



Department of

Employment Gazette

January 1977

Diamond year for the department

Industrial disputes—stoppages, 1976

**Coping with the labour shortage: bus drivers
and draughtsmen**

Quit rates and manpower policy

How individual people's earnings change

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DEPARTMENT OF EMPLOYMENT GAZETTE

January 1977 (pages 1-104)

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A diamond year for the department

by Eric Wigham Author of "Strikes and the Government 1893-1974"

THIS MONTH marks the diamond jubilee of the establishment of a separate government department to deal with labour affairs—originally the Ministry of Labour, now the Department of Employment. On December 7, 1916, Lloyd George promised it as an inducement to the Labour Party to join a coalition under his leadership. About a week later he supplanted Asquith as Prime Minister.

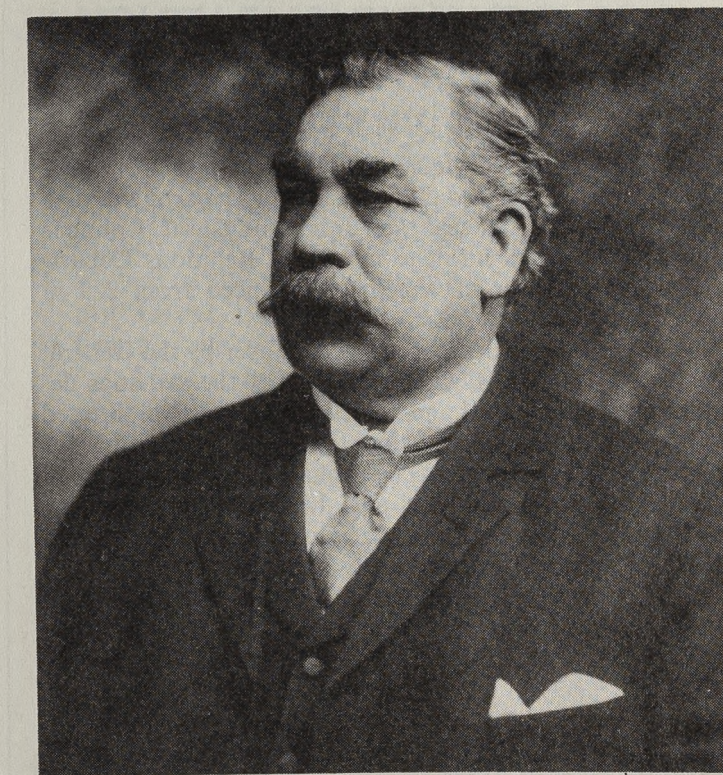
A *New Ministries and Secretaries Bill* was immediately introduced and between December 15 and December 22 went through all its stages to the Royal Assent. And on January 10, 1917, the Ministry of Labour came into being, taking over from the Board of Trade responsibilities for industrial conciliation, trade boards, employment exchanges and unemployment insurance.

Battles

The internal and external battles of the infant ministry, trying to establish its place in "the seething and faction-torn Whitehall" of the First World War, as Beatrice Webb described it, have long been familiar from the reminiscences of those who took part in them. The Ministry's first headquarters in Montagu House, ancestral mansion of the Dukes of Buccleuch, were described by Sir Harold Butler, one of its most able civil servants: "The magnificent reception rooms with their marble chimney-pieces and their lofty, painted ceilings were carved up into more or less spacious cells by hideous dun-coloured partitions... The servants' bedrooms, attained by dusty, unlit staircases, were more readily adapted to official use, while the beautiful garden along the embankment was soon obliterated by a fungoid growth of unsightly huts."

Touchy

Both Lord Beveridge and John Hodge, the tubby, touchy Scottish union leader who was the first Minister, told how Beveridge, creator of the employment exchanges, suggested he should be made permanent secretary and how Hodge replied by excluding him from the Ministry altogether. Instead he appointed Sir David Shackleton, former Labour Party and union leader, as the first permanent secretary. Lord Askwith, most famous of government conciliators, wrote of his constant conflicts with Ministers and other departments until, while he was in Lancashire dealing with a cotton dispute, a new department of the Ministry, supplanting his own, was set up. Its head was the shrewd and



Radio Times Hulton

Hodge: Scottish union leader who became first employment minister.

ambitious Horace Wilson, who became permanent secretary in 1921 and dominated the Ministry throughout the 1920s.

It is only in recent years that research workers have dug beneath colourful and often coloured memories with the aid of newly accessible documents in the Public Record Office. One of them, Mr Rodney Lowe, of Heriot-Watt University, summed up his conclusions in a prize essay in *Public Administration* a couple of years ago. His title was *The Ministry of Labour 1916-24: A Graveyard of Social Reform?*

The question-mark is superfluous, for Mr Lowe's main theme was that a succession of inadequate ministers and a subservient permanent secretary, in a department increasingly starved of staff, failed to stand up to the Treasury or to press with determination for social reform or to insist

on an economic policy which would relieve unemployment. "Why," he asks, "in a decade which saw the General Strike and a level of unemployment never falling below 10 per cent, did the department nominally responsible for both industrial relations and unemployment policy remain one of the least important home departments?"

The ministry not only got rid of two of the men who had pre-eminently combined a belief in reform with initiating ability in the pre-war Board of Trade Labour Department, Beveridge and Askwith, but also lost a number of other able men, including Butler and E. J. Phelan to the International Labour Office. It was obliged to find jobs for war-time civil servants with little experience. By 1920, Mr Lowe says, 77 per cent of the ministry's staff were temporary and morale was undermined by the fact that 80 per cent were working above their official grading. Sir Horace Wilson admitted that he felt "part and parcel of the Treasury" when dealing with staff matters and never showed any passion for reform.

Pressure

Under Treasury pressure, the 300 local advisory committees which had been attached to the exchanges from 1917 onwards were abolished. The publicity department also ceased to exist. The separate Joint Industrial Councils division was merged into the Industrial Relations Department, the manpower of which was reduced from 229 in 1919 to 28 by January 1924.

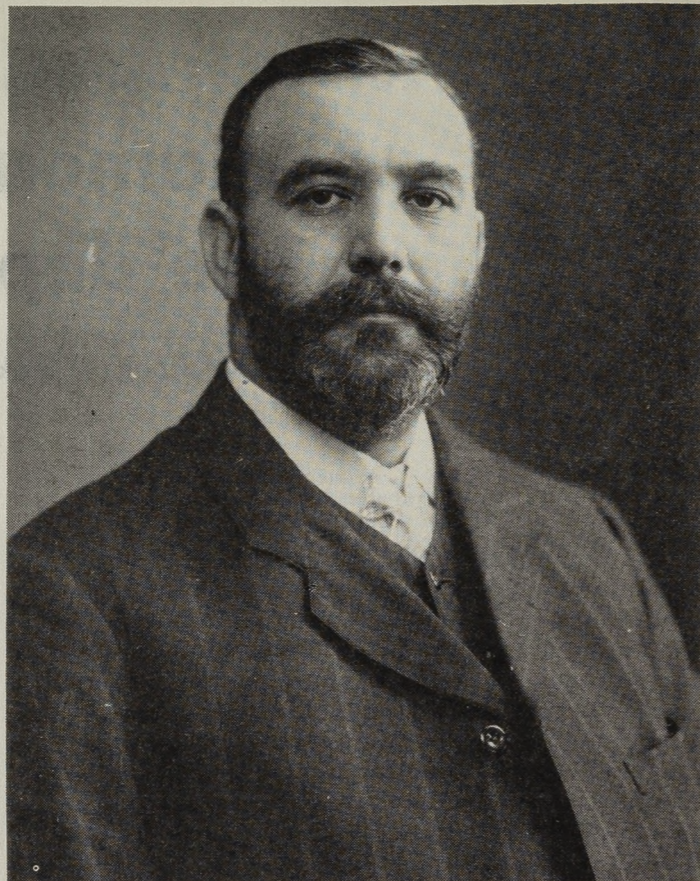
The Trade Boards division was taken over by the General Department. The intelligence division of the statistics department was disbanded and statistical investigation limited to routine inquiry. An imaginative training scheme for exchange staff was vetoed. The exchange policy branch of the employment department also had to be closed down. New establishment and finance departments were set up under officers heartily approved by the Treasury.

Yet it is possible to exaggerate the inadequacy of the first Ministers. There were no fewer than six of them between January 1917, and November 1924, which did not give



Radio Times Hulton

Whitley: founder of the Whitley Councils.



Radio Times Hulton

Shackleton: constant conflicts with ministers.

them much of a chance. But in spite of the post-war industrial unrest, perhaps partly because of it, the period from 1918 to 1920 was one of industrial relations innovation and social reform.

George Roberts, another trade unionist who succeeded Hodge after six months, threw himself energetically into the creation of the comprehensive new industrial relations system recommended by the Whitley Committee. In three years 73 joint industrial councils were established, covering three million workers in private employment and 400,000 in government service, with the object of enabling workers to participate in the running of their industries.

Workers' protection expanded

A new Trade Boards Act in 1918 expanded the protection of workers in little organised industries and by 1920, 44 had been set up covering two and a half million workers. The following year the Industrial Courts Act established a permanent body to provide voluntary arbitration in industrial disputes and empowered the Government to appoint Courts of Inquiry into their causes and circumstances.

Sir Robert Horne, who succeeded Roberts after the December 1918, general election, prompted the calling of a National Industrial Conference on industrial unrest, which resulted in agreements to establish a standing National Industrial Council of 400 members, to pass legislation for a 48-hour week and a national minimum wage, and to introduce measures to stabilise employment.

July, 1917.

PAUPERISM IN THE UNITED KINGDOM.

[Data supplied by the Local Government Boards in England, Scotland and Ireland.]

THE number of paupers relieved on one day in June, 1917, in the 35 selected areas named below, corresponded to a rate of 141 per 10,000 of population, showing a decrease of 3 per 10,000 on a month ago and of 12 per 10,000 on a year ago.

Compared with a month ago, the total number of paupers relieved decreased by 4,885 (or 1.8 per cent.). The number of indoor paupers decreased by 3,195 (or 2.5 per cent.), while the number of outdoor paupers decreased by 1,690 (or 1.2 per cent.). There was an increase of 2 per 10,000 of population in the Coatbridge and Airdrie district, and of 1 per 10,000 in the Dundee and Dunfermline district. There was no change in the Bolton and Oldham, Sheffield, Cardiff and Swansea districts, but every other district showed a decrease; the most marked decreases were in the East metropolitan and Galway districts (8 per 10,000).

Compared with June, 1916, the total number of paupers decreased by 20,849 (or 7.4 per cent.). The number of indoor paupers decreased by 7,040 (or 5.3 per cent.), while the number of outdoor paupers decreased by 13,809 (or 9.3 per cent.). There was an increase of 8 per 10,000 of population in the Dublin and Belfast districts, but decreases in every other district. The largest decrease was in the Paisley and Greenock district (29 per 10,000 of population), 2 other districts showed decreases of 20 and under 30 per 10,000, 21 districts showed decreases of 10 and under 20 per 10,000, and 9 other districts showed decreases of under 10 per 10,000.

Selected Urban Areas.*	Paupers on one day in June, 1917.			Rate per 10,000 of Estimated Population	Inc. (+) or Dec. (-) in rate per 10,000 of Population as compared with a month ago
	In-door.	Out-door.	TOTAL.		

Not until July 1917 did the Gazette become a publication of the new Ministry, changing its title from the *Board of Trade Labour Gazette* to the *Labour Gazette*. Many of the statistical items covered then are still familiar to readers now, such as unemployment figures, earnings and cost of living. Others like this example seem hardly credible 60 years later.

None of it came to anything, but 6,400,000 workers got a shorter working week in 1919 so that 47 or 48 hours became normal, bringing to an end the old pre-breakfast shift in mills and factories, while the new trade boards increased the number of workers on statutory minimum pay. H A L Fisher's 1918 Education Act raised the age of compulsory school attendance to 14, abolishing the half-time system under which children of 12 spent half their last school year at work.

The Unemployment Insurance Act of 1920 increased the number of workers covered from 3,375,000 to 12,000,000, putting new burdens on the Ministry as it began to emerge from the enormous tasks of demobilisation—which had not prevented it from playing a leading part in the creation of the International Labour Organisation.

It was a remarkable achievement to have set up in three years so extensive a frame-work for a better industrial future, but then came the long depression. Much but not all was swept away. It is not surprising that economic circumstances, public clamour for retrenchment, a re-actionary government, Treasury restrictions and an unimaginative permanent secretary prevented the ministry from building on the framework until Ernest Bevin got a grasp of the department 20 years later and in World War II turned the fledgling into a much more potent vehicle for change. ■

Employers There's still time to apply for these two subsidies

YOUTH EMPLOYMENT SUBSIDY For each unemployed young person you take on full-time you can qualify for £10 a week.

This subsidy is available to all employers in the private sector of industry and commerce, as well as the nationalised industries, throughout Great Britain. It is payable during the first 26 weeks of employment.

The unemployed young people you recruit must have been under twenty years on 1 October 1976 and have been registered as unemployed for a continuous period of at least 6 months. They must be offered normal full-time employment to fill a genuine vacancy, and must start work on or before 31 March 1977.

For a leaflet and application forms, contact your local Careers Office, Employment Office or Jobcentre.

Closing date for applications 31 March 1977

TEMPORARY EMPLOYMENT SUBSIDY

Closing date for applications has now been extended to 30 April 1977.

Employers in the private sector of industry and commerce throughout Great Britain, who are prepared to defer impending redundancies affecting *ten or more full-time workers* in an establishment, can qualify for a subsidy of £20 a week for each job maintained. This subsidy may be paid for a maximum of 12 months.

You can obtain a leaflet with full details of the scheme from any Department of Employment Regional Office or your local Unemployment Benefit Office, Employment Office or Jobcentre.

Stoppages of work due to industrial disputes in 1976*

THE NUMBER of stoppages of work† in the United Kingdom beginning in 1976 which came to the notice of the Department of Employment is provisionally estimated to be 1,990 compared with 2,282 in 1975, representing a decrease of 292, or 13 per cent. This provisional total is the lowest annual figure since 1966. In addition, 18 stoppages which began in 1975 continued into 1976 compared with 50 commencing in 1974 and continuing into 1975.

Stoppages in progress in 1976 resulted in the loss of about 3,286,000 working days during the year at establishments where the disputes occurred, compared with 6,012,000 working days lost during 1975 through stoppages in progress in that year. These provisional figures show a decrease of 45 per cent in working days lost as compared with 1975.

The aggregate number of workers involved in stoppages in progress in 1976 was about 661,000, including 222,000 workers who were indirectly involved (that is, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). The corresponding total for 1975 was about 809,000 workers, including 229,000 who were indirectly involved. These provisional figures show a decrease of 18 per cent as compared with 1975.

Industrial analysis

In table 1, stoppages of work due to industrial disputes in the United Kingdom during 1976 are classified by industry and the corresponding figures are given for 1975. The figures have been rounded to the nearest 100 workers or 1,000 working days, and the sums of the constituent items may therefore not agree with the totals shown.

There were fewer stoppages in 20 of the 26 industry groups.

In the manufacturing sector, only the motor vehicles industry and the "all other vehicles" industry had more stoppages than in 1975. There were large decreases in several industries, notably in engineering (47 per cent) and in shipbuilding and marine engineering (37 per cent). Although the number of stoppages in the motor vehicles and "all other vehicles" industries rose, the numbers of working days lost in these industries were less than in 1975.

In the non-manufacturing sector there was an increase in the number of stoppages in construction (16 per cent) and also a large increase in the number of working days lost (131 per cent). There was an increase in the number of stoppages and working days lost in gas, electricity and water.

Comparison with earlier years

The provisional total of 1,990 stoppages beginning in 1976 is the lowest annual figure since 1966 and compares

Table 1 Stoppages of work in 1976 and 1975

Industry group Standard Industrial Classification 1968	1976			1975		
	Stop- pages begin- ning in year	Workers involved	Working days lost	Stop- pages begin- ning in year	Workers involved	Working days lost
Agriculture, forestry, fishing	—	—	—	2	100	1,000
Coal mining	271	37,900	70,000	212	27,800	52,000
All other mining and quarrying	7	900	8,000	5	400	4,000
Food, drink and tobacco	69	20,100	95,000	92	23,700	159,000
Coal and petroleum products	1	400	2,000	6	2,000	47,000
Chemical, and allied industries	28	5,800	23,000	54	28,700	202,000
Metal manufacture	143	52,500	334,000	149	64,600	355,000
Engineering	266	82,000	529,000	503	166,200	1,737,000
Shipbuilding and marine engineering	40	22,100	62,000	63	34,100	509,000
Motor vehicles	190	205,900	786,000	150	164,000	829,000
Aerospace equipment	21	8,600	67,000	37	13,000	117,000
All other vehicles	16	17,500	42,000	14	9,800	176,000
Metal goods not else- where specified	120	20,200	151,000	129	26,200	209,000
Textiles	49	9,600	39,000	74	40,900	257,000
Clothing and foot- wear	31	6,500	26,000	45	12,200	93,000
Bricks, pottery, glass, cement, etc	32	6,700	25,000	49	8,100	48,000
Timber, furniture, etc	19	1,800	11,000	23	3,800	22,000
Paper, printing and publishing	36	7,100	40,000	44	11,700	106,000
All other manufac- turing industries	42	17,000	69,000	52	18,700	136,000
Construction	242	52,900	570,000	208	26,300	247,000
Gas, electricity and water	27	28,100	55,000	14	4,500	10,000
Port and inland water transport	74	15,500	42,000	79	37,600	324,000
Other transport and communication	107	22,900	90,000	111	44,100	98,000
Distributive trades	44	3,000	15,000	53	6,200	66,000
Administrative, finan- cial and professional services	90	12,600	90,000	97	24,400	160,000
Miscellaneous services	28	3,800	46,000	36	9,800	50,000
Total	1,990‡	661,300	3,286,000	2,282‡	809,900	6,012,000

with an average annual figure of 2,631 over the last ten years. The number of working days lost in 1976 (3.29 million) is the lowest since 1967. Table 2 gives details of stoppages in the years 1966-76.

* The figures are provisional and subject to revision. Final figures for 1976 are scheduled to appear in the May or June 1977 issue of this *Gazette*.

† The statistics relate to stoppages of work due to industrial disputes connected with terms and conditions of employment. They therefore exclude, for example, absences of work on March 24, when a large number of workers on Clydeside stopped work two hours early in protest against the Government's proposed cuts in public expenditure. Also excluded are industrial stoppages involving fewer than 10 workers or lasting less than one day, except any in which the aggregate number of days lost exceeded 100. For further definitions and qualifications see page 102 of this *Gazette*.

‡ 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.

Major stoppages of work during 1976

The following stoppages resulted in a loss of 50,000 or more working days. In each case the provisional estimated number of days lost, rounded to the nearest thousand, is shown in brackets.

Metal manufacture

Economy measures, including plans to reduce week-end working and to discontinue the guaranteed week agreement, led to a series of stoppages during the period January 4 to January 24 by over 7,800 workers at various steel plants in Wales. The stoppages caused over 8,300 other workers to be laid off. Work was resumed following agreement at national level about future labour economy measures. (133,000.)

Vehicles

A dispute over the interpretation of a national toolroom agreement halted production at a number of car and car component plants in the Midlands and South Wales when over 1,400 toolroom workers stopped work on March 12, causing 3,600 production workers to be laid off.

Normal working was resumed on April 5 following the company's agreement to review the wage rates system and to consider fringe benefits permissible under the government pay policy. (59,000.)

A stoppage at a London car components factory began on May 24 when 400 female machine operators stopped work because of a dispute over the implementation of the Equal Pay Act. At the beginning of August, 120 male workers stopped work in support of the claim for equal pay.

This action led to 450 production workers being laid off at the beginning of September. Work was resumed on October 18 following agreement over an acceptable settlement. (56,000.)

About 2,000 maintenance workers at a West Midlands car plant withdrew their labour on September 2 in protest against some of their colleagues being laid off during a series of disputes. The remaining 17,000 shop floor workers were

Table 2 Stoppages in the years 1966-1976

Year	Number of stoppages beginning in year	Number of workers* involved in stoppages			Aggregate number of working days lost in stoppages		
		Beginning in year		In progress in year	Beginning in year		In progress in year
		Directly	Indirectly		(a) 000's	(b) 000's	000's
1966	1,937	414†	116	544†	2,372	2,395	2,398
1967	2,116	551†	180	734†	2,765	2,783	2,787
1968	2,378	2,073†	182	2,258†	4,672	4,719	4,690
1969	3,116	1,426	228†	1,665†	6,799	6,925	6,846
1970	3,906	1,460	333	1,801	10,854	10,908	10,980
1971	2,228	863†	308†	1,178†	13,497	13,589	13,551
1972	2,497	1,448†	274†	1,734†	23,816	23,923	23,909
1973	2,873	1,103	410	1,528	7,089	7,145	7,197
1974	2,922	1,161	461	1,626	14,894	14,845	14,750
1975	2,282	570	219	809	5,861	5,914	6,012
1976	1,990	437	221	661	3,233	‡	3,286

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

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

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

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

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

progressively laid off from September 3. A general resumption of work took place on September 9 following talks at national level. (64,000.)

Construction

At a site in Kent about 960 construction workers withdrew their labour on June 15 in support of 28 workers involved in a dispute about the provision of protective clothing. Over 800 employees of various other contractors at the site were progressively laid off because of picketing which prevented delivery of materials and components to the site.

During the course of the stoppage, other issues concerning conditions of employment were raised. Following discussions about all the issues involved, agreement was reached for a phased resumption of work beginning in December. (152,000.)

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

THE Factories Act 1961 and related legislation place restrictions on the employment of women and young people under 18 years of age in factories and other workplaces. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions, to grant exemptions from these restrictions for women and young people aged 16 and over, by making special exemption orders for employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on November 30, 1976, according to the type of employment permitted* were:

Type of employment permitted by the orders	Women 18 years and over	Male young people of 16 but under 18	Female young people of 16 but under 18	Total
Extended hours†	24,340	1,062	1,527	26,929
Double day shifts‡	44,601	2,802	2,234	49,637
Long spells	9,160	296	1,152	10,608
Night shifts	47,655	1,346	—	49,001
Part-time work§	18,222	97	112	18,431
Saturday afternoon work	6,037	258	167	6,462
Sunday work	44,691	1,348	1,691	47,730
Miscellaneous	5,590	375	263	6,228
Total	200,296	7,584	7,146	215,026

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

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

‡ Includes 18,274 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.

Manpower planning



Coping with labour shortage:

bus drivers and draughtsmen

TO be writing about labour shortages may seem somewhat irrelevant in the current economic climate. However shortages of certain types of labour can persist even when, as at present, unemployment is high and shortages in other occupations may re-appear with economic recovery. The results of a detailed study* by the Social Science Research Council Industrial Relations Research Unit at Warwick University of employers' responses to shortages in three different occupations—bus drivers, draughtsmen and teachers—may therefore be of interest to manpower planners.

The examination of employers' responses to shortage is set within a theoretical framework which is of wider appeal than merely to those interested in the three occupations mentioned above.

Only the actions being taken by employers of bus drivers and draughtsmen are discussed here partly because a long standing shortage of teachers has now been replaced by an appreciable surplus and also because major decisions affecting the demand for and supply of teachers are taken nationally. Adjustments to shortages or surpluses of bus drivers and draughtsmen have to be made by individual employers.

Method

The Warwick team visited 18 road passenger transport undertakings and 10 engineering firms. Their examination of particular organisations ranged from single interviews with the general manager to intensive case studies involving discussions with a large number of representatives of both management and employees and a detailed analysis of the undertaking's records. They visited a number of other organisations associated with the passenger transport industry or with an interest in the employment of draughtsmen and looked at relevant statistics from official sources

and the results of earlier studies.

Choice of adjustment measures

The report shows that the wide variety of ways in which employers attempt to overcome labour shortages can be broadly divided into:

- measures which operate on the demand side and reduce desired total man hours through improvements in labour productivity or planned reductions in output;
- those which operate on the supply side and increase the total input of man hours through increases either in average hours worked per employee or in the number of employees. The latter can be accomplished either by reducing outflows of labour or by increasing inflows.

Some measures, or instruments, operate in more than one direction.

Employers' decisions about which instruments to use are influenced, among other things, by cost considerations, by

* *Labour Shortage and Economic Analysis. A Study of Occupational Labour Markets* by Barry Thomas and David Deaton to be published by Blackwells in the series *Warwick Studies in Industrial Relations* early in 1977.

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a wide range of constraints and by the characteristics of the occupational labour markets with which they are concerned. It is a plausible hypothesis that employers would choose the adjustment which enables them to maintain the desired level of production at a minimum cost. However, since each adjustment instrument can be altered by differing amounts and used for differing time periods an infinite number of cost plans are, in theory, open to the employer. The acquisition and evaluation of information about both the costs and the likely effects of particular adjustments require time and money and the firm is faced with the problem of determining how much information to seek and how to narrow down the options to a feasible few. Since strategies which do not involve the use of previously untried instruments, or new ranges of values of known instruments, are likely to be easier to evaluate, they are more likely to be chosen though the organisation might have been able to find a more cost effective solution if it had had perfect information and access to cost free calculations.

Constraints include contractual or legal obligations (for example restrictions on drivers' hours), organisational constraints imposed by one section of management on others, views about the "fair" relationship between earnings in different occupations, technical considerations (for example the physical aspects of bus routes which limit the size of buses that can be used), and the attitudes of employees and trade unions. The authors of the study stress that workers' interests often differ from those of management and they and the unions naturally seek to protect those interests. Thus a concern with employment stability and security may lead to attempts to control or resist sub-contracting, restrictions on part-time workers or dilutees or opposition to capital substitution. Concern with conditions of work and levels of pay may lead to union attempts to control working arrangements, for example by restricting the flexibility of bus drivers' schedules.

Characteristics of the two occupations

There are various important differences between the labour markets for bus drivers and draughtsmen.

- About 80 per cent of bus drivers work for bus operators in the public sector; the majority of draughtsmen are employed in the private sector.
- Bus drivers are employed in a single industry, road passenger transport, and are a major component in that industry's labour force; draughtsmen work in almost all industries but constitute only a small proportion of the labour force in any one industry.
- The time required to train a draughtsman is very much longer than that needed to train a bus driver.
- Shortages of draughtsmen are attributable, at least in part, to imbalances between the output from the training system and peaks of labour demand; shortages of drivers largely result from certain features of the job, for example the need to work unsocial hours, which make it unattractive.
- Though passengers' use of public transport and the number of bus drivers employed have fallen sub-

stantially over the past 20 years, there have been recurring shortages of bus drivers; fluctuations in economic activity generally and in the fortunes of individual firms have resulted at times in appreciable surpluses of draughtsmen both nationally and in particular organisations. These fluctuations and the fact that the length of time required to train a draughtsman is often greater than the time span for particular projects, help to explain the importance of recruitment of trained draughtsmen rather than of increased apprenticeship intake as an adjustment to labour shortage in individual undertakings.

Competition

Competition between employers, at least at times of labour shortage, is an important feature of both occupational labour markets. Though the system of licensing routes means that bus undertakings are monopolists on the routes they operate, people with driving skills may offer themselves to many employers other than bus and coach operators, and even within the bus industry two or more operators may share the same territory. This happens typically where the services run by a municipal undertaking and a company providing inter-town and rural services overlap. Additionally, there is a drain on bus drivers to the small coaching companies.

For reasons of space the article does not describe all the various measures which the organisations visited had adopted in attempts to overcome labour shortages but rather concentrates on certain features. These are:

- the relationship between labour shortages and earnings;
- the use of overtime working;
- the effects of shortages on recruitment policies;
- the use of contract draughtsmen;
- two particular technical improvements, ie the introduction of one-man operation on the buses (OMO) and of computer aided design (CAD).

The relationship between shortages and earnings

It is often assumed that adjustments to labour shortages largely take the form of increases in earnings. Though this study was carried out at a time when a statutory incomes policy was in force, and this was an important constraint on employers' ability to increase earnings, very few road passenger transport undertakings took the view "if only we could get round the incomes policy we could clear the shortage". A number of additional constraints on the ability of employers of bus drivers to increase pay as a means of overcoming labour shortages were recognised. Large pay increases for bus drivers could result in higher fares and thus in a falling demand for bus services. The basic level of drivers' pay is set by national agreement. Though companies had their own agreements to supplement the national rates, and these had resulted in appreciable variations in earnings as between different operators,

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company wide rates had, in some instances, to apply to garages with different local labour market conditions. Different companies had pursued different strategies in such circumstances. In one the company wide rate was insufficient in one particular area to match earnings at a local motor works and there were considerable labour shortages in that depot. In another company wage levels were high enough to eliminate shortages at all garages with the result that at some smaller garages in rural areas earnings considerably exceeded what was justified by local labour market pressures.

Incomes policies had played a part in restricting employers' ability to increase the pay of draughtsmen. Another major constraint on using pay as an adjustment to labour shortages was the form of salary payment used in most plants. The job grading system usually made pay comparisons between various departments and specialists within the firm so that an increase in one department rippled throughout the system.

In one firm TASS* still negotiated on flat rate increases for all their members even though the jobs were divided into market groups with work requiring roughly similar levels of skill, training and education. In addition their members could move fairly readily between the jobs by extending their skills or adapting them. This meant it was not possible to, say, raise the salary level for the design market group leaving other groups in the technical area unaffected.

Though the report gives examples of ways in which these difficulties were overcome, in general the constraints imposed by the salary determination process meant that pay increases were a very costly means of overcoming shortages. There were exceptions but most firms tried to negotiate salary increases which aligned the mid-point of the salary



National Bus Company

One man operation reduces driver shortages but poses some problems.

range for a particular grade with the average market salary. There was also a tendency to relate the pay of new entrants to the salary they had received in their previous employment.

Overtime working

Busmen typically worked one rest day per week plus a few additional hours overtime. Overtime was such a regular feature in many undertakings that basic duty rotas took some of it into account. Extensive overtime working not only reduced the number of drivers needed to provide a given level of service but also increased weekly earnings and thus helped undertakings attract and retain staff. The study suggests that hours had not been deliberately increased as a means of overcoming labour shortages. Rather overtime had become available when staff left and could not be replaced quickly. However though hours were increased as a temporary adjustment the new level had become accepted as a working norm. Various informal agreements and controls on recruitment were perhaps designed to maintain an acceptable level of overtime work. Many undertakings were reluctant to search for the cost—minimum combination of hours and employment because they feared that any reduction in overtime opportunities would lead to increased voluntary leaving. As one manager put it "if we ceased to provide overtime, some men would drift away and restore the need for it".

Although all the employers of draughtsmen who were visited had used overtime to deal with short-lived peaks in work loads, it was less prevalent than among bus drivers. In some places overtime was severely controlled by staff unions—in the early 1970s when there was heavy unemployment amongst draughtsmen there was a total ban. This ban had been relaxed by the middle of 1973 but overtime was still severely controlled in some plants. The controls took the form of making the management argue its case for overtime in each situation or only agreeing to overtime working when steps were being taken to recruit permanent staff.

The use of contract staff was frequently seen as an alternative to overtime working. Where firms had to choose between the two, relative costs played only a minor role in the choice. It was usually made with reference to the size of the problem and staff's readiness to work overtime or accept sub-contractors and depended heavily on the drawing office manager's opinion of the work of contract offices. (Only one manager had an immediate answer to the question which of these two adjustments was the cheaper.)

Recruitment policy

There was a great reluctance amongst road passenger transport undertakings to lower hiring standards, but shortages of labour led to modifications in those selection criteria which were designed to minimise wastage, absenteeism and training costs. In the selection process someone

* The Technical and Supervisory Section of the Amalgamated Union of Engineering Workers.

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with a PSV licence was at the front of the queue, followed by those with professional driving experience, car drivers and those with only provisional licences. As the labour market tightened, an undertaking would tend to take on people further down the queue and differences in experience were compensated by increased training. Similarly aircraft and electronics firms usually recruited only draughtsmen with experience of the relevant industry but at times of labour shortage would consider draughtsmen who had worked in other engineering industries.

Re-engagements

Further evidence of the way in which shortages influenced recruitment decisions is provided by variations in road passenger transport undertakings' policies on re-engagements. Limitations on re-engaging staff normally formed part of an undertaking's selection criteria, the aim being to reduce wastage and avoid the unsettling effect of people repeatedly leaving and returning. In some undertakings there was a formal requirement permitting only first time re-engagements and in others recruitment officers scrutinised applicants for re-engagement in greater depth than new applicants. But these controls tended to be relaxed during times of labour shortage. For example, in one large passenger transport undertaking, though there was no set rule on re-engagement, it was clear from their statistics that the proportion of applicants for re-engagement who were accepted varied directly with the extent of driver shortage.

Sub-contract draughtsmen

The number of draughtsmen required by any individual establishment tends to fluctuate considerably. Where a company has a number of establishments working on different products it may be able to meet this problem by shifting work or draughtsmen between them. But this is not always possible. Some companies are too small to require draughtsmen continuously and even in large companies design requirements increase considerably when large projects are taken on. This has led to the growth of a sub-contract sector which, according to the study, reduces the need for firms to hoard labour in the anticipation of future shortages.

The sub-contract sector has grown appreciably since the war and at its peak in 1969 was employing about a tenth of the draughtsmen in the country. But the liquidation of Rolls-Royce and a reduction in the amount of sub-contracting on Concorde, two projects on which the sub-contract sector was heavily dependent, is thought to have resulted by 1972 in both the number of contract drawing offices and the number of draughtsmen working in them falling by half. One of the most important elements in a choice of whether to use sub-contractors is the attitude of the firm's own draughtsmen. TASS members have shown a reluctance to accept sub-contracting, particularly where self-employed draughtsmen are involved or when unemployment is high.

Only one of the 10 firms visited had not sub-contracted draughting work at one time or another but six of them had done so only in order to meet short-term fluctuations in

work load. Typical of these was a firm whose maximum usage was the equivalent of their drawing office staff each working three hours overtime per week for a period of six months. One of the three firms which regularly used sub-contract draughtsmen did so because they found it "useful to have a small float of about 20 contract draughtsmen—partly because they will do low level work which the full-time design draughtsmen object to". Another's policy was to employ very few jig and tool draughtsmen and to sub-contract most of this work. Neither of these was an example of sub-contracting to alleviate a long term shortage though any shortage which did arise would simply be met by further sub-contracting.

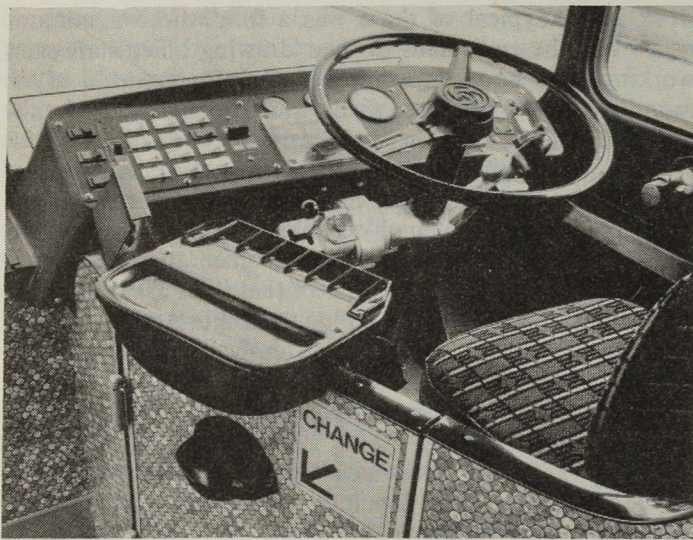
Only one firm in the sample used sub-contracting extensively as a long-run labour shortage adjustment. This was not deliberate but was an example of a temporary adjustment being fossilised into a permanent one. In this firm the engineering manager's rule of thumb was if the excess of work was likely to last less than six months—overtime, if over six months but less than two years—sub-contract, if over two years—recruit permanent staff. His system did not always work, partly because of the capacity for overtime was limited, and partly because of difficulties in recruiting permanent staff. As a result of this inability to obtain sufficient permanent staff more than a quarter of work in the product development area was done by sub-contractors. Moreover some of the individuals supplied by contractors had acquired skills during their long stay with the company (one had been there eight years) which made them very hard to replace.

One-man operation

The reduction in the demand for road passenger transport services had been accompanied by a fall in bus drivers' productivity in terms of cost per passenger mile. The reason for this was that demand has not fallen evenly over all operating hours but rather intensified what was already a problem by falling less at the peak time, when transport is required to get people to and from work, and more at off-peak periods. The need to meet public demands for transport at peak periods meant that services and the number of drivers could not be reduced to the same extent as the number of passengers had fallen.

One way in which road passenger transport undertakings have attempted to combat shortages and reduce costs has been the introduction of one-man operated buses (known as OMO). The removal in 1966 of legal restrictions on the size of buses that can be operated by a driver only which, in particular, permitted one-man operation of double deckers, and pressures from the National Board for Prices and Incomes for greater efficiency led to a much greater use of OMO in the late 1960s. Almost all undertakings have now introduced some OMO but the proportion of services provided by OMO buses differs markedly as between undertakings. There are various ways in which OMO can help to alleviate shortages of drivers as well as of conductors. The nature of the drivers' job changes in that it becomes more

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Tyne and Wear Passenger Transport

Latest cab design aids the one man "crew".

interesting with a higher degree of responsibility and contact with the public. This is, however, partly offset by greater strain. These differences between the jobs of OMO and "crew" drivers are reflected in the earnings of OMO drivers. Taken together these features of one-man operating tend to reduce wastage and increase the flow of applicants. Another way in which OMO may reduce driver shortages is by providing a pool of potential drivers from conductors who are no longer required. In general the necessary reduction in the number of conductors was achieved by slowing down or stopping recruitment and redundancies were necessary in only a few instances. Most undertakings which were introducing OMO had tended to raise hiring standards in that only conductors who were potential drivers were engaged.

The aim in introducing OMO was often simply to reduce costs and this was the most common reason given by the undertakings for its introduction. But the timing of many conversions suggests that labour shortages were an important stimulus to change.

There are many constraints on the introduction of OMO. These include limitations in the form of union controls and physical constraints on the type and sizes of buses that may be used for OMO, traffic congestion, fare structures, the extent of training capacity and problems with tickets and cash handling equipment. The most important constraint outside London was the availability of vehicles. The delivery of new suitably equipped vehicles and the rate at which existing ones could be converted had limited the spread of OMO in almost all undertakings in the sample.

An economic analysis by the research team of data provided by one large passenger transport undertaking suggests that the direct effects of complete OMO in that undertaking would be only a marginal reduction in driver shortage—by about 3¼ per cent. Where driver shortages had fallen markedly it was often attributable to factors other than the direct effects of one-man operating. In one undertaking, for example, a marked reduction in the shortage was largely

attributable to a changed pattern in the working week. As might be expected, the effect on conductor shortages was more marked than that on driver shortages.

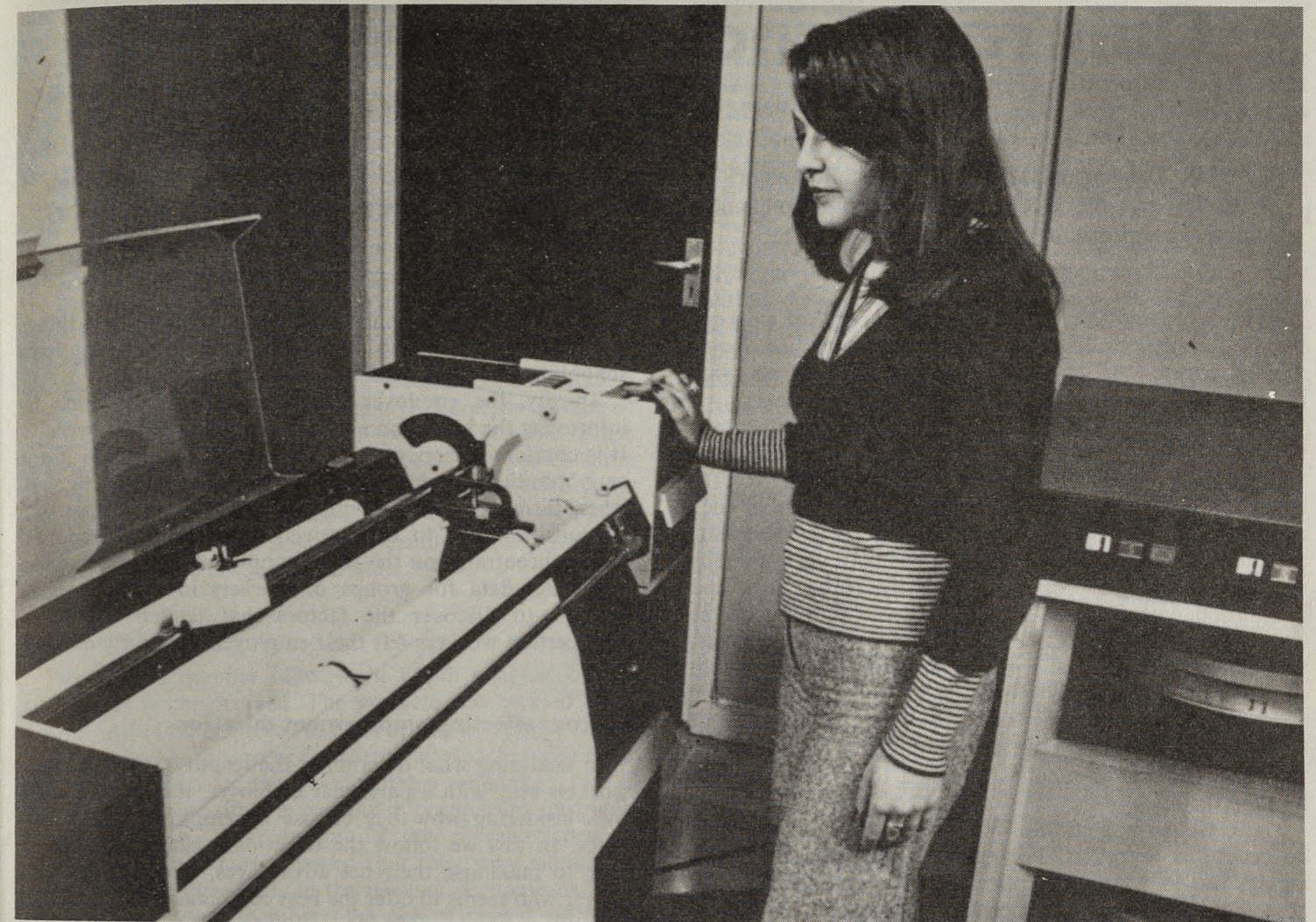
Although the authors of the study acknowledge that there have been some successful OMO schemes which have helped to alleviate some of the more acute shortages, they suggest that the labour, and cost, savings, have been considerably less than were envisaged by the National Board for Prices and Incomes and that problems have been more severe than was initially supposed, especially in large urban areas.

Computer aided design

The use of computer aided design, or CAD, enables a draughtsman, working from a rough drawing, to feed in precise information which the computer processes and records on tape. The tape is then used to drive a numerically controlled machine. The nature of the product and the size of the firm limits the application of CAD. The constraint immediately apparent is that it can only be used where a design can be put into digit form. Major applications are to be found in industries such as electronics, ship and vehicle body building, and also mapping and architecture. A typical application can be seen in the manufacture of printed circuits, where a circuit can be printed from a film produced by the computer and the electrical components can be fitted into holes bored by the numerically controlled machine.

Only two firms in the sample had introduced the use of a computer as a measure to relieve their shortages of technical labour. In one of these firms CAD had been introduced mainly as a device to reduce the time (known as lead time) between the conception of design and actual production. They had had major difficulties in getting work from the design stage to the machine shop stage because of heavy work load had increased the number of drawings going into the shops. This in turn had rapidly increased the amount of work at the modification stage and a bottle-neck resulted. This situation, combined with a lack of available technical labour, spurred the firm to introduce CAD. Though one must acknowledge the importance of shortage in spurring on this development, the introduction of CAD was by no means simply a response to shortage. If anything it was a long run adjustment to potential shortage. One might explain a desire to reduce lead time in terms of shortage adjustment but there is a danger in doing so that the explanation would miss the important factors which determined the decision. No one at this company said there were significant savings in labour costs, but the alternative ways of achieving the same amount of design work and the same reduction in lead time would have been very expensive in terms of labour costs. The introduction of CAD at the second firm was a better example of its being used as a direct response to shortage. There the new machines were brought in when there was a shortage of draughtsmen and to some extent because of it. All the economic aspects of the alternative systems were examined; capital cost; labour costs, lead time, and the state of the labour market was an important consideration.

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Travers-Morgan

Computer aided design (CAD) in the drawing office: only two firms in the sample introduced the system to relieve shortages of technical labour.

Those firms which had dismissed CAD as a possible adjustment did so either because it was not technically feasible, or because it was unsuited to their particular circumstances. One firm had not considered it because their shortage was "neither large nor persistent". The national policy of TASS, according to the study, is not hostile to the introduction of CAD itself, but it is wary of the ways in which it might be used. In particular it is conscious of the effects on its members, of possible pressure for shift working, the fragmentation of skills and the intensification of work. Though it might appear attractive to a designer to spend the major part of his time on decision making, the stress of doing this might be very heavy. Although the performance of routine work might seem to be wasteful to the firm, it could have some therapeutic value to the designer. Therefore union policy has been to insist on certain conditions before agreeing to the introduction of CAD. The study suggests that it is clear from union policy and membership attitudes that any introduction of computer aids must be the subject

of negotiation between union representatives and management. Though CAD can be an attractive investment for some firms even in the absence of labour shortage, the economic viability of a CAD scheme is not a sufficient condition for its introduction. Partly because of union constraints, a serious labour shortage is usually required to spur a firm into a programme of computer aided design.

These are a few of the ways in which employers of bus drivers and draughtsmen have responded to labour shortages. It indicates that those responses are influenced not only by cost considerations but also by a wide variety of constraints and that at least in some instances temporary adjustments to meet an immediate situation had become a regular and permanent means of meeting labour demands. The wide variety of adjustments that were used, and their varying and often complex effects, suggest that there was no single simple solution to shortages of either bus drivers or draughtsmen which could be applied by all undertakings whatever their circumstances. ■

Quit rates and manpower policy

by Ray Richardson, Chris Robinson and John Smith*

FOUR London employers in the public sector—London Transport, British Road Services, the Metropolitan Police and the Department of the Environment—have co-operated in an inquiry into the causes of voluntary labour separations, or “quits”.*

In each organisation one or more “cohorts” of workers, that is all those recruited into a particular occupation during a given period were examined to try and discover what factors were associated with different lengths of stay.

For individual employers quits are usually costly, for a number of reasons. *First*, they either disrupt production and delivery dates or require the employer permanently to take on excess labour in order to minimise the impact of such disruption. *Secondly*, they directly raise costs by increasing the number of employees dealt with in any year, thereby raising total training costs, personnel department costs and orientation costs. *Thirdly*, they affect the stability of the work group and lower its morale. Apart from raising costs, the instability associated with frequent quits may have an additional social cost in inhibiting a number of valuable manpower practices. Thus, an employer facing a high quit rate often feels less concern for the welfare of his workforce and may, for example, be less inclined to provide the best training facilities.

These are permanent implications of quits but there may on occasions be others. For example, one reason for our inquiry was that London Transport, in common with many other public employers in London in 1973 and 1974, were suffering from substantial labour shortages. It is clear that one way to alleviate such a shortage is to reduce quits, which presupposes some knowledge as to why different workers have different quit propensities.

Four approaches

In seeking to reduce quit rates, an employer might consider any one of four possible approaches. First, he could improve the pay and working conditions of his employees. In doing this, he would do well to recognise that some elements in the total package of pay and working conditions might have a particular impact on quits. For example, in 1973 London Transport thought that both the necessity of shift work in LT and a growing problem for LT employees in finding suitable housing were important specific reasons for the high quit rate of LT workers. An implication was that a change in working hours or help in finding housing might significantly reduce quits. Increased pay would not help if it merely led to other employers giving similar increases.

Secondly, the employer could try to “tie” workers to the firm by making the quit decision less marginal for the worker and more an explicitly calculated act. This might be done

by providing either specific seniority benefits or such things as tied housing, cheap loans for housing or children’s schooling and tied pension rights.

Thirdly, the employer could seek to reduce quits by improving the induction and initial training of new recruits. It is common experience that the highest turnover is in the early months of employment. *Fourthly*, the employer could, when hiring workers, attempt to select those whose quit propensities tend to be relatively low. The work reported here concentrates on the fourth approach, using personnel and other data for groups of workers in various organisations to discover the factors that tended to explain why certain workers left their employers relatively quickly.

Factors affecting employment duration

In analysing what determines the length of time different workers stay with a particular employer, it is best to begin by considering why they choose an employer in the first place. In this we follow the traditional view that workers seek to maximise their net advantages, choosing the employer who seems to offer the best combination of monetary and non-monetary rewards.

It follows that at the time of entry a particular job represents the best of the options perceived by the individual, where, in some cases, the alternative is continuing unemployment. Decisions to leave result from a deterioration in the relative net advantages of that job—a deterioration which for the most part was not anticipated. The job may, for example, fail to measure up to expectations—earnings may be lower or conditions of work inferior to those anticipated. Alternatively, outside job prospects may improve, following changes in labour market conditions, or new information about other job opportunities may be acquired. Some jobs in any case are taken only as an interim measure until something better occurs; and some workers experience diminishing job satisfaction over time in any particular employment. Finally, changes in personal

* The study was carried out by the authors as members of the Greater London Group at the London School of Economics and Political Science. A fuller report by John Smith on “Labour Supply and Employment Duration in London Transport” is obtainable from Greater London Papers, Skepper House, 13 Endsleigh Street, London WC1, price £2.20. More detailed information about other aspects of the inquiry can be obtained from Ray Richardson, Department of Economics, London School of Economics and Political Science, Houghton Street, London WC2 (Telephone 01-405 7686).

circumstances may be a further cause of job changing, particularly when this involves moving house.

It is not possible to make direct empirical estimates of any of these unexpected changes; nor can those who plan to stay in a job for only a limited period be directly identified. Instead one must consider what link there might be between these basic factors which determine quit behaviour on the one hand and the observable characteristics of workers and jobs on the other. For example, what kinds of workers have a tendency to over-estimate the relative rewards in a given job before entry, become disillusioned when they experience the job and hence leave earlier? What types of workers are likely to find changing jobs relatively easy?

This analysis relies primarily on details of personal characteristics derived from employee application forms to explain variations in job attachment. However, in the case of the London Transport inquiry, it was also possible to use data on earnings and working conditions—as well as some general measures of local job and housing availability. In all cases, the information was already in the hands of the employer, so it was not possible to examine the importance of all the possible influences on quits.

Novel angle

There are a number of ways in which analysis of job attachment might proceed. The problem was tackled from a novel angle that promised to be in principle superior to the more usual cross-section or time series approaches. For each employer one or more cohorts of workers were taken, that is all those recruited into a particular occupation during a given period. An examination of the characteristics of members of the cohorts showed that they were similar to those of workers generally in the relevant occupations. The length of time each member of a cohort stayed with the employer could then be seen and an attempt made to discover, by multiple regression analysis, what factors were associated with different lengths of stay. Multiple regression analysis makes it possible to examine the influence of each factor separately while all the other factors examined are held constant. The specific question asked thus became: why do some workers in a particular cohort quit sooner than others? This approach is not without its own difficulties but it does substantially avoid a major drawback of most cross-sectional or time series studies which tend to test hypotheses relating to *individual* behaviour by using data relating to *aggregate* or group behaviour. In this study hypotheses relating to the *individual* are tested on data relating to the *individual*.

Explanatory variables

The explanatory variables used and their expected relationship with employment duration were:

Age—The basic hypothesis is that, if other factors are held constant, young people will tend to have shorter job attachment than older workers. This is supported by the results of the 1972 General Household Survey which showed that while the youngest group, 15–17 years, were

fractionally less likely to have changed jobs over the previous 12 months than were the next group 18–24 years, thereafter there was a strong decline in the propensity to change job with age. There are a number of reasons for this. Older workers tend to be *less mobile* geographically, and are more likely to be automatically excluded from certain jobs on grounds of age. In contrast, younger workers are more likely to be searching for new opportunities as a matter of routine, are generally less averse to taking risks and will sometimes be still acquiring basic information about themselves and labour markets by experiencing and hence quitting a variety of jobs. The Department of Employment Careers Service Branch consider, however, that in many firms improved induction procedures would result in a substantial reduction in quit rates particularly among unskilled workers who are below the age approximately 20.

Marital status—It seems to be widely believed that married male workers are more stable and reliable than single male workers, but the General Household Survey data indicate that when age is held constant marital status has no impact on the frequency of job changes. The theoretical arguments on this point go in both directions. First, married men or heads of household, are likely to be more careful in changing their jobs than are single people on account of their responsibilities for dependents, greater social attachment to their local areas, and higher relocation costs (especially where they have a working spouse). On the other hand, greater financial commitments may make them more eager to gain the extra income afforded by other job opportunities. For female workers, additional considerations are important. Clearly, some married women leave work to have a family; those with a family may prefer to work closer to home which effectively reduces the range of alternative jobs available.

Marital status is thus a rather unsatisfactory variable, being only one aspect of complex family circumstances. On balance, however, one would expect married men to have rather longer employment duration than single men; for women no definite view was taken.

Dependent children—This is a further dimension of family circumstances used in the analysis, where the relevant data are available. Generally, the presence of dependent children would be expected to make a married man less responsive to alternative job offers, particularly where these involve loss of job security.

Colour—Discrimination in the labour market will reduce the number of job opportunities available for non-white workers and encourage greater stability of employment. Moreover, those workers who suffer discrimination will tend to concentrate on relatively few employers. Their information about the whole set of labour markets may be poor but their knowledge of selected areas may be very good. For example, London Transport, one of the employers in our study, has been recruiting West Indian staff for over 20 years. Many West Indians will have contact with existing or former employees and therefore will have relatively good prior information about conditions of work in London Transport. This reinforces the tendency for longer retention periods

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among non-white staff because they are more likely to anticipate correctly the nature of the job.

Job history—An individual may have a history of frequent job change, for at least four reasons. First, he may have persistently over-estimated the attraction of previous jobs; secondly, he may never have intended to stay long in any job because he is the type quickly bored by an activity once the techniques have been mastered; thirdly, he may have high job aspirations which for various reasons—lack of training or formal qualifications—are unfulfilled; finally, he may by chance have experienced a series of rapidly changing situations in alternative occupations which caused him to quit. Three of these four reasons would suggest a pattern of job instability which was likely to be repeated for any employer. Those individuals with a high rate of job changing in the past would be expected to leave their new employer relatively early.

Education—It was postulated that individuals with high academic attainment in relation to that normally required for a particular job would tend to have shorter employment duration in that job, on account of the wider range of alternative jobs open to them and their greater confidence in job search.

Housing status—For three of the study cohorts a measure of housing status was recorded. For London Transport drivers it was whether or not the individual occupied a council house; for the police cohorts it was whether or not the individual occupied official accommodation. Council or official accommodation is expected to lengthen the individual's stay with his new employer. Both reduce mobility because of the implied loss of tenure, although the effect is on geographical mobility in the case of council tenure and job mobility in the case of tied accommodation.

Earnings—The use of earnings as an explanatory variable poses particular problems. Where earnings vary between individuals in any cohort, one might expect higher earnings to be associated with greater net advantage of that employment and hence longer employment duration. However, whether this is true depends on the reason for earnings variability between individuals.

If high earning power in one job is related to factors which would enhance earning power elsewhere, such as ability or performance, then there is no reason for the suggested relationship to hold. Alternatively, some individuals in a cohort may earn more because of differences in the type of work performed; high earnings which compensate for more unpleasant or harder work cannot be taken to indicate relative advantage.

The reasons for earnings variation in London Transport were examined and found to be related to differences in hours of work and types of bus operation and scheduling. The first of these reflects both the availability of overtime opportunities at different garages and individual preferences on hours of work; the second is a reflection of methods of working and job content.

In general, earnings of drivers and conductors were unrelated to ability, performance, age or length of service, in contrast to the situation in some alternative jobs. But earnings were affected by the availability of overtime which

might be greater in those garages with high labour shortages. These are often located in areas with excess demand for labour where competitive pressures would tend to raise the average level of outside earnings.

Under these conditions, higher earnings in London Transport would only be associated with longer employment duration if one standardised for the level of outside earnings. This was achieved by including as a variable a measure of local employment conditions. It was postulated that for any given state of local employment conditions an individual with higher earnings would tend to stay in the job longer.

Variation in earnings

Part of the variation in monetary earnings among London Transport drivers and conductors is accounted for by bonus payments which may be viewed as partial compensation for more onerous or unpleasant work. By including a suitable measure of operating conditions and holding other factors constant, the effect of any residual variation in earnings on employment duration could likewise be tested. Given two drivers with similar operating conditions, higher earnings, other things being equal, would of course encourage longer retention. Two measures of working conditions were used, one reflecting garage morale and the other the type of operating situations experienced.

An alternative explanation of why those with high earnings would tend to stay longer, concerns the nature of expectations among new entrants to London Transport and the extent to which they were fulfilled. In the past, there may have been a tendency to uniform earnings expectations among recruits because of the nature of staff advertisements which prominently quoted average earnings for drivers and conductors. But given the wide variation in earnings for reasons already discussed, a proportion of new recruits would find their expectations unfulfilled. They would be likely to leave sooner since the relative advantage of the job had been over-estimated. Conversely, some recruits would find they could raise earnings well above the average figure, so their expectations would have proved to be too modest.

Figure 1 on the following page indicates which variables were used for each of the 10 cohorts studied.

Results

The results are best illustrated by considering those for London Transport in some detail and then commenting more briefly on the others. For London Transport there were three cohorts, one each for drivers, male conductors and female conductors, where the cohort size was 218, 174 and 91 respectively. The cohorts were traced for a period of 50 months, by which time 67 per cent of the driver cohort had quit, compared with 79 per cent and 80 per cent for the male and female conductor groups. This means that if those who had not left were given a value of 50 months, the mean duration for each group was 30, 21 and 21 months respectively.

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Figure 1: Details of cohorts and explanatory variables used

Sample, cohorts	Size of cohort	Explanatory factors										
		Age	Marital status	Dependent children	Colour	Frequency of previous quits	Unemployed prior to entry	Housing status	Earnings	Educational attainment	Location	Other factors
1. London Transport												
A. Drivers	218	●	●		●	●	●	●	●			●
B. Male conductors	174	●	●		●	●	●	●	●			●
C. Female conductors	91	●	●		●	●	●	●	●			●
2. British Road Services												
A. Cash and delivery drivers	217*	●	●	●	●	●						●
3. Metropolitan Police												
A. Male officers	200	●	●	●	●	●			●	●		●
B. Female officers	100	●	●	●	●	●			●	●		●
4. Department of the Environment												
A. Male executive officers	108*	●	●		●	●			●	●		●
B. Female executive officers	94*	●	●		●	●			●	●		●
C. Male clerical officers	214*	●	●		●	●			●	●		●
D. Female clerical officers	192*	●	●		●	●			●	●		●

* Regression analysis also carried out for subsamples.

Turning to the explanation of length of stay, a number of the influences had a clear impact. Workers younger than 30 spent considerably less time with London Transport than did older workers; five months less in the case of drivers, nine and eight months less in the case of conductors (n.b. this is the partial effect of age when all other influences have been held constant). Colour also had a marked association with length of stay. Non-whites consistently stayed longer: 10 months more for drivers and up to 12 months more for conductors. Those who were willing and able to work overtime, and hence had relatively high earnings, also tended to stay longer, so that a one per cent increase in earnings raised length of stay by between 1.1 per cent and 2.6 per cent. A fourth variable that was associated with length of stay was the number of quits in the three years prior to joining London Transport. For each of the three cohorts, the larger the frequency of previous quits the shorter the stay with London Transport, although the association was not particularly strong or reliable. Housing tenure, whether council or private, was not related to length of stay, neither were the cost of travel to work, marital status or employment status (ie whether employed or unemployed) immediately prior to joining London Transport.

Spatial aspects

A final point concerns the spatial aspects of quit rates from London Transport. Although it was difficult to disentangle the independent effects of labour market conditions and housing composition, there were significant variations in employment duration between different areas of London which could not be explained by other variables included in the analysis. London Transport drivers who lived in Inner London had an average employment duration lower by nearly nine months in comparison to those resident in Outer London. In a more detailed sector analysis across London, it appeared that both inner NW and inner NE areas were poor in terms of staff retention—with up to 17 months

shorter employment duration than outer London for drivers, though the pattern was less marked for conductors. The reasons for higher job instability in these inner areas remain unclear.

The other inquiries confirmed some of the London Transport results but not others, suggesting that different trades and occupations have particular influences affecting quit rates. The British Road Services cohort was also of drivers and the results were similar to those from the analysis of drivers in London Transport. Thus, older workers, non-whites and those with a relatively stable work history all tended to stay longer. In addition married workers tended to quit less readily but those with several children tended to leave sooner. For the Metropolitan Police cohorts the most striking results were the inverse association between length of stay and educational attainment. The obvious inference is that "over-qualified" workers tend to be disappointed fairly quickly or discern more improvements elsewhere and hence quit sooner.

Another interesting finding, for male officers, was that if the officer lived in official housing he was likely to stay with the police longer. This may be a misleading result because there was no information on the criteria used in allocating official housing, so that the result obtained might be more a reflection of these criteria than of housing tenure as such. Finally, for the Department of the Environment cohorts of Clerical and Executive Officers the results were not clear cut, in that there was little variation in some of the variables, for example age, and too few observations on others. However, as with the police officers, there was a tendency for the relatively well-educated to leave more quickly. Also, and again this was found for the police officers, there was a tendency for a positive association between previous quits and length of stay in the jobs being studied. The different results across occupational groups for this variable suggest the following possibility. For at least some white collar jobs, persistent job changing works to the disadvantage of the employee so that after a period of instability he is inclined to settle down

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in order to avoid a bad reputation. For manual trades it may be that employers have not in recent years punished a volatile work history so that past instability is an accurate predictor of future instability.

Conclusion

By taking account of information obtained from analyses similar to those described in this article, employers may to some extent be able to reduce quit rates. As a result one aspect of their manpower planning would be more certain, the costs of labour turnover would fall, and labour shortages might be eased. However, the results of studies of this kind need to be used with some caution. Quite apart from any restrictions on employers' ability to be selective which may be imposed by an overall shortage of applicants of acceptable quality, many individual applicants may well have some characteristics which would suggest that they are likely to quit relatively soon and other characteristics which would indicate that their duration in the job would be above average. Moreover, variations in quit rates as between individuals all of whom have a given characteristic are often at least as great as the difference between the average quit rate for workers who have that characteristic and that for those who do not. Therefore it would not, for example, be advisable for London Transport simply to accept older

applicants and reject those who are younger. But it should be possible, while considering all applicants on their merits as individuals, also to take account when selecting new recruits of what is known about the average effects of various factors in quit rates. It will obviously be easier to do this at times when there is a relatively large number of applicants, for example because there are few alternative job opportunities or as a result of a recent improvement in relative earnings.

The differences between the results for the different parts of the public sector in London also suggest that employers who are considering using this information about influences on quit rates as one of the factors to be taken into account when selecting new recruits should discover how in their own labour force differences in individual characteristics are reflected in differences in quit rates and not simply use the results of studies relating to other organisations.

The inquiries discussed here are a long way from perfection but even so they have produced some interesting pointers for action. In particular, it might be seen that using personnel records that already existed demonstrates that inquiries such as these need not be very expensive for employers to carry out. All that is required is the processing of existing information in a novel way. Certainly insights could be gained if new questionnaires were written and new data collected but a great deal can be accomplished by using material ready to hand. ■

How individual people's earnings change

THIS study of the changes in earnings experienced by individuals looks in particular detail at the lower paid. It makes use of the data in the New Earnings Survey where the sample includes a substantial proportion of individuals who remain in it year by year and whose experience over the years can therefore be analysed. The data relate to a single pay-period including the reference date in April and therefore reflect short term fluctuations in earnings which may not always be representative of pay averaged over a longer period. The earnings for a pay period are expressed as amounts per week and relate to full-time adults whose pay for the survey pay-period was not affected by absence.

Analysis of surveys

Analyses of the changes between the surveys in 1970, 1971 and 1972 appeared in the *Gazette* in April 1973. These analyses have now been extended to the five years 1970 to 1974. A discontinuity in the sample due to the abolition of national insurance cards prevents full extension to 1975 and later years. In addition additional analyses are now shown of the occupations, industries and age-groups of the manual men who were in the lowest-paid tenth of the sample in all three of the surveys in 1970, 1971 and 1972. Separate figures are now shown for those who had the same employer in consecutive years and those who changed their employer between successive surveys.

The movements in the earnings of individual people show a wide diversity of experience very different from the smoother progression of overall averages. A striking feature which emerged in the previous article is that the percentage increases were at their peak for the lowest ranges of pay and fell away sharply as the level of pay increased. This applied whether the workers were manual or non-manual and whether men or women; and was particularly marked for men in manual work. For example, for those full-time manual men who were earning between £15 and £17 per week in April 1970, the increase in average earnings between April 1970 and April 1974 was more than 100 per cent. Higher up the earnings distribution, for those earning between £50 and £60 per week in 1970, the average increase was less than 20 per cent. About 3½ per cent of all full-time manual men actually had lower earnings in the April 1974 period than in the April 1970 period covered by the Survey.

Such substantial differences in the percentage increases in earnings of the lower and higher paid might be expected to cause the overall dispersion of earnings to narrow dramatically. However, this does not occur. Of those workers who were originally in or nearer the middle of the earnings distribution, some move up and some move down, taking the

place of those who were formerly nearer the top and bottom.

In considering possible reasons why such large differences between individuals in the percentage increases in earnings occur over a period of time, it appears that there are a number of factors which may in individual cases be more important than the effects of general increases in the levels of rates of pay. Among the features examined are variations in overtime, changes of employer and age, particularly young workers receiving large increases (for example, through advancement and age-related pay scales). Each of these accounts for some part of the differences in the experience of individuals.

Analyses of the workers in the lowest range of earnings show that there is quite a lot of change in the composition of this group although, at the same time, some workers remain in the group for much of the time. Data relating to full-time manual men show that over 20 per cent (that is 2 per cent of all full-time manual men) of those in the group in April 1970 did not appear in it again in any of the following four surveys. On the other hand, nearly 30 per cent (3 per cent) remained in the group in each of the five surveys and in addition nearly 20 per cent (2 per cent) were out of the group for only one of the following four survey periods. The remainder were in the group for two or three of the five survey periods.

New Earnings Survey data

The analyses in this article are possible because the New Earnings Survey sample consists of all those employees in Great Britain whose national insurance numbers end in certain combinations of digits, and who are in employment at the time of the survey (which relates to April of each year). As long as there is no change in the specification of these digits from year to year, employees, who are in the sample in one year and who are still in employment in the following year, will be in the sample again. These form what is known as the matched sample. The specification of the combinations of digits remained unchanged for each of the five surveys between 1970 and 1974. Some analyses of the changes in earnings of the employees who were consequently included in the survey sample in each of these five years have now been made and these are summarised in this article.*

* As a result of the discontinuing of national insurance cards in 1975, arrangements for the survey had to be changed in that year (see the article "New Earnings Survey, 1975, some changes in the arrangements" in the February 1975 issue of the *Gazette*). One of the changes involved altering the specification of the combinations of digits used in identifying the sample. As a consequence, the size of the matched 1974 and 1975 sample was only one-quarter of that obtained in previous pairs of surveys. Hence, it is not proposed to extend the analyses in this article to cover any surveys beyond 1974.

The New Earnings Survey obtains information on earnings and other characteristics of a sample of employees in a single April pay-period of each year. Consequently, all the analyses and comparisons described in this article relate to the situation in pay-periods that are separated one from another by between one and four full or complete years. Such analyses do not give any information on changes over shorter periods of time. The pay of particular individuals in the survey sample consequently reflects the effects of fluctuations in earnings from one pay-period to another.

Overall movements in earnings, 1970 to 1974

Changes in the earnings of particular individuals are to be seen against a background in which, between April 1970 and April 1974, earnings increased on average by about 60 per cent. Over the period, in general the earnings of women increased relatively faster than those of men, the earnings of manual workers relatively faster than those of non-manual workers and the earnings of the lower paid relatively faster than those of the higher paid. Such changes in the overall dispersion of earnings have occurred steadily from year to year and have been noticeable in their effects.

Manual men: changes between 1970 and 1974

The increase in average earnings between April 1970 and 1974 for the 18,787 manual men who were working full-time and were included in the survey sample at both these dates and whose pay was not affected by absence at either date was £17, or about 62 per cent (see table 1). For those whose earnings in April 1970 were in the lowest range—£15 to £17—the average increase between 1970 and 1974 was about 103 per cent (although in absolute terms, the increase at £16.4 was similar to the overall average increase of £17 given above). On the other hand, those whose earnings were between £50 and £60 in 1970 had, on average, an increase between 1970 and 1974 of only £9.8 or 18 per cent. Thus the lowest-paid workers tended to have increases which were far above those of the highest-paid. Figure 1 illustrates this.

Table 1 Average and percentage increases between April 1970 and April 1974 in gross weekly earnings by levels of earnings—full-time adults

Range of earnings in 1970 (see note)	Average increase 1970-74		Percentage increase 1970-74	
	Manual (£)	Non-manual (£)	Manual (per cent)	Non-manual (per cent)
Full-time men (aged 21 and over)				
£15-£17	16.4	17.8	102.6	110.6
£17-£20	17.5	19.9	93.9	107.3
£20-£25	18.0	19.4	79.7	85.9
£25-£30	18.3	20.3	66.9	74.1
£30-£35	16.7	21.6	51.9	66.7
£35-£40	15.6	23.2	41.8	62.2
£40-£45	13.6	24.6	32.3	58.1
£45-£50	11.1	27.1	23.5	57.3
£50-£60	9.8	29.5	18.2	54.4
£60 and over		39.4		48.1
All	17.0	23.5	61.8	65.2
Full-time women (aged 18 and over)				
£8-£10	10.6	11.9	116.2	129.3
£10-£12	10.9	11.9	99.0	108.3
£12-£15	11.4	12.3	85.4	91.7
£15-£17	11.4	13.0	71.8	81.2
£17-£20	12.2	13.6	66.8	73.5
£20-£25	11.7	15.1	53.5	67.8
£25-£30		16.7		61.5
£30-£35		18.0		56.1
£35 and over		22.4		52.5
All	11.2	14.2	81.0	73.8

New Earnings Survey. Matched sample April 1970 to April 1974 (i.e. those in the survey sample in each of the 5 surveys from 1970 to 1976). Those whose pay was not affected by absence in the survey pay-period in either 1970 or 1974. Results are given only for ranges with at least 100 persons in the sample.
Note: Earnings equal to or greater than the lower limit, but less than the upper limit.

Table 2 Average and percentage increases between April 1971 and April 1972 in gross weekly earnings by level of earnings—full-time manual men, aged 21 and over

Range of earnings in 1971 (see note)	Average increase 1971-72		Percentage increase 1971-72	
	Those with employer more than 12 months (£)	Those with employer less than 12 months (£)	Those with employer more than 12 months (per cent)	Those with employer less than 12 months (per cent)
£15-£17	3.9	7.9	24.0	48.6
£17-£20	4.5	6.6	24.1	35.6
£20-£25	5.0	5.9	21.9	26.3
£25-£30	4.7	3.9	17.3	14.4
£30-£35	3.8	1.2	11.8	3.7
£35-£40	2.8	-0.7	7.5	-1.8
£40-£45	1.4	-1.8	3.4	-4.3
£45-£50	-0.9	(-5.1)	-1.8	(-10.8)
£50-£60	-3.8		-7.0	
£60 and over	-11.6		-16.5	
All	3.6	3.1	12.1	10.9

New Earnings Survey. Matched sample April 1971 and April 1972. Those whose pay was not affected by absence in the survey pay-period in either year. Results are given only for ranges with at least 50 persons in the sample. Figures in brackets relate to results for sample sizes of between 50 and 100.
Note: Earnings equal to or greater than the lower limit, but less than the upper limit.

Table 3 Full-time manual men (aged 21 and over) working in each April from 1970 to 1974: numbers in relation to the lowest paid tenth

Whether above or below	Sample numbers					Percentage of total
	£17.9 in 1970	£20.0 in 1971	£22.4 in 1972	£25.8 in 1973	£29.8 in 1974	
B	B	B	B	B	419	2.9
B	B	B	B	A	94	0.7
B	B	B	A	B	37	0.3
B	B	A	A	A	79	0.6
B	B	A	B	B	37	0.3
B	B	A	A	B	20	0.1
B	B	A	A	A	98	0.7
B	A	B	B	B	68	0.5
B	A	B	B	A	32	0.2
B	A	B	A	B	20	0.1
B	A	B	A	A	42	0.3
B	A	A	B	B	31	0.2
B	A	A	B	A	32	0.2
B	A	A	A	B	46	0.3
B	A	A	A	A	320	2.2
A	B	B	B	B	78	0.5
A	B	B	B	A	45	0.3
A	B	B	A	B	23	0.2
A	B	B	A	A	77	0.5
A	B	A	B	B	34	0.2
A	B	A	B	A	32	0.2
A	B	A	A	B	38	0.3
A	B	A	A	A	267	1.9
A	A	B	B	B	85	0.6
A	A	B	B	A	49	0.3
A	A	B	A	B	38	0.3
A	A	B	A	A	225	1.6
A	A	A	B	B	109	0.8
A	A	A	B	A	228	1.6
A	A	A	A	B	329	2.3
A	A	A	A	A	11,266	78.6
					14,335	100.0

Note: A—Above, B—Below
SUMMARY
In lowest paid tenth in all five surveys 419 2.9
In lowest paid tenth in four surveys 314 2.2
In lowest paid tenth in three surveys 406 2.8
In lowest paid tenth in two surveys 561 3.9
In lowest paid tenth in one survey 1,369 9.6
In lowest paid tenth in none of the surveys 11,266 78.6
14,335 100.0

New Earnings Survey. Matched sample April 1970 to April 1974 (i.e. those in the survey sample in each of the five surveys from 1970 to 1974). Those whose pay was not affected by absence in the survey pay-period in any of the five years.

Table 4 Full-time manual men (aged 21 and over) working in April 1970, 1971 and 1972: numbers in the lowest paid tenth in all three surveys by age in 1970

Age-group	Sample numbers	Percentage of total
21-24	88	6.8
25-29	74	5.7
30-39	163	12.6
40-49	244	18.9
50-59	430	33.3
60-64	235	18.2
65 and over	56	4.3
All	1,290	100.0

New Earnings Survey. Matched sample April 1970 to April 1972 (i.e. those in the survey sample in each of the three surveys from 1970 to 1972). Those whose pay was not affected by absence in the survey pay-period in any of the three years.

A substantial number of the manual men (700 or 3½ per cent) actually had a fall in earnings between the 1970 and 1974 reference periods (see table 5) even though their pay for each period was not affected by absence. Another 1,000 (5 per cent) had an increase of £5 or less.

With the workers near the bottom of the distribution of earnings tending to move up and those near the top tending to move down, one might expect that the differential between the low-paid and the high-paid would narrow dramatically. But, as explained in the previous article, this is not the case. What happens is that, of the workers who were originally in or nearer the middle, some move up and some move down, taking the place of those who were formerly nearer the top and bottom. This phenomenon, with those near the bottom tending to move up, those near the top tending to move down, and those near the middle spreading outwards, is well known in other contexts, and is known technically as "regression towards the mean".

Possible causes of differences between individuals

The April 1973 article discussed possible reasons for such differences between individuals:

□ the survey only measures earnings for particular pay-periods and earnings in some jobs can vary considerably from one pay-period to another because of variations in overtime and bonuses;

□ some higher paid jobs may be temporary, lasting for only a few weeks or months;

□ people change jobs in order to increase their earnings or they may have to change for some other reason and suffer a consequent drop in pay;

□ young men with lower earnings than the other age-groups tend to get large increases for example through age-related pay scales.

That article showed that the effects on changes in earnings of variations in overtime and of young workers receiving large increases were significant but relatively small.

Analyses have now been made of the changes in earnings between April 1971 and 1972 separately for those who had been with their employer in April 1972 for more than a year and for those who had been less than a year respectively. Table 2 and figure 2 give the results of these analyses. They indicate that part of the explanation of the pattern of changes in earnings described above is due to such job changes.

Table 5 Joint distributions of changes in weekly earnings between April 1970 and April 1974 against level of earnings in April 1970

Range of earnings in 1970 (note 1)	Change of earnings between 1970 and 1974 (note 2)										TOTAL		
	Decrease of			No change	Increase of								
	Over £10	£5-£10	£0-£5			£0-£5	£5-£10	£10-£20	£20-£40	£40-£60	£60-£80	£80-£100	Over £100
Full-time manual men, aged 21 and over													
Under £15	—	—	1	—	15	137	188	99	17	1	—	—	
£15-£17	—	—	1	—	7	187	444	170	21	1	—	—	
£17-£20	—	—	3	1	36	331	1,001	513	53	7	—	—	
£20-£25	—	2	17	—	155	678	2,307	1,360	152	15	3	—	
£25-£30	2	9	69	—	233	616	2,049	1,529	173	20	2	—	
£30-£35	7	24	80	—	225	453	1,314	875	94	12	2	1	
£35-£40	13	30	80	—	179	251	598	458	42	12	2	—	
£40-£45	20	38	61	—	84	126	226	177	24	8	—	1	
£45-£50	22	24	46	—	36	42	85	79	8	1	—	1	
£50-£60	28	22	31	—	22	23	49	39	14	1	1	—	
£60 and over	22	7	5	—	7	2	8	10	6	2	1	—	
TOTAL	114	156	394	1	999	2,846	8,269	5,309	604	80	12	3	18,787
Full-time non-manual men, aged 21 and over													
Under £15	—	—	1	1	3	20	53	52	14	2	1	—	
£15-£17	—	—	—	—	5	39	113	70	6	—	1	—	
£17-£20	—	1	—	—	9	94	360	206	35	4	5	2	
£20-£25	2	1	4	—	32	187	928	576	63	12	5	4	
£25-£30	1	2	12	—	58	149	941	769	84	12	3	4	
£30-£35	2	4	18	—	49	123	769	876	73	8	7	5	
£35-£40	3	8	16	—	24	64	560	720	71	8	7	6	
£40-£45	2	3	7	—	19	43	307	496	77	11	3	2	
£45-£50	5	6	9	—	17	21	144	440	71	15	4	3	
£50-£60	11	5	9	—	14	24	118	457	135	18	7	2	
£60 and over	43	8	4	2	8	16	57	346	225	81	21	36	
TOTAL	69	38	80	3	238	780	4,350	5,008	854	176	64	64	11,724
Full-time manual women, aged 18 and over													
Under £8	—	—	1	—	4	31	26	2	—	—	—	—	
£8-£10	—	—	—	—	22	122	111	9	2	—	—	—	
£10-£12	—	—	3	—	24	204	251	22	4	—	—	—	
£12-£15	—	—	2	—	45	277	445	35	3	—	—	—	
£15-£17	—	1	5	—	26	106	167	17	2	1	1	1	
£17-£20	—	—	6	—	16	68	122	22	3	—	1	—	
£20-£22	—	—	2	—	10	20	35	5	1	—	—	—	
£22-£25	—	1	3	—	5	9	24	5	2	—	—	—	
£25-£30	—	1	1	—	5	7	12	4	2	—	—	—	
£30-£35	1	1	1	—	2	2	2	1	—	—	—	—	
£35 and over	2	1	1	—	1	1	—	—	—	—	—	—	
TOTAL	3	6	25	—	160	847	1,196	122	19	2	2	2	2,384
Full-time non-manual women, aged 18 and over													
Under £8	—	—	—	—	2	11	22	2	—	—	—	—	
£8-£10	—	—	—	—	8	103	123	18	1	—	—	—	
£10-£12	—	—	—	—	26	250	371	39	4	—	—	—	
£12-£15	—	—	1	—	35	383	684	61	7	2	—	—	
£15-£17	2	1	1	—	31	200							

These result in very large increases or decreases in earnings for substantial numbers of individuals. However, even after allowance is made for job changes, lower paid manual men still, on average, receive higher than the prevailing rate of increases in earnings between one survey and the next. Higher paid manual men on average suffer a decline in earnings. Each of the possible explanations given above for the large differences between individuals in the size of increases in earnings appears to account for some part of the differences.

Changing composition of the group of lower paid manual men

The article in the April 1973 *Gazette* showed that those full-time manual men who are in the lowest tenth of the distribution of earnings are a continually changing group. This conclusion was based on an analysis of the numbers

who were in the lowest paid tenth in the New Earnings Survey in 1970, 1971 and 1972. Analyses have been extended to cover the surveys in the five years 1970 to 1974. For the manual men who were in the survey sample in all these years, the lowest tenth in April 1970 consisted of those whose earnings were less than £17.9 at that date. By April 1971, the general level of earnings had risen and the lowest tenth consisted of those whose earnings were less than £20.0. As the level of earnings rose again by April 1972, 1973 and 1974 the group consisted of those whose earnings were less than £22.4, £25.8 and £29.8 respectively. If men are distinguished according to their earnings being above or below these levels in each of the five survey periods, there are 32 different possibilities and so 32 groups are given. The numbers in these 32 groups are shown in table 3.

This table shows that 21.4 per cent of manual men were in the lowest paid tenth in at least one of the five surveys but

Figure 1 Average percentage changes in earnings against level of earnings

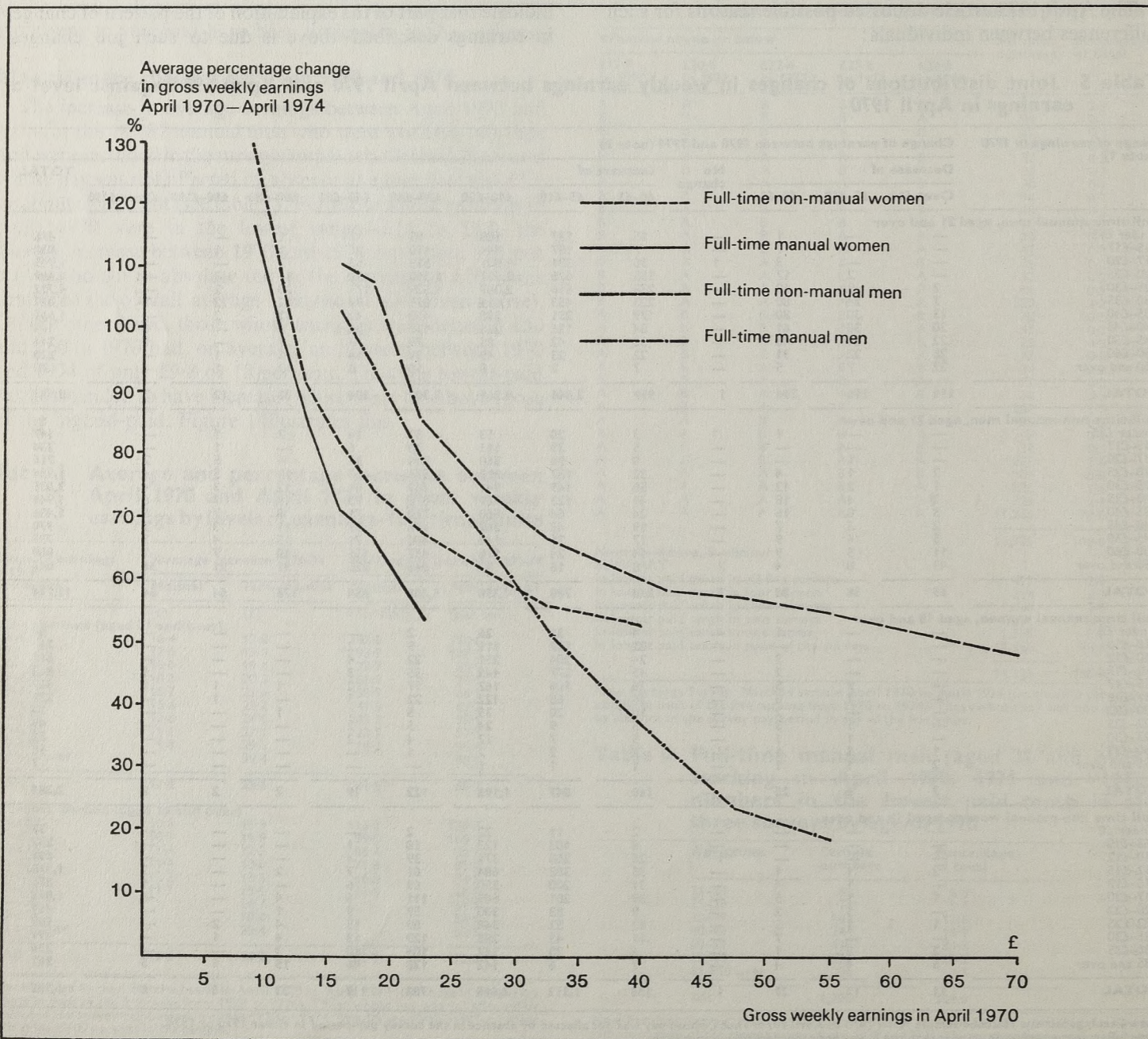


Table 6 Full-time manual men (aged 21 and over) working in April 1970, 1971 and 1972: numbers in the lowest paid tenth in all three surveys by industry

Industry	Those in the industry in 1972		Those in the industry in all three surveys*	
	Sample numbers	Percentage of total	Sample numbers	Percentage of total
Agriculture, forestry, fishing	109	8.4	83	8.8
Agriculture and horticulture	98	7.6	79	8.4
Mining and quarrying	2	0.2	2	0.2
Food, drink and tobacco	32	2.5	22	2.3
Coal and petroleum products	1	0.1	1	0.1
Chemicals and allied industries	12	0.9	9	1.0
Metal manufacture	11	0.9	11	1.2
Mechanical engineering	29	2.2	18	1.9
Instrument engineering	8	0.6	8	0.9
Electrical engineering	21	1.6	18	1.9
Shipbuilding and marine engineering	5	0.4	3	0.3
Vehicles	14	1.1	5	0.5
Metals goods not elsewhere specified	23	1.8	19	2.0
Textiles	53	4.1	42	4.5
Leather, leather goods and fur	6	0.5	5	0.5
Clothing and footwear	30	2.3	27	2.9
Bricks, pottery, glass, cement, etc	8	0.6	7	0.7
Timber, furniture, etc	22	1.7	13	1.4
Paper, printing and publishing	13	1.0	11	1.2
Other manufacturing industries	13	1.0	7	0.7
Construction	117	9.1	72	7.7
Gas, electricity and water	8	0.6	8	0.9
Transport and communication	45	3.5	32	3.4
Distributive trades	165	12.8	118	12.6
Other wholesale distribution	28	2.2	16	1.7
Retail distribution of food and drink	29	2.2	24	2.6
Other retail distribution	67	5.2	54	5.8
Insurance, banking, finance and business services	30	2.3	16	1.7
Professional and scientific services	147	11.4	100	10.6
Educational services	93	7.2	59	6.3
Medical and dental services	41	3.2	33	3.5
Miscellaneous services	142	11.0	95	10.1
Hotels and other residential establishments	38	2.9	28	3.0
Motor repairers, distributors, garages and filling stations	41	3.2	31	3.3
Other services	20	1.6	9	1.0
Public administration	224	17.4	187	19.9
National government service	86	6.7	76	8.1
Local government service	138	10.7	111	11.8
All	1,290	100.0	939	100.0

New Earnings Survey. Matched sample April 1970 to April 1972. Those whose pay was not affected by absence in the survey pay-period in any of the three years.
* Employees are included in these columns only if they remained in the same Minimum List Heading of the Standard Industrial Classification in each of the three surveys. Industry Order group totals were obtained by adding together the numbers in the Minimum List Headings within the group.

only 2.9 per cent were in this tenth in all these surveys. Of those who were in the lowest paid tenth in 1970 but not in 1971, almost half were in the lowest paid tenth in one of the subsequent three surveys. This confirms a considerable two-way movement across the boundary of the lowest tenth; and of those who are in the lowest tenth at one particular time, less than one-third are in the lowest tenth every time. It is, of course, true that in a number of cases the earnings of those who move out of the lowest paid tenth may not be much above those remaining in this lowest paid group. The size of changes in the earnings of individuals is indicated in table 5.

Composition of the low paid group of manual men

Tables 4, 6 and 7 give the distribution by industry, occupation and age-group of the 1,290 full-time manual men who were in the New Earnings Survey sample in all three surveys in 1970, 1971 and 1972 and who were in the lowest paid tenth in each of those surveys. High proportions of these men were in the agriculture, forestry and fishing industries, the construction industry, distributive trades, professional and scientific services, miscellaneous services and public administration. The occupational distribution shows a similar pattern with high proportions in the catering, domestic and other service staff group, the farming, forestry and horticultural group and building,

engineering etc occupations. In some cases, substantial proportions of lower paid in the particular industry or occupation are a reflection of the fact that the industry or occupation is large and includes substantial proportions of the total of all manual men (both high and low paid).

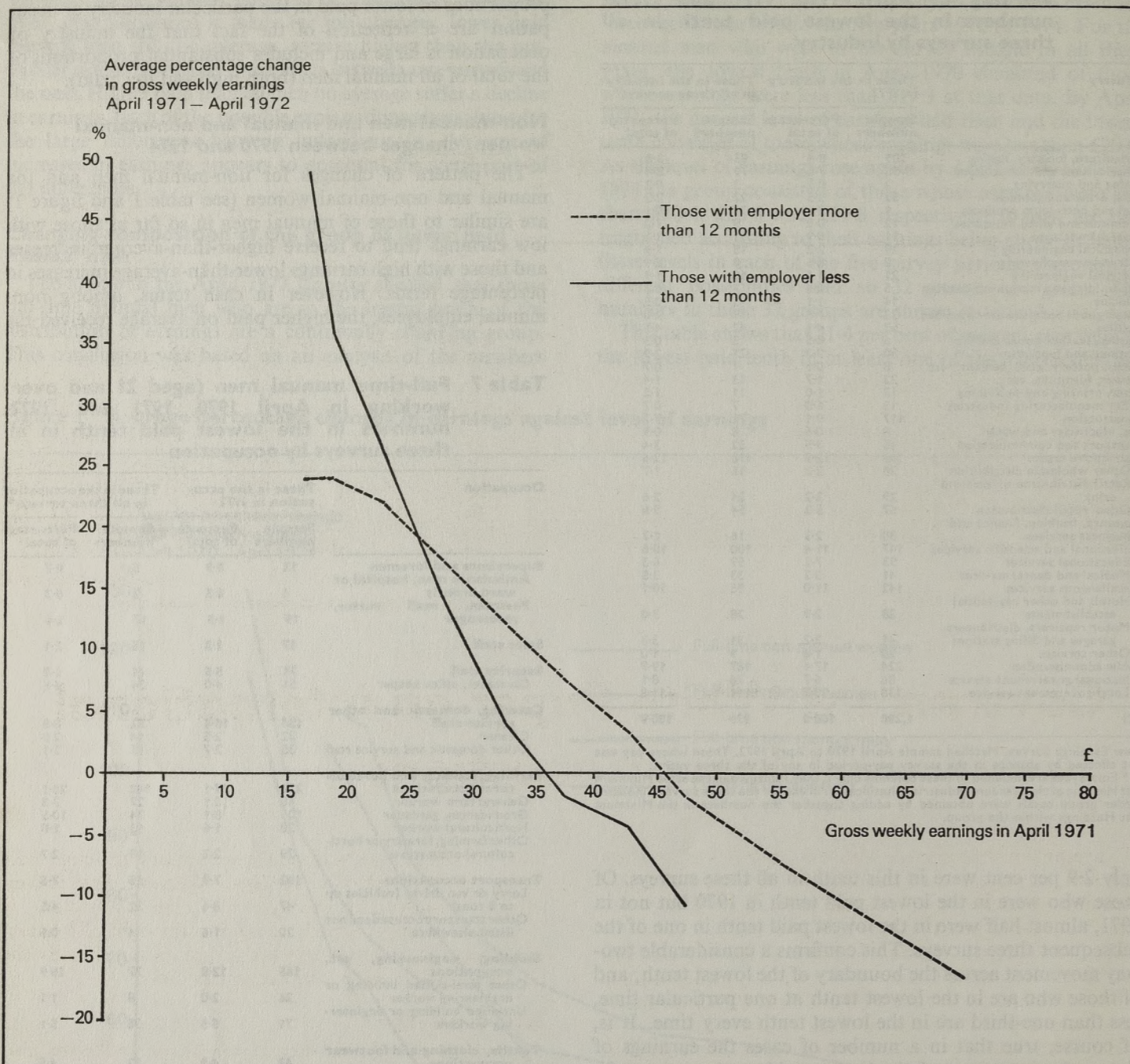
Non-manual men and manual and non-manual women: changes between 1970 and 1974

The pattern of changes for non-manual men and for manual and non-manual women (see table 1 and figure 1) are similar to those of manual men in so far as those with low earnings tend to receive higher-than-average increases and those with high earnings lower-than-average increases in percentage terms. However in cash terms, among non-manual employees, the higher paid on average received the

Table 7 Full-time manual men (aged 21 and over) working in April 1970, 1971 and 1972: numbers in the lowest paid tenth in all three surveys by occupation

Occupation	Those in the occupation in 1972		Those in the occupation in all three surveys*	
	Sample numbers	Percentage of total	Sample numbers	Percentage of total
Supervisors and foremen	12	0.9	5	0.7
Ambulance man, hospital or ward orderly	4	0.3	2	0.3
Postman, mail sorter, messenger	19	1.5	17	2.4
Sales staff	17	1.3	15	2.1
Security staff	71	5.5	41	5.8
Caretaker, office keeper	51	4.0	34	4.8
Catering, domestic and other service staff	134	10.4	62	8.8
Cleaner	32	2.5	14	2.0
Other domestic and service staff	35	2.7	15	2.1
Farming, forestry and horticultural occupations	220	17.1	142	20.1
General farm worker	40	3.1	27	3.8
Groundsman, gardener	105	8.1	74	10.5
Horticultural worker	20	1.6	13	1.8
Other farming, forestry or horticultural occupations	29	2.2	19	2.7
Transport occupations	102	7.9	55	7.8
Lorry or van driver (vehicles up to 5 tons)	47	3.6	32	4.5
Other transport occupations not listed elsewhere	20	1.6	4	0.6
Building, engineering, etc, occupations	165	12.8	77	10.9
Other semi-skilled building or engineering worker	26	2.0	8	1.1
Unskilled building or engineering workers	71	5.5	36	5.1
Textile, clothing and footwear occupations	63	4.9	32	4.5
Unskilled textile, clothing or footwear worker	28	2.2	14	2.0
Other occupations	483	37.4	260	36.7
Storekeeper, storeman, warehouseman—skilled	30	2.3	9	1.3
Storekeeper, storeman, warehouseman—semi-skilled	76	5.9	47	6.6
Packer, bottler, canner	21	1.6	12	1.7
Skilled worker not specified elsewhere	23	1.8	10	1.4
Semi-skilled worker not specified elsewhere	59	4.6	12	1.7
Labourer or unskilled worker not specified elsewhere	239	18.5	148	20.9
All	1,290	100.0	708	100.0
Skilled**	137	10.6	98	13.8
Semi-skilled**	208	16.1	104	14.7
Unskilled**	366	28.4	265	37.4

New Earnings Survey. Matched sample April 1970 to April 1972. Those whose pay was not affected by absence in the survey pay-period in any of the three years.
* Employers are included in these columns only if they remained in the same individual occupation in each of the three years. Occupational group totals were obtained simply by adding together the numbers in the individual occupations within the group.
** Only those occupations included in the building, engineering, etc, occupations, the textile, clothing and footwear occupations and the other occupations groups have been allocated to the skilled, semi-skilled and unskilled categories.

Figure 2 Average percentage changes in earnings against level of earnings—full-time manual men

highest increases. Among manual women, the cash increases were much the same in all ranges of earnings. The consequence of these contrasting patterns for manual and non-manual men and women can be seen most clearly from figure 1. For all four categories, the percentage increases are highest for those with the lowest earnings, and those with the highest earnings receive the lowest percentage increases. But in the case of manual men, the average percentage increases for the high earners are much lower than for each of the other three groups.

Correlations: a technical note

The April 1973 article showed that in the case of manual men, the correlation between the earnings of individuals in April 1970 and the earnings of the same individuals in April 1971 was 0.655. The corresponding correlation between April 1970 and April 1972 was 0.631. The latest analyses show that the correlation between earnings in April 1970 and April 1974, for those manual men who were working at both these dates and at each April in between, was 0.518. ■



John Grant, Parliamentary Under Secretary for Employment, addresses ILO World Conference on Employment in Geneva last year

Government White Paper on international labour questions

Government endorsement of the principle of consultation with employers and workers on how best to apply international labour standards was announced in a White Paper* published recently.

The White Paper sets out the texts of four Conventions and four Recommendations adopted by International Labour Conferences in June 1975 and June 1976 and reports the Government's decisions on them.

The Conventions and Recommendations also cover the setting up of organisations for rural workers, the role of vocational training in the development of human resources and equal opportunity for migrant workers.

The objective of Convention 141 is to encourage the setting up of independent organisations of rural workers which would help them to have a say in, and benefit from, economic and social development.

Countries which ratify the Convention will agree to encourage the growth of such organisations and to promote understanding of their potential for improving employment opportunities and life in rural areas.

Recommendation 149 proposes that such organisations should give their members a collective voice and involve

them in various aspects of rural development, promote their access to credit and other services and enable them to contribute generally to the quality of life in the rural sector.

The Government already recognises the right of freedom of association for rural workers and proposes to ratify the Convention and accept the Recommendation.

Human resources

Convention 142 and Recommendation 150 were also adopted by the conferences. These concern vocational guidance and training in relation to the development of human resources. The Convention lays down broad principles for expansion in these areas that will cater for individual vocational choice, within the limits of employment opportunities.

The Recommendation goes into more detail on the scope and objectives of national programmes and gives guidelines for specialised training needs.

The Government is satisfied that current practice in the United Kingdom is fully in accord with the provisions of the Convention and therefore proposes to ratify it.

It also proposes to accept the Recommendation, with reservations on certain provisions affecting linguistic minorities where the standards prescribed are not yet attainable, and for certain workers from overseas where some of the provisions do not match the conditions under which they are admitted to work in this country.

* International Labour Conference—proposed action by Her Majesty's Government in the United Kingdom of Great Britain and Northern Ireland on four Conventions and Recommendations adopted at the 1975 and 1976 Sessions of the International Labour Conference. Cmnd 6674. HMSO, £1.25.



International Labour Office

Francis Blanchard, director general ILO, addresses World Employment Conference.

The Conferences adopted further Convention 143 and Recommendation 151.

The aim of the Convention is to protect the interests of workers when employed outside their own countries. The Convention is in two parts and countries may ratify each part separately.

Part 1 covers migration in conditions open to exploitation and countries ratifying it are required to act against the clandestine traffic in, and the illegal employment of, immigrants.

The Government supports the underlying principles but is unable to ratify Part 1 at present for two reasons. It would mean introducing further criminal sanctions against employers, and restrictions imposed by the work permit scheme make it pointless to offer vocational training to permit holders on the same terms as nationals.

Countries ratifying Part 2 of the Convention are required to pursue a national policy designed to guarantee equality of employment prospects, of social security, and of trade union and cultural rights and individual and collective freedoms for immigrants and their families who are lawfully within the national territory. They are also required to encourage educational programmes and to promote equality of opportunity.

Although the Government supports most of these requirements it cannot ratify because:

- present regulations require three years residence before a dependent of a migrant can qualify for a mandatory award for higher education.
- the Government has not accepted the obligation to ensure that schools instruct the children of migrants in their mother tongue.
- free choice of employment for those admitted to the

country on a short-term basis is not permitted for four years.

- there is no automatic right in the United Kingdom for migrants to be joined by their parents.

The Recommendation provides guidance on the formation of national policy and is aimed at promoting equal opportunity and treatment, reuniting migrant families, protecting migrants' health and helping them to adapt to their new surroundings. The Government cannot accept the Recommendation because:

- it requires all injury benefits to be payable abroad, whereas our supplements to industrial disablement benefit are only payable abroad in countries with which there are bilateral agreements.
- it requires social security contributions that have not given rise to benefits to be reimbursed to departing migrants, which cannot be accepted since reimbursement has never been part of the United Kingdom insurance-based social security system.

Convention 144 and Recommendation 152 were also adopted. These concern tripartite consultation to promote international labour standards.

The Convention aims at ensuring that Government consult employers and workers at least once a year on reports to the International Labour Organisation, on the action taken on new instruments, on reviewing unratified Conventions and Recommendations and before ratified Conventions are denounced.

The Recommendation suggests possible procedures for consultation and additional areas into which consultation might be extended. It also provides for training to be made available and financed by governments for participants in the consultation procedures.

The Government already consults both sides of industry on the International Labour Organisation matters and proposes to ratify the Convention. It also proposes to accept the Recommendation—apart from the training provision. On this it considers that the Confederation of British Industry and the Trades Union Congress are fully capable of taking any necessary steps.



International Labour Office

Instructor training organised by the ILO in India.

Industrial relations in the national newspaper industry

THE MAIN CONCLUSIONS and proposals of the report on industrial relations in the national newspaper industry by the Advisory, Conciliation and Arbitration Service (ACAS) were presented to the Royal Commission on the Press and have recently been published.*

The Royal Commission on the Press was appointed in July 1974. Under its terms of reference it was required to examine management and labour practices and relations in the newspaper and periodical industry. In May 1975, the Commission invited ACAS to undertake on their behalf a study of industrial relations in the newspaper industry and to report on any improvements that appeared necessary or desirable.

ACAS submitted its report on industrial relations in the national newspaper industry to the Commission in October 1976.† The conclusions and proposals of this report, which are summarised below, are entirely those of ACAS. The Royal Commission took no part in formulating them and the subject of industrial relations in both the national and provincial newspaper industries will be dealt with in the Commission's final report.

The ACAS report is the first comprehensive study to be carried out into industrial relations in the national newspaper industry. It contains information and argument which are relevant to the joint industry negotiations which are now in progress. The Royal Commission therefore decided to publish it at once so that it would be publicly available at a time when these important developments are taking place. The aim of the summary is to stimulate discussion about the conclusions of the report among managers, chapel officials and others in the industry.

Summary of report

The ACAS inquiries

The detailed inquiries, which began in Autumn 1975, consisted of:

- the gathering of written and statistical information from individual newspaper houses on employment, earnings, other terms and conditions of employment, management and chapel organisation, industrial relations training, industrial relations policies and procedures and the operation of such procedures;
- detailed studies within each of the Fleet Street houses consisting of structured and semi-structured interviews with FOCs and their colleagues and with managers at all levels and of further collection of documentary material

at house level. In total we met about 250 chapel representatives from about 150 chapels (including imperial chapels) covering about 20,000 Fleet Street employees, and a similar number of managers;

- a series of meetings in Manchester with appropriate management and union representatives concerned with the three major Manchester establishments of the national newspapers;

- detailed discussions with the main parties throughout and special examinations of the Newspaper Publishers Association (NPA) and union organisation, and industrial relations training.

- a short comparative study of industrial relations in the newspaper industries of three European countries.

We would like to thank those newspaper houses, trade unions, the NPA, and other organisations, as well as the many individual chapel representatives and managers who gave us so much help in the course of our work.

Problem areas and general conclusions

The British national newspaper industry has many unusual features. It is one of the world's largest such industries; it is heavily concentrated in 16 production establishments in two cities; the production facilities of the constituent firms of the industry are often closely inter-linked; about a third of Fleet Street's labour force is shared between the constituent houses; and the industry's performance and future survival gives as much cause for political as for economic concern. Some features of the industry's industrial relations are also unusual. For example, not only is trade union membership high, and universal in production areas, but the degree of production control exercised at the workplace by chapels has few, if any, equivalents in Britain.

During our inquiries both employer and union representatives expressed concern about industrial relations in Fleet Street. Employers' representatives were particularly worried about the level and conduct of disputes and about bargaining practices within houses, and union representatives complained about the lack of cohesion between employers and about consultative deficiencies. Both sides were extremely concerned about the industry's viability, about whether houses would be able to implement

* Royal Commission on the Press, 'Industrial relations in the national newspaper industry—a report by ACAS' Cmnd 6680. Published by HMSO, price £5.00.

† A separate report by ACAS will be made about the provincial and periodical industry.

appropriate remedial measures and about the loss of job opportunities.

We found little initial consensus about solutions to the nagging day-to-day industrial relations problems of the industry. It was widely felt that the development of industrial relations within the industry has been strongly influenced by the product market for newspapers, and that the daily production cycle, intense competition between newspapers and the disproportionately heavy losses that can be incurred as the result of relatively minor disputes encourage fragmented bargaining and short-term attitudes on the part of employees and employers to settling disputes and impose strains on co-operation between employers.

It should be acknowledged from the outset that there are those within the industry who point to features of the current situation which are, from some points of view, worth preserving. We agree that there are some areas where the present arrangements appear to have worked reasonably well. The performance of managerial functions by chapels has taken place with either the active or tacit agreement of houses and can be seen as an example of worker participation; earnings within the industry are relatively high, and there has been a gradual rationalisation of the union structure within the whole newspaper sector. During our inquiries a large majority of managers/overseers and FOCs commented favourably on the state of relations between managers and chapels within their own department.

On the other hand, there are undoubtedly areas where substantial improvements need to take place. For example:

- **the casual system of employment** is widely recognised as having many unsatisfactory features for both employers and trade unions; it can be unfair to casual staff themselves and can have adverse effects on in-house industrial relations;
- **other employment questions**, such as the blow system and demarcation;
- **payments systems** do not, by fairly general consent, create generally accepted and stable differentials;
- **disputes and disputes procedures**;
- **consultative arrangements and communication procedures** in Fleet Street (or their absence) have been widely criticised during our inquiries, in particular where new technology has been proposed by companies;
- **bargaining arrangements at house level** are highly fragmented, increasing the opportunity for friction and dispute.

Union and employer sectionalism lies at the root of many of these problems.

On the union side, a sectional approach has often been adopted. In-house, a high level of craft-consciousness among skilled workers has led to resentment among other workers who find promotion paths blocked to them on what they feel are unreasonable grounds. The habit of sectional action is deeply ingrained; practically all of the 360 chapels in Fleet Street negotiate their own house agreement, covering from a handful to nearly a thousand employees. A similar attitude is to be found at branch or regional level. At national level, while the unions have strongly defended their respective interests against each other, they have from time to time made serious attempts to act jointly and are now

doing so in the Joint Standing Committee, with the exception of SLADE.

On the employers' side, the habit of sectional action has also been apparent. A common complaint both from trade union representatives and among employers themselves was that the members of the NPA often fail to act in concert on important industrial relations issues. Within individual houses, managers at and below departmental head level tend to have relatively little appreciation of the situation of the whole house; this can mean that the full managerial potentialities of a house are not necessarily fully exploited.

The industrial relations problems of individual houses may differ markedly in degree but in most houses there is considerable room for reform. The industrial relations problems of the industry should be tackled urgently, but consistent commitment to improvement—lacking in the past—is also necessary.

We accept the verdict of many of the union and employer representatives in the industry that manning levels in many areas are generous, and that restrictive, or protective, practices are employed by chapels to defend what they see as their best interests. During our inquiries we have been urged by some chapel and management representatives to recommend appropriate manning levels, settle demarcation questions and suggest appropriate pay differentials between different groups of employees. These are matters which should be, and in some cases are, discussed between the parties. Our report deals with the machinery through which these questions should be settled. We believe that the appropriate machinery has been lacking; the parties are organisationally weak in important respects; and industrial relations practices and procedures require modification.

We do not attempt in our report to apportion blame for the current weaknesses and past failures in industrial relations within national newspapers. This would have been a fruitless, if not an impossible, task and we feel it is important for all those concerned to concentrate on the constructive possibilities of the future rather than past acrimony.

The objectives of a new approach to industrial relations within the industry should be to pay more attention to the development of more comprehensive procedures within houses; strongly to support and develop the new joint national procedures; and to strengthen the organisation and policies of unions and managements to promote broader-based authoritative collective bargaining.

Our proposals for change

Matters for management action

House management policy and organisation

Industrial relations policy. An important industrial relations problem is the absence of authoritative industrial relations policy formulation and its communication to all levels of management. In few cases is there a written industrial relations policy; there is often a lack of understanding among managers on what company objectives are in this field. Each house should set out in writing the aims of its industrial relations policy, which should be discussed and approved at board level to give it the necessary authority. A summary should be widely available, and communications policy should be reviewed to ensure that regular written and oral information reaches all managers, FOCs and employees. The effects of the house industrial relations policy should be

monitored and it should be regularly reviewed, with participation by managers at all levels. A report on the policy's functioning should be produced for the board to form the basis of its annual policy review. Managements should attempt to involve chapels in both policy formulation and reviews.

Industrial relations management. Where resources permit, houses should consider including on their boards a director concentrating on manpower and industrial relations questions. In some houses industrial relations have been adversely affected by management changes in conjunction with inadequate management development and succession planning. Management should reconsider their practices in this area. The employment in industrial relations of managers with experience outside the industry can provide a useful stimulus for improvement.

Management training. Efforts should be made to ensure that within a reasonable period every overseer and more senior manager receives some industrial relations training related towards the situation within the house and the problems it faces. Induction courses for overseers should include training of this kind.

Provision of information. Houses should review their policy on disclosure of information; the emphasis should be on the fullest possible disclosure, which is a pre-requisite to an effective consultative policy. In particular the practice of secrecy of agreements made between chapels and management should be reconsidered and thought given to making such agreements generally available within the house.

The NPA

A number of criticisms have been made of the NPA and, in particular, of the degree of commitment to united action by NPA members. There is a need for a continuing and continuous association of employers within the industry as many matters require handling on an industry-wide basis. The NPA will never be in a position to impose rigid conformity on member houses, and recognition of this, partly by encouraging individual houses to negotiate their own house agreements, will stimulate more comprehensive arrangements at house level. The present manpower resources of the NPA are stretched, and likely to become more so as the Joint Standing Committee (JSC) develops its work, and should be reassessed. A review of the whole structure and functions of the NPA should be undertaken by the publishers.

Matters for union and chapel action

Closer working arrangements. A precondition for many of the industrial relations improvements necessary in the industry is that the unions continue to develop closer working relations. It is encouraging that the principal union officers have been able to work together in the TUC Printing Industry Committee (TUCPIC). While a merger of all print unions would not solve at a stroke the problems of sectionalism, they will not be solved without a single union for the industry. There are a number of practical difficulties to be surmounted in achieving this aim, but any merger should be as broadly-based as possible. Steps should be taken now by the unions concerned to begin formally to explore the detailed possibilities. As a precursor to a more thorough

re-organisation, the unions should form a joint overseers/managers section.

Demarcation. It has been proposed that the JSC should play a prominent role on demarcation matters. In addition the unions themselves require separate machinery to deal with demarcation issues; such machinery might be set up under the auspices of the TUCPIC.

The London branches. There is no formal machinery for liaison between London branch and regional officers of the unions. A London Joint Union Committee (LJUC) should be set up. The LJUC would act purely as a means of communication and discussion of common problems and its areas of interest would be decided among the unions themselves. It would meet regularly and would comprise the general secretaries (or national officers as deputies, where appropriate) and London branch and regional officers of the unions recognised by the NPA. Its creation would not preclude any re-organisation of London branches in the event of union amalgamation.

Chapel organisation. The proposed arrangements within houses will require and stimulate closer links between chapels. New initiatives should be taken by union branches and chapels to reduce the number of chapels; to promote closer links between chapels within the same union in each house; and to develop inter-union joint chapel arrangements within particular departments. The LJUC could play a part in these developments.

Matters for joint management/union action

House level procedures

Joint House Committees (JHCs). Managements and chapels should seek house bargaining over the widest possible area with full involvement of chapel representatives as well as full-time union officers. The JSC has indicated its intention to draw up a model constitution for joint committees at house level; this should be done as a matter of priority. The JHCs should deal with consultation on future planning and current issues and should take over any existing negotiating functions of FHCs. They should monitor the introduction of new techniques into their houses, and should include full-time union officers as well as chapel officials on the union side and the chief executive on the management side. Meetings should be regular and each committee should have a joint secretariat.

Departmental committees. Each JHC should create these as vehicles for departmental consultation and, where appropriate, negotiation. They would build upon existing departmental links between chapels.

Disputes procedures. Agreed disputes procedures are sometimes not adhered to by chapels, and managements are sometimes slow in dealing with points raised by chapels. No comprehensive disputes records are kept. Domestic disputes procedures should be standardised and should be embodied in the procedural agreement setting up the JHCs. Records of the progress of issues in procedure should be maintained and records should be monitored, analysed and presented to members of JHCs. Disputes procedures should be regularly reviewed by JHCs.

Overseers and managers. JHCs should consider the possibility of representatives of overseers and managers

sitting on JHCs, if only as observers. However, other arrangements are also needed to discuss the problems of overseers.

Clerical consultative arrangements. There should be a review of these arrangements, but there is no reason why clerical representatives should not fully participate in the JHCs.

Chapel facilities. The present basic facilities for most, but not all, chapels are adequate. Agreement should be reached within each JHC on the standard facilities each chapel should be afforded.

Training. Training policy generally and the facilities to be made available to FOCs to receive training should be discussed and agreed by the JHCs following discussion within departmental committees.

Industry level procedures

The Joint Standing Committee (JSC). The JSC is an essential development for the improvement of relations at all levels in the industry. Its membership should include all employers and trade unions concerned. It is important that there be effective communications between the JSC and the various JHCs; one step towards this would be the circulation of the JSC minutes among JHCs and vice versa. The JSC might also consider creating a JSC/JHC liaison sub-committee.

National wage bargaining. The future of national wage bargaining has been called into question for a number of reasons, but we found little current desire to dispense with it completely. As the JHCs' role in negotiating pay develops, individual houses might be allowed to secede from the national machinery. In this way, the importance of house-level bargaining would gradually grow while national bargaining would become less significant.

National disputes procedures. At the moment FOCs representing production workers are reluctant to invoke the formal national procedures because of the time involved in setting up meetings and because they are often unwilling to involve full-time officers in house disputes. The JSC should consider producing a single national disputes procedure; reducing the "three plus three" committees to two from each side; enabling a dispute which directly concerns more than one house or has important implications for other houses and unions to be considered by the JSC; and drafting a model procedure for use in houses to be adopted by JHCs or modified to suit local circumstances.

Joint management/union action on substantive issues

Decasualisation. The objective of eliminating casual working should be pursued with all possible vigour. When agreement on the principles to be employed in eliminating or reducing casual working is reached a properly co-ordinated approach should be made to all chapels involved by union and management members of the JSC.

Plant-wide rates structures. Some progress has been made towards more rational plant-wide rates structures for production workers and changing technology will also have an effect on some of the problems. There is not yet, however,

any joint regulation of the whole structure. We make four proposals:

- figures of earnings within the house should be made regularly available to JHCs;
- a review of the progress of comprehensive agreements should be conducted by the JSC and, within each house, the JHCs; the use of jointly-agreed job evaluation techniques in arriving at new structures would be helpful;
- attempts should be made within the JHCs to standardise fringe benefits among production employees in each house;
- efforts should be made to introduce integrated house clerical payments structures using job evaluation techniques where such structures do not already exist.

Industrial relations in Manchester

The industrial relations problems of the Manchester establishments are altogether different in kind and somewhat different in degree to those of Fleet Street. There is a widespread belief that in a number of respects the production of national newspapers in Manchester is better organised than in Fleet Street. Union organisation is simpler in Manchester; inter-union links are, informally, closer; payments systems in composing rooms are less complex and disputes appear to have been less frequent.

Nevertheless, institutional procedures are as in need of development in Manchester as in London, and the general proposals for institutional changes in Fleet Street should also be applied in Manchester. The system of contract printing at Thomson Withy Grove and shared plant at Northprint does not preclude the development of departmental bargaining and ultimately joint bargaining by all the chapels which negotiate with a particular employer. In each establishment a consultative committee with representatives of all the employers and chapels should be set up.

Separate negotiations between the NPA and unions in Manchester, as have been suggested, would complicate the situation. However, employers and unions should ensure that the separate interests of the Manchester establishments are adequately recognised when considering matters of national concern in NPA and JSC discussions.

Industrial relations in journalism

The NUJ and IOJ. The practical choices facing the NUJ and IOJ are straightforward: either attrition or a further attempt to obtain closer joint working leading to amalgamation. In our view, while not underestimating the differences and problems that exist between the two organisations, discussions between NUJ and IOJ representatives should be reactivated with a view to exploring the possibilities of formal joint working arrangements, leading to amalgamation.

Links between NUJ chapels in the same house. The case for closer links between chapels of the same union within houses applies equally, if not to a greater extent, to NUJ chapels. Managements, chapels and the NUJ should seek joint chapel bargaining and consultative arrangements where there is more than one NUJ chapel within the house.

Relations between the NUJ and the other unions. The work

and pay of journalists and production staff are likely to become more inter-related, and this will call for the closest possible relationships between the two groups. The LJUC should include NUJ representatives and NUJ chapels should fully support the JHCs. Managements should constantly review the separation of the management of industrial relations for the two groups.

Payments structures and merit payments. There is usually no way in which chapels can satisfy themselves that the cumulative effect of merit payments and individual negotiation is not distorting the salary structure to an unacceptable degree. After annual merit payments have been made statistics should be made available to chapels showing the broad distribution of journalists' salaries within the house. Management and editorial chapels should consider reviewing their payments structure along the lines suggested by the NBPI in 1969.

Conclusions

The proposals we have made together with the changes already being discussed and agreed within the industry would take some time to implement and firmly establish. Our inquiries have convinced us that change is necessary, that there is fairly widespread recognition that this is so, and that with a jointly-agreed strategy supported by all the parties beneficial reforms can be brought about. This does not mean that with reform there would be no further conflict within the industry but that the creation of joint institutions at all levels, the growth of broader-based bargaining and other procedures, and organisational changes by the parties would diminish conflict detrimental to the long-term future of the industry and the employees who derive their livelihoods from it. Nor does it mean that change will be easy or achievable without consistent effort and the commitment of resources by all parties. ■

EMPLOYMENT PROTECTION ACT

Two further important provisions come into force on 1 February

The Employment Protection Act provides protection and job security for everyone who is employed, *including certain part-time workers.*

Two further provisions of the Act come into force on 1 February.

Guarantee Payments

An employee who loses a *complete* day's work through short-time or lay-off – but *not* because of an industrial dispute – is entitled to be paid the normal day's earnings up to a maximum of £6 per day for five days in any quarter. Most employees will qualify, including those working 16 hours or more per week with four weeks' continuous employment, or 8 hours or more per week with five years' continuous employment.

DE ISSUED BY THE DEPARTMENT OF EMPLOYMENT

Part-Time Workers

From 1 February many more part-time workers will be entitled to the same individual rights and job security as full-time employees. Those employed for 16 hours or more per week will be able to qualify if, or as soon as, they have completed the necessary period of continuous employment for the individual right concerned. Those working for 8 hours or more per week will qualify if, or as soon as, they have completed five years' continuous employment.

For full details of Guarantee Payments and extension of individual rights to part-time workers, call in at your nearest Unemployment Benefit Office, Employment Office or Jobcentre.

EMPLOYMENT PROTECTION ACT
A better working life for everyone.

Quarterly estimates of employees in employment—September 1976

The September employment figures, taken with those for June, suggest a levelling out of employment after the substantial decline which had been going on since the third quarter of 1974. The seasonally adjusted estimate of employment in all industries and services for September 1976 (given in table 101 on page 60) shows only a slight change (a fall of some 15,000) compared with the June level which itself was unchanged from that in March. Over the previous year and a half employment had fallen by about 380,000. Male employment, seasonally adjusted, fell by 21,000 in the third quarter and by 13,000 in the second quarter compared with a fall of 300,000 in the previous year and a half. Female employment, seasonally adjusted, increased slightly

in the third quarter, by 5,000, and by 15,000 in the second quarter, following a fall of 80,000 since September 1974.

Employment in manufacturing industries, seasonally adjusted, (see table 103 for monthly figures) rose by 0.6 per cent (about 50,000) between the low point, in April/May, and September of last year; over the previous 18 months there had been a fall of about 7 per cent, or about 550,000. This has been partly offset by increases in the services sector but there are signs that the rising trend in this sector may now have levelled out.

Figures in the following tables have not been seasonally adjusted. The estimates are provisional, pending the results of the Censuses of Employment for 1976 and 1977.

Table 1 Quarterly series of employees in employment: Great Britain THOUSANDS

Industry (Standard Industrial Classification 1968)	September 1975*				June 1976*				September 1976*			
	Males	Females	Total (incl. part-time)	Total, males and females	Males	Females	Total (incl. part-time)	Total, males and females	Males	Females	Total (incl. part-time)	Total, males and females
Total, all industries and services†	13,249	8,971	3,373	22,220	13,052	8,945	3,437	21,997	13,108	8,949	3,382	22,057
Agriculture, forestry and fishing	290.2	101.0	39.6	391.3	282.7	97.0	40.8	379.7	290.9	99.3	38.3	390.2
Index of Production industries‡	6,929.3	2,324.8	524.8	9,254.1	6,775.4	2,267.5	504.5	9,042.9	6,825.0	2,286.4	510.4	9,111.5
of which, manufacturing industries	5,142.5	2,146.5	473.7	7,288.9	5,045.0	2,090.7	453.5	7,135.8	5,096.5	2,110.3	459.8	7,206.8
Service industries †§	6,029.9	6,545.4	2,809.0	12,575.1	5,993.9	6,580.4	2,891.6	12,574.6	5,992.1	6,563.0	2,833.6	12,555.6
Agriculture, forestry and fishing	290.2	101.0	39.6	391.3	282.7	97.0	40.8	379.7	290.9	99.3	38.3	390.2
Agriculture and horticulture	269.9	99.3	38.9	369.2	262.4	95.2	40.1	357.6	270.6	97.5	37.6	368.1
Mining and quarrying	334.0	13.9	3.0	347.9	328.1	13.9	3.1	342.0	327.7	13.9	3.0	341.6
Coal mining	291.6	9.7	2.3	301.3	285.7	9.7	2.3	295.4	285.3	9.7	2.3	295.0
Food, drink and tobacco	422.6	285.0	98.7	707.5	416.3	277.5	96.2	693.8	422.4	285.3	99.8	707.7
Grain milling	17.2	4.8	1.4	22.0	17.2	4.6	1.6	21.8	17.0	4.7	1.4	21.7
Bread and flour confectionery	67.2	38.2	13.8	105.4	66.3	37.1	13.3	103.4	67.5	38.0	13.1	105.5
Biscuits	16.6	26.7	13.8	43.3	16.4	25.7	13.3	42.1	16.4	26.8	14.2	43.2
Bacon curing, meat and fish products	54.8	49.0	17.3	103.8	52.7	48.6	16.5	101.3	54.3	49.9	16.7	104.2
Milk and milk products	43.9	16.1	3.7	59.9	44.5	16.5	3.5	60.9	43.9	15.9	3.3	59.8
Sugar	9.2	2.7	0.4	11.9	8.8	2.8	0.5	11.6	9.0	2.9	0.5	11.9
Cocoa, chocolate and sugar confectionery	31.0	36.8	16.8	67.7	30.8	37.8	17.3	68.6	31.5	39.3	18.9	70.8
Fruit and vegetable products	28.9	33.8	9.8	62.7	28.3	31.5	9.9	59.8	28.6	32.8	10.0	61.4
Animal and poultry foods	20.8	4.9	1.0	25.7	20.4	4.7	1.1	25.1	21.0	4.7	1.1	25.8
Vegetable and animal oils and fats	5.8	1.3	0.2	7.1	5.7	1.3	0.2	7.0	5.7	1.3	0.2	7.0
Food industries not elsewhere specified	19.1	15.1	4.5	34.2	19.0	14.2	4.4	33.2	19.2	14.7	4.7	33.8
Brewing and malting	56.2	13.0	1.9	69.2	54.9	12.6	1.9	67.5	55.8	12.8	2.0	68.5
Soft drinks	17.3	10.6	3.5	27.9	17.2	10.0	3.0	27.3	18.1	10.6	3.5	28.7
Other drink industries	19.7	13.4	1.1	33.0	19.0	12.3	1.0	31.3	19.4	13.1	1.1	32.5
Tobacco	15.0	18.7	3.4	33.7	15.0	17.9	3.2	32.9	15.2	17.7	3.2	32.9
Coal and petroleum products	35.3	4.3	0.6	39.6	34.1	4.2	0.5	38.3	34.2	4.2	0.5	38.4
Coke ovens and manufactured fuel	11.9	0.6	0.2	12.5	11.1	0.6	0.1	11.6	11.2	0.6	0.1	11.8
Mineral oil refining	17.8	2.1	0.2	19.9	17.4	2.1	0.2	19.5	17.2	2.1	0.2	19.3
Lubricating oils and greases	5.7	1.6	0.2	7.2	5.7	1.5	0.2	7.2	5.7	1.6	0.2	7.3
Chemicals and allied industries	304.5	124.1	25.7	428.6	304.0	119.5	23.7	423.5	307.4	120.9	24.2	428.3
General chemicals	111.4	22.0	4.3	133.4	111.3	21.4	4.2	132.7	112.4	21.6	3.9	134.0
Pharmaceutical chemicals and preparations	42.0	35.2	7.1	77.2	40.5	33.0	6.3	73.5	41.0	33.3	6.6	74.3
Toilet preparations	8.9	14.4	1.9	23.2	8.8	14.1	2.5	23.0	8.9	14.3	2.6	23.2
Paint	19.4	7.7	1.9	27.0	19.2	7.6	1.8	26.8	19.3	7.5	1.9	26.9
Soap and detergents	10.4	7.4	2.5	17.8	10.4	6.5	1.6	16.9	10.6	6.5	1.7	17.0
Synthetic resins and plastics materials and synthetic rubber	41.7	7.9	1.6	49.6	42.2	7.6	1.6	49.8	42.9	7.8	1.8	50.7
Dyestuffs and pigments	19.0	3.4	0.5	22.5	18.5	3.3	0.6	21.8	19.0	3.3	0.5	22.3
Fertilisers	10.2	1.5	0.2	11.6	10.4	1.7	0.2	12.1	10.3	1.7	0.3	12.0
Other chemical industries	41.6	24.7	5.7	66.3	42.6	24.3	4.9	66.9	43.0	24.9	4.9	67.8
Metal manufacture	437.2	56.3	10.7	493.6	419.9	53.5	9.5	473.4	426.1	53.3	9.7	479.4
Iron and steel (general)	221.8	21.0	3.2	242.8	209.7	19.3	2.9	229.0	212.5	19.2	2.9	231.7
Steel tubes	45.5	7.3	1.9	52.8	43.9	6.9	1.7	50.7	44.7	6.9	1.7	51.6
Iron castings, etc.	75.3	7.8	1.5	83.1	73.0	7.5	1.3	80.5	74.2	7.4	1.4	81.6
Aluminium and aluminium alloys	41.7	7.5	1.8	49.2	41.4	7.2	1.4	48.6	42.3	7.1	1.4	49.4
Copper, brass and other copper alloys	35.1	8.4	1.7	43.4	34.4	8.4	1.5	42.8	34.8	8.4	1.6	43.3
Other base metals	17.8	4.3	0.7	22.1	17.5	4.3	0.6	21.8	17.6	4.3	0.7	22.0

Table 1 (continued) Quarterly series of employees in employment: Great Britain THOUSANDS

Industry (Standard Industrial Classification 1968)	September 1975*				June 1976*				September 1976*			
	Males	Females	Total (incl. part-time)	Total, males and females	Males	Females	Total (incl. part-time)	Total, males and females	Males	Females	Total (incl. part-time)	Total, males and females
Mechanical engineering	798.9	145.2	27.5	944.1	777.2	142.1	28.0	919.3	781.8	142.6	27.0	924.4
Agricultural machinery (except tractors)	25.9	3.8	0.7	29.7	25.2	3.8	0.8	29.0	25.4	3.8	0.7	29.2
Metal-working machine tools	56.3	9.3	2.0	65.6	52.5	8.8	2.3	61.3	53.2	8.9	2.0	62.1
Pumps, valves and compressors	69.8	14.7	2.4	84.5	68.2	15.0	2.5	83.2	68.8	15.0	2.5	83.9
Industrial engines	23.0	3.9	0.5	26.9	22.8	3.8	0.5	26.5	22.9	3.7	0.5	26.7
Textile machinery and accessories	25.8	4.6	1.0	30.4	23.3	4.1	0.8	27.4	22.8	4.0	0.8	26.7
Construction and earth-moving equipment	35.9	4.4	0.6	40.3	35.8	4.4	0.7	40.3	36.3	4.4	0.6	40.7
Mechanical handling equipment	54.7	8.4	1.7	63.0	53.5	8.3	1.6	61.8	54.1	8.4	1.7	62.5
Office machinery	17.0	6.8	0.8	23.8	16.8	6.5	0.7	23.3	16.6	6.4	0.7	23.1
Other machinery	183.6	35.5	7.0	219.1	180.2	34.8	7.2	215.0	182.5	35.2	7.0	217.7
Industrial (including process) plant and steelwork	149.0	17.1	3.4	166.1	144.7	16.8	3.6	161.6	143.0	17.0	3.2	160.0
Ordinance and smallarms	16.5	4.4	0.7	20.8	17.0	4.7	0.6	21.7	17.1	4.7	0.7	21.9
Other mechanical engineering not elsewhere specified	141.5	32.3	6.8	173.8	137.1	31.1	6.6	168.2	138.9	31.0	6.6	169.9
Instrument engineering	96.3	55.5	11.5	151.8	93.8	52.5	9.7	146.2	94.2	52.7	11.0	146.9
Photographic and document copying equipment	9.0	3.3	0.4	12.3	8.7	3.0	0.3	11.7	8.8	3.1	0.3	11.9
Watches and clocks	6.2	7.9	1.0	14.1	6.0	7.1	0.8	13.1	5.9	6.9	1.2	12.8
Surgical instruments and appliances	15.8	12.2	3.6	28.0	16.2	11.6	2.7	27.7	16.0	11.6	2.9	27.6
Scientific and industrial instruments and systems	65.2	32.1	6.4	97.3	63.0	30.8	5.8	93.7	63.5	31.1	6.6	94.6
Electrical engineering	475.0	282.9	57.3	757.9	464.0	268.0	53.3	731.9	467.5	269.0	53.7	736.5
Electrical machinery	105.7	33.4	5.3	139.1	103.0	32.1	4.9	135.1	103.4	32.2	4.9	135.6
Insulated wires and cables	32.5	12.9	1.8	45.4	31.8	12.6	1.8	44.4	32.0	12.6	2.0	44.6
Telegraph and telephone apparatus and equipment	51.5	33.6	5.2	85.1	47.4	25.8	3.2	73.1	46.5	24.7	2.9	71.2
Radio and electronic components	61.5	65.9	16.9	127.4	60.3	64.1	17.0	124.4	61.4	64.6	17.4	126.0
Broadcast receiving and sound reproducing equipment	24.7	27.7	6.2	52.4	23.8	25.6	5.7	49.5	24.2	26.4	5.4	50.6
Electronic computers	32.0	10.9	1.3	42.9	32.4	11.8	1.6	44.2	32.8	11.4	1.2	44.3
Radio, radar and electronic capital goods	65.8	24.9	5.1	90.7	65.8	24.0	4.5	89.8	67.2	23.9	4.7	91.1
Electric appliances primarily for domestic use	39.6	24.0	4.6	63.6	37.5	21.2	3.6	58.7	37.3	21.4	3.5	58.7
Other electrical goods	61.6	49.7	10.9	111.4	61.9	50.8	11.1	112.7	62.6	51.9	11.7	114.4
Shipbuilding and marine engineering	160.9	12.6	2.5	173.5	159.5	12.3	2.6	171.8	159.8			

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

THOUSANDS

Industry (Standard Industrial Classification 1968)	September 1975*			June 1976*			September 1976*			Total, males and females		
	Males	Females		Males	Females		Males	Females				
		Total (incl. part- time)	Part- time†		Total (incl. part- time)	Part- time†		Total (incl. part- time)	Part- time†			
Timber, furniture, etc	209.7	50.3	11.2	260.0	208.9	50.4	11.0	259.3	211.1	49.9	11.4	261.0
Timber	76.6	11.9	3.4	88.5	76.7	12.3	3.2	89.0	77.3	11.9	3.2	89.2
Furniture and upholstery	71.0	16.9	2.8	87.8	70.2	16.6	2.9	86.8	71.0	16.5	3.0	87.5
Bedding, etc	10.1	9.7	1.7	19.8	10.3	10.0	1.6	20.3	10.5	9.8	1.7	20.3
Shop and office fitting	26.9	4.0	1.4	30.8	26.6	4.0	1.2	30.5	27.2	4.1	1.4	31.3
Wooden containers and baskets	11.9	3.9	0.9	15.7	11.8	3.5	0.9	15.3	11.8	3.6	1.0	15.4
Miscellaneous wood and cork manufactures	13.2	4.1	1.1	17.3	13.3	4.0	1.1	17.3	13.3	4.0	1.1	17.3
Paper, printing and publishing	373.6	181.5	39.0	555.0	363.7	172.4	37.2	536.1	363.7	172.8	36.3	536.6
Paper and board	54.5	11.5	2.5	66.0	53.4	11.0	2.5	64.4	54.0	11.3	2.3	65.3
Packaging products of paper, board and associated materials	51.4	31.7	7.4	83.1	51.3	30.7	7.6	82.0	52.0	30.9	7.4	82.9
Manufactured stationery	21.7	18.6	4.7	40.3	20.6	16.8	3.8	37.4	20.6	16.6	3.9	37.2
Manufactures of paper and board not elsewhere specified	15.4	10.2	1.8	25.6	15.3	10.1	1.8	25.3	15.4	10.2	1.8	25.6
Printing, publishing of newspapers	57.9	17.6	4.3	75.5	55.0	16.5	4.2	71.5	54.7	16.6	4.2	71.3
Printing, publishing of periodicals	42.5	18.4	3.7	60.9	41.1	18.2	4.0	59.4	40.9	18.5	3.7	59.4
Other printing, publishing, bookbinding, engraving, etc	130.1	73.5	14.5	203.6	127.0	69.0	13.2	196.1	126.2	68.8	13.0	195.0
Other manufacturing industries	203.3	117.9	32.4	321.2	206.4	117.7	31.0	324.1	210.3	120.4	32.5	330.7
Rubber	84.4	25.0	5.0	109.5	84.6	25.0	4.5	109.6	85.5	25.0	4.9	110.6
Linoleum, plastics floor-covering, leather-cloth, etc	11.7	2.6	0.4	14.4	11.6	2.6	0.3	14.2	11.7	2.6	0.3	14.3
Brushes and brooms	4.2	4.9	0.7	9.1	4.3	4.9	0.8	9.2	4.4	5.3	0.8	9.6
Toys, games, children's carriages and sports equipment	16.9	26.4	8.6	43.3	17.3	25.4	7.8	42.7	17.5	26.7	8.2	44.2
Miscellaneous stationers' goods	4.1	4.9	1.0	9.0	4.1	4.3	0.7	8.4	4.4	4.4	0.8	8.8
Plastics products not elsewhere specified	70.2	43.0	13.3	113.2	72.9	44.9	14.0	117.8	75.2	46.0	14.5	121.2
Miscellaneous manufacturing industries	11.6	11.2	3.5	22.8	11.6	10.6	3.0	22.1	11.6	10.3	3.0	22.0
Construction	1,176.1	96.8	33.3	1,272.9	1,134.9	96.8	33.3	1,231.7	1,133.1	96.8	33.3	1,229.9
Gas, electricity and water	276.7	67.6	14.8	344.4	267.4	66.1	14.6	333.4	267.7	65.4	14.3	333.2
Gas	75.8	26.9	5.5	102.7	73.5	26.3	5.8	99.8	73.9	25.7	5.6	99.6
Electricity	151.6	33.6	7.3	185.2	145.7	32.7	7.2	178.4	145.1	32.6	7.1	177.7
Water supply	49.3	7.1	2.0	56.5	48.2	7.1	1.6	55.2	48.7	7.1	1.6	55.9
Transport and communication	1,232.2	262.1	52.5	1,494.1	1,212.2	248.9	49.1	1,461.4	1,206.2	247.4	48.0	1,453.8
Railways	210.0	16.3	1.4	226.3	204.0	15.5	1.4	219.5	201.3	15.3	1.2	216.6
Road passenger transport	188.5	34.3	5.9	222.8	187.4	33.0	5.6	220.5	185.9	33.2	5.6	219.2
Road haulage contracting for general hire or reward	181.3	18.5	6.2	199.7	180.0	16.8	6.1	196.9	178.9	17.0	5.4	196.0
Other road haulage	19.3	2.4	0.6	21.6	18.7	2.2	0.6	20.9	19.1	2.2	0.6	21.3
Sea transport	149.0	12.6	2.3	161.6	148.5	12.6	2.2	161.1	147.7	12.6	2.3	160.2
Port and inland water transport}||	57.4	20.7	0.5	78.1	59.1	21.6	0.5	80.7	59.1	21.3	0.5	80.4
Air transport	327.4	108.6	26.6	436.0	317.2	100.0	23.7	417.2	316.0	98.2	22.8	414.2
Postal services and telecommunications	99.3	48.7	9.0	148.0	97.3	47.2	9.0	144.6	98.2	47.6	9.6	145.9
Miscellaneous transport services and storage												
Distributive trades	1,195.5	1,503.8	702.1	2,699.2	1,181.6	1,473.2	712.9	2,654.8	1,182.0	1,470.2	693.2	2,652.1
Wholesale distribution of food and drink	159.8	68.9	20.7	228.7	159.4	68.1	21.4	227.5	159.6	68.3	20.9	227.9
Wholesale distribution of petroleum products	27.2	6.3	0.6	33.5	27.5	6.0	0.5	33.5	27.4	6.1	0.5	33.5
Other wholesale distribution	166.9	115.9	31.5	282.8	162.3	109.5	33.5	271.9	161.3	110.8	32.2	272.2
Retail distribution of food and drink	222.6	382.1	203.4	604.7	222.2	377.3	207.4	599.5	222.4	376.1	202.4	598.6
Other retail distribution	405.7	857.6	422.6	1,263.2	398.1	840.3	428.6	1,238.5	397.7	837.1	415.6	1,234.8
Dealing in coal, oil, builders' materials, grain and agricultural supplies	84.6	31.5	9.8	116.1	84.7	31.5	10.2	116.1	84.7	31.3	10.3	115.9
Dealing in other industrial materials and machinery	128.7	41.5	13.4	170.2	127.4	40.4	11.2	167.8	128.8	40.4	11.3	169.2
Insurance, banking, finance and business services	529.8	563.4	152.6	1,093.2	532.0	562.3	149.7	1,094.4	538.3	568.7	147.4	1,107.1
Insurance	145.0	117.0	24.4	262.0	141.8	114.7	24.0	256.5	143.2	117.5	22.8	260.7
Banking and bill discounting	145.3	177.0	25.6	322.3	144.8	173.0	24.8	317.8	146.8	177.5	24.8	324.3
Other financial institutions	48.7	52.1	8.7	100.8	49.3	53.6	10.7	102.9	48.5	51.7	9.5	100.3
Property owning and managing, etc	44.1	40.0	15.0	84.2	46.0	42.6	17.6	88.6	48.0	42.6	14.2	90.6
Advertising and market research	17.3	12.8	2.2	30.0	17.3	13.5	2.4	30.9	17.0	13.5	2.9	30.5
Other business services	81.4	132.7	71.8	214.1	85.4	134.5	65.4	219.9	86.7	135.5	68.5	222.2
Central offices not allocable elsewhere	48.0	31.8	4.9	79.8	47.4	30.4	4.8	77.8	48.1	30.4	4.7	78.5
Professional and scientific services	1,127.6	2,360.6	1,104.9	3,488.2	1,123.4	2,406.7	1,135.3	3,530.1	1,110.7	2,373.3	1,105.5	3,484.1
Accountancy services||												
Educational services	561.5	1,209.3	647.0	1,770.8	557.4	1,237.2	667.9	1,794.6	542.7	1,201.3	634.2	1,744.0
Legal services||												
Medical and dental services	295.3	950.7	399.6	1,246.0	300.6	969.0	407.6	1,269.6	302.1	972.4	412.4	1,274.6
Religious organisations||												
Research and development services	82.4	28.8	5.5	111.2	82.3	28.7	5.6	111.0	82.6	28.5	5.4	111.1
Other professional and scientific services||	188.4	171.8	52.8	360.2	183.1	171.8	54.2	354.9	183.3	171.1	53.5	354.4
Miscellaneous services†	939.2	1,230.2	621.1	2,169.5	938.1	1,241.2	662.1	2,179.2	944.8	1,247.9	654.2	2,192.9
Cinemas, theatres, radio, etc	57.5	45.9	18.1	103.4	59.2	45.2	18.0	104.4	59.8	45.1	17.2	104.9
Sport and other recreations	53.5	36.3	23.8	89.8	52.8	38.8	25.0	91.6	55.3	38.6	25.0	93.9
Betting and gambling	33.7	56.1	32.3	89.8	32.7	56.4	35.9	89.0	31.6	55.6	30.9	87.2
Hotels and other residential establishments	99.9	149.3	55.9	249.3	102.2	153.1	60.9	255.3	102.3	153.5	59.9	255.9
Restaurants, cafes, snack bars	57.2	101.7	52.5	158.9	55.6	102.1	58.9	157.8	53.9	101.8	58.2	155.7
Public houses	81.6	149.8	111.5	231.4	79.0	156.2	119.5	235.2	80.5	157.5	119.9	238.0
Clubs	37.9	58.3	43.7	96.3	39.0	60.2	47.0	95.2	40.7	59.6	44.1	100.3
Catering contractors	17.0	53.0	18.6	70.0	16.5	51.5	20.2	68.1	17.3	50.0	21.1	67.3
Hairdressing and manicure	11.0	84.6	20.5	95.7	10.3	82.3	23.0	92.7	9.9	83.6	21.6	93.5
Laundries	15.8	40.4	16.9	56.2	17.8	36.7	15.4	54.4	17.4	36.4	15.4	53.9
Dry cleaning, job dyeing, carpet beating, etc	6.2	21.1	9.4	27.3	5.6	19.2	8.8	24.8	5.7	19.1	8.9	24.8
Motor repairers, distributors, garages and filling stations	333.2	96.4	32.0	429.6	330.2	96.5	33.8	426.7	331.6	97.3	33.0	428.9
Repair of boots and shoes	3.1	1.8	1.2	4.9	2.3	1.6	1.0	3.9	3.2	1.9	1.1	5.1
Other services	131.6	335.3	184.8	467.0	134.9	341.4	194.7	476.2	135.8	347.8	198.0	483.6

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

THOUSANDS

Industry (Standard Industrial Classification 1968)	September 1975*			June 1976*			September 1976*			Total, males and females		
	Males	Females		Males	Females		Males	Females				
		Total (incl. part- time)	Part- time†		Total (incl. part- time)	Part- time†		Total (incl. part- time)	Part- time†			
Public administration**	1,005.6	625.3	175.8	1,630.9	1,006.6	648.1	182.5	1,654.7	1,010.1	655.5	185.3	1,665.6
National government service**	353.8	270.9	29.6	624.7	352.6	280.1	29					

Table 2 Quarterly series of employees in employment: regional analysis

THOUSANDS

	Total, all industries and services‡	Males	Females, including part-time	Females part-time†	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal, petroleum and chemical products	Metal manufacture
South East and East Anglia									
September 1975*	8,010	4,703	3,307	1,256	131.0	13.8	204.8	147.0	36.4
December 1975*	7,979	4,660	3,319	1,265	116.4	13.9	206.1	145.2	36.3
March 1976*	7,872	4,608	3,264	1,251	113.3	13.8	199.2	143.8	36.1
June 1976*	7,903	4,621	3,282	1,254	120.7	13.7	200.7	143.9	36.2
September 1976*	7,908	4,630	3,277	1,234	129.2	13.7	204.0	145.3	36.9
South West									
September 1975*	1,513	904	610	245	48.3	11.3	59.8	16.0	7.4
December 1975*	1,498	898	601	246	44.8	11.3	59.6	15.6	7.4
March 1976*	1,493	893	600	249	45.9	11.3	58.4	15.5	7.3
June 1976*	1,517	901	615	254	48.8	11.3	59.3	15.8	7.2
September 1976*	1,517	904	613	248	48.5	11.3	59.8	15.8	7.4
West Midlands									
September 1975*	2,203	1,346	857	323	32.3	26.2	54.6	22.0	121.8
December 1975*	2,196	1,332	863	331	29.2	26.2	55.5	21.4	120.1
March 1976*	2,166	1,315	851	325	29.4	26.0	53.7	21.4	117.7
June 1976*	2,175	1,319	856	328	32.1	25.9	55.4	21.6	117.7
September 1976*	2,183	1,328	854	324	33.1	25.9	56.3	21.9	119.0
East Midlands									
September 1975*	1,488	899	589	227	38.8	71.9	50.6	30.7	40.8
December 1975*	1,491	894	597	235	35.4	71.5	50.5	30.4	40.4
March 1976*	1,474	886	587	233	34.6	71.4	48.6	30.1	39.5
June 1976*	1,475	885	590	230	35.5	71.1	49.5	30.0	39.1
September 1976*	1,483	890	592	227	36.9	71.2	50.8	31.0	39.6
Yorkshire and Humberside									
September 1975*	1,989	1,207	782	328	33.5	82.2	82.6	40.8	93.4
December 1975*	1,986	1,199	787	333	31.2	81.5	81.7	40.3	92.3
March 1976*	1,968	1,189	779	333	30.8	81.4	78.7	40.5	90.6
June 1976*	1,979	1,193	786	338	34.2	81.4	80.5	40.1	89.6
September 1976*	1,990	1,202	788	332	34.6	81.5	83.0	40.2	90.7
North West									
September 1975*	2,677	1,575	1,101	406	17.1	14.8	108.0	104.5	21.5
December 1975*	2,670	1,566	1,104	416	15.8	14.8	108.0	103.2	20.7
March 1976*	2,637	1,550	1,087	407	15.6	14.7	105.3	102.6	20.5
June 1976*	2,648	1,555	1,092	414	17.5	14.6	107.0	103.0	20.6
September 1976*	2,660	1,563	1,098	409	17.8	14.6	109.2	103.9	20.7
North									
September 1975*	1,265	774	491	184	16.3	49.9	33.6	53.3	48.6
December 1975*	1,263	767	496	192	15.7	49.2	33.0	53.3	48.4
March 1976*	1,249	759	489	187	15.5	48.6	31.7	53.0	47.2
June 1976*	1,248	760	488	190	16.3	48.4	31.7	53.1	46.1
September 1976*	1,254	763	491	188	16.6	48.2	32.4	53.8	46.3
Wales									
September 1975*	992	615	377	130	24.4	42.1	19.6	23.2	81.3
December 1975*	986	608	378	134	24.3	41.6	19.0	22.7	79.4
March 1976*	975	603	372	137	24.4	41.1	19.1	22.4	78.5
June 1976*	982	605	377	140	26.1	40.9	19.3	22.5	77.9
September 1976*	986	609	377	136	25.0	40.8	19.9	22.7	79.6
Scotland									
September 1975*	2,083	1,226	857	275	49.2	35.6	94.0	30.8	42.5
December 1975*	2,074	1,219	855	289	48.3	35.1	93.3	31.2	41.8
March 1976*	2,050	1,208	843	279	48.6	34.9	90.5	31.2	40.6
June 1976*	2,072	1,212	860	289	48.7	34.5	90.5	31.7	38.9
September 1976*	2,078	1,219	858	284	48.5	34.3	92.3	32.0	39.2
GREAT BRITAIN									
September 1975*	22,220	13,249	8,971	3,373	391.3	347.9	707.5	468.2	493.6
December 1975*	22,142	13,144	8,999	3,441	361.5	345.2	706.8	463.3	486.8
March 1976*	21,884	13,013	8,871	3,402	358.5	343.3	685.3	460.5	478.2
June 1976*	21,997	13,052	8,945	3,437	379.7	342.0	693.8	461.8	473.4
September 1976*	22,057	13,108	8,949	3,382	390.2	341.6	707.7	466.7	479.4

See notes to table 1. The figures for Wales do not include about 6,000 employees in the Welsh sector of the Chester employment office area who are included in the figures for the North West region.

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

THOUSANDS

Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services‡	Public administration and defence**
South East and East Anglia								
1,042.1	130.1	531.5	413.3	119.7	673.2	1,068.6	2,845.9	652.1
1,035.5	129.6	526.6	410.8	119.8	667.1	1,093.9	2,832.3	645.1
1,022.9	127.2	521.3	400.6	118.3	658.8	1,060.8	2,816.9	639.0
1,020.9	128.7	521.3	400.1	116.3	663.1	1,056.8	2,837.7	643.1
1,029.0	129.0	522.9	399.6	116.3	662.5	1,057.2	2,819.3	642.7
South West								
218.4	36.1	87.2	94.0	31.2	86.5	202.9	498.6	115.8
217.3	35.8	87.6	93.4	31.0	84.6	202.5	493.7	113.5
214.5	36.5	86.6	91.1	30.9	82.7	196.7	500.9	114.5
214.3	36.9	86.2	91.0	30.4	82.9	197.6	520.1	114.8
217.4	37.4	87.3	90.8	30.1	82.1	196.8	517.1	115.2
West Midlands								
595.5	47.0	169.8	105.3	29.9	99.6	234.3	540.5	124.7
587.9	46.4	170.2	104.6	29.5	99.0	235.3	544.9	125.2
578.4	45.4	167.7	102.0	29.2	97.7	227.9	543.8	125.6
579.4	45.4	167.8	101.9	29.4	97.2	228.3	547.7	124.7
585.3	45.3	169.5	101.8	29.5	96.1	227.0	545.9	125.8
East Midlands								
212.1	169.7	90.5	75.7	24.7	73.4	159.6	356.2	93.2
208.6	169.9	90.8	75.2	24.3	72.5	163.2	364.5	93.5
205.8	169.1	90.3	73.3	23.9	71.7	155.1	365.8	94.4
205.4	170.6	91.5	73.2	23.9	71.3	155.2	363.5	95.3
207.4	172.1	92.6	73.1	23.9	71.0	155.6	361.5	96.0
Yorkshire and Humberside								
251.4	153.5	110.4	110.2	35.0	113.6	226.6	534.0	121.9
248.9	151.4	110.6	109.5	34.2	110.4	231.9	533.3	128.5
246.1	150.8	108.4	106.7	34.0	110.6	226.3	532.6	130.3
246.1	151.9	109.6	106.6	33.1	111.5	225.2	536.1	131.9
250.2	151.5	111.5	106.4	32.9	110.5	225.2	538.1	133.4
North West								
413.4	195.1	195.5	140.0	37.7	178.2	323.5	748.8	178.5
408.5	194.1	194.7	139.1	37.5	175.6	329.4	752.0	177.0
402.3	192.7	193.2	135.6	37.3	173.3	317.0	746.6	179.8
399.7	194.0	193.9	135.4	35.6	174.2	318.4	752.8	180.8
402.7	194.2	196.0	135.2	35.6	171.2	316.2	759.2	183.9
North								
195.5	57.4	63.8	95.8	20.0	67.9	143.4	326.0	93.3
194.5	55.6	63.5	95.2	19.6	67.8	147.5	329.4	90.1
191.2	53.3	63.2	92.7	19.4	66.0	143.5	331.4	91.6
191.0	53.1	64.1	92.6	19.1	66.6	139.9	333.1	92.8
191.2	52.7	64.7	92.5	19.2	66.3	142.0	333.1	94.6
Wales								
106.3	30.9	51.6	65.6	20.0	60.7	99.6	277.7	89.2
105.8	31.5	50.8	65.2	19.8	60.3	101.1	273.8	90.2
105.2	31.2	49.3	63.5	19.7	58.8	97.6	270.3	94.0
104.0	30.3	49.0	63.5	19.4	58.9	97.2	277.2	95.4
106.9	30.5	50.2	63.4	19.5	58.6	97.9	274.7	96.4
Scotland								
269.7	91.8	103.1	173.1	26.1	140.9	240.7	623.1	162.2
266.1	92.2	100.5	172.0	26.2	137.7	245.0	616.5	168.0
264.2	92.0	98.2	167.6	26.4	136.1	234.7	615.5	169.7
261.0	92.8	97.7	167.4	26.2	135.6	234.9	635.6	175.9
262.7	94.1	98.5	167.2	26.3	135.3	234.2	635.3	177.6
GREAT BRITAIN								
3,304.7	911.5	1,403.5	1,272.9	344.4	1,494.1	2,699.2	6,750.9	1,630.9
3,273.1	906.5	1,395.6	1,265.1	341.8	1,474.9	2,749.7	6,740.6	1,631.1
3,231.0	898.3	1,378.2	1,233.2	339.4	1,455.6	2,659.6	6,723.8	1,638.9
3,222.0	903.7	1,381.0	1,231.7	333.4	1,461.2	2,654.8	6,803.6	1,654.7
3,252.9	906.9	1,393.2	1,229.9	333.2	1,453.8	2,652.1	6,784.0	1,665.6

Rates of wages and hours of work in 1976*

THE statistics in this article relate to manual workers covered by national collective agreements and statutory wages orders in the United Kingdom. They cover rather over half the total number of employees in employment. The movements in wage rates and normal hours represent the changes in basic weekly rates of wages or minimum entitlements and in normal hours and not the changes in actual earnings or in hours actually worked. The overall figures for the year 1976 are provisional.

Increase

Averaged over all industries and services, the increase in basic weekly rates of wages during 1976 was 11.7 per cent. This was less than half of the increase of about 25½ per cent in 1975. Generally, normal weekly hours of work remained unchanged in 1976, so that the increase in basic hourly rates of wages was similar to that in weekly rates.

Changes in basic weekly rates of wages or minimum

entitlements coming into operation during the year affected about 11.4 million manual workers and reductions in normal weekly hours of work (excluding overtime) affected only 7,000. The resultant estimated aggregate increase in basic weekly rates of wages or minimum entitlements within the total wages bill amounted to about £45 million, compared with £81 million in 1975 and £76 million in 1974. The aggregate reduction in normal weekly hours (excluding overtime) in 1976 was about 7,000 hours, compared with half-a-million in 1975 and over one million in 1974.

Indices of basic weekly rates of wages or minimum entitlements, normal weekly hours (excluding overtime) and hourly rates of wages

When examining tables 1 and 2 it should be noted that differences between one month and the next are affected by the relative importance of the industries in which changes occurred as well as the sizes of the changes themselves.

Table 1 All industries and services—all manual workers:*† 1976

	Basic rates of wages or minimum entitlements				Normal weekly hours	
	Weekly rates		Hourly rates			
	Index	Percentage increase over December 1975	Index	Percentage increase over December 1975	Index	Percentage decrease over December 1975
July 31, 1972 = 100						
1975 December	197.0	—	198.2	—	99.4	—
1976 January	200.9	1.9	202.1	1.9	99.4	—
February	205.1	4.1	206.4	4.1	99.4	—
March	206.7	4.9	207.9	4.9	99.4	—
April	208.8	6.0	210.1	6.0	99.4	—
May	210.5	6.8	211.7	6.8	99.4	—
June	215.3	9.2	216.6	9.2	99.4	—
July	217.7	10.5	219.0	10.5	99.4	—
August	217.8	10.5	219.1	10.5	99.4	—
September	217.9	10.6	219.2	10.6	99.4	—
October	218.2	10.7	219.5	10.7	99.4	—
November	219.4	11.3	220.7	11.3	99.4	—
December	220.2	11.7	221.5	11.7	99.4	—

Table 2 Manufacturing industries only—all manual workers:*† 1976

	Basic rates of wages or minimum entitlements				Normal weekly hours	
	Weekly rates		Hourly rates			
	Index	Percentage increase over December 1975	Index	Percentage increase over December 1975	Index	Percentage decrease over December 1975
July 31, 1972 = 100						
1975 December	194.4	—	194.5	—	100.0	—
1976 January	197.7	1.7	197.8	1.7	100.0	—
February	203.1	4.5	203.2	4.5	100.0	—
March	203.8	4.8	203.9	4.8	100.0	—
April	206.8	6.4	206.9	6.4	100.0	—
May	209.1	7.6	209.2	7.6	100.0	—
June	211.2	8.7	211.3	8.7	100.0	—
July	212.3	9.2	212.4	9.2	100.0	—
August	212.5	9.3	212.6	9.3	100.0	—
September	212.7	9.4	212.8	9.4	100.0	—
October	212.7	9.4	212.8	9.4	100.0	—
November	213.3	9.7	213.4	9.7	100.0	—
December	213.3	9.7	213.4	9.7	100.0	—

* The 1976 figures are provisional and may need to be revised to take account of any changes reported belatedly.
† Separate indices for men, women and juveniles are given in table 130 on page 89 of the Gazette.

Table 3 Percentage change during the year—all manual workers: 1956 to 1976

Year ending December 31	Basic rates of wages or minimum entitlements		Normal weekly hours decrease
	Weekly rates increase	Hourly rates increase	
All industries and services			
1956	7.7	7.7	0.0
1957	5.4	5.7	0.3
1958	3.7	3.8	0.1
1959	1.1	1.2	0.1
1960	4.0	6.6	2.4
1961	3.4	5.2	1.8
1962	4.4	4.8	0.3
1963	4.3	4.5	0.2
1964	3.8	4.9	1.0
1965	4.7	6.9	2.1
1966	3.3	4.5	1.1
1967	5.9	6.2	0.2
1968	7.2	7.3	0.1
1969	5.7	5.9	0.2
1970	13.5	13.8	0.2
1971	12.4	12.6	0.2
1972	13.8	14.2	0.4
1973	12.3	12.6	0.2
1974	29.4	29.5	0.1
1975	25.4	25.5	0.0
1976*	11.7	11.7	0.0
Manufacturing industries only			
1956	7.3	7.3	0.0
1957	5.4	5.6	0.2
1958	3.5	3.5	0.1
1959	1.1	1.3	0.2
1960	4.6	7.9	3.1
1961	1.9	3.2	1.3
1962	4.0	4.2	0.2
1963	4.3	4.4	0.1
1964	3.0	4.3	1.2
1965	4.2	6.4	2.1
1966	4.0	4.9	0.8
1967	5.1	5.6	0.5
1968	9.2	9.4	0.1
1969	6.5	6.7	0.2
1970	12.7	12.7	0.0
1971	11.1	11.2	0.1
1972	13.7	13.7	0.0
1973	24.2	24.3	0.0
1974	24.2	24.2	0.0
1975	29.3	29.3	0.0
1976*	9.7	9.7	0.0

* See footnote * to table 1.

Table 4 Analyses by industry: 1976

Industry group (SIC 1968)	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated amount of increase (£000's)	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours (000's)
Agriculture, forestry, fishing	310,000	1,710,000	—	—
Mining and quarrying	295,000	1,730,000	—	—
Food, drink and tobacco	310,000	1,560,000	—	—
Coal and petroleum products	5,000	30,000	—	—
Chemicals and allied industries	175,000	1,045,000	—	—
Metal manufacture				
Mechanical engineering				
Instrument engineering				
Electrical engineering				
Shipbuilding and marine engineering	2,590,000	5,700,000	—	—
Vehicles				
Metal goods not elsewhere specified				
Textiles	295,000	1,150,000	—	—
Leather, leather goods and fur	35,000	140,000	—	—
Clothing and footwear	375,000	2,185,000	—	—
Bricks, pottery, glass, cement, etc.	150,000	605,000	—	—
Timber, furniture, etc.	160,000	620,000	—	—
Paper, printing and publishing	345,000	1,610,000	—	—
Other manufacturing industries	125,000	690,000	—	—
Construction	1,100,000	5,975,000	7,000	7,000
Gas, electricity and water	190,000	995,000	—	—
Transport and communication	930,000	4,500,000	—	—
Distributive trades	1,300,000	6,510,000	—	—
Public administration and professional services				
Miscellaneous services	720,000	2,575,000	—	—
	1,970,000	5,865,000	—	—
Totals for all industries				
January-December 1976*	11,390,000	45,195,000	7,000	7,000
January-December 1975	11,040,000	81,015,000	340,000	505,000

* See footnote * to table 1.

Aggregate amount of changes in basic full-time weekly rates of wages or minimum entitlements and normal hours of work (excluding overtime)

The aggregate changes during the calendar year 1976 in the associated components of the total weekly wages bill and in the total number of normal weekly hours are given in table 4. The month-by-month effects of these changes are given in table 5.

The figures in tables 4 and 5 are provisional and subject to revision. It should be noted that, in the columns showing the number of workers affected, those concerned in two or more changes in any single period (year or month, as appropriate) are counted only once. For the purpose of these statistics the material date for any change in basic rates of wages or normal hours of work (excluding overtime) is the date of implementation and not the date when agreement was reached or statutory wages order signed.

Table 5 Month by month effect of the changes:* 1976

Month	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases (000's)	Estimated amount of increase (£000's)	Approximate number of workers affected by reductions (000's)	Estimated amount of reduction in weekly hours (000's)
1976				
January	1,810	7,435	—	—
February	2,685	6,750	—	—
March	710	3,750	—	—
April	820	3,950	—	—
May	495	2,325	—	—
June	1,685	8,225	7	7
July†	1,345	5,930	—	—
August	145	360	—	—
September	305	625	—	—
October†	440	1,030	—	—
November†	1,560	3,775	—	—
December	425	1,040	—	—

* See footnote * to table 1.

† Figures revised to take account of changes reported belatedly or having retrospective effect.

Table 6 Methods by which increases were effected in 1976

Method	Increases in basic weekly rates of wages of minimum entitlements	
	Aggregate amount of increase (£000's)	Percentage of total
Direct negotiation	12,765	28.2
Joint Industrials Councils or other joint bodies	19,185	42.5
Wages Councils and Boards	11,945	26.4
Arbitration	620	1.4
Sliding-scale arrangements of all types based on the official Index of Retail Prices	680	1.5
Total	45,195	100.0

The figures in table 7 give a general indication of the movement in basic full-time weekly rates of wages or minimum entitlements and normal hours of work over the period and undue significance should not be attached to small differences in the amount of change between one year and another. In particular, the grouping of figures in annual divisions should not be interpreted as indicative of an annual cycle of change.

Table 7 Number of workers affected by changes in basic weekly rates of wages or normal hours of work and the effects of such changes: 1956 to 1976

Year	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases (000's)	Estimated amount of increase (£000's)	Approximate number of workers affected by reductions (000's)	Estimated amount of reduction in weekly hours (000's)
1956	12,673	6,633	21	37
1957	12,338	5,340	434	1,038
1958	11,232	3,461	348	649
1959	4,708	1,252	364	486
1960	11,124	4,303	6,817	12,675
1961	7,850	4,116	5,727	11,189
1962	12,696	5,232	1,344	2,176
1963	10,324	5,097	698	852
1964	9,250	5,018	4,625	4,912
1965	10,837	6,057	8,156	11,785
1966	8,595	4,535	4,315	5,765
1967	11,490	9,005	825	850
1968	11,110	9,580	575	645
1969	9,205	8,360	665	875
1970	12,470	21,645	785	1,000
1971	11,530	19,990	623	610
1972	10,985	27,315	1,618	1,839
1973	11,315	26,420	749	1,166
1974	11,640	76,380	703	1,146
1975	11,040	81,015	340	505
1976*	11,390	45,195	7	7

* See footnote * to table 1.

Developments in 1976

The general limitation of pay increases to non-enhanceable supplements of up to £6 a week incorporated in the White Paper *The Attack on Inflation* (Cmnd 6151), operative from August 1975, was replaced at the end of July 1976 by guidelines for a further year of pay restraint. Proposals by the Trades Union Congress, endorsed by the Government, were incorporated in a further White Paper, *The Attack on Inflation—The Second Year* (Cmnd 6507). The new policies were to operate for 12 months from August 1, 1976.

The new guidelines comprised a limit of a non-enhanceable supplement of five per cent of total earnings for all hours worked, with a minimum cash limit of £2.50 a week and a maximum cash limit of £4 a week. The limits were to apply to all full-time adult workers with pro rata limits for part-time workers and juveniles. The 12 month rule continued: increases under the new guidelines were not payable until 12 months after the last major increase received since August 1, 1975. All other improvements were to be kept within the overall figure except as provided under the £6 policy.

There were virtually no national agreements for reductions in the normal hours of work during 1976 and very few increases in the entitlements to holidays with pay; no doubt because these would both have had to be offset against the pay limits.

Principal settlements reported in 1976

Details of the more significant national collective agreements, awards and statutory wages orders reported in 1976 are listed in table 8. Also included are some important agreements made in the previous year with effect in 1976. The table does not purport to be a complete record of all national settlements.

Annual paid holiday entitlements

On the basis of the conditions agreed in national bargaining arrangements it is estimated that at the end of 1976

manual workers with at least one year's service with one employer were entitled to basic annual holidays with pay (over and above public or customary holidays) as follows:

Over 2 weeks but less than 3 weeks	1 per cent
3 weeks	18 per cent
Over 3 weeks but less than 4 weeks	47 per cent
4 weeks or more	34 per cent

The proportion of manual workers engaged in industries and services in which there is provision for additional holidays because of long service with one employer is estimated to be one-third.

Publication of indices of wage rates

Now that the Equal Pay Act 1970 and the Sex Discrimination Act 1975 are in force, no national rates of wages in collective agreements and wages orders are specific to men or to women. Also the age at which adult rates become payable under agreements and orders is generally no longer definable as, for example, 21 years for males and 18 for females. As a result, the continued publication of separate indices for men, for women and for juveniles, each month in table 130 of the *Gazette*, is no longer justified. That table is therefore being discontinued after the present issue and table 131 is being modified to incorporate the general indices for all manual workers in all industries and in all manufacturing industries.

For a limited period, however, the separate indices will continue to be compiled by the Department and made available on request. Users wishing to receive those figures each month, or occasionally, are asked to write to the Statistics Division (Stats C4), Department of Employment, Watford, Herts, indicating the purposes for which they are needed and for how long they will be required. Since it will not be practicable to continue these series indefinitely, users are advised to avoid or to change arrangements, including escalator clauses in contracts, dependent on their availability.

Basis of the statistics

The official statistics on rates of wages and normal hours of work relate to changes in basic weekly and hourly rates of wages or minimum entitlements and normal weekly hours of work (excluding overtime), which are normally the outcome of changes made under centrally determined arrangements, usually national collective agreements or statutory wages orders. In general, therefore, the statistics do not take account of changes determined by local negotiation at company, establishment or shop-floor level. The figures relate to manual workers, including shop assistants but excluding clerical, technical and administrative workers, and the monetary amounts represent the increase in basic rates or minimum entitlements only (ie as if all workers were paid the minima laid down), not the total increase in earnings.

In all cases the statistics are based on normal conditions of employment as laid down in collective agreements, statutory orders, etc and do not take into account the effects of short-time or overtime. The indices of basic rates of wages and normal hours are based upon changes in representative national collective agreements and wages orders in the United Kingdom. ■

Table 8 Principal settlements reported in 1976 and some agreements of the previous year with effect in 1976

Date of agreement	Operative date	Industry or undertaking and district	Brief details of change
January 19	January 19	Ready-made and wholesale bespoke tailoring (Wages Council)—GB	Increases of various amounts for female workers, to give parity with male rates. Introduction of a 15p an hour non-enhanceable supplement.
February 12	March 29	Ceramic manufacture—GB	Introduction of a non-enhanceable supplement of 7.1p an hour for full-time workers aged 18 and over, with proportional amounts for young workers.
February 12	February 18	Aerated waters manufacture (Wages Council)—England and Wales	Introduction of a £6 a week non-enhanceable supplement for all adult workers.
February 23	Beginning of pay week including March 1	Coalmining—GB	Introduction of a £6 a week non-enhanceable supplement for adult workers, with proportional amounts for young workers.
February 27	June 28	Building—GB	Increase of £6 a week in Joint Board Supplement for adult craft operatives and labourers, with proportional amounts for apprentices and young workers.
February 27	June 28	Civil engineering construction—GB	Increase of £6 a week in Joint Board Supplement for adult workers, with proportional amounts for young workers.
March 4	March 17	Electricity supply—GB	Introduction of a £6 a week non-enhanceable supplement for all full-time adult workers, with proportional amounts for part-time and young workers.
March 8	April 24	General printing, bookbinding, periodical and newspaper production (excluding national newspapers)—London	Introduction of a non-enhanceable supplement of £6 a week (inclusive of the increases of amounts ranging from £1.75 to £2 a week according to grade, paid in November 1975), for all full-time adult workers, with proportional amounts for apprentices and learners.
March 9	March 25	Dressmaking and women's light clothing (Wages Council)—England and Wales	Introduction of a 15p an hour non-enhanceable supplement for all adult workers with proportional amounts for young workers.
March 12	February 23	Retail meat trade—England and Wales	Introduction of a non-enhanceable supplement of £6 a week for managers, leading assistants and butchers' assistants; of £5.50 for general assistants, with proportional amounts for young workers.
March 30	February 29	Road haulage contracting (other than British Road Services) (Wages Council)—GB	Introduction of a £6 a week non-enhanceable supplement for adult workers, with proportional amounts for young workers.
April 7	May 8	Heavy chemicals manufacture (firms affiliated to the CIA)—GB	Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young workers.
April 7	May 8	Drug and fine chemical manufacture—GB	Introduction of a non-enhanceable supplement of £6 a week for adult workers.
April 13	May 3	Cotton spinning and weaving—Lancashire, Cheshire, Yorkshire and Derbyshire	Withdrawal of the three per cent increase in current wage rates made in November 1975, together with the introduction of a non-enhanceable supplement of £6 a week.
April 14	Pay day in the week ending May 1	Wool textiles—Yorkshire	Introduction of a non-enhanceable supplement of £3.55 a week for adult workers, with proportional amount for young workers and apprentices.
April 24	April 24	General printing, bookbinding, periodical and newspaper production (excluding national newspaper)—England and Wales (except London)	Introduction of a non-enhanceable supplement of £6 a week (inclusive of the increases of amounts ranging from £1.75 to £2 a week according to grade, paid in November 1975), for all full-time adult workers, with proportional amounts for apprentices and learners.
May 4	April 4	Retail distribution (Co-operative societies)—GB	Introduction of a non-enhanceable supplement of £6 a week for all full-time adult workers, with proportional amounts for young workers.
May 6	June 21	Unlicensed places of refreshment (Wages Council)—GB	Introduction of a non-enhanceable supplement of £6 a week for all full-time adult workers, with proportional amounts for young and part-time workers.
May 6	April 4	Milk processing and distribution—England and Wales	Introduction of a non-enhanceable supplement of £6 a week for full-time adult workers, with proportional amounts for young workers.
May 13	June 7	Cocoa, chocolate and sugar confectionery manufacture—GB	Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young workers.
May 18	May 3	Retail distribution (Co-operative societies)—GB	Introduction of a non-enhanceable supplement of £6 a week for general distributive workers and general transport workers 18 and over, with proportional amounts for young workers.
May 25	June 7	Food manufacture—GB	Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young workers.
June 3	June 7	Heavy chemicals manufacture (ICI Ltd)—GB	Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young and part-time workers.
June 9	July 19	Retail multiple footwear—GB	Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young workers.
June 14	July 7	Retail drapery, outfitting and footwear trade (Wages Council)—GB	Introduction of a non-enhanceable supplement of £6 a week for workers 18 and over, with proportional amounts for young workers.
June 17	July 1	Government industrial establishments—UK	Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young workers.
June 18	July 1	Post Office—UK (Engineering grades)	Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young workers together with an increase in basic rates under existing productivity agreements of 82p a week.
July 2	July 5	Hairdressing undertakings (Wages Council)—GB	Introduction of a non-enhanceable supplement of £5 a week for all operative hairdressers, chargehands, managers and manageresses, with proportional amounts for all other workers.
July 14	September 22	Clothing manufacture—GB	Introduction of a further weekly pay supplement of five per cent of total earnings for all workers, with a cash minimum of £2.50 a week and a maximum of £4 a week. Part-time workers and juveniles receive proportional amounts.
July 29	August 19	Plumbing—England and Wales	Introduction of a further weekly pay supplement of five per cent of total earnings, with a cash minimum of £2.50 a week and a maximum of £4 a week for craftsmen and apprentices. Part-time workers and juveniles receive proportional amounts.
August 7	August 9	Heating, ventilating and domestic engineering—GB	Introduction of a weekly supplement of five per cent of total earnings for all hours worked, with a cash minimum of £2.50 a week and a maximum of £4 a week. Part-time workers and juveniles receive proportional amounts.
August 9	Beginning of first full pay week in June	Motor vehicle retail and repair—UK	Introduction of a non-enhanceable supplement of £2 a week according to occupation for adult workers, with proportional amounts for young workers.
August 11	August 23	Retail bookselling and stationery trades (Wages Council)—GB	Introduction of a further weekly pay supplement of £2.50 a week for all workers 18 and over and £2 for workers under 18.

Table 8 (continued) Principal settlements reported in 1976 and some agreements of previous years with effect in 1976

Date of agreement	Operative date	Industry or undertaking and district	Brief details of change
August 27	First pay day after September 10	Glass container manufacture—GB	Introduction of a further weekly pay supplement of five per cent of total earnings with a cash minimum of £2.50 a week and a maximum of £4 a week. Part-time workers and juveniles receive proportional amounts.
September 2	First full pay week in September	Home grown timber—England and Wales	Introduction of a further weekly pay supplement of five per cent of total earnings with a cash minimum of £2.50 a week and a maximum of £4 a week. Juveniles receive proportional amounts.
September 21	April 26	Railway service (British Rail)—GB	Introduction of non-enhanceable supplements (following arbitration) of £6 a week for adult conciliation staff with proportional amounts for young workers. Standard weekly rates will revert to the levels obtaining before the August 1975 changes.
October 6	November 4	Local authorities services—England and Wales	Introduction of a further weekly pay supplement of five per cent of total earnings for manual and semi-skilled workers, with a cash minimum of £2.50 a week and a maximum of £4 a week. Part-time workers and juveniles receive proportional amounts.
October 15	First pay week containing November 4	Building and engineering construction (local authorities)—England and Wales	Introduction of a weekly pay supplement of five per cent of total earnings for certain workers, with a cash minimum of £2.50 a week and a maximum of £4 a week. Young workers and trainees receive proportional amounts.
October 19	July 26	Retail bread and flour confectionery trade (Wages Council)—England and Wales	Introduction of non-enhanceable supplements of varying amounts for all full-time workers according to age, area and occupation.
October 19	November 8	Retail bread and flour confectionery trade (Wages Council)—England and Wales	Introduction of a further non-enhanceable supplement of £2.50 a week for all adult workers with proportional amounts for young workers.
October 21	November 28	Baking—England and Wales	Introduction of a weekly pay supplement of five per cent of total earnings for all workers, with a cash minimum of £2.50 a week and maximum of £4 a week. Part-time workers and juveniles receive proportional amounts.
October 22	November 8	Retail food trades (Wages Council)—England and Wales	Introduction of a further non-enhanceable supplement of £2.50 a week for all adult workers with proportional amounts for young workers.
November 9	October 6	Licensed residential establishments and licensed restaurants (Wages Council)—GB	Introduction of a weekly pay supplement of five per cent of total earnings, with a cash minimum of £2.50 a week and a maximum of £4 a week for all workers. Part-time workers and juveniles receive proportional amounts.
November 12	Beginning of pay week containing December 13	Health Services—GB	Introduction of a further weekly pay supplement of five per cent of total earnings, with a cash minimum of £2.50 a week and a maximum of £4 a week.
November 15	December 20	Agriculture—Scotland	A further £2.50 a week flat rate increase for workers 20 and over.
November 18	First full pay week containing December 5	Water Service—GB	Introduction of a further weekly pay supplement of five per cent of total earnings, with a cash minimum of £2.50 a week and a maximum of £4 a week.
December 6	December 22	Licensed non-residential establishments—(Wages Council)—GB	Non-enhanceable supplement increased by £2.50 a week for all adult workers.
December 8	November 24	Retail food trade (Wages Council)—Scotland	Introduction of a further weekly pay supplement of £2.50 a week for workers 18 and over.

SOME AGREEMENTS MADE IN THE PREVIOUS YEAR WHICH BECAME EFFECTIVE OR HAD STAGES IN 1976

February 19 1975	Beginning of first full pay week in January	Motor vehicle retail and repair—UK	Increase in minimum hourly rates of amounts ranging from 4p to 10p according to occupation for adult workers with proportional amounts for young workers and apprentices.
May 19 1975	February 23	Engineering—UK	Increase in national minimum rates of £2 a week for skilled workers and £1.60 for unskilled workers, with proportional amounts for young workers.
October 23 1975	First full pay period in January	Road passenger transport (municipal undertakings)—GB (excluding Metropolitan area)	Introduction of a £6 a week non-enhanceable supplement for drivers, conductors, semi-skilled and unskilled workers.
November 12 1975	First full pay week containing March 9	Road passenger transport (National Council omnibus undertakings)—GB	Introduction of a £6 a week non-enhanceable supplement, for all adult workers, with proportional amounts for apprentices.
November 13 1975	First full pay week commencing on or after April 1	Cast stone and cast concrete products—England and Wales	Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young workers.
December 5 1975	July 31	Rubber manufacture—GB	Increases in minimum earnings levels of £6 a week for adult workers, with proportional amounts for young workers.
December 9 1975	February 20	Laundering (Wages Council)—GB	Introduction of a £5.90 a week non-enhanceable supplement for all workers (except enginemen and stokers).
December 10 1975	January 5	Biscuit manufacture—GB	Introduction of a £6 a week non-enhanceable supplement for all adult workers.
December 11 1975	February 6	Papermaking, paper coating, paper board and building board making—UK	Introduction of a £6 a week non-enhanceable supplement for all adult workers.
December 11 1975	January 20	Agriculture—England and Wales	Increase of £6 a week on basic rates for all full-time adult workers, with proportional amounts for young and part-time workers. (Overtime rates unchanged.)
December 11 1975	January 1	Electrical contracting—England, Wales and Northern Ireland	Introduction of a £6 a week non-enhanceable supplement for all full-time workers, with proportional amounts for apprentices.
December 22 1975	January 1	Post Office—UK (Postmen and postmen higher grade, telegraphists, telephonists and postal officers)	Introduction of a non-enhanceable supplement of £6 a week for all workers aged 18 and over, with proportional amounts for young workers.

Employment people

New Deputy Chief Inspector of Factories



Mr Geoffrey Brown, HM Deputy Chief Inspector of Factories

The Health and Safety Executive has appointed Mr Geoffrey Brown, as second HM Deputy Chief of Factories.

Mr Brown joins Mr Victor Jordan, who was appointed Deputy Chief Inspector of Factories in January 1975 under Mr Jim Hammer, Chief Inspector of Factories.

Manchester based

Until his promotion, Mr Brown was the inspectorate's area director for Greater Manchester, where he has been responsible for the reorganisation of the inspectorate into specialised industry-based teams, and the setting up of the inspectorate's new laboratories which provide an analytical and testing service for the North West.

In his new job he will have special responsibility for the completion of the inspectorate's reorganisation in the field and the further development of new inspection policies. He will also be responsible for developing and presenting the inspectorate's research priorities.

Mr Brown started his career as a

mechanical engineer and in 1950 joined the inspectorate in London. He has since served in Birmingham, Stoke-on-Trent, Glasgow and Manchester. His wide experience of industry has led to his appointment by the Secretary of State for Employment to a number of Joint Standing Committees concerned with safe and healthy working conditions in the potteries and the drop forging and textile industries.

Principal concern

One of his principal concerns while in Manchester was the hazards faced by workpeople in the cotton industry and in this connection he actively encouraged a number of important research projects.

Mr Brown, who is a chartered engineer and a member of the Institution of Mechanical Engineers, is to be succeeded in Manchester by Mr Angus Wood, at present Deputy Superintending Inspector of Factories for the London and Home Counties (North) Division.

United States

Secretary of Labour

Dr F. Ray Marshall, 48, the Texas economist has been selected by President Jimmy Carter to become Secretary of Labour.

One of his first goals in the Carter administration will be to set up Government and privately-funded apprenticeship programmes for racial minorities who traditionally are among the nation's most persistent sectors of unemployment.

Dr Marshall is currently economics professor and director of the centre for the study of human resources at the University of Texas. He is also president of the National Rural Centre in Washington, D.C., Chairman of the Federal Committee on Apprenticeship and a Member of the National Council on Employment Policies.

Announcing the appointment of Dr Marshall, Mr Carter said:

He is the kind of economist and labour negotiator whose primary conviction will be to put our people back to work and make sure the labouring people of our country can work in harmony with others and take advantage of the resources we have.

Mr Carter acknowledged that several members of the US labour community preferred another candidate—Harvard economist John Dunlop—for the labour secretary post but he added that his consultations with labour leaders indicate that Dr Marshall is "completely acceptable" to them.

Dr Marshall was a Fulbright research scholar in Finland and did post-graduate work in economics at Harvard University before becoming a university instructor at the University of Mississippi, Louisiana; the University of Kentucky, and, finally the University of Texas.

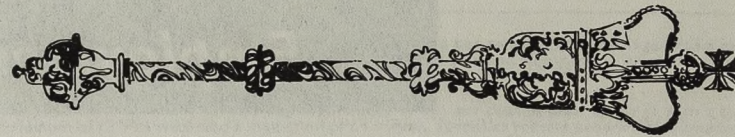
Author

He is the author of several books on labour economics and minorities—including *The Negro Worker*, 1967; *The Negro and Apprenticeship*, 1967; *Co-operatives and Rural Poverty in the South*, 1971; *Human Resources and Labour Markets*, 1972, and *Anthology of Labour Economics*, 1972.



Dr F. Ray Marshall, United States Secretary of Labour

Questions in Parliament



The House of Commons adjourned for Christmas on December 23 and resumed on January 10. A selection of questions on matters of interest to readers of the *Gazette* put to ministers of the Department of Employment up to Christmas and after the resumption until January 14 is printed on these pages. The questions are arranged by subject matter, and the date on which they were answered is given after each answer.

Fair wages

Mr Barney Hayhoe (Hounslow, Brentford and Isleworth) asked for a table about the operation of the Fair Wages Resolution for each year since 1960 showing (a) the number of complaints made to the department and (b) the number of complaints subsequently referred to arbitration; and whether he would give a quarterly breakdown of these figures for the period since the Counter Inflation Policy was introduced on August 1 1975.

Mr Walker: The information is as follows:

Year	No. of cases formally raised with department	No. subsequently referred to arbitration
1961	2	2
1962	1	1
1963	—	—
1964	4	2
1965	1	1
1966	1	—
1967	4	1
1968	—	—
1969	4	1
1970	6	5
1971	2	2
1972	7	3
1973	32	10
1974	20	5
1975	9	3
August 1975—		
October 1975	3	1
November 1975—		
January 1976	5	1
February 1976—		
April 1976	9	5*
May 1976—July 1976	21	11*
August 1976—		
October 1976	42	11*

* Further cases may yet be referred to arbitration.

(December 20).

Department of Employment Ministers

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

Harold Walker M.P., Minister of State

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

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

Pay policy

Mr Ron Lewis (Carlisle) asked if licensed house managers in Scotland called upon to work on Sundays, consequent to the passing of the Licensing (Scotland) Bill, would not be in conflict with the Government pay policy, and managers who work those extra days would be entitled to be paid the extra for their services within the policy.

Mr Walker: The pay policy would not prevent an extra payment, consistent with the existing pay structure, in recognition of a change in working practice which required employees to work additional hours on a regular basis. (December 13).

Mr Tony Durant (Reading North) asked what proportion of the total number of those in full employment did not observe the £6 pay limit in 1975-76.

Mr Walker: My department maintains comprehensive monitoring only of major settlements. All of these have conformed to the pay limits both during the £6 policy and under current policy. (December 13).

Miss Joan Maynard (Sheffield, Brightside) asked whether the award of the Agricultural Wages Board to farmworkers gave them the maximum entitlement under the Social Contract.

Mr Walker: The pay guidelines set out in Annex B to the White Paper "The Attack on Inflation: the Second Year" (Cmnd 6507) provide a limit for pay increases; they do not constitute an entitlement.

The Agricultural Wages Board for England and Wales, which is an independent statutory body, made an award on December 6 which increased the existing minimum rates for whole time workers and regular part time workers aged 20 and over by the maximum amount permissible under the guidelines. For some other workers the Award increased the minimum rates by slightly less than the maximum amount permissible. The board have publicly stated that their award in no way prevents employers and workers negotiating increases up to 5 per cent on gross earnings within the pay guidelines. (December 20).

Employment Protection Act

Mr Barney Hayhoe (Hounslow, Brentford and Isleworth) asked if the Secretary of State would arrange to monitor the effects upon wage rates and earnings of increases achieved as a result of the use of Schedule 11 to the Employment Protection Act.

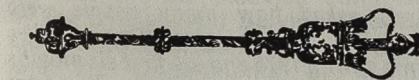
Mr Walker: my department will receive copies of all awards made by the Central Arbitration Committee under Schedule 11 to the Employment Protection Act 1975. In the light of the operation of the Schedule, I wish to consider whether arrangements should be made to monitor its effects (December 20).

Mr Barney Heyhoe (Hounslow, Brentford and Isleworth) asked what estimate had been made of the percentage increase in pay which would be required to ensure that all workers paid below the going rate for their area and industry were brought up to average levels, as a result of the bringing into effect of Schedule 11 to the Employment Protection Act.

Mr Walker: Schedule 11 to the Employment Protection Act 1975 does not provide a means whereby all workers paid below the going rate for their area and industry could be brought up to average levels, and therefore no such estimate has been made.

A claim may be reported than an employer is observing terms and conditions less favourable than the "general level of terms and conditions" only where, or so far as, there are no "recognised terms and conditions" for workers in comparable employment in the trade, industry or section in which the employer in question is engaged.

The "general level of terms and conditions" is not a reference to average levels for the area and industry concerned, and is a matter which can only authoritatively be determined by the Central Arbitration Committee in the light of the evidence available to it in each case. (December 20).



Unfair dismissals

Mr Eldon Griffiths (Bury St Edmunds) asked what estimate had been made of the number of cases of alleged unfair dismissal heard this year by industrial tribunals under the Employment Protection Act 1975; how many cases were known to him to have

been dealt with and settled by ACAS in advance of such hearings; how many persons were in post full-time or part-time as conciliation officers; and what was the approximate total of members and supporting officials of the industrial tribunals engaged in hearings under the Act.

Mr Walker: 12,094 complaints of unfair dismissal were heard by industrial tribunals in the 12 months up to June 30 1976, which is the latest 12 month period for which figures are available. In the same period, 12,175 such complaints were settled following reference to ACAS, either through a conciliated settlement or a withdrawal. At December 1 1976 212 persons were in post as conciliation officers. All of them are full time. There are about 2,500 persons on the panels of chairmen and of lay members of the industrial tribunals; and 520 supporting officials. It is not possible to give a reliable estimate of how much of their time is spent on dealing with hearings of alleged unfair dismissal. (December 22).

Mr Griffiths also asked what was the approximate cost to public funds of industrial tribunals; and what approximate proportion of this sum was estimated to arise from hearings and adjudications in respect of cases of unfair dismissal arising under the Employment Protection Act 1975.

Mr Walker: It is estimated that the total cost of industrial tribunals in the current financial year will be £5½ million. It is not possible to give a reliable estimate of the proportion of this sum which is attributable to hearings relating to complaints of alleged unfair dismissal. (December 22).

Questions in Parliament

Non-productive employment

Mr Tim Renton (Mid-Sussex) asked to what extent non-productive employment had increased in the period 1974 to 1976 at the expense of productive employment in private and public sectors combined.

Mr Golding: Between June 1974 and June 1976, the numbers of employees in employment in Great Britain decreased by 636,000 in Index of Production industries (manufacturing, mining and quarrying, construction, gas, electricity and water) and increased by 337,000 in other industries. Figures for June 1976 are provisional. (December 14).



Overseas jobs

Mr David Mitchell (Basingstoke) asked into how many overseas countries the Manpower Services Commission placed UK citizens during the latest 12 months for which figures were available.

Mr Golding: During the year December 1 1975 to November 30 1976 UK citizens were placed by the Employment Service Agency in 23 overseas countries. (December 13).

Employees in the timber-growing industry

Mr James Sillars (South Ayrshire) asked how many persons were employed in timber growing and timber-based industries, respectively, in each of the planning regions of the UK.

Mr Golding: The figures relate to June 1975, the latest date for which detailed employment figures are available for the planning regions.

(December 13).

Region	Employees in Employment June 1975 (Thousands)	
	Forestry (MLH 002)	Timber-based industries (MLH's 471, 472, 474, 475 and 479)
South East	2.4	88.4
East Anglia	*	8.9
South West	1.2	16.7
West Midlands	*	16.7
East Midlands	*	15.8
Yorkshire & Humberside	*	24.2
North West	*	29.4
North	*	11.2
Wales	1.6	8.1
Scotland	4.8	19.2
N. Ireland	1.4	4.8

* Less than 1,000

Questions in Parliament

Overseas jobs (cont)

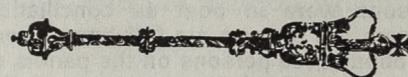
Mrs Millie Miller (Redbridge, Ilford North) asked if the Secretary of State was satisfied with the regulations under the Employment Agencies Act were proving a sufficient safeguard in protecting young people accepting jobs overseas, particularly in regard to the entertainment industry; and whether he was satisfied with the effectiveness of the provisions under the regulations relating to return, in the event of the original employment proving unsatisfactory.

Mr Golding: So far, complaints and inspections have not shown the particular regulations to be inadequate or ineffective. However, it is too soon after their coming into force to reach any firm conclusion and I would be pleased to consider any evidence submitted on this point. The regulations do not apply to the employment abroad of young persons in the entertainment industry where protection is afforded by the Children and Young Persons Acts 1933 and 1963. (December 20).

with actual expenditure for previous years as follows:

1975/76 =	£64,735
1974/75 =	£49,905
1973/74 =	£31,989
1972/73 =	£26,329

The increase between the current year and 1977/78 is mainly to meet an anticipated increase in expenditure on the scheme, as a result of the phasing out of invalid vehicles. (December 21).



PER

Mr Michael Marshall (Arundel) asked what steps the Secretary of State intended to take in implementing the recommendation of the Committee of Public Accounts that the functions of the Professional and Executive Recruitment service should be assumed by the new jobcentres.

Mr Golding: A study of the implications, financial and otherwise, of integrating PER with Jobcentres is to be made. (December 13).

Mr Marshall also asked if the Secretary of State proposed to take action to improve the cost effectiveness of the Professional and Executive Recruitment service.

Mr Golding: The Manpower Services Commission accept the need for PER to become financially self-supporting within the next 2-3 years. During this period, the commission will closely monitor the progress of PER towards this aim, and have set up a special committee under its chairman for that purpose. (December 13).

Mr Harry Cowans (Newcastle upon Tyne Central) asked how many applications and vacancies had been registered with the Professional and Executive Recruitment services since January 1, 1975; and what was the average period of time for appointments to be filled.

Mr Golding: From January 1, 1975 to October 31, 1976, 333,188 applicants have enrolled with, and 55,089 vacancies have been notified to, PER.

Precise information is not available concerning the average period of time for filling appointments, and could not be obtained without disproportionate staff costs. A recent survey, however, indicated that, on average, appointments remain current with PER for between 4-6 weeks. (December 21).

Industrial disputes

Mr Ben Ford (Bradford North) asked if the Secretary of State would arrange for his department's report on industrial disputes to be available in sources other than the Gazette.

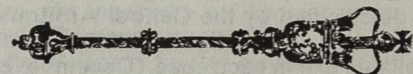
Mr Walker: My department is considering whether further and more detailed results of the research published in the February and November 1976 issues of the Gazette should be published and in what form. (December 13).

Training

Mr Michael Shersby (Hillingdon, Uxbridge) asked how many people were being trained by the Construction Industry Training Board; and what proportion came from the public sector.

Mr Golding: On March 31 1976, 100,954 people were receiving training approved by the Construction Industry Training Board. Of these, 86,991 were training in-company with day or block release, and a further 8,460 were receiving first year off-the-job training in colleges or companies. All these trainees were employees of private sector firms which received grant aid from the board.

There were, in addition, 5,448 trainees at the CITB's own training centres. 35 per cent of the adult trainees at these centres were employed by organisations not in-scope to the board and include some public sector employees. All out-of-scope organisations have to pay an economic training fee. (December 22).



Mr Harry Cowans (Newcastle upon Tyne Central) asked how many people were effected by the Training Opportunities Scheme during 1975 and the first six months of 1976; and what was the allocation from the European Social Fund in respect of such training given in the same period.

Mr Golding: Some 60,700 people successfully completed training under the Training Opportunities Scheme in 1975. The figure for the first six months of 1976 was 43,400. The allocation from the European Social Fund, in respect of training under the Training Opportunities Scheme, in the period January 1975 to July 1976, was £34.6m (December 21).

EEC

Mr Harry Cowans (Newcastle upon Tyne Central) asked how much financial assistance the Government had received from the European Social Fund in the first six months of 1976 towards the cost of Government-supported resettlement schemes; and of the resettlement services for the disabled.

Mr Golding: Applications to, and allocations from, the European Social Fund are normally made in respect of calendar years; it is not normally possible therefore to attribute allocations to any other period. Allocations so far made in respect of Government supported schemes for 1976 as a whole are as follows:

■ Schemes for the training of former agricultural and textile workers in Great Britain and Northern Ireland—£1,258,591

■ Schemes of training for unemployed workers in the assisted areas of Great Britain—£14,568,615

■ Schemes for the training of young people under 25—£2,837,512

■ Schemes for the training and rehabilitation of unemployed workers in Northern Ireland—£1,587,159

■ Schemes to encourage training and safeguard the position of young workers during a period of high unemployment—£291,000

■ Schemes for the training of heavy goods vehicle drivers—£476,378

■ Schemes for the training of divers for work associated with off-shore oil development—£125,300

■ Transfer schemes—£37,754

■ Schemes for the retraining of forestry workers run by the Forestry Commission—£39,896

■ Schemes for the training of workers from private companies in Great Britain—£29,267

■ Schemes for the training of workers on employers' premises in Northern Ireland—£803,040.

Allocations to various resettlement services for the disabled administered by the Employment Service Agency, the Department of Health and Social Security, and the Departments of Manpower Services and Health and Social Services for Northern Ireland, total £224,567. An allocation of £66,619 was made to the Queen Elizabeth Foundation for the Disabled—a voluntary organisation. Decisions have yet to be taken by the EEC Commission on certain large UK applications in these fields. (December 21).

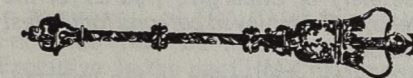
Mr Brian Sedgemore (Luton West) asked if the Secretary of State would make a statement on the meeting held by EEC

Social Affairs Ministers on December 9 1976 and on the meeting of the EEC Standing Committee on Employment on December 13 1976, at both of which the Government was represented.

Mr Grant: I represented the UK Government at both these meetings in Brussels, and was accompanied at the former by the Parliamentary Under Secretary of State for Health and Social Security (Mr Deakins) and the Parliamentary Under Secretary of State for Education (Miss Jackson).

At the Council of Social Affairs Ministers agreement was reached on a directive safeguarding the rights of workers affected by mergers (the Acquired Rights Directive). The council took note of the fourth report on the New European Social Fund and of two commission communications: on the humanisation of living and working conditions and on vocational preparation for young people who are unemployed or threatened with unemployment. Views were exchanged on a paper on the future of social policy by former Commissioner Hillery. Views were also exchanged on a proposal for a regulation on a common system of paying family benefits and on a revised draft directive on the education of migrant workers' children, but decisions on both items were deferred to allow for further consultations in Member States.

At the Standing Committee on Employment the agenda covered three important items in the social affairs field: the employment of young people, the co-ordination of Community financial instruments, and the follow-up to the Tripartite Economic and Social Conference last June. The first and third items were discussed on the basis of Commission papers; the second item was based on a paper submitted by the European Trade Union Confederation. (December 22).



Mr John MacGregor (South Norfolk) asked what conditions were applied to those eligible for the training opportunities scheme operations particularly in relation to period of residence in the UK; and whether any inquiries were made to establish whether applicants intended to seek jobs elsewhere than in the UK immediately on completion of their training programme.

Mr Golding: I am informed by the Manpower Services Commission that there is

Questions in Parliament

no specific requirement for a period of residence in Great Britain from applicants for TOPS courses. But non-British EEC nationals may be considered for training under TOPS provided they are resident in Great Britain at the time of application, allocation and commencement of training, and intend to seek employment in their training occupation in Great Britain or elsewhere in the EEC. Applications for training are not accepted from non-EEC nationals whose stay in Great Britain is subject to time and/or employment restrictions.

All applicants for a TOPS course are required to sign an undertaking that they intend to work in Great Britain or another EEC country on completion of training. People born outside the EEC are required to produce their passports or police certificates of registration in order that the MSC may be satisfied that there are restrictions that would prevent their being able to comply with their post-training employment undertaking. (December 23).

Temporary Employment Subsidy

Mr Paul Dean (North Somerset) asked what was the cost to date of the Temporary Employment Subsidy; and what was his estimate of the number of jobs retained as a result.

Mr Golding: As at December 10, 155,595 jobs have been preserved as a result of approved applications under the Temporary Employment Subsidy scheme. The estimated gross cost in subsidy, covering future commitment on existing applications assuming 12 months payment in each case, is £143m. (December 13).

Job creation schemes

Mr Eddie Loyden (Liverpool, Garston) asked the Secretary of State what evidence he had relative to the effect of job creation schemes on depressing wages in certain areas.

Mr Golding: Neither I nor the Manpower Services Commission has any evidence to this effect. The wages paid on job creation projects are based on the local rate for comparable work. (December 14).

Cost of living

Mrs Winifred Ewing (Moray and Nairn) asked if the Secretary of State would publish a separate cost of living index for Scotland, England and Wales.

Mr Golding: No. (December 13).

Questions in Parliament

Power to prosecute

Mr Max Madden (Sowerby) asked what were the suitable qualifications and length of service the Health and Safety Executive consider necessary before an inspector was given power to prosecute under section 39; how many inspectors appointed since September 1976 had been authorised to prosecute under section 39; and, if so, what were their ages, qualifications and legal training.

Mr Grant: I am informed by the director of the Health and Safety Executive that those members of their staff appointed by them as inspectors under section 19 of the Health and Safety at Work Act 1974 who were appointed to the staff of the HSE as factory inspectors, mines and quarries inspectors, explosives inspectors, alkali inspectors, nuclear installations inspectors and farm safety inspectors, are authorised by the executive to prosecute proceedings for offences

under the relevant statutory provisions before a magistrates court in accordance with section 39 of the Act. The exercise of this power by these inspectors, as of their rights to institute proceedings and conduct them, is controlled by the executive taking account of their training and experience.

The qualifications for appointment to these inspectorates are laid down by the Civil Service Commission.

Other members of the staff of the Health and Safety Executive who are appointed as inspectors under the 1974 Act are not normally authorised to prosecute under section 39.

In the period from October 1, 1976 to December 8, 1976, 20 persons who had been newly-appointed to these inspectorates were appointed by the executive as health and safety inspectors under the provisions of the 1974 Act. Their ages range from 22 to 42 (average 30).

(December 16).

Mr George Park (Coventry North East) asked how many factory inspectors were actually in post at any convenient comparable date in 1974, 1975 and 1976; what, if any, were the number of unfilled posts on the same dates; and what, if any, reductions were proposed in the number of such posts.

Mr Grant: At November 1, 1974, 1975 and 1976 there were 747, 812 and 894 factory inspectors in post.

The rate of recruitment of factory inspectors is designed to match the undertaking given in 1974 by the then Secretary of State that the number of factory inspectors would increase by 50 per cent between 1974 and 1979. This recruitment is however constrained by the training capability within the Health and Safety Executive.

Recruitment is not designed to match a specified number of unfilled posts at any point in time. No reductions are planned, however, in the current rate of recruitment. (December 16).

1977

Unemployment

Mr Ioan Evans (Aberdare) asked what further proposals the Secretary of State intended to make to reduce the number of unemployed.

Mr Golding: The latest statement about the Government's intentions for the special measures for which I am responsible was made by the Chancellor of the Exchequer on December 15 1976. The Government is monitoring the effectiveness of these schemes and will be considering shortly whether to extend them and to introduce new measures to alleviate unemployment. (January 11)

Mr Norman Atkinson (Haringey, Tottenham) asked the Secretary of State what action he was taking to reduce unemployment in the Greater London area; and if he would state the reasons for his omission of London from his job release scheme.

Mr Golding: So far over 11,800 people in the Greater London area have been assisted by the Temporary Employment Subsidy Scheme, the Job Creation Programme, the Work Experience Programme and the Youth Employment Subsidy (and the Reemployment Subsidy for School Leavers, which it replaced).

The Job Release Scheme, which came into operation on January 3 1977, for a period of six months is restricted to Assisted Areas, because in general, they are the areas most affected by structural unemployment. (January 12)

Vacancies

Mr J. W. Rooker (Birmingham—Perry Bar) asked if further consideration had been given to reintroducing compulsory notification of job vacancies.

Mr Golding: Yes, but I am informed by the Manpower Services Commission that the possibility of reintroducing compulsory notification of vacancies has been reviewed many times in recent years. The view is taken that no significant advantages are likely to be gained by such a step. (January 12)

Self-employed

Mr David Mitchell (Basingstoke) asked will the Secretary of State give figures for the number of self-employed persons for the last five years.

Mr Golding: Following is the information available about the numbers of employers and self-employed persons working on their own account (with or without employees) in the United Kingdom at June in each year from 1970 to 1974, the latest date for which these estimates have been compiled.

1970	1,902,000
1971	1,909,000
1972	1,898,000
1973	1,947,000
1974	1,925,000

(January 10)

PER

Mr Arthur Palmer (Bristol North East) asked if the Secretary of State would instruct the Manpower Services Commission to review the categories of employees now included on the Professional and Executive Register in consultation with employers and trade unions most concerned.

Mr Golding: I anticipate that the occupational scope of PER will be looked at as part of the study which is to be made jointly by the Manpower Services Commission, my Department and the Treasury, of the implications, financial and otherwise, of merging PER with Jobcentres. (January 10)

Concrete and iron

Mr Peter Rost (South East Derbyshire) asked how many redundancies and how much short-time working was expected next year in the concrete and iron pipe making industry as a result of the economic package for the reduction of capital expenditure projects.

Mr Golding: Although I am naturally concerned about possible reductions in employment in the concrete and iron pipe making industries, it is not possible at this stage to make any precise estimates of the extent of short-time working or the number of redundancies which may occur in these industries as a result of the reduction of capital expenditure projects. (January 10)

Job creation

Mr David Watkins (Consett) asked how many projects under the job creation programme were approved in each of the months since the start of the scheme to the latest month for which figures were available; how many jobs were created; and at what cost.

Mr Golding: The information is as follows:

	No of projects approved	No of jobs	MSC Grant (£m)
1975			
October	16	250	0.40
November	162	2,687	2.66
December	181	2,040	2.27
1976			
January	251	2,972	3.24
February	382	3,773	4.60
March	302	3,376	4.19
April	455	4,696	5.62
May	369	4,166	5.51
June	537	5,302	7.84
July	434	4,104	6.10
August	561	5,134	8.06
September	550	4,872	7.18
October	446	4,650	6.80
November	539	4,956	7.46

(January 10)

Job Release Scheme

Mr J. W. Rooker (Birmingham, Perry Barr) asked how many applications under the Job Release Scheme had been approved and rejected in each of the Assisted Areas.

Mr Golding: A complete analysis by Assisted Areas is not available as these figures are collected on a Regional basis. On (January 10) the number of applications approved and rejected was as follows:

	Approved	Rejected
South Western	162	7
West Midlands (Oswestry)	16	0
East Midlands (North Midlands and North Lincs)	45	0
Yorkshire and Humberside	635	40
North West ¹	1,051	85
Northern	354	12
Wales	226	18
Scotland	392	33

Note: 1 includes Merseyside and High Peak.

Work experience

Mr Gordon Wilson (Dundee East) asked, in cases where practical experience and training was provided for young people by industry, what were the terms under which assistance was given; when decisions were normally taken to pay training costs to employers, and whether payments were normally made in advance, by instalments or in arrears after 26 weeks training.

Mr Golding: Young people participating in the Work Experience Programme are paid an allowance of £16 per week. The allowance is paid to young people by employers running work experience schemes who are reimbursed by the Manpower Services Commission, usually monthly in arrears. Costs incurred by employers in mounting schemes are met by them. Employers are also being encouraged to expand opportunities for experience and training in normal employment by the offer of per capita grants for additional recruitment, payable by instalments in arrears as a contribution towards initial training costs. (January 10)

HM Chief Inspector's report

Mr J. W. Rooker (Birmingham, Perry Bar) asked about the delay in publication of the report of HM Chief Inspector of Factories for 1975.

Mr Golding: The requirement that annual reports of the proceedings of Factory Inspectors should be laid before Parliament was repealed by the Factories Act 1961 (Repeals and Modifications) Regulations 1974. Since the introduction of the Health and Safety at Work Act 1974 the Health and Safety Commission and its Executive have given considerable thought to the form which the publication of their activities, including those of their inspectorates, should take.

It has been decided that a series of industrial sector reports should replace the previous Chief Inspectors' reports. The sector report covering among other things the material previously appearing in the report of HM Chief Inspector of Factories has been presented to the Executive. In the past HM Chief Inspector of Factories' report has been laid in the October following the year reported on.

I understand that this year's sector report has taken longer to produce being the first in the new series. Its publication is expected in February. I have arranged for copies to be in the Library of the House (January 11).

Training

Mr David Watkins (Consett) asked how many replies have been received expressing

Questions in Parliament

views on the consultative document "Training for Vital Skills".

Mr Golding: By the end of last year, comments had been received from 481 organisations, including employers and employers' associations, trade unions, Industrial Training Boards, education bodies, District Manpower Committees and others. (January 10)

EEC

Mr Eric Moonman (Basildon) asked what projects were to be advanced for the £3 million EEC grant to help the British newspaper industry.

Mr Grant: The money has been allocated to assist vocational retraining under the auspices of the joint Standing Committee for the National Newspaper Industry, of workers remaining in that industry who need different or higher skills to cope with new techniques and methods of production. (January 13)

Redundancy fund

Mr Barney Hayhoe (Hounslow, Brentford and Isleworth) asked what was the present balance in the Redundancy Fund; and what was the balance at the end of each of the 12 months. (January 12)

Mr Golding: As at January 7, 1977, the Redundancy Fund was in credit £5,854,406. The state of the fund on the last Friday of each of the previous 12 months was:

	£
January 30, 1976	deficit 59,403
February 27, 1976	deficit 1,248,746
March 26, 1976	deficit 4,231,636
April 30, 1976	deficit 4,618,525
May 28, 1976	deficit 6,938,024
June 25, 1976	deficit 7,595,256
July 30, 1976	deficit 7,835,410
August 27, 1976	deficit 7,933,457
September 24, 1976	deficit 6,872,065
October 29, 1976	deficit 5,184,904
November 26, 1976	deficit 4,889,110
December 31, 1976	credit balance 5,270,467

A weekly allocation is made to the Redundancy Fund from the Department of Health and Social Security based on estimated receipts of secondary Class I earnings-related contributions. Adjusting payments are made as appropriate. One such payment of approximately £6 million was received during December 1976. (January 14)

News and notes

Appointment of members of the MSC

Mr Albert Booth, Secretary of State for Employment, has announced the appointment of the members of the Manpower Services Commission to serve from January 1, 1977. The chairman of the commission, Mr Richard O'Brien, was appointed in April 1976.

Mr O'Brien was formerly director of the Delta Metal Company with special responsibility for manpower questions and he was chairman of the Confederation of British Industry Employment Policy Committee. Director of Industrial Relations at the British Motor Corporation from 1961-1966, he then became Industrial Adviser at the Department of Economic Affairs until 1968. Mr O'Brien is 56.

Other members now appointed are:

After consultation with the Confederation of British Industry—

Mr Victor G Paige

Executive vice-chairman (administration) of the National Freight Corporation. Former education and training officer and deputy personnel manager at Boots Ltd. Member of the Road Transport Industry Training Board. Chairman of the British Association for Commercial and Industrial Education in 1974/75. Mr Paige has been a member of several joint industrial councils. Aged 51, he is being re-appointed a commission member.

Mr Michael Oswell Bury

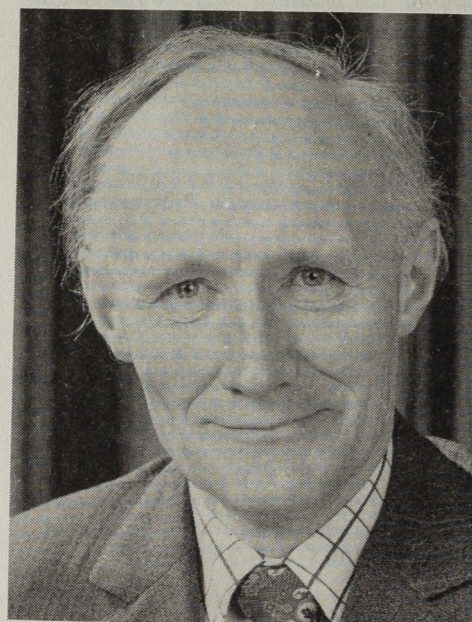
CBI director of education, training and technology since 1970. He became deputy director of labour and training, British Iron and Steel Federation, in 1963. Appointed Director of the Iron and Steel Industry Training Board in 1964. Council and Executive Committee member of the Foundation for Management Education. Board member of the Industrial Training Service since 1974. Aged 54, Mr Bury is being re-appointed as a commission member.

Mr Alan Berry

Member of the CBI Group Council and of the West Midlands Regional Economic Planning Council. Former HM Inspector of Factories. Director of the Coventry and District Employers' Association and of Midland Group Training Service Ltd, a large group training scheme with over 100 member firms. Aged 50, Mr Berry is newly-appointed as a member of the commission.

After consultation with the Trades Union Congress—

Sir Daniel McGarvey



Mr Richard O'Brien

President of the Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers. Member of the TUC General Council since 1965 and last year's chairman. Chairman of the Shipbuilding Committee of the Confederation of Shipbuilding and Engineering Unions. He became general secretary of the Boilermakers section of the Amalgamated Society in 1964 and was the first elected President of the Amalgamated Society in 1965. Aged 57, Sir Daniel is being re-appointed to the commission.

Mr C H Urwin

Deputy general secretary, Transport and General Workers' Union. Member of the TUC General Council since 1969. Member of the Industrial Development Advisory Board and the National Enterprise Board. Chairman of the TUC Employment and Organisation Committee. Represents the TUC on the European Social Fund Advisory Committee. Aged 61, Mr Urwin is being re-appointed as a commission member.

Mr Kenneth Graham

Head of the TUC Organisation and Industrial Relations Department and secretary of the TUC Employment Policy and Organisation Committee. Before joining the TUC in 1961 he had extensive trade union experience and had been an adult education tutor in trade union studies. Member of Institute of Manpower Studies.

Aged 54, Mr Graham is being re-appointed as a commission member.

After consultation with the local authority associations in England and Wales—

Mrs Sally Shaw

Serves on Manchester City Council and chairman of its Education Committee. She also serves as a member of the Education Committee of the Association of Metropolitan Authorities. Former Careers Officer. Aged 50, Mrs Shaw is being newly-appointed as a member of the commission.

After consultation with professional education interests—

Mr Roy Helmore

Principal of St Albans College since 1961. Formerly Head of Department at Exeter City Technical College. Vice-Chairman of the Technician Education Council and a member of the Council of the Association of Further and Higher Education. Former President, Association of Principals of Technical Institutions. Aged 50, Mr Helmore is being re-appointed as a commission member.

After consultation with local authority associations in Scotland—

Dr David Docherty

General medical practitioner. Served as a member of Glasgow Corporation 1959-74. Former chairman of the Education and Police Committees. Represented the corporation on the Court of Glasgow University and on the Open University. Member of the Council for Educational Technology for the UK. Aged 52, Dr Docherty is being re-appointed as a commission member.

Members of the commission are part-time and are remunerated at the level of £250 a year, plus £25 for each day's work.

The Manpower Services Commission was set up on January 1, 1974 under the Employment and Training Act 1973. The commission is responsible for the employment and training services operating through the Employment Service Agency (ESA) and the Training Services Agency (TSA). It also operates the job creation programme on behalf of the Government.

The original appointments of members were made for a three-year period from January 1, 1974. They therefore lapsed at the end of 1976.

News and notes

Bank holidays in coming years

A statement about holidays at Christmas 1977 and the New Year 1978 was made in the House of Commons by Mr Harold Walker, Minister of State for Employment, on January 12.

In a written answer to a question, he said that Monday, December 26 and Tuesday, December 27, 1977, would be Bank holidays in England, Wales and Northern Ireland, and Monday, December 26, 1977, Monday, January 2 and Tuesday, January 3, 1978 would be Bank holidays in Scotland.

An announcement would be made shortly, he added, about the additional day to be designated in Scotland at Christmas and in England, Wales and Northern Ireland at the New Year.

A statement on Bank holidays was also made in the House of Commons by Mr Denzil Davies, Minister of State, Treasury, on December 8.

He pointed out that the then Secretary of State for Employment had announced on March 30, 1976 that the Government intended in future to grant a Bank holiday in lieu whenever a movable holiday fell at the weekend.

He added that arrangements for Christmas 1976 and for the New Year 1977 were announced by the Secretary of State on July 27, 1976.

Earlier in his answer, Mr. Davies said that the following days were Bank Holidays in any year—under the Banking and Financial Dealings Act 1971:

England and Wales

Easter Monday.

The last Monday in May.

The last Monday in August.

December 26 if not a Sunday.

December 27 in a year in which December 25 or 26 is a Sunday.

Scotland

New Year's Day, if not a Sunday, or, if a Sunday, January 3, January 2 if not a Sunday or, if a Sunday January 3.

Good Friday.

The first Monday in May.

The first Monday in August.

Christmas Day, if not a Sunday or, if a Sunday December 26.

Northern Ireland

March 17, if not a Sunday or, if a Sunday March 18.

Easter Monday.

The last Monday in May.

The last Monday in August.

December 26, if not a Sunday.

December 27 in a year in which December 25 or 26 is a Sunday.

Mr Davies said that in addition, Good Fridays and Christmas Day were Common Law holidays in England, Wales and Northern Ireland and in Northern Ireland July 12 was proclaimed as Bank and public holiday. Since January 1974 a New Year's Day Bank holiday had been proclaimed each year under the 1971 Act in England, Wales and Northern Ireland and similarly a Boxing Day Bank holiday was introduced in Scotland in 1973.

Spring and August holidays

The Government had no intention of altering the arrangements for the Spring or August Bank holidays, in 1978 and future years, although the Spring Bank holiday in England, Wales and Northern Ireland 1977 would be held over until Monday June 6 because of the special Silver Jubilee Bank holiday the day after.

The Government had also announced this year that there would be a May Day Bank holiday starting in 1978. In that year the holiday would be taken on May 1 in England, Wales and Northern Ireland; a further announcement would be made about the arrangements in 1979 and subsequent years. The Secretary of State for Scotland would announce soon the date of the May Day Bank holiday in Scotland, where the first Monday in May is already a Bank holiday.

Equal pay and sex discrimination

The December 1976 issue of the *Gazette* published the outcome of applications to industrial tribunals under the Equal Pay Act 1970 and the employment provisions of the Sex Discrimination Act 1975 in cases completed during the first two quarters up to June 25, 1976. Information about cases completed in the period December 29, 1975, when the Acts came into operation, to September 24, 1976 is given below.

Equal Pay Act—During the third quarter of 1976 action was completed in respect of 425 applications to industrial tribunals under the Equal Pay Act. Of the total of

1,319 cases completed in the first three quarters of the year, which included 48 applications made by men, 899 were cleared without a tribunal hearing. These comprised 96 conciliated settlements, 150 cases withdrawn because of private settlements and 653 cases where the applicant withdrew without giving a reason but which would have included further private settlements and cases where the applicant found the complaint to be out of scope. Of the 420 cases heard by tribunals, 112 applications were upheld and 309 were dismissed.

Sex Discrimination Act

Under the employment provisions of the Sex Discrimination Act, 31 cases were completed in the third quarter of 1976 bringing the total of completed cases for the first three quarters to 134. This total included 38 cases where the applications were made by men.

Over the three quarters, of the 85 cases cleared without a tribunal hearing, 23 resulted in conciliated settlements, 15 were withdrawn because of private settlements and 47 were withdrawn by the applicant without giving a reason but which again, would have included further private settlements and cases where the applicant found the complaint to be out of scope. At tribunal hearings 12 applications were upheld and 37 were dismissed.

National Dock Labour Board

Mr Albert Booth, Secretary of State for Employment, has reappointed Mr P G H Lewison as chairman, and Mr J G Bothwell, as vice-chairman, of the National Dock Labour Board constituted under the Dock Workers' Employment Scheme 1967. The appointments were made after consultation with the National Joint Council for the Port Transport Industry and will be for the period January 1, 1977 until a new board is established under the Dock Work Regulation Act 1976.

Mr Booth has also reappointed four employers' and three workers' representatives for the same period. Mr L E Lloyd, of the Transport and General Workers' Union, has been appointed in place of Mr W A J Lindley, who has retired. Nominations to the National Dock Labour Board are made by the National Joint Council for the Port Transport Industry.

News and notes

Job "swap" scheme

The Job Release Scheme started on January 4 and has already received over 3,000 applications.

The scheme enables men and women in their final year at work to give up their job to make way for an unemployed person and in so doing receive a £23 per week allowance. It is one of the short term measures announced last September by Mr Albert Booth, Secretary of State for Employment. Welcoming the start of the scheme, Mr Booth said: "I believe this scheme will be particularly attractive to those older workers who have begun to think about retirement and would welcome the chance to go a year early.

"I am delighted to see that it has got off to an encouraging start and I hope both older workers and their employers will take advantage of this scheme, and in doing so create an opening for a younger person presently unemployed."

Under the scheme, which applies to assisted areas, the employer has to agree to replace the person leaving by someone from the unemployment register, although not necessarily a direct replacement. He can, for example, promote from within the organisation and recruit further down the ladder. He has to be able to show that the

departure of the older employee has led to the recruitment of another person from the unemployment register.

The scheme offers 64 year old men and 59 year old women a £23 per week tax free allowance to leave the labour market until they reach the statutory pensionable age—65 and 60 respectively. The allowance will be paid for up to one year from the date of entry into the scheme up to the statutory pensionable date. Applications can be submitted up to June 30, 1977. The scheme is also open to anyone of eligible age who is on the unemployment register and living in assisted areas.

Anyone receiving the allowance must agree not to take up any other paid employment or go into business on their own account. He must not apply for unemployment, sickness or other benefits, or pension benefits under the Social Security Act, although he may, if in need, apply for supplementary benefit. The allowance does not affect any occupational pension or terminal bonus that an employer may pay. If the person wishes to return to work, he is free to do so and the allowance will cease from the date he returns to the labour market.

Application forms and an explanatory leaflet are available at unemployment benefit offices, employment offices and jobcentres.

A new deal in Europe

The Council of Europe Social Security Convention, which establishes equal rights for nationals and foreigners—as well as guaranteeing the maintenance and transfer of benefits between countries—will come into force on March 1, 1977.

This international treaty is designed to solve the social security problems arising out of the movement of workers and their families, as well as of tourists and other travellers from one European country to another.

The Convention will apply to all nationals of contracting states and to resident refugees and other stateless people, as well as to members of their families and their survivors. It will cover all the social security branches (sickness and maternity, invalidity, old-age and survivors' pensions, occupational injuries and diseases, death grants, unemployment and family benefits).

Few would deny the immense contribution of social security schemes to improvement of life in Europe. But these systems are becoming increasingly complex and represent vast sums of money. It is hoped that this problem and other important social security questions will be dealt with by a conference of responsible ministers being planned by the Council of Europe for 1978.

Safety in mines—board changes

The Health and Safety Commission have approved a new constitution and revised terms of reference for the Safety in Mines Research Advisory Board.

The Board will continue to advise the Commission about the current and future need for research into problems affecting safety at work in the coal mining industry, but its function has now been formally extended to include problems associated with the effects of the workplace environment on health, such as noise or dust.

It will consider the relevant research programmes of the Health and Safety Executive, largely undertaken at the HSE Laboratories in Sheffield, Buxton and Cricklewood, and of the National Coal Board. The scale and progress of other related research in Great Britain and abroad will also be kept under examination.

The constitution of the Board is designed to allow a balanced representation to those bodies with a major interest in the relevant research work.

Trade union certification

Since December 13 1976 the Certification Officer, Mr John Edwards, has issued certificates of independence to a further nine trade unions under Section 8 of the Employment Protection Act 1975. They are as follows:

Barclays Group Staff Association
British Roll Turners' Trade Society
Laurence Scott and Electromotors Foremen's Association
National Union of Insurance Workers (Pearl Federation)
National Union of Social Workers
North Lancashire and Cumberland Textile Workers' Association
Rolls-Royce (1971) Limited Management Association
Royal College of Midwives
Scottish Prison Officers' Association

Applications from the following trade unions have been refused:

Bank of New Zealand (London) Staff Association
Commercial Bank of Australia (London) Staff Association
Kosset Staff Association

The Association of Supervisory and Executive Engineers withdrew its application as a result of the transfer of its engagements to the Electrical Power Engineers' Association; and the application from the Association of County Secretaries has lapsed as a result of the dissolution of the union.

Certificates have now been issued to 215 trade unions (of which 138 are affiliated to the TUC or are constituents of affiliated unions), 17 applications have been refused, two applications have been withdrawn and one has lapsed. Applications from 39 unions (of which two are affiliated to the TUC or are constituents of affiliated unions) are under consideration.

Monthly Statistics

Summary

Statistical ban ended

The Department of Employment Group Section Executive Committee of the Civil and Public Services Association has called off its ban of statistical work which has caused some of the usual tables to fail to appear in the last two issues of the *Gazette*. The ban in support of the Association's national campaign against manpower economies was lifted on January 11 and still effects the current issue of the *Gazette*.

As many as possible of the monthly statistics will appear in the February issue and in succeeding issues of the *Gazette*.

The tables in the statistical series section show the latest information which is available. For tables 104 and 105 which provide information on unemployment for the United Kingdom and Great Britain respectively, it has been possible to provide estimates for December 1976 although these are subject to margins of error.

Unemployment

In the absence of a complete count, estimates have been made of the numbers unemployed in December 1976, but these are subject to margins of error. The number of unemployed, excluding school-leavers, in Great Britain on December 9, 1976 is estimated as 1,268,000. After adjustment for normal seasonal variations, the number was 1,277,000, representing 5.5 per cent of all employees, compared with 1,253,100 in October 1976. In addition it is estimated that there were 48,000 school-leavers, so that the total number unemployed was 1,316,000, a fall of 5,000

since October. This total represents 5.7 per cent of all employees. There are no figures for November 1976. The limited amount of information available for December 1976 is shown on page 54.

Basic rates of wages and hours of work

At December 31, 1976 the indices of weekly rates of wages and of hourly rates of wages of all workers (July 31, 1972 = 100) were 220.2 and 221.5, compared with 219.4 and 220.7 at November 30, 1976.

Index of retail prices

At December 14, 1976, the official retail prices index was 168.0 (prices at January 15, 1974 = 100) compared with 165.8 at November 16. The index for food was 176.1, compared with 172.7 at November 16.

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in December which came to the notice of the Department of Employment was 86, involving approximately 29,500 workers. During the month approximately 43,100 workers were involved in stoppages, including some which had continued from the previous month, and 181,000 working days were lost, including 102,000 lost through stoppages which had continued from the previous month.

Unemployment on December 9, 1976

Owing to the industrial action referred to on page 53, it was not possible to complete the full count of unemployment which was due to be made on December 9, 1976. However, returns or estimates of the number unemployed were received from just over half the country. It has therefore been possible to produce estimates of the national total, although these are subject to margins of error; the figures for school-leavers have only a small margin of error.

All figures are estimated to the nearest thousand. The following figures were compiled for Northern Ireland in the normal way; total unemployed 55,101, unemployed school-leavers 3,027, unemployed excluding school-leavers and seasonally adjusted 52,400.

The estimated unemployment totals for Great Britain and the United Kingdom on December 9, 1976 are shown opposite.

	Great Britain		United Kingdom	
	Number	Change since October	Number	Change since October
Unemployed, excluding school-leavers	1,268,000	+25,000	1,320,000	+26,000
School-leavers	48,000	-30,000	51,000	-32,000
Total unemployed	1,316,000	-5,000	1,371,000	-6,000
(Percentage of all employees)	(5.7)	(0.0)	(5.8)	(0.0)
Seasonally adjusted unemployed, excluding school-leavers	1,277,000	+24,000	1,330,000	+24,000
(Percentage of all employees)	(5.5)	(+0.1)	(5.6)	(+0.1)

Unemployment on October 14, 1976

Some details of the numbers unemployed on October 14, 1976 were published in the November 1976 issue of the *Gazette*. However, because of industrial action by some staff within the Department of Employment Group, it was possible at that time to show only a limited amount of information about the length of time these people had been on the register. The detailed information is shown opposite:

Total unemployed in Great Britain: duration analysis: October 14, 1976

Duration in weeks	Males	Females	Total
One or less	42,915	18,267	61,182
Over 1, up to 2	52,579	22,653	75,232
Over 2, up to 3	41,264	18,834	60,098
Over 3, up to 4	36,584	16,703	53,287
Over 4, up to 5	32,717	15,170	47,887
Over 5, up to 6	30,490	14,441	44,931
Over 6, up to 7	27,282	12,176	39,458
Over 7, up to 8	24,188	10,466	34,654
Over 8, up to 9	23,584	10,072	33,656
Over 9, up to 13	81,616	36,258	117,874
Over 13, up to 26	181,483	81,300	262,783
Over 26, up to 39	100,945	35,513	136,458
Over 39, up to 52	68,752	20,070	88,822
Over 52	227,760	36,841	264,601
Over 8	684,140	220,054	904,194
Total	972,159	348,764	1,320,923

Monthly index of average earnings: new series

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

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

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

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

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

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

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

SIC Order	Type	Latest figures	
		(January 1976 = 100)	August 1976 (provisional)
I to XXVII	B	WHOLE ECONOMY	107.8
I	C	Agriculture and forestry	not available
II	A	Mining and quarrying	105.5
III to XIX	C	ALL MANUFACTURING INDUSTRIES	107.0
III	A	Food, drink and tobacco	108.4
IV	A	Coal and petroleum products	105.7
V	A	Chemicals and allied industries	107.0
VI	A	Metal manufacture	108.4
VII	C	Mechanical engineering	106.7
VIII	A	Instrument engineering	106.8
IX	A	Electrical engineering	107.7
X	C	Shipbuilding and marine engineering	106.5
XI	A	Vehicles	106.6
XII	A	Metal goods not elsewhere specified	107.2
XIII	A	Textiles	107.6
XIV	A	Leather, leather goods and fur	102.1
XV	A	Clothing and footwear	104.1
XVI	A	Bricks, pottery, glass, cement, etc	105.0
XVII	A	Timber, furniture, etc	104.0
XVIII	C	Paper, printing and publishing	108.2
XIX	A	Other manufacturing industries	107.1
XX	C	Construction	107.2
XXI	A	Gas, electricity and water	110.4
XXII	C	Transport and communication	103.5
XXIII	B	Distributive trades	109.4
XXIV	B	Insurance, banking and finance	101.5
XXV	B	Professional and scientific services	113.6
XXVI	C	Miscellaneous services	106.8
XXVII	B	Public administration	106.2

Notes: (1) Some relatively small industries are not covered; for example, fishing in Order I, sea transport in Order XXII and business services in Order XXIV.

(2) No new figures are available as a consequence of industrial action by some Department of Employment Group staff.

Monthly index of wages and salaries per unit of output

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

The most recent figures available are contained in the table

below. Quarterly averages of the monthly figures in the series are presented in line 3d of table 134 in the statistical series section of this *Gazette*, page 98.

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

1970 = 100

Year	January	February	March	April	May	June	July	August	September	October	November	December
1969	85.8	86.0	86.5	86.6	86.6	86.8	87.8	89.0	90.2	90.8	91.8	92.9
1970	94.2	95.4	96.7	98.0	98.9	99.8	100.9	101.7	102.2	102.9	104.2	105.1
1971	106.2	107.6	108.6	108.1	107.6	107.9	109.0	109.1	109.6	109.8	110.1	109.7
1972	109.8	*	111.2	111.5	111.6	112.2	113.2	114.2	114.8	115.3	115.4	115.3
1973	115.0	115.2	116.6	118.6	120.6	121.8	122.7	124.1	125.5	127.5	130.5	132.2
1974	132.5	133.4	134.2	136.8	139.1	143.8	148.2	153.0	158.2	164.8	171.6	174.7
1975	176.6	178.2	183.3	188.5	192.2	196.8	202.2	206.2	208.3	209.2	213.4	214.6
1976	215.4	214.6	215.5	215.7	218.2	220.9	225.5					

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

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

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

Indices

At December 31, 1976, the indices of weekly rates of wage of normal weekly hours and of hourly rates of wages for all workers, compared with the previous five months, were:

ALL INDUSTRIES AND SERVICES

Date	Indices July 31, 1972 = 100			Percentage increase over previous 12 months	
	Basic weekly rates	Normal weekly hours	Basic hourly rates	Basic weekly rates	Basic hourly rates
1976					
July 31	217.7	99.4	219.0	18.5	18.5
August 31	217.8	99.4	219.1	18.1	18.1
September 30	217.9	99.4	219.2	17.8	17.8
October 31	218.2	99.4	219.5	17.1	17.1
November 30	219.4	99.4	220.7	12.8	12.8
December 31	220.2	99.4	221.5	11.7	11.7

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

Principal changes reported in December

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

Agriculture—Scotland: A further £2.50 a week flat rate increase for workers 20 and over with proportional amounts for young workers and hourly paid workers (December 20).

Water Service—Great Britain: Introduction of a further weekly pay supplement of 5 per cent of total earnings, with a cash minimum of £2.50 a week and a maximum of £4 a week. Part-time workers and juveniles receive proportional amounts. (First full pay week containing December 5).

Retail food trade (Wages Council)—Scotland: Introduction of a further weekly pay supplement of £2.50 a week for workers 18 and over with proportional amounts for young workers (November 24).

Health Services—Great Britain: Introduction of a further weekly pay supplement of 5 per cent of total earnings, with a cash minimum of £2.50 a week and a maximum of £4 a week. Part-time workers and juveniles receive proportional amounts. (Beginning of pay week containing December 13).

Licensed non-residential establishments (Wages Council)—Great Britain: Non-enhanceable supplement increased by £2.50 a week for all adult workers with proportional amounts for young workers, except where total earnings exceed £50 a week when the supplement increase will be 5% of total earnings with a maximum of £4 a week (December 22).

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

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

Estimates of the changes reported in December indicate, that the basic weekly rates of wages or minimum entitlements of some 485,000 workers were increased by a total of £1,200,000 but, as stated earlier, this does not necessarily imply a corresponding change in "market" rates or actual earnings. For these purposes any general increases are regarded as increases in basic or minimum rates. The total estimates referred to above include figures relating to those changes which were reported in December with operative effect from earlier months (60,000 workers, and £160,000 in weekly rates of wages). Of the total increase of £1,200,000 about £575,000 resulted from arrangements made by joint industrial councils and similar bodies established by voluntary agreement, £540,000 from statutory wages orders, £75,000 from direct negotiations between employers' associations and trade unions and £10,000 from provisions linked to the Retail Prices Index.

The regular monthly tables analysing the changes by industry group and month by month are included in the article *Rates of Wages and Hours of Work 1976* on pages 38 to 42 of this issue.

Retail prices, December 14, 1976

At December 14, 1976 the general* retail prices index was 168.0 (prices at January 15, 1974 = 100) compared with 165.8 at November 16, 1976 and with 146.0 at December 9, 1975. The index for December 1976 was published on January 21, 1977.

Attention is drawn to the footnote in the adjacent column referring to the effects on the index of industrial action by some employees of the Department of Employment Group.

The rise in the index during the month was due to increases in the prices of most foods (particularly some vegetables and other seasonal foods); to increases in mortgage interest payments, motoring costs and average charges for gas and other fuels; and to increases in the prices of many other goods and services.

The index for items of food whose prices show significant seasonal variations, namely home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit, was 202.1, and that for all other items of food was 171.4. The index for all items except items of food the prices of which show significant seasonal variations was 166.8.

The principal changes in the groups in the month were:

Food: The food index rose by two per cent to 176.1, compared with 172.7 in November. There were increases in the prices of most foods, particularly in the prices of fresh vegetables (other than potatoes), eggs, meat and bacon, fish, edible fats, tea and coffee. The index for foods whose prices show significant seasonal variations rose by rather less than five per cent to 202.1, compared with 192.8 in November.

Alcoholic drink: Increases in the prices of some beers caused the group index to rise by rather more than one-half of one per cent to 166.9, compared with 165.8 in November.

Tobacco: Increases in the prices of several brands of cigarettes and tobacco caused the group index to rise by about one per cent to 179.7, compared with 178.1 in November.

Housing: The rise of almost four per cent in the group index was due largely to an increase in mortgage interest payments by owner-occupiers following the general rise in the rate of interest from 10½ per cent to 12½ per cent. The group index stood at 153.6, compared with 147.9 in November.

Fuel and light: An increase in the average charge for gas was the major factor in the rise in the group index of almost one per cent to 196.7, compared with 194.9 in November.

Clothing and footwear: Increases in prices were general throughout the range of articles included in this group and the group index rose by about one-half of one per cent to 146.8, compared with 145.9 in November.

Transport and vehicles: Increases in the prices of cars and in some provincial bus fares caused the group index to rise by about one-half of one per cent to 176.4, compared with 175.4 in November.

Miscellaneous goods: There were increases in the prices of some toiletries, polishes and cleaning powders and of some garden plants and bulbs. The group index rose by rather less than one per cent to 170.8, compared with 169.4 in November.

Meals bought and consumed outside the home: Increases in the charges for meals at cafes, restaurants and canteens, caused the group index to rise by rather less than 1½ per cent to 169.1, compared with 167.0 in November.

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

I	Food: Total	176.1
II	Alcoholic drink	166.9
III	Tobacco	179.7
IV	Housing: Total	153.6
V	Fuel and light: Total (including oil)	196.7
VI	Durable household goods: Total	151.8
VII	Clothing and footwear: Total	146.8
VIII	Transport and vehicles: Total	176.4
IX	Miscellaneous goods: Total	170.8
X	Services: Total	164.8
XI	Meals bought and consumed outside the home	169.1
	All Items	168.0

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

Note: The number of quotations used in compiling the December 1976 index was less than normal because of industrial action by some employees of the Department of Employment Group. For the same reason, the sub-group indices which normally appear on this page, and the average retail prices of certain items of food which normally appear on the following page, cannot be published this month.

Stoppages of work

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

The number of stoppages beginning in December* which came to the notice of the department, was 86. In addition, 57 stoppages which began before December were still in progress at the beginning of the month.

The approximate number of workers involved at the establishments where these stoppages occurred is estimated at 43,100 consisting of 29,500 involved in stoppages which began in December and 13,600 involved in stoppages which had continued from the previous month. The latter figure includes 3,100 workers involved for the first time in December in stoppages which began in earlier months. Of the 29,500 workers involved in stoppages which began in December 18,500 were directly involved and 11,000 indirectly involved.

The aggregate of 181,000 working days lost in December includes 102,000 days lost through stoppages which had continued from the previous month.

Causes of stoppages

Principal cause	Beginning in December 1976		Beginning in the twelve months of 1976	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Pay—wage-rates and earnings levels	31	6,800	786	173,400
—extra-wage and fringe benefits	7	3,500	79	26,600
Duration and pattern of hours worked	3	300	61	6,900
Redundancy questions	1	200	84	16,400
Trade union matters	10	2,400	165	37,200
Working conditions and supervision	13	2,500	212	41,500
Manning and work allocation	12	1,000	394	74,500
Dismissal and other disciplinary measures	9	1,700	208	60,700
Miscellaneous	—	—	1	†
Total	86‡	18,500	1,990§	437,400

Duration of stoppages ending in December

Duration of stoppage in working days	Number of stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	17	4,200	11,000
Over 1 and not more than 2 days	18	4,600	6,000
Over 2 and not more than 3 days	10	2,000	3,000
Over 3 and not more than 6 days	16	1,900	11,000
Over 6 and not more than 12 days	24	4,100	34,000
Over 12 days	20	3,300	229,000
Total	105	20,100	295,000

* 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 96 of this Gazette. The figures have been rounded to the nearest 100 workers and 1,000 working days; in the tables the sums of the constituent items may not, therefore, agree with the totals shown.

† Less than 50 workers.
‡ Includes two stoppages involving "sympathetic" action.
§ Includes twelve stoppages involving "sympathetic" action.

Statistics for 1976

A summary of the provisional statistics of stoppages of work in 1976, with comparative figures for 1975, is given in the article on pages 6 and 7 of this Gazette.

Statistical series

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Conventions. The following standard symbols are used:

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

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

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

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

EMPLOYMENT working population

TABLE 101

THOUSANDS

Quarter	Employees in employment			Employers and self-employed	HM Forces	Employed labour force	Un-employed excluding adult students	Working population	
	Males	Females	Total						
A. UNITED KINGDOM									
Numbers unadjusted for seasonal variation									
1973	March	13,722	8,861	22,583	1,935	367	24,885	717	25,602
	June	13,771	8,891	22,662	1,947	361	24,970	575	25,545
	September	13,850	8,902	22,752	1,942	358	25,052	556	25,608
	December	13,819	8,953	22,773	1,937	354	25,064	512	25,576
1974	March	13,620	8,997	22,617	1,931	349	24,897	618	25,515
	June	13,659	9,131	22,790	1,925	345	25,060	542	25,602
	September	13,726	9,209	22,935	1,925*	347	25,207	650	25,857
	December	13,643	9,229	22,871	1,925*	343	25,139	†	†
1975	March	13,534	9,094	22,629	1,925*	338	24,892	803	25,695
	June	13,532	9,174	22,707	1,925*	336	24,968	866	25,834
	September	13,541	9,172	22,714	1,925*	340	24,979	1,146	26,125
	December	13,436	9,200	22,636	1,925*	339	24,900	1,201	26,101
1976	March	13,305	9,072	22,378	1,925*	337	24,640	1,285	25,925
	June	13,344	9,146	22,491	1,925*	336	24,752	1,332	26,084
	September	13,400	9,150	22,550	1,925*	338	24,813	1,456	26,269
Numbers adjusted for seasonal variation									
1973	March	13,783	8,875	22,658	1,935	367	24,960		25,639
	June	13,782	8,878	22,660	1,947	361	24,968		25,600
	September	13,815	8,886	22,701	1,942	358	25,001		25,539
	December	13,782	8,959	22,741	1,937	354	25,032		25,540
1974	March	13,684	9,021	22,705	1,931	349	24,985		25,572
	June	13,673	9,118	22,791	1,925	345	25,061		25,659
	September	13,679	9,195	22,874	1,925*	347	25,146		25,770
	December	13,611	9,223	22,834	1,925*	343	25,102		†
1975	March	13,600	9,129	22,729	1,925*	338	24,992		25,771
	June	13,548	9,161	22,709	1,925*	336	24,970		25,892
	September	13,485	9,158	22,643	1,925*	340	24,908		26,023
	December	13,407	9,185	22,592	1,925*	339	24,856		26,055
1976	March	13,374	9,117	22,491	1,925*	337	24,753		26,016
	June	13,361	9,130	22,491	1,925*	336	24,752		26,138
	September	13,340	9,136	22,476	1,925*	338	24,739		26,162
B. GREAT BRITAIN									
Numbers unadjusted for seasonal variation									
1973	March	13,430	8,676	22,106	1,872	367	24,345	683	25,028
	June	13,478	8,705	22,182	1,884	361	24,427	545	24,972
	September	13,556	8,713	22,269	1,879	358	24,506	527	25,033
	December	13,525	8,761	22,286	1,874	354	24,514	484	24,998
1974	March	13,325	8,802	22,127	1,869	349	24,345	590	24,935
	June	13,363	8,933	22,297	1,864	345	24,506	515	25,021
	September	13,431	9,010	22,441	1,864*	347	24,652	618	25,270
	December	13,349	9,029	22,377	1,864*	343	24,584	†	†
1975	March	13,240	8,894	22,135	1,864*	338	24,337	768	25,105
	June	13,240	8,973	22,213	1,864*	336	24,413	828	25,241
	September	13,249	8,971	22,220	1,864*	340	24,424	1,097	25,521
	December	13,144	8,999	22,142	1,864*	339	24,345	1,152	25,497
1976	March	13,013	8,871	21,884	1,864*	337	24,085	1,235	25,320
	June	13,052	8,945	21,997	1,864*	336	24,197	1,278	25,475
	September	13,108	8,949	22,057	1,864*	338	24,259	1,395	25,654
Numbers adjusted for seasonal variation									
1973	March	13,490	8,690	22,180	1,872	367	24,419		25,065
	June	13,490	8,692	22,182	1,884	361	24,427		25,027
	September	13,521	8,697	22,218	1,879	358	24,455		24,966
	December	13,487	8,768	22,255	1,874	354	24,483		24,963
1974	March	13,388	8,826	22,214	1,869	349	24,432		24,992
	June	13,377	8,920	22,297	1,864	345	24,506		25,075
	September	13,384	8,996	22,380	1,864*	347	24,591		25,185
	December	13,317	9,023	22,340	1,864*	343	24,547		†
1975	March	13,307	8,928	22,235	1,864*	338	24,437		25,181
	June	13,257	8,960	22,217	1,864*	336	24,417		25,299
	September	13,193	8,957	22,150	1,864*	340	24,354		25,424
	December	13,115	8,984	22,099	1,864*	339	24,302		25,454
1976	March	13,083	8,915	21,998	1,864*	337	24,199		25,411
	June	13,069	8,930	21,999	1,864*	336	24,199		25,529
	September	13,048	8,935	21,983	1,864*	338	24,185		25,551

* Estimates are assumed unchanged until later data become available.

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

‡ Employment estimates after June 1975 are provisional.

EMPLOYMENT

employees in employment: Great Britain and standard regions

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousands)						Regional indices of employment|| (June 1974 = 100)				
		All industries and services			Agriculture, forestry and fishing	Index of Production industries	of which manufacturing industries	Service industries	Index of Production industries	Manufacturing industries	Service industries	
		Total	Males	Females								
South East and East Anglia												
1975	March	36.09	7,988	4,708	3,280	119	2,706	2,168	5,163	97.6	97.4	100.7
	June	35.97	7,990	4,697	3,293	126	2,657	2,110	5,208	95.8	94.8	101.6
	September	36.05	8,010	4,703	3,307	131	2,639	2,092	5,240	95.2	94.0	102.2
	December	36.04	7,979	4,660	3,319	116	2,624	2,079	5,238	94.6	93.4	102.2
1976	March	35.97	7,872	4,608	3,264	113	2,583	2,051	5,176	93.2	92.1	100.9
	June	35.93	7,903	4,621	3,282	121	2,582	2,052	5,201	93.1	92.2	101.4
	September	35.85	7,908	4,630	3,277	129	2,597	2,067	5,182	93.6	92.9	101.1
South West												
1975	March	6.78	1,501	900	601	48	574	439	880	98.0	98.0	99.6
	June	6.86	1,523	906	616	50	563	427	910	96.2	95.2	103.0
	September	6.81	1,513	904	610	48	561	425	904	95.9	94.8	102.4
	December	6.77	1,498	898	601	45	559	423	894	95.5	94.5	101.3
1976	March	6.82	1,493	893	600	46	552	419	895	94.3	93.5	101.3
	June	6.90	1,517	901	615	49	552	420	915	94.3	93.7	103.7
	September	6.88	1,517	904	613	49	557	425	911	95.2	94.9	103.2
West Midlands												
1975	March	10.07	2,229	1,363	866	30	1,210	1,052	989	97.4	97.3	101.9
	June	9.96	2,212	1,350	862	32	1,183	1,021	997	95.2	94.5	102.8
	September	9.91	2,203	1,346	857	32	1,172	1,011	999	94.3	93.5	102.9
	December	9.92	2,196	1,332	863	29	1,162	1,002	1,004	93.5	92.7	103.5
1976	March	9.90	2,166	1,315	851	29	1,142	984	995	91.8	91.1	102.5
	June	9.89	2,175	1,319	856	32	1,145	987	998	92.1	91.3	102.8
	September	9.90	2,183	1,328	854	33	1,155	997	995	92.9	92.3	102.5
East Midlands												
1975	March	6.69	1,481	893	588	35	774	604	672	98.2	98.0	102.4
	June	6.69	1,485	896	589	37	765	593	682	97.1	96.2	104.1
	September	6.70	1,488	899	589	39	767	594	682	97.3	96.4	104.1
	December	6.73	1,491	894	597	35	762	591	694	96.6	95.8	105.8
1976	March	6.74	1,474	886	587	35	752	583	687	95.4	94.6	104.8
	June	6.71	1,475	885	590	36	754	586	685	95.7	95.1	104.5
	September	6.72	1,483	890	592	37	762	594	684	96.6	96.3	104.3
Yorkshire and Humber												
1975	March	8.90	1,969	1,202	767	33	967	742	969	97.5	97.0	100.5
	June	8.94	1,985	1,205	780	34	961	733	990	96.9	95.8	102.7
	September	8.95	1,989	1,207	782	34	960	732	996	96.8	95.8	103.3
	December	8.97	1,986	1,199	787	31	950	725	1,004	95.8	94.9	104.1
1976	March	8.99	1,968	1,189	779	31	937	715	1,000	94.5	93.6	103.7
	June	9.00	1,979	1,193	786	34	939	718	1,006	94.7	93.9	104.3
	September	9.02	1,990	1,202	788	35	948	727	1,007	95.6	95.1	104.4
North West												
1975	March	12.01	2,658	1,568	1,090	16	1,252	1,063	1,390	97.1	97.5	99.7
	June	12.04	2,675	1,572	1,103	18	1,235	1,042	1,423	95.8	95.6	102.0
	September	12.05	2,677	1,575	1,101	17	1,231	1,038	1,429	95.5	95.2	102.5
	December	12.06	2,670	1,566	1,104	16	1,221	1,029	1,434	94.7	94.4	102.8
1976												

UNEMPLOYMENT regional analysis

TABLE 106

		UNEMPLOYED*					UNEMPLOYED EXCLUDING SCHOOL-LEAVERS*						Adult students registered for vacation employment (not included in previous columns) (000's)	
		Percentage rate†	Total number	Of which:		School-leavers included in total	Actual number	Seasonally adjusted||			Males	Females		
				Males	Females			Total number	Percentage rate†	Change since previous month				Average change over 3 months ended (000's)
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)		
SOUTH EAST														
1975	October 9‡	3.4	253.4	200.6	52.8	11.7	241.7	243.8	3.2	+13.7	+10.9	196.7	47.1	4.6
	November 13	3.5	260.7	206.8	53.8	6.7	254.0	256.5	3.4	+12.7	+11.8	206.3	50.2	—
	December 11	3.6	269.6	215.7	53.9	5.3	264.3	268.5	3.6	+12.0	+12.8	216.2	52.3	3.3
1976	January 8	4.0	296.3	236.8	59.6	4.9	291.5	280.0	3.7	+11.5	+12.0	224.1	55.9	26.6
	February 12	4.0	301.5	239.4	62.1	3.9	297.6	287.4	3.8	+7.4	+10.3	228.7	58.7	—
	March 11	4.0	298.9	237.3	61.6	3.1	295.8	287.1	3.8	-0.3	+6.2	228.2	58.9	—
	April 8	4.0	299.7	238.1	61.6	3.9	295.8	288.2	3.8	+1.1	+2.8	229.3	58.9	38.5
	May 13	4.0	296.5	234.8	61.7	6.1	290.4	292.5	3.9	+4.3	+1.7	232.4	60.1	—
	June 10	4.1	307.9	240.9	67.1	23.7	284.3	294.6	3.9	+2.1	+2.5	234.7	59.8	0.4
	July 8	4.4	331.8	252.7	79.2	37.7	294.1	303.8	4.0	+9.2	+5.2	239.2	64.6	22.1
	August 12	4.7	349.8	263.6	86.2	37.6	312.1	315.6	4.2	+11.8	+7.7	245.4	70.3	27.2
	September 9	4.6	343.5	258.9	84.6	27.4	316.1	319.5	4.3	+3.9	+8.3	247.1	72.3	27.8
	October 14	4.3	325.6	246.4	79.1	13.3	312.2	314.3	4.2	-5.2	+3.5	242.4	72.0	2.7
EAST ANGLIA														
1975	October 9‡	4.0	27.6	21.6	6.0	1.2	26.5	27.3	3.9	+1.5	+1.2	21.9	5.4	0.4
	November 13	4.1	28.4	22.5	5.9	0.7	27.7	28.4	4.1	+1.1	+1.3	22.8	5.6	—
	December 11	4.3	30.0	24.0	6.0	0.5	29.5	29.6	4.3	+1.2	+1.2	23.7	5.9	0.5
1976	January 8	4.8	33.4	26.7	6.8	0.6	32.9	31.1	4.5	+1.5	+1.3	24.7	6.3	2.5
	February 12	4.9	33.9	27.0	6.9	0.4	33.4	31.3	4.5	+0.2	+1.0	24.9	6.4	—
	March 11	4.8	33.2	26.3	6.9	0.4	32.8	30.9	4.5	-0.4	+0.4	24.4	6.5	—
	April 8	4.8	33.2	26.2	7.0	0.4	32.8	31.1	4.5	+0.2	—	24.6	6.5	4.2
	May 13	4.7	32.6	25.7	6.9	0.8	31.7	31.4	4.5	+0.3	—	25.0	6.5	—
	June 10	4.9	33.6	26.0	7.6	3.1	30.5	32.0	4.6	+0.6	+0.4	25.4	6.6	—
	July 8	5.0	34.4	25.9	8.5	3.9	30.5	32.2	4.7	+0.2	+0.4	25.1	7.1	1.8
	August 12	5.2	35.8	26.8	9.0	3.9	32.0	33.5	4.8	+1.3	+0.7	25.9	7.6	2.4
	September 9	5.0	34.7	25.9	8.8	2.9	31.8	33.1	4.8	-0.4	+0.3	25.5	7.6	2.5
	October 14	4.9	33.7	25.2	8.5	1.4	32.2	33.0	4.8	-0.1	+0.3	25.3	7.7	0.1
SOUTH WEST														
1975	October 9‡	5.4	85.4	66.4	19.0	4.4	81.0	82.2	5.2	+3.4	+2.8	65.2	17.0	0.8
	November 13	5.7	91.2	70.3	20.9	3.0	88.1	86.7	5.5	+4.5	+3.5	68.3	18.4	—
	December 11	5.9	94.2	73.2	21.0	2.4	91.8	90.3	5.7	+3.6	+3.8	71.1	19.2	0.9
1976	January 8	6.4	100.9	78.4	22.5	2.5	98.4	92.9	5.9	+2.6	+3.6	72.9	20.0	8.8
	February 12	6.5	102.5	79.2	23.2	1.9	100.6	95.9	6.0	+3.0	+3.0	74.7	21.1	—
	March 11	6.4	101.4	78.3	23.1	1.5	99.9	95.9	6.0	—	+1.9	74.5	21.4	—
	April 8	6.3	99.9	77.5	22.4	1.6	98.3	95.8	6.0	-0.1	+1.0	74.6	21.2	12.4
	May 13	6.0	95.5	74.5	21.0	2.2	93.3	95.0	6.0	-0.8	-0.3	74.2	20.8	—
	June 10	6.2	97.6	75.1	22.6	8.6	89.0	94.8	6.0	-0.2	-0.4	74.1	20.7	—
	July 8	6.6	104.1	78.5	25.7	12.2	91.9	97.0	6.1	+2.2	+0.4	75.3	21.8	6.4
	August 12	6.7	107.1	80.0	27.1	12.2	94.9	98.1	6.2	+1.1	+1.0	75.1	22.9	7.7
	September 9	6.6	104.4	78.0	26.4	8.8	95.6	98.5	6.2	+0.4	+1.3	75.2	23.3	8.0
	October 14	6.6	105.5	78.4	27.1	5.1	100.4	101.7	6.4	+3.2	+1.5	16.9	24.8	0.1
WEST MIDLANDS														
1975	October 9‡	5.3	120.8	91.5	29.3	9.1	111.7	111.1	4.8	+7.2	+5.9	87.3	23.8	1.2
	November 13	5.2	119.5	91.7	27.8	5.1	114.4	115.1	5.0	+4.0	+5.3	90.4	24.7	—
	December 11	5.3	121.3	94.4	26.9	4.2	117.2	118.7	5.2	+3.6	+5.0	93.8	24.9	0.8
1976	January 8	5.6	129.6	100.8	28.8	3.9	125.7	123.2	5.4	+4.5	+4.0	96.6	26.6	13.3
	February 12	5.7	130.1	101.5	28.5	2.6	127.5	125.9	5.5	+2.7	+3.6	98.9	27.0	—
	March 11	5.6	127.8	99.8	28.1	2.1	125.7	123.9	5.4	-2.0	+1.8	97.0	26.9	—
	April 8	5.5	125.5	97.6	27.9	2.2	123.3	121.9	5.3	-2.0	-0.5	95.0	26.9	16.2
	May 13	5.5	125.9	97.4	28.5	4.2	121.7	122.7	5.3	+0.8	-1.1	95.8	26.9	—
	June 10	5.5	126.9	96.8	30.1	7.4	119.5	122.7	5.3	—	-0.4	95.3	27.4	0.4
	July 8	6.5	149.3	107.2	42.1	24.3	125.0	127.2	5.5	+4.5	+1.8	96.2	31.0	11.3
	August 12	6.7	152.8	109.2	43.6	24.5	128.3	127.7	5.6	+0.5	+1.7	96.3	31.4	13.0
	September 9	6.4	145.8	104.0	41.7	17.4	128.4	128.1	5.6	+0.4	+1.8	95.9	32.1	14.3
	October 14	5.7	131.7	95.0	36.7	9.2	122.5	121.8	5.3	-6.3	-1.8	91.3	30.6	1.1

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

UNEMPLOYMENT regional analysis

TABLE 106 (continued)

		UNEMPLOYED*					UNEMPLOYED EXCLUDING SCHOOL-LEAVERS*						Adult students registered for vacation employment (not included in previous columns) (000's)	
		Percentage rate†	Total number	Of which:		School-leavers included in total	Actual number	Seasonally adjusted||			Males	Females		
				Males	Females			Total number	Percentage rate†	Change since previous month				Average change over 3 months ended (000's)
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)		
EAST MIDLANDS														
1975	October 9‡	4.1	63.0	48.7	14.3	3.3	59.7	60.6	4.0	+1.7	+1.5	48.0	12.6	0.8
	November 13	4.1	63.0	49.5	13.5	1.7	61.3	62.5	4.1	+1.9	+2.1	49.7	12.8	—
	December 11	4.3	65.3	51.8	13.5	1.4	63.9	64.8	4.2	+2.3	+1.9	51.7	13.1	1.4
1976	January 8	4.7	71.6	56.4	15.1	1.2	70.3	67.8	4.4	+3.0	+2.4	53.5	14.4	6.9
	February 12	4.6	71.1	56.1	15.0	1.1	70.0	67.5	4.4	-0.3	+1.7	53.2	14.3	—
	March 11	4.5	69.4	54.6	14.8	0.8	68.6	66.5	4.3	-1.0	+0.6	52.2	14.3	—
	April 8	4.5	68.6	53.7	14.9	0.8	67.8	66.0	4.3	-0.5	-0.6	51.6	14.5	12.5
	May 13	4.5	68.4	53.2	15.2	1.6	66.8	67.4	4.4	+1.4	-0.1	52.5	14.9	—
	June 10	4.8	74.2	55.8	18.4	8.7	65.5	67.7	4.4	+0.3	+0.4	52.6	15.1	—
	July 8	5.3	81.3	59.2	22.1	11.8	69.5	71.6	4.7	+3.9	+1.9	54.6	17.0	5.9
	August 12	5.4	82.4	60.0	22.3	9.9	72.5	73.1	4.8	+1.5	+1.9	55.4	17.7	7.5
	September 9	5.2	80.1	58.5	21.6	6.8	73.3	73.7	4.8	+0.6	+2.0	55.6	18.1	8.1
	October 14	4.7	72.5	53.6	19.0	3.2	69.4	70.3	4.6	-3.4	-0.4	53.1	17.2	0.5
YORKSHIRE AND HUMBERSIDE														
1975	October 9‡	4.7	97.1	76.4	20.6	6.6	90.4	90.9	4.4	+4.4	+3.9	73.9	17.0	0.2
	November 13	4.8	98.5	78.4	20.1	3.7	94.9	95.2	4.6	+4.3	+4.4	76.9	18.3	—
	December 11	4.9	101.6	81.4	20.2	2.7	98.9	98.9	4.8	+3.7	+4.1	79.8	19.1	1.0
1976	January 8	5.3	109.3	87.4	21.9	2.7	106.7	102.1	5.0	+3.2	+3.7	82.0	20.1	11.9
	February 12	5.4	110.7	87.9	22.9	2.2	108.6	105.2	5.1	+3.1	+3.4	83.8	21.3	—
	March 11	5.3	108.1	85.5	22.6	1.5	106.6	103.7	5.0	-1.5	+1.6	82.1	21.6	—
	April 8	5.2	107.9	84.8	23.0	2.3	105.6	103.4	5.0	-0.3	+0.4	81.8	21.6	18.6
	May 13	5.2	107.4	84.1	23.3	3.6	103.8	105.4	5.1	+2.0	+0.1	83.4	21.9	—
	June 10	5.6	115.8	87.8	28.0	14.1	101.7	106.1	5.2	+0.7	+0.8	83.4	22.7	0.4
	July 8	6.1	126.2	91.9	34.4	21.4	104.8	108.8	5.3	+2.7	+1.8			

UNEMPLOYMENT

regional analysis

TABLE 106 (continued)

	UNEMPLOYED*					UNEMPLOYED EXCLUDING SCHOOL-LEAVERS*						Adult students registered for vacation employment (not included in previous columns) (000's)		
	Percentage rate†	Total number	Of which‡		School-leavers included in total	Actual number	Seasonally adjusted||				Males		Females	
			Males	Females			Total number	Percentage rate†	Change since previous month	Average change over 3 months ended				
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)		
WALES														
1975	October 9‡	6.6	69.3	53.8	15.5	5.2	64.1	64.2	6.1	+3.5	+2.4	51.4	12.8	1.2
	November 13	6.8	70.7	55.0	15.7	3.7	67.1	67.2	6.4	+3.0	+2.8	53.6	13.6	—
	December 11	7.0	72.9	57.2	15.7	3.1	69.8	69.5	6.6	+2.3	+3.0	55.5	14.0	0.7
1976	January 8	7.4	77.2	60.5	16.7	2.9	74.3	70.5	6.7	+1.0	+2.1	55.9	14.6	9.6
	February 12	7.3	76.1	59.5	16.6	2.5	73.6	71.0	6.8	+0.5	+1.2	56.0	15.0	—
	March 11	7.1	74.3	57.7	16.6	1.9	72.4	70.4	6.7	-0.6	+0.3	55.2	15.3	—
	April 8	7.0	73.9	57.4	16.5	1.5	72.4	71.5	6.8	+1.1	+0.4	55.8	15.7	13.0
	May 13	7.0	73.6	56.6	16.9	3.2	70.4	71.5	6.8	—	+0.1	55.7	15.8	—
	June 10	7.0	73.8	56.1	17.7	5.9	67.9	71.5	6.8	—	+0.4	55.4	16.1	0.1
	July 8	7.8	81.5	59.1	22.3	11.3	70.2	72.8	6.9	+1.3	+0.4	55.2	17.6	7.9
	August 12	8.1	84.8	61.1	23.7	13.4	71.3	72.3	6.9	-0.5	+0.3	54.8	17.6	8.8
	September 9	7.9	82.5	59.5	23.0	10.5	72.0	72.8	6.9	+0.5	+0.4	54.8	18.0	10.1
	October 14	7.6	79.5	57.6	21.8	6.1	73.4	73.5	7.0	+0.7	+0.3	55.2	18.4	0.2
SCOTLAND														
1975	October 9‡	5.7	123.2	92.7	30.5	5.5	117.7	120.6	5.5	+5.1	+3.3	91.6	29.0	2.6
	November 13	5.9	127.8	95.7	32.0	3.7	124.1	125.3	5.8	+4.7	+4.2	94.8	30.5	—
	December 11	6.0	131.0	98.5	32.4	2.9	128.0	128.2	5.9	+2.9	+4.2	96.9	31.3	—
1976	January 8	6.9	150.1	111.2	38.9	10.0	140.1	131.2	6.0	+3.0	+3.5	98.5	32.7	12.1
	February 12	6.7	146.8	108.6	38.2	6.3	140.4	134.1	6.2	+2.9	+3.0	100.2	34.0	—
	March 11	6.7	145.1	107.3	37.8	4.9	140.2	135.5	6.2	+1.4	+2.4	101.3	34.2	—
	April 8	6.7	145.6	107.9	37.6	3.8	141.8	139.9	6.4	+4.4	+2.9	104.9	35.0	21.9
	May 13	6.5	141.9	105.2	36.7	2.9	139.1	142.2	6.5	+2.3	+2.7	106.1	36.1	0.3
	June 10	6.6	144.1	105.4	38.8	6.7	137.4	143.9	6.6	+1.7	+2.8	106.3	37.6	2.9
	July 8	7.6	165.6	117.3	48.4	22.7	142.9	146.9	6.8	+3.0	+2.3	107.3	39.6	11.0
	August 12	7.8	170.1	119.7	50.4	21.7	148.4	148.8	6.8	+1.9	+2.2	107.4	41.3	10.2
	September 9	7.4	161.4	113.4	48.0	15.3	146.1	149.4	6.9	+0.6	+1.9	107.2	42.2	11.5
	October 14	7.3	158.0	111.4	46.6	10.6	147.4	150.4	6.9	+1.0	+1.1	108.1	42.3	2.1
NORTHERN IRELAND														
1975	October 9‡	9.1	48.6	33.7	15.0	4.3	44.3	45.2	8.5	+2.4	+2.1	32.4	12.8	2.5
	November 13	9.2	48.8	34.0	14.8	3.4	45.4	45.8	8.6	+0.6	+1.5	32.7	13.1	—
	December 11	9.1	48.3	33.8	14.5	2.9	45.4	45.8	8.6	—	+1.0	32.5	13.3	0.2
1976	January 8	9.7	51.4	36.1	15.3	2.7	48.8	47.0	8.8	+1.2	+0.6	33.0	14.0	6.6
	February 12	9.6	51.0	35.8	15.2	2.1	48.9	47.6	8.9	+0.6	+0.6	33.4	14.2	—
	March 11	9.5	50.3	35.2	15.1	1.7	48.6	48.0	9.0	+0.4	+0.7	33.6	14.4	0.1
	April 8	9.4	49.9	35.0	14.9	1.4	48.5	48.0	9.0	—	+0.4	33.8	14.2	7.0
	May 13	9.7	51.5	35.9	15.6	2.7	48.8	49.6	9.3	+1.6	+0.6	34.7	14.9	—
	June 10	10.1	54.0	37.1	16.9	4.7	49.2	50.7	9.5	+1.1	+0.9	35.4	15.4	1.4
	July 8	11.5	61.0	40.5	20.5	9.1	51.9	51.8	9.7	+1.1	+1.3	35.8	16.0	6.8
	August 12	11.7	62.0	40.9	21.1	8.9	53.1	52.8	9.9	+1.0	+1.1	36.4	16.5	6.1
	September 9	11.4	60.6	40.2	20.3	7.5	53.1	53.6	10.1	+0.8	+0.9	37.0	16.6	6.9
	October 14	10.6	56.2	37.8	18.4	4.7	51.5	52.4	9.8	-1.2	+0.2	36.4	16.0	1.1
	November 11	10.4	55.5	37.5	18.0	3.7	51.8	52.2	9.8	-0.2	-0.2	36.1	16.1	—
	December 9	10.4	55.1	37.6	17.5	3.0	52.1	52.4	9.8	+0.2	-0.4	36.2	16.2	—

* Excludes adult students registered for vacation employment.

† Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the following numbers of employees (employed and unemployed) at June 1975: South East 7,502,000, East Anglia 692,000, South West 1,587,000, West Midlands 2,295,000, East Midlands 1,534,000, Yorkshire and Humberside 2,056,000, North West 2,811,000, North 1,338,000, Wales 1,046,000, Scotland 2,176,000 and Northern Ireland 532,000.

‡ From October 1975 onwards the day of the count was changed from Monday to Thursday. Adjustments to take into account amendments—in respect of the numbers unemployed on the statistical date—notified during the four days following the date of the count were discontinued (see Gazette, September 1975, page 906).

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

|| The seasonally adjusted series has been calculated as described on page 267 of the March 1976 issue of the Gazette.

Note: Because of industrial action by some staff in the Department of Employment Group, figures for November and December 1976 are not available for Great Britain.

UNEMPLOYMENT

simplified analysis by duration and age

TABLE 107

	GREAT BRITAIN*					UNITED KINGDOM*					
	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†	
											THOUSANDS
1971	October 11	208	13	491	103	815	216	13	523	105	857
	November 8	195	12	535	106	848	204	12	566	108	890
	December 6	173	11	571	109	864	180	11	605	111	907
1972	January 10	183	11	616	113	923	189	11	652	115	967
	February 14	179	11	618	113	921	185	11	653	115	964
	March 13	163	10	633	115	921	169	10	667	117	963
	April 10‡	177	11	607	113	908	184	11	641	115	951
	May 8†	149	10	569	111	839	156	10	601	113	880
	June 12	137	9	518	109	773	143	9	550	111	812
	July 10	172	10	492	108	782	179	10	525	110	824
	August 14	207	11	515	108	841	215	11	547	110	883
	September 11	180	11	532	108	831	187	11	562	110	870
	October 9	178	11	500	108	797	185	11	528	110	834
	November 13	157	10	502	109	778	163	10	530	111	814
	December 11	134	9	496	110	749	140	9	524	112	785
1973	January 8	152	10	506	112	780	157	10	537	114	818
	February 12	136	9	472	108	725	142	9	500	110	761
	March 12	124	8	451	107	690	129	8	479	109	725
	April 9	129	8	415	104	656	134	8	441	106	689
	May 14	109	7	380	102	598	114	7	404	104	629
	June 11	103	7	344	97	551	108	7	367	99	581
	July 9	124	8	314	96	542	130	8	337	98	573
	August 13	137	8	319	95	559	143	8	342	97	590
	September 10	124	8	309	93	534	130	8	330	95	563
	October 8	127	9	286	92	514	132	9	306	94	541
	November 12	112	8	288	91	499	117	8	309	92	526
	December 10	106	7	285	91	489	111	7	306	92	516
1974	January 14§	..	..	..	..	610	..	..	..	..	640
	February 11§	..	..	..	..	606	..	..	..	..	636
	March 11§	..	..	..	..	598	..	..	..	..	627
	April 8	140	8	346	93	587	144	8	367	95	614
	May 13	120	7	325	91	543	125	7	345	93	570
	June 10	113	7	313	89	522	118	7	332	91	548
	July 8	151	8	303	87	549	159	8	325	89	581
	August 12	198	9	344	88	639	205	9	367	90	671
	September 9	163	9	366	90	628	171	9	388	92	660
	October 14‡	166	9	354	91	620	172	9	377	93	651
	November 11‡	154	9	372	92	627	160	9	397	94	660
	December 9‡	..	..	..	..	..	..	..	..	..	..
1975	January 20‡	..	..	..	..	738	..	..	..	..	773
	February 10	174	10	485	96	765	180	10	512	98	800
	March 10	162	9	509	97	777	168	9	535	99	811
	April 14	182	9	540	98	829	191	9	568	100	868
	May 12	167	9	547	100	823	174	9	576	102	861
	June 9	167									

UNEMPLOYMENT

unemployed persons by entitlement to benefit:* Great Britain

TABLE 112 THOUSANDS

		Receiving unemployment benefit only	Receiving unemployment benefit and supplementary allowance	Receiving supplementary allowance only	Others registered for work	Total
1973	February	236	75	261	145	718
	May	186	55	223	126	591
	November	150	41	180	122	494
1974	February†	..	..	..	..	599
	May	172	58	186	119	535
	November	209	67	201	144	621
1975	February	271	91	236	159	757
	May	303	96	252	162	813
	November	421	124	373	202	1,120
1976	February	483	152	416	202	1,253
	May	454	143	420	203	1,220

Notes: (1) The analysis by entitlement to benefit is made on the first Monday in the month. Estimates based on this analysis are made for a date later in the month, currently the second Thursday, when the numbers unemployed are counted.

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

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

* Excludes adult students registered for vacation employment.

† Detailed information for February 1974 was not collected because of an energy crisis.

UNEMPLOYMENT

international comparisons

TABLE 113 THOUSANDS

		United Kingdom*		Belgium†R	Denmark‡	France*	Germany*	Ireland†	Italy‡	Netherlands*	Japan‡	Canada‡	United States‡
		Incl. school-leavers	Excl. school-leavers										
NUMBERS UNEMPLOYED													
Annual averages													
1971		792	776	71	30	337	185	42	613	62	639	536	4,993
1972		875	855	87	30	380	246	48	696	108	730	555	4,840
1973		619	611	92	20	394	274	44	669	110	670	519	4,305
1974		615**	600**	105	45	498	583	48	560	135	740	519	5,076
1975		978	929	177	103	840	1,074	75	654	195	1,000	697	7,830
Quarterly averages													
1974	3rd	628		99	39	454	525	45	551	126	687	493	5,115
	4th	647**		127	83	682	806	55	605	158	770	518	5,612
1975	1st	789		152	114	763	1,151	73	603	196	1,073	745	8,282
	2nd	854		161	95	744	1,036	74	667	178	947	693	8,004
	3rd	1,096		178	88	836	1,024	75	648	194	943	678	7,809
	4th	1,172		218	116	1,015	1,133	79	699	214	1,030	674	7,223
1976	1st	1,298		226	123	978	1,296	87	681	230	1,257	787	7,911
	2nd	1,295		217	91	853	989	84	693	194	1,083	726	6,950
	3rd	1,474		224	91	868	928	82	776	209	1,010	718	7,309
	4th	1,374e		246	123e		1,006						6,983
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED													
Quarterly averages													
1974	3rd		614	107	50	495	609	49	556	139	743	521	5,138
	4th		643**	122	77	616	815	56	604	156	842	551	6,117
1975	1st		738	142	101	708	1,019	69	553	174	910	667	7,476
	2nd		847	170	101	829	1,073	74	727	190	962	702	8,087
	3rd		1,000	190	99	915	1,110	78	653	207	1,025	716	7,997
	4th		1,132	209	111	916	1,141	80	698	211	1,124	719	7,912
1976	1st		1,223	210	111	907	1,163	82	652	208	1,067	704	7,151
	2nd		1,246	229	98	950	1,027	84	755	206	1,100	738	7,014
	3rd		1,308	240	102	951	1,015	85e	780	222	1,102	751	7,439
	4th		1,318e	237e	117e		1,000e						7,632
1976 latest data													
	Month		Dec 76	Dec 76	Nov 76	Nov 76	Dec 76	Sep 76	July 76	Nov 76	Oct 76	Nov 76	Dec 76
	Number		1,330e	235e	110e	931	938e	84e	780	206e	1,095e	754	7,558
	Percentage rates		5.6e	8.8e	9.9e	5.2	4.1e	12.4e	3.8	5.0e	2.0e	7.3	7.9

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

(1) by counting registrations for employment at local offices;

(2) by conducting a labour force survey from a sample number of households.

2 Source: OECD Main Economic Indicators supplemented by labour attaché reports, except United Kingdom. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

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

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

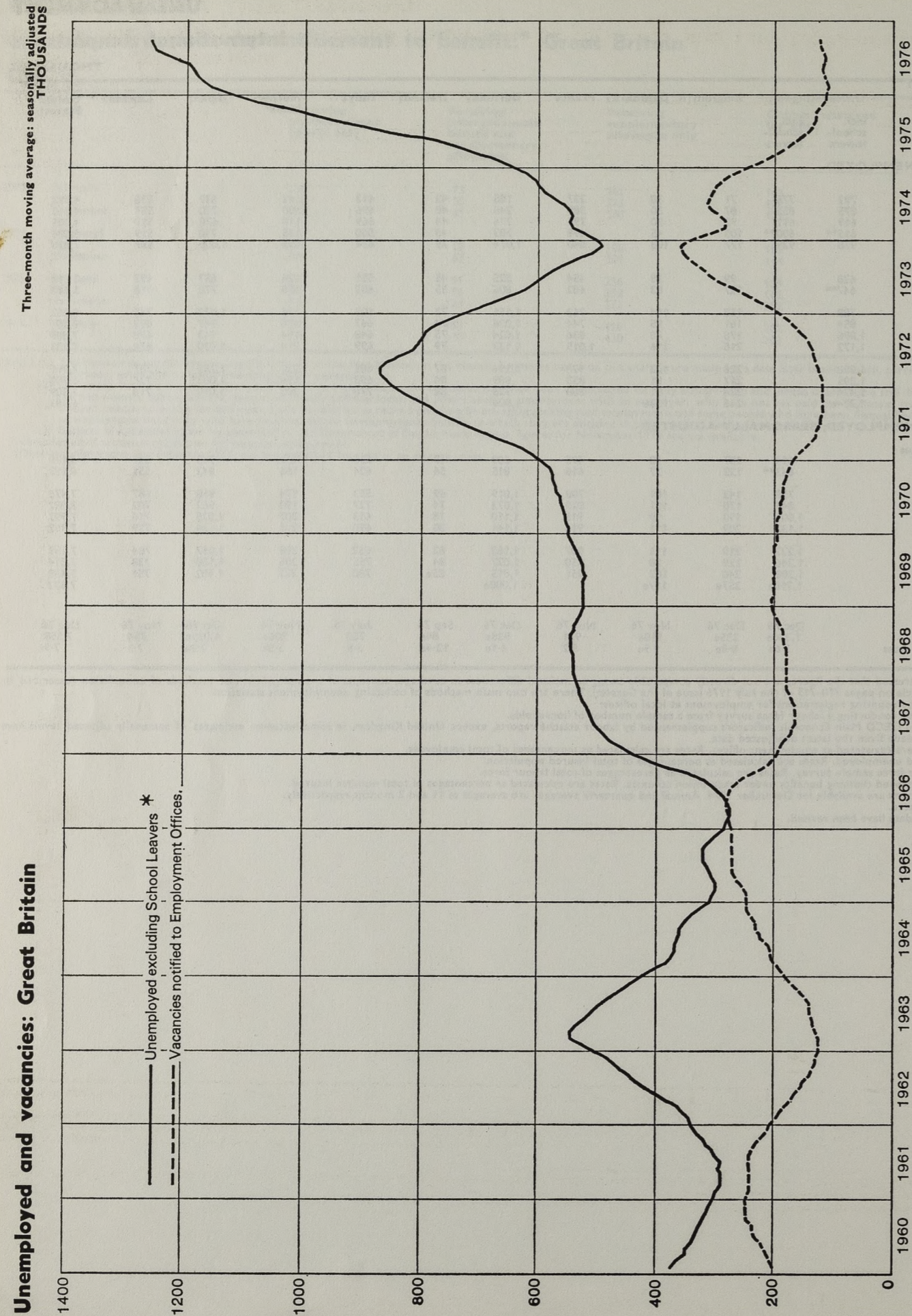
‡ Labour force sample survey. Rates are calculated as percentages of total labour force.

§ Unemployed claiming benefits under trade union schemes. Rates are calculated as percentages of total number insured.

** No figures are available for December 1974. Annual and quarterly averages are averages of 11 and 2 months respectively.

e Estimated.

R Some data have been revised.



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

* Excludes adult students registered for vacation employment

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

TABLE 117

Average of 3 months ended		UNEMPLOYMENT‡									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow (10)	Outflow (11)	Excess of inflow over outflow (12)
		Males (1)	Females (2)	Total (3)	Males (4)	Females (5)	Total (6)	Males (7)	Females (8)	Total (9)			
1967	October 9	249	92	341	242	93	335	7	-1	6	173	169	4
1968	January 8	243	88	331	240	88	328	3	-1	3	172	172	-
	April 8	248	89	337	247	91	338	1	-2	-1	181	179	3
	July 8	241	82	323	237	83	320	4	-1	3	181	178	3
	October 14	241	82	323	247	83	330	-6	-1	-7	182	180	1
1969	January 13	246	83	329	251	84	335	-6	-1	-7	190	188	3
	April 14	251	80	331	252	81	333	-1	-1	-2	181	180	2
	July 14	248	80	328	247	79	327	1	1	1	179	179	-1
	October 13	250	81	331	245	80	326	4	-	5	178	178	-
1970	January 12	251	80	331	249	81	329	3	-1	1	179	180	-
	April 13	252	80	332	250	79	329	2	1	3	189	192	-2
	July 13	244	78	322	244	78	322	-1	-	-	187	187	-
	October 12	239	79	318	237	78	315	2	1	3	183	187	-4
1971	January 11	246	79	325	236	77	313	10	2	12	176	181	-5
	April 5	251	81	332	233	78	311	18	4	22	158	167	-9
	July 12	248	78	326	227	75	302	21	3	24	157	162	-6
	October 11	250	81	332	236	78	314	15	3	18	157	159	-2
1972	January 10	245	84	329	232	81	313	13	3	16	160	157	3
	April 10	230	78	308	228	78	306	2	-	2	163	159	4
	July 10	228	80	308	245	82	327	-17	-2	-19	174	172	2
	October 9	227	78	304	234	78	312	-7	-1	-8	180	174	5
1973	January 8	213	75	288	231	77	307	-18	-1	-19	198	182	16
	April 9	210	76	286	232	80	312	-22	-4	-26	235	213	22
	July 9	210	74	283	223	77	300	-13	-4	-17	232	217	15
	October 8	206	73	278	219	76	295	-13	-4	-17	233	222	11
1974	January 14	214	74	288	213	73	286	2	1	2	207	219	-12
	February 11	221	75	296	210	72	281	11	3	15	194	214	-20
	March 11	225	76	300	210	73	283	15	2	18	189	209	-20
	April 8§	228	78	305	220	76	296	7	2	9	207	208	-1
	May 13	227	79	306	227	79	306	1	-	-	218	208	10
	June 10	231	82	313	230	81	311	1	1	2	223	212	11
	July 8	232	83	315	230	82	312	2	1	4	220	216	4
	August 12	238	86	323	230	83	313	8	3	11	212	219	-6
	September 9||	239	86	325	231	83	314	8	3	11	208	216	-8
	October 14||	238	86	324	229	84	313	9	3	12	204	213	-9
	November 11||	240	87	327	232	85	317	8	2	10	201	211	-10
	December 9||	..	..	..	..	..	..	..	..	..	..	..	..
1975	January 20||	..	..	..	..	..	..	..	..	..	..	..	..
	February 10||	..	..	..	..	..	..	..	..	..	..	..	..
	March 10||	..	..	..	..	..	..	..	..	..	..	..	..
	April 14||	..	..	..	..	..	..	..	..	..	..	..	..
	May 12||	..	..	..	..	..	..	..	..	..	..	..	..
	June 9	258	102	360	225	94	319	34	8	41	159	179	-20
	July 14	264	110	375	228	98	326	36	13	49	157	173	-16
	August 11	264	113	377	230	100	330	34	13	47	160	167	-8
	September 8	266	117	383	236	104	340	30	13	43	163	167	-4
	October 9	264	118	383	239	108	347	25	11	36	161	165	-5
	November 13	260	119	379	235	109	344	25	10	35	155	161	-6
	December 11	254	116	371	226	106	332	29	11	39	148	154	-5
1976	January 8	246	112	357	215	99	314	31	12	43	146	147	-1
	February 12	242	110	352	217	99	315	25	12	37	148	144	4
	March 11	240	111	351	229	101	330	11	10	22	156	149	7
	April 8	244	113	357	239	108	347	5	5	10	163	159	4
	May 13	245	116	361	240	112	352	5	4	9	165	168	-3
	June 10‡	249	120	369	242	116	358	7	4	11	164	172	-8
	July 8	251	127	378	244	117	361	6	10	17	170	173	-3
	August 12	248	128	376	248	118	367	-	9	9	180	176	4
	September 9	244	129	373	245	119	364	-1	10	9	186	180	6
	October 14	242	129	371	246	124	370	-4	5	1	188	185	3

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

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

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

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

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

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

EARNINGS AND HOURS

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

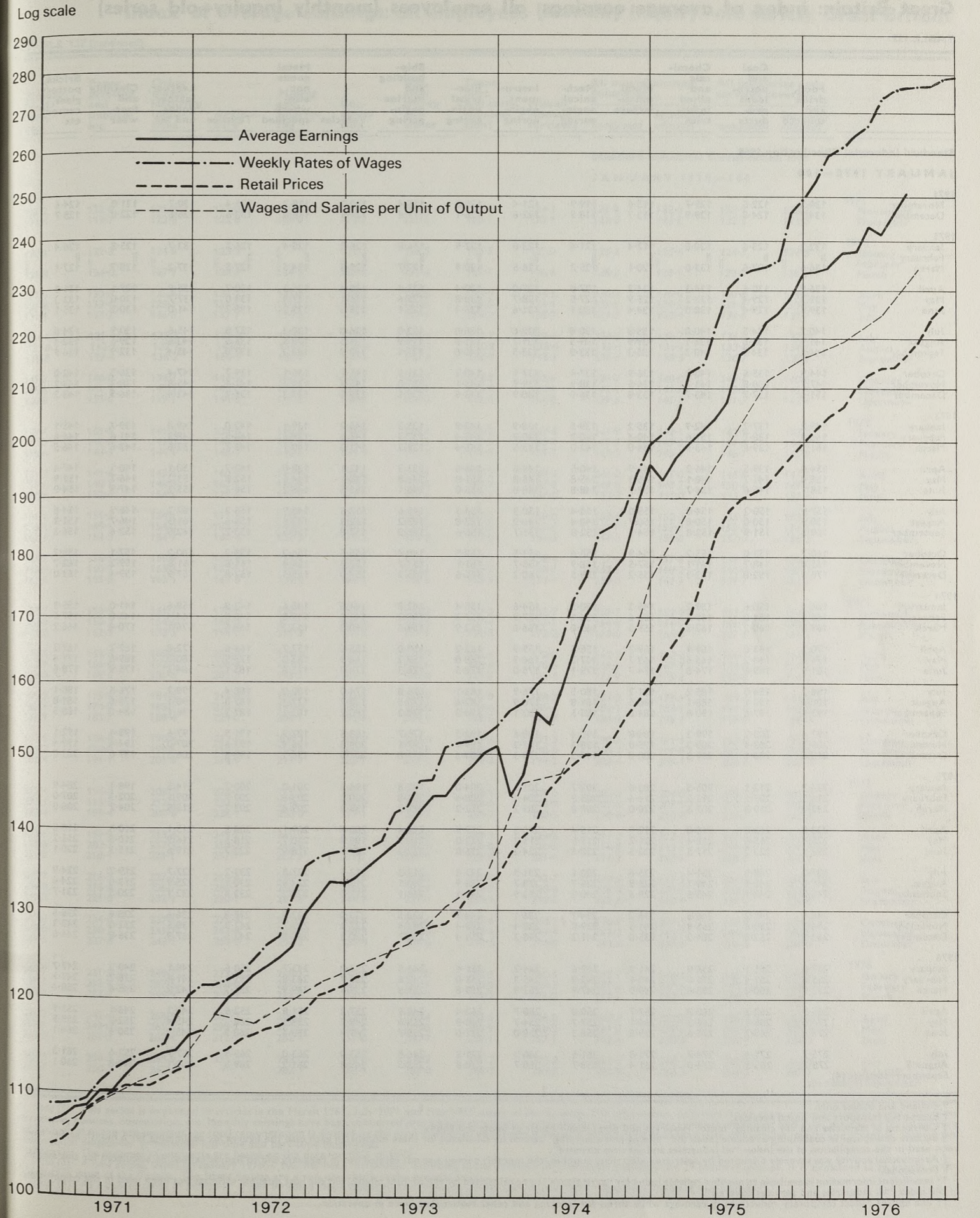
TABLE 126

	MANUFACTURING INDUSTRIES					ALL INDUSTRIES				
	Average weekly earnings		Average hours	Average hourly earnings		Average weekly earnings		Average hours	Average hourly earnings	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	
	£	£	p	p	£	£	p	p		
Full-time manual men (21 years and over)										
April 1972	33.6	34.5	45.6	75.8	32.1	32.8	46.0	71.3	69.1	
April 1973	38.6	39.9	46.4	86.0	37.0	38.1	46.7	81.7	79.2	
April 1974	43.6	45.1	46.2	97.4	42.3	43.6	46.5	93.5	91.1	
April 1975	54.5	56.6	45.0	125.8	54.0	55.7	45.5	122.2	119.2	
April 1976	65.1	67.4	45.1	149.2	63.3	65.1	45.3	143.7	141.0	
Full-time non-manual men (21 years and over)										
April 1972	43.7	43.8	38.9	111.3	43.4	43.5	38.7	110.7	110.8	
April 1973	48.4	48.7	39.2	122.4	47.8	48.1	38.8	121.6	121.7	
April 1974	54.1	54.5	39.1	137.7	54.1	54.4	38.8	137.9	138.1	
April 1975	68.2	68.7	39.2	173.2	67.9	68.4	38.7	174.3	174.6	
April 1976	80.2	80.9	39.1	204.3	81.0	81.6	38.5	210.3	210.6	
All full-time men (21 years and over)										
April 1972	36.2	37.1	43.9	83.7	36.0	36.7	43.4	83.7	83.3	
April 1973	41.1	42.3	44.5	94.5	40.9	41.9	43.8	94.3	93.7	
April 1974	46.3	47.7	44.3	106.9	46.5	47.7	43.7	107.6	107.2	
April 1975	58.1	60.2	43.4	137.7	59.2	60.8	43.0	139.9	139.3	
April 1976	69.2	71.4	43.4	163.2	70.0	71.8	42.7	166.8	166.6	
Full-time manual women (18 years and over)										
April 1972	17.0	17.7	40.0	44.4	16.6	17.1	39.9	43.0	42.6	
April 1973	19.6	20.5	40.0	51.2	19.1	19.7	39.9	49.6	49.1	
April 1974	23.1	24.1	39.9	60.6	22.8	23.6	39.8	59.3	58.7	
April 1975	30.9	32.4	39.5	81.8	30.9	32.1	39.4	81.6	81.1	
April 1976	38.5	40.3	39.6	102.0	38.1	39.4	39.3	100.7	100.2	
Full-time non-manual women (18 years and over)										
April 1972	19.4	19.5	37.3	52.3	22.1	22.2	36.8	59.9	59.8	
April 1973	21.8	21.8	37.3	58.5	24.5	24.7	36.8	66.2	66.1	
April 1974	25.6	25.8	37.3	69.0	28.3	28.6	36.8	76.9	76.7	
April 1975	35.2	35.4	37.1	95.2	39.3	39.6	36.6	106.1	105.9	
April 1976	42.8	43.1	37.1	115.9	48.5	48.8	36.5	132.0	131.8	
All full-time women (18 years and over)										
April 1972	17.8	18.4	39.0	47.0	20.1	20.5	37.8	54.0	53.9	
April 1973	20.3	21.0	39.0	53.9	22.6	23.1	37.8	60.5	60.3	
April 1974	23.9	24.8	38.9	63.8	26.3	26.9	37.8	70.8	70.6	
April 1975	32.4	33.6	38.5	87.2	36.6	37.4	37.4	98.5	98.3	
April 1976	40.1	41.5	38.5	107.6	45.3	46.2	37.3	122.6	122.4	
Full-time adults										
(a) Men (21 years and over)										
April 1972	31.7	32.7	42.6	76.4	31.4	32.0	41.8	75.8	75.0	
April 1973	36.0	37.3	43.1	85.7	35.5	36.4	42.1	85.2	84.1	
April 1974	40.8	42.3	43.0	97.6	40.6	41.7	42.0	97.8	96.8	
April 1975	52.1	54.2	42.3	127.2	52.7	54.0	41.3	128.9	127.7	
April 1976	62.5	64.7	42.3	151.8	62.7	64.2	41.1	154.7	153.8	
(b) Males and females (18 years and over)										
April 1972	35.6	36.8	43.1	84.6	35.0	35.9	42.1	84.1	82.9	
April 1973	40.3	41.8	43.0	96.4	40.1	41.1	42.0	96.6	95.5	
April 1974	45.6	47.3	42.3	125.8	45.0	46.4	41.4	127.3	126.0	
April 1975	51.5	53.6	42.5	150.1	51.8	53.4	41.1	152.6	151.6	
April 1976	61.8	64.0	42.5	181.8	61.8	63.4	41.1	181.6	181.6	
*Full-time youths and boys (under 21)										
April 1972	16.7	17.1	42.7	48.0	16.0	16.2	42.3	45.5	44.3	
April 1973	19.9	20.4	43.0	62.5	19.0	19.3	42.4	59.1	57.4	
April 1974	26.1	26.9	43.0	81.5	24.7	25.1	41.8	79.8	78.1	
April 1975	33.4	34.2	42.0	96.3	32.9	33.3	41.6	93.3	91.7	
April 1976	39.4	40.2	41.9	112.6	38.2	38.7	41.6	122.2	121.9	
*Full-time girls (under 18)										
April 1972	11.0	11.3	39.6	33.2	10.2	10.3	39.0	30.6	30.4	
April 1973	12.8	13.1	39.2	43.8	11.8	11.9	38.4	40.9	40.7	
April 1974	16.6	17.1	39.2	57.3	15.4	15.7	38.4	68.3	68.1	
April 1975	22.8	23.4	38.9	77.5	22.0	22.3	38.2	99.2	99.1	
April 1976	26.4	27.3	38.9	95.8	25.7	26.0	38.2	122.2	121.9	
*Part-time men (21 years and over)										
April 1972	10.4	10.5	20.4	56.0	12.1	12.2	18.9	64.6	64.4	
April 1973	12.8	13.0	20.2	66.0	15.0	15.2	19.0	72.2	72.0	
April 1974	14.0	14.3	20.2	88.3	14.8	15.1	18.0	99.2	99.1	
April 1975	20.1	20.3	20.2	114.0	17.9	18.3	18.2	122.2	121.9	
April 1976	24.2	24.6	20.4	141.0	22.1	22.5	18.0	166.8	166.6	
*Part-time women (18 years and over)										
April 1972	9.3	9.5	22.6	49.0	8.5	8.6	20.3	49.1	49.0	
April 1973	10.8	11.0	22.7	57.3	9.9	10.1	20.7	57.5	57.4	
April 1974	12.5	12.9	22.7	77.5	11.7	11.9	20.7	99.2	99.1	
April 1975	17.0	17.6	22.9	95.8	17.1	17.4	21.4	122.6	122.4	
April 1976	21.0	21.5	22.8	122.4	20.3	20.5	20.9	154.7	153.8	

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

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

AVERAGE 1970 = 100



RETAIL PRICES

United Kingdom: general* index of retail prices

TABLE 132

Table with columns for 'ALL ITEMS', 'FOOD†', and various sub-categories. Rows include weights for 1968-1974 and monthly averages for 1968-1974.

RETAIL PRICES

general* index of retail prices: United Kingdom

TABLE 132 (continued)

Table with columns for 'Goods and services mainly produced by nationalised industries‡', 'Alcoholic drink', 'Tobacco', 'Housing', 'Fuel and light', 'Durable household goods', 'Clothing and footwear', 'Transport and vehicles', 'Miscellaneous goods', 'Services', 'Meals bought and consumed outside the home', and 'Weights'. Rows include monthly averages and specific dates for 1968-1974.

* See footnote on page 57.
† The items included in the various sub-divisions are given on page 191 of the March 1975 issue of the Gazette.
‡ These are: coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.
§ Provisional.
|| The number of quotations used in compiling the indices for these months was less than normal because of industrial action by some employees of the Department of Employment Group.

RETAIL PRICES
United Kingdom: indices for pensioner households

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

	INDEX FOR											
	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Quarter				Quarter				Quarter			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
JANUARY 16, 1962 = 100												
1962	100.2	102.1	101.2	101.9	100.2	102.1	101.2	101.7	100.2	102.2	101.6	101.5
1963	104.4	104.1	102.7	104.5	104.0	103.8	102.6	104.3	103.1	103.5	102.5	103.3
1964	105.4	106.6	107.2	108.7	105.3	106.8	107.6	109.0	104.1	105.9	106.8	107.8
1965	110.4	110.7	111.6	113.4	110.5	111.4	112.3	113.8	108.9	111.4	111.8	112.5
1966	114.3	116.4	117.4	117.9	114.6	116.6	116.7	118.0	113.3	115.2	115.5	116.4
1967	118.8	119.2	117.6	120.5	118.9	119.4	118.0	120.3	117.1	118.0	117.2	118.5
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
JANUARY 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0

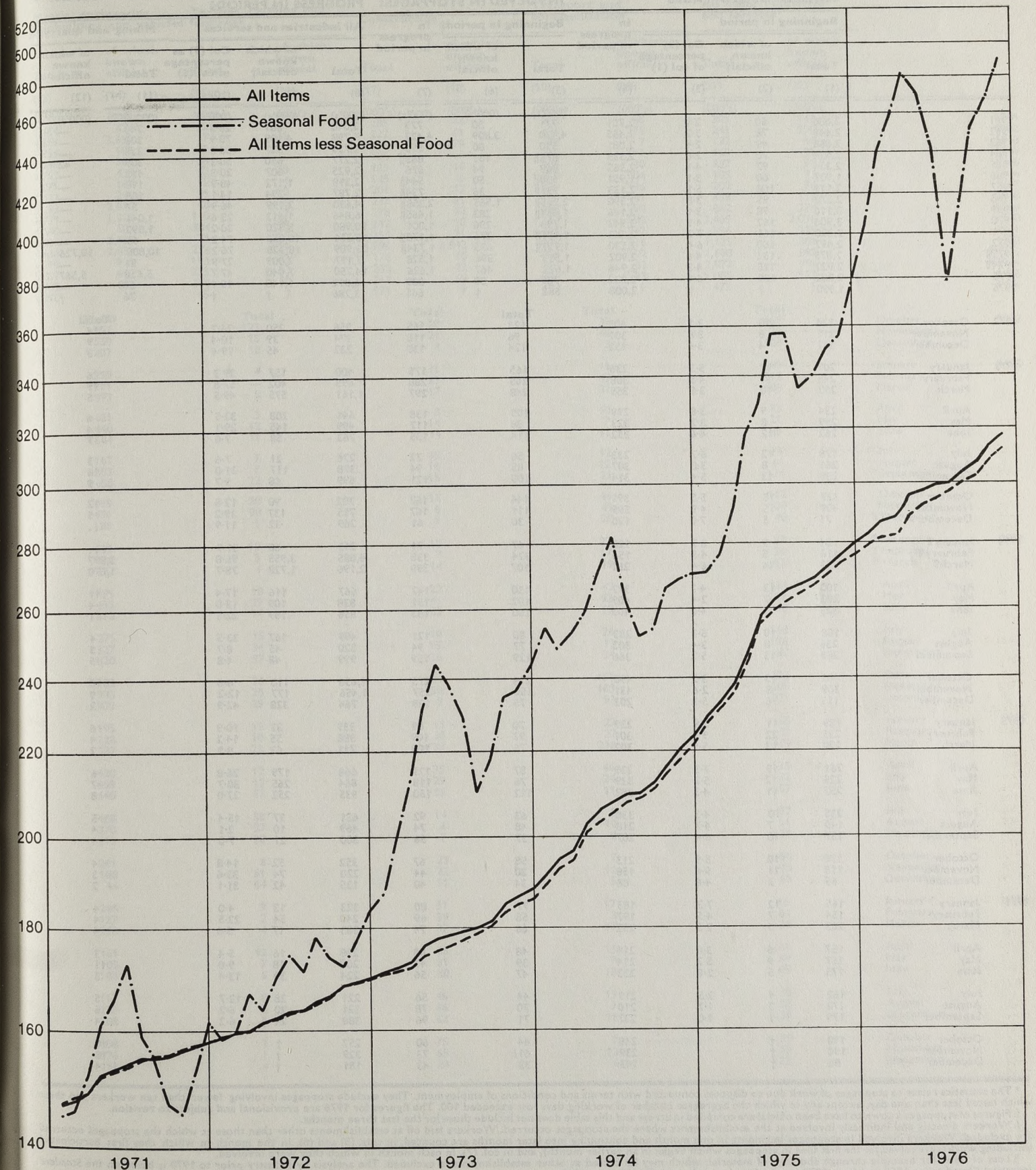
TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

Year	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1963	103.9	104.4	102.8	100.0	105.7	98.5	103.5	105.7	102.8	102.9	104.6
1964	107.0	107.5	108.6	105.8	108.5	100.5	104.7	111.6	106.4	105.0	108.1
1965	111.5	111.3	117.8	118.1	113.0	102.8	106.4	118.6	111.8	111.4	112.9
1966	116.3	115.3	122.4	120.9	120.2	105.0	108.9	127.1	114.7	119.6	117.5
1967	119.0	118.0	126.0	120.9	123.7	106.8	110.5	130.8	115.7	124.8	120.8
1968	124.5	122.4	128.0	125.8	131.5	110.8	112.0	137.4	126.9	128.9	126.7
1969	131.1	129.4	137.1	136.1	136.4	116.5	115.8	143.9	132.7	139.0	134.0
1970	140.2	138.2	143.9	136.9	146.8	124.7	120.8	156.9	145.3	148.3	143.6
1971	154.4	153.9	152.0	139.1	161.8	133.3	129.0	189.3	161.5	160.8	160.7
1972	166.2	167.5	158.4	140.1	175.3	138.0	138.2	203.0	172.7	170.6	176.2
1973	182.2	193.7	163.5	141.9	180.6	145.5	150.6	205.1	179.2	187.0	209.1
1974	211.6	226.2	181.7	165.7	209.9	166.9	176.5	211.8	217.9	209.1	249.1
JANUARY 15, 1974 = 100											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1963	103.7	104.3	102.5	100.0	105.4	99.7	103.9	104.5	102.4	102.2	104.6
1964	107.2	108.1	108.2	105.9	108.3	101.7	105.3	109.1	106.2	103.8	108.1
1965	112.0	112.1	117.3	118.3	112.7	104.4	107.3	116.4	108.6	109.6	112.9
1966	116.5	116.0	121.9	121.1	120.2	106.8	110.0	124.1	111.3	117.3	117.5
1967	119.2	118.5	125.7	121.1	124.3	108.8	111.7	127.3	112.5	122.1	120.8
1968	124.6	123.3	127.1	126.0	132.3	113.0	113.5	135.0	123.1	126.2	126.7
1969	131.5	130.5	136.5	136.4	137.3	118.9	117.9	141.6	129.3	136.2	134.0
1970	140.3	139.7	144.7	137.3	147.2	127.7	123.8	151.7	141.4	145.4	143.6
1971	154.2	155.3	154.2	139.5	162.6	137.0	132.3	175.1	157.3	159.3	160.7
1972	165.6	169.7	160.9	140.5	176.1	141.3	141.6	187.1	167.5	168.8	176.2
1973	182.5	197.8	166.2	142.3	181.5	148.1	155.0	192.9	173.3	185.9	209.1
1974	212.0	230.9	184.7	166.1	210.9	170.3	182.2	214.7	208.1	207.5	249.1
JANUARY 15, 1974 = 100											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
GENERAL INDEX OF RETAIL PRICES											
JANUARY 16, 1962 = 100											
1963	103.1	104.8	102.3	100.0	106.0	100.1	103.5	100.5	101.9	104.0	104.2
1964	106.2	107.8	107.9	105.8	109.3	102.3	104.9	102.1	105.0	106.9	107.5
1965	111.2	111.6	117.1	118.0	114.5	104.8	107.0	106.7	109.0	112.7	111.9
1966	115.1	115.6	121.7	120.8	120.9	107.2	109.9	109.9	112.5	120.5	116.1
1967	117.7	118.5	125.3	120.8	124.3	109.0	111.7	112.2	113.7	126.4	119.0
1968	123.1	123.2	127.1	125.5	133.8	113.2	113.4	119.1	124.5	132.4	126.9
1969	130.1	131.0	136.2	135.5	137.8	118.3	117.7	123.9	132.3	142.5	135.0
1970	138.1	140.1	143.9	136.3	145.7	126.0	123.8	132.1	142.8	153.8	145.5
1971	151.2	155.6	152.7	138.5	160.9	135.4	132.2	147.2	159.1	169.6	165.0
1972	161.2	169.4	159.0	139.5	173.4	140.5	141.8	155.9	168.0	180.5	180.3
1973	175.4	194.9	164.2	141.2	178.3	148.7	155.1	185.0	172.6	202.4	211.0
1974	204.7	230.0	182.1	164.8	208.8	170.8	182.3	194.3	202.7	227.2	248.3
JANUARY 15, 1974 = 100											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3

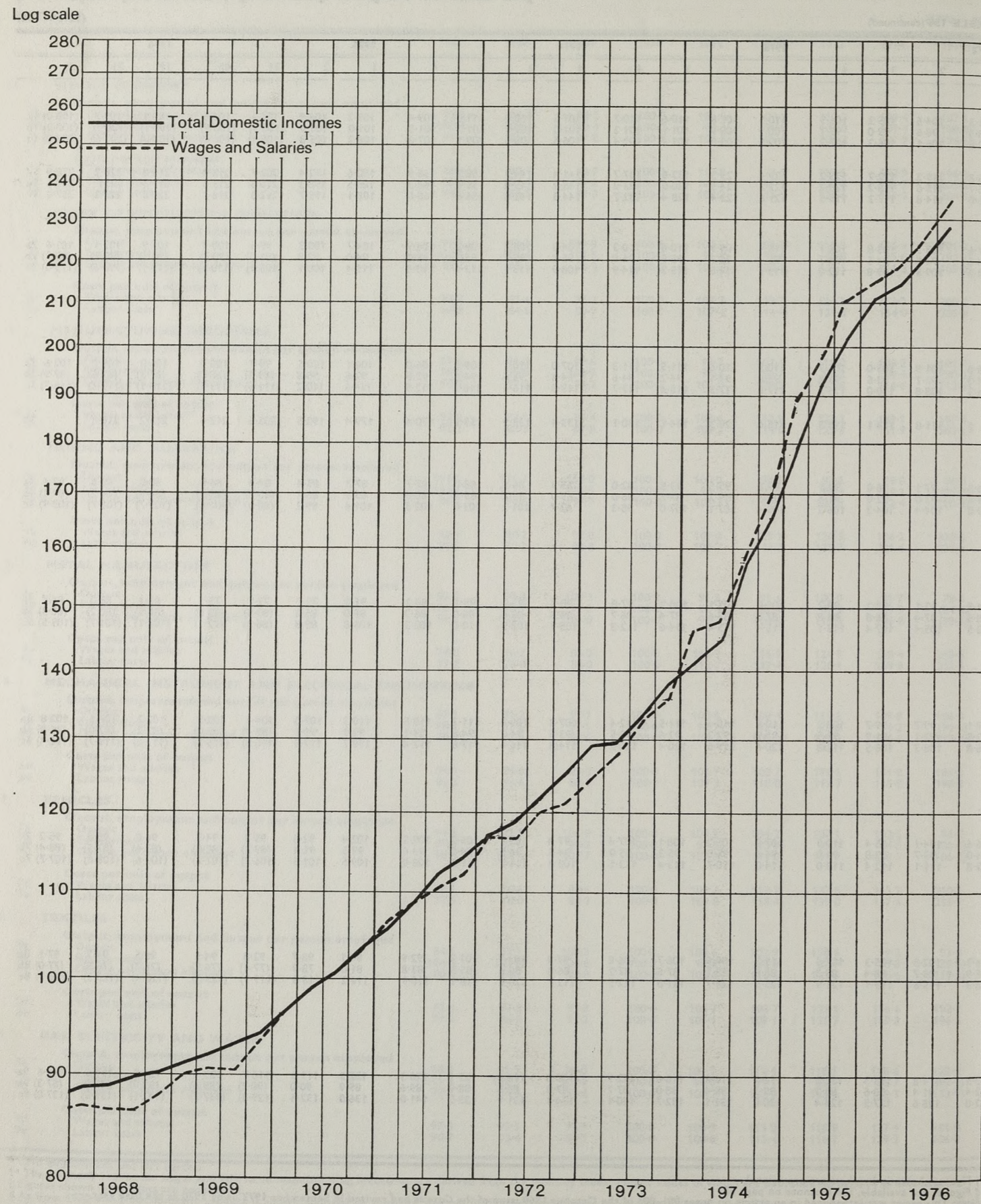
Index of retail prices

January 1962 = 100

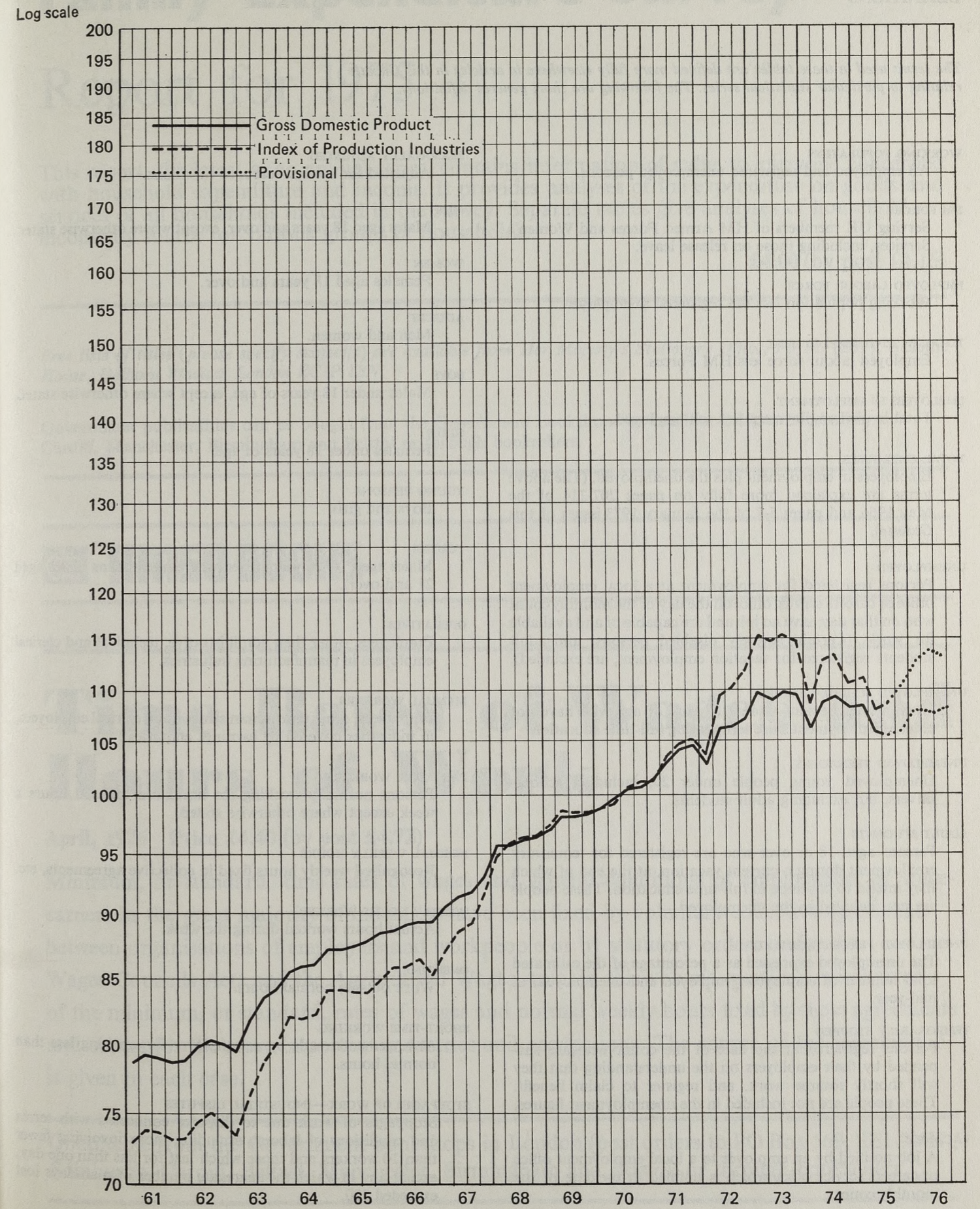
Log scale



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



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



DEFINITIONS

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

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

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