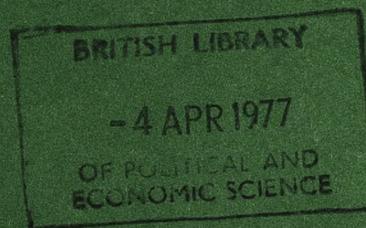




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Employment Gazette

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March 1977

MSC evaluates job creation

Mr Justice Phillips, President of the
Appeal Tribunal

North Sea oil tests Scottish skills

Retail prices in 1976

Family Expenditure Survey

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MSC evaluates job creation

SINCE the introduction of the Job Creation Programme (JCP) by the Government in October 1975 the Office of the Manpower Services Commission (OMSC), which administers the Programme on behalf of the Secretary of State for Employment, has been involved in a series of projects designed to monitor and evaluate the impact of the Programme.

Job Creation Programme

The main aim of the Programme is to provide temporary worthwhile jobs of social value, at the appropriate local wage rate, for people who would otherwise be unemployed and would benefit from such work. Particular attention is given to young unemployed people aged 16 to 24 years and the over 50's and account is taken of training requirements where practical. Sponsors, which can include local authorities, voluntary organisation, private employers, community groups, and individuals, can submit projects and if approved, are given a grant to cover the approved wage costs and the equivalent of up to 10 per cent of that figure towards running costs where these cannot be provided from other sources. Projects must provide new employment opportunities and must not be merely a means of avoiding normal labour costs.

To date the Government has allocated £130m to JCP and this should provide 90,000 short term jobs averaging about 32 weeks by March 1978 when the programme is due to end. The closing date for applications for projects is August 31, 1977. So far over 10,000 project applications have been received, over two thirds of which have been approved, providing more than 66,000 jobs. The average cost of an approved JCP job is currently £1,375 but of course this figure does not take account of the payments of unemployment and supplementary benefits which would otherwise have occurred, nor the National Insurance contributions and tax payments made by individuals in JCP employment. It has been calculated that the net cost of JCP is of the order of one third of the gross cost, but as the Programme develops the figure is subject to review. Full information about sponsoring projects can be obtained from any of the ten JCP Area Offices or from the JCP Central Unit at the Offices of the Manpower Services Commission, Selkirk House, 166 High Holborn, London, WC1V 6PF.

Monitoring and evaluation

Day to day monitoring is carried out by JCP staff but in addition the OMSC has developed a computer held management information system covering basic data on projects and individual employees on the Programme. In addition to this regular monitoring system, the OMSC



Site supervisor Bill Gillespie, previously unemployed for 15 months through sickness, teaches 17-year-old Rodney Jones to use a spirit level. "At my age I didn't think I'd ever work again," said Mr Gillespie. "Now I am working and doing something worthwhile for the community."

carried out a survey of ex-JCP employees in September 1976. A larger survey was undertaken in March 1977, the results of which will be available later this year. Incorporated here is information about the results so far of the monitoring and evaluation work of the OMSC.

JCP projects

Given the broad framework of objectives for JCP it is inevitable that a wide range of project sponsors and types of project activity has developed. A summary of the range is shown in table 1.

Table 1 Percentage distribution of project characteristics for the four quarters of 1976 and for the programme to end February, 1977, by date of starting

	1976 Q1	1976 Q2	1976 Q3	1976 Q4	Whole JCP
Number of projects started during period*†	647	1,077	1,292	1,308	6,582
	Per cent	Per cent	Per cent	Per cent	Per cent
(a) By JCP Area					
Scotland East and North	11	10	13	10	12
Scotland West	16	18	14	14	14
Merseyside	9	7	9	7	7
Northern including Cumbria	21	17	17	19	19
South West	9	7	9	9	7
Wales	17	15	10	9	12
Yorkshire and Humberside	4	7	11	12	9
Midlands	6	6	6	7	6
North West	6	8	7	7	8
London	3	4	5	6	5
(b) By type of sponsor					
Local authority	80	62	59	54	60
Other public body	4	10	8	8	8
Trade union/private employer	3	3	3	3	3
National voluntary sector including local charities and voluntary organisation	13	25	30	35	29
(c) By type of activity					
Construction	12	16	14	15	15
Environmental improvement	46	36	27	27	32
Production (including workshops)	1	1	1	1	1
Educational/information work	14	19	24	22	19
Social/health services	11	17	17	14	13
Research/surveys	12	9	11	12	11
Other	3	3	6	10	8

* Initially the programme was restricted to the Assisted Areas (Scotland, Northern, South West, Wales and Merseyside) but was extended in 1976 to the rest of Great Britain.

† JCP areas do not always coincide with the boundaries of the Standard Economic Regions.

As can be seen from table 1 the majority of projects have in fact been sponsored by local authorities, although the proportion has gradually fallen to 60 per cent at end February 1977. In practice the full range of local authority departments and responsibilities have submitted projects, including departments of social services, environment, recreation as well as local education authorities. The scale of the initial response from local authorities was not surprising partly because they are large organisations and employers with the support services available to prepare projects rapidly, but also because they are often the focal point of pressure for measures to ease local unemployment. Several authorities have in fact created special JCP teams to coordinate projects within their area, using JCP funds to recruit the necessary supervisory and technical staff. Some idea of the range of local authority activities can be gained from the projects briefly outlined below.

□ Derbyshire County Council are employing 25 young people on a project to provide practical and inexpensive help to the elderly who are at risk during the winter. A simple training programme is being carried out so

that young people can be employed on various tasks in the homes of elderly people. These include eliminating draughts through insulation, checking for damp, checking heating appliances to ensure they are safe, economical and give sufficient heat, providing safe low-voltage electric blankets for the bedridden and making a room as near 21°C as possible.

□ Under a scheme put forward by Kingston-upon-Hull City Council 25 people are employed on excavation work along the proposed route of the new South Orbital/South Docks Road. Archaeology of the medieval part of Hull is being investigated along the route of the new road which will destroy merchants' houses, an Augustinian Friary, part of the City Gaol and Guildhall as well as part of the river frontage of the port. In view of Hull's pre-eminence as a port, this project is considered to be of national importance by the Department of the Environment and on site training will be given by Humberside Archaeological Unit Staff.

The next largest group of project sponsors has been from the voluntary sector including nationally and locally based charities such as Oxfam, voluntary organisations like Community Service Volunteers and local community groups. Partly because of the lack of experience and resources in many of these groups in acting as employers the proportion of projects sponsored by the voluntary sector was initially limited but it had risen to 35 per cent of the total by the end of December 1976. Although many of the projects initiated from the voluntary sector have a life which will last only as long as JCP funding, several will lead or have led to permanent employment opportunities. This is illustrated in one of the examples of voluntary sector projects shown below.

□ Under a scheme proposed by Community Service Volunteers, jobs have been provided for 200 young people, in



JCP sponsors are encouraged to provide further education and training where appropriate. Safety training is particularly important. Here NCB foreman Frank Leigh gives instruction on lifting heavy weights.

teams of ten, on a range of social service activities in the Sunderland area. On-the-job training and work experience is given in a selection of establishments including children's nurseries, old people's homes and units for the mentally and physically handicapped. This year-long complex of projects has demonstrated the potential of young people in social case-work. Given the 10 per cent vacancy rate in the social services, experience on the projects may lead to permanent work for some of the young people involved.

□ The Sue Ryder Foundation in Lancashire has two projects which are providing employment for 72 young people for periods up to 45 weeks. The first project involves conversion and renovation of Birchley Hall into a residential home for frail and elderly people who have no relatives to care for them. The second project is for the landscaping of the grounds to the house.

The remainder of project sponsors are drawn from other public bodies such as Health and Water Authorities, nationalised industries, community relations, councils and private employers. As with the other projects a wide range of activities is being sponsored but there has been little change in the proportion of projects sponsored by these groups over the life of the Programme, at around 8 per cent of the total. The Programme's constraints on profit making activities have meant particular problems for private employers who have found it difficult to separate schemes from their normal business activities. Because of this difficulty the criteria have recently been amended to allow projects which could be of some indirect financial advantage to the sponsoring firm, provided that there would be no significant commercial advantage.

However the role of private firms should not be underestimated in the operation of JCP as many have provided



This environmental improvement project provides work for 13 young people in the grounds of a National Trust beauty spot. Members of the group are shown levelling a footpath.

cash, equipment, materials and premises without which many sponsors would have found it difficult to proceed. One example of this type of help is a project sponsored by the Hammersmith Council for Community Relations, in which four adults and eight young people cleared a derelict but well-located site, reconstructing on it a pre-fabricated building for use as a community centre, primarily for minority ethnic groups. Local firms have contributed funds and equipment. All the young people attended day release classes throughout the six months project. The Centre itself is a welcome addition to community facilities in the area and, through receipts from the hire of the accommodation, a permanent full-time job has been created for a warden/caretaker.

Variety of sponsors

The range of activities carried out on the projects is as great as that of sponsors and the main types are shown in table 1. However within each type the variety of projects has been considerable. Building and construction activity has for example included the rebuilding of a derelict farmhouse into a youth centre, the construction of adventure playgrounds and a riding school for the disabled and the conversion of a disused church into a museum. Environmental projects have led to the creation of a country leisure centre from waste land, the provision of a wheel chair sports track for the disabled and tree planting to replace dead elms. Projects in the area of personal social services have provided day nurseries for deprived families, auxiliary help in a centre for spastics, and an educational theatre for children in a deprived area. Survey work has resulted in the publication of a directory of facilities for disabled people in one area and some of the workshops funded under the Programme make and repair toys and equipment for handicapped children, or renovate furniture and household goods for use by the social services. As well as the extensive job experience provided on these types of projects, some 10 per cent of projects provide day-release training or education facilities and 70 per cent provide on-the-job training.

The main change in the pattern of project activity over the life of the Programme has been the decline of the proportion of environmental improvement projects to 27 per cent by the end of December 1976. A second change in the pattern has been the increase in the number of projects under the heading of education and information. Partly this reflects the development of projects specifically designed to use the skill of qualified teaching staff and graduates who would otherwise be unemployed. Many of these projects provide assistance to disadvantaged people, often in deprived urban areas. A recent analysis of approved projects has shown that nearly 700 projects are located in the inner city areas of Birmingham, Bradford, Glasgow, London, Manchester, Liverpool and Newcastle. At the time of the analysis these accounted for nearly 13 per cent of JCP projects and a rather higher proportion of approved jobs. While a majority of the projects provide work in education, health and social services, a significant number are concerned with construction and environmental improvement.

Although the lifespan of projects varies considerably, the average duration of approved projects over the whole programme is 32 weeks but the range is indicated in table 2.

Table 2 Analysis of 5,648 approved projects by duration, cumulative to end December 1976

	Per cent
Up to 13 weeks	12
14-26 weeks	33
27-39 weeks	16
40-52 weeks	37
More than 1 year*	2
	100

*The maximum period for which projects can be approved is limited initially to 12 months, but exceptionally extensions are approved.

In terms of the projects put forward by sponsors, the Programme has to a very large extent met the Government's objectives that the active cooperation of the local authorities and health service authorities should be sought in the social services and other fields and that public bodies including nationalised industries and private employers, and voluntary organisations, charities and community groups should also be encouraged to sponsor projects. JCP has also given priority wherever possible to projects which would assist urban renewal and which would benefit communities either through the improvement of the local environment or by assistance in social and community problems.

Employees participating in JCP sponsored projects

As outlined earlier the management information system has provided considerable material about the characteristics of individuals joining JCP projects. By the end of December 1976 just over 32,500 returns had been made, about 71 per cent of the number of jobs provided by projects which had started at the end of the year. (Early projects and some small projects did not provide information). The results are summarised in table 3 below.

Table 3 Characteristics of employees joining JCP, by date of joining (total number and percentage distribution)

	1975 Q4	1976 Q1	1976 Q2	1976 Q3	1976 Q4	Total JCP
Number of records*	799	4,928	7,492	10,107	9,320	32,646
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
Male	82	82	80	74	72	76
Female	18	18	20	26	28	24
Age on entry:						
16-18 years	79	57	45	45	40	46
19-24	9	25	29	30	32	29
25-39	6	8	14	14	16	14
40+	6	10	12	11	12	11
Percentage without a job since leaving school	39	24	22	36	26	28
Percentage with a job since leaving school of whom						
Percentage who left last job voluntarily	38	38	40	41	37	39

*All percentages related to total entrants during the period but, where appropriate, figures have been calculated from numbers excluding those not replying to the question.

The characteristics of entrants have tended to vary as the Programme developed, and have also reflected the impact of school leaving dates for young people. Overall

however 46 per cent of entrants were between the ages of 16 and 18 years, with a further 29 per cent between 19 and 24 years. The target of providing employment for young people has therefore been met by the Programme, but the provision of employment for the over-50's has not been so extensive, perhaps of the order of 6 per cent.

There was however a decline in the proportion of young school leavers (that is 16 to 18 years) entering over 1976, from 57 per cent in the first quarter to 40 per cent in the last quarter of the year. This was accompanied by an increase in the proportion aged 19 to 24 years, from 25 per cent to 32 per cent over the same period, with a similar rise in the proportion of 25 to 39 year olds. To some extent this reflects the general upward trend in the level of unemployment among the insured population. There is however no evidence to suggest that young people are being displaced from JCP employment opportunities by older age groups. Indeed the proportion of first job seekers, that is those who have not had a job since leaving school or college, has remained remarkably constant (excluding the summer school leavers' bulge in the third quarter of the year), giving an average for the programme of 28 per cent.

Many JCP jobs are of a manual nature—for example general labour—on construction or environmental improvement activities, and this has resulted in 76 per cent of entrants in 1976 being male. However this overall figure disguises the gradual increase in the proportion of women or girls employed from 18 per cent in the first quarter, to 20 per cent, 26 per cent and 28 per cent in each of the succeeding quarters. This is partly a reflection of the growth in non-manual and clerical types of project which may take longer in preparation and planning to initiate.

Just over 70 per cent of all entrants have had at least



Thirty teenage girls are working as helpers in this home for handicapped people. Here 18 year-old Dawn Roberts collects menu orders from a patient.

one full-time job since leaving school and before entering JCP, the proportion varying by age and entrants had previously been employed on a whole range of occupations. Of the 12,000 returns which provided useable information for occupational classification, 16 per cent had been in general labouring jobs with a further 46 per cent in other manual work and 11 per cent in craft and similar occupations and the remaining 27 per cent were in clerical and related and other non-manual occupations. These proportions are generally in line with the occupational distribution of the labour force over the country as a whole. (It should be noted however that self-coded occupational data are always subject to some inaccuracy).

The records also indicate the proportion of entrants who have had some form of earlier training, including apprenticeship, achievement of HNC or ONC qualification or attendance at a course in a government training centre/skillcentre or at a college of further education (CFE). Thirty-seven per cent had undertaken one of the types of training listed, and of these over half had attended a course at a CFE with a further third having undertaken an apprenticeship though not necessarily completed it. Information on general educational achievements is discussed later in the article.

Of those who had a job before JCP some 39 per cent had left voluntarily, with little variation in the proportion over the programme to date. A further 30 per cent had been declared redundant from their last job, a proportion which has also remained fairly constant over the period. However, there has been a considerable variation in the duration of pre-JCP unemployment experienced by individuals with a job before entry to JCP. The most marked change has been the rise in recruitment from the short term unemployed (up to eight weeks) from 35 per cent in the first quarter to 50 per cent in the last quarter of 1976. Conversely there has been a persistent decline in the proportion of medium term unemployment (from 9 to 26 weeks) from 42 per cent to 30 per cent over the year, together with a lesser decline in the proportion of those unemployed for more from 6 months, to 20 per cent in the last quarter.

The pattern of unemployment duration for those with no employment experience since leaving school is, as could be expected, quite different as it closely follows the rise in the number of shorter term unemployed from the summer school leaving period. The pattern is perhaps best illustrated by table 4.

Table 4 Duration of unemployment of those not having a job since leaving school and entering JCP in 1976

Duration	Percentage entering in 1976			
	Q1	Q2	Q3	Q4
Up to 8 weeks	27	56	54	17
9 to 26 weeks	37	16	40	74
More than 26 weeks	36	28	6	9
	100	100	100	100

In the first quarter of 1976 over one-third of entrants without previous work experience had been unemployed for more than six months. As the overwhelming majority

of this group were aged 16 to 18 years, it is likely that this group had been continuously unemployed since leaving school in the summer of 1975. The pattern continued in the second quarter of the year when over a quarter of entrants had been unemployed for more than 6 months, probably once again the "tail" of the previous school year leavers, but in this quarter over half of the entrants were from the short term unemployed. Some of these entrants were probably young people who had left school in the summer term immediately following their 16th birthday. The pattern again alters radically for the third and final quarters of the year, the most marked aspect being the decline in longer-term unemployed to less than 10 per cent and the rise in medium term unemployed, that is summer school leavers.

In general therefore the data on participants confirms that JCP has provided employment for unemployed young people, for the relatively unskilled or unqualified and to a lesser extent for the longer term unemployed of all ages. This is being reinforced by asking Employment Offices and Careers Offices to give preference wherever possible in considering candidates for submission to JCP projects to young people who have been unemployed for eight weeks or more, to adults aged 25 to 49 who have been unemployed for six months or more, and to those 50 years and over who have been unemployed for eight weeks or more.

JCP wages

There has been some criticism that the wage rates payable on JCP have been too high (particularly for young people) in comparison with the rate paid for similar local jobs, and that skilled men have been paid less for JCP work than they could have expected in normal employment. It has also been argued that high JCP wages could act as a disincentive for young people to move into permanent employment or into training. However, given the fact that JCP is based on the principle of "the rate for the job", wage rates are determined on the basis of rates within the local labour market, and where a direct analogue does not exist the local authority minimum manual rate is paid according to age. The adult rate is normally paid at age of 18 years. The maximum payable was originally £50 per week, but this was increased in May 1976 to £56 per week.

The survey mentioned earlier included questions on take home pay while on JCP, and in any employment both before and after JCP. There are considerable difficulties in discussing wage rates over a period of time, since JCP rates relate to July 1976 and the information on post JCP earnings relates to payments at the time of the survey in September 1976, or the most recent job if the respondent was unemployed at the time of the interview. Taking the sample as a whole, the median take home pay under JCP was £24, compared with the median of £27 before JCP for those with a previous job and a median take home pay of £29 after JCP for those who had found a job. Once again the pattern varied by age as could be expected. Take home pay for 16 year olds in employment after JCP, was on average £2.14 per week higher than that received by the same age group while on JCP; for 18 year olds the differential post JCP rose to £6.82 per week and for the prime age group of 25 to 49 years take home pay was on average £13.13 per week higher than JCP pay.

This information does of course reflect pay patterns averaged over groups but its conclusions were confirmed by an analysis of individual earnings showing the individual's earnings on the first job after JCP as a percentage of earnings when on JCP. For all age groups, over 70 per cent of individuals received the same or higher take home pay on the job after JCP than on JCP, and indeed almost 60 per cent received higher levels of pay. The proportion was however smaller for 16 year olds, with 45 per cent receiving higher pay and for 17 year olds with 48 per cent receiving higher pay. Where lower post JCP take home pay occurred (41 per cent of 16 year olds and 36 per cent of 17 year olds) there was a small dispersion in the range of earnings, and the majority who received lower pay earned between 1 and 20 per cent less than on JCP. At the other extreme some 16 and 17 year olds were claiming to earn twice the level of JCP earnings in their subsequent employment. Further information on a much larger sample of post-JCP earnings will be available from the second survey and should help confirm the general pattern of post-JCP earnings.

Survey of ex-participants in JCP

As part of the evaluation of the Programme a survey was undertaken in September 1976 of 520 ex-employees of JCP projects in the five areas of the country where JCP was first launched. The survey was designed to provide information on the work progress of people subsequent to JCP employment and to explore the attitudes and experiences of employees from the JCP project; the skills they learned and used, the contribution, if any, towards permanent employment after JCP and general reactions, likes and dislikes, to JCP projects. One particular area of interest was to see to what extent JCP had affected individuals' subsequent labour market behaviour. There are a number of possible ways in which the experience of JCP could influence participants' subsequent activity. Firstly, JCP may be no more than an interruption to a prolonged period of unemployment and individuals will at the completion of a JCP project return to the unemployment register. Secondly, either through the training content or experience of a job or work in general, individuals may be more selective and therefore effective in the job search or training process and thus remain on the register for a shorter time. Thirdly, some employers as sponsors may in effect use JCP as an extended recruitment or probationary period in which to select best candidates. It is virtually impossible to test all these possible effects but the material generated by the survey provides some tentative guidelines for analysis.

Respondents covered

Since the survey covered only those who had already left JCP by July 1976 respondents were more likely to have entered projects initiated in the very early days of the Programme. The projects and the individuals may therefore not be representative of JCP as it now operates, but a comparison of the general characteristics of the sample with those of an entrant to JCP as a whole suggests that there was a broad similarity to the characteristics of all entrants.

In general the survey indicated that the programme has succeeded in reaching those who would be most affected

in any period of economic recession—that is the unskilled, unqualified and untrained. The majority of JCP participants were found to have left school at the earliest opportunity (90 per cent of those aged 16 or 17 at the time of the survey had left school at age 16) and almost two-thirds had not achieved any educational qualification. Only one in eight had attended full-time further education, the majority to study for GCE "O" or "A" levels. Most of those who had worked at some time prior to entry to JCP had worked in manual unskilled occupations (58 per cent) but the proportion of the 16 to 17 year olds in that occupational grouping rose to 83 per cent. Only 12 per cent of the previously employed had had their last job in skilled occupations and 15 per cent in non-manual jobs. Because of the limited sample size these results should be treated with similar caution as that applying to the occupational analysis from the wider data base of JCP as a whole.

Although there are considerable conceptual and methodological problems in attempting to measure the value of experience in JCP employment and its contribution to subsequent employment, the survey tried to identify aspects which the respondents felt had contributed to their personal development or to their ability to obtain a job in the open labour market. The majority of respondents thought they had positively benefited from the JCP experience; the main gains reported were experience of particular work or skill, general experience of work and responsibility as well as simply the opportunity provided by JCP to be in employment. A fifth of the respondents said JCP had affected the type of work they sought afterwards, in that they wanted to continue in similar work or had acquired a liking for that type of work.

About two-thirds of respondents continued to look for permanent work while employed on JCP and 16 per cent looked for a training place. Of the sample, less than one-fifth left JCP to take up other employment before the project was completed (though almost one-third of the 25-49 group did so), and a further 6 per cent transferred to the sponsor's workforce or joined another JCP project. Excluding those respondents who were engaged on another JCP project, 62 per cent of the sample were unemployed immediately after JCP, but for over half this group the unemployment lasted eight weeks or less. By the time of the interview in September 1976 the proportion unemployed had altered considerably, as is shown in table 5.

The figure of 36 per cent continuously unemployed since JCP does not of course take account of the variation in

Table 5 Employment status at time of interview, September 1976

	Per cent*
Employed	53 (of which 7 per cent were employed with JCP sponsors' permanent work force)
Unemployed but had held a job since JCP	11
Unemployed continuously since JCP	36
	100

* Figures have been calculated from numbers excluding those not replying to the question and those in employment in another JCP project.

time between the time leaving JCP and the time of the interview, and the variation in the rate across the five areas in which the survey was held. However the fact that 64 per cent were currently or had been in employment after JCP is an undoubted improvement on the fact that all were unemployed before entry to JCP. Although we cannot predict what degree of movement off the unemployment register would have occurred without the opportunity of a JCP job, it is possible that many of the participants would have remained unemployed for a lengthy period and would have continued to be in receipt of unemployment and supplementary benefits.

General

To date JCP has created more than 66,000 jobs and there is every indication that the target of 90,000 will be achieved by the end of the present programme. JCP has in general

operated successfully and has met most of its objectives in terms of projects, sponsors and the participants. It has responded well to local needs and has been operated with a minimum of bureaucracy. There have been criticisms of the quantity and quality of some projects but these aspects have improved as the programme has developed. There has also been criticism that JCP finances relatively low-priority local authority jobs at a time when authorities are having to cancel or defer more important work because of public expenditure constraints. However the primary objective of the programme is to create temporary jobs for selective groups of unemployed people who need them most, and it has achieved this goal. It has also enabled work of value to the community to be carried out which would otherwise have not been done.

The OMSC is continuing the programme of monitoring the impact of JCP and it is hoped that fuller results will be published in a more extended form later this year. ■

HMSO BOOKS

Time Rates of Wages and Hours of Work

April, 1976 Price £4.40 (by post £4.72)

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

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

Employment people



The Employment Appeal Tribunal (EAT) was set up in March 1976. Twelve months later, the Employment Gazette spoke to its President.

Mr Justice Phillips, President of the Appeal Tribunal

The function of the Employment Appeal Tribunal, set up by the Employment Protection Act 1975, is to hear appeals from decisions of industrial tribunals and of the Certification Officer, whose office was also established by the Act. Included in the statutes which appeals cover are the Sex Discrimination Act, the Equal Pay Act, the Redundancy Payments Act, the Contracts of Employment Act, and the Trade Union and Labour Relations Act.

THE President of the Appeal Tribunal is the Hon Sir Raymond Phillips—Mr Justice Phillips—who has been a Judge of High Court of Justice, Queen's Bench Division since 1971. Born in Radyr in Glamorgan, he was educated at Rugby and Balliol College, Oxford, and became a Gray's Inn barrister in 1939; he later edited a publication on the Belsen Trial, at which he appeared as a defending officer while serving in the Royal Artillery.

Discussing the first twelve months of the Appeal Tribunal, Sir Raymond considers that the overall objective is to act as an efficient court of appeal. Judging by feedback of information it would appear that the Appeal Tribunal has been accepted as a responsible body. He said his first objective was to weld a team together of Judges, employers and trade unionists. At present the Appeal Tribunal aims to have three judges in London at any one time from a pool of six or seven—Mr Justice Phillips on a full-time basis and the others in sessions of six weeks at a time. He stressed that this was one feature of the work that does not work properly, largely due to the acute shortage of High Court Judges in the country and that while there are usually two courts sitting it is not always possible to have three. Ideally, the Appeal Tribunal would like always to have another Judge, but this requirement has to be assessed by the Lord Chancellor's Office. Judges cannot be nominated to serve at EAT without their consent, and while there are plenty of

volunteers, it was unlikely that any Judge would welcome the over-specialisation that its full-time work demands. But Sir Raymond considers that in the long term, amendment to the legislation enabling Circuit Judges to sit on the EAT may well provide a solution to the problem.

In Scotland the Appeal Tribunal is operated by Lord MacDonald, a Judge of the Court of Session, but interchangeability of Judges and members can and does occur. There are no differences between Scottish and English statutory law, what is different is the underlying law and the procedure. Differences in findings however, between the two courts would result in different routes of appeal. The appeal from London would go to the Court of Appeal, whilst that in Scotland would be submitted to the Court of Session—the final court of appeal for both would be the House of Lords. To obviate such difficulties, Mr Justice Phillips liaises with Lord MacDonald when differences are likely to arise in the emphasis or interpretation of a judgement.

The law of Equal Pay is the principal area of doubt and uncertainty the Appeal Tribunal has been able to clarify. This is a very difficult field largely because it is new, and the industrial tribunals, for various reasons, had come to a lot of much criticised and contradictory decisions. To overcome this, the Appeal Tribunal has laid down a uniform approach which has been its biggest single achievement to date. Some of the judgements in unfair dismissal cases were

Employment people

important and could well give personnel officers a lot of food for thought and room for improving or modifying their procedures.

A great deal of work is in the area of Unfair Dismissals where the basic case law was drawn up by the National Industrial Relations Court and is being further developed by the Appeal Tribunal. It involves questions such as how far is it right for industrial tribunals to say what they would have done, or how far they ought to say that management has to manage provided it is reasonable. What they must not do is to say, if we were the management we would have done this—there is a fine line between the two. In the future Sir Raymond suspects that Race Relations and Sex Discrimination will feature prominently in their work.

Relevant Common Market laws have to be observed too. In an Equal Pay case recently a lot of the argument was devoted to what the Community Law required. A very real problem arises when employees work abroad and Mr Justice Phillips feels that there is probably something wrong with the Trade Union and Labour Relations Act in this respect. In effect the present Act says that if an employee works a substantial amount of time abroad, he does not benefit from the "unfair dismissal" provisions. With people who are much more mobile between countries such as salesmen, pilots, and ships' crew, the Act will have to be reviewed, but at the moment the Appeal Tribunal must take the law as it stands.

Mr Justice Phillips considers EAT can cope reasonably well with present case loads unless there is a dramatic increase in the work. The major limiting factor as far as expansion of the Tribunal is concerned is the shortage of Judges. Three Judges, including the President, are essential to ensure that the majority of appeals are disposed of in three to four months. Longer is undesirable, though in some cases the delay of hearings was for the convenience of the parties concerned. With present Judge and member power the President says the position is tolerable but not as good as it should be.

Rough estimates of the length of appeals are made by one of the Judges. A list is prepared of the hearings, bearing in mind that some of the lay members have difficulty in attending on consecutive days. Over-runs would result in the hearing being adjourned for some weeks until all representatives could reassemble. The longest appeal so far lasted a week, but most finish in one day, largely due to the fact that unlike other ordinary Courts the papers are read in advance of the hearing, and as an appellate Court no witnesses are called. Difficulties can arise when people decide to present the case themselves. Mr Justice Phillips states that there are relatively few problems in sorting out the facts, but that when a question of law arises it makes it difficult for a Judge to crystallise his judgement when at the same time he is assisting the "lay party".

Working with lay members he finds most satisfactory due to the industrial knowledge they bring with them, as either senior members of a union, personnel officers of large companies or consultants in the field of industrial relations. The lay members' sense of responsibility, he says, and the conscientiousness with which they approach their task, together with the grasp they have of some of the rather difficult legal problems impress him. Judges are very much

re-inforced when sitting with two lay members, especially when questions of industrial practice arise. Judgements are normally made known, with reasons, at the end of the hearing. Further appeals can be made within a period of forty-two days after written receipt of the judgement and the transcript of the hearing—the latter is also available to interested parties and some find themselves in the "Law Reports".

The present pattern of most appeals relating to the Trade Union and Labour Relations Act (TULRA) 1974 in contrast to the very modest number to the Certification Officer would appear to be the "norm". On Equal Pay it may be that the activity will soon begin to decline, since most of the areas of obscurity have been clarified. But the full effect of the new rights established by the Employment Protection Act, that is, the right to guaranteed pay, maternity pay, the right to trade union membership and activities, time off for trade union duties, time off to look for work when being made redundant, the right of trade unions to be consulted about impending redundancies etc., had not yet been felt. It may be, however, that in practice this will not provide much work for the Appeal Tribunal. As far as appeals relating to the Certification Officer were concerned—at the outset the EAT held that there was no jurisdiction to people who had opposed the granting of a certificate of independence to appeal to the Tribunal, so that eliminates a number. The President said that no one states the decision is wrong, but some people are of the opinion that the statute should be amended.

Under one of the Rules an appeal which does not disclose an arguable point of law is rejected from the outset. A substantial number of notices of appeal are rejected, and in some instances, rejected again on resubmission. Mr Justice Phillips emphasises that in working this Rule, acceptance of a notice of appeal can take place at a low administrative level in the Appeal Tribunal, whilst refusal would emanate either from the Registrar, or in his absence, his deputy. Rejected cases receive a detailed explanatory letter, and if a case is re-submitted the matter is referred to the President for his direction. Fortunately, he says, only a small percentage are. One thing that concerns Sir Raymond is that with a growing number of rejected cases credence might be given to the view that it is a waste of time appealing to EAT. Guidelines are available to assist people to make an appeal, which explain what is a question of law. Unfortunately from evidence at hand this leaflet does not appear always to have the desired effect. But no appellant is turned away without a full, personal letter of explanation why his appeal is unarguable.

The Appeal Tribunal can hear appeals outside the London and Glasgow courts. Since many provincial solicitors are geared to working through their London agents and normally the counsel appearing before the Tribunal are London based, there is little demand for regional hearings. But the Appeal Tribunal has sat in Wales.

Mr Justice Phillips clearly thinks highly of the work of the staff at EAT, many of whom had no previous association with legal procedures, who had adapted to the work in hand very well. They are extremely helpful to callers, but for one reason or another few call personally, so the majority are telephone queries. ■

Manpower planning

North Sea oil industry tests Scottish skills

DEVELOPMENTS associated with the discovery of oil in the North Sea have had a significant impact on the labour market in Scotland. Monthly figures collected by the Department of Employment Office for Scotland show that the numbers employed by companies wholly engaged on North Sea oil-related work increased from 3,000 in January 1973 to over 21,000 in September 1975 and the figure stood at about 26,000 in January 1977. A recent survey carried out by the Department of Industry suggested that there were a further 10,200 oil-related jobs in companies with part of their output directed at North Sea oil markets.

The speed and scale of this build-up of North Sea oil-related work created strains in the labour market, particularly in the manufacturing sector, which accounts for 60 per cent (12,700) of jobs in wholly-involved companies and virtually all the 10,200 jobs in the partly-involved firms.

From mid-1974 reports of labour shortages in engineering and fabrication skills, both from firms engaged on oil work and others, became widespread. The problems were compounded by the tight production schedules dictated by the North Sea "weather window", the location of many oil-related companies away from the main reservoir of skills in the central belt, and the coincidence of oil work with a high level of activity in shipbuilding, mechanical engineering and construction.

Shortage

In this context in September 1975, DE Office for Scotland undertook a survey* of employment in oil-related manufacturing activity—the key shortage sector. The objectives were to:

identify and quantify the skilled occupations involved in oil-related manufacturing activity.

assess the amount of training being undertaken by oil-related firms.

assess the extent of labour shortages and methods of overcoming them in these companies.

A total of 160 companies (50 wholly-involved, 110 partly-involved), identified from Department of Employment and Department of Industry sources as employing 10 or more

* A report of this survey appeared in the February 1977 issue of the *Scottish Economic Bulletin* together with a complementary report by the Industrial Development Division of the Scottish Economic Planning Department.

on oil-related manufacturing work, were sent questionnaires in September 1975. Information was sought on occupational stock, numbers being trained, and shortages. Follow-up visits were made to 33 key companies to gather pay information and more qualitative evidence of the impact of oil.

Effective responses were obtained from 70 per cent (112) of companies—41 wholly-involved employing 11,600, and 71 partly-involved with 10,200 engaged on oil work. These 21,800 oil jobs represented almost 90 per cent of estimated oil-related manufacturing employment in September 1975.

Nature and location of firms surveyed

There were basic differences, confirmed by the findings of the survey between wholly and partly-involved firms. The wholly-involved companies were, for the most part, new, having been established and located specifically to produce for the North Sea oil market, and their impact on local labour markets considerable. Their labour forces had to be built up quickly from scratch (and in many cases this process was still going on in September 1975) but they had the advantages of novelty, and the ability to pay well. They were therefore often free to tailor recruitment and manning practices to their needs.

The partly-involved firms, on the other hand, were already well established in other markets, and oil work generally constituted a relatively small and variable proportion of their total output. In most cases only comparatively minor adjustments to existing labour forces were required, but insofar as they were constrained by traditional working practices, these companies were less able to respond flexibly to the employment changes called for than the new companies.

Of the 11,600 wholly-involved jobs surveyed, the bulk (7,500) was in the five platform yards (three for steel construction and two for concrete) and a further 1,800 were employed in four module construction yards, giving geographical concentrations in Highland (40 per cent), Strathclyde (31 per cent) and Fife (15 per cent) where these activities were located. As platform yards require varying combinations of flat land and access to deep water the major impact of these companies was felt in relatively isolated parts of the country where labour resources were scattered. By contrast the siting of module yards was less constrained physically, and they were all located in areas with a tradition of shipbuilding and other metal fabrication

activity. Apart from one fairly large pipecoating firm, most of the other wholly-involved companies were small (less than 50 employees) and engaged in the manufacture of oil tools or light fabrications. Frequently combining manufacturing and service activities, these firms tended to be located in Grampian and Tayside for ease of access to North Sea operations.

Chart 1 shows the regions of Scotland which are referred to throughout.

Most of the partly-involved companies were in Strathclyde where three-quarters of the 10,200 oil-related jobs were located. Lothian and Grampian were the only other regions with significant numbers. Metal manufacture accounted for a third of these oil-related jobs and shipbuilding for a further 25 per cent.

Some firms were fairly heavily engaged in fabrication work for the North Sea, but for other companies, supplying pipework, pumps and electrical equipment, oil work was marginal to total production. Overall the degree of involvement ranged from less than 1 per cent to nearly 90 per cent.

Occupations

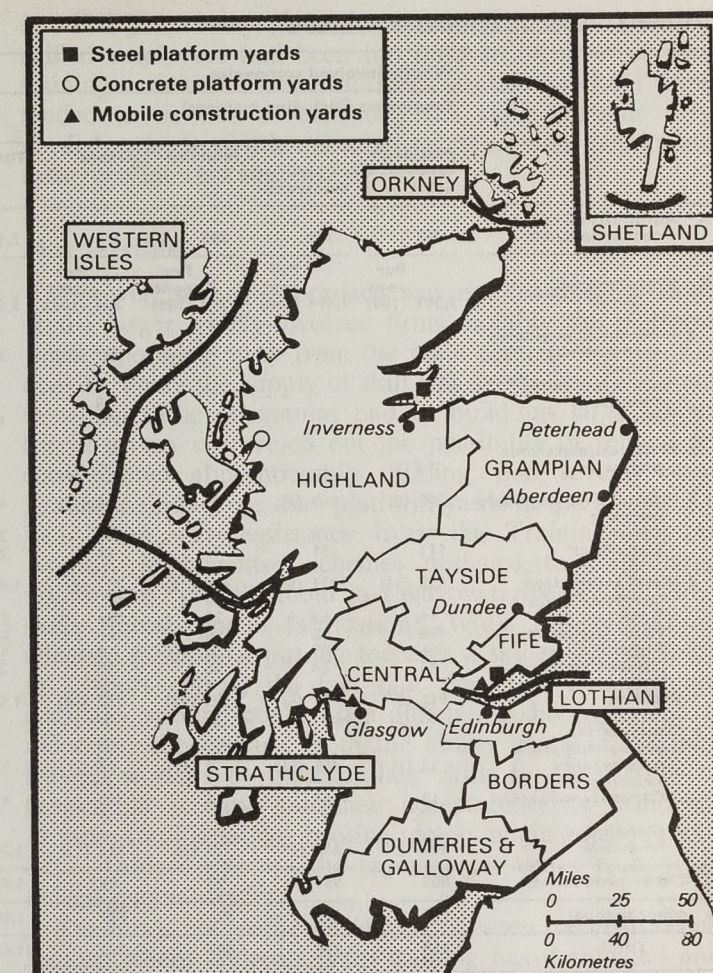
Although the new wholly-involved companies demanded skills which have traditionally been employed in large numbers in the Scottish manufacturing sector, their impact was particularly severe because of the geographical mismatch between supply and demand. The heaviest demand was not in the central belt with its established heavy industrial base, but in Grampian and Highland, where the existing stock of skilled labour was low.

A breakdown of skilled manual group occupations is given in table 1 showing the wholly-involved and partly-involved companies separately. In the wholly-involved companies, half the employees (and more than half in steel platform and module construction) were skilled manual workers. Table 1 shows the heavy dependence of the wholly-involved firms on metal fabrication and welding skills. Of a total of 5,850 skilled manual workers, metal fabrication occupations constituted a third, another 25 per cent were welders. Within this framework significant differences in skill distribution emerged.

Skilled workers

In the *steel platform yards* over 70 per cent of skilled workers were engaged in metal fabrication; about half of them were welders, while most of the others were plater/fabricators and rigger/erectors. Fairly small numbers of maintenance engineers were employed and the category "other skilled production" consisted mainly of scaffolders and crane operators. The occupational mix of the *module companies* closely resembled that of the steel platform yards but with an even greater dependence (90 per cent of skilled manual) on traditional fabrication skills. In the *concrete yards* the skill content was lower and biased towards construction trades, particularly joiners; large numbers of scaffolders, steel fixers and plant operators were also employed. Other *wholly-involved companies* (especially the oil tool firms) relied more on non-fabrication

Manpower planning



REGIONS OF SCOTLAND

(Local Government (Scotland) Act 1973)

engineering skills—turners, production and maintenance fitters. There were some wholly-involved firms where the emphasis on skilled manual occupations was low: pipecoating, for example, was a relatively unskilled activity, while manufacturers of specialist electrical and electronic equipment employed white-collar technicians rather than skilled manual workers. Overall, the proportion of administrative/technical staff was low—only 18 per cent compared with 26 per cent for the partly-involved firms. This difference could in part, be attributed to the operational site nature of the platform yards—much of the planning, design and administrative work being carried out elsewhere.

In the partly-involved firms 45 per cent of the labour force was in the skilled manual category compared with only 39 per cent of their non-oil employees. The spread of skills was wider than in the wholly-involved companies reflecting the broader range of industry represented. Metal fabrication and welding trades were still significant—36 per cent of the 4,800 skilled manual on oil work—but mechanical engineering (27 per cent) and maintenance engineering were also strongly represented. Perhaps because of the high specifications called for by the oil market there

Manpower planning

Table 1 Occupational structure

4th quarter 1975

	Wholly-involved companies					Partly-involved companies							
	Employees (including trainees)					Trainees		Short-ages	Employees (including trainees)		Trainees		Short-ages
	Platforms		Modules	Other	Total	Appren-tices	Others		Oil	Total	Appren-tices	Others	
	Steel	Concrete											
A Administrative technicians, etc	767	383	395	575	2,120	6	62	5	2,469	13,960	446	219	39
B Skilled manual Total	2,502 (100)	1,494 (100)	992 (100)	860 (100)	5,848 (100)	174	429	445	4,811 (100)	22,088 (100)	3,149	292	737
1 Mechanical engineers (production) including Machine tool setter/operator Turners	—	—	—	227 (26)	227 (4)	14	63	25	1,342 (27)	6,452 (29)	760	40	56
2 Electrical/electronic engineers	14 (1)	—	1	22 (3)	37 (1)	2	—	—	99 (2)	1,335 (6)	260	10	115
3 Maintenance engineers including Fitters Electricians	205 (8)	105 (7)	83 (8)	98 (11)	491 (8)	15	1	9	769 (16)	2,719 (12)	209	—	16
4 Metal fabrication including Pipefitters Plater/fabricators Rigger/erectors Caulker/burners	858 (34)	221 (15)	489 (49)	233 (27)	1,801 (31)	69	134	106	1,052 (22)	4,627 (21)	887	76	221
5 Welders	911 (37)	57 (4)	393 (40)	152 (18)	1,513 (26)	66	142	300	655 (14)	2,737 (13)	670	83	269
6 Construction production and maintenance including Carpenters/Joiners	33 (1)	459 (31)	8 (1)	14 (2)	514 (9)	8	—	—	123 (3)	509 (2)	36	17	33
7 Other skilled Production	481 (19)	652 (43)	18 (2)	114 (13)	1,265 (21)	—	89	5	771 (16)	3,709 (17)	327	66	27
C Other production	809	959	92	99	1,959	—	66	—	1,802	11,473	—	80	23
D Other manual	177	462	326	729	1,694	—	13	—	1,083	6,895	—	58	28
Total	4,255	3,298	1,805	2,263	11,621	180	570	550	10,165	54,416	3,595	649	827

Table 2 "New" oil jobs in key skills

	Welders		Platers/caulkers		Riggers/erectors		Turners	
	Oil jobs	Impact Per cent	Oil jobs	Impact Per cent	Oil jobs	Impact per cent	Oil jobs	Impact Per cent
Grampian	61	10	70	13	—	—	110	61
Highland	733	*	394	*	151	*	5	*
Strathclyde	324	3	287	3	179	6	—	—
Fife	314	36	221	27	146	42	—	—
Tayside	40	6	24	7	—	—	23	5
Lothian	35	3	35	8	26	5	—	—
Scotland	1,513	11	1,115	11	505	10	141	2

* 1971 stock negligible.

was less standardised production, and, as a consequence, the ratio on oil work of skilled to other workers was higher (particularly in pumps, valves and electrical equipment). However, for the most part the types of skills employed on oil mirrored those used on non-oil production.

Unlike the oil jobs in partly-involved firms, which were filled largely by redeploying existing labour, employment in wholly-involved companies was new. It therefore, imposed additional demands on the labour market, particularly for fabrication skills. The concentration of these jobs in Highland and Grampian outside the central belt (the main reservoir of these skills), accentuated the impact of the new companies on the metal using skill stock in these

regions. A crude indication of this is given in table 2 in which the "new" oil jobs in key skills are expressed as a percentage of the pre-oil stock as measured by the 1971 Census of Population.

In the Highlands the effect of oil developments was considerable. Faced with virtually a no-skill stock situation employers had to build up their labour forces from scratch, and quickly, by mounting extensive training programmes and by importing skills from elsewhere. In Grampian, where the existing stock of skills was bigger, the needs of the wholly-involved manufacturing firms were, for the most part, met from within the region, largely at the expense of indigenous companies. The impact on Fife was partly eased

Manpower planning

by recruitment from its neighbouring regions of Tayside and Lothian. Given the size of the labour market, the effect on Strathclyde appeared marginal, both in absolute and proportional terms, but the impact was greater than the figures suggest. In the first place the additional demand coincided with a high level of activity in other industries using fabrication skills, particularly shipbuilding, and secondly there was some evidence of skilled workers being syphoned off by oil-related companies using Strathclyde as a recruiting ground for projects elsewhere in Scotland.

Training

No formal training of any kind was undertaken by 41 per cent of the wholly-involved companies and what training was being done was concentrated within eight firms. It focused mainly (over 70 per cent of the total) on "green" labour. In contrast among the partly-involved companies, training was more evenly spread (only 11 per cent did no training) and was largely geared to the apprenticeship system.

The volume and type of training in the wholly- and partly-involved companies is shown in table 3.

Table 3 Training activity in oil-related firms (skilled manual)

	Wholly-involved companies		Partly-involved companies	
	Number of firms	Number of trainees	Number of firms	Number of trainees
Apprentices only	12	46	39	1,113
Other trainees only	2	—	97	33
Apprentices and other trainees	6	128	19	2,036
Not training	17	—	8	—
Total	37	174	69	3,149

Various reasons were advanced by the wholly-involved companies for the lack of training activity—the range of work was too narrow for apprenticeships; heavy investment

in training was risky, given the instability of the oil market; skilled employees had been too busy to be diverted into training activities. The recruitment strategy of these firms tended to be one of attracting the skilled labour they needed away from other companies rather than developing their own internal sources.

Not feasible

However, such an approach was not feasible for some of the larger wholly-involved firms, notably the platform yards, operating away from the main centres of industrial activity where the supply of skill was short. The time span in which these companies had to build up large labour forces in any case ruled out the possibility of relying on conventional apprenticeship training, and several companies, including the steel platform yards in the Highlands, had, often with assistance from the Training Services Agency, implemented schemes designed to train large numbers of "green" labour in a narrow range of specialised skills (mostly metal fabrication). While this proved an effective method of putting together a skilled labour force in a short period, the fact that the skills obtained are company specific could raise difficulties should redeployment prove necessary. Both the ability of these specially trained workers to transfer their skills to other types of fabrication activity, and their acceptability as "dilutees" in more traditional engineering sectors might present problems. Table 4 sets out the regional pattern of training in skilled manual trades.

There is a noticeable distinction between the central belt regions where apprenticeship training has dominated and the more isolated regions where there has been more non-craft training.

In the partly involved companies "green" labour training was marginal (9 per cent) to their total training effort. Training activity in these companies was part of their established practice, reflecting industrial traditions in the central belt, which diversification into oil work had done little to alter. They relied almost exclusively on the apprenticeship system, especially in mechanical, electrical and maintenance engineering trades. Proportionately there was a strong bias towards fabrication trades—almost 50

Table 4 Regional distribution of skilled manual trainees

Region	Wholly-involved firms				Partly-involved firms			
	Number of firms employing skills	Number of firms training	Apprentices	Others	Number of firms employing skills	Number of firms training	Apprentices	Others
Grampian	17	7	16	65	13	12	263	67
Highland	5	4	58	241	—	—	—	—
Western Isles	1	1	6	64	—	—	—	—
Strathclyde	3	2	31	11	37	32	2,284	115
Central	1	0	—	—	2	2	94	20
Lothian	2	1	6	—	11	10	421	63
Fife	3	2	34	6	5	4	87	21
Tayside	5	3	23	42	—	—	—	—
Borders	—	—	—	—	1	1	—	6
Scotland	37	20	174	429	71	61	3,149	292

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per cent of apprentices were being trained in this sector—although employment in those skills amounted to only 35 per cent of the skilled manual total. Training volume was more evenly distributed between companies than in the wholly involved firms although shipbuilding establishments, with only 20 per cent of total employment (oil plus non-oil) in partly-involved companies undertook nearly half of the skilled manual training.

Availability of labour

Firms were asked to provide an occupational breakdown of their labour shortages, defined as "the additions to employment in each occupation which you would wish to make to work on current contracts if labour were immediately available".

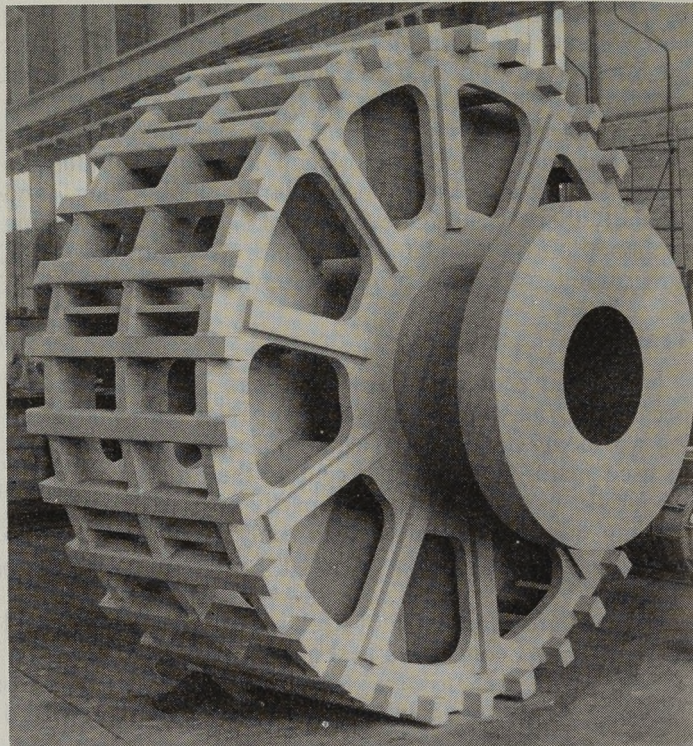
Wholly-involved companies reported shortages amounting to about 8 per cent of skilled manual employment and, for the partly-involved companies the corresponding figure was 3 per cent. On the other hand only 29 per cent of the wholly-involved firms considered that labour was not readily available, compared with 44 per cent of the partly-involved firms. This apparent contradiction may be partly explained by different interpretations placed on the term "shortages" by wholly- and partly-involved firms. The wholly-involved firms indicating shortages were all in the process of expanding their labour forces and, from past experience expected little difficulty in attracting suitable recruits. The shortages reported by them could perhaps be considered "frictional" and were more indicative of future recruitment intentions than evidence of major recruitment difficulty. While shortages among party-involved firms were smaller, they tended to reflect a genuine inability to maintain (or reach) the desired level of employment and presented a more intractable problem.

Main difficulties

In table 1 it is clear that the main difficulties in September 1975 were in skilled manual occupations. Welding accounted for nearly half the shortages with large numbers also reported for platers, caulkers/burners, production electricians and turners. While the concentration of partly-involved firms in Strathclyde produced the largest number of shortages in absolute terms, the relative position (that is shortages as a percentage of employment) was more severe in both Grampian and the Highlands. In Grampian, shortages in the mechanical, electrical and maintenance engineering trades tended to be small but widespread, whereas those in the metal fabrication occupations were fairly severe for a few firms. Most of the shortages in Highlands Region were reported by one of the steel platform yards.

The labour market, both overall and in specific occupations, has eased considerably since the survey was conducted and a year later, in the third quarter of 1976 unemployment, for example among welders, had increased and notified vacancies had dropped by about one third.

There were noticeable differences in the way wholly- and partly-involved companies perceived their shortage diffi-



Robertson and Ferguson Ltd started 40 years ago making wrought iron gates. Now North Sea oil means orders like this 27 ton rotor.

culties, and in their response to them. Competition from other employers was the most frequently mentioned problem in the partly-involved firms and they were much more likely to regard training as a remedy. Wholly-involved companies on the other hand enjoyed the advantage of high pay—information gathered in the course of company visits confirmed that both rates of pay and hours of overtime worked by skilled workers were generally higher in these firms. Only one mentioned competition as a problem. Wholly-involved companies were more inclined to extend recruitment catchment areas to alleviate shortages than to seek internal solutions such as training. Lack of housing was seen as a constraint in Grampian by both wholly- and partly-involved companies.

Summary

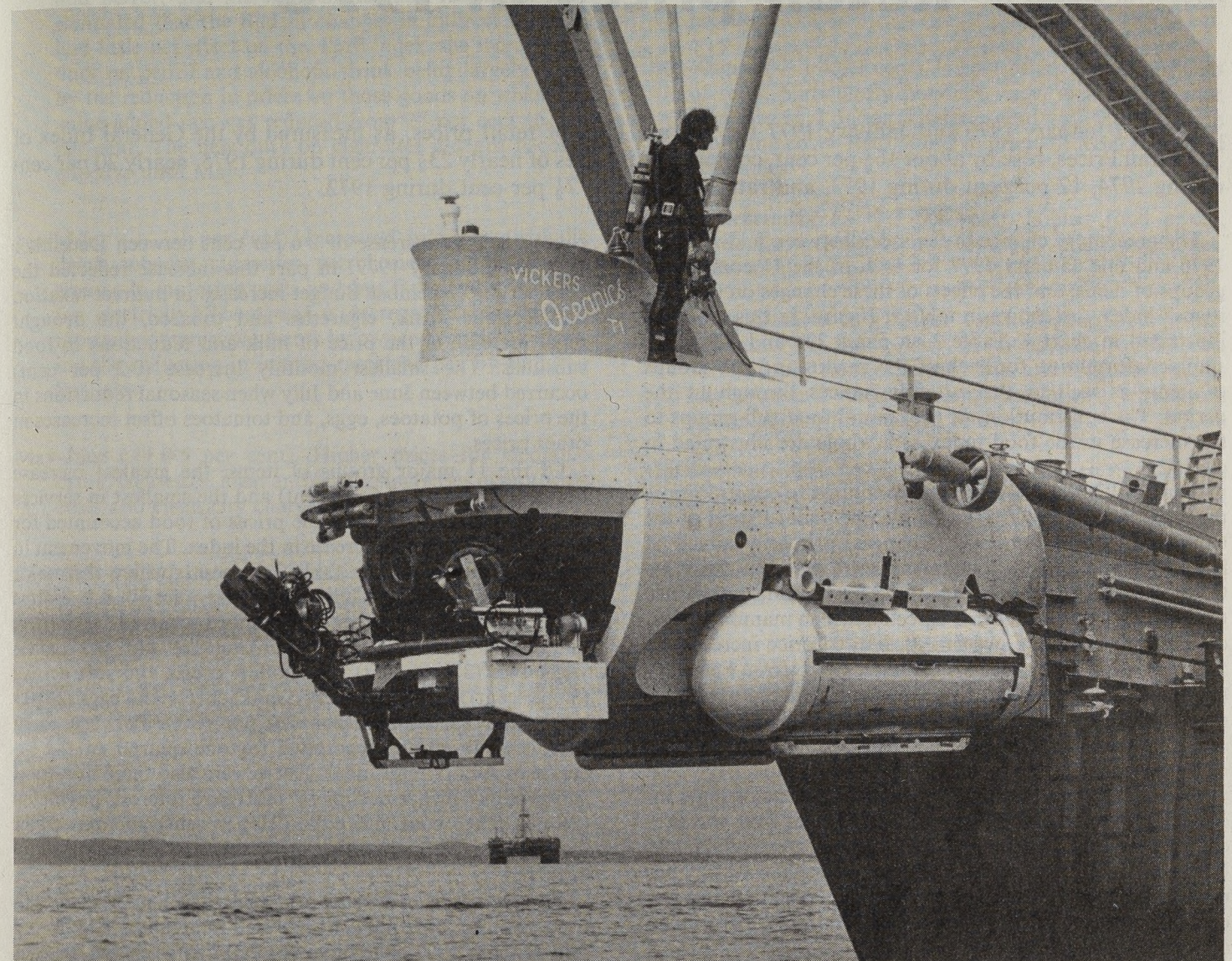
The main findings of the survey were that:

oil-related work has generally required a high input of manual skills;

the key occupations are in the metal fabrication category—welders, plater/fabricators, caulkers/burners and rigger/erectors;

the impact of the new oil jobs was greatest in the Highlands—where the largest demand coincided with the

Manpower planning



North sea oil means new technology. Vickers Offshore Engineering's T1 submersible is the largest in Europe and can remain underwater for more than eight hours.

lowest skill base—and in other areas outside the central belt;

the majority of wholly-involved firms either did no training at all or did it only on a small scale, except those away from readily available supplies of skilled labour, who achieved their build up with large scale "green" labour training programmes;

most of the longer established partly-involved companies were doing training and used the traditional apprenticeship methods;

virtually all labour shortages were in skilled manual occupations (especially welders);

wholly-involved firms reported more shortages in relation to their employment than the partly-involved but they were frictional shortages;

recruitment problems of the wholly-involved firms were eased by their ability to offer high earnings.

More generally there was encouraging evidence of the ability of sections of the labour market to respond rapidly to large scale new demand. ■

Retail prices in 1976

Between January 1976 and January 1977 the average level of retail prices, as measured by the General Index of Retail Prices, rose by about 16½ per cent, compared with rises of nearly 23½ per cent during 1975, nearly 20 per cent during 1974, 12 per cent during 1973, and rather more than 7½ per cent during 1972.

The percentage change in the index between mid-January 1976 and mid-January 1977 for each of the 11 component groups of items, and the effects of these changes on the "all-items" index, are shown in table 1. Figures in this table are illustrated in chart 1. Table 2 on pages 228 and 229, gives similar information for each of the groups and sub-groups of items as well as the monthly indices throughout the period. The contributions of the several food sub-groups to the increase in the food index as a whole are illustrated in chart 2.

During 1976 the Government continued to control prices through the operation of the Price Code under Part II of the Counter-Inflation Act 1973. Changes, primarily aimed at improving the level of investment, were made in the Price Code with effect from August 1, 1976. In addition, "Price Check", a voluntary scheme agreed between manufacturers, distributors and the Government, limited price increases to 5 per cent on a wide range of consumer goods from February to August. In the event, the Price Commission reported that, on a weighted average basis, the prices of all items in the scheme increased by only 2.8 per cent during the six months of the scheme.

The rate of inflation, as measured by the percentage increase in the General Index of Retail Prices over the preceding 12 months, continued the downward trend which had begun in September 1975 until July, when it was 12.9 per cent; subsequently it started to rise again, reaching 16.6 per cent in January 1977. The largest monthly percentage

Table 1

Expenditure group	Change in group index between January 1976 and January 1977	Effect on "all-items" index of change in group index between January 1976 and January 1977
	per cent	per cent
Food	+23.5	+5.4
Alcoholic drink	+16.6	+1.3
Tobacco	+18.8	+0.9
Housing	+14.3	+1.6
Fuel and light	+17.8	+1.0
Durable household goods	+11.5	+0.9
Clothing and footwear	+12.9	+1.1
Transport and vehicles	+13.9	+1.9
Miscellaneous goods	+15.7	+1.2
Services	+ 8.3	+0.5
Meals bought and consumed outside the home	+17.9	+0.8
All items	+16.6	+16.6

change was an increase of 2.6 per cent between December 1976 and January 1977: in part this increase reflected the effect of the December Budget increases in indirect taxation on alcoholic drink, cigarettes and tobacco, the drought relief increase in the price of milk and reductions in food subsidies. The smallest monthly increase (0.2 per cent) occurred between June and July when seasonal reductions in the prices of potatoes, eggs, and tomatoes offset increases in other prices.

Of the 11 major groups of items, the greatest increase occurred in food (23.5 per cent) and the smallest in services (8.3 per cent). Increases in the prices of food accounted for one third of the total increase in the index. The movement in the sub-group indices in table 2 pinpoints where the major increases took place. Within food there were six sub-groups in which increases of 20 per cent or more occurred: viz butter, margarine, lard and other cooking fat (40 per cent); vegetables (37 per cent); tea, coffee, cocoa and soft drinks (36 per cent); fish (25 per cent); milk, cheese and eggs (24 per cent); and meat and bacon (20 per cent). Between them these six sub-groups accounted for one quarter of the increase in the all-items index. There were also three non-food sub-groups—owner occupiers' mortgage interest payments (26 per cent), coal and coke (21 per cent) and passenger fares (20 per cent)—in which increases of 20 per cent or more occurred.

The average level of retail prices for "all-items" other than food rose by 14.5 per cent between mid-January 1976 and mid-January 1977. The index for "all-items" except items of food the prices of which show significant seasonal variations, rose by 15.8 per cent. The index for goods and services mainly produced by nationalised industries rose by 15.0 per cent.

Chronological summary of monthly changes during the year

The principal factors contributing to the monthly changes in the index during the year were as follows:

January-February (+ 1.3 per cent). Higher prices for potatoes and other fresh vegetables, beer, eggs and many other articles of food and clothing; higher average charges for canteen and restaurant meals. Petrol prices fell.

February-March (+ 0.5 per cent). Higher average prices for seasonal foods, chiefly potatoes and other fresh vegetables.

March-April (+ 1.9 per cent). Higher prices for many items of food and drink, including seasonal foods, bread, meat and meals bought and consumed outside the home; higher local rates and water charges; higher rents; higher prices for electricity, coal and coke, cars and petrol; and increases in bus and rail fares. It is estimated that the Budget changes in indirect taxation had little net effect on the April index, the increases in duty on petrol and alcoholic drink being largely offset by the reduction in prices on those goods on which the value-added tax was reduced from 25 per cent to 12½ per cent. The new duty on cigarettes did not become effective until May.

April-May (+ 1.1 per cent). Increased prices in alcoholic drink, tobacco, cigarettes, petrol, meat and butter; increases in motoring costs and bus fares and in charges for electricity. There was a decrease in the level of mortgage-interest payments by owner-occupiers following the reduction in interest rates charged by Building Societies.

May-June (+ 0.5 per cent). Higher prices for alcoholic drink, cigarettes, meat and butter; increases in motoring costs and electricity charges.

June-July (+ 0.2 per cent). Increases in the prices of alcoholic drink, cars, some foods, surgical goods, toilet

requisites and many other goods and services; increases in bus fares and electricity charges. There were reductions in the prices of potatoes, eggs and tomatoes. It is estimated that of the 3¾ per cent increase in the index between March and July, about ¾ per cent can be attributed to the April Budget changes in indirect taxation.

July-August (+ 1.4 per cent). Higher prices of many articles of food, particularly potatoes, eggs, meat and bread; increases in London Underground rail fares and in motoring costs. Reductions in prices of fresh fruits and vegetables.

August-September (+ 1.3 per cent). Higher food prices, particularly those of potatoes and other vegetables, milk, meat and bacon.

September-October (+ 1.8 per cent). Higher food prices; increases in the prices of household appliances, furniture and floor coverings, coal and coke, cars, men's and women's outer clothing, stationery, travel and sports goods; increases in rents.

October-November (+ 1.4 per cent). Higher food prices, particularly those of fresh fruit and vegetables, tea and coffee; increases in the charges for gas and other fuels.

November-December (+ 1.3 per cent). Higher food prices; increase in the level of mortgage interest payments by

Chart 1 Contributions of the main groups of goods and service to the increase in the "All items" index in 1976.

The area of each bar (weight × price increase) shows the amount each group contributed to the overall increase for the year (16.6 per cent, see table 1)

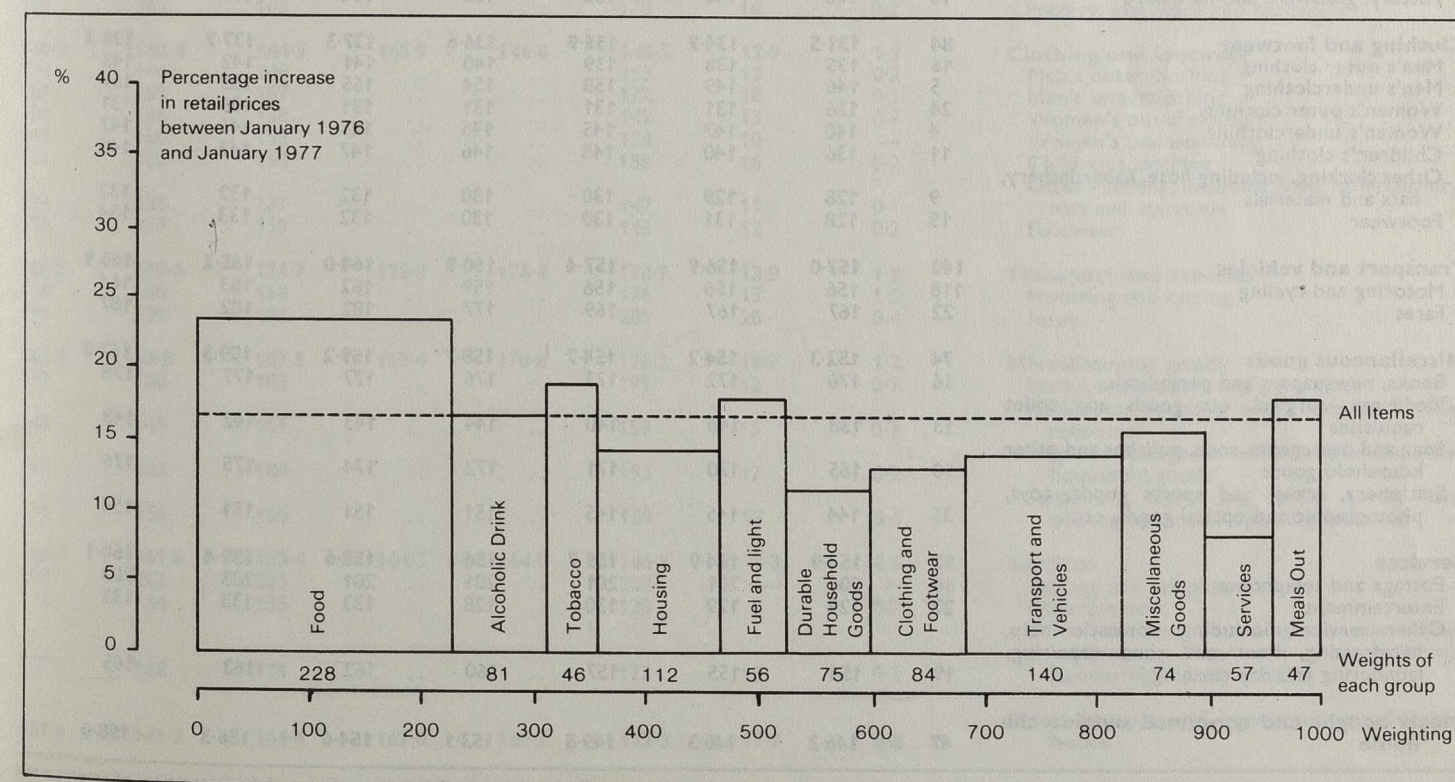
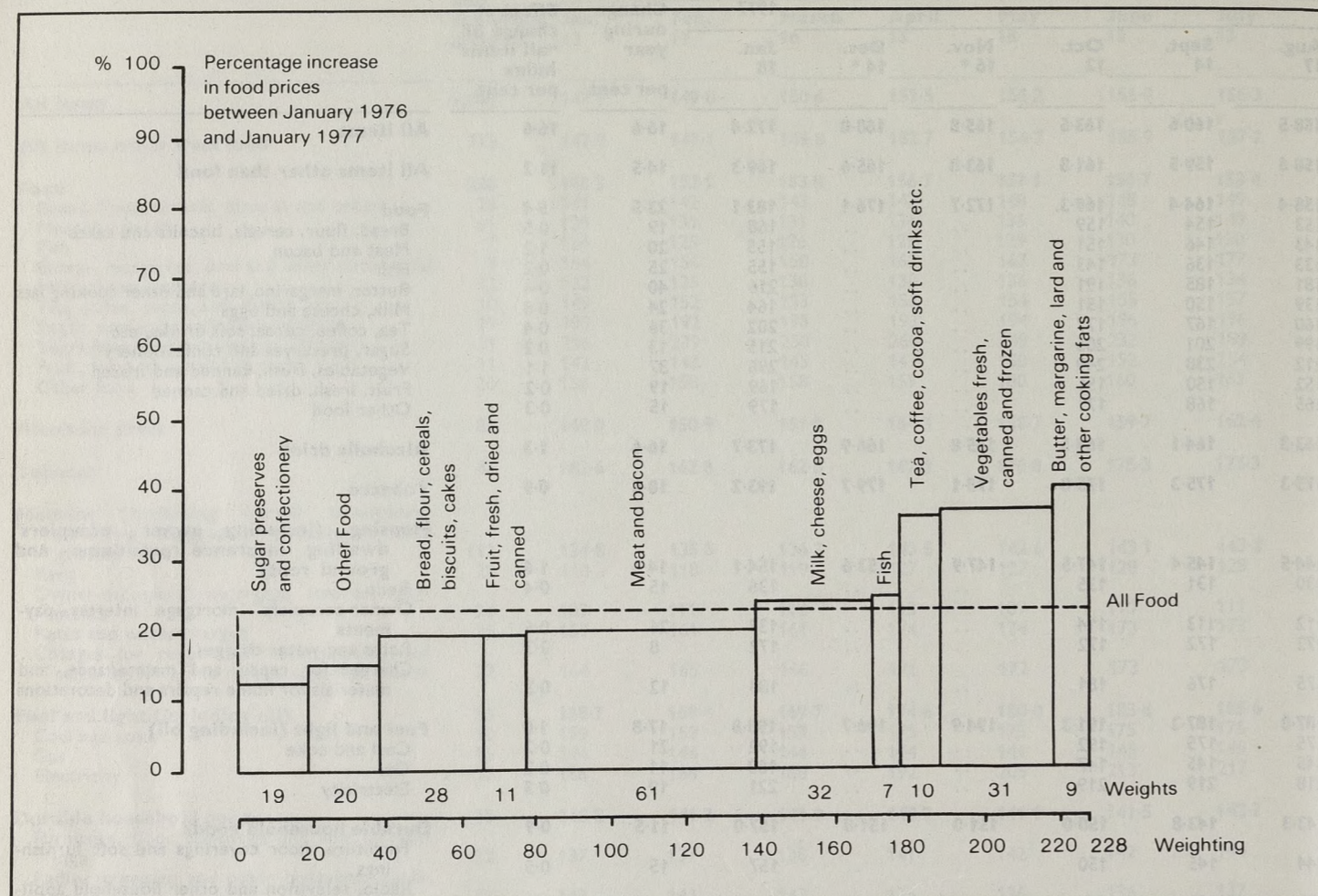


Chart 2 Contributions of food subgroups to the increase in the food index in 1976.

The area of each bar (weight × price increase) shows the amount each group contributed to the overall increase for the year (23.5 per cent, see table 2)



owner-occupiers following the increase in interest rates charged by building societies from 10½ per cent to 12¼ per cent per annum; increases in motoring costs and gas tariffs.

December-January (+ 2.6 per cent). Higher food prices, particularly those of milk and vegetables; increases in the prices of alcoholic drink, cigarettes and tobacco arising from the December 1976 Budget changes in indirect taxation; increases in motoring costs and passenger fares.

Movement of prices within the major groups

Group 1—Food (Weight 228). The index for the food group as a whole rose in all months of the year except June and July when reductions in the prices of seasonal foods more than offset other increases. The upward trend was noticeably more steep towards the end of the year than at the beginning. At January 1977 it was 23.5 per cent higher than in January 1976. Upward pressures came from seasonal foods, notably vegetables, foods imported for direct consumption and

home-produced foods. The indices for these three groups of foods rose by 35 per cent, 25 per cent and 23 per cent respectively, whereas the indices for manufactured foods rose by only 17 per cent. The average level of prices of all food items other than those whose prices show significant seasonal variations rose during the year by 21 per cent, a similar rate of increase to the previous year.

Prices of bread rose by about 23 per cent during the year, the principal increases occurring in April, August and January 1977. A rise of 19 per cent was shown in the index for the sub-group, which includes bread, flour, cereals, biscuits and cakes. The largest contribution (see chart 2) to the increase in the food index derived from the prices of meat and bacon which rose steadily throughout the year by 20 per cent: within this sub-group the prices of beef rose by 27 per cent, lamb (including imported) by 35 per cent and chicken by about 30 per cent, while the prices of pork and bacon rose by only 6 per cent. Fish prices rose by 25 per cent during the year, the rate of increase being more pronounced towards the end of the year. There was a greater rise than any other in the index of the sub-group consisting of butter, margarine and cooking fats, which rose by 40 per cent. Butter prices rose by some 60 per cent, about half of which could be attributed to the reduction in, and eventual abolition of, the

subsidy. In contrast, the prices of margarine and cooking fats rose by only 15 per cent and 16 per cent respectively. The maximum permitted prices of milk were raised on two occasions during the year, in September 1976 and January 1977, giving an annual increase of 24 per cent. The price of cheese rose by 23 per cent, over three-quarters of which could be related to reductions in subsidies. The prices of eggs fell in the summer months but were 35 per cent higher in January 1977 than they were in January 1976. The level of prices for milk, cheese and eggs taken together, rose by 24 per cent over the year. Beverages and soft drinks increased in price by 36 per cent. The price of tea rose on average by some 65 per cent having remained steady until September when the subsidy was withdrawn. Prices of coffee and cocoa rose continuously throughout the year by about 70 per cent and 50 per cent respectively, but those of soft drinks rose by only 8 per cent. Sugar prices remained steady throughout the year and the index for the sub-group of sugar, preserves and confectionery rose by 13 per cent, the lowest increase of any of the food sub-groups. Vegetable prices, another major contributor to the increase in the food index, rose by 37 per cent over the year, chiefly as a result of the high prices of fresh vegetables. Raw potatoes began the year at average prices of 9½p/10p per pound and ended the year at average prices of 12½p/13p per pound. Prices of fresh, dried and canned fruit, taken together, rose by 19 per cent over the year, but dried fruit prices rose rapidly toward the end of the year and were about 50 per cent higher on average in January 1977 than in the previous January.

The levels of government food subsidies were substantially reduced over the year as follows:

	Approximate value of subsidies at retail level	
	January 1976	January 1977
	pence	pence
Milk (per pint)	2	1
Bread (per large loaf)	2	1
Butter (per lb)	11	nil
Cheese (per lb)	12	3
Tea (per lb)	8	nil
Household flour (per 3 lb)	3	3

The value of the subsidies in operation at the end of the year was equivalent to about 2 points on the food index and those in operation at the beginning of the year were equivalent to just over 5½ points. The reduction in the subsidies could thus have added about 3½ points (some 2½ per cent) to the food index over the year.

Group II—Alcoholic drink (Weight 81). Prices of alcoholic drinks rose by 16½ per cent during the year, but more than half of this increase could be attributed to increases in the rates of indirect taxation imposed by the April and December Budgets.

Group III—Tobacco (Weight 46). The prices of cigarettes and tobacco rose by almost 19 per cent over the year. The increases were due almost entirely to increases in indirect taxation imposed by the two Budgets in April and December.

Group IV—Housing (Weight 112). The indices for rents and rates rose by 15 per cent and 8 per cent respectively after taking rebates into account. The index for mortgage interest payments made by owner-occupiers was affected by two

changes in the rate of interest charged by building societies, a reduction of one half of one per cent in May and an increase of 1¾ per cent in December to 12¼ per cent. Over the year the index rose by 26 per cent, accounting for well over one third of the increase in the index for the housing group as a whole, which rose by rather more than 14 per cent over the year. The cost of repairs and maintenance rose by 12 per cent.

Group V—Fuel and light (Weight 56). There were two increases of about ten per cent in the prices of household coal and coke in April and October with the result that over the year the average level of prices of solid fuels rose by 21 per cent. Gas tariffs were held until October when they increased by about ten per cent, the index rising by 11 per cent over the year. Electricity tariffs were increased in April and together with fuel clause adjustments caused the index to rise by 19 per cent over the year. Prices of paraffin and domestic fuel oils were raised in August and again in November and over the year showed an increase of 28 per cent. The index for fuel and light as a whole rose over the year by almost 18 per cent, half of which was due to rises in electricity prices.

Group VI—Durable household goods (Weight 75). Prices of furniture, floor coverings and soft furnishings rose slowly during the first nine months of the year but more sharply following the termination of the Price Check scheme and by January 1977 were 15 per cent more than in the previous January. Prices of radio and television sets and many domestic electrical appliances fell, following the reduction from 25 per cent to 12½ per cent in the rate of value-added tax in the April Budget but rose again after the Price Check scheme had ended. Over the year prices rose by 7 per cent. The prices of pottery, glassware and hardware increased steadily over the year by 16 per cent and combined with the other sub-groups to produce a rise of 11½ per cent for all durable household goods.

Group VII—Clothing and footwear (Weight 84). Prices of clothing and footwear rose gradually throughout the year by almost 13 per cent. The prices of children's clothing and men's underclothing rose rather more than those of women's and women's outer clothing, while the prices of women's underclothing rose least at 10 per cent. Footwear prices rose by 12 per cent.

Group VIII—Transport and vehicles (Weight 140). The prices of new and second-hand motor vehicles rose steadily throughout the year by about 19 per cent. The costs of maintenance rose by about the same amount; towards the end of the year the costs were affected by the termination of the Price Check scheme and the increase in the fee for the MOT test. Petrol prices were falling in the early months of the year but rose in April as a result of indirect tax changes. They did not rise again significantly until late in the year and in January 1977 were 7 per cent higher than in the previous January. Taken together, motoring and cycling costs rose by some 13 per cent over the year. Fares on public transport, on the other hand, increased by 20 per cent. British Rail increased their fares in April and again in January 1977, while London Underground fares rose in July, giving an increase of 25 per cent over the year for all rail fares. Bus fares rose steadily throughout the year by about 18 per cent. The group index for transport and vehicles as a whole rose by

almost 14 per cent during the year, compared with over 20 per cent during the previous year.

Group IX—Miscellaneous goods (Weight 74). The prices of books, newspapers and periodicals rose steadily during the year by some 12 per cent, whilst those of medicines, surgical goods and toiletries rose by 15 per cent. The prices of soaps and detergents increased by 10 per cent, but those of soda and polishes increased by about 26 per cent; the sub-group index for these articles rose by 17 per cent. Prices of stationery also increased by about 17 per cent, and the index for all these miscellaneous goods taken together, by nearly 16 per cent.

Group X—Services (Weight 57). Apart from increases in parcel postage rates in June there was little change in the index for postage and telephone. Television rentals benefited

from the reduction in value-added tax in the April Budget, but rose again by about 5 per cent, while admission charges to cinemas and football matches rose by some 13 per cent during the year. Other services such as domestic help, hair-dressing, shoe repairing, laundering and dry-cleaning rose on average by about 15 per cent. The group index for all these services rose by rather more than 8 per cent, the lowest increase of all the major groups.

Group XI—Meals bought and consumed outside the home (Weight 47). The charge for state school meals did not change during the year. Charges for canteen and restaurant meals rose on average by about 19 per cent so that, taken together, the costs of meals bought and consumed outside the home increased on average by about 18 per cent at a rate very similar to the all-items index. ■

Employment of women and young people: special exemption orders—end-year 1976 and January 1977

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 December 31, 1976, and the distribution of these workers by 14 main industry groups were:

Industry group	Women 18 years and over	Male young persons of 16 but under 18	Female young persons of 16 but under 18	Total
Food, drink and tobacco	60,666	1,506	1,730	63,902
Coal and petroleum products and chemicals and allied industries	9,909	330	506	10,745
Metal manufacture	2,333	637	1	2,971
Mechanical, instrument and electrical engineering	34,299	736	660	35,695
Metal goods not elsewhere specified	13,281	546	159	13,986
Hosiery and other knitted goods	2,769	167	288	3,264
Cotton, linen and lace	7,827	603	457	8,887
Wool and worsted	5,526	349	428	6,303
Other textiles	6,071	575	355	7,001
Clothing and footwear, leather goods and fur	6,005	128	1,380	7,513
Bricks, pottery, glass, cement, etc	4,904	241	64	5,209
Timber, furniture, etc	473	167	19	659
Paper, printing and publishing	16,640	852	584	18,076
Other manufacturing industries and miscellaneous services	25,813	725	479	27,017
Total	196,516	7,562	7,110	211,188

The number of Special Exemption Orders issued during the calendar year ended on December 31, 1976† were:

Period of validity	Number of new orders	Number of renewal orders
Over 6 months and up to 12 months	836	2,728
Over 3 months and up to 6 months	65	46
Three months or less	87	19
Total	988	2,793

The number of women and young people covered by special Exemption Orders current on January 31, 1977 according to the type of employment permitted‡:

Type of employment permitted by the orders	Women 18 years and over	Male young persons of 16 but under 18	Female young persons of 16 but under 18	Total
Extended hours§	22,016	942	1,476	24,434
Double day shifts||	43,104	2,927	2,336	48,367
Long spells	9,969	284	1,087	11,340
Night shifts	44,459	1,282	—	45,741
Part-time work¶	18,201	86	115	18,402
Saturday afternoon work	7,273	214	164	7,651
Sunday work	40,428	1,407	1,493	43,328
Miscellaneous	6,022	383	217	6,622
Total	191,472	7,525	6,888	205,885

* See page 128 of the February 1977 issue of the Gazette for analysis according to type of employment permitted by these orders.

† Corresponding information for December 31, 1975, was published on page 260 of the March 1976 issue of the Gazette.

‡ 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 from time to time.

§ "Extended hours" are those worked in excess of the limitations imposed by the Factories Act in respect of daily hours of overtime.

|| Includes 18,601 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

The Family Expenditure Survey and annual revision of the weights for the retail prices indices

THE DATA from the Family Expenditure Survey (FES), which have been used as a basis for calculating the weights of the retail prices index relating to 1977, are published herein. The weights for the general index of retail prices are given later in this article while those for the retail price indices for pensioner households will be published in the April issue of the *Gazette*. Similar articles giving the FES data have been published in recent years, the last two being in the *Gazettes* for December 1974 and January 1976. The main results of the FES are published on a calendar year basis, those relating to 1975 appearing in the *Gazette* for September 1976. The somewhat later than usual publication of the FES data in this article has resulted from a delay in compilation because of the effects of recent industrial action by some staff in the Department of Employment.

The figures from the FES in this article relate to the year ending June 1976, the latest date for which information is available. The tables show the information relating to the broad group of households covered by the general index of retail prices and to the households covered by each of the two indices for "pensioners" (pensioners of limited means as defined below). In addition, for purposes of comparison, the expenditure pattern is shown for all households that took part in the FES.

Definition of "pensioner" households

The pensioner households covered by the special price indices are those of limited means. A "pensioner" household is defined as one in which at least three-quarters of the total income of the household is derived from national insurance retirement and similar pensions, including benefits paid in supplement to, or instead of, such pensions. All heads of households included, whether men or women, are over 60 years of age. The term "national insurance and similar pensions" covers, as well as national insurance pensions proper, national insurance disablement and war disability pensions, and supplementary benefit in conjunction with these disability payments; in a small number of cases unemployment, sickness and industrial injury benefits paid to men and women over retirement age who have not worked for long periods are also included.

The intention is to identify income from the state (other than occupational pensions) paid to people who have ceased to work on account of age. The list above does not include income received by anyone under 60. All households in which the total income received from the above sources is at least three-quarters of the total household income are defined as "pensioner" households: these amount to about 11 per cent of households.

The form of this definition excludes most households in which there is a retired person in receipt of a sizeable

occupational pension in addition to NI retirement or similar pensions; also any household in which there is significant earned income. In fact, the number of retired persons (men 65 and over, women 60 and over, not working) in the survey was 2,665 of whom only 1,047 were located in pensioner households as defined for the retail prices index. Most of the remainder were part of general index households, some 667, or 11 per cent, of such households having a retired head.

Of the 790 pensioner households in the survey, 501 consisted of one person, and 278 of two persons, leaving 11 larger pensioner households.

General index and higher income households

The general index of retail prices covers all households with the exception of (a) "pensioner" households as already described and (b) those households in which the head had an income above a certain limit. This income limit is set so as to exclude some 3-4 per cent of households. In effect this means

Household characteristics by type of household in the year ended June 1976

	One-person pensioner households	Two-person pensioner households	"General index" households	All households in survey
Total number of households	501	278	6,107	7,159
Total number of persons	501	556	17,900	19,873
Total number of adults	501	556	12,314	13,954
Total number of retired persons	491	530	1,597	2,665
Average number of persons per household				
All persons	1.00	2.00	2.93	2.78
Males	0.16	0.94	1.44	1.35
Females	0.84	1.07	1.49	1.43
Adults	1.00	2.00	2.02	1.95
Persons under 65	0.11	0.22	1.76	1.60
Persons 65 and over	0.89	1.78	0.25	0.35
Children	—	—	0.92	0.83
Children under 2	—	—	0.08	0.08
Children 2 and under 5	—	—	0.16	0.14
Children 5 and under 18	—	—	0.68	0.61
Persons working	0.02	0.05	1.51	1.35
Persons not working	0.98	1.95	1.42	1.43
Men 65 and over, women 60 and over	0.98	1.91	0.26	0.37
Others	—	0.04	1.16	1.06
Average age of head of household	73	73	47	50
Number of households by type of housing tenure				
Rented unfurnished	395	195	2,442	3,051
Local authority	282	134	1,831	2,257
Other	113	61	611	794
Rented furnished	13	—	310	328
Rent-free	16	3	166	189
Owner-occupied	77	80	3,189	3,591
In process of purchase	6	4	1,880	2,069
Owned outright	71	76	1,309	1,522

General index of retail prices: annual revision of weights

Weights to be used in 1977

In line with the above description, the FES data have been adjusted for the purposes of the general index of retail prices and the following weights will be used in 1977:

FOOD	
Bread	13
Flour	1
Other cereals	3
Biscuits	6
Cakes, buns, pastries, etc	6
Beef	19
Mutton and lamb	8
Pork	5
Bacon	7
Ham (cooked)	3
Sausages, pies, canned meat and other meat products, offal and poultry	21
Fish, fresh, dried, canned, etc	8
Butter	8
Margarine	2
Lard and other cooking fats	2
Cheese	5
Eggs	6
Milk, fresh	20
Milk, canned, dried, etc	3
Tea	4
Coffee, cocoa, proprietary drinks	4
Soft drinks	6
Sugar	4
Jam, marmalade and syrup	2
Potatoes	16
Tomatoes	19
Other fresh vegetables and canned, frozen, etc vegetables	12
Fruit, fresh, canned, dried, etc	14
Sweets and chocolates	3
Ice cream	12
Other foods	5
Food for animals	5
Total, Food	247
ALCOHOLIC DRINK	
Beer, etc	51
Spirits, wines, etc	32
Total, Alcoholic drink	83
TOBACCO	
Cigarettes	42
Tobacco	4
Total, Tobacco	46
HOUSING	
Rent	31
Owner-occupiers' mortgage interest payments	27
Owner-occupiers' dwelling insurance premiums and ground rent	2
Rates and water charges	32
Charges for repairs, maintenance, etc	8
Materials for home repairs, decorations, etc	12
Total, Housing	112
FUEL AND LIGHT	
Coal	8
Coke	2
Gas	15
Electricity	28
Oil and other fuel and light	5
Total, Fuel and light	58

General

The FES expenditure figures in the table are subject to sampling variation, and approximate standard errors as percentage of the estimated mean for all households are given. Standard errors of the estimated means for any other household groups may be obtained on request from the Department of Employment, Statistics D1, 26 King Street, London SW1Y 6RB.

DURABLE HOUSEHOLD GOODS	
Furniture	13
Radio, television, etc	10
Other household appliances	15
Floor coverings	8
Soft furnishings	7
Chinaware, glassware, etc	2
Hardware, ironmongery, etc	8
Total, Durable household goods	63
CLOTHING AND FOOTWEAR	
Men's outer clothing	16
Men's underclothing	5
Women's outer clothing	23
Women's underclothing	3
Children's outer clothing	9
Children's underclothing	1
Hose	3
Gloves, haberdashery, hats, etc	4
Clothing materials	2
Men's footwear	5
Women's footwear	7
Children's footwear	4
Total, Clothing and footwear	82
TRANSPORT AND VEHICLES	
Purchase of motor vehicles	50
Maintenance of motor vehicles	14
Petrol and oil	38
Motor licences	7
Motor insurance	7
Cycles and other vehicles	2
Rail transport	7
Bus, etc transport	14
Total, Transport and vehicles	139
MISCELLANEOUS GOODS	
Books	3
Newspapers and periodicals	12
Writing paper and other stationers' goods	4
Medicine and surgical, etc goods	3
Toilet requisites	9
Soap and other detergents	5
Soda, polishes, etc	3
Other household goods	2
Travel and sports goods, leather goods, jewellery, etc	15
Photographic and optical goods	5
Toys	5
Plants, flowers, horticultural goods, etc	5
Total, Miscellaneous goods	71
SERVICES	
Postage, etc	3
Telephone, telegrams, etc	10
Television licences and set rentals	13
Other entertainment	9
Domestic help	3
Hairdressing	7
Boot and shoe repairing	1
Laundry	1
Dry cleaning and miscellaneous services	7
Total, Services	54
MEALS BOUGHT AND CONSUMED OUTSIDE THE HOME	
	45
TOTAL, ALL ITEMS	1,000

Note:
Index households are all households other than (a) those the head of which had a recorded gross income of at least £125 a week in the second half of 1975, £130 a week in the first half of 1976 and (b) those in which at least three-quarters of the total income was derived from national insurance retirement or similar pensions and/or supplementary benefits paid in supplementation or instead of such pensions.

A description of the survey is contained in the *Family Expenditure Survey Report for 1975* (HMSO, £4.00). Preliminary results of the survey for the calendar year 1976 will be published in mid-1977 and a fully detailed report will be issued later in the year.

That's the way the money goes

*THE itemised pay statement provisions of the 1975 Employment Protection Act come into force on April 6, 1977. By then employers should have completed whatever arrangements are necessary to enable them to comply with the law. Some may still need help in identifying the most likely areas in which their present system may not comply.**

Employers whose pay statements do not comply with the law may be giving their workers good grounds for a complaint to an industrial tribunal, which could possibly award compensation if it upheld the case. Many part-time employees now qualify to receive pay statements too. Not only are employees who work more than 16 hours or more per week included in the Act's provisions, but also those who only work eight or more hours a week, if they have been with their employer for at least five years on that basis.

As far as the practise of issuing pay statements is concerned, employers tend to fall into four main groups:

- those who never give any kind of pay statement; usually paying straight from the till, or from petty cash, or out of their own pocket;
- those who scribble figures on a scrap of paper and leave the employee to work out for himself how his net pay has been calculated;
- those who use pay envelopes by themselves or in conjunction with the manual systems supplied by commercial stationers;
- those who use computerised payroll systems.

The first two groups of employers will have to start from scratch. The free guide, *Itemised Pay Statement*, from their local office of the Department of Employment or the Employment Service Agency will give them the advice they need. The guide has been available since August 1976.

Employers in the second two groups are possibly in a more difficult position because a system which they have been using satisfactorily in the past and, no doubt, complies with the spirit of the law, may have to be revised to make sure that it also complies with the letter of the law.

Common ground

Every pay statement issued by employers in those two groups will almost certainly show the gross pay and in many cases how it is made up. The latter is highly desirable even though the Act does not *oblige* employers to show the make-up of gross pay. Pay statements will also show the usual deductions for income tax and earnings-related national insurance contributions and, because these deductions normally apply to every employee, their purpose will usually be already printed on the pay statement. The final item which every pay statement will have in common with those

required by the Act is net pay. Thus, in all the items mentioned employers will probably find that no changes are necessary in their present procedure.

Problem areas

Problems are most likely to arise from the way in which deductions are treated. The Act refers to two types of deduction—those which are fixed and those which are variable. In addition to income tax and national insurance there may be other variable deductions, for instance, court orders may be related to earnings and may therefore vary in the same way as income tax. The point to remember is that the Act requires that all variable deductions should be shown separately, and their purpose stated, on every pay statement.

Fixed deductions such as savings or trade union subscriptions may also be shown separately, with their purpose, on every pay statement if employers find that this method is easier for them. Employers who use computerised payroll systems appear for the most part to have decided that this method is the most satisfactory for them. But the Act does provide employers with an alternative method of dealing with fixed deductions if they prefer it. This method allows all fixed deductions to be aggregated on each pay statement and the purpose has to be shown, of course, as "fixed deductions". Before employers may make use of this alternative they must provide their employees, before or at the time that wages or salary is paid, with a standing statement of fixed deductions showing each one of them separately, its purpose, and the intervals at which it is made.

Standing statement of fixed deductions

A standing statement must be issued by employers opting for the alternative method of dealing with fixed deductions. It has a life of no longer than 12 months. In fact, the Act requires that the statement be re-issued *within* 12 months of the date on which the earlier one was issued so that its actual life is 364 days (or 365 days in a leap year). It may be issued more frequently, for example, if there is a change to be made in the fixed deductions shown on the current standing statement. If changes are not notified to employees in this way, employers must instead advise employees of the specific change in writing *before* any payment is affected by the relevant deduction. The changed deduction must, of course, be included in the next standing statement to be issued within 12 months of its predecessor. This applies even if it is the employee who asks for the change to be made.

The information to be given on a standing statement of fixed deductions is laid down in the Act. The amount of each deduction must be shown, its purpose, and the intervals at which the deduction is to be made. Normally, these intervals will correspond with the pay periods, that is weekly or monthly, but in some cases, a certain deduction may be made at less frequent intervals, for example, quarterly, half-yearly or even, annually. Most employers, if faced with such deductions would normally, with the consent of the employee, spread them over the pay periods but even this has its problems when it comes to completing a standing statement

* This should not be regarded as an authoritative interpretation of the law; only an industrial tribunal or, on appeal, the Employment Appeal Tribunal can give that.

of fixed deductions. A quarterly payment for, say, an endowment policy, will rarely divide neatly by 13 or 3 to produce equal amounts for weekly or monthly deduction as the case may be.

At least one of the commercial stationers has produced a form of standing statement which provides space, and appropriate wording, so that the amount and the purpose of each balancing deduction can be entered along with the month or the number of the week in which this deduction is made. The week numbers used are those related to the tax year getting round the problem which does not arise with monthly payments where the month can be named. Even this approach may prove too much for some employers. Because the balancing deduction will be different from the other deductions for the same purpose, they may find it easier to treat quarterly payments of this type as variable deductions and show the monthly amount separately on every pay statement. The purpose will have to be stated each time and the amount cannot be aggregated with any other variable deduction even if space is short on the type of pay statement employed.

The Act makes special provision for part-payments of net pay which may be paid in different ways. Employers who make such payments may find that there is no provision made for special treatment on the pay statements they use. The Act requires that the amount and method of each part-payment should be shown on the pay statement, for example £50 cash and £50 to bank account. But there is another type of part-payment not covered by the Act, where an employer makes an advance of salary, sometimes called a "sub". Such advances may be considered to be loans and so do not need to be accompanied by a pay statement. The pay statement provided with the payment of wages or salary proper should show the loan as a deduction and its purpose stated eg salary advance.

The "purpose" of a deduction

It is not possible at this stage to be certain how tribunals will construe the requirement to show the "purpose" of a deduction, should this be at issue. The best view is probably that the destination of each deduction should be shown on the pay statement, either in full or by means of a clearly comprehensible abbreviation, in those cases (probably relatively rare) when more than one deduction could be said to fall within a single generic "purpose" in broad terms, for example "savings".

Non-compliance with the provisions

An employer's non-compliance, whether whole or partial, may be referred by his employee, to an industrial tribunal. An employer who fails to issue a pay statement at all or provides a statement which is inadequate or inaccurate will provide grounds for complaint. Similarly, references may be made to tribunals in relation to the standing statement of fixed deductions where one has not been issued or is inadequate or inaccurate if, but only if, the employee's fixed deductions have not been shown separately on the pay statement but have been aggregated through lack of space or any other reason. But no-one can complain to a tribunal over the accuracy of an amount on either statement.

An employee's complaint will be copied to the employer and to a conciliation officer of the Advisory, Conciliation and Arbitration Service (ACAS) who will be available to assist the parties, to reach a settlement without the need for a tribunal hearing.

If a tribunal finds the complaint proved it will make a statement to that effect and where it finds that any "unnotified deductions" have been made in the period of 13 weeks immediately preceding the date of the complaint, it may order the employer to pay compensation to the employee of an amount not exceeding the aggregate of the unnotified deductions. If no pay statement is issued this means *all* deductions are unnotified. And when one considers the present levels of deductions for tax and national insurance alone, up to 13 weeks of such amounts is no small sum to have to pay out a second time. An aggregated amount of fixed deductions shown on a pay statement would mean that all deductions so aggregated were unnotified deductions if they were not covered by a properly drawn, properly issued and valid standing statement of fixed deductions. However, if there had been a change in the fixed deductions which had not been notified to the employee in accordance with the Act then, providing everything else in the pay statement or standing statement complied, it is likely that only the changed deduction would be treated as unnotified for the purposes of compensation.

Employers' reference to tribunals

Employers can also refer questions relating to the itemised pay statement or the standing statement to industrial tribunals. The reference must be in respect of a statement which "has been given to an employee" from which it may be gathered that tribunals will not consider general questions on the subject from employers. However, if an employer is faced with a specific question from an employee on the adequacy of a pay statement or standing statement he could make a reference in respect of that statement to an industrial tribunal.

Employers more fortunate than others

Those employers who make use of pay statements and standing statements of fixed deductions which were designed to comply with the Payment of Wages Act 1960 will find that there is little changed as far as they are concerned. The pay statement provisions of the Employment Protection Act 1975 follow the earlier provisions very closely for the sole purpose of ensuring that employers affected by the 1960 Act were not put to great inconvenience by a later statute. The provisions relating to pay statements in the 1960 Act are to be repealed on April 6, 1977 but, of course, the rest of the Act still applies. Employers who are unaware of the object of the 1960 Act may obtain an explanatory leaflet from the local offices mentioned above.

Further advice

If, after reading this article and the leaflet, there are still points on which you are not sure, further advice may be obtained from ACAS. A list containing the addresses and telephone numbers of the ACAS offices is given on the back of the leaflet.

Earnings and hours of manual workers in October 1976

AVERAGE earnings last October of full-time men manual workers in the United Kingdom, in the industries covered by the regular annual inquiry conducted by the Department of Employment, were £66.97 per week, an increase of £7.39, or 12.4 per cent on a year earlier. Their weekly hours worked were 44.0 and their hourly earnings 152.2p. For full-time women manual workers average earnings were £40.61 per week, an increase of £6.42 or 18.8 per cent on a year earlier. Their weekly hours worked were 37.4 and their hourly earnings 108.6p.

General results for all industries covered by the inquiry and all manufacturing industries for October 1974, 1975, and 1976 are given in table 1.

The inquiry

This inquiry is one of the substantial sources of information on the earnings of manual workers; a particular feature is the detail it gives for industry at the level of minimum list heading of the Standard Industrial Classification. It is now held in October each year and a continuous series is available back to 1938 with similar information collected at intervals back to 1886. The other main source of detailed information on earnings is the New Earnings Survey, relating to April each year; it covers non-manual as well as manual workers in all industries and services and is particularly important for information relating to occupations and collective wage agreements, the make-up

of pay and the dispersion of earnings of individuals around the average.

The present inquiry used to be held in April as well as October but from 1970, with the introduction of the New Earnings Survey, it has been conducted only in October except in a very limited number of industries. Figures for April 1976 for these particular industries were published on page 833 of the August 1976 issue of the *Gazette*.

Industries covered

The inquiry covers all manufacturing industries, the construction industry, some mining and quarrying, gas, electricity and water supply industries, some transport industries, certain miscellaneous services and public administration. Agriculture, coal-mining, and railways are among those *not* covered. Information on earnings of agricultural workers obtained by the agricultural departments was published in the February 1977 issue of the *Gazette*, together with some information supplied by the National Coal Board, British Rail and the London Transport Executive on the earnings of their manual employees. This information is not on a precisely comparable basis to that obtained from the Department of Employment inquiry.

Workers covered

The results of the inquiry are based on returns furnished on a voluntary basis for about 35,000 establishments employing about 5 million manual workers, almost two-thirds of all manual workers employed in the industries and services covered by the inquiry in the United Kingdom. Foremen (except works and other higher level foremen), transport workers, warehousemen, canteen workers (if employed by the firm concerned) were included, but administrative, technical and office employees generally, sales representatives, shop assistants and canteen workers employed in canteens conducted by the employees themselves or by independent contractors were excluded from the returns.

Date of inquiry

The information related to persons at work during the whole or part of the pay-week which included October 6, 1976. Where work at an establishment was stopped for the whole or part of the specified pay-week because of a general or local holiday, breakdown, fire or industrial dispute particulars of the nearest week of an ordinary character were substituted. Earnings were defined as total earnings, inclusive of bonuses, before any deductions in respect of income tax or of the workers' contributions to national insurance schemes. Separate information was given about

Table 1 Average earnings and hours of full-time manual men and women: October 1974, 1975, 1976
(a) all industries covered by the inquiry
(b) all manufacturing industries

	UNITED KINGDOM				
	October 1974	October 1975	October 1976	Percentage increase 1974-75	1975-76
All industries covered					
Average weekly earnings					
men	£48.63	£59.58	£66.97	22.5	12.4
women	£27.01	£34.19	£40.61	26.6	18.8
Average hours worked					
men	45.1	43.6	44.0	—	—
women	37.4	37.0	37.4	—	—
Average hourly earnings					
men	107.8p	136.7p	152.2p	26.7	11.3
women	72.2p	92.4p	108.6p	28.0	17.5
Manufacturing industries					
Average weekly earnings					
men	£49.12	£59.74	£67.83	21.6	13.5
women	£27.05	£34.23	£40.71	26.5	18.9
Average hours worked					
men	44.0	42.7	43.5	—	—
women	37.2	36.8	37.2	—	—
Average hourly earnings					
men	111.6p	139.9p	155.9p	25.3	11.4
women	72.7p	93.0p	109.4p	27.9	17.6

Unemployed minority group workers

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

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

Table 1 Unemployed persons born in, or whose parent or parents were born in, certain countries of the Commonwealth and Pakistan: February 10, 1977

	South East	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West§	North	Wales	Scotland	Great Britain§
Total (all listed countries):	24,378	367	964	11,615	4,055	3,521	4,061	347	183	306	49,797
Total expressed as percentage of all persons unemployed	7.3	1.0	0.9	9.2	5.4	3.1	2.0	0.3	0.2	0.2	3.6
Area of origin											
East Africa*											
Males	2,485	35	44	669	1,026	139	326	22	9	21	4,776
Females	1,301	31	15	422	502	54	171	8	6	5	2,515
Other Africa*											
Males	1,593	9	25	123	113	78	279	17	17	18	2,272
Females	551	6	9	69	42	30	64	1	1	6	779
West Indies†											
Males	7,318	82	395	2,418	508	518	629	27	19	7	11,921
Females	2,799	42	106	1,357	161	180	136	3	8	—	4,792
India											
Males	2,835	40	95	2,027	835	517	862	47	17	73	7,348
Females	1,466	18	45	1,679	471	242	253	25	6	18	4,223
Pakistan											
Males	1,384	72	92	1,877	255	1,293	963	114	37	102	6,189
Females	269	5	10	163	38	154	99	20	8	22	788
Bangladesh											
Males	550	9	9	409	40	118	104	9	7	1	1,256
Females	36	1	1	12	5	3	5	—	1	2	66
Other Commonwealth territories‡											
Males	1,415	13	90	311	41	151	132	45	43	28	2,269
Females	376	4	28	79	18	44	38	9	4	3	603
Persons born in UK of parents from listed countries (included in figures above)											
Males	927	27	64	409	91	75	208	23	14	27	1,865
Females	492	14	35	348	29	49	59	10	9	8	1,053
TOTAL (all listed countries):											
November 11, 1976||	28,115	411	1,143	14,625	5,095	4,073	4,736	340	255	277	59,070
August 12, 1976	24,398	370	1,165	11,773	4,317	3,050	3,782	264	240	297	49,656
May 13, 1976	22,407	296	858	11,730	4,405	3,084	3,437	235	215	275	46,942
February 12, 1976	18,924	261	712	11,111	3,999	2,819	3,096	236	184	259	41,601

Note: Since February 1976 the figures given have excluded adult students registered for vacation employment.

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

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

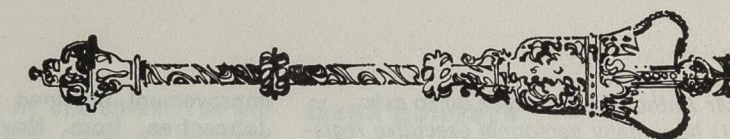
‡ The Commonwealth Countries in West Indies include: Bahamas; Barbados; Bermuda; British Honduras; British Virgin Islands; Cayman Islands; Guyana; Jamaica; Leeward Islands (Antigua (including Barbuda) and Montserrat); St Christopher (St Kitts)—Nevis and Anguilla; Trinidad and Tobago; Turks and Caicos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

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

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

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

Questions in Parliament



A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of the *Gazette* between February 14 and March 4 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

PER

Mr Anthony Steen (Wavertree) asked for the cost of using a computer for matching executive jobs with the personnel available.

Mr Golding: I am informed by the Manpower Services Commission that the total cost to professional and executive recruitment (PER) of using my Department's computer centre at Runcorn in 1975-76 was approximately £405,555. PER uses its computer system for several purposes in addition to the direct matching of people and jobs, but the separate costs are not identified. (March 1).

Mr Steen also asked what criteria for success was used to judge the viability of using the computer for matching purposes.

Mr Golding: I am informed by the Manpower Services Commission that the concept of computer-assisted matching of people and jobs, used by professional and executive recruitment (PER), has been thoroughly proven by over four years' practical experience. With a total register of over 100,000 job seekers, relevant candidates for job vacancies are identified with far greater speed and thoroughness than is possible under a manual system. (March 1).

Mr Steen further asked what was the average delay for matching a job with an unemployed person as a result of using the computer in the personnel executive register.

Mr Golding: I am informed by the Manpower Services Commission that the computer-assisted matching system used by professional and executive recruitment gives the results of a full search of the 100,000 plus candidate register within three days of the notification of a job vacancy. (March 1).

Department of Employment Ministers

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

Harold Walker M.P., Minister of State

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

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

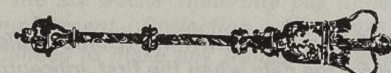
Mr Steen additionally asked how much the personnel executive register lost during the financial year 1975-76; and what was the projected loss for 1976-77.

Mr Golding: I am informed by the Manpower Services Commission that professional and executive recruitment (PER) had a trading deficit for the financial year 1975-76 of £0.6 million. The projected trading deficit for 1976-77 is £0.4 million. (March 1).

identifies and initial field of relevant candidates for virtually every vacancy notified. (March 1).

Mr Steen further asked what was the future of the personnel executive register and if he would make a statement.

Mr Golding: I am informed by the Manpower Services Commission that following a comprehensive review of this specialist service it has reaffirmed the aim of making professional and executive recruitment (PER) financially self-supporting. Although this aim has not yet been achieved, PER is continuing to reduce its trading deficit and is providing a recruitment and placing service at a substantially less cost, in equivalent money terms, than the service it superseded. At present a study is being carried out jointly by my Department, the MSC and the Treasury, of the implications, financial and otherwise, of merging PER with jobcentres. (March 1).



Mr Steen then asked the Secretary of State for Employment what was the failure rate from using computers in matching senior personnel to jobs.

Mr Golding: I am informed by the Manpower Services Commission that the computer-assisted matching system used by professional and executive recruitment

Questions in Parliament

Mr Anthony Steen went on to ask:

(1) how many personnel executive registers there were in Great Britain; and where they were placed;

(2) how many consultants were attached to each personnel register; and what were their rates of pay;

(3) how many supporting staff each consultant attached to the personnel executive register had; and what were their rates of pay.

Mr Golding: I am informed by the Manpower Services Commission that there is one central register operated by professional and executive recruitment (PER) comprising both candidates and vacancies. The network of 36 public offices located in the main centres of population have access to this central register. There are 207 staff currently employed as recruitment consultants. Apart from typing and miscellaneous services, they work on their own without direct support. Their rates of pay are within the salary range £2,065 to £4,846 plus £312 per annum supplement, according to their age and grade. (March 1).



Mr Steen finally asked the Secretary of State for Employment how many people had been placed by each of the personnel executive registers during the last 12 months, and what is the average cost of each placement.

Mr Golding: I am informed by the Manpower Services Commission that in the 12-month period ending December 31, 1976, 9,201 people have been placed by professional and executive recruitment (PER). The most recent information of the average cost per placement by PER is as given in my reply to Mrs Wise (Coventry, South-West) on October 11, 1976 (Vol. 917, col. 48). (March 1).

Jobcentres and vacancies

Mr Richard Wainwright (Colne Valley) asked if the new Jobcentres attracted more vacancies from employers than do employment exchanges; and, if so, for details of the increased attractiveness of Jobcentres to employers.

Mr Golding: Jobcentres do attract more vacancies from employers than the employment offices they replaced. The following table gives details of the relative

improvement obtained by a sample of Jobcentres from November 1975 to October 1976 inclusive:

Relative improvement in vacancies notified by employers in a sample of jobcentres

Statistical month	Number of Jobcentres in the sample	Relative improvement in vacancy notification
November 1975	55	+ 21.9%
December 1975	55	+ 41.4%
January 1976	69	+ 19.2%
February 1976	69	+ 26.9%
March 1976	69	+ 21.8%
April 1976	83	+ 26.1%
May 1976	86	+ 27.0%
June 1976	86	+ 12.9%
July 1976	92	+ 18.7%
August 1976	92	+ 28.3%
September 1976	92	+ 27.3%
October 1976	105	+ 16.0%

Notes:

1 This analysis is restricted to an assessment of the relative improvement obtained by Jobcentres that completely replace a former employment office and service the same local area but from a different building.

2 The calculation takes account of labour market changes by setting the Jobcentre results, and those of the former employment offices, against those obtained by all other offices.

3 It also uses 1973, a year in which there were few Jobcentres in operation, as a common base for comparison.

4 New Jobcentres are added to the "sample" three months after opening to avoid exaggerating the level of improvement that results from their often considerable impact on the local labour market.

(February 14).

Mr Steen (Wavertree) asked the Secretary of State if he would make a statement on the numbers of people placed in 1976 as against the numbers placed over the same period in the previous year in the same areas through the now defunct employment offices.

Mr Golding: I am informed by the Manpower Services Commission that the number of people placed in employment by the Government's employment service between March and October 1976 was 1,006,742, compared with 906,026 placings in the same period in 1975. Where jobcentres have replaced employment offices our estimate is that the number of persons placed has been increased by an average of over 30 per cent. (March 1).

Mr Richard Wainwright (Colne Valley) asked for the date when the first Jobcentres were brought into existence, and for details from that year of the percentage number of jobs filled through the Government's Employment Service.

Mr Golding: The first Jobcentre was opened on May 14, 1973.

There are no reliable estimates of total engagements in all industries, so I am not able to express placings by the Govern-

ment Employment Service as a proportion of all jobs filled. However, the number of jobs filled by the Government Employment Service is as follows:

Date (Financial year)	No. of placings
April 1973-March 1974	1,600,902
April 1974-March 1975 (9 months not including December 1974, Jan and Feb 1975)	1,216,464
April 1975-March 1976	1,290,367
April 1976-October 1976 (7 months)	904,515

(February 14).

Mr Richard Wainwright also asked the number and percentage of employment exchanges that had been re-cast as Jobcentres; and for a detailed estimate for the next five years of the programme to convert the remainder of employment exchanges.

Mr Golding: Up to and including January 31, 1977 a total of 279 Jobcentres have been opened replacing 27.5 per cent of the former network of employment offices. Replacement, however, is not strictly on a one-for-one basis as current network plans include the provision of additional smaller offices in certain large towns and in conurbations. Present plans for the next five years are to provide new Jobcentres at the rate of approximately 100 per annum by which time the conversion and resiting programme should be virtually complete. (February 15).

Mr Anthony Steen (Wavertree) asked the Secretary of State for Employment what was the Government's intention in setting up jobcentres; and whether their expectation had been fulfilled.

Mr Golding: I am informed by the Manpower Services Commission, which has the responsibility for the employment services, that jobcentres are an intrinsic part of the modernisation programme to ensure the employment service fulfils its rôle. They are designed to provide a better and wider range of services than old-style employment offices. The jobcentre programme has been continually monitored, and the results of a major evaluation project will be available shortly. Jobcentres have fulfilled expectations by catering for substantially more clients, and of a wider range, than the more traditional offices; by placing more job seekers and filling more vacancies; and by increasing users' satisfaction with the employment service. (March 1).

Questions in Parliament

Overtime

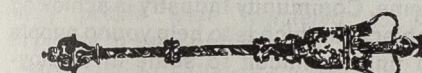
Mr Jeff Rooker (Birmingham, Perry Barr) asked the Secretary of State for Employment what was the full-time job equivalent, assuming a 40-hour week, of the hours of overtime worked in each sector of manufacturing industry at the latest date; and how these figures compared with the numbers of registered unemployed in each sector at a similar date.

Mr Golding: Statistics of overtime relate

to hours worked by operatives. The unemployment figures cover all workers, including administrative, technical and clerical employees. Following is the information for August 1976, the latest date for which an industrial analysis of the unemployed is available. This analysis is normally made quarterly but because of industrial action by some staff in the Department of Employment Group, information for November 1976 is not available.

	Hours of overtime worked by operatives divided by 40: Week ended August 14 1976	Unemployed on August 12 1976
Food, drink and tobacco	48,200	38,962
Coal and petroleum products	2,100	2,270
Chemicals and allied industries	18,000	16,063
Metal manufacture	28,300	26,079
Mechanical engineering	46,400	39,752
Instrument engineering	3,900	4,661
Electrical engineering	19,500	30,496
Shipbuilding and marine engineering	13,400	8,332
Vehicles	29,000	27,079
Metal goods not elsewhere specified	25,500	36,651
Textiles	16,800	27,923
Leather, leathergoods and fur	1,400	3,552
Clothing and footwear	2,200	20,994
Bricks, pottery, glass, cement, etc.	18,200	14,417
Timber furniture, etc.	11,400	16,557
Paper printing and publishing	24,900	18,570
Other manufacturing industries	14,300	17,859

(March 2).



Race relations

Mr Dudley Smith (Warwick and Leamington) asked the Secretary of State for Employment what steps he had been taking to encourage the promotion, where it is merited on grounds of ability and performance, of black people employed in British industry and commerce.

Mr Grant: Promotion based on merit alone is a central feature of any worthwhile policy of equal opportunity in employment which my Department, particularly through the work of the Race Relations Employment Advisers, encourages both employers and workpeople to implement. It will be open to the Commission for Racial Equality to deal with this matter, if it so wishes, by means of Codes of Practice, for which provision has been made in the Race Relations Act 1976. It is, of course, unlawful for an employer to discriminate on racial grounds by failing or refusing to promote an employee. (March 1*).

Mr Dudley Smith further asked the Secretary of State, if, pursuant to his responsibility for race relations, he was satisfied with the progress being made by Government departments and industry and commerce in giving promotion,

where it was merited on grounds of ability and performance, to black people; and what positive steps he was taking to discourage discrimination was concerned.

Mr Grant: I would refer Mr Smith to the reply that I gave to his related question (Official Report 2/3 Vol. 927 col. 167) on March 1. It would be unwise to generalise about progress in this area, but I look forward to co-operating with the Commission for Racial Equality in finding additional ways of eliminating unlawful discrimination as regards promotion.

(March 3).

Maternity pay

Miss Jo Richardson (Barking) asked whether, since some women would be leaving work within six weeks of April 6, 1977 who would be entitled to receive a proportion of the six weeks' maternity pay under the Employment Protection Act 1975, he intended to make any transitional arrangements with respect to the maternity pay provisions.

Mr Walker: Transitional provisions were made on August 23, 1976 in the Employment Protection Act 1975 (Commencement No 5) Order, 1976, to provide that maternity pay will be payable only where the first six weeks of absence for pregnancy or confinement begins on or after April 6, 1977. (February 21).

Bank holidays

Mr Stephen Hastings (Mid-Bedfordshire) asked the Secretary of State when he intends to inform the House of the future dates for the May Day Bank Holiday, in the light of the importance of an early announcement to industry, business and those responsible for many sporting fixtures.

Mr Harold Walker: I would refer Mr Hastings to the answer given by the Secretary of State for Employment, to Mr Bob Cryer (Keighley) on July 27, 1976 (vol. 916 cols 161-162) in which he announced that the May Day Bank holiday to be introduced in 1978 will be taken on May 1 in England, Wales and Northern Ireland. I hope to be able to make a further announcement in the near future about the arrangements in 1979 and subsequent years.

In answer to a question from Mr J. White (Pollok), on January 27, (vol. 924, cols 732-37) the Secretary of State for Scotland announced that in Scotland the last Monday in May will be designated as the additional bank holiday in 1978 and subsequent years. (March 1).

Trade union membership

Mr John Stanley (Tonbridge and Malling) asked what percentage of the total working population in the United Kingdom were (a) members of trade unions affiliated to the TUC, (b) members of other trade unions and (c) not members of trade unions.

Mr Golding: The proportions are as follows:

- (a) 42 per cent
- (b) 3 per cent
- (c) 55 per cent

The working population consists of employees in employment, employers and self employed persons, HM forces and registered unemployed as published in table 101 of the *Department of Employment Gazette*. (February 28).

Retail prices

Mr Dafydd Wigley (Caernarvon) asked the Secretary of State for Employment, what consideration he had given to producing regional retail price indices to reflect more accurately changes in the level of prices of the commodities and services purchased by all types of households in each of the standard planning regions of the United Kingdom.

Mr Golding: The matter has been carefully considered. We have no present plans to produce separate regional indices. (February 25).

Questions in Parliament

Job Creation

Mr Ralph Howell (North Norfolk) asked the Secretary of State how many people had been employed by small firms under the job creation programme; and what practical steps have been taken to contact and encourage small firms to employ extra people.

Mr Golding: Minimum and maximum wage rates are not laid down under the Job Creation Programme. Employees are paid at the local rate for the particular job. The Manpower Services Commission's contribution to an employee's wages is, however limited to a maximum of £56 per week. (February 15).

Mr Howell also asked for figures showing the estimated gross cost and net cost per employee in 1976 in the Job Creation Programme.

Mr Golding: The average gross cost to the Manpower Services Commission of each job provided under the Job Creation Programme in 1976 was £1,357. It is estimated that the net cost is not much more than a third of this figure, i.e. about £450. (February 15).



Mr Michael McNair-Wilson (Newbury) asked the Secretary of State for Employment if he would make a statement about the number of job opportunities produced by the Government's job creation programme.

Mr Golding: I am informed by the Manpower Services Commission that to date approximately 65,500 temporary jobs have been created under the Job Creation Programme. (March 1*).

Mr Jim Craigen (Glasgow, Maryhill) asked if consideration would be given to amending the criteria of the job creation scheme to assist areas of urban deprivation, by, for example, increasing the percentage grant of labour costs available to help with the provision of materials and equipment, etc.

Mr Golding: The Job Creation Programme is already giving substantial assistance to deprived urban areas. I am informed by the Manpower Services Commission that about one sixth of the jobs created under the Programme involve work in these areas. The future of the Job Creation Programme is at present under review. (March 1).

Mr David Mitchell (Basingstoke) asked the Secretary of State how many people had been employed by small firms under the job creation programme; and what practical steps have been taken to contact and encourage small firms to employ extra people.

Mr Golding: I am informed by the Manpower Services Commission that the information requested is not available as records are not kept of the size of firms sponsoring projects under the Job Creation Programme.

Wide publicity has been given to this, as to all of the Government's special measures for creating employment opportunities. The publicity is aimed at all employers regardless of size. (March 1).

Mr John Hannam (Exeter) asked the Secretary of State for Employment, what was the estimated expenditure on each of the following schemes in the last month for which figures are available: Community Industry, the Employment Transfer Scheme, Job Search, the Job Creation Programme, the Job Release Scheme, Temporary Employment Subsidy, the Training Opportunities Scheme, the Work Expenditure Programme and Youth Employment Subsidy; what proportion of the expenditure on each scheme was on administration, how many persons were assisted by each scheme in the last month for which figures are available; if he considered each scheme was achieving its object; and if he would make a statement.

Mr Golding: Not all the information is available in exactly the form requested. The information on the schemes which my Department administers is as follows.

(a) At February 18, about 180,000 jobs were being preserved by payment of Temporary Employment Subsidy at an estimated gross cost of £161m, allowing for payment continuing for a full 12 months in respect of each of these jobs. This estimate does not include expenditure on administration of the scheme which is included in the total administration costs of my Department and no separate figure is available. I am satisfied that the subsidy is achieving its object of encouraging companies to defer redundancies.

(b) From the commencement of the scheme on October 1, 1976 to February 18, 1977, 9,590 applications for Youth Employment Subsidy had been approved. Assuming all applications will continue for the full period of 26 weeks for which the subsidy is payable the estimated cash commitment was almost £2.5m. This figure does not include administrative

costs which are included in the total administration costs of my Department and no separate figure is available. This scheme is achieving its aim of persuading employers to employ young people who have been unemployed for over six months.

(c) During the four week period to February 22 a total of £600,000 was spent under the Job Release Scheme. The administrative costs of the scheme are included in the administrative costs of my Department and are estimated at 3 per cent of the total. On February 23, 7,259 people were receiving allowances. While the take-up of the scheme has so far been lower than was hoped, it is making a valuable contribution to helping the unemployed by creating vacancies and by reducing the competition amongst the unemployed for the jobs which are available.

(d) The estimated expenditure on Community Industry from central government funds in December 1976 was £670,000 of which nearly 30 per cent was on administration. On February 17, 3,700 young people were employed in the scheme. Community Industry is achieving its objective which is to help young people who find it difficult to settle in employment, by engaging them in community work projects under intensive supervision. The Manpower Services Commission have provided the following information about the schemes for which they are responsible:

(e) During January 1977, £4.18m was paid to sponsors of projects under the Job Creation Programme. No separate figures are available for administrative costs during that month, but it is estimated that the cost of administering the programme will be just over 2 per cent of the total allocation of funds. At February 24, projects involving over 39,000 jobs were in operation. The programme is achieving its object of providing worthwhile temporary work for people who would otherwise be unemployed.

(f) Payments under the Employment Transfer Scheme and Job Search schemes in the month ending January 31, 1977 were £891,897 and £8,635 respectively. It is estimated that in the same period the costs of administration were £91,250 and £880. Statistics about the number of people assisted by the schemes are collected quarterly—the number of moves assisted in the quarter which ended on September 30, 1976 were 6,205 and 3,501 respectively. Both schemes are currently under review.

(g) By February 18, schemes involving 11,656 places had been approved under the Work Experience Programme at an estimated financial commitment of £5.6m. It is estimated that less than 5 per cent of total expenditure on the programme will be on staff salaries and expenses. The programme is achieving its aim of providing unemployed young people with an introduction to working life and an opportunity to gain practical experience of a range of different tasks in employment.

(h) In January 1977, total expenditure on the Training Opportunities Scheme (TOPS) was £17.27m of which £3.625m was spent on administration. At the end of January there were 48,714 people receiving training under TOPS. The scheme is providing opportunities for a large number of individuals to increase their skills and is helping to build up the stock of skilled manpower which will be needed as the economy begins to recover. (February 28).

Self-employed

Mr Michael Marshall (Arundel) asked how many people were registered as self-employed in each of the last six 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 in each year from 1969 to 1974, the latest date for which these estimates have been compiled.

1969	1,853,000
1970	1,902,000
1971	1,909,000
1972	1,899,000
1973	1,947,000
1974	1,925,000

(March 3).

Work Experience Programme

Mr Richard Wainwright (Colne Valley) asked the numbers of unemployed young persons who had been covered by the Work Experience Programme since the scheme was first introduced, and for details of the money: (a) allocated and (b) spent on the project.

Mr Golding: By February 5, 4,623 young people had been recruited under the programme. By that date schemes involving 5,728 places had started out of a total of 10,165 places approved. The gross costs of allowances for the young people recruited is approximately £2.1 million and the total commitments by February 5 for

all approved schemes was £4.6 million (February 14).

Disabled people

Mr Jack Ashley (Stoke-on-Trent South) asked what rehabilitation facilities were provided for the hearing-impaired by the Manpower Services Commission; and if the commission would expand the range of occupations for which training was offered to provide career opportunities particularly suited to people with communication problems.

Mr Grant: Rehabilitation facilities are available for hearing-impaired people at 26 employment rehabilitation centres run by the Employment Service Agency.

The training for disabled people provided by the Training Services Agency is vocational training for open employment. The agency is unable to provide special training facilities to overcome communications problems, but profoundly deaf people with these problems have been trained.

In these cases generally, the course has contained a major element of demonstration methods, or communication by lip-reading or sign language where possible. If necessary, the help of local societies for the deaf has been sought. The agency runs a wide range of courses, and is prepared to consider individual cases for training where the communication problem can be overcome. (February 14).

Mr Peter Bottomley (Greenwich, Woolwich West) asked the Secretary of State if he would publish the percentage of unemployed registered disabled people in 1975 and 1976.

Mr Grant: I am informed by the Manpower Services Commission that the information is as shown below:

	Percentage of registered disabled people unemployed	
	1975	1976
January	*	13.8
February	11.3	13.9
March	11.4	13.9
April	11.7	14.0
May	12.0	14.0
June	12.1	13.8
July	12.4	14.3
August	12.5	14.0
September	12.7	13.9
October	13.0	14.1
November	13.2	*
December	13.5	*

Because of industrial action by local officers of the Employment Service Agency information for these months is not available.

(March 3).

Mr Peter Bottomley (Greenwich, Woolwich West) asked the Secretary of State if he

Questions in Parliament

would list in the Official Report the percentage of employers failing to fulfil their obligations to employ 3 per cent disabled for 1948, 1950, 1955, 1960, 1964, 1966 and each subsequent year.

Mr Grant: I am advised that the Manpower Services Commission have no information about the percentage of employers below quota prior to 1956. The information requested for 1960 onwards is as follows:

	Percentage of employers below quota in Great Britain
1960	38.2
1964	45.2
1970	57.3
1971	58.2
1972	57.8
1973	58.4
1974	60.0
1975	61.1
1976	61.3

(March 3).

Mr Peter Viggers (Gosport) asked the Secretary of State for Employment if he would make a statement on the employment prospects in industry of those who are mentally or physically disabled.

Mr Grant: The employment prospects of disabled people in industry depend primarily on the general employment situation. The Government's special measures for mitigating unemployment, will be of general help to disabled people who are unemployed. However, disabled people are also supported by the resettlement, rehabilitation, and training services provided by the Manpower Services Commission and its agencies. Registered disabled people are covered by the quota scheme. Additional measures proposed are the issue of an employers' guide calling for positive employment policies on behalf of disabled people; and a scheme consisting of grants to employers for adaptation to premises and equipment to assist the resettlement of disabled people, which I announced in the House on March 1. (Official Report Vol. 927, col. 176). (March 7).

Regional Employment Premium

Mr Malcolm Rifkind (Edinburgh, Pentlands) asked what representations had been received calling for the phasing out of the regional employment premium over a period of years.

Mr Golding: I have received five letters suggesting that the withdrawal of the Regional Employment Premium should be phased over a period. (March 1*).

Questions in Parliament

Training

Mr George Rodgers (Chorley) asked the Secretary of State for Employment, what was the outcome of the consultations on the consultative document "Training for Vital Skills"; and if he would make a statement.

Mr Booth: In July 1976, the Government and the Manpower Services Commission published jointly a consultative document "Training for Vital Skills" which set out as a basis for discussion a new scheme for the collective funding of initial training in transferable skills in certain selected occupations. The document also included a proposal that the operating costs of Training Boards should be financed by levies paid by employers.

A large number of comments and suggestions were received. Although many bodies expressed agreement with the objectives which the collective funding proposals were designed to achieve, the reaction to the particular proposals varied greatly.

The Government and the Manpower Services Commission have reached the view that there is not an agreed basis for proceeding with the collective funding proposals at the present time, but that, in view of the importance of ensuring that skill shortages do not impede industrial growth, it is essential to continue working for practical solutions to the problems which are generally acknowledged to exist. The Manpower Services Commission will therefore be establishing a Task Group under the chairman of the Commission with the following terms of reference:

"To consider the range of possibilities for action which would help to ease problems arising from skill shortages; to examine in particular the extent to which training measures and financial mechanisms can play a part in maintaining an adequate skilled workforce; and to pay special attention to the systematic recruitment of young people."

The Task Group, which will report in the autumn, will include representatives of the TUC and CBI as well as of education and Industrial Training Boards. Among the initiatives being taken by the Boards, the Engineering ITB is setting up a working party under the chairman of the Board to examine the issues in the engineering industry and to work in close liaison with the Task Group.

The Government attach high priority to the establishment of arrangements to help avoid industrial growth being impeded by skill shortages and it will consider with the Manpower Services Commission how

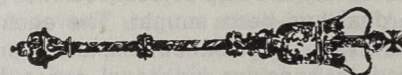
best to make progress following the work of the group.

The consultative document also included a proposal that the operating costs of Industrial Training Boards should in future be financed from levies paid by employers. This proposal was generally opposed. The Government have accepted that no changes should be made for the present in the arrangements for public funding of these expenses. (February 24).

Mr Ralph Howell (North Norfolk) asked how many people underwent training in each of the years 1974, 1975 and 1976 for which they received state training allowance; and what were the comparable figures in Germany, France and Sweden.

Mr Golding: pursuant to his reply (Official Report, February 15, 1977; Vol. 926 c. 87) gave the following information:

I am informed by the Manpower Services Commission that the numbers trained under the Training Opportunities Scheme in the years 1974, 1975 and 1976 were 45,416, 60,724 and 89,651 respectively. I regret that no comparable figures are available for Germany, France and Sweden. (February 28).



Mr Max Madden (Sowerby) asked the Secretary of State how many new jobs he estimated needed to be created by 1980 to provide employment for those coming onto the labour market, either for the first time, through technological innovation, or increased productivity.

Mr Walker: If present trends continue we estimate that about 140,000 additional people each year may be seeking employment. No reliable estimates exist of the employment effects of technological innovation or increased productivity.

(March 1*).

Mr Tony Newton (Braintree) asked what estimate had been made of the net effect on employment of measures taken by the department since March 1974.

Mr Golding: It is estimated that at the end of January 1977 the net effect of the special employment measures was to increase employment by 220,000 jobs.

(March 1*).

Mr Anthony Steen (Wavertree) asked the Secretary of State for Employment how many people entered training opportunities scheme courses from full employment so as to learn a new skill.

Mr Golding: I am informed by the Manpower Services Commission that approximately one-third of TOPS trainees enter training from full employment.

(March 1).

Mr Steen further asked what percentage of those on training opportunities scheme courses were placed in work for which they were trained; and what period elapsed between completion of the course and the start of a job.

Mr Golding: I am informed by the Manpower Services Commission that a 4 per cent random sample survey of all those who completed TOPS courses in June and July 1976 showed that in the period up to the end of October 1976, 51 per cent had found a job in which they considered that they had made use of their training. Another 18 per cent had found other jobs, and a further 2 per cent were in, or awaiting, further training. The period between completion of the course and the start of a job can vary substantially from one individual to another; some trainees receive offers of work before their courses have ended, whereas others may wait several months before obtaining suitable employment. (March 1).

Mr Steen continued by asking the Secretary of State what steps his Department had taken to ensure that those on training opportunities scheme courses found a job suitable to their training at the end of their courses.

Mr Golding: I am informed by the Manpower Services Commission that the Employment Service Agency and the Training Services Agency offer a comprehensive placing service to assist trainees to find employment in their training trades. At skillcentres there are specialist placing officers. Trainees at other institutions are put in touch with the local ESA employment office or jobcentre in advance of the end of their course.

(March 1).

Mr Steen further asked what screening the Manpower Services Commission instituted so as to ascertain the benefits which applicants to training opportunities scheme courses may obtain or their suitability.

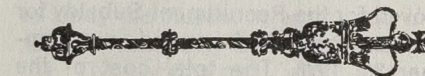
Mr Golding: I am informed by the Manpower Services Commission that selection procedures for TOPS training incorporate a variety of tests, depending on the course concerned. These tests include a simple arithmetic test, a colour vision test and a variety of more demanding mathematical and English tests.

Questions in Parliament

Community industry

Mr Jim Craigen (Glasgow, Maryhill) asked what representations had been received regarding the expansion of community industry; and how many of the places presently available under this scheme had been taken up.

Mr Golding: On February 17, 3,700 young people were employed in Community Industry. The 4,000 available places have all been allocated to particular areas. Representations have been received from a number of local authorities for the provision of additional places or for the extension of the scheme to new areas. We are giving urgent consideration to the possibility of increasing Community Industry's overall capacity. (February 28).



Wages councils

Mr Robin F. Cook (Edinburgh Central) asked the Secretary of State for Employment, when he expected to receive the report of the ACAS on objections to his order of December 1975 amalgamating the nine wages councils in retail distribution; and whether he would make provision for Scottish employees covered by such wages councils to receive the higher rates agreed by English and Welsh wages councils backdated to the publication of his amalgamation order.

Mr Grant: I understand from the Advisory, Conciliation and Arbitration Service that its report is likely to be submitted to Mr Cook in the Spring. Wages councils have no powers to backdate any award to a date earlier than the date of the council meeting at which proposals for the higher rates are agreed.

(February 24).

Minimum wage

Mr James Dempsey (Coatbridge and Airdrie) asked the Secretary of State for Employment if he would communicate with the relevant interests with a view to introducing a national minimum wage; and if he would make a statement.

Mr Walker: Since the Government took office, the most practical approach to the problem of low pay has been the special provision included in the TUC guidelines for negotiators. We have been glad to endorse these provisions and we are taking steps to improve enforcement of existing statutory minimum pay in Wages Council industries. (March 1*).

Training—continued

Applicants for many courses, particularly in skillcentres, must also appear before a selection panel containing representatives of employers and trade unions. Selection procedures are currently being reinforced to ensure as far as possible that applications are taken only from candidates who are suitable for the training course concerned, and likely to find employment using their new skill.

Mr Hugh Dykes (Harrow East) asked the Secretary of State, how many separate applications were being considered currently by his department for assistance in training, re-training and other anti-unemployment measures from the EEC Social Fund; and what was the total estimated value of all these schemes if approved.

Mr Grant: 102 applications have so far

Employment transfer

Mr Peter Bottomley (Greenwich, Woolwich West) asked the Secretary of State for Employment, if he would list in the Official Report the number of persons who have obtained help under the employment transfer scheme for each year since it was first introduced; and if he would also detail the cost of the scheme for each of the relevant years.

Mr Golding: I am informed by the

Period	Expenditure £m.	Number of Moves
Year Ended:		
March 31 1973	4.463	19,406 (18,557)
March 31 1974	4.518	15,995 (15,237)
March 31 1975	4.372	15,120 (14,333)
March 31 1976	5.965	16,143 (15,701)
April 1 1976—September 30 1976	4.734	11,193 (10,955)

(February 24).

Wages blitz

Mr Michael Brotherton (Louth) asked the Secretary of State what consultations he had with the Confederation of British Industry, the Institute of Directors, the Association of British Chambers of Commerce and the Independent Business Association before authorising the recent intensive investigation into low pay undertaken by the Wages Inspectorate.

Mr Grant: None. The saturation inspections formed part of the programme of random selection to which my depart-

ment has long been publicly committed.

(March 11).

Mr Brotherton further asked how many wages inspectors were involved in the intensive investigations into low pay; and what they would have been occupied in doing had there not been such an investigation.

Mr Grant: Approximately 100 inspectors have spent one or two weeks each on these inspections since September 1976. Had the inspections not taken place those inspectors would have been carrying out other routine wages inspections or investigating complaints. (March 11).

Questions in Parliament

Temporary Employment

Mr Geoffrey Pattie (Chertsey and Walton) asked how many jobs had been: (a) saved, (b) created by each of the temporary employment programmes introduced by the Government since October 1974; and what had been the cost.

Mr Golding: For the programmes administered by my department, the information is as follows:

By February 11, 1977, Temporary Employment Subsidy had been paid for 195,708 jobs with an estimated financial commitment of £185 million.

By February 4, 1977, 7,666 applications had been approved for the Youth Employment Subsidy involving an estimated financial commitment of about £1.5 million.

Some 30,000 applications have been approved for the Recruitment Subsidy for school-leavers which ended on September 30, 1976. The total cost of the subsidy is estimated at just over £3 million.

Two hundred and thirty new posts have been created in the Careers Service; the new staff have found over 15,000 extra vacancies for young people. The cost of the new posts is £1.15 million in a full financial year.

By February 11, 1977, 6,512 applications had been approved under the Job Release Scheme at a gross cost of £7.7 million assuming they run for a full year.

The Manpower Services Commission has provided me with the following information about the schemes which it operates.

By February 3, grants totalling £86.5 million had been approved under the Job Creation Programme for projects involving 63,471 jobs.

By February 5 the total financial commitment under the Work Experience Programme was £4.6 million; 1,422 schemes had been approved involving 10,165 places.

In addition to these employment measures, the Government has allocated over £140 million since July 1975 both to support training in industry and to increase the training provided directly by the Training Services Agency. (February 15).

Mr Mike Noble (Rossendale) asked what was the estimated net cost to public expenditure of the temporary employment subsidy from its introduction to the latest available date.

Mr Golding: Due to offsetting savings on unemployment benefit and the maintenance of revenue from taxation and

National Insurance contributions, the net cost to public expenditure is very low. The estimate depends upon a number of variables and as some of these are still being studied it is not possible at this stage to quote a final figure. The gross costs of the scheme, assuming take-up continues at the present rate until April 30 will be about £260 million. (February 15).

Mr Harry Cowans (Newcastle upon Tyne Central) asked whether Temporary Employment Subsidy was payable to nationalised industry.

Mr Golding: No. (March 3).

Mr Harry Cowans also asked whether Temporary Employment Subsidy was payable to the public sector.

Mr Golding: The Temporary Employment Subsidy is not normally available in the public sector. Exceptionally, applications from certain organisations which operate as ordinary industrial or commercial enterprises may be considered if they satisfy certain criteria. (March 3).

Youth Employment Subsidy

Mr Jim Callaghan (Middleton & Prestwich) asked what arrangements had been made in the operation of the Youth Employment Subsidy scheme in connection with the eligibility condition of six months continuous registration as unemployed.

Mr Booth: The scheme aims to help young people aged under 20 on October 1, 1976 who have been continuously registered as unemployed for six months or more immediately before the start of the employment for which subsidy is claimed. Within the six months' qualifying period the following count as registered unemployment:

- (i) periods of recorded sickness;
- (ii) any period of full-time training under TOPS or similar Training Services Agency recognised scheme or an ITB Training Award scheme;
- (iii) any period of rehabilitation under an Employment Service Agency sponsor scheme, and
- (iv) any period of time spent under the Community Industry, Job Creation or Work Experience programmes.

In addition within the six months' qualifying period minor breaks in continuity of registration as unemployed not exceeding 18 days (excluding Sundays) in total are disregarded. (February 17).

Job Release Scheme

Mr A. G. F. Hall-Davis (Morecambe and Lonsdale) asked what was the total number of applications received to date under the Job Release Scheme, how many were received in each week since the scheme commenced and whether he could break down the total by region or other geographical area.

Mr Golding: The number of applications received by February 11 was 8,805*. The Job Release Scheme came into operation on January 3, 1977, but advance applications were accepted from November 1 onwards. The number received each week since then was as follows:

Week-Ending	
November 12, 1976	29
November 19, 1976	186
November 26, 1976	560
December 3, 1976	784
December 10, 1976	721
December 17, 1976	544
December 24, 1976	632
December 31, 1976	312
January 7, 1977	200
January 14, 1977	1,200
January 21, 1977	1,200
January 28, 1977	941
February 4, 1977	782
February 11, 1977	714

* This figure includes a small number of re-applications.

A breakdown of applications received is not available, but the breakdown of applications approved by region on February 8 was as follows:

South Western	321
West Midlands	21
East Midlands	100
Yorkshire & Humberside	1,260
North West	2,169
Northern	740
Wales	548
Scotland	928

(February 14).

PAYE

Mr Ralph Howell (North Norfolk) asked how many extra staff would be needed if the department acted as if they were employers for PAYE purposes during periods of payment of unemployment benefit.

Mr Golding: In the absence of detailed proposals (including for example how the scheme might affect people receiving supplementary benefit as unemployed) no reliable staffing estimates can be made. Other factors which would influence the staff cost are the future levels of unemployment and the rate of progress with the scheme for computerisation of the payment of unemployment benefit.

(March 3).

News and notes

Unemployment and training measures extended

Mr Albert Booth, Secretary of State for Employment, announced early this month the extension of measures designed to tackle the problems of unemployment and plans to ensure that training in industry will be kept up to meet industry's needs.

The measures to be extended to August 31, 1977 are the Youth Employment Subsidy and the Work Experience Programme, both due to close for applications on March 31, and the Job Creation Programme due to close for applications on April 30.

The extra help for training is intended to keep up the level needed by industry including apprentices and technicians by supporting about 41,500 places, mainly for young people. Training courses for young people under the Training Opportunities Scheme will also be increased by 5,000, raising the total to 17,000 places this year.

The Community Industry scheme will

be expanded to provide an additional 1,500 places, making in all 5,500. The extra 230 unemployment specialist posts for the Careers Service already provided under the special measures will be increased by a further 90 posts, and the scheme will be continued into 1978/79 and reviewed in September 1978.

These changes can be made within the resources available for special measures during 1977/78. On December 15 the Chancellor made £120 million available. In the case of training in industry the cost is spread over two financial years.

"Serious"

Announcing the measures in a parliamentary statement Mr Booth said, "The Manpower Services Commission has stated that the problems of unemployment amongst young people are so serious that it

should become an objective of the Commission to ensure that all young people of 16 to 18 years of age who have no job or who are not engaged in further or higher full-time education should have the opportunity of training, of participation in a job creation programme or of work experience. I share this ultimate objective, but, as the Commission recognised, it is ambitious and has considerable resource implications. The Manpower Services Commission has set up a working party, on which educational interests are represented, to study the current measures and investigate the feasibility of achieving its objective. The working party is due to report to the Commission within the next few months, however in the meantime the measures have been reviewed in the light of the unemployment position as it now exists and the appropriate action taken."

Flexibility—key to industrial democracy

There will be no "legal straightjacket" to trap unions and management into a uniform system of industrial democracy, said Mr Harold Walker, Minister of State for Employment.

Explaining the Government's policy in the wake of the Bullock Committee's recommendations on worker-directors, he told the *Guardian* Business Services Seminar on February 25 in London:

"We are conscious of the need for flexibility to allow agreement to be reached at all levels."

However, he believed that workers should have the legal right to board level representation.

Wide agreement

He pointed out that there was wide agreement on the need for greater democracy in the world of work. The differences of opinion were over how it should be achieved. It was essential to have a system that would create a more stable and productive basis for industrial relations. Labour law must not only be right and workable but, above all, have agreement.

"The law can only be a beginning—not an end" he said.

Many top-level decisions were of fundamental concern to employees, he continued, particularly in the long-term. A share in formulating them would help to develop a greater partnership and mutual sense of responsibility for a company's success.

He cited mergers and takeovers as an example. At present workers were rarely told of these decisions in advance, let alone allowed to influence them. Yet a take-over would almost certainly affect their livelihood and often lead to redundancies. Future investment could determine the location of factories, introduction of new machinery and methods—all things which directly concerned earnings, promotion and working conditions.

Worker representation on the board would also guarantee arrangements for participation below board level.

"The two are complementary. Neither is likely to be fully effective without the other" he said.

Mr Walker stressed that the trade unions had a vital role in making industrial democracy work. The Bullock proposals

would complement existing collective bargaining arrangements. These were based on the unions so it followed that new representation structures—such as the election of worker-directors—must be closely linked with the union systems. Worker-directors need to be part of one system of representation, reaching from the boardroom to the shop floor. Creation of a rival system of representation would create confusion and conflict.

Training and back-up services

Worker-directors in an unfamiliar setting would need training and back-up services if they were to be effective in the boardroom. The unions were in a position to organise this.

The Government, he continued, remained committed to the provision of a right to board level representation for workers and to the essential role of trade unions in the process.

"We, like the TUC, are wholly convinced that worker directors can make a positive contribution to the regeneration of British industry" he said.

News and notes

Deaths and injuries down in 1975

Fewer people were killed or injured at work in 1975 than in the previous year according to a Health and Safety Executive report, *Industry and Services 1975**, which has recently been published. But it shows that the number of deaths and injuries for construction processes rose in 1975.

Lowest this century

The number of deaths in factory processes was the lowest this century (231), the report says. Altogether there were 427 deaths compared with 479 in 1974 out of 243,140 injuries (256,930 in 1974). However, in construction processes 181 people were killed as against 161 in 1974. The total number of accidents in this sector rose from 32,656 to 34,161 in 1975.

8 million covered

The report is the successor to what was formerly the annual report of HM Chief Inspector of Factories and deals not only with premises covered by the Factories Act, but also with the workplace safety of some eight million people brought under legislative protection for the first time by the Health and Safety at Work Act.

Also included are accounts of the year's work of HM Explosives Inspectorate, now within the Health and Safety Executive; and of the Railway Inspectorate for which there is an agreement between the Health and Safety Commission and the Department of Transport to implement the Health and Safety at Work Act as far as railway work is concerned.

Accountability of management

Mr Jim Hammer, HM Chief Inspector of Factories, says in his foreword to the report that the accountability of management for safety is crucial to reducing the number of accidents generally. He cites one factory which virtually eliminated accidents, and another where the total number of injuries fell by half.

This was because the company which owned the factories followed Factory Inspectorate recommendations which made management accountable for safety.

"If industry were to follow this approach more widely the total effect on accidents and occupational ill-health would be enormous," Mr Hammer states. The key

factor was "improvements aimed at ensuring that the individual manager is committed to and accountable for the level of safety performance of the unit within his control".

A fall in the number of cases heard in court in 1975 is also noted in the report. These dropped from 1,826 to 1,433—and the average fine imposed was £75. However, the number of notices issued by inspectors under the Health and Safety at Work Act in 1975 was over 6,000.

Mr Hammer said this showed inspectors were "more than ever determined to use all the methods of enforcement available to them".

"A significant increase"

The report also says that inspectors noticed "a significant increase in the interest in health and safety matters among employees and trade unions". Examples

are quoted where inspectors' time was saved by knowledgeable worker representatives and proper use of voluntary safety committee procedure.

Guidance

But there are still a good many instances where workers' representatives still require guidance in distinguishing between those problems which are immediate and should be dealt with urgently and those which do not present an imminent risk, it says.

"The answer to these problems," says Mr Hammer, "lies in the better training of workers' representatives. This will give them the confidence both to deal directly with management at the outset and also to know when it will be right to call on the inspector to advise and enforce. It will also help them to understand the advice the inspector gives".

* *Health and Safety: Industry and Services 1975*, HMSO, £2.

Improve pressure testing safety

A guidance note aimed at improving safety standards in the pressure testing of closed vessels and components has been issued by the Health and Safety Executive*. The note points out that pressure testing, when the energy contained in the vessels can be released with explosive force, has resulted in a number of serious accidents, some fatal.

Particular attention is drawn to the serious hazard that exists when using compressed gas, steam or air (pneumatic testing) as the test medium instead of water (hydraulic testing). In the most common range of test pressures, the stored energy during a pressure test using compressed air is more than 200 times greater than when using water.

Advice is given in the note both for full pressure tests intended to prove the strength of the vessel, and for leak tests usually carried out at a much lower pressure to prove freedom from leaks. Leak testing of vessels not intended to be under pressure is also dealt with and alternative methods of testing are recommended.

* *Safety in pressure testing*, a Guidance Note (General series/4) available from the General Enquiry Point, Health and Safety Executive, Baynards House, 1 Chepstow Place, London W2 4TF, or from Area Offices of the Health and Safety Executive.



Medical consultant adviser

Dr Suzette Gauvain, deputy director of medical services, Employment Medical Advisory Service, is to be consultant adviser on medical training and related medical projects to the director, Dr Kenneth Duncan.

She takes up her new appointment, which is part-time, in May.

News and notes

Employment opportunities for women

Women's employment opportunities were less seriously affected than men's during the recent recession in most of 16 Organisation for Economic Co-operation and Development (OECD) countries studied, according to a report recently published by the Organisation.

Impact of recession assessed

The report, *The 1974-1975 Recession and the Employment of Women**, assesses the impact of the recession by examining labour market indicators such as unemployment, employment and labour force participation rates for both men and women. The analysis is largely based on figures covering a recent period of low unemployment (mainly in 1973 or 1974) and their most recent period of high unemployment (1975).

The countries covered were: Australia,

Austria, Canada, Denmark, Finland, France, Germany, Italy, Japan, Netherlands, New Zealand, Norway, Spain, Sweden, United Kingdom, and the United States. The report notes that, while the labour market impact of the recent recession on women was not the same in all countries, present statistical material suggests that there are significant similarities in country experience.

"The results of the employment analysis show that during the recession twelve of the countries experienced an absolute decline in the number of men employed, while women's employment declined in only five countries. Relatively, the change in the employment situation was generally more favourable for women than for men. In seven of the countries (Austria, Italy, Norway, Spain, Sweden, the United Kingdom and the United States) women's

employment increased while men's employment declined; in two countries (Canada and New Zealand) both men's and women's employment expanded but in each case the total employment of women increased proportionately more than that of men. In five countries (Australia, Denmark, Finland, Germany and the Netherlands) employment declined for both men and women but in each case the absolute and proportionate decline was less for women than for men." In only two countries (France and Japan) did women's share of total employment decline.

Employment trends compared

The report also attempts to identify the main factors affecting the impact of the recession on women by comparing employment trends and distribution of employment by sector in 13 OECD countries. "Business downturns tend to be more severe in manufacturing and construction industries (the 'industry sector') than in the service industries. Since working women are, in many countries, relatively more concentrated in the service industries than men, their overall employment may be relatively less affected during recessions." Though, women employed in the industry sector did experience more unemployment than men.

Faster than for men

The report also notes that in "most of the countries studied employment among women had been growing substantially faster than for men. The strength of this long term trend was likely to carry over into the relatively short period of the recession. It is therefore not surprising that during the recession in all countries (except Japan and France) women's employment increased faster (or declined less) than men's."

* *The 1974-1975 recession and employment of women* OECD Paris. L97. £1. ISBN 92-64-11587-0, available from OECD sales agents.

Common Market unemployment

According to figures from the European Commission's statistical office, about 5.4 million people were registered as unemployed in the EEC by the end of last year. This compared with some 5.3 million in December 1975.

Role of immigrants in the labour market

Over the past two or three years the Department's Unit for Manpower Studies has been engaged on an examination of the role of immigrant workers in the labour market. Particular attention was paid to those areas of employment where immigrants form a large part of labour supply.

Seasonal adjustments

The seasonal adjustments for unemployment and notified vacancies have been recalculated, taking into account the figures for the latest year, 1976. Such periodic updating is a normal feature of the seasonal adjustment procedure. The new adjustments will be used during 1977. Revisions have been made to the seasonally adjusted figures from January 1974 onwards.

The method used for seasonal adjustment of the unemployment series is described on page 717 of the August 1972 issue of the *Gazette*. Statistics of vacancies (mainly for adults) notified to local offices of the Employment Service Agency are also seasonally adjusted by means of Census Method II Variant X-II, additive version. The quarterly (rather than the standard monthly) programme from the above method is now used to seasonally adjust the industrial analysis of unemployment (see Table 108 of the Statistical Series).

The project covered immigrants from the Irish Republic, foreign and Commonwealth countries with rather more emphasis on New Commonwealth immigrants.

The Unit's report on their main findings brings together a large amount of relevant statistical and other information. For example, special tabulations from the 1971 Census of Population have been used to show how the geographical, industrial and occupational distributions of immigrant workers differ from those of other members of the labour force. The role of immigrant workers in a number of industries, including foundries and textiles, and also the National Health Service, in which they account for an appreciable part of labour supply, is examined. Comparisons with migrant workers in other European countries and earlier migrants to Britain are made.

Other items detailed include: Past changes in the flow of people from overseas into employment in Britain; results of various studies by other individuals and organisations of the causes of migration, of some of its economic effects, and of the educational attainments and jobs obtained by young black people with different lengths of schooling in this country; a fairly extensive bibliography.

Copies of the report are available from the Unit for Manpower Studies, Department of Employment, Steel House, 11 Tothill Street, London SW1H 9LN.

News and notes

Careers and occupational information

Employers, and organisations concerned with the recruitment and training of personnel, may well be interested in what the Employment Service Agency's Careers and Occupational Information Centre (COIC)* has to offer. COIC is rapidly developing a wide range of literature and audio visual aids. Originally aimed at the school leaver population they are now also taking into account the needs of adults, who are obliged not only to change job but also consider a change of occupation or career. The value of adequate well presented information is clear—a fully informed applicant is likely to be better suited to the work of his choice and remain in it so avoiding the waste of time and effort involved in an engagement based on trial and error which is eventually terminated because the job does not turn out to be what was expected.

COIC operates mainly on two fronts:

- (1) the production and publication of literature and audio visual aids and
- (2) the distribution of free items of literature to schools and the careers service.

The oldest established publication is the *Choice of Careers* series of booklets which, although continually up dated, goes back to the days when the work was done by the old Central Youth Employment Executive. Now however this series is just one of a range of publications which has expanded considerably since those days, and now includes other series of "for sale" publications plus a variety of free handout material. Among the more recent innovations produced for sale are a number of audio visual (A/V) aids designed for classroom use in the schools, but which employers and other organisations find to be of increasing interest. These include separate slide/tape presentations, sets of overhead projector slides, and wall charts. A recent product, likely to be of as much interest to the industries concerned as to schools, is the *Close up* series of A/V packs. These comprehensive packs contain film strip/tape, overhead projector slides, wall charts, literature sheets, and users guide, all attractively packaged and marketed at £31.30 per pack. Each pack provides an insight into the occupations in a particular industry or area of work and the first to be released is *Close up on Garages*. During the coming year packs will be produced on offices, catering, factories, engineering,



PM opens Welsh Jobcentre

The Prime Minister, the Rt. Hon. James Callaghan, gets to grips with a large-gauge spanner. It was presented to him when he opened Cardiff's first industrial jobcentre during a visit to the city last month.

More job swappers needed

A personal appeal to support the Government's "job swap" scheme went out on February 21 to thousands of the country's employers and trade union officials from Mr Albert Booth, Secretary of State for Employment.

In a letter to 28,500 individual employers and 400 leading trade union officials Mr Booth asked for help in making the scheme as effective as possible.

The Job Release Scheme is one of the special measures to help reduce unemployment. Its objective is to enable workers within one year of statutory pensionable age (65 for men and 60 for women) to give up their job and make way for a younger unemployed person.

The scheme applies to Assisted Areas only. It started on January 3 and by March 16 8,818 applications had been received. Mr Booth wrote "Although it is early in the

scheme's life, I am a little disappointed by the number of those in employment so far taking part, and I fear that this may, perhaps, be because the existence of details of the scheme are not sufficiently widely known."

In appealing to employers to bring the scheme to the attention of their employees he pointed out that the replacement does not necessarily have to be a direct swap. The employer can, for example, promote from within and recruit further down the ladder. He has to be able to show that the departure of the older person led to the recruitment of someone else off the unemployment register.

Mr Booth concluded by offering employers posters and leaflets about the scheme for display in personnel departments or on works notice boards.

Approved applications by regions at March 11 were:

South West	492	North West	3,124
West Midlands (Oswestry)	23	Northern	1,076
East Midlands	157	Wales	816
Yorks and Humberside	1,779	Scotland	1,351
		Total	8,818

construction, public utilities and local government, distribution, transport, agriculture and horticulture, and hospitals. COIC will be pleased to hear from anyone who would like more information.

The free distribution of occupational literature provides another service which is aimed at helping the school leaver. In the course of a year it is usual for some 500 different free publications to be sent out to

careers teachers in schools and to careers offices in the careers service; in total a matter of some 2½ million individual items. The service is confined to literature providing occupational and careers information which is unbiased in its presentation and COIC will consider the distribution of any such material which meets these criteria.

* Manpower Services Commission, Selkirk House, 166 High Holborn, London WC2.

News and notes

Wages councils—recent developments

Road haulage

Mr Albert Booth, Secretary of State for Employment, has accepted a recommendation to abolish the Road Haulage Wages Council made by the Advisory, Conciliation and Arbitration Service (ACAS) in a report published on February 17.

The Secretary of State referred the question of whether the Wages Council should be abolished to ACAS for investigation and report on January 8, 1976. He made a second reference to ACAS to consider whether the Wages Council should be converted into a Statutory Joint Industrial Council (SJIC) on September 9, 1976.

ACAS recommend that the Road Haulage Wages Council should be abolished because it is no longer necessary for the purpose of maintaining a reasonable standard of pay for workers in scope of the Council. They found that the majority of workers in the industry were covered by voluntary collective agreements and that the present bargaining powers of the trade unions were sufficient to maintain an adequate level of pay.

ACAS also recommend that the Road Haulage Wages Council should not be converted into an SJIC for the industry.

Establish national body

Further recommendations to the industry by ACAS are that a national body should be established in road haulage for discussion of matters of common interest to those concerned in the industry; joint industrial machinery should be resuscitated; and that existing local agreements should be built upon and developed into Joint Industrial Councils incorporating well founded procedural agreements.

The Secretary of State will take the necessary steps to implement the recommendation to abolish the Road Haulage Wages Council and will shortly publish a Notice of Intention in the *London and Edinburgh Gazettes*.

Under the Employment Protection Act 1975, which amends the Wages Councils Act 1959, the ACAS now undertake the duties formerly carried out by commissions of inquiry. The relevant sections of the Employment Protection Act were brought into operation on January 1, 1976.

Fur—ACAS advice sought

Mr Albert Booth has also referred the question of the abolition of the Fur Wages

Council to the Advisory, Conciliation and Arbitration Service.

Representations have been made to the Secretary of State that the wages council has not in recent years fulfilled its proper role and the trade union mainly concerned in the trade (USDAW) has also intimated that the council is no longer needed.

Preliminary inquiries have suggested that organisation is still very weak in the trade; ACAS has therefore been asked to investigate conditions in the fur industry and to report on the advisability of abolishing the wages council.

The Fur Wages Council was originally set up as a Trade Board in 1919. The numbers of establishments and workers have declined over the years, and it is estimated that now about 7,000 workers in some 750 establishments come within its scope.

Guarantee pay exemption

Mr Harold Walker, Minister of State for Employment, has made an Order* exempting certain workers in the wire and wire rope industries from the guarantee pay provisions of the Employment Protection

Act. The Order was published recently and has been applied since February 14, 1977.

The exempted workers are those covered by the national agreement of the Joint Industrial Council for the Wire and Wire Rope Industries.

The Minister may grant exemption from the provisions for employers and employees who have their own collective agreement or wages order covering guaranteed pay provided that:

- the application for exemption is made by all parties to the agreement, or by the council or board making the order, and
- the Minister is satisfied that the provisions of the Act should not apply to them because of the terms of their agreement or order.

Sections 22-28 of the Employment Protection Act 1975 provide that, under certain conditions, employers must make guarantee payments to all workers who are on short-time or laid-off. The guarantee is for a day's pay limited initially to £6 per day for the first five days of short-time or lay-off per quarter.

* SI 1977 No 208 HMSO, price 15p (Wire and Wire Rope Industries)

Trade union certification

Since February 11, 1977 the Certification Officer (Mr John Edwards) has issued certificates of independence to a further 11 trade unions under section 8 of the Employment Protection Act 1975. They are:

Association of Lecturers in Colleges of Education in Scotland
Association of Nurse Administrators
Bolton and District Union of Textile and Allied Workers
Cadbury Schweppes Senior Managers' Association
Colne and District Textile Warehouse Association
Council of Bank Staff Associations
Health Visitors' Association
National Union of Co-operative Insurance Society Employees
North-East Coast Tug-Boatmen's Association
Nursing Auxiliaries Association
Textile Manufacturing Trades' Federation of Bolton and Surrounding Districts

Applications from the following trade unions have been refused:

Bank of England Staff Organisation
Guinness Brewing Staff Association (UK)
HSD (Stevenage) Staff Association

Application withdrawn:

The National Union of Co-operative Insurance Agents

Certificates have now been issued to 234 trade unions (of which 146 are affiliated to the TUC or are constituents of affiliated unions), 22 applications have been refused, three applications have been withdrawn and one has lapsed.

Applications from 34 unions (of which three are affiliated to the TUC or are constituents of affiliated unions) are under consideration.

News and notes

Training levy orders Iron and Steel

Mr Albert Booth, Secretary of State for Employment, has approved proposals submitted by the Iron and Steel Industry Training Board for a levy on employers within the scope of the Board at a rate of £25 for each employee.

The number of employees will be calculated as the average of those employed on April 5, 1976 and October 4, 1976. Employers with less than twenty-six employees will be exempt.

The levy will be used to finance the Board's levy-related grants scheme. Employers who meet the Board's training requirements will have their levy progressively reduced. Those meeting the criteria in full will be exempted from levy. The Board also offers, in respect of the grant year ending on March 31, 1977, grants for sandwich courses, for courses on management responsibility for training, courses for training officers, group training and for research and experimental training projects.

Knitting, Lace and Net

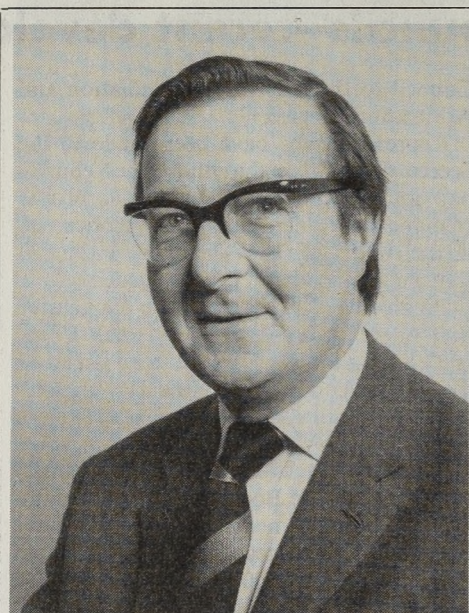
Mr Booth has also approved proposals submitted by the Knitting, Lace and Net Industry Training Board for a levy on employers within the scope of the Board equal to 0.425 per cent of their payroll in the year ended April 5, 1976.

Employers whose total payroll is less than £30,000 or who employ fewer than twenty-five persons, are to be excluded from the payment of the levy.

Employers who satisfy the board's training criteria may obtain exemption from levy. Those not obtaining exemption may qualify for grants for carrying out training approved by the Board. The Board also offers grants for training in key priority areas such as group training schemes and the training of knitting machine mechanics, and leavers lace twishands.

Air Transport and Travel

Proposals submitted by the Air Transport and Travel Industry Training Board have also been approved for a levy on employers within the scope of the Board equal to 1.0 per cent of their payroll in the year ended April 5, 1976.



New Director of HCITB

Mr Duncan Rutter, has been appointed director of the Hotel and Catering Industry Training Board. Currently deputy director of the National Coal Board, he takes up the appointment of director designate on May 16 and succeeds Dr G. C. Shipp as director on July 1.

Employers who employ less than sixteen persons will be exempt from levy. The levy is payable in one instalment due one month after the date of a notice requiring payment.

The levy will be used to finance training approved by the Board. Employers meeting the Board's training criteria in full will be exempted from levy. Employers carrying out training which meets with some of the Board's training criteria will qualify for a proportional reduction of levy.

The balance of the levy remaining after the award of levy-related grants will be used to pay grants for key training areas.

The three Orders* respectively were made by Mr Booth and laid before Parliament recently. All three Orders come into effect on April 1, 1977.

Employers may appeal to an independent tribunal against assessment.

* SI 1977 No 214, HMSO, price 25p.
SI 1977 No 282, HMSO, price 20p.
SI 1977 No 215, HMSO, price 25p.

U.K. allocations from the European Social Fund

The final round of allocations from the European Social Fund (ESF) to member states was set out in a Commission Decision of December 22, 1976. It brought the UK's total of allocations for 1976 to £44.21 million—or 24.1 per cent of all allocations from the Fund.

The ESF is essentially an employment and training fund, designed to increase the geographical and occupational mobility of workers. Within this context, it contributes to the cost of a broad spectrum of activity; 1976 allocations in the UK ranged from helping unemployed young people (for example £1.3 million for Community Industry and £2.8 million for special courses under TOPS) to activities undertaken by public bodies such as the Department of Manpower Services in Northern Ireland (£3.1 million). The allocations also included one of £2.75 million—to help the national newspaper industry retrain its workers to operate the new technology of photocomposition with the aid of computers.

Disabled people

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

At January 13, 1977, there were 79,825 disabled people on the register who were registered as unemployed of whom 69,249 were males and 10,576 females. Those suitable for ordinary employment were 59,651 males and 8,743 females, while there were 11,431 severely disabled people classified as unlikely to obtain employment other than under special conditions. These severely disabled people are excluded from the monthly unemployment figures given elsewhere in the *Gazette*.

In the four weeks ended February 4, 1977 2,931 registered disabled people were placed in ordinary employment. They included 2,388 males, and 543 females. In addition 169 placings were made of registered disabled people in sheltered employment.

News and notes

REVIEW

Collective bargaining and strikes: a review of Canadian research findings*

by Richard Clifton—Economic Adviser at the Department of Employment

It is interesting to note that industrial relations researchers in Canada are now leading the way in developing methods of measuring strike activity. This is to be expected since, in recent years, the Canadians have led the developed world in the number of working-days lost from strike activity in relation to labour force. While some overseas commentators have quite erroneously, dubbed strike activity as the "English Sickness", there is no doubt that if the disease is to be described as the predominant characteristic of any single nation that nation has to be Canada.

There is no sense, however, in implying that strike activity is uniquely the problem of any single country. It is a problem in many and a different type of problem in some. For example, an analysis published in the *Canadian Labour Gazette* in January 1976 shows that strikes are no less common in Canada than in the UK, but that the average strike in Canada lasts almost four times as long as the average British stoppage. Thus the Canadians are faced with the problem of more protracted stoppages.

Measuring Strike Activity is concerned, as its title implies, exclusively with the methodology of measurement. The main thesis put forward is a simple one, that the level of strike activity must be related to the level of bargaining activity if meaningful comparisons of variation in strike activity over time and between industries are to be made. For this reason the author proposes to replace certain conventional measures (number of strikes, number of workers involved, number of working days lost) by the proportion of wage settlements that are preceded by a strike, the number of workers involved as a proportion of workers covered by settlements and the number of days lost per worker covered by settlements.

Important objection

An important objection to this approach, which the author makes no attempt to deal with, is that a sizeable proportion of stoppages are not related to wage settlements. If the measures proposed are to be used correctly they should only be used in respect of pay strikes or, more precisely, those pay strikes that occur at the termination of a collective agreement over the negotiation of its successor. There is a belief that strikes in the United States and Canada only occur at the termination of such contracts and, though such stoppages tend to be much bigger, they are more predictable and less damaging than the typically shorter British stoppages which are usually unrelated to the negotiation of any contract. In fact, the international pattern is not nearly so simple. A pattern of short stoppages is just as typical of certain other European countries such as France and Italy as of Britain, while there are undoubtedly many short stoppages in North American manufacturing industries unrelated to the negotiation of agreements. After all, the term "wildcat strike" derives from American experience.

Accepting this limitation on the validity of the proposed measures, how useful are they? For time series analysis, the adjustment of the conventional measures to take account of the level of settlements appears to make little difference to the pattern over time. More emphasis is laid on the use of the measures in cross-section analysis, and a cross-section study of strikes in Ontario manufacturing industries in 1975 is presented in support of this case. Unfortunately the case that the author seeks to prove—that differences between industries can be better measured if number of strikes, days lost and workers involved are deflated by the number of settlements in the case of strikes and the number of

workers covered in the case of the other two measures—is not a case that anyone disputes. Of more interest is why Mr Kelly's measures should be preferable to the measures previously used in this country whereby the conventional indicators are simply deflated by the number of workers in the whole industry. (See, for example, the *Gazette* of February 1976, pages 117-126). Mr Kelly's approach implicitly assumes that any workers not covered by collective agreements never strike, are of no interest and consequently can be ignored completely.

Stoppage concentration

In considering alternative methods of measuring strike activity it is worthwhile considering the concentration of stoppages as well as their aggregate size and distribution. Research in the United Kingdom, published in the *Gazette* of November 1976 has developed measures of the concentration of strike activity not used in previous studies and derived the important conclusion that strike activity in British manufacturing industry is concentrated in a small minority of plants. Since these measures have not been used in research in other countries it would be more interesting were Mr Kelly to look at this aspect of the 123 strikes in Ontario in 1975 that he examines. It is to be hoped that the current research into strike activity that is taking place in Canada will not neglect these measures of concentration.

While the latter provide an indication of the spread of strike activity that could easily be applied in the Canadian context, the approach adopted in this pamphlet could hardly be applied to British experience and is of limited use elsewhere.

* *Measuring Strike Activity*—By L. A. Kelly: The Industrial Relations Centre, Queen's University at Kingston, Ontario, Canada—Research and Current Issues series No. 33, 1976.

Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on February 10, 1977 was 19,551. These workers were suspended by their employers on the understanding that they would shortly resume work. They are regarded as still having jobs, and are not included in the unemployment statistics.

Number of temporarily stopped workers claiming benefits on February 10, 1977: regional analysis

Region	Males	Females	Total
South East	1,836	168	2,004
Greater London	353	77	430
East Anglia	219	50	269
South West	1,207	119	1,326
West Midlands	7,073	376	7,449
East Midlands	1,030	301	1,331
Yorkshire and Humberside	844	152	996
North West	1,953	151	2,104
North	1,278	68	1,346
Wales	358	114	472
Scotland	2,144	110	2,254
Great Britain	17,942	1,609	19,551

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

Industry order (Standard Industrial Classification 1968)	Number of temporarily stopped workers recorded on February 10, 1977			Industry order (Standard Industrial Classification 1968)	Number of temporarily stopped workers recorded on February 10, 1977		
	Males	Females	Total		Males	Females	Total
Total, all industries and services	17,942	1,609	19,551	Textiles	411	395	806
Total, index of production industries	13,491	1,104	14,595	Leather, leather goods and fur	8	7	15
Total, all manufacturing industries	11,323	1,069	12,392	Clothing and footwear	72	106	178
Agriculture, forestry, fishing	3,768	128	3,896	Bricks, pottery, glass, cement, etc	307	56	363
Mining and quarrying	65	—	65	Timber, furniture, etc	238	31	269
Food, drink and tobacco	328	155	483	Paper, printing and publishing	66	22	88
Coal and petroleum products	2	—	2	Other manufacturing industries	40	32	72
Chemicals and allied industries	73	46	119	Construction	2,102	34	2,136
Metal manufacture	962	35	997	Gas, electricity and water	1	1	2
Mechanical engineering	1,159	8	1,167	Transport and communication	161	12	173
Instrument engineering	8	6	14	Distributive trades	200	141	341
Electrical engineering	34	49	83	Insurance, banking, finance and business services	10	4	14
Shipbuilding and marine engineering	306	3	309	Professional and scientific services	56	24	80
Vehicles	6,562	63	6,625	Miscellaneous services	216	176	392
Metal goods not elsewhere specified	747	55	802	Public administration	40	20	60

Notified vacancies

THE number of vacancies notified to employment offices and remaining unfilled in Great Britain on February 4, 1977 was 132,137.

The seasonally adjusted figure of notified vacancies at employment offices on February 4, 1977 was 132,100.

The number of vacancies notified to careers offices and remaining unfilled on February 4, 1977 was 17,360.

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

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

Region	Number of notified vacancies remaining unfilled on February 4, 1977	
	At employment offices*	At careers offices*
South East	54,048	7,864
Greater London	29,868	4,683
East Anglia	3,305	558
South West	7,148	897
West Midlands	8,772	2,078
East Midlands	9,211	1,310
Yorkshire and Humberside	10,781	1,487
North West	11,533	1,261
Northern	8,758	690
Wales	5,538	463
Scotland	13,043	752
Great Britain	132,137	17,360

Table 2 Notified vacancies remaining unfilled on February 4: industrial analysis

Industry group (Standard Industrial Classification 1968)	Number of notified vacancies remaining unfilled on February 4, 1977		Industry group (Standard Industrial Classification 1968)	Number of notified vacancies remaining unfilled on February 4, 1977	
	At employment offices*	At careers offices*		At employment offices*	At careers offices*
Total, all industries and services	132,137	17,360	Clothing and footwear	6,009	1,121
Total, index of production industries	64,077	7,335	Bricks, pottery, glass, cement, etc	1,186	160
Total, all manufacturing industries	52,183	6,454	Timber, furniture, etc	2,265	423
Agriculture, forestry, fishing	886	261	Paper, printing and publishing	1,920	516
Mining and quarrying	1,428	55	Paper, cardboard and paper goods	826	143
Coal mining	1,235	48	Printing and publishing	1,094	373
Food, drink and tobacco	2,880	345	Other manufacturing industries	2,436	386
Coal and petroleum products	159	6	Construction	9,510	760
Chemicals and allied industries	2,583	256	Gas, electricity and water	956	66
Metal manufacture	2,401	200	Transport and communication	5,768	594
Mechanical engineering	9,308	632	Distributive trades	15,758	3,813
Instrument engineering	1,428	179	Insurance, banking, finance and business services	6,406	1,389
Electrical engineering	5,760	529	Professional and scientific services	9,086	852
Shipbuilding and marine engineering	840	63	Miscellaneous services	21,981	2,189
Vehicles	4,002	142	Entertainments, sports, etc	1,485	202
Metal goods not elsewhere specified	5,300	809	Catering (MLH 884-888)	9,187	442
Textiles	3,222	527	Laundries, dry-cleaning, etc	491	85
Cotton linen and man-made fibres (spinning and weaving)	435	56	Public administration	8,175	927
Woollen and worsted	421	75	National government service	3,408	539
Leather, leather goods and fur	484	160	Local government service	4,767	388

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

Retail prices, February 15, 1977

At February 15, 1977 the general* retail prices index was 174.1 (prices at January 15, 1974 = 100) compared with 172.4 at January 18, 1977 and with 149.8 at February 17, 1976. The index for February 1977 was published on March 18, 1977.

The rise in the index during the month was due largely to increases in the prices of many foods, household goods and appliances, and of many articles of clothing and footwear; to increases in the prices of alcoholic drink; and to increases in motoring costs.

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 216.8, and that for all other items of food was 178.5. The index for all items except items of food the prices of which show significant seasonal variations was 172.5.

The principal changes in the groups in the month were:

Food: The food index rose by rather less than one per cent to 184.5, compared with 183.1 in January. Prices of beef, pork, bacon, potatoes and carrots were all lower on average than in January, but the prices of many other foods rose, notably eggs, coffee, tea, cheese, chicken, chocolates and canned and dried fruit. The index for foods whose prices show significant seasonal variations rose by almost one per cent to 216.8, compared with 214.8 in January.

Alcoholic drink: There was an increase of about 1½ per cent in the prices of beer, wines and spirits, causing the group index to rise to 176.4, compared with 173.7 in January.

Fuel and light: There was a fall of nearly one half of one per cent in the group index due to the special discount scheme for certain consumers in receipt of supplementary benefit or family income supplement.

Durable household goods: There were increases in the prices of most goods in this group, particularly in the prices of bedding, bedroom furniture and gas appliances, causing the group index to rise by two per cent to 160.1, compared with 157.0 in January.

Clothing and footwear: Most articles of clothing and footwear increased in price, particularly women's and girls' underclothing, men's footwear and men's woollen outerwear. The group index rose by rather less than two per cent to 151.1 compared with 148.5 in January.

Transport and vehicles: There were increases in the prices of cycles, cars, tyres and batteries and in service charges, motor insurance premiums and some provincial bus fares, causing the group index to rise by rather less than 1½ per cent to 181.3, compared with 178.9 in January.

Miscellaneous goods: There were increases in the prices of many goods in this group, including some national newspapers, stationery, travel and sports goods, causing the group index to rise by rather less than 1½ per cent to 178.5, compared with 176.2 in January.

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 nearly one per cent to 173.8, compared with 172.3 in January.

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

I Food: Total	184.5
Bread, flour, cereals, biscuits and cakes	168
Meat and bacon	155
Fish	154
Butter, margarine, lard and other cooking fat	220
Milk, cheese and eggs	167
Tea, coffee, cocoa, soft drinks, etc	209
Sugar, preserves and confectionery	220
Vegetables, fresh, canned and frozen	295
Fruit, fresh, dried and canned	173
Other food	182
II Alcoholic drink	176.4
III Tobacco	194.3
IV Housing: Total	154.6
Rent	136
Owner-occupiers' mortgage interest	138†
Rates and water charges	172
Charges for repairs and maintenance, and materials for home repairs and decorations	183
V Fuel and light: Total (including oil)	198.0
Coal and coke	192
Gas	160
Electricity	219
VI Durable household goods: Total	160.1
Furniture, floor coverings and soft furnishings	161
Radio, television and other household appliances	156
Pottery, glassware and hardware	172
VII Clothing and footwear: Total	151.1
Men's outer clothing	156
Men's underclothing	175
Women's outer clothing	142
Women's underclothing	166
Children's clothing	161
Other clothing, including hose, haberdashery, hats and materials	145
Footwear	146
VIII Transport and vehicles: Total	181.3
Motoring and cycling	178
Fares	204
IX Miscellaneous goods: Total	178.5
Books, newspapers and periodicals	194
Medicines, surgical, etc, goods and toilet requisites	161
Soap and detergents, soda, polishes and other household goods	195
Stationery, travel and sports goods, toys, photographic and optical goods, etc	171
X Services: Total	167.7
Postage and telephones	202
Entertainment	139
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	180
XI Meals bought and consumed outside the home	173.8
All Items	174.1

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

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

Average retail prices of items of food

Average retail prices on February 15, 1977 for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in 200 areas in the United Kingdom, are given below.

Many of the items vary in quality from retailer to retailer, and partly because of these differences there are considerable variations in prices charged for many items. An indication of

these variations is given in the last column of the following table, which shows the ranges of prices within which at least four-fifths of the recorded prices fell.

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page 161 of the February 1977 issue of the Gazette.

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

Item	Number of quotations February 15, 1977	Average price February 15, 1977	Price range within which 80 per cent of quotations fell	Item	Number of quotations February 15, 1977	Average price February 15, 1977	Price range within which 80 per cent of quotations fell
		P	P			P	P
Beef: Home-killed				Fresh vegetables—continued			
Chuck	725	87.5	78 - 96	Potatoes, new loose	—	—	—
Sirloin (without bone)	699	132.1	110 - 160	Tomatoes	672	38.8	35 - 44
Silverside (without bone)*	754	113.4	100 - 126	Cabbage, greens	423	16.2	10 - 24
Back ribs (with bone)*	497	80.3	65 - 96	Cabbage, hearted	473	14.3	10 - 20
Fore ribs (with bone)	601	79.0	68 - 90	Cauliflower or broccoli	300	27.9	16 - 38
Brisket (without bone)	640	78.5	64 - 92	Brussels sprouts	509	21.4	18 - 26
Rump steak*	749	149.3	126 - 170	Carrots	689	12.3	10 - 16
				Onions	710	16.5	14 - 20
				Mushrooms, per ¼ lb	642	15.0	13 - 17
Lamb: Home-killed				Fresh fruit			
Loin (with bone)	615	98.7	84 - 112	Apples, cooking	665	15.3	12 - 18
Breast*	597	33.1	25 - 44	Apples, dessert	709	17.9	15 - 22
Best end of neck	540	73.8	48 - 96	Pears, dessert	637	18.1	15 - 22
Shoulder (with bone)	603	69.2	60 - 80	Oranges	578	15.3	12 - 20
Leg (with bone)	621	94.4	85 - 105	Bananas	681	17.2	15 - 20
				Bacon			
Lamb: Imported				Collar*	404	68.7	60 - 78
Loin (with bone)	419	82.6	72 - 92	Gammon*	454	87.7	75 - 100
Breast*	428	26.2	20 - 34	Middle cut,* smoked	313	81.7	72 - 96
Best end of neck	404	67.5	45 - 82	Back, smoked	295	88.3	72 - 102
Shoulder (with bone)	447	57.9	50 - 65	Back, unsmoked	370	86.3	68 - 102
Leg (with bone)	449	86.6	80 - 92	Streaky, smoked	226	72.2	62 - 84
				Ham (not shoulder)	572	116.8	94 - 140
Pork: Home-killed				Pork luncheon meat, per 12 oz can	580	31.7	25 - 37
Leg (foot off)	726	68.8	55 - 86	Canned (red) salmon, per half-size can	527	89.0	82 - 98
Belly*	720	52.7	47 - 58	Milk, ordinary, per pint	—	10.5	—
Loin (with bone)	745	83.5	75 - 94	Butter			
				Home-produced	470	58.1	42 - 64
Pork sausages	734	43.9	38 - 50	New Zealand	629	54.6	51 - 58
Beef sausages	576	39.3	34 - 46	Danish	644	59.5	56 - 64
				Margarine			
Roasting chicken (broiler), frozen (3 lb)	548	40.3	37 - 44	Standard quality, per ½ lb	150	13.1	12½ - 14
Roasting chicken, fresh or chilled (4 lb), oven ready	414	46.3	40 - 53	Lower priced, per ½ lb	121	12.3	12 - 12½
				Lard	737	22.5	19 - 27
Fresh and smoked fish				Cheese, cheddar type	730	59.5	52 - 68
Cod fillets	423	80.7	70 - 90	Eggs			
Haddock fillets	449	81.1	70 - 90	Large, per dozen	632	54.7	52 - 58
Haddock, smoked whole	356	77.5	65 - 90	Standard, per dozen	638	51.0	48 - 54
Plaice fillets	393	87.5	74 - 100	Medium, per dozen	317	46.6	44 - 49
Halibut cuts	86	125.0	75 - 160	Sugar, granulated, per kg	745	25.5	24 - 27
Herrings	326	37.9	28 - 46	Coffee, instant, per 4 oz	614	78.9	69 - 95
Kippers, with bone	451	48.1	39 - 58	Tea			
				Higher prices, per ½ lb	249	20.5	19 - 21
Bread				Medium priced, per ½ lb	1,689	17.7	16 - 19½
White, per 1½ lb wrapped and sliced loaf	657	19.8	18 - 21	Lower priced, per ½ lb	619	16.6	15 - 18
White, per 1½ lb unwrapped loaf	467	21.3	19 - 24				
White, per 14 oz loaf	507	14.7	13½ - 16				
Brown, per 14 oz loaf	557	15.9	15½ - 16½				
Flour							
Self-raising, per 3 lb	687	23.6	20 - 29				
Fresh vegetables							
Potatoes, old loose							
White	500	12.0	10 - 14				
Red	260	12.9	11 - 15				

* Or Scottish equivalent.

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 people 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 February* which came to the notice of the department, was 221. In addition, 80 stoppages which began before February 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 137,500, consisting of 100,200 involved in stoppages which began in February and 37,300 involved in stoppages which had continued from the previous month. The latter figure includes 4,900 workers involved for the first time in February in stoppages which began in earlier months. Of the 100,200 workers involved in stoppages which began in February, 50,600 were directly involved and 49,600 indirectly involved.

The aggregate of 713,000 working days lost in February includes 326,000 days lost through stoppages which had continued from the previous month.

Prominent stoppages of work during February

A six week dispute by nearly 840 brewery delivery men at nine distribution depots in London, the South East and East Anglia ended on February 21. The men's refusal to take out new, larger vehicles, despite assurances that there would be no redundancies, caused a further 230 workers to be laid off. Work was resumed following agreement to re-commence trials on the vehicles and to have further consultations over the introduction of the new delivery system.

A stoppage of work by over 200 process operatives which began on February 15 caused 1,350 other workers to be laid off at a frozen food factory in East Anglia. The stoppage was in support of a claim for increased manning levels for operating modernised machinery which had been re-located. Work was resumed on February 28 following management's agreement to provide an additional worker to assist the machine minders as necessary.

A five week stoppage of work by 330 paint shop workers at a car plant in the Midlands led to 2,600 workers being laid off. The stoppage, which was in protest against the use of industrial engineers on work study exercises, ended on March 8.

About 2,300 toolroom workers at eight plants in the South East, Midlands and North West belonging to the same company stopped work from February 18 in pursuance of a claim for separate bargaining rights and the restoration of differentials. The stoppage has led to progressive lay offs of large numbers of other workers at the plants and was still in progress at the end of the month.

Stoppages of work in the first two months of 1977 and 1976

Industry group Standard Industrial Classification 1968	January to February 1977			January to February 1976		
	No. of stoppages beginning in period	Workers involved	Working days lost	No. of stoppages beginning in period	Workers involved	Working days lost
Agriculture, forestry, fishing	—	—	—	—	—	—
Coal mining	32	15,700	16,000	36	5,400	8,000
All other mining and quarrying	—	500	2,000	2	100	†
Food, drink and tobacco	20	6,400	25,000	11	1,500	6,000
Coal and petroleum products	2	100	†	—	—	—
Chemicals and allied industries	10	5,000	83,000	5	600	1,000
Metal manufacture	26	9,400	76,000	29	22,500	167,000
Engineering	72	19,600	138,000	60	21,500	122,000
Shipbuilding and marine engineering	6	5,600	36,000	7	14,400	17,000
Motor vehicles	43	83,200	389,000	19	18,500	52,000
Aerospace equipment	2	1,300	2,000	—	—	—
All other vehicles	3	5,200	145,000	2	600	1,000
Metal goods not elsewhere specified	25	6,700	43,000	19	3,800	15,000
Textiles	8	1,000	3,000	5	1,300	6,000
Clothing and footwear	6	2,500	9,000	7	1,400	5,000
Bricks, pottery, glass, cement, etc.	11	1,200	3,000	3	700	1,000
Timber, furniture, etc.	2	1,000	2,000	6	300	1,000
Paper, printing and publishing	8	1,900	8,000	5	500	3,000
All other manufacturing industries	15	2,100	9,000	9	1,300	6,000
Construction	68	8,000	56,000	35	8,600	70,000
Gas, electricity and water	4	800	2,000	4	24,100	37,000
Port and inland water transport	10	2,800	7,000	13	2,700	5,000
Other transport and communication	25	3,800	21,000	15	3,200	15,000
Distributive trades	17	2,200	25,000	8	400	2,000
Administrative, financial and professional services	24	11,600	45,000	13	2,400	8,000
Miscellaneous services	6	1,000	10,000	7	2,600	14,000
Total	445	198,500	1,156,000	320	138,400	563,000

Causes of stoppages

Principal cause	Beginning in February 1977		Beginning in the first two months of 1977	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Pay—wage-rates and earnings levels	96	25,000	181	38,500
—extra-wage and fringe benefits	11	3,200	28	35,200
Duration and pattern of hours worked	3	300	6	500
Redundancy questions	10	7,000	20	9,600
Trade union matters	25	2,400	46	4,400
Working conditions and supervision	21	4,200	56	8,300
Manning and work allocation	33	5,100	61	7,400
Dismissal and other disciplinary measures	22	3,400	47	10,900
Miscellaneous	—	—	—	—
Total	‡221	50,600	‡445	114,900

Duration of stoppages ending in February

Duration of stoppage in working days	Number of stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	26	10,500	15,000
Over 1 and not more than 2 days	24	4,600	8,000
Over 2 and not more than 3 days	36	6,800	21,000
Over 3 and not more than 6 days	50	7,000	58,000
Over 6 and not more than 12 days	39	14,800	229,000
Over 12 days	49	10,300	538,000
Total	224	53,900	870,000

* 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 328 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 500 working days.
‡ Includes one stoppage involving "sympathetic" action.
§ Includes three stoppages involving "sympathetic" action.

Statistical series

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

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

The national statistics relate either to Great Britain or the United Kingdom, and regional statistics to the standard Regions for Statistical Purposes (see the 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 covered are also given adjusted for seasonal variations. These seasonally adjusted series are also given in table 129 together with a new (unadjusted) series for the whole economy. Average earnings of full-time manual men in the engineering, shipbuilding and chemical industries are given by occupation in table 128, in index form. Indices of basic weekly and hourly wage rates and normal hours are given by industry group and for all manufacturing and all industries in table 131 (Table 130 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 the 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.

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

UNEMPLOYMENT
international comparisons
THOUSANDS

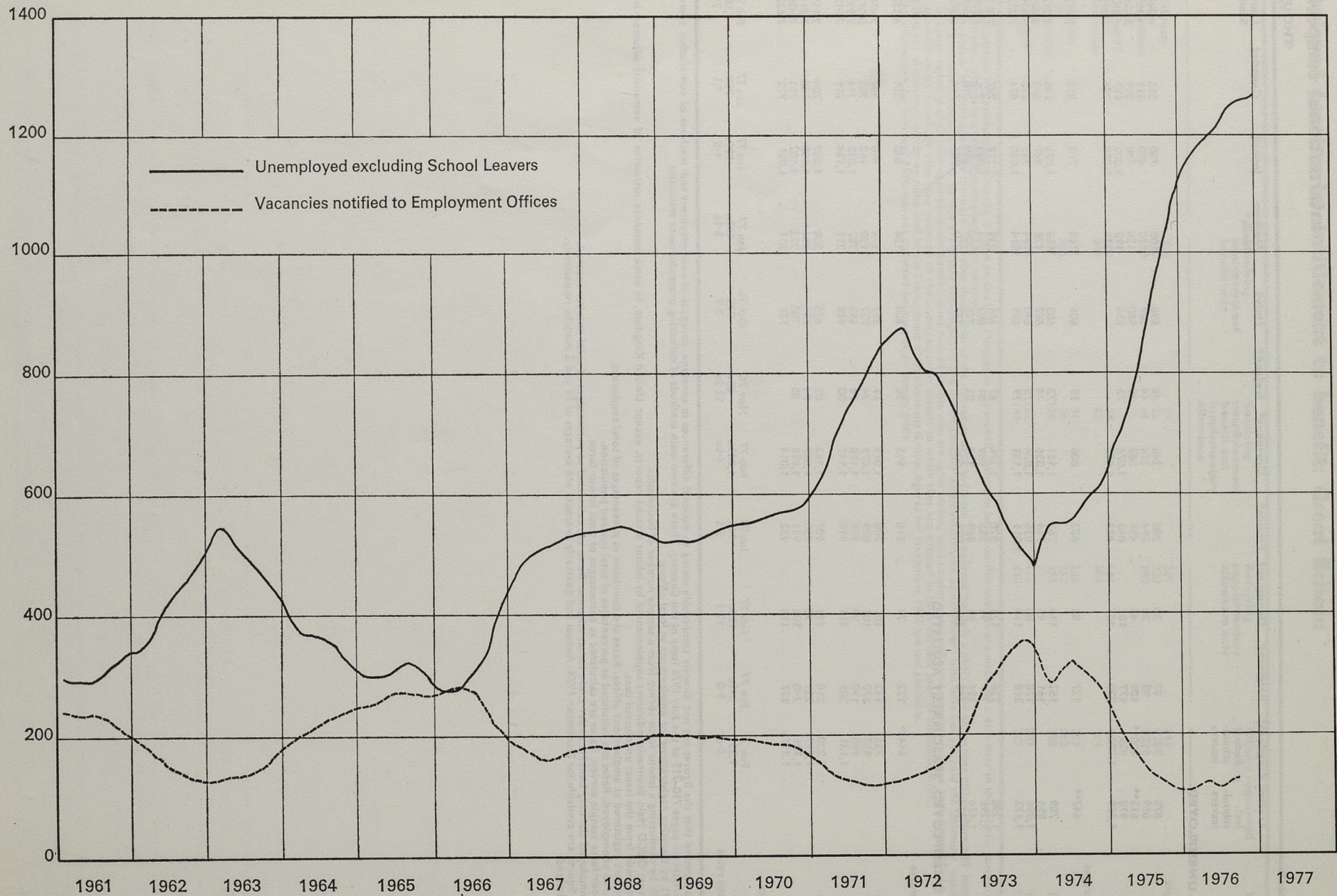
TABLE 113

	United Kingdom*	Belgium†	Denmark‡	France*	Germany*	Ireland‡	Italy‡	Netherlands*	Japan‡	Canada‡	United States‡	
	Incl. school-leavers	Excl. school-leavers										
NUMBERS UNEMPLOYED												
Annual averages												
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
1976	1,359	1,270	229	107	933	1,055		211	1,078	736		7,288
Quarterly averages												
1974 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
	854		161	95	744	1,036	74	667	178	947	693	8,004
	1,096		178	88	836	1,024	75	648	194	943	678	7,809
	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
	1,295		217	91	853	989	84	693	194	1,083	726	6,950
	1,474		224	91	868	928	82	776	209	1,010	718	7,309
	1,374e		248	123	1,034	1,006		777	210	963	714	6,983
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED												
Quarterly averages												
1974 4th												
		644**	122	77	616	815	56	604	156	842	551	6,117
1975 1st												
		735	142	101	708	1,019	69	553	174	910	667	7,476
		853	170	101	829	1,073	74	727	190	962	702	8,087
		998	190	99	915	1,110	78	653	207	1,025	716	7,997
		1,131	209	111	916	1,141	80	698	211	1,124	719	7,912
1976 1st												
		1,220	210	111	907	1,163	82	625	208	1,067	704	7,151
		1,252	229	98	950	1,027	84	755	206	1,100	738	7,014
		1,306	240	102	951	1,015	85	780	222	1,102	751	7,439
		1,317e	237	118	932	1,014		775	207	1,051	772	7,632
1976 latest data												
Month	Feb 77	Feb 77	Feb 77	Jan 77	Feb 77	Nov 76	Oct 76	Jan 77	Jan 77	Jan 77	Jan 77	Feb 77
Number	1,331	241e	135e	945	1,061e	83e	775	197e	999e	780	718	7,183
Percentage rates	5.6	9.0	12.1	5.5	4.6e	12.3e	3.9	5.1e	1.8	7.5	7.5	7.5

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.

Unemployed and vacancies: Great Britain

Three-month moving average: seasonally adjusted
THOUSANDS



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

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	-	4	9	165	168	-3
	June 10‡	249	120	369	242	116	358	-	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, December 1976 and January 1977.

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

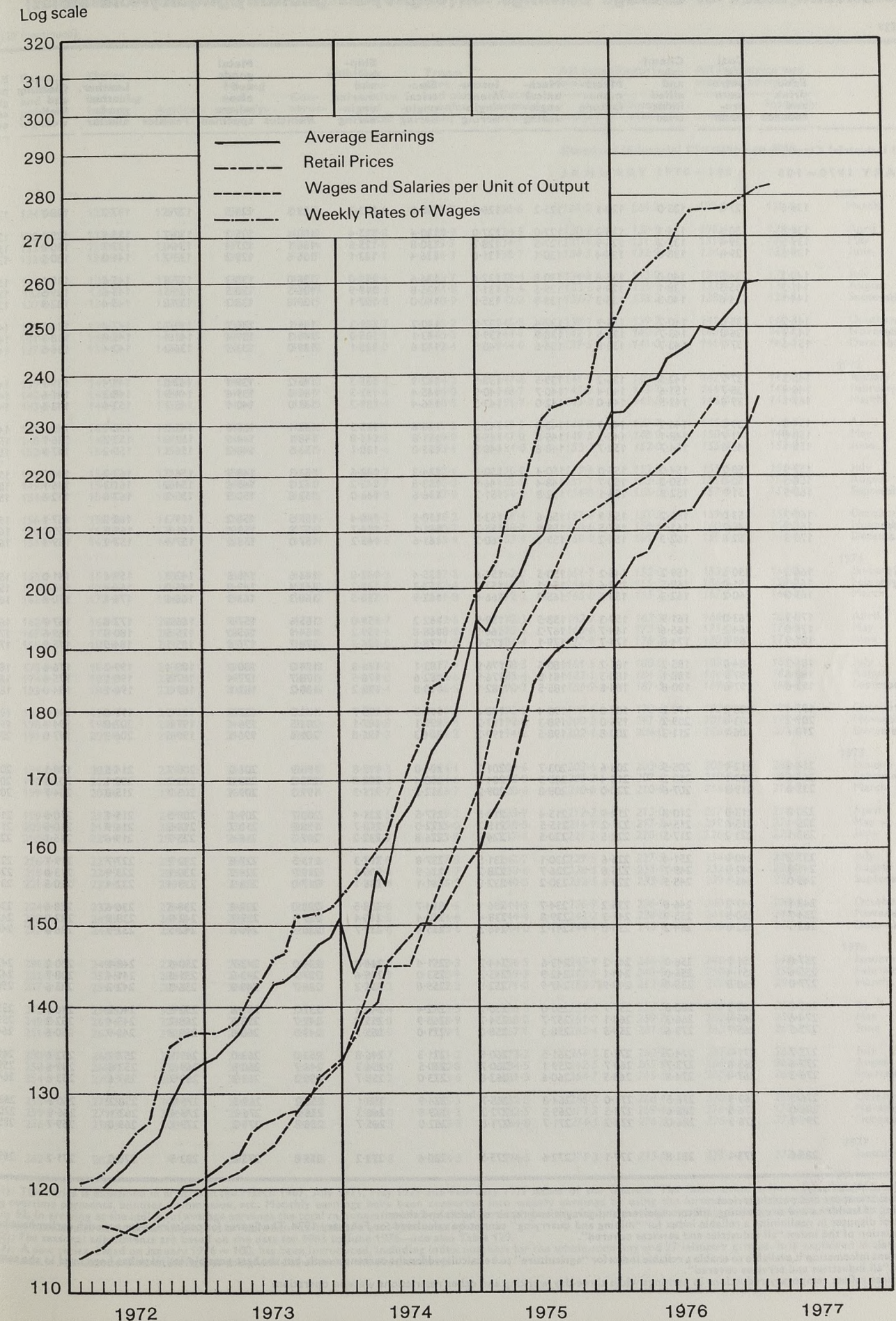
TABLE 126

	MANUFACTURING INDUSTRIES				ALL INDUSTRIES					
	Average weekly earnings		Average hours	Average hourly earnings	Average weekly earnings		Average hours	Average hourly earnings		
			excluding those whose pay was affected by absence				excluding those whose pay was affected by absence			
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	
£	£	p	p	£	£		p	p		
Full-time 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	39.1	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	51.5	53.6	42.3	125.8	52.0	53.4	41.4	127.3	126.0	
April 1975	61.8	64.0	42.5	150.1	61.8	63.4	41.1	152.6	151.6	
*Full-time youths and boys (under 21)										
April 1972	16.7	17.1			16.0	16.2				
April 1973	19.9	20.4	42.7	48.0	19.0	19.3	42.3	45.5	44.3	
April 1974	26.1	26.9	43.0	62.5	24.7	25.1	42.4	59.1	57.4	
April 1975	33.4	34.2	42.0	81.5	32.9	33.3	41.8	79.8	78.1	
April 1976	39.4	40.2	41.9	96.3	38.2	38.7	41.6	93.3	91.7	
*Full-time girls (under 18)										
April 1972	11.0	11.3			10.2	10.3				
April 1973	12.8	13.1	39.6	33.2	11.8	11.9	39.0	30.6	30.4	
April 1974	16.6	17.1	39.2	43.8	15.4	15.7	38.4	40.9	40.7	
April 1975	22.8	23.4	38.7	60.3	22.0	22.3	38.1	58.5	58.3	
April 1976	26.4	27.3	38.9	70.2	25.7	26.0	38.2	68.3	68.1	
*Part-time men (21 years and over)										
April 1972	10.4	10.5			12.1	12.2				
April 1973	12.8	13.0	20.4	56.0	15.0	15.2	18.9	64.6	64.4	
April 1974	14.0	14.3	20.2	66.0	14.8	15.1	19.0	72.2	72.0	
April 1975	20.1	20.3	20.2	89.4	17.9	18.3	18.2	93.9	93.6	
April 1976	24.2	24.6	20.4	114.0	22.1	22.5	18.0	122.2	121.9	
*Part-time women (18 years and over)										
April 1972	9.3	9.5			8.5	8.6				
April 1973	10.8	11.0	22.6	49.0	9.9	10.1	20.3	49.1	49.0	
April 1974	12.5	12.9	22.7	57.3	11.7	11.9	20.7	57.5	57.4	
April 1975	17.0	17.6	22.9	77.5	17.1	17.4	21.4	81.3	81.2	
April 1976	21.0	21.5	22.8	95.8	20.3	20.5	20.9	99.2	99.1	

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

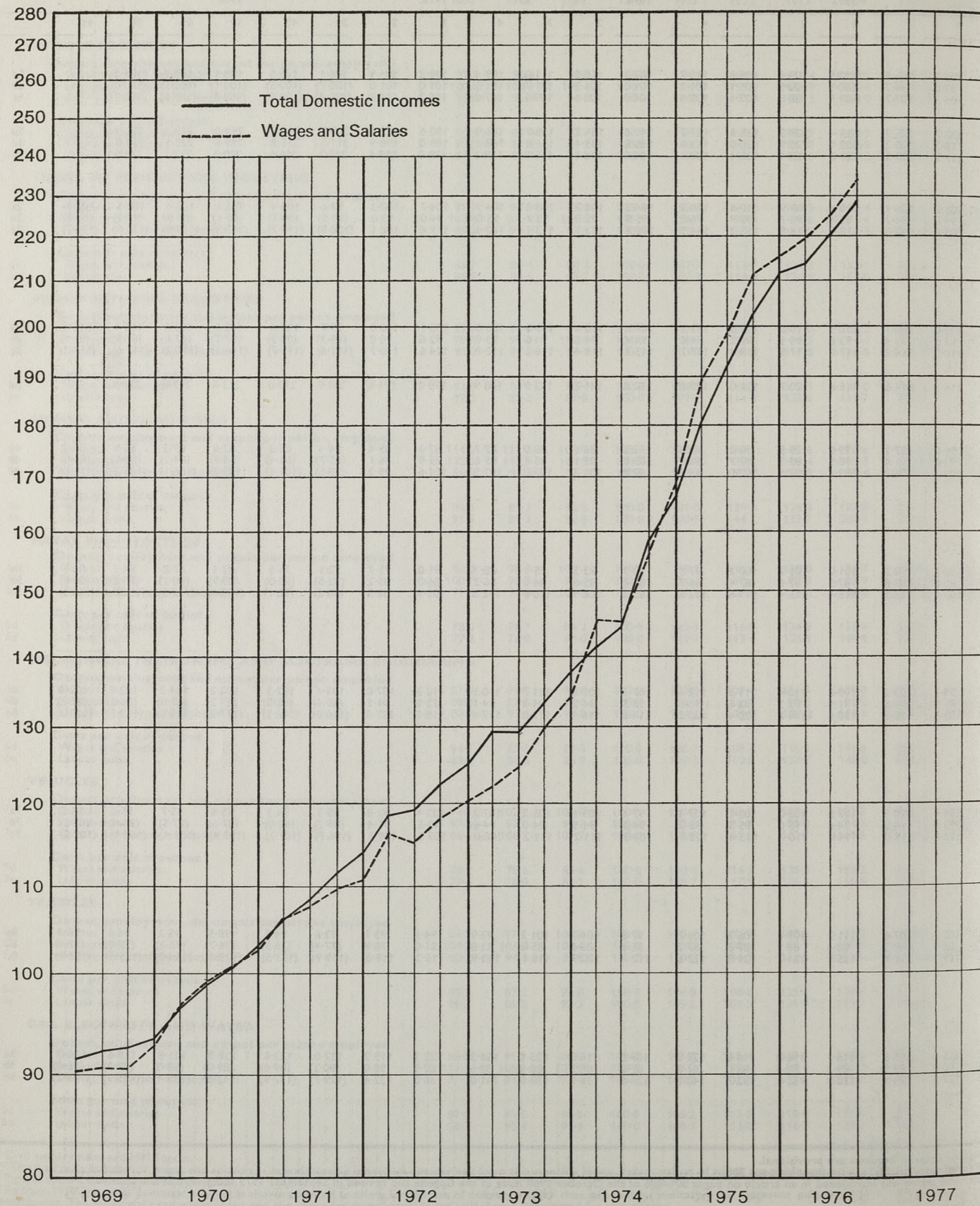
Earnings, wage rates, retail prices, wages and salaries per unit of output

AVERAGE 1970 = 100



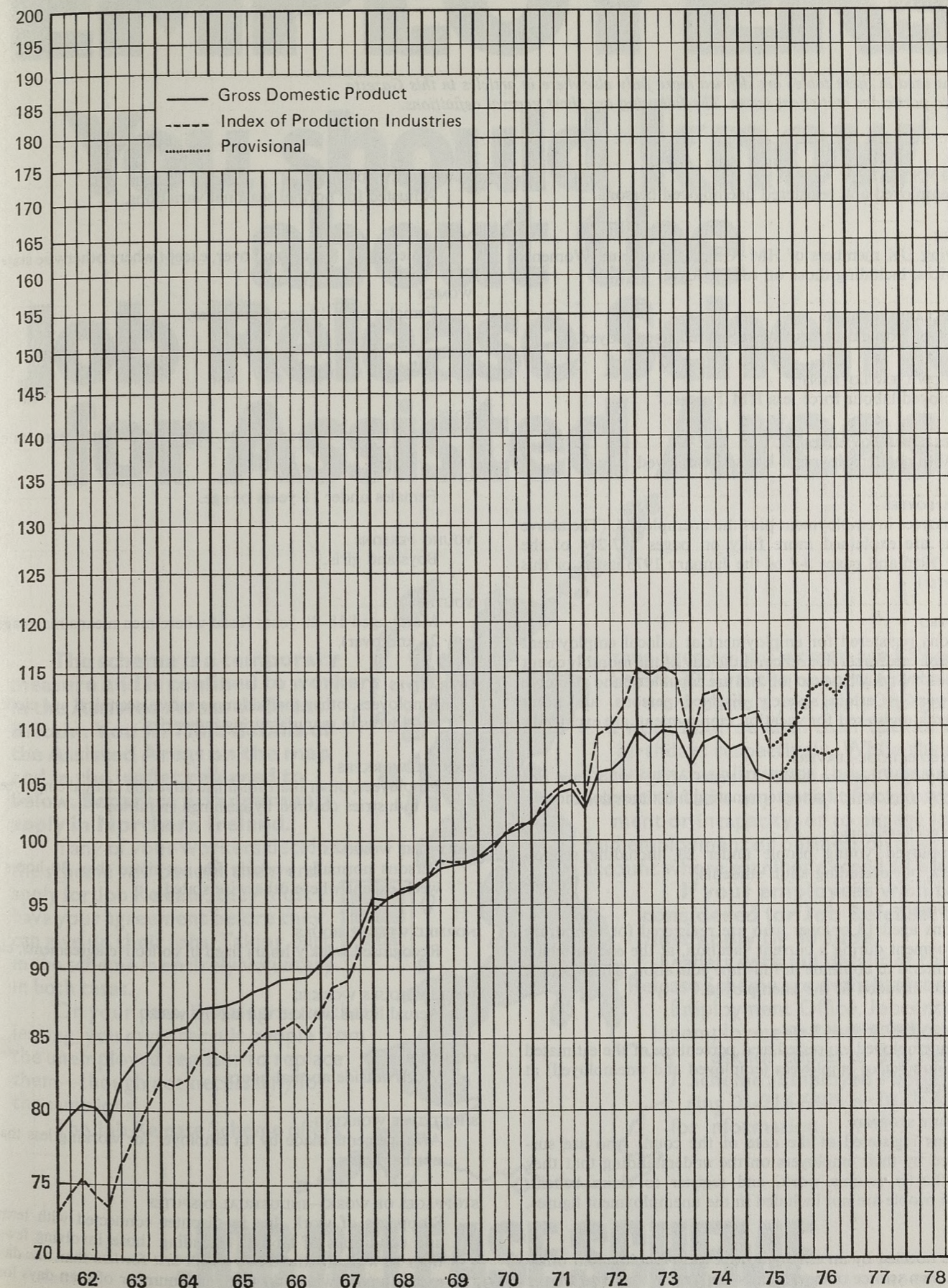
Costs per unit of output (1970=100): seasonally adjusted.

Log scale



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

Log scale



DEFINITIONS

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

WORKING POPULATION

All employed and registered unemployed persons.

HM FORCES

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

EMPLOYED LABOUR FORCE

Working population less the registered unemployed.

TOTAL IN CIVIL EMPLOYMENT

Employed labour force less HM Forces.

EMPLOYEES IN EMPLOYMENT

Total in civil employment less self-employed.

TOTAL EMPLOYEES

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

UNEMPLOYED

Persons registered for employment at a local employment office or 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).

UNEMPLOYED SCHOOL-LEAVERS

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

UNEMPLOYED TEENAGERS

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

ADULT STUDENTS

Persons aged 18 or over who are registered for temporary employment during a current vacation, at the end of which they intend to continue in full-time education. These people are not included in the unemployed.

UNEMPLOYED PERCENTAGE RATE

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

TEMPORARILY STOPPED

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

VACANCY

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

SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

MEN

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

WOMEN

Females aged 18 years and over.

ADULTS

Men and women.

BOYS

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

GIRLS

Females under 18 years of age.

YOUNG PERSONS

Boys and girls.

YOUTHS

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

OPERATIVES

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

MANUAL WORKERS

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

PART-TIME WORKERS

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

NORMAL WEEKLY HOURS

Recognised weekly hours fixed in collective agreements, etc.

WEEKLY HOURS WORKED

Actual hours worked during the week.

OVERTIME

Work outside normal hours.

SHORT-TIME WORKING

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

STOPPAGES OF WORK—INDUSTRIAL DISPUTES

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

EMPLOYERS

You should know about the Job Release Scheme for Assisted Areas.

The scheme is a temporary measure and is confined to workers in the Assisted Areas of Great Britain. You will find details of the Assisted Areas on the map and in the leaflet referred to below. Separate arrangements apply in Northern Ireland.

If any of your workers decide that the scheme will benefit them and apply for Job Release, they must have your agreement before they can give up their jobs. Taking part in the scheme is entirely voluntary in both cases.

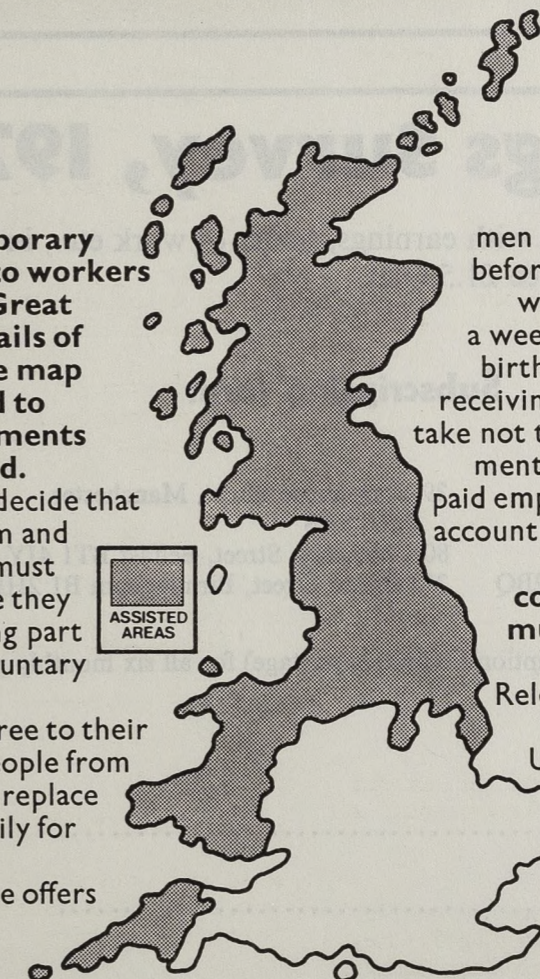
On your part, if you agree to their leaving, you must recruit people from the unemployed register to replace them—though not necessarily for the same jobs.

The Job Release Scheme offers

men aged 64 and women aged 59 on or before 30 June the opportunity to stop work up to a year early and get £23 a week tax-free until their 65th or 60th birthdays respectively. While they are receiving this allowance they must undertake not to claim any benefit for unemployment or incapacity, or to engage in any paid employment or business on their own account where earnings exceed £4 a week.

If your employees wish to be considered for Job Release, they must apply by 30 June.

Leaflets with full details of the Job Release Scheme are available from any Employment Office, Jobcentre or Unemployment Benefit Office. Just ask for copies of 'Job Release Scheme: Employed People'. Or ring 01-214 6403 or 01-214 6497 for information.



JOB RELEASE SCHEME

Issued by the Department of Employment **DE**

Subscription form for the Department of Employment Gazette

To HM Stationery Office:

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