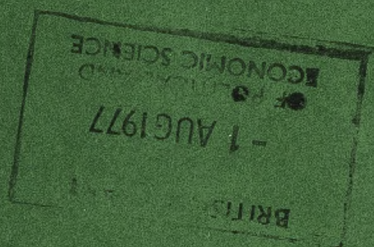




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Employment Gazette

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July 1977

Counter-inflation policy—statement by the
Chancellor of the Exchequer

Employment Minister announces new
employment schemes

Surveys carried out into special employment
schemes

Shop floor participation, two case studies—
Baxi Heating—GKN (Shotton) Ltd

Finding a way to predict wastage of
craftsmen and apprentices

Behavioural science and manpower planning

Unemployment rates by age

Household spending in 1976

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DEPARTMENT OF EMPLOYMENT GAZETTE

July 1977 (pages 685-796)

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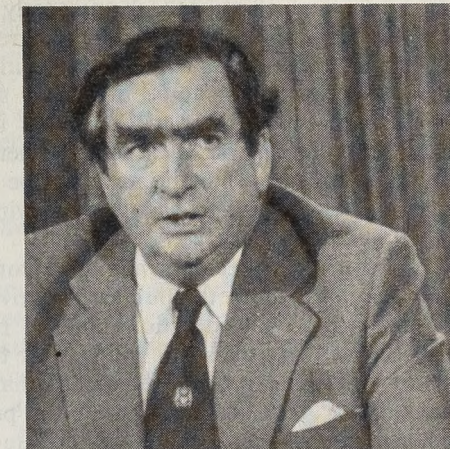
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Counter-inflation policy



Statement by Chancellor of the Exchequer

With permission, Mr Speaker, I wish to make a statement about the further measures which the Government proposes to take in the fight against inflation and unemployment in the light of discussions it has held with representatives of the TUC and of the revised prospects for the economy. The Government continues to regard the mastery of inflation as the pre-condition for success in returning to full employment.

In the last two years the nation has derived immense advantages from the guidelines on pay which the TUC has formulated in agreement with the Government. These guidelines have been fully observed by the whole of the trade union movement and have given invaluable help in the fight against inflation.

The Government and TUC have recognised that the period after July 1977 must bring an orderly return to normal collective bargaining and that there must be no free-for-all or pay explosion.

On June 22 the TUC General Council made a major contribution towards these objectives by publishing guidance on the strict maintenance of settlements made under the current policy. The General Council said that negotiators should not re-open settlements made under the current policy after July 31 in breach of the 12 months rule; and should not defer settlements due before July 31 in the hope of securing an advantage by doing so. The only exceptions to the 12 months rule relate to occupational pensions and self-financing productivity schemes. The Government attaches the greatest importance to this guidance by the TUC. Provided it is observed by all those concerned with pay determination in both the private and public sectors, it will go far to prevent a wage explosion from developing after July 1977. It is the keystone for an orderly return to collective bargaining. It means that the Phase 2 policy will continue to affect the level of the nation's earnings until the last settlement made under it expires at the end of July 1978.

The effect is to facilitate a phased return to normal collective bargaining. For most people the next settlement will not come until the first half of 1978. By that time there is a good chance that, thanks to the strict adherence to the TUC pay policy in the past year the rate of inflation will be approaching, or will have reached, that of our major competitors. That will provide a better climate for settlements, which can be reinforced by any assistance which the Government is able to give.

Earnings

The TUC do not think it practicable for them to give general guidance on the level of pay settlements in the next round when the 12 months has expired for the bargaining group concerned. Since the Government has a responsibility for the economy as a whole and for the management of the public sector, it has a duty to the British people to state its position on this matter.

The country now faces a choice which will determine whether by getting a sustained fall in the rate of inflation we can profit fully from the new opportunities opened up for us by the success of our other policies and the flow of North Sea oil. Many factors may affect the rate of inflation. Some of these are now turning in our favour. On the best forecasts now available of the factors which may contribute to inflation, the prospect for prices in 1978 and after will depend critically on the rate of increase in the nation's wage bill. To take three examples by way of illustration:

- (1) if the rate of increase in earnings is not more than 10 per cent, inflation should fall below 10 per cent well before this time next year and stay there throughout the year;
- (2) if the rate of increase in earnings is as high as 15 per cent, we would not get inflation down to 10 per cent at all, and it would be rising steadily through the second half of next year and into 1979;
- (3) if the rate of increase in earnings were as high as 20 per cent prices would soar and we would be back in the situation we faced just over two years ago.

Any given rate of earnings increase implies a significantly lower rate of increase in settlements. The rate of increase in earnings takes account of overtime, job changes, and other factors which contribute to what is called wage drift. The House will recall that the £6 policy, representing an average increase in wage settlements of nearly 11 per cent, produced an increase in earnings for the year of 14 per cent.

Faced with a choice of the kind illustrated by the examples I have described, the Government has a clear duty to urge all concerned to base their approach to pay negotiations on getting inflation into single figures. It must therefore urge that the general level of pay settlements should be moderate enough to secure that the national earnings increase is no more than 10 per cent.

In a period which must mark an orderly return to normal collective bargaining the Government agrees with the TUC that it is not possible to stipulate a specific figure at which individual negotiators should invariably settle but it must seek to ensure that the national target is achieved. This means that the general level of settlements must be well within single figures. I shall later describe the measures the Government proposes to ensure that living standards will not fall in consequence.

The Government recommends those concerned with pay determination in both the public and private sectors to be guided by these considerations and to make new settlements on the basis that they will last for twelve months. It will do everything possible to secure that full account is taken of this guidance throughout the public sector: the guidance applies equally to the private sector and the Government expects similar action there.

In settling pay in important areas of the public sector the Government has long had valuable assistance from the three pay Review Bodies. The Government values their help and will ask them to continue their task within the guidance for pay I have described.

It will not be possible in the next twelve months to deal with the whole range of pay anomalies and other problems that have inevitably arisen during a period of strict pay guidelines. Only the most serious difficulties can be tackled in the coming year, if necessary on a phased basis and taking full account of the need to keep the total settlement within single figures.

Dividend control and the remuneration, charges and grants Act 1975

The Government proposes to extend dividend controls for a further year with the same limit of 10 per cent as at present. The Government has already announced its intention to extend for one year the present control over the profit margins of manufacturers, service firms and distributors. In addition it is necessary to continue the provisions in relation to employers in the Remuneration, Charges and Grants Act 1975 to the extent needed to support and enforce the TUC guidance on the 12 months rule. An Order will be required under that Act to achieve all these purposes. Further Orders will be needed in due course for the details of the margin control.

Where a firm has reached a settlement which is quite clearly inconsistent with the policies set out in this statement, the Government will take this into account in public purchasing policy and the placing of contracts, and also in the consideration of industrial assistance.

Government measures to maintain living standards

The Government will of course continue discussions with the TUC over the whole field of the social contract. Meanwhile the Government is responding to the TUC's request for action to create a climate favourable to an orderly return to normal collective bargaining. In particular it is proposing measures which can give working people confidence that their living standards can be generally maintained by moderate settlements at twelve-month intervals. These measures are designed to give special help to the low paid and to families with children.

The improvement in the economic prospect since the Budget—in particular the improvement in the balance of

payments—makes it possible for me to make the following proposals in the field of taxation, prices and employment.

Tax relief

I propose that the reduction already agreed in petrol duty should take effect from 6 pm on August 8. I do not intend to look for offsetting tax increases elsewhere.

The Government also accepts the principle expressed in certain amendments made at Committee Stage of the Finance Bill that the income tax personal allowances should be increased further. However, as I explained in my Budget Statement, the Government wish to concentrate relief this year particularly on families. By contrast, the Committee Stage amendments would tilt the balance in favour of the single personal allowance. I shall therefore be proposing at Report Stage of the Finance Bill to substitute an amendment which will increase the allowances, but restore the balance of my original proposal in favour of families. It will increase the single personal allowance by £40 and the married person's allowance by £70 as compared with the increase in these allowances which I originally proposed in my Budget Speech, at a cost of some £490 million; and there will be corresponding increases in other allowances. At the same time, I will propose a reduction in the basic rate of income tax by 1p from 35p to 34p, at a cost of some £470 million. The total full year costs of the income tax reliefs in this year's Finance Bill will thus come to some £2½ billion—closely in line with my original intention in the Budget.

Child benefit

The Government has also decided to increase family support in 1978-79 by a substantial improvement in the rates of child benefit as part of the further phasing in of the child benefit scheme. From April 1978 child benefit rates will be increased from the present £1 for the first child and £1.50 for subsequent children to £2.30 for all children, together with a doubling of the present premium for the first child of one-parent families to £1, at a net Exchequer cost in 1978-79 which will be over £300 million. The new rates will result in part from a further step in the phasing out of child tax allowances the basic level of which will be reduced to £100. A fuller statement about the level of child tax allowances in 1978-79 will be made in due course. Regulations for the new child benefit rates will be laid very shortly.

Price reductions

The Government has decided to prevent certain increases in the cost of living which would otherwise take effect before the end of this year and which are particularly burdensome for people on low incomes or with family commitments. Milk is an important item in family budgets, especially when there are several children. The Government has therefore decided to increase the milk subsidy so as to prevent an immediate further price rise of 1½p a pint and to keep the price of milk unchanged until the end of the year. The cost will be about £110 million falling in the financial year 1977-78.

The Government has also decided to raise the income limits for eligibility for free school meals. This will provide over half a million more children with free school meals and

increase the number benefiting to about one quarter of those children who take school meals. School meals will now be free for a family with two children having earnings up to over £60 a week, and for a family with four children up to over £75 a week. The cost will be £18 million in 1977-78 and £28 million in a full year and local authorities will be consulted about how this should be reimbursed.

The electricity discount scheme will be operated again this winter, in order to relieve households receiving Family Income Supplement or Supplementary Benefit of 25 per cent of one quarter's bill.

Additional jobs and the industrial strategy

The Government announced last month a programme of training and work experience courses for young people at a cost building up to £160 million a year; and a Special Temporary Employment Programme (STEP) providing jobs for adults at a cost of £68 million a year.

The Government has also decided to approve up to a further £100 million for construction in the current financial year, so as to assist employment in the construction industry, which is now going through a particularly difficult time. This is in addition to the £100 million for inner cities which I announced in the Budget. The Government is considering in the course of the normal annual review of public expenditure what further help can be given to the construction industry in the next financial year.

The Government has also reviewed the requirements for additional expenditure in support of the industrial strategy. As a result, a further cash sum of £70 million will be provided, to be drawn down over the next few years for schemes in the ferrous foundry and machine tools industries and for a new product and process development scheme.

The total cost of all the measures I have just announced is £1¼ billion in the current financial year, rising to £1½ billion next year. The resulting stimulus to demand in the economy will in itself generate substantial additional employment.

Public expenditure

The Government will maintain its strict control over public expenditure. The cost of the public expenditure measures in the current year will be found from within the contingency reserve so that no change will be required in this year's planned total for public expenditure.

The individual expenditure programme for 1978-79 will also be affected by the decisions now announced concerning child benefit, school meals and the industry schemes. However for total public expenditure the White Paper published last January (*Cmnd 6721*) remains the basis for planning. The programmes will be reviewed in detail in the annual survey.

Cash limits

For 1977-78 the cash limits have already been fixed and published in *Cmnd 6767*. No general changes are planned in the limits. For 1978-79 the assumptions used will reflect the Government's policy on pay. Spending authorities will not be able to rely on supplementary provision beyond the cash limits.

Public sector borrowing requirement and monetary policy

Taken by themselves, the tax reliefs which I have announced this afternoon imply a net addition of £100 million to the Budget estimate for the PSBR for the current year. On the other hand developments in the economy since the spring point to a reduction in the original forecast. As I have explained, the additions to public expenditure this year will be found from within the contingency reserve, and imply no additional change in the PSBR. I am satisfied that the measures I have announced will not increase the PSBR above the level of £8.5 billion I forecast in the Budget—that is, a figure within the limit of £8.7 billion which I announced last December at the time of the IMF agreement.

Equally, I am satisfied that the measures which I have announced this morning are consistent with the limit which I have announced for DCE and the forecast range for sterling M3. The Government is determined to maintain its DCE limit and related control of M3.

Conclusion

Mr Speaker, in deciding on the measures which I have announced this morning, the Government has taken account of the progress achieved on the balance of payments since the Budget, of the guidance given by the TUC for a phased and orderly return to normal collective bargaining and of the revised prospects for the PSBR in 1977-78.

They will give substantial additional protection to living standards for working people generally, and especially for families with children and those with earnings well below the average. Indeed for the great majority of workers they will themselves be enough, or more than enough, fully to offset the price increase which the Government expects between now and the end of this year.

As I have said, this orderly return to normal collective bargaining is essential to our objective of getting inflation down to single figures and keeping it there. We recognise that we are now attempting something which earlier Governments of both parties failed to achieve. But the policy I have described is one within which living standards will be maintained. It is a policy which must be applied by all concerned with good sense and realism. The Government will play its full part with the TUC and the CBI in seeking to achieve this. ■

Employment Minister announces new employment schemes

Special programme for young people

UP to 230,000 unemployed youngsters each year will have a chance of work experience or training under a new £160 million Youth Opportunities Programme announced on June 29 by Mr Albert Booth, Secretary of State for Employment.

The programme will be fully operational by September 1978 and will double the number being helped under current schemes.

Mr Booth also announced two new plans to deal with adult unemployment and the extension of the Youth Employment Subsidy, modification to the Job Release Scheme, and an additional 10,000 places in further education.

The following is the complete text of Mr Booth's statement to the House of Commons.

"One of the most disturbing results of the current recession has been the very large increase in youth unemployment, which can have lasting effects on the personal development and outlook of young people.

Youth unemployment remains unacceptably high and is likely to remain high for some time to come. This is of serious concern to the Government. We have therefore decided that the Manpower Services Commission (MSC) should be asked to operate a new programme of opportunities for unemployed young people on the lines of the proposals the Commission put to us based on the excellent report of its working party. In reaching this decision we have also taken into account the relevant report on the job creation programme of the Social Services and Employment Sub-Committee of the Expenditure Committee and comments made by hon. Members in the debate on May 24 and by many others.

The new programme will draw together and build on existing schemes for young people. It meets the criticism that existing provisions do not provide adequate training for young people by integrating a series of measures for unemployed young people in the 16-18 age group which will provide them with a combination of training and work experience. These will be run to fit the needs of individuals, with the purpose of improving their prospects of obtaining a satisfactory permanent job at the earliest possible moment.

Maximum places

There will be a maximum of 130,000 places on the programme, with opportunities being given to over 230,000 young people a year. This is about double the provision under the present schemes and corresponds to the assessment of the need made by the Manpower Services Commission. The Manpower Services Commission and

Government will review the size of the total programme annually against the prospects for youth unemployment. In drawing up the programme account has been taken of the possibility of assistance from the European Social Fund.

School leavers intention

We shall want to ensure that places go to those who most need them. Summer school leavers will be considered for places from September, and it is our firm intention that no summer or Easter school leavers who remain unemployed the following Easter should remain without the offer of a place under the programme. The Government will ensure that the necessary resources are available for this purpose, and the MSC will arrange the programme accordingly, making such special provision as is necessary.

About one-third of the young people who join the unemployment register leave it within one month, and we would not wish the programme to disrupt the normal flow of young people into permanent jobs. We therefore intend that places should go only to those young people who have been unemployed for at least six weeks, and the emphasis will be on those who are the least qualified, with the poorest employment prospects. It will be important to ensure that the programme caters adequately for girls in this category.

The work experience courses for young people will last, in general, for up to 12 months but, taking account of the Expenditure Sub-Committee's report, we have asked the MSC to operate this rule with some flexibility for individual young people with no permanent job to go to in areas of high youth unemployment.

All young people on courses under the programme will be paid an allowance of £18 a week. This includes £2 for travel expenses with a discretion to pay more in exceptional circumstances.

The new programme will require increased provision for education and training and we shall be making resources available through the programme to meet the extra costs to the education service. In view of the extra work that will fall on it, we shall also be providing more support from central funds for the Careers Service, which has made an excellent contribution against the odds. Initially, we shall be providing an additional 170 unemployment specialist posts, on top of the extra 320 posts already agreed, and a new allowance for clerical support in respect of all these posts. To ensure that the Careers Service can maintain high standards we shall keep its staff requirements under close review as the programme develops.

The programme will be in full operation by September 1978 and will cost about £160 million a year when it is fully

in operation. Taking account of savings in unemployment benefit and so on, the net costs are about 60 per cent of the gross cost.

Preparations for the new programme will begin immediately. There will be a progressive build up of places in training and work preparation courses from this coming September. The work experience programme will continue into the new programme and, to ease the transition, the job creation programme will be extended for applications until the end of 1977, after which applications under the new arrangements will be received. There will be over 30,000 extra places available under the current schemes this autumn compared with last year.

Complementary programme

In addition to the places in further education colleges required by the MSC programme, there will be a complementary education programme to enable more school leavers to continue their education. Resources will be made available to enable local education authorities throughout Great Britain to provide an additional 10,000 places in further education over and above present projections for 1980-81. My right hon. Friends, the Secretary of State for Education and Science and the Secretary of State for Scotland, will be providing further details shortly.

We have decided that the youth employment subsidy scheme should be extended to March 31, 1978 when it will end. To improve the provisions for young people in advance of the full implementation of the MSC programme, I would urge employers to make greater use of this scheme.

I turn now to measures for adults. We announced earlier this year the extension of the temporary employment subsidy until March 31, 1978, and the introduction of the temporary employment (supplement) scheme, and the experimental small firms employment subsidy which comes into operation this week.

The other two existing special measures for adults are the job creation programme (JCP) and the job release scheme. The Manpower Services Commission has proposed that the job creation programme should be replaced on April 1, 1978 by two separate forms of provision for adults. The first would provide 8,000 places for adults from the unemployment register who would be employed as supervisors and instructors on work experience schemes under the programme

for young people. The second would be known as the special temporary employment programme (STEP) and would provide temporary employment opportunities of up to 12 months for those aged 19 and over.

Government agreement

The Government have agreed to these proposals. We have asked the MSC to build up the number of places under the new STEP programme to 25,000. The resources will be concentrated on localities with exceptionally severe unemployment problems. Places will go to groups who have been particularly hard hit by the current recession. Priority will be given to maintaining the number of places currently provided under JCP for the 19-24 age group, whose unemployment rate is well above the average and to increasing assistance to those aged 25 and over who have been unemployed for over 12 months. There has been a marked increase in the number of the long-term unemployed, many of them heads of families, and the new STEP programme will provide many more temporary employment opportunities for them.

Adults under the two new schemes will be paid the rate for the job subject to a defined maximum. The cost of STEP when it is fully in operation will be £68 million a year. Taking account of savings of unemployment benefit, the net cost is about one-third of the gross cost.

We introduced the job release scheme on January 3 and it is due to end on June 30. About 20,000 applications will have been approved by then. We have decided that the scheme should be extended to March 31, 1978 but, taking account of criticisms made in the House, that from July 1 it should apply only to those in employment in the assisted areas. The cost of the extension is about £8 million. The net cost is about one-third of the gross cost.

The measures I have announced today reflect our determination to continue to mitigate the worst effects of high levels of unemployment, especially for young people at the beginning of their working lives. The new programme of opportunities for young people represents a major step forward in tackling the problem of youth unemployment. It demonstrates our concern, which I know the whole House shares, that we should not abandon young people who cannot find jobs, with the depressing prospect of long spells of unemployment, but should provide them with opportunities to improve their prospects of obtaining permanent jobs." ■

Surveys carried out into special employment schemes

THE DEPARTMENT OF EMPLOYMENT has evaluated the two temporary selective employment measures introduced by the Government in late 1975 to combat rising unemployment. The measures were:

- (i) *The Temporary Employment Subsidy (TES)*. This was introduced on August 18 1975, and in the period on which evaluation is based was payable to employers who deferred a redundancy of 10 or more workers at an establishment. The subsidy was £10 per week for up to six months for each full-time worker whose redundancy was postponed.*
- (ii) *The Recruitment Subsidy for School Leavers (RSSL)*. This was introduced on October 13 1975 at the rate of £5 a week to each employer who recruited a school leaver. (This scheme was phased out in the summer of 1976 and replaced by a wider scheme, the Youth Employment Subsidy).

A distinction is made between the monitoring information, such as applications and approvals, which is published regularly in the Gazette, and information from special surveys of firms in receipt of the subsidies carried out by or on behalf of the Department. In the case of TES, a survey was made by Research and Planning Division in the period March to May 1976, and evaluation of TES is largely based upon the survey results. In the case of RSSL, the Department commissioned Marplan Limited to carry out a survey in collaboration with Research and Planning Division in May 1976.

Evaluation of the Temporary Employment Subsidy (TES)

TES is the longest running, as well as the most extensive, of all the Government's short-term measures to alleviate unemployment. Since its inception, the conditions of payment have changed several times*, of which the most recent is extension of the scheme until 1978.

At the end of March this year, 4,111 applications covering 284,834 workers had been received. Of these, 3,279 applications covering 229,247 workers had been approved at an estimated financial commitment of £216 million. Six hundred and forty applications covering 43,255 workers were still awaiting approval. The industrial distribution of approved applications is shown in the chart and table 1. It can be seen from these that workers covered by approved applications from the textile, leather, and clothing and footwear industries account for over one-half total workers, although these industries account for only 12.6 per cent of total manufacturing employment. The chart also shows that almost 90 per cent of approved applications (and more than 90 per cent of workers) relate to production industries. The same patterns prevailed for the firms covered by the TES survey.

Objectives

The objectives of TES are:

- to reduce the flow of workers losing their jobs involuntarily on account of redundancy, in order to increase employment and reduce unemployment relative to what they might have been, and
- to preserve capacity (manpower and productive equipment) for the economic upturn.

Any evaluation of TES should, therefore, be made against these immediate objectives, although longer term implica-

tions of the subsidy should not be ignored. There are two questions to be posed in evaluation: first, has the impact of the scheme been discernible in relation to the scale of the unemployment problem? Second, for the money spent, has TES been effective in terms of its immediate employment objectives? In simple terms the answers to both these questions is 'yes': TES has temporarily saved 229,000 jobs at an apparent cost of £216 million, before credit is taken for savings in unemployment benefit payments, and increased tax and national insurance revenue. But this simple analysis does not take account of other implications of the scheme for the rest of the economy, and for the labour market in particular.

- (i) Firms competing with TES recipients are at a market disadvantage and may in principle suffer sales and eventually job loss;
- (ii) On the other hand suppliers to firms receiving TES will benefit indirectly from the subsidy; further, it has a general employment expansion effect (demand multiplier);
- (iii) Pressures might mount on firms to submit applications for redundancies which might not have occurred if TES had not been available;
- (iv) If continued over an extended period TES might promote the inefficient use of labour and support inefficient firms.

* The scheme was introduced on August 18, 1975 and has now been extended in a modified form until 1978. Several changes have been made to the scheme since its introduction: originally TES was at a rate of £10 per week per full-time worker, payable for 6 months maximum and applicable only to redundancies of 50 or more in Assisted Areas. It was extended in successive changes, first to all Great Britain, then to redundancies of 25 or more, then to a maximum period of payment of one year and to redundancies of 10 or more, and then in April 1976 the rate of payment was doubled. In the budget speech of March 29 1977, the scheme was further extended, and will now run, until March 31 1978. In addition a TES supplement was introduced which offers firms who run out of a full period of TES between March 30 1977 and March 31 1978, a maximum of a further six months subsidy at the reduced rate of £10 per week, provided that without further subsidy they would be obliged to declare redundancies.

Temporary Employment Subsidy: workers involved August 18, 1975—March 31, 1977

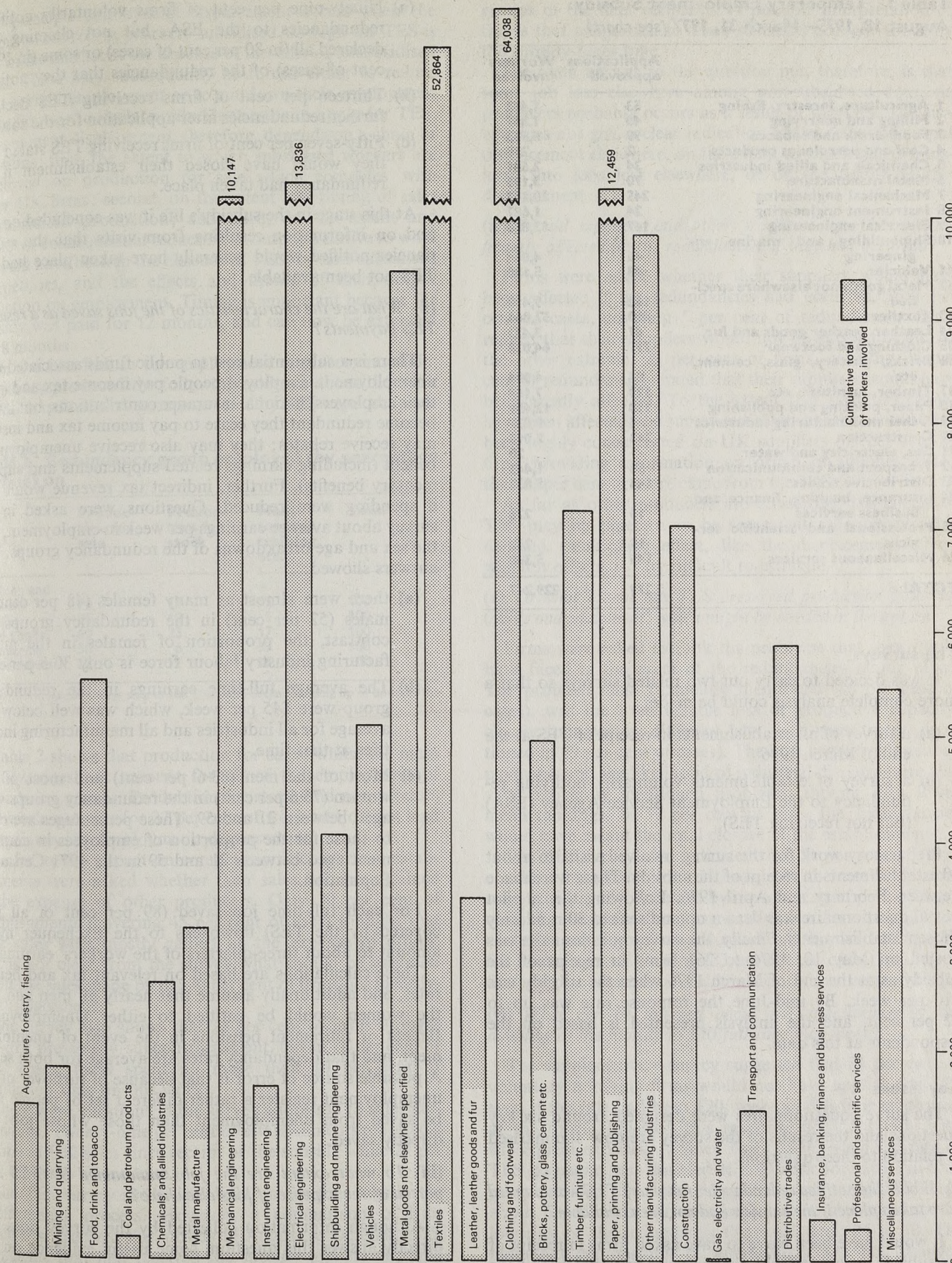


Table 1 Temporary Employment Subsidy: August 18, 1975—March 31, 1977 (see chart)

	Applications approved	Workers involved
1 Agriculture, forestry, fishing	53	1,492
2 Mining and quarrying	40	1,861
3 Food, drink and tobacco	99	5,553
4 Coal and petroleum products	2	230
5 Chemicals and allied industries	34	2,681
6 Metal manufacture	70	3,195
7 Mechanical engineering	245	10,147
8 Instrument engineering	24	1,687
9 Electrical engineering	147	13,836
10 Shipbuilding and marine engineering	46	4,064
11 Vehicles	48	5,116
12 Metal goods not elsewhere specified	162	9,410
13 Textiles	410	52,864
14 Leather, leather goods and fur	47	3,473
15 Clothing and footwear	797	64,038
16 Bricks, pottery, glass, cement, etc	84	4,904
17 Timber, furniture, etc	129	7,164
18 Paper, printing and publishing	158	12,459
19 Other manufacturing industries	64	9,837
20 Construction	243	7,013
21 Gas, electricity and water	1	20
22 Transport and communication	58	1,443
23 Distributive trades	148	5,832
24 Insurance, banking, finance and business services	10	278
25 Professional and scientific services	15	262
26 Miscellaneous services	145	5,388
TOTALS	3,279	229,247

The surveys

It was decided to carry out two related surveys so that a more complete analysis could be made:

- a survey of all establishments in receipt of TES at the end of March 1976
- a survey of establishments voluntarily notifying redundancy to the Employment Service Agency (ESA) (but not receiving TES).

Preparatory work for the survey involved visits to about 20 establishments in receipt of the subsidy. These were made between February and April 1976. Following this a pilot postal questionnaire was drawn up and sent to 30 randomly chosen establishments. Finally, the survey questionnaire was posted on May 10, 1976 to 261 firms in receipt of the subsidy as at the end of March 1976 when the subsidy was £10 per week. By mid-June the response rate was up to 82 per cent, and the analysis presented is based on the respondents at this date.

Key issues

The survey questionnaires were designed around six key questions and the results of the survey are now summarised in relation to these questions.

- Would the notified redundancies for which TES was claimed have taken place if the subsidy had not been available?*

It would have been naive to have asked firms in receipt of the subsidy such a straight question and uncritically to have accepted the answers. However, the following information having a bearing on the answer to the question was obtained:

- Ninety-nine per cent of firms voluntarily notifying redundancies to the ESA, but not claiming TES declared all (in 80 per cent of cases) or some (in 19 per cent of cases) of the redundancies that they notified.
- Thirteen per cent of firms receiving TES declared further redundancies after application for the subsidy.
- Fifty-seven per cent of firms receiving TES stated that they would have closed their establishment if the redundancy had taken place.

At this stage in the subsidy's life it was concluded on this and on information resulting from visits that the redundancies notified would generally have taken place had the TES not been available.

- What are the characteristics of the jobs saved as a result of TES payments?*

There is a substantial cost to public funds associated with unemployment. Employed people pay income tax and (with their employers) national insurance contributions, but if they become redundant they cease to pay income tax and instead may receive rebates; they may also receive unemployment benefit (including earnings related supplements and supplementary benefits). Further, indirect tax revenue would fall if spending were reduced. Questions were asked in the survey about average earnings per week in employment, and the sex and age breakdowns of the redundancy groups. The answers showed:

- there were almost as many females (48 per cent) as males (52 per cent) in the redundancy groups. By contrast, the proportion of females in the manufacturing industry labour force is only 30.5 per cent.
- The average full-time earnings in the redundancy group were £45 per week, which was well below the average for all industries and all manufacturing industries at that time.
- Most of the men (83.6 per cent) and most of the women (76.6 per cent) in the redundancy groups were aged between 21 and 59. These percentages are close to those for the proportion of employees in employment aged between 21 and 59 in the 1971 Census of Population.

For each full-time job saved (89 per cent of all jobs covered by the TES) flowbacks to the Exchequer might amount to about three-quarters of the workers' earnings.

These calculations are based on relevant tax and benefit rates, and additionally assume that nearly all men and half the women would be entitled to either Unemployment Benefit or retirement pensions in the event of unemployment, and that dependancy rates are average for both sexes. A possible source of error is that because of turnover of the unemployment register a rather different set of people may be saved from unemployment than those whose jobs are directly saved.

- To what extent are the jobs maintained by TES supported at the expense of jobs elsewhere?*

Although information collected by the survey does not directly answer this question, some useful evidence on job "displacement" has been produced and taken into consideration. To assess this evidence it is necessary to explain the way displacement takes place.

In principle employment displacement occurs when the output produced by workers subsidised through the TES is sold in the market at the expense of the sales of unsubsidised firms. These may subsequently be forced either to reduce their current employment or to cut down their employment expansion, or to declare redundancies or to apply for TES. Employment displacement, therefore, depends on a chain of reactions: first, the extent to which subsidised workers are employed on production for sale which competes with other UK firms; second, on the extent and timing of sales of subsidised production; and third, on the extent and timing of consequential reduction in output (relative to what it would have been in the absence of TES) by non-subsidised competitors, and the effects and timing of their output reduction on employment. Timing is important because the subsidy was paid for 12 months, and can now be extended to 18 months.

On the first link in the employment displacement chain, the survey produced the following evidence about the work on which redundancy groups covered by TES were occupied.

Table 2 Redundancy group employed (by percentage of time) on

	Production for sale	Production for stock	Maintenance, training, etc.	Total
Clothing and footwear	74	13	12	100
Textiles	85	10	5	100
Metal goods	60	23	17	100
Engineering	58	6	37	100
All industries	72	12	15	100

Note: Rows do not always sum to 100% because of the rounding up or down of the data.

Table 2 shows that production for sales, whilst the main activity, does not account for all of the employment of redundancy groups. Production for stock, and non-production work, account for 27 per cent of work and do not lead immediately to employment displacement.

As far as the impact on competitors is concerned, establishments were asked whether their sales had been gained at the expense of other producers. Only 30 per cent of establishments (covering 45 per cent of jobs) thought that their sales were mostly gained at the expense of others.

It is not clear from the survey what should be assumed about the sales made by the 70 per cent of firms not identifying displacement.

The survey also shows that 23 per cent of firms brought in work previously subcontracted out, but in 75 per cent of these cases, firms spent no more than 10 per cent of production time on this work.

There were questions in the survey addressed to sales performance. Twenty-nine per cent of establishments reported a decline in UK sales since receipt of the subsidy while 21 per cent reported an increase.

The TES survey sheds little light on the time lags in the displacement process. However, a comparison of firms which first received the subsidy in August to October 1975, with firms that first received the subsidy in February and March 1976, shows that the redundancy groups of the earlier recipients were more heavily engaged in production for stock and non-production tasks, than the redundancy

groups of the later recipients. A possible interpretation of this is that adaptation to a new situation brought about by the subsidy takes time.

The main answer to the question put, therefore, is that some job loss elsewhere among non-subsidised domestic producers probably occurs as a result of the TES. The survey does not give a clear indication of the extent of output displacement elsewhere, on the extent to which this is translated into jobs lost elsewhere, or on the timing of this displacement.

- Would suppliers and other producers have been significantly affected by the redundancies if they had occurred?*

Firms were asked whether their suppliers would have been affected if the redundancies had occurred. In 7 per cent of cases, covering 5 per cent of redundancies firms replied that their suppliers would not be affected at all. At the other extreme, 23 per cent of firms, covering 25 per cent of redundancies, stated that their suppliers would have been greatly affected. To the extent that suppliers would have been affected, the survey indicates that this would have been highly concentrated on UK suppliers (61 per cent of firms providing information on origin of supplies stated that 90 per cent or more came from the UK).

As far as other producers are concerned, the effects of TES may be expected to be somewhat reflationary. This demand (multiplier) effect, like the displacement effect, which it offsets, is very difficult to estimate.

- To what extent has TES preserved production potential (skills and equipment) which might be needed in the upturn?*

Firms were asked to rank the problems that they would have faced in the event of the redundancies taking place. The problem most frequently mentioned (86 per cent of cases), was the irrecoverable loss of productive capacity, closely followed by difficulty later with recruitment (mentioned in 79 per cent of cases). The high cost of redundancy payments and the likelihood of industrial disputes were also very frequently mentioned problems, though with lower mean rankings. In 57 per cent of cases the redundancies would have meant the total closure of the establishments.

The TES survey also indicated that 51 per cent of firms considered the reduction of losses to be the most important use of the subsidy, followed by the lowering of prices (12 per cent of cases) and financing production for stock (16 per cent of cases). Some firms indicated that they were using TES for financing staff training (33 per cent of cases) and/or for financing investment or maintenance (36 per cent of cases).

- What can be inferred about the effectiveness of the doubling of the subsidy to £20/full-time man week?*

The supplementary survey suggested that 84 per cent of voluntary notifying firms would not have applied for TES even if the rate had been £20/week per full-time employees at the time. However, this response does not tally with subsequent experience. Since April 1976, when the rate of TES payments was doubled to £20/week for each full-time job prescribed, the rate of applications doubled, although about one-third of this increase must be attributed to the lowering of the redundancy threshold from 25 to 10. The industrial composition of applications has not changed significantly. There is little evidence of ignorance of the TES scheme among those notifying redundancies to the ESA, since 87 per cent at the time knew about the scheme.

Summary

The TES has secured a useful reduction in unemployment at a time when the need to improve the balance of payments and to contain inflation ruled out general reflation of demand.

Further, it achieved this reduction at a very reasonable cost to public funds, once allowance is made for flowbacks to the exchequer (savings in unemployment benefit, increased tax and national insurance contributions). Although some displacement of sales and employment among domestic producers may have occurred, it did not seem to be of major significance at the time of the survey. The impact of the subsidy upon suppliers and other employers was found to be marked for a quarter of the potential redundancies, and concentrated upon UK suppliers. The multiplier or employment expansion effect adds to this favourable impact upon demand and employment. Maintenance of equipment and manpower through the recession was most notable for the textile and clothing industries. Also some firms in all industries have used part of the subsidy to continue their capital investment programme.

Evaluation of the Recruitment Subsidy for School Leavers (RSSL)

RSSL was introduced in October 1975 at a rate of £5 per week per school leaver recruited in order to encourage employers to provide more employment opportunities for unemployed school leavers. The scheme originally applied to those who left school in the summer of 1975 but was extended in February 1976 to include Christmas leavers (mainly Scottish). In October 1975 there were over 65,000 registered unemployed school leavers. By the end of June 1976, 29,000 applications for the subsidy had been approved with premature terminations totalling over 5,000. During the period October 1975 to June 1976 unemployed school leavers fell to a low of 21,000 in April 1976 but rose sharply to 200,000 in July 1976 on account of Easter and Summer 1976 school leavers.

The normal monitoring of numbers of applications, withdrawals etc carried out by the Department of Employment did not provide a sufficient basis on which to establish the impact of RSSL on firms' recruitment of school leavers. Recruitment of school leavers clearly continued during the period, but it was not known how much of this was due to the scheme, and whether a higher rate of subsidy or different arrangements would have had a greater impact on the school leaver unemployment problem. For these reasons it was decided to survey a sample of firms engaging subsidised recruits.

Marplan were commissioned in March 1976 to carry out a sample postal survey on two groups of firms: all firms claiming the subsidy for 5 or more people; and a 1 in 10 sample of firms claiming the subsidy for 1 to 4 people. The analysis of survey was based on a response of 72 per cent among the first group but only 55 per cent among the second group. A pilot survey was carried out first, followed by the main survey. The following sets out the main results from both surveys.

The surveys were designed around the following key questions:

- (i) *Would the firms receiving the subsidy have recruited just as many school leavers without it?*

Seventy-six per cent of firms stated that they would have recruited as many school leavers since October 1975 without the subsidy. This means that the subsidy had some effect as a recruitment stimulus in 1 out of every 4 firms taking advantage of the scheme. Since many employers, who stated that they took extra school leavers because of the subsidy, would have recruited some school leavers anyway, the induced employment effect must be less than 24 per cent. It is thought that the additional recruitment of school leavers brought about by the subsidy falls within the range of 15 per cent to 20 per cent of the 29,000 recruits.

- (ii) *Were the RSSL recruits employed instead of other groups?*

Only 14 per cent of firms stated that they had reduced the recruitment of other groups of workers as a consequence of taking on school leavers attracting RSSL. The pilot survey indicated that amongst firms where recruitment had been altered school leavers had been mainly substituted for adult females, particularly part-timers, and temporary workers (eg students) and only to a very limited extent for other young people working full-time on a permanent basis.

- (iii) *Would the take-up of RSSL have been substantially higher if the rate had been £10 per week?*

Seventy-eight per cent of employers taking RSSL school leavers stated that they would have recruited the same number of school leavers if the rate of payment had been double while 67 per cent of employers thought the level of subsidy was "about right". What the survey could not show is the possible response to a £10/week subsidy of firms that did not engage RSSL school leavers.

- (iv) *Did the firms employing RSSL school leavers also engage other school leavers for whom the subsidy was not claimed?*

Sixty-six per cent of firms recruiting 5 or more RSSL school leavers and 29 per cent of firms recruiting 1 to 4 RSSL school leavers recruited school leavers for whom no subsidy was claimed. There is, however, no evidence whether these youths were eligible for the subsidy or not, nor why firms preferred them, assuming they were ineligible, to others for whom they could have claimed the subsidy.

The main conclusion concerns the impact of RSSL on employers' recruitment policies. The surveys certainly suggest that a general subsidy of this type for school leavers has very little effect in term of the *additional* recruitment it brings about. There appears to be a steady recruitment of the great majority of school leavers, year by year, irrespective of the availability of a subsidy. Since unemployment amongst young people in general continues to be a problem it can be maintained that special help should be concentrated on the least advantaged amongst this age group. This is what the Youth Employment Subsidy (which was introduced in October 1976 to replace the RSSL and is payable at the rate of £10 per week for every recruit under 20 years of age who had been unemployed for six months or more) aims to do. ■

The case for shop floor participation

Continuing the series introduced in the Gazette last month

1-Baxi Heating

A SUCCESSFUL EXAMPLE of participation at plant level has been achieved at Richard Baxendale and Sons Ltd., a private company in Preston manufacturing domestic heating appliances. The company employs about 700 people on one site and has an annual turnover in the region of £11 million. Eight trades unions are recognised by the company.

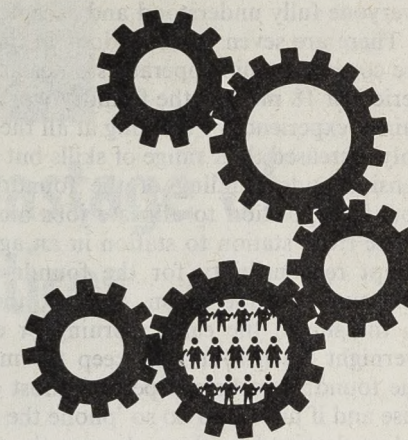
When Philip Baxendale became managing director of the company in the early 1960s and Ian Smith joined the board as technical director, they made a policy decision to develop the company along participative lines, stimulated by the then recent developments at the Glacier Metal Company. Their objectives were, first, to increase participation by encouraging representatives from all levels in the company to take part in decisions affecting the company and to be familiar with the company's trading position and, second, to improve the quality of working life by providing opportunities for employees to develop their skills and abilities and to take responsibility for their own work.

The works council

A works council was set up in 1962 with representatives from the office staff committee, the shop stewards' works committee, from foremen and managers, including the managing director. The council meets every two months and its activities are co-ordinated by a smaller steering committee composed of the council chairman, the shop steward convener and five nominated members. This committee prepares council agendas and can investigate issues and advise on behalf of the council.

The council's remit covers all aspects of working life except pay, which is negotiated in the normal way. Until very recently the managing director retained the powers of veto over council decisions, although this practice was rarely used. An amendment to the constitution this year now requires all issues to be decided on a unanimous basis. The management believe that if a consensus among the employees on matters or changes which directly affect them cannot be reached by reasoned argument, then such matters should be deferred until a consensus can be achieved. If this sounds too idealistic, it should be added that another company objective of Baxi Heating is to make a healthy profit and to obtain a return on capital invested of 20 per cent; this they have achieved regularly even in recent years.

A further measure to increase employees' identification with the company was taken in 1966 when profit sharing was introduced based on overall company performance.



In the late 1960s Baxi began to unscramble its piecemeal payments systems and achieved fixed rates for all employees by 1971. Wage differentials were based upon job evaluations determined by a joint management-union team in consultation with all employees. The company later discovered that they had derived by themselves what is commonly known as the "direct consensus method" of job evaluation.

Expressions of unity

The expression of unity the company has built up can also be seen in other ways, for example there is only one canteen and this is used by the managing director, all levels of management and shop floor alike. There are, incidentally, only two levels of management between shop floor and managing director, so the organisation pyramid is rather flat, resulting in more effective communication. Another interesting feature is that Baxi has no personnel department. Line managers have responsibility for recruitment, training and other personnel matters, with respect to their staff.

Involvement of individuals

In parallel with these organisational changes Baxi has taken a variety of initiatives to develop and involve individual employees in their day to day work, in the belief that it is possible for people to actually enjoy work and accept responsibility. The measures taken have ranged from replacing assembly lines and flow line production by group working and individual assembly in some sections, to enriching the jobs of the sales force by delegating responsibility for the way in which they carry out their jobs. These changes, although generally successful, have not been without their problems. For example, when a new product was introduced, in order to get it into production as soon as possible, it was necessary to revert to flow line work as there was not time to train people in the range of tasks required for group working. But they plan in time to cross train employees for autonomous group working once more.

The most striking example to date of the company's attempts to enrich jobs is seen in the semi-automated foundry, installed in 1974. The decision to invest in this new plant was only taken after intensive discussions in the works council as well as with those employees who would be affected by the introduction of new equipment and not until

everyone fully understood and accepted the implications.

There are seven work stations in the new foundry which are covered by nine operators on each of two shifts. Over a period of 18 months the foundry workers were trained and gained experience of working at all the stations and this not only increased their range of skills but gave them a comprehensive understanding of the foundry process. They are now in a position to allocate jobs amongst themselves, to rotate from station to station in an agreed manner, and to accept responsibility for the foundry operation with the minimum of supervision. In fact, there is no supervisor on the site in the early morning or evening periods, nor overnight when four men keep the melting section going. The foundry workers cope with most of the problems that arise and if unable to do so 'phone the supervisor. Far from feeling deprived by these changes the supervisor also has a

The case for shop floor participation

2—GKN (Shotton) Ltd

GKN (Shotton) Ltd, part of the huge engineering group, has a foundry in the West Midlands with a staff of about 350 producing malleable castings, mostly for the automobile industry. The plant was installed a generation earlier than the small foundry at Baxi Heating (see Case Study 1, July 1977) but, like Baxi, its approach to man management is perhaps a generation ahead of most companies in the UK.

Charter for workpeople

Following protracted industrial unrest in the late 1960s which almost brought the foundry to a halt, a new chapter in industrial relations opened in 1969 when Bert Pugsley joined the company as managing director and Maurice Machin, an ex-shop steward convener, was appointed personnel director. In conjunction with the local AUEW officials they drew up a *Charter for Workpeople*—a written code of practice jointly signed which spelled out the way in which the plant would be run. Eight years later the Charter remains a very significant document in the daily life of people at Shotton.

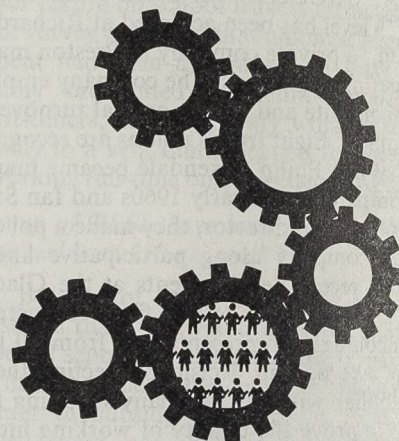
Factory and productivity council

Part of the agreement was to set up a factory and productivity council of 17 representatives from senior management, supervisors, staff and the shop floor, the shop stewards (AUEW) representing the latter. The council regularly discusses the company's performance and working life in the plant. Decisions are reached by unanimous agreement even if it takes a long time. Four joint committees were also set

considerably enriched job as he is now responsible for planning, staff development, ordering materials and so on. There can be little doubt to anyone who talks to the foundry workers, the shop stewards and the foundry supervisor, that the system works to everyone's advantage. Absenteeism is lower in the foundry than other parts of the plant and productivity has gone up.

Philip Baxendale is now chairman of the company and Ian Smith its managing director. The company continues to make a healthy profit, pay good wages and avoid industrial disputes. It is recognised as a leader in the industry for its technical innovation and ability to adapt to the changing environment as well as its approach to management.

A videotape made by the Work Research Unit on developments at Baxi Heating, particularly the foundry, is available for hire.



up to deal with specific concerns, safety and health, manning agreements, disciplining procedures and social activities.

Extending participation to all workers

Following a few successful years of operating with the new joint approach, the company began seeking ways of extending the philosophy in an attempt to create opportunities for every employee to get involved in his day to day work. The nature of many of the jobs also left a good deal to be desired. This next step proved difficult and it was not until 1975 when the managing director called in the Work Research Unit, just after it had been set up, that further progress was made.

Assistance from the Work Research Unit

Following discussions of the scope for improving work organisation with the directors and senior shop stewards the Unit suggested that all managers, supervisors and shop stewards should be briefed by the Unit and that there should be no move ahead until there was general understanding or acceptance of, and agreement to participate in the attempt to improve the quality of working life. This was achieved in the following months through a series of conferences.

The next step was to set up a steering group to study in detail what people wanted, what was possible and economically viable. After much consultation a steering group of seven was set up by the council consisting of the personnel

(Continued on page 703)

Manpower planning

Finding a way to predict wastage of craftsmen and apprentices

Research at British Steel

MOST personnel managers are aware that voluntary leaving tends to vary with length of service. New recruits in a firm or organisation are much more likely to leave than long service employees. The operational research department at the British Steel Corporation (BSC) used information about employees' length of service when developing a method of predicting casual wastage among craftsmen and apprentices (casual wastage here includes dismissals, voluntary leaving and deaths, but not transfers, redundancies and retirements).

Value to manpower planners

Information about the factors which affect casual wastage rates and about the best predictors of such wastage can be of value to manpower planners when, for example, deciding on future recruitment programmes. Rather tentatively it was thought that it might later be possible to use the predictors obtained from this research in building a computer model to represent the apprentice/craft area of the BSC labour force.

In a previous exercise information on wastage, mainly among operatives, was collected and analysed for four different steel works. It both complemented and acted as a pilot to this study.

Approach

A decision was made to concentrate on the craftsmen and apprentices employed at the BSC's various works on the north east coast. The first step was to collect information in respect of each of those present at the works on January 1, 1976, together with information about leavers in the same categories over the previous ten years.

The research had three main stages:

- (1) considering possible factors, in addition to length of service, which might be related to wastage,
- (2) deciding which were the best wastage predictors,
- (3) predicting ahead for one, four or five years.

Possible factors affecting wastage

In the previous exercise on operatives, marital status and the effects of shift working were discarded as factors when it was found that no real conclusions could be drawn from the data. For instance, although wastage rates were shown to be higher for single men when considered across all length-of-service bands, single men generally fell into the lower length-of-service bands which anyway were found to have higher wastage rates. This was, because most of the single men were young, and consequently had not

been working long. In looking at the effect of shift working, no truly consistent pattern emerged, and it was impossible to identify the working (or not working) of shifts as a factor overall, although there did seem to be a limited effect on some craft groups within certain works.

The factors examined in the exercise described here were:

- (1) whether or not there had been a previous spell of employment with the BSC before the current one,
- (2) distance from home to work,
- (3) whether or not training to craft status was with the BSC.

Previous service

Some of those in the sample had previously left employment with the BSC to work for other employers but had subsequently rejoined the BSC. Others had only one, the current or final spell with the corporation. It was decided not to classify every leaver during the 10-year period as being with, or without, previous service with BSC, but to get sufficient data to make comparisons for the two years 1966 and 1970 and see whether any relationship between previous service and wastage emerged.

The sample was divided into four craft groups; fitters, electricians, platers and welders, and other craftsmen. The expected number of leavers within each of these groups was sub-divided into those with and those without previous service by using the percentage of the whole complement of those present on January 1, 1976 with no previous service, and applying it to the number of leavers in each of the two years 1966 and 1970. The remainder, of course, were those with previous service.

The expected numbers of leavers in 1966 and 1970 were calculated and then compared with the actual figures for these years.

Different sample

Similar calculations were made using a different sample, taking the same four craft groups, to look again at the effects of previous service, but this time cross classifying the groups of those with or without previous service with length of service. For this analysis length of the craftsmen's service was split into three bands: 0-2 years, 2-10 years and over 10 years. Again the expected and the actual number of leavers were compared.

No significant differences in wastage rates between those with and those without previous service were found when these two analyses were tested for statistical significance.

Manpower planning

Distance from work

In looking for a relationship between wastage and the distance a craftsman lives from his work, an arbitrary division at five miles was chosen. The comparison was between those living within the radial distance of five miles of their work, and those who lived further away. The same years, 1966 and 1970, and the same four craft groups as in the preceding analysis were used for comparison, and again no significant differences were apparent.

Works apprenticeship

In this analysis the differences in wastage rates were examined between those craftsmen who had qualified through a BSC apprenticeship, and those who had trained elsewhere and joined the BSC as fully qualified craftsmen. Only three groups were used, electricians, fitters, and plasterers and welders. Length of service for ex-apprentices was taken as their length of service since becoming qualified craftsmen. Four length-of-service bands were used, 3-6 months, 1-2 years, 3-5 years, and over 5 years, and these were cross classified with (1) ex-BSC apprentices, and (2) others, over each of the ten years. The expected values were obtained by assuming no difference between groups (1) and (2), and the combined wastage rate was applied to the year start complements for each group.

As in the case of previous service and distance from work, when this factor was tested for statistical significance no significant differences were found in the comparisons made. So it was concluded that none of these factors, previous service, distance from work, and whether or not a craftsman had served a BSC apprenticeship, need be considered when making wastage predictions from complements at the start of the year.

Wastage prediction from start of year complements

Having looked at, and discounted, the effects of these three factors, the researchers looked for the best indicator of casual wastage from year-start complements, using the only personal factor which appeared relevant, length-of-service.

The method used was to take just two groups of craftsmen, fitters and electricians and to arrive at what seemed

Table 1 Predicted leavers from different number of years' data (using length of service bands)—electricians

Year	1967	1968	1969	1970	1971	1972	1973	1974	1975
Actual	48	56	51	70	37	25	46	64	32
Predicted (1)†	73	44	60	70	62	28	25	47	67
(2)†		58	55	76	61	39	28	36	61
(3)†			63	74	65	42	36	40	50
(1)*	44	44	60	70	39	21	34	65	43
(2)*		58	55	76	39	27	43	53	40
(3)*			63	74	41	29	46	49	33

(1)† represents the first prediction based on one year's data, (2)† on two years', (3)† on three years'.

to be the best predictor for these two groups, and then to test this out on other craft groups—bricklayers, turners, plumbers etc.

Length-of-service bands

When estimated numbers of casual leavers based on historical data for several different length-of-service breakdowns were tried out, the length-of-service bands 0-1 years, 1-5 years, 5-10 years and over 10 years gave the most accurate reflection of actual values. The predicted wastage rate for a length-of-service band was then calculated based on periods of one, two and three years by applying an amalgamated wastage rate. This was done by summing all the casual leavers over the period in question (one, two or three years) and then dividing the result by the sum of the totals of the population "at risk" (that is full complement less retirements, redundancies and transfers), in each of the relevant years.

When the straightforwardly amalgamated wastage rates were applied, it was found that the numbers expected to result were quite a long way from the actual numbers. This was considered to be due to the effects of changes in local unemployment rates. Where local unemployment exceeded that in the previous year by 20 per cent or more, the estimates of leavers were too high. The converse was also true—where unemployment had dropped substantially the number of leavers predicted was too low.

Changes in unemployment rate

In order to compensate for changes in the unemployment rate the total over- and under-estimates in the relevant years for the two experimental groups (electricians and fitters) were calculated. Adjustments (by appropriate percentage increases or decreases) were required for only the 0-1 years and 1-5 years length-of-service bands—no adjustments appeared to be necessary for craftsmen with over five years service. Different adjustments had to be calculated however for estimates based on one, two or three years historical data.

Table 1 shows the results of using length-of-service as a factor in predicting wastage of electricians. The best predictor is that based on two years historical data (with first estimates modified for changes in the unemployment rate).

(1)* represents the first prediction based on one year's data modified for variability in the local unemployment rate, (2)* on two years' modified, (3)* on three years' modified.

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Table 2 Leavers and survivors from complements at the beginning of each year—bricklayers

	Leavers		Survivors	
	Actual	Predicted	Actual	Predicted
1968	11	13	228	226
1969	10	12	260	258
1970	19	14	302	307
1971	9	14	346	341
1972	4	4	134	134
1973	8	11	174	171
1974	16	11	177	182
1975	7	8	197	196

This was also true in a similar analysis done for fitters. To test out this "best" predictor, predictions were then made for each of the eight years 1968 to 1975 using eight craft groups. The predicted and the actual numbers of leavers and survivors from year start complements were compared.

For most of the eight groups the predicted number of leavers reflected the actual numbers sufficiently accurately (table 2 is an example of the results obtained). But for two of the craft groups, pipefitters/plumbers and welder/burners, the predictions were severely underestimated for 1974—if that year's estimates were omitted the predictions became as reliable as for the other groups. Further investigation of the phenomenon showed that these two groups were particularly affected by the very rapid build up of local construction work in that year.

Although the underestimate of leavers in these craft groups for 1974 can be explained, and it is accepted that there was local knowledge available at the time which would have enabled manpower planners to increase the predicted values of leavers, it serves to show that a large increase of job opportunities in a particular craft area can and will throw estimates awry. The possibility of planning for such a large increase in job opportunities by producing more craftsmen from in-works apprenticeships is remote, as some four or five years advance knowledge of the increase would be required.

Wastage from those recruited within the year

For planning purposes it is not only necessary to have some idea of how much wastage there is likely to be from those in post at the beginning of the year, but information is also needed about the likely wastage from those recruited during the course of that year.

Survival curves of craftsmen fitters as a group were used to find an accurate means of estimation. The method consisted of taking all starters in a particular period and producing a smooth curve by graphing the percentage of survivors at three, six, nine and 12 months.

When this was done over each of several years for fitters who had been recruited during the course of each year, a drastic and seemingly inexplicable change was noticeable

in the shape of the survival curves commencing between 1970 and 1971. Because of this, two curves were used, one up to and including 1970, and another for the later years.

Predictions were made on a monthly basis using the figure from the graph relevant to the time remaining before the end of the year—for instance for January entrants the survival percentage was taken at 11½ months along the survival curve (all starters being assumed at mid-month points). This percentage was then multiplied by the number of starters in that month to obtain the survivors (and hence the leavers).

Wastage rates on a quarterly and annual basis were also predicted. To obtain quarterly rates the three separate monthly survival rates were averaged, and for the yearly basis the quarterly rates were averaged. The survival rate was then applied to obtain the predicted wastage from starters in the quarter or in the year. The most accurate estimation of leavers came from using the annual intake figure. In round terms it was found that 40 per cent of the starters in the years 1966-1970 left before the start of the next calendar year. This proportion dropped to 25 per cent for the years 1971-1975.

Same yearly wastage factor applied

The difference between actual and predicted values of leavers when these wastage rates were used was tested for significance using groups of electricians and plater/welders as well as fitters. It was found that the same yearly wastage factor for mid-year starters could be applied to all craft groups (table 3 sets out the predicted and actual figures for electricians for the five years 1971-1975).

The abrupt change from 40 per cent to 25 per cent between 1970 and 1971 underlines the necessity for close monitoring of casual wastage rates, so that the effects of such marked changes can be taken into account as quickly as possible.

Table 3 Leavers and survivors from mid-year starters—electricians 1971-1975

	Leavers		Survivors	
	Actual	Predicted	Actual	Predicted
1971	6	6	16	16
1972	4	5	16	15
1973	13	14	44	43
1974	13	19	62	56
1975	9	9	27	27

Wastage from apprenticeships

Examination of data relating to the number of apprentices that left without completing the four-year training period gave two separate wastage rates which were sufficiently accurate statistically—the one for fitter and electrician apprentices was 10 per cent, and the one covering all other crafts, 30 per cent. The best estimate for all craftsmen who

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Table 4 Predicted numbers in post one year ahead: fitters

Length of service band	0-1 years	1-5 years	5-10 years	10+ years	Total
at 1.1.69 Predicted	115	111	74	173	473
Actual	119	108	73	176	476
at 1.1.70 Predicted	127	139	60	186	512
Actual	119	148	62	185	514
at 1.1.71 Predicted	139	163	53	190	545
Actual	150	154	55	189	548
at 1.1.72 Predicted	56	227	59	185	527
Actual	68	219	53	171	511
at 1.1.73 Predicted	87	227	61	168	543
Actual	91	234	63	168	556
at 1.1.74 Predicted	126	211 (211)*	84 (82)*	165	596 (584)*
Actual	122	212	82	167	583
at 1.1.75 Predicted	151	196 (178)*	102 (98)*	166 (162)*	615 (589)*
Actual	147	179	89	161	576
at 1.1.76 Predicted	100	227 (212)*	116 (115)*	160 (157)*	603 (584)*
Actual	99	214	114	154	581

* Predicted values when men transferred were taken into account (see text).

left during the period between completing their apprenticeships and the start of the next calendar year was shown to be 10 per cent.

Forecasting

Having determined the apparent best methods for estimating wastage the next step was to test their validity by applying them over a much wider area. Table 4 shows the predicted and actual numbers of fitters in post at year-starts by length-of-service bands—the predictions being on a one-year ahead basis. A similar exercise was carried out for electricians. The predicted rates were calculated by applying wastage rates averaged over a two-year period to the "at risk" complements by length of service band. Adjustments were made for variation in the local unemployment rate, and allowance was also made for losses such as from apprentices due to qualify during the year, and for starters—the number of recruits (or starters) during the year was assumed to be known. Table 4 shows that the predictions are reasonably accurate apart from consistent over-estimates in the last three years (the same was true for electricians). This overestimating was almost entirely due to the transfer of some craftsmen to staff status (possibly as technicians in a new department)—if these transfers had been known in advance they could have been taken into account, and the predicted values would have fallen to those shown in brackets which are much closer to the actual figures.

Accurate future estimates

Having achieved good predictions for one year, the next point of interest was whether similarly accurate estimates could be made even further ahead.

The research again concentrated on the fitter groups, and obviously again prior knowledge of the number of entrants each year had to be assumed in order to make comparisons between estimated and actual final positions. In this exercise all leavers, except those retiring, were included in

the wastage data, that is casual leavers plus redundancies and transfers.

After trying unsuccessfully to use the best first year prediction and roll on from it on an annual basis, it was decided to use a form of averaging procedure to look at specific numbers of years ahead.

The procedure adopted was to note the number present in the three length-of-service bands, 0-1, 1-5 and 5+ years at the start of each year for which data were being collected, and then to record cumulatively the number of leavers from each of the starting complements for one, two, three, four, and five years after the relevant year start. The summed leaver totals were then expressed as percentages of the summed year start complements to get the average percentages leaving in the ensuing one, two, three, four or five years. Other adjustments, for example, for wastage among apprentices and among new craftsmen who left before the end of the year in which they qualified, had to be made before final wastage levels could be obtained.

Table 5 gives the results of using this method for fitters, predicting four years and five years ahead. When the fitters' wastage rates were applied to electricians the results were not very satisfactory, but it was not felt that this invalidated

Table 5 Longer term predictions of numbers in post: fitters

Length of service	0-1	1-5	5+	Total
at 1.1.73 *P5	90	237	236	563
*P4	90	232	230	552
Actual	91	234	231	556
at 1.1.74 *P5	125	209	244	578
*P4	125	198	247	570
Actual	122	212	249	583
at 1.1.75 *P5	148	207	254	609
*P4	148	202	249	599
Actual	147	179	250	576
at 1.1.76 *P5	102	214	264	580
*P4	102	215	262	579
Actual	99	214	268	581

*P5 = predicted values based on fitters in post five years previously together with knowledge of starters, apprentices qualifying in each of five years.

*P4 = similarly but from four years before.

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the method, particularly as when the same method was adopted to calculate electricians' wastage rates by using a group of electricians, equally satisfactory results were produced. It was felt that reasonably accurate results could be obtained for spot prediction four or five years ahead by this method.

The extent to which personal factors other than length of service are related to wastage rates, the length-of-service bands which are most useful when predicting wastage, and the past period over which wastage rates should be averaged so as to give the best estimate of the number of leavers in the next year, may well vary between different industries

and establishments. Such variations will also apply to the extent of labour turnover among new starters during a year, and among apprentices. The results of this BSC exercise cannot simply be applied to other situations, and more research will be needed before it is clear how far their methods will be successful elsewhere. However, the exercise shows what can be achieved by applying relatively simple techniques to data which are likely to be available to manpower planners in many organisations. Further information is available from Mr Tony Crowther, Operational Research Department, British Steel Corporation, 151 Gower St., London WC1E 6BB.

The case for shop floor participation (continued from page 698)

director, works manager, supervisory representatives (ASTMS), the staff representative and three shop stewards including the convener. The Work Research Unit consultant attended meetings as an advisor.

Principles involved

The steering group started by acquainting themselves with the principles of job design and work organisation and the experience of other companies who had carried out changes. They visited Baxi Heating as part of this exercise.

The group began to analyse the situation in the foundry and soon recognised the need to sound out all employees to find out what their problems were and what changes would be welcomed. This was done by means of a questionnaire survey carried out by the WRU in consultation with the steering group. The feedback of results was used to open up discussion with work groups and the foremen were encouraged to take the lead in this exercise. Proposals for change which are agreed and within the control of the foreman can be made at that level. Others are

referred back to the steering group to be considered and analysed.

Achievements to date are relatively modest but the process continues. In the press shop, operators have been trained to work all the presses. The foreman now gives them the daily work schedule each morning and the group allocate the jobs between themselves and rotate between machines. The operators decided to pool their piece rates in order to work this way. The foreman and work group also discuss how to tackle new jobs, future work loads and so on. The system seems to work well; the press operators are more satisfied, the foreman has more time for other duties and production has gone up. Similar developments are taking place in the finishing area although the training required is making the change considerably slower. Job rotation has been introduced on the moulding lines.

The participative structure and working arrangements provide the framework for this way of working but its success has really come from the commitment, trust and working relationships that have been engendered.

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

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 May 31, 1977, according to the type of employment permitted* were:

Type of employment permitted by the orders	Women 18 years and over	Male young people of 16 but under 18	Female young people of 16 but under 18	Total
Extended hours†	20,732	971	1,485	23,188
Double day shifts‡	42,955	2,989	2,308	48,252
Long spells	9,836	310	1,172	11,318
Night shifts	51,289	1,537	14	52,840
Part-time work§	18,560	76	125	18,761
Saturday afternoon work	7,762	271	238	8,271
Sunday work	46,477	1,300	1,495	49,272
Miscellaneous	6,509	337	188	7,034
Total	204,120	7,791	7,025	218,936

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

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

‡ Includes 18,612 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

Behavioural science and manpower planning

An analysis of manpower planning literature

by Andrew Stewart, Institute of Manpower Studies

THERE is a two-fold argument for considering the behavioural aspects of what is often thought to be essentially a statistical discipline. First, the statistics represent people in employment—or out of it—both from a collective and an individual point of view. A full understanding of the implications for action of the statistics must take account of the fact that the units described have memories, attitudes, aspirations and needs, not all of which are rational. Any analysis neglecting these factors will be at best incomplete and at worst inaccurate to the point of being misleading. Secondly, recommendations for action based only on behavioural science considerations, taking no account of manpower planning, business and financial considerations, can be quite unrealistic. As a result, expectations can be raised without hope of fulfilment, leading to demotivation, possible industrial strife, loss of performance, and, ultimately, commercial collapse.¹

It seems desirable therefore to try to treat these two approaches as mutually supporting.

Some of the literature on the behavioural science contribution to manpower analysis is presented in this, the third of a series reviewing the literature of manpower planning as it relates to employment.

There has been relatively little success in integrating the micro-models of psychologists and the macro-models of economists and statisticians although conferences have been held to bring those concerned together^{2,3}.

Satisfactory overall statements of the behavioural science contribution to manpower analysis are not easy to find. Gellerman⁴ provides a guide for managers, and Warr⁵ presents a more academic collection of studies, but one has to turn to fairly weighty volumes for more complete accounts. March⁶ provides an account of organisational considerations. Dubin⁷ relates work both to the organisational design and to the interface with the society in which the organisation exists. Dunnette⁸ provides a most comprehensive collection of papers on industrial and organisational psychology, including some issues that have emerged quite recently, such as the employment of women, cultural differences and the rapidly changing attitudes to work in the developed nations. Zytowski⁹ reviews the personal dynamics of people at work, and Drake and Smith¹⁰ give an elementary overview of industrial applications of behavioural science.

In order to provide some structure for the comments that follow, a very simple model of manpower flows is offered. There is a pool from which employees are drawn—the labour market. Organisations choose people from this pool, and people from the pool choose organisations, leading to

selection and employment decisions—flows into the organisation. Once in, people experience various processes and states—flows through and around the organisation. Finally, people leave under varying circumstances—flows out of the organisation.

The labour market

People awaiting employment have ideas of varying accuracy about the nature of the work they wish to do and the type of employer whom they prefer. Owens¹¹ gives advice to graduates, for example, about what to expect from business. Stewart and Stewart¹² try to help the budding professional and his manager to adjust to each other. Williams¹³ reviews some of the factors underlying occupational choice. Billmeyer and Kelley¹⁴ are concerned to help the young entrant in his early years in industry, while Ornstein¹⁵ presents a more statistical view of the options open to new entrants and the consequences of their early decisions. Wilcox¹⁶ offers practical advice to prospective interviewees. Jurgenson¹⁷ presents some disturbing evidence concerning the order of importance which people ascribe to major factors in employment when considering a job with an organisation. It appears that the declared order of importance varies a good deal, depending on whether one's own feelings are being reported or one is being asked to estimate another person's order of importance. This may have important implications for recruitment literature and the planning of employee benefits. Nearly all the writers mentioned refer to rapidly changing expectations and perceptions of work. Gould¹⁸ provides an excellent example of the misfit between an established, work-oriented company culture and an alternative view of priorities. How much this clash may be tempered by considerations of supply and demand remains to be seen.

Flows in

In order to become an employee it is normally necessary to go through some form of selection process. The literature on this subject is extensive, and reviews have been written by Dunnette¹⁹, Guion²⁰, Dorcus and Jones²¹, and Ghiselli and Brown²². Prentice²³ has concentrated on the selection of graduates for employment. Recently the problem of selection criteria has been given more attention, and Keenan²⁴ reports a study which has some parallels with Jurgenson's above. Keenan asked interviewers engaged in graduate recruitment to rate the importance of 12 characteristics which

applicants might possess, and compared personnel with non-personnel interviewers. The personnel interviewers attached more importance to achievement motivation and being informed about the job applied for, but were much less interested in academic performance than non-personnel managers. Both groups rated "a pleasant personality" as the most important single characteristic. Stewart and Stewart²⁵ report that the criteria that managers say they use when making promotion selection decisions are different from those actually used. The 75 managers said that the performance appraisal record was the most important piece of evidence, followed by psychological tests, the application form and the "grapevine". In fact, the application form had the most influence, followed by the interview and the grapevine. Neither tests nor performance appraisal records were used to any extent. It is not surprising therefore that Guion²⁶ spends much of his time arguing for a well-designed, experimental approach to all forms of selection. He begins with comments about criterion development, goes on to discuss various forms of validation and concludes with a section on bias (both statistical and social) and the law. Jessup and Jessup²⁷ offer a basic account of the selection process in the United Kingdom.

The interview

The most frequently used selection technique is the interview. Sydney and Brown²⁸ and Gordon²⁹ argue strongly for the efficacy of a well-structured, controlled interview administered by a trained interviewer. Carlson *et al*³⁰, however, indicate that the validity and reliability of the selection interview have been questioned since 1915 and, having concluded that selectors are unlikely to change the role of the interview, report their efforts to increase its contribution. They find little cause for optimism, but conclude that the provision of highly structured procedures and guidance on the one hand, and the thorough training of interviewers on the other, may increase the probability of obtaining valid results from the selection interview.

Group selection

If the interview is not highly thought of, then what remains? Campbell *et al*³¹ are quite clear that almost any multi-trait, multi-method, multi-observer approach will be an improvement on the single interviewer, single method, muddled criteria approach adopted by many organisations. They support strongly some form of group selection. This normally involves taking groups of applicants and giving them a variety of tasks to do under the scrutiny of several trained line-manager observers. Performance characteristics have been defined and agreed previously. While thorough, and both more reliable and valid than the interview, the group selection technique is also unwieldy and expensive if operated on any scale. Some form of pre-selection is required. Fleishman and Berniger³² report the use of data from the application form to reduce wastage, and indicate

that the method can be extended to the prediction of proficiency in a wide variety of jobs, especially in the sales field. Such data can also be used to predict accident proneness. Research of this kind is relatively inexpensive, since the raw data probably exist already in many companies' files. Owens²¹⁶ supports and extends these views, and is particularly concerned about the relationship between "biodata" and equal employment legislation, offering it as a relatively race-and-culture-fair predictor. Much work has been carried out into the predictive validity of biographical data by the *Creativity Research Institute, The Richardson Foundation, Greensboro, N. Carolina, USA*.

Psychological tests

The remaining well-researched approach to personnel selection involves the use of psychological tests—ranging from simple manual skills up to complex areas such as personality. Barrett³³ offers down to earth advice about the use of tests and psychologists, concluding that intelligence and aptitude tests have a major contribution to make, but that tests of motivation and personality are less convincing in their results. The question of personality testing is difficult both technically and ethically, and Guion³⁴ discusses this thoroughly. Borgatta and Lambert³⁵ give a broad view of the state of personality theory and research today, while Pervin³⁶, Cattell³⁷, and Semeonoff³⁸ are more concerned with the assessment of personality, however defined, and the options open after assessment. The statistical basis of psychological tests is discussed by Lord and Novick³⁹, Guilford⁴⁰, Gulliksen⁴¹, and Nunally⁴². Apart from Guion, practical work with tests is reviewed by Anstey⁴³, Cronbach and Gleser⁴⁴, and Schofield⁴⁵, while Sneath *et al*⁴⁶ report the results of a study of current practice in psychological testing in industry in the UK. Until recently it has been the case that some form of testing was normal and expected during selection in the United States of America, but rather frowned on in the UK. This now seems to be changing and a greater acceptance of the value of test results is spreading in Britain, coupled with an increasing expectation among candidates that tests will be used. Some employers and employees remain resolutely opposed to tests however.

Recent anti-discrimination legislation has caused some tests in the US and the UK to come under scrutiny on grounds of sex, race, and (in the US) age.

Flows through and around

After selection, individuals are inducted into the organisation with varying degrees of formality. They will then probably receive some form of training, leading, by way of performance appraisal, to career and personal development. This may well require that they be considered for promotion, involving some form of potential assessment before they actually move up into management or more senior specialist positions. Throughout this process care has to be exercised over the individual's level of motivation, and

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this is sometimes achieved by a formal approach to employee attitude measurement by survey. Such surveys have not infrequently yielded information about the structure of the organisation, job design, stress, flexible hours of work, the special problems of women employees, the special problems of professional and specialist employees, attitudes to work generally, and the relationship of the organisation to the society in which it exists. Some groups may be exhibiting a form of mid-career crisis, others may simply be absenting themselves or slowing up. In addition, the organisation may be concerned to stimulate creativity among its employees and to learn how to establish and maintain positive relationships with trades unions.

Induction receives scant attention

The process of induction appears to receive scant attention, both practically and in the literature. Owens¹¹, Stewart and Stewart¹² and Billmeyer and Kelley¹⁴ all point out the importance of adequate induction, but the effects of its presence or absence appear to have been little researched. The field of training, on the other hand, is sufficiently wide to require an article on its own. By concentrating on the peculiarly behavioural science contribution only, however, some narrowing is possible. Gagné⁴⁷ makes several points about general principles of learning that have a bearing on training. Rogers⁴⁸ considers the special problems associated with adult learning. McLeish *et al*⁴⁹ review the way in which learning in groups can help or hinder the achievement of the training objectives, and Odiorne⁵⁰ brings the question of cost-effectiveness into training. One fact is very clear—learning will not take place unless the individual receives feedback on his performance. Legge⁵¹ offers many demonstrations of this at shop-floor level, while Rackham and Morgan⁵² show the advantages of the provision of feedback at specialist and managerial levels. Many different systems have been evolved for training people in problem solving and decision making^{53,54,55,56,57,58,59,60}, and in interpersonal skills^{61,62,63,64,65,66,67} while Hamblin⁶⁸ offers some methods for the evaluation and control of training.

Nearly all the effort put into training and development will be wasted unless there is a clear statement of the desired end-product. In some cases programmed instruction can play a valuable role^{69,70,71}, having the distinct advantages that:

- each trainee can proceed at his own pace;
- each trainee is kept informed of how he is progressing at every step of the course;
- the system offers rewards or encouragement as the trainees tackle difficult subjects;
- the emphasis is upon trainee involvement and activity—not passive reading or listening.

It is not possible to design programmed instruction without a clear statement of the desired terminal behaviour. Dunnette and Kirchner⁷² give a useful outline of the logic and procedures underlying training, which highlights the

problems facing the designers of management training. A great deal of behavioural science effort has gone into this area, beginning with attempts to specify what a manager is or does^{31,73,74,75,76,77,78,79,80,81,82,83,84,85,86,87,88,89,90}, leading Stewart and Stewart⁹¹ at least to conclude that the search for the universal good manager is futile, and that different specifications are appropriate for different levels, functions and industries.

Given that there is difficulty specifying the objective, it is not perhaps surprising that performance appraisal and potential assessment have both generated much work. There seems to be general agreement that it is better to assess people on their performance against stated job objectives rather than on personal characteristics, as McGregor⁹² and Kelly⁹³ pointed out. Randall⁹⁴, Hughes⁹⁵, Anstey *et al*⁹⁶, Blyth⁹⁷ and Burke and Willcox⁹⁸ all review good performance appraisal practices for staff. Thakur and Gill⁹⁹, Denyer¹⁰⁰, Garandau¹⁰¹, Stewart¹⁰² and Whistler and Harper¹⁰³ question the value of performance appraisal and set their views in the context of current practice. HMSO has published a training manual for performance appraisal¹⁰⁴, and Stewart and Stewart present procedures for one form of appraisal training and evidence for its success^{105,106,107}. Campbell *et al*³¹, Ghiselli and Dunnette¹⁰⁸, Likert¹⁰⁹, Miner¹¹⁰, Williams¹¹¹ and Koontz¹¹² are more concerned with the appraisal of managerial performance.

Assessment of potential

The assessment of potential—looking forward, rather than back over performance—is sometimes said to be one of the most difficult tasks a manager faces. Much of the research evidence and current practice is summarised in Campbell *et al*³¹, Finkle and Jones¹¹³, Anstey *et al*¹¹⁴, and Stewart and Stewart⁹¹. While at least 18 different methods of assessing potential have been recorded in current use, the evidence seems to suggest that the assessment centre approach has a good deal to offer.

Flows through an organisation

So far concern has been with dynamic aspects of manpower—flows through an organisation. Consideration should now be given to the state of the stock when the speed of flow is less noticeable, or there is mere circulation rather than upward movement. This state is often monitored through some form of employee attitude survey. Stewart¹¹⁵ gives guidance for those who wish to tackle a simple survey for themselves. Other accounts of survey design and analysis are given by Davis¹¹⁶, Oppenheim¹¹⁷, Lemon¹¹⁸, Tull and Albaum¹¹⁹, and Moser and Kalton¹²⁰. Webb *et al*¹²¹ present an account of how to gather information of this kind without people noticing. One of the methodological traps which behavioural scientists find particularly hard to avoid is that of affecting the phenomenon with which he is concerned, in an unknown manner, simply by being seen to observe it. While the problem certainly has its analogue in

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the physical sciences, it is particularly acute where the object of study is a person. Webb *et al*¹²¹ recommend a variety of indirect measures, together with the means of interpretation of the results in order to try to minimise observer interference. Handy¹²² offers a methodology for the measurement of values, which, while not identical with attitudes, are sufficiently close to be considered here.

So many issues have been raised in various employee attitude surveys that it is quite impractical to mention all of them here. Of some topical interest however is adjustment of working hours, whether by means of some form of flexible hours of work^{123,124,125,126}, or by a more radical re-structuring of the working week into four, 10-hour days¹²⁷. Similarly, "participation" is currently in the public eye, and the German experience, reported by Adams and Rummel¹²⁸ may be of interest as consideration is given to the worker, the business and the trades unions. The place of women at work has also been of recent concern. Wild and Hill¹²⁹ report a study of job satisfaction and labour turnover among women in a factory. Hunt^{130,131} contributes a most valuable understanding of the facts behind many myths about female employment, showing particularly that the picture of stability in employment changes drastically from the stereotype when corrected for age and length of service, and that sickness patterns are other than expected. Fonda and Moss¹³² ponder some of the practical issues involved when women are employed, such as shift-working, the provision of crèches, maternity leave and job-sharing. Whatever the issues thrown into relief by an attitude survey, a manager is likely to be grateful for the advice offered by Thomas and Bennis¹³³ or Bennis *et al*¹³⁴ on planning for and managing change and conflict.

Other issues that arise frequently at the moment, and to which behavioural science makes a contribution, include

Stress—This topic has become increasingly "respectable" over the five or six years since Tredgold *et al*¹³⁵ drew together experience of industrial stress from a wide range of sources. Klein¹³⁶ shows how working groups react to stress, and Stewart and Stewart¹³⁷ review some of the ways in which stress at work can be monitored and avoided.

Professionals and specialists—It seems clear that there is a group of employees for whom the usual career paths and techniques of management are not entirely suitable. These are small, highly skilled groups who may well be seeking equivalent status and rewards to managers on the basis of professional and specialist expertise rather than management responsibility. Stewart and Stewart¹² offer a framework for considering the situation and make some recommendations for action. Lewis and Maude¹³⁸ describe the types of people concerned. Jackson¹³⁹ and Etzioni¹⁴⁰ expand on the nature of professions while Johnson¹⁴¹ explores the power base which some professions appear to have established. The relationship between the professions and society is addressed by Elliott¹⁴², Vollmer and Mills¹⁴³ and Halmos¹⁴⁴, while Dubin¹⁴⁵ looks at the difficult problem of professional obsolescence.

Mid-career development—Ever since Mant¹⁴⁶ reported on the neglect of the middle-manager as resource of talent and expertise there has been growing concern about what is sometimes called the mid-career crisis. Rapoport¹⁴⁷ discusses progress made at the Administrative Staff College, Henley, and Sofer¹⁴⁸ takes a broader view of the same problem. Fogarty¹⁴⁹ makes a rather more strident statement about the waste of talent in the 40–60 age group.

Creativity and innovation—An academic view of creativity is supplied by Vernon¹⁵⁰ and Gowan *et al*¹⁵¹. Mansfield *et al*¹⁵², Crosby¹⁵³ and Shanks¹⁵⁴ are all concerned with the creative process in industry. Jowkes *et al*¹⁵⁵ try to trace the sources of invention. Rogers and Shoemaker¹⁵⁶ treat dissemination of innovation in industry, and de Bono¹⁵⁷ attempts to provide managers with a new way of thinking.

Industrial Relations and Trades Unions—Coats¹⁵⁸ and Topham¹⁵⁸ look at the new developments in British trades unions, and Hoberman¹⁵⁹ gives a historical introduction to the subject. Lane¹⁶⁰ puts a militant view of the function of unions, and Milligan¹⁶¹ treats union leaders as a new elite. Aldridge¹⁶² and Coates and Topham¹⁶³ look at the use of power by unions and workers. Hawkins¹⁶⁴, Flanders¹⁶⁵ and Warr¹⁶⁶ comment on collective bargaining, negotiation tactics and strategy, and the effect of rapid change on industrial relations. Various accounts of recent strikes exist, written often from a rather left-wing viewpoint, which give useful insights into how misunderstandings escalate and people get themselves into positions out of which it is very difficult to negotiate their way^{167,168,169,170,171}.

Withdrawal from work—By this is meant the various techniques which employees use to retreat from work short of actually changing their job. It includes go-slows (formal and informal), stoppages, injuries, working to rule, group pacing, absenteeism, and so on. Bryant¹⁷², who also includes wastage in his definition of withdrawal, discusses the main features. Brown¹⁷³ treats the same topics under the more dramatic heading of "sabotage". Herzberg *et al*¹⁷⁴ and Maslow¹⁷⁵ provide accounts of the motivational context in which withdrawal can happen, and Hackman¹⁷⁶ qualifies and updates these views.

Social changes—The rule of managers is under review¹⁷⁷, the work ethic is being challenged¹⁷⁸, and the domestic impact of long hours and poor differentials for managers is explored¹⁷⁹. Multi-national organisations are increasingly finding themselves under pressure^{180,181,182,183,184,185,186} to run their affairs on lines other than those dictated by purely commercial considerations. Consumerism is a growing force^{187,188,189}. Various new social pressures are emerging, such as that for participation^{190,191,192} with its sometimes destructive effects on workforce cohesion¹⁹³. Employees appear to be more thoughtful about their work than before^{194,195,196} and to take an intelligent, if militant

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stance on issues such as profits¹⁹⁷, and safety¹⁹⁸. Some are looking to the future and seeing major changes in, for example, attitudes towards employees' right of access to information about them¹⁹⁹. Others are speculating about the best tactics for industry to adopt to meet the changes foreseen^{200,201}. Still others are looking to a time when either industry becomes inherently unstable in its present form²⁰², or when attitudes towards the balance between work and leisure have altered radically²⁰³.

Flows out

People leave organisations for a variety of reasons and under a variety of circumstances. Non-voluntary reasons include dismissal, redundancy, early retirement (on occasion), and normal retirement. Voluntary reasons include moving to a new job and early retirement.

There are two distinct areas at least where behavioural science has made a contribution. The first is in establishing the reasons for leaving in the case of voluntary leavers. The second is in preparing people for retirement. Loving²⁰⁴ and Pilch²⁰⁵ provide advice on retirement with a strong financial flavour. Reasons for leaving present a more complicated picture, the difficulty being that the reasons given at an exit interview may very well cover only the immediate precipitating cause, and miss the long-term underlying reasons.

Much of the literature on motivation mentioned earlier has a bearing on reasons for leaving, with the possible addition of Vroom and Deci²⁰⁶, Handy²⁰⁷, McFarland²⁰⁸, and Warr and Wall²⁰⁹. The problem, especially at the time of writing, may lie largely with dissatisfaction over the perceived relationship between pay and work^{210,211,212}. Perhaps the jobs are poorly designed²¹³, or there is an imbalance between the drive for productivity and social amenity²¹⁴, or the organisation is simply not adjusting fast enough to changing circumstances²¹⁵. The reasons for voluntary job change appear likely to be a complicated mixture of all these factors, with an artificial bias towards dissatisfaction with pay and levels of taxation.

If the employee retires, then he is effectively out of the labour market. If the employee seeks new work, then he re-enters the labour market, and the cycle traced rather briefly above, begins again.

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(Nearly all the above themselves contain a mass of further references. For month by month summaries of work in the field, *Psychological Abstracts* should be consulted.) ■

Manpower planning

Improving manpower information

IN DECEMBER 1972 a joint Manpower Society/Department of Employment working party was set up:

"To consider what further work can usefully be done either by Government departments or by other organisations to develop the systematic analysis, forecasting and planning of manpower resources; and prepare a report. The working party will need to consider:

- whether more can be done to exploit the data which are already available; and
- what more could be done if additional data were to be collected."

The working party produced a report entitled *Improving Manpower Information* which contained 13 recommendations which would help meet the objectives of the terms of reference. An account of the report appeared in the April 1974 *Department of Employment Gazette*.¹

The *Gazette* now examines the extent to which these recommendations have been implemented since the production of the report.

Recommendation A "That further research should be carried out in firms to explore the ways in which employment policies are formulated and the influences to which those responsible for these policies react."

Some research on firms' employment policies and practices has already been undertaken in the Department of Employment Group, including internal research by the Office of the Manpower Services Commission (OMSC) on the criteria on which training decisions in firms are based and a project jointly commissioned by MSC and NEDO from the Institute of Manpower Studies to produce for publication a number of case studies of company manpower planning practices.

In addition, the Institute has been given a three year commission by the MSC and DE to produce a regular independent commentary on issues affecting manpower policy. This will include reports on:

- the impact of Government policy, emerging trends in the labour market on firms' employment policies and practices;
- firms' reactions to changes in the availability and mobility of particular kinds of labour;
- conditions for improving the effectiveness of companies' use of manpower; and
- the impact on groups of individuals of trends in employment.

Much of the information will come from the Institute's

contacts with companies, and should throw considerable light on the issues covered by this recommendation.

Recommendation B "That there should be further development on the provision of local labour market intelligence as in the recent experiments."

The Employment Service Agency is currently developing a guide to local labour market intelligence for use by local and district offices. It is based on the experience gained from the original nine experiments in local labour market intelligence.² (Most of these are continuing in some form.) The guide is aimed to help managers set up local labour market intelligence systems for their own areas and to provide assistance and information on dealing with labour market queries. At present the guide is in the process of being tested and developed. A small internal working group, which includes local ESA managers, has been set up in ESA to help with this. It is hoped that the guide will be generally available by the end of 1977.

Recommendation C "The Department of Employment should consider preparing and publishing a detailed analysis of the information on occupational, industrial and regional mobility shortly to be available from the New Earnings Survey, the EEC Labour Force Survey and the Census of Population."

An article³ of the mobility of labour was published in the December 1975 *Department of Employment Gazette*. 1971 Census of Population data on labour mobility in occupations, industries and regions between 1970 and 1971 were examined. Some National Insurance record estimates of the outflow of employees and the transfer of employees within and between sectors was also considered.

As data become available from the 1975 Labour Force Survey some comparison with the 1973 Labour Force Survey results will be possible. Because of the different definitions of occupations used it has not been possible to compare Census of Population and Labour Force Survey data.

The National Training Survey is also expected to yield information on mobility between occupations and industries though any cross-tabulations of these may well provide too few records for statistical analysis.

1 "Improving manpower information. Working Party Recommendations", *DE Gazette*, April 1974, pp. 295-303.

The report was subsequently published by the Manpower Society in December 1974, copies can be obtained from Neil M. Johnston, Publications Manager, c/o 175 Kneller Road, Twickenham, Middlesex, TW2 7DY.

2 See "Local employment intelligence", *DE Gazette*, October 1974, pp. 892-894.

3 "The Mobility of Labour", *DE Gazette*, December 1975, pp. 1264-1268.

Manpower planning

The New Earnings Survey data have been examined as a possible source of information on mobility but were found not to be suitable for this purpose.

Recommendation D "The Department of Employment should explore, with the Inland Revenue, the possibility of making more effective use of tax records both nationally for aggregated manpower data, and more particularly in employing organisations for analysing and reporting labour turnover."

The Department of Employment explored with the Board of Inland Revenue the possibility of using information from a one per cent sample of National Insurance records to obtain statistics of labour turnover by region and by industry. However, this sample would not directly produce these statistics and a further analysis of tax records would be required. Because of pressure on staff resources it is unlikely that this work can be undertaken for several years.

Recommendation E "Changes should be made in the quarterly collection of data on labour turnover along the lines of the detailed recommendations in paragraph 40, including the extension to non-manufacturing industries, and consideration should be given to supplementing these with less frequent voluntary surveys covering aspects such as occupations and reasons for leaving."

The recommendations from paragraph 40 of the original report are reproduced below:

- (i) every effort should be made to extend the coverage of labour turnover data to the non-manufacturing sector;
- (ii) analyses should be made available showing separately engagements and discharges by industry, sex and region;
- (iii) the question on which the information is based should be in a form enabling engagements and discharges during a quarter to be expressed as a proportion of the numbers employed at the beginning of the quarter.
- (iv) consideration should be given to excluding from the discharge or separation figures those leaving because of redundancy or retirement;
- (v) the question of obtaining more detailed information on turnover by occupation and by reason for leaving should be considered as more suitable for an occasional voluntary inquiry of all firms."

Voluntary engagement and vacancy survey

The Employment Service Agency are carrying out a voluntary engagement and vacancy survey covering a three month period up to the beginning of July 1977. The survey will sample 12,000 establishments selected from Census of Employment census units and will cover all industry orders except for number 1 (Agriculture, Forestry and Fishing) and Private Domestic Service.

Details of stock and discharges, will be collected with

some detail of occupations. The number of vacancies will also be recorded. It is hoped that this survey will supply information on turnover, at both a regional and industry level.

Although the survey will not take place on a regular basis, it will provide extra information on labour turnover and engagements on a regional and occupation basis which has not previously been available.

'Gazette' statistics

Statistics of labour turnover in manufacturing industries continue to be published regularly in the *Department of Employment Gazette*. These show engagements and discharges in the quarter months, March, June, September and December as percentages of the numbers employed. The article published in the June 1977 issue was extended to include a time series and chart showing recent trends based on a four quarter moving average of engagements and discharges.

Information on labour turnover (defined as percentage of employees with their current employer for less than a year) is available for each April from 1970 to 1974 from the New Earnings Survey. Analyses of turnover by industry (including non-manufacturing industries), occupation, age-group and region were published in the April 1972, July 1973, March 1974 and January 1975 issue of the *Department of Employment Gazette*. However, as a consequence of a change in the method of identifying employees in the survey sample, employees with only a very short period of service with their current employers are under-represented in the sample for 1975 and subsequent years (see page 38 of the January 1976 issue of the *Gazette*). The analyses of labour turnover therefore have had to be discontinued. However, some information is available from the April 1975 and April 1976 surveys on length of service with current employers (see *New Earnings Survey 1975*, Parts E and F and *New Earnings Survey 1976*, Parts E and F).

The Institute of Manpower Studies also collects information on employment and turnover in certain occupations in its Annual Manpower Survey⁴. Participants include employers from both the public and private sector.

As regards voluntary surveys of reasons for leaving, respondents to the National Training Survey have been asked why they left their first job and every other job held in the last 10 years.

Recommendation F "Consideration should be given to:

- (i) encouraging the development of efforts to obtain data about first employment for CNAA graduates similar to that available for university graduates;
- (ii) the extension of the Further Education Statistical Record to cover the first employment of full-time and sandwich course students."

⁴ Details of the survey are available from the Institute of Manpower Studies, University of Sussex, Mantell Building, Falmer, Brighton BN1 9RT.

Manpower planning

Britain and their expected qualifications and projections to 1976-77 of the numbers of school leavers available for employment by qualification. Similar articles⁸ appeared in the April and June 1977 issues of the *Department of Employment Gazette*.

The output of first and higher degree graduates in Great Britain is estimated by DES for the current year by broad subject area. These estimates have been published for the last two years in the *Gazette*.⁹

Estimates of the number of graduates available for employment are also given. An article in the February 1977¹⁰ *Gazette* examines the employment prospects for 1977 graduates. *Manpower Papers No. 8*, Employment prospects for the highly qualified¹¹, contained projections of the stock of highly qualified people. Implicit in these was the supply of new graduates. The up-dated version of this work on the re-assessment of employment prospects for the highly qualified contains projections of the first degree output in Great Britain up to the mid 1980's and it is hoped to publish the results by the end of the year.

Recommendation I "Data on occupation by industry additional to those from sources such as the Census of Population and the EEC Labour Force Survey are probably best collected by Industrial Training Boards (ITB's) where these exist but the Training Services Agency of the Manpower Services Commission should give early consideration to the co-ordination of ITB statistics in a way which is compatible with the key list of occupational statistics and which takes account of minority occupations in the scope of one board being of interest to other boards."

A report entitled *Generating a flow of planning information* was completed in 1975 by the Training Services Agency and examined information collected by ITBs. This was circulated to and discussed with the Industrial Training Boards. Because of other demands on resources and the difficulty of reconciling a multiplicity of interests, subsequent progress has been slow. However, in 1977 the TSA is giving guidance to ITBs on a simple statistical framework for describing training in broad occupational groups, with the intention of

(continued on page 719)

The Central Services Unit for Careers and Appointments Services now publish details⁵ of the first destination and employment of polytechnic first degree and Higher National Diploma students. This is similar to that already published for universities and covers full-time and sandwich students from the polytechnics in England and Wales. A further volume⁶ giving more details has also been prepared.

The above survey covers 51 per cent of full-time and sandwich students on advanced further education courses. At the present time resources will not permit the extension of the Further Education Statistical Record to cover first destination for other students.

Recommendation G "Urgent consideration should be given to alternative ways of producing first employment statistics for young people following the abolition of national insurance cards. Additionally, an attempt should be made in the revised arrangements to supplement existing data with information allowing a link to be made between educational attainment and job entered. The institution of an annual survey in England, Wales and Scotland along the lines of the present biennial survey in Scotland showing first employment for a sample of school leavers with at least the equivalent of one pass at GCE 'O' level, would achieve this objective."

Consideration is being given to a proposal for information to be obtained from a 10 per cent sample of school leavers in Great Britain which would be carried out by careers officers. The information collected would be more comprehensive than that obtained previously, through statistics of first employment, for example questions on occupations and educational qualifications would be included. A pilot survey carried out in 1975 in selected local authority areas was successful but, since then, further discussions have taken place with the local authority associations as well as representatives of the Careers Service itself. Although it is hoped that the survey will be introduced throughout the country during 1977 it will not cover all school leavers until 1980 as it will progressively build up by including 16 year old leavers in 1977, 16 and 17 year olds in 1978, 16, 17 and 18 year olds in 1979, and school leavers up to and including the age of 19 years in 1980.

Meanwhile the National Training Survey has provided information on the first employment of about 7,000 young people, together with their educational qualifications and training experience, for inclusion in the report of the MSC Working party on Young People and Work.

Recommendation H "The education departments should be invited to consider the feasibility of making available forecasts of the numbers likely to be leaving the education system three to five years ahead by level of qualification, age and sex and of producing such forecasts for local areas."

Projections prepared by the Department of Education and Science (DES) and the Scottish Education Department of the number of school leavers have been published for the last two years in the *Department of Employment Gazette*.⁷ The article in 1976 gave annual projections to 1980/81 of the numbers of male and female school leavers in Great

⁵ *Polytechnic First Degree and HND Students 1975; Some details of first destination and employment of students awarded First Degrees and Higher National Diplomas*. Central Services Unit for Careers and Appointments Service. (Also available for 1974.)

⁶ *Polytechnic First Degree and HND Students 1975; Some details of first destination and employment—statistical supplement*. Polytechnic Careers Advisers: Statistics Working Party. (Also available for 1974.)

⁷ "Young people leaving School", *DE Gazette*, May 1975, pp. 395-399.

"Young people leaving School", *DE Gazette*, May 1976, pp. 455-460.

⁸ "Young people leaving School in England and Wales", *DE Gazette*, April 1977, pp. 353-358.

"Young people leaving School in Scotland and Great Britain", *DE Gazette*, June 1977, pp. 600-602.

⁹ "Employment prospects for new graduates in 1975", *DE Gazette*, April 1975, pp. 299-304.

"New Graduates in 1976", *DE Gazette*, April 1976, pp. 359-362.

¹⁰ "Graduate supply and demand in 1977", T. Dean and G. W. Prior-Wandesforde, *DE Gazette*, February 1977, pp. 116-118.

¹¹ *Employment Prospects for the Highly Qualified*, DE HMSO, 1974.

DE leaflets for the public

The following is a list of leaflets published by the Department of Employment. They are available free of charge from employment offices, local benefit and regional offices of the Department of Employment and the:

Public Enquiry Office
Department of Employment
8 St James's Square
London SW1Y 4JB
Telephone: 01-214 8748

Note: This list does not include the publications of the Manpower Services Commission or its associated agencies. Nor does it include any 'on sale' publications of the Department of Employment.

Employment Protection Act

A series of leaflets covering specific provisions of the Act:

No 1	<i>Employment Protection Act—an outline</i>	PL578
No 2	<i>Procedure for Handling Redundancies</i>	PL581
No 3	<i>Employees Rights on Insolvency of Employer</i>	PL582
No 4	<i>New Rights for the Expectant Mother (with a supplement on Maternity Pay)</i>	PL580
No 5	<i>Suspension on Medical Grounds under Health and Safety Regulations</i>	PL583
No 6	<i>Facing Redundancy? Time off for Job Hunting or to Arrange Training</i>	PL584
No 7	<i>Trade Union Membership and Activities</i>	PL588
No 8	<i>Itemised Pay Statement</i>	PL587
No 9	<i>Guarantee Payments</i>	PL591
No 10	<i>Terms and Conditions of Employment</i>	PL592
No 11	<i>Continuous Employment and a Week's Pay</i>	PL593
No 12	<i>Time off for Public Duties</i>	PL595

(A supplement is also available on the extension of individual rights to part-time workers.)

Other related publications

Dismissal—Employees Rights

Information on the improved remedies for unfair dismissal and the right to written reasons for dismissal.

Contracts of Employment Act 1972

A booklet giving details of the right to a longer period of notice according to length of service, and the right to a more informative written statement of terms and conditions of employment.

Employees Rights on Insolvency of Employers

Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver.

IL1

Insolvency of Employers

Safeguard of occupational pension scheme contributions.

IL2

Trade Union and Labour Relations Acts 1974 and 1976

A guide to the Trade Union and Labour Relations Act 1974 incorporating changes made by the Employment Protection Act 1975 and the Trade Union and Labour Relations (Amendment) Act 1976.

Redundancy payments

The Redundancy Payments Scheme (Tenth revision)

General guide for employers and employees about their rights and obligations under the Redundancy Payments Acts 1965 and 1969, incorporating changes made by the Employment Protection Act 1975.

The Redundancy Payments Scheme

A leaflet outlining aspects of the Redundancy Payments Scheme of particular interest to employees.

RPL6

The Redundancy Payments Scheme—Offsetting Pensions against Redundancy Payments

Information for employers on the rules for offsetting pension and lump sum payments under occupational pension schemes against redundancy payments.

RPL1

Overseas workers

Employment in Great Britain

A guide for workers from other countries.

OW17

Employment of Overseas Workers in Great Britain

Information on the Work Permit scheme—not applicable to nationals of EEC member states

OW5

Employment of Overseas Workers in Great Britain

Hotel and Catering industry.

OW6

Employment of Foreign Nationals in Great Britain

Student employment.

OW9

Employment of Commonwealth Citizens in Great Britain

Trainees.

OW7

Industrial tribunals

Industrial Tribunals Procedure

For parties concerned in Industrial Tribunal proceedings.

ITL1

Industrial Tribunals

Explanatory leaflet for appellants.

ITL5

Determination of Questions by Industrial Tribunals
For appellants and respondents, with particular reference to the Health and Safety at Work, etc Act 1974.

ITL19

Wages

The Fair Wages Resolution

Information for government contractors.

Are you entitled to a Minimum Wage?

For workers whose minimum wages are determined by Wages Councils.

EDL501

The Truck Acts

Leaflet on the main provisions of the Truck Acts 1831–1940, which protect workers from abuses in connection with the payment of wages.

PL538

Special employment measures

Temporary Employment Subsidy

Information for employers, including the TES supplement.

PL574

Job Release Scheme—Employed People

Describes the scheme as it applies to those at present in employment.

PL589

Youth Employment Subsidy

Information for employers.

EDL502

Young people

The Works of the Careers Service

A general guide.

PL585

You know what their Jobs are . . . what's yours going to be?

For young people making a career choice.

PL570

What have you in mind for your Son or Daughter?

For parents of school leavers.

PL571

How did you get on when you started work?

Career advice for young people in employment.

PL572

Finding employment for Handicapped Young People

Advice to parents.

PL472

Jobs for Handicapped Young People

Information for young people seeking employment.

PL379

We Get Around

A leaflet describing a film which shows how the Careers Service helps young people to find the job they want.

PL586

Manpower studies

Higher Education and Jobs

Summary of the Department of Employment's Unit for Manpower Studies' survey *Employment Prospects of the Highly Qualified*.

PL562

Job satisfaction

The Work Research Unit

Information for employers, trade unions and others on the Work Research Unit's information, advisory, research and consultancy services.

PL568

Employment agencies

The Employment Agencies Act 1973

General guidance on the Act, and regulations for users of employment agency and employment business services.

PL594

Is this your Line of Business?

Information on the Employment Agencies Act 1973 for employment agency and employment business operators.

PL579

Equal pay

Equal Pay

A guide to the Equal Pay Act 1970.

Equal Pay for Women—What you should know about it

Information for working women.

PL573

Race relations

Filmstrips for Better Race Relations

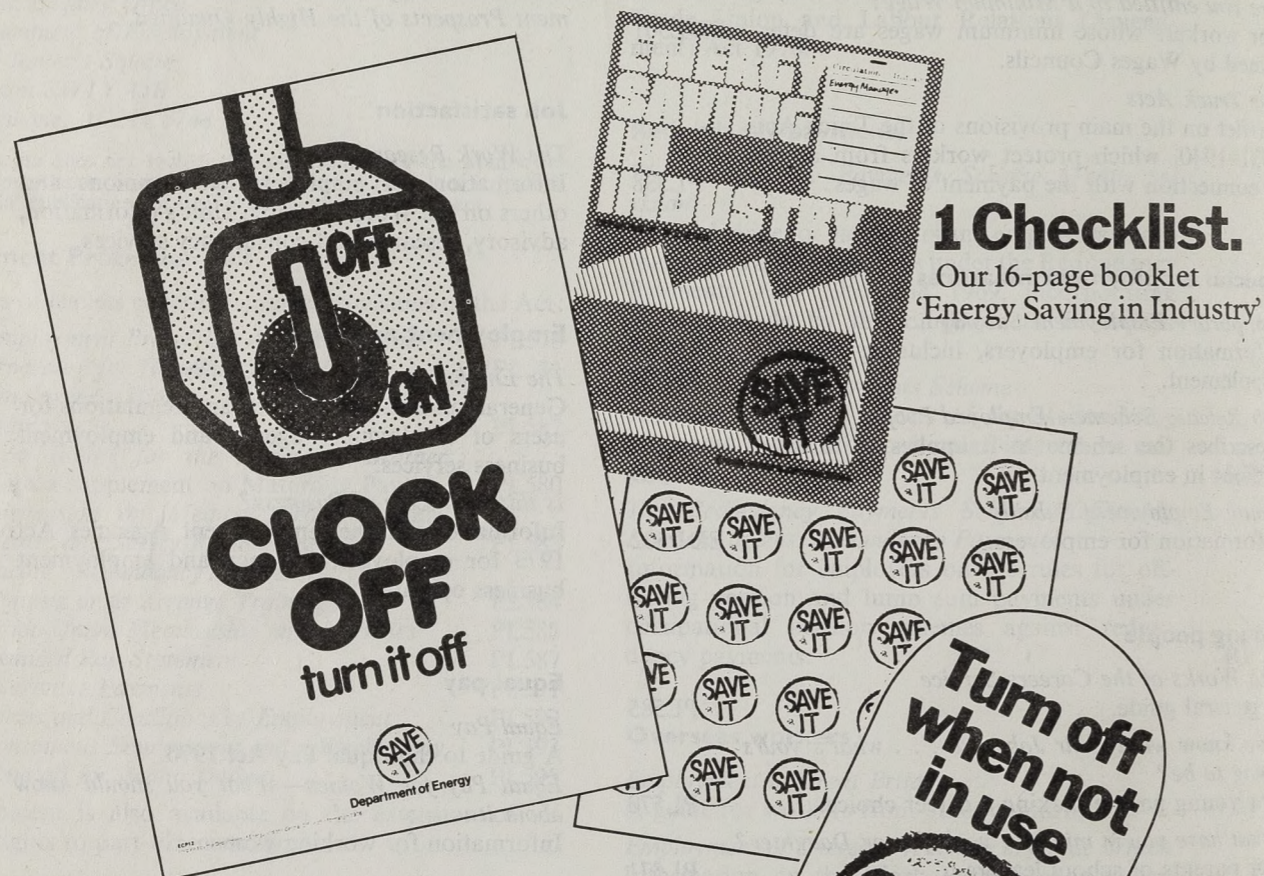
A leaflet describing two filmstrips on race relations for use by employees and management.

PL577

Take 7

Leaflet described a detailed survey of seven firms employing coloured workers.

Posters, Stickers and a Checklist, to help you 'Save It'



9 Posters.
A new range of colour posters (size 15" x 10")

2 Stickers.

1 Checklist.
Our 16-page booklet 'Energy Saving in Industry'

FREE. To help you encourage energy savings in your office or factory, all this material is available free.
Send for samples and order forms to: Information Division
Department of Energy, Thames House South, Millbank, London SW1P 4QJ.
Department of Energy.

Disabled people

	Unemployed at:			Placed during the four weeks ending:		
	March 10 1977	April 14 1977	May 12 1977	March 4 1977	April 6 1977	May 6 1977
Registered disabled people (RDPs)	77,557	75,205	74,113	3,208	3,515	3,280
RDPs (Males) Section I and II	67,447	65,675	64,534	2,629	2,934	2,800
RDPs (Females) Section I and II	10,110	9,530	9,579	579	581	480
RDPs (Males) Section I	57,838	56,202	55,311	2,497	2,785	2,648
RDPs (Females) Section I	8,294	7,797	7,866	537	551	445
RDPs (Males and Females) Section II	11,425	11,206	10,936	174	179	187

Note (a) Section I RDPs are those people classified as suitable for ordinary or open employment.
Section II RDPs are severely disabled people classified as unlikely to obtain employment other than under special or sheltered conditions.

(b) At April 18 1977, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 532,402.

Deaths and diseases—March and April 1977 and Notified diseases January to December 1976

Fatal accidents	March	April	Notified diseases*	March	April	January to December
Factories acts			Aniline	5	2	34
Factory processes	23	11	Anthrax	—	—	3
Building operations	6	12	Arsenical	—	—	—
Works of engineering construction	1	3	Beryllium	—	—	1(1)
Docks and warehouses	1	1	Cadmium	—	—	7
Total Factories Acts	31	27	Carbon bisulphide	—	—	—
Fatalities reported under other Acts			Chrome ulceration	12	12	65
Explosives	—	—	Chronic benzene	1	—	1(1)
Mines and Quarries*			Compressed air	—	—	34
Coal mines			Epitheliomatous ulceration	1	1	7
(i) Underground	1	6	Lead poisoning	1	5	31
(ii) Surface	1	—	Manganese	—	—	1
Other stratified mines	—	—	Mercurial	—	—	—
Miscellaneous mines	—	—	Phosphorous	—	—	1
Quarries	1	2	Toxic anaemia	—	—	1
Total Mines and Quarries Act	3	8	Toxic jaundice	—	—	—
Railway Service	5	2	Total of above	20	20	186 (2)
Seamen						
(i) Trading vessels	1	2				
(ii) Fishing vessels	—	2				
Agricultural employees	4	—				
Total of above	44	41				

* Fatalities, if any, included in these figures are shown in brackets.

* Figures relate to a period of four weeks in March and five weeks in April.

Unemployment rates by age

IN RECENT YEARS there has been a considerable interest in unemployment rates for different age groups, an interest which has been accentuated by high overall levels of unemployment and the large numbers of young people unable to find work. Age distributions of the unemployed are available in January and July but it has not been possible to produce unemployment rates by age group because they require for their calculation comparable figures of employment by age and these have not been available since the abolition of National Insurance cards. However, some special estimates of the age distribution of employees in employment have now been made. The methodology behind the estimates is described briefly here and the resulting unemployment rates by age are presented in the table on the following page.

Preparation of estimates

The steps in preparing the estimates of employment by age are as follows:

- (i) The starting point is the Census of Employment which provides mid-year figures of total employees (these are used in calculating the overall unemployment rate and rates by sex, geographical area and industry).
- (ii) The Census of Employment does not include information about age; this, in the form of an age distribution, has been derived from the EEC Labour Force Survey, conducted in 1975. The survey covers a sample of private households only, and adjustments have had to be made to allow for the exclusion from the survey of those resident in institutions such as hotels, hospitals and schools (estimated to account for about 2 per cent of the population and 1 per cent of employees). The resultant sample estimates of percentage distributions by age were applied (separately for males and females) to the Census of Employment totals of employees in employment in June 1975, to produce an estimated age distribution of numbers of employees in employment. Except for the younger age groups, discussed below, these estimated age distributions are believed to provide an acceptable basis on which to calculate unemployment rates by age every six months from July 1975 to January 1977. This is analagous to the use of the June 1975 Census of Employment based estimates of total employees to calculate other published unemployment rates monthly for January 1975 onwards.
- (iii) For the younger age groups there is a particular problem because the 1975 Labour Force Survey was largely carried out in May, at which time of year many

young people would have been classified correctly as students. However, by July, for which month unemployment figures by age are available, many of them would have left school and been in employment or unemployed. To allow for the patterns of school leaving special estimates have been made for the age groups 16-17 and 18-19; using information available from the education departments, figures for employees in employment in these age groups have been estimated for July 1975, January and July 1976, and January 1977; however, it is particularly difficult to estimate how many of the summer school leavers who are not going on to full time further or higher education (over a half a million in 1975) enter the labour force before the July unemployment count.

- (iv) One further adjustment was required before the unemployment rates could be calculated. In July 1975 the age analysis of the unemployed included adult students; their age distribution has been estimated so that they could be deducted from the unemployment figures to produce estimates as far as possible comparable with those for later dates.

Degree of estimation

In view of the considerable degree of estimation involved in producing some of the components required to calculate the unemployment rates by age given below, the results, particularly for the younger age groups, should be regarded with caution. (While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree).

The unemployment rates tend to be higher for the younger and older age groups in each period shown. In times of high unemployment it is not surprising to find that new entrants to the labour force take some time to find work. The figures show over the years that young people are particularly vulnerable to cyclical economic changes and their duration of unemployment tends to increase earlier in the recession than for other age groups. However, the durations fall earlier as the economy recovers and the median duration for young people remains lower than for other age groups.

Youngest age group

For the youngest age group, encompassing most of the school leavers, unemployment rates are inevitably high in July at the end of the school year. In July 1976 about three quarters of the unemployed aged 16-17 were school leavers. A young person who has not been able to arrange a job

Estimated unemployment rates by age, Great Britain

Percentages

	Males				Females			
	July 1975	January 1976	July 1976	January 1977	July 1975	January 1976	July 1976	January 1977
16-17	13.8	12.3	26.7	12.8	10.4	12.0	25.6	14.1
18-19	9.6	11.2	10.7	11.1	6.1	8.1	9.2	9.9
20-24	6.8	10.0	9.3	10.1	3.1	5.3	5.9	7.0
25-29	5.2	7.0	6.6	7.3	2.1	3.1	3.5	4.4
30-39	4.4	5.9	5.6	6.3	1.0	1.5	1.8	2.2
40-49	3.7	4.8	4.6	5.1	0.9	1.2	1.4	1.7
50-59	3.7	4.7	4.6	5.1	1.3	1.7	1.9	2.2
60 and over	7.8	9.1	9.1	9.5	0.2	0.2	0.2	0.2
Total*	5.4	6.9	7.2	7.2	2.1	2.9	4.0	3.8

* These rates differ very slightly from those published monthly (see page 744) because of the particular method of calculation, described in the article.

before leaving school is likely to register promptly at an employment or careers office. A school leaver who has found a job but is unable to take it up immediately is also likely to register in order to claim supplementary benefit. As the age analysis is taken at the July unemployment count, the number of young people so registered may be at or near a maximum. Similarly there will be a number of school leavers at Christmas who will not have found em-

ployment by the January count. Changes in school leaving regulations in recent years mean that 1976 data are not directly comparable with 1975 data; from 1976, school leavers in England and Wales were allowed to leave school at any time from the Friday before the last Monday in May, rather than at the end of term, leading to a peak in unemployed school leavers in July, compared with August in previous years.

Improving manpower information (continued from page 713)

developing an information system which will cover occupations in scope to more than one board and be compatible at some level of aggregation with CODOT (the Classification of Occupations and Directory of Occupational Titles).

Recommendation J "The Department of Employment should attempt to extend the collection and publication of basic employment statistics on a quarterly basis as widely as possible and particularly to sectors such as distribution, commerce and finance."

In June 1974 the Department of Employment started a new sample inquiry in order to provide quarterly estimates of employees in employment covering the whole economy. The monthly sample inquiry in manufacturing industries was continued and the information from it, for the appropriate dates, incorporated into the new quarterly series. In addition new sample inquiries were introduced in some service industries supplemented by information from central sources, such as nationalised industries. These provide provisional employment estimates for industries down to minimum list heading. These estimates are published regularly in the *Department of Employment Gazette* about four months after the month to which they relate, the latest figures, which are for March 1977 are given on page 720 of this *Gazette*.

The estimates are revised to conform with the annual Census of Employment figures as they become available.

Recommendation K "The Department of Employment should make more widely known the facility for considering access to unpublished data subject to confidentiality and the availability of resources."

The Department of Employment continues to make data available to outside researchers and others wherever possible. Publications of surveys carried out by the department, such as the New Earnings Survey note, that further data can be obtained on request to the department. Some

data stored on the department's computer are also available for analysis by researchers using their own programs.

Recommendation L "The Central Statistical Office (CSO) should be invited to consider conducting a short review of the co-ordination, control and advisory services covering manpower surveys whether voluntary, statutory, public or private, insofar as this is not already done by the MSC or agencies."

The Department of Employment Group (which includes the OMSC and the agencies) continues to submit surveys to the CSO Survey Control Unit.

In addition the Industrial Training Boards submit statutory returns to the CSO for approval and discussions are taking place on ways in which OMSC and CSO can maintain a closer involvement in other statistical surveys undertaken by the boards.

Recommendation M "The Department of Employment and the Manpower Services Commission should give early consideration to the desirability, nature and production of a national manpower report and of its relation to the statutory annual report required of the Manpower Services Commission."

The MSC's first two annual reports have included much descriptive commentary on labour market developments and resulting manpower policies. Also, the Commission's planning document *Towards a Comprehensive Manpower Policy* (November 1976) included a detailed examination of some features of the labour market, and took a view on likely future developments. It is intended that a similar planning document should be published annually. This will be more analytical, will make a wider scan of the economic, social, technological, legislative and institutional trends relevant to manpower policy, and will give an account of the progress of manpower programmes. The Commission's statutory Annual Report will continue to include some commentary on the labour market in the year under review.

Quarterly estimates of employees in employment—March 1977

THERE was a further small increase in employment in the first quarter this year, of some 30,000, seasonally adjusted. This followed a similar rise in the fourth quarter last year. In the preceding two quarters, there had been little change. Prior to that, employment had fallen sharply for a period of a year and a half.

Employment in the manufacturing industries (for which monthly figures are compiled) rose by 0.6 per cent, or about 45,000, seasonally adjusted, during the first quarter of 1977 and has risen since between March and May by a further 0.2 per cent.

The following tables (which have not been seasonally

adjusted) show that, compared with a year previously, male employment declined by 37,000 whereas female employment increased by 74,000; nearly half of this latter increase was due to part-time working. Employment in the production industries showed a rise of 35,000 between March 1976 and March 1977 (following a fall of 390,000 during the preceding year). By contrast, employment in the service industries changed little between March 1976 and March 1977 (following a rise of some 150,000 during the preceding year).

The estimates and changes quoted in this article are provisional pending the results of the 1976 census of employment.

Table 1 Quarterly series of employees in employment: Great Britain

THOUSANDS

Industry (Standard Industrial Classification 1968)	March 1976*			December 1976*			March 1977*			
	Males	Females	Total, males and females	Males	Females	Total, males and females	Males	Females	Total, males and females	
		Total (incl. part-time)	Part-time†		Total (incl. part-time)	Part-time†		Total (incl. part-time)	Part-time†	
Total, all industries and services‡	13,013	8,871	3,402	13,068	9,014	3,444	12,976	8,945	3,435	21,921
Agriculture, forestry and fishing	276.6	81.9	37.0	289.0	87.6	31.4	278.7	80.2	33.4	358.9
Index of Production industries§	6,788.7	2,258.5	505.5	6,823.3	2,309.2	5,189	6,782.5	2,299.5	507.0	9,081.9
of which, manufacturing industries	5,049.5	2,081.9	454.2	5,106.5	2,133.0	468.0	5,096.9	2,122.9	455.8	7,219.7
Service industries‡§	5,947.4	6,530.5	2,859.5	5,955.3	6,617.0	2,893.8	5,914.6	6,565.7	2,894.9	12,480.5
Agriculture, forestry and fishing	276.6	81.9	37.0	289.0	87.6	31.4	278.7	80.2	33.4	358.9
Agriculture and horticulture	256.3	80.1	36.3	268.7	85.8	30.7	258.4	78.4	32.7	336.8
Mining and quarrying	329.4	13.9	3.0	326.2	13.9	3.0	327.4	13.9	3.1	341.3
Coal mining	287.0	9.7	2.3	283.8	9.7	2.3	285.0	9.7	2.3	294.7
Food, drink and tobacco	411.9	273.3	92.7	420.4	287.4	102.3	415.2	280.4	97.5	695.6
Grain milling	17.4	4.7	1.4	16.8	4.7	1.7	16.9	4.9	1.4	21.8
Bread and flour confectionery	65.3	37.2	18.8	66.5	38.2	20.0	66.3	37.6	18.9	103.9
Biscuits	16.2	24.8	12.0	16.7	26.8	14.3	16.5	26.0	13.5	42.4
Bacon curing, meat and fish products	52.6	48.6	17.0	53.7	51.2	17.3	52.9	50.4	16.9	103.4
Milk and milk products	42.8	15.1	3.4	43.0	15.6	3.5	43.0	15.7	3.6	58.7
Sugar	8.9	2.8	0.5	11.7	3.4	0.5	14.0	8.9	3.0	11.9
Cocoa, chocolate and sugar confectionery	30.5	36.4	16.8	31.5	39.1	19.6	31.2	37.6	19.0	68.8
Fruit and vegetable products	28.1	31.8	9.3	28.7	34.5	10.4	28.1	32.8	10.3	60.9
Animal and poultry foods	20.6	4.8	1.2	21.3	4.8	1.1	21.3	4.9	1.1	26.2
Vegetable and animal oils and fats	5.9	1.3	0.2	7.2	5.4	1.3	6.8	5.4	1.3	6.7
Food industries not elsewhere specified	19.0	14.0	4.1	19.2	14.7	5.0	19.2	14.7	5.4	33.9
Brewing and malting	54.6	12.6	1.7	55.5	12.9	1.9	55.0	12.7	1.9	67.6
Soft drinks	16.2	9.0	2.4	17.0	9.7	2.6	16.5	9.1	2.5	25.7
Other drink industries	18.8	12.0	0.8	19.5	13.3	1.2	19.2	12.8	1.1	32.0
Tobacco	14.9	18.1	3.2	14.9	17.3	3.1	14.7	17.0	3.0	31.7
Coal and petroleum products	34.9	4.3	0.6	34.2	4.2	0.5	33.9	4.2	0.6	38.1
Coke ovens and manufactured fuel	11.7	0.6	0.1	11.2	0.6	0.1	11.7	0.6	0.2	11.7
Mineral oil refining	17.5	2.1	0.2	17.2	2.1	0.2	17.0	2.1	0.2	19.1
Lubricating oils and greases	5.7	1.6	0.2	5.8	1.5	0.2	5.9	1.5	0.2	7.4
Chemicals and allied industries	302.0	119.3	23.6	308.0	121.5	24.0	308.6	121.1	23.5	429.6
General chemicals	110.6	21.7	4.3	112.6	21.6	4.2	113.0	22.0	4.0	135.0
Pharmaceutical chemicals and preparations	40.8	33.3	6.5	40.8	33.3	6.1	40.9	33.1	6.4	74.1
Toilet preparations	8.5	13.6	1.8	8.8	14.9	2.2	8.9	14.4	2.1	23.3
Paint	19.1	7.4	1.9	19.3	7.5	1.9	19.2	7.4	1.9	26.6
Soap and detergents	10.3	6.6	1.7	10.9	6.3	1.5	10.9	6.0	1.3	16.9
Synthetic resins and plastics materials and synthetic rubber	41.8	7.7	1.6	42.9	7.8	1.7	42.8	7.8	1.7	50.5
Dyestuffs and pigments	18.4	3.3	0.5	18.4	3.2	0.5	18.4	3.3	0.4	22.4
Fertilisers	10.5	1.7	0.2	10.5	1.7	0.2	10.3	1.7	0.3	12.0
Other chemical industries	42.0	24.0	5.0	43.3	25.1	5.5	43.4	25.4	5.3	68.8
Metal manufacture	423.9	54.3	9.8	427.3	54.0	10.1	425.8	54.0	10.2	479.8
Iron and steel (general)	213.1	19.9	3.1	213.5	19.0	3.1	212.3	19.0	3.3	231.3
Steel tubes	44.4	7.0	1.7	44.9	6.8	1.8	44.8	6.7	1.6	51.5
Iron castings, etc	74.4	7.6	1.3	73.1	7.8	1.5	71.9	7.6	1.5	79.5
Aluminium and aluminium alloys	40.3	7.1	1.5	42.9	7.3	1.4	43.7	7.7	1.4	51.4
Copper, brass and other copper alloys	34.2	8.4	1.6	34.8	8.7	1.8	35.2	8.6	1.7	43.8
Other base metals	17.5	4.3	0.6	18.0	4.4	0.6	18.0	4.3	0.7	22.3

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

THOUSANDS

Industry (Standard Industrial Classification 1968)	March 1976*			December 1976*			March 1977*					
	Males	Females	Total, males and females	Males	Females	Total, males and females	Males	Females	Total, males and females			
		Total (incl. part-time)	Part-time†		Total (incl. part-time)	Part-time†		Total (incl. part-time)	Part-time†			
Mechanical engineering	779.4	142.2	27.4	921.6	780.1	143.0	27.1	923.1	777.3	143.5	26.7	920.8
Agricultural machinery (except tractors)	25.3	3.7	0.7	29.0	25.5	3.8	0.8	29.4	25.8	3.8	0.7	29.7
Metal-working machine tools	53.1	8.9	2.2	62.0	53.3	8.8	2.1	62.1	53.4	9.0	1.9	62.4
Pumps, valves and compressors	68.1	14.8	2.4	82.8	68.6	15.2	2.5	83.8	68.2	15.0	2.4	83.2
Industrial engines	22.7	3.8	0.4	26.6	23.0	3.8	0.5	26.8	23.3	3.8	0.4	27.1
Textile machinery and accessories	24.4	4.3	0.9	28.7	22.3	3.9	0.8	26.2	22.1	3.9	0.8	26.0
Construction and earth-moving equipment	35.9	4.5	0.7	40.3	36.0	4.3	0.7	40.3	36.4	4.4	0.6	40.8
Mechanical handling equipment	52.9	8.1	1.6	61.0	55.5	8.5	1.7	64.0	55.1	8.6	1.6	63.6
Office machinery	16.8	6.6	0.7	23.4	16.6	6.5	0.6	23.0	16.6	6.4	0.6	23.0
Other machinery	179.9	34.7	7.0	214.6	181.7	35.2	7.3	216.9	181.7	35.3	6.7	217.0
Industrial (including process) plant and steelwork	145.2	16.9	3.6	162.2	141.0	16.9	3.1	157.9	138.1	16.7	3.4	154.8
Ordnance and small arms	17.0	4.6	0.6	21.6	17.3	4.7	0.6	22.0	17.3	4.8	0.7	22.1
Other mechanical engineering not elsewhere specified	138.1	31.2	6.6	169.2	139.2	31.4	6.5	170.6	139.3	31.8	6.8	171.1
Instrument engineering	94.3	52.8	10.7	147.0	94.2	53.3	11.5	147.5	94.2	53.2	10.3	147.4
Photographic and document copying equipment	8.8	3.1	0.4	11.8	8.8	3.1	0.4	11.9	8.9	3.2	0.4	12.1
Watches and clocks	6.2	7.3	1.0	13.5	5.9	6.8	1.2	12.7	5.7	6.6	0.6	12.3
Surgical instruments and appliances	16.0	11.6	2.9	27.6	16.0	11.9	3.0	27.9	16.0	11.7	2.9	27.7
Scientific and industrial instruments and systems	63.3	30.8	6.4	94.2	63.5	31.5	6.9	95.0	63.5	31.7	6.5	95.3
Electrical engineering	466.3	269.2	55.6	735.5	468.3	274.5	56.7	742.8	468.3	273.0	50.4	741.3
Electrical machinery	103.6	32.1	5.1	135.7	102.5	32.4	5.4	134.9	102.5	32.7	4.6	135.2
Insulated wires and cables	31.9	12.7	1.9	44.5	31.7	12.5	1.9	44.2	31.3	12.8	2.1	44.1
Telegraph and telephone apparatus and equipment	49.1	28.3	4.1	77.4	46.1	24.6	2.0	70.7	44.9	23.8	2.2	68.6
Radio and electronic components	59.9	63.5	17.0	123.4	62.4	66.1	17.1	128.5	63.0	65.8	15.0	128.8
Broadcast receiving and sound reproducing equipment	23.9	25.7	5.5	49.6	24.3	27.3	6.7	51.6	23.9	26.0	4.9	49.9
Electronic computers	32.1	11.8	1.8	43.9	32.4	11.3	1.4	43.7	32.8	11.3	1.4	44.1
Radio, radar and electronic capital goods	65.9	24.2	4.9	90.1	67.2	24.4	4.6	91.7	67.0	24.5	4.5	91.5
Electric appliances primarily for domestic use	38.7	21.8	4.0	60.6	38.1	22.1	3.7	60.2	39.0	22.1	3.6	61.1
Other electrical goods	61.4	49.0	11.3	110.3	63.6	53.8	13.9	117.4	64.0	54.0	12.2	118.0
Shipbuilding and marine engineering	160.5	12.4	2.6	172.9	158.9	12.0	2.6	170.9	158.9	12.0	2.5	171.0
Vehicles	639.5	88.1	10.5	727.6	656.1	90.8	11.3	746.9	660.5	91.1	11.4	751.6
Wheeled tractor manufacturing	30.9	2.5	0.3	33.4	32.8	2.6	0.2	35.3	32.8	2.6	0.2	35.4
Motor vehicle manufacturing	385.1	52.7	6.1	437.8	403.8	55.8	7.2	459.6	410.0	56.4	7.2	466.4
Motor cycle, tricycle and pedal cycle manufacturing	8.0	2.8	0.6	10.8	7.9	2.8	0.4	10.8	8.1	2.9	0.5	11.0
Aerospace equipment manufacturing and repairing	174.6	27.9	3.3	202.5	170.4	27.3	3.2	197.7	168.6	27.0	3.2	195.6
Locomotives and railway track equipment	16.8	1.0	0.2	17.9	17.0	1.1	0.2	18.0	17.0	1.0	0.2	18.0

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

THOUSANDS

Industry (Standard Industrial Classification 1968)	March 1976*			December 1976*			March 1977*			Total, males and females		
	Males	Females	Total (incl. part-time)	Males	Females	Total (incl. part-time)	Males	Females	Total (incl. part-time)			
Timber, furniture, etc	210.1	50.3	10.9	260.4	212.0	51.3	11.1	263.3	209.6	50.5	12.0	260.1
Timber	76.1	12.0	3.1	88.0	76.0	11.8	3.2	87.8	73.8	11.9	3.5	85.6
Furniture and upholstery	71.7	16.9	2.9	88.6	73.2	17.4	3.0	90.6	73.4	17.1	3.1	90.5
Bedding, etc	10.5	9.9	1.6	20.4	10.7	10.4	1.4	21.1	10.7	9.8	1.9	20.5
Shop and office fitting	26.6	3.9	1.2	30.5	26.7	4.0	1.1	30.7	26.4	4.0	1.2	30.4
Wooden containers and baskets	12.1	3.7	1.0	15.8	11.8	3.6	1.0	15.4	11.9	3.6	1.0	15.5
Miscellaneous wood and cork manufacturers	13.1	3.9	1.2	17.0	13.6	4.1	1.3	17.6	13.4	4.2	1.4	17.6
Paper, printing and publishing	364.7	172.8	36.6	537.5	363.4	173.0	35.9	536.4	361.7	172.2	36.0	533.9
Paper and board	53.8	11.0	2.5	64.8	54.2	11.3	2.1	65.4	54.0	11.1	2.1	65.2
Packaging products of paper, board and associated materials	51.2	30.1	7.3	81.3	52.2	31.0	7.2	83.2	52.2	30.8	7.2	83.0
Manufactured stationery	21.1	17.2	4.1	38.3	20.2	16.2	3.7	36.4	20.2	16.3	4.0	36.5
Manufactures of paper and board not elsewhere specified	15.1	9.9	1.8	25.0	15.3	10.1	1.8	25.4	15.3	10.0	1.9	25.2
Printing, publishing of newspapers	55.2	16.5	4.2	71.7	54.8	16.7	4.5	71.5	54.7	16.8	4.3	71.5
Printing, publishing of periodicals	41.5	18.2	4.0	59.6	40.8	18.6	3.6	59.4	40.9	18.5	3.5	59.4
Other printing, publishing, bookbinding, engraving, etc	126.9	70.0	12.8	196.8	125.9	69.1	12.9	195.0	124.5	68.6	13.0	193.1
Other manufacturing industries	205.0	115.4	31.6	320.4	212.1	121.7	33.1	333.8	213.2	121.5	31.8	334.7
Rubber	84.3	24.6	5.1	108.9	86.6	25.2	4.7	111.8	87.0	25.2	4.9	112.3
Linoleum, plastics floor-covering, leather-cloth, etc	11.6	2.6	0.3	14.2	11.7	2.6	0.3	14.3	11.8	2.7	0.3	14.5
Brushes and brooms	4.1	4.7	0.7	8.9	4.3	5.3	0.7	9.6	4.3	5.6	0.9	9.8
Toys, games, children's carriages and sports equipment	17.0	24.2	7.5	41.2	17.5	26.6	8.6	44.1	17.4	25.8	7.3	43.2
Miscellaneous stationers' goods	4.0	4.2	0.7	8.2	4.4	4.6	0.7	9.0	4.4	4.3	0.7	8.7
Plastics products not elsewhere specified	72.8	44.7	14.3	117.5	76.0	46.7	14.8	122.7	76.7	47.1	14.4	123.8
Miscellaneous manufacturing industries	11.1	10.4	3.0	21.5	11.5	10.7	3.3	22.2	11.5	10.8	3.3	22.3
Construction	1,136.4	96.8	33.3	1,233.2	1,124.1	96.8	33.3	1,220.9	1,093.4	96.8	33.3	1,190.2
Gas, electricity and water	273.4	65.9	15.0	339.4	266.5	65.5	14.6	332.0	264.9	65.9	14.8	330.7
Gas	74.5	26.2	6.2	100.7	73.6	25.8	5.6	99.4	73.2	25.7	5.7	98.9
Electricity	148.0	32.9	7.2	180.9	143.8	32.3	7.1	176.1	142.5	32.1	6.9	174.6
Water supply	50.9	6.8	1.6	57.8	49.1	7.4	1.9	56.5	49.1	8.1	2.2	57.2
Transport and communication	1,206.6	249.0	47.9	1,455.7	1,198.6	245.2	48.1	1,443.8	1,191.1	244.5	47.9	1,435.6
Railways	204.0	15.7	1.1	219.7	198.8	15.2	1.8	214.0	197.6	14.9	1.1	212.5
Road passenger transport	185.2	32.9	6.2	218.1	181.6	31.9	5.5	213.5	178.7	31.6	5.9	210.3
Road haulage contracting for general hire or reward	178.3	17.4	5.8	195.7	180.7	17.2	5.7	197.9	179.0	17.7	6.0	196.7
Other road haulage	19.0	2.4	0.6	21.5	19.5	2.6	0.8	22.1	19.5	2.6	0.7	22.1
Sea transport	146.3	12.4	2.2	158.7	147.0	12.5	2.3	159.5	146.6	12.5	2.3	159.1
Port and inland water transport } ||												
Air transport	57.7	20.4	0.4	78.1	59.3	21.1	0.3	80.4	59.5	21.8	0.4	81.3
Postal services and telecommunications	320.0	102.0	23.9	422.0	313.6	96.4	22.1	410.0	312.0	95.8	21.8	407.8
Miscellaneous transport services and storage	96.1	45.8	7.7	141.9	98.1	48.3	9.6	146.4	98.2	47.6	9.7	145.8
Distributive trades	1,181.7	1,477.9	710.6	2,659.6	1,187.9	1,511.0	721.9	2,698.9	1,171.8	1,463.5	698.8	2,635.3
Wholesale distribution of food and drink	157.6	69.8	21.3	227.4	158.1	69.4	19.8	227.5	156.4	68.2	19.9	224.6
Wholesale distribution of petroleum products	27.7	6.2	0.6	33.9	27.1	6.1	0.6	33.2	28.0	6.1	0.6	34.0
Other wholesale distribution	160.5	111.5	33.6	272.0	160.5	112.5	32.8	272.9	162.4	112.0	33.0	274.3
Retail distribution of food and drink	218.8	373.2	206.1	591.9	223.6	377.7	206.6	601.4	217.9	374.9	204.0	592.8
Other retail distribution	403.3	844.7	425.3	1,248.0	405.2	872.9	440.7	1,278.1	396.9	830.4	420.6	1,227.3
Dealing in coal, oil, builders' materials, grain and agricultural supplies	85.6	31.8	10.5	117.4	85.9	31.6	10.3	117.5	84.0	30.7	9.8	114.7
Dealing in other industrial materials and machinery	128.2	40.8	13.3	169.0	127.5	40.9	11.2	168.4	126.2	41.2	11.0	167.4
Insurance, banking, finance and business services	527.4	553.1	141.9	1,080.6	536.0	566.8	145.1	1,102.5	533.0	563.1	149.2	1,096.1
Insurance	141.9	115.5	24.0	257.4	144.1	118.3	22.8	262.3	144.9	117.4	22.8	262.3
Banking and bill discounting	145.3	173.9	24.9	319.3	146.7	176.8	24.7	323.5	146.3	176.0	24.7	322.3
Other financial institutions	48.6	52.3	8.8	100.9	47.3	50.8	8.5	98.1	47.5	50.8	8.6	98.3
Property owning and managing, etc	42.7	39.9	2.3	82.6	46.8	42.3	14.1	89.0	44.4	39.5	14.8	83.9
Advertising and market research	17.2	13.2	2.3	30.4	16.8	13.5	2.2	30.2	16.9	13.3	2.1	30.2
Other business services	84.6	127.1	62.4	211.6	86.5	134.5	68.3	221.0	86.3	135.7	71.7	222.0
Central offices not allocable elsewhere	47.1	31.2	4.5	78.4	47.8	30.6	4.5	78.4	46.7	30.4	4.5	77.1
Professional and scientific services	1,130.7	2,413.3	1,146.3	3,544.0	1,126.1	2,419.1	1,147.8	3,545.3	1,124.7	2,424.5	1,153.9	3,549.4
Accountancy services||												
Educational services	565.0	1,244.7	676.9	1,809.7	559.6	1,245.6	675.2	1,805.3	559.6	1,247.7	679.2	1,807.4
Legal services||												
Medical and dental services	298.8	967.7	409.7	1,266.5	300.7	973.9	413.2	1,274.6	300.1	976.7	414.6	1,276.8
Religious organisations||												
Research and development services	82.3	28.9	5.7	111.1	81.9	28.3	5.5	110.2	81.1	28.1	5.5	109.2
Other professional and scientific services||	184.6	172.0	5.4	356.7	183.9	171.3	5.3	355.2	183.9	172.0	5.4	356.0
Miscellaneous services†	907.4	1,191.9	632.2	2,099.3	913.2	1,217.1	645.4	2,130.3	907.3	1,210.9	658.1	2,118.2
Cinemas, theatres, radio, etc	56.8	44.7	16.9	101.5	59.1	45.3	16.9	104.4	59.3	45.2	17.1	104.4
Sport and other recreations	52.3	36.7	23.5	88.9	52.7	39.5	25.3	92.2	52.7	39.8	25.4	92.4
Betting and gambling	35.0	59.8	37.5	94.8	31.8	57.2	35.9	89.0	30.3	54.9	34.8	85.3
Hotels and other residential establishments	83.8	123.5	51.3	207.4	84.8	128.1	54.6	212.9	83.6	129.1	54.4	212.7
Restaurants, cafes, snack bars	54.1	99.3	56.6	153.4	51.8	97.2	54.1	149.0	50.8	96.0	55.0	146.8
Public houses	77.4	150.3	112.6	227.7	78.7	153.5	117.4	232.2	78.7	152.1	114.7	230.8
Clubs	38.1	63.3	47.9	101.4	40.0	62.8	47.2	102.8	38.5	62.7	47.4	101.1
Catering contractors	16.0	49.8	18.3	65.8	16.7	49.7	14.7	66.4	16.4	48.0	20.0	64.4
Hairdressing and manicure	10.3	80.5	22.1	90.8	9.2	82.9	22.1	92.0	9.1	81.0	22.5	90.1
Laundries	15.1	36.0	14.1	51.2	16.8	34.3	13.8	51.1	16.3	33.5	13.4	49.8
Dry cleaning, job dyeing, carpet beating, etc	5.5	19.1	8.1	24.6	5.6	19.5	9.7	25.1	5.6	19.1	9.2	24.7
Motor repairers, distributors, garages and filling stations	329.7	96.5	32.7	426.2	327.5	96.8	33.7	424.2	329.9	97.8	33.3	427.7
Repair of boots and shoes	2.9	1.6	1.1	4.5	3.2	1.9	1.1	5.1	3.2	1.9	1.1	5.1
Other services	130.4	330.7	189.7	461.1	135.3	348.4	198.9	483.7	133.0	350.0	209.9	483.0

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

THOUSANDS

Industry (Standard Industrial Classification 1968)	March 1976*			December 1976*			March 1977*			Total, males and females		
	Males	Females	Total (incl. part-time)	Males	Females	Total (incl. part-time)	Males	Females	Total (incl. part-time)			
Public administration**	993.6	645.3	180.6	1,638.9	993.5	657.8	185.5	1,651.0	986.7	659.2	187.0	1,645.9
National government service	354.4	279.8	28.9	634.2	352.1	285.1	29.9	637.2	351.0	287.1	30.6	638.1
Local government service	639.2	365.5	151.7	1,004.7	641.4	372.7	155.6	1,013.8	635.7	372.1	156.4	1,007.8

Table 2 Quarterly series of employees in employment: regional analysis

THOUSANDS

	Total, all industries and services†	Males	Females including part-time	Females part-time‡	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal, petroleum and chemical products	Metal manufacture
South East and East Anglia									
March 1976*	7,872	4,608	3,264	1,251	113.3	13.8	199.2	143.8	36.1
June 1976*	7,903	4,621	3,282	1,254	120.7	13.7	200.7	143.9	36.2
September 1976*	7,908	4,630	3,277	1,234	129.2	13.7	204.0	145.3	36.9
December 1976*	7,959	4,638	3,321	1,265	119.1	13.7	205.9	146.7	36.8
March 1977*	7,885	4,599	3,286	1,262	108.0	13.8	202.1	146.4	37.7
South West									
March 1976*	1,493	893	600	249	45.9	11.3	58.4	15.5	7.3
June 1976*	1,517	901	615	254	48.8	11.3	59.3	15.8	7.2
September 1976*	1,517	904	613	248	48.5	11.3	59.8	15.8	7.4
December 1976*	1,509	900	609	246	46.2	11.3	59.1	16.0	7.8
March 1977*	1,504	896	607	248	48.0	11.3	59.1	15.9	7.9
West Midlands									
March 1976*	2,166	1,315	851	325	29.4	26.0	53.7	21.4	117.7
June 1976*	2,175	1,319	856	328	32.1	25.9	55.4	21.6	117.7
September 1976*	2,183	1,328	854	324	33.1	25.9	56.3	21.9	119.0
December 1976*	2,194	1,329	865	329	30.7	25.7	55.4	22.0	120.4
March 1977*	2,181	1,323	858	322	27.5	25.6	54.6	22.1	120.5
East Midlands									
March 1976*	1,474	886	587	233	34.6	71.4	48.6	30.1	39.5
June 1976*	1,475	885	590	230	35.5	71.1	49.5	30.0	39.1
September 1976*	1,483	890	592	227	36.9	71.2	50.8	31.0	39.6
December 1976*	1,489	891	597	231	36.6	71.1	51.3	30.5	39.4
March 1977*	1,477	884	593	231	31.0	71.8	49.9	30.7	39.4
Yorkshire and Humberside									
March 1976*	1,968	1,189	779	333	30.8	81.4	78.7	40.5	90.6
June 1976*	1,979	1,193	786	338	34.2	81.4	80.5	40.1	89.6
September 1976*	1,990	1,202	788	332	34.6	81.5	83.0	40.2	90.7
December 1976*	1,991	1,196	795	342	35.2	81.5	83.0	40.5	90.9
March 1977*	1,975	1,188	787	337	33.8	82.4	82.2	40.9	89.6
North West									
March 1976*	2,637	1,550	1,087	407	15.6	14.7	105.3	102.6	20.5
June 1976*	2,648	1,555	1,092	414	17.5	14.6	107.0	103.0	20.6
September 1976*	2,660	1,563	1,098	409	17.8	14.6	109.2	103.9	20.7
December 1976*	2,647	1,552	1,095	419	18.1	14.5	109.1	103.6	20.8
March 1977*	2,631	1,541	1,090	419	17.3	14.3	106.6	103.4	20.5
North									
March 1976*	1,249	759	489	187	15.5	48.6	31.7	53.0	47.2
June 1976*	1,248	760	488	190	16.3	48.4	31.7	53.1	46.1
September 1976*	1,254	763	491	188	16.6	48.2	32.4	53.8	46.3
December 1976*	1,252	758	494	192	17.2	47.7	32.2	53.8	46.3
March 1977*	1,246	753	492	193	17.6	47.5	30.8	53.7	45.9
Wales									
March 1976*	975	603	372	137	24.4	41.1	19.1	22.4	78.5
June 1976*	982	605	377	140	26.1	40.9	19.3	22.5	77.9
September 1976*	986	609	377	136	25.0	40.8	19.9	22.7	79.6
December 1976*	982	603	379	135	24.6	40.3	19.9	22.8	79.6
March 1977*	980	601	379	138	26.2	40.5	19.7	22.7	79.5
Scotland									
March 1976*	2,050	1,208	843	279	48.6	34.9	90.5	31.2	40.6
June 1976*	2,072	1,212	860	289	48.7	34.5	90.5	31.7	38.9
September 1976*	2,078	1,219	858	284	48.5	34.3	92.3	32.0	39.2
December 1976*	2,059	1,201	859	285	49.2	34.2	92.0	32.0	39.3
March 1977*	2,043	1,190	853	285	49.7	34.0	90.5	31.9	38.9
Great Britain									
March 1976*	21,884	13,013	8,871	3,402	358.5	343.3	685.3	460.5	478.2
June 1976*	21,997	13,052	8,945	3,437	379.7	342.0	693.8	461.8	473.4
September 1976*	22,057	13,108	8,949	3,382	390.2	341.6	707.7	466.7	479.4
December 1976*	22,082	13,068	9,014	3,444	376.6	340.1	707.9	467.8	481.3
March 1977*	21,921	12,976	8,945	3,435	358.9	341.3	695.6	467.7	479.8

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

Table 2 Quarterly series of employees in employment: regional analysis

THOUSANDS

	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services‡	Public administration and defence**
South East and East Anglia									
March 1976*	1,022.9	127.2	521.3	400.6	118.3	658.8	1,060.8	2,816.9	639.0
June 1976*	1,020.9	128.7	521.3	400.1	116.3	663.1	1,056.8	2,837.7	643.1
September 1976*	1,029.0	129.0	522.9	399.6	116.3	662.5	1,057.2	2,819.3	642.7
December 1976*	1,035.3	130.6	527.8	396.6	115.4	662.4	1,078.1	2,848.2	642.7
March 1977*	1,037.9	130.6	524.5	386.8	115.0	657.3	1,048.6	2,843.4	632.8
South West									
March 1976*	214.5	36.5	86.6	91.1	30.9	82.7	196.7	500.9	114.5
June 1976*	214.3	36.9	86.2	91.0	30.4	82.9	197.6	520.1	114.8
September 1976*	217.4	37.4	87.3	90.8	30.1	82.1	196.8	517.1	115.2
December 1976*	219.8	38.1	88.0	90.2	30.1	80.2	199.9	509.1	113.1
March 1977*	219.9	38.1	88.1	87.9	29.9	80.5	196.5	507.7	112.9
West Midlands									
March 1976*	578.4	45.4	167.7	102.0	29.2	97.7	227.9	543.8	125.6
June 1976*	579.4	45.4	167.8	101.9	29.4	97.2	228.3	547.7	124.7
September 1976*	585.3	45.3	169.5	101.8	29.5	96.1	227.0	545.9	125.8
December 1976*	590.4	46.4	169.3	101.0	29.6	95.7	230.7	551.5	125.0
March 1977*	593.9	45.8	169.8	98.5	29.4	95.2	225.5	546.7	125.9
East Midlands									
March 1976*	205.8	169.1	90.3	73.3	23.9	71.7	155.1	365.8	94.4
June 1976*	205.4	170.6	91.5	73.2	23.9	71.3	155.2	363.5	95.3
September 1976*	207.4	172.1	92.6	73.1	23.9	71.0	155.6	361.5	96.0
December 1976*	208.4	173.3	93.0	72.6	23.9	70.0	159.6	363.8	95.0
March 1977*	208.0	172.8	92.5	70.7	23.8	69.9	157.5	363.8	95.3
Yorkshire and Humberside									
March 1976*	246.1	150.8	108.4	106.7	34.0	110.6	226.3	532.6	130.3
June 1976*	246.1	151.9	109.6	106.6	33.1	111.5	226.5	536.1	131.9
September 1976*	250.2	151.5	111.5	106.4	32.9	110.5	225.2	538.1	133.4
December 1976*	251.8	151.4	111.5	105.6	32.8	109.0	230.3	536.6	131.2
March 1977*	251.1	151.5	111.0	102.9	32.5	109.3	219.8	535.6	132.3
North West									
March 1976*	402.3	192.7	193.2	135.6	37.5	173.3	317.0	746.6	179.8
June 1976*	399.7	194.0	193.9	135.4	35.6	174.2	318.4	752.8	180.8
September 1976*	402.7	194.2	196.0	135.2	35.6	171.2	316.2	759.2	183.9
December 1976*	403.6	195.7	195.1	134.2	35.4	169.6	316.5	749.4	181.5
March 1977*	403.5	194.3	194.0	130.8	35.4	168.8	312.5	746.6	183.4
North									
March 1976*	191.2	53.3	63.2	92.7	19.4	66.0	143.5	331.4	91.6
June 1976*	191.0	53.1	64.1	92.6	19.1	66.6	139.9	333.1	92.8
September 1976*	191.2	52.7	64.7	92.5	19.2	66.3	142.0	333.1	94.6
December 1976*	188.7	52.5	65.0	91.8	19.2	65.4	147.0	331.9	93.4
March 1977*	189.0	52.9	63.6	89.4	19.1	65.5	142.9	333.6	94.2
Wales									
March 1976*	105.2	31.2	49.3	63.5	19.7	58.8	97.6	270.3	94.0
June 1976*	104.0	30.3	49.0	63.5	19.4	58.9	97.2	277.2	95.4
September 1976*	106.9	30.5	50.2	63.4	19.5	58.6	97.9	274.7	96.4
December 1976*	108.9	31.0	49.9	62.9	19.4	58.2	98.9	271.2	94.4
March 1977*	109.0	30.7	49.5	61.3	19.5	57.3	97.4	271.4	95.5
Scotland									
March 1976*	264.2	92.0	98.2	167.6	26.4	136.1	234.7	615.5	169.7
June 1976*	261.0	92.8	97.7	167.4	26.2	135.6	234.9	635.6	175.9
September 1976*	262.7	94.1	98.5	167.2	26.3	135.3	234.2	635.3	177.6
December 1976*	263.4	95.4	98.5	165.9	26.4	133.5	237.8	616.8	174.9
March 1977*	259.4	96.9	98.3	161.7	26.2	132.0	234.6	614.9	173.6
GREAT BRITAIN									
March 1976*	3,231.0	898.3	1,378.2	1,233.2	339.4	1,455.6	2,659.6	6,723.8	1,638.9
June 1976*	3,222.0	903.7	1,381.0	1,231.7	333.4	1,461.2	2,654.8	6,803.6	1,654.7
September 1976*	3,252.9	906.9	1,393.2	1,229.9	333.2	1,453.8	2,652.1	6,784.0	1,665.6
December 1976*	3,270.2	914.3	1,398.1	1,220.9	332.0	1,443.8	2,698.9	6,778.2	1,651.0

Household spending in 1976

Early results from the Family Expenditure Survey

ESTIMATES of weekly expenditure of private households in the United Kingdom on goods and services in 1976, obtained from the Family Expenditure Survey, are given below, together with comparable figures for the two previous years 1974 and 1975. The amount shown for each type of commodity or service is generally the average expenditure per week per household taken over all the households which co-operated—7,203—in the survey during the year 1976. In the section analysing expenditure on housing, where separate figures are given for households by tenure group, the figures are averages per household within these groups. The number of households which co-operated in the survey during 1974 was smaller than usual because, for a few weeks at the time of the two general elections, no new household interviews were undertaken.

The estimates of expenditure, other than the imputed rental equivalents for households that are owner-occupied or live rent-free, are based on information reported or recorded by the households without adjustment, but it is known that survey estimates of expenditure on alcoholic drink, tobacco, meals out and some kinds of confectionery tend to be low. The estimates of expenditure on gas and electricity in 1976 take account of subsequent rebates where payments are made by slot meter; in earlier years this adjustment was not made. The effect of the change in 1976 is to reduce average weekly household expenditure on gas by about 2p and on electricity by about 2p.

For owner-occupied households a notional amount has been included in expenditure as an estimate of the rent which would have been paid had the dwelling been rented instead of being owner-occupied. (A similar allowance is also made for the few households that pay no rent.) The rateable value, which is assessed on the basis of the letting value of the dwelling, is used to provide an estimate of this notional rent. The rateable value is assessed only at intervals

of some years and in the interim estimates are made using a suitable indicator to update the last official assessment. Up to 1975, the rateable values were updated by the increase in the rent component of the General Index of Retail Prices. However for 1976 an improved index for updating has been used. This alternative index, compiled by the Central Statistical Office for use in the National Accounts, measures the increase in the total value of gross public sector rents and housing subsidies and of gross rents in the private sector.

The introduction of this new estimating procedure leads to a discontinuity in the housing expenditure data in the following tables. About one third of the increase of about 29 per cent in housing costs between 1975 and 1976 was attributable to the change in procedure.

The margins of error of the estimates due to sampling are indicated by the standard errors of the 1976 figures, expressed as percentages of the estimates themselves. As these are calculated by an approximate formula, they tend to be slightly under-stated. The true value of expenditure would probably lie within a range of two standard errors above or below the estimate, although this rule does not take account of low recording on certain items described above. The difference between the estimates for two individual years has a greater margin of error than the estimate for either of the years, and is probably not significant unless it is greater than about three times the 1976 standard error.

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

The table shows that total expenditure in 1976 of £61.70 per week has increased by £7.12 or 13.0 per cent, over that for 1975. A smaller part (about £0.75) of this increase is attributable to the changed definition of housing costs; if these had been calculated on the same basis as last year the

percentage increase in total expenditure from 1975 to 1976 would have been about 11.7 per cent, which compares with a rise of 18.3 per cent between 1974 and 1975. The overall pattern of expenditure has changed little over the last three years. Food continues to account for almost a quarter of expenditure on goods and services, 24.9 per cent. The three groups food, housing, and transport and vehicles together represent 53.0 per cent of the recorded expenditure, as compared with 51.7 per cent in both the two previous years.

Expenditure on fresh milk, potatoes, and postage and telephones showed unusually large percentage increases between 1975 and 1976, of about 27 per cent, 50 per cent and 30 per cent respectively after price rises.

The full report of the 1976 survey will be published towards the end of the year. It will contain a general description of the survey and definitions of the terms used, as well as many other analyses of results for a variety of household groupings and a range of household characteristics.

Average weekly household expenditure of all households 1974, 1975 and 1976 (continued)

	1974	1975	1976	Standard error as percentage of the estimated 1976 mean
Number of households by type of housing tenure				
Rented unfurnished	2,948	3,077	3,100	
Local authority	2,163	2,288	2,342	
Other	785	789	758	
Rented furnished	255	309	314	
Rent free	168	198	187	
Owner-occupied	3,324	3,619	3,602	
In process of purchase	1,869	2,128	2,034	
Owned outright	1,455	1,491	1,568	
Average weekly housing expenditure in each tenure group				
Rented unfurnished	£	£	£	per cent
Payment such as rent, rates and water less receipts from sub-letting	4.24	4.99	5.77	0.8
Payment by households for repairs, maintenance and decorations	0.35	0.41	0.46	9.4
Local authority				
Payments as defined above	4.50	5.24	6.07	0.8
Repairs, etc	0.32	0.43	0.45	10.5
Other				
Payments as defined above	3.50	4.27	4.85	2.6
Repairs, etc	0.42	0.35	0.49	20.0
Rented furnished				
Payment such as rent, rates and water less receipts from sub-letting	7.05	8.29	9.96	6.0
Payment by households for repairs, maintenance and decorations	0.13	0.14	0.22	34.8
Rent free				
Payment such as rates and water together with the weekly equivalent of the rateable value less receipts from subletting	3.75	4.05	8.57*	12.9
Rateable value (weekly equivalent) included in preceding payment	3.59	3.57	5.48*	4.6
Payment by household for repairs, maintenance and decorations	0.44	0.42	0.80	46.1
Owner-occupied				
Payment such as rates, water, insurance of structure together with the weekly equivalent of the rateable value less receipts from letting	6.17	6.89	9.27*	0.9
Rateable value (weekly equivalent) included in preceding payment	4.31	4.63	6.60*	0.9
Payment by households for repairs, maintenance and decorations	1.81	1.81	2.42	0.5
In process of purchase				
Payments as defined above	6.71	7.43	9.96*	1.0
Rates, etc	4.64	4.94	7.03*	1.0
Rateable value (weekly equivalent)	1.97	2.24	2.70	10.1
Repairs, etc				
Owned outright				
Payments as defined above	5.47	6.11	8.36*	1.5
Rates, etc	3.88	4.19	6.04*	1.6
Rateable value (weekly equivalent)	1.60	1.19	2.04	15.3
Repairs, etc				
Characteristics of households				
Total number of households	6,695	7,203	7,203	
Total number of persons	18,974	20,254	19,793	
Total number of adults	13,134	14,094	13,978	
Average number of persons per household				
All persons	2.83	2.81	2.75	
Males	1.37	1.37	1.35	
Females	1.47	1.44	1.40	
Adults	1.96	1.96	1.94	
Persons under 65	1.60	1.60	1.57	
Persons 65 and over	0.36	0.35	0.37	
Children	0.87	0.86	0.81	
Children under 2	0.09	0.08	0.07	
Children 2 and under 5	0.15	0.15	0.13	
Children 5 and under 18	0.63	0.63	0.61	
Persons working	1.35	1.35	1.34	
Persons not working	1.48	1.46	1.41	
Men 65 and over, women 60 and over	0.37	0.38	0.39	
Others	1.11	1.08	1.02	

Average weekly household expenditure of all households 1974, 1975 and 1976

Commodity or service	Average weekly household expenditure			As percentage of total expenditure			Percentage increase	
	1974	1975	1976	1974	1975	1976*	1974/1975	1975/1976
	£	£	£	per cent	per cent	per cent	per cent	per cent
Average weekly household expenditure								
Commodity or service								
Group totals								
Housing	6.36	7.16	9.21*	13.8	13.1	14.9	12.6	28.6*
Fuel, light and power	2.42	2.99	3.53	5.2	5.5	5.7	23.6	18.1
Food	11.29	13.52	15.37	24.5	24.8	24.9	19.8	13.7
Alcoholic drink	2.21	2.81	3.11	4.8	5.1	5.1	27.1	10.7
Tobacco	1.66	1.95	2.29	3.6	3.6	3.7	17.5	17.4
Clothing and footwear	4.19	4.75	4.99	9.1	8.7	8.1	13.4	5.1
Durable household goods	3.62	4.03	4.06	7.8	7.4	6.6	11.3	0.7
Other goods	3.53	4.14	4.49	7.7	7.6	7.3	17.3	8.5
Transport and vehicles	6.19	7.54	8.14	13.4	13.8	13.2	21.8	8.0
Services	4.44	5.39	6.19	9.6	9.9	10.0	21.4	14.8
Miscellaneous	0.22	0.31	0.32	0.5	0.5	0.5	40.9	3.2
Total, all expenditure groups	46.13	54.58	61.70*				18.3	13.0*

*These figures are affected by the change in definition mentioned above.

	1974	1975	1976	Standard error as percentage of the estimated 1976 mean
Commodity or service	£	£	£	per cent
Average weekly household expenditure				
Housing				
Payments as defined in preceding section averaged over all households				
Rent, rates, etc	5.29	6.06	7.77*	0.8
Repairs, maintenance and decorations	1.07	1.10	1.44	7.4
Total	6.36	7.16	9.21*	1.4
Fuel, light and power				
Gas and hire of gas appliances	0.67	0.78	0.91	1.5
Electricity and hire of electric appliances	1.07	1.44	1.77	0.9
Coal	0.36	0.43	0.48	4.6
Coke	0.12	0.10	0.11	10.4
Fuel oil and other fuel and light	0.20	0.23	0.25	9.4
Total	2.42	2.99	3.53	1.1
Food				
Bread, rolls, etc	0.56	0.63	0.71	0.8
Flour	0.06	0.06	0.07	2.9
Biscuits, cakes, etc	0.61	0.70	0.74	1.1
Breakfast and other cereals	0.19	0.19	0.21	1.9
Beef and veal	0.79	0.92	0.99	1.8
Mutton and lamb	0.33	0.38	0.42	2.6
Pork	0.26	0.27	0.33	3.1
Bacon and ham (uncooked)	0.36	0.41	0.47	1.9
Ham, cooked (including canned)	0.13	0.15	0.16	1.9
Poultry, other and undefined meat	0.98	1.12	1.28	1.1
Fish	0.29	0.33	0.36	1.7
Fish and chips	0.09	0.11	0.11	2.7
Butter	0.22	0.29	0.36	1.1
Margarine	0.08	0.10	0.12	1.6
Lard, cooking fats and other fat	0.10	0.12	0.12	2.5
Milk, fresh	0.65	0.86	1.09	0.9
Milk, dried, canned; cream, etc	0.13	0.15	0.16	1.8
Cheese	0.23	0.27	0.31	1.3
Eggs	0.32	0.33	0.37	1.1
Potatoes	0.35	0.54	0.81	1.2
Other and undefined vegetables	0.67	0.80	0.89	0.9
Fruit	0.56	0.68	0.72	1.1
Syrup, honey, jam, marmalade, etc	0.16	0.26	0.25	1.2
Sweets and chocolates	0.07	0.10	0.10	2.0
Tea	0.36	0.42	0.44	1.6
Coffee	0.16	0.17	0.21	1.5
Cocoa, drinking chocolate, other food drinks	0.11	0.13	0.18	2.3
Soft drinks	0.02	0.02	0.02	4.0
Ice cream	0.22	0.30	0.34	1.8
Other food, foods not defined	0.08	0.12	0.12	2.4
Meals bought away from home	0.51	0.75	0.83	1.5
	1.63	1.85	2.09	2.0
Total	11.29	13.52	15.36	0.7
Commodity or service	£	£	£	per cent
Average weekly household expenditure				
Alcoholic drink				
Beer, cider, etc	1.31	1.69	1.93	2.1
Wines, spirits, etc	0.73	0.90	0.95	2.9
Drinks not defined	0.17	0.22	0.23	5.6
Total	2.21	2.81	3.11	1.8
Tobacco				
Cigarettes	1.51	1.77	2.09	1.6
Pipe tobacco	0.08	0.11	0.12	4.9
Cigars and snuff	0.07	0.08	0.08	7.1
Total	1.66	1.95	2.29	1.5
Clothing and footwear				
Men's outer clothing	0.74	0.83	0.96	13.7
Men's underclothing and hosiery	0.29	0.32	0.33	3.9
Women's outer clothing	1.17	1.42	1.37	3.1
Women's underclothing and hosiery	0.33	0.33	0.33	2.7

Average weekly household expenditure of all household 1974, 1975 and 1976 (continued)

	1974	1975	1976	Standard error as percentage of the estimated 1976 mean				Standard error as percentage of the estimated 1976 mean
Clothing and footwear (cont)					Transport and vehicles (cont)			
Boys' clothing	0.21	0.19	0.25	5.9	Maintenance and running of motor vehicles	2.88	3.53	3.76
Girls' clothing	0.19	0.21	0.24	6.3	Purchase and maintenance of other vehicles and boats	0.14	0.11	0.16
Infants' clothing	0.16	0.16	0.17	5.4	Railway fares	0.27	0.35	0.38
Hats, gloves, haberdashery, etc	0.21	0.23	0.25	3.6	Bus and coach fares	0.51	0.62	0.77
Clothing materials and making-up charges, clothing not fully defined	0.12	0.15	0.13	7.9	Other travel and transport	0.32	0.42	0.43
Footwear	0.79	0.91	0.97	2.7	Total	6.19	7.54	8.14
Total	4.19	4.75	4.99	3.1	Services			
Durable household goods					Postage, telephone, telegrams	0.51	0.70	0.91
Furniture	0.63	0.69	0.84	9.9	Cinema admissions	0.07	0.07	0.07
Floor coverings	0.51	0.48	0.37	14.0	Theatres, sporting events and other entertainment, except betting	0.28	0.37	0.43
Soft furnishings and household textiles	0.36	0.46	0.42	6.4	Television licences, television and radio rental	0.66	0.76	0.86
Television, radio and musical instruments, including repairs	0.75	0.75	0.73	6.9	Domestic help, etc	0.21	0.23	0.22
Gas and electric appliances, including repairs	0.77	0.94	0.90	5.9	Hairdressing, beauty treatment, etc	0.30	0.35	0.40
Appliances other than gas or electric appliances	0.05	0.08	0.06	20.6	Footwear and other repairs not allocated elsewhere	0.10	0.14	0.13
China, glass, cutlery, hardware, ironmongery, etc	0.48	0.54	0.61	3.7	Laundry, cleaning and dyeing	0.15	0.15	0.15
Insurance of contents of dwelling	0.08	0.09	0.11	1.8	Educational and training expenses	0.31	0.35	0.40
Total	3.62	4.03	4.06	3.7	Medical, dental and nursing fees	0.09	0.14	0.16
Other goods					Subscriptions and donations, hotel and holiday expenses, miscellaneous other services	1.76	2.13	2.46
Leather, travel and sports goods, jewellery, clocks, fancy goods, etc	0.59	0.62	0.74	5.8	Total	4.44	5.39	6.19
Books, newspapers, magazines and periodicals	0.71	0.87	0.96	1.3	Miscellaneous			
Toys, stationery goods, etc	0.49	0.53	0.55	3.1	Expenditure not assignable elsewhere, including pocket money to children	0.22	0.31	0.32
Medicines and surgical goods	0.20	0.23	0.25	4.8	Total, all above expenditure	46.13	54.58	61.70*
Toilet requisites, cosmetics, etc	0.53	0.62	0.66	1.7	Other payments recorded			
Optical and photographic goods	0.18	0.27	0.25	7.5	Income tax and surtax, payments less refunds	7.90	12.14	13.65
Matches, soap, cleaning materials, etc	0.34	0.40	0.43	1.2	National insurance contributions	2.08	2.58	2.96
Seeds, plants, flowers, horticultural goods	0.19	0.21	0.26	5.4	Purchase or alteration of dwelling, including mortgage payments	2.88	3.52	3.86
Animals and pets	0.30	0.40	0.39	3.8	Life assurance, contributions to pension funds	2.08	2.51	2.81
Total	3.53	4.14	4.49	1.5	Sickness and accident insurance, subscriptions to sick clubs, friendly societies	0.06	0.09	0.07
Commodity or service					Contributions to Christmas, savings or holiday clubs	0.12	0.15	0.16
Average weekly household expenditure	£	£	£	per cent	Savings and investments	1.24	0.87	1.02
Transport and vehicles					Betting, payments less winnings	0.31	0.32	0.40
Net purchases of motor vehicles, spares and accessories	2.07	2.50	2.64	3.1				

* These figures are affected by the change in definition mentioned above.

London Transport

FIGURES supplied by the London Transport Executive of average weekly earnings of their manual workers in pay-weeks in April and October have been published periodically in the *Gazette* in recent years. They have distinguished between road, rail and common services workers. Those for dates up to October 1975 related to three broad categories—males and full-time and part-time females; see, for example, those for October 1975 published on page 127 of the February 1976 issue of the *Gazette* together with the corresponding earlier figures for October 1974 and April 1975.

More recent figures relating to pay-weeks in April 1976 and October 1976 were published on page 589 of the June 1976 issue and page 131 of the February 1977 issue. These were compiled by different methods than the earlier figures and gave separate information for eight categories; all males, full-time men, part-time men, youths and boys, all females, full-time women, part-time women, and girls; again distinguishing road, rail and common services workers.

Recent investigations by the London Transport Executive have shown that there were differences in coverage between these 1976 figures and the earlier ones. The main difference was the inclusion of three groups of non-manual workers in the 1976 rail staff figures—police, booking office staff and supervisors. Differences also arose from variations in the treatment of certain stores, works and building staff and in the identification of young persons and segregation of supervisors.

Consequently the 1976 and earlier figures were not directly comparable and, in particular, the differences between those for October 1975 and October 1976 did not provide a true measure of the changes in average earnings of London Transport manual workers between those dates.

Accordingly, the following recalculated figures for male workers in the three categories shown have been supplied by the London Transport Executive in order to provide figures for October 1975 and October 1976 on a comparable basis.

Earnings of London Transport manual workers—revised figures

	Road staff		Rail staff		Common services		All staff	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
	£	£	£	£	£	£	£	£
As originally reported								
October 8, 1975	25,364	75.15	14,134	69.14	*1,741	*66.51	41,239	72.73
October 6, 1976	24,950	84.11	16,834	81.21	2,238	78.70	44,022	82.73
Increase October 1975 to October 1976								
Amount		8.96		12.07		12.19		10.00
Percentage		11.92%		17.46%		18.33%		13.75%
As re-calculated								
October 8, 1975	24,764	£ 76.98	14,192	£ 72.86	2,028	£ 70.49	40,984	£ 75.23
October 6, 1976	24,861	83.98	14,236	78.47	2,052	76.50	41,149	81.70
Increase October 1975 to October 1976								
Amount		7.00		5.61		6.01		6.47
Percentage		9.09%		7.70%		8.53%		8.60%

* Note: 36 part-time staff were omitted from the published figures which were 1,705 staff with an average of £67.57 in the *Gazette*.

British Rail

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

For a number of years, however, the British Railways Board has provided information about the earnings and hours of

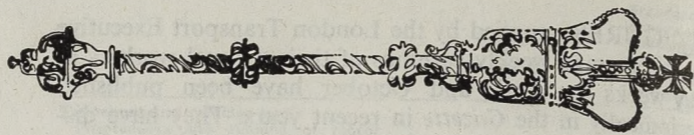
manual workers in its employment.

The table below gives a summary of the information available for the pay-week ended April 23, 1977. Information for April 1976 was published on page 132 of the February 1977 issue of the *Gazette*.

Earnings of manual workers—British Rail

	PAY-WEEK ENDED OCTOBER 9, 1976			PAY-WEEK ENDED APRIL 23, 1977		
	Numbers	Average weekly earnings	Average hours worked	Numbers	Average weekly earnings	Average hours worked
		£			£	
Male adults						
Wages staff other than workshop	93,939	70.62	47.5	93,741	71.90	47.6
Workshop wages staff	42,529	68.46	44.3	42,368	68.34	44.3
All wages staff	136,468	69.94	46.5	136,109	70.79	46.5
Male juniors	5,038	36.99	39.0	4,650	39.43	39.0
Female adults						
Full-time	3,220	48.84	42.7	3,127	49.88	42.6
Part-time	576	19.01	24.6	654	20.46	25.8
Female juniors	30	31.83	39.3	32	31.88	37.9

Questions in Parliament



A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of the *Gazette* between June 13 and July 5 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.

EEC Council of Ministers

Mr Neil Carmichael (Glasgow, Kelvin-grove) asked the Secretary of State if he would make a statement on the meeting held by the EEC Council of Ministers (Social Affairs) on June 28 1977, at which Her Majesty's Government was represented.

Mr Grant: I represented the UK Government at a meeting of the EEC Council of Ministers (Social Affairs) held at Luxembourg on June 28, 1977. The Secretary of State for Wales (Mr John Morris) chaired this meeting and the Minister of State for Education (Lord Donaldson), also attended.

At this Council meeting agreement was reached on two directives. The first concerns the education of migrant workers' children and will assist the free movement of workers within the Community by providing for specific educational needs of their children. The second directive which deals with the harmonisation of safety information (or safety signs) at work, will contribute to the improvement of working conditions throughout the Community. It will apply to all industries apart from coal mining. Regulations will need to be made by January 1, 1979 to come into effect by January 1, 1981.

The main item on the agenda was the Commission's proposal for the revision of the tasks and operations of the European Social Fund. I am glad to report that a broad measure of agreement was reached on the main issues.

It was agreed to maintain the present structure, under which assistance may be given towards vocational training and resettlement operations under two main headings. These are Article 5, under which the European Commission may grant assistance, mainly in regions suffering from structural unemployment and to help the resettlement in employment of disabled people; and Article 4, under which the Council decides on schemes for particular industrial sectors

or groups of people.

At present there are Article 4 schemes for workers leaving agriculture and in or leaving textile and clothing industries, unemployed young people, migrants and disabled people. It was agreed that after

the end of this year assistance for operations for disabled people would be concentrated under Article 5, and the Article 4 scheme would be discontinued; this change will not reduce the scope of Social Fund assistance for them. The Council, taking account of the views of the European Council at Rome in March, requested the Commission to submit proposals for a new scheme under Article 4 for the benefit of women.

It was further agreed that the amount of aid from the Fund for operations in regions with particularly severe employment difficulties would be raised by 10 per cent. These regions are to be defined

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

later by the Council on a proposal from the Commission which can be expected later this year.

It was agreed that the aim should be to concentrate Fund intervention on the areas of greatest need and the Commission undertook to explore the best means of doing so.

The agreement has been reached on the basis that further detailed examination will take place of the provisions necessary to give effect to the decisions of the Council and to make changes in administrative procedures which are generally agreed to be necessary. It is subject to final confirmation at a future Council of Ministers (Social Affairs). In addition the conciliation procedure involving the European Parliament is likely to be needed. The way should then be clear for the Fund to play its part more effectively in dealing with problems of unemployment in the Community today.

The Council also received a statement from Commissioner Vredeling on the future of social policy in the Community, and took note of a Commission communication on the setting up of a European Trade Union Institute, and of a progress report on certain Commission proposals which are not yet ready for discussion by the Council itself. (July 5)

Days lost

Mr Toby Jessel (Twickenham) asked the Secretary of State why statistics for days lost due to strikes excluded days lost from consequential lay-offs in firms other than those in which the strike took place.

Mr Booth: It would be impracticable to collect comprehensive information of this kind owing to the difficulty of identifying the ramifications of consequential lay-offs and the complex interrelationships between industries. Other countries experience the same difficulties, and this country's practice is in line with that followed by other members of OECD which also exclude consequential lay-offs from their statistics.

Mr Jessel: Surely Mr Booth knew when and where lay-offs took place, especially if they were on a big scale, as in the motor industry. As stoppages in one factory could lead to lay-offs in other factories, was it not misleading to give only of the figures for days lost and was it not utterly illogical for the Department to include in the figures workers who were not party to a dispute but who were laid off in a factory where a strike was taking place, but not those who were laid off in other factories?

Mr Booth: No. Our figures are completely consistent. When we give the figures of days lost due to strikes, we include only people in the plants affected by the strikes. We know of certain other lay-offs in the motor industry, but we do not collect those figures on the same basis. Often, in fact, we learn of them from newspaper reports. Therefore it would not be reasonable to publish statistics on that basis. The average strike in this country lasts for only four and a half days. Therefore, it is relatively rare for there to be large consequential lay-offs in factories other than those affected by the dispute.

Mr Jeff Rooker (Perry Barr): Did Mr Booth, agree that it would be very misleading to include consequential figures, because many of these so-called consequential lay-offs were actually bosses' sympathy lay-offs, used to put pressure on the firm in which the strike was taking place?

Mr Booth: That could also affect the figures, but I believe that we should keep the common basis with the OECD, because international comparisons happen to favour this country. Far too often a bad impression has been given and business confidence has been damaged, particu-

larly by some Opposition members talking as though strikes in this country were somehow peculiar and other countries did not have strikes of the same magnitude. (June 14*)

Self-employed people

Mr Nigel Lawson (Blaby) asked what was the latest estimate of the number of self-employed workers in the United Kingdom; and what were the corresponding figures for each of the previous 25 years.

Mr Golding: Following are estimates of the number of self-employed persons (with or without employees) in the United Kingdom at June of each year from 1950 to 1975, the latest date for which such estimates are available.

1950	1,802,000	1964	1,710,000
1951	1,798,000	1965	1,696,000
1952	1,794,000	1966	1,681,000
1953	1,791,000	1967	1,762,000
1954	1,789,000	1968	1,786,000
1955	1,787,000	1969	1,853,000
1956	1,782,000	1970	1,902,000
1957	1,778,000	1971	1,909,000
1958	1,774,000	1972	1,899,000
1959	1,770,000	1973	1,947,000
1960	1,766,000	1974	1,925,000
1961	1,750,000	1975	1,886,000
1962	1,738,000		
1963	1,725,000		

(June 23)

Questions in Parliament

engage people who are not registered as disabled, unless a permit to do so is first obtained from the Disablement Resettlement Officer. The numbers and percentages of employers subject to quota issued with such permits during the 12 months preceding June 1 in each of 1974; 1975 and 1976 were 23,030 (41.7 per cent); 21,611 (41 per cent) and 21,358 (42.1 per cent) respectively. June 1 1976 is the latest date on which the information is available.

No information is available about the number of employers who have applied for permits. (June 30)

Employment offices

Mr John Watkinson (West Gloucestershire) asked what was the policy on the positioning of employment offices.

Mr Golding: I am informed by the Manpower Services Commission, that it is their policy to replace employment offices by jobcentres located in premises in town centre positions, where there is substantial passing pedestrian traffic. The first evaluation of the jobcentre programme has confirmed that effective siting is a key factor in increasing the use made of the service and the cost effectiveness. (June 13)

Retail price index

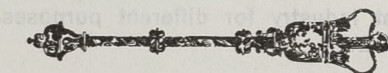
Mr Ralph Howell (North Norfolk) asked whether reductions in income tax were reflected in the retail price index.

Mr Walker: Payments of income tax are not within the scope of the retail prices index. However, since mortgage interest payments net of tax relief are covered by the index, reductions in the standard rate of tax correspondingly reduce relief and so lead to some increase in the index. (July 5)

Industrial tribunals

Mr Ian Wrigglesworth (Teesside, Thornaby) asked the Secretary of State if he was satisfied that the present system and framework for appointing members of industrial tribunals gave adequate representation for women.

Mr Walker: I am anxious to increase the proportion of women on the tribunal membership panel so that it reflects as far as possible the composition of the working population. But I see no need to change the present system for appointing members to the tribunals. (June 30)



Questions in Parliament

Sheltered employment

Mr Lewis Carter-Jones (Eccles) asked the Secretary of State if he would make a statement on progress towards improving arrangements for giving Government contracts to sheltered employment.

Mr Grant: I am informed by the Manpower Services Commission that the National Advisory Council on Employment of Disabled People has recently completed a review of the arrangements for the allocation of Government contracts to sheltered workshops and its report will shortly be considered by the Commission.

Mr Carter-Jones: What action was he making to assist sheltered workshops with marketing.

Mr Grant: I am informed by the Manpower Services Commission that marketing services have been available to workshops for blind people since 1964 through the Blind Advisory Services Group of Remploy (previously Industrial Advisers to the Blind). Some of these facilities have recently been made available to workshops for severely disabled sighted people. The Commission is considering what further steps might be taken.

Mr Carter-Jones: When did he expect the level of wages to be paid to employees in other sheltered workshops to be raised to that of employees in blind workshops; what account was he taking of misplacement due to the differing wage rates; and would he make a statement.

Mr Grant: The aim, as circumstances and Government policies permit, is to

achieve a common level of earnings in Remploy factories and blind workshops. As a result of an arbitration award there has been a common date for increases since November 1975. If Mr Carter-Jones will send me details of any case of misplacement known to him, I will ask the Manpower Services Commission to investigate.

Mr Carter-Jones: Would he list the sources of subsidy to employers generally which are not available to managers of sheltered workshops; and would he make a statement.

Mr Walker: I am informed by the Manpower Services Commission that the main schemes under which sheltered workshops in receipt of assistance under section 15 of the Disabled Persons (Employment) Act 1944 are not eligible for assistance are as follows:

Regional schemes
Regional development grants
Regional selective financial assistance (under section 7 of the Industry Act 1972)
Other schemes (under section 8 of the Industry Act 1972)
Selective investment scheme
Sectoral schemes.

As a matter of principle subsidies to enable severely disabled people to work under sheltered conditions are concentrated under the 1944 Act rather than made available under alternative Government schemes which are designed to assist industry for different purposes. (June 27)

each case the difference between the unions has been settled. (June 22)

Community aid

Mr Paul B Rose (Manchester, Blackley) asked the Secretary of State, whether he would encourage the use of young people within areas of high unemployment for projects of a community aid nature within the scope of the job creation programme.

Mr Golding: Yes. The primary aim of the Job Creation Programme is to provide work of community value in areas of high unemployment. I am informed by the Manpower Services Commission that about 75 per cent of JCP employees are aged under 25. Many are giving direct aid to people in their community. (June 23)

Wages blitz

Mr Sydney Tierney (Birmingham, Yardley) asked the Secretary of State, if his department intended to continue its blitz campaign against employers underpaying the legal minimum wage.

Mr Grant: Yes. Blitzes have already taken place in a number of towns this year and more are planned. (June 27)

Mr Eric Moonman (Basildon) asked the Secretary of State if he would now make it his practice to publish details of payments to individual firms from his department under schemes such as the temporary employment subsidy (TES) and the job creation scheme.

Mr Golding: No. In the case of TES, disclosure of applications by a particular firm could lead to the redundancies the scheme is designed to avoid by adversely affecting the commercial standing of the firm and the morale of the workforce. In many cases assurances as to confidentiality have been sought by both employer and unions, and these have been given. The cost of regular publication of details of all payments made to individual firms sponsoring projects under the Job Creation Programme could not be justified. (June 27)

Mr David Howell (Guildford) asked the Secretary of State whether he would publish an index of the ratio between the old and new indices of average earnings; whether he would explain the differences between the coverage of the old and new indices.

Mr Walker: No. The new index covers virtually the whole economy whereas the old index has a smaller coverage. The main differences, as explained in the April 1976 issue of the Department's *Gazette*, are the inclusion in the new index of distributive trades; insurance, banking and finance; professional and scientific services; public administration; forestry; Post Office; certain miscellaneous services; and government employees in manufacturing and construction industries. A ratio of the old and new indices would have no particular meaning because it would fluctuate from month to month depending on experience in the additional activities covered in the new index where differential monthly fluctuations might be expected on account of the timing of pay settlements, bonuses and other periodical payments, seasonal movements and short-term variations in earnings. (June 29)

Interviews—travel assistance

Mrs Lynda Chalker (Wallasey) asked the Secretary of State, if he would list the relevant eligibility conditions on the financial assistance available for travelling to job interviews by unemployed persons.

Mr Golding: I am informed by the Manpower Services Commission that, under the Job Search Scheme, an unemployed worker, or a worker under threat of redundancy, may be granted a free return fare to an interview for a job, subject to satisfaction of the following conditions:

- (1) the job is full-time, non-seasonal work in Great Britain under a contract of service;
- (2) the job and the interview are both beyond reasonable daily travelling distance of the worker's home;
- (3) the job is not with an employer for whom the applicant has worked in the

previous two months;

- (4) the gross remuneration (excluding casual overtime) of the job does not exceed £4,400 a year (£84.62 a week);
- (5) the employer will not pay the fare;
- (6) it has been confirmed that there is a vacancy and the applicant is considered suitable and has a good chance of getting the job;
- (7) the jobseeker has not already had a free fare for a previous interview for the same job.

Workers who do not live in assisted areas, must satisfy the additional conditions that there is no reasonable prospect of suitable employment within daily travelling distance, and no suitably qualified unemployed labour available in the area where they are looking for work. (June 13)

Health and safety—mines and quarries

Mr John Watkinson (West Gloucestershire) asked the Secretary of State, if he was satisfied with the level of safety attained in and around quarries and mines so far as the public was concerned.

Mr Grant: The Health and Safety at Work etc Act 1974 imposes upon employers, employees and self employed persons a duty to ensure, so far as is reasonably practicable, that work activities do not expose members of the public to risks to their health and safety.

So long as accidents occur at mines and quarries involving members of the public the Secretary of State cannot be satisfied with the level of safety attained.

Mr Watkinson: How many sites does an inspector from the Mines and Quarries Inspectorate on average visit in a year.

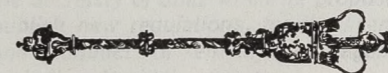
Mr Grant: I am informed by the Chairman of the Health and Safety Commission that an inspector in the field makes on average some 235 inspections in a year. A number of those would be inspections of the same mine or quarry.

Mr Watkinson: What recommendations could be made by an inspector of the Mines and Quarries Inspectorate to a company about safety precautions.

Mr Grant: The Health and Safety at Work etc Act 1974 sets out the powers that Mines and Quarries Inspectors may exercise for the purposes of improving

the standards of health and safety of persons employed in, or of others who may be affected by, mine and quarry workings.

An inspector can make recommendations whenever he is of the opinion that further precautions should be taken to improve safety and may serve improvement and prohibition notices to ensure that those recommendations are put into effect.



Mr Watkinson: How many cases were brought in 1976, 1975 and 1974 by the Mines and Quarries Inspectorate for failure by a firm to provide adequate protection against danger.

Mr Grant: I am informed by the Chairman of the Health and Safety Commission that there were two cases in 1974 brought by, or on behalf of, the Mines and Quarries Inspectorate and one in each of the years 1975 and 1976. In addition cases were brought against a number of

Questions in Parliament

employees at mines and quarries. (June 13)

Mr Phillip Whitehead (Derby, N) asked the Secretary of State if he was satisfied with implementation of legislation concerning health and safety at work.

Mr Grant: I am satisfied with the way in which the Health and Safety Commission and the Health and Safety Executive are carrying out their responsibilities. But there are very few fields in the area of health and safety at work where standards cannot be improved. If Mr Whitehead has any particular problem in mind I shall, of course, be pleased to look into it.

Mr Whitehead: Responding to that, may I ask Mr Grant to look at the representations that some of us have received about the small but serious problem of alcoholism at the place of work? Was he aware that it was as serious a problem to be unfit to be in charge of a machine as to be unfit to be in charge of a motor car? Would he look at the evidence on this matter and see whether the legislation needs amending?

Mr Grant: There was a National Council on Alcoholism working party, chaired by Sir Bernard Braine (Essex, SE), which reported earlier this year on alcoholism at work and recommended certain steps—more research by the Health and Safety Executive into the costs of alcoholism at work, and a code of practice to help employees with drink problems. The Health and Safety Commission's Medical Advisory Committee at its next meeting will be considering that and, in turn, the full Health and Safety Commission will be looking at the whole problem.

Mr Greville Janner (Leicester, W): Would not the health and safety legislation be more likely to be implemented if the courts started imposing on convicted offenders penalties severe enough to show the importance of the crime committed?

Mr Grant: Yes. I think that there is a great deal in what Mr Janner has to say. I think that the average fine imposed last year on offenders was about £87. I doubt whether that really reflects the gravity of many of the offences concerned. Mr Janner will know that there is legislation at present before the House that will raise the fine from £400 to £1,000 on summary conviction for offences under the Health and Safety at Work, etc. Act. (June 14*)

Questions in Parliament

Young people (see also p. 690)

Mr Richard Luce (Shoreham) asked the Secretary of State what plans he had to implement the commitment made at the recent Summit Conference in London to help the young unemployed.

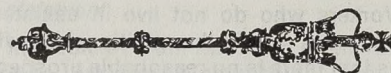
Mr Booth: It was agreed that there would be an exchange of experience and ideas on providing the young with job opportunities, and we are exploring how this can best be arranged.

Mr Luce: As so many of the job creation schemes are of a temporary nature, would Mr Booth tell the House what action he was taking to provide more long-term employment by, for example, facilitating the provision of small-scale enterprises in inner city areas, where youth unemployment was so very high?

Mr Booth: The industrial strategy is the greatest long-term scheme that any Government have backed to create jobs in this country. During the 12 months from March 1976 to March 1977 there was an increase of 80,000 jobs in British manufacturing industry. That has had a considerable bearing on employment opportunities for young people. In the short run, of course, it is necessary to

work with our European partners. In March the European Council asked the Commission to focus attention on measures to deal with specific unemployment problems, especially for young people, and to report on progress at the next meeting of the Council in June. By that stage I hope to be in a position to say what we are able to do to meet the major proposal of the Manpower Services Commission namely, to increase by about 130,000 the number of training and work experience places for young people.

(June 14*)



Mr Martin Flannery (Hillsborough): Did the Secretary of State agree that, helpful and well meaning as the job creation programme and other programmes to help the young unemployed may be, they were merely palliatives? Did he agree that the time had come for reflation of the economy, for further import controls and for consideration being given to a complete alternative strategy, the social contract and

Job Creation Programme

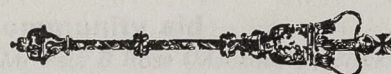
Mr Dafydd Wigley (Caernarvon) asked the Secretary of State in what circumstances the Job Creation scheme had been used to employ persons to work on educational projects on the premises of local education authority owned schools.

Mr Golding: I am informed by the Manpower Services Commission that Job Creation Programme (JCP) applications, to employ persons to work on educational projects on the premises of local authority owned schools, may be approved when the work involved provides new employment opportunities, on work which would not be carried out without JCP funding, and which would not be a duplication or extension of the sponsors' usual activities; for example, preparation of special visual aids, road safety instruction for infants, educational theatre for schools in country areas.

(June 16)

Mr Michael Brotherton (Louth) asked what was the maximum and minimum wages awarded by the job creation scheme to approved jobs.

Mr Golding: I am informed by the Manpower Services Commission, that maximum and minimum wage rates are not laid down under the Job Creation Programme. Employees are paid the local rate for the job. The Commission's contribution to an employee's wage is, however, limited to a maximum of £58.80 per week. (June 20)



Unemployment

Mr Nigel Lawson (Blaby) asked the Secretary of State, if he would provide figures for the percentage unemployed in the public and private sectors of the economy in May, and if he would similarly break down the public sector figure into the

phase 3 going for a burton?

Mr Booth: I cannot agree with Mr Flannery that the measures that we are considering with the MSC, or the existing job creation and work experience and training programmes are palliatives. One of the features of the recession is that unemployment among younger people has risen very much faster than among adults. Any steps we can take that will improve their respective chances of obtaining jobs are of importance, even where we can bring about, as we must, a considerable improvement in the total number of jobs available. Unless we do that we could have a considerable reduction in unemployment and still have a large youth unemployment problem.

Mr James Prior (Lowestoft): Was it not a fact, taking into account all the answers this afternoon, that the complacency of the Secretary of State was equalled only by the complacency of Labour back benchers?

Mr Booth: How Mr Prior can reconcile talk of complacency with announcements of measures planned to double what is the greatest provision there has ever been for the problems of young people eludes me. (June 14*)

percentage figures attributable to its two component subsectors, viz (a) public corporations and (b) central and local government.

Mr Golding: Separate unemployment rates for the private and public sectors can be calculated only in an imprecise way by allocating the figures for each Minimum List Heading of the Standard Industrial Classification to the sector appropriate to the majority of those in that classification. On this basis, the percentages for May were 5.4 in the private sector and 2.7 in the public sector.

Educational Services (MLH 872), Medical and Dental Services (MLH 874), National Government Service (MLH 901) and Local Government Service (MLH 906) are the Minimum List Headings most closely associated with central and local government. For these Minimum List Headings it is estimated that the percentage rate of unemployment in May was 2.3 per cent. For the remainder of the Minimum List Headings associated with the public sector, which includes the major public corporations, it is estimated that the percentage rate of unemployment was 3.6 per cent. (June 13)

Questions in Parliament

Unemployment (cont)

Dr Keith Hampson (Ripon) asked the Secretary of State if he would publish figures to show in which age groups unemployment has risen proportionately the fastest over the period 1973 to 1977.

Mr Golding: The following table gives an age breakdown of the numbers registered as unemployed in Great Britain at January 1977, the latest date for which this half-yearly analysis is available, and at January 1973, with percentage changes between these dates.

Age range	January 1973	January 1977	Percentage increase January 1973 to January 1977
Under 18	47,052	122,366	160.1
18-19	67,689	129,962	92.0
20-24	126,728	254,916	101.2
25-29	80,292	178,106	121.8
30-34	60,815	121,074	99.1
35-39	54,479	97,961	79.8
40-44	55,118	87,318	58.4
45-49	57,813	83,815	45.0
50-44	58,655	88,727	51.3
55-59	65,600	85,996	31.1
60 and over	121,717	139,977	15.0

The figures for January 1973 include 15,600 adult students for whom a separate age analysis is not available. Adult students are not included in the figures for January 1977. (June 29)

Job Release Scheme

Mr A G F Hall-Davis (Morecombe and Lonsdale) asked how many applications under the job release scheme had been received from those registered as unemployed and those in employment; and what was the current rate of applications being received.

Mr Golding: At June 23 1977, 10,395 applications from people registered as unemployed and 5,977 from those in employment, had been approved under the Job Release Scheme. Applications are currently being received at the rate of about 400 a week and about half of these are from those in employment. (June 29)

Trade union law

Mr Dudley Smith (Warwick and Leamington) asked the Secretary of State, whether, in the public interest, he would bring forward legislation to seek to re-define the latest legal definition of the law on picketing.

Mr Walker: The Government has no immediate plans to bring forward legislation on the subject. (June 20)

Mr Arthur Palmer (Bristol North East) asked how many recognition applications for collective bargaining purposes had been received by the Advisory, Conciliation and

Arbitration Service from trade unions affiliated to the Trades Union Congress; and how many such recognition applications had been received from independent trade unions and employee applications.

Mr Walker: Only independent trade unions may refer recognition issues to the Advisory, Conciliation and Arbitration Service under Section 11 of the Employment Protection Act 1975. I am informed by ACAS that, at the end of May 1977, the Service had received 709 applications from trade unions affiliated to the TUC, and 45 from trade unions not affiliated to the TUC. (June 22)

Employees in employment

Mr Roger Moate (Faversham) asked what was the estimate of the total number of people in the United Kingdom and Northern Ireland who had moved into new employment during the last 12 months for which figures were available.

Mr Golding: Preliminary results from the General Household Survey held in Great Britain in 1975 suggest that about 5½ million persons either entered employment or changed their jobs at least once in the preceding 12 months. This estimate has been derived by applying the percentage of respondents in work who had entered or changed employment (this percentage being subject to sampling error) to the employed labour force at mid-1975. (June 17)

Employment agencies

Mr Michael Ward (Peterborough) asked the Secretary of State when he proposed to publish new regulations, for the licensing and conduct of employment agencies, including domestic agencies.

Mr Golding: Consideration is being given to the possible need for a small number of additional regulations to be made under the Employment Agencies Act 1973. The matters under examination principally concern the scope of the Act, but the position in regard to *au pair*

agencies' charges to workers is included. Interested bodies will be consulted soon about any proposals for regulations resulting from this examination. (July 1)

Statistics

Mr Nicholas Ridley (Cirencester and Tewkesbury) asked the Secretary of State whether he was satisfied with the system of seasonal adjustment currently applied to the figures for unemployment and vacancies published by his department; and whether he would make a statement on the possible disturbances to the published seasonally adjusted estimates stemming from exceptional conditions in the construction industry or any other relevant sectors.

Mr Golding: Yes. The seasonal adjustment factors used are brought up to date annually and the method is kept under review. Figures over many years are taken into account in calculating the average variation each month that may be attributed to seasonal influences. Greater weight is given to recent years in order to allow for developments in the seasonal pattern.

The unemployment rate in the construction industry in February and May this year was high but little different from a year ago; it does not appear that this industry, or other sectors, have caused significant erratic disturbance to the seasonally adjusted series. (June 29)

News and notes

Minister calls for give and take in SLADE blacking

In a recent debate in the House of Commons (June 29) during which complaints were made about "blacking" methods being used by SLADE, the Society of Lithographic Artists, Engravers, Designers and Process Workers, in its efforts to recruit members in non-union companies, the Minister of State for Employment, Mr Harold Walker, said that in the circumstances of the industrial changes that had taken place in the printing and allied industries in recent years, efforts by SLADE to diversify its membership were understandable.

Allegations

Not only were there allegations that the union was "trying to force union membership down the throats of workpeople who did not wish to join", but there had also been charges of employers taking up an intransigent anti-union stance, preventing the union from attempting to organise, threatening individuals who joined with victimisation and keeping down wages as a consequence, said Mr Walker.

Commenting on the use by SLADE of

threats of blacking non-SLADE work by SLADE members in printing establishments to persuade people to join the union, Mr Walker expressed the hope that the union would "be prepared to consider a more tolerant and patient approach to the recruitment of new members in the advertising and publishing industries."

Compelling case

For the overwhelming majority of workers, Mr Walker believed, the case for trade union membership was so compelling as to need no coercion. Persuasion and explanation of the benefits and obligations of membership were much more likely "to bring the laggards into effective and positive participation in a union," he maintained.

Where there was a dispute about recognition, the Minister hoped that any union, including SLADE, would pursue the matter as far as possible through ACAS and through the statutory procedures laid down by Parliament, rather than by taking direct action. He was encouraged that so many unions had chosen to take up recognition issues in this way. Up to the

end of May 1977, 198 references to ACAS had been withdrawn by voluntary settlement.

Mr Walker pointed out that the TUC's Printing Industries Committee, chaired by Mr Bill Keys, had been attempting to conciliate in the problems that had arisen between affiliated unions as a result of SLADE's actions. The committee would shortly be meeting the Institute of Practitioners in Advertising to discuss the situation with the aim of promoting jointly agreed procedures for unions to seek to organise employees in advertising agencies and art studios.

Willingness

Any suggestion that the affair should be resolved through the intervention of the law or that some "new statutory prohibition" should be imposed to make tactics such as SLADE was alleged to be using illegal, were firmly rejected by Mr Walker. Give and take and a willingness to accept the underlying spirit of the current legislation, as well as the letter, were needed to solve industrial relations problems.

New Dock Work Act starts to take effect

The provisions of the Dock Work Regulation Act 1976 dealing with the re-constitution of the National Dock Labour Board and the preparation of a new dock labour scheme come into force on August 1, 1977.

This is the effect of an Order * made in July by Mr Albert Booth, Secretary of State for Employment.

The membership of the new Board has been announced. The appointments will also take effect from August 1.

Make-up of Board

The Board will consist of a chairman, vice-chairman and twelve other members. Eight of the members will be appointed by the Secretary of State on the nomination of

the National Joint Council of the Port Transport Industry. The remainder, including the chairman and vice-chairman, will be appointed after consultation with the National Joint Council, the TUC and the CBI.

The main sections of the Act, including those dealing with the procedures for the classification of work as dock work for the purpose of the new scheme, are not brought into force by this Order. They will be brought into operation after the new Board has had the opportunity to decide what administrative arrangements will be necessary to carry out the duties placed on them by these sections.

The Act requires the Secretary of State to prepare and publish a draft of a new dock labour scheme. Work is proceeding on

this draft and it will be published later this year. A period of at least 60 days must then be allowed for representations before the draft is submitted for Parliamentary approval. After the draft is approved by Parliament the Secretary of State may bring it into force area by area.

Administration

Nothing in the provisions of the Act which come into force on August 1 will affect the working of the 1967 Dock Workers Employment Scheme. The re-constituted National Dock Labour Board will take over the administration of the Scheme from the present Board.

* SI 1977. Dock Work Regulation Act 1976 (Commencement No. 1) Order 1977. HMSO, price 10p.

News and notes

Fit for employment—fit for the pension scheme

Most employers accept the principle of "fit for employment—fit for the pension scheme", states a report* from the Occupational Pensions Board published June 22 1977.

No significant problem

The report says that the evidence which the Board received indicated that there is no problem of any significant size in relation to occupational pension scheme cover for disabled people. The Board found that a more informed attitude to the admission of disabled people to pension schemes had developed among employers in recent years.

The Board concluded that:

- the difficulty of finding employment was the greatest obstacle in the way of disabled people achieving occupational pension cover. Once a job was obtained, restrictions on admission to pension schemes were unlikely to be a significant problem;
- complete equality of access to pension schemes could be achieved if employers adopted the principle of "fit for employment—fit for the pension scheme";
- disabled people were not a special risk to schemes in relation to normal retirement benefits.

Improve pension scheme provisions

The Board say that they decided on practical grounds not to recommend at this stage legislation or a formal code of practice on equal access for disabled people. But they would like to see improvements in pension scheme provisions for early ill-health retirement. They recommended that:

- pension schemes should consider sympathetically making provision for immediate payment of accrued benefits without actuarial reduction—and preferably with some enhancement;
- where ill-health retirement benefits were based on accrued service without enhancement, there should be no difference in the treatment of scheme members who were fully fit on entry and those who were not;
- where members, who left employment with entitlement to preserved pensions, retired early from subsequent employment on grounds of ill-health, schemes

should provide as a minimum for the immediate payment of the preserved pensions actuarially reduced.

The Occupational Pensions Board were asked in May 1976 by Mr David Ennals, Secretary of State for Social Services, to consider the question of occupational pension scheme cover for disabled people. The terms of reference were "to consider and advise on what measures would be most conducive to the elimination of any unreasonable restrictions on the availability of occupational pension scheme cover to disabled people."

The Board received written evidence from 43 organisations and individuals. They took oral evidence from four—the TUC, Disablement Income Group,

Employment Service Agency and the Civil Service Department. The Board also received information from 11 company chairman in this country and from officials and others in nine overseas countries about their policies and practices in relation to disabled people.

* Report by the Occupational Pensions Board on Occupational Pension Scheme Cover for Disabled People. Cmnd 6849 HMSO, price 75p.

Job swap allowance increase

The tax free weekly allowance paid under the Government's Job Release Scheme is to be increased to £26.50 from November 14. This is an increase of £3.50 over the present allowance.

The increase was announced by Mr John Golding, Parliamentary Under Secretary of State for Employment, speaking recently in South Shields on the Government's measures to combat high unemployment. He said that the decision had been made to increase the allowance in the light of changes to be made to Social Security payments and retirement pensions in November.

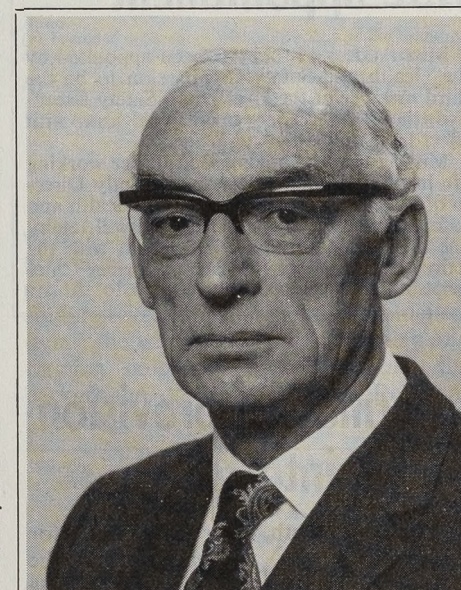
Experimental scheme

The scheme, which applies to assisted areas, started in January as an experimental scheme. Under it a person in their final year at work before reaching statutory pensionable age (65 for men, 60 for women) can give up their job to someone off the unemployment register, and in doing so receive a £23 per week tax free allowance.

The scheme was extended for applications until March 31, 1978 under the recent package of measures aimed at alleviating unemployment, but now only applies to the employed. So far 16,786 people have taken up the offer of retiring a year early.

Direct swap not necessary

There does not necessarily have to be a direct swap of jobs. The employer can promote from within the company and recruit further down the ladder. All he has to do is show that the outgoing person resulted in someone on the unemployment register being recruited.



Chief Inspector of Mines and Quarries

Mr Dennis Rhydderch has been appointed HM Chief Inspector of Mines and Quarries, effective from July 1, 1977. Formerly deputy chief inspector, he has succeeded Mr James Carver who retired on June 30.

Mr Rhydderch, who joined the Mines and Quarries Inspectorate in 1950, was senior district inspector for North Staffordshire and then for Rotherham, Yorkshire before becoming divisional inspector for the South West in 1968. He became deputy chief inspector in 1970, where he is succeeded by Mr toe Marshall.

New small firms scheme

An experimental Government scheme which began on July 1, will enable small firms in some areas to claim £20 a week under the Small Firms Employment Subsidy for each extra job they provide.

The experiment will run for the six months to December 31, 1977 in the Special Development Areas in the North East, North West and parts of Wales and Scotland. In these areas levels of unemployment are much higher than the national average.

A small firm can qualify for the subsidy if it is an independent business in the private sector of industry and employed under 50 workers on March 29, 1977 when the scheme was first announced.

Payments will be made for up to 26 weeks for each extra full-time job. The subsidy will be halved if the job is for 21 hours or more but less than 35 hours a week. No payments can be made for jobs which the Government already supports.

Test

The scheme is to be tested on a small scale as it is a relatively untried method of helping to combat the effects of high unemployment.

For new businesses which started up after March 29, 1977 and meet the conditions of the scheme, the subsidy can be claimed for all the jobs provided.

Leaflets and advice on how the scheme is to operate can be obtained from regional offices of the Department of Employment. Firms claiming or receiving selective financial assistance from the Department of Industry should ask whether they can also claim the subsidy.

Euro-union institute

The European Trade Union Confederation (ETUC), to which the British TUC is affiliated, has successfully taken the initiative in setting up a trade union institute in Brussels. The institute will come into being in the next few months and is likely to get financial backing from the European Commission.

With a view to promoting trade union activities in Europe, the institute will offer advice and guidance to trade union bodies on aspects of union policy and the right approach to take in Europe.



HSE appointment

Miss Audrey Pittom has been appointed by the Health and Safety Commission to be the third member of the Health and Safety Executive (the Commission's operational arm) with effect from July 1.

Miss Pittom, who has spent all her working life in occupational safety, is currently Director of Hazardous Substances in the Health and Safety Executive, a post which she will retain. She fills the place which fell vacant with the retirement of Mr James Carver, former Chief Inspector of Mines, on June 30.

Information provision comes into force

Mr Albert Booth, Secretary of State for Employment has announced that the disclosure of information provisions of the Employment Protection Act 1975 will come into force on August 22.

The provisions place a duty on an employer to disclose to authorised representatives of independent recognised trade unions, on request, information without which the union representatives would be materially impeded in collective bargaining, and information which it would be good industrial relations practice to disclose.

Information need not be disclosed if it would be against the interests of national security, would break the law, or would cause substantial injury to the employer. Information given to the employer in confidence, and information relating specifically to an individual or which was

obtained for purposes of legal proceedings also does not have to be disclosed.

A union may complain to the Central Arbitration Committee if it considers that the requirements of the Act have not been met. The Committee may refer the complaint to the Advisory Conciliation and Arbitration Service for conciliation, but if this is not done, or conciliation fails, the Committee has to hear the complaint and make a declaration stating whether or not it is well founded. Where a declaration is not complied with the union may present a further complaint to the Committee together with a claim of terms and conditions on which the Committee may make an award.

The Code of Practice on this subject prepared by ACAS will come into effect at the same time.

The Code recently received Parliamentary approval and the approved Code was issued on June 16 by ACAS under Section 6 of the Act. The Code provides guidance on good industrial relations practice in relation to disclosure of information. It lists examples of information which could be relevant in certain collective bargaining situations, relating to pay and benefits, conditions of service, manpower, performance, and financial matters. However it emphasises that these are meant to be neither exhaustive nor a check list.

Examples are given in the Code of information which could cause substantial injury if disclosed in particular circumstances. The Code also recommends that unions should identify and request the information they require in advance of negotiations and state as precisely as possible why they consider it relevant. Where several unions are involved requests should be coordinated wherever possible.

Advice to employers

The Code advises employers to be as open and helpful as possible and be prepared to meet requests for information promptly and present it in an understandable form. Employers and unions should endeavour to arrive at a joint understanding on the information likely to be required, its availability, form and presentation, and on procedure for resolving disputes on disclosure of information.

The Code itself imposes no legal obligations on an employer to disclose any specific item of information. In determining good industrial relations practice negotiators should have regard to the Code's provisions, which are admissible in evidence in relevant proceedings before the Central Arbitration Committee.

Tall order

Mr Harold Walker, Minister of State for Employment, has made an Order* exempting certain workers in the steeplejack and lightning conductor engineering industry from the guarantee pay provisions of the Employment Protection Act. The Order, published recently applies from August 1, 1977.

The exempted workers are those covered by the Working Rule Agreement of the National Joint Council for the Steeplejack and Lightning Conductor Engineering Industry.

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 temporarily laid-off.

The guarantee is for a day's pay limited initially to £6 per day for the first five days without work per quarter.

* SI 1977 No. 1096 available from HMSO, (Steeplejack and Lightning Conductor Engineering Industry).

Ethnic groups different

The danger of lumping all coloured workers together on the basis of skin colour is a warning given in a guide to employers issued recently by the Government's Training Services Agency.

"The various ethnic groups are very different from each other", says Dr M A Pearn, of the Runnymede Trust, in the guide *Selecting and Training Coloured Workers*.

"There is a natural tendency to lump all together on the basis of skin-colour or the belief that they, or their parents, are recent arrivals in this country."

"This results in the dangerous practice of thinking about a very varied group of people in terms of stereotypes which are applied to all of them."

The guide, based on relevant research

Trade union certification

Since May 11, 1977 the Certification Officer (Mr John Edwards) has issued certificates of independence to a further 12 trade unions under section 8 of the Employment Protection Act 1975. They are:

- (†) Association of HSD (Hatfield) Employees
- Association of Her Majesty's Inspectors of Taxes
- Association of Optical Practitioners
- Bradford and Bingley Building Society Staff Association
- British Dental Association
- Guild of Senior Officers of the Greater London Council and the Inner London Education Authority
- *Hyde and District Loom Overlookers' Association
- Lufthansa Staff Association United Kingdom
- *National Society of Brushmakers and General Workers
- Retained Firefighters Union
- Royal College of Nursing of the United Kingdom
- Society of Metropolitan and County Chief Librarians

No applications for certificates were refused during the period.

Certificates have now been issued to 255 trade unions (of which 152 are affiliated to the TUC or are constituents of affiliated unions), 29(†) applications have been refused, three applications have been withdrawn and one has lapsed.

Applications from 30 unions are under consideration.

Notes

(†) Issued in accordance with a direction by the Employment Appeal Tribunal, which allowed the Association's appeal against the Certification Officer's refusal of its application.

(‡) This figure excludes the application by the Association of HSD (Hatfield) Employees to which a certificate has now been issued (see footnote (†)).

* Affiliated to the TUC or constituents of affiliated unions.

work, is aimed at helping managers, personnel and training staff to avoid the pitfalls of unwitting discrimination against coloured workers; it discusses, in practical terms, the whole question of selecting and training coloured workers—against the background of the latest Race Relations legislation.

Selecting and Training Coloured Workers (Training Information Paper No. 9), HMSO price £1.00.

Rag trade man for MSC

The Secretary of State for Employment, Mr Albert Booth, has appointed Mr J Macgougan, General Secretary of the National Union of Tailors and Garment Workers, a member of the Manpower Services Commission.

He succeeds the late Sir Daniel McGarvey. The appointment was made after consultation with the TUC and will run until December 31, 1979.

The appointment is part-time. Mr Macgougan will receive £250 a year, plus £25 for each day's work.

Paying back benefit

The item—"Employers liable to pay back benefit"—which appeared in the *May Gazette*—could lead to misinterpretation in two respects. First, the different types of awards have different transitional provisions; May 9, 1977 was the day on which the Recoupment Regulations* came into operation but awards made on or after that date are only subject to recoupment if they come into the scope of the appropriate transitional provision.

Second, the only part of the award (unless this is a protective award) that cannot be paid to the employer straight away is that part awarded for loss in the past—that is, an identifiable period before the tribunal hearing. Compensation for future loss is unaffected by recoupment. Not all the benefit will necessarily be recouped in any case; the sum will not exceed the amount of the monetary award that is stayed (this "prescribed element" will be established by the tribunal).

*Regulations SI 1977 No 674. Explanatory leaflets are available from benefit offices, Department of Employment or Arbitration, Conciliation and Advisory Service regional offices.

Monthly Statistics

Summary

Employment in production industries

The estimated total number of employees in employment in industries covered by the index of industrial production in Great Britain at mid-May 1977 was 9,090,500 (6,783,400 males and 2,307,000 females). The total included 7,224,400 (5,093,800 males and 2,130,600 females) in manufacturing industries, and 1,193,000 (1,096,200 males and 96,800 females) in construction. The total in these production industries was 6,600 higher than that for April 1977 and 65,600 higher than in May 1976. The total in manufacturing industries was 3,200 higher than in April 1977 and 108,200 higher than in May 1976. The number in construction was 2,800 higher than in April 1977 and 38,200 lower than in May 1976. The seasonally adjusted index for the production industries (av 1970 = 100) was 89.0 (89.0 at mid-April) and for manufacturing industries 88.7 (88.6 at mid-April).

Unemployment

The number of unemployed, excluding school-leavers in Great Britain on June 9, 1977 was 1,247,692. After adjustment for normal seasonal variations, the number was 1,297,800, representing 5.6 per cent of all employees, compared with 1,262,100 in May 1977. In addition, there were 142,709 unemployed school-leavers so that the total number unemployed was 1,390,401, a rise of 104,685 since May 12, 1977. This total represents 6.0 per cent of all employees. Of the number unemployed in June 1977, 441,553 (31.8 per cent) had been on the register for up to eight weeks, 288,303 (20.7 per cent) for up to four weeks, and 183,786 (13.2 per cent) for up to two weeks.

Vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on June 1, 1977 was 166,804; 3,202 higher than on May 6, 1977. After adjustment for normal seasonal variations, the number was 155,800, compared with 159,600 in May. The number of vacancies notified to careers offices and remaining unfilled in Great Britain on June 1, 1977, was 27,012; 5,398 lower than on May 6, 1977.

Temporarily stopped

The number of temporarily stopped workers registered in order to claim benefits in Great Britain on June 9, 1977 was 6,884, a fall of 11,160 since May 12, 1977.

Overtime and short-time

In the week ended May 14 1977 the estimated number of operatives working overtime in manufacturing industries, was 1,926,400. This is about 36.6 per cent of all operatives. Each operative worked an average of 8.6 hours overtime during the week. The total number of hours of overtime worked, seasonally adjusted, was 16.28 millions (15.78 millions in April). In the same week the estimated number on short-time in these industries was 45,400 or about 0.9 per cent of all operatives, each losing 15.6 hours on average.

Basic rates of wages and hours of work

At June 30, 1977, the indices of weekly rates of wages and of hourly rates of wages of all workers (July 31, 1972 = 100) were 227.1 and 228.4, compared with 225.4 and 226.8 at May 31, 1977.

Index of retail prices

At June 14, 1977, the official retail prices index was 183.6 (prices at January 15, 1974 = 100) compared with 181.7 at May 17, 1977. The index for food was 193.7, compared with 189.9 at May 17, 1977.

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in June which came to the notice of the Department of Employment was 124, involving approximately 47,900 workers. During the month approximately 77,300 workers were involved in stoppages, including some which had continued from the previous month, and 518,000 working days were lost, including 228,000 lost through stoppages which had continued from the previous month.

Industrial analysis of employees in employment

The table below provides an industrial analysis of employees in employment in Great Britain for industries covered by the Index of Production at mid-May 1977, for the two preceding months and for May 1976.

The term employees in employment includes persons temporarily laid off but still on employers' payrolls and persons unable to work because of short-term sickness. Part-time workers are included and counted as full units.

For manufacturing industries, the returns rendered monthly by employers under the Statistics of Trade Act, 1947 have been used to provide a ratio of change since June 1975. For the remaining industries in the table, estimates of monthly changes have been provided by the nationalised industries and government departments concerned.

Employees in employment: Great Britain

THOUSANDS

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	May 1976*			March 1977*			April 1977*			May 1977*		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Total, Index of Production Industries†		6,768.7	2,256.5	9,024.9	6,782.5	2,299.5	9,081.9	6,779.9	2,304.0	9,083.9	6,783.4	2,307.0	9,090.5
Total, all manufacturing industries‡		5,036.5	2,079.8	7,116.2	5,096.9	2,122.9	7,219.7	5,093.7	2,127.6	7,221.2	5,093.8	2,130.6	7,224.4
Mining and quarrying	II	328.7	13.9	342.6	327.4	13.9	341.3	328.6	13.9	342.5	329.2	13.9	343.1
Coal mining	101	285.9	9.7	295.6	285.0	9.7	294.7	286.2	9.7	295.9	286.8	9.7	296.5
Food, drink and tobacco	III	413.1	275.0	688.0	415.2	280.4	695.6	416.0	279.9	695.9	416.3	281.0	697.2
Grain milling	211	17.1	4.6	21.8	16.9	4.9	21.8	16.8	4.9	21.7	17.0	4.9	21.9
Bread and flour confectionery	212	65.2	36.9	102.1	66.3	37.6	103.9	66.3	37.3	103.6	66.2	37.4	103.6
Biscuits	213	16.3	25.4	41.7	16.5	26.0	42.4	16.5	26.2	42.7	16.6	26.2	42.7
Bacon curing, meat and fish products	214	52.2	48.6	100.9	52.9	50.4	103.4	53.3	50.2	103.5	53.6	50.5	104.2
Milk and milk products	215	44.1	16.0	60.1	43.0	15.7	58.7	43.6	16.3	59.9	43.7	16.5	60.2
Sugar	216	8.8	2.8	11.6	8.9	3.0	11.9	8.8	2.9	11.8	8.9	2.9	11.8
Cocoa, chocolate and sugar confectionery	217	30.7	37.1	67.8	31.2	37.6	68.8	31.1	37.3	68.4	31.0	37.9	68.9
Fruit and vegetable products	218	28.0	30.9	59.0	28.1	32.8	60.9	27.8	31.8	59.6	27.8	31.4	59.2
Animal and poultry foods	219	20.5	4.8	25.2	21.3	4.9	26.2	21.2	4.9	26.1	21.0	4.9	25.9
Vegetable and animal oils and fats	221	5.8	1.3	7.0	5.4	1.3	6.7	5.4	1.3	6.6	5.4	1.3	6.7
Food industries not elsewhere specified	229	19.0	14.1	33.2	19.2	14.7	33.9	19.2	14.6	33.8	19.3	14.6	34.0
Brewing and malting	231	54.7	12.6	67.3	55.0	12.7	67.6	55.2	12.8	68.0	55.2	12.8	68.0
Soft drinks	232	16.9	9.6	26.5	16.5	9.1	25.7	16.9	9.6	26.5	16.8	9.9	26.8
Other drinks industries	239	18.8	12.1	30.9	19.2	12.8	32.0	19.3	12.8	32.1	19.4	13.0	32.3
Tobacco	240	15.0	18.0	33.0	14.7	17.0	31.7	14.6	17.0	31.5	14.5	16.7	31.3
Coal and petroleum products	IV	34.1	4.2	38.3	33.9	4.2	38.1	33.8	4.2	38.0	33.7	4.2	37.9
Coke ovens and manufactured fuel	261	11.0	§	11.6	11.1	§	11.7	11.0	§	11.6	11.0	§	11.6
Mineral oil refining	262	17.4	2.1	19.6	17.0	2.1	19.1	16.9	2.1	19.0	16.8	2.1	19.0
Lubricating oils and greases	263	5.6	1.5	7.2	5.9	1.5	7.4	5.9	1.5	7.4	5.9	1.5	7.3
Chemicals and allied industries	V	303.0	119.4	422.4	308.6	121.1	429.6	308.3	121.3	429.7	308.3	121.9	430.2
General chemicals	271	111.0	21.4	132.4	113.0	22.0	135.0	113.3	21.8	135.2	113.4	21.9	135.3
Pharmaceutical chemicals and preparations	272	40.6	33.0	73.6	40.9	33.1	74.1	40.9	33.0	74.0	40.9	33.0	73.9
Toilet preparations	273	8.7	13.9	22.6	8.9	14.4	23.3	8.9	14.9	23.8	9.0	14.8	23.9
Paint	274	19.2	7.6	26.7	19.2	7.4	26.6	19.3	7.4	26.7	19.3	7.4	26.7
Soap and detergents	275	10.4	6.6	17.0	10.9	6.0	16.9	10.9	6.0	16.9	10.8	6.4	17.2
Synthetic resins and plastics materials and synthetic rubber	276	41.9	7.6	49.5	42.8	7.8	50.5	42.5	7.6	50.1	42.5	7.7	50.2
Dyestuffs and pigments	277	18.5	3.3	21.8	19.1	3.3	22.4	19.1	3.3	22.4	19.1	3.3	22.4
Fertilisers	278	10.4	1.7	12.0	10.3	1.7	12.0	10.1	1.7	11.8	10.0	1.6	11.7
Other chemical industries	279	42.4	24.4	66.8	43.4	25.4	68.8	43.2	25.5	68.7	43.2	25.7	68.9
Metal manufacture	VI	420.7	53.7	474.5	425.8	54.0	479.8	426.5	54.2	480.7	425.4	54.4	479.7
Iron and steel (general)	311	210.0	19.5	229.6	212.3	19.0	231.3	212.7	18.9	231.7	212.1	19.0	231.1
Steel tubes	312	43.9	6.9	50.9	44.8	6.7	51.5	44.8	6.8	51.6	44.8	6.9	51.6
Iron castings, etc	313	73.7	7.6	81.2	71.9	7.6	79.5	72.1	7.7	79.9	71.7	7.7	79.4
Aluminium and aluminium alloys	321	41.2	7.2	48.3	43.7	7.7	51.4	43.6	7.7	51.3	43.7	7.7	51.4
Copper, brass and other copper alloys	322	34.4	8.4	42.8	35.2	8.6	43.8	35.3	8.7	44.0	35.1	8.7	43.8
Other base metals	323	17.5	4.2	21.7	18.0	4.3	22.3	18.0	4.3	22.4	18.0	4.4	22.3
Mechanical engineering	VII	777.0	142.0	919.0	777.3	143.5	920.8	779.4	142.8	922.2	778.6	143.1	921.7
Agricultural machinery (except tractors)	331	25.3	3.8	29.2	25.8	3.8	29.7	26.0	3.8	29.8	26.0	3.8	29.9
Metal-working machine tools	332	52.9	8.9	61.9	53.4	9.0	62.4	53.5	8.9	62.4	53.5	9.0	62.5
Pumps, valves and compressors	333	68.2	14.9	83.1	68.2	15.0	83.2	67.7	14.7	82.4	67.9	14.7	82.6
Industrial engines	334	22.9	3.8	26.7	23.3	3.8	27.1	23.3	3.8	27.2	23.2	3.8	27.1
Textiles machinery and accessories	335	23.5	4.1	27.7	22.1	3.9	26.0	21.7	3.8	25.5	21.2	4.0	25.1
Construction and earth-moving equipment	336	35.7	4.4	40.1	36.4	4.4	40.8	36.5	4.4	40.9	36.4	4.4	40.8
Mechanical handling equipment	337	53.5	8.2	61.7	55.1	8.6	63.6	55.4	8.5	63.9	55.7	8.6	64.2
Office machinery	338	16.8	6.6	23.4	16.6	6.4	23.0	16.4	6.3	22.7	16.2	6.3	22.6
Other machinery	339	180.0	34.8	214.8	181.7	35.3	217.0	182.1	35.2	217.2	181.9	35.2	217.1
Industrial (including process) plant and steelwork	341	144.5	16.9	161.4	138.1	16.7	154.8	139.9	16.8	156.8	139.2	16.8	156.0
Ordnance and small arms	342	17.0	4.6	21.6	17.3	4.8	22.1	17.3	4.7	22.0	17.3	4.7	22.0
Other mechanical engineering not elsewhere specified	349	136.6	31.0	167.6	139.3	31.8	171.1	139.6	31.8	171.4	139.9	31.8	171.8
Instrument engineering	VIII	94.2	52.6	146.8	94.2	53.2	147.4	94.4	53.1	147.5	94.6	53.4	148.0
Photographic and document copying equipment	351	8.7	3.0	11.7	8.9	3.2	12.1	9.0	3.2	12.1	8.9	3.2	12.1
Watches and clocks	352	6.0	7.1	13.1	5.7	6.6	12.3	5.7	6.6	12.4	5.7	6.7	12.4
Surgical instruments and appliances	353	16.1	11.5	27.6	16.0	11.7	27.7	16.2	11.8	27.9	16.1	11.8	27.9
Scientific and industrial instruments and systems	354	63.5	31.0	94.5	63.5	31.7	95.3	63.5	31.5	95.1	63.9	31.7	95.6
Electrical engineering	IX	464.1	266.9	731.0	468.3	273.0	741.3	467.8	273.9	741.8	466.9	273.6	740.6
Electrical machinery	361	103.1	32.2	135.3	102.5	32.7	135.2	102.9	33.2	136.1	102.3	33.3	135.6
Insulated wires and cables	362	31.9	12.6	44.6	31.3	12.8	44.1	31.4	12.9	44.3	31.3	12.8	44.1
Telegraph and telephone apparatus and equipment	363	47.7	26.0	73.7	44.9	23.8	68.6	44.3	23.4	67.7			

Employees in employment: Great Britain

THOUSANDS

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	May 1976*			March 1977*			April 1977*			May 1977*		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Shipbuilding and marine engineering	X	160.2	12.3	172.5	158.9	12.0	171.0	158.6	12.2	170.8	158.9	12.2	171.1
Vehicles	XI	635.9	87.4	723.4	660.5	91.1	751.6	658.4	91.5	749.9	659.2	91.6	750.8
Wheeled tractor manufacturing	380	30.9	2.5	33.4	32.8	2.6	35.4	33.0	2.6	35.5	33.1	2.6	35.6
Motor vehicle manufacturing	381	384.3	52.5	436.8	410.0	56.4	466.4	408.7	56.8	465.5	410.4	56.9	467.3
Motor cycle, tricycle and pedal cycle manufacturing	382	8.0	2.8	10.8	8.1	2.9	11.0	8.2	2.9	11.1	8.2	2.9	11.1
Aerospace equipment manufacturing and repairing	383	172.0	27.4	199.4	168.6	27.0	195.6	167.7	27.0	194.7	166.8	27.0	193.8
Locomotives and railway track equipment	384	16.8	1.0	17.8	17.0	1.0	18.0	16.9	1.0	17.9	16.8	1.0	17.9
Railways carriages and wagons and trams	385	24.0	1.2	25.2	24.1	1.2	25.3	24.0	1.2	25.2	23.9	1.2	25.2
Metal goods not elsewhere specified	XII	376.9	148.5	525.5	386.2	153.3	539.6	385.3	153.5	538.8	386.0	154.0	540.0
Engineers' small tools and gauges	390	48.0	11.8	59.8	47.6	11.9	59.4	47.5	11.7	59.2	47.8	12.1	59.8
Hand tools and implements	391	12.6	6.2	18.8	12.6	6.2	18.8	12.6	6.2	18.8	12.5	6.2	18.6
Cutlery, spoons, forks and plated tableware, etc	392	7.4	5.7	13.1	7.5	5.7	13.2	7.5	5.6	13.2	7.6	5.7	13.2
Bolts, nuts, screws, rivets, etc	393	24.8	10.3	35.1	25.4	10.6	36.0	25.5	10.6	36.0	25.3	10.7	36.0
Wire and wire manufactures	394	29.1	7.8	36.8	30.1	7.9	38.0	30.0	8.0	38.0	29.9	8.1	38.0
Cans and metal boxes	395	16.5	12.6	29.1	17.4	12.9	30.3	17.3	13.0	30.3	17.4	13.0	30.4
Jewellery and precious metals	396	12.7	7.5	20.2	13.3	7.8	21.1	13.4	8.1	21.6	13.5	8.2	21.7
Metal industries not elsewhere specified	399	225.8	86.7	312.5	232.4	90.3	322.7	231.5	90.3	321.8	232.1	90.2	322.2
Textiles	XIII	264.7	219.0	483.7	267.9	223.0	490.8	267.4	223.2	490.5	267.5	223.1	490.6
Production of man-made fibres	411	29.1	4.8	33.9	27.9	4.6	32.5	27.7	4.6	32.2	27.9	4.6	32.5
Spinning and doubling on the cotton and flax systems	412	29.3	22.4	51.7	29.6	22.4	52.0	29.4	22.4	51.8	29.5	22.4	51.9
Weaving of cotton, linen and man-made fibres	413	24.9	17.6	42.6	25.1	17.7	42.8	25.0	17.4	42.4	24.9	17.4	42.3
Woolen and worsted	414	47.1	37.7	84.8	47.3	37.3	84.6	47.6	37.6	85.1	47.6	37.6	85.2
Jute	415	5.2	2.8	7.9	5.4	2.9	8.3	5.3	2.8	8.1	5.3	2.8	8.1
Rope, twine and net	416	2.8	2.9	5.7	2.9	3.1	6.0	2.9	3.0	5.9	2.8	3.0	5.9
Hosiery and other knitted goods	417	37.1	76.8	113.9	38.2	80.1	118.2	38.2	80.7	118.8	38.4	80.8	119.2
Lace	418	1.9	2.6	4.5	2.0	2.8	4.8	2.0	2.9	4.8	2.0	2.8	4.8
Carpets	419	23.5	12.3	35.9	23.5	12.1	35.5	23.4	12.0	35.4	23.4	11.9	35.3
Narrow fabrics (not more than 30 cm wide)	421	5.6	6.6	12.2	5.7	6.8	12.5	5.6	6.8	12.4	5.6	6.9	12.4
Made-up textiles	422	7.3	13.7	21.0	7.6	14.0	21.6	7.7	13.8	21.5	7.6	13.6	21.2
Textile finishing	423	33.0	13.1	46.1	33.9	13.4	47.3	33.9	13.4	47.2	33.8	13.4	47.2
Other textile industries	429	17.9	5.7	23.5	18.9	5.9	24.8	18.8	5.9	24.6	18.7	5.9	24.6
Leather, leather goods and fur	XIV	23.3	18.3	41.5	23.3	18.6	41.9	23.2	18.6	41.8	23.2	18.6	41.8
Leather (tanning and dressing) and fellmongery	431	14.2	4.2	18.4	14.5	4.3	18.8	14.4	4.3	18.7	14.3	4.3	18.6
Leather goods	432	6.7	11.8	18.5	6.5	11.9	18.5	6.6	12.0	18.5	6.6	12.0	18.7
Fur	433	2.3	2.3	4.6	2.3	2.3	4.6	2.3	2.3	4.6	2.3	2.3	4.5
Clothing and footwear	XV	90.3	282.3	372.5	90.5	290.4	380.9	91.2	292.7	383.9	90.8	292.5	383.3
Weatherproof outerwear	441	3.5	13.6	17.1	3.6	13.7	17.3	3.6	13.8	17.4	3.6	13.8	17.4
Men's and boys' tailored outerwear	442	17.7	59.0	76.7	16.8	57.9	74.7	16.9	58.6	75.5	17.0	58.6	75.6
Women's and girls' tailored outerwear	443	11.6	29.9	41.5	11.9	34.0	39.7	11.9	34.0	43.3	11.8	31.2	43.1
Overalls and men's shirts, underwear, etc	444	5.3	31.3	36.6	5.7	34.0	39.7	5.7	34.0	39.7	5.6	34.0	39.5
Dresses, lingerie, infants' wear, etc	445	12.5	80.5	93.0	12.8	83.3	96.2	12.8	84.1	96.9	12.8	84.0	96.7
Hats, caps and millinery	446	1.4	3.6	5.0	1.3	3.5	4.8	1.5	3.3	4.8	1.3	3.5	4.8
Dress industries not elsewhere specified	449	5.6	23.4	29.0	5.8	25.2	31.0	5.8	25.5	31.3	5.8	25.5	31.3
Footwear	450	32.6	40.9	73.5	32.7	41.6	74.3	33.0	42.0	75.0	32.9	41.9	74.8
Bricks, pottery, glass, cement, etc	XVI	201.5	59.6	261.1	201.6	60.9	262.5	201.2	61.4	262.6	202.2	61.8	264.0
Bricks, fireclay and refractory goods	461	36.0	4.2	40.2	37.4	4.5	41.8	36.8	4.5	41.3	37.0	4.5	41.5
Pottery	462	28.2	27.7	55.9	29.3	28.5	57.8	29.4	28.8	58.2	29.7	28.9	58.6
Glass	463	51.7	15.4	67.1	54.1	15.9	70.0	54.3	16.0	70.3	54.3	16.2	70.5
Cement	464	12.3	1.1	13.4	11.7	1.1	12.7	11.6	1.1	12.7	11.9	1.1	13.0
Abrasives and building materials, etc, not elsewhere specified	469	73.3	11.3	84.6	69.2	11.0	80.2	69.0	11.0	80.0	69.2	11.1	80.3
Timber, furniture, etc	XVII	208.2	50.0	258.1	209.6	50.5	260.1	207.8	50.0	257.8	207.8	49.6	257.4
Timber	471	76.1	11.9	88.0	73.8	11.9	85.6	73.5	11.9	85.4	73.6	11.7	85.3
Furniture and upholstery	472	70.7	16.7	87.4	73.4	17.1	90.5	72.0	16.7	88.7	71.5	16.5	88.0
Bedding, etc	473	10.3	10.0	20.3	10.7	9.8	20.5	10.6	9.8	20.4	10.6	9.8	20.3
Shop and office fitting	474	26.2	3.9	30.1	26.4	4.0	30.4	26.0	4.0	30.0	26.1	4.0	30.1
Wooden containers and baskets	475	11.8	3.6	15.3	11.9	3.6	15.5	11.9	3.6	15.5	11.8	3.6	15.3
Miscellaneous wood and cork manufactures	479	13.1	4.0	17.1	13.4	4.2	17.6	13.7	4.1	17.8	14.2	4.1	18.3
Paper, printing and publishing	XVIII	363.1	171.7	534.8	361.7	172.2	533.9	361.6	172.9	534.5	361.3	173.2	534.5
Paper and board	481	53.5	11.1	64.5	54.0	11.1	65.2	53.9	11.2	65.1	54.0	11.3	65.3
Packaging products of paper, board and associated materials	482	51.2	30.3	81.5	52.2	30.8	83.0	52.1	30.7	82.8	52.1	30.8	82.9
Manufactured stationery	483	20.8	16.8	37.6	20.2	16.3	36.5	20.4	16.3	36.8	20.4	16.4	36.9
Manufactures of paper and board not elsewhere specified	484	15.2	10.0	25.1	15.3	10.0	25.2	15.2	9.9	25.1	15.2	10.0	25.2
Printing and publishing of newspapers	485	55.0	16.5	71.5	54.7	16.8	71.5	54.4	16.9	71.3	54.4	16.9	71.3
Printing and publishing of periodicals	486	41.1	18.3	59.4	40.9	18.5	59.4	40.6	18.8	59.4	40.4	18.7	59.1
Other printing, publishing, bookbinding, engraving, etc	489	126.4	68.7	195.1	124.5	68.6	193.1	125.0	69.2	194.1	124.8	69.1	193.9
Other manufacturing industries	XIX	206.2	116.9	323.2	213.2	121.5	334.7	212.6	122.1	334.7	213.1	122.5	335.6
Rubber	491	84.8	24.9	109.7	87.0	25.2	112.3	87.0	25.4	112.4	87.3	25.3	112.6
Linoleum, plastics floor covering, leather cloth, etc	492	11.6	2.6	14.2	11.8	2.7	14.5	11.8	2.7	14.5	11.7	2.7	14.4
Brushes and brooms	493	4.3	4.9	9.2	4.3	5.6	9.8	4.2	5.0	9.2	4.2	4.9	9.2
Toys, games, children's carriages and sports equipment	494	17.1	24.8	41.9	17.4	25.8	43.2	17.4	25.9	43.4	17.5	25.9	43.5
Miscellaneous stationers' goods	495	4.1	4.2	8.3	4.4	4.3	8.7	4.4	4.3	8.7	4.4	4.5	8.9
Plastics products not elsewhere specified	496	72.9	45.0	117.9	76.7	47.1	123.8	76.5	47.4	123.9	76.7	47.7	124.4
Miscellaneous manufacturing industries	499	11.5	10.5	22.0	11.5	10.8	22.3	11.3	11.4	22.7	11.3	11.3	22.6
Construction	500	1,134.4	96.8	1,231.2	1,093.4	96.8	1,190.2	1,093.4	96.8	1,190.2	1,096.2	96.8	1,193.0
Gas, electricity and water	XXI	269.1	66.0	334.9	264.8	65.9	330.7	264.2	65.7	330.0	264.2	65.7	330.0
Gas	601	73.8	26.3	100.1	73.2	25.7	98.9	73.0	25.6	98.8	73.0	25.6	98.8
Electricity	602	146.2	32.7	178.8	142.5	32.1	174.6	142.1	32.0	174.0	142.1	32.0	174.0
Water	603	49.1	7.0	56.0	49.1	8.1	57.2	49.1	8.1	57.2	49.1	8.1	57.2

Notes: Although the estimates are given in hundreds, this does not imply that they are reliable to that degree of precision. They are shown in this way in order to give as much information as is available about the extent of the change from one month to the next.
* Estimates in these columns are subject to revision when the results of the June 1976 census of employment are available.

Overtime and short-time in manufacturing industries

In the week ended May 14, 1977 it is estimated that the total number of operatives working overtime in manufacturing industries was 1,926,400 or about 36.6 per cent of all operatives, each working 8.6 hours on average.

In the same week, the estimated number on short-time was 45,400 or 0.9 per cent of all operatives, each losing 15.6 hours on average.

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

Unemployment on June 9, 1977

The number unemployed, excluding school-leavers, in Great Britain on June 9, 1977, was 1,247,692, 4,019 more than on May 12, 1977. The seasonally adjusted figure was 1,297,800 (5.6 per cent of employees). This figure rose by 35,700 between the May and June counts, and by an average of 9,900 per month between March and June.

Between May and June the number unemployed rose by 104,685. This change included a rise of 100,666 school-leavers.

The proportions of the number unemployed who on June 9, 1977 had been registered for up to 2, 4 and 8 weeks were 13.2 per cent, 20.7 per cent, and 31.8 per cent respectively. The corresponding proportions in May were 8.3 per cent, 15.3 per cent, and 26.7 per cent respectively.

Total unemployed in Great Britain: duration analysis: June 9, 1977

Duration in weeks	Males	Females	Total
One or less	29,244	14,324	43,568
Over 1, up to 2	85,744	54,474	140,218
Over 2, up to 3	39,229	16,408	55,637
Over 3, up to 4	34,740	14,140	48,880
Over 4, up to 5	30,939	12,269	43,208
Over 5, up to 8	78,106	31,936	110,042
Over 8	711,368	237,480	948,848
Total	1,009,370	381,031	1,390,401

Regional analysis of unemployment: June 9, 1977

	South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland†	Total United Kingdom†
Unemployed, excluding school-leavers														
Actual	308,119	150,849	33,943	97,187	116,985	70,273	103,252	184,583	98,304	73,835	161,211	1,247,692	53,381	1,301,073
Seasonally adjusted														
Number	319,400	—	35,400	103,500	120,800	73,100	108,100	190,900	101,900	77,600	167,900	1,297,800	55,100	1,352,900
Percentage rates*	4.3	—	5.1	6.5	5.3	4.8	5.3	6.8	7.6	7.4	7.7	5.6	10.4	5.7
School-leavers (included in unemployed)														
Males	13,131	3,400	1,753	5,140	3,896	5,598	7,392	14,204	9,009	3,004	13,753	76,880	3,521	80,401
Females	10,790	2,762	1,511	4,089	4,089	4,438	7,038	11,632	8,205	2,783	11,254	65,829	2,752	68,581
Unemployed														
Total	332,040	157,011	37,207	106,416	124,970	80,309	117,682	210,419	115,518	79,622	186,218	1,390,401	59,654	1,450,055
Males	250,811	121,922	28,030	79,291	90,654	58,350	84,757	152,926	80,801	57,365	126,385	1,009,370	41,437	1,050,807
Females	81,229	35,089	9,177	27,125	34,316	21,959	32,925	57,493	34,717	22,257	59,833	381,031	18,217	399,248
Married females†	25,207	9,906	3,315	9,616	12,809	7,582	11,091	20,069	13,203	9,620	25,710	138,222	8,928	147,150
Percentage rates*														
Total	4.4	4.0	5.4	6.7	5.4	5.2	5.7	7.5	8.6	7.6	8.6	6.0	11.2	6.2
Males	5.6	5.2	6.6	8.3	6.4	6.2	6.7	9.1	9.7	8.7	9.8	7.3	13.0	7.4
Females	2.7	2.3	3.4	4.3	3.9	3.7	4.2	5.1	6.9	5.7	6.8	4.2	8.6	4.3
Length of time on register														
Males														
up to 2 weeks	26,990	10,748	3,098	8,907	7,475	7,455	10,424	17,496	11,072	4,694	17,377	114,988	3,498	118,486
over 2 and up to 4 weeks	19,778	9,762	1,951	5,274	5,955	4,317	6,609	10,294	5,822	3,812	10,157	73,969	2,627	76,596
over 4 and up to 8 weeks	30,593	15,292	2,924	8,008	10,238	6,099	9,429	14,835	7,967	6,095	12,857	109,045	4,215	113,260
over 8 weeks	173,450	86,120	20,057	57,102	66,986	40,479	58,295	110,301	55,940	42,764	85,994	711,368	31,097	742,465
Total	250,811	121,922	28,030	79,291	90,654	58,350	84,757	152,926	80,801	57,365	126,385	1,009,370	41,437	1,050,807
Females														
up to 2 weeks	13,465	4,197	1,650	4,599	4,401	4,769	6,777	11,264	7,772	2,584	11,517	68,798	2,574	71,372
over 2 and up to 4 weeks	7,436	3,347	747	1,962	2,370	1,691	2,507	4,571	2,819	1,436	5,009	30,548	1,544	32,092
over 4 and up to 8 weeks	10,741	4,935	1,133	3,201	4,250	2,415	3,772	6,421	3,401	2,643	6,228	44,205	2,264	46,469
over 8 weeks	49,587	22,610	5,647	17,363	23,295	13,084	19,869	35,237	20,725	15,594	37,079	237,480	11,835	249,315
Total	81,229	35,089	9,177	27,125	34,316	21,959	32,925	57,493	34,717	22,257	59,833	381,031	18,217	399,248
Adult students (excluded from unemployed)														
Males	291	122	38	66	203	97	284	375	112	53	1,803	3,322	708	4,030
Females	108	48	22	40	127	78	199	253	90	21	1,171	2,109	557	2,666

* Numbers unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1975.
† Included in females.

Area statistics of unemployment

The following table shows the numbers unemployed in the assisted areas, certain local areas and counties, together with their percentage rates of unemployment. The composition of the assisted areas changed from April 14, 1977 and the figures shown are on this revised basis. A full description of the assisted areas as they were prior to April 14 is given on page 1021 of the November 1974 issue of the *Gazette*. An article on page 578 of the June 1977 issue of the *Gazette* describes the changes which took effect on April 14.

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at June 9, 1977

	Males	Females	Total	Percentage rate	Males	Females	Total	Percentage rate
DEVELOPMENT AREAS AND SPECIAL DEVELOPMENT AREAS†								
South Western DA	12,045	3,480	15,525	9.6				
Hull and Grimsby DA	14,590	4,547	19,137	7.5				
Whitby and Scarborough DA	1,567	394	1,961	6.3				
Merseyside SDA	59,922	24,154	84,076	11.1				
Northern DA	80,801	34,717	115,518	8.6				
North East SDA	55,512	22,345	77,857	9.5				
West Cumberland SDA	3,368	2,017	5,385	9.1				
Welsh DA	49,612	19,287	68,899	7.6				
North West Wales SDA	3,683	1,234	4,917	10.7				
South Wales SDA	12,546	6,220	18,766	8.4				
Scottish DA	123,544	58,514	182,058	8.9				
Dundee and Arbroath SDA	6,444	3,285	9,729	9.3				
Girvan SDA	435	115	550	12.6				
Glenrothes SDA	933	680	1,613	9.1				
Leven and Methil SDA	1,264	567	1,831	9.1				
Livingston SDA	945	544	1,489	10.8				
West Central Scotland SDA	68,074	31,971	100,045	10.3				
Total all Development Areas	342,081	145,093	487,174	8.9				
Of which, Special Development Areas	213,126	93,132	306,258	10.1				
Northern Ireland	41,437	18,217	59,654	11.2				
INTERMEDIATE AREAS†								
South Western	7,223	3,439	10,662	8.7				
Oswestry	740	259	999	7.6				
High Peak	1,045	424	1,469	3.2				
North Lincolnshire	2,010	716	2,726	7.2				
North Midlands	6,803	2,559	9,362	5.2				
Yorks and Humberside	68,600	27,984	96,584	5.5				
North West	93,004	33,339	126,343	6.2				
North Wales	2,705	826	3,531	9.2				
South East Wales	5,048	2,144	7,192	6.7				
Aberdeen	2,841	1,319	4,160	3.6				
Total all intermediate areas	190,019	73,009	263,028	5.9				
LOCAL AREAS (by region)								
South East								
*Aldershot	1,248	531	1,779	4.0				
*Aylesbury	889	418	1,307	3.1				
*Basingstoke	1,348	474	1,822	4.4				
*Bedford	2,207	915	3,122	4.4				
*Braintree	1,112	512	1,624	4.8				
*Brighton	7,372	2,125	9,497	7.0				
*Canterbury	1,946	598	2,544	6.6				
*Chatham	4,036	1,981	6,017	7.3				
*Chelmsford	1,991	832	2,823	4.2				
*Chichester	1,897	527	2,424	5.3				
*Colchester	1,971	1,067	3,038	5.3				
*Crawley	2,806	921	3,727	2.6				
*Eastbourne	1,384	285	1,669	4.5				
*Gravesend	3,254	1,082	4,336	6.3				
*Guildford	1,383	411	1,794	2.8				
*Harlow	2,178	978	3,156	4.7				
*Hastings	2,124	619	2,743	6.9				
*Hertford	551	159	710	1.9				
*High Wycombe	1,699	518	2,217	2.5				
*Letchworth	1,118	490	1,608	3.6				
*Luton	5,144	2,332	7,476	5.9				
Yorkshire and Humberside								
*Barnsley	3,686	1,453	5,139	6.6				
*Bradford	7,906	2,629	10,535	6.3				
*Castleford	2,795	1,076	3,871	6.4				
*Dewsbury	2,800	824	3,624	5.6				
*Doncaster	4,944	2,801	7,745	7.3				
*Grimsby	3,798	1,410	5,208	7.0				
*Halifax	1,966	753	2,719	4.3				
*Harrrogate	1,062	365	1,427	4.2				
*Huddersfield	2,211	1,200	3,411	3.8				
*Hull	10,792	3,137	13,929	7.8				
*Keighley	1,200	446	1,646	5.5				
*Leeds	13,102	4,123	17,225	5.6				
*Mexborough	1,898	1,134	3,032	5.8				
*Rotherham	2,924	1,316	4,240	6.8				
*Scunthorpe	2,089	1,559	3,648	5.7				
*Sheffield	9,269	3,917	13,186	4.7				
*Wakefield	1,644	614	2,258	3.8				
*York	2,507	899	3,406	4.3				
North West								
*Accrington	1,217	536	1,753	5.7				
*Ashton-under-Lyne	3,964	1,475	5,439</					

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at June 9, 1977 (continued)

	Males	Females	Total	Percentage rate		Males	Females	Total	Percentage rate
LOCAL AREAS (by region)—continued					COUNTIES (by region)§				
*Blackburn	3,168	1,198	4,366	6.5	South East				
*Blackpool	5,401	1,807	7,208	6.9	Bedfordshire	7,365	3,260	10,625	5.3
*Bolton	5,050	1,772	6,822	6.2	Berkshire	8,381	2,934	11,315	3.7
*Burnley	1,673	762	2,435	5.1	Buckinghamshire	4,262	1,811	6,073	3.4
*Bury	2,147	895	3,042	4.9	East Sussex	10,594	2,993	13,587	6.5
*Chester	2,451	1,115	3,566	6.1	Essex	21,343	8,047	29,390	6.2
*Crewe	1,419	811	2,230	4.2	Greater London	121,922	35,089	157,011	4.0
*Lancaster	2,400	823	3,223	6.9	Hampshire	21,694	7,942	29,636	5.4
*Leigh	1,841	832	2,673	6.2	Hertfordshire	9,922	3,391	13,313	3.1
*Liverpool	53,014	20,326	73,340	11.4	Isle of Wight	1,825	454	2,279	5.8
*Manchester	33,968	9,417	43,385	6.2	Kent	23,081	8,152	31,233	6.1
*Nelson	957	439	1,396	5.5	Oxfordshire	6,301	3,170	9,471	4.7
*Northwich	1,671	640	2,311	6.1	Surrey	7,687	2,138	9,825	3.1
*Oldham	3,805	1,203	5,008	5.2	West Sussex	6,434	1,848	8,282	3.4
*Preston	5,485	2,417	7,902	5.5					
*Rochdale	2,485	844	3,329	6.5	East Anglia				
Southport	2,009	791	2,800	8.8	Cambridgeshire	7,429	2,859	10,288	4.8
St. Helens	3,294	1,713	5,007	8.4	Norfolk	12,107	3,555	15,662	6.1
*Warrington	2,761	1,484	4,245	5.4	Suffolk	8,494	2,763	11,257	5.0
*Widnes	3,614	2,115	5,729	10.6					
*Wigan	4,553	2,094	6,647	9.2	South West				
North					Avon	20,133	5,723	25,856	6.4
*Bishop Auckland	2,755	1,332	4,087	8.4	Cornwall	10,232	3,036	13,268	10.2
Carlisle	2,083	1,036	3,119	6.2	Devon	19,164	6,903	26,067	8.1
*Chester-le-Street	2,675	1,089	3,764	9.8	Dorset	8,897	2,632	11,529	6.1
*Consett	2,368	939	3,307	10.6	Gloucestershire	7,898	3,277	11,175	5.6
*Darlington	2,367	1,200	3,567	5.9	Somerset	5,746	2,278	8,024	5.4
Durham	1,444	609	2,053	5.3	Wiltshire	7,221	3,276	10,497	5.6
*Furness	1,476	1,325	2,801	6.2					
Hartlepool	3,166	1,400	4,566	10.4	West Midlands				
*Peterlee	1,863	929	2,792	11.2	West Midlands Metropolitan	59,129	21,733	80,862	5.7
*Wearside	10,554	4,503	15,057	12.2	Hereford and Worcester	8,370	2,848	11,218	5.2
*Teesside	12,995	5,546	18,541	8.4	Shropshire	5,976	2,506	8,482	6.6
*Tyneside	27,622	10,281	37,903	9.0	Staffordshire	12,058	4,866	16,924	4.4
*Workington	1,613	1,007	2,620	8.5	Warwickshire||	5,121	2,363	7,484	..
Wales					East Midlands				
*Bargoed	2,064	844	2,908	11.4	Derbyshire	13,010	4,939	17,949	4.8
*Cardiff	9,701	2,579	12,280	6.2	Leicestershire	12,637	4,476	17,113	4.8
*Ebbw Vale	1,807	923	2,730	9.0	Lincolnshire	8,668	4,146	12,814	6.9
*Llanelli	1,089	523	1,612	5.2	Northamptonshire	6,976	2,667	9,643	4.8
*Neath	979	624	1,603	6.1	Nottinghamshire	17,059	5,731	22,790	5.4
*Newport	3,672	1,467	5,139	6.3	Yorkshire and Humberside				
*Pontypool	2,315	1,137	3,452	7.0	South Yorkshire Metropolitan	23,667	10,948	34,615	6.0
*Pontypridd	3,706	1,714	5,420	8.3	West Yorkshire Metropolitan	35,842	12,620	48,462	5.3
*Port Talbot	3,707	1,839	5,546	6.9	Humberside	18,012	6,611	24,623	7.1
*Shotton	2,451	1,346	3,797	9.0	North Yorkshire	7,236	2,746	9,982	4.5
*Swansea	4,616	1,554	6,170	6.3	North West				
*Wrexham	3,400	1,263	4,663	11.7	Greater Manchester Metropolitan	56,276	17,848	74,124	6.2
Scotland					Merseyside Metropolitan	57,519	22,198	79,717	11.1
*Aberdeen	2,841	1,319	4,160	3.5	Cheshire	14,968	7,710	22,678	6.2
*Ayr	2,902	1,317	4,219	9.8	Lancashire	24,163	9,737	33,900	6.3
*Bathgate	3,030	1,835	4,865	10.8	North				
*Dumbarton	2,004	1,206	3,210	11.0	Cleveland	16,161	6,946	23,107	8.7
*Dumfries	1,376	634	2,010	6.5	Cumbria	7,981	4,821	12,802	6.7
Dundee	5,834	2,831	8,665	9.2	Durham	12,938	5,867	18,805	7.7
*Dunfermline	2,599	1,740	4,339	8.7	Northumberland	5,054	2,060	7,114	7.5
*Edinburgh	13,595	4,783	18,378	6.7	Tyne and Wear Metropolitan	38,667	15,023	53,690	9.8
*Falkirk	2,884	2,130	5,014	7.6	Wales				
*Glasgow	39,033	13,479	52,512	9.8	Clwyd	8,878	3,572	12,450	10.1
*Greenock	3,111	1,766	4,877	10.3	Dyfed	6,559	2,320	8,879	8.1
*Hawick	449	175	624	4.0	Gwent	9,138	4,199	13,337	7.1
*Irvine	3,148	1,671	4,819	12.3	Gwynedd	4,898	1,578	6,476	9.4
*Kilmarnock	2,039	1,112	3,151	8.7	Mid-Glamorgan	10,486	4,519	15,005	8.5
*Kirkcaldy	5,587	2,150	7,737	9.1	Powys	1,227	446	1,673	6.1
*North Lanarkshire	12,638	9,187	21,825	12.2	South Glamorgan	8,722	2,190	10,912	6.2
*Paisley	4,178	2,185	6,363	7.3	West Glamorgan	7,457	3,433	10,890	6.5
*Perth	1,227	494	1,721	4.8	Scotland				
*Stirling	2,333	1,216	3,549	7.7	Borders	1,213	401	1,614	4.2
Northern Ireland					Central	5,099	3,231	8,330	7.4
Armagh	1,140	506	1,646	14.2	Dumfries and Galloway	2,657	1,317	3,974	7.9
†Ballymena	2,744	1,610	4,354	10.1	Fife	6,807	4,209	11,016	8.4
†Belfast	17,623	8,523	26,146	8.8	Grampian	4,736	2,546	7,282	4.3
†Coleraine	2,255	839	3,094	13.2	Highlands	4,112	1,774	5,886	8.5
Cookstown	739	314	1,053	19.9	Lothians	17,025	6,858	23,883	7.1
†Craigavon	2,376	1,065	3,441	8.5	Orkneys	188	62	250	4.8
†Downpatrick	1,222	622	1,844	12.4	Shetlands	188	50	238	4.0
Dungannon	1,545	595	2,140	21.8	Strathclyde	74,925	34,948	109,873	10.2
Enniskillen	1,555	686	2,241	15.6	Tayside	8,537	4,244	12,781	7.7
†Londonderry	4,769	1,555	6,324	16.9	Western Isles	898	193	1,091	14.0
Newry	2,639	894	3,533	22.1					
Omagh	1,019	594	1,613	14.2					
Strabane	1,811	414	2,225	27.4					

Note: The denominators used in calculating the percentage rates of unemployment are the mid-1975 estimates of employees (employed and unemployed) except for the areas within Scotland for which the mid-1974 estimates have been used. The estimates are available on request from the Director of Statistics, Department of Employment, Statistics Branch C.1, Orphanage Road, Watford WD1 1PJ.

* Figures relate to a group of local employment office areas details of which are given in Appendix E of British Labour Statistics Year Book 1974.

† The composition of the assisted areas as they were prior to April 14, 1977 is shown on page 1021 of the November 1974 issue of the Gazette. An article on page 578 of the June 1977 issue of the Gazette describes the changes which took effect on April 14. The Livingston and Glenrothes New Towns are Special Development Areas. Unemployment figures are for Employment Office areas which are somewhat larger than the new towns. The percentage rate for Leven and Methil and Glenrothes relates to the Kirkcaldy travel-to-work area, which also includes Kirkcaldy and Burntisland which are not Special Development Areas. The percentage rate for Livingston relates to the Bathgate travel-to-work area, which also includes Bathgate, Broxburn and West Calder which are not Special Development Areas.

‡ The numbers unemployed in Counties are aggregates of figures for employment office areas. Where these straddle county boundaries, they have been allocated to counties on a "best fit" basis. The percentage rates are for the nearest areas which can be expressed in terms of complete travel-to-work areas.

§ A high proportion of the unemployed is in a travel-to-work area associated with another county for the purpose of calculating unemployment rates. For this reason a meaningful rate cannot be calculated.

Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on June 9, 1977 was 6,884.

These workers were suspended by their employers on the understanding that they would shortly resume work. They are regarded as still having jobs, and are not included in the unemployment statistics.

Number of temporarily stopped workers claiming benefits on June 9, 1977: regional analysis

Region	Males	Females	Total
South East	671	124	795
Greater London	195	46	241
East Anglia	135	91	226
South West	585	41	626
West Midlands	1,120	67	1,187
East Midlands	247	125	372
Yorkshire and Humberside	494	148	642
North West	733	164	897
North	201	20	221
Wales	585	36	621
Scotland	1,212	85	1,297
Great Britain	5,983	901	6,884

Note: Industrial analyses of these figures are made in respect of February, May, August and November.

Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on June 1, 1977 was 166,804; 3,202 higher than on May 6, 1977.

The seasonally adjusted figure of notified vacancies at employment offices on June 1, 1977 was 155,800; 3,800 lower than that for May 6, 1977 and 300 higher than on March 4, 1977.

The number of vacancies notified to careers offices and remaining unfilled on June 1, 1977 was 27,012; 5,398 lower than on May 6, 1977.

The figures represent only the number of vacancies notified to employment offices and careers offices by employers and remaining unfilled on June 1, 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.

Notified vacancies remaining unfilled on June 1, 1977: regional analysis

Region	At employment offices*	At careers offices*
South East	69,448	12,016
Greater London	38,632	7,718
East Anglia	4,744	637
South West	10,986	1,005
West Midlands	9,293	5,145
East Midlands	10,607	1,551
Yorkshire and Humberside	13,788	2,284
North West	13,687	1,414
North	9,236	877
Wales	7,063	509
Scotland	17,952	1,574
Great Britain	166,804	27,012

Note: Industrial analyses of these figures are made in respect of February, May, August and November.

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

Monthly index of average earnings: new series

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

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

There are three sets of industry groups:

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

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

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

These new figures will be subject to seasonal movements, but it will not be possible to estimate their normal pattern for some years. Consequently, it should not be assumed that month-to-month movements in the new principal index provide a better general indication of the underlying trend in average earnings than movements in the seasonally adjusted index given in table 127 and the new table 129 relating mainly to the production industries. The complete series from January 1976 of the whole economy index is also given in table 129.

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

SIC Order	Type	LATEST FIGURES (January 1976 = 100)	PERCENTAGE CHANGE OVER 12 MONTHS ENDING						
			April 1977	May* 1977	January 1977	February 1977	March 1977	April 1977	May* 1977
I to XXVII	B	WHOLE ECONOMY	113.1	114.9	10.9	10.3	10.8	9.4	8.9
I	C	Agriculture and forestry†	120.6	not available	9.3	8.3	7.1	7.1	not available
II	A	Mining and quarrying	113.4	111.9	11.0	10.7	10.1	6.2	6.8
III to XIX	C	ALL MANUFACTURING INDUSTRIES	114.5	116.8	12.4	11.8	11.5	11.1	10.0
III	A	Food, drink and tobacco	113.2	117.3	11.5	11.8	11.3	9.5	9.8
IV	A	Coal and petroleum products	112.7	115.4	10.5	10.3	9.1	7.8	9.1
V	A	Chemicals and allied industries	111.9	114.0	10.4	10.9	10.5	9.9	9.6
VI	A	Metal manufacture	116.0	120.0	15.3	13.5	12.5	8.5	9.6
VII	C	Mechanical engineering	115.2	117.3	11.9	13.0	12.1	12.3	11.0
VIII	A	Instrument engineering	114.4	115.9	12.8	13.2	13.0	11.4	11.1
IX	A	Electrical engineering	114.8	116.0	11.7	11.5	11.1	10.0	8.4
X	C	Shipbuilding and marine engineering	113.2	116.8	13.7	9.8	7.0	10.2	10.6
XI	A	Vehicles	111.3	115.1	11.0	6.5	8.4	9.7	7.8
XII	A	Metal goods not elsewhere specified	116.2	117.1	13.6	14.2	13.4	12.4	10.4
XIII	A	Textiles	114.8	117.3	13.1	13.2	11.8	13.9	9.5
XIV	A	Leather, leather goods and fur	112.5	112.7	12.6	12.7	14.1	16.1	13.9
XV	A	Clothing and footwear	115.8	116.1	12.8	15.9	12.7	12.9	10.5
XVI	A	Bricks, pottery, glass, cement, etc	113.1	114.1	8.7	10.1	10.1	10.3	8.9
XVII	A	Timber, furniture, etc	110.7	111.7	10.5	9.8	10.9	10.0	9.5
XVIII	C	Paper, printing and publishing	117.2	119.2	12.7	11.8	12.3	12.0	10.8
XIX	A	Other manufacturing industries	115.5	117.2	13.5	11.3	11.0	11.6	11.8
XX	C	Construction	114.8	117.6	11.2	11.8	13.8	12.6	13.4
XXI	A	Gas, electricity and water	114.1	114.9	11.8	12.6	10.8	8.5	7.9
XXII	C	Transport and communication	109.1	110.4	8.8	6.3	9.6	8.8	8.7
XXIII	B	Distributive trades	115.1	117.6	14.5	12.7	14.8	9.2	9.9
XXIV	B	Insurance, banking and finance	107.4	108.4	5.5	9.5	12.8	9.9	10.9
XXV	B	Professional and scientific services	112.8	114.2	10.8	9.3	8.6	6.4	4.4
XXVI	C	Miscellaneous services	114.7	114.4	11.0	11.7	11.7	11.9	12.0
XXVII	B	Public administration	109.6	110.3	6.5	7.5	7.4	6.7	5.8

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

* Provisional.

† England and Wales only.

Monthly index of wages and salaries per unit of output

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

The most recent figures available are contained in the table

below. Quarterly averages of the monthly figures in the series are presented in line 3d of table 134 in the statistical series section of the *Gazette*, page 792.

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

1970 = 100

Year	January	February	March	April	May	June	July	August	September	October	November	December
1970	94.2	95.5	96.6	97.9	98.7	99.6	100.8	101.7	102.4	103.1	104.3	105.3
1971	106.4	107.9	108.5	108.0	107.1	107.8	108.9	109.1	109.5	109.5	109.6	109.6
1972	110.1	*	111.3	111.3	111.4	112.1	113.2	114.0	114.2	114.4	114.6	115.0
1973	115.2	116.0	117.8	119.9	122.0	122.8	124.4	125.8	127.6	130.4	132.0	132.0
1974	132.4	133.3	133.9	138.1	140.6	145.4	148.1	152.5	157.6	163.4	170.2	173.5
1975	176.1	177.9	183.4	190.0	194.5	199.2	203.5	206.6	208.3	207.9	211.6	213.1
1976	214.4	214.4	215.2	215.3	218.4	220.5	224.9	223.6	224.6	224.2	227.7	229.7
1977	231.7	232.4	234.9									

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

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

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

Indices

At June 30, 1977, the indices of weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers, compared with the previous five months, were:

Date	Indices July 31, 1972 = 100			Percentage increase over previous 12 months	
	Basic weekly rates	Normal weekly hours	Basic hourly rates	Basic weekly rates	Basic hourly rates
1977					
January 31	222.5	99.4	223.8	10.7	10.7
February 28	223.5	99.4	224.8	8.9	8.9
March 31	223.9	99.4	225.2	8.3	8.3
April 30	224.6	99.4	226.0	7.6	7.6
May 31	225.4	99.4	226.8	7.1	7.1
June 30	227.1	99.4	228.4	5.5	5.5

Notes: 1. The full index numbers and explanatory notes are given in table 131.

2. Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the issues of the *Gazette* for February 1957, September 1957, April 1958, February 1959 and September 1972.

Principal changes reported in June

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

Cocoa, chocolate and sugar confectionery—GB: Introduction of a further non-enhanceable supplement of 5 per cent of total earnings, with a cash minimum of £2.50 a week and a maximum of £4 a week for full-time adult workers. Part-time workers are paid pro-rata to hours worked. Limits for juveniles are reduced proportionally (June 6).

Food manufacture—GB: Introduction of a further non-enhanceable supplement of 5 per cent of total earnings with a cash minimum of £2.50 a week and a maximum of £4 a week, for full-time adult workers. Part-time workers are paid pro-rata to hours worked. Limits for juveniles are reduced proportionally (June 6).

Knitwear manufacture—Scotland (except Hawick): Introduction of a further non-enhanceable supplement of 5 per cent of total earnings, with a cash minimum of £2.50 a week and a maximum of £4 a week for full-time adult workers with proportional amounts for young workers and learners (First full pay week in April).

Building—GB: Introduction of a non-enhanceable supplement of 5 per cent of total earnings, with a cash minimum of £2.50 a week and a maximum of £4 a week, for adult workers available for work during full normal working hours. Limits for apprentices and young workers are reduced proportionally (week beginning June 27).

Civil engineering construction—GB: Introduction of a non-enhanceable supplement of 5 per cent of total earnings, with a cash minimum of £2.50 a week and a maximum of £4 a week, for adult workers available for work during full normal working hours. Limits for trainees and young workers are reduced proportionally (June 27).

Wholesale grocery and provision trade—Scotland: Non-enhanceable supplement increased by £2.50 a week, for full-time workers 18 and over. Where total earnings exceed £50 a week the supplement will be 5 per cent of total earnings with a maximum of £4 a week (first pay day in week commencing June 6).

Unlicensed places of refreshment (Wages Council)—GB: Introduction of a further non-enhanceable supplement of 6.25p an hour for workers 18 and over, with proportional amounts for young workers, except where total earnings exceed £50 a week when the increase will be 5 per cent of total earnings with a maximum of £4 a week. Limits for juveniles are reduced proportionally (June 20).

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

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

Estimates of the changes reported in June indicate that the basic weekly rates of wages or minimum entitlements of some 1,140,000 workers were increased by a total of £2,855,000 but, as stated earlier, this does not necessarily imply a corresponding change in "market" rates or actual earnings. For these purposes any general increases are regarded as increases in basic or

minimum rates. The total estimates referred to above include figures relating to those changes which were reported in June with operative effect from earlier months (30,000 workers, and £75,000 in weekly rates of wages). Of the total increase of £2,855,000 about £2,355,000 resulted from arrangements made by joint industrial councils or similar bodies established by voluntary agreement, £390,000 from statutory wages orders and £110,000 from direct negotiations between employers' associations and trade unions.

Analysis of aggregate changes

The following tables show (a) the cumulative effect of the changes, by industry group and in total, during the period January to June 1977, with the total figures for the corresponding period in the previous year entered below, and (b) the month by month effect of the changes over the most recent period of thirteen months. In the columns showing the numbers of workers affected, those concerned in two or more changes in any period are counted only once.

Table (a)

Industry group	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated amount of increase (£)	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	270,000	670,000	—	—
Mining and quarrying	290,000	810,000	—	—
Food, drink and tobacco	260,000	650,000	—	—
Coal and petroleum products	5,000	13,000	—	—
Chemicals and allied industries	115,000	285,000	—	—
Metal manufacture				
Mechanical engineering				
Instrument engineering				
Electrical engineering				
Shipbuilding and marine engineering	320,000	800,000	—	—
Vehicles				
Metal goods not elsewhere specified				
Textiles	190,000	470,000	—	—
Leather, leather goods and fur	20,000	45,000	—	—
Clothing and footwear	270,000	655,000	—	—
Bricks, pottery, glass, cement etc	95,000	235,000	—	—
Timber, furniture, etc	130,000	320,000	—	—
Paper, printing and publishing	210,000	525,000	—	—
Other manufacturing industries	55,000	130,000	—	—
Construction	910,000	2,280,000	—	—
Gas, electricity and water	155,000	380,000	—	—
Transport and communication	700,000	1,765,000	—	—
Distributive trades	365,000	910,000	—	—
Public administration and professional services	45,000	125,000	—	—
Miscellaneous services	565,000	1,395,000	—	—
Totals—January-June 1977	4,970,000	12,460,000	—	—
Totals—January-June 1976	7,985,000	32,430,000	7,000	7,000

Table (b)

Month	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases (000's)	Estimated amount of increase (£000's)	Approximate number of workers affected by reductions (000's)	Estimated amount of reduction in weekly hours (000's)
1976				
June	1,685	8,225	7	7
July	1,355	5,975	—	—
August	150	380	—	—
September	305	625	—	—
October	470	1,115	—	—
November	1,595	3,870	—	—
December	460	1,115	—	—
1977				
January*	1,600	3,970	—	—
February	795	2,045	—	—
March	370	905	—	—
April*	670	1,700	—	—
May*	430	1,060	—	—
June	1,110	2,780	—	—

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

Retail prices, June 14, 1977

At June 14, 1977 the general* retail prices index was 183.6 (prices at January 15, 1974 = 100) compared with 181.7 at May 17, 1977 and with 156.0 at June 15, 1976. The index for June 1977 was published on July 15, 1977.

The rise in the index during the month was due mainly to increases in the prices of fresh milk, fruit, new potatoes, tea and other foods; to increases in the prices of cigarettes, tobacco and second-hand cars; and to increases in average charges for gas and electricity.

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 219.4, and that for all other items of food was 189.0. The index for all items except items of food the prices of which show significant seasonal variations was 184.2.

The principal changes in the groups in the month were:

Food: The food index rose by two per cent to 193.7, compared with 189.9 in May, due mainly to the increase of one penny per pint in the price of fresh milk and to increases in the prices of fruit, new potatoes, tea, coffee, cocoa and beef. There were, also, increases in the prices of flour, margarine and some other foods. These increases were partially offset by reductions in the prices of eggs and some fresh vegetables. The index for foods whose prices show significant seasonal variations rose by rather more than 2½ per cent to 219.4, compared with 213.7 in May.

Tobacco: There were increases in the prices of most brands of cigarettes and of some pipe tobaccos, causing the group index to rise by about 4½ per cent.

Housing: The index for owner-occupiers' mortgage interest payments fell again as building societies completed the operation of reducing interest rates from 12½ per cent to 11½ per cent. (There has since been a further reduction to 10½ per cent which will be reflected in the July index.) This fall was offset by small increases in average rents and in charges for home-repairs and maintenance.

Fuel and light: Increases in average charges for gas and electricity caused the group index to rise by almost two per cent to 214.5, compared with 210.4 in May.

Clothing and footwear: There were increases in the prices of women's outerwear, dress materials, several other articles of clothing and in men's shoes. The group index rose by rather more than one-half of one per cent to 155.7, compared with 154.6 in May.

Transport and vehicles: Increases in the prices of motor vehicles caused the group index to rise by one half of one per cent to 193.2, compared with 192.2 in May.

Services: Increases in postal charges and in charges for hairdressing and entertainment caused the group index to rise by rather less than one per cent to 173.3, compared with 171.9 in May.

Meals bought and consumed outside the home: Increases in the prices of meals and cups of tea at canteens, cafés and restaurants caused the group index to rise by about one per cent to 184.0 compared with 182.0 in May.

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

		Index figure
I Food: Total		193.7
Bread, flour, cereals, biscuits and cakes		179
Meat and bacon		157
Fish		168
Butter, margarine, lard and other cooking fat		207
Milk, cheese and eggs		172
Tea, coffee, cocoa, soft drinks, etc		267
Sugar, preserves and confectionery		229
Vegetables, fresh, canned and frozen		290
Fruit, fresh, dried and canned		212
Other food		195
II Alcoholic drink		184.0
III Tobacco		216.1
IV Housing: Total		164.3
Rent		148
Owner-occupiers' mortgage interest		131†
Rates and water charges		194
Charges for repairs and maintenance, and materials for home repairs and decorations		197
V Fuel and light: Total (including oil)		214.5
Coal and coke		202
Gas		175
Electricity		241
VI Durable household goods: Total		166.0
Furniture, floor coverings and soft furnishings		168
Radio, television and other household appliances		160
Pottery, glassware and hardware		178
VII Clothing and footwear: Total		155.7
Men's outer clothing		159
Men's underclothing		181
Women's outer clothing		143
Women's underclothing		170
Children's clothing		165
Other clothing, including hose, haberdashery, hats and materials		152
Footwear		156
VIII Transport and vehicles: Total		193.2
Motoring and cycling		191
Fares		208
IX Miscellaneous goods: Total		187.8
Books, newspapers and periodicals		210
Medicines, surgical, etc, goods and toilet requisites		170
Soap and detergents, soda, polishes and other household goods		207
Stationery, travel and sports goods, toys, photographic and optical goods, etc		177
X Services: Total		173.3
Postage and telephones		206
Entertainment		143
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning		188
XI Meals bought and consumed outside the home		184.0
All Items		183.6

* 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 June 14, 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 June 14, 1977	Average price June 14, 1977	Price range within which 80 per cent of quotations fell	Item	Number of quotations June 14, 1977	Average price June 14, 1977	Price range within which 80 per cent of quotations fell
		P	P			P	P
Beef: Home-killed				Fresh vegetables—continued			
Chuck	709	85.7	76 - 94	Potatoes, new loose	608	15.4	13 - 18
Sirloin (without bone)	681	137.3	112 - 160	Tomatoes	689	39.2	35 - 45
Silverside (without bone)*	739	117.0	104 - 128	Cabbage, greens	565	19.7	15 - 24
Back ribs (with bone)*	474	80.7	68 - 96	Cabbage, hearted	225	20.4	16 - 25
Fore ribs (with bone)	581	78.9	68 - 91	Cauliflower or broccoli	299	27.3	18 - 35
Brisket (without bone)	630	79.5	68 - 92	Carrots	631	23.8	20 - 29
Rump steak*	736	155.6	130 - 176	Onions	689	16.2	13 - 19
				Mushrooms, per ¼ lb	634	14.7	12 - 17
Lamb: Home-killed				Fresh fruit			
Loin (with bone)	538	107.7	88 - 126	Apples, cooking	514	18.8	14 - 22
Breast*	526	35.7	24 - 48	Apples, dessert	693	26.5	21 - 31
Best end of neck	465	79.2	48 - 106	Pears, dessert	579	24.7	20 - 29
Shoulder (with bone)	523	75.4	63 - 90	Oranges	568	17.2	12 - 22
Leg (with bone)	551	102.2	89 - 120	Bananas	676	20.9	18 - 23
Lamb: Imported				Bacon			
Loin (with bone)	476	78.0	68 - 88	Collar*	401	68.0	58 - 79
Breast*	489	25.0	16 - 34	Gammon*	457	89.1	76 - 100
Best end of neck	457	63.8	44 - 78	Middle cut*, smoked	310	79.7	70 - 92
Shoulder (with bone)	502	55.3	48 - 63	Back, smoked	293	87.9	68 - 100
Leg (with bone)	509	82.8	77 - 90	Back, unsmoked	364	85.9	70 - 99
Pork: Home-killed				Streaky, smoked	229	70.8	61 - 86
Leg (foot off)	707	68.5	55 - 86	Ham (not shoulder)	568	116.6	88 - 140
Belly*	699	52.7	46 - 59	Pork luncheon meat, per 12 oz can	558	31.7	25 - 38
Loin (with bone)	728	83.5	74 - 94	Canned (red) salmon, per half-size can	548	91.2	84 - 99
Pork sausages	718	44.8	38 - 51	Milk, ordinary, per pint	—	11.5	—
Beef sausages	576	40.0	34 - 48	Butter			
Roasting chicken (broiler), frozen (3 lb)	560	41.7	37 - 45	Home-produced	474	49.2	43 - 56
Roasting chicken, fresh or chilled 4 lb, oven ready	418	48.5	42 - 55	New Zealand	608	47.6	43 - 51
Fresh and smoked fish				Danish	628	51.4	46 - 56
Cod fillets	418	83.8	74 - 92	Margarine			
Haddock fillets	422	86.3	74 - 96	Standard quality, per ½ lb	147	14.7	13½ - 16
Haddock, smoked whole	331	80.8	65 - 95	Lower priced, per ½ lb	114	13.5	12½ - 15
Plaice fillets	396	89.5	76 - 100	Lard	734	24.4	21 - 28
Halibut cuts	88	139.0	80 - 186	Cheese, cheddar type	726	61.3	53 - 68
Herrings	254	43.3	34 - 50	Eggs			
Kippers, with bone	454	52.6	42 - 63	Large, per dozen	616	47.8	43 - 55
Bread				Standard, per dozen	610	41.6	34 - 49
White, per 1½ lb wrapped and sliced loaf	670	21.2	18 - 23	Medium, per dozen	310	36.7	32 - 42
White, per 1½ lb unwrapped loaf	454	23.1	20 - 23	Sugar, granulated, per kg	746	25.5	24 - 27
White, per 14 oz loaf	509	15.2	14 - 17	Coffee instant, per 4 oz	611	107.7	93 - 128
Brown, per 14 oz loaf	558	16.4	15½ - 18	Tea			
Flour				Higher priced, per ½ lb	241	32.7	30 - 37½
Self-raising, per 3 lb	678	27.7	23 - 32	Medium priced, per ½ lb	1,604	28.4	25 - 32
Fresh vegetables				Lower priced, per ½ lb	594	27.1	24 - 31
Potatoes, old loose							
White	258	8.5	6½ - 10				
Red	87	9.0	6½ - 11				

* 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 persons laid off and working days lost at such establishments through shortages of material caused by the stoppages included in the statistics. More information about definitions and qualifications is given in a report on the statistics for the year 1976 on pages 579 to 586 of the June 1977 issue of the Gazette.

The number of stoppages beginning in June* which came to the notice of the department, was 124. In addition, 66 stoppages which began before June were still in progress at the beginning of the month.

The approximate number of workers involved at the establishments where these stoppages occurred is estimated at 77,300 consisting of 47,900 involved in stoppages which began in June and 29,400 involved in stoppages which had continued from the previous month. The latter figure includes 2,300 workers involved for the first time in June in stoppages which began in earlier months. Of the 47,900 workers involved in stoppages which began in June 28,300 were directly involved and 19,600 indirectly involved.

The aggregate of 518,000 working days lost in June includes 228,000 days lost through stoppages which had continued from the previous month.

Prominent stoppages of work during June

At an electrical components factory on Merseyside, about 2,000 workers withdrew their labour on May 19 in protest against proposals for the redeployment of workers as part of a planned redundancy scheme. About 1,200 other workers were laid off because of the dispute, which ended on June 15 when agreement to the proposals was reached.

A stoppage of work at several depots of a major food supplier, by over 1,200 distribution and production workers, beginning on June 2, led to a further 250 workers being laid off. The stoppage, which was in support of a demand for payment of shift allowance, ended on June 22 when agreement was reached.

A dispute over the suspension of a worker involving a stoppage of work at a car plant in the South East by 85 door-setters, caused the lay-off of over 3,000 other workers. About 800 of these workers refused to resume work, in support of a claim for lay-off pay, causing the numbers laid off to reach about 13,500. The stoppage, which began on June 9, ended with a phased return to work from June 27 following an agreement on a new disputes procedure.

Correction

The following amendments should be made to figures which appeared incorrectly in the article "Stoppages of work due to industrial disputes in 1976", published in the June 1977 issue of the Gazette:

Table 2 Public administration and defence, number of workers involved should read "7,100"

Table 9 1963 "in progress" figure should read "593"
1968 "Directly" figure should read "2,073"
1969 "Indirectly" figure should read "228"

and Table 6 and 7 should read "beginning in 1976"

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

Industry group Standard Industrial Classification 1968	January to June 1977			January to June 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	2	100	†	—	—	—
Coal mining	99	25,000	38,000	129	18,600	30,000
All other mining and quarrying	3	800	5,000	2	100	†
Food, drink and tobacco	56	20,000	85,000	37	9,700	61,000
Coal and petroleum products	3	400	2,000	1	400	2,000
Chemicals and allied industries	32	11,900	184,000	16	1,900	7,000
Metal manufacture	83	29,600	520,000	76	36,300	236,000
Engineering	218	72,700	731,000	148	45,000	271,000
Shipbuilding and marine engineering	27	10,600	70,000	20	16,700	39,000
Motor vehicles	94	152,800	1,253,000	84	81,800	277,000
Aerospace equipment	24	16,500	39,000	11	4,100	24,000
All other vehicles	12	14,900	224,000	8	4,500	21,000
Metal goods not elsewhere specified	76	16,600	135,000	60	12,300	92,000
Textiles	34	4,700	23,000	28	4,500	18,000
Clothing and footwear	25	7,500	41,000	19	4,300	21,000
Bricks, pottery, glass, cement, etc	32	4,700	28,000	14	2,800	9,000
Timber, furniture, etc	8	1,600	3,000	13	1,300	9,000
Paper, printing and publishing	22	4,800	40,000	17	2,300	12,000
All other manufacturing industries	47	24,300	112,000	23	9,000	34,000
Construction	155	21,300	187,000	130	27,600	252,000
Gas, electricity and water	16	4,500	22,000	11	25,400	41,000
Port and inland water transport	40	9,100	33,000	41	8,500	29,000
Other transport and communication	63	13,800	92,000	47	12,600	48,000
Distributive trades	37	5,800	56,000	25	1,500	8,000
Administrative, financial and professional services	65	17,000	85,000	44	5,700	31,000
Miscellaneous services	15	1,600	31,000	11	2,800	15,000
Total	1,286‡	492,600	4,040,000	1,011‡	339,500	1,589,000

Causes of stoppages

Principal cause	Beginning in June 1977		Beginning in the first six 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	51	11,900	585	127,400
—extra-wage and fringe benefits	8	7,700	86	67,300
Duration and pattern of hours worked	5	400	22	1,900
Redundancy questions	4	900	50	16,500
Trade union matters	13	2,200	119	15,700
Working conditions and supervision	12	1,000	123	23,000
Manning and work allocation	21	2,100	180	27,600
Dismissal and other disciplinary measures	10	2,000	121	24,500
Miscellaneous	—	—	—	—
Total	124‡	28,300	1,286||	303,800

Duration of stoppages ending in June

Duration of stoppage in working days	Number of stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	22	9,800	12,000
Over 1 and not more than 2 days	20	3,700	8,000
Over 2 days and not more than 3 days	8	2,400	5,000
Over 3 and not more than 6 days	31	4,700	21,000
Over 6 and not more than 12 days	23	5,500	62,000
Over 12 days	26	11,900	479,000
Total	130	38,000	587,000

* 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 790 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.

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

§ Includes two stoppages involving "sympathetic" action.

|| Includes thirteen 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 be the subject of sampling and other errors.

EMPLOYMENT working population

TABLE 101

Quarter	THOUSANDS								
	Employees in employment			Employers and self-employed	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Males	Females	Total						
A. UNITED KINGDOM									
Numbers unadjusted for seasonal variation									
1973	March	13,722	8,861	22,583	1,935	367	24,885	717	25,602
	June	13,771	8,891	22,662	1,947	361	24,970	575	25,545
	September	13,850	8,902	22,752	1,942	358	25,052	556	25,608
	December	13,819	8,953	22,773	1,937	354	25,064	512	25,576
1974	March	13,620	8,997	22,617	1,931	349	24,897	618	25,515
	June	13,659	9,131	22,790	1,925	345	25,060	345	25,405
	September	13,726	9,209	22,935	1,915	347	25,197	542	25,602
	December	13,643	9,229	22,871	1,905	343	25,119	650	25,847
1975	March	13,534	9,094	22,629	1,895	338	24,862	803	25,665
	June	13,532	9,174	22,707	1,886	336	24,929	866	25,795
	September	13,541	9,172	22,714	1,886*	340	24,940	1,145	26,085
	December	13,436	9,200	22,636	1,886*	339	24,861	1,201	26,062
1976	March	13,305	9,072	22,378	1,886*	337	24,601	1,285	25,886
	June	13,344	9,146	22,491	1,886*	336	24,713	1,332	26,045
	September	13,400	9,150	22,550	1,886*	338	24,774	1,456	26,230
	December	13,361	9,215	22,577	1,886*	334	24,797	1,371†	26,168
1977	March	13,269	9,146	22,415	1,886*	330	24,631	1,383	26,014
Numbers adjusted for seasonal variation									
1973	March	13,782	8,875	22,657	1,935	367	24,959		25,640
	June	13,782	8,879	22,661	1,947	361	24,969		25,600
	September	13,815	8,888	22,703	1,942	358	25,003		25,538
	December	13,782	8,957	22,739	1,937	354	25,030		25,540
1974	March	13,683	9,021	22,704	1,931	349	24,984		25,576
	June	13,673	9,119	22,792	1,925	345	25,062		25,659
	September	13,679	9,198	22,877	1,915	347	25,139		25,757
	December	13,612	9,217	22,829	1,905	343	25,077		25,757
1975	March	13,600	9,132	22,732	1,895	338	24,965		25,749
	June	13,548	9,163	22,711	1,886	336	24,933		25,851
	September	13,485	9,163	22,648	1,886*	340	24,874		25,979
	December	13,410	9,173	22,583	1,886*	339	24,808		26,010
1976	March	13,374	9,124	22,498	1,886*	337	24,721		25,994
	June	13,360	9,132	22,492	1,886*	336	24,714		26,096
	September	13,339	9,141	22,480	1,886*	338	24,704		26,117
	December	13,337	9,181	22,518	1,886*	334	24,738		26,112
1977	March	13,339	9,207	22,546	1,886*	330	24,762		26,136
B. GREAT BRITAIN									
Numbers unadjusted for seasonal variation									
1973	March	13,430	8,676	22,106	1,872	367	24,345	683	25,028
	June	13,478	8,705	22,182	1,884	361	24,427	545	24,972
	September	13,556	8,713	22,269	1,879	358	24,506	527	25,033
	December	13,525	8,761	22,286	1,874	354	24,514	484	24,998
1974	March	13,325	8,802	22,127	1,869	349	24,345	590	24,935
	June	13,363	8,933	22,297	1,864	345	24,506	515	25,021
	September	13,431	9,010	22,441	1,854	347	24,642	618	25,260
	December	13,349	9,029	22,377	1,844	343	24,564	†	25,000
1975	March	13,240	8,894	22,135	1,834	338	24,307	768	25,075
	June	13,240	8,973	22,213	1,825	336	24,374	828	25,202
	September	13,249	8,971	22,220	1,825*	340	24,385	1,097	25,482
	December	13,144	8,999	22,142	1,825*	339	24,306	1,152	25,458
1976	March	13,013	8,871	21,884	1,825*	337	24,046	1,235	25,281
	June	13,052	8,945	21,997	1,825*	336	24,158	1,278	25,436
	September	13,108	8,949	22,057	1,825*	338	24,220	1,395	25,615
	December	13,068	9,014	22,082	1,825*	334	24,241	1,316†	25,557
1977	March	12,976	8,945	21,921	1,825*	330	24,076	1,328	25,404
Numbers adjusted for seasonal variation									
1973	March	13,490	8,689	22,179	1,872	367	24,418		25,065
	June	13,490	8,693	22,183	1,884	361	24,428		25,026
	September	13,521	8,699	22,220	1,879	358	24,457		24,965
	December	13,488	8,765	22,253	1,874	354	24,481		24,963
1974	March	13,388	8,826	22,214	1,869	349	24,432		24,996
	June	13,377	8,921	22,298	1,864	345	24,507		25,074
	September	13,385	8,999	22,384	1,854	347	24,585		25,172
	December	13,318	9,016	22,334	1,844	343	24,521		25,000
1975	March	13,306	8,932	22,238	1,834	338	24,410		25,160
	June	13,256	8,962	22,218	1,825	336	24,379		25,258
	September	13,193	8,962	22,155	1,825*	340	24,320		25,380
	December	13,117	8,971	22,088	1,825*	339	24,252		25,409
1976	March	13,082	8,923	22,005	1,825*	337	24,167		25,388
	June	13,068	8,931	21,999	1,825*	336	24,160		25,487
	September	13,047	8,940	21,987	1,825*	338	24,150		25,506
	December	13,043	8,980	22,023	1,825*	334	24,182		25,503
1977	March	13,046	9,006	22,052	1,825*	330	24,207		25,526

Notes: 1. From June 1975 the figures for employees in employment in the United Kingdom include a constant component for Northern Ireland.

2. From June 1974 the figures for employers and self-employed persons in Northern Ireland are assumed unchanged.

* Estimates are assumed unchanged until later data become available.

† Estimates of the registered unemployed are not available for December 1974. The figures for December 1976 were estimated. See footnote ‡ to table 104.

‡ Employment estimates after June 1975 are provisional.

EMPLOYMENT

employees in employment: Great Britain and standard regions

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousands)							Regional indices of employment|| (June 1974 = 100)			
		All industries and services			Agriculture, forestry and fishing	Index of Production Industries	of which manufacturing industries	Service industries	Index of Production industries	Manufacturing industries	Service industries	
		Total	Males	Females								
South East and East Anglia												
1975	September	36.05	8,010	4,703	3,307	131	2,639	2,092	5,240	95.2	94.0	102.2
	December	36.04	7,979	4,660	3,319	116	2,624	2,079	5,238	94.6	93.4	102.2
	March	35.97	7,872	4,608	3,264	113	2,583	2,051	5,176	93.2	92.1	100.9
	June	35.93	7,903	4,621	3,282	121	2,582	2,052	5,201	93.1	92.2	101.4
1976	September	35.85	7,908	4,630	3,277	129	2,597	2,067	5,182	93.6	92.9	101.1
	December	36.04	7,959	4,638	3,321	119	2,609	2,083	5,231	94.1	93.6	102.0
	March	35.97	7,885	4,599	3,286	108	2,595	2,079	5,182	93.6	93.4	101.1
	June	35.97	7,885	4,599	3,286	108	2,595	2,079	5,182	93.6	93.4	101.1
South West												
1975	September	6.81	1,513	904	610	48	561	425	904	95.9	94.8	102.4
	December	6.77	1,498	898	601	45	559	423	894	95.5	94.5	101.3
	March	6.82	1,493	893	600	46	552	419	895	94.3	93.5	101.3
	June	6.90	1,517	901	615	49	552	420	915	94.3	93.7	103.7
1976	September	6.88	1,517	904	613	49	557	425	911	95.2	94.9	103.2
	December	6.83	1,509	900	609	46	560	429	902	95.7	95.7	102.2
	March	6.86	1,504	896	607	48	558	429	898	95.3	95.7	101.7
	June	6.86	1,504	896	607	48	558	429	898	95.3	95.7	101.7
West Midlands												
1975	September	9.91	2,203	1,346	857	32	1,172	1,011	999	94.3	93.5	102.9
	December	9.92	2,196	1,332	863	29	1,162	1,002	1,004	93.5	92.7	103.5
	March	9.90	2,166	1,315	851	29	1,142	984	995	91.8	91.1	102.5
	June	9.89	2,175	1,319	856	32	1,145	987	998	92.1	91.3	102.8
1976	September	9.90	2,183	1,328	854	33	1,155	997	995	92.9	92.3	102.5
	December	9.94	2,194	1,329	865	31	1,155	1,004	1,003	93.4	92.9	103.3
	March	9.95	2,181	1,323	858	28	1,160	1,007	993	93.4	93.1	102.3
	June	9.95	2,181	1,323	858	28	1,160	1,007	993	93.4	93.1	102.3
East Midlands												
1975	September	6.70	1,488	899	589	39	767	594	682	97.3	96.4	104.1
	December	6.73	1,491	894	597	35	762	591	694	96.6	95.8	105.8
	March	6.74	1,474	886	587	35	752	583	687	95.4	94.6	104.8
	June	6.71	1,475	885	590	36	754	586	685	95.7	95.1	104.5
1976	September	6.72	1,483	890	592	37	762	594	684	96.6	96.3	104.3
	December	6.74	1,489	891	597	37	764	596	688	96.9	96.6	105.0
	March	6.74	1,477	884	593	31	760	593	687	96.4	96.2	104.7
	June	6.74	1,477	884	593	31	760	593	687			

EMPLOYMENT
Great Britain: employees in employment: industrial analysis

TABLE 103 THOUSANDS

		Index of Production industries*		Manufacturing industries													
		Total	Seasonally adjusted index (av. 1970=100)	Total	Seasonally adjusted index (av. 1970=100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	
1972	September	9,637	93.6	7,665	93.3		373	741	42	426	516	963	156	786	178	781	
	October	9,656	93.8	7,668	93.2		372	740	42	424	517	961	157	790	177	781	
	November	9,696	94.0	7,678	93.2		371	740	41	424	518	962	157	793	175	783	
	December	9,683	93.9	7,676	93.2		370	733	41	425	518	964	158	794	175	785	
1973	January	9,631	94.1	7,639	93.4		369	721	41	422	519	960	158	790	174	785	
	February	9,670	94.5	7,652	93.6		368	715	41	423	521	960	159	793	174	789	
	March	9,672	94.7	7,657	93.9		367	715	41	424	520	961	160	795	175	788	
	April	9,681	94.7	7,655	93.9		365	716	41	422	520	960	160	796	175	786	
	May	9,679	94.7	7,658	94.0		363	721	41	423	518	956	159	796	179	785	
	June	22,182	94.9	7,664	94.1	421	361	728	40	425	518	956	159	795	177	789	
	July	9,748	95.0	7,706	94.1		358	749	40	427	519	960	159	800	174	790	
	August	9,764	94.9	7,724	94.0		357	752	40	429	520	959	159	804	174	792	
	September	9,761	94.8	7,724	94.0		354	742	40	429	519	964	160	810	178	791	
	October	9,767	94.8	7,741	94.1		351	744	39	431	518	965	160	816	177	793	
	November	9,805	95.0	7,779	94.4		349	749	39	434	517	971	161	827	177	790	
	December	9,813	95.2	7,799	94.7		347	750	39	436	516	972	161	831	177	793	
1974	January	9,711	94.9	7,719	94.3		346	741	39	431	511	960	160	827	176	789	
	February	9,698	94.8	7,701	94.2		346	742	39	432	510	960	160	824	176	785	
	March	9,660	94.6	7,686	94.2		344	741	39	431	508	959	159	825	175	782	
	April	9,662	94.6	7,691	94.3		346	738	39	431	507	962	159	825	175	783	
	May	9,674	94.6	7,708	94.5		347	739	39	433	505	964	158	829	174	783	
	June	22,297	94.6	7,705	94.5	404	347	740	39	432	507	965	159	830	175	783	
	July	9,713	94.6	7,739	94.6		346	751	40	437	509	969	159	835	174	783	
	August	9,745	94.6	7,767	94.6		347	752	40	441	511	974	160	838	176	785	
	September	22,441	94.5	7,748	94.4	400	348	744	40	441	512	977	159	837	178	787	
	October	9,725	94.5	7,744	94.2		347	742	40	442	513	978	160	836	176	788	
	November	9,682	93.8	7,730	93.8		347	741	40	442	514	978	160	832	178	788	
	December	22,377	93.4	7,688	93.4	381	347	736	40	441	515	976	160	823	177	791	
1975	January	9,549	93.3	7,612	93.0		347	728	40	440	512	973	159	809	176	786	
	February	9,490	92.8	7,555	92.4		348	719	40	438	511	970	157	802	175	779	
	March	22,135	92.4	7,503	91.9	370	350	710	40	436	510	966	157	797	175	771	
	April	9,394	92.0	7,447	91.3		351	705	40	433	507	960	156	786	175	768	
	May	9,352	91.5	7,389	90.6		350	702	40	430	505	955	154	777	174	757	
	June	22,213	90.9	7,334	89.9	388	350	701	39	428	501	949	154	768	174	748	
	July †	9,287	90.4	7,322	89.5		348	716	40	431	498	945	153	761	173	740	
	August †	9,280	90.1	7,311	89.1		349	717	40	430	495	943	152	760	173	740	
	September †	22,220	89.9	7,289	88.8	391	348	708	40	429	494	944	152	758	174	740	
	October †	9,217	89.6	7,266	88.4		347	708	40	426	491	938	151	757	175	735	
	November †	9,214	89.3	7,254	88.0		346	710	39	424	489	936	150	754	175	733	
	December †	22,142	89.1	7,232	87.8	362	345	707	39	424	487	932	150	749	174	735	
1976	January †	9,102	88.9	7,172	87.6		345	694	39	421	483	926	149	741	174	731	
	February †	9,065	88.6	7,147	87.5		345	688	39	421	480	924	148	737	174	729	
	March †	21,884	88.6	7,131	87.4	359	343	685	39	421	478	922	147	736	173	728	
	April †	9,027	88.4	7,120	87.3		343	687	39	422	476	921	147	734	173	726	
	May †	9,025	88.3	7,116	87.3		343	688	38	422	475	919	147	731	173	723	
	June †	21,997	88.4	7,136	87.6	380	342	694	38	424	473	919	146	732	172	727	
	July †	9,085	88.5	7,180	87.8		342	712	38	426	475	920	147	734	171	729	
	August †	9,094	88.3	7,193	87.6		342	716	38	428	477	919	147	734	171	732	
	September †	22,057	88.5	7,207	87.8	390	342	708	38	428	479	924	147	737	172	739	
	October †	9,129	88.7	7,231	88.0		340	710	38	429	481	924	148	740	172	741	
	November †	9,151	88.7	7,242	87.9		341	710	38	430	481	924	148	742	172	745	
	December †	22,082	88.6	7,240	87.9	377	340	708	38	430	481	923	148	743	171	747	
1977	January †	9,084	88.7	7,207	88.1		340	699	38	428	481	919	146	740	171	747	
	February †	9,081	88.8	7,218	88.3		340	697	38	429	480	920	148	740	172	751	
	March †	21,921	88.9	7,220	88.5	359	341	696	38	430	480	921	147	741	171	752	
	April †	9,084	89.0	7,221	88.6		343	696	38	430	481	922	148	742	171	750	
	May †	9,091	89.0	7,224	88.7		343	697	38	430	480	922	148	741	171	751	

* The industries included in the Index of Production are Orders II-XXI of the SIC (1968).
† Excluding members of HM Forces.

‡ Figures after June 1975 are provisional.
§ Excludes private domestic service.

EMPLOYMENT
employees in employment: industrial analysis: Great Britain

TABLE 103 (continued) THOUSANDS

		Manufacturing industries																	
		Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services			Miscellaneous services ‡	Public administration and defence †
	September	559	562	45	431	298	275	572	335	1,254	345							September	1972
	October	561	560	45	431	297	277	573	335	1,271	345							October	
	November	562	560	45	431	298	280	572	337	1,303	344							November	
	December	563	559	45	430	297	282	571	337	1,294	343							December	
	January	561	558	45	426	296	281	567	336	1,281	343							January	1973
	February	564	559	45	426	297	283	566	337	1,309	341							February	
	March	563	559	44	426	297	284	566	339	1,309	340							March	
	April	563	557	44	425	299	284	567	340	1,323	339							April	
	May	563	556	44	423	299	286	567	344	1,321	337							May	
	June	22,182	555	44	418	299	287	568	344	1,338	335	1,501	2,691	1,043	3,171	2,114	1,544	June	
	July	567	557	44	416	301	288	574	347	1,348	335							July	
	August	569	556	44	413	302	288	576	348	1,349	335							August	
	September	569	554	43	412	300	289	578	347	1,347	336							September	
	October	572	551	43	413	299	289	582	351	1,338	336							October	
	November	577	553	43	415	300	289	584	353	1,342	335							November	
	December	580	556	43	415	301	289	586	354</										

UNEMPLOYMENT
summary analysis: United Kingdom

TABLE 104

		UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS					Adult students registered for vacation employment (not included in previous columns)		
		Percentage rate*	Total number	of which:		School leavers included in total	Actual number	Seasonally adjusted||			Males		Females	
				Males	Females			Total number	Percentage rate*	Change since previous month				Average change over 3 months ended
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	
1972	June 12	3.5	804.3	675.5	128.8	9.3	794.9	847.9	3.7	-30.2	-22.9	709.6	138.3	1.8
	July 10	3.6	817.7	680.9	136.8	22.5	795.2	844.0	3.7	-3.9	-22.3	704.7	139.3	30.9
	August 14	3.8	875.1	716.2	158.9	64.3	810.8	838.4	3.7	-5.6	-13.3	698.5	139.9	33.3
	September 11	3.8	862.4	710.0	152.4	44.9	817.5	840.6	3.7	+2.2	-2.4	702.9	137.7	28.1
	October 9	3.6	826.3	678.8	147.5	25.2	801.1	811.9	3.5	-28.7	-10.7	676.3	135.6	3.3
	November 13	3.5	807.1	663.5	143.6	14.7	792.4	791.4	3.5	-20.5	-15.7	657.5	133.9	—
	December 11	3.4	779.8	645.6	134.2	10.6	769.2	764.9	3.3	-26.5	+25.2	635.5	129.4	1.8
1973	January 8	3.5	806.3	667.6	138.7	9.8	796.5	741.6	3.2	-23.3	-24.4	613.7	127.9	17.5
	February 12	3.2	753.3	623.1	130.2	7.2	746.1	701.6	3.0	-40.0	-29.0	580.9	120.7	—
	March 12	3.1	717.2	594.4	122.9	5.6	711.6	673.6	2.9	-28.0	-30.4	558.5	115.1	0.1
	April 9	2.9	680.8	564.2	116.6	4.7	676.1	650.0	2.8	-23.6	-30.5	538.3	111.7	47.6
	May 14	2.7	621.7	519.7	102.0	3.8	617.9	634.0	2.7	-16.0	-22.6	528.4	105.6	—
	June 11	2.5	574.6	483.0	91.6	4.1	570.5	620.0	2.7	-14.0	-17.8	516.3	103.7	1.6
	July 9	2.4	567.0	473.7	93.3	9.3	557.7	601.2	2.6	-18.8	-16.3	501.7	99.5	22.2
	August 13	2.5	582.3	482.3	100.0	23.1	559.2	577.7	2.5	-23.5	-18.8	483.7	94.0	21.7
	September 10	2.4	556.2	461.7	94.5	14.3	542.0	557.6	2.4	-20.1	-20.8	467.8	89.8	21.7
	October 8	2.3	533.8	444.8	89.0	5.9	527.9	539.2	2.3	-18.4	-20.6	454.8	84.4	3.4
	November 12	2.2	520.4	435.8	84.6	2.8	517.6	522.0	2.2	-17.2	-18.6	442.6	79.4	—
	December 10	2.2	511.5	431.6	79.9	2.0	509.3	513.0	2.2	-9.0	-14.9	434.2	78.8	2.0
1974	January 14	2.7	627.5	528.1	99.4	5.0	622.5	563.4	2.4	+50.4	+8.1	475.7	87.7	8.4
	February 11	2.7	628.8	529.8	99.0	3.4	625.4	577.7	2.5	+14.3	+18.6	488.8	88.9	—
	March 11	2.7	618.4	523.4	95.0	2.3	616.1	582.5	2.5	+4.8	+23.1	494.1	88.4	0.1
	April 8	2.6	607.6	510.3	97.3	5.8	601.8	581.9	2.5	-0.6	+6.2	489.6	92.3	72.8
	May 13	2.4	561.6	475.4	86.2	5.5	556.1	574.2	2.5	-7.7	-1.2	483.5	90.7	—
	June 10	2.3	541.5	459.8	81.7	6.0	535.5	588.6	2.5	+14.4	+2.1	493.9	94.7	1.6
	July 8	2.5	574.3	481.6	92.7	17.5	556.8	595.0	2.5	+6.4	+4.3	499.7	95.3	27.2
	August 12	2.8	661.0	540.7	120.3	59.6	601.4	616.5	2.6	+21.5	+14.1	516.7	99.8	30.5
	September 9	2.8	649.7	532.0	117.7	36.3	613.4	627.6	2.7	+11.1	+13.0	523.8	103.8	32.9
	October 14†	2.7	640.8	529.3	111.5	15.1	625.7	638.1	2.7	+10.5	+14.4	534.7	103.4	2.6
	November 11†	2.8	653.0	539.4	113.6	9.4	643.6	648.9	2.8	+10.8	+10.8	542.2	106.7	—
	December 9†	..	..	..	..	..	..	..	..	..	..	..	..	..
1975	January 20‡	3.3	771.8	635.1	136.7	9.1	762.7	707.3	3.0	..	..	584.5	122.8	4.6
	February 10	3.4	791.8	650.2	141.6	9.3	782.4	734.3	3.1	+27.0	..	605.6	128.7	—
	March 10	3.4	802.6	657.7	144.9	6.7	795.9	764.4	3.2	+30.1	..	627.9	136.5	0.1
	April 14	3.6	845.0	690.2	154.9	21.8	823.2	805.5	3.4	+41.1	+32.8	660.6	144.9	94.8
	May 12	3.6	850.3	693.9	156.4	15.8	834.5	853.7	3.6	+48.2	+39.8	696.3	157.4	—
	June 9	3.7	866.1	706.6	159.4	19.9	846.1	898.8	3.8	+45.1	+44.8	731.9	166.9	3.8
	July 14	4.2	990.1	784.5	205.6	62.1	927.9	963.4	4.1	+64.6	+52.6	776.0	187.4	97.8
	August 11	4.9	1,151.0	885.2	265.8	165.6	985.4	997.1	4.2	+33.7	+47.8	800.2	196.9	99.3
	September 8	4.9	1,145.5	883.3	262.2	124.2	1,021.3	1,034.1	4.4	+37.0	+45.1	827.2	206.9	103.8
	October 9‡	4.9	1,147.3	888.8	258.5	69.6	1,077.6	1,090.8	4.6	+56.7	+42.5	866.5	224.3	18.1
	November 13	5.0	1,168.9	909.0	259.9	43.8	1,125.1	1,131.9	4.8	+41.1	+44.9	895.7	236.2	—
	December 11	5.1	1,200.8	940.5	260.3	35.0	1,165.8	1,170.7	5.0	+38.8	+45.5	925.7	245.0	10.7
1976	January 8§	5.5	1,303.2	1,017.4	285.8	40.7	1,262.6	1,203.5	5.1	+32.8	+37.6	946.7	256.8	127.1
	February 4	5.5	1,304.4	1,014.6	289.8	30.1	1,274.3	1,225.8	5.2	+22.3	+31.3	959.6	266.2	—
	March 11	5.5	1,284.9	997.7	287.2	23.4	1,261.5	1,231.6	5.2	+5.8	+20.3	961.1	270.5	0.1
	April 8	5.4	1,281.1	994.2	287.0	22.7	1,258.4	1,241.8	5.3	+10.2	+12.8	967.0	274.8	179.3
	May 13	5.4	1,271.8	982.9	288.9	37.8	1,234.1	1,253.3	5.3	+11.5	+9.1	973.5	279.8	0.3
	June 10	5.6	1,331.8	1,009.4	322.4	122.9	1,208.9	1,261.1	5.3	+7.8	+9.9	977.2	283.9	6.0
	July 8	6.2	1,463.5	1,071.2	392.2	208.5	1,255.0	1,288.9	5.5	+27.8	+15.7	983.5	305.4	108.8
	August 12	6.4	1,502.0	1,093.2	408.8	203.4	1,298.6	1,308.8	5.6	+19.9	+18.5	990.5	318.3	122.7
	September 9	6.2	1,455.7	1,059.8	395.9	149.8	1,305.9	1,318.7	5.6	+9.9	+19.2	994.2	324.5	131.8
	October 14	5.8	1,377.1	1,010.0	367.1	82.7	1,294.4	1,307.9	5.5	-10.8	+6.3	984.4	323.5	9.1
	November 11¶	..	..	..	..	..	..	..	..	..	..	..	..	..
	December 9¶	5.8	1,371.0	..	..	51.0	1,320.0	1,325.7	5.6	..	..	..	..	..
1977	January 13	6.1	1,448.2	1,074.1	374.1	51.0	1,397.2	1,338.2	5.7	+12.5	..	999.8	338.4	10.3
	February 10	6.0	1,421.8	1,055.5	366.3	41.8	1,380.0	1,331.4	5.6	-6.8	..	995.5	335.9	—
	March 10	5.9	1,383.5	1,028.5	355.0	33.3	1,350.1	1,321.1	5.6	-10.3	-1.6	988.1	333.0	—
	April 14	5.9	1,392.3	1,032.4	359.9	53.6	1,338.7	1,322.6	5.6	+1.5	-5.2	988.8	333.8	92.8
	May 12	5.7	1,341.7	994.3	347.4	45.1	1,296.6	1,315.9	5.6	-6.7	-5.1	982.1	333.8	0.9
	June 9	6.2	1,450.1	1,050.8	399.2	149.0	1,301.1	1,352.9	5.7	+37.0	+10.6	1,006.9	346.0	6.7

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the numbers of employees (employed and unemployed) at the appropriate mid-year. The mid-1975 estimate (23,573,000) has been used to calculate the percentage rates from January 1975 onwards.
 † Because of industrial action at local offices of the Employment Service Agency, the figures for October and November 1974 include estimates for some offices. No count was made for December 1974, and for January 1975 an estimate was made based on simplified procedures.
 ‡ From October 1975 onwards, the day of the count was changed from Monday to Thursday. Adjustments to take into account amendments—in respect of the numbers unemployed on the statistical date—were notified during the four days following the date of the count were discontinued (see Gazette, September 1975, page 906).
 § In January 1976, unemployment returns from eight employment offices in the West Midlands showed only combined figures for males and females. The male and female figures shown include estimates.
 ¶ The seasonally adjusted series from January 1974 onwards has been calculated as described on page 267 of the March 1977 issue of the Gazette.
 ¶ Because of industrial action by some staff in the Department of Employment Group, figures for November 1976 are not available. Figures for December 1976 are estimates.

UNEMPLOYMENT
summary analysis: Great Britain

TABLE 105

		UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS					Adult students registered for vacation employment (not included in previous columns)		
		Percentage rate*	Total number	of which:		School leavers included in total	Actual number	Seasonally adjusted||			Males		Females	
				Males	Females			Total number	Percentage rate*	Change since previous month				Average change over 3 months ended
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	
1972	June 12	3.4	765.5	646.8	118.7	8.4	757.1	808.1	3.6	-29.9	-22.7	680.1	128.0	1.8
	July 10	3.5	775.1	649.8	125.3	19.2	755.9	804.6	3.6	-3.5	-21.2	675.4	129.2	28.6
	August 14	3.7	833.4	686.1	147.3	60.9	772.5	799.9	3.6	-4.7	-12.7	670.1	129.8	30.4
	September 11	3.7	823.0	681.8	141.1	42.0	781.0	803.3	3.6	+3.4	-1.6	675.6	127.7	25.0
	October 9	3.5	789.5	652.7	136.8	23.2	766.3	775.7	3.5	-27.6	-9.6	649.9	125.8	2.6
	November 13	3.4	770.4	637.2	133.3	13.4	757.1	755.6	3.4	-20.1	-14.8	631.5	124.1	—
	December 11	3.3	743.1	618.9	124.2	9.7	733.4	729.5	3.3	-26.1	-24.6	609.8	119.7	1.8
1973	January 8	3.4	769.4	640.4	129.0	9.1	760.4	707.6	3.1	-21.9	-22.7	589.0	118.6	15.6
	February 12	3.2	717.5	596.7	120.8	6.6	710.9	667.9	2.9	-39				

UNEMPLOYMENT regional analysis

TABLE 106

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns) (000's)
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†			Males	Females		
			Males	Females			Total number	Percentage rate*	Change since previous month			Average change over 3 months ended	
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	
SOUTH EAST													
1976 June 10	4.1	307.9	240.9	67.1	23.7	284.3	295.6	3.9	+1.6	+2.5	235.2	60.4	0.4
July 8	4.4	331.8	252.7	79.2	37.7	294.1	304.3	4.1	+8.7	+4.8	239.3	65.0	22.1
August 12	4.7	349.8	263.6	86.2	37.6	312.1	314.9	4.2	+10.6	+6.9	244.4	70.5	27.2
September 9	4.6	343.5	258.9	84.6	27.4	316.1	318.9	4.3	+4.0	+7.8	247.1	71.8	27.8
October 14	4.3	325.6	246.4	79.1	13.3	312.2	315.1	4.2	-3.8	+3.6	243.1	72.0	2.7
November 11‡	..	..	..	..	..	..	..	..	..	..	..	..	..
December 9‡	..	..	..	..	..	..	..	..	..	..	..	..	..
1977 January 13	4.6	342.8	262.4	80.3	6.7	336.1	322.8	4.3	..	..	247.8	75.0	4.1
February 10	4.5	335.7	257.4	78.3	5.0	330.7	318.6	4.2	-4.2	..	245.2	73.4	..
March 10	4.3	325.1	249.3	75.8	3.9	321.3	313.8	4.2	-4.8	..	241.2	72.6	..
April 14	4.4	326.5	250.8	75.7	7.5	319.0	313.3	4.2	-0.5	-3.2	241.6	71.7	20.9
May 12	4.2	314.0	241.4	72.5	6.7	307.3	310.9	4.1	-2.4	-2.5	240.0	70.9	0.5
June 9	4.4	332.0	250.8	81.2	23.9	308.1	319.4	4.3	+8.5	+1.8	245.7	73.7	0.4
EAST ANGLIA													
1976 June 10	4.9	33.6	26.0	7.6	3.1	30.5	32.0	4.6	+0.5	+0.3	25.3	6.7	..
July 8	5.0	34.4	25.9	8.5	3.9	30.5	32.4	4.7	+0.4	+0.4	25.3	7.1	1.8
August 12	5.2	35.8	26.8	9.0	3.9	32.0	33.4	4.8	+1.0	+0.6	25.8	7.6	2.4
September 9	5.0	34.7	25.9	8.8	2.9	31.8	33.2	4.8	-0.2	+0.4	25.6	7.6	2.5
October 14	4.9	33.7	25.2	8.5	1.4	32.2	33.2	4.8	..	+0.3	25.4	7.8	0.1
November 11‡	..	..	..	..	..	..	..	..	..	..	..	..	..
December 9‡	..	..	..	..	..	..	..	..	..	..	..	..	..
1977 January 13	5.3	36.9	28.4	8.5	0.7	36.2	34.0	4.9	..	..	26.1	7.9	0.7
February 10	5.4	37.4	29.1	8.2	0.6	36.8	34.5	5.0	+0.5	..	26.8	7.7	..
March 10	5.3	37.0	28.6	8.3	0.5	36.5	34.8	5.0	+0.3	..	26.9	7.9	..
April 14	5.3	37.0	28.5	8.5	1.0	36.0	34.6	5.0	-0.2	+0.2	26.8	7.8	2.2
May 12	5.1	35.1	26.9	8.2	1.0	34.1	33.8	4.9	-0.8	-0.2	26.2	7.6	..
June 9	5.4	37.2	28.0	9.2	3.3	33.9	35.4	5.1	+1.6	+0.2	27.4	8.1	0.1
SOUTH WEST													
1976 June 10	6.2	97.6	75.1	22.6	8.6	89.0	95.3	6.0	+0.1	..	74.3	21.0	..
July 8	6.6	104.1	78.5	25.7	12.2	91.9	97.1	6.1	+1.8	+0.5	75.2	21.9	6.4
August 12	6.7	107.1	80.0	27.1	12.2	94.9	98.2	6.2	+1.1	+1.0	75.2	23.0	7.7
September 9	6.6	104.4	78.0	26.4	8.8	95.6	99.3	6.3	+1.1	+1.3	75.7	23.6	8.0
October 14	6.6	105.5	78.4	27.1	5.1	100.4	102.1	6.4	+2.8	+1.7	77.3	24.8	0.1
November 11‡	..	..	..	..	..	..	..	..	..	..	..	..	..
December 9‡	..	..	..	..	..	..	..	..	..	..	..	..	..
1977 January 13	7.1	113.1	84.7	28.4	2.9	110.2	104.2	6.6	..	..	78.7	25.6	0.4
February 10	7.0	111.2	83.2	28.0	2.4	108.8	103.3	6.5	-0.9	..	77.9	25.4	..
March 10	6.9	109.1	81.9	27.2	1.9	107.2	102.7	6.5	-0.6	..	77.8	24.9	..
April 14	6.8	107.5	80.6	26.9	3.1	104.3	101.6	6.4	-1.1	-0.9	76.8	24.8	6.8
May 12	6.4	101.3	76.3	24.9	2.5	98.8	100.6	6.3	-1.0	-0.9	76.0	24.5	..
June 9	6.7	106.4	79.3	27.1	9.2	97.2	103.5	6.5	+2.9	+0.3	78.4	25.1	0.1
WEST MIDLANDS													
1976 June 10	5.5	126.9	96.8	30.1	7.4	119.5	123.3	5.4	-0.2	-0.4	95.6	27.7	0.4
July 8	6.5	149.3	107.2	42.1	24.3	125.0	126.9	5.5	+3.6	+1.1	96.1	30.8	11.3
August 12	6.7	152.8	109.2	43.6	24.5	128.3	127.1	5.5	+0.2	+1.2	96.0	31.1	13.0
September 9	6.4	145.8	104.0	41.7	17.4	128.4	127.8	5.6	+0.7	+1.5	95.9	31.9	14.3
October 14	5.7	131.7	95.0	36.7	9.2	122.5	121.9	5.3	-5.9	-1.7	91.3	30.6	1.1
November 11‡	..	..	..	..	..	..	..	..	..	..	..	..	..
December 9‡	..	..	..	..	..	..	..	..	..	..	..	..	..
1977 January 13	5.6	129.1	94.4	34.7	4.0	125.1	121.9	5.3	..	..	90.2	31.7	0.6
February 10	5.5	126.0	92.2	33.8	3.3	122.7	120.3	5.2	-1.6	..	88.7	31.5	..
March 10	5.4	123.0	90.8	32.2	2.6	120.4	119.4	5.2	-0.9	..	88.6	30.8	..
April 14	5.5	125.9	92.2	33.7	5.4	120.5	120.8	5.3	+1.4	-0.3	89.4	31.4	8.3
May 12	5.3	121.7	89.0	32.7	4.1	117.6	119.5	5.2	-1.3	-0.3	88.2	31.3	0.1
June 9	5.4	125.0	90.7	34.3	8.0	117.0	120.8	5.3	+1.3	+0.5	89.4	31.4	0.3

* † ‡ see footnotes at end of table.

UNEMPLOYMENT regional analysis

TABLE 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns) (000's)
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†			Males	Females		
			Males	Females			Total number	Percentage rate*	Change since previous month			Average change over 3 months ended	
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	
EAST MIDLANDS													
1976 June 10	4.8	74.2	55.8	18.4	8.7	65.5	68.3	4.5	+0.8	+0.5	52.9	15.4	..
July 8	5.3	81.3	59.2	22.1	11.8	69.5	71.2	4.6	+2.9	+1.5	54.4	16.8	5.9
August 12	5.4	82.4	60.0	22.3	9.9	72.5	72.7	4.7	+1.5	+1.7	55.2	17.5	7.5
September 9	5.2	80.1	58.5	21.6	6.8	73.3	73.5	4.8	+0.8	+1.8	55.6	17.9	8.1
October 14	4.7	72.5	53.6	19.0	3.2	69.4	70.5	4.6	-3.0	-0.3	53.3	17.2	0.5
November 11‡	..	..	..	..	..	..	..	..	..	..	..	..	..
December 9‡	..	..	..	..	..	..	..	..	..	..	..	..	..
1977 January 13	5.0	76.3	57.4	18.9	1.4	74.9	72.0	4.7	..	..	54.0	18.0	0.4
February 10	4.9	75.6	56.8	18.8	1.2	74.5	71.7	4.7	-0.3	..	53.7	18.0	..
March 10	4.9	75.0	56.2	18.8	0.9	74.2	72.5	4.7	+0.8	..	54.1	18.4	..
April 14	4.9	75.6	56.7	19.0	2.4	73.3	72.1	4.7	-0.4	..	54.1	17.9	6.5
May 12	4.7	72.1	53.8	18.2	1.8	70.2	70.9	4.6	-1.2	-0.3	53.1	17.9	..
June 9	5.2	80.3	58.4	22.0	10.0	70.3	73.1	4.8	+2.2	+0.2	54.9	18.2	0.2
YORKSHIRE AND HUMBERSIDE													
1976 June 10	5.6	115.8	87.8	28.0	14.1	101.7	106.6	5.2	+1.0	+1.0	83.7	22.9	0.4
July 8	6.1	126.2	91.9	34.4	21.4	104.8	108.7	5.3	+2.1	+1.5	84.2	24.5	10.8
August 12	6.2	126.5	91.1	35.4	19.9	106.6	108.5	5.3	-0.2	+0.9	82.9	25.6	13.3
September 9	5.9	121.4	87.8	33.7	14.2	107.3	108.3	5.3	-0.2	+0.6	82.4	25.9	13.9
October 14	5.5	113.4	83.5	29.9	6.8	106.6	107.4	5.2	-0.9	-0.4	81.5	25.9	0.3
November 11‡	..	..	..	..	..	..	..	..	..	..	..	..	..
December 9‡	..	..	..	..	..	..	..	..	..	..	..	..	..
1977 January 13	5.6	115.1	86.6	28.5	3.1	112.0	106.5	5.2	..	..	80.5	26.1	0.3
February 10	5.5	113.5	85.5	28.0	2.4	111.1	106.7	5.2	+0.2	..	80.8	26.0	..
March 10	5.3	109.5	82.4	27.1	1.7	107.7	104.8	5.1	-1.9	..	79.3	25.6	..
April 14	5.4	110.9	82.9	28.0	5.0	105.9	104.5	5.1	-0.3	-0.7	79.1	25.4	9.1
May 12	5.2	107.2	79.8	27.3	3.7	103.4	105.4	5.1	+0.9	-0.4	79.4	26.0	..
June 9	5.7	117.7	84.8	32.9	14.4	103.3	108.1	5.3	+2.7	+1.1	80.9	27.2	0.5
NORTH WEST													
1976 June 10	7.1	199.1	152.3	46.8	24.1	175.0	181.3	6.4	+0.6	+0.9	142.9	38.4	0.3
July 8	7.6	214.9	159.4	55.6	32.5	182.4	185.7	6.6	+4.4	+2.1	143.4	42.3	16.7
August 12	7.7	217.1	159.9	57.2	31.8	185.							

UNEMPLOYMENT

regional analysis

TABLE 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns) (000's)
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†			Males	Females		
			Males	Females			Total number	Percentage rate*	Change since previous month			Average change over 3 months ended	
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	
WALES													
1976 June 10	7.0	73.8	56.1	17.7	5.9	67.9	71.7	6.8	—	+0.2	55.5	16.2	0.1
July 8	7.8	81.5	59.1	22.3	11.3	70.2	72.9	7.0	+1.2	+0.4	55.3	17.6	7.9
August 12	8.1	84.8	61.1	23.7	13.4	71.3	72.6	6.9	-0.3	+0.3	55.0	17.6	8.8
September 9	7.9	82.5	59.5	23.0	10.5	72.0	72.9	7.0	+0.3	+0.4	54.9	18.0	10.1
October 14	7.6	79.5	57.6	21.8	6.1	73.4	73.5	7.0	+0.6	+0.2	55.1	18.4	0.2
November 11‡	...	...	...	...	...	...	...	...	...	...	...	...	...
December 9‡	...	...	...	...	...	...	...	...	...	...	...	...	...
1977 January 13	8.0	83.4	61.0	22.3	3.5	79.8	75.8	7.2	...	...	56.2	19.7	0.7
February 10	7.8	81.3	59.4	21.9	2.9	78.4	75.7	7.2	-0.1	...	55.8	19.9	...
March 10	7.5	79.0	57.7	21.3	2.2	76.8	75.3	7.2	-0.4	...	55.5	19.8	...
April 14	7.7	80.5	58.4	22.0	4.2	76.3	75.7	7.2	+0.4	...	55.7	20.0	6.5
May 12	7.4	77.6	56.2	21.3	3.9	73.7	74.8	7.1	-0.9	-0.3	55.0	19.8	...
June 9	7.6	79.6	57.4	22.3	5.8	73.8	77.6	7.4	+2.8	+0.7	56.9	20.8	0.1
SCOTLAND													
1976 June 10	6.6	144.1	105.4	38.8	6.7	137.4	144.2	6.6	+1.7	+2.6	106.5	37.7	2.9
July 8	7.6	165.6	117.3	48.4	22.7	142.9	146.5	6.7	+2.3	+2.0	107.1	39.4	11.0
August 12	7.8	170.1	119.7	50.4	21.7	148.4	148.2	6.8	+1.7	+1.9	107.1	41.1	10.2
September 9	7.4	161.4	113.4	48.0	15.3	146.1	149.3	6.9	+1.1	+1.7	107.2	42.1	11.5
October 14	7.3	158.0	111.4	46.6	10.6	147.4	150.5	6.9	+1.2	+1.3	108.0	42.5	2.1
November 11‡	...	...	...	...	...	...	...	...	...	...	...	...	...
December 9‡	...	...	...	...	...	...	...	...	...	...	...	...	...
1977 January 13	8.4	183.4	129.3	54.1	13.6	169.8	160.3	7.4	...	...	114.5	45.8	0.7
February 10	8.3	179.6	126.5	53.0	11.6	167.9	161.6	7.4	+1.3	...	115.4	46.2	...
March 10	8.1	175.4	123.3	52.2	9.8	165.7	162.1	7.4	+0.5	...	115.3	46.8	...
April 14	7.8	170.2	119.6	50.6	7.5	162.7	161.3	7.4	-0.8	+0.4	114.6	46.7	12.5
May 12	7.5	164.2	114.7	49.5	6.3	157.9	161.3	7.4	...	-0.1	113.6	47.7	0.2
June 9	8.6	186.2	126.4	59.8	25.0	161.2	167.9	7.7	+6.6	+1.9	117.4	50.5	3.0
NORTHERN IRELAND													
1976 June 10	10.1	54.0	37.1	16.9	4.7	49.2	51.0	9.6	+1.3	+0.9	35.5	15.5	1.4
July 8	11.5	61.0	40.5	20.5	9.1	51.9	51.9	9.8	+0.9	+1.2	35.9	16.0	6.8
August 12	11.7	62.0	40.9	21.1	8.9	53.1	52.7	9.9	+0.8	+1.0	36.3	16.4	6.1
September 9	11.4	60.6	40.2	20.3	7.5	53.1	53.0	10.0	+0.3	+0.6	36.6	16.4	6.9
October 14	10.6	56.2	37.8	18.4	4.7	51.5	52.1	9.8	-0.9	+0.1	36.1	16.0	1.1
November 11	10.4	55.5	37.5	18.0	3.7	51.8	52.0	9.8	-0.1	-0.2	35.9	16.1	...
December 9	10.4	55.1	37.6	17.5	3.0	52.1	52.3	9.8	+0.3	-0.3	36.1	16.2	...
1977 January 13	10.9	58.0	40.1	17.8	2.8	55.2	53.6	10.1	+1.3	+0.5	37.2	16.4	0.7
February 10	10.7	56.7	39.5	17.1	2.4	54.2	53.0	10.0	-0.6	+0.4	37.0	16.0	...
March 10	10.4	55.4	39.0	16.4	2.0	53.3	53.0	10.0	...	+0.2	37.5	15.6	...
April 14	10.6	56.6	39.8	16.8	3.2	53.4	53.4	10.0	+0.4	-0.1	37.7	15.7	1.8
May 12	10.5	56.0	39.7	16.3	3.0	52.9	53.8	10.1	+0.4	+0.3	38.3	15.5	...
June 9	11.2	59.7	41.4	18.2	6.3	53.4	55.1	10.4	+1.3	+0.7	39.0	16.1	1.3

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the following numbers of employees (employed and unemployed) at June 1975: South East 7,502,000, East Anglia 692,000, South West 1,587,000, West Midlands 2,295,000, East Midlands 1,534,000, Yorkshire and Humberside 2,056,000, North West 2,811,000, North 1,338,000, Wales 1,048,000, Scotland 2,176,000 and Northern Ireland 532,000.

† The seasonally adjusted series has been calculated as described on page 267 of the March 1977 issue of the Gazette.

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

UNEMPLOYMENT

simplified analysis by duration and age

THOUSANDS

TABLE 107

	GREAT BRITAIN*					UNITED KINGDOM*				
	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†
1972 June 12	137	9	518	109	773	143	9	550	111	812
July 10	172	10	492	108	782	179	10	525	110	824
August 14	207	11	515	108	841	215	11	547	110	883
September 11	180	11	532	108	831	187	11	562	110	870
October 9	178	11	500	108	797	185	11	528	110	834
November 13	157	10	502	109	778	163	10	530	111	814
December 11	134	9	496	110	749	140	9	524	112	785
1973 January 8	152	10	506	112	780	157	10	537	114	818
February 12	136	9	472	108	725	142	9	500	110	761
March 12	124	8	451	107	690	129	8	479	109	725
April 9	129	8	415	104	656	134	8	441	106	689
May 14	109	7	380	102	598	114	7	404	104	629
June 11	103	7	344	97	551	108	7	367	99	581
July 9	124	8	314	96	542	130	8	337	98	573
August 13	137	8	319	95	559	143	8	342	97	590
September 10	124	8	309	93	534	130	8	330	95	563
October 8	127	9	286	92	514	132	9	306	94	541
November 12	112	8	288	91	499	117	8	309	92	526
December 10	106	7	285	91	489	111	7	306	92	516
1974 January 14‡	...	...	...	...	610	...	...	...	...	640
February 11‡	...	...	...	...	606	...	...	...	...	636
March 11‡	...	...	...	...	598	...	...	...	...	627
April 8	140	8	346	93	587	144	8	367	95	614
May 13	120	7	325	91	543	125	7	345	93	570
June 10	113	7	313	89	522	118	7	332	91	548
July 8	151	8	303	87	549	159	8	325	89	581
August 12	198	9	344	88	639	205	9	368	90	671
September 9	163	9	366	90	628	171	9	388	92	660
October 14‡	166	9	354	91	620	172	9	377	93	651
November 11‡	154	9	372	92	627	160	9	397	94	660
December 9‡	...	...	...	...	...	...	...	...	...	...
1975 January 20‡	...	...	...	...	738	...	...	...	...	773
February 10	174	10	485	96	765	180	10	512	98	800
March 10	162	9	509	97	777	168	9	535	99	811
April 14	182	9	540	98	829	191	9	568	100	868
May 12	167	9	547	100	823	174	9	576	102	861
June 9	167	9	561	101	838	173	9	591	103	876
July 14	243	11	594	102	950	254	11	627	104	994
August 11	322	12	679	104	1,117	332	12	716	106	1,166
September 8†	227	12	767	109	1,115	237	12	805	111	1,165
October 9†	231	12	746	110	1,099	239	12	787	112	1,150
November 13	213	12	783	112	1,120	221	12	822	114	1,169
December 11	198	11	826	118	1,153	205	11	865	120	1,201
1976 January 8	196	11	923	122	1,252	202	11	973	124	1,310
February 12	202	11	918	122	1,253	209	11	960	124	1,304
March 11	182	10	921	122	1,235	189	10	962	124	1,285
April 8	199	11	899	122	1,231	206	11	940	124	1,281
May 13	178	9	911	122	1,220	185	9	954	124	1,272
June 10	260	9	886	123	1,278	270	9	928	125	1,332
July 8	345	11	923	123	1,402	359	11	968	125	1,463
August 12	247	11	1,056	126	1,440	256	11	1,107	128	1,502
September 9	226	11	1,032	126	1,395	235	11	1,082	128	1,456
October 14	237	13	946	125	1,321	245	13	992	127	1,377
November 11†	...	...	...	...	...	...	...	...	...	...
December 9†	...	...	...	...	1,316	...	...	...	...	1,371
1977 January 13	197	10								

UNEMPLOYMENT

industrial analysis (excluding school leavers):* Great Britain

TABLE 108

		Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services	Public administration and defence	Others not classified by industry	Total unemployed†
		I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
Total number (thousands)												
1973	August	9.3	17.6	152.4	79.3	6.5	33.9	49.6	83.0	29.8	76.0	530.0
	November	9.6	17.3	129.6	75.6	5.9	32.7	42.8	86.3	30.2	67.0	491.2
1974	February	12.4	17.9	159.9	112.9	6.1	37.1	56.6	98.9	31.8	69.3	596.1
	May	10.0	15.9	146.5	95.8	5.7	32.7	49.8	83.4	32.3	65.8	530.4
	August	10.1	15.9	158.4	100.6	5.8	31.9	53.1	90.0	34.1	82.7	572.7
	November	12.2	15.7	165.7	111.7	5.8	35.9	56.0	107.9	37.0	71.2	613.4
1975	February	15.9	15.7	217.1	144.2	5.9	43.6	74.0	123.8	40.2	76.7	748.7
	May	14.9	15.5	248.4	148.6	6.3	44.7	80.8	125.0	41.2	83.4	798.8
	August	16.8	16.6	293.4	163.6	6.9	48.6	95.2	148.3	45.3	123.6	943.8
	November‡	20.5	17.0	318.0	184.7	7.7	56.8	107.3	191.1	52.7	123.7	1,079.7
1976	February	24.4	17.5	357.1	221.7	8.7	64.4	128.8	209.0	56.8	136.9	1,225.4
	May	22.0	17.1	353.6	206.6	8.6	60.3	125.8	192.9	56.6	141.8	1,185.3
	August	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
	November**	..	..	..	..	..	..	..	..	..	..	..
1977	February	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
	May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
Percentage rate§												
1973	August	2.2	4.7	1.9	5.6	1.9	2.2	1.8	1.3	1.9	..	2.3
	November	2.2	4.6	1.7	5.3	1.7	2.1	1.6	1.3	1.9	..	2.2
1974	February	3.0	4.9	2.0	8.2	1.8	2.4	2.1	1.5	2.0	..	2.6
	May	2.4	4.4	1.9	6.9	1.7	2.2	1.8	1.3	2.0	..	2.3
	August	2.5	4.4	2.0	7.3	1.7	2.1	1.9	1.4	2.2	..	2.5
	November	3.0	4.3	2.1	8.1	1.7	2.4	2.0	1.6	2.3	..	2.7
1975	February	4.0	4.3	2.9	10.1	1.7	2.8	2.6	1.8	2.4	..	3.2
	May	3.7	4.2	3.3	10.4	1.8	2.9	2.9	1.8	2.5	..	3.5
	August	4.2	4.5	3.9	11.5	2.0	3.2	3.4	2.2	2.7	..	4.1
	November‡	5.1	4.7	4.2	13.0	2.2	3.7	3.8	2.8	3.2	..	4.7
1976	February	6.1	4.8	4.7	15.6	2.5	4.2	4.6	3.1	3.4	..	5.3
	May	5.5	4.7	4.7	14.5	2.5	3.9	4.5	2.8	3.4	..	5.1
	August	5.4	4.7	4.6	13.6	2.7	3.8	4.7	3.0	3.7	..	5.4
	November**	..	..	..	..	..	..	..	..	..	..	..
1977	February	6.6	4.7	4.5	16.0	2.8	4.2	5.1	3.4	4.2	..	5.8
	May	5.9	4.5	4.4	14.3	2.6	3.9	4.7	3.1	4.2	..	5.4
Total number, seasonally adjusted (thousands)||												
1973	August	10.9	17.7	153.8	87.1	6.5	36.5	50.6	89.5	30.9	72.3	548.5
	November	9.5	17.1	137.7	80.4	5.9	32.8	45.0	79.7	29.4	66.3	495.2
1974	February	10.3	17.5	151.3	98.7	6.0	33.3	51.7	89.9	30.2	70.7	549.8
	May	10.7	16.4	145.6	97.2	5.8	33.3	50.5	90.1	33.4	70.8	547.5
	August	11.6	16.0	159.7	108.3	5.8	34.9	54.5	97.3	35.2	74.8	588.0
	November	12.2	15.6	174.4	116.8	5.8	36.2	58.9	101.4	36.1	71.5	618.5
1975	February	13.8	15.3	207.9	130.2	5.7	39.9	68.9	114.5	39.0	78.8	701.8
	May	15.5	16.0	248.1	149.7	6.4	45.4	81.6	133.8	42.2	89.9	817.0
	August	18.2	16.7	293.8	171.1	6.9	51.3	96.2	155.1	46.3	114.0	955.9
	November‡	20.7	16.9	327.1	190.1	7.7	57.3	110.5	184.9	52.0	124.6	1,086.3
1976	February	22.3	17.1	348.1	207.9	8.5	60.7	123.8	199.4	55.6	139.4	1,178.1
	May	22.6	17.6	353.4	207.5	8.7	60.8	126.5	201.8	57.7	148.5	1,203.6
	August	23.3	17.2	350.4	201.3	9.3	61.5	132.0	209.6	61.8	189.0	1,256.1
	November**	..	..	..	..	..	..	..	..	..	..	..
1977	February	24.6	16.6	333.1	213.6	9.4	60.5	135.9	225.3	68.8	195.3	1,278.4
	May	24.3	17.1	330.4	204.9	9.3	60.2	132.5	220.6	69.8	194.6	1,262.1

* Classified by industry in which last employed. Excludes adult students registered for vacation employment.

† The figures of total unemployment before November 1975 in this table, are adjusted to take into account amendments—in respect of the numbers unemployed on the statistical date—announced on the four days following the date of the count. Subsequent figures, and all the industry figures are not adjusted.

‡ From October 1975 the day of the count of unemployed was changed from Monday to Thursday.

§ The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed or unemployed). The latest available, that for mid-1975, has been used to calculate percentage rates from 1975 onwards.

|| The seasonally adjusted series have been calculated as described on page 267 of the March 1977 issue of the Gazette.

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

UNEMPLOYMENT

occupational analysis: numbers registered at employment offices in Great Britain

TABLE 109

		Managerial and professional	Clerical and related†	Other non-manual occupations‡	Craft and similar occupations, including foremen, in processing, production, repairing, etc.§	General labourers	Other manual occupations||	Total: all occupations
MALES								
1973	December	31,268	48,952	9,353	40,881	197,838	80,077	408,369
1974	March	33,243	50,357	12,151	61,599	229,952	108,479	495,781
	June	32,093	48,655	10,457	49,802	200,737	91,799	433,543
	September	36,611	56,327	11,211	55,102	238,112	104,523	501,886
	December¶	..	..	..	..	..	..	..
1975	March	39,611	60,357	15,150	89,931	269,213	146,304	620,566
	June	40,958	61,530	16,015	98,019	287,686	157,656	661,864
	September	51,489	76,294	19,248	112,510	377,729	195,076	832,346
	December*	56,460	72,949	21,667	133,461	360,540	222,717	867,794
1976	March	58,289	76,242	24,054	150,256	378,769	244,129	931,739
	June	56,787	74,202	23,640	141,193	361,428	230,633	887,883
	September	65,013	83,773	24,860	137,903	374,066	231,679	917,294
	December¶	..	..	..	..	..	..	..
1977	March	64,069	80,607	26,592	153,581	379,340	247,363	951,552
Percentage of total number unemployed								
1973	December	7.7	12.0	2.3	10.0	48.4	19.6	100.0
1974	March	6.7	10.2	2.5	12.4	46.4	21.9	100.0
	June	7.4	11.2	2.4	11.5	46.3	21.2	100.0
	September	7.3	11.2	2.2	11.0	47.4	20.8	100.0
	December¶	..	..	..	..	..	..	..
1975	March	6.4	9.7	2.4	14.5	43.4	23.6	100.0
	June	6.2	9.3	2.4	14.8	43.5	23.8	100.0
	September	6.2	9.2	2.3	13.5	45.4	23.4	100.0
	December*	6.5	8.4	2.5	15.4	41.5	25.7	100.0
1976	March	6.3	8.2	2.6	16.1	40.7	26.2	100.0
	June	6.4	8.4	2.7	15.9	40.7	26.0	100.0
	September	7.1	9.1	2.7	15.0	40.8	25.3	100.0
	December¶	..	..	..	..	..	..	..
1977	March	6.7	8.5	2.8	16.1	39.9	26.0	100.0
FEMALES								
1973	December	7,292	19,552	6,085	1,765	14,485	18,867	68,046
1974	March	7,525	23,194	8,387	2,240	17,715	21,833	80,894
	June	6,617	20,269	6,654	1,967	16,275	17,712	69,494
	September	8,944	31,251	9,015	2,385	26,648	22,251	100,494
	December¶	..	..	..	..	..	..	..
1975	March	9,199	38,908	14,645	3,351	28,518	29,065	123,686
	June	8,894	41,739	15,308	4,137	32,869	31,044	133,991
	September	14,600	70,924	22,523	5,270	65,968	44,253	223,538
	December*	16,161	70,173	26,324	6,320	47,590	47,043	213,611
1976	March	17,124	80,113	32,350	7,363	53,477	53,972	244,399
	June	16,216	77,624	31,488	7,765	52,526	52,596	239,215
	September	24,011	97,455	36,021	8,168	60,539	59,024	285,218
	December¶	..	..	..	..	..	..	..
1977	March	23,899	100,401	42,366	8,391	62,173	66,520	303,750
Percentage of total number unemployed								
1973	December	10.7	28.7	8.9	2.6	21.3	27.7	100.0
1974	March	9.3	28.7	10.4	2.8	21.9	27.0	100.0
	June	9.5	29.2	9.6	2.8	23.4	25.5	100.0
	September	8.9	31.1	9.0	2.4	26.5	22.1	100.0
	December¶	..	..	..	..	..	..	..
1975	March	7.4	31.5	11.8	2.7	23.1	23.5	100.0
	June	6.6	31.2	11.4	3.1	24.5	23.2	100.0
	September	6.5	31.7	10.1	2.4	29.5	19.8	100.0
	December*	7.6	32.9	12.3	3.0	22.3	22.0	100.0
1976	March	7.0	32.8	13.2	3.0	21.9	22.1	100.0
	June	6.8						

UNEMPLOYMENT

detailed analysis by age: Great Britain

TABLE 110

		THOUSANDS							Total§
		Under 18	18 to 19	20 to 29	30 to 39	40 to 49	50 to 59	60 and over	Total§
MALES									
1971	January	22.6	34.1	135.9	95.0	89.4	88.7	106.4	572.1
	July	31.4	44.5	156.3	100.7	95.8	92.6	107.0	628.3
1972	January*	33.9	51.7	202.6	134.3	120.7	113.0	123.6	779.8
	July	35.0	47.1	168.2	106.8	101.1	100.3	117.5	676.0
1973	January	28.1	44.9	163.7	103.4	97.9	101.5	121.1	660.6
	July	16.5	28.7	106.4	68.1	68.7	77.7	103.7	469.8
1974	January†	21.2	32.4	120.3	72.6	65.9	73.5	94.4	480.3
	July	21.2	32.4	120.3	72.6	65.9	73.5	94.4	480.3
1975	January†	61.3	80.9	241.9	123.2	99.4	95.9	112.3	814.9
	July	61.3	80.9	241.9	123.2	99.4	95.9	112.3	814.9
1976	January‡	57.5	73.0	297.5	168.5	130.0	123.2	131.6	981.3
	July	146.6	70.3	276.8	158.9	124.3	121.3	132.5	1,030.7
1977	January	62.9	72.5	307.6	181.3	136.8	134.3	138.6	1,034.0
Percentage of total number unemployed									
1971	January	3.9	6.0	23.8	16.6	15.6	15.5	18.6	100.0
	July	5.0	7.1	24.9	16.0	15.2	14.7	17.0	100.0
1972	January*	4.3	6.6	26.0	17.2	15.5	14.5	15.8	100.0
	July	5.2	7.0	24.9	15.8	15.0	14.8	17.4	100.0
1973	January	4.3	6.8	24.8	15.6	14.8	15.4	18.3	100.0
	July	3.5	6.1	22.6	14.5	14.6	16.5	22.1	100.0
1974	January†	4.4	6.7	25.1	15.1	13.7	15.3	19.6	100.0
	July	4.4	6.7	25.1	15.1	13.7	15.3	19.6	100.0
1975	January†	7.5	9.9	29.7	15.1	12.2	11.8	13.8	100.0
	July	7.5	9.9	29.7	15.1	12.2	11.8	13.8	100.0
1976	January‡	5.9	7.4	30.3	17.2	13.3	12.6	13.4	100.0
	July	14.2	6.8	26.9	15.4	12.1	11.8	12.9	100.0
1977	January	6.1	7.0	29.8	17.5	13.2	13.0	13.4	100.0
FEMALES									
1971	January	13.4	13.2	29.0	10.1	13.8	19.6	0.6	99.6
	July	18.1	16.7	33.2	10.3	14.0	19.6	0.7	112.6
1972	January*	22.0	21.8	44.4	13.6	17.5	24.8	0.7	144.7
	July	21.9	21.2	42.2	11.9	14.9	22.0	0.6	134.7
1973	January	18.9	22.8	43.4	11.9	15.0	22.8	0.6	135.4
	July	10.5	14.3	30.6	8.0	10.1	17.6	0.4	91.5
1974	January†	12.1	15.8	32.0	8.1	9.3	15.4	0.4	93.3
	July	12.1	15.8	32.0	8.1	9.3	15.4	0.4	93.3
1975	January†	43.7	47.0	75.8	18.1	18.4	23.4	0.9	227.2
	July	43.7	47.0	75.8	18.1	18.4	23.4	0.9	227.2
1976	January‡	48.6	45.5	91.4	26.8	25.5	31.7	1.1	270.5
	July	121.8	51.5	102.7	30.8	29.2	34.5	1.3	371.8
1977	January	59.5	57.4	125.4	37.8	34.4	40.4	1.4	356.2
Percentage of total number unemployed									
1971	January	13.4	13.2	29.1	10.1	13.8	19.7	0.6	100.0
	July	16.0	14.8	29.5	9.2	12.5	17.4	0.6	100.0
1972	January*	15.2	15.1	30.7	9.4	12.1	17.1	0.5	100.0
	July	16.3	15.7	31.3	8.8	11.1	16.3	0.4	100.0
1973	January	14.0	16.8	32.0	8.8	11.1	16.8	0.4	100.0
	July	11.5	15.6	33.4	8.8	11.0	19.2	0.4	100.0
1974	January†	13.0	17.0	34.3	8.7	10.0	16.5	0.5	100.0
	July	13.0	17.0	34.3	8.7	10.0	16.5	0.5	100.0
1975	January†	19.2	20.7	33.4	8.0	8.1	10.3	0.4	100.0
	July	19.2	20.7	33.4	8.0	8.1	10.3	0.4	100.0
1976	January‡	18.0	16.8	33.8	9.9	9.4	11.7	0.4	100.0
	July	32.8	13.8	27.6	8.3	7.8	9.3	0.3	100.0
1977	January	16.7	16.1	35.2	10.6	9.6	11.3	0.4	100.0

* Up to January 1972, the figures were adjusted to take into account amendments—in respect of the numbers unemployed on the statistical date— notified during the four days following the date of the count. Subsequent figures are not so adjusted.

† Information was not collected in January 1974 because of the energy crisis and in January 1975 because of industrial action at local offices of the Employment Service Agency.

‡ Adult students are excluded from the figures from January 1976 but are included in the figures for earlier dates. From January 1976 the count was made on a Thursday instead of a Monday.

§ Before January 1976, the total column differs from the total for Great Britain published in table 105; in this latter table, (a) the number unemployed excludes adult students and (b) the unemployed figures are adjusted before October 1975 to take into account amendments notified during the four days following the date of the count.

UNEMPLOYMENT

detailed analysis by duration: Great Britain*

TABLE 111

		THOUSANDS							Total§
		Under 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	Total§
TOTAL, MALES AND FEMALES									
1973	October	86.0	49.6	63.1	47.6	65.3	62.1	142.6	516.3
1974	January†	136.1	79.2	74.1	67.5	93.3	71.5	131.9	653.8
	April	123.0	60.0	68.5	52.3	76.6	69.4	123.9	573.6
	July	105.1	69.7	88.8	70.9	88.3	72.0	127.7	622.6
1975	January†	140.9	141.9	132.4	108.4	147.9	113.3	135.6	920.4
	April	197.6	148.7	140.1	114.8	165.5	132.5	143.0	1,042.2
	October‡	163.9	103.7	157.7	162.5	195.1	154.5	161.2	1,098.6
1976	January	109.2	97.4	190.3	184.4	280.8	207.3	182.3	1,251.8
	April	120.1	90.5	152.4	151.1	249.4	256.7	211.0	1,231.2
	July	213.4	142.9	206.7	142.7	223.6	243.5	229.8	1,402.5
	October	136.4	113.4	166.9	151.5	262.8	225.3	264.6	1,320.9
1977	January	125.7	81.0	179.7	183.0	279.9	256.8	284.3	1,390.2
	April	126.6	96.8	151.7	151.7	249.7	262.8	296.3	1,335.6
Percentage of total number unemployed									
1973	October	16.7	9.6	12.2	9.2	12.6	12.0	27.6	100.0
1974	January†	20.8	12.1	11.3	10.3	14.3	10.9	20.2	100.0
	April	21.4	10.5	11.9	12.1	13.3	12.1	21.6	100.0
	July	16.9	11.2	14.3	11.4	14.2	11.6	20.5	100.0
1975	January†	15.3	15.4	14.4	11.8	16.1	12.3	14.7	100.0
	April	19.0	14.3	13.4	11.0	15.9	12.7	13.7	100.0
	October‡	14.9	9.4	14.4	14.8	17.8	14.1	14.7	100.0
1976	January	8.7	7.8	15.2	14.7	22.4	16.6	14.6	100.0
	April	9.8	7.4	12.4	12.3	20.3	20.9	17.1	100.0
	July	15.2	10.2	14.7	10.2	15.9	17.4	16.4	100.0
	October	10.3	8.6	12.6	11.5	19.9	17.1	20.0	100.0
1977	January	9.0	5.8	12.9	13.2	20.1	18.5	20.5	100.0
	April	9.5	7.2	11.4	11.4	18.7	19.7	22.2	100.0
MALES									
1973	October	67.3	38.8	50.3	38.9	55.1	53.2	129.2	432.9
1974	January†	99.3	60.3	60.6	56.0	79.8	62.5	119.5	537.8
	April	93.8	48.2	56.5	43.4	65.0	60.7	112.7	480.3
	July	81.4	54.5	70.0	57.0	74.7	62.8	115.9	516.3
1975	January†	104.9	97.4	103.5	85.4	121.9	97.5	122.9	733.5
	April	134.2	106.5	108.9	90.9	132.8	112.5	129.2	814.9
	October‡	118.6	75.3	115.6	117.9	154.6	128.5	144.5	855.1
1976	January	77.7	73.1	144.3	138.7	213.7	170.3	163.5	981.3
	April	89.0	66.8	111.9	111.3	190.2	203.6	186.2	959.1
	July	135.0	94.8	142.1	102.7	165.2	189.1	201.8	1,030.7
	October	95.5	77.8	114.7	105.2	181.5	169.7	227.8	972.2
1977	January	87.4	57.6	131.4	130.7	197.6	186.9	242.4	1,034.0
	April	88.6	70.3	108.0	106.9	179.4	189.8	249.5	992.5
FEMALES									
1973	October	18.7	10.8	12.8	8.7	10.2	8.8	13.3	83.4
1974	January†	36.8	18.9	13.5	11.6	13.6	9.1	12.5	115.9
	April	29.2	11.8	12.0	8.8	11.6	8.7	11.2	93.3
	July	23.7	15.2	18.8	13.9	13.6	9.2	11.9	106.3
1975	January†	36.0	44.5	29.0	23.0	26.1	15.7	12.8	186.9
	April	63.4	42.2	31.3	23.9	32.6	19.9	13.9	227.2
	October‡	45.2	28.4	42.1	44.6	40.6	26.0	16.7	243.5
1976	January	31.5	24.3	45.9	45.8	67.1	37.1	18.8	270.5
	April	31.1	23.7	40.5	39.8	59.2	53.1	24.8	272.1
	July	78.4	48.0	64.6	40.0	58.3	54.4	28.0	371.8
	October	40.9	35.5	52.3	46.3	81.3	55.6	36.8	348.8
1977	January	38.2	23.4	48.3	52.3	82.3	69.9	41.9	356.2
	April	38.0	26.4	43.7	44.8	70.3	73.0	46.7	343.1

* All the figures in this table are unadjusted in respect of amendments notified on the four days following the count.

† Information is not available for January 1974 because of an energy crisis and for January 1975 because of industrial action at local offices of the Employment Service Agency.

‡ From October 1975 onwards the figures exclude adult students. Also from October 1975 the count was made on a Thursday instead of a Monday.

§ Before October 1975, the total column differs from the total for Great Britain published in table 105; in this latter table, (a) the number unemployed excludes adult students and (b) the unemployed figures are adjusted before October 1975 to take into account amendments notified during the four days following the date of the count.

UNEMPLOYMENT

unemployed persons by entitlement to benefit: Great Britain

TABLE 112

THOUSANDS

	Receiving unemployment benefit only	Receiving unemployment benefit and supplementary allowance	Receiving supplementary allowance only	Others registered for work	Total
1973 February	236	75	261	145	718
May	186	55	223	126	591
November	150	41	180	122	494
1974 February*	..	..	..	..	599
May	172	58	186	119	535
November	209	67	201	144	621
1975 February	271	91	236	159	757
May	303	96	252	162	813
November	421	124	373	202	1,120
1976 February	483	152	416	202	1,253
May	454	143	420	203	1,220
November†	..	..	..	..	..
1977 February	469	144	535	217	1,365

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.

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

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

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		R								
NUMBERS UNEMPLOYED												
Annual averages												
1972	876	855	87	..	380	246	48	696	108	730	555	4,840
1973	619	611	92	21	394	274	44	669	110	670	520	4,305
1974	615**	600**	105	50	498	583	48	560	135	740	521	5,076
1975	978	929	177	124	840	1,074	75	654	195	1,000	697	7,830
1976	1,359	1,270	229	126	933	1,060	84	732	211	1,080	736	7,288
Quarterly averages												
1975 1st	789	789	152	133	763	1,151	73	603	196	1,073	745	8,282
2nd	854	854	161	115	744	1,036	74	667	178	947	693	8,004
3rd	1,096	1,096	178	109	836	1,024	75	648	194	943	678	7,809
4th	1,172	1,172	218	136	1,015	1,133	79	699	214	1,030	674	7,223
1976 1st	1,298	1,298	226	143	978	1,296	87	681	230	1,257	786	7,911
2nd	1,295	1,295	217	108	853	989	84	693	194	1,083	726	6,950
3rd	1,474	1,474	224	111	868	928	82	776	209	1,010	718	7,309
4th	1,374e	1,374e	248	142	1,035	1,006	82	777	210	963	714	6,983
1977 1st	1,418	1,418	260	163	1,048	1,182	87	1,460††	215e	1,210	922	7,838
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED												
Quarterly averages												
1975 1st	735	735	142	113	708	1,000	68	553	174	910	664	7,473
2nd	853	853	170	119	829	1,077	74	727	191	962	698	8,126
3rd	998	998	190	122	915	1,128	78	653	205	1,025	715	7,998
4th	1,131	1,131	209	123	916	1,142	80	698	210	1,124	721	7,855
1976 1st	1,220	1,220	210	119	907	1,139	82	625	208	1,067	705	7,130
2nd	1,252	1,252	229	115	950	1,033	84	755	208	1,100	730	7,043
3rd	1,306	1,306	240	120	951	1,035	85	780	221	1,102	752	7,457
4th	1,317e	1,317e	237	126	932	1,014	83	775	206	1,051	764	7,578
1977 1st	1,330	1,330	243	140	973	1,022	81	††	194	1,026	822	7,068
1977 latest data												
Month	June 77	May 77	May 77	June 77	June 77	Mar 77	††	May 77	May 77	May 77	June 77	
Number	1,353	262e	146e	1,151	1,028	82e		198e	1,129	841	6,962	
Percentage rates	5.7	9.8e	7.1e	6.4	4.5	12.0e		5.1e	2.1	7.9	7.1	

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. The quarterly data for Italy relates to January, April, July and October.

§ The data in this table now relates to registered unemployed in place of the series claiming benefits under trade union schemes.

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

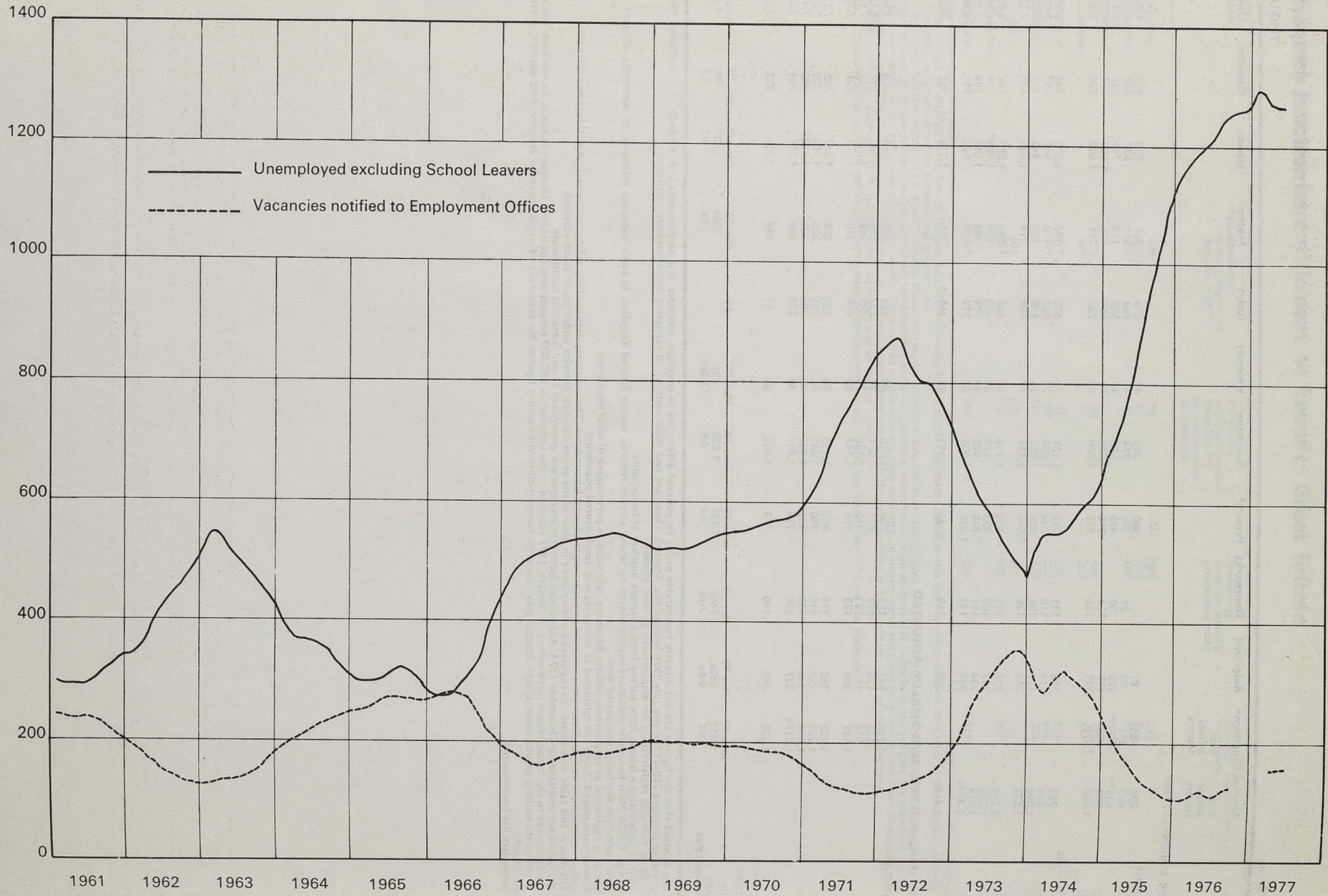
†† Changes made to the Italian labour force survey in January, 1977 resulted in the inclusion of 587,000 persons who considered themselves not to be workers, but who nevertheless were seeking employment. Other changes may also affect comparability with earlier figures. No seasonally adjusted figure for January (first quarter) is available.

e Estimated.

R Some data has been revised.

Unemployed and vacancies: Great Britain

Three-month moving average: seasonally adjusted
THOUSANDS



The moving averages for November and December 1974, January 1975 and October to December 1976 have been calculated from interpolated data

UNEMPLOYMENT AND VACANCIES

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

THOUSANDS

TABLE 117

Average of 3 months ended		UNEMPLOYMENT‡									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
		Males (1)	Females (2)	Total (3)	Males (4)	Females (5)	Total (6)	Males (7)	Females (8)	Total (9)	(10)	(11)	(12)
1969	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	—
	January 12	251	80	331	249	81	329	3	-1	1	179	180	—
1970	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
1972	October 11	250	81	332	236	78	314	15	3	18	157	159	-2
	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
1973	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
	January 8	213	75	288	231	77	307	-18	-1	-19	198	182	16
1974	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
1975	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
1976	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
1977	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
1978	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||	..	..	..	..	..	..	..	..	..	..	..	..
1979	January 20||	..	..	..	..	..	..	..	..	..	..	..	..
	February 10||	..	..	..	..	..	..	..	..	..	..	..	..
	March 10||	..	..	..	..	..	..	..	..	..	..	..	..
1980	April 14||	..	..	..	..	..	..	..	..	..	..	..	..
	May 12||	..	..	..	..	..	..	..	..	..	..	..	..
	June 9	258	102	360	225	94	319	34	8	41	159	179	-20
1981	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
1982	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
1983	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
1984	April 8	244	113	357	239	108	347	5	5	10	163	159	4
	May 13	245	116	361	240	112	352	5	4	9	165	168	-3
	June 10‡	249	120	369	242	116	358	7	4	11	164	172	-8
1985	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
1986	October 14	242	129	371	246	124	370	-4	5	1	188	185	3
	November 11**	..	..	..	..	..	..	..	..	..	..	..	..
	December 13**	..	..	..	..	..	..	..	..	..	..	..	..
1987	January 13**	..	..	..	..	..	..	..	..	..	..	..	..
	February 10**	..	..	..	..	..	..	..	..	..	..	..	..
	March 10**	..	..	..	..	..	..	..	..	..	..	..	..
1988	April 14	231	122	354	236	122	358	-5	—	-5	..	..	..
	May 12	236	126	362	242	126	369	-6	-1	-7	196	197	—

* 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.

** Because of industrial action by some staff in the Department of Employment Group, figures are not available for the period November 1976 to March 1977.

VACANCIES

notified vacancies remaining unfilled: regional analysis

TABLE 118

	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
THOUSANDS													
Numbers notified to employment offices													
1975 April 9	72.7	4.8	12.8	8.8	9.0	13.9	14.2	11.1	6.5	19.7	173.4	3.4	176.8
May 7	67.3	5.1	12.2	8.0	8.8	12.4	13.9	10.9	6.2	19.3	164.1	3.2	167.3
June 4	64.8	4.9	12.4	7.3	8.7	11.5	14.0	10.8	6.0	18.6	159.0	3.1	162.1
July 9	59.1	4.5	10.5	6.9	7.7	10.3	12.6	9.7	5.4	16.1	142.7	2.6	145.4
August 6	54.6	4.7	9.9	6.7	7.4	9.4	12.2	9.9	5.1	16.0	135.8	2.7	138.5
September 3	57.2	4.6	10.3	7.0	7.8	9.4	12.7	9.8	5.1	16.9	140.8	2.6	143.4
October 3*	54.4	4.2	8.6	6.3	7.6	8.7	11.3	8.4	4.5	15.5	129.4	2.5	132.0
November 7	46.0	3.3	6.7	5.7	7.0	7.6	10.9	7.2	3.9	14.9	113.3	2.4	115.7
December 5	39.5	3.0	6.4	5.2	6.2	7.1	9.8	6.4	3.7	13.7	101.0	2.1	103.1
1976 January 2	33.8	2.5	5.1	4.5	5.7	5.9	8.0	5.8	3.8	11.6	86.8	2.0	88.8
February 6	37.7	2.7	6.2	5.1	5.7	7.1	8.9	6.8	4.1	12.9	97.2	2.3	99.5
March 5	40.7	3.2	7.4	5.6	6.3	7.8	9.8	7.3	4.5	14.4	106.9	2.1	109.0
April 2	44.6	3.4	8.7	6.0	6.9	9.3	10.2	7.8	5.4	15.0	117.4	2.3	119.7
May 7	46.2	3.8	9.4	6.1	6.9	10.1	10.6	7.6	5.6	15.6	122.0	2.4	124.4
June 4	48.9	3.8	9.5	6.1	7.0	9.7	10.9	7.9	5.3	15.7	124.8	2.2	127.0
July 2	50.1	4.0	9.1	6.4	7.2	10.4	11.0	8.6	5.7	14.5	127.1	2.0	129.1
August 6	50.3	3.9	8.9	6.9	7.7	10.4	11.1	8.5	5.5	14.9	128.0	1.8	129.8
September 3	54.7	4.0	9.7	8.3	8.5	11.1	12.3	8.8	6.3	15.8	139.3	2.3	141.6
October 8	57.0	4.1	7.9	8.0	8.7	11.2	11.9	8.5	5.5	14.8	137.7	2.1	139.8
November 5†	..	..	..	..	..	..	..	..	..	..	..	1.9	..
December 3†	..	..	..	..	..	..	..	..	..	..	..	1.7	..
1977 January 7†	..	..	..	..	..	..	..	..	..	..	..	1.8	..
February 4	54.0	3.3	7.1	8.8	9.2	10.8	11.5	8.8	5.5	13.0	132.1	1.8	133.9
March 4	57.4	3.6	8.8	9.2	9.7	11.5	12.2	9.3	5.9	15.0	142.5	1.8	144.3
April 6	62.1	4.0	9.8	9.2	10.8	12.3	12.6	9.3	6.7	17.1	153.9	1.8	155.7
May 6	68.2	4.4	10.3	9.4	10.9	13.7	13.3	9.8	6.6	17.0	163.6	1.8	165.4
June 1	69.4	4.7	11.0	9.3	10.6	13.8	13.7	9.2	7.1	18.0	166.8	2.0	168.8
Numbers notified to careers offices													
1975 April 9	16.1	1.6	3.0	3.7	2.6	4.5	3.3	2.0	1.4	2.7	40.9	1.3	42.1
May 7	15.1	1.4	2.6	3.1	2.2	4.0	3.1	1.7	1.2	3.0	37.5	1.1	38.6
June 4	14.7	1.0	2.1	3.1	1.9	3.2	2.7	1.4	1.3	3.5	34.8	1.1	36.0
July 9	13.2	1.2	2.2	6.3	2.2	3.4	2.6	1.7	1.2	3.1	37.0	0.9	38.0
August 6	10.1	1.0	2.0	3.1	1.5	2.6	2.1	1.4	1.0	2.4	27.2	0.9	28.1
September 3	10.3	1.0	2.1	2.4	1.6	2.2	2.5	1.4	1.0	2.3	26.8	0.8	27.6
October 3*	10.4	0.9	1.8	2.1	1.5	2.2	2.3	1.1	0.9	2.3	25.6	0.8	26.4
November 7	9.6	0.8	1.5	1.9	1.6	2.1	2.5	1.0	0.8	1.9	23.5	0.7	24.2
December 5	8.0	0.7	1.2	1.6	1.4	1.7	1.9	0.8	0.5	1.9	19.7	0.7	20.4
1976 January 2	7.1	0.6	1.0	1.5	1.3	1.5	1.7	0.9	0.6	1.8	17.9	0.6	18.5
February 6	7.1	0.6	1.0	1.6	1.2	1.5	1.8	0.9	0.6	1.4	17.6	0.6	18.3
March 5	8.3	1.0	1.5	2.0	2.0	1.9	2.0	0.8	0.6	1.3	21.2	0.6	21.9
April 2	9.8	1.0	1.4	2.2	2.0	1.9	2.1	1.1	0.7	1.4	23.6	0.7	24.3
May 7	11.7	1.2	1.8	3.8	2.5	2.2	2.0	1.2	0.7	1.7	28.7	0.7	29.3
June 4	12.0	0.9	1.2	4.2	1.6	1.9	1.3	1.6	0.7	2.3	27.7	0.5	28.2
July 2	11.7	0.8	1.2	3.7	1.5	2.1	1.2	1.3	0.8	1.7	26.0	0.5	26.5
August 6	11.3	0.7	1.3	3.5	1.6	1.7	1.4	0.9	0.8	1.6	24.8	0.5	25.4
September 3	11.7	0.7	1.4	3.6	1.7	1.9	1.8	1.0	0.7	1.1	25.6	0.7	26.3
October 8	10.3	0.7	1.3	2.7	1.6	1.8	1.7	0.8	0.7	1.1	22.7	0.6	23.3
November 5†	..	..	..	..	..	..	..	..	..	..	..	0.5	..
December 3†	..	..	..	..	..	..	..	..	..	..	..	0.5	..
1977 January 7†	..	..	..	..	..	..	..	..	..	..	..	0.5	..
February 4	7.9	0.6	0.9	2.1	1.3	1.5	1.3	0.7	0.5	0.8	17.4	0.5	17.9
March 4	10.5	0.9	1.3	2.2	1.9	2.2	1.7	0.8	0.5	1.0	22.9	0.5	23.4
April 6	11.9	1.1	1.3	2.5	1.9	2.4	1.8	1.0	0.6	0.9	25.4	0.5	25.9
May 6	13.8	1.1	1.7	5.5	2.1	3.2	2.0	1.1	0.5	1.5	32.4	0.6	33.0
June 1	12.0	0.6	1.0	5.1	1.6	2.3	1.4	0.9	0.5	1.6	27.0	0.6	27.6

Notes: The figures represent only the numbers of vacancies notified to local employment offices and careers offices and remaining unfilled on the day of the count. They are not a measure of total vacancies. Vacancies notified to employment offices could include some that are suitable for young persons. Similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together.
 * From October 1975 the day of the count was changed from a Wednesday to a Friday.
 † Because of industrial action by some staff in the Department of Employment Group, information for Great Britain is not available for November and December 1976 and January 1977.

VACANCIES

vacancies notified to employment offices and remaining unfilled: regional analysis, seasonally adjusted*

TABLE 119

	South East†	East Anglia	South West†	West Midlands	East Midlands†	Yorkshire and Humber-side†	North West†	North†	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
THOUSANDS													
1972 February 9	56.7	4.2	11.0	7.7	8.1	9.6	10.7	5.4	4.6	6.2	124.1	1.9	126.0
March 8	60.1	4.2	11.4	7.8	8.1	9.5	10.6	5.4	5.0	6.1	126.8	1.8	128.6
April 5	63.9	4.3	10.7	8.0	8.4	9.9	10.3	5.3	4.9	5.9	130.0	1.7	131.7
May 3	65.3	4.4	11.2	8.0	8.3	10.1	10.0	5.3	4.9	6.3	132.1	1.8	133.9
June 7	67.6	4.6	11.5	8.6	9.0	10.3	9.7	5.9	5.4	7.0	138.0	2.0	140.0
July 5	67.9	4.8	12.0	8.4	9.1	10.1	10.2	6.0	5.0	7.5	139.9	2.1	142.0
August 9	70.7	5.1	12.7	9.0	9.6	10.9	11.4	6.4	5.5	8.0	150.2	2.2	152.4
September 6	72.8	5.0	12.9	9.2	9.5	10.4	11.1	5.9	5.0	6.8	151.2	2.1	153.3
October 4	76.7	5.6	13.8	10.2	10.3	11.5	10.9	6.5	5.0	7.9	161.5	2.3	163.8
November 8	81.7	6.2	14.9	11.9	11.5	12.9	12.6	7.7	5.3	8.9	176.3	2.3	178.6
December 6	88.0	6.8	16.2	13.6	12.4	13.9	14.0	8.3	5.7	10.0	190.8	2.4	193.2
1973 January 3	94.7	7.4	17.4	14.7	13.3	14.7	15.9	9.2	6.2	10.9	204.6	2.4	207.0
February 7	105.9	8.1	19.7	17.3	14.8	16.2	18.3	10.8	7.1	13.5	232.3	2.7	235.0
March 7	117.2	9.0	21.3	19.3	16.3	17.5	20.6	11.9	7.3	14.8	255.6	2.9	258.5
April 4	125.6	9.9	23.0	21.1	18.0	18.8	22.0	12.8	8.0	16.1	275.6	3.2	278.8
May 9	134.0	11.0	24.3	23.1	19.8	20.5	23.9	13.3	8.6	17.3	296.0	3.2	299.2
June 6	141.5	11.5	24.9	24.1	19.9	21.6	25.3	13.3	8.9	17.5	308.5	3.0	311.5
July 4	149.4	12.1	26.2	25.6	21.0	22.5	26.3	14.2	9.2	18.3	324.8	2.9	327.7
August 8	152.6	12.3	26.8	26.1	21.1	22.9	27.1	14.1	9.0	18.8	330.9	3.1	334.0
September 5	156.1	12.8	27.9	27.7	21.8	24.6	28.3	15.2	9.3	19.3	343.2	3.2	346.4
October 3	161.6	13.2	28.2	29.1	22.5	25.3	29.9	15.8	9.8	19.8	354.9	3.3	358.2
November 7	167.0	13.4	28.6	29.1	22.2	25.7	30.0	15.6	9.8	20.0	360.8	3.5	364.3
December 5	164.8	12.9	27.6	28.8	22.1	25.5	29.9	15.1	9.8	19.4	356.1	3.6	359.7
1974 January 9	142.6	14.7	23.9	24.4	18.9	21.8	25.3	12.8	8.7	17.7	307.6	3.5	311.1
February 6	130.8	15.0	21.9	21.5	17.6	20.4	23.4	11.8	7.8	15.8	281.6	3.4	285.0
March 6	130.6	14.9	21.1	21.1	17.3	19.4	23.4	12.1	7.9	15.4	278.1	3.4	281.7
April 3	137.8	13.6	23.1	23.1	18.6	22.2	26.7	12.5	8.7	17.4	300.4	3.8	304.2
April 3	135.5	..	29.9	..	19.4	22.7	26.0	11.9	..	..	..	..	..
May													

OVERTIME AND SHORT-TIME
Great Britain: manufacturing industries

TABLE 120

Week ended	OPERATIVES														
	WORKING OVERTIME							ON SHORT-TIME							
	Hours of overtime worked				Stood off for whole week†			Working part of week				Total			
	Number of operatives (000's)	Percentage of all operatives (per cent)	Average per operative working overtime	Total actual number (millions)	Total seasonally adjusted number (millions)	Total of operatives (000's)	Total number of hours lost (000's)	Hours lost			Hours lost				
Total (000's)								Average per operative working part of the week	Number of operatives (000's)	Percentage of all operatives (per cent)	Total (000's)	Average per operative on short-time			
1972	October 14	1,660	32.4	8.3	13.72	13.10	4	150	25	222	8.9	29	0.6	372	12.9
	November 18	1,742	33.9	8.3	14.39	13.44	1	56	20	156	7.7	22	0.4	212	9.8
	December 9	1,732	33.7	8.4	14.61	13.90	1	41	16	138	8.5	17	0.3	179	10.4
1973	January 13	1,643	32.1	8.2	13.41	14.26	4	176	27	207	7.7	31	0.6	384	12.3
	February 17	1,754	34.2	8.3	14.55	15.11	6	253	17	160	9.5	23	0.5	412	17.9
	March 17	1,757	34.3	8.3	14.61	15.22	8	308	25	350	13.8	33	0.6	657	19.9
	April 14	1,772	34.5	8.4	14.80	15.05	4	142	20	155	7.7	24	0.5	297	12.6
	May 19	1,827	35.5	8.5	15.60	15.35	5	185	13	117	8.9	18	0.3	302	16.9
	June 16	1,830	35.6	8.5	15.50	15.21	3	103	13	112	8.8	15	0.3	213	14.0
	July 14	1,760	34.0	8.8	15.48	15.37	1	46	13	116	9.0	14	0.3	162	11.6
	August 18	1,717	33.1	8.5	14.62	15.42	1	47	11	82	7.6	12	0.2	129	10.8
	September 15	1,823	35.2	8.6	15.76	15.47	14	571	9	97	10.4	24	0.5	668	28.3
	October 13	1,885	36.3	8.7	16.32	15.72	1	32	10	90	9.4	10	0.2	121	11.7
November 17	1,940	37.2	8.6	16.73	15.79	3	109	21	211	10.3	23	0.4	320	13.8	
December 15	1,969	37.6	8.9	17.43	16.73	1	35	9	71	7.9	10	0.2	105	10.7	
1974	January 19‡	1,264	24.4	7.8	9.81	10.74	8	309	1,130	15,543	13.8	1,137	22.2	15,852	13.9
	February 16‡	1,397	27.1	7.7	10.79	11.42	8	317	941	12,430	13.2	949	18.5	12,747	13.4
	March 16‡	1,586	30.8	8.1	12.89	13.55	8	319	227	2,725	12.0	235	4.6	3,044	13.0
	April 6	1,735	33.7	8.4	14.53	14.78	3	110	33	360	11.0	35	0.7	470	13.2
	May 18	1,769	34.3	8.5	15.13	14.87	6	221	28	244	8.6	34	0.6	465	13.7
	June 15 (a) *	1,742	33.9	8.6	14.84	14.54	3	107	23	245	10.6	25	0.5	352	13.7
	June 15 (b) *	2,066	36.7	8.6	17.71	17.61	3	115	25	260	10.6	27	0.5	375	13.7
	July 13	1,994	35.2	8.8	17.60	17.39	3	104	24	273	11.2	27	0.5	377	14.0
	August 17	1,880	33.1	8.8	16.47	17.36	4	140	31	306	9.9	34	0.6	446	13.0
	September 14	1,989	35.1	8.7	17.31	16.94	6	226	58	722	12.5	63	1.1	948	15.0
October 19	2,011	35.5	8.5	17.00	16.24	23	927	59	769	13.1	82	1.4	1,696	20.7	
November 16	2,017	35.6	8.5	17.07	15.89	19	740	65	632	9.7	84	1.5	1,373	16.4	
December 14	2,003	35.7	8.6	17.19	16.18	8	321	64	686	10.7	72	1.3	1,008	13.9	
1975	January 18	1,785	32.1	8.3	14.88	16.30	6	222	124	1,261	10.2	130	2.3	1,483	11.5
	February 15	1,758	31.9	8.2	14.45	15.20	11	449	171	1,762	10.3	182	3.3	2,210	12.1
	March 15	1,729	31.6	8.2	14.14	14.82	17	665	206	2,076	10.1	222	4.1	2,740	12.3
	April 19	1,683	31.0	8.1	13.71	13.95	11	444	228	2,250	9.9	239	4.4	2,695	11.3
	May 17	1,610	29.8	8.3	13.34	13.04	17	681	221	2,291	10.3	238	4.4	2,973	12.5
	June 14	1,560	29.1	8.2	12.86	12.84	14	570	194	1,865	9.6	208	3.9	2,434	11.7
	July 19§	1,510	28.2	8.8	13.22	12.98	21	846	111	1,159	10.4	132	2.5	2,006	15.1
	August 16§	1,389	26.0	8.4	11.61	12.47	17	684	107	1,090	10.2	124	2.3	1,774	14.3
	September 13§	1,560	29.3	8.4	13.04	12.65	12	490	119	1,176	9.9	131	2.5	1,667	12.7
	October 18§	1,617	30.5	8.3	13.40	12.61	6	229	146	1,556	10.7	151	2.9	1,784	11.8
November 15§	1,667	31.8	8.3	13.77	12.55	20	812	156	1,529	9.8	176	3.4	2,341	13.3	
December 13§	1,685	32.2	8.5	14.30	13.28	24	936	127	1,221	9.6	150	2.9	2,157	14.4	
1976	January 10§	1,427	27.5	7.8	11.16	12.62	13	501	139	1,339	9.6	151	2.9	1,839	12.2
	February 14§	1,563	30.3	8.3	13.00	13.77	6	246	159	1,526	9.6	166	3.2	1,771	10.7
	March 13§	1,616	31.4	8.4	13.58	14.30	4	175	127	1,287	10.1	132	2.6	1,462	11.1
	April 10§	1,627	31.6	8.3	13.48	13.68	4	164	110	1,048	9.5	114	2.2	1,213	10.6
	May 15§	1,680	32.7	8.4	14.10	13.80	2	94	100	918	9.2	102	2.0	1,012	9.9
	June 12§	1,632	31.7	8.3	13.53	13.54	6	257	76	716	9.5	82	1.6	973	11.8
	July 10§	1,658	32.0	8.6	14.19	13.93	2	83	51	484	9.5	53	1.0	566	10.7
	August 14§	1,515	29.2	8.5	12.93	13.77	6	228	42	393	9.3	48	0.9	621	13.0
	September 11§	1,703	32.7	8.6	14.65	14.26	3	104	52	488	9.4	54	1.0	592	10.9
	October 16§	1,845	35.1	8.6	15.84	15.04	3	126	43	377	8.8	46	0.9	503	10.9
November 13§	1,866	35.4	8.5	15.95	14.70	3	134	30	314	10.6	33	0.6	448	13.6	
December 11§	1,913	36.3	8.6	16.54	15.51	2	90	41	562	13.9	43	0.8	652	15.1	
1977	January 15§	1,729	33.0	8.3	14.30	15.78	8	334	33	283	8.6	41	0.8	617	15.0
	February 12§	1,850	35.2	8.6	15.93	16.71	5	190	36	436	12.0	41	0.8	626	15.3
	March 12§	1,856	35.3	8.6	15.93	16.67	8	335	43	423	10.0	51	1.0	758	14.9
	April 23§	1,825	34.7	8.5	15.60	15.78	13	535	33	279	8.5	46	0.9	813	17.7
	May 14§||	1,926	36.6	8.6	16.58	16.28	9	360	36	349	9.6	45	0.9	709	15.6

* In June 1974 a new sampling system was introduced for the monthly employment returns (see page 736 of the August 1974 issue of the Gazette). At the same time revisions were made in the method of calculating overtime and short-time. Figures for June 1974 have been calculated on both the old and new basis. Thus, up to and including June 1974 (a) the figures related to operatives at establishments with over 10 employees in all manufacturing industries except shipbuilding and ship-repairing but excluded overtime worked by maintenance workers. The new series from June 1974 (b) relates to all operatives in manufacturing industries including shipbuilding and ship-repairing and overtime worked by maintenance workers is included.
 † Operatives stood off for the whole week are assumed to have been on short-time to the extent of 40 hours each.
 ‡ In January, February and March 1974, the volume of overtime and short-time was affected by an energy crisis.
 § Figures after June 1975 are provisional and are subject to revision to take account of the results of the June 1976 Census of Employment.
 || See page 743 for detailed analysis.

HOURS OF WORK
manufacturing industries: hours worked by operatives: Great Britain

1962 AVERAGE = 100

TABLE 121

Week ended	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries			Engineering, shipbuilding, electrical goods, metal goods			All manufacturing industries			Engineering, shipbuilding, electrical goods, metal goods		
	Actual	Seasonally adjusted	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	Actual	Seasonally adjusted	Vehicles	Textiles, leather, clothing	Food, drink, tobacco		
1957	103.9	98.6	104.6	117.7	99.5	103.6	103.5	104.5	104.5	102.7		
1958	100.4	96.5	101.6	108.3	100.1	102.5	102.4	103.2	103.0	102.5		
1959	100.9	96.3	104.9	108.6	99.1	103.3	102.8	104.9	104.5	102.0		
1960	103.9	99.4	107.9	110.1	100.1	102.4	101.7	101.7	104.8	101.7		
1961	102.9	101.9	102.9	104.7	100.1	101.0	101.3	100.6	101.1	100.4		
1962	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
1963	98.4	97.6	99.1	98.2	98.4	99.9	100.7	98.4	100.5	99.9		
1964	100.7	101.7	99.1	98.8	97.3	100.7	100.7	100.8	101.4	99.0		
1965	99.8	101.9	96.2	95.6	96.6	99.4	98.8	98.4	100.3	98.1		
1966	97.3	101.0	91.5	91.7	95.2	97.4	97.4	95.7	98.5	98.1		
1967	92.4	96.8	86.1	84.4	92.8	97.1	96.6	95.7	97.3	98.0		
1968	91.5	94.6	87.0	83.3	90.4	97.9	96.8	96.9	98.3	98.3		
1969	92.4	96.1	88.3	83.6	90.8	98.0	97.3	97.4	97.7	98.4		
1970	90.2	94.3	86.7	78.3	89.3	97.0	96.1	95.4	96.9	97.5		
1971	84.4	87.2	82.1	74.0	85.9	95.1	93.4	93.2	96.3	96.6		
1972	81.3	82.7	79.8	71.7	84.5	94.7	92.6	92.6	95.6	96.7		
1973	83.2	85.8	82.6	71.2	85.4	96.5	94.9	95.1	96.7	97.6		
1974	81.0	84.7	79.3	66.1	87.2	93.8	92.4	91.8	94.8	96.8		
1975	75.4	80.2	75.2	61.2	82.1	92.8	91.3	92.5	93.7	95.4		
1976	74.2	76.6	74.9	60.3	80.5	93.1	91.1	93.7				

EARNINGS AND HOURS
United Kingdom: manual workers: average weekly and hourly earnings and hours worked

TABLE 122
Standard Industrial Classification 1968

FULL-TIME MEN (21 YEARS AND OVER)													
	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings													
1974 Oct.	£ 47.97	£ 57.01	£ 51.29	£ 51.76	£ 48.49	£ 44.32	£ 46.18	£ 50.40	£ 52.73	£ 46.97	£ 43.74	£ 41.39	£ 40.37
1975 Oct.	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	50.76	48.16
1976 Oct.	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89	53.30
Average hours worked													
1974 Oct.	46.6	43.8	44.2	44.8	44.2	43.7	43.4	43.5	42.3	43.7	42.6	44.2	41.1
1975 Oct.	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	43.4	43.7	40.5
1976 Oct.	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1	40.9
Average hourly earnings													
1974 Oct.	p 102.9	p 130.2	p 116.0	p 115.5	p 109.7	p 101.4	p 106.4	p 115.9	p 124.7	p 107.5	p 100.3	p 93.6	p 98.2
1975 Oct.	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	151.0	133.3	126.5	116.2	118.9
1976 Oct.	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7	130.3

	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings												
1974 Oct.	£ 50.40	£ 45.61	£ 54.96	£ 48.23	£ 49.12	£ 48.46	£ 48.75	£ 47.71	£ 52.06	£ 41.68	£ 37.87	£ 48.63
1975 Oct.	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	59.58
1976 Oct.	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97
Average hours worked												
1974 Oct.	46.1	43.8	43.9	43.9	44.0	48.0	46.8	44.0	49.5	43.8	43.7	45.1
1975 Oct.	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6
1976 Oct.	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0
Average hourly earnings												
1974 Oct.	p 109.3	p 104.1	p 125.2	p 109.9	p 111.6	p 101.0	p 104.2	p 108.4	p 105.2	p 95.2	p 86.7	p 107.8
1975 Oct.	137.2	129.5	153.7	136.6	139.9	126.7	133.6	142.9	134.9	117.4	115.5	136.7
1976 Oct.	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2

Standard Industrial Classification 1968

FULL-TIME WOMEN (18 YEARS AND OVER)													
	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings													
1974 Oct.	£ 28.75	£ 31.41	£ 28.73	£ 27.38	£ 30.02	£ 26.87	£ 28.21	£ 28.01	£ 33.48	£ 26.79	£ 25.52	£ 22.38	£ 24.04
1975 Oct.	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13	28.70
1976 Oct.	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61	33.59
Average hours worked													
1974 Oct.	38.0	38.8	38.4	37.5	38.0	37.9	37.2	36.7	37.9	37.1	37.2	36.1	36.1
1975 Oct.	37.7	38.6	37.9	37.5	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5	35.5
1976 Oct.	37.9	36.5	38.4	37.7	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4	36.0
Average hourly earnings													
1974 Oct.	p 75.7	p 81.0	p 74.8	p 73.0	p 79.0	p 70.9	p 75.8	p 76.3	p 88.3	p 72.2	p 68.6	p 62.0	p 66.6
1975 Oct.	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	77.1	80.9
1976 Oct.	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6	93.3

	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings												
1974 Oct.	£ 27.54	£ 28.86	£ 30.09	£ 26.27	£ 27.05	£ —	£ 23.92	£ 29.89	£ 34.58	£ 21.73	£ 19.18	£ 27.01
1975 Oct.	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	34.19
1976 Oct.	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62	40.61
Average hours worked												
1974 Oct.	36.3	37.7	38.7	37.5	37.2	—	38.1	36.7	42.4	38.7	39.5	37.4
1975 Oct.	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
1976 Oct.	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4
Average hourly earnings												
1974 Oct.	p 75.9	p 76.6	p 77.8	p 70.1	p 72.7	p —	p 62.8	p 81.4	p 81.6	p 56.2	p 73.9	p 72.2
1975 Oct.	98.1	99.4	101.6	88.3	93.0	—	81.2	109.5	106.2	69.4	95.9	92.4
1976 Oct.	115.0	113.0	117.7	105.9	109.4	—	94.3	119.3	120.7	83.8	109.3	108.6

* Except railways and London Transport.
† Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

EARNINGS AND HOURS
average weekly and hourly earnings and hours worked: manual workers: United Kingdom

TABLE 123

Standard Industrial Classification 1968	October 1974			October 1975			October 1976		
	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings
All manufacturing industries	£ 49.12	44.0	p 111.6	£ 59.74	42.7	p 139.9	£ 67.83	43.5	p 155.9
Full-time men (21 years and over)	27.05	37.2	72.7	34.23	36.8	93.0	40.71	37.2	109.4
Full-time women (18 years and over)*	14.56	21.4	68.0	18.38	21.4	85.9	22.06	21.6	102.1
Part-time boys (under 21 years)	26.31	40.3	65.3	32.87	39.7	82.8	37.75	40.0	94.4
Full-time girls (under 18 years)	19.31	37.8	51.1	23.15	37.5	61.7	26.87	37.6	71.5
All industries covered†	48.63	45.1	107.8	59.58	43.6	136.7	66.97	44.0	152.2
Full-time men (21 years and over)	27.01	37.4	72.2	34.19	37.0	92.4	40.61	37.4	108.6
Full-time women (18 years and over)*	14.28	21.2	67.4	18.02	21.2	85.0	21.50	21.2	101.4
Part-time boys (under 21 years)	26.00	41.2	63.1	33.08	40.4	81.9	37.94	40.5	93.7
Full-time girls (under 18 years)	19.23	37.8	50.9	23.03	37.5	61.4	26.70	37.5	71.2

* Women ordinarily employed for not more than 30 hours a week are classed as part-time workers.
† The industries covered are manufacturing; mining and quarrying (except coal mining); construction; gas, electricity and water; transport and communication (except railways and London Transport); certain miscellaneous services and public administration.

index of average salaries: non-manual employees: Great Britain
Fixed-weighted: April 1970 = 100

TABLE 124

ALL INDUSTRIES: non-manual						ALL MANUFACTURING INDUSTRIES: non-manual					
ALL AGES, including part-time employees											
		Males	Females	Males and females	Males	Females	Males and females	Males	Females	Males and females	
1970	April	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1971	April	112.4	112.4	112.4	111.6	112.9	111.7	111.6	112.9	111.7	
1972	April	125.5	125.3	125.4	124.0	126.2	124.4	124.0	126.2	124.4	
1973	April	138.5	139.1	138.7	137.7	142.5	138.6	137.7	142.5	138.6	
1974	April	156.0	158.5	156.8	153.3	167.4	155.8	153.3	167.4	155.8	
Weights		515	485	1,000	648	(49 part-time, 303 full-time)	1,000	648	(49 part-time, 303 full-time)	1,000	

The above series terminated at April 1974

FULL-TIME ADULTS: men (21 years and over) women (18 years and over)							
		Men	Women	Men and women	Men	Women	Men and women
1970	April	100.0	100.0	100.0	100.0	100.0	100.0
1971	April	111.5	112.2	111.7	110.7	112.5	111.0
1972	April	124.1	125.8	124.5	122.3	124.9	122.7
1973	April	137.3	139.8	138.0	135.9	139.9	136.5
1974	April	155.3	161.8	157.0	152.1	165.2	154.3
1975	April	195.0	224.0	202.9	191.8	226.7	197.5
1976	April	232.6	276.6	244.5	225.6	276.2	233.9
Weights		575	425	1,000	689	311	1,000

Notes: These fixed weighted series are based on results of the New Earnings Survey and are described in articles in the May 1972 (pages 431 to 434) and January 1976 (page 19) issues of the Gazette.
The series for full-time adults relate to those whose pay for the survey pay-period was not affected by absence.

annual percentage changes in hourly wage earnings and hourly wage rates: United Kingdom

TABLE 125

		Average weekly wage earnings	Average hourly wage earnings	Average hourly wage earnings excluding the effect of overtime*	Average hourly wage rates†	Differences (col. (3) minus col. (4))
		(1)	(2)	(3)	(4)	(5)
1962	April	+ 4.0	+ 5.1	+ 5.2	+ 4.1	+ 1.1
	October	+ 3.2	+ 4.1	+ 4.4	+ 4.2	+ 0.2
1963	April	+ 3.0	+ 3.6	+ 4.0	+ 3.6	+ 0.4
	October	+ 5.3	+ 4.1	+ 3.6	+ 2.3	+ 1.3
1964	April	+ 9.1	+ 7.4	+ 6.5	+ 4.9	+ 1.6
	October	+ 8.3	+ 8.2	+ 8.1	+ 5.7	+ 2.4
1965	April	+ 7.5	+ 8.4	+ 8.0	+ 5.3	+ 2.7
	October	+ 8.5	+ 10.1	+ 9.5	+ 7.3	+ 2.2
1966	April	+ 7.4	+ 9.8	+ 9.7	+ 8.0	+ 1.7
	October	+ 4.2	+ 6.2	+ 6.5	+ 5.6	+ 0.9
1967	April	+ 2.1	+ 2.8	+ 3.0	+ 2.7	+ 0.3
	October	+ 5.6	+ 5.3	+ 5.0	+ 5.3	

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

TABLE 126

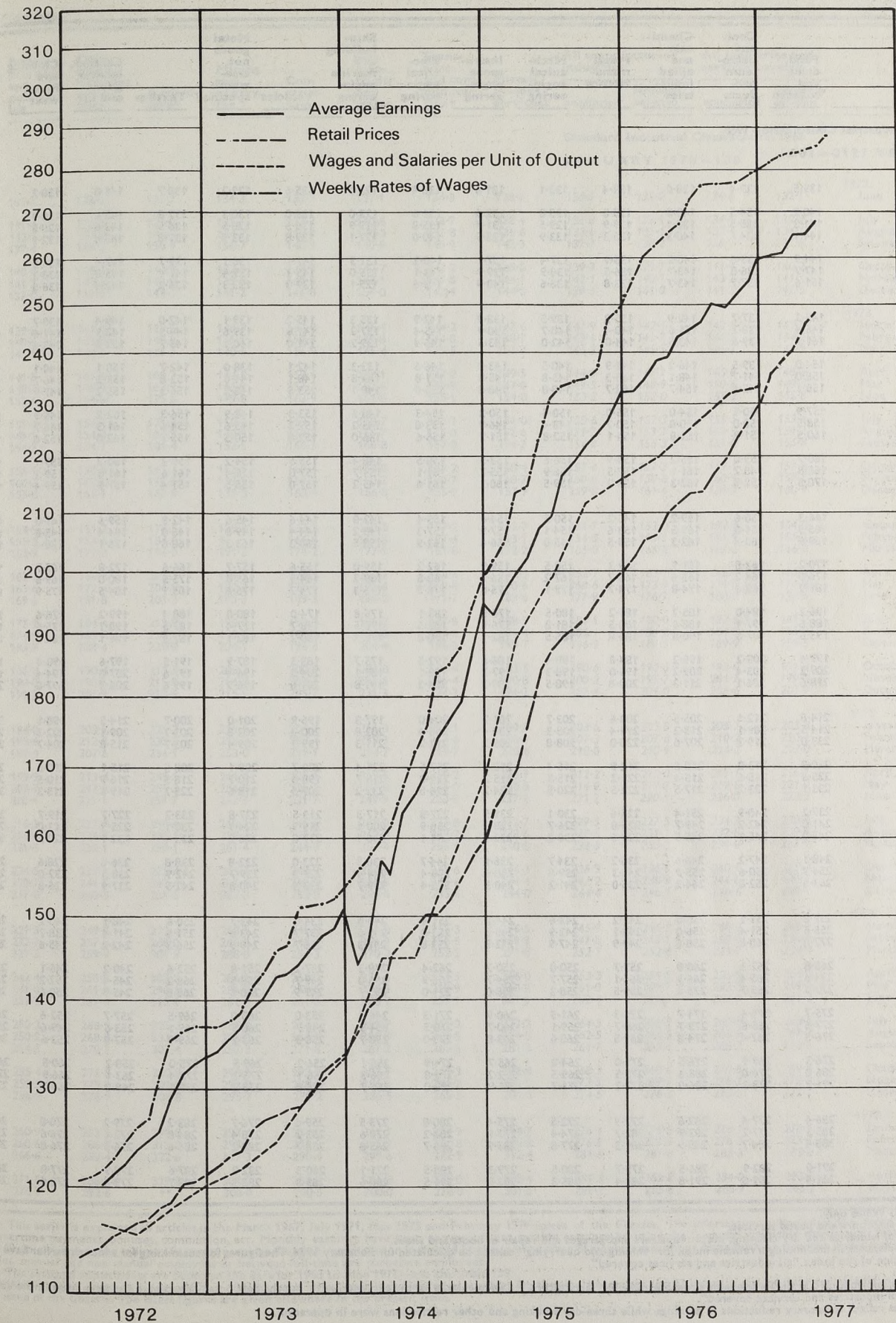
	MANUFACTURING INDUSTRIES				ALL INDUSTRIES					
	Average weekly earnings		Average hours	Average hourly earnings	Average weekly earnings		Average hours	Average hourly earnings		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	
	£	£	p	p	£	£	p	p		
Full-time manual men (21 years and over)										
April 1972	33.6	34.5	45.6	75.8	32.1	32.8	46.0	71.3	69.1	
April 1973	38.6	39.9	46.4	86.0	37.0	38.1	46.7	81.7	79.2	
April 1974	43.6	45.1	46.2	97.4	42.3	43.6	46.5	93.5	91.1	
April 1975	54.5	56.6	45.0	125.8	54.0	55.7	45.5	122.2	119.2	
April 1976	65.1	67.4	45.1	149.2	63.3	65.1	45.3	143.7	141.0	
Full-time non-manual men (21 years and over)										
April 1972	43.7	43.8	38.9	111.3	43.4	43.5	38.7	110.7	110.8	
April 1973	48.4	48.7	39.2	122.4	47.8	48.1	38.8	121.6	121.7	
April 1974	54.1	54.5	39.1	137.7	54.1	54.4	38.8	137.9	138.1	
April 1975	68.2	68.7	39.2	173.2	67.9	68.4	38.7	174.3	174.6	
April 1976	80.2	80.9	39.1	204.3	81.0	81.6	38.5	210.3	210.6	
All full-time men (21 years and over)										
April 1972	36.2	37.1	43.9	83.7	36.0	36.7	43.4	83.7	83.3	
April 1973	41.1	42.3	44.5	94.5	40.9	41.9	43.8	94.3	93.7	
April 1974	46.3	47.7	44.3	106.9	46.5	47.7	43.7	107.6	107.2	
April 1975	58.1	60.2	43.4	137.7	59.2	60.8	43.0	139.9	139.3	
April 1976	69.2	71.4	43.4	163.2	70.0	71.8	42.7	166.8	166.6	
Full-time manual women (18 years and over)										
April 1972	17.0	17.7	40.0	44.4	16.6	17.1	39.9	43.0	42.6	
April 1973	19.6	20.5	40.0	51.2	19.1	19.7	39.9	49.6	49.1	
April 1974	23.1	24.1	39.9	60.6	22.8	23.6	39.8	59.3	58.7	
April 1975	30.9	32.4	39.5	81.8	30.9	32.1	39.4	81.6	81.1	
April 1976	38.5	40.3	39.6	102.0	38.1	39.4	39.3	100.7	100.2	
Full-time non-manual women (18 years and over)										
April 1972	19.4	19.5	37.3	52.3	22.1	22.2	36.8	59.9	59.8	
April 1973	21.8	21.8	37.3	58.5	24.5	24.7	36.8	66.2	66.1	
April 1974	25.6	25.8	37.3	69.0	28.3	28.6	36.8	76.9	76.7	
April 1975	35.2	35.4	37.1	95.2	39.3	39.6	36.6	106.1	105.9	
April 1976	42.8	43.1	37.1	115.9	48.5	48.8	36.5	132.0	131.8	
All full-time women (18 years and over)										
April 1972	17.8	18.4	39.0	47.0	20.1	20.5	37.8	54.0	53.9	
April 1973	20.3	21.0	39.0	53.9	22.6	23.1	37.8	60.5	60.3	
April 1974	23.9	24.8	38.9	63.8	26.3	26.9	37.8	70.8	70.6	
April 1975	32.4	33.6	38.5	87.2	36.6	37.4	37.4	98.5	98.3	
April 1976	40.1	41.5	38.5	107.6	45.3	46.2	37.3	122.6	122.4	
Full-time adults										
(a) Men (21 years and over)										
April 1972	31.7	32.7	42.6	76.4	31.4	32.0	41.8	75.8	75.0	
April 1973	36.0	37.3	43.1	85.7	35.5	36.4	42.1	85.2	84.1	
April 1974	40.8	42.3	43.0	97.6	40.6	41.7	42.0	97.8	96.8	
April 1975	52.1	54.2	42.3	127.2	52.7	54.0	41.3	128.9	127.7	
April 1976	62.5	64.7	42.3	151.8	62.7	64.2	41.1	154.7	153.8	
(b) Males and females (18 years and over)										
April 1973	35.6	36.8	43.1	84.6	35.0	35.9	42.1	84.1	82.9	
April 1974	40.3	41.8	43.0	96.4	40.1	41.1	42.0	96.6	95.5	
April 1975	51.5	53.6	42.3	125.8	52.0	53.4	41.4	127.3	126.0	
April 1976	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.
Note: From 1974, age has been measured in completed years at January 1, not, as previously, at the time of the survey.

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

AVERAGE 1970 = 100

Log scale



EARNINGS
Great Britain: index of average earnings: all employees (monthly inquiry—old series)

TABLE 127

Standard Industrial Classification 1968	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc
	JANUARY 1970 = 100													
1972														
June	139.5	129.4	138.0	134.4	130.1	131.6	136.4	123.1	135.6	129.2	138.7	141.0	130.2	135.1
July	140.2	134.5	140.0	135.8	130.8	132.6	136.6	123.0	136.0	130.3	137.8	145.6	130.9	134.0
August	141.3	135.5	138.1	129.9	129.5	131.7	135.8	119.9	136.5	128.5	136.5	143.6	129.5	132.4
September	144.1	134.6	140.3	135.3	133.9	135.5	140.0	127.1	139.8	133.3	137.8	145.4	132.9	136.9
October	144.9	135.6	140.2	136.9	137.4	137.1	140.2	131.3	141.1	136.1	139.7	147.4	136.5	142.0
November	147.7	136.8	143.7	136.5	138.9	139.9	143.1	135.0	145.3	139.4	141.4	145.8	138.3	143.2
December	151.6	137.7	143.7	133.8	136.6	140.9	143.6	125.1	139.0	133.3	136.2	142.4	136.5	143.2
1973														
January	145.2	137.7	142.9	135.2	139.5	138.9	142.9	135.3	145.2	139.1	142.0	149.4	139.7	145.1
February	146.4	138.7	151.6	140.4	140.7	140.9	145.4	137.3	141.8	139.6	144.5	148.3	141.6	146.6
March	161.1	139.6	143.5	144.0	142.0	143.5	146.4	139.2	141.0	140.1	145.7	152.6	143.6	146.5
April	154.0	139.5	146.2	141.9	140.5	143.0	146.6	133.3	142.1	138.0	142.7	150.1	140.1	147.4
May	158.0	141.7	148.1	145.3	145.8	145.8	144.8	144.8	148.1	144.6	152.8	153.2	146.7	151.9
June	158.1	145.6	154.7	152.7	148.8	148.8	155.0	148.1	153.5	148.2	156.3	155.2	147.9	154.9
July	157.9	150.2	154.0	155.0	150.4	150.3	154.3	148.6	153.3	148.9	156.3	162.2	146.9	154.6
August	158.5	150.0	150.8	150.7	148.4	146.9	145.2	145.2	152.3	145.6	154.6	161.3	146.7	151.2
September	160.5	151.9	152.8	154.1	152.8	151.7	156.6	146.0	152.8	150.5	155.7	162.0	152.6	156.3
October	160.7	153.0	155.2	154.9	156.6	153.5	158.5	148.4	155.5	154.2	159.3	160.2	157.1	159.7
November	165.8	148.7	161.1	157.5	158.9	155.7	161.1	154.7	157.8	158.4	161.6	161.8	159.2	162.7
December	170.3	152.8	162.3	155.2	159.5	160.2	161.6	145.2	157.0	155.5	157.4	157.9	159.4	163.0
1974														
January††	166.3	150.6	159.2	145.2	150.5	154.6	155.4	142.8	144.6	145.6	142.9	159.6	141.0	155.3
February††	165.3	151.0	169.5	153.6	154.1	157.9	157.3	148.2	144.4	149.0	146.0	164.4	145.8	157.5
March	169.0	160.2	162.3	159.5	165.0	166.6	162.9	158.5	160.3	163.3	168.6	176.1	170.4	166.2
April	170.2	163.0	161.9	159.3	158.5	159.9	162.2	159.0	155.6	157.7	166.6	172.8	167.7	167.2
May	176.0	164.2	165.6	163.7	167.2	166.9	168.8	159.2	164.9	165.0	175.5	180.0	169.6	171.4
June	181.9	169.6	174.8	174.7	179.1	175.0	178.5	176.3	174.7	175.6	185.1	184.5	175.9	178.6
July	186.2	184.0	185.2	181.2	180.5	176.9	183.1	176.8	174.0	180.0	188.4	199.2	176.6	180.1
August	188.6	197.1	188.1	180.5	181.8	176.9	182.6	170.5	178.7	177.4	187.5	190.1	175.6	181.8
September	193.6	197.6	190.8	184.8	185.5	182.1	190.8	178.2	180.2	182.1	187.3	196.1	184.0	188.5
October	197.4	200.2	199.2	184.8	190.4	188.6	192.5	175.7	183.5	187.9	191.5	197.6	190.4	192.1
November	209.2	203.4	209.2	195.0	199.3	199.2	187.1	187.1	204.5	197.6	197.6	207.0	194.4	199.4
December	218.6	206.1	211.3	200.8	198.5	199.3	204.3	191.8	201.6	196.9	199.6	206.3	197.0	203.0
1975														
January	214.8	212.1	205.5	203.6	203.7	201.2	204.0	197.8	196.9	201.0	200.7	214.5	198.1	204.9
February	214.5	209.1	213.2	214.4	205.3	204.4	208.4	202.8	200.2	203.8	203.7	209.1	202.3	207.0
March	233.0	219.3	207.6	220.0	208.8	209.2	212.2	211.3	199.3	209.4	203.7	215.8	204.7	206.0
April	220.8	213.0	210.8	212.9	215.4	210.5	217.5	221.4	200.7	209.1	208.5	215.1	210.5	210.8
May	225.4	215.6	215.4	221.2	215.5	215.2	222.0	218.7	198.8	210.7	218.5	216.9	210.5	213.2
June	233.1	223.2	217.5	222.5	220.5	224.2	226.8	232.2	207.5	218.6	225.7	219.6	215.3	220.1
July	237.2	240.9	251.4	225.6	230.1	231.5	237.8	217.3	213.5	227.8	233.2	227.7	219.7	224.9
August	241.0	242.9	249.7	225.8	226.7	228.7	236.9	200.1	219.9	224.9	230.1	225.9	213.0	224.6
September	245.0	245.1	245.5	229.6	230.2	232.9	241.1	236.1	217.0	228.2	233.4	232.1	220.5	231.7
October	248.1	247.2	246.6	236.2	234.7	236.1	244.7	238.5	223.0	232.8	238.8	236.6	228.6	236.5
November	254.7	250.6	255.9	241.3	239.8	238.4	244.4	244.4	227.3	239.7	242.9	238.5	232.0	242.2
December	263.5	252.8	264.2	235.0	241.2	248.3	255.4	239.7	230.3	240.8	242.5	237.9	236.8	246.6
1976														
January	257.0	251.1	256.0	241.2	243.6	244.2	251.4	244.8	234.0	243.7	250.6	248.1	240.2	247.7
February	255.6	251.4	256.0	249.1	242.9	245.3	253.0	249.6	237.7	243.8	251.6	241.4	238.7	247.1
March	277.0	260.8	258.8	249.9	247.9	252.9	259.8	251.3	236.7	249.9	256.3	242.2	245.6	250.4
April	265.8	262.3	260.8	257.7	250.0	250.7	262.4	248.3	237.2	251.8	252.6	240.2	246.1	253.9
May	274.6	265.4	266.3	264.1	257.7	254.7	268.9	255.0	249.7	258.5	268.2	245.4	252.2	259.5
June	273.5	265.7	275.6	259.5	258.3	258.0	271.0	255.7	249.9	260.6	268.8	245.9	250.6	264.1
July	275.7	271.4	274.7	271.3	261.5	260.9	271.3	246.8	253.0	263.0	269.5	257.7	252.6	261.3
August	277.6	265.6	273.7	260.7	259.1	260.7	270.5	254.3	248.7	260.5	265.6	253.6	249.6	259.8
September	276.3	267.4	274.8	263.5	260.6	263.8	273.0	258.7	250.3	263.2	269.9	257.6	253.6	264.7
October	276.3	269.9	276.5	271.0	264.8	265.7	274.9	258.1	256.2	269.5	275.0	258.2	260.5	265.8
November	286.0	276.0	288.6	273.5	269.5	272.2	279.8	266.3	272.2	276.2	278.4	263.1	266.9	270.7
December	291.2	278.3	286.0	273.2	271.7	271.8	282.0	265.7	256.8	275.2	279.1	269.0	269.7	275.6
1977														
January	286.4	277.4	282.6	277.9	272.5	275.4	280.8	273.5	259.6	276.7	283.2	279.2	270.8	269.4
February	285.5	277.2	283.9	282.7	274.4	277.9	282.2	270.6	253.2	278.4	284.8	272.1	276.6	272.2
March	308.4	284.7	285.9	281.3	277.8	285.9	288.7	265.8	256.7	283.2	286.6	276.5	276.8	275.8
April	291.0	282.9	286.5	279.7	280.5	279.3	288.5	271.1	260.3	282.9	287.6	278.9	277.8	280.0
May††	301.4	289.6	291.8	289.4	285.3	283.0	291.5	280.6	269.3	285.3	293.7	279.4	278.6	282.6

* England and Wales only.
† Except sea transport and postal services.
‡ Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.
§ Because of disputes in coalmining a reliable index for "mining and quarrying" cannot be calculated for February 1974. The figures for coalmining for a month earlier have been used in the compilation of the index "all industries and services covered".
¶ Provisional.
** Insufficient information is available to enable a reliable index for "agriculture" to be calculated for the current month, but the best possible estimate has been used in the compilation of the index "all industries and services covered".
†† The figures reflect temporary reductions in earnings while three-day working and other restrictions were in operation.

EARNINGS
index of average earnings: all employees (monthly inquiry—old series): Great Britain

TABLE 127 (continued)

Standard Industrial Classification 1968	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Agriculture*	Mining and quarrying	Construction	Gas, electricity and water	Transport and communication†	Miscellaneous services‡	All manufacturing industries	All industries and services covered		
	JANUARY 1970 = 100										Seasonally unadjusted	Seasonally adjusted	
1972													
June	135.3	133.2	136.3	137.7	134.3	133.7	137.1	134.3	138.7	134.5	132.9	134.6	132.1
July	134.4	131.4	135.3	139.0	135.1	128.7	140.6	133.7	138.4	134.8	133.9	134.4	132.8
August	131.8	132.1	132.7	148.7	134.7	119.9	140.3	141.8	135.6	133.6	135.1	133.4	134.1
September	139.8	137.4	136.2	150.9	136.7	140.5	140.8	140.9	142.3	137.7	138.2	138.7	137.8
October	141.3	140.0	138.7	144.9	137.8	149.7	142.7	143.2	145.5	139.7	139.7	141.4	140.2
November	145.8	141.7	140.3	143.0	139.8	149.5	143.1	145.8	144.1	142.1	140.7	143.2	141.7
December	140.8	137.0	139.1	144.3	141.2	146.8	154.0	142.4	144.0	139.5	141.0	143.3	142.5
1973													
January	147.6	139.5	141.3	139.6	140.9	147.0	145.4	144.2	147.6	141.9	142.1	142.9	143.1
February	149.3	140.6	143.0	148.8	141.1	150.7	141.8	144.0	148.7	143.5	143.7	144.5	144.4
March	150.6	143.3	144.1	145.5	140.6	156.9	145.4	145.5	151.7	145.3	145.5	146.7	145.9
April	151.7	141.6	145.6	160.3	144.8	152.6	148.1	147.2	149.5	144.0	147.7	145.8	148.3
May	157.1	148.7	148.9	167.9	146.9	157.7	152.6	149.9	149.5	149.5	148.9	150.6	149.5
June	160.9	152.6	154.6	175.6	149.8	163.9	161.6	155.1	154.0	153.3	152.0		

EARNINGS

Great Britain: manual men in certain manufacturing industries: indices of earnings by occupation

TABLE 128 GREAT BRITAIN: JANUARY 1964 = 100

Industry group SIC (1968)	Average weekly earnings including overtime premium				Average hourly earnings excluding overtime premium			
	January 1975	June 1975	January 1976	June 1976	January 1977	June 1977	January 1977	June 1977
SHIPBUILDING AND SHIP REPAIRING*								
	£							
Timeworkers								
Skilled	315.7	327.0	399.5	403.2	452.0	76.72	345.2	370.7
Semi-skilled	341.9	356.9	438.7	452.6	498.3	69.44	356.5	391.9
Labourers	360.4	391.4	404.1	479.0	466.5	62.10	393.9	405.6
All timeworkers	337.7	351.7	423.7	436.5	483.5	73.33	367.7	395.7
Payment-by-result workers								
Skilled	313.1	370.0	381.9	420.2	411.1	75.52	340.1	380.6
Semi-skilled	326.5	386.2	409.2	452.1	444.7	67.27	367.9	410.1
Labourers	307.5	365.0	375.2	401.2	426.4	66.97	341.8	389.8
All payment-by-result workers	315.7	373.4	388.3	426.4	419.7	72.65	344.4	386.0
All skilled workers	311.1	357.2	384.1	416.1	419.5	76.00	335.2	374.1
All semi-skilled workers	336.3	383.0	425.1	461.1	471.5	68.36	360.2	402.3
All labourers	330.1	382.3	392.9	432.9	448.8	65.55	368.0	408.1
All workers covered	318.9	365.8	395.4	428.8	434.3	72.94	346.1	386.3
CHEMICAL MANUFACTURE†								
	£							
Timeworkers								
General workers	313.9	328.3	379.7	414.6	425.6	72.14	369.9	394.2
Craftsmen	305.3	312.2	371.6	404.4	416.2	78.32	342.8	360.3
All timeworkers	312.3	324.7	379.1	413.2	424.7	73.82	364.7	387.2
Payment-by-result workers								
General workers	296.2	302.6	352.6	395.1	411.9	73.25	303.0	326.8
Craftsmen	285.8	300.7	333.1	372.9	387.0	77.34	288.1	317.2
All payment-by-result workers	294.0	302.9	346.7	388.5	404.6	73.94	299.0	324.4
All general workers	307.1	320.0	370.8	406.3	418.0	72.29	345.6	368.8
All craftsmen	297.6	305.6	361.3	393.9	405.6	78.25	322.4	341.0
All workers covered	305.3	316.9	369.5	404.1	415.9	73.84	340.1	362.1

	Average weekly earnings including overtime premium			Average hourly earnings excluding overtime premium		
	June 1975	June 1976	June 1976	June 1975	June 1976	June 1976

ENGINEERING‡

	£					
	June 1975	June 1976	June 1976	June 1975	June 1976	June 1976
Timeworkers						
Skilled	294.9	339.8	66.22	333.2	381.6	148.5
Semi-skilled	310.2	371.7	64.24	359.8	416.1	142.0
Labourers	311.6	372.6	52.17	360.0	423.3	115.7
All timeworkers	305.2	359.1	64.22	349.1	402.8	143.0
Payment-by-result workers						
Skilled	287.9	330.7	66.37	318.2	368.7	157.4
Semi-skilled	273.7	319.0	59.34	307.1	356.0	141.8
Labourers	304.0	352.5	52.42	348.9	406.9	120.2
All payment-by-result workers	281.7	326.6	62.60	314.0	364.7	148.8
All skilled workers	291.3	335.2	66.28	324.3	373.3	152.1
All semi-skilled workers	291.6	345.3	62.10	330.6	382.6	141.9
All labourers	309.8	368.0	52.23	357.7	420.3	116.8
All workers covered	293.5	343.3	63.55	330.9	382.8	145.3

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968:
 * 370-1
 † 271-273; 276-278.
 ‡ 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399.

Indices of basic weekly and hourly rates of wages and normal weekly hours: manual workers: United Kingdom

Table 130
 The indices for all manual workers in both manufacturing industries and in all industries and services have now been incorporated in Table 131.
 Separate indices for men, women and juveniles are no longer published, but for a limited period these series will be available on request.

Users wishing to receive these figures are asked to write to the Statistics Division (Stats C4, F), Department of Employment, Orphanage Road, Watford, Herts WD1 1PJ, indicating the purposes for which they are needed and for how long they will be required.

EARNINGS

Monthly index of average earnings: all employees: Great Britain

TABLE 129 (new version)

	January	February	March	April	May	June	July	August	September	October	November	December	Annual average§
NEW SERIES: unadjusted: January 1976 = 100													
Whole economy													
1976	100.0	100.6	102.2	103.3	105.5	106.7	107.6	107.8	108.3	108.5	110.6	111.3	106.0
1977	110.9	111.0	113.3	113.1	114.9	114.9	114.9	114.9	114.9	114.9	114.9	114.9	114.9
OLD SERIES: SEASONALLY ADJUSTED: January 1970 = 100													
All industries and services covered:													
1967	79.4	79.8	80.2	80.4	80.6	81.2	82.4	82.2	83.1	83.7	84.6	84.2	81.8
1968	85.4	86.1	86.3	86.2	87.6	87.5	88.2	89.1	89.6	90.0	91.1	91.9	88.2
1969	92.2	91.7	92.7	94.0	93.4	95.0	95.3	95.7	96.7	97.5	98.2	99.6	95.2
1970	100.0	101.8	103.0	103.8	104.9	106.3	106.9	108.9	109.3	110.6	112.0	113.1	106.7
1971	114.2	114.6	115.8	116.0	117.6	117.8	119.4	120.7	121.1	122.0	122.2	123.3	118.7
1972	124.4	124.4	128.3	129.4	130.5	132.1	132.8	134.1	137.8	140.2	141.7	142.5	134.0*
1973	143.1	144.4	145.9	148.3	149.5	152.8	153.4	154.2	155.8	157.8	158.8	160.9	152.1
1974	(154.0)†	(156.8)†	166.6	165.2	174.9	177.5	181.0	185.9	188.5	191.6	199.0	207.9	(179.1)†
1975	205.8	210.1	216.1	221.0	223.3	230.9	233.9	237.1	239.3	241.1	248.1	248.1	226.6
1976	248.3	250.0	254.4	255.0	259.6	261.2	263.1	267.2	266.1	269.0	272.2	277.1	261.9
1977	278.1	278.7	283.8	283.1	286.3	286.3	286.3	286.3	286.3	286.3	286.3	286.3	286.3
All manufacturing industries													
1967	78.3	79.0	79.4	79.5	80.0	80.3	81.5	81.6	82.6	83.3	84.0	83.9	81.1
1968	84.8	85.5	85.9	85.6	87.1	87.4	88.0	88.5	89.1	89.3	90.4	91.7	87.8
1969	91.8	91.5	92.5	93.7	93.7	94.4	94.8	95.5	96.5	97.3	98.1	99.6	94.9
1970	100.0	101.3	103.0	103.8	104.7	106.5	107.5	109.5	109.7	111.2	112.7	113.7	107.0
1971	114.4	115.0	115.7	116.2	118.1	118.0	119.3	120.6	121.4	122.2	122.6	123.6	118.9
1972	125.4	125.4	128.2	130.1	131.2	132.9	133.9	135.1	138.2	139.7	140.7	141.0	134.2*
1973	142.1	143.7	145.5	147.7	148.9	152.0	152.3	153.3	155.3	157.3	158.6	161.4	151.5
1974	(152.0)†	(155.1)†	165.2	163.1	173.9	176.7	180.0	184.2	187.5	190.6	197.7	204.0	(177.5)†
1975	203.8	207.6	210.9	213.0	217.7	220.1	227.5	231.1	233.2	236.9	238.8	246.1	223.9
1976	246.2	248.1	252.8	254.5	259.7	261.6	262.2	265.5	265.6	268.4	269.4	276.3	260.8
1977	276.5	277.4	281.8	282.8	285.6	285.6	285.6	285.6	285.6	285.6	285.6	285.6	285.6
PERCENTAGE INCREASES OVER PREVIOUS 12 MONTHS													
NEW SERIES: unadjusted													
Whole economy													
1977	10.9	10.3	10.8	9.4	8.9	8.9	8.9	8.9	8.9	8.9	8.9	8.9	8.9
OLD SERIES: SEASONALLY ADJUSTED													
All industries and services covered:													
1967	3.1	3.0	2.3	2.1	1.7	2.2	3.6	3.3	4.3	5.1	6.6	5.5	3.6
1968	7.6	7.9	7.5	7.3	8.7	7.8	7.1	8.3	7.8	7.5	7.7	9.0	7.8
1969	7.9	6.5	7.5	9.1	6.6	8.5	8.0	7.4	7.9	8.4	7.9	8.4	7.8
1970	8.5	11.0	11.2	10.4	12.4	11.9	12.2	13.8	13.0	13.4	14.0	13.6	12.1
1971	14.2	12.5	12.4	11.8	12.1	10.8	11.7	10.8	10.9	10.3	9.2	8.9	11.3
1972	9.0	—*	10.8	11.5	11.0	12.2	11.3	11.1	13.8	14.9	15.6	12.9	12.9
1973	15.0	—*	13.7	14.6	14.5	15.6	15.5	15.0	13.0	12.5	12.1	12.9	13.5
1974	(7.7)†	(8.6)†	14.2	11.3	17.1	16.2	18.0	20.6	21.0	21.4	25.3	29.2	17.8
1975	(2.7)‡	(2.8)‡	27.9	30.8	26.3	25.8	27.6	25.8	25.8	24.9	21.2	19.3	26.6
1976	20.6	19.0	19.4	18.0	17.5	17.0	13.9	14.2	12.2	12.4	12.9	11.7	15.6
1977	12.0	11.5	11.6	11.0	10.3	10.3	10.3	10.3	10.3	10.3	10.3	10.3	10.3
All manufacturing industries													
1967	2.2	2.3	2.1	1.3	1.5	1.9	3.4	3.3	4.8	5.9	7.3	6.8	3.6
1968	8.3	8.3	8.2	7.6	8.8	9.0	7.9	8.4	7.9	7.1	7.6	9.3	8.2
1969	8.2	7.1	7.7	9.4	6.9	8.0	7.8	7.9	8.3	9.0	8.5	8.6	8.1
1970	8.9	10.7	11.4	10.9	12.5	12.8	13.4	14.6	13.6	14.3	14.9	14.1	12.7
1971	14.4	13.5	12.3	11.9	12.8	10.8	10.9	10.2	10.7	9.9	8.7	8.8	11.2
1972	9.6	—*	10.8	11.9	11.1	12.7	12.2	12.0	13.8	14.3	14.8	14.0	12.8
1973	13.3	—*	13.4	13.6	13.5	14.4	13.7	13.5	12.6	12.7	12.7	14.4	12.9
1974	(7.0)†	(7.9)†	13.5	1									

WAGE RATES AND HOURS

indices of basic weekly and hourly rates of wages and normal weekly hours: industrial analysis: all manual workers: United Kingdom

TABLE 131

JULY 31, 1972 = 100

1968 Standard Industrial Classification		Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries IV and V	All metals combined VI-XII	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
Basic weekly rates of wages											
1972-1976	Average of monthly index numbers	100	100	100	96	104	97	95	100	100	100
	1972	116	106	112	106	119	110	108	111	112	113
	1973	149	143	136	124	137	136	136	129	133	138
	1974	186	190	177	165	179	176	171	167	171	171
	1975	232	211	209	199	214	211	200	213	203	199
1975	May	180	201	170	152	182	178	158	167	166	167
	June	180	201	178	176	185	182	179	167	168	167
	July	192	192	178	182	185	182	179	167	174	170
	August	192	192	181	182	186	182	181	167	174	172
	September	192	193	181	182	186	184	181	172	178	178
	October	192	193	181	182	186	184	181	172	180	178
	November	192	193	192	182	204	191	181	172	187	179
	December	199	193	193	182	204	193	184	174	190	182
	January	230	193	197	184	206	195	191	201	191	197
	February	232	194	199	184	214	195	191	202	193	198
	March	232	214	199	184	214	195	191	214	197	198
	1976	April	232	215	202	184	215	195	214	203	198
May		232	215	202	195	215	217	191	214	203	198
June		232	215	213	208	215	219	191	214	204	198
July		232	215	213	208	215	220	210	214	205	198
August		232	215	214	208	215	220	210	214	205	198
September		232	215	214	208	215	220	210	216	207	200
October		232	215	214	208	215	220	210	216	207	200
November		232	215	219	208	215	220	210	217	210	200
December		233	215	219	208	215	220	210	217	210	200
January		246	215	220	209	217	222	216	227	210	211
February		247	225	222	209	217	222	216	228	210	211
March		247	225	222	209	217	222	216	232	213	211
1977	April	247	226	224	209	217	216	232	215	212	212
	May	247	226	224	213	218	231	216	216	212	212
	June	247	226	228	215	218	231	216	232	216	212
	Normal weekly hours†	(42.2)	(36.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.1)	(40.0)
1972-1976	Average of monthly index numbers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1972	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1973	99.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8	100.0
	1974	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.7	100.0
	1975	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1976	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0	
1977	June	99.2	100.0	99.6	100.0	100.0	100.0	100.0	99.8	100.0	100.0
Basic hourly rates of wages											
1972-1976	Average of monthly index numbers	100	100	100	96	104	97	95	100	100	100
	1972	116	106	112	106	119	110	108	111	112	113
	1973	150	143	136	124	137	136	136	129	133	138
	1974	187	190	178	165	179	176	171	167	172	170
	1975	233	211	210	199	214	211	200	213	203	199
1975	May	181	201	170	152	182	178	158	167	166	167
	June	181	201	178	176	185	182	179	167	168	167
	July	194	192	178	182	185	182	179	167	174	170
	August	194	192	182	182	186	182	181	167	174	172
	September	194	193	182	182	186	184	181	172	179	178
	October	194	193	182	182	186	184	181	172	180	178
	November	194	193	193	182	204	191	181	172	187	179
	December	200	193	194	182	204	193	184	174	191	182
	January	231	193	197	184	206	195	191	201	191	197
	February	233	194	200	184	214	195	191	202	194	198
	March	233	214	200	184	214	195	191	214	197	198
	1976	April	233	215	203	184	215	195	214	203	198
May		233	215	203	195	215	217	191	214	203	198
June		233	215	214	208	215	219	191	214	205	198
July		233	215	214	208	215	220	210	214	206	198
August		233	215	215	208	215	220	210	214	206	199
September		233	215	215	208	215	220	210	216	207	200
October		233	215	215	208	215	220	210	216	207	200
November		233	215	220	208	215	220	210	217	210	200
December		235	215	220	208	215	220	210	217	210	200
January		248	215	221	209	217	222	216	227	211	211
February		249	225	223	209	217	222	216	228	211	211
March		249	225	223	209	217	222	216	232	214	211
1977	April	249	226	224	209	217	222	216	232	216	212
	May	249	226	224	213	218	231	216	232	216	212
	June	249	226	229	215	218	231	216	232	216	212

Notes: (1) The indices are based on minimum entitlements and normal weekly hours laid down in national collective agreements and statutory wages orders for manual workers in representative industries and services. Minimum entitlements mean basic rates of wages, standard rates, minimum guarantees or minimum earnings levels as the case may be together with any general supplement payable under the agreement or order.

WAGE RATES AND HOURS

indices of basic weekly and hourly rates of wages and normal weekly hours: industrial analysis: all manual workers: United Kingdom

TABLE 131 (continued)

JULY 31, 1972 = 100

1968 Standard Industrial Classification		Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries*	All industries and services*
Basic weekly rates of wages											
1972-1976	Average of monthly index numbers	98	99	109	102	97	101	100	97	101.5	101.3
	1972	105	109	139	111	107	114	114	105	114.6	115.2
	1973	126	130	162	135	131	138	145	128	134.3	138.0
	1974	160	158	215	170	169	181	182	163	174.4	178.7
	1975	198	183	247	199	199	217	214	212	209.0	213.2
1975	May	155	158	199	173	164	176	177	149	174.3	175.4
	June	161	161	228	173	166	176	179	161	178.7	181.5
	July	162	161	228	173	173	183	181	165	179.6	183.7
	August	165	161	228	173	175	184	181	165	180.6	184.4
	September	165	162	228	173	175	184	181	165	181.4	184.9
	October	168	162	228	173	176	189	181	177	182.1	186.3
	November	173	162	228	176	177	198	194	180	193.7	194.4
	December	173	163	228	176	178	199	211	190	194.4	197.0
	January	174	164	229	187	185	200	211	198	197.7	200.9
	February	180	164	229	187	193	202	211	204	203.1	205.1
	March	180	164	229	201	196	202	211	204	203.8	206.7
	1976	April	204	169	229	201	200	203	211	204	206.8	208.8
May		204	169	229	201	200	209	211	204	209.1	210.5
June		204	176	260	201	200	209	211	217	211.2	215.3
July		205	199	260	201	202	227	214	217	212.3	217.7
August		205	199	260	201	202	227	214	217	212.5	217.8
September		205	199	260	201	202	227	214	217	212.7	217.9
October		205	199	260	201	202	231	214	218	212.7	218.2
November		205	199	260	201	203	235	220	218	213.3	219.4
December		205	199	260	202	203	235	227	221	213.3	220.2
January		205	199	260	209	206	235	227	227	215.4	222.5
February		205	199	260	209	210	237	227	230	215.6	223.5
March		205	199	260	215	210	237	227	230	215.9	223.9
1977	April	209	200	260	215	213	237	227	230	216.7	224.6
	May	209	200	260	215	213	240	227	230	217.7	225.4
	June	209	203	273	215	213	240	227	232	218.3	227.1
	Normal weekly hours†	(39.6)	(39.3)	(40.0)	(40.0)	(40.6)	(40.9)	(40.0)	(41.3)	(40.0)	(40.2)
1972-1976	Average of monthly index numbers	100.0	100.0	100.0	100.0	100.0	99.8	100.0	99.7	100.0	99.9
	1972	100.0	100.0	100.0	100.0	100.0	99.7	100.0	99.7	100.0	99.6
	1973	100.0	100.0	100.0	100.0	100.0	99.7	100.0	99.7	100.0	99.5
	1974	100.0	100.0	100.0	100.0	100.0	99.7	100.0	99.7	100.0	99.4
	1975	100.0	100.0	100.0	100.0	100.0	99.7	100.0	99.7	100.0	99.4
1976	100.0	100.0	100.0	100.0	100.0	99.7	100.0	99.7	100.0	99.4	
1977	June	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9	100.0	99.4
Basic hourly rates of wages											
1972-1976	Average of monthly index numbers	98	99	109	102	97	101	100	97	101.5	101.4
	1972	105	109	139	112	107	117	114	106	114.6	115.6
	1973	126	130	162	138	131	141	145	132	134.2	138.7
	1974	160	159	215	175	169	185	182	168	174.5	179.8
	1975	198	183								

RETAIL PRICES
United Kingdom: general* index of retail prices

TABLE 132

	ALL ITEMS	FOOD†						All items except food	All items except items of food the prices of which show significant seasonal variations		
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom					Items mainly home-produced for direct consumption	Items mainly imported for direct consumption
					Primarily from home-produced raw materials	Primarily from imported raw materials	All				
JANUARY 16, 1962 = 100											
Weights	1,000	263	46.4-48.0	215.0-216.6	39.6-40.7	64.4-64.9	104.0-105.6	53.4	57.6	737	952.0-953.6
1968	1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0
1969	1,000	255	46.0-47.5	207.5-209.0	38.5-39.5	64.6-65.1	103.1-104.6	48.7	55.7	745	952.5-954.0
1970	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3
1971	1,000	251	39.6-41.4	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
1972	1,000	248	41.3-42.5	205.5-206.7	38.0-38.3	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7
1973	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
JANUARY 15, 1974 = 100											
Weights	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1974	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
1975	1,000	228	35.9-42.0	186.0-196.1	35.9-41.4	56.9-66.5	92.8-107.9	45.3-50.7	42.1-43.9	772	958.0-964.1
1976	1,000	247	46.2-51	200.8-5	38.4-5	61.9-5	100.3-5	52.9-5	47.6-5	753	953.8-5
1977	1,000	247	46.2-51	200.8-5	38.4-5	61.9-5	100.3-5	52.9-5	47.6-5	753	953.8-5
1974	1,000	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975	1,000	134.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.3	135.1
1976	1,000	157.1	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1975	1,000	119.9	118.3	106.6	121.1	128.9	143.3	98.1	113.3	120.4	120.5
1976	1,000	121.9	121.3	108.9	124.2	131.7	137.0	98.8	114.2	122.1	122.5
1977	1,000	124.3	126.0	114.9	128.7	133.1	153.7	108.9	116.9	123.8	124.8
1975	1,000	129.1	130.7	124.8	132.2	137.7	156.3	148.7	113.8	119.2	128.7
1976	1,000	134.5	132.7	129.4	133.8	139.3	158.4	150.6	115.3	120.2	134.8
1977	1,000	137.1	135.9	140.3	135.2	141.0	160.0	152.2	116.7	121.2	137.5
1975	1,000	138.5	136.3	140.2	135.7	143.0	160.6	153.4	115.9	121.4	139.2
1976	1,000	139.3	136.3	131.7	137.5	143.5	160.3	153.4	121.8	122.5	140.3
1977	1,000	140.5	137.3	133.8	138.3	144.6	160.0	153.7	123.0	122.6	141.5
1975	1,000	142.5	138.4	137.9	138.9	147.2	158.8	154.1	123.1	124.7	143.8
1976	1,000	144.2	141.6	140.1	142.4	148.9	158.5	154.6	133.1	126.5	144.5
1977	1,000	146.0	144.2	148.9	143.9	149.8	160.4	156.1	134.6	128.2	146.6
1976	1,000	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9
1977	1,000	149.8	152.1	173.5	148.2	153.9	164.5	160.2	137.5	134.1	149.1
1978	1,000	150.6	153.8	181.2	148.6	154.3	165.0	160.6	138.0	134.4	149.8
1976	1,000	153.5	156.7	189.9	150.4	157.4	166.6	162.8	139.6	135.5	152.7
1977	1,000	155.2	157.1	184.8	151.9	157.9	167.6	163.6	141.3	137.9	154.7
1978	1,000	156.0	156.7	174.3	153.5	157.8	168.4	164.1	144.7	144.7	155.4
1976	1,000	156.3	153.4	149.0	154.8	160.3	169.6	165.8	145.6	140.6	157.2
1977	1,000	158.5	158.4	163.6	157.8	162.0	173.5	168.8	148.7	143.2	158.6
1978	1,000	160.6	164.4	178.6	161.9	163.8	175.5	170.7	157.2	146.5	159.5
1976	1,000	163.5	169.3	184.0	166.8	171.1	179.1	175.8	160.9	152.1	161.8
1977	1,000	165.8	172.7	192.8	169.1	172.6	182.2	178.3	160.2	157.4	163.8
1978	1,000	168.0	176.1	202.1	171.4	174.4	184.8	180.5	161.8	160.5	166.8
1977	1,000	172.4	183.1	214.8	177.1	178.7	189.7	185.2	169.6	165.7	170.9
1978	1,000	174.1	184.5	216.8	178.5	179.8	192.7	187.5	169.1	167.3	171.1
1979	1,000	175.8	186.5	215.7	181.0	185.1	197.8	192.7	168.9	167.9	172.6
1977	1,000	180.3	189.6	223.9	183.2	189.7	200.6	196.2	168.9	169.7	177.6
1978	1,000	181.7	189.9	213.7	185.4	191.8	205.0	199.6	169.9	170.9	179.3
1979	1,000	183.6	193.7	219.4	189.0	192.2	206.8	200.8	177.5	174.5	180.8

* See footnote on page 750.
 † The items included in the various sub-divisions are given on page 191 of the March 1975 issue of the Gazette.
 ‡ These are: coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.
 § Provisional.
 || The number of quotations used in compiling the indices for these months was less than normal because of industrial action by some employees of the Department of Employment Group.

RETAIL PRICES
general* index of retail prices: United Kingdom

TABLE 132 (continued)

Goods and services mainly produced by nationalised industries‡	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Weights	
											1968	1974
JANUARY 16, 1962 = 100												
95	63	66	121	62	59	89	120	60	56	41	1968	Weights
92	64	68	118	61	60	86	124	66	57	42	1969	
93	66	64	119	61	60	86	126	65	55	43	1970	
91	65	59	119	60	61	87	136	65	54	44	1971	
92	66	53	121	60	58	89	139	65	52	46	1972	
89	73	49	126	58	58	89	135	65	53	46	1973	
80	70	43	124	52	64	91	135	63	54	51	1974	
JANUARY 15, 1974 = 100												
135.0	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9	1974	Weights
140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.3	142.5	135.0	1969	
149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5	1970	
172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0	1971	
185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3	1972	
191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0	1973	
215.6	182.1	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3	1974	
133.0	125.0	120.8	138.6	132.6	110.2	111.9	113.9	116.3	128.0	121.4	1968	Weights
139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5	1969	
146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	147.6	139.4	1970	
160.9	151.3	138.6	164.2	152.6	132.3	128.4	141.2	151.2	160.8	153.1	1971	
179.9	154.1	138.4	178.8	168.2	138.1	136.7	151.8	166.2	174.7	172.9	1972	
190.2	163.3	141.6	203.8	178.3	144.2	146.8	159.4	169.8	189.6	190.2	1973	
198.9	166.0	142.2	225.1	188.6	158.3	166.6	175.0	182.2	212.8	229.5	1974	
JANUARY 15, 1974 = 100												
80	70	43	124	52	64	91	135	63	54	51	1974	Weights
77	82	46	108	53	70	89	149	71	52	48	1975	
90	81	46	112	56	75	84	140	74	57	47	1976	
89	83	46	112	58	63	82	139	71	54	45	1977	
108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2	1974	Weights
147.5	135.2	147.7	125.5	147.4	131.2	125.7	143.9	138.6	135.5	132.4	1975	
185.4	159.3	171.3	143.2	182.4	144.2	139.4	166.0	161.3	159.5	157.3	1976	
119.9	118.2	124.0	110.3	124.9	118.3	118.6	130.3	125.2	115.8	118.7	1975	
123.1	119.5	124.0	111.1	127.8	119.8	121.0	132.6	127.9	116.7	120.5	1976	
128.3	120.7	125.5	111.8	130.0	121.3	122.5	134.5	130.2	121.0	122.1	1977	
135.0	122.3	125.7	125.8	136.7	124.0	123.0	138.1	134.5	126.3	128.0	1974	Weights
143.2	137.3	152.6	126.6	144.0	131.7	123.8	142.5	136.3	135.8	129.9	1975	
150.8	139.7	158.4	128.7	151.4	133.3	125.1	144.6	137.7	138.0	132.3	1976	
154.0	141.8	158.7	129.3									

RETAIL PRICES
United Kingdom: indices for pensioner households

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

	INDEX FOR											
	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Quarter				Quarter				Quarter			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
JANUARY 16, 1962 = 100												
1962	100.2	102.1	101.2	101.9	100.2	102.1	101.2	101.7	100.2	102.2	101.6	101.5
1963	104.4	104.1	102.7	104.5	104.0	103.8	102.6	104.3	103.1	103.5	102.5	103.3
1964	105.4	106.6	107.2	108.7	105.3	106.8	107.6	109.0	104.1	105.9	106.8	107.8
1965	110.4	110.7	111.6	113.4	110.5	111.4	112.3	113.8	108.9	111.4	111.8	112.5
1966	114.3	116.4	116.4	117.9	114.6	116.6	116.7	118.0	113.3	115.2	115.5	116.4
1967	118.8	119.2	117.6	120.5	118.9	119.4	118.0	120.3	117.1	118.0	117.2	118.5
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
JANUARY 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9			178.9	186.3			176.8	184.2		

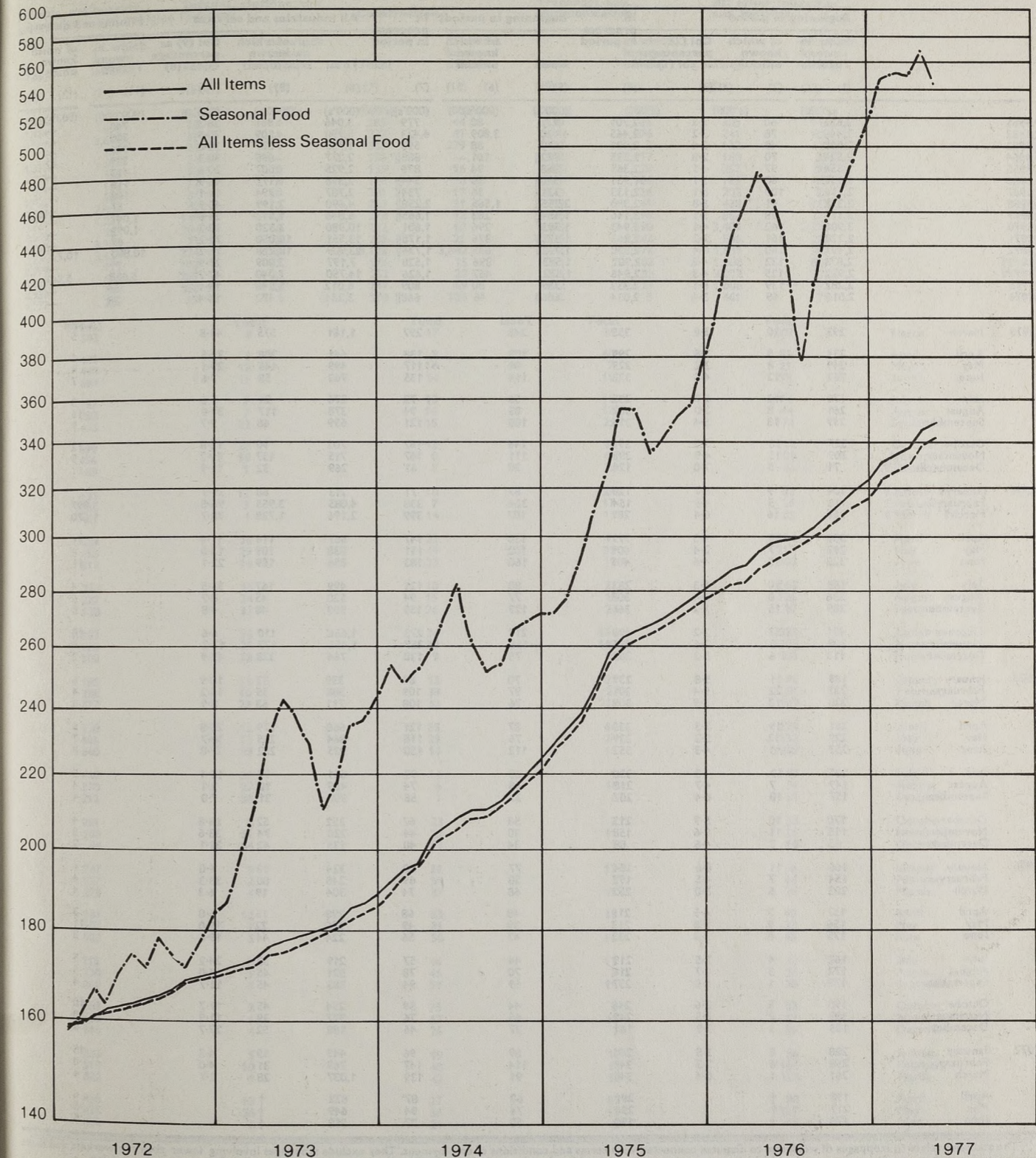
TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

Year	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1963	103.9	104.4	102.8	100.0	105.7	98.5	103.5	105.7	102.8	102.9	104.6
1964	107.0	107.5	108.6	105.8	108.5	100.5	104.7	111.6	106.4	105.0	108.1
1965	111.5	111.3	117.8	118.1	113.0	102.8	106.4	118.6	111.8	111.4	112.9
1966	116.3	115.3	122.4	120.9	120.2	108.9	108.9	127.1	114.7	119.6	117.5
1967	119.0	118.0	126.0	120.9	123.7	106.8	110.5	130.8	115.7	124.8	120.8
1968	124.5	122.4	128.0	125.8	131.5	110.8	112.0	137.4	126.9	128.9	126.7
1969	131.1	129.4	137.1	136.1	136.4	116.5	115.8	143.9	132.7	139.0	134.0
1970	140.2	138.2	143.9	136.9	146.8	124.7	120.8	156.9	145.3	148.3	143.6
1971	154.4	153.9	152.0	139.1	161.8	133.3	129.0	189.3	161.5	160.8	160.7
1972	166.2	167.5	158.4	140.1	175.3	138.0	138.2	203.0	172.7	170.6	176.2
1973	182.2	193.7	163.5	141.9	180.6	145.5	150.6	205.1	179.2	187.0	209.1
1974	211.6	226.2	181.7	165.7	209.9	166.9	176.5	211.8	217.9	209.1	249.1
JANUARY 15, 1974 = 100											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1963	103.7	104.3	102.5	100.0	105.4	99.7	103.9	104.5	102.4	102.2	104.6
1964	107.2	108.1	108.2	105.9	108.3	101.7	105.3	109.1	106.2	103.8	108.1
1965	112.0	112.1	117.3	118.3	112.7	104.4	107.3	116.4	108.6	109.6	112.9
1966	116.5	116.0	121.9	121.1	120.2	106.8	110.0	124.1	111.3	117.3	117.5
1967	119.2	118.5	125.7	121.1	124.3	108.8	111.7	127.3	112.5	122.1	120.8
1968	124.6	123.3	127.1	126.0	132.3	113.0	113.5	135.0	123.1	126.2	126.7
1969	131.5	130.5	136.5	136.4	137.3	118.9	117.9	141.6	129.3	136.2	134.0
1970	140.3	139.7	144.7	137.3	147.2	127.7	123.8	151.7	141.4	145.4	143.6
1971	154.2	155.3	154.2	139.5	162.6	137.0	132.3	175.1	157.3	159.3	160.7
1972	165.6	169.7	160.9	140.5	176.1	141.3	141.6	187.1	167.5	168.8	176.2
1973	182.5	197.8	166.2	142.3	181.5	148.1	155.0	192.9	173.3	185.9	209.1
1974	212.0	230.9	184.7	166.1	210.9	170.3	182.2	214.7	208.1	207.5	249.1
JANUARY 15, 1974 = 100											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
GENERAL INDEX OF RETAIL PRICES											
JANUARY 16, 1962 = 100											
1963	103.1	104.8	102.3	100.0	106.0	100.1	103.5	100.5	101.9	104.0	104.2
1964	106.2	107.8	107.9	105.8	109.2	102.3	104.9	102.1	105.0	106.9	107.5
1965	111.2	111.6	117.1	118.0	114.5	104.8	107.0	106.7	109.0	112.7	111.9
1966	115.1	115.6	121.7	120.8	120.9	107.2	109.9	109.9	112.5	120.5	116.1
1967	117.7	118.5	125.3	120.8	124.3	109.0	111.7	112.2	113.7	126.4	119.0
1968	123.1	123.2	127.1	125.5	133.8	113.2	113.4	119.1	124.5	132.4	126.9
1969	130.1	131.0	136.2	135.5	137.8	118.3	117.7	123.9	132.3	142.5	135.0
1970	138.1	140.1	143.9	136.3	145.7	126.0	123.8	132.1	142.8	153.8	145.5
1971	151.2	155.6	152.7	138.5	160.9	135.4	132.2	147.2	159.1	169.6	165.0
1972	161.2	169.4	159.0	139.5	173.4	140.5	141.8	155.9	168.0	180.5	180.3
1973	175.4	194.9	164.2	141.2	178.3	148.7	155.1	165.0	172.6	202.4	211.0
1974	204.7	230.0	182.1	164.8	208.8	170.8	182.3	194.3	202.7	227.2	248.3
JANUARY 15, 1974 = 100											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	147.4	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3

Index of retail prices

January 1962 = 100

Log scale



OUTPUT PER HEAD AND LABOUR COSTSindices of output, employment and output per person employed and of costs
per unit of output: annual

TABLE 134

		(1970 = 100)									
		1967	1968	1969	1970	1971	1972	1973	1974	1975†	1976†
1	WHOLE ECONOMY										
Output, employment and output per person employed											
1a	Gross domestic product‡	92.5	96.3	98.2	100.0	101.5	104.4	110.3	109.7	107.4	108.2
1b	Employed labour force*	100.9	100.4	100.4	100.0	98.3	99.0	101.0	101.3	(100.7)	(99.9)
1c	GDP per person employed*	91.6	95.9	97.8	100.0	103.3	105.5	109.2	108.3	(106.7)	(108.3)
Costs per unit of output											
1d	Total domestic incomes	86.6	89.5	92.8	100.0	110.3	121.5	132.2	153.0	197.4	225.2
1e	Wages and salaries	85.6	87.6	91.3	100.0	108.7	117.9	128.2	155.1	204.5	227.3
1f	Labour costs	84.5	86.8	91.1	100.0	108.1	117.1	127.1	154.4	205.1	232.0
2	INDEX OF PRODUCTION INDUSTRIES										
Output, employment and output per person employed											
2a	Output	91.7	97.2	99.8	100.0	100.3	102.5	110.0	107.0	101.7	102.2
2b	Employment	102.8	101.4	101.5	100.0	96.9	94.6	95.8	95.6	(92.3)	(89.9)
2c	Output per person employed	89.2	95.9	98.3	100.0	103.5	108.4	114.8	111.9	(110.2)	(113.7)
Costs per unit of output											
2d	Wages and salaries	85.7	85.4	90.2	100.0	107.2	113.8	124.2	152.1	200.1	
2e	Labour costs	84.8	84.6	89.7	100.0	107.3	114.5	124.6	153.8	204.7	
3	MANUFACTURING INDUSTRIES										
Output, employment and output per person employed											
3a	Output	89.8	96.0	99.6	100.0	99.5	102.1	110.7	109.1	102.5	103.4
3b	Employment	99.8	99.0	100.3	100.0	96.8	93.7	94.2	94.4	(90.3)	(87.8)
3c	Output per person employed	90.0	97.0	99.3	100.0	102.8	109.0	117.5	115.6	(113.5)	(117.8)
Costs per unit of output											
3d	Wages and salaries**	82.9	83.1	88.4	100.0	108.5	112.7	123.1	149.0	197.6	
3e	Labour costs	82.2	82.3	87.8	100.0	109.1	113.8	124.4	151.8	203.3	
4	MINING AND QUARRYING										
Output, employment and output per person employed											
4a	Output	114.5	111.2	104.0	100.0	100.0	84.1	92.6	78.8	86.0	89.2
4b	Employment	132.1	117.5	106.5	100.0	96.8	92.7	88.4	85.3	(85.8)	(84.3)
4c	Output per person employed	86.7	94.6	97.7	100.0	103.3	90.7	104.8	92.4	(100.2)	(105.8)
Costs per unit of output											
4d	Wages and salaries	92.3	89.2	92.8	100.0	101.0	139.3	126.3	187.0	251.3	
4e	Labour costs	91.5	89.3	92.8	100.0	100.7	144.7	133.7	202.3	272.8	
5	METAL MANUFACTURE										
Output, employment and output per person employed											
5a	Output	92.0	98.0	100.3	100.0	91.3	91.4	100.0	91.7	78.6	85.2
5b	Employment	100.7	98.7	99.3	100.0	94.4	87.4	87.3	85.9	(84.2)	(80.6)
5c	Output per person employed	91.4	99.3	101.0	100.0	96.7	104.6	114.5	106.8	(93.3)	(105.7)
Costs per unit of output											
5d	Wages and salaries	78.0	76.7	84.2	100.0	112.3	116.9	124.9	158.4	243.8	
5e	Labour costs	77.2	76.0	84.0	100.0	112.7	117.4	126.1	169.9	252.5	
6	MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING										
Output, employment and output per person employed											
6a	Output	87.5	91.2	97.1	100.0	99.8	99.4	110.2	113.7	109.2	103.6
6b	Employment	98.9	97.6	99.1	100.0	96.7	92.1	92.6	94.2	(90.4)	(86.9)
6c	Output per person employed	88.5	93.4	98.0	100.0	103.2	107.9	119.0	120.7	(120.8)	(119.2)
Costs per unit of output											
6d	Wages and salaries	84.1	85.6	89.3	100.0	106.7	108.7	116.1	141.8	184.4	
6e	Labour costs	83.2	84.6	88.9	100.0	107.3	110.0	117.7	145.0	191.1	
7	VEHICLES										
Output, employment and output per person employed											
7a	Output	94.5	102.9	106.9	100.0	100.2	104.0	107.6	103.0	96.7	96.8
7b	Employment	97.8	97.0	99.3	100.0	97.5	93.9	95.0	94.5	(90.6)	(88.2)
7c	Output per person employed	96.6	106.1	107.7	100.0	102.8	110.8	113.3	109.0	(106.7)	(109.8)
Costs per unit of output											
7d	Wages and salaries	78.1	78.6	83.6	100.0	108.4	116.7	135.3	163.2	207.4	
7e	Labour costs	77.6	78.0	83.2	100.0	108.7	117.9	136.3	165.6	212.8	
8	TEXTILES										
Output, employment and output per person employed											
8a	Output	84.1	97.1	100.2	100.0	100.6	102.9	108.6	99.2	93.8	97.3
8b	Employment	104.8	103.0	104.6	100.0	92.6	88.6	87.9	85.8	(78.5)	(77.0)
8c	Output per person employed	80.2	94.3	95.8	100.0	108.6	116.1	123.5	115.6	(119.5)	(126.4)
Costs per unit of output											
8d	Wages and salaries	93.3	87.3	93.8	100.0	104.8	108.8	121.1	156.4	192.7	
8e	Labour costs	91.2	86.2	93.2	100.0	105.2	109.3	121.9	159.1	196.8	
9	GAS, ELECTRICITY AND WATER										
Output, employment and output per person employed											
9a	Output	86.0	91.5	96.0	100.0	103.9	111.4	118.1	118.7	120.6	123.9
9b	Employment	111.4	108.1	103.9	100.0	96.0	91.1	88.4	88.7	(89.9)	(87.8)
9c	Output per person employed	77.2	84.6	92.4	100.0	108.2	122.3	133.6	133.8	(134.1)	(141.1)
Costs per unit of output											
9d	Wages and salaries	97.0	93.5	94.1	100.0	108.2	112.8	115.8	137.2	181.6	
9e	Labour costs	96.7	93.4	94.1	100.0	108.7	113.0	116.7	139.2	185.6	

* Civil employment and HM Forces.

** The quarterly indices for wages and salaries in manufacturing industries are derived from the monthly index, recent values of which are published on page 748 of this issue.

† Figures shown in brackets are provisional.

‡ As from 1970 the gross domestic product is shown adjusted to allow for the use of delivery rather than production indicators to represent output in certain industries within manufacturing. The industrial production index and the index for manufacturing are still shown unadjusted for this effect.

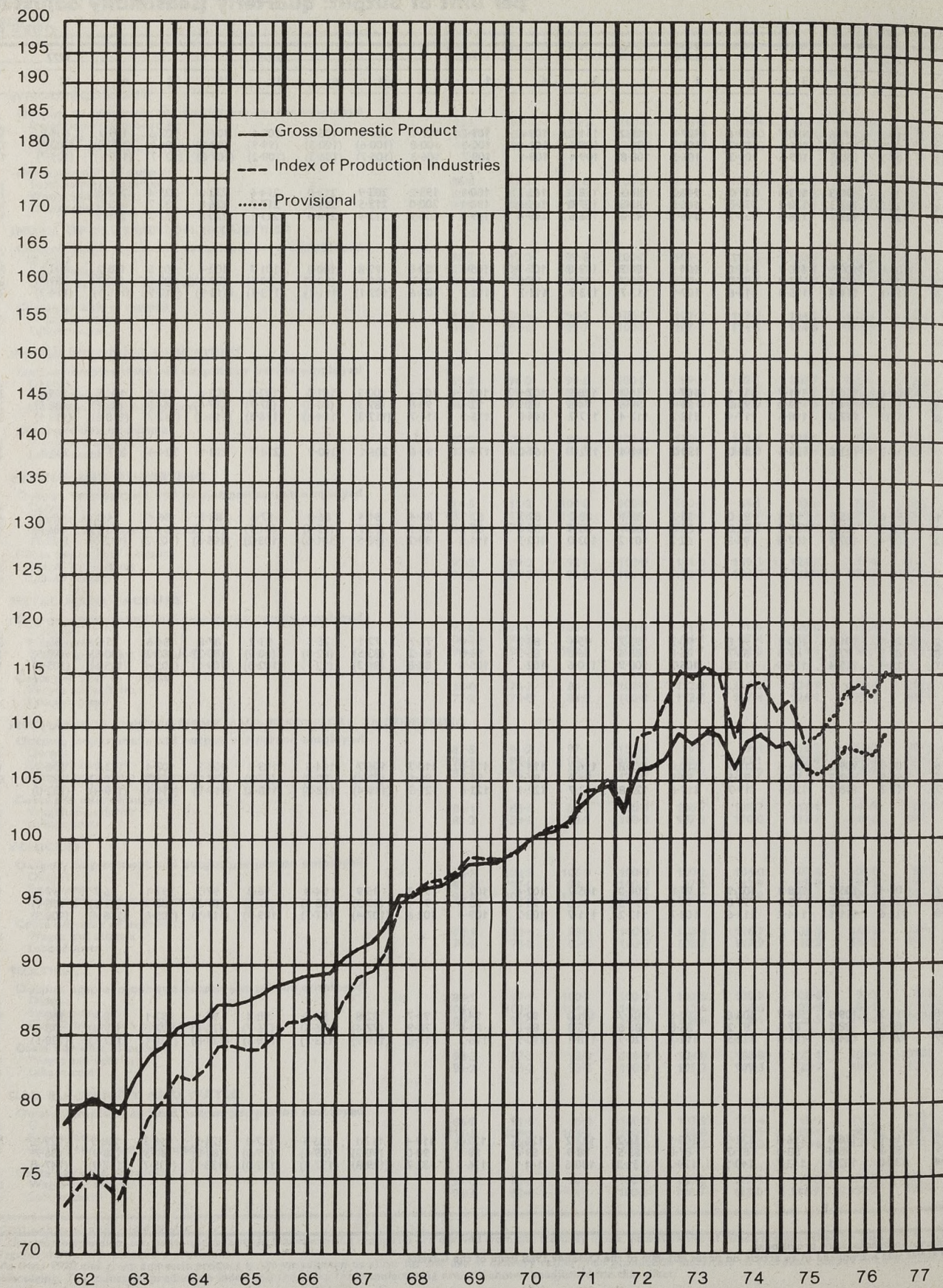
OUTPUT PER HEAD AND LABOUR COSTSindices of output, employment and output per person employed and of costs
per unit of output: quarterly (seasonally adjusted)

TABLE 134 (continued)

		(1970 = 100)																	
		1973				1974				1975				1976				1977	
		1	2	3	4	1	2	3	4	1	2	3†	4†	1†	2†	3†	4†	1†	
105.1	106.9	110.2	109.6	110.7	110.6	107.6	110.2	111.2	109.6	109.7	107.2	106.3	106.6	108.1	107.7	107.6	109.3	109.8	1a
99.0	99.7	100.9	101.0	101.1	101.2	101.0	101.3	101.6	101.4	100.9	100.8	(100.6)	(100.3)	(99.9)	(99.9)	(99.9)	(100.0)	(100.1)	1b
106.2	107.2	109.2	108.5	109.5	109.3	106.5	108.8	109.4	108.1	108.7	106.3	(105.7)	(106.3)	(108.2)	(107.8)	(107.7)	(109.3)	(109.7)	1c
122.7	125.3	129.2	128.8	133.0	137.7	141.3	145.1	158.3	166.7	180.1	193.2	203.9	213.0	214.6	222.0	229.4	234.8		1d
118.3	120.4	122.9	125.3	130.2	134.5	146.9	146.8	157.0	169.5	190.1	200.0	212.5	215.6	217.7	226.0	232.7	233.0		1e
117.3	119.7	122.7	123.7	128.6	133.3	146.1	145.6	156.6	169.4	189.3	200.9	213.4	216.9	221.1	230.8	237.7	238.5		1f
103.7	106.1	109.8	109.5	110.7	110.0	104.5	108.8	109.0	105.7	105.5	100.8	99.8	100.8	101.9	102.4	101.5	103.2	103.3	2a
94.5	94.7	95.4	95.7	95.9	96.0	95.8	95.7	95.7	95.0	94.0	92.8	(91.5)	(90.7)	(90.1)	(89.9)	(89.9)	(89.7)	(89.9)	2b
109.7	112.0	115.1	114.4	115.4	114.6	109.1	113.7	113.9	111.3	112.2	108.6	(109.1)	(111.1)	(113.1)	(113.9)	(112.9)	(115.1)	(114.9)	2c
102.8	106.7	109.8	110.1	111.7	111.1	107.3	111.1	110.9	107.0	107.3	101.4	100.3	101.0	102.0	103.6	103.5	104.5	105.4	3a
93.6	93.4	93.8	94.1	94.2	94.6	94.4	94.6	94.6	93.9	92.6	90.8	(89.3)	(88.3)	(87.7)	(87.6)	(87.9)	(88.1)	(88.5)	3b
109.8	114.2	117.1	117.0	118.6	117.4	113.7	117.4	117.2	114.0	115.9	111.7	(112.3)	(114.4)	(116.3)	(118.3)	(117.7)	(118.6)	(119.1)	3c
113.8	114.7	116.3	121.6	124.6	130.0	133.2	141.4	152.7	169.0	179.1	194.6	206.1	210.9	214.7	218.1	224.4	227.2	233.0	3d
96.0	97.1	99.0	95.5	93.8	82.0	53.3	86.1	88.0	87.7	87.3	85.4	84.4	86.8	87.6	88.9	86.4	85.3	85.7	4a
92.0	91.4	90.5	89.2	87.7	86.0	85.0	85.1	85.4	85.6	85.9	86.1	(85.7)	(85.4)	(84.9)	(84.2)	(84.1)	(83.9)	(84.0)	4b
104.3	106.2	109.4	107.1	107.0	95.3	62.7	101.2	103.0	102.5	101.6	99.2	(98.5)	(101.6)	(103.2)	(105.6)	(102.7)	(112.0)	(122.7)	4c
93.2	98.2	101.0	101.1	100.2	97.8	90.3	93.2	95.1	88.3	91.0	75.7	72.1	75.5	83.2	87.8	84.6	85.3	85.7	5a
86.8	86.8	87.5	87.6	87.4	86.7	85.8	85.6	86.0	86.3	86.0	85.2	(83.5)	(82.0)	(80.9)	(80.2)	(80.3)	(80.8)	(80.9)	5b
107.4	113.1	115.4	115.4	114.6	112.8	105.2	108.9	110.6	102.3	105.8	88.8	(86.3)	(92.1)	(102.8)	(109.5)	(105.4)	(105.6)	(105.9)	5c
99.1	103.6	108.2	109.2	111.6	111.9	110.0	113.8	116.3	114.9	115.0	110.7	106.7	104.5	103.1	104.3	103.4	103.5	106.3	6a
91.9	91.5	91.9	92.3	92.6	93.5	93.5	94.2	94.8	94.1	92.9	91.1	(89.4)	(88.0)	(87.2)	(87.0)	(86.8)	(86.7)	(87.1)	6b
107.8	113.2	117.7	118.3	120.5	119.7	117.6	120.8	122.7	122.1	123.8	121.5	(119.4)	(11						

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

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