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EMPLOYMENT

*Statistics
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PERIODICAL
DISPLAY AREA

September 1979

Volume 87 No 9

GAZETTE

Department of Employment

Baroness Seear on equal pay and equal opportunity:
"Where do we go from here?"

Industrial relations: the Government's latest working
papers in full

No takers: MSC study of hard-to-fill vacancies

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BACKFILE VOLUMES

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

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News and Notes

Jobcentre total rises as MSC improves the service

Vacancies, placings up in all areas

During the year 121 new Jobcentres were opened, bringing the total number in operation to 555 at the end of March 1979. The majority of the new Jobcentres replaced existing Employment Offices, although the programme also sought to extend the service to new locations and to improve the accessibility of MSC services in the major conurbations.

The number of vacancies notified and placings made in the year was higher than in 1977/8 in almost all ESD Areas. Overall, the increases were 13.5 per cent and 11.9 per cent respectively. The number of job-seeker registrations in the year rose by 2.9 per cent to 5.98 million; 18.6 per cent of these registrations (more than a million) were of employed jobseekers.

Special action

For those who find difficulty in obtaining work because of social, personal or other problems, the Special Employment Needs experiment was introduced in the autumn of 1977 to provide special interviewing and intensive placing action. Early results have been encouraging. During the first 10 months more than 8,500 people were assisted, and there was a 37 per cent overall success rate in terms of entry into employment, with 7 per cent entering (or awaiting entry) into training or rehabilitation. There will be experiments to test the results of including a higher proportion of longer term unemployed job seekers in caseloads.

The Division's Careers and Occupational Information Centre (COIC) has continued to expand the range and scope of its products. A new series of careers booklets aimed at the more academic young person has been introduced, and the range of careers publications for the less able has also been expanded. Receipts from sales of careers materials increased from £85,000 in



In their first year of operation (February 1978-February 1979) the experimental Joblibraries in Eastbourne, Wrexham and Edinburgh, dealt with about 10,000 enquiries from members of the public seeking job and careers information. 10,000 more used the libraries to obtain information for themselves, and a survey of users showed that over 80 per cent found all or part of the information they were seeking. Forty per cent of users had not previously used any other MSC service. An evaluation of public demand for, and Joblibraries' provision of, job-related information produced encouraging results, and further developments in this field are being considered.

1977/8 to £115,000 in 1978/9, and 27 local authority careers services now operate bookshops selling COIC careers materials. A careers information programme has also

Volumes of business in ESD local offices

	1977/8	1978/9
Registrations for employment	5,809,000	5,982,000
Employed registrants	927,000	1,111,000
Vacancies notified	2,359,000	2,676,000
Placings	1,612,000	1,805,000
Proportion of jobseekers leaving the register who were placed	28.1%	30.0%
Proportion of vacancies going off the register which were filled	67.6%	66.7%

been completed for Prestel—the Post Office's computerised information system. Last year's review and plan announced a

review of the employment service to see whether any change of emphasis or balance was required in ESD's mainstream placing and advisory activities. This followed the probable achievement of ESD's first market objective, to increase its share of the engagement market by 25 per cent within five years. The review is being carried out under a steering group chaired by the Director of the MSC.

TOPS applications

ESD local offices took 143,246 applications for TOPS courses in 1978/9. ESD has sought close liaison with the Training Services Division on all matters related to TOPS, especially on measures to improve the placing prospects of those completing TOPS courses. In the second half of the year the two divisions began work together on implementing the recommendations of the TOPS review.

A review of the Occupational Guidance Service, concluded that guidance should continue to be given by specialist staff in separate units. During the year, some 49,000 clients were seen, 19,000 of them in employment, 4,000 subsequent interviews brought total interviews to 53,000.

The latest working papers

Three more working papers on aspects of industrial relations and employment legislation have been published this month and appear in full in this issue of *Employment Gazette*.

They deal with:

- Employment protection legislation including unfair dismissal, industrial tribunal procedure, maternity and

guarantee pay

- Terms and conditions of employment, including Schedule 11 of the Employment Protection Act and the Fair Wages Resolution, and related statutory provisions

- Trade union recognition provisions of the Employment Protection Act (sections 11-16).

News and Notes

High productivity is bringing foreign firms to expand their UK activities, says Trenchard



Trenchard: Growing interest

"Britain is an attractive prospect for foreign companies contemplating overseas expansion," said Lord Trenchard, Minister of State for Industry, when he welcomed the results of a survey published by the German Chamber of Industry and Commerce. Entitled "UK Subsidiaries of German Industrial Companies—Investment Intentions, Productivity, Return on Investment, Labour Relations", it is based on returns from 152 German-owned companies in the UK.

Commenting on the survey Lord Trenchard said: "It demonstrates the ever-growing interest of foreign industrialists in this country.

"Not only are new companies planning to invest in the UK, but the great majority of German companies already manufacturing here intend to expand in the near future. They have found productivity to be high and the return on investment to be good, and nearly all enjoy good industrial relations."

Radioactive dusts in the body may not behave as thought

Studies have confirmed that industrially produced radioactive dusts do not necessarily behave as predicted. This is announced in the Annual Research and Development Report 1978, published by the National Radiological Protection Board.

Other studies referred to in the report include the mortality data of American nuclear workers.

Progress

There has been continued progress in the investigation of the metabolism and effects of radioactive materials incorporated in the human body. Studies which confirmed that industrially produced radioactive dusts do not necessarily behave as predicted from models devised by the International Commission on Radiological Protection (ICRP) are based on investigations using pure laboratory-produced materials. Of particular interest is the behaviour of very small particles of plutonium dust, approximately 0.001 microns in diameter. While larger particles of plutonium-239 dioxide are insoluble and tend to remain at the site of entry these smaller particles rapidly move through the body. The results imply that the dose commitment to bone and liver may be greater than calculated from the lung model following inhalation of some forms of mixed oxides of plutonium.

Calculation

An important part of the research in physics is to refine the calculation of radiation dose and risk, for instance, from the interpretation of chest monitoring results and estimations of plutonium body content. Among epidemiology studies the Board has obtained from the US Department of Energy the data used in the study of the mortality of workers at Hanford in Washington State and is carrying out its own analysis.

Investigation of new X-ray diagnostic techniques have shown that the radiation dose to the patient during computerised tomographic scanning with EMI brain and body scanners is no more than that associated with a few conventional X-radiographs of the same part of the body provided that the scanner is operated at its normal (ie, fast) scan speed.

Annual Research and Development Report 1978 National Radiological Protection Board HMSO £6.

Nearly 300 industries covered in latest edition of Time Rates of Wages and Hours of Work

Details of minimum or standard time rates of wages or minimum entitlements including general supplements in nearly 300 industries and services, and of the normal weekly hours for which these are paid, are given in a new edition of Time Rates of Wages and Hours of Work,* compiled by the Department of Employment and published in September.

In addition to the minimum time rates, particulars are given, where available, of the basic rates for pieceworkers and the additional rates payable to shift workers and night workers. Brief details are also given of the arrangements for a guaranteed weekly wage, where these are known to differ from those provided by the Employment Protection Act, and for a minimum earnings guarantee.

In general, the particulars given relate to the position at April 1979, and, where

available, information is also given about future changes.

Information about overtime rates of pay and brief particulars of holidays-with-pay arrangements are given in appendices together with details of the minimum rates for young people in the principal industries. Some estimates of the number of workers covered by the principal collective agreements are also included.

References

Most of the information in the tables can be kept up to date throughout the year by references to the details of changes given in the monthly publication Changes in Rates of Wages and Hours of Work.†

* HMSO, or through any bookseller, price £7.50 (£7.91 by post).

† HMSO or through any bookseller, price 40p net. Annual subscription, £5.64 inclusive of postage.

News and Notes

Fitting guards to foundry equipment can improve unit production times—report

Instances where the unit production time improved after fitting guards to foundry machinery are described in a report published by the Health and Safety Executive. The report states there had been no serious complaints about increased time of production when guards had been fitted.

The report, the last in a series of seven by the Machine Safety Sub-Committee of the Joint Standing Committee on Health, Safety and Welfare in Foundries, states that guards should be reliable and robust enough to withstand the rigours of foundry practice and should allow safe access for maintenance workers.

Range of machines

As in the earlier reports, only those guards which have worked satisfactorily for at least six months and, in some cases, for more than two years are described in this report. These include guards for a range of machines covering such processes as sand preparation, moulding and core blowing and involve castings that range from a few grammes in weight to 300 tonnes.

The report emphasises that conditions vary from foundry to foundry and mass production or automated foundries clearly present different problems from small jobbing foundries. There was still a large number of existing machines to be guarded the report states. Because of difficulties such as lack of space around machines guards have to be modified or made specifically for a particular machine. In other cases

a system of machines connected by transfer mechanisms may need many safety devices to provide protection, or there may be problems when new automated plant is installed in an old building.

There was no doubt that the guards described provide a fundamentally sound basis on which similar satisfactory guards could be designed and constructed for corresponding types of machines.

The report stresses that the Health and Safety at Work Act places a responsibility on designers, manufacturers, importers or suppliers of machines to ensure that they are fully guarded and all appropriate safety mechanisms are incorporated. The rapid changing of foundry practices and methods should make it possible for more convenient guarding systems to be integrated with the machine at the design stage, the report says, and examples are described of fully guarded machines, which have been specially manufactured.

Conclusion

In conclusion, the report says, there is a need for companies to share information on safety and for a continuous survey of safety and machine guarding. Old machines still need guards to be developed and new more complex machines still require that guarding techniques shall advance to match the changes in the machines.

* Guarding of Foundry Machinery, HMSO, price £1.75 plus postage.

Gowrie first speaker at IPM conference

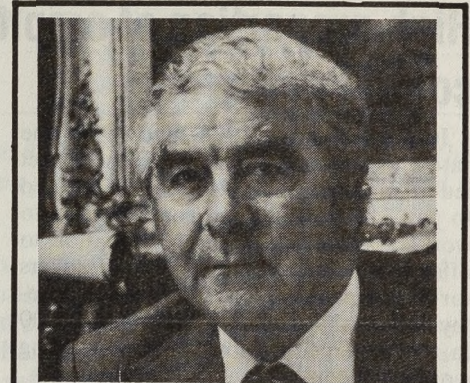
Lord Gowrie, Minister of State for Employment, will be the first guest speaker at the Institute of Personnel Management (IPM) national conference being held in Harrogate October 25-26. Lord Gowrie will initiate a session entitled "Who's afraid of the new wage round?"

Contributions

Believed to be the largest management conference in the UK, the IPM national conference is expected to attract well over 2,000 delegates. Contributions will be made by 149 speakers from government, industry and the academic world, including a number from overseas. Other speakers this year include Len Murray, general secretary of the TUC; Lord Perry of Walton, Vice-Chancellor,

The Open University; Lord McCarthy, lecturer in industrial relations and chairman of the Railway Staff Tribunal; Alan Fisher, general secretary of the National Union of Public Employees; Jim Mortimer, chairman of the Advisory, Conciliation and Arbitration Service; Pat Lowry, director, personnel and external affairs, British Leyland Ltd; and Terry Duffy, president of the Amalgamated Union of Engineering Workers.

The programme for the conference reflects the current preoccupations of personnel specialists covering topics such as the new technology, negotiation in the context of free collective bargaining, discrimination, and rewarding managers.



Mr Joe Gormley, OBE, President of the National Union of Mineworkers, has been appointed a member of the British Overseas Trade Board. Mr Gormley replaced Mr Moss Evans. Appointments to the BOTB are on a part-time, unpaid basis and are for three years.

Practical advice on the safe handling of "hot work"

Welding and cutting on operational plant containing flammable materials, known as "hot work", can cause fires or explosions unless extensive precautions are taken, warns a guidance booklet* published by the Health and Safety Executive.

Prepared by a joint working party representing industry and the Executive's Factory Inspectorate, the booklet gives practical advice on how repair and modification work can be carried out safely while plant is in service.

The safety of the operation depends on correct procedure: questions to be considered include whether the vessel can be emptied, whether the metal wall is thick enough to withstand the welding process or whether the contents could, under heat, expand dangerously or explode. The answers to these and similar questions will dictate which of the methods recommended in the booklet is most suitable or whether the work should be done at all without further tests.

Stressing that work should be carried out under a comprehensive permit-to-work system, which the booklet states, should be strictly controlled and observed by all personnel including outside contractors. Principles to be observed in the issue of permit-to-work include the provision of clear and unambiguous information as to the nature and place of the operation to be performed, the precautions to be taken and the duration of the permit.

* Hot Work, HMSO, price £1.00, plus postage.

News and Notes

High proportion of employment agency complaints centre on continental work

In the year June 1978-June 1979, one case under the Employment Agencies Act led to an employment agent being ordered to pay £410 in fines and compensation to workers and £318 in costs in relation to offences in supply building trade workers for employment in West Germany. A employment business was fined £650 and £100 in costs in relation to offences in hiring workers to employers in the Netherlands.

Three years

The end of June 1979 marked three years' operation of the Employment Agencies Act 1973. By then 6,315 employment agency and employment business (staff contracting) premises were licensed by the Secretary of State for Employment, an increase of 587 over June 1978.

A high proportion of the complaints received concerned the supply of workers to firms abroad, in particular to illegal employment business in West Germany and the Netherlands. The Department worked closely with the authorities in those countries in combating this problem. During the year it issued a circular to all licence holders about the law of those countries and warning of the difficulties. (See *Employment Gazette* May 1979, page 427).

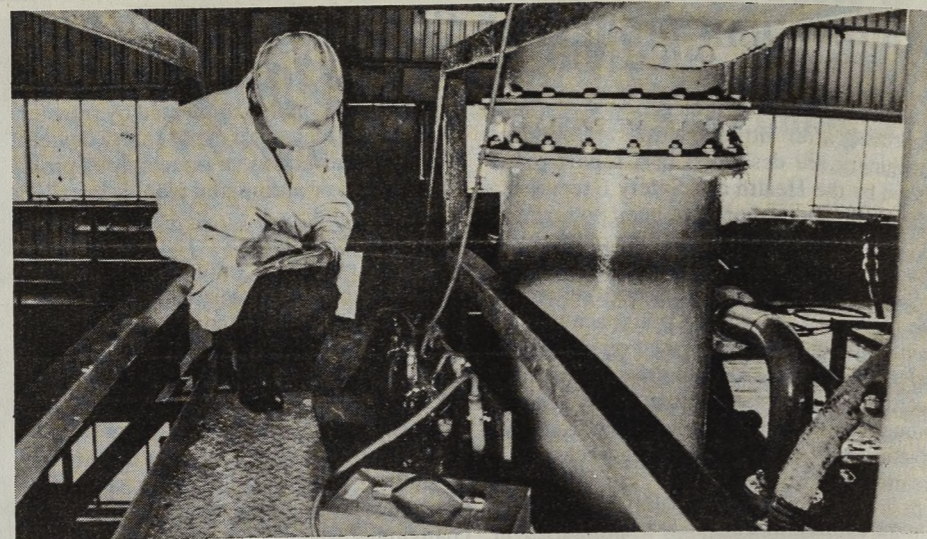
Appeals machinery

During the year, 1,700 fresh licences were granted, but operations ceased at 1,002 previously licensed premises. Three licences were refused, two in cases following reference to independent appeals machinery.

Two-thirds of the licences were for premises in London and the South East of England. Licence holders supplied workers in a very wide range of occupations, but the principal categories were professional, managerial and executive and secretarial, clerical and computer personnel. About a quarter of the licences were for entertainment and model agencies.

Corrective action

Some 4,300 employment agencies and businesses were fully inspected in the year; 510 complaints were received by inspectors and investigations of 465 were completed; 171 were found to involve infringements of the Act or Regulations and corrective action was taken as necessary. One hundred and thirty-two official warnings were issued to operators in the year and prosecutions were brought in 16 cases, all successfully. These covered 16 charges of carrying on an employment agency or business without a licence and 17 charges concerning other branches of the Act and Regulations.



Women on TOPS courses go for tradition

In 1978/9 a total of 38,673 women completed courses under the Training Opportunities Scheme. The majority continued to train for traditionally female occupations, mainly in the clerical/commercial field. However, a small but increasing number of women trained in non-traditional fields such as motor vehicle repair, carpentry and basic engineering, mainly in TSD Skillcentres. In addition, considerable numbers of women trained for management, management services and science and technology occupations at higher level and in the fields of education, welfare, health and art.

Special check on homeworkers' wages

No homeworkers were paid less than the legal minimum wages, according to a special exercise which covered all the garment manufacturing trades* in parts of London and the Midlands.

However, the Homeworking Unit of the Wages Inspectorate revealed that the earnings of eight factory workers in the Dressmaking and Women's Light Clothing trade in London fell below the legal minimum. Arrears of £1,380 were claimed and paid to the workers in the two firms concerned.

Inspectors of the unit visited 106 employers in Lambeth, Southwark and Wandsworth in London and Walsall in the Midlands. These areas were chosen for the exercise because they were known to have a concentration of homeworkers. The inspectors checked the piece-rates and earnings of

Members of the Alkali and Clean Air Inspectorate, one of whom is pictured above taking air samples, are being trained in legal procedures for the first time so that the inspectorate can conduct its own prosecution cases, says the 1977 annual report. It records much progress in reducing air pollution—and no relaxation in control standards—but the economic depression has caused a slower rate of implementation. The inspectorate has continued to encourage managements to organise environmental training sessions for all grades of staff. A paper on the responsibility of employees to the community in air pollution control was submitted to the TUC. Inspectors carried out 15,745 inspections, compared to 14,959 in 1976. (A fuller report will be carried in the Employment Topics section of next month's *Employment Gazette*.)

824 factory workers and 486 homeworkers.

Inspectors also looked at the costs incurred by homeworkers. They found that rates paid were generally high enough to accommodate the homeworkers' overheads where the homeworkers were required to supply machinery and tools, and pay for light and heat.

The Wages Inspectorate has always checked the earnings of homeworkers in wages council trades but this is the first time that a special exercise has been mounted in all the garment manufacturing trades covered by wages councils.

* Retail Bespoke Tailoring; Wholesale Bespoke Tailoring; Dressmaking and Women's Light Clothing; Shirt-making; Hat, Cap and Millinery; Women's Mantle and Costume; and Fur.

"Where do we go from here?"

Equal pay and equal opportunity by Baroness Seear

It is now nearly four years since the Equal Pay and Sex Discrimination Acts came into force at the end of December 1975. What do we know of this legislation's successes and failures? What steps should be taken now to re-enforce the successes and to eradicate the failures?

Knowledge of what is really happening is, of course, limited. The annual reports of the Equal Opportunities Commission, of which there have been three, are an invaluable source. The statistical material collected at the end of each report is a mine of useful information. The records of decisions of Industrial Tribunals and of the Employment Appeal Tribunals are continually making it easier to become aware of previously unidentified issues and to clarify the meaning of more obscure sections of the legislation. A limited but growing volume of research serves to highlight particular problems and to point the way to further action. But the field is vast. There are, after all, over 25 million women in this country and over eight million in employment. To know, with any certainty, what is really going on is not possible.

Towards equal pay

It is clear there has been progress towards equal pay. Women's hourly average earnings rose from 63 per cent of men's hourly average earnings in 1970 to 75 per cent in 1977, though they fell back to 73 per cent in 1978. This limited success is no doubt partly due to the Equal Pay Act, and partly to flat rate increases under incomes policy, which benefited the low paid worker: because women are numbered heavily among the low paid, flat rate increases also benefited women. With the disappearance of incomes policy, and the growing emphasis on the re-establishment of differentials, women's relative position is likely to deteriorate unless corrective action is taken, and taken quickly.

There are four lines of approach which can be followed to prevent deterioration and to push towards greater equality.

First, section 3 of the Equal Pay Act permits reference to the Central Arbitration Committee of discriminatory collective agreements. In a number of instances where this has been used the Central Arbitration Committee has looked at the reality behind the agreement and not merely at the letter of the agreement. As a result it has on occasion been decided that an apparently unisex pay structure was not in reality unisex, since no men were paid at or near the minimum rate, which therefore was in effect a woman's rate. It seems likely that a number of existing agreements could be successfully challenged on this basis. Vigorous trade union action could cause this to happen, but the Secretary of State also has power to refer cases, and if this power were used it could be very effective.

Secondly, the concept of indirect discrimination which is contained in the Sex Discrimination Act could be inserted into the Equal Pay Act, where it does not at present exist.

The case for this change is illustrated by the position of

part-time workers, almost all of whom are women. In the case of *Mrs Handley v H. Mono Ltd* Mrs Handley, a machinist, worked a 26 hour week and claimed equal pay with a male machinist who worked a 40 hour week and received a higher rate of pay. Men were required to work a 40 hour week, but women were permitted to work shorter hours. Women who worked 40 hours received the same hourly rate as men working 40 hours. The difference of pay was, therefore, related to part-time status and this was held to be a material difference justifying the difference in the hourly rates. Mrs Handley lost her case. However, had there been an indirect discrimination clause in the Equal Pay Act it might have been possible for Mrs Handley to argue that the difference between the part-time and the full-time hourly rate was a form of indirect discrimination, since the part-time rate in fact applied only to women.

Thirdly, the Commission in Brussels has criticised the British legislation, together with that in all Community countries except Ireland and Italy, on the grounds that it does not embody the principle of equal pay for work of equal value as required under the EEC directive on Equal Pay. It is true that the Equal Pay Act (section I (5)) does make clear that where a job evaluation system exists the same standards must be applied to jobs done by men and to jobs done by women. Despite the marked increase in the spread of job evaluation, very large numbers of women are not covered by this clause and must base their claim to equal pay on the grounds of "like work" with the work of a man.

Obstacles removed

Properly applied the principle of equal pay for work of equal value could remove a number of the obstacles that block the path to true equality of pay. It has always been recognised that there are only a limited number of cases that can be won on the claim that the women's work is the same or broadly similar to the work of a man in the establishment. Because of the long-established sex segregation of jobs there frequently is no man's job in an establishment which is even broadly similar to a given woman's job. Moreover, as was anticipated, the interpretation of the term "broadly similar" is extremely complex. The resolution of arguments based on "practical" or "material" difference between the man's and the woman's jobs almost always at the end of the day rests on judgment, with all the uncertainty and inconsistency this inevitably entails. It is true that if the *Smith v McCarthy* case before the Luxembourg Court is decided in favour of Smith it will open the way for a comparison to be made with a man not actually at work in the establishment when the case is brought. This is a step in the direction of the use of the concept of "the

notional man". But the "notional man" argument, though it could be used to solve certain problems, would in turn lead to further complications.

"Like work"

To meet the criticism of the EEC, and to overcome the limitation of the "like work" claim, there is really only one solution: the extension of the use of job evaluation. Indeed, if words have any meaning, the application of the principle of "equal pay for work of equal value" must imply some form of *evaluation*. Moreover, the London School of Economics' project found that in the companies studied the greatest progress towards equal pay had been made where job evaluation was used. The LSE study also brought to light one unexpected problem which could be solved by the proper application of job evaluation, and probably in no other way. It was found that, contrary to the intention of the Act, there remained a small number of women for whom no section of the Act provided grounds for a claim. These women were working in enterprises which did not use job evaluation and in which no man was employed on like work. In addition, because of the haphazard method of individual contracts of employment used in the enterprises in which they worked they were covered by no collective agreement or recognisable pay structure. The introduction of job evaluation would bring them within the scope of the Act.

The process of job evaluation is systematic, but many key decisions rest unavoidably on subjective judgment. Many people remain unconvinced that the use of job evaluation would in fact lead to greater equality of pay. Members of job evaluation committees, both management and unions, may be luke-warm or even hostile to the whole idea of equal pay. Or it may simply be that traditional views of the value of "women's work" are so deeply engrained that even with no conscious intention to discriminate women's jobs continue to be ranked at the bottom of the pile. The only solution is the presence on the job evaluation committee of job evaluators well-trained in both job evaluation techniques and in the full implications of the Equal Pay Act.

Job evaluation

It is probably too soon to make it a legal obligation to introduce some system of job evaluation. Badly handled job evaluation and schemes which are imposed without the willing co-operation of both management and unions, would do more harm than good. But it is interesting that the use of job evaluation has grown markedly since 1975. Is it unreasonable to suggest that by a given date—perhaps 1985—a woman could require an employer to answer her claim for equal pay on a basis of job evaluation? It would not be practicable for Industrial Tribunals to sit in judgment on the validity of the job evaluation process employed, but it should be possible to allow an appeal based on the alleged improper nature or application of a scheme to be referred to the Employment Appeal Tribunal and for the Employment Appeal Tribunal to be able to commission reputable consultants to report on the case. Alternatively cases could be referred by the EAT to the Comparability Board.

Job evaluation, properly used, could undoubtedly narrow the gap between men's hourly earnings and women's hourly earnings. But it would not by itself reach the heart of

the problem: the continued separation of men's jobs and women's jobs, the two labour markets. The fourth line of approach to any attempt to establish true equal pay calls for a determined effort to get rid of job segregation. Until this is done, neither equal pay nor equal opportunity will become a reality.

It was to deal with this basic problem that the Sex Discrimination Act was introduced. How has it worked out in practice?

To judge from early press comment in some quarters it was believed that equal opportunity legislation and the establishment of the Equal Opportunities Commission would transform the problem of women in six months. They couldn't and they didn't. Four years later there is some progress to record. More women are entering the legal profession and more are qualifying as professional engineers. The Engineering Industry Training Board has run a very effective course to train women technicians. There have been some spectacular "firsts"—on the Stock Exchange—in politics! But by and large, so far as the great majority of women are concerned, progress has been very slow, and in many quarters imperceptible. Why is this so, and what should be done?

Widespread ignorance

The London School of Economics' study showed that ignorance of the Sex Discrimination legislation was widespread among managers, trade unions and women. Whereas most people knew, if inaccurately, about the equal pay legislation, knowledge of the equal opportunity legislation was negligible. In a system in which implementation of the legislation relies heavily on individual and trade union initiative, such ignorance is paralysing; and the small number of equal opportunity cases gives support to this view. Equally serious, the same study showed that equal opportunity was not seen as an issue that required attention. "We have no problem, we have equal opportunity" was the common managerial attitude, in the face of a distribution of jobs by sex which placed women overwhelmingly in a limited number of jobs at the bottom of the pile. "No problem" clearly meant in the eyes of many managers that there had been no industrial tribunal cases and no trouble from the trade unions. Yet the study found women concentrated in a limited number of jobs and evidence for the country as a whole shows that during this century segregation at work has intensified, not declined.

Equal treatment

Does it matter? It is plain that many people, managers and trade unionists, believe in their hearts that it does not. But there is a law in this country requiring the abolition of discrimination and there is an EEC directive requiring equal treatment for men and women. Some women, if not all, bitterly resent the lack of opportunity which denies them interesting and well paid work and subordinates them to men less able and less qualified than themselves. Last, but by no means least, the country needs to make the most effective possible use of manpower and womenpower resources. It is a central management task to see that resources are not wasted and to deny opportunity is to waste resources. Selection determined by the irrelevant factor of sex, regardless of merit, is not good selection, and therefore not good management.

Faced with this position, should we agree that our

approach to equal opportunity legislation has been too mild. Should we resort to the much tougher approach of the United States, with class actions, heavy compensation, and affirmative action programmes enforced by the threat to withhold Government contracts? Or, as is not the case in the United States, should we apply reverse discrimination?

To many women, hungry for results, this approach is attractive; but it is, I believe, mistaken.

In the other spheres of life where changes in attitude and behaviour are sought it is accepted that for change to be genuine and lasting it must not be imposed from outside: it must flow from a genuine acceptance of the need to change. This is fundamentally a more important reason for rejecting draconian measures than the more frequently heard arguments based on dislike of statutory interference in employment relationships, and on the fear of backlash.

Law to work

But we do need to make our existing law work, as it is not working to-day. At present many organisations see no reason to take any action beyond perhaps the introduction of a fig leaf of an equal opportunities policy. This is hardly surprising when they are under heavy pressure from many directions, but under very little pressure for equal opportunities. How can the needed pressure be applied?

The Equal Opportunities Commission has, of course, powers of investigation of which it has made some, if limited, use. It has also the power to serve non-discrimination notices. Organisations do not relish investigation. Still less do they relish adverse reports following investigation. Evidence that investigation and adverse reporting are realities can undoubtedly provide the spur needed to induce organisations to take effective action, if only to ensure that the worst does not befall them. There is then a way ahead through a modified version of the American approach. Contrary to widely held belief, American companies in the main have a good deal of control over the formation and implementation of their equal opportunities policies. We have much to learn from their use of equal opportunities targets, timetables and outreach programmes. Once committed to a policy a company decides, for example, that by a given date it will have increased the proportion of women in junior management by eight per cent. This is not done by favouring women at the expense of men, regardless of merit. It is done by deliberately setting to work to find women candidates who can hold their own in fierce competition with men candidates. This may involve special campaigns in schools and universities; special local and national publicity; the use of sections 47 and 48 of the Sex Discrimination Act to provide special training programmes for jobs where women are under-represented. These sections of the Act have scarcely been used at all, but they are crucial to the implementation of an outreach programme. By the use of these methods the organisation works to increase the flow of suitable candidates for jobs in which women are at present rarely found. They are a means of ensuring that the best candidates are available to choose from and are not overlooked for the irrelevant reason of sex.

Potential value

There is a further section of the Act which has great potential value, both in the promotion of equal opportunities and in improving the utilisation of manpower. Sec-

tion 1(i)(b) prohibits indirect discrimination, that is the use of a requirement or qualification for an applicant for a job or a promotion which can not be justified in terms of the work to be done, and with which a substantial proportion of one or other sex cannot comply. Unnecessary requirements for jobs, based on out of date or faulty job analysis and job specification, limit unnecessarily the sort of applicants available for selection. Once again, this can operate against the appointment of the best person for the job. In the well-known case of *Belinda Price v the Civil Service Department* the application of this principle is leading to the raising of the permitted age of entry into the executive grade of the Civil Service. It should not be difficult to think of other examples which work against good selection. Are mobility clauses really always justified? Is the completion of a skilled apprenticeship really necessary for a particular post? Is a Heavy Goods Vehicle licence really required to drive a given truck? To ask such questions can be in itself a useful managerial exercise. A company which sets itself targets and timetables will, sooner or later, find itself hunting for answers to such questions.

Subtle changes call

The establishment of equal opportunities between the sexes calls for vast but often subtle changes. The roots of prejudice run deep and touch the most profound springs of human behaviour. There is no one right way ahead and the advance must be made on a wide front. Changes at work depend on, and must be accompanied by, changes in the home, in the school, and in the provision of child care services, for children of school age perhaps especially. The Equal Opportunities Commission has reported that in 1973 child care provision from all sources covered 29 per cent of the age-group 0-5, mostly on a part-time basis. Full provision was available for only 0.7 per cent. So far as older children were concerned: "We calculate", wrote the Commission "that over half a million school age children are left unsupervised for at least part of the day outside school time, that one million mothers of school age children want after-school care and that one and a half million mothers want school holiday provision for their children".* Until these realities are faced, by the public authorities, employers, and not least by families, for many people equal opportunities will remain a fantasy.

In our legislation the Equal Opportunities Commission has the key role. Has it been given a fair wind? Was it really sensible to send it to Manchester? Out of sight can be out of mind, and the informal contacts with Westminster and Whitehall on which much depends are two and half hours' train journey away. And there are more fundamental questions to be asked. In any enterprise, when all is less than perfect, it is easy and usual to blame the people involved. Sometimes this is indeed the reason for shortcomings. More often more valid and useful explanations can be found in organisation structure and in role definition. The organisation structure of Commissions, and not only of the Equal Opportunities Commissions, are not necessarily ideal for the purpose they have to achieve. If the Commission is equivalent to the board of directors it would be unusual, to say the least of it, to have a board of directors made up almost exclusively of part-time members, inval-

(Continued on page 866)

* "I want to work . . . but what about the kids?". E.O.C. Sgd 1978.

"Where do we go from here?" (Continued from p. 865)

able though part-time members, in suitable doses, undoubtedly can be. Moreover, role conflict is built into the statutory obligations of the Commission. The Commission has the primary statutory task of ensuring that the Act is

implemented. This implies a policing role and a persuading and educating role do not mesh well together. Role conflict can spell paralysis. In law enforcement, the Commission is the main agent; elsewhere it is a catalyst for action by employers, trade unions and women's pressure groups. Progress towards equal opportunity depends on the strength of the commitment of all these groups. ■

Unfair dismissal cases in 1978

The numbers of unfair dismissal cases disposed of during 1978 compared with those for 1976 and 1977 are given in tables 1, 3a and 3b. The figures do not relate to unfair

dismissal applications registered of which there were about 38,000 in 1977 and 1978, nor are cases included which were not registered following letters written by the Tri-

Table 1 Analysis by ACAS region

Region	1976		1977		1978	
	Number	Per cent	Number	Per cent	Number	Per cent
South East	11,220	33.3	12,659	35.8	11,517	33.7
South West	2,500	7.4	2,521	7.1	2,148	6.3
Midlands	4,771	14.2	4,807	13.6	5,290	15.5
Yorkshire and Humberside	3,315	9.8	3,152	8.9	2,765	8.1
North West	4,870	14.5	4,834	13.6	4,784	14.0
Northern	1,856	5.5	1,671	4.7	1,817	5.3
Wales	1,693	5.0	1,716	4.8	1,722	5.0
Scotland	3,476	10.3	4,029	11.4	4,137	12.1
All	33,701	100.0	35,389	100.0	34,180	100.0

Table 2 Outcomes of cases 1978

Total cases completed: 34,180
Total cases conciliated: 22,352 (65.4 per cent)

	Number	Per cent	Per cent of all cases (34,180 = 100)
2a Conciliated cases*			
Complaint withdrawn:			
out of scope	368	1.7	1.1
for other reasons	8,187	36.6	23.9
leading to private settlements	1,761	7.9	5.2
Total conciliated withdrawals	10,316	46.2	30.2
Non-conciliated withdrawals	27	0.1	0.1
Total withdrawals	10,343	46.3	30.3
Reinstatement	288	1.3	0.8
Re-engagement	178	0.8	0.5
Compensation	11,274	50.4	33.0
Redundancy payment	144	0.6	0.4
Other remedy	1,002	4.5	2.9
Total agreed settlements	12,009	53.7	35.1
Total cases	22,352	100.0	65.4
Cases with more than one remedy†	863		
Cases with three remedies	14		

Table 2 (continued) Outcomes of cases 1978
Total cases heard at tribunals: 11,828 (34.6 per cent)

	Number	Per cent	Per cent of all cases (34,180 = 100)
2b Tribunal hearings			
Complaints dismissed:			
out of scope	1,148	9.7	3.4
held to be fair	5,164	43.7	15.1
for other reasons	2,239	18.9	6.5
Total cases dismissed	8,551	72.3	25.0
Reinstatement	70	0.6	0.2
Re-engagement	36	0.3	0.1
Compensation	2,477	20.9	7.2
Redundancy payment	268	2.3	0.8
Other remedy (Industrial tribunal found dismissal unfair but left compensation to the parties to decide)	426	3.6	1.3
Total cases upheld	3,277	27.7	9.6
Total cases heard	11,828	100.0	34.6

* ACAS is required to conciliate in certain cases where no formal complaint to a tribunal has been lodged. Comparison between the figures in this table and those in the ACAS Annual Report 1978 is therefore inappropriate.
† The total of cases conciliated is more than the total of remedies because some cases have more than one remedy.

bunal Secretariat pointing out that they appeared to be outside the limit of the tribunals' jurisdiction.

About three per cent fewer cases were disposed of in 1978 than in 1977. This compares with an increase of five per cent from 1976 to 1977. The caseload while fluctuating marginally from year to year has remained fairly constant.

Table 1 analyses the number of cases by ACAS region. In general the percentage distribution shows little variation

over the three years. Table 2b shows that just over one-third of cases reach a tribunal hearing and that of the cases heard less than one-third are upheld, that is dismissal was found unfair. Table 3b shows that in 1978 more than half the awards made by industrial tribunals were less than £400. The median award was £375. Three-quarters of awards were less than £750 and less than three per cent of awards were over £3,000. ■

Table 3a Compensation agreed at conciliation

Amount	1976		1977		1978	
	Number	Per cent	Number	Per cent	Number	Per cent
Not known	18	0.2	45	0.4	35	0.3
£0-£49	1,660	15.9	1,196	10.2	855	7.6
£50-£99	2,713	26.0	2,722	23.3	2,354	20.9
£100-£149	1,917	18.4	2,319	19.8	2,162	19.2
£150-£199	1,085	10.4	1,258	10.8	1,242	11.0
£200-£299	1,311	12.6	1,608	13.7	1,644	14.6
£300-£399	552	5.3	754	6.4	860	7.6
£400-£499	245	2.4	403	3.4	458	4.1
£500-£749	426	4.1	613	5.2	693	6.1
£750-£999	149	1.4	227	1.9	286	2.5
£1,000-£1,499	140	1.3	186	1.6	265	2.3
£1,500-£1,999	64	0.6	105	0.9	133	1.2
£2,000-£2,999	69	0.7	127	1.1	119	1.1
£3,000-£3,999	40	0.4	54	0.5	62	0.5
£4,000-£4,999	13	0.1	28	0.2	31	0.3
£5,000-£5,199	21	0.2	—	—	—	—
£5,200-	—	—	—	—	—	—
£5,000-£5,999	—	—	31	0.3	27	0.2
£6,000-£6,999	—	—	7	0.1	8	0.1
£7,000-£7,599	—	—	3	0.0	11	0.1
£7,600 and over	—	—	13	0.1	29	0.3
Total	10,423	100.0	11,699	100.0	11,274	100.0

Table 3b Compensation* awarded by a tribunal

Amount	1976		1977		1978	
	Dismissals prior to June 1	Dismissals on or after June 1	Number	Per cent	Number	Per cent
£0-£49	247	8.0	20	2.5	56	1.8
£50-£99	408	13.2	66	8.1	266	8.6
£100-£149	452	14.6	93	11.5	329	10.7
£150-£199	300	9.7	60	7.4	264	8.7
£200-£299	493	15.9	166	20.5	265	8.6
£300-£399	282	9.1	88	11.0	447	14.5
£400-£499	197	6.4	85	10.5	347	11.3
£500-£749	305	9.8	105	13.0	305	9.9
£750-£999	137	4.4	46	5.7	420	13.6
£1,000-£1,499	118	3.8	40	4.9	218	7.1
£1,500-£1,999	61	2.0	15	1.8	204	6.6
£2,000-£2,999	47	1.5	14	1.7	85	2.8
£3,000-£3,999	21	0.7	3	0.4	79	2.6
£4,000-£4,999	16	0.5	3	0.4	27	0.9
£5,000-£5,129	3	0.1	3	0.4	30	1.2
£5,200-	—	—	—	—	15	0.5
£5,000-£5,999	—	—	—	—	—	—
£6,000-£6,999	—	—	4	0.5	9	0.3
£7,000-£7,599	—	—	—	—	2	0.1
£7,600 and over	—	—	—	—	2	0.1
Total	3,101	100.0	808	100.0	3,076	100.0
Median award						£375
Cases where basic award only made			75	9.2	336	10.9
Cases where basic award was the minimum (2 weeks' pay)			480	59.2	1,874	60.9
Cases where compensatory award was the maximum (£5,200)			2	0.2	8	0.3
					17	0.7

* The basic award was introduced on June 1, 1976. It is based on age and length of service and is calculated in the same manner as a redundancy payment. The figures after June 1, 1976 include the basic award plus the compensatory award where one was made. Cases which were completed in 1977 but where the dismissal took place before June 1, 1976 have not been included.

No takers

Manpower Services Commission study of hard-to-fill vacancies

At the end of 1978 the Manpower Services Commission (MSC) set up a working group to investigate the extent and nature of hard-to-fill vacancies and the reasons why they were hard to fill and to see what could be done to fill them by the MSC and others. This article looks at its findings and conclusions.

Next month's Employment Gazette will look more closely at the research undertaken for the study—a survey of

a one-third sample of its Employment Service Division (ESD) district managers about the problem vacancies in their districts. It will have a series of studies in six selected Employment Service districts examining how MSC local offices handled hard-to-fill vacancies, how employers experienced them locally and the attitudes of jobseekers to certain of such vacancies.

The MSC/DE quarterly surveys of

skill shortages regularly identify some of the vacancies that have been on ESD's books for two months or more (a full report on this survey appeared in the July Employment Gazette). Now this latest study examines evidence from all sources on all types of hard-to-fill vacancy, to look more deeply into the reasons for their existence and to consider the need for further action by MSC and others.

Perceiving the problem

A precise definition of a hard-to-fill vacancy cannot be given because of the different perceptions of those involved in the labour market and the variations between different occupations, levels of skill, and areas of the country. Their existence indicates that an employer is having persistent difficulties in recruiting or keeping workers, but it is difficult to base a considered view of labour shortages or appropriate remedies on this evidence alone. Employers may overstate their labour needs; recruitment may not be the most appropriate way of dealing with the problem—better deployment or utilisation of existing employers might be a solution—and hard-to-fill vacancies do not necessarily mean an absolute shortage of labour. They usually represent a range of problems (unattractive pay, conditions or prospects; unpopular firms; poor selection procedures; restrictions on entry) with a range of solutions. A problem perceived as a shortage of labour may disappear on investigation.

Most vacancies notified to ESD are filled without difficulty. Almost half the vacancies filled by ESD are filled within two working days and three-quarters within five working days although skilled vacancies do take longer, and this includes a high proportion of vacancies with the characteristics which might make them hard to fill. The report looks at both the skilled jobs for which for many years there have been some shortages and at the less skilled jobs for which on the surface there should be little difficulty in finding suitable labour, but where retaining labour is as much a problem as recruitment. However, it makes no attempt to quantify the size of the problem.

The MSC/DE's monthly statistical information on unemployment and unfilled vacancies is the only regular source of information on difficult vacancies. From these can be calculated the ratio of vacancies to unemployed; the speed at which vacancies are filled; and the proportion of notified vacancies that ESD manages to fill. These all provide measures of the degree of difficulty of filling vacancies, although the fact that only about one-third of all vacancies are notified to ESD and that this proportion varies both over time and between different skill levels limits the confidence that can be placed on these statistics.

The survey of ESD district managers and the MSC/DE's quarterly survey also suffer from this disadvantage, but the information from other sources (the study of employers in six selected districts, other studies that have been carried out in local labour markets and reports from NEDC Sector Working Parties) does corroborate that obtained from statistics. It also shows that the proportion of vacancies notified to ESD rises above the one-third average level where there are difficulties in filling the vacancies.

Occupations affected

At the craft level, by far the most difficult occupations were found to be those requiring engineering skills. This was a national problem, although most severe in the South East. Other industries that seemed to be badly affected were construction, hotel and catering and in various regions, clothing, footwear, wood-working and printing.

Information is less certain for professional, technical and clerical occupations. ESD has low penetration of the higher occupational levels and PER does not accept vacancies that it does not consider it can fill. However it seems clear that at the professional and technical level there are problems with a number of engineering and electronic occupations and with nurses, while among clerical vacancies, jobs in the financial services were a problem as were secretaries and typists.

At the lower skill levels (below craft) the problems were as often in keeping vacancies filled as in filling them in the first place. Among those occupations that were hard-to-fill were some driving jobs, factory assembly work and milkmen in London and the South East and some jobs in the public sector. The hard-to-keep-filled vacancies were in hotel and catering, especially among part-time staff, retail sales and stores and warehouse work, with the South East again being most affected.

Not worsened markedly

Is the problem getting worse? Among skilled engineering workers there has been a large increase in notified vacancies over recent years, and an increase in the average duration of such vacancies. In some non-manual occupations the ratios of vacancies to unemployed have increased

because of large increases in vacancies, but for a number of the occupations identified as hard-to-fill the ratios of vacancies to unemployed are much lower now than in the past. The statistical evidence does not therefore suggest that the problem of hard-to-fill vacancies has worsened markedly except in certain key engineering occupations. Certain vacancies for unskilled or semi-skilled workers do however seem to have become harder to fill in the past two or three years in a way which has affected certain public services, and in general all difficulties are more acute in South East England.

National surveys of industrial trends, such as those undertaken by the Confederation of British Industry and the *Financial Times*, also suggest that problems in meeting labour requirements have not generally worsened over the last few years, but do identify particular problems with skilled workers in engineering and some other industries.

The effects

The effect of hard-to-fill vacancies depends on the reaction of individual employers to the problem and the evidence on this is largely impressionistic and hard to assess. The main effects appear to be on output (lengthening order books, late deliveries, lost orders, product quality or quality of service reduced, postponement of planned expansion) on production and personnel policy (more overtime working, increased sub-contracting) and on management activities (increased time devoted to filling vacancies and coping with the effects of the shortage of staff on their organisation).

Causes

There is very rarely one single cause of hard-to-fill vacancies, but five broad factors that contribute towards firms' difficulties have been identified in the report.

● Reward package

(i) Monetary rewards

The reward package is perhaps the one which comes to mind most readily; particularly monetary rewards. A narrowing of differentials for male manual workers occurred in the majority of industrial sectors between 1970 and 1976 and within engineering this was particularly marked (although there was some reversal in 1977 and 1978). There is also evidence that the relative wages of occupations with significant numbers of hard-to-fill vacancies have been falling. At the national level there is no substantial evidence to link the changing differentials and relativities with the consequences of incomes policies, but within individual companies the effect may be more significant.

(ii) Non-monetary rewards

Non-monetary rewards are also important with such factors as job security, promotion prospects, job image, hours of work and working conditions all playing a significant part in determining whether people apply for or remain in a particular job.

● Employer and trade union actions

Employer and trade union actions may exacerbate

hard-to-fill vacancies by limiting the use made of available labour resources. The recruitment standards set by employers have been identified as a causal factor in several studies and feature regularly in the results of the DE/MSD quarterly survey (see *Employment Gazette*, July 1979, p. 645). The attitude of both employers and trade unions to Skillcentre trainees—particularly in engineering occupations—contributes to difficulties; employers are often not prepared to take on trainees and give them the necessary on-the-job experience and in larger firms this is sometimes accompanied by a rigid internal labour market limiting the scope for outside appointments to jobs at certain levels. Trade union opposition is at local level and varies between regions, the greatest resistance occurring in the areas where unemployment is also at its highest.

● Training

Training is often seen as the key to filling skilled problem vacancies and there is no doubt that in the past employers have tended to cut back their apprentice intake during recessions thus leading to problems, when business builds up again. However, there are difficulties in forecasting future needs where long training periods and highly transferable skills are involved. In these circumstances a greater responsibility falls on the industry or occupation based training bodies and the MSC's *Training for Skills* approach is based on this. There is much evidence to suggest that the difficulty is not so much getting people trained, but keeping them in that trade subsequently, particularly where highly skilled jobs with long training periods are involved. At the less skilled level there is little evidence that there is a shortage of suitable people, rather it is that for some or all of the reasons above such people are not willing to fill particular vacancies, so measures other than training might alleviate or remove the problem.

● Geographical mobility

There are very substantial differences between regions and between localities within regions in vacancy/unemployment ratios, but there are significant economic and social costs limiting the scale and pattern of geographical mobility. Little labour mobility is generated by employment-related considerations and those who move are more likely to be employed and in white collar occupations. In the South East, difficulties in obtaining housing is an additional inhibiting factor. The inaccessibility of particular workplaces is also a cause of problems particularly at the manual level where travel-to-work time is traditionally short.

● Benefit levels

The level and range of payments available to workers who become unemployed is often said to have an effect on their willingness to look for work assiduously. Other studies have shown that the number of workers who could actually benefit financially from remaining unemployed is very small, though there is a larger group whose income in work would not exceed benefit levels by very much and, given the costs associated with working (such as travel) the relatively small gain may provide insufficient incentive for strenuous

efforts to find work, particularly if earlier efforts are unsuccessful. Those likely to be affected are mainly unskilled men with low earnings potential and/or large families and the problem is created by a combination of low wages, the falling real value of tax thresholds, lower benefits for children for those in work than out of work if the parent is on supplementary benefit and the lower take-up rate of means-tested benefit among those in work.

More effective action

The major responsibility for alleviating hard-to-fill vacancies rests with employers. It is up to the employer to examine his particular problem and reach a conclusion on the most effective solution. It is the employer who is in the best position to take all relevant facts into account and balance the pros and cons of various courses of action.

Many problem vacancies especially those at the less skilled levels, are influenced by factors outside the scope or wholly beyond the control of the MSC. For the MSC to make a major effort to deal with all hard-to-fill vacancies, irrespective of the circumstances, would therefore often involve the use of resources to little or no effective purpose (and such activities tend to be highly staff-intensive) at a time when constraints on staffing are increasing. In those cases where MSC could assist it is necessary for there to be a high level of co-operation and contact between the parties involved and for MSC's services to be properly mobilised in order for action to be effective.

MSC's local management have, of course, always been faced with hard-to-fill vacancies and have evolved their own responses to them based on their experience and knowledge of local labour markets. It would be surprising therefore if this study had unearthed aspects that had completely eluded those whose day-to-day business it is to deal with these matters. Nevertheless the report concludes that there is scope for spreading information generally about successful practices and that there is room for improvements in the present response of MSC and others to the problem.

Action by employers

Because each situation is the product of an employer's particular circumstances the report cannot make explicit recommendations to suit every case. However, it does set out the sort of actions that employers have taken and could take in the hope this will raise the average standard of response to hard-to-fill vacancies.

(i) *Widening the channels of recruitment.* A reasonable initial response to a hard-to-fill vacancy problem would be extending the area of recruitment by using more methods to recruit and possibly trying to recruit from a wider geographical area.

(ii) *Changing recruitment standards.* Generally firms should be aware of the possibility that their recruitment standards are too high, that the type of person they want with specific qualities and experience may be scarce and that they might consider whether their vacancies could be filled adequately with a change in standard.

(iii) *Increased mechanisation and/or reorganisation of working practices.* Passing on some of the more routine aspects of work either to less skilled workers or machines can reduce the requirement for labour and is used quite widely as a response in clerical jobs and some skilled and other manual occupations. A shorter-term response is to use alternative types of labour or sub-contracting, although other short-term measures can include increased use of temporary or seasonal workers, retired personnel or transfer of personnel within the organisation.

(iv) *Manpower planning.* This underlies all the responses mentioned above, although studies suggest that few companies engage in even the simplest form of planning and those that do only use short-term improvisation. There are undoubtedly costs associated with the planned retention of certain manpower levels but so there are also with rehiring, retraining or coping with shortages. Planning has the advantage of enabling management and unions to weigh up more easily the costs and implications of alternative courses of action and avoid wastage of experienced workers. Manpower planning also can pinpoint areas of inefficient utilisation of existing staff and provide an assessment of training needs and desirable levels of apprentice intake.

(v) *Improving pay and conditions.* The restoration of free collective bargaining may give companies more scope for adjustments to relative pay, but it is impossible to say whether a widening of differentials would have a major effect on hard-to-fill vacancies, or how long such a process would take. Reorganisation of shift arrangements, the introduction of flexible working hours and such practices as sharing a job between pairs of married women have all been successfully tried by employers.

(vi) *Increased training.* Most employers with a shortage of skilled labour increase their training efforts. Many consult their Industry Training Board (but with no view to practical action). There is less inclination to contact the MSC's Training Services Division because this is not seen as a likely source of suitable recruits. This is discussed in more detail later.

Action by trade unions

Many of the solutions which employers might adopt for hard-to-fill vacancies require consultation and co-operation by trade unions and they might indeed be initiated by trade union or workers' representatives. One particular problem area frequently encountered, especially over skilled engineering vacancies, is the reluctance of some trade unions at local level to accept adult entrants, such as ex-Skillcentre trainees, to fill vacancies traditionally the preserve of ex-apprentices, despite the fact that apprentice-trained craftsmen are not available. A willingness of union representatives to discuss such matters with management and, in agreed circumstances to accept adult entrants, could help to resolve skilled hard-to-fill vacancies.

Action on housing

Making housing available to key skilled workers would probably provide a remedy for certain vacancy problems particularly in the South East. The report considers that local authorities should be more willing to consider providing housing for incoming workers, particularly where it is demonstrated that the employment of a skilled man would have the "knock-on" effect of generating additional jobs for less-skilled resident workers.

Action by MSC

The report considers the present arrangements within local employment offices to be generally satisfactory but it puts forward some suggestions to improve their response such as taking further marketing initiatives with individual employers, reviewing arrangements for circulating vacancies between offices and making greater efforts to persuade employers to present the terms and conditions of hard-to-fill jobs more informatively and attractively.

Where a training solution to hard-to-fill vacancies would be appropriate, the MSC can help through the Training Opportunities Scheme (TOPS) and its Direct Training Services. The report considers that the planned expansion of its TOPS technician and computer training (already identified as areas hit by hard-to-fill vacancies) could be assisted if it were possible to pay higher allowances for such courses, but all studies have shown that TOPS is at present not widely considered as a source of suitable recruits. The TOPS "externalisation" programme which has come out of the 1978 review aims to remedy this ignorance by increasing local links between TOPS, employers and unions at the local level so as to improve the placing of trainees.

Direct Training Services could make a much greater contribution to industry's training problems generally and to hard-to-fill vacancies in particular. The MSC intends to take steps to expand the role of these and to ensure that all parts of the MSC sell these services as a possible solution to skill shortages wherever appropriate.

At the regional level, Regional Manpower Services Boards (RMSBs) provide a forum for the senior managers

of the various MSC services in the region to come together regularly to consider the manpower situation in the region and the MSC's response and to co-ordinate services and ensure their effective delivery. All RMSBs consider skill shortages regularly and most have launched special initiatives, such as arranging for joint teams, drawn from the Employment Service, the Training Services and the regional manpower intelligence unit to visit selected firms with hard-to-fill vacancies and investigate the circumstances and possible solutions. The report identifies a number of ways in which such co-ordinated action under the auspices of the RMSBs can be developed, including improvements to the manpower intelligence; expanding regular attention to skilled vacancies to consider some unskilled hard-to-fill vacancies as well; bringing in the services of ACAS and ITBs where relevant; and using visits to firms by senior MSC managers to identify opportunities for bringing services to bear on hard-to-fill vacancies, for example by offering one of the Direct Training Services.

Confirming the findings

The study's findings broadly confirm other work that has been done in this area. Among skilled manual and technical occupations, certain engineering and electronics occupations are by far the worst affected by hard-to-fill vacancies and there is in at least some parts of the country an absolute shortage of suitably qualified labour in such occupations. Many other occupations are also affected, including some relatively unskilled jobs in some industries, but to a lesser extent.

There are many reasons why such vacancies exist and a shortage of suitable labour is only one. Many of the reasons are unconnected with manpower policy or with the MSC's activities.

The primary responsibilities for solving hard-to-fill vacancy problems rests with employers and suggestions as to how they could contribute to a greater extent to easing their problems are put forward in the report. There is also scope for additional action by MSC in those areas where it can contribute to a solution and recommendations to this end are made that do not generally involve additional resources. ■

Terms and conditions of employment

Working paper on Schedule 11 of the Employment Protection Act and the Fair Wages Resolution

The Government would welcome views on the operation of Schedule 11 and of the Fair Wages Resolution. (These provisions are described in Annex A).

Between January 1977 (when the schedule came into operation) and July 1979 a total of some 2,000 claims were reported to ACAS, and some 850 awards were issued by the Central Arbitration Committee. Although most awards have related to small groups of employees, some large negotiating groups have also been the subject of awards. Four out of five awards have been based on the "general level" of terms and conditions observed by employers in similar circumstances in the same industry and district.

In the same period the number of awards made under the broadly similar provisions of the Fair Wages Resolution (applicable directly to employees of Government contractors and by extension to the employees of some contractors to local authorities and the nationalised industries) rose from eight in 1974 to 271 in 1978.

Problems

Experience of the application of Schedule 11 has indicated certain defects and has given rise to a number of criticisms, including the following:

(a) The main objective of Schedule 11 was held to be the elimination of "pockets of low pay". This is not how the Schedule has been applied in practice; many higher paid groups have benefitted from awards.

(b) The Schedule was extensively used as a means of circumventing the restriction of pay policy. The Central Arbitration Committee in its annual report for 1978 suggested that some employers colluded in the reporting of claims.

(c) In an established system of free collective bargaining, arbitration arrangements have an important place; but unilateral access to statutory arbitration and its extensive use run counter to the need to establish and develop by agreement sound procedures for the resolution of pay and other issues. It can hinder attempts to improve arrangements for collective bargaining.

(d) Awards made for relatively small groups of employees can disrupt agreed pay structures, undermine established collective bargaining arrangements and give rise to claims by other groups of employees (possibly represented by other trade unions) in the same negotiating structure for the preservation of relativities or for comparable treatment.

(e) The procedure for arbitration on the general level of terms and conditions observed for comparable workers of employers whose circumstances are similar does not allow all the considerations which should help to determine terms and conditions of employment to be fully considered, for example market prospects, profitability labour efficiency, prices.

(f) The Central Arbitration Committee, in its annual reports, has drawn attention to difficulties encountered in the application of Schedule 11 arising from the fact that for a variety of reasons some groups have easier access to the "general level" provision than others.

Comment

Low pay All successful claims are in principle on behalf of employees who are low paid relative to other comparable groups in the same industry and district. In practice however the majority of the claims reported (particularly under para 2(b) of the Schedule) have been in respect of employees who could not be regarded as low paid on any absolute test, including some claims on behalf of employees earning twice the national average or more. Only one award has been made under Part II of the Schedule (see Annex A).

Economic effects Although the direct effect on the national pay bill has been small, increases to individual groups and their repercussive effects have in some cases had a substantial effect on employers' costs. In so far as employers and unions colluded to get round pay policy, some reduction in claims can be expected. But the Schedule will continue to require employers in some circumstances to concede increases based on outside comparisons, irrespective of productivity levels or ability to pay. In the longer term the effect could be to reduce competitiveness and threaten employment.

Effects on industrial relations In some cases the Schedule has undoubtedly helped to resolve particular issues which may otherwise have presented persistent difficulties. This has to be balanced, however, against the considerable industrial relations difficulties which have arisen from awards in respect of certain categories of employees leading to pressures from other groups, both in the same and different negotiating structures, for increases to maintain differentials or other relativities. More generally, both employers' and unions' responsibility and interest in establishing and following sound and agreed arrangements for collective bargaining and the resolution of disputes have been weakened.

Fair Wages Resolution

Similar problems have arisen in certain industries from the application of the Fair Wages Resolution. It might now be questioned how far special protection for the employees of Government contractors which is not available to other groups of employees can still be justified. The Government believes that there is a case for reviewing the Fair Wages Resolution in the light of modern conditions.

The UK has ratified ILO Convention 94 (1949) which requires clauses in similar terms to those in the Resolution to be included in public contracts; but it may be that changes could be contemplated in the detailed content and application of the Resolution which would meet the Convention's essential principles while mitigating some of the difficulties that have been encountered.

Conclusion

The antecedents of Schedule 11 and of the Fair Wages Resolution go back a long way in industrial relations history. The first Fair Wages Resolution was introduced in 1891 to prevent "sweated labour" being used in unfair competition for Government contracts. Schedule 11

derives *via* the Terms and Conditions of Employment Act 1959 from emergency wartime legislation providing for compulsory arbitration and prohibiting strike action.

It can be argued that the development of trade union organisation since the 1940s, and the widespread extension of collective bargaining which has accompanied it, make both sets of provisions out-dated; and that as a matter of principle, statutory provision for compulsory arbitration at the behest of one party is incompatible with free and responsible collective bargaining and its continued development. This consideration might be regarded as having particular weight in relation to Part I of Schedule 11 under which claims can be reported only by an independent union recognised by the employer concerned (or an employers' association). An employer cannot resist the making of a claim, nor can he avoid complying with an award.

The Government would welcome views on the matters discussed in this paper, and on possible alternative courses of action such as:

- The repeal of Schedule 11;
- The repeal of the "general level" provision of Schedule 11;
- The amendment of the Schedule so as to remedy some of its defects for example by requiring the CAC to take into account the effect of awards on employers' pay structures.

The course which is adopted in relation to Schedule 11 may have implications for the FWR and for other legislation (see Annex B). Comments on these provisions are also invited.

Annex A: Schedule 11 of the Employment Protection Act

(1) Schedule 11 provides for claims that an employer is not observing relevant terms and conditions of employment to be reported to ACAS and, if not settled by conciliation, referred to the Central Arbitration Committee (CAC) for formal hearing and

award. Claims can be based on comparisons with either "recognised terms and conditions" under national or district agreements or, in their absence, the "general level" observed by other employers in the same industry and district. Employees whose pay is fixed by statutory arrangements—other than those covered by Wages Councils—are excluded from the Schedule's scope, as are Crown Service employees. Claims can be based on the "general level" only in so far as there are no "recognised terms and conditions" (including agreements incorporating *minimum* terms and conditions).

(2) Part II of the Schedule makes special additional provision for workers within the field of operation of a Wages Council or Agricultural Wages Board. It enables claims to be based on the lowest rate contained in collective agreements covering a significant number of establishments, either generally or in the district.

Fair Wages Resolution

(3) The current FWR was adopted in 1946. It contains provisions broadly similar to those in Schedule 11, except that "general level" comparisons can more readily be drawn because of references to wages and conditions that are "established" (rather than "recognised") for the industry in the "district". The Resolution applies directly to Government contractors but comparable provision is in practice made in most contracts with local authorities and nationalised industries.

Annex B: Related legislative provisions

- Legislation which includes provision for the determination of questions about terms and conditions by specific reference to the Fair Wages Resolution:
 - Housing Act 1957 (section 92(3)(a))
 - Films Act 1960 (section 42)
 - Road Traffic Act 1960 (section 152)
 - Independent Broadcasting Authority Act 1973 (section 16)
- Other legislation providing for terms and conditions to be determined by reference to comparisons with other similar employees:
 - Road Haulage Wages Act 1938 (Part II)
 - Civil Aviation Act 1949 (section 15).

Trade union recognition

Working paper on sections 11-16 of the Employment Protection Act

In the three years they have been in operation, the recognition provisions in sections 11-16 of the Employment Protection Act 1975 have given rise to numerous problems and difficulties. There appears to be general agreement on the part of employers, trade unions and ACAS alike that the provisions have proved unsatisfactory and that the law needs to be changed. There is however little or no agreement about the nature, or indeed the direction, of the changes required.

In addition, ACAS is becoming increasingly concerned about the effects of its operation of the statutory provisions on its other, voluntary, role in conciliation and the provision of advice. In its last annual report, the council of ACAS stated that the service's essentially voluntary role in conciliation and the provision of advice did "not sit easily with the statutory duties in sections 11-16 of the Employment Protection Act".

The chairman of ACAS has since sent the Secretary of State a letter (published in the August issue of *Employment Gazette*, p. 796) which sets out the grounds of concern to the ACAS council. He makes it clear that the council is

not commenting on the substance of the judicial decision but the effect on the practical operation of the council and the service which it supervises and goes on to make, in particular, the following points:

- a considerably larger number of recognition issues have been settled voluntarily than through the full statutory procedures;
- the discretion which the council feels it requires in order to function properly is now seen, as a result of judicial decisions, to be much narrower than the service originally understood was Parliament's intention;
- consequently the council has become increasingly conscious of the growing incompatibility between some of its statutory duties and the actions it would have preferred to take on grounds of good industrial relations practice;
- some of the duties imposed on the service by the recognition provision of the Act are not necessarily compatible with its duty to promote the improvement of industrial relations;
- where an employer or a union refuses to co-operate with ACAS it is left with a duty it cannot perform;

- the effect of the findings of the Court of Appeal is said by the Council that the service is obliged to make findings on a whole series of matters which it may consider irrelevant or unnecessary and in some cases harmful to industrial relations;
 - the Act gives ACAS no guidance on the criteria to be adopted in determining what is a bargaining group and it has not been possible for the council to agree on any criteria which would be generally applicable;
 - the service has been put in the position where it may be instrumental in undermining existing voluntary procedures;
 - in the view of the council there are potential difficulties inherent in the confirmation by the Courts that ACAS is to be regarded as a tribunal when considering legal issues.
- The chairman concludes his letter in the following terms: "The experience of three years of operation of the statutory procedures have shown the difficulties of operating without criteria and the damaging effect on industrial relations which can result from the court's interpretation of the statute. The service's ability to exercise its own judgement in recognition matters has always been circumscribed by the legislation. The discretion of the council has been further limited by the decisions of the courts which have made it progressively more difficult for the council to exercise its industrial relations judgement in reaching decisions on recognition issues. Even the functioning of the council is likely to become impracticable as

Employment protection legislation

Working paper on proposed amendments

The Government's manifesto stated an intention to amend laws such as the Employment Protection Act where they damage smaller businesses—and larger ones too—and actually prevent the creation of jobs. The provisions in the employment protection legislation which have come in for most criticism are those relating to unfair dismissal and the attendant industrial tribunal procedures.

The Government are fully committed to the concept of employment protection: indeed, it was a Conservative Government which first brought into the law the concept of remedies for unfair dismissal, and arranged that such cases should be dealt with by the system of tripartite industrial tribunals. They recognise that among its benefits the legislation has helped to improve some employers' disciplinary procedures, and that more still needs to be done to help employers and employees understand its provisions. But practical experience in the operation of the legislation has shown the need, while maintaining essential protection for employees, to change certain provisions which bear over-harshly on employers, discouraging recruitment, especially in small businesses, and to make certain adjustments to take account of problems which have emerged.

Parliament has already approved two changes by Order from October 1—one extending the qualifying period for unfair dismissal complaints and the other reducing the compulsory period for consultation with trade unions, and notification to the Department of Employment, in the case of certain redundancies. Proposals for further amendment of the legislation are set out in the annexes to this paper and deal with the following matters:

a result of its being deemed to be acting in a judicial capacity. The council therefore wishes me to advise you that in the light of the increasing difficulties which it is encountering it cannot satisfactorily operate the statutory recognition procedures as they stand".

The situation disclosed in this letter is a matter of considerable concern to the Government as is the consideration that the working of the recognition provisions should have caused the impartiality of the service to be called into question, thereby affecting the valuable work of ACAS generally. This effect has been accentuated when the working of these provisions has been set in the context of the terms of reference of ACAS (section 1 of the Act), the wording of which has also been called into question.

The Government see no grounds in this situation for criticism of the Courts. They have fulfilled their proper function of interpreting the statute law in its application to the cases brought before them. The Government do, however, accept that there is now an urgent need for the statutory procedures on trade union recognition to be changed in view of the problem encountered in their operation. Indeed the experience of operating these statutory procedures does raise the question whether it is necessary or valuable to have statutory provisions of this kind to deal with these matters or whether it would be better to rely on the ability of ACAS to help settle recognition disputes through the provision of voluntary conciliation and advice, as happens in most cases at present. The Government would welcome views on the issues raised in this paper.

- Unfair dismissal provisions
- Industrial tribunal procedures
- Maternity provisions
- Guarantee pay provisions

The Government would welcome views on these proposals.

Annex 1: Unfair dismissal provisions

The onus of proof in unfair dismissal cases

Since the introduction of remedies for unfair dismissal under the Industrial Relations Act 1971 it has been for the employer to show the reason for dismissal and that it was a reason which may by statute justify dismissal. For dismissal to be fair, the employer has also had to act reasonably in treating that reason as sufficient to justify dismissing the employee, but until the Trade Union and Labour Relations Act 1974 the question of whether the employer had acted reasonably was something for the tribunal itself to determine and not for the employer to demonstrate. Under the 1974 Act, however, the employer had to show, not only the reason for the dismissal, but also whether he had acted reasonably; and the Employment Protection (Consolidation) Act 1978 (section 57(3)) now states that "... determination of the question whether the dismissal was fair ... shall depend on whether the employer can satisfy the tribunal ... that he acted reasonably".

As a result, there has been widespread feeling among employers that they are "guilty until proved innocent". Although few cases are in practice decided on the onus of proof, it is believed that the provision has put employers at

an unfair disadvantage in cases where the substance of the employee's complaint is not clear to the employer or where the employee's case is weak.

The Government therefore propose that the onus of proof as to reasonableness should be made neutral as between employer and employee. Thus, once the employer has shown that the reason for dismissal was a reason which by statute may justify dismissal, the law would not specifically place the onus on either employer or employee to show reasonableness, and the tribunal would have discretion to require evidence from either party according to the circumstances. This will require amendment to section 57(3) of the Employment Protection (Consolidation) Act 1978.

Waiver of right to complain of unfair dismissal at the expiry of a fixed term contract

Since the Industrial Relations Act 1971 it has been considered reasonable that employers and employees should be able freely to enter into fixed term contracts which provide that at their conclusion the employee will not have the right to bring a complaint of unfair dismissal. At present employees who are taken on for a fixed term of over two years may by this means waive their right to complain of unfair dismissal at the expiry of the term. The two-year period corresponded with the initial qualifying period of service for complaints of unfair dismissal, but when the qualifying period was reduced in 1975 from two years to six months, the provision on fixed term contracts remained unchanged.

From October 1, the qualifying period of service will be raised from six months to one year. The Government believe that a fixed term contract of one year or more is of sufficient length to permit waiver of the right to claim for unfair dismissal upon expiry of the term. They propose accordingly to amend the legislation so as to permit waivers in fixed term contracts of one year or more, thus bringing the provision into line with the new qualifying period for unfair dismissal complaints. The unfair dismissal provisions would still apply, however, to cases where fixed term contracts had been terminated by the employer before the date of expiry of the contract, whether terminated by notice or not.

The basic award of compensation for unfair dismissal

One of the components of compensation for unfair dismissal is the basic award. This is separate from any compensatory award that may be made, and is payable automatically upon a finding of unfair dismissal. The basic award is calculated, like a redundancy payment, by reference to the age and length of service of an employee, but there is a statutory minimum of two weeks' pay.

The Government see no justification in principle why an employee should be paid a minimum of two weeks' pay when by reason of his age and length of service he would have qualified for less than this amount. Furthermore, although the basic award may be reduced when there is a finding of contributory fault on the part of the employee, the minimum of two weeks' pay *must* be awarded whatever the circumstances and however blameworthy the employee. (This is in contrast to the compensatory award which may be reduced to nil where there is a finding of 100 per cent contributory fault.) Nor is it possible for a tribunal to reduce the basic award if an employee has failed to mitigate his loss (although, again, the compensatory award

may be reduced for this reason). Finally, in cases where misconduct on the part of an employee is discovered after the dismissal, it is not possible to reduce a basic award on the ground of contributory fault. Attention was drawn to these defects in the House of Lords in the case of *Devis v Atkins* (1977 AC 931).

To remedy these defects, the Government propose that the legislation should be amended:

- (i) to repeal section 73(8), which provides that a minimum basic award of two weeks' pay must be given;
- (ii) to empower tribunals to reduce below the present minimum, or extinguish, the basic award in cases of contributory fault on the part of the employee;
- (iii) to empower tribunals to reduce the basic award if an employee has failed to mitigate his loss; and
- (iv) to give tribunals discretion to reduce or extinguish the basic award in cases where misconduct on the part of the applicant has come to light between the date of dismissal and the date of the hearing.

The special position of small firms

The Government are anxious to ease the burden on small firms of the employment protection legislation, and in particular the unfair dismissal provisions. In the case of many small firms personal relationships are very close, and formal disciplinary procedures are inappropriate. This applies especially in firms which are too small to have a full time personnel officer.

There are, however, difficulties in imposing different requirements on firms simply by reason of their different sizes. It would generally be undesirable to give special treatment to small firms in a way that would, on a permanent basis, create a "second tier" of employees who have less protection, especially since protection is no less necessary in small firms than in large. There are also problems associated with the definition of a "small" firm and the imposition of an arbitrary cut-off.

The changes by Order that are being made from October 1 in the statutory requirements will already considerably help small firms; and the further proposals set out in this paper on which views are now being sought would also benefit them especially. The Government believe, however, that there are two further changes to the unfair dismissal provisions which should be made in the particular interests of small firms; and they propose

- (i) to amend the general provisions relating to the fairness of a dismissal (section 57 of the Employment Protection (Consolidation) Act 1978) so that industrial tribunals would be specifically required to take into account the circumstances—for example, the size and resources—of a firm when considering whether or not an employer has carried out a dismissal reasonably; and
- (ii) to exempt new firms with less than 20 employees from the unfair dismissal provisions for the first two years of trading. During this period, employees would still accumulate service towards the qualifying period for unfair dismissal complaints, but they would be able to exercise their rights only after the first two years of the firm's life. Employers would be under an obligation to give employees, before recruitment, a written notification of their rights in regard to unfair dismissal.

Annex 2: Industrial tribunal procedure

The industrial tribunals were originally conceived as an informal and speedy way of settling grievances. The growth of both statute and case law on unfair dismissal and other matters has conduced to some tribunal proceedings becoming longer and more legalistic. This development is disliked by both employers and employees. There is also a widespread belief among employers that many cases which reach the stage of a tribunal hearing are without merit and should have been sifted out earlier.

In fact, a number of cases are already sifted out before a full hearing if they are out of jurisdiction or as a result of intervention by the conciliation service of ACAS—although the latter category undoubtedly includes a proportion of cases which the employer has settled (against his judgement of their merits) to avoid the trouble, cost and risk to him of tribunal proceedings. In consequence, about two-thirds of all cases brought to tribunals are conciliated or withdrawn. Tribunals also have the power to award costs against a party who brings a frivolous or vexatious complaint. Nevertheless, the Government believe that there is need for adjustment.

The Government therefore propose to make the following changes to the procedural rules of tribunals:

(i) to give tribunals explicit authority to conduct proceedings in whatever manner they consider most suitable, while avoiding formality and without being bound by the stricter rules regarding admissibility of evidence as applied in the courts.

(ii) to enable tribunals to advise either party that his case appears to be weak and that costs may be awarded against him if he chooses to pursue his contentions to a hearing. This could be done at a preliminary hearing with one or both of the parties present.

(iii) to widen the rule on costs, so that costs may be awarded against a party who brings or conducts a case "unreasonably".

The Government have a statutory obligation to consult the Council on Tribunals on amendments to tribunal procedures and these proposals are made subject to the views of the Council, which will be sought.

Annex 3: Maternity provisions

The maternity provisions (sections 33-48 and 60-61 of the Employment Protection (Consolidation) Act 1978) give an employee who is expecting a baby three statutory rights:

(a) Protection from unfair dismissal on the grounds of pregnancy;

(b) maternity pay for six weeks: this is paid by the employer, who can claim a rebate from the Maternity Pay Fund which is administered by the Department of Employment;

(c) reinstatement in her former job after a period of maternity leave not exceeding 29 weeks from the beginning of the week in which the baby is born. Among the qualifying conditions for reinstatement is the requirement that at least three weeks before she stops work (unless it is not reasonably practicable) she must give notice to her employer (in writing if he so requests) that she will do so because of her

condition, and (if it is the case) that she intends to return to work within the 29-week period. She must also notify her employer of her proposed date of return at least one week before that date.

The maternity pay and reinstatement provisions have not worked satisfactorily in practice. In the case of *maternity pay* employers have found the administrative procedure involved in claiming the rebate burdensome. It would not be right to transfer responsibility for maternity payments to the State, since this would mean abandoning the principle that this is an obligation which properly falls on employers. Nor would such a change be in the interests of employees, since it would mean moving away from the principle that maternity pay should be maintained at the same level as the employee's previous earnings. The Government want to reduce the administrative procedures to a minimum, and are examining ways in which this may be done within the present scheme.

In the case of *reinstatement*, employers are often faced by the uncertainty of whether or not the employee will actually return to work after having her baby; and it is frequently difficult, especially in small firms, to fit the employee back into her original job. To ease these practical problems the Government propose to amend the statutory reinstatement provisions:

(i) to require the employee to provide *in writing* the current notifications of her intended absence from work and her intention to return to work, and to provide the second notification at least 28 days before the intended date of return, instead of the present seven days;

(ii) to require the employee to provide an additional notification *in writing*, not later than six weeks after her confinement, of her intention to return to work.

Failure on the part of the employee to fulfil any of these requirements would (as at present) result in the loss of her right to reinstatement.

(iii) to provide that, where it is not reasonably practicable for the employer to make available the original job, the employee shall be offered suitable alternative employment. At present, where it is not practicable *because of redundancy* for an employer to allow the employee to return after confinement to her original job, the employer must offer her alternative employment; this new job must be suitable in relation to the employee and appropriate for her to do in the circumstances, and its terms and conditions must not be substantially less favourable than her previous job. The proposal is to extend this provision so that it shall apply also to situations where it is *not reasonably practical* for the employer to employ the returner in her old job. The employee would have a trial period say of four weeks, in the new job before having to decide definitely whether to accept it or not. Appeal to an industrial tribunal would be available in the case of any dispute over the application of the new provision in particular cases.

The Government invite comment on a further suggestion which has been made to give special assistance to small firms regarding the reinstatement provisions. This is that where it is not reasonably practicable for an employer either to make available to the employee her original job or to offer her suitable alternative employment (because the firm is too small to have such employment available), the employer may be exempted from the obligation to reinstate her. The suggestion is that this exemption should apply only to firms with less than 20 employees. The onus would

be on the employer to show that he qualified in all respects for this exemption. This suggested change would not, of course, remove the employer's liability for notice pay or any other rights to which the woman may be entitled upon termination of her employment, in all cases where she has already exercised her right to return by notifying her employer of her proposed date of return, or where her contract of employment has continued to subsist during her maternity absence.

Annex 4: Guarantee pay provisions

Current legislation (Employment Protection (Consolidation) Act 1978 sections 12-18) specifies that employees who are not provided with work for a full day in which they would normally be required to work under their contracts of employment are entitled to receive a guarantee payment from their employer. No more than five days' guarantee

payments are payable in any one of the quarters beginning February 1, May 1, August 1 and November 1. An employee is not, however, entitled to guarantee pay if the lay-off is due to a trade dispute involving any employee of his employer or of an associated employer.

These provisions caused difficulties during last winter's lorry drivers' dispute, which began in late January and lasted into February, thus causing many employers to meet the considerable liability of two quarters' guarantee pay in close succession.

The Government accordingly propose that the calculation of entitlement to guarantee pay should be based on a rolling period rather than fixed quarterly periods as at present. In this way no more than five days' guarantee pay would be payable by an employer over any period of three consecutive months. This arrangement would reduce the likely number of guarantee payments falling to be made by an employer and would also establish a more equitable method of calculating entitlement.

Unemployed minority group workers

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

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

Unemployed born in, or whose parent or parents were born in, certain countries of the Commonwealth: August 9, 1979

	South East †	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West ‡	North	Wales	Scotland	Great Britain§
All listed countries:	22,036	368	856	14,408	5,018	4,527	5,411	542	410	518	54,094
Total expressed as percentage of all persons unemployed	7.5	1.2	0.9	10.2	6.4	3.5	2.5	0.4	0.5	0.3	3.9
Area of Origin											
East Africa *											
Male	1,952	35	35	619	875	125	346	19	33	17	4,056
Female	1,222	31	26	481	760	79	237	10	13	8	2,867
Other Africa *											
Male	1,252	3	17	139	108	56	202	36	23	18	1,854
Female	540	5	4	98	64	26	86	5	6	8	842
West Indies †											
Male	6,232	64	384	2,725	553	514	777	25	39	6	11,319
Female	2,694	39	113	1,777	245	323	204	7	14	4	5,420
India											
Male	2,740	41	93	3,132	1,062	662	1,138	75	38	95	9,076
Female	1,862	24	39	2,334	769	389	462	60	18	42	6,019
Pakistan											
Male	1,250	96	73	2,066	354	1,809	1,309	194	104	227	7,482
Female	377	12	19	323	73	287	265	39	24	41	1,460
Bangladesh											
Male	610	7	4	402	49	135	167	8	23	15	1,420
Female	41	—	1	23	10	15	24	1	3	—	118
Other Commonwealth territories ‡											
Male	914	7	27	199	73	78	151	50	66	29	1,594
Female	330	4	21	90	23	29	43	13	6	8	567
Persons born in UK of parents from listed countries (included in figures above)											
Male	2,157	25	146	1,715	346	293	395	52	27	81	5,237
Female	1,388	11	89	1,418	242	278	218	42	16	28	3,730
Total (all listed countries):											
May 10, 1979	18,909	380	739	10,558	4,369	3,763	4,370	503	419	455	44,465
Feb 8, 1979	19,945	396	857	11,097	4,653	3,919	4,625	448	452	536	46,928
Nov 9, 1978	20,355	348	927	11,749	4,854	4,029	4,505	431	427	497	48,122
Aug 10, 1978	24,923	444	1,097	14,850	5,269	5,331	5,788	541	400	548	59,191
May 11, 1978	22,652	366	947	11,121	4,494	4,056	4,509	437	336	440	49,358

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

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

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

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

¶ Excluding figures for unemployed young persons in Liverpool and East Ham which are not available.

At industry's bedside

A look at a few of the functions of the Employment Nursing Advisers

by Steve Reardon, editor *Employment Gazette*

One of the biggest revelations to Suzy Houghton, an occupational nursing officer at Murex, a firm producing heavy metals at Rainham on the Essex marshes, was that her patients did not necessarily have anything wrong with them.

"I'm not really dealing with ill people. They are all well; but I never associated them with so many problems," she says.

The relationship between the nurse and the employee in a company differs from that of the nurse and the patient in a hospital by virtue of the constant contact which is possible. One of the major factors affecting the relationship between nurses and patients in hospital is the constantly changing shift system. A nurse will only stand out in a new patient's mind if she has flaming red hair or something else to pick her out of the crowd.

Understand the differences

This is just one of fundamental differences that make life for an occupational health nurse in industry a world apart from the bedside nursing associated with the hospital. Many employers who appreciate the need to employ a nurse full-time are not so quick to understand the difference between one who is trained in occupational health and one who has only a hospital background.

Educating employers to accept the need for nurses with occupational health qualifications, as well as persuading those nurses already employed in industry, who do not have the certificate, is an important part of the work of the nursing advisers of the Employment Medical Advisory Service (EMAS)—part of the Government's Health and Safety Executive.

In 1976 the EMAS survey of the occupational health services in Great Britain showed that, on a sample basis, only about 14 per cent of firms in a cross-section of industries are providing occupational health services in which doctors and nurses are employed.

The survey, which is the most recent carried out, indicated that the size of a firm was the most dominant factor in determining whether health services were available or not. But those in the nursing advisory service of EMAS are quick to point out that increasing the numbers of nurses in industry is not necessarily the best way to improve health and health education at work.

Benefits derived

Cliff Hartley, now EMAS's Senior Nursing Adviser for the whole of Southern England, after a long career nursing in the steel and engineering industries, says that it is unlikely that he would recommend a firm with less than 500 employees to take on a full-time occupational health nurse. What he is more concerned with are ways in which groups of smaller firms can benefit from the services of an occupational health nurse, without the extravagance of employing one full-time. He is currently examining several ideas where firms could share the services of an occupational

nurse. One such project, which is in the experimental stage, would provide an occupational health nurse to advise about 80 companies on a small industrial estate. This, he stresses, would not be a treatment-based service, with the nurse waiting for patients to attend a surgery—that is not the prime function of the trained occupational nurse. More, the nurse provides advice on the specific health problems that may be arising and their prevention: such things as skin problems that can occur from the use of lubricating oils and solvents used in the light engineering companies which are typical of this particular estate.

He cites too the example of one or two county councils, who are considering setting up an occupational health service not only to cover their own needs but which could be offered to local employers as well.

Advice to management and health education for workers is a much more constructive use of the nurse's time and abilities and it is on the *prevention* of ill-health due to the working environment that such schemes would be based.

Formidable role

This education and advisory role of the Employment Nursing Advisory Service is a formidable one when one bears in mind that there are currently only 22 Employment Nursing Advisers (ENAs) throughout the country, as well as five senior nursing advisers organised on a regional basis. Each one has a vast area to cover and it is by no means the case that every firm in a nurse's area can expect a visit even once a year. Although the ENA does have certain statutory functions to carry out—such as the inspection of first-aid provisions and advice to the senior nursing adviser on the issue of exemption certificates—the main task is one of advising industry regardless of whether nurses are being employed by firms themselves.

The job of providing advice to those nurses who are employed by industry itself can usefully be done on a collective basis, not just an individual one.

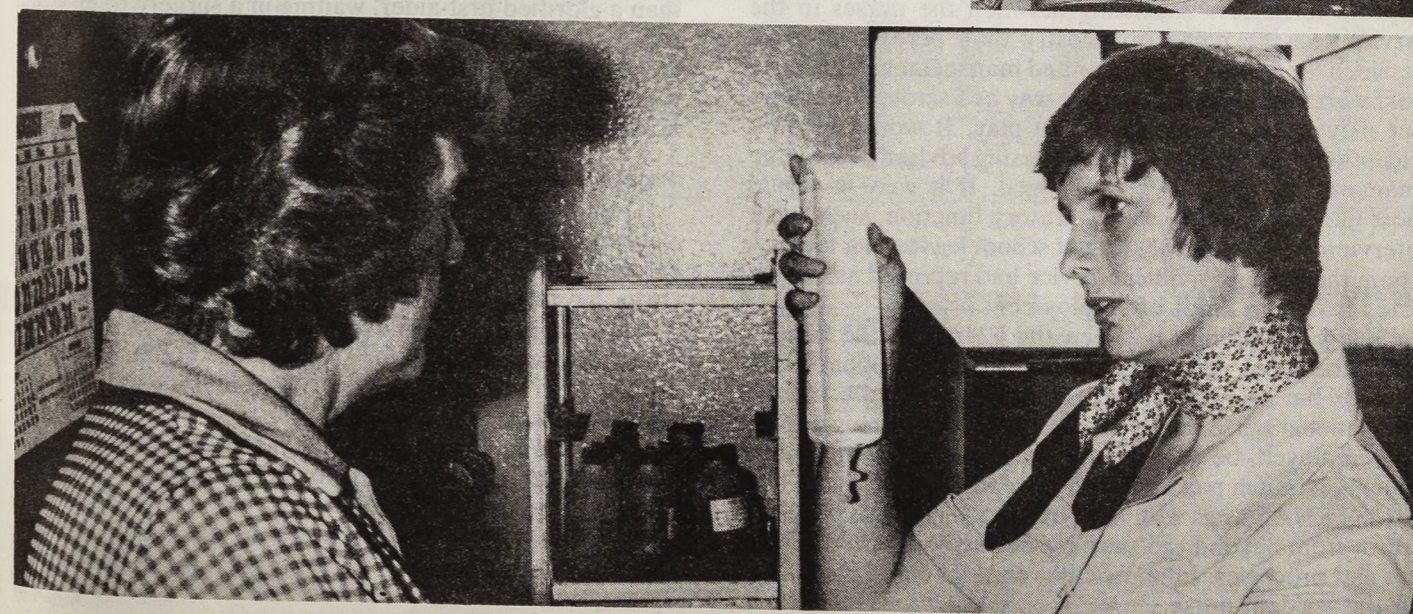
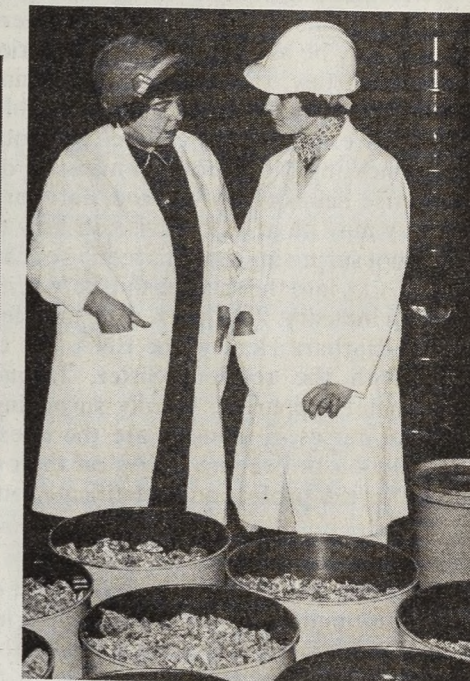
The Chief Nursing Adviser for the country is Mrs Dorothy Radwanski. She has been one of the prime movers—with her own distinguished background in occupational nursing—in the task of putting cohesion into the training of occupational health nurses in industry.

She says: "We participate in every single course for occupational health nurses that runs in the country, and we have been instrumental in number of cases in setting up occupational health nursing courses."

This is usually done by the employment nursing adviser identifying a need among the occupational nurses in a region, either expressed or observed. A local college may then be enlisted to put on a study day which, depending on the interest may lead to a longer course being set up. It is an approach which, says Dorothy Radwanski, is very important because it gives the ENA service the chance to influence the standard of training of occupational nurses in the

(Continued on page 880)

During the course of her routine visit to Murex, the Employment Nursing Adviser, Barbara Healey, examined the first-aid provisions in the laboratory (bottom) and counselled SRN Suzy Houghton on the requirements of the occupational nursing qualifications (right). On a tour of the vanadium smelting plant with the resident sister, Jaqueline Pape, she spoke to employees about their working environment (centre left) and examined the product (centre right).



country at large and improving the standard of practice.

By adopting such a role the ENA service is bringing about an end to the isolation experienced by many nurses in industry who may work alone, professionally speaking, in a company. Apart from the important fundamental task of ensuring the setting up of the right kind of training courses designed to increase the numbers of professionally qualified occupational health nurses, the ENAs are also ensuring contact between nurses in different companies and industries.

Group discussions

While not pretending that an ENA knows every single nurse employed in firms in an area, Cliff Hartley says that they know the major proportion. "We are not involved just in going into factories to see nurses; we are involved also in getting nurses together. One of the things we have found very beneficial is encouraging nurses to form groups to meet and discuss mutual problems."

Often meeting in the evening these groups may take the form of seminars, or a specific speaker on a subject of interest may be asked along. The experience is, according to Cliff Hartley, that nurses are genuinely interested in getting together to discuss mutual problems. And once a nurse has established a contact with others through the group meetings, if a problem arises in one factory which that nurse has not encountered, another nurse in another industry may be able to advise on how to deal with it.

It is not surprising that this feeling of camaraderie should extend, too, into the relationship between the ENA and the nurse in industry. At Murex, for example, during a routine visit by Barbara Healey, the ENA, the close professional bond with the resident Sister, Jacqueline Pape, was immediately apparent. Hardly surprising since the occupational nurses in industry are the ones who may themselves go on to become ENAs on the one side or course tutors for the professional certificate, on the other.

Identical aims

While the ENA service is clearly part of a Government agency, ultimately responsible for ensuring that the health and safety laws are observed and if need be enforced, there appears to be less distancing between the nurses in the service and the nurse in industry than perhaps there is between the Factory Inspector and management. ENAs do hold warrant cards, in the same way as Factory Inspectors but they are rarely brought into play. It would be very exceptional for an employment nursing adviser's visit to be unannounced and not pre-arranged. If it were it would most likely be for a routine statutory function, such as an interview with a recently joined school leaver in a factory, whom the schools' medical service had reported as unsuitable for certain kinds of employment.

Clearly the affinity between the ENA and the factory sister arises not merely by virtue of their identical backgrounds but also by their identical aims. A fully trained occupational nurse in industry, should if she is being properly employed, be concerned with prevention and health education, much more than with treatment and cure. The visiting ENA brings with her new ideas and an experience drawn from beyond the confines of one company's premises and processes. In many cases she can make life easier for the resident nurse.

During her visit to Murex, Barbara Healey asked to see the eye-washing facilities in the firm's laboratories, where acids are being continually used. Because it was evident that the type of bottle available rarely had to be used, there were consequent problems of possible contamination through infrequent refilling. An alternative type of bottle was recommended with a sterile shelf life of up to five years. Better protection for the workers and less for Sister Pape to worry about.

Murex produce heavy metals—chromium, molybdenum, tungsten and vanadium—by smelting. Together with Sister Pape, Barbara Healey looked at the vanadium process and spoke to the workers concerned. It is an operation with inherent dust, noise and heat problems. Both nurses know that it is no place for a bronchitic or somebody with a history of respiratory problems. The company through Sister Pape's medical department is trying to set up a regular screening procedure for workers. Barbara Healey can offer advice on the best methods to adopt and discuss things like the allergy problems that can arise with some kind of testing.

Valuable team

In a situation like this the occupational nurse, together with the ENA, make a more valuable team from management's point of view than the state registered nurse with no special occupational health qualification. The introduction of a screening procedure for workers who have been working on a process that has been in existence for a long time and where no such regular screening was used before, may well have industrial relations implications. The occupational nurse with her specialised training will be well aware of this and the procedures that will have to be adopted and can sit in on joint negotiating bodies from a position of knowledge and expertise of the wider industrial issues implicit in health problems at work.

Murex is a company that has already accepted the importance of employing a medical department with specific occupational health qualifications. Sister Pape's assistant, Suzy Houghton is a state registered nurse and is now about to embark on her occupational health certificate, for which SRN qualifications are a prerequisite.

But other firms still see the company nurse as little more than a glorified first-aider, waiting in a surgery to give out pills and stick on plasters. Increasingly it is to the ENA service that those nurses have to turn when they encounter their first industrial health problem—beyond the ken of the hospital ward.

Proper care

Trade unions too are beginning to demand proper occupational health care. In the past the cry used to be "why haven't we got a nurse?" whereas now it is increasingly "why haven't we got an occupational health nurse?"

The Employment Nursing advisers are often asked for advice on recruitment by companies and are prepared to comment on the suitability of particular candidates for an occupational nursing post.

Such approaches show an encouraging improvement in the awareness of more and more employers that occupational nursing qualifications exist and are desirable. But there are still those who think that their nursing facilities are necessarily first-class because they are employing an ex-theatre sister.

**Work permit statistics
January-June 1979**

Permits are issued for Commonwealth and foreign nationals living abroad to come to work in this country, provided they satisfy the requirements of the work permit scheme; there is also provision for permission to be given for people already here (such as visitors) to take work, subject to the same condition.

The present work permit scheme has been in operation since January 1 1973. An article in the June 1979 issue of *Employment Gazette* about work permits issued in 1978 (pp 553-557) described the main features of the schemes.

The tables distinguish between permits for people abroad and permissions for those already here, except in the analyses by industrial group where the figures relate to permits and permission taken together. Nationals of member states of the EEC may come here to work without permits, but if they stay for more than six months they need residence permits which are issued by the Home Office.

The corresponding analyses for the first half of 1978 were published in the November issue of *Employment Gazette* (pp 1292-1293). Statistics of applications, including analyses by occupational classifications, for the whole of 1979 will be published in the first half of 1980.

Table 1 Summary of applications received under the work permit scheme Jan-June 1979

	Commonwealth workers			Foreign workers (non-EEC)		
	Men	Women	All	Men	Women	All
Permits						
Issues Long-term	644	92	736	1,815	247	2,062
Short-term	433	79	512	2,892	697	3,589
All	1,077	171	1,248	4,707	944	5,651
Refusals	140	22	162	340	210	550
Permissions						
Issues Long-term	337	539	876	145	101	246
Short-term	166	83	249	63	25	88
All	503	622	1,125	208	126	334
Refusals	49	27	76	86	100	186
All						
Issues Long-term	981	631	1,612	1,960	348	2,308
Short-term	599	162	761	2,955	722	3,677
All	1,580	793	2,373	4,915	1,070	5,985
Refusals	189	49	238	426	310	736
Commonwealth trainees						
Issues	599	150	749			
Refusals	7	2	9			
Student employees						
Issues				931	353	1,284
Refusals				2	—	2

Notes: (1) Permits are issued for overseas workers resident abroad. Permissions are given to those already in this country. The permission figures do not include applications for permission to change employment for those who have previously been given permission under the Scheme.
(2) "Long term" permits or permissions are those issued for the maximum period of 12 months. "Short term" permits or permissions are those issued for shorter periods.
(3) Commonwealth trainees come for a fixed period of "on the job" training approved by the Department of Employment.
(4) Student employees are young foreign nationals who come for employment in industry and commerce in order to improve their English and widen their occupational experience.

Table 2 Analysis of issues by country of origin Jan-June 1979

Country of origin	COMMONWEALTH WORKERS											
	Permits			Permissions			Totals				Grand total	Commonwealth trainees
	Long-term	Short-term	Total	Long-term	Short-term	Total	Long-term	Short-term	Men	Women		
Australia	147	53	200	75	12	87	222	65	230	57	287	40
Bangladesh	13	—	13	9	3	12	22	3	24	1	25	9
Canada	81	153	234	25	6	31	106	159	196	69	265	27
Caribbean territories	12	96	108	97	12	109	109	108	113	104	217	18
Cyprus	10	14	24	11	4	15	21	18	29	10	39	42
East Africa	15	4	19	14	5	19	29	9	28	10	38	54
Hong Kong	152	5	157	29	18	47	181	23	167	37	204	46
India	112	112	224	36	10	46	148	122	232	38	270	99
Malaysia	51	11	62	265	67	332	316	78	119	275	394	204
Malta	26	—	26	7	—	7	33	—	29	4	33	3
Mauritius	7	3	10	86	6	92	93	9	70	32	102	15
New Zealand	30	15	45	18	2	20	48	17	50	15	65	12
Singapore	14	4	18	15	14	29	29	18	31	16	47	40
Sri Lanka	40	11	51	84	30	114	124	41	122	43	165	47
West Africa	17	29	46	62	56	118	79	85	124	40	164	76
Dependent territories excluding Hong Kong	6	1	7	32	4	36	38	5	11	32	43	12
Others	3	1	4	11	—	11	14	1	5	10	15	5
All	736	512	1,248	876	249	1,125	1,612	761	1,580	793	2,373	749

See footnotes to table 1

Table 3 Analysis of issues by country of origin Jan-June 1979

Country of origin	FOREIGN WORKERS (NON-EEC)											
	Permits			Permissions			Totals				Grand total	Student employees
	Long-term	Short-term	All	Long-term	Short-term	All	Long-term	Short-term	Men	Women		
Austria	27	204	231	1	1	2	28	205	217	16	233	34
Egypt	43	108	151	3	1	4	46	109	117	38	155	66
Finland	16	278	294	1	1	2	17	279	210	86	296	119
Japan	343	53	396	7	—	7	350	53	360	43	403	72
South Africa	87	78	165	22	3	25	109	81	143	47	190	42
Spain	69	110	179	8	1	9	77	111	139	49	188	37
Sweden	54	62	116	1	1	2	55	63	90	28	118	87
Switzerland	77	54	131	4	3	7	81	57	102	36	138	271
USA	781	1,786	2,567	60	17	77	841	1,803	2,272	372	2,644	139
USSR	1	163	164	—	—	—	1	163	117	47	164	—
Others	564	693	1,257	139	60	199	703	753	1,148	308	1,456	417
All	2,062	3,589	5,651	246	88	334	2,308	3,677	4,915	1,070	5,985	1,284

See footnotes to table 1.

Table 4 Analysis of issues by industrial group and country of origin Jan-June 1979

SIC order	COMMONWEALTH WORKERS																	Grand Total			
	I-II	III	IV-V	VI-XII	XIII-XV	XVI-XIX	XX-XXI	XXII	XXIII	XXIV	XXV				XXVI				XXVII		
											Professional and scientific services				Miscellaneous services					Public administration and defence	
Country of origin	Agri-culture, mining and oil	Food	Coal and chemical products	Metal, engineering and vehicles	Textiles, leather and clothing	Bricks, timber and other manufac-turers	Con-struction and public utili-ties	Trans-port and com-mun-ication	Dis-tribution	Insur-ance bank-ing and finance	Edu-ca-tional ser-vices	Med-ical and den-tal ser-vices	Other pro-fes-sional and sci-entific ser-vices	Total	Entertain-ment	Hotel and cater-ing	Private do-mestic ser-vice	Other mis-cel-lan-eous ser-vices	Total		
Australia	12	—	7	61	—	3	1	6	8	34	37	28	35	100	44	2	—	4	50	5	287
Bangladesh	—	—	—	1	—	—	—	4	—	—	9	—	4	13	—	—	—	—	4	—	25
Canada	14	1	2	13	—	3	4	—	8	19	20	15	15	50	145	5	—	—	150	1	265
Caribbean territories	1	—	—	2	—	—	2	—	5	1	5	101	3	109	95	1	—	—	97	—	217
Cyprus	1	—	—	1	—	—	2	—	4	2	7	2	3	16	4	—	—	—	8	—	39
East Africa	—	—	—	1	—	4	—	1	2	5	7	7	2	26	4	—	—	—	116	1	204
Hong Kong	1	3	—	5	—	1	1	—	45	5	4	18	4	26	3	107	1	5	120	2	270
India	2	1	4	9	1	4	—	4	9	26	60	17	11	88	96	32	—	—	34	2	394
Malaysia	2	4	4	20	1	4	2	3	4	9	14	285	6	305	2	12	—	1	14	1	33
Malta	1	—	—	4	1	1	—	2	2	2	2	89	—	91	—	1	1	2	4	—	102
Mauritius	—	3	—	2	1	—	—	1	—	7	9	7	11	27	11	—	—	—	11	1	65
New Zealand	2	—	—	8	—	1	—	1	7	2	8	8	5	21	—	13	—	—	13	—	47
Singapore	2	—	2	2	—	1	—	3	1	2	11	63	2	76	6	13	—	7	26	10	165
Sri Lanka	1	1	—	14	—	6	5	—	1	25	11	63	2	76	6	—	—	—	46	1	164
West Africa	2	5	2	3	—	1	—	—	3	34	11	50	6	67	20	—	—	—	—	—	—
Dependent territories excluding Hong Kong	—	—	1	2	—	2	—	—	—	1	3	26	—	29	2	1	2	1	6	2	43
Others	—	—	—	—	—	1	—	—	—	—	—	10	—	10	—	—	—	—	2	—	15
All	41	18	22	148	4	33	17	26	100	174	208	726	108	1,042	443	246	7	26	722	26	2,373

See footnotes to table 1.

Table 5 Analysis of issues by industrial group and country of origin Jan-June 1979

SIC order	FOREIGN WORKERS (NON-EEC)																	Grand Total			
	I-II	III	IV-V	VI-XII	XIII-XV	XVI-XIX	XX-XXI	XXII	XXIII	XXIV	XXV				XXVI				XXVII		
											Professional and scientific services				Miscellaneous services					Public administration and defence	
Country of origin	Agri-culture, mining and oil	Food	Coal and chemical products	Metal, engineering and vehicles	Textiles, leather and clothing	Bricks, timber and other manufac-turers	Con-struction and public utili-ties	Trans-port and com-mun-ication	Dis-tribution	Insur-ance bank-ing and finance	Edu-ca-tional ser-vices	Med-ical and den-tal ser-vices	Other pro-fes-sional and sci-entific ser-vices	Total	Entertain-ment	Hotel and cater-ing	Private do-mestic ser-vice	Other mis-cel-lan-eous ser-vices	Total		
Austria	1	—	3	5	—	1	—	2	4	4	6	1	—	7	199	6	1	—	206	—	233
Egypt	—	1	—	—	1	2	—	—	2	3	6	—	9	15	122	8	—	—	131	—	155
Finland	—	—	—	5	—	1	—	2	5	4	—	3	1	4	275	—	—	—	275	—	296
Japan	3	—	6	27	—	—	—	15	88	151	21	1	11	33	45	28	—	6	79	—	403
South Africa	—	1	5	15	—	5	1	6	10	35	6	17	20	43	68	—	—	—	68	1	190
Spain	13	2	1	7	—	2	—	2	4	10	10	5	2	17	105	24	—	1	139	1	188
Sweden	—	—	1	14	—	—	—	3	16	15	4	4	1	9	51	4	—	3	58	—	118
Switzerland	2	4	6	10	—	4	3	2	6	28	3	6	2	11	45	13	1	3	62	—	138
USA	141	3	45	204	6	24	16	11	49	225	90	34	92	216	1,671	16	—	8	1,695	9	2,644
USSR	—	—	—	—	—	—	—	—	—	1	—	—	—	—	163	—	—	—	163	—	164
Others	51	15	14	37	5	23	11	29	90	115	95	70	49	214	644	174	18	15	851	1	1,456
All	211	26	81	324	12	64	31	72	274	591	241	141	187	569	3,388	273	20	37	3,718	12	5,985

See footnotes to table 1.

Regional industrial policy

The area statistics of unemployment published in this issue (page 899) reflect for the first time the changes in the assisted area boundaries which came into operation on July 18.

These changes, which involved the upgrading of 27 Employment Office Areas, formed part of the first phase of the revision of the Government's regional industrial policy announced by Sir Keith Joseph, Secretary of State for Industry, in the House of Commons on July 17.

Sir Keith told the house that the Government had reviewed regional industrial policy and selective financial assistance in Great Britain within the context of its overall economic aims and the steps being taken to encourage national industrial vitality and prosperity. He explained that the Government was seeking to create conditions in which the whole country would prosper, including areas with severe economic problems.

Selective policy

As part of the general framework of measures for industry, the Government proposed to continue with a strong but more selective regional policy. "We shall maintain the three-tier structure of the assisted areas (AAs)—that is, special development areas (SDAs), development areas (DAs) and intermediate areas (IAs)—as well as the existing instruments of regional industrial policy, but concentrate on those parts of the country with the most intractable problems of unemployment", Sir Keith said.

The assisted areas currently covered over 40 per cent of the employed population. "We propose over a transitional period of three years to reduce this to around 25 per cent, in order to focus on the remaining AAs more effectively, and to treat different parts of the country more consistently and fairly. However in the immediate future we propose immediately to upgrade a small number of areas to take account of their changed circumstances. A number of SDAs and DAs will be downgraded by one step for similar reasons but these changes will not take effect until August 1, 1980. From August 1, 1982 we propose that a number of these areas should be further downgraded, but that of these those due to become non-assisted areas (non-AAs) should be the subject of a special review before such descheduling takes final effect. In addition we propose that a number of IAs should become non-AAs in three years' time."

Sir Keith went on to say that regional development grant (RDG) would be maintained at its present level of 22 per cent in SDAs. The Government proposed to reduce the grant payable on buildings, plant and machinery in DAs from 20 per cent to 15 per cent from August 1, 1980 and to abolish the 20 per cent RDG on building in IAs from the same date, and to raise the minimum level for RDGs.

Particular attention would be paid, in providing regional selective assistance under Section 7 of the Industry Act 1972, to the creation of more productive and more secure jobs.

He announced that the Government would maintain its programme of factory-building, but intended to secure a greater element of self-financing.

The Government estimated that these changes would by 1982-83 lead to a total saving of £233 million. Sir Keith added, "Although expenditure on regional incentives will continue to be substantial, I must emphasise that regional differences will not be reduced simply by redistributing money from tax payers: there needs also to be local enterprise and plenty of co-operation in making business competitive and profitable. Nothing will do more for the prosperity of a region than a reputation for effective work, high productivity and co-operation between workforce and management".

DE Group schemes

As an immediate effect of the assisted area boundary changes, small manufacturing firms in 12 employment office areas (EOAs) upgraded to DA status have become eligible for the Department's Small Firms Employment Subsidy (SFES). The areas are Plymouth, Devonport, Plympton, Saltash, Tavistock, Mexborough, Goldthorpe, Rotherham, Rhyl, Wigan, Hindley, and Ashton-in-Makerfield (together with part of St Helens which was previously an IA). The SFES scheme offers a subsidy of £20 a week for each extra full-time job and £10 for each extra part-time job created by small independent manufacturing companies in the DAs and SDAs. Payments are made for up to 26 weeks for each extra job. Applications for SFES may be made to the Department of Employment Regional Offices.

The present scheme will be open for applications until March 31, 1980 and is therefore not affected by the second and third phase assisted area boundary changes.

STEP

The same upgrades to DA status bring new areas within the scope of the Special Temporary Employment Programme (STEP), administered by the Manpower Services Commission, for which, since June 13 this year, new applications have been approved only in SDAs, DAs and districts designated under the Inner Urban Areas Act. Any organisation, group or individual with the resources and management skills to run a scheme can sponsor a STEP project. Schemes must provide new opportunities for temporary jobs on work which would not be carried out without STEP funding and should be designed to provide jobs for the long-term unemployed. The maximum period for approval is, in the first instance, 12 months. Schemes should provide amenities or economic benefits to the community. Employees must be recruited through the offices of the MSC (Employment Service Division) or Professional and Executive Recruitment.

Advice and information about STEP is available to potential sponsors from the MSC's 28 Area Offices, to which applications should be made.

STEP is reviewed annually, and a further announcement will be made before the end of the financial year about the scope of the programme in 1980-81.

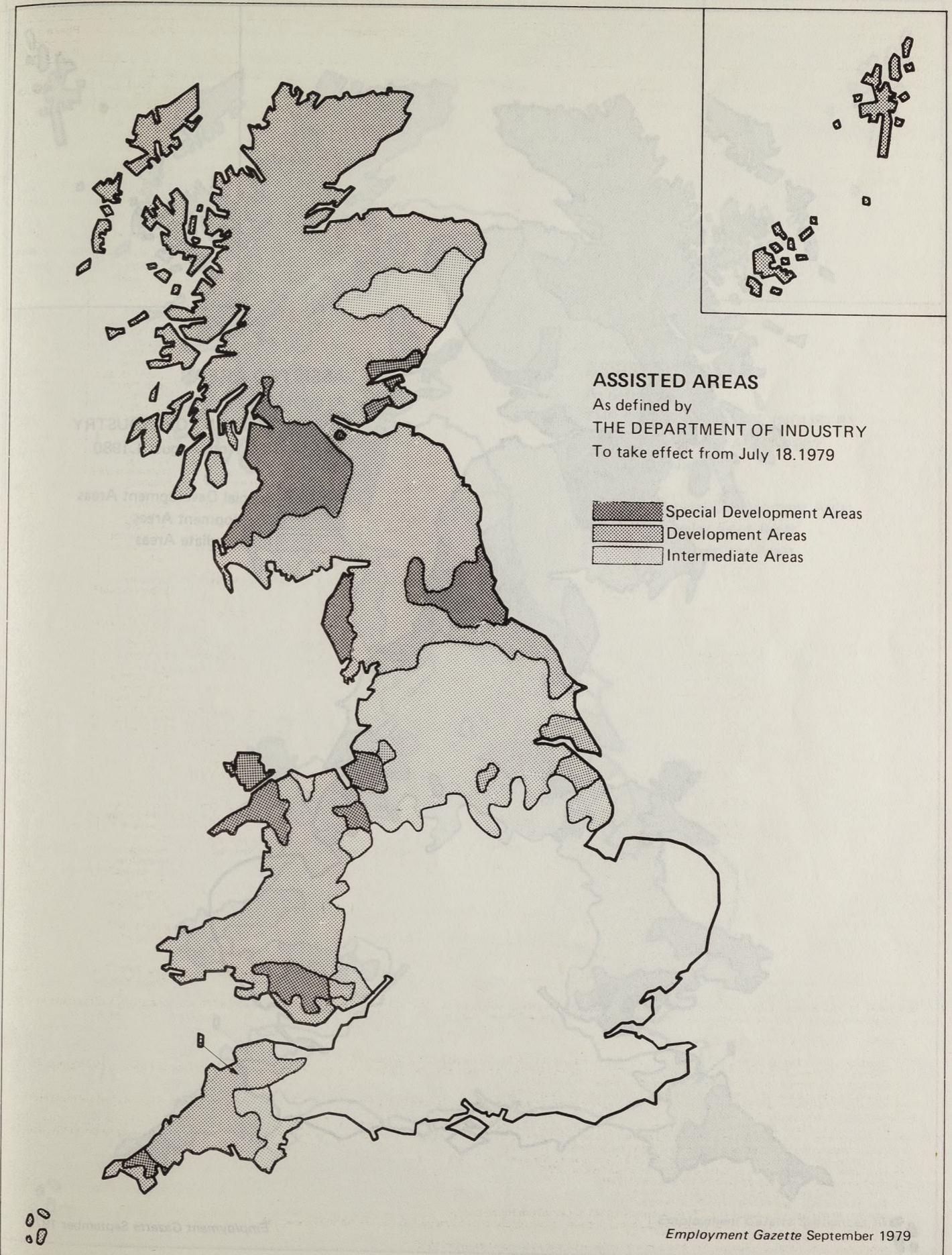
There are similar implications for the Employment Transfer Scheme. People living in SDAs and DAs—including the new areas mentioned above—who want to

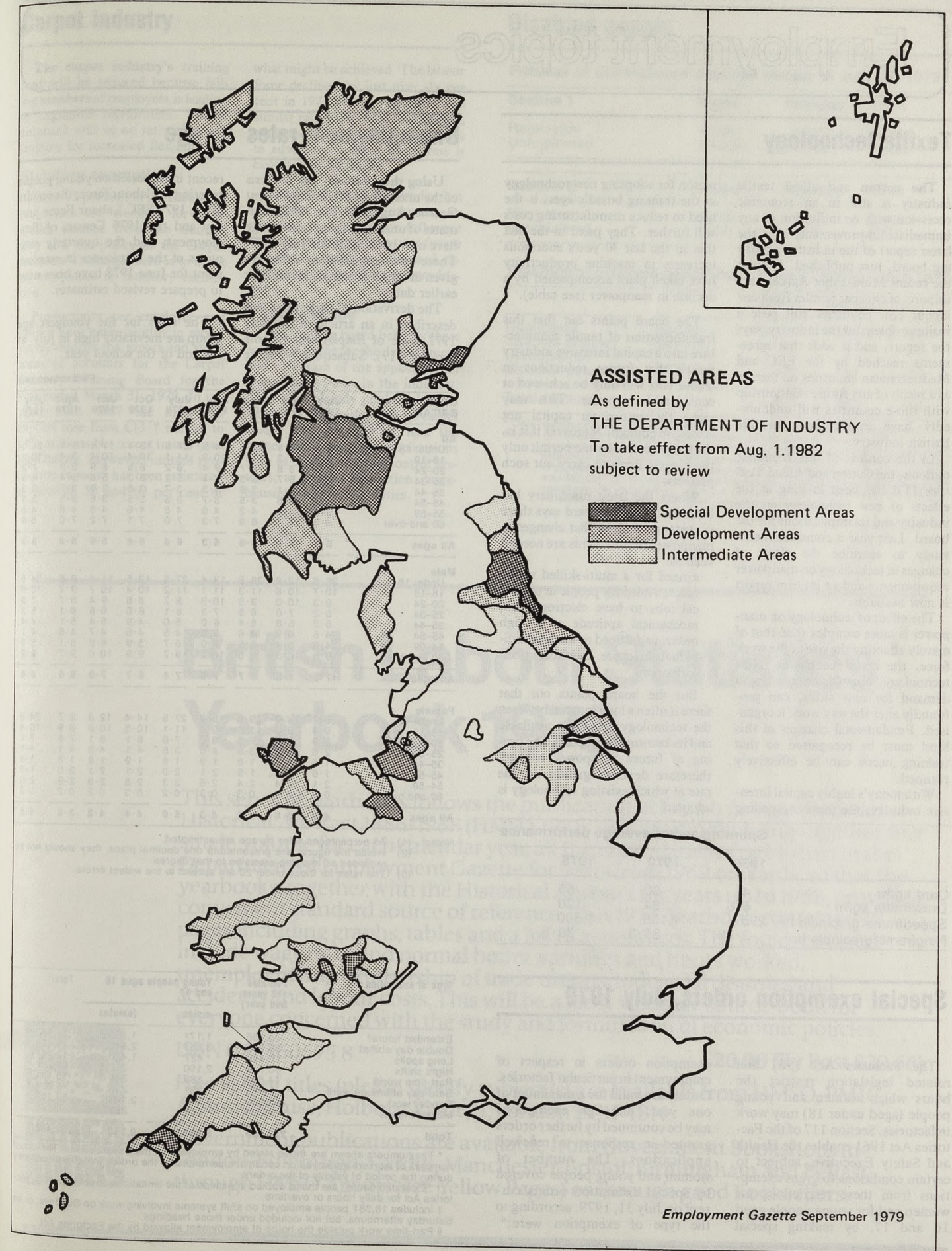
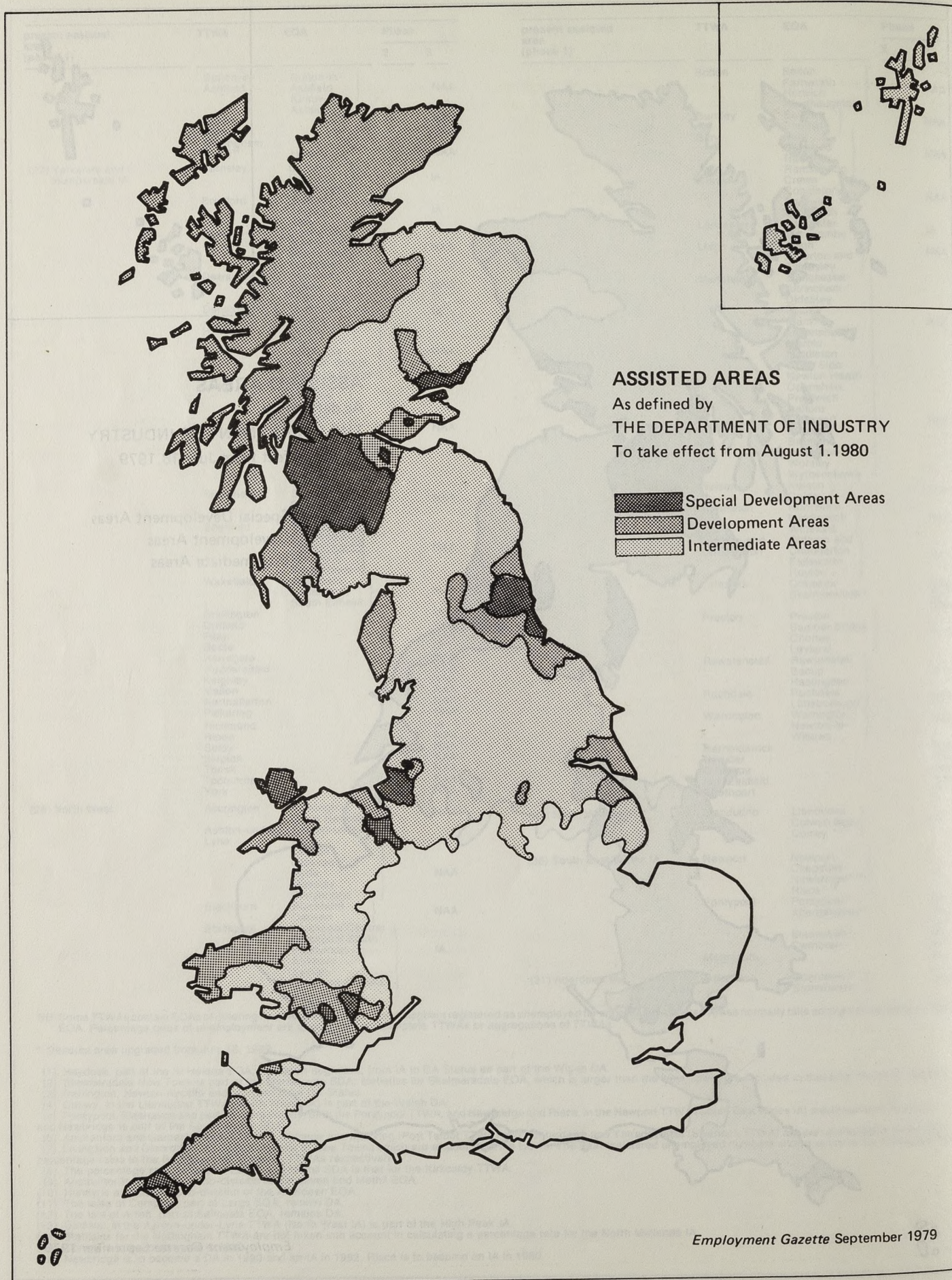
present assisted area (phase 1)	TTWA	EOA	Phase		present assisted area (phase 1)	TTWA	EOA	Phase		
			2	3				2	3	
(27) Yorkshire and Humberside IA	Sutton-in-Ashfield	Sutton-in-Ashfield Kirkby-in-Ashfield		NAA	Bolton	Bolton Farnworth Horwich Westhoughton		NAA		
	Alfreton Worksop Nottingham (part) ⁴			NAA	Burnley	Burnley Padiham		NAA		
	Barnsley	Heanor Barnsley Hoyland Wombwell		IA	Bury	Bury Heywood Radcliffe Ramsbottom		NAA		
	Bradford	Bradford Bingley Shipley		IA	Crewe	Crewe Congleton Nantwich Sandbach		NAA		
	Castleford	Castleford Knottingley Normanton Pontefract		NAA	Lancaster	Lancaster Morecambe		IA		
	Dewsbury	Dewsbury Batley Spenn Valley		NAA	Leigh	Leigh Atherton and Tyldesley		NAA		
	Doncaster	Doncaster		IA	Manchester	Manchester Altrincham Didsbury Eccles		NAA		
	Halifax	Halifax Elland Brighouse Hebden Bridge Sowerby Bridge		NAA						
	Leeds	Leeds Bramley Horsforth Hunslet Morley Otley Rothwell Seacroft Wetherby Yeadon		NAA	Nelson	Nelson Colne		NAA		
	Scunthorpe	Scunthorpe Barton-on-Humber		NAA	Northwich	Northwich Middlewich Winsford		NAA		
	Sheffield	Sheffield Chapelton Dinnington Firth Park Woodhouse		NAA	Oldham and Chadderton	Oldham and Chadderton Failsworth Royton		NAA		
	Wakefield	Wakefield Hemsworth South Elmsall		NAA	Ormskirk	Ormskirk Skelmersdale*		NAA SDA/ NAA		
		Bridlington		IA	Preston	Preston Bamber Bridge Chorley Leyland		NAA		
		Driffield		NAA	Rawtenstall	Rawtenstall Bacup Haslingden		NAA		
		Filey		NAA	Rochdale	Rochdale Littleborough		NAA		
		Goole		IA	Warrington	Warrington Newton-le-Willows		NAA		
		Harrogate		NAA						
		Huddersfield		NAA	Barnoldswick			NAA		
		Keighley		NAA	Chester			NAA		
		Malton		NAA	Clitheroe			NAA		
		Northallerton		NAA	Macclesfield			NAA		
		Pickering		NAA	Southport			IA		
		Richmond		IA						
		Ripon		NAA						
		Selby		NAA						
		Skipton		NAA						
		Thirsk		NAA						
		Todmorden		NAA						
		York		NAA						
	(28) North West	Accrington	Accrington Great Harwood		NAA	(29) North Wales IA	Llandudno	Llandudno Colwyn Bay Conwy ^{4,15}		IA
		Ashton-under-Lyne	Ashton-under-Lyne Denton Glossop ¹³ Hyde Mossley Stalybridge		NAA	(30) South East Wales IA	Newport	Newport Chepstow Newbridge ^{5,16} Risca ^{5,16}		IA
		Blackburn	Blackburn Darwen		NAA		Pontypool	Pontypool ⁵ Abergavenny ⁵		DA DA/ IA IA
		Blackpool	Blackpool Central Blackpool South Fleetwood Kirkham Lytham St Annes-on-Sea Thornton		IA		Monmouth	Blaenavon ⁵ Cwmbran		DA IA IA
						(31) Aberdeen IA	Aberdeen	Aberdeen ¹⁰ Stonehaven		NAA

NB Some TTWAs contain EOAs of differing Assisted Area Status. Total numbers registered as unemployed for aggregated Assisted Areas normally take account of the totals for each EOA. Percentage rates of unemployment are quoted only for complete TTWAs or aggregations of TTWAs.

* Denotes area upgraded from July 18, 1979.

(1) Haydock, part of the St Helens EOA, has been upgraded, from IA to DA Status as part of the Wigan DA.
 (2) Skelmersdale New Town is part of the Merseyside SDA: statistics for Skelmersdale EOA, which is larger than the New Town, are included in those for the North West IA.
 (3) Darlington, Newton Aycliffe and Morpeth have DA Status.
 (4) Conwy, in the Llandudno TTWA (North Wales IA) is part of the Welsh DA.
 (5) Pontypool, Blaenavon and part of Abergavenny, all in the Pontypool TTWA, and Newbridge and Risca, in the Newport TTWA (South East Wales IA) are all parts of the Welsh DA, and Newbridge is part of the South Wales SDA.
 (6) Ammanford and Garnant (Llanelli TTWA), Cymmer and Maesteg (Port Talbot TTWA) and Pontardawe and Ystradgynlais (Swansea TTWA) are part of the South Wales SDA.
 (7) Livingston and Glenrothes SDAs both consist of New Towns which are smaller than the EOAs. The total registered unemployed numbers shown relate to the EOAs, and the percentage rates to the Bathgate and Kirkcaldy TTWAs respectively.
 (8) The percentage rate quoted for Leven and Methil SDA is that for the Kirkcaldy TTWA.
 (9) Anstruther is a statistical sub-division of the Leven and Methil EOA.
 (10) Huntly is a statistical sub-division of the Aberdeen EOA.
 (11) The Isles of Cumbrae, part of Largs EOA, remain DA.
 (12) The Isle of Arran, part of Saltcoats EOA, remains DA.
 (13) Glossop, in the Ashton-under-Lyne TTWA (North West IA) is part of the High Peak IA.
 (14) Statistics for the Nottingham TTWA are not taken into account in calculating a percentage rate for the North Midlands IA.
 (15) Conwy is to become an IA in 1980.
 (16) Newbridge is to become a DA in 1980 and an IA in 1982. Risca is to become an IA in 1980.





Employment topics

Textile technology

The cotton and allied textile industry is still in an economic recession with no indication of any immediate improvement, says the latest report of the industry's training board, just published. Despite the recent Multi-Fibre Agreement, imports of cheaper textiles from low labour cost countries still pose a major problem for the industry, says the report, and it adds that agreements reached by the EEC and Mediterranean countries on textiles as a result of any future relationship with those countries will undoubtedly have implications for the British industry.

In the context of this economic outlook, the Cotton and Allied Textiles ITB has been looking at the effects of new technology on the industry and its implications for the board. Last year it commissioned a study to examine the effect of changes in technology on manpower requirements and an interim report is now available.

The effect of technology on manpower is more complex than that of merely affecting the size of the work force, the board concludes. New technology, apart from creating a demand for new skills, can profoundly alter the way work is organised. Fundamental changes of this kind must be recognised so that training needs can be effectively planned.

With today's highly capital intensive industry, the most compelling

reason for adopting new technology in the training board's eyes, is the need to reduce manufacturing costs still further. They point to the fact that in the last 30 years enormous increases in machine productivity have taken place accompanied by a decline in manpower (see table).

The board points out that this transformation of textile manufacture into a capital intensive industry means that future reductions in labour cost will only be achieved at considerable expense. This may make the return on capital not attractive enough. Moreover if it is, the sums involved often permit only the biggest firms to carry out such projects.

Where the latest machinery has been installed, the board says there is evidence to show that changes in manpower requirements are needed such as:

a need for a multi-skilled workforce; a need for people in technical jobs to have electronic and mechanical aptitude of a high order; and a need to manage individual machine monitoring information.

But the board points out that there is often a long interval between the technology becoming available and its becoming accepted. The timing of future manpower changes therefore depends greatly on the rate at which existing technology is adopted.

Spinning sector average performance

	1950	1970	1975
Card kg/hr	4	30	50
Drawframe kg/hr	6.6	84	120
Speedframe g/spindle hr	295	1,105	1,500
Ringframe g/spindle hr	2.18	30.3	30.5

Special exemption orders, July 1979

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

exemption orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on July 31, 1979, according to the type of exemption were:*

Unemployment rates by age

Using the quarterly age analysis of the unemployed (see *Employment Gazette*, August 1978, p. 952), estimates of unemployment rates by age have now been made for July 1979. These new employment rates are given in the table alongside those for earlier dates.

The derivation of these rates was described in an article in the July 1977 issue of *Employment Gazette* (pp 718-719). Subsequently, more

recent information on young people entering the labour force; the results of the 1977 EEC Labour Force Survey and the 1976 Census of Employment; and the quarterly estimates of the employees in employment for June 1978 have been used to prepare revised estimates.

The rates for the youngest age group are inevitably high in July, at the end of the school year.

GREAT BRITAIN	Percentage rate									
	July 1976	Jan 1977	July 1977	Jan 1978	July 1978	Oct 1978	Jan 1979	April 1979	July 1979	
All										
Under 18	26.3	13.5	29.2	14.5	27.5	13.4	11.8	9.4	24.4	
18-19	9.9	10.3	11.1	10.9	11.1	10.4	10.4	9.4	10.2	
20-24	7.9	8.8	8.7	9.4	8.2	8.5	8.9	8.2	7.8	
25-34	5.0	5.7	5.5	6.1	5.2	5.3	5.8	5.4	4.9	
35-44	3.6	4.1	3.9	4.3	3.7	3.6	3.9	3.7	3.3	
45-54	3.2	3.6	3.5	3.7	3.5	3.5	3.6	3.5	3.2	
55-59	3.8	4.2	4.2	4.6	4.5	4.6	4.8	4.8	4.6	
60 and over	6.8	7.4	6.9	7.3	7.0	7.1	7.2	7.0	6.6	
All ages	6.0	5.9	6.6	6.3	6.4	5.8	5.9	5.4	5.9	
Male										
Under 18	26.8	12.9	28.8	13.4	27.5	12.5	11.4	9.2	24.6	
18-19	10.7	10.8	11.3	11.1	11.2	10.4	10.7	9.7	10.0	
20-24	9.3	10.0	9.6	10.3	8.7	8.8	9.4	8.7	7.9	
25-34	6.2	7.0	6.5	7.3	6.1	6.0	6.6	6.1	5.3	
35-44	5.2	5.8	5.4	6.0	5.0	4.9	5.4	5.1	4.4	
45-54	4.5	4.9	4.6	5.0	4.5	4.5	4.7	4.6	4.1	
54-59	4.9	5.4	5.5	6.0	5.7	5.9	6.2	6.1	5.8	
60 and over	9.5	10.3	9.5	10.2	9.7	9.9	10.0	9.7	9.2	
All ages	7.3	7.3	7.7	7.6	7.4	6.7	7.0	6.5	6.6	
Female										
Under 18	25.7	14.2	29.8	15.6	27.5	14.4	12.3	9.7	24.2	
18-19	9.0	9.8	11.0	10.7	11.1	10.5	10.0	8.9	10.4	
20-24	5.9	7.0	7.6	8.2	7.6	8.1	8.1	7.6	7.7	
25-34	2.8	3.4	3.6	4.0	3.8	4.1	4.3	4.1	4.1	
35-44	1.5	1.7	1.8	1.9	1.8	1.9	1.9	1.8	1.8	
45-54	1.6	1.9	1.9	2.1	2.0	2.1	2.1	2.0	1.9	
54-59	2.1	2.4	2.4	2.6	3.3	2.8	2.9	2.9	2.9	
60 and over	0.2	0.3	0.3	0.3	0.2	0.3	0.2	0.2	0.2	
All ages	4.0	3.8	4.9	4.3	5.0	4.4	4.2	3.8	4.8	

Notes: (1) All percentages rates by age are estimated.
(2) Whilst the figures are presented to one decimal place, they should not be regarded as implying precision to that degree.
(3) The rates for those under 20 are subject to the widest errors.

Type of exemption	Females (18 years and over)	Young people aged 16 and 17		Total
		males	females	
Extended hours†	23,156	1,171	1,779	26,106
Double day shifts‡	39,985	3,551	2,819	46,355
Long spells	10,450	427	1,420	12,297
Night shifts	60,749	2,190	312	63,251
Part-time work§	14,609	189	346	15,144
Saturday afternoon work	6,072	281	256	6,609
Sunday work	52,560	1,365	2,184	56,109
Miscellaneous	5,928	381	222	6,531
Total	213,509	9,555	9,338	232,402

* 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 18,381 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.

Carpet industry

The carpet industry's training load will be reduced because falling numbers of employees is leading to negligible recruitment. Future emphasis will be on retraining and training for increased flexibility.

Statutory exemption

Some 75 per cent of the industry's employees are working for companies exempt from the training levy and the policy of the Carpet Industry Training Board is to bring all companies to statutory exemption.

Productivity per employee and output have risen steadily in recent years, records the report and statement of accounts for the Carpet Industry Training Board for the year ended March 31, 1979. In ten years from 1967 the industry's exports rose from £13.7 million to £176 millions but recent trends have been falling. However, unused production capacity has been estimated at between 50 and 60 per cent of

what might be achieved. The labour force declined by just over six per cent in 1977/78 and reduction at a similar rate is expected to continue, while the vulnerability of companies to adverse economic conditions is expected to increase.

Developments in the production of tufted patterned carpets are expected to be a major influence over the industry in the near future and should result in increased capacity for higher volume production.

Further scope

The training board believes there is further scope for the development and extension of the application of electronic systems in the industry. They have already published information on computer-aids in carpet design and are looking into the longer-term possible applications such as monitoring and control systems, as well as inspection, warehousing and clerical duties.

Disabled people

Returns of unemployed disabled people at July 12, 1979

Section 1	Males	Females	Total
Registered	43,391	7,237	50,628
Unregistered	53,039	14,988	68,027

Section 2	Males	Females	Total
Registered	6,750	1,435	8,185
Unregistered	2,821	850	3,671

Placings of disabled people from June 9 1979 to July 6 1979

		Males	Females	Total
Registered disabled people	Section 1	2,291	435	2,726
	Section 2	188	47	235
Unregistered disabled people	Section 1	1,934	581	2,515
Total placings		4,413	1,063	5,476

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

British Labour Statistics Yearbook 1976

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

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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-July 1979, was 9,066,900 (6,785,600 males and 2,281,300 females). The total included 7,111,500 (5,016,900 males and 2,094,600 females) in manufacturing industries, and 1,274,500 (1,172,600 males and 101,900 females) in construction. The total in these production industries was 47,300 higher than that for June 1979 and 47,200 lower than in July 1978. The total in manufacturing industries was 32,000 higher than in June 1979 and 82,300 lower than in July 1978. The number in construction was 14,100 higher than in June 1979 and 36,400 higher than in July 1978. The seasonally adjusted index for the production industries (av 1970 = 100) was 88.3 (88.2 at mid-June) and for manufacturing industries 86.8 (86.8 at mid-June).

Unemployment

The number of unemployed, excluding school leavers in Great Britain on August 9, 1979 was 1,210,825. After adjustment for normal seasonal variations, the number was 1,205,200, representing 5.1 per cent of all employees, compared with 1,219,000 in July 1979. In addition, there were 173,071 unemployed school leavers so that the total number unemployed was 1,383,896, a fall of 8,125 since July 12, 1979. This total represents 5.9 per cent of all employees. Of the number unemployed in August 1979, 231,890 (16.8 per cent) had been on the register for up to four weeks.

Vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on August 3, 1979 was 246,250; 12,654 lower than on July 6, 1979. After adjustment for normal seasonal variations, the number was 244,200, compared with 251,600 in July 1979. The number of vacancies notified to careers offices and remaining unfilled in Great Britain on August 3, 1979 was 30,997; 2,968 lower than on July 6, 1979.

Temporarily stopped

The number of temporarily stopped workers registered in order to claim benefits in Great Britain on August 9, 1979 was 3,783, a fall of 2,041 since July 1979.

Overtime and short-time

In the week ended July 7, 1979 the estimated number of operatives working overtime in manufacturing industries, was 1,827,500. This is about 35.9 per cent of all operatives. Each operative worked an average of 8.9 hours overtime during the week. The total number of hours of overtime worked, seasonally adjusted, was 15.88 millions (16.17 millions in June). In the same week the estimated number on short-time in these industries was 38,900 or about 0.8 per cent of all operatives, each losing 15.6 hours on average.

Average earnings

In July 1979 the "New series" index of average earnings of employees in all industries in Great Britain was 16.4 per cent higher than in July 1978. The seasonally adjusted "Older series" index for manufacturing and those other industries covered by the monthly enquiry before 1976 was 387.1 (January 1970 = 100) compared with 386.6 in June 1979 and was 16.2 per cent higher than in July 1978.

Basic rates of wages

At August 31, 1979, the index of basic weekly rates of wages of manual workers was 11.8 per cent higher than at August 31, 1978. The index was 297.7 (July 31, 1972 = 100).

Index of retail prices

The index of retail prices for all items for August 14, 1979 was 230.9 (January 15, 1974 = 100). This represents an increase of 0.8 per cent on July 1979 (229.1) and of 15.8 per cent on August 1978 (199.4).

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in August which came to the notice of the Department of Employment was 151, involving approximately 1,279,500 workers. During the month approximately 1,322,900 workers were involved in stoppages, including some which had continued from the previous month, and 4,183,000 working days were lost, including 623,000 lost through stoppages which had continued from the previous month.

Employees in employment: by industry

The table below provides an industrial analysis of employees in employment in Great Britain for industries covered by the Index of Production at mid-July 1979, for the two preceding months and for July 1978.

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 by employers under the Statistics of Trade Act, 1947 have been used to provide a ratio of change since June 1976. For the remaining industries in the table, estimates of monthly changes have been provided by the nationalised industries and government departments concerned.

GREAT BRITAIN Industry (SIC 1968)	Order or MLH of SIC	[July 1978]			[May 1979]			[June 1979]			[July 1979]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	6,818.8	2,295.3	9,114.1	6,744.1	2,256.9	9,000.9	6,752.5	2,267.1	9,019.6	6,785.6	2,281.3	9,066.9
All manufacturing industries	III-XIX	5,083.5	2,110.3	7,193.8	5,004.1	2,071.0	7,075.1	4,998.4	2,081.0	7,079.5	5,016.9	2,094.6	7,111.5
Mining and quarrying	II	325.2	14.4	339.7	319.0	14.4	333.4	319.5	14.4	333.9	319.5	14.4	333.9
Coal mining	101	281.6	9.9	291.6	275.4	9.9	285.3	275.9	9.9	285.8	275.9	9.9	285.8
Food, drink and tobacco	III	423.2	284.4	707.5	408.4	273.4	681.7	411.0	277.6	688.6	417.6	282.2	699.8
Grain milling	211	16.0	4.9	20.9	15.7	4.7	20.4	15.8	4.9	20.7	16.0	4.9	20.9
Bread and flour confectionery	212	66.1	37.0	103.1	62.2	36.7	98.9	62.9	37.4	100.3	64.4	37.9	102.3
Biscuits	213	16.6	26.9	43.5	16.2	25.9	42.1	16.2	26.6	42.8	16.5	27.2	43.7
Bacon curing, meat and fish products	214	54.1	49.9	103.9	51.5	48.6	100.1	51.7	49.6	101.3	52.7	50.3	103.0
Milk and milk products	215	43.2	16.2	59.4	41.6	15.7	57.3	42.1	16.0	58.1	42.9	16.4	59.3
Sugar	216	8.6	3.0	11.6	8.3	2.7	11.1	8.3	2.8	11.1	8.3	2.8	11.2
Cocoa, chocolate and sugar confectionery	217	33.5	39.9	73.5	33.3	38.6	71.9	33.3	38.9	72.2	33.7	40.1	73.8
Fruit and vegetable products	218	28.4	32.6	61.0	26.5	29.7	56.2	26.7	30.3	57.0	27.5	31.0	58.5
Animal and poultry foods	219	21.0	4.7	25.8	21.0	4.6	25.6	21.1	4.7	25.8	21.3	4.8	26.1
Vegetable and animal oils and fats	221	5.8	1.5	7.3	5.8	1.6	7.4	5.9	1.6	7.5	5.8	1.6	7.4
Food industries not elsewhere specified	229	20.0	14.4	34.4	19.4	13.3	32.8	19.4	13.4	32.8	19.2	13.2	32.4
Brewing and malting	231	56.3	13.0	69.4	55.4	12.7	68.1	55.5	12.7	68.1	55.0	12.7	68.7
Soft drinks	232	17.9	10.6	28.5	16.2	9.7	25.9	16.7	9.9	26.6	17.4	10.2	27.6
Other drinks industries	239	20.6	13.6	34.2	20.8	13.7	34.5	20.9	13.9	34.9	21.1	14.0	35.1
Tobacco	240	15.0	16.1	31.0	14.4	14.9	29.4	14.5	15.0	29.4	14.6	15.1	29.7
Coal and petroleum products	IV	32.6	4.1	36.6	32.4	4.0	36.4	32.5	4.1	36.5	32.6	4.0	36.6
Coke ovens and manufactured fuel	261	10.0	0.5	10.5	10.0	0.5	10.5	10.0	0.4	10.5	10.2	0.5	10.6
Mineral oil refining	262	16.5	2.0	18.5	16.3	2.0	18.3	16.3	2.0	18.3	16.3	1.9	18.2
Lubricating oils and greases	263	6.1	1.6	7.6	6.1	1.6	7.6	6.1	1.6	7.7	6.2	1.6	7.8
Chemicals and allied industries	V	307.6	124.3	431.9	308.7	122.4	431.1	308.9	122.8	431.7	309.9	123.6	433.4
General chemicals	271	113.8	22.3	136.2	114.9	22.3	137.2	115.0	22.4	137.4	115.1	22.7	137.8
Pharmaceutical chemicals and preparations	272	41.2	32.7	73.9	41.5	32.6	74.1	41.5	32.6	74.1	41.7	32.8	74.5
Toilet preparations	273	8.7	15.2	24.0	8.9	14.8	23.6	9.0	15.1	24.1	9.0	15.4	24.4
Paint	274	19.8	7.5	27.3	19.5	7.2	26.7	19.5	7.1	26.6	19.6	7.1	26.8
Soap and detergents	275	10.5	6.8	17.3	10.6	6.6	17.1	10.5	6.8	17.3	10.7	6.9	17.6
Synthetic resins and rubber and plastics materials	276	43.0	8.5	51.4	42.8	8.3	51.1	43.2	8.3	51.5	43.3	8.3	51.7
Dyestuffs and pigments	277	18.6	3.5	22.1	18.2	3.4	21.5	18.2	3.3	21.5	18.3	3.3	21.6
Fertilisers	278	9.5	1.6	11.1	9.7	1.7	11.3	9.7	1.7	11.4	9.7	1.8	11.5
Other chemical industries	279	42.6	26.0	68.6	42.7	25.7	68.4	42.3	25.5	67.8	42.4	25.2	67.7
Metal manufacture	VI	405.4	52.9	458.3	394.3	51.4	445.7	392.5	51.5	444.0	393.2	51.5	444.7
Iron and steel (general)	311	201.0	19.2	220.2	194.4	18.7	213.1	187.7	18.7	211.9	187.7	18.7	211.8
Steel tubes	312	41.9	6.7	48.6	40.2	6.3	46.5	40.0	6.3	46.3	40.1	6.3	46.4
Iron castings etc.	313	68.3	6.9	75.2	67.0	7.2	74.3	66.4	7.2	73.7	66.8	7.2	74.0
Aluminium and aluminium alloys	321	42.7	7.5	50.2	42.2	7.2	49.4	42.0	7.1	49.1	42.3	7.1	49.4
Copper, brass and other copper alloys	322	34.0	8.4	42.4	33.8	8.4	42.1	33.9	8.3	42.2	34.1	8.3	42.4
Other base metals	323	17.4	4.2	21.7	16.7	3.7	20.4	16.9	3.9	20.8	16.9	3.8	20.7
Mechanical engineering	VII	780.6	144.5	925.1	764.8	141.4	906.2	761.3	140.3	901.6	761.9	140.5	902.5
Agricultural machinery (except tractors)	331	25.1	4.1	29.2	24.2	4.0	28.1	24.1	3.9	28.0	24.1	4.0	28.2
Metal-working machine tools	332	55.8	9.2	65.0	54.4	9.1	63.5	54.8	9.1	63.9	54.7	9.1	63.7
Pumps, valves and compressors	333	69.4	14.5	83.9	69.0	14.3	83.3	68.7	14.2	82.9	68.6	14.2	82.7
Industrial engines	334	25.6	4.1	29.8	23.6	3.6	27.2	23.2	3.5	26.6	23.0	3.4	26.4
Textile machinery and accessories	335	19.5	3.4	23.0	18.9	3.4	22.4	18.8	3.4	22.2	18.8	3.4	22.2
Construction and earth-moving equipment	336	38.5	4.4	43.0	37.9	4.3	42.2	37.9	4.3	42.2	37.8	4.3	42.1
Mechanical handling equipment	337	52.5	8.5	61.1	51.5	8.2	59.7	51.2	8.1	59.4	51.1	8.3	59.4
Office machinery	338	15.7	6.5	22.2	16.1	6.7	22.8	16.0	6.6	22.6	16.0	6.6	22.6
Other machinery	339	180.4	36.0	216.4	176.9	35.4	212.3	176.9	35.4	212.3	177.5	35.5	213.0
Industrial (including process) plant and steelwork	341	139.6	17.0	156.6	138.2	16.7	154.9	136.9	16.6	153.5	137.6	16.6	154.2
Ordnance and small arms	342	17.1	4.3	21.4	16.1	4.3	20.3	15.9	4.2	20.1	15.8	4.2	19.9
Other mechanical engineering not elsewhere specified	349	141.3	32.3	173.6	138.0	31.5	169.5	137.0	31.0	167.9	137.0	31.1	168.0
Instrument engineering	VIII	95.0	52.6	147.6	95.0	53.0	148.0	95.1	52.8	148.0	95.5	53.1	148.6
Photographic and document copying equipment	351	8.7	2.9	11.5	8.6	2.7	11.3	8.5	2.7	11.2	8.5	2.6	11.1
Watches and clocks	352	5.5	6.5	12.0	5.3	6.6	11.8	5.3	6.5	11.8	5.2	6.4	11.5
Surgical instruments and appliances	353	15.3	10.9	26.2	15.3	10.9	26.2	15.4	10.9	26.3	15.4	11.0	26.3
Scientific and industrial instruments and systems	354	65.5	32.2	97.8	65.8	32.8	98.7	66.0	32.7	98.7	66.5	33.2	99.6
Electrical engineering	IX	466.6	275.6	742.2	464.5	270.3	734.7	463.0	271.3	734.4	464.5	272.8	737.3
Electrical machinery	361	100.7	32.8	133.5	100.1	32.5	132.6	99.9	32.6	132.5	100.2	32.6	132.8
Insulated wires and cables	362	31.1	12.3	43.4	31.0	11.9	42.9	30.9	12.0	42.9	30.9	12.2	43.1
Telegraph and telephone apparatus and equipment													

Unemployed by industry at August 9, 1979

Industry SIC 1968	Order or MLH of SIC	Number					
		Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
All industries and services		928,163	455,733	1,383,896	974,901	480,597	1,455,498
Index of production industries	II-XXI	384,702	96,805	481,507	405,767	102,196	507,963
Manufacturing industries	III-XIX	219,005	91,909	310,914	226,509	97,001	323,510
Agriculture, forestry, fishing	I	16,418	3,153	19,571	17,970	3,219	21,189
Agriculture and horticulture	001	13,229	3,061	16,290	14,666	3,123	17,789
Forestry	002	545	48	593	585	48	633
Fishing	003	2,644	44	2,688	2,719	48	2,767
Mining and quarrying	II	23,716	409	24,125	23,919	417	24,336
Coal mining	101	21,441	214	21,655	21,449	214	21,663
Stone and slate quarrying and mining	102	416	25	441	566	30	596
Chalk, clay, sand and gravel extraction	103	252	27	279	277	29	306
Petroleum and natural gas	104	1,180	90	1,270	1,190	91	1,281
Other mining and quarrying	109	427	53	480	437	53	490
Food, drink and tobacco	III	25,024	14,206	39,230	26,579	14,997	41,576
Grain milling	211	659	157	816	705	166	871
Bread and flour confectionery	212	6,182	2,320	8,502	6,614	2,424	9,038
Biscuits	213	848	1,137	1,985	858	1,163	2,021
Bacon curing, meat and fish products	214	3,947	2,971	6,918	4,345	3,170	7,515
Milk and milk products	215	1,691	651	2,342	1,891	710	2,601
Sugar	216	925	213	1,138	926	216	1,142
Cocoa, chocolate and sugar confectionery	217	1,388	1,225	2,613	1,401	1,237	2,638
Fruit and vegetable products	218	1,870	1,993	3,863	1,935	2,055	3,990
Animal and poultry foods	219	1,291	365	1,656	1,432	401	1,833
Vegetable and animal oils and fats	221	325	81	406	329	82	411
Food industries not elsewhere specified	229	975	738	1,713	985	750	1,735
Brewing and malting	231	1,663	404	2,067	1,718	415	2,133
Soft drinks	232	1,810	636	2,446	1,910	653	2,563
Other drink industries	239	691	759	1,450	698	762	1,460
Tobacco	240	759	556	1,315	832	793	1,625
Coal and petroleum products	IV	1,735	243	1,978	1,766	250	2,016
Coke ovens and manufactured fuel	261	309	30	339	313	31	344
Mineral oil refining	262	1,299	190	1,489	1,323	194	1,517
Lubricating oils and greases	263	127	23	150	130	25	155
Chemicals and allied industries	V	10,842	4,677	15,519	10,997	4,731	15,728
General chemicals	271	3,997	929	4,926	4,026	936	4,962
Pharmaceutical chemicals and preparations	272	1,111	956	2,067	1,129	970	2,099
Toilet preparations	273	377	663	1,040	378	671	1,049
Paint	274	935	240	1,175	950	243	1,193
Soap and detergents	275	510	266	776	516	268	784
Synthetic resins and rubber and plastics materials	276	1,935	561	2,496	1,959	566	2,525
Dyestuffs and pigments	277	373	56	429	376	58	434
Fertilisers	278	279	64	343	325	65	390
Other chemical industries	279	1,325	942	2,267	1,338	954	2,292
Metal manufacture	VI	21,604	2,237	23,841	21,723	2,253	23,976
Iron and steel (general)	311	12,689	1,080	13,769	12,737	1,091	13,828
Steel tubes	312	1,499	157	1,656	1,504	158	1,662
Iron castings, etc	313	3,882	348	4,230	3,916	348	4,264
Aluminium and aluminium alloys	321	1,479	285	1,764	1,488	287	1,775
Copper, brass and other copper alloys	322	1,115	167	1,282	1,129	167	1,296
Other base metals	323	940	200	1,140	949	202	1,151
Mechanical engineering	VII	29,443	5,264	34,707	30,130	5,407	35,537
Agricultural machinery (excluding tractors)	331	782	126	908	807	128	935
Metal-working machine tools	332	1,794	303	2,097	1,824	308	2,132
Pumps, valves and compressors	333	1,861	413	2,274	1,888	429	2,317
Industrial engines	334	955	178	1,133	965	180	1,145
Textile machinery and accessories	335	686	125	811	822	157	979
Construction and earth-moving equipment	336	665	93	758	682	95	777
Mechanical handling equipment	337	1,616	238	1,854	1,657	243	1,900
Office machinery	338	646	330	976	690	354	1,044
Other machinery	339	7,881	1,696	9,577	8,077	1,717	9,794
Industrial (including process) plant and steelwork	341	6,003	477	6,480	6,084	490	6,574
Ordnance and small arms	342	381	74	455	384	74	458
Other mechanical engineering n.e.s.	349	6,173	1,211	7,384	6,250	1,232	7,482
Instrument engineering	VIII	2,219	1,919	4,138	2,264	1,947	4,211
Photographic and document copying equipment	351	312	279	591	314	280	594
Watches and clocks	352	238	541	779	239	541	780
Surgical instruments and appliances	353	424	361	785	447	378	825
Scientific and industrial instruments and systems	354	1,245	738	1,983	1,264	748	2,012
Electrical engineering	IX	14,482	10,776	25,258	14,925	11,194	26,119
Electrical machinery	361	2,496	879	3,375	2,574	892	3,466
Insulated wires and cables	362	1,093	475	1,568	1,154	537	1,691
Telegraph and telephone apparatus and equipment	363	1,602	1,295	2,897	1,639	1,406	3,045
Radio and electronic components	364	1,961	2,212	4,173	2,008	2,286	4,294
Broadcast receiving and sound reproducing equipment	365	1,077	1,548	2,625	1,150	1,622	2,772
Electronic computers	366	698	439	1,137	720	661	1,166
Radio, radar and electronic capital goods	367	1,149	655	1,804	1,158	661	1,819
Electric appliances primarily for domestic use	368	1,935	1,092	3,027	2,013	1,127	3,140
Other electrical goods	369	2,471	2,181	4,652	2,509	2,217	4,726
Shipbuilding and marine engineering	X	9,667	416	10,083	10,148	428	10,576
Shipbuilding and ship repairing	370.1	8,959	363	9,322	9,432	375	9,807
Marine engineering	370.2	708	53	761	716	53	769

Unemployed by industry at August 9, 1979 (continued)

Industry SIC 1968	Order or MLH of SIC	Number					
		Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
Vehicles	XI	16,614	2,791	19,405	16,906	2,843	19,749
Wheeled tractor manufacturing	380	802	80	882	807	81	888
Motor vehicle manufacturing	381	12,499	2,099	14,598	12,663	2,119	14,782
Motor cycle, tricycle and pedal cycle manufacturing	382	623	142	765	628	145	773
Aerospace equipment manufacturing and repairing	383	2,088	400	2,488	2,203	427	2,630
Locomotives and railway track equipment	384	283	39	322	284	39	323
Railway carriages and wagons and trams	385	319	31	350	321	32	353
Metal goods not elsewhere specified	XII	23,886	7,221	31,107	24,211	7,293	31,504
Engineers' small tools and gauges	390	1,382	320	1,702	1,417	323	1,740
Hand tools and implements	391	762	217	979	773	218	991
Cutlery, spoons, forks and plated tableware, etc	392	473	345	818	476	349	825
Bolts, nuts, screws, rivets, etc	393	970	295	1,265	980	296	1,276
Wire and wire manufactures	394	1,065	288	1,353	1,074	293	1,367
Cans and metal boxes	395	687	470	1,157	698	478	1,176
Jewellery and precious metals	396	585	370	955	588	373	961
Metal industries not elsewhere specified	399	17,962	4,916	22,878	18,205	4,963	23,168
Textiles	XIII	15,184	10,092	25,276	16,604	11,235	27,839
Production of man-made fibres	411	1,321	341	1,662	1,578	413	1,991
Spinning and doubling on the cotton and flax systems	412	2,246	978	3,224	2,729	1,310	4,039
Weaving of cotton, linen and man-made fibres	413	1,330	663	1,993	1,472	804	2,276
Woolen and worsted	414	3,021	1,631	4,652	3,076	1,685	4,761
Jute	415	642	294	936	645	296	941
Rope, twine and net	416	228	181	409	264	199	463
Hosiery and other knitted goods	417	1,583	92	1,675	1,188	487	2,165
Lace	418	132	2,930	3,062	1,688	3,127	4,815
Carpets	419	132	92	224	132	94	226
Narrow fabrics (not more than 30 cm wide)	421	1,026	544	1,570	1,166	616	1,782
Other textile industries	422	357	347	704	370	364	734
Made-up textiles	422	624	797	1,421	666	948	1,614
Textile finishing	423	1,944	1,079	3,023	2,075	1,155	3,230
Other textile industries	429	730	215	945	743	224	967
Leather, leather goods and fur	XIV	1,761	995	2,756	1,802	1,006	2,808
Leather (tanning and dressing) fellmongery	431	1,035	284	1,319	1,067	288	1,355
Leather goods	432	583	637	1,220	592	642	1,234
Fur	433	143	74	217	143	76	219
Clothing and footwear	XV	5,022	15,754	20,776	5,283	17,625	22,908
Weatherproof outerwear	441	267	728	995	272	743	1,015
Men's and boys' tailored outerwear	442	1,085	3,376	4,461	1,153	3,741	4,894
Women's and girls' tailored outerwear	443	774	2,090	2,864	776	2,122	2,898
Overalls and men's shirts, underwear, etc	444	352	2,403	2,755	448	3,366	3,814
Dresses, lingerie, infants' wear, etc	445	930	4,541	5,471	986	4,868	5,854
Hats, caps and millinery	446	71	177	248	73	191	264
Dress industries not elsewhere specified	449	302	1,001	1,303	316	1,103	1,419
Footwear	450	1,241	1,438	2,679	1,259	1,491	2,750
Bricks, pottery, glass, cement, etc	XVI	8,479	2,162	10,641	9,002	2,230	11,232
Bricks, fireclay and refractory goods	461	2,073	217	2,290	2,160	225	2,385
Pottery	462	1,575	938	2,513	1,594	953	2,547
Glass	463	2,316	719	3,035			

Unemployed by industry at August 9, 1979 (continued)

Industry SIC 1968	Order or MLH of SIC	Great Britain			United Kingdom			Number
		Male	Female	All	Male	Female	All	
Distributive trades	XXIII	67,429	54,610	122,039	70,152	57,122	127,274	
Wholesale distribution of food and drink	810	8,681	3,024	11,705	9,211	3,184	12,395	
Wholesale distribution of petroleum products	811	705	145	850	722	150	872	
Other wholesale distribution	812	8,680	4,378	13,058	8,964	4,552	13,516	
Retail distribution of food and drink	820	13,836	14,003	27,839	14,384	14,618	29,002	
Other retail distribution	821	24,377	31,268	55,645	25,190	32,745	57,935	
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	3,882	699	4,581	4,137	739	4,876	
Dealing in other industrial materials and machinery	832	7,268	1,093	8,361	7,544	1,134	8,678	
Insurance, banking, finance and business services	XXIV	17,061	11,155	28,216	17,488	11,599	29,087	
Insurance	860	3,742	2,422	6,164	3,829	2,536	6,365	
Banking and bill discounting	861	3,132	2,207	5,339	3,167	2,349	5,516	
Other financial institutions	862	1,029	989	2,018	1,044	1,046	2,090	
Property owning and managing, etc	863	1,925	918	2,843	1,997	970	2,967	
Advertising and market research	864	671	526	1,197	683	537	1,220	
Other business services	865	6,400	3,957	10,357	6,603	4,023	10,626	
Central offices not allocable elsewhere	866	162	136	298	165	138	303	
Professional and scientific services	XXV	24,969	33,164	58,133	26,036	36,179	62,215	
Accountancy services	871	808	680	1,488	826	716	1,542	
Educational services	872	13,235	14,135	27,370	13,901	15,540	29,441	
Legal services	873	767	1,747	2,514	774	1,859	2,633	
Medical and dental services	874	6,893	14,990	21,883	7,215	16,389	23,604	
Religious organisations	875	493	196	689	511	211	722	
Research and development services	876	720	297	1,017	723	301	1,024	
Other professional and scientific services	879	2,053	1,119	3,172	2,086	1,163	3,249	
Miscellaneous services	XXVI	72,554	50,350	122,904	75,014	52,155	127,169	
Cinemas, theatres, radio, etc	881	6,085	2,889	8,974	6,177	2,935	9,112	
Sport and other recreations	882	3,154	1,437	4,591	3,261	1,473	4,734	
Betting and gambling	883	2,603	2,086	4,689	2,734	2,129	4,863	
Hotels and other residential establishments	884	16,811	13,954	30,765	17,169	14,375	31,544	
Restaurants, cafes, snack bars	885	4,837	5,299	10,136	4,936	5,549	10,485	
Public houses	886	4,760	3,498	8,258	5,154	3,606	8,760	
Clubs	887	2,460	1,437	3,897	2,519	1,457	3,976	
Catering contractors	888	1,583	1,533	3,116	1,618	1,588	3,206	
Hairdressing and manicure	889	1,021	3,850	4,871	1,038	4,004	5,042	
Private domestic service	891	864	2,716	3,580	881	2,878	3,759	
Laundries	892	1,407	1,842	3,249	1,458	1,912	3,370	
Dry cleaning, job dyeing, carpet beating, etc	893	496	519	1,015	514	555	1,069	
Motor repairers, distributors, garages and filling stations	894	14,565	3,727	18,292	15,229	3,857	19,086	
Repair of boots and shoes	895	194	94	288	95	294	390	
Other services	899	11,714	5,469	17,183	12,127	5,742	17,869	
Public administration and defence	XXVII	49,394	20,479	69,873	51,935	21,790	73,725	
National government service	901	18,626	8,508	27,134	19,984	9,411	29,395	
Local government service	906	30,768	11,971	42,739	31,951	12,379	44,330	
Ex-service personnel not classified by industry	977	3,223	827	4,050	3,310	839	4,149	
Other persons not classified by industry	999	248,696	178,134	426,830	262,090	188,187	450,277	

Unemployed: area statistics

The following table shows the numbers unemployed in the assisted areas, certain employment office areas and counties, together with their percentage rates of unemployment. The composition of the assisted areas changed from July 18, 1979. A full description of the assisted areas is given on pages 883-889 of this issue of *Employment Gazette*. The unemployment rates take account of the review of travel-to-work areas announced on pages 815 to 816 of the July 1978 issue of *Employment Gazette*.

Unemployment in development areas, special development areas, intermediate areas, counties and certain employment office areas at August 9, 1979.

	Male	Female	All unemployed	Percentage rate		Male	Female	All unemployed	Percentage rate
DEVELOPMENT AREAS AND SPECIAL DEVELOPMENT AREAS									
South Western DA	16,820	7,665	24,485	8.5	*Hertford	501	238	739	1.9
Falmouth and Redruth SDA	3,231	965	4,196	12.6	*High Wycombe	1,535	615	2,150	2.4
Hull and Grimsby DA	14,382	6,116	20,498	7.9	*Hitchin	1,055	601	1,656	3.1
Rotherham and Mexborough DA	5,234	3,193	8,427	9.2	*Luton	3,825	2,290	6,115	4.7
Whitby and Scarborough DA	1,197	334	1,531	5.0	*Maidstone	1,850	918	2,768	3.5
Wigan DA	3,999	2,918	6,917	9.8	*Newport (IoW)	1,246	479	1,725	4.2
Merseyside SDA	61,933	29,553	91,486	12.0	*Oxford	5,027	2,848	7,875	4.4
Northern DA	83,239	41,755	124,994	9.0	*Portsmouth	7,711	3,752	11,463	5.7
North East SDA	57,259	26,835	84,094	9.8	*Ramsgate	1,842	747	2,589	7.4
West Cumberland SDA	3,020	2,116	5,136	8.6	*Reading	3,791	1,546	5,337	3.2
Welsh DA	52,408	28,663	81,071	8.6	*Slough	1,787	829	2,616	2.2
North West Wales SDA	3,640	1,605	5,245	9.9	*Southampton	6,041	2,680	8,721	4.0
South Wales SDA	14,486	8,953	23,439	10.1	*Southend-on-Sea	8,211	3,324	11,535	5.9
Wrexham SDA	3,286	1,883	5,169	12.5	*St Albans	1,521	589	2,110	2.3
Scottish DA	115,996	65,142	181,138	8.7	*Stevenage	1,002	615	1,617	4.2
Dundee and Arbroath SDA	6,010	3,984	9,994	9.3	*Tunbridge Wells	1,694	630	2,324	2.9
Girvan SDA	303	182	485	11.5	*Watford	2,224	978	3,202	2.6
Glenrothes SDA	680	684	1,364	8.0	*Worthing	1,599	558	2,157	3.7
Leven and Methil SDA	1,007	597	1,604	10.0	East Anglia				
Livingston SDA	968	892	1,860	10.0	Cambridge	1,674	798	2,472	2.9
West Central Scotland SDA	70,004	37,378	107,382	10.1	Great Yarmouth	1,226	316	1,542	4.1
All Development Areas	355,208	185,339	540,547	9.1	*Ipswich	2,972	1,335	4,307	4.0
Of which, Special Development Areas	225,827	115,627	341,454	10.6	Lowestoft	1,168	429	1,597	5.7
Northern Ireland	46,738	24,864	71,602	12.6	*Norwich	3,983	1,629	5,612	4.5
					Peterborough	2,204	1,349	3,553	5.2
					South West				
					Bath	1,979	830	2,809	6.0
					*Bournemouth	4,390	1,536	5,926	4.3
					*Bristol	13,763	5,663	19,426	6.1
					*Cheltenham	1,985	940	2,925	4.1
					*Chippenham	749	584	1,333	4.8
					*Exeter	2,515	1,169	3,684	5.1
					Gloucester	2,140	1,332	3,472	5.2
					*Plymouth	7,070	3,944	11,014	9.0
					Salisbury	1,098	719	1,817	4.7
					Swindon	3,005	1,627	4,632	5.8
					Taunton	1,218	565	1,783	4.4
					*Torbay	3,016	1,149	4,165	6.0
					*Trowbridge	735	435	1,170	4.6
					*Yeovil	1,000	728	1,728	4.3
					West Midlands				
					*Birmingham	31,548	14,420	45,968	6.6
					Burton-upon-Trent	1,035	551	1,586	4.3
					*Coventry	11,056	7,056	18,112	7.4
					*Dudley Sandwell	9,602	4,959	14,461	4.9
					Hereford	1,257	765	2,022	5.6
					*Kidderminster	1,355	838	2,193	5.5
					Leamington	1,520	886	2,406	4.8
					*Oakengates	3,241	1,996	5,237	9.2
					Redditch	1,056	713	1,769	5.3
					Rugby	1,174	835	2,009	6.5
					Shrewsbury	1,278	575	1,853	4.4
					*Stafford	1,375	800	2,175	3.9
					*Stoke-on-Trent	7,079	3,054	10,133	5.0
					*Walsall	7,380	4,116	11,496	6.5
					*Wolverhampton	7,162	3,930	11,092	7.6
					*Worcester	2,393	1,181	3,574	5.0
					East Midlands				
					*Chesterfield	3,445	1,542	4,987	6.1
					Coalville	1,299	445	1,744	3.8
					Corby	1,385	819	2,204	7.1
					*Derby	3,851	1,734	5,585	3.8
					Kettering	737	367	1,104	3.7
					*Leicester	8,247	3,893	12,140	5.2
					Lincoln	2,780	1,836	4,616	7.3
					Loughborough	947	542	1,489	3.4
					Mansfield	2,882	1,093	3,975	6.5
					*Northampton	2,346	993	3,339	3.2
					*Nottingham	13,042	4,685	17,727	5.3
					*Sutton-in-Ashfield	1,119	274	1,393	4.0
					Yorkshire and Humberside				
					*Barnsley	3,894	2,016	5,910	7.3
					*Bradford	8,077	3,860	11,937	7.1
					*Castleford	2,802	1,427	4,229	6.8
					*Dewsbury	2,307	995	3,302	5.0
					*Doncaster	5,193	3,778	8,971	8.1
					Grimsby	3,384	1,225	4,609	6.1
					*Halifax	2,199	962	3,161	4.0
					Harrogate	965	500	1,465	4.3
					Huddersfield	2,646	1,810	4,456	8.7
					*Hull	10,998	4,891	15,889	8.7</

	Male	Female	All unemployed	Percentage rate
*Ashton-under-Lyne	3,034	1,618	4,652	4.9
*Birkenhead	11,705	6,130	17,835	11.4
*Blackburn	2,945	1,556	4,501	6.7
*Blackpool	4,104	2,019	6,123	5.7
*Bolton	4,898	2,440	7,338	6.6
*Burnley	1,348	865	2,213	4.4
*Bury	1,939	1,108	3,047	4.8
*Chester	2,215	1,363	3,578	6.7
*Crewe	1,621	1,187	2,808	4.4
*Lancaster	2,211	1,061	3,272	7.0
*Leigh	1,740	1,032	2,772	6.4
*Liverpool	43,404	19,759	62,163	12.9
*Manchester	30,469	11,477	41,946	5.9
*Macclesfield	756	488	1,244	4.8
*Northwich	1,278	887	2,165	5.4
*Oldham	2,991	1,499	4,490	4.5
*Preston	5,312	3,324	8,636	6.0
*Rochdale	2,173	1,039	3,212	6.2
*Southport	1,896	1,027	2,923	8.9
*St. Helens	3,595	2,173	5,768	8.9
*Warrington	3,097	2,133	5,230	6.7
*Widnes	3,229	2,491	5,720	10.4
*Wigan	3,999	2,918	6,917	9.8
North				
*Alnwick	525	372	897	8.4
*Carlisle	1,683	1,169	2,852	5.7
*Central Durham	3,331	1,887	5,218	7.9
*Consett	2,409	1,286	3,695	11.8
*Darlington and S West Durham	3,764	2,197	5,961	7.4
*Furness	1,472	1,423	2,895	6.4
*Hartlepool	4,117	1,727	5,844	13.0
*Morpeth	3,693	1,899	5,592	9.2
*North Tyne	15,088	6,421	21,509	7.9
*Peterlee	1,847	1,102	2,949	11.1
*South Tyne	13,677	6,375	20,052	11.3
*Teeside	14,885	7,163	22,048	9.8
*Wearside	12,062	5,649	17,711	12.5
*Whitehaven	1,530	1,014	2,544	8.7
*Workington	1,490	1,102	2,592	8.5
Wales				
*Bargoed	2,165	1,188	3,353	12.5
*Cardiff	11,116	4,355	15,471	7.8
*Ebbw Vale	2,543	1,395	3,938	12.9
*Llanelli	1,600	1,330	2,930	8.1
*Neath	1,389	947	2,336	8.9
*Newport	4,272	2,422	6,694	7.6
*Pontypool	2,456	1,702	4,158	8.3
*Pontypridd	3,739	2,350	6,089	9.0
*Port Talbot	3,567	2,331	5,898	7.4
*Shotton	2,255	1,871	4,126	8.4
*Swansea	5,477	3,244	8,721	8.1
*Wrexham	3,286	1,883	5,169	12.5
Scotland				
*Aberdeen	3,301	1,594	4,895	3.9
*Ayr	2,851	1,557	4,408	9.7
*Bathgate	2,591	2,253	4,844	10.1
*Dumbarton	2,065	1,348	3,413	11.3
*Dumfries	1,334	943	2,277	6.7
*Dundee	5,474	3,494	8,968	9.3
*Dunfermline	2,374	1,761	4,135	8.2
*Edinburgh	11,986	5,499	17,485	6.2
*Falkirk	2,570	2,157	4,727	7.0
*Glasgow	38,224	16,845	55,069	9.3
*Greenock	3,725	2,090	5,815	11.4
*Irvine	3,904	2,309	6,213	15.5
*Kilmarnock	2,115	1,237	3,352	9.3
*Kirkcaldy	3,089	2,157	5,246	8.0
*North Lanarkshire	10,457	7,571	18,028	12.3
*Paisley	4,644	2,820	7,464	8.1
*Perth	1,230	706	1,936	5.1
*Stirling	1,932	1,350	3,282	7.0
Northern Ireland				
*Armagh	1,147	596	1,743	13.7
*Ballymena	3,547	2,314	5,861	12.4
*Belfast	20,571	11,331	31,902	10.4
*Coleraine	2,375	1,081	3,456	13.4
*Cookstown	886	518	1,404	23.1
*Craigavon	2,956	1,711	4,667	11.1
*Downpatrick	1,389	996	2,385	13.4
*Dungannon	1,561	785	2,346	21.6
*Enniskillen	1,680	925	2,605	16.0
*Londonderry	4,901	2,036	6,937	16.6
*Newry	2,819	1,210	4,029	21.6
*Omagh	1,106	803	1,909	14.8
*Strabane	1,800	558	2,358	25.5

Note: The denominators used in calculating the percentage rates of unemployment are the mid-1976 estimates of employees (employed and unemployed) except for Northern DA (Northern Region) for which the provisional mid-1978 estimates have been used. The estimates are available on request from the Director of Statistics, Department of Employment Statistics Branch C1, Orphanage Road, Watford WD1 1PJ.

* Figures relate to a group of local employment office areas.

† The number 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. Rates calculated from June 1978 onwards take account of the review of travel-to-work areas—see pages 815, 816 and 836 of the July 1978 issue of *Employment Gazette*.

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

Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on August 3, 1979 was 246,250; 12,654 lower than on July 6, 1979.

The seasonally adjusted figure of notified vacancies at employment offices on August 3, 1979 was 244,200; 7,400 lower than that for July 6, 1979 and 11,600 lower than on May 4, 1979.

The number of vacancies notified to careers offices and remaining unfilled on August 3, 1979 was 30,997; 2,968 lower than on July 6, 1979.

Tables 1 and 2 give figures of notified vacancies analysed by region and by industry respectively. The figures represent only the number of vacancies notified to employment offices and careers offices by employers and remaining unfilled on August 3, 1979. It is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the country as a whole.

Table 1 Notified vacancies remaining unfilled on August 3, 1979: by region

Region	NUMBER	
	At employment offices*	At careers offices*
South East	108,014	16,349
Greater London	52,794	8,752
East Anglia	8,926	1,121
South Western	17,367	1,674
West Midlands	15,457	3,415
East Midlands	15,242	2,218
Yorkshire and Humberside	16,922	1,933
North Western	20,637	1,803
Northern	10,956	547
Wales	10,164	693
Scotland	22,565	1,244
Great Britain	246,250	30,997

Table 2 Notified vacancies remaining unfilled on August 3, 1979: by industry

Industry Group (SIC 1968)	NUMBER		Industry Group (SIC 1968)	NUMBER	
	At employment offices*	At careers offices*		At employment offices*	At careers offices*
All industries and services	246,250	30,997	Clothing and footwear	8,135	1,870
Index of production industries	106,460	13,778	Bricks, pottery, glass, cement, etc	1,867	265
All manufacturing industries	76,103	11,724	Timber, furniture, etc	3,731	584
Agriculture, forestry, fishing	1,672	557	Paper, printing and publishing	3,046	790
Mining and quarrying	1,372	34	Paper, cardboard and paper goods	1,204	286
Coal mining	888	15	Printing and publishing	1,842	504
Food, drink and tobacco	5,832	576	Other manufacturing industries	4,077	570
Coal and petroleum products	212	25	Construction	27,102	1,748
Chemicals and allied industries	3,487	491	Gas, electricity and water	1,883	272
Metal manufacture	2,805	661	Transport and communication	11,401	1,131
Mechanical engineering	13,365	1,278	Distributive trades	33,076	6,396
Instrument engineering	2,304	325	Insurance, banking, finance and business services	10,550	2,541
Electrical engineering	8,997	1,206	Professional and scientific services	19,768	1,895
Shipbuilding and marine engineering	730	82	Miscellaneous services	47,818	3,209
Vehicles	5,720	755	Entertainment, sports, etc	3,507	286
Metal goods not elsewhere specified	7,497	1,219	Catering (MLH 884-888)	21,403	810
Textiles	3,786	757	Laundries, dry-cleaning, etc	1,032	182
Cotton linen and man-made fibres (spinning and weaving)	677	79	Public administration	15,505	1,490
Woolen and worsted	374	103	National government service	3,986	810
Leather, leather goods and fur	512	270	Local government service	11,519	680

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

Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on August 9, 1979 was 3,783. 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 claiming benefits on August 9, 1979, by region

Region	Male	Female	All
South East	184	28	212
Greater London	703	19	722
East Anglia	89	25	114
South West	240	13	253
West Midlands	464	153	617
East Midlands	73	35	108
Yorkshire and Humberside	80	45	125
North West	181	224	405
North	126	22	148
Wales	57	12	69
Scotland	1,446	286	1,732
Great Britain	2,940	843	3,783

Unemployed on August 9, 1979

The number unemployed, excluding school leavers, in Great Britain on August 9, 1979, was 1,210,825, 23,029 more than on July 12, 1979. The seasonally adjusted figure was 1,205,200 (5.1 per cent of employees). This figure fell by 13,800 between the

July and August counts, and by an average of 14,000 per month between May and August.

Between July and August the number unemployed fell by 8,125. This change included a fall of 31,154 school leavers.

The proportion of the number unemployed, who on August 9, 1979 had been registered for up to four weeks was 16.8 per cent. The corresponding proportion for July was 24.1 per cent.

By region

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Unemployed (excluding school leavers)														
Actual	265,160	131,951	28,528	84,245	119,305	69,385	109,532	187,329	105,629	76,375	165,337	1,210,825	61,201	1,272,026
Seasonally adjusted	262,100	129,700	29,400	88,600	115,000	67,600	109,400	186,300	106,400	77,800	165,700	1,205,200	59,500	1,264,700
Number														
Percentage rates †	3.4	3.4	4.0	5.4	4.9	4.2	5.2	6.5	7.7	7.1	7.3	5.1	10.5	5.2
School leavers (included in unemployed)														
Male	15,430	6,591	1,636	5,771	11,312	4,920	9,281	15,638	10,953	7,628	11,888	94,457	5,876	100,333
Female	11,812	4,898	1,390	4,595	10,417	4,051	9,677	12,817	8,412	6,635	8,808	78,614	4,525	83,139
Unemployed														
All	292,402	143,440	31,554	94,611	141,034	78,356	128,490	215,784	124,994	90,638	186,033	1,383,896	71,602	1,455,498
Male	206,095	104,654	21,698	64,337	92,836	53,601	84,145	144,442	83,239	58,473	119,297	928,163	46,738	974,901
Female	86,307	38,786	9,856	30,274	48,198	24,755	44,345	71,342	41,755	32,165	66,736	455,733	24,864	480,597
Married females ‡	26,613	11,253	3,551	10,191	15,970	9,196	14,937	25,913	16,961	12,735	32,254	168,321	10,703	179,024
Percentage rates †														
All unemployed	3.8	3.8	4.3	5.7	6.0	4.9	6.1	7.6	9.0	8.3	8.2	5.9	12.6	6.0
Male	4.6	4.6	4.9	6.6	6.5	5.6	6.6	8.7	9.8	8.7	9.0	6.6	14.0	6.8
Female	2.7	2.5	3.4	4.5	5.3	3.9	5.3	6.1	7.8	7.6	7.1	4.8	10.6	4.9
Length of time on register														
up to 4 weeks	62,644	29,786	6,588	17,284	21,938	12,537	20,731	30,183	17,864	14,007	28,114	231,890	9,004	240,894
over 4 weeks	229,758	113,654	24,966	77,327	119,096	65,819	107,759	185,601	107,130	76,631	157,919	1,152,006	62,598	1,214,604
Adult students (excluded from unemployed)														
Male	12,570	4,975	1,314	4,195	6,684	3,862	6,583	9,894	3,706	4,491	6,870	60,169	2,740	62,909
Female	9,665	3,540	1,096	3,434	5,339	3,340	5,596	8,037	3,191	4,374	5,033	49,105	2,666	51,771

* Included in South East Region.
 † Numbers unemployed expressed as a percentage of the provisional estimated total number of employees (employed and unemployed) at mid-1978.
 ‡ Included in females.

**Index of average earnings: whole economy (new) series
 Manual and non-manual employees (combined): monthly**

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 (older series) index given in tables 127 and 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 survey before its extension in 1976.

Type	SIC Order	LATEST FIGURES (Jan 1976 = 100)		PERCENTAGE CHANGE OVER 12 MONTHS ENDING						
		June 1979	July 1979	June 1978	Sep 1978	Dec 1978	Mar 1979	June 1979	July 1979	
B	WHOLE ECONOMY	I to XXVII	150.9	155.5	15.4	15.1	13.3	14.9	13.4	16.4
C	Agriculture and forestry*	I	152.2	166.7	14.1	10.4	12.7	8.7	11.5	15.9
A	Mining and quarrying	II	164.0	166.7	26.0	25.7	29.2	16.4	15.5	15.9
C	ALL MANUFACTURING INDUSTRIES	III to XIX	158.6	158.0	16.2	15.9	14.9	17.1	17.4	16.3
A	Food, drink and tobacco	III	158.4	159.3	16.5	15.9	16.7	16.8	17.3	17.6
A	Coal and petroleum products	IV	152.9	161.2	13.5	18.7	18.1	11.3	17.1	17.5
A	Chemicals and allied industries	V	156.3	156.9	16.4	17.8	17.4	16.0	17.2	17.2
A	Metal manufacture	VI	162.4	166.5	18.0	15.2	14.9	10.7	17.1	14.6
C	Mechanical engineering	VII	160.0	160.0	15.9	16.2	15.6	16.4	18.4	17.1
A	Instrument engineering	VIII	158.9	160.8	17.3	18.2	15.5	19.6	16.3	13.1
A	Electrical engineering	IX	154.5	153.1	18.2	15.6	14.4	16.6	14.2	14.1
C	Shipbuilding and marine engineering	X	148.6	147.6	11.9	17.6	12.9	24.9	15.0	12.8
A	Vehicles	XI	158.0	152.6	15.3	15.6	13.4	20.3	19.5	16.2
A	Metal goods not elsewhere specified	XII	160.7	158.8	16.4	13.5	12.8	17.3	18.1	15.6
A	Textiles	XIII	154.2	153.1	16.2	15.8	14.0	18.0	14.0	13.2
A	Leather, leather goods and fur	XIV	145.9	146.6	12.2	16.5	10.8	14.8	15.9	11.8
A	Clothing and footwear	XV	151.7	153.3	13.8	12.5	14.8	14.1	14.6	14.1
A	Bricks, pottery, glass, cement, etc	XVI	157.4	155.6	13.6	15.3	16.9	16.0	18.6	18.1
A	Timber, furniture, etc	XVII	152.6	154.0	17.6	16.4	15.9	16.6	17.1	15.0
C	Paper, printing and publishing	XVIII	166.4	166.3	16.5	19.0	17.3	19.0	20.1	19.3
A	Other manufacturing industries	XIX	158.2	156.7	15.5	13.6	16.1	15.7	18.8	19.0
C	Construction	XX	153.8	156.7	11.7	14.0	13.2	15.9	16.1	15.9
A	Gas, electricity and water	XXI	149.7	148.6	33.2	20.7	17.0	20.5	-3.9	5.9
C	Transport and communication	XXII	149.6	155.1	17.8	15.5	11.5	17.7	14.8	16.2
B	Distributive trades	XXIII	155.9	158.9	13.7	12.8	13.4	15.5	16.1	17.3
B	Insurance, banking and finance	XXIV	138.3	146.2	15.6	22.1	10.8	14.8	10.5	18.7
B	Professional and scientific services	XXV	135.3	156.4	14.2	12.5	9.9	7.8	0.9	14.9
C	Miscellaneous services	XXVI	157.6	158.6	12.0	13.4	15.2	17.1	20.2	20.6
B	Public administration	XXVII	143.2	150.3	14.4	15.0	11.2	11.9	13.0	22.7

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.
 * England and Wales only.

Wages and salaries per unit of output: monthly index

This series was introduced in an article on page 360 of the April 1971 issue of *Employment 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 *Employment Gazette*, page 948.

Manufacturing industries

1975 = 100

Year	Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec
1970	48.1	48.6	48.9	49.4	50.0	50.5	51.2	51.7	52.1	52.5	53.0	53.5
1971	54.1	55.0	55.3	55.3	54.8	55.2	55.6	56.1	56.4	56.6	56.4	56.5
1972	56.7	*	57.7	57.6	57.6	57.8	58.2	58.6	58.6	58.5	58.2	57.8
1973	57.9	58.4	59.2	59.7	60.2	60.5	60.9	61.7	62.5	63.5	64.6	65.6
1974	66.3	67.4	67.9	69.9	71.2	73.7	75.4	77.9	80.4	83.5	86.5	88.0
1975	89.3	90.8	93.3	96.2	98.0	100.3	102.2	104.1	105.1	105.4	107.1	108.6
1976	109.9	110.3	110.6	110.6	111.6	112.5	115.0	115.6	116.2	116.4	117.3	118.1
1977	119.0	119.7	121.3	122.1	124.0	125.5	125.4	125.4	127.2	129.8	131.8	133.3
1978	134.6	136.2	137.4	138.5	139.7	140.7	140.7	141.9	144.5	147.2	149.1	153.6
1979	154.6	155.2	152.3	154.5	157.2							

* 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, for example 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 August 31, 1979, 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:

ALL INDUSTRIES AND SERVICES

End-month	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
1979					
Mar	285.8	99.3	287.9	19.7	19.9
April	288.6	99.3	290.7	11.6	11.8
May	290.4	99.3	292.5	11.8	11.9
June	295.3	99.3	297.5	12.1	12.2
July	296.8	99.3	298.9	12.1	12.2
Aug	297.7	99.3	299.9	11.8	12.0

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, September 1972 and May 1978.
 3. As explained in articles in the May 1977 issue (page 463) and May 1978 issue (page 584) of Employment Gazette, movements in the indices have been influenced considerably by nationally-negotiated rates of wages for engineering workers remaining unchanged between February 1976 and April 1978.

Principal changes reported in August

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

Flour milling (Mill operatives and transport workers)—Great Britain: Consolidation of the 4.5 per cent productivity and flexibility allowance on earnings introduced in 1978. An increase of £10 or 18 per cent, whichever is the greater, on consolidated basic rates (August 13).
Heavy chemicals manufacture (ICI Ltd)—Great Britain: Consolidation of the 1976 supplement, together with increases in basic full and initial salaries of amounts ranging from £6.94 to £14.75 a week (June 4).
Brass working and founding—Great Britain: Increases in minimum weekly time rates of amounts ranging from £6.78 to £10, according to occupation, for adult workers. Juveniles receive proportional amounts (August 1).
Vehicle body building and accident damage repair—England and Wales and Northern Ireland: Increases in minimum hourly time rates of 30p for skilled workers, 26.50p for semi-skilled and 23p for unskilled. Juveniles receive proportional amounts (August 1).
Plumbing (Craftsmen and apprentices)—England and Wales: Increases in basic hourly rates of varying amounts, according to grade, for adult workers. Juveniles receive proportional amounts (August 6).
Retail distribution (Co-operative Societies) (General distributive workers)—Great Britain: Increases of varying amounts for adult workers with proportional amounts for juveniles (May 7).
Unlicensed place of refreshment (Wages Council) (All workers except managers and manageresses)—Great Britain: Increases in minimum hourly rates of amounts ranging from 21.2p to 25.0p, according to area, occupation and hours of duty, for adult workers. Juveniles generally receive proportional amounts except that the adult rate which was previously 20 years and over is now 19 (June 18).

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 August indicate that the basic weekly rates of wages or minimum entitlements of some 665,000 workers were increased by a total of £6,290,000, 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 August with operative effect from earlier months (490,000 workers and £4,110,000 in weekly rates of wages). Of the total increase of £6,290,000 about £3,520,000 resulted from direct negotiations between employer's associations and trade unions, £1,590,000 from arrangements made by joint industrial councils or similar bodies established by voluntary agreement, £1,170,000 from statutory wages orders and £10,000 from provisions linked to the Retail Prices Index.

Analysis of aggregate changes

The following tables show (a) the cumulative effect of the changes, by industry group and in total, during the period January to August 1979, 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 13 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	THOUSAND			
	Basic weekly rates of wages or minimum entitlements	Normal weekly hours of work	Approximate number of workers affected by increases	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	290	1,835	5	5
Mining and quarrying	250	1,835	—	—
Food, drink and tobacco	215	1,550	—	—
Coal and petroleum products	5	45	—	—
Chemicals and allied industries	80	765	—	—
Metal manufacture				
Mechanical engineering	445	3,240	—	—
Instrument engineering				
Electrical engineering				
Shipbuilding and marine engineering				
Vehicles				
Metal goods not elsewhere specified				
Textiles	435	1,825	—	—
Leather, leather goods and fur	25	120	—	—
Clothing and footwear	350	1,995	—	—
Bricks, pottery, glass, cement, etc.	100	685	—	—
Timber, furniture, etc.	130	905	—	—
Paper, printing and publishing	250	1,955	—	—
Other manufacturing industries	50	295	—	—
Construction	1,030	6,690	—	—
Gas, electricity and water	40	210	—	—
Transport and communication	620	4,455	—	—
Distributive trades	745	4,840	—	—
Public administration and professional services	760	1,250	30	180
Miscellaneous services	715	7,880	—	—
All industries and services — Jan-Aug 1979	6,535	42,175	35	185
All industries and services — Jan-Aug 1978	7,750	53,800	—	—

Table (b)

Month	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by:	Estimated net amount of increase	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
	Increases	Decreases		
				£
1978				
Aug	200	—	—	1,665
Sep	260	—	—	1,315
Oct	2,390	—	—	7,360
Nov	1,620	—	—	7,625
Dec R	640	—	—	3,520
1979				
Jan R	1,950	—	—	14,295
Feb	1,335	—	—	4,180
Mar	290	—	—	1,560
April R	1,005	—	—	5,225
May R	530	—	—	2,675
June R	1,230	—	—	8,310
July R	485	—	—	3,770
Aug	195	50	—	2,180

Retail prices, August 14, 1979

The index of retail prices for all items on August 14, 1979 was 230.9 (January 15, 1974 = 100). This represents an increase of 0.8 per cent on July 1979 (229.1) and 15.8 per cent on August 1978 (199.4). The index for August 1979 was published on September 14, 1979.

The rise in the index during the month was due mainly to increases in motoring costs, in charges for domestic fuels and in the prices of a wide range of foods, drinks, household and miscellaneous goods. These increases were partially offset by lower prices for seasonal foods, particularly vegetables.

Table 1 Recent movements in the all-items index and in the index excluding seasonal foods:

	All Items Index Jan 15, 1974 = 100	Percentage change over			All items except seasonal foods Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1978							
June	197.2	0.8	4.7	7.4	197.2	0.6	4.3
July	198.1	0.5	4.5	7.8	198.7	0.8	4.5
Aug	199.4	0.7	4.6	8.0	200.4	0.9	4.7
Sept	200.2	0.4	4.4	7.8	201.4	0.5	4.7
Oct	201.1	0.4	3.3	7.8	202.4	0.5	3.8
Nov	202.5	0.7	3.3	8.1	203.8	0.7	3.9
Dec	204.2	0.8	3.5	8.4	205.1	0.6	4.0
1979							
Jan	207.2	1.5	4.6	9.3	207.3	1.1	4.3
Feb	208.9	0.8	4.8	9.6	209.1	0.9	4.3
Mar	210.6	0.8	5.2	9.8	210.6	0.7	4.6
April	214.2	1.7	6.5	10.1	214.0	1.6	5.7
May	215.9	0.8	6.6	10.3	215.9	0.9	5.9
June	219.6	1.7	7.5	11.4	219.4	1.6	7.0
July	229.1	4.3	10.6	15.6	230.1	4.9	11.0
Aug	230.9	0.8	10.5	15.8	232.1	0.9	11.0

The principal changes in the groups in the month were:

Food: The food index rose by rather less than one half of one per cent to 231.8, compared with 231.2 in July. Increases in the prices of sweets and chocolates, biscuits, breakfast cereals, bacon, ham, butter, sugar, and some other foods, were partially offset by lower prices for home-killed lamb and fresh vegetables, particularly tomatoes, carrots and cabbage. The index for foods whose prices show significant seasonal variations fell by 3.4 per cent to 201.0, compared with 208.0 in July.

Alcoholic drink: Increases in the prices of beer caused the group index to rise by rather less than one per cent to 226.2, compared with 224.4 in July.

Housing: There were increases in the levels of mortgage interest and dwelling insurance paid by owner-occupiers and increases in the prices of materials for repairs and maintenance, causing the group index to rise by rather more than one half of one per cent to 215.4, compared with 214.0 in July.

Fuel and light: Increases in average charges for electricity and gas and increases in the price of paraffin, caused the group index to rise by rather more than two per cent to 257.2, compared with 251.6 in July.

Durable household goods: Increases in the prices of furniture, floor coverings and

domestic appliances caused the group index to rise by almost one per cent to 208.5, compared with 206.7 in July.

Clothing and footwear: Sales reductions in the prices of some items, particularly women's outerwear and children's footwear, were offset by increases in the prices of other items and the group index rose by rather less than one half of one per cent.

Transport and vehicles: Increases in the prices of cars and cycles, in the costs of maintenance and motor insurance, and in some provincial bus fares, caused the group index to rise by about 1 1/2 per cent to 257.7, compared with 254.2 in July.

Miscellaneous goods: Increases in the prices of soda, detergents, polishes, some toiletries and some travel and sports goods caused the group index to rise by rather less than one per cent to 245.6, compared with 243.6 in July.

Services: The group index rose by about one half of one per cent due mainly to increases in charges for hairdressing and other personal services.

Meals bought and consumed outside the home: Increases in charges for meals at canteens, cafés and restaurants, caused the group index to rise by almost one per cent.

Table 2 Percentage changes in the main components of the index

	Indices (Jan 15, 1974 = 100)		Percentage change over	
	August 14, 1979	1 month	12 months	
All items	230.9	0.8	15.8	
All items excluding food	230.6	0.9	16.7	
Food	231.8	0.3	12.4	
Seasonal food	201.0	-3.4	13.0	
Other food	237.9	0.9	12.4	
Alcoholic drink	226.2	0.8	14.5	
Tobacco	256.7	0.0	13.1	
Housing	215.4	0.7	21.1	
Fuel and light	257.2	2.2	11.5	
Durable household goods	208.5	0.9	13.4	
Clothing and footwear	192.4	0.3	11.5	
Transport and vehicles	257.7	1.4	22.9	
Miscellaneous goods	245.6	0.8	17.5	
Services	218.3	0.6	13.5	
Meals out	248.4	0.9	17.7	

Retail prices index, August 14, 1979

Detailed figures for various groups, sub-groups and sections:

	Index Jan 1974 = 100	Percentage change over 12 months		Index Jan 1974 = 100	Percentage change over 12 months
I Food	231.8	12	VI Durable household goods	208.5	13
Bread, flour, cereals, biscuits and cakes	232.8	11	Furniture, floor coverings and soft furnishings	217.7	16
Bread	226.9	11	Radio, television and other household appliances	188.7	9
Flour	215.7	1	Pottery, glassware and hardware	240.8	18
Other cereals	252.6	14	VII Clothing and footwear	192.4	12
Biscuits	248.0	10	Men's outer clothing	206.7	15
Meat and bacon	200.9	12	Men's underclothing	248.5	16
Beef	234.4	17	Women's outer clothing	159.9	4
Lamb	206.8	8	Women's underclothing	225.8	19
Pork	182.1	6	Children's clothing	201.2	8
Bacon	181.5	10	Other clothing, including hose, haberdashery, hats and materials	198.5	18
Ham (cooked)	174.8	12	Footwear	199.4	16
Other meat and meat products	189.1	12	VIII Transport and vehicles	257.7	23
Fish	207.0	9	Motoring and cycling	255.3	25
Butter, margarine, lard and other cooking fats	269.7	10	Purchase of motor vehicles	247.4	15
Butter	326.9	12	Maintenance of motor vehicles	269.3	21
Margarine	216.0	9	Petrol and oil	285.1	53
Lard and other cooking fats	191.0	4	Motor licences	199.0	0
Milk, cheese and eggs	224.9	18	Motor insurance	224.3	14
Cheese	260.3	19	Fares	268.9	10
Eggs	120.5	16	Rail transport	276.1	9
Milk, fresh	270.3	19	Road transport	265.3	11
Milk, canned, dried, etc	269.8	15	IX Miscellaneous goods	245.6	18
Tea, coffee, cocoa, soft drinks, etc	265.0	0	Books, newspapers and periodicals	259.8	10
Tea	272.9	-6	Books	257.3	10
Coffee, cocoa, proprietary drinks	317.4	-8	Newspapers and periodicals	260.3	10
Sugar, preserves and confectionery	320.8	20	Medicines, surgical, etc goods and toiletries	226.3	22
Sugar	294.1	12	Soap, detergents, polishes, matches, etc	266.0	17
Jam, marmalade and syrup	247.7	9	Soap and detergents	242.8	14
Sweets and chocolates	321.8	22	Soda and polishes	312.6	24
Vegetables, fresh, canned and frozen	233.7	23	Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	237.1	20
Potatoes	285.1	44	X Services	218.3	13
Other vegetables	200.6	11	Postage, telephones and telegrams	206.0	0
Fruit, fresh, dried and canned	225.2	-1	Postage	253.3	2
Other foods	239.5	10	Telephones and telegrams	191.8	0
Food for animals	220.2	10	Entertainment	183.7	15
II Alcoholic drink	226.2	15	Entertainment (other than TV)	228.8	21
Beer	245.4	15	Other services	268.1	20
Spirits, wines, etc	199.7	13	Domestic help	284.8	18
III Tobacco	256.7	13	Hairdressing	273.7	23
Cigarettes	257.3	14	Boot and shoe repairing	277.4	26
Tobacco	249.7	8	Laundering	248.5	21
IV Housing	215.4	21	XI Meals bought and consumed outside the home	248.4	18
Rent	179.2	10	All items	230.9	16
Owner-occupiers' mortgage interest payments	198.5	46			
Rates and water charges	247.8	16			
Materials and charges for repairs and maintenance	258.4	18			
V Fuel and light (including oil)	257.2	12			
Coal and smokeless fuels	270.6	21			
Coal	274.2	21			
Smokeless fuels	257.1	20			
Gas	187.0	6			
Electricity	285.7	6			

Note: Indices are given to one decimal place to provide as much information as is available but precision is greater at higher levels of aggregation, that is at sub-group and group levels.

Average retail prices of items of food

Average retail prices on August 14, 1979 for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 230 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

Average prices on August 14, 1979*

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: Home-killed			
Chuck	758	112.0	99 - 123
Sirloin (without bone)	709	204.3	160 - 255
Silverside (without bone)†	794	163.3	150 - 180
Back ribs (with bone)†	507	110.5	88 - 140
Fore ribs (with bone)	590	104.7	90 - 126
Brisket (without bone)	741	101.0	84 - 126
Rump steak†	810	223.9	180 - 255
Lamb: Home-killed			
Loin (with bone)	609	145.9	124 - 180
Breast†	569	40.9	29 - 60
Best end of neck	488	102.3	55 - 140
Shoulder (with bone)	600	91.5	77 - 122
Leg (with bone)	628	134.3	112 - 160
Lamb: Imported			
Loin (with bone)	520	101.7	89 - 118
Breast†	497	30.6	22 - 42
Best end of neck	435	78.9	50 - 98
Shoulder (with bone)	538	70.4	59 - 91
Leg (with bone)	533	107.3	99 - 120
Pork: Home-killed			
Leg (foot off)	727	82.8	69 - 104
Belly†	730	62.0	55 - 69
Loin (with bone)	803	102.5	95 - 124
Pork sausages	806	55.2	47 - 65
Beef sausages	643	48.8	40 - 59
Roasting chicken (broiler), frozen (3lb)	553	51.0	45 - 57
Roasting chicken, fresh or chilled (4lb), oven ready	498	63.8	54 - 70
Fresh and smoked fish			
Cod filets	405	102.9	90 - 120
Haddock filets	385	110.9	94 - 128
Haddock, smoked, whole	312	108.2	90 - 128
Plaice filets	383	113.8	96 - 132
Herrings	261	62.5	55 - 75
Kippers, with bone	418	83.8	70 - 98
Bread			
White, per 800g wrapped and sliced loaf	741	29.8	26 - 31 ½
White, per 800g unwrapped loaf	429	31.8	28 - 34 ½
White, per 400g loaf	525	20.0	18 - 22
Brown, per 400g loaf	594	21.1	20 - 23
Flour			
Self-raising, per 1 ½ kg	696	36.2	28 - 43

* Per lb unless otherwise stated.

† Scottish equivalent.

‡ Includes some quotations for the new 500g size packs, the prices of which have been converted to a 1 lb unit.

§ Includes some quotations for the new 250g size packs, the prices of which have been converted to a ½ lb unit.

|| Includes some quotations for the new 100g size jar, the prices of which have been converted to a 4-oz unit.

of prices within which at least four-fifths of the recorded prices fell.

The average prices given below have been calculated in accordance with the new stratification scheme described in the article "Technical improvements in the retail prices index" on page 148 of the February 1978 issue of *Employment Gazette*.

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page 179 of the February 1979 issue of *Employment Gazette*.

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Fresh vegetables			
Potatoes, old loose			
White	554	7.1	6 - 8
Red	104	8.0	6 - 10
Potatoes, new loose			
Tomatoes	670	23.6	17 - 31
Cabbage, greens	414	12.6	8 - 16
Cabbage, hearted	486	11.8	7 - 17
Cauliflower or broccoli	518	21.6	12 - 29
Brussels sprouts	—	—	—
Carrots	719	12.2	8 - 17
Onions	754	15.4	12 - 20
Mushrooms, per ½ lb	668	20.0	16 - 24
Fresh fruit			
Apples, cooking	685	15.1	12 - 17
Apples, dessert	746	22.9	19 - 29
Pears, dessert	639	24.5	19 - 32
Oranges	616	23.1	19 - 31
Bananas	748	24.5	21 - 28
Bacon			
Collar†	416	80.5	67 - 94
Gammon†	489	117.3	99 - 135
Middle cut† smoked	372	97.6	86 - 112
Back, smoked	306	112.3	104 - 130
Back, unsmoked	419	108.3	93 - 128
Streaky, smoked	254	79.3	66 - 98
Ham (not shoulder)	647	147.6	110 - 178
Pork luncheon meat, 12 oz can	538	32.7	24 - 38 ½
Canned red salmon, half-size can	630	88.7	80 - 100
Milk, ordinary, per pint	—	15.0	—
Butter			
Home-produced‡	602	69.1†	59 - 80
New Zealand‡	504	71.7†	68 - 79
Danish	553	76.1†	70 - 83
Margarine			
Standard quality, per ½ lb§	154	15.5‡	15 - 18
Lower priced, per ½ lb§	116	14.5‡	14 - 16
Lard	779	25.5	22 - 30 ½
Cheese, cheddar type	733	84.4	77 - 90
Eggs			
Size 2 (65-70g), per dozen	483	61.1	55 - 67
Size 4 (55-60g), per dozen	549	52.4	46 - 58
Size 6 (45-50g), per dozen	237	45.6	39 - 53
Sugar, granulated, per kg	800	32.6	30 ½ - 34
Pure coffee, instant, per 4-oz ||	589	103.2‡	87 - 110
Tea			
Higher priced, per ½ lb	215	26.3	22 - 30
Medium priced, per ½ lb	1,278	22.6	20 - 24
Lower priced, per ½ lb	804	19.8	17 - 25

Stoppages of work

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

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

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

The number of stoppages beginning in August* which came to the notice of the Department, was 151. In addition, 63 stoppages which began before August 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 1,322,900 consisting of 1,279,500 involved in stoppages which began in August and 43,400 involved in stoppages which had continued from the previous month. The latter figure includes 8,000 workers involved for the first time in August in stoppages which began in earlier months.

Of the 1,279,500 workers involved in stoppages which began in August 1,265,500 were directly involved and 14,000 indirectly involved.

The aggregate of 4,183,000 working days lost in August includes 623,000 days lost through stoppages which had continued from the previous month.

Prominent stoppages of work during August

A breakdown of negotiations over pay and conditions resulted in a dispute between the Independent Television Companies Association and employees of the Associated Television Companies, leading to a cessation of programme transmissions, except for Channel Television, from August 10. All parties concerned have met under the auspices of ACAS but the dispute was still in progress at the end of the month.

Over a million engineering workers staged one day national stoppages on August 6, 13 and 20 in support of a claim for a minimum £80 a week craft rate, an extra two days holiday and a reduction in the working week to 39 hours. The dispute continued into September when a series of two day stoppages began.

A one day stoppage of work followed a breakdown in pay negotiations at a Stafford complex, manufacturing electrical power equipment. Three days later, on August 3, the 1,800 shop floor workers began indefinite strike action in support of a demand for a 20 per cent wage increase to cover all sections of the works complex. The dispute remained unresolved at the end of the month.

At a Peterborough diesel engine plant, 400 key workers stopped work on August 6 in support of a claim for more pay for operating new engine-testing equipment. As a result of their action 5,400 production workers were laid off from August 13. Normal working was resumed on August 28 following a majority vote.

Stoppages of work by industry group

Industry group SIC 1968	Jan to Aug 1979			Jan to Aug 1978		
	Stop- pages begin- ning in period	Workers involved	Working days lost	Stop- pages begin- ning in period	Workers involved	Working days lost
Agriculture, forestry, fishing	—	—	—	1	†	†
Coal mining	163	32,400	75,000	234	84,700	151,000
All other mining and quarrying	8	900	10,000	10	900	3,000
Food, drink and tobacco	59	44,700	518,000	74	25,400	193,000
Coal and petroleum products	1	1,600	11,000	3	1,000	7,000
Chemicals and allied industries	40	13,700	70,000	29	7,700	53,000
Metal manufacture	98	28,000	246,000	87	33,200	225,000
Engineering	265	1,312,100	4,503,000	239	89,400	566,000
Shipbuilding and marine engineering	33	22,000	233,000	27	26,900	132,000
Motor vehicles	123	119,300	640,000	136	152,700	967,000
Aerospace equipment	23	25,600	131,000	26	15,700	197,000
All other vehicles	9	3,200	9,000	12	15,100	136,000
Metal goods not elsewhere specified	90	21,800	172,000	87	21,200	158,000
Textiles	26	6,900	45,000	40	8,500	71,000
Clothing and footwear	20	6,200	34,000	21	5,200	35,000
Bricks, pottery, glass cement, etc	24	16,400	52,000	36	11,800	104,000
Timber, furniture, etc	14	1,500	12,000	18	3,600	13,000
Paper, printing and publishing	25	19,300	659,000	53	10,100	83,000
All other manufacturing industries	46	34,800	111,000	43	14,200	148,000
Construction	117	27,700	202,000	125	24,500	291,000
Gas, electricity and water	12	8,400	31,000	12	3,500	33,000
Port and inland water transport	37	14,300	81,000	52	19,800	90,000
Other transport and communication	50	159,000	1,127,000	85	57,300	133,000
Distributive trades	27	5,200	43,000	36	4,900	35,000
Administrative, financial and pro- fessional services	76	1,814,900	3,052,000	65	68,600	375,000
Miscellaneous services	21	21,300	202,000	17	1,500	11,000
All Industries	1,402	3,761,300	12,270,000	1,553	707,400	4,209,000

Causes of stoppages

Principal cause	Beginning in Aug 1979		Beginning in the first eight months of 1979	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	85	1,245,900	854	3,342,800
—extra-wage and fringe benefits	2	900	29	5,700
Duration and pattern of hours worked	2	500	21	6,900
Redundancy questions	5	7,900	41	42,500
Trade union matters	22	2,800	76	14,400
Working conditions and supervision	7	3,500	89	15,400
Manning and work allocation	18	2,900	157	24,100
Dismissal and other disciplinary measures	10	1,200	135	91,500
Miscellaneous	—	—	—	—
All causes	151	1,265,500	1,402	3,543,300

Duration of stoppages ending in August 1979

Duration of stoppage in working days	Stop- pages	Workers directly involved	Working days lost by all workers involved
Over			
1	1	16	14,900
2	2	13	1,900
3	3	11	1,700
4	6	33	6,300
5	12	23	8,100
6	—	30	67,000
All stoppages	126	99,900	519,000

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

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

Statistical series

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Conventions. The following standard symbols are used:

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

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

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

EMPLOYMENT

Working population

TABLE 101

Quarter	THOUSAND							
	Employees in employment			Self-employed persons (with or without employees)	HM Forces	Employed labour force	Unemployed excluding adult students	Working population
	Male	Female	All employees					
A. UNITED KINGDOM								
Unadjusted for seasonal variation								
1974 Dec	13,645	9,228	22,872	1,905	343	25,120		
1975 Mar	13,536	9,094	22,631	1,895	338	24,864	803	25,667
1975 June	13,536	9,174	22,710	1,886	336	24,932	866	25,798
1975 Sept	13,548	9,172	22,720	1,886*	340	24,946	1,145	26,091
1975 Dec	13,456	9,198	22,655	1,886*	339	24,880	1,201	26,081
1976 Mar	13,345	9,071	22,416	1,886*	337	24,639	1,285	25,924
1976 June	13,392	9,152	22,543	1,886*	336	24,765	1,332	26,097
1976 Sept	13,449	9,172	22,621	1,886*	338	24,845	1,456	26,301
1976 Dec	13,419	9,251	22,670	1,886*	334	24,890	1,371 e	26,261
1977 [Mar]	13,321	9,182	22,502	1,886*	330	24,718	1,383	26,101
1977 [June]	13,379	9,286	22,665	1,886*	327	24,878	1,450	26,328
1977 [Sept]	13,433	9,290	22,723	1,886*	328	24,937	1,609	26,546
1977 [Dec]	13,374	9,330	22,705	1,886*	324	24,915	1,481	26,396
1978 [Mar]	13,301	9,256	22,556	1,886*	321	24,763	1,461	26,224
1978 [June]	13,361	9,363	22,724	1,886*	318	24,928	1,446	26,374
1978 [Sept]	13,415	9,400	22,815	1,886*	320	25,021	1,518	26,539
1978 [Dec]	13,395	9,508	22,903	1,886*	317	25,106	1,364	26,470
1979 [Mar]	13,276	9,389	22,665	1,886*	315	24,866	1,402	26,268
Adjusted for seasonal variation								
1974 Dec	13,616	9,214	22,830	1,905	343	25,078		
1975 Mar	13,601	9,132	22,733	1,895	338	24,966		25,762
1975 June	13,548	9,163	22,711	1,886	336	24,933		25,846
1975 Sept	13,495	9,164	22,659	1,886*	340	24,885		25,975
1975 Dec	13,433	9,167	22,600	1,886*	339	24,825		26,035
1976 Mar	13,412	9,126	22,538	1,886*	337	24,761		26,054
1976 June	13,402	9,138	22,540	1,886*	336	24,762		26,134
1976 Sept	13,392	9,166	22,558	1,886*	338	24,782		26,169
1976 Dec	13,399	9,209	22,608	1,886*	334	24,828		26,217
1977 [Mar]	13,390	9,246	22,636	1,886*	330	24,852		26,254
1977 [June]	13,386	9,272	22,658	1,886*	327	24,871		26,357
1977 [Sept]	13,377	9,284	22,661	1,886*	328	24,875		26,404
1977 [Dec]	13,354	9,284	22,638	1,886*	324	24,848		26,353
1978 [Mar]	13,371	9,322	22,693	1,886*	321	24,900		26,387
1978 [June]	13,366	9,349	22,715	1,886*	318	24,919		26,398
1978 [Sept]	13,360	9,395	22,755	1,886*	320	24,961		26,393
1978 [Dec]	13,375	9,461	22,836	1,886*	317	25,039		26,429
1979 [Mar]	13,346	9,455	22,801	1,886*	315	25,002		26,432
B. GREAT BRITAIN								
Unadjusted for seasonal variation								
1974 Dec	13,349	9,029	22,377	1,844	343	24,564		
1975 Mar	13,240	8,894	22,135	1,834	338	24,307	768	25,075
1975 June	13,240	8,973	22,213	1,825	336	24,374	828	25,202
1975 Sept	13,253	8,971	22,224	1,825*	340	24,389	1,097	25,486
1975 Dec	13,161	8,997	22,158	1,825*	339	24,322	1,152	25,474
1976 Mar	13,050	8,870	21,920	1,825*	337	24,082	1,235	25,317
1976 June	13,097	8,951	22,048	1,825*	336	24,209	1,278	25,487
1976 Sept	13,156	8,970	22,126	1,825*	338	24,289	1,395	25,684
1976 Dec	13,128	9,048	22,176	1,825*	334	24,335	1,316 e	25,651
1977 [Mar]	13,031	8,977	22,008	1,825*	330	24,163	1,328	25,491
1977 [June]	13,091	9,081	22,172	1,825*	327	24,324	1,390	25,714
1977 [Sept]	13,145	9,082	22,227	1,825*	328	24,380	1,542	25,922
1977 [Dec]	13,086	9,120	22,206	1,825*	324	24,355	1,420	25,775
1978 [Mar]	13,012	9,044	22,056	1,825*	321	24,202	1,399	25,601
1978 [June]	13,072	9,149	22,221	1,825*	318	24,364	1,381	25,745
1978 [Sept]	13,126	9,185	22,311	1,825*	320	24,456	1,447	25,903
1978 [Dec]	13,106	9,294	22,400	1,825*	317	24,542	1,303	25,845
1979 [Mar]	12,987	9,175	22,162	1,825*	315	24,302	1,340	25,642
Adjusted for seasonal variation								
1974 Dec	13,320	9,015	22,335	1,844	343	24,522		
1975 Mar	13,305	8,932	22,237	1,834	338	24,409		25,170
1975 June	13,252	8,962	22,214	1,825	336	24,375		25,249
1975 Sept	13,199	8,963	22,162	1,825*	340	24,327		25,373
1975 Dec	13,138	8,966	22,104	1,825*	339	24,268		25,430
1976 Mar	13,117	8,925	22,042	1,825*	337	24,204		25,445
1976 June	13,107	8,937	22,044	1,825*	336	24,205		25,523
1976 Sept	13,099	8,964	22,063	1,825*	338	24,226		25,557
1976 Dec	13,107	9,006	22,113	1,825*	334	24,272		25,605
1977 [Mar]	13,101	9,041	22,142	1,825*	330	24,297		25,641
1977 [June]	13,098	9,066	22,164	1,825*	327	24,316		25,742
1977 [Sept]	13,089	9,076	22,165	1,825*	328	24,318		25,785
1977 [Dec]	13,066	9,074	22,140	1,825*	324	24,289		25,729
1978 [Mar]	13,082	9,111	22,193	1,825*	321	24,339		25,761
1978 [June]	13,077	9,134	22,211	1,825*	318	24,354		25,768
1978 [Sept]	13,071	9,180	22,251	1,825*	320	24,396		25,763
1978 [Dec]	13,085	9,247	22,332	1,825*	317	24,474		25,802
1979 [Mar]	13,058	9,241	22,299	1,825*	315	24,439		25,805

1. From June 1976 the figures for employees in employment in the United Kingdom include the recent small revisions to the Northern Ireland figures. See page 41 of the January 1979 Gazette.
 2. From June 1978 the figures for employees in employment in the United Kingdom include a constant component for Northern Ireland.
 3. From June 1974 the figures for self-employed persons in Northern Ireland are assumed unchanged.
 * Estimates are assumed unchanged until later data become available.

EMPLOYMENT

Employees in employment:

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousand)						Regional indices of employment (June 1974 = 100)			
		All industries and services			Agriculture, forestry and fishing	Index of Production Industries II-XXI	of which manufacturing industries III-XIX	Service industries XXII-XXVII	Index of Production Industries II-XXI	Manufacturing industries III-XIX	Service industries XXII-XXVII
		All employees	Male	Female							
SIC 1968											
South East and East Anglia											
1977 [Sept]	35.93	7,986	4,669	3,317	127	2,619	2,090	5,240	94.5	93.9	102.2
1977 [Dec]	35.99	7,993	4,650	3,343	117	2,617	2,090	5,260	94.4	93.9	102.6
1978 [Mar]	36.00	7,940	4,621	3,319	113	2,602	2,076	5,226	93.8	93.2	101.9
1978 [June]	35.93	7,985	4,642	3,344	122	2,603	2,074	5,260	93.9	93.2	102.6
1978 [Sept]	35.96	8,024	4,669	3,355	127	2,615	2,082	5,282	94.3	93.5	103.0
1978 [Dec]	36.05	8,076	4,667	3,409	119	2,614	2,081	5,343	94.3	93.5	104.2
1979 [Mar]	36.05	7,989	4,624	3,365	113	2,586	2,058	5,291	93.2	92.4	103.2
South West											
1977 [Sept]	6.91	1,536	904	632	50	569	438	917	97.1	97.7	103.9
1977 [Dec]	6.81	1,513	894	619	46	568	438	899	97.0	97.7	101.8
1978 [Mar]	6.81	1,502	890	612	45	564	434	893	96.3	96.9	101.2
1978 [June]	6.95	1,544	907	637	49	566	435	929	96.7	97.2	105.3
1978 [Sept]	6.95	1,550	910	639	48	570	439	931	97.4	97.9	105.9
1978 [Dec]	6.88	1,540	903	637	47	571	439	922	97.6	98.0	104.4
1979 [Mar]	6.91	1,532	899	633	46	570	439	917	97.3	97.9	103.8
West Midlands											
1977 [Sept]	9.93	2,207	1,337	870	31	1,164	1,004	1,012	93.6	92.9	104.3
1977 [Dec]	9.98	2,217	1,340	878	30	1,167	1,008	1,021	93.9	93.3	105.2
1978 [Mar]	10.01	2,208	1,336	873	30	1,162	1,003	1,017	93.5	92.8	104.8
1978 [June]	9.96	2,213	1,334	879	31	1,160	1,001	1,022	93.3	92.6	105.2
1978 [Sept]	9.95	2,219	1,337	882	33	1,159	1,000	1,027	93.3	92.5	105.8
1978 [Dec]	9.96	2,230	1,334	896	30	1,153	994	1,046	92.8	91.9	107.8
1979 [Mar]	9.91	2,197	1,320	877	29	1,138	979	1,030	91.6	90.6	106.1
East Midlands											
1977 [Sept]	6.82	1,515	908	607	36	775	603	704	98.3	97.8	107.3
1977 [Dec]	6.83	1,516	903	613	35	774	603	706	98.2	97.7	107.7
1978 [Mar]	6.81	1,503	900	604	32	768	596	703	97.5	96.7	107.2
1978 [June]	6.80	1,511	903	608	35	770	597	706	97.7	96.8	107.6
1978 [Sept]	6.80	1,517	907	610	38	774	600	706	98.2	97.4	107.6
1978 [Dec]	6.81	1,525	905	619	36	771	598	718	97.9	97.0	109.4
1979 [Mar]	6.82	1,512	899	613	32	764	592	716	96.9	96.0	109.2
Yorkshire and Humberside											

EMPLOYMENT Employees in employment: by industry

TABLE 103 THOUSAND

Great Britain SIC 1968	Index of Production Industries* II-XXI	Manufacturing Industries III-XIX	All industries and services†	All employees	Seasonally adjusted	Seasonally adjusted Index (av. 1970 = 100)	All employees	Seasonally adjusted	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
1974 Nov			22,377	9,682	9,629	93.9	7,730	7,684	93.8		347	741	40	442	514	978	160	832	178	788
1974 Dec				9,629	9,589	93.5	7,688	7,649	93.4	381	347	736	40	441	515	976	160	823	177	791
1975 Jan				9,549	9,567	93.2	7,612	7,620	93.0		347	728	40	440	512	973	159	809	176	786
1975 Feb				9,490	9,516	92.8	7,555	7,573	92.5		348	719	40	438	511	970	157	802	175	779
1975 Mar			22,135	9,437	9,478	92.4	7,503	7,533	92.0	370	350	710	40	436	510	966	157	797	175	771
1975 April				9,394	9,438	92.0	7,447	7,483	91.4		351	705	40	433	507	960	156	786	175	768
1975 May				9,352	9,394	91.6	7,389	7,427	90.7		350	702	40	430	505	955	154	777	174	757
1975 June			22,213	9,300	9,332	91.0	7,334	7,369	90.0	388	350	701	39	428	501	949	154	768	174	748
1975 July				9,294	9,288	90.5	7,318	7,319	89.4		349	716	40	430	498	945	153	761	173	741
1975 Aug				9,280	9,256	90.2	7,304	7,288	89.0		349	717	40	430	495	943	152	760	174	741
1975 Sep			22,224	9,251	9,218	89.8	7,280	7,253	88.6	391	349	707	39	428	493	944	152	757	174	742
1975 Oct				9,233	9,189	89.6	7,253	7,218	88.1		348	707	39	425	489	938	152	756	177	737
1975 Nov				9,217	9,166	89.3	7,239	7,193	87.8		348	709	39	423	487	936	151	753	177	736
1975 Dec			22,158	9,193	9,153	89.2	7,214	7,177	87.6	361	347	705	39	423	485	932	151	748	176	738
1976 Jan				9,118	9,134	89.0	7,150	7,157	87.4		348	692	39	419	480	926	150	740	176	735
1976 Feb				9,094	9,119	88.9	7,122	7,140	87.2		347	685	39	419	477	924	149	736	176	733
1976 Mar			21,920	9,070	9,108	88.8	7,104	7,130	87.1	358	346	683	39	419	475	921	148	734	176	732
1976 April				9,042	9,084	88.5	7,089	7,122	87.0		346	684	38	420	472	921	148	732	176	731
1976 May				9,040	9,078	88.5	7,082	7,118	86.9		346	685	38	420	471	918	148	729	176	729
1976 June			22,048	9,056	9,082	88.5	7,099	7,127	87.0	382	346	691	37	421	469	919	148	730	175	733
1976 July				9,098	9,084	88.5	7,142	7,135	87.1		345	709	38	423	470	919	148	732	176	735
1976 Aug				9,110	9,081	88.5	7,156	7,136	87.1		345	712	37	425	472	919	149	732	175	738
1976 Sep			22,126	9,119	9,094	88.6	7,172	7,152	87.3	390	345	704	38	425	475	925	148	735	177	745
1976 Oct				9,145	9,107	88.8	7,198	7,167	87.5		345	707	37	426	476	925	149	739	177	748
1976 Nov				9,153	9,109	88.8	7,209	7,169	87.5		344	707	38	427	476	925	149	741	176	751
1976 Dec			22,176	9,146	9,110	88.8	7,207	7,175	87.6	376	344	705	37	426	477	923	149	742	176	754
1977 Jan				9,100	9,116	88.9	7,171	7,181	87.7		344	696	37	425	477	919	148	738	175	754
1977 Feb				9,089	9,115	88.8	7,180	7,198	87.9		344	693	37	426	476	921	149	738	176	758
1977 Mar			22,008	9,089	9,125	88.9	7,181	7,207	88.0	358	345	692	37	426	476	922	148	738	175	758
1977 April				9,097	9,139	89.1	7,185	7,218	88.1		346	692	37	426	477	924	149	739	175	757
1977 May				9,100	9,139	89.1	7,189	7,226	88.2		346	694	37	427	476	923	149	737	176	757
1977 June			22,172	9,119	9,145	89.1	7,205	7,232	88.3	381	347	702	37	427	476	923	149	737	175	759
1977 July				9,156	9,141	89.1	7,240	7,231	88.3		345	715	37	429	478	926	150	742	175	761
1977 Aug				9,160	9,132	89.0	7,241	7,221	88.2		343	716	37	430	478	928	150	742	175	761
1977 Sep			22,227	9,157	9,131	89.0	7,242	7,221	88.2	389	341	706	37	431	479	933	150	742	177	767
1977 Oct				9,150	9,112	88.8	7,241	7,210	88.0		341	704	37	430	477	933	150	744	177	770
1977 Nov				9,151	9,108	88.8	7,241	7,202	88.0		341	704	37	431	476	934	149	744	176	772
1977 Dec			22,206	9,140	9,104	88.7	7,232	7,200	88.0	368	341	702	37	431	476	934	149	744	176	772
1978 Jan				9,098	9,114	88.8	7,191	7,201	88.0		341	694	37	428	473	932	149	741	175	769
1978 Feb				9,093	9,119	88.9	7,187	7,204	88.0		341	689	37	428	472	929	149	742	175	770
1978 Mar			22,056	9,081	9,117	88.9	7,176	7,202	87.9	357	342	689	37	429	470	928	148	741	175	769
1978 April				9,066	9,110	88.8	7,162	7,196	87.9		342	689	37	429	467	927	147	740	174	765
1978 May				9,061	9,103	88.7	7,151	7,191	87.8		342	689	37	428	462	926	147	739	175	765
1978 June			22,221	9,076	9,104	88.7	7,161	7,190	87.8	377	341	696	36	429	459	925	147	740	175	764
1978 July				9,114	9,101	88.7	7,194	7,187	87.8		340	708	37	432	458	925	148	742	174	765
1978 Aug				9,112	9,090	88.6	7,191	7,176	87.6		336	709	37	434	458	924	148	744	174	764
1978 Sep			22,311	9,108	9,083	88.5	7,187	7,166	87.5	391	335	701	37	434	458	928	148	745	174	767
1978 Oct				9,102	9,064	88.3	7,178	7,147	87.3		335	700	37	433	455	924	148	747	174	767
1978 Nov				9,102	9,060	88.3	7,178	7,140	87.2		334	698	37	433	454	923	149	747	174	765
1978 Dec			22,400	9,089	9,053	88.2	7,167	7,135	87.1	373	333	694	37	433	454	922	149	745	173	763
1979 Jan				9,043	9,059	88.3	7,119	7,129	87.0		334	682	36	430	452	918	149	742	172	761
1979 Feb				9,003	9,029	88.0	7,100	7,118	86.9		334	676	36	430	449	915	149	741	171	759
1979 Mar			22,162	8,995	9,031	88.0	7,089	7,115	86.9	356	334	677	36	430	448	912	148	739	169	758
1979 April				8,989	9,033	88.0	7,077	7,112	86.8		334	679	36	431	446	909	148	736	168	760
1979 May				9,001	9,045	88.2	7,075	7,116	86.9		333	682	36	431	446	906	148	735	168	760
1979 June				9,020	9,048	88.2	7,079	7,109	86.8		334	689	37	432	444	902	148	734	166	760
1979 July				9,067	9,055	88.3	7,111	7,105	86.8		334	700	37	433	445	902	149	737	166	762

* Excludes private domestic service.
† These figures cover only a proportion of national and local government employees. They exclude those engaged in, for example, building, education and health, which are activities separately identified elsewhere in the classification. They include employees in police forces, fire brigades and other national and local government services which are not activities identified elsewhere. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in the *Employment Gazette*.

EMPLOYMENT Employees in employment: by industry

TABLE 103 (continued) THOUSAND

Great Britain SIC 1968	Index of Production Industries* II-XXI	Manufacturing Industries III-XIX	All industries and services†	All employees	Seasonally adjusted	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	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†
1974 Nov			22,377	9,682	9,629	93.9	7,730	7,684	93.8		347	741	40	4																			

UNEMPLOYMENT

Summary

TABLE 104

UNITED KINGDOM	UNEMPLOYED													Adult students registered for vacation employment (not included in previous columns)
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED EXCLUDING SCHOOL LEAVERS				
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Actual	Seasonally adjusted†	Change since previous month	Average change over 3 months ended	Male	Female	Percentage rate*		
1974 Aug 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	
Sep 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	
Oct 14e	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	
Nov 11e	2.8	653.0	539.4	113.6	9.4	643.6	648.9	2.8	10.8	10.8	542.2	106.7	—	
Dec 9	—	—	—	—	—	—	—	—	—	—	—	—	—	
1975 Jan 20e	3.3	771.8	635.1	136.7	9.1	762.7	703.1	3.0	—	—	581.2	121.9	4.6	
Feb 10	3.4	791.8	650.2	141.6	9.3	782.4	733.8	3.1	30.7	—	605.2	128.6	—	
Mar 10	3.4	802.6	657.7	144.9	6.7	795.9	768.8	3.3	35.0	—	630.2	138.6	0.1	
April 14	3.6	845.0	690.2	154.9	21.8	823.2	812.1	3.4	43.3	36.3	663.7	148.4	94.8	
May 12	3.6	850.3	693.9	156.4	15.8	834.5	858.5	3.6	46.4	41.6	698.2	160.3	—	
June 9	3.7	866.1	706.6	159.4	19.9	846.1	905.0	3.8	46.5	45.4	733.2	171.8	3.8	
July 14	4.2	990.1	784.5	205.6	62.1	927.9	960.5	4.1	55.5	49.5	775.5	185.0	97.8	
Aug 11	4.9	1,151.0	885.2	265.8	165.6	985.4	993.2	4.2	32.7	44.9	798.8	194.4	99.3	
Sep 8	4.9	1,145.5	883.3	262.2	124.2	1,021.3	1,030.1	4.4	36.9	41.7	826.0	204.1	103.8	
Oct 9†	4.9	1,147.3	888.8	258.5	69.6	1,077.6	1,088.7	4.6	58.6	42.7	865.9	222.8	18.1	
Nov 13	5.0	1,168.9	909.0	259.9	43.8	1,125.1	1,129.4	4.8	40.7	45.4	895.4	234.0	—	
Dec 11	5.1	1,200.8	940.5	260.3	35.0	1,165.8	1,166.5	4.9	37.1	45.5	923.1	243.4	10.7	
1976 Jan 8e	5.5	1,303.2	1,017.4e	285.8e	40.7	1,262.6	1,196.6	5.0	30.1	36.0	942.3e	254.3e	127.1	
Feb 10	5.5	1,304.4	1,014.6	289.8	30.1	1,274.3	1,227.9	5.1	31.3	32.8	959.9	268.0	—	
Mar 11	5.4	1,284.9	997.7	287.2	23.4	1,261.5	1,243.6	5.2	15.7	25.7	967.2	276.4	0.1	
April 8	5.4	1,281.1	994.2	287.0	22.7	1,258.4	1,258.3	5.3	14.7	20.6	975.7	282.6	179.3	
May 13	5.3	1,271.8	982.9	288.9	37.8	1,234.1	1,270.9	5.3	12.6	14.3	982.0	298.9	0.3	
June 10	5.6	1,331.8	1,009.4	322.4	122.9	1,208.9	1,278.6	5.4	7.7	11.7	984.3	294.4	6.0	
July 8	6.1	1,463.5	1,071.2	392.2	208.5	1,255.0	1,281.5	5.4	2.9	7.7	981.4	300.1	108.8	
Aug 12	6.3	1,502.0	1,093.2	408.8	203.4	1,298.6	1,292.5	5.4	11.0	7.2	983.8	308.8	122.7	
Sep 9	6.1	1,455.7	1,059.8	395.9	149.8	1,305.9	1,297.7	5.4	5.2	6.4	983.7	314.0	131.8	
Oct 14	5.8	1,377.1	1,010.0	367.1	82.7	1,294.4	1,296.9	5.4	-0.8	-5.1	980.3	316.6	9.1	
Nov 11	5.7	1,371.0	—	—	51.0	1,320.0	1,317.5	5.5	—	—	—	—	—	—
Dec 9e	5.7	1,371.0	—	—	—	—	—	—	—	—	—	—	—	
1977 Jan 13	6.0	1,448.2	1,074.1	374.1	51.0	1,397.2	1,330.1	5.5	12.6	—	994.2	335.9	10.3	
Feb 10	5.9	1,421.8	1,055.5	366.3	41.8	1,380.0	1,333.5	5.5	3.4	—	995.1	338.4	—	
Mar 10	5.7	1,383.5	1,028.5	355.0	33.3	1,350.1	1,336.3	5.5	2.8	6.3	994.8	341.6	—	
April 14	5.8	1,392.3	1,032.4	359.9	53.6	1,338.7	1,344.0	5.6	7.7	4.6	999.4	344.6	92.8	
May 12	5.6	1,341.7	994.3	347.4	45.1	1,296.6	1,339.7	5.6	-4.3	2.1	992.8	346.9	0.9	
June 9	6.0	1,450.1	1,050.8	399.2	149.0	1,301.1	1,376.5	5.7	36.8	13.4	1,015.9	360.6	6.7	
July 14	6.7	1,622.4	1,132.7	489.6	253.4	1,369.0	1,395.1	5.8	18.6	17.0	1,023.3	371.8	133.4	
Aug 11	6.8	1,635.8	1,143.5	492.3	231.4	1,404.4	1,396.8	5.8	1.7	19.0	1,024.0	372.8	130.3	
Sep 8	6.7	1,609.1	1,124.3	484.8	175.6	1,433.5	1,417.5	5.9	20.7	13.7	1,035.3	382.2	145.2	
Oct 13	6.3	1,518.3	1,070.8	447.6	98.6	1,419.7	1,421.9	5.9	4.4	8.9	1,036.4	385.5	13.4	
Nov 10	6.2	1,499.1	1,063.2	435.9	73.5	1,425.6	1,423.6	5.9	1.7	8.9	1,035.7	387.9	—	
Dec 8	6.1	1,480.8	1,060.7	420.1	58.4	1,422.4	1,421.0	5.9	-2.6	1.2	1,032.6	388.4	3.0	
1978 Jan 12	6.4	1,548.5	1,114.8	433.8	61.1	1,487.4	1,421.7	5.9	0.7	-0.1	1,031.5	390.1	16.3	
Feb 9	6.2	1,508.7	1,089.6	419.1	49.7	1,459.0	1,413.9	5.9	-7.8	-3.2	1,026.3	387.7	0.6	
Mar 9	6.0	1,461.0	1,058.4	402.6	40.2	1,420.7	1,411.4	5.8	-2.5	-3.2	1,023.9	387.5	0.2	
April 13	6.0	1,451.8	1,045.4	406.4	60.8	1,391.0	1,403.0	5.8	-8.4	-6.2	1,012.8	390.2	53.0	
May 11	5.7	1,386.8	1,001.1	385.7	48.2	1,338.6	1,384.8	5.7	-18.2	-9.7	999.9	384.9	1.2	
June 8	6.0	1,446.1	1,022.9	423.1	145.6	1,300.5	1,378.1	5.7	-6.7	-11.1	990.3	387.7	6.8	
July 6	6.6	1,585.8	1,087.3	498.5	243.3	1,342.5	1,370.2	5.7	-7.9	-10.9	983.5	386.7	117.5	
Aug 10	6.7	1,608.3	1,099.0	509.3	222.1	1,386.2	1,373.4	5.7	3.2	-3.8	981.3	392.1	127.0	
Sep 14	6.3	1,517.7	1,041.1	476.6	139.2	1,378.5	1,360.2	5.6	-13.2	-6.0	970.5	389.7	140.7	
Oct 12	5.9	1,429.5	989.7	439.8	82.0	1,347.5	1,349.9	5.6	-10.3	-6.8	962.1	387.8	21.3	
Nov 9	5.8	1,392.0	970.4	421.6	57.1	1,334.9	1,331.7	5.5	-18.2	-13.9	949.3	382.4	—	
Dec 7	5.6	1,364.3	962.5	401.8	43.2	1,321.1	1,319.6	5.5	-12.1	-13.5	941.1	378.5	1.1	
1979 Jan 11	6.0	1,455.3	1,034.8	420.5	47.4	1,407.8	1,342.1	5.6	22.5	-2.6	957.2	384.9	33.4	
Feb 8	6.0	1,451.9	1,039.5	412.4	39.4	1,412.5	1,366.5	5.7	24.4	11.6	979.5	386.9	0.4	
Mar 8	5.8	1,402.3	1,005.5	396.8	31.2	1,371.1	1,361.5	5.6	-5.0	14.0	974.5	387.0	—	
April 5	5.5	1,340.6	959.2	381.4	25.8	1,314.8	1,327.4	5.5	-34.1	-4.9	944.9	382.5	56.3	
May 10	5.4	1,299.3	922.1	377.2	39.3	1,260.0	1,306.4	5.4	-21.0	-20.0	924.3	382.1	0.4	
June 14	5.6	1,343.9	930.2	413.7	143.8	1,200.1	1,278.7	5.3	-27.7	-27.6	897.5	381.2	9.8	
July 12	6.1	1,464.0	980.5	483.5	215.4	1,248.6	1,278.7	5.3	—	-16.2	891.8	386.8	121.5	
Aug 9	6.0	1,455.5	974.9	480.6	183.5	1,272.0	1,264.7	5.2	-14.0	-13.9	880.0	384.7	114.7	

* 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.
 † From October 1975 onwards, the day of the count was changed from Monday to Thursday. Adjustments to take into account amendments—in respect of the numbers unemployed on the statistical date—notified during the four days following the date of the count were discontinued.
 ‡ The seasonally adjusted series from January 1976 onwards has been calculated as described on page 479 of the May 1979 issue of *Employment Gazette*.

UNEMPLOYMENT

Summary:

TABLE 105

GREAT BRITAIN	UNEMPLOYED													Adult students registered for vacation employment (not included in previous columns)
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED EXCLUDING SCHOOL LEAVERS				
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Actual	Seasonally adjusted†	Change since previous month	Average change over 3 months ended	Male	Female	Percentage rate*		
1974 Aug 12	2.8	628.7	517.5	111.2	56.0	572.7	588.0	2.6	21.8	13.5	495.6	92.4	27.6	
Sep 9	2.7	617.8	509.3	108.5	33.4	584.4	598.5	2.6	10.5	12.6	502.4	96.1	29.3	
Oct 14e	2.7	610.3	507.0	103.2	13.4	596.8	608.4	2.7	9.9	14.1	512.6	95.8	2.3	
Nov 11e	2.7	621.4	516.3	105.1	8.0	613.4	618.5	2.7	10.1	10.2	519.7	98.8	—	
Dec 9	—	—	—	—	—	—	—	—	—	—	—	—	—	
1975 Jan 20e	3.2	738.0	610.0	128.0	8.0	730.0	672.3	2.9	—	—	558.5	113.8	4.0	
Feb 10	3.3	757.1	624.6	132.5	8.4	748.7	701.2	3.0	28.9	—	581.4	119.8	—	
Mar 10	3.3	768.4	632.8	135.6	5.8	762.6	735.7	3.2	34.5	—	606.3	129.4	—	
April 14	3.5	808.2	663.3	144.9	19.9	788.3	777.0	3.4	41.3	34.9	638.1	138.9	91.5	
May 12	3.5	813.1	666.9	146.2	14.3	798.8	821.6	3.6	44.6	40.1	671.5	150.1	—	
June 9	3.6	828.5	679.6	148.9	18.4	810.1	867.4	3.8	45.8	43.9	706.1	161.3	2.8	
July 14	4.1	944.4	753.0	191.3	55.3	889.1	921.9	4.0	54.5	48.3	747.7	174.2	92.0	
Aug 11	4.8	1,102.0	851.5	250.5	158.2	943.8								

UNEMPLOYMENT By region

TABLE 106

													THOUSAND	
													Adult students registered for vacation employment (not included in previous columns)	
UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS									
Percentage rate*	Number	Male	Female	School leavers included in unemployed	Number	Seasonally adjusted†	Actual	Percentage rate*	Change since previous month	Average change over 3 months ended	Male	Female		
SOUTH EAST‡														
1978 Aug 10	4.5	343.1	245.3	97.9	34.9	308.2	305.4	4.0	1.0	-1.1	225.3	80.1	26.5	
Sep 14	4.3	325.1	232.7	92.4	19.4	305.7	299.1	3.9	-6.3	-2.4	220.4	78.7	30.3	
Oct 12	4.0	303.7	219.7	84.0	10.0	293.6	293.8	3.9	-5.3	-3.5	217.5	76.3	5.0	
Nov 9	3.9	293.0	213.9	79.1	6.4	286.6	286.7	3.8	-7.1	-6.2	213.2	73.5	—	
Dec 7	3.7	284.2	210.1	74.2	4.4	279.9	281.1	3.7	-5.6	-6.0	209.3	71.8	0.3	
1979 Jan 11	4.0	305.4	227.6	77.8	4.2	301.2	284.2	3.7	3.1	-3.2	212.1	72.0	9.5	
Feb 8	4.0	302.6	226.4	76.2	3.6	299.0	287.5	3.8	3.3	0.3	215.4	71.1	—	
Mar 8	3.8	292.4	218.9	73.5	2.8	289.6	287.0	3.8	-0.5	2.0	214.4	72.6	—	
April 5	3.7	277.9	208.2	69.7	2.4	275.5	276.6	3.6	-10.4	-2.5	205.6	71.0	14.2	
May 10	3.5	267.4	199.4	67.9	4.7	262.7	273.5	3.6	-3.1	-4.7	202.8	70.6	—	
June 14	3.5	265.9	194.5	71.4	18.7	247.1	266.3	3.5	-7.2	-6.9	195.4	71.0	0.5	
July 12	3.8	290.0	204.9	85.1	32.0	258.0	266.6	3.5	0.3	-3.3	193.8	72.8	23.5	
Aug 9	3.8	292.4	206.1	86.3	27.2	265.2	262.1	3.4	-4.5	-3.8	190.1	72.0	22.2	
EAST ANGLIA														
1978 Aug 10	5.1	37.3	26.2	11.1	4.2	33.1	34.0	4.7	-0.1	-0.1	25.0	9.1	2.6	
Sep 14	4.8	34.9	24.6	10.3	2.4	32.5	33.3	4.6	-0.7	-0.2	24.4	8.9	2.7	
Oct 12	4.6	33.3	23.6	9.7	1.3	32.0	32.8	4.5	-0.5	-0.4	24.1	8.8	0.1	
Nov 9	4.6	33.1	23.7	9.5	0.8	32.3	32.8	4.5	—	-0.4	24.0	8.8	—	
Dec 7	4.5	32.9	23.9	9.0	0.6	32.3	32.3	4.4	-0.5	-0.3	23.7	8.6	0.2	
1979 Jan 11	5.0	36.2	26.6	9.7	0.5	35.7	33.6	4.6	1.3	0.3	24.5	9.1	1.2	
Feb 8	5.0	36.4	27.0	9.3	0.5	35.9	33.5	4.6	-0.1	0.2	24.6	8.9	—	
Mar 8	4.9	35.5	26.3	9.2	0.4	35.1	33.5	4.6	—	0.4	24.6	8.9	—	
April 5	4.6	33.6	24.8	8.7	0.3	33.2	32.2	4.4	-1.3	-0.5	23.6	8.6	2.1	
May 10	4.3	31.3	23.0	8.3	0.7	30.6	31.0	4.3	-1.2	-0.8	22.7	8.3	—	
June 14	4.2	30.8	21.9	9.0	2.8	28.0	29.9	4.1	-1.1	-1.2	21.5	8.4	0.1	
July 12	4.4	31.9	21.8	10.1	3.8	28.0	29.7	4.1	-0.2	-0.8	21.3	8.4	2.3	
Aug 9	4.3	31.6	21.7	9.9	3.0	28.5	29.4	4.0	-0.3	-0.5	21.1	8.4	2.4	
SOUTH WEST														
1978 Aug 10	6.7	110.2	76.9	33.3	13.5	96.7	101.1	6.1	0.6	-0.5	72.5	28.6	8.4	
Sep 14	6.3	104.1	72.8	31.4	7.6	96.5	99.6	6.1	-1.5	-0.3	71.3	28.3	10.1	
Oct 12	6.2	102.7	71.5	31.1	4.5	98.2	98.3	6.0	-1.3	-0.7	70.3	28.0	1.0	
Nov 9	6.2	102.4	71.2	31.2	3.1	99.3	96.4	5.9	-1.9	-1.6	68.8	27.6	—	
Dec 7	6.1	100.1	70.3	29.9	2.2	97.9	94.8	5.8	-1.6	-1.6	67.4	27.4	0.1	
1979 Jan 11	6.5	106.3	75.0	31.3	2.1	104.2	96.3	5.9	1.5	-0.7	68.4	27.9	2.2	
Feb 8	6.4	105.2	74.6	30.6	1.7	103.5	96.7	5.9	0.4	0.1	69.0	27.7	—	
Mar 8	6.1	99.9	70.6	29.3	1.4	98.5	94.0	5.7	-2.7	-0.3	66.5	27.5	—	
April 5	5.8	95.3	67.4	27.8	1.2	94.1	92.7	5.6	-1.3	-1.2	65.5	27.2	4.6	
May 10	5.4	89.1	63.1	26.0	2.0	87.1	90.9	5.5	-1.8	-1.9	63.9	27.0	—	
June 14	5.4	88.8	62.4	26.4	9.2	79.6	88.2	5.4	-2.7	-1.9	62.2	26.0	0.2	
July 12	5.8	94.7	64.5	30.2	12.7	82.0	88.6	5.4	0.4	-1.4	62.0	26.6	7.8	
Aug 9	5.7	94.6	64.3	30.3	10.4	84.2	88.6	5.4	—	-0.8	61.8	26.9	7.6	
WEST MIDLANDS														
1978 Aug 10	6.5	150.9	100.6	50.3	25.8	125.1	121.0	5.2	1.0	—	85.4	35.6	13.3	
Sep 14	6.0	140.3	93.6	46.7	16.1	124.2	119.0	5.1	-2.0	-0.6	84.0	35.0	14.2	
Oct 12	5.5	129.0	87.5	41.5	8.9	120.1	119.1	5.1	0.1	-0.3	84.1	35.0	2.8	
Nov 9	5.3	124.0	85.0	39.0	5.9	118.1	118.3	5.1	-0.8	-0.9	83.7	34.6	—	
Dec 7	5.2	120.4	83.7	36.7	4.1	116.3	117.9	5.0	-0.4	-0.4	83.1	34.8	0.1	
1979 Jan 11	5.4	126.0	88.2	37.8	3.7	122.3	119.1	5.1	1.2	—	83.9	35.3	2.2	
Feb 8	5.4	126.0	89.2	36.7	2.9	123.1	121.6	5.2	2.5	1.1	86.4	35.2	—	
Mar 8	5.3	122.9	87.4	35.5	2.2	120.6	121.6	5.2	—	1.2	86.3	35.3	—	
April 5	5.1	119.3	84.6	34.7	1.9	117.4	119.6	5.1	-2.0	0.2	84.6	35.0	4.1	
May 10	5.0	117.7	82.8	34.9	3.6	114.1	118.7	5.1	-0.9	-1.0	83.5	35.2	—	
June 14	5.2	121.5	84.1	37.5	10.8	110.7	116.9	5.0	-1.8	-1.6	82.1	34.8	0.4	
July 12	6.1	143.1	94.3	48.8	26.0	117.1	117.1	5.0	0.2	-0.8	81.5	35.6	12.3	
Aug 9	6.0	141.0	92.8	48.2	21.7	119.3	115.0	4.9	-2.1	-1.2	79.3	35.7	12.0	

* † ‡ See footnotes at end of table.

UNEMPLOYMENT By region

Table 106 (continued)

													THOUSAND	
													Adult students registered for vacation employment (not included in previous columns)	
UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS									
Percentage rate*	Number	Male	Female	School leavers included in unemployed	Number	Seasonally adjusted†	Actual	Percentage rate*	Change since previous month	Average change over 3 months ended	Male	Female		
WALES														
1978 Aug 10	9.3	101.0	67.7	33.3	16.6	84.5	85.9	7.9	0.7	0.4	60.4	25.4	9.3	
Sep 14	8.7	95.1	63.8	31.3	11.0	84.1	84.5	7.7	-1.4	-0.1	59.4	25.2	10.5	
Oct 12	8.4	91.4	61.6	29.8	6.8	84.5	84.0	7.7	-0.5	-0.4	58.6	25.4	1.0	
Nov 9	8.2	89.2	60.1	29.2	5.0	84.2	83.0	7.6	-1.0	-1.0	57.5	25.5	—	
Dec 7	8.0	87.9	60.3	27.6	4.0	83.9	82.0	7.5	-1.0	-0.8	57.1	24.8	—	
1979 Jan 11	8.5	92.5	64.4	28.1	3.6	88.9	84.3	7.7	2.3	0.1	59.1	25.2	1.3	
Feb 8	8.4	91.9	64.3	27.5	2.9	88.9	85.9	7.9	1.6	1.0	60.4	25.5	—	
Mar 8	8.1	88.5	62.1	26.4	2.4	86.0	85.1	7.8	-0.8	1.0	60.1	25.1	—	
April 5	7.7	84.2	58.7	25.5	2.1	82.1	82.0	7.5	-3.1	-0.8	57.4	24.7	4.6	
May 10	7.6	83.0	56.7	26.3	3.9	79.1	81.4	7.5	-3.1	-1.5	55.9	25.5	—	
June 14	7.3	80.0	54.1	25.9	5.7	74.3	79.1	7.2	-2.3	-2.0	54.1	25.0	0.2	
July 12	8.4	91.3	58.9	32.4	15.4	75.9	79.1	7.2	—	-1.0	53.4	25.6	9.5	
Aug 9	8.3	90.6	58.5	32.2	14.3	76.4	77.8	7.1	-1.3	-1.2	52.3	25.4	8.9	
SCOTLAND														
1978 Aug 10	8.5	192.8	126.5	66.4	24.6	168.2	168.6	7.4	-0.3	-0.5	113.1	55.6	12.3	
Sep 14	7.9	179.9	118.2	61.7	15.2	164.7	168.0	7.4	-0.6	-0.5	112.6	55.4	14.1	
Oct 12	7.7	175.6	115.3	60.3	10.5	165.1	168.4	7.4	0.4	-0.2	112.4	56.0	2.4	
Nov 9	7.7	173.9	114.5	59.4	7.7	166.2	166.4	7.3	-2.0	-0.7	111.2	55.2	—	
Dec 7	7.6	171.7	114.2	57.5	6.0	165.7	164.5	7.3	-1.9	-1.2	109.9	54.7	—	
1979 Jan 11	8.4	190.3	126.9	63.4	13.0	177.3	166.1	7.3	1.6	-0.8	110.9	55.2	4.4	
Feb 8	8.5	191.7	128.7	63.0	11.3	180.4	172.9	7.6	6.8	2.2	116.2	56.7	0.4	
Mar 8	8.1	183.0	123.3	59.7	8.3	174.7	170.9	7.5	-2.0	2.1	115.3	55.5	—	
April 5	7.7	175.6	117.7	57.9	6.7	168.9	169.1	7.5	-1.8	1.0	113.3	55.8	9.4	
May 10	7.3	165.4	109.7	55.7	4.9	160.5	165.9	7.3	-3.2	-2.3	110.1	55.8	0.3	
June 14	8.1	182.8	117.5	65.3	25.5	157.2	164.5	7.3	-1.4	-2.1	108.2	56.3	4.0	
July 12	8.3	187.4	119.4	68.0	24.7	162.7	166.7	7.4	2.2	-0.8	108.5	58.2	12.5	
Aug 9	8.2	186.0	119.3	66.7	20.7	165.3	165.7	7.3	-1.0	-0.1	108.1	57.6	11.9	
NORTHERN IRELAND														
1978 Aug 10	13.0	73.9	48.9	25.0	11.2	62.7	61.1	10.8	0.3	0.4	42.3	18.8	7.0	
Sep 14	12.5	71.0												

UNEMPLOYMENT By region

TABLE 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							THOUSAND Adult students registered for vacation employment (not included in previous columns)
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Number	Seasonally adjusted†				Male	Female	
							Actual	Percentage rate*	Change since previous month	Average change over 3 months ended			
EAST MIDLANDS													
1978	5.5	88.0	60.3	27.7	10.8	77.2	75.5	4.7	-0.7	-0.1	54.3	21.2	7.8
Aug 10	5.2	82.6	57.3	25.3	6.0	76.6	74.7	4.7	-0.8	-0.3	53.8	20.8	8.3
Sep 14													
Oct 12	4.8	77.0	54.0	23.0	3.0	74.0	74.9	4.7	0.2	-0.4	54.2	20.7	1.4
Nov 9	4.7	74.7	53.0	21.7	1.9	72.9	74.1	4.7	-0.8	-0.5	53.5	20.6	—
Dec 7	4.7	74.1	53.4	20.7	1.3	72.8	73.8	4.6	-0.3	-0.3	53.5	20.3	—
1979	4.9	78.5	57.2	21.3	1.2	77.3	73.8	4.6	—	-0.4	53.7	20.1	2.6
Jan 11	5.0	78.8	57.9	20.9	1.0	77.8	75.2	4.7	1.4	0.4	55.0	20.2	—
Feb 8	4.8	77.2	57.1	20.1	0.9	76.3	75.2	4.7	—	0.5	55.4	19.9	—
Mar 8													
April 5	4.5	72.1	52.9	19.3	0.7	71.5	71.8	4.5	-3.4	-0.7	52.3	19.5	3.9
May 10	4.5	70.9	51.5	19.4	1.5	69.4	71.9	4.5	0.1	-1.1	51.9	20.0	—
June 14	4.7	74.5	52.6	21.9	8.6	65.9	70.3	4.4	-1.6	-1.6	50.5	19.8	0.1
July 12	5.0	79.0	53.9	25.1	11.4	67.6	68.4	4.3	-1.9	-1.1	49.1	19.3	7.3
Aug 9	4.9	78.4	53.6	24.8	9.0	69.4	67.6	4.2	-0.8	-1.4	48.3	19.3	7.2
YORKSHIRE AND HUMBERSIDE													
1978	6.7	140.9	95.1	45.8	22.1	118.8	118.9	5.6	2.6	0.6	85.1	33.9	12.7
Aug 10	6.3	133.7	90.9	42.8	14.4	119.3	117.3	5.6	-1.6	0.3	84.1	33.2	13.5
Sep 14													
Oct 12	5.9	124.0	85.8	38.2	8.0	116.0	115.6	5.5	-1.7	-0.2	82.9	32.7	0.9
Nov 9	5.7	120.2	84.2	36.0	5.2	115.0	114.8	5.4	-0.8	-1.4	82.4	32.4	—
Dec 7	5.6	118.0	83.8	34.2	3.8	114.1	113.4	5.4	-1.4	-1.3	81.5	31.9	—
1979	5.9	125.5	89.9	35.6	3.6	121.9	115.8	5.5	2.4	0.1	83.3	32.5	2.1
Jan 11	5.9	125.4	90.8	34.6	2.8	122.5	117.8	5.6	2.0	1.0	85.5	32.3	—
Feb 8	5.8	122.6	88.7	34.0	2.3	120.3	118.9	5.6	1.1	1.8	86.2	32.8	—
Mar 8													
April 5	5.5	115.7	83.5	32.2	1.9	113.8	114.9	5.4	-4.0	-0.3	82.9	32.1	4.7
May 10	5.3	112.9	80.4	32.6	3.9	109.1	113.3	5.4	-1.6	-1.5	80.8	32.5	—
June 14	5.5	117.0	80.3	36.6	14.4	102.5	109.1	5.2	-4.2	-3.3	77.1	32.0	0.8
July 12	6.1	129.4	85.2	44.1	22.6	106.7	110.7	5.5	1.6	-1.4	77.3	33.4	13.7
Aug 9	6.1	128.5	84.1	44.3	19.0	109.5	109.4	5.2	-1.3	-1.3	76.0	33.5	12.2
NORTH WEST													
1978	8.3	237.3	161.9	75.4	35.7	201.6	200.8	7.1	3.1	1.5	142.8	58.0	19.4
Aug 10	7.9	224.8	154.5	70.3	24.1	200.6	197.7	6.9	-3.1	0.5	141.5	56.2	20.5
Sep 14													
Oct 12	7.3	208.9	145.2	63.7	14.8	194.1	195.3	6.9	-2.4	-0.8	139.4	55.9	2.9
Nov 9	7.1	203.3	142.1	61.2	11.0	192.3	191.9	6.7	-3.4	-3.0	137.0	54.9	—
Dec 7	6.9	197.7	139.1	58.6	8.8	188.8	188.1	6.6	-3.8	-3.2	134.4	53.7	0.1
1979	7.3	208.8	147.8	61.0	8.2	200.6	192.6	6.8	4.5	-0.9	137.4	55.2	4.5
Jan 11	7.3	208.5	148.2	60.3	6.8	201.7	196.1	6.9	3.5	1.4	140.2	55.9	—
Feb 8	7.0	200.2	142.4	57.7	5.4	194.8	194.7	6.8	-1.4	2.2	138.9	55.8	—
Mar 8													
April 5	6.8	192.9	137.5	55.5	4.4	188.5	189.4	6.7	-5.3	-1.1	134.9	54.5	5.6
May 10	6.7	191.1	135.5	55.6	7.0	184.0	189.8	6.7	0.4	-2.1	134.6	55.3	—
June 14	7.1	200.7	138.4	62.3	24.7	176.0	185.3	6.5	-4.5	-3.1	130.0	55.4	0.6
July 12	7.6	217.6	146.2	71.4	33.3	184.3	186.0	6.5	0.7	-1.1	129.9	56.1	18.8
Aug 9	7.6	215.8	144.4	71.3	28.5	187.3	186.3	6.5	0.3	-1.2	129.2	57.1	17.9
NORTH													
1978	9.6	132.8	89.6	43.2	22.6	110.2	111.0	8.0	1.0	—	78.5	32.5	7.6
Aug 10	9.1	126.2	85.2	40.9	14.4	111.8	111.2	8.0	0.2	0.5	78.7	32.6	9.4
Sep 14													
Oct 12	8.6	119.4	81.8	37.6	8.5	110.8	110.9	8.0	-0.3	0.3	78.3	32.6	1.0
Nov 9	8.5	117.0	81.2	35.8	6.1	110.9	110.2	8.0	-0.7	-0.3	78.1	32.1	—
Dec 7	8.4	116.3	81.7	34.5	4.7	111.6	110.5	8.0	0.3	-0.2	78.7	31.8	0.3
1979	8.8	121.6	86.4	35.3	4.2	117.5	112.3	8.1	1.8	0.5	80.0	32.2	2.0
Jan 11	8.8	121.3	86.8	34.5	3.3	118.0	114.2	8.3	2.1	1.4	82.0	32.5	—
Feb 8	8.5	117.8	84.5	33.2	2.7	115.1	114.2	8.3	-0.2	1.2	81.9	32.2	—
Mar 8													
April 5	8.2	113.2	80.9	32.3	2.3	110.9	111.6	8.1	-2.6	-0.2	79.6	32.0	2.6
May 10	7.9	109.6	77.3	32.3	3.9	105.8	109.4	7.9	-2.2	-1.7	77.1	32.2	—
June 14	8.6	119.1	81.4	37.6	16.5	102.6	107.3	7.8	-2.1	-2.3	75.4	31.9	0.2
July 12	9.2	127.8	84.6	43.1	22.3	105.5	107.8	7.8	0.5	-1.3	74.7	33.1	8.0
Aug 9	9.0	125.0	83.2	41.8	19.4	105.6	106.4	7.7	-1.4	-1.0	73.6	32.8	6.9

* † See footnotes at end of table.

UNEMPLOYMENT Duration and age

TABLE 107

	THOUSAND									
	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	All unemployed	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	All unemployed
1974	151	8	303	87	549	159	8	325	89	581
July 8	198	9	344	88	639	205	9	367	90	671
Aug 12	163	9	366	90	628	171	9	388	92	660
Sep 9										
Oct 14	166	9	354	91	620	172	9	377	93	651
Nov 11	154	9	372	92	627	160	9	397	94	660
Dec 9										
1975	174	10	485	96	738	180	10	512	98	800
Jan 20	162	9	509	97	777	168	9	535	99	811
Feb 10										
Mar 10										
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	996
Aug 11	322	12	679	104	1,117	332	12	716	106	1,166
Sep 8	227	12	767	109	1,115	237	12	805	111	1,165
Oct 9	231	12	746	110	1,099	239	12	787	112	1,150
Nov 13	213	12	783	112	1,120	221	12	822	114	1,169
Dec 11	198	11	826	118	1,153	205	11	865	120	1,201
1976	196	11	923	122	1,252	202	11	973	124	1,310
Jan 8	202	11	918	122	1,253	209	11	960	124	1,304
Feb 12	182	10	921	122	1,235	189	10	962	124	1,285
Mar 11										
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
Aug 12	247	11	1,056	126	1,440	256	11	1,107	128	1,502
Sep 9	226	11	1,032	126	1,395	235	11	1,082	128	1,456
Oct 14	240	10	946	125	1,321	248	10	992	127	1,377
Nov 11	...	...	...	...	1,316	...	...	...	...	1,371
Dec 9										
1977	197	10	1,053	130	1,390	203	10			

UNEMPLOYMENT* By industry: excluding school leavers

TABLE 108

GREAT BRITAIN	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services XXIV-XXVI	Public administration and defence XXVII	Others not classified by industry	All unemployed†
SIC 1968	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
Number (thousand)											
1975 May	14.9	15.5	248.4	148.6	6.3	44.7	80.8	125.0	41.2	83.4	798.8
1975 Aug	16.8	16.6	293.4	163.6	6.9	48.6	95.2	148.3	45.3	123.6	943.8
1975 Nov	20.5	17.0	318.0	184.7	7.7	56.8	107.3	191.1	52.7	123.7	1,079.7
1976 Feb	24.4	17.5	357.1	221.7	8.7	64.4	128.8	209.0	56.8	136.9	1,225.4
1976 May	22.0	17.1	353.6	206.6	8.6	60.3	125.8	192.8	56.6	141.8	1,185.3
1976 Aug	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1976 Nov	...	...	...	...	...	...	...	...	...	...	...
1977 Feb	26.7	17.0	342.3	227.4	9.0	64.1	141.0	234.9	70.0	192.6	1,325.8
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 Aug	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1977 Nov	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 Feb	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
1978 May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
1978 Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
1978 Nov	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 Feb	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
1979 May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
1979 Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
Percentage rate†											
1975 May	3.7	4.2	3.3	10.4	1.8	2.9	2.9	1.8	2.5	...	3.5
1975 Aug	4.2	4.5	3.9	11.5	2.0	3.2	3.4	2.2	2.7	...	4.1
1975 Nov	5.1	4.7	4.2	13.0	2.2	3.7	3.8	2.8	3.2	...	4.7
1976 Feb	6.1	4.8	4.8	15.1	2.5	4.3	4.6	2.9	3.5	...	5.3
1976 May	5.5	4.7	4.8	14.1	2.4	4.0	4.5	2.7	3.5	...	5.1
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	...	5.3
1976 Nov	...	...	...	...	...	...	...	...	...	...	...
1977 Feb	6.6	4.7	4.5	15.9	2.8	4.3	5.0	3.3	4.2	...	5.6
1977 May	5.9	4.6	4.4	14.3	2.6	4.0	4.7	2.9	4.2	...	5.3
1977 Aug	5.7	5.8	4.5	13.7	2.7	3.9	4.9	3.1	4.5	...	5.7
1977 Nov	6.4	6.1	4.5	14.2	2.6	4.2	4.9	3.5	4.8	...	5.8
1978 Feb	7.2	6.2	4.6	15.6	2.6	4.3	5.2	3.4	4.8	...	5.9
1978 May	6.0	6.1	4.5	13.1	2.5	3.9	4.7	3.0	4.6	...	5.4
1978 Aug	5.6	6.6	4.5	11.9	2.4	3.7	4.1	3.0	4.6	...	5.6
1978 Nov	5.9	6.7	4.2	11.7	2.4	3.8	4.5	3.3	4.7	...	5.4
1979 Feb	6.8	6.8	4.4	14.4	2.5	4.1	4.9	3.3	4.8	...	5.7
1979 May	5.4	6.4	4.2	11.3	2.2	3.7	4.4	2.9	4.4	...	5.1
1979 Aug	4.9	6.6	4.1	9.8	2.1	3.4	4.3	2.9	4.2	...	5.1
Number, seasonally adjusted (thousand)‡											
1975 May	15.6	16.1	248.7	149.8	6.4	45.5	82.3	134.9	42.6	94.9	821.6
1975 Aug	18.3	16.5	292.8	172.4	6.9	51.3	96.2	156.8	46.4	108.8	952.3
1975 Nov	20.6	16.8	327.1	190.2	7.7	57.1	110.5	182.8	51.6	124.0	1,083.8
1976 Feb	22.1	17.2	349.1	204.8	8.6	60.8	122.7	197.8	55.2	141.7	1,180.0
1976 May	22.8	17.9	355.4	208.4	8.8	61.1	128.2	204.8	58.3	155.1	1,220.8
1976 Aug	23.6	16.8	348.1	203.8	9.3	61.5	131.8	212.1	61.9	171.8	1,240.7
1976 Nov	...	...	...	...	...	...	...	...	...	...	...
1977 Feb	24.2	16.8	334.7	209.1	9.5	60.4	134.5	223.1	68.3	199.6	1,280.2
1977 May	24.6	17.5	333.0	206.3	9.4	60.6	134.6	224.6	70.6	204.2	1,285.4
1977 Aug	24.8	20.7	339.7	206.8	9.4	60.9	138.3	233.0	74.5	232.4	1,340.5
1977 Nov	25.9	21.8	344.9	208.7	9.2	61.9	140.9	241.4	77.2	234.8	1,366.7
1978 Feb	26.2	22.6	337.5	202.8	8.8	60.5	139.2	237.8	78.4	241.2	1,355.0
1978 May	25.0	23.0	336.4	188.9	8.8	59.4	135.9	232.6	78.3	236.7	1,325.0
1978 Aug	24.0	23.7	334.4	179.5	8.4	57.7	133.4	228.2	77.4	245.6	1,312.3
1978 Nov	23.4	24.1	325.4	171.5	8.3	56.2	128.6	225.3	76.2	235.0	1,274.0
1979 Feb	24.6	24.6	324.2	185.7	8.6	57.3	131.1	229.7	78.0	241.9	1,305.7
1979 May	22.8	24.2	316.9	162.5	7.9	55.3	126.2	223.1	74.4	233.9	1,247.2
1979 Aug	21.3	23.7	307.9	150.6	7.2	53.6	122.5	219.4	70.9	228.1	1,205.2

* Classified by industry in which last employed.
 † The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed or unemployed). The latest available, the provisional estimate for mid-1978 has been used to calculate percentage rates from 1977 onwards.
 ‡ The series from January 1976 onwards have been calculated as described on page 479 of the May 1979 issue of *Employment Gazette*.

UNEMPLOYMENT

Numbers registered at employment offices: by occupation

TABLE 109

GREAT BRITAIN	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§	All occupations
MALES							
1976 Mar	58,289	76,242	24,054	150,256	378,769	244,129	931,739
1976 June	56,787	74,202	23,640	141,193	361,428	230,633	887,883
1976 Sep	65,013	83,773	24,860	137,903	374,066	231,679	917,294
1976 Dec	...	...	...	...	...	...	...
1977 Mar	64,069	80,607	26,592	153,581	379,340	247,363	951,552
1977 June	70,053	76,662	25,969	143,324	368,032	227,579	911,619
1977 Sep	81,801	86,430	27,352	142,279	390,725	233,194	961,781
1977 Dec	77,250	82,035	27,720	145,715	391,649	241,241	965,610
1978 Mar	72,446	79,503	27,749	151,425	394,500	247,567	973,190
1978 June	65,545	75,141	24,999	127,391	370,703	217,964	881,743
1978 Sep	75,100	80,501	25,147	120,936	379,214	214,152	895,050
1978 Dec	70,827	75,114	24,557	119,473	372,326	215,673	877,970
1979 Mar	70,239	75,017	25,615	136,214	387,000	231,800	925,885
1979 June	63,054	68,594	21,997	106,436	344,910	189,320	794,311
Percentage of number unemployed							
1976 Mar	6.3	8.2	2.6	16.1	40.7	26.2	100.0
1976 June	6.4	8.4	2.7	15.9	40.7	26.0	100.0
1976 Sep	7.1	9.1	2.7	15.0	40.8	25.3	100.0
1976 Dec	...	...	...	...	...	...	...
1977 Mar	6.7	8.5	2.8	16.1	39.9	26.0	100.0
1977 June	7.7	8.4	2.8	15.7	40.4	25.0	100.0
1977 Sep	8.5	9.0	2.8	14.8	40.6	24.2	100.0
1977 Dec	8.0	8.5	2.9	15.1	40.6	25.0	100.0
1978 Mar	7.4	8.2	2.9	15.6	40.5	25.4	100.0
1978 June	7.4	8.5	2.8	14.4	42.0	24.7	100.0
1978 Sep	8.4	9.0	2.8	13.5	42.4	23.9	100.0
1978 Dec	8.1	8.6	2.8	13.6	42.4	24.6	100.0
1979 Mar	7.6	8.1	2.8	14.7	41.8	25.0	100.0
1979 June	7.9	8.6	2.8	13.4	43.4	23.8	100.0
FEMALE							
1976 Mar	17,124	80,113	32,350	7,363	53,477	53,972	244,399
1976 June	16,216	77,624	31,488	7,765	53,526	52,596	239,215
1976 Sep	24,011	97,455	36,021	8,168	60,539	59,024	285,218
1976 Dec	...	...	...	...	...	...	...
1977 Mar	23,899	100,401	42,366	8,391	62,173	66,520	303,750
1977 June	25,353	97,480	40,631	8,300	62,554	63,546	297,864
1977 Sep	38,619	116,712	44,984	9,482	70,473	70,124	350,394
1977 Dec	35,328	110,914	46,951	9,266	69,871	74,534	346,864
1978 Mar	31,840	107,358	48,963	9,558	71,037	74,163	342,919
1978 June	27,931	98,487	45,497	9,682	69,095	69,100	320,092
1978 Sep	38,928	112,235	46,937	9,876	75,161	74,049	357,186
1978 Dec	34,860	103,623	47,392	9,037	72,011	74,302	341,225
1979 Mar	33,487	104,306	49,969	9,289	73,063	75,694	345,808
1979 June	29,272	96,515	43,975	9,043	68,592	68,639	316,036
Percentage of number unemployed							
1976 Mar	7.0	32.8	13.2	3.0	21.9	22.1	100.0
1976 June	6.8	32.4	13.2	3.2	22.4	22.0	100.0
1976 Sep	8.4	34.2	12.6	2.9	21.2	20.7	100.0
1976 Dec	...	...	...	...	...	...	...
1977 Mar	7.9	33.1	13.9	2.8	20.5	21.9	100.0
1977 June	8.5	32.7	13.6	2.8	21.0	21.3	100.0
19							

UNEMPLOYMENT

By age

TABLE 110

GREAT BRITAIN		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages†
THOUSAND										
MALE										
1975	July	61.3	80.9	147.0	161.2	108.2	98.4	45.7	112.3	814.9
1976	Jan*	57.5	73.0	166.8	221.4	145.2	127.1	58.8	131.6	981.3
	July	146.6	70.3	155.2	206.9	137.2	123.3	58.6	132.5	1,030.7
1977	Jan	62.9	72.5	170.4	236.9	152.5	134.1	66.1	138.6	1,034.0
	July	166.2	76.8	161.3	219.8	142.5	126.6	66.5	127.5	1,087.3
1978	Jan	67.0	75.4	175.0	247.3	158.0	137.0	73.0	137.6	1,070.2
	July	159.3	75.9	145.2	203.3	132.1	123.4	69.5	129.9	1,038.8
	Oct	71.1	70.7	145.4	201.1	129.5	123.2	72.2	132.9	946.0
1979	Jan	55.3	71.9	158.1	223.3	142.2	129.2	75.8	134.0	989.9
	April	38.2	64.3	144.5	206.0	133.4	124.4	75.2	130.3	916.2
	July	140.0	67.3	130.2	175.2	115.6	111.5	71.2	122.8	933.7
		Percentage of number unemployed								
1975	July	7.5	9.9	18.0	19.8	13.3	12.1	5.6	13.8	100.0
1976	Jan*	5.9	7.4	17.0	22.6	14.8	13.0	6.0	13.4	100.0
	July	14.2	6.8	15.1	20.1	13.3	12.0	5.7	12.9	100.0
1977	Jan	6.1	7.0	16.5	22.9	14.7	13.0	6.4	13.4	100.0
	July	15.3	7.1	14.8	20.2	13.1	11.6	6.1	11.7	100.0
1978	Jan	6.3	7.0	16.4	23.1	14.8	12.8	6.8	12.9	100.0
	July	15.3	7.3	14.0	19.6	12.7	11.9	6.7	12.5	100.0
	Oct	7.5	7.5	15.4	21.3	13.7	13.0	7.6	14.0	100.0
1979	Jan	5.6	7.3	16.0	22.6	14.4	13.1	7.7	13.5	100.0
	April	4.2	7.0	15.8	22.5	14.6	13.6	8.2	14.2	100.0
	July	15.0	7.2	13.9	18.8	12.4	11.9	7.6	13.2	100.0
FEMALE										
1975	July	43.7	47.0	56.4	29.3	16.8	21.6	11.6	0.9	227.2
1976	Jan*	48.6	45.5	62.2	43.9	24.0	29.5	15.8	1.1	270.5
	July	121.8	51.6	69.7	49.9	27.8	32.7	17.0	1.3	371.8
1977	Jan	59.5	57.4	84.5	62.3	32.8	38.5	19.9	1.4	356.2
	July	146.5	66.7	91.0	66.4	34.8	39.5	19.8	1.4	466.2
1978	Jan	67.9	64.6	101.4	76.1	37.6	42.8	22.7	1.4	414.5
	July	137.0	68.7	93.2	72.6	35.5	42.1	23.2	1.3	473.7
	Oct	70.8	64.7	99.9	78.3	36.4	43.0	24.4	1.4	418.9
1979	Jan	52.5	60.7	100.9	81.1	36.8	42.7	25.3	1.3	401.3
	April	35.1	53.1	93.7	78.2	35.6	41.5	25.1	1.2	363.6
	July	118.7	63.9	95.3	78.8	35.5	40.1	24.7	1.3	458.3
		Percentage of number unemployed								
1975	July	19.2	20.7	24.8	12.9	7.4	9.5	5.1	0.4	100.0
1976	Jan*	18.0	16.8	23.0	16.2	8.9	10.9	5.8	0.4	100.0
	July	32.8	13.9	18.7	13.4	7.5	8.8	4.6	0.3	100.0
1977	Jan	16.7	16.1	23.7	17.5	9.2	10.8	5.6	0.4	100.0
	July	31.4	14.3	19.5	14.2	7.5	8.5	4.3	0.3	100.0
1978	Jan	16.4	15.6	24.5	18.4	9.1	10.3	5.5	0.3	100.0
	July	28.9	14.5	19.7	15.3	7.5	8.9	4.9	0.3	100.0
	Oct	16.9	15.4	23.8	18.7	8.7	10.3	5.8	0.3	100.0
1979	Jan	13.1	15.1	25.1	20.2	9.2	10.6	6.3	0.3	100.0
	April	9.7	14.6	25.8	21.5	9.8	11.4	6.9	0.3	100.0
	July	25.9	13.9	20.8	17.2	7.7	8.7	5.4	0.3	100.0

* 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

By duration

TABLE 111

GREAT BRITAIN		Up to 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	All unemployed	
THOUSAND										
MALE AND FEMALE										
1976	Jan	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	
	Oct	136.4	113.4	166.9	151.5	262.8	225.3	264.6	1,320.9	
1977	Jan	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	
	July	189.5	199.8	230.3	150.6	233.7	242.6	307.1	1,553.5	
1978	Jan	135.2	117.3	177.2	172.8	297.0	232.8	324.3	1,456.6	
	April	116.4	82.1	177.8	190.5	307.2	276.8	333.9	1,484.7	
	July	115.3	104.6	149.0	148.1	253.8	284.4	332.3	1,387.5	
1979	Jan	214.9	151.3	214.1	133.8	226.9	243.0	328.4	1,512.5	
	April	126.7	108.7	161.9	153.2	260.9	220.4	333.1	1,364.9	
	July	121.7	79.8	173.1	169.6	265.8	246.5	334.8	1,391.2	
1976	Jan	82.8	83.1	137.8	145.0	233.4	250.9	346.8	1,279.8	
	April	164.3	170.4	204.3	112.0	188.9	211.6	340.5	1,392.0	
	July	Percentage of number unemployed								
	Oct	8.7	7.8	15.2	14.7	22.4	16.6	14.6	100.0	
1977	Jan	9.8	7.4	12.4	12.3	20.3	20.9	17.1	100.0	
	April	15.2	10.2	14.7	10.2	15.9	17.4	16.4	100.0	
	July	10.3	8.6	12.6	11.5	19.9	17.1	20.0	100.0	
	Oct	9.0	5.8	12.9	13.2	20.1	18.5	20.5	100.0	
1978	Jan	9.5	7.2	11.4	11.4	18.7	19.7	22.2	100.0	
	April	12.2	12.9	14.8	9.7	15.0	15.6	19.8	100.0	
	July	9.3	8.1	12.2	11.9	20.4	16.0	22.3	100.0	
	Oct	7.8	5.5	12.0	12.8	20.7	18.6	22.5	100.0	
1979	Jan	8.3	7.5	10.7	10.7	18.3	20.5	23.9	100.0	
	April	14.2	10.0	14.2	8.8	15.0	16.1	21.7	100.0	
	July	9.3	8.0	11.9	11.2	19.1	16.1	24.4	100.0	
	Oct	8.7	5.7	12.4	12.2	19.1	17.7	24.1	100.0	
1976	Jan	6.5	6.5	10.8	11.3	18.2	19.6	27.1	100.0	
	April	11.8	12.2	14.7	8.0	13.6	15.2	24.5	100.0	
	July	77.7	73.1	144.3	138.7	213.7	170.3	163.5	981.3	
	Oct	89.0	66.8	111.9	111.3	190.2	186.2	186.2	959.1	
1977	Jan	135.0	94.8	142.1	102.7	165.2	203.6	201.8	1,030.7	
	April	95.5	77.8	114.7	105.2	181.5	169.7	227.8	972.2	
	July	87.4	57.6	131.4	130.7	197.6	186.9	242.4	1,034.0	
	Oct	88.6	70.3	108.0	106.9	179.4	189.8	249.5	992.5	
1978	Jan	119.3	122.1	148.1	105.5	162.8	175.0	254.5	1,087.3	
	April	92.0	78.5	116.9	116.6	194.1	165.7	264.9	1,028.7	
	July	78.4	57.0	126.9	133.3	210.9	191.1	272.5	1,070.2	
	Oct	79.3	69.4	102.8	101.7	177.7	198.5	270.4	999.9	
1979	Jan	130.6	93.9	136.9	90.8	152.0	170.4	264.2	1,038.8	
	April	84.3	71.2	104.9	100.2	167.9	150.9	266.7	946.0	
	July	83.8	54.7	122.1	115.5	178.1	166.9	268.8	989.9	
	Oct	57.1	56.7	93.1	97.2	162.7	172.5	276.9	916.2	
1976	Jan	97.8	102.1	126.2	73.0	122.3	143.5	268.8	933.7	
	April	31.5	24.3	45.9	45.8	67.1	37.1	18.8	270.5	
	July	31.1	23.7	40.5	39.8	59.2	53.1	24.8	272.1	
	Oct	78.4	48.0	64.6	40.0	58.3	54.4	28.0	371.8	
1977	Jan	40.9	35.5	52.3	46.3	81.3	55.6	36.8	348.8	
	April	38.2	23.4	48.3	52.3	82.3	69.9	41.9	356.2	
	July	38.0	26.4	43.7	44.8	70.3	46.7	34.3	343.1	
	Oct	70.1	77.7	82.2	45.1	70.8	67.6	52.6	466.2	
1978	Jan	43.2	38.8	60.2	56.2	102.9	67.1	59.4	427.9	
	April	38.0	25.1	50.9	57.2	96.2	85.7	61.4	414.5	
	July	36.0	35.2	46.2	46.3	76.1	95.9	61.9	387.6	
	Oct	84.3	57.4	77.2	43.0	74.9	72.7	64.2	473.7	
1979	Jan	42.4	37.5	57.0	52.9	93.1	69.5	66.4	418.9	
	April	37.8	25.1	51.0	54.1	87.8	79.6	66.0	401.3	
	July	25.6	26.4	44.7	47.7	70.8	78.4	69.9	363.6	
	Oct	66.6	68.3	78.0	39.0	66.7	68.0	71.7	458.3	

UNEMPLOYMENT**By entitlement to benefit**

TABLE 112

THOUSAND

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

Notes: 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. Also included are those who are registered for employment but not claiming benefits (e.g. those married women who are not entitled to benefit, some school leavers, some retired people who are again seeking 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).

British Labour Statistics Yearbook 1976

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

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UNEMPLOYMENT

Selected countries: national definitions

TABLE 113

THOUSAND

	United Kingdom *		Bel- gium†	Den- mark‡	France *	Ger- many *	Ireland†	Italy††	Nether- lands *	Austria *	Greece *	Norway *	Spain *	Sweden‡	Switzer- land *	Austra- lia *	Japan‡	Canada‡	United States‡	
	Incl. school leavers	Excl. school leavers																		
NUMBERS UNEMPLOYED																				
Annual averages																				
1974	615 **	600 **	105	50	498	583	48	997	135	41	27	10.7	150	80	0.2	122	740	521	5,076	
1975	978	929	177	124	840	1,074	75	1,107	195	55	35	19.6	257	67	10.2	269	1,000	690	7,830	
1976	1,359 **	1,270 **	229	126	933	1,060	84	1,182	211	55	28	19.9	376	66	20.7	282	1,080	727	7,288	
1977	1,484	1,378	264	164	1,073	1,030	82	1,380	204	51	28	16.1	540	75	12.0	345	1,100	850	6,856	
1978	1,475	1,376	282	190	1,167	993	75	1,529	206	59	31	20.0	817	94	10.5	406	1,240	911	6,047	
Quarterly averages																				
1977 Q4	1,499	1,423	287	181	1,181	1,016	78	1,478	209	62	34	16.2	630	81	10.2	377	1,047	825	6,149	
1978 Q1	1,506	1,456	292	216	1,108	1,179	82	1,562	216	84	44	21.1	741	99	13.6	429	1,343	1,001	6,705	
Q2	1,428	1,343	274	182	1,047	930	76	1,475	186	47	23	15.3	786	86	9.3	396	1,240	933	5,823	
Q3	1,571	1,369	271	173	1,179	904	71	1,488	209	37	20	18.0	837	106	7.9	388	1,203	881	6,055	
Q4	1,395	1,335	293	190	1,334	945	69	1,569	212	67	36	25.6	903	84	11.2	410	1,163	829	5,605	
1979 Q1	1,436	1,397	299	203	1,337	1,088		1,691	222	87	48	32.0	937	100	14.5	475	1,277	969	6,360	
Q2	1,328	1,258	284	152	1,261	805		1,590	193	46	21	22.2	1,015	85	10.3	..	1,163	859	5,683	
Monthly																				
1979 Mar	1,402	1,371	294	192	1,313	958		1,682	210	68	40	29.5	974	88	12.1	448	1,350	976	6,165	
April	1,341	1,315	290	171	1,291	876		1,618	194	56	28	26.8	1,006	86	11.1	437	1,240	943	5,561	
May	1,299	1,260	285	149	1,259	775		1,575	188	47	19	21.2	1,010	72	10.6	425	1,110	836	5,253	
June	1,344	1,200	276	136	1,233	763		1,578	198	34	17	18.5	1,030	97	9.3	..	1,140	798	6,235	
July	1,464	1,249	289		1,257	804		1,577	211	34	18	18.5	..	86	8.6	410	..	793	6,104	
Aug	1,455	1,272			1,303	799														
Percentage rate latest month	6.0		10.6	5.2	6.9	3.5	10.6§§	7.2	5.1	1.2	1.2	1.0	7.8	2.0	0.3	6.4	1.9	6.8	5.8	
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																				
Quarterly averages																				
1977 Q4		1,422	276	172	1,084	1,023	80		205	55	33	14.3	633	81			1,124	895	6,492	
1978 Q1		1,416	279	183	1,061	1,011	78		205	58	30	17.0	725	88			1,173	901	6,179	
Q2		1,389	285	184	1,139	1,000	76		202	58	28	18.4	781	97			1,251	922	6,028	
Q3		1,368	284	186	1,234	995	74		206	59	30	20.8	852	107			1,288	921	6,027	
Q4		1,334	281	189	1,224	952	72		209	60	35	23.8	907	85			1,251	900	5,908	
1979 Q1		1,357	287	177	1,285	920			211	60	34	27.9	934	88			1,118	882	5,878	
Q2		1,304	296	156	1,369	875			210	57	27 e	25.3 e	1,013 e	94			1,172	855	5,880	
Monthly																				
1979 Mar		1,362	291	175	1,313	883			211	57	31	27.6	958	88			1,152	876	5,871	
April		1,327	293	164	1,339	874			206	57	26 e	27.0	991	87			1,224	880	5,937	
May		1,306	296	153	1,376	870			210	59	26 e	25.5 e	1,005	87			1,130	853	5,929	
June		1,279	298	151	1,393	882			214	54	28 e	23.3 e	1,044 e	107			1,163	831	5,774	
July		1,279	299 e		1,404	882 e			212 e	55 e	29 e	23.9 e	..	99			..	802	5,848	
Aug		1,265			1,406	875 e														
Percentage rate latest month		5.2	11.0	5.8	7.4	3.8 e	10.0§§		5.1 e	1.9 e	2.0 e	1.3 e	7.9 e	2.4			2.0	7.2	5.7	

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

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

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

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

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

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

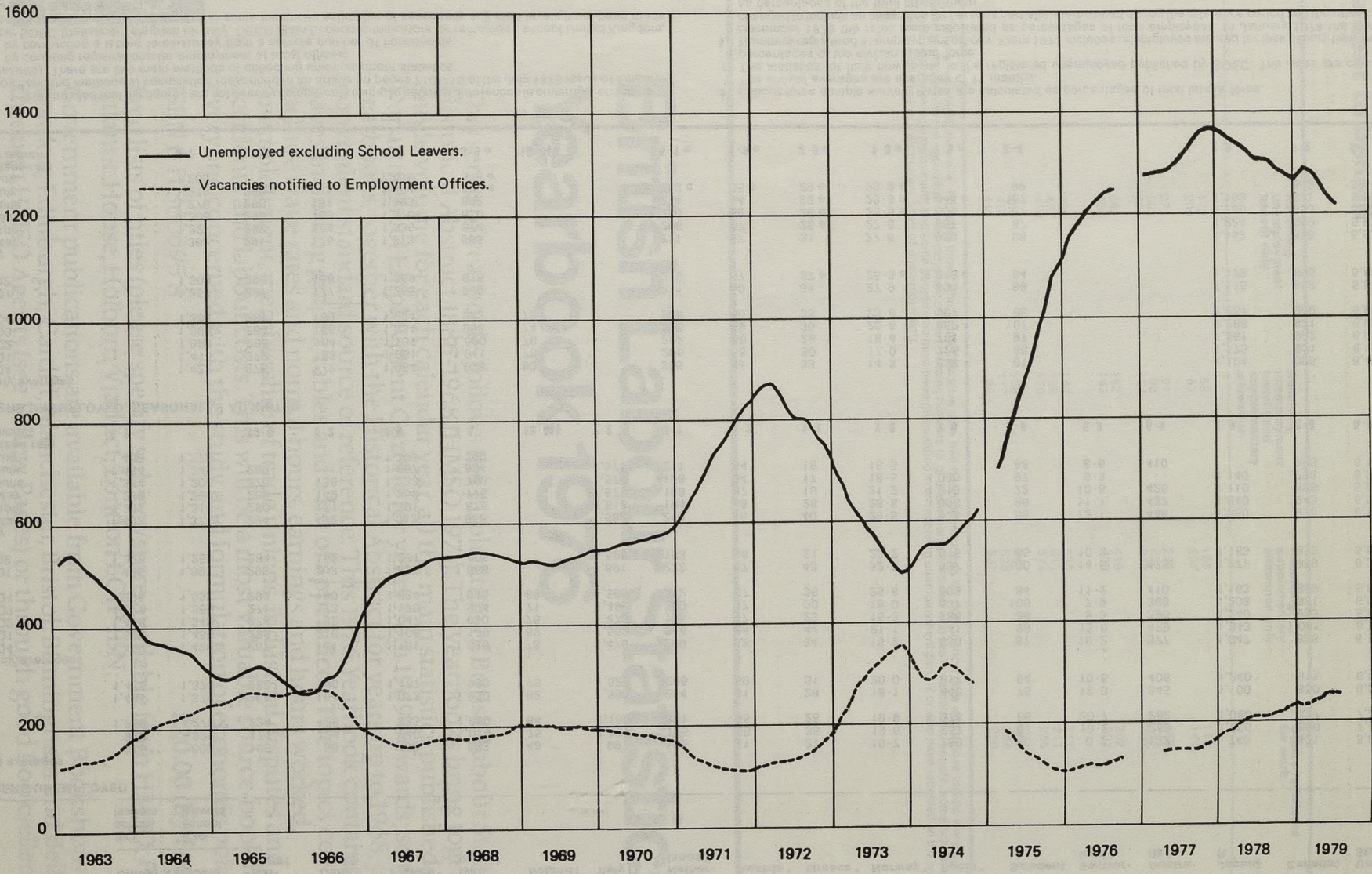
** The annual averages are averages of 11 months.

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

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

§§ Jan 1979

Unemployed and vacancies: Great Britain



Three-month moving average: seasonally adjusted THOUSAND

UNEMPLOYMENT AND VACANCIES
Flows* at employment offices, standardised and seasonally adjusted†

TABLE 117

GREAT BRITAIN Average of 3 months ended		UNEMPLOYMENT									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
		Male	Female	All	Male	Female	All	Male	Female	All			
											Male	Female	All
1974	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	—	223	212	11
	July 8	232	83	315	230	82	312	2	1	2	220	216	4
	Aug 12	238	86	323	230	83	313	8	3	11	212	219	-6
	Sept 9	239	86	325	231	83	314	8	3	11	208	216	-8
	Oct 14	238	86	324	229	84	313	9	3	12	204	213	-9
	Nov 11	240	87	327	232	85	317	8	2	10	201	211	-10
	Dec 9	...	...	...	...	...	...	...	...	...	...	...	...
1975	Jan 20	...	...	...	...	...	...	...	...	...	...	...	...
	Feb 10	...	...	...	...	...	...	...	...	...	...	...	...
	Mar 10	...	...	...	...	...	...	...	...	...	...	...	...
	April 14	...	...	...	...	...	...	...	...	...	...	...	...
	May 12	...	...	...	...	...	...	...	...	...	...	...	...
	June 9	258	102	360	225	94	319	34	8	41	159	179	-20
	July 14	264	110	375	228	98	326	36	13	49	157	173	-16
	Aug 11	264	113	377	230	100	330	34	13	47	160	167	-8
	Sept 8	266	117	383	236	104	340	30	13	43	163	167	-4
	Oct 9	264	118	383	239	108	347	25	11	36	161	165	-5
	Nov 13	260	119	379	235	109	344	25	10	35	155	161	-6
	Dec 11	254	116	371	226	106	332	29	11	39	148	154	-5
1976	Jan 8	246	112	357	215	99	314	31	12	43	146	147	-1
	Feb 12	242	110	352	217	99	315	25	12	37	148	144	4
	Mar 11	240	111	351	229	101	330	11	10	22	156	149	7
	April 8	244	113	357	239	108	347	5	5	10	163	159	4
	May 13	245	116	361	240	112	352	5	4	9	165	168	-3
	June 10	249	120	369	242	116	358	7	4	11	164	172	-8
	July 8	251	127	378	244	117	361	6	10	17	170	173	-3
	Aug 12	248	128	376	248	118	367	—	9	9	180	176	4
	Sept 9	244	129	373	245	119	364	-1	10	9	186	180	6
	Oct 14	242	129	371	246	124	370	-4	5	1	188	185	3
	Nov 11	...	...	...	...	...	...	...	...	...	...	...	...
	Dec 13	...	...	...	...	...	...	...	...	...	...	...	...
1977	Jan 13	...	...	...	...	...	...	...	...	...	...	...	...
	Feb 10	...	...	...	...	...	...	...	...	...	...	...	...
	Mar 10	...	...	...	...	...	...	...	...	...	...	...	...
	April 14	231	122	354	236	122	358	-5	—	-5	...	...	...
	May 12	236	126	362	242	126	369	-6	-1	-7	196	197	—
	June 9	238	127	365	232	124	356	6	3	9	192	198	-6
	July 14	248	141	389	242	131	373	6	10	16	192	196	-4
	Aug 11	245	139	384	237	129	366	8	10	17	193	195	-2
	Sept 8	245	141	386	241	131	372	5	10	14	192	194	-2
	Oct 13	245	141	386	243	137	379	2	4	6	199	198	1
	Nov 10	248	145	393	243	141	384	4	4	9	196	196	—
	Dec 8	245	143	388	244	143	387	1	—	1	198	193	5
1978	Jan 12	229	129	358	229	129	357	1	—	1	195	185	10
	Feb 9	222	125	347	227	126	353	-5	-1	-6	200	186	15
	Mar 9	220	127	347	231	129	360	-11	-2	-13	209	192	17
	April 13	226	132	358	238	137	375	-12	-5	-17	213	203	10
	May 11	229	135	363	239	139	379	-11	-5	-16	218	215	3
	June 8	232	138	369	240	140	380	-9	-3	-11	221	221	—
	July 6	241	149	391	249	145	394	-7	4	-3	229	231	-2
	Aug 10	240	150	390	247	144	391	-7	6	-1	232	231	1
	Sept 14	237	151	388	244	146	390	-7	5	-1	233	231	2
	Oct 12	236	151	387	244	151	395	-8	—	-8	238	232	7
	Nov 9	238	155	393	245	156	401	-7	-2	-8	237	233	4
	Dec 7	239	151	390	244	155	399	-5	-4	-9	235	232	3
1979	Jan 11	226	134	361	226	136	363	—	-2	-2	219	215	3
	Feb 8	224	130	354	217	130	347	7	—	7	210	206	5
	Mar 8	220	128	349	219	128	347	1	—	2	210	202	8
	April 5	222	134	355	232	139	371	-11	-5	-16	227	220	7
	May 10	215	131	345	235	137	372	-20	-6	-26	233	227	6
	June 14	219	137	356	237	142	379	-19	-4	-23	238	236	2
	July 12	229	151	381	240	145	385	-11	7	-4	235	240	-6

* 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 4 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).

VACANCIES

Notified vacancies remaining unfilled: by region

TABLE 118 THOUSAND

	South East*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to employment offices													
1977	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
May 6	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
July 8	66.6	5.4	9.7	9.2	10.7	13.2	13.6	9.2	6.7	16.9	161.2	2.0	163.2
Aug 5	63.6	5.2	9.3	9.8	10.3	12.4	12.8	9.1	6.1	16.9	155.5	2.0	157.5
Sep 2	64.0	5.5	9.2	10.6	10.3	12.6	12.8	9.6	6.2	18.1	159.0	2.1	161.0
Oct 7	70.6	5.0	8.9	10.9	11.3	13.0	13.3	9.3	6.4	18.3	166.9	2.1	169.1
Nov 4	69.2	4.8	8.2	10.1	10.6	12.4	12.6	8.8	5.8	15.4	157.9	2.0	159.9
Dec 2	65.3	4.8	8.1	10.4	10.2	11.6	12.6	7.9	5.9	15.7	152.6	1.8	154.4
1978	66.2	4.7	8.5	11.4	10.4	12.1	13.2	8.8	6.3	15.7	157.2	1.8	158.9
Jan 6	73.2	4.8	9.7	11.5	11.6	12.4	14.1	9.1	6.5	17.1	170.2	1.9	172.1
Feb 3	77.9	5.5	10.8	11.8	11.9	12.9	14.9	10.1	8.4	20.0	184.2	1.9	186.1
Mar 3	85.1	6.1	12.8	12.3	12.8	15.6	15.9	10.5	8.8	22.3	202.3	1.8	204.1
April 7	93.3	6.7	14.2	12.5	13.4	15.1	16.7	10.6	8.7	22.9	214.0	1.9	215.9
May 5	99.4	6.8	16.2	13.2	13.7	16.0	17.3	11.1	9.2	23.0	225.9	1.9	227.9
June 2	96.5	6.8	14.8	12.7	13.4	15.8	15.8	10.3	9.0	21.9	216.9	1.7	218.6
June 30	93.1	6.6	14.5	12.8	13.3	15.2	16.9	10.7	8.2	21.0	212.3	1.6	213.9
Aug 4	104.4	7.4	14.6	14.2	14.5	16.3	18.0	11.0	8.9	21.8	231.2	1.6	232.8
Sep 8	110.2	7.5	14.9	14.6	16.4	15.9	18.7	11.0	8.9	21.9	239.9	1.5	241.4
Oct 6	105.8	7.1	14.2	14.3	16.4	15.6	18.2	10.5	8.0	20.1	230.2	1.4	231.6
Nov 3	101.1	6.6	13.4	13.6	15.6	15.1	17.3	10.0	7.8	18.9	219.4	1.2	220.5
Dec 1	98.4	6.2	13.0	13.6	15.4	14.9	16.9	9.6	7.3	18.1	213.6	1.1	214.7
1979	100.7	6.1	13.4	12.9	14.6	14.2	16.8	9.6	7.9	18.6	214.8	1.2	216.0
Feb 2	104.8	6.4	14.5	13.6	14.6	15.1	18.3	10.4	8.8	19.7	226.1	1.2	227.3
Mar 2	111.6	7.8	17.4	15.5	16.4	16.6	20.8	10.9	9.8	21.7	248.6	1.5	250.1
Mar 30	118.5	8.5	19.6	16.1	16.8	18.2	21.8	11.5	11.6	23.9	266.4	1.6	267.9
May 4	122.4	9.6	21.3	16.2	16.4	18.7	22.5	12.1	11.9	24.3	275.4	1.5	277.0
June 8	116.5	9.3	18.7	15.2	15.6	17.4	20.8	11.8	10.9	22.6	258.9	1.4	260.3
July 6	108.0	8.9	17.4	15.5	15.2	16.9	20.6	11.0	10.2	22.6	246.3	1.3	247.6
Aug 3	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
1977	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
May 6	8.5	0.6	1.0	3.9	1.3	1.9	1.1	1.0	0.5	1.2	20.8	0.4	21.2
June 1	8.4	0.6	1.1	3.7	1.2	1.8	1.2	0.9	0.5	1.2	20.4	0.4	20.8
July 8	8.9	0.7	1.0	3.5	1.4	1.5	1.2	1.0	0.6	1.2	21.1	0.6	21.6
Aug 5	9.1	0.6	0.8	2.3	1.3	1.4	1.1	0.8	0.4	0.9	18.8	0.5	19.3
Sep 2	9.4	0.5	0.7	2.0	1.3	1.2	0.9	0.6	0.4	0.8	18.0	0.4	18.4
Oct 7	9.4	0.5	0.6	1.7	1.1	1.1	1.0	0.5	0.3	0.9	16.7	0.3	17.1
Nov 4	8.9	0.5	0.6	1.7	1.1	1.1	1.0	0.5	0.3	0.9	16.7	0.3	17.1
Dec 2	9.0	0.5	0.7	1.6	1.1	1.2	1.1	0.5	0.3	0.8	16.9	0.4	17.2
1978	10.0	0.5	0.9	1.7	1.3	1.4	1.2	0.6	0.4	0.8	18.9	0.4	19.2
Feb 3	12.6	0.9	1.1	2.2	1.7	1.8	1.6	0.7	0.4	1.2	24.1	0.3	24.4
Mar 3	13.2	0.9	1.4	2.4	1.9	2.0	1.7	0.6	0.4	0.9	25.4	0.3	25.8
April 7	15.7	1.1	2.1	4.4	2.8	2.1	2.0	1.2	0.5	1.2	33.2	0.3	33.6
May 5	15.6	0.9	1.6	4.2	1.8	2.5	1.4	0.9	0.5	1.2	30.6	0.3	30.9
June 2	14.9	0.8	1.5	3.4	1.6	2.2	1.1	0.7	0.5	1.2	27.8	0.3	28.1
June 30	14.1	0.9	1.4	3.0	1.6	1.9	1.3	0.7	0.5	1.2	26.7	0.3	27.0
Aug 4	16.2	1.1	1.6	2.8	1.9	1.9	1.7	0.8	0.7	1.3	30.0	0.5	30.5
Sep 8	16.2	1.1	1.6	2.8	1.9	1.9	1.7	0.8	0.7	1.3	30.0	0.5	30.5
Oct 6	15.7	0.9	1.5	2.3	1.6	1.7	1.6	0.6	0.5	1.1	27.4	0.3	27.7
Nov 3	16.0	0.9	1.4	2.0	1.5	1.5	1.6	0.5	0.4	1.0	26.8	0.3	27.0
Dec 1	14.9	0.8	1.3	2.0	1.4	1.5	1.5	0.5	0.4	1.0	25.2	0.2	25.4
1979	13.0	0.8	1.2	2.1	1.4	1.4	1.4	0.5	0.4	0.9	23.2	0.3	23.4
Feb 2	15.0	1.1	1.4	2.6	1.6	2.1	1.9	0.5	0.4	1.0	27.5	0.3	27.7
Mar 2	17.8	1.5	1.9	3.1	2.3	2.9	2.2	0.6	0.7	1.1	34.0	0.3	34.2
Mar 30	19.7	1.7	2.2	4.7	2.7	4.3	2.6	0.7	0.8	1.6	41.0	0.3	41.3
May 4	19.3	1.6	1.8	4.6	2.3	2.9	1.8	0.6	0.8	1.6	37.2	0.2	37.5
June 8	18.3	1.4	1.7	3.6	2.1	2.6	1.8	0.5	0.7	1.3	34.0	0.3	34.2
July 6	16.3	1.1	1.7	3.4	2.2	1.9	1.8	0.5	0.7	1.2	31.0	0.3	31.3
Aug 3													

Notes: The figures represent only the numbers of vacancies notified to employment offices and careers offices by employers and remaining unfilled on the day of the count. It is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the country as a whole. 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.
* Including Greater London.

VACANCIES

Notified to employment offices and remaining unfilled: by region, seasonally adjusted*

TABLE 119 THOUSANDS

	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1974	136.3	9.9	23.2	22.2	18.0	22.1	24.4	13.2	9.2	19.4	298.8	4.1	302.9
Aug 7	132.5	9.8	22.8	21.0	17.6	21.7	24.7	13.0	9.2	19.4	294.3	4.1	298.4
Sep 4	129.5	9.2	20.9	20.8	16.9	21.0	23.7	13.2	8.9	22.2	286.4	4.2	290.6
Oct 9e	121.6	8.3	18.5	17.9	16.5	19.7	21.8	12.2	8.7	21.7	267.5	3.7	271.4
Nov 6e	121.6	8.3	18.5	17.9	16.5	19.7	21.8	12.2	8.7	21.7	267.5	3.7	271.4
Dec 4			17.6	16.3	15.0	18.0	20.5	11.7	8.0	21.7		3.7	
1975	86.9	5.7	13.7	12.2	11.1	15.4	16.0	11.1	6.4	18.0	195.1	3.9	199.0
Jan 8	81.6	6.0	13.3	10.4	10.3	14.5	14.9	11.1	6.7	19.1	188.0	3.6	191.6
Feb 5	74.9	5.1	12.1	9.1	9.1	13.5	14.4	10.7	6.2	18.8	174.1	3.3	177.4
Mar 5	66.8	4.7	10.7	8.1	8.7	11.6	13.5	10.4	5.6	18.2	158.4	3.0	161.4
Apr 9	60.6	4.3	10.0	7.3	8.4	10.6	12.7	10.2	5.2	17.7	147.2	3.1	150.3
May 7	53.7	4.0	8.9	6.6	7.4	9.8	11.8	9.1	4.8	16.5	132.8	2.7	135.5
Jun 4	52.7	4.4	9.2	6.7	7.3	9.3	11.7	9.4	4.9	16.1	132.5	2.7	135.2
Jul 9	52.2	3.9	8.6	6.1	7.3	8.8	11.4	9.0	4.7	15.8	128.1	2.5	130.6
Aug 6	47.3	3.6	8.3	5.5	6.7	8.1	10.3	7.9	4.5	14.8	116.8	2.4	119.2
Sep 3	43.1	3.4	7.6	5.5	6.5	7.6	10.8	7.8	4.4	14.8	111.8	2.4	114.2
Oct 3†	43.0	3.5	7.9	5.3	6.3	8.0	10.3	7.9	4.5	14.7	110.8	2.3	113.1
Nov 7	42.3	3.4	8.4	5.1	6.6	7.4	9.9	7.1	4.6	14.2	108.9	2.3	111.2
Dec 5	44.0	3.4	8.5	5.5	6.5	8.2	10.2	7.2	4.6	14.3	111.2	2.2	113.4
1976	45.8	3.6	8.0	5.9	6.8	8.3	10.5	7.1	4.7	14.4	115.2	2.1	117.3
Jan 2	45.7	3.6	7.9	6.2	6.8	8.8	10.2	7.4	4.9	13.9	115.5	2.2	117.7
Feb 6	44.0	3.5	8.1	6.2	6.6	9.2	10.0	7.0	5.0	14.3	113.7	2.3	116.0
Mar 5	43.7	3.3	7.0	6.1	6.6	8.7	9.6	7.3	4.6	14.4	111.3	2.1	

OVERTIME AND SHORT-TIME Operatives in manufacturing industries

TABLE 120

GREAT BRITAIN	OVERTIME												SHORT-TIME							
	Hours of overtime worked												Stood off for whole week*		Working part of week				Stood off for whole or part week	
	Average per operative working overtime												Hours lost (Thou)	Operatives (Thou)	Hours lost				Hours lost (Thou)	Average per operative on short-time
	Operatives (Thou)	Percentage of all operatives	Actual (millions)	Seasonally adjusted (millions)	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives									
1974 Dec 14	2,003	35.7	8.6	17.19	16.20	8	321	64	686	10.7	72	1.3	1,008	13.9						
1975 Jan 18	1,785	32.1	8.3	14.88	16.22	6	222	124	1,261	10.2	130	2.3	1,483	11.5						
Feb 15	1,758	31.9	8.2	14.45	14.89	11	449	171	1,762	10.3	182	3.3	2,210	12.1						
Mar 15	1,729	31.6	8.2	14.14	14.53	17	665	206	2,076	10.1	222	4.1	2,740	12.3						
April 19	1,683	31.0	8.1	13.71	13.85	11	444	228	2,250	9.9	239	4.4	2,695	11.3						
May 17	1,610	29.8	8.3	13.34	12.95	17	681	221	2,291	10.3	238	4.4	2,973	12.5						
June 14	1,560	29.1	8.2	12.86	12.94	14	570	194	1,865	9.6	208	3.9	2,434	11.7						
July 19	1,509	28.2	8.8	13.21	12.99	21	846	111	1,158	10.4	132	2.5	2,005	15.1						
Aug 16	1,388	26.0	8.4	11.60	12.72	17	683	107	1,089	10.2	124	2.3	1,772	14.3						
Sept 13	1,558	29.3	8.4	13.02	12.87	12	489	119	1,174	9.9	131	2.5	1,665	12.7						
Oct 18	1,614	30.5	8.3	13.38	12.70	6	229	146	1,553	10.7	151	2.9	1,781	11.8						
Nov 15	1,664	31.8	8.3	13.74	12.89	20	810	156	1,526	9.8	176	3.4	2,336	13.3						
Dec 13	1,689	32.2	8.5	14.26	13.24	24	934	127	1,218	9.6	150	2.9	2,152	14.4						
1976 Jan 10	1,423	27.5	7.8	11.13	12.44	13	499	139	1,335	9.6	151	2.9	1,833	12.2						
Feb 14	1,558	30.3	8.3	12.95	13.27	6	245	158	1,521	9.6	165	3.2	1,765	10.7						
Mar 13	1,610	31.4	8.4	13.53	13.72	4	174	127	1,282	10.1	131	2.6	1,456	11.1						
April 10	1,620	31.6	8.3	13.42	13.50	4	163	110	1,043	9.5	114	2.2	1,208	10.6						
May 15	1,672	32.7	8.4	14.03	13.66	2	94	100	914	9.2	102	2.0	1,007	9.9						
June 12	1,623	31.7	8.3	13.46	13.69	6	256	76	712	9.5	82	1.6	968	11.8						
[July 10]	1,649	32.0	8.6	14.11	13.84	2	83	51	481	9.5	53	1.0	563	10.7						
[Aug 14]	1,507	29.2	8.5	12.86	14.10	6	227	42	391	9.3	48	0.9	618	13.0						
[Sept 11]	1,695	32.7	8.6	14.58	14.48	3	103	52	486	9.4	54	1.0	589	10.9						
[Oct 16]	1,836	35.1	8.6	15.77	15.11	3	125	43	375	8.8	46	0.9	501	10.9						
[Nov 13]	1,858	35.4	8.5	15.88	15.16	3	133	30	313	10.6	33	0.6	446	13.6						
[Dec 11]	1,904	36.3	8.6	16.47	15.41	2	90	41	559	13.9	43	0.8	649	15.1						
1977 [Jan 15]	1,720	33.0	8.3	14.23	15.53	8	332	33	282	8.6	41	0.8	614	15.0						
[Feb 12]	1,840	35.2	8.6	15.85	16.06	5	189	36	434	12.0	41	0.8	623	15.3						
[Mar 12]	1,846	35.3	8.6	15.84	15.84	8	333	43	421	10.0	51	1.0	754	14.9						
[April 23]	1,816	34.7	8.5	15.52	15.56	13	532	33	278	8.5	46	0.9	809	17.7						
[May 14]	1,917	36.6	8.6	16.50	16.13	9	358	36	347	9.6	45	0.9	706	15.6						
[June 18]	1,785	34.0	8.7	15.44	15.78	6	239	33	354	10.7	39	0.7	592	15.2						
[July 16]	1,814	34.4	8.9	16.19	15.88	5	204	30	309	10.3	35	0.7	513	14.7						
[Aug 13]	1,625	30.8	9.0	14.58	15.92	24	936	26	238	9.2	50	0.9	1,174	23.8						
[Sept 10]	1,777	33.7	8.7	15.41	15.35	22	869	41	457	11.1	63	1.2	1,326	21.1						
[Oct 15]	1,878	35.8	8.7	16.25	15.61	13	498	36	339	9.6	48	0.9	837	17.5						
[Nov 12]	1,846	35.2	8.7	15.98	15.36	34	1,344	49	641	13.2	82	1.6	1,985	24.2						
[Dec 10]	1,885	36.0	8.7	16.43	15.33	4	145	27	272	10.0	31	0.6	417	13.5						
1978 [Jan 14]	1,748	33.6	8.4	14.70	15.99	4	176	43	573	13.5	47	0.9	749	16.0						
[Feb 11]	1,823	35.0	8.6	15.67	15.80	4	170	41	522	12.9	45	0.9	692	15.4						
[March 11]	1,857	35.7	8.7	16.18	16.04	4	145	36	396	11.0	40	0.8	542	13.7						
[April 15]	1,850	35.7	8.7	16.07	16.12	3	123	36	379	10.5	39	0.8	502	12.8						
[May 13]	1,872	36.2	8.5	15.97	15.61	3	99	33	333	10.2	35	0.7	432	12.3						
[June 10]	1,778	34.3	8.5	15.10	15.50	3	128	33	318	9.6	36	0.7	446	12.3						
[July 8]	1,812	34.8	8.8	15.97	15.67	12	497	22	201	9.3	34	0.7	699	20.6						
[Aug 12]	1,568	30.1	8.8	13.75	15.15	3	126	21	216	10.1	25	0.5	342	13.9						
[Sept 16]	1,793	34.4	8.7	15.64	15.61	9	358	22	195	9.1	31	0.6	553	18.1						
[Oct 14]	1,824	35.5	8.7	15.90	15.22	4	173	28	278	10.1	32	0.6	450	14.1						
[Nov 11]	1,841	35.8	8.6	15.86	15.26	7	264	35	441	12.6	42	0.8	704	17.0						
[Dec 9]	1,882	36.7	8.7	16.35	15.23	4	138	35	434	12.5	38	0.7	572	15.0						
1979 [Jan 13]	1,631	32.0	8.2	13.39	14.68	10	379	62	745	12.1	71	1.4	1,124	15.8						
[Feb 10]	1,740	34.2	8.5	14.85	14.93	18	706	45	470	10.5	62	1.2	1,176	18.9						
[Mar 10]	1,851	36.5	8.7	16.03	15.81	6	225	33	367	11.0	39	0.8	592	15.2						
[April 7]	1,888	37.2	8.7	16.33	16.38	6	236	26	257	9.8	32	0.6	493	15.3						
[May 5]	1,863	36.8	8.4	15.67	15.52	4	160	28	258	9.3	32	0.6	418	13.2						
[June 9]	1,838	36.3	8.6	15.75	16.17	2	74	29	266	9.0	31	0.6	339	10.9						
[July 7]	1,828	35.9	8.9	16.18	15.88	4	169	35	437	12.6	39	0.8	606	15.6						

* Operatives stood off for the whole week are assumed to have been on short-time to the extent of 40 hours each.
† See page 895 for detailed analysis

HOURS OF WORK Hours worked by operatives: manufacturing industries

TABLE 121

GREAT BRITAIN

1962 AVERAGE = 100

Week ended	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*												
	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods		Vehicles		Textiles, leather, clothing		Food, drink, tobacco		All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods		Textiles, leather, clothing		Food, drink, tobacco		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	
1958	100.4	100.9	96.5	96.3	101.6	108.3	100.1	102.5	102.4	102.4	102.4	102.4	102.4	102.4	102.4	102.4	102.4	102.4	102.4
1959	100.9	103.9	96.3	99.4	104.9	108.6	99.1	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3
1960	103.9	102.9	99.4	101.9	107.9	110.1	100.1	102.4	102.4	102.4	102.4	102.4	102.4	102.4	102.4	102.4	102.4	102.4	102.4
1961	102.9	100.0	101.9	100.0	102.9	104.7	100.1	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0	101.0
1962	100.0	98.4	100.0	97.6	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1963	98.4	100.7	98.4	101.7	99.1	98.2	98.4	99.9	98.4	99.9	98.4	99.9	98.4	99.9	98.4	99.9	98.4	99.9	98.4
1964	100.7	99.8	101.7	101.9	99.1	98.8	97.3	100.7	98.4	99.9	98.4	99.9	98.4	99.9	98.4	99.9	98.4	99.9	98.4
1965	99.8	97.3	101.9	101.9	96.2	95.6	96.6	99.4	96.6	97.8	96.6	97.8	96.6	97.8	96.6	97.8	96.6	97.8	96.6
1966	97.3	92.4	101.0	96.8	91.5	91.7	92.8	97.8	96.8	97.8	96.8	97.8	96.8	97.8	96.8	97.8	96.8	97.8	96.8
1967	92.4	91.5	96.8	94.6	86.1	84.4	92.8	97.1	96.6	97.1	96.6	97.1	96.6	97.1	96.6	97.1	96.6	97.1	96.6
1968	91.5	92.4	94.6	87.0	83.3	83.3	90.4	97.9	96.8	97.9	96.8	97.9	96.8	97.9	96.8	97.9	96.8	97.9	96.8
1969	92.4	90.2	96.1	94.3	88.3	83.6	90.8	98.0	97.3	98.0	97.3	98.0	97.3	98.0	97.3	98.0	97.3	98.0	97.3
1970	90.2	84.4	94.3	87.2	82.1	74.0	85.9	95.1	96.1	97.0	95.1	96.1	95.1	9					

EARNINGS AND HOURS Average weekly and hourly earnings and hours: manual workers

TABLE 122
SIC 1968 FULL-TIME MEN (21 YEARS AND OVER)

UNITED KINGDOM	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
Oct													
Weekly earnings (£)													
1975	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	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
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91	61.61
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20	67.50
Hours worked													
1975	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7	40.5
1976	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
1977	46.4	43.0	44.4	43.8	43.0	43.0	42.6	43.7	42.2	43.1	43.1	42.9	41.3
1978	46.2	43.0	44.6	43.7	43.3	42.5	42.9	43.8	41.4	43.1	43.6	43.4	41.3
Hourly earnings (pence)													
1975	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	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
1977	156.2	191.5	175.2	181.3	165.1	158.0	162.3	174.8	179.1	163.9	151.6	144.3	149.2
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1	163.4

Oct	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
Weekly earnings (£)												
1975	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	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97
1977	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89
1978	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
Hours worked												
1975	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	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0
1977	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
1978	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2
Hourly earnings (pence)												
1975	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	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2
1977	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9
1978	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9

SIC 1968 FULL-TIME WOMEN (18 YEARS AND OVER)

UNITED KINGDOM	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
Oct													
Weekly earnings (£)													
1975	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	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
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90	38.08
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.50	60.50	52.04	46.02	42.03	41.94
Hours worked													
1975	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5	35.5
1976	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
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2	36.1
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7	36.1
Hourly earnings (pence)													
1975	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	115.3	132.8	114.9	115.6	123.1	112.6	113.4	123.2	133.4	112.6	103.4	89.6	93.3
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9	105.5
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5	116.2

Oct	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
Weekly earnings (£)												
1975	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	34.19
1976	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62	40.61
1977	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	35.16	46.41	44.31
1978	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	40.11	52.98	50.03
Hours worked												
1975	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
1976	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4
1977	36.8	37.2	38.5	37.5	37.2	—	37.9	36.0	41.3	38.3	39.4	37.4
1978	36.7	37.5	38.1	37.0	37.2	—	38.5	36.8	43.5	38.4	40.3	37.4
Hourly earnings (pence)												
1975	98.1	99.4	101.6	88.3	93.0	—	81.2	109.5	106.2	69.4	95.9	92.4
1976	115.0	113.0	117.7	105.9	109.4	—	94.3	119.3	120.7	83.8	109.3	108.6
1977	123.9	124.2	126.9	115.8	119.5	—	103.3	133.2	128.9	91.8	117.8	118.5
1978	142.0	143.0	145.2	132.8	134.6	—	111.6	157.9	146.6	104.5	131.5	133.8

* 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: manual workers

TABLE 123
UNITED KINGDOM

SIC 1968	Oct 1976			Oct 1977			Oct 1978		
	Weekly earnings	Hours worked	Hourly earnings	Weekly earnings	Hours worked	Hourly earnings	Weekly earnings	Hours worked	Hourly earnings
All manufacturing industries									
Full-time men (21 years and over)	67.83	43.5	155.9	73.56	43.6	168.7	84.77	43.5	194.9
Full-time women (18 years and over)	40.71	37.2	109.4	44.45	37.2	119.5	50.08	37.2	134.6
Part-time women (18 years and over)*	22.06	21.6	102.1	23.90	21.5	111.2	27.13	21.6	125.6
Full-time boys (under 21 years)	37.75	40.0	94.4	41.16	40.0	102.9	47.96	40.0	119.9
Full-time girls (under 18 years)	26.87	37.6	71.5	29.90	37.6	79.5	33.33	37.6	88.6
All industries covered†									
Full-time men (21 years and over)	66.97	44.0	152.2	72.89	44.2	164.9	83.50	44.2	188.9
Full-time women (18 years and over)	40.61	37.4	108.6	44.31	37.4	118.5	50.03	37.4	133.8
Part-time women (18 years and over)*	21.2	21.2	101.4	23.14	21.0	110.2	26.20	21.1	124.2
Full-time boys (under 21 years)	37.94	40.5	93.7	41.30	40.5	102.0	46.98	40.6	115.7
Full-time girls (under 18 years)	26.70	37.5	71.2	29.74	37.6	79.1	33.18	37.6	88.2

* 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 earnings: non-manual employees Fixed-weighted: April 1970 = 100

GREAT BRITAIN	MANUFACTURING INDUSTRIES			ALL INDUSTRIES AND SERVICES		
	Men	Women	Men and women	Men	Women	Men and women
April 1970	100.0	100.0	100.0	100.0	100.0	100.0
1971	110.7	112.5	111.0	111.5	112.2	111.7
1972	122.3	124.9	122.7	124.1	125.8	124.5
1973	135.9	139.9	136.5	137.3	139.8	138.0
1974	152.1	165.2	154.3	155.3	161.8	157.0
1975	191.8	226.7	197.5	195.0	224.0	202.9
1976	225.6	276.2	233.9	232.6	276.6	244.5
1977	248.0	310.0	258.1	253.6	304.5	267.3
1978	287.3	353.4	298.1	287.2	334.5	300.0
Weights	689	311	1,000	575	425	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) issue of the Gazette. They 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

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

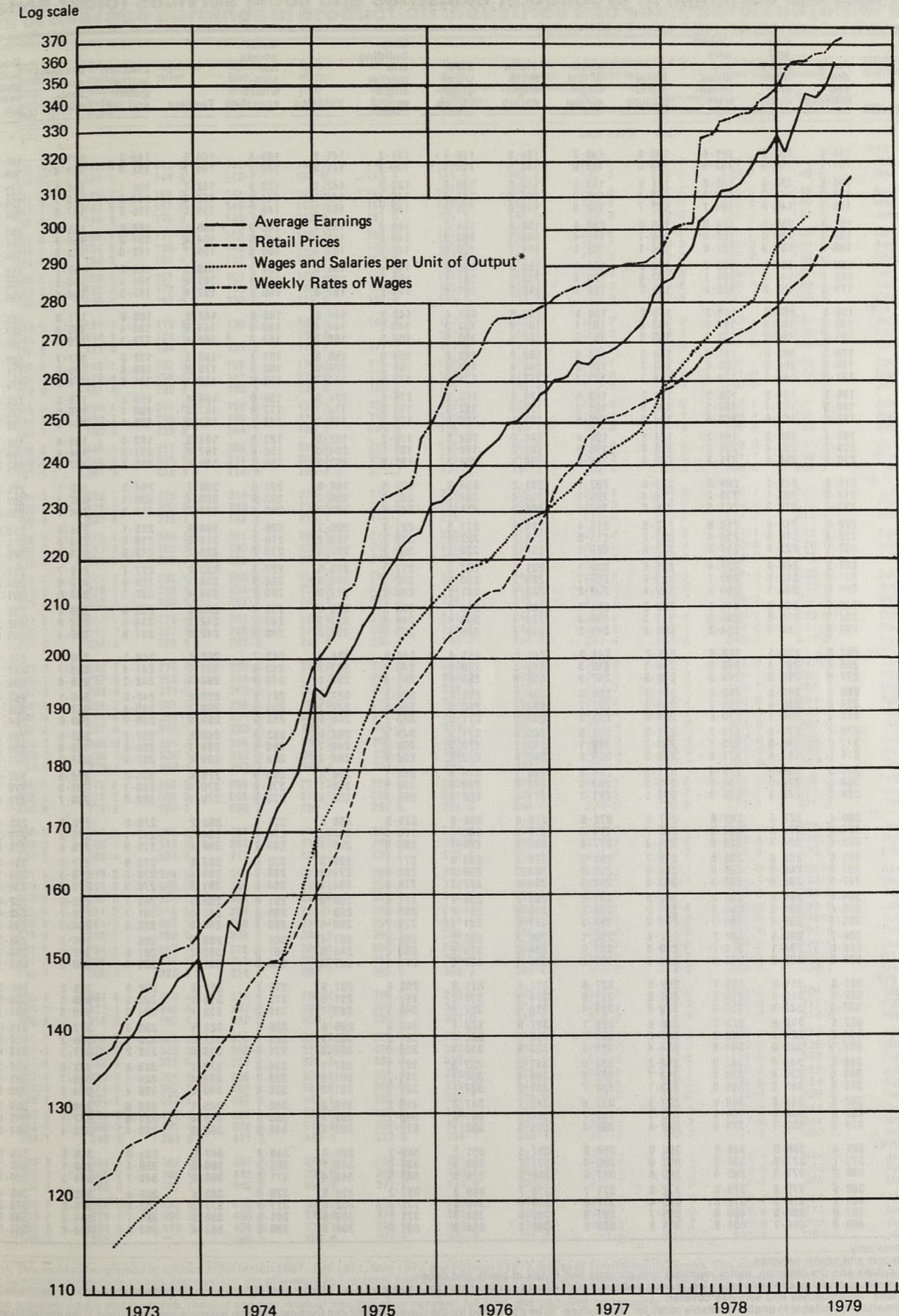
TABLE 126

GREAT BRITAIN	MANUFACTURING INDUSTRIES				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	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	
April										
FULL-TIME MEN, 21 years and over										
Manual occupations										
1972	33.6	34.5	45.6	75.8	83.7	32.1	32.8	46.0	71.3	69.1
1973	38.6	39.9	46.4	86.0	95.2	37.0	38.1	46.7	81.7	79.2
1974	43.6	45.1	46.2	97.4	106.1	42.3	43.6	46.5	93.5	91.1
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
Non-manual occupations										
1972	43.7	43.8	38.9	111.3	122.4	43.4	43.5	38.7	110.7	110.8
1973	48.4	48.7	39.2	122.4	137.8	47.8	48.1	38.8	121.6	121.7
1974	54.1	54.5	39.1	137.7	151.1	54.1	54.4	38.8	137.9	138.1
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
All occupations										
1972	36.2	37.1	43.9	83.7	93.5	36.0	36.7	43.4	83.7	83.3
1973	41.1	42.3	44.5	94.5	106.1	40.9	41.9	43.8	94.3	93.7
1974	46.3	47.7	44.3	106.9	121.9	46.5	47.7	43.7	107.6	107.2
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1972	17.0	17.7	40.0	44.4	50.7	16.6	17.1	39.9	43.0	42.6
1973	19.6	20.5	40.0	51.2	60.1	19.1	19.7	39.9	49.6	49.1
1974	23.1	24.1	39.9	60.6	74.6	22.8	23.6	39.8	59.3	58.7
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
Non-manual occupations										
1972	19.4	19.5	37.3	52.3	58.3	22.1	22.2	36.8	59.9	59.8
1973	21.8	21.8	37.3	58.5	68.8	24.5	24.7	36.8	66.2	66.1
1974	25.6	25.8	37.3	69.0	83.0	28.3	28.6	36.8	76.9	76.7
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
All occupations										
1972	17.8	18.4	39.0	47.0	53.5	20.1	20.5	37.8	54.0	53.9
1973	20.3	21.0	39.0	53.9	63.4	22.6	23.1	37.8	60.5	60.3
1974	23.9	24.8	38.9	63.8	78.4	26.3	26.9	37.8	70.8	70.6
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
FULL-TIME ADULTS										
(a) MEN, 21 years and over and WOMEN, 18 years and over										
All occupations										
1972	31.7	32.7	42.6	76.4	84.1	31.4	32.0	41.8	75.8	75.0
1973	36.0	37.3	43.1	85.7	96.1	35.5	36.4	42.1	85.2	84.1
1974	40.8	42.3	43.0	97.6	109.7	40.6	41.7	42.0	97.8	96.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1972	35.6	36.8	43.1	84.6	93.1	35.0	35.9	42.1	84.1	82.9
1973	40.3	41.8	43.0	96.4	106.0	40.1	41.1	42.0	96.6	95.5
1974	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
1975	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
1976	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
1977	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3

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

Earnings, wage rates, retail prices

Average 1970 = 100



* See footnote at end of table 134

EARNINGS

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

TABLE 127

GREAT BRITAIN	SIC 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		Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement etc
											Textiles	Textiles			
JAN 1970 = 100															
1973															
Feb		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
Mar		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	151.8	144.8	148.1	144.6	152.8	153.2	148.7	151.9
June		158.1	145.6	154.7	152.7	148.8	148.8	155.0	148.1	153.5	148.2	155.3	152.2	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
Aug		158.5	150.0	150.8	150.7	148.4	146.9	153.8	145.2	152.3	145.6	154.6	161.3	146.7	151.2
Sep		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
Oct		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
Nov		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
Dec		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															
Jan††		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
Feb††		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
Mar		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
Aug		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
Sep		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
Oct		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
Nov		209.2	203.4	209.2	195.0	198.3	197.2	199.1	187.1	204.5	196.4	197.6	207.0	194.4	199.4
Dec		218.6	206.1	211.3	200.8	198.5	199.3	204.3	191.8	201.6	199.6	199.6	206.3	197.0	203.0
1975															
Jan		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
Feb		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
Mar		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
Aug		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
Sep		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
Oct		248.1	247.2	246.6	236.3	234.7	236.1	244.7	238.5	223.0	232.8	238.8	236.6	228.6	236.5
Nov		254.7	250.6	255.9	241.3	239.8	238.4	248.4	244.4	227.3	239.7	242.9	238.5	232.0	242.2
Dec		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															
Jan		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
Feb		255.6	251.4	256.0	249.1	242.9	245.3	253.6	249.6	237.7	243.8	251.6	241.4	238.7	247.1
Mar		277.0	260.8	258.8	249.9	247.9	245.9	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	327.2	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	269.5	266.3	256.0	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
Aug		277.6	265.6	273.7	260.7	259.1	260.7	270.5	254.3	248.7	260.5	269.1	253.6	249.6	259.8
Sep		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
Oct		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
Nov		286.0	276.0	288.6	273.5	269.5	272.2	278.8	266.3	256.1	276.2	283.1	266.9	270.7	276.8
Dec		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															
Jan		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
Feb		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
Mar		308.4	284.7	285.9	281.3	277.8	285.9	288.7	265.7	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		301.9	289.9	291.8	288.6	285.9	283.2	290.5	281.0	270.3	285.7	293.4	278.3	278.8	285.1
June		297.9	288.9	296.3	283.5	283.9	284.4	287.7	278.4	268.1	284.8	291.5	278.3	279.3	289.5
July		298.4	296.2	293.2	303.8	287.2	285.2	289.2	277.0	266.8	291.6	292.5	283.7	280.5	282.4
Aug		293.4	291.0	290.6	281.9	283.1	286.3	291.6	269.8	265.5	285.5	291.0	281.7	280.4	286.6
Sep		301.7	286.4	295.7	289.2	287.3	287.0	291.7	272.7	260.5	295.6	294.0	283.5	288.2	286.6
Oct		309.7	286.6	304.2	292.9	294.1	296.3	296.2	265.8	267.4	300.7	299.0	296.1	296.3	293.0
Nov		326.0	294.1	328.2	290.3	301.9	304.0	315.8	290.2	280.6	307.5	303.2	297.5	302.8	298.2
Dec		322.6	302.7	330.6	298.0	307.8	312.1	307.8	279.1	287.0	308.9	307.4	296.4	300.8	306.8
1978															
Jan		321.8	311.6	320.1	299.5	307.6	312.0	311.9	292.8	287.9	312.7	311.8	308.9	308.2	306.3
Feb		322.5	315.5	319.6	305.2	311.0	314.7	313.2	287.7	291.6	313.7	315.0	303.3	306.5	305.9
Mar		330.5	333.8	325.8	321.0	315.4	318.1	322.6	306.1	289.7	316.2	312.4	304.6	310.6	307.1
April		337.1	339.8	323.7	340.6	325.1	331.9	328.4	308.0	299.6	326.3	321.9	308.4	317.6	319.5
May		344.2	327.4	328.8	337.8	327.3	336.3	334.6	321.2	305.9	328.1	330.9	308.1	316.3	320.0
June		347.1	328.0	344.8	334.4	329.9	333.5	340.0	324.8	309.2	331.5	338.8	312.2	317.7	328.8
July		348.0	344.4	342.5	350.2	334.0	347.0	337.3	307.1	334.6	338.7	332.5	322.5	326.2	
Aug		345.4	339.8	339.8	313.7	333.9	336.5	332.7	311.7	301.8	328.7	338.4	324.1	319.7	325.9
Sep		349.6	339.9	348.5	333.1	334.7	339.2	337.1	327.0	301.2	335.4	340.5	330.4	324.2	330.5
Oct		352.3	341.0	345.6											

EARNINGS Indices of earnings by occupation: manual men in certain manufacturing industries

TABLE 128 JAN 1964 = 100

GREAT BRITAIN Industry group SIC 1968	Average weekly earnings including overtime premium					Average hourly earnings excluding overtime premium				
	Jan 1977	June 1977	Jan 1978	June 1978	Jan 1979	Jan 1977	June 1977	Jan 1978	June 1978	Jan 1979
SHIPBUILDING AND SHIP REPAIRING*										
	£					pence				
Timeworkers										
Skilled	452.0	446.7	473.0	501.6	530.5	90.04	475.4	493.4	506.5	553.6
Semi-skilled	498.3	492.3	506.8	550.1	603.8	84.14	483.0	499.0	512.4	553.7
Labourers	466.5	470.8	534.5	591.4	661.0	87.99	508.8	530.7	578.7	654.2
All timeworkers	483.5	477.1	503.4	540.1	580.3	88.02	500.7	517.3	535.3	585.5
Payment-by-results workers										
Skilled	411.1	430.8	450.4	481.2	498.3	91.54	432.8	449.0	464.9	496.7
Semi-skilled	447.7	469.1	484.7	502.1	532.5	80.55	475.9	494.1	507.2	539.7
Labourers	426.4	423.7	457.4	509.4	533.4	83.77	457.4	479.3	497.4	527.7
All payment-by-results workers	419.7	438.6	458.6	486.3	507.8	87.90	441.7	458.7	474.3	504.4
All skilled workers	419.5	429.5	451.4	479.0	501.2	90.79	434.0	450.3	464.7	498.4
All semi-skilled workers	471.5	480.8	496.6	526.5	569.1	82.51	469.8	486.3	500.7	534.8
All labourers	448.8	447.1	490.3	543.3	588.7	85.97	487.6	509.5	536.9	588.1
All workers covered	434.3	442.9	465.2	494.4	523.7	87.96	448.8	464.9	481.2	515.4
CHEMICAL MANUFACTURE†										
Timeworkers										
General workers	425.6	449.3	468.2	503.7	522.6	88.58	494.0	503.7	534.1	565.1
Craftsmen	416.2	433.5	461.0	489.3	519.7	97.81	455.8	467.7	500.1	525.9
All timeworkers	424.7	446.0	467.6	501.1	523.4	90.98	486.7	496.7	528.1	557.7
Payment-by-results workers										
General workers	411.9	418.6	448.7	469.3	477.1	84.85	415.0	424.4	444.7	472.6
Craftsmen	387.0	412.0	430.4	467.9	505.1	100.94	399.7	416.3	431.7	462.9
All payment-by-results workers	404.6	413.7	442.0	466.5	480.4	87.79	408.8	418.7	438.3	467.5
All general workers	418.0	439.1	459.2	492.2	509.5	88.12	463.8	473.2	501.0	529.9
All craftsmen	405.6	423.2	449.5	478.0	508.4	98.07	431.4	443.0	472.9	497.8
All workers covered	415.9	435.5	457.6	489.4	510.4	90.61	456.3	465.7	494.6	522.4
ENGINEERING‡										
Timeworkers										
Skilled	373.4	424.7				82.77	410.6	472.3		
Semi-skilled	397.6	444.0				76.73	444.0	502.9		
Labourers	407.9	461.1				64.56	456.2	520.3		
All timeworkers	390.0	440.4				78.75	431.8	493.8		
Payment-by-results workers										
Skilled	367.6	416.1				83.51	401.0	457.9		
Semi-skilled	356.2	400.1				74.42	338.6	443.6		
Labourers	385.9	445.6				66.26	435.6	498.9		
All payment-by-results workers	363.0	409.3				78.45	396.5	452.2		
All skilled workers	370.0	420.0				83.06	402.7	461.8		
All semi-skilled workers	376.5	421.3				75.76	412.0	468.4		
All labourers	402.8	458.0				65.00	451.9	516.4		
All workers covered	376.4	424.8				78.63	412.3	471.0		

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

EARNINGS Index of average earnings: manual and non-manual employees (combined)

TABLE 129 (new version)

GREAT BRITAIN	Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec	Annual average §
NEW SERIES: unadjusted: Jan 1976 = 100													
Whole economy													
1976	100.0	100.6	102.2	103.3	105.5	106.7	107.8	107.8	108.3	108.5	110.6	111.3	106.0
1977	110.9	111.0	113.3	113.1	114.9	115.4	117.0	115.7	116.6	117.9	120.1	121.7	115.6
1978	121.5	122.7	125.0	127.2	129.4	133.1	133.6	131.7	134.2	135.2	136.1	138.0	130.6
1979	135.7	141.1	143.7	144.3	146.9	150.9	[155.5]						
OLDER SERIES: SEASONALLY ADJUSTED: Jan 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	—*	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	158.8	160.9	160.9	162.9	152.1
1974	154.0†	156.8†	166.6	165.2	174.9	177.5	181.0	185.7	188.8	191.9	199.2	207.7	179.1†
1975	205.6	210.1	212.7	216.2	220.8	223.4	230.9	233.4	237.6	239.8	241.1	247.2	226.6
1976	248.1	250.1	253.7	254.5	258.7	261.1	263.1	267.4	269.8	272.8	275.3	281.8	261.8
1977	278.3	279.2	283.1	282.4	284.9	285.9	286.6	288.8	291.8	295.6	301.2	304.1	288.5
1978	306.7	311.5	314.6	324.1	326.2	333.0	333.2	334.7	339.2	344.5	344.5	350.1	330.2
1979	344.7	355.6	369.3	368.1	373.2	386.6	[387.1]						
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	93.1	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	—*	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	184.1	187.8	190.8	198.0	203.8	177.5†
1975	203.8	207.7	210.7	212.9	217.4	220.0	227.5	230.8	233.7	237.4	239.1	245.2	223.8
1976	246.1	248.3	252.3	253.4	258.5	261.0	262.4	265.9	267.1	269.2	270.7	274.2	260.7
1977	276.5	278.0	281.2	281.3	284.1	284.1	285.8	287.8	291.0	294.6	301.7	304.5	287.6
1978	308.0	311.9	314.9	325.2	325.1	330.6	332.1	333.5	338.0	343.3	343.2	349.7	329.6
1979	345.5	357.3	369.0	368.0	375.3	388.2	[386.4]						
PERCENTAGE INCREASES OVER PREVIOUS 12 MONTHS													
NEW SERIES: unadjusted													
Whole economy													
1977	10.9	10.3	10.8	9.4	9.0	8.2	8.5	7.3	7.7	8.7	8.6	9.4	9.1
1978	9.5	10.5	10.4	12.4	12.6	15.4	14.2	13.9	15.1	14.7	13.3	13.3	13.0
1979	11.7	15.0	14.9	13.5	13.5	13.4	[16.4]						
OLDER 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	15.9	15.6	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	20.4	21.2	21.6	25.4	29.1	17.8
1975	27.8	28.8	27.7	30.9	26.2	25.9	27.6	25.7	25.9	25.0	21.1	19.0	26.5
1976	20.7	19.0	19.3	17.7	17.1	16.8	14.0	14.5	12.5	12.5	13.1	11.4	15.8
1977	12.1	11.6	11.6	11.0	10.1	9.5	8.9	8.1	9.1	9.5	10.4	10.5	10.2
1978	10.2	11.6	11.2	14.8	14.5	16.5	16.3	15.9	16.2	16.5	14.4	15.1	14.4
1979	12.4	14.1	17.4	13.6	14.4	16.1	[16.2]						
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</										

WAGE RATES AND HOURS
indices of basic weekly and hourly rates of wages and normal weekly hours:
manual workers

TABLE 131 JULY 31, 1972 = 100

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII
Basic weekly rates of wages										
Weights: up to June 1978 † from July 1978										
1975	186	190	436	283	2,840	352	28	209	227	179
1976	232	211	454	294	2,953	366	29	217	236	186
1977	247	225	177	165	179	176	171	167	171	171
1978	273	247	209	199	214	211	200	213	203	199
1977	247	226	228	218	218	232	220	232	218	213
1978	273	247	250	240	271	254	243	255	242	248
1977	247	226	228	219	218	236	224	232	216	212
1978	247	226	230	227	218	236	224	232	216	212
1977	247	226	230	227	218	237	224	235	220	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215
1978	247	226	238	227	218	237	224	235	229	215
1977	247	226	231	227	218	237	224	235	229	215

RETAIL PRICES
General* index of retail prices

TABLE 132

UNITED KINGDOM	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 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					
JAN 16, 1962 = 100												
Weights 1968	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	
1969	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	
1970	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	
1971	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	
1972	1,000	251	39.6-41.1	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	
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7	
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5	
1968	Annual averages	125.0	123.2	121.7	123.8	118.9	126.1	123.5	130.2	119.0	125.7	125.2
1969		131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7
1970		140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2
1971		153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5
1972		164.3	169.4	171.0	169.5	163.9	165.2	161.5	181.5	167.2	162.7	164.1
1973		179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
1974	208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1	
1968 Jan 16		121.6	121.1	121.0	121.3	115.9	120.9	119.2	128.2	119.3	121.9	121.7
1969 Jan 14		129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970 Jan 20		135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5
1971 Jan 19		147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1
1972 Jan 18		159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1
1973 Jan 16		171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8
1974 Jan 15		191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	227.0	184.0	189.4
JAN 15, 1974 = 100												
Weights 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	
1975	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	
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8	
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8	
1978	1,000	232	30.4-33.5	119.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.2	
1979	1,000	232	[34.4]	[197.6]	[38.7]	[61.3]	[100.0]	[52.5]	[45.1]	768	[965.6]	
1974	Annual averages	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975		134.8	133.3	129.8	134.3	140.7	158.8	150.2	116.9	120.9	135.2	135.1
1976		157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977		182.0	190.3	197.0	189.1	192.4	208.3	201.8	175.0	175.6	179.7	181.5
1978		197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8
1975 Jan 14			119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976 Jan 13		147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977 Jan 18		172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
Feb 15		174.1	184.5	216.8	178.5	179.8	192.7	187.5	169.1	167.3	171.1	172.5
Mar 15		175.8	186.5	215.7	181.0	185.1	197.8	187.5	169.9	167.9	172.6	174.3
April 19		180.3	189.6	223.9	183.2	189.7	200.6	196.2	168.9	169.7	177.6	178.7
May 17		181.7	189.9	213.7	185.4	191.8	205.0	199.6	169.9	170.9	179.3	180.5
June 14		183.6	193.7	219.4	189.0	192.2	206.8	200.8	177.5	174.5	180.8	182.4
July 12		183.8	192.0	194.1	191.8	196.3	210.2	204.5	178.4	177.5	181.5	183.5
Aug 16		184.7	191.9	182.2	193.8	196.9	214.9	207.6	178.8	179.3	182.7	184.9
Sep 13		185.7	192.5	176.9	195.6	198.3	216.9	209.4	179.7	182.1	183.8	186.2
Oct 18		186.5	192.3	168.1	196.9	199.0	219.0	211.0	179.9	184.0	184.9	187.3
Nov 15		187.4	192.9	166.9	197.5	200.3	220.5	212.3	179.5	184.2	185.9	188.2
Dec 13		188.4	194.8	171.1	198.9	201.1	224.1	214.8	179.9	184.5	186.6	189.0
1978 Jan 17		189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
Feb 14		190.6	197.3	174.5	201.7	205.1	223.9	216.3	188.1	184.2	188.8	191.4
Mar 14		191.8	198.4	179.0	202.2	206.1	224.4	217.0	189.9	182.7	189.9	192.4
April 18		194.6	201.6	186.3	204.7	209.3	228.0	220.4	192.5	183.1	192.7	195.0
May 16		195.7	203.2	187.5	206.3	209.7	229.5	221.5	195.6	184.3	193.6	196.1
June 13		197.2	206.7	200.8	207.9	210.4	230.3	222.3	198.2	186.4	194.5	197.2
July 18		198.1	206.1	185.5	210.0	211.9	232.1	224.0	200.3	189.2	195.9	198.7
Aug 15		199.4	206.2	177.9	211.7	212.5	235.0	225.9	201.2	191.0	197.6	200.4
Sep 12		200.2	206.3	173.1	212.6	212.9	236.5	227.0	202.1	191.9	198.6	201.4
Oct 17		201.1	205.6	168.2	212.7	215.0	236.0	227.5	202.1	191.3	199.8	202.4
Nov 14		202.5	207.9	171.4	214.7	216.4	236.8	228.6	207.9	191.1	201.1	203.8
Dec 12		204.2	210.5	183.0	215.8	217.2	238.0	229.6	209.0	191.9	202.4	205.1
1979 Jan 16		207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3
Feb 13		208.9	218.7	208.2	220.8	221.1	241.6	233.7	213.0	199.7	206.2	209.1
Mar 13		210.6	220.2	215.3	221.3	222.6	242.2	234.2	212.9	200.7	207.9	210.6
April 10		214.2	221.6	221.6	221.9	223.8	243.3	235.4	213.0	200.6	212.1	214.0
May 15		215.9	224.0	222.1	224.6	225.0	248.0	238.7	215.4	202.7	213.7	215.9
June 12		219.6	230.0	229.3	230.3	225.9	252.7	241.8	228.6	204.7	216.7	219.4
July 17		229.1	231.2	208.0	235.8	236.2	261.1	251.1	231.8	205.9	228.6	230.1
Aug 14		230.9	231.8	201.0	237.9	239.8	263.6	254.0	232.3	208.1	230.6	232.1

* See article on page 236 of March 1979 Employment Gazette.
† The items included in the various sub-divisions are given on page 191 of the March 1975 issue of Employment Gazette.
‡ These are: coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

RETAIL PRICES
General* index of retail prices

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	UNITED KINGDOM	
											1968 Weights	1970
95	63	66	121	62	59	89	120	60	56	41	JAN 16, 1962 = 100	
93	64	68	118	61	60	86	124	66	57	42	1968	Weights
92	66	64	119	61	60	86	126	65	55	43	1969	
91	65	59	119	60	61	87	136	65	54	44	1970	
92	66	53	121	60	58	89	139	65	52	46	1971	
89	73	49	126	58	58	89	135	65	53	46	1972	
89	70	43	124	52	64	91	135	63	54	51	1973	
135.0	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9	JAN 15, 1974 = 100	
140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	135.0	1968	
149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5	1969	
172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0	1970	
185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3	1971	
191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0	1972	
215.6	182.1	164.8	238.2	208.8								

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

TABLE 132 (continued)

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

Indices for pensioner households: all items (excluding housing)

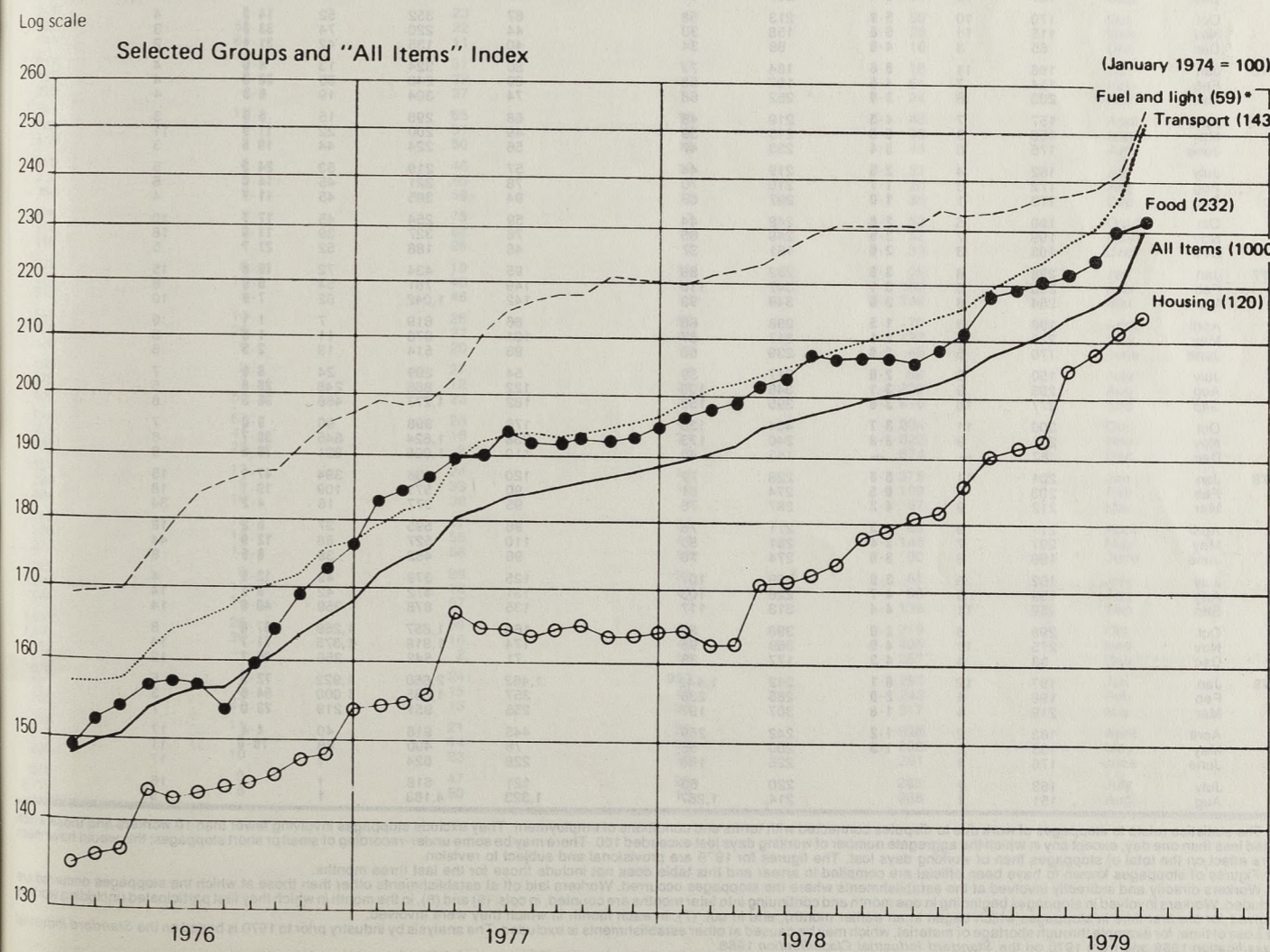
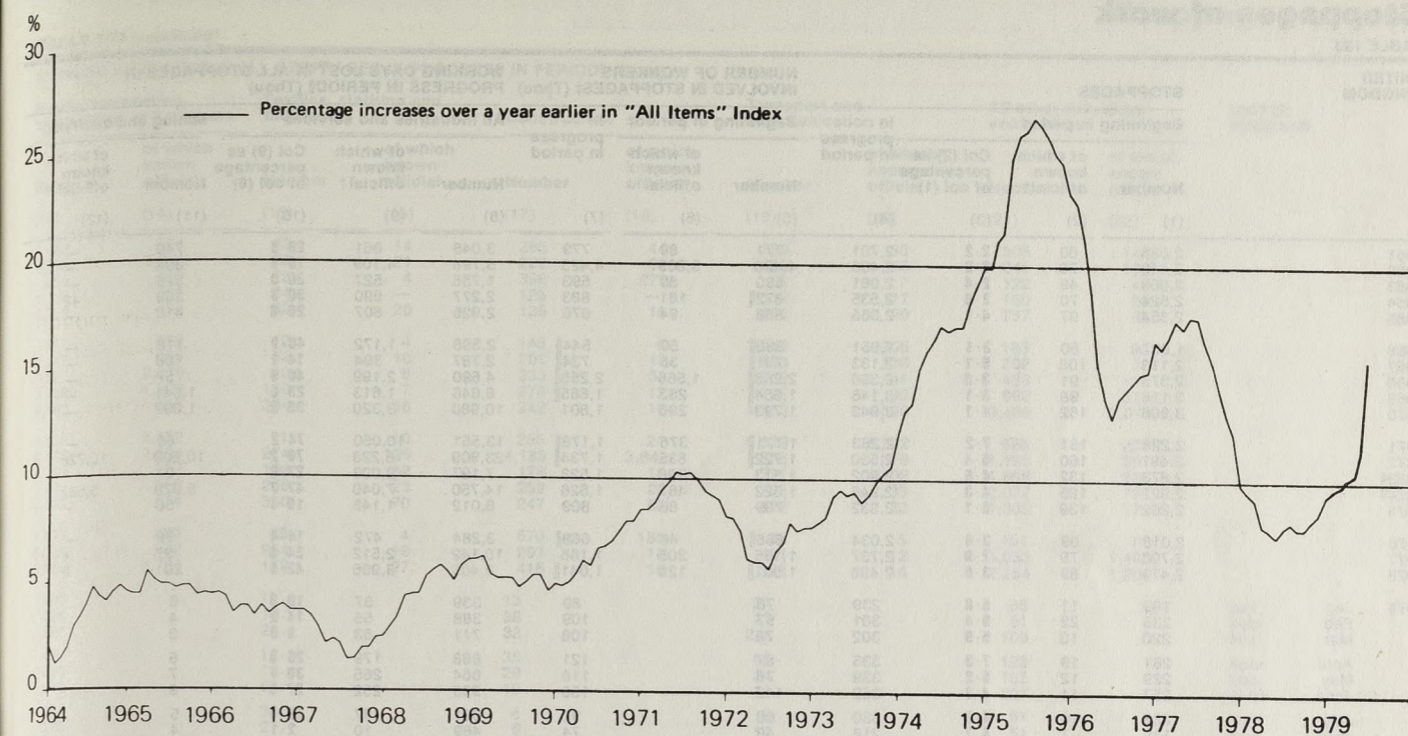
TABLE 132(a)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Index for				Index for				Index for			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
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
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6			213.4	219.3			211.3	217.7		

TABLE 132(b)
Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Index for
												Index for
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS												
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8	JAN 15, 1974 = 100
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1	
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5	
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6	
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8	
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS												
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8	
1975	134.6	128.9	135.7	148.1	148.0	132.6	126.4	145.4	144.6	135.4	133.1	
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5	
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	187.4	171.2	188.6	
1978	201.6	196.9	199.8	226.6	226.0	166.1	172.7	211.7	217.8	168.5	209.8	
GENERAL INDEX OF RETAIL PRICES												
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2	
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4	
1976	159.9	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3	
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	180.3	188.3	173.3	185.7	
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8	

Index of retail prices



*Figures in brackets are the 1979 group weights

INDUSTRIAL DISPUTES* Stoppages of work

TABLE 133

UNITED KINGDOM	STOPPAGES			NUMBER OF WORKERS INVOLVED IN STOPPAGES† (Thou)			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡ (Thou)					
	Beginning in period		In progress in period	Beginning in period‡		In progress in period	All industries and services			Mining and quarrying		
	Number	of which known official†		Col (2) as percentage of col (1)	Number		of which known official	Number	of which known official†	Col (9) as percentage of col (8)	Number	of which known official
			(1)			(2)							(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1961	2,686	60	2.2	2,701	771	80	779	3,046	861	28.3	740	—
1962	2,449	78	3.2	2,465	4,420	3,809	4,423	5,798	4,109	70.9	308	—
1963	2,068	49	2.4	2,081	590	80	593	1,755	527	30.0	326	—
1964	2,524	70	2.8	2,535	872	161	883	2,277	690	30.3	309	42
1965	2,354	97	4.1	2,365	868	94	876	2,925	607	20.8	413	—
1966	1,937	60	3.1	1,951	530	50	544	2,398	1,172	48.9	118	—
1967	2,116	108	5.1	2,133	731	36	734	2,787	394	14.1	108	—
1968	2,378	91	3.8	2,390	2,255	1,565	2,258	4,690	2,199	46.9	57	—
1969	3,116	98	3.1	3,146	1,654	283	1,665	6,846	1,613	23.6	1,041	—
1970	3,906	162	4.1	3,943	1,793	296	1,801	10,980	3,320	30.2	1,092	—
1971	2,228	161	7.2	2,263	1,171	376	1,178	13,551	10,050	74.2	65	—
1972	2,497	160	6.4	2,530	1,722	635	1,734	23,909	18,228	76.2	10,800	10,726
1973	2,873	132	4.6	2,902	1,513	396	1,528	7,197	2,009	27.9	91	—
1974	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7	5,628	5,567
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1	56	—
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4	78	—
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8	97	4
1978	2,471	89	3.6	2,498	1,001	120	1,041	9,405	3,996	42.5	201	2
1975	Jan	189	11	5.8	239	97	89	339	37	10.9	6	—
	Feb	235	22	9.4	301	70	109	388	55	14.2	4	—
	Mar	220	13	5.9	302	76	108	711	63	8.9	2	—
	April	261	19	7.3	335	87	121	668	179	26.8	6	—
	May	229	12	5.2	339	76	118	864	265	30.7	7	—
	June	257	11	4.3	352	112	150	935	252	27.0	8	—
	July	235	10	4.3	330	63	92	631	97	15.4	5	—
	Aug	149	7	4.7	218	48	74	469	10	2.1	4	—
	Sep	157	10	6.4	207	37	56	300	21	7.0	4	—
	Oct	170	10	5.9	213	58	67	352	52	14.8	4	—
	Nov	115	11	9.6	158	30	44	220	74	33.6	3	—
	Dec	65	3	4.6	88	34	40	135	42	31.1	2	—
1976	Jan	166	11	6.6	184	77	80	324	13	4.0	4	—
	Feb	154	7	4.5	197	58	69	240	80	33.3	4	—
	Mar	203	6	3.0	252	68	74	304	19	6.3	4	—
	April	157	7	4.5	219	48	68	298	15	5.0	3	—
	May	156	9	5.8	213	39	49	200	22	11.0	11	—
	June	175	6	3.4	233	47	56	224	44	19.6	3	—
	July	162	4	2.5	219	44	57	219	53	24.2	5	—
	Aug	172	3	1.7	210	70	78	321	45	14.0	6	—
	Sep	179	1	1.0	237	69	94	385	45	11.7	4	—
	Oct	190	5	2.6	248	44	59	254	45	17.7	10	—
	Nov	199	7	3.5	249	65	76	327	39	11.9	18	—
	Dec	103	3	2.9	161	37	46	188	52	27.7	5	—
1977	Jan	228	8	3.5	262	88	95	434	72	16.6	15	—
	Feb	260	8	3.1	347	115	149	781	54	6.9	8	—
	Mar	264	8	3.0	349	93	142	1,042	82	7.9	10	—
	April	196	3	1.5	288	68	86	619	7	1.1	6	—
	May	240	5	2.1	317	87	101	678	11	1.6	8	—
	June	170	5	2.9	239	66	93	514	13	2.5	6	—
	July	150	3	2.0	217	39	54	299	24	8.0	7	—
	Aug	295	9	3.1	346	108	122	868	248	28.6	5	—
	Sep	277	10	3.6	395	150	182	1,277	466	36.5	8	—
	Oct	300	11	3.7	404	138	179	998	90	9.0	7	—
	Nov	236	9	3.8	340	173	238	1,624	645	39.7	8	—
	Dec	87	—	—	153	40	110	1,008	801	79.5	9	—
1978	Jan	201	11	5.5	228	79	120	836	394	47.1	15	—
	Feb	203	1	0.5	274	61	90	571	109	19.1	18	—
	Mar	212	9	4.2	287	76	95	377	16	4.2	34	—
	April	211	9	4.3	271	75	96	595	37	6.2	18	—
	May	207	7	3.4	281	90	110	527	68	12.9	44	—
	June	198	6	3.0	274	76	96	452	39	8.6	8	—
	July	152	6	3.9	209	107	125	379	49	12.9	4	—
	Aug	169	8	4.7	226	103	131	472	42	8.9	14	—
	Sep	252	11	4.4	313	117	135	878	359	40.9	14	—
	Oct	298	6	2.0	398	84	166	1,857	1,259	67.8	8	—
	Nov	275	11	4.0	369	95	174	1,918	1,375	71.7	14	—
	Dec	93	4	4.3	177	38	71	542	250	46.1	12	—
1979	Jan	197	12	6.1	242	1,442	1,462	2,650	1,922	72.5	5	—
	Feb	198	4	2.0	285	238	285	357	1,835	516.6	3	—
	Mar	219	4	1.8	307	197	255	951	219	23.0	7	—
	April	163	2	1.2	242	259	445	918	40	4.4	11	—
	May	135	2	1.5	200	55	78	490	88	18.0	11	—
	June	176	†	—	225	198	228	624	†	—	17	—
	July	163	†	—	220	63	121	618	†	—	16	—
	Aug	151	†	—	214	1,287	1,323	4,183	†	—	9	—

* The statistics relate to stoppages of work due to disputes connected with terms and conditions of employment. They exclude stoppages involving fewer than 10 workers and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. There may be some under-recording of small or short stoppages; this would have much more effect on the total of stoppages than of working days lost. The figures for 1979 are provisional and subject to revision.

† Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months.

‡ Workers directly and indirectly involved at the establishments where the stoppages occurred. Workers laid off at establishments other than those at which the stoppages occurred are excluded. Workers involved in stoppages beginning in one month and continuing into later months are counted, in cols. (5) and (6), in the month in which they first participated (including workers involved for the first time in stoppages which began in an earlier month), and in col. (7), in each month in which they were involved.

§ Loss of time, for example through shortage of material, which may be caused at other establishments is excluded. The analysis by industry prior to 1970 is based on the *Standard Industrial Classification 1958* and from 1970 on the *Standard Industrial Classification 1968*.

|| Figures exclude workers becoming involved after the end of the year in which the stoppages began.

¶ Figures for stoppages in coal mining, other than for the national stoppage of February 10-March 8, 1974, are not available for December 1973-March 1974.

INDUSTRIAL DISPUTES* Stoppages of work

TABLE 133 (continued)

WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡ (Thou)										
Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services		UNITED KINGDOM
Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	
(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
1,464	624	22	14	285	44	230	36	305	143	1961
4,559	3,652	37	21	222	61	431	275	241	100	1962
854	189	25	4	356	279	72	7	122	49	1963
1,338	501	34	—	125	—	312	117	160	29	1964
1,763	455	52	20	135	16	305	20	257	95	1965
871	163	12	4	145	6	1,069	906	183	93	1966
1,422	205	31	10	201	17	823	136	202	26	1967
3,363	2,010	40	6	233	31	559	41	438	112	1968
3,739	1,229	140	7	278	12	786	90	862	274	1969
4,540	587	384	58	242	10	1,313	590	3,409	2,076	1970
6,035	3,552	71	10	255	21	6,539	6,242	586	225	1971
6,636	2,654	274	129	4,188	3,842	876	576	1,135	301	1972
4,799	923	193	82	176	15	331	102	1,608	887	1973
5,837	602	255	23	252	22	705	33	2,072	794	1974
3,932	814	350	70	247	69	422	23	1,006	172	1975
1,977	209	65	4	570	185	132	5	461	71	1976
6,133	962	264	19	297	12	301	19	3,050	1,498	1977
5,985	2,735	179	27	416	15	360	16	2,264	1,200	1978
195	—	12	—	13	—	27	—	86	—	1975
228	—	10	—	38	—	27	—	81	—	Jan
327	—	23	—	32	—	218	—	109	—	Feb
420	—	12	—	35	—	66	—	128	—	Mar
658	—	13	—	29	—	24	—	132	—	April
640	—	53	—	16	—	11	—	207	—	May
468	—	38	—	4	—	9	—	97	—	June
370	—	27	—	6	—	10	—	51	—	July
213	—	38	—	7	—	8	—	31	—	Aug
261	—	8	—	23	—	7	—	50	—	Sep
108	—	51	—	22	—	11	—	25	—	Oct
44	—	64	—	11	—	5	—	10	—	Nov
247	—	9	—	31	—	17	—	16	—	Dec
127	—	2	—	39	—	3	—	64	—	1976
218	—	4	—	37	—	3	—	24	—	Jan
161	—	12	—	65	—	15	—	43	—	Feb
105	—	7	—	31	—	15	—	38	—	Mar
103	—	5	—	50	—	18	—	45	—	April
115	—	8	—	46	—	13				

OUTPUT PER HEAD AND LABOUR COSTS
Indices of output, employment and output per person employed and of costs per unit of output: annual

TABLE 134 (1975 = 100)

	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979
1 WHOLE ECONOMY											
Output, employment and output per person employed											
1a Gross domestic product [§]	91.9	93.4	94.8	97.8	103.8	101.9	100.0	102.1	104.7	107.8	
1b Employed labour force*	99.7	99.4	97.6	98.3	100.4	100.7	100.0	(99.5)	(99.8)	(100.2)	
1c GDP per person employed*	92.2	94.0	97.1	99.5	103.4	101.2	100.0	(102.6)	(104.9)	(107.6)	
Cost per unit of output											
1d Total domestic incomes	47.3	51.0	56.5	62.1	66.9	78.3	100.0	113.9	127.2	140.0	
1e Wages and salaries	44.8	49.2	53.8	58.4	62.9	77.5	100.0	110.0	118.7	130.3	
1f Labour costs	44.3	48.7	53.3	58.0	62.3	76.9	100.0	111.1	120.2	132.0	
2 INDEX OF PRODUCTION INDUSTRIES											
Output, employment and output per person employed											
2a Output	99.7	99.9	100.0	102.1	109.5	105.1	100.0	102.0	105.8	109.8	
2b Employment	110.8	109.3	106.1	103.4	104.7	104.4	100.0	(97.6)	(97.9)	(97.4)	
2c Output per person employed	90.0	91.4	94.2	98.7	104.6	100.7	100.0	(104.5)	(108.1)	(112.7)	
Costs per unit of output											
2d Wages and Salaries	43.9	48.9	53.1	56.7	60.8	76.6	100.0	111.5	119.1		
2e Labour costs	42.9	48.0	52.2	55.8	59.7	75.6	100.0	112.5	121.0		
3 MANUFACTURING INDUSTRIES											
Output, employment and output per person employed											
3a Output	97.7	98.1	97.5	100.1	108.3	106.5	100.0	101.4	102.8	103.7	
3b Employment	111.3	111.0	107.4	103.9	104.5	104.7	100.0	(97.0)	(97.8)	(97.4)	
3c Output per person employed	87.7	88.3	90.8	96.3	103.6	101.8	100.0	(104.6)	(105.1)	(108.5)	
Costs per unit of output											
3d Wages and salaries**||	45.2	50.8	55.6	57.9	61.2	75.6	100.0	113.7	125.3		
3e Labour costs	43.8	49.5	54.4	56.9	60.2	74.9	100.0	114.7	127.5		
4 MINING AND QUARRYING											
Output, employment and output per person employed											
4a Output	123.9	119.1	119.1	100.2	110.1	89.9	100.0	125.8	187.7	232.3	
4b Employment	124.2	116.6	112.6	107.9	102.8	99.3	100.0	(99.0)	(98.5)	(97.1)	
4c Output per person employed	99.8	102.2	105.7	92.9	107.1	90.5	100.0	(127.1)	(190.6)	(239.2)	
Costs per unit of output											
4d Wages and salaries	31.8	34.3	35.2	51.7	49.5	84.6	100.0	84.4	60.7		
4e Labour costs	29.2	31.5	32.3	47.1	45.7	77.7	100.0	86.1	62.0		
5 METAL MANUFACTURE											
Output, employment and output per person employed											
5a Output	125.3	124.9	114.0	114.1	125.1	114.6	100.0	106.9	102.0	100.7	
5b Employment	118.1	118.9	111.9	103.9	103.8	102.2	100.0	(95.0)	(95.5)	(92.5)	
5c Output per person employed	106.1	105.1	101.9	109.8	120.5	112.1	100.0	(112.5)	(106.8)	(108.9)	
Cost per unit of output											
5d Wages and salaries	35.9	42.4	47.8	49.9	51.1	68.6	100.0	106.5	124.5		
5e Labour costs	34.4	40.6	45.9	47.8	49.4	67.4	100.0	107.0	125.4		
6 MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING											
Output, employment and output per person employed											
6a Output	86.9	89.5	89.0	88.7	98.4	102.3	100.0	96.5	97.3	99.5	
6b Employment	109.7	110.8	106.8	102.0	102.6	104.3	100.0	(96.1)	(96.6)	(96.6)	
6c Output per person employed	79.2	80.8	83.3	87.0	96.0	98.1	100.0	(100.4)	(100.7)	(103.0)	
Cost per unit of output											
6d Wages and salaries	51.1	56.7	61.7	62.8	64.8	77.3	100.0	118.7	131.0		
6e Labour costs	49.7	55.5	60.7	62.2	63.8	76.4	100.0	119.6	132.4		
7 VEHICLES											
Output, employment and output per person employed											
7a Output	112.5	105.3	105.5	109.5	113.3	108.9	100.0	97.0	100.9	98.6	
7b Employment	109.7	110.4	107.1	103.4	104.6	104.2	100.0	(98.2)	(101.3)	(101.8)	
7c Output per person employed	102.6	95.3	98.5	105.9	108.3	104.6	100.0	(98.8)	(99.6)	(96.9)	
Costs per unit of output											
7d Wages and salaries	38.2	45.4	49.6	53.4	60.2	71.8	100.0	117.7	123.6		
7e Labour costs	36.8	44.1	48.1	52.3	59.4	71.6	100.0	118.6	124.7		
8 TEXTILES											
Output, employment and output per person employed											
8a Output	110.0	109.8	110.5	113.0	117.1	105.9	100.0	103.0	100.9	99.3	
8b Employment	133.3	127.9	118.2	113.2	112.4	109.8	100.0	(96.9)	(97.0)	(93.8)	
8c Output per person employed	82.6	85.9	93.5	99.8	104.1	96.5	100.0	(106.3)	(104.0)	(105.9)	
Costs per unit of output											
8d Wages and salaries	47.5	50.2	52.9	55.0	66.8	79.6	100.0	111.6	127.2		
8e Labour costs	46.4	49.4	52.3	54.4	65.8	79.9	100.0	112.4	128.5		
9 GAS, ELECTRICITY AND WATER											
Output, employment and output per person employed											
9a Output	80.9	84.1	87.4	93.6	99.3	99.2	100.0	102.9	107.0	110.3	
9b Employment	114.3	110.1	105.6	100.4	97.6	98.2	100.0	(99.9)	(98.9)	(99.3)	
9c Output per person employed	70.8	76.4	82.7	93.2	101.7	101.0	100.0	(103.0)	(108.2)	(111.1)	
Costs per unit of output											
9d Wages and salaries	51.6	55.5	60.0	62.8	61.1	78.5	100.0	106.9	109.8		
9e Labour costs	50.1	53.8	58.0	60.6	59.7	76.8	100.0	108.1	111.0		

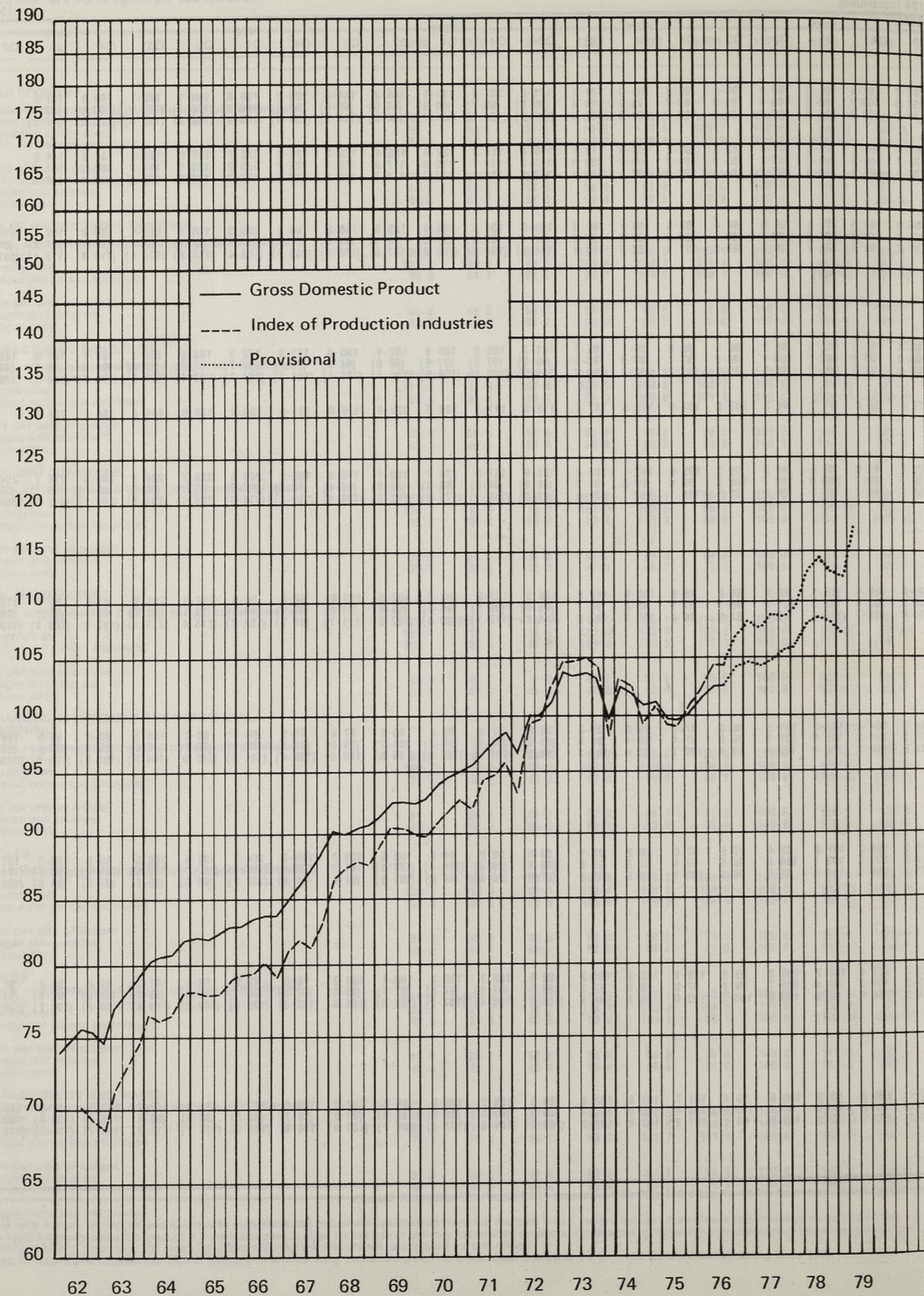
* Civil employment and HM Forces.
 ** The quarterly indices for wages and salaries in manufacturing industries are derived from the monthly index, recent values of which are published on page 903 of this issue.
 † As from 1970 the gross domestic product is shown adjusted to allow for the use of delivery 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.
 ‡ The index of wages and salaries per unit of output in manufacturing industries given here has been scaled to 1970 = 100 for the chart following table 126.

OUTPUT PER HEAD AND LABOUR COSTS
Indices of output, employment and output per person employed and of costs per unit of output: quarterly (seasonally adjusted)

TABLE 134 (continued) (1975 = 100)

1974	1975			1976				1977				1978				1979					
Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2					
103.0	103.2	101.4	101.3	99.8	99.1	99.8	101.0	101.7	101.8	103.9	104.5	104.2	104.8	105.2	105.9	108.1	108.7	108.6	107.6	1a	
100.6	101.0	100.7	100.3	100.1	99.9	99.7	99.4	99.4	(99.5)	(99.7)	(99.8)	(99.9)	(99.9)	(99.8)	(100.0)	(100.1)	(100.2)	(100.6)	(100.4)	1b	
102.4	102.2	100.7	101.0	99.7	99.2	100.1	101.6	102.3	(102.3)	(104.2)	(104.7)	(104.3)	(104.9)	(105.4)	(105.9)	(108.0)	(108.5)	(108.0)	(107.2)	1c	
74.4	81.0	86.2	92.9	97.9	102.9	106.2	108.6	112.4	115.4	119.3	122.5	125.4	129.7	130.9	135.7	137.9	141.4	144.9	148.0	1d	
73.4	78.7	86.4	95.2	97.3	103.9	103.7	106.7	108.9	111.3	113.1	116.0	117.2	120.5	121.2	126.2	129.1	131.3	134.6	141.0	1e	
72.5	78.2	85.9	94.6	97.5	104.1	103.8	107.1	110.1	112.6	114.6	117.2	118.7	122.0	122.8	127.7	130.8	133.0	136.4	142.6	1f	
107.6	106.9	103.5	102.6	99.5	98.4	99.5	100.1	101.8	101.6	104.5	105.6	105.5	106.3	105.9	106.9	110.7	111.6	110.0	109.7	114.5	2a
104.5	104.1	104.2	101.9	100.4	99.4	98.4	97.9	97.5	(97.4)	(97.6)	(97.8)	(98.1)	(97.9)	(97.6)	(97.7)	(97.7)	(97.4)	(97.1)	(97.0)	(97.1)	2b
103.0	102.7	99.3	100.7	99.1	99.0	101.1	102.2	104.4	(104.3)	(107.1)	(108.0)	(107.5)	(108.6)	(108.5)	(109.4)	(113.3)	(114.6)	(113.3)	(113.1)	(117.9)	2c
109.1	108.0	104.6	103.9	99.2	98.1	98.8	99.1	101.7	101.7	103.2	103.9	102.4	103.0	101.8	102.3	104.5	105.1	102.7	102.0	106.0	3a
105.0	104.9	104.1	102.7	100.7	98.9	97.7	97.0	96.7	(96.9)	(97.3)	(97.6)	(98.0)	(98.0)	(97.7)	(97.7)	(97.6)	(97.4)	(96.9)	(96.6)	(96.5)	3b
103.9	103.0	100.5	101.2	98.5	99.2	101.2	102.2	105.2	(105.0)	(106.1)	(106.5)	(104.5)	(105.1)	(104.2)	(104.7)	(107.1)	(107.9)	(106.0)	(105.6)	(109.8)	3c
71.6	77.9	86.0	91.1	98.2	103.8	107.0	110.3	111.7	115.6	117.3	120.0	123.5	126.0	131.6	136.1	139.6	142.4	150.0	154.0		
98.2	102.2	99.8	95.5	98.2	98.3	108.0	110.1	120.0	125.9	147.3	174.7	190.1	190.3	195.8	209.5	228.7	236.3	254.8	276.1	294.6	4a
99.1	99.4	99.7	100.0	100.2	100.0	99.9	99.5	98.9	(98.9)	(98.8)	(98.8)	(99.0)	(98.4)	(98.0)	(97.9)	(97.7)	(96.6)	(96.1)	(95.7)	(96.4)	4b
99.1	102.8	100.1	95.5	98.0	98.3	108.1	110.7	121.3	(127.3)	(149.1)	(176.8)	(192.0)	(193.4)	(199.8)	(214.0)	(234.1)	(244.6)	(265.1)	(288.5)	(305.6)	4c
118.0	118.6	108.4	113.1	99.2	92.2	95.5	100.6	110.8	108.5	107.6	103.6	102.5	107.0	94.8	96.5	107.4	101.2	97.6	97.6	110.3	5a
101.8	102.2	102.6	102.3	101.4	99.1	97.1	95.6	94.7	(94.6)	(95.1)	(95.4)	(95.8)	(95.8)	(95.1)	(94.4)	(93.1)	(91.7)	(90.7)	(90.1)	(89.6)	5b
115.9	116.0	105.7	110.																		

Output per person employed



DEFINITIONS

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

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

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