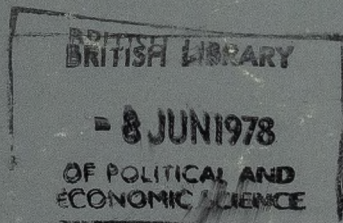




Department of

Employment Gazette



May 1978

Britain's industrial performance since the war

Trends in earnings: 1948-77

Employment of the highly qualified 1971-1986

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May 1978 (pages 505-648)

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News and Notes

More vacancies are being filled by new jobcentres

Survey shows better staff performance

A survey carried out to evaluate the effectiveness of the Manpower Services Commission's jobcentre programme has shown that the new-style offices are more successful than the old-style employment exchanges in almost every aspect of performance.

Jobcentres are handling 20 per cent more vacancies than the older-style offices and those offices which have been restructured along jobcentre lines. In addition to obtaining more vacancies, jobcentres are also placing more people than the older-style offices. A typical quarter's figures in 1977 showed a 26 per cent increase in vacancies filled over a similar period in 1973, at the beginning of the modernisation programme.

The survey also shows that jobcentres are filling both manual and non-manual jobs below professional and executive level faster than other recruitment methods (including private agencies) or the older types of offices. In areas served by jobcentres the proportion of vacancies that were filled within one week of notification was "markedly higher" when the employment service was used than when other recruitment methods were used. This fact was also borne out by employers' own attitudes to the service. Alan Brown said that the speed with which vacancies were filled was important. "It can mean a day's less unemployment benefit being paid and day's more output for the economy of the country". He added that there was no

Safety chairman will press for public meeting on Canvey

The chairman of the Health and Safety Commission, Mr Bill Simpson, has recently indicated that the Health and Safety Executive would actively support moves by the local authority for a public meeting to discuss the possible risks to residents and workers on Canvey Island.

Still deliberating

This development comes when the Commission is still deliberating on the risk appraisal report recently prepared for them by the Safety and Reliability Directorate of the United Kingdom Atomic Energy Authority (UKAEA).

First analysis

Although this is the first detailed analysis of a geographical area to be carried out since the formation of the Advisory Committee on Major Hazards as a result of the Flixborough chemical explosion in 1973, it was felt by the Commission that the UKAEA was particularly well equipped to carry out this kind of survey.

Total risk

The Safety and Reliability Directorate's report is expected to consider the total risk from the concentration of potentially dangerous substances and processes on Canvey Island, such as liquid natural gas storage, bulk petroleum storage, methane and calor gas.

In addition there is a resident population of about 33,000 people on the island. There are also problems of access to and from the island in the case of an emergency and possible dangers from tanker shipping to be considered.

Factory visits

As part of the Canvey Island investigation the Factory Inspectorate has been making visits to the 87 factory premises registered there in addition to its routine programme. Since the beginning of 1976 a total of 170 visits have been made by the inspectorate.



The now familiar jobcentre: 25 per cent more productivity

Presenting the survey report, Mr Alan Brown, chief executive of the MSC's employment service division, said that there had been a 25 per cent increase in staff productivity in the jobcentres where more placings per head were being made compared with the other offices. Mr Brown also pointed out that the cost per placing was significantly less, despite the capital cost of new high street premises in many cases.

doubt that jobcentres were having a "salutory effect" on enhancing the speed with which the labour market worked.

During the period of the modernisation programme, the public employment service has increased its share of the vacancy filling market by about 25 per cent—from 16 per cent in 1973 to around 18 per cent in 1977. Commented Alan Brown, "the service is hoping to increase its share of market penetration by a similar amount by 1979."

News and Notes

Disabled workers' scheme "scandalously neglected" says minister

A Government scheme for helping disabled workers has been "scandalously neglected" by employers, said Employment Under Secretary John Grant.

Mr Grant was making a two day visit to East Anglia to inspect the region's progress in the rehabilitation and employment of disabled people. This is one of his special responsibilities as a Government minister.

Allocated

At a press conference he said that £½ million had been allocated last year for employers to adapt their premises so that they could employ disabled people. They should apply for grants of up to £5,000 to provide such amenities as ramps, hoists, lifts, special lighting and toilet facilities. So far only £8,760 had been used.

"The response from employers has been negligible" said Mr Grant. "The scheme

has been scandalously neglected by them despite the widespread publicity provided by *Positive Policies* the recently produced booklet which was sent to all major employers".

Turning their backs

The Government had ensured that the money was there. Disabled people needed help of this kind but employers were turning their backs on it.

"It is high time that they and the unions at local level adopted a vigorous positive approach to the scheme. Shop stewards, for instance, should be asking their employers for action. We have stepped up the available cash to nearly £600,000 for this financial year and I do not want another serious shortfall in spending due to a continuing failure by employers to make proper use of what is on offer" he said.

Special employment and training

The total number of people who have been assisted under the Government's special employment and training schemes is at present about 330,000. The actual effect on the unemployed register however will be less than this because of a number of factors; for example, some people do not sign the register when they become unemployed.

Since April 1975 up to the end of March this year expenditure incurred on the special measures programme amounted to £580 million, and in the current financial year the estimated expenditure on special measures is £530 million, with further expenditure arising from the present measures in 1979/80.

The latest figures are:

Employment measures	Number covered	Date of count
Temporary Employment Subsidy	173,100	March 31
Job Release Scheme	10,376	April 11
Job Creation Programme	60,150	April 13
Work Experience Programme	40,560	March 31
Community Industry	4,644	April 13
Youth Employment Subsidy	8,315	March 31
Job Introduction Scheme	112	March 31
Small Firms Employment Subsidy	3,693	February 5
Training measures		
Training places supported in industry	27,099	February 28
Manpower Services Commission special courses for young people	4,068	March 31

Fares-to-work aid to be revised

An easier ride to work for severely disabled people is promised by the Government in a revised "fares-to-work" scheme. From July 5, 1978 the scheme will provide assistance—usually in the form of grants towards taxi fares—for those people who do not receive mobility allowance or generally for those who do, but are permanently or temporarily unable to drive.

Mr John Grant, Parliamentary Under Secretary of State for Employment told Mr Lewis Carter-Jones MP (Eccles) in reply to a written Parliamentary Question that registered disabled people who, because of their disability are unable to use public transport and who incur extra travelling costs would be entitled to claim assistance, usually 75 per cent of taxi fares, subject to a maximum of £25 per week.

Trade union certificates

Since January 9, 1978 the Certification Officer (Mr John Edwards) has issued certificates of independence to a further six trade unions under section 8 of the Employment Protection Act 1975. They are:

- Anglia Building Society Staff Association
- Association of National Health Service Officers
- *Film Artists Association
- Legal and General Staff Association
- PMB Staff Association
- Secondary Heads Association

Applications from the following trade unions have been refused:

- Chelsea Building Society Staff Association
- Tempered Group (Spring Division) Staff Association

An application by the Excess Insurance Group Staff Association was withdrawn.

Certificates have now been issued to 280 trade unions (of which 157 are affiliated to the TUC or are constituents of affiliated unions), 32 applications have been refused, four applications have been withdrawn and one has lapsed. Applications from 28 unions are under consideration.

*Affiliated to the TUC

News and Notes

Minimum training standards to replace 'time-served' apprenticeship proposed in engineering

Concern about the falling numbers of young people entering craft apprenticeships in engineering has led the Engineering Industry Training Board to make proposals for radical changes in the way engineering craftsmen are trained.

Since 1967 the craft labour force in the relevant engineering companies has fallen by at least 150,000, with the current annual intake of craft apprentices standing at around 21,000 each year, of whom 4,000 are expected to be lost from the industry during their training period. A major reason for this high level of wastage is seen as the number of years required for an apprentice to "serve his time".

The Engineering Industry Training Board's plans for a new craft training system providing greater flexibility include incentives linked to the achievement of certain standards and not simply related to the length of service as now.

In addition there would be a minimum period of training necessary to reach the required standards so that the average 16-year old apprentice would be able to reach the necessary standard at the age of 18. The current length of apprenticeship is four years.

Essential skills

In line with the Department of Education consultative document, *Education in Schools*, the Board's view is that the later stages of education at school ought to provide a basis of mathematical, scientific, technical and practical knowledge which would enable pupils to learn the essential skills of engineering later.

Courses should be developed in schools—linked with Colleges of further education—in which emphasis is placed on these aspects.

Social Fund contributed to training in 1977

Allocations totalling £85.1 million were made to the United Kingdom from the European Social Fund in 1977.

The largest proportion of the allocation, £76.3 million, was provided for Government training schemes. The Training Opportunities Scheme in assisted areas accounted for £35 million of this amount and the Government's special measures to alleviate unemployment for about £12.5 million.

Ministers pleased

It is understood that ministers were particularly pleased with the allocation of £6 million which will go towards providing better training and employment prospects for disabled people.

Grants from Fund

Grants from the Social Fund are intended to provide 50 per cent of the cost of schemes carried out directly under the auspices of Government agencies. Where schemes are being financed by private bodies, grants are intended to match contributions from public funds.

In 1976 the United Kingdom allocation from the European Social Fund was £44.1 million.

Survey shows lack of management training

Twenty-five per cent of companies surveyed in London and the South-East do not offer their managers any training programmes at all. In small firms employing less than 100 people the proportion is as high as 56 per cent.

Personal initiative

The survey sponsored by the Manpower Services Commission—covered more than 361,000 managers in 8,300 establishments in the area. It indicated that despite the upsurge in management training and the competition for students, the training managers get is still largely a matter of personal initiative.

Quarter

Only a quarter of all managers involved received any training in the last year, and in just over one-third of all cases the initia-

On leaving school with the required standard of education, the Board proposes that apprentices would spend one year undergoing full-time training off-the-job. The existing first year training centres would be converted for this purpose and a system of continuous assessment and testing of performance would take place.

After this trainees would spend at least one year training in jobs in industry together with appropriate further education. When they had completed the necessary standards and tests they would qualify for a Certificate of Craftsmanship, which would entitle them to the appropriate craft rate of pay. The stress is laid on the attainment of defined standards in the minimum necessary time and the Board points out that they are not proposing the substitution of a "two year apprenticeship".

It is the intention that the proposed scheme would result in a regular annual intake of apprentices sufficient to meet the industry's longer term needs. This number would need to be agreed by the Board in consultation each year with the Engineering Employers' Federation and the Confederation of Shipbuilding and Engineering Unions.

For education and training came from individual managers themselves. Very few of them had access to facts about training programmes, and they had to plan with very limited information.

For the great majority of the 389 companies involved, learning by trial and error was considered the most important part of a manager's education.

Majority

The survey was carried out on behalf of the London regional Management Centre, which co-ordinates management education and training throughout London and the South-East. It showed that the majority of managers were recruited from other establishments, rather than promoted from inside. Of those promoted, most started work straight from school.

News and Notes

Aid for schools' projects to promote better understanding of manufacturing industry

The Department of Industry has earmarked £100,000 to help projects to promote better understanding of manufacturing industry in schools.

Mr Les Huckfield told the North East London Employment Group that the scheme would run for three years.

"Local projects which are approved by the Standing Conference on Schools' Science and Technology will receive up to half their costs from our fund", he said, "with the balance being met from local sources, including education authorities. The sort of ideas for which we expect to find money will include projects to bring together schools and individual firms in demonstrating the practical relevance of subjects taught in schools; to explain the importance of industry and to give pupils some work experience on the shop floor.

Teachers and industrialists

"Secondly, the production by both teachers and industrialists of teaching and learning materials that can be applied in a variety of lessons, including those on arts subjects, sciences, mathematics, craft, design and technology. Thirdly, seminars, courses and conferences arranged to study various aspects of school-industry liaison and how they affect small to medium-sized firms that are faced with special difficulties.

Growing network

"In addition there is already a growing network of Science and Technology Regional Organisations (SATROs) throughout the UK. They exist to encourage a modern approach to science and technology in schools, to improve understanding between schools and industry and to provide practical help to teachers."

Formal policy

Mr Huckfield went on to outline ways in which industry and education can cooperate more closely. He said each company should take a formal policy decision to take an active part in improving understanding between industry and local schools. Trade union representatives and employees should be encouraged to participate too. Companies should tell local schools, the local education authority and local colleges if they were keen to help.



Huckfield: shop floor school governors

"They can work out with local teachers, education officers and advisers some practical activities in which the company participates," he added. "Teachers can be brought into the company on a well prepared training programme, and the education authority can arrange for companies to employ teachers for a short

period, as Birmingham plan to do. Teachers can devise projects which fit into the curriculum but also get across important messages about industry. Teachers can then construct lessons around industrial processes, problems and developments, as was done successfully in Sunderland.

Exchange visits

"Companies can visit schools to see their work and explore how to help them. This, with regular exchange visits, will develop personal contacts between teachers and managers, who can give talks and lead discussions about industry.

Industry participation

"In addition, industry participation in careers activities will give pupils a real feel for the sort of job done by people in industry and the education and training needed. Young employees from the company can participate in this.

"Young people should be given opportunities to gain work experience in the company, and not only shop floor jobs. Pupils who go on to college and university can be introduced, while at school, to the jobs in industry they might return to later. Finally employees should be encouraged to become school managers or governors".

Applications to tribunals in first quarter

Applications to industrial tribunals registered by the central offices of the industrial tribunals between January 1, 1978 and March 31, 1978 totalled 9,689 in England and Wales and 1,291 in Scotland. Of these, 80 per cent were under the Trade Union and Labour Relations Act 1974, seven per cent under the Redundancy payments Act 1965 and four per cent under both Acts. Three per cent were made under the Employment Protection Act 1975, 1½ per cent under the Equal Pay Act 1970, one per cent each under the Race Relations Act 1976 and the Contracts of Employment Act 1972 and a half of one per cent under the Sex Discrimination Act 1975. The remaining proportion of applications were

made under various other Acts, the Selective Employment Payments, Compensation Regulations, Industrial Training Act, Health and Safety at Work, etc Act, which are within the scope of the tribunals. There was also a small number of unclassified applications.

Cases outstanding

During the same period, in England and Wales 3,788 cases were heard by tribunals and 5,816 disposed of without a hearing, whilst in Scotland 628 cases were heard and 629 disposed of without a hearing. The number of cases outstanding on March 31, 1978 was 14,080 in England and Wales and 1,300 in Scotland.

"Dramatic" increase in arbitration cases

A "dramatic" increase in the number of new cases received by the Central Arbitration Committee (CAC) is reported during 1977 when 1,030 were notified compared with 132 during 1976.

The second annual report states the increase was mainly due to the implementation of Schedule 11 of the Employment Protection Act 1975 and the continuation of the incomes policy. (Schedule 11 states that a claim may be made by an employer's association or a trade union that the terms and conditions of workers are less favourable than the recognised terms and conditions or, where there are no recognised terms, the general level of those workers in comparable employment.)

During the year the CAC made 308 awards and 109 cases were withdrawn. A further 102 cases had been heard and were either in the report stage or adjourned for various reasons. The balance carried forward into 1978 was 563 cases. This backlog resulted in "unacceptable delays" and every effort was made to reduce the time taken to deal with outstanding cases.

The CAC took steps to increase the number of cases processed each week. There was a rapid increase in its membership from four to 18 deputy chairmen and from 25 to 63 committee members together with a similar expansion in the number of supporting staff.

Catering and footwear levies approved

Training levy proposals from the Hotel and Catering Industry Training Board and the Footwear, Leather and Fur Skin Industry Training Board, have both been approved by the Employment Secretary, Mr Albert Booth.

An Order which came into effect on May 16, covering employers in the Hotel and Catering industry provides for a levy of 0.7 per cent of their payroll in the year ended April 5, 1978. In the Footwear, Leather and Fur Skin industry the levy is set at 0.8 per cent of payroll and comes into effect on May 19. In both cases there is provision for exemption.

Unemployment benefit rates to go up

Unemployment and sickness benefits are to go up from November 13, 1978 as part of a major package of social security increases announced last month by Mr David Ennals, the Social Services Secretary.

Existing rate

The existing rate of £14.70 a week for single people will increase to £15.75 and the rate for married couples will rise to £25.50 from the present £23.80. These changes amount to a 7 per cent increase designed to cover the expected rise in prices since the last uprating.

Mr Ennals is also raising the earnings limit for retirement pensioners—the amount they may earn before their pension is reduced. This will go up from £40 to £45 a week.

Construction workers employment

Up to January 1978 monthly changes in the figures of employment in the construction industry are based on first the provisional and then the final results of the monthly and quarterly enquiries carried out by the Department of the Environment. The monthly enquiries have been discontinued from February 1978, and provisional estimates will now be made interpolating the figures obtained from the DOE's quarterly enquiries carried out in January, April, July and October.

As the final results of these enquiries are usually available about three months after the month to which they relate, interim estimates for one quarter ahead are being used. These results are based on the relationship between construction employment and construction output for past quarters. As before, the figures produced by these methods will be revised when construction figures from the Censuses of Employment are available.

Employment agencies licence up

Annual licence fees for employment agencies and staff contracting businesses, covered by the 1973 Employment Agencies Act, are going up on June 1 this year from £72 to £96.

News and Notes

Asthma may become prescribed disease

The Industrial Injuries Advisory Council has been asked by Mr David Ennals, Secretary of State for Social Services, to consider whether asthma caused by exposure to substances at work should be prescribed as an industrial disease.

Replying to a Parliamentary Question from Mr Max Maddon, MP (Sowerby), Mr Stanley Orme, Minister for Social Security, said:

"As part of their continuing review of the schedule of prescribed industrial diseases, the Industrial Injuries Advisory Council have asked the Secretary of State for Social Services to refer to them the question of occupational asthma. The Council have now been asked for their advice on 'whether there is any condition resulting from exposure at work to industrial asthma-inducing agents which should be prescribed under Section 76(2) of the Social Security Act 1975 and, if so, what are the substances and occupations that should be covered, and should there be a presumption as to particular cases being due to the nature of the occupation'."

The Industrial Injuries Advisory Council will be prepared to consider evidence in connection with their enquiry from interested persons and organizations, and arrangements for receiving evidence will be announced by the Council in due course.

Suppliers are being prosecuted for safety breaches

Over 40 prosecutions have now been taken by factory inspectors against suppliers of goods and substances for use at work, following an initial breathing space to allow firms time to adjust to this requirement of the Health and Safety at Work Act.

One overseas company which was displaying a machine which did not meet the required safety standard at a national exhibition even had an enforcement notice served on it at the exhibition. Experiences of this kind have led the Health and Safety Executive to warn would-be purchasers of seemingly bargain-priced equipment to find out the cost of making it comply with the requirements of the legislation before buying.

Britain's industrial performance since the war

Trends in employment, productivity, output, labour costs and prices by industry—1950-73

by

Richard Wragg and James Robertson, *Unit for Manpower Studies*

B *BRITAIN'S INDUSTRY* is often criticised for its low productivity, under-investment and poor industrial relations. To assess the relative performance of industry, the Unit for Manpower Studies (UMS), Department of Employment, has undertaken a project to analyse the performance of a number of manufacturing industries and of retail distribution in the United Kingdom. This article summarises the project's report*, which considers particularly current industrial performance compared to that found by W. Salter† who reviewed the relative productivity of individual industries for the period 1924-50.

Information was obtained mainly from the *Census of Production* for manufacturing industry and from the *Census of Retail Distribution* for businesses engaged in retail distribution. Data obtained from the *Census of Production* enabled 11 industry performance variables to be calculated, and these can be seen, along with the industries included in this study, in tables 1-3. Tables 4-6 show similar data for retail distribution, but the data allowed only eight performance variables to be calculated.

In the manufacturing sector 82 industries have been analysed, separately identified by Minimum List Headings according to the 1958 Standard Industrial Classification (SIC). Industries omitted are those for which changes in the SIC prevented a continuous data series being obtained. In the analysis of retail distribution, 22 kinds of businesses are included. There is a slight divergence in time periods, because of different Census dates, between the two sectors—manufacturing covering the period 1954-73 and retail distribution 1950-71.

The descriptive results of industrial performance can be seen in tables 1-6, where industries are ranked in descending order of output growth, as this appeared the best overall summary of industry performance. For the purposes of this study *labour productivity* is defined as output per person in manufacturing (no distinction being made between part and full time employees) and in retail distribution as output per full time equivalent. *Total factor productivity* is defined as output divided by the amount of capital and labour employed.

Among other things the analysis showed that:

- There was a general tendency for industries either to do well for all measures of performance or to do badly—industries with above average growth of labour productivity also experienced above average growth of output and employment and below average growth of labour costs and prices.

- Average rates of output and productivity growth were higher in manufacturing industry than in retail distribution.

- There was a great range of variation in output growth between industries; for manufacturing industry the range lay between +12.2 per cent p.a. (Radio and computers, etc) and -5.3 per cent p.a. (Coke ovens); for retail distribution the range lay between +9.8 per cent p.a. (Radio and electrical) and -4.5 per cent p.a. (Cycles and prams).

- Of the 82 manufacturing industries included in this study, 16 experienced a fall in output between 1954-73, while 18 recorded output growth rates in excess of 5 per cent over the same period.

- Output growth rates accelerated over the period: in manufacturing, average industry growth rates rose from 2.5 per cent p.a. during 1954-63 to 3.2 per cent p.a. during 1963-73. In retail distribution, average output growth rates rose from 1.3 per cent p.a. during 1950-61 to 2.3 per cent p.a. during 1961-71. This rise in output growth rates was common to most industries and retail service sectors, and not concentrated in particular sectors, though of course some sectors experienced a greater acceleration of growth rates than others.

- Productivity growth rates exhibited a similar acceleration between sub-periods, with the average for manufacturing industry rising from 2.8 per cent p.a. to 4.2 per cent p.a.; for retail distribution the increase was from 0.8 per cent p.a. to 2.2 per cent p.a.

* Copies of the full paper entitled *Post-War Trends in Employment, Productivity, Output, Labour Costs and Prices by Industry in the United Kingdom 1950-73* can be obtained from: The Unit for Manpower Studies, Steel House, Tothill Street, London, SW1.

† W. Salter, *Productivity and Technical Change*, University of Cambridge, Department of Applied Economics Monograph, No. 6, 1966 (2nd edition).

Table 1 Performance of manufacturing industries 1954-73

	Annual average compound rates of growth										
	Gross output	Total employment	Output per head	* Output per operative	Earnings per operative	Unit wage and salary cost	Unit salary cost	Unit wage cost	Unit gross margin cost	Unit material cost	Net price
Radio, computers etc	12.2	3.2	8.7	9.9	7.0	-1.3	0.1	-2.3	2.1	0.4	0.3
Spirit distilling	9.7	4.1	5.4	5.3	8.7	2.5	0.9	3.3	2.6	0.5	2.7
Man-made fibres	9.1	0.8	8.2	8.1	7.8	-0.3	-0.3	-0.3	0.2	-0.5	0.1
Chemicals	8.1	0.5	7.5	8.0	7.4	-0.2	0.2	-0.5	1.7	0.8	1.0
Domestic electric app	7.8	1.3	6.4	5.9	6.6	0.3	-0.3	0.6	0.8	2.3	0.6
Toilet preparations	6.6	3.4	3.1	3.8	7.5	4.1	4.7	3.5	4.1	4.1	4.1
Surgical and other ind	6.5	1.9	4.7	5.0	7.3	2.6	4.8	1.1	2.7	4.0	2.6
Construction equipment	6.5	1.7	7.3	3.9	8.2	3.2	2.2	4.7	5.2	3.8	3.8
Misc paper and board	6.4	2.3	7.3	3.9	8.2	3.2	3.7	3.7	4.4	2.8	4.1
Telegraph and telephone	6.4	1.7	4.5	4.7	7.0	2.3	2.5	2.2	4.6	2.5	3.3
Office machinery	6.4	0.0	6.3	7.0	6.8	0.7	2.6	-0.2	1.4	3.9	1.0
Carpets	5.9	2.0	3.8	4.4	8.1	3.9	5.4	3.5	4.5	2.8	4.2
Fertilisers	5.6	0.2	5.4	6.3	8.0	2.4	3.6	1.6	5.4	0.5	5.0
Electricity	5.6	-0.1	5.7	6.7	8.1	2.1	3.2	1.2	2.7	3.2	2.5
Hosiery	5.4	0.1	5.3	5.7	6.8	1.4	2.8	1.0	1.0	0.2	1.2
Motor vehicles	5.3	1.9	3.3	3.6	7.3	4.1	5.8	3.6	3.2	2.5	3.7
Fruit and vegetable products	5.2	0.4	4.8	4.9	8.2	3.1	2.7	3.2	6.3	2.4	4.9
Engineering tools	5.0	1.4	3.6	3.9	7.0	3.3	2.6	3.0	3.8	4.2	3.5
Glass	4.9	0.2	4.7	5.3	7.9	3.1	5.1	2.3	5.4	2.6	4.2
Dressmaking	4.6	-0.6	5.2	5.4	6.8	1.5	2.1	1.2	4.5	1.0	2.7
Metal cans and boxes	4.2	0.1	4.2	4.3	8.6	4.0	3.6	4.1	3.9	3.1	4.0
Industrial plant	4.2	1.5	2.6	3.3	7.2	4.0	5.5	4.8	5.3	4.5	4.8
Brewing	4.1	0.0	4.2	4.7	8.8	4.0	4.1	3.9	3.9	2.6	4.0
Gen mech engineering	4.1	0.9	3.1	3.4	6.9	3.7	4.7	3.3	4.6	4.3	4.1
Pumps, valves etc	3.8	0.7	3.1	4.0	7.1	3.8	5.4	2.9	5.0	4.8	4.3
Mech handling eq	3.8	1.3	2.5	3.0	7.3	4.6	5.7	4.1	4.1	5.4	4.4
Animal and poultry foods	3.7	-0.2	3.9	4.5	7.8	3.7	4.9	3.1	5.1	3.5	4.6
Vegetable fats	3.4	-1.3	4.7	4.9	7.4	2.6	3.0	2.3	4.3	2.8	3.7
Asbestos	3.2	-0.8	4.0	4.0	7.3	3.0	2.8	3.1	2.7	1.8	2.9
Corsets	3.2	-0.2	3.4	3.6	6.6	3.3	4.1	2.9	5.2	1.4	4.2
Linoleum etc	3.2	-0.1	3.3	3.8	7.3	3.7	4.4	3.4	6.8	1.9	5.4
Rubber	3.0	0.5	2.5	2.9	7.7	4.9	5.3	4.7	5.5	1.8	5.2
Overalls	3.0	-1.0	4.1	4.5	7.0	3.0	5.2	2.4	5.8	2.0	4.1
Soap and detergents	2.9	-2.0	4.9	5.1	7.3	2.3	2.5	2.1	4.2	2.8	3.6
Paint	2.8	-1.4	4.2	4.5	7.7	2.9	2.7	3.1	3.7	1.9	3.3
Cement	2.8	0.5	2.3	2.5	6.0	3.2	2.4	3.4	6.6	1.7	5.7
Insulated cables	2.4	-0.6	3.0	2.7	7.1	3.9	3.0	4.3	6.0	3.6	4.8
Paper and board	2.2	-0.9	3.1	3.6	7.5	4.0	5.4	3.7	2.3	2.8	3.0
Narrow fabrics	2.2	-1.1	3.4	3.9	7.4	3.8	5.1	3.3	4.5	2.7	4.2
Textile machinery	2.0	-3.4	5.6	5.8	7.5	2.6	5.1	1.7	6.2	6.5	4.2
Footwear	1.9	-2.0	4.0	4.4	7.3	3.1	4.5	2.8	5.3	1.9	4.0
Women's wear	1.9	-1.7	3.7	3.8	6.0	2.2	2.4	2.1	4.5	1.6	3.1
Biscuits	1.8	-1.4	3.2	3.5	7.7	4.3	4.9	4.0	3.6	2.6	3.9
Leather goods	1.8	-2.0	3.8	4.0	6.9	3.1	4.0	2.8	6.0	3.7	4.4
Agricultural machinery	1.8	-1.2	3.1	3.6	7.3	4.1	5.5	3.5	5.0	3.5	4.5
Misc metal work	1.8	0.2	1.5	1.9	7.0	5.4	6.3	5.0	7.1	5.7	6.2
Brick and fireclay	1.7	-2.7	4.5	5.0	7.7	2.9	4.7	2.5	7.1	4.2	4.7
Wire and wire manufacture	1.7	0.3	1.4	1.7	7.3	5.7	6.6	5.5	7.3	4.1	6.5
Electrical machinery	1.6	-2.2	3.9	4.4	6.8	2.9	3.8	2.3	4.1	4.6	3.4
Industrial engines	1.6	-1.4	3.0	3.9	7.1	3.9	5.7	3.0	5.2	4.2	4.5
Steel tubes	1.6	0.5	1.1	1.4	7.4	6.1	6.7	5.8	6.3	4.4	6.2
Iron and steel	1.3	-0.7	2.0	2.6	7.2	5.1	7.4	4.4	3.8	4.2	4.5
Lubricating oil	1.2	-1.7	3.0	2.7	8.1	3.8	2.6	5.2	1.6	2.0	2.3
Metal working tools	1.3	-0.8	2.0	2.8	7.0	6.3	4.0	5.3	5.6	5.0	5.0
Non-ferrous metals	1.1	-0.4	1.5	1.8	7.3	5.8	6.8	5.3	7.3	5.1	6.5
Sugar	1.1	-1.4	2.6	2.8	7.7	4.6	4.3	4.7	9.5	2.3	7.7
Grain milling	1.1	-2.7	3.8	3.8	7.7	3.5	2.6	3.8	5.4	1.8	4.8
Cocoa confectionery	1.0	-1.6	2.6	2.8	7.8	4.8	4.5	4.8	6.0	5.7	5.5
Hand tools	0.8	-2.0	2.9	3.2	6.4	3.5	4.8	3.1	6.8	1.1	5.0
Men's wear	0.7	-2.5	3.3	3.5	6.8	3.4	4.5	3.1	4.4	1.8	3.8
Shipbuilding	0.7	-2.6	3.4	4.1	7.1	3.7	7.1	2.9	4.0	2.6	3.8
Margarine	0.3	-1.7	2.0	2.5	8.2	5.8	6.5	5.5	3.2	1.7	4.1
Outer wear	0.3	-3.4	3.8	4.0	6.3	2.4	3.5	2.1	4.4	0.0	3.2
Brushes and brooms	0.2	-2.3	2.5	2.8	6.7	4.3	5.6	3.7	5.2	3.7	4.7
Lace	0.1	-5.3	5.7	6.3	6.9	1.2	2.6	0.6	0.7	0.6	0.9
Explosives	0.0	-4.5	4.7	5.6	7.0	2.4	5.1	1.3	3.3	5.2	2.7
Nuts and bolts	-0.1	-1.2	1.0	1.5	7.7	6.5	7.7	6.0	7.0	5.6	6.7
Textile finishing	-0.3	-3.5	3.4	3.7	7.0	3.3	3.6	3.2	4.2	3.7	3.7
Woolen and worsted	-0.3	-3.2	3.1	3.4	7.2	3.8	4.4	3.7	4.7	1.4	4.3
Leather and fallmongery	-0.5	-3.3	2.9	3.3	7.0	3.8	4.3	3.6	6.3	4.5	4.9
Bread and flour confectionery	-0.8	0.1	-0.1	-0.1	6.7	7.6	7.2	7.6	8.2	4.4	7.8
Canvas	-0.9	-3.6	2.8	3.4	7.0	4.1	5.3	3.5	7.9	1.9	6.0
Gloves	-1.3	-4.7	3.5	3.6	6.7	3.9	2.9	4.4	3.6	3.7	3.7
Jute	-2.0	-3.7	1.7	2.2	7.3	5.6	8.5	5.0	5.8	2.8	5.7
Spinning and doubling	-2.3	-5.6	3.5	3.8	7.5	3.9	5.7	3.5	6.6	1.4	5.1
Rope	-2.4	-5.2	2.9	3.3	7.6	4.2	4.4	4.1	6.4	0.3	5.4
Weaving	-2.4	-6.2	4.0	4.3	7.6	3.4	5.0	3.1	7.5	1.9	4.9
Motor cycles etc	-2.6	-5.0	2.5	2.8	6.5	4.0	5.3	3.6	2.4	3.4	3.4
Hats	-3.7	-6.0	2.4	2.6	5.9	3.4	4.2	3.2	6.6	3.2	4.9
Coal mining	-4.1	-4.8	0.7	0.9	5.6	5.1	9.6	4.6	0.7	7.4	4.6
Railway vehicles	-5.2	-5.2	1.3	1.7	7.0	5.7	8.4	5.2	7.7	3.0	6.2
Coke ovens	-5.3	-5.4	-2.4	-2.3	6.6	9.5	11.3	9.0	11.0	4.8	10.3
Mean for all industries	3.0	-0.7	3.5	3.6	7.2	3.8	4.9	3.5	5.1	3.2	4.4

- Only two manufacturing industries—Coke ovens and Bread and flour confectionery—experienced a fall in labour productivity; in retail distribution four business sectors recorded a fall in productivity. By 1971 productivity growth rates in retail distribution were about 50 per cent lower than in manufacturing industry and the gap between the two sectors rose over the period.

- The rate of growth of output achieved between 1963 and 1973 was exceptionally high compared with previous British experience, and probably higher than in any

period this century.

- The range of productivity growth rates between industries was large; for manufacturing the range lay between +8.7 per cent p.a. (Radio and computers, etc) and -2.4 per cent p.a. (Coke ovens), and for retail distribution between +4.7 per cent p.a. (Radio and electrical) and -1.3 per cent p.a. (Fishmongers).

- Employment changes exhibited a major contrast between manufacturing and retail distribution. Employment fell by 15 per cent in manufacturing between 1954 and 1973,

Table 2 Performance of manufacturing industry 1954-63

Annual average compound growth rates

	Gross output	Total employment	Output per head	Output per operative	Earnings per operative	Unit wage and salary cost	Unit salary cost	Unit wage cost	Unit gross margin cost	Unit material cost	Net price
Radio, computers etc	12.0	4.6	7.1	8.4	4.9	-1.5	1.0	-3.2	4.0	-3.2	1.0
Domestic electrical app	10.7	5.3	5.9	5.3	7.0	0.3	-1.9	1.6	0.6	-0.2	0.5
Spirit distilling	10.6	4.4	5.1	5.3	5.0	0.8	3.0	0.3	0.6	-0.5	0.7
Chemicals	7.9	1.5	6.3	7.2	5.0	-1.0	0.4	-2.1	2.5	-2.0	1.1
Electricity	7.8	1.8	5.8	6.0	6.2	0.5	0.9	0.1	3.8	1.1	2.7
Motor vehicles	7.6	2.6	4.9	5.4	5.7	0.8	2.9	0.3	3.7	1.0	2.1
Toilet preparations	7.4	5.2	2.1	2.9	5.4	3.2	3.9	2.4	4.0	1.6	3.8
Man-made fibres	7.3	-0.2	7.5	7.6	6.6	-1.1	-1.5	-1.0	2.2	-0.8	1.1
Fruit and vegetable prod	6.9	1.0	5.8	6.3	6.4	0.8	2.5	1.0	5.1	-0.5	3.2
Construction eq	6.6	4.1	3.3	3.0	4.6	2.5	4.0	1.6	2.3	3.9	2.4
Office machinery	5.8	2.4	3.3	3.9	5.3	1.7	5.0	0.3	-1.6	3.5	0.4
Telegraph and telephone	5.8	2.4	3.3	3.9	4.7	2.2	4.5	0.8	2.9	1.6	2.5
Insulated cables	5.4	0.8	4.6	4.5	5.3	0.7	0.7	0.7	5.5	-2.3	2.8
Fertilisers	5.4	0.7	4.7	6.3	5.6	0.9	3.4	-0.7	-0.3	1.7	0.7
Misc paper and board	5.3	1.2	4.0	4.5	5.7	1.4	1.9	1.1	-0.1	0.5	0.7
Surgical and other ins	4.9	1.1	3.8	5.0	5.1	1.8	4.6	0.1	3.1	1.7	2.4
Animal and poultry food	4.9	0.4	5.8	5.5	6.2	1.7	3.7	0.6	2.9	-0.7	2.5
Carpets	4.5	2.4	2.1	2.8	6.2	3.9	6.1	3.2	2.8	1.1	3.4
Metal cans and boxes	4.3	0.3	4.0	4.4	6.2	2.1	3.2	1.7	1.2	2.0	1.7
Engineering tools	4.2	1.1	3.1	3.5	4.5	1.5	3.2	0.9	3.5	1.7	2.4
Pumps, valves etc	4.2	1.3	2.8	3.8	5.2	2.4	4.4	1.3	4.3	2.0	3.3
Gen mech engineering	4.1	1.8	2.3	2.7	4.7	2.3	3.7	1.8	5.5	3.2	3.7
Linoleum	4.1	2.5	1.5	2.7	5.7	3.5	4.9	2.8	6.2	0.9	4.9
Hosiery	3.8	-0.1	3.9	4.2	5.5	0.5	1.7	0.2	0.1	-1.0	0.3
Glass	3.5	0.7	2.8	4.5	5.5	2.8	5.9	1.9	3.0	2.4	2.9
Brewing	3.3	1.8	1.5	2.0	6.6	4.5	4.3	4.5	4.6	2.2	4.5
Paper and board	3.0	2.0	1.0	1.5	5.0	4.0	5.8	3.5	-0.4	0.7	1.4
Industrial plant	2.9	0.8	2.2	3.3	5.4	3.4	6.2	1.9	2.7	1.4	3.2
Biscuits	2.9	-2.8	4.0	6.5	5.7	0.0	1.9	-0.8	4.0	-0.6	2.2
Soap and detergents	2.8	-0.6	3.4	3.8	6.1	2.9	3.7	2.2	5.4	-0.3	4.6
Rubber	2.8	0.9	1.8	2.6	5.9	4.0	6.1	3.2	4.6	0.3	4.3
Corsets	2.8	-0.1	2.8	3.4	4.7	2.0	3.8	1.2	4.2	0.6	3.1
Wire and wire manuf	2.8	1.6	1.1	1.8	5.6	4.3	6.2	3.7	4.0	1.7	4.2
Electrical machinery	2.7	0.4	2.3	3.1	5.1	3.0	4.6	1.9	1.0	2.8	2.2
Asbestos	2.5	-0.4	2.9	3.3	5.2	2.3	3.2	1.8	3.3	0.5	2.8
Vegetable fats	2.5	-1.5	4.0	4.6	6.6	2.3	3.3	1.9	1.2	-1.0	1.6
Steel tubes	2.3	2.3	0.0	0.3	-5.0	-1.1	6.5	-5.0	9.4	2.9	4.8
Dressmaking	2.2	-1.6	3.9	4.1	5.0	0.8	0.8	0.8	3.5	0.3	1.9
Non-ferrous metals	2.2	0.6	1.5	1.9	5.0	3.6	5.3	3.0	4.0	0.4	3.8
Mech handling eq	2.1	1.6	0.4	1.1	5.0	4.9	7.1	3.9	4.3	2.7	4.7
Misc metals	2.0	0.4	1.6	1.9	5.3	3.7	4.7	3.3	5.8	3.1	4.7
Cement	1.9	1.2	0.6	1.2	5.4	4.7	6.2	4.1	3.4	0.8	3.8
Paint	1.8	-0.2	2.0	2.9	5.2	2.7	3.1	2.2	2.6	0.5	2.7
Metal working tools	1.7	0.3	1.4	2.3	5.1	3.6	5.7	3.6	6.5	3.6	4.9
Overalls	1.4	-1.9	3.3	3.7	5.0	1.7	4.0	1.2	5.5	-0.2	3.2
Grain milling	1.3	-1.5	2.9	3.3	6.2	3.2	3.8	2.9	5.7	-1.1	4.9
Footwear	1.3	-1.6	3.0	3.3	5.4	2.4	3.6	2.1	4.3	-0.2	3.1
Narrow fabrics	1.3	-1.3	2.6	3.1	4.2	1.9	4.4	1.0	2.5	0.9	2.2
Women's wear	1.2	-2.2	3.4	3.6	4.4	0.7	0.6	0.8	3.3	0.1	1.6
Industrial engines	1.1	0.0	1.1	2.6	5.1	4.4	8.0	2.5	2.1	2.6	3.5
Leather goods	1.0	-3.0	4.1	4.4	5.7	1.4	1.6	1.3	4.8	1.6	2.8
Bread flour confectionery	1.0	1.2	-0.2	-0.3	5.7	5.4	5.2	5.4	7.8	1.4	6.5
Woolen and worsted	0.6	-2.0	2.6	2.8	4.7	2.0	2.4	1.8	2.0	-1.8	2.0
Margarine	0.6	-2.1	2.7	2.9	6.0	2.7	2.1	2.9	-4.8	-2.2	-2.1
Textile machinery	0.5	-3.5	4.1	4.7	4.9	1.0	3.9	0.2	5.2	5.4	2.9
Sugar	0.4	0.0	0.4	0.9	5.9	4.2	3.9	4.3	8.8	2.9	6.8
Iron and steel	0.3	-2.9	3.3	3.4	4.1	0.8	1.4	0.6	3.7	-1.0	1.9
Outerwear	0.2	-2.4	2.7	1.8	5.8	1.5	-0.5	4.0	3.7	2.9	3.1
Lubricating oil	0.1	-2.1	2.2	2.5	5.0	2.8	4.9	2.4	5.2	2.6	3.6
Brick and fireclay	0.1	-3.3	3.3	3.7	4.6	1.6	4.0	0.8	7.4	2.8	4.0
Hand tools	-0.1	-5.5	5.7	5.9	4.5	-1.5	-2.0	-1.4	0.0	-0.3	-0.7
Lace	-0.4	-3.7	3.4	3.8	5.1	1.7	3.1	1.2	5.0	1.5	3.4
Rope	-0.6	-3.7	3.2	4.0	5.5	2.1	3.6	1.4	5.9	0.3	4.0
Agricultural machinery	-0.8	-3.0	2.3	2.4	5.1	2.7	3.1	2.6	4.4	-0.2	3.3
Men's wear	-1.0	-2.0	1.0	1.4	5.3	4.3	7.1	3.8	1.3	-0.6	3.0
Jute	-1.1	-3.7	2.7	2.7	1.6	1.7	1.4	1.8	4.7	-0.3	3.0
Leather and fellmongery	-1.2	-0.8	-0.4	0.0	5.3	5.6	6.4	5.3	4.8	-2.0	5.2
Cocoa confectionery	-1.3	-3.7	2.5	3.2	5.6	3.2	5.0	2.3	4.2	3.2	3.7
Brushes and Brooms	-1.6	-1.1	-0.6	-0.2	5.2	5.9	7.3	5.4	9.1	4.6	7.4
Nuts and bolts	-1.6	-1.0	4.5	4.8	5.0	0.4	0.6	0.3	7.5	-1.1	3.8
Canvas	-1.6	-6.0	4.5	4.8	3.8	2.8	8.3	2.4	11.1	5.1	4.6
Coalmining	-1.8	-2.8	1.0	1.3	3.8	2.8	6.5	2.7	4.8	0.7	3.8
Shipbuilding	-2.2	-3.8	1.7	2.1	5.0	3.4	6.5	2.6	2.5	6.3	4.2
Coke ovens	-2.2	-1.5	-0.7	-0.5	5.1	5.9	7.6	5.6	3.9	2.3	3.9
Textile finishing	-2.9	-3.7	0.8	1.1	4.8	3.9	4.5	3.6	3.9	1.3	3.6
Gloves	-3.0	-5.3	2.5	2.9	5.3	3.3	6.8	2.3	3.9	1.3	3.6
Weaving	-3.0	-6.7	4.0	4.3	5.0	1.0	3.3	0.6	4.2	-1.4	2.0
Spinning and doubling	-3.7	-6.5	3.0	3.3	4.5	1.6	4.1	1.1	-1.3	-1.7	0.6
Explosives	-4.4	-7.4	3.2	4.1	5.2	2.6	6.9	1.0	7.4	-2.2	4.5
Hats and caps	-4.8	-6.0	1.2	1.3	4.2	3.0	3.8	2.8	4.0	1.7	3.4
Railway vehicles	-6.2	-6.1	-0.2	0.1	4.7	5.1	7.8	4.6	1.4	1.3	4.3
Motor cycles	-6.9	-6.7	-0.3	0.2	4.9	5.1	7.0	4.6	2.4	1.9	4.2
Mean for all industries	2.5	-0.4	2.8	2.9	5.2	2.5	4.1	2.0	4.0	1.1	3.1

and three-quarters of this fall occurred between 1963 and 1973. Throughout the whole period employment fell in 52 industries, while for the sub-period 1963-73 employment fell in 62 industries. In contrast, employment rose by 11 per cent in retail distribution between 1950 and 1971.

Statistical analysis

In addition to this descriptive analysis, some simple

statistical tests of association between variables was undertaken in order to examine any behavioural relationships between variables.

Before looking at the results in some detail it is necessary to see to what extent the findings of this study are similar with Salter's. On the whole, the results are broadly consistent with his for all but one of the statistical relationships studied. However, for most relationships the strength of the statistical association is a little weaker for this study, so that there does appear to have been a change in behaviour or the underlying circumstances.

Table 3 Performance of manufacturing industry 1963-73

Annual average compound rates of growth

	Gross output	Total employment	Output per head	Output per operative	Earnings per operative	Unit wage and salary cost	Unit salary cost	Unit wage cost	Unit gross margin cost	Unit material cost	Net price
Radio, computer etc	12.4	2.0	10.1	10.5	8.9	-1.1	-0.7	-1.4	0.5	3.7	-0.2
Man-made fibres	10.6	1.6	8.9	8.5	8.9	0.5	0.8	0.3	-1.5	-0.2	-0.9
Spirit distilling	9.0	3.8	4.9	5.2	10.2	4.4	3.5	4.8	4.9	1.0	4.8
Chemicals	8.2	-0.4	8.7	9.7	9.7	0.5	0.1	0.9	1.1	3.4	0.9
Surgical and other ins	7.9	2.8	5.0	6.1	8.1	3.3	4.9	1.9	2.4	6.1	2.9
Misc paper and board	7.4	3.4	3.8	4.1	10.3	5.9	5.6	6.1	8.7	5.0	7.3
Carpets	7.2	1.7	5.3	5.9	9.8	4.0	4.7	3.7	6.1	4.4	5.1
Dressmaking	6.7	0.4	6.3	6.6	8.4	2.0	3.4	1.6	5.4	1.7	3.5
Telegraph and telephone	7.0	1.2	5.7	5.5	9.1	2.4	0.8	3.4	6.3	3.2	4.0
Hosiery	6.7	-1.7	8.5	8.9	8.2	-0.2	0.5	-0.6	4.2	4.2	1.6
Office machinery	6.4	-0.4	6.8	6.9	9.8	2.7	2.5	-2.8	6.9	6.3	5.1
Construction eq	6.1	-0.3	6.4	6.9	10.1	3.3	4.4	2.9	7.5	2.7	5.3
Glass	5.9	1.8	4.0	4.6	9.4	5.0	4.6	4.6	4.2	6.4	4.4
Toilet preparations	5.8	-0.2	6.0	6.3	10.1	3.7	3.8	3.6	10.0	1.2	8.0
Fertilisers	5.7	1.6	4.0	4.2	9.4	4.9	4.5	5.0	4.0	6.4	4.5
Engineering tools	5.4	1.0	4.4	4.8	9.3	4.4	4.5	4.4	3.8	7.8	4.2
Mech handling eq	5.4	2.2	3.0	3.2	8.8	5.2	4.9	5.4	7.7	7.4	6.3
Industrial plant	5.2	-2.2	7.5	6.4	8.0	-0.1	1.5	0.9	4.9	0.5	0.5
Electrical app	4.9	-1.6	6.6	7.2	10.8	3.6	4.0	3.4	3.4	3.0	3.5
Brewing	4.4	-0.3	4.8	5.2	8.9	4.1	6.4	3.5	6.0	4.0	5.0
Vegetable fats	4.3	-1.0	5.3	5.3	8.2	2.7	2.7	7.0	6.3	4.0	5.7
Metal cans and boxes	4.2	-0.1	4.3	4.3	10.8	5.7	4.0	6.3	6.4	4.2	6.0
Explosives	4.1	-1.8	6.0	7.0	8.7	2.2	3.5	1.6	-0.2	1.4	4.2
Gen mech engineering	4.0	0.2	3.8	4.1	8.9	4.9	5.6	4.6	3.9	5.3	4.4
Agricultural mach	4.0	1.0	3.0	3.3	8.8	6.0	7.2	5.4	4.2	6.5	5.0
Asbestos	3.8	-1.1	5.0	4.7	9.2	3.7	2.4	4.3	2.2	3.1	2.9
Paint	3.7	-2.4	6.3	5.9	10.0	3.0	2.3	3.9	4.6	3.1	4.0
Cement	3.6	-0.1	3.8	3.6	6.6	1.9	-0.9	2.8	9.5	2.5	7.4
Fruit and vegetable prod	3.6	-0.2	3.8	3.5	9.8	5.1	2.9	6.1	7.3	5.1	6.5
Electricity	3.6	-1.8	5.5	7.4	9.7	3.5	5.3	2.2	1.8	5.2	2.3

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during 1954-73 than found by Salter for 1924-50. There is a similarly high correlation for retail distribution, so that underlying behavioural relationships, appear similar in both sectors.

Is productivity growth autonomous or caused by the growth of output?

No simple cause accounting for the statistical association between growth rates of output and productivity has been clearly identified, but there are two possibilities. The first asserts that the growth of demand and output induces productivity growth because it becomes possible to take advantage of economies of scale.

An alternative theory is that technical progress is itself the catalyst of productivity growth, but that the rate of technical progress and hence labour productivity growth is uneven between industries. According to this theory, higher labour productivity growth leads to a relative fall in prices and above average growth of demand and output. Statistical results from this study are unable to reject either of these theories and, indeed, provide evidence for the existence of both. Some of the results suggest that the effect of output growth leading to productivity is larger than the second mechanism where output growth occurs in response to a reduction in relative prices and hence an increase in sales.

Do workers in industries with above average growth of labour productivity receive higher than average pay increases?

Over the 20-year period of this study there was little tendency for industries with above average labour productivity growth to experience above average growth in earnings per head; a similar result was found by Salter for 1924-50. Considerable inter-industry variation in the rate of labour productivity growth was matched by little variation in earnings per head. Over the long run, earnings increases between industries moved in parallel and were not determined by differential rates of growth in labour productivity. This would mean that as low productivity growth industries cannot pay lower increases in earnings they will become uncompetitive, as their unit labour costs will rise relatively faster. Nevertheless across the economy changes in wages are closely linked to the change in average output per head.

Does labour productivity growth cause unemployment?

A major worry of many commentators is that labour productivity growth will inevitably lead to a fall in the demand for labour. For some industries it is possible that labour productivity growth may be associated with a fall in numbers employed, but this is not true for all industries.

Salter, for 1924-50, found evidence suggesting a virtuous circle between growth rates of labour productivity and employment: industries with the highest rates of labour productivity growth also experienced the highest rates of employment growth. The results, for 1954-73, show no relationship between rates of labour productivity and employment growth. While this indicates that such a relationship no longer predominates it also refutes the preponderance of a vicious circle—productivity growth leading to a general decline in employment. For individual industries either may exist, but the statistical results suggest that no single effect is predominant for manufacturing as a whole*.

Interestingly, the statistical evidence for retail distribution favours the existence of a virtuous circle as there is a positive relationship between growth rates of productivity and employment. However, during the most recent sub-period, 1966-71, any statistical association broke down for this sector, so that it may be following the pattern of manufacturing industry.

What are the sources of aggregate labour productivity growth?

Overall labour productivity growth can be divided into two components: first, that associated with changes in employment from low to high productivity growth industries; and, secondly, productivity growth within industries. Salter found that, for 1924-50, about 50 per cent of the total growth of labour productivity was associated with shifts of employment between industries. The results for 1954-73 indicate a major change in this relationship, and while labour productivity grew by 117 per cent, only 10.3 per cent was due to employment changes. Movement of labour between industries as a source of overall productivity growth has weakened considerably, though whether this has been a constraint upon the rate of productivity growth achieved by the whole economy is unknown.

Is labour productivity a good indicator of total factor productivity?

Labour productivity growth is frequently criticised as a measure of relative changes in efficiency because the contribution of capital is ignored. Thus a high rate of labour productivity growth could be associated with a low rate of overall productivity growth, (which takes account of the combined inputs of labour and capital). In this study, industry growth rates of labour productivity and total factor productivity were compared since in theory changes in total factor productivity are a better measure of changes in efficiency. Though there were large absolute differences between industry growth rates of labour and total factor

* The ten industries with the highest growth in productivity experienced a growth in employment.

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Table 4 Performance of retail distribution 1950-71, annual percentage compound rate of growth

	Gross output	Total labour force	Output per head	Earnings per head	Earnings per employee	Unit earnings cost	Unit gross margin cost	Unit materials cost
Radio and electrical	9.83	4.85	4.74	7.23	6.84	2.37	4.17	-0.13
Variety stores	4.89	3.53	1.31	4.82	4.88	3.47	4.04	2.33
Ironmongers	4.83	2.01	2.76	5.88	5.73	3.03	4.43	2.54
Off licenses	4.72	1.40	3.27	6.54	6.14	3.17	2.42	2.72
Chemists	4.59	0.62	3.95	6.09	6.06	2.06	4.35	2.87
Jewellery	4.50	2.45	2.00	5.41	5.51	3.34	4.54	2.94
Other non food	3.72	2.40	1.28	4.41	5.12	3.09	4.09	3.25
Women's wear	2.76	-0.33	3.11	6.11	6.00	2.91	4.78	1.67
Department stores	2.60	1.32	1.26	5.52	5.53	4.20	4.92	2.16
Grocers	2.31	0.52	1.78	6.49	6.08	4.63	6.45	4.19
Furniture	1.88	0.80	1.08	7.32	7.75	6.18	4.08	3.12
Footwear	1.77	0.96	0.81	5.29	5.07	4.45	6.00	2.00
Men's wear	1.61	0.38	1.62	6.81	6.64	5.52	5.12	2.14
Dairymen	1.06	-0.98	2.06	8.29	7.94	6.11	4.02	4.20
Butchers	0.72	0.65	0.07	6.68	6.55	6.61	7.27	6.09
Confectioners	0.29	0.42	-0.14	6.28	5.63	6.42	7.32	4.29
Greengrocers	-0.68	-1.51	0.84	6.19	5.46	5.31	6.35	4.00
Co-op	-0.77	-1.93	1.18	6.71	6.71	5.46	4.57	3.98
Bread	-1.02	-0.61	-0.41	6.17	5.92	6.60	6.63	4.71
Books	-1.86	-1.58	-0.27	6.53	6.34	6.83	8.06	7.34
Fishmongers	-4.50	-3.27	-1.27	5.03	5.62	6.38	8.67	6.21
Cycle and pram	-4.54	-5.57	1.09	4.04	5.34	2.92	5.19	3.96
Mean	1.8	0.3	1.5	6.1	6.0	4.6	5.3	3.5
Standard deviation	3.3	2.3	1.5	1.0	0.8	1.6	1.6	1.7
Coefficient of variation %	188.2	764.6	100.4	16.3	13.1	34.6	29.0	48.0

Table 5 Performance of retail distribution 1950-61, annual percentage compound rate of growth

	Gross output	Total labour force	Output per head	Earnings per head	Earnings per employee	Unit earnings cost	Unit gross margin cost	Unit materials cost
Radio and electrical	11.61	7.85	3.48	7.30	6.09	3.69	5.33	-1.24
Variety stores	5.59	5.45	0.14	3.34	3.32	3.19	3.78	1.98
Chemists	4.74	1.60	3.09	5.26	4.94	2.11	1.39	2.36
Off licenses	4.53	1.50	2.98	6.74	5.53	3.65	1.62	0.29
Ironmongers	4.33	2.32	1.96	5.56	4.98	3.53	3.47	2.41
Department stores	2.86	2.77	0.09	4.76	4.76	4.66	3.94	1.82
Jewellery	2.70	1.62	1.07	5.47	5.29	4.36	4.12	2.61
Grocers	1.50	0.25	1.25	6.31	6.09	5.00	5.10	4.45
Dairymen	1.48	-0.33	1.82	7.51	6.99	5.58	1.62	4.97
Footwear	1.33	0.97	0.36	5.40	5.04	5.03	4.52	2.77
Women's wear	1.27	-0.94	2.23	5.93	5.93	3.62	3.65	1.45
Butchers	1.03	1.46	-0.43	7.25	6.61	7.71	7.73	6.88
Furniture	1.00	1.40	-0.38	5.74	5.53	6.15	3.92	2.31
Confectioners	0.57	-0.43	0.99	6.49	6.43	5.45	5.28	2.88
Other non food	0.43	0.27	0.16	4.84	5.12	4.68	2.98	2.86
Co-op	0.33	0.60	-0.26	6.03	6.03	6.31	4.03	4.16
Greengrocers	0.01	-1.18	1.20	6.52	5.91	5.27	4.95	3.72
Men's wear	-0.38	-0.60	0.22	5.93	5.32	5.71	4.38	2.55
Bread	-1.72	-1.19	-0.55	6.40	5.71	6.99	4.77	5.56
Books	-4.22	-4.79	-0.59	7.15	6.83	6.52	4.80	7.35
Fishmongers	-5.13	-2.56	-2.65	6.16	6.06	9.04	9.16	7.56
Cycle and pram	-6.02	-6.33	0.33	3.89	5.38	3.56	2.96	3.58
Mean	1.3	0.4	0.8	5.9	5.6	5.1	4.3	3.3
Standard deviation	3.8	3.0	1.4	1.1	0.8	1.6	1.8	2.2
Coefficient of variation %	299.6	676.0	175.8	18.0	14.3	32.0	42.0	65.1

productivities, industries with above average growth of labour productivity also had above average growth of total factor productivity. However, for a small number of

industries this was not so; they experienced high labour productivity growth but low growth of total factor productivity. Because of these few exceptional industries, estimates

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of total factor productivity growth are preferable if adequate information on the *capital* employed is available.

It should be noted that the relationship was between the *growth* rates of labour and total factor productivity, and that no association was found between the levels of labour productivity and total factor productivity.

Do consumers of goods of above average labour productivity growth industries benefit from lower price rises?

An important question is to what extent do consumers gain part of the benefit of productivity growth in the form of lower relative prices. Salter, for the period 1924-50, found that consumers were the major beneficiaries of productivity growth with every one per cent differential growth of productivity being associated with a 0.8 per cent fall in relative prices. There is no reason why consumers should necessarily benefit from productivity growth as all gains could be absorbed by higher wages and/or profits.

For 1954-73, the statistical results again show that consumers benefited from productivity growth, though the association is weaker than Salter's, with a one per cent differential growth of productivity being associated with a 0.5 per cent fall in relative prices. Over a period of time, therefore, productivity growth can bring about major changes in the relative price of goods, and, hence, in the pattern of demand and consumption.

The lower rate of prices growth in high labour productivity growth industries reflects not only a fall in the amount of labour per unit of output, but savings in the quantity and cost of materials and capital per unit of output. It is a feature of manufacturing industry that industries able to make the largest savings in labour input also achieved the largest savings in other factor inputs. The association between high labour productivity growth and lower prices growth was also strongly evident in retail distribution.

What causes industry differences in the growth of labour productivity—is it differences in the growth of investment?

If labour productivity growth is primarily caused by the substitution of capital for labour, as is frequently suggested, variations in industry growth rates of capital per head should be a major influence upon relative rates of growth in labour productivity. However, results of this study tend to suggest that industry differences in labour productivity growth were not primarily caused by differences in the growth of investment.

There are two pieces of statistical evidence for this assertion: first, the relationship between industry growth rates of labour productivity and capital per head shows that only 27 per cent of the difference in labour productivity growth can be statistically explained by inter-industry differences in the growth of capital per head. Secondly, for

Table 6 Performance of retail distribution 1961-71, annual percentage compound rate of growth

	Gross output	Total labour force	Output per head	Earnings per head	Earnings per employee	Unit earnings cost	Unit gross margin cost	Unit materials cost
Radio and electrical	7.90	1.65	6.15	7.15	7.68	0.94	2.92	1.09
Other non food	7.46	4.81	2.54	3.94	5.13	1.37	5.31	3.69
Jewellery	6.52	3.38	3.03	5.33	5.75	2.23	5.02	3.31
Ironmongers	5.32	1.68	3.65	6.22	6.57	2.48	5.51	2.69
Off licenses	4.92	1.29	3.58	6.32	6.81	2.64	3.31	5.47
Women's wear	4.43	0.33	4.09	6.31	6.30	2.14	6.04	1.92
Chemists	4.43	-0.45	4.90	7.02	7.30	2.02	7.69	3.44
Variety stores	4.12	1.47	2.61	6.48	6.62	3.77	4.32	2.51
Men's wear	3.86	1.47	2.35	7.79	8.11	5.31	5.94	1.70
Grocers	3.21	0.82	2.37	6.68	6.06	4.21	7.95	3.91
Furniture	2.86	0.14	2.71	9.09	10.25	6.21	4.26	4.03
Department stores	2.33	-0.24	2.57	6.37	6.37	3.70	6.01	2.53
Footwear	2.26	0.94	1.31	5.17	5.10	3.81	7.65	1.17
Books	0.81	2.05	-1.21	5.86	5.80	7.17	11.76	7.34
Dairymen	0.60	-1.68	2.32	9.16	8.99	6.69	6.71	3.36
Butchers	0.38	-0.24	0.62	6.06	6.49	5.41	6.76	5.24
Confectioners	-0.01	1.36	-1.36	6.04	4.75	7.50	9.61	5.88
Bread	-0.23	0.01	-0.24	5.92	6.16	6.18	8.71	3.78
Greengrocers	-1.44	-1.87	0.44	5.83	4.97	5.37	7.92	4.31
Co-op	-1.96	-4.64	2.79	7.45	7.45	4.53	3.86	3.79
Cycle and pram	-2.89	-4.73	1.93	4.20	5.29	2.23	7.45	4.39
Fishmongers	-3.83	-4.07	0.26	3.80	5.14	3.53	8.13	4.74
Mean	2.3	0.2	2.2	6.3	6.5	4.1	6.5	3.6
Standard deviation	3.3	2.4	1.9	1.4	1.4	1.9	2.2	1.5
Coefficient of variation %	141.0	1513.6	86.3	21.9	21.1	47.8	33.2	42.3

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each industry the growth of labour productivity can be attributed to growth in capital per head and growth of total factor productivity. This exercise showed that for 64 of the 82 manufacturing industries investment per head was of secondary importance to the growth of total factor productivity. For all industries the average contribution to productivity of increased capital per head was 34 per cent. Of course, there is considerable variation in the reasons for labour productivity growth between industries, but a major impression is that investment is important but not dominant.

These results are in agreement with other studies of comparative industrial performance which also stress the secondary role of investment as an explanation of inter-industry variations in the rate of labour productivity growth. Studies that examine the growth over a period of time in labour productivity and investment of an industry (or group of industries) show that a relationship does exist. It is to be expected that for any industry the rate of investment will be associated with the growth of labour productivity, so that a correlation over time is not surprising. What the comparative results show is that, although within each industry a relationship exists between the growth rates of investment and labour productivity, the association between industries is less pronounced; industries with above average growth of investment will not always achieve above average growth of labour productivity.

Industry variations in labour productivity growth are more closely related (as described above) to the determinants of the growth of total factor productivity—some of these may be: improvements in the quality of capital (this, of course, may be a function of the rate of investment); improvements in management; improved industrial relations (including manning levels); increased length of production runs and greater specialisation of products. It would appear that increased efficiency in the use of existing capital and labour probably contributes just as much to raising productivity growth as the addition of new investment. This does not mean that increased investment is unnecessary but that the full benefits of this investment will not be attained until changes in practices and methods of production raise all-round efficiency.

What is the association between industry performance and industry structure?

In addition to repeating Salter's work for a later period, a fuller explanation of industry variation in performance was attempted by relating performance to aspects of industry structure. For each manufacturing industry the following aspects were considered: level of concentration (that is extent to which an industry's output is concentrated among a few firms); growth of concentration; average size of plant; average size of firm; number of strikes; number of days lost through strikes; a proxy for the effect of trades unions; the proportion of the work force covered by a collective agreement; growth of imports; growth of exports; and growth

of capital per head. The analysis showed that structure has some influence upon industry behaviour, though the influence of any one factor does not appear large.

When considering variations in productivity growth between industries, in addition to the rate of growth of output, statistically significant factors were the variables representing growth of capital per head, percentage of output produced in plants of over 1,000 workers (that is, the level of concentration), the growth of concentration, the trade union proxy and number of days lost through strikes. The results suggested that a high coverage by collective agreements a large number of days lost and a high level of concentration were associated with a lower growth of industry productivity. Industries experiencing a growth in concentration with larger growths of capital per head and with higher proportions of employees working in large plants, had higher rates of labour productivity growth.

Increases in prices were explained in part by the proxy for trade union effectiveness and the level of industry concentration, and in part by the rate of productivity growth. High levels of industry concentration were associated with a lower level of price increase. The proxy for trade union effectiveness suggested that prices rose at a faster rate in industries with a higher proportion covered by a collective agreement. This reflects partly the finding that earnings per head rose at a higher rate in industries where collective agreements covered a high proportion of the workforce but also the lower rate of productivity growth in such industries. It is important to note that in no result is the effect of trades unions, as measured by the proxy, very large.

As noted, already, no simple relationship was found between industry growth rates of earnings per head and labour productivity. However, after allowing for the various structural factors mentioned above, a significant but very small relation was found, with industries with above average productivity growth also having higher than average growth of earnings per head. Furthermore, industries with the largest growth of capital per head and the largest growth of employment also had the largest growth of earnings per head. Industries characterised by the highest number of days lost through strikes were associated with a lower growth of earnings per head. This suggests that strike activity did not achieve an above average growth of earnings per head.

Also of interest is the association between overseas trade performance and domestic rates of output, labour productivity and employment growth. There was a strong association between the growth of exports and higher rates of output, employment and productivity growth. This suggests that industries whose productivity is increasing fastest are able to remain internationally competitive and enjoy higher rates of export growth, which, in turn, raises growth rates of output and employment. Faster growing output then stimulates further growth of productivity, and so a virtuous circle is established. Conversely it was also found that industries with the slowest growth of labour productivity were associated with the largest growth of imports. ■

Trends in earnings: 1948-77

IN MAY 1973 THE *Department of Employment Gazette* looked at the main trends in earnings between 1948 and 1972. This exercise has now been carried through to 1977 on the same basis.

Earnings for seven broad groups

The general increases in average earnings since 1948 for seven broad groups of employees—males and females in non-manual occupations; full-time men; women; youths and boys; and girls and part-time women in manual occupations are illustrated in chart 1. Until 1970 average earnings of each of the groups with the exception of manual youths and boys which improved its relative position, moved broadly in parallel. In the 1970s earnings of women have risen relative to those of men; earnings of manual workers have risen relative to those of non-manual workers and manual youths and boys have continued to improve their position relative to men.

Trends in overall earnings, costs and prices

Percentage rates of increase in the average earnings of manual men are shown back to 1948 (chart 2) at successive Octobers and it can be seen that they have been relatively high in the 1970s.

When labour costs and retail prices are plotted side by side (chart 3) it can be seen that in the long term retail prices rise in line with wages and salaries per unit of output and *vice versa*. Of course, in the short term prices are also affected by other factors, like changes in indirect taxes or

import prices or profit margins. These account for the gaps between the lines on the charts.

Differentials between industries

The extent to which the earnings in individual industries have improved or lost ground, relative to the rest, can most easily be seen by expressing the average earnings in the individual industries as percentages of the average for all

Table B Normal and actual weekly hours of full-time manual workers

	Normal hours		Hours actually worked	
	Men	Women	Men	Women
1938	(47)		47.7	43.5
1948	44.5	44.6	46.6	41.5
1950	44.4	44.5	47.3	41.7
1955	44.3	44.4	48.9	41.7
1960	43.0	43.4	48.0	40.7
1965	41.0	41.2	47.3	38.9
1966	40.3	40.5	46.2	38.3
1967	40.2	40.4	46.2	38.2
1968	40.1	40.2	46.3	38.4
1969	40.1	40.2	46.5	38.2
1970	40.1	40.0	45.7	37.9
1971	40.0	40.0	44.7	37.7
1972	40.0	40.0	45.0	37.9
1973	40.0	40.0	45.6	37.7
1974	40.0	40.0	45.1	37.4
1975	40.0	40.0	43.6	37.0
1976	40.0	40.0	44.0	37.4
1977	40.0	40.0	44.2	37.4

Table A Dispersion of weekly earnings of full-time manual men, 1886-1977

Year	Lowest decile	Lower quartile	Median weekly earnings	Upper quartile	Highest decile
	as percentage of the median		£	as percentage of the median	
1886	68.6	82.8	1.21	121.7	143.1
1906	66.5	79.5	1.47	126.7	156.8
1938	67.7	82.1	3.40	118.5	139.9
1960	70.6	82.6	14.17	121.7	145.2
1968	67.3	81.0	22.40	122.3	147.8
1970	67.3	81.1	25.60	122.3	147.2
1971	68.2	81.8	28.10	122.1	146.5
1972	67.6	81.3	31.30	122.3	146.6
1973	67.3	81.4	36.60	121.6	145.3
1974	68.6	82.2	41.80	121.0	144.1
1975	69.2	82.8	53.20	121.3	144.4
1976	70.2	83.4	62.10	120.8	144.9
1977	70.6	83.1	68.20	120.3	144.4

Sources: British Labour Statistics: Historical Abstract 1886-1968, table 79. Department of Employment Gazette, October 1977, page 1071.

industries. The results, for manual men in 18 major industries, are shown in charts 4-8.

Most of the industries have remained fairly close to the general average and have maintained their long-term position with great consistency. The vehicles, paper, printing and publishing and metal manufacturing groups have remained consistently above the average and the textiles group below. The largest differences have been in the four non-manufacturing industries (docks, coal-mining, public administration and agriculture) shown in chart 8.

The "spread" of earnings of individuals

Table A shows that the differentials between the earnings of higher paid and lower paid manual men, when expressed in percentage terms, have been found to be practically the same at every major survey since 1886. It should be noted that this finding relates to *manual men* as a group, and when earnings are measured *before tax*. There have certainly been changes after tax, and also between manual men and other groups, and between different industrial and occupational groups of manual men.

Chart 1 Trends in average earnings: all industries covered: October 1948-77

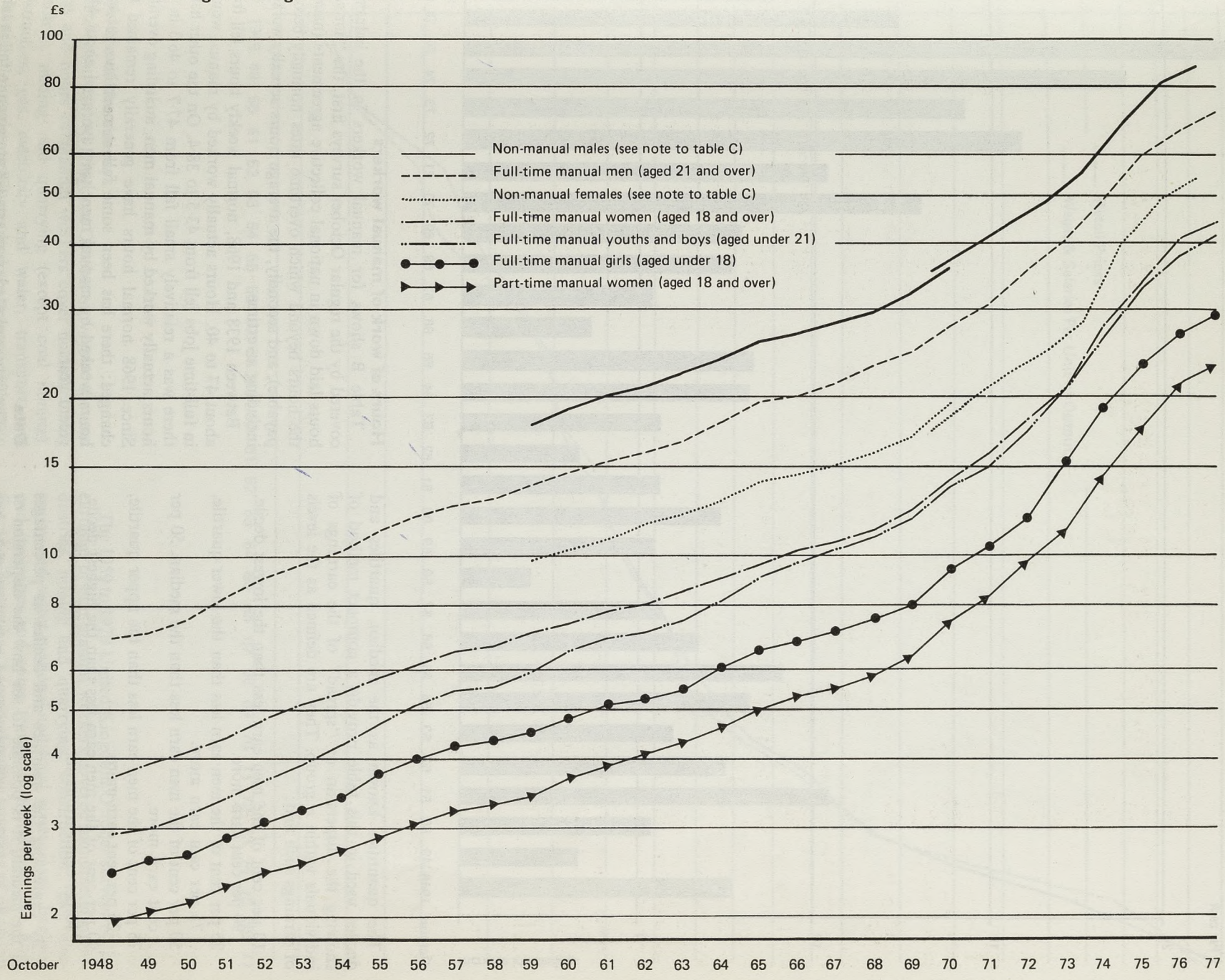
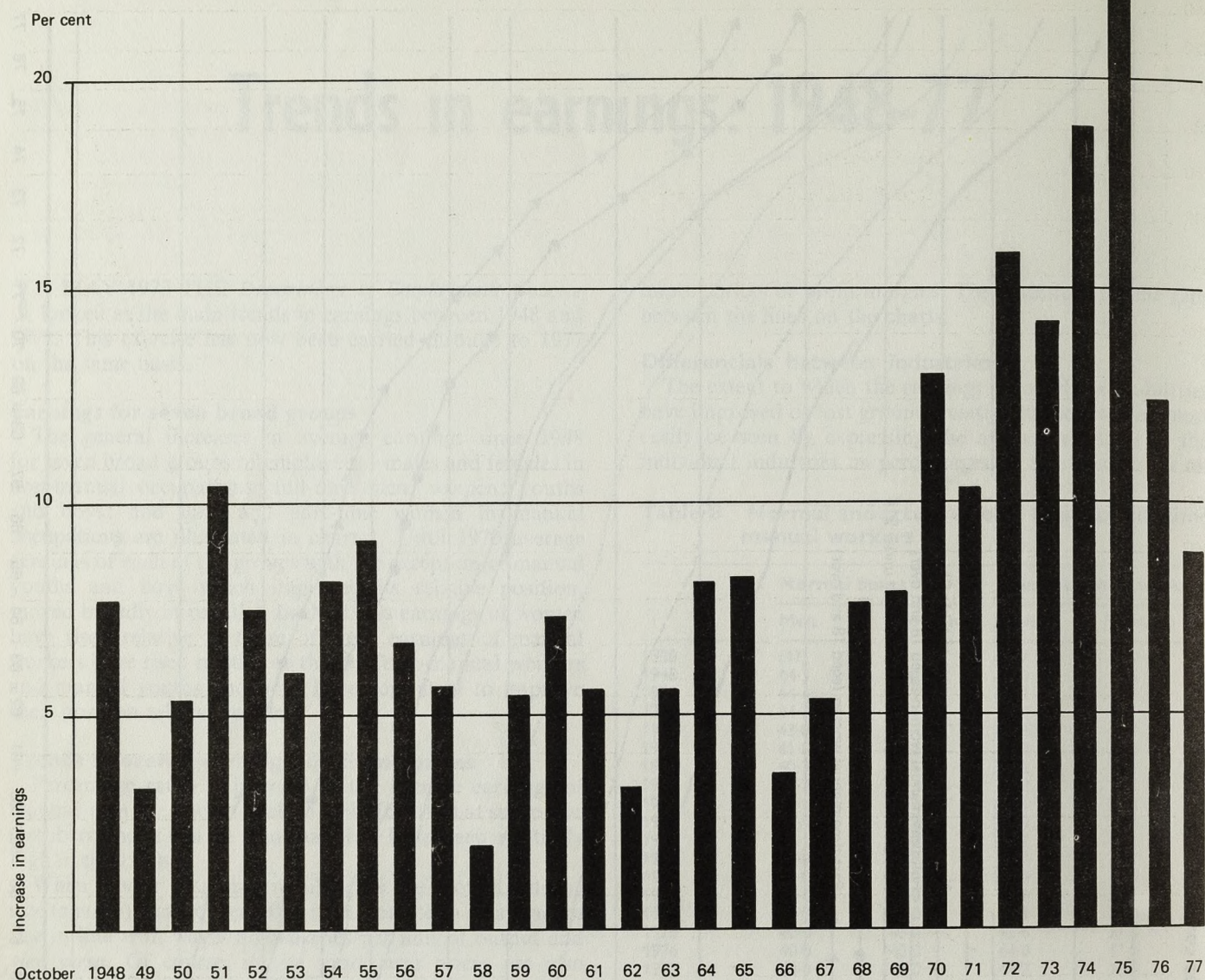


Chart 2 Percentage increases in average weekly earnings of full time manual men over the previous 12 months: all industries covered: October each year

The quantities known as the median, quartiles and deciles used in this table provide a compact method of showing the dispersion or "spread" of the earnings of individuals within a group. They are defined as the levels of earnings such that:

- 10 per cent of the men earn less than the lowest decile, 90 per cent earn more.
- 25 per cent of the men earn less than the lower quartile, 75 per cent earn more.
- 50 per cent of the men earn less than the median, 50 per cent earn more.
- 75 per cent of the men earn less than the upper quartile, 25 per cent earn more.
- 90 per cent of the men earn less than the highest decile, 10 per cent earn more.

By expressing the quartiles and deciles as percentages of the median, it is possible to see how the dispersion or "spread" of earnings, when expressed in relative terms, has varied between different dates.

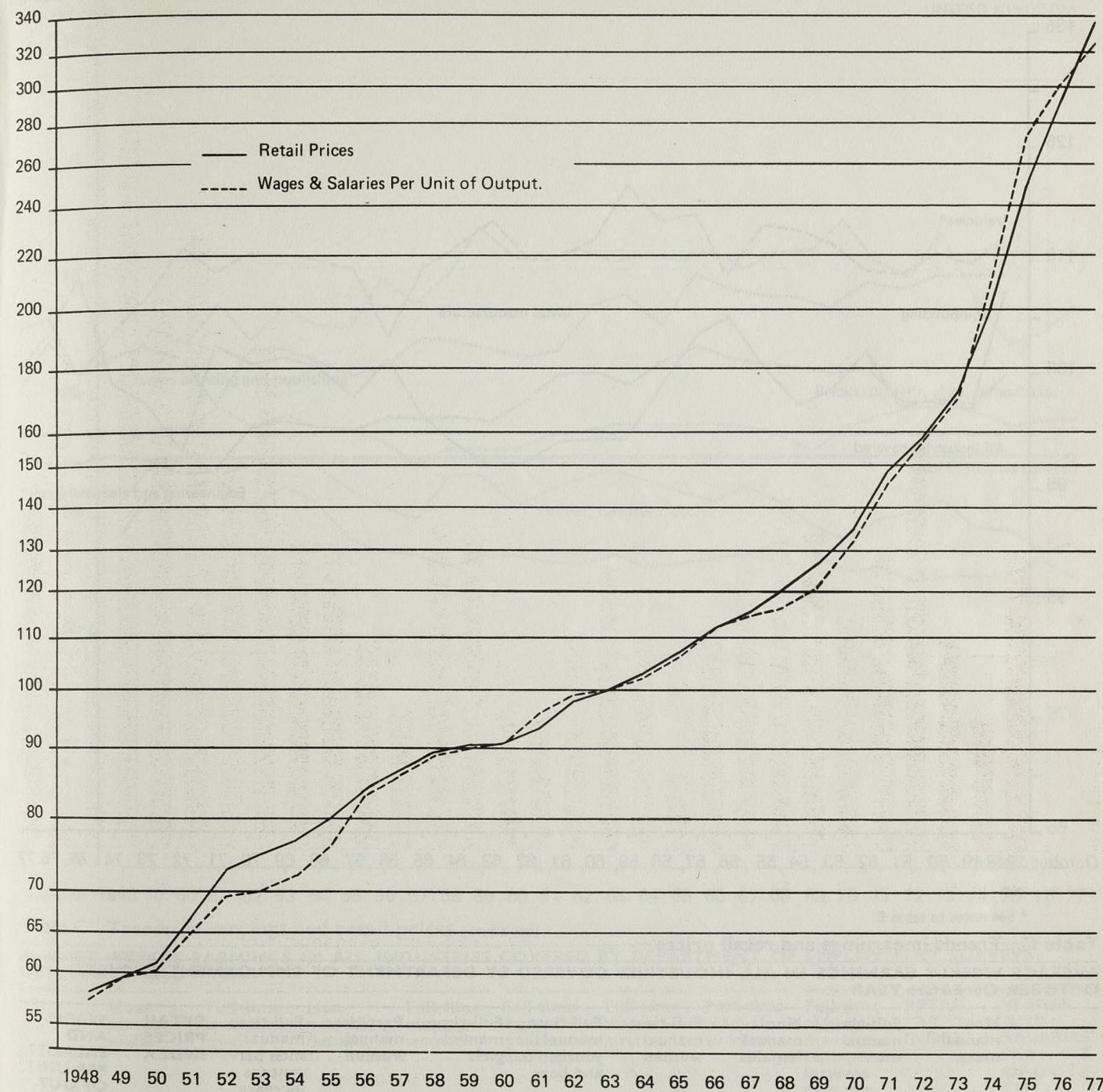
Hours of work of manual workers

Table B shows for manual workers in the industries covered by the regular October surveys first, the "normal" hours laid down in national collective agreements (namely the hours beyond which overtime rates normally become payable), and secondly, the average hours actually worked, including overtime.

Between 1938 and 1968, normal weekly hours fell from about 47 to 40. Hours actually worked by manual women in full-time jobs fell from 43.5 to 38.4. On the other hand, there was a relatively small fall from 47.7 to 46.3 in the hours actually worked by manual men, including overtime. Since 1968 normal hours have generally remained unchanged; there has been some fall in overtime but total hours worked by manual men have averaged about 44 in recent years.

Data

The figures plotted on charts 1-8 are given in full in tables C, D and E.

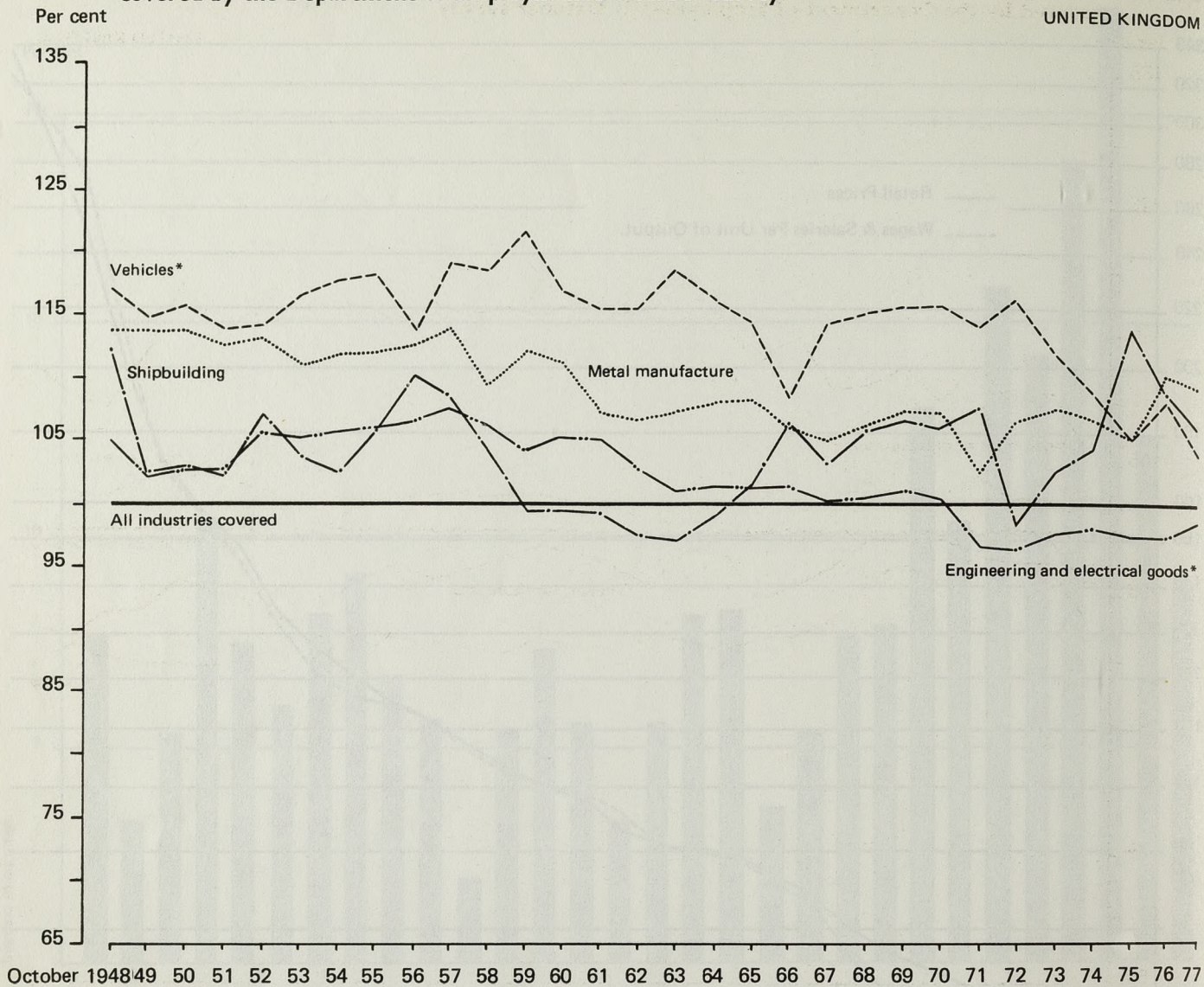
Chart 3 Annual indices of retail prices and of wages and salaries per unit of output since 1948: indices 1963=100

Coverage of the surveys

The regular United Kingdom October surveys of the earnings and hours of manual workers cover manufacturing industries, mining and quarrying (except coal mining), construction, gas, electricity and water, transport and communication (except railways and sea transport), certain miscellaneous services and public administration.

The 1959 to 1970 United Kingdom October surveys of the earnings of non-manual workers covered manufacturing industries, mining and quarrying, construction, gas, electricity and water, national and local government, banking and insurance and some transport industries. The New Earnings Survey has a comprehensive coverage of all industries and services in Great Britain for each April from 1970.

Chart 4 Average weekly earnings of full-time men manual workers as percentages of average for all industries covered by the Department of Employment's October survey



* See notes to table E.

Table C Trends in earnings and retail prices

AVERAGE WEEKLY EARNINGS IN ALL INDUSTRIES COVERED BY DEPARTMENT OF EMPLOYMENT SURVEYS: OCTOBER OF EACH YEAR

	Non-manual males	Full-time manual men	Non-manual females	Full-time manual women	Full-time manual youths and boys	Full-time manual girls	Part-time manual women	Full-time manual men percentage increase over previous October	RETAIL PRICES INDEX	WAGES AND SALARIES PER UNIT OF OUTPUT
	£	£	£	£	£	£	£	per cent	Index	Index
1948		6.90		3.71	2.94	2.47	1.96	7.7	57.7	57.5
1949		7.13		3.93	3.0	2.58	2.04	3.4	59.3	59.2
1950		7.52		4.12	3.19	2.67	2.12	5.4	61.1	60.3
1951		8.30		4.49	3.45	2.90	2.31	10.4	66.7	64.9
1952		8.93		4.81	3.75	3.04	2.47	7.5	72.8	69.5
1953		9.46		5.12	3.95	3.25	2.56	6.0	75.0	70.1
1954		10.22		5.41	4.28	3.47	2.70	8.1	76.4	72.2
1955		11.15		5.77	4.71	3.78	2.90	9.1	79.9	76.9
1956		11.90		6.16	5.12	4.07	3.07	6.7	83.8	82.7
1957		12.58		6.49	5.42	4.26	3.21	5.7	86.9	86.2
1958		12.83		6.70	5.60	4.34	3.32	2.0	89.6	89.1
1959	18.03	13.54	9.65	7.05	5.88	4.54	3.45	5.5	90.1	89.8

(Continued on next page)

Chart 5 Average weekly earnings of full-time men manual workers as percentages of average for all industries covered by the Department of Employment's October survey

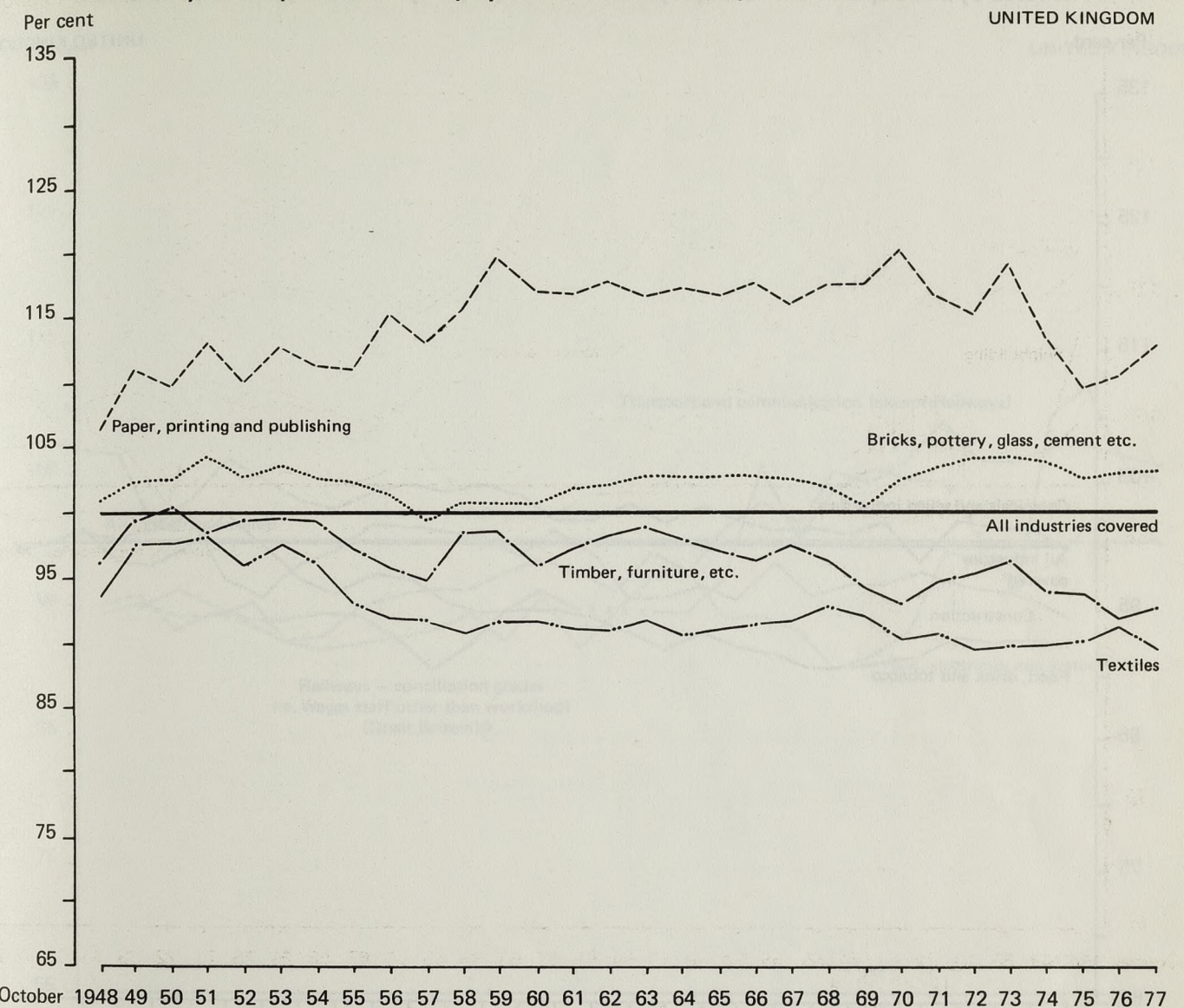


Table C Trends in earnings and retail prices (continued)

AVERAGE WEEKLY EARNINGS IN ALL INDUSTRIES COVERED BY DEPARTMENT OF EMPLOYMENT SURVEYS: OCTOBER OF EACH YEAR

	Non-manual males	Full-time manual men	Non-manual females	Full-time manual women	Full-time manual youths and boys	Full-time manual girls	Part-time manual women	Full-time manual men percentage increase over previous October	RETAIL PRICES INDEX	WAGES AND SALARIES PER UNIT OF OUTPUT
	£	£	£	£	£	£	£	per cent	Index	Index
1960	19.10	14.53	10.15	7.42	6.50	4.84	3.74	7.3	91.0	90.6
1961	20.04	15.34	10.68	7.73	6.89	5.10	3.98	5.6	94.1	96.5
1962	21.13	15.86	11.35	8.04	7.09	5.20	4.15	3.4	98.1	99.2
1963	22.25	16.75	11.97	8.41	7.43	5.46	4.36	5.6	100.0	100.0
1964	23.53	18.11	12.60	8.95	8.16	5.97	4.65	8.1	103.3	102.9
1965	25.53	19.59	13.71	9.60	8.99	6.48	5.03	8.2	108.2	107.0
1966	26.69	20.30	14.25	10.07	9.59	6.79	5.32	3.7	112.5	112.7
1967	27.90	21.38	14.90	10.56	10.08	7.00	5.53	5.3	115.3	114.5
1968	29.77	23.00	15.76	11.30	10.73	7.57	5.93	7.6	120.7	117.1
1969	32.07	24.82	17.05	12.11	11.65	8.04	6.40	7.9	127.2	121.1
1970	36.12	28.05	19.59	13.99	13.35	9.42	7.43	13.0	135.3	132.8

1971	39.10*	30.93	19.80*	15.80	14.96	10.28	8.36	10.3	148.1	144.8
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Chart 6 Average weekly earnings of full-time men manual workers as percentages of average for all industries covered by the Department of Employment's October survey

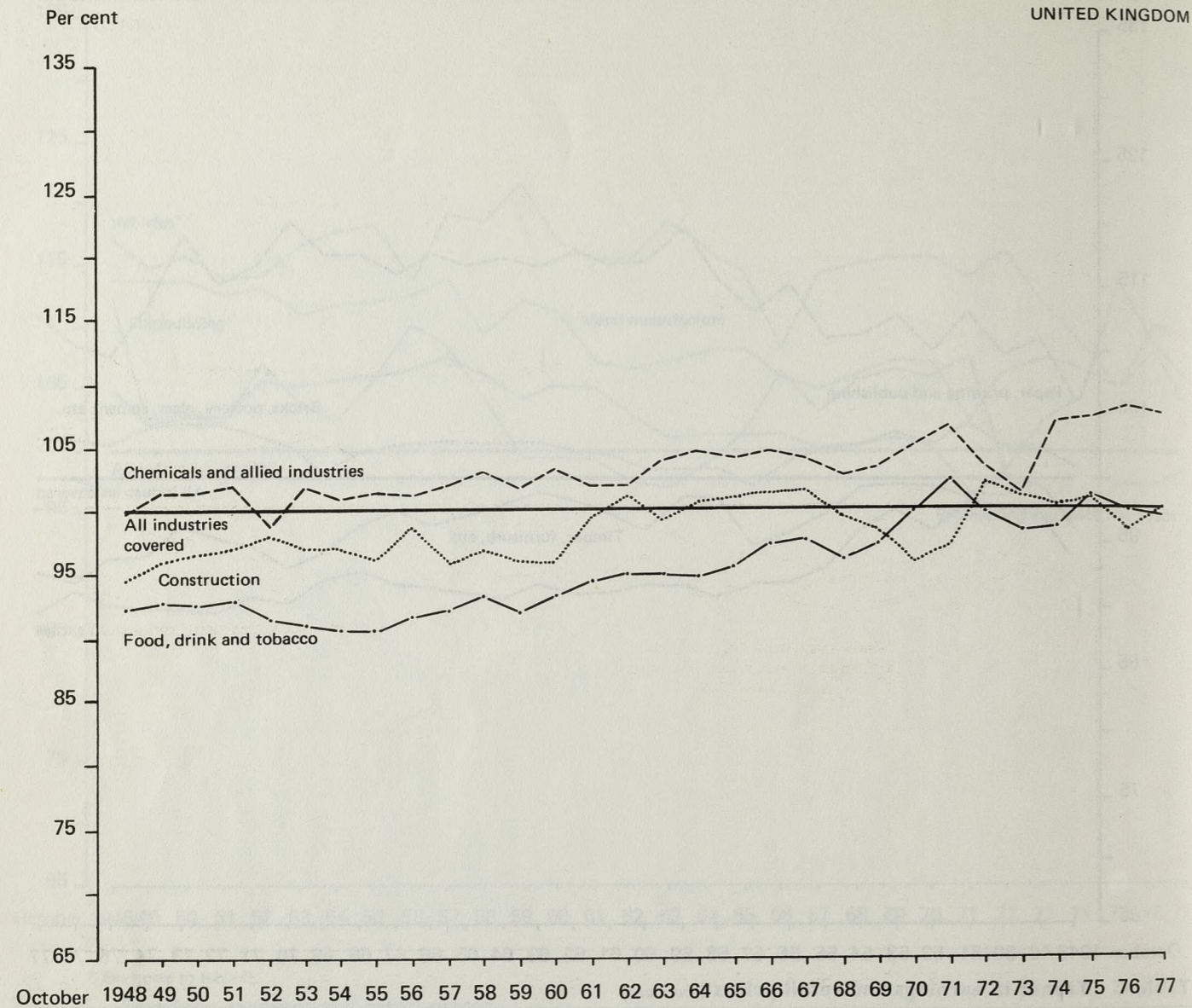


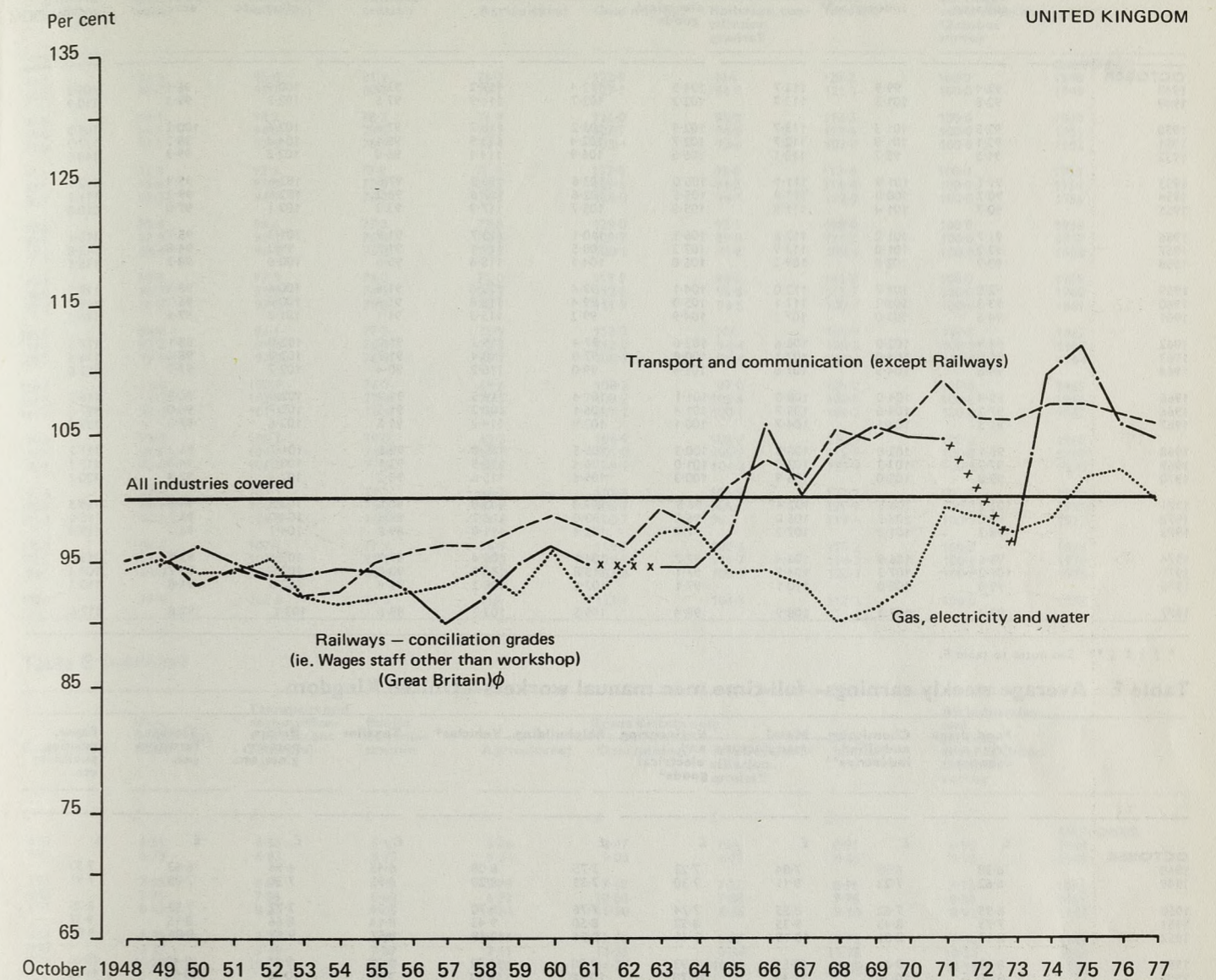
Table C Trends in earnings and retail prices (continued)

AVERAGE WEEKLY EARNINGS IN ALL INDUSTRIES COVERED BY DEPARTMENT OF EMPLOYMENT SURVEYS: OCTOBER OF EACH YEAR

	Non-manual males	Full-time manual men	Non-manual females	Full-time manual women	Full-time manual youths and boys	Full-time manual girls	Part-time manual women	Full-time manual men percentage increase over previous October	RETAIL PRICES INDEX	WAGES AND SALARIES PER UNIT OF OUTPUT
	£	£	£	£	£	£	£	per cent	Index	Index
1972	43.50*	35.82	22.20*	18.30	17.55	11.76	9.65	15.8	158.6	157.6
1973	48.10*	40.92	24.70*	21.16	21.02	15.13	11.11	14.2	173.2	170.3
1974	54.40*	48.63	28.60*	27.01	26.00	19.23	14.28	18.8	201.0	209.8
1975	68.40*	59.58	39.60*	34.19	33.08	23.03	18.02	22.5	249.6	273.7
1976	81.60*	66.97	48.80*	40.61	37.94	26.70	21.50	12.4	290.8	302.1
1977	88.90*	72.89	53.80*	44.31	41.30	29.74	23.14	8.8	336.9	328.2

* The October survey of the earnings of non-manual employees was discontinued in 1970 following the introduction of the New Earnings Survey. Figures for 1971 and subsequent years are consequently taken from the New Earnings Survey and relate to April of each year and full-time men (aged 21 and over) and women (aged 18 and over). The equivalent figures for April 1970 were £35.10 for men and £17.70 for women. In order to meet EEC requirement, the October survey was reintroduced in 1973 although on a somewhat different basis to the earlier one.

Chart 7 Average weekly earnings of full-time men manual workers as percentages of average for all industries covered by the Department of Employment's October survey



ϕ See notes to table E

xxxx No figures are available for October 1962 and October 1972.

Table D Average weekly earnings—full-time men manual workers—United Kingdom

	Food, drink and tobacco	Chemicals and allied industries**	Metal manufacture	Engineering and electrical goods*	Shipbuilding	Vehicles*	Textiles	Bricks, pottery, glass, etc.	Timber, furniture etc.	Paper, printing, publishing etc.
OCTOBER										
1948	92.4	99.9	113.7	104.9	112.4	117.2	93.6	100.9	96.1	106.3
1949	92.8	101.3	113.7	102.3	102.7	114.9	97.5	102.3	99.3	110.9
1950	92.5	101.3	113.7	102.9	103.2	115.7	97.6	102.6	100.1	109.8
1951	93.1	101.8	112.7	102.7	102.4	113.9	98.1	104.3	98.2	112.9
1952	91.5	98.7	113.1	105.5	106.9	114.1	96.0	102.8	99.3	110.0
1953	91.1	101.9	111.1	105.0	103.6	116.5	97.6	103.6	99.4	112.7
1954	90.7	100.8	111.8	105.5	102.6	117.6	96.2	104.3	99.2	111.3
1955	90.7	101.4	111.9	105.8	105.7	117.9	93.2	102.1	97.0	110.8
1956	91.7	101.2	112.6	106.5	110.1	113.7	91.9	101.3	95.7	115.1
1957	92.2	101.8	113.9	107.3	108.5	119.1	91.7	99.3	94.8	112.8
1958	93.7	102.8	109.3	106.0	104.1	118.6	90.6	100.6	98.2	115.5
1959	92.0	101.7	112.0	104.1	99.4	122.6	91.6	100.6	98.4	119.5
1960	93.3	103.2	111.1	105.0	99.4	116.8	91.6	100.6	95.7	116.7
1961	94.5	102.0	107.3	104.9	99.2	115.3	91.1	101.8	97.1	116.5
1962	94.9	102.0	106.6	102.6	97.4	115.3	91.0	102.0	98.1	117.6
1963	95.0	104.0	107.1	100.8	97.0	118.4	91.7	102.8	98.6	116.4
1964	94.6	104.5	107.8	101.4	99.0	116.2	90.4	102.7	97.7	117.0
1965	95.4	104.0	108.0	101.1	101.4	114.5	91.2	102.3	96.9	116.5
1966	97.2	104.6	105.7	101.4	106.1	108.2	91.3	102.7	96.0	117.5
1967	97.5	104.1	104.7	100.1	102.9	114.2	91.5	102.6	97.3	115.8
1968	96.1	102.8	106.0	100.3	105.5	115.0	92.8	101.7	96.3	117.2
1969	97.2	103.3	107.0	101.0	106.4	115.5	92.1	100.3	94.0	117.3
1970	99.8	105.0	106.9	100.3	105.6	115.6	90.2	102.4	92.9	120.1
1971	102.2	106.5	102.4	96.5	107.3	113.8	90.6	103.3	94.6	116.5
1972	99.8	103.5	106.0	96.3	98.0	116.2	89.5	104.0	95.1	115.0
1973	98.3	101.3	107.2	97.4	102.4	111.8	89.8	104.1	96.2	119.0
1974	98.6	106.9	106.4	97.7	104.1	108.4	89.9	103.6	93.8	113.0
1975	101.2	107.3	104.9	97.1	113.8	104.9	90.0	102.5	93.7	109.4
1976	99.8	108.0	110.1	97.1	107.6	108.2	91.4	102.8	91.8	110.3
1977	99.4	107.5	108.9	98.4	105.5	103.7	89.6	103.1	92.8	112.6

* † ‡ § ** See notes to table E.

Table E Average weekly earnings—full-time men manual workers—United Kingdom

	Food, drink and tobacco	Chemicals and allied industries**	Metal manufacture	Engineering and electrical goods*	Shipbuilding	Vehicles*	Textiles	Bricks, pottery, glass, etc.	Timber, furniture etc.	Paper, printing, publishing etc.
OCTOBER										
1948	6.38	6.89	7.84	7.23	7.75	8.08	6.45	6.96	6.63	7.33
1949	6.62	7.23	8.11	7.30	7.33	8.20	6.95	7.30	7.08	7.91
1950	6.95	7.62	8.55	7.74	7.76	8.70	7.34	7.72	7.53	8.25
1951	7.73	8.45	9.35	8.52	8.50	9.45	8.14	8.66	8.15	9.37
1952	8.17	8.81	10.10	9.41	9.54	10.18	8.57	9.17	8.86	9.82
1953	8.62	9.64	10.51	9.93	9.80	11.02	9.23	9.80	9.40	10.66
1954	9.28	10.30	11.43	10.78	10.49	12.02	9.84	10.49	10.14	11.38
1955	10.11	11.31	12.48	11.79	11.78	13.15	10.38	11.38	10.81	12.35
1956	10.91	12.03	13.40	12.67	13.10	13.53	10.94	12.05	11.39	13.69
1957	11.60	12.81	14.33	13.50	14.98	14.98	11.54	12.49	11.92	14.18
1958	12.02	13.19	14.02	13.60	13.36	15.23	11.62	12.91	12.60	14.82
1959	12.48	13.79	15.18	14.11	13.48	16.62	12.42	13.64	13.34	16.20
1960	13.57	15.00	16.14	15.26	14.45	16.98	13.32	14.62	13.91	16.95
1961	14.49	15.65	16.45	16.10	15.22	17.69	13.97	15.62	14.90	17.87
1962	15.06	16.19	16.91	16.28	15.45	18.30	14.43	16.18	15.56	18.66
1963	15.91	17.41	17.93	16.89	16.24	19.83	15.36	17.21	16.52	19.50
1964	17.13	18.93	19.51	18.36	17.93	21.04	16.37	18.60	17.69	21.19
1965	18.68	20.38	21.16	19.80	19.87	22.43	17.86	20.02	18.98	22.83
1966	19.73	21.23	21.47	20.58	21.54	21.97	18.53	20.86	19.50	23.85
1967	20.84	22.24	22.38	21.39	22.00	24.42	19.56	21.94	20.81	24.76
1968	22.10	23.65	24.38	23.08	24.27	26.45	21.33	23.38	22.15	26.95
1969	24.14	25.64	26.56	25.07	26.41	28.67	22.85	24.90	23.33	29.12
1970	28.00	29.45	29.98	28.12	29.61	32.43	25.29	28.72	26.06	33.68
1971	31.60	32.93	31.67	29.85	33.19	35.21	28.02	31.95	29.25	36.04
1972	35.75	37.06	37.97	34.51	35.09	41.63	32.05	37.25	34.06	41.21
1973	40.24	41.45	43.85	39.85	41.90	45.74	36.75	42.59	39.36	48.69
1974	47.97	51.98	51.76	47.51	50.63	52.73	43.74	50.40	45.61	54.96
1975	60.29	63.92	62.50	57.86	67.78	62.52	53.65	61.07	55.83	65.17
1976	66.81	73.34	72.34	61.19	72.48	73.72	61.19	68.82	61.48	73.88
1977	72.46	78.36	79.40	71.72	76.87	75.59	65.32	75.15	67.66	82.09

* For the period October 1948 to October 1958 inclusive, the figures for "Engineering and electrical goods" and "Vehicles" are approximate and have been specially calculated to produce figures on a comparable basis to those in later years.
 † The figures for "Agriculture" are average weekly earnings for the six-months period commencing October each year.
 ‡ The earnings figures for Coalmining which are provided for the Department by the National Coal Board, include sick pay and payments for holidays and rest days. They relate to those on adult rates of pay which became payable at age 21 until 1972; since then the age limit has been reduced progressively to age 18 in 1974.
 § Includes coal and petroleum.

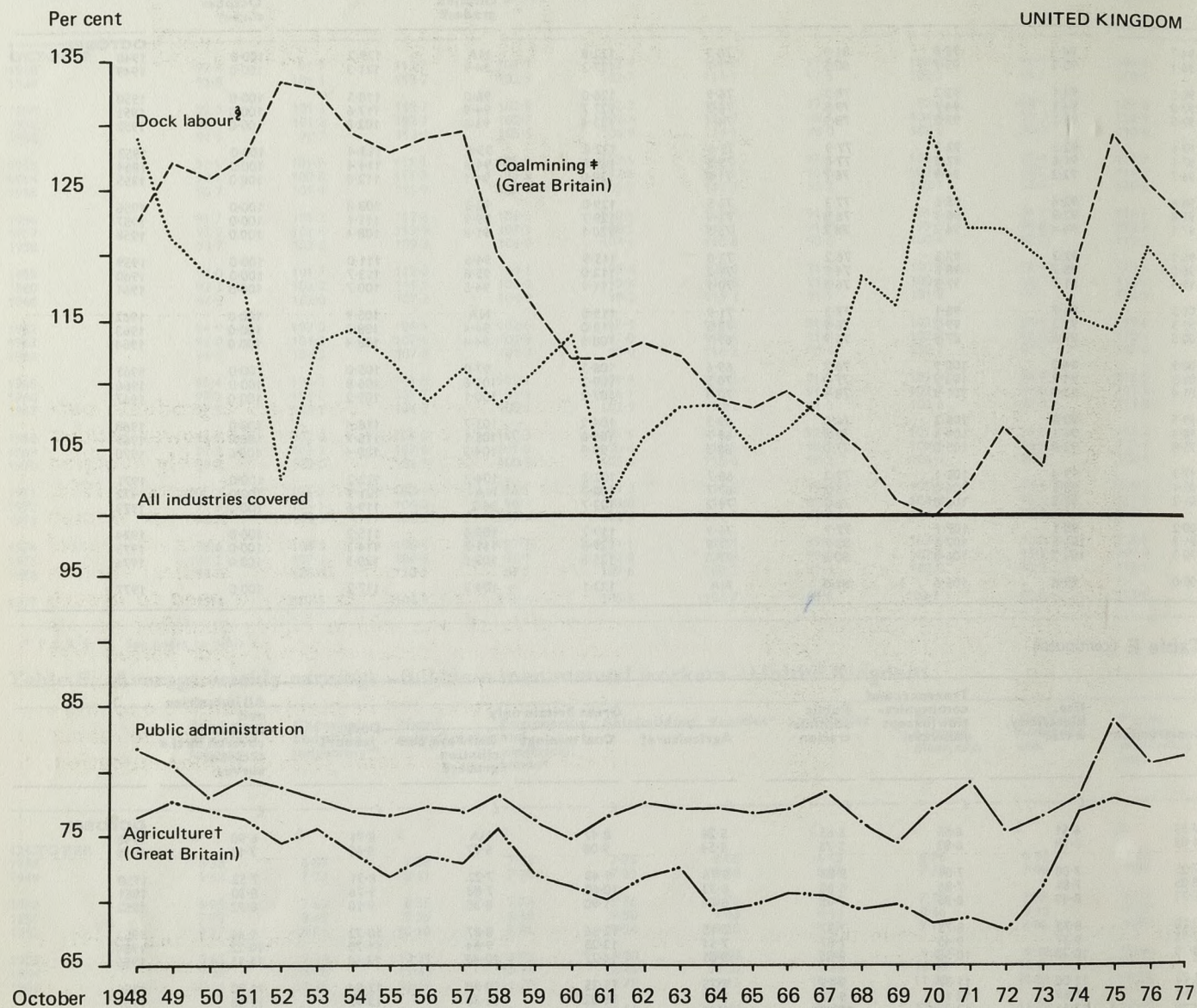
Table D (continued)

Construction	Gas, Electricity, water	Transport and communication (except railways)	Public administration	Great Britain only				All industries and services covered by the October survey	OCTOBER
				Agriculture†	Coal mining‡	Railways, conciliation grades††	Dock labour‡		
94.7	94.4	95.0	81.9	76.3	122.8	NA	129.2	100.0	1948
96.1	95.2	95.7	80.5	77.7	127.3	94.9	121.3	100.0	1949
96.5	94.1	93.2	78.2	76.9	126.0	96.0	118.5	100.0	1950
97.0	94.7	94.7	79.5	76.3	127.7	94.9	117.6	100.0	1951
97.8	95.1	93.5	78.9	74.4	133.4	93.6	102.8	100.0	1952
97.1	92.3	92.3	77.9	75.6	132.8	93.8	113.4	100.0	1953
97.1	91.6	92.5	77.0	73.5	129.6	94.3	114.4	100.0	1954
96.7	92.2	94.9	76.7	71.9	128.0	94.1	112.0	100.0	1955
98.6	92.4	95.6	77.3	73.5	129.0	92.3	108.8	100.0	1956
95.8	92.9	96.3	76.8	72.9	129.7	89.9	111.1	100.0	1957
97.1	94.4	96.2	78.2	75.5	120.1	91.8	108.4	100.0	1958
96.1	92.3	97.5	76.2	72.0	115.9	94.6	111.0	100.0	1959
96.0	95.7	98.6	74.9	71.2	112.0	95.8	113.7	100.0	1960
99.4	91.7	97.5	76.5	70.1	111.9	94.5	100.7	100.0	1961
101.5	94.7	96.1	77.3	71.9	113.0	NA	105.9	100.0	1962
99.3	97.2	99.2	76.9	72.5	112.0	94.4	108.3	100.0	1963
100.5	97.5	97.5	76.9	69.1	108.9	94.4	108.4	100.0	1964
100.9	94.0	100.9	76.7	69.6	108.3	97.0	105.0	100.0	1965
101.3	94.2	102.9	77.0	70.5	109.2	105.6	106.8	100.0	1966
101.4	93.0	101.3	78.4	70.4	107.2	100.1	109.2	100.0	1967
99.5	90.0	105.2	76.0	69.3	104.9	103.7	118.4	100.0	1968
98.4	91.1	104.4	74.4	69.7	101.0	105.1	115.9	100.0	1969
95.8	92.8	105.8	77.0	68.3	99.9	104.3	129.4	100.0	1970
97.3	99.4	109.1	79.2	68.7	102.3	104.2	122.2	100.0	1971
102.1	98.5	106.0	75.2	67.7	106.7	NA	121.9	100.0	1972
101.2	97.2	105.8	76.5	71.2	103.7	96.2	119.6	100.0	1973
100.2	98.1	107.1	77.9	76.9	119.7	109.6	115.2	100.0	1974
101.3	101.5	107.1	83.7	77.8	129.5	111.7	114.3	100.0	1975
98.3	102.2	106.3	80.6	77.0	125.6	105.5	120.5	100.0	1976
100.0	99.8	105.6	81.0	NA	123.1	104.3	117.2	100.0	1977

Table E (continued)

Construction	Gas, Electricity, water	Transport and communication (except railways)	Public administration	Great Britain only				All industries and services covered by the October survey	OCTOBER
				Agriculture†	Coal mining‡	Railways, conciliation grades††	Dock labour‡		
£ 6.53	£ 6.51	£ 6.55	£ 5.65	£ 5.26	£ 8.47	NA	£ 8.91	£ 6.90	1948
6.85	6.79	6.83	5.75	5.54	9.08				

Chart 8 Average weekly earnings of full-time men manual workers as percentages of average for all industries covered by the Department of Employment's October survey



‡ † See notes to table E.

Employment of the highly qualified

1971-1986



On the assumptions about future graduate output used here by the Unit for Manpower Studies the economically active stock of highly qualified people will have doubled in the 15 years to 1986. The growth will be much more rapid for women than for men and more rapid in arts and social studies (which includes business studies) than in science. These estimates imply a need to absorb an additional one million highly qualified people into the labour force over the 15-year period 1971 to 1986. Overall, by 1986, about nine per cent of the labour force will be highly qualified and more than one in every six new entrants to the labour force will have had some form of higher education.

THE CONTINUING increase in the number of highly qualified people and the effect that this has on their employment is the subject of a recent study carried out by the Unit for Manpower Studies (UMS) in the Department of Employment, which updates and extends an earlier one published in 1974*.

On the assumptions about future graduate output used in the UMS Study, the stock of economically active highly qualified people (those with first degrees and equivalent qualifications) will grow by over one million between 1971 and 1986. Over the same period, there will be slower growth in the kind of jobs which the highly qualified held in 1971, which will mean that more and more of the highly qualified will have to seek work in new areas and, in some cases, modify their original employment aspirations. Not only should they appreciate this but equally employers should be prepared to use graduates on a wider range of work than hitherto.

Deployment of highly qualified manpower in 1971

The most recent comprehensive data on the highly qualified and their pattern of employment is provided by the

1971 Census of Population. This reveals that in 1971 1.1 million people (3.3 per cent of the population aged 18-69) held the sort of qualifications which are relevant to this report, namely qualifications of at least first degree or equivalent standard.

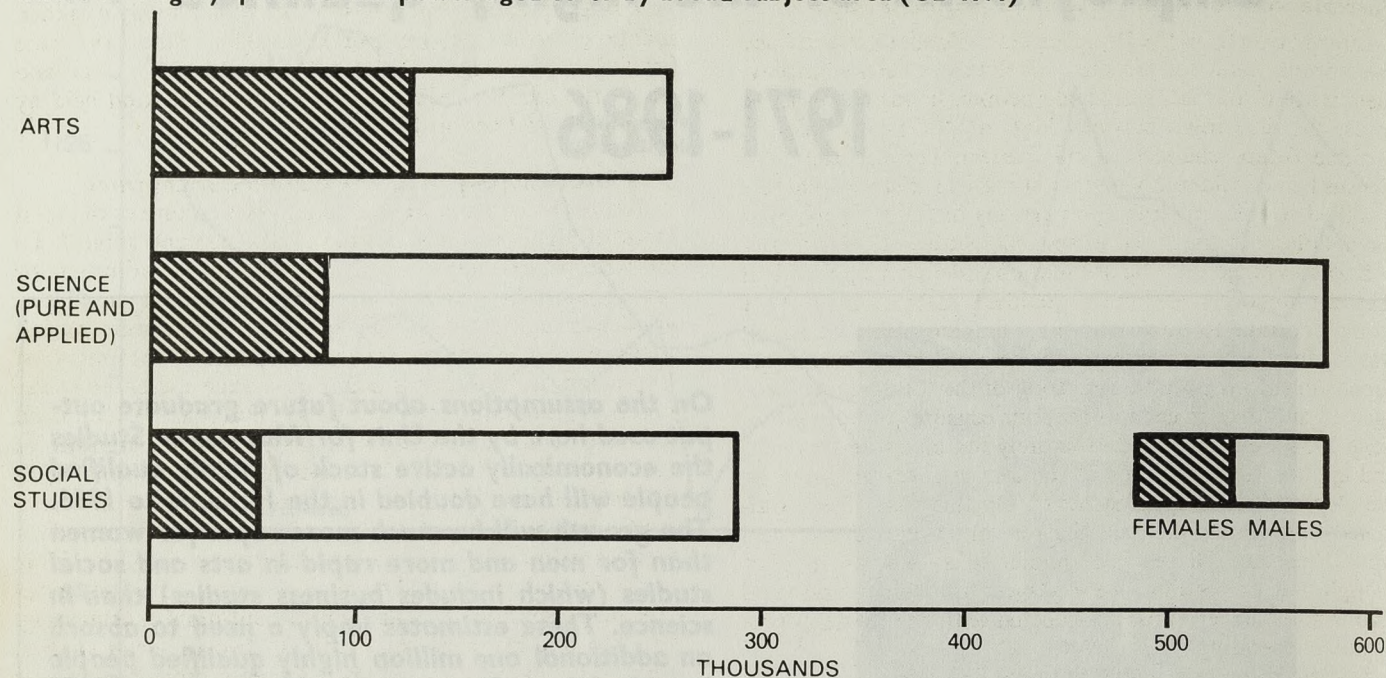
Predictably, in view of the growth of higher education, the highly qualified group were much younger than the population in general. The structure of the group in 1971 in terms of subject qualification and sex (illustrated in chart 1) shows that males out-numbered females by more than three to one. However, women are more often qualified as nurses or non-graduate teachers, qualifications which fall outside the scope of this report.

A very high proportion (85 per cent) of the highly qualified aged 18-69 were economically active and they accounted for four per cent of the labour force. Three-quarters of these people were classified in the occupation order "Professional,

* Department of Employment Manpower Paper No. 8 *Employment Prospects for the Highly Qualified*. Copies of the new study are available free on request from Unit for Manpower Studies, Steel House, 11 Tothill Street, London SW1H 9LN.

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Chart 1 Highly qualified manpower aged 18-69 by broad subject area (GB 1971)



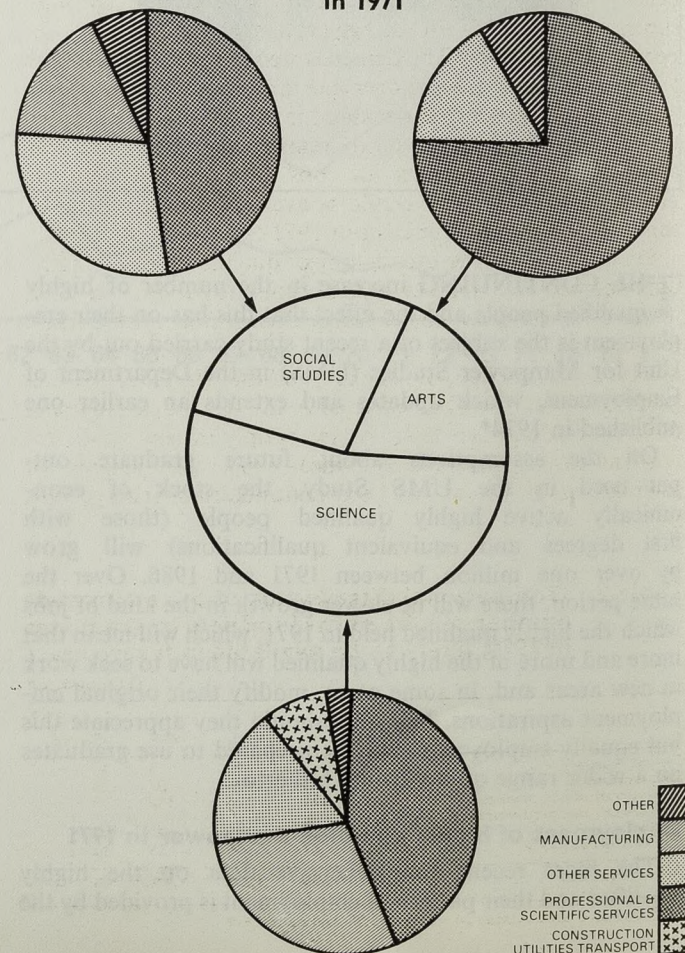
technical workers, artists" including just under a quarter of a million graduate teachers, just over 100,000 engineers and a further 100,000 medical workers. Significant numbers were found in a few other occupation orders (table 1). About 12 per cent were administrators and managers, four per cent were clerical workers, three per cent were sales workers. The remaining 46,000 were divided between the other 22 occupation orders identified in the Census of Population. The density of highly qualified people varied according to age group, the greater densities being found amongst the younger groups.

Table 1 Economically active highly qualified manpower aged 18 or over by occupation

Occupation	Number	Percentage of economically active highly qualified	Highly qualified manpower as percentage of those in occupation aged 18 and over
Clerical workers	36	3.7	1.1
Sales workers	30	3.1	1.4
Administrators and managers	113	11.6	12.3
Professional, technical workers, artists	747	76.9	27.5
All other occupations	46	4.7	0.3
Total economically active	972	100	4.1

The distribution by broad subject and sector of industry is shown in chart 2. Broad estimates indicate that almost 42 per cent of all highly qualified were employed in the public services and a further five per cent in public sector industries. Over 50 per cent of those with science qualifications were employed in the private sector. Arts graduates were mainly (62 per cent) employed in the public sector.

Chart 2 Highly qualified manpower in employment in 1971



Possible jobs for highly qualified people in future

Information from the 1971 Census of Population provided the starting point for tentative estimates of future employment patterns of highly qualified people. It was not possible to use the time trend between 1966 and 1971 as a guide to possible future changes in the pattern because the 1966 Census had considerably under-estimated the stock of highly qualified people, making comparisons difficult, so a similar methodology to that used in the 1974 study was adopted.

It was assumed that the occupation orders which absorbed the vast majority of highly qualified manpower in 1971 would continue to do so and, as a first step, an assessment was made of how employment in these orders might change. Trends in the proportion each took of the total labour force aged 18 and over in each of the four censuses of population since 1951 were projected separately for males and females and applied to projections of the labour force prepared by the Department of Employment*. On this basis it was estimated that employment in the relevant occupation orders would be some 30 per cent higher in 1986 than in 1971 though the projections were subject to wide margins of error and to uncertainties connected with the future course of public spending.

To determine how many of these jobs were likely to be held by highly qualified people in the future, the 1971 density by age in each occupation was moved through successive age bands for the age groups 30 to 60 to allow for people getting older. The densities were retained at the high levels of 1971 for the younger age groups and for the older groups, in the latter case because the highly qualified seemed to be particularly inclined to remain at work. On these assumptions, the number of jobs of the kind held by graduates in 1971 which would be available in 1986 could be some 50 per cent higher than in 1971 (see table 2).

On the basis of the broad subject qualifications of highly qualified people employed in the occupation groups in 1971, it was estimated that employment opportunities were likely to grow slightly more for arts graduates than for those qualified in science or social studies. However, future graduates would not be restricted to the type of employment done by graduates in 1971. As the supply of new graduates has increased, particularly since 1960, the pattern of graduate employment has been continually changing, with

Table 2 Occupational distribution of the estimated* number of jobs, of the kind held by graduates in 1971, likely to be available in future years

	1971	1976	1981	1986	% increase 1971-86
Clerical workers	36	42	49	58	61
Sales workers	30	33	35	37	23
Administrators and managers	113	121	138	156	38
Professional, technical workers, artists	747	859	993	1,138	52
All other occupations	46	51	55	59	28
All occupations	972	1,106	1,271	1,448	49

* Based on a continuation of trends established up to 1971.

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graduates spreading out into jobs for which highly qualified manpower was not previously available. Since 1971 the labour market has absorbed 140,000 graduates over and above the number required to fill jobs of the kind held by the highly qualified in 1971.

The future supply of highly qualified manpower

The 1971 Census of Population gives a picture of the total stock of highly qualified people by sex, age and subject. To estimate future stocks, the 1971 figures were adjusted for ageing, mortality and migration and subsequent supplies of graduates and professionally qualified people were added.

Illustrative estimates prepared by the Department of Education and Science predict large-scale increases in the numbers graduating each year up to 1986 (chart 3). Examined in more detail these estimates predict that the number of males qualifying in arts and science will be 50 per cent higher in 1986 than in 1971, while the number qualifying in social studies will be double. Even larger increases are projected for females, a doubling of the number in arts, more than doubling in science and a three-fold increase in social studies. Nevertheless, on present trends males will still out-number females by three to one in science and three to two in social studies, though females are expected to increase their lead in arts subjects.

New supplies of highly qualified people will also include those who gain professional qualifications. The Department of Education and Science estimates that these numbered 16,500 a year in the five years to 1976 reducing to 10,000 a year thereafter.

Estimates of the total stock of highly qualified people aged 18 to 69 in 1976, 1981 and 1986 were obtained by adding the new supply of graduates and professionally qualified people to the adjusted 1971 Census stock. This revealed that the total of 1,131,000 in 1971 would more than double to become 2,348,000 in 1986 and that the growth in the number of highly qualified females would be particularly rapid, increasing from 267,000 in 1971 to 725,000 in 1986.

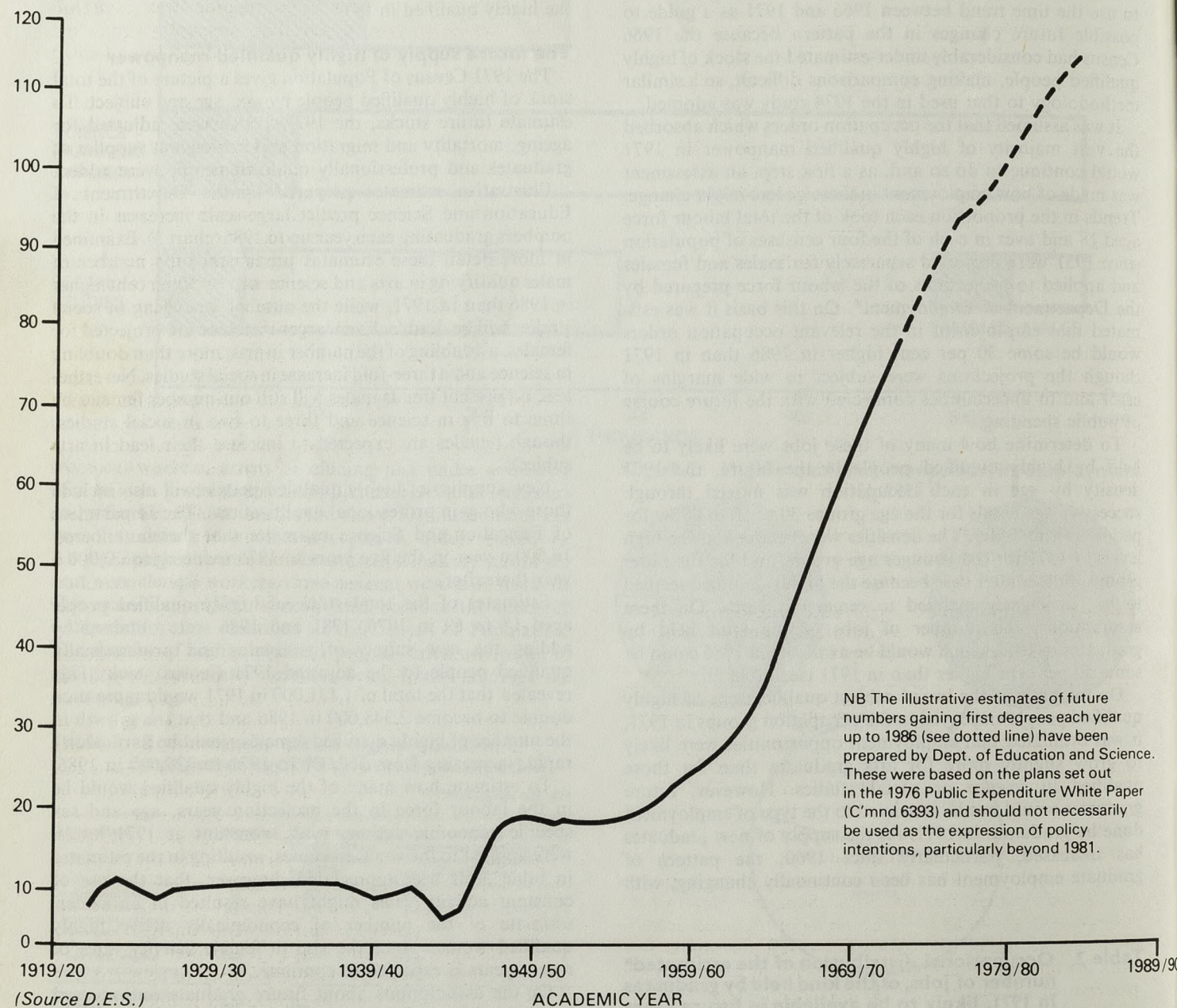
To estimate how many of the highly qualified would be in the labour force in the projection years, age and sex specific economic activity rates, constant at 1971 levels, were applied to the stock estimates, resulting in the estimates in table 3. It was appreciated, however, that the use of constant activity rates might have resulted in an underestimate of the number of economically active highly qualified women since the rise in female activity rates of recent years is expected to continue.

On the assumptions about future graduate output used in the study, the economically active stock of highly qualified people will have doubled in the 15 years to 1986. The growth will be much more rapid for women than for men and more rapid in arts and social studies (which includes business studies) than in science. These estimates imply a need to absorb an additional one million highly qualified people into the labour force over the 15-year period 1971 to 1986. Overall, by 1986, about nine per cent

* Department of Employment Gazette, December 1975.

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Chart 3 Total annual output of first degree graduates (home and overseas and part-time)



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Table 3 Economically active highly qualified people aged 18-69

	1971	1976	1981	1986	1971-86	
					Change	% increase
Thousands GB						
<i>Males</i>						
Arts	114	150	197	247	133	117
Science	460	570	675	791	331	72
Social studies	218	278	357	457	239	110
Total	792	998	1,228	1,495	703	89
<i>Females</i>						
Arts	81	115	166	218	137	169
Science	55	73	100	133	78	142
Social studies	37	55	84	126	89	241
Total	172	243	350	477	305	177
<i>Total</i>						
Arts	195	265	363	465	270	138
Science	515	644	775	924	409	79
Social studies	254	333	441	583	329	130
Total	965	1,241	1,578	1,972	1,007	104

of the labour force will be highly qualified and more than one in every six new entrants to the labour force will have had some form of higher education.

Extent to which graduates will need new employment

These estimates of the future numbers of economically active highly qualified people and of the demand for them in "traditional" (as in 1971) occupations are very sensitive both to the assumptions made and their mode of calculation and should be considered as no more than guidelines to the order of magnitude that might be involved if past trends continued. Nevertheless, there is little doubt that there will be substantial numbers of graduates requiring less traditional employment in the future (table 4.)

Table 4 Comparison of estimated employment (1971 pattern) and economically active stock of highly qualified people

	Estimated employment opportunities in 1971 graduate jobs	Projected economically active stock	Numbers requiring new kinds of employment	
			No.	%
1976	1,105	1,241	136	11
1981	1,270	1,578	308	20
1986	1,448	1,972	524	27

On the assumptions made, the increase in numbers available for new kinds of employment affects each subject group but with much greater increases for those with arts and social studies qualifications. Separate employment projections for men and women were not prepared because of the general trend, assisted by anti-discrimination legislation, for both men and women to enter jobs previously the preserve of the other sex. These changes in employment opportunities will assist in absorbing into the labour market the very large numbers of additional women graduates projected by this study, the greater proportion of whom will have degrees in arts or social studies.

Recent developments in the labour market for highly qualified people

The methodology used to assess the number of "traditional" jobs open to graduates in the future and consequently the number of future graduates who will need

"non-traditional" employment assumed that the 1971 pattern of graduate employment represented a situation in which supply and demand were balanced. To obtain a truer picture of graduate employment, trends since 1971 were studied. In particular, information was examined about trends in relative earnings, unemployment, first destinations of university graduates and difficulty of finding first jobs.

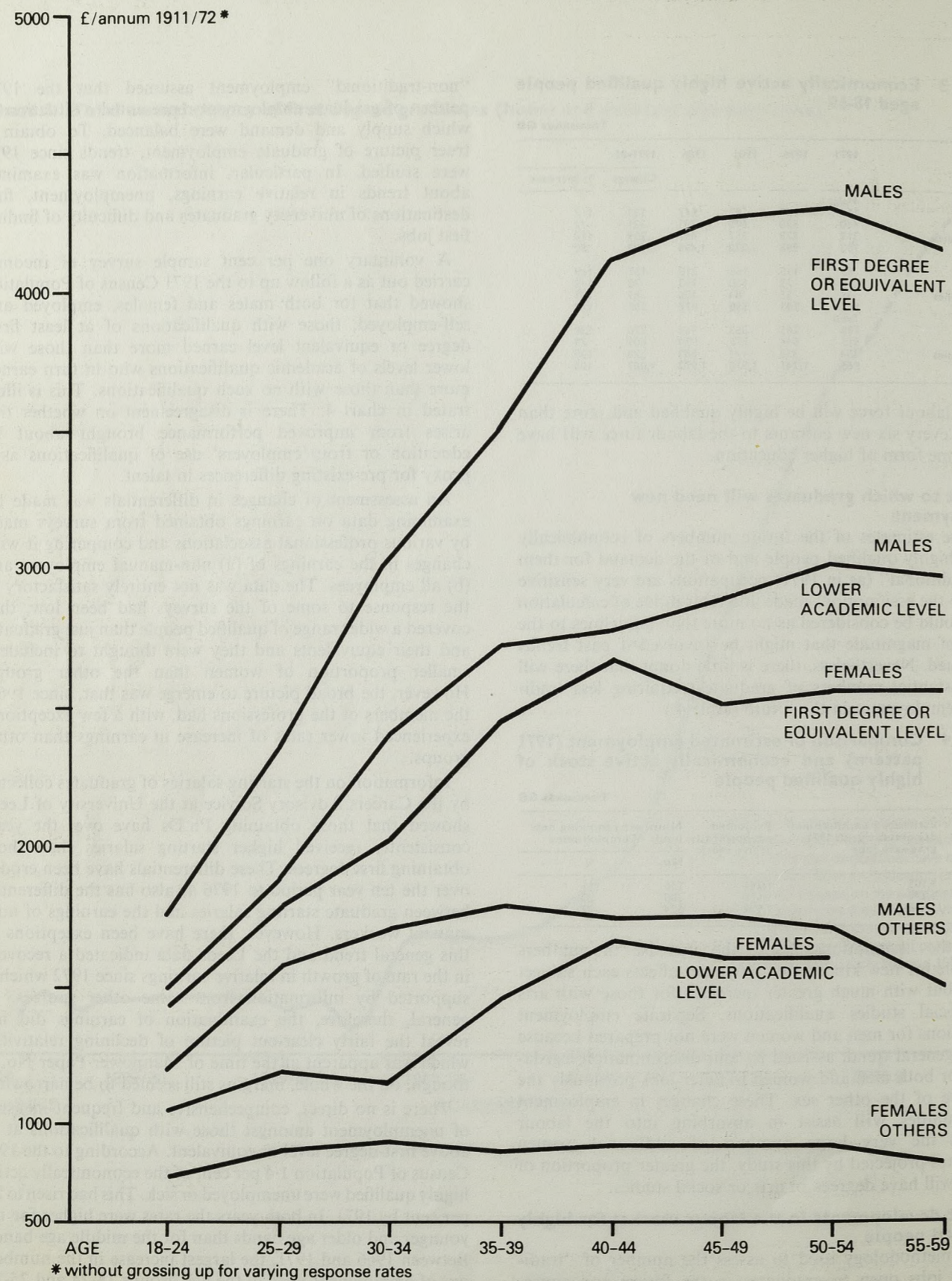
A voluntary one per cent sample survey of incomes carried out as a follow up to the 1971 Census of Population showed that for both males and females, employed and self-employed, those with qualifications of at least first-degree or equivalent level earned more than those with lower levels of academic qualifications who in turn earned more than those with no such qualifications. This is illustrated in chart 4. There is disagreement on whether this arises from improved performance brought about by education or from employers' use of qualifications as a proxy for pre-existing differences in talent.

An assessment of changes in differentials was made by examining data on earnings obtained from surveys made by various professional associations and comparing it with changes in the earnings of (a) non-manual employees and (b) all employees. The data was not entirely satisfactory as the response to some of the surveys had been low, they covered a wider range of qualified people than just graduates and their equivalents and they were thought to include a smaller proportion of women than the other groups. However, the broad picture to emerge was that, since 1968, the members of the professions had, with a few exceptions, experienced lower rates of increase in earnings than other groups.

Information on the starting salaries of graduates collected by the Careers Advisory Service at the University of Leeds showed that those obtaining Ph.Ds have over the years consistently received higher starting salaries than those obtaining first degrees. These differentials have been eroded over the ten year period to 1976 as also has the differential between graduate starting salaries and the earnings of non-manual workers. However, there have been exceptions to this general trend and the Leeds data indicated a recovery in the rate of growth in relative earnings since 1972 which is supported by information from some other sources. In general, therefore, the examination of earnings did not reveal the fairly clear-cut picture of declining relativities which was apparent at the time of Manpower Paper No. 8, though, on the whole, margins still seemed to be narrowing.

There is no direct, comprehensive and frequent measure of unemployment amongst those with qualifications at or above first-degree level or equivalent. According to the 1966 Census of Population 1.4 per cent of the economically active highly qualified were unemployed or sick. This had risen to 2.0 per cent by 1971. In both years the rates were higher for the younger and older age bands than for the middle age bands. Between 1966 and 1971, the largest increase in the numbers out of employment were in the age groups 18-24 and 25-29. This reflects very closely the pattern for the whole population

Chart 4 Average income of those in full-time employment by level of qualification (provisional OPCS unpublished data from the Voluntary Income Enquiry)



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though for every age band the unemployment rates were lower for the highly qualified. The out-of-employment rates for the highly qualified between 1966 and 1971 rose less than for the whole population. The proportion out of employment varied by subject and in 1971 was highest for those with qualifications in arts (2.8 per cent) and lowest for those qualified in the broad subject area of science (1.8 per cent). Those with post-graduate level qualifications were less likely to be unemployed than those with first-degree and equivalent qualifications.

Information available from three censuses revealed that the employment rate for one sub-group of the highly qualified, namely qualified scientists, engineers and technologists (QSEs) was 0.7 per cent in 1961, 1.2 per cent in 1966 and 1.9 per cent in 1971. Rates were lower for members of professional institutions, most of whom were qualified in engineering.

Occupational groups examined

A general indication of movements in the numbers of qualified people unemployed can be obtained by examining the occupational groups most likely to be composed of qualified people in the Department of Employment's unemployment statistics. Between December 1972 and September 1976 the number unemployed in professional and related occupations in the science area had risen by 57 per cent and in general management and administration by about 50 per cent; during the same period the overall numbers of unemployed had risen by 70 per cent. The numbers unemployed in other occupational groups likely to be composed of qualified people, for example, scientists, doctors, systems analysts, economists, statisticians and actuaries, also rose less rapidly than the overall numbers. It would therefore seem that the highly qualified have not experienced such high levels of unemployment as other workers, nor is their rate of unemployment rising as fast.

Data published by the University Grants Committee shows that the proportion of graduates known to be still

seeking permanent employment on December 31 of the year in which they graduated has fluctuated but the overall trend has been upwards and the indications are that it will continue to rise. This increase is consistent with graduates taking longer to search for employment in less traditional occupations; it could also be attributable to deliberate effects such as taking prolonged holidays after graduation. However, another influence could be the state of the labour market, in particular as measured by the prevailing levels of unemployment. There are lower rates of "still seekers" for those with higher degrees than for those with first degrees and slight subject differences are also apparent with science having the lowest levels.

Each year about two-fifths of the new university graduates* enter employment in the United Kingdom. Higher proportions of science graduates than arts graduates go directly into employment; higher proportions (though not higher numbers) of arts graduates undertake further education and training.

The proportion of new graduates entering employment who go into industry has been declining since the late 1960's whilst the proportions entering commerce and the public services has been rising (see table 5 for numbers and definitions). This is in line with the labour force as a whole which has grown in the latter sectors and declined in industry. More than four-fifths of those entering industry in 1974/75 were qualified in the broad science area and of these three-fifths were qualified in engineering and technology. About 30 per cent of those qualified in arts and entering employment went into public service and a further 30 per cent into education; the public services (except education) took 35 per cent of those qualified in social science who went directly into employment, a further 25 per cent went into commerce.

Overall numbers entering employment in the United Kingdom rose between 1970/71 and 1974/75 by some 13 per

* First and higher degree graduates of GB universities, excluding those qualified in medicine, dentistry and veterinary science.

Table 5 First and higher degree graduates entering employment in UK 1967/68 to 1974/75

Employment sector†		1967/68	1968/69	1969/70	1970/71	1971/72	1972/73	1973/74	1974/75
Public services	No.	3,194	3,053	3,700	4,538	4,824	4,842	5,894	6,158
	%	15.4	14.8	17.3	21.8	22.6	20.5	23.5	26.2
Education	No.	3,775	3,056	3,140	3,475	3,318	3,175	3,021	3,081
	%	18.2	14.8	14.7	16.7	15.5	13.4	12.0	13.1
Industry	No.	9,902	10,255	10,188	8,193	7,835	9,397	9,921	8,434
	%	47.9	49.7	47.6	39.4	36.6	39.8	39.5	35.8
Commerce	No.	2,213	2,567	2,700	3,016	3,558	4,152	4,058	3,930
	%	10.7	12.4	12.6	14.5	16.6	17.6	16.2	16.7
All others	No.	1,606	1,688	1,671	1,598	1,847	2,069	2,219	1,936
	%	7.8	8.2	7.8	7.7	8.6	8.8	8.8	8.2
Total entering employment in UK as percentage of all graduates of known destination	No.	20,690	20,619	21,399	20,820	21,382	23,635	25,113	23,539
	%	42.6	40.7	39.7	37.7	38.3	40.7	42.9	39.5

Source: UGC.
 † The definition of these sectors is as follows:
 (i) Public services: civil service; HM Forces; hospital services; local government (excluding education because most graduates who teach do so after further study and training and are not included in the UGC statistics of the flow of graduates into employment);
 (ii) Industry: agriculture; chemical and allied industries; engineering and allied industries; building and civil engineering; public utilities; transport; coal;
 (iii) Commerce: accountancy; banking; insurance; retail trade;
 (iv) Others: publishing; solicitors and other professions in private practice; the entertainment industry.

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cent. With regard to the type of work attracting graduates, there were large rises in the numbers entering legal work (particularly in those entering solicitors articles), accountancy, general banking, information and advisory work and non-scientific research.

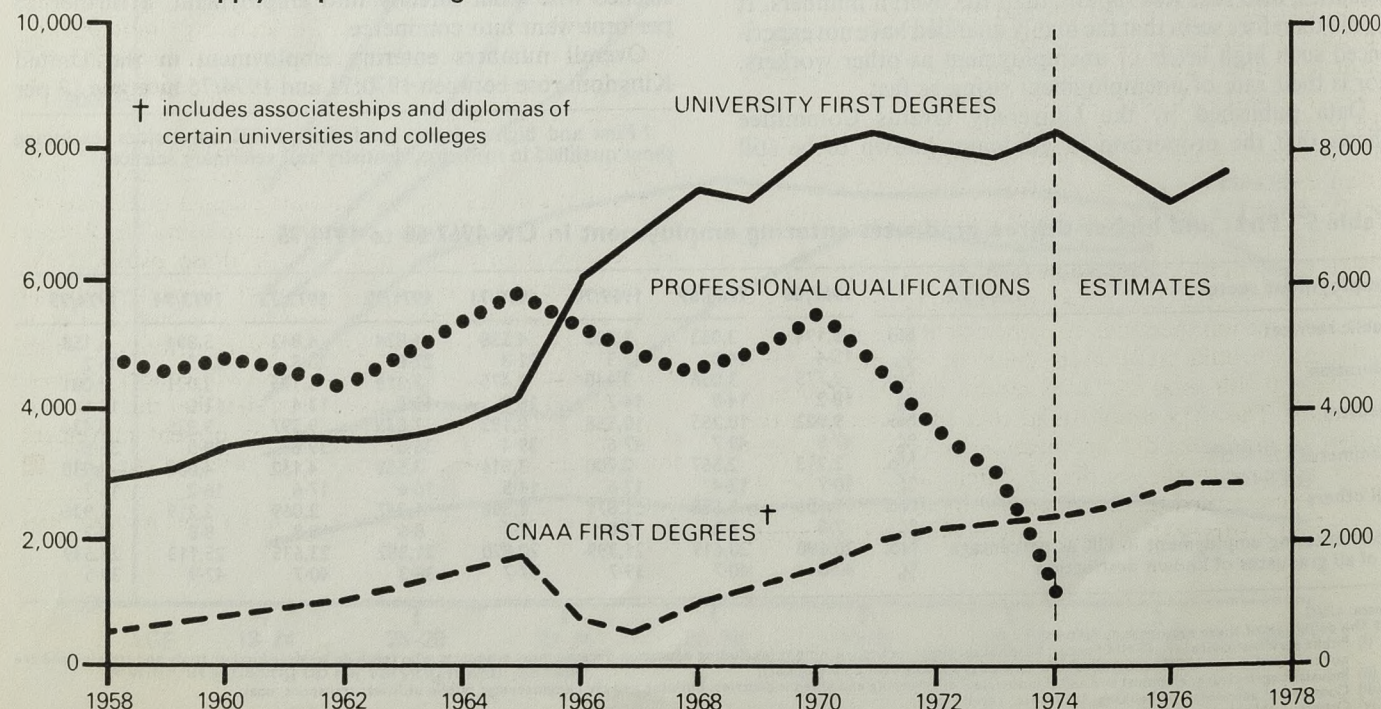
The material used to examine the employment destinations of new graduates excludes the increasing numbers of graduates from polytechnics and also has other limitations. One possible result of this is that the proportions and numbers shown as entering employment in education may have been under-stated.

The pattern of first destination is affected by both supply and demand but cannot fully be explained. In 1971 and 1972 and again in 1975 there was a slackening in demand for graduates from industry due to the prevailing economic situation. There are conflicting impressions but little hard evidence that industry has been unable to fill vacancies except in certain specialised areas. Where jobs have remained unfilled, firms often mention lack of certain personal qualities such as motivation and increases in the overall supply of graduates will not necessarily remedy this.

Possible future developments in the labour market of the highly qualified

Changes in the types of jobs offered to and sought by new entrants to the ranks of the highly qualified were explored from the employer's point of view by the Institute of Manpower Studies (IMS) in case studies covering firms of various sizes, some of which were not traditional recruiters

Chart 5 New supply of qualified engineers



Source: Economic Trends, March 1976, page 103

of graduates; during these studies the IMS made a particular point of examining the scope for extending job opportunities. The in-depth IMS case studies have been supplemented by correspondence and discussion with a variety of employers and with careers advisers.

Management trainees

Management trainees are recruited for their potential as senior managers against the long-term needs of the employer and usually follow well designed training and career development schemes. A firm's ability to provide opportunities for "high-fliers" is limited and consequently rapid expansion in recruitment is unlikely. Employers are very selective and there is severe competition for people of the right calibre. Many employers believed that the increase in the number of graduates did not imply a proportional increase in the supply of people with the desired personal qualities. In 1975 about 2,200 university graduates entered general traineeships or non-specific management and administration jobs. Any increase will be gradual but even a doubling of this number would represent only four per cent of the output of first degree graduates in 1985.

Specialists

More and more of the professional institutions now require a first degree for entry to the profession and this trend can be particularly well observed in relation to professional engineers. From 1974 the Council of Engineering Institutions (CEI) raised the academic qualification required for corporate membership of a CEI constituent institution leading to registration as a chartered engineer to a university degree or equivalent. The result is illustrated in chart 5.

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Similar moves towards a predominantly graduate entry are occurring at varying speeds in a number of other professions including the legal profession, surveying and accountancy, thereby placing more of the burden of professional education/training on the education system. This has the effect of enabling a student to delay making a detailed choice of career path within his chosen profession but makes it more difficult for people to join a profession later in life. It also means an increasing restriction on the openings available to the school leaver with good academic attainments who does not wish to go into higher education.

The increasing complexity of life together with new pressures arising from legislation is likely to impose new demands upon the professions which will lead to increased membership but, more importantly, to an increased need for people performing tasks closely allied to those done by fully qualified members of the professions to achieve professional status themselves. There is also a move towards professionalisation in other areas such as personnel and marketing which will provide additional opportunities for graduates.

General intake

Employers in a variety of fields are already recruiting graduates as potential junior and middle/managers and it is in this area that most of the new graduate jobs are likely to arise. There is evidence that many such jobs which 20 years ago were not considered suitable for graduates are now widely accepted as appropriate both by employers and by the graduates themselves.

A number of early studies revealed that some employers who engaged graduates were not necessarily seeking academic qualifications but had found that, because of the expansion of higher education, recruits with the necessary personal qualities were no longer available for recruitment as school leavers. A study in 1962* mentioned that firms take on graduates not so much because they are graduates but "because we feel that under the present educational system men with the intellectual capacity to hold executive appointments can get themselves to a university during the early years".

With the continued expansion of higher education there has been a gradual movement of "acceptable" graduate jobs across the job spectrum, to some extent into jobs which in the past would have been done by people entering employment with good "A" level results, and this process is continuing. The IMS study found that the increase in the number of graduates did not necessarily imply a proportionate increase in the supply of "high fliers". So far as QSE's are concerned this is supported by the CBI who, on the basis of a survey of about eighty firms, say that "while

employers report that the top strata of QSEs is still of excellent calibre they indicate with disturbing frequency that there is a growing proportion of those with only poor or mediocre talent". This is illustrated in terms of such factors as poor personal motivation and little professional commitment, a lack of flexibility, breadth of vision and creativity in problem solving. However, this criticism did not appear to apply to arts graduates.

There are now many indications that employers are adjusting to the increased availability of graduate labour. The army, the civil service, the clearing banks and other employers within industry and outside it are now seeking to emphasize the attractiveness to graduates of jobs which they might otherwise not have considered. It is also apparent that graduates have applied, and are continuing to apply, for jobs where employers are not actively seeking them. Increasing numbers are joining the civil service as executive officers and, although very few have as yet joined as clerical officers, this is a trend which could increase. Other employers such as the Coal Board and some insurance companies are receiving, and accepting, applications from an increasing stream of graduates for "run-of-the-mill" jobs. As yet there is no hard information about possible changes in the content of jobs to align more closely with the abilities of the new incumbents.

These developments show that it will become increasingly important for graduates not to think only of careers in "traditional" occupations for the highly qualified. The adjustment process is being aided by such organisations as the Association of Graduate Careers Advisory Services (AGCAS), the Central Services Unit (which publishes *Current Vacancies* on a fortnightly basis), the Computer Assisted Placement Scheme and the Professional and Executive Recruitment Service. The Standing Conference of Employers of Graduates provides a forum for discussion and exchange of information between those concerned with graduate recruitment.

The publication of the report *Employment of the Highly Qualified, 1971-1986* is designed to bring these trends to the notice of those obtaining higher qualifications and particularly of their potential employers. A further group who need to be informed are those planning the higher education system and the courses within it. Although study may be undertaken for its own sake and as a contribution to personal development, the contribution which graduates can make to society in their subsequent employment should not be overlooked. One sign that this aspect is receiving increasing recognition is the present movement towards the provision of vocationally oriented courses. ■

* *The Arts Graduate in Industry* by Audrey Collin, Anthony Rees and John Viting, Acton Society Trust 1962.

Manpower planning in companies: general lessons from a number of case studies

by John Fyfe, *Office of the Manpower Commission* and
Andrew McCloud, *National Economic Development Office*

THE RESULTS OF a series of case studies in company manpower planning have recently been published in a report by the Office of the Manpower Services Commission (OMSC) and the National Economic Development Office (NEDO)*.

In a foreword the Secretary of State for Employment underlines the importance of good manpower planning at company level. "Britain needs a well developed system of manpower planning at company level, with appropriate employee involvement, to serve the interests of the company, its employees and the economy generally, and companies in general need to pay more attention to manpower planning than in the past".

Practical value

Case studies were carried out in a range of organisations in manufacturing and service industries in the private and public sectors. The report gives the results of seven of these in the following industries: food, drink and tobacco, chemicals, engineering, public utilities and financial services.

The main aim was to look at company experience of manpower planning, the methods used and the results that had been achieved. The research was not intended to study in any depth the different techniques of manpower planning, on which there is already an extensive literature. It was concerned mainly with how these techniques had been applied in a business environment, the problems which were encountered in practice and the ways in which they were tackled. The report is designed to be of practical value to those concerned with manpower planning in industry, commerce and the public sector. It seeks to avoid giving the impression that manpower planning is a panacea, capable of resolving all problems in the employment and industrial relations field.

Starting from a broad conception of what manpower planning involved, it was recognised that good manpower planning practice could not be identified simply by reference to the theoretical definition. A major aim of the case studies was to test the link between "paper planning" and company decision-making. There is little purpose in producing technically sophisticated plans if they do not have a significant influence on the decision-making process.

It was assumed for the purposes of the research that manpower planning should normally include at least three main elements:

- taking stock of existing manpower resources and trends, in order to highlight problems which require attention;

- forecasting the demand for manpower, taking account of different influences, for example, technology, organisation and product demand;
- forecasting the supply of manpower, taking account of manpower trends in the organisation, (for example, likely retirements and labour turnover rates for different categories of employee).

Assuming that manpower planning should be based on some assessment of both the supply and the demand position if it is to form a relevant basis for policy decisions by companies, it should also amount to more than a simple projection of numbers and the results should have a direct influence on employment policy decisions.

The overall objective of manpower planning for the company can be characterised in simple terms; it is to ensure that the company has the right numbers of people in the right jobs at the right time to meet the demand for its products and make a profit. This involves a continuous process of planning and adapting to change in international product markets, labour markets, technology and national economic and social policies.

Within this overall objective the aims of the companies covered by the case studies included:

- to increase stability of employment over the cycle and reduce to a minimum fluctuations in employment within companies;
- to provide for future skilled labour requirements and give an indication of training needs;
- to ensure that adequately qualified and experienced manpower was available to fill managerial posts and to match individuals correctly with appropriate vacancies in the organisation;
- to improve efficiency in the utilisation of manpower;
- To monitor and control manpower levels and costs.

Some of these aims may be in conflict, for example stability of employment and the control of manpower costs. This is one of the dilemmas of manpower planning in practice.

Most companies found it possible to maintain a balance between the different objectives for most of the time,

* *Case Studies in Company Manpower Planning: A joint OMSC/NEDO report* available price £2.50 (£2.74 postage paid) from NEDO Books, 1 Steel House, 11 Tothill Street, London SW2H 9LJ. Summary version available free. The case studies themselves were undertaken on behalf of the OMSC and NEDO, by the Institute of Manpower Studies and Alan Anderson respectively, then of the Industrial Relations Research Unit, Warwick University.

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although there were occasions when desirable long-term aims had to be sacrificed. Manpower planning had generally been introduced or given a high priority in the organisation in response to a specific problem or manpower crisis. Some companies found themselves with a surplus of manpower owing to investment in new plant, increased competitive pressures or merger. In others the pressure came from the need to try to stabilise employment over the economic cycle to provide adequate future supplies of skilled manpower. However, companies recognised that a continuing commitment to manpower planning was necessary if future difficulties were to be anticipated.

Consultation and negotiation

It is important not to see manpower planning purely as a management technique as it will often need to reflect the outcome of consultation and negotiations with trade unions on employment and manpower utilisation issues. If manpower plans are to be successfully implemented, full consultation with employee representatives will normally be essential during the planning process, and also early discussion of any firm proposals for action arising from the plan.

Good manpower planning may have certain costs for the company, for example where it involves retaining a larger labour force than immediate production requirements might indicate. However, inadequate manpower planning can also impose significant costs on the company. These include the costs which can arise from redundancy or a policy of "hire and fire" and the cost of lost output and profit opportunities to companies who fail to plan their skilled labour needs adequately.

An important aim of manpower planning is to give companies a basis on which to assess training and development needs. The expense of training represents a large investment in human capital for the company and the national economy. The costs of over- or under-investment in training because of inadequate planning can be high. Over investment can lead to a waste of resources if skills are not fully utilised, under-investment can result in skill shortages and loss of production.

A short-term "hire and fire" policy, which is the extreme resulting when manpower planning is ignored completely, can impose serious costs on the company, in addition to the immediate financial costs of redundancy. This is particularly true where skilled workers are concerned. A skilled labour force represents an accumulation of human capital which cannot easily be replaced and skilled workers, once redundant, may be reluctant to return to the industry if the demand for its products revives at a later date. The human resource costs involved in employment decisions cannot easily be quantified, but manpower planning provides a background against which to weigh up the various factors in the cost equation.

Effective monitoring

Manpower planning as illustrated in the case studies

involves a systematic approach to manpower management, in which regular monitoring of employment information and some forecast of future labour force developments are the basis for policy formulation and decision-making in such areas as recruitment, selection, development, deployment, utilisation and retention of personnel. A fundamental requirement if manpower trends are to be monitored effectively is that companies should have an adequate information base with data on individual employee characteristics (for example location, age, length of service, skills). There is also a need for companies to examine the manpower implications of business plans and the effects of alternative personnel policies, as well as potential changes in the external labour market environment. Some companies made use of computer simulation models, especially in looking at labour force developments within the company, but others were able to forecast and plan their manpower requirements without this degree of sophistication.

Manpower forecasting is subject to a considerable degree of uncertainty. Fluctuations in economic activity can lead to wide variations in the demand for manpower and its utilisation and also influence the available labour supply and the ease of recruitment into particular skills and occupations. However, the companies studied did not regard forecasting problems as a reason for not attempting to plan manpower in a systematic way. Manpower planning enabled them to foresee changes and identify trends in the labour force earlier than would otherwise have been possible. This meant that employment policies could be adapted in good time so as to avoid major problems. In one case, for example, emergency measures following an unexpected decline in business prior to the adoption of manpower planning had involved redundancies which seriously damaged employee confidence and led to a distorted management age distribution, with resulting problems of promotion and succession. The view of the company, in retrospect, was that better manpower planning could have avoided many of these difficulties.

Manpower adjustments

There are a number of ways in which short-term manpower adjustments can be made, in line with business requirements, without actually altering employment levels. These include overtime working, internal redeployment of manpower within a company, altering delivery dates and allowing stock levels to increase or decrease. One of the aims of manpower planning should be to make the best possible use of the available "flexibility factors" to match labour input to production needs, while maintaining secure and stable employment through the economic cycle. If employment reductions are necessary they can be achieved through wastage where the need is identified in good time. This may have an adverse effect on the balance of skills and age structure of the labour force, as well as causing a loss of job opportunities, but there is an example in the case studies of a company where the labour force was reduced over a period through natural wastage, without serious adverse conse-

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quences. The approach involved a degree of excess manning for a time while the reduction in employment took place, but this was accepted by the company as preferable to redundancies.

In most of the companies studied manpower planning was the responsibility of the personnel or industrial relations department. This has a number of important advantages. The personnel department is likely to have a better grasp of employment and manpower policy issues than exists elsewhere in the company and also tends to be the department mainly responsible for handling trade union negotiations, in which manpower planning is increasingly becoming a major item for discussion. The case studies indicate a growing awareness of the benefits of involving trade union representatives in the manpower planning process. The case studies also underline the need for close integration between manpower planning and other business functions, in particular marketing and production planning, both at the stage of formulating plans and implementing them.

An important point, if manpower planning is to be effective, is to ensure that it is directed at and relevant to the needs of those actually making decisions. The manpower plan should be an operational document which has a direct influence on policy and day-to-day decision-making. For example, manpower planning needs to be linked with a procedure for controlling recruitment, otherwise the plan may be overridden by unrelated line management decisions. On the other hand, it is necessary to avoid excessive rigidity and detail in setting out numbers to be employed and the policies to be followed in future years. Manpower planning is more concerned in most cases with identifying the policy boundaries within which the enterprise must operate, rather than with making precise employment forecasts which cannot easily take into account the uncertainties of the business environment.

Considerable difficulties

The process of converting sales and production plans into a forecast employment total, to form the basis of a recruitment plan, can involve considerable difficulties, particularly in the case of employee groups where work measurement techniques cannot be applied. The problem is to determine what constitutes an efficient level of manpower utilisation in relation to the business. The case studies identify this as being a major area of difficulty in manpower planning, particularly among indirect staff groups. In some companies, indirect staff requirements were arrived at by the application of simple historical ratios. The difficulty is that the use of such formulae would seem to rule out consideration of the effects of direct productivity improvements. Thus, any major inefficiencies in the use of indirect manpower might automatically be perpetuated.

Another problem which can complicate manpower planning is that of predicting labour turnover. Involuntary wastage, for example arising from retirements, can normally be forecast without too much difficulty and major benefits can arise from manpower planning if it reveals an imbalance

in the age structure of the workforce which was not previously realised.

Voluntary wastage is less predictable and will often vary with economic conditions and the state of the local market. In many companies a major proportion of recruitment will arise from the need to replace voluntary wastage. This can create particular difficulties in planning recruitment and training for skilled employees, where the lead time for training can be up to five years. One of the main tasks of the manpower planner will be to predict in a systematic way the likely rate of voluntary wastage and to prepare plans and policies to deal with the problem.

Benefits derived

The case studies cover a range of organisations in terms of their business structure and number of employees and illustrate varying approaches to manpower planning. The problems of planning and maintaining control over employment trends are more difficult for a large organisation and there is a need for a more normalised approach by management in such organisations. A formal and systematic approach to planning, however, has advantages for small as well as large firms.

The benefits which the case study companies derived from manpower planning were:

- (1) *Greater awareness of current labour force trends.* Planning provides a basis for identifying, monitoring and interpreting key trends in an organisation's labour force, for example, recruitment and training, labour costs and utilisation, hours worked, wastage and absence rates, age distribution and lengths of service. Regular monitoring of manpower information can pinpoint areas requiring further investigation and action. The availability of adequate manpower data helped companies in identifying areas in which critical manpower problems arose (such as shortages, bottlenecks or inadequate staff experience).
- (2) *Understanding of the implications of alternative policies.* A major aim of manpower planning is to identify the different factors which need to be taken into account in formulating manpower policy and the interactions between them. For instance, a recruitment decision will depend not only on the future size and structure of the organisation, but also on wastage rates, retirement policies, training and promotion policies. One organisation, which had allowed manpower numbers to rise unchecked when business was buoyant, adopted a manpower planning approach after it was forced into a series of crisis measures, including redundancies, when business declined. This is an illustration of the weakness of uncontrolled and subjective approaches to decision-making. Manpower planning does not eliminate the risk of problems occurring in the future, but it can considerably reduce it.

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(3) *Monitoring and control.* The organisations studied were able to monitor developments against agreed plans and policies. Increasingly manpower planning is being used as a basis for controlling management and support staff against establishment or financial constraints.

(4) *Relations with outside agencies.* Manpower planning was used as a basis for meeting legislative requirements and in dealing with outside bodies including Government departments, MSC,* and NEDO.

There were a number of important practical conclusions arising from the case studies. The commitment of senior management is essential if manpower planning is to be given the right degree of priority in the company. There is a need to identify where responsibility for manpower planning lies within organisation. Normally the personnel department is well placed to foster a common approach to manpower problems throughout the organisation and ensure general implementation of manpower plans and policies.

Involvement

Manpower planning should not be carried out as a technical exercise by specialist managers. Employees and union representatives should be involved in the planning process. Such involvement is likely to lead to more realistic planning and helps to create credibility for manpower policies.

The case studies illustrate clearly that successful manpower planning requires good basic personnel information,

*This was the subject of a previous article on "A Future for Manpower Planning" by John Fyfe which appeared in the March 1978 edition of the *Employment Gazette*. Pages 286-8.

although useful results were achieved in some cases despite gaps in the information base. The amount of information required and the detail with which it is recorded will vary between organisations, depending on the purposes of manpower planning and the major issues on which decisions are being taken.

Companies in general will have to give a higher priority to manpower planning in the future if they are to cope successfully with a competitive business environment and meet the needs of employment legislation. Manpower planning will need to focus more on the sources of manpower imbalance within an organisation and the policies available for alleviating imbalances. This requires a shift away from simple quantification of current and future manpower requirements to a planning framework designed to identify the appropriate manpower adjustments and policies for the organisation. A greater emphasis will be needed on the relationship between manpower policies and business objectives. For example, companies may have to think in terms of seeking business opportunities in order to maintain employment. They may also have to pay more attention to the ways in which manpower problems can act as a constraint on taking advantage of available business opportunities, if these problems are not correctly identified and tackled.

There has sometimes been a tendency for companies to make manpower plans in the light of the external labour market position, without necessarily exploring ways in which manpower resources could be developed within the organisation and the utilisation of manpower improved. In many cases more weight needs to be given to the internal options for remedying any imbalances which occur. If the practice of manpower planning can change in this direction then an important contribution will be made both to economic efficiency in the company sector itself and towards achieving wider social and economic objectives.

The Department of Employment has conducted a second survey to evaluate the effects of the Temporary Employment Subsidy, the results of which are reported in this article. The survey was in many respects similar to the survey undertaken in the spring of 1976 and discussed in an article in the July 1977 edition of Employment Gazette.

By far the largest measure

THE TEMPORARY EMPLOYMENT subsidy (TES), introduced in August 1975, is now the longest-running of the special employment measures undertaken by the Government to alleviate the current high level of unemployment. It is also by far the largest of these measures in terms of the number of people currently supported.

Designed to maintain employment where redundancies would otherwise take place, the scheme provides employers with a subsidy of £20 per week for each job they agree to maintain. It is paid only as long as the job remains at risk—in any case for not more than a year—and is limited to a minimum group of ten workers in any establishment. In addition the TES (Supplement) can provide for a further six month's subsidy at £10 per week when jobs still remain at risk. To be considered for the subsidy, the firm must not be insolvent or near to insolvency.

EEC negotiations

The scheme has been extended to March 31, 1979 but certain modifications have been made following negotiations with the EEC and in particular the extent of support available by way of TES in the textile, clothing and footwear sector will be limited*.

At the end of March 1978 a cumulative total of 6,421 applications had been approved covering 408,000 jobs. In addition 857 applications for the TES (Supplement) had been approved covering 66,000 jobs. It is estimated that the total number of workers supported by the scheme at March 31, 1978 was approximately 173,000. The industrial and regional distribution of approved applications is shown in tables 1 and 2. The most obvious feature is that about one half of all TES workers have been in two industries: textiles, and clothing and footwear, which together account for about 12 per cent of total employees in employment in manufacturing industry. The regional pattern shows that the largest take-up has been in the North West, followed by the Midlands and the take-up in the South East has been low in relation to the regional distribution of employees in employment.

Because the TES is directed specifically at jobs which would otherwise have been redundant, the subsidy is highly cost effective in its main task of maintaining employment since the gross costs are to a large extent counter-balanced by savings to the Exchequer. These savings come from the reduced need for unemployment benefits, and from extra tax and national insurance contributions resulting from the additional employment maintained by the scheme.

The evaluation of the TES scheme was discussed in the previous article† which considered the issues raised by an assessment of the effectiveness of the subsidy and also presented the results of the 1976 survey of firms in receipt of TES. The second survey which has recently been conducted by the Department sought to update the results of the 1976 survey. In addition a supplementary survey was undertaken

* Details of the modifications are given in the March 1978 edition of the *Employment Gazette*.
† *Employment Gazette*, July 1977.

Table 1 TES approved applications by industry August 1975-March 1978

SIC Industrial Order Group	Applications approved	Workers involved	Industrial distribution of TES workers(%)
Agriculture, forestry and fishing	73	2,040	1
Mining and quarrying	53	2,140	1
Food, drink and tobacco	241	15,533	4
Coal and petroleum products	4	596	—
Chemicals and allied industries	79	4,197	1
Metal manufacture	148	9,528	2
Mechanical engineering	427	22,873	6
Instrument engineering	50	3,156	1
Electrical engineering	235	20,273	5
Shipbuilding and marine engineering	65	4,793	1
Vehicles	83	6,787	2
Metal goods, not elsewhere specified	303	15,991	4
Textiles	908	95,580	23
Leathers, leather goods and furs	117	6,227	2
Clothing and footwear	1,368	98,747	24
Bricks, pottery, glass, cement, etc	155	8,557	2
Timber, furniture etc	328	19,673	5
Paper, printing and publishing	271	19,577	5
Other manufacturing industry	161	9,022	2
Construction	516	17,046	4
Gas, electricity and water	2	33	—
Transport and communication	111	2,987	1
Distributive trades	385	12,749	3
Insurance, banking, finance and business services	20	590	—
Professional and scientific services	28	440	—
Miscellaneous services	290	9,016	2
Public administration and defence	—	—	—
Total	6,421	408,151	100

Table 2 TES approved applications by region August 1975-March 1978

Region	Applications approved	Workers involved	Regional distribution of TES workers (%)	Regional distribution of total employees (%)
Northern	319	24,704	6	6
Yorks and Humberside	656	43,278	11	9
South East	935	50,821	13	36
South West	562	22,300	5	7
Midlands	1,088	78,663	19	17
North Western	1,587	110,600	27	12
Wales	482	28,392	7	5
Scotland	792	49,393	12	9
Total	6,421	408,151	100	100

covering firms which had left the scheme either because their period of payment had ended or because they had withdrawn before twelve months' payment was completed.

The survey results

The two surveys were designed to investigate the effects which TES had on recipient firms and the ways in which they made use of the subsidy. Information was collected by means of a postal inquiry which was carried out during the last three months of 1977. The questionnaires were despatched on September 23 and a reminder was sent out in October and again in November. Separate questionnaires were used for the two groups of TES firms; those firms in receipt of the subsidy were asked to provide much more detailed information than the firms which had left the scheme.

A questionnaire was sent to every firm which was in receipt of the subsidy and to a one in three sample of those firms which had left the scheme. The response rates were 74 per cent for the former group and 80 per cent for the latter group.

Firms receiving the subsidy

(i) Characteristics of the redundancy group

Of the jobs covered by TES, 58 per cent were held by male workers which represents a slight increase over the figure of 52 per cent obtained from the 1976 survey. The age distribution shows that seven per cent of the workers were aged 18 or less and 16 per cent were between the ages of 19 and 24. At the other end of the age range, seven per cent of the workers were aged 60 or over: 38 per cent were aged 40-59 and 33 per cent were between 25 and 39. This age distribution corresponds very closely to the distribution of all employees in employment.

Part-time workers made up about 11 per cent of the total redundancy group and the majority (87 per cent) of them were female.

In the majority of establishments, more than 75 per cent of the total labour force was covered by TES: 59 per cent of establishments fell into this category and only 26 per cent of establishments had less than 50 per cent of their work force covered by the subsidy. The overall average proportion for all establishments was 74 per cent of the labour force covered by TES. In 64 per cent of cases the redundancies would have involved the total closure of the establishment. On average about 70 per cent of the redundancy group would have received a statutory redundancy payment if the redundancy had been implemented.

(ii) The total labour force

The distribution of the size of establishments in the scheme shows that half of the establishments had less than 50 employees and a further 30 per cent had between 50 and 150 employees. Only four per cent of establishments had more than 500 employees.

Although it would appear that the subsidy is mainly supporting small establishments, this is an excep-

tional result in view of the fact that approximately 60 per cent of all establishments in manufacturing industry have fewer than 50 employees.

Respondents were asked whether their labour force had changed much in size (by more than 10 per cent) over the last three years and 43 per cent replied that there had been no significant change. A similar number of establishments had experienced a decrease in the size of the total labour force and the remaining 14 per cent reported an increase in total employment.

(iii) Short-time working prior to application for TES

Establishments which had some workers on short-time working in the month immediately preceding application for TES comprised 14 per cent of the total number of establishments. This proportion was highest in the timber and furniture SIC industrial order group (24 per cent) followed by clothing and footwear (20 per cent).

The regional analysis shows that there was a higher proportion of establishments on short-time working in the Midlands (21 per cent) than in any other region, and the lowest proportion was in the North West (11 per cent).

(iv) Redundancies and recruitment during period of payment of TES

14 per cent of establishments had declared some redundancies since applying for the subsidy but almost half of those establishments declared less than five only shed between five and nine workers.

Sixty-eight per cent of establishments had taken on some recruits since applying for the subsidy mainly to replace labour wastage and about 80 per cent of the wastage was from the redundancy group.

(v) Effects on suppliers

Respondents were asked for their opinion of the extent to which their suppliers would have been affected by the deferred redundancies if they had taken place. About a quarter of the respondents thought that their suppliers would have been greatly affected by the redundancy, but 45 per cent thought they would be "little", or "not much" affected and a further 10 per cent thought that they would not be affected at all. In the textile industry, 33 per cent of establishments thought that their suppliers would have been greatly affected (as compared with the average of 24 per cent).

(vi) Employment of the redundancy group

The survey asked a question about the type of work which those in the redundancy group had undertaken. On average, the workers in the redundancy group spent 80 per cent of their time on production for sale, six per cent on production for stock, and nine per cent on maintenance and other non-production work.

In electrical engineering only 51 per cent of the time was spent on production for sale but a much higher than average proportion of time was spent on producing for stock (27 per cent as compared with the average of six per cent). In clothing and footwear the amount of time spent on production for sale was slightly higher

Table 3 Employment of redundancy group (percentage of time) by length of time receiving TES

Redundancy group employed on:	Establishment receiving TES for:					Average
	Less than 3 months	3 to 6 months	6 to 9 months	1 to 12 months	12 to 18 months	
Production for sale	80	77	80	83	81	80
Production for stock	8	9	5	4	6	6
Maintenance/other non-production work	8	9	9	10	7	9
Training for redeployment	2	2	2	1	3	2
Other activity	3	4	4	2	2	3

than average (88 per cent as compared with 80 per cent) and this was also the case in paper and printing (89 per cent).

The average figures compare quite closely with the results obtained from the 1976 survey: however, production for sale is eight per cent higher (at 80 per cent as against the previous 72 per cent) and production for stock is six per cent lower (six per cent as compared with 12 per cent).

An analysis of the figures by the length of time the establishment had been receiving TES does not show any consistent change over time (see table 3). There is a slight fall in production for stock, as the length of time in receipt of TES increases, but the general conclusion would appear to be that the pattern does not vary with the length of time that the establishment had been in the scheme.

(vii) Main use of the cash subsidy

By far the most important use of the subsidy was to supplement the wage bill (mentioned by 70 per cent of establishments) and the next two most important uses were to lower or delay increases in selling prices (19 per cent of establishments) and to allow diversification into new products/markets (15 per cent of establishments). Financing new equipment (eight per cent) was the only other use of any note. (Although respondents were asked for the main use of the cash, some ticked more than one answer and therefore the percentages sum to more than 100).

Firms which have left the scheme

(i) Characteristics of the workers

The sample of 380 establishments had a total of almost 28,000 jobs previously covered by TES. The average proportion of the total labour force covered by the subsidy was 71 per cent which is very close to the figure obtained for firms still in receipt of the subsidy.

(ii) Redundancies after TES payments ended

In estimating the number of TES jobs which were lost after the subsidy payments ended, the survey results were adjusted to take account of those establishments which closed down altogether after TES payments ceased, since they clearly declared redundancies but could not be included in the sample. After this adjustment has been made the results show that 27 per cent of establishments made some workers redundant and those made redundant accounted for 12 per cent of workers previously covered by TES. The survey indicates that about 90 per cent of those declared redundant were full-time workers and 63 per cent of the workers were male.

Thirty-three per cent of establishments thought that they might have to consider further redundancies in the near future.

(iii) Measures taken by the firms after subsidy payments ended

Respondents were asked whether they had increased the size of their labour force since TES ended, or alternatively, whether they had introduced any short-time working or temporary lay-offs. The results show that 34 per cent of all establishments had taken on additional workers and a total of six per cent of establishments had put some workers on short-time and/or made some temporary lay-offs.

About one-third of the firms in the sample had withdrawn from the scheme before 12 months' payment was completed, and the reason in 80 per cent of these cases was an improvement in business conditions. On the other hand seven per cent of the early withdrawals were made because of the need to implement redundancies.

(iv) Lasting changes resulting from receipt of the subsidy

Respondents were asked whether they thought that receipt of the subsidy had led to any lasting changes in the firm (and were prompted by various examples). The most frequently mentioned changes were the following: improved industrial relations (mentioned by 15 per cent of establishments), new or improved products (13 per cent), new production methods or machinery (11 per cent), stabilise/rationalise/reorganise company (11 per cent) and new markets at home and overseas.

Some general conclusions

The results of the survey are compatible with those obtained from the 1976 survey and indicate the same general conclusions. The main results of the survey can be summarised as follows:

- Young people under the age of 25 held 23 per cent of TES jobs.
- On average about 75 per cent of the total labour force of the establishment was covered by TES.
- Eighty per cent of establishments in the scheme had a total labour force of less than 150 employees.
- The TES workers spent 86 per cent of their time on producing output.
- After TES payments ceased, 12 per cent of the workers covered were declared redundant.
- Thirty-four per cent of establishments increased the size of their total labour force after TES payments ended.

Earnings of non-manual workers in October 1977

ESTIMATES OF THE average gross earnings of non-manual workers in October each year in index of production industries in the United Kingdom are obtained from annual surveys by the Department of Employment in Great Britain and by the Department of Manpower Services in Northern Ireland. The general results of the October 1977 surveys are given in table 1 below, together with some comparisons with the corresponding 1976 survey results. More detailed October 1977 results for industry groups (Orders of the Standard Industrial Classification) are given in table 2.

Table 1 Average gross earnings per week

	October 1977	October 1976	Percentage increase October 1976 to October 1977
	£	£	
Index of production industries			
Males	87.6	80.3	9.1
Females	48.8	45.0	8.4
Males and females	75.5	69.0	9.4
Manufacturing industries			
Males	86.7	79.0	9.7
Females	48.6	44.4	9.5
Males and females	74.7	68.1	9.7

These annual surveys were reintroduced from 1973 at the request of the Statistical Office of the European Communities within the framework of the Community system of harmonised statistics of earnings. The 1973 survey was integrated in a survey of 1973 labour costs. Results were published in the December 1975 (1973 and 1974 surveys), July 1976 (1975 survey), and September 1977 (1976 survey) issues of *Employment Gazette*. The method of combining estimates for individual industries (Minimum List Headings of the Standard Industrial Classification) to obtain estimates for groups of industries was changed from the 1976 survey, and so the published results for the earlier surveys were on a slightly different basis. Recalculated estimates for 1973, 1974 and 1975, using the revised method of weighting, are now given in table 3, together with the 1976 survey results.

Industries covered

The surveys cover all index of production industries, Orders II to XXI of the Standard Industrial Classification; namely, all manufacturing (Orders III to XIX), mining and quarrying (Order II), construction (Order XX), gas, electricity and water (Order XXI) industries. Agriculture, forestry and fishing (Order I) and all service industries (Orders XXII to XXVII) are not covered.

Workers covered

The surveys cover employees of all grades in all non-manual occupations who are employed on a full-time basis.

For those with specified normal weekly hours, this means those expected to work for more than 30 hours in a normal week, excluding all overtime and main meal-breaks. Part-time workers are not covered; neither are working proprietors, directors paid by fee only, managerial staff remunerated predominately by a share of company profits and employees employed outside the United Kingdom.

The principal broad groups covered are:

- general and specialised management—from top management to supervisors and works or general foremen controlling other foremen
- professional, scientific, technical and design staff
- marketing staff and sales representatives
- office staff

Manual workers in these industries (except coal-mining) are covered by a separate survey, of which results for October 1977 were published in the February 1978 issue of *Employment Gazette*.

The survey method

The surveys were conducted by the departments under the Statistics of Trade Acts, 1947. Returns were sought from a sample of companies, including all those with a total of 500 or more employees (manual and non-manual), one in four of those with 100 to 499 employees and one in 10 of those with 50 to 99 employees. Small businesses with under 50 employees were excluded.

Table 2 Average weekly earnings of full-time non-manual workers, by industry group in October 1977

Industry group (1968 Standard Industrial Classification)	United Kingdom		
	Males	Females	Males and females
	£	£	£
Manufacturing industries			
Food, drink and tobacco	89.4	50.2	74.0
Coal and petroleum products	113.6	62.7	101.1
Chemicals and allied industries	96.9	52.9	82.7
Metal manufacture	88.7	47.0	78.7
Mechanical engineering	84.1	46.5	73.6
Instrument engineering	83.8	47.6	72.6
Electrical engineering	83.4	51.3	74.8
Shipbuilding and marine engineering	83.9	48.1	77.6
Vehicles	88.1	53.8	81.3
Metal goods not elsewhere specified	83.0	45.7	69.6
Textiles	82.3	43.9	67.4
Leather, leather goods and fur	94.1	44.9	72.9
Clothing and footwear	81.1	43.2	59.9
Bricks, pottery, glass, cement, etc	87.4	47.2	74.3
Timber, furniture, etc	81.4	41.6	67.0
Paper, printing and publishing	88.7	50.9	72.9
Other manufacturing industries	87.1	48.0	73.8
All manufacturing industries	86.7	48.6	74.7
Other production industries			
Mining and quarrying	92.9	52.4	83.8
Construction	87.0	45.1	75.3
Gas, electricity and water	97.4	56.0	84.2
All index of production industries	87.6	48.8	75.5

Table 3 Average weekly earnings of full-time non-manual workers, by industry group: October, 1973 to 1976

Industry group (1968 Standard Industrial Classification)	United Kingdom											
	Males				Females				Males and females			
	October 1973	October 1974	October 1975	October 1976	October 1973	October 1974	October 1975	October 1976	October 1973	October 1974	October 1975	October 1976
	£	£	£	£	£	£	£	£	£	£	£	£
Manufacturing industries												
Food, drink and tobacco	48.0	58.6	73.5	79.3	23.3	31.2	39.5	45.0	38.4	48.0	60.0	65.7
Coal and petroleum products	62.1	84.5	99.3	105.8	27.6	41.4	52.2	57.8	54.9	74.8	87.2	93.6
Chemicals and allied industries	52.1	66.9	82.3	89.0	25.5	32.6	42.0	48.1	43.4	55.6	68.9	75.4
Metal manufacture	51.0	60.7	74.7	81.3	24.2	31.2	39.8	45.1	44.5	53.6	66.2	72.4
Mechanical engineering	45.0	55.3	68.1	75.3	21.8	27.6	36.3	42.2	38.9	47.5	59.3	66.1
Instrument engineering	45.0	55.0	67.6	75.2	23.5	28.7	36.3	42.6	38.6	47.3	58.7	66.0
Electrical engineering	47.9	56.7	71.6	77.7	25.0	30.6	40.5	47.4	40.6	49.0	63.0	69.4
Shipbuilding and marine engineering	44.6	59.5	73.5	79.4	21.9	28.5	39.2	45.7	40.7	54.0	67.5	73.4
Vehicles	51.6	60.1	73.2	80.2	26.1	33.7	43.7	49.9	46.3	54.7	67.0	73.8
Metal goods not elsewhere specified	45.2	55.9	67.9	75.8	21.4	27.8	35.2	41.5	37.0	46.1	56.3	63.6
Textiles	45.7	54.4	67.8	74.9	21.1	26.2	34.6	39.9	36.1	43.6	55.3	61.7
Leather, leather goods and fur	47.4	54.4	72.1	80.8	21.2	25.5	33.5	39.1	37.8	44.7	56.5	64.0
Clothing and footwear	42.7	55.0	65.7	71.1	20.8	27.2	32.2	37.8	30.8	39.7	47.4	53.0
Bricks, pottery, glass, cement, etc	47.0	57.4	72.1	80.9	23.0	28.9	36.5	43.4	39.7	49.2	60.4	68.5
Timber, furniture, etc	44.5	54.0	68.5	74.6	21.3	26.0	34.3	38.4	36.3	44.9	56.6	62.0
Paper, printing and publishing	50.4	60.4	73.3	81.1	25.6	32.0	40.3	46.2	40.6	48.6	59.6	66.5
Other manufacturing industries	45.7	57.9	70.2	78.2	21.7	28.0	37.0	44.4	37.6	47.5	58.4	66.2
All manufacturing industries	48.0	58.4	72.1	79.0	23.5	29.9	38.5	44.4	40.3	49.4	61.4	68.1
Other production industries												
Mining and quarrying	47.2	62.2	78.9	89.4	26.7	36.1	41.5	52.5	42.1	55.4	70.7	81.4
Construction	47.7	56.9	70.3	79.1	22.1	27.6	35.7	40.1	41.3	49.3	60.2	68.7
Gas, electricity and water	50.6	62.5	82.7	90.7	24.8	34.4	43.7	52.0	42.5	53.5	70.1	78.3
All index of production industries	48.2	58.7	72.7	80.3	23.5	30.1	39.3	45.0	40.6	49.7	62.0	69.0

Notes: The October 1975 survey related only to Great Britain as the Northern Ireland Department of Manpower Services was unable to conduct its own inquiry. However, differences in the results of the 1974 survey for Great Britain and the United Kingdom were negligible and the results for October 1975 have therefore been regarded as estimates for the United Kingdom as a whole.

The estimates for 1973, 1974 and 1975 have been recalculated using the revised method of weighting.

Generally returns related to the whole of the company, but, where a company included undertakings in two or more different industries, separate returns for those in each industry were sought. In all, some 4,900 returns suitable for processing were received (about 91 per cent of those issued). When account is taken of the sampling fractions, they represented nearly 2,100,000 employees (about 90 per cent of the estimated total number of full-time non-manual workers in Index of Production industries).

Information obtained

The surveys obtained information on total pay and the numbers receiving pay, separately for all males and females (including young persons), on the pay-rolls for the last pay-week in October for the weekly-paid and for the October pay-month for the monthly paid. All the information on pay was subsequently converted on to a common basis of earnings per week.

Measurement of earnings

The earnings reported were gross, before income tax, national insurance and other deductions. They include pay supplements, overtime payments, and bonuses and commissions, other than those paid less frequently (for example annual or quarterly or, in the case of weekly paid employees, monthly) even if they were actually paid during the October reference pay-period. They would also include pay during holidays, leave, sickness and other approved absence, attendance at training courses, etc.

No information was obtained about hours, or the make-up of earnings, or benefits in kind received by the employees.

The results

The survey results are given in the form of average gross earnings per week, expressed in £s to one decimal place. Workers whose pay for the reference pay-period was affected by absence are included in the averages.

The information for undertakings in the various size-ranges was combined, taking account of the sampling fractions, to obtain estimates for each industry (Minimum List Heading) covered by the surveys. These industry estimates were weighted together to obtain estimates for the industry groups (Orders of the SIC), for all manufacturing industries and all the index of production industries combined. The weights used were estimates of the total numbers of non-manual male and female employees in the various industries. They were derived from the latest available annual Census of Employment estimates of the total numbers of full-time employees, by applying estimates, derived from other employment surveys, of the proportions of non-manuals in the industries. These procedures are analogous to those used in the surveys of the earnings of manual workers.

The general averages derived from the surveys relate to male and female employees of all ages in all grades in all non-manual occupations in the industries concerned. The occupational structures of the male and female labour forces are different both between industries and within particular industries and change a little from year to year. Such structural differences are the principal reasons for differences in average earnings between industries and between male and female earnings within industries, rather than differences in rates of pay for similar work. Changes in average earnings between successive surveys will include the effects of changes in overtime, payments by results and other incentive payments, as well as the effects of labour turnover, changes in employment structure and changes in rates of pay.

EEC aspects

Corresponding results of the surveys on the basis of the European Communities industrial classification (NACE) are being provided to the Statistical Office (SOEC). They will be published in the EUROSTAT publications, along with comparable figures for other countries.

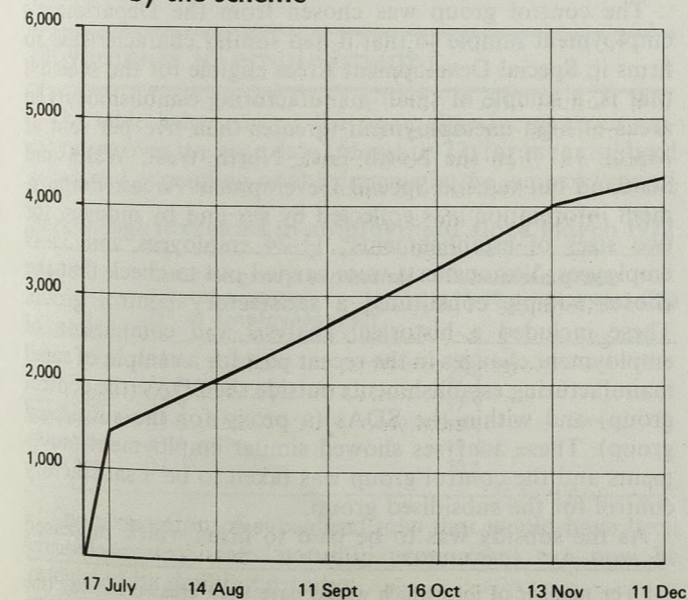
Small firms employment subsidy— an evaluation of its effectiveness

ON MARCH 29, 1977 the Chancellor of the Exchequer, Mr Denis Healey, announced an experimental Government scheme to create jobs and help small manufacturing firms. From July 1, 1977 small firms in the Special Development Areas of the North East, North West, Wales and Scotland were able to claim £20 a week for each fulltime job (of 35 hours or more a week) and £10 a week for each extra part-time job (of 21 hours or more but less than 35 hours a week) they provided under the Small Firms Employment Subsidy scheme. Payments were to be made for up to 26 weeks for each extra job.

The experimental scheme ran for the six months to December 31, 1977 but it was later extended to March 31, 1978*. A firm was eligible for the subsidy if:

- it was a manufacturing business;
- it was an independent business in the private sector of industry;
- it had a manufacturing work place in a Special Development Area;
- the total number employed by the firm on March 29 1977 was less than 50 (counting part-time jobs of 21 hours or more but less than 35 hours a week as half; part-time jobs of less than 21 hours per week were not to be counted).

Chart 1 Estimated number of jobs being supported by the scheme



1977

This type of scheme was untried in Great Britain so it was to be run as an experiment and was to be extensively evaluated for a full assessment of its effectiveness could be made during the life of the scheme. Only by a thorough evaluation would it be possible to assess the extent to which the subsidy created extra jobs and its other effects and costs. As the experimental scheme ran for the six month period July to December 1977, the evaluation exercise looked only at the movements in employment during that period.

Characteristics of firms covered

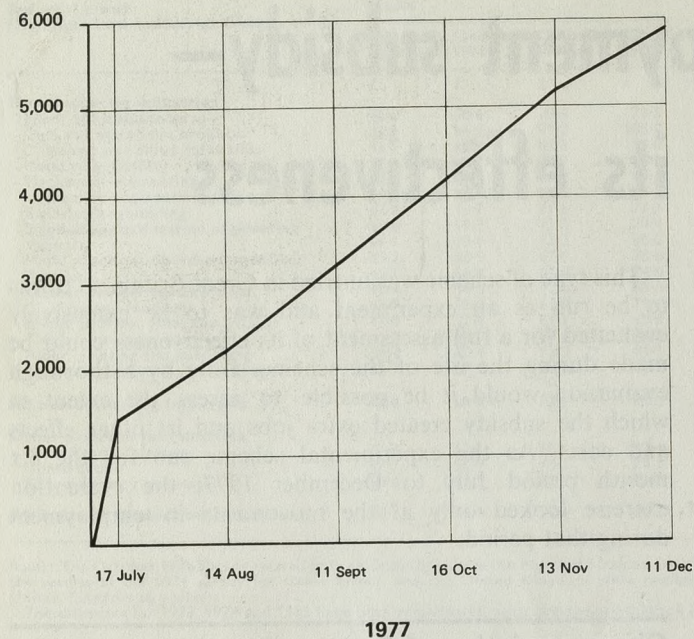
At the week ending Sunday December 11, 1977 a total of 4,281 jobs (2,762 males and 1,519 females) were being subsidised by the scheme and a total of 5,928 jobs (3,771 males and 2,157 females) which had been supported at some time† during the life of the scheme. Charts 1 and 2 show time series for numbers of jobs supported by the scheme and table 1 gives the industrial distribution of jobs. As claims are sometimes submitted several months in arrears these figures are provisional.

* The Secretary of State for Employment announced on March 15, 1978 that the current scheme would continue to operate until June 30, 1978 and that as from July 1, 1978, the scheme will be enlarged to cover small manufacturing firms in the private sector situated in the Assisted Areas and the Inner City Partnership Areas, and employing less than 200 people on March 15, 1978. The scheme will end on March 31, 1979.

† As the subsidised job did not have to exist for 26 consecutive weeks the period of subsidy can vary from one week up to 26 weeks.

Table 1 Industrial distribution of jobs supported at some time during the life of the scheme

SIC Order	Percentage of subsidised jobs		
	Males	Females	Total
III Food, drink and tobacco	7.5	16.9	10.9
IV Coal and petroleum products	0.1	0.0	0.1
V Chemicals and allied industries	3.3	5.6	4.1
VI Metal manufacture	1.3	0.0	0.8
VII Mechanical engineering	20.8	3.8	14.6
VIII Instrument engineering	2.0	1.4	1.7
IX Electrical engineering	3.1	4.0	3.5
X Shipbuilding and marine engineering	2.2	0.2	1.5
XI Vehicles	2.1	0.7	1.6
XII Metal goods, not elsewhere specified	21.2	6.0	15.7
XIII Textiles	1.2	5.5	2.8
XIV Leather, leather goods and fur	0.6	1.3	0.8
XV Clothing and footwear	2.0	30.0	12.1
XVI Bricks, pottery, glass, cement, etc	3.6	3.3	3.5
XVII Timber, furniture, etc	13.3	4.2	10.0
XVIII Paper, printing and publishing	8.2	6.2	7.5
XIX Other manufacturing industries	7.5	10.9	8.8
Total All manufacturing industries	100.0	100.0	100.0

Chart 2 Estimated number of jobs supported at some time during the life of the scheme

The evaluation

Evaluation of the subsidy was aimed primarily at attempting to answer the question of how many extra jobs it created. Administrative statistics of the numbers of applications provided information about the number of jobs for which subsidy was paid. However, some of the jobs for which subsidy was paid would probably have been created anyway in the absence of any subsidy (the "natural" increase) by existing firms expanding and by new firms being established. Also some of the jobs actually induced by the subsidy may have been at the expense of jobs elsewhere (the displacement effect). For these two reasons the number of jobs for which subsidy was paid could not necessarily be taken as an indication of the effectiveness of the subsidy in creating new jobs.†

In practice, it is very difficult to construct a method of measuring the displacement effect of the subsidy but there are reasons for thinking that it would be relatively small. These include the frictions in the market, the use of the subsidy for reducing overtime and taking on more workers (as mentioned below) and for holding prices down and so generating demand and jobs. So the "natural" increase is likely to be the major factor affecting the job-creating powers of the subsidy but there may be other indirect effects:

- (i) Suppliers to firms receiving SFES will tend to benefit indirectly from the subsidy;
- (ii) The subsidy may change the firms' employment practices; for example, as SFES is payable for extra workers it may lead to the substitution of men for hours by, for instance, reducing overtime.
- (iii) The subsidy may also have a general employment expansion (reflationary) effect because money has been pumped into the economy.

The evaluation concentrated on attempting to measure

the "natural" increase because it was thought to be the most important factor and because it is more amenable to measurement than the other factors.

Two methods were employed to estimate this "natural" increase. The first attempted to monitor and compare employment movements in the subsidised group of firms with employment movements in a control sample which was not subsidised. The second consisted of a postal survey of a sample of firms claiming the subsidy to check on particular points that would not be covered by the monitoring and to ask employers for their assessment of the "natural" increase and of various other aspects of the scheme.

The monitoring exercise

The objective of the monitoring exercise was to compare the movements in employment in a control group of firms which were outside Special Development Areas (SDAs) (and therefore not eligible for the subsidy), with the movement in employment in the subsidised firms inside SDAs.

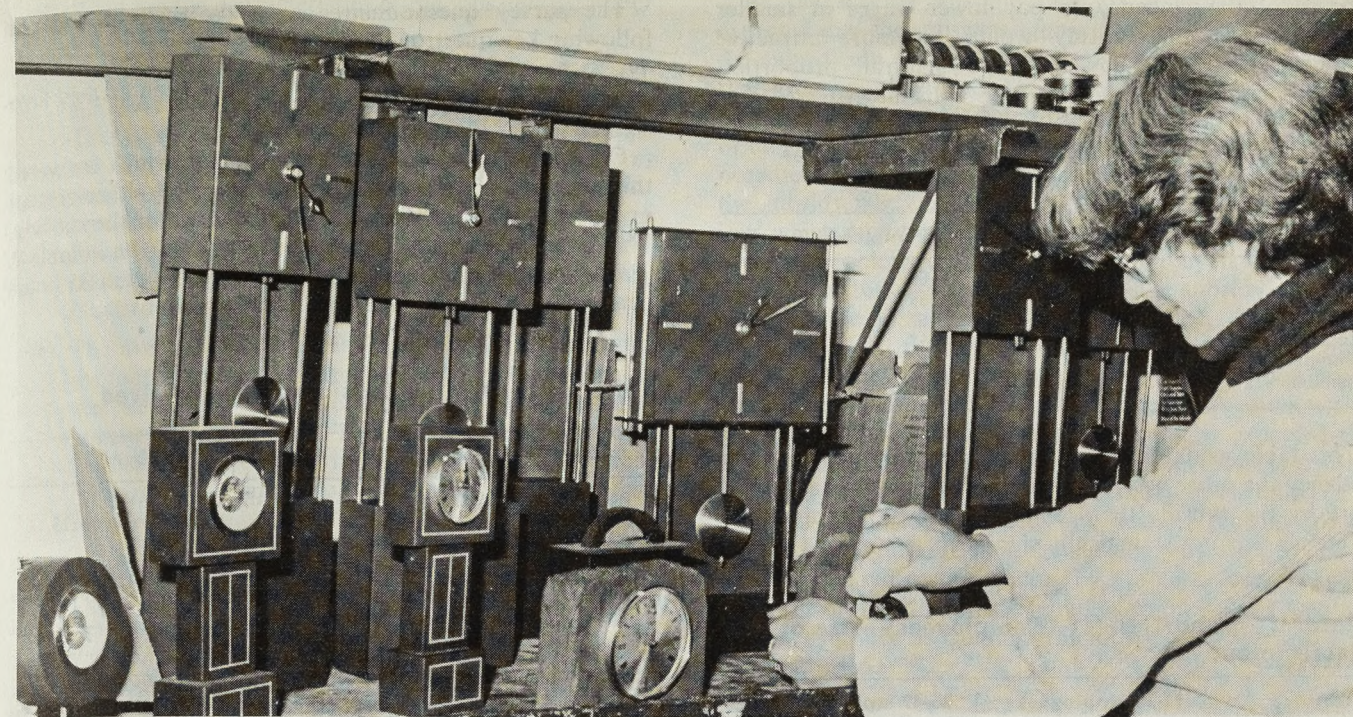
The Department of Employment's Research and Planning Division had access, on a confidential and anonymous basis, to the Department of Employment's employment sample, which is a random sample supplying each month employment information by size of establishment, region, industry and sex. Unfortunately, for the purpose of the monitoring exercise this sample had three disadvantages; firstly the sample related to establishments and not to firms, secondly it did not monitor establishments with less than 11 employees and, thirdly, there was no full-time/part-time split for both males and females on a basis consistent with that for the scheme. However, the advantages of using this sample, namely saving the need to set up a separate sampling frame, heavily outweighed the disadvantages which were thought not to have too large an effect on the eventual conclusions of the monitoring exercise.

Similar characteristics

The control group was chosen from the Department's employment sample so that it had similar characteristics to firms in Special Development Areas eligible for the subsidy, that is, a sample of small manufacturing establishments in areas of high unemployment (greater than five per cent at March 1977) in the North East, North West, Wales and Scotland but outside Special Development Areas. Employment information was collected by sex and by industry for two sizes of establishments; 11-24 employees and 25-49 employees. Various tests were carried out to check that the chosen sample constituted a satisfactory control group. These included a historical analysis and comparison of employment changes in the recent past for a sample of small manufacturing establishments outside the SDAs (the control group) and within the SDAs (a proxy for the subsidised group). These analyses showed similar employment movements and the control group was taken to be a satisfactory control for the subsidised group.

As the subsidy was to be paid to firms which increased

† The number of jobs which would have been created anyway (the "natural" increase) is likely to vary with the level of economic activity. For example, the faster the economy is expanding, the more likely are existing firms to expand and new firms to be created.



Slate Crafts of Wales at Criccieth: the Small Firms Employment Subsidy helped them to expand

their employment, the control group was limited to expanding establishments. Because some firms in the subsidised group may not have increased employment without the subsidy, it is arguable that some establishments whose employment remained constant (or even declined) should also be included in the control group. However, without prejudging the situation it was impossible to estimate what, if any, proportion should have been included. It was therefore decided to exclude all but expanding establishments from the control group. As a result, it may be that the estimate of the "natural" increase is an over-estimate because the percentage increase in employment in the control group will be smaller if any non-expanding firms are included.

Movements in employment

The table below shows the percentage increases in employment over the base date (March 1977) for the subsidised group and expanding establishments in the control group.‡

Percentage increases in employment since March 1977

Month	Control group expanding establishments (11-49 employees) (%)	Subsidised group (11-49 employees) (%)
July	11.6	17.7
August	11.5	17.7
September	11.4	17.9
October	11.8	18.6
November	11.9	19.4
December	12.0	20.1

The proportion of subsidised jobs that would have been created anyway (the "natural" proportion) can now be calculated by defining it to be:

$$\frac{\text{natural increase in employment}}{\text{total increase in employment}} \times 100 \text{ per cent}$$

which is assumed to be:

$$\frac{\text{control group increase in employment}}{\text{subsidised group increase in employment}} \times 100 \text{ per cent}$$

The "natural" proportion for the six-month period July to December 1977 would then be:

Month	"Natural" proportion (11-49 employees) (%)
July	66
August	65
September	64
October	63
November	61
December	60

The best estimate is the 60 per cent estimate for December as it measures the effect over the whole of the six-month period.‡ The 60 per cent estimate of the "natural" proportion means that two out of every five subsidised jobs were created as a result of the subsidy.

It is interesting to see whether there is any difference between the "natural" proportions for males and females, and for smaller establishments. It might be expected that as women are generally lower paid than men, a £20 a week subsidy might prove to be more attractive to an employer with a predominantly female labour force, thus the proportion of subsidised jobs that were not induced would be lower for women than for men. It might also be expected that

‡ The changes in employment were corrected for temporary fluctuations by fitting a moving average. Moreover, as the composition of the subsidised and control group changes month to month, because it is not always the same establishments who are expanding, the information should not be regarded as a time series.

§ This estimate cannot be regarded as the final figure for the July to December 1977 period until the final claim for an application in that period has been received which may not be until June 1978 or later. However the 60 per cent estimate is not expected to change greatly.

because of the tendency to pay lower wages in smaller establishments, the subsidy would be more attractive to them. The tables below show the "natural" proportion for males and females and size of establishment.

"Natural" proportion (11-49 employees)—males versus females

Month	Males (%)	Females (%)
July	64	68
August	63	69
September	62	67
October	62	67
November	60	66
December	58	63

This table would suggest that in fact there was a slight tendency the other way, for male employment to be affected more by the subsidy than female. However, the apparent difference was not statistically significant.

"Natural" proportion (11-49 employees)—size of establishment

Month	11-24 employees (%)	25-49 employees (%)
July	58	75
August	60	73
September	60	70
October	61	69
November	59	67
December	58	64

This analysis would suggest that the subsidy was more attractive to smaller establishments, but the difference is not statistically significant.

The survey

A survey was conducted of all firms who had been in the scheme for the whole of the three months from July to September 1977. Preparatory work for the survey involved visits to 20 firms in the Merseyside Special Development Area during September 1977. Following this, the survey questionnaire was posted on October 24, 1977 to 128 firms and a reminder was sent out on November 24. The analysis presented is based on the response at mid-December by which time there was a 90 per cent response rate. The objectives of this small survey were as follows:

- to provide a check on the results of the monitoring exercise;
- to provide information on those firms with less than 11 employees on the base date and to see whether these results were similar to those for the 11-49 group. This was necessary because the monitoring exercise did not have any data on the 0-10 group.
- to provide information on various other important aspects of the subsidy. These included the average full-time wage in the subsidised jobs, the effect of the subsidy on overtime and the likely effect of changing the scale and/or duration of the subsidy.

The survey questionnaires were designed around the following key questions:

- How many of the jobs would have been created anyway regardless of the subsidy?

Of the 110 firms receiving the subsidy which answered this question 66 (60 per cent) said they had either created or brought forward jobs to take advantage of the subsidy. The number of subsidised jobs involved is shown in table 2. (Part-time jobs, of 21 hours or more but less than 35 hours per week, were counted as half a full-time job).

Table 2 Number of subsidised jobs involved

Number of jobs that:	Number	%
Would not have been created at all but for the subsidy	135.0	25
Were brought forward to take advantage of the subsidy	147.5	27
Would have been created when they were regardless of the subsidy	265.0	48
	547.5	100

Of the jobs which were brought forward, 58 per cent were brought forward less than six months and 42 per cent more than six months.

The figures above indicate that 48 per cent of the jobs would have been created when they were regardless of the subsidy and that 52 per cent of subsidised jobs were created or brought forward because of the subsidy. However, in measuring the "natural" proportion, note should be taken of the jobs brought forward by less than six months (that is, for less than the duration of the subsidy). When adjustments are made to take account of the extent to which jobs were brought forward by less than six months the "natural" proportion is calculated to be 55 per cent and therefore the proportion of induced jobs was 45 per cent. However, this figure should be treated with caution for the following reasons. Firstly, the survey is small and, therefore subject to sampling error. Secondly, it is a survey of employers and it may be in their interest to suggest that the scheme is having the desired effect. Finally, because the survey is confined to those firms which had been in the scheme for the whole of the three months it is possible that extra seasonal employment of less than three months is under-represented and, to the extent that seasonal employment may be affected less by the subsidy than permanent employment, the figure of 55 per cent for "natural" proportion may be too low. Despite these qualifications the figure does correspond fairly closely to the 60 per cent estimate of the "natural" proportion derived from the monitoring exercise.

The survey data were analysed to see if there were any major differences between the firms with 0-10 employees and those with 11-49 employees and whether that would affect the results for all firms (0-49). The estimates of "natural" proportion were 53 per cent for 0-10 and 57 per cent for 11-49 (55 for all firms). Therefore, although the figure for the 0-10 group is slightly lower, the results are similar suggesting that the estimate of the "natural" proportion obtained from the monitoring exercise can be taken as a fairly accurate estimate of the average "natural" proportion for all the firms in the scheme.

- What are the characteristics of the jobs created under the SFES scheme?

(a) Females were employed in 35 per cent of all the surveyed jobs in the scheme and males in 65 per cent. This is of a similar magnitude to the male/female ratio for the subsidy as a whole (66:34). These figures were similar for those jobs which were created or brought forward because of the subsidy (40 per cent for females, 60 per cent for males). By contrast the male/female ratio in the manufacturing industries' labour force is 71:29.

- The average full-time earnings of all the workers in the jobs in the survey firms were £51 per week which was well below the average for all manufacturing industries at that time. This figure could be further broken down to: £46 in a job created or brought forward; £56 in a job not created or brought forward.

It is possible to use this information to estimate the likely flowbacks to the Exchequer from reducing unemployment. Flowbacks occur because on the one hand employed persons pay income tax and (with their employers) national insurance contributions, and on the other hand they cease to receive unemployment benefit (including earnings related supplements and supplementary benefits). Further, indirect taxes would rise if spending was increased.

In order to measure these flowbacks it was assumed that average earnings in a job created or brought forward were £46 per week, that the "natural" proportion was 55 per cent, and that men and women in the induced jobs were distributed in the ratio 60:40. The calculations were based on relevant tax and benefit rates and they additionally assumed that nearly all men and half the women were entitled to either unemployment benefit or supplementary benefit if they were unemployed and that the average dependency rates applied. The result was that for each job which was created or brought forward (52 per cent of jobs which subsidy was paid) flowbacks to the Exchequer were estimated to amount to about three-quarters of the workers' earnings. To estimate total flowbacks to the Exchequer, other factors such as reduced tax revenue from overtime payments, the displacement effect and the fact that some of the jobs would have been created at a later date, should be taken into account.

- Are the subsidised jobs permanent or temporary?

As the scheme was only for six months it might be expected that the subsidised jobs would be lost at the end of the subsidy. In the survey 32 firms (29 per cent) suggested that jobs would be lost. The figure they placed on the job loss at the end of the subsidy period represented 14 per cent of all the subsidised jobs. The ending of the subsidy would not affect those jobs which would have been created without the subsidy nor would it affect all of the brought forward jobs which might outlast the subsidy period. However, even if we just look at created jobs, the employers expected 66 per cent of these to last longer than the subsidy period. If some of the jobs did become permanent, then this has implications for the reasons why employers took advantage of the subsidy and the uses to which the subsidy was put. If the subsidy's importance was in reducing wage costs then when the subsidy was removed it might be expected that the labour would again become too expensive and, thus, the induced employment should, in theory, be curtailed at the end of the subsidy period. Some possible reasons for the 66 per cent figure are that the subsidy was used to change firms' employment practices, by, for instance, reducing overtime or, that the subsidy enabled employers to overcome initial costs such as training which they otherwise could not have afforded.

- Has there been a change in firms' utilisation of labour due to the subsidy?

Some substitution of men for hours would have been possible and certainly economic theory would predict such an effect. As overtime hours are the easiest (and, therefore, the most likely) to change, the survey asked whether either present or future overtime hours had, or would be, altered because of the subsidy. The results of this question are presented below in table 3 for all firms who answered the question and also all firms with induced jobs.

Thus, while there appears to have been little change in present employment practice (1-3 per cent of all subsidised jobs) there is evidence of some substitution of employment for increases in future overtime (11-13 per cent). However, these overtime changes taken together account for about a quarter (24 per cent) of all induced jobs, with 2-5 per cent of induced jobs accounted for by reductions in present overtime levels and 19-22 per cent by reductions in anticipated increases in overtime.

- What would be the effect of changing the scale and duration of the subsidy?

Table 3 Changes in overtime as a result of the subsidy

	All firms		Firms with induced jobs						
	No. of firms	%	No. of jobs	%	No. of firms with induced jobs	% of induced jobs	% of all jobs		
The subsidy has caused:									
—only a reduction of overtime working	5	5	6.0	1	5	8	6.0	2	1
—only an avoidance of an overtime increase	28	25	61.5	11	21	32	53.5	19	10
—both a reduction of present, and an avoidance of future increases in overtime	5	5	11.5	2	3	4	9.0	3	1
	38	35	79.0	14	28	42	68.5	24	12

The number of jobs stated is the number of subsidised jobs which resulted from firms changing overtime hours.

Answers to a hypothetical question of this kind should be treated with caution because it is clearly in the employers' interest to suggest a higher rate of payment and a longer duration for the subsidy. Subject to this proviso the answers suggest that a £5 increase would have had a slightly greater impact on employment than a £5 decrease. When the firms were asked to quantify the likely impact, 139 more job units (25 per cent of all subsidised jobs) were associated with a £25 pw subsidy and 106 less job units (19 per cent) with a £15 pw subsidy. The evidence on the effect of increasing the duration should be treated with even more caution. Although 77 firms (70 per cent) said that a subsidy of longer duration would permit a further expansion in the size of their labour force (including 22 firms who had only claimed the subsidy for jobs which they would have created anyway), there are certain reservations. The figure cannot be compared with any benchmark; there was no question on the effect of a subsidy of shorter duration, neither was any particular extension period (another six months, for example) proposed. Also, in this instance the employers were not asked to quantify the increase in employment so the actual employment effect could not be measured.

Appeared to be successful

The main conclusion of the evaluation study is that the subsidy appeared to be successful in achieving its objective of stimulating employment (both the monitoring exercise and the survey suggest that around two in five of the subsidised jobs were induced because of the subsidy.) The success of the experimental scheme has encouraged the Department of Employment to believe that a larger scheme such as the scheme proposed to start July 1, 1978 will increase the impact of SFES in creating employment and assisting small firms.

Moreover, this stimulation of employment has been achieved at a very reasonable cost to public funds if allowance is made for flowbacks to the Exchequer. Also, because the figures only take credit for six months of employment and some of the induced jobs appear to be permanent (ie outlast the subsidy) this cost is likely to be further reduced as flowbacks will continue.

Finally, there also appears to be some evidence of substitution of men for hours, mainly through a reduction in anticipated increases in overtime. ■

Unemployment: entitlement to benefit

OF the 1,445,863 unemployed people in Great Britain on February 9, 1978, it is estimated that about 480,000 were receiving unemployment benefit only, about 138,000 were in receipt of unemployment benefit and a supplementary allowance; about 561,000 were in receipt of supplementary allowance only, and about 267,000 who were registered as unemployed received no payment.

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

Supplementary allowances are paid by unemployment benefit

offices and certain education authorities careers offices in Scotland on behalf of the supplementary Benefits Commission to those unemployed people who do not qualify for unemployment benefit or whose income, including unemployment benefit, falls short of their assessed needs.

Details are given in the table below.

Entitlement to benefit	THOUSANDS		
	Males	Females	Total
Receiving unemployment benefit only	332	148	480
Receiving unemployment benefit and supplementary allowance	120	16	138
Total receiving unemployment benefit	452	165	617
Receiving supplementary allowance only	426	135	561
Others registered for work	167	101	267
Total	1,045	401	1,446

Note: Because the figures have been rounded independently some totals may differ from the sum of the rounded components.

Unfair dismissal cases in 1977

THE NUMBERS OF unfair dismissal cases disposed of during 1977 compared with those for 1975 and 1976 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 1976 and 1977, nor are cases which were not registered following letters written by the Tribunal Secretariat pointing out that they appeared to be outside the limits of the tribunals' jurisdiction, included.

Five per cent more cases were disposed of in 1977 than in 1976. This compares with an increase of almost 50 per cent from 1975 to 1976 which was in the main due to the reduction in the qualifying period from two years to one year and then to six months. This suggests that the case-load may now have levelled out.

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

Table 1 Analysis by ACAS region

Region	1975		1976		1977	
	Number	Per cent	Number	Per cent	Number	Per cent
South East	7,794	34.4	11,220	33.3	12,659	35.8
South West	1,718	7.6	2,500	7.4	2,521	7.1
Midlands	3,428	15.1	4,771	14.2	4,807	13.6
Yorkshire and Humberside	2,266	10.0	3,315	9.8	3,152	8.9
North West	3,368	14.9	4,870	14.5	4,834	13.6
Northern	1,104	4.9	1,856	5.5	1,671	4.7
Wales	922	4.1	1,693	5.0	1,716	4.8
Scotland	2,032	9.0	3,476	10.3	4,029	11.4
Total	22,632	100.0	33,701	100.0	35,389	100.0

Table 2 Outcomes of cases 1977

Total cases completed: 35,389
Total cases conciliated: 22,547 (63.7 per cent)

	Number	Per cent	Per cent of all cases (35389 = 100)
2a CONCILIATED CASES			
Complaint withdrawn:			
out of scope	425	1.9	1.2
for other reasons	7,404	32.8	20.9
leading to private settlement	1,915	8.5	5.4
Total conciliated withdrawals	9,744	43.2	27.5
Non-conciliated withdrawals	188	0.8	0.5
Total withdrawals	9,932	44.0	28.0
Reinstatement	382	1.7	1.1
Re-engagement	203	0.9	0.6
Compensation	11,750	52.1	33.2
Redundancy payment	186	0.8	0.5
Other remedy	1,035	4.6	2.9
Total agreed settlements	12,615	56.0	35.7
Total cases	22,547	100.0	63.7
Cases with more than 1 remedy	929		
Cases with 3 remedies	12		

Table 2 Outcomes of cases 1977

(continued)

Total cases heard at tribunals: 12,842 (36.3 per cent)

	Number	Per cent	Per cent of all cases (35389 = 100)
2b TRIBUNAL HEARINGS			
Complaint dismissed:			
out of scope	1,182	9.2	3.3
held to be fair	5,539	43.1	15.7
for other reasons	2,167	16.9	6.1
Total cases dismissed	8,888	69.2	25.1
Reinstatement	102	0.8	0.3
Re-engagement	78	0.6	0.2
Compensation	3,303	25.7	9.3
Redundancy payment	216	1.7	0.6
Other remedy	484	3.8	1.4
Dismissal unfair but no remedy awarded	11	0.1	0.0
Total cases upheld	3,954	30.8	11.2
Total cases heard	12,842	100.0	36.3
Cases with more than 1 remedy	239		
Cases with 3 remedies	1		

The totals of cases both conciliated and heard are more than the totals of the remedies because some cases have more than one remedy.

Table 3a Compensation agreed at conciliation

Amount	1975		1976		1977	
	Number	Per cent	Number	Per cent	Number	Per cent
Not known			18	0.2	45	0.4
£0-£49	1,334	19.6	1,660	15.9	1,196	10.2
£50-£99	1,859	27.3	2,713	26.0	2,722	23.3
£100-£149	1,216	17.9	1,917	18.4	2,319	19.8
£150-£199	647	9.5	1,085	10.4	1,258	10.8
£200-£299	779	11.4	1,311	12.6	1,608	13.7
£300-£399	305	4.5	552	5.3	754	6.4
£400-£499	181	2.7	245	2.4	403	3.4
£500-£749	220	3.2	426	4.1	613	5.2
£750-£999	85	1.2	149	1.4	227	1.9
£1,000-£1,499	73	1.1	140	1.3	186	1.6
£1,500-£1,999	31	0.5	64	0.6	105	0.9
£2,000-£2,999	34	0.5	69	0.7	127	1.1
£3,000-£3,999	12	0.2	40	0.4	54	0.5
£4,000-£4,999	11	0.2	13	0.1	28	0.2
£5,000-£5,199	2	0.0	21	0.2	—	—
£5,200-	17	0.2	—	—	—	—
£5,000-£5,999					31	0.3
£6,000-£6,999					7	0.1
£7,000-£7,599					3	0.0
£7,600 and over					13	0.1
Total	6,806	100.0	10,423	100.0	11,699*	100.0

* The total for 1977 is not the same as in table 2 because cases where dismissal occurred before June 1, 1976 could not be analysed owing to a change in the computer programme.

Table 3b Compensation* awarded by a tribunal

Amount	1975		1976		1977	
	Number	Per cent	Number	Per cent	Number	Per cent
£0-£49	299	11.2	247	8.0	20	2.5
£50-£99	380	14.2	408	13.2	66	8.1
£100-£149	392	14.7	452	14.6	93	11.5
£150-£199	261	9.8	300	9.7	60	7.4
£200-£299	411	15.4	493	15.9	166	20.5
£300-£399	227	8.5	282	9.1	88	11.0
£400-£499	179	6.7	197	6.4	85	10.5
£500-£749	213	8.0	305	9.8	105	13.0
£750-£999	92	3.4	137	4.4	46	5.7
£1,000-£1,499	89	3.3	118	3.8	40	4.9
£1,500-£1,999	38	1.4	61	2.0	15	1.8
£2,000-£2,999	41	1.5	47	1.5	14	1.7
£3,000-£3,999	17	0.6	21	0.7	3	0.4
£4,000-£4,999	11	0.4	16	0.5	3	0.4
£5,000-£5,199	2	0.1	3	0.1	—	—
£5,200	15	0.6	14	0.5	—	—
£5,000-£5,999					4	0.5
£6,000-£6,999					—	—
£7,000-£7,599					—	—
£7,600					—	—
Total	2,667	100.0	3,101	100.0	808	100.0
Cases where basic award only made					75	9.2
Cases where basic award was the minimum (2 weeks' pay)					480	59.2
Cases where compensatory award was the maximum (£5,200)					2	0.2

* 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.

1976 but the steady increase in Scottish cases continues.

Details of the outcomes of conciliated cases and tribunal hearings presented in a single table in earlier years have now been divided into table 2a for conciliated cases and table 2b for tribunal hearings. The item non-conciliated withdrawals in table 2a has almost disappeared. This is due to a change in definition. Non-conciliated withdrawals are now confined to cases where conciliation was not offered as distinct from cases where conciliation was not successful.

It is clear from table 2 that just over one third of cases go to a tribunal hearing and that of the cases heard just under one third are upheld, that is dismissal was found to be unfair.

Table 3b shows that in 1977 more than half the awards made by industrial tribunals were less than £400 and just under two thirds of awards were less than £500. Less than two per cent of awards were over £3,000.

Statutory Wage Regulation in 1977—a review

MINIMUM REMUNERATION, holidays and holiday remuneration for nearly 3 million workers estimated to be employed in some 419,000 establishments continues to be set by Wages councils. Wages councils are statutory independent bodies set up or continued under the Wages Councils Act 1959, operating in areas of trades and industries where organisation among workers or employers or both is relatively weak and is insufficient for the satisfactory function of collective bargaining. Successive governments have continued to encourage the development of voluntary collective bargaining and to abolish wages councils where it could be shown they were no longer necessary to protect the workers concerned.

Councils abolished in 1977

During 1977, the Retail Bespoke Tailoring Wages Council (England and Wales) and the Retail Bespoke Tailoring Wages Council (Scotland) were abolished and re-established as the Retail Bespoke Tailoring Wages Council (Great Britain). These two Councils were set up as Trade Boards in 1924 and were converted into Wages Councils in 1949. The merger was recommended by the CIR in 1974 in its report (No. 77) on Wages Councils in the clothing industry and subsequently formally requested by both councils. No objections were received in response to the published Notice of Intention and an Abolition and Establishment Order was made setting up the new Council as from December 1, 1977.

Variation of scope

The Secretary of State for Employment may at any time by order vary the field of operation of a wages council. This step was taken in the case of the Licensed Non-residential Establishment Wages Council when an order was made excluding public house managers and their spouses from the scope of the wages council order. The Secretary of State took this action following a joint application from the employers and workers' representatives on the grounds that pay and conditions were now adequately provided for in voluntary agreements. A Notice of Intention was published and no objections were received. The opportunity was also taken to exclude formally other workers, including club secretaries, gardeners and groundsmen for whom the council had set no rates for many years. The Variation Order came into force on December 1, 1977.

References to ACAS of Wages Council matters

During the year, ACAS had in hand a number of inquiries

into wages councils industries. A new reference was made in February 1977 on the Fur Wages Council, following representations to the Secretary of State that the council had not in recent years fulfilled its proper role. The trade unions representing workers on the council had said it was no longer needed. ACAS was asked to investigate conditions in the industry and to report on the advisability of abolition. In a further reference in June 1977, the service was asked to examine industrial relations and the need for statutory wages regulation in the laundry and dry cleaning industries.

These industries were investigated in 1970-71 by the National Board for Prices and Incomes who recommended that both sides of the industries should work towards abolition of the Laundry Wages Council. ACAS reported to the Secretary of State on two references made in 1976. In the first, on the Road Haulage Wages Council, the service recommended abolition of the Council. Several objections were received to the proposed abolition but ACAS confirmed that their subject matter was already covered in the Report; however, abolition was still under discussion at the year end. In the second, ACAS reported in August 1977 on the objections received to the proposed amalgamation of the nine retail wages councils into two, one for retail food and one for non-food. The service supported the Secretary of State's proposals and at the close of the year draft orders were being prepared. Reports on the Button Manufacturing and Toy Manufacturing Wages Councils, referred for investigation in 1976, were still awaited.

Employment Protection Act 1975

A major change made by the Employment Protection Act came into force on January 1, 1977, namely the "extension of terms and conditions" introduced by Schedule 11. This schedule replaced and extended the provisions of Section 8 of the Terms and Conditions of Employment Act 1959. Under Schedule 11 a claim can be reported to ACAS where an employer is observing terms and conditions of employment which are considered to be less favourable than the recognised terms and conditions or, where there are no recognised terms or conditions, the general level of terms and conditions. It was made clear that any increase necessary to meet an award under Schedule 11 may be paid outside the pay limit.

In particular, Part II of Schedule 11 enables a claim to be reported to ACAS in respect of a worker within scope of a wages council, where a collective agreement exists or agreements exist covering a significant number of in-scope establishments, either generally or in a district, where circumstances are similar, and the rate being paid to the worker (which may be the statutory minimum) is less than

the lowest corresponding rate for the job in the agreements.

The provisions of Section 28 of the Act came into force also on January 1, 1977 whereby a firm whose employees have a right to guaranteed remuneration can apply for exemption from the provisions of Section 22 (which deals with guaranteed payments). A Wages Council may also apply for exemption for all workers within its scope, but no council has so far done so.

Incomes Policy

The Stage 2 guidelines set out in the Government's White Paper *"The Attack on Inflation—The Second Year"* continued to be followed by wages councils until July 31, 1977. They permitted increases of £2.50 or 5 per cent of earnings, subject to a maximum of £4. Forty two wages councils settled within the guidelines; the only one not to do so was Hairdressing Undertakings, which met to consider a Stage 2 award but adjourned pending receiving details of Stage 3.

In July the Government's White Paper *The Attack on Inflation after July 31, 1977* urged that the general level of settlements including benefits other than pay should not be such as to increase earnings by more than 10 per cent.

By the end of the year 16 councils had settled under Stage 3. The department made representations to 11 Wages Councils in respect of proposed increases which appeared to be appreciably in excess of the 10 per cent laid down in the White Paper. All these councils considered the representations but decided to confirm their proposals. Without exception, wages councils took the opportunity of simplifying their rates structures by consolidating the earnings supplements under Stages 1 and 2. Where settlements above 10% were confirmed, the view was taken that an employer who did no more than was necessary to comply with the wages order was fulfilling a statutory obligation and therefore was not in breach of the guidelines.

Statutory wages orders in 1977

During 1977, 56 wages orders embodying wages council proposals were made; of these 51 became effective during the year. Twenty-nine of the orders provided for increases in minimum remuneration: 17 related to holiday entitlements; seven provided for both, and there were three others, introducing or consolidating minor amendments.

There was no change by any council in standard working week during the year. Only two of the 43 councils continued to operate a basic week of more than 40 hours.

Permits

Wages Councils are empowered to issue permits authorising the employment of individual handicapped workers at rates below the statutory minimum. During 1977, 21 new permits were issued, 32 existing permits were renewed and 41 permits were cancelled.

Inspection and enforcement

By the end of the year 132 inspectors including 22 women were employed full time on enforcement duties under the Wages Council Act 1959, visiting employers' premises, making routine inspections and investigating complaints.

Details of inspections and enforcement in the wages council

Establishments on wages councils lists	418,505
Complaints	
Outstanding at beginning of year	1,342
Received during year	9,364
Dealt with	9,430
Outstanding at end of year	1,276
*Employers who returned written information	2,597
Inspections	30,930
Establishments which paid arrears of remuneration (including holiday remuneration)	11,557
Workers whose wages were examined	150,452
Workers to whom arrears were paid	26,920
Amount of arrears paid	£1,588,248
No. of inspectors employed full time on visiting employers' establishments	132 (including 22 women)

*Under Section 95 of the Employment Protection Act 1975 the Inspectorate is empowered to ask employers to provide information by completing questionnaires which when returned are used to direct wages inspectors' visits to establishments where they are most needed. The first questionnaires were sent out in 1977 from four of the sixteen Wages Inspectorate divisions. Their use will be extended to fourteen divisions in 1978.

During 1977, £165,344 was also assessed as owing to workers, but not collected. This was largely because the workers concerned preferred to waive their rights to arrears, or agreed to a compromise settlement.

Criminal proceedings were taken against seven employers for violations of the provisions of wages orders. All were found guilty of failing to pay the appropriate statutory minimum remuneration; charges of failure to keep adequate records were also brought. Civil proceedings to collect arrears were taken against four employers.

The Wages Inspectorate also investigates complaints under the Truck Act 1831-96; at the end of the year 73 cases had been investigated.

Publicity

During the year the leaflet *Are you entitled to a minimum wage?* was revised to give more information about statutory minimum wages and holidays with pay. It explained how the Wages Inspectorate operates and what the worker should do if he thinks he is receiving less than the minimum pay or holidays. A complete list of wages councils was included. The first issue of the new leaflet was linked with an advertising campaign in selected daily and weekly newspapers. The advertisement included a cut-out coupon and every person who replied to the advertisement was sent a copy of the leaflet. The Inspectorate has received many more enquiries following this campaign.

The publicity given to the work of the Inspectorate in the autumn of 1976 by means of a programme of saturation inspections continued in 1977 when a total of 11 towns were inspected over a period of 20 weeks. One thousand eight-hundred and fifty-six establishments engaged in retail distribution, catering and hairdressing were visited and the wages of 7,155 workers examined. Of these 838 were underpaid, the total arrears amounting to £54,500.

Unemployment, vacancies and placings by occupation, Great Britain

Occupational analysis of unemployed persons and of notified vacancies and placings at employment offices, December 1977—March 1978

THE following tables show (1) a broad summary of the occupational analysis of numbers unemployed and notified vacancies unfilled at March 1978 and (2) a detailed occupational analysis of unemployed persons and of notified vacancies and placings in the first quarter of 1978. The analysis is based on the List of Key Occupations for Statistical Purposes (KOS) which was introduced in November 1972 (see the *Gazette*, September 1972, page 799).

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

- (1) At any one time some of the unemployed will be under submission to some of the unfilled vacancies.
- (2) The vacancy statistics relate only to notified vacancies and are not a measure of total vacancies. The extent to which vacancies are notified to local offices of the Employment Service Agency can vary for different occupations.
- (3) The tables relate to Great Britain as a whole and there

may be wide variations in the state of the labour market in different parts of the country for particular occupations.

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

Table 1 Broad summary of the occupational analysis of numbers unemployed and notified vacancies unfilled at March 1978, Great Britain

	Numbers unemployed and registered at employment offices			Notified vacancies unfilled at employment offices
	Males	Females	Total	Total
Managerial and professional	72,446	31,840	104,286	16,781
Clerical and related*	79,503	107,358	186,861	28,586
Other non-manual occupations†	27,749	48,963	76,712	15,506
Craft and similar occupations, including foremen, in processing, production, repairing, etc.‡	151,425	9,558	160,983	48,246
General labourers	394,500	71,037	465,537	9,606
Other manual occupations§	247,567	74,163	321,730	65,448
Total: all occupations	973,190	342,919	1,316,109	184,173

* CODOT (and key list) group VII except postmen, mail sorters, messengers and their supervisors.

† CODOT (and key list) groups VIII (Selling occupations) and IX (Security, protective service occupations) except petrol pump and forecourt attendants, roundsmen, van salesmen, security guards, patrolmen, coastguards and bailiffs, etc.

‡ Selected occupations in CODOT (and key list) groups XII to XVI and XVIII.

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

Table 2 Occupational analysis of unemployed adults and of notified vacancies and placings* Great Britain: December, 1977 to March, 1978

Key occupation	Unemployed at December 8, 1977	Notified vacancies remaining unfilled at December 2, 1977	Vacancies notified December 3, 1977 to March 3, 1978	Placings December 3, 1977 to March 3, 1978		
				Total	Males	Females
GRAND TOTAL	1,312,474	152,608	551,058	348,846	223,786	125,060
Group I Managerial (general management)	1,822	52	25	13	13	—
Top managers—national government and other non-trading organisations	42	6	1	1	1	—
General, central, divisional managers—trading organisations	1,780	46	24	12	12	—
Group II Professional and related supporting management and administration	17,240	2,326	1,792	586	466	120
Judges, barristers, advocates and solicitors	563	17	7	3	3	—
Company secretaries	270	67	—	21	10	—
Town clerks and other clerks to local authorities	9	1	—	—	—	—
Secretaries of trade associations, trade unions, professional bodies and charities	87	2	12	3	2	1
Accountants	2,283	481	507	136	134	2
Estimators, valuers and assessors	417	185	170	35	32	3
Finance, investment, insurance and tax specialists	501	32	33	7	6	1
Personal and industrial relations officers and managers	2,181	239	110	48	34	14
Organisation and methods, work study and operational research officers	553	269	168	54	50	4
Economists, statisticians, actuaries	313	43	12	12	10	2
Systems analysts and computer programmers	1,409	418	248	59	48	11
Marketing and sales managers and executives	3,264	250	112	47	40	7
Advertising and public relations managers and executives	981	24	24	8	6	2
Purchasing officers and buyers	1,065	149	142	40	34	6
Property and estate managers	350	—	13	3	2	1
Librarians and information officers	900	28	63	44	15	29
Public health inspectors	84	6	7	2	2	—
Other statutory and similar inspectors	174	17	32	6	6	—
Civil servants (administrative and executive functions) not identified elsewhere	114	51	11	5	2	3
Local government officers (administrative and executive functions) not identified elsewhere	191	5	8	3	2	1
All other professional and related supporting management and administration	1,531	42	124	50	28	22
Group III Professional and related in education, welfare and health	31,775	4,834	8,632	4,052	844	3,208
University academic staff	1,795	6	27	27	24	3
Teachers in establishments for further and higher education	750	2	15	7	4	3
Secondary teachers	5,994	21	95	70	17	53
Primary teachers	5,311	6	86	38	8	30
Pre-primary teachers	97	3	—	2	—	2
Special education teachers	247	12	25	15	7	8
Vocational/industrial trainers	575	296	211	67	10	57
Directors of education, education officers, school inspectors	66	3	16	4	3	1
Social and behavioural scientists	668	8	43	33	17	16
Welfare workers (social, medical, industrial, educational and moral)	4,395	744	1,788	912	345	567
Clergy, ministers of religion	37	1	19	1	1	—
Medical practitioners	362	8	—	5	4	1
Dental practitioners	57	2	4	1	1	—
Nurse administrators and nurse executives	438	381	509	58	5	53
State registered and state enrolled nurses and state certified midwives	4,635	2,159	2,688	1,055	62	993
Nursing auxiliaries and assistants	3,425	577	2,026	1,288	142	1,146
Pharmacists	139	16	8	9	1	—
Medical radiographers	155	12	—	5	2	3
Ophthalmic and dispensing opticians	35	10	9	3	—	—
Remedial therapists	348	52	63	28	18	—
Chiropodists	19	1	3	1	—	—
Medical technicians and dental auxiliaries	246	39	87	35	7	28
Veterinarians	68	—	—	—	—	—
All other professional and related in education, welfare and health	1,913	475	909	385	123	262
Group IV Literary, artistic and sports	14,779	751	1,165	868	433	435
Authors, writers and journalists	2,264	61	61	27	19	8
Artists, commercial artists	2,543	32	124	81	49	32
Industrial designers	1,017	24	11	27	8	3
Actors, musicians, entertainers, stage managers	6,127	348	168	380	209	171
Photographers and cameramen	1,105	31	110	50	35	15
Sound and vision equipment operators	368	52	90	57	49	8
Window dressers	409	60	98	37	9	28
Professional sportsmen, sports officials	531	36	166	38	12	26
All other literary, artistic and sports	415	107	321	187	43	144
Group V Professional and related in science, engineering, technology and similar fields	19,912	4,900	3,868	1,441	1,245	196
Biological scientists and biochemists	1,909	18	48	25	17	8
Chemical scientists	908	120	82	43	40	3
Physical and geological scientists and mathematicians	977	55	29	10	9	1
Civil, structural and municipal engineers	681	68	78	9	—	—
Mining, quarrying and drilling engineers	96	13	—	8	8	—
Mechanical engineers	1,001	421	177	55	55	—
Aeronautical engineers	86	78	20	4	4	—
Electrical engineers	1,111	503	108	46	45	1
Electronic engineers	—	—	—	—	—	—
Electrical/electronic engineers	186	56	35	10	10	—
Chemical engineers	274	196	83	26	26	—
Production engineers	564	238	116	37	37	—
Planning and quality control engineers	133	58	22	15	15	—
Heating and ventilating engineers	210	60	44	10	—	—
General and other engineers	154	38	13	3	3	—
Metallurgists	314	75	29	16	14	2
All other technologists	1,781	1,373	1,009	348	336	12
Engineering draughtsmen	283	37	80	27	21	6
Architectural and other draughtsmen	3,050	542	986	387	253	134
Laboratory technicians (scientific and medical)	1,832	634	365	109	107	2
Engineering technicians and technician engineers	965	4	59	32	27	5
Architects and town planners	1,222	109	236	98	85	13
Town planning assistants, architectural and building technicians	589	89	7	4	4	1
Quantity surveyors	413	19	9	3	—	—
Building, land and mining surveyors	352	7	—	3	3	—
Aircraft flight deck officers	95	—	5	2	2	—
Air traffic planners and controllers	—	—	—	—	—	—

Table 2 (continued)

Vacancies cancelled December 3, 1977 to March 3, 1978	Notified vacancies remaining unfilled at March 3, 1978	Unemployed at March 9, 1978			Key occupation
		Total	Males	Females	
170,647	184,173	1,316,109	973,190	342,919	GRAND TOTAL
17	47	1,713	1,685	28	Group I Managerial (general management)
1	5	40	39	1	Top managers—national government and other non-trading organisations
1	42	1,673	1,646	27	General, central, divisional managers—trading organisations
1,375	2,157	15,238	12,253	2,985	Group II Professional and related supporting management and administration
3	18	692	558	134	Judges, barristers, advocates and solicitors
11	35	242	216	26	Company secretaries
1	—	7	7	—	Town clerks and other clerks to local authorities
4	7	88	82	6	Secretaries of trade associations, trade unions, professional bodies and charities
383	469	1,960	1,800	160	Accountants
104	216	387	375	12	Estimators, valuers and assessors
25	33	421	385	36	Finance, investment, insurance and tax specialists
126	175	1,841	1,160	681	Personnel and industrial relations officers and managers
148	235	513	472	41	Organisation and methods, work study and operational research officers
6	26	248	199	49	Economists, statisticians, actuaries
201	406	1,234	1,002	232	Systems analysts and computer programmers
113	202	2,926	2,707	219	Marketing and sales managers and executives
20	20	802	604	198	Advertising and public relations managers and executives
98	153	1,006	879	127	Purchasing officers and buyers
1	9	309	290	19	Property and estate managers
30	17	778	357	421	Librarians and information officers
4	7	62	51	11	Public health inspectors
19	24	156	145	11	Other statutory and similar inspectors
2	55	131	90	41	Civil servants (administrative and executive functions) not identified elsewhere
5	5	167	114	53	Local government officers (administrative and executive functions) not identified elsewhere
71	45	1,268	760	508	All other professional and related supporting management and administration
3,586	5,828	28,884	9,434	19,450	Group III Professional and related in education, welfare and health
3	3	1,631	1,218	413	University academic staff
1	9	671	467	204	Teachers in establishment for further and higher education
22	24	5,140	2,290	2,850	Secondary teachers
44	10	4,332	658	3,674	Primary teachers
9	13	105	12	93	Pre-primary teachers
149	291	243	66	177	Special education teachers
8	7	559	491	68	Vocational/industrial trainers
9	9	67	54	13	Directors of education, education officers, school inspectors
772	848	3,880	1,785	2,095	Social and behavioural scientists
1	18	40	33	7	Welfare workers (social, medical, industrial, educational and moral)
—	3	303	216	93	Clergy, ministers of religion
1	1	81	45	36	Medical practitioners
372	460	446	87	359	Dental practitioners
1,219	2,573	4,501	447	4,054	Nurse administrators and nurse executives
569	746	3,489	285	3,204	State registered and state enrolled nurses and state certified midwives
8	7	126	79	47	Nursing auxiliaries and assistants
5	2	194	36	158	Pharmacists
5	11	41	32	9	Medical radiographers
43	44	302	88	214	Ophthalmic and dispensing opticians
3	—	24	10	14	Remedial therapists
53	38	253	66	187	Chiropodists
1	—	55	40	15	Medical technicians and dental auxiliaries
289	710	1,807	614	1,193	Veterinarians
462	586	14,446	9,517	4,929	Group IV Literary, artistic and sports
47	48	2,016	1,252	764	Authors, writers and journalists
38	37	2,298	1,545	753	Artists, commercial artists
19	21	928	422	506	Industrial designers
72	63	6,545	4,547	1,998	Actors, musicians, entertainers, stage managers
40	49	1,006	883	123	Photographers and cameramen
48	45	363	330	33	Sound and vision equipment operators
44	73	404	136	268	Window dressers
44	120	490	296	194	Professional sportsmen, sports officials
111	130	396	106	290	All other literary, artistic and sports
2,570	4,757	17,477	15,478	1,999	Group V Professional and related in science, engineering, technology and similar fields
12	29	1,590	1,102	488	Biological scientists and biochemists
69	90	766	681	85	Chemical scientists
25	49	758	688	70	Physical and geological scientists and mathematicians
4	97	542	527	15	Civil, structural and municipal engineers
198	4	69	68	1	Mining, quarrying and drilling engineers
10	345	859	856	3	Mechanical engineers
—	84	85	83	2	Aeronautical engineers
137	428	1,026	1,014	12	Electrical engineers
20	61	154	150	4	Electronic engineers
94	159	234	232	2	Electrical/electronic engineers
107	210	524	507	17	Chemical engineers
15	50	122	121	1	Production engineers
27	67	199	198	1	Planning and quality control engineers
21	27	123	117	6	Heating and ventilating engineers
31	57	313	294	19	General and other engineers
611	41	1,648	1,583	65	Metallurgists
41	49	267	225	42	All other technologists
558	583	2,668	1,737	931	Engineering draughtsmen
281	609	1,779	1,770	9	Architectural and other draughtsmen
130	21	785	680	105	Laboratory technicians (scientific and medical)
44	117	956	877	79	Engineering technicians and technician engineers
8	93	531	523	8	Architects and town planners
2	16	378	368	10	Town planning assistants, architectural and building technicians
1	2	315	311	4	Quantity surveyors
—	2	89	88	1	Building, land and mining surveyors
—	—	—	—	—	

Table 2 (continued) Occupational analysis of unemployed adults and of notified vacancies and placings:* Great Britain: December, 1977 to March, 1978

Key occupation	Unemployed at December 8, 1977	Notified vacancies remaining unfilled at December 2, 1977	Vacancies notified December 3, 1977 to March 3, 1978	Placings: December 3, 1977 to March 3, 1978		
				Total	Males	Females
Group V Professional—(continued)						
Ships' masters, deck officers and pilots	187	5	19	8	8	—
Ships' engineer officers	144	4	30	27	27	—
Ships' radio officers	75	—	—	—	—	—
All other professional and related in science, engineering and other technologies and similar fields	320	80	113	54	46	8
Group VI Managerial (excluding general management)						
Production managers, works managers, works foremen	2,647	4,422	3,655	1,838	1,414	424
Engineering maintenance managers	1,319	197	191	120	110	10
Site and other managers, agents and clerks of works, general foremen (Building and Civil Engineering)	2,997	127	268	112	112	—
Managers—underground mining and public utilities	140	18	—	9	9	—
Transport managers—air, sea, rail, road, harbour	1,100	61	151	42	34	8
Managers—warehousing and materials handling	1,278	159	177	65	58	7
Office managers—National Government	3,915	384	456	174	149	25
Office managers—Local Government	335	71	61	30	27	3
Managers—wholesale distribution	1,147	173	310	118	87	31
Managers—department store, variety chain store, supermarket and departmental managers	1,438	261	450	171	88	83
Branch managers of shops other than above	702	86	162	49	30	19
Managers of independent shops	809	62	100	33	23	10
Hotel and residential club managers	866	88	38	10	8	2
Publicans	1,974	216	461	155	91	64
Catering and non-residential club managers	710	66	102	53	40	13
Entertainment and sports managers	313	4	7	2	2	—
Farm managers	4	3	—	—	—	—
Officers (Armed Forces) not identified elsewhere	10	—	—	—	—	—
Police officers (inspectors and above)	6	1	3	—	—	—
Prison officers (chief officers and above)	36	2	4	2	2	—
Fire service officers	5,304	806	1,574	615	467	148
All other managers						
Group VII Clerical and related						
Supervisors of clerks	195,000	23,329	99,839	58,887	15,329	43,558
Clerks	2,378	289	772	256	135	121
Retail shop cashiers	151,071	12,214	55,062	31,918	7,945	23,973
Retail shop check-out and cash and wrap operators	2,023	722	2,535	1,447	207	1,240
Receptionists	1,086	364	1,962	1,228	47	508
Supervisors of typists, etc	7,215	639	3,132	1,592	101	1,491
Personal secretaries, shorthand writers and shorthand typists	209	45	201	24	24	—
Other typists	8,797	2,987	9,876	3,923	42	3,881
Supervisors of office machine operators	8,045	2,095	9,283	4,810	85	4,725
Office machine operators	166	24	64	16	5	11
Supervisors of telephonists, radio and telegraph operators	4,338	936	2,823	1,285	219	1,066
Telephonists	160	15	43	19	8	11
Radio and telegraph operators	6,495	657	3,902	2,149	90	2,059
Supervisors of postmen, mail sorters and messengers	966	123	481	229	59	170
Postmen, mail sorters and messengers	14	5	11	6	3	3
Other sales representatives and agents	2,037	2,214	9,692	9,985	6,383	3,602
Group VIII Selling						
Sales supervisors	72,771	12,089	35,021	20,438	7,273	13,365
Salesmen, sales assistants, shop assistants and shelf fillers	1,040	475	977	394	179	215
Petrol pump/forecourt attendants	54,373	5,970	24,258	15,093	3,443	11,650
Roundsmen and van salesmen	1,291	322	2,104	1,253	779	474
Technical sales representatives	1,555	576	1,622	1,080	1,014	66
Sales representatives (wholesale goods)	2,607	788	734	230	223	7
Other sales representatives and agents	7,369	899	1,424	674	565	109
Other sales representatives and agents	4,536	3,059	3,902	1,914	1,070	844
Group IX Security and protective service						
Non-commissioned officers and other ranks (Armed Forces) not identified elsewhere	5,649	3,443	5,463	3,177	2,977	200
Supervisors (police sergeants, fire fighting and related)	13	76	34	44	43	1
Policemen (below sergeant)	251	41	42	27	26	1
Firemen	89	657	292	49	40	9
Prison officers below principal officer	201	121	218	149	139	10
Security officers and detectives	36	74	24	19	14	5
Security guards, patrolmen	4,126	1,709	3,318	2,018	1,934	84
Traffic wardens	530	491	891	508	499	9
All other in security and protective service	30	33	48	23	17	6
Other in security and protective service	373	241	596	340	276	64
Group X Catering, cleaning, hairdressing and other personal service						
Catering supervisors	82,036	24,241	107,979	64,469	28,053	36,416
Chefs, cooks	3,809	1,173	2,467	861	522	339
Waiters, waitresses	7,101	3,002	7,705	3,425	1,952	1,473
Barmen, barmaids	5,797	2,236	7,236	3,917	992	2,925
Counter hands/assistants	6,488	2,142	8,640	4,577	2,115	2,462
Kitchen porters/hands	6,310	1,447	10,142	6,505	612	5,893
Supervisors—housekeeping and related	8,287	1,574	18,231	14,387	10,825	3,562
Domestic	683	232	473	126	63	63
Home and domestic helpers, maids	470	453	557	174	162	12
School helpers and school supervisory assistants	13,455	2,260	8,861	4,619	281	4,338
Travel stewards and attendants	253	134	366	140	17	123
Ambulancemen	1,117	34	292	146	84	62
Hospital/ward orderlies	59	35	73	31	27	4
Hospital porters	3,141	671	2,285	1,302	225	1,077
Hotel porters	727	215	826	436	429	7
Supervisors/foremen—caretaking, cleaning and related	1,439	348	1,541	753	737	16
Caretakers	143	158	405	94	53	41
Road sweepers (manual)	1,340	511	1,500	663	615	103
Other cleaners	106	107	534	419	316	48
Railway stationmen	12,084	3,626	23,525	14,923	4,730	10,193
Lift and car park attendants	71	57	507	258	232	26
Garment pressers	246	80	371	219	205	14
Hairdressing supervisors	1,032	432	1,320	590	212	378
Hairdressers (men), barbers	41	11	20	3	2	1
Hairdressers (ladies)	500	132	1,54	51	25	26
All other in catering, cleaning, hairdressing and other personal service	2,224	980	1,338	529	48	481
	5,113	2,191	8,610	5,321	2,722	2,599

Table 2 (continued)

Key occupation	Vacancies cancelled December 3, 1977 to March 3, 1978	Notified vacancies remaining unfilled at March 3, 1978	Unemployed at March 9, 1978		
			Total	Males	Females
Group V Professional—(continued)					
Ships' masters, deck officers and pilots	5	11	190	189	1
Ships' engineer officers	3	4	139	139	—
Ships' radio officers	—	—	88	88	—
All other professional and related in science, engineering and other technologies and similar fields	69	70	280	262	18
Group VI Managerial (excluding general management)					
Production managers, works managers, works foremen	2,863	3,406	26,528	24,079	2,449
Engineering maintenance managers	265	422	2,551	2,515	36
Site and other managers, agents and clerks of works, general foremen (Building and Civil Engineering)	129	181	1,274	1,263	11
Managers—underground mining and public utilities	106	177	2,882	2,879	3
Transport managers—air, sea, rail, road, harbour	5	4	126	126	—
Managers—warehousing and materials handling	75	95	1,156	1,138	18
Office managers—National Government	123	148	1,289	1,268	21
Office managers—Local Government	322	344	3,795	3,437	358
Other office managers	54	48	319	307	12
Managers—wholesale distribution	165	200	1,133	928	205
Managers—department store, variety chain store, supermarket and departmental managers	232	308	1,560	1,319	241
Branch managers of shops other than above	95	104	706	598	108
Managers of independent shops	68	61	837	706	131
Hotel and residential club managers	61	55	890	824	66
Publicans	283	239	2,042	1,624	418
Catering and non-residential club managers	58	57	675	584	91
Entertainment and sports managers	2	2	320	306	14
Farm managers	1	—	7	5	—
Officers (Armed Forces) not identified elsewhere	—	—	—	—	—
Police officers (inspectors and above)	3	1	6	6	—
Prison officers (chief officers and above)	2	2	5	3	1
Fire service officers	41	—	41	41	—
All other managers	814	951	4,915	4,202	713
Group VII Clerical and related					
Supervisors of clerks	34,861	29,420	188,810	81,333	107,477
Clerks	464	341	2,300	1,996	304
Retail shop cashiers	19,161	16,197	146,492	74,681	71,811
Retail shop check-out and cash and wrap operators	1,023	787	2,056	1,35	1,921
Receptionists	590	508	1,173	22	1,151
Supervisors of typists, etc	1,277	902	7,559	553	7,006
Personal secretaries, shorthand writers and shorthand typists	124	98	192	50	142
Other typists	4,722	4,218	7,848	67	7,781
Supervisors of office machine operators	3,417	3,151	7,535	104	7,431
Office machine operators	43	29	104	26	78
Supervisors of telephonists, radio and telegraph operators	1,333	1,141	4,140	785	3,355
Telephonists	23	16	151	73	78
Radio and telegraph operators	1,400	1,010	6,415	521	5,894
Supervisors of postmen, mail sorters and messengers	187	188	896	490	406
Postmen, mail sorters and messengers	5	5	16	15	1
Other sales representatives and agents	1,092	829	1,933	1,815	118
Group VIII Selling					
Sales supervisors	12,954	13,518	74,595	24,947	49,648
Salesmen, sales assistants, shop assistants and shelf fillers	462	596	1,107	655	452
Petrol pump/forecourt attendants	8,160	6,975	56,647	9,992	46,655
Roundsmen and van salesmen	982	445	1,032	351	681
Technical sales representatives	415	449	1,598	1,436	162
Sales representatives (wholesale goods)	517	775	2,557	2,481	76
Other sales representatives and agents	663	986	7,476	6,847	629
Other sales representatives and agents	1,755	3,292	4,178	3,185	993
Group IX Security and protective service					
Non-commissioned officers and other ranks (Armed Forces) not identified elsewhere	2,005	3,724	5,637	5,457	180
Supervisors (police sergeants, fire fighting and related)	5	61	20	17	3
Policemen (below sergeant)	16	40	257	247	10
Firemen	60	840	79	51	28
Prison officers below principal officer	50	140	230	228	2
Security officers and detectives	25	54	32	23	9
Security guards, patrolmen	1,310	1,699	4,106	4,009	97
Traffic wardens	307	567	514	510	4
All other in security and protective service	10	48	23	14	9
Other in security and protective service	222	275	376	358	18
Group X Catering, cleaning, hairdressing and other personal service					
Catering supervisors	35,407	32,344	81,695	31,007	50,688
Chefs, cooks	1,310	1,469	3,867	2,745	1,122
Waiters, waitresses	3,335	3,947	7,274	4,826	2,448
Barmen, barmaids	2,763	2,792	5,792	2,002	3,790
Counter hands/assistants	3,650	2,555	6,457	3,758	2,699
Kitchen porters/hands	2,889	2,195	6,524	3,81	6,143
Supervisors—housekeeping and related	3,232	2,196	8,064	4,708	3,356
Domestic	306	273	633	37	261
Home and domestic helpers, maids	333	503	460	—	451
School helpers and school supervisory assistants	3,042	3,460	12,890	237	12,653
Travel stewards and attendants	214	146	309	30	279
Ambulancemen	107	73	838	579	259
Hospital/ward orderlies	32	45	73	61	12
Hospital porters	868	786	3,145	518	2,627
Hotel porters	366	239	751	743	8
Supervisors/foremen—caretaking, cleaning and related	675	461	1,512		

Table 2 (continued) Occupational analysis of unemployed adults and of notified vacancies and placings:* Great Britain: December, 1977 to March, 1978

Key occupation	Unemployed at December 8, 1977	Notified vacancies remaining unfilled at December 2, 1977	Vacancies notified December 3, 1977 to March 3, 1978	Placings December 3, 1977 to March 3, 1978		
				Total	Males	Females
Group XI Farming, fishing and related	17,734	1,295	7,215	5,098	3,221	1,877
Foremen—farming, horticulture, forestry	198	61	160	65	64	1
General farm workers	4,296	98	405	273	240	33
Dairy cowmen	294	20	68	28	26	2
Pig and poultry men	362	41	166	90	78	12
Other stockmen	1,554	33	178	106	101	5
Horticultural workers	804	86	364	227	172	55
Domestic gardeners (private gardens)	1,651	287	636	325	309	16
Non-domestic gardeners and groundsmen	2,453	257	1,046	552	531	21
Agricultural machinery drivers/operators	466	60	234	123	123	—
Forestry workers	375	48	214	178	174	4
Supervisors/mates—fishing	244	—	48	47	47	—
Fishermen	1,271	3	607	594	594	—
All other in farming and related	3,766	301	3,089	2,490	762	1,728
Group XII Materials processing (excluding metal) (hides, textiles, chemicals, food, drink and tobacco, wood, paper and board, rubber and plastics)	10,330	2,840	10,425	6,715	5,344	1,371
Foremen—tannery production workers	14	—	1	—	—	—
Tannery production workers	62	19	101	72	61	11
Foremen—textile processing	176	53	76	32	29	3
Preparatory fibre processors	543	78	452	282	242	40
Spinners, doublers/twisters	847	86	486	333	218	115
Winders, reelers	633	75	467	305	93	212
Warp preparers	120	36	138	81	55	26
Weavers	485	125	358	244	152	92
Knitters	321	204	297	194	114	80
Bleachers, dyers, finishers	317	55	271	190	174	16
Burlers, menders, darners	145	46	126	61	4	57
Foremen—chemical processing	47	6	12	5	—	—
Chemical, gas and petroleum process plant operators	471	138	679	542	533	9
Foremen—food and drink processing	113	36	87	21	20	1
Bread bakers (hand)	791	273	557	379	324	55
Flour confectioners	177	74	150	82	60	22
Butchers, meat cutters	2,962	912	2,565	1,457	1,306	151
Foremen—paper and board making	9	1	1	—	—	—
Beatermen, refinemen (paper and board making)	1	1	2	1	1	—
Machinemen, dryer men, calendermen, reelers (paper and board making)	14	8	18	14	14	—
Foremen—processing—glass, ceramics, rubber, plastics, etc	31	12	27	16	16	—
Glass and ceramic furnacemen and kilnmen	23	10	51	34	32	2
Kiln setting	4	—	7	4	—	—
Masticating millmen (rubber and plastics)	4	—	9	10	—	—
Rubber mixers and compounders	6	1	26	20	—	—
Calender and extruding machine operators (rubber and plastics)	80	48	164	123	118	5
Man-made fibre makers	8	3	20	20	19	1
Sewage plant attendants	7	—	29	18	—	—
All other in processing materials (other than metal)	1,918	508	3,248	2,174	1,701	473
Group XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	37,535	10,609	29,141	18,046	12,292	5,754
Foremen—glass working	9	3	—	—	—	—
Glass formers and shapers	161	143	217	166	122	44
Glass finishers and decorators	42	11	49	23	21	2
Foremen—clay and stone working	19	2	9	1	—	—
Casters and other pottery makers	72	29	135	66	45	21
Cutters, shapers and polishers (stone)	119	28	55	25	—	—
Foremen—printing	60	18	27	6	15	—
Compositors	757	130	182	65	50	—
Electrotypers, stereotypers	87	—	4	—	—	—
Other printing plate and cylinder preparers	220	22	51	18	13	5
Printing machine minders (letterpress)	330	49	71	17	11	6
Printing machine minders (lithography)	307	94	140	48	40	8
Printing machine minders (photogravure)	14	4	10	6	5	1
Printing machine assistants (letterpress, lithography, photogravure)	152	17	28	11	10	1
Screen and block printers	482	92	245	140	111	29
Foremen—bookbinding	4	3	2	—	—	—
Foremen—paper products making	11	—	1	—	—	—
Bookbinders and finishers	483	70	243	149	49	100
Cutting and slitting machine operators (paper and paper products making)	143	38	143	73	66	7
Foremen—textile materials working	130	84	95	41	4	37
Bespoke tailors and tailoresses	441	139	169	55	24	31
Dressmakers	150	39	44	13	2	11
Coach trimmers	67	58	42	26	24	2
Upholsterers, mattress makers	527	179	203	110	105	5
Milliners	10	12	11	5	2	3
Furriers	29	28	38	9	6	3
Clothing cutters and markers (measure)	194	15	56	12	10	2
Other clothing cutters and markers	549	222	401	189	122	67
Hand sewers and embroiderers	279	229	349	143	7	136
Linkers	59	65	145	105	2	103
Sewing machinists (textile materials)	6,464	3,640	6,984	4,087	169	3,918
Foremen—leather and leather substitutes working	32	13	26	4	—	—
Boot and shoe makers (bespoke) and repairers	168	76	112	58	46	16
Leather and leather substitutes—cutters	134	29	113	49	43	6
Footwear lasters	82	15	65	42	28	14
Leather and leather substitutes—sewers	218	155	332	149	18	131
Footwear finishers	58	8	42	16	16	13
Foremen—woodworking	439	82	243	125	125	—
Carpenters and joiners (construction sites and maintenance)	13,399	1,661	7,685	5,382	5,375	7
Carpenters and joiners (ship and stage)	539	71	756	682	682	—
Carpenters and joiners (others)	1,058	296	762	430	429	1
Cabinet makers	729	212	496	264	264	—
Case and box makers	124	28	152	99	97	—
Wood sawyers and veneer cutters	198	64	255	161	161	—
Woodworking machinists (setters and setter operators)	516	332	332	213	209	4
Other woodworking machinists (operators and minders)	397	205	551	296	275	21
Patternmakers (moulds)	156	142	103	29	27	2
Labourers and mates to woodworking craftsmen	249	14	107	79	77	2
Foremen—rubber and plastics working	53	41	59	17	16	1
Tyre builders	16	1	21	20	17	3

Table 2 (continued)

Key occupation	Vacancies cancelled December 3, 1977 to March 3, 1978	Notified vacancies remaining unfilled at March 3, 1978	Unemployed at March 9, 1978		
			Total	Males	Females
Group XI, farming, fishing and related	1,480	1,932	18,059	15,499	2,560
Foremen—farming, horticulture, forestry	49	107	165	159	6
General farm workers	129	101	4,836	4,117	719
Dairy cowmen	34	26	248	221	27
Pig and poultry men	57	50	370	328	42
Other stockmen	91	48	1,463	1,322	141
Horticultural workers	57	132	761	522	239
Domestic gardeners (private gardens)	249	349	1,627	1,576	51
Non-domestic gardeners and groundsmen	303	448	2,518	2,447	71
Agricultural machinery drivers/operators	87	84	523	523	—
Forestry workers	32	52	403	399	4
Supervisors/mates—fishing	—	1	229	225	4
Fishermen	3	13	1,138	1,136	2
All other in farming and related	379	521	3,778	2,524	1,254
Group XII Materials processing (excluding metal) (hides, textiles, chemicals, food, drink and tobacco, wood, paper and board, rubber and plastics)	3,439	3,111	10,475	8,729	1,746
Foremen—tannery production workers	1	—	9	5	4
Tannery production workers	26	22	78	67	11
Foremen—textile processing	55	42	171	159	12
Preparatory fibre processors	155	93	493	419	74
Spinners, doublers/twisters	149	90	908	703	205
Winders, reelers	142	95	644	449	195
Warp preparers	50	43	99	67	32
Weavers	118	121	452	317	135
Knitters	158	149	358	298	60
Bleachers, dyers, finishers	85	51	315	285	30
Burlers, menders, darners	35	76	168	105	158
Foremen—chemical processing	4	9	47	47	—
Chemical, gas and petroleum process plant operators	139	136	494	486	8
Foremen—food and drink processing	41	61	116	107	9
Bread bakers (hand)	202	249	735	627	92
Flour confectioners	65	77	169	87	82
Butchers, meat cutters	1,042	978	3,004	2,937	67
Foremen—paper and board making	1	—	10	10	—
Beatermen, refinemen (paper and board making)	—	1	2	2	—
Machinemen, dryer men, calendermen, reelers (paper and board making)	4	8	21	20	1
Foremen—processing—glass, ceramics, rubber, plastics, etc	14	9	33	31	2
Glass and ceramic furnacemen and kilnmen	23	4	24	24	—
Kiln setting	1	2	10	10	—
Masticating millmen (rubber and plastics)	1	—	3	3	—
Rubber mixers and compounders	4	3	5	5	—
Calender and extruding machine operators (rubber and plastics)	43	46	89	89	—
Man-made fibre makers	3	—	7	6	1
Sewage plant attendants	849	733	1,912	1,598	314
All other in processing materials (other than metal)	—	—	—	—	—
Group XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	9,081	12,623	39,192	30,114	9,078
Foremen—glass working	1	3	16	16	—
Glass formers and shapers	87	107	169	151	18
Glass finishers and decorators	23	14	35	28	7
Foremen—clay and stone working	3	7	14	12	2
Casters and other pottery makers	67	31	74	56	18
Cutters, shapers and polishers (stone)	24	34	120	120	—
Foremen—printing	18	21	73	67	6
Compositors	108	139	795	721	74
Electrotypers, stereotypers	2	1	95	93	2
Other printing plate and cylinder preparers	27	28	197	160	37
Printing machine minders (letterpress)	28	75	287	265	22
Printing machine minders (lithography)	68	118	295	254	41
Printing machine minders (photogravure)	12	1	10	9	1
Printing machine assistants (letterpress, lithography, photogravure)	17	22	148	131	17
Screen and block printers	101	96	467	410	57
Foremen—bookbinding	2	3	8	6	2
Foremen—paper products making	1	—	8	8	—
Bookbinders and finishers	77	87	514	160	354
Cutting and slitting machine operators (paper and paper products making)	49	59	132	118	14
Foremen—textile materials working	60	78	166	64	102
Bespoke tailors and tailoresses	103	150	428	307	121
Dressmakers	33	37	141	12	129
Coach trimmers	41	33	81	70	11
Upholsterers, mattress makers	105	167	532	494	38
Milliners	5	13	10	5	5
Furriers	20	34	34	31	3
Clothing cutters and markers (measure)	204	39	208	169	39
Other clothing cutters and markers	168	230	584	435	149
Hand sewers and embroiderers	34	267	260	21	239
Linkers	2,019	71	100	5	95
Sewing machinists (textile materials)	13	22	37	313	6,259
Foremen—leather and leather substitutes working	52	37	120	17	—
Boot and shoe makers (bespoke) and repairers	35	88	190	20	17
Leather and leather substitutes—cutters	21	48	149	131	18
Footwear lasters	100	17	74	61	13
Leather and leather substitutes—sewers</					

Table 2 (continued) Occupational analysis of unemployed adults and of notified vacancies and placings:* Great Britain: December, 1977 to March, 1978

Key occupation	Unemployed at December 8, 1977	Notified vacancies remaining unfilled at December 2, 1977	Vacancies notified December 3, 1977 to March 3, 1978	Placings December 3, 1977 to March 3, 1978		
				Total	Males	Females
Group XIII Making and repairing—(continued)						
Moulding machine operators/attendants (rubber and plastics)	486	122	839	601	534	67
Dental mechanics	119	33	22	9	7	2
All other in making and repairing (excluding metal and electrical)	5,994	1,695	5,916	3,698	2,788	910
Group XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and ship-building)						
Foremen—metal making and treating	94	42	38	3	3	—
Blast furnacemen	12	1	3	1	1	—
Furnacemen (steel smelting)	70	4	24	8	8	—
Other furnacemen (metal)	241	38	136	94	92	2
Roller men (steel)	27	11	7	4	4	—
Metal drawers	61	7	49	27	27	—
Moulders and moulder/coremakers	353	145	162	81	74	7
Machine moulders, shell moulders and machine coremakers	201	41	128	69	63	6
Die casters	152	30	135	94	94	—
Smiths, forgemen	304	75	135	63	63	—
Electroplaters	271	59	82	55	51	4
Annealers, hardeners, temperers (metal)	93	20	104	55	55	—
Foremen—engineering machining	218	110	143	35	35	—
Press and machine tool setters	670	615	818	327	290	37
Roll turners, roll grinders	48	34	70	27	26	1
Other centre lathe turners	1,300	1,140	1,518	728	725	3
Machine tool setter operators	3,531	3,849	4,105	1,977	1,949	28
Machine tool operators (not setting-up)	5,473	1,097	3,881	2,521	2,174	347
Press and stamping machine operators	1,874	297	1,460	985	621	364
Automatic machine attendants/minders	396	128	304	233	209	24
Metal polishers	485	153	347	188	178	10
Fettlers/dressers	256	79	297	179	273	6
Foremen—production fitting (metal)	131	34	50	16	16	—
Toolmakers, tool fitters, markers-out	1,178	989	985	460	460	—
Precision instrument makers	276	229	155	88	80	8
Metal working production fitters (fine limits)	2,521	904	1,263	733	721	12
Metal working production fitter-machinists (fine limits)	429	167	218	116	116	—
Other metal working production fitters (not to fine limits)	642	196	499	301	300	1
Foremen—installation and maintenance—machines and instruments	449	132	246	72	71	1
Machinery erectors and installers	830	57	308	185	185	—
Maintenance fitters (non-electrical) plant and industrial machinery	7,470	2,920	4,950	2,401	2,391	10
Knitting machine mechanics (industrial)	73	30	36	27	26	1
Motor vehicle mechanics (skilled)	7,969	3,393	6,144	2,957	2,937	15
Other motor vehicle mechanics	117	26	98	54	54	—
Maintenance and service fitters (aircraft engines)	169	97	53	37	37	—
Watch and clock repairers	128	12	8	8	8	—
Instrument mechanics	254	304	263	84	82	2
Office machinery mechanics	293	124	59	59	59	—
Foremen—production fitting and wiring (electrical/electronic)	74	29	37	12	12	—
Production fitters (electrical/electronic)	1,069	268	495	221	215	6
Production electricians	358	116	214	124	117	7
Foremen—installation and maintenance—electrical/electronic	357	61	74	21	20	1
Electricians (installation and maintenance) plant and machinery	4,322	1,551	2,986	1,522	1,517	5
Electricians (installation and maintenance) premises and ships	5,055	1,094	3,212	2,016	2,009	7
Telephone fitters	384	64	126	55	55	—
Radio, TV and other electronic maintenance fitters and mechanics	2,938	757	1,055	424	421	3
Cable jointers and linesman	246	31	155	69	68	—
Foremen/supervisors—metal working—pipes, sheets, structures	542	116	134	39	39	—
Plumbers, pipe fitters	6,062	1,245	3,343	2,037	2,035	2
Heating and ventilating engineering fitters	1,002	348	530	276	276	—
Gas fitters	599	122	52	52	52	—
Sheet metal workers	2,414	1,609	2,358	1,164	1,153	11
Platers and metal shipwrights	1,824	540	1,067	696	694	2
Caulker burners, riveters and drillers (constructional metal)	444	25	104	102	102	—
General steelworkers (shipbuilding and repair)	47	13	9	9	9	—
Steel erectors	2,991	62	316	225	225	—
Scaffolders, staggers	2,487	119	629	372	372	—
Steel benders, bar benders and fixers	1,666	71	153	102	102	—
Welders (skilled)	8,602	980	3,710	2,533	2,533	7
Other welders	425	115	297	170	154	16
Foremen—other processing, making and repairing (metal and electrical)	17	8	5	1	1	—
Goldsmiths, silversmiths and precious stone workers	257	62	94	48	28	20
Engravers and etchers (printing)	85	16	18	6	6	—
Coach and vehicle body builders/makers	448	326	252	127	127	—
Aircraft finishers	4	3	1	1	1	—
Maintenance and installation fitters (mechanical and electrical)	211	104	180	54	54	—
Setter operators of woodworking and metal working machines	9	14	16	15	15	—
All other processing, making and repairing (metal and electrical)	15,737	2,627	9,705	6,755	6,434	321
Group XV Painting, repetitive assembling, product inspecting, packaging and related						
Foremen—painting and similar coating	304	44	126	76	76	—
Painters and decorators	16,961	1,177	5,524	4,095	4,085	10
Pottery decorators	259	48	169	89	62	27
Coach painters	1,944	477	1,221	751	739	12
Other spray painters	181	62	76	27	26	1
French polishers	111	55	84	43	32	11
Foremen—product assembling (repetitive)	4,626	901	4,638	3,587	1,964	1,623
Repetitive assemblers (metal and electrical goods)	117	49	52	20	20	—
Foremen—product inspection	1,809	949	1,311	621	585	36
Inspectors and testers (skilled) (metal and electrical engineering)	699	270	677	355	255	100
Viewers (metal and electrical engineering)	69	40	85	40	25	15
Foremen—packaging	7,506	915	7,912	5,662	2,122	3,540
Packers, bottlers, canners, fillers	4,121	1,567	6,085	4,118	2,216	1,902
All other in painting, repetitive assembling, product inspecting, packaging and related	74,798	5,845	27,742	20,073	20,033	40
Group XVI Construction, mining and related not identified elsewhere						
Foremen—building and civil engineering not identified elsewhere	1,807	168	610	362	360	2
Bricklayers	9,315	1,006	5,080	3,255	3,254	1
Fixer/walling masons	286	45	122	88	88	—
Plasterers	4,172	327	1,318	911	911	—
Floor and wall tilers, terrazzo workers	671	50	98	59	58	1

Table 2 (continued)

Key occupation	Vacancies cancelled December 3, 1977 to March 3, 1978	Notified vacancies remaining unfilled at March 3, 1978	Unemployed at March 9, 1978		
			Total	Males	Females
Group XIII Making and Repairing—(continued)					
Moulding machine operators/attendants (rubber and plastics)	185	175	520	480	40
Dental mechanics	20	26	137	135	2
All other in making and repairing (excluding metal and electrical)	1,929	1,984	6,297	5,374	923
Group XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and ship-building)					
Foremen—metal making and treating	21,973	34,377	99,490	97,271	2,219
Blast furnacemen	28	49	89	88	1
Furnacemen (steel smelting)	3	—	7	7	—
Other furnacemen (metal)	1	19	78	78	—
Roller men (steel)	52	28	197	196	1
Metal drawers	3	17	35	35	—
Moulders and moulder/coremakers	12	138	471	458	13
Machine moulders, shell moulders and machine coremakers	88	42	375	342	33
Die casters	58	33	140	139	1
Smiths, forgemen	53	94	304	304	—
Electroplaters	28	58	267	266	1
Annealers, hardeners, temperers (metal)	39	30	94	93	1
Foremen—engineering machining	87	131	208	208	—
Press and machine tool setters	434	672	677	675	2
Roll turners, roll grinders	43	34	64	63	1
Other centre lathe turners	669	1,261	1,287	1,282	5
Machine tool setter operators	2,076	3,901	3,556	3,529	27
Machine tool operators (not setting-up)	1,276	1,181	5,542	4,942	600
Press and stamping machine operators	437	335	1,868	1,079	789
Automatic machine attendants/minders	102	102	332	286	46
Metal polishers	154	153	456	425	31
Fettlers/dressers	104	252	244	244	—
Foremen—production fitting (metal)	29	39	148	148	—
Toolmakers, tool fitters, markers-out	532	1,171	999	997	2
Precision instrument makers	95	201	246	241	5
Metal working production fitters (fine limits)	571	863	2,430	2,426	4
Metal working production fitter-machinists (fine limits)	116	153	381	381	—
Other metal working production fitters (not to fine limits)	152	242	605	602	3
Foremen—installation and maintenance—machines and instruments	152	154	464	464	—
Machinery erectors and installers	58	122	871	871	—
Maintenance fitters (non-electrical) plant and industrial machinery	1,922	3,547	7,317	7,307	10
Knitting machine mechanics (industrial)	19	20	75	75	—
Motor vehicle mechanics (skilled)	2,328	4,257	7,899	7,868	31
Other motor vehicle mechanics	32	38	124	123	1
Maintenance and service fitters (aircraft engines)	36	77	187	187	—
Watch and clock repairers	8	20	136	133	3
Instrument mechanics	126	357	271	271	—
Office machinery mechanics	74	98	215	215	—
Foremen—production fitting and wiring (electrical/electronic)	20	34	72	66	6
Production fitters (electrical/electronic)	192	350	1,089	1,085	4
Production electricians	105	101	353	329	24
Foremen—installation and maintenance—electrical/electronic	62	52	348	348	—
Electricians (installation and maintenance) plant and machinery	1,173	1,842	4,279	4,271	8
Electricians (installation and maintenance) premises and ships	979	1,311	4,780	4,780	—
Telephone fitters	519	58	375	372	3
Radio, TV and other electronic maintenance fitters and mechanics	40	77	2,882	2,875	7
Cable jointers and linesman	85	126	259	259	—
Foremen/supervisors—metal working—pipes, sheets, structures	1,097	1,454	6,196	6,190	6
Plumbers, pipe fitters	235	366	972	972	—
Heating and ventilating engineering fitters	51	91	533	533	—
Gas fitters	894	1,909	2,439	2,430	9
Sheet metal workers	278	633	1,727	1,727	—
Platers and metal shipwrights	13	14	443	442	1
Caulker burners, riveters and drillers (constructional metal)	5	1	34	34	—
General steelworkers (shipbuilding and repair)	86	67	2,961	2,960	1
Steel erectors	154	222	2,505	2,504	1
Scaffolders, staggers	51	71	1,795	1,795	—
Steel benders, bar benders and fixers	944	1,206	8,919	8,900	19
Welders (skilled)	124	118	440	390	50
Other welders	4	8	19	19	—
Foremen—other processing, making and repairing (metal and electrical)	32	76	258	227	31
Goldsmiths, silversmiths and precious stone workers	13	15	95	84	11
Engravers and etchers (printing)	137	314	404	404	—
Coach and vehicle body builders/makers	—	2	3	3	—
Aircraft finishers	66	164	215	215	—
Maintenance and installation fitters (mechanical and electrical)	7	8	10	10	—
Setter operators of woodworking and metal working machines	2,495	3,082	15,824	15,408	416
Group XV Painting, repetitive assembling, product inspecting, packaging and related					
Foremen—painting and similar coating	7,676	7,353	41,921	30,305	11,616
Painters and decorators	57	36	309	307	2
Pottery decorators	1,446	1,160	19,735	19,712	23
Coach painters	84	44	238	180	58
Other spray painters	487	460	2,054	2,037	17
French polishers	41	70	180	171	9
Foremen—product assembling (repetitive)	5	37	104	84	20
Repetitive assemblers (metal and electrical goods)	920	1,032	4,667	1,541	3,126

Table 2 (continued) Occupational analysis of unemployed adults and of notified vacancies and placings:* Great Britain: December, 1977 to March, 1978

Key occupation	Unemployed at December 8, 1977	Notified vacancies remaining unfilled at December 2, 1977	Vacancies notified December 3, 1977 to March 3, 1978	Placings December 3, 1977 to March 3, 1978		
				Total	Males	Females
Group XVI Construction—(continued)						
Roofers and slaters	2,471	292	667	393	392	1
Glaziers	533	118	266	152	151	1
Railway lengthmen	63	18	163	118	118	—
Asphalt and bitumen road surfacers	475	47	166	147	147	—
Other roadmen	923	122	484	303	301	2
Concrete erectors/assemblers	117	3	28	23	23	—
Concrete/levellers/screeders	470	36	151	116	116	—
General builders	1,906	206	715	428	427	1
Sewermen (maintenance)	64	22	94	48	48	—
Mains and service layers and pipe jointers (gas, water, drainage, oil)	1,038	89	292	202	202	—
Waste inspectors (water supply)	7	5	7	4	4	—
Craftsmen's mates and other builders' labourers not identified elsewhere	41,819	1,034	12,902	10,046	10,028	18
Civil engineering labourers	2,334	76	900	640	638	2
Foremen/deputies—coalmining	22	23	4	2	2	—
Face-trained coalmining workers	453	1,554	761	807	806	1
Tunnellers	236	—	6	6	6	—
All other in construction, mining, quarrying, well drilling and related, not identified elsewhere	5,613	604	2,908	1,963	1,953	10
Group XVII Transport operating, materials moving and storing and related	99,404	8,349	48,980	32,592	31,633	959
Foremen—ships, lighters and other vessels	70	—	16	12	11	1
Deck and engine-room hands (sea-going)	1,532	9	140	86	86	—
Bargemen, lightermen, boatmen, tugmen	170	6	41	16	16	—
Foremen—rail transport operating	7	—	65	38	37	1
Railway engine drivers, motormen	50	27	15	5	5	—
Secondmen (railways)	7	1	399	190	189	1
Railway guards	29	35	144	95	94	1
Railway signalmen and shunters	93	11	36	13	12	1
Foremen—road transport operating	47	5	47	37	35	2
Bus inspectors	2,082	599	1,295	735	726	9
Bus and coach drivers	18,153	1,946	10,051	6,688	6,666	22
Heavy goods drivers (over 3 tons unladen weight)	38,524	1,463	11,462	8,168	7,786	382
Other goods drivers	1,425	318	1,306	859	800	59
Other motor drivers	196	148	626	474	446	28
Bus conductors	1,000	74	675	508	504	4
Drivers' mates	73	1	7	3	3	—
Foremen—civil engineering plant operating	4,314	258	1,184	598	597	1
Mechanical plant drivers/operators (earth moving and civil engineering)	6	1	3	2	2	—
Foremen—materials handling equipment operating	2,846	87	588	405	404	1
Crane drivers/operators	4,810	194	1,815	1,292	1,288	4
Fork lift and other mechanical truck drivers/operators	661	117	378	168	168	—
Foremen—materials moving and storing	19,748	2,442	14,614	9,332	8,967	365
Storekeepers, warehousemen	139	3	85	76	75	1
Stevedores and dockers	195	15	102	69	68	1
Furniture removers	1,364	314	2,420	1,704	1,643	61
Warehouse, market and other goods porters	66	18	307	257	257	—
Refuse collectors/dustmen	1,769	199	1,159	762	748	14
All other in transport operating, materials moving and storing and related, not identified elsewhere	466,386	7,719	70,083	56,165	47,605	8,560
Group XVIII Miscellaneous	466,386	7,719	70,083	56,165	47,605	8,560
Foremen—miscellaneous	1,037	204	781	498	473	25
Electricity power plant operators and switchboard attendants	650	166	304	166	166	—
Turncocks (water supply)	1	3	4	4	4	—
General labourers	461,520	6,909	67,120	54,082	45,964	8,118
All other in miscellaneous occupations not identified elsewhere	3,178	437	1,874	1,415	998	417

* This table does not include unemployed persons, notified vacancies and placings at careers offices.

Table 2 (continued)

Vacancies cancelled December 3, 1977 to March 3, 1978	Notified vacancies remaining unfilled at March 3, 1978	Unemployed at March 9, 1978			Key occupation
		Total	Males	Females	
259	307	2,619	2,619	—	Group XVI Construction—(continued)
106	126	552	552	—	Roofers and slaters
13	50	91	91	—	Glaziers
33	33	481	481	—	Railway lengthmen
139	164	990	989	1	Asphalt and bitumen road surfacers
8	—	130	130	—	Other roadmen
38	33	497	496	1	Concrete erectors/assemblers
262	231	2,041	2,035	6	Concrete levellers/screeders
19	49	59	59	—	General builders
85	94	1,049	1,049	—	Sewermen (maintenance)
1	7	6	6	—	Mains and service layers and pipe jointers (gas, water, drainage, oil)
2,298	1,592	41,880	41,869	11	Waste inspectors (water supply)
142	194	2,539	2,538	1	Craftsmen's mates and other builders' labourers not identified elsewhere
1	24	53	53	—	Civil engineering labourers
83	1,425	232	231	1	Foremen/deputies—coalmining
—	—	226	226	—	Face-trained coalmining workers
746	803	6,172	6,136	36	Tunnellers
13,396	11,341	102,144	98,581	3,563	All other in construction, mining, quarrying, well drilling and related, not identified elsewhere
3	1	73	73	—	Group XVII Transport operating, materials moving and storing and related
25	38	1,217	1,208	9	Foremen—ships, lighters and other vessels
6	25	218	216	2	Deck and engine-room hands (sea-going)
—	7	7	7	—	Bargemen, lightermen, boatmen, tugmen
36	18	43	42	1	Foremen—rail transport operating
5	6	4	4	—	Railway engine drivers, motormen
99	168	29	28	1	Secondmen (railways)
31	53	50	50	—	Railway guards
17	17	133	129	4	Railway signalmen and shunters
13	2	72	63	9	Foremen—road transport operating
429	730	2,031	2,014	17	Bus inspectors
2,819	2,490	18,692	18,644	48	Bus and coach drivers
2,715	2,042	39,296	36,610	2,686	Heavy goods drivers (over 3 tons unladen weight)
377	388	1,635	1,500	135	Other goods drivers
77	223	192	119	73	Other motor drivers
154	87	1,054	1,047	7	Bus conductors
1	4	83	82	1	Drivers' mates
339	505	4,472	4,466	6	Foremen—civil engineering plant operating
2	11	10	10	—	Mechanical plant drivers/operators (earth moving and civil engineering)
136	134	2,985	2,975	10	Foremen—materials handling equipment operating
466	251	5,106	5,096	10	Crane drivers/operators
195	132	695	686	9	Fork lift and other mechanical truck drivers/operators
4,451	3,273	20,500	20,018	482	Foremen—materials moving and storing
5	7	158	157	1	Storekeepers, warehousemen
36	12	138	138	—	Stevedores and dockers
600	430	1,366	1,356	10	Furniture removers
39	29	112	111	1	Warehouse, market and other goods porters
320	276	1,772	1,732	40	Refuse collectors/dustmen
11,142	10,495	472,286	400,046	72,240	All other in transport operating, materials moving and storing and related, not identified elsewhere
198	289	2,746	2,676	70	Group XVIII Miscellaneous
142	162	729	692	37	Foremen—miscellaneous
—	3	4	4	—	Electricity power plant operators and switchboard attendants
10,341	9,606	465,537	394,500	71,037	Turncocks (water supply)
461	435	3,270	2,174	1,096	General labourers
—	—	—	—	—	All other in miscellaneous occupations not identified elsewhere

Unemployment and vacancies by occupation

Occupational analysis of unemployed persons and notified

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

559-569 of this *Gazette*, together with those for Northern Ireland and the United Kingdom. Table 1 provides a broad summary

Occupational analysis of unemployed people and notified unfilled vacancies at employment offices by region: March 1978

	South East				East Anglia				South West				
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	
	Males	Females	Total		Males	Females	Total		Males	Females	Total		Males	Females	Total
Table 1 Broad summary													
Managerial and professional	27,092	10,210	37,302	7,002	2,247	804	3,051	486	7,221	3,003	10,224	972	
Clerical and related*	29,332	26,794	56,126	13,872	3,072	2,677	5,749	777	10,221	8,999	19,220	1,640	
Other non-manual occupations†	8,830	8,625	17,455	7,146	926	1,259	2,185	441	2,871	4,079	6,950	882	
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	36,152	1,471	37,623	18,628	3,658	98	3,756	1,556	11,091	310	11,401	2,700	
General labourers	65,619	11,669	77,288	3,183	9,046	1,517	10,563	339	26,714	4,827	31,541	408	
Other manual occupations§	68,866	16,049	84,915	28,071	8,113	1,998	10,111	1,897	20,257	6,593	26,850	4,185	
Total: all occupations	235,891	74,818	310,709	77,902	27,062	8,353	35,415	5,496	78,375	27,811	106,186	10,787	

Table 2 Occupational groups

I Managerial (General management)	746	6	752	6	72	—	72	—	137	—	137	—
II Professional and related supporting management and administration	4,591	1,050	5,641	1,011	366	92	458	44	1,162	232	1,394	83
III Professional and related in education, welfare and health	3,320	5,116	8,436	2,216	328	501	829	211	938	2,047	2,985	482
IV Literary, artistic and sports	5,558	2,690	8,248	193	188	79	267	11	649	363	1,012	29
V Professional and related in science, engineering technology and similar fields	5,170	620	5,790	2,021	471	67	538	131	1,656	163	1,819	222
VI Managerial (excluding general management)	7,707	728	8,435	1,555	822	65	887	89	2,679	198	2,877	156
VII Clerical and related	30,561	26,866	57,427	14,412	3,100	2,681	5,781	789	10,301	9,006	19,307	1,655
VIII Selling	8,009	8,679	16,688	6,073	884	1,269	2,153	401	2,917	4,152	7,069	858
IX Security and protective services	1,619	59	1,678	1,906	154	4	158	90	319	15	334	141
X Catering, cleaning, hairdressing and other personal service	12,005	10,783	22,788	13,079	956	1,440	2,396	922	3,386	5,089	8,475	2,404
XI Farming, fishing and related	3,721	654	4,375	632	1,704	210	1,914	109	1,836	329	2,165	219
XII Materials processing (excluding metal) (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	1,378	92	1,470	833	143	5	148	89	445	48	493	179
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	8,743	1,515	10,258	6,000	839	111	950	359	2,143	309	2,452	579
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	19,478	329	19,807	13,420	1,983	12	1,995	1,153	6,223	64	6,287	2,075
XV Painting, repetitive assembling, product inspecting, packaging and related	10,430	2,710	13,140	3,768	854	180	1,034	202	2,256	452	2,708	370
XVI Construction, mining and related not identified elsewhere	20,934	37	20,971	1,961	2,053	—	2,053	197	6,189	5	6,194	439
XVII Transport operating, materials moving and storing and related	24,808	751	25,559	5,278	3,007	98	3,105	340	8,118	439	8,557	452
XVIII Miscellaneous	67,113	12,133	79,246	3,538	9,138	1,539	10,677	359	27,021	4,900	31,921	444
Total	235,891	74,818	310,709	77,902	27,062	8,353	35,415	5,496	78,375	27,811	106,186	10,787

* CODOT (and key list) group VII except postmen, mail sorters, messengers and their supervisors.
 † CODOT (and key list) groups VIII (Selling occupations) and IX (Security, protective service occupations) except petrol pump and forecourt attendants, roundsmen, van salesmen, security guards, patrolmen, coastguards and bailiffs, etc.
 ‡ Selected occupations in CODOT (and key list) groups XII to XVI and XVIII.
 § This group includes a wide range of manual occupations with varying degrees of skills.

and region in the United Kingdom

unfilled vacancies at employment offices by regions: March 1978

comparable with that for Great Britain on page 559 and Table 2 gives information for the separate occupational groups. The points made about the interpretation of the figures in the intro-

duction to the article on page 559 apply equally to these two tables.

	West Midlands				East Midlands				Yorkshire and Humberside				
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	
	Males	Females	Total		Males	Females	Total		Males	Females	Total		Males	Females	Total
Table 1 Broad summary													
Managerial and professional	5,758	2,251	8,009	1,012	3,094	1,440	4,534	936	5,238	2,371	7,609	1,011	
Clerical and related*	5,516	9,051	14,567	1,441	4,121	5,310	9,431	1,330	5,729	7,723	13,452	1,930	
Other non-manual occupations†	2,456	4,402	6,858	836	1,459	2,553	4,012	818	2,029	4,262	6,291	952	
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	13,675	947	14,622	4,018	7,505	871	8,376	4,718	11,773	889	12,662	3,786	
General labourers	32,133	5,299	37,432	460	27,664	4,745	32,409	552	40,706	6,135	46,841	604	
Other manual occupations§	26,048	9,112	35,160	3,994	13,158	4,060	17,218	3,502	19,342	6,274	25,616	4,648	
Total: all occupations	85,586	31,062	116,648	11,761	57,001	18,979	75,980	11,856	84,817	27,654	112,471	12,931	

Broad summary

I Managerial (General Management)	158	5	163	29	90	—	90	1	97	2	99	3
II Professional and related supporting management and administration	1,129	238	1,367	173	576	140	716	121	788	224	1,012	72
III Professional and related in education, welfare and health	733	1,391	2,124	245	435	925	1,360	294	797	1,542	2,339	503
IV Literary, artistic and sports	435	240	675	26	265	161	426	27	530	255	785	30
V Professional and related in science, engineering technology and similar fields	1,272	153	1,425	333	625	108	733	307	1,105	139	1,244	213
VI Managerial (excluding general management)	2,031	224	2,255	206	1,103	106	1,209	186	1,921	209	2,130	190
VII Clerical and related	5,562	9,057	14,619	1,462	4,155	5,310	9,465	1,373	5,791	7,724	13,515	1,957
VIII Selling	2,257	4,452	6,709	773	1,334	2,581	3,915	693	1,849	4,317	6,166	920
IX Security and protective services	427	13	440	168	245	8	253	205	344	11	355	153
X Catering, cleaning, hairdressing and other personal service	1,845	4,218	6,063	1,461	1,368	2,742	4,110	1,566	1,639	4,058	5,697	2,046
XI Farming, fishing and related	1,430	238	1,668	124	1,168	201	1,369	127	1,347	365	1,712	196
XII Materials processing (excluding metal) (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	567	110	677	145	580	60	640	330	1,918	506	2,424	387
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	2,219	769	2,988	673	1,357	904	2,261	1,416	2,075	750	2,825	707
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	12,058	1,380	13,438	3,773	4,865	68	4,933	2,485	7,982	94	8,076	2,792
XV Painting, repetitive assembling, product inspecting, packaging and related	3,633	2,618	6,251	541	1,433	674	2,107	386	1,934	1,036	2,970	445
XVI Construction, mining and related not identified elsewhere	7,288	3	7,291	360	4,089	4	4,093	1,122	5,871	5	5,876	784
XVII Transport operating, materials moving and storing and related	10,124	497	10,621	773	5,566	195	5,761	629	7,988	266	8,254	857
XVIII Miscellaneous	32,418	5,456	37,874	496	27,747	4,792	32,539	588	40,841	6,151	46,992	676
Total	85,586	31,062	116,648	11,761	57,001	18,979	75,980	11,856	84,817	27,654	112,471	12,931

Occupational groups

Table 1 Broad Summary	North West				North				Wales			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Males	Females	Total		Males	Females	Total		Males	Females	Total	
Managerial and professional	8,451	3,790	12,241	1,520	3,832	2,153	5,985	1,168	4,318	2,108	6,426	1,080
Clerical and related*	8,234	15,349	23,583	2,432	3,709	8,427	12,136	1,531	3,839	7,152	10,991	991
Other non-manual occupations†	3,645	6,791	10,436	1,416	1,372	5,073	6,445	822	1,391	4,272	5,663	658
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	21,148	1,487	22,635	3,915	15,433	854	16,287	2,618	9,584	403	9,987	1,871
General labourers	67,585	13,605	81,190	705	40,508	6,832	47,340	684	26,758	4,542	31,300	430
Other manual occupations§	33,354	9,896	43,250	4,896	16,079	5,596	21,675	3,321	13,693	3,575	17,268	3,371
Total : all occupations	142,417	50,918	193,335	14,884	80,933	28,935	109,868	10,144	59,583	22,052	81,635	8,401

Table 2 Occupational groups

I Managerial (General management)	145	3	148	2	76	4	80	1	90	4	94	4
II Professional and related supporting management and administration	1,506	352	1,858	265	643	186	829	90	748	204	952	176
III Professional and related in education, welfare and health	1,107	2,364	3,471	453	522	1,567	2,089	480	648	1,472	2,120	245
IV Literary, artistic and sports	782	505	1,287	55	265	134	399	35	289	150	439	106
V Professional and related in science, engineering technology and similar fields	1,883	236	2,119	421	991	118	1,109	417	943	145	1,088	284
VI Managerial (excluding general management)	3,028	330	3,358	324	1,335	144	1,479	145	1,600	133	1,733	265
VII Clerical and related	8,361	15,359	23,720	2,467	3,770	8,430	12,200	1,572	3,865	7,161	11,026	1,007
VIII Selling	3,093	6,977	10,070	1,304	1,081	5,143	6,224	634	1,335	4,301	5,636	569
IX Security and protective services	829	30	859	265	446	4	450	261	229	6	235	163
X Catering, cleaning, hairdressing and other personal service	3,833	6,395	10,228	2,420	1,244	4,635	5,879	1,732	1,126	2,997	4,123	2,344
XI Farming, fishing and related	945	133	1,078	167	531	86	617	77	705	116	821	78
XII Materials processing (excluding metal) (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	1,809	436	2,245	456	371	59	430	143	212	25	237	143
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	4,149	1,405	5,554	1,145	2,503	835	3,338	534	1,381	379	1,760	333
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	13,553	114	13,667	2,528	10,979	19	10,998	1,836	6,084	30	6,114	1,127
XV Painting, repetitive assembling, product inspecting, packaging and related	3,459	1,992	5,451	554	2,250	415	2,665	252	1,359	132	1,491	178
XVI Construction, mining and related not identified elsewhere	11,321	7	11,328	426	6,627	—	6,627	478	5,529	1	5,530	558
XVII Transport operating, materials moving and storing and related	13,003	423	13,426	842	6,557	302	6,859	694	6,336	214	6,550	337
XVIII Miscellaneous	69,611	13,857	83,468	790	40,742	6,854	47,596	763	27,104	4,582	31,686	484
Total	142,417	50,918	193,335	14,884	80,933	28,935	109,868	10,144	59,583	22,052	81,635	8,401

Scotland	Northern Ireland				United Kingdom							
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Males	Females	Total		Males	Females	Total		Males	Females	Total	
5,195	3,710	8,905	1,594	1,445	1,277	2,722	200	73,891	33,117	107,008	16,981	
5,730	15,876	21,606	2,642	1,616	5,305	6,921	234	81,119	112,663	193,782	28,820	
2,770	7,647	10,417	1,535	1,720	2,139	3,859	163	29,469	51,102	80,571	15,669	
21,406	2,228	23,634	4,436	9,051	1,039	10,090	609	160,476	10,597	171,073	48,855	
57,767	11,866	69,633	2,241	13,309	1,797	15,106	232	407,809	72,834	480,643	9,838	
28,657	11,010	39,667	7,563	14,232	4,466	18,698	491	261,799	78,629	340,428	65,939	
121,525	52,337	173,862	20,011	41,373	16,023	57,396	1,929	1,014,563	358,942	1,373,505	186,102	

Broad summary

Managerial and professional	16,981
Clerical and related*	28,820
Other non-manual occupations†	15,669
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	48,855
General labourers	9,838
Other manual occupations§	65,939
Total : All occupations	186,102

Occupational groups

I Managerial (General management)	51
II Professional and related supporting management and administration	2,207
III Professional and related in education, welfare and health	5,852
IV Literary, artistic and sports	588
V Professional and related in science, engineering technology and similar fields	4,803
VI Managerial (excluding general management)	3,480
VII Clerical and related	29,662
VIII Selling	13,614
IX Security and protective services	3,806
X Catering, cleaning, hairdressing and other personal service	32,547
XI Farming, fishing and related	1,958
XII Materials processing (excluding metal) (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	3,163
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	12,879
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	34,613
XV Painting, repetitive assembling, product inspecting, packaging and related	7,460
XVI Construction, mining and related not identified elsewhere	7,232
XVII Transport operating, materials moving and storing and related	11,432
XVIII Miscellaneous	10,755
Total	186,102

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

- The following points have a bearing on the interpretation of the table:
- (a) at any time some of the unemployed will be under submission to some of the unfilled vacancies;
 - (b) the vacancy statistics relate only to notified vacancies and are not a measure of total vacancies. The extent to which vacancies are notified to local employment offices varies for different occupations, for example, there are special arrangements for seamen;
 - (c) there may be wide variations between different parts of a region in the state of the labour market for particular occupations.
 - (d) care needs to be taken in comparing the analyses of the unemployed with those for vacancies, as the unemployed can frequently fill vacancies in an occupational group different from that under which they are registered. Some unemployed people may be suitable for a range of jobs including those where employers are flexible in their requirements. Vacancies, however, are usually notified for particular jobs and so are given precise classifications. Nevertheless, all unemployed registrants who could do these jobs are considered for them. Thus, a considerable number of the unemployed are registered as "general labourers", so as to indicate that they could undertake a variety of different kinds of unskilled work. They will however be considered for all suitable jobs notified, some of which may be in other occupations or offer the opportunity for acquiring limited skills.
- This table does not include unemployed persons and notified unfilled vacancies at careers offices.

Manpower in the local authorities

INFORMATION ABOUT the numbers of employees in local authorities at mid June each year was published annually in the *Gazette* up to June 1974. These figures had been collected and compiled by the Department of Employment since 1952 with the co-operation of local authorities in England, Scotland and Wales. From March 1975, local authorities in England and Wales, jointly with central

government, began a new quarterly series for the purposes of the joint manpower watch. In Scotland under a similar joint arrangement a new series began in March 1976.

The figures for the surveys are compiled by the Local Authorities' Conditions of Service Advisory Board (LAC-SAB) and the National Joint Council for Local Authority Services (Scottish Councils) on behalf of central govern-

Service	September 11, 1976			December 11, 1976			March 12, 1977 (f)		
	Full-time	Part-time	FT (e) equivalent	Full-time	Part-time	FT (e) equivalent	Full-time	Part-time	FT (e) equivalent
Education—Lecturers and teachers	498,740	102,452	524,295	501,017	146,549	531,422	500,701	148,839	531,059
—Others	206,753	462,038	405,163	207,404	472,048	410,456	207,472	472,017	410,543
Construction	130,425	527	130,653	129,407	523	129,632	127,957	473	128,162
Transport	20,690	328	20,831	20,341	321	20,480	20,133	329	20,275
Social Services	123,696	144,414	184,153	123,872	147,803	185,774	124,466	147,960	186,459
Public libraries and museums	24,345	14,549	31,448	24,206	14,496	31,301	24,027	14,509	31,122
Recreation parks and baths	67,132	16,550	74,186	61,922	14,850	68,258	61,190	14,856	67,540
Environmental health	20,218	2,061	21,091	19,912	1,989	20,754	19,832	1,992	20,675
Refuse collection and disposal	48,172	249	48,278	47,095	238	47,196	46,682	247	46,788
Housing	38,937	10,437	43,457	39,108	10,670	43,733	39,198	10,748	43,864
Town and country planning	20,554	583	20,853	20,785	572	21,077	20,519	588	20,817
Fire Service—Regular	30,907	—	30,907	30,772	—	30,772	30,808	—	30,808
—Others (b)	4,348	1,735	5,087	4,320	1,738	5,061	4,348	1,695	5,071
Miscellaneous services (c)	240,233	47,209	260,818	236,388	45,606	256,236	232,955	44,980	252,505
Total of above	1,475,150	803,132	1,801,220	1,466,549	857,403	1,802,152	1,460,288	859,233	1,795,688
Police service—Police (all ranks)	103,389	—	103,389	102,968	—	102,968	103,202	—	103,202
—Others (d)	38,576	7,503	41,805	38,796	7,579	42,055	38,027	7,430	41,219
Probation, magistrates' courts and agency staff	14,302	2,790	15,636	14,411	3,018	15,858	14,210	2,984	15,643
Total (including JCP)	1,631,417	813,425	1,962,050	1,622,724	868,000	1,963,033	1,615,727	868,647	1,955,752
Job Creation Programme (JCP)	5,677	13	5,682	7,549	85	7,584	8,155	9	8,159
Grand total (excluding JCP)	1,625,740	813,412	1,956,368	1,615,175	867,915	1,955,449	1,607,572	869,638	1,947,593

Service	September 11, 1976			December 11, 1976			March 12, 1977 (f)		
	Full-time	Part-time	FT (e) equivalent	Full-time	Part-time	FT (e) equivalent	Full-time	Part-time	FT (e) equivalent
Education—Lecturers and teachers	32,346	4,256	33,229	32,608	5,058	33,580	32,678	5,266	33,762
—Others	13,067	25,360	23,748	12,875	26,360	23,982	12,725	26,368	23,827
Construction	10,749	23	10,759	10,857	19	10,866	10,752	26	10,763
Transport	2,171	41	2,189	2,161	32	2,174	2,112	33	2,126
Social Services	7,579	8,337	11,041	7,514	8,491	11,035	7,494	8,630	11,076
Public libraries and museums	1,377	722	1,728	1,376	668	1,702	1,402	664	1,727
Recreation parks and baths	4,648	1,375	5,225	4,087	1,165	4,578	3,907	1,231	4,424
Environmental health	1,173	265	1,283	1,110	249	1,213	1,104	243	1,205
Refuse collection and disposal	2,419	13	2,424	2,379	7	2,382	2,356	22	2,365
Housing	1,634	372	1,806	1,664	370	1,834	1,621	412	1,811
Town and country planning	1,712	27	1,726	1,739	26	1,752	1,703	25	1,715
Fire Service—Regular	1,572	—	1,572	1,561	—	1,561	1,593	—	1,593
—Others (b)	312	105	356	317	116	367	309	111	355
Miscellaneous services (c)	20,000	3,544	21,497	19,823	3,546	21,319	19,747	3,508	21,226
Total of above	100,759	44,440	118,583	100,071	46,107	118,345	99,503	46,539	117,975
Police service—Police (all ranks)	6,230	—	6,230	6,165	—	6,165	6,145	—	6,145
—Others (d)	1,774	339	1,933	1,772	343	1,935	1,742	348	1,907
Probation, magistrates' courts and agency staff	850	133	911	867	147	933	868	144	932
Total (including JCP)	109,613	44,912	127,657	108,875	46,597	127,378	108,258	47,031	126,959
Job Creation Programme (JCP)	1,537	28	1,549	1,877	—	1,877	2,121	—	2,121
Grand total (excluding JCP)	108,076	44,884	126,108	106,998	46,597	125,501	106,137	47,031	124,838

Notes: (a) Source: Department of the Environment/Joint Manpower Watch surveys undertaken on behalf of central and local government by the Local Authorities' Conditions of Service Advisory Board. (b) Includes administrative, clerical and cleaning staff employed by the Fire Service. (c) Covers central services department (eg engineers and treasurers) and others not included in listed departments or services, school-crossing patrols, staff on special functions, trading services and agriculture and fisheries. (d) Includes civilian employees of police forces, traffic wardens and police cadets. (e) Based on the following factors to convert part-time employees to approximate full-time equivalents: Teachers and lecturers in further education, 0.11; Teachers in primary and secondary education and all other non-manual employees, 0.53; Manual employees, 0.4. (f) Provisional figures.

ment and the local authority associations. The quarterly results for England and Wales were published for the first time in the November 1976 issue of the *Gazette*. Provisional figures for December 1977 are published in this issue together with revised figures for December 1976 and September 1977. The survey results for the latest six quarters will continue to be published quarterly. The Scottish figures appeared for the first time in the August 1977 issue. The responsibilities of local authorities in Scotland differ in a number of respects from those in England and Wales, for

example in Scotland local authorities discharge responsibilities for water management which in England and Wales are the province of Regional Water Authorities.

Employees engaged by local authorities under the Government's Job Creation Programme (JCP) are now separately identified and excluded from the grand total.

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

Service	June 18, 1977 (f)			September 10, 1977 (f)			December 10, 1977 (f)		
	Full-time	Part-time	FT (e) equivalent	Full-time	Part-time	FT (e) equivalent	Full-time	Part-time	FT (e) equivalent
Education—Lecturers and teachers	500,052	131,828	528,538	500,701	99,100	524,325	500,997	146,838	529,872
—Others	205,277	470,134	407,536	202,844	460,756	400,787	202,636	467,235	403,821
Construction	125,680	505	125,897	125,491	514	125,712	125,377	498	125,593
Transport	20,201	345	20,350	20,357	350	20,508	19,938	335	20,084
Social Services	123,868	147,319	185,617	124,127	148,639	186,427	124,853	151,344	188,311
Public libraries and museums	23,882	14,471	30,957	24,210	14,532	31,308	24,048	14,615	31,196
Recreation, parks and baths	66,471	17,149	73,792	66,631	16,868	73,843	61,405	15,183	67,906
Environmental health	20,118	2,015	20,972	20,065	1,962	20,897	19,680	1,864	20,469
Refuse collection and disposal	47,073	261	47,185	47,442	278	47,560	46,643	271	46,759
Housing	38,883	10,883	43,603	39,154	10,983	43,918	39,355	11,186	44,207
Town and country planning	20,365	555	20,648	20,547	560	20,833	20,488	559	20,774
Fire Service—Regular	30,939	—	30,939	30,875	—	30,875	30,617	—	30,617
—Others (b)	4,250	1,746	4,993	4,245	1,806	5,012	4,181	1,823	4,955
Miscellaneous services (c)	231,903	45,269	251,568	231,078	45,203	250,740	228,774	44,691	248,218
Total of above	1,458,962	842,480	1,792,595	1,457,767	801,551	1,782,745	1,448,992	856,442	1,782,782
Police service—Police (all ranks)	103,226	—	103,226	103,265	—	103,265	102,719	—	102,719
—Others (d)	37,041	7,437	40,236	36,386	7,440	39,583	36,283	7,477	39,495
Probation, magistrates' courts and agency staff	14,135	3,120	15,636	14,414	3,306	16,010	14,355	3,264	15,923
Total (including JCP)	1,613,364	853,037	1,951,693	1,611,832	812,297	1,941,603	1,602,349	867,183	1,940,919
Job Creation Programme (JCP)	7,832	6	7,835	8,116	24	8,126	7,981	48	8,005
Grand total (excluding JCP)	1,605,532	853,031	1,943,858	1,603,716	812,273	1,933,477	1,594,368	867,135	1,932,914

Service	June 18, 1977 (f)			September 10, 1977 (f)			December 10, 1977 (f)		
	Full-time	Part-time	FT (e) equivalent	Full-time	Part-time	FT (e) equivalent	Full-time	Part-time	FT (e) equivalent
Education—Lecturers and teachers	32,669	4,680	33,689	32,792	2,351	33,516	33,150	4,789	34,142
—Others	12,619	25,595	23,384	12,526	25,495	23,247	12,567	26,350	23,665
Construction	10,763	29	10,776	10,748	34	10,763	10,726	32	10,740
Transport	2,112	36	2,128	2,089	38	2,105	2,085	32	2,098
Social Services	7,641	8,387	11,123	7,756	8,444	11,263	7,735	8,681	11,342
Public libraries and museums	1,362	669	1,689	1,354	671	1,682	1,349	663	1,674
Recreation, parks and baths	4,478	1,437	5,082	4,633	1,463	5,245	4,145	1,355	4,712
Environmental health	1,113	255	1,219	1,122	249	1,225	1,103	237	1,202
Refuse collection and disposal	2,411	6	2,413	2,461	3	2,462	2,397	12	2,402
Housing	1,637	416	1,828	1,686	398	1,868	1,632	418	1,822
Town and country planning	1,649	30	1,664	1,774	32	1,790	1,732	19	1,741
Fire Service—Regular	1,559	—	1,559	1,576	—	1,576	1,611	—	1,611
—Others (b)	306	113	353	299	113	346	296	114	343
Miscellaneous services (c)	19,757	3,521	21,243	19,758	3,573	21,263	19,682	3,604	21,200
Total of above	100,076	45,174	118,150	100,574	42,864	118,351	100,210	46,306	118,694
Police service—Police (all ranks)	6,112	—	6,112	6,103	—	6,103	6,081	—	6,081
—Others (d)	1,690	348	1,855	1,660	343	1,823	1,621	345	1,785
Probation, magistrates' courts and agency staff	868	138	931	872	137	934	883	140	946
Total (including JCP)	108,746	45,660	127,048	109,209	43,344	127,211	108,795	46,791	127,506
Job Creation Programme (JCP)	2,010	1	2,010	2,147	11	2,153	2,011	1	2,011
Grand total (excluding JCP)	106,736	45,659	125,038	107,062	43,333	125,058	106,		

Manpower in the local authorities

Service	September 11 1976			December 11 1976			March 12 1977		
	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent
Education—Lecturers and teachers (h)	61,153	4,754	63,007	61,532	6,000	63,872	61,776	5,402	63,883
—Others (i)	29,659	32,751	45,037	29,502	33,774	45,389	29,000	33,449	44,713
Construction	22,842	222	22,945	21,679	218	21,780	21,244	165	21,321
Transport	10,467	75	10,503	10,367	75	10,403	10,186	73	10,221
Social Services	15,983	21,777	26,127	16,710	20,700	26,359	16,532	20,347	26,022
Public libraries and museums	3,011	1,221	3,658	2,934	1,239	3,586	2,898	1,243	3,555
Recreation, leisure and tourism	12,424	2,167	13,455	11,763	1,932	12,682	11,666	1,877	12,559
Environmental health	2,227	453	2,438	2,145	456	2,357	2,143	451	2,353
Cleansing	10,282	344	10,441	9,731	270	9,855	9,593	259	9,713
Housing	3,891	372	4,069	3,894	385	4,078	3,883	373	4,040
Physical Planning	1,669	26	1,683	1,657	25	1,670	1,672	24	1,685
Fire Service—Regular	3,888	—	3,888	3,868	—	3,868	3,877	—	3,877
—Others (j)	369	146	437	394	150	464	389	143	456
Miscellaneous services (k)	32,095	3,240	33,676	32,228	3,159	33,774	31,522	3,086	33,038
Total of above	209,960	67,548	241,364	208,404	68,383	240,137	206,381	66,892	237,436
Police service—Police (all ranks)	12,761	—	12,761	12,698	—	12,698	12,732	—	12,732
—Others (l)	3,361	2,580	4,565	3,336	2,296	4,409	3,271	2,287	4,360
Administration of District Courts	74	22	85	84	21	95	83	14	89
Total (including JCP)	226,156	70,150	258,775	224,522	70,700	257,339	222,467	69,193	254,617
Job Creation Programme (JCP)	2,838	—	2,838	3,636	—	3,636	3,966	—	3,966
Grand Total (excluding JCP)	223,318	70,150	255,937	220,886	70,700	253,703	218,501	69,193	250,651

TABLE C Scotland (g) June 18 1977 September 10 1977 December 10 1977

Service	June 18 1977			September 10 1977			December 10 1977		
	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent
Education—Lecturers and teachers (h)	61,438	4,921	63,357	61,418	4,018	62,985	62,010	4,918	63,977
—Others (i)	26,076	35,595	42,772	25,394	35,516	41,722	25,692	35,703	42,105
Construction	19,901	170	19,980	20,297	190	20,383	19,666	193	19,754
Transport	9,790	74	9,826	9,507	85	9,547	9,500	84	9,540
Social Services	16,204	20,239	25,640	16,298	19,575	25,245	16,541	20,215	25,780
Public libraries and museums	2,981	1,255	3,643	2,981	1,281	3,649	2,970	1,266	3,632
Recreation, leisure and tourism	13,165	2,235	14,225	13,694	2,151	14,691	12,871	2,048	13,827
Environmental health	2,136	503	2,369	2,179	497	2,405	2,165	387	2,341
Cleansing	9,755	238	9,865	9,813	220	9,911	9,453	218	9,552
Housing	3,930	416	4,133	3,936	385	4,117	3,949	415	4,143
Physical Planning	1,978	25	1,991	1,553	25	1,566	1,567	20	1,578
Fire Service—Regular	3,879	—	3,879	3,848	—	3,848	3,873	—	3,873
—Others (j)	372	145	440	428	105	476	428	95	472
Miscellaneous services (k)	32,355	4,302	33,893	31,726	3,096	33,234	31,784	3,017	33,254
Total of above	203,960	70,118	236,013	203,072	67,144	233,779	202,469	68,579	233,828
Police service—Police (all ranks)	12,488	—	12,488	12,395	—	12,395	12,019	—	12,019
—Others (l)	3,173	1,023	4,196	3,183	2,299	4,222	3,491	2,262	4,514
Administration of District Courts	86	14	94	74	11	80	77	11	83
Total (including JCP)	219,707	71,155	252,791	218,724	69,454	250,476	218,056	70,852	250,444
Job Creation Programme (JCP)	4,712	—	4,712	4,962	—	4,962	5,153	—	5,153
Grand total (excluding JCP)	214,995	71,155	248,079	213,762	69,454	245,514	212,903	70,852	245,291

Notes: (g) Figures are based on surveys undertaken on behalf of central and local government by the National Joint Council for Local Authority Services (Scottish Councils).
 (h) Includes only those part-time staff employed in vocational FE (that is courses of an academic nature or those leading to qualification).
 (i) Includes school-crossing patrols.
 (j) Includes administrative, clerical and cleaning staff employed by the fire service.
 (k) Covers central services departments (for example engineers, treasurers and water employees) and others not included in listed departments or services.

(l) Includes civilian employees of police, traffic wardens and police cadets*.
 (m) Based on the following factors to convert part-time employees to approximate full-time equivalents: for lecturers and teachers 0.39; non-manual staff (excluding Police, Teachers and Firemen) 0.59; manual employees 0.46.
 Definitions: Full-time includes all employees with full-time engagements. Part-time includes employees normally working for not more than 30 hours per week. FT equivalent is the total of full-time and full-time equivalents of part-time of hours and earnings of local authority employees as reported in surveys.
 * Prior to December 10, 1977 police cadets were (contrary to earlier footnotes) included in police (all ranks).

Labour turnover: manufacturing industries
March 1978

THE table below shows the numbers of engagements and discharges (and other losses) per 100 employees in manufacturing industries for the four-week period ended March 11, 1978. The labour turnover figures are based on information obtained on returns from a sample of employers. Every third month employers are asked to state in addition to the numbers employed at the beginning and end of the period, the numbers on the payroll at the later of the two dates who were not on the payroll at the earlier date. These are taken to represent engagements during the period.

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

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

In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries

and also between the figures for different months for the same industry.

Trends in labour turnover in the manufacturing industries can be studied by forming a four quarter moving average from the available data. The June 1977 Gazette contained a time series from 1966 to 1976 of such an average in tabular and graphical forms. The latest averages are shown below. (See also the chart on page 579).

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

Year	Reference month†	Total engagements	Total discharges (and other losses)
1976	November	2.13	2.05
1977	February	2.10	2.03
	May	2.08	2.03
	August	2.05	2.05
	November	2.00	2.05

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

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	Number of engagements per 100 employed at beginning of period			Number of discharges (and other losses) per 100 employed at beginning of period		
		Males	Females	Total	Males	Females	Total
Food, drink and tobacco	III	2.1	2.7	2.3	2.1	2.7	2.3
Grain milling	211	1.3	0.6	1.1	1.5	2.0	1.6
Bread and flour confectionery	212	3.2	2.7	3.0	3.1	2.6	2.9
Biscuits	213	1.9	2.8	2.5	2.4	3.3	3.0
Bacon curing, meat and fish products	214	2.9	3.4	3.1	3.0	3.7	3.3
Milk and milk products	215	3.1	4.1	3.4	2.2	2.4	2.2
Sugar	216	1.3	2.8	1.7	1.6	2.6	1.8
Cocoa, chocolate and sugar confectionery	217	1.6	2.1	1.9	2.0	2.5	2.3
Fruit and vegetable products	218	1.2	2.5	1.9	2.3	3.0	2.7
Animal and poultry foods	219	1.3	1.4	1.3	1.4	2.4	1.6
Vegetable and animal oils and fats	221	1.4	2.1	1.6	1.8	2.6	1.9
Food industries not elsewhere specified	229	1.7	4.2	2.7	1.9	4.4	2.9
Brewing and malting	231	0.9	1.7	1.0	0.7	1.3	0.8
Soft drinks	232	2.8	2.4	2.7	2.3	2.9	2.5
Other drink industries	239	1.7	2.3	2.0	1.6	1.2	1.4
Tobacco	240	0.9	1.2	1.0	0.9	0.9	0.9
Coal and petroleum products	IV	0.6	1.4	0.7	1.1	1.2	1.2
Coke ovens and manufactured fuel	261	0.6	1.8	0.6	1.6	0.5	1.6
Mineral oil refining	262	0.6	0.7	0.6	0.8	1.2	0.8
Lubricating oils and greases	263	0.8	2.2	1.1	1.4	1.5	1.5
Chemicals and allied industries	V	1.2	2.4	1.5	1.3	2.0	1.5
General chemicals	271	1.0	1.5	1.1	1.1	1.4	1.2
Pharmaceutical chemicals and preparation	272	1.3	2.2	1.7	1.0	2.0	1.4
Toilet preparations	273	1.7	3.8	3.2	2.4	2.6	2.8
Paint	274	1.7	3.2	2.1	1.7	2.7	1.9
Soap and detergents	275	1.7	3.2	2.3	2.5	5.0	3.5
Synthetic resins and plastics materials and synthetic rubber	276	1.2	2.6	1.4	1.3	2.1	1.4
Dyestuffs and pigments	277	0.6	0.9	0.7	0.8	0.6	0.8
Fertilisers	278	0.8	1.8	1.0	1.1	2.2	1.2
Other chemical industries	279	1.2	2.6	1.8	1.4	1.6	1.5

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	Number of engagements per 100 employed at beginning of period			Number of discharges (and other losses) per 100 employed at beginning of period		
		Males	Females	Total	Males	Females	Total
Metal manufacture	VI	1.1	1.9	1.2	1.7	1.8	1.7
Iron and steel (general)	311	0.7	1.6	0.8	1.4	1.5	1.4
Steel tubes	312	1.4	1.6	1.5	2.3	2.0	2.3
Iron castings, etc	313	1.9	2.5	2.0	2.3	2.3	2.3
Aluminium and aluminium alloys	321	1.4	2.2	1.5	1.6	2.3	1.7
Copper, brass and other copper alloys	322	1.4	2.4	1.6	1.6	2.1	1.7
Other base metals	323	1.0	1.1	1.0	1.7	1.5	1.6
Mechanical engineering	VII	1.8	2.0	1.8	1.9	2.4	2.0
Agricultural machinery (excluding tractors)	331	1.7	2.8	1.9	1.5	1.4	1.5
Metal-working machine tools	332	1.3	1.4	1.3	1.0	1.9	1.1
Pumps, valves and compressors	333	1.6	2.2	1.7	1.5	2.5	1.6
Industrial engines	334	1.0	1.6	1.0	1.4	1.6	1.4
Textile machinery and accessories	335	1.1	1.0	1.1	1.6	1.9	1.6
Construction and earth-moving equipment	336	1.1	1.4	1.1	1.2	1.7	1.3
Mechanical handling equipment	337	1.8	2.0	1.9	2.5	4.4	2.8
Office machinery	338	1.6	2.3	1.8	1.6	2.1	1.7
Other machinery	339	1.4	1.8	1.4	1.5	2.0	1.6
Industrial (including process) plant and steel-work	341	2.6	2.8	2.6	2.8	3.2	2.8
Ordnance and small arms	342	1.3	1.2	1.3	1.4	2.2	1.5
Other mechanical engineering not elsewhere specified	349	2.2	2.2	2.2	2.2	2.7	2.3
Instrument engineering	VIII	1.5	2.9	2.0	2.2	3.4	2.6
Photographic and document copying equipment	351	1.1	1.9	1.3	2.1	5.7	3.0
Watches and clocks	352	0.8	1.1	1.0	2.0	4.3	3.2
Surgical instruments and appliances	353	3.0	5.6	4.1	4.1	5.3	4.6
Scientific and industrial instruments and systems	354	1.3	2.4	1.7	1.8	2.3	2.0
Electrical engineering	IX	1.4	2.1	1.7	1.5	2.1	1.7
Electrical machinery	361	1.1	1.7	1.3	1.3	2.1	1.5
Insulated wires and cables	362	1.3	1.4	1.4	2.0	1.6	1.9

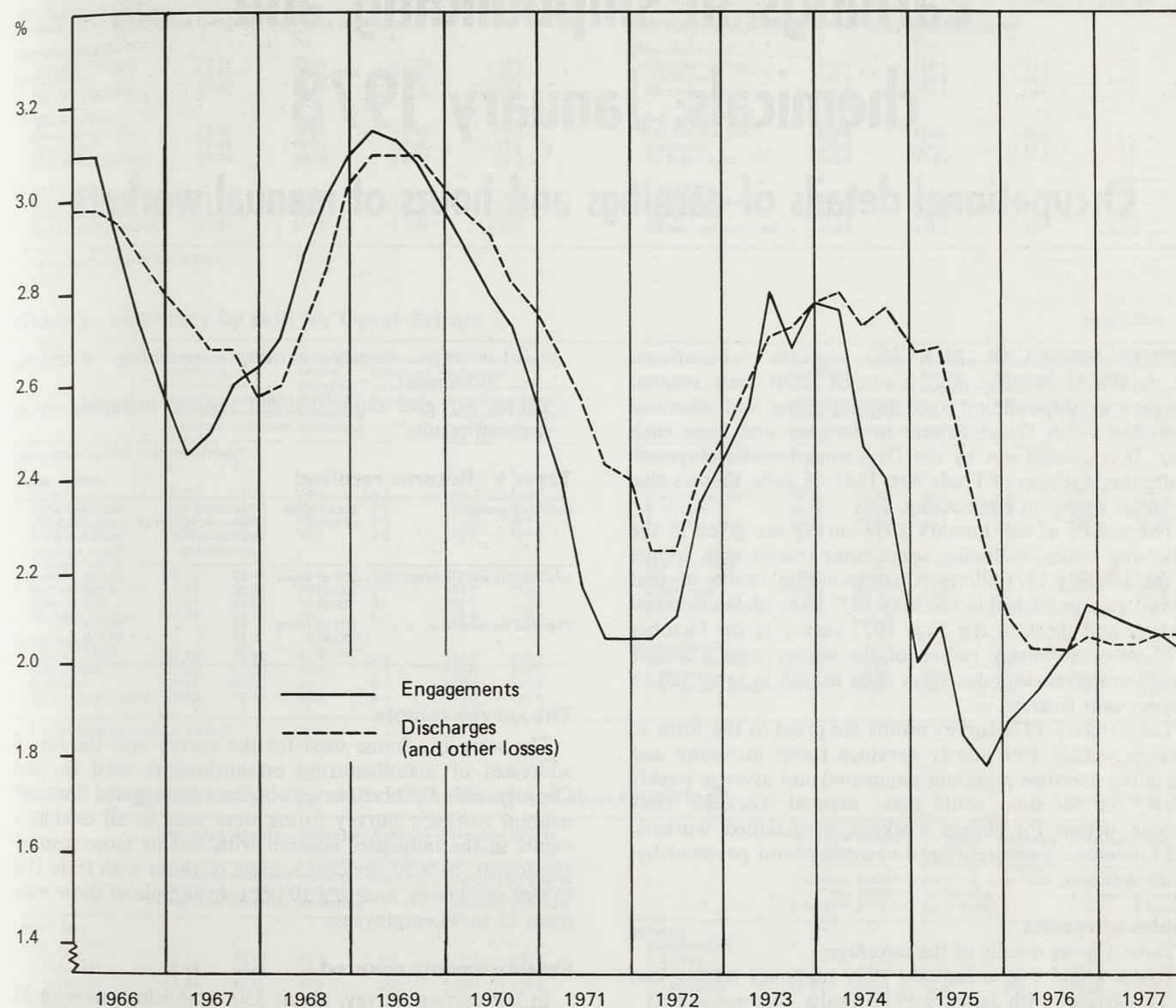
Labour turnover (continued)

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	Number of engagements per 100 employed at beginning of period			Number of discharges (and other losses) per 100 employed at beginning of period		
		Males	Females	Total	Males	Females	Total
Telegraph and telephone apparatus and equipment	363	0.8	1.5	1.1	1.0	1.3	1.1
Radio and electronic components	364	1.6	2.0	1.8	1.6	2.0	1.8
Broadcast receiving and sound reproducing equipment	365	1.3	1.3	1.3	2.1	2.0	2.1
Electronic computers	366	1.3	3.0	1.8	1.3	1.9	1.5
Radio, radar and electronic capital goods	367	1.6	3.0	2.0	1.3	2.0	1.5
Electric appliances primarily for domestic use	368	1.7	1.7	1.7	2.1	3.5	2.6
Other electrical goods	369	1.9	3.0	2.4	1.2	2.2	1.6
Shipbuilding and marine engineering	X	1.5	1.4	1.5	1.8	1.6	1.8
Vehicles	XI	1.0	1.8	1.1	1.1	2.2	1.2
Wheeled tractor manufacturing	380	0.5	0.8	0.5	1.3	2.5	1.4
Motor vehicle manufacturing	381	1.1	1.9	1.2	1.1	2.4	1.3
Motor cycle, tricycle and pedal cycle manufacturing	382	1.9	5.5	2.8	1.2	1.3	1.2
Aerospace equipment manufacturing and repairing	383	0.8	1.3	0.8	1.0	1.9	1.1
Locomotives and railway track equipment	384	0.9	0.8	0.9	1.2	1.3	1.2
Railway carriages and wagons and trams	385	1.6	2.6	1.6	1.6	1.1	1.6
Metal goods not elsewhere specified	XII	2.6	2.6	2.6	2.7	2.9	2.8
Engineers' small tools and gauges	390	1.8	2.2	1.9	2.5	2.8	2.6
Hand tools and implements	391	2.5	1.5	2.2	1.4	2.6	1.8
Cutlery, spoons, forks and plated tableware, etc	392	3.9	5.3	4.5	2.5	2.5	2.5
Bolts, nuts, screws, rivets, etc	393	2.0	2.3	2.1	2.0	2.1	2.0
Wire and wire manufactures	394	1.6	1.9	1.7	2.2	3.4	2.5
Cans and metal boxes	395	1.3	2.3	1.7	1.5	2.1	1.7
Jewellery and precious metals	396	1.9	2.2	2.0	1.8	1.7	1.7
Metal industries not elsewhere specified	399	3.0	2.7	2.9	3.1	3.3	3.2
Textiles	XIII	2.0	2.4	2.2	2.4	2.6	2.5
Production of man-made fibres	411	0.8	1.8	1.0	1.0	1.6	1.1
Spinning and doubling on the cotton and flax systems	412	2.3	2.1	2.2	3.4	3.3	3.4
Weaving of cotton, linen and man-made fibres	413	2.1	1.9	2.0	2.5	2.6	2.5
Woollen and worsted	414	2.9	2.7	2.8	3.1	2.6	2.9
Jute	415	4.0	3.3	3.7	4.4	4.1	4.3
Rope, twine and net	416	2.5	3.0	2.7	2.1	5.0	3.6
Hosiery and other knitted goods	417	2.2	2.6	2.5	2.7	2.9	2.8
Lace	418	1.7	1.9	1.8	2.2	1.2	1.7
Carpets	419	0.9	1.3	1.0	1.4	1.5	1.4
Narrow fabrics (not more than 30cm wide)	421	1.6	2.5	2.1	1.8	1.4	1.6
Made-up textiles	422	2.7	3.1	2.9	2.5	2.6	2.5
Textile finishing	423	1.8	1.4	1.7	2.3	1.7	2.1
Other textiles industries	429	1.1	1.3	1.2	1.2	1.0	1.2
Leather, leather goods and fur	XIV	1.6	2.7	2.1	1.9	2.9	2.3
Leather (tanning and dressing) and fellmongery	431	1.3	3.0	1.7	2.2	2.7	2.3
Leather goods	432	2.3	2.8	2.6	1.6	3.2	2.6
Fur	433	1.6	1.2	1.5	1.2	0.7	1.0

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	Number of engagements per 100 employed at beginning of period			Number of discharges (and other losses) per 100 employed at beginning of period		
		Males	Females	Total	Males	Females	Total
Clothing and footwear	XV	2.0	3.0	2.8	2.6	3.6	3.3
Weatherproof outerwear	441	2.7	2.2	2.3	2.5	2.8	2.7
Men's and boys' tailored outerwear	442	2.0	3.0	2.8	2.6	3.4	3.2
Women's and girls' tailored outerwear	443	2.2	2.8	2.6	3.3	4.5	4.2
Overalls and men's shirts, underwear, etc	444	2.8	1.9	2.0	1.9	3.5	3.3
Dresses, lingerie, infants' wear, etc	445	3.1	4.7	4.5	4.2	4.6	4.6
Hats, caps and millinery	446	0.7	3.0	2.3	1.4	2.2	2.0
Dress industries not elsewhere specified	449	2.1	2.2	2.1	2.5	2.5	2.5
Footwear	450	1.4	1.9	1.6	1.9	2.2	2.1
Bricks, pottery, glass, cement, etc	XVI	2.2	2.0	2.1	2.4	2.2	2.3
Bricks, fireclay and refractory goods	461	1.4	1.4	1.4	1.5	2.3	1.6
Pottery	462	2.3	2.2	2.3	2.4	2.5	2.5
Glass	463	1.8	1.6	1.7	2.4	1.6	2.2
Cement	464	1.0	1.3	1.0	1.0	1.5	1.0
Abrasives and building materials, etc, not elsewhere specified	469	3.0	2.6	2.9	3.1	2.0	3.0
Timber, furniture, etc	XVII	2.4	2.9	2.5	2.5	2.4	2.5
Timber	471	2.1	1.9	2.1	2.6	2.3	2.6
Furniture and upholstery	472	2.0	3.0	2.2	2.1	2.6	2.2
Bedding, etc	473	4.5	3.3	3.9	3.9	2.7	3.3
Shop and office fitting	474	3.6	5.7	3.9	2.5	1.2	2.3
Wooden containers and baskets	475	1.9	2.4	2.1	2.7	2.1	2.6
Miscellaneous wood and cork manufacturers	479	2.5	1.7	2.3	2.6	2.3	2.6
Paper, printing and publishing	XVIII	1.4	2.4	1.7	1.2	2.7	1.7
Paper and board	481	1.4	1.5	1.5	1.4	1.5	1.4
Packaging, products of paper, board and associated materials	482	1.5	2.3	1.8	1.3	2.4	1.7
Manufactured stationery	483	1.7	2.5	2.1	1.7	2.3	2.0
Manufactures of paper and board not elsewhere specified	484	1.5	3.5	2.3	1.3	3.8	2.3
Printing and publishing of newspapers	485	1.0	2.0	1.3	0.6	1.8	0.9
Printing, publishing of periodicals	486	1.0	2.5	1.5	1.1	2.5	1.5
Other printing, publishing bookbinding, engraving, etc	489	1.5	2.3	1.8	1.5	2.9	2.0
Other manufacturing industries	XIX	2.3	2.8	2.5	2.4	2.9	2.6
Rubber	491	1.7	2.2	1.8	2.1	2.1	2.1
Linoleum, plastics floor-covering, leather cloth, etc	492	1.5	1.6	1.5	1.5	3.3	1.8
Brushes and brooms	493	1.8	2.5	2.2	1.8	3.5	2.7
Toys, games, children's carriages and sports equipment	494	3.0	3.1	3.0	3.3	3.9	3.6
Miscellaneous stationers' goods	495	1.8	4.0	2.9	2.5	2.0	2.2
Plastics products not elsewhere specified	496	3.0	3.1	3.0	2.7	3.0	2.8
Miscellaneous manufacturing industries	499	2.9	2.7	2.8	3.1	2.3	2.7
TOTAL, ALL MANUFACTURING INDUSTRIES		1.7	2.5	1.9	1.8	2.6	2.1

Engagements and discharges (and other losses): manufacturing industries in Great Britain

Four quarter moving average*



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

Earnings in shipbuilding and chemicals: January 1978

Occupational details of earnings and hours of manual workers

THIS REGULAR SURVEY provides occupational details of earnings and hours of adult male manual workers in shipbuilding and ship-repairing and chemical manufacture in Great Britain in January and June each year. It is carried out by the Department of Employment under the Statistics of Trade Act, 1947; in June, there is also a similar survey in engineering.

The results of the January 1978 survey are given in the following tables, including some comparisons with results of the January 1977 survey. Corresponding results of that survey were published in the May 1977 issue of *Employment Gazette* and those of the June 1977 survey in the October 1977 issue. Summary results of the survey over a longer period are given in index form each month in table 128 of *Employment Gazette*.

The January 1978 survey results are given in the form of average weekly and hourly earnings (both including and excluding overtime premium payments) and average weekly hours, for full-time adult male manual workers. They include details for skilled workers, semi-skilled workers, and labourers, separately for timeworkers and payment-by-result workers.

Tables of results

Table 1 gives details of the coverage

Tables 2 and 3 give January 1978 summary results, and comparisons with January 1977 results, for:

- (a) average weekly earnings *including* overtime premium; and

- (b) average hourly earnings *excluding* overtime premium:

Tables 4-7 give more detailed results, including some regional results.

Table 1 Returns received

Industry group	Size range of firm	Number of returns received suitable for processing	Number of adult males included on these returns
Shipbuilding and ship-repairing	500 or more	29	63,960
	100-499	29	6,150
	25-99	11	700
Chemical manufacture	500 or more	63	39,330
	100-499	137	18,710
	25-99	55	2,520

The survey sample

The sampling frame used for the survey was the list of addresses of manufacturing establishments used for the Department's October surveys of the earnings and hours of manual workers. Survey forms were sent to all establishments in the industries covered with 500 or more manual employees, to a 50 per cent sample of those with from 100 to 499 employees, and to a 10 per cent sample of those with from 25 to 99 employees.

Establishments covered

In the current survey, about 330 establishments with 25 or more manual employees in the industries concerned were asked to provide details, under each specified occupational

Table 2 Shipbuilding and ship repairing*

	January 1977	January 1978	January 1977-January 1978	
			Absolute change	Percentage change
Average weekly earnings including overtime premium				
	£	£	£	
Timeworkers†				
Skilled	76.72	80.27	+3.55	+4.6
Semi-skilled	69.44	70.63	+1.19	+1.7
Labourers	62.10	71.15	+9.05	+14.6
All timeworkers	73.33	76.36	+3.03	+4.1
P-B-R workers†				
Skilled	75.52	82.75	+7.23	+9.6
Semi-skilled	67.27	73.32	+6.05	+9.0
Labourers	66.97	71.83	+4.86	+7.3
All P-B-R workers	72.65	79.38	+6.73	+9.3
All workers				
Skilled	76.00	81.78	+5.78	+7.6
Semi-skilled	68.36	72.00	+3.64	+5.3
Labourers	65.55	71.61	+6.06	+9.2
All workers covered	72.94	78.12	+5.18	+7.1

*† See footnotes below table 7.

	January 1977	January 1978	January 1977-January 1978	
			Absolute change	Percentage change
Average hourly earnings excluding overtime premium				
	p	p	p	
Timeworkers				
Skilled	156.3	166.5	+10.2	+6.5
Semi-skilled	129.8	137.7	+7.9	+6.1
Labourers	125.3	142.5	+17.2	+13.7
All timeworkers	144.8	154.8	+10.0	+6.9
P-B-R workers†				
Skilled	166.1	178.4	+12.3	+7.4
Semi-skilled	138.0	147.1	+9.1	+6.6
Labourers	131.3	142.8	+11.5	+8.8
All P-B-R workers	155.5	167.0	+11.5	+7.4
All workers				
Skilled	162.2	173.7	+11.5	+7.1
Semi-skilled	133.7	142.5	+8.8	+6.6
Labourers	129.6	142.7	+13.1	+10.1
All workers covered	150.9	161.8	+10.9	+7.2

Table 3 Chemical manufacture*

	January 1977	January 1978	January 1977-January 1978	
			Absolute change	Percentage change
Average weekly earnings including overtime premium				
	£	£	£	
Timeworkers†				
General workers	72.14	79.36	+7.22	+10.0
Craftsmen	78.32	86.76	+8.44	+10.8
All timeworkers	73.82	81.28	+7.46	+10.1
P-B-R workers				
General workers	73.25	79.80	+6.55	+8.9
Craftsmen	77.34	86.02	+8.68	+11.2
All P-B-R workers	73.94	80.78	+6.84	+9.3
All workers				
General workers	72.29	79.42	+7.13	+9.9
Craftsmen	78.25	86.71	+8.46	+10.8
All workers covered	73.84	81.23	+7.39	+10.0

*† See footnotes below table 7.

Table 4 Summary by skill for Great Britain

	Average weekly earnings		Average hours actually worked including overtime	Average hours of overtime worked	Average hourly earnings		Average weekly earnings		Average hours actually worked including overtime	Average hourly earnings	
	including overtime premium	excluding overtime premium			including overtime premium	excluding overtime premium	including overtime premium	excluding overtime premium			
	£	£			p	p	£	£			
Shipbuilding and ship repairing*											
Timeworkers											
Skilled	80.27	73.97	44.4	6.5	180.7	166.5					
Semi-skilled	70.63	62.60	45.4	7.7	155.4	137.7					
Labourers	71.15	65.00	45.6	7.5	156.0	142.5					
All timeworkers	76.36	69.46	44.8	7.0	170.3	154.8					
P-B-R workers†											
Skilled	82.75	77.44	43.4	5.5	190.6	178.4					
Semi-skilled	73.32	66.53	45.2	7.7	162.1	147.1					
Labourers	71.83	66.09	46.3	8.3	155.2	142.8					
All P-B-R workers	79.38	73.65	44.1	6.3	179.9	167.0					
All workers											
Skilled	81.78	76.08	43.8	5.9	186.7	173.7					
Semi-skilled	72.00	64.59	45.3	7.7	158.8	142.5					
Labourers	71.61	65.75	46.1	8.1	155.5	142.7					
All workers covered	78.12	71.90	44.4	6.6	175.8	161.8					

*† See footnotes below table 7.

Table 5 Regional analysis by skill: shipbuilding and ship repairing*

	Average weekly earnings		Average hours actually worked including overtime	Average hours of overtime worked	Average hourly earnings		Average weekly earnings		Average hours actually worked including overtime	Average hourly earnings	
	including overtime premium	excluding overtime premium			including overtime premium	excluding overtime premium	including overtime premium	excluding overtime premium			
	£	£			p	p	£	£			
South East											
Timeworkers											
Skilled	79.31	70.10	44.2	6.5	179.3	158.5					
Semi-skilled	71.19	60.44	45.9	8.5	155.0	131.6					
Labourers	65.94	61.35	43.9	5.7	150.0	139.6					
P-B-R workers†											
Skilled	82.33	74.66	44.6	6.6	184.6	167.4					
Semi-skilled	67.78	58.71	44.7	8.2	151.7	131.4					
Labourers	82.09	73.55	50.0	11.3	164.1	147.0					
South West†											
Timeworkers											
Skilled	81.76	72.52	45.5	7.2	179.8	159.5					
Semi-skilled	—	—	—	—	—	—					
Labourers	96.52	79.75	54.1	15.6	178.5	147.4					
P-B-R workers†											
Skilled	—	—	—	—	—	—					
Semi-skilled	—	—	—	—	—	—					
Labourers	—	—	—	—	—	—					
Yorkshire and Humbersides†											
Timeworkers											
Skilled	89.75	83.25	44.8	7.4	200.1	185.6					
Semi-skilled	71.60	67.04	44.5	6.3	160.9	150.6					
Labourers	—	—	—	—	—	—					
P-B-R workers†											
Skilled	77.76	75.20	40.6	3.1	191.3	185.0					
Semi-skilled	54.26	53.33	38.7	1.5	140.1	137.6					
Labourers	—	—	—	—	—	—					
North West†											
Timeworkers											
Skilled	81.36	75.72	45.4	7.3	179.2	166.8					
Semi-skilled	72.72	67.66	45.1	8.0	161.3	150.1					
Labourers	—	—	—	—	—	—					
P-B-R workers†											
Skilled	—	—	—	—	—	—					
Semi-skilled	—	—	—	—	—	—					
Labourers	—	—	—	—	—	—					
North†											
Timeworkers											
Skilled	—	—	—	—	—	—					
Semi-skilled	76.11	69.54	46.9	9.6	162.1	148.1					
Labourers	66.04	60.91	46.3	8.0	142.5	131.5					
P-B-R workers†											
Skilled	88.34	84.39	43.8	5.1	201.5	192.5					
Semi-skilled	80.73	76.06	46.2	8.2	174.6	164.5					
Labourers	72.47	67.35	45.9	7.9	157.9	146.7					
Wales†											
Timeworkers											
Skilled	59.61	52.05	48.2	9.4	123.5	107.9					
Semi-skilled	67.91	53.25	56.6	19.2	120.0	94.0					
Labourers	—	—	—	—	—	—					
P-B-R workers†											
Skilled	—	—	—	—	—	—					
Semi-skilled	—	—	—	—	—	—					
Labourers	—	—	—	—	—	—					
Scotland											
Timeworkers											
Skilled	82.78	78.17	40.5	2.4	204.3	192.9					
Semi-skilled	70.23	64.38	42.3	4.2	166.0	152.1					
Labourers	57.59	56.10	40.6	2.7	141.9	138.2					
P-B-R workers†											
Skilled	71.20	69.03	39.3	2.4	181.3	175.8					
Semi-skilled	64.25	61.07	41.0	3.7	156.7	149.0					
Labourers	60.57	58.05	41.8	4.2	144.8	138.7					

*† See footnotes below table 7.

Table 6 Regional analysis by skill: chemical manufacture*

JANUARY 1978

	Average weekly earnings		Average hours actually worked	Average hours of overtime worked	Average hourly earnings			Average weekly earnings		Average hours actually worked	Average hours of overtime worked	Average hourly earnings	
	including overtime premium	excluding overtime premium			including overtime premium	excluding overtime premium		including overtime premium	excluding overtime premium				
South East													
Timeworkers†	£ 77.23	£ 74.46	44.9	5.6	p 172.0	p 165.8							
General workers	83.88	80.60	45.6	6.5	183.8	176.6							
Craftsmen							Yorkshire and Humberside						
P-B-R workers							Timeworkers†	£ 78.02	£ 76.57	46.5	7.0	p 167.6	p 164.5
General workers	75.50	75.93	43.9	4.6	172.0	173.0	General workers	82.05	79.32	44.8	5.7	183.3	177.1
Craftsmen	79.13	76.14	45.3	6.2	174.5	167.9	Craftsmen	88.21	88.03	43.3	5.8	203.5	203.1
							General workers	89.50	86.84	45.7	6.5	196.0	190.1
							Craftsmen						
East Anglia‡							North-West						
Timeworkers†	83.31	78.78	48.5	9.3	171.6	162.3	Timeworkers†	80.79	80.13	43.0	3.8	188.0	186.5
General workers	89.17	85.82	47.6	9.0	187.2	180.1	General workers	86.89	84.46	43.6	4.9	199.1	193.6
Craftsmen							Craftsmen						
P-B-R workers							P-B-R workers	75.72	71.10	46.2	9.0	163.9	153.9
General workers							General workers	80.23	72.07	47.6	10.8	168.4	151.3
Craftsmen							Craftsmen						
South West§							North¶						
Timeworkers†	88.75	89.15	46.6	6.1	190.4	191.3	Timeworkers†	83.65	83.35	44.0	4.7	189.9	189.2
General workers	101.59	98.57	49.1	9.2	207.0	200.8	General workers	94.64	92.39	45.5	7.4	208.0	203.0
Craftsmen							Craftsmen						
P-B-R workers							P-B-R workers	81.32	80.00	44.8	6.5	181.3	178.4
General workers							General workers						
Craftsmen							Craftsmen						
West Midlands§							Wales§						
Timeworkers†	77.49	76.90	45.0	4.6	172.1	170.8	Timeworkers†	76.62	76.25	42.8	3.5	179.0	178.1
General workers	81.77	79.35	45.2	5.6	180.9	175.5	General workers	83.64	81.63	44.3	5.0	188.6	184.1
Craftsmen							Craftsmen						
P-B-R workers							P-B-R workers						
General workers	75.04	73.39	43.2	3.7	173.6	169.8	General workers						
Craftsmen							Craftsmen						
East Midlands§							Scotland						
Timeworkers†	68.99	67.64	44.1	4.5	156.3	153.3	Timeworkers†	76.49	75.40	41.7	3.1	183.3	180.7
General workers	79.46	74.07	46.7	7.0	170.0	158.4	General workers	83.24	82.00	42.2	3.3	197.1	194.2
Craftsmen							Craftsmen						
P-B-R workers							P-B-R workers	81.13	80.02	43.9	4.9	184.9	182.4
General workers							General workers	79.01	77.34	42.9	4.0	184.3	180.4
Craftsmen							Craftsmen						

*†‡ See footnotes below table 7.

Table 7 Occupational analysis for industries covered: Great Britain*

JANUARY 1978

Classes of workers	Timeworkers (including lieu workers)					Payment-by-result workers								
	Numbers of adult males covered by the survey||	Average weekly earnings including overtime premium	weekly earnings excluding overtime premium	Average hours actually worked including overtime	Average hourly earnings including overtime premium	Numbers of adult males covered by the survey||	Average weekly earnings including overtime premium	weekly earnings excluding overtime premium	Average hours actually worked including overtime	Average hourly earnings including overtime premium				
Shipbuilding and ship repairing**														
Platers						4,200	£ 81.25	£ 78.02	41.8	3.7	p 194.6	p 186.8		
Welders						4,340	84.52	80.50	41.9	4.3	201.6	192.1		
Other boilermakers, (riveters, caulkers, burners, etc)						3,840	81.80	77.17	42.9	4.7	190.7	179.9		
Shipwrights						2,880	81.28	76.37	42.3	4.9	192.1	180.5		
Joiners						2,000	82.32	77.75	43.8	5.0	188.0	177.6		
Plumbers						1,840	82.25	77.53	43.5	5.3	189.2	178.4		
Electricians						3,310	83.76	77.37	44.6	6.7	187.6	173.3		
Fitters						4,580	84.30	77.02	45.4	7.2	185.6	169.6		
Turners						600	85.21	78.23	46.5	7.0	183.1	168.1		
Chemical manufacture*														
General workers engaged in production														
Day workers	21,820	69.80	67.57	44.9	6.2	155.3	150.3	3,080	71.15	64.64	45.9	7.7	155.0	140.8
Continuous 3-shift workers	33,510	84.73	84.31	42.7	3.0	198.3	197.3	2,530	86.11	85.96	44.4	4.8	194.0	193.7
Non-continuous 3-shift workers	5,390	79.89	77.90	46.4	6.6	172.0	167.8	1,920	84.71	82.60	44.2	5.8	191.6	186.8
2-shift workers	4,920	83.84	80.85	47.2	7.6	177.5	171.2	1,310	81.76	81.15	46.9	6.4	174.3	173.0
Others including night workers	1,990	81.41	78.56	45.1	7.4	180.3	174.0	170	72.50	71.39	48.2	9.4	150.5	148.2
Craftsmen														
Fitters	11,900	87.27	84.71	45.0	6.0	194.0	188.3	910	85.07	82.13	44.1	6.0	192.6	186.0
Other engineering craftsmen	5,530	86.97	84.57	44.1	5.7	197.3	191.9	290	82.92	79.00	44.3	5.6	187.2	178.4
Electricians	3,920	88.42	85.70	44.8	6.0	197.2	191.1	280	93.75	89.67	46.7	7.4	200.8	192.0
Building craftsmen	2,320	80.89	77.96	44.5	5.5	181.9	175.3	200	83.91	80.54	45.7	6.0	183.5	176.1

*Comprising Minimum List Headings in the Standard Industrial Classification 1968 as follows:

Shipbuilding and ship repairing: 370.1.
Chemical manufacture: 271-273; 276-278.

† Includes pieceworkers, contract workers and lieu workers.

‡ Includes lieu workers.

§ Where no figure is given, it is because either it would reveal the earnings in a particular firm or the number of workers covered by the returns is too small to provide a satisfactory basis for a general average.

|| Numbers of men covered by the survey after grossing up for sampling fractions.

** Payment-by-result workers in shipbuilding and ship repairing include pieceworkers, contract workers and lieu workers.

heading, of the numbers of manual men employed in the pay-week which included January 11, 1978, the total number of hours worked (including overtime), the total number of overtime hours worked, total earnings and the total overtime premium payments. About 324 forms were returned which were suitable for processing (see table 1). Where work at an establishment was stopped for all or part of the specified pay-week, because of a general or local holiday, breakdown, fire or industrial dispute details for the nearest week of an ordinary character were substituted.

Industries and occupations covered by the survey

For the purpose of this survey, the shipbuilding and ship-repairing industry comprises part of Order X of the Standard Industrial Classification and the chemical manufacturing group comprises those industries in Order V which are listed at the end of this article. The survey did not extend to Northern Ireland.

The survey did not cover all full-time adult male workers in these industries: for example, transport workers, storemen, warehousemen and canteen workers were not included. The occupations for which information was sought varied between the two industries covered. The specified occupations were grouped to distinguish between skilled men, semi-skilled men and labourers, in for example table 2.

In the chemical industry, timeworkers were distinguished from workers paid by results. In shipbuilding and ship-repairing, however, information for the individual occupations was reported only for those paid by results; the information about timeworkers was reported only in summary form. In the chemical industry lieu workers (that is to say workers receiving compensatory payments in lieu of payments-by-results) were treated as timeworkers; in shipbuilding and ship-repairing, however, such workers were treated as payment-by-result workers.

Number of workers covered

Table 1 gives the numbers of workers actually included in the returns. After grossing-up to allow for sampling fractions, these represent about 83,000 full-time adult male

manual workers in shipbuilding and ship-repairing and 102,000 in chemical manufacture, in firms with 25 or more employees, who were at work for the whole or part of the pay-week which included January 11, 1978. These numbers are equivalent to about four-fifths of the total numbers of full-time adult male workers in the manual occupations concerned in each of these industries.

Comparisons with results of earlier surveys

When comparisons are made with corresponding results of earlier surveys, it is necessary to bear in mind that earnings in the particular reference pay-week used for the survey may not be representative of pay over longer periods, particularly when overtime pay is included. The incidence of overtime is liable to vary. For payment-by-result workers, average earnings fluctuate with changes in output per head. The extent to which average earnings are affected by those who were paid for less than a full week, because of short time working or absences of various kinds, will also vary from week to week. Since they are not based on matched samples of either establishments or employees the changes in average earnings over the previous 12 months, as measured by the survey, include the effects of turnover in the sample of establishments submitting returns and of labour turnover within the establishments.

Definition of terms

As for previous surveys (see for example, page 413 of the May 1975 issue of *Employment Gazette*).

Composition of the industry groups surveyed

Standard Industrial Classification Order group	Minimum List Heading
Shipbuilding and ship-repairing X (part)	Only the following sub-heading: 370.1 Shipbuilding and ship-repairing
Chemical manufacture V (part) Chemicals and allied industries	Only the following headings: 271 General chemicals 272 Pharmaceutical chemicals and preparations 273 Toilet preparations 276 Synthetic resins and plastics materials and synthetic rubber 277 Dyestuffs and pigments 278 Fertilisers

Effect of revised agreement on wage rates indices

AN AGREEMENT between the Engineering Employers Federation and the Confederation of Shipbuilding and Engineering Unions in April 1978 provides for new levels of national minimum rates of wages for manual workers in the engineering industry. In view of the heavy weighting of such rates in some of the Department of Employment's wage rates indices, the effect on those indices will be of particular interest to their users, including parties to contracts with price-escalation clauses based on them.

As explained in an article in the May 1977 issue of *Employment Gazette* (page 463) the nationally-negotiated rates for these workers are a major determinant of the indices of basic weekly and hourly rates of wages for the metals industries group (Orders VI to XII of the Standard Industrial Classification) published in Table 131 of the *Gazette* each month. They also have a considerable influence on the more general indices for all manufacturing industries combined and for all industries and services.

The nationally negotiated rates have remained unchanged between February 1976 and April 1978, although the rates of pay of engineering workers have generally been increased within this period under locally agreed arrangements. The wage rates indices compiled by the Department of Employment however are based on the national rates and cannot take account of the locally determined rates.

Those new rates effective in the first phase of the April 1978 agreement are taken into account in the April 1978 values of the indices published in Table 131 on page 636 of the present issue. They are mainly responsible for the large increases between March and April 1978 in the indices for the metals industries group, all manufacturing industries and all industries and services. The rates effective in the second phase of the agreement will affect the indices from October 1978.

Some of the effects on the indices are shown in the adjacent table.

Closely related

Movements in the index numbers of basic rates of wages over any period are usually closely related to movements in basic wage costs (excluding effects of overtime, bonuses and other additional payments) within employers' total labour costs. However the marked increases between March and April 1978 in the three indices shown above, which reflect the first revision since February 1976 of the national rates of wages of engineering workers, are unlikely to bear much relationship to increases during the month in employers' wage costs. Increases in the indices during periods either beginning or ending at dates between March 1976 and March 1978 will be affected by the unusually long standstill in the national

engineering agreement rates. For example, the increases in the index numbers during a period ending December 1977 may be much less than the increases in wage costs, but the increases during a period from July 1977 to some date after April 1978 may be much greater than the increases in costs. On the other hand, over longer periods encompassing the whole of the standstill period and for periods beginning after April 1978, the changes in the indices are not affected by the standstill.

From July 1978, the publication of indices for the residual group of "other manufacturing industries" (Order XIX of the Standard Industrial Classification) is to be discontinued. Minimum earnings levels established by the National Joint Industrial Council for the rubber manufacturing industry have been a major determinant of the indices for this group of industries. Since the minimum earnings level effective from July 31, 1977 was established, the Council has ceased to exist, but, for index purposes, this level is being regarded as effective for 12 months. The other national collective agreements and wages orders for manual workers in this group of industries relate to only relatively small parts of the group. The compilation of valid index numbers for this group will thus be impracticable, after July 1978. The indices for all manufacturing industries com-

Index of Basic Weekly Rates of Wages (July 1972 = 100)	Industry Group		
	All Metals Industries combined	All Manufacturing Industries	All Industries and Services
February 1976	214	203.1	205.1
March 1977	217	216.0	223.9
April 1977	217	216.8	224.7
March 1978*	220	226.0	238.0
April 1978*	280	260.5	256.4
Percentage increases			
March 1978-April 1978*	27.3	15.9	8.0
February 1976-March 1978*	2.8	11.3	16.0
February 1976-April 1978*	30.8	29.0	25.3
March 1977-March 1978*	1.4	4.6	6.3
April 1977-April 1978*	29.0	20.2	14.1

*Still subject to possible revision.

bined will thereafter be based on information relating to all the other manufacturing industry groups. The group weights used in compiling those indices will be increased by proportionate shares of the weight previously given to the "other manufacturing industries" group.

Unemployment rates by age

USING THE LATEST age analysis of the unemployed, estimates of unemployment rates by age have now been made for January 1978. These new unemployment rates are given in the table, alongside those for earlier dates, which have been revised to take account of the results of the 1976 Census of Employment and the 1977 EEC Labour Force Survey.

An article in the July 1977 issue of *Employment Gazette* (pp 718-719) presented a new series of estimated unemployment rates by age-group and explained in detail how they had been derived. Additional unemployment rate figures were published in the October 1977 issue (p 1115).

As indicated previously in July, the rates for the youngest age group are inevitably high in summer reflecting the inclusion of school leavers at the end of the school year. Changes in school leaving regulations in 1976 mean that this effect is more marked in July 1976 and 1977 than in 1975.

Estimated unemployment rates by age, Great Britain

	July 1975	January 1976	July 1976	January 1977	PERCENTAGES	
					July 1977	January 1978
Males						
16-17	13.8	12.4	26.8	13.0	28.5	13.3
18-19	9.6	11.1	10.6	10.9	11.2	10.7
20-24	6.8	10.0	9.3	10.1	9.6	10.3
25-29	5.2	7.1	6.6	7.4	6.8	7.5
30-39	4.4	5.9	5.6	6.3	5.9	6.6
40-49	3.7	4.9	4.7	5.2	4.9	5.3
50-59	3.7	4.7	4.6	5.1	5.0	5.4
60 and over	7.8	9.5	9.5	10.3	9.5	10.2
All ages	5.4	7.0	7.3	7.3	7.7	7.6
Females						
16-17	10.5	12.0	25.8	14.3	29.7	15.6
18-19	6.1	8.0	9.0	9.7	11.0	10.6
20-24	3.0	5.3	5.9	7.0	7.6	8.3
25-29	2.1	3.0	3.4	4.1	4.3	4.9
30-39	1.0	1.5	1.8	2.1	2.3	2.6
40-49	0.9	1.2	1.4	1.7	1.8	1.9
50-59	1.3	1.7	1.9	2.1	2.2	2.4
60 and over	0.2	0.2	0.2	0.2	0.2	0.2
All ages	2.1	2.9	4.0	3.8	5.0	4.5
Total						
16-17	12.2	12.1	26.3	13.5	29.1	14.4
18-19	8.0	9.7	9.9	10.4	11.0	10.7
20-24	5.2	8.0	7.9	8.8	8.7	9.5
25-29	4.2	5.7	5.5	6.3	6.0	6.6
30-39	3.1	4.2	4.1	4.7	4.6	5.1
40-49	2.5	3.4	3.3	3.7	3.6	3.9
50-59	2.7	3.5	3.5	3.9	3.8	4.2
60 and over	5.5	6.8	6.8	7.4	6.9	7.4
All ages	4.1	5.4	6.0	6.0	6.7	6.4

Note: While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree.

Disabled people

Returns of Unemployed Disabled People at March 9, 1978

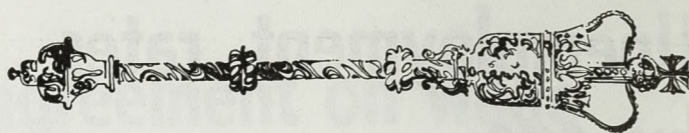
Section 1	Males	Females	Total
Registered	54,576	7,904	62,480
Unregistered	55,108	13,706	68,814
Section 11	Males	Females	Total
Registered	8,738	1,629	10,367
Unregistered	3,224	870	4,094

Placings of Unemployed Disabled People from February 4, 1978 to March 3, 1978

		Males	Females	Total
Registered Disabled people	Section 1	2,166	407	2,573
	Section 11	152	42	194
Unregistered* disabled people	Section 1	1,530	502	2,032
	Total of placings	3,848	951	4,799

* Only registered disabled people are placed in sheltered (Section 11) employment.
 Notes: (a) Section 1 classifies those disabled people suitable for ordinary or open employment. Section 11 classifies those disabled people unlikely to obtain employment other than under special or sheltered conditions.
 (b) At April 18, 1977, the number of persons registered under the Disabled Persons (Employment) Act 1944 and 1958 was 532,402.
 (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).

Questions in Parliament



A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of the *Gazette* between April 7 and May 2 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

Adaptations of premises

Mr Fred Silvester (Manchester, Withington) asked the Secretary of State for Employment, how many ramps, hoists, lifts, special lighting, lavatory facilities, and other such amenities for disabled people had been constructed in Government premises since the grants announced on June 1, 1977 became available.

Mr Grant: I am informed by the Manpower Services Commission that no payments have been made to Government departments for adaptations to premises under the Manpower Services Commission's scheme of Capital Grants to employers of disabled people. The Property Services Agency of the Department of the Environment, who carry out adaptations to Government premises, have agreed not to claim grants under this scheme for modifications which they carry out to meet the needs of disabled people. (April 19)

Purchasing power

Mr John Farr (Harborough) asked the Secretary of State for Employment, what was the purchasing power in 1976, as a percentage of the purchasing power in 1938 of the annual remuneration of, a representative selection of professors and manual workers, including university professors and miners.

Mr Golding: In 1976 the average salary of university professors was about eight times the 1938 level. The corresponding figure for average weekly earnings of full-time manual men in all the industries and services covered by the Department of Employment's regular enquiry was about 19½ times. This inquiry does not include miners for whom comparable figures are not readily available. The change in purchasing power would depend on the change in the effect of income tax and national insurance contributions as well as the changes in retail

Department of Employment Ministers

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

Harold Walker M.P., Minister of State

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

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

prices. The effect of tax and national insurance contributions would depend on family circumstances. In 1976 retail prices were about 7½ times the 1938 levels. (April 10)

Engineering trainees

Mr F. A. Burden (Gillingham) asked the Secretary of State for Employment how many engineering trainees were in Government Training Centres on January 1, 1977 and January 1, 1978 respectively; and how many places were available on each date.

Mr Golding: Government Training Centres ceased to exist in 1974 and were replaced by skillcentres run by the Manpower Services Commission. Statistics for skillcentres are available only for the end of each month. (April 7)

	December 31, 1976	December 31, 1977
Places available in engineering	5,463	6,300
Numbers in training in engineering	4,094	3,729

Civil Service arbitration

Mr Arthur Lewis (Newham North West) asked the Secretary of State for Employment, what was the Government's general policy with regard to industrial arbitration; whether the Government support the general policy that aggrieved persons and or their trade unions should have the right to go to arbitration if disputes cannot be resolved by negotiations; and whether this applied to civil servants and their organisation the Society of Civil and Public Servants, executive and directing grades.

Mr Walker: The Government recognises the importance of arbitration as a means of resolving disputes and accepts the principle of independent arbitration in the Civil Service. However, successive Governments have always made it clear that they reserve the right to refuse arbitration in relation to their own employees when major issues of policy are involved, because the Government is finally responsible to Parliament for the management of the Civil Service, and cannot relieve itself of the responsibility or share it with any other persons or organisation. (April 12)

Questions in Parliament

Unemployment statistics comparisons

Mr John Evans (Newton) asked the Secretary of State for Employment if the unemployment statistics of each member country of the Common Market were measured on a comparable basis; and, if not, what were the major differences in the compilation of statistics.

Mr A. J. Beith (Berwick upon Tweed) asked the Secretary of State for Employment what statistically significant differences there were between the United Kingdom and Great Britain's major industrial competitors in the methods used to calculate unemployment figures.

Mr Golding: Most EEC countries base their unemployment statistics on the numbers registered at employment offices; but certain other major industrial countries (United States, Canada and Japan) estimate unemployment from sample surveys of the labour force, and as a result include any unregistered unemployed. Irrespective of system, however, there are differences between countries in coverage or treatment with regard to, for example, age limits, people temporarily suspended from work, students, first-time job seekers, those who were formerly self-employed, and the length of time unemployed before being counted. Moreover, where registration is used, there are differences in administrative procedures and insurance regulations which may affect the proportion of the unemployed who are registered or counted.

Most countries publish rates of unemployment, obtained by expressing the number unemployed as a percentage of a labour force total. The latter may variously be taken to be the total number of employees (employed and unemployed), the civilian labour force, or the total number insured under national insurance schemes.

The complex nature of the differences of practice is illustrated in some detail in an article on international unemployment comparisons in the July 1976 issue of *Employment Gazette*. Some changes in method have occurred since the article was prepared. Attempts have been made to estimate unemployment rates for different countries on a comparable basis (by the United States Bureau of Labor Statistics and the OECD), but these are necessarily difficult and such comparisons can serve only as approximate guides. (April 14)

Mr Barney Hayhoe (Hounslow, Brentford and Isleworth) asked the Secretary of State for Employment, what were the latest comparable percentage figures for unemployment in each of the Organisation for Economic Co-operation and Development (OECD) countries for which adjusted unemployment rates were available from Organisation for Economic Co-operation Development sources; and what had been

the previous quarterly figures during the last four years.

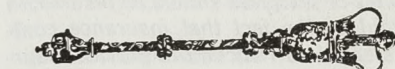
Mr Grant: The figures requested as far as available are shown below. However, the OECD have advised that the figures they have published for the United Kingdom are under review and will be revised downwards on their next publication. (April 7)

	1975	1976	1976 Q1	Q2	Q3	Q4	1977 Q1	Q2	Q3
United States	8.3	7.5	7.4	7.3	7.7	7.7	7.2	6.9	6.9
Japan	(2.0)	(2.1)	(2.1)	(2.2)	(2.1)	(2.0)	(2.0)	(2.1)	(2.2)
Germany	(3.6)	(3.6)	(3.8)	(3.5)	(3.5)	(3.4)	(3.5)	(3.4)	(3.6)
France	(4.1)	(4.6)	(4.5)	(4.6)	(4.6)	(4.6)	(4.7)	(5.3)	(5.7)
United Kingdom	(5.1)	(7.0)	(6.4)	(7.0)	(7.4)	(6.9)	(6.8)	(7.5)	(8.1)
Canada	7.0	7.1	6.8	7.1	7.2	7.3	7.8	8.0	8.2
Italy	(6.4)	(6.4)	(5.9)	(6.4)	(6.7)	(6.6)	(7.1)	(6.6)	(7.9)
Australia	4.4	4.4	4.4	4.3	4.7	4.1	4.8	(5.2)	(5.5)
Finland	2.2	4.0	3.5	4.1	4.2	4.1	5.3	6.0	6.2
Norway	2.0	1.8	2.2	1.9	1.7	1.4	1.5	1.9	1.9 ^b
Spain	4.0	5.1	5.0	5.0	5.0	5.3	5.4	5.2	5.2 ^b
Sweden	1.6	1.6	1.6	1.6	1.6	1.6	1.7	1.6	1.9
Total ^c	(5.4)	(5.4)	(5.3)	(5.4)	(5.6)	(5.5)	(5.4)	(5.4)	(5.6)

(a) Figures in brackets have been adjusted to international definitions. (b) Assuming no change. (c) Representing about 90 per cent of total OECD.

Mr Tim Renton (Mid-Sussex) asked the Secretary of State for Employment, what had been the numbers unemployed, using national definitions, in the United Kingdom, United States of America, Japan, France, and West Germany in the following months: March 1974, August 1977, and at the latest available date.

Mr Golding: The numbers unemployed, seasonally adjusted, using national definitions, which are not comparable owing to differences in concept, coverage and method of compilation, are given. (April 10)



Mr Ralph Howell (North Norfolk): asked the Secretary of State for Employment, if he would list each category of person for whom special arrangements are made to solve unemployment.

Mr Golding: I am informed by the Manpower Services Commission that its general employment and training services

	'000, seasonally adjusted		
	March 1974	August 1977	Latest date ¹
United Kingdom ²	582.5	1,410.3	1,400.0
United States ³	4,633	6,926	6,090
Japan ³	694	1,143	1,111 ¹
France ²	445	1,216	1,042.2
West Germany ²	480	1,066	1,007.0 ⁴

(1) March figures for the United Kingdom and West Germany, February figures for the United States and France, January figures for Japan.

(2) Numbers registered at employment offices.

(3) Numbers unemployed obtained from a labour force sample survey.

(4) These have been estimated using the actual numbers unemployed and the seasonal constants calculated from the 1977 data.

Questions in Parliament

Unemployment statistics comparisons (continued)

are available for all unemployed people and that it tries as far as possible to meet the specific needs and circumstances of each individual who seeks its help. It does however make special provision for certain groups of people. For disabled people the special provision includes a disabled resettlement service, sheltered employment in factories and workshops, and the employment rehabilitation service.

For young people the Commission recently announced details of its Youth Opportunities Programme, which will when fully operational from September provide some 230,000 work experience and training opportunities annually for young people. Young people have also benefited from the annual programmes of special training measures through which since 1975 the Commission has encouraged and enabled industry to maintain its recruitment of apprentices and other long-term trainees. For the long-term unemployed the Commission operates on

behalf of my Department the Special Temporary Employment Programme for adults, under which priority is given to people aged 19 to 24 who have been unemployed for 6 months or more and to those aged 25 and over who have been unemployed for 12 months or more. The Commission's Professional and Executive Recruitment service (PER) provides advisory, placement and training services for people seeking employment in managerial, executive, professional, scientific and technical occupations.

My Department also operates a number of special measures aimed at maintaining or creating employment. Of these the Temporary Employment Subsidy and the Small Firms Employment Subsidy are not directed at any special category of person; the Job Release Scheme does however aim to encourage employed people within one year of retiring age to retire early and to give up their jobs to a younger person. (April 17)

Mr Timothy Raison (Aylesbury) asked the Secretary of State for Employment, what percentage of the potential workforce in each of the standard age groups was unemployed for more than three months.

Mr Golding: Pursuant to his reply (Official Report March 9, Vol 945 Col 735/6) gave the following information.

Estimates of the numbers unemployed for over three months on January 12, 1978, expressed as percentages of the total number of employees within each age group are given below: (April 14)

Age group	Percentage unemployed
16-19	6.1
20-24	5.2
25-29	3.8
30-39	3.1
40-49	2.6
50-59	3.1
60 and over	6.0
All ages	3.9



Works' safety officers

Mr Bruce Douglas-Mann (Merton, Mitcham and Morden) asked the Secretary of State for Employment, what steps he was taking to ensure that works safety officers had received suitable training; and what progress had been made in using the provisions of section 6, Schedule 3 to the Health and Safety at Work Act for this purpose.

Mr Grant: Section 2(2) (c) of the Health and Safety at Work Act already requires employers to provide, among other things, such information, instruction and training as to ensure, so far as is reasonably practicable, the health and safety at work of his employees. Where safety officers have been appointed, this requirement clearly applies as much to them as to any other employee. Whether HM Government should take any further steps regarding the training of safety officers will need to be decided in the light of the considerations which, I am informed by the chairman of the Health and Safety Commission, the Commission is giving to the whole question of the employment, training and qualifications of safety officers. At present, therefore, I see no need to invoke for this purpose the powers contained in Section 6 of Schedule 3 to the Act. (April 26)

and quarries, agriculture and other industrial groups at present covered by their own inspectorate.

Mr Grant: I am informed by the chairman of the Health and Safety Commission that the ratios are those shown below. (April 10)

	Persons employed (approx)	Inspectors
Manufacturing and construction	*6,217,000	844
Mines and quarries	308,000	97
Nuclear	39,000	112
Agriculture	596,000	176

* In addition to the number of persons employed shown, the HSW Act has introduced over 5 million employees as new entrants to the responsibilities of the Factory Inspectorate.

Questions in Parliament

Reduction of work week

Mr T. H. H. Skeet (Bedford) asked the Secretary of State for Employment, what would be the cost to the economy of industry moving towards a 35 hour working week across the board.

Mr Skeet also asked how many additional jobs would be created if the average working week was reduced from 40 hours by (a) one hour, (b) three hours and (c) five hours.

Mr Skeet finally asked what would be the effect on Great Britain's competitive position if industry moved towards a 35 hour working week across the board.

Mr Golding: On certain assumptions about the effects on productivity, output and overtime it is estimated that reducing normal weekly hours to 35 could create jobs for between 150,000 and 750,000 people of whom two thirds would be expected to come from the unemployment register. If weekly earnings were maintained it is estimated that labour costs would increase by between six and eight per cent. The effect of such an increase would weaken our competitive position unless our international competitors implemented an equivalent reduction.

On similar assumptions reducing normal hours to 39 or 37 would have one-fifth or three-fifths of the effect respectively of a reduction to 35 hours.

An article on the effects of reducing the length of the normal working week will appear in the April Employment Gazette. (April 26)

Retail Prices Index

Sir John Langford-Holt (Shrewsbury) asked the Secretary of State for Employment, whether he would give full details of the methods used to calculate the rate of inflation and the cost of living indices.

Mr Golding: A popular account of the methods used to calculate the Retail Prices Index is given in an article, *The Unstatistical Reader's Guide to the Retail Prices Index*, in the October 1975 issue of *Employment Gazette*. A fuller account is given in the booklet *Method of Construction and Calculation of the Index of Retail Prices* which is currently being revised to take into account later developments, for example, in the latest report of the Retail Prices Index Advisory Committee entitled *Housing costs, weighting and other matters affecting the retail prices index* (Cmnd 5906, 1975), and recent technical changes to the Index described in an article on page 148 of the February 1978 issue of *Employment Gazette*. (April 11)

Immigrants' role in the labour market

Mr Nigel Lawson (Blaby) asked the Secretary of State for Employment, if he would give his best estimate, based on his department's survey the Role of Immigrants in the Labour Market, of the number of employees of New Commonwealth or Pakistani origin who were: (a) working in central government, (b) working in local government, (c) working in the nationalised industries, (d) working in other parts of the public sector, (e) working in the private sector, and (f) unemployed; and what proportion of the total workforce in each sector these numbers represented.

Mr Grant: My Department's report, *The Role of Immigrants in the Labour Market*, drew on a variety of sources. The numbers employed in different industries in Great Britain, who are of New Commonwealth or Pakistani origin, are taken from the 1971 Census of Population and are as below.

The 1971 Census also shows that there were 40,000 unemployed persons of New Commonwealth or Pakistani origin; 3.1 per cent of the total unemployed. (April 24)

	THOUSANDS	
	Persons of New Commonwealth or Pakistani origin	
	Numbers employed	Percentage of total employed in relevant sector
Public sector	138	2.3
Central government	66	1.1
Local government	17	0.3
Nationalised industries	40	0.7
Other public sector	15	0.2
Private sector	384	2.2

Sick leave requirement

Mrs Renee Short (Wolverhampton North East) asked the Secretary of State for Employment, what allowances were made under the Employment Protection Act in connection with the period employees may be away from work due to illness when long waiting periods for hospital treatment may jeopardise their claim for 26 weeks sick leave.

Mr Walker: Under Section 29 of the Employment Protection Act, employees suspended from their normal work under certain specified health and safety regulations are entitled to a normal week's pay for every week they are suspended, up to a maximum of 26 weeks. There is no provision under the Act for any allowances to be made in connection with the period of such suspensions. (April 14)

Mr Walker: I understand from the Central Arbitration Committee (CAC) that there have been 27 complaints to the CAC by trade unions under Section 19(1) of the Employment Protection Act 1975 but that no declarations have yet been made under Section 19(6). There have been no complaints under Section 20 and no claims under Section 21(1) or awards under Section 21(3). (April 14)

Mr Woodall further asked how many claims were presented by trade unions to the Central Arbitration Committee under section 21(1) of the Employment Protection Act.

Mr Woodall went on to ask on how many occasions trade unions have complained under section 20 of the Employment Protection Act to the Central Arbitration Committee following the refusal of an employer to disclose information specified in a CAC declaration; and how many of these cases resulted in a CAC declaration that the complaint was wholly or partly well founded.

Mr Woodall finally asked on how many occasions the Central Arbitration Committee has issued a declaration setting out information to be disclosed by a firm under section 19(6) of the Employment Protection Act.

Mr Walker: I understand from the Central Arbitration Committee (CAC) that there have been 27 complaints to the CAC by trade unions under Section 19(1) of the Employment Protection Act 1975 but that no declarations have yet been made under Section 19(6). There have been no complaints under Section 20 and no claims under Section 21(1) or awards under Section 21(3). (April 14)

Central Arbitration Committee

Mr Alec Woodall (Hemsworth) asked the Secretary of State for Employment, on how many occasions trade unions complained to the Central Arbitration Committee under section 19 of the Employment Protection Act following the refusal of a firm to comply with a request for information under Section 17 of the Employment Protection Act.

Mr Woodall also asked how many awards of imposed terms and conditions have been

Questions in Parliament

Married women

Mr Ralph Howell (North Norfolk) asked the Secretary of State for Employment, what was his latest estimate of the proportion of married women below pensionable age: (a) with dependent children, and (b) without dependent children, who were in regular employment.

Mr Howell also asked what was his latest estimate of the number of married women without dependent children, but below pensionable age, who did not claim wife's earned income allowance in full, or who were not in regular employment.

Mr Golding: It is estimated from the General Household Survey that in 1976 30 per cent of married women below pensionable age were in employment and had dependent children while a further 25 per cent were in employment had no dependent children. The number of married women not in employment and without dependent children in 1976 is estimated to have been about one and a quarter million. (April 12)



Job creation schemes

Mr Peter Viggers (Gosport) asked the Secretary of State for Employment, what was his estimate, to the nearest convenient date, of: (a) the number of jobs which had been created as a result of the Government's job creation schemes and (b) the number of persons in employment who would have lost their jobs had it not been for Government intervention.

Mr John Golding: Up to the end of March 1978, the total number of jobs which have been created or subsidised under the Job Creation Programme, Community Industry and the Small Firms Employment Subsidy schemes is estimated to be about 150,000.

As at March 17, 1978, the number of persons whose jobs have been saved by my Department through the Temporary Employment Subsidy since its inception in August 1975 was over 404,000.

Up to the end of 1977, offers of Regional Selective Assistance totalling £360 million had been made under section 7 of the 1972 Industry Act, which is the responsibility of my Rt Hon Friend the Secretary of State for Industry. Nearly 275,000 jobs are expected to be created as a result of these offers and a further 115,000 are expected to be safeguarded. (April 17)

Employees in computer manufacturing

Mr Gordon Wilson (Dundee East) asked the Secretary of State for Employment, what were the numbers of employees in the computer manufacturing industry in Scotland, England and Wales and Northern Ireland.

Mr Golding: At June 1976, the latest date for which detailed employment estimates are available, 6,300 employees were employed in the manufacture of electronic computers (Minimum List Heading 366 of the Standard Industrial Classification) in Scotland and 35,900 in England and Wales. In Northern Ireland very few were employed in the industry.

More up to date provisional estimates, available only for Great Britain as a whole, show that 45,200 employees were employed in the industry at February 1978. (April 24)

TOPS students

Mr Kenneth Warren (Hastings) asked the Secretary of State for Employment how many students had been enrolled to date in the TOPS Scheme courses; and what had been the cost of the Scheme to date.

Mr Golding: I am informed by the Manpower Services Commission that from August 1972, when TOPS was introduced, to February 28, 1978, 520,365 people had entered training under the Training Opportunities Scheme (TOPS); the cost of the scheme to date is £589m. (May 2)

Young people

Mr Peter Hardy (Rother Valley) asked the Secretary of State for Employment to state his estimate of the number of young persons aged 16 and 19 who would benefit from the arrangements to reduce unemployment and promote training by the end of 1978.

Mr Golding: It is estimated that if the opportunities made available by the Government are taken up, during 1978 more than 100,000 young people aged under 19 are likely to benefit from the Youth Opportunities Programme. About 4-5,000 young people will benefit from the Community Industry Scheme, 25,000 from the Youth Employment Subsidy, 30,000 from the Job Creation Programme, and 41,000 from support for training in industry. (May 2)

Average household income

Mr John Farr (Harborough) asked the Secretary of State for Employment, if he would list the average income per household at the latest available date on a national, county and parliamentary constituency basis in England.

Mr Golding: The gross normal average weekly income for households in England and the regions of England in 1976 is shown below. The figures are taken from the Family Expenditure Survey which does not give acceptably reliable results for areas smaller than the regions.

	£
England	83.30
North	78.80
Yorkshire & Humberside	78.20
North West	76.50
East Midlands	80.90
West Midlands	83.00
East Anglia	81.70
South East	90.60
Greater London	92.00
Rest of South East	89.60
South West	79.30

These results which are given to the nearest 10p are subject to sampling error. (April 28)

Apprentice workforce

Mr Michael Marshall (Arundel) asked the Secretary of State for Employment, what measures he was taking to encourage employers to increase their apprentice workforce.

Mr Golding: The Government is making available £41 million to the Manpower Services Commission to encourage employers to increase apprentice and similar openings in 1978. This should benefit 27,000 trainees. For later years the Government has promised support for the Commission's programme to improve the amount and quality of training in skills needed by industry. (May 2)

Earnings

Mr Michael Neubert (Havering, Romford) asked the Secretary of State for Employment, what was his latest estimate of the annual percentage increase in aggregate earnings in the current pay round.

Mr Walker: The monthly index indicates that average earnings were about 10.4 per cent higher in February this year than in February last year. This compares with an increase of about 10.3 per cent in the previous 12 months. (May 2)

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-March 1978 was 9,074,800 (6,795,400 males and 2,279,300 females). The total included 7,176,000 (5,080,700 males and 2,095,300 females) in manufacturing industries, and 1,218,000 (1,116,100 males and 101,900 females) in construction. The total in these production industries was 10,400 lower than that for February 1978 and 13,900 lower than in March 1977. The total in manufacturing industries was 10,500 lower than in February 1978 and 4,800 lower than in March 1977. The number in construction was 300 lower than in February 1978 and 4,000 lower than in March 1977. The seasonally adjusted index for the production industries (av 1970 = 100) was 88.8 (88.8 at mid-February 1978) and for manufacturing industries 88.0 (88.0 at mid-February 1978).

Unemployment

The number of unemployed, excluding school leavers in Great Britain on April 13, 1978, was 1,330,778. After adjustment for normal seasonal variations, the number was 1,326,400, representing 5.7 per cent of all employees, compared with 1,340,300 in March 1978. In addition, there were 56,706 unemployed school-leavers so that the total number unemployed was 1,387,484 a fall of 11,496 since March 1978. This total represents 5.9 per cent of all employees. Of the number unemployed in April 1978 368,923 (26.6 per cent) had been on the register for up to eight weeks, 219,874 (15.8 per cent) for up to four weeks, and 115,284 (8.3 per cent) for up to two weeks.

Vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on April 7, 1978 was 202,283; 18,110 higher than on March 3, 1978. After adjustment for normal seasonal variations, the number was 202,000, compared with 193,900 in March 1978. The number of vacancies notified to careers offices and remaining unfilled in Great Britain on April 7, 1978 was 25,424; 1,323 higher than on March 3, 1978.

Temporarily stopped

The number of temporarily stopped workers registered in order to claim benefits in Great Britain on April 13, 1978 was 11,664, a fall of 5,266 since March 9, 1978.

Overtime and short-time

In the week ended March 11, 1978 the estimated number of operatives working overtime in manufacturing industries, was 1,857,000. This is about 35.7 per cent of all operatives. Each operative worked an average of 8.7 hours overtime during the week. The total number of hours of overtime worked, seasonally adjusted, was 16.43 millions (16.01 millions in February). In the same week the estimated number on short-time in these industries was 39.6 or about 0.8 per cent of all operatives, each losing 13.7 hours on average.

Average earnings

In March 1978 the "new series" index of average earnings of employees in all industries in Great Britain was 10.1 per cent higher than in March 1977. The seasonally adjusted "older series" index for manufacturing and those other industries covered by the monthly enquiry before 1976 was 314.2 (January 1970 = 100) compared with 311.2 in February 1978 and was 11.0 per cent higher than in March 1977.

Basic rates of wages

At April 30, 1978, the index of basic weekly rates of wages of manual workers was 14.1 per cent higher than at April 30, 1977. This increase reflects that normally-negotiated rates for engineering workers remained unchanged between February 1976 and April 1978. The index was 256.4 (July 31, 1972 = 100).

An article on movements in these indices is published on page 584 of this Gazette.

Index of retail prices

The index of retail prices for all items for April 18, 1978 was 194.6 (January 15, 1974 = 100). This represents an increase of 1.5 per cent on March 1978 (191.8) and of 7.9 per cent on April 1977 (180.3).

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in April which came to the notice of the Department of Employment was 141, involving approximately 43,600 workers. During the month approximately 70,300 workers were involved in stoppages, including some which had continued from the previous month, and 541,000 working days were lost, including 334,000 lost through stoppages which had continued from the previous month.

Industrial analysis of employees in employment

The table below provides an industrial analysis of employees in employment in Great Britain for industries covered by the Index of Production at mid-March 1978, for the two preceding months and for March 1977.

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.

Employees in employment: Great Britain

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	THOUSANDS											
		March 1977			January 1978			February 1978			March 1978		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Total, Index of Production Industries†		6,809.4	2,279.3	9,088.7	6,808.9	2,280.7	9,089.5	6,804.7	2,280.5	9,085.2	6,795.4	2,279.3	9,074.8
Total, all manufacturing industries‡		5,085.5	2,095.3	7,180.8	5,094.1	2,096.8	7,190.9	5,090.1	2,096.5	7,186.5	5,080.7	2,095.3	7,176.0
Mining and quarrying	II	330.5	14.4	344.9	326.4	14.4	340.8	326.7	14.4	341.1	327.1	14.4	341.5
Coal mining	101	286.9	9.9	296.8	282.8	9.9	292.7	283.1	9.9	293.0	283.5	9.9	293.4
Food, drink and tobacco	III	413.9	277.9	691.7	416.4	277.8	694.1	412.9	275.9	688.8	412.8	275.9	688.7
Grain milling	211	16.4	4.8	21.1	16.5	5.0	21.5	16.4	5.1	21.5	16.4	5.0	21.3
Bread and flour confectionery	212	63.8	36.3	100.1	64.1	100.4	36.4	63.9	36.3	100.2	63.6	36.1	99.7
Biscuits	213	16.1	25.9	42.1	16.0	26.1	42.2	15.8	26.2	42.0	15.7	26.1	41.8
Bacon curing, meat and fish products	214	53.6	49.6	103.2	53.8	49.7	103.5	53.0	49.2	102.2	52.9	49.1	102.0
Milk and milk products	215	41.1	14.7	55.8	40.8	14.8	55.6	41.1	14.9	56.0	41.5	15.2	56.6
Sugar	216	8.8	3.0	11.8	10.4	3.2	13.6	8.5	2.9	11.4	8.5	2.9	11.4
Cocoa, chocolate and sugar confectionery	217	32.2	38.1	70.3	33.1	39.4	72.5	33.1	38.8	71.9	33.0	38.6	71.6
Fruit and vegetable products	218	28.4	32.4	60.9	28.4	32.3	60.7	28.2	31.8	60.0	28.1	31.9	60.0
Animal and poultry foods	219	21.8	5.1	26.9	21.6	4.9	26.5	21.4	4.8	26.2	21.3	4.8	26.1
Vegetable and animal oils and fats	221	5.7	1.4	7.1	5.7	1.4	7.1	5.7	1.4	7.1	5.7	1.4	7.1
Food industries not elsewhere specified	229	19.8	14.7	34.5	19.9	13.9	33.8	19.8	13.9	33.8	19.9	14.0	33.9
Brewing and malting	231	55.1	12.8	67.9	55.9	13.0	68.9	55.7	13.0	68.7	55.8	13.1	68.8
Soft drinks	232	16.4	9.4	25.8	15.7	8.7	24.4	15.7	8.6	24.3	15.8	8.6	24.3
Other drinks industries	239	19.9	12.8	32.6	20.1	12.9	32.9	20.2	13.0	33.1	20.1	13.1	33.2
Tobacco	240	14.7	17.0	31.7	14.6	16.1	30.6	14.6	16.1	30.7	14.6	16.1	30.7
Coal and petroleum products	IV	33.2	4.0	37.2	33.1	4.0	37.1	33.0	4.0	37.0	32.8	4.0	36.9
Coke ovens and manufactured fuel	261	10.6	§	11.0	10.5	§	10.9	10.4	§	10.8	10.3	§	10.7
Mineral oil refining	262	16.9	2.1	18.9	16.7	2.1	18.8	16.7	2.1	18.7	16.6	2.1	18.7
Lubricating oils and greases	263	5.8	1.5	7.2	5.9	1.5	7.4	5.9	1.5	7.4	5.9	1.5	7.4
Chemicals and allied industries	V	306.9	119.2	426.1	306.8	121.2	428.0	306.6	121.7	428.3	306.3	122.3	428.6
General chemicals	271	112.4	21.6	134.0	113.9	22.0	135.9	113.7	22.0	135.8	113.6	22.1	135.7
Pharmaceutical chemicals and preparations	272	40.0	31.0	70.9	40.5	31.6	72.1	40.6	31.9	72.5	40.8	32.0	72.8
Toilet preparations	273	8.7	14.0	22.6	8.6	14.2	22.9	8.7	14.2	22.9	8.6	14.4	23.0
Paint	274	19.2	7.2	26.4	19.5	7.2	26.7	19.6	7.3	26.8	19.6	7.3	26.9
Soap and detergents	275	11.0	6.2	17.2	10.4	6.5	16.9	10.4	6.6	17.0	10.4	6.5	16.9
Synthetic resins and plastics materials and synthetic rubber	276	43.4	8.6	52.0	42.7	8.6	51.3	42.6	8.6	51.2	42.5	8.6	51.1
Dyestuffs and pigments	277	19.0	3.5	22.6	18.9	3.5	22.4	18.8	3.5	22.3	18.8	3.5	22.3
Fertilizers	278	10.0	1.7	11.7	9.6	1.6	11.2	9.6	1.6	11.2	9.5	1.6	11.2
Other chemical industries	279	43.2	25.4	68.6	42.7	25.9	68.6	42.5	26.0	68.6	42.6	26.2	68.8
Metal manufacture	VI	422.0	53.8	475.8	419.1	53.5	472.7	418.6	53.4	472.1	416.3	53.4	469.7
Iron and steel (general)	311	215.3	19.4	234.8	212.4	20.0	232.4	211.0	19.9	230.9	209.5	19.9	229.4
Steel tubes	312	44.5	6.8	51.3	42.9	6.9	49.8	42.9	6.8	49.7	42.5	6.8	49.3
Iron castings etc.	313	67.6	7.4	75.0	69.0	6.9	75.9	69.8	6.9	76.7	69.5	6.9	76.4
Aluminium and aluminium alloys	321	42.7	7.8	50.5	42.8	7.6	50.4	43.0	7.7	50.6	42.8	7.6	50.5
Copper, brass and other copper alloys	322	34.0	8.2	42.3	33.9	8.1	42.1	34.1	8.2	42.2	34.0	8.2	42.2
Other base metals	323	17.8	4.2	22.0	18.1	4.0	22.1	18.0	4.0	22.0	17.9	4.0	21.9
Mechanical engineering	VII	778.0	143.6	921.7	785.5	146.2	931.7	783.8	145.4	929.2	783.1	145.0	928.1
Agricultural machinery (except tractors)	331	25.5	3.9	29.4	25.7	4.1	29.8	25.9	4.1	30.0	25.9	4.2	30.1
Metal-working machine tools	332	54.8	9.1	63.9	56.2	9.4	65.6	55.9	9.4	65.3	56.1	9.3	65.4
Pumps, valves and compressors	333	69.0	14.6	83.6	70.5	14.7	85.2	70.3	14.7	84.9	70.3	14.6	85.0
Industrial engines	334	25.6	4.0	29.6	25.9	4.1	30.0	25.7	4.2	29.9	25.6	4.2	29.8
Textile machinery and accessories	335	21.2	4.0	25.2	20.3	3.7	24.0	20.4	3.7	24.1	20.3	3.7	24.0
Construction and earth-moving equipment	336	38.4	4.5	42.9	39.0	4.5	43.6	38.8	4.5	43.3	38.7	4.5	43.1
Mechanical handling equipment	337	51.6	8.2	59.8	52.9	8.4	61.4	53.1	8.4	61.5	52.7	8.2	61.0
Office machinery	338	16.8	6.9	23.7	15.9	6.6	22.5	15.9	6.5	22.4	15.9	6.5	22.4
Other machinery	339	177.9	35.4	213.3	179.9	36.7	216.7	178.9	36.0	214.9	179.1	35.9	215.0
Industrial (including process) plant and steelwork	341	139.8	16.7	156.5	138.8	17.0	155.8	139.0	17.1	156.1	138.5	17.0	155.6
Ordnance and small arms	342	17.2	4.5	21.6	17.3	4.4	21.7	17.3	4.4	21.7	17.3	4.4	21.6
Other mechanical engineering not elsewhere specified	349	140.3	31.8	172.2	143.1	32.4	175.5	142.7	32.4	175.1	142.6	32.5	175.1
Instrument engineering	VIII	95.2	53.1	148.3	96.0	52.8	148.9	96.1	52.9	149.0	95.5	52.8	148.3
Photographic and document copying equipment	351	8.8	3.2	12.0	8.9	3.1	12.0	9.0	3.2	12.2	8.9	3.1	12.0
Watches and clocks	352	5.5	6.2	11.7	5.5	6.4	11.9	5.5	6.5	12.0	5.5	6.4	11.9
Surgical instruments and appliances	353	15.9	11.7	27.6	15.8	11.2	27.0	15.9	11.1	27.0	15.7	11.2	26.9
Scientific and industrial instruments and systems	354	64.9	32.1	97.0	65.8	32.1	97.9	65.7	32.1	97.7	65.4	32.2	97.5
Electrical engineering	IX	465.4	272.5	738.0	465.4	275.1	740.5	467.0	274.6	741.6	466.4	275.0	741.4
Electrical machinery	361	101.6	32.5	134.1	101.0	33.1	134.1	101.0	33.1	134.0	100.5	33.1	133.7
Insulated wire and cables	362	31.9	12.6	44.5	31.4	12.5	43.9	31.5	12.5	43.9	31.3	12.5	43.8
Telegraph and telephone apparatus and equipment	363	44.0	24.7	68.7	41.3	24.3	65.6	41.3	24.6	65.9	41.2	24.7	65.9
Radio and electronic components	364	63.1	66.1	129.2	63.4	65.7	129.1	63.5	65.0	128.5	63.4	65.0	128.4
Broadcast receiving and sound reproducing equipment	365	25.1	27.4	52.5	24.8	27.3	52.1	24.7	26.6	51.3	24.5	26.3	50.8
Electronic computers	366	30.7	11.1	41.8	32.3	11.9	44.2	33.0	12.2	45.2	32.9	12.4	45.3
Radio, radar and electronic capital goods	367	65.9	25.1	91.0	67.6	26.3	93.9	67.7	26.5	94.1	67.7	26.6	94.4
Electric appliances primarily for domestic use	368	41.6	21.3	62.9	41.1	21.1	62.1	41.5	21.0	62.5	41.4	20.7	62.1
Other electrical goods	369	61.6	51.7	113.3	62.5	53.0	115.5	63.0	53.2	116.2	63.5	53.7	117.2

* See footnote* at end of table.
 † Industries included in Index of Production, namely Orders II-XXI of the Standard Industrial Classification (1968).
 ‡ Order III-XIX.
 § Under 1,000.
 || From February 1978 there has been a change in the method of estimating the construction figures. For further details see page 511 of this Gazette.

Employees in employment: Great Britain (continued)

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	THOUSANDS											
		March 1977			January 1978			February 1978			March 1978		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Shipbuilding and marine engineering	X	162.2	12.8	175.0	161.7	13.1	174.8	162.0	13.1	175.1	161.6	13.1	174.7
Vehicles	XI	666.6	91.0	757.6	675.1	93.6	768.7	675.7	93.8	769.5	675.0	93.6	768.6
Wheeled tractor manufacturing	380	33.0	2.6	35.6	33.5	2.7	36.2	33.4	2.7	36.1	33.2	2.6	35.8
Motor vehicle manufacturing	381	415.5	56.5	472.0	425.2	5							

Overtime and short-time in manufacturing industries

In the week ended March 11, 1978 it is estimated that the total number of operatives working overtime in manufacturing industries was 1,857,000, or about 35.7 per cent of all operatives, each working 8.7 hours on average.

In the same week, the estimated number on short-time was 39,600 or 0.8 per cent of all operatives, each losing 13.7 hours on average.

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

Overtime and short-time worked by operatives in manufacturing industries—Great Britain: week ended March 11, 1978

Industry	OPERATIVES WORKING OVERTIME				OPERATIVES ON SHORT-TIME				Total				
	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours of overtime worked		Stood off for whole week	Working part of a week		Number of operatives (000's)	Percentage of all operatives (per cent)	Hours lost			
			Total (000's)	Average per operative working overtime		Number of operatives (000's)	Hours lost (000's)			Number of operatives (000's)	Average per operative working part of the week	Total (000's)	Average per operative on short-time
Great Britain analysis by industry (Standard Industrial Classification 1968)													
Food, drink and tobacco	194.4	37.2	1,901.6	9.8	0.5	20.4	1.1	13.9	13.2	1.6	0.3	34.3	21.9
Food industries (211-229)	149.1	36.0	1,496.9	10.0	0.5	20.2	1.0	12.3	12.6	1.5	0.4	32.5	22.0
Drink industries (231-239)	39.2	45.8	355.9	9.1	—	0.3	0.1	1.5	19.7	0.1	0.1	1.8	21.4
Tobacco (240)	6.1	27.0	48.8	8.0	—	—	—	—	—	—	—	—	—
Coal and petroleum products	8.9	35.6	97.2	10.9	—	—	—	—	—	—	—	—	—
Chemical and allied industries	88.5	33.9	903.4	10.2	—	0.6	—	—	—	—	—	0.6	40.0
General chemicals (271)	29.0	34.5	323.1	11.2	—	—	—	—	—	—	—	—	—
Metal manufacture	139.5	39.5	1,323.3	9.5	—	1.5	3.7	33.5	9.0	3.7	1.1	35.1	9.4
Iron and steel (general) (311)	49.3	29.1	465.8	9.4	—	—	1.2	9.7	8.4	1.2	0.7	9.7	8.4
Other iron and steel (312-313)	52.6	53.0	505.9	9.6	—	1.5	1.9	17.5	9.2	1.9	1.9	19.0	9.8
Non-ferrous metals (321-323)	37.6	44.4	351.5	9.4	—	—	0.7	6.4	9.6	0.7	0.8	6.4	9.6
Mechanical engineering	307.6	50.1	2,536.1	8.2	0.1	4.4	0.5	5.7	10.6	0.7	0.1	10.1	15.5
Instrument engineering	31.7	34.4	224.0	7.1	—	0.4	—	0.4	14.7	—	—	0.8	20.7
Electrical engineering	154.1	32.1	1,253.9	8.1	0.3	13.8	3.6	101.2	28.5	3.9	0.8	115.0	29.5
Electrical machinery (361)	36.4	41.4	290.9	8.0	—	—	0.7	3.4	5.2	0.7	0.7	3.4	5.2
Shipbuilding and marine engineering	58.2	43.0	632.1	10.9	—	—	2.4	19.6	8.1	2.4	1.8	19.6	8.1
Vehicles	210.4	38.0	1,631.6	7.8	1.1	42.4	3.3	36.6	11.1	4.4	0.8	78.9	18.1
Motor vehicle manufacturing (381)	146.4	38.5	1,105.3	7.5	1.0	40.0	3.3	35.3	10.8	4.3	1.1	75.3	17.6
Aerospace equipment manufacturing manufacturing and repairing (383)	33.4	33.8	251.1	7.5	—	—	—	1.0	39.4	—	—	1.0	39.4
Metal goods not elsewhere specified	166.8	40.6	1,358.4	8.1	0.2	8.9	2.5	23.0	9.2	2.7	0.7	31.9	11.7
Textiles	96.8	25.4	837.5	8.6	0.4	15.8	6.0	51.6	8.6	6.4	1.7	67.4	10.6
Production of man-made fibres (411)	9.9	42.5	100.1	10.1	—	—	—	—	—	—	—	—	—
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	15.6	21.0	124.4	8.0	—	1.4	0.6	5.1	8.4	0.6	0.9	6.6	10.2
Woolen and worsted (414)	21.9	32.6	226.5	10.3	—	0.2	0.5	4.1	8.7	0.5	0.7	4.4	9.1
Hosiery and other knitted goods (417)	10.8	11.2	65.4	6.0	0.2	6.1	4.0	33.8	8.5	4.1	4.2	39.9	9.7
Leather, leather goods and fur	7.4	21.9	60.3	8.1	—	1.8	0.6	5.5	8.6	0.7	2.0	7.3	10.7
Clothing and footwear	27.5	8.8	148.7	5.4	0.3	13.9	6.6	41.2	6.3	6.9	2.2	55.1	7.9
Clothing industries (441-449)	19.0	7.6	111.1	5.8	0.1	4.5	1.5	12.4	8.2	1.6	0.6	16.9	10.4
Footwear (450)	8.5	13.4	37.6	4.4	0.2	9.4	5.1	28.7	5.7	5.3	8.4	38.2	7.2
Bricks, pottery, glass, cement, etc	75.8	37.1	758.0	10.0	—	2.0	0.1	1.3	9.4	0.2	0.1	3.3	17.4
Timber, furniture, etc	75.6	38.1	584.3	7.7	0.2	7.7	1.4	11.5	8.4	1.6	0.8	19.1	12.3
Paper, printing and publishing	137.3	37.4	1,247.9	9.1	0.1	2.7	1.4	26.1	18.1	1.5	0.4	28.8	19.1
Paper and paper manufactures (481-484)	53.3	34.2	536.6	10.1	—	—	1.4	26.1	18.1	1.4	0.9	26.1	18.1
Printing and publishing (485-489)	84.0	39.9	711.3	8.5	0.1	2.7	—	—	—	0.1	—	2.7	40.0
Other manufacturing industries	76.4	30.6	686.6	9.0	0.2	9.3	2.8	25.1	9.1	3.0	1.2	34.4	11.5
Rubber (491)	26.8	32.2	246.6	9.2	0.1	5.6	1.6	13.3	8.1	1.8	2.1	18.9	10.6
Total, all manufacturing industries	1,857.0	35.7	16,184.9	8.7	3.6	145.4	36.0	396.2	11.0	39.6	0.8	541.6	13.7
Analysis by region													
South East and East Anglia	536.6	39.1	4,648.4	8.7	0.1	4.2	4.3	35.2	8.1	4.4	0.3	39.4	8.9
South West	116.7	39.1	1,009.1	8.6	—	—	1.3	8.0	6.1	1.3	0.4	8.0	6.1
West Midlands	249.3	33.2	1,970.1	7.9	0.1	5.0	10.6	168.7	15.9	10.7	1.4	173.7	16.2
East Midlands	152.9	34.2	1,257.1	8.2	0.6	22.8	6.2	45.4	7.3	6.8	1.5	68.1	10.0
Yorkshire and Humberside	203.1	37.2	1,894.3	9.3	0.5	20.4	2.7	22.9	8.6	3.2	0.6	43.2	13.6
North West	262.6	35.0	2,374.5	9.0	0.4	17.7	3.3	44.0	13.4	3.7	0.5	61.7	16.6
North	107.6	32.4	981.8	9.1	0.1	4.1	4.4	42.6	9.6	4.5	1.4	46.7	10.3
Wales	58.4	24.7	487.5	8.4	0.4	17.3	0.6	5.8	9.1	1.1	0.5	23.1	21.6
Scotland	169.9	36.6	1,562.0	9.2	1.3	53.9	2.5	23.8	9.3	3.9	0.8	77.7	19.9

Notes: Figures in brackets after the industrial headings show the Standard Industrial Classification minimum list numbers of the industries included. Although the estimates are given in hundreds, this does not imply that they are reliable to that degree of precision. They are shown in this way in order to give as much information as is available about the extent of the change from month to month.

Unemployment on April 13, 1978

The number unemployed, excluding school leavers, in Great Britain on April 13, 1978, was 1,330,778, 30,563 less than on March 9, 1978. The seasonally adjusted figure was 1,326,400 (5.7 per cent of employees). This figure fell by 13,900 between the March and April counts, and by an average of 11,500 per month between January and April.

Between March and April the number unemployed fell by 11,496. This change included a rise of 19,067 school leavers. The proportions of the number unemployed, who on April 13, 1978 had been registered for up to 2, 4 and 8 weeks were 8.3 per cent, 15.8 per cent, and 26.6 per cent respectively. The corresponding proportions in March were 7.1 per cent, 13.5 per cent, and 24.6 per cent respectively.

Total unemployed in Great Britain: duration analysis: April 13, 1978

Duration in weeks	Males	Females	Total
One or less	33,336	14,919	48,255
Over 1, up to 2	45,922	21,107	67,029
Over 2, up to 3	33,101	16,760	49,861
Over 3, up to 4	36,334	18,395	54,729
Over 4, up to 5	28,127	12,450	40,577
Over 5, up to 6	26,985	12,078	39,063
Over 6, up to 7	25,452	11,771	37,223
Over 7, up to 8	22,239	9,947	32,186
Over 8, up to 9	21,388	9,590	30,978
Over 9, up to 13	80,346	36,757	117,103
Over 13, up to 26	177,722	76,051	253,773
Over 26, up to 39	123,482	53,385	176,867
Over 39, up to 52	75,005	32,524	107,529
Over 52	270,445	61,866	332,311
Over 8	748,388	270,173	1,018,561
Total	999,884	387,600	1,387,484

Regional analysis of unemployment: April 13, 1978

	South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland†	Total United Kingdom‡
Unemployed, excluding school leavers														
Actual	312,439	151,187	35,857	105,384	119,488	76,324	116,256	197,169	111,231	83,816	172,814	1,330,778	60,209	1,390,987
Seasonally adjusted	310,300	—	34,700	103,300	120,900	76,100	116,300	196,600	111,700	83,600	172,400	1,326,400	60,700	1,387,100
Percentage rates*	4.1	—	4.9	6.4	5.2	4.8	5.6	6.9	8.2	7.8	7.8	5.7	11.1	5.8
School leavers (included in unemployed)														
Males	4,326	2,094	576	1,787	2,665	1,263	2,717	5,275	2,855	2,753	4,420	28,637	2,394	31,031
Females	3,976	1,617	554	1,851	3,354	1,241	2,753	4,846	2,954	2,912	3,628	28,069	1,671	29,740
Unemployed														
Total	320,741	154,898	36,987	109,022	125,507	78,828	121,726	207,290	117,040	89,481	180,862	1,387,484	64,274	1,451,758
Males	240,225	118,854	27,651	78,865	89,055	57,364	88,410	148,936	83,390	62,498	123,490	999,884	45,520	1,045,404
Females	80,516	36,044	9,336	30,157	36,452	21,464	33,316	58,354	33,650	26,983	57,372	387,600	18,754	406,354
Married females†	28,872	11,465	3,829	10,544	13,644	8,706	13,308	23,257	15,208	11,948	28,785	158,101	9,633	167,734
Percentage rates*														
Total	4.2	4.0	5.3	6.8	5.4	5.0	5.8	7.3	8.6	8.4	8.2	5.9	11.8	6.1
Males	5.4	5.1	6.4	8.1	6.3	6.0	6.9	8.8	9.9	9.4	9.4	7.1	13.9	7.3
Females	2.6	2.3	3.4	4.7	4.1	3.5	4.1	5.1	6.5	6.7	6.4	4.2	8.6	4.3
Length of time on register														
Males														
up to 2 weeks	22,957	11,381	2,441	5,673	6,577	4,300	7,213	10,153	5,934	4,550	9,460	79,258	7,362	86,620
over 2 and up to 4 weeks	17,840	8,575	1,856	5,037	6,122	4,055	6,498	10,326	5,750	4,589	7,362	69,435	6,637	76,072
over 4 and up to 8 weeks	28,083	14,442	2,770	7,498	9,079	5,851	9,422	14,108	7,633	5,692	12,667	102,803	10,203	113,006
over 8 weeks	171,345	84,456	20,584	60,657	67,277	43,158	65,277	114,349	64,073	47,667	94,001	748,388	45,520	793,908
Total	240,225	118,854	27,651	78,865	8									

Area statistics of unemployment

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

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at April 13, 1978

	Males	Females	Total	Percentage rate		Males	Females	Total	Percentage rate
DEVELOPMENT AREAS AND SPECIAL DEVELOPMENT AREAS†									
South Western DA	12,939	4,928	17,867	10.7	*Luton	4,489	2,077	6,566	5.0
Hull and Grimsby DA	16,094	4,675	20,769	8.0	*Maidstone	2,146	786	2,932	3.7
Whitby and Scarborough DA	1,895	677	2,572	8.3	*Newport (IoW)	2,286	826	3,112	7.6
Merseyside SDA	59,189	24,583	83,772	11.1	*Oxford	4,920	2,640	7,560	4.3
Northern DA	83,390	33,650	117,040	8.6	*Portsmouth	8,387	3,349	11,736	6.2
North East SDA	57,905	21,956	79,861	9.6	*Ramsgate	1,553	454	2,007	7.2
West Cumberland SDA	2,885	1,799	4,684	7.9	*Reading	4,353	1,375	5,728	3.4
Welsh DA	53,678	23,356	77,034	8.4	*Slough	2,339	763	3,102	2.6
North West Wales SDA	4,259	1,688	5,947	11.2	*Southampton	6,735	2,474	9,209	5.1
South Wales SDA	13,398	6,788	20,186	8.8	*Southend-on-Sea	10,116	3,362	13,478	6.9
Scottish DA	120,348	56,117	176,465	8.4	*St Albans	1,622	549	2,171	2.4
Dundee and Arbroath SDA	6,209	3,065	9,274	8.7	*Stevenage	1,037	482	1,519	4.0
Girvan SDA	393	152	545	12.9	*Tunbridge Wells	2,099	695	2,794	3.4
Glenrothes SDA	706	639	1,345	7.5	*Watford	2,697	809	3,506	2.9
Leven and Methil SDA	1,103	461	1,564	9.2	*Weybridge	1,982	534	2,516	2.7
Livingston SDA	876	670	1,546	9.8	*Worthing	2,013	570	2,583	4.4
West Central Scotland SDA	66,218	29,415	95,633	9.8					
Total All Development Areas	347,533	147,986	495,519	8.9	East Anglia				
Of which, Special Development Areas	213,141	91,216	304,357	9.9	Cambridge	1,710	653	2,363	2.8
Northern Ireland	45,520	18,754	64,274	11.8	Great Yarmouth	2,128	640	2,768	7.4
					*Ipswich	3,235	1,076	4,311	4.3
					Lowestoft	1,277	465	1,742	6.2
					*Norwich	4,931	1,387	6,318	5.0
					Peterborough	2,491	1,149	3,640	5.4
					South West				
					Bath	2,062	693	2,755	5.9
					*Bournemouth	5,949	1,848	7,797	6.1
					*Bristol	15,021	4,524	19,545	6.1
					Cheltenham	2,396	833	3,229	5.1
					*Exeter	3,371	1,103	4,474	6.1
					Gloucester	2,297	1,072	3,369	5.1
					*Plymouth	7,062	3,241	10,303	8.4
					*Salisbury	1,474	734	2,208	5.7
					Swindon	3,429	1,843	5,272	6.7
					Taunton	1,433	496	1,929	4.7
					*Torbay	5,175	1,841	7,016	10.4
					*West Wiltshire	1,491	705	2,196	4.1
					*Yeovil	1,464	678	2,142	5.3
					West Midlands				
					Birmingham	29,782	10,528	40,310	5.9
					Burton-upon-Trent	998	492	1,490	4.0
					Cannock	1,416	516	1,932	7.6
					*Coventry	9,879	5,615	15,494	6.3
					*Dudley	4,601	1,587	6,188	5.8
					Hereford	1,487	609	2,096	3.9
					*Kidderminster	1,673	718	2,391	6.0
					Leamington	1,472	750	2,222	4.5
					*Oakengates	2,838	1,551	4,389	8.9
					Redditch	1,268	522	1,790	5.3
					Rugby	991	623	1,614	5.2
					Shrewsbury	1,506	520	2,026	4.9
					*Stratford	1,157	568	1,725	3.1
					*Stoke-on-Trent	5,841	1,774	7,615	3.8
					*Tamworth	1,825	915	2,740	7.6
					*Walsall	4,439	1,757	6,196	4.9
					*West Bromwich	4,197	1,785	5,982	4.4
					*Wolverhampton	6,056	2,787	8,843	6.1
					*Worcester	2,029	736	2,765	5.1
					East Midlands				
					Armagh	3,260	1,209	4,469	5.5
					Coalville	672	195	867	2.6
					Corby	1,852	926	2,778	9.0
					Derby	4,203	1,650	5,853	4.4
					Kettering	1,019	300	1,319	4.4
					Leicester	8,219	3,261	11,480	4.9
					Lincoln	2,787	1,409	4,196	6.6
					Loughborough	1,002	488	1,490	3.4
					Mansfield	2,326	1,245	3,571	4.1
					*Northampton	2,818	895	3,713	5.2
					*Nottingham	12,191	3,419	15,610	3.8
					Sutton-in-Ashfield	1,086	250	1,336	3.8
					Yorkshire and Humberside				
					Barnsley	3,593	1,330	4,923	6.1
					*Bradford	8,410	2,653	11,063	6.6
					*Castleford	2,810	1,042	3,852	6.2
					*Dewsbury	2,853	832	3,685	5.6
					*Doncaster	5,140	2,916	8,056	6.7
					Grimsby	4,019	1,084	5,103	4.3
					*Halifax	2,024	713	2,737	4.0
					Harrrogate	1,003	362	1,365	4.1
					Huddersfield	2,307	1,357	3,664	8.6
					*Hull	12,075	3,591	15,666	5.3
					Keighley	1,145	447	1,592	5.7
					*Leeds	13,026	4,618	17,644	9.5
					*Mexborough	1,886	1,001	2,887	7.6
					Rotherham	3,256	1,392	4,648	5.7
					*Scunthorpe	2,336	1,339	3,675	4.3
					*Sheffield	9,071	3,133	12,204	4.0
					Wakefield	1,784	635	2,419	4.0
					York	2,453	950	3,403	4.1

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at April 13, 1978 (continued)

	Males	Females	Total	Percentage rate		Males	Females	Total	Percentage rate
LOCAL AREAS (by region)—continued					COUNTIES (by region)§				
North West					South East				
*Accrington	1,109	481	1,590	5.4	Bedfordshire	6,234	2,970	9,204	4.4
*Ashton-under-Lyne	3,512	1,330	4,842	5.1	Berkshire	7,619	2,516	10,135	3.2
*Blackburn	3,046	1,273	4,319	6.4	Buckinghamshire	4,266	1,859	6,125	3.4
*Blackpool	5,827	2,433	8,260	7.7	East Sussex	11,180	3,171	14,351	6.6
*Bolton	4,686	1,692	6,378	5.7	Essex	19,683	7,102	26,785	5.6
*Burnley	1,686	673	2,359	4.7	Greater London	118,854	36,044	154,898	4.0
*Bury	2,053	824	2,877	4.5	Hampshire	20,577	7,712	28,289	5.0
*Chester	2,399	1,005	3,404	5.7	Hertfordshire	8,900	3,124	12,024	2.9
*Crewe	1,384	829	2,213	4.0	Isle of Wight	2,286	826	3,112	7.6
*Lancaster	2,533	1,008	3,541	7.5	Kent	21,284	8,024	29,308	5.6
*Leigh	1,768	827	2,595	6.0	Oxfordshire	5,877	3,144	9,021	4.4
*Liverpool	52,404	20,794	73,198	11.4	Surrey	7,243	1,966	9,209	2.7
*Manchester	33,171	9,688	42,859	6.1	West Sussex	6,222	2,058	8,280	3.5
*Nelson	1,059	451	1,510	5.8					
*Northwich	1,455	670	2,125	5.3	East Anglia				
*Oldham	3,451	1,166	4,617	4.7	Cambridgeshire	7,073	2,708	9,781	4.5
*Preston	4,879	2,377	7,256	5.0	Norfolk	12,397	3,815	16,212	6.3
*Rochdale	2,321	711	3,032	5.8	Suffolk	8,181	2,813	10,994	4.9
Southport	2,084	887	2,971	9.0					
St. Helens	3,445	1,790	5,235	8.6	South West				
*Warrington	2,745	1,480	4,225	5.4	Avon	19,131	6,059	25,190	6.2
*Widnes	3,340	1,999	5,339	9.8	Cornwall	10,752	4,179	14,931	11.2
*Wigan	4,338	2,130	6,468	8.7	Devon	20,367	7,791	28,158	8.5
					Dorset	8,987	3,039	12,026	6.3
					Gloucestershire	7,012	3,174	10,186	5.0
North					Somerset	5,658	2,371	8,029	5.4
*Bishop Auckland	2,982	1,361	4,343	8.7	Wiltshire||	6,958	3,544	10,502	5.5
*Carlisle	2,024	829	2,853	5.7					
*Chester-le-Street	2,682	974	3,656	9.1	West Midlands				
*Consett	2,335	986	3,321	10.6	West Midlands Metropolitan	56,446	22,470	78,916	5.6
*Darlington	2,464	1,247	3,711	6.2	Hereford and Worcester	8,896	3,474	12,370	5.6
Durham	1,604	710	2,314	6.2	Salop	6,369	2,825	9,194	7.1
Furness	1,276	1,195	2,471	5.5	Staffordshire	12,226	4,751	16,977	4.4
Hartlepool	4,505	1,482	5,987	13.3	Warwickshire||	5,118	2,932	8,050	...
*Peterlee	1,912	948	2,860	10.8					
*Weardale	10,822	4,822	15,644	12.4	East Midlands </				

Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on April 13, 1978 was 11,664.

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

Number of temporarily stopped workers claiming benefits on April 13, 1978: regional analysis

Region	Males	Females	Total
South East	678	88	766
Greater London	280	16	296
East Anglia	152	39	191
South West	1,154	70	1,224
West Midlands	4,084	404	4,488
East Midlands	319	130	449
Yorkshire and Humberside	955	81	1,036
North West	704	217	921
North	559	86	645
Wales	415	96	511
Scotland	1,300	133	1,433
Great Britain	10,320	1,344	11,664

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

Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on April 7, 1978 was 202,283; 18,110 higher than on March 3, 1978.

The seasonally adjusted figure of notified vacancies at employment offices on April 7, 1978 was 202,000; 8,100 higher than that for March 3, 1978 and 23,700 higher than on January 6, 1978.

The number of vacancies notified to careers offices and remaining unfilled on April 7, 1978 was 25,424; 1,323 higher than on March 3, 1978.

The figures represent only the number of vacancies notified to employment offices and careers offices by employers and remaining unfilled on April 7, 1978 and are not a measure of total vacancies. Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

Notified vacancies remaining unfilled on April 7, 1978: regional analysis

Region	At employment offices*	At careers offices*
South East	85,082	13,181
Greater London	45,687	6,999
East Anglia	6,074	940
South West	12,791	1,440
West Midlands	12,339	2,358
East Midlands	12,768	1,879
Yorkshire and Humberside	15,579	1,973
North West	15,941	1,671
North	10,549	640
Wales	8,830	448
Scotland	22,330	894
Great Britain	202,283	25,424

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

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

Monthly index of average earnings: new series

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

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

There are three sets of industry groups:

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

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

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

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

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

SIC Order	Type		LATEST FIGURES (January 1976 = 100)		PERCENTAGE CHANGE OVER 12 MONTHS ENDING					
			February 1978	March* 1978	March 1977	June 1977	September 1977	December 1977	February 1978	March* 1978
I to XXVII	B	WHOLE ECONOMY	122.7	124.8	10.8	8.2	7.7	9.4	10.5	10.1
I	C	Agriculture and forestry†	125.4	not available	7.1	4.8	19.5	5.9	9.7	not available
II	A	Mining and quarrying	129.5	142.8	10.1	7.0	7.3	7.7	16.9	20.7
III to XIX	C	ALL MANUFACTURING INDUSTRIES	126.2	128.0	11.5	8.9	8.8	11.2	12.1	11.7
III	A	Food, drink and tobacco	125.5	128.4	11.3	8.9	9.2	10.8	13.0	7.0
IV	A	Coal and petroleum products	125.7	133.3	9.1	8.8	7.1	8.8	13.9	17.6
V	A	Chemicals and allied industries	124.9	127.4	10.5	7.5	7.6	15.6	12.6	14.1
VI	A	Metal manufacture	126.6	132.6	12.5	9.3	9.8	9.1	8.0	13.7
VII	C	Mechanical engineering	127.4	128.8	12.1	10.0	10.2	12.9	13.0	12.9
VIII	A	Instrument engineering	128.9	129.9	13.0	10.2	8.8	14.8	13.3	10.9
IX	A	Electrical engineering	124.6	127.7	11.1	6.2	6.9	9.1	11.0	11.1
X	C	Shipbuilding and marine engineering	118.6	126.0	7.0	9.5	5.1	4.3	5.2	13.6
XI	A	Vehicles	124.6	124.0	8.4	7.3	4.1	11.7	15.2	13.0
XII	A	Metal goods not elsewhere specified	128.8	129.5	13.4	9.3	12.3	12.3	12.7	11.4
XIII	A	Textiles	125.8	124.8	11.8	8.5	8.9	10.1	10.6	9.0
XIV	A	Leather, leather goods and fur	122.3	122.5	14.1	13.2	10.1	10.2	11.4	9.8
XV	A	Clothing and footwear	127.7	129.3	12.7	11.4	13.6	11.5	10.8	12.2
XVI	A	Bricks, pottery, glass, cement, etc	123.5	124.0	10.1	9.6	8.3	11.3	12.4	11.3
XVII	A	Timber, furniture, etc	126.1	124.5	10.9	7.3	9.5	8.8	12.8	10.6
XVIII	C	Paper, printing and publishing	127.2	129.3	12.3	9.6	8.4	10.5	13.0	12.4
XIX	A	Other manufacturing industries	127.0	126.3	11.0	7.7	8.8	7.7	10.6	9.3
XX	C	Construction	123.3	124.8	13.8	11.6	10.0	9.5	9.3	6.3
XXI	C	Gas, electricity and water	118.7	118.0	10.8	8.6	4.7	6.6	5.0	2.8
XXII	A	Transport and communication	117.2	120.4	9.6	4.7	8.2	9.7	9.6	11.3
XXIII	B	Distributive trades	127.7	131.7	14.8	11.2	9.2	11.0	12.5	11.7
XXIV	B	Insurance, banking and finance	117.5	123.4	12.8	9.3	7.4	11.5	9.9	8.5
XXV	B	Professional and scientific services	118.8	119.3	8.6	4.9	4.9	4.4	7.4	7.5
XXVI	C	Miscellaneous services	123.9	127.5	11.7	11.1	8.8	10.9	11.0	11.2
XXVII	B	Public administration	118.1	116.8	7.4	7.2	5.0	9.0	10.3	9.6

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

Monthly index of wages and salaries per unit of output

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

The most recent figures available are contained in the table

below. Quarterly averages of the monthly figures in the series are presented in line 3d of table 134 in the statistical series section of the *Employment Gazette*, page 644.

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

1970 = 100

Year	January	February	March	April	May	June	July	August	September	October	November	December
1970	94.5	95.6	96.3	97.4	98.6	99.6	100.9	102.0	102.6	103.4	104.3	105.1
1971	106.1	107.7	108.3	108.2	107.3	108.0	108.8	109.7	110.2	110.5	110.2	110.4
1972	110.9	*	112.6	112.5	112.6	113.2	114.1	114.8	114.9	115.0	114.3	114.0
1973	113.8	114.4	116.0	117.8	119.6	120.3	121.1	122.2	123.7	125.8	129.0	131.2
1974	132.5	134.0	134.9	139.3	142.1	146.8	149.5	153.9	158.9	164.7	170.7	173.8
1975	176.2	178.1	182.7	188.5	192.5	196.6	200.2	203.3	205.0	205.3	208.8	211.5
1976	213.8	214.4	215.2	216.0	218.0	219.8	223.7	224.9	224.8	224.8	228.0	230.3
1977	232.4	233.6	237.1	240.2	245.2	245.6	247.0	245.5	248.8	253.2	258.1	261.7
1978	263.5											

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

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

The statistical tables in this article relate to changes in basic rates of wages or minimum entitlements and reductions in normal weekly hours, where these are the outcome of centrally determined arrangements, usually national collective agreements or statutory wages orders. In general, no account is taken of changes determined by local negotiations, e.g. at district, establishments 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 April 30, 1978, 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

Date	Indices July 31, 1972 = 100			Percentage increase over previous 12 months	
	Basic weekly rates	Normal weekly hours	Basic hourly rates	Basic weekly rates	Basic hourly rates
1977					
November 30	231.1	99.4	232.5	5.4	5.4
December 31	232.9	99.4	234.3	5.8	5.7
1978					
January 31	236.4	99.4	237.9	6.3	5.8
February 28	237.7	99.4	239.2	6.3	5.8
March 31	238.0	99.4	239.5	6.3	5.7
April 30	256.4	99.4	257.9	14.1	14.1

Notes: 1. The full index numbers and explanatory notes are given in table 131.
2. Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the issues of the Gazette for February 1957, September 1957, April 1958, February 1959 and September 1972.
3. As explained in an article elsewhere in this Gazette (page 584), 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 April

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

Engineering—United Kingdom: Increase in national minimum rates of £15 a week for skilled workers, of £9.40 for unskilled workers, with proportional amounts for apprentices and young workers (April 10 or on domestic anniversaries where these fall after April 10, 1978).
Dressmaking and women's light clothing (Wages Council)—England and Wales: Increases in general minimum time rates and piecework basis time rates of 8p or 8.25p an hour for adult time workers and pieceworkers of any age after consolidation of previous supplements (March 25).
General Printing—England and Wales: Increases of 10 per cent on minimum rates for adult workers, with proportional amounts for apprentices and learners. Existing supplements replaced by a single non-enhanceable supplementary payment incorporating a 10 per cent increase (April 24).
Gas supply—Great Britain: Consolidation of the 5 per cent supplement into basic rates, together with an increase of 13.1p an hour for full-time adult skilled workers and 10.6p an hour for other full-time adult workers, with proportional amounts for young and part-time workers (January 16).
Railway Service (British Rail)—Great Britain: Increases in standard rates of wages of varying amounts according to occupation. The 5 per cent of total earnings supplement is withdrawn but the non-enhanceable supplement of £6 a week for adult workers continues, with proportional amounts for young workers (April 24).
Road passenger transport (London Transport Executive)—London: Increases of varying amounts, according to occupation, after consolidation of previous supplements into basic rates (April 1).
Post Office (Postmen and postmen higher grade, telegraphists, telephonists and postal officers)—United Kingdom: Increases of varying amounts following revision of pay scales, together with a revised form of supplements combining all three existing supplements (January 1).

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 April indicate that the basic weekly rates of wages or minimum entitlements of some 3,010,000 workers were increased by a total of £30,150,000, 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 April with operative effect from earlier months (605,000 workers and £2,870,000 in weekly rates of wages). Of the total increase of £30,150,000 about £28,315,000 resulted from direct negotiations between employers' associations and trade unions, £1,095,000 from arrangements made by joint industrial councils or similar bodies established by voluntary agreement and £740,000 from statutory wages orders.

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 April 1978, 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	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated amount of increase (£)	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	260,000	1,395,000	—	—
Mining and quarrying	235,000	1,430,000	—	—
Food, drink and tobacco	120,000	415,000	—	—
Coal and petroleum products	5,000	30,000	—	—
Chemicals and allied industries	12,000	50,000	—	—
Metal manufacture	—	—	—	—
Mechanical engineering	—	—	—	—
Instrument engineering	—	—	—	—
Electrical engineering	—	—	—	—
Shipbuilding and marine engineering	2,170,000	25,780,000	—	—
Vehicles	—	—	—	—
Metal goods not elsewhere specified	—	—	—	—
Textiles	145,000	490,000	—	—
Leather, leather goods and fur	20,000	75,000	—	—
Clothing and footwear	235,000	730,000	—	—
Bricks, pottery, glass, cement, etc.	10,000	50,000	—	—
Timber, furniture, etc.	115,000	905,000	—	—
Paper, printing and publishing	210,000	1,155,000	—	—
Other manufacturing industries	20,000	135,000	—	—
Construction	75,000	210,000	—	—
Gas, electricity and water	40,000	355,000	—	—
Transport and communication	440,000	2,400,000	—	—
Distributive trades	110,000	405,000	—	—
Public administration and professional services	—	—	—	—
Miscellaneous services	140,000	495,000	—	—
Totals—January-April 1978	4,362,000	36,505,000	—	—
Totals—January-April 1977	3,500,000	8,790,000	—	—

Table (b)

Month	Basic weekly rates of wages or minimum entitlements			Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated net amount of increase (000's)	Estimated amount of increase (£000's)	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours (000's)
1977					
April	680	—	1,720	—	—
May	445	—	1,110	—	—
June	1,260	—	3,155	—	—
July	770	—	2,125	—	—
August*	195	—	800	—	—
September*	245	—	1,045	—	—
October*	360	—	1,630	3	4
November	1,545	50	6,240	—	—
December*	710	—	2,735	—	—
1978					
January*	1,290	—	6,195	—	—
February*	475	—	2,345	—	—
March*	195	—	695	—	—
April	2,405	—	27,280	—	—

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

Retail prices, April 18, 1978

The index of retail prices for all items on April 18, 1978 was 194.6 (January 15, 1974 = 100). This represents an increase of 1.5 per cent on March 1978 (191.8) and of 7.9 per cent on April 1977 (180.3). The index for April 1978 was published on May 19, 1978.

The rise in the index during the month was due mainly to

increases in local rates and water charges, rents and other housing costs; to increases in the prices of some foods, particularly vegetables, meat and bread; and to increases in the prices of cars, alcoholic drinks and meals bought and consumed outside the home.

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

	All items				All items except seasonal foods			
	Index Jan 15 1974 = 100	Percentage change over			Index Jan 15 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	
1977								
September	185.7	+0.5	+5.6	+15.6	186.2	+0.7	+6.8	
October	186.5	+0.4	+3.4	+14.1	187.3	+0.6	+4.8	
November	187.4	+0.5	+3.1	+13.0	188.2	+0.5	+4.3	
December	188.4	+0.5	+2.6	+12.1	189.0	+0.4	+3.6	
1978								
January	189.5	+0.6	+3.1	+9.9	190.2	+0.6	+3.7	
February	190.6	+0.6	+3.2	+9.5	191.4	+0.6	+3.5	
March	191.8	+0.6	+3.3	+9.1	192.4	+0.5	+3.3	
April	194.6	+1.5	+4.3	+7.9	195.0	+1.4	+4.1	

The principal changes in the groups in the month were:

Food: The food index rose by about one and a half per cent to 201.6, compared with 198.4 in March. There were increases in the prices of bread, meat, potatoes, tomatoes and many other foods which were only partially offset by lower prices for eggs, tea and coffee. The index for foods whose prices show significant seasonal variations rose by four per cent to 186.3, compared with 179.0 in March.

Alcoholic drink: The level of prices of beer, wines and spirits rose by almost one per cent to give an index of 196.6, compared with 194.8 in March.

Tobacco: There were increases in the prices of most brands of cigarettes and tobacco, causing the index to rise by about one half of one per cent to 224.2, compared with 222.8 in March.

Housing: The housing index rose by five per cent as a result of increases in domestic rates and water charges in most areas; higher rents for local authority dwellings in many areas; higher charges for the repair and maintenance of dwellings; and reduced relief on mortgage interest payments following the cut in the basic rate of income tax from 34 per cent to 33 per cent. The index was 170.6, compared with 162.3 in March.

Fuel and light: Increases in electricity charges caused the group index to rise by rather more than one half of one per cent to 223.6, compared with 222.0 in March.

Clothing and footwear: Reductions in the prices of some undergarments were more than offset by increases in the prices of overcoats, rainwear and other articles of clothing and footwear. The group index rose by rather more than one half of one per cent to 169.1, compared with 167.9 in March.

Transport and vehicles: There was a further slight fall in the level of petrol prices, but prices of cars rose and there were increases in motor insurance premiums and some provincial bus fares, causing the group index to rise by rather more than one half of one per cent to 203.3, compared with 201.8 in March.

Miscellaneous goods: Increases in the prices of some newspapers, spring plants, toiletries and sports equipment caused the group index to rise by almost one and a half per cent to 203.4, compared with 200.5 in March.

Services: Increases in fees and charges for personal services caused the group index to rise by rather more than one half of one per cent to 190.1, compared with 188.8 in March.

Meals bought and consumed outside the home: Increases in charges for meals at restaurants and cafes caused the group index to rise by about one per cent to 203.9, compared with 201.7 in March.

Table 2
Percentage changes in the main components of the index over the month and over the last twelve months:

	Indices (January 15, 1974 = 100)	Percentage change over	
	April 18, 1978	1 month	12 months
All items	194.6	+1.5	+7.9
All items excluding food	192.7	+1.5	+8.5
Food	201.6	+1.6	+6.3
Seasonal food	186.3	+4.1	+16.8
Other food	204.7	+1.2	+11.7
Alcoholic drink	196.6	+0.9	+8.5
Tobacco	224.2	+0.6	+8.6
Housing	170.6	+5.1	+2.6
Fuel and light	223.6	+0.7	+10.2
Durable household goods	180.1	+0.7	+10.0
Clothing and footwear	169.1	+0.7	+9.9
Transport and vehicles	203.3	+0.7	+7.5
Miscellaneous goods	203.4	+1.4	+9.4
Services	190.1	+0.7	+11.8
Meals out	203.9	+1.1	+14.0

Retail prices Index April 18, 1978

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

	Index January 1974 = 100	Percentage change over 12 months		Index January 1974 = 100	Percentage change over 12 months
I Food: Total	201.6	+6	VI Durable household goods: Total	180.1	+10
Bread, flour, cereals, biscuits and cakes	206.4	+19	Furniture, floor coverings and soft furnishings	183.0	+11
Bread	200.6	+23	Radio, television and other household appliances	171.1	+8
Flour	208.9	+25	Pottery, glassware and hardware	199.0	+13
Other cereals	215.4	+11			
Biscuits	224.3	+19	VII Clothing and footwear: Total	169.1	+10
Meat and bacon	168.6	+9	Men's outer clothing	173.9	+10
Beef	185.6	+14	Men's underclothing	206.4	+15
Lamb	172.3	+7	Women's outer clothing	153.3	+8
Pork	164.3	+12	Women's underclothing	181.9	+9
Bacon	159.0	+11	Children's clothing	182.4	+12
Ham (cooked)	147.2	+7	Other clothing, including hose, haberdashery, hats and materials	164.8	+11
Other meat and meat products	160.9	+4	Footwear	167.7	+9
Fish	186.2	+12			
Butter, margarine, lard and other cooking fat	224.8	+0	VIII Transport and vehicles: Total	203.3	+8
Butter	256.0	-0	Motoring and cycling	198.4	+6
Margarine	193.5	+4	Purchase of motor vehicles	204.2	+16
Lard and other cooking fat	176.5	+4	Maintenance of motor vehicles	213.6	+16
Milk cheese and eggs	191.5	+15	Petrol and oil	186.1	-10
Cheese	214.6	+13	Motor licences	199.0	+0
Eggs	112.9	+3	Motor insurance	192.5	+13
Milk, fresh	226.8	+19	Fares	236.9	+15
Milk, canned, dried etc	225.5	+15	Rail transport	246.6	+15
Tea, coffee, cocoa, soft drinks etc	265.4	+15			
Tea	297.8	+25	IX Miscellaneous goods: Total	203.4	+9
Coffee, cocoa, proprietary drinks	351.1	+19	Books, newspapers and periodicals	229.0	+10
Sugar, preserves and confectionery	256.5	+13	Books	226.2	+14
Sugar	246.1	+6	Newspapers and periodicals	229.7	+9
Jam, marmalade and syrup	219.1	+12	Medicines, surgical, etc, goods and toiletries	180.4	+8
Sweets and chocolates	253.2	+15	Soap, detergents, polishes, matches, etc	223.4	+12
Vegetables, fresh, canned and frozen	215.1	-30	Soap and detergents	209.4	+13
Potatoes	232.4	-36	Soda and polishes	242.0	+17
Other vegetables	199.3	-26	Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	192.6	+9
Fruit, fresh, dried and canned	209.2	+12			
Other food	212.5	+12	X Services: Total	190.1	+12
Food for animals	197.1	+16	Postage and telephones	205.2	+2
			Postage	247.6	+9
II Alcoholic drink: Total	196.6	+8	Telephones, telegrams, etc	191.7	-1
Beer	212.5	+11	Entertainment	157.9	+13
Spirits, wines, etc	174.7	+5	Entertainment (other than TV)	185.7	+14
			Other services	217.8	+18
III Tobacco: Total	224.2	+9	Domestic help	233.0	+10
Cigarettes	223.6	+9	Hairdressing	215.6	+15
Tobacco	229.7	+7	Boot and shoe repairing	212.1	+14
			Laundering	201.0	+15
IV Housing: Total	170.6	+3			
Rent	160.1	+9	XI Meals bought and consumed outside the home	203.9	+14
Owner-occupiers' mortgage interest payments	114.8	-21			
Rates and water charges	213.8	+10	All items	194.6	+7.9
Materials and charges for repairs and maintenance	215.6	+10			
V Fuel and light: Total (including oil)	223.6	+10			
Coal and smokeless fuels	221.0	+10			
Coal	223.1	+11			
Smokeless fuels	213.7	+7			
Gas	176.0	+7			
Electricity	253.3	+13			

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, i.e. at sub-group and group levels.

Average retail prices of items of food

Average retail prices on April 18, 1978 for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in 200 areas in the United Kingdom, are given below.

Many of the items vary in quality from retailer to retailer, and partly because of these differences there are considerable variations in prices charged for many items. An indication of these variations is given in the last column of the following table, which shows the ranges of prices within which at least four-fifths

of the recorded prices fell.

The average prices 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 227 of the February 1978 issue of *Employment Gazette*.

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

Item	Number of quotations April 18, 1978	Average price April 18, 1978	Price range within which 80 per cent of quotations fell	Item	Number of quotations April 18, 1978	Average price April 18, 1978	Price range within which 80 per cent of quotations fell
Beef: Home-killed				Fresh vegetables			
Chuck	777	94.0	85 - 100	Potatoes, old loose			
Sirloin (without bone)	757	153.3	124 - 180	White	505	5.3	4 - 6
Silverside (without bone)*	813	129.3	120 - 140	Red	301	5.7	4½ - 7
Back ribs (with bone)*	534	88.2	74 - 110	Potatoes, new loose	512	10.9	10 - 12
Fore ribs (with bone)	636	84.1	74 - 100	Tomatoes	648	55.1	45 - 66
Brisket (without bone)	743	83.7	72 - 100	Cabbage, greens	623	9.6	6 - 12
Rump steak*	814	171.2	148 - 198	Cauliflower or broccoli	559	7.3	4 - 10
				Carrots	459	21.4	12 - 30
Lamb: Home-killed				Onions	747	6.7	5 - 10
Loin (with bone)	529	117.1	100 - 140	Mushrooms, per ½ lb	732	8.3	6 - 10
Breast*	518	36.8	28 - 50		719	17.4	15 - 20
Best end of neck	450	85.7	50 - 116	Fresh fruit			
Shoulder (with bone)	501	79.0	64 - 100	Apples, cooking	711	22.2	15 - 25
Leg (with bone)	541	109.0	90 - 126	Apples, dessert	778	23.3	18 - 28
				Pears, dessert	672	24.7	20 - 30
Lamb: Imported				Oranges	650	17.1	12 - 21
Loin (with bone)	541	84.1	75 - 94	Bananas	745	22.2	20 - 24
Breast*	532	27.0	20 - 34	Bacon			
Best end of neck	483	67.0	45 - 82	Collar*	436	73.3	64 - 84
Shoulder (with bone)	543	59.4	49 - 72	Gammon*	488	96.7	84 - 110
Leg (with bone)	555	89.5	84 - 96	Middle cut*, smoked	391	86.6	76 - 100
Pork: Home-killed				Back, smoked	329	98.3	90 - 112
Leg (foot off)	738	74.6	64 - 95	Back, unsmoked	433	94.7	84 - 110
Belly*	738	57.3	50 - 64	Streaky, smoked	270	72.9	64 - 84
Loin (with bone)	805	91.3	84 - 116	Ham (not shoulder)	664	124.1	98 - 144
Pork sausages	808	48.5	42 - 56	Pork luncheon meat, 12oz can	584	31.2	24 - 37
Beef sausages	679	42.8	38 - 52	Canned (red) salmon, half-size can	669	89.1	79 - 99
Roasting chicken (broiler) frozen (3lb)	587	42.2	38 - 46	Milk, ordinary, per pint	—	12.5	—
Roasting chicken, fresh or chilled (4lb) oven ready	510	51.4	44 - 56	Butter			
				Home-produced	582	56.3	52 - 62
Fresh and smoked fish				New Zealand	609	53.4	50 - 58
Cod filets	428	91.8	80 - 100	Danish	631	60.0	56 - 64
Haddock filets	417	96.5	84 - 110	Margarine			
Haddock, smoked whole	345	91.3	80 - 110	Standard quality, per ½ lb	168	14.5	12½ - 16
Plaice filets	412	98.5	86 - 120	Lower priced, per ½ lb	136	13.9	12½ - 15
Herrings	264	55.6	45 - 68	Lard	796	24.4	21 - 29
Kippers, with bone	431	71.2	60 - 83	Cheese, cheddar type	755	69.2	59 - 76
Bread				Eggs			
White, per 1½ lb wrapped and sliced loaf	751	25.7	22 - 29	Size 2 (65-70g), per dozen	545	57.9	52 - 63
White, per 1½ lb unwrapped loaf	469	28.0	26 - 31	Size 4 (55-60g), per dozen	592	49.0	44 - 54
White, per 14oz loaf	548	17.9	16½ - 19½	Size 6 (45-50g), per dozen	259	41.0	32 - 49
Brown, per 14oz loaf	607	19.1	18 - 20	Sugar, granulated, per kg	813	27.2	26 - 29
				Pure coffee instant, per 4 oz	662	111.1	108 - 120
Flour				Tea			
Self-raising, per 1½ kg	700	35.3	29 - 40	Higher priced, per ½ lb	224	28.9	26 - 32
				Medium priced, per ½ lb	1,314	24.8	23 - 28
				Lower priced, per ½ lb	787	22.2	21 - 25

* Or Scottish equivalent.

Stoppages of work

The official series of statistics of stoppages of work due to industrial disputes in the United Kingdom relates to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting less than one day are excluded except where the aggregate of working days lost exceeded 100. Workers involved are those directly involved and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. The number of working days lost is the aggregate of days lost by workers both directly and indirectly involved (as defined). It follows that the statistics do not reflect repercussions elsewhere, that is, at establishments other than those at which the disputes occurred. For example, the statistics exclude persons laid off and working days lost at such establishments through shortages of material caused by the stoppages included in the statistics. More information about definitions and qualifications is given in a report on the statistics for the year 1976 on pages 579 to 586 of the June 1977 issue of the Employment Gazette.

The number of stoppages beginning in April* which came to the notice of the department, was 141. In addition, 54 stoppages which began before April were still in progress at the beginning of the month.

The appropriate number of workers involved at the establishments where these stoppages occurred is estimated at 70,300 consisting of 43,600 involved in stoppages which began in April and 26,700 involved in stoppages which had continued from the previous month. The latter figure includes 5,700 workers involved for the first time in April in stoppages which began in earlier months. Of the 43,600 workers involved in stoppages which began in April, 32,600 were directly involved and 11,000 indirectly involved.

The aggregate of 541,000 working days lost in April includes 334,000 days lost through stoppages which had continued from the previous month.

Prominent stoppages of work during April

A five-week stoppage of work at an Ayrshire distillery ended on April 25. Nearly 100 workers in the bottle washing department who withdrew their labour following downgrading as a result of a job evaluation exercise, returned to work to allow negotiations to proceed. About 800 other workers were laid off during the dispute.

The rejection of a national productivity deal by workers at Doncaster locomotive repair depot led to a three-week stoppage by 2,700 engineering workers during April. Stoppages of one week's duration at York, Crewe and Derby depots involving 2,200, 1,200 and 400 workers respectively also took place during the month. These followed a work to rule and overtime ban, picketing and refusal to do work which had been blacked. Work was resumed at Doncaster on April 24 after talks with local management about the national agreement.

At a Coventry aero-engine plant industrial action by 22 electricians in support of a claim for pay parity with toolmakers led to 450 manual workers being laid off. Some 4,000 manual workers, including those laid off by reason of the electricians' dispute, later imposed sanctions after talks on their pay claim had broken down. This led to the closure of the plant on March 31 and closure of a near-by sister plant a week later which caused nearly 4,000 other workers, including technical and clerical staff, to be laid off. The manual workers' stoppage ended on April 28 when agreement on a pay formula was reached following negotiations utilising the services of ACAS. The electricians' dispute remained unresolved at the end of April.

Stoppages of work in the first four months of 1978 and 1977

Industry group Standard Industrial Classification 1968	January to April 1978			January to April 1977		
	No. of stoppages beginning in period	Stoppages in progress		No. of stoppages beginning in period	Stoppages in progress	
		Workers involved	Working days lost		Workers involved	Working days lost
Agriculture, forestry, fishing	—	—	—	1	†	†
Coal mining	101	34,700	69,000	81	24,100	37,000
All other mining and quarrying	4	300	1,000	2	700	3,000
Food, drink and tobacco	31	13,200	115,000	40	12,300	59,000
Coal and petroleum products	3	300	3,000	2	100	1,000
Chemicals and allied industries	16	3,600	26,000	24	8,900	167,000
Metal manufacture	49	14,400	110,000	64	22,800	284,000
Engineering	108	33,600	277,000	153	46,100	408,000
Shipbuilding and marine engineering	16	21,000	213,000	21	8,600	53,000
Motor vehicles	57	57,400	581,000	73	127,900	1,044,000
Aerospace equipment	12	3,700	36,000	12	7,800	17,000
All other vehicles	9	7,900	72,000	11	14,900	224,000
Metal goods not elsewhere specified	53	14,300	92,000	52	11,000	84,000
Textiles	23	6,300	47,000	21	3,000	14,000
Clothing and footwear	8	2,300	6,000	20	6,200	17,000
Bricks, pottery, glass, cement, etc.	17	6,300	44,000	21	3,000	13,000
Timber, furniture, etc.	12	1,900	9,000	6	1,500	3,000
Paper, printing and publishing	35	6,400	41,000	15	3,300	22,000
All other manufacturing industries	20	5,000	46,000	36	16,100	69,000
Construction	52	10,700	124,000	119	13,600	131,000
Gas, electricity and water	6	2,200	26,000	11	2,100	9,000
Port and inland water transport	17	10,700	54,000	30	6,200	17,000
Other transport and communication	38	9,200	38,000	48	11,400	81,000
Distributive trades	20	3,100	17,000	31	2,800	22,000
Administrative, financial and professional services	18	32,300	319,000	48	15,200	77,000
Miscellaneous services	8	900	5,000	7	1,000	20,000
Total	728‡	301,700	2,370,000	946‡	370,700	2,874,000

Causes of stoppages

Principal cause	Beginning in April 1978		Beginning in the first four months of 1978	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Pay—wage rates and earnings levels	85	18,200	428	91,400
—extra-wage and fringe benefits	1	200	21	7,600
Duration and pattern of hours worked	—	—	24	7,400
Redundancy questions	5	1,500	9	2,100
Trade union matters	9	2,200	31	4,700
Working conditions and supervision	11	5,000	54	10,100
Manning and work allocation	20	2,900	92	15,100
Dismissal and other disciplinary measures	10	2,600	69	13,000
Miscellaneous	—	—	—	—
Total	141	32,600	728	151,500

Duration of stoppages ending in April

Duration of stoppage in working days	Number of stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	22	3,700	5,000
Over 1 and not more than 2 days	19	6,100	11,000
Over 2 and not more than 3 days	12	1,000	16,000
Over 3 and not more than 6 days	32	7,400	35,000
Over 6 and not more than 12 days	25	5,000	117,000
Over 12 days	23	12,100	250,000
Total	133	35,400	434,000

* 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 642 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.

Statistical series

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

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

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

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

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

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

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

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

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

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

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

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

Retail prices. Table 132 gives the all-items and broad item group 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)
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification (1958 or 1968 edition as indicated)

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

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

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

EMPLOYMENT working population

TABLE 101

Quarter	THOUSANDS								
	Employees in employment			Self-employed persons (with or without employees)	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Males	Females	Total						
A. UNITED KINGDOM									
Numbers unadjusted for seasonal variation									
1973	September	13,850	8,902	22,752	1,942	358	25,052	556	25,608
	December	13,819	8,953	22,773	1,937	354	25,064	512	25,576
1974	March	13,620	8,997	22,617	1,931	349	24,897	618	25,515
	June	13,659	9,131	22,790	1,925	345	25,060	542	25,602
	September	13,726	9,209	22,935	1,915	347	25,197	650	25,847
	December	13,643	9,229	22,871	1,905	343	25,119	†	†
1975	March	13,534	9,094	22,629	1,895	338	24,862	803	25,665
	June	13,532	9,174	22,707	1,886	336	24,929	866	25,795
	September	13,545	9,172	22,717	1,886*	340	24,943	1,145	26,088
	December	13,453	9,198	22,651	1,886*	339	24,876	1,201	26,077
1976	March	13,342	9,070	22,412	1,886*	337	24,635	1,285	25,920
	June	13,388	9,151	22,539	1,886*	336	24,761	1,332	26,093
	September	13,447	9,171	22,618	1,886*	338	24,842	1,456	26,298
	December	13,419	9,248	22,667	1,886*	334	24,887	1,371†	26,258
1977	March	13,322	9,178	22,500	1,886*	330	24,716	1,383	26,099
	June	13,383	9,281	22,664	1,886*	327	24,877	1,450	26,327
	September	13,436	9,283	22,719	1,886*	328	24,933	1,609	26,542
	December	13,385	9,321	22,705	1,886*	324	24,915	1,481	26,396
Numbers adjusted for seasonal variation									
1973	September	13,816	8,887	22,703	1,942	358	25,003		25,538
	December	13,783	8,956	22,739	1,937	354	25,030		25,540
1974	March	13,682	9,022	22,704	1,931	349	24,984		25,580
	June	13,671	9,120	22,791	1,925	345	25,061		25,656
	September	13,681	9,198	22,879	1,915	347	25,141		25,753
	December	13,614	9,214	22,828	1,905	343	25,076		†
1975	March	13,599	9,134	22,733	1,895	338	24,966		25,757
	June	13,545	9,164	22,709	1,886	336	24,931		25,846
	September	13,490	9,162	22,652	1,886*	340	24,878		25,974
	December	13,429	9,166	22,595	1,886*	339	24,820		26,029
1976	March	13,410	9,126	22,536	1,886*	337	24,759		26,042
	June	13,400	9,139	22,539	1,886*	336	24,761		26,137
	September	13,388	9,162	22,550	1,886*	338	24,774		26,171
	December	13,399	9,207	22,606	1,886*	334	24,826		26,210
1977	March	13,391	9,243	22,634	1,886*	330	24,850		26,236
	June	13,393	9,268	22,661	1,886*	327	24,874		26,370
	September	13,377	9,273	22,650	1,886*	328	24,864		26,408
	December	13,367	9,277	22,644	1,886*	324	24,854		26,350
B. GREAT BRITAIN									
Numbers unadjusted for seasonal variation									
1973	September	13,556	8,713	22,269	1,879	358	24,506	527	25,033
	December	13,525	8,761	22,286	1,874	354	24,514	484	24,998
1974	March	13,325	8,802	22,127	1,869	349	24,345	590	24,935
	June	13,363	8,933	22,297	1,864	345	24,506	515	25,021
	September	13,431	9,010	22,441	1,854	347	24,642	618	25,260
	December	13,349	9,029	22,377	1,844	343	24,564	†	†
1975	March	13,240	8,894	22,135	1,834	338	24,307	768	25,075
	June	13,240	8,973	22,213	1,825	336	24,374	828	25,202
	September	13,253	8,971	22,224	1,825*	340	24,389	1,097	25,486
	December	13,161	8,997	22,158	1,825*	339	24,322	1,152	25,474
1976	March	13,050	8,870	22,920	1,825*	337	24,082	1,235	25,317
	June	13,097	8,951	22,048	1,825*	336	24,209	1,278	25,487
	September	13,156	8,970	22,126	1,825*	338	24,289	1,395	25,684
	December	13,128	9,048	22,176	1,825*	334	24,335	1,316†	25,651
1977	March	13,031	8,977	22,008	1,825*	330	24,163	1,328	25,491
	June	13,091	9,081	22,172	1,825*	327	24,324	1,390	25,714
	September	13,145	9,082	22,227	1,825*	328	24,380	1,542	25,922
	December	13,094	9,120	22,214	1,825*	324	24,363	1,420	25,783
Numbers adjusted for seasonal variation									
1973	September	13,522	8,699	22,221	1,879	358	24,458		24,964
	December	13,488	8,764	22,252	1,874	354	24,480		24,963
1974	March	13,387	8,827	22,214	1,869	349	24,432		24,999
	June	13,375	8,922	22,297	1,864	345	24,506		25,071
	September	13,386	8,999	22,385	1,854	347	24,586		25,168
	December	13,319	9,014	22,333	1,844	343	24,520		†
1975	March	13,305	8,933	22,238	1,834	338	24,410		25,167
	June	13,253	8,963	22,216	1,825	336	24,377		25,254
	September	13,198	8,962	22,160	1,825*	340	24,325		25,376
	December	13,137	8,965	22,102	1,825*	339	24,266		25,428
1976	March	13,118	8,926	22,044	1,825*	337	24,206		25,437
	June	13,109	8,939	22,048	1,825*	336	24,209		25,531
	September	13,097	8,961	22,058	1,825*	338	24,221		25,561
	December	13,108	9,007	22,115	1,825*	334	24,274		25,602
1977	March	13,100	9,041	22,141	1,825*	330	24,296		25,627
	June	13,101	9,068	22,169	1,825*	327	24,321		25,755
	September	13,085	9,072	22,157	1,825*	328	24,310		25,792
	December	13,076	9,076	22,152	1,825*	324	24,301		25,734

1. From June 1976 the figures for employees in employment in the United Kingdom include a constant component for Northern Ireland.
 2. From June 1974 the figures for self-employed persons in Northern Ireland are assumed unchanged.
 *Estimates are assumed unchanged until later data become available.
 †Estimates of the registered unemployed are not available for December 1974. The figures for December 1976 were estimated. See footnote to table 104.
 ‡Employment estimates after June 1976 are provisional.

EMPLOYMENT

employees in employment: Great Britain and standard regions

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousands)							Regional indices of employment|| (June 1974 = 100)			
		All industries and services			Agriculture, forestry and fishing	Index of Production* industries	of which manufacturing industries	Service§ industries	Index of Production industries	Manufacturing industries	Service industries	
		Total	Males	Females								
South East and East Anglia												
1976	June	35-90	7,916	4,648	3,269	122	2,588	2,047	5,205	93-3	92-0	101-5
	September	35-85	7,932	4,656	3,275	129	2,601	2,063	5,201	93-8	92-7	101-4
	December	35-96	7,974	4,660	3,315	119	2,615	2,080	5,240	94-3	93-4	102-2
1977	March	35-93	7,907	4,621	3,286	108	2,598	2,072	5,201	93-7	93-1	101-4
	June	35-87	7,952	4,640	3,311	121	2,605	2,077	5,226	93-9	93-3	101-9
	September	35-93	7,986	4,669	3,317	127	2,619	2,090	5,240	94-5	93-9	102-2
	December	35-99	7,995	4,652	3,343	117	2,619	2,090	5,260	94-5	93-9	102-6
South West												
1976	June	6-87	1,514	894	619	49	554	420	910	94-6	93-7	103-1
	September	6-84	1,514	896	618	48	559	426	907	95-4	95-0	102-7
	December	6-78	1,503	890	613	46	562	430	895	96-0	95-9	101-3
1977	March	6-79	1,494	885	609	48	560	430	886	95-6	95-8	100-4
	June	6-93	1,536	902	634	49	564	434	923	96-4	96-8	104-5
	September	6-91	1,536	904	632	50	569	438	917	97-1	97-7	109-8
	December	6-82	1,514	894	619	46	569	438	899	97-1	97-7	101-8
West Midlands												
1976	June	9-91	2,186	1,325	861	32	1,141	979	1,013	91-8	90-5	104-3
	September	9-92	2,194	1,335	859	33	1,151	989	1,010	92-6	91-5	104-0
	December	9-96	2,208	1,339	869	31	1,157	996	1,020	93-1	92-2	105-1
1977	March	9-97	2,194	1,333	860	28	1,157	998	1,009	93-1	92-4	104-0
	June	9-93	2,201	1,329	873	32	1,158	999	1,012	93-1	92-4	104-2
	September	9-93	2,207	1,337	870	31	1,164	1,004	1,012	93-6	92-9	104-3
	December	9-98	2,218	1,340	878	30	1,167	1,008	1,021	93-9	93-3	105-2
East Midlands												
1976	June	6-79	1,497	900	597	35	761	587	701	96-5	95-2	106-8
	September	6-81	1,506	904	602	37	768	594	702	97-4	96-4	107-1
	December	6-82	1,513	906	607	36	770	597	707	97-6	96-8	107-8
1977	March	6-81	1,499	899	601	31	766	594	703	97-1	96-4	107-2
	June	6-82	1,512	904	608	35	774	601	703	98-2	97-5	107-2
	September	6-82	1,515	908	607	36	775	603	704	98-3	97-8	

EMPLOYMENT
Great Britain: employees in employment: industrial analysis

TABLE 103 THOUSANDS

		Index of Production industries* ||			Manufacturing industries													
		Total all industries and services § ||	Total seasonally adjusted	Seasonally adjusted index (av. 1970=100)	Total	Total 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
1973	July	9,748	9,742	95.0	7,706	7,710	94.1		358	749	40	427	519	956	159	800	174	790
	August	9,764	9,733	94.9	7,724	7,703	94.1		357	752	40	429	520	959	159	804	174	792
	September	9,761	9,731	94.8	7,724	7,701	94.0		354	742	40	429	519	964	160	810	178	791
	October	9,767	9,726	94.8	7,741	7,708	94.1		351	744	39	431	518	965	160	816	177	793
	November	9,805	9,751	95.0	7,779	7,732	94.4		349	749	39	434	517	971	161	827	177	790
	December	9,813	9,768	95.2	7,799	7,759	94.7		347	750	39	436	516	972	161	831	177	793
1974	January	9,711	9,732	94.8	7,719	7,726	94.3		346	741	39	431	511	960	160	827	176	789
	February	9,698	9,724	94.8	7,701	7,718	94.2		346	742	39	432	510	960	160	824	176	785
	March	9,660	9,704	94.6	7,686	7,716	94.2		344	741	39	431	508	959	159	825	175	782
	April	9,662	9,705	94.6	7,691	7,725	94.3		346	738	39	431	507	962	159	825	175	783
	May	9,674	9,716	94.7	7,708	7,745	94.6		347	739	39	433	505	964	158	829	174	783
	June	22,297	9,679	94.7	7,705	7,744	94.6	404	347	740	39	432	507	965	159	830	175	783
	July	9,713	9,710	94.6	7,739	7,743	94.5		346	751	40	437	509	969	159	835	174	783
	August	9,745	9,720	94.7	7,767	7,748	94.6		347	752	40	441	511	974	160	838	176	785
	September	22,441	9,728	94.5	7,748	7,727	94.3	400	348	744	40	441	512	977	159	837	178	787
	October	9,725	9,678	94.3	7,744	7,713	94.2		347	742	40	442	513	978	160	836	176	788
	November	9,682	9,625	93.8	7,730	7,678	93.8		347	741	40	442	514	978	160	832	178	788
	December	22,377	9,629	93.4	7,688	7,645	93.4	381	347	736	40	441	515	976	160	823	177	791
1975	January	9,549	9,565	93.2	7,612	7,617	93.0		347	728	40	440	512	973	159	809	176	786
	February	9,490	9,516	92.8	7,555	7,571	92.4		348	719	40	438	511	970	157	802	175	779
	March	22,135	9,437	92.4	7,503	7,531	92.0	370	350	710	40	436	510	966	157	797	175	771
	April	9,394	9,437	92.0	7,447	7,482	91.4		351	705	40	433	507	960	156	786	175	768
	May	9,352	9,392	91.5	7,389	7,426	90.7		350	702	40	430	505	955	154	777	174	757
	June	22,213	9,300	90.9	7,334	7,369	90.0	388	350	701	39	428	501	949	154	768	174	748
	July	9,294	9,285	90.5	7,318	7,319	89.4		349	716	40	430	498	945	153	761	173	741
	August	9,280	9,249	90.1	7,304	7,284	88.9		349	717	40	430	495	943	152	760	174	741
	September	22,224	9,251	89.9	7,280	7,254	88.6	391	349	707	39	428	493	944	152	757	174	742
	October	9,233	9,193	89.6	7,253	7,216	88.1		348	707	39	425	489	938	152	756	177	737
	November	9,217	9,168	89.4	7,239	7,196	87.9		348	709	39	423	487	936	151	753	177	736
	December	22,158	9,193	89.2	7,214	7,178	87.7	361	347	705	39	423	485	932	151	748	176	738
1976	January	9,118	9,134	89.0	7,150	7,158	87.4		348	692	39	419	480	926	150	740	176	735
	February	9,094	9,120	88.9	7,122	7,140	87.2		347	685	39	419	477	924	149	736	176	733
	March	21,920	9,070	88.8	7,104	7,131	87.1	358	346	683	39	419	475	921	148	734	176	732
	April	9,042	9,085	88.5	7,089	7,123	87.0		346	684	38	420	472	921	148	732	176	731
	May	9,040	9,080	88.5	7,082	7,120	86.9		346	685	38	420	471	918	148	729	176	729
	June	22,048	9,056	88.6	7,099	7,133	87.1	382	346	691	37	421	469	919	148	730	175	733
	July†	9,098	9,089	88.6	7,142	7,142	87.2		345	709	38	423	470	919	148	732	176	735
	August†	9,110	9,082	88.5	7,156	7,138	87.2		345	712	37	425	472	919	149	732	177	738
	September†	22,126	9,119	88.6	7,172	7,146	87.3	390	345	704	38	425	475	925	148	735	177	745
	October†	9,145	9,103	88.7	7,198	7,159	87.4		345	707	37	426	476	925	149	739	177	748
	November†	9,153	9,104	88.7	7,209	7,166	87.5		344	707	38	427	476	925	149	741	176	751
	December†	22,176	9,146	88.7	7,207	7,172	87.6	376	344	705	37	426	477	923	149	742	176	754
1977	January†	9,100	9,114	88.8	7,171	7,179	87.7		344	696	37	425	477	919	148	738	175	754
	February†	9,089	9,116	88.8	7,180	7,198	87.9		344	693	37	426	476	921	149	738	176	758
	March†	22,008	9,089	89.0	7,181	7,209	88.0	358	345	692	37	426	476	922	148	738	175	758
	April†	9,097	9,142	89.1	7,185	7,219	88.2		346	692	37	426	477	924	149	739	175	757
	May†	9,100	9,143	89.1	7,189	7,229	88.3		346	694	37	427	476	923	149	737	176	757
	June†	22,172	9,119	89.2	7,205	7,241	88.4	381	347	702	37	427	476	923	149	737	175	759
	July†	9,156	9,151	89.2	7,240	7,242	88.4		345	715	37	429	478	926	150	742	175	761
	August†	9,160	9,137	89.1	7,241	7,225	88.2		343	716	37	430	478	928	150	742	175	761
	September†	22,227	9,157	89.0	7,242	7,218	88.1	389	341	706	37	431	479	933	150	742	177	767
	October†	9,150	9,107	88.8	7,241	7,205	88.0		341	704	37	430	477	934	150	743	177	771
	November†	9,151	9,103	88.7	7,241	7,198	87.9		341	704	37	430	477	933	150	744	177	770
	December†	22,214	9,147	88.8	7,232	7,197	87.9	368	341	702	37	431	476	934	149	744	176	772
1978	January†	9,090	9,102	88.7	7,191	7,198	87.9		341	694	37	428	473	932	149	741	175	769
	February †	9,085	9,113	88.8	7,187	7,205	88.0		341	689	37	428	472	929	149	742	175	770
	March †	9,075	9,116	88.8	7,176	7,204	88.0		342	689	37	429	470	928	148	741	175	769

* The industries included in the Index of Production are Orders II-XXI of the SIC (1968).

† 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*.

‡ Figures after June 1976 are provisional.

§ Excludes private domestic service.

|| From February 1978 there has been a change in the method of estimating the construction figures. For further details see page 511 of this Gazette.

EMPLOYMENT
employees in employment: industrial analysis: Great Britain

TABLE 103 (continued) THOUSANDS

		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†	
	July	567	557	44	416	301	288	574	347	1,348	335							July
	August	569	556	44	413	302	288	576	348	1,349	335							August
	September	569	554	43	412	300	289	578	347	1,347	336							September
	October	572	551	43	413	299	289	582	351	1,338	336							October
	November	577	553	43	415	300	289	584	353	1,342	335							

UNEMPLOYMENT

summary analysis: United Kingdom

TABLE 104

		UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns)			
		Percentage rate*	Total number	of which:		School leavers included in total	Actual number	Seasonally adjusted||				Males		Females		
				Males	Females			Total number	Percentage rate*	Change since previous month	Average change over 3 months ended				Males	Females
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)			
1973	April 9	2.9	680.8	564.2	116.6	4.7	676.1	650.0	2.8	-23.6	-30.5	538.3	111.7	47.6		
	May 14	2.7	621.7	519.7	102.0	3.8	617.9	634.0	2.7	-16.0	-22.6	528.4	105.6	—		
	June 11	2.5	574.6	483.0	91.6	4.1	570.5	620.0	2.7	-14.0	-17.8	516.3	103.7	1.6		
	July 9	2.4	567.0	473.7	93.3	9.3	557.7	601.2	2.6	-18.8	-16.3	501.7	99.5	22.2		
	August 13	2.5	582.3	482.3	100.0	23.1	559.2	577.7	2.5	-23.5	-18.8	483.7	94.0	21.7		
	September 10	2.4	556.2	461.7	94.5	14.3	542.0	557.6	2.4	-20.1	-20.8	467.8	89.8	21.7		
	October 8	2.3	533.8	444.8	89.0	5.9	527.9	539.2	2.3	-18.4	-20.6	454.8	84.4	3.4		
	November 12	2.2	520.4	435.8	84.6	2.8	517.6	522.0	2.2	-17.2	-18.6	442.6	79.4	—		
	December 10	2.2	511.5	431.6	79.9	2.0	509.3	513.0	2.2	-9.0	-14.9	434.2	78.8	2.0		
1974	January 14	2.7	627.5	528.1	99.4	5.0	622.5	563.4	2.4	+50.4	+8.1	475.7	87.7	8.4		
	February 11	2.7	628.8	529.8	99.0	3.4	625.4	577.7	2.5	+14.3	+18.6	488.8	88.9	—		
	March 11	2.7	618.4	523.4	95.0	2.3	616.1	582.5	2.5	+4.8	+23.1	494.1	88.4	0.1		
	April 8	2.6	607.6	510.3	97.3	5.8	601.8	581.9	2.5	-0.6	+6.2	489.6	92.3	72.8		
	May 13	2.4	561.6	475.4	86.2	5.5	556.1	574.2	2.5	-7.7	-1.2	483.5	90.7	—		
	June 10	2.3	541.5	459.8	81.7	6.0	535.5	588.6	2.5	+14.4	+2.1	493.9	94.7	1.6		
	July 8	2.5	574.3	481.6	92.7	17.5	556.8	595.0	2.5	+6.4	+4.3	499.7	95.3	27.2		
	August 12	2.8	661.0	540.7	120.3	59.6	601.4	616.5	2.6	+21.5	+14.1	516.7	99.8	30.5		
	September 9	2.8	649.7	532.0	117.7	36.3	613.4	627.6	2.7	+11.1	+13.0	523.8	103.8	32.9		
	October 14†	2.7	640.8	529.3	111.5	15.1	625.7	638.1	2.7	+10.5	+14.4	534.7	103.4	2.6		
	November 11†	2.8	653.0	539.4	113.6	9.4	643.6	648.9	2.8	+10.8	+10.8	542.2	106.7	—		
	December 9†	..	..	..	..	..	..	..	..	..	..	..	..	..
1975	January 20†	3.3	771.8	635.1	136.7	9.1	762.7	703.1	3.0	..	..	581.2	121.9	4.6
	February 10	3.4	791.8	650.2	141.6	9.3	782.4	733.8	3.1	+30.7	..	605.2	128.6	—		
	March 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		
	August 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		
	September 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		
	October 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		
	November 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	—		
	December 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	January 8§	5.5	1,303.2	1,017.4	285.8	40.7	1,262.6	1,196.9	5.0	+30.4	+36.1	942.8	254.1	127.1		
	February 12	5.5	1,304.4	1,014.6	289.8	30.1	1,274.3	1,224.6	5.1	+27.7	+31.7	958.5	266.1	—		
	March 11	5.4	1,284.9	997.7	287.2	23.4	1,261.5	1,238.1	5.2	+13.5	+23.9	964.6	273.5	0.1		
	April 8	5.4	1,281.1	994.2	287.0	22.7	1,258.4	1,251.5	5.2	+13.4	+18.2	971.6	279.9	179.3		
	May 13	5.3	1,271.8	982.9	288.9	37.8	1,234.1	1,260.1	5.3	+8.6	+11.8	976.2	283.9	0.3		
	June 10	5.6	1,331.8	1,009.4	322.4	122.9	1,208.9	1,270.5	5.3	+10.4	+10.8	979.5	291.0	6.0		
	July 8	6.1	1,463.5	1,071.2	392.2	208.5	1,255.0	1,285.6	5.4	+15.1	+11.4	983.5	302.1	108.8		
	August 12	6.3	1,502.0	1,093.2	408.8	203.4	1,298.6	1,304.5	5.5	+18.9	+14.8	989.9	314.6	122.7		
	September 9	6.1	1,455.7	1,059.8	395.9	149.8	1,305.9	1,310.3	5.5	+5.8	+13.3	990.4	319.9	131.8		
	October 14	5.8	1,377.1	1,010.0	367.1	82.7	1,294.4	1,305.9	5.5	-4.4	+6.8	984.1	321.8	9.1		
	November 11†	..	..	..	..	..	..	..	..	..	..	..	..	..
	December 9†	5.7	1,371.0	..	..	51.0	1,320.0	1,320.3	5.5	..	..	..	..	..
1977	January 13	6.1	1,448.2	1,074.1	374.1	51.0	1,397.2	1,329.9	5.6	+9.6	..	994.6	335.3	10.3		
	February 10	6.0	1,421.8	1,055.5	366.3	41.8	1,380.0	1,330.0	5.6	+0.1	..	994.1	335.9	—		
	March 10	5.8	1,383.5	1,028.5	355.0	33.3	1,350.1	1,328.5	5.6	-1.5	+2.7	992.0	336.5	—		
	April 14	5.8	1,392.3	1,032.4	359.9	53.6	1,338.7	1,333.8	5.6	+5.3	+1.3	994.1	339.7	92.8		
	May 12	5.6	1,341.7	994.3	347.4	45.1	1,296.6	1,323.8	5.5	-10.0	-2.1	985.3	338.5	0.9		
	June 9	6.1	1,450.1	1,050.8	399.2	149.0	1,301.1	1,364.3	5.7	+40.5	+11.9	1,010.0	354.3	6.7		
	July 14	6.8	1,622.4	1,132.7	489.6	253.4	1,369.0	1,398.5	5.9	+34.2	+21.6	1,023.9	374.6	133.4		
	August 11	6.9	1,635.8	1,143.5	492.3	231.4	1,404.4	1,410.3	5.9	+11.8	+28.8	1,029.5	380.8	130.3		
	September 8	6.7	1,609.1	1,124.3	484.8	175.6	1,433.5	1,434.9	6.0	+24.6	+23.5	1,042.9	392.0	145.2		
	October 13	6.4	1,518.3	1,070.8	447.6	98.6	1,419.7	1,431.5	6.0	-3.4	+11.0	1,039.7	391.8	13.4		
	November 10	6.3	1,499.1	1,063.2	435.9	73.5	1,425.6	1,429.6	6.0	-1.9	+6.4	1,038.1	391.5	—		
	December 8	6.2	1,480.8	1,060.7	420.1	58.4	1,422.4	1,422.3	6.0	-7.3	-4.2	1,033.5	388.8	3.0		
1978	January 12	6.5	1,548.5	1,114.8	433.8	61.1	1,487.4	1,419.2	5.9	-3.1	-4.1	1,030.9	388.3	16.3		
	February 9	6.3	1,508.7	1,089.6	419.1	49.7	1,459.0	1,409.0	5.9	-10.2	-6.9	1,025.1	383.9	0.6		
	March 9	6.1	1,461.0	1,058.4	402.6	40.2	1,420.7	1,400.0	5.9	-9.0	-7.4	1,020.0	380.0	0.2		
	April 13	6.1	1,451.8	1,045.4	406.4	60.8	1,391.0	1,387.1	5.8	-12.9	-10.7	1,005.4	381.7	53.0		

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the numbers of employees (employed and unemployed) at the appropriate mid-year. The mid-1976 estimate (23,871,000) has been used to calculate the percentage rates from January 1976 onwards.

† Because of industrial action at local offices of the Employment Service Agency, the figures for October and November 1974 include estimates for some offices. No count was made for December 1974, and for January 1975 an estimate was made based on simplified procedures.

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

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

|| The seasonally adjusted series from January 1975 onwards has been calculated as described on page 279 of the March 1978 issue of the Gazette.

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

UNEMPLOYMENT

summary analysis: Great Britain

TABLE 105

		UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns)			
		Percentage rate*	Total number	of which:		School leavers included in total	Actual number	Seasonally adjusted||				Males		Females		
				Males	Females			Total number	Percentage rate*	Change since previous month	Average change over 3 months ended				Males	Females
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)			
1973	April 9	2.9	647.8	540.2	107.6	4.2	643.6	617.8	2.7	-22.4	-29.9	515.0	102.8	44.1		
	May 14	2.6	591.0	497.2	93.8	3.3	587.7	602.8	2.7	-15.0	-21.7	505.6	97.2	—		
	June 11	2.4	545.0	461.0	83.9	3.6	541.4	589.0	2.6	-13.8	-17.1	493.4	95.6	1.0		
	July 9	2.4	535.4	450.8	84.5	7.7	527.7	571.2	2.5	-17.8	-15.5	479.7	91.5	19.8		
	August 13	2.4	551.6	460.1	91.5	21.6	530.0	548.5	2.4	-22.7	-18.1	462.1	86.4	19.2		
	September 10	2.3	526.9	440.5	86.4	13.0	513.9	529								

UNEMPLOYMENT regional analysis

TABLE 106

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns) (000's)		
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†			Males	Females			
			Males	Females			Total number	Percentage rate*	Change since previous month				Average change over 3 months ended	
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)		
SOUTH EAST‡														
1977	April 14	4.3	326.5	250.8	75.7	7.5	319.0	316.7	4.2	+0.6	-1.0	243.5	73.2	20.9
	May 12	4.2	314.0	241.4	72.5	6.7	307.3	315.1	4.2	-1.6	-1.0	242.8	72.3	0.5
	June 9	4.4	332.0	250.8	81.2	23.9	308.1	323.7	4.3	+8.6	-2.5	247.3	76.4	0.4
	July 14	4.9	371.3	270.3	101.0	45.5	325.8	333.9	4.4	+10.2	+5.7	251.7	82.2	29.1
	August 11	5.0	375.6	272.9	102.7	42.0	333.6	333.9	4.4	—	+6.3	251.1	82.8	29.2
	September 8	4.9	371.5	270.1	101.4	30.7	340.8	339.3	4.5	+5.4	+5.2	254.1	85.2	32.1
	October 13	4.6	347.7	254.3	93.4	15.1	332.6	334.8	4.4	-4.5	+0.3	250.7	84.1	3.2
	November 10	4.5	339.8	249.7	90.1	10.1	329.7	331.2	4.4	-3.6	-0.9	248.1	83.1	—
	December 8	4.4	332.7	247.1	85.6	7.5	325.2	327.3	4.3	-3.9	-4.0	245.4	81.9	1.4
1978	January 12	4.6	348.9	260.0	88.9	6.8	342.1	325.3	4.3	-2.0	-3.2	243.5	81.8	5.8
	February 9	4.4	335.2	250.1	85.1	5.6	329.7	317.0	4.2	-8.3	-4.7	237.4	79.6	0.2
	March 9	4.3	323.3	242.3	81.0	4.4	318.9	313.9	4.2	-3.1	-4.5	235.7	78.2	0.1
	April 13	4.2	320.7	240.2	80.5	8.3	312.4	310.3	4.1	-3.6	-5.0	232.7	77.6	14.6
EAST ANGLIA														
1977	April 14	5.3	37.0	28.5	8.5	1.0	36.0	34.8	5.0	+0.1	+0.3	26.9	7.9	2.2
	May 12	5.0	35.1	26.9	8.2	1.0	34.1	34.0	4.9	-0.8	-0.1	26.2	7.8	—
	June 9	5.3	37.2	28.0	9.2	3.3	33.9	35.6	5.1	+1.6	+0.3	27.3	8.3	0.1
	July 14	5.7	39.9	28.8	11.2	5.4	34.5	36.4	5.2	+0.8	+0.5	27.5	8.9	2.7
	August 11	5.7	40.4	29.2	11.2	4.9	35.4	36.7	5.2	+0.3	+0.9	27.7	9.0	2.6
	September 8	5.6	39.7	28.6	11.1	3.5	36.2	37.4	5.3	+0.7	+0.6	28.1	9.3	2.7
	October 13	5.4	37.9	27.4	10.5	1.9	36.0	36.9	5.2	-0.5	+0.2	27.6	9.3	0.1
	November 10	5.3	37.2	27.3	9.9	1.4	35.8	36.6	5.2	-0.3	—	27.4	9.2	—
	December 8	5.3	37.0	27.4	9.6	1.0	36.0	36.0	5.1	-0.6	-0.5	26.9	9.1	0.2
1978	January 12	5.4	38.3	28.6	9.7	0.9	37.4	35.1	5.0	-0.9	-0.6	26.2	8.9	0.4
	February 9	5.5	38.6	29.0	9.6	0.7	37.9	35.5	5.0	+0.4	-0.4	26.5	9.0	—
	March 9	5.3	37.3	28.0	9.3	0.6	36.7	35.1	5.0	-0.4	-0.3	26.2	8.9	—
	April 13	5.3	37.0	27.7	9.3	1.1	35.9	34.7	4.9	-0.4	-0.1	26.0	8.7	2.0
SOUTH WEST														
1977	April 14	6.7	107.5	80.6	26.9	3.1	104.3	102.1	6.3	-0.4	-0.3	77.1	25.0	6.8
	May 12	6.3	101.3	76.3	24.9	2.5	98.8	101.4	6.3	-0.7	-0.4	76.3	25.1	—
	June 9	6.6	106.4	79.3	27.1	9.2	97.2	104.5	6.5	+3.1	+0.7	78.6	25.9	0.1
	July 14	7.2	115.3	82.9	32.4	15.0	100.3	105.9	6.6	+1.4	+1.3	78.5	27.4	8.7
	August 11	7.2	115.8	83.2	32.6	13.6	102.2	106.8	6.6	+0.9	+1.8	79.0	27.8	8.9
	September 8	7.2	116.2	83.3	32.9	10.7	105.5	109.4	6.8	+2.6	+1.6	80.4	29.0	10.1
	October 13	7.2	115.7	82.7	33.0	5.5	110.2	111.1	6.9	+1.7	+1.7	81.4	29.7	0.4
	November 10	7.2	116.0	82.7	33.3	4.7	111.3	109.3	6.8	-1.8	+0.8	80.1	29.2	—
	December 8	7.1	114.2	82.2	32.0	3.7	110.4	107.9	6.7	-1.4	-0.5	79.1	28.8	0.4
1978	January 12	7.4	119.2	85.9	33.3	3.4	115.8	108.2	6.7	+0.3	-1.0	78.9	29.3	1.2
	February 9	7.2	116.0	83.6	32.4	2.8	113.2	107.0	6.6	-1.2	-0.8	77.8	29.2	—
	March 9	6.9	111.8	81.1	30.6	2.3	109.5	104.7	6.5	-2.3	-1.1	76.6	28.1	—
	April 13	6.8	109.0	78.9	30.2	3.6	105.4	103.3	6.4	-1.4	-1.6	75.3	28.0	3.9
WEST MIDLANDS														
1977	April 14	5.4	125.9	92.2	33.7	5.4	120.5	121.8	5.3	+1.4	+0.1	89.8	32.0	8.3
	May 12	5.3	121.7	89.0	32.7	4.1	117.6	121.1	5.2	-0.7	-0.2	88.9	32.2	0.1
	June 9	5.4	125.0	90.7	34.3	8.0	117.0	122.0	5.3	+0.9	+0.5	89.8	32.2	0.3
	July 14	6.7	154.9	105.3	49.6	29.2	125.7	126.0	5.4	+4.0	+1.4	91.5	34.5	14.0
	August 11	6.7	156.0	106.5	49.4	26.7	129.2	126.9	5.5	+0.9	+1.9	92.1	34.8	14.0
	September 8	6.6	152.5	103.4	49.0	20.5	132.0	128.7	5.6	+1.8	+2.2	92.8	35.9	15.0
	October 13	6.0	137.8	94.9	42.8	10.5	127.2	126.8	5.5	-1.9	+0.3	91.4	35.4	1.6
	November 10	5.7	131.7	91.4	40.3	7.4	124.3	124.5	5.4	-2.3	-0.8	89.5	35.0	—
	December 8	5.5	127.7	90.3	37.4	5.7	121.9	123.2	5.3	-1.3	-1.8	88.9	34.3	0.1
1978	January 12	5.7	130.8	93.0	37.8	5.2	125.6	121.8	5.3	-1.4	-1.7	87.9	33.9	1.4
	February 9	5.5	126.9	90.6	36.3	4.1	122.8	120.7	5.2	-1.1	-1.2	87.2	33.6	—
	March 9	5.3	123.7	88.5	35.2	3.1	120.6	120.8	5.2	+0.1	-0.8	86.8	34.0	—
	April 13	5.4	125.5	89.1	36.5	6.0	119.5	120.9	5.2	+0.1	-0.3	86.6	34.3	4.2

* † ‡ See footnotes at end of table.

UNEMPLOYMENT regional analysis

TABLE 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns) (000's)		
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†			Males	Females			
			Males	Females			Total number	Percentage rate*	Change since previous month				Average change over 3 months ended	
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)		
EAST MIDLANDS														
1977	April 14	4.8	75.6	56.7	19.0	2.4	73.3	72.9	4.6	—	+0.5	54.6	18.3	6.5
	May 12	4.6	72.1	53.8	18.2	1.8	70.2	71.9	4.6	-1.0	—	53.5	18.4	—
	June 9	5.1	80.3	58.4	22.0	10.0	70.3	74.0	4.7	+2.1	+0.4	55.3	18.7	0.2
	July 14	5.6	88.3	61.8	26.5	13.8	74.5	75.7	4.8	+1.7	+0.9	55.9	19.8	8.1
	August 11	5.7	89.5	63.0	26.5	11.5	78.0	77.1	4.9	+1.4	+1.7	56.8	20.3	8.0
	September 8	5.5	87.1	61.9	25.2	8.1	79.0	77.7	4.9	+0.6	+1.2	57.4	20.3	8.7
	October 13	5.1	80.4	57.2	23.2	3.8	76.5	77.9	5.0	+0.2	+0.7	57.1	20.8	0.8
	November 10	5.0	79.2	57.1	22.1	2.7	76.5	77.7	4.9	-0.2	+0.2	57.0	20.7	—
	December 8	5.0	78.2	56.8	21.3	2.0	76.2	77.0	4.9	-0.7	-0.2	56.4	20.6	0.1
1978	January 12	5.2	82.2	60.1	22.1	1.8	80.4	76.9	4.9	-0.1	-0.3	56.2	20.7	0.9
	February 9	5.2	81.2	59.8	21.4	1.4	79.8	77.2	4.9	+0.3	-0.2	56.7	20.5	—
	March 9	5.0	79.1	58.5	20.6	1.2	77.9	76.6	4.9	-0.6	-0.1	56.6	20.0	—
	April 13	5.0	78.8	57.4	21.5	2.5	76.3	76.1	4.8	-0.5	-0.3	55.5	20.6	2.8
YORKSHIRE AND HUMBERSIDE														
1977	April 14	5.3	110.9	82.9	28.0	5.0	105.9	105.7	5.1	—	-0.1	79.7	26.0	9.1
	May 12	5.1	107.2	79.8	27.3	3.7	103.4	106.3	5.1	+0.6	-0.1	79.9	26.4	—
	June 9	5.6	117.7	84.8	32.9	14.4	103.3	109.0	5.2	+2.7	+1.1	81.2	27.8	0.5
	July 14	6.5	134.9	92.8	42.2	24.9	110.1	113.3	5.4	+4.3	+2.5	83.1	30.2	13.5
	August 11	6.5	135.6	93.8	41.8	21.6	114.0	115.4	5.5	+2.1	+3.0	84.9	30.5	13.0
	September 8	6.4	134.1	93.5	40.6	16.1	118.0	117.9	5.7	+2.5	+3.0	86.7	31.2	14.4
	October 13	6.0	125.9	89.1	36.8	8.2	117.7	117.9	5.7	—	+1.5	86.5	31.4	0.6
	November 10	5.9	122.7	87.9	34.9	5.9	116.9	117.0	5.6	-0.9	+0.5	85.8	31.2	—
	December 8	5.9	122.2	88.4	33.8	4.4	117.7	117.0	5.6	—	-0.3	85.7	31.3	0.1
1978	January 12	6.1	127.6	92.9	34.8	3.9	123.7	117.5	5.6	+0.5	-0.1	85.9	31.	

UNEMPLOYMENT regional analysis

Table 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns) (000's)	
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†			Males	Females		
			Males	Females			Total number	Percentage rate*	Change since previous month				Average change over 3 months ended
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	
WALES													
1977													
April 14	7.5	80.5	58.4	22.0	4.2	76.3	76.0	7.1	+0.5	+0.2	55.8	20.2	6.5
May 12	7.3	77.6	56.2	21.3	3.9	73.7	75.3	7.0	-0.7	-0.1	55.2	20.1	—
June 9	7.4	79.6	57.4	22.3	5.8	73.8	78.2	7.3	+2.9	+0.9	57.1	21.1	0.1
July 14	8.6	92.0	63.2	28.8	15.3	76.7	79.4	7.4	+1.2	+1.1	57.5	21.9	9.6
August 11	8.8	94.5	64.9	29.6	15.4	79.2	80.9	7.6	+1.5	+1.9	58.2	22.7	8.8
September 8	8.8	94.6	64.6	30.0	12.3	82.3	83.3	7.8	+2.4	+1.7	59.5	23.8	9.9
October 13	8.6	91.4	62.9	28.5	7.4	84.0	84.0	7.9	+0.7	+1.5	59.8	24.2	0.7
November 10	8.5	91.1	63.4	27.7	5.9	85.3	84.7	7.9	+0.7	+1.3	60.6	24.1	—
December 8	8.5	90.8	63.7	27.1	4.9	85.9	84.4	7.9	-0.3	+0.4	60.4	24.0	—
1978													
January 12	8.7	93.1	66.0	27.1	4.8	88.3	83.6	7.8	-0.8	+0.1	60.1	23.5	1.1
February 9	8.5	90.8	64.6	26.2	3.6	87.2	84.3	7.9	+0.7	+0.1	60.5	23.8	—
March 9	8.3	88.5	62.8	25.7	3.0	85.4	84.2	7.9	-0.1	-0.1	60.5	23.7	—
April 13	8.4	89.5	62.5	27.0	5.7	83.8	83.6	7.8	-0.6	—	59.3	24.3	4.3
SCOTLAND													
1977													
April 14	7.7	170.2	119.6	50.6	7.5	162.7	162.3	7.3	+0.1	+0.9	114.7	47.6	12.5
May 12	7.4	164.2	114.7	49.5	6.3	157.9	161.5	7.3	-0.8	+0.1	113.5	48.0	0.2
June 9	8.4	186.2	126.4	59.8	25.0	161.2	167.7	7.6	+6.2	+1.8	117.2	50.5	3.0
July 14	8.8	194.3	131.1	63.2	27.8	166.5	169.7	7.7	+2.0	+2.5	118.2	51.5	12.0
August 11	8.9	196.3	132.6	63.7	24.7	171.6	171.6	7.7	+1.9	+3.4	119.0	52.6	12.1
September 8	8.5	189.1	127.4	61.7	18.1	171.0	174.4	7.9	+2.2	+2.2	120.4	54.0	14.3
October 13	8.3	183.9	124.3	59.6	12.4	171.5	175.2	7.9	+0.8	+1.8	120.6	54.6	1.6
November 10	8.4	185.2	125.5	59.7	9.4	175.8	176.5	8.0	+1.3	+1.6	121.6	54.9	—
December 8	8.4	186.2	127.4	58.8	7.8	178.4	177.8	8.0	+1.3	+1.1	122.8	55.0	—
1978													
January 12	9.2	203.6	139.5	64.1	15.1	188.5	178.3	8.0	+0.5	+1.0	123.5	54.8	1.8
February 9	8.9	196.8	134.9	61.9	12.7	184.1	177.4	8.0	-0.9	+0.3	123.1	54.4	0.3
March 9	8.6	191.0	130.9	60.1	10.5	180.5	177.1	8.0	-0.3	-0.2	122.8	54.3	—
April 13	8.2	180.9	123.5	57.4	8.0	172.8	172.4	7.8	-4.7	-2.0	118.5	53.9	6.6
NORTHERN IRELAND													
1977													
April 14	10.4	56.6	39.8	16.8	3.2	53.4	53.9	9.9	+0.3	+0.2	37.9	16.0	1.8
May 12	10.3	56.0	39.7	16.3	3.0	52.9	54.1	9.9	+0.2	+0.3	38.3	15.8	—
June 9	10.9	59.7	41.4	18.2	6.3	53.4	55.1	10.1	+1.0	+0.5	38.9	16.2	1.3
July 14	12.6	68.9	45.4	23.5	11.8	57.1	56.8	10.4	+1.7	+1.0	39.3	17.5	6.3
August 11	12.6	68.8	45.6	23.2	11.1	57.8	56.6	10.4	-0.2	+0.8	39.4	17.2	5.7
September 8	12.3	67.2	44.7	22.5	9.4	57.8	57.0	10.4	+0.6	+0.7	39.6	17.4	6.8
October 13	11.3	61.8	42.1	19.7	6.0	55.7	56.6	10.4	-0.4	+0.1	39.7	16.9	1.8
November 10	11.2	61.1	41.7	19.4	4.9	56.3	56.6	10.4	—	—	39.6	17.0	—
December 8	11.2	61.1	42.2	18.9	4.0	57.1	57.6	10.5	+1.0	-0.2	40.4	17.2	—
1978													
January 12	11.7	63.9	44.6	19.3	3.7	60.2	58.2	10.7	+0.6	+0.5	40.9	17.3	0.3
February 9	11.5	62.8	44.4	18.4	3.1	59.7	58.7	10.8	+0.5	+0.7	41.7	17.1	—
March 9	11.4	62.0	44.0	18.0	2.6	59.4	59.7	10.9	+1.0	+0.7	42.4	17.3	—
April 13	11.8	64.3	45.5	18.8	4.1	60.2	60.7	11.1	+1.0	+0.8	43.1	17.6	0.4

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the following numbers of employees (employed and unemployed) at June 1976: South East 7,555,000, East Anglia 703,000, South West 1,611,000, West Midlands 2,313,000, East Midlands 1,571,000, Yorkshire and Humberside 2,083,000, North West 2,837,000, North 1,359,000, Wales 1,069,000, Scotland 2,215,000 and Northern Ireland 546,000.

† The seasonally adjusted series has been calculated as described on page 279 of the March 1978 issue of *Employment Gazette*.

‡ Includes Greater London.

UNEMPLOYMENT simplified analysis by duration and age

TABLE 107

THOUSANDS

	GREAT BRITAIN*					UNITED KINGDOM*				
	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†
1973										
April 9	129	8	415	104	656	134	8	441	106	689
May 14	109	7	380	102	598	114	7	404	104	629
June 11	103	7	344	97	551	108	7	367	99	581
July 9	124	8	314	96	542	130	8	337	98	573
August 13	137	8	319	95	559	143	8	342	97	590
September 10	124	8	309	93	534	130	8	330	95	563
October 8	127	9	286	92	514	132	9	306	94	541
November 12	112	8	288	91	499	117	8	309	92	526
December 10	106	7	285	91	489	111	7	306	92	516
1974										
January 14‡	..	..	..	..	610	..	..	..	..	640
February 11‡	..	..	..	..	606	..	..	..	..	636
March 11‡	..	..	..	..	598	..	..	..	..	627
April 8	140	8	346	93	587	144	8	367	95	614
May 13	120	7	325	91	543	125	7	345	93	570
June 10	113	7	313	89	522	118	7	332	91	548
July 8	151	8	303	87	549	159	8	325	89	581
August 12	198	9	344	88	639	205	9	367	90	671
September 9	163	9	366	90	628	171	9	388	92	660
October 14‡	166	9	354	91	620	172	9	377	93	651
November 11‡	154	9	372	92	627	160	9	397	94	660
December 9‡	..	..	..	..	..	..	..	..	..	..
1975										
January 20‡	..	..	..	..	738	..	..	..	..	773
February 10	174	10	485	96	765	180	10	512	98	800
March 10	162	9	509	97	777	168	9	535	99	811
April 14	182	9	540	98	829	191	9	568	100	868
May 12	167	9	547	100	823	174	9	576	102	861
June 9	167	9	561	101	838	173	9	591	103	876
July 14	243	11	594	102	950	254	11	627	104	996
August 11	322	12	679	104	1,117	332	12	716	106	1,166
September 8‡	227	12	767	109	1,115	237	12	805	111	1,165
October 9‡	231	12	746	110	1,099	239	12	787	112	1,150
November 13	213	12	783	112	1,120	221	12	822	114	1,169
December 11	198	11	826	118	1,153	205	11	865	120	1,201
1976										
January 8	196	11	923	122	1,252	202	11	973	124	1,310
February 12	202	11	918	122	1,253	209	11	960	124	1,304
March 11	182	10	921	122	1,235	189	10	962	124	1,285
April 8	199	11	899	122	1,231	206	11	940	124	1,281
May 13	178	9	911	122	1,220	185	9	954	124	1,272
June 10	260	9	886	123	1,278	270	9	928	125	1,332
July 8	345	11	923	123	1,402	359	11	968	125	1,463
August 12	247	11	1,056	126	1,440	256	11	1,107	128	1,502
September 9	226	11	1,032	126	1,395	235	11	1,082	128	1,456
October 14	240	10	946	125	1,321	248	10	992	127	1,377
November 11‡	..	..	..	..	..	..	..	..	..	..
December 9‡	..	..	..	..	1,316	..	..	..	..	1,371
1977										
January 13	197	10	1,053							

UNEMPLOYMENT

industrial analysis (excluding school leavers):* Great Britain

TABLE 108

	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services XXIV-XXVI	Public administration and defence XXVII	Others not classified by industry	Total unemployed†
	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
Total number (thousands)											
1973	9.6	17.3	129.6	75.6	5.9	32.7	42.8	86.3	30.2	67.0	491.2
1974	12.4	17.9	159.9	112.9	6.1	37.1	56.6	98.9	31.8	69.3	596.1
1975	10.0	15.9	146.5	95.8	5.7	32.7	49.8	83.4	32.3	65.8	530.4
1976	10.1	15.9	158.4	100.6	5.8	31.9	53.1	90.0	34.1	82.7	572.7
1977	12.2	15.7	165.7	111.7	5.8	35.9	56.0	107.9	37.0	71.2	613.4
1978	15.9	15.7	217.1	144.2	5.9	43.6	74.0	123.8	40.2	76.7	748.7
1979	14.9	15.5	248.4	148.6	6.3	44.7	80.8	125.0	41.2	83.4	798.8
1980	16.8	16.6	293.4	163.6	6.9	48.6	95.2	148.3	45.3	123.6	943.8
1981	20.5	17.0	318.0	184.7	7.7	56.8	107.3	191.1	52.7	123.7	1,079.7
1982	24.4	17.5	357.1	221.7	8.7	64.4	128.8	209.0	56.8	136.9	1,225.4
1983	22.0	17.1	353.6	206.6	8.6	60.3	125.8	192.9	56.6	141.8	1,185.3
1984	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1985	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
1986	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1987	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1988	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1989	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
Percentage rate‡											
1973	2.2	4.6	1.7	5.3	1.7	2.1	1.6	1.3	1.9	..	2.2
1974	3.0	4.9	2.0	8.2	1.8	2.4	2.1	1.5	2.0	..	2.6
1975	2.4	4.4	1.9	6.9	1.7	2.2	1.8	1.3	2.0	..	2.3
1976	2.5	4.4	2.0	7.3	1.7	2.1	1.9	1.4	2.2	..	2.5
1977	3.0	4.3	2.1	8.1	1.7	2.4	2.0	1.6	2.3	..	2.7
1978	4.0	4.3	2.9	10.1	1.7	2.8	2.6	1.8	2.4	..	3.2
1979	3.7	4.2	3.3	10.4	1.8	2.9	2.9	1.8	2.5	..	3.5
1980	4.2	4.5	3.9	11.5	2.0	3.2	3.4	2.2	2.7	..	4.1
1981	5.1	4.7	4.2	13.0	2.2	3.7	3.8	2.8	3.2	..	4.7
1982	6.1	4.8	4.8	15.1	2.5	4.3	4.6	2.9	3.5	..	5.3
1983	5.5	4.7	4.8	14.1	2.4	4.0	4.5	2.7	3.5	..	5.1
1984	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	..	5.3
1985	6.6	4.7	4.6	15.5	2.7	4.2	5.1	3.3	4.3	..	5.7
1986	5.9	4.6	4.4	13.9	2.6	3.9	4.7	3.0	4.2	..	5.3
1987	5.7	5.8	4.6	13.3	2.7	3.8	4.9	3.2	4.5	..	5.8
1988	6.4	6.1	4.5	13.8	2.6	4.1	4.9	3.6	4.8	..	5.9
1989	7.2	6.3	4.6	15.1	2.5	4.2	5.2	3.5	4.9	..	6.0
Total number, seasonally adjusted (thousands)¶											
1973	9.5	17.1	137.7	80.4	5.9	32.8	45.0	79.7	29.4	66.3	495.2
1974	10.3	17.5	151.3	98.7	6.0	33.3	51.7	89.9	30.2	70.7	549.8
1975	10.7	16.4	145.6	97.2	5.8	33.3	50.5	90.1	33.4	70.8	547.5
1976	11.6	16.0	159.7	108.3	5.8	34.9	54.5	97.3	35.2	74.8	588.0
1977	12.2	15.6	174.4	116.8	5.8	36.2	58.9	101.4	36.1	71.5	618.5
1978	13.7	15.3	208.5	129.0	5.7	39.8	68.3	113.6	38.8	79.3	701.2
1979	15.6	16.1	248.7	149.8	6.4	45.5	82.3	134.9	42.6	94.9	821.6
1980	18.3	16.5	292.8	172.4	6.9	51.3	96.2	156.8	46.4	108.8	952.3
1981	20.6	16.8	327.1	190.2	7.7	57.1	110.5	182.8	51.6	124.0	1,083.8
1982	22.2	17.2	348.6	205.9	8.5	60.7	122.9	198.1	55.4	140.0	1,176.8
1983	22.7	17.8	354.3	207.8	8.8	61.0	127.5	203.7	58.2	155.3	1,210.0
1984	23.4	16.9	349.0	203.1	9.3	61.6	132.0	211.8	62.0	181.7	1,252.4
1985	24.4	16.7	333.8	211.1	9.4	60.3	134.9	223.8	68.4	196.1	1,276.8
1986	24.4	17.3	331.6	205.3	9.4	60.4	133.7	222.8	70.4	202.3	1,269.7
1987	24.6	20.9	340.9	205.7	9.4	60.9	138.7	232.4	74.5	243.2	1,353.7
1988	25.8	22.0	346.2	208.5	9.2	62.1	141.0	242.9	77.1	241.8	1,373.0
1989	26.5	22.4	336.3	205.2	8.7	60.5	139.7	238.6	78.7	235.6	1,350.2

* Classified by industry in which last employed. Excludes adult students registered for vacation employment.
† The figures of total unemployment before November 1975 in this table, are adjusted to take into account amendments—in respect of the numbers unemployed on the statistical date—notified on the four days following the date of the count. Subsequent figures, and all the industry figures are not adjusted.
‡ From October 1975 the day of the count of unemployed was changed from Monday to Thursday.
§ The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed or unemployed). The latest available, that for mid-1976 has been used to calculate percentage rates from 1976 onwards.
¶ The seasonally adjusted series have been calculated as described on page 279 of the March 1978 issue of the Gazette.
** Because of industrial action by some staff in the Department of Employment Group, figures are not available for November 1976.

UNEMPLOYMENT

occupational analysis: numbers registered at employment offices in Great Britain

TABLE 109

	Managerial and professional	Clerical and related†	Other non-manual occupations‡	Craft and similar occupations, in processing, production, repairing, etc§	General labourers	Other manual occupations||	Total: all occupations
MALES							
1975	39,611	60,357	15,150	89,931	269,213	146,304	620,566
1976	40,958	61,530	16,015	98,019	287,686	157,656	661,864
1977	51,489	76,294	19,248	112,510	377,729	195,076	832,346
1978	56,460	72,949	21,667	133,461	360,540	222,717	867,794
1979	58,289	76,242	24,054	150,256	378,769	244,129	931,739
1980	56,787	74,202	23,640	141,193	361,428	230,633	887,883
1981	65,013	83,773	24,860	137,903	374,066	231,679	917,294
1982	64,069	80,607	26,592	153,581	379,340	247,363	951,552
1983	70,053	76,662	25,969	143,324	368,032	227,579	911,619
1984	81,801	86,430	27,352	142,279	390,725	233,194	961,781
1985	77,250	82,035	27,720	145,715	391,649	241,241	965,610
1986	72,446	79,503	27,749	151,425	394,500	247,567	973,190
Percentage of total number unemployed							
1975	6.4	9.7	2.4	14.5	43.4	23.6	100.0
1976	6.2	9.3	2.4	14.8	43.5	23.8	100.0
1977	6.2	9.2	2.3	13.5	45.4	23.4	100.0
1978	6.5	8.4	2.5	15.4	41.5	25.7	100.0
1979	6.3	8.2	2.6	16.1	40.7	26.2	100.0
1980	6.4	8.4	2.7	15.9	40.7	26.0	100.0
1981	7.1	9.1	2.7	15.0	40.8	25.3	100.0
1982	6.7	8.5	2.8	16.1	39.9	26.0	100.0
1983	7.7	8.4	2.8	15.7	40.4	25.0	100.0
1984	8.5	9.0	2.8	14.8	40.6	24.2	100.0
1985	8.0	8.5	2.9	15.1	40.6	25.0	100.0
1986	7.4	8.2	2.9	15.6	40.5	25.4	100.0
FEMALES							
1975	9,199	38,908	14,645	3,351	28,518	29,065	123,686
1976	8,894	41,739	15,308	4,137	32,869	31,044	133,991
1977	14,600	70,924	22,523	5,270	65,968	44,253	223,538
1978	16,161	70,173	26,324	6,320	47,590	47,043	213,611
1979	17,124	80,113	32,350	7,363	53,477	53,972	244,399
1980	16,216	77,624	31,488	7,765	53,526	52,596	239,215
1981	24,011	97,455	36,021	8,168	60,539	59,024	285,218
1982	23,899	100,401	42,366	8,391	62,173	66,520	303,750
1983	25,353	97,480	40,631	8,300	62,554	63,546	297,864
1984	38,619	116,712	44,984	9,482	70,473	70,124	350,394
1985	35,328	110,914	46,951	9,266	69,871	74,534	346,864
1986	31,840	107,358	48,963	9,558	71,037	74,163	342,919
Percentage of total number unemployed							
1975	7.4	31.5	11.8	2.7	23.1	23.5	100.0
1976	6.6	31.2	11.4	3.1	24.5	23.2	100.0
1977	6.5	31.7	10.1	2.4	29.5	19.8	100.0
1978	7.6	32.9	12.3	3.0	22.3	22.0	100.0
1979	7.0	32.8	13.2	3.0	21.9	22.1	100.0
1980	6.8	32.4	13.2	3.2	22.4	22.0	100.0
1981	8.4	34.2	12.6	2.9	21.2	20.7	100.0
1982	7.9	33.1	13.9	2.8	20.5	21.9	100.0
1983	8.5	32.7	13.6	2.8	21.0	21.3	100.0
1984	11.0	33.3	12.8	2.7	20.1	20.0	100.0
1985	10.2	32.0	13.5	2.7	20.1	21.5	100.0
1986	9.3	31.3	14.3	2.8	20.7	21.6	100.0

* The figures from December 1975 exclude adult students.
† CODOT (and Key List) group VII except postmen, mail sorters, messengers and their supervisors.
‡ CODOT (and Key List) groups VIII (Selling occupations) and IX (Security, protective service occupations) except petrol pump and forecourt attendants, roundsmen, van salesmen, security guards, patrolmen, coastguards and bailiffs, etc.
§ Selected occupations in CODOT (and Key List) groups XII to XVI and XVIII.
|| This group includes a wide range of manual occupations with varying degrees of skills.
¶ Because of industrial action by some staff in the Department of Employment Group, figures for December 1976 are not available.

UNEMPLOYMENT

detailed analysis by age: Great Britain

TABLE 110 THOUSANDS

	Under 18	18 to 19	20 to 29	30 to 39	40 to 49	50 to 59	60 and over	Total [§]
MALES								
1972 January*	33.9	51.7	202.6	134.3	120.7	113.0	123.6	779.8
July	35.0	47.1	168.2	106.8	101.1	100.3	117.5	676.0
1973 January	28.1	44.9	163.7	103.4	97.9	101.5	121.1	660.6
July	16.5	28.7	106.4	68.1	68.7	77.7	103.7	469.8
1974 January†	21.2	32.4	120.3	72.6	65.9	73.5	94.4	480.3
July	..	..	..	..	..	..	..	..
1975 January†	61.3	80.9	241.9	123.2	99.4	95.9	112.3	814.9
July	..	..	..	..	..	..	..	..
1976 January‡	57.5	73.0	297.5	168.5	130.0	123.2	131.6	981.3
July	146.6	70.3	276.8	158.9	124.3	121.3	132.5	1,030.7
1977 January	62.9	72.5	307.6	181.3	136.8	134.3	138.6	1,034.0
July	166.2	76.8	286.6	170.8	128.7	130.7	127.5	1,087.3
1978 January	67.0	75.4	313.8	193.1	141.3	142.0	137.6	1,070.2
Percentage of total number unemployed								
1972 January*	4.3	6.6	26.0	17.2	15.5	14.5	15.8	100.0
July	5.2	7.0	24.9	15.8	15.0	14.8	17.4	100.0
1973 January	4.3	6.8	24.8	15.6	14.8	15.4	18.3	100.0
July	3.5	6.1	22.6	14.5	14.6	16.5	22.1	100.0
1974 January†	4.4	6.7	25.1	15.1	13.7	15.3	19.6	100.0
July	..	..	..	..	..	..	..	..
1975 January†	7.5	9.9	29.7	15.1	12.2	11.8	13.8	100.0
July	..	..	..	..	..	..	..	..
1976 January‡	5.9	7.4	30.3	17.2	13.3	12.6	13.4	100.0
July	14.2	6.8	26.9	15.4	12.1	11.8	12.9	100.0
1977 January	6.1	7.0	29.8	17.5	13.2	13.0	13.4	100.0
July	15.3	7.1	26.4	15.7	11.8	12.0	11.7	100.0
1978 January	6.3	7.0	29.3	18.0	13.2	13.3	12.9	100.0
FEMALES								
1972 January*	22.0	21.8	44.4	13.6	17.5	24.8	0.7	144.7
July	21.9	21.2	42.2	11.9	14.9	22.0	0.6	134.7
1973 January	18.9	22.8	43.4	11.9	15.0	22.8	0.6	135.4
July	10.5	14.3	30.6	8.0	10.1	17.6	0.4	91.5
1974 January†	12.1	15.8	32.0	8.1	9.3	15.4	0.4	93.3
July	..	..	..	..	..	..	..	..
1975 January†	43.7	47.0	75.8	18.1	18.4	23.4	0.9	227.2
July	..	..	..	..	..	..	..	..
1976 January‡	48.6	45.5	91.4	26.8	25.5	31.7	1.1	270.5
July	121.8	51.5	102.7	30.8	29.2	34.5	1.3	371.8
1977 January	59.5	57.4	125.4	37.8	34.4	40.4	1.4	356.2
July	146.5	66.7	134.0	40.9	35.9	40.8	1.4	466.2
1978 January	67.9	64.6	150.8	45.6	38.8	45.4	1.4	414.5
Percentage of total number unemployed								
1972 January*	15.2	15.1	30.7	9.4	12.1	17.1	0.5	100.0
July	16.3	15.7	31.3	8.8	11.1	16.3	0.4	100.0
1973 January	14.0	16.8	32.0	8.8	11.1	16.8	0.4	100.0
July	11.5	15.6	33.4	8.8	11.0	19.2	0.4	100.0
1974 January†	13.0	17.0	34.3	8.7	10.0	16.5	0.5	100.0
July	..	..	..	..	..	..	..	..
1975 January†	19.2	20.7	33.4	8.0	8.1	10.3	0.4	100.0
July	..	..	..	..	..	..	..	..
1976 January‡	18.0	16.8	33.8	9.9	9.4	11.7	0.4	100.0
July	32.8	13.8	27.6	8.3	7.8	9.3	0.3	100.0
1977 January	16.7	16.1	35.2	10.6	9.6	11.3	0.4	100.0
July	31.4	14.3	28.7	8.8	7.7	8.8	0.3	100.0
1978 January	16.4	15.6	36.4	11.0	9.4	11.0	0.3	100.0

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

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

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

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

UNEMPLOYMENT

detailed analysis by duration: Great Britain*

TABLE 111 THOUSANDS

	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	Total [§]
TOTAL, MALES AND FEMALES								
1974 October	105.1	69.7	88.8	70.9	88.3	72.0	127.7	622.6
1975 January†	140.9	141.9	132.4	108.4	147.9	113.3	135.6	920.4
April	197.6	148.7	140.1	114.8	165.5	132.5	143.0	1,042.2
July	..	..	..	..	..	..	..	..
October‡	163.9	103.7	157.7	162.5	195.1	154.5	161.2	1,098.6
1976 January	109.2	97.4	190.3	184.4	280.8	207.3	182.3	1,251.8
April	120.1	90.5	152.4	151.1	249.4	256.7	211.0	1,231.2
July	213.4	142.9	206.7	142.7	223.6	243.5	229.8	1,402.5
October	136.4	113.4	166.9	151.5	262.8	225.3	264.6	1,320.9
1977 January	125.7	81.0	179.7	183.0	279.9	256.8	284.3	1,390.2
April	126.6	96.8	151.7	151.7	249.7	262.8	296.3	1,335.6
July	189.5	199.8	230.3	150.6	233.7	242.6	307.1	1,553.5
October	135.2	117.3	177.2	172.8	297.0	232.8	324.3	1,456.6
1978 January	116.4	82.1	177.8	190.5	307.2	276.8	333.9	1,484.7
April	115.3	104.6	149.0	148.1	253.8	284.4	332.3	1,387.5
Percentage of total number unemployed								
1974 October	16.9	11.2	14.3	11.4	14.2	11.6	20.5	100.0
1975 January†	15.3	15.4	14.4	11.8	16.1	12.3	14.7	100.0
April	19.0	14.3	13.4	11.0	15.9	12.7	13.7	100.0
July	..	..	..	..	..	..	..	..
October‡	14.9	9.4	14.4	14.8	17.8	14.1	14.7	100.0
1976 January	8.7	7.8	15.2	14.7	22.4	16.6	14.6	100.0
April	9.8	7.4	12.4	12.3	20.3	20.9	17.1	100.0
July	15.2	10.2	14.7	10.2	15.9	17.4	16.4	100.0
October	10.3	8.6	12.6	11.5	19.9	17.1	20.0	100.0
1977 January	9.0	5.8	12.9	13.2	20.1	18.5	20.5	100.0
April	9.5	7.2	11.4	11.4	18.7	19.7	22.2	100.0
July	12.2	12.9	14.8	9.7	15.0	15.6	19.8	100.0
October	9.3	8.1	12.2	11.9	20.4	16.0	22.3	100.0
1978 January	7.8	5.5	12.0	12.8	20.7	18.6	22.5	100.0
April	8.3	7.5	10.7	10.7	18.3	20.5	23.9	100.0
MALES								
1974 October	81.4	54.5	70.0	57.0	74.7	62.8	115.9	516.3
1975 January†	104.9	97.4	103.5	85.4	121.9	97.5	122.9	733.5
April	134.2	106.5	108.9	90.9	132.8	112.5	129.2	814.9
July	..	..	..	..	..	..	..	..
October‡	118.6	75.3	115.6	117.9	154.6	128.5	144.5	855.1
1976 January	77.7	73.1	144.3	138.7	213.7	170.3	163.5	981.3
April	89.0	66.8	111.9	111.3	190.2	186.2	186.2	959.1
July	135.0	94.8	142.1	102.7	165.2	189.1	201.8	1,030.7
October	95.5	77.8	114.7	105.2	181.5	169.7	227.8	972.2
1977 January	87.4	57.6	131.4	130.7	197.6	186.9	242.4	1,034.0
April	88.6	70.3	108.0	106.9	179.4	189.8	249.5	992.5
July	119.3	122.1	148.1	105.5	162.8	175.0	254.5	1,087.3
October	92.0	78.5	116.9	116.6	194.1	165.7	264.9	1,028.7
1978 January	78.4	57.0	126.9	133.3	210.9	191.1	272.5	1,070.2
April	79.3	69.4	102.8	101.7	177.7	198.5	270.4	999.9
FEMALES								
1974 October	23.7	15.2	18.8	13.9	13.6	9.2	11.9	106.3
1975 January†	36.0	44.5	29.0	23.0	26.1	15.7	12.8	186.9
April	63.4	42.2	31.3	23.9	32.6	19.9	13.9	227.2
July	..	..	..	..	..	..	..	..
October‡	45.2	28.4	42.1	44.6	40.6	26.0	16.7	243.5
1976 January	31.5	24.3	45.9	45.8	67.1	37.1	18.8	270.5
April	31.1	23.7	40.5	39.8	59.2	53.1	24.8	272.1
July	78.4	48.0	64.6	40.0	58.3	54.4	28.0	371.8
October	40.9	35.5	52.3	46.3	81.3	55.6	36.8	348.8
1977 January	38.2	23.4	48.3	52.3	82.3	69.9	41.9	356.2
April	38.0	26.4	43.7	44.8	70.3	73.0	46.7	343.1
July	70.1	77.7	82.2	45.1	70.8	67.6	52.6	466.2
October	43.2	38.8	60.2	56.2	102.9	67.1	59.4	427.9
1978 January	38.0	25.1	50.9	57.2	96.2	85.7	61.4	414.5
April	36.0	35.2	46.2	46.3	76.1	85.9	61.9	387.6

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

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

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

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

UNEMPLOYMENT

unemployed persons by entitlement to benefit: Great Britain

TABLE 112 THOUSANDS

		Receiving unemployment benefit only	Receiving unemployment benefit and supplementary allowance	Receiving supplementary allowance only	Others registered for work	Total
1973	May	186	55	223	126	591
	November	150	41	180	122	494
1974	February*	..	..	..	..	599
	May	172	58	186	119	535
	November	209	67	201	144	621
1975	February	271	91	236	159	757
	May	303	96	252	162	813
	November	421	124	373	202	1,120
1976	February	483	152	416	202	1,253
	May	454	143	420	203	1,220
	November†	..	..	..	..	..
1977	February	469	144	535	217	1,365
	May	427	136	511	211	1,286
	November	470	129	574	265	1,438
1978	February	480	138	561	267	1,446

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

(2) The group "others registered for work" includes those who at the operative date had been unemployed for only a short time and whose claims were still being examined. 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).

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

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

UNEMPLOYMENT

Selected countries: national definitions

THOUSANDS

TABLE 113

	United Kingdom*		Belgium†	Denmark‡	France*	Germany*	Ireland†	Italy‡	Netherlands*	Japan‡	Canada‡	United States‡
	Incl. school leavers	Excl. school leavers										
NUMBERS UNEMPLOYED												
Annual averages												
1973	619	611	92	21	394	274	44	669	110	670	520	4,305
1974	615**	600**	105	50	498	583	48	560	135	740	521	5,076
1975	978	929	177	124	840	1,074	75	654	195	1,000	697	7,830
1976	1,359**	1,270	229	126	933	1,060	84	732	211	1,080	736	7,288
1977	1,484	1,378	264	154	1,072	1,030		1,545	204	1,100	862	6,856
Quarterly averages												
1975 4th	1,172		218	136	1,015	1,133	79	699	214	1,030	674	7,223
1976 1st	1,298		226	143	978	1,296	87	681	230	1,257	786	7,911
2nd	1,295		217	108	853	989	84	693	194	1,083	726	6,950
3rd	1,474		224	111	868	928	82	776	209	1,010	718	7,309
4th	1,374e		248	142	1,035	1,006	82	777	210	963	714	6,983
1977 1st	1,418		260	163	1,048	1,182	87	1,459	215	1,210	922	7,838
2nd	1,395		250	142	981	972	83	1,432	185	1,087	851	6,724
3rd	1,622		259	144	1,081	949	80	1,692	205	1,053	838	6,712
4th	1,499		287	169	1,177	1,016	78	1,598	209	1,047	836	6,149
1978 1st	1,506		292	216	1,098	1,179		1,520	216		1,014	6,705
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED												
Quarterly averages												
1975 4th	1,128	210	123	924	1,142	81		210	1,114	726	7,729	
1976 1st	1,220	213	118	929	1,139	82		208	1,072	703	7,224	
2nd	1,261	227	115	928	1,033	84		208	1,102	728	7,111	
3rd	1,300	238	120	925	1,035	85		221	1,101	748	7,363	
4th	1,313	238	126	942	1,014	84		206	1,038	770	7,443	
1977 1st	1,330	246	139	997	1,022	82		194	1,032	826	7,161	
2nd	1,341	261	147	1,069	1,017	83		198	1,110	852	6,889	
3rd	1,415	276	153	1,149	1,058	83		217	1,150	878R	6,736	
4th	1,428	276	160	1,069R	1,024	79e		206	1,126	900	6,554	
1978 1st	1,409	275e		1,045	1,017e			194e		910	6,155	
Latest data												
Month	Apr 78	Mar 78	Feb 78	Mar 78	Apr 78	Jan 78	Jan 78	Mar 78	Feb 78	Mar 78	Apr 78	
Number	1,387	278e	181	1,071	976e	78e	1,520	193e	1,150e	938	5,983	
Percentage rates	5.8	10.3e	8.4	5.9	4.3e	11.2e	7.1	4.9e	2.1e	8.6	6.0	

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

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

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

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

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

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

‡ Labour force sample survey. Rates are calculated as percentages of total labour force. The quarterly data for Italy relates to January, April, July and October.

** The annual averages are averages for 11 months.

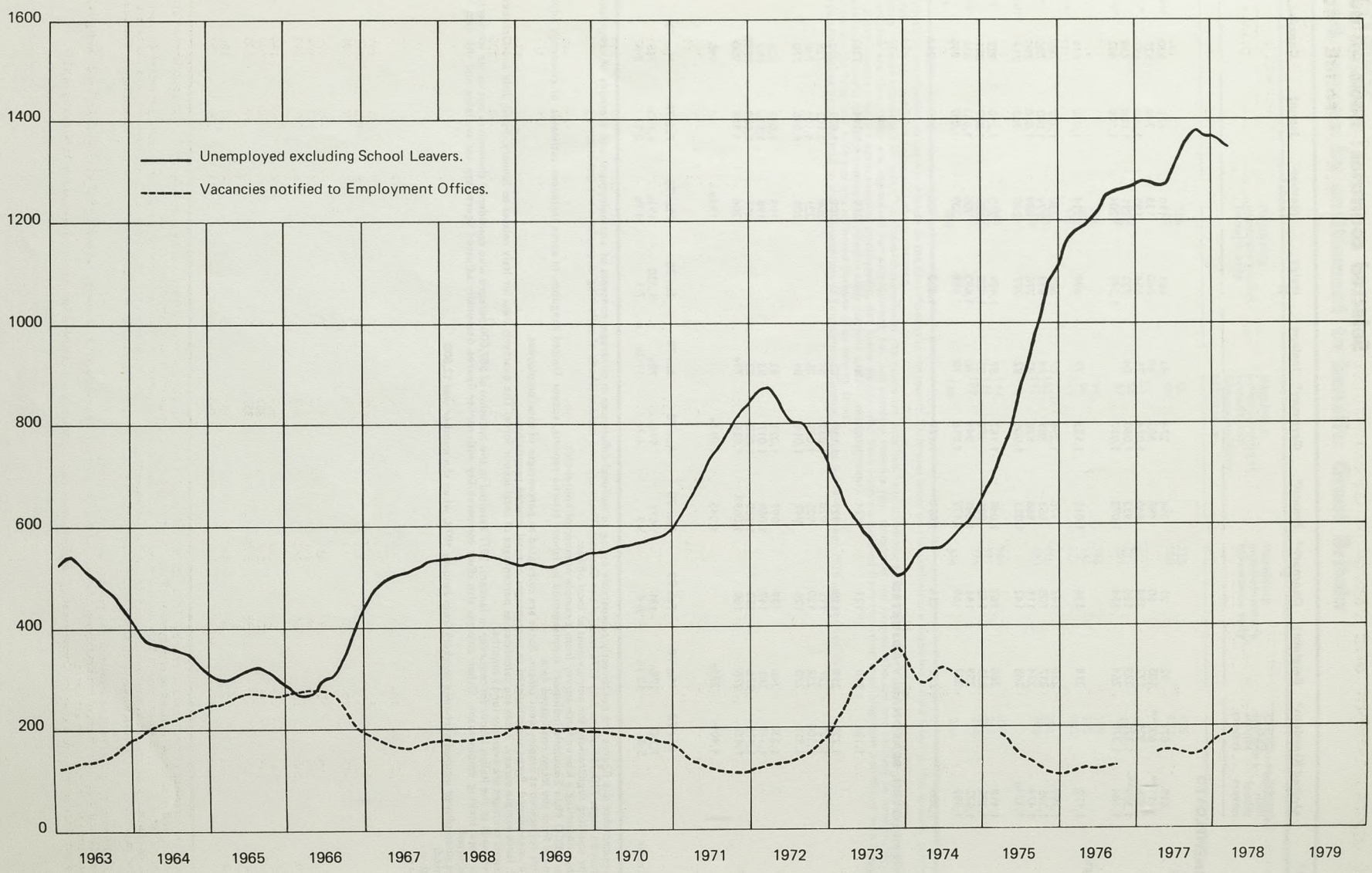
†† Changes made to the Italian labour force survey in January, 1977 resulted in the inclusion of 587,000 persons who considered themselves not to be workers, but who nevertheless were seeking employment. Other changes also affect comparability with earlier figures. Seasonally adjusted figures are not available and the data for January, 1978 is unadjusted.

§ Includes unemployed insured part-time workers from January 1978, when the number was 12,800.

e Estimated.

R Revised.

Unemployed and vacancies: Great Britain



Three-month moving average; seasonally adjusted
THOUSANDS

UNEMPLOYMENT AND VACANCIES

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

THOUSANDS

TABLE 117

Average of 3 months ended		UNEMPLOYMENT‡									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow (10)	Outflow (11)	Excess of inflow over outflow (12)
		Males (1)	Females (2)	Total (3)	Males (4)	Females (5)	Total (6)	Males (7)	Females (8)	Total (9)			
1971	July 12	248	78	326	227	75	302	21	3	24	157	162	-6
	October 11	250	81	332	236	78	314	15	3	18	157	159	-2
1972	January 10	245	84	329	232	81	313	13	3	16	160	157	3
	April 10	230	78	308	228	78	306	2	—	2	163	159	4
	July 10	228	80	308	245	82	327	-17	-2	-19	174	172	2
	October 9	227	78	304	234	78	312	-7	-1	-8	180	174	5
1973	January 8	213	75	288	231	77	307	-18	-1	-19	198	182	16
	April 9	210	76	286	232	80	312	-22	-4	-26	235	213	22
	July 9	210	74	283	223	77	300	-13	-4	-17	232	217	15
	October 8	206	73	278	219	76	295	-13	-4	-17	233	222	11
1974	January 14	214	74	288	213	73	286	2	1	2	207	219	-12
	February 11	221	75	296	210	72	281	11	3	15	194	214	-20
	March 11	225	76	300	210	73	283	15	2	18	189	209	-20
	April 8§	228	78	305	220	76	296	7	2	9	207	208	-1
	May 13	227	79	306	227	79	306	1	—	—	218	208	10
	June 10	231	82	313	230	81	311	1	1	2	223	212	11
	July 8	232	83	315	230	82	312	2	1	4	220	216	4
	August 12	238	86	323	230	83	313	8	3	11	212	219	-6
	September 9||	239	86	325	231	83	314	8	3	11	208	216	-8
	October 14||	238	86	324	229	84	313	9	3	12	204	213	-9
	November 11||	240	87	327	232	85	317	8	2	10	201	211	-10
	December 9||	..	..	..	..	..	..	..	..	..	..	..	..
1975	January 20||	..	..	..	..	..	..	..	..	..	..	..	..
	February 10||	..	..	..	..	..	..	..	..	..	..	..	..
	March 10||	..	..	..	..	..	..	..	..	..	..	..	..
	April 14||	..	..	..	..	..	..	..	..	..	..	..	..
	May 12||	..	..	..	..	..	..	..	..	..	..	..	..
	June 9	258	102	360	225	94	319	34	8	41	159	179	-20
	July 14	264	110	375	228	98	326	36	13	49	157	173	-16
	August 11	264	113	377	230	100	330	34	13	47	160	167	-8
	September 8	266	117	383	236	104	340	30	13	43	163	167	-4
	October 9	264	118	383	239	108	347	25	11	36	161	165	-5
	November 13	260	119	379	235	109	344	25	10	35	155	161	-6
	December 11	254	116	371	226	106	332	29	11	39	148	154	-5
1976	January 8	246	112	357	215	99	314	31	12	43	146	147	-1
	February 12	242	110	352	217	99	315	25	12	37	148	144	4
	March 11	240	111	351	229	101	330	11	10	22	156	149	7
	April 8	244	113	357	239	108	347	5	5	10	163	159	4
	May 13	245	116	361	240	112	352	5	4	9	165	168	-3
	June 10‡	249	120	369	242	116	358	7	4	11	164	172	-8
	July 8	251	127	378	244	117	361	6	10	17	170	173	-3
	August 12	248	128	376	248	118	367	—	9	9	180	176	4
	September 9	244	129	373	245	119	364	-1	10	9	186	180	6
	October 14	242	129	371	246	124	370	-4	5	1	188	185	3
	November 11**	..	..	..	..	..	..	..	..	..	..	..	..
	December 13**	..	..	..	..	..	..	..	..	..	..	..	..
1977	January 13**	..	..	..	..	..	..	..	..	..	..	..	..
	February 10**	..	..	..	..	..	..	..	..	..	..	..	..
	March 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
	August 11	245	139	384	237	129	366	8	10	17	193	195	-2
	September 8	245	141	386	241	131	372	5	10	14	192	194	-2
	October 13	245	141	386	243	137	379	2	4	6	199	198	1
	November 10	248	145	393	243	141	384	4	4	9	196	196	—
	December 8	245	143	388	244	143	387	1	—	1	198	193	5
1978	January 12	229	129	358	229	129	357	1	—	1	195	185	10
	February 9	222	125	347	227	126	353	-5	-1	-6	200	186	15
	March 9	220	127	347	231	129	360	-11	-2	-13	209	192	17

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

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

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

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

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

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

VACANCIES

notified vacancies remaining unfilled: regional analysis

TABLE 118

THOUSANDS

	South East*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
Numbers notified to employment offices													
1976 February 6	37.7	2.7	6.2	5.1	5.7	7.1	8.9	6.8	4.1	12.9	97.2	2.3	99.5
March 5	40.7	3.2	7.4	5.6	6.3	7.8	9.8	7.3	4.5	14.4	106.9	2.1	109.0
April 2	44.6	3.4	8.7	6.0	6.9	9.3	10.2	7.8	5.4	15.0	117.4	2.3	119.7
May 7	46.2	3.8	9.4	6.1	6.9	10.1	10.6	7.6	5.6	15.6	122.0	2.4	124.4
June 4	48.9	3.8	9.5	6.1	7.0	9.7	10.9	7.9	5.3	15.7	124.8	2.2	127.0
July 2	50.1	4.0	9.1	6.4	7.2	10.4	11.0	8.6	5.7	14.5	127.1	2.0	129.1
August 6	50.3	3.9	8.9	6.9	7.7	10.4	11.1	8.5	5.5	14.9	128.0	1.8	129.8
September 3	54.7	4.0	9.7	8.3	8.5	11.1	12.3	8.8	6.3	15.8	139.3	2.3	141.6
October 8	57.0	4.1	7.9	8.0	8.7	11.2	11.9	8.5	5.5	14.8	137.7	2.1	139.8
November 5†	..	..	..	..	..	..	..	..	..	..	..	1.9	..
December 3†	..	..	..	..	..	..	..	..	..	..	..	1.7	..
1977 January 7†	..	..	..	..	..	..	..	..	..	..	..	1.8	..
February 4	54.0	3.3	7.1	8.8	9.2	10.8	11.5	8.8	5.5	13.0	132.1	1.8	133.9
March 4	57.4	3.6	8.8	9.2	9.7	11.5	12.2	9.3	5.9	15.0	142.5	1.8	144.3
April 6	62.1	4.0	9.8	9.2	10.8	12.3	12.6	9.3	6.7	17.1	153.9	1.8	155.7
May 6	68.2	4.4	10.3	9.4	10.9	13.7	13.3	9.8	6.6	17.0	163.6	1.8	165.4
June 1	69.4	4.7	11.0	9.3	10.6	13.8	13.7	9.2	7.1	18.0	166.8	2.0	168.8
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
August 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
September 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
October 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	169.0
November 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
December 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 January 6	66.2	4.7	8.5	11.4	10.4	12.1	13.2	8.8	6.3	15.7	157.2	1.8	159.0
February 3	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
March 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
April 7	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
Numbers notified to careers offices													
1976 February 6	7.1	0.6	1.0	1.6	1.2	1.5	1.8	0.9	0.6	1.4	17.6	0.6	18.3
March 5	8.3	1.0	1.5	2.0	2.0	1.9	2.0	0.8	0.6	1.3	21.2	0.6	21.9
April 2	9.8	1.0	1.4	2.2	2.0	1.9	2.1	1.1	0.7	1.4	23.6	0.7	24.3
May 7	11.7	1.2	1.8	3.8	2.5	2.2	2.0	1.2	0.7	1.7	28.7	0.7	29.3
June 4	12.0	0.9	1.2	4.2	1.6	1.9	1.3	1.6	0.7	2.3	27.7	0.5	28.2
July 2	11.7	0.8	1.2	3.7	1.5	2.1	1.2	1.3	0.8	1.7	26.0	0.5	26.5
August 6	11.3	0.7	1.3	3.5	1.6	1.7	1.4	0.9	0.8	1.6	24.8	0.5	25.4
September 3	11.7	0.7	1.4	3.6	1.7	1.9	1.8	1.0	0.7	1.1	25.6	0.7	26.3
October 8	10.3	0.7	1.3	2.7	1.6	1.8	1.7	0.8	0.7	1.1	22.7	0.6	23.3
November 5†	..	..	..	..	..	..	..	..	..	..	..	0.5	..
December 3†	..	..	..	..	..	..	..	..	..	..	..	0.5	..
1977 January 7†	..	..	..	..	..	..	..	..	..	..	..	0.5	..
February 4	7.9	0.6	0.9	2.1	1.3	1.5	1.3	0.7	0.5	0.8	17.4	0.5	17.9
March 4	10.5	0.9	1.3	2.2	1.9	2.2	1.7	0.8	0.5	1.0	22.9	0.5	23.4
April 6	11.9	1.1	1.3	2.5	1.9	2.4	1.8	1.0	0.6	0.9	25.4	0.5	25.9
May 6	13.8	1.1	1.7	5.5	2.1	3.2	2.0	1.1	0.5	1.5	32.4	0.6	33.0
June 1	12.0	0.6	1.0	5.1	1.6	2.3	1.4	0.9	0.5	1.6	27.0	0.6	27.6
July 8	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
August 5	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
September 2	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
October 7	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
November 4	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
December 2	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
1978 January 6	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
February 3	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
March 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
April 7	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

Notes: The figures represent only the numbers of vacancies notified to local employment offices and careers offices and remaining unfilled on the day of the count. They are not a measure of total vacancies. Vacancies notified to employment offices could include some that are suitable for young persons. Similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together.

* Including Greater London

† Because of industrial action by some staff in the Department of Employment Group, information for Great Britain is not available for November and December 1976 and January 1977.

VACANCIES

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

TABLE 119

THOUSANDS

	South East†	East Anglia	South West†	West Midlands	East Midlands†	Yorkshire and Humber-side†	North West†	North†	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
1972 October 4	76.7	5.6	13.8	10.2	10.3	11.5	10.9	6.5	5.0	7.9	161.5	2.3	163.8
November 8	81.7	6.2	14.9	11.9	11.5	12.9	12.6	7.7	5.3	8.9	176.3	2.3	178.6
December 6	88.0	6.8	16.2	13.6	12.4	13.9	14.0	8.3	5.7	10.0	190.8	2.4	193.2
1973 January 3	94.7	7.4	17.4	14.7	13.3	14.7	15.9	9.2	6.2	10.9	204.6	2.4	207.0
February 7	105.9	8.1	19.7	17.3	14.8	16.2	18.3	10.8	7.1	13.5	232.3	2.7	235.0
March 7	117.2	9.0	21.3	19.3	16.3	17.5	20.6	11.9	7.3	14.8	255.6	2.9	258.5
April 4	125.6	9.9	23.0	21.1	18.0	18.8	22.0	12.8	8.0	16.1	275.6	3.2	278.8
May 9	134.0	11.0	24.3	23.1	19.8	20.5	23.9	13.3	8.6	17.3	296.0	3.2	299.2
June 6	141.5	11.5	24.9	24.1	19.9	21.6	25.3	13.3	8.9	17.5	308.5	3.0	311.5
July 4	149.4	12.1	26.2	25.6	21.0	22.5	29.9	15.8	9.8	18.3	324.8	2.9	327.7
August 8	152.6	12.3	26.8	26.1	21.1	22.9	27.1	14.1	9.0	18.8	330.9	3.1	334.0
September 5	156.1	12.8	27.9	27.7	21.8	24.6	28.3	15.2	9.3	19.3	343.2	3.2	346.4
October 3	161.6	13.2	28.2	29.1	22.5	25.3	29.9	15.8	9.8	19.8	354.9	3.3	358.2
November 7	167.0	13.4	28.6	29.1	22.2	25.7	30.0	15.6	9.8	19.4	360.8	3.5	364.3
December 5	164.8	12.9	27.6	28.8	22.1	25.5	29.9	15.1	9.8	19.4	356.1	3.6	359.7
1974 January 9	142.6	14.7	23.9	24.4	18.9	21.8	25.3	12.8	8.7	17.7	307.6	3.5	311.1
February 6	130.8	15.0	21.9	21.5	17.6	20.4	23.4	11.8	7.8	15.8	281.6	3.4	285.0
March 6	130.6	14.9	21.1	21.1	17.3	19.4	23.4	12.1	7.9	15.4	278.1	3.6	281.7
April 3	137.8	..	23.1	23.1	18.6	22.2	26.7	12.5	..	..	..	..	..
May 8	143.2	13.6	23.1	23.1	19.4	22.7	26.0	11.9	8.7	17.4	300.4	3.8	304.2
June 5	144.7	11.5	26.6	24.7	20.5	23.5	27.9	13.4	8.7	19.2	318.6	3.8	322.4
July 3	145.3	10.6	26.0	24.1	19.1	23.4	27.1	13.6	9.5	19.9	319.1	4.2	323.3
August 7	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
September 4	132.5	9.8	22.8	21.0	17.6	21.7	24.7	13.0	9.2	21.2	294.3	4.1	298.4
October 9||	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
November 6||	121.6	8.3	18.5	17.9	16.5	19.7	21.8	12.2	8.7	21.7	267.5	3.9	271.4
December 4||	..	..	17.6	16.3	15.0	18.0	20.5	11.7	8.0	21.7	..	3.7	..
1975 January 8||													

OVERTIME AND SHORT-TIME
Great Britain: manufacturing industries

TABLE 120

Week ended	OPERATIVES														
	WORKING OVERTIME					ON SHORT-TIME									
	Hours of overtime worked					Stood off for whole week†									
	Number of operatives (000's)	Percentage of all operatives (per cent)	Average per operative working overtime	Total actual number (millions)	Total seasonally adjusted number (millions)	Total of operatives lost (000's)	Total number of hours lost (000's)	Working part of week		Total					
Hours lost								Hours lost							
						Number of operatives (000's)	Percentage of all operatives (per cent)	Number of operatives (000's)	Percentage of all operatives (per cent)	Average per operative on short-time					
1973	August 18	1,717	33.1	8.5	14.62	15.42	1	47	11	82	7.6	12	0.2	129	10.8
	September 15	1,823	35.2	8.6	15.76	15.47	14	571	9	97	10.4	24	0.5	668	28.3
	October 13	1,885	36.3	8.7	16.32	15.72	1	32	10	90	9.4	10	0.2	121	11.7
	November 17	1,940	37.2	8.6	16.73	15.79	3	109	21	211	10.3	23	0.4	320	13.8
	December 15	1,969	37.6	8.9	17.43	16.73	1	35	9	71	7.9	10	0.2	105	10.7
1974	January 19‡	1,264	24.4	7.8	9.81	10.74	8	309	1,130	15,543	13.8	1,137	22.2	15,852	13.9
	February 16‡	1,397	27.1	7.7	10.79	11.42	8	317	941	12,430	13.2	949	18.5	12,747	13.4
	March 16‡	1,586	30.8	8.1	12.89	13.55	8	319	227	2,725	12.0	235	4.6	3,044	13.0
	April 6	1,735	33.7	8.4	14.53	14.78	3	110	33	360	11.0	35	0.7	470	13.2
	May 18	1,769	34.3	8.5	15.13	14.87	6	221	28	244	8.6	34	0.6	465	13.7
	June 15 (a) *	1,742	33.9	8.6	14.84	14.54	3	107	23	245	10.6	25	0.5	352	13.7
	June 15 (b) *	2,066	36.7	8.6	17.71	17.68	3	115	25	260	10.6	27	0.5	375	13.7
	July 13	1,994	35.2	8.8	17.60	17.46	3	104	24	273	11.2	27	0.5	377	14.0
	August 17	1,880	33.1	8.8	16.47	17.51	4	140	31	306	9.9	34	0.6	446	13.0
	September 14	1,989	35.1	8.7	17.31	17.08	6	226	58	722	12.5	63	1.1	948	15.0
1975	October 19	2,011	35.5	8.5	17.00	16.28	23	927	59	769	13.1	82	1.4	1,696	20.7
	November 16	2,017	35.6	8.5	17.07	15.99	19	740	65	632	9.7	84	1.5	1,373	16.4
	December 14	2,003	35.7	8.6	17.19	16.14	8	321	64	686	10.7	72	1.3	1,008	13.9
	January 18	1,785	32.1	8.3	14.88	16.21	6	222	124	1,261	10.2	130	2.3	1,483	11.5
	February 15	1,758	31.9	8.2	14.45	14.91	11	449	171	1,762	10.3	182	3.3	2,210	12.1
	March 15	1,729	31.6	8.2	14.14	14.60	17	665	206	2,076	10.1	222	4.1	2,740	12.3
	April 19	1,683	31.0	8.1	13.71	13.92	11	444	228	2,250	9.9	239	4.4	2,695	11.3
	May 17	1,610	29.8	8.3	13.34	13.00	17	681	221	2,291	10.3	238	4.4	2,973	12.5
	June 14	1,560	29.1	8.2	12.86	12.97	14	570	194	1,865	9.6	208	3.9	2,434	11.7
	July 19	1,509	28.2	8.8	13.21	13.02	21	846	111	1,158	10.4	132	2.5	2,005	15.1
1976	August 16	1,388	26.0	8.4	11.60	12.68	17	683	107	1,089	10.2	124	2.3	1,772	14.3
	September 13	1,558	29.3	8.4	13.02	12.85	12	489	119	1,174	9.9	131	2.5	1,665	12.7
	October 18	1,614	30.5	8.3	13.38	12.65	6	229	146	1,553	10.7	151	2.9	1,781	11.8
	November 15	1,664	31.8	8.3	13.74	12.70	20	810	156	1,526	9.8	176	3.4	2,336	13.3
	December 13	1,689	32.2	8.5	14.26	13.16	24	934	127	1,218	9.6	150	2.9	2,152	14.4
	January 10	1,423	27.5	7.8	11.13	12.47	13	499	139	1,335	9.6	151	2.9	1,833	12.2
	February 14	1,558	30.3	8.3	12.95	13.34	6	245	158	1,521	9.6	165	3.2	1,765	10.7
	March 13	1,610	31.4	8.4	13.53	13.89	4	174	127	1,282	10.1	131	2.6	1,456	11.1
	April 10	1,620	31.6	8.3	13.42	13.62	4	163	110	1,043	9.5	114	2.2	1,208	10.6
	May 15	1,672	32.7	8.4	14.03	13.70	2	94	100	914	9.2	102	2.0	1,007	9.9
1977	June 12	1,623	31.7	8.3	13.46	13.68	6	256	76	712	9.5	82	1.6	968	11.8
	July 10§	1,649	32.0	8.6	14.11	13.89	2	83	51	481	9.5	53	1.0	563	10.7
	August 14§	1,507	29.2	8.5	12.86	13.99	6	227	42	391	9.3	48	0.9	618	13.0
	September 11§	1,695	32.7	8.6	14.58	14.45	3	103	52	486	9.4	54	1.0	589	10.9
	October 16§	1,836	35.1	8.6	15.77	15.04	3	125	43	375	8.8	46	0.9	501	10.9
	November 13§	1,858	35.4	8.5	15.88	14.87	3	133	30	313	10.6	33	0.6	446	13.6
	December 11§	1,904	36.3	8.6	16.47	15.30	2	90	41	559	13.9	43	0.8	649	15.1
	January 15§	1,720	33.0	8.3	14.23	15.56	8	332	33	282	8.6	41	0.8	614	15.0
	February 12§	1,840	35.2	8.6	15.85	16.20	5	189	36	434	12.0	41	0.8	623	15.3
	March 12§	1,846	35.3	8.6	15.84	16.13	8	333	43	421	10.0	51	1.0	754	14.9
1978	April 23§	1,816	34.7	8.5	15.52	15.72	13	532	33	278	8.5	46	0.9	809	17.7
	May 14§	1,917	36.6	8.6	16.50	16.19	9	358	36	347	9.6	45	0.9	706	15.6
	June 18§	1,785	34.0	8.7	15.44	15.72	6	239	33	354	10.7	39	0.7	592	15.2
	July 16§	1,814	34.4	8.9	16.19	15.94	5	204	30	309	10.3	35	0.7	513	14.7
	August 13§	1,625	30.8	9.0	14.58	15.74	24	936	26	238	9.2	50	0.9	1,174	23.8
	September 10§	1,777	33.7	8.7	15.41	15.30	22	869	41	457	11.1	63	1.2	1,326	21.1
	October 15§	1,878	35.8	8.7	16.25	15.52	13	498	36	339	9.6	48	0.9	837	17.5
	November 12§	1,846	35.2	8.7	15.98	14.99	34	1,344	49	641	13.2	82	1.6	1,985	24.2
	December 10§	1,885	36.0	8.7	16.43	15.24	4	145	27	272	10.0	31	0.6	417	13.5
	January 14§	1,748	33.6	8.4	14.70	16.03	4	176	43	573	13.5	47	0.9	749	16.0
February 11§	1,823	35.0	8.6	15.67	16.01	4	170	41	522	12.9	45	0.9	692	15.4	
March 11§||	1,857	35.7	8.7	16.18	16.43	4	145	36	396	11.0	40	0.8	542	13.7	

* In June 1974 a new sampling system was introduced for the monthly employment returns (see page 736 of the August 1974 issue of the Gazette). At the same time revisions were made in the method of calculating overtime and short-time. Figures for June 1974 have been calculated on both the old and new basis. Thus, up to and including June 1974 (a) the figures related to operatives at establishments with over 10 employees in all manufacturing industries except shipbuilding and ship-repairing but excluded overtime worked by maintenance workers. The new series from June 1974 (b) relates to all operatives in manufacturing industries including shipbuilding and ship-repairing and overtime worked by maintenance workers is included.
 † Operatives stood off for the whole week are assumed to have been on short-time to the extent of 40 hours each.
 ‡ In January, February and March 1974, the volume of overtime and short-time was affected by an energy crisis.
 § Figures after June 1976 are provisional and are subject to revision to take account of the results of the June 1977 census of employment.
 || See page 594 for detailed analysis.

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

TABLE 121

1962 AVERAGE = 100

Week ended	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Actual	Seasonally adjusted				Actual	Seasonally adjusted					
1958	100.4		96.5	101.6	108.3	100.5		102.4	103.2	103.0	102.5	
1959	100.9		96.3	104.9	108.6	103.3		102.8	104.9	104.5	102.0	
1960	103.9		99.4	107.9	110.1	102.4		101.7	101.7	104.8	101.7	
1961	102.9		101.9	102.9	104.7	101.0		101.3	100.6	101.1	100.4	
1962	100.0		100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0	
1963	98.4		97.6	99.1	98.2	99.9		99.6	100.2	100.5	99.9	
1964	100.7		101.7	99.1	98.8	97.3	100.7	100.7	100.8	101.4	99.9	
1965	99.8		101.9	96.2	95.6	99.4	98.8	98.8	98.4	100.3	99.0	
1966	97.3		101.0	91.5	91.7	95.2	97.8	97.4	95.7	98.5	98.1	
1967	92.4		96.8	86.1	84.4	92.8	97.1	96.6	95.7	97.3	98.0	
1968	91.5		94.6	87.0	83.3	90.4	97.9	96.8	96.9	98.3	98.3	
1969	92.4		96.1	88.3	83.6	90.8	98.0	97.3	97.4	97.7	98.4	
1970	90.2		94.3	86.7	78.3	89.3	97.0	96.1	95.4	96.9	97.5	
1971	84.4		87.2	82.1	74.0	85.9	95.1	93.4	93.2	96.3	96.6	
1972	81.3		82.7	79.8	71.7	84.5	94.7	92.6	92.8	95.6	96.7	
1973	83.2		85.8	82.6	71.2	85.4	96.5	94.9	95.1	96.7	97.6	
1974	81.0		84.7	79.3	66.1	87.2	93.8	92.4	91.8	94.8	96.8	
1975	75.4		80.2	75.1	60.9	82.0	92.8	91.3	92.5	93.7	95.4	
1976	73.8		76.5	74.5	58.9	79.8	93.1	91.1				

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

TABLE 122
Standard Industrial Classification 1968 FULL-TIME MEN (21 YEARS AND OVER)

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrumental engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings													
1974 Oct.	47.97	57.01	51.29	51.76	48.49	44.32	46.18	50.40	52.73	46.97	43.74	41.39	40.37
1975 Oct.	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	50.76	48.16
1976 Oct.	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89	53.30
1977 Oct.	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
Average hours worked													
1974 Oct.	46.6	43.8	44.2	44.8	44.2	43.7	43.4	43.5	42.3	43.7	43.6	44.2	41.1
1975 Oct.	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7	40.5
1976 Oct.	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1	40.9
1977 Oct.	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9	41.3
Average hourly earnings													
1974 Oct.	102.9	130.2	116.0	115.5	109.7	101.4	106.4	115.9	124.7	107.5	100.3	93.6	98.2
1975 Oct.	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	149.0	133.3	126.5	116.2	118.9
1976 Oct.	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7	130.3
1977 Oct.	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3	149.2

	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings												
1974 Oct.	50.40	45.61	54.96	48.23	49.12	48.46	48.75	47.71	52.06	41.68	37.87	48.63
1975 Oct.	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	59.58
1976 Oct.	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97
1977 Oct.	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89
Average hours worked												
1974 Oct.	46.1	43.8	43.9	43.9	44.0	48.0	46.8	44.0	49.5	43.8	43.7	45.1
1975 Oct.	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6
1976 Oct.	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0
1977 Oct.	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
Average hourly earnings												
1974 Oct.	109.3	104.1	125.2	109.9	111.6	101.0	104.2	108.4	105.2	95.2	86.7	107.8
1975 Oct.	137.2	129.5	153.7	136.6	139.9	126.7	133.6	142.9	134.9	117.4	115.5	136.7
1976 Oct.	151.9	143.6	169.4	155.9	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2
1977 Oct.	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9

Standard Industrial Classification 1968 FULL-TIME WOMEN (18 YEARS AND OVER)

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrumental engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings													
1974 Oct.	28.75	31.41	28.73	27.38	30.02	26.87	28.21	28.01	33.48	26.79	25.52	22.38	24.04
1975 Oct.	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13	28.70
1976 Oct.	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61	33.59
1977 Oct.	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
Average hours worked													
1974 Oct.	38.0	38.8	38.4	37.5	38.0	37.9	37.2	36.7	37.9	37.1	37.2	36.1	36.1
1975 Oct.	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5	35.5
1976 Oct.	37.9	36.5	38.4	37.7	38.0	37.6	37.4	37.8	37.8	37.5	36.7	36.4	36.0
1977 Oct.	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
Average hourly earnings													
1974 Oct.	75.7	81.0	74.8	73.0	79.0	70.9	75.8	76.3	88.3	72.2	68.6	62.0	66.6
1975 Oct.	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	77.1	80.9
1976 Oct.	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6	93.3
1977 Oct.	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

	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings												
1974 Oct.	27.54	28.86	30.09	26.27	27.05	—	23.92	29.89	34.58	21.73	29.18	27.01
1975 Oct.	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	34.19
1976 Oct.	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62	40.61
1977 Oct.	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	35.16	46.41	44.31
Average hours worked												
1974 Oct.	36.3	37.7	38.7	37.5	37.2	—	38.1	36.7	42.4	38.7	39.5	37.4
1975 Oct.	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
1976 Oct.	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4
1977 Oct.	36.8	37.2	38.5	37.5	37.2	—	37.9	36.0	41.3	38.3	39.4	37.4
Average hourly earnings												
1974 Oct.	75.9	76.6	77.8	70.1	72.7	—	62.8	81.4	81.6	56.2	73.9	72.2
1975 Oct.	99.4	101.6	101.6	88.3	93.0	—	81.2	109.5	106.2	69.4	95.9	92.4
1976 Oct.	115.0	113.0	117.7	105.9	109.4	—	94.3	119.3	120.7	83.8	109.3	108.6
1977 Oct.	123.9	124.2	126.9	115.8	119.5	—	103.3	133.2	128.9	91.8	117.8	118.5

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

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

TABLE 123

Standard Industrial Classification 1968	October 1975			October 1976			October 1977		
	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings
All manufacturing industries									
Full-time men (21 years and over)	59.74	42.7	139.9	67.83	43.5	155.9	73.56	43.6	168.7
Full-time women (18 years and over)	34.23	36.8	93.0	40.71	37.2	109.4	44.45	37.2	119.5
Part-time women (18 years and over)*	18.38	21.4	85.9	22.06	21.6	102.1	23.90	21.5	111.2
Full-time boys (under 21 years)	32.87	39.7	82.8	37.75	40.0	94.4	41.16	40.0	102.9
Full-time girls (under 18 years)	23.15	37.5	61.7	26.87	37.6	71.5	29.90	37.6	79.5
All industries covered†									
Full-time men (21 years and over)	59.58	43.6	136.7	66.97	44.0	152.2	72.89	44.2	164.9
Full-time women (18 years and over)	34.19	37.0	92.4	40.61	37.4	108.6	44.31	37.4	118.5
Part-time women (18 years and over)*	18.02	21.2	85.0	21.50	21.2	101.4	23.14	21.0	110.2
Full-time boys (under 21 years)	33.08	40.4	81.9	37.94	40.5	93.7	41.30	40.5	102.0
Full-time girls (under 18 years)	23.03	37.5	61.4	26.70	37.5	71.2	29.74	37.6	79.1

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

index of average salaries: non-manual employees: Great Britain

TABLE 124 Fixed-weighted: April 1970 = 100

ALL INDUSTRIES: non-manual				ALL MANUFACTURING INDUSTRIES: non-manual			
FULL-TIME ADULTS: MEN (21 years and over)				WOMEN (18 years and over)			
	Men	Women	Men and women	Men	Women	Men and women	
1970 April	100.0	100.0	100.0	100.0	100.0	100.0	
1971 April	111.5	112.2	111.7	110.7	112.5	111.6	
1972 April	124.1	125.8	124.5	122.3	124.9	122.7	
1973 April	137.3	139.8	138.0	135.9	139.9	136.6	
1974 April	155.3	161.8	157.0	152.1	165.2	154.3	
1975 April	195.0	224.0	202.9	191.8	226.7	197.5	
1976 April	232.6	276.0	244.5	225.6	276.2	233.9	
1977 April	253.6	304.5	267.3	248.0	310.0	258.1	
Weights	575	425	1,000	689	311	1,000	

Notes: These fixed weighted series are based on results of the New Earnings Survey and are described in articles in the May 1972 (pages 431 to 434) and January 1976 (page 19) 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: United Kingdom

TABLE 125

	Average weekly wage earnings	Average hourly wage earnings	Average hourly wage earnings excluding the effect of overtime*	Average hourly wage rates†	Differences (col. (3) minus col. (4))
	(1)	(2)	(3)	(4)	(5)
1962 April	+ 4.0	+ 5.1	+ 5.2	+ 4.1	+ 1.1
1963 April	+ 3.2	+ 4.1	+ 4.4	+ 4.2	+ 0.2
1964 April	+ 3.0	+ 3.6	+ 4.0	+ 3.6	+ 0.4
1965 April	+ 5.3	+ 4.1	+ 3.6	+ 2.3	+ 1.3
1966 April	+ 9.1	+ 7.4	+ 6.5	+ 4.9	+ 1.6
1967 April	+ 8.3	+ 8.2	+ 8.1	+ 5.7	+ 2.4
1968 April	+ 7.5	+ 8.4	+ 8.0	+ 8.0	+ 0.0
1969 April	+ 8.5	+ 10.1	+ 9.5	+ 5.3	+ 4.2
1970 April	+ 7.4	+ 9.8	+ 9.7	+ 8.0	+ 1.7
1971 April	+ 4.2	+ 6.2	+ 6.5	+ 5.6	+ 0.9
19					

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

TABLE 126

	MANUFACTURING INDUSTRIES					ALL INDUSTRIES AND SERVICES				
	Average weekly earnings		Average hours	Average hourly earnings		Average weekly earnings		Average hours	Average hourly earnings	
			excluding those whose pay was affected by absence	including those whose pay was affected by absence				excluding those whose pay was affected by absence	including those whose pay was affected by absence	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
£	£	P	P	£	£	P	P	£	£	
FULL-TIME MEN, 21 years and over										
Manual occupations										
April 1972	33.6	34.5	45.6	75.8	32.1	32.8	46.0	71.3	69.1	
April 1973	38.6	39.9	46.4	86.0	37.0	38.1	46.7	81.7	79.2	
April 1974	43.6	45.1	46.2	97.4	42.3	43.6	46.5	93.5	91.1	
April 1975	54.5	56.6	45.0	125.8	54.0	55.7	45.5	122.2	119.2	
April 1976	65.1	67.4	45.1	149.2	63.3	65.1	45.3	143.7	141.0	
April 1977	71.8	74.2	45.6	162.6	69.5	71.5	45.7	156.5	154.3	
Non-manual occupations										
April 1972	43.7	43.8	38.9	111.3	43.4	43.5	38.7	110.7	110.8	
April 1973	48.4	48.7	39.2	122.4	47.8	48.1	38.8	121.6	121.7	
April 1974	54.1	54.5	39.1	137.7	54.1	54.4	38.8	137.9	138.1	
April 1975	68.2	68.7	39.2	173.2	67.9	68.4	38.7	174.3	174.6	
April 1976	80.2	80.9	39.1	204.3	81.0	81.6	38.5	210.3	210.6	
April 1977	88.2	88.9	39.2	223.4	88.4	88.9	38.7	227.2	227.9	
All occupations										
April 1972	36.2	37.1	43.9	83.7	36.0	36.7	43.4	83.7	83.3	
April 1973	41.1	42.3	44.5	94.5	40.9	41.9	43.8	94.3	93.7	
April 1974	46.3	47.7	44.3	106.9	46.5	47.7	43.7	107.6	107.2	
April 1975	58.1	60.2	43.4	137.7	59.2	60.8	43.0	139.9	139.3	
April 1976	69.2	71.4	43.4	163.2	70.0	71.8	42.7	166.8	166.6	
April 1977	76.1	78.5	43.8	177.7	76.8	78.6	43.0	181.1	181.5	
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
April 1972	17.0	17.7	40.0	44.4	16.6	17.1	39.9	43.0	42.6	
April 1973	19.6	20.5	40.0	51.2	19.1	19.7	39.9	49.6	49.1	
April 1974	23.1	24.1	39.9	60.6	22.8	23.6	39.8	59.3	58.7	
April 1975	30.9	32.4	39.5	81.8	30.9	32.1	39.4	81.6	81.1	
April 1976	38.5	40.3	39.6	102.0	38.1	39.4	39.3	100.7	100.2	
April 1977	43.0	45.0	39.8	113.4	42.2	43.7	39.4	111.2	110.7	
Non-manual occupations										
April 1972	19.4	19.5	37.3	52.3	22.1	22.2	36.8	59.9	59.8	
April 1973	21.8	21.8	37.3	58.5	24.5	24.7	36.8	66.2	66.1	
April 1974	25.6	25.8	37.3	69.0	28.3	28.6	36.8	76.9	76.7	
April 1975	35.2	35.4	37.1	95.2	39.3	39.6	36.6	106.1	105.9	
April 1976	42.8	43.1	37.1	115.9	48.5	48.8	36.5	132.0	131.8	
April 1977	48.1	48.4	37.1	130.1	53.4	53.8	36.7	143.8	143.7	
All occupations										
April 1972	17.8	18.4	39.0	47.0	20.1	20.5	37.8	54.0	53.9	
April 1973	20.3	21.0	39.0	53.9	22.6	23.1	37.8	60.5	60.3	
April 1974	23.9	24.8	38.9	63.8	26.3	26.9	37.8	70.8	70.6	
April 1975	32.4	33.6	38.5	87.2	36.6	37.4	37.4	98.5	98.3	
April 1976	40.1	41.5	38.5	107.6	45.3	46.2	37.3	122.6	122.4	
April 1977	44.9	46.4	38.7	120.0	50.0	51.0	37.5	134.0	133.9	
FULL-TIME ADULTS										
(a) MEN, 21 years and over and WOMEN, 18 years and over										
All occupations										
April 1972	31.7	32.7	42.6	76.4	31.4	32.0	41.8	75.8	75.0	
April 1973	36.0	37.3	43.1	85.7	35.5	36.4	42.1	85.2	84.1	
April 1974	40.8	42.3	43.0	97.6	40.6	41.7	42.0	97.8	96.8	
April 1975	52.1	54.2	42.3	127.2	52.7	54.0	41.3	128.9	127.7	
April 1976	62.5	64.7	42.3	151.8	62.7	64.2	41.1	154.7	153.8	
April 1977	68.9	71.3	42.7	165.8	68.7	70.2	41.3	168.0	167.5	
(b) MALES AND FEMALES, 18 years and over										
All occupations										
April 1973	35.6	36.8	43.1	84.6	35.0	35.9	42.1	84.1	82.9	
April 1974	40.3	41.8	43.0	96.4	40.1	41.1	42.0	96.6	95.5	
April 1975	51.5	53.6	42.3	125.8	52.0	53.4	41.4	127.3	126.0	
April 1976	61.8	64.0	42.5	150.1	61.8	63.4	41.1	152.6	151.6	
April 1977	68.0	70.4	42.7	163.8	67.8	69.3	41.3	165.7	165.1	

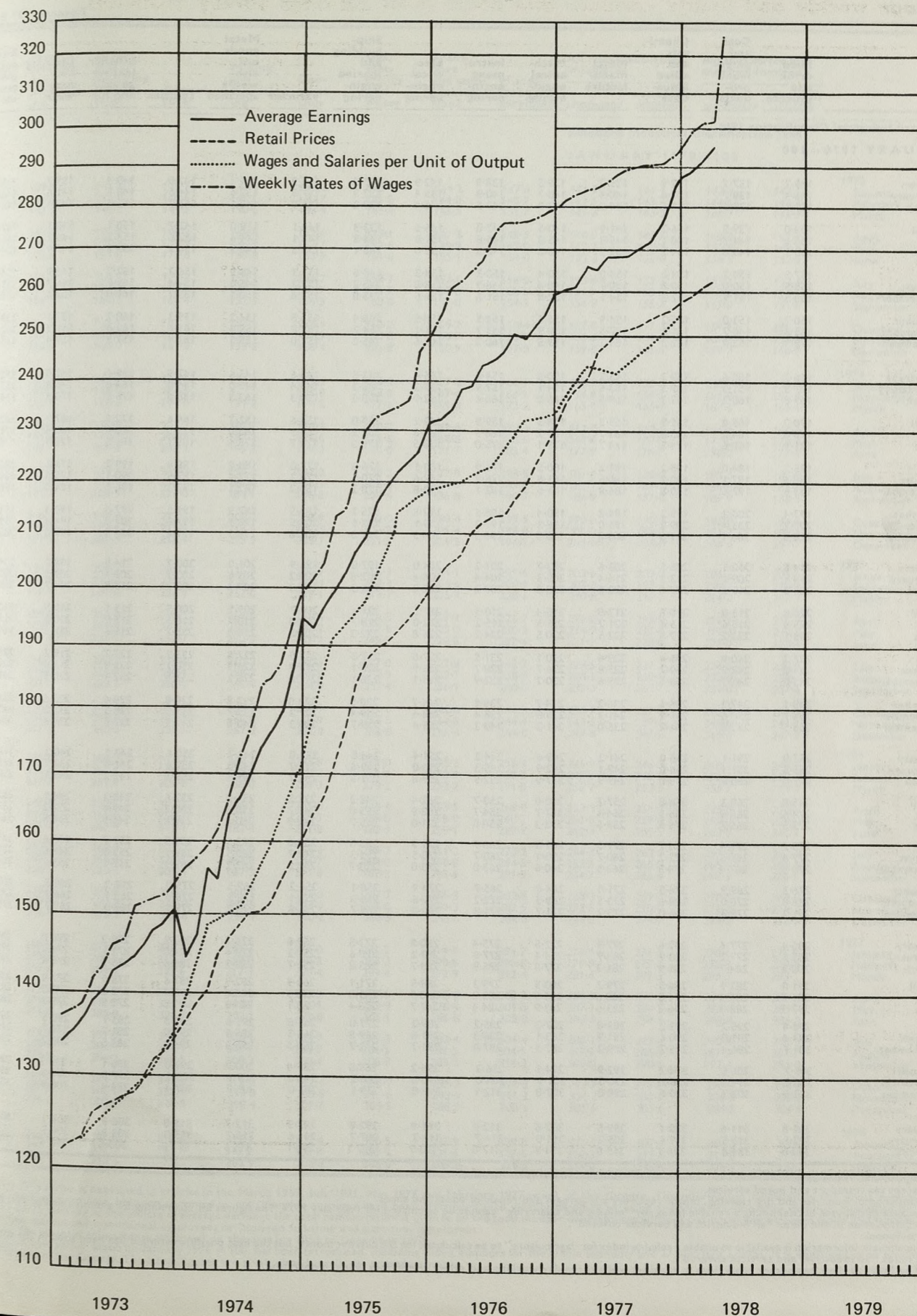
Note: From 1974, age has been measured in completed years at January 1; but previously at the time of the survey.

Earnings, wage rates, retail prices etc.

AVERAGE 1970 = 100

January 1970 = 100

Log scale



EARNINGS
Great Britain: index of average earnings: all employees (monthly inquiry-older series)

TABLE 127

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrumental engineering	Electrical engineering	Ship-building and marine engineering	Metal goods not elsewhere specified		Leather, goods and fur	Clothing and footwear	Bricks, pottery, glass, cement etc	
									Vehicles	Textiles				
Standard Industrial Classification 1968														
JANUARY 1970 = 100														
1973														
January	145.2	137.7	142.9	135.2	139.5	138.9	142.9	135.3	145.2	139.1	142.0	149.4	139.7	145.1
February	146.4	138.7	151.6	140.4	140.7	140.9	145.4	137.3	141.8	139.6	144.5	148.3	141.6	146.6
March	161.1	139.6	143.5	144.0	142.0	143.5	146.4	139.2	141.0	140.1	145.7	152.6	143.6	146.5
April	154.0	139.5	146.2	141.9	140.5	143.0	146.6	133.3	142.1	138.0	142.7	150.1	140.1	147.4
May	158.0	141.7	148.1	145.3	145.8	145.8	151.8	144.8	148.1	144.6	152.8	153.2	146.7	151.9
June	158.1	145.6	154.7	152.7	148.8	148.8	155.0	148.1	153.5	148.2	156.3	155.2	147.9	154.9
July	157.9	150.2	154.0	155.0	150.4	150.3	154.3	148.6	153.3	148.9	156.3	162.2	146.9	154.6
August	158.5	150.0	150.8	150.7	148.4	146.9	153.8	145.2	152.3	145.6	154.6	161.3	146.7	151.2
September	160.5	151.9	152.8	154.1	152.8	151.7	156.6	146.0	152.8	150.5	155.7	162.0	152.6	156.3
October	160.7	153.0	155.2	154.9	156.6	153.5	158.5	148.4	155.5	154.2	159.3	162.0	157.1	159.7
November	165.8	148.7	161.1	157.5	158.9	155.7	161.1	154.7	157.8	158.4	161.6	161.8	159.2	162.7
December	170.3	152.8	162.3	155.2	159.5	160.2	161.6	145.2	157.0	155.5	157.4	157.9	159.4	163.0
1974														
January††	166.3	150.6	159.2	145.2	150.5	154.6	155.4	142.8	144.6	145.6	142.9	159.6	141.0	155.3
February††	165.3	151.0	169.5	153.6	154.1	157.9	157.3	148.2	144.4	149.0	146.0	164.4	145.8	157.5
March	169.0	160.2	162.3	159.5	165.0	166.6	162.9	158.5	160.3	163.3	168.6	176.1	170.4	166.2
April	170.2	163.0	161.9	159.3	158.5	159.9	162.2	159.0	155.6	157.7	166.6	172.8	167.7	167.2
May	176.0	164.2	165.6	163.7	167.2	166.9	168.8	159.2	164.9	165.0	175.5	180.0	169.6	171.4
June	181.9	169.6	174.8	174.7	179.1	175.0	178.5	176.3	174.7	175.6	185.1	184.5	175.9	178.6
July	186.2	184.0	185.2	181.2	180.5	176.9	183.1	176.8	174.0	180.0	188.4	199.2	176.6	180.1
August	188.6	197.1	188.1	180.5	181.8	176.9	182.6	170.5	178.7	177.4	187.5	190.1	175.6	181.8
September	193.6	197.6	190.8	184.8	185.5	182.1	190.8	178.2	180.2	182.1	187.3	196.1	184.0	188.5
October	197.4	200.2	199.2	184.8	190.4	188.6	192.5	175.7	183.5	187.9	191.5	197.6	190.4	192.1
November	209.2	203.4	209.2	195.0	198.3	197.2	199.1	187.1	204.5	196.4	197.6	207.0	194.4	199.4
December	218.6	206.1	211.3	200.8	198.5	199.3	204.3	191.8	201.6	196.9	199.6	206.3	197.0	203.0
1975														
January	214.8	212.1	205.5	203.6	203.7	201.2	204.0	197.8	196.9	201.0	200.7	214.5	198.1	204.9
February	214.5	209.1	213.2	214.4	205.3	204.4	208.4	202.8	200.2	203.8	203.7	209.1	202.3	207.0
March	233.0	219.3	207.6	220.0	208.8	209.2	212.2	211.3	199.3	209.4	203.7	215.8	204.7	206.0
April	220.8	213.0	210.8	212.9	215.4	210.5	217.5	221.4	200.7	209.1	208.5	215.1	210.5	210.8
May	225.4	215.6	215.4	221.2	215.5	215.2	222.0	218.7	198.8	210.7	218.5	216.9	210.5	210.8
June	233.1	223.2	217.5	222.5	220.5	224.2	226.8	232.2	207.5	218.6	225.7	219.6	215.3	220.1
July	237.2	240.9	251.4	225.6	230.1	231.5	237.8	217.3	213.5	227.8	233.2	227.7	219.7	224.9
August	241.0	242.9	249.7	225.8	226.7	228.7	236.9	200.1	219.9	224.9	230.1	225.9	213.0	224.6
September	245.0	245.1	245.5	229.6	230.2	232.9	241.1	236.1	217.0	228.2	233.4	232.1	220.5	231.7
October	248.1	247.2	246.6	236.2	234.7	236.1	244.7	238.5	223.0	232.8	238.8	236.6	228.6	236.5
November	254.7	250.6	255.9	241.3	239.8	238.4	248.4	244.4	227.3	239.7	238.5	242.2	232.0	242.2
December	263.5	252.8	264.2	235.0	241.2	248.3	255.4	239.7	230.3	240.8	242.5	237.9	236.8	246.6
1976														
January	257.0	251.1	256.0	241.2	243.6	244.2	251.4	244.8	234.0	243.7	250.6	248.1	240.2	247.7
February	255.6	251.4	256.0	249.1	242.9	245.3	253.0	249.6	237.7	243.8	251.6	241.4	238.7	247.1
March	277.0	260.8	258.8	249.9	247.9	252.9	259.8	251.3	236.7	249.9	256.3	242.2	245.6	250.4
April	265.8	262.3	260.8	257.7	250.0	250.7	262.4	248.3	237.2	251.8	252.6	240.2	246.1	253.9
May	274.6	265.4	266.3	264.1	257.7	254.7	268.9	255.0	249.2	258.5	268.2	245.4	252.2	259.5
June	273.5	265.7	275.6	259.5	258.3	258.0	271.0	255.7	249.9	260.6	268.8	245.9	250.6	264.1
July	275.7	271.4	274.7	271.3	261.5	260.9	271.3	246.8	253.0	263.0	269.5	257.7	252.6	265.8
August	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
September	276.3	267.4	274.8	263.5	260.6	263.8	273.0	258.7	250.3	263.2	269.9	257.6	253.6	264.7
October	276.3	269.9	276.5	271.0	264.8	265.7	274.9	258.1	256.2	269.5	275.0	258.2	260.5	265.8
November	286.0	276.0	288.6	273.5	269.3	272.2	279.8	266.3	256.1	276.2	278.4	263.1	266.9	270.7
December	291.2	278.3	286.0	273.2	271.7	271.8	282.0	265.7	256.8	275.2	279.1	269.0	269.7	275.6
1977														
January	286.4	277.4	282.6	277.9	272.5	275.4	280.8	273.5	259.6	276.7	283.2	279.2	270.8	269.4
February	285.5	277.2	283.9	282.7	274.4	277.9	282.2	270.6	253.2	278.4	284.8	272.1	276.6	272.2
March	308.4	284.7	285.9	281.3	277.8	285.9	288.7	265.8	256.7	283.2	286.6	276.5	276.8	275.8
April	291.0	282.9	286.5	279.7	280.5	279.3	288.5	271.1	260.3	282.9	287.6	278.9	277.8	280.0
May	301.9	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
August	293.4	291.0	290.6	281.9	283.1	286.3	291.6	269.8	265.5	285.5	291.0	281.7	278.7	280.4
September	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
October	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
November	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
December	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														
January	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
February	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
March††	330.0	334.8	326.1	319.8	314.8	317.0	320.9	307.1	290.1	315.5	312.5	303.6	310.4	307.1

* England and Wales only.
† Except sea transport and postal services.
‡ Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.
§ Because of disputes in coalmining a reliable index for "mining and quarrying" cannot be calculated for February 1974. The figures for coalmining for a month earlier have been used in the compilation of the index "all industries and services covered".
¶ Provisional.
** Insufficient information is available to enable a reliable index for "agriculture" to be calculated for the current month, but the best possible estimate has been used in the compilation of the index "all industries and services covered".
†† The figures reflect temporary reductions in earnings while three-day working and other restrictions were in operation.

EARNINGS
index of average earnings: all employees (monthly inquiry-older series): Great Britain

TABLE 127 (continued)

	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Agriculture*	Mining and quarrying	Construction	Gas, electricity and water	Transport and communication†	Miscellaneous services‡	All manufacturing industries		All industries and services covered		
										unadjusted	Seasonally adjusted	unadjusted	Seasonally adjusted	
Standard Industrial Classification 1968														
JANUARY 1970 = 100														
1973														
January	147.6	139.5	141.3	139.6	140.9	147.0	145.4	144.2	147.6	141.9	142.1	142.9	143.1	1973
February	149.3	140.6	143.0	148.8	141.1	150.7	141.8	144.0	148.7	143.5	143.7	144.5	144.4	January
March	150.6	143.3	144.1	145.5	140.6	156.9	145.4	145.5	151.7	145.3	145.5	146.7	145.9	February
April	151.7	141.6	145.6	160.3	144.8	152.6	148.1	147.2	149.5	144.0	147.7	145.8	148.3	March
May	157.1	148.7	148.9	146.9	147.0	157.7	149.9	147.0	149.5	149.5	148.9	150.6	149.5	April
June	160.9	152.6	154.6	175.6	149.8	163.9	161.6	155.1	154.0	153.3	152.0	155.2	152.8	May
July	161.1	151.3	154.1	171.3	150.3	163.7	158.7	157.1	156.0	153.6	152.3	155.5	153.4	June
August	156.4	149.1	154.0	159.7	146.7	159.7	155.7	155.0	152.6	151.7	148.3	153.5	154.2	July
September	162.4	154.5	154.7	181.4	152.5	166.3	160.8	157.0	154.3	154.8	155.3	157.0	155.8	August
October	165.7	156.1	15											

EARNINGS

Great Britain: manual men in certain manufacturing industries:
indices of earnings by occupation

TABLE 128 GREAT BRITAIN: JANUARY 1964 = 100

Industry group SIC (1968)	Average weekly earnings including overtime premium				Average hourly earnings excluding overtime premium			
	January 1976	June 1976	January 1977	June 1977	January 1976	June 1976	January 1977	June 1977
SHIPBUILDING AND SHIP REPAIRING*								
	£				p			
Timeworkers								
Skilled	399.5	403.2	452.0	446.7	473.0	80.27	437.3	448.7
Semi-skilled	438.7	452.6	498.3	492.3	506.8	70.63	455.3	480.4
Labourers	404.1	479.0	466.5	470.8	534.5	71.15	464.2	505.2
All timeworkers	423.7	436.5	483.5	477.1	503.4	76.36	462.9	479.7
Payment-by-result workers								
Skilled	381.9	420.2	411.1	430.8	450.4	82.75	416.1	428.1
Semi-skilled	409.2	452.1	447.7	469.1	484.7	73.32	459.6	476.2
Labourers	375.2	401.2	426.4	423.7	457.4	71.83	425.5	441.3
All payment-by-result workers	388.3	426.4	419.7	438.6	458.6	79.38	425.5	438.8
All skilled workers	384.1	416.1	419.5	429.5	451.4	81.78	416.3	430.2
All semi-skilled workers	425.1	461.1	471.5	480.8	496.6	72.60	454.8	476.1
All labourers	392.9	432.9	448.8	447.1	490.3	71.61	450.8	474.1
All workers covered	395.4	428.8	434.3	442.9	465.2	78.12	432.0	448.5
CHEMICAL MANUFACTURE†								
Timeworkers								
General workers	379.7	414.6	425.6	449.3	468.2	79.36	449.9	484.1
Craftsmen	371.6	404.4	416.2	433.5	461.0	86.76	416.7	449.1
All timeworkers	379.1	413.2	424.7	446.0	467.6	81.28	443.8	477.7
Payment-by-result workers								
General workers	352.6	395.1	411.9	418.6	448.7	79.80	371.4	402.8
Craftsmen	333.1	372.9	387.0	412.0	430.4	86.02	361.2	390.5
All payment-by-result workers	346.7	388.5	404.6	413.7	442.0	80.78	366.4	397.4
All general workers	370.8	406.3	418.0	439.1	459.2	79.42	421.2	453.9
All craftsmen	361.3	393.9	405.6	423.2	449.5	86.71	393.9	424.9
All workers covered	369.5	404.1	415.9	435.5	457.6	81.23	415.0	447.2
	Average weekly earnings including overtime premium				Average hourly earnings excluding overtime premium			
	June 1976	June 1977	June 1977	June 1977	June 1976	June 1977	June 1977	June 1977
ENGINEERING‡								
	£				p			
Timeworkers								
Skilled	339.8	373.4	373.4	373.4	72.78	381.6	410.6	410.6
Semi-skilled	371.7	397.6	397.6	397.6	68.71	416.1	444.0	444.0
Labourers	372.6	407.9	407.9	407.9	57.11	423.3	456.2	456.2
All timeworkers	359.1	390.0	390.0	390.0	69.74	402.8	431.8	431.8
Payment-by-result workers								
Skilled	330.7	367.6	367.6	367.6	73.78	368.7	401.0	401.0
Semi-skilled	319.0	356.2	356.2	356.2	66.25	356.0	338.6	338.6
Labourers	352.5	385.9	385.9	385.9	57.38	406.9	435.6	435.6
All payment-by-result workers	326.6	363.0	363.0	363.0	69.57	364.7	396.5	396.5
All skilled workers	335.2	370.0	370.0	370.0	73.17	373.3	402.7	402.7
All semi-skilled workers	345.3	376.5	376.5	376.5	67.71	382.6	412.0	412.0
All labourers	368.0	402.8	402.8	402.8	57.17	420.3	451.9	451.9
All workers covered	343.3	376.4	376.4	376.4	69.67	382.8	412.3	412.3

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968:

* 370-1
† 271-273; 276-278
‡ 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399

EARNINGS

Monthly index of average earnings: all employees: Great Britain

TABLE 129 (new version)

	January	February	March	April	May	June	July	August	September	October	November	December	Annual average§
NEW SERIES: unadjusted: January 1976 = 100													
Whole economy													
1976	100.0	100.6	102.2	103.3	105.5	106.7	107.6	107.8	108.3	108.5	110.6	111.3	106.0
1977	110.9	111.0	113.3	113.1	114.9	115.4	116.2	115.7	116.6	117.9	120.1	121.7	115.6
1978	121.5	122.7	124.8†										
OLDER SERIES: SEASONALLY ADJUSTED: January 1970 = 100													
All industries and services covered:													
1967	79.4	79.8	80.2	80.4	80.6	81.2	82.4	82.2	83.1	83.7	84.6	84.2	81.8
1968	85.4	86.1	86.3	86.2	87.6	87.5	88.2	89.1	89.6	90.0	91.1	91.9	88.2
1969	92.2	91.7	92.7	94.0	93.4	95.0	95.3	95.7	96.7	97.5	98.2	99.6	95.2
1970	100.0	101.8	103.0	103.8	104.9	106.3	106.9	108.9	109.3	110.6	112.0	113.1	106.7
1971	114.2	114.6	115.8	116.0	117.6	117.8	119.4	120.7	121.1	122.0	122.2	123.3	118.7
1972	124.4	—*	128.3	129.4	130.5	132.1	132.8	134.1	137.8	140.2	141.7	142.5	134.0*
1973	143.1	144.4	145.9	148.3	149.5	152.8	153.4	154.2	155.8	157.8	158.8	159.9	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	248.2	250.3	253.9	255.4	259.3	261.4	262.9	266.4	266.8	269.8	272.3	275.7	261.9
1977	277.9	279.0	283.1	283.6	285.7	286.5	286.3	287.7	291.0	295.8	300.5	304.8	288.5
1978	306.3	311.2	314.2†										
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	246.3	248.5	252.5	254.6	259.0	261.5	262.1	265.0	266.4	269.1	270.0	274.7	260.8
1977	276.5	277.8	281.3	283.0	284.7	284.9	285.4	286.5	290.0	294.6	300.7	305.6	287.6
1978	307.9	311.6	314.4†										
PERCENTAGE INCREASES OVER PREVIOUS 12 MONTHS													
NEW SERIES: unadjusted													
Whole economy													
1977	10.9	10.3	10.8	9.4	9.0	8.2	8.1	7.3	7.7	8.7	8.6	9.4	9.0
1978	9.5	10.5	10.1†										
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	(2.7)‡	(2.8)‡	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	19.1	19.4	18.1	17.4	17.0	13.9	14.1	12.3	12.5	12.9	11.5	15.6
1977	12.0	11.5	11.5	11.1	10.2	9.6	8.9	8.0	9.1	9.6	10.3	10.6	10.2
1978	10.2	11.5	11.0†										
All manufacturing industries													
1967	2.2	2.3	2.1	1.3	1.5	1.9	3.4	3.3	4.8	5.9	7.3	6.8	3.6
1968	8.3	8.3	8.2	7.6	8.8	9.0	7.9	8.4	7.9	7.1	7.6	9.3	8.2
1969	8.2	7.1	7.7	9.4	6.9	8.0	7.8	7.9	8.3	9.0	8.5	8.6	8.1
1970	8.9	10.7	11.4	10.9	12.5	12.8	13.4	14.6	13.6	14.3	14.9	14.1	12.7
1971	14.4	13.5	12.3	11.9	12.8	10.8	10.9	10.2	10.7	9.9	8.7	8.8	11.2
1972	9.6	—*	10.8	11.9	11.1	12.7	12.2	12.0	13.8	14.3	14.8	14.0	12.8
1973	13.3	—*	13.4	13.6	13.5	14.4	13.7	13.5	12.3	12.6	12.7	14.4	12.9
1974	(7.0)†	(7.9)†	13.5	10.4	16.8	16.2	18.2</						

RETAIL PRICES
United Kingdom: general* index of retail prices

TABLE 132

	ALL ITEMS	FOOD†							All items except food	All items except items of food the prices of which show significant seasonal variations	
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom			Items mainly home-produced for direct consumption			Items mainly imported for direct consumption
					Primarily from home-produced raw materials	Primarily from imported raw materials	All				
JANUARY 16, 1962 = 100											
Weights	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	39.6-41.4	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
	1973 1,000	248	41.3-42.5	205.5-206.7	38.0-38.3	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7
	1974 1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
JANUARY 15, 1974 = 100											
Weights	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	35.9-42.0	186.0-196.1	35.9-41.4	56.9-66.5	92.8-107.9	45.3-50.7	42.1-43.9	772	958.0-964.1
	1977 1,000	247	40.7-46.9	187.4-202.8	36.7-39.0	57.2-62.3	93.9-101.3	50.7-53.0	42.7-48.7	753	953.3-959.3
	1978 1,000	233	32.1§	200.9§	39.4§	63.7§	103.1§	51.4§	46.5§	767	967.9§
Monthly averages											
1968	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	165.6	165.2	181.5	167.2	162.7	164.1	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	121.6	121.1	121.0	121.3	115.9	120.9	119.2	128.2	119.3	121.9	121.7
1969	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5
1971	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1
1972	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1
1973	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8
1974	191.8	216.7	254.4	209.8	196.9	190.9	193.7	224.5	227.0	184.0	189.4
Monthly averages											
1975	134.8	133.3	129.8	134.3	140.7	156.8	150.2	129.9	135.3	135.1	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	208.2	201.8	175.0	175.6	179.7	181.5
1975	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
July 15	138.5	136.3	140.2	135.7	143.0	160.6	153.4	115.9	121.4	139.2	138.5
August 12	139.3	136.3	131.7	137.5	143.5	160.3	153.4	121.8	122.5	140.3	139.7
September 16	140.5	137.3	133.8	138.3	144.6	160.0	153.7	123.0	122.6	141.5	140.9
October 14	142.5	138.4	137.9	138.9	147.2	158.8	154.1	123.1	124.7	143.8	142.8
November 11	144.2	141.6	140.1	142.4	148.9	158.5	154.6	133.1	126.5	145.0	144.5
December 9	146.0	144.2	148.9	143.9	149.8	160.4	156.1	134.6	128.2	146.6	146.1
1976	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
February 17	149.8	152.1	173.5	148.2	153.9	164.5	160.2	137.5	134.1	149.1	149.0
March 16	150.6	153.8	181.2	148.6	154.3	165.0	160.6	138.0	134.4	149.8	149.5
April 13	153.5	156.7	189.9	150.4	157.4	166.6	162.8	139.6	135.5	152.7	152.2
May 18	155.2	157.1	184.8	151.9	157.9	167.6	163.6	141.3	137.9	154.7	154.2
June 15	156.0	156.7	174.3	153.5	157.8	168.4	164.1	144.7	139.7	155.9	155.4
July 13	156.3	153.4	149.0	154.8	160.3	169.6	165.8	145.6	140.6	157.2	156.8
August 17	158.5	158.4	163.6	157.8	162.0	173.5	168.8	148.7	143.2	158.6	158.5
September 14	160.6	164.4	178.6	161.9	163.8	175.5	170.7	157.2	146.5	159.5	160.0
October 12	163.5	169.3	184.0	166.8	171.1	179.1	175.8	160.9	152.1	161.8	162.8
November 16||	165.8	172.7	192.8	169.1	172.6	182.2	178.3	160.2	157.4	163.8	164.8
December 14||	168.0	176.1	202.1	171.4	174.4	184.8	180.5	161.8	160.5	165.6	166.8
1977	172.4	183.1	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
January 18	174.1	184.5	216.8	178.5	179.8	192.7	187.5	169.1	167.3	171.1	172.5
February 15	175.8	186.5	215.7	181.0	185.1	197.8	192.7	168.9	167.9	172.6	174.3
March 15	180.3	189.6	223.9	183.2	189.7	200.6	196.2	168.9	169.7	177.6	178.7
April 19	181.7	189.9	213.7	185.4	191.8	205.0	199.6	169.9	170.9	179.3	180.5
May 17	183.6	193.7	219.4	189.0	192.2	206.8	200.8	177.5	174.5	180.8	182.4
June 14	183.8	192.0	194.1	191.8	196.3	210.2	204.5	178.4	177.5	181.5	183.5
July 12	184.7	191.9	182.8	193.8	196.9	214.9	207.6	178.8	179.3	182.7	184.9
August 16	185.7	192.5	176.9	195.6	198.3	216.9	209.4	179.7	182.1	183.8	186.2
September 13	186.5	192.3	168.1	196.9	199.0	219.0	211.0	179.9	184.0	184.9	187.3
October 18	187.4	192.9	166.9	197.5	200.3	220.5	212.3	179.5	184.2	185.9	188.2
November 15	188.4	194.8	171.1	198.9	201.1	224.1	214.8	179.9	184.5	186.6	189.0
1978	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
January 17	190.6	197.3	174.5	201.7	205.1	223.9	216.3	188.1	184.2	188.8	191.4
February 14	191.8	198.4	179.0	202.2	206.1	224.4	217.0	189.9	182.7	189.9	192.4
March 14	194.6	201.6	186.3	204.7	209.3	228.0	220.4	192.5	183.1	192.7	195.0
April 18											

* See article on page 305 of March 1978 *Employment Gazette*.
 † The items included in the various sub-divisions are given on page 191 of the March 1975 issue of the *Gazette*.
 ‡ These are: coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.
 § Provisional.
 || The number of quotations used in compiling the indices for these months was less than normal because of industrial action by some employees of the Department of Employment Group.

RETAIL PRICES
general* index of retail prices: United Kingdom

TABLE 132 (continued)

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	JANUARY 16, 1962 = 100	
											Weights	1968
95	63	66	121	62	59	89	120	60	56	41	1968	
93	64	68	118	61	60	86	124	66	57	42	1969	
92	66	64	119	61	60	86	126	65	55	43	1970	
91	65	59	119	60	61	87	136	65	54	44	1971	
92	66	53	121	60	58	89	139	65	52	46	1972	
89	73	49	126	58	58	89	135	65	53	46	1973	
80	70	43	124	52	64	91	135	63	54	51	1974	
Monthly averages												
135.0	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9	1968	
140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.3	142.5	135.0	1969	
149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5	1970	
172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0	1971	
185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3	1972	
191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0	1973	
215.6	182.1	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3	1974	
133.0	125.0	120.8	138.6	132.6	110.2	111.9	113.9	116.3	128.0	121.4	1968	
139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5	1969	
146.4	143.0	135.8	150.6									

RETAIL PRICES
United Kingdom: indices for pensioner households

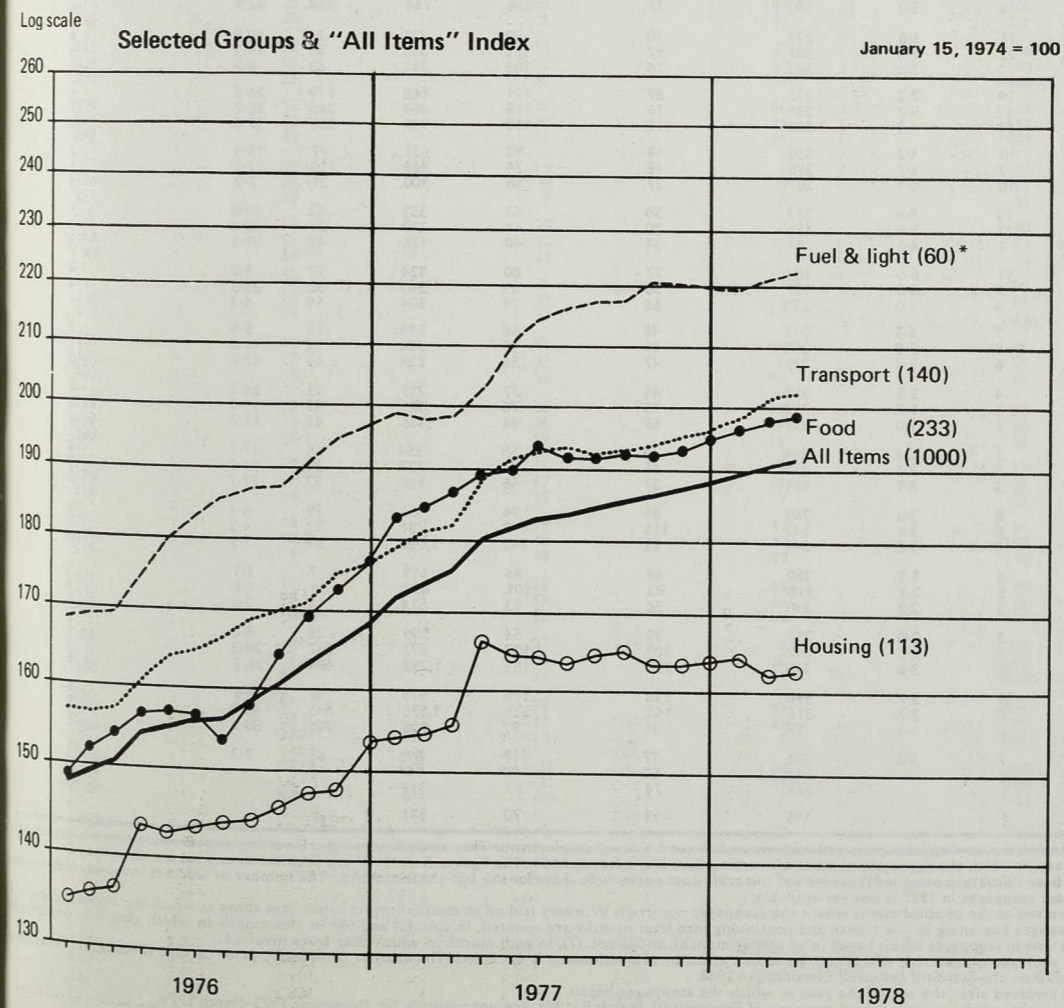
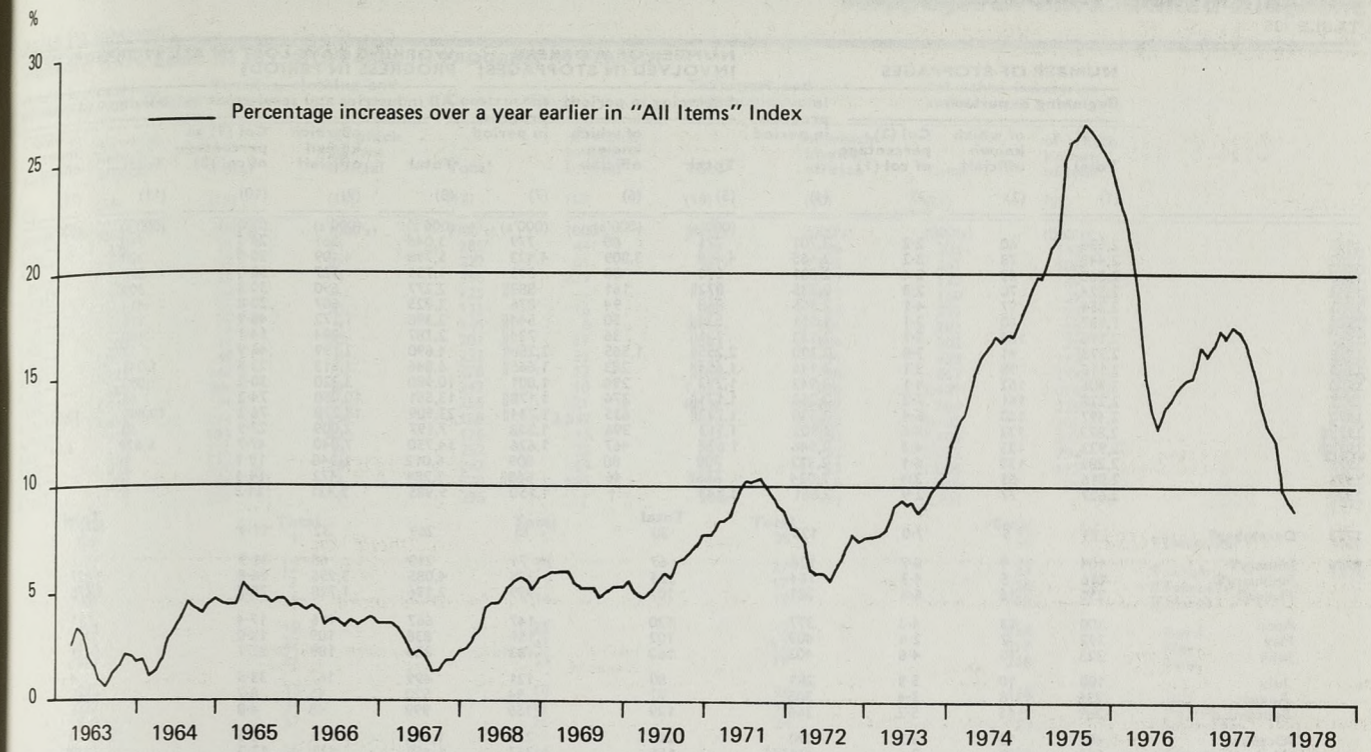
TABLE 132(a) ALL ITEMS INDICES (EXCLUDING HOUSING)

	INDEX FOR											
	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Quarter				Quarter				Quarter			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
JANUARY 16, 1962 = 100												
1962	100.2	102.1	101.2	101.9	100.2	102.1	101.2	101.7	100.2	102.2	101.6	101.5
1963	104.4	104.1	102.7	104.5	104.0	103.8	102.6	104.3	103.1	103.5	102.5	103.3
1964	105.4	106.6	107.2	108.7	105.3	106.8	107.6	109.0	104.1	105.9	106.8	107.8
1965	110.4	110.7	111.6	113.4	110.5	111.4	112.3	113.8	108.9	111.4	111.8	112.5
1966	114.3	116.4	116.4	117.9	114.6	116.6	116.7	118.0	113.3	115.2	115.5	116.4
1967	118.8	119.2	117.6	120.5	118.9	119.4	118.0	120.3	117.1	118.0	117.2	118.5
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
JANUARY 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5				195.8				194.6			

TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

Year	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1963	103.9	104.4	102.8	100.0	105.7	98.5	103.5	105.7	102.8	102.9	104.4
1964	107.0	107.5	108.6	105.8	108.5	100.5	104.7	111.6	106.4	105.0	108.1
1965	111.5	111.3	117.8	118.1	113.0	102.8	106.4	118.6	111.8	111.4	112.9
1966	116.3	115.3	122.4	120.9	120.2	105.0	108.9	127.1	114.7	119.6	117.5
1967	119.0	118.0	126.0	120.9	120.7	106.8	110.5	130.8	115.7	124.8	120.8
1968	124.5	122.4	128.0	125.8	131.5	110.8	112.0	137.4	126.9	128.9	126.7
1969	131.1	129.4	137.1	136.1	136.4	116.5	115.8	143.9	132.7	139.0	134.0
1970	140.2	138.2	143.9	136.9	146.8	124.7	120.8	156.9	145.3	148.3	143.6
1971	154.4	153.9	152.0	139.1	161.8	133.3	129.0	189.3	161.5	160.8	160.7
1972	166.2	167.5	158.4	140.1	175.3	138.0	138.2	203.0	172.7	170.6	176.2
1973	182.2	193.7	163.5	141.9	180.6	145.5	150.6	205.1	179.2	187.0	209.1
1974	211.6	226.2	181.7	165.7	209.9	166.9	176.5	211.8	217.9	209.1	249.1
JANUARY 15, 1974 = 100											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1963	103.7	104.3	102.5	100.0	105.4	99.7	103.9	104.5	102.4	102.2	104.6
1964	107.2	108.1	108.2	105.9	108.3	101.7	105.3	109.1	106.2	103.8	108.1
1965	112.0	112.1	117.3	118.3	112.7	104.4	107.3	116.4	108.6	109.6	112.9
1966	116.5	116.0	121.9	121.1	120.2	106.8	110.0	124.1	111.3	117.3	117.5
1967	119.2	118.5	125.7	121.1	124.3	108.8	111.7	127.3	112.5	122.1	120.8
1968	124.6	123.3	127.1	126.0	132.3	113.0	113.9	135.0	123.1	126.2	126.7
1969	131.5	130.5	136.5	136.4	137.3	118.9	117.9	141.6	129.3	136.2	134.0
1970	140.3	139.7	144.7	137.3	147.2	127.7	123.8	151.7	141.4	145.4	143.6
1971	154.2	153.3	154.2	139.5	162.6	137.0	132.3	175.1	157.3	159.3	160.7
1972	165.6	169.7	160.9	140.5	176.1	141.3	141.6	187.1	167.5	168.8	176.2
1973	182.5	197.8	166.2	142.3	181.5	148.1	155.0	192.9	173.3	185.9	209.1
1974	212.0	230.9	184.7	166.1	210.9	170.3	182.2	214.7	208.1	207.5	249.1
JANUARY 15, 1974 = 100											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
GENERAL INDEX OF RETAIL PRICES											
JANUARY 16, 1962 = 100											
1963	103.1	104.8	102.3	100.0	106.0	100.1	103.5	100.5	101.9	104.0	104.2
1964	106.2	107.8	107.9	105.8	109.3	102.3	104.9	102.1	105.0	106.9	107.5
1965	111.2	111.6	117.1	118.0	114.5	104.8	107.0	106.7	109.0	112.7	111.9
1966	115.1	115.6	121.7	120.8	120.9	107.2	109.9	109.9	112.5	120.5	116.1
1967	117.7	118.5	125.3	120.8	124.3	109.0	111.7	112.2	113.7	126.4	119.0
1968	123.1	123.2	127.1	125.5	133.8	113.2	113.4	119.1	124.5	132.4	126.9
1969	130.1	131.0	136.2	135.5	137.8	118.3	117.7	123.9	132.3	142.5	135.0
1970	138.1	140.1	143.9	136.3	145.7	126.0	123.8	132.1	142.8	159.1	145.5
1971	151.2	155.6	152.7	138.5	160.9	135.4	132.2	147.2	159.1	169.6	165.0
1972	161.2	169.4	159.0	139.5	173.4	140.5	141.8	155.9	168.0	180.5	180.3
1973	175.4	194.9	164.2	141.2	178.3	148.7	155.1	165.0	172.6	202.4	211.0
1974	204.7	230.0	182.1	164.8	208.8	170.8	182.3	194.3	202.7	227.2	248.3
JANUARY 15, 1974 = 100											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7

Index of retail prices



* Figures in brackets are the 1978 group weights

INDUSTRIAL DISPUTES *
United Kingdom: stoppages of work

TABLE 133

	NUMBER OF STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES†			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡				
	Beginning in period			In progress in period	Beginning in period‡		In progress in period	All industries and services			Mining and quarrying	
	Total	of which known official†	Col (2) percentage of col (1)		Total	of which known official		Total	of which known official†	Col (9) as percentage of col (8)	Total	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	779	3,046	861	28.3	740	—	
1962	2,449	78	3.2	2,465	4,420	3,809	5,798	4,109	70.9	308	—	
1963	2,068	49	2.4	2,081	590	80	1,755	527	30.0	326	—	
1964	2,524	70	2.8	2,535	872	161	2,277	690	30.3	309	42	
1965	2,354	97	4.1	2,365	868	94	2,925	607	20.8	413	—	
1966	1,937	60	3.1	1,951	530	50	2,398	1,172	48.9	118	—	
1967	2,116	108	5.1	2,133	731	36	2,787	394	14.1	108	—	
1968	2,378	91	3.8	2,390	2,255	1,565	4,690	2,199	46.9	57	—	
1969	3,116	98	3.1	3,146	1,654	283	6,846	1,613	23.6	1,041	—	
1970	3,906	162	4.1	3,943	1,793	296	10,980	3,320	30.2	1,092	—	
1971	2,228	161	7.2	2,263	1,171	376	13,551	10,050	74.2	65	—	
1972	2,497	160	6.4	2,530	1,722	635	23,909	18,228	76.2	10,800	10,726	
1973†	2,873	132	4.6	2,902	1,513	396	15,228	7,197	47.3	91	—	
1974†	2,922	125	4.3	2,946	1,622	467	14,750	7,040	47.7	5,628	5,567	
1975	2,282	139	6.1	2,332	789	80	6,012	1,148	19.1	56	—	
1976	2,016	69	3.4	2,034	666	46	3,284	472	14.4	78	—	
1977	2,627	77	2.9	2,661	1,143	†	9,985	2,431	24.3	85	†	
					Total					Total		
1973	December†	71	5	7.0	120	30	61	269	32	11.9	—	
1974	January†	104	9	8.7	128	67	71	213	68	31.9	—	
	February†	116	5	4.3	154	324	338	4,085	3,955	96.8	3,897	
	March†	251	16	6.4	281	107	399	2,196	1,728	78.7	1,670	
	April	300	13	4.3	377	130	147	667	116	17.4	11	
	May	292	7	2.4	409	102	151	838	109	13.0	4	
	June	323	15	4.6	403	160	183	856	189	22.1	11	
	July	188	10	5.3	283	80	121	499	167	33.5	4	
	August	236	8	3.4	303	77	94	520	45	8.7	5	
	September	289	15	5.2	366	129	159	999	48	4.8	5	
	October	401	13	3.2	490	214	273	1,656	110	6.6	10	
	November	309	8	2.6	431	156	257	1,456	177	12.2	2	
	December	113	6	5.3	203	75	138	764	328	42.9	2	
1975	January	189	11	5.8	239	70	89	339	37	10.9	6	
	February	235	22	9.4	301	97	109	388	55	14.2	4	
	March	220	13	5.9	302	76	108	711	63	8.9	2	
	April	261	19	7.3	335	87	121	668	179	26.8	7	
	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	
	August	149	7	4.7	218	48	74	469	10	2.1	4	
	September	157	10	6.4	207	37	56	300	21	7.0	4	
	October	170	10	5.9	213	58	67	352	52	14.8	4	
	November	115	11	9.6	158	30	44	220	74	33.6	3	
	December	65	3	4.6	88	34	40	135	42	31.1	2	
1976	January	166	11	6.6	184	77	80	324	13	4.0	4	
	February	154	7	4.5	197	58	69	240	80	33.3	4	
	March	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	
	August	172	3	1.7	210	70	78	321	45	14.0	4	
	September	179	1	1.0	237	69	94	385	45	11.7	4	
	October	190	5	2.6	248	44	59	254	45	17.7	10	
	November	199	7	3.5	249	65	76	327	39	11.9	18	
	December	103	3	2.9	161	37	46	188	52	27.7	5	
1977	January	228	8	3.5	262	89	96	435	19	4.4	15	
	February	260	8	3.1	347	115	149	781	33	4.2	8	
	March	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	241	5	2.1	318	82	101	679	11	1.6	8	
	June	170	5	2.9	240	66	93	514	13	2.5	6	
	July	150	3	2.0	217	39	54	299	24	8.0	7	
	August	296	8	2.7	347	109	122	872	247	28.3	5	
	September	277	10	3.6	396	150	182	1,282	464	36.2	8	
	October	294	11	3.7	398	138	176	979	87	8.9	6	
	November	215	8	3.7	315	165	225	1,575	645	41.0	5	
	December	36	—	—	97	31	97	908	801	88.2	1	
1978	January	194	7	3.6	221	77	117	895	65	7.3	15	
	February	198	†	—	268	60	90	561	†	—	18	
	March	195	†	—	268	74	93	373	†	—	33	
	April	141	†	—	195	49	70	541	†	—	4	

* The statistics relate to stoppages of work due to disputes connected with terms and conditions of employment. They exclude stoppages involving fewer than ten workers and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures from 1977 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. The number of workers involved, and an industrial analysis of working days lost in these stoppages in 1977 is not yet available.
 ‡ 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.

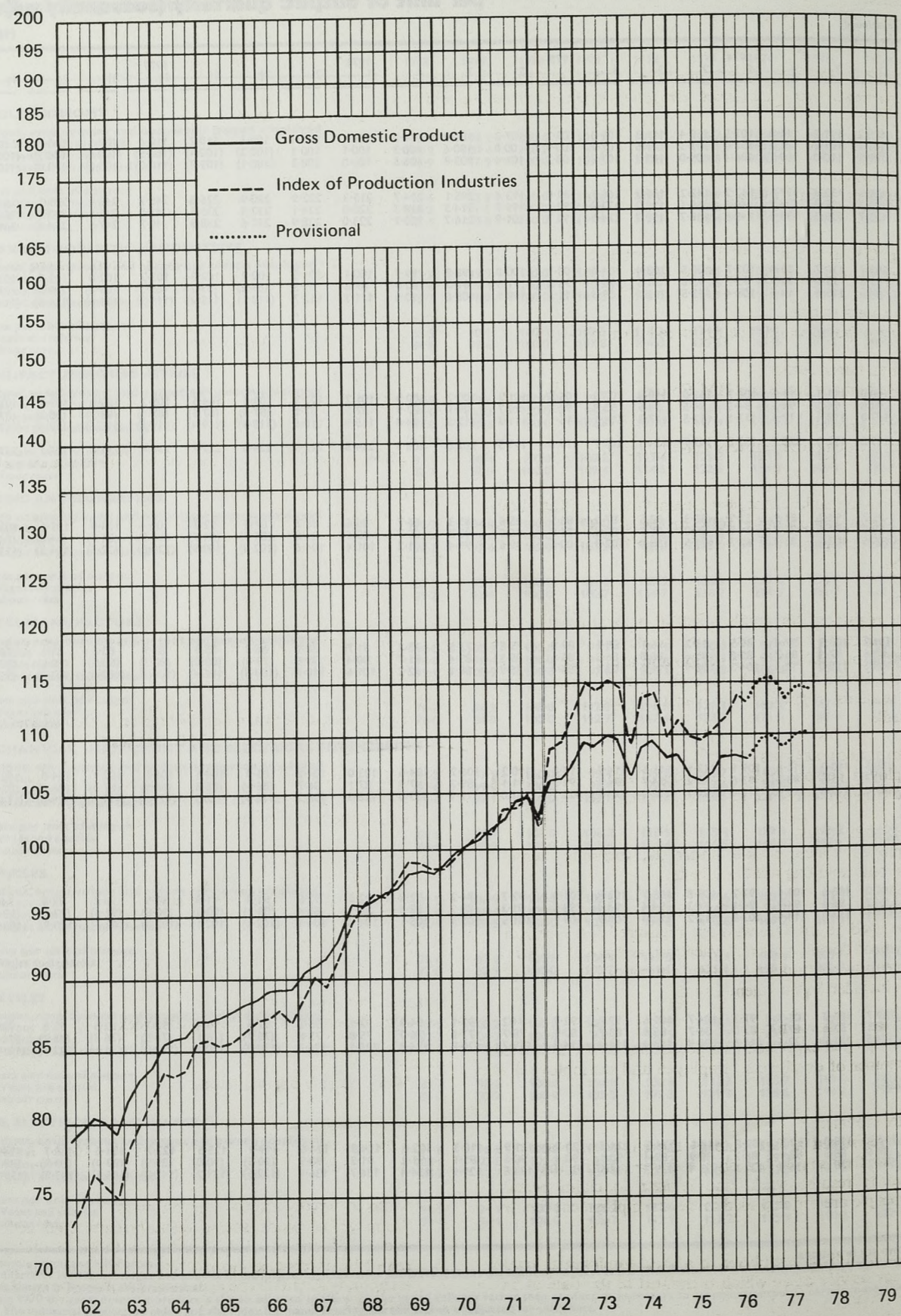
INDUSTRIAL DISPUTES*
stoppages of work: United Kingdom

TABLE 133 (continued)

	WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡									
	Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services	
	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official
(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
1961	1,464	624	22	14	285	44	305	36	305	143
1962	4,559	3,652	37	21	222	61	431	275	241	100
1963	854	189	25	4	356	279	72	7	122	49
1964	1,338	501	34	—	125	—	312	117	160	29
1965	1,763	455	52	20	135	16	305	20	257	95
1966	871	163	12	4	145	6	1,069	906	183	93
1967	1,422	205	31	10	201	17	823	136	202	26
1968	3,263	2,010	40	6	233	31	559	41	438	112
1969	3,739	1,229	140	7	278	12	786	90	862	274
1970	4,540	587	384	58	242	10	1,313	590	3,409	2,076
1971	6,035	3,552	71	10	255	21	6,539	6,242	586	225
1972	6,636	2,654	274	129	4,188	3,842	876	576	1,135	301
1973†	4,799	923	193	82	176	15	331	102	1,608	887
1974†	5,837	602	255	23	252	22	705	33	2,072	794
1975	3,932	814	350	70	247	69	422	23	1,006	172
1976	1,977	209	65	4	570	185	132	5	461	71
1977	6,126	†	251	†	295	†	298	†	2,931	†
	Total		Total		Total		Total		Total	
1973	189	5	1	5	10	28	46	† December	1973	
1974	131	12	3	7	27	33	33	† January	1974	
	136	13	4	7	19	26	26	† February		
	437	14	4	14	19	53	53	† March		
	439	18	18	42	134	22	134	April		
	455	29	29	41	217	92	217	May		
	512	14	14	33	268	19	268	June		
	275	15	15	10	168	26	168	July		
	327	34	34	15	126	13	126	August		
	820	37	37	26	87	24	87	September		
	1,103	36	36	34	323	151	323	October		
	903	25	25	30	305	183	305	November		
	300	29	29	9	331	93	331	December		
1975	195	12	12	13	27	86	27	86	January	1975
	228	10	10	38	27	81	27</			

Output per person employed

Log scale



DEFINITIONS

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

WORKING POPULATION

All employed and registered unemployed persons.

SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

HM FORCES

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

MEN

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

EMPLOYED LABOUR FORCE

Working population less the registered unemployed.

WOMEN

Females aged 18 years and over.

TOTAL IN CIVIL EMPLOYMENT

Employed labour force less HM Forces.

ADULTS

Men and women.

EMPLOYEES IN EMPLOYMENT

Total in civil employment less self-employed.

BOYS

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

TOTAL EMPLOYEES

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

GIRLS

Females under 18 years of age.

YOUNG PERSONS

Boys and girls.

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).

YOUTHS

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

UNEMPLOYED SCHOOL-LEAVERS

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

OPERATIVES

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

UNEMPLOYED TEENAGERS

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

MANUAL WORKERS

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

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.

PART-TIME WORKERS

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

UNEMPLOYED PERCENTAGE RATE

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

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.

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.

SHORT-TIME WORKING

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

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.

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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