

TABLE G-1b

FOREIGNERS IN POPULATION, LABOUR FORCE, EMPLOYMENT, AND UNEMPLOYMENT IN GERMANY,
1960-78

	Foreign Population Aged 15-64 (000s)	Foreign Labour Force (000s)	Foreign Activity Rate (Percent)	Foreigners As Percent of Labour Force	Foreigners Employed (000s)	Foreigners Unemployed (000s)
1960		302		1.1	301	1
1961		502		1.9	501	1
1962		662		2.5	663	1
1963	927	810	87.4	3.0	808	2
1964	1,076	941	87.5	3.5	939	2
1965	1,312	1,160	88.4	4.3	1,158	2
1966	1,460	1,289	88.3	4.8	1,285	4
1967	1,245	1,073	86.2	4.1	1,057	16
1968	1,230	1,070	87.0	4.1	1,064	6
1969	1,541	1,417	91.9	5.4	1,414	3
1970	1,944	1,863	95.8	7.0	1,858	5
1971	2,320	2,195	94.6	8.2	2,183	12
1972	2,598	2,360	90.8	8.8	2,343	17
1973	2,871	2,580	89.9	9.6	2,560	20
1974	2,997	2,517	83.9	9.4	2,448	69
1975	2,884	2,284	79.2	8.7	2,133	151
1976	2,765	2,108	76.2	8.1	2,002	106
1977	2,842	2,046	72.0	7.9	1,954	92
1978	2,739	2,025	73.9	7.7	1,928	97

TABLE G-2
EMPLOYMENT, UNEMPLOYMENT, AND EMPLOYMENT RATES BY SEX IN GERMANY, 1960-78

	Employment (000s)	Unemploy- ment (000s)	Employment as Percent of Labour Force	Male Employment (000s)	Male Unemployment (000s)	Male Employment as Percent of Male Labour Force	Female Employment (000s)	Female Unemploy- ment (000s)	Female Employment as Percent of Labour Force
1960	26,080	271	99.0	16,377	178	98.9	9,703	93	99.1
1961	26,441	181	99.3	16,652	118	99.3	9,789	63	99.4
1962	26,534	155	99.4	16,752	103	99.4	9,782	52	99.5
1963	26,596	186	99.3	16,797	130	99.2	9,799	56	99.4
1964	26,618	169	99.4	16,869	115	99.3	9,749	54	99.4
1965	26,769	147	99.5	16,996	106	99.4	9,773	41	99.6
1966	26,686	161	99.4	17,014	116	99.3	9,672	45	99.5
1967	25,817	459	98.3	16,466	335	98.0	9,351	124	98.7
1968	25,839	323	98.8	16,459	235	98.6	9,380	88	99.1
1969	26,240	179	99.3	16,746	125	99.3	9,494	54	99.4
1970	26,570	149	99.4	17,013	93	99.5	9,557	56	99.4
1971	26,639	185	99.3	17,069	101	99.4	9,570	84	99.1
1972	26,580	246	99.1	16,989	140	99.2	9,591	106	98.9
1973	26,648	273	99.0	16,932	150	99.1	9,716	124	98.7
1974	26,155	582	97.8	16,545	325	98.1	9,610	258	97.4
1975	25,266	1,074	95.9	15,915	623	96.2	9,351	452	95.4
1976	25,033	1,060	95.9	15,771	567	96.5	9,262	494	94.9
1977	24,993	1,030	96.0	15,711	518	96.8	9,282	512	94.8
1978	25,160	993	96.2	15,815	489	97.0	9,345	504	94.9

TABLE G-3
AVERAGE ALLOCATION OF DAYS PER YEAR PER EMPLOYEE IN GERMANY, 1960-78

	Days Per Year	Free Sundays Per Year	Free Saturdays Per Year	Public Holidays	Days of Vacation	Days of Incapacity	Days Lost Through Bad Weather	Days Lost For Personal Reasons ^a	Time Lost Through Industrial Disputes	Days Worked
1960	366	52	26.50	9.80	15.52	13.90	0.61		0.001	247.67
1961	365	53	28.05	10.00	16.09	14.16	0.77		0.004	242.93
1962	365	52	31.20	11.50	16.67	13.72	1.61		0.021	238.28
1963	365	52	33.80	12.50	17.24	13.42	2.84		0.086	233.11
1964	366	52	36.40	11.10	17.82	12.24	1.51		0.001	234.93
1965	365	52	39.00	9.40	18.35	12.56	1.73		0.002	231.96
1966	365	52	42.40	9.00	18.98	12.35	1.11		0.012	229.15
1967	365	53	44.20	9.95	19.60	10.60	0.92		0.018	226.71
1968	366	52	46.80	12.50	20.13	11.63	1.18		0.001	221.76
1969	365	52	49.40	12.00	20.64	11.92	1.90		0.012	217.13
1970	365	52	52.00	10.90	21.21	13.12	1.76		0.004	214.01
1971	365	52	52.00	8.90	21.77	12.74	1.42		0.196	215.97
1972	366	53	53.00	9.80	22.33	12.69	0.90		0.002	214.28
1973	365	52	52.00	11.50	23.04	13.66	1.06		0.024	211.72
1974	365	52	52.00	12.50	23.67	13.20	0.59		0.048	210.99
1975	365	52	52.00	12.20	24.27	11.97	0.60		0.004	211.96
1976	366	52	52.00	8.90	24.70	12.68	0.99		0.024	214.71
1977	365	52	53.00	8.80	25.30	12.42	0.88		0.001	212.60
1978	365	53	52.00	9.80	26.30	12.54	1.04		0.239	210.08

^aPro memoria only. In the case of Germany, deductions for absence of this kind are not necessary as the overtime figure is net of such absence, but its magnitude is not known.

TABLE G-4
HOURS WORKED PER PERSON AND TOTAL HOURS WORKED IN GERMANY, 1960-78

	Basic Weekly Hours Of Full Time Workers	Impact of Part- Time Workers Hours On Average Weekly Hours Worked	Weekly Overtime Hours	Average Weekly Short-Time Hours	Average Weekly Hours Worked per Employee	Average Hours Worked per Employee per Day	Average Hours Worked per Employee per Year	Total Hours Worked per Year (Million)
1960	44.56	-0.45	2.15	-0.00	46.26	8.41	2082.9	54,322
1961	44.46	-0.53	2.02	-0.00	45.94	8.43	2047.9	54,149
1962	44.02	-0.59	2.08	-0.00	45.52	8.43	2008.7	53,299
1963	43.75	-0.65	2.22	-0.00	45.31	8.47	1974.4	52,511
1964	43.13	-0.71	2.50	-0.00	44.94	8.48	1992.2	53,028
1965	42.82	-0.76	2.71	-0.00	44.78	8.53	1978.6	52,965
1966	42.55	-0.79	2.60	-0.01	44.36	8.53	1954.6	52,160
1967	42.18	-0.83	2.44	-0.08	43.73	8.49	1924.8	49,692
1968	42.10	-0.86	3.12	-0.01	44.37	8.70	1919.3	49,851
1969	41.75	-0.93	3.75	-0.00	44.54	8.82	1915.1	50,252
1970	41.49	-1.06	4.13	-0.01	44.55	8.91	1906.8	50,664
1971	41.14	-1.12	3.63	-0.04	43.60	8.72	1883.3	50,169
1972	41.02	-1.23	3.45	-0.04	43.20	8.64	1851.4	49,210
1973	40.91	-1.28	3.54	-0.02	43.15	8.63	1827.1	48,689
1974	40.73	-1.27	3.21	-0.15	42.50	8.50	1793.4	46,906
1975	40.32	-1.31	2.76	-0.42	41.35	8.27	1752.9	44,289
1976	40.25	-1.28	2.77	-0.14	41.60	8.32	1786.4	44,719
1977	40.22	-1.37	2.60	-0.12	41.35	8.27	1758.2	43,943
1978	40.18	-1.37	2.55	-0.10	41.25	8.25	1733.2	43,607

TABLE G-5
COMPARISON OF ACTUAL AND POTENTIAL LABOUR INPUT IN GERMANY, 1973-78

	Basic Weekly Hours Per Employee (Full and Part Time)	Net Overtime Worked Per Week	Actual Weekly Hours Worked Per Employee	Potential Weekly Working Hours Per Employee	Actual Daily Hours Per Employee	Potential Daily Hours Per Employee	Actual Days Worked Per Year	Actual Annual Hours Worked Per Person	Potential Annual Hours Per Person	Ratio of Actual to Potential Annual Hours Per Person
1973	39.63	3.52	43.15	43.15	8.63	8.63	211.72	1827.1	1827.1	100.00
1974	39.46	3.06	42.50	42.96	8.50	8.59	210.99	1793.4	1812.4	98.95
1975	39.01	2.34	41.35	42.53	8.27	8.51	211.96	1752.9	1803.8	97.18
1976	38.97	2.63	41.60	42.49	8.32	8.50	214.71	1786.4	1825.0	97.88
1977	38.85	2.48	41.35	42.39	8.27	8.48	212.60	1758.2	1802.8	97.53
1978	38.81	2.45	41.25	42.32	8.25	8.46	210.08	1733.2	1777.3	97.52

	Actual Population Aged 15-64 (Millions)	Potential Population Aged 15-64 (Millions)	Ratio of Actual to Potential Population Aged 15-64 (Percent)	Actual Activity Rate (Percent)	Potential Activity Rate (Percent)	Ratio of Actual to Potential Activity Rate (Percent)	Ratio of Actual to Potential Employment Rate (Percent)	Actual Total Hours Worked- (Millions)	Potential Total Hours Worked (Millions)	Ratio of Actual to Potential Labour Input (Percent)
1973	39,509	39,509	100.00	68.1	68.1	100.00	100.00	48,689	48,689	100.00
1974	39,654	39,724	99.82	67.4	67.9	99.26	98.79	46,906	48,397	96.92
1975	39,606	39,935	99.18	66.5	67.6	98.37	96.87	44,289	48,208	91.87
1976	39,592	40,117	98.69	65.9	67.4	97.77	96.87	44,719	48,853	91.54
1977	39,732	40,326	98.53	65.5	67.2	97.47	96.97	43,943	48,366	90.86
1978	39,849	40,466	98.48	65.6	67.0	97.91	97.17	43,607	48,704	91.41

Source Notes for German Tables

All figures cover the Federal Republic and West Berlin.

Table G-1

Midyear population of working age from O.E.C.D. *Labour Force Statistics*, 1978 supplied by O.E.C.D. Secretariat. Labour force data supplied by I.A.B.

Table G-2a

Supplied by IAB. The employment figures refer to people employed in Germany (Beschäftigungsortskonzept or Inlandskonzept) and not to employed people living in Germany (Inländerkonzept). The difference between the two concepts is in practice negligible.

Table G-2b

Supplied by I.A.B.

Table G-3

Derived from I.A.B., H. U. Bach, H. Kohler, L. Reyher and B. Teriet, *Arbeitszeit und Arbeitsvolumen in der Bundesrepublik Deutschland 1960–1975*, *Mitteilungen* 1/1977, p. 30, to 1975, later data supplied by I.A.B. These estimates are taken from the I.A.B. table showing both hours and days. Time lost through bad weather and industrial disputes is given by I.A.B. in terms of annual hours, it has been converted to days by the implicit I.A.B. coefficient for converting annual hours of overtime into days. There is no entry in column 8 as absence of this kind is caught in the hours figures in Table G-4.

Table G-4

Hours figures derived from I.A.B. *Op. cit.*, daily hours derived by dividing by 5 for 1970–78, by 5.5 in 1960 declining to 5 in 1970. For France and U.K. we assumed a 5 day week throughout, making for higher 1960s hours per day, but the net effect on hours per person per year is zero, because the longer hours per day are offset *pro tanto* by the number of days worked. I.A.B. makes separate estimates of the hours of self-employed persons and family workers (and also breaks down hours by sex and by industry) but we have used the employee hours as a proxy for hours of all persons engaged, in view of the poor quality of data for non-employees. See *Arbeitszeit und Arbeitsvolumen in der Bundesrepublik Deutschland 1960–1975*, *Beiträge* 23, I.A.B., Nuremberg 1978 for a detailed presentation of I.A.B. hours figures and a description of sources.

TABLE U-1
LABOUR FORCE, POPULATION OF WORKING AGE AND ACTIVITY RATES IN THE U.K., 1960-78

	Total Labour Force (All ages) (000s)	Total Population Aged 15-64 (000s)	Activity Rate (Col. 1÷2) (Percent)	Male Labour Force (All ages) (000s)	Male Population Aged 15-64 (000s)	Male Activity Rate (Col. 4÷5) (Percent)	Female Labour Force (All ages) (000s)	Female Population Aged 15-64 (000s)	Female Activity Rate (Col. 7÷8) (Percent)
1960	24,777	34,195	72.5	16,603	16,815	98.7	8,174	17,380	47.0
1961	24,981	34,384	72.7	16,679	16,946	98.4	8,302	17,438	47.6
1962	25,304	34,644	73.0	16,844	17,119	98.4	8,460	17,525	48.3
1963	25,515	34,864	73.2	16,930	17,256	98.1	8,585	17,608	48.8
1964	25,630	35,038	73.1	16,926	17,393	97.3	8,704	17,645	49.3
1965	25,776	35,120	73.4	16,921	17,446	97.0	8,855	17,679	50.1
1966	25,874	35,145	73.6	16,893	17,455	96.8	8,981	17,690	50.8
1967	25,827	35,104	73.6	16,851	17,424	96.7	8,976	17,680	50.8
1968	25,688	35,046	73.3	16,696	17,401	95.9	8,992	17,645	51.0
1969	25,607	35,101	73.0	16,566	17,390	95.3	9,041	17,611	51.3
1970	25,517	34,948	73.0	16,419	17,369	94.5	9,098	17,579	51.8
1971	25,273	34,956	72.3	16,172	17,394	93.0	9,101	17,562	51.8
1972	25,525	34,971	73.0	16,227	17,413	93.2	9,298	17,558	53.0
1973	25,743	35,030	73.5	16,194	17,457	92.8	9,549	17,573	54.3
1974	25,819	35,050	73.7	16,044	17,487	91.7	9,775	17,563	55.7
1975	25,968	35,085	74.0	16,078	17,524	91.7	9,890	17,561	56.3
1976	26,250	35,199	74.6	16,257	17,596	92.4	9,993	17,603	56.8
1977	26,508	35,339	75.0	16,266	17,674	92.0	10,242	17,665	58.0
1978	26,573	35,533	74.8	16,200	17,796	91.0	10,373	17,737	58.5

TABLE U-2
EMPLOYMENT, UNEMPLOYMENT, AND EMPLOYMENT RATES BY SEX IN U.K., 1960-78

	Employment (000s)	Unem- ployment (000s)	Employment as Percent of Labour Force	Male Employment (000s)	Male Unem- ployment (000s)	Male Employment as Percent of Labour Force	Female Employment (000s)	Female Unem- ployment (000s)	Female Employment as Percent of Labour Force
1960	24,255	552	97.8	16,259	344	97.9	7,966	208	97.5
1961	24,475	506	98.0	16,353	326	98.0	8,122	180	97.8
1962	24,588	716	97.2	16,379	465	97.2	8,209	251	97.0
1963	24,646	869	96.6	16,362	568	96.6	8,284	301	96.5
1964	24,987	643	97.5	16,512	414	97.6	8,475	229	97.4
1965	25,215	561	97.8	16,559	362	97.9	8,656	199	97.8
1966	25,282	592	97.7	16,500	393	97.7	8,782	199	97.8
1967	24,959	868	96.6	16,264	587	96.5	8,695	281	96.9
1968	24,842	846	96.7	16,109	587	96.5	8,733	259	97.1
1969	24,830	777	97.0	16,027	539	96.7	8,803	238	97.4
1970	24,732	785	96.9	15,892	527	96.8	8,840	258	97.2
1971	24,303	970	96.2	15,551	621	96.2	8,752	349	96.2
1972	24,479	1,046	95.9	15,516	711	95.6	8,963	335	96.4
1973	24,993	750	97.1	15,701	493	97.0	9,292	257	97.3
1974	25,068	751	97.1	15,539	505	96.9	9,529	246	97.5
1975	24,903	1,065	95.9	15,356	722	95.5	9,547	343	96.5
1976	24,782	1,468	94.4	15,235	1,022	93.7	9,547	446	95.5
1977	24,858	1,650	93.8	15,200	1,066	93.5	9,658	584	94.3
1978	24,941	1,632	93.9	15,179	1,021	93.7	9,762	611	94.1

TABLE U-3
AVERAGE ALLOCATION OF DAYS PER YEAR PER EMPLOYEE IN THE U.K., 1960-78

	Days Per Year	Free Sundays Per Year	Free Saturdays Per Year	Public Holidays	Days of Vacation	Days of Incapacity	Days Lost for Personal Reasons	Time Lost Through Industrial Disputes	Days Worked
1960	366	52	53	7	12.0	(13.8)	2.0	0.13	226.1
1961	365	53	51	7	12.4	(13.9)	2.0	0.13	225.6
1962	365	52	52	7	12.8	(14.1)	2.0	0.25	224.8
1963	365	52	52	7	13.2	14.2	2.0	0.07	224.5
1964	366	52	52	7	13.6	14.5	2.0	0.10	224.8
1965	365	52	52	7	14.0	15.1	2.0	0.12	222.8
1966	365	52	53	7	14.4	15.1	2.0	0.10	221.4
1967	365	53	52	7	14.8	15.8	2.0	0.12	220.3
1968	366	52	52	7	15.2	16.6	2.0	0.20	221.0
1969	365	52	52	7	15.6	17.1	2.0	0.30	219.0
1970	365	52	52	7	16.0	16.7	2.0	0.49	218.8
1971	365	52	52	7	16.5	16.0	2.0	0.61	218.9
1972	366	53	53	7	17.0	16.3	2.0	1.08	216.6
1973	365	52	52	7	17.5	16.7	2.0	0.32	217.5
1974	365	52	52	7	18.0	16.6	2.0	0.65	216.7
1975	365	52	52	7	18.5	(16.4)	2.0	0.27	216.8
1976	366	52	52	7	19.0	(17.3)	2.0	0.15	216.5
1977	365	52	53	7	19.5	(18.1)	2.0	0.45	212.9
1978	365	53	52	8	20.0	(18.7)	2.0	(0.42)	210.9

TABLE U-4
HOURS WORKED PER PERSON AND TOTAL HOURS WORKED IN U.K., 1960-78

	Basic Weekly Hours of Full Time Workers	Impact of Part- Time Workers' Hours On Total Hours Worked	Weekly Overtime Hours	Average weekly Short-time Hours	Average Weekly Hours worked per Employee	Average Hours Worked per Employee Per Day	Average Hours worked per Employee Per Year	Total Hours worked per Year (Million)
1960			2.42	-0.11	42.28	8.46	1912.8	46,338
1961			2.33	-0.13	41.75	8.35	1883.8	46,106
1962			2.19	-0.19	41.25	8.25	1854.6	45,601
1963			2.32	-0.15	41.37	8.27	1856.6	45,758
1964			2.72	-0.04	41.87	8.37	1881.6	47,016
1965			2.93	-0.07	41.25	8.25	1838.1	46,471
1966			2.87	-0.12	40.27	8.05	1782.2	45,058
1967			2.72	-0.18	40.19	8.04	1771.2	44,207
1968			2.98	-0.05	40.42	8.08	1785.7	44,360
1969			3.10	-0.07	40.42	8.08	1769.5	43,937
1970			3.19	-0.08	39.63	7.93	1735.1	42,912
1971	39.11	-2.67	2.62	-0.20	38.86	7.77	1700.9	41,337
1972	39.06	-2.80	2.67	-0.37	38.56	7.71	1670.0	40,880
1073	39.10	-2.74	3.25	-0.06	39.55	7.91	1720.4	42,998
1974	38.89	-2.82	2.88	-0.63	38.32	7.66	1659.9	41,610
1975	38.67	-2.47	2.52	-0.41	38.31	7.66	1660.7	41,356
1976	38.63	-2.74	2.71	-0.19	38.41	7.68	1662.7	41,205
1977	38.68	-2.85	2.99	-0.16	38.66	7.73	1645.7	40,909
1978	38.60	-2.89	3.01	-0.11	38.61	7.72	1628.1	40,606

TABLE U-5
COMPARISON OF ACTUAL AND POTENTIAL LABOUR INPUT IN THE U.K., 1973-78

	Basic Weekly Hours Per Employee (Full and Part Time)	Net Overtime Worked Per Week	Actual Weekly Hours Worked Per Employee	Potential Weekly Working Hours Per Employee	Actual Daily Hours Per Employee	Potential Daily Hours Per Employee	Actual Days Worked Per Year	Actual Annual Hours Worked Per Person	Potential Annual Hours Worked Per Person	Ratio of Actual to Potential Annual Hours Per Person
1973	36.36	3.19	39.55	39.55	7.91	7.91	217.5	1720.4	1720.4	100.00
1974	36.07	2.25	38.32	39.26	7.66	7.85	216.7	1659.9	1701.1	97.58
1975	36.20	2.11	38.31	39.39	7.66	7.88	216.8	1660.7	1708.4	97.21
1976	35.89	2.52	38.41	39.08	7.68	7.82	216.5	1662.7	1693.0	98.21
1977	35.83	2.83	38.66	39.02	7.73	7.80	212.9	1645.7	1660.6	99.10
1978	35.71	2.90	38.61	38.90	7.72	7.78	210.9	1628.1	1640.8	99.23

	Actual Employment (000s)	Potential Employment (000s)	Ratio of Actual to Potential Employment (Percent)	Actual Total Hours Worked (Millions)	Potential Total Hours Worked (Millions)	Ratio of Actual to Potential Labour Input (Percent)
1973	24,993	24,993	100.0	42,998	42,998	100.00
1974	25,068	25,068	100.0	41,610	42,643	97.58
1975	24,903	25,215	98.76	41,356	43,077	95.96
1976	24,782	25,489	97.23	41,205	43,153	95.49
1977	24,858	25,739	96.58	40,909	42,742	95.71
1978	24,941	25,802	96.67	40,606	42,336	95.91

Source Notes for U.K. Tables

Tables U-1 and U-2

Employment 1960-76 from *British Labour Statistics Yearbook 1976*, HMSO, London, 1978, pp. 122-23, 1977-78 from Department of Employment, *Gazette*. All figures are annual averages of quarterly data. They refer to jobs rather than persons. Total unemployment 1960-78 and by sex 1960-71 supplied by U.S. Bureau of Labor Statistics calculated on the lines described in C. Sorrentino, *International Comparisons of Unemployment*, U.S. Bureau of Labor Statistics, 1978. The B.L.S. estimates differ from the official U.K. figures mainly in respect of female unemployment, which is undercounted in U.K. registrations because married women can opt out of insurance. For 1972 onwards, the B.L.S. figures were not available by sex, so for 1972-78, the U.K. official estimates of male unemployment were used, females being taken as a residual. Midyear population aged 15-64 by sex from O.E.C.D., *Labour Force Statistics* (1961-65 figures slightly revised for consistency with later estimates). Labour force is the sum of employment and unemployment, and the ratios are derived from the absolute figures.

Table U-3

The first three columns are self explanatory. It is assumed that Saturday was a free day throughout, though there was probably some Saturday work in the 1960s. However, error on this score does not affect the final calculation of labour input, as the weekly hours are reduced to a daily basis by dividing by 5. Another assumption about Saturday work would simply mean division of weekly working hours by a different denominator.

For the fourth column, it is assumed that bank holidays which fall at weekends are compensated by reductions in working time elsewhere in the week. The rise from 7 to 8 in 1978 is due to the introduction of May 1st as a bank holiday.

Column 5 on days of paid vacation is pieced together from various sources, including an indication for 1974 from Mr. Kavanagh (Dept. of Employment, letter of 21 May, 1979). Some of the sources are cited in A. Maddison, *Economic Growth in the West*, Allen and Unwin, London, 1964, pp. 227-229. See also, Wages Policy at Home and Abroad, *Westminster Bank Review*, November 1962, p. 33, *New Patterns for Working Time*, O.E.C.D., 1973; E. F. Denison, *Why Growth Rates Differ*, Brookings, 1967, p. 363, and A. A. Evans, *Hours of Work in Industrialized Countries*, I.L.O., Geneva, 1975.

Column 6 on days of incapacity is based on data in F. E. Whitehead, Trends in Certificated Sickness Absence, *Social Trends*, HMSO, No. 2, 1971, pp. 14-15 on total days of incapacity and number of persons at risk derived from social security records. The figure here reflects average days per person at risk adjusted to a calendar year basis. Updated information has been provided by the Dept. of Health and Social Security, and some estimation was required because data on absence were not available for 1975-76 and 1978-79, and the number of persons at risk was not available after 1973-74 or for some of the earlier years. The figures do not cover short spells of incapacity of less than 4 days unless such spells are linked to previous illness, but this understatement may be offset by the fact that Saturdays are counted. There is some evidence on the relative incidence of

certified and uncertified sickness in the New Earnings Survey for April 1970, and an earlier survey for September 1968, see *British Labour Statistics, Historical Abstract 1886-1968*, table 82 and *British Labour Statistics, Yearbook 1970*, Table 63. These suggest that uncertified sickness was quite large (for manual females almost as big as certificated absence), but its importance has probably declined as the scope of sickness insurance has increased. The EEC *Labour Force Sample Survey 1975, 1976, Luxembourg, 1977* (sic) pp. 110-111 contains estimates of numbers affected by sickness absence (lower than in the estimates used here). They, like the other surveys, refer to only one week of the year. The social security data refer to averages for the year.

Column 7 on days lost through bad weather is omitted here as bad weather absence is covered by the figures for short-time working in Table U-4.

The column on days lost for personal reasons is a necessary entry here as the hours figures in U-4 refer to hours worked by people not affected by absence. The September 1968 survey (quoted in the source note for column 6 above) suggests that hours lost by voluntary absence of manual workers amounted to about 1.9 days a year of working time. The EEC Survey (cited above) gives a figure of persons affected by absence for other reasons, which may cover this item plus bad weather absence. It amounted to 1.25 percent of people working in the survey week.

The penultimate column is derived from the *Dept. of Employment Gazette*, January 1979, p. 29 (which gives 1968-1977 figures for EEC countries) and p. 31 for 1978. Earlier years from *British Labour Statistics: Historical Abstract 1886-1968*, Dept. of Employment, HMSO, London, 1971, p. 396 and 227. The last column is a residual.

Table U-4

The estimate of weekly and daily hours is derived by merging data from different sources. The most comprehensive source on hours is the *New Earnings Survey* (NES) which has been available annually since 1970 and is a sample intended to cover all employees in Great Britain. The sample covers jobs rather than people, and may include people more than once if they are multiple job holders. The main drawback is that the figures refer only to one pay period in the month of April, and this may not be too representative for the year as a whole, particularly for overtime. The NES does not contain usable data on short time working. Monthly figures of overtime and short-time working of operatives in manufacturing are available for the whole period under examination, and are published regularly in the *Department of Employment Gazette*. These are derived from a monthly (L) return by employers. The figures in columns 3 and 4 of Table U-4 are annual averages of these monthly figures. The short-time figures include short-time due to bad weather as well as other causes.

The first two columns of Table U-4 are derived from the NES by weighting the different categories of employee shown in Table 27 (*Part A Report and Key Results*), by the number for whom weekly hours are available (which is not as big as the total in the sample). These two columns exclude all employees whose pay was affected by absence. Thus in the first column of Table U-4 for 1971, the 39.11 figure on basic hours of full-time employees is equal to the total average hours of

such employees (41.92) minus their weekly average overtime as recorded by NFS (2.81). The second column of Table U-4 is equal to the difference between total average hours of full-time employees (41.92) and total average hours for all employees (39.25).

Column 5 on average hours worked by all employees is the sum of the preceding 4 columns. For 1960-69, the figures are from the old earnings survey (average of twice yearly April and October figures). The old survey (which is still continued for April) covers only full-time manual workers, whereas the NES covers non-manual and part-time workers as well. As non-manual and part-time workers have lower hours than manual workers, the old survey figures need downward adjustment. The 1970 ratios of the April New Survey figures for total employees to October Old Survey (no April survey was conducted on the old basis in 1970) full time manual workers were 95.186 percent for males and 87.73 percent for females. These adjustment factors were applied to the 1960-69 figures, and male and female employment was weighted by figures derived from O.E.C.D., *Labour Force Statistics*. The resulting estimate was adjusted by deducting column 4 on short-time working. The Dept. of Employment has suggested that this adjustment procedure may lead to understatement of 1960 hours relative to 1969 insofar as the ratio of non-manual and part-time workers (with their lower hours) was probably smaller in 1960 than in 1969. However, between 1970 and 1977 these ratios of old to new survey figures held rather steady, so I feel that my procedure is probably reasonably robust.

The sixth column is the fifth divided by 5. The seventh column is the sixth multiplied by days worked. The eighth column is the seventh multiplied by the number employed.

This merge procedure involves the assumption that employee basic hours are representative for all persons at work, that hours in Northern Ireland are the same as in Great Britain, and that overtime and short-time working by operatives in manufacturing are representative for all persons at work. Some of these assumptions are open to challenge, but with present data availability, no better procedure seemed feasible.