DEPARTMENT OF EMPLOYMENT GAZETTE

January 1975 (pages 1-96)

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Guide to some major articles 1974–1975

MANPOWER PLANNING

Flexible working hours

By Dr P J Sloane, industrial lecturer in economics, University of Nottingham

THE introduction of flexible working hours recognises the fact that prior reductions in the length of the working week now permit greater discretion in the timing of the work input in many working environments. It also implicitly rejects the view that attendance is synonymous with effective performance. Under flexible working arrangements effectiveness may be increased not only because of a reduction in absenteeism and lateness, and the ability to complete a task before leaving work but also because an employee can organise his input of effort at times when he feels most alert, to minimise time of day or fatigue effects. From the employee's point of view choice of working times is likely to increase economic welfare, since work and non-work commitments can more easily be dovetailed, while the value of time to the individual can be increased by the substitution of one activity for another. This also implies that the labour force may be extended by a further influx of married women in particular. The philosophy of flexible working hours also accords with recent moves towards greater industrial democracy and job enrichment by increasing one aspect of job discretion and reducing the coercive nature of rigid attendance patterns. From the social point of view, flexible working hours may also contribute towards the alleviation of the peak load problem in transport. Against these potential advantages have to be offset the costs of reduced effectiveness of co-operating factors of production (including labour itself) and the specific costs of the introduction and administration of the flexible working hours system.

Informal arrangements

A system of flexible working hours is an arrangement which allows, within set limits, employees to begin and end work at times of their own choice, providing that they are all present at certain "core-time" periods of the day and that, within a "settlement period"—usually a week or a month—they work the total number of hours agreed.

Informal arrangements of this kind have long been practised by such workers as travelling sales representatives and university lecturers. But the first formal scheme for flexible working hours was introduced in the West German firm of Messerschmidt-Bolkow-Blohm in 1967. Since then, its application has spread rapidly. By 1973 nearly 6 per cent of the labour force in West Germany were thought to be committed to such arrangements. In Switzerland, between 1·3 million and 1·7 million employees, or 30 to 40 per cent of the labour force, were on flexible schedules at the beginning of 1974. Examples can also be quoted from most West European countries, North America, Australia and Japan. In Britain, the system was first tried out in 1971. By the beginning of 1974, some 500 organisations in Britain with about 100,000 employees were thought to have adopted flexible working agreements. A recent study undertaken by the author for the Unit of Manpower Studies as part of a general survey of variations from standard patterns of hours reviews the experience of these first experiments in the United Kingdom.

So far, flexible working hours have been adopted very widely in the insurance industry; by at least 15 local authorities and various public utilities; for some civil servants, notably in the Inland Revenue and the Department of Health and Social Security; and in some firms in industries such as pharmaceuticals, engineering and food, drink and tobacco. About two-thirds of the locations so far identified by UMS are in the London and South-Eastern and Eastern and Southern Regions. The majority of workers involved are in white-collar occupations.

The UMS Survey found very wide variations in detail, but identified five main types of flexible working hour schemes:

Flexibility within the working day. Employees must work a fixed number of working hours each day, but can vary their starting and finishing times and the length of their lunch-breaks. One variant of this permits older workers to opt for shorter total working days, with a corresponding reduction in pay;

Flexibility within the working week. Employees may in addition work different hours on different days, provided they put in the agreed total number of hours in each week;

Flexibility within the month. Here the constraint is the total number of hours in a month, and weekly hours, too, can be varied;

Flexibility between months—but credit hours can only be taken off outside "core-time". Here employees can work extra or fewer hours, within set limits, in one month, and vary their optional hours in another month so as to take time off or put in extra hours to compensate;

Flexibility between months—and credit hours can be amassed and taken as half or whole days off. This could, under certain circumstances be extended to provide a four day week though most schemes are limited to one day off a month.

Most schemes, of whatever type, provide for restrictions where work necessitates it. For example, all the members of an interdependent team may be required to agree on common timings, or the management may reserve the right to fix the hours on a particular day.

Problems to be anticipated

As regards existing privileges, practice varies. In some instances employees may be expected to accept normal hazards such as traffic delays and domestic crises. On the other hand, some companies continue to allow credits of time for such absences. The majority of the organisations (about 20) which co-operated in the study had ensured that existing privileges were retained when flexible working hours were introduced, with, for example, time being credited for visits to the doctor during working hours. Agreements also provided for the crediting of time for such things as business travel, day release, certified absence and holidays.

Overtime can pose problems. Different schemes define overtime in different ways and produce, as a result, different levels of overtime. In one scheme, overtime is "any hours worked in a day over and above the standard average daily hours". In another, it is "hours worked at management's request outside the maximum limits of daily flexibility". Clearly, trouble can arise unless overtime is defined clearly, with existing overtime patterns in mind.

Another question to be resolved has been the method of time-recording, critical because it may represent the major cost in introducing a system, and may determine the response of the workpeople to it. Some arrangements rely on manual recording, or even on trust. But surveys of employees' preferences have revealed that most employees regard mechanical recording as the fairest method, and perhaps after some initial opposition, accept it. Computer recording installations are being tried; they permit the collection and analysis of a variety of information, which may be thought to justify their expense. Cumulative counters provide a running total of hours only. Traditional time-clocks are also often used; they are cheaper and provide data on starting and finishing times also.

The reaction of employees

Several surveys, including some specially undertaken by UMS, covering almost 1,000 respondents, have reviewed the use made by employees of the discretion they are being given. They show that in most schemes some employees take full advantage of this, coming very early or leaving very late, even when their choice extends over two hours or more beyond "normal" hours. But this is exceptional: it is a common finding that a third to a half of all employees choose times which are quite close to their previous fixed ones. Where they choose substantially different timings, it has tended to be in the direction of earlier arrivals, and quite often this has not been matched by earlier departures, except on Friday afternoons, when a high proportion in some enterprises leave within a short time after the end of the core-period. Since a degree of informality over timing is often found amongst white-collar workers on fixed hours —in one case, a spot check before the introduction of flexible working hours showed arrivals spread over 48 minutes and departures over 42 minutes—it may be argued that a good deal of the observed variations represent no more than a formalisation of what was already happening, including the recording of extra time which many such workers were putting in previously as a matter of course without counting them as overtime.

It appeared popular in some cases for employees to earn the right to leave earlier by shortening their lunch-break. Many workers do not seem to value a long lunch-break, indeed, in one enterprise many were found to be taking less than 45 minutes even when a minimum of 45 minutes was to be debited from their "account".

In all cases there was a strong tendency to amass credit, where time could be carried over, and very few instances of carry-over of debits. But employees did not always take full advantage of the credits they had earned. In one department, employees were found to be accumulating an average of over three hours beyond the amount they could count as credit; this voluntary excess was more common when there was a good deal of outside working than when inside work predominated. In another instance they took, on average, only one half-day in a six-monthly period when they could have earned six, and when a number of them had, in fact, earned more than they took; in other cases substantial minorities had taken no half-days at all.

Concrete benefits

Since employees have usually expressed great satisfaction with the operation of schemes for flexible working hours, it may be that they value their freedom to choose rather than the concrete benefits they could gain. Nevertheless, a survey of employee views which UMS undertook in three separate organisations a considerable time after the introduction of flexible working hours showed that many employees do benefit concretely, and that they value these benefits. Of over 700 employees who responded to a question on the effect of the scheme on their hours, only about a hundred said their schemes made no difference. Almost half varied their times from day to day. Of the remainder, three times as many started and finished earlier than those who shifted to later times. Amonst those who changed their times, the average change, whether earlier or later, was over 20 minutes in one organisation, about 30 in another, and 35 in the third; these figures may be related to the differences in the degrees of flexibility permitted in the different organisations. Only a minority of employees saved time on travelling; this saving ranged from about nine minutes to 19 minutes on average with individual gains of up to 40 minutes. From a list of 12 possible advantages three were most widely appreciated: a better balance between working and private life (60 per cent), avoiding rush hour congestion (53½ per cent) and the ability to finish a task before leaving (45 per cent). A reduction in travelling time, the ability to save up for time off, and flexibility over lunch-breaks were each picked out by more than 35 per cent. Few people suggested advantages outside the 12 listed. This "vote" must be judged with some reserve—some people picked several points, others only one or two; some were not experiencing what they were asked to comment on (e.g. lunch time was fixed in the largest organisation); a low "score" does not mean that a particular point is not very valuable to the minority who picked it, etc.

Asked about ways in which they would like to see arrangements modified, the majority of employees, even in the establishment with the most liberal scheme, made various suggestions in the direction of greater flexibility, from which, again, general approval of the principles of flexible working hours may be deduced. On the other hand, asked about a possible reduction in the number of working days in a week, about 60 per cent said they would prefer it with existing weekly working hours, and six out of seven if hours also were reduced. Thus even those employees who had experienced, and appreciated, the benefits of flexible working hours were by no means committed to it as the only possible kind or improvement. Questioned on disadvantages, a large proportion of respondents in the UMS survey found none. The most widely disliked feature was time recording, though only by under 20 per cent. Some mentioned problems of communication outside core time, but others thought this isolation an advantage. In very few cases were any disadvantages felt to outweigh the advantages and in general this was true of managerial occupations as well as junior personnel.

The TUC have prepared a report, passed at their non-manual workers' conference in 1973, explaining the basic principles of flexible working hours, setting out various advantages and disadvantages and concluding that its chief importance lies not so much in the technical detail as in the possible implications. The report warns that resentment could be aroused where flexible working hours are applied to some groups (e.g. office workers) in a firm, but not to others (e.g. production workers) since this would accentuate existing differences in conditions of employment between the groups.

The views of employers

The UMS found that firms are generally satisfied with what has happened, but that their judgements are impressionistic, since data collected has been mainly on attendance patterns rather than on the overall comparative performance of groups of workers on flexible working hours. This means that some of the claims made for flexible working hours must be treated with a degree of caution. Specific points mentioned by employers included the elimination of time-keeping losses (assessed by one firm at 2½ hours per week each for three-quarters of their workers), quicker start on arrival at work, the removal of the need for petty discipline, increased responsibility amongst staff, and a better working climate. There were doubts as to the attraction of flexible working hours in recruitment—even if it gave an advantage, this would disappear once other firms competing for the same labour adopted similar schemes. A substantial minority of managers in the firms visited felt that there had been some improvement in productivity, most reported little change, and only a few a decline. Some firms experienced a substantial reduction in absenteeism, but this was not general. As to disadvantages, it was suggested that supervisors might have a harder job and possibly might need to work longer hours. Costs of recording and administration were not thought to be significant, and only one firm anticipated difficulty because staff might not be available when they were needed, for example on Friday afternoons—a doubt which was shown by experience to be unfounded. None of the organisations contemplated a return to fixed hours, which in any event would be resisted by employees. Advantages reported from other inquiries include better adaptation to variable work-loads; better communications and better planning of work, resulting from the need for senior staff to think out and give clearer instructions.

Flexible working hours and production workers

While the easiest fields of application for flexible working hours are amongst clerical and administrative workers, professional employees working on an independent basis, research and development, etc, even here functional needs impose constraints—for example, in providing telephone and reception services, in dealing with the public within fixed hours, or in operating services, as in transport, according to fixed schedules, or where jobs are interdependent. Such difficulties are much more apparent on the production side, particularly in the case of shift-work or continuous process work. Ways have been found, however, in some firms, of arranging the necessary co-ordination, and several British firms have successfully introduced flexible working hours at least in some production departments.

Conclusions

It would not be surprising if flexible working hours develop as a feature of employment over a substantial sector of the economy. Particularly since there is a wide variety of feasible flexible working hour arrangements, organisations would be wise to plan ahead with full consultation with employee representatives before embarking on an experiment and to monitor the results (ideally collecting data on performance, overtime working, absence, turnover, recruitment, etc, for a reasonably long period before and after the changed pattern of hours and where possible using control groups for comparative purposes). Such data may facilitate the development of an optimal form of flexible working hours from the point of view of a particular firm, which in part will be fashioned by the technological requirements of production.

The role of graduates in industry

A RECENT report of the Department of Employment's Unit for Manpower Studies* has suggested that the expansion of higher education means that graduates and other similarly qualified entrants to the labour market may need to enter an increasing and varied range of jobs. How far this has been reflected in employers' recruitment policy is among the questions investigated during 1973 and 1974 by research staff of the Institute of Manpower Studies (IMS) in a project financed by the Department of Employment.

A preliminary account of the work undertaken in this project had been published in two articles in the IMS News-Letter†; it shows that some firms are aware of the changing situation and the need to adjust recruitment policies to respond to it, although only the first tentative steps have been taken in the direction of formulating new policies, and that attempts which have been made have met with little response amongst well-qualified applicants themselves. There are cases, however, of graduates being taken on in new areas as a pragmatic response to particular needs.

Background research

The background to the investigation is now well documented. The Department of Employment calculated early in 1974 that the total number of economically active people with at least a first degree of equivalent qualification in Great Britain will rise to almost 1½ millions in the early 1980s, from just over three-quarters of a million in 1966. In the last decade or so, more and more young people have obtained Certificates of Education at Advanced Level, and the number of these going on to degree level courses has increased substantially. In this period the number of men obtaining University first degrees each year had doubled, reaching almost 35,000 in 1973, about one in ten of their contemporaries; the number of women has almost trebled, to over 16,000 about one in twenty; and the increase in the proportion going on to take higher degrees has been even more dramatic. To these figures must now be added those obtaining degree level CNAA awards—in 1972, just over 5,000 and, to judge from current course entries, by the end of the 'seventies, 10–15,000. It was recently estimated that of men born before 1930, only 2½ per cent hold degrees, whereas of those born in the years 1930–49 almost 7 per cent do so.

The levels of educational attainment of each generation are reflected in the relationship between age and qualifications amongst, for example, management, supervisory and specialist staff in industry and commerce. As changes occur, there are broadly two directions in which adjustment can be made: either there can be an expansion of the need for people with more knowledge and more highly-trained capacities, whether through greater complication in the work of existing occupations or through the emergence of new, sophisticated types of occupation; or people with greater academic preparation can be used in occupations for which, rightly or wrongly, such preparation has previously not been required. To a considerable extent, in the two decades or so following the war, the adjustment has probably been of the former kind although such empirical evidence as exists is not conclusive. The growing sophistication of science and technology, of approaches to social work and of many professions, the evolution of new mathematics-based management services, etc, has kept pace with—indeed, it has largely set the pace for—the expansion of high-level courses. But more recently, a slackening in this trend has been sensed, and the feeling has been growing that the second kind of adjustment—the entry of graduates into non-traditional jobs—will be increasingly needed.

The aim of the IMS project was to provide a better understanding, in some depth, of the present and potential employment situation of qualified manpower. The research took the form of case studies in five major industrial organisations, four in the private sector and one in the public, with its conclusions broadened to some extent by drawing on the experience of nine other similar enterprises. The approach was essentially empirical. Whilst concentrating largely on the graduate level, the project covered all qualifications usually obtained after leaving school and after reaching the age of eighteen, and in all subjects. Whilst focusing on the experience of young graduates, it dealt not only with the immediate absorption of qualified people into their first job, but also with career patterns within a firm.

Areas of enquiry

The case studies covered four main areas of enquiry for each firm.

Firstly, on employment policies information was collected on various aspects of the formulation of employment policy towards qualified people especially graduates. In particular graduate recruiting methods and manpower planning at central and (if relevant) divisional level in firms was examined.

* Manpower Paper No. 8. *Employment Prospects for the Highly Qualified.*
† Research on Qualified Manpower, by A. G. Atkinson, IMS News-Letter No. 6, July 1973, Research on Qualified Manpower, by Richard Pearson, IMS News-Letter No. 10, September 1974.

Secondly, patterns of personnel style were examined, to see to what extent firms changed their personnel policies over time and whether or not they "responded" to graduate market forces (if at all) in similar ways.

Thirdly, the response of firms was considered in the light of theories on "internal labour markets". Any evidence that firms did not "respond" to the external market for graduates might be explained by their hiring style and internal system (or internal labour market). The strength of such a market could be an important determinant of a firm's graduate recruitment policy.

Fourthly, an examination was made of the scope for extending job opportunities. This involved looking at the extent to which employment for graduates in firms might be widened and of the factors which could operate as constraints on graduate recruitment.

The methodology combined an examination of statistical and other data provided by the firms with two stages of interviewing, conducted both at central and divisional units. As the investigation progressed, various hypotheses were formulated and tested, as a means of focusing the enquiries. These hypotheses covered various questions, notably:

- Do employers recruit qualified manpower because the performance of certain jobs requires a specific kind of formally acquired job knowledge, as in medicine or law? Or is a qualification merely an indication of certain qualities —a means of "filtering" applicants?
- How far do firms show similar trends over a period in their use of qualified personnel (which might indicate sensitivity to changes in the level of qualifications amongst potential applicants)? Or does each firm recruit according to its own perceived needs (which might imply less response to such changes)?
- How far do firms recruit only at very senior or very junior levels, and fill posts mainly by internal transfers or promotions (which might reflect rather fixed ideas on what constituted suitable jobs for new graduates)? Or do they recruit at all levels (which might make their response to changing qualification patterns in the external labour market more prompt)?

A questionnaire was prepared to provide a structure for these discussions. Typical items of the questionnaire included:

- Does the firm have specific policy towards the recruitment of qualified manpower and graduates in particular, and if so, why does it have such a policy and what kind of policy is it?
- Does it explicitly take on graduates for management cadre/technologists' jobs? Why?
- Are graduates hired for specific jobs or is there a policy for recruiting a certain proportion each year? (ie. is the recruitment policy geared towards graduates per se or is it geared towards jobs that have to be filled?)
- Is graduate recruitment decided by Head Office, or is it a matter of plant of divisional autonomy?
- If the firm does not have an employment policy towards graduate recruitment, is it happening anyway? (ie. are independent decisions taken at plant/divisional level?)
- To what extent is the firm indifferent between recruiting graduates from outside and promoting people from within?
- Has the firm had any problems or does it anticipate any in taking on graduates into what have hitherto been "non-graduate" jobs?
- Can the firm define a "graduate job" compared with a "non-graduate job"?
- What scope is there, if any, for the employment of more graduates at non-graduate job level (if definable)? And other areas?

Various general impressions were formed during the investigation, apart from others more specifically related to the four main areas of enquiry. For example, it became apparent that "manpower planning" was still a relatively new activity, even in the major organisations under study. None of the firms was clearly linking the information it had on manpower with business planning or co-ordinating it fully with data on the flow of people from educational institutions. On the other hand four of the firms intended to re-examine their recruitment policies for qualified personnel in the light of the expansion taking place in higher education, and one of them had already carried out a specific study on this; the fifth firm's reason for its hesitation was that the jobs likely to be available would be too boring for "able" people. There was a general interest in the topics discussed, and a feeling that a better understanding of the recruitment and employment of qualified people should be of benefit to Government agencies concerned with education, employment and careers planning, to the firms themselves, and not least to potential employees.

The problem of definition

Of the more specific findings, one was the difficulty in reaching any common definition, from an employer's point of view, of a "traditional" graduate job. The research team found that firms do not generally look at their employment situation for graduates (or indeed, others) in terms of lists of job titles. Posts were commonly identified by grade and department*, not as defined occupations, so that it was not possible to classify in detail the kinds of function graduates were performing. Four firms of the five had management trainee posts for graduates, and graduates were recruited for research, but in general there were very few, if any, kinds of work done by graduates which were not also being done by non-graduates.

This finding corresponds with that of other research, which shows that in most fields of graduate employment, graduates are in a small minority. In fact there have been radical changes in graduate recruitment patterns in the last thirty years: whatever "traditions" there may be, are in

* For example, from one list, "technological, Grade 9; project construction supervision, Grade 9; technical services inspection, Grade 2; distillation supervision, Grade 4; management information, Grade 7; construction supervision, Grade 3, etc."

most fields, very recent. From a graduate's point of view, however, a meaningful definition is more easily suggested, eg. "a job which a graduate has filled in the past". An analysis of the range of jobs in which graduates were found to be working in these firms* shows very few kinds of work which would be outside most graduates' expectations, or whose status would not satisfy them. The question remains open, what kinds of work of different status, in the eyes of a graduate, might be opened to future graduates and made acceptable to them.

The recruitment of graduates

The firms studied varied considerably in their recruitment practices in the 23–30 age-range; but all recruited a high proportion of their graduates young, although not necessarily as fresh graduates—recruitment up to age 30 being common. The numbers recruited reflect actual or estimated vacancies caused by promotion, leaving, or new work, rather than a policy of ear-marking a share of available graduate talent on principle. Indeed, in one firm, graduate recruitment has, in practice, almost exactly balanced the numbers of retirements of senior staff. Thus, even in firms which have been seriously studying the consequences of expanded higher and further education, little has been done as yet to implement any policy for adjustment to these developments. All the firms have a centralised procedure for recruitment, aiming to pick potential managers; they provide special training, or a programme of planned experience, for an initial period of up to two years. In two firms all new graduates enter in this way and in a third the majority do. The others also have recruitment direct to their divisional or operational units; graduates so recruited may start at once on the specific job they are needed for, and may not necessarily be considered as part of the company's pool of "management potential".

Career patterns

In all the five organisations, graduates, once allocated to substantive posts, must seek promotion without regard to qualification. They will be judged on merit, along with those holding HNCs, HNDs or other or no qualifications. In fact, graduates tend to do very well, their proportion increasing steadily in higher and higher grades. Holders of HNDs also do well, although they are less likely to reach the very highest grades. Together, graduates and HND holders occupy from half to over three-quarters of all posts in the higher management grades. In some firms, there could be room for even more graduates in management posts: in one, for example, over a third of the management staff at present do not hold the qualifications now formally set as a minimum standard. Relatively few women were found in the higher management grades; many women recruits do not stay long with their firm, so that most of those still employed were relatively young and inexperienced.

Qualifications and job

In certain technical jobs, and particularly in Research and Development, as may be expected, a close relationship was found between the work and the subject of a degree. In these fields, also, there was a higher proportion of older graduates, probably because entrants were more likely to remain and be promoted in the same kind of work. Those holding science or engineering degrees might, however, move to fields of activity such as marketing, supplies or administration, in which their original subject of qualification might seem less directly relevant. Where graduates were directly recruited for posts outside technical work or research and development, the subject, class or level of their degree appeared to be relatively unimportant. The view was expressed, indeed, that much work would be of a relatively routine nature, so that a brilliant graduate might soon become bored. Good qualifications were looked for where recruitment was for an elite management cadre, but the important criteria were personality and motivation.

Applications for posts

These firms all claim to be short of "good" graduate recruits. Nevertheless, they get plenty of applicants: figures for different firms and years showed a range of from twelve applicants per successful candidate to almost seventy†. Engineers, accountants and applicants for work in the financial field were at the lower end of this range and arts and humanities graduates interested in personnel work at the top end, and in one firm, where a full analysis was made for 1972, there were over fifty applicants for each graduate vacancy in management services and marketing. From the ratio between the numbers of men and the numbers of women obtaining degree-level qualifications, it is natural to expect correspondingly fewer women applicants. But in fact, the numbers of women applying are considerably smaller than this. On the other hand, amongst those who did apply, the ratio of successful to unsuccessful applications was about the same as for men.

"Sponsored" graduates

Several firms sponsored full-time or sandwich course degree or diploma students. It was felt, especially by divisional managers, that such graduates were better orientated towards the company. But one firm expressed the view that those obtaining their qualifications in this way were less technically capable and less flexible in their attitudes to work than other graduates. Another company reported that over a period of ten years the proportion of graduate trainees to reach management posts was four times that of sponsored trainees.

* Some examples were: (from a technical branch) "Safety and quality control manager; sales engineer; project engineer; standards engineers; training manager". (from an administrative department) "cost analyst; financial analyst; procedures analyst; computer shift leader; accounting assistant; pricing analyst". (from a list of first appointments) "Personnel trainee; assistant to admin. and systems officer; accountancy trainee; development engineer; O & M trainee; marketing assistant; assistant solicitor".

† These figures may give an exaggerated impression, since most applicants apply simultaneously to several similar firms.

Extending job opportunities

A special estimate was made of the potential for increased employment of graduates and other qualified staff in two of the firms studied.

In the first, in a survey which the firm made of its middle and higher management posts, about two-thirds of the jobs included were found to be held by staff of lower qualifications than those now specified by the firm itself as a minimum. Given existing wastage rates and recruitment patterns, it would take about twenty years of increased recruitment at graduate and similar levels of qualification to ensure that two-thirds of all staff in higher grades should hold the minimum qualifications set as appropriate. To increase the proportion of graduates in all senior grades from 9 per cent to 13 per cent, the annual graduate intake would have to be more than doubled.

In the second it was calculated that in one branch, where there are many jobs involving critical decisions based on skilled judgement, the proportion of qualified personnel could, if it were felt necessary, be increased substantially with openings for many more graduates and other qualified staff; and substantial increases could similarly be accommodated in other departments. However, the incidence of vacancies, with present recruitment patterns, would require "a generation" for complete substitution even if such a policy was followed. There is considerable potential in a wider range of jobs at lower than "traditional" level for a recruitment policy which would take account of increased numbers of applicants with degrees or other higher qualifications, but there are many practical limits and constraints to the realisation of this potential.

It is not only on the employers' side that a change of attitude may be necessary to permit recruitment of graduates to posts of lower than "traditional" status; when one firm, in pursuance of a policy in this direction, offered appointments to a number of graduates in a lower grade than they had applied for, few accepted and all who did left within a short time, except one who had obtained early promotion.

Apart from the possibility that less well qualified staff may feel their prospects of promotion are being reduced if more graduates are employed the researchers identified two other factors which could hinder the more extensive use of graduates:

To the extent that graduates enter through a central recruiting scheme geared to a standard of "top management potential", it may be difficult for firms to readjust their policies to a wider spectrum of abilities in graduates aiming at jobs with less demanding prospects;

The autonomy which some firms give their operating divisions and functional departments to recruit direct to posts they need to fill may offer some flexibility in response to a changing supply of qualified candidates. Some of the firms, however, have what the researchers describe as a "strong internal labour market"—that is, they recruit mainly at junior or trainee level, with higher posts being filled by promotion—and this limits their capacity to recruit qualified staff at different levels.

Some pointers for judgment

As originally hoped when the research was launched, its findings, in addition to shedding light on a very complex field for investigation, will be of special value to three groups of people concerned with judgments about the careers of well qualified young people, in that they reinforce the evidence on which frequently expressed views are based, and give them further substance.

To those giving and receiving education and careers advice at the time of the decision whether or not to pursue further or higher education. Though a degree will open many doors it should not be regarded as a guarantee of a certain level or a certain type of job. For many jobs, though not all, the subject and level of qualification are less important than other factors. After a few years in employment graduates are more likely to be judged more by their actual performance in their job than by their formal academic qualifications. For many the subject of their degree may by then not be directly relevant to their job.

To those giving and receiving careers advice at the approach to transition from further or higher education into employment. In judging the field of opportunity realistically, attention should be directed to the range of jobs actually being undertaken by graduates now. Personal qualities will be as important in selection to an employer as academic qualifications. Prospects will depend to an important extent on the career structures within firms—their policy on training, career progression, promotion, and external recruitment at a later stage.

To employers, to aid their decisions on job structures, selection and recruitment, in the face of the evolving supply situation. Firms could benefit from a re-examination of their policies of recruitment of qualified manpower by objective analysis of their own data, including differences between declared policy and actual implementation. A regular "young graduate intake" at a fixed point, which builds up expectations, can reduce the adaptability of a firm to changes in the external labour market. Closer liaison with higher educational establishments would be valuable. Recruitment planning could be helped by more information on the flow of people from higher education.

The study has well illustrated the pattern of experience that can be expected in large employers of qualified staff. However, the researchers warn that their findings may not be applicable to other sectors where graduates are employed. For instance, the firms investigated may be typical of the 200 or so large and progressive organisations which have particularly well-documented and attractive schemes for planning initial experience for graduate recruits, providing the grounding in a company career, and which, in total, recruit a large proportion of all new graduates entering

industry and commerce. Some of their graduate recruits, as we have seen, progress from this to high positions in the firm; but substantial numbers—probably three-quarters over a ten-year period—leave after a few years' service. Many of these go into education or administration or to posts abroad; but others carry their experience into responsible posts in other firms. It may reasonably be inferred that some, at least, of these receiving firms have relatively weak internal labour markets; they may not be able to provide initiation and experience for many fresh graduates, and they may recruit more, or even all, of their graduates fully-trained as the need arises. Thus their response to an increased supply of qualified people may not be reliably predicted from the experience and outlook of organisations like the five investigated.

In addition, only a minority of graduates enter industrial employment. For example, of the 1968–69 cohort of over 50,000 first degree graduates in all subjects, the University Grants Committee have estimated* that of those whose destinations were known, industrial organisations provided the eventual first employment for less than a quarter and commerce less than a tenth. Rather more than another third went into education and administration and the rest to a variety of work and training, including medicine. It may be, therefore, in these fields, rather than in industry, that the main adjustment of supply of and demand for qualified manpower must take place. Indeed, graduate recruitment to intermediate grades in the Civil Service and local government has already increased markedly.

The conclusions of the IMS research on Qualified Manpower must therefore be considered along with data about these other fields to give a global analysis.

* Table E2. *First Destination of University Graduates 1971-72*, HMSO for UGC, 1973. These estimates differ from those usually quoted as they allow for the eventual employment of those first degree graduates going on to further study or training. They include overseas students, those taking up employment overseas and medical students.

Women and work

FIGURES from the Censuses of Population show that the number of economically active females in Great Britain rose by 1·4 million or 19 per cent between 1961 and 1971—a period over which there was a slight fall in the number of economically active males. Women's proportion of the labour force rose from 32·5 per cent to 36·6 per cent. Projections published in the April 1974 issue of this *Gazette* show that, although the male labour force is expected to increase slightly during the second half of this decade, the projected growth in the female labour force of 656,000 between 1973 and 1981 is expected to be more than five times the corresponding growth in the male labour force of 122,000.

Given this background of a continued increase in the numbers of women in the labour force, information about women's employment characteristics, the kinds of jobs they are doing and their potential ability to do other jobs is likely to be of wide interest.

Statistical and other information about women in employment is included in a number of recent publications including an article in the latest issue of Social Trends.* In November, the Department of Employment published two Manpower Papers which are designed to provide background information for the current discussion about equality of opportunity for women at work. The first† is a survey of statistics of women at work in 1971 which brings together information from a number of sources about such subjects as women's economic activity, the industries and occupations in which they are employed, their hours of work and earnings and some aspects of their employment behaviour—labour turnover and absence. Some of the general points from this statistical survey were summarised in a special chart feature in the November 1974 issue of this *Gazette*. The second‡ manpower paper is a discussion of psychological research into differences between the sexes, which pays special attention to the implications of the research findings for the employment of women.

This article discusses some of the material in the two publications that will be of particular interest to manpower planners. It purports to be neither a comprehensive summary of the two papers, nor an exhaustive treatment of the manpower planning implications of all the information they contain.

* Social Trends No. 5, 1974. HMSO.

† Manpower Paper No. 9. *Women and Work—a Statistical Survey*. HMSO, 1974.
‡ Manpower Paper No. 10. *Women and Work—Sex differences in Society*. HMSO., 1974.

Married women's activity rates

The statistical survey shows that the main factor in the growth in the female labour force is an increase in married women's activity rates, that is in the proportion of married women who are in, or seeking, employment. This has been reinforced by demographic changes. Whereas a little under 30 per cent of married women aged 16 and over were economically active in 1961, this had risen to 42 per cent by 1971. The increase represents a continuation of trends over a much longer period. Less than one married women in ten was economically active in 1931.

In 1971 married women's activity rates were highest in the 35-44 and 45-54 age groups. These are also the age groups in which there have been the greatest increases in married women's activity rates since 1931. The likelihood of a married woman aged between 35-44 being at work has increased fivefold and that of one aged between 45-54 sevenfold between 1931 and 1971. The relatively high and greatly increased activity rates for married women in these age groups, together with the fact that the activity rate among those aged between 25 and 34 (about 38 per cent) was lower than that for any other age group below 60, are very largely a reflection of an increasing tendency for married women to return to work as their children grow older. Married women's activity rates were discussed more fully in an article in the January 1974 issue of this *Gazette*.

The growth in the number of married women in employment has been accompanied by an appreciable drop in the corresponding number of non-married women. This is partly because more women are getting married at an earlier age.

Part-time working

These changes in the activity rates of married women are closely related to a substantial increase in the part-time employment of women, and the Department's forecasts indicate that the major part of the potential growth in labour supply over the next few years is likely to consist of women who are looking for part-time rather than full-time employment.

The 1971 Census of Employment shows that about one-third of all female employees in employment, as compared with less than one in 20 males, worked for 30 hours or less a week. Nearly two-fifths of female employees in service industries, as compared with a little over one-fifth of those in manufacturing, worked part-time. Much of the recent growth in female employment has been in the numbers of women working part-time in service industries. Quarterly returns by a sample of employers show that the number of females working part-time in manufacturing industries increased by 85,000 or 21 per cent between 1961 and 1971 while the number working full time fell by a little over 400,000 or 16 per cent. The statistics in this paragraph do not, of course, indicate the factors that cause them. Two such factors are that many women may be available for employment only on a part-time basis and employers may need some people to work only at peak times. These factors may be of varying importance in different circumstances.

Not unexpectedly the extent to which women work at all, and whether they do so on a part-time or full-time basis, are closely related to their domestic responsibilities. The survey quotes 1966 Census of Population results which show that less than one in five married females in private households where the youngest child was under five were then at work. In households where the youngest child is older, the proportion at work was much higher—slightly more than one in two where the youngest child was aged five to ten years: slightly less than one in two where the child's age was 11 to 15. Results from the General Household Survey suggest that among women not working who expected to return to work later about four in ten would have considered an earlier return to work if satisfactory arrangements to look after their children could have been made. Figures from a 1 per cent sample of the 1971 Census of Population show that 58 per cent of married women who were in employment and had no dependent children, but only 30 per cent of those with two dependent children, worked more than 30 hours a week.

Hours of work

Even where women work full time they put in fewer hours a week than men. The manpower paper quotes figures from the *New Earnings Survey* 1971 which show that on average full time men in manual occupations worked about six more hours a week than women in those occupations. There are two main reasons for this difference. Most men work the normal weekly hours specified in the appropriate national collective agreement or statutory Wages Regulation Order; many women work less than the normal weekly hours so specified. Secondly, more men than women work overtime, and those men who work overtime generally work more hours of overtime than the women who work overtime. The difference between the average hours worked by full time men and women in non-manual occupations was smaller—about two hours a week; but over five times as many men as women in these occupations worked over 45 hours a week, and over 1½ times as many women as men less than 36 hours a week. Since much overtime in non-manual occupations is unpaid, it is, of course, less likely to be recorded than overtime in manual occupations.

Women not at work

In 1971, 43 per cent of economically inactive women were aged 60 and over and 7 per cent were students. Over 90 per cent of the remainder were married (Source Census of Population).

Regional activity rates may help to show in which regions there is the greatest potential for attracting more women into jobs. In 1971 these rates ranged from about 45 per cent in the West Midlands and the South East to only 36 per cent in Wales.* In general women were more likely to be at work in regions where the demand for labour is fairly high than in those of relatively high unemployment. Regional differences in female activity rates are also the result of variations between regions in the age structure of the female population and in the proportion of women who are married.

Regional figures can, of course, conceal considerable differences within regions in the level of female economic activity. Moreover activity rates by themselves do not show

* The variations are shown in a chart in the November 1974 *Gazette*.

the reasons for the proportion of women who are in work being lower in some areas than in others, nor what proportion of non-working women in any area have social or other characteristics that are likely to continue to restrict their willingness to work. The Department's Regional Offices are always pleased to advise employers on the extent to which there may be untapped reserves of female labour in particular localities.

Labour turnover and absence from work

Quarterly returns from a sample of employers in manufacturing industries show that labour turnover is higher among women than among men. Figures from the *New Earnings Survey* 1971, which relate to all industries, show that a higher proportion of women than of men had less than a year's service with their employers at the date of the survey. But these indices by themselves do not show how far higher labour turnover and lower "job stability" among women reflect the occupations and industries in which they work and differences between the average ages of working men and working women. The manpower paper shows that labour turnover and "job stability" vary considerably between industries and occupations and according to age. In particular, figures from the *New Earnings Survey* 1971 show that "job stability" increases with age and that a much higher proportion of younger men than of older women had been with their current employer for less than a year. Similarly, though, the *New Earnings Survey* shows that women in manual occupations are more likely than men in those occupations to lose pay because of absence from work, it also indicates that the proportion of employees who lose pay varies considerably between industries, occupations and age groups. The differences between labour turnover and absence among men and among women are also discussed in a review of research literature about women at work* which was published earlier this month.

Industries

Though females account for a little under two-fifths of employees in employment their share of employees in employment in particular industry groups in 1971 varied between less than 5 per cent in mining and quarrying to about two-thirds in professional and scientific services and three-quarters in clothing and footwear. The chart opposite shows women's share of the labour force in each industry group.

Occupations

Most of the 8½ million women in employment in 1971 were doing jobs which came under relatively few of the occupational titles used by the Census. In part this is probably a feature of the classification used. Analysis by occupation order shows that nearly 2½ million women were clerical workers, nearly 2 million "service, sport and recreation workers" (e.g. office cleaners, canteen assistants and cooks), nearly a million "professional, technical workers and artists" (e.g. teachers and nurses) and a little under 900,000 "sales workers". In total these four occupation orders accounted for nearly three-quarters of economically active females as compared with 30 per cent of males. On the other hand, for example, less than 4 per cent of women but nearly 17 per cent of men were engineering workers.

Historical evidence presented in the manpower paper shows that the present occupational pattern results from changes—some quite considerable—over a fairly lengthy period. For example, only about one-fifth of all clerks were women in 1911, as compared with nearly three-quarters in 1966 (and a slightly smaller proportion in 1971). On the other hand, women's share of employment in skilled manual occupations was much lower in 1966 than in 1911, reflecting the very substantial reduction in female employment in clothing and textiles.

Survey of psychological research

The factors which employers consider when deciding whether to recruit a man or a woman for a particular job may include existing apparent differences between the average characteristics and aptitudes of men and women. The second manpower paper, a survey by Dr Stanley King, one of the department's senior psychologists, of relevant research, indicates that these differences are much smaller and thus much less important than is often believed. His report ranges widely and deals with physical differences; differences in ability; and differences in personality, interests and values. It also discusses the effects of "socialisation on sex roles"—the relationship of sex-linked characteristics to society's attitudes and expectations. Employers' decisions will undoubtedly be one of the factors that will influence the future attitudes of both men and women to their respective roles and therefore the extent to which existing differences between the sexes are narrowed. But manpower planners must, of course, work within an environment which is greatly influenced by current attitudes and this article therefore concentrates on the existing situation.

Where research findings can equally well be interpreted as the effect of heredity or environment, the author has preferred environmental explanations. The report reminds us that comparatively little of the research carried out so far has directly compared men and women in working situations. It has mostly taken the form of comparisons of test performance and comments on the occupational significance of such results must be made with some caution. This reservation is re-enforced by the fact that much of the research has been done in the United States and cannot be assumed to be completely translatable to the different circumstances of Great Britain. Nevertheless, some very interesting and wide ranging points emerge from the paper.

Differences between men and women

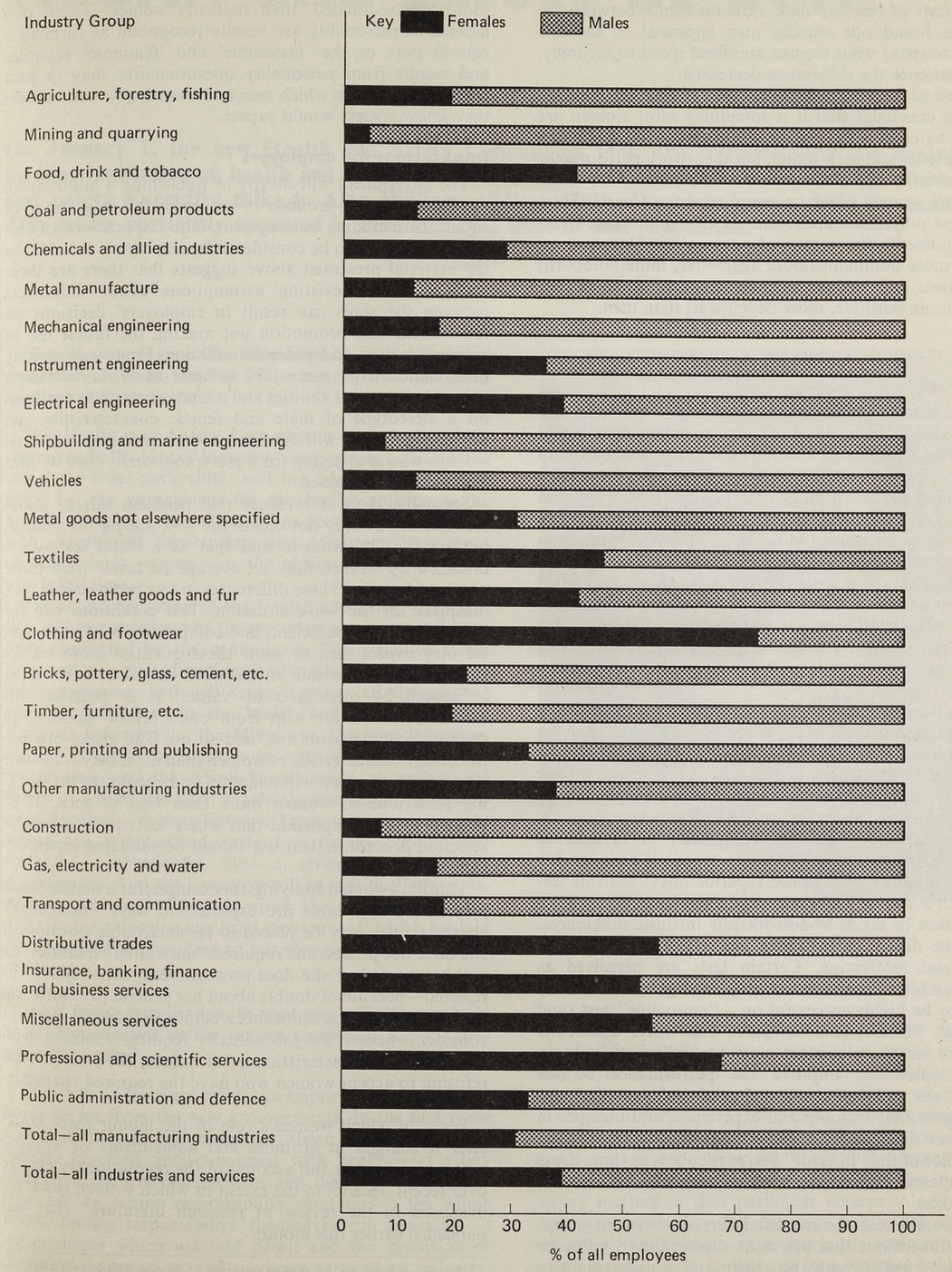
A number of studies have shown women, *on average*, perform better than men on arithmetic, on clerical skills, on tasks where rote learnings or fine manual dexterity are needed and on some types of verbal reasoning; whereas men, *on average*, are better than women at mathematical problem solving, mechanical comprehension, and tasks requiring practical ability or the ability to visualise and manipulate shapes mentally.

Some interesting sensory differences have appeared in

* Manpower Paper No. 11. Women and Work. A Review. HMSO, 1975.

Where men and women work

Male and female shares of employment in different industries, 1971



certain studies. Men have sharper sight than women but women have better hearing, especially at higher frequencies. In some tests of reaction time, little difference between the sexes was found but initially men appeared to sacrifice accuracy to speed while women sacrificed speed to accuracy. With experience the differences decreased.

A review of the effects of the menstrual cycle on women's behaviour concludes that it is something most women are well able to cope with in their working life. It does affect their behaviour and their mood, but their work performance is unimpaired.

Men and women differ on many aspects of personality. The largest differences are found on the "dominance" and "tender-minded" dimensions of personality. Men are, on average, more dominant (more aggressive, more stubborn) than women and women are, on average, more tender-minded (more sensitive, more dependent) than men.

Similarities

But the report stresses that the various differences that are mentioned above often distract attention from more fundamental similarities. For example, men may be found to be superior in some way to women *on average* or vice versa. This leads us to emphasise the differences between the sexes, and even at times to falsely assume that all men are superior to all women in this respect. Yet a substantial proportion of women will surpass many of the men and vice versa. There is a large overlap between the two sexes on all human characteristics, and the differences between the sexes are small when set against the large differences between individuals of the same sex. This is in stark contrast to our tendency to view men and women through "stereotypes".

The need to set group differences against large individual differences within each sex was notably demonstrated by recent studies of 4,500 school-leavers in Gloucestershire and Hampshire. In most tests between 35 per cent and 50 per cent of the "inferior" sex scored higher than 50 per cent of the corresponding "superior" sex in different tests.

The overlap was smallest on the test of mechanical comprehension with only 20 to 25 per cent of girls scoring higher than 50 per cent of the superior boys; but this test is so much a test of knowledge and experience that such a result cannot be taken to demonstrate intrinsic differences. Part of the difference in scores may reflect differences in attitude and motivation. Certain tests are perceived as being "masculine" (and "feminine"), and girls are unlikely to want to be highly successful on a "masculine" test (and vice versa). There is some evidence that where one sex is inferior to another in some skill or ability attempts to increase motivation improve the performance of the "inferior" sex and do not affect that of the "superior" sex. This suggests that training and experience, and changes in attitudes are likely to result in a greater improvement in the performance of the "inferior" sex, particularly in those areas where apparent differences between men and women are most marked.

In personality tests the greatest differences between groups occur in dimensions that are most susceptible to influence from existing beliefs as to how men and women ought to behave. For example, only 20 per cent of women are more dominant than half the men, and only 10 per cent of men are more 'tender-minded' than half the women. These two aspects of personality are readily recognised as forming a central part of the 'masculine' and 'feminine' sex-roles and results from personality questionnaires may in part reflect the extent to which men and women give the answers they know society would expect.

Implications for employers

The government will shortly be publishing a bill to make discrimination on grounds of sex unlawful in a range of situations including employment. The implications of this will clearly need to be considered by employers. In addition the material presented above suggests that there are three ways in which existing assumptions about differences between the sexes can result in employers' decisions on recruitment and promotion not making the fullest use of women's actual and potential abilities. First, women may be excluded from some jobs because of mistaken beliefs about their general abilities and a tendency to base decisions on a stereotype of male and female characteristics and attitudes generally without discovering how far an individual woman who is applying for a job traditionally held by men has the abilities needed.

Secondly, there is evidence that problem solving under test conditions may not create the best setting for optimal performance by women, and that as a result test scores obtained by women may on average be lower than those obtained by men. These differences in test performance may disappear in the work situation. Test conditions call for independent, self-sufficient, and competitive behaviour, and we may expect men to show these qualities more readily than women. Behaviour in the work situation, however, is influenced by other sets of values. It is possible, for instance, to ask for help from one's fellow workers, to discuss common problems, and so on. The group-orientation, more characteristic of women than men, may constitute a set of values which will maintain and encourage the working behaviour of women more than that of men. It is, therefore, most important that where tests form a part of selection procedure their use should be validated separately for the sexes.

Thirdly, a woman applying, for example, for a management job, where applicants are expected to have "masculine" characteristics may be placed in an unenviable position. If she does not possess the required "masculine" qualities she will be rejected; if she does possess them, she may also be rejected—because of doubts about her general psychological health. In these circumstances employers should perhaps consider whether the job actually requires someone with "masculine" characteristics and if it does, the rationale for refusing to accept women who have the required characteristics.

Ways in which women's role in the labour force could alter if changes in attitudes and adjustments in working arrangements took full account of the revolutionary change over recent decades in the extent to which women work are discussed in the review of research literature* that was published earlier this month.

* Manpower Paper No. 11. Women and Work. A Review. HMSO 1975.

Health and safety at work

On January 1, the new Health and Safety Commission took over responsibility for implementing existing legislation on health and safety at work. In this interview, John Locke, Director of the Health and Safety Executive talks to Alan Williams, Editor of *Trade and Industry*, about the task ahead. This article previously appeared in the January 2 issue of that publication.

Since the new organisation only officially came into being on January 1, could you first tell us exactly what the Commission and Executive are?

The Health and Safety Commission is a body which represents both sides of industry—management and unions—and the local authorities, and has been given responsibility by the government for developing policies in the health and safety field instead, of, as previously, this resting with government departments and Ministers. They are a part-time body—except for the chairman, Bill Simpson, who is full time.

The actual operation of the Health and Safety organisation will be carried out by the executive, a separate statutory body appointed by the commission. The executive works in accordance with directions and guidance given to it by the commission and will bring together all the existing major inspectorates in the health and safety field—the Factories Inspectorate, the Mines and Quarries Inspectorate, the Nuclear Installations Inspectorate, the Explosives Inspectorate and the Alkali Inspectorate, as well as the Safety in Mines Research Establishment and the Employment Medical Advisory Service. These will all be brought within one organisation, instead of being scattered and working independently over a series of government departments. And the Executive will be specifically responsible for doing all the work which the commission wants and also for enforcing any legal requirements which are laid down, as well as providing an advisory service to both sides of industry.

Apart from centralisation, in what way will this new body be an improvement on the various component inspectorates and other bodies?

Well, I think there are two major improvements which one hopes to get from the new arrangements. In the first place the Commission will represent those people who are directly involved and concerned with health and safety legislation both in management and the trade unions and they will be taking responsibility—and this is the whole point—taking responsibility themselves for the kind of requirements which are laid down and the provision of adequate information and advisory services to industry.

Mr. John Locke

Secondly, bringing the inspectorates together means that we shall have quite a large organisation, much larger than any of the component parts and we shall be able to provide research and laboratory support services, office support services, libraries and everything else required for an effective service on a large scale. As far as the employers and trade unions are concerned, there will normally be one person and one person only responsible for health and safety matters in that particular enterprise and they will have one person they can always go to over the whole range of the activities which were previously scattered, in many cases, over as many as three or four separate inspectorates.

Can you allay the suspicions that I feel industry will have that this is yet another large bureaucratic organisation to grapple with, and that whereas before, for instance, a chap who was interested only with safety in mines and knew his contacts will now have to deal with perhaps a large, very impersonal organisation?

Oh no. The various specialised inspectorates will remain. The Mines Inspectorate, for example, will remain and people who are responsible for the safety in mines will continue to be mines inspectors. And the same with the Nuclear Installations inspectors. But there are places in which, in fact, both a factory inspector and a mines inspector, for example, were involved because there was both a mine and a production unit tacked on to it. In future this can be handled as a single body. Equally, we shall sometimes want experience, say, on tunnelling which is available in the Mines Inspectorate and can be brought to bear on a tunnelling problem somewhere else, this kind of thing. But basically, the specialised inspectorates will remain.

In his report *Safety and Health at Work* Lord Robens implied that we were getting more and more very specific legislation that was becoming less and less effective. On the other hand, it is obvious, historically, that some sort of legislation is required. Do you see the persuasion function of your new organisation as basically stick or basically carrot—or perhaps a mixture of both?

It's a mixture of both. What Lord Robens was saying—and I think many people believe it is true—was that we are multiplying tiny detail regulations, trying to tell people exactly what they ought to do in particular specialised circumstances when, in practice, of course, things are always a bit different. It is very difficult to draft masses of highly detailed requirements which will really fit individual situations.

What we have done, therefore, is to say that we will have some very general obligations placed upon firms—not just to comply with specialised individual legal requirements, but to provide a genuinely safe working environment and to make sure that they don't impose risks on the general public going about their business in the area of the factory or other installation. These are general obligations and what they mean is that every management has got to consider, in future, not just whether it's complying with some detailed requirements, but whether it is doing what it ought to be doing, providing as safe a place of work, as safe an organisation, as it can. Now that means that we shall probably have rather less in future of highly detailed and specific requirements, because we have got this general requirement. A lot of it can be written up in codes of practice which can be framed rather more informally than legal requirements. Nevertheless, one has got to have a legal framework, which requires people to provide a safe working environment. But this, in itself, will not achieve very much. I'm sure that nearly everybody believes that what is necessary if we are to have improvement in health and safety records, is a change of attitude on the part both of management and very often of the workers and their representatives.

The major change the new legislation brings in is that we shall in future be trying not to attack the symptoms, but the causes—the lack of concern by management about these problems and very often the lack of concern by the workers. We shall be trying to bring home to them the need for effective organisation on both sides and the need to take advantage of the information and advisory services which the commission and the executive will be providing. Probably one of the most important features in the new legislation is the requirement, which will be worked out in detail quite soon, for the appointment of Workers' Safety Representatives and Joint Safety Committees in the larger organisations. These have been deliberately designed to bring together management and workers to discuss the health and safety problems in that particular work place and this has worked well in areas where it has been tried in the past. We are determined that a very great deal of effort shall be put in to developing this and helping it on its way and the commission, representing as it does both sides of industry, will be particularly well placed to encourage this development.

How big is the problem of industrial injury?

I think it is a mistake to talk about it in general terms at all. There are areas where accidents at work are a very serious matter—the construction industry is a very obvious case in point—and there are other areas where there are also very high accident records. On average our accident record in industry in this country is not at all bad compared with many other countries, but there are still some very bad patches. The health side is going to be an increasing problem in certain sections of industry because we're dealing with hazards which often do not show themselves for a long period—perhaps up to a generation—and large numbers of new materials, chemicals and processes are being brought into use all the time. It means that there is a continuous new set of potential hazards developing which may not be identified for a long time, just as we were not able to identify the risks from the production of the vinyl chlorides polymer for a long time. In these particular sections of industry there is need for a highly expert body which will identify these dangers as quickly as possible and before too many people become affected. It is in this kind of area that I think the biggest future hazards are going to be.

The other big area which we must reassure ourselves on is of course the kind of incident we had at Flixborough where disaster at a large scale plant can affect a very wide area outside the plant as well as killing a large number of people within it. And although these are very rare occurrences, I'm sure that the commission and executive will be trying to reduce still further the risks of this ever happening.

Flixborough, and other disasters on a similar scale, inevitably hit the headlines, but do, in fact, larger organisations tend to be riskier or safer? Is there any evidence that large organisations tend to take more risks, are less organised, safetywise?

This is a difficult question because you have to compare like with like and of course where you're setting up very large scale petrochemical complexes they are set up mainly by big firms, so you've nothing much to compare it with. And, on the whole, smaller firms tend to be operating slightly less hazardous processes. I'm not really sure that it would be fair to say that the big firms are necessarily better or worse than the smaller firms—there are some big firms whose records have not been good, in particular areas, and there are of course many medium sized firms which are bad. Very small firms tend to be relatively safe, mainly, as I said, because they haven't got any major hazards within them, but also I think because the work people involved are usually much closer to the management and hazards are dealt with sensibly and quickly on the spot.

Flixborough was an event which seemed to take everybody by surprise, both because of its extent and its horrific nature. How do you see yourselves tackling these new technologies where the potential for large-scale disasters is always present?

Well, in the first place, I think it would be wrong to say that it took everybody by surprise in the sense that the Chief Factory Inspector had called attention repeatedly to the quite new risks which were involved in chemical plants on this scale, in that they have been multiplied up over the past few years. Even though the process is the same, the scale of the thing is immensely different—and in many cases the actual process is now quite different. We had always been concerned with the risk of something like Flixborough happening and we had been doing what we could—within our present powers—to minimise the risk. The short answer is that the only way forward is for people who build and operate these huge plants consciously to set out from the beginning the exact nature of the hazards they represent and then assess both the hazards and the ways in which the risks can be minimised. Good firms do this already, but I could not, I fear, say that all firms do so. Our organisation will certainly be considering proposals for requiring such plants to have a licence before they are built and operated, just as nuclear stations have to have licences. But I'm sure that the way forward is not to take over responsibility from the management for safe design and operation and licences would be intended to ensure that both management and design staff have thought about these problems and have satisfied us that they have done an assessment which is realistic and sensible. We shall, of course, have to have staff capable of making sure not only that the plant is safe but also that management has satisfied itself that it is as safe as it can be. I think we must beware of imagining that the likelihood of something like Flixborough is great; it is not that the chances of it happening are great but that when it does happen in the rare case it is of course quite disastrous. Therefore we have, as far as possible, to see that it never happens.

Lord Robens, in his report, suggests there ought to be more "self regulation". This seems to me to imply that it will be left much more to people on the spot to cope and, while the regulations might be very good, surely this means that they are going to be rather inexpert and amateurish in the application of them. Isn't a big education programme going to be necessary?

Well, I think a great deal was misunderstood about that reference to self regulation in the Robens report and indeed as a result Ministers, in introducing this legislation, explained what they meant by it. I don't think Lord Robens would dissent when I say that, in the first place, it meant that both sides of industry ought to be directly involved in the working out of the requirements—as they are in the commission. This is a form of self regulation in the sense that they are not having these things imposed upon them by Ministers, but are themselves responsible for working out what is necessary.

In the second place, it means that there ought to be a direct responsibility felt by every management to provide safe, healthy and reasonably pleasant working conditions. That's an obligation which every management ought to accept and ought to do something about, and should not merely think that it must merely comply with particular rules and laws that are laid down upon it. It really has an obligation to do something about health and safety and that's the other meaning of self regulation. It means that, in future, managements will probably be asking for a lot more information than in the past and we have an obligation under this Act to provide an information and advisory service to industry. We've always done this to some extent but we shall be putting much more effort into it over the next few years and for a greater part of their time inspectors will in fact be acting as advisers and providers of information about not only what ought to be done, but what can be done to put things right.

Isn't there a slight conflict in the very title of inspector, when you're expecting him also to be offering advice? Isn't there a conflict between, on the one hand, a chap coming along to give advice but also, perhaps, to give the place the once-over, in his role of inspector?

It depends. Obviously, there is a possibility of conflict—it is not one which we have found in dealing with good managements who've accepted their responsibilities, because they are anxious to do what is right. They are not disturbed at having faults pointed out and they're anxious to discuss what can be done to put them right.

But of course, if a management is not really wanting to accept its obligations, they probably don't want advice either and in those cases one is driven to a relationship which is one of insisting that something must be done to put things right and it is really in those sort of situations that the very substantial new powers which are given to us in this Act will come into play. On the whole, inspectors tell me that they have not found any difficulties with firms with a sense of responsibility to combine the functions of giving advice and making it clear what the obligations are and what needs to be done to comply with the law.

In addition to the new functions you take over in January, from April 1 you become responsible for, I believe, something like five million people who at the moment are not covered by any legislation at all. How do you propose to cope with this huge extra workload?

Well, of course, they include a great many people who are not exposed to very substantial risks, although there are problems. In the schools there are certain problems affecting the position of teachers, just as there are in the case of office workers. Teachers have not been covered in the past whereas office workers have. But nevertheless, it is not a matter—for the most part—of major risks, it is a matter very much more of amenities, adequate lighting, and this kind of thing. So there are large numbers of people who are not very seriously exposed but we will be bringing them into care. On the

other hand, there are some groups of people where we suspect the risks are very high, from what we know about it, and in those cases we shall certainly be putting some effort into it. Some of the research laboratories, for example, although they've got very skilled staff in them are nevertheless very hazardous. We also suspect that at least some hospital activities present very serious risks; we don't know how bad the actual accident rate is because we don't get reports, but there are very considerable risks. Again, some of the people working on transmission lines of various kinds are clearly at considerable risk. These are the groups we shall be concentrating on and we shall be expanding the number of our skilled professional staff in order to look after these groups.

As far as shops, offices and schools perhaps are concerned, will you use local authorities as your agents?

Not necessarily. At the moment they are the enforcing authorities on offices and shops and we propose by and large that this should continue. We're also discussing with them the possibility of their taking over a lot of other small-scale premises—small works behind shops, for example—and the mass of premises which one tends to find in a town centre and which don't have a major industrial risk attached to them. We're still discussing schools, but I think we shall certainly want local authorities to look after them, either as our agents or on their own account, and we're trying to divide up the field so that they can take the ones with the less difficult risks and we will retain the ones where more specialised experience is probably required to cope.

Does this mean that you will now become involved in problems such as fire prevention or noise abatement in terms of a hazard to health?

We used to be involved with fire prevention but we're now trying to clear up what is a very unsatisfactory situation at the moment. We're transferring—not immediately, but some time in 1975—the responsibility for fire matters, adequate means of escape and this kind of thing to the fire authorities in all but a small number of premises where perhaps there is a process going on which is a very severe fire hazard in itself. In practice, we shall probably be retaining responsibility for fire problems in about something like 1,000-1,500 places where the fire risk is acutely related to what's going on there, and there is a very considerable fire hazard which has to be looked at along with the rest of it. But for the huge majority we are telling the fire authorities it would be best if they did all this because that is what they are there for and it would be a much tidier arrangement for the public.

What about noise?

If the noise is a health hazard with a real risk to health as opposed to just a nuisance, then certainly we shall be concerned, whether it is the people inside the works or the public outside. But of course a great deal of noise, certainly outside places of work, is a nuisance but not a health hazard and this is a matter which local authorities have powers to deal with.

The title of your new organisation implies a very wide range of interest, as indeed there is, but it seems that the Railways Inspectorate and Aircraft Accident Inspectorate, for example, have been excluded. What was the thinking behind that?

There are a number of very small inspectorates and we are still discussing how to relate them to our work. The Railways Inspectorate is a good example because it has two functions—one is looking after the workers on the railways, the other is seeing that the system is run in such a way that there is no risk, or as little risk as possible, to passengers. Although we are responsible for all problems affecting the health and safety of the general public, we don't want to get involved with the inherent safety of railway systems or aircraft design, or things like this for which there are perfectly adequate bodies at the moment. But we are currently discussing with the Railway Inspectorate how they can in fact act as the agents of the commission in dealing with the safety of the people working on the railway and, similarly, we shall be discussing with a number of the other people who have these mixed functions how they can take on board, on our behalf, particular bits of this work. It couldn't be sensible to try and bring them inside the executive entirely because they have other functions which go rather beyond ours.

Do you see the executive developing a High Street shop window approach so that you become the accepted people to come to when anyone has a problem, or do you reckon to be background boys who just come along to check conditions every now and again?

We've always been available to give expert advice where there are real problems. We don't think it is right to try to do people's jobs for them—management ought to be capable of doing the major part of what needs to be done itself. The information is available to it or can be obtained from the executive and it ought to be quite unnecessary for people to call in the executive to tell them in great detail what it is that they ought to be doing with the general run of hazards. However, where there are unusual hazards, things which they cannot easily cope with, that is where we come in and that is what our specialist inspectors will be available to do—to go in and examine particular hazards along with management to see what can be done to deal with that particular hazard.

Lord Robens, in his report, recommends that there should be someone designated as responsible for safety both at board room level and on the shop floor. Is this going to be a statutory obligation?

No, but there will be a statutory obligation—the details of which have got to be filled in—for every company to put in its annual report to shareholders and its work people an indication of what it has been doing in the safety and health field. That, I think, will force each board of directors to consider the problem at least once a year and, hopefully, they will insist that somebody should be responsible for this job. For the rest, what we have in mind is that increasingly we should go and talk to the management of a firm or enterprise about its safety organisation and seek to get it to set up an effective organisation which pins responsibility,

as you say, at the proper levels in each case. We want to do this rather than simply go in and say, "this is wrong" and "that is wrong" in detail; because you can do this and you can go back six months or a year later and a whole new list of things have gone wrong which nobody has bothered to notice. What is needed is somebody with continuous responsibility for identifying hazards and putting them right and we shall, as I say, increasingly encourage our inspectors to discuss with senior managers what arrangements can be set up for handling these problems. We shall be trying to advise on how they can effectively tackle the thing in organisational terms, but it won't be a statutory requirement—we can't lay down something which fits every firm's arrangements. What we can say is that you ought to have such an organisation, you should have responsibility pinned on particular people and you should have ways of finding out what's going on and feed-back from the actual places where the hazards are.

When one speaks to managers in industry, they often complain that safety measures cost quite a bit of money and tend to slow down their processes and, to them, this obviously is a powerful argument against them. What can you offer them to offset this? Are there tangible savings in terms of manpower?

This raises two points. First, the Engineering Employers Federation has shown very clearly in figures they produced that the cost to firms of accidents in terms of the loss of labour for a period and the probable effect on production for that period is very substantial and there is no doubt at all that a great deal of safety expenditure would clearly pay for itself in this way by simply preventing accidents.

The second thing is that the costs are very often high because nobody thought about the safety angle when they planned the equipment or the process. At the planning stage the addition of safety and health requirements is often very cheap, but to tack them on afterwards when you've designed the plant without allowing for them is fearfully expensive. Often we have to require organisations to add on guards, to add on trip devices or to put in new ventilation equipment after the process has been designed and everything set up. When you do this as an afterthought, it is obviously very expensive and usually less efficient.

Nevertheless, there is undoubtedly some expenditure which you could not claim would actually pay for itself in, say, management terms. A great deal of it will, probably far more than you think at the outset, but inevitably some of it won't. The plain fact is that if management is carrying out a hazardous process, it is part of that process to see that the work people are reasonably safe and it must be allowed for in the costs. And of course we're anxious that the standards which are applied should be reasonably uniform throughout the industrialised countries because we do get accusations that in some countries requirements are much fiercer than in others, and that this places some people at a competitive disadvantage. I must say that when we come down to it, it is often difficult to find cases where the amount of money involved really looks as if it will have a major effect on the competitive power of the firm concerned but there are cases where you can see that there is something in this, and we shall more and more be trying to get common standards agreed throughout the EEC, so that no manufacturer in a hazardous process which he is required to keep safe is at a competitive disadvantage with anybody else.

In the European context, is Britain a leader in the field of health and safety at work or do the other industrialised countries also have similar bodies?

Most industrialised countries have got something of the kind. The Americans, for example, have just refashioned the whole of their safety and health organisation. Not all of it is similar to ours in the sense that ours represents both sides of industry—this is not a common arrangement. Most of the other countries have less fragmentation of individual inspectorates than we have had in the past but they've all got inspectorates covering most of the areas we cover. As to their performance, I think it varies. I certainly shouldn't wish to pick out particular countries because some have very good rules, which they don't enforce very well and in others they don't, in our view, have quite such good standards in the first place. In many of them the actual health and safety records appear to be worse than ours.

Going back to your point that designing safety in at the drawing board stage is cheaper and more effective, do you propose in any way to enforce this or to educate designers as opposed to the people who have to use the equipment?

The new legislation contains a new obligation for designers. They must henceforth supply equipment which is as safe as they can make it. I've no doubt this is going to lead in some cases to requests by manufacturers for the executive to specify more clearly what we regard as a reasonably acceptable interpretation of the requirements of the legislation. We cannot possibly do this except for very homogenous types of equipment. We have done this already for many years for electrical apparatus which is used in inflammable atmospheres for example, for here is a very major hazard and it seemed right to lay down quite specific requirements and indeed to have testing procedures for it. But in many cases the equipment is not sufficiently standardised for us to be able to do this and the obligation must rest on the individual manufacturing designers. We have to talk to the manufacturers about a number of these things—an obvious case is noise levels. The real control of noise level must be done at the point when you design the machinery, and we're still talking to the manufacturers of some types of equipment which are excessively noisy to see what could be done about laying down standards which have to be complied with before such machinery could reasonably be put on the market.

Finally Mr Locke, can I ask you how you see your own position as Director of the Health and Safety Executive developing? Do you see yourself as the head of a large "think tank" in London coming up with new ideas, or do you feel that the main job is disseminating your ideas through a regional organisation, through your men on the ground?

My function is twofold. The first is to see that all the basic research and development work, and thinking and ascertainment of new hazards, is going on within our policy section so that we are not caught offguard on these matters and so that we are able to answer quickly and decisively the questions of industry. This is a problem of making sure that we have an organisation which is able to foresee what is likely to happen and which can react quickly and effectively to things as they develop. That's one part of the function and we shall have quite a large staff at our central headquarters, whether it be in London or outside, for this purpose.

But secondly, my function is to see that there is an adequate organisation on the ground to deal effectively with industry and we're looking for ways of organising our resources so that it will be easier to meet the inquiries and demands which industry will place upon us and so that access to specialised information will be easier than it has been in the past. This is an organisational problem and the motivating problem in terms of the approach which our people in the field take to their job. Of course individual chief inspectors at the various inspectorates will be mainly concerned with achieving this, but it is my job—they will all be reporting to me—to see that we do achieve a relationship with industry which will reduce the number of accidents and the amount of ill health because, at the end of the day, as I keep telling everyone, the only point of this new organisation is to reduce the number of accidents and to reduce the incidence of ill health. That, plus better working conditions, is what it is about and unless we achieve that, we have done nothing.

Helping unqualified school-leavers

The underlying causes of the employment difficulties faced by young people who leave school at 16 without examination successes are looked at in a report* prepared by a working party of the National Youth Employment Council (NYEC). It says that this particular group of young people are less likely to find or keep jobs than adults at times of rising unemployment.

The NYEC advised on the organisation and development of the Youth Employment Service until wound up in a reorganisation carried out under the Employment and Training Act 1974.

Wide-ranging research

The report is based on a wide-ranging programme of analysis and research including reports from careers officers; a sample survey of vacancies and unemployed young people registered in November and December 1972; census data; interviews with more than one hundred employers and experience from other countries. Evidence was also received from many organisations concerned with young people.

The working party found indications of a long-term trend for young people to be harder hit at each downturn of the economy, with unqualified youngsters being particularly vulnerable.

Since 1961 there has been a sharp rise in the numbers of young people staying on in education beyond the minimum school-leaving age—a trend that is likely to continue at least until 1980. The working party feared that the pressure to provide enough jobs for 16 year-olds may even increase in the next few years as more people reach that age. It adds that "any future downturn in the economy is likely to result in another and more serious increase in youth unemployment". During interviews employers said that they nearly always suspended recruitment before taking other steps when faced with the need to economise on labour costs.

The report comes to the conclusion that the major factor affecting variations in job prospects for young people in different parts of the country is the distribution of expanding and declining industries between regions. But it also recognises that increasing productivity and technological change have led to some loss of job opportunities below craft level.

* *Unqualified, Untrained and Unemployed.* Report of a working party set up by the National Youth Employment Council—HMSO 86p.

Besides economic influences, the working party identified other significant factors in the attitudes of employers and young people. Some employers expected young recruits to jobs below craft level to have educational qualifications or to pass selection tests. Smart appearance and mental alertness were also looked for. But many young people in the sample of unemployed found it difficult to meet such requirements. Employers interviewed were often astonished at the poor standard achieved in test papers and were often very critical of the reading and writing standards of school-leavers.

Existing provisions

Existing provisions including further education, government training and the Community Industry Scheme for young people were examined and the report concludes that not enough is being done for unqualified young people who have not benefited as much as the better qualified from further education and training provided by the government and employers.

It recommends that more highly developed and permanent training schemes should be available to unqualified young people, especially in those areas of the country where job opportunities are most restricted. They would then be less vulnerable to economic downturns.

The report also puts forward proposals for improving the amount and quality of training by industry itself, for jobs below craft level. In addition it has some ideas for a new type of training scheme for unemployed young people which would be designed to build up their confidence, find out hidden abilities and help them to move on to better training or employment opportunities.

Underlying objective

The underlying objective that all young people in their first years of work should be regarded as trainees and should have "systematic induction, training and release for further education" is stressed in the report.

Other recommendations include: improving careers education in schools—particularly for the less academically able; the separate development of the two distinct functions of the careers teacher and the careers officer; adequate resources for the Careers Service to devote to the unqualified youngster; improvement by employers of selection and induction procedures and, where appropriate, they should reconsider age and sex restrictions; the creation of a strong body in succession to the Central Youth Employment Executive, which was responsible until the end of March 1974 (May 1975 in Scotland) for Careers Service policy; an increase in further education facilities for young people likely to be employed below craft level; improvement and simplification of grants and allowances for young people; continuation and extension of research in appropriate fields and the continued monitoring of trends already studied by the working party.

Mr. Michael Foot, Secretary of State for Employment, welcomed the report. It draws attention to a wide range of issues that are important not only to the Department of Employment but to the Manpower Services Commission and its agencies.

Priority area

Its emphasis on training needs has received particular attention from the Training Services Agency (TSA). The Five-Year Plan issued by the agency in 1974 identified the training needs of young people as one of the priority areas where action is needed both to support and to supplement industry's own efforts. The agency has been studying the problems which exist in this area. On direct sponsorship of training for unemployed young people, TSA is concentrating on providing young people with more training opportunities that will qualify them for suitable employment—in many cases at about semi-skilled level.

Current training opportunities include short industrial courses and the limited provision of "Wider Opportunities Courses", begun earlier this year to help unemployed young people and adults who find difficulty in obtaining and keeping a job.

The DE's proposals

The Department of Employment itself is at present considering interdepartmental machinery that might fulfil the role envisaged by the working party for a strong body to succeed the Central Youth Employment Executive. It is also developing proposals for new statistics that are designed to meet the working party's recommendation for a solid base of information when considering youth employment and training problems. Some of the problem areas identified by the working party are the subject of research sponsorship by the department. The difficulties of certain groups such as the socially disadvantaged and members of ethnic minorities have been, or are being, examined in several surveys and inquiries.

Continuous support for the Community Industry Scheme beyond the end of its current experimental period in March has also been pledged by the department. This scheme seeks to help unemployed young people who find it difficult to get and keep stable employment by engaging them on community work projects. The scheme currently employs over 1,400 young people and altogether nearly 4,500 have been helped by Community Industry.

Labour turnover–new estimates from the General Household Survey

This article presents new estimates of labour turnover, derived mainly from the General Household Survey (GHS). The GHS is a continuous multi-purpose sample survey, conducted by the Office of Population Censuses and Surveys, in which about 13,000 private households in Great Britain are interviewed in the course of a year. Comparison is made between the estimates from the GHS and from other sources of data, although exact comparison is not possible owing to differences of timing and definition.

The estimates relate to the termination of employment (which may be voluntary or involuntary) with an employer. Turnover within a firm (i.e. change of job without change of employer) is excluded. The number of such terminations of employment within a year does not necessarily equal the number of engagements, the main difference being net changes in employment.

The estimates from the GHS relating to terminations are compared with data relating to terminations as reflected in the number of P45 forms sent to Inland Revenue by employers, when persons leave their employment. A third source, with which some comparison is made in this article, is the New Earnings Survey (NES) which provides some partial information on turnover, relating to engagements; the latest results from the 1974 Survey are published in the article immediately following. A fourth source is the information obtained by the Department of Employment from a sample of establishments in manufacturing industry (the L-returns) which give data each third month from which the numbers of engagements and discharges can be derived. Discharges and other losses are obtained by adding the numbers engaged during the month to the numbers on the payroll at the beginning of the month, and deducting from the figures thus obtained the numbers on the payroll at the end of the month. This procedure excludes persons engaged during the month who were discharged or otherwise left employment before the end of the month: accordingly the L-returns understate to some extent the total engagements and discharges. The L-return estimates of labour turnover are published regularly in this *Gazette* (see the August 1974 issue pages 714-5) and comparison is made between annual estimates based on them and the NES results in the immediately following article.

Derivation of estimates based primarily on the General Household Survey

Estimates of job terminations from the GHS are built up in two stages—first for those in the sample who were in employment at the time of the interview, and second for those in the sample who were out of employment at the time of interview but who had worked at some time during the 12 months preceding interview. The GHS provides the following data in Table 1 about job changes of persons who were in employment (either as employees or as self-employed persons) at the time of the interview by asking for details of previous employment and the number of changes of employer made, during the 12 months preceding interview.

Table 1 Changes of employer by those in employment at time of interview, GHS: Great Britain

	Year of interview	Percentages of persons in employment at the time of interview			Average number of changes of job per year for persons in column (ii)
		Those in their current employment for over a year	Those who changed jobs at least once in the past 12 months	Those entering employment during the past 12 months*	
		(i)	(ii)	(iii)	
Males	1971	85·6	11·9	2·5	1·47
	1972	85·4	11·6	3·0	1·42
Females	1971	76·1	13·7	10·3	1·40
	1972	75·5	13·0	11·5	1·32

* These are persons who entered their current job during the 12 months prior to interview but had no previous employment within that period.

The GHS information on the number of job changes per job changer is shown in Table 2.

Table 2 Distribution of the number of job changes in a year, per job changer, GHS: Great Britain

	Year of interview	Percentage of those persons in employment at the time of interview who had changed jobs at least once in the previous 12 months				
		1 job change	2 job changes	3 job changes	4 job changes	5+ job changes
Males	1971	72·8	16·4	7·4	1·6	1·8
	1972	74·8	17·2	4·1	2·1	1·8
Females	1971	73·5	18·0	6·2	1·4	0·9
	1972	79·1	14·4	3·6	2·2	0·7

By applying the proportions in Table 1 to the estimated numbers of persons in employment, estimates can be obtained of the number of job terminations per annum corresponding to that part of the GHS sample comprising persons who were in employment when interviewed. These are shown in Table 3.

Table 3 Job terminations estimated from persons in the GHS sample in employment at the time of interview: Great Britain

	Year of interview	Total number in employment (millions)	Proportion who change jobs at least once in the course of a year	Average number of job changes among those in column (ii)	Total jobs left in the course of one year (millions) (i) x (ii) x (iii)
		(i)	(ii)	(iii)	(iv)
Males	1971	14·85	0·119	1·47	2·60
	1972	14·79	0·116	1·42	2·44
Females	1971	8·55	0·137	1·40	1·64
	1972	8·75	0·130	1·32	1·50

The General Household Survey also provides information on persons who were not in employment at the time of interview but had worked at some time during the past 12 months. The sample numbers (excluding students) are shown in Table 4.

Table 4 Persons not in employment at the time of interview, who had worked at some time in the previous 12 months, GHS (sample numbers): Great Britain

Status at time of interview	Males		Females	
	1971	1972	1971	1972
Unemployed (seeking work or waiting to take up a job)				
Registered	212	214	60	41
Unregistered	28	33	78	68
Out of work (sick)	31	29	19	13
Retired	110	138	61	55
Keeping house	3	—	610	593
Others	30	33	16	23
Total	**414**	**447**	**844**	**793**

Table 5 gives minimum numbers of job terminations estimated from that part of the GHS sample comprising persons not in employment at the time of interview. The estimates are minima because some persons in the sample may have held more than one job within the 12 month period prior to interview, before they last ceased to be employed.

Table 5 Minimum number of job terminations estimated from persons in the GHS sample not in employment at the time of interview

Job terminations (millions): Great Britain

Males		Females	
1971	1972	1971	1972
0·65	0·75	1·27	1·27

The above estimates from the GHS do not cover students or emigrants or changes in secondary employment. A rough order of magnitude for students can be made by assuming an average of 1½ jobs per student per annum for those students known to have worked at some time in the year. Numbers of non-Irish emigrants can be estimated from the International Passenger Survey, (no figures are available for the outflow of Irish workers), and a very rough estimate has been made of changes in secondary employment.

These various elements of turnover are brought together in Table 6 below.

Comparison of GHS data with Inland Revenue information

Under the PAYE system a P45 return should be initiated in most circumstances where a source of income on a tax deduction card ceases. There are several reasons why the issue of P45s does not parallel job terminations nor is the annual count of P45s, which is obtained by aggregating local office returns, normally regarded as a statistical series. Despite these reservations there is obviously some interest in comparing P45 annual totals (they relate to fiscal years) with the statistics so far derived in this article.

Table 6 Job terminations in 12 months (millions): Great Britain

	1971			1972		
	Males	Females	Total	Males	Females	Total
GHS estimates						
(i) jobs left by persons in employment when interviewed	2·6	1·6	4·2	2·4	1·5	3·9
(ii) jobs left by persons not in employment when interviewed: *at least*	0·7+	1·3+	2·0+	0·8+	1·3+	2·1+
Students	0·8	0·7	1·5	0·9	0·8	1·7
Non-Irish emigrants	0·1	0·1	0·2	0·1	0·1	0·2
Changes in secondary employment	0·3	0·3	0·6	0·3	0·3	0·6
Total of above terminations			**8·5**			**8·5**
Total job terminations from P45 returns			**9·2**			**9·5**
Difference between the two estimates			0·7			1·0

The size of the differences in the last line of Table 6 is not at all surprising, given that the figures on the second line are inevitably on the low side, that nothing has been counted for deaths in employment, or for Irish workers returning to Ireland, and that a household survey does not cover persons resident in institutions and may also tend to be deficient in frequent job-changers because such people can be less accessible for interview than others. (As an illustration, another 1 per cent of men in the sample with five job terminations in a year would add 0·7 million to the estimated total number of job terminations). Also, where periodical tax repayments are made to the unemployed, a fresh P45 is needed with each such repayment, involving an element of double counting. On the other hand, some job terminations would

be monitored in the GHS for which a P45 would not be issued, e.g. some self-employed persons and employees below the tax threshold. As stated previously, an exact comparison with P45 returns is not possible.

Persons in short-term employment account for many job terminations. Numbered among this group would be students and some of those (apart from permanent retirements) who had left the labour force in the last year. Short-term employment is particularly high among women workers. It can be seen from Table 1 that a large number of women enter the labour force each year (over and above entrants from education); Tables 4 and 5 show a similarly large outflow.

Comparison of GHS data with the New Earnings Survey

The GHS data are in general agreement with estimates from the New Earnings Survey (NES) of persons who have been with their current employer for over one year.

Table 7 Percentage of persons with current employer for over one year: Great Britain

	1971	1971	1972	1972	1973
	NES	GHS	NES	GHS	NES
Males	85·5	85·6	86·0	85·4	82·6
Females	77·2	76·1	77·5	75·5	73·8

The comparison is not exact since the NES covers only employees in employment in April.

Comparison with data from Employment (L-return) Surveys

If the P45 totals of annual job terminations are split between males and females by use of the information in Table 6, and expressed as a proportion of the total numbers of persons in employment, it is possible to calculate a "termination rate" for the whole economy. This compares as follows with the rates for manufacturing industry as obtained from the L-returns:

Table 8 Job terminations in a year as a percentage of persons in employment

	1971		1972	
	Males	Females	Males	Females
Whole economy (from P45 and GHS)	32	52	34	52
Manufacturing (from L-returns)	29	47	23	39

It should be noted that the L-returns do not cover persons who both are engaged and leave within the month to which the survey relates.

Labour turnover (as measured by the percentage of persons who have been with their current employer for less than 12 months) is lower for the manufacturing industries than for the whole economy, but not markedly so (see the NES estimates in the following article). Consequently, the termination rates, from the different data sources, shown in Table 8, are in good agreement for 1971. Agreement for 1972 is less good owing to the apparent drop in the rates for manufacturing industries. However, the latest estimates of termination rates in manufacturing industries measured by the new sample recently introduced (see the August 1974 issue of this *Gazette* page 736) show significantly higher rates than in 1972/3: consequently, the 1972 estimates derived from L-returns may be too low.

Annual variation of job terminations

The number of jobs terminated each year will vary due to many factors, e.g. the economic cycle. Some idea of the extent of this variation is given by the annual estimates of the number of P45s issued by the Inland Revenue as shown in Table 9. These figures refer to the United Kingdom.

Table 9 Annual estimates of P45s issued: United Kingdom

Fiscal year	1965/6	1966/7	1967/8	1968/9	1969/70
Number (in millions) of P45's issued	11·3	11·2	11·0	11·1	11·3
Fiscal year	1970/1	1971/2	1972/3	1973/4	
Number (in millions) of P45's issued	10·6	9·4	9·7	10·8	

Summary

The various surveys providing information on job changes use different sources, different measures of turnover, and varying sample sizes but they do seem to present a consistent overall picture, namely that there are approximately nine million instances of people leaving their employer each year. While the data are not in a form allowing precise analysis, approximately half of the movements are accounted for by people moving directly from one employer to another, which they may do several times in the course of a year. The balance is made up of leavers who become unemployed, who retire or who leave the labour force for other reasons. Not unexpectedly, women leavers account for more movement out of the labour force than do men. In spite of this picture of change, it remains true that out of an employed labour force of about 24·4 million people under 5 million have been with their employer for less than a year.

Labour turnover–estimates based on the New Earnings Survey and Employment Survey

Estimates of labour turnover obtained from the New Earnings Survey 1974 and from employment (L-return) surveys up to May 1974 are given in the following tables. These supplement those obtained from earlier surveys in these series which were published in the April 1972 (pages 347 to 351), July 1973 (pages 654 and 655), and March 1974 (page 249) issues of this *Gazette*. Estimates by age-group are available from the New Earnings Survey 1974; such estimates were last obtained from the 1970 survey.

The New Earnings Survey estimates for each of the last five years are given in the table on the left for males and females in all industries and services, all manufacturing industries, and all non-manufacturing industries.

They indicate that turnover is much higher among females than among males, that it is lower in manufacturing industries than in other industries, and that there are significant variations from year to year. These variations appear to be greater in manufacturing industries than in other industries. They also show that labour turnover tends to decrease as unemployment rises and to increase as unemployment falls.

Survey date	Percentage of employees with their employer for under 12 months: All Industries and Services		All Manufacturing Industries		All Non-Manufacturing Industries	
	Males	Females	Males	Females	Males	Females
April 1970	16·2	25·3	16·2	24·9	16·3	25·4
April 1971	14·5	22·8	13·7	22·0	15·1	23·2
April 1972	14·0	22·5	11·6	20·3	15·9	23·5
April 1973	17·4	26·2	16·0	25·9	18·5	26·4
April 1974	18·6	28·5	17·5	27·7	19·5	28·9

Table 1 Labour turnover, by industry group: 1973—1974

Industry group	SIC Order (1968 edition)	MALES			FEMALES		
		New Earnings Survey: April 1974. Under 12 months with employer	L-returns: Engagements per 100 employees per annum*	L-returns: Discharges per 100 employees per annum*	New Earnings Survey: April 1974. Under 12 months with employer	L-returns: Engagements per 100 employees per annum*	L-returns: Discharges per 100 employees per annum*
		per cent	rate*	rate*	per cent	rate*	rate*
Agriculture, forestry, fishing	I	18·3			26·9		
Mining and quarrying	II	6·0			14·4		
Food, drink and tobacco	III	21·3	41·3	41·3	33·0	62·4	55·9
Coal and petroleum products	IV	9·0	14·6	16·3	39·4	29·9	21·8
Chemicals and allied industries	V	14·4	24·4	22·8	30·1	50·1	42·3
Metal manufacture	VI	14·1	27·0	28·6	25·2	39·7	37·4
Mechanical engineering	VII	19·5	29·9	29·3	28·1	43·2	40·0
Instrument engineering	VIII	22·1	27·6	28·0	32·5	54·6	46·2
Electrical engineering	IX	18·1	27·0	26·7	29·0	49·1	43·9
Shipbuilding and marine engineering	X	14·8	25·0†	26·0†	23·2	29·9†	32·8†
Vehicles	XI	11·4	16·6	19·5	20·2	33·8	33·8
Metal goods not specified elsewhere	XII	20·7	38·4	38·0	25·5	48·1	46·2
Textiles	XIII	20·8	41·9	42·9	24·2	42·6	45·8
Leather, leather goods and fur	XIV	20·9	40·0	41·9	23·9	47·5	44·5
Clothing and footwear	XV	20·0	34·1	38·7	24·3	46·5	47·1
Bricks, pottery, glass, cement, etc	XVI	18·2	34·5	37·4	23·6	47·8	45·8
Timber, furniture, etc	XVII	22·5	35·8	40·3	29·3	40·3	43·9
Paper, printing and publishing	XVIII	15·3	25·4	26·0	29·1	47·1	44·5
Other manufacturing industries	XIX	23·3	43·6	46·2	30·1	66·0	60·5
Construction	XX	27·5			39·4		
Gas, electricity and water	XXI	6·9			24·9		
Transport and communication	XXII	13·0			22·9		
Distributive trades	XXIII	25·3			32·1		
Insurance, banking, finance and business services	XXIV	19·1			33·6		
Professional and scientific services	XXV	20·9			26·0		
Miscellaneous services	XXVI	27·3			32·2		
Public administration and defence	XXVII	14·5			23·9		
All manufacturing industries	**III-XIX**	**17·5**	**30·2†**	**31·2†**	**27·7**	**49·1†**	**46·5†**
All non-manufacturing industries	**I, II, XX-XXVII**	**19·5**			**28·9**		
All industries and services	**I-XXVII**	**18·6**			**28·5**		

* The rates given are averages of rates for four week periods derived from the L-returns for August 1973, November 1973, February 1974, May 1974, multiplied by 13. The rates express the engagements/discharges in the 12 months as percentages of the total numbers of employees employed.
† Excluding shipbuilding and ship repairing.

Table 2 Labour turnover—by occupation: 1973-74: New Earnings Survey estimates

Main occupational group	Percentage of employees with their employer for under 12 months in April 1974	
	Males	Females
Managerial (General management)	7·7	8·6
Professional and related supporting management and administration	13·9	19·2
Professional and related in education, welfare and health	19·6	26·4
Literary, artistic and sports	16·3	34·5
Professional and related in science, engineering, technology and similar fields	14·1	27·6
Managerial (excluding general management)	11·9	18·1
Clerical and related	17·1	29·8
Selling	24·6	35·1
Security and protective service	13·0	28·7
Catering, cleaning, hairdressing and other personal service	27·4	26·2
Farming, fishing and related	16·7	24·9
Materials processing (excluding metals)	21·4	25·9
Making and repairing (excluding metal and electrical)	19·7	24·3
Processing, making and repairing and related (metal and electrical)	17·6	28·9
Painting, repetitive assembling, product inspecting, packaging and related	18·5	30·7
Construction, mining and related not identified elsewhere	23·0	41·7
Transport operating, materials moving and storing and related	20·3	28·1
Miscellaneous	24·9	30·3
Adults, full-time		
manual	17·4	23·6
non-manual	13·3	25·1
Adults, part-time		
manual	24·9	29·8
non-manual	23·1	32·6
All workers, including juveniles		
manual	20·0	27·2
non-manual	15·9	29·5
manual and non-manual	18·6	28·5

Table 3 Labour turnover—by region: 1973-74: New Earnings Survey estimates

Region	Percentage of employees with their employer for under 12 months in April 1974	
	Males	Females
South East	18·7	29·2
Greater London	18·5	28·7
Remainder of South East	18·9	29·7
East Anglia	18·7	28·0
South West	18·4	30·1
West Midlands	16·5	26·9
East Midlands	16·2	29·0
Yorkshire and Humberside	19·4	28·6
North West	19·7	28·1
North	18·4	28·3
Wales	17·4	28·1
Scotland	20·8	27·5
Great Britain	**18·6**	**28·5**

Table 4 Labour Turnover—by age: 1973-74: New Earnings Survey estimates

Age group	Percentage of employees with their employer for under 12 months in April 1974	
	Males	Females
Under 18	57·7	58·2
18—20	36·6	41·5
21—24	34·8	37·9
25—29	25·2	36·3
30—39	17·7	31·8
40—49	11·9	22·5
50—59	8·4	14·5
60—64	7·3	11·7
65 and over	17·0	9·1
All ages	**18·6**	**28·5**

Patterns of pay within regions

New county statistics

STATISTICS of earnings relating to the new counties formed in England and Wales in April 1974 have been compiled for the first time by the Department of Employment. They are given in the following tables, together with corresponding figures for London Boroughs and for the new local authority regions being established in Scotland in May 1975. They are derived from the New Earnings Survey, 1974. These estimates, together with a range of regional analyses, are to be included in Part E of the six-part booklet of the survey results, which is expected to become available in March. Considerable interest has been shown by potential users in the prospect of these new statistics, and they are being published in advance in this *Gazette* so that they may become generally available as early as possible.

The layout of the tables is generally similar to that of the streamlined analyses of key regional results published as tables 12 and 13 of the November 1974 issue of this *Gazette* and *New Earnings Survey, 1974, Part A*, which included results for Greater London.

They relate to full-time manual and non-manual men employees aged 21 and over and women aged 18 and over whose pay for the survey reference period in April 1974 was not affected by absence. It is inevitable, in a sample survey of this kind, that the numbers in such categories in the survey sample in some counties and other regional subdivisions are too small to provide estimates of earnings which are sufficiently reliable for publication. Results are consequently only given for those counties and other areas where the sample number of persons in the group concerned was 100 or more and where the percentage standard error of the survey estimate of average weekly earnings was less than 3·0 per cent. In all cases where the number in the sample was less than 100, the standard error was above this limit of 3·0 per cent. In the tables, asterisks have been placed against those areas where the estimate of average weekly earnings has a standard error of more than 2·0 per cent; in these cases, the figures should be used with particular caution.

These results of the survey, like the national ones, have been affected by under-representation in the 1974 survey of employees of local authorities in England and Wales and employees in the National Health Service, see page 989 of the November 1974 issue of this *Gazette* and page A41 of *New Earnings Survey, 1974, Part A*. The effects will vary and so reduce the comparability of results for different areas; unfortunately these effects cannot be quantified.

Earnings and hours within counties, etc

Table A FULL-TIME MANUAL MEN, aged 21 and over, whose pay for the survey pay-period was not affected by absence — **APRIL 1974**

County, etc (MC denotes Metropolitan County)	Number in sample	Average gross weekly earnings: Total	Standard error as percentage of total	of which: Overtime pay	PBR etc pay	Shift etc premium pay	Distribution of weekly earnings: Percentage earning under £25	£40	£60	10 per cent earned: less than amount below	more than amount below	Average hourly earnings excl. effect of overtime	Average weekly hours: Total incl. overtime	Overtime
		£	per cent	£	£	£	per cent	per cent	per cent	£	£	pence	hours	hours
Great Britain	**50,806**	**43·6**	**0·1**	**7·0**	**4·3**	**1·2**	**4·1**	**43·7**	**89·8**	**28·7**	**60·3**	**91·1**	**46·5**	**6·5**
England and Wales	**45,786**	**43·7**	**0·1**	**6·9**	**4·3**	**1·2**	**4·0**	**43·5**	**89·8**	**28·8**	**60·2**	**91·4**	**46·5**	**6·5**
England	**43,325**	**43·7**	**0·2**	**7·0**	**4·3**	**1·1**	**4·0**	**43·6**	**89·7**	**28·8**	**60·3**	**91·4**	**46·5**	**6·5**
Wales	**2,461**	**43·7**	**0·6**	**6·7**	**3·9**	**1·9**	**3·7**	**42·1**	**90·9**	**28·9**	**59·4**	**92·5**	**46·0**	**6·1**
Scotland	**5,020**	**42·9**	**0·5**	**7·3**	**3·7**	**1·2**	**5·2**	**45·8**	**89·6**	**27·6**	**60·4**	**88·3**	**46·8**	**6·7**
England	**43,325**	**43·7**	**0·2**	**7·0**	**4·3**	**1·1**	**4·0**	**43·6**	**89·7**	**28·8**	**60·3**	**91·4**	**46·5**	**6·5**
South East Region	**13,884**	**44·8**	**0·3**	**7·6**	**3·4**	**1·0**	**3·9**	**41·0**	**88·0**	**29·2**	**62·5**	**92·5**	**47·1**	**7·0**
Greater London	6,461	45·9	0·4	7·8	3·2	1·0	3·7	39·1	86·3	29·8	64·4	95·3	47·0	7·2
City of London	534	52·2	2·0	7·1	4·1	0·7	4·9	34·5	71·9	28·9	82·4	117·6	44·5	6·2
Borough of:														
*Barking	204	50·2*	2·1	8·1	1·7	2·0	1·5	25·5	80·9	34·1	70·6	105·9	47·2	7·4
*Bexley	102	44·6*	2·7	7·4	4·6	1·0	2·0	37·3	90·2	32·2	59·9	92·1	46·8	6·5
Brent	246	46·6	1·9	8·5	4·0	1·4	2·0	34·6	87·4	31·0	63·2	94·2	47·5	7·1
*Bromley	110	40·7*	2·7	6·0	2·2	0·4	4·6	58·2	94·6	28·0	57·6	85·8	46·1	5·7
*Camden	269	46·7*	2·3	7·8	2·1	0·6	5·2	43·5	79·6	28·3	72·1	98·3	46·9	7·3
*Croydon	247	42·8*	2·1	7·2	3·0	0·5	3·6	46·2	91·1	28·1	58·2	88·5	46·8	6·6
Ealing	277	45·9	1·8	7·5	2·9	0·9	1·1	38·3	88·1	30·9	62·1	96·0	46·6	6·6
Enfield	222	44·2	1·6	7·3	4·2	1·2	0·0	37·8	92·8	31·3	57·7	92·6	46·6	6·6
*Greenwich	188	45·6*	2·3	7·5	5·2	1·1	1·6	39·9	86·7	29·8	66·4	94·5	47·3	6·9
*Hackney	148	45·4*	2·6	7·9	3·6	1·0	3·4	35·8	87·2	29·8	64·4	92·5	47·8	7·5
*Hammersmith	146	43·3*	2·2	7·2	2·4	1·7	4·8	43·8	93·8	30·9	57·1	90·2	46·8	6·8
*Havering	118	48·1*	2·9	8·7	1·8	2·9	2·5	32·2	82·2	28·6	71·2	98·0	48·5	8·1
Hillingdon	262	48·0	1·8	9·6	2·5	1·6	0·8	30·9	83·2	31·8	65·5	94·1	49·2	8·6
Hounslow	351	47·8	1·5	8·5	2·3	2·1	0·9	26·8	85·5	33·0	63·7	98·3	47·6	7·7
Islington	313	44·8	1·9	7·9	2·0	1·1	2·9	43·1	87·5	29·4	63·9	92·8	46·7	7·1
*Kingston-upon-Thames	114	44·1*	2·5	7·6	2·5	0·9	1·8	40·4	91·2	28·7	59·1	92·3	46·6	6·7
*Lambeth	176	42·9*	2·7	7·3	3·0	0·5	4·6	51·7	90·9	29·3	59·4	88·3	46·8	6·4
*Lewisham	133	42·2*	2·3	6·8	3·6	1·0	4·5	42·9	94·7	30·4	54·9	88·5	46·4	6·3
Newham	230	49·2	1·7	9·3	4·0	1·4	0·0	22·6	82·6	35·2	65·5	102·9	47·7	8·8
Southwark	304	46·9	1·7	9·1	3·9	0·6	3·3	34·2	83·6	31·9	65·9	94·0	48·4	8·4
Tower Hamlets	239	45·6	1·9	7·0	2·9	0·5	3·4	36·4	90·4	31·0	59·9	97·3	45·8	6·4
*Waltham Forest	142	42·4*	2·1	6·3	3·7	0·7	4·2	43·0	94·4	30·2	56·9	88·1	46·8	6·2
City of Westminster	443	42·9	1·9	8·1	2·4	0·3	9·0	51·7	86·5	25·4	64·9	87·9	47·3	7·5
Remainder of South East Region	7,423	43·8	0·4	7·4	3·5	1·0	4·1	42·7	89·4	28·7	60·7	90·1	47·2	6·9
Bedfordshire	444	46·6	1·3	7·1	5·2	1·7	1·8	34·0	87·2	33·6	63·2	98·5	45·9	6·0
Berkshire	561	44·0	1·3	8·2	3·4	0·6	4·5	40·6	89·3	28·9	60·8	89·5	47·5	7·4
Buckinghamshire	388	44·4	1·6	7·3	3·5	0·8	3·6	37·9	88·7	29·4	61·3	91·3	46·9	6·7
East Sussex	381	39·0	1·4	6·0	2·5	0·6	6·3	57·7	95·5	27·0	51·4	81·7	46·4	6·0
Essex	1,079	44·4	1·0	7·2	3·5	0·9	3·0	41·4	89·2	29·9	61·1	91·9	47·0	6·8
Hampshire	1,174	44·8	1·0	8·8	3·4	0·9	4·1	41·1	87·9	28·7	63·2	89·8	48·1	8·0
Hertfordshire	734	46·0	1·1	7·9	3·6	1·6	2·7	35·2	83·9	30·3	65·0	94·8	47·1	7·0
Kent	1,198	43·1	0·9	7·7	3·9	0·9	4·5	45·4	91·0	27·7	59·0	86·9	48·1	7·6
Oxfordshire	424	44·8	1·5	5·2	3·5	1·2	4·0	39·6	88·0	29·1	62·5	98·0	45·1	4·7
Surrey	550	42·2	1·4	6·7	2·8	0·7	6·0	48·2	92·2	27·4	57·8	86·9	47·0	6·4
West Sussex	418	40·6	1·4	6·6	3·1	0·5	5·0	50·7	93·8	27·5	56·1	83·6	47·3	6·8
East Anglia Region	**1,691**	**41·5**	**0·8**	**7·7**	**3·1**	**0·8**	**4·6**	**51·7**	**92·1**	**27·9**	**57·8**	**83·1**	**47·8**	**7·5**
Cambridgeshire	462	42·5	1·3	8·2	3·2	1·1	4·3	45·0	91·8	27·9	58·6	84·6	48·2	8·1
Norfolk	700	41·3	1·2	7·7	3·0	0·6	5·4	53·6	91·4	27·8	58·8	82·7	47·9	7·5
Suffolk	529	40·8	1·3	7·2	3·2	0·8	3·8	55·0	93·4	27·9	55·6	82·4	47·4	7·1
South West Region	**3,464**	**40·8**	**0·5**	**6·3**	**3·9**	**0·8**	**5·2**	**52·8**	**93·2**	**27·5**	**56·2**	**85·7**	**46·3**	**6·2**
Avon	792	44·0	1·0	7·5	4·0	1·1	2·9	40·8	89·8	29·3	60·3	90·3	47·3	7·0
Cornwall	288	37·0	1·8	4·7	2·1	0·7	8·0	71·5	95·5	25·8	50·1	79·7	45·0	4·9
Devon	722	38·1	1·1	6·2	3·0	0·6	7·1	64·5	94·7	25·8	52·8	79·0	46·7	6·5
Dorset	429	39·5	1·4	6·0	3·3	0·6	7·7	55·2	96·5	26·2	53·6	83·3	46·1	5·9
Gloucestershire	414	41·0	1·3	5·9	4·9	0·6	3·4	49·5	94·4	29·1	53·6	87·6	45·9	5·8
Somerset	361	41·7	1·7	5·9	5·1	0·9	6·4	50·7	90·9	26·6	59·0	88·5	46·1	5·7
Wiltshire	458	42·1	1·3	5·9	4·7	1·1	2·6	45·9	93·0	28·1	56·8	90·1	45·8	5·8
West Midlands Region	**5,593**	**45·5**	**0·4**	**6·1**	**5·9**	**1·5**	**2·6**	**35·4**	**88·3**	**30·5**	**61·3**	**98·3**	**45·7**	**5·7**
West Midlands MC	3,494	47·0	0·5	5·9	6·4	1·7	1·9	29·1	86·7	31·9	62·3	102·8	45·4	5·4
Hereford and Worcester	472	41·9	1·4	6·1	6·7	1·0	5·5	47·3	92·4	27·2	57·6	89·4	46·1	6·0
Salop	269	40·7	1·7	6·0	4·1	0·9	5·6	49·8	94·1	27·1	56·1	86·7	46·3	6·2
Staffordshire	1,014	43·3	0·9	6·9	4·0	1·3	3·0	46·9	89·8	29·5	60·1	90·4	46·4	6·5
Warwickshire	344	45·1	1·5	6·0	6·3	1·0	2·6	36·9	89·8	30·7	60·2	96·5	45·5	5·3
East Midlands Region	**3,789**	**42·4**	**0·5**	**6·4**	**4·9**	**1·1**	**4·4**	**47·0**	**91·7**	**28·5**	**58·2**	**89·7**	**45·9**	**6·0**
Derbyshire	950	43·5	0·9	7·1	5·3	1·5	3·1	43·3	90·4	29·9	59·7	90·7	46·3	6·3
Leicestershire	795	41·6	1·0	5·0	5·3	0·8	3·8	49·6	93·7	28·4	56·2	90·8	44·8	4·8
Lincolnshire	456	39·6	1·3	7·3	5·7	0·7	8·1	56·8	94·5	26·2	54·1	79·7	47·9	7·7
Northamptonshire	422	41·9	1·4	5·4	5·8	1·3	4·5	46·5	92·4	28·3	58·0	91·0	45·3	5·0
Nottinghamshire	1,166	43·3	0·9	6·8	3·5	1·2	4·5	44·5	89·9	28·4	60·1	91·5	45·7	6·2
Yorkshire and Humberside Region	**5,158**	**42·9**	**0·4**	**7·1**	**5·1**	**1·3**	**4·3**	**46·6**	**90·7**	**28·5**	**59·3**	**88·9**	**46·7**	**6·9**
South Yorkshire MC	1,626	44·6	0·7	7·1	6·0	1·7	2·5	39·5	88·9	30·3	61·0	94·2	45·9	6·5
West Yorkshire MC	2,107	41·6	0·6	6·9	4·6	1·1	4·8	49·9	93·2	28·5	56·5	86·5	46·9	6·9
Humberside	938	44·7	1·2	8·2	5·1	1·1	3·7	44·2	87·0	28·1	63·6	89·4	47·6	7·7
North Yorkshire	487	39·2	1·5	6·4	4·0	0·9	9·5	60·2	93·2	25·2	55·9	80·6	46·8	6·5
North West Region	**6,270**	**43·1**	**0·4**	**6·9**	**4·5**	**1·2**	**4·2**	**45·5**	**90·1**	**28·4**	**59·9**	**90·3**	**46·5**	**6·5**
Greater Manchester MC	2,500	41·9	0·6	6·9	4·4	1·0	4·5	48·8	91·7	27·9	58·1	87·2	46·8	6·8
Merseyside MC	1,485	45·7	0·8	7·6	4·9	1·2	3·8	36·7	86·0	29·2	63·8	95·0	46·7	6·8
Cheshire	978	45·1	1·0	6·9	4·1	1·6	2·6	39·3	89·3	30·4	60·8	95·1	46·2	6·1
Lancashire	1,307	41·0	0·8	5·9	4·5	1·1	5·4	53·6	92·5	27·4	56·4	87·4	45·9	5·8

Notes: **General.** The comparability of results for different areas may have been reduced by under-representation of local authority and National Health Service employees in the 1974 survey sample.
* The results for these areas should be used with particular caution. They have a relatively wide margin of sampling error (standard error more than 2·0 per cent).

Earnings and hours within counties, etc

Table A *(continued)* **FULL-TIME MANUAL MEN, aged 21 and over, whose pay for the survey pay-period was not affected by absence** — **APRIL 1974**

County, etc (MC denotes Metropolitan County)	Number in sample	Average gross weekly earnings: Total	Standard error as percentage of total	of which: Overtime pay	PBR etc pay	Shift etc premium pay	Distribution of weekly earnings: Percentage earning under £25	£40	£60	10 per cent earned: less than amount below	more than amount below	Average hourly earnings excl. effect of overtime	Average weekly hours: Total incl. overtime	Overtime
		£	per cent	£	£	£	per cent	per cent	per cent	£	£	pence	hours	hours
North Region	**3,476**	**43·6**	**0·5**	**6·6**	**4·7**	**1·5**	**4·2**	**42·3**	**90·3**	**29·1**	**59·7**	**92·7**	**45·8**	**6·0**
Tyne and Wear MC	1,178	44·0	0·9	7·0	5·4	1·1	4·8	41·9	89·1	28·4	61·2	92·5	46·2	6·2
Cleveland	753	46·0	1·0	7·1	5·3	2·2	2·3	33·2	86·7	31·8	63·0	96·7	46·9	6·8
Cumbria	496	41·2	1·3	6·5	3·8	1·2	4·2	50·6	94·0	28·0	54·4	87·0	46·2	6·1
Durham	675	42·6	1·1	5·7	4·1	1·5	4·9	44·6	93·2	28·4	57·4	93·1	44·4	5·1
Northumberland	374	42·8	1·5	6·1	3·5	1·3	5·1	46·3	91·2	27·9	59·1	92·5	44·7	5·7
Wales	**2,461**	**43·7**	**0·6**	**6·7**	**3·9**	**1·9**	**3·7**	**42·1**	**90·9**	**28·9**	**59·4**	**92·5**	**46·0**	**6·1**
Clwyd	308	43·8	1·5	6·9	5·0	2·5	3·9	39·3	90·9	30·0	59·3	90·9	46·8	6·5
Clwyd—East	233	45·3	1·6	7·2	5·7	3·1	2·6	33·9	90·6	31·7	59·7	93·8	47·1	6·8
*Dyfed (excluding Llanelli)	169	40·1*	2·4	7·1	2·6	0·9	5·9	53·9	94·1	26·2	56·1	82·3	47·3	7·2
Gwent	511	44·0	1·3	5·7	3·8	2·8	2·7	39·1	91·0	30·5	58·7	95·9	45·0	5·2
Mid Glamorgan	468	43·7	1·4	6·3	3·4	1·6	3·6	43·2	91·5	28·8	58·9	93·4	45·1	5·5
South Glamorgan	372	43·1	1·9	7·4	4·2	1·1	4·0	46·2	92·5	28·4	58·5	88·2	47·2	7·0
West Glamorgan (including Llanelli)	457	46·5	1·4	7·1	4·3	2·2	1·8	33·5	87·5	31·0	62·9	99·4	45·9	6·4
Scotland	**5,020**	**42·9**	**0·5**	**7·3**	**3·7**	**1·2**	**5·2**	**45·8**	**89·6**	**27·6**	**60·4**	**88·3**	**46·8**	**6·7**
Central	289	44·4	1·7	7·7	5·0	1·5	3·5	36·7	90·3	29·3	59·6	92·0	46·6	6·8
*Dumfries and Galloway	138	40·3*	2·5	6·9	3·6	1·0	6·5	51·5	92·8	26·8	56·2	83·4	47·0	6·9
Fife	222	41·4	2·0	6·2	3·7	0·9	5·0	52·7	91·9	27·9	56·9	87·2	45·5	5·9
Grampian	432	43·0	1·8	7·5	4·3	0·6	4·2	49·1	89·4	27·1	61·4	83·3	48·1	7·2
Lothian	697	41·4	1·2	6·5	3·1	0·9	8·0	51·7	90·4	26·0	59·3	86·0	46·1	6·3
Strathclyde	2,565	44·7	0·6	7·9	3·8	1·5	3·4	39·2	87·8	29·5	61·7	91·9	46·9	7·0
Tayside	408	36·7	1·6	5·2	2·8	0·8	9·3	68·9	97·1	25·1	50·9	78·4	45·4	5·2

Notes: **General.** The comparability of results for different areas may have been reduced by under-representation of local authority and National Health Service employees in the 1974 survey sample.
* The results for these areas should be used with particular caution. They have a relatively wide margin of sampling error (standard error more than 2·0 per cent).

Earnings and hours within counties, etc

Table B FULL-TIME NON-MANUAL MEN, aged 21 and over, whose pay for the survey pay-period was not affected by absence — **APRIL 1974**

County, etc (MC denotes Metropolitan County)	Number in sample	Average gross weekly earnings: Total	Standard error as percentage of total	of which: Overtime pay	PBR etc pay	Shift etc premium pay	Distribution of weekly earnings: Percentage earning under £25	under £40	under £60	10 per cent earned: less than amount below	more than amount below	Average hourly earnings excl. effect of overtime	Average weekly hours: Total incl. overtime	Overtime
		£	per cent	£	£	£	per cent	per cent	per cent	£	£	pence	hours	hours
Great Britain	**30,912**	**54·4**	**0·3**	**1·7**	**1·5**	**0·2**	**3·1**	**30·8**	**71·1**	**30·5**	**83·1**	**138·1**	**38·8**	**1·4**
England and Wales	**28,283**	**54·7**	**0·3**	**1·7**	**1·5**	**0·2**	**2·9**	**30·5**	**70·8**	**30·6**	**83·6**	**138·9**	**38·7**	**1·4**
England	**27,176**	**54·8**	**0·3**	**1·7**	**1·5**	**0·2**	**2·9**	**30·5**	**70·6**	**30·6**	**83·9**	**139·2**	**38·7**	**1·4**
Wales	**1,107**	**51·9**	**1·3**	**1·6**	**1·2**	**0·4**	**3·1**	**31·5**	**75·3**	**29·9**	**78·5**	**132·4**	**38·7**	**1·2**
Scotland	**2,629**	**51·8**	**1·0**	**1·8**	**1·3**	**0·3**	**4·6**	**34·1**	**74·6**	**28·8**	**77·9**	**128·8**	**39·0**	**1·6**
England	**27,176**	**54·8**	**0·3**	**1·7**	**1·5**	**0·2**	**2·9**	**30·5**	**70·6**	**30·6**	**83·9**	**139·2**	**38·7**	**1·4**
South East Region	**12,287**	**59·1**	**0·5**	**2·0**	**1·5**	**0·2**	**2·2**	**25·8**	**64·6**	**32·2**	**92·3**	**150·0**	**38·8**	**1·5**
Greater London	7,015	63·2	0·7	2·1	1·5	0·2	1·8	22·7	59·3	33·3	99·7	160·2	38·4	1·5
City of London	1,543	70·7	1·8	2·2	2·0	0·2	2·2	19·1	52·5	34·4	115·5	183·1	37·3	1·4
Borough of:														
*Camden	467	66·0*	2·4	1·9	1·7	0·2	0·9	20·3	54·4	34·6	108·1	168·0	38·4	1·3
*Croydon	258	57·5*	2·3	1·4	1·7	0·1	2·3	22·1	59·3	32·5	86·5	147·9	38·3	1·0
*Hillingdon	213	57·9*	2·6	2·4	1·1	0·9	0·9	21·6	61·0	34·5	84·7	145·3	39·4	1·9
*Southwark	298	60·7*	2·6	2·6	0·3	0·1	1·7	24·8	57·7	33·6	101·6	153·0	39·5	1·7
City of Westminster	1,052	67·8	1·9	1·6	1·2	0·1	2·1	23·1	53·4	33·0	113·6	177·1	37·8	1·2
Remainder of South East Region	5,272	53·7	0·7	1·7	1·5	0·2	2·7	30·1	71·8	31·0	81·5	136·0	39·2	1·5
*Bedfordshire	254	53·8*	2·6	1·7	1·9	0·3	2·0	26·8	72·1	32·6	80·4	134·0	39·2	1·2
*Berkshire	397	55·5*	2·9	1·3	1·7	0·2	2·3	31·5	70·0	29·6	86·9	141·3	39·0	1·1
*East Sussex	329	49·8*	2·4	1·1	1·4	0·1	3·7	36·5	76·3	29·0	74·1	126·7	39·4	1·1
Essex	726	53·7	1·6	1·6	1·2	0·2	2·5	32·0	70·9	31·0	88·3	137·4	39·1	1·5
Hampshire	865	54·0	1·6	2·4	1·4	0·2	2·8	28·6	70·5	30·6	79·0	133·5	40·0	2·1
Hertfordshire	626	54·8	1·6	1·8	1·4	0·2	0·6	25·9	69·0	33·1	81·4	139·7	39·0	1·5
*Kent	710	51·4*	2·1	2·2	1·4	0·3	3·9	34·2	78·3	30·0	73·8	130·3	39·1	1·8
*Oxfordshire	286	56·2*	2·5	0·8	0·9	0·3	2·8	23·1	68·5	32·1	86·7	144·5	38·3	0·7
*Surrey	505	56·9*	2·3	1·6	2·6	0·2	3·0	28·7	65·9	31·5	89·0	142·6	39·3	1·5
*West Sussex	303	51·3*	2·5	1·6	2·0	0·2	3·6	32·0	76·9	30·3	78·5	128·5	39·1	1·4
East Anglia Region	**841**	**50·7**	**1·6**	**1·3**	**1·7**	**0·2**	**4·0**	**35·4**	**76·6**	**29·0**	**77·7**	**127·0**	**39·0**	**1·2**
*Cambridgeshire	303	53·1*	2·6	1·3	1·1	0·1	3·6	29·7	73·3	30·5	83·1	131·2	39·2	1·2
*Norfolk	283	48·3*	2·5	1·2	1·6	0·2	3·5	39·2	80·6	29·2	71·9	123·2	38·4	1·0
SouthWest Region	**2,281**	**51·2**	**1·0**	**1·6**	**1·6**	**0·3**	**3·8**	**34·4**	**75·8**	**29·3**	**75·6**	**130·9**	**38·7**	**1·3**
Avon	669	52·8	1·7	1·8	1·5	0·4	3·0	30·0	74·3	30·6	76·7	132·9	38·8	1·4
*Devon	426	49·5*	2·3	1·6	2·0	0·1	5·2	40·6	77·5	27·9	74·6	125·7	38·8	1·5
*Dorset	284	51·9*	2·8	1·2	2·8	0·2	2·5	36·6	73·2	29·3	75·8	134·8	38·5	1·1
*Gloucestershire	288	51·3*	2·4	2·0	1·3	0·4	2·8	30·6	75·7	31·8	78·1	129·4	39·1	1·5
*Wiltshire	233	51·1*	2·7	1·6	1·0	0·2	2·6	30·9	77·3	30·3	74·7	134·0	38·1	1·3
West Midlands Region	**2,658**	**51·7**	**0·8**	**1·3**	**1·2**	**0·2**	**2·8**	**31·2**	**74·8**	**30·4**	**76·1**	**132·9**	**38·4**	**1·1**
West Midlands MC	1,595	52·5	1·1	1·3	1·2	0·3	2·1	29·1	74·8	31·9	77·1	134·5	38·5	1·0
*Hereford and Worcester	253	49·8*	2·8	1·1	0·9	—	3·6	38·7	76·3	28·2	73·4	133·2	37·3	1·0
Staffordshire	459	50·3	2·0	1·5	1·3	0·2	5·2	33·1	74·5	28·2	71·9	127·4	38·7	1·3
*Warwickshire	232	53·1*	2·9	1·1	1·3	0·2	2·6	29·3	70·7	30·4	81·2	138·8	38·0	0·8
East Midlands Region	**1,759**	**49·7**	**1·1**	**1·3**	**1·6**	**0·2**	**3·5**	**38·0**	**77·5**	**29·6**	**72·7**	**126·2**	**38·5**	**1·2**
*Derbyshire	411	52·0*	2·5	1·3	1·3	0·3	3·7	33·3	74·9	30·8	79·9	132·8	37·4	1·0
*Leicestershire	403	48·9*	2·4	1·5	1·7	0·2	3·0	39·7	78·2	29·5	71·4	123·1	39·6	1·4
Nottinghamshire	542	49·5	1·9	1·2	1·5	0·2	3·7	36·9	76·6	29·4	70·7	128·2	38·0	1·1
Yorkshire and Humberside Region	**2,290**	**50·1**	**1·0**	**1·4**	**1·9**	**0·2**	**4·3**	**37·0**	**77·7**	**29·0**	**74·3**	**127·5**	**38·7**	**1·2**
South Yorkshire MC	627	50·4	1·7	1·3	1·1	0·2	3·5	36·5	75·8	29·7	75·5	127·5	38·6	1·0
West Yorkshire MC	991	49·8	1·6	1·4	2·1	0·2	4·7	38·5	78·2	28·8	73·7	127·8	38·7	1·3
*Humberside	386	49·8*	2·5	1·7	2·1	0·3	3·4	37·1	80·3	28·8	72·4	123·5	39·2	1·5
*North Yorkshire	286	51·1*	2·7	1·0	2·6	0·4	5·6	33·2	76·9	27·9	76·8	131·7	38·2	0·9
North West Region	**3,525**	**52·3**	**0·8**	**1·5**	**1·4**	**0·2**	**3·5**	**33·5**	**74·0**	**30·1**	**79·3**	**130·8**	**39·0**	**1·4**
Greater Manchester MC	1,466	51·7	1·3	1·5	1·4	0·1	3·2	34·8	74·9	30·1	77·5	129·7	38·8	1·5
Merseyside MC	850	53·3	1·7	1·9	1·4	0·3	3·8	32·0	72·0	30·1	80·9	133·2	39·3	1·6
Cheshire	508	54·8	2·0	1·2	1·4	0·3	3·0	27·8	69·9	31·8	83·6	139·0	39·0	1·0
Lancashire	701	50·3	1·8	1·3	1·5	0·2	4·1	36·8	77·8	28·6	75·0	123·8	39·1	1·1
North Region	**1,535**	**52·0**	**1·1**	**1·7**	**1·3**	**0·3**	**3·5**	**32·5**	**73·1**	**30·2**	**77·7**	**134·0**	**38·6**	**1·4**
Tyne and Wear MC	677	52·0	1·7	1·7	1·2	0·2	4·1	33·8	73·4	30·3	79·3	133·4	38·5	1·4
*Cleveland	267	54·6*	2·4	1·9	1·8	0·7	1·5	29·2	66·7	31·0	82·9	142·0	39·1	1·6
*Durham	269	49·8*	2·3	1·2	0·6	0·5	3·0	30·9	77·3	29·8	70·4	129·2	38·4	1·2
Wales	**1,107**	**51·9**	**1·3**	**1·6**	**1·2**	**0·4**	**3·1**	**31·5**	**75·3**	**29·9**	**78·5**	**132·4**	**38·7**	**1·2**
*Gwent	185	47·5*	2·6	1·6	1·0	0·3	2·7	35·1	81·1	28·4	68·3	120·0	38·8	1·1
*South Glamorgan	304	54·4*	2·6	1·5	1·7	0·2	2·3	30·3	72·0	31·2	84·4	138·7	37·9	1·0
Scotland	**2,629**	**51·8**	**1·0**	**1·8**	**1·3**	**0·3**	**4·6**	**34·1**	**74·6**	**28·8**	**77·9**	**128·8**	**39·0**	**1·6**
*Grampian	224	49·4*	2·8	1·4	0·7	0·4	6·7	37·5	77·2	26·4	72·3	121·3	38·7	1·3
*Lothian	551	53·1*	2·2	1·5	1·0	0·2	4·7	34·3	72·1	28·7	82·0	132·9	38·5	1·4
Strathclyde	1,301	52·1	1·2	2·1	1·6	0·3	3·8	30·5	74·3	29·7	77·4	129·5	39·1	1·8

Notes: **General.** The comparability of results for different areas may have been reduced by under-representation of local authority and National Health Service employees in the 1974 survey sample.
* The results for these areas should be used with particular caution. They have a relatively wide margin of sampling error (standard error more than 2·0 per cent).

Earnings and hours within counties, etc

Table C FULL-TIME MEN, aged 21 and over, whose pay for the survey pay-period was not affected by absence — **APRIL 1974**

County, etc (MC denotes Metropolitan County)	Number in sample	Average gross weekly earnings: Total	Standard error as percentage of total	of which: Overtime pay	PBR etc pay	Shift etc premium pay	Distribution of weekly earnings: Percentage earning under £25	under £40	under £60	10 per cent earned: less than amount below	more than amount below	Average hourly earnings excl. effect of overtime	Average weekly hours: Total incl. overtime	Overtime
		£	per cent	£	£	£	per cent	per cent	per cent	£	£	pence	hours	hours
Great Britain	**81,718**	**47·7**	**0·2**	**5·0**	**3·2**	**0·8**	**3·7**	**38·8**	**82·7**	**29·3**	**68·8**	**107·2**	**43·7**	**4·7**
England and Wales	**74,069**	**47·9**	**0·2**	**4·9**	**3·2**	**0·8**	**3·6**	**38·5**	**82·5**	**29·4**	**69·0**	**107·9**	**43·7**	**4·6**
England	**70,501**	**48·0**	**0·2**	**4·9**	**3·2**	**0·8**	**3·6**	**38·5**	**82·4**	**29·4**	**69·2**	**108·1**	**43·7**	**4·6**
Wales	**3,568**	**46·2**	**0·6**	**5·1**	**3·1**	**1·4**	**3·5**	**38·8**	**86·0**	**29·1**	**64·7**	**103·6**	**43·9**	**4·7**
Scotland	**7,649**	**46·0**	**0·5**	**5·4**	**2·9**	**0·9**	**5·0**	**41·7**	**84·5**	**28·0**	**66·8**	**100·6**	**44·3**	**5·1**
England	**70,501**	**48·0**	**0·2**	**4·9**	**3·2**	**0·8**	**3·6**	**38·5**	**82·4**	**29·4**	**69·2**	**108·1**	**43·7**	**4·6**
South East Region	**26,171**	**51·5**	**0·3**	**5·0**	**2·5**	**0·6**	**3·1**	**33·9**	**77·0**	**30·3**	**77·0**	**117·4**	**43·3**	**4·5**
Greater London	13,476	54·9	0·5	4·9	2·4	0·6	2·7	30·6	72·2	31·1	84·3	126·9	42·7	4·3
City of London	2,077	65·9	1·5	3·5	2·5	0·3	2·9	23·0	57·5	32·0	106·2	165·5	39·1	2·7
Borough of:														
Barking	305	53·7	2·0	6·6	1·2	1·6	1·0	22·3	72·8	34·9	76·8	121·1	44·4	5·8
*Barnet	245	50·0*	2·5	5·4	3·4	0·5	4·1	34·3	77·6	28·3	76·3	113·1	44·0	5·1
*Bexley	178	47·8*	2·7	4·9	2·7	0·8	2·3	33·7	84·8	31·5	70·1	109·6	43·1	4·3
Brent	404	49·9	1·8	6·0	3·1	0·9	2·2	33·4	80·2	31·7	73·4	109·3	44·6	5·0
Camden	736	58·9	1·9	4·0	1·8	0·4	2·5	28·8	63·6	31·5	92·4	140·4	41·6	3·6
Croydon	505	50·3	1·7	4·2	2·3	0·3	3·0	33·9	74·9	29·6	77·4	116·7	42·6	3·8
Ealing	483	50·1	1·8	4·9	2·4	0·6	1·5	32·9	80·8	32·2	72·5	114·9	43·3	4·3
*Enfield	346	49·2*	2·3	5·3	4·0	0·8	0·6	32·4	82·1	32·0	67·5	108·2	44·0	4·9
*Greenwich	310	49·4*	2·3	5·4	3·5	0·8	1·3	35·5	80·3	31·3	72·0	108·3	44·4	5·1
*Hackney	225	48·0*	2·4	5·9	2·7	0·7	2·2	33·8	82·2	30·4	70·3	105·0	44·9	5·6
*Havering	208	51·4*	2·8	6·2	1·3	1·7	2·4	27·4	76·4	30·2	74·9	116·6	44·4	5·5
Hillingdon	475	52·4	1·6	6·3	1·9	1·3	0·8	26·7	73·3	33·6	77·3	115·5	44·9	5·7
Hounslow	654	57·1	2·0	6·0	1·8	1·5	0·9	19·7	71·6	35·0	85·8	121·6	43·9	5·2
*Islington	539	53·0*	2·2	6·0	1·8	0·9	2·4	34·0	73·3	30·3	81·4	116·4	44·0	5·3
*Kingston-upon-Thames	245	53·4*	2·9	4·9	1·9	0·4	1·6	31·8	73·9	30·5	82·3	123·3	42·6	4·1
*Lambeth	321	49·6*	2·6	4·8	1·8	0·3	3·1	41·1	78·2	30·0	73·2	111·9	43·2	4·4
*Lewisham	203	46·6*	2·5	5·2	2·7	0·8	3·0	36·0	86·7	30·8	63·7	105·1	44·2	4·7
Newham	334	50·8	1·5	7·3	3·6	1·0	0·0	21·6	78·4	35·1	69·4	112·4	45·2	6·8
Southwark	602	53·7	1·7	5·9	2·2	0·4	2·5	29·6	70·8	32·8	83·9	121·6	44·1	5·2
*Tower Hamlets	393	50·0*	2·4	5·3	2·0	0·4	2·5	33·8	83·5	30·7	72·3	112·7	43·5	4·7
*Waltham Forest	223	47·1*	2·5	5·0	3·8	0·5	3·1	36·8	85·7	30·9	65·5	101·0	45·0	5·0
*Wandsworth	262	46·5*	2·5	5·8	3·8	0·9	5·0	40·5	84·0	29·1	66·5	102·3	44·5	5·4
City of Westminster	1,495	60·4	1·7	3·6	1·6	0·2	4·2	31·6	63·2	30·0	102·3	148·7	40·7	3·1
Remainder of South East Region	12,695	47·9	0·4	5·1	2·7	0·7	3·5	37·4	82·1	29·5	69·3	107·3	44·1	4·8
Bedfordshire	698	49·2	1·3	5·1	4·0	1·2	1·9	31·4	81·7	33·1	70·8	110·3	43·6	4·4
Berkshire	958	48·8	1·6	5·3	2·7	0·4	3·6	36·9	81·3	29·3	70·0	109·1	44·2	5·0
Buckinghamshire	610	48·2	1·6	5·2	2·6	0·6	3·1	33·6	81·6	30·6	68·8	108·7	44·0	4·7
East Sussex	710	44·0	1·5	3·7	2·0	0·4	5·1	47·9	86·6	27·6	64·2	100·2	43·4	3·9
Essex	1,805	48·2	0·9	4·9	2·6	0·6	2·8	37·6	81·8	30·3	70·8	108·6	44·0	4·8
Hampshire	2,039	48·7	0·9	6·1	2·6	0·6	3·5	35·8	80·5	29·6	69·8	106·1	44·9	5·7
Hertfordshire	1,360	50·1	1·0	5·1	2·6	1·0	1·8	30·9	77·1	31·2	71·2	113·4	43·6	4·6
Kent	1,908	46·2	1·0	5·7	3·0	0·7	4·3	41·3	86·3	28·3	65·5	101·5	44·9	5·5
Oxfordshire	710	49·4	1·5	3·4	2·5	0·8	3·5	33·0	80·1	30·1	68·9	115·1	42·5	3·2
Surrey	1,055	49·3	1·5	4·3	2·7	0·5	4·6	38·9	79·6	29·0	75·9	111·7	43·5	4·2
West Sussex	721	45·1	1·5	4·5	2·6	0·4	4·4	42·9	86·7	28·4	64·9	100·7	44·0	4·6
East Anglia Region	**2,532**	**44·6**	**0·8**	**5·6**	**2·6**	**0·6**	**4·4**	**46·3**	**87·0**	**28·2**	**63·8**	**96·3**	**45·1**	**5·5**
Cambridgeshire	765	46·7	1·4	5·5	2·3	0·7	4·1	39·0	84·4	28·6	65·6	101·3	44·9	5·5
Norfolk	983	43·3	1·2	5·8	2·6	0·5	4·9	49·4	88·3	28·2	62·0	93·2	45·3	5·7
Suffolk	784	44·0	1·5	5·3	3·0	0·6	4·2	49·5	87·8	27·8	63·5	95·4	45·0	5·3
South West Region	**5,745**	**44·9**	**0·5**	**4·4**	**3·0**	**0·6**	**4·6**	**45·5**	**86·3**	**28·1**	**64·3**	**102·1**	**43·4**	**4·3**
Avon	1,461	48·0	1·0	4·9	2·9	0·8	2·9	35·9	82·7	29·8	67·4	108·3	43·5	4·6
Cornwall	437	40·3	1·8	3·4	1·9	0·5	6·6	62·5	91·5	26·8	57·8	93·0	42·8	3·5
Devon	1,148	42·3	1·3	4·5	2·6	0·4	6·4	55·7	88·3	26·4	61·9	94·7	43·9	4·7
Dorset	713	44·5	1·6	4·1	3·1	0·5	5·6	47·8	87·2	27·6	62·8	101·4	43·3	4·1
Gloucestershire	702	45·2	1·4	4·3	3·4	0·5	3·1	41·7	86·8	29·9	63·5	103·7	43·2	4·0
Somerset	593	45·7	1·9	4·1	3·3	0·7	6·8	44·2	84·3	26·6	67·3	105·2	43·2	3·9
Wiltshire	691	45·1	1·4	4·4	3·4	0·8	2·6	40·8	87·7	28·5	62·5	103·3	43·4	4·4
West Midlands Region	**8,251**	**47·5**	**0·4**	**4·6**	**4·4**	**1·1**	**2·7**	**34·0**	**83·9**	**30·5**	**65·7**	**108·3**	**43·5**	**4·3**
West Midlands MC	5,089	48·7	0·5	4·5	4·8	1·2	2·0	29·1	83·0	31·9	66·4	111·8	43·3	4·1
Hereford and Worcester	725	44·6	1·4	4·4	4·7	0·7	4·8	44·3	86·8	27·7	63·9	102·8	43·2	4·3
Salop	388	43·0	1·9	4·5	3·1	0·7	4·6	46·4	90·0	27·5	60·1	95·2	44·4	4·8
Staffordshire	1,473	45·4	0·9	5·2	3·2	1·0	3·7	42·6	85·1	29·2	64·3	100·8	44·1	5·0
Warwickshire	576	48·3	1·6	4·1	4·3	0·6	2·6	33·9	82·1	30·5	68·1	111·8	42·6	3·6
East Midlands Region	**5,548**	**44·7**	**0·5**	**4·8**	**3·8**	**0·8**	**4·1**	**44·1**	**87·2**	**28·8**	**63·1**	**100·1**	**43·7**	**4·5**
Derbyshire	1,361	46·1	1·1	5·3	4·1	1·1	3·2	40·3	85·8	30·1	64·8	102·0	43·8	4·8
Leicestershire	1,198	44·0	1·1	3·9	4·1	0·6	3·5	46·2	88·5	28·7	61·4	100·9	43·1	3·7
Lincolnshire	634	41·7	1·6	5·7	4·8	0·6	7·3	53·2	91·5	26·8	57·3	87·2	46·2	6·2
Northamptonshire	647	44·5	1·6	3·8	4·3	0·9	3·9	44·8	87·5	28·7	62·9	102·5	42·9	3·6
Nottinghamshire	1,708	45·3	0·9	5·0	2·9	0·9	4·2	42·1	85·7	28·7	64·2	102·1	43·4	4·7
Yorkshire and Humberside Region	**7,448**	**45·1**	**0·5**	**5·4**	**4·1**	**0·9**	**4·3**	**43·6**	**86·7**	**28·7**	**63·8**	**99·5**	**44·4**	**5·2**
South Yorkshire MC	2,253	46·2	0·7	5·5	4·6	1·3	2·8	38·7	85·3	30·2	64·9	102·3	44·1	5·1
West Yorkshire MC	3,098	44·2	0·7	5·2	3·8	0·8	4·8	46·2	88·4	28·6	61·7	98·5	44·4	5·2
Humberside	1,324	46·2	1·1	6·3	4·2	0·8	3·6	42·2	85·1	28·3	66·3	98·4	45·3	6·0
North Yorkshire	773	43·6	1·5	4·4	3·5	0·7	8·0	50·2	87·2	26·0	64·5	97·8	43·8	4·5
North West Region	**9,795**	**46·4**	**0·4**	**4·9**	**3·4**	**0·8**	**4·0**	**41·2**	**84·3**	**28·9**	**66·7**	**103·4**	**44·0**	**4·8**
Greater Manchester MC	3,966	45·6	0·7	4·9	3·3	0·7	4·0	43·7	85·5	28·5	65·5	101·2	44·0	5·0
Merseyside MC	2,335	48·5	0·9	5·5	3·6	0·9	3·8	35·0	80·9	29·6	69·5	107·3	44·3	5·1
Cheshire	1,486	48·4	1·0	4·9	3·2	1·1	2·7	35·3	82·6	30·7	70·1	109·0	43·9	4·5
Lancashire	2,008	44·2	0·9	4·3	3·5	0·8	5·0	47·7	87·4	27·8	63·4	98·8	43·7	4·3

Notes: **General.** The comparability of results for different areas may have been reduced by under-representation of local authority and National Health Service employees in the 1974 survey sample.
* The results for these areas should be used with particular caution. They have a relatively wide margin of sampling error (standard error more than 2·0 per cent).

Earnings and hours within counties, etc

Table C (*continued*) **FULL-TIME MEN, aged 21 and over, whose pay for the survey pay-period was not affected by absence** **APRIL 1974**

County, etc (MC denotes Metropolitan County)	Number in sample	Average gross weekly earnings: Total	Standard error as percentage of total	of which: Overtime pay	PBR etc pay	Shift etc premium pay	Distribution of weekly earnings: Percentage earning under £25	£40	£60	10 per cent earned: less than amount below	more than amount below	Average hourly earnings excl. effect of overtime	Average weekly hours: Total incl. overtime	Overtime
		£	per cent	£	£	£	per cent	per cent	per cent	£	£	pence	hours	hours
North Region	**5,011**	**46·2**	**0·5**	**5·1**	**3·6**	**1·1**	**4·0**	**39·3**	**85·0**	**29·3**	**65·6**	**104·2**	**43·7**	**4·7**
Tyne and Wear MC	1,855	46·9	0·9	5·0	3·9	0·8	4·5	39·0	83·3	29·0	68·5	106·0	43·5	4·5
Cleveland	1,020	48·3	1·0	5·7	4·4	1·8	2·1	32·2	81·5	31·7	68·0	107·7	44·9	5·5
Cumbria	729	44·9	1·4	5·0	3·1	0·9	4·0	45·3	87·2	28·3	63·2	100·6	43·8	4·7
Durham	944	44·6	1·1	4·4	3·1	1·2	4·3	40·7	88·7	28·9	61·7	102·3	42·8	4·1
Northumberland	463	44·0	1·5	5·2	3·1	1·1	5·2	43·8	88·6	28·1	61·3	98·1	43·6	5·0
Wales	**3,568**	**46·2**	**0·6**	**5·1**	**3·1**	**1·4**	**3·5**	**38·8**	**86·0**	**29·1**	**64·7**	**103·6**	**43·9**	**4·7**
Clwyd	434	45·6	1·7	5·2	4·0	1·9	3·5	38·5	87·1	30·0	61·8	100·1	44·7	5·0
Clwyd—East	320	46·9	1·8	5·7	4·4	2·5	1·9	32·8	86·9	31·9	61·7	103·0	45·0	5·5
*Dyffed (excluding Llanelli)	248	43·0*	2·4	5·3	2·5	0·7	4·8	50·0	88·7	26·6	61·6	93·5	45·2	5·6
Gwent	696	44·9	1·2	4·6	3·1	2·1	2·7	38·1	88·4	29·8	62·7	101·7	43·5	4·2
Mid Glamorgan	633	46·2	1·4	5·1	2·6	1·2	4·0	39·7	85·6	29·0	65·9	104·5	43·3	4·3
South Glamorgan	676	48·2	1·7	4·8	3·1	0·7	3·3	39·1	83·3	29·2	69·9	108·2	43·4	4·5
West Glamorgan (including Llanelli)	620	48·2	1·4	5·8	3·4	1·7	1·8	30·7	85·3	31·2	64·9	107·8	44·3	5·2
Scotland	**7,649**	**46·0**	**0·5**	**5·4**	**2·9**	**0·9**	**5·0**	**41·7**	**84·5**	**28·0**	**66·8**	**100·6**	**44·3**	**5·1**
Central	394	45·8	1·7	6·0	4·0	1·2	3·8	38·3	86·8	29·1	63·2	100·1	44·8	5·5
*Dumfries and Galloway	182	42·6*	2·5	5·5	3·2	0·8	5·0	47·8	89·0	27·2	61·8	93·6	44·9	5·6
*Fife	313	44·7*	2·4	5·0	2·8	0·8	4·8	47·9	86·9	28·0	66·7	97·0	44·1	4·9
Grampian	656	45·2	1·6	5·4	3·0	0·6	5·0	45·1	85·2	27·0	67·8	94·9	45·1	5·3
Lothian	1,248	46·6	1·3	4·3	2·2	0·6	6·6	44·0	82·3	27·0	69·5	104·7	42·9	4·2
Strathclyde	3,866	47·1	0·6	5·9	3·0	1·1	3·6	36·3	83·2	29·6	66·7	103·2	44·5	5·4
*Tayside	612	41·9*	2·6	3·9	2·3	0·6	8·3	59·3	90·2	25·4	59·8	94·8	43·5	3·9

Notes: **General.** The comparability of results for different areas may have been reduced by under-representation of local authority and National Health Service employees in the 1974 survey sample.
* The results for these areas should be used with particular caution. They have a relatively wide margin of sampling error (standard error more than 2·0 per cent).

Earnings and hours within counties, etc

Table D FULL-TIME MANUAL WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence **APRIL 1974**

County, etc (MC denotes Metropolitan County)	Number in sample	Average gross weekly earnings: Total	Standard error as percentage of total	of which: Overtime pay	PBR etc pay	Shift etc premium pay	Distribution of weekly earnings: Percentage earning under £20	£25	£30	10 per cent earned: less than amount below	more than amount below	Average hourly earnings excl. effect of overtime	Average weekly hours: Total incl. overtime	Overtime
		£	per cent	£	£	£	per cent	per cent	per cent	£	£	pence	hours	hours
Great Britain	**10,862**	**23·6**	**0·3**	**0·9**	**3·0**	**0·3**	**31·9**	**64·1**	**84·6**	**15·7**	**32·5**	**58·7**	**39·8**	**1·2**
England and Wales	**9,563**	**23·6**	**0·3**	**0·9**	**3·1**	**0·3**	**31·6**	**64·1**	**84·7**	**15·8**	**32·5**	**58·9**	**39·8**	**1·1**
England	**9,125**	**23·6**	**0·3**	**0·9**	**3·1**	**0·3**	**31·4**	**63·8**	**84·5**	**15·8**	**32·6**	**59·0**	**39·7**	**1·1**
Wales	**438**	**22·6**	**1·4**	**0·6**	**2·7**	**0·2**	**35·8**	**70·6**	**87·9**	**15·5**	**30·8**	**56·6**	**39·9**	**0·9**
Scotland	**1,299**	**23·4**	**0·9**	**1·2**	**2·3**	**0·4**	**34·3**	**64·2**	**83·8**	**15·3**	**32·9**	**57·5**	**40·4**	**1·5**
England	**9,125**	**23·6**	**0·3**	**0·9**	**3·1**	**0·3**	**31·4**	**63·8**	**84·5**	**15·8**	**32·6**	**59·0**	**39·7**	**1·1**
South East	**2,890**	**24·7**	**0·6**	**1·2**	**1·7**	**0·3**	**27·0**	**58·1**	**80·3**	**16·4**	**35·0**	**61·0**	**40·0**	**1·5**
Greater London	1,420	26·1	0·9	1·5	1·6	0·3	22·0	50·9	75·6	17·3	36·6	63·8	40·3	1·8
Borough of: *City of Westminster	148	25·9*	2·7	1·4	1·2	0·2	25·0	48·7	72·3	16·6	36·4	63·9	40·1	1·8
Remainder of South East Region	1,470	23·4	0·8	1·0	1·7	0·3	31·8	65·0	84·8	15·9	32·5	58·2	39·8	1·2
Essex	220	24·1	1·9	1·0	2·1	0·3	29·1	60·9	85·0	16·8	33·2	60·5	39·5	1·3
Hampshire	217	23·8	2·0	1·1	1·3	0·3	27·2	66·4	82·0	16·8	33·6	58·9	40·0	1·2
*Hertfordshire	141	23·5*	2·9	1·2	1·7	0·4	29·1	70·2	85·8	16·7	31·8	59·3	39·4	1·3
Kent	256	21·9	1·7	0·6	1·9	0·3	36·3	73·4	91·0	15·0	29·4	55·6	39·4	0·9
East Anglia Region	**277**	**22·7**	**1·7**	**0·7**	**1·9**	**0·3**	**35·0**	**73·7**	**88·5**	**15·6**	**30·5**	**57·0**	**39·5**	**1·0**
*Norfolk	116	22·2*	2·4	0·6	2·0	0·2	37·9	77·6	90·5	16·8	29·7	55·1	39·7	0·9
South West Region	**586**	**22·9**	**1·2**	**0·9**	**2·3**	**0·3**	**34·5**	**68·3**	**87·4**	**15·5**	**31·2**	**57·0**	**39·8**	**1·2**
*Avon	132	23·9*	2·4	0·9	1·6	0·2	26·5	62·1	85·6	16·6	31·0	58·8	39·9	1·1
*Devon	115	22·4*	2·8	0·8	2·4	0·3	35·7	71·3	90·4	14·6	29·8	56·0	40·0	1·4
West Midlands Region	**1,198**	**23·8**	**0·9**	**0·7**	**4·7**	**0·2**	**30·6**	**62·4**	**83·7**	**15·5**	**33·2**	**60·0**	**39·6**	**0·9**
West Midlands MC	652	24·7	1·3	0·8	5·0	0·2	29·1	59·7	79·6	15·9	35·6	61·6	39·8	1·0
*Hereford and Worcester	126	23·3*	2·6	0·6	5·1	0·2	33·3	63·5	85·7	15·4	33·5	60·1	38·9	0·8
Staffordshire	282	22·6	1·6	0·7	3·7	0·2	32·6	70·6	89·0	15·4	30·5	57·0	39·5	1·0
East Midlands Region	**824**	**23·3**	**1·1**	**0·6**	**5·4**	**0·3**	**32·5**	**67·4**	**85·0**	**15·2**	**32·5**	**59·0**	**39·3**	**0·8**
*Derbyshire	179	22·2*	2·4	0·5	4·2	0·3	43·0	74·3	87·2	14·4	32·3	55·9	39·1	0·8
*Leicestershire	202	25·5*	2·2	0·6	7·6	0·1	21·3	56·4	77·2	17·3	34·8	64·6	39·5	0·9
*Northamptonshire	113	23·0*	2·7	0·5	7·6	0·2	31·0	69·0	85·0	16·1	32·9	59·6	38·4	0·5
Nottinghamshire	257	22·7	1·9	0·5	4·2	0·3	35·0	66·9	87·6	14·1	30·9	58·0	39·1	0·7
Yorkshire and Humberside Region	**1,100**	**22·0**	**0·8**	**0·7**	**3·4**	**0·3**	**40·2**	**71·4**	**90·8**	**15·2**	**29·6**	**55·9**	**39·4**	**0·9**
South Yorkshire MC	275	22·3	1·7	0·6	3·2	0·5	39·6	67·6	89·1	14·9	30·6	56·4	39·4	0·8
West Yorkshire MC	579	22·0	1·1	0·6	4·1	0·2	41·1	72·0	91·5	15·6	29·2	56·1	39·1	0·9
*Humberside	152	21·7*	2·4	0·8	1·8	0·3	44·7	72·4	88·8	13·9	30·3	54·3	40·1	1·1
North West Region	**1,542**	**23·4**	**0·7**	**0·8**	**3·6**	**0·3**	**31·1**	**64·5**	**85·5**	**15·7**	**32·0**	**58·3**	**39·8**	**1·0**
Greater Manchester MC	677	23·2	1·1	0·8	3·9	0·3	30·0	66·5	87·4	16·1	30·8	57·9	39·7	1·0
Merseyside MC	313	24·4	1·7	0·8	3·4	0·5	29·4	56·6	79·6	15·8	33·7	60·5	39·8	0·9
*Cheshire	191	23·0*	2·4	1·1	3·1	0·2	37·2	67·0	85·9	14·8	32·7	56·7	40·1	1·5
Lancashire	361	23·2	1·4	0·6	3·7	0·1	31·6	66·2	87·0	15·7	31·8	57·9	39·9	0·8
North Region	**708**	**23·2**	**1·1**	**0·8**	**3·2**	**0·4**	**31·9**	**65·0**	**86·9**	**15·6**	**30·9**	**57·8**	**39·9**	**1·0**
Tyne and Wear MC	253	23·6	1·9	1·1	2·9	0·4	30·0	63·6	83·4	15·3	32·3	57·8	40·2	1·3
*Cleveland	119	23·1*	2·7	0·5	4·2	0·5	34·5	64·7	87·4	16·0	31·0	59·5	39·3	0·7
*Cumbria	119	23·4*	2·7	0·8	4·0	0·3	33·6	64·7	88·2	15·2	30·7	58·4	39·8	0·9
Durham	151	22·0	2·0	0·3	2·3	0·4	35·1	70·2	91·4	15·4	28·6	55·5	39·6	0·4
Wales	**438**	**22·6**	**1·4**	**0·6**	**2·7**	**0·2**	**35·8**	**70·6**	**87·9**	**15·5**	**30·8**	**56·6**	**39·9**	**0·9**
*Mid-Glamorgan	101	22·1*	2·3	0·4	2·7	—	31·7	75·3	93·1	15·8	29·0	55·5	39·9	0·6
Scotland	**1,299**	**23·4**	**0·9**	**1·2**	**2·3**	**0·4**	**34·3**	**64·2**	**83·8**	**15·3**	**32·9**	**57·5**	**40·4**	**1·5**
*Lothian	184	23·2*	2·3	1·4	1·4	0·3	33·2	66·9	87·5	15·4	30·9	55·9	40·8	1·8
Strathclyde	708	24·4	1·2	1·3	2·3	0·5	30·7	58·2	79·5	16·1	34·0	59·9	40·4	1·6
*Tayside	118	22·5*	2·5	0·9	1·6	0·5	29·7	72·9	91·5	14·6	29·7	55·4	40·5	1·2

Notes: **General.** The comparability of results for different areas may have been reduced by under-representation of local authority and National Health Service employees in the 1974 survey sample.
* The results for these areas should be used with particular caution. They have a relatively wide margin of sampling error (standard error more than 2·0 per cent).

Earnings and hours within counties, etc

Table E FULL-TIME NON-MANUAL WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence — **APRIL 1974**

County, etc (MC denotes Metropolitan County)	Number in sample	Average gross weekly earnings: Total	Standard error as percentage of total	of which: Overtime pay	PBR etc pay	Shift etc premium pay	Distribution of weekly earnings: Percentage earning under £20	£25	£30	10 per cent earned: less than amount below	more than amount below	Average hourly earnings excl. effect of overtime	Average weekly hours: Total incl. overtime	Overtime
		£	per cent	£	£	£	per cent	per cent	per cent	£	£	pence	hours	hours
Great Britain	**22,649**	**28·6**	**0·3**	**0·3**	**0·2**	**0·1**	**21·3**	**45·2**	**64·8**	**17·4**	**42·3**	**76·7**	**36·8**	**0·4**
England and Wales	**20,339**	**28·8**	**0·3**	**0·3**	**0·2**	**0·1**	**20·7**	**44·4**	**64·1**	**17·4**	**42·5**	**77·2**	**36·8**	**0·4**
England	**19,528**	**28·8**	**0·3**	**0·3**	**0·2**	**0·1**	**20·5**	**44·1**	**63·9**	**17·5**	**42·6**	**77·4**	**36·8**	**0·4**
Wales	**811**	**27·3**	**1·4**	**0·3**	**0·1**	**0·1**	**25·9**	**50·4**	**69·7**	**16·5**	**40·8**	**73·6**	**36·9**	**0·3**
Scotland	**2,310**	**27·0**	**0·9**	**0·3**	**0·1**	**0·2**	**27·0**	**52·2**	**71·0**	**16·8**	**41·2**	**72·4**	**36·8**	**0·4**
England	**19,528**	**28·8**	**0·3**	**0·3**	**0·2**	**0·1**	**20·5**	**44·1**	**63·9**	**17·5**	**42·6**	**77·4**	**36·8**	**0·4**
South East Region	**8,500**	**31·3**	**0·4**	**0·4**	**0·2**	**0·1**	**12·9**	**32·4**	**54·1**	**19·0**	**46·0**	**84·5**	**36·7**	**0·4**
Greater London	4,767	33·6	0·6	0·5	0·2	0·1	7·4	22·1	44·7	21·1	48·3	91·8	36·5	0·4
City of London	881	35·8	1·2	0·7	0·4	—	3·1	11·5	34·1	24·5	51·4	99·0	36·0	0·6
Borough of:														
*Brent	85	28·8*	2·6	0·6	0·3	0·2	7·1	29·4	65·9	21·1	38·5	76·5	37·4	0·7
*Camden	302	38·1*	2·8	0·5	0·1	0·1	4·0	14·6	32·5	23·4	52·9	103·0	36·5	0·4
*Croydon	209	30·3*	2·6	0·2	0·2	0·1	13·9	33·5	56·9	18·8	42·6	85·7	35·4	0·2
*Hillingdon	146	30·6*	2·8	0·8	0·1	0·3	13·0	32·9	52·1	18·7	44·1	80·9	37·6	0·7
*Hounslow	187	34·2*	2·6	0·6	—	0·4	5·4	16·6	42·3	21·9	49·4	92·5	37·0	0·6
*Southwark	172	33·0*	2·5	0·7	—	0·2	7·0	20·9	43·0	21·5	47·8	88·5	37·2	0·7
City of Westminster	829	36·7	1·4	0·4	0·2	0·1	3·5	11·5	30·6	24·2	52·0	100·5	36·7	0·4
Remainder of South East Region	3,733	28·5	0·7	0·3	0·1	0·1	19·9	45·5	66·0	17·6	42·3	74·9	37·0	0·4
Berkshire	301	28·3	1·8	0·6	0·3	0·1	16·3	40·2	63·8	18·2	39·8	74·3	37·6	0·6
*East Sussex	264	28·9*	2·5	0·3	0·2	0·1	19·3	43·9	65·2	18·0	42·8	69·8	37·9	0·3
Essex	497	29·4	1·9	0·5	0·1	0·2	20·3	46·9	63·6	17·9	46·8	79·5	36·7	0·6
Hampshire	555	27·8	1·7	0·3	0·1	0·1	21·4	46·5	70·3	17·1	41·8	68·0	37·7	0·4
*Hertfordshire	428	30·7*	2·1	0·4	0·1	0·1	16·1	37·9	58·2	18·5	45·3	77·0	37·4	0·6
Kent	553	26·8	1·6	0·4	0·1	0·1	24·4	53·0	71·1	17·1	39·9	73·5	36·4	0·4
*Oxfordshire	226	28·6*	2·3	0·1	0·1	0·2	19·0	41·6	63·7	17·3	42·2	79·0	35·9	0·1
*Surrey	315	29·0*	2·2	0·3	0·2	0·3	15·2	40·3	62·9	18·1	40·9	77·4	37·2	0·3
*West Sussex	222	27·6*	2·9	0·1	—	0·1	23·4	54·1	69·4	17·3	41·0	76·1	36·2	0·2
East Anglia Region	**535**	**26·2**	**1·7**	**0·3**	**0·2**	**0·1**	**28·2**	**57·0**	**73·6**	**17·1**	**37·9**	**69·0**	**37·4**	**0·4**
*Norfolk	207	26·0*	2·7	0·2	0·2	—	30·0	58·9	75·4	17·0	38·8	69·5	37·0	0·3
*Suffolk	152	25·8*	2·8	0·2	0·3	0·2	23·7	57·9	76·3	17·4	36·8	68·2	37·5	0·3
South West Region	**1,494**	**26·8**	**1·0**	**0·3**	**0·2**	**0·2**	**26·4**	**52·5**	**71·7**	**16·8**	**39·3**	**72·2**	**36·9**	**0·4**
Avon	366	26·6	1·9	0·4	0·1	0·2	24·6	49·2	72·4	17·0	36·6	71·2	37·3	0·4
*Devon	311	26·6*	2·5	0·3	0·1	0·2	32·5	55·6	72·4	15·9	42·3	71·9	36·9	0·4
*Gloucestershire	173	26·4*	2·4	0·3	0·2	0·1	22·0	50·3	72·8	17·5	36·6	70·3	37·4	0·4
*Wiltshire	164	27·0*	2·9	0·3	0·1	0·2	23·2	51·8	68·9	17·2	39·3	73·9	36·4	0·3
West Midlands Region	**1,913**	**27·4**	**0·9**	**0·2**	**0·2**	**0·1**	**24·1**	**51·2**	**70·1**	**16·9**	**41·0**	**74·2**	**36·5**	**0·3**
West Midlands MC	1,165	27·7	1·1	0·3	0·1	0·2	22·1	48·4	68·9	17·2	40·9	75·5	36·5	0·3
*Hereford and Worcester	183	27·0*	2·9	0·2	0·3	0·1	25·7	53·0	71·0	16·6	41·4	74·4	36·3	0·2
*Staffordshire	311	26·8*	2·4	0·2	0·1	0·1	27·0	57·2	71·1	16·6	39·7	72·6	36·1	0·2
East Midlands Region	**1,270**	**27·1**	**1·1**	**0·3**	**0·2**	**0·1**	**25·4**	**53·2**	**71·9**	**17·3**	**40·4**	**73·5**	**36·7**	**0·3**
*Derbyshire	303	28·3*	2·4	0·2	0·2	0·2	23·4	50·8	69·0	18·0	44·7	78·0	36·4	0·2
Leicestershire	275	24·6	1·9	0·3	0·1	0·1	29·5	61·1	81·5	17·1	34·4	65·0	37·5	0·3
Nottinghamshire	416	28·1	1·9	0·3	0·2	0·1	20·9	48·6	66·4	17·4	41·3	77·3	36·1	0·3
Yorkshire and Humberside Region	**1,765**	**26·5**	**1·0**	**0·3**	**0·2**	**0·2**	**29·1**	**55·5**	**72·6**	**16·6**	**39·2**	**71·0**	**36·9**	**0·3**
South Yorkshire MC	479	25·7	1·9	0·3	0·3	0·1	32·8	59·3	74·1	16·5	37·7	66·6	37·4	0·4
West Yorkshire MC	776	26·5	1·4	0·4	0·1	0·2	26·8	56·1	75·3	17·2	39·4	71·8	36·9	0·4
*Humberside	288	26·5*	2·6	0·3	0·2	0·1	30·9	52·4	69·4	15·1	39·2	72·4	36·6	0·3
*North Yorkshire	222	28·0*	2·8	0·3	0·1	0·1	26·6	49·1	64·4	17·1	42·8	76·1	36·5	0·4
North West Region	**2,748**	**26·9**	**0·8**	**0·3**	**0·2**	**0·2**	**25·1**	**53·1**	**71·7**	**16·8**	**39·5**	**70·9**	**37·0**	**0·4**
Greater Manchester MC	1,131	27·2	1·2	0·4	0·2	0·1	24·4	53·8	71·0	17·1	39·7	71·8	36·8	0·5
Merseyside MC	758	27·4	1·5	0·3	0·1	0·2	22·6	50·7	70·7	16·6	41·8	73·8	36·9	0·3
Cheshire	332	24·5	1·7	0·3	0·1	0·2	33·1	57·8	76·5	15·9	35·0	65·4	37·7	0·3
Lancashire	527	26·8	1·7	0·2	0·1	0·1	25·1	52·2	71·4	16·9	40·0	67·9	37·3	0·3
North Region	**1,303**	**26·7**	**1·1**	**0·3**	**0·2**	**0·2**	**28·2**	**52·3**	**70·3**	**16·1**	**39·6**	**72·0**	**36·9**	**0·3**
Tyne and Wear MC	665	27·1	1·5	0·3	0·2	0·2	26·0	49·2	68·9	16·7	39·9	73·1	36·8	0·4
*Cleveland	205	24·5*	2·9	0·3	0·1	0·2	35·1	65·9	78·5	15·1	36·1	64·2	38·1	0·4
*Cumbria	164	26·1*	2·9	0·3	0·4	0·2	31·7	53·1	72·0	15·9	37·8	71·5	36·7	0·4
Wales	**811**	**27·3**	**1·4**	**0·3**	**0·1**	**0·1**	**25·9**	**50·4**	**69·7**	**16·5**	**40·8**	**73·6**	**36·9**	**0·3**
*South Glamorgan	209	28·6*	2·4	0·3	0·3	—	17·7	40·7	64·1	18·0	41·1	78·6	36·5	0·3
Scotland	**2,310**	**27·0**	**0·9**	**0·3**	**0·1**	**0·2**	**27·0**	**52·2**	**71·0**	**16·8**	**41·2**	**72·4**	**36·8**	**0·4**
*Grampian	197	27·6*	2·8	0·3	0·1	0·1	25·9	50·8	68·5	16·7	41·9	73·1	36·8	0·4
Lothian	460	28·9	2·0	0·2	0·1	0·2	20·2	45·7	65·7	17·7	44·0	78·0	36·7	0·3
Strathclyde	1,160	26·8	1·2	0·3	0·1	0·1	26·1	52·2	72·0	16·9	40·3	72·1	36·8	0·4
*Tayside	173	25·3*	2·8	0·5	0·1	0·2	33·0	57·8	77·5	16·1	39·4	68·6	36·8	0·5

Notes: **General.** The comparability of results for different areas may have been reduced by under-representation of local authority and National Health Service employees in the 1974 survey sample.
* The results for these areas should be used with particular caution. They have a relatively wide margin of sampling error (standard error more than 2·0 per cent).

Earnings and hours within counties, etc

Table F FULL-TIME WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence — **APRIL 1974**

County, etc (MC denotes Metropolitan County)	Number in sample	Average gross weekly earnings: Total	Standard error as percentage of total	of which: Overtime pay	PBR etc pay	Shift etc premium pay	Distribution of weekly earnings: Percentage earning under £20	£25	£30	10 per cent earned: less than amount below	more than amount below	Average hourly earnings excl. effect of overtime	Average weekly hours: Total incl. overtime	Overtime
		£	per cent	£	£	£	per cent	per cent	per cent	£	£	pence	hours	hours
Great Britain	**33,511**	**26·9**	**0·2**	**0·5**	**1·1**	**0·2**	**24·8**	**51·3**	**71·2**	**16·8**	**39·4**	**70·6**	**37·8**	**0·6**
England and Wales	**29,902**	**27·1**	**0·2**	**0·5**	**1·1**	**0·2**	**24·2**	**50·7**	**70·7**	**16·8**	**39·6**	**71·0**	**37·8**	**0·6**
England	**28,653**	**27·2**	**0·2**	**0·5**	**1·1**	**0·2**	**23·9**	**50·4**	**70·5**	**16·9**	**39·6**	**71·2**	**37·8**	**0·6**
Wales	**1,249**	**25·7**	**1·1**	**0·4**	**1·0**	**0·1**	**29·4**	**57·5**	**76·1**	**16·1**	**38·0**	**67·4**	**37·9**	**0·5**
Scotland	**3,609**	**25·7**	**0·6**	**0·6**	**0·9**	**0·3**	**29·6**	**56·5**	**75·6**	**16·2**	**37·6**	**66·8**	**38·1**	**0·8**
England	**28,653**	**27·2**	**0·2**	**0·5**	**1·1**	**0·2**	**23·9**	**50·4**	**70·5**	**16·9**	**39·6**	**71·2**	**37·8**	**0·6**
South East	**11,390**	**29·7**	**0·4**	**0·6**	**0·5**	**0·2**	**16·5**	**38·9**	**60·7**	**18·1**	**43·2**	**78·1**	**37·6**	**0·7**
Greater London	6,187	31·9	0·5	0·7	0·5	0·2	10·8	28·7	51·8	19·7	45·8	85·0	37·4	0·7
City of London	970	34·9	1·2	0·8	0·4	0·1	5·1	14·9	38·0	22·9	50·5	95·8	36·3	0·7
Borough of:														
*Brent	139	28·4*	2·1	1·3	1·1	0·2	7·9	33·8	66·9	20·7	38·4	71·8	39·3	1·5
*Camden	368	36·4*	2·6	0·9	0·1	0·1	6·3	18·8	37·5	22·2	50·6	96·7	37·4	0·9
*Croydon	266	28·6*	2·3	0·3	0·4	0·1	20·3	40·2	64·7	17·7	40·3	79·7	36·0	0·3
*Ealing	210	32·5*	2·7	1·0	0·6	0·1	8·1	29·5	51·4	20·8	50·8	86·5	37·7	1·1
*Hackney	137	27·6*	2·9	0·3	1·4	0·1	16·1	45·3	68·6	18·5	39·3	72·1	38·0	0·4
*Hammersmith	156	30·4*	2·7	0·6	0·2	0·5	11·5	31·4	51·3	19·4	41·7	79·0	38·4	0·7
*Hillingdon	200	29·6*	2·4	0·9	0·3	0·5	13·5	37·5	58·0	18·7	43·3	77·0	38·3	0·8
*Hounslow	243	33·1*	2·3	0·8	0·8	0·3	7·0	20·2	44·9	21·0	46·7	86·9	37·9	1·0
*Islington	178	29·0*	2·5	0·7	0·3	0·1	11·2	36·0	67·4	19·0	40·6	77·1	37·7	1·0
*Lambeth	166	29·2*	2·6	1·0	0·3	0·1	11·5	35·5	59·0	19·7	39·5	75·1	38·6	1·1
*Southwark	241	31·0*	2·3	1·0	0·3	0·2	12·5	32·0	53·9	19·2	46·0	80·7	38·2	1·0
City of Westminster	977	35·1	1·3	0·5	0·4	0·1	6·8	17·1	37·0	22·0	50·3	94·6	37·2	0·6
Remainder of South East Region	5,203	27·0	0·5	0·5	0·6	0·2	23·3	51·0	71·3	17·0	39·7	69·8	37·8	0·6
*Bedfordshire	269	26·7*	2·5	0·5	1·5	0·4	25·3	50·2	70·6	16·4	37·6	69·3	38·2	0·7
Berkshire	409	27·5	1·6	0·9	0·7	0·2	17·6	43·8	66·8	17·6	39·4	70·3	38·5	0·9
*Buckinghamshire	241	27·4*	2·5	0·5	0·6	0·1	21·2	46·1	71·4	17·1	40·9	73·8	37·2	0·7
*East Sussex	345	27·3*	2·2	0·4	0·4	0·1	24·6	49·6	71·3	17·0	40·4	65·8	38·4	0·5
Essex	717	27·8	1·6	0·7	0·7	0·2	23·0	51·2	70·2	17·5	42·2	73·4	37·6	0·8
Hampshire	772	26·7	1·4	0·5	0·4	0·2	23·1	52·1	73·6	17·0	38·4	65·1	38·4	0·6
Hertfordshire	569	28·9	1·8	0·6	0·5	0·2	19·3	45·9	65·0	17·9	43·1	72·0	37·9	0·8
Kent	809	25·3	1·3	0·5	0·7	0·2	28·2	59·5	77·4	16·1	37·7	67·6	37·4	0·5
Oxfordshire	291	27·3	2·0	0·3	0·4	0·1	24·4	46·4	68·4	16·6	40·6	74·3	36·8	0·4
Surrey	425	27·4	1·9	0·5	0·3	0·3	20·9	47·5	68·2	16·8	38·8	71·7	38·0	0·6
*West Sussex	306	26·3*	2·4	0·3	0·3	0·2	25·5	58·2	75·5	17·1	38·2	70·7	37·0	0·4
East Anglia Region	**812**	**25·0**	**1·3**	**0·5**	**0·8**	**0·1**	**30·5**	**62·7**	**78·7**	**16·7**	**36·1**	**64·7**	**38·1**	**0·6**
*Cambridgeshire	250	25·6*	2·7	0·6	0·7	0·1	30·0	59·6	75·6	16·8	36·8	65·5	38·4	0·8
Norfolk	323	24·6	2·0	0·4	0·8	0·1	32·8	65·6	80·8	16·9	34·7	64·0	38·0	0·5
*Suffolk	239	24·8*	2·2	0·4	0·9	0·2	28·0	61·9	79·1	16·4	36·0	64·7	38·0	0·5
South West Region	**2,080**	**25·7**	**0·8**	**0·5**	**0·8**	**0·2**	**28·7**	**56·9**	**76·1**	**16·4**	**36·7**	**67·8**	**37·8**	**0·6**
Avon	498	25·9	1·5	0·5	0·5	0·2	25·1	52·6	75·9	16·9	35·7	67·7	38·0	0·6
*Devon	426	25·5*	2·1	0·5	0·7	0·2	33·3	59·9	77·2	15·6	37·5	67·4	37·8	0·7
*Dorset	296	25·9*	2·6	0·3	0·4	0·2	33·1	60·8	76·4	16·4	40·0	68·8	37·4	0·4
Gloucestershire	262	25·7	2·0	0·7	1·2	0·1	24·8	52·3	76·0	16·9	35·9	66·7	38·4	0·8
*Somerset	223	26·3*	2·6	0·4	1·3	0·2	25·1	57·0	72·7	16·2	40·4	69·9	37·5	0·5
*Wiltshire	234	25·6*	2·3	0·5	0·8	0·2	26·1	57·7	75·2	16·8	36·8	68·3	37·4	0·6
West Midlands Region	**3,111**	**26·0**	**0·7**	**0·4**	**1·9**	**0·2**	**26·6**	**55·5**	**75·4**	**16·4**	**38·2**	**68·4**	**37·7**	**0·5**
West Midlands MC	1,817	26·6	0·9	0·5	1·9	0·2	24·6	52·5	72·8	16·7	39·4	70·2	37·7	0·6
*Hereford and Worcester	309	25·5*	2·1	0·4	2·2	0·2	28·8	57·3	77·0	16·1	37·0	68·4	37·3	0·5
Staffordshire	593	24·8	1·5	0·4	1·8	0·1	29·7	63·6	79·6	16·0	36·1	64·8	37·8	0·6
*Warwickshire	224	25·9*	2·6	0·3	2·0	0·3	26·3	55·8	78·6	16·7	37·9	68·9	37·3	0·3
East Midlands Region	**2,094**	**25·6**	**0·8**	**0·4**	**2·2**	**0·2**	**28·2**	**58·7**	**77·0**	**16·5**	**37·4**	**67·6**	**37·7**	**0·5**
Derbyshire	482	26·0	1·9	0·3	1·7	0·2	30·7	59·5	75·7	16·5	39·0	69·8	37·3	0·4
Leicestershire	477	25·0	1·4	0·4	3·3	0·1	26·0	59·1	79·7	17·1	34·6	64·8	38·4	0·6
*Lincolnshire	210	23·3*	2·3	0·5	1·0	0·2	35·7	69·5	83·8	15·2	33·8	59·3	39·2	0·7
*Northamptonshire	252	26·4*	2·6	0·3	3·5	0·1	26·6	56·0	75·8	16·9	38·6	71·4	36·9	0·4
Nottinghamshire	673	26·0	1·5	0·4	1·7	0·2	26·3	55·6	74·4	16·5	39·0	69·6	37·3	0·4
Yorkshire and Humberside Region	**2,865**	**24·8**	**0·7**	**0·5**	**1·4**	**0·2**	**33·3**	**61·6**	**79·6**	**16·0**	**35·6**	**65·0**	**37·9**	**0·6**
South Yorkshire MC	754	24·5	1·4	0·4	1·3	0·3	35·3	62·3	79·6	15·9	35·3	62·7	38·2	0·5
West Yorkshire MC	1,355	24·6	1·0	0·5	1·8	0·2	32·9	62·9	82·2	16·4	34·3	64·9	37·8	0·6
Humberside	440	24·8	2·0	0·5	0·8	0·1	35·7	59·3	76·1	14·8	35·8	66·0	37·8	0·5
*North Yorkshire	316	26·1*	2·3	0·5	0·8	0·2	27·2	57·3	73·4	16·1	39·2	69·9	37·6	0·7
North West Region	**4,290**	**25·6**	**0·6**	**0·5**	**1·4**	**0·2**	**27·3**	**57·2**	**76·6**	**16·4**	**36·4**	**66·1**	**38·1**	**0·6**
Greater Manchester MC	1,808	25·7	0·9	0·5	1·6	0·2	26·5	58·5	77·2	16·7	36·6	66·3	37·9	0·7
Merseyside MC	1,071	26·6	1·2	0·5	1·1	0·3	24·6	52·4	73·3	16·4	39·2	69·7	37·8	0·5
Cheshire	523	24·0	1·4	0·6	1·2	0·2	34·6	61·2	79·9	15·4	34·3	62·2	38·5	0·7
Lancashire	888	25·3	1·2	0·4	1·6	0·1	27·7	57·9	77·7	16·4	35·7	63·5	38·4	0·5
North Region	**2,011**	**25·5**	**0·8**	**0·5**	**1·3**	**0·3**	**29·5**	**56·7**	**76·1**	**15·9**	**36·7**	**66·7**	**37·9**	**0·6**
Tyne and Wear MC	918	26·2	1·3	0·5	0·9	0·2	27·1	53·2	72·9	16·3	37·7	68·7	37·8	0·6
*Cleveland	324	24·0*	2·1	0·4	1·6	0·3	34·9	65·4	81·8	15·2	34·3	62·5	38·5	0·5
*Cumbria	283	24·9*	2·1	0·5	1·9	0·2	32·5	58·0	78·8	15·7	35·8	65·7	38·0	0·6
*Durham	338	25·0*	2·1	0·2	1·2	0·3	29·0	58·3	77·2	15·5	36·0	65·0	37·9	0·3
Wales	**1,249**	**25·7**	**1·1**	**0·4**	**1·0**	**0·1**	**29·4**	**57·5**	**76·1**	**16·1**	**38·0**	**67·4**	**37·9**	**0·5**
*Gwent	242	26·3*	2·6	0·4	1·2	0·1	29·3	55·0	75·6	16·4	38·3	69·2	38·3	0·5
*Mid Glamorgan	229	25·0*	2·6	0·4	1·2	0·1	31·0	66·4	82·5	16·3	37·1	66·0	37·9	0·5
*South Glamorgan	242	27·9*	2·3	0·4	0·5	0·1	20·3	43·4	66·9	17·2	40·3	75·6	36·9	0·5
*West Glamorgan (including Llanelli)	200	24·2*	2·6	0·4	0·9	0·2	36·0	63·0	78·0	15·6	35·8	63·3	38·2	0·5
Scotland	**3,609**	**25·7**	**0·6**	**0·6**	**0·9**	**0·3**	**29·6**	**56·5**	**75·6**	**16·2**	**37·6**	**66·8**	**38·1**	**0·8**
*Central	169	25·2*	2·9	0·9	1·4	0·4	36·7	59·2	75·2	16·0	38·4	64·6	38·6	1·0
*Grampian	274	25·6*	2·4	0·3	0·3	0·3	32·5	58·4	74·8	16·0	40·6	66·4	37·7	0·5
Lothian	644	27·3	1·7	0·6	0·5	0·3	23·9	51·7	71·9	17·1	40·8	71·1	37·9	0·7
Strathclyde	1,868	25·9	0·9	0·7	1·0	0·3	27·8	54·5	74·8	16·6	36·8	67·3	38·1	0·9
Tayside	291	24·2	2·0	0·6	0·7	0·3	31·6	63·9	83·2	15·6	34·2	63·0	38·3	0·8

Notes: **General.** The comparability of results for different areas may have been reduced by under-representation of local authority and National Health Service employees in the 1974 survey sample.
* The results for these areas should be used with particular caution. They have a relatively wide margin of sampling error (standard error more than 2·0 per cent).

Rates of wages and hours of work in 1974*

These statistics relate to manual *workers covered by national agreements and statutory wages orders. They cover rather over half the total number of employees in employment. The movements in wages and normal hours represent the changes in basic weekly rates of wages or minimum entitlements and in normal hours and not the change in actual earnings or in hours actually worked. The 1974 figures are provisional.* (*See technical note on page 37*).

Weekly wage rates increased by 28·5 per cent during 1974—that is from December 31, 1973 to December 31, 1974. This compares with an increase of 12·3 per cent during 1973. Over the previous ten years increases averaged 7·5 per cent a year and the previous highest increase was 13·8 per cent in 1972. Normal weekly hours of work (excluding overtime) decreased in 1974 by 0·1 per cent, and basic hourly rates of wages increased by 28·6 per cent.

Changes in basic weekly rates of wages or minimum entitlements coming into operation during the year affected about 11½ million manual workers and reductions in normal weekly hours of work (excluding overtime) affected about 703,000 manual workers. The resultant estimated aggregate net increase in basic weekly rates of wages or minimum entitlements amounted to about £74 million, compared with £26½ million in 1973. The aggregate reduction in normal weekly hours (excluding overtime) amounted to about 1,146,000 hours, compared with 1,166,000 hours in 1973.

Indices of basic weekly rates of wages or minimum entitlements, normal weekly hours (excluding overtime) and hourly rates of wages.

When examining tables 1 and 2 below it should be noted that differences between one month and the next are affected by the relative importance of the industries in which changes occurred as well as the sizes of the changes themselves.

Table 1 All industries and services—all workers*†

Date	Basic rates of wages or minimum entitlements				Normal weekly hours	
	Weekly rates		Hourly rates			
	Index	Percentage increase over December 1973	Index	Percentage increase over December 1973	Index	Percentage decrease over December 1973
July 31, 1972 = 100						
1973 December	121·4	—	122·0	—	99·6	—
1974 January	123·0	1·3	123·7	1·4	99·5	0·1
February	124·0	2·1	124·7	2·2	99·5	0·1
March	125·9	3·7	126·5	3·7	99·5	0·1
April	127·2	4·8	127·9	4·8	99·5	0·1
May	131·3	8·2	132·0	8·2	99·5	0·1
June	136·1	12·1	136·8	12·1	99·5	0·1
July	138·9	14·4	139·7	14·5	99·5	0·1
August	144·6	19·1	145·4	19·2	99·5	0·1
September	145·4	19·8	146·2	19·8	99·5	0·1
October	147·5	21·5	148·2	21·5	99·5	0·1
November	152·6	25·7	153·4	25·7	99·5	0·1
December	156·0	28·5	156·9	28·6	99·5	0·1

* The 1974 figures are provisional and may need to be revised to take account of any changes reported belatedly.

† Details of the indices for men, women, juveniles and "all workers" are given in the usual monthly tables on page 57 of this *Gazette*.

Table 2 Manufacturing industries only—all workers*†

Date	Basic rates of wages or minimum entitlements				Normal weekly hours	
	Weekly rates		Hourly rates			
	Index	Percentage increase over December 1973	Index	Percentage increase over December 1973	Index	Percentage decrease over December 1973
July 31, 1972 = 100						
1973 December	121·0	—	121·0	—	100·0	—
1974 January	122·2	1·0	122·2	1·0	100·0	—
February	122·7	1·4	122·8	1·5	100·0	—
March	123·1	1·7	123·2	1·8	100·0	—
April	124·0	2·5	124·0	2·5	100·0	—
May	128·2	6·0	128·2	6·0	100·0	—
June	131·4	8·6	131·4	8·6	100·0	—
July	133·3	10·2	133·3	10·2	100·0	—
August	141·8	17·2	141·9	17·3	100·0	—
September	142·3	17·6	142·3	17·6	100·0	—
October	143·3	18·4	143·4	18·5	100·0	—
November	146·2	20·8	146·3	20·9	100·0	—
December	148·6	22·8	148·6	22·8	100·0	—

*† See footnotes to table 1.

Table 3 Percentage change during the year (end December to end December)—all workers

Year ending December 31	Basic rates of wages or minimum entitlements		Normal weekly hours
	Weekly rates	Hourly rates	
	Increase	Increase	Decrease
All industries and services			
1956	7·7	7·7	0·0
1957	5·4	5·7	0·3
1958	3·7	3·8	0·1
1959	1·1	1·2	0·1
1960	4·0	6·6	2·4
1961	3·4	5·2	1·8
1962	4·4	4·8	0·3
1963	4·3	4·5	0·2
1964	3·8	4·9	1·0
1965	4·7	6·9	2·1
1966	3·3	4·5	1·1
1967	5·9	6·2	0·2
1968	7·2	7·3	0·1
1969	5·7	5·9	0·2
1970	13·5	13·8	0·2
1971	12·4	12·6	0·2
1972	13·8	14·2	0·4
1973	12·3	12·6	0·2
1974*	28·5	28·6	0·1
Manufacturing industries only			
1956	7·3	7·3	0·0
1957	5·4	5·6	0·2
1958	3·5	3·5	0·1
1959	1·1	1·3	0·2
1960	4·6	7·9	3·1
1961	1·9	3·2	1·3
1962	4·0	4·2	0·2
1963	4·3	4·4	0·1
1964	3·0	4·3	1·2
1965	4·2	6·4	2·1
1966	4·0	4·9	0·8
1967	5·1	5·6	0·5
1968	9·2	9·4	0·1
1969	6·5	6·7	0·2
1970	12·7	12·7	0·0
1971	11·1	11·2	0·1
1972	13·7	13·7	0·0
1973	12·3	12·3	0·0
1974*	22·8	22·8	0·0

* See footnote * to table 1.

Aggregate amount of changes in basic full-time weekly rates of wages or minimum entitlements and normal hours of work (excluding overtime).

The aggregate changes during the calendar year are set out in table 4, and the month-by-month effect of the changes are given in table 5.

The figures in tables 4 and 5 are provisional and subject to revision. It should be noted that, in the columns showing the number of workers affected, those concerned in two or more changes in any single period (year or month, as appropriate) are counted only once. For the purpose of these statistics the material date for any change in basic rates of wages or normal hours of work (excluding overtime) is the date of implementation and not the date when agreement was reached or statutory wages regulation order signed.

Table 4

Industry group (SIC 1968)	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	320,000	2,545,000	272,000	544,000
Mining and quarrying	305,000	3,965,000	—	—
Food, drink and tobacco	395,000	2,665,000	19,000	19,000
Coal and petroleum products	10,000	100,000	—	—
Chemicals and allied industries	190,000	1,195,000	—	—
Metal manufacture, Mechanical engineering, Instrument engineering, Electrical engineering, Shipbuilding and marine engineering, Vehicles, Metal goods not elsewhere specified	2,625,000	10,325,000	—	—
Textiles	395,000	2,225,000	—	—
Leather, leather goods and fur	30,000	200,000	—	—
Clothing and footwear	555,000	1,820,000	—	—
Bricks, pottery, glass, cement, etc	150,000	1,065,000	—	—
Timber, furniture, etc	160,000	1,070,000	—	—
Paper, printing and publishing	380,000	2,490,000	—	—
Other manufacturing industries	120,000	680,000	—	—
Construction	1,235,000	8,045,000	60,000	60,000
Gas, electricity and water	185,000	1,420,000	—	—
Transport and communication	970,000	8,945,000	5,000	10,000
Distributive trades	1,230,000	8,825,000	10,000	20,000
Public administration and professional services	1,240,000	10,350,000	—	—
Miscellaneous services	1,010,000	5,840,000	337,000	493,000
Totals January-December 1974*	**11,505,000**	**73,770,000**	**703,000**	**1,146,000**
Totals January-December 1973	**11,315,000**	**26,420,000**	**745,000**	**1,166,000**

* See fotnote * to table 1.

Table 5 Month-by-month effect of the changes*

Month	Basic weekly rates of wages or minimum entitlements			Normal weekly hours of work	
	Approximate number of workers affected by		Estimated net amount of increase	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
	increases	decreases			
	(000's)	(000's)	(£000's)	(000's)	(000's)
1974 January	1,530	—	3,250	413	826
February	875	—	1,525	195	210
March	1,015	—	4,305	5	10
April†	1,040	—	3,410	—	—
May	6,440	—	9,340	10	20
June	7,165	—	9,615	—	—
July	7,390	—	7,075	60	60
August	9,810	—	10,665	—	—
September†	810	—	2,325	—	—
October	7,310	—	5,125	19	19
November†	7,525	—	11,660	—	—
December	1,255	—	5,475	—	—

* See footnote * to table 1.

† Figures revised to take account of changes reported belatedly or having retrospective effect.

Table 6 analyses the aggregate amount of net increases in 1974 according to the methods by which they were effected.

Table 6

Method	Increases in basic weekly rates of wages or minimum entitlements	
	Aggregate amount of net increase (£000's)	Percentage of total
*Direct negotiation	27,000	36·6
*Joint Industrial Councils or other joint standing bodies established by voluntary agreement	31,810	43·1
*Wages Councils and other statutory wages boards	14,805	20·1
Arbitration	—	—
Sliding-scale arrangements based on the official index of retail prices (other than general threshold arrangements—*see Note*)	155	0·2
Total†	**73,770**	**100·0**

* *Note:* During the year supplementary payments under threshold arrangements on the lines of para. 176 of the Pay Code are estimated to have accounted for about £34¼ million (46·4 per cent) of the total increase). These were negotiated by all of the first three methods.

† See footnote * to table 1.

Table 7 shows the approximate number of workers affected by changes in basic fulltime weekly rates of wages or normal hours of work (excluding overtime) and the effect of such changes in each of the years from 1956 to 1974.

Table 7

Year	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by net increases (000's)	Estimated net amount of increase (£000's)	Approximate number of workers affected by reductions (000's)	Estimated amount of reduction in weekly hours (000's)
1956	12,673	6,633	21	37
1957	12,338	5,340	434	1,038
1958	11,232	3,461	348	649
1959	4,708	1,252	364	486
1960	11,124	4,303	6,817	12,675
1961	7,850	4,116	5,727	11,189
1962	12,696	5,232	1,344	2,176
1963	10,324	5,097	698	852
1964	9,250	5,018	4,625	4,912
1965	10,837	6,057	8,156	11,785
1966	8,595	4,535	4,315	5,765
1967	11,490	9,005	825	850
1968	11,110	9,580	575	645
1969	9,205	8,355	665	875
1970	12,470	21,645	785	1,000
1971	11,530	19,990	623	610
1972	10,985	27,315	1,618	1,839
1973	11,315	26,420	745	1,166
1974*	11,505	73,770	703	1,146

* See footnote * to table 1.

The figures in table 7 above give a general indication of the movement in basic full-time weekly rates of wages or minimum entitlements and normal hours of work over the period and undue significance should not be attached to small differences in the amount of change between one year and another. In particular the grouping of figures in annual divisions should not be interpreted as indicative of an annual cycle of change.

Technical note on the basis of the statistics

The official statistics on rates of wages and normal hours of work relate to changes in basic weekly and hourly rates of wages or minimum entitlements and normal weekly hours of work (excluding overtime), which are normally the outcome of changes made under centrally-determined arrangements, usually national collective agreements or statutory wages regulation orders. In general, therefore, the statistics do not take account of changes determined by local negotiation at establishment or shop-floor level. The figures relate to manual workers only and the monetary amounts represent the increase in basic rates or minimum entitlements only (i.e. as if all workers were paid the minima laid

down), not the total increase in earnings. In all cases the statistics are based on normal conditions of employment as laid down in collective agreements, statutory orders, etc., and do not take into account the effects of short-time or overtime.

Developments in 1974

Stage 3 of the counter-inflation policy introduced in November 1973 continued until 26 July 1974 when the statutory pay controls were abolished and the Pay Code revoked. However, the effects of threshold arrangements permitted under para 176 of the Code continued until November. The general threshold arrangements open to negotiators under the Pay Code provided that:

- The base figure was to be the official Index of Retail Prices for October 1973.
- Payments would start after the published Index of Retail Prices reached a "threshold" of 7 per cent above the base figure, when up to 40p a week became payable. For every further one per cent rise in the Index of Retail Prices a further payment of up to 40p a week could be paid.
- The payments were to be special supplements and were not to be used in calculations for overtime, etc.
- The arrangements were to run only for 12 months.

The Index of Retail Prices rose by some 17·1 per cent during the twelve months following October 1973. The threshold of 7 per cent was crossed in May 1974 and in all 11 increments became payable. It is estimated that such provisions in national collective agreements and wages regulation orders covered approximately 8 million manual workers in the United Kingdom and added a total of about £34 million to weekly wage rates by the end of November when the arrangements for additional increments ceased. Some of these payments have since been consolidated into basic rates of pay. In addition many other workers will have received payments under threshold arrangements agreed at local, plant or establishment level about which comprehensive information is not available.

Of the 28½ per cent rise in weekly wage rates during 1974, it is estimated that some 13 per cent was due to payments under threshold arrangements. Special increases to correct anomalies arising during the statutory policy and increases in London allowances following a report by the Pay Board in July were also contributory factors.

Apart from national agreements in the engineering industry and some allied industries, few national bargaining arrangements notified in 1974 provided for staged increases other than agreed moves towards equal rates for women.

Reductions in the normal hours of work were made in a number of industries and services during the year. As in 1973 these were mostly for workers covered by wages regulation orders. In general the hours were reduced to, or towards, 40 hours per week.

Workers' entitlements to holidays with pay (over and above six or seven days of public or customary holiday) continued to increase during the year. On the basis of the conditions agreed in national bargaining arrangement it is estimated that by the end of the year workers with one year's service were entitled to basic holidays with pay as follows:

2 weeks	1 per cent
Over 2 weeks but less than 3 weeks	1 per cent
3 weeks	30 per cent
Over 3 weeks but less than 4 weeks	40 per cent
4 weeks or more	28 per cent

The proportion of workers entitled to additional days of holiday because of long service with one employer is estimated to be one in five.

Information on total holiday entitlements, including all additions over and above the basic allowance was given in this *Gazette* for December 1974, in an article *The pattern of holidays with pay* based on data collected in the New Earnings Survey for April 1974 and relating to all workers, manual and non-manual.

Details of the more significant national collective agreements, awards and statutory wages regulation orders reported in 1974 are listed in table 8. Also included are some important agreements made in previous years with effect in 1974. The table does not purport to be a complete record of all national settlements.

Table 8 Principal settlements reported in 1974 and some agreements of previous years with effect in 1974

Date of agreement	Operative date	Industry or undertaking and district	Brief details of change
January 3	January 20	Licensed non-residential establishments—GB (Wages Council)	Increases in minimum time rates of £1·85 a week for male workers, 21 or over, and of £2·25 or £2·45 for female workers, 21 or over, and £1·55 for other females, 18 or over, with proportional amounts for young workers. Hours reduced from 42 to 40.
January 3	First full pay week in March	Road passenger transport (National Council omnibus undertakings)—GB*	Increases of £1·85 or £2·28 a week for drivers, of £1·85 for conductors, of £2·65 for skilled maintenance workers and £1·85 for semi-skilled and unskilled men in garages and running sheds.
January 4	January 28	Agriculture—Scotland	Increases of amounts ranging from £2·25 to £3·30 a week, according to occupation.
January 7	April 6	Road passenger transport, London Transport Executive	Increase in basic rates of £3·25 a week, shift allowance discontinued, payment for unsocial hours introduced.
January 10	February 18	Industrial and staff canteens—GB (Wages Council)	Increases in minimum weekly remuneration of amounts ranging from £1·53 to £1·68, according to occupation for adult males and from £2·05 to £2·36 for adult females, with proportional amounts for young workers.
January 22	February 1	Health services—GB	Increase in standard rates of £0·86 a week for women, 18 and over, with proportional amounts for young workers.
January 22	March 18	Retail food trades—Scotland (Wages Council)	Increases in statutory minimum remuneration of £1·65 a week for managers; and of amounts ranging from £1·80 to £2 a week, according to trade for manageresses, of £1·65 a week for other male workers, 21 and over and certain drivers under 21, of £2·10, £2·15 or £2·20 according to area for women, 21 and over, with proportional amounts for young workers.
January 24	January 13	Gas supply—GB	Increase of 5·15p an hour for adult male workers, with proportional amounts for young workers.
January 24	March 19	Gas supply—GB	Increase of 1p an hour for adult workers, with proportional amounts for apprentices and young workers.
January 25	March 1†	Coalmining—GB	National standard weekly rates increased by amounts ranging from £6·71 to £11·21 according to occupation for adult workers, with proportional amounts for young workers. Adult rates now payable at 18 and over (previously 19).
January 30	February 8	Paper making, etc—UK	General increase of 5·6p an hour.
February 7	April 1	Milk distribution and milk products manufacturing and processing—England and Wales	Increase of £2·25 a week for all adult workers, with proportional amounts for young workers.
February 20	March 25	Retail food trades—England and Wales (Wages Council)	Increases in statutory remuneration of £1·65 a week for managers and £1·80 for manageresses, of £1·65 a week for other male workers, 21 and over, and for certain drivers under 21, and of £2·10, £2·15 or £2·20 for women, 21 or over, with proportional amounts for young workers.
February 21	March 19	Electricity supply—GB	Increases in salaries ranging from £94 to £114·50 a year for adult workers, with proportional amounts for young workers.
February 21	April 1	Unlicensed places of refreshment—GB (Wages Council)	Increases of £1·78 a week for managers, £2·225 for manageresses and of varying amounts according to area, occupation, and hours of duty for other workers.
February 28	January 1	Post Office manipulative grades—UK	Revision of pay scales providing increases of varying amounts.
March	March 1	Footwear manufacture—UK (except E. Lancs and the Fylde Coast)	Increase in minimum rates of £2 a week for men and women, together with an increase of £0·825 in minimum day wage rates for adult workers, with proportional amounts for young workers in each case.
March 13	May 4	Wool textiles (woollen and worsted spinning and weaving)—Yorks	Increase in minimum remuneration of £2·25 a week for all adult workers.
March 18	April 29	Hairdressing—GB (Wages Council)	Increases of £1·60 to £1·75 a week for managers and male chargehands, of £1·70 to £2·50 for manageresses and female chargehands, and for all other workers £1·75 a week for male operatives and £1·75 to £2·50 for females.
March 23	March 1	Motor vehicle manufacture—Ford Motor Co. Ltd.	Increase of 6·5p an hour in minimum basic rates for all adult workers, with proportional amounts for young workers.
March 26	May 3	Dressmaking and women's light clothing—England and Wales (Wages Council)	Increases in general minimum time rates of 4·5p an hour for men, 21 and over, and of 6·5p an hour for female workers other than learners.
April 3	April 6	Retail co-operative societies—milk workers (excluding Metropolitan area)—GB	Increases of £2·45 a week for all male workers, £2·42, £3·95 or £4·45 according to occupation for female workers, 21 and over. Proportional amounts for young females.
April 17	April 24	General printing, bookbinding, periodical and newspaper production (excluding national newspapers)—England and Wales (excluding London)	Increase in basic rates of £3·05 a week for craftsmen, of £2·67 to £3·05 for other men, of £2·82 for women, with proportional amounts for apprentices and learners (excluding members of SOGAT).
April 25	June 3	Food manufacture—GB	Increase of £2·25 a week for all workers.
April 29	May 6	Cotton spinning and weaving—Lancashire, Cheshire, Yorkshire and Derbyshire	Increase in wage rates of £2·25 a week.
May 8	May 20‡	Shipbuilding and ship repairing—UK	
May 15	August 25 (available from April 27 subject to counter-inflation legislation)	Engineering—UK	Increases in national minimum time rates of £4 a week for adult male and female skilled workers, of £3·12 for semi-skilled and £2·75 for unskilled with proportional amounts for young workers. Increases in national minimum rates of £3·50 a week for skilled men, £2·75 for unskilled men and for women, with proportional amounts for young workers, were agreed in April. In accordance with the terms of that agreement the new rates have been incorporated on the anniversary of the previous national change.
May 15	November 6	Engineering—UK	
May 21	June 24	Readymade and wholesale bespoke tailoring—GB (Wages Council)	Increase in national minimum rates of £1 a week for adult females and of amounts ranging from £0·51 to £1·30 a week for junior females.
June 10	July 8	Laundering—GB (Wages Council)	Increases in general minimum time rates of 2p an hour for adult female workers, with proportional amounts for young workers.
June 13	June 2	Iron and steel manufacture—England and Wales	Increases in general minimum time rates of 1·48p an hour for male workers, 20 and over, and female workers, 19 and over, with proportional amounts for young workers.
June 18	May 8	Heavy chemicals manufacture (firms affiliated to the CIA)—GB	Increase of 7 per cent on rates for skilled craftsmen. Increase of either 7 per cent on rates or £2·25 a week for all other manual grade employees.
June 21	July 1	Government industrial establishments—UK	Increases of 3·5p an hour for men and 3·4p for women, with proportional amounts for young workers.
June 26	May 6	General printing, bookbinding, periodical and newspaper production (excluding national newspapers)—England and Wales (including London)	Increases in general minimum rates of £2·38 a week for adult male craftsmen, of £2·32 for non-craft adult male workers, of amounts ranging from £2·81 to £2·99 for adult female workers, with proportional amounts for apprentices and young workers.
July	June 10 and July 26	Heavy chemicals manufacture—(constituent firms of Imperial Chemical Industries Ltd.)	Increases in basic rates of £3·05 a week for craftsmen and class I workers, of £2·82 for class II workers and women, and £2·67 for class III and IV workers (SOGAT members only).
July 2	September 23	Clothing manufacture—GB	Interim increases in basic salary levels of amounts ranging from £1·75 to £2·91 a week for men, according to grade, with proportional amounts for women and young workers (10 June), followed by final settlement and consolidation of threshold supplements into basic rates (26 July).
July 24	August 26	Retail furnishing and allied trades—GB (Wages Council)	Increases in general minimum time rates and yield levels of 12p an hour for male workers and 14p for female workers, with proportional amounts for young workers.
July 26	September 2	Retail drapery, outfitting and footwear trades—GB (Wages Council)	Increases in statutory minimum remuneration of £2·25 for all workers.
August 5	November 25	Heavy chemicals manufacture (firms affiliated to the CIA)—GB	Increases in statutory remuneration of 45p a week for adult male workers and 80p for adult female workers, with varying amounts for young workers.
August 15	July 1	Post Office—UK: (Engineering, motor transport, supplies and factory rank and file grades)	Consolidation of special supplement of £1·20 into the basic rates of all workers including juveniles.
August 15	July 26	"	Increases of amounts ranging from £2·57 to £5·01 a week, according to occupation for adult workers.
August 20	July 26	Post Office—UK (Manipulative grades)	Increases of amounts ranging from £3·05 to £5·38 a week, according to occupation for adult workers.
August 27	October 7	Licensed residential establishments and licensed restaurants—GB (Wages Council)	Increases of varying amounts following revision of pay scales.
September 19	April 29	Railway service (British Rail) (Conciliation staff)—GB	Statutory minimum remuneration increased by amounts varying from £2·25 to £3·39 for men and women, 21 and over, with proportional amounts for young workers.
	April 29	Railway workshops (British Rail)—GB	Increases ranging from £2·05 to £2·85 a week, according to occupation, for adult workers, with proportional amounts for young workers.
			Increases of amounts ranging from £1·80 to £3·55 a week, according to category, for men, 21 and over and from £1·70 to £2·45 for women, 21 and over, with proportional amounts for apprentices and young workers.

* Formerly shown as Road passenger transport (company-owned omnibuses).
† Majority of workers in dispute until March 11, 1974.
‡ Implementation of this agreement was restricted by counter-inflation legislation while this was in force.

Table 8 (*continued*) **Principal settlements reported in 1974 and some agreements of previous years with effect in 1974**

Date of agreement	Operative date	Industry or undertaking and district	Brief details of change
September 27	April 29	Railway service (British Rail)—GB (Conciliation staff)	Increases of varying amounts ranging from £1·80 to £6·15 a week, according to occupation for adult workers, with proportional amounts for young workers.
September 30	October 21	Retail food trades—England and Wales (Wages Council)	Increases in statutory remuneration of £0·60 a week for managers and other male workers, 21 or over and for certain drivers under 21, of £0·65 for manageresses and of £0·85, £0·90 or £0·95 for women, 21 or over, with proportional amounts for young workers.
October	April 1	Post Office—UK (Manipulative, engineering, motor transport, supplies and factory rank and file grades)	Increase in London Weighting allowance of £199 per annum for inner London and £164 per annum for outer London.
October 14	April 1	Health services—London (Domestic and similar grades of ancillary workers)	Increase in London rates of £1·20 per week.
November 1	March 1	Gas supply—GB	Replacement of existing Metropolitan allowance by an inner Metropolitan allowance of 9·75p per hour and an outer Metropolitan allowance of 7·75p per hour.
November 7	November 11	Electricity supply—GB	Increases in salaries ranging from £219 a year to £243·50 a year for adult workers, with proportional amounts for young workers (including consolidation of threshold payments of £4 a week). Existing threshold payments of £3·20 and £1·20 a week to be consolidated into basic rates.
November 15	November 1 and November 15	Road passenger transport (Municipal undertakings)—GB (excluding Metropolitan areas)	Increase in statutory minimum remuneration of £2·25 for all workers, together with special payments of £3·20 a week under the general threshold arrangements.
November 18	December 9	Road haulage contracting (other than British Road Services)—GB (Wages Council)	Increases of varying amounts ranging from £6·75 to £8·25 a week for all workers according to area and occupation (including consolidation of threshold payments of £4·40 a week).
November 19	November 11	Retail multiple grocery	Increases (including consolidation of threshold payments of £4·40 a week) in basic weekly rates of £7·78 or £7·83 for men, 19 and over, £7·4882 or £7·5363 for women, 19 and over, with proportional amounts for young workers.
November 21	November 4	Local authorities' services—England and Wales	London allowance increased to £312 per annum (£6 a week) for workers, 18 and over, in the Greater London Council area and £156 per annum (£3 a week) for workers under 18.
November 22	March 1	Local authorities' services—London	Introduction of a special payment of £4·40 a week for shop managers, manageresses and other workers under the general threshold arrangements.
December 9	December 15	Retail furnishing and allied trades—GB (Wages Council)	Increases in minimum time rates of amounts ranging from £5·70 to £8·20 a week (inclusive of consolidation of threshold payments of £3·20 a week) according to area and occupation for workers 21 or over.
December 17	December 22	Licensed non-residential establishments—GB (Wages Council)	
SOME AGREEMENTS MADE IN PREVIOUS YEARS WHICH BECAME EFFECTIVE OR HAD STAGES IN 1974			
December 2 1970	April 1	Vehicle building—England, Wales and Northern Ireland	Increase in minimum wage rates of 8·75p an hour for adult workers, with proportional amounts for young workers.
February 23 1972	June 3	Motor vehicle retail and repair industry—UK	Increases in minimum rates of 5·75p an hour for skilled men, of 5·35p to 5·60p for other men, of 5·52p for women, with proportional amounts for apprentices and young workers.
September 14 1972	June 10	Building and civil engineering—GB	Increases in standard rates of £2 a week for craftsmen, of £1·60 for labourers, with proportional amounts for women, apprentices and young workers.
November 20 1973	February 4	Retail drapery, outfitting and footwear trades—GB (Wages Council)	Increase in statutory remuneration of £1·80 a week for adult male workers, of amounts ranging from £2·15 to £2·55 for adult female workers, with proportional amounts for young workers.
November 27 1973	January 1	Local authorities—school meals service, etc—England and Wales	Basic weekly rates increased by £2·14 for adult workers, with proportional amounts for young workers (November 7, 1973). Increases of amounts ranging from 82p to 93p according to occupation, for adult workers, with proportional amounts for young workers.
December 7 1973	January 7	Furniture manufacture—GB	Minimum hourly time rates increased by amounts ranging from 5·56p to 7p for men, 20 and over, of 5·34p to 8·56p (with hourly allowance increases of 0·71p or 0·75p) for women, 20 and over, with proportional amounts for apprentices and young workers.
December 17 1973	January 1	Knitting industries—Midlands	Increases of 7 per cent for male dominated jobs, £2·24 for female dominated jobs, with proportional amounts for trainees for a 40 hour week.
December 18 1973	January 22	Agriculture—England and Wales	Increases of £2·30 to £3·65 a week, according to classification and occupation for adult male workers, of £1·84 to £3·65 for adult female workers, with proportional amounts for young workers. Normal weekly hours reduced from 42 to 40.
December 19 1973	January 1	Electrical contracting—England, Wales and Northern Ireland	Increases of 6½p or 7p an hour for skilled operatives and 5p for labourers.
	July 26	,,	Increases in standard hourly inclusive rates of varying amounts according to JIB grade in conjunction with a reduction in normal working hours.
December 19 1973	February 4	Licensed residential establishments and licensed restaurants—GB (Wages Council)	Statutory minimum remuneration increased by amounts varying from £1·50 to £2·24 for men and women, 21 and over, with proportional amounts for young workers.

Stoppages of work due to industrial disputes in 1974*

The number of stoppages of work† beginning in 1974 in the United Kingdom, which came to the notice of the Department of Employment, was 2,882 compared with 2,873 in 1973. In addition, 24 stoppages which began in 1973 continued into 1974, compared with 29 commencing in 1972 and continuing into 1973.

Stoppages in progress in 1974 resulted in the loss of about 14,740,000 working days during the year at establishments where the disputes occurred, compared with 7,197,000 working days lost during 1973 through stoppages in progress in that year.

The aggregate number of workers involved in stoppages in progress in 1974 was about 1,605,000, including 458,000 workers who were indirectly involved (that is, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). The corresponding total for 1973 was about 1,528,000 workers, including some 412,000 who were indirectly involved.

Industrial analysis

In the following table stoppages of work due to industrial disputes in the United Kingdom during 1974 are classified by industry and the corresponding figures are given for 1973. The figures have been rounded to the nearest 100 workers or 1,000 working days, and the sums of the constituent items may therefore not agree with the totals shown.

The provisional figures for 1974 show little change in the number of stoppages compared with 1973. More stoppages occurred in 14 industry groups and fewer in ten.

The number of workers involved in stoppages in 1974, both directly and indirectly, represented an increase of 5 per cent. The total number of working days lost more than doubled. The national stoppage in the coal mining industry in the early part of the year accounted for 17 per cent of workers involved and 38 per cent of days lost.

In manufacturing industries as a whole, increases in numbers of stoppages and workers involved were marginal, but days lost increased by nearly a third. The most significant increase was in the food, drink and tobacco group which experienced 55 (56 per cent) more stoppages and the loss of nearly five times as many working days. There were 34 (6 per cent) fewer stoppages in the engineering industry but days lost increased by 49 per cent. In motor vehicle manufacture there were 74 (25 per cent) fewer stoppages and a reduction of 15 per cent in days lost.

Comparison with earlier years

The provisional total of 2,882 stoppages beginning in 1974 is the highest since 1970 and compares with an average figure of 2,629 over the last ten years. The number of working days lost in 1974 (14·7 million) has been exceeded only once since 1926, the year of the General Strike, that is, in 1972 (23·9 million), when there was also a national stoppage in the coal mining industry. The table below gives details of stoppages in the years 1964-74.

Stoppages of work in 1974 and 1973

Industry Group Standard Industrial Classification 1968	1974			1973		
	Stoppages beginning in year	Stoppages in progress: Workers involved	Stoppages in progress: Working days lost	Stoppages beginning in year	Stoppages in progress: Workers involved	Stoppages in progress: Working days lost
Agriculture, forestry, fishing	5	1,000	22,000	6	600	1,000
Coal mining‡	183	306,400	5,625,000	301	46,600	90,000
All other mining and quarrying	9	700	3,000	4	100	§
Food, drink and tobacco	152	98,600	559,000	97	24,400	115,000
Coal and petroleum products	6	3,900	68,000	9	5,000	15,000
Chemicals, and allied industries	63	13,200	87,000	53	16,300	71,000
Metal manufacture	229	94,600	893,000	209	105,000	516,000
Engineering	567	228,400	2,012,000	533	175,300	1,354,000
Shipbuilding and marine engineering	87	56,900	721,000	67	26,700	268,000
Motor vehicles	223	296,500	1,767,000	297	442,200	2,082,000
Aerospace equipment	36	20,700	229,000	44	22,500	171,000
All other vehicles	20	8,500	49,000	41	26,000	191,000
Metal goods not elsewhere specified	161	27,300	212,000	151	30,900	218,000
Textiles	91	29,700	229,000	92	26,000	140,000
Clothing and footwear	29	6,200	18,000	31	13,900	53,000
Bricks, pottery, glass, cement, etc	75	19,900	107,000	57	11,600	96,000
Timber, furniture, etc	32	4,000	22,000	32	8,200	67,000
Paper, printing and publishing	73	54,800	292,000	55	11,400	80,000
All other manufacturing industries	89	37,700	254,000	89	44,400	265,000
Construction	202	22,400	253,000	217	28,300	176,000
Gas, electricity and water	23	8,100	57,000	12	26,100	313,000
Port and inland water transport	105	46,900	116,000	147	72,100	154,000
Other transport and communication	181	84,800	579,000	151	75,000	178,000
Distributive trades	69	15,300	95,000	51	3,800	20,000
Administrative, financial and professional services	129	112,600	431,000	93	281,200	539,000
Miscellaneous services	49	6,400	41,000	37	4,500	25,000
Total	‖2,882	1,605,400	14,740,000	‖2,873	1,527,900	7,197,000

* The figures are provisional and subject to revision. Final figures for 1974 are scheduled to appear in the May or June 1975 issue of this *Gazette*.

† The statistics relate to stoppages of work due to industrial disputes connected with terms and conditions of employment. They therefore exclude, for example, absences from work on May 8 by an estimated 330,000 workers, mainly in the shipbuilding, motor vehicle and larger engineering companies, in protest against an order by The National Industrial Relations Court for the sequestration of the financial assets of the Amalgamated Union of Engineering Workers. Also excluded are industrial stoppages involving fewer than 10 workers or lasting less than one day, except any in which the aggregate number of days lost exceeded 100. For further definitions and qualifications see page 56 of this *Gazette*.

‡ Does not include stoppages for the period December 1973-March 1974 other than the national stoppage of February 10-March 8, 1974. (The figures are not available.)

§ Less than 500 working days.

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

Stoppages in the years 1964—1974

Year	Number of stoppages beginning in year	Number of workers* involved in stoppages			Aggregate number of working days lost in stoppages		
		Beginning in year		In progress in year	Beginning in year		In progress in year
		Directly	Indirectly		(a)	(b)	
		000's	000's	000's	000's	000's	000's
1964	2,524	700†	172	883†	2,011	2,030	2,277
1965	2,354	673	195	876	2,906	2,932	2,925
1966	1,937	414†	116	544†	2,372	2,395	2,398
1967	2,116	551†	180	734†	2,765	2,783	2,787
1968	2,378	2,073†	182	2,258†	4,672	4,719	4,690§
1969	3,116	1,426	228†	1,665†	6,799	6,925	6,846
1970	3,906	1,460	333	1,801	10,854	10,908	10,980
1971	2,228	863†	308†	1,178†	13,497	13,589	13,551
1972	2,497	1,448†	274†	1,734†	23,816	23,923	23,909
1973	2,873	1,103	410	1,528	7,089	7,145	7,197
1974	2,882	1,145	456	1,605	14,684	‡	14,740

(*a*) The figures in this column only include days lost in the year in which the stoppages began.
(*b*) The figures in this column include days lost both in the year in which the stoppages began and also in the following year.
* Workers involved in more than one stoppage in any year are counted more than once in the year's total. Workers involved in a stoppage beginning in the year and continuing into another are counted in both years in the column showing the number of workers involved in stoppages in progress.
† Figures exclude workers becoming involved after the end of the year in which the stoppage began.
‡ As some stoppages were still in progress at the end of the year this figure is not yet available.
§ In 1968 about 1½ million days were lost as a result of a one-day national stoppage in the engineering industry.

Major stoppages of work during 1974

The following stoppages resulted in a loss of 100,000 or more working days. In each case the provisional estimated number of days lost, rounded to the nearest thousand, is shown in brackets.

Coal mining

A national overtime ban in the coal mining industry which began in November 1973 in protest against a pay offer by the National Coal Board within the terms of the government's counter-inflation policy, was followed by a full-scale stoppage from February 10, 1974. Some 258,000 workers, including clerical staff, withdrew their labour, and 20,000 others, mainly officials, were indirectly affected. The union executive's decision to call for this action was the result of a pithead ballot of union membership in which 81 per cent voted for a national stoppage. A pay settlement on terms negotiated directly between the parties led to a general resumption of work in the mines from March 11. (5,567,000).

Food, drink and tobacco

A series of unofficial stoppages which began on November 11 in support of a claim for a £40 per week basic wage involved over 6,000 bakery workers in plants belonging to the large bakery combines, mainly in the Midlands and North of England. This number escalated to 33,000 workers on December 3 when the union called a national stoppage following rejection by ballot of the employers' offer of £30 to include consolidated threshold payments. The majority resumed work on December 9 after the union's acceptance of an award by an arbitrator appointed by CAS. This provided for a new basic rate of £28·50 for a 40-hour week plus £4·40 threshold pay. (179,000).

Metal manufacture

A stoppage of work involving 1,600 craftsmen at a Port Talbot steel complex began on April 24 after the breakdown of negotiations seeking similar pay additions for craftsmen to those awarded to blastfurnacemen for operating a modernised furnace due to go into production. Because craft rates were uniform for the whole establishment the demand could not be conceded, and a proposed settlement on other terms was rejected. Suspension of craftsmen who refused to proceed with preparatory work on the furnace led to a withdrawal of labour by all craftsmen except electricians, and the lay-off of 9,500 operatives from April 27. An understanding reached at a conciliation meeting and subsequently accepted as a basis of settlement led to a full resumption of work from May 15. (144,000).

A series of token one-day stoppages during September by metal workers at a Birmingham plant in support of a claim for a pay increase of £15 a week was followed by a continuous stoppage from October 7 which directly involved 950 craftsmen and caused the lay-off of 5,000 other workers. Terms of settlement provided for an increase of £8 for craftsmen with graded payments for semi-skilled workers, on the basis of an undertaking that no further claim would be made before October 1975. A general resumption of work took place on November 11. (156,000).

Engineering

The rejection of a wage offer regarded as insufficient by the workers led to a ten-week stoppage at the three Lanarkshire factories of a company manufacturing domestic appliances. A total of over 5,000 manual workers withdrew their labour from September 4. Work was resumed on November 18 following acceptance of a revised wages structure with provision for further increases in January or August 1975, according to grade. (263,000).

Shipbuilding and marine engineering

A stoppage by 2,000 ancillary workers at a Barrow-in-Furness shipyard began on October 14 in protest against a new pay structure offer which they claimed widened the differential in wages between craftsmen and ancillary workers. Subsequently 7,000 tradesmen and semi-skilled operatives were laid off. Work was resumed on November 11 after the structure had been accepted as an interim measure pending negotiations for a full settlement from January 1975. (145,000).

At a Birkenhead shipbuilding yard a stoppage by 2,500 outfitting tradesmen which began on October 15 resulted in the lay-off of more than 1,800 boilermakers. The stoppage, in support of a claim for parity with the boilermakers, ended on November 29 when the men accepted an immediate partial payment, with further stages to follow to achieve full parity by June 1975. (151,000).

Motor vehicles

At an Oxford car assembly plant 150 internal transport drivers withdrew their labour on April 5 in protest against the lay-off of some of their number during an earlier stoppage by production workers, and over the associated question of guarantee payments. As a result more than 12,000 workers on assembly lines and at the body plant were progressively laid off. At a later stage the dispute centred on the withdrawal of management recognition of a senior shop steward. Production workers were recalled by management from April 24, but full production was not resumed until after the drivers had voted to return to normal work from the beginning of the night shift on April 29. Subsequently the union decided to hold an inquiry into the company's allegations about the activities of the shop steward concerned. (110,000).

Following the breakdown of negotiations on the annual review of salary between management and clerical staff unions at a Scottish truck and tractor assembly plant 450 clerical staff stopped work from August 6. As a result over 4,000 production workers were laid off from the same date. Work was resumed on September 16 after a settlement had been concluded which provided for increases varying from £3·62 to £3·91 a week. (129,000).

At a Dagenham motor plant 900 body shop operatives stopped work on September 9 in support of a claim for increased shift allowances and for holiday payments to be calculated on average earnings. Over 12,000 other employees were affected by lay-offs in the second and third week of the stoppage, and in addition 400 press shop workers withdrew their labour on September 23 in direct support. Work was resumed on October 3 so that negotiations could proceed on a new national pay agreement which was subsequently accepted. (144,000).

At the same company's Halewood plant a stoppage by nearly 800 press operators also began on September 9, causing 8,000 production workers to be laid off, following the rejection of their claim for a half-hour per shift preparation and clean-up time to preserve differentials with production workers to whom a similar claim had been conceded. Work was restarted on October 1 to allow further negotiations to take place on a new national pay agreement accepted generally during week commencing October 21. (132,000).

A dispute at a Coventry car plant over a demand for lay-off pay during an earlier stoppage at the same plant led to 1,000 production workers withdrawing their labour progressively from November 25; a further 7,500 workers were laid off as a result. A claim ensued for a guaranteed 40-hour week which would establish the principle of payment to workers laid idle in consequence of stoppages within the factory as well as through stoppages occurring elsewhere. A return to work began on December 18 after the company had conceded an interim guarantee of 15 days' lay-off pay over the following six weeks whilst negotiations were continuing. (141,000).

Aerospace equipment

Over 6,000 workers employed at the three Scottish plants of a company manufacturing aero-engine components withdrew their labour from October 16 in support of a demand for a pay increase of £10 a week and for the consolidation of threshold pay into wage rates. Production was resumed on November 18 following acceptance of the employers' offer of £8 a week plus consolidation of threshold payments. (138,000).

Paper, printing and publishing

During June an overtime ban and other forms of industrial action including selective stoppages disrupted the production of magazines, provincial newspapers, and other general printing in a pay dispute which culminated in a one-day national stoppage on June 21 by members of the union involved. The aim was an improvement on the offer by the employers which had already been accepted by three other unions. A settlement providing for increases in minimum rates with retrospective application to May 6 was recorded on June 25. (122,000).

Transport and communication

More than 8,600 bus workers employed at depots in Scotland joined an unofficial stoppage progressively from November 15 in support of a demand for increased pay and reduction in hours, and 800 ancillary employees were laid off in consequence. A gradual return to work began on December 3 following an offer at national level. (169,000).

Administrative, financial and professional services

To intensify an overtime ban a series of selective stoppages by up to 2,300 local government staff employed in mainly clerical grades took place for various periods from March 11. The overall action was in support of a claim for improved London weighting allowance. Normal working was resumed after August 9 following a number of meetings of the National Joint Council, when a settlement was reached after publication of the terms of the Pay Board report on London weighting. (111,000).

From early October teaching staff in many areas of Scotland took part in a series of selective one-day stoppages, and three-day stoppages on a rota basis, in support of a campaign for an interim wage offer in anticipation of the findings of Lord Houghton's committee set up earlier in the year to examine and report on teachers' pay-scales. The publication of the Houghton committee report and subsequent negotiations led to a suspension of industrial action. (175,000).

Accidents at work—third quarter 1974

BETWEEN July 1 and September 30 this year 62,257 accidents at work, of which 126 were fatal, were notified to HM Factory Inspectorate. These included 52,918 (71 fatal) involving persons engaged in factory processes, 8,067 (47 fatal) to persons engaged on building operations and works of engineering construction, 994 (7 fatal) in work at docks, wharves and quays other than shipbuilding, and 278 (1 fatal) in inland warehouses.

Table 1 analyses all fatal and non-fatal accidents according to the division in which they were notified, and table 2 is an analysis of the accidents by process.

An accident occurring in a place subject to the Factories Act is notified to H.M. Factory Inspectorate if it causes either loss of life or disables an employed person for more than three days from earning full wages from the work on which he was employed. For statistical purposes each injury or fatality is recorded as one accident.

Recent annual reports of HM Chief Inspector of Factories have drawn attention to the various limitations of accident statistics based on a given length of absence from work. These views are supported in the report of the Committee on Safety and Health at Work (see this *Gazette*, July 1972, page 611). A relevant discussion is contained in an explanatory note on accidents notified under the Factories Act obtainable from the Department of Employment, Factory Inspectorate Division FIC 4, Baynards House, Chepstow Place, London W2.

Table 1 Analysis by division of inspectorate

Division	Fatal accidents	Total accidents
Area North East	12	5,677
Area South	7	2,388
West Riding and North Lincolnshire	14	9,198
Midlands (Birmingham)	5	4,973
Midlands (Nottingham)	10	5,395
London and Home Counties (North)	9	4,147
London and Home Counties (East)	8	4,395
London and Home Counties (West)	7	2,352
South Western	2	2,452
Wales	7	4,590
North Western (Liverpool)	17	6,174
North Western (Manchester)	9	4,102
Scotland	19	6,414
Total	**126**	**62,257**

(Due to realignment of boundaries these figures are not comparable with those published for previous quarters.)

Table 2 Fatal and non-fatal accidents in Great Britain by process

Process	Fatal accidents	Total accidents
Textile and connected processes		
Cotton spinning processes		452
Cotton weaving processes		256
Weaving of narrow fabrics		62
Woollen spinning processes	3	285
Worsted spinning processes		233
Weaving of woollen and worsted cloths		87
Flax, hemp and jute processing		128
Hosiery, knitted goods and lace manufacture		263
Carpet manufacture		282
Rope, twine and net making		57
Other textile manufacturing processes		193
Textile, bleaching, dyeing, printing and finishing		375
Job dyeing, cleaning and other finishing		31
Laundries		118
Total	**3**	**2,822**
Clay, Minerals, etc		
Bricks, pipes and tiles		468
Pottery		392
Other clay products		204
Stone and other minerals	1	159
Lime	1	229
Cement	1	91
Asphalt and bitumen products		20
Boiler insulation materials		18
Tile slabbing		4
Articles of cast concrete and cement, etc		386
Total	**3**	**1,971**

Table 2 (*continued*) Fatal and non-fatal accidents in Great Britain by process

Process	Fatal accidents	Total accidents
Metal processes		
Iron extraction and refining	2	354
Iron conversion	8	974
Aluminium extraction and refining	1	187
Magnesium extraction and refining		10
Other metals, extraction and refining		312
Metal rolling:		
Iron and steel	1	994
Non-ferrous metals	1	155
Tin and terne plate, etc., manufacture		113
Metal forging	1	544
Metal drawing and extrusion	2	533
Iron founding	4	1,664
Steel founding		284
Die casting		206
Non-ferrous metal casting		316
Metal plating		93
Galvanising, tinning, etc		83
Enamelling and other metal finishing		139
Total	**20**	**6,961**
General engineering		
Locomotive building and repairing		178
Railway and tramway plant manufacture and repair	1	371
Engine building and repairing	1	515
Boiler making and similar work	1	389
Constructional engineering	1	996
Motor vehicle manufacture		1,781
Non-power vehicle manufacture		305
Vehicle repairing	3	1,670
Shipbuilding and shipbreaking:		
Work in shipyards and dry docks	3	1,455
Work in wet docks or harbours		86
Aircraft building and repairing		345
Machine tool manufacture	1	348
Miscellaneous machine making	3	2,368
Tools and implements		518
Miscellaneous machine repairing and jobbing engineering	2	1,291
Industrial appliances manufacture		824
Sheet metal working	1	981
Metal pressing		611
Other metal machining	1	814
Miscellaneous metal processes (not otherwise specified)	3	1,084
Miscellaneous metal manufacture (not otherwise specified)		1,134
Railway running sheds		19
Cutlery		57
Silverware and stainless substitution for silver		14
Iron and steel wire manufacture		242
Wire rope manufacture		94
Total	**21**	**18,490**
Electrical engineering		
Electric motor, generator, transformer and switchgear manufacture and repair		647
Electrical accumulator and battery manufacture and repair		131
Radio and electronic equipment and electrical instrument manufacture and repair		699
Radio, electronic and electrical component manufacture		410
Cable manufacture		377
Electric light bulb and radio valve manufacture and repair		287
Other electrical equipment manufacture and repair		530
Total	**—**	**3,081**
Wood and cork working processes		
Saw milling for home-grown timbers		298
Saw milling for imported timbers		30
Plywood manufacture		36
Chip and other building board manufacture	1	45
Wooden box and packing case making		137
Coopering		31
Wooden furniture manufacture and repair	2	412
Spraying and polishing of wooden furniture		8
Engineers pattern making		36
Joinery	1	700
Other wood and cork manufacture and repair		256
Total	**4**	**1,989**
Chemical industries		
Heavy chemicals	2	415
Fine and pharmaceutical chemicals		386
Other chemicals		386
Synthetic dyestuffs	1	97
Oil refining		208
Explosives		78
Plastic material and man-made fibre production	1	411
Soap, etc		95
Paint and varnish		149
Coal gas		88
Coke oven operation		255
Gas and coke oven works by-product separation		58
Patent fuel manufacture		54
Total	**4**	**2,680**

Table 2 (*continued*) Fatal and non-fatal accidents in Great Britain by process

Process	Fatal accidents	Total accidents
Wearing apparel		
Tailoring		193
Other clothing		314
Hatmaking and millinery		11
Footwear manufacture		136
Footwear repair		8
Total	**—**	**662**
Paper and printing trades		
Paper making	1	774
Paper staining and coating		219
Cardboard, paper box and fibre container manufacture		513
Bag making and stationery		237
Printing and bookbinding		787
Engraving		7
Total	**1**	**2,537**
Food and allied trades		
Flour milling		91
Coarse milling		107
Other milling	1	31
Bread, flour confectionery and biscuits	1	1,145
Sugar confectionery	1	518
Food preserving		975
Milk processing	2	404
Edible oils and fats	3	99
Sugar refining		88
Slaughter houses		359
Other food processing	2	1,758
Alcoholic drink	1	976
Non-alcoholic drink	2	228
Total	**13**	**6,779**
Miscellaneous		
Electrical stations	1	608
Plant using atomic reactors		35
Other use of radioactive materials		4
Tobacco		197
Tanning		141
Manufacture and repair of articles made from leather (not otherwise specified)		15
Manufacture and repair of articles mainly of textile materials (not otherwise specified)		91
Rubber		907
Linoleum		47
Cloth coating		40
Manufacture of articles from plastics (not otherwise specified)	1	937
Glass		814
Fine instruments, jewellery, clocks and watches, other than high precision work		204
Upholstery, making up of carpets and of household textiles		123
Abrasives and synthetic industrial jewels		55
General assembly and packing (not otherwise specified)		189
Processes associated with agriculture		41
Match and firelighter manufacture		9
Water purification		31
Factory processes not otherwise specified		458
Total	**2**	**4,946**
Total, all factory processes	**71**	**52,918**

Process	Fatal accidents	Total accidents
Construction Processes under section 127 of Factories Act 1961		
Building operations		
Industrial building:		
Construction	9	1,248
Maintenance	5	280
Demolition	3	63
Commercial and public building:		
Construction	4	1,840
Maintenance	2	390
Demolition	2	31
Blocks of flats:		
Construction	1	199
Maintenance	1	49
Demolition		2
Dwelling houses:		
Construction	5	1,211
Maintenance	2	597
Demolition		36
Other building operations:		
Construction	1	276
Maintenance	3	111
Demolition		12
Total	**38**	**6,345**
Works of engineering construction operations at:		
Tunnelling, shaft construction etc		84
Dams and reservoirs (other than tunnelling)	1	39
Bridges, viaducts and aqueducts (other than tunnelling)	1	91
Pipe lines and sewers (other than tunnelling)	3	325
Docks, harbours and inland navigations		60
Waterworks and sewage works (other than tunnelling)		116
Work on steel and reinforced concrete structures		12
Sea defence and river works		24
Work on roads or airfields		696
Other works	4	275
Total	**9**	**1,722**
Total, all construction processes	**47**	**8,067**
Processes under section 125 of Factories Act 1961		
Work at docks, wharves and quays (other than shipbuilding)	7	994
Work at inland warehouses	1	278
Total	**8**	**1,272**
GRAND TOTAL	**126**	**62,257**

Employment of women and young persons: special exemption orders

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons under 18 years of age in factories and other workplaces. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions, to grant exemptions from these restrictions for women and young persons aged 16 and over, by making special exemption orders for employment in particular factories. The number of women and young persons covered by special exemption orders current on November 30, 1974, according to the type of employment permitted* were:

Type of employment permitted by the orders	Women 18 years and over	Male young persons of 16 but under 18	Female young persons of 16 but under 18	Total
Extended hours†	30,509	1,226	2,577	34,312
Double day shifts‡	45,962	2,899	2,796	51,657
Long spells	11,241	373	1,159	12,773
Night shifts	45,873	1,504	—	47,377
Part-time work§	22,815	44	27	22,886
Saturday afternoon work	7,142	269	450	7,861
Sunday work	41,069	1,216	1,763	44,048
Miscellaneous	4,220	347	186	4,753
Total	208,831	7,878	8,958	225,667

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

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

‡Includes 20,318 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

Unemployed coloured workers

The table below gives the figures, and location by region, of unemployed coloured workers who are registered at local employment offices and careers offices in Great Britain. The basis of the count was explained in the July 1971 issue of this *Gazette* when, for the first time, comprehensive figures were available.

The count on November 11, 1974 showed an increase of 676 compared with the figures for August 12, 1974, and represented 2.6 per cent of all persons unemployed.

Table 1 Unemployed persons born in, or whose parent or parents were born in, certain countries of the Commonwealth and Pakistan: November 11, 1974

	South East‖	East Anglia	South West‖	West Midlands	East Midlands‖	Yorks and Humber-side‖	North West§‖	North‖	Wales	Scotland	Great Britain§
Total (all listed countries): November 11, 1974	**7,146**	**138**	**352**	..	**1,684**	**1,082**	**1,511**	**113**	**131**	**185**	**16,011**
Total expressed as percentage of all persons unemployed	5·7	0·9	0·7	..	4·8	1·9	1·5	0·2	0·3	0·2	2·6
Area of origin											
Africa*											
Males	1,342	22	30	..	633	94	298	21	26	29	..
Females	255	8	4	..	143	11	34	5	2	6	..
West Indies†											
Males	2,654	39	175	..	226	167	417	18	33	4	..
Females	631	8	40	..	65	42	35	1	2	—	..
India											
Males	903	20	31	..	378	196	284	17	15	55	..
Females	198	12	4	..	70	22	22	7	2	3	..
Pakistan											
Males	364	19	27	..	93	440	255	27	20	58	..
Females	36	—	1	..	3	17	8	5	—	3	..
Bangladesh											
Males	86	1	—	..	20	37	18	2	4	3	..
Females	2	—	—	..	—	1	—	—	—	1	..
Other Commonwealth territories‡											
Males	566	6	33	..	45	52	119	7	26	17	..
Females	109	3	7	..	8	3	21	3	1	6	..
Persons born in UK of parents from listed countries (included in figures above)											
Males	147	—	17	..	31	30	87	13	10	16	..
Females	68	5	7	..	11	20	23	2	1	1	..
TOTAL (all listed countrise):											
August 12, 1974	6,792	111	287	3,632	1,603	1,107	1,348	143	105	207	15,335
May 13, 1974	5,762	91	218	2,684	1,149	780	1,125	104	54	194	12,161
February 11, 1974	6,755	93	192	2,806	1,098	949	1,226	85	98	244	13,546
November 12, 1973	4,832	68	150	2,443	1,000	783	1,046	118	77	237	10,754
August 13, 1973	6,153	92	249	3,628	1,219	1,313	1,463	164	104	293	14,678

Note: As explained at page 1,143 of the December 1974 issue of this *Gazette*, returns were not received from a number of local offices in the West Midlands region. In the table above, estimates have been included in order to compile a total for Great Britain.

* The Commonwealth Countries in Africa include: Botswana; Gambia; Ghana; Kenya; Lesotho; Malawi (formerly Nyasaland); Mauritius; Nigeria (Federation of); St Helena, including Ascension Island and Tristan da Cunha; Seychelles; Sierra Leone; Rhodesia; Swaziland; Tanzania (formerly Tanganyika and Zanzibar); Uganda and Zambia (formerly Northern Rhodesia).

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

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

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

‖ Revisions were made to the boundaries of the standard regions in April 1974. See note on page 533 of the June 1974, *Gazette*.

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 this *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 this *Gazette*, page 90.

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
1969	86·0	86·3	86·6	86·7	86·6	86·7	87·6	89·0	90·4	91·2	92·0	93·0
1970	94·3	95·7	96·8	98·2	99·1	99·9	100·7	101·4	102·2	103·0	104·0	104·8
1971	105·7	106·8	107·4	107·0	106·9	107·6	108·6	109·2	110·3	111·2	111·7	112·1
1972	113·0	*	115·6	116·4	116·7	117·6	118·5	119·5	120·1	120·5	120·4	119·8
1973	118·8	117·7	118·4	120·3	122·5	123·6	124·0	125·1	126·2	127·9	131·7	134·1
1974	134·6	134·2	134·3	137·3	139·8	144·0	147·1	151·0	154·9			

* In the absence of earnings data for February 1972 due to the effects of the coal mining 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.

News and notes

The new conciliation service

The Advisory, Conciliation and Arbitration Service, by helping to resolve disputes without stoppages of work, can contribute towards the fight against inflation. This was one of the important points in a speech made recently by Mr Jim Mortimer, Chairman of ACAS, in Glasgow, to a meeting of full time trade union officials. "It also helps to ensure", he added, "that delivery dates are observed and are not broken because of stoppages".

Although the process of conciliation was admitted to lead sometimes to a settlement somewhat higher than the last offer made by the employer in direct negotiations, the realistic level of comparison is with the level the settlement would have been, without conciliation and with a dispute resulting in a stoppage of work.

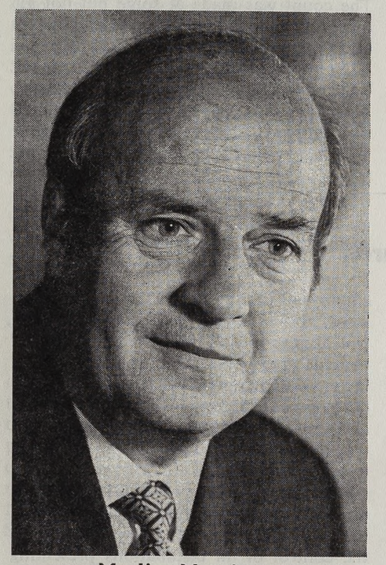
Successful settlements

With the help of conciliators, industrial relations problems which could not be resolved by the normal negotiating machinery, could often be successfully settled without strikes. The first four months' experience of ACAS, which was set up in September, demonstrated this, said Mr Mortimer.

With each succeeding month since the establishment of the new independent service, the number of cases brought to it by employers and trade unions has steadily risen. In the first month there were 101 cases, in the second 155, in the third 184, and in December, which included the holiday period, there were 178. In about 70 per cent of cases the new service was able to assist in reaching a settlement.

Atmosphere of calm

He gave several reasons why the process of conciliation is often successful. The first was the atmosphere of calm that existed, where the points of view of the parties to the dispute were explained rationally. This in itself, he said, promoted understanding. Secondly, the essential issues were defined with the assistance of the conciliator and the areas of disagreement were separated from the areas of agreement. Thirdly, the role of personal antagonism was minimised. Fourthly, the conciliator was able to act as an intermediary so that tentative suggestions could be put from one side to the other without formal commitment. Finally, he said that the conciliator was able to remind the two parties that they had to find a basis of coexistence and that sooner or later the dispute would be resolved by discussions—and this in itself contributed to the promotion of a settlement.



Mr Jim Mortimer

ACAS and the social contract

Mr. Mortimer described the new service as one which did not put pressure on employers or trade unions. It did not take away from negotiators the responsibility to reach their own decisions. The service does, however, remind them of the social contract and helps them to examine the circumstances of their dispute in the light of the social contract.

ACAS could not in the nature of its intervention choose its own circumstances, which are set for it. To refuse to assist would not resolve the dispute. But he pointed out that there is no intrusion where intrusion would be resented. If one or other of the parties to the dispute felt it wanted to take an entrenched position, ACAS would not inflict itself upon them.

Change of name

ACAS provides advisory work on the whole field of industrial relations and personnel management and the longer term investigations to promote the improvement and extension of collective bargaining.

In order to make it clear that the scope of the service is broader than just the provision of conciliation and arbitration, the council have decided that in future CAS should be known as the Advisory, Conciliation and Arbitration Service (ACAS). This title is felt to reflect the main functions of ACAS which are advisory and information services to industry for the improvement of collective bargaining, conciliation in industrial disputes and the provision of arbitration services.

Training Board

Orders* laid before Parliament amending the scope of the Engineering and the Construction Industry Training Boards came into effect on January 14, 1975.

They redefine the activities of the boards in order to bring chemical, mechanical and electrical engineering establishments engaged in construction activity within the scope of both ITBs. It is estimated that 33,000 workers are employed in these establishments.

This change has been made on the advice of the Manpower Services Commission who consider that the training needs of the industry will be carried out more effectively under the control of a single Industrial Training Board. The Engineering ITB has set up a committee to advise it on the most effective way of achieving these needs.

* Statutory Instrument 1974 No. 2081 HMSO, 8p.
Statutory Instrument 1974 No. 2082 HMSO, 8p.

News and notes

Unemployment statistics—December 1974

The count of the numbers unemployed and temporarily stopped in Great Britain, due to have taken place on December 9, 1974, was not made because of industrial action. In consequence, all tables dealing with the numbers unemployed and temporarily stopped have been omitted from the Monthly Statistics section of this *Gazette*. Tables 107–116 have been omitted from the Statistical Series section.

Notified vacancies remaining unfilled were to have been counted on December 4. The count was made at some but not all offices and the limited amount of information available is shown on page 55.

Notes on page 1143 of the December issue of this *Gazette* and page 1047 of the November issue described estimates made in compiling figures for November and October, respectively.

Committee on major hazards

The Health and Safety Commission has issued formal invitations to 16 experts to serve on a Committee of Experts on Major Hazards which the Secretary of State for Employment decided to set up following the disastrous explosion last June at the Nypro plant at Flixborough.

The chairman of the committee will be Mr Bryan Harvey, Deputy Director of the Health and Safety Executive, the commission's operational arm. The committee is to have a wider brief than the Court of Inquiry which is still examining the specific causes of and immediate lessons to be learned from the Flixborough explosion. The committee's terms of reference are:

"To identify types of installations (excluding nuclear installations) which have the potential to present major hazards to employees or the public or the environment, and to advise on measures for control, appropriate to the nature and degree of hazard, over the establishment, siting, layout, design, operation, maintenance and development of such installations, as well as overall development, both industrial and non-industrial, in the vicinity of such installations."

A major hazards co-ordinating unit has already been set up within the Health and Safety Commission to develop policy on the control of all installations presenting large-scale hazards to public safety and to co-ordinate the work of other government departments and local authorities in this field. The unit will also service the Committee of Experts on Major Hazards.

Vinyl chloride code

The working party on the code of practice for the use of vinyl chloride in industry has reached agreement on the contents of the final draft. It is hoped that the code will be published in February.

The code will have two parts—one dealing with environmental problems and the other dealing with medical considerations.

The working party, which has representatives of both sides of industry as well as the Factory Inspectorate and the Employment Medical Advisory Service, also reviewed the good progress made by industry on reaching the agreed interim hygiene standard for vinyl chloride. It does not propose to make any change to this interim standard, which will be incorporated in the code of practice.

The interim hygiene standard sets out a ceiling value of 50 parts per million (ppm) and a time weighted average of 25ppm, allowing that wherever practicable exposure should be brought as near as possible to zero concentrations.

There will be a further meeting of the working party in about two months' time to review progress and to decide whether any changes to the interim hygiene standard should be recommended.

The working party is also considering how guidance should be given to areas of the PVC industry, other than those producing the raw material.

Deaths and diseases

In November, 37 fatalities were reported under the Factories Act, compared with 36 in October. This total included 23 arising from factory processes, 11 from building operations and works of engineering construction, and three in docks and warehouses.

Fatalities in industries outside the scope of the Factories Act included six in mines and quarries reported in the four weeks ended November 30, compared with four in the five weeks ended November 2. These six included five underground coal mine workers and none in quarries, compared with three and one a month earlier.

In the railway service there were four fatal accidents in November and five in the previous month.

In November, 14 seamen employed in ships registered in the United Kingdom were fatally injured, compared with seven in October.

In November, five cases of industrial diseases were reported under the Factories Act. These comprised one of chrome ulceration, one of lead poisoning, one of compressed air illness and two of epitheliomatous ulceration.

Industrial tribunals—

From January 1, 1975, a person appealing against a prohibition or improvement notice served under the Health and Safety at Work etc Act 1974, will have 21 days to lodge an appeal with an industrial tribunal.

The regulations* governing such appeals have recently been made by the Secretary of State for Employment. The rules governing applications for the suspension of prohibition notices are also contained in the regulations.

Notices may be served from April 1 where the requirements of the Act are being contravened or where there is a risk of serious personal injury. They are issued by inspectors of the Health and Safety Executive or officers of local authorities.

Notices can also be served from January 15 for breaches of the provision of other legislation such as the Factories Act, 1961, the Offices, Shops and Railway Premises Act 1963, the Mines and Quarries Act 1954 and the Alkali etc Work Regulations Act 1906.

* *Industrial tribunals (Improvement and Prohibition Nntices Appeals) Regulations 1974*, SI 1974, No. 1925, HMSO price 12p.
Industrial tribunals (Improvement and Prohibition Notices Appeals) (Scotland) Regulations 1974, SI 1974 No 1926, HMSO price 12p.

News and notes

Training centre for divers

The Manpower Services Commission has now obtained Government agreement to its proposal to set up a £2m underwater training centre out of public funds. The urgent creation of a centre was recommended in the report of a task group chaired by the commission's Training Services Agency published in October. This concluded that the UK has no facilities adequate to meet the long term training needs of divers engaged in the offshore oil and gas development programme.

Deep water

The choice of a location for the centre depends mainly on the water conditions needed for deep diving training—deep, relatively sheltered water, with suitable bottom and tidal conditions—and, in view of the urgency of the need, on the availability of support facilities. Surveys of areas around the UK have shown that this limits the choice to a small number of sea lochs in Western Scotland. It has been decided that the centre will be located in the Fort William area on Loch Linnhe.

The Manpower Services Commission has asked Shenley Trust Ltd to establish the underwater training centre in conjunction with Training Services Agency.

Shenley Trust Ltd, the merchant banking group, who have a specialist division concerned with North Sea matters, has undertaken considerable research in a detailed investigation into underwater training. Shenley Trust was one of a number of organisations which submitted proposals for the creation of a deep diving training centre for consideration by the task group. Shenley Trust originally proposed that all or part of the capital should be provided from private sources. The Manpower Services Commission concluded, however, that it would be more appropriate for the capital to be provided from public funds.

Training standard

The TSA has already taken steps to produce, in consultation with the industry, a training standard for the initial training of divers who work down to 50 metres. A pilot course to validate this standard was completed earlier this month. It was organised by the TSA using the facilities of the Ministry of Defence Civilian Diving School, Rosyth.

Chief Inspector

Mr Jim Hammer has been appointed HM Chief Inspector of Factories from January 1, 1975. He was previously a Deputy Inspector of Factories, with responsibility for subjects which included mechanical and plant safety, voluntary safety activities and occupational health and safety training.

Different methods

He joined HM Factory Inspectorate in 1953 and after serving in Birmingham and Manchester became District Inspector in Norwich and subsequently Stoke-on-Trent. There he was closely concerned with health and safety in the pottery industry and also experimented in different methods of inspection, using teams of inspectors and in some cases inspecting by appointment. Since 1971 he has in the main served in the HQ of the Inspectorate and was closely involved in preparatory work on the Health and Safety at Work etc Act 1974.

Mr Hammer succeeds Mr Bryan Harvey, who took up the post of Deputy Director of Health and Safety Executive on January 1, 1975.

Training levy

Proposals by the Wool, Jute and Flax Industry Training Board for a levy on employers within the scope of the board have been approved by the Secretary of State for Employment.

From January 24, employers in the jute spinning and manufacturing industries are to pay 0·59 per cent of their payroll and all other employers 0·50 per cent of their payroll in the year ended March 31, 1974.

Employers with 25 or fewer employees on March 31, 1974 are to be exempt from the levy.

The levy will be used to finance the 1973/74 and 1974/75 grant schemes; firms will be awarded full or partial abatement of levy according to how far their training arrangements and planning meets their training needs.

Cash grants will also be available for training of engineering trainees in the jute industry and for group training schemes.

Employers may appeal to independent tribunals against assessment.

Facts about the EEC

A new booklet—*EEC: Your questions answered*—has been published by the Department of Industry's EEC Information Unit. It answers many of the questions put to the unit by businessmen seeking facts about the EEC and the way its policy, practices and legislation affect business operations and decisions.

The questions are of wide interest to businessmen, especially exporters. The subjects include trade procedures with other members, the many countries now associated with the community and the rest of the world; documentation; competition; tariff and non-tariff barriers to trade; working and travelling in Europe.

The booklet provides basic information about community institutions and the roles of the Commission, Council and Consultative bodies are described. There are also articles on the ECSC, Euratom and the European Investment Bank.

The final section of the booklet contains time-saving reference material including a glossary of abbreviations, lists of publications and eighteen pages of useful addresses and contacts in Europe and the UK.

Free copies of the eighty-seven page booklet can be obtained from the **EEC Information Unit (Publications), Department of Industry, 1 Victoria Street, London, SW1H 0ET. Tel: 01-215 4301 (6 lines).**

The EEC Information Unit, working closely with specialist divisions in the Departments of Industry, Trade and Prices and Consumer Protection, is the central point for EEC enquiries about subjects for which these departments are responsible.

But even outside this very wide range the Unit can usually save the enquirer time and trouble by finding him the right contact in another Government department or elsewhere. Enquiries can be made in writing if preferred or by telephone every week-day from 0900 to 1730 hrs.

Since the EEC Information Unit started operations on July 12 1971 it has dealt with over 44,000 enquiries.

News and notes

Preventing scaffolding accidents

The causes of bad practice in the erection, dismantling and maintenance of scaffolding is the subject of a recently published report* to the Joint Advisory Committee on Safety and Health in the Construction Industries.

In 1973, over 1,500 accidents, including 17 fatal accidents, to employees were reported to HM Factory Inspectorate in respect of the erection and use of scaffolds in the construction industry.

The report said that many people were felt to be at risk from badly constructed scaffolding. These people included members of the public as well as those working on or from scaffolding. It added that vigorous action taken on the lines recommended would greatly reduce the risks, and substantially reduce the accidents.

The recommendations to deal with the causes of such accidents include a compulsory Certificate of Competence for all who erect, substantially alter or dismantle scaffolds; the establishment of testing centres to maintain common standards and approved training courses for scaffold examiners.

Notices giving the height, loading and cladding limits should be prominently displayed on all but the smallest scaffolds. There should be a new legal requirement for a "thorough examination" of a scaffold before use, after erection or substantial alteration, and every seven days thereafter.

The other recommendations cover built-in facilities for erecting and tying of scaffolding where it would be necessary for regular maintenance of a building, guidance on dismantling methods, wider use of mobile training units, safety training schemes, greater research and the extension of the compulsory reporting of dangerous occurrences provisions of the Factories Act 1961, to include scaffolding collapses.

* Safety of Scaffolding, Report of a sub-committee of the Joint Advisory Committee on Safety and Health in the Construction Industries, HMSO 32p.

Odhams dispute report

The report of the committee of inquiry* into the dispute at Odhams (Watford) Ltd was published last month.

The dispute occurred in July 1974 and brought the Watford plant of Odhams (Watford) Ltd to a virtual standstill for five weeks. It centred on the question of which of two categories of employees, represented by the two trade unions involved, the Society of Lithographic Artists Designers, Engravers and Process Workers (SLADE and PW) and the National Graphical Association (NGA), should carry out the operation of making-up or planning pages at the plant.

In making suggestions for the resolution of the dispute, the Committee recognised that these could only form the basis for discussion and negotiation between the two unions and between them jointly and the management. The report suggests that the unions should work out together not only a specific formula towards which certain technical recommendations were made for ending the present difference, but also a more general formula to cover technological innovations in Odhams and a more detailed procedure for dealing with such problems in future. The point is made that some modification of traditional distinctions between types of work must be accepted if work is to continue harmoniously.

The members of the committee were Mr A. G. Tomkins and Mr H. J. Griffin, under the chairmanship of Professor George Thomason of University College, Cardiff.

* HMSO ISBN 0 11 361096 price 34p.

The "lump"

There was no doubt that the "lump" in the construction industry, that is the practice of labour only sub-contracting, had greatly increased over the last few years and was having a very adverse effect on training in the industry.

This was one of the points made in a statement by Sir Denis Barnes, Chairman of the Manpower Services Commission, in which he deplored the distortion of the manpower and training position brought about by the lump system.

At the end of 1972, there were only 191 apprentice bricklayers registered in the London area, although the 1966 census showed that there were about 15,000 bricklayers in the same area.

Vicious circle

This pointed to obvious difficulties in the future supply of skilled labour, which set up something of a vicious circle. Self-employed labour only sub-contracting in the industry has been caused partly by the shortage of labour. As apprentice training is primarily the responsibility of employers the increase in self-employment in the industry has led to a diminution in the number of firms able to offer apprenticeships and deprived many firms of skilled labour. This led to further shortages of skilled labour, which in turn has produced greater pressures on craftsmen in the building trades to become self-employed.

Practical arrangements to combat the bad effects on training of the lump are being made by the commission and the steps so far include:

Introducing through the Construction Industry Training Board aid to stimulate the level of apprenticeships in the industry. The commission has approved expenditure of about £1 million during 1974/5 for this purpose.

The introduction by the Construction Industry Training Board of more effective means of levying contractors using self-employed labour only sub-contracting and using the resultant levy income to help employers training craft apprenticeships.

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-November 1974 was 9,598,600 (7,088,300 males and 2,510,400 females). The total included 7,653,100 (5,314,800 males and 2,338,400 females) in manufacturing industries, and 1,264,100 (1,170,300 males and 93,900 females) in construction. The total in these production industries was 38,700 lower than in October 1974 and 164,400 lower than in November 1973. The total in manufacturing industries was 11,800 lower than in October 1974 and 85,600 lower than in November 1973. The number in construction was 27,500 lower than in October 1974 and 78,400 lower than in November 1973. The seasonally adjusted index for the production industries (av. 1970 = 100) was 93·7 (94·3 at mid-October) and for manufacturing industries 93·8 (94·1 at mid-October).

Unemployment, temporarily stopped and notified vacancies

The numbers unemployed and temporarily stopped in December 1974 are not available for the reason given on page 48. There is only a limited amount of information about notified unfilled vacancies and this is shown on page 55.

Overtime and short-time

In the week ended November 16, 1974 the estimated number of operatives working overtime in manufacturing industries, was 1,996,900. This is about 35·6 per cent of all operatives. Each operative worked an average of 8½ hours overtime during the week. The total number of hours of overtime worked, seasonally adjusted, was 15.80 millions (16·18 millions in October).

In the same week the estimated number on short-time in these industries was 82,700 or about 1·5 per cent of all operatives, each losing 16½ hours on average.

Basic rates of wages and hours of work

At December 31, 1974, the indices of weekly rates of wages and of hourly rates of wages of all workers (July 31, 1972 = 100) were 156·0 and 156·9, compared with 152·6 and 153·4 at November 30.

Index of retail prices

At December 10, the official retail prices index was 116·9 (prices at January 15, 1974 = 100), compared with 115·2 at November 12. The index for food was 114·4, compared with 113·3 at November 12.

Stoppages at work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in December which came to the notice of the Department of Employment was 83, involving approximately 15,200 workers. During the month approximately 126,700 workers were involved in stoppages, including some which had continued from the previous month, and 734,000 working days were lost, including 670,000 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-November 1974, for the two preceding months and for November 1973.

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

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

The estimates for manufacturing industries from June 1974 onwards are based on a new sample of employers (see note on page 736 of the August 1974 issue of this *Gazette*).

Industrial analysis of employees in employment: Great Britain

THOUSANDS

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	November 1973*			September 1974 (New series)*			October 1974 (New series)*			November 1974 (New series)*		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Total, Index of Production industries†		**7,230·0**	**2,533·0**	**9,763·0**	**7,125·4**	**2,512·2**	**9,637·5**	**7,122·7**	**2,514·6**	**9,637·3**	**7,088·3**	**2,510·4**	**9,598·6**
Total all manufacturing industries‡		**5,374·3**	**2,364·4**	**7,738·7**	**5,321·9**	**2,340·6**	**7,662·5**	**5,323·0**	**2,341·9**	**7,664·9**	**5,314·8**	**2,338·4**	**7,653·1**
Mining and quarrying	**II**	**335·2**	**13·9**	**349·1**	**334·5**	**13·9**	**348·4**	**334·2**	**13·9**	**348·1**	**334·6**	**13·9**	**348·5**
Coal mining	101	293·8	10·0	303·8	293·1	10·0	303·1	292·8	10·0	302·8	293·2	10·0	303·2
Food, drink and tobacco	**III**	**437·2**	**311·1**	**748·3**	**436·4**	**308·0**	**744·4**	**435·4**	**309·6**	**745·0**	**436·0**	**307·9**	**743·9**
Food industries	211-229	330·0	254·1	584·1	328·8	251·0	579·8	327·9	252·2	580·0	329·5	251·2	580·7
Drink industries	231-239	92·6	37·6	130·2	93·1	37·5	130·6	93·1	38·0	131·0	92·0	37·2	129·3
Tobacco	240	14·6	19·4	33·9	14·6	19·5	34·1	14·5	19·5	33·9	14·5	19·4	34·0
Coal and petroleum products	**IV**	**34·8**	**4·1**	**38·9**	**35·3**	**4·2**	**39·5**	**35·4**	**4·5**	**39·9**	**35·7**	**4·3**	**40·0**
Chemicals and allied industries	**V**	**305·4**	**128·9**	**434·3**	**309·2**	**131·3**	**440·5**	**312·3**	**131·8**	**444·0**	**310·3**	**130·6**	**440·9**
General chemicals	271	114·3	22·2	136·5	115·5	22·6	138·1	116·1	22·8	138·9	116·6	22·8	139·4
Metal manufacture	**VI**	**460·3**	**59·8**	**520·1**	**458·7**	**61·6**	**520·2**	**460·2**	**61·3**	**521·5**	**461·6**	**61·1**	**522·7**
Iron and steel (general)	311	229·9	20·6	250·5	229·9	21·9	251·7	231·0	22·2	253·2	231·9	21·8	253·7
Other iron and steel	312-313	123·1	15·9	139·0	120·9	16·4	137·3	121·1	15·9	137·1	121·9	16·1	138·0
Non-ferrous metals	321-323	107·3	23·3	130·6	107·9	23·3	131·2	108·0	23·2	131·2	107·8	23·1	130·9
Mechanical engineering	**VII**	**811·9**	**154·6**	**966·4**	**809·3**	**157·5**	**966·7**	**809·7**	**157·7**	**967·4**	**810·1**	**157·7**	**967·7**
Instrument engineering	**VIII**	**102·0**	**60·5**	**162·5**	**100·9**	**61·3**	**162·2**	**101·5**	**61·5**	**163·0**	**101·7**	**61·1**	**162·8**
Electrical engineering	**IX**	**484·2**	**334·1**	**818·3**	**486·1**	**330·9**	**817·0**	**485·3**	**328·7**	**814·0**	**485·3**	**327·7**	**813·0**
Electrical machinery	361	101·4	34·9	136·4	103·6	35·4	139·0	104·4	35·6	140·0	104·5	34·9	139·4
Shipbuilding and marine engineering	**X**	**164·5**	**11·9**	**176·4**	**164·8**	**12·1**	**176·9**	**164·1**	**12·5**	**176·6**	**164·9**	**12·4**	**177·4**
Vehicles	**XI**	**688·8**	**97·8**	**786·6**	**679·4**	**99·1**	**778·5**	**682·5**	**100·1**	**782·6**	**680·5**	**100·1**	**780·6**
Motor vehicle manufacturing	381	440·9	64·2	505·1	430·5	63·0	493·5	430·9	63·4	494·3	430·2	63·5	493·8
Aerospace equipment manufacturing and repairing	383	172·3	25·6	197·9	173·6	27·8	201·4	176·1	28·2	204·3	174·1	28·1	202·2
Metal goods not elsewhere specified	**XII**	**399·1**	**171·0**	**570·1**	**395·0**	**168·0**	**563·0**	**396·6**	**167·9**	**564·6**	**394·6**	**168·1**	**562·7**
Textiles	**XIII**	**295·7**	**253·1**	**548·7**	**289·0**	**245·1**	**534·1**	**284·6**	**242·6**	**527·2**	**283·1**	**242·7**	**525·7**
Production of man-made fibres	411	29·5	5·4	34·9	29·3	5·3	34·6	28·9	5·3	34·2	28·5	5·2	33·7
Spinning and weaving of cotton, flax, linen and man-made fibres	412-413	60·4	48·6	109·1	59·8	46·3	106·1	59·0	46·4	105·4	58·7	46·1	104·7
Woollen and worsted	414	57·3	46·8	104·1	54·5	44·9	99·4	53·4	44·0	97·5	52·8	44·0	96·8
Hosiery and other knitted goods	417	43·0	82·6	125·6	42·4	81·8	124·2	42·1	81·4	123·4	41·8	81·5	123·4
Leather, leather goods and fur	**XIV**	**23·9**	**19·2**	**43·1**	**23·4**	**18·7**	**42·1**	**23·6**	**18·8**	**42·4**	**23·5**	**19·1**	**42·6**
Clothing and footwear	**XV**	**101·5**	**311·8**	**413·3**	**97·7**	**303·5**	**401·2**	**97·5**	**303·7**	**401·3**	**97·6**	**304·9**	**402·6**
Clothing industries	441-449	63·9	262·9	326·8	61·7	256·6	318·4	61·8	257·0	318·9	62·0	258·4	320·4
Footwear	450	37·6	48·9	86·4	35·9	46·9	82·9	35·7	46·7	82·4	35·6	46·5	82·1
Bricks, pottery, glass, cement, etc	**XVI**	**233·2**	**66·2**	**299·3**	**226·6**	**66·7**	**293·3**	**221·1**	**66·6**	**287·7**	**223·1**	**67·1**	**290·2**
Timber, furniture, etc	**XVII**	**230·2**	**56·1**	**286·3**	**215·7**	**52·8**	**268·5**	**215·4**	**52·2**	**267·6**	**213·2**	**52·2**	**265·4**
Paper, printing and publishing	**XVIII**	**383·2**	**191·1**	**574·2**	**377·3**	**186·4**	**563·7**	**380·4**	**187·2**	**567·6**	**377·9**	**187·1**	**565·0**
Paper and paper manufactures	481-484	143·2	78·4	221·6	143·8	76·4	220·3	147·2	76·5	223·6	144·8	76·3	221·1
Printing and publishing	485-489	239·9	112·7	352·6	233·5	110·0	343·4	233·3	110·7	343·9	233·0	110·9	343·9
Other manufacturing industries	**XIX**	**218·5**	**133·3**	**351·8**	**217·2**	**133·4**	**350·5**	**217·3**	**135·3**	**352·6**	**215·7**	**134·3**	**350·0**
Rubber	491	88·3	27·4	115·7	87·2	27·5	114·6	87·9	27·3	115·2	87·7	27·2	115·0
Construction	**500**	**1,248·6**	**93·9**	**1,342·5**	**1,201·1**	**93·9**	**1,294·9**	**1,197·8**	**93·9**	**1,291·6**	**1,170·3**	**93·9**	**1,264·1**
Gas, electricity and water	**XXI**	**271·9**	**60·8**	**332·7**	**267·9**	**63·8**	**331·7**	**267·7**	**64·9**	**332·7**	**268·6**	**64·2**	**332·9**
Gas	601	80·9	23·6	104·4	77·9	25·4	103·2	77·7	26·2	103·9	78·2	25·7	103·9
Electricity	602	152·8	32·7	185·6	151·4	34·0	185·5	151·4	34·3	185·8	151·8	34·1	186·0
Water	603	38·2	4·5	42·7	38·6	4·4	43·0	38·6	4·4	43·0	38·6	4·4	43·0

* Estimates in these columns are subject to revision when the results of the 1974 census of employment are available.

† Industries included in the Index of Production, namely Orders II–XXI of the Standard Industrial Classification (1968).

‡ Orders III–XIX.

Overtime and short-time in manufacturing industries

In the week ended November 16, 1974, it is estimated that the total number of operatives working overtime in manufacturing industries was 1,996,900 or about 35·6 per cent of all operatives, each working about 8½ hours on average.

In the same week, the estimated number on short-time was 82,700 or 1·5 per cent of all operatives, each losing about 16½ hours on average.

Estimates by industry, shown in the table below, are based on returns from a new sample of employers which is now being used for the Department's monthly employment estimates (see note on page 736 of the August 1974 issue of the *Gazette*). The estimates incorporate a number of changes compared with those for months prior to June 1974. Firstly, shipbuilding and ship repairing are now included. Secondly, overtime worked by maintenance workers is now included. Thirdly, and the largest change, the estimates now relate to all firms, not to those with 11 or more employees as before.

All figures relate to operatives, ie they exclude administrative, technical and clerical workers. Hours of overtime refer to hours of overtime actually worked in excess of normal hours. The information about short-time relates to that arranged by the employer and does not include that lost because of sickness, holidays or absenteeism. Operatives stood off by an employer for a whole week are assumed to have been on short-time for 40 hours each.

Overtime and short-time worked by operatives in manufacturing industries—Great Britain: Week ended November 16, 1974

Industry (Standard Industrial) Classification 1968)	OPERATIVES WORKING OVERTIME				OPERATIVES ON SHORT-TIME								
					Stood off for whole week		Working part of week			Total			
	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours of overtime worked		Number of operatives (000's)	Total number of hours lost (000's)	Number of operatives (000's)	Hours lost		Number of operatives (000's)	Percentage of all operatives (per cent)	Hours lost	
			Total (000's)	Average per operative working overtime				Total (000's)	Average per operative working part of the week			Total (000's)	Average per operative on short-time
Food, drink and tobacco	**209·3**	**36·7**	**1,971·0**	**9·4**	**0·1**	**4·1**	**2·4**	**27·1**	**11·4**	**2·5**	**0·4**	**31·1**	**12·6**
Food industries (211-229)	154·9	33·9	1,486·0	9·6	0·1	3·5	2·3	26·6	11·4	2·4	0·5	30·1	12·5
Drink industries (231-239)	45·2	51·4	429·7	9·5	—	0·6	—	0·4	9·5	0·1	0·1	1·0	16·6
Tobacco (240)	9·2	40·3	55·2	6·0	—	—	—	—	—	—	—	—	—
Coal and petroleum products	**9·8**	**39·2**	**96·0**	**9·8**	—	—	—	—	—	—	—	—	—
Chemicals and allied industries	**84·8**	**31·6**	**782·8**	**9·2**	—	**1·2**	**0·1**	**1·4**	**21·0**	**0·1**	—	**2·6**	**27·0**
General chemicals (271)	28·8	35·2	269·9	9·4	—	0·6	—	—	4·0	—	—	0·6	23·4
Metal manufacture	**152·2**	**38·7**	**1,396·6**	**9·2**	**0·7**	**28·4**	**3·0**	**28·6**	**9·5**	**3·7**	**0·9**	**57·0**	**15·3**
Iron and steel (general) (311)	51·5	27·6	485·0	9·4	—	—	1·2	14·5	11·7	1·2	0·7	14·5	11·7
Other iron and steel (312-313)	56·6	51·9	528·5	9·3	—	0·5	1·4	11·9	8·2	1·5	1·3	12·4	8·5
Non-ferrous metals (321-323)	44·1	45·0	383·1	8·7	0·7	27·9	0·3	2·3	6·6	1·0	1·0	30·1	29·1
Mechanical engineering	**348·3**	**54·1**	**2,886·6**	**8·3**	**2·0**	**81·0**	**1·7**	**16·0**	**9·2**	**3·8**	**0·6**	**97·0**	**25·8**
Instrument engineering	**37·2**	**34·4**	**280·2**	**7·5**	**0·5**	**18·6**	**0·6**	**9·2**	**15·7**	**1·0**	**1·0**	**27·8**	**26·5**
Electrical engineering	**168·8**	**31·2**	**1,350·0**	**8·0**	**6·5**	**260·2**	**3·2**	**30·3**	**9·5**	**9·7**	**1·8**	**290·6**	**29·9**
Electrical machinery (361)	43·2	47·2	339·9	7·9	—	—	0·8	6·3	7·8	0·8	0·9	6·3	7·8
Shipbuilding and marine engineering	**59·6**	**42·2**	**645·3**	**10·8**	**2·3**	**91·3**	—	**0·2**	**7·0**	**2·3**	**1·6**	**91·5**	**39·7**
Vehicles	**216·3**	**38·8**	**1,628·3**	**7·5**	**1·4**	**56·3**	**9·0**	**104·3**	**11·6**	**10·4**	**1·9**	**160·6**	**15·5**
Motor vehicle manufacturing (381)	144·2	37·6	1,066·5	7·4	—	0·1	8·7	102·0	11·7	8·7	2·2	102·1	11·8
Aerospace equipment manufacturing and repairing (383)	44·8	41·8	332·4	7·4	—	—	0·3	2·2	8·1	0·3	0·2	2·2	8·1
Metal goods not elsewhere specified	**177·0**	**40·9**	**1,464·9**	**8·3**	**0·2**	**8·0**	**5·8**	**60·8**	**10·4**	**6·0**	**1·4**	**68·8**	**11·4**
Textiles	**100·8**	**23·1**	**829·5**	**8·2**	**2·7**	**109·6**	**15·4**	**155·9**	**10·1**	**18·2**	**4·2**	**265·5**	**14·6**
Production of man-made fibres (411)	7·0	26·7	61·3	8·8	0·2	8·8	0·7	10·6	16·2	0·9	3·3	19·3	22·2
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	18·3	20·0	146·7	8·0	2·0	78·5	4·7	42·9	9·1	6·7	7·3	121·4	18·2
Woollen and worsted (414)	21·5	26·0	180·7	8·4	0·3	12·8	3·9	45·5	11·5	4·3	5·2	58·2	13·7
Hosiery and other knitted goods (417)	11·9	11·4	77·7	6·5	0·2	6·7	3·1	26·8	8·7	3·2	3·1	33·5	10·4
Leather, leather goods and fur	**9·9**	**28·4**	**75·6**	**7·6**	—	**0·8**	**0·4**	**5·2**	**14·0**	**0·4**	**1·1**	**6·0**	**15·2**
Clothing and footwear	**34·4**	**9·8**	**179·1**	**5·2**	**0·3**	**10·3**	**14·9**	**111·1**	**7·5**	**15·2**	**4·4**	**121·4**	**8·0**
Clothing industries (441-449)	28·2	10·1	152·7	5·4	0·1	3·5	2·1	20·3	9·8	2·2	0·8	23·8	11·0
Footwear (450)	6·2	9·0	26·4	4·3	0·2	6·8	12·8	90·8	7·1	13·0	18·8	97·6	7·5
Bricks, pottery, glass, cement, etc	**81·2**	**35·5**	**764·3**	**9·4**	**0·7**	**29·5**	**1·0**	**9·1**	**8·8**	**1·8**	**0·8**	**38·6**	**21·7**
Timber, furniture, etc	**74·3**	**35·9**	**575·2**	**7·7**	**0·5**	**20·2**	**3·2**	**30·3**	**9·6**	**3·7**	**1·8**	**50·5**	**13·8**
Paper, printing and publishing	**149·0**	**37·8**	**1,253·3**	**8·4**	**0·1**	**5·3**	**0·6**	**4·3**	**6·6**	**0·8**	**0·2**	**9·6**	**12·3**
Paper and paper manufactures (481-484)	59·1	34·2	558·5	9·5	0·1	5·3	0·6	4·3	6·6	0·8	0·5	9·6	12·3
Printing and publishing (485-489)	89·9	40·6	694·8	7·7	—	—	—	—	—	—	—	—	—
Other manufacturing industries	**83·9**	**31·3**	**719·0**	**8·6**	**0·2**	**7·7**	**3·0**	**32·7**	**11·0**	**3·2**	**1·2**	**40·4**	**12·7**
Rubber (491)	28·6	34·1	236·5	8·3	—	1·7	1·0	11·2	11·1	1·0	1·2	12·9	12·3
Total, all manufacturing industries	**1,996·9**	**35·6**	**16,897·6**	**8·5**	**18·3**	**732·6**	**64·4**	**626·4**	**9·7**	**82·7**	**1·5**	**1,359·0**	**16·4**

Note: Figures in brackets after the industrial heading show the Standard Industrial Classification minimum list numbers of the industries included.

Notified vacancies*

Comprehensive statistics of the numbers of vacancies notified to employment offices and careers offices and remaining unfilled at December 4, 1974 are not available for the reason given on page 48. A regional analysis of the limited amount of information available is shown in the table.

The figures represent only the number of vacancies notified to local employment offices and careers offices by employers and remaining unfilled on December 4, 1974 and are not a measure of total vacancies. Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

Table 1

Region†	Number of notified vacancies remaining unfilled on December 4, 1974*					
	At Employment offices‡			At Careers offices‡		
	Males	Females	Total	Males	Females	Total
South East*	..	..	..	..	..	..
*Greater London**	..	..	..	..	..	..
East Anglia*	..	..	..	..	..	..
South West	9,716	6,721	16,437	1,544	1,574	3,118
West Midlands*	..	..	..	..	..	..
East Midlands*	..	..	..	..	..	..
Yorkshire and Humberside	10,601	6,636	17,237	2,991	2,568	5,559
North West	11,604	8,352	19,956	1,982	2,578	4,560
North	6,106	4,332	10,438	761	934	1,695
Wales	4,507	2,690	7,197	762	935	1,697
Scotland§	12,205	8,752	20,957	2,524	3,009	5,533

* See note on page 48.
† See note on page 533 of the June 1974 issue of this *Gazette*.
‡ See footnote to table 119.
§ Including estimates for some offices.

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 1973 on pages 505 to 517 of the June 1974 issue of this Gazette.

The number of stoppages beginning in December* which came to the notice of the department, was 83. In addition, 87 stoppages which began before December were still in progress at the beginning of the month.

The approximate number of workers involved at the establishments where these stoppages occurred is estimated at 126,700 consisting of 15,200 involved in stoppages which began in December and 111,500 involved in stoppages which had continued from the previous month. The latter figure includes 44,400 workers involved for the first time in December in stoppages which began in earlier months. Of the 15,200 workers involved in stoppages which began in December 10,000 were directly involved and 5,200 indirectly involved.

The aggregate of 734,000 working days lost in December includes 670,000 days lost through stoppages which had continued from the previous month.

Causes of stoppages

Principal cause	Beginning in December 1974		Beginning in the twelve months of 1974	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Pay—wage-rates and earnings levels	45	4,800	1,774	871,100
—extra-wage and fringe benefits	2	†	122	75,700
Duration and pattern of hours worked	2	400	53	14,700
Redundancy questions	9	2,200	84	13,200
Trade union matters	4	300	181	39,900
Working conditions and supervision	4	700	155	26,600
Manning and work allocation	6	1,100	251	53,300
Dismissal and other disciplinary measures	11	500	261	50,500
Miscellaneous	—	—	1	100
Total	‡83	10,000	2,882	1,145,000

Duration of stoppages ending in December

Duration of stoppage in working days	Number of stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	18	2,500	4,000
Over 1 and not more than 2 days	10	1,200	4,000
Over 2 and not more than 3 days	10	800	2,000
Over 3 and not more than 6 days	22	2,200	15,000
Over 6 and not more than 12 days	21	2,600	44,000
Over 12 days	43	39,700	714,000
Total	124	49,100	782,000

* 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 88 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.

‡ Includes four stoppages involving "sympathetic" action.

Statistics for 1974

A summary of the provisional statistics of stoppages of work in 1974, with comparative figures for 1973, is given in the article on pages 41 to 43 of this *Gazette*.

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 regulation orders. In general, no account is taken of changes determined by local negotiations at district, establishment or shop floor level. The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being paid at rates above the basic or minimum rates. The figures are provisional and relate to manual workers only.

Indices

At December 31, 1974 the indices of changes in *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
1974					
July 31	138·9	99·5	139·7	20·2	20·4
August 31	144·6	99·5	145·4	21·3	21·5
September 30	145·4	99·5	146·2	21·6	21·9
October 31	147·5	99·5	148·3	23·1	23·2
November 30	152·6	99·5	153·4	26·6	26·8
December 31	156·0	99·5	156·9	28·5	28·6

Notes: 1. The full index numbers and explanatory notes are given in Table 130.
2. Some figures from August have been revised to include changes having retrospective effect.

Principal changes reported in December

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

Road haulage contracting (other than British Road Services) (Wages Council)—GB: Increase in statutory minimum remuneration of £2·25 a week for all workers together with special payments of £3·20 a week under the general threshold arrangements (December 9).

Retail multiple grocery and provision trade—England and Wales: Increases of varying amounts ranging from £6·75 to £8·25 a week for all workers according to area and occupation (including consolidation of threshold payments of £4·40 a week) (November 11).

Retail furnishing and allied trades (Wages Council)—GB: Introduction of a special payment of £4·40 a week for shop managers, manageresses and other workers under the general threshold arrangements (December 15).

Health services—GB: Increase in standard rates of £7·72 a week (inclusive of consolidation of £4.40 a week threshold payments) for adult domestic and similar grades of ancillary workers, with proportional amounts for young workers (beginning of pay week containing December 13).

Licensed non-residential establishments (Wages Council)—GB: Increases in minimum time rates of amounts ranging from £5·70 to £8·20 a week (inclusive of threshold payments of £3·20 a week) according to area and occupation for workers 21 or over (December 22).

Threshold payments. Belated supplementary payments under the former general threshold arrangements account for some of the change between November and December.

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 increases 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 December indicate that the basic weekly rates or minimum entitlements of some 1,420,000 workers were increased by a total of £5,990,000 but, as stated earlier, this does not necessarily imply a corresponding change in "market" rates or actual earnings. For these purposes, therefore, 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 December with operative effect from earlier months (165,000 workers, £520,000 in weekly rates of wages). Of the total increase of £5,990,000 about £2,570,000 resulted from arrangements made by joint industrial councils or similar bodies established by voluntary agreement, £1,755,000 from threshold agreements linked to movements of the Retail Prices Index, £1,560,000 from statutory wages regulation orders and £105,000 from direct negotiations between employers' associations and trade unions.

The various tables analysing the changes during 1974 appear in the article *Rates of Wages and Hours of Work 1974* on pages 36 to 40 of this issue.

Retail prices, December 10, 1974

As stated on page 168 of the February issue of this *Gazette*, the reference base of the Index of Retail Prices has been changed to January 15, 1974 = 100. Indices on both references are given below but as already announced, the publication of figures on the base January 16, 1962 = 100 will be discontinued after this month.

At December 10, 1974 the general* retail prices index was 116·9 (prices at January 15, 1974 = 100). On the base January 16, 1962 = 100, the figure was 224·2 compared with 221·0 at November 12 and with 188·2 at December 11, 1973.

The rise in the index during the month was due to higher prices for petrol, second-hand cars, cigarettes and tobacco, and many other goods and services. There was a fall in the average price paid for beef as a result of the introduction of the beef token scheme.

The index for items of food whose prices show significant seasonal variations, namely home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit, was 106·5, and that for all other items of food was 116·3. The index for all items except items of food the prices of which show significant seasonal variations was 117·4.

The principal changes in the groups in the month were:

Food: Rises in the average prices of sugar, sweets and chocolates, eggs, bacon, biscuits, lamb and some other foods were partly offset by a fall in the average price paid for beef as a result of the introduction of the beef token scheme and falls in the average prices of most fresh vegetables. The index for the food group as a whole rose by one per cent to 114·4 compared with 113·3 in November. The index for foods whose prices vary seasonally rose by rather less than one per cent to 106·5, compared with 105·7 in November.

Alcoholic drink: The most important change in this group was a rise in the average price of beer. The group index rose by rather less than one-half of one per cent to 116·3, compared with 116·0 in November.

Tobacco: Increases in the prices of cigarettes and tobacco caused the group index to rise by rather less than 2 per cent to 123·8, compared with 121·6 in November.

Housing: There were increases in the average prices of materials used in home repairs and decorations and the group index rose by nearly one-half of one per cent to 109·0, compared with 108·6 in November.

Fuel and light: Higher charges for electricity were largely responsible for the rise of rather more than 1½ per cent in the group index which was 122·4, compared with 120·4 in November.

Durable household goods: The average levels of prices of most items in this group rose during the month and the group index was nearly 1½ per cent higher at 116·9, compared with 115·3 in November.

Clothing and footwear: Higher prices for most articles of clothing and footwear caused the group index to rise by rather less than one per cent to 117·2, compared with 116·3 in November.

Transport and vehicles: There were rises in the average levels of prices of petrol and second-hand cars and in bus fares in some areas. The rises in the prices of petrol followed the raising of the rate of value added tax on November 18. The group index rose by rather less than 5½ per cent to 123·3, compared with 117·1 in November.

Miscellaneous goods: Rises in the average levels of prices of paper products and some other items caused the group index to rise by rather more than one-half of one per cent to 122·4, compared with 121·6 in November.

Services: There were rises in the average levels of charges for services such as hairdressing, laundering and shoe repairing and the group index rose by nearly one-half of one per cent to 113·7, compared with 113·2 in November.

Meals bought and consumed outside the home: There was a rise of one per cent in the average level of prices and the group index was 116·5, compared with 115·3 in November.

Detailed figures for various groups and sub-groups are:

Group and sub-group		*Index figure* January 16 1962 = 100	January 15 1974 = 100
I	**Food: Total**	**247·9**	**114·4**
	Bread, flour, cereals, biscuits and cakes	271	121
	Meat and bacon	279	103
	Fish	321	101
	Butter, margarine, lard and other cooking fat	213	127
	Milk, cheese and eggs	193	96
	Tea, coffee, cocoa, soft drinks, etc	156	119
	Sugar, preserves and confectionery	291	155
	Vegetables, fresh, canned and frozen	276	123
	Fruit, fresh, dried and canned	233	124
	Other food	223	127
II	**Alcoholic drink**	**193·1**	**116·3**
III	**Tobacco**	**176·0**	**123·8**
IV	**Housing: Total**	**245·4**	**109·0**
	Rent	236	103
	Rates and water charges	255	112
	Charges for repairs and maintenance, and materials for home repairs and decorations	260	125
V	**Fuel and light: Total (including oil)**	**230·8**	**122·4**
	Coal and coke	269	124
	Gas	154	104
	Electricity	241	130
VI	**Durable household goods: Total**	**185·1**	**116·9**
	Furniture, floor coverings and soft furnishings	231	119
	Radio, television and other household appliances	134	113
	Pottery, glassware and hardware	201	119
VII	**Clothing and footwear: Total**	**195·3**	**117·2**
	Men's outer clothing	218	116
	Men's underclothing	238	131
	Women's outer clothing	190	115
	Women's underclothing	193	123
	Children's clothing	191	121
	Other clothing, including hose, haberdashery, hats and materials	173	119
	Footwear	194	112
VIII	**Transport and vehicles: Total**	**215·8**	**123·3**
	Motoring and cycling	199	125
	Fares	249	114
IX	**Miscellaneous goods: Total**	**223·0**	**122·4**
	Books, newspapers and periodicals	350	135
	Medicines, surgical, etc. goods and toilet requisites	169	112
	Soap and detergents, soda, polishes and other household goods	212	132
	Stationery, travel and sports goods, toys, photographic and optical goods, etc	195	116
X	**Services: Total**	**242·0**	**113·7**
	Postage and telephones	240	116
	Entertainment	210	106
	Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	271	120
XI	**Meals bought and consumed outside the home**	**267·4**	**116·5**
	All Items	**224·2**	**116·9**

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

Average retail prices of items of food

Average retail prices on December 10, 1974 for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in 200 areas in the United Kingdom, are given below.

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

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page 267 of the March 1974 issue of this *Gazette*.

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

Item	Number of quotations December 10, 1974	Average price December 10, 1974	Price range within which 80 per cent of quotations fell
		p	p
Beef: Home-killed			
Chuck	770	52·7	46 – 60
Sirloin (without bone)	735	79·2	66 – 94
Silverside (without bone)*	793	69·4	64 – 75
Back ribs (with bone)*	567	49·0	40 – 58
Fore ribs (with bone)	637	47·5	40 – 56
Brisket (without bone)	704	47·9	40 – 56
Rump steak*	781	93·3	80 –105
Beef: Imported, chilled			
Chuck	47	49·9	44 – 59
Silverside (without bone)*	56	66·7	60 – 72
Rump steak*	66	85·1	72 –100
Lamb: Home-killed			
Loin (with bone)	721	60·7	52 – 70
Breast*	703	18·1	12 – 25
Best end of neck	646	45·9	30 – 60
Shoulder (with bone)	710	39·7	34 – 48
Leg (with bone)	726	57·7	50 – 65
Lamb: Imported			
Loin (with bone)	426	50·8	45 – 58
Breast*	411	13·9	10 – 20
Best end of neck	412	41·3	28 – 50
Shoulder (with bone)	434	33·5	28 – 38
Leg (with bone)	433	53·1	50 – 58
Pork: Home-killed			
Leg (foot off)	761	52·5	46 – 60
Belly*	739	36·1	30 – 40
Loin (with bone)	792	63·8	56 – 70
Pork sausages	777	31·2	28 – 36
Beef sausages	649	27·2	23 – 32
Roasting chicken (broiler) frozen (3 lb)	621	27·0	25 – 30
Roasting chicken, fresh or chilled (4 lb) oven ready	413	31·7	27 – 36
Fresh and smoked fish			
Cod fillets	485	51·3	44 – 58
Haddock fillets	490	55·0	46 – 64
Haddock, smoked, whole	418	51·8	44 – 60
Plaice, fillets	447	66·9	56 – 80
Halibut cuts	172	84·4	70 –105
Herrings	404	25·5	20 – 30
Kippers, with bone	510	34·2	28 – 40
Bread			
White, 1½ lb wrapped and sliced loaf	661	14·0	12 – 15
White, 1½ lb unwrapped loaf	487	14·3	13 – 15½
White, 14 oz loaf	498	9·5	8½ – 10½
Brown, 14 oz loaf	515	10·4	10 – 11
Flour			
Self-raising, per 3 lb	649	19·7	15 – 24
Fresh vegetables			
Potatoes, old, loose			
White	543	3·1	2½ – 4
Red	374	3·6	3 – 4

Item	Number of quotations December 10, 1974	Average price December 10, 1974	Price range within which 80 per cent of quotations fell
		p	p
Fresh vegetables—*continued*			
Potatoes, new, loose	—	—	—
Tomatoes	750	24·5	20 – 30
Cabbage, greens	527	6·4	4 – 10
Cabbage, hearted	612	5·7	4 – 8
Cauliflower or broccoli	611	12·4	6 – 17
Brussels sprouts	713	8·6	7 – 11
Peas	—	—	—
Carrots	752	6·6	5 – 8
Runner beans	—	—	—
Onions	767	6·9	5 – 9
Mushrooms per ¼ lb	722	9·7	8 – 12
Fresh fruit			
Apples, cooking	746	10·1	8 – 12
Apples, dessert	766	13·8	10 – 17
Pears, dessert	719	12·8	10 – 16
Oranges	663	11·7	9 – 15
Bananas	748	12·9	11 – 15
Bacon			
Collar*	501	51·3	44 – 58
Gammon*	556	71·4	60 – 80
Middle cut,* smoked	401	67·1	58 – 80
Back, smoked	352	73·3	63 – 82
Back, unsmoked	383	70·7	61 – 80
Streaky, smoked	313	52·3	44 – 62
Ham (not shoulder)	654	88·8	70 –104
Pork luncheon meat, 12 oz can	483	23·8	19 – 27
Canned (red) salmon, ½-size can	660	52·6	46 – 61
Milk, ordinary, per pint	—	5·0	—
Butter			
Home produced	571	26·0	23 – 29
New Zealand	555	23·8	22 – 26
Danish	684	28·8	26 – 31
Margarine, standard quality, per ½ lb	152	11·4	11 – 13
Margarine, lower priced, per ½ lb	118	10·7	10 – 12
Lard	782	20·3	18 – 24
Cheese, cheddar type	768	40·2	36 – 44
Eggs, large, per doz	707	43·0	40 – 48
Eggs, standard, per doz	700	39·5	37 – 42
Eggs, medium, per doz	342	36·8	34 – 39
Sugar, granulated, per 2 lb	619	20·5	20 – 23
Coffee, instant, per 4 oz	735	38·7	34 – 44
Tea, per ¼ lb			
Higher priced	268	11·1	10 – 13
Medium priced	1,788	9·0	7½ – 10½
Lower priced	668	8·3	7½ – 9½

* Or Scottish equivalent.

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 this *Gazette*, January 1966, page 20) 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 annual mid-year estimates for other groups (table 103). The totals in employment in all industries and services at June each year are analysed by region in table 102.

Unemployment. Tables 104-116 show the numbers of unemployed in Great Britain, and in each region, at the monthly counts. For Great Britain separate figures are given for males and females. People are included in the counts if they are registered for employment at a local employment office or youth employment service 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. 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 rate of unemployment. Separate figures are given in the tables for young people seeking their first employment who are described as school-leavers and for adult students seeking temporary employment during vacation periods. The numbers unemployed excluding school-leavers and adult students are adjusted for seasonal variations.

An industrial analysis of national statistics for the unemployed excluding school-leavers and adult students, is presented in table 117. The unemployed are analysed according to the duration of their current spell of registration in table 118.

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

Unfilled vacancies. The vacancy statistics in table 119 relate to the vacancies notified by employers to local employment offices and youth employment service careers offices, and which, at the date of count, remain unfilled. They do not measure the total volume of unsatisfied immediate manpower requirements of employers.

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 are also given adjusted for seasonal variations. 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 in table 131 and for all manufacturing and all industries in table 130. (Table 129 has been discontinued.)

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

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

Output per head and labour costs. Table 134 provides annual and quarterly indices of output, employment and output per person employed for the whole economy, the Index of Production and manufacturing sectors, and for selected industries where output and employment can be reasonably matched. Annual and quarterly indices of total domestic incomes per unit of output are given for the whole economy, with separate indices for the largest component—wages and salaries. Annual indices of labour costs per unit of output (including all items for which regular data is available) are shown for the whole economy and for selected industries. A full description is given in this *Gazette*, October 1968, pages 801-803.

Conventions. The following standard symbols are used:

..	not available
—	nil or negligible (less than half the final digit shown)
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification (1958 or 1968 edition as indicated)

A line across a column between two consecutive figures indicates that the figures 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: Great Britain

TABLE 101 — THOUSANDS

Quarter		Employees in employment: Males	Females	Total	Employers and self-employed	HM Forces	Employed labour force	Unemployed	Working population
A. ESTIMATES ON NATIONAL INSURANCE CARD COUNT BASIS									
Numbers unadjusted for seasonal variations									
1969	March	14,020	8,495	22,515	1,785	384	24,684	566	25,250
	June	14,027	8,573	22,600	1,806	380	24,786	483	25,269
	September	14,035	8,584	22,619	1,810	377	24,806	540	25,346
	December	13,987	8,536	22,523	1,815	376	24,714	566	25,280
1970	March	13,880	8,545	22,425	1,820	374	24,619	602	25,221
	June	13,832	8,573	22,404	1,825	372	24,601	524	25,124
	September	13,835	8,572	22,407	1,831	370	24,608	579	25,187
	December	13,823	8,506	22,328	1,835	371	24,534	604	25,139
1971	March	13,579	8,391	21,970	1,840	369	24,179	700	24,878
	June	13,542	8,486	22,027	1,843	368	24,238	687	24,926
Numbers adjusted for seasonal variations									
1969	March	14,099	8,515	22,614					25,313
	June	14,029	8,561	22,590					25,309
	September	14,002	8,553	22,555					25,279
	December	13,941	8,559	22,500					25,246
1970	March	13,952	8,567	22,519					25,276
	June	13,837	8,558	22,395					25,166
	September	13,807	8,543	22,350					25,128
	December	13,775	8,527	22,302					25,104
1971	March	13,646	8,414	22,060					24,927
	June	13,550	8,470	22,020					24,970
B. ESTIMATES ON CENSUS OF EMPLOYMENT BASIS									
Numbers unadjusted for seasonal variations									
1971	June	13,424	8,224	21,648	1,843	368	23,859	687	24,546
	September	13,294	8,218	21,512	1,850	368	23,730	810	24,540
	December	13,328	8,148	21,476	1,857	372	23,705	868	24,573
1972	March	13,241	8,318	21,559	1,864	371	23,794	925	24,719
	June	13,319	8,331	21,650	1,872	371	23,893	767	24,660
	September	13,346	8,434	21,780	1,883	374	24,037	848	24,885
	December	13,435	8,477	21,912	1,894	372	24,178	745	24,923
1973	March	13,430	8,676	22,106	1,905	367	24,378	683	25,061
	June	13,478	8,705	22,182	1,916	361	24,459	546	25,005
	September	13,536	8,739	22,274	1,916	358	24,548	545	25,093
	December	13,484	8,813	22,297	1,916	354	24,567	486	25,053
1974	March	13,263	8,881	22,144	1,916	349	24,409	590	24,999
Numbers adjusted for seasonal variations									
1971	June	13,433	8,209	21,642					24,595
	September	13,289	8,195	21,484					24,502
	December	13,280	8,186	21,466					24,556
1972	March	13,281	8,316	21,597					24,718
	June	13,329	8,317	21,646					24,712
	September	13,347	8,412	21,759					24,854
	December	13,385	8,517	21,902					24,906
1973	March	13,468	8,670	22,138					25,055
	June	13,487	8,693	22,180					25,059
	September	13,541	8,717	22,258					25,066
	December	13,434	8,854	22,288					25,037
1974	March	13,300	8,873	22,173					24,990

Notes: 1 Employment estimates after June 1973 are provisional.
2 For note on quarterly estimates see page 432 of the May 1974 issue of this *Gazette*.
3 See notes 1 – 3 to table 103.

employees in employment: Great Britain and standard regions

TABLE 102 — THOUSANDS

		South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
Standard Region												
1969	June	7,791	632	1,304	2,278	1,395	2,001	2,892	1,258	942	2,098	22,600*
1970	June	7,698	637	1,310	2,259	1,392	1,976	2,842	1,270	935	2,077	22,404*
1971	June (a)	7,616	620	1,308	2,218	1,363	1,924	2,779	1,242	930	2,018	22,027*
	June (b)	7,353	607	1,325	2,207	1,352	1,893	2,719	1,229	962	2,003	21,648
1972	June	7,369	622	1,344	2,172	1,362	1,890	2,699	1,230	973	1,989	21,650
1973	June	7,461	652	1,399	2,242	1,409	1,942	2,753	1,274	1,000	2,050	22,182

Note: Estimates up to and including 1971 June (a) are on a national insurance card count basis. Estimates thereafter are on a Census of Employment basis.

* The sum of the estimates for the regions does not agree with the estimate for Great Britain, which includes Civil Servants serving overseas.

EMPLOYMENT

Great Britain: employees in employment: industrial analysis

TABLE 103

THOUSANDS

		Total all industries and services	Index of Production industries* Total	Index of Production industries* Seasonally adjusted index (av. 1970=100)	Manufacturing industries Total	Manufacturing industries 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
A Estimates on national insurance card count basis																	
1970	October		10,831·1	99·3	8,755·6	99·6		406·4	870·0	60·3	474·3	591·3	1,202·9	157·7	906·6	191·3	837·1
	November		10,816·9	99·1	8,750·6	99·5		405·1	866·5	60·1	473·2	590·5	1,199·7	158·3	911·1	191·2	838·6
	December		10,779·3	98·8	8,732·2	99·2		404·1	860·2	59·7	473·2	589·8	1,197·4	159·0	911·7	190·5	840·2
1971	January‡		10,682·8	98·6	8,657·9	99·1		405·1	841·2	59·3	470·0	585·5	1,189·7	158·9	909·4	189·7	837·5
	February‡																
	March		10,624·4	98·2	8,604·2	98·6		406·2	834·5	58·9	469·8	579·7	1,179·9	159·1	905·3	190·0	832·6
	April		10,547·7	97·4	8,528·2	97·7		404·7	828·9	58·5	467·3	569·1	1,164·6	158·4	896·6	193·4	824·2
	May		10,501·2	97·0	8,479·7	97·2		403·6	830·5	58·0	466·5	561·5	1,154·5	158·3	890·1	192·5	817·9
	June	22,027	10,450·3	96·5	8,431·6	96·7	344·5	401·3	837·4	57·6	466·1	554·8	1,142·3	157·4	880·5	191·8	812·9
B Estimates on Census of Employment basis																	
1971	June	21,648	9,869·8	96·5	7,886·3	96·7	420·8	393·4	743·5	44·3	435·2	556·4	1,038·5	164·2	799·3	183·3	807·1
	July		9,875·6	96·2	7,888·4	96·4		392·1	758·6	44·3	436·6	555·2	1,029·9	163·5	796·2	183·2	804·7
	August		9,869·4	95·9	7,886·7	96·1		392·8	760·1	44·5	437·5	551·9	1,025·3	164·1	794·3	183·3	802·1
	September		9,843·0	95·7	7,858·9	95·7		392·2	747·8	44·4	435·3	549·7	1,019·8	163·5	795·5	183·2	801·3
	October		9,803·0	95·2	7,829·5	95·2		390·6	747·0	44·1	434·1	545·3	1,010·7	162·3	794·1	182·6	798·0
	November		9,767·4	94·7	7,793·0	94·7		388·7	746·4	43·8	432·7	540·4	1,002·7	162·0	793·0	181·3	790·0
	December		9,735·7	94·5	7,773·6	94·4		386·6	743·7	43·6	431·9	535·9	997·6	161·4	794·0	181·2	787·6
1972	January		9,648·3	94·3	7,701·1	94·1		386·0	729·8	43·2	428·1	530·9	987·7	159·9	788·5	178·4	784·7
	February		9,611·2	93·9	7,674·1	93·8		385·7	724·3	42·8	426·6	526·4	980·1	158·8	794·8	178·3	782·8
	March		9,576·8	93·7	7,630·9	93·4		381·0	722·2	42·7	425·6	519·4	972·9	157·3	788·4	179·1	778·8
	April		9,598·6	93·8	7,631·8	93·5		379·9	723·7	42·5	424·8	518·8	969·0	156·5	788·8	179·4	776·9
	May		9,597·7	93·8	7,623·1	93·5		378·5	726·6	42·3	425·8	516·4	965·6	155·9	785·5	179·3	776·1
	June	21,650	9,595·6	93·9	7,613·3	93·4	415·8	377·0	729·8	41·9	424·0	515·6	963·8	155·7	780·4	176·9	775·6
	July		9,627·2	93·8	7,638·1	93·3		374·3	741·8	41·8	425·4	515·9	963·2	156·2	786·6	176·3	775·2
	August		9,652·5	93·8	7,662·5	93·4		373·8	745·8	41·8	427·1	514·8	962·2	155·8	788·1	176·2	777·4
	September		9,636·9	93·7	7,665·0	93·4		372·7	741·1	41·8	425·7	516·3	963·4	155·9	786·2	177·6	780·8
	October		9,655·6	93·8	7,667·6	93·3		371·9	739·5	41·5	423·8	516·9	960·7	156·5	790·2	176·9	781·4
	November		9,695·7	94·0	7·677·9	93·3		370·9	740·2	41·2	423·8	517·5	961·9	157·3	793·4	174·9	782·9
	December		9,683·2	94·0	7,676·4	93·2		369·8	733·2	41·2	425·0	518·3	963·6	157·8	793·9	175·0	784·5
1973	January		9,631·4	94·1	7,639·0	93·4		368·7	721·1	41·0	422·1	519·4	959·6	157·5	789·5	174·3	784·8
	February		9,669·5	94·5	7,652·3	93·6		368·0	715·1	41·1	423·1	520·6	960·2	159·1	792·9	174·2	788·7
	March		9,671·7	94·7	7,656·6	93·7		366·5	714·8	41·0	423·7	520·3	961·1	159·5	794·7	174·5	788·4
	April		9,681·1	94·6	7,655·1	93·8		364·6	716·2	40·6	422·4	520·2	960·1	159·5	795·6	175·4	786·4
	May		9,679·1	94·6	7,658·4	93·9		363·2	720·6	40·5	422·8	518·0	955·6	159·2	796·4	178·6	785·2
	June	22,182	9,698·0	94·9	7,664·0	94·1	420·8	360·7	728·1	40·4	424·5	517·6	955·5	159·3	795·3	177·3	788·9
	July§		9,739·2	94·9	7,697·9	94·1		358·5	748·5	39·9	427·0	519·4	955·0	159·0	798·3	173·5	788·9
	August§		9,747·5	94·8	7,708·0	94·0		357·0	752·0	39·9	429·3	521·3	957·2	159·2	800·8	173·2	790·4
	September§		9,735·6	94·8	7,700·2	94·0		354·2	741·6	39·7	428·9	521·4	961·5	160·3	804·7	177·1	788·8
	October§		9,733·1	94·8	7,709·6	94·1		351·5	743·6	39·3	430·9	520·3	961·1	161·1	808·9	176·6	789·9
	November§		9,763·0	95·0	7,738·7	94·4		349·1	748·3	38·9	434·3	520·1	966·4	162·5	818·3	176·4	786·6
	December§		9,762·4	95·1	7,751·6	94·6		346·9	748·8	39·0	435·8	520·2	966·7	163·0	820·9	176·3	788·9
1974	January§		9,657·2	94·8	7,663·6	94·2		346·1	739·8	38·9	431·3	516·2	954·1	161·9	815·2	175·1	783·5
	February§		9,635·7	94·6	7,637·4	94·0		345·9	740·4	38·8	432·0	515·4	953·2	161·9	810·9	174·6	778·5
	March§		9,589·3	94·4	7,614·0	93·9		344·5	739·0	38·7	431·3	513·9	951·5	161·6	809·6	173·9	775·5
	April §		9,588·4	94·3	7,611·1	94·0		346·2	736·3	38·8	431·8	514·0	953·2	161·8	808·4	173·8	775·7
	May §		9,592·2	94·4	7,619·9	94·2		347·3	736·8	39·0	433·1	513·0	954·0	161·3	810·4	172·8	774·9
	June §		9,587·9	94·4	7,609·5	94·2		347·4	737·6	39·1	432·6	515·0	954·1	162·0	809·9	173·5	774·5
	July §		9,625·8	94·4	7,650·9	94·3		346·7	748·0	39·3	436·7	517·3	962·3	165·5	815·0	173·2	774·1
	August §		9,648·5	94·4	7,673·1	94·2		348·0	749·7	39·4	440·0	520·4	962·1	165·3	820·2	174·6	774·9
	September §		9,637·5	94·3	7,662·5	94·1		348·4	744·4	39·5	440·5	520·2	966·7	162·2	817·0	176·9	778·5
	October §		9,637·3	94·3	7,664·9	94·1		348·1	745·0	39·9	444·0	521·5	967·4	163·0	814·0	176·6	782·6
	November§		9,598·6	93·7	7,653·1	93·8		348·5	743·9	40·0	440·9	522·7	967·7	162·8	813·0	177·4	780·6

Notes: 1. Until 1971 the annual employment statistics were derived mainly from counts of national insurance cards. In 1971 a new system was introduced because of proposals to abolish the use of national insurance cards for employees within the next few years.

2. The new system relies on returns from employers. To provide a link between the old system and the new system, both a card count and a census under the new system were taken in 1971.

3. The old count of national insurance cards included many employees who work for part of the year only, and who would not have been in employment in the particular week in June when the census was taken. Mainly for this reason the census figure for June 1971 is considerably lower than the card count. Another difference is that a person who had two regular jobs with different employers in the week of the census was counted twice in the census but only once in the card count, so that the census figures are higher than the card count in some industries and services where secondary employment is common.

4. The provisional seasonally adjusted indices for Index of Production industries and manufacturing from July 1973 to May 1974 include a correction for downward bias which has been identified in past provisional estimates. No further correction for bias has been made after May 1974 because estimates from June 1974 are based on a new sample of employers (see page 736 of the August 1974 issue of this *Gazette*). No such corrections are made to the total employment figures for these series.

* The industries included in the Index of Production are Orders II-XXI of the SIC (1968).

† Excluding members of HM Forces.

‡ Returns from employers are used for the compilation of this table. Owing to the interruption of postal services, the January 1971 figures have been calculated from a smaller number of returns than usual, and no estimates are available for February 1971.

§ Figures after June 1973 are provisional.

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†		
A Estimates on national insurance card count basis																		
	637·5	653·7	53·1	478·7	336·6	300·2	648·5	355·8	1,290·8	378·3							October	1970
	639·1	650·0	52·9	478·4	336·2	299·1	647·5	358·2	1,283·8	377·4							November	
	638·1	648·1	52·8	477·3	334·7	297·6	645·2	356·7	1,266·9	376·1							December	
	633·6	641·0	52·5	472·4	330·7	295·4	639·7	351·4	1,244·6	375·2							January‡	1971
	628·5	632·9	52·1	472·3	328·4	294·8	634·6	350·8	1,241·4	372·6							February‡	
																	March	
	621·7	624·1	51·9	473·9	326·8	295·0	627·1	346·7	1,242·5	372·3							April	
	618·9	618·6	52·0	475·8	325·0	293·8	621·8	344·0	1,247·2	370·7							May	
	614·2	612·3	51·9	472·8	324·9	293·3	617·8	343·6	1,248·6	368·8	1,564·0	2,582·2	971·3	2,903·8	1,794·0	1,416·3	June	
B Estimates on Census of Employment basis																		
	571·8	581·2	46·5	429·1	301·5	264·2	588·8	331·3	1,221·6	368·5	1,544·8	2,555·1	962·5	2,915·5	1,906·4	1,473·4	June	1971
	571·1	580·7	46·4	429·2	302·2	264·0	588·9	333·8	1,230·0	365·1							July	
	570·8	581·1	46·3	433·2	301·7	265·7	590·8	334·1	1,227·0	362·9							August	
	570·2	577·7	46·2	436·0	299·5	267·0	589·3	332·6	1,232·3	359·6							September	
	567·5	573·6	46·3	436·0	298·9	268·3	587·8	332·9	1,222·0	360·9							October	
	564·8	569·9	46·4	435·3	297·8	269·5	585·2	331·8	1,227·4	358·3							November	
	563·6	568·8	46·2	435·3	297·5	269·9	583·7	331·7	1,219·1	356·4							December	
	558·8	563·5	45·6	430·3	295·9	269·2	578·8	327·8	1,207·6	353·6							January	1972
	555·2	560·4	45·2	428·9	294·3	269·5	577·7	328·0	1,198·2	353·2							February	
	552·6	557·7	44·5	426·4	292·8	268·9	574·2	327·6	1,213·4	351·5							March	
	553·0	559·6	44·6	428·8	292·9	270·4	573·4	328·6	1,236·4	350·5							April	
	552·9	559·1	44·9	428·0	294·2	269·2	572·5	328·7	1,247·3	348·8							May	
	552·6	558·0	45·0	425·7	294·9	270·2	572·6	330·7	1,258·2	347·1	1,520·1	2,587·5	982·7	3,030·9	2,001·7	1,513·8	June	
	554·2	557·0	44·9	425·2	296·9	271·5	573·5	332·3	1,268·8	346·0							July	
	555·4	560·7	45·0	429·6	298·7	274·6	575·0	334·3	1,271·4	344·8							August	
	559·0	562·2	45·0	430·9	297·5	274·7	571·6	335·4	1,253·9	345·3							September	
	561·2	560·0	45·0	430·9	297·4	277·4	573·0	335·3	1,271·1	345·0							October	
	561·8	560·0	45·0	430·8	298·1	280·4	571·7	337·1	1,303·3	343·6							November	
	563·4	559·3	45·0	430·1	297·2	281·5	570·6	336·8	1,294·4	342·6							December	
	561·4	557·8	44·7	426·4	295·7	281·1	566·9	335·8	1,281·1	342·6							January	1973
	563·7	559·0	44·5	426·4	296·7	283·4	566·3	337·2	1,308·6	340·6							February	
	563·4	558·6	44·3	426·4	297·1	283·9	566·3	338·8	1,309·0	339·6							March	
	562·9	556·5	44·2	424·6	299·4	284·1	566·9	340·0	1,322·7	338·7							April	
	563·2	556·3	44·3	422·5	299·0	285·5	566·9	343·7	1,320·6	336·9							May	
	563·0	555·0	44·0	417·6	299·1	286·5	567·7	344·2	1,337·9	335·4	1,501·3	2,690·5	1,043·4	3,170·5	2,113·5	1,543·5	June	
	566·0	556·6	43·7	415·5	300·8	287·3	572·0	346·6	1,348·2	334·6							July§	
	566·1	554·2	43·6	412·0	301·1	287·0	572·7	347·9	1,348·6	333·9							August§	
	565·3	550·9	43·5	411·1	299·7	287·2	572·1	346·6	1,346·8	334·4							September§	
	566·8	547·6	43·4	411·7	298·4	286·5	574·0	349·5	1,338·2	333·8							October§	
	570·1	548·7	43·1	413·3	299·3	286·3	574·2	351·8	1,342·5	332·7							November§	
	572·3	550·3	43·4	413·6	299·5	286·0	574·8	352·1	1,331·5	332·4							December§	
	563·9	543·0	43·3	407·7	294·0	279·3	570·8	345·6	1,315·5	332·0							January§	1974
	560·8	540·0	43·3	405·2	292·4	277·2	569·6	343·1	1,321·4	331·0							February§	
	558·2	536·7	43·1	403·7	291·5	275·3	566·8	343·7	1,300·0	330·8							March§	
	560·0	536·7	43·2	403·0	291·5	273·5	564·0	345·6	1,298·7	332·4							April§	
	561·5	537·1	43·2	404·7	292·2	272·7	565·3	347·9	1,293·6	331·4							May §	
	561·1	535·3	42·8	401·0	292·6	271·4	559·8	347·3	1,300·1	330·9							June §	
	565·0	536·7	42·7	400·2	293·5	269·7	560·0	351·8	1,298·0	330·2							July §	
	560·5	537·7	42·7	402·4	296·1	269·6	564·6	352·9	1,297·6	329·8							August §	
	563·0	534·1	42·1	401·2	293·3	268·5	563·7	350·5	1,294·9	331·7							September §	
	564·6	527·2	42·4	401·3	287·7	267·6	567·6	352·6	1,291·6	332·7							October §	
	562·7	525·7	42·6	402·6	290·2	265·4	565·0	350·0	1,264·1	332·9							November§	

UNEMPLOYMENT
Great Britain: males and females

TABLE 104

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
				of which:			Seasonally adjusted	
		Percentage rate per cent	Number (000's)	School-leavers (000's)	Adult students* (000's)	Actual number (000's)	Number (000's)	Percentage rate per cent
1955	}	1·0	213·2	4·2	..	208·9		1·0
1956		1·1	229·6	3·7	..	225·9		1·0
1957		1·3	294·5	5·2	..	289·4		1·3
1958		1·9	410·1	8·3	..	401·9		1·9
1959		2·0	444·5	11·7	..	432·8		2·0
1960		1·5	345·8	8·6	..	337·2		1·5
1961		1·4	312·1	7·1	..	304·9		1·3
1962		1·9	431·9	13·1	..	418·8		1·8
1963		2·3	520·6	18·3	..	502·3		2·2
1964		1·6	372·2	10·4	..	361·7		1·6
1965	Monthly averages	1·4	317·0	8·6	..	308·4		1·3
1966		1·4	330·9	7·4	..	323·4		1·4
1967		2·2	521·0	9·1	2·0	509·8		2·2
1968		2·4	549·4	8·6	2·5	538·4		2·3
1969		2·4	543·8	8·6	4·4	530·7		2·3
1970		2·5	582·2	9·0	5·4	567·8		2·5
1971		3·4	758·4	14·8	6·7	737·0		3·3
1972		3·8	844·1	19·1	9·1	816·0		3·7
1973		2·6	597·9	7·0	10·2	580·7		2·6
1974‡	}	2·6	599·7	13·7	14·5	571·5		2·5
1971	January 11	3·0	674·8	5·5	..	669·3	611·4	2·7
	February 8	3·1	683·7	4·5	..	679·2	630·3	2·8
	March 8	3·1	700·0	3·4	..	696·6	654·6	2·9
	April 5	3·3	730·3	7·6	16·5	706·2	680·4	3·0
	May 10	3·2	715·4	6·5	..	708·9	725·7	3·2
	June 14	3·1	687·2	4·9	..	682·3	731·3	3·3
	July 12	3·3	743·4	14·8	24·4	704·2	756·6	3·4
	August 9	3·7	817·6	55·5	24·5	737·6	772·0	3·5
	September 13	3·6	810·5	34·7	14·2	761·6	791·0	3·5
	October 11	3·7	819·3	19·3	0·8	799·2	808·5	3·6
	November 8	3·8	851·2	11·9	—	839·3	834·4	3·7
	December 6	3·9	867·8	8·6	0·2	859·0	847·7	3·8
1972	January 10	4·1	928·6	10·1	2·0	916·6	858·3	3·8
	February 14	4·1	925·2	8·4	0·1	916·7	868·8	3·9
	March 13	4·1	924·8	7·1	0·1	917·6	874·9	3·9
	April 10	4·1	928·2	16·5	16·4	895·4	868·2	3·9
	May 8	3·7	832·0	10·1	0·2	821·8	839·1	3·7
	June 12	3·4	767·3	8·4	1·8	757·1	807·7	3·6
	July 10	3·6	803·7	19·2	28·6	755·9	808·7	3·6
	August 14	3·9	863·8	60·9	30·4	772·5	806·0	3·6
	September 11	3·8	848·0	42·0	25·0	781·0	809·2	3·6
	October 9	3·5	792·1	23·2	2·6	766·3	776·0	3·5
	November 13	3·4	770·4	13·4	—	757·1	752·2	3·4
	December 11	3·3	744·9	9·7	1·8	733·4	721·4	3·2
1973	January 8	3·5	785·0	9·1	15·6	760·4	701·9	3·1
	February 12	3·2	717·5	6·6	—	710·9	663·2	2·9
	March 12	3·0	682·6	5·0	—	677·6	634·8	2·8
	April 9	3·0	691·9	4·2	44·1	643·6	615·9	2·7
	May 14	2·6	591·0	3·3	—	587·7	605·4	2·7
	June 11	2·4	545·9	3·6	1·0	541·4	593·0	2·6
	July 9	2·4	555·2	7·7	19·8	527·7	580·9	2·6
	August 13	2·5	570·7	21·6	19·2	530·0	563·3	2·5
	September 10	2·4	545·4	13·0	18·5	513·9	541·5	2·4
	October 8	2·2	509·6	5·1	2·8	501·6	511·7	2·3
	November 12	2·2	493·6	2·3	—	491·2	485·7	2·1
	December 10	2·1	486·2	1·8	1·9	482·5	470·3	2·1
1974	January 14	2·7	605·6	4·5	7·9	593·1	534·5	2·4
	February 11	2·6	599·2	3·1	—	596·1	548·6	2·4
	March 11	2·6	590·1	2·0	—	588·1	545·3	2·4
	April 8	2·8	646·8	5·6	66·9	574·3	546·4	2·4
	May 13	2·4	535·4	4·9	—	530·4	548·3	2·4
	June 10	2·3	515·8	5·4	1·1	509·2	561·4	2·5
	July 8	2·5	566·8	14·4	24·4	528·1	581·6	2·6
	August 12	2·9	656·3	56·0	27·6	572·7	605·9	2·7
	September 9	2·8	647·1	33·4	29·3	584·4	611·9	2·7
	October 14†	2·7	612·5	13·4	2·3	596·8	606·9	2·7
	November 11†	2·7	621·4	8·0	—	613·4	607·7	2·7
	December 9†	..	..	..	..	..	..	..

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 22,728,000, and this has been used to calculate the rate for each month since January 1973.

* Figures prior to July 1971 are estimated.
† See note on page 48.
‡ The figures for 1974 are averages of eleven months.

UNEMPLOYMENT
males: Great Britain

TABLE 105

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
				of which:		Actual number	Seasonally adjusted	
		Percentage rate per cent	Number (000's)	School-leavers (000's)	Adult students* (000's)	(000's)	Number (000's)	Percentage rate per cent
1955	}	1·0	137·4	2·3	..	135·1		1·0
1956		1·1	151·0	2·0	..	148·9		1·1
1957		1·4	204·3	3·0	..	201·3		1·4
1958		2·1	293·8	5·0	..	288·8		2·0
1959		2·3	322·6	7·5	..	315·1		2·2
1960		1·7	248·3	5·4	..	242·9		1·7
1961		1·6	226·3	4·3	..	222·0		1·5
1962		2·2	321·9	7·9	..	314·0		2·1
1963		2·7	393·9	11·1	..	382·8		2·6
1964		1·9	279·6	6·4	..	273·2		1·8
1965	Monthly averages	1·6	240·6	5·1	..	235·5		1·6
1966		1·7	259·6	4·5	..	255·1		1·7
1967		2·9	420·7	5·7	1·7	413·4		2·8
1968		3·2	460·7	5·5	2·0	453·1		3·1
1969		3·2	461·9	5·6	3·4	452·9		3·1
1970		3·5	495·3	5·7	4·1	485·4		3·4
1971		4·6	639·8	9·5	5·0	625·3		4·5
1972		5·0	705·1	12·4	6·5	686·2		4·9
1973		3·6	499·4	4·5	7·0	487·9		3·5
1974‡	}	3·6	500·9	8·5	9·3	483·1		3·5
1971	January 11	4·1	575·0	3·5		571·5	520·5	3·7
	February 8	4·1	578·7	2·9	..	575·8	534·3	3·8
	March 8	4·2	590·0	2·2	..	587·8	552·4	3·9
	April 5	4·4	617·7	4·6	12·3	600·8	578·1	4·1
	May 10	4·3	608·9	4·5	..	604·4	617·7	4·4
	June 14	4·2	589·1	3·4	..	585·7	623·1	4·4
	July 12	4·5	630·7	9·1	18·5	603·1	643·3	4·6
	August 9	4·9	681·6	35·4	18·1	628·1	656·3	4·7
	September 13	4·8	677·0	22·2	10·7	644·1	670·7	4·8
	October 11	4·9	684·4	12·3	0·6	671·4	684·3	4·9
	November 8	5·1	712·9	7·8	—	705·1	706·0	5·0
	December 6	5·2	731·6	5·7	0·1	725·8	717·3	5·1
1972	January 10	5·6	783·7	6·4	1·5	775·8	724·2	5·2
	February 14	5·6	781·3	5·5	0·1	775·7	735·1	5·3
	March 13	5·6	780·3	4·7	0·1	775·5	739·7	5·3
	April 10	5·6	779·0	10·9	12·3	755·8	732·2	5·2
	May 8	5·0	699·8	7·0	0·2	692·5	706·1	5·1
	June 12	4·6	648·2	5·8	1·4	641·0	679·6	4·9
	July 10	4·8	670·2	12·1	20·4	637·6	678·3	4·9
	August 14	5·1	707·2	38·9	21·1	647·1	674·8	4·8
	September 11	5·0	699·3	26·8	17·5	655·0	680·6	4·9
	October 9	4·7	654·9	15·2	2·2	637·5	650·7	4·7
	November 13	4·6	637·2	8·9	—	628·3	629·1	4·5
	December 11	4·4	620·2	6·5	1·3	612·4	603·5	4·3
1973	January 8	4·7	651·7	6·0	11·3	634·4	582·6	4·2
	February 12	4·3	596·7	4·3	—	592·4	552·1	4·0
	March 12	4·1	568·9	3·3	—	565·6	529·9	3·8
	April 9	4·1	569·4	2·8	29·2	537·4	513·3	3·7
	May 14	3·6	497·2	2·2	—	495·0	508·8	3·6
	June 11	3·3	461·8	2·4	0·8	458·6	497·9	3·6
	July 9	3·3	464·7	5·0	13·8	445·8	486·9	3·5
	August 13	3·4	473·1	14·2	13·0	445·9	473·4	3·4
	September 10	3·2	452·8	8·1	12·3	432·4	457·6	3·3
	October 8	3·1	427·4	3·2	2·2	422·0	435·3	3·1
	November 12	3·0	416·1	1·4	—	414·6	414·9	3·0
	December 10	3·0	412·7	1·1	1·3	410·3	401·2	2·9
1974	January 14	3·7	511·1	2·8	5·8	502·5	450·6	3·2
	February 11	3·6	507·1	1·9	—	505·2	465·1	3·3
	March 11	3·6	501·9	1·2	—	500·7	465·1	3·3
	April 8	3·8	532·1	3·3	42·4	486·3	462·0	3·3
	May 13	3·3	455·6	3·2	—	452·5	466·4	3·3
	June 10	3·2	440·3	3·6	0·8	435·8	475·4	3·4
	July 8	3·4	474·7	9·6	16·3	448·8	490·1	3·5
	August 12	3·8	535·2	35·5	17·7	482·0	509·4	3·7
	September 9	3·8	527·4	20·2	18·1	489·1	514·2	3·7
	October 14†	3·6	508·6	8·0	1·6	499·1	512·4	3·7
	November 11†	3·7	516·3	4·7	—	511·6	511·7	3·7
	December 9†	..	..	..	..	..	..	..

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 13,940,000, and this has been used to calculate the rate for each month since January 1973.

* Figures prior to July 1971 are estimated.
† See note on page 48.
‡ The figures for 1974 are averages of eleven months.

UNEMPLOYMENT
Great Britain: females

TABLE 106

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
		Percentage rate	Number	of which: School-leavers	of which: Adult students*	Actual number	Seasonally adjusted Number	Seasonally adjusted Percentage rate
		per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent
1955		1·0	75·7	1·9	..	73·8		1·0
1956		1·0	78·6	1·6	..	77·0		1·0
1957		1·2	90·2	2·2	..	88·1		1·2
1958		1·5	116·3	3·3	..	113·1		1·5
1959		1·6	121·9	4·2	..	117·7		1·5
1960		1·2	97·6	3·2	..	94·3		1·2
1961		1·1	85·8	2·8	..	83·0		1·0
1962		1·3	110·0	5·2	..	104·8		1·3
1963		1·5	126·7	7·2	..	119·5		1·5
1964		1·1	92·6	4·1	..	88·5		1·1
1965	Monthly averages	0·9	76·4	3·5	..	72·9		0·9
1966		0·8	71·3	2·9	..	68·3		0·8
1967		1·2	100·2	3·5	0·3	96·5		1·1
1968		1·0	88·8	3·0	0·5	85·2		1·0
1969		0·9	81·9	3·0	1·0	77·9		0·9
1970		1·0	86·9	3·0	1·3	82·5		1·0
1971		1·4	118·6	5·3	1·7	111·7		1·3
1972		1·6	139·0	6·7	2·6	129·7		1·5
1973		1·1	98·5	2·5	3·3	92·8		1·1
1974‡		1·1	98·8	5·2	5·2	88·5		1·0
1971	January 11	1·2	99·8	2·0	..	97·8	90·9	1·1
	February 8	1·3	105·0	1·6	..	103·4	96·0	1·2
	March 8	1·3	110·0	1·2	..	108·8	102·2	1·2
	April 5	1·4	112·5	3·0	4·2	105·4	102·3	1·2
	May 10	1·3	106·5	2·0	..	104·5	108·0	1·3
	June 14	1·2	98·1	1·5	..	96·6	108·2	1·3
	July 12	1·4	112·7	5·7	5·9	101·1	113·3	1·4
	August 9	1·6	136·0	20·1	6·4	109·5	115·7	1·4
	September 13	1·6	133·5	12·5	3·5	117·5	120·3	1·4
	October 11	1·6	134·9	7·0	0·1	127·9	124·2	1·5
	November 8	1·7	138·4	4·2	—	134·2	128·4	1·5
	December 6	1·6	136·2	2·9	0·1	133·2	130·4	1·6
1972	January 10	1·7	144·9	3·7	0·5	140·8	134·1	1·6
	February 14	1·7	143·9	2·8	—	141·1	133·7	1·6
	March 13	1·7	144·5	2·4	—	142·1	135·2	1·6
	April 10	1·8	149·2	5·6	4·2	139·4	136·0	1·6
	May 8	1·6	132·2	3·0	—	129·2	133·0	1·6
	June 12	1·4	119·1	2·6	0·4	116·2	128·1	1·5
	July 10	1·6	133·6	7·1	8·2	118·3	130·4	1·5
	August 14	1·9	156·6	22·0	9·3	125·3	131·2	1·6
	September 11	1·8	148·7	15·2	7·6	126·0	128·6	1·5
	October 9	1·6	137·3	8·0	0·5	128·7	125·3	1·5
	November 13	1·6	133·3	4·5	—	128·8	123·1	1·5
	December 11	1·5	124·7	3·2	0·5	120·9	117·9	1·4
1973	January 8	1·5	133·3	3·1	4·2	126·0	119·3	1·4
	February 12	1·4	120·8	2·3	—	118·5	111·1	1·3
	March 12	1·3	113·8	1·8	—	112·0	104·9	1·2
	April 9	1·4	122·5	1·5	14·9	106·1	102·6	1·2
	May 14	1·1	93·8	1·1	—	92·7	96·6	1·1
	June 11	1·0	84·1	1·2	0·2	82·7	95·1	1·1
	July 9	1·0	90·5	2·7	6·0	81·8	94·0	1·1
	August 13	1·1	97·7	7·4	6·1	84·1	89·9	1·0
	September 10	1·1	92·6	4·9	6·2	81·4	83·9	1·0
	October 8	0·9	82·3	1·9	0·7	79·6	76·4	0·9
	November 12	0·9	77·5	0·9	—	76·6	70·8	0·8
	December 10	0·8	73·6	0·7	0·6	72·2	69·1	0·8
1974	January 14	1·1	94·5	1·7	2·2	90·6	83·9	1·0
	February 11	1·0	92·1	1·2	—	90·9	83·5	1·0
	March 11	1·0	88·2	0·8	—	87·4	80·2	0·9
	April 8	1·3	114·7	2·3	24·4	88·0	84·4	1·0
	May 13	0·9	79·7	1·8	—	78·0	82·0	0·9
	June 10	0·9	75·5	1·8	0·4	73·4	86·0	1·0
	July 8	1·0	92·2	4·8	8·1	79·3	91·5	1·0
	August 12	1·4	121·1	20·5	10·0	90·6	96·4	1·1
	September 9	1·4	119·7	13·2	11·2	95·3	97·7	1·1
	October 14†	1·2	103·9	5·5	0·7	97·8	94·6	1·1
	November 11†	1·2	105·1	3·3	—	101·8	96·0	1·1
	December 9†	..	..	..	..	..	..	..

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 8,789,000, and this has been used to calculate the rate for each month since January 1973.

* Figures prior to July 1971 are estimated.
† See note on page 48.
‡ The figures for 1974 are averages of eleven months.

UNEMPLOYMENT
Unemployed, excluding school-leavers and adult students: industrial analysis: Great Britain

TABLE 117

THOUSANDS

		All industries‡	Index of Production industries‡			Other industries‡				
			Index of production industries	Manufacturing industries	Construction industry	Agriculture, forestry and fishing	Transport and communication	Distributive trades	Catering, hotels, etc	All other industries and services
SIC Order†		All	II-XXI	III-XIX	XX	I	XXII	XXIII	MLH884-888	XXIV-XXVII*
Actual numbers unadjusted for seasonal variations										
1960		337	152	96	47	13	24	39	21	88
1961		305	135	85	43	10	22	35	18	85
1962		419	199	124	66	12	28	47	22	109
1963		502	250	152	85	15	32	59	26	119
1964		362	163	100	53	12	25	43	21	98
1965		308	135	80	46	10	24	36	18	86
1966		323	147	85	52	10	24	37	19	87
1967		510	262	152	96	13	34	57	26	118
1968	Monthly averages	538	280	152	102	13	35	57	25	128
1969		531	278	145	101	13	35	54	25	127
1970		568	303	165	106	13	36	56	25	134
1971		737	406	247	128	15	44	72	30	169
1972		816	434	271	133	16	50	81	34	206
1973		581	281	167	89	11	39	55	26	176
1974‖		572	282	156	104	11	34	53	25	175
1973	January	760	376	228	120	17	50	76	37	215
	February	711	348	212	109	15	48	71	34	202
	March	678	331	201	104	14	47	67	32	194
	April	644	313	191	97	13	45	63	28	189
	May	588	289	174	90	11	40	56	22	174
	June	541	268	160	83	10	37	51	19	163
	July	528	257	153	80	9	34	49	19	165
	August	530	256	152	79	9	34	50	20	169
	September	514	246	145	77	9	33	47	20	166
	October	502	235	136	76	9	33	45	24	164
	November	491	228	130	76	10	33	43	26	158
	December	483	229	126	79	10	31	41	24	152
1974	January	593	292	158	110	13	38	56	29	179
	February	596	297	160	113	12	37	57	28	172
	March	588	295	159	113	12	37	56	27	168
	April	574	283	155	105	11	36	54	24	173
	May	530	264	146	96	10	33	50	20	162
	June	509	255	141	93	9	31	47	18	157
	July	528	259	145	94	9	31	47	19	170
	August	573	281	158	101	10	32	53	22	187
	September	584	285	160	104	11	33	54	23	189
	October §	597	290	161	107	11	34	55	30	188
	November§	613	299	166	112	12	36	56	34	183
	December§	..	..	..	..	..	..	..	..	..
Number adjusted for normal seasonal variations										
1973	January	702	346	218	100	13	46	72	32	204
	February	663	324	204	93	13	44	66	29	195
	March	635	308	191	91	12	44	62	29	190
	April	616	295	179	90	12	42	60	28	185
	May	605	290	173	93	12	41	57	26	181
	June	593	288	169	94	12	40	57	27	180
	July	581	280	163	93	11	39	54	26	177
	August	563	271	156	91	11	37	52	25	174
	September	542	261	149	88	11	36	48	24	167
	October	512	248	142	83	10	34	46	21	159
	November	486	237	135	79	9	32	44	20	151
	December	470	229	131	76	9	31	43	19	147
1974	January	535	261	148	89	10	34	52	23	168
	February	549	273	152	97	10	33	51	24	165
	March	545	272	148	100	10	34	51	24	164
	April	546	263	144	98	11	33	51	24	169
	May	548	264	145	99	10	33	51	24	169
	June	561	276	150	104	11	34	53	26	174
	July	582	283	154	107	12	35	53	26	181
	August	606	296	162	112	12	35	55	28	192
	September	612	301	165	114	13	36	56	27	191
	October §	607	303	167	114	12	36	56	27	184
	November§	608	307	171	115	12	36	57	28	176
	December§	..	..	..	..	..	..	..	..	..

* Excluding MLH 884-888 (Catering, hotels, etc.) in Order XXVI. Including persons aged 18 years and over not classified by industry.
† The figures from June 1969 onwards have been compiled using the 1968 edition of the Standard Industrial Classification. The figures between 1959 and May 1969 were compiled using the 1958 edition of the SIC. This change slightly affected the numbers unemployed in some industries so that figures since June 1969 may not be strictly comparable with those for earlier periods.

‡ The all industries figure is adjusted to take into account amendments notified on the four days following the date of the count. All other figures from May 1972 are not so adjusted.
§ See note on page 48.
‖ The figures for 1974 are averages of eleven months.

UNEMPLOYMENT

Great Britain: unemployed: analysis by duration*

TABLE 118

MALES AND FEMALES

		Total	2 weeks or less		Over 2 weeks and up to 4 weeks		Over 4 weeks and up to 8 weeks		Over 8 weeks and up to 26 weeks	Over 26 weeks and up to 52 weeks	Over 52 weeks
		(000's)	(000's)	(per cent.)	(000's)	(per cent.)	(000's)	(per cent.)	(000's)	(000's)	(000's)
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1964	Monthly averages	366·8	71·3	19·4	39·9	10·9	49·6	13·5			
1965		313·0	68·6	21·9	34·8	11·1	43·5	13·9			
1966		327·4	76·1	23·2	38·7	11·8	49·1	15·0			
1967		516·8	95·0	18·4	54·2	10·5	77·3	15·0			
1968		545·8	93·3	17·1	56·1	10·3	77·1	14·1			
1969		541·1	95·8	17·7	57·9	10·7	76·3	14·1			
1970		579·7	101·7	17·5	59·7	10·3	83·5	14·4			
1971		755·3	117·8	15·6	76·1	10·1	111·3	14·7			
1972	January–April	922·8	113·3	12·3	77·3	8·4	123·2	13·3			
	May–December*	802·8	108·6	13·4	70·9	8·8	104·9	13·0			
1973		597·9	86·8	14·3	52·3	8·6	72·0	11·9			
1974†		599·7	..	..	..	..	..	..			
1971	January 11	671·7	124·2	18·5	58·0	8·6	107·5	16·0	197·7	79·5	104·8
	February 8	680·4	104·4	15·3	72·3	10·6	97·2	14·3			
	March 8	696·7	102·5	14·7	68·3	9·8	103·5	14·9			
	April 5	726·9	124·3	17·1	74·9	10·3	105·1	14·5	214·6	96·3	111·8
	May 10	712·3	105·9	14·9	76·4	10·7	95·6	13·4			
	June 14	684·4	99·1	14·5	56·3	8·2	97·9	14·3			
	July 12	740·8	135·7	18·3	77·5	10·5	100·7	13·6	206·9	102·1	118·0
	August 9	815·0	127·7	15·7	104·4	12·8	122·3	15·0			
	September 13	807·6	130·7	16·2	71·2	8·8	122·8	15·2			
	October 11	816·0	132·3	16·2	88·6	10·9	118·9	14·6	238·1	108·1	129·9
	November 8	847·6	120·9	14·3	86·2	10·2	133·2	15·7			
	December 6	864·1	105·4	12·2	78·8	9·1	130·3	15·1			
1972	January 10	924·5	130·3	14·1	65·3	7·1	137·6	14·9	311·8	137·5	142·0
	February 14	921·4	110·5	12·0	79·2	8·6	121·0	13·1			
	March 13	921·0	97·5	10·6	75·9	8·2	118·9	12·9			
	April 10	924·5	115·1	12·4	88·8	9·6	115·1	12·5	282·1	166·2	157·2
	May 8*	832·0	93·5	11·1	65·2	7·8	96·8	11·5			
	June 12	767·3	94·2	12·2	51·9	6·7	89·6	11·6			
	July 10	803·7	137·2	16·9	73·8	9·1	92·1	11·4	204·3	139·3	164·0
	August 14	863·8	122·6	14·1	101·5	11·6	127·7	14·7			
	September 11	848·0	123·8	14·5	71·7	8·4	125·9	14·7			
	October 9	792·1	115·6	14·4	73·8	9·2	103·4	12·9	212·9	116·5	177·6
	November 13	770·4	97·9	12·6	69·1	8·9	107·1	13·8			
	December 11	744·9	84·0	11·2	60·4	8·1	96·7	12·9			
1973	January 8	785·0	108·2	13·6	68·6	8·6	102·9	12·9	228·7	110·7	176·9
	February 12	717·5	85·9	11·8	59·2	8·2	82·0	11·3			
	March 12	682·6	78·6	11·4	53·4	7·7	80·6	11·7			
	April 9	691·9	114·9	16·4	66·4	9·5	74·0	10·6	170·7	105·3	168·3
	May 14	591·0	72·5	12·1	43·7	7·3	69·5	11·6			
	June 11	545·9	72·6	13·1	38·4	7·0	57·8	10·5			
	July 9	555·2	101·5	18·1	49·9	8·9	59·1	10·5	121·0	78·8	150·9
	August 13	570·7	85·0	14·7	64·3	11·1	78·8	13·6			
	September 10	545·4	91·6	16·6	43·8	7·9	68·7	12·4			
	October 8	509·6	86·0	16·7	49·6	9·6	63·1	12·2	112·9	62·1	142·6
	November 12	493·6	73·7	14·8	46·3	9·3	66·8	13·4			
	December 10	486·2	70·6	14·4	43·8	8·9	61·1	12·4			
1974	January 14†	605·6	..	..	..	..	..	..	..	..	..
	February 11†	599·2	..	..	..	..	..	..			
	March 11†	590·1	..	..	..	..	..	..			
	April 8	646·8	136·1	20·8	79·2	12·1	74·1	11·3	160·9	71·5	131·9
	May 13	535·4	74·7	13·8	51·9	9·6	63·1	11·6			
	June 10	515·8	79·5	15·2	41·2	7·9	65·0	12·4			
	July 8	566·8	123·0	21·4	60·0	10·5	68·5	11·9	128·8	69·4	123·9
	August 12	656·3	112·1	16·8	100·9	15·1	102·4	15·4			
	September 9	647·1	115·9	17·6	62·1	9·4	105·4	16·0			
	October 14‡	612·5	105·1	16·9	69·7	11·2	88·8	14·3	159·3	72·0	127·7
	November 11‡	621·4	93·5	14·9	69·2	11·0	95·0	15·1			
	December 9‡	..	..	..	..	..	..	..			

* From May 1972, only the total unemployed (column 1) is adjusted to take into account amendments for the statistical date notified on the four days following the date of the count. The analysis by duration in columns 2 to 20 is not adjusted. See also reference to "Casuals" on page 548 of the June 1972 issue of this *Gazette*.

† The monthly average total numbers unemployed in 1974 are averages of eleven months. Because of the energy crisis, the detailed information about duration of unemployment (columns 2 to 20), was not collected in January, February and March 1974 and for this reason, monthly averages for 1974 have not been calculated for these columns.

‡ See note on page 48.

UNEMPLOYMENT

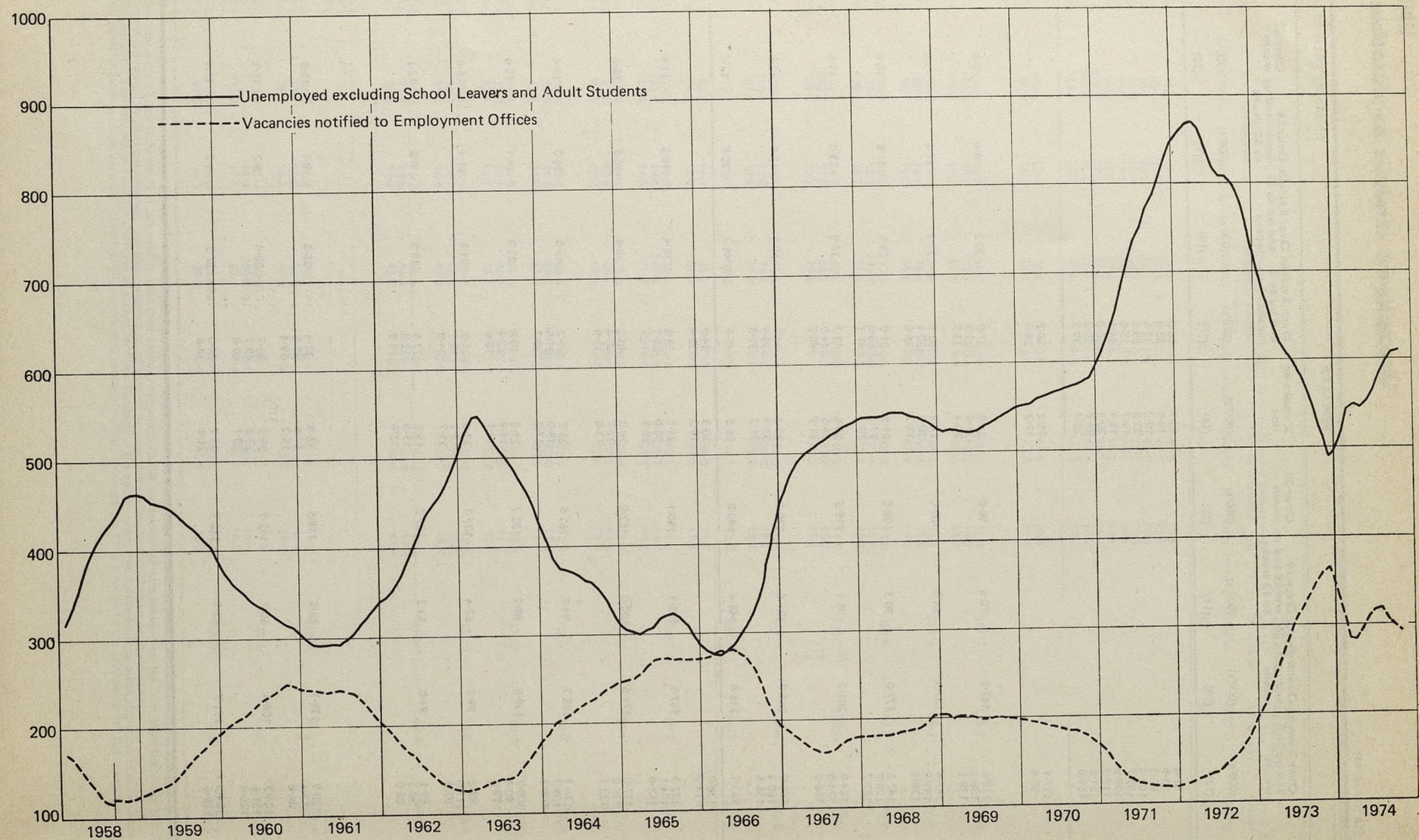
Unemployed: analysis by duration: Great Britain

TABLE 118 *(continued)*

MALES					FEMALES						
2 weeks or less	Over 2 weeks and up to 8 weeks	Over 8 weeks and up to 26 weeks	Over 26 weeks and up to 52 weeks	Over 52 weeks	2 weeks or less	Over 2 weeks and up to 8 weeks	Over 8 weeks and up to 26 weeks	Over 26 weeks and up to 52 weeks	Over 52 weeks		
(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)		
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)		
50·6	62·6				20·7	26·8				1964	
49·6	55·9				18·9	22·4				1965	
56·9	66·3				19·2	21·5				1966	
72·5	102·4				22·5	29·1				1967	
73·6	107·7				19·7	25·5				1968	
76·4	109·9				19·4	24·3				1969	
81·3	117·3				20·4	26·0				1970	
92·8	151·6				24·9	35·8				1971	
88·0	161·0				25·4	39·5				1972	
83·4	137·1				25·2	38·7				1973	
67·5	98·4				19·3	26·0				1974†	
..	..				..	..					
99·4	138·6	167·5	70·6	96·0	24·8	27·0	30·2	8·9	8·8	January 11	1971
82·7	138·2				21·6	31·2				February 8	
82·1	138·1				20·4	33·7				March 8	
99·4	147·4	181·3	84·5	102·0	24·9	32·6	33·2	11·8	9·8	April 5	
85·3	141·8				20·5	30·1				May 10	
80·9	128·3				18·2	26·0				June 14	
105·8	147·2	177·0	90·3	108·0	29·9	31·0	29·9	11·8	10·0	July 12	
98·0	178·7				29·7	48·0				August 9	
100·4	152·7				30·3	41·3				September 13	
101·7	164·9	201·2	95·1	118·5	30·6	42·7	36·9	13·0	11·5	October 11	
94·5	174·5				26·5	44·9				November 8	
83·4	168·5				21·9	40·7				December 6	
100·5	166·0	261·8	121·6	130·0	29·8	36·9	50·1	15·9	12·0	January 10	1972
86·7	160·3				23·9	39·9				February 14	
76·2	155·5				21·3	39·3				March 13	
88·6	162·1	235·8	145·4	143·8	26·5	41·9	46·3	20·8	13·4	April 10	
72·9	128·0				20·5	34·0				May 8*	
75·0	113·0				19·2	28·4				June 12	
104·0	132·9	167·9	121·1	150·1	33·2	33·0	36·4	18·2	13·9	July 10	
92·7	174·1				30·0	55·1				August 14	
94·0	152·9				29·9	44·7				September 11	
87·6	137·0	174·6	100·0	162·0	28·0	40·2	38·4	16·5	15·6	October 9	
75·3	135·8				22·7	40·4				November 13	
66·2	123·3				17·8	33·9				December 11	
82·4	136·3	185·7	94·7	161·5	25·7	35·2	43·0	16·0	15·4	January 8	1973
66·9	109·7				19·0	31·5				February 12	
61·4	105·3				17·2	28·7				March 12	
85·6	109·7	138·5	89·2	152·7	29·3	30·8	32·2	16·1	15·6	April 9	
57·5	90·8				14·9	22·4				May 14	
58·5	77·6				14·1	18·6				June 11	
78·0	87·8	99·3	67·4	137·3	23·6	21·2	21·8	11·4	13·6	July 9	
65·8	111·0				19·1	32·1				August 13	
70·0	87·6				21·7	24·8				September 10	
67·3	89·1	94·0	53·2	129·2	18·7	23·6	18·9	8·8	13·3	October 8	
58·7	90·3				15·0	22·8				November 12	
57·6	85·0				13·0	19·9				December 10	
..	..	..	..	..	..	..	..	..	..	January 14†	1974
..	..				..	..				February 11†	
..	..				..	..				March 11†	
99·3	120·9	135·7	62·5	119·5	36·8	32·4	25·2	9·1	12·5	April 8	
60·1	93·5				14·6	21·5				May 13	
64·3	86·8				15·2	19·4				June 10	
93·8	104·7	108·4	60·7	112·7	29·2	23·7	20·4	8·7	11·2	July 8	
84·8	153·6				27·3	49·7				August 12	
86·8	126·8				29·1	40·8				September 9	
81·4	124·5	131·7	62·8	115·9	23·7	34·0	27·5	9·2	11·9	October 14‡	
72·5	129·6				21·1	34·6				November 11‡	
..	..				..	..				December 9‡	

Unemployed and vacancies: Great Britain

Three-month moving average: seasonally adjusted
THOUSANDS



NOTIFIED VACANCIES

vacancies notified and remaining unfilled: Great Britain

TABLE 119

THOUSANDS

		TOTAL	ADULTS						YOUNG PERSONS
			Actual number			Seasonally adjusted			
			Men	Women	Total	Men	Women	Total	
1963	Monthly averages	196·3	70·7	73·1	143·8				52·5
1964		317·2	114·6	106·2	220·8				96·4
1965		384·4	143·4	121·7	265·1				119·2
1966		370·9	137·5	117·3	254·8				116·1
1967		249·7	92·0	82·1	174·0				75·7
1968		271·3	92·6	95·4	188·0				83·3
1969		284·8	102·8	96·7	199·6				85·2
1970		259·6	100·7	85·1	185·8				73·8
1971		176·1	69·0	60·0	129·0				47·1
1972		189·3	82·8	62·5	145·3				44·1
1973		397·7	185·0	118·9	303·9				93·8
1971	January 6	193·2	78·0	66·5	144·5	88·3	74·3	162·6	48·7
	February 3	184·7	76·1	61·5	137·5	81·8	67·9	149·7	47·2
	March 3	178·8	72·2	58·0	130·2	75·2	62·2	137·4	48·6
	March 31	184·8	70·0	60·5	130·6	69·1	59·7	128·8	54·2
	May 5	186·3	71·0	64·5	135·5	66·9	59·6	126·5	50·8
	June 9	197·8	73·8	70·9	144·6	65·9	60·5	126·4	53·1
	July 7	193·2	66·8	65·1	131·9	61·7	57·2	118·9	61·3
	August 4	179·2	68·2	60·0	128·2	65·5	57·8	123·3	51·0
	September 8	168·8	66·0	58·8	124·8	64·1	54·9	119·0	44·0
	October 6	159·2	64·5	54·6	119·1	63·1	54·4	117·5	40·0
	November 3	148·9	62·1	51·8	114·0	63·3	56·0	119·3	34·9
	December 1	138·7	59·7	47·4	107·1	63·9	55·0	118·9	31·6
1972	January 5	134·0	54·5	48·3	102·7	65·2	56·0	121·2	31·2
	February 9	144·5	61·7	50·4	112·1	67·0	56·5	123·5	32·3
	March 8	157·7	65·4	53·1	118·5	68·3	57·5	125·8	39·1
	April 5	173·6	71·9	58·2	130·0	70·8	57·8	128·6	43·6
	May 3	184·1	78·7	61·3	140·0	74·4	56·3	130·7	44·1
	June 7	202·9	86·8	68·7	155·5	78·4	58·3	136·7	47·3
	July 5	208·7	86·2	66·7	152·9	81·0	58·9	139·9	55·8
	August 9	203·0	88·5	65·3	153·8	86·1	63·2	149·3	49·3
	September 6	205·3	88·6	69·2	157·8	87·1	65·4	152·5	47·5
	October 4	212·5	97·3	68·7	166·0	95·7	68·1	163·8	46·6
	November 8	220·1	104·6	69·2	173·8	105·8	73·3	179·1	46·3
	December 6	225·4	109·0	70·9	179·9	114·0	78·8	192·8	45·5
1973	January 3	231·7	111·5	73·4	185·0	122·3	81·1	203·4	46·8
	February 7	274·6	134·5	84·8	219·3	139·5	90·8	230·3	55·2
	March 7	306·8	150·6	93·8	244·5	153·3	98·3	251·6	62·4
	April 4	345·2	167·2	105·5	272·7	166·0	105·3	271·3	72·5
	May 9	386·5	180·8	120·1	300·9	176·3	115·0	291·3	85·6
	June 6	419·2	194·5	128·7	323·3	185·8	118·2	304·0	96·0
	July 4	453·3	201·3	135·2	336·6	196·1	127·4	323·5	116·7
	August 8	457·7	201·9	132·7	334·6	199·6	130·5	330·1	123·1
	September 5	477·0	212·5	140·9	353·5	211·3	137·2	348·5	123·5
	October 3	486·3	221·7	143·3	365·0	220·2	142·6	362·8	121·3
	November 7	477·5	226·7	136·3	363·0	227·8	140·3	368·1	114·5
	December 5	456·3	216·4	131·8	348·2	221·8	139·9	361·7	108·0
1974	January 9	377·7	173·1	112·3	285·4	184·0	119·9	303·9	92·3
	February 6	351·6	162·9	103·8	266·8	167·8	109·8	277·7	84·8
	March 6	352·3	163·3	103·2	266·5	165·9	107·8	273·7	85·8

		Notified to employment offices*						Notified to careers offices*
		Actual number			Seasonally adjusted			
		Males	Females	Total	Males	Females	Total	
1974	April 3	181·9	116·1	298·0	180·7	115·9	296·6	100·9
	May 8	196·6	127·0	323·6	192·0	121·8	313·8	106·2
	June 5	201·5	134·9	336·4	192·7	124·4	317·1	111·1
	July 3	199·1	131·1	330·2	193·8	123·3	317·1	121·8
	August 7	185·4	117·4	302·7	183·1	115·2	298·2	103·9
	September 4	186·9	120·3	307·2	185·9	116·7	302·6	91·7
	October 9†	182·9	116·1	299·1	181·4	115·3	296·8	76·5
	November 6†	167·6	103·3	270·9	168·6	107·3	275·9	65·8
	December 4†	..	..	..	..	..	..	..

* 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.

† See note on page 48.

OVERTIME AND SHORT-TIME

Great Britain: manufacturing industries*

TABLE 120

Week ended		OPERATIVES: WORKING OVERTIME: Number of operatives (000's)	Percentage of all operatives (per cent)	Hours of overtime worked: Average per operative working overtime	Total actual number (millions)	Total seasonally adjusted number (millions)	ON SHORT-TIME: Stood off for whole week†: Total of operatives (000's)	Total number of hours lost (000's)	Working part of week: Number of operatives (000's)	Hours lost: Total (000's)	Hours lost: Average per operative working part of the week	Total: Number of operatives (000's)	Total: Percentage of all operatives (per cent)	Hours lost: Total (000's)	Hours lost: Average per operative on short-time
A Estimates on national insurance card count basis															
1970	August 15	1,783	30·1	8½	15·09	16·73	2	83	19	175	9	21	0·4	258	12
	September 19	1,982	33·5	8½	16·87	16·81	4	163	23	226	10	27	0·5	390	14½
	October 17	2,058	34·9	8½	17·17	16·56	3	102	32	348	10½	35	0·6	450	13
	November 14	2,096	35·6	8½	17·46	16·57	3	104	28	221	8	31	0·5	324	10½
	December 12	2,023	34·4	8	16·56	15·68	3	99	63	518	8	66	1·1	617	9
1971	January 16‡	1,891	32·4	8	15·29	15·86	5	208	39	349	9	44	0·8	557	12½
	February 13‡														
	March 13	1,766	30·5	8	14·33	14·60	14	542	76	739	10	91	1·6	1,283	14
	April 17§	1,609	28·2	7½	11·69	11·88	27	1,092	63	649	10½	91	1·6	1,739	19
	May 15	1,761	31·0	8	14·19	13·95	7	269	76	681	9	82	1·4	951	11½
	June 19	1,731	30·7	8	14·19	13·94	4	174	66	586	9	70	1·2	760	11
B Estimates on Census of Employment basis															
1971	June 19	1,619·1	30·7	8	13·27	13·02	4	163	62	548	9	65	1·2	711	11
	July 17	1,531·3	29·0	8½	12·75	12·79	7	315	55	522	9½	63	1·2	838	13½
	August 14	1,395·9	26·5	8	11·39	12·66	9	392	60	537	9	69	1·3	928	13½
	September 18	1,540·4	29·3	8½	12·73	12·64	9	375	80	812	10	89	1·7	1,185	13½
	October 16	1,549·1	29·7	8	12·64	12·05	6	214	106	969	9	112	2·1	1,182	10½
	November 13	1,546·5	29·8	8	12·58	11·68	8	327	111	1,058	9½	119	2·3	1,367	11½
	December 11	1,571·2	30·3	8	12·78	12·06	9	357	90	812	9	99	1·9	1,169	12
1972	January 15	1,392·1	27·1	8	11·07	11·72	5	181	78	675	8½	83	1·5	856	10½
	February 19‖	1,173·1	22·9	8	9·35	9·77	46	1,857	995	13,838	14	1,041	20·4	15,694	15
	March 18	1,474·8	29·0	8	11·91	12·19	9	363	114	1,229	10½	123	2·4	1,591	13
	April 15	1,469·5	28·9	8	11·79	12·04	14	563	68	583	8½	82	1·6	1,146	14
	May 13	1,560·9	30·7	8	12·66	12·43	5	200	65	628	9½	70	1·4	828	12
	June 17	1,566·8	30·8	8	12·88	12·63	3	135	38	317	8½	41	0·8	452	11
	July 15	1,502·6	29·5	8½	12·64	12·68	3	113	29	239	8½	32	0·6	352	11
	August 19	1,484·7	29·1	8	12·15	13·17	5	182	28	241	8½	33	0·6	424	13
	September 16	1,577·5	30·8	8	12·99	12·88	5	200	26	218	8½	31	0·6	418	13½
	October 14	1,659·9	32·4	8½	13·72	13·14	4	150	25	222	9	29	0·6	372	13
	November 18	1,742·4	33·9	8½	14·39	13·47	1	56	20	156	7½	22	0·4	212	10
	December 9	1,732·3	33·7	8½	14·61	13·92	1	41	16	138	8½	17	0·3	179	10½
1973	January 13	1,643·4	32·1	8	13·41	14·17	4	176	27	207	7½	31	0·6	384	12½
	February 17	1,753·7	34·2	8½	14·55	15·07	6	253	17	160	9½	23	0·5	412	18
	March 17	1,757·3	34·3	8½	14·61	14·85	8	308	25	350	14	33	0·6	657	20
	April 14	1,771·8	34·5	8½	14·80	15·08	4	142	20	155	7½	24	0·5	297	12½
	May 19	1,827·4	35·5	8½	15·60	15·38	5	185	13	117	9	18	0·3	302	17
	June 16	1,830·3	35·6	8½	15·50	15·24	3	103	13	112	9	15	0·3	215	14
	July 14¶	1,757·8	34·0	9	15·46	15·48	1	46	13	117	9	14	0·3	163	11½
	August 18¶	1,713·1	33·1	8½	14·59	15·50	1	48	11	83	7½	12	0·2	130	11
	September 15¶	1,817·4	35·2	8½	15·71	15·59	14	574	9	98	10½	24	0·5	671	28
	October 13¶	1,877·2	36·3	8½	16·25	15·69	1	32	10	90	9½	10	0·2	122	11½
	November 17¶	1,930.0	37·2	8½	16·64	15·72	3	109	21	212	10	23	0·4	321	14
	December 15¶	1,956·4	37·6	9	17·32	16·64	1	35	9	71	8	10	0·2	106	10½
1974	January 19‖¶	1,254·6	24·4	8	9·74	10·55	8	309	1,130	15,551	14	1,138	22·2	15,860	14
	February 16‖¶	1,385·2	27·1	7½	10·70	11·26	8	317	940	12,423	13	948	18·5	12,740	13½
	March 16‖¶	1,570·8	30·8	8	12·77	12·99	8	318	227	2,721	12	235	4·6	3,039	13
	April 6¶	1,717·0	33·7	8½	14·38	14·67	3	109	32	356	11	35	0·7	465	13
	May 18¶	1,749·2	34·3	8½	14·95	14·74	6	218	28	242	8½	34	0·6	460	13½
	June 15 (a) ¶	1,720·0	33·9	8½	14·66	14·39	3	106	23	242	10½	25	0·5	348	13½
	June 15 (b) ¶	2,040·4	36·7	8½	17·49	17·17	3	114	24	257	10½	27	0·5	370	13½
	July 13¶	1,971·6	35·2	9	17·40	17·41	3	103	24	269	11	27	0·5	372	14
	August 17¶	1,857·7	33·1	9	16·27	17·28	4	138	30	302	10	34	0·6	440	13
	September 14¶	1,967·6	35·1	8½	17·12	16·97	6	223	57	714	12½	63	1·1	937	15
	October 19¶	1,990·7	35·5	8½	16·83	16·18	23	917	58	761	13	81	1·4	1,678	20½
	November 16¶**	1,996·9	35·6	8½	16·90	15·80	18	733	64	626	9½	83	1·5	1,359	16½

Note: See footnotes 1-3 to table 103.

* In June 1974 a new sampling system was introduced for the monthly employment returns (see page 736 of the August 1974 issue of this *Gazette*). At the same time revisions were made in the method of calculating overtime and short-time. Figures for June 1974 are still provisional but 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.

‡ See footnote ‡ to table 103.

§ This week included Easter Monday.

‖ In February 1972 and again in January, February and March 1974, the volume of overtime and short-time was affected by an energy crisis.

¶ Figures after June 1973 are provisional and are subject to revision when the results of the 1974 Census of Employment are available.

** See page 54 for detailed analysis.

HOURS OF WORK

manufacturing industries: hours worked by operatives: Great Britain

TABLE 121

1962 AVERAGE = 100

		INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*: All manufacturing Industries: Actual	All manufacturing Industries: Seasonally adjusted	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*: All manufacturing Industries: Actual	All manufacturing Industries: Seasonally adjusted	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
1956		104·6		98·6	106·9	119·0	100·1	103·7		103·7	104·1	104·3	102·8
1957		103·9		98·6	104·6	117·7	99·5	103·6		103·5	104·5	104·5	102·7
1958		100·4		96·5	101·6	108·3	100·1	102·5		102·4	103·2	103·0	102·5
1959		100·9		96·3	104·9	108·6	99·1	103·3		102·8	104·9	104·5	102·0
1960		103·9		99·4	107·9	110·1	100·1	102·4		101·7	101·7	104·8	101·7
1961		102·9		101·9	102·9	104·7	100·1	101·0		101·3	100·6	101·1	100·4
1962		100·0		100·0	100·0	100·0	100·0	100·0		100·0	100·0	100·0	100·0
1963		98·4		97·6	99·1	98·2	98·4	99·9		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	96·6	99·4		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		83·0		85·6	82·4	71·2	85·2	96·5		94·9	95·1	96·6	97·6
Week ended													
1971	January 16†	89·3	88·7	94·2	88·3	77·1	86·2	95·6	96·6	94·5	95·0	96·0	95·8
	February 13†												
	March 13	87·6	86·8	92·6	85·9	75·9	85·0	95·2	95·5	94·3	93·1	96·0	95·8
	April 17‡	86·2	85·0	90·3	85·0	74·5	84·7	94·4	94·6	92·7	93·1	95·5	96·0
	May 15	87·2	85·5	91·0	86·0	76·8	85·6	95·4	95·2	93·8	94·1	96·4	96·4
	June 19	86·7	84·9	89·9	85·0	76·4	86·8	95·4	95·2	93·7	93·8	96·7	96·7
	July 17	81·5	84·5	81·7	73·5	69·6	86·4	95·6	95·1	93·6	94·4	96·7	97·2
	August 14	70·9	84·0	72·2	71·5	60·7	79·4	95·7	94·9	93·7	92·5	96·7	97·9
	September 18	85·8	83·5	88·0	82·8	76·4	88·1	94·9	94·9	92·9	92·5	96·4	96·8
	October 16	84·9	82·7	87·0	81·8	75·9	87·7	94·7	94·6	92·9	92·0	96·2	96·4
	November 13	84·5	82·0	86·1	81·1	75·6	87·3	94·7	94·4	92·8	92·1	96·3	96·6
	December 11	84·3	82·0	85·9	81·7	75·3	87·2	94·9	94·9	93·1	92·9	96·3	96·9
1972	January 15	83·0	82·5	84·6	80·8	74·2	84·2	94·0	94·9	92·0	91·9	95·4	95·5
	February 19§	75·7	75·1	77·0	71·7	64·8	82·2	87·3	87·8	84·5	82·7	86·1	93·9
	March 18	82·1	81·3	84·0	80·4	73·3	83·5	94·5	94·9	92·4	92·8	95·8	96·0
	April 15	82·6	81·5	83·9	80·7	74·1	83·9	94·9	95·2	92·7	92·6	96·2	96·2
	May 13	83·1	81·5	84·4	81·8	74·3	84·8	95·2	95·1	93·1	93·7	96·5	96·6
	June 17	83·4	81·7	84·7	82·2	74·3	85·4	95·5	95·3	93·3	94·2	96·8	97·0
	July 15	78·8	81·6	80·7	71·9	67·8	85·2	95·8	95·3	93·6	95·1	96·8	96·9
	August 19	69·4	81·9	70·1	71·2	59·3	77·9	96·4	95·5	94·4	94·1	96·9	98·2
	September 16	84·1	81·7	85·3	83·3	74·8	87·4	95·5	95·5	93·4	93·9	96·6	97·2
	October 14	84·2	81·8	85·6	83·8	74·6	86·8	95·7	95·6	93·7	94·3	96·6	96·7
	November 18	84·5	82·0	86·2	84·6	74·6	86·9	95·9	95·5	94·1	94·8	96·7	97·0
	December 16	84·1	81·8	86·0	84·6	74·3	86·1	95·9	95·9	94·1	95·0	96·4	97·4
1973	January 13	82·8	82·4	85·0	83·1	73·5	82·8	95·0	96·1	93·3	93·5	95·8	95·8
	February 17	83·6	84·1	86·3	83·3	73·8	82·2	96·0	96·5	94·5	94·6	96·6	96·2
	March 17	83·8	82·8	86·6	82·3	74·2	82·8	95·9	96·3	94·6	93·0	96·7	96·4
	April 14	84·1	82·9	86·9	83·2	74·1	83·4	96·2	96·6	94·6	94·2	96·8	97·1
	May 19	84·7	83·1	87·3	84·1	74·1	84·7	96·6	96·5	95·1	94·6	96·8	97·6
	June 16	84·9	83·1	87·2	84·9	73·2	85·1	96·5	96·3	94·9	94·5	96·8	97·9
	July 14*	80·2	83·0	82·8	73·9	66·6	86·3	96·9	96·4	95·3	95·9	96·9	98·4
	August 18*	70·3	83·0	71·8	74·3	57·8	78·7	97·6	96·7	95·9	96·2	97·1	99·2
	September 15*	85·1	82·6	87·8	84·3	72·2	88·6	96·5	96·5	94·8	96·1	96·4	98·1
	October 13*	85·3	82·8	88·0	85·4	72·0	88·7	96·5	96·4	94·9	95·6	96·4	97·9
	November 17*	85·4	82·9	88·5	84·4	71·6	89·7	96·7	96·4	95·1	95·5	96·5	98·3
	December 15*	85·8	83·5	88·9	86·1	71·7	89·6	97·2	97·2	95·8	97·3	96·8	98·6
1974	January 19*§	76·3	76·0	78·3	70·1	59·7	89·2	86·5	87·5	84·3	79·4	80·9	97·0
	February 16*§	77·1	77·7	79·5	71·1	60·1	88·5	88·3	88·8	86·6	81·2	82·5	96·9
	March 16*	81·3	80·3	84·3	77·3	67·7	87·2	93·7	94·1	92·6	89·0	93·4	96·7
	April 6*	82·9	81·7	86·1	82·0	69·5	87·0	95·8	96·2	94·4	94·2	96·1	97·6
	May 18*	83·6	82·0	86·9	83·2	70·1	87·5	96·2	96·0	94·7	95·5	96·4	97·4
	June 15*‖	83·4	81·6	86·9	83·5	69·7	87·9	96·1	95·8	94·7	95·8	96·4	97·1
	July 13*¶	78·9	81·6	83·3	71·8	63·6	87·9	96·5	96·0	95·1	95·7	96·4	98·1
	August 17*¶	69·2	81·6	71·8	71·8	55·2	79·8	97·1	96·2	95·6	95·3	96·2	98·7
	September 14*¶	83·6	81·2	87·5	82·2	65·7	89·2	95·6	95·6	94·2	93·6	91·4	97·5
	October 12*¶	82·5	80·1	86·1	82·0	64·7	87·5	95·3	95·3	93·8	93·9	91·8	97·2
	November 16*¶	82·3	79·9	85·9	82·8	64·4	87·9	95·5	95·2	94·1	94·6	91·8	97·2

* The index of total weekly hours worked from July 1973 is subject to revision when the results of the 1974 Census of Employment become available. Both the index of total weekly hours worked and the index of average hours worked from November 1973 may be revised when the results of the October 1974 enquiry into the hours of work of manual workers are available.

† Returns from employers are used for the compilation of this table. Because of the interruption of postal services, the January 1971 figures have been calculated from a smaller number of returns than usual, and no estimates are available for February 1971.

‡ This week included Easter Monday.

§ In February 1972, the volume of overtime and short-time was affected by the power crisis and in January and February 1974 by the coal mining dispute.

‖ The factors used in calculating the index for June 1974 include the monthly employment figures derived from the new sample and the overtime and short-time figures shown at June 1974 (a) in table 120. See footnote * to table 120 and page 736 of the August 1974 issue of this *Gazette*.

¶ The figures from July 1974 have been linked in order to preserve comparability with those given for earlier periods.

Note:

A full account of the method of calculation was published on pages 305 to 307 of the August 1962 issue, and on page 404 of the October 1963 issue, respectively, of this *Gazette*.

EARNINGS AND HOURS

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

TABLE 122

Standard Industrial Classification 1968

FULL-TIME MEN (21 YEARS AND OVER)

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings	£	£	£	£	£	£	£	£	£	£	£	£	£
1971 Oct.	31·60	34·15	32·73	31·67	29·84	28·48	30·12	33·13	35·21	29·03	28·02	26·56	26·00
1972 Oct.	35·75	38·88	36·77	37·97	34·73	32·17	34·48	34·98	41·63	34·02	32·05	30·03	29·52
1973 Oct.	40·24	42·41	41·31	43·85	40·51	37·00	39·14	41·60	45·74	39·45	36·75	34·53	33·90
Average hours worked													
1971 Oct.	46·4	43·6	44·0	43·3	43·0	42·8	43·4	43·8	41·2	43·2	44·1	44·5	41·2
1972 Oct.	46·4	42·9	44·2	44·6	43·5	43·4	43·4	43·5	42·3	43·9	44·7	44·2	41·5
1973 Oct.	47·1	42·3	44·6	45·1	44·6	43·9	44·0	44·0	43·0	44·7	44·9	44·5	42·0
Average hourly earnings	p	p	p	p	p	p	p	p	p	p	p	p	p
1971 Oct.	68·10	78·33	74·39	73·14	69·40	66·54	69·40	75·64	85·46	67·20	63·54	59·69	63·11
1972 Oct.	77·05	90·63	83·19	85·13	79·84	74·12	79·45	80·41	98·42	77·49	71·70	67·94	71·13
1973 Oct.	85·44	100·26	92·62	97·23	90·83	84·28	88·95	94·55	106·37	88·26	81·85	77·60	80·71

	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	£	£	£	£	£	£	£	£	£	£	£	£
1971 Oct.	31·95	29·25	36·04	30·96	31·37	31·05	30·11	30·74	33·73	26·67	24·51	30·93
1972 Oct.	37·25	34·06	41·21	35·10	36·20	35·12	36·59	35·29	37·97	29·53	26·93	35·82
1973 Oct.	42·59	39·36	48·69	40·11	41·52	39·86	41·41	39·78	43·31	34·21	31·32	40·92
Average hours worked												
1971 Oct.	46·3	44·7	44·4	44·2	43·6	49·3	47·2	43·7	48·0	43·9	43·5	44·7
1972 Oct.	46·5	45·0	44·7	44·4	44·1	49·0	47·0	43·1	48·5	43·6	43·5	45·0
1973 Oct.	47·1	45·1	45·1	44·9	44·7	48·8	47·2	43·8	49·6	44·1	43·9	45·6
Average hourly earnings	p	p	p	p	p	p	p	p	p	p	p	p
1971 Oct.	69·01	65·44	81·17	70·05	71·95	62·98	63·79	70·34	70·27	60·75	56·34	69·19
1972 Oct.	80·11	75·69	92·19	79·05	82·09	71·67	77·85	81·88	78·29	67·73	61·91	79·60
1973 Oct.	90·42	87·27	107·96	89·33	92·89	81·68	87·73	90·82	87·32	77·57	71·34	89·74

Standard Industrial Classification 1968

FULL-TIME WOMEN (18 YEARS AND OVER)

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings	£	£	£	£	£	£	£	£	£	£	£	£	£
1971 Oct.	16·65	17·80	16·41	15·18	17·18	15·80	16·55	17·23	19·70	14·93	15·09	13·64	14·53
1972 Oct.	19·40	20·45	18·55	18·80	20·43	18·00	19·32	18·29	23·81	17·94	17·28	15·41	16·60
1973 Oct.	22·68	25·73	21·47	21·08	23·52	21·55	22·36	24·09	26·18	20·91	19·89	17·94	19·03
Average hours worked													
1971 Oct.	38·2	39·3	38·4	37·3	37·9	38·2	37·7	37·6	37·7	37·1	37·3	37·0	36·8
1972 Oct.	38·2	38·6	38·7	38·3	38·4	38·2	37·8	38·2	38·2	37·7	37·6	37·5	36·7
1973 Oct.	38·6	38·6	38·5	37·7	38·1	38·2	37·4	40·0	37·7	37·3	37·3	36·7	36·4
Average hourly earnings	p	p	p	p	p	p	p	p	p	p	p	p	p
1971 Oct.	43·59	45·29	42·73	40·70	45·33	41·36	43·90	45·82	52·25	40·24	40·46	36·86	39·48
1972 Oct.	50·79	52·98	47·93	49·09	53·20	47·12	51·11	47·88	62·33	47·59	45·96	41·09	45·23
1973 Oct.	58·76	66·66	55·77	55·92	61·73	56·41	59·79	60·23	69·44	56·06	53·32	48·88	52·28

	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	£	£	£	£	£	£	£	£	£	£	£	£
1971 Oct.	15·64	17·06	17·10	15·03	15·80	15·65	13·42	16·88	22·32	12·64	17·57	15·80
1972 Oct.	18·32	19·68	19·86	17·19	18·34	—	15·20	19·59	24·95	14·31	18·52	18·30
1973 Oct.	21·16	22·93	22·79	20·02	21·15	—	18·96	23·04	28·84	16·79	23·37	21·16
Average hours worked												
1971 Oct.	36·5	37·7	38·7	37·6	37·5	37·9	37·1	35·9	43·3	38·5	39·6	37·7
1972 Oct.	36·8	38·1	38·9	37·8	37·7	—	36·8	37·1	42·8	38·5	40·0	37·9
1973 Oct.	36·5	37·5	38·6	37·7	37·5	—	37·2	37·3	43·0	38·4	40·3	37·7
Average hourly earnings	p	p	p	p	p	p	p	p	p	p	p	p
1971 Oct.	42·85	45·25	44·19	39·97	42·13	41·29	36·17	47·02	51·55	32·83	44·37	41·91
1972 Oct.	49·78	51·65	51·05	45·48	48·65	—	41·30	52·80	58·29	37·17	46·30	48·28
1973 Oct.	57·97	61·15	59·04	53·10	56·40	—	50·97	61·77	67·07	43·72	57·99	56·13

* 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 1971 Average weekly earnings	October 1971 Average hours worked	October 1971 Average hourly earnings	October 1972 Average weekly earnings	October 1972 Average hours worked	October 1972 Average hourly earnings	October 1973 Average weekly earnings	October 1973 Average hours worked	October 1973 Average hourly earnings
	£		p	£		p	£		p
All manufacturing industries									
Full-time men (21 years and over)	31·37	43·6	71·95	36·20	44·1	82·09	41·52	44·7	92·89
Full-time women (18 years and over)	15·80	37·5	42·13	18·34	37·7	48·65	21·15	37·5	56·40
Part-time women (18 years and over)*	8·56	21·7	39·45	9·84	21·7	45·35	11·30	21·6	52·31
Full-time boys (under 21 years)	15·17	40·3	37·64	17·73	40·7	43·56	21·60	40·9	52·81
Full-time girls (under 18 years)	10·33	38·2	27·04	11·83	38·4	30·81	15·21	38·1	39·92
All industries covered†									
Full-time men (21 years and over)	30·93	44·7	69·19	35·82	45·0	79·60	40·92	45·6	89·74
Full-time women (18 years and over)	15·80	37·7	41·91	18·30	37·9	48·28	21·16	37·7	56·13
Part-time women (18 years and over)*	8·36	21·3	39·25	9·65	21·5	44·88	11·11	21·4	51·92
Full-time boys (under 21 years)	14·96	41·1	36·40	17·55	41·4	42·39	21·02	41·7	50·41
Full-time girls (under 18 years)	10·28	38·2	26·91	11·76	38·4	30·63	15·13	38·1	39·71

* 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 males	ALL INDUSTRIES Non-manual females	ALL INDUSTRIES All non-manual employees	ALL MANUFACTURING INDUSTRIES Non-manual males	ALL MANUFACTURING INDUSTRIES Non-manual females	ALL MANUFACTURING INDUSTRIES All non-manual employees
1959	October	52·7	52·5	52·6	53·0	53·0	53·0
1960	October	55·9	55·2	55·6	56·0	53·5	55·6
1961	October	58·6	58·1	58·4	59·0	56·5	58·5
1962	October	61·8	61·7	61·8	61·6	59·2	61·2
1963	October	65·1	65·1	65·1	64·5	61·5	64·0
1964	October	68·8	68·5	68·7	68·9	65·8	68·3
1965	October	74·7	74·6	74·6	74·3	71·1	73·7
1966	October	78·0	77·5	77·9	77·6	75·7	77·3
1967	October	81·6	81·0	81·4	81·3	80·2	81·1
1968	October	87·1	85·7	86·6	87·0	85·6	86·8
1969	October	93·8	92·7	93·4	93·8	92·2	93·5
1970	April	100·0	100·0	100·0	100·0	100·0	100·0
	October	105·6	106·6	105·9	105·7	107·1	106·0
1971	April	112·4	112·4	112·4	111·6	112·9	111·7
1972	April	125·5	125·3	125·4	124·0	126·2	124·4
1973	April	138·5	139·1	138·7	137·7	142·5	138·6
1974	April	156·0	158·5	156·8	153·3	167·4	155·8
Weights		515	485	1,000	648	{49 part-time 303 full-time	1,000

Note: These new fixed-weighted indices are described in an article on pages 431 to 434 of the May 1972 issue of this *Gazette*.

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

TABLE 125

		Average weekly wage earnings (1)	Average hourly wage earnings (2)	Average hourly wage earnings excluding the effect of overtime* (3)	Average hourly wage rates† (4)	Differences (col. (3) minus col. (4)) (5)
1961	April	+ 6·6	+ 7·3	+ 6·5	+ 6·2	+ 0·3
	October	+ 5·4	+ 7·0	+ 6·9	+ 6·4	+ 0·5
1962	April	+ 4·0	+ 5·1	+ 5·2	+ 4·1	+ 1·1
	October	+ 3·2	+ 4·1	+ 4·4	+ 4·2	+ 0·2
1963	April	+ 3·0	+ 3·6	+ 4·0	+ 3·6	+ 0·4
	October	+ 5·3	+ 4·1	+ 3·6	+ 2·3	+ 1·3
1964	April	+ 9·1	+ 7·4	+ 6·5	+ 4·9	+ 1·6
	October	+ 8·3	+ 8·2	+ 8·1	+ 5·7	+ 2·4
1965	April	+ 7·5	+ 8·4	+ 8·0	+ 5·3	+ 2·7
	October	+ 8·5	+10·1	+ 9·5	+ 7·3	+ 2·2
1966	April	+ 7·4	+ 9·8	+ 9·7	+ 8·0	+ 1·7
	October	+ 4·2	+ 6·2	+ 6·5	+ 5·6	+ 0·9
1967	April	+ 2·1	+ 2·8	+ 3·0	+ 2·7	+ 0·3
	October	+ 5·6	+ 5·3	+ 5·0	+ 5·3	− 0·3
1968	April	+ 8·5	+ 8·1	+ 7·7	+ 8·6	− 0·9
	October	+ 7·8	+ 7·2	+ 7·0	+ 6·7	+ 0·3
1969	April	+ 7·5	+ 7·1	+ 6·9	+ 5·4	+ 1·5
	October	+ 8·1	+ 8·0	+ 8·0	+ 5·5	+ 2·5
1970	October	+13·5	+15·3	+16·0	+12·4	+ 3·6
1971	October	+11·1	+12·9	+13·7	+11·6	+ 2·1
1972	October	+15·7	+15·0	+14·6	+18·1	− 3·5‡
1973	October	+15·1	+14·1	+13·6	+12·1	+ 1·5

Note: The table covers full-time workers in the industries included in the department's regular enquiries into the earnings and hours of manual workers (table 122).

* The figures in column (3) are calculated by:

1. Assuming that the amount of overtime is equal to the difference between the actual hours worked and the average of normal weekly hours;
2. Multiplying this difference by 1½ (the assumed rate of overtime pay);
3. Adding the resulting figure to the average of normal weekly hours to produce a "standard hours equivalent" of actual hours worked; and
4. Dividing the average weekly earnings by the "standard hours equivalent" which gives a reasonably satisfactory estimate of average hourly earnings exclusive of overtime.

† The figures in this column are based on the hourly wage rates index.

‡ The engineering and construction industries had large wage rate increases in August 1972 and September 1972, respectively, increases which were not fully reflected in actual earnings by the date of the October 1972 earnings enquiry.

EARNINGS AND HOURS

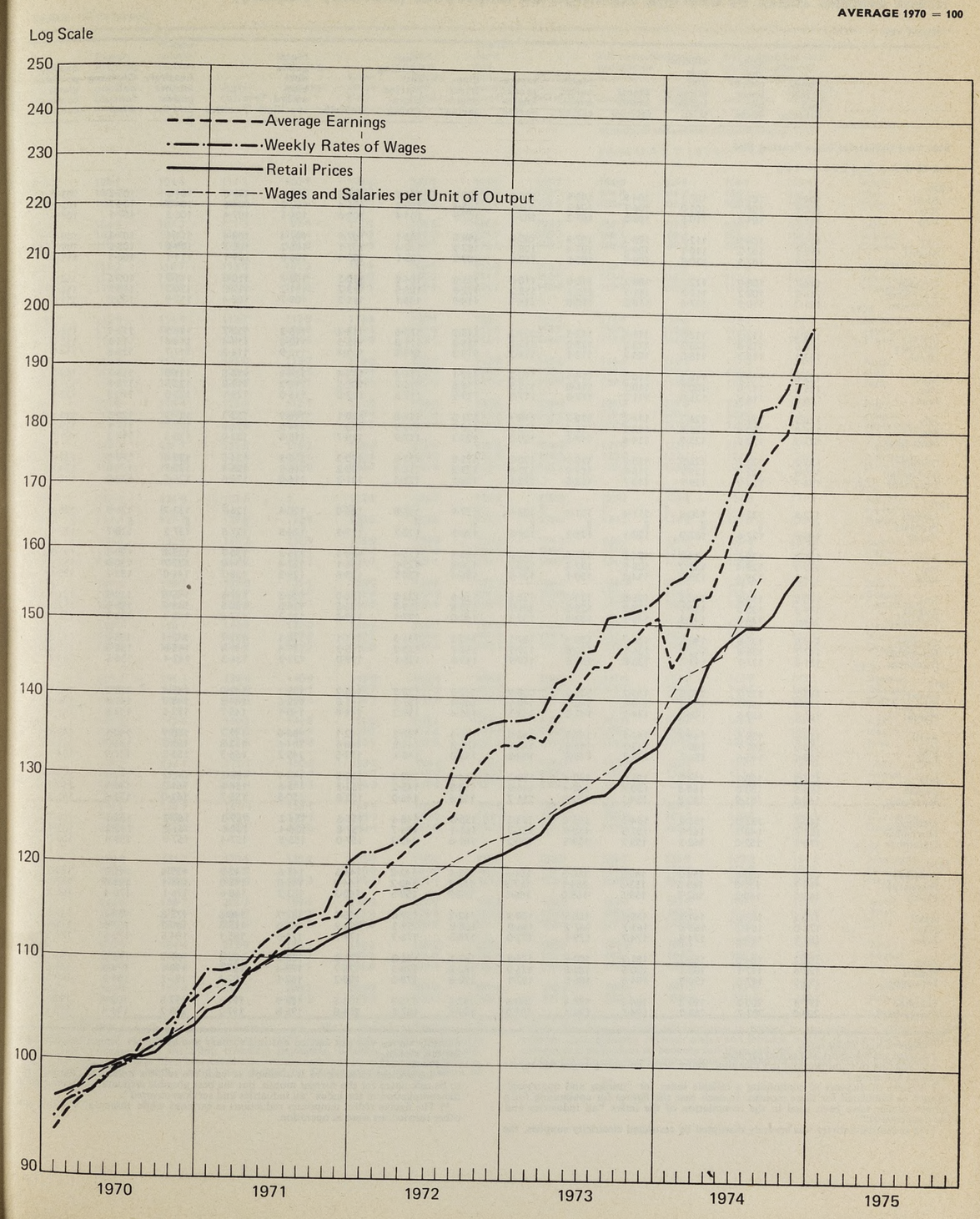
Great Britain: manual and non-manual employees: average weekly and hourly earnings and hours (New Earnings Survey estimates)

TABLE 126

	MANUFACTURING INDUSTRIES					ALL INDUSTRIES				
	Average weekly earnings		Average hours	Average hourly earnings		Average weekly earnings		Average hours	Average hourly earnings	
			excluding those whose pay was affected by absence					excluding those whose pay was affected by absence		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
	£	£		p	p	£	£		p	p
Full-time manual men (21 years and over)										
April 1972	33·6	34·5	45·6	75·8		32·1	32·8	46·0	71·3	69·1
April 1973	38·6	39·9	46·4	86·0	83·7	37·0	38·1	46·7	81·7	79·2
April 1974	43·6	45·1	46·2	97·4	95·2	42·3	43·6	46·5	93·5	91·1
Full-time non-manual men (21 years and over)										
April 1972	43·7	43·8	38·9	111·3		43·4	43·5	38·7	110·7	110·8
April 1973	48·4	48·7	39·2	122·4	122·4	47·8	48·1	38·8	121·6	121·7
April 1974	54·1	54·5	39·1	137·7	137·8	54·1	54·4	38·8	137·9	138·1
All full-time men (21 years and over)										
April 1972	36·2	37·1	43·9	83·7		36·0	36·7	43·4	83·7	83·3
April 1973	41·1	42·3	44·5	94·5	93·5	40·9	41·9	43·8	94·3	93·7
April 1974	46·3	47·7	44·3	106·9	106·1	46·5	47·7	43·7	107·6	107·2
Full-time manual women (18 years and over)										
April 1972	17·0	17·7	40·0	44·4		16·6	17·1	39·9	43·0	42·6
April 1973	19·6	20·5	40·0	51·2	50·7	19·1	19·7	39·9	49·6	49·1
April 1974	23·1	24·1	39·9	60·6	60·1	22·8	23·6	39·8	59·3	58·7
Full-time non-manual women (18 years and over)										
April 1972	19·4	19·5	37·3	52·3		22·1	22·2	36·8	59·9	59·8
April 1973	21·8	21·8	37·3	58·5	58·3	24·5	24·7	36·8	66·2	66·1
April 1974	25·6	25·8	37·3	69·0	68·8	28·3	28·6	36·8	76·9	76·7
All full-time women (18 years and over)										
April 1972	17·8	18·4	39·0	47·0		20·1	20·5	37·8	54·0	53·9
April 1973	20·3	21·0	39·0	53·9	53·5	22·6	23·1	37·8	60·5	60·3
April 1974	23·9	24·8	38·9	63·8	63·4	26·3	26·9	37·8	70·8	70·6
Full-time youths and boys (under 21)										
April 1972	16·7	17·1				16·0	16·2			
April 1973	19·9	20·4	42·7	48·0	46·7	19·0	19·3	42·3	45·5	44·3
April 1974	26·1	26·9	43·0	62·5	60·7	24·7	25·1	42·4	59·1	57·4
Full-time girls (under 18)										
April 1972	11·0	11·3				10·2	10·3			
April 1973	12·8	13·1	39·6	33·2	33·0	11·8	11·9	39·0	30·6	30·4
April 1974	16·6	17·1	39·2	43·8	43·6	15·4	15·7	38·4	40·9	40·7
Part-time men (21 years and over)										
April 1972	10·4	10·5				12·1	12·2			
April 1973	12·8	13·0	20·4	56·0	55·5	15·0	15·2	18·9	64·6	64·4
April 1974	14·0	14·3	20·2	66·0	65·5	14·8	15·1	19·0	72·2	72·0
Part-time women (18 years and over)										
April 1972	9·3	9·5				8·5	8·6			
April 1973	10·8	11·0	22·6	49·0	48·7	9·9	10·1	20·3	49·1	49·0
April 1974	12·5	12·9	22·7	57·3	57·0	11·7	11·9	20·7	57·5	57·4

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

AVERAGE 1970 = 100



EARNINGS
Great Britain: index of average earnings: all employees (monthly enquiry)

TABLE 127

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc
Standard Industrial Classification 1968														
JANUARY 1970 = 100														
1970														
April	104·5	101·3	107·1	104·9	103·9	105·0	105·3	101·3	104·5	102·1	103·0	104·3	105·2	103·4
May	107·1	105·7	109·0	106·7	104·2	102·8	105·4	100·3	106·4	102·0	104·6	104·3	104·7	103·9
June	112·9	104·3	110·5	108·0	107·2	105·4	107·3	104·4	108·6	106·3	107·4	106·2	107·1	107·6
July	111·1	106·9	112·3	108·3	107·6	108·6	108·8	103·1	107·9	107·4	108·4	111·5	107·3	109·3
August	112·1	107·2	110·1	109·3	107·4	108·3	107·9	102·4	107·1	106·2	108·3	109·0	105·5	109·1
September	112·9	107·9	110·9	108·5	108·6	110·1	109·2	105·1	105·4	106·0	109·1	114·1	106·3	111·0
October	114·7	108·0	112·1	108·7	110·0	110·0	111·3	104·9	110·5	108·7	110·8	115·9	109·6	113·3
November	116·6	108·2	116·7	111·1	112·1	112·2	112·9	106·5	113·7	111·2	112·3	120·3	110·9	116·3
December	121·3	110·9	117·6	110·2	110·8	114·3	114·9	104·1	111·3	109·7	108·4	112·9	108·8	111·6
1971														
January	118·6	113·3	116·9	111·6	112·3	113·2	115·3	110·6	114·4	113·3	113·7	118·9	112·9	116·1
February	118·5	115·0	123·3	112·3	113·0	113·2	115·6	111·8	115·3	112·8	114·4	114·6	114·0	115·8
March	133·1	115·3	118·0	109·2	112·1	116·3	115·3	115·7	112·4	112·9	116·2	117·7	115·8	114·7
April	122·6	114·9	118·3	110·2	114·5	115·2	118·1	116·4	114·4	114·9	116·5	121·0	115·7	119·0
May	125·5	117·0	120·5	110·1	116·0	115·5	119·6	116·7	121·5	116·2	119·8	122·5	116·3	121·0
June	126·0	116·5	125·0	111·7	117·6	117·9	119·2	117·8	122·5	116·0	123·1	125·5	118·2	122·6
July	126·6	121·2	126·2	114·3	118·2	118·4	121·6	114·8	120·1	116·9	123·2	127·3	120·5	119·6
August	126·8	120·9	125·5	112·5	116·6	118·1	120·7	111·5	120·1	114·5	122·5	127·7	117·1	119·8
September	127·4	122·0	125·9	114·4	117·5	120·0	123·3	117·9	118·7	115·0	123·0	128·5	118·3	121·5
October	127·8	122·7	126·5	115·9	118·9	120·2	125·6	117·6	120·2	116·9	124·5	128·4	119·9	122·4
November	130·5	122·5	129·7	115·6	119·9	121·4	125·8	116·4	120·2	118·3	125·4	130·7	121·0	124·6
December	134·7	124·8	129·9	113·7	118·5	122·6	126·1	111·4	121·3	116·0	120·6	126·6	122·0	123·7
1972														
January	132·3	125·6	130·8	117·4	121·4	123·8	127·9	116·8	126·0	120·4	126·7	132·7	125·8	126·4
February	‖	‖	‖	‖	‖	‖	‖	‖	‖	‖	‖	‖	‖	‖
March	136·6	127·6	133·0	120·1	125·2	126·5	130·9	122·7	129·3	124·5	127·5	137·2	128·7	127·1
April	136·8	130·6	134·3	124·2	127·0	127·0	130·4	125·4	130·4	125·3	130·7	135·9	129·1	131·3
May	139·3	129·4	133·2	125·9	127·5	128·7	130·8	125·6	136·1	127·4	134·0	137·7	130·0	132·3
June	139·5	129·4	138·0	134·4	130·1	131·6	136·4	123·1	135·6	129·2	138·7	141·0	130·2	135·1
July	140·2	134·5	140·2	135·8	130·8	132·6	136·6	123·0	136·0	130·3	137·8	145·6	130·9	134·0
August	141·3	135·5	138·1	129·9	129·5	131·7	135·8	119·9	136·5	128·5	136·5	143·6	129·5	132·4
September	144·1	134·6	140·3	135·3	133·9	135·5	140·0	127·1	139·8	133·3	137·8	145·4	132·9	136·9
October	144·9	135·6	140·2	136·9	137·4	137·1	140·2	131·3	141·1	136·1	139·7	147·4	136·5	142·0
November	147·7	136·8	143·7	136·5	138·9	139·9	143·1	135·0	145·3	139·4	141·4	145·8	138·3	143·2
December	151·6	137·7	143·7	133·8	136·6	140·9	143·6	125·1	139·0	133·3	136·2	142·4	136·5	143·2
1973														
January	145·2	137·7	142·9	135·2	139·5	138·9	142·9	135·3	145·2	139·1	142·0	149·4	139·7	145·1
February	146·4	138·7	151·6	140·4	140·7	140·9	145·4	137·3	141·8	139·6	144·5	148·3	141·6	146·6
March	161·1	139·6	143·5	144·0	142·0	143·5	146·4	139·2	141·0	140·1	145·7	152·6	143·6	146·5
April	154·0	139·5	146·2	141·9	140·5	143·0	146·6	133·3	142·1	138·0	142·7	150·1	140·1	147·4
May	158·0	141·7	148·1	145·3	145·8	145·8	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	160·2	157·1	159·7
November	165·8	148·7	161·1	157·5	158·9	155·7	161·1	154·7	157·8	158·4	161·6	161·8	159·2	162·7
December	170·3	152·8	162·3	155·2	159·5	160·2	161·6	145·2	157·0	155·5	157·4	157·9	159·4	163·0
1974														
January††	166·3	150·6	159·2	145·2	150·5	154·6	155·4	142·8	144·6	145·6	142·9	159·6	141·0	155·3
February††	165·3	151·0	169·5	153·6	154·1	157·9	157·3	148·2	144·4	149·0	146·0	164·4	145·8	157·5
March	169·0	160·2	162·3	159·5	165·0	166·6	162·9	158·5	160·3	163·3	168·6	176·1	170·4	166·2
April	170·2	163·0	161·9	159·3	158·5	159·9	162·2	159·0	155·6	157·7	166·6	172·8	167·7	167·2
May	176·0	164·2	165·6	163·7	167·2	166·9	168·8	159·2	164·9	165·0	175·5	180·0	169·6	171·4
June	181·9	169·6	174·8	174·7	179·1	175·0	178·5	176·3	174·7	175·6	185·1	184·5	175·9	178·6
July	186·2	184·0	185·2	181·2	180·5	176·9	183·1	176·8	174·0	180·0	188·4	199·2	176·6	180·1
August	188·6	197·1	188·1	180·5	181·8	176·9	182·6	170·5	178·7	177·4	187·5	190·1	175·6	181·8
September	193·6	197·6	190·8	184·8	185·5	182·1	190·8	178·2	180·2	182·1	187·3	196·1	184·0	188·5
October	197·4	200·2	199·2	184·8	190·4	188·6	192·5	175·7	183·5	187·9	191·5	197·6	190·4	192·1
November¶	209·0	203·7	210·0	194·5	198·1	197·0	199·4	187·0	204·8	195·8	197·2	208·2	194·4	198·9

* 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 these months. In each case the figures for coalmining for a month earlier have been used in the compilation of the index "all industries and services covered".
‖ As industrial activity was severely disrupted by restricted electricity supplies, the monthly survey was not carried out in February and so figures cannot be calculated for this month.
¶ 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 enquiry): 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: *unadjusted*	All manufacturing industries: *Seasonally adjusted*	All industries and services covered: *unadjusted*	All industries and services covered: *Seasonally adjusted*	
									Standard Industrial Classification 1968				
									JANUARY 1970 = 100				
													1970
103·6	103·1	104·4	111·2	100·1	109·6	103·9	104·4	105·7	*104·0*	*103·8*	*104·9*	*103·8*	April
102·6	103·3	103·4	111·8	99·1	109·3	103·9	107·0	108·9	*104·9*	*104·7*	*105·7*	*104·9*	May
108·0	106·3	109·1	115·4	102·3	113·4	106·2	109·9	106·5	*108·0*	*106·5*	*108·7*	*106·3*	June
111·0	104·6	107·3	111·3	97·9	112·1	106·8	106·6	105·2	*108·3*	*107·5*	*108·1*	*106·9*	July
109·9	107·9	108·0	115·6	100·4	109·9	108·2	109·7	105·7	*108·1*	*109·5*	*108·3*	*108·9*	August
111·7	110·2	109·2	119·3	101·3	114·5	107·7	110·8	110·2	*108·9*	*109·7*	*109·7*	*109·3*	September
111·3	111·2	110·7	113·0	101·2	114·9	108·1	113·3	112·3	*110·7*	*111·2*	*111·2*	*110·6*	October
113·4	113·0	113·1	111·1	101·6	113·9	108·3	114·7	112·7	*113·1*	*112·7*	*112·7*	*112·0*	November
109·1	111·9	112·3	109·9	111·8	108·1	109·1	114·7	113·8	*112·2*	*113·7*	*111·9*	*113·1*	December
													1971
115·8	112·0	114·4	112·7	113·3	112·5	109·1	116·7	114·7	*114·4*	*114·5*	*114·2*	*114·3*	January
114·5	111·6	115·6	116·9	112·9	115·3	109·6	115·5	114·7	*115·1*	*115·4*	*114·9*	*115·0*	February
117·0	114·1	116·5	121·3	114·5	117·9	123·5	116·1	116·7	*115·9*	*114·6*	*116·5*	*114·5*	March
120·0	114·8	117·9	125·0	113·7	118·2	123·8	119·0	117·8	*116·5*	*116·3*	*117·2*	*116·1*	April
121·7	113·4	120·3	122·6	113·5	119·3	119·9	118·1	118·4	*118·6*	*118·4*	*118·5*	*117·7*	May
123·6	113·8	120·1	125·8	114·5	124·5	122·2	121·3	118·9	*119·8*	*118·2*	*120·5*	*117·9*	June
123·9	115·5	118·4	126·5	112·1	122·9	126·4	122·5	121·0	*120·3*	*119·5*	*120·8*	*119·5*	July
120·1	117·3	118·3	133·7	113·9	120·4	125·0	123·5	119·6	*119·4*	*120·8*	*120·1*	*120·7*	August
124·2	119·1	119·9	138·6	115·2	124·5	124·4	124·9	120·7	*120·6*	*121·4*	*121·7*	*121·1*	September
126·1	119·7	121·7	131·8	116·2	125·4	126·1	125·6	121·9	*121·9*	*122·3*	*122·7*	*121·9*	October
126·2	122·0	121·9	127·0	105·6	123·6	126·9	125·8	124·3	*122·9*	*122·5*	*122·9*	*122·1*	November
122·4	119·7	123·8	122·6	106·0	123·7	126·5	125·1	123·1	*122·3*	*123·9*	*122·3*	*123·7*	December
													1972
130·1	122·3	124·8	123·5	§	122·3	126·5	125·5	127·2	*125·2*	*125·3*	*124·3*	*124·5*	January
‖	‖	‖	‖	‖	‖	‖	‖	‖	‖	‖	‖	‖	February
131·8	124·0	127·7	129·8	134·5	128·5	137·6	127·7	136·6	*128·2*	*128·8*	*129·0*	*128·1*	March
132·6	130·0	132·6	134·2	132·9	129·8	138·8	128·9	134·5	*130·2*	*130·0*	*130·6*	*129·3*	April
131·8	133·4	129·1	134·1	131·1	129·4	137·8	129·5	134·1	*131·8*	*131·6*	*131·6*	*130·7*	May
135·3	133·2	136·3	137·7	134·3	133·7	137·1	134·3	138·7	*134·5*	*132·7*	*134·6*	*131·7*	June
134·4	131·4	135·3	139·0	135·1	128·7	140·6	133·7	138·4	*134·8*	*134·1*	*134·4*	*133·0*	July
131·8	132·1	132·7	148·7	134·7	119·9	140·3	141·8	135·6	*133·6*	*135·2*	*133·4*	*134·1*	August
139·8	137·4	136·2	150·9	136·7	140·5	140·8	140·9	142·3	*137·7*	*138·6*	*138·7*	*138·1*	September
141·3	140·0	138·7	144·9	137·8	149·7	142·7	143·2	145·5	*139·7*	*140·1*	*141·4*	*140·5*	October
145·8	141·7	140·3	143·0	139·8	149·5	143·1	145·8	144·1	*142·1*	*141·6*	*143·2*	*142·5*	November
140·8	137·0	139·1	144·3	141·2	146·8	154·0	142·4	144·0	*139·5*	*141·6*	*141·3*	*143·1*	December
													1973
147·6	139·5	141·3	139·6	140·9	147·0	145·4	144·2	147·6	*141·9*	*142·0*	*142·9*	*143·1*	January
149·3	140·6	143·0	148·8	141·1	150·7	141·8	144·0	148·7	*143·5*	*144·0*	*144·5*	*144·4*	February
150·6	143·3	144·1	145·5	140·6	156·9	145·4	145·5	151·7	*145·3*	*143·3*	*146·7*	*143·9*	March
151·7	141·6	145·6	160·3	144·8	152·6	148·1	147·2	149·5	*144·0*	*146·2*	*145·8*	*146·6*	April
157·1	148·7	148·9	167·9	146·9	157·7	152·6	149·9	147·0	*149·5*	*149·5*	*150·6*	*149·5*	May
160·9	152·6	154·6	175·6	149·8	163·9	161·6	155·1	154·0	*153·3*	*151·3*	*155·2*	*151·9*	June
161·1	151·3	154·1	171·3	150·3	163·7	158·7	157·1	156·0	*153·6*	*152·7*	*155·5*	*154·0*	July
156·4	149·1	154·0	185·7	148·9	159·7	155·7	155·0	152·6	*151·7*	*153·5*	*153·5*	*154·0*	August
162·4	154·5	154·7	181·4	152·5	166·3	160·8	157·0	154·3	*154·8*	*156·0*	*157·0*	*156·4*	September
165·7	156·1	158·9	167·4	153·1	169·4	160·2	159·2	158·4	*157·4*	*158·0*	*159·1*	*158·2*	October
166·6	160·2	163·3	172·5	139·1	169·9	160·2	160·7	158·7	*160·6*	*160·3*	*160·9*	*160·3*	November
163·5	155·8	163·1	167·5	139·8	168·4	156·8	155·9	157·9	*159·8*	*162·2*	*159·7*	*161·4*	December
													1974
157·7	153·9	151·7	170·5	139·2	163·3	160·2	157·2	162·7	*151·7*	*151·9*	*153·9*	*154·1*	January††
160·8	155·3	154·6	184·0	§	166·8	163·8	157·4	163·1	*154·8*	*155·4*	*156·9*	*156·8*	February††
173·0	162·9	172·3	194·0	191·3	174·2	177·1	161·8	172·2	*165·0*	*162·7*	*167·6*	*164·3*	March
172·3	162·3	168·7	202·3	189·1	174·3	170·7	162·6	172·3	*162·7*	*162·6*	*166·1*	*164·7*	April
172·9	165·6	172·4	206·8	187·3	175·6	176·6	168·8	170·6	*168·6*	*168·7*	*171·0*	*169·6*	May
183·0	169·6	181·8	203·3	195·3	189·3	186·0	171·7	183·4	*177·9*	*175·6*	*180·0*	*176·2*	June
185·2	175·9	184·4	213·9	198·3	192·3	185·2	177·9	188·5	*181·5*	*180·5*	*183·6*	*181·8*	July
183·9	174·9	183·7	230·4	199·0	188·3	196·0	184·6	185·4	*182·1*	*184·3*	*184·9*	*185·5*	August
192·9	183·7	188·4	229·0	204·1	196·8	204·4	186·5	190·7	*186·9*	*188·3*	*189·9*	*189·2*	September
198·1	186·0	190·4	217·3	208·2	200·9	202·0	189·4	193·5	*190·6*	*191·3*	*193·0*	*191·8*	October
203·7	190·6	197·5	**	214·5	203·3	206·3	205·5	197·9	*200·1*	*199·7*	*201·5*	*200·7*	November¶

Note (1): This series is explained in articles on page 214 of the March 1967 issue of this *Gazette* and on pages 613-615 of the July 1971 issue. The information collected is the gross remuneration including overtime payments, bonuses, commission, etc. Monthly earnings have been converted into weekly earnings by using the formula:— monthly earnings multiplied by 12 and divided by 52. In arriving at the indices of average earnings the total remuneration is divided by the total number of employees without distinguishing between males and females, adults and juveniles, manual and non-manual employees or between full-time and part-time employees.
Note (2): The seasonal adjustments are based on the data for 1963 to 1972.

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					
	June 1972	January 1973	June 1973	January 1974	June 1974	June 1974	June 1972	January 1973	June 1973	January 1974	June 1974	June 1974
SHIPBUILDING AND SHIP REPAIRING*						£						p
Timeworkers												
Skilled	212·9	213·1	242·2	244·0	277·3	47·07	231·7	249·4	262·1	274·3	297·4	97·76
Semi-skilled	215·4	227·1	253·9	253·5	281·7	39·26	229·0	247·8	262·8	272·9	290·9	78·17
Labourers	213·6	234·6	257·8	254·4	300·9	40·05	236·7	257·5	274·1	290·0	307·4	75·70
All timeworkers	220·3	226·6	254·9	257·7	288·8	43·81	241·1	261·0	274·6	289·8	307·6	88·94
Payment-by-result workers												
Skilled	205·2	214·8	231·8	224·4	268·5	49·32	216·8	230·6	244·3	267·6	274·1	105·17
Semi-skilled	208·3	218·4	237·3	227·2	277·5	41·97	226·1	245·2	256·9	280·7	291·8	84·62
Labourers	189·2	202·5	219·5	217·4	263·2	41·34	204·2	219·2	239·5	266·8	274·5	78·80
All payment-by-result workers	204·9	215·2	232·1	224·5	270·2	46·77	217·7	232·2	245·4	268·7	276·4	97·32
All skilled workers	205·7	213·0	232·7	227·9	268·9	48·72	217·4	232·2	244·9	263·9	276·0	103·16
All semi-skilled workers	213·5	224·4	246·3	239·5	282·5	40·95	225·3	244·2	256·6	274·9	288·7	82·17
All labourers	200·4	216·7	235·7	233·4	280·5	40·97	218·0	234·9	254·9	281·2	290·4	77·92
All workers covered	207·4	216·9	236·5	231·8	273·2	45·89	221·6	237·8	250·5	270·8	281·9	94·80
CHEMICAL MANUFACTURE†												
Timeworkers												
General workers	206·9	224·2	233·4	243·8	270·1	45·79	243·0	260·1	268·2	291·6	311·9	103·59
Craftsmen	199·6	214·0	226·5	235·5	259·7	48·88	228·4	244·1	255·2	274·0	291·1	109·58
All timeworkers	205·4	221·9	232·2	242·4	268·0	46·58	240·5	257·2	266·5	288·8	308·0	105·11
Payment-by-result workers												
General workers	192·5	209·6	220·9	224·5	247·8	44·07	205·0	224·2	223·8	235·2	253·5	97·23
Craftsmen	185·1	201·5	208·3	203·2	230·7	46·10	199·4	223·3	215·7	224·4	246·1	105·18
All payment-by-result workers	191·2	208·8	218·1	219·4	243·7	44·53	203·9	225·1	221·7	232·3	251·2	99·00
All general workers	201·9	218·8	228·5	237·5	263·0	45·49	227·9	244·8	251·2	271·3	290·6	102·45
All craftsmen	194·2	208·8	220·2	226·7	251·1	48·44	215·9	233·1	240·1	256·5	273·8	108·90
All workers covered	200·4	216·9	226·9	235·3	260·4	46·23	225·3	242·4	248·9	268·2	286·7	104·05

	Average weekly earnings including overtime premium				Average hourly earnings excluding overtime premium			
	June 1972	June 1973	June 1974	June 1974	June 1972	June 1973	June 1974	June 1974
ENGINEERING‡				£				p
Timeworkers								
Skilled	187·4	213·8	244·6	47·66	209·4	232·7	264·3	102·85
Semi-skilled	197·3	233·0	257·0	44·41	218·8	253·9	283·0	96·57
Labourers	190·8	223·2	257·3	36·02	211·6	241·0	275·7	75·36
All timeworkers	193·4	224·4	253·0	45·25	215·3	244·0	275·4	97·75
Payment-by-result workers								
Skilled	182·0	209·3	240·0	48·17	203·5	225·7	257·1	109·76
Semi-skilled	177·3	202·5	230·1	42·81	193·5	215·1	243·8	97·13
Labourers	178·4	208·4	246·4	36·64	199·0	227·8	270·2	79·83
All payment-by-result workers	179·7	206·1	235·9	45·21	198·8	220·8	251·6	102·67
All skilled workers	184·7	211·5	242·1	47·88	205·7	228·2	259·5	105·75
All semi-skilled workers	186·6	217·3	243·1	43·71	204·5	232·5	261·1	96·81
All labourers	188·0	219·8	254·7	36·15	208·8	238·0	274·6	76·32
All workers covered	186·5	215·3	244·4	45·23	206·8	232·0	262·9	99·78

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.

Note: The specified pay-week for the January 1974 enquiry occurred in the period when electricity supplies to industry were restricted as part of the measures taken at the time of the coal mining dispute. This may have affected the figures although it is uncertain by how much, and other factors could also have exerted an influence.

WAGE RATES AND HOURS

Indices of basic weekly and hourly rates of wages and normal weekly hours: manual workers: United Kingdom

TABLE 130 — JULY 31, 1972 = 100

		BASIC WEEKLY RATES OF WAGES				NORMAL WEEKLY HOURS*				BASIC HOURLY RATES OF WAGES			
		Men	Women	Juveniles†	All workers	Men	Women	Juveniles†	All workers	Men	Women	Juveniles†	All workers
All industries and services													
1972 } Average of monthly		101·5	100·4	101·7	101·3	99·9	99·9	99·9	99·9	101·5	100·5	101·7	101·4
1973 } index numbers		114·9	115·7	117·2	115·2	99·8	99·4	99·5	99·6	115·2	116·5	117·8	115·6
						(40·1)	(40·4)	(40·3)	(40·2)				
1973	January	108·3	106·9	108·9	108·1	99·9	99·6	99·7	99·8	108·5	107·4	109·3	108·4
	February	108·6	108·4	109·8	108·6	99·8	99·6	99·6	99·8	108·8	108·9	110·2	108·9
	March	109·0	110·4	110·0	109·3	99·8	99·6	99·6	99·8	109·2	110·9	110·5	109·5
	April	111·5	113·6	113·4	111·9	99·8	99·3	99·4	99·6	111·8	114·4	114·1	112·3
	May	112·4	114·9	115·0	112·9	99·8	99·3	99·4	99·6	112·6	115·7	115·6	113·3
	June	115·0	115·5	118·0	115·3	99·8	99·3	99·4	99·6	115·3	116·3	118·7	115·7
	July	115·4	115·7	118·3	115·6	99·8	99·3	99·4	99·6	115·7	116·6	119·0	116·0
	August	119·1	118·9	121·8	119·3	99·8	99·3	99·4	99·6	119·4	119·8	122·5	119·7
	September	119·3	119·6	122·1	119·5	99·8	99·3	99·4	99·6	119·6	120·4	122·8	120·0
	October	119·7	119·7	122·3	119·8	99·7	99·2	99·4	99·6	120·0	120·7	123·1	120·3
	November	120·3	120·9	122·9	120·5	99·7	99·2	99·4	99·6	120·6	121·8	123·6	121·0
	December	120·9	123·7	123·5	121·4	99·7	99·2	99·4	99·6	121·2	124·7	124·3	122·0
1974	January	122·3	126·2	125·7	123·0	99·7	99·1	99·4	99·5	122·7	127·3	126·5	123·7
	February	122·7	129·8	126·8	124·0	99·6	99·1	99·3	99·5	123·2	131·0	127·7	124·7
	March	124·6	131·3	128·6	125·9	99·6	99·1	99·3	99·5	125·1	132·5	129·5	126·5
	April	126·1	132·6	129·5	127·2	99·6	99·1	99·3	99·5	126·6	133·8	130·4	127·9
	May	129·7	138·5	134·8	131·3	99·6	99·1	99·3	99·5	130·2	139·8	135·7	132·0
	June	134·7	141·7	140·9	136·1	99·6	99·1	99·3	99·5	135·2	143·0	141·9	136·8
	July	137·6	144·0	144·2	138·9	99·6	99·1	99·3	99·5	138·1	145·3	145·3	139·7
	August	143·4	148·8	150·2	144·6	99·6	99·1	99·3	99·5	144·0	150·2	151·3	145·4
	September	143·9	151·0	151·9	145·4	99·6	99·1	99·3	99·5	144·4	152·4	153·0	146·2
	October	145·6	154·6	155·0	147·5	99·6	99·1	99·3	99·5	146·2	156·0	156·2	148·3
	November	150·2	161·8	161·0	152·6	99·6	99·1	99·3	99·5	150·8	163·3	162·2	153·4
	December	152·8	169·7	164·2	156·0	99·6	99·1	99·3	99·5	153·5	171·3	165·4	156·9
Manufacturing industries													
1972 } Average of monthly		101·6	100·7	101·4	101·5	100·0	100·0	100·0	100·0	101·6	100·7	101·4	101·5
1973 } index numbers		114·3	115·8	115·5	114·6	100·0	100·0	100·0	100·0	114·3	115·8	115·5	114·6
						(39·9)	(40·0)	(40·0)	(40·0)				
1973	January	108·0	106·7	107·9	107·8	100·0	100·0	100·0	100·0	108·0	106·7	107·9	107·8
	February	108·1	107·9	108·4	108·1	100·0	100·0	100·0	100·0	108·1	107·9	108·4	108·1
	March	108·3	108·4	108·8	108·3	100·0	100·0	100·0	100·0	108·3	108·4	108·8	108·3
	April	110·0	112·0	111·7	110·4	100·0	100·0	100·0	100·0	110·0	112·0	111·7	110·4
	May	111·3	114·2	113·3	111·8	100·0	100·0	100·0	100·0	111·3	114·2	113·3	111·8
	June	112·4	115·1	114·2	112·9	100·0	100·0	100·0	100·0	112·4	115·1	114·2	112·9
	July	112·7	115·5	114·6	113·2	100·0	100·0	100·0	100·0	112·7	115·5	114·6	113·2
	August	119·6	120·9	120·6	119·9	100·0	100·0	100·0	100·0	119·6	120·9	120·6	119·9
	September	120·0	121·5	121·1	120·3	100·0	100·0	100·0	100·0	120·0	121·5	121·1	120·3
	October	120·1	121·8	121·2	120·4	100·0	100·0	100·0	100·0	120·1	121·8	121·2	120·4
	November	120·3	122·1	121·5	120·7	100·0	100·0	100·0	100·0	120·3	122·1	121·5	120·7
	December	120·6	122·9	122·1	121·0	100·0	100·0	100·0	100·0	120·6	122·9	122·1	121·0
1974	January	121·5	125·4	123·7	122·2	100·0	100·0	100·0	100·0	121·5	125·4	123·7	122·2
	February	121·8	126·9	124·5	122·7	100·0	100·0	100·0	100·0	121·8	126·9	124·5	122·8
	March	122·1	128·0	125·2	123·1	100·0	100·0	100·0	100·0	122·1	128·0	125·2	123·2
	April	123·1	128·3	126·1	124·0	100·0	100·0	100·0	100·0	123·0	128·3	126·1	124·0
	May	126·7	135·5	131·5	128·2	100·0	100·0	100·0	100·0	126·7	135·5	131·5	128·2
	June	129·7	139·2	134·9	131·4	100·0	100·0	100·0	100·0	129·7	139·2	134·9	131·4
	July	131·6	141·3	136·9	133·3	100·0	100·0	100·0	100·0	131·6	141·3	136·9	133·3
	August	140·4	148·4	144·9	141·8	100·0	100·0	100·0	100·0	140·4	148·4	144·9	141·9
	September	140·8	149·1	145·5	142·3	100·0	100·0	100·0	100·0	140·8	149·1	145·5	142·3
	October	141·7	150·9	147·0	143·3	100·0	100·0	100·0	100·0	141·7	150·9	147·0	143·4
	November	144·0	156·5	150·8	146·2	100·0	100·0	100·0	100·0	144·0	156·5	150·8	146·3
	December	145·5	163·4	154·4	148·6	100·0	100·0	100·0	100·0	145·5	163·4	154·4	148·6

Notes:
(1) These indices are based on minimum entitlements (*namely* basic rates of wages, standard rates, minimum guarantees or minimum earnings levels as the case may be) and normal weekly hours of work which are generally the outcome of centrally determined arrangements, usually national collective agreements or statutory wages regulation orders. Where an agreement or order provides for both a basic rate and a minimum earnings guarantee for a normal week, the higher of the two amounts is taken as the minimum entitlement. 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 this *Gazette* for February 1957, September 1957, April 1958, February 1959, January 1960 and September 1972.

(2) The statistics do not take account of changes determined by local negotiations at establishment or shop floor level. They do not reflect changes in *earnings* or in *actual* hours worked due to such factors as overtime, short-time, variations in output, etc.
(3) The figures relate to the end of the month.
(4) Publication of the index figures to one decimal place must not be taken to mean that the figures are thought to be significant to more than the nearest whole number.
(5) Where necessary, figures published in previous issues of this *Gazette* have been revised to include changes having retrospective effect or reported belatedly.
* Actual averages of normal weekly hours at the base date (July 31, 1972) are shown in brackets.
† In general males under 21 years of age and females under 18 years of age.

WAGE RATES AND HOURS

Indices of basic weekly and hourly rates of wages and normal weekly hours: industrial analysis: all manual workers: United Kingdom

TABLE 131 — JULY 31, 1972 = 100

		Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries*	All metals combined†	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc.
Basic weekly rates of wages										
1972 / 1973	Average of monthly index numbers	100 / 116	100 / 106	100 / 112	96 / 106	104 / 119	97 / 110	95 / 108	100 / 111	100 / 112
1973	October	121	108	116	110	127	114	114	113	114
	November	121	108	116	110	127	114	114	113	117
	December	121	108	120	110	127	115	114	113	118
1974	January	135	108	121	111	127	117	121	113	118
	February	136	109	121	111	127	117	121	120	118
	March	136	141	121	111	127	117	121	124	121
	April	136	142	121	111	128	117	121	124	124
	May	144	146	128	115	129	134	128	129	129
	June	149	149	136	126	131	139	139	129	133
	July	152	151	138	133	132	141	143	129	135
	August	154	152	141	134	146	143	145	129	138
	September	154	152	142	134	146	145	145	131	139
	October	157	154	146	134	147	147	147	131	141
	November	164	158	152	136	148	153	154	131	149
	December	166	158	161	136	148	155	154	155	149
Normal weekly hours‡										
1972 / 1973	Average of monthly index numbers	100·0 / 100·0	100·0 / 100·0	100·0 / 100·0	100·0 / 100·0	100·0 / 100·0	100·0 / 100·0	100·0 / 100·0	100·0 / 100·0	100·0 / 100·0
		(42·2)	(36·0)	(40·0)	(40·0)	(40·0)	(40·0)	(40·0)	(40·0)	(40·1)
1973	October	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
	November	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
	December	99·5	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
1974	January	99·5	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
	February	99·2	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
	March	99·2	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
	April	99·2	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
	May	99·2	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
	June	99·2	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
	July	99·2	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
	August	99·2	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
	September	99·2	100·0	100·0	100·0	100·0	100·0	100·0	100·0	99·8
	October	99·2	100·0	99·9	100·0	100·0	100·0	100·0	100·0	99·8
	November	99·2	100·0	99·9	100·0	100·0	100·0	100·0	100·0	99·8
	December	99·2	100·0	99·9	100·0	100·0	100·0	100·0	100·0	99·8
Basic hourly rates of wages										
1972 / 1973	Average of monthly index numbers	100 / 116	100 / 106	100 / 112	96 / 106	104 / 119	97 / 110	95 / 108	100 / 111	100 / 112
1973	October	121	108	116	110	127	114	114	113	114
	November	121	108	116	110	127	114	114	113	118
	December	122	108	120	110	127	115	114	113	118
1974	January	136	108	121	111	127	117	121	113	118
	February	137	109	121	111	127	117	121	120	118
	March	137	141	121	111	127	117	121	124	121
	April	137	142	121	111	128	117	121	124	124
	May	145	146	128	115	129	134	128	129	130
	June	150	149	136	126	131	139	139	129	133
	July	153	151	138	133	132	141	143	129	135
	August	155	152	141	134	146	143	145	129	138
	September	155	152	142	134	146	145	145	131	140
	October	158	154	146	134	147	147	147	131	141
	November	166	158	152	136	148	153	154	131	149
	December	167	158	161	136	148	155	154	155	149

* Comprises Orders IV and V of 1968 Standard Industrial Classification.
† Comprises Orders VI-XII of the 1968 Standard Industrial Classification.
‡ Actual averages of normal weekly hours at the base date of the series (July 31, 1972) are shown in brackets.

WAGE RATES AND HOURS

Indices of basic weekly and hourly rates of wages and normal weekly hours: industrial analysis: all manual workers: United Kingdom

TABLE 131 (*continued*) — JULY 31, 1972 = 100

Timber furniture, etc.	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services		
									Basic weekly rates of wages	
100 / 113	98 / 105	99 / 109	109 / 139	102 / 111	97 / 107	101 / 114	100 / 114	97 / 105	Average of monthly index numbers	1972 / 1973
117	107	111	146	112	111	117	115	106	October	1973
117	108	111	146	113	111	118	121	106	November	
118	108	111	146	114	111	118	127	109	December	
127	109	119	146	118	114	119	128	112	January	1974
127	112	119	146	118	114	123	130	115	February	
127	112	122	146	127	115	126	131	115	March	
127	115	122	146	127	122	126	133	117	April	
133	122	126	147	132	126	131	139	120	May	
137	124	130	164	136	129	132	144	128	June	
140	127	131	169	138	136	134	147	130	July	
142	128	133	173	140	138	137	149	131	August	
144	129	133	173	140	138	144	149	131	September	
146	130	134	175	141	139	151	152	138	October	
151	132	143	181	150	145	157	165	145	November	
151	138	143	181	150	153	163	175	148	December	
									Normal weekly hours‡	
100·0 / 100·0	100·0 / 100·0	100·0 / 100·0	100·0 / 100·0	100·0 / 98·7	100·0 / 100·0	99·8 / 97·9	100·0 / 100·0	99·7 / 98·5	Average of monthly index numbers	1972 / 1973
(40·0)	(39·6)	(39·3)	(40·0)	(40·0)	(40·6)	(40·9)	(40·0)	(41·3)		
100·0	100·0	100·0	100·0	97·4	100·0	97·8	100·0	98·1	October	1973
100·0	100·0	100·0	100·0	97·4	100·0	97·8	100·0	98·1	November	
100·0	100·0	100·0	100·0	97·4	100·0	97·8	100·0	98·1	December	
100·0	100·0	100·0	100·0	97·4	100·0	97·8	100·0	97·5	January	1974
100·0	100·0	100·0	100·0	97·4	100·0	97·7	100·0	97·2	February	
100·0	100·0	100·0	100·0	97·4	100·0	97·7	100·0	97·2	March	
100·0	100·0	100·0	100·0	97·4	100·0	97·7	100·0	97·2	April	
100·0	100·0	100·0	100·0	97·4	100·0	97·7	100·0	97·2	May	
100·0	100·0	100·0	100·0	97·4	100·0	97·7	100·0	97·2	June	
100·0	100·0	100·0	99·9	97·4	100·0	97·7	100·0	97·2	July	
100·0	100·0	100·0	99·9	97·4	100·0	97·7	100·0	97·2	August	
100·0	100·0	100·0	99·9	97·4	100·0	97·7	100·0	97·2	September	
100·0	100·0	100·0	99·9	97·4	100·0	97·7	100·0	97·2	October	
100·0	100·0	100·0	99·9	97·4	100·0	97·7	100·0	97·2	November	
100·0	100·0	100·0	99·9	97·4	100·0	97·7	100·0	97·2	December	
									Basic hourly rates of wages	
100 / 113	98 / 105	99 / 109	109 / 139	102 / 112	97 / 107	101 / 117	100 / 114	97 / 106	Average of monthly index numbers	1972 / 1973
117	107	111	146	115	111	120	115	108	October	1973
117	108	111	146	116	111	121	121	108	November	
118	108	111	146	117	111	121	127	112	December	
127	109	119	146	121	114	122	128	115	January	1974
127	112	119	146	121	114	126	130	119	February	
127	112	122	146	130	115	129	131	119	March	
127	115	122	146	130	122	129	133	121	April	
133	122	126	147	136	126	134	139	124	May	
137	124	130	164	139	129	135	144	132	June	
140	127	131	169	141	136	137	147	134	July	
142	128	133	173	143	138	141	149	135	August	
144	129	133	173	143	138	148	149	135	September	
146	130	134	175	145	139	154	152	142	October	
151	132	143	181	154	145	161	165	149	November	
151	138	143	181	154	153	167	175	153	December	

Notes:

(1) If comparisons are made between the indices for different industry groups, it should be remembered that the indices for a particular group may have been affected by the incidence of changes in rates of wages or hours of work in the months immediately before the base date (July 31, 1972). In addition, there is a considerable variation in the provisions of collective agreements, and there is, therefore, no common pattern for the calculation of the indices for the different industry groups. The industry groups are analysed according to the Standard Industrial Classification 1968.

(2) Where necessary, figures published in previous issues of this *Gazette* have been revised to include changes having retrospective effect, or reported belatedly.

RETAIL PRICES

United Kingdom: general* index of retail prices

TABLE 132

		ALL ITEMS	FOOD† All	FOOD† Items the prices of which show significant seasonal variations	FOOD† All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom: Primarily from home-produced raw materials	Items mainly manufactured in the United Kingdom: Primarily from imported raw materials	Items mainly manufactured in the United Kingdom: All	Items mainly home-produced for direct consumption	Items mainly imported for direct consumption	All items except food	All items except items of food the prices of which show significant seasonal variations
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	48·0§	205·0§	39·5§	57·5§	97·0§	48·7	59·3§	747	952·0§
1962	Monthly averages	101·6	102·3	103·2	102·1	102·0	104·2	103·4	101·0	100·5	101·2	101·5
1963		103·6	104·8	106·3	104·4	103·0	108·1	106·3	101·7	103·2	103·1	103·5
1964		107·0	107·8	99·2	110·0	106·5	112·3	110·2	110·1	109·3	106·6	107·5
1965		112·1	111·6	106·0	113·1	109·3	115·0	113·0	115·2	111·7	112·3	112·5
1966		116·5	115·6	114·8	116·0	112·0	116·8	115·1	119·4	114·7	116·9	116·7
1967		119·4	118·5	119·8	118·4	114·6	120·4	118 3	121·2	116·5	119·8	119·5
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	163·9	165·6	165·2	181·5	167·2	162·7	164·1
1973		179·4	194·9	224·1	189·7	178·0	171·1	174·2	213·6	198·0	174·5	177·7
1974		208·2	230·0	262·0	224·2	220·0	221·2	221·1	212·5	238·4	201·2	206·1
1963	January 15	102·7	103·8	102·2	104·2	102·7	107·3	105·7	103·4	102·3	102·2	102·7
1964	January 14	104·7	105·4	98·4	107·1	105·0	111·2	108·9	103·6	106·5	104·3	105·1
1965	January 12	109·5	110·3	99·9	112·9	108·9	114·8	112·6	113·9	112·5	109·2	110·2
1966	January 18	114·3	113·0	109·7	113·9	109·8	115·3	113·3	117·3	112·3	114·8	114·6
1967	January 17	118·5	117·6	118·5	117·6	113·9	119·6	117·6	119·1	116·5	119·0	118·6
1968	January 16	121·6	121·1	121·0	121·3	115·9	120·9	119·2	128·2	119·3	121·9	121·7
1969	January 14	129·1	126·1	124·6	126·7	121·7	129·6	126·7	133·4	121·1	130·2	129·3
1970	January 20	135·5	134·7	136·8	134·5	130·6	137·6	135·1	140·6	128·2.	135·8	135·5
1971	January 19	147·0	147·0	145·2	147·8	146·2	151·6	149·7	153·4	139·3	147·0	147·1
1972	January 18	159·0	163·9	158·5	165·4	158·8	163·2	161·8	176·1	163·1	157·4	159·1
1973	January 16	171·3	180·4	187·1	179·5	170·8	168·8	170·0	205·0	176·0	168·4	170·8
	October 16	185·4	205·1	234·9	199·7	186·2	176·2	180·5	222·2	216·1	179·1	183·5
	November 13	186·8	207·0	236·5	201·7	187·9	177·7	182·1	223·2	219·5	180·4	184·9
	December 11	188·2	210·5	243·8	204·5	189·7	182·4	185·7	224·0	222·6	181·3	186·1
1974	January 15	191·8	216·7	254·4	209·8	196·9	190·9	193·7	224·5	227·0	184·0	189·4
	February 19	195·1	218·7	248·3	213·2	199·7	200·1	200·3	222·9	228·6	187·7	193·0
	March 19	196·8	221·0	253·1	215·0	201·2	202·9	202·6	222·0	231·8	189·2	194·7
	April 23	203·5	223·6	259·7	216·9	212·8	210·9	212·3	207·0	232·7	196·9	201·3
	May 21	206·4	226·5	272·0	218·0	214·0	213·4	214·0	206·1	233·8	200·0	204·0
	June 18	208·5	229·5	282·6	219·7	215·6	215·9	216·2	206·1	236·1	201·7	205·7
	July 16	210·4	228·6	262·3	222·6	223·3	220·7	222·2	204·1	237·2	204·4	208·3
	August 20	210·6	229·9	252·1	226·2	226·8	227·0	227·4	205·2	239·7	204·4	208·9
	September 17	212·9	233·0	253·9	229·3	230·0	230·6	230·9	207·2	243·3	206·3	211·2
	October 15	217·1	239·2	266·1	234·6	235·7	238·1	237·5	210·6	247·2	210·1	215·3
	November 12	221·0	245·5	268·9	241·3	240·0	248·7	245·8	218·2	250·6	213·1	218·9
	December 10	224·2	247·9	270·9	244·0	244·0	254·7	250·8	216·4	252·2	216·6	222·4
JANUARY 15, 1974 = 100												
Weights 1974		1,000	253	48·0§	205·0§	39·5§	57·5§	97·0§	48·7	59·3§	747	952·0§
1974 Monthly average		108·5	106·1	103·0	106·9	111·7	115·9	114·2	94·7	105·0	109·3	108·8
1974	January 15	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
	February 19	101·7	100·9	97·6	101·6	101·4	104·8	103·4	99·3	100·7	102·0	101·9
	March 19	102·6	102·0	99·5	102·5	102·2	106·3	104·6	98·9	102·1	102·8	102·8
	April 23	106·1	103·2	102·1	103·4	108·1	110·8	109·6	92·2	102·5	107·0	106·3
	May 21	107·6	104·5	106·9	103·9	108·7	111·5	110·5	91·8	103·0	108·7	107·7
	June 18	108·7	105·9	111·1	104·7	109·5	113·1	111·6	91·8	104·0	109·6	108·6
	July 16	109·7	105·5	103·1	106·1	113·4	115·6	114·7	90·9	104·5	111·1	110·0
	August 20	109·8	106·1	99·1	107·8	115·2	118·9	117·4	91·4	105·6	111·1	110·3
	September 17	111·0	107·5	99·8	109·3	116·8	120·8	119·2	92·3	107·2	112·1	111·5
	October 15	113·2	110·4	104·6	111·8	119·7	124·7	122·6	93·8	108·9	114·2	113·7
	November 12	115·2	113·3	105·7	115·0	121·9	130·3	126·9	97·2	110·4	115·8	115·6
	December 10	116·9	114·4	106·5	116·3	123·9	133·4	129·5	96·4	111·1	117·7	117·4

* See footnote on page 58.

† The items included in the various sub-divisions are given on page 644 of the August 1968 issue of this *Gazette*.

§ Provisional.

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	
95	63	66	121	62	59	89	120	60	56	41	1968 Weights	
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	
101·7	100·3	100·0	103·3	101·3	100·4	102·0	100·5	100·6	101·9		Monthly averages	1962
106·1	102·3	100·0	108·4	106·0	100·1	103·5	100·5	101·9	104·0			1963
110·2	107·9	105·8	114·0	109·3	102·3	104·9	102·1	105·0	106·9			1964
116·2	117·1	118·0	120·5	114·5	104·8	107·0	106·7	109·0	112·7			1965
123·3	121·7	120·8	128·5	120·9	107·2	109·9	109·9	112·5	120·5			1966
126·8	125·3	120·8	134·5	124·3	109·0	111·7	112·2	113·7	126·4			1967
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
105·9	100·9	100·0	105·5	106·5	99·8	103·2	99·6	101·0	102·4		January 15	1963
109·7	103·2	100·0	110·9	110·1	101·2	104·0	100·6	102·9	105·0		January 14	1964
114·9	110·9	109·5	116·1	114·8	104·0	106·0	103·9	109·0	108·3		January 12	1965
121·8	119·0	120·8	123·7	119·7	105·6	108·1	109·1	110·6	116·6		January 18	1966
126·8	125·4	120·7	131·3	124·9	108·8	111·4	110·9	113·8	124·7		January 17	1967
133·0	125·0	120·8	138·6	132·6	110·2	111·9	113·9	116·3	128·0	121·4‡	January 16	1968
139·9	134·7	135·1	143·7	138·4	116·1	115·1	122·2	130·2	140·2	130·5‡	January 14	1969
146·4	143·0	135·8	150·6	145·3	122·2	120·5	125·4	136·4	147·6	139·4‡	January 20	1970
160·9	151·3	138·6	164·2	152·6	132·3	128·4	141·2	151·2	160·8	153·1‡	January 19	1971
179·9	154·1	138·4	178·8	168·2	138·1	136·7	151·8	166·2	174·7	172·9‡	January 18	1972
190·2	163·3	141·6	203·8	178·3	144·2	146·8	159·4	169·8	189·6	190·2‡	January 16	1973
195·1	164·8	141·2	219·4	181·3	150·7	161·3	169·7	175·6	209·9	220·7‡	October 16	
196·2	164·9	141·2	223·6	183·0	154·2	163·0	170·6	176·3	210·5	222·2‡	November 13	
198·0	164·9	141·4	224·1	185·8	154·7	164·1	171·2	176·7	211·3	224·7‡	December 11	
198·9	166·0	142·2	225·1	188·6	158·3	166·6	175·0	182·2	212·8	229·5‡	January 15	1974
199·7	168·0	143·5	228·3	193·5	159·2	170·9	182·5	185·8	214·1	231·8‡	February 19	
201·1	170·3	144·2	228·9	194·6	160·4	173·6	183·2	188·2	215·6	234·5‡	March 19	
202·5	181·8	163·0	241·3	194·6	166·4	177·8	190·1	194·2	218·1	240·5‡	April 23	
206·9	183·4	172·9	242·2	200·3	167·6	180·4	192·9	196·8	222·8	243·5‡	May 21	
211·8	183·8	172·9	243·3	206·7	168·7	181·6	194·1	199·7	224·9	246·7‡	June 18	
219·8	185·4	172·9	243·6	214·2	172·9	182·8	196·4	204·8	229·8	250·4‡	July 16	
224·2	183·8	171·1	236·6	218·2	173·3	184·8	197·2	206·4	232·6	253·4‡	August 20	
226·0	185·3	172·9	238·2	218·4	174·9	188·1	198·6	210·3	234·7	256·4‡	September 17	
226·7	191·6	172·9	241·1	218·8	180·0	191·8	201·3	218·8	237·7	261·2‡	October 15	
233·1	192·6	172·9	244·5	227·1	182·5	193·8	204·9	221·6	240·9	264·6‡	November 12	
236·3	193·1	176·0	245·4	230·8	185·1	195·3	215·8	223·0	242·0	267·4‡	December 10	
											JANUARY 15, 1974 = 100	
80	70	43	124	52	64	91	135	63	54	51	1974 Weights	
108·4	109·7	115·9	105·8	110·7	107·9	109·4	111·0	111·2	106·8	108·2	Monthly average 1974	
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	January 15	1974
100·4	101·2	100·9	101·4	102·6	100·6	102·6	104·3	102·0	100·6	101·0	February 19	
101·1	102·6	101·4	101·7	103·2	101·3	104·2	104·7	103·3	101·3	102·2	March 19	
101·8	109·5	114·6	107·2	103·2	105·1	106·7	108·6	106·6	102·5	104·8	April 23	
104·0	110·5	121·6	107·6	106·2	105·9	108·3	110·2	108·0	104·7	106·1	May 21	
106·5	110·7	121·6	108·1	109·6	106·6	109·0	110·9	109·6	105·7	107·5	June 18	
110·5	111·7	121·6	108·2	113·6	109·2	109·7	112·2	112·4	108·0	109·1	July 16	
112·7	110·7	120·3	105·1	115·7	109·5	110·9	112·7	113·3	109·3	110·4	August 20	
113·6	111·6	121·6	105·8	115·8	110·5	112·9	113·5	115·4	110·3	111·7	September 17	
114·0	115·4	121·6	107·1	116·0	113·7	115·1	115·0	120·1	111·7	113·8	October 15	
117·2	116·0	121·6	108·6	120·4	115·3	116·3	117·1	121·6	113·2	115·3	November 12	
118·8	116·3	123·8	109·0	122·4	116·9	117·2	123·3	122·4	113·7	116·5	December 10	

‡ The Cost of Living Advisory Committee (now renamed the Retail Prices Index Advisory Committee) recommended in 1962 that until a satisfactory index series based on actual prices became available half the expenditure on meals out should continue to be allocated to the food group and the other half spread proportionately over all groups, including the food group. The index for meals out for January 16, 1968 implicit in this recommendation was 121·4. Since January 1968 an index series based on actual prices has been available and indices in this series have been linked with the implicit index for meals out for January 16, 1968 to obtain indices for meals out with January 16, 1962 taken as 100.

RETAIL PRICES

United Kingdom: indices for pensioner households

TABLE 132(a) ALL ITEMS INDICES (EXCLUDING HOUSING)

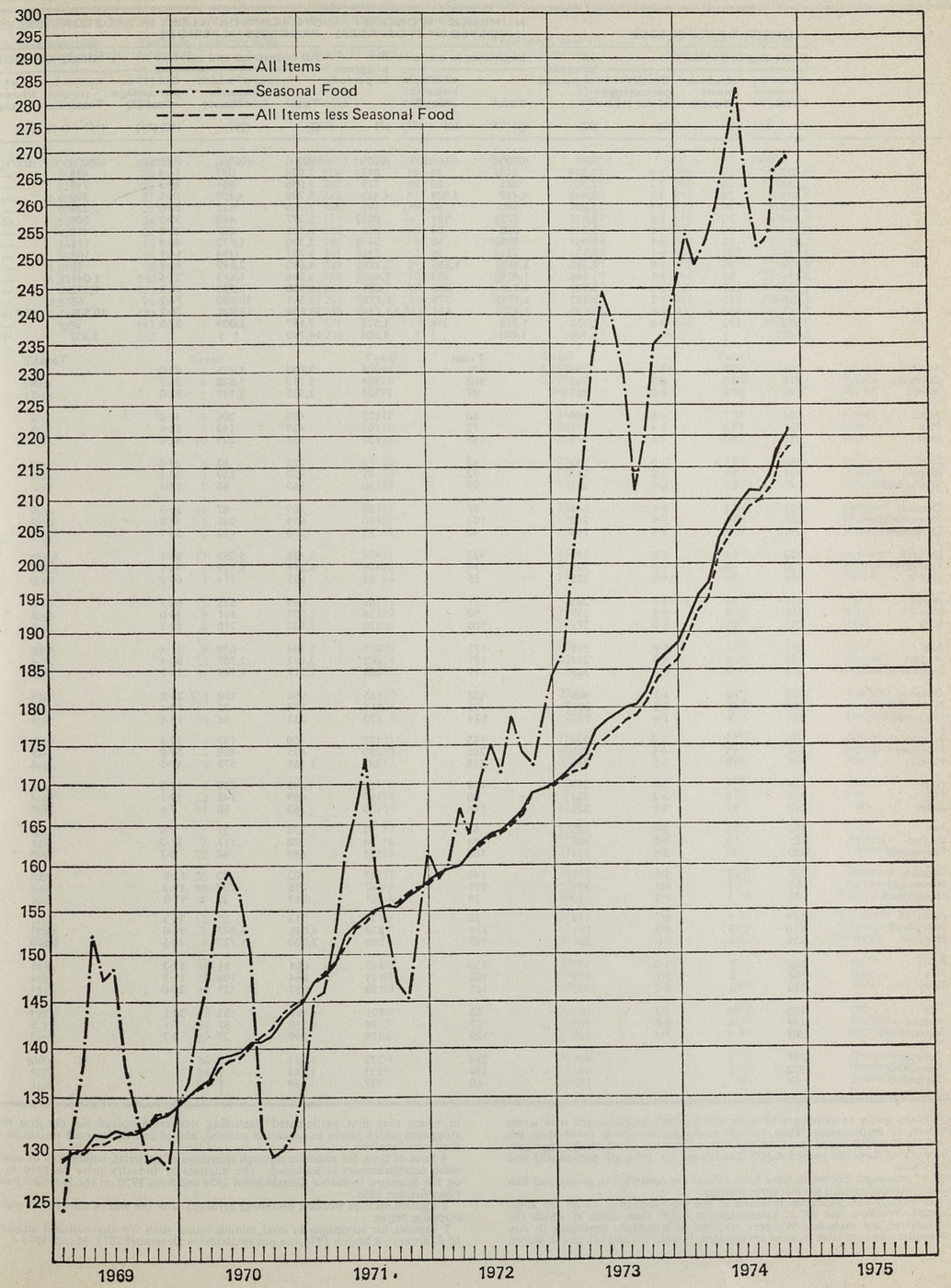
	INDEX FOR											
	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Quarter				Quarter				Quarter			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
JANUARY 16, 1962 = 100												
1962	100·2	102·1	101·2	101·9	100·2	102·1	101·2	101·7	100·2	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		199·5	208·8	214·5		190·7	201·9	208·0	
JANUARY 15, 1974 = 100												
1974	101·1	105·2	108·6		101·1	105·8	108·7		101·5	107·5	110·7	

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
JANUARY 16, 1962 = 100											
Index for one-person pensioner households											
1962	101·3	101·5	100·3	100·0	101·2	99·6	102·1	102·2	100·9	101·5	102·1
1963	103·9	104·4	102·8	100·0	105·7	98·5	103·5	105·7	102·8	102·9	104·6
1964	107·0	107·5	108·6	105·8	108·5	100·5	104·7	111·6	106·4	105·0	108·1
1965	111·5	111·3	117·8	118·1	113·0	102·8	106·4	118·6	111·8	111·4	112·9
1966	116·3	115·3	122·4	120·9	120·2	105·0	108·9	127·1	114·7	119·6	117·5
1967	119·0	118·0	126·0	120·9	123·7	106·8	110·5	130·8	115·7	124·8	120·8
1968	124·5	122·4	128·0	125·8	131·5	110·8	112·0	137·4	126·9	128·9	126·7
1969	131·1	129·4	137·1	136·1	136·4	116·5	115·8	143·9	132·7	139·0	134·0
1970	140·2	138·2	143·9	136·9	146·8	124·7	120·8	156·9	145·3	148·3	143·6
1971	154·4	153·9	152·0	139·1	161·8	133·3	129·0	189·3	161·5	160·8	160·7
1972	166·2	167·5	158·4	140·1	175·3	138·0	138·2	203·0	172·7	170·6	176·2
1973	182·2	193·7	163·5	141·9	180·6	145·5	150·6	205·1	179·2	187·0	209·1
Index for two-person pensioner households											
1962	101·3	101·6	100·3	100·0	101·2	100·0	102·3	101·6	100·8	101·2	102·1
1963	103·7	104·3	102·5	100·0	105·4	99·7	103·9	104·5	102·4	102·2	104·6
1964	107·2	108·1	108·2	105·9	108·3	101·7	105·3	109·1	106·2	103·8	108·1
1965	112·0	112·1	117·3	118·3	112·7	104·4	107·3	116·4	108·6	109·6	112·9
1966	116·5	116·0	121·9	121·1	120·2	106·8	110·0	124·1	111·3	117·3	117·5
1967	119·2	118·5	125·7	121·1	124·3	108·8	111·7	127·3	112·5	122·1	120·8
1968	124·6	123·3	127·1	126·0	132·3	113·0	113·5	135·0	123·1	126·2	126·7
1969	131·5	130·5	136·5	136·4	137·3	118·9	117·9	141·6	129·3	136·2	134·0
1970	140·3	139·7	144·7	137·3	147·2	127·7	123·8	151·7	141·4	145·4	143·6
1971	154·2	155·3	154·2	139·5	162·6	137·0	132·3	175·1	157·3	159·3	160·7
1972	165·6	169·7	160·9	140·5	176·1	141·3	141·6	187·1	167·5	168·8	176·2
1973	182·5	197·8	166·2	142·3	181·5	148·1	155·0	192·9	173·3	185·9	209·1
General index of retail prices											
1962	101·4	102·3	100·3	100·0	101·3	100·4	102·0	100·5	100·6	101·9	102·0
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	153·8	145·5
1971	151·2	155·6	152·7	138·5	160·9	135·4	132·2	147·2	159·1	169·6	165·0
1972	161·2	169·4	159·0	139·5	173·4	140·5	141·8	155·9	168·0	180·5	180·3
1973	175·4	194·9	164·2	141·2	178·3	148·7	155·1	165·0	172·6	202·4	211·0

Index of retail prices

January 1962 = 100



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)
						(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)
1960		2,832	68	2·4	2,849	814‖	24	819‖	3,024	497	16·4	495	—
1961		2,686	60	2·2	2,701	771	80	779	3,046	861	28·3	740	—
1962		2,449	78	3·2	2,465	4,420	3,809	4,423	5,798	4,109	70·9	308	—
1963		2,068	49	2·4	2,081	590	80	593	1,755	527	30·0	326	—
1964		2,524	70	2·8	2,535	872‖	161	883‖	2,277	690	30·3	309	42
1965		2,354	97	4·1	2,365	868	94	876	2,925	607	20·8	413	—
1966		1,937	60	3·1	1,951	530‖	50	544‖	2,398	1,172	48·9	118	—
1967		2,116	108	5·1	2,133	731‖	36	734‖	2,787	394	14·1	108	—
1968		2,378	91	3·8	2,390	2,255‖	1,565	2,258‖	4,690	2,199	46·9	57	—
1969		3,116	98	3·1	3,146	1,654‖	283	1,665‖	6,846	1,613	23·6	1·041	—
1970		3,906	162	4·1	3,943	1,793	296	1,801	10,980	3,320	30·2	1,092	—
1971		2,228	161	7·2	2,263	1,171‖	376	1,178‖	13,551	10,050	74·2	65	—
1972		2,497	160	6·4	2,530	1,722‖	635	1,734‖	23,909	18,228	76·2	10,800	10,726
1973¶		2,873	132	4·6	2,902	1,513	396	1,528	7,197	2,009	27·9	91	—
1974¶		2,882	†		2,906	1,601	†	1,605	14,740	†		5,627	†
							Total						Total
1971	January	261	37	14·2	296		276	283	2,043	1,676	82·0		3
	February	218	18	8·3	285		102	304	5,119	1,828	35·7		8
	March	148	13	8·8	217		47	304	2,335	2,149	92·0		1
	April	156	7	4·5	206		60	127	493	206	41·8		2
	May	221	12	5·4	276		72	103	439	143	32·6		5
	June	217	10	4·6	275		141	157	537	229	42·6		4
	July	186	13	7·0	242		62	75	275	82	29·8		3
	August	161	11	6·8	217		72	83	438	169	38·6		3
	September	197	12	6·1	241		99	120	569	65	11·4		7
	October	183	13	7·1	245		97	138	409	87	21·3		9
	November	187	11	5·9	240		103	160	619	265	42·8		12
	December	93	4	4·3	146		40	53	276	152	55·1		6
1972	January	200	16	8·0	233		425	434	5,486	5,053	92·1		4,874
	February	150	6	4·0	225		74	418	6,514	6,129	94·1		5,855
	March	169	24	14·2	225		55	83	522	314	60·2		8
	April	225	33	14·7	288		77	109	859	535	62·3		2
	May	231	9	3·9	339		90	139	1,003	361	36·0		1
	June	263	21	8·0	373		188	230	1,130	218	19·3		2
	July	203	12	5·9	298		172	217	1,184	608	51·4		18
	August	198	8	4·0	297		191	262	3,132	2,707	86·4		4
	September	212	9	4·2	303		111	285	2,517	1,969	78·2		11
	October	324	10	3·1	405		123	165	956	250	26·2		14
	November	211	8	3·8	301		96	116	374	39	10·4		9
	December	111	4	3·6	152		124	130	232	45	19·4		3
1973	January	207	11	5·3	236		165	175	400	157	39·3		6
	February	243	11	4·5	308		265	288	695	402	57·8		19
	March	293	10	3·8	355		248	297	1,161	575	49·5		5
	April	234	9	3·8	299		109	138	641	208	32·5		6
	May	249	8	3·2	323		88	117	499	145	29·1		4
	June	262	12	4·6	332		114	135	763	58	7·6		7
	July	178	12	6·7	233		56	72	276	21	7·6		3
	August	261	8	3·0	307		85	94	378	117	31·0		16
	September	239	13	5·4	314		100	121	699	68	9·7		9
	October	327	18	5·5	391		146	167	702	90	12·8		12
	November	309	15	4·9	399		111	167	715	137	19·2		5
	December¶	71	5	7·0	120		28	61	269	32	11·9		..
1974	January¶	104	9	8·7	128		66	71	213	51	24·2		..
	February¶	116	5	4·3	154		324	338	4,085	3,947	96·6		3,897
	March¶	251	15	6·0	281		107	399	2,200	1,727	78·5		1,670
	April	300	9	3·0	377		130	147	664	81	12·2		11
	May	292	6	2·1	409		102	151	844	100	11·9		4
	June	323	12	3·7	403		161	183	857	171	20·0		11
	July	188	10	5·3	283		80	121	499	152	30·5		4
	August	237	2	0·8	303		77	94	520	37	7·1		5
	September	289	4	1·4	365		129	159	999	27	2·7		5
	October	397	†		486		214	273	1,664	†			10
	November	302	†		421		151	251	1,461	†			9
	December	83			170		60	127	734	†			1

* 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 for 1974 are provisional and subject to revision.

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

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

§ Loss of time, for example through shortages 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 stoppage began.

¶ Figures for stoppages in coal mining, other than for the national stoppage of 10 February – 8 March 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 offiical	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)	
(000's)	(000's)	(000's)	(000's	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	
1,450	317	25	3	110	15	636	1	308	162	1960
1,464	624	22	14	285	44	230	36	305	143	1961
4,559	3,652	37	21	222	61	431	275	241	100	1962
854	189	25	4	356	279	72	7	122	49	1963
1,338	501	34	—	125	—	312	117	160	29	1964
1,763	455	52	20	135	16	305	20	257	95	1965
871	163	12	4	145	6	1,069	906	183	93	1966
1,422	205	31	10	201	17	823	136	202	26	1967
3,363	2,010	40	6	233	31	559	41	438	112	1968
3,739	1,229	140	7	278	12	786	90	862	274	1969
4,540	587	384	58	242	10	1,313	590	3,409	2,076	1970
6,035	3,552	71	10	255	21	6,539	6,242	586	225	1971
6,636	2,654	274	129	4,188	3,842	876	576	1,135	301	1972
4,799	923	193	82	176	15	331	102	1,608	887	¶1973
5,883	†	247	†	253	†	695	†	2,035	†	¶1974
Total		Total		Total		Total		Total		
316		4		40		1,587		93		January 1971
1,203		8		28		3,791		80		February
1,338		1		11		945		38		March
413		3		10		26		39		April
332		3		19		28		51		May
396		10		29		26		72		June
191		6		29		22		24		July
366		3		20		12		33		August
473		9		15		12		53		September
304		11		17		20		49		October
468		10		27		67		35		November
234		3		11		4		19		December
440		17		31		41		84		January 1972
478		2		36		30		112		February
344		3		54		16		98		March
764		12		24		2		55		April
825		9		32		10		125		May
860		6		85		74		104		June
577		9		389		105		87		July
694		22		1,874		503		35		August
692		47		1,618		6		144		September
597		123		20		37		165		October
258		15		21		48		22		November
107		10		4		3		104		December
259		4		31		11		89		January 1973
291		—		23		49		312		February
592		8		17		31		508		March
481		3		8		60		83		April
440		12		14		7		21		May
684		11		14		11		35		June
167		7		13		12		74		July
282		7		16		12		44		August
458		22		15		21		174		September
499		20		13		46		112		October
456		98		6		41		109		November
189		1		5		28		46		¶ December
131		12		10		27		33		¶ January 1974
136		3		7		17		26		¶ February
441		4		14		19		53		¶ March
450		18		22		42		121		April
461		29		41		92		217		May
512		14		33		19		268		June
275		15		10		26		168		July
327		34		15		13		126		August
816		37		26		24		91		September
1,111		36		34		151		323		October
893		24		31		181		322		November
326		21		9		85		291		December

OUTPUT PER HEAD AND LABOUR COSTS

Indices of output, employment and output per person employed and of costs per unit of output: annual

TABLE 134 (1970 = 100)

		1965	1966	1967	1968	1969	1970	1971	1972	1973†
1	**WHOLE ECONOMY**									
	Output, employment and output per person employed									
1a	Gross domestic product	89·5	91·1	92·7	96·6	98·4	100·0	101·5	104·7	109·9
1b	Employed labour force*	102·3	102·6	101·2	100·7	100·6	100·0	98·0	98·7	(100·7)
1c	GDP per person employed*	87·5	88·8	91·6	95·9	97·8	100·0	103·6	106·1	(109·2)
	Costs per unit of output									
1d	Total domestic incomes	80·9	84·1	86·7	89·6	92·8	100·0	110·5	121·5	132·0
1e	Wages and salaries	79·2	83·2	84·7	86·6	90·8	100·0	109·9	119·7	129·4
1f	Labour costs	76·9	81·5	83·6	85·8	90·5	100·0	109·3	118·7	128·1
2	**INDEX OF PRODUCTION INDUSTRIES**									
	Output, employment and output per person employed									
2a	Output	89·1	90·6	91·7	97·1	99·7	100·0	100·4	102·4	109·9
2b	Employment	105·9	105·6	102·8	101·4	101·5	100·0	97·0	95·0	(96·3)
2c	Output per person employed	84·1	85·8	89·2	95·8	98·2	100·0	103·5	107·8	(114·1)
	Costs per unit of output									
2d	Wages and salaries	82·8	85·9	85·7	85·5	90·3	100·0	107·3	117·4	125·8
2e	Labour costs	81·9	85·5	84·8	84·7	89·7	100·0	107·5	117·7	126·1
3	**MANUFACTURING INDUSTRIES**									
	Output, employment and output per person employed									
3a	Output	87·6	89·2	89·8	95·7	99·4	100·0	99·6	102·0	110·5
3b	Employment	102·6	102·6	99·8	99·0	100·3	100·0	96·8	93·7	(94·2)
3c	Output per person employed	85·4	86·9	90·0	96·7	99·1	100·0	102·9	108·9	(117·3)
	Costs per unit of output									
3d	Wages and salaries**	79·5	82·9	82·9	83·3	88·5	100·0	108·7	117·7	124·2
3e	Labour costs	79·8	83·5	82·2	82·5	88·0	100·0	109·2	118·5	125·4
4	**MINING AND QUARRYING**									
	Output, employment and output per person employed									
4a	Output	122·3	115·3	114·5	111·4	104·9	100·0	99·7	84·0	93·6
4b	Employment	150·1	139·3	132·1	117·5	106·5	100·0	96·8	92·8	(88·4)
4c	Output per person employed	81·5	82·8	86·7	94·8	98·6	100·0	103·0	90·5	(105·9)
	Costs per unit of output									
4d	Wages and salaries	88·4	91·8	92·3	89·1	92·0	100·0	101·3	138·2	133·5
4e	Labour costs	86·5	90·9	91·5	89·1	92·0	100·0	101·0	143·5	138·2
5	**METAL MANUFACTURE**									
	Output, employment and output per person employed									
5a	Output	103·5	97·7	92·0	97·9	100·3	100·0	91·4	90·8	99·5
5b	Employment	108·1	105·8	100·7	98·7	99·3	100·0	94·4	87·4	(87·5)
5c	Output per person employed	95·7	92·3	91·4	99·2	101·0	100·0	96·8	103·9	(113·7)
	Costs per unit of output									
5d	Wages and salaries	70·6	76·1	78·1	76·8	84·2	100·0	111·8	120·8	125·4
5e	Labour costs	70·7	76·3	77·3	76·0	83·9	100·0	112·3	121·3	125·9
6	**MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING**									
	Output, employment and output per person employed									
6a	Output	79·0	84·7	87·5	91·2	96·7	100·0	101·1	100·5	111·6
6b	Employment	98·1	100·1	98·9	97·6	99·1	100·0	96·7	92·1	(92·4)
6c	Output per person employed	80·5	84·6	88·5	93·4	97·6	100·0	104·6	109·1	(120·8)
	Costs per unit of output									
6d	Wages and salaries	84·8	85·3	84·1	85·6	89·7	100·0	106·6	114·6	118·7
6e	Labour costs	84·6	85·3	83·2	84·6	89·2	100·0	107·0	115·3	119·6
7	**VEHICLES**									
	Output, employment and output per person employed									
7a	Output	97·3	96·3	94·5	100·5	105·9	100·0	98·5	101·6	101·6
7b	Employment	103·0	101·4	97·8	97·0	99·3	100·0	97·4	93·9	(94·9)
7c	Output per person employed	94·5	95·0	96·6	103·6	106·6	100·0	101·1	108·2	(107·1)
	Costs per unit of output									
7d	Wages and salaries	73·8	77·1	78·1	80·3	84·1	100·0	110·3	123·2	142·5
7e	Labour costs	73·9	77·4	77·6	79·6	83·7	100·0	110·5	123·9	143·3
8	**TEXTILES**									
	Output, employment and output per person employed									
8a	Output	86·1	85·9	84·1	97·1	100·2	100·0	100·7	103·0	108·6
8b	Employment	114·6	112·5	104·8	103·0	104·6	100·0	92·6	88·6	(87·7)
8c	Output per person employed	75·1	76·4	80·2	94·3	95·8	100·0	108·7	116·3	(123·8)
	Costs per unit of output									
8d	Wages and salaries	88·0	93·7	93·3	87·3	93·8	100·0	104·7	111·1	113·4
8e	Labour costs	87·9	93·6	91·2	86·3	93·1	100·0	104·9	111·9	115·0
9	**GAS, ELECTRICITY AND WATER**									
	Output, employment and output per person employed									
9a	Output	79·9	83·0	86·0	91·6	96·2	100·0	103·9	111·2	117·8
9b	Employment	108·0	111·2	111·4	108·1	103·9	100·0	96·1	91·1	(88·1)
9c	Output per person employed	74·0	74·6	77·2	84·7	92·6	100·0	108·1	122·1	(133·7)
	Costs per unit of output									
9d	Wages and salaries	91·7	98·3	97·0	93·5	94·1	100·0	108·2	113·0	115·5
9e	Labour costs	90·7	97·4	96·7	93·3	94·0	100·0	108·8	113·3	116·4

* Civil employment and HM Forces.

** The quarterly indices for wages and salaries in manufacturing industries are derived from the monthly index, recent values of which are published on page 46 of this issue.

† Figures shown in brackets are provisional.

OUTPUT PER HEAD AND LABOUR COSTS

Indices of output, employment and output per person employed and of costs per unit of output: quarterly (seasonally adjusted)

TABLE 134 (*continued*) (1970 = 100)

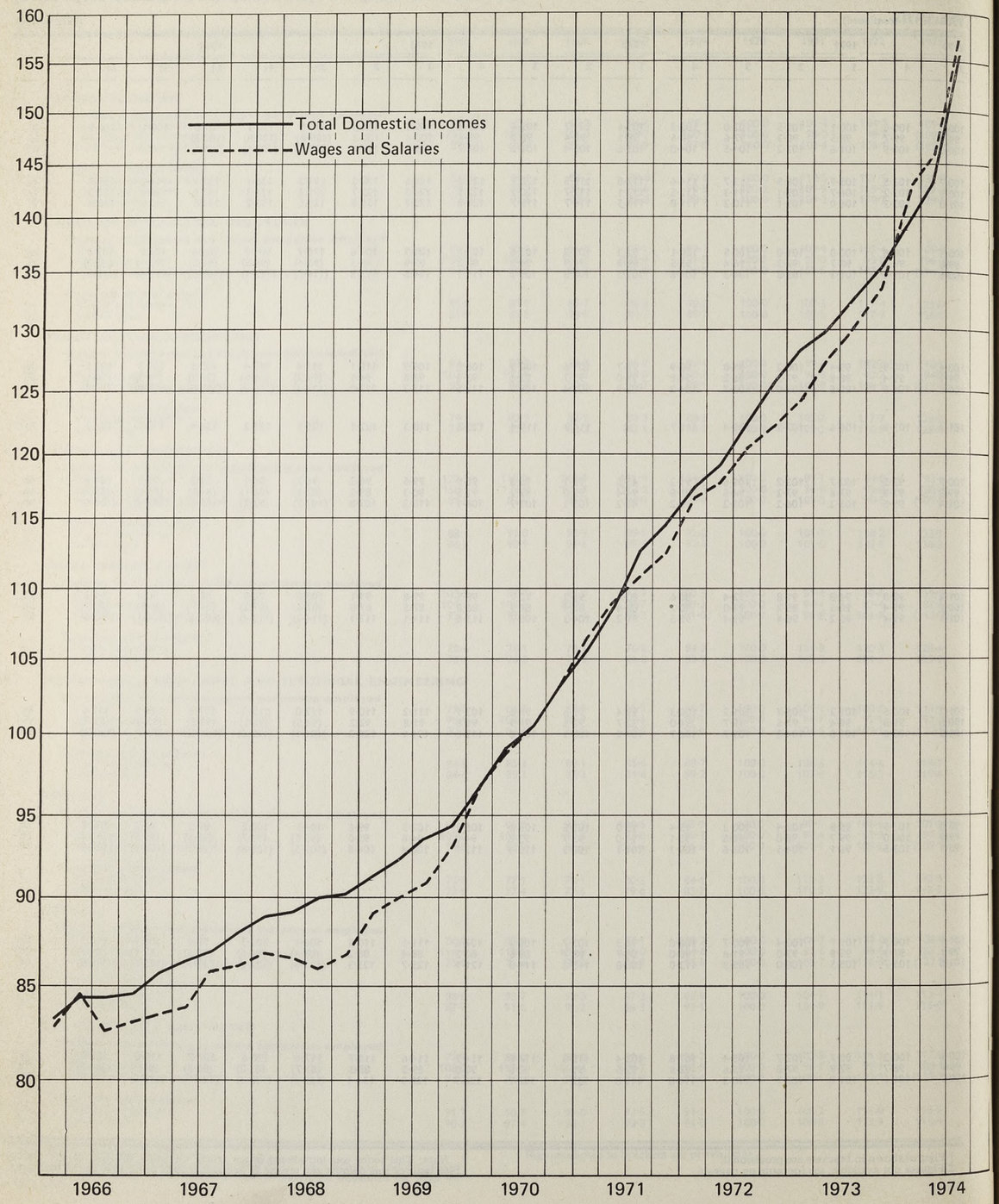
1970		1971				1972				1973				1974			
3	4	1	2	3	4	1	2	3	4	1	2	3†	4†	1†	2†	3†	
100·4	100·6	100·1	101·5	102·0	102·3	101·6	104·7	105·4	107·1	109·9	109·3	110·5	110·1	107·0	109·1	110·3	1a
99·9	99·7	98·5	98·3	97·6	97·6	98·1	98·4	98·9	99·4	100·4	100·6	(100·8)	(100·9)	(100·5)			1b
100·5	100·9	101·6	103·2	104·5	104·8	103·6	106·4	106·6	107·7	109·5	108·6	(109·6)	(109·1)	(106·5)			1c
100·7	103·5	105·7	108·9	112·7	114·6	117·8	119·5	122·7	125·8	128·5	130·2	133·3	136·1	138·9	143·2	155·7	1d
100·9	103·2	106·7	109·1	111·3	112·5	117·1	117·7	120·7	122·9	124·3	127·7	131·2	134·3	143·0	146·1	157·3	1e
101·0	103·3	106·0	109·1	110·2	111·8	116·3	116·7	119·7	122·0	123·7	125·8	129·5	133·2	142·5	145·0	156·6	1f
100·4	100·6	100·0	101·0	100·5	100·1	97·3	102·8	103·6	105·8	109·9	109·6	110·7	109·4	103·4	107·8	109·0	2a
99·8	99·2	98·7	97·3	96·4	95·5	94·9	94·9	94·9	95·2	95·9	96·3	(96·4)	(96·5)	(96·2)	(95·9)	(96·0)	2b
100·6	101·4	101·3	103·8	104·3	104·8	102·5	108·3	109·2	111·1	114·6	113·8	(114·8)	(113·4)	(107·5)	(112·4)	(113·5)	2c
100·4	100·9	99·4	100·2	99·8	98·9	97·7	101·6	102·9	106·0	109·9	110·1	111·4	110·4	105·5	109·3	110·6	3a
99·9	99·4	98·9	97·3	96·2	94·9	94·0	93·7	93·6	93·4	93·8	94·1	(94·2)	(94·5)	(94·2)	(94·3)	(94·4)	3b
100·5	101·5	100·5	103·0	103·7	104·2	103·9	108·4	109·9	113·5	117·2	117·0	(118·3)	(116·8)	(112·0)	(115·9)	(117·2)	3c
101·4	103·9	106·6	107·2	109·4	111·7	‡	116·9	119·4	120·2	118·3	122·1	125·1	131·2	134·4	140·4	151·0	3d**
100·7	93·5	102·7	103·2	101·6	91·2	45·5	96·1	95·5	98·9	99·6	96·2	94·7	84·1	58·2	90·8	93·1	4a
99·3	97·9	97·6	97·2	96·6	95·8	94·4	93·0	92·1	91·5	90·3	89·2	(87·9)	(86·1)	(84·9)	(85·3)	(85·7)	4b
101·4	95·5	105·2	106·2	105·2	95·2	48·2	103·3	103·7	108·1	110·3	107·8	(107·7)	(97·7)	(68·6)	(106·4)	(108·6)	4c
101·2	98·8	94·8	91·8	92·4	86·6	80·6	91·2	92·7	98·5	99·8	99·1	100·0	98·9	88·6	90·4	94·2	5a
100·1	99·4	98·5	95·2	93·0	90·7	88·4	87·4	86·9	86·8	87·5	87·6	(87·6)	(87·2)	(86·7)	(86·8)	(87·4)	5b
101·1	99·4	96·2	96·4	99·4	95·5	91·2	104·3	106·7	113·5	114·1	113·1	(114·2)	(113·4)	(102·2)	(104·1)	(107·8)	5c
101·2	100·6	101·2	101·7	101·2	100·3	99·4	99·6	99·8	103·1	111·2	110·9	112·0	112·3	107·6	110·0	112·6	6a
100·0	99·8	99·4	97·6	95·7	94·0	92·7	92·1	91·9	91·6	91·8	92·2	(92·5)	(93·1)	(92·5)	(92·8)	(93·7)	6b
101·2	100·8	101·8	104·2	105·7	106·7	107·2	108·1	108·6	112·6	121·1	120·3	(121·1)	(120·6)	(116·3)	(118·5)	(120·2)	6c
95·0	103·5	95·8	102·4	100·3	95·4	95·0	101·5	103·6	106·3	102·5	99·6	104·1	100·2	89·2	96·7	100·8	7a
99·9	100·0	99·7	98·0	96·8	95·1	94·0	93·7	93·8	94·0	94·6	95·0	(95·1)	(94·7)	(93·6)	(93·5)	(93·4)	7b
95·1	103·5	96·1	104·5	103·6	100·3	101·1	108·3	110·4	113·1	108·4	104·8	(109·5)	(105·8)	(95·3)	(103·4)	(107·9)	7c
101·1	100·9	101·1	100·4	100·7	100·8	96·5	102·7	105·3	107·6	111·1	110·5	106·3	106·3	98·9	106·9	100·6	8a
99·1	97·3	95·8	93·0	91·6	90·0	88·7	88·7	88·5	88·3	88·4	88·2	(87·4)	(86·6)	(85·5)	(85·1)	(84·7)	8b
102·0	103·7	105·5	108·0	109·9	112·0	108·8	115·8	119·0	121·9	125·7	125·3	(121·6)	(122·7)	(115·7)	(125·6)	(118·8)	8c
100·1	100·2	99·7	102·7	105·4	107·8	103·4	112·3	114·8	114·2	114·6	118·7	117·4	120·6	107·7	118·0	123·0	9a
99·4	98·7	97·9	97·0	95·6	93·9	92·5	91·4	90·6	90·0	89·3	88·3	(87·7)	(87·2)	(86·8)	(86·9)	(86·7)	9b
100·7	101·5	101·8	105·9	110·3	114·8	111·8	122·9	126·7	126·9	128·3	134·4	(133·9)	(138·3)	(124·1)	(135·8)	(141·9)	9c

† Figures shown in brackets are provisional.

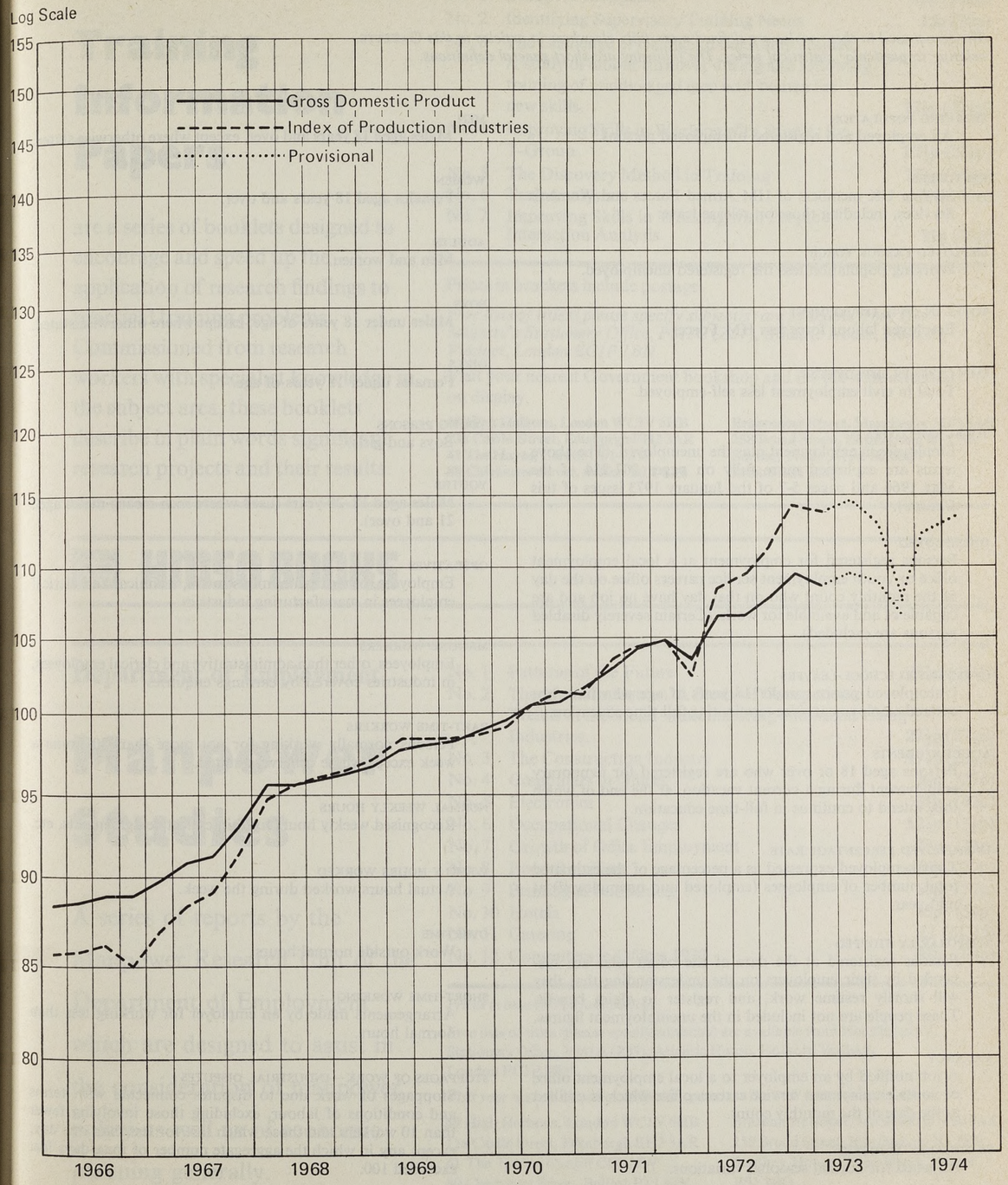
‡ Figures not available, see footnote on page 46.

Note: This series was introduced in an article on pages 801-806 of the October 1968 issue of this *Gazette* and revised in September 1973 using 1970 as the base year.

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



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



DEFINITIONS

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

WORKING POPULATION
All employed and registered unemployed persons.

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

EMPLOYED LABOUR FORCE
Working population less the registered unemployed.

TOTAL IN CIVIL EMPLOYMENT
Employed labour force less HM Forces.

EMPLOYEES IN EMPLOYMENT
Total in civil employment less self-employed.

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

UNEMPLOYED
Persons registered for employment at a local employment office or youth employment service careers 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 are excluded).

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

ADULT STUDENTS
Persons aged 18 or over who are registered for temporary employment during a current vacation, at the end of which they intend to continue in full-time education.

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

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

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

SEASONALLY ADJUSTED
Adjusted for normal seasonal variations.

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

WOMEN
Females aged 18 years and over.

ADULTS
Men and women.

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

GIRLS
Females under 18 years of age.

YOUNG PERSONS
Boys and girls.

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

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

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

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

NORMAL WEEKLY HOURS
Recognised weekly hours fixed in collective agreements, etc.

WEEKLY HOURS WORKED
Actual hours worked during the week.

OVERTIME
Work outside normal hours.

SHORT-TIME WORKING
Arrangements made by an employer for working less than normal hours.

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

Printed in England for Her Majesty's Stationery Office by The Garden City Press Limited, Letchworth, Hertfordshire SG6 1JS.
Dd 505689 K88 1/75