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UK membership of EEC: Obligations and
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New earnings survey, 1972

Industrial rehabilitation 1971-72

DEPARTMENT OF EMPLOYMENT GAZETTE

November 1972 (pages 965-1092)

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UK MEMBERSHIP OF ENLARGED EEC

Obligations and benefits in employment policy

On New Year's Day the United Kingdom becomes a member of the enlarged European Economic Community. This article describes briefly the obligations and benefits in employment policy and practice which will result from that membership, as well as certain other related matters in which there is current Community activity. An earlier article in the July 1971 issue of this GAZETTE examined in detail the working of the free movement of labour provisions in the Community. From time to time information about developments will be published.

The obligations and the benefits which will apply to the United Kingdom as a member state of the European Communities derive from:

- (i) provisions of the Treaties—namely, Articles of the Treaty of Paris of 1951, which established the European Coal and Steel Community, or of the Treaties of Rome of 1957, which established the European Economic Community and the European Atomic Energy Community.
- (ii) secondary legislation implementing provisions of the Treaties—in other words, laws adopted by the Communities.*

Statements of principle

The Treaty provisions are mainly statements of principle which require implementing legislation before they can have effect; but some, for example Article 119 of the EEC Treaty which requires equal pay for men and women doing equal work, have direct effect, and do not need enabling legislation.

The secondary legislation falls into the following four categories†:

- “Regulations”, which have direct effect in all member states of the Communities, and which do not require national enabling legislation.
- “Directives” which lay down the results to be achieved, but leave member states free to determine the means of achieving them. These may need enabling legislation at the national level.
- “Decisions”, which are binding on those member states or individuals to whom they are addressed.
- “Recommendations” and “opinions” which have no binding force.

* The Treaties and the pre-accession series secondary legislation, of which Part 10 is particularly relevant, are available from HMSO.

† It should be noted that terminology under the European Coal and Steel Community Treaty is somewhat different.

Free movement of labour

Legislation has been introduced to give effect to Articles 48 and 49 of the EEC Treaty, which establishes the basic principle that workers should have the right to move freely between member states of the Communities for purposes of employment. This has been defined by the Council of Ministers as the right either to seek work or to take up employment previously arranged. These provisions were explained in some detail in the GAZETTE for July 1971. Their implications are that United Kingdom nationals have the right not only to enter the territories of the other member states, on presentation of their passports, to seek or take up employment, but also to receive treatment equal to that afforded to nationals of those countries as regards the facilities of the national employment services, pay and working conditions, trade union rights, vocational training and retraining facilities, social security and access to housing and property.

Rights of entry

Nationals of the other member states—Belgium, Denmark, France, the Federal German Republic, the Irish Republic, Italy, Luxembourg and The Netherlands—will have corresponding rights in this country. Member states may, however, deny the right to enter or stay in their territories to individuals who are unacceptable on grounds of public policy, public security or public health. The provisions do not apply to employment in the public administration.

Workers taking employment in other member states will not need employment permits, but will need residence permits. In Great Britain these will be issued by the Home Office. EEC nationals will be admitted to the UK free of conditions for six months, and residence permits will not be required for those taking employment for less than that period. In accordance with Community requirements, residence permits will be valid for at least five years, unless the period of employment is likely to be less than 12 months, and they will be automatically renewable—although the first renewal may be limited to a period of 12 months if the worker has had more than 12 consecutive months of unemployment.

Position of dependants

Workers will be subject to the legislation or regulations governing employment of nationals of the member state in which they work. A Community national who moves in this way to another member state has the right to be joined there by his immediate family, and the members of

his family enjoy the same non-discriminatory rights. He and his dependants are also entitled to stay on, after cessation of employment, in the territory of a member state in which he has lived and worked under the conditions outlined in the earlier article.

Definition of nationals

For the purpose of Community legislation, United Kingdom nationals are defined, in a declaration annexed to the Treaty of Accession as being:

"a. persons who are citizens of the United Kingdom and Colonies or British subjects not possessing that citizenship or the citizenship of any other Commonwealth country or territory, who, in either case, have the right of abode in the United Kingdom and are therefore exempt from United Kingdom immigration control;

"b. persons who are citizens of the United Kingdom and Colonies by birth or by registration or naturalisation in Gibraltar, or whose father was so born, registered or naturalised."

Further special provisions were incorporated in or annexed to the Treaty of Accession for the following territories:

—the Channel Islands and the Isle of Man to which the free movement provisions of the EEC Treaty will not automatically apply and whose nationals, while retaining their rights of free movement in the United Kingdom, will not benefit from Community provisions relating to the free movement of persons and services;

—Northern Ireland, in which employment controls imposed by the Safeguarding of Employment (Northern Ireland) Act 1947 will continue to apply for at least five years from January 1, 1973. However, UK nationals from Northern Ireland will enjoy the same free movement rights as other UK nationals.

—Ireland, on whose territory the free movement provisions of the Community will not apply for the first five years of membership, but whose nationals will enjoy free movement rights in other member states.

Operative date for recruitment

Subject to these qualifications, the free movement provisions of the Community will apply to the new member states from January 1, 1973. From that date employers in Great Britain will be free to recruit nationals of other EEC countries without the formality of the labour permit scheme. Further information on this, and on free movement generally may be obtained from any of the Department of Employment's local offices.

The earlier article in the GAZETTE referred to some of the difficulties involved in implementing Articles 52-60 of the EEC Treaty which establish the principle of the right of self-employed people to set up in business or some self-employed occupation in another member state. Progress towards this end, which involves harmonisation of national professional qualifications, is necessarily slow. Further information may be obtained from the Department of Trade and Industry, Europe, Industry and Technology Division, 1 Victoria Street, London SW1H 0ET.

Social security for migrant workers

Community legislation provides for the transfer of social security insurance rights, so that a worker becoming unemployed or sick in one member state can draw benefit there on the basis of contributions paid elsewhere within the EEC. Similarly there is provision for the transfer of pension rights. These provisions will come into effect on April 1, 1973.

For further information on social security see leaflet SA 26 "Social Security and the European Economic Community", available from the Department of Health and Social Security, Overseas Group, Newcastle upon Tyne, NE98 1XX.

Exchange scheme for young workers

There is provision under Article 50 of the EEC Treaty for member states to participate in a joint programme designed to encourage young workers (normally between the ages of 18 and 30) to take short-term employment in other member states not only to improve their technical or occupational skills, but also to enlarge their knowledge and understanding of the languages and cultures of the other Community countries. To this end a common programme has been devised outlining a model scheme, and arrangements are being made for the UK to take part.

Within the Community of the Six about 13,000 young workers moved between 1965 and 1969 to other member states under the programme—mainly through bi-lateral schemes which had existed previously and were adopted into the common programme.

European social fund

The European Social Fund, which was established by Article 123 of the EEC Treaty, exists to help cushion workers against the social effects of the operation of the Common Market. Article 123 provides that the fund shall help to make the employment of industrial and other workers in the Community easier and to increase their geographical and occupational mobility.

The rules governing the detailed operation of the fund, which originally reimbursed 50 per cent. of the cost of government training and resettlement schemes for the unemployed, were significantly changed as a result of a Decision issued by the Council of Ministers in February 1971 to enable the fund to be used as a more flexible instrument to further regional and industrial policies.

The fund now provides assistance in two types of situation:

- * where the employment situation is, or is likely to be, affected directly by the policies or actions of the Community, or where there is a clear need for common action to ensure a better balance between the supply of, and the demand for, labour;
- * where employment in particular regions or sections of the economy is adversely affected by difficulties which arise indirectly from the operation of the Common Market or which "impede the harmonious development of the Community."

Regulations 2396/71 and 2397/71 set out in detail the circumstances and types of schemes for which assistance from the fund may be made available. Included are schemes for the re-training of workers, including the disabled, for the resettlement of workers and for assisting disadvantaged groups to enter the labour market.

It is presently proposed that about £100 million should be allocated from the central funds of the Community, for expenditure under the Social Fund for the enlarged Community as a whole in 1973.

Financial aid for training

The fund will meet up to 50 per cent. of the expenditure incurred in approved government training and resettlement schemes. There is also provision for financial assistance to be granted to schemes operated by private organisations which satisfy the fund's criteria, but such schemes must be supported by the national government (which must "guarantee the successful completion of the scheme"), and the level of reimbursement will only be equal to that of the government of the member state—in other words, there must already be financial assistance granted by the national government.

The United Kingdom expects to derive substantial benefit for some of its schemes for helping to retrain and settle workpeople.

Re-adaption fund of the European Coal and Steel Community—This fund provides financial assistance towards retraining and resettlement schemes designed to assist workers made redundant by the rationalisation or reorganisation of the coal and steel industries. Further information may be obtained from the Department of Trade and Industry, Thames House South, Millbank, London SW1P 4QJ.

Guidance section of European Agricultural Guarantee and Guidance Fund—This fund finances retraining and resettlement facilities for agricultural workers obliged to move out of or change their jobs within agriculture. Further information may be obtained from the Ministry of Agriculture, Fisheries and Food, Information Division, Whitehall Place, London SW1A 2HH. The present provision for financial assistance towards schemes to help workers leaving agriculture to take up employment in some other sector is expected to be provided in future by the Social Fund.

Vocational training

In addition to providing financial assistance towards national training schemes through the funds detailed above, the EEC Treaty provides, in Article 128, for a Community-wide vocational training policy capable of contributing to the harmonious development both of the national economies and of the Common Market. Each member state has the responsibility for drawing up a programme of vocational training in accordance with certain general principles which are set out in Decision 63/266. These general principles are not in themselves binding, but in fact they correspond closely to the United Kingdom policies in this area. The guidelines are at present being reviewed, and after accession the UK will contribute to the establishment of new criteria.

Equal pay

Article 119 of the EEC Treaty provides for the introduction of equal pay for equal work. This was followed up in 1960 and 1961 by Commission Recommendations to member states to eliminate discrimination in pay between men and women. However, by June 1970 this aim had not been entirely achieved, although the Commission noted that considerable progress had been made. A review of progress is conducted at regular intervals. So far as the UK is concerned this obligation is not expected to lead to any modification of the Equal Pay Act 1970, the provisions of which are more detailed than those of the EEC Treaty.

Harmonisation of social policies

In addition to references in certain Articles of the EEC Treaty to specific areas of social policy, there are a number of references to the promotion of improved working and living conditions and co-operation between member states in social matters. In particular, however, Article 117 recognises the need for improved working conditions and improved standards of living, and expresses the expectation that such developments will ensue from the functioning of the Common Market, and from procedures provided for elsewhere in the Treaty. Article 118 enjoins the Commission, in close contact with member states, to make studies, deliver opinions and arrange constellations on questions relating to:

- employment;
- labour law and working conditions;
- basic and advanced vocational training;
- social security;
- prevention of occupational accidents and diseases;
- occupational hygiene;
- the right of association, and collective bargaining between employers and workers.

Articles 117 and 118 do not provide for Community legislation.

Industrial relations

Although there is no Community legislation affecting industrial relations or the national collective bargaining machinery existing in member states, the Commission has, however, established committees which enable the two sides of industry (there is no government representation) to study and to consider the differences existing between the practices and legal provisions in the member states relating to social provisions with a view to furthering harmonisation.

Their recommendations, about working conditions, are unlikely to lead directly to Community legislation, but to result in the adoption of common principles at national level. Committees exist at the moment to consider social questions in railways, road transport, inland waterways, sea fishing, agriculture and construction.

The European Commission has proposed that Community legislation should be adopted to establish which national legislation should apply to a worker who moves to another member state, and to lay down uniform measures for dealing with large scale redundancies. The UK will participate in the further consideration of these proposals.

Wages and salaries—There is no Community legislation affecting collective bargaining machinery or national policies for wages.

Hours of work—Road transport is the only industry for which Community legislation has been adopted to control hours of work, and hours of rest. The rules on drivers' hours will apply from April 1, 1973 to drivers on international journeys only. They will not affect domestic journeys until January 1, 1976.

As in the UK, hours of work in other member states are generally fixed by agreements reached in the process of collective bargaining between employers and trade unions. The standard working week in the UK is on average slightly less than in the Six, but the number of hours actually worked (in other words including overtime) is on average higher.

Paid holidays—Most member states have legislation establishing minimum paid annual holidays with the possibility of further extension by collective bargaining. Such holiday entitlements are generally greater in the Six than in the UK, and in addition there are more public holidays established by tradition or law. There is no provision in the Treaty for harmonisation—simply a statement of principle in Article 120 that "Member States shall endeavour to maintain the existing equivalence between paid holiday schemes".

Worker participation in company management

Two proposals put forward by the Commission, which would have the effect of providing for greater participation by workers' representatives on the boards of companies, are now being studied. The first appeared as part of the European Company Statute of June 1970, proposing a model statute for a European company which might be used by companies operating across national boundaries within the Community. It took the form of a two-tier company structure, similar to that required under German law, with worker representatives on a supervisory board. The draft statute is currently under consideration by the European Parliament.

More recently, in October this year, the Commission suggested in the fifth of a series of draft directives on company law that the two-tier structure of management, with worker participation on the supervisory board, should be adopted in all the member states of the Community for companies employing 500 or more workers. The latter proposal provides alternative systems of worker participation, namely that at least one-third of the supervisory board may be appointed by the workers (the German system) or members of the board may be co-opted (the Dutch system).

The UK will be closely involved in any further consideration to be given to each of these proposals.

Occupational safety and health

Only Article 118 of the EEC Treaty refers directly to industrial health and safety. In fulfilment of its responsibility for promoting close collaboration in this area, the Commission has made a number of recommendations, but these have no binding force. However, under Article 100 of the EEC Treaty which deals with the approximation of laws which directly affect the establishment or

operation of the Common Market, the Council of Ministers has issued a number of Directives with the aim of removing technical barriers to trade in various products and equipment.

The only Directives issued which have implications for occupational safety and health are those which deal with the classification packaging and labelling of dangerous substances. However, an amending Directive, in the preparation of which the UK is closely involved, is under consideration. The UK may need to introduce national legislation to achieve the provisions of these Directives once their final form is known.

Under the provisions relating to health and safety in Articles 30-39 in the Euratom Treaty a series of Directives has been made establishing common standards of protection against dangers arising from ionising radiation. However, an amending Directive, on which the UK is being consulted is under consideration. Such additional legislation as is necessary will be introduced in this country once the final form is known.

The Treaty which established the European Coal and Steel Community requires member states to promote improved working conditions and standards of living for workers in the coal and steel industries. Article 55 of the Treaty empowers the High Authority (namely, the Commission) to promote technical and economic research into the increased use of coal and steel and into occupational safety in both industries. Among the subjects examined so far are silicosis, bronchitis, gas poisoning, burns and mine dust.

Participation of employers' organisations and trade unions in Community affairs

The Community Treaties recognise, both in general terms and in specific circumstances, the need for consultation with representatives of employers and workers. In particular, the EEC Treaty provides that proposals for social legislation must be submitted for consideration by the Economic and Social Committee whose members are drawn from each member state and represent the interests of employers, workers and other national economic groups in approximately equal proportions. On accession, the United Kingdom will have representation equal to that of Germany, France and Italy.

A standing employment committee, established in 1971, enables the nominees of representative "European" organisations of employers and workers to sit with the Council of Ministers, in this case the Ministers of Labour, and representatives of the Commission to consider and advise on Community employment policies and related matters.

The national organisations of employers and workers of each member state are represented on the consultative committee for free movement of workers, social fund and vocational training policies. In addition, there are a number of specialist committees and working groups which have been set up to advise the Commission, and on which the two sides of industry are represented.

All these committees and the industrial committees mentioned earlier provide means by which the social partners may participate in the consideration and formulation of social policies.

Changes recommended in report on unemployment statistics

Changes in the unemployment statistics are recommended in the report of an interdepartmental working party (Cmd. 5157, HMSO or through booksellers, price 24p).

The working party was set up at the request of the Prime Minister, and included representatives of the Department of Employment, the Treasury, the Central Statistical Office, Department of Health and Social Security and the Department of Trade and Industry.

It adopted as its terms of reference:

"To consider whether the statistics which are at present collected relating to the registered unemployed, and others in the population of working age who are neither in employment nor registered as unemployed, need to be further subdivided, supplemented or presented differently to provide a more accurate indication of the real level of unused labour resources in the economy."

In identifying the problem it says that the increase in unemployment over the past few years has directed public attention to the basic nature of the unemployment statistics published by the Department of Employment. The volume of comment, much of it critical, increased sharply when unemployment in the United Kingdom was approaching the figure of one million. A number of articles by academics and others raised fundamental questions. All these articles discussed the central question whether the published statistics accurately reflect the "true" unemployment position. Some critics concluded that the published figures are too high, and others that they are too low.

Economic indicators and indicators of social distress

The report sets out the economic, social, legal and administrative framework within which unemployment statistics are collected, and outlines in particular the constraints imposed by various legal obligations which the unemployed are required to fulfil to obtain social security benefits. It points out that statistics of the unemployed are used for a variety of different purposes, which fall into two main groups, "economic indicators" and "indicators of social distress".

As an economic indicator they are important both for national economic management, and also to provide a comparison between different areas to decide the priorities for government assistance. For these purposes they should measure the extent of under-utilisation of available resources of labour.

As indicators of social distress the important components include the numbers of heads of families without

a job, the partially disabled who cannot find work, the old, the young, the long-term unemployed and so on. In this context the short-term unemployed who are merely changing jobs are of less importance.

These different groups largely overlap, but are by no means identical. Neither coincides exactly with the published monthly statistics, which of necessity are confined to the number who register at the local offices of the Department of Employment, and which have never been presented as anything more than this. This does not, however, mean that the statistics cannot provide extremely useful information for both purposes, provided that they are examined in depth and interpreted with care.

Unemployment register as an indicator of genuine labour reserves

More than four million people leave the unemployment register every year, about one-third of whom have been placed in employment through the employment service, the remainder having found jobs some other way, or having left the register for other reasons. Apart from the obvious utility of registration for employment, any other test would be bound to be subjective in nature dependent on the claimant's statement of his intentions. Even with registration for employment there must remain uncertainty about whether all the claimants are genuinely seeking work so long as there are not sufficient vacancies for every claimant to be offered one or more within a very short time of registering.

The working party identified the following groups for consideration of the question whether the unemployment register contained people who are not part of the genuine reserve of labour, and sought to examine whether they could or should be separately identified:

- (a) the temporarily stopped
- (b) those who are out of work on the day of the count, but have jobs to go to some time in the near future
- (c) students who want temporary employment during the vacation
- (d) those not "genuinely" seeking work
- (e) the unemployable
- (f) disabled persons
- (g) socially disadvantaged persons
- (h) those "working and signing", namely fraudulent claimants. (This group was not further considered as it is currently under examination by another committee.)

The temporarily stopped—It is pointed out that the numbers of temporarily stopped workers have fluctuated widely—from under 10,000 to several hundred thousand, although the latter figure has only been reached at times of exceptionally bad weather conditions or times of acute national crisis. In several respects the number is an unsatisfactory figure, and its inclusion in the unemployment total can be highly misleading.

Many workers in this group can be regarded as being on short-time working, and they would not register at all except to claim benefits under a complex set of rules which suggest that the count of temporarily stopped workers is a by-product of the benefit rules and not an accurate index of a particular form of under-employment. Some people regard "unemployed" as being synonymous with "jobless", and the inclusion of the temporarily stopped in the total of "registered unemployed" clearly exaggerates the extent of unemployment in the public mind. The working party, therefore, recommends that figures for the temporarily stopped should be published, but quite separate from those relating to the unemployed (in other words the jobless).

Short-term unemployed—The working party concludes that it is not possible to isolate the short-term unemployed in the statistics. However, it is possible to identify the number who at the time of the count have been on the unemployment register for four weeks or less, and it would be desirable if this information could be included in the press notice, which should include a paragraph showing the large monthly turnover the register described in the article on pages 791-795 in the September 1972 issue of this GAZETTE.

Adult students—During the past few years it has become apparent that significant numbers of adult students are registering for temporary jobs during the vacation, and it has been suggested that such students might be excluded altogether from the published unemployment figures. After considering the arguments the working party concluded that the students should continue to be included in the figures of total unemployment. However, they are in some ways a special category, and should continue to be identified separately as at present.

Not genuinely seeking work—The report states that it is not possible to identify categories of those alleged to be not genuinely seeking work, or, with the exception of students, those who are not seeking permanent employment. Nor is there a case for attempting to distinguish an "unemployable" group within the unemployment register. Such a statistic would be meaningless in either economic or social terms, because under the present organisation it would consist only of the extreme cases. In any event, difficulties of definition are such as to make the proposition administratively impracticable.

Disabled persons—The Department of Employment maintains registers of disabled persons, the primary purpose of which is to ensure that those who are on the register are given special assistance in finding jobs.

It is known that the statistics of registered disabled persons inadequately reflect the employment situation among disabled people. The working party considered whether it would be desirable to identify those unemployed registered disabled persons who are not severely handicapped separately in the main statistics, and concluded that it is desirable to continue to treat registered disabled persons for statistical purposes as at present, and to exclude from the main unemployment series only those who are so severely disabled that they are unlikely to obtain employment other than under special sheltered conditions. A series of experiments is to be mounted by the Department of Employment to show whether a special resettlement service should be developed for socially disadvantaged people (see this GAZETTE, August 1972, page 703).

Special surveys of the unemployed

Having examined the suggestion that special surveys of the characteristics of the unemployed should be carried out annually, the working party concludes there is a case for setting up a working group to make detailed studies of the characteristics of the unemployed. Its terms of reference should include an examination of the objective criteria by which the unemployment register can be described—age, sex, duration of current spell of unemployment, time in last job, reasons for leaving last job, occupation, industry, past spells of unemployment, whether in receipt of occupational pension, value of pension, number of dependants, sources of family income. There should be an investigation of other sources of information with a view to seeking how far the existing information from these sources can be built up into a comprehensive account of the characteristics of the unemployed. The group should also examine how any further information which is necessary, but not available from existing sources, can be obtained.

Unemployed but not registered

The report discusses whether there are people who are unemployed but not registered, and if so whether they ought to be counted and by what method. Its conclusions on this subject are given below.

Unofficial estimates of the numbers seeking work but not registered as unemployed appear to have been exaggerated. This conclusion is based mainly on the preliminary results of the 1971 Census of Population, and particularly on the apparent changes in the size of the total population and changes in the numbers who were economically inactive, namely those not in employment, seeking employment, or waiting to take up a job. Among the economically active population the number of persons who described themselves as either seeking work or waiting to take up a job was larger than the number registered as unemployed. This also happened in the previous census in 1966, and there are two main reasons.

First, the census figures include many who were sick, whereas the unemployment register is confined to those who are available for work. Secondly, the numbers who describe themselves as seeking work include many

different categories, ranging from those who urgently need a job, to those who are only marginally attached to the labour force. Many in this latter group do not take very active steps to find new jobs, and are not sufficiently concerned to register as unemployed. In estimating numbers in this category, it is necessary to deduct the numbers out of employment because of sickness, but this group cannot yet be identified from the provisional results of the 1971 census.

On the assumption that the numbers sick were approximately the same in 1971 as in 1966, it is very provisionally estimated that the numbers who described themselves as either seeking work or waiting to take up a job in April 1971, and who are neither sick nor registered as unemployed, amounted to about 100,000 males and up to 300,000 females. These estimates are subject to revision when full analyses of the numbers sick become available. The figures can be contrasted with a broadly comparable figure obtained from the 1966 census, when about 100,000 males and 130,000 females described themselves as either seeking work or waiting to take up a job, but were not registered as unemployed. It may also be mentioned that in 1966 nearly half the people in this category had already found a job and were waiting to take it up.

The working party concluded that information about unemployment obtained from labour force surveys would complement, rather than replace the present detailed unemployment statistics. Some recent information of the kind provided by labour force surveys is already becoming available to the United Kingdom. Preliminary estimates are already available from the 1971 Census of Population, and to a limited extent from the small General Household Survey. The EEC intends to mount a labour force survey in member countries in 1973 for the purpose of obtaining labour force statistics on a standard basis for individual member states.

The report emphasises the importance of the UK participating in the EEC labour force survey. This is a voluntary sample survey which will interview households. The working party also recommends that the possibility of instituting regular interview sample surveys to supplement the existing statistics should be considered further in the light of the EEC survey and the General Household Survey.

The working party examined the influence of forthcoming administrative and legal changes on the unemployment figures. These include the improvement of the

employment service, proposed changes in national insurance and the introduction of a tax credit scheme. It concluded that while it seems impossible at the moment to predict the effect of any of the proposed changes on the size of the unemployment register, this aspect of the changes must be kept under review throughout the planning stages. This is necessary to maintain the integrity of the series of unemployment statistics, and to give adequate warning to Ministers of their possible effect on the size of the unemployment register.

Presentation of unemployment statistics

Having examined the presentation of the statistics, the working party recommends:

- * the unemployment statistics should be simplified. There should be a single aggregate—"the unemployed"—which should not include the temporarily stopped. The technical term "total register" and "wholly unemployed", which have caused great confusion, should cease to be used. The figures for the temporarily stopped should be shown separately from the unemployed;
- * school-leavers and adult students seeking vacation work should continue to be included in the total of unemployed, although separate figures should be shown for each of these categories;
- * as the best indicator of the *trend* of unemployment attention should continue to be focused on the seasonally adjusted series of the unemployed *excluding* school-leavers and adult students seeking vacation work;
- * prominence should be given to the separate trends of unemployment for males and females, to the numbers who have been in the register for less than four weeks, and to the large turnover of the register;
- * articles should be published from time to time describing the trends and structure of unemployment over longer periods.

A revised unemployment press notice, based on the proposals was issued in November, when the provisional unemployment figures for that month were published. The presentation of unemployment figures in this GAZETTE will also be revised as soon as possible, probably within the next month or two.

Positive policy on race relations as aid to integration at work

Language training for coloured immigrant workers whose English is poor is probably one of the most useful aids to integration an employer can provide, according to the report of a survey of seven firms with wide experience of the employment of coloured workers published by the Department of Employment (TAKE 7, HMSO, or through booksellers, 75p).

Positive policies on race relations at every stage—recruitment, induction, promotion and dismissal—can, says the report, do much to facilitate integration, and each of these aspects is examined in detail from the experience of the seven firms. Information was obtained from coloured and white workers, and from representatives of personnel, production, line management, line supervision, trade unions, community relations and immigrant organisations.

Equal opportunity

The report says that successive governments have taken the view that discrimination of any kind, including discrimination against coloured immigrants in employment in Britain, has no place in our society. The Department of Employment has developed the clear policy that there must be equal opportunity in employment for everyone who lives in this country, regardless of race or colour.

However, for its policy to succeed the department needs the support of both employers and unions in industry and commerce, who must also declare their own clearly stated policy of equality of opportunity at work. Equal opportunity means that there should be no active discrimination, in other words that no individual should be refused a job, denied training or promotion or dismissed from his job on the grounds of his race or colour. It also demands the absence of passive discrimination, which is much more difficult to identify and cure. Only through positive policies adopted by employers and trade unions alike can discrimination be stamped out.

Management reactions

The attitudes of senior management to race relations policy had been found by the department to vary considerably. They could be summed up briefly as:

- We don't believe in a race relations policy;
- We don't discriminate in this company and have told our managers so; but we like to give them authority to act independently;
- We've nothing against coloured people;
- We see the need of doing something about this racial question, but if we promote a coloured man to supervisor we'd have a walk out;

- They're all right where the customer can't see them;
- We believe in equality of opportunity, and have said so.

A strange phenomenon, says the report, is that many firms seem to believe that race relations within a factory are different somehow from those in the community outside. Good race relations start on the factory floor, and employers and trade unions have a role in their development. A company's race relations policy should stem from and be the responsibility of top management, and such a policy should be built around the following main props:

- it should be clearly stated, agreed by workers' representatives and communicated to all company employees;
- senior management should make it their business to be seen to be directly associated with it;
- it should be efficiently supervised;
- there should be a periodic feedback of information to senior management so that the efficacy of the policy can be assessed;
- the policy should be seen to work in practice.

Avoiding needless barriers

A race relations policy can be communicated in different ways. What is important is that the message should be delivered to and understood by all workers at all occupational levels. A positive policy should also include consideration for, wherever practicable, differing eating habits, modes of dress and religious observances. Where there are language problems tuition in English should be considered. Few employers seem to have studied this aspect and its consequences in the practical work situation. Nationwide progress towards equal opportunity obviously depends on the efforts of individual companies to ensure that there are no needless barriers to workers of different races and origins working together without friction and using these skills to the full.

The Department of Employment decided to undertake a survey of seven firms which had employed coloured workers for many years, and whose experience could be of benefit to other firms. The aims of the inquiry were to see how coloured people were getting on at work and how far integration was being accomplished.

Composition of firms

The seven firms were of different sizes from different areas engaged in a variety of industries and with varying numbers of coloured workers from different races on their staffs. The industries and areas covered were:

Engineering (2)	.. Midlands
Rubber products	.. North West
Textiles	.. West Yorkshire
Retail distribution (food)	London and Home Counties (mainly Midlands part)
Food manufacture (2)	London and South West

All the firms visited were located in conurbations or towns in which substantial numbers of coloured immigrants had settled.

Each firm accepted the principle of equal employment opportunities for all employees, but there were fairly wide differences in the way in which they applied it in practice. In some the principle was not applied uniformly.

One company had not defined or declared its race relations policy, but had clearly demonstrated its belief in equal opportunity; another had formally declared a policy of non-discrimination, which had been communicated to managers, but not to shop floor employees. Consequently, some of the latter were ignorant of the policy and believed coloured workers were employed as a matter of expediency.

Effect on company policy

Replies to the question whether the availability of a liberal supply of white workers would in any way affect company policy on the employment of coloured people included:

- standards would be raised all round;
- there would be two criteria, suitability and racial balance;
- there would be a preference for a racially balanced work force;
- suitability would be the main criterion;
- suitability would be the only criterion;
- ability to do the job would remain the sole consideration.

Few signs of help

There were few signs that any of the firms, with one exception, had done much to help their immigrant employees to adjust themselves to their new working environment. A strong emphasis was put on work performance, but much less on human relationships and the development of a rapport with the newcomers. There were no arrangements in any firm for supervisors and managers to learn about the background, cultures and religions of coloured immigrants, although one of the seven firms had such training in mind.

It is difficult, the report comments, to see how immigrants with different languages and cultural backgrounds can properly take advantage of training and advancement opportunities within a company unless they are helped from the start to adapt to a new way of life.

Most coloured immigrants involved in the survey said they had had little or no difficulty in learning the job they were doing at the time of the inquiry. None of the firms had found that immigrant workers, once industrially adjusted, were less flexible than other workers when moved from job to job. Nor had any of the firms followed a deliberate policy of dispersing coloured workers throughout its workforce so that an uneven internal distribution was to be expected.

Evidence of tolerance

Except in one firm there was a majority opinion that turnover among white and coloured men was roughly the same, and most of the firms had found that relationships between coloured and white workers were often better than between workers of different coloured races. All in all, there was evidence of a good deal of tolerance and give-and-take among white and coloured workers in the seven firms. Relationships were better than they had been eight years ago.

Some trade union officials said that the trade union movement could do more to help immigrants, but others were reluctant to take any action which might be seen to be treating coloured members differently from white members.

There seemed to be little communication between trade unions and immigrant organisations, although there were tenuous links through membership of local community relations councils. Many trade union officials thought shop stewards and branch and district officers would benefit from background training in race relations. Some unions had considered the idea of providing systematic background training of branch officials and shop stewards in the cultures and religions of immigrant workers, but none had actually done anything about it.

Cautious optimism for future

For the future there was a good deal of optimism about the employment prospects of coloured young people born in this country. A majority thought they would do well, and better than their parents, but others felt they would continue to encounter some difficulties arising from prejudice and discrimination. Underlying the cautious optimism was anxiety that, after all, things might go sour for the generation born in this country. There was some doubt among immigrant organisation spokesmen and community relations officers about how far coloured young people would be allowed to progress. A general failure to obtain jobs matching their abilities, if it occurred, would probably be the greatest threat to good race relations over the next decade.

Manpower needs of catering industry

The need for the catering industry to pay more attention to manpower planning and the development of greater cost-consciousness to meet the rising demand for manpower is urged in a report (MANPOWER STUDIES NO. 11, CATERING INDUSTRY, HMSO or through booksellers, price £1) published by the Department of Employment.

This is the second report of a survey which the department carried out into the manpower needs of the hotel and catering industry. The first dealt with the hotel industry (see this GAZETTE April 1971 page 338); this one covers industrial catering, restaurants and public houses, hospitals, universities and establishments under the control of local authorities.

Catering is one of the largest industries in the country employing about four per cent. of the total civilian labour force. By next year it was expected to require about 1,034,000 workers to meet the needs of its major sectors, an increase of about 3½ per cent. over 1969.

Widespread growth of demand

This rapid and widespread growth of demand arises from the encouragement of more eating-out as a form of entertainment, extensions in the range and scale of catering in hospitals, old people's and children's homes etc., more catering in schools and universities, and the boom in the tourist trade.

In addition, manpower needs have been affected by changes in consumer demands, new methods of cooking and presentation and technical development in food production and distribution. But perhaps the strongest and most pervasive influences for changes have been the rising costs of catering labour and the problem of getting sufficient staff of the right calibre. All parts of the industry have been beset by these difficulties, although their impact has varied.

No dramatic change expected

Overall, although no dramatic changes are to be expected, in industrial catering it seemed likely that there will be an increase in the demand for highly qualified managers and highly skilled cooks, accompanied by a reduction in the number of cooks in the middle range of skills. There is likely to be little change in the relative numbers of other staff. The level of demand as a whole will depend mainly on the nation's economic situation. In industrial catering reductions caused by the closing of firms and canteens were likely to exceed slightly the needs of new establishments thus creating an overall

decrease in manpower needs over the period 1969-73 of about 2,400 workers (1.3 per cent.). Continuing establishments saw little change in their requirements.

Hospital catering was expected to increase its needs for staff by about 2,400 workers (5.4 per cent.) over the period 1968-73, mainly because of the expansion of the hospitals services programmes, including the provision of new and larger hospital units. But, because the staff situation is expected to get more, rather than less difficult, it is hard to believe that hospitals will be able to continue with traditional means of catering.

Central production units

It seems more probable that central production units with peripheral kitchens for re-heating meals, will be introduced increasingly during the latter half of the 1970s. If such units are established they may gradually be used to provide meals for other institutions financed out of public funds. The ultimate development might be a network of central production units supplying local markets comprising hospitals, welfare establishments, schools etc. Such units would probably, although not necessarily, be situated in hospitals.

There was an expected overall increase of nearly 11,300 staff (4.4 per cent.) between 1968 and 1973 in restaurants which include cafes and snack bars. The main causes were higher demands for restaurant services and the expansion of motorway catering. Many restaurants saw little or no reason for a change, and there was a virtual consensus among haute-cuisine restaurants that their style of operation and manpower requirements were not likely to alter. It was difficult to accept this optimistic opinion.

Widening gap

There will, says the report, clearly be a widening gap between the true haute-cuisine provided by a diminishing number of top-class establishments, and the labour and cost-saving operations of the remainder of the restaurants. And the contrasting effect on prices of the virtual elimination of skilled staff in the latter restaurants, and the increasing costs of the highly skilled, experienced staff required to sustain the standards of the former, will further widen the gap. This divergence of price levels is also likely to discourage the graduation of customers from the simpler cheaper type of meal to the more sophisticated eating-out. This is likely to level off if not actually diminish the demand for haute-cuisine.

Public houses as a whole expected only relatively small changes in their total staff numbers. The number of

establishments was not expected to change much, but the spread of public-house catering led to some likely increase in staff needs (about 2,000 workers). Any changes in the present licensing laws that allowed public houses to open for longer hours would also increase their future staff needs, but this possibility cannot be quantified at present.

Local authority catering services were expected to increase their staff needs by about 26,600 employees (11 per cent.) between 1969 and 1973, due largely to their expansion in various departments in which catering played a part. These included educational services, covering not only schools, but colleges of education and further education. The statutory raising of the school-leaving age will probably contribute to an increase in catering demands, although variation in prices charged for school meals could have some influence on the situation. Welfare services also expected to increase the range of their activities, including their catering needs. Only in civic catering was there any indication

of a reduction; some authorities were transferring this type of catering to private enterprise or contractors.

The increase in the numbers of students at universities between 1968 and 1973 indicated that catering staff needs would rise by about 1,700 (13 per cent.). This was less than the proportionate rise in student numbers because of a trend away from traditional labour-intensive catering services towards simpler cafeteria and snack-bars. Most universities and colleges faced formidable catering problems, and it was difficult to see how these could be resolved without either a major modification of their role or a fundamental change in the financial basis of catering.

The tradition of "dinner in hall" was under severe pressure because of rising costs and changing attitudes. Where it was still maintained, there was a marked tendency to simplify the meal and often to introduce some form of self-service. With the retirement of college servants and difficulty in replacing them this tradition might in time have to give way.

New earnings survey, 1972

1—Description of the survey

Some general results of the New Earnings Survey 1972, together with results for workers affected by particular major collective agreements, are published on pages 986 to 1021. Other results, including corresponding analyses by industry, by occupation and by region, will be published in subsequent issues of this GAZETTE. The following article describes the survey methods and the various kinds of analyses in which results are being published. Enquiries about unpublished results should be made to Statistics Division C5, Department of Employment, Orphanage Road, Watford, Herts., preferably in writing.

The New Earnings Survey 1972 was a sample survey of the earnings of employees in employment in Great Britain in April 1972 carried out by the Department of Employment under the Statistics of Trade Act, 1947. It was the fourth survey of its kind, covering employees in all occupations, in all types and sizes of businesses in all industries. Previous surveys in this series related to September 1968, April 1970 and April 1971. Their background has been described in the introductory chapters to the booklets of results of earlier surveys; for example, chapter 1 of NEW EARNINGS SURVEY, 1971 (HMSO, October 1972, price £3).

Their main purpose is to obtain information once each year about the levels and distributions of earnings in the various occupations and industries and major wage-negotiating groups. They are now the department's only regular source of separate earnings statistics for non-manual workers, and, in respect of many service industries, for manual workers.

The department's revised programme of earnings surveys for 1970 and 1971 was adopted on the understanding that there would be a further review of the arrangements after the results of the 1970 and 1971 New Earnings Surveys became available. This review was initiated in 1972, but could not be completed in time to affect survey arrangements for 1972. With the agreement of the Confederation of British Industry and the Trades Union Congress, the New Earnings Survey 1972 was carried out to obtain the minimum information needed about earnings in April 1972, using a re-designed version of the shortened questionnaire introduced for the 1971 survey.

The survey method

The survey was based on a one per cent. random sample of persons selected in a completely impersonal way, according to their national insurance numbers, so that each employee in the country had an equal chance of being included. The employees in the sample were identified when their insurance contribution cards were exchanged at the local offices of the DHSS in the months March to May, and, so far as practicable, their employers were ascertained. Arrangements were made for civil servants and Post Office employees in the sample whose national insurance contributions are paid without the use of cards to be located in departmental or office records. Forms were then issued seeking information relating to the pay-period which included the survey reference date (April 19). Where the employee had not been in the employment of the employer at any time within a pay-period which included this particular date, information for another recent pay-period was sought. Information was not sought about employees in private domestic service and employees employed outside Great Britain.

With such a sample design, few small firms had to complete more than one return, and most were not involved at all. Even for large firms, the load of form-filling was widely spread. For all firms together, only about 1,000 pay-offices, out of about a million in the country, had to extract information for as many as 20 employees. Also to reduce the burden on employers, the questionnaire was designed so that some questions could be answered by putting ticks in boxes. Questions about occupations, collective agreements and wages boards and councils were precoded: that is to say, numbered lists of occupations, agreements and wages boards and councils, were provided, as in previous surveys, and the employer was asked to indicate the code numbers of those which applied to the employee concerned.

The information was treated as strictly confidential and used only for the statistical purposes of the survey. The individuals about whom information was obtained were regarded simply as representatives of the industries, occupations, regions, age-sex groups, etc. to which they belonged. The name of the employee was on a perforated slip which could be detached by the employer from the completed return, so that the names could not be seen by anyone handling completed returns. The data extracted from the returns for computer processing included neither the name nor address of either the employee or the employer. The resulting analyses show no information about identifiable persons or private businesses. Where results are given for employees of specific employers in

the public sector, such as the Post Office or the National Coal Board, their consent to publication has been obtained.

Information obtained

Earnings. The employer reported (i) the employee's total gross earnings for the particular pay-period, before statutory and other deductions, (ii) the amount of any overtime earnings included in the total, and (iii) whether the employee's earnings for this period had been affected by absence of any kind, such as short-time working, work stoppages, holidays, or sickness. As in the 1971 survey, the total earnings reported excluded abnormal payments, such as those not relating to the survey pay-period (for example, advances or arrears of pay or holiday pay for holidays outside the period).

Information was obtained only from the employer who held the person's national insurance card; no information was obtained from the employee about, for example, any earnings received from other concurrent subsidiary employment, or about tips or gratuities received but not included in the pay from the employer. The value of payments made in kind was generally excluded, except that, for agricultural and catering workers, if the employer provided accommodation, meals, etc. for which values reckonable for pay purposes are laid down in the statutory wage regulation orders, these amounts were included but not reported separately. The information related to a single pay-period and so is not necessarily representative of pay over a longer period. It may not include the effect of any pay settlements resulting, at a later date, in retrospective increases in pay for April 1972.

Hours. The employer reported, where possible, the number of hours which the employee was expected to work in a normal week, *excluding* main meal breaks and all overtime; these are described as **normal basic hours**. He also reported the number of actual hours of overtime to which the overtime pay related, and, if the employee's earnings for the pay-period had been affected by absence, the number of basic hours in this period for which the employee had been paid, including any hours not actually worked but nevertheless paid for at either full rates or reduced rates under guarantee, holiday or sick pay schemes.

Information for classification purposes. Other information obtained from the returns included sex, occupation, industry, area of employment, relevant listed collective agreement and/or statutory wages board or council, and whether the employee was a juvenile—a male under 21 or a female under 18 years of age.

The survey returns also showed whether the employee had been in the employment of the employer one year earlier, and whether the employee was currently being trained. The employer was also asked whether the employee was regarded as a full-time or as a part-time worker. This information was used for classification purposes only if, because of the nature of an employee's job, normal basic hours could not be reported. For other workers, the employer's description may differ from the survey classification, but only in a very small percentage of cases (see NEW EARNINGS SURVEY, 1970, page 16 and table 142).

Classifications of employees

The principal classifications of employees used in presenting the results are:

- (a) **sex**
- (b) **adult or juvenile:** many analyses are limited to adults—men aged 21 and over and women aged 18 and over.
- (c) **full-time or part-time:** most analyses relate only to full-time workers—those normally expected to work for more than 30 hours a week (25 or more for teachers), *excluding* main meal-breaks and all overtime whether worked regularly or not.
- (d) **occupation:** each employee was classified by the employer to one of the listed occupations.
- (e) **manual or non-manual:** occupations have been regarded as exclusively manual or exclusively non-manual.
- (f) **industry:** the Minimum List Heading (MLH) or Order of the 1968 edition of the Standard Industrial Classification (SIC) of the establishment or business unit in which the employee was employed.
- (g) **area of employment:** the standard region (or sub-division) in which the employee's place of work or base was situated. In regional analyses, Greater London and the rest of the South East region have been treated as separate regions and Central London and the rest of Greater London as separate sub-divisions.
- (h) **agreement:** if the pay and/or conditions of the employee were reported by the employer to be affected directly or indirectly by a listed collective agreement.
- (i) **wages board or council:** if the employee was reported to be within the scope of such a statutory authority.

Classification by occupation

The listed 189 occupations were those used for earlier surveys. The employer was asked to classify the employee to the occupation that most nearly described the employee's job; the employer also recorded the employee's job title and a brief description of the main duties. Trainees were classified to the occupations for which they were being trained.

The occupations were arranged in 16 **main groups:**

1. Managers
2. Supervisors and foremen
3. Engineers, scientists and technologists
4. Technicians
5. Academic and teaching staff
6. Medical, dental, nursing and welfare staff
7. Other professional and technical staff
8. Office and communications staff
9. Sales staff
10. Security staff
11. Catering, domestic and other service staff
12. Farming, forestry and horticultural occupations

13. Transport occupations
14. Building, engineering etc occupations
15. Textile, clothing and footwear occupations
16. Other occupations

Manual and non-manual workers

As in the previous surveys, the occupational classification has been used for distinguishing manual and non-manual workers. All employees in some of the occupations have been regarded as manual, and all those in the remaining occupations as non-manual. Of the 76 occupations listed in main groups 1 to 10, all except nine were regarded as non-manual. These nine and the 113 occupations listed in main groups 11 to 16 were regarded as manual. Inevitably, there will be some employees in occupations not separately distinguished in this classification who have been regarded as manual (or non-manual), but might have been regarded as non-manual (or manual) if more elaborate and precise descriptions of occupations had been used.

Classification by level of skill

Occupations commonly contain employees at various levels of skill, but, for the purposes of this survey, each of the occupations in main groups 14 to 16 (but not groups 1 to 13) has been classified as entirely skilled, or semi-skilled, or unskilled. For some, the distinction was made in the list of occupations: for example, skilled welder and semi-skilled welder were listed separately; in these cases, the classification of the employee was made by the employer, broadly on the basis of length of training, as:

skilled—where a period of apprenticeship or a minimum of six months' training or considerable experience was required;

semi-skilled—where at least one month's training or experience was needed to acquire proficiency;

unskilled—in other cases.

To complete the statistical analysis, certain of the other occupations in main groups 14 to 16 have been regarded as skilled, some as semi-skilled, and the rest as unskilled. Employees classified to skilled and semi-skilled occupations included trainees.

As in the previous surveys, in main group 8, clerks were classified by their employers according to their degree of responsibility, defined as:

senior level—if the work required a significant degree of individual responsibility, discretion, initiative or judgment, or a specialised knowledge, or the application of a professional technique;

intermediate level—if the work was of a routine nature, but required a degree of experience, or initiative or a special aptitude and was subject to short period control;

routine—if the work was of a routine nature within well defined rules and required only short training and was subject to close supervision and checking.

Other classifications of employees

These various classifications take no account of any special factors which may have affected the earnings of

the employee for the particular survey pay-period. There is generally a relatively small proportion of employees who are off work throughout a specified period, and, in consequence, either receive no pay at all for the period or receive only holiday pay or sick pay. There are also some whose employment commences or terminates within the period, and others off work or laid off by the employer for part of the period, and whose pay is, in consequence, affected and may relate to only part of the pay-period. They are all described as **employees whose earnings for the survey pay-period were affected by absence** during basic hours within the period.

Measurement of earnings and hours

Any data on total earnings, overtime earnings, overtime hours and basic hours which related to a pay-period longer than one week were first converted to a weekly basis. The following measures were then derived for each employee, for the survey pay-period:

- (i) gross weekly earnings (*including* any overtime earnings);
- (ii) overtime earnings (per week);
- (iii) gross weekly earnings *excluding* overtime earnings;

and where practicable:

- (iv) total weekly hours (*including* any overtime hours);
- (v) normal basic hours;
- (vi) overtime hours (per week);
- (vii) gross hourly earnings (*including* the effect of any overtime earnings and overtime hours); and
- (viii) gross hourly earnings *excluding* the effect of overtime earnings and overtime hours.

Total hours were taken as the sum of normal basic hours and any overtime hours, provided the employee's earnings were not reported to have been affected by absence; if earnings had been so affected, the basic hours for which the employee was reported to have been paid replaced normal basic hours in this measure. These hours will have been worked in most cases; however, in some cases, they will include hours not worked, but nevertheless paid for at either normal or special rates under guarantee, holiday or sick pay schemes. The overtime hours relate to the duration of overtime for which overtime earnings were paid; for example if the employee was paid six hours pay for four hours overtime, the measure was four, not six.

Average earnings and hours

Average (**mean**) weekly earnings of a group of employees were obtained by dividing the sum of their individual weekly earnings by the number of employees. For those employees for whom the available information on hours enabled hourly earnings to be calculated, average hours were obtained by dividing the sum of their individual total weekly hours by the number of these employees. Average hourly earnings were calculated by dividing the sum of the weekly earnings of these employees by the sum of their individual total weekly hours. (This is not the

same as dividing the sum of the individual hourly earnings by the number of employees. Also, due to the difference in coverage, the average weekly earnings may differ slightly from the product of average hours and average hourly earnings).

Distributions of earnings

A primary objective of the survey was to ascertain how earnings differ between individuals within industrial, occupational and other groups. The spread or distribution of the earnings of individuals within a group can be presented in various ways; for example, by giving the numbers whose earnings were in specified ranges or were below specified amounts: to facilitate comparisons between different groups, these numbers can also be expressed as percentages of the total number of the group in the sample. Another compact and systematic way of showing the spread of earnings of individuals within a group is to give quantities which are known as **quantiles**, in particular, the median, quartile and decile earnings. The **highest decile, upper quartile, median, lower quartile and lowest decile earnings** are, respectively, amounts below which the earnings of 90, 75, 50, 25 and 10 per cent. of the individuals in the group, fall. To facilitate comparisons between different groups or between different time-periods, these amounts can also be expressed as percentages of the corresponding medians. As employees whose earnings for the pay-period were affected by absence tend to distort the numbers in the lower ranges of weekly earnings, such employees have been excluded from most analyses of the distributions of weekly earnings. When they are included, the numbers in the lower ranges of earnings are relatively higher, as can be seen from summary analysis tables 8 to 10, where the distributions are given on each basis.

Sampling errors

Being based on a sample, the results are estimates which are subject to sampling error. Where median or average earnings are given in the tables, the associated standard error is generally given, so that account may be taken of the potential margins of error due to sampling. There are two chances in three that the value obtained from the sample will not differ by more than the standard error from the value which would have been obtained if the survey had covered all employees and not only a sample. The chance of the difference being more than twice the standard error is only about one in twenty. The standard error of an estimate is shown in one (or both) of two forms; as an amount in pounds or pence and/or as a percentage of the estimate. Exceptionally for an estimate of the 1971/2 increase in average earnings, the standard error is given as a percentage of the 1971 average.

The survey sample and the matched sample

In all, forms for about 192,000 employees were issued. The results are based on 175,000 returns (over 91 per cent.) which provided complete data and were available in time for processing. They represent about one in 125 of all employees in employment in Great Britain in April 1972.

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The sample selection basis, in terms of sets of national insurance numbers, was that used since 1970. Consequently, these 175,000 employees included 130,000 for whom 1971 survey returns were also received. These form what is described as a "matched sample"; these employees were in employment in both April 1971 and April 1972; including some who had changed their jobs and others who had not. Between the two surveys, one or more of the classification characteristics of an employee could have changed; for example, the relevant collective agreement, the occupation, the industry, the area of employment; a juvenile might have become an adult; a trainee might have completed apprenticeship or other training; a full-time worker might have become a part-time worker. The employee's earnings for one but not the other survey period might have been affected by absence.

To eliminate the effect of such changes, detailed analyses of increases in earnings between April 1971 and April 1972 have been confined to those classified to the same group in both surveys. Thus analyses relating to full-time adults are based on those who were so classified in each survey. The analyses by agreement cover those reported to be affected by a particular agreement in each survey. In the analyses by industry, the results for a particular industry relate to those employed in that industry in each survey, but those for an industry group to those employed in the same industry group even though they may have moved between industries within the group. Similarly for analyses by occupation, the results for a particular occupation relate to those whose occupation remained unchanged, but those for an occupational group to those who remained in the same occupational group even though they may have moved from one occupation to another in the same group. It is possible that in analyses by agreement and analyses by occupation, the numbers regarded as matched are understated. For example, in one of the two years, the relevant agreement may not have been reported; or an employee was classified to different occupations in the two surveys by those completing the returns although there was no change in occupation (but possibly a change of employer).

Changes in average weekly earnings, based on the matched sample relate to those whose earnings for each of the survey pay-periods were not affected by absence. Such changes include the effect of changes in overtime earnings (unless explicitly excluded) and, for example, payment-by-result payments, bonuses or commission, as well as changes in rates of pay resulting from collective bargaining and other settlements. Changes in average hourly earnings relate to those for whom hourly earnings were calculated in each year. Changes which exclude the effect of overtime working are given separately.

The adoption of a sampling design which provides a matched sample in successive surveys has very important advantages. Estimates of changes in average earnings between the two surveys are considerably more reliable than if the two samples were completely different. For each year, the estimates of average earnings are subject to sampling errors; consequently, the difference between corresponding estimates is also subject to sampling error. Without matching, the standard error of this difference would, in general, exceed the standard

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error of the average for either year but be less than the sum of the standard errors of the averages. For example, if the estimated averages are £30 in the first year and £33 in the second year and each of these estimates has a standard error of about £0.3 (about one per cent.), without matching the standard error of the estimated increase of £3 would be more than £0.3, and so a relatively large percentage (over 10 per cent.) of the estimated increase. With matching, a smaller standard error is achieved.

The following figures for weekly earnings of full-time adults in all industries whose earnings were not affected by absence in either survey pay-period illustrate the extent to which the standard errors of estimates of changes in average earnings are reduced by matching.

	Percentage of 1972 sample who were in the matched sample	Standard error of 1971-72 change in weekly earnings as percentage of 1971 average		Percentage by which matching reduced the standard error
		(a) without matching	(b) with matching	
Men				
manual	69	0.20	0.13	33
non-manual	75	0.47	0.18	60
all	73	0.24	0.11	54
Women				
manual	56	0.43	0.28	33
non-manual	66	0.41	0.13	68
all	64	0.33	0.12	65

The figures in the column (a) were obtained by theoretical calculations, on the assumption that the 1971 and 1972 estimates of average earnings related to unmatched samples.

2—Descriptions of the main kinds of analyses being published

In most cases, corresponding analyses of 1971 survey results were published and cross references to those analyses are given. Monetary amounts are given in either pounds or pence, generally rounded to one demical place.

The summary analyses relate to very broad categories of employees, distinguishing males and females, adults and juveniles, full-time and part-time workers and, in some cases, manual and non-manual workers. Earnings and hours of part-time juveniles are not given, because the numbers in the sample were small.

They include the analyses described in Section 3, and

- (i) an analysis of the sample giving, for each category, the total number of persons, the total excluding those who received no pay at all for the survey pay-period, the breakdown of this total between those whose earnings for the pay-period were affected by absence and those whose earnings were not affected by absence, and the number for whom hourly earnings were calculated (Table 7);
- (ii) averages (means), distributions and quantiles of gross weekly earnings for all employees in each category and separately for those whose earnings were not affected by absence. The distributions give the numbers of employees with earnings in particular ranges (Table 8);
- (iii) similar information for full-time adults, separately for manual and non-manual workers. The distributions give the percentages with earnings less than specified amounts, separately for all employees, for those who received some pay and those whose earnings were not affected by absence (Tables 9 and 10);
- (iv) corresponding averages, distributions and quantiles of gross weekly earnings *excluding* overtime earnings for manual, non-manual and all full-time adults whose earnings were not affected by absence (Table 11);

(v) averages, distributions and quantiles of gross hourly earnings of those employees in each category for whom hourly earnings were calculated. The distributions show the numbers of employees with earnings in particular ranges. For full-time adults, manual and non-manual workers are distinguished (Table 12);

(vi) similar information for full-time adults, separately for manual and non-manual workers and also for each measure of hourly earnings, first *including* and then *excluding* the effect of overtime pay and overtime hours. The distributions give the percentages with earnings below specified amounts (Table 13);

(vii) averages and distributions of total weekly hours of all employees for whom information was available, and separately for those whose earnings were not affected by absence. The distributions give the numbers of employees whose hours were in particular ranges. For full-time adults and for part-time women, manual and non-manual workers are distinguished (Tables 14 and 15).

Analyses by agreement, industry, occupation or region

These are more detailed analyses, mostly relating to full-time men aged 21 and over and women aged 18 and over, in which employees are classified by either agreement, industry, occupation or region. Separate results are generally given for manual and non-manual workers. The kinds of results given in these sets of tables include:

- averages, distributions and quantiles of gross weekly earnings;
- averages and distributions of total weekly hours;
- averages, distributions and quantiles of gross hourly earnings;
- average overtime earnings and overtime hours;
- average gross weekly earnings excluding overtime earnings;

average gross hourly earnings excluding the effect of overtime earnings and overtime hours; increases between April 1971 and April 1972 in average gross weekly and hourly earnings.

In general, separate results are given only for groups of employees represented by 100 or more persons in the sample. Exceptionally, a lower limit of 50 persons is adopted in some regional and sub-regional analyses. Estimates of average earnings are generally given only where the standard error of the estimate is not more than 2.0 per cent. Exceptionally, standard error upper limits of £1 or 3 pence are used for average weekly and hourly earnings in regional analyses.

Analyses by agreement

These relate to full-time adults whose pay and conditions of employment were reported to be affected by particular collective agreements, wages boards or councils. An employee within the scope of a wages council may also be affected by a collective agreement.

Where all or nearly all employees affected by an agreement are manual (non-manual) workers, the results relate to manual (non-manual) workers only. For other agreements which affect substantial proportions of each category, results are given, as in previous years, for manual and non-manual workers separately or for all workers (manual and non-manual).

Analyses by industry

These relate to full-time adults employed in businesses classified to particular industries. Results are generally given separately for manual and non-manual workers, but analyses of hours and of overtime earnings and overtime hours cover manual workers only.

Analyses by occupation

These relate to full-time adults, including trainees, classified by the employers to particular listed occupations. It is not customary to use the concept of hourly earnings for those non-manual occupations which consist mainly of managerial, professional, etc salaried employees. Therefore, in detailed analyses, hours and hourly earnings are shown for manual occupations and a restricted range of specific non-manual occupations, as in previous years. The detailed analyses of overtime earnings and overtime hours are also restricted to these occupations.

Analyses by region

These relate to full-time adults employed or based in the particular regions or sub-regions. Sub-regional results are limited to average earnings. Regional average earnings of manual and non-manual workers are also given by industry group and by main occupational group.

Distributions and quantiles of gross weekly earnings

These analyses, relating to full-time adults whose earnings for the survey period were not affected by absence, give the percentages within each group with gross weekly

earnings less than specified amounts. The corresponding quantiles are given separately, usually together with the quantiles of hourly earnings.

Distributions and quantiles of gross hourly earnings

These analyses relate to full-time adults for whom hourly earnings were calculated, and so include workers whose earnings were affected by absence. The hourly earnings generally include the effect of any overtime pay and overtime hours. The forms of presentation are similar to those for weekly earnings.

Distributions of total hours

The analyses relate to all full-time adults for whom information on hours was available and so include workers whose earnings were affected by absence. They give the percentages within each group with hours in specified ranges.

Joint distributions of earnings and hours

The relationship between gross weekly earnings and total weekly hours is indicated in summary form in joint distributions. These give the number of persons in the sample whose earnings were in a specified range and whose hours were in a specified range. Such analyses are given for all adults, including part-time workers, and also separately for full-time manual adults and for full-time non-manual adults.

Analyses of average earnings and hours

Averages of the following measures for groups of full-time adults are given in analyses by agreement, industry, occupation and region:

- gross weekly earnings, including in the average those whose earnings were affected by absence other than those who received no pay for the period;
- gross weekly earnings of those whose earnings were not affected by absence, and, in some analyses, their overtime earnings and their gross weekly earnings excluding overtime earnings;
- gross hourly earnings including the effect of overtime earnings and overtime hours;
- gross hourly earnings excluding those effects;
- total (weekly) hours, and in some analyses, overtime hours and basic hours.

The standard errors and the numbers of employees covered by the averages are given, where practicable. The analyses which show overtime earnings and hours separately relate to full-time adults whose earnings were not affected by absence, first including and secondly excluding those who received no overtime earnings. They express average overtime earnings as a percentage of average gross earnings, and also express the number who received overtime earnings as a percentage of the total number in the group.

Increases in average earnings between April 1971 and April 1972

If an April 1972 estimate of average earnings is compared directly with the corresponding April 1971 estimate, the difference will include the effect of labour turnover and other changes on the composition of the sample. Also, if the averages include those whose earnings were affected by absence, the effect on average weekly earnings of their inclusion will vary from year to year. Consequently, as already mentioned, detailed analyses of changes in average earnings of a group of employees are confined to those in the matched sample who were classified to the same group in both years. The number so matched is given and is expressed as a percentage of the number in the group in the 1972 sample. Changes in average earnings and their standard errors are given as monetary amounts, and as percentages of the 1971

averages. For weekly earnings, they relate to those whose earnings were not affected by absence in either pay-period; results for earnings *excluding* overtime earnings are shown separately. For hourly earnings, those whose earnings were affected by absence are included: results earnings *excluding* the effect of overtime earnings and overtime hours are shown separately.

The increases between April 1971 and April 1972 in the average earnings of some groups of employees may have been affected by special factors. For instance, in one of the two years, the earnings reported for the pay-period in April may have been based on rates of pay which were later increased by pay settlements having retrospective effect. This would explain for instance a relatively high percentage increase for 1971-72 and a relatively low increase for 1970-71 for some civil servants.

3—General results of the survey

Some of the main results for full-time men aged 21 and over and women aged 18 and over (excluding those who received no pay for the survey pay-period) are brought together in summary form in table 1. They include the following estimates of average earnings in April 1972 (based on the complete sample) and of percentage increases in average earnings between April 1971 and April 1972 (based on the matched sample). Details, including standard errors and the sample numbers of persons on which the estimates are based, are given in tables 5 and 6.

	Full-time men			Full-time women		
	Manual	Non-manual	All	Manual	Non-manual	All
Average gross weekly earnings April 1972						
<i>including those whose pay was affected by absence</i>	£32.1	£43.4	£36.0	£16.6	£22.1	£20.1
<i>excluding those whose pay was affected by absence</i>	£32.8	£43.5	£36.7	£17.1	£22.2	£20.5
<i>including overtime pay</i>	£27.8	£42.4	£33.2	£16.5	£22.0	£20.2
<i>excluding overtime pay</i>						
Average gross hourly earnings April 1972						
<i>including the effect of overtime pay and overtime hours</i>	71.4p	110.5p	83.1p	43.1p	59.8p	53.5p
<i>excluding the effect of overtime pay and overtime hours</i>	69.3p	110.6p	82.6p	42.8p	59.7p	53.3p
Percentage increases in average earnings between April 1971 and April 1972 (based on the matched sample)						
gross weekly earnings <i>excluding those whose pay was affected by absence in either pay-period</i>						
<i>including overtime pay</i>	per cent. 12.0	per cent. 13.5	per cent. 12.7	per cent. 13.5	per cent. 15.8	per cent. 15.2
<i>excluding overtime pay</i>	12.4	13.8	13.1	13.2	16.2	15.5
gross hourly earnings						
<i>including overtime pay and hours</i>	12.4	14.1	13.0	13.3	16.7	15.6
<i>excluding overtime pay and hours</i>	12.2	14.0	13.0	13.2	16.7	15.6

Changes in hours were small, and so the percentage increases in average hourly earnings were not very different from those in average weekly earnings. As a result of further progress towards equal pay, average earnings of women again increased relatively more than those of men. The average earnings of all women (manual and non-manual) in full-time employment were more than £20 a week or 50 pence an hour in April 1972.

Table 2 gives national estimates, based on the survey sample, of the numbers of full-time adults in employment in Great Britain in April 1972 whose gross weekly

earnings were not affected by absence and were below specified amounts. They have been obtained by grossing the sample numbers up to overall totals of about 12.3 million men and 8.1 million women estimated to be then in employment. The figures on the left-hand section of the table are based on earnings including overtime earnings; those on the right-hand section are based on earnings excluding overtime earnings.

Tables 3 and 4 give the averages and quantiles of gross weekly earnings of full-time adults whose earnings were not affected by absence and of gross hourly earnings

of full-time adults obtained from the 1970, 1971 and 1972 surveys. The measures of earnings used in the 1970 survey did not correspond precisely with those used in the later surveys, but, when the figures are expressed as percentages of the corresponding medians, they are broadly comparable. In this form, they show the continued general stability of the shapes of the distributions of earnings within these very broad categories of workers, despite the substantial increases in the levels of earnings.

The estimates of increases in average earnings of full-time adults between April 1971 and April 1972 given in table 6 are based on the matched sample and correspond to those being published in detailed analyses by agreement, industry and occupation. Table 5 gives the April 1972 averages for the complete survey sample and includes increases obtained, exceptionally, by comparing these averages with the corresponding April 1971 averages for the complete 1971 survey sample. The increases within the matched sample for each of the four measures of earnings given in table 6 are higher than the corresponding estimates in table 5. The differences, which are attributable to turnover of the sample between April 1971 and April 1972, are nearly one per cent. for manual men, around one per cent. for manual women, around

2½ per cent. for non-manual men and nearly four per cent. for non-manual women. Table 5, unlike other tables, gives the changes between April 1971 and April 1972 in average weekly earnings *including* those whose earnings for one or both of the survey pay-periods were affected by absence.

As explained in an article in the May 1972 issue (page 431) of this GAZETTE, the results of these surveys for non-manual employees are now used to compile the new general "all-industries" index of salaries, using fixed 1970 weights for combining the data for males and females. These measures of movements since April 1970 in average earnings of non-manual employees are:

	April 1970	April 1971	April 1972
All non-manual employees	100.0	112.4	125.4
All non-manual males	100.0	112.4	125.5
All non-manual females	100.0	112.4	125.3

and corresponding figures limited to full-time adults are:

	April 1970	April 1971	April 1972
Full-time non-manual men and women	100.0	112.0	124.9
Full-time non-manual men	100.0	111.7	124.4
Full-time non-manual women	100.0	112.6	126.2

Table 6 Increases between April 1971 and April 1972 in average gross weekly and hourly earnings of full-time adults in Great Britain, based on the matched 1971/72 sample

(This table corresponds to 1971 survey table 4, part (b))

FULL-TIME MEN, aged 21 and over and FULL-TIME WOMEN, aged 18 and over **MATCHED 1971 AND 1972 SAMPLE**

		INCREASE IN AVERAGE EARNINGS BETWEEN APRIL 1971 AND APRIL 1972				Standard error of the increase (note 1)		Number in the matched sample	
		Weekly earnings of those whose pay was not affected by absence in either period		Hourly earnings including overtime pay and overtime hours		Weekly earnings	Hourly earnings	whose pay was not affected by absence in either period (note 2)	for whom hourly earnings calculated in both periods (note 3)
		including overtime pay	excluding overtime pay						

(a) INCREASES IN AVERAGE GROSS EARNINGS: APRIL 1971 to APRIL 1972 (based on the matched sample)

		£		New pence		£		New pence		Number matched	Number matched
Full-time men:	manual	3.6	3.1	8.0	7.7	0.06	0.24	40,389	47,652		
	non-manual	5.4	5.3	14.1	14.0	0.07	0.16	25,248	23,491		
	all	4.2	4.0	9.8	9.7	0.07	0.17	66,808	72,302		
Full-time women:	manual	2.1	2.0	5.2	5.2	0.04	0.11	6,974	9,378		
	non-manual	3.2	3.3	9.1	9.1	0.03	0.10	16,598	16,791		
	all	2.9	2.9	7.6	7.6	0.02	0.08	23,960	26,636		

(b) PERCENTAGE INCREASES IN AVERAGE GROSS EARNINGS: APRIL 1971 to APRIL 1972 (based on the matched sample)

		Per cent.		Per cent.		Per cent. of 1971 average	Per cent. of 1971 average	Percentage matched	Percentage matched
Full-time men:	manual	12.0	12.4	12.4	12.2	0.13	0.10	69	75
	non-manual	13.5	13.8	14.1	14.0	0.18	0.16	75	74
	all	12.7	13.1	13.0	13.0	0.11	0.09	73	76
Full-time women:	manual	13.5	13.2	13.3	13.2	0.28	0.29	56	64
	non-manual	15.2	16.2	16.7	16.7	0.13	0.18	66	67
	all	15.2	15.5	15.6	15.6	0.12	0.15	64	67

Notes: 1. The standard errors given in these columns relate to the estimated increases in average earnings including overtime pay (and overtime hours). The standard errors of the corresponding estimates excluding overtime pay (and overtime hours) are similar.
 2. This column gives (a) the numbers in the matched sample to whom the estimated increases in weekly earnings relate and (b) these numbers as percentages of the numbers in the complete 1972 sample whose pay was not affected by absence (See table 7).
 3. This column gives (a) the numbers in the matched sample to whom the estimated increases in hourly earnings relate and (b) these numbers as percentages of the numbers in the complete 1972 sample for whom hourly earnings were calculated (See table 7).

Table 7 Numbers of employees in the sample in various categories, April 1972

(This table corresponds to the 1971 survey table 6)

		APRIL 1972						
		Total: males and females	Males	Females	Men aged 21 and over	Women aged 18 and over	Youths and boys aged under 21	Girls aged under 18

ALL EMPLOYEES IN THE SAMPLE (including those who received no pay for the survey period—see note 1)

Full-time:	manual	87,902	71,727	16,175	65,701	14,971	6,026	1,204
	non-manual	64,042	36,269	27,773	34,223	25,898	2,046	1,875
	total	151,944	107,996	43,948	99,924	40,869	8,072	3,079
Part-time:	manual	13,982	1,627	12,355	1,531	12,277	96	78
	non-manual	9,274	845	8,429	665	7,884	180	545
	total	23,256	2,472	20,784	2,196	20,161	276	623
All workers:	manual	101,884	73,354	28,530	67,232	27,248	6,122	1,282
	non-manual	73,316	37,114	36,202	34,888	33,782	2,226	2,420
	total	175,200	110,468	64,732	102,120	61,030	8,348	3,702

EMPLOYEES, INCLUDING THOSE WHOSE PAY WAS AFFECTED BY ABSENCE IN THE SURVEY PERIOD (excluding those who received no pay for the period—see note 1)

Full-time:	manual	86,385	70,440	15,945	64,473	14,751	5,967	1,194
	non-manual	63,822	36,171	27,651	34,136	25,782	2,035	1,869
	total	150,207	106,611	43,596	98,609	40,533	8,002	3,063
Part-time:	manual	13,805	1,600	12,205	1,506	12,129	94	76
	non-manual	9,136	831	8,305	655	7,773	176	532
	total	22,941	2,431	20,510	2,161	19,902	270	608

EMPLOYEES WHOSE PAY WAS NOT AFFECTED BY ABSENCE DURING THE SURVEY PERIOD (see note 2)

Full-time:	manual	76,677	63,270	13,407	58,170	12,429	5,100	978
	non-manual	62,777	35,781	26,996	33,798	25,185	1,983	1,811
	total	139,454	99,051	40,403	91,968	37,614	7,083	2,789
Part-time:	manual	12,820	1,552	11,268	1,462	11,194	90	74
	non-manual	8,830	817	8,013	643	7,483	174	530
	total	21,650	2,369	19,281	2,105	18,677	264	604

EMPLOYEES WHOSE PAY WAS AFFECTED BY ABSENCE DURING THE SURVEY PERIOD (excluding those who received no pay for the period—see note 2)

Full-time:	manual	9,708	7,170	2,538	6,303	2,322	867	216
	non-manual	1,045	390	655	338	597	52	58
	total	10,753	7,560	3,193	6,641	2,919	919	274
Part-time:	manual	985	48	937	44	935	4	2
	non-manual	306	14	292	12	290	2	2
	total	1,291	62	1,229	56	1,225	6	4

EMPLOYEES FOR WHOM HOURLY EARNINGS WERE CALCULATED (see note 3)

Full-time:	manual	85,335	69,563	15,772	63,633	14,587	5,930	1,185
	non-manual	60,730	33,717	27,013	31,743	25,155	1,974	1,858
	total	146,065	103,280	42,785	95,376	39,742	7,904	3,043
Part-time:	manual	13,350	1,522	11,828	1,436	11,760	86	68
	non-manual	8,690	721	7,969	548	7,440	173	529
	total	22,040	2,243	19,797	1,984	19,200	259	597

Notes: 1. Analyses of weekly earnings generally exclude employees who received no pay for the survey period. Tables 8, 9 and 10 are exceptions.
 2. Analyses of distributions of weekly earnings generally exclude employees whose pay was affected by absence during the survey period as well as those who received no pay for the period. Tables 8, 9 and 10 are exceptions.
 3. Analyses of hourly earnings include employees whose pay was affected by absence during the survey period, other than those who received no pay for the period, but exclude some employees whose pay was not affected by absence, namely those for whom information on hours was not reported.

Table 10 Summary distributions of gross weekly earnings of full-time adult women, April 1972: Percentages with earnings under specified amounts; means and quantiles

(This table corresponds to 1971 survey table 9)

FULL-TIME WOMEN aged 18 and over: manual and non-manual APRIL 1972

Weekly earnings	Full-time manual women aged 18 and over			Full-time non-manual women aged 18 and over		
	All employees in the sample	Employees paid for whole or part of the pay-period		All employees in the sample	Employees paid for whole or part of the pay-period	
		including 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
Nil	1.5	0.6	0.1	0.4	0.1	
Under £5	2.1	0.8	1.3	0.6	0.5	0.3
Under £8	4.2	2.8	1.3	1.0	0.5	0.3
Under £10	8.7	7.4	5.0	2.7	2.3	1.9
Under £11	12.6	11.3	8.5	4.6	4.2	3.8
Under £12	18.3	17.1	13.8	7.6	7.2	6.7
Under £13	25.7	24.6	21.1	11.4	11.0	10.4
Under £14	33.3	32.3	28.6	16.0	15.6	14.9
Under £15	41.7	40.9	37.2	21.9	21.5	20.9
Under £16	50.9	50.2	46.9	27.3	27.0	26.3
Under £17	58.8	58.2	55.0	33.7	33.4	32.7
Under £18	65.6	65.1	62.4	39.4	39.1	38.5
Under £19	72.3	71.9	69.5	44.9	44.6	44.0
Under £20	78.0	77.6	75.5	50.1	49.8	49.3
Under £22	85.8	85.6	84.1	59.9	59.7	59.2
Under £24	91.3	91.2	90.3	68.6	68.5	68.0
Under £26	94.6	94.6	93.9	75.4	75.3	75.0
Under £28	96.7	96.6	96.2	80.4	80.3	80.0
Under £30	98.0	98.0	97.7	84.6	84.5	84.3
Under £32.50	98.8	98.8	98.6	88.1	88.1	87.8
Under £35	99.3	99.2	99.1	90.8	90.7	90.5
Under £37.50	99.6	99.6	99.6	92.7	92.7	92.5
Under £40	99.7	99.7	99.7	94.5	94.4	94.3
Under £42.50	99.8	99.8	99.8	96.0	96.0	95.9
Under £45	99.9	99.9	99.9	97.1	97.1	97.0
Under £47.50	99.9	99.9	99.9	97.8	97.8	97.8
Under £50	100.0	100.0	100.0	98.3	98.3	98.3
Under £55	100.0	100.0	100.0	99.0	98.9	98.9
Under £60	100.0	100.0	100.0	99.3	99.3	99.3
Under £70	100.0	100.0	100.0	99.7	99.7	99.7
Under £80	100.0	100.0	100.0	99.9	99.8	99.8
Under £100	100.0	100.0	100.0	100.0	100.0	100.0
Mean (£)	16.4	16.6	17.1	22.0	22.1	22.2
Highest decile (£)	23.4	23.5	23.9	34.2	34.2	34.4
Upper quartile (£)	19.5	19.5	19.9	25.9	25.9	26.0
Median (£)	15.9	16.0	16.4	20.0	20.0	20.1
Lower quartile (£)	12.9	13.1	13.5	15.6	15.6	15.8
Lowest decile (£)	10.3	10.7	11.3	12.6	12.7	12.9
Standard error of mean (£)	0.05	0.05	0.05	0.06	0.06	0.06
Standard error of median (£)	0.05	0.05	0.06	0.06	0.06	0.06
Number of employees included	14,971	14,751	12,429	25,898	25,782	25,185
Number of employees excluded— : no pay for period : pay affected by absence		220	2,322		116	116 597

Table 11 Summary distributions of weekly earnings excluding overtime pay of full-time adult men and women whose pay was not affected by absence, April 1972: Percentages with earnings excluding overtime pay under specified amounts; means and quantiles

FULL-TIME MEN, aged 21 and over and FULL-TIME WOMEN, aged 18 and over APRIL 1972

Weekly earnings excluding overtime pay	Full-time men aged 21 and over			Full-time women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All
Under £5				0.1		0.1
Under £8	0.1	0.1	0.1	1.4	0.3	0.7
Under £10	0.2	0.1	0.2	5.3	2.0	3.1
Under £11	0.3	0.2	0.2	9.1	3.9	5.6
Under £12	0.3	0.3	0.3	14.8	7.0	9.6
Under £13	0.5	0.4	0.5	22.8	10.8	14.8
Under £14	0.7	0.5	0.6	30.9	15.5	20.6
Under £15	1.1	0.7	0.9	40.0	21.7	27.7
Under £16	1.7	1.1	1.5	50.5	27.2	34.9
Under £17	3.0	1.6	2.5	58.9	33.7	42.0
Under £18	5.6	2.2	4.4	66.7	39.5	48.5
Under £19	9.2	3.1	7.0	73.9	44.9	54.5
Under £20	13.7	4.4	10.3	79.7	50.1	59.9
Under £22	25.2	7.8	18.8	87.8	60.2	69.3
Under £24	36.4	12.2	27.5	93.2	68.9	77.0
Under £26	47.3	17.5	36.3	96.2	75.9	82.6
Under £28	57.4	23.1	44.8	97.7	80.8	86.4
Under £30	66.0	29.3	52.5	98.7	84.9	89.4
Under £32.50	75.3	37.1	61.2	99.3	88.3	91.9
Under £35	82.9	44.2	68.7	99.7	90.8	93.8
Under £37.50	88.4	51.0	74.7	99.8	92.7	95.1
Under £40	92.4	57.7	79.6	99.9	94.5	96.3
Under £42.50	95.1	63.6	83.5	99.9	96.0	97.3
Under £45	96.8	68.2	86.3	99.9	97.2	98.1
Under £47.50	97.9	72.3	88.5	100.0	97.8	98.5
Under £50	98.6	76.2	90.4	100.0	98.3	98.9
Under £55	99.3	81.8	92.9	100.0	99.0	99.3
Under £60	99.7	86.2	94.7	100.0	99.3	99.6
Under £70	99.9	91.9	97.0	100.0	99.7	99.8
Under £80	100.0	94.7	98.0	100.0	99.8	99.9
Under £100	100.0	97.6	99.1	100.0	100.0	100.0
Mean (£)	27.8	42.4	33.2	16.5	22.0	20.2
Highest decile (£)	38.4	66.1	49.5	22.7	34.0	30.5
Upper quartile (£)	32.5	49.2	37.7	19.2	25.7	23.5
Median (£)	26.5	37.2	29.3	16.0	20.0	18.3
Lower quartile (£)	22.0	28.6	23.5	13.3	15.6	14.6
Lowest decile (£)	19.2	23.1	19.9	11.2	12.8	12.1
Standard error of mean (£)	0.03	0.13	0.06	0.04	0.06	0.04
Standard error of median (£)	0.04	0.10	0.05	0.04	0.06	0.04
Number of employees included	58,170	33,798	91,968	12,429	25,185	37,614

Table 12 Summary distributions of gross hourly earnings by category of employee, April 1972: Numbers in the sample (including those whose pay was affected by absence) with earnings in specified ranges; means and quantiles

(This table corresponds to 1971 survey table 10)

APRIL 1972

Range of hourly earnings	Full-time men aged 21 and over		Full-time women aged 18 and over		Full-time youths and boys aged under 21	Full-time girls aged under 18	Part-time men aged 21 and over	Part-time women aged 18 and over
	Manual	Non-manual	Manual	Non-manual				
Under 15.0p	38	4	28	9	81	91	6	41
15.0p but under 20.0p	41	9	104	37	431	528	13	108
20.0p but under 25.0p	77	18	363	284	941	898	45	542
25.0p but under 27.5p	89	19	403	391	516	318	71	821
27.5p but under 30.0p	66	21	595	595	466	303	66	847
30.0p but under 32.5p	127	41	863	755	584	270	116	1,448
32.5p but under 35.0p	147	49	1,035	1,019	507	179	106	1,511
35.0p but under 37.5p	263	73	1,514	1,332	494	115	135	3,304
37.5p but under 40.0p	446	89	1,572	1,124	491	94	137	1,903
40.0p but under 42.5p	724	103	1,319	1,360	487	66	147	1,755
42.5p but under 45.0p	1,253	199	1,282	1,414	494	65	228	1,192
45.0p but under 47.5p	1,717	253	1,173	1,402	438	44	129	931
47.5p but under 50.0p	2,338	301	956	1,214	326	23	103	747
50.0p but under 52.5p	3,020	500	723	1,150	310	17	128	738
52.5p but under 55.0p	3,051	476	566	1,153	263	12	53	530
55.0p but under 57.5p	3,257	494	476	1,065	179	4	37	434
57.5p but under 60.0p	3,456	533	355	1,032	154	4	42	281
60.0p but under 62.5p	3,476	727	293	902	158	2	36	306
62.5p but under 65.0p	3,435	767	272	890	118	3	22	228
65.0p but under 67.5p	3,345	794	165	682	110	2	14	225
67.5p but under 70.0p	3,238	772	131	689	64	1	8	134
70.0p but under 72.5p	3,132	918	104	636	56		16	127
72.5p but under 75.0p	2,765	827	65	510	47	3	5	102
75.0p but under 77.5p	2,681	974	50	546	29		18	77
77.5p but under 80.0p	2,447	843	43	388	32		3	75
80.0p but under 85.0p	4,385	1,761	57	752	40		23	108
85.0p but under 90.0p	3,343	1,647	24	592	27	1	17	93
90.0p but under 95.0p	2,841	1,631	18	453	22		17	78
95.0p but under 100.0p	2,440	1,516	11	355	13		14	66
100.0p but under 112.5p	3,379	3,498	11	623	17		35	110
112.5p but under 125.0p	1,451	2,561	9	448	4		14	82
125.0p but under 150.0p	876	3,398	2	586			46	113
150.0p but under 200.0p	249	3,720	5	617	3		55	101
200.0p or more	40	2,207		150	2		79	42
Mean (p)	71.4	110.5	43.1	59.8	39.0	26.6	61.8	42.9
Highest decile (p)	99.1	181.2	58.6	98.5	59.2	38.5	109.8	61.2
Upper quartile (p)	83.4	134.1	49.3	71.4	47.5	31.3	55.3	47.5
Median (p)	68.6	98.3	41.6	53.6	37.2	25.0	44.1	38.8
Lower quartile (p)	56.9	74.9	35.4	41.4	27.5	20.8	36.4	34.1
Lowest decile (p)	49.0	60.0	29.9	33.6	21.5	17.9	29.9	28.7
Standard error of mean (p)	0.09	0.35	0.10	0.20	0.18	0.16	1.45	0.21
Standard error of median (p)	0.10	0.31	0.11	0.17	0.22	0.19	0.24	0.09
Number for whom hourly earnings calculated	63,633	31,743	14,587	25,155	7,904	3,043	1,984	19,200
Others paid for part or whole of the pay-period	840	2,393	164	627	98	20	177	702
Number receiving no pay for the pay-period	1,228	87	220	116	70	16	35	259
Number in the sample	65,701	34,223	14,971	25,898	8,072	3,079	2,196	20,161

Table 13 Summary distributions of hourly earnings, including and excluding the effect of overtime pay and overtime hours, of full-time adult men and women, April 1972: Percentages with earnings under specified amounts; means and quantiles

FULL-TIME MEN, aged 21 and over and FULL-TIME WOMEN, aged 18 and over, including those whose pay was affected by absence APRIL 1972

Hourly earnings	Including overtime pay and overtime hours				Excluding overtime pay and overtime hours			
	Full-time men aged 21 and over		Full-time women aged 18 and over		Full-time men aged 21 and over		Full-time women aged 18 and over	
	Manual	Non-manual	Manual	Non-manual	Manual	Non-manual	Manual	Non-manual
Under 15.0p	0.1		0.2		0.1		0.2	
Under 20.0p	0.1		0.9		0.1		0.9	
Under 25.0p	0.3	0.1	3.4	1.3	0.3	0.1	3.5	1.3
Under 27.5p	0.4	0.2	6.2	2.9	0.4	0.2	6.3	2.9
Under 30.0p	0.5	0.2	10.2	5.2	0.5	0.2	10.5	5.3
Under 32.5p	0.7	0.4	16.2	8.2	0.8	0.4	16.6	8.3
Under 35.0p	0.9	0.5	23.3	12.3	1.0	0.5	23.8	12.4
Under 37.5p	1.3	0.7	33.6	17.6	1.5	0.8	34.2	17.8
Under 40.0p	2.0	1.0	44.4	22.1	2.5	1.1	45.2	22.3
Under 42.5p	3.2	1.3	53.4	27.5	4.0	1.4	54.3	27.7
Under 45.0p	5.1	2.0	62.2	33.1	6.8	2.1	63.1	33.3
Under 47.5p	7.8	2.8	70.3	38.7	10.4	2.9	71.3	38.8
Under 50.0p	11.5	3.7	76.8	43.5	14.8	3.9	77.6	43.7
Under 52.5p	16.3	5.3	81.8	48.1	21.0	5.6	82.4	48.3
Under 55.0p	21.1	6.8	85.7	52.6	26.2	7.1	86.3	52.8
Under 57.5p	26.2	8.4	88.9	56.9	31.5	8.7	89.4	57.1
Under 60.0p	31.6	10.0	91.3	61.0	36.8	10.5	91.8	61.2
Under 62.5p	37.1	12.3	93.4	64.6	42.4	12.8	93.7	64.7
Under 65.0p	42.5	14.7	95.2	68.1	47.3	15.3	95.4	68.3
Under 67.5p	47.7	17.2	96.4	70.8	52.3	17.9	96.5	71.0
Under 70.0p	52.8	19.7	97.2	73.5	57.1	20.4	97.3	73.7
Under 72.5p	57.7	22.6	98.0	76.1	61.7	23.3	98.0	76.2
Under 75.0p	62.1	25.2	98.4	78.1	65.8	25.9	98.5	78.2
Under 77.5p	66.3	28.2	98.8	80.3	69.7	29.1	98.8	80.4
Under 80.0p	70.1	30.9	99.0	81.8	73.1	31.7	99.1	81.9
Under 85.0p	77.0	36.4	99.4	84.8	79.3	37.3	99.4	84.9
Under 90.0p	82.3	41.6	99.6	87.2	84.0	42.3	99.6	87.2
Under 95.0p	86.7	46.8	99.7	89.0	88.1	47.4	99.7	89.0
Under 100.0p	90.6	51.5	99.8	90.4	91.6	52.3	99.8	90.4
Under 112.5p	95.9	62.6	99.9	92.8	96.3	63.0	99.9	92.9
Under 125.0p	98.2	70.6	99.9	94.6	98.3	70.8	99.9	94.6
Under 150.0p	99.6	81.3	100.0	97.0	99.6	81.4	100.0	97.0
Under 200.0p	99.9	93.1	100.0	99.4	99.9	93.1	100.0	99.4
Mean (p)	71.4	110.5	43.1	59.8	69.3	110.6	42.8	59.7
Highest decile (p)	99.1	181.2	58.6	98.5	97.4	181.2	58.1	98.3
Upper quartile (p)	83.4	134.1	49.3	71.4	81.4	133.9	49.0	71.3
Median (p)	68.6	98.3	41.6	53.6	66.4	97.6	41.3	53.5
Lower quartile (p)	56.9	74.9	35.4	41.4	54.4	74.1	35.3	41.3
Lowest decile (p)	49.0	60.0	29.9	33.6	47.2	59.3	29.7	33.5
Standard error of mean (p)	0.09	0.35	0.10	0.20	0.09	0.36	0.10	0.20
Standard error of median (p)	0.10	0.31	0.11	0.17	0.10	0.29	0.11	0.17
Number for whom hourly earnings calculated	63,633	31,743	14,587	25,155	63,633	31,743	14,587	25,155

Table 14 Summary distributions of total hours, by category of employee, April 1972: Numbers in the sample (including those whose pay was affected by absence) with hours in specified ranges and average hours

(This table corresponds to 1971 survey table 86)

APRIL 1972

Range of hours	All males	Full-time men aged 21 and over		Part-time men aged 21 and over	Full-time youths and boys aged under 21	All females	Full-time women aged 18 and over		Part-time women aged 18 and over		Full-time girls aged under 18
		Manual	Non-manual				Manual	Non-manual	Manual	Non-manual	
Over 0 but not over 8	491	100	2	214	17	2,309	44	14	1,163	593	6
Over 8 but not over 16	786	207	13	469	26	4,094	90	39	2,648	1,232	17
Over 16 but not over 21	968	187	25	721	24	5,899	69	42	3,102	2,661	11
Over 21 but not over 24	611	314	12	235	44	2,622	151	27	1,566	859	15
Over 24 but not over 26	682	94	462	110	15	2,420	82	730	1,051	542	8
Over 26 but not over 28	1,148	113	935	73	26	2,688	99	1,226	738	609	11
Over 28 but not over 30	999	400	405	138	45	2,653	134	395	1,271	835	10
Over 30 but not over 32	1,186	919	98	9	160	1,400	830	389	87	40	54
Over 32 but not over 34	750	333	335	5	77	1,747	861	744	57	25	60
Over 34 but not over 35	3,606	590	2,750	1	265	4,289	851	3,107	23	12	296
Over 35 but not over 36	2,037	580	1,284	1	172	1,964	349	1,483	11	6	114
Over 36 but not over 37	6,392	1,123	4,920	1	349	4,493	399	3,784	6	12	292
Over 37 but not over 38	11,497	2,251	8,564	1	682	7,746	949	6,254	3	4	536
Over 38 but not over 39	2,104	984	923	1	196	1,426	483	793	4	1	145
Over 39 but not over 40	25,391	18,014	4,690	1	2,686	11,506	6,387	4,096	7	4	1,012
Over 40 but not over 41	2,369	1,253	789	2	325	1,138	289	681	5	2	161
Over 41 but not over 42	4,254	2,683	1,160	1	411	1,187	512	548	8	1	118
Over 42 but not over 43	2,922	2,049	584	1	288	535	301	189	1	1	44
Over 43 but not over 44	4,706	3,471	803	1	432	725	493	184	1	1	47
Over 44 but not over 45	3,654	2,871	474	1	309	403	242	136	3	1	21
Over 45 but not over 46	2,798	2,234	345	1	218	258	171	69	2	1	15
Over 46 but not over 47	2,328	1,908	250	1	170	196	134	45	1	1	16
Over 47 but not over 48	4,000	3,405	348	1	246	318	248	54	1	1	16
Over 48 but not over 49	2,203	1,927	153	1	123	104	77	24	1	1	3
Over 49 but not over 50	2,597	2,198	262	1	137	113	81	29	1	1	1
Over 50 but not over 52	3,267	2,909	221	1	137	114	81	25	1	1	8
Over 52 but not over 54	2,615	2,366	153	1	96	73	60	9	1	1	4
Over 54 but not over 56	2,549	2,069	399	1	81	46	34	10	1	1	1
Over 56 but not over 58	1,643	1,482	114	1	47	30	23	6	1	1	1
Over 58 but not over 60	1,504	1,382	84	1	38	25	18	7	1	1	1
Over 60 but not over 70	2,564	2,386	128	1	49	48	36	12	1	1	1
Over 70 but not over 80	653	609	34	1	10	10	8	2	1	1	1
Over 80	249	222	24	1	3	3	1	2	1	1	1
Number included in above analysis	105,523	63,633	31,743	1,984	7,904	62,582	14,587	25,155	11,760	7,440	3,043
Average total hours per week	42.2	44.9	38.6	18.5	41.1	31.7	38.6	36.6	19.6	20.3	38.2
Number excluded from above analysis—											
: hours nil	1,426	1,228	87	35	70	626	220	116	148	111	16
: hours not reported	3,519	840	2,393	177	98	1,524	164	627	369	333	20
Total number in the sample	110,468	65,701	34,223	2,196	8,072	64,732	14,971	25,898	12,277	7,884	3,079

Notes: 1. For an employee whose pay was not affected by absence, total hours means the number of basic hours the employee was expected to work in a normal week (normal basic hours) plus the number of hours per week in the pay-period for which the employee received overtime pay.
2. For an employee whose pay was affected by absence, total hours means the total number of basic and overtime hours in the pay-period for which the employee was reported to have been paid, whether or not actually worked and including any paid at reduced rates: if the pay-period was more than one week, the number was converted to a weekly basis.

Table 15 Summary distributions of total hours by category of employee, April 1972: Numbers in the sample whose pay was not affected by absence with hours in specified ranges and average hours

(This table corresponds to 1971 survey table 87)

APRIL 1972

Range of hours	All males	Full-time men aged 21 and over		Part-time men aged 21 and over	Full-time youths and boys aged under 21	All females	Full-time women aged 18 and over		Part-time women aged 18 and over		Full-time girls aged under 18
		Manual	Non-manual				Manual	Non-manual	Manual	Non-manual	
Over 0 but not over 8	350			195		2,018			1,005	527	
Over 8 but not over 16	524			454		3,574			2,358	1,149	
Over 16 but not over 21	718			707		5,462			2,862	2,586	
Over 21 but not over 24	235			230		2,297			1,462	831	
Over 24 but not over 26	560		449	110		2,229		697	995	530	
Over 26 but not over 28	994		921	72	1	2,486		1,186	698	596	1
Over 28 but not over 30	539		391	137		2,423		359	1,230	826	
Over 30 but not over 32	211	116	79	8	8	830	350	351	84	38	7
Over 32 but not over 34	402	66	308	5	23	1,527	716	690	57	25	39
Over 34 but not over 35	3,388	418	2,726	1	243	4,139	754	3,066	22	11	286
Over 35 but not over 36	1,674	298	1,258	1	117	1,767	223	1,434	10	6	93
Over 36 but not over 37	6,051	848	4,894	1	309	4,287	265	3,735	6	11	270
Over 37 but not over 38	11,110	1,971	8,525	1	614	7,551	833	6,186	3	4	525
Over 38 but not over 39	1,642	596	905	1	140	1,218	317	774	3	1	123
Over 39 but not over 40	24,184	16,990	4,666	1	2,527	11,131	6,078	4,066	7	4	976
Over 40 but not over 41	2,210	1,119	781	2	308	1,100	265	672	5	2	156
Over 41 but not over 42	4,100	2,554	1,155	391	1,169	497	545	8	1	1	118
Over 42 but not over 43	2,773	1,917	584	1	271	521	288	188	1	1	44
Over 43 but not over 44	4,503	3,289	795	1	419	710	483	181	1	1	45
Over 44 but not over 45	3,524	2,756	471	1	297	398	238	135	3	1	21
Over 45 but not over 46	2,693	2,141	340	1	211	253	166	69	2	1	15
Over 46 but not over 47	2,230	1,819	249	1	162	194	132	45	1	1	16
Over 47 but not over 48	3,877	3,295	345	1	236	315	246	53	1	1	16
Over 48 but not over 49	2,136	1,862	153	1	121	103	76	24	1	1	3
Over 49 but not over 50	2,537	2,142	261	1	134	113	81	29	1	1	1
Over 50 but not over 52	3,174	2,819	220	1	135	112	79	25	1	1	8
Over 52 but not over 54	2,540	2,296	150	1	94	73	60	9	1	1	4
Over 54 but not over 56	2,497	2,021	397	1	79	45	33	10	1	1	1
Over 56 but not over 58	1,614	1,453	114	1	47	29	22	6	1	1	1
Over 58 but not over 60	1,488	1,367	83	1	38	25	18	7	1	1	1
Over 60 but not over 70	2,528	2,353	127	1	47	48	36	12	1	1	1
Over 70 but not over 80	649	605	34	1	10	8	2	2	1	1	1
Over 80	246	219	24	1	3	3	1	2	1	1	1
Number included in above analysis	97,901	57,330	31,405	1,928	6,985	58,160	12,265	24,558	10,825	7,150	2,769
Average total hours per week	42.7	46.0	38.7	18.6	42.0	32.1	39.9	36.8	19.8	20.4	38.8
Number whose hours were not reported	3,519	840	2,393	177	98	1,524	164	627	369	333	20
Total number whose pay was not affected by absence	101,420	58,170	33,798	2,105	7,083	59,684	12,429	25,185	11,194	7,483	2,789

Note: See note 1 to table 14.

Table 16 Average gross weekly earnings, hourly earnings and weekly hours of full-time adult men reported to be affected by particular major collective wage agreements and wages board and council orders, April 1972.

(This table corresponds to 1971 survey table 11)

FULL-TIME MEN aged 21 and over: manual and/or non-manual

APRIL 1972

Agreement or order (note 1)		Number in the sample (note 2)	Average gross weekly earnings		Average gross hourly earnings		Average weekly hours of those for whom hourly earnings calculated	Standard error of the average			
			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		weekly earnings (note 3)	hourly earnings (note 4)	new pence	per cent of average
NATIONAL AGREEMENTS IN THE PRIVATE SECTOR											
Building											
Building industry JIC (England and Wales)	manual	3,001	29.7	30.3	62.8	61.3	47.3	0.2	0.6	0.3	0.5
Building industry JIC (Scotland)	manual	505	29.7	30.3	63.6	61.4	46.6	0.4	1.4	0.8	1.3
Civil Engineering Construction Conciliation Board (GB)	manual	1,226	36.1	37.0	68.6	65.3	52.5	0.4	1.0	0.6	0.8
Electrical contracting industry (England and Wales)	manual	352	35.5	36.6	74.9	70.5	47.3	0.6	1.8	0.8	1.0
Engineering, shipbuilding, etc											
Engineering—manual workers (UK)	manual	10,365	33.5	34.8	77.2	75.6	43.4	0.1	0.3	0.2	0.3
Engineering—clerical workers (UK)	non-manual	1,024	33.7	33.9	84.6	84.1	39.8	0.4	1.2	1.1	1.3
Engineering—draughtsmen and allied technicians (UK)	non-manual	1,296	40.1	40.3	104.2	103.7	38.5	0.3	0.8	0.9	0.8
Heating, ventilating and domestic engineering (GB)	manual	309	35.5	36.3	72.3	69.7	49.1	0.7	1.9	0.9	1.3
Shipbuilding and ship-repairing (UK)	manual	624	34.8	36.2	78.0	73.6	44.7	0.5	1.3	0.7	0.9
Food and drink											
Baking industry JIC—Multiple Bakers (England and Wales)	manual	285	30.8	31.6	61.9	57.3	49.9	0.5	1.6	0.8	1.2
Food manufacturing industry JIC (GB)	manual	416	31.0	32.0	65.1	62.0	47.6	0.4	1.4	0.8	1.2
Printing											
Printing and bookbinding (England and Wales, except London)	manual	770	37.2	38.0	83.6	80.0	44.4	0.5	1.3	0.9	1.1
General printing (London)	manual	215	40.6	40.7	88.6	83.1	45.8	0.9	2.1	1.5	1.7
Textiles, clothing and footwear											
Cotton and man-made fibres spinning and weaving	manual	264	26.0	27.0	61.1	59.6	42.6	0.5	1.7	1.0	1.6
Textile bleaching, dyeing, printing and finishing (Lancashire, Yorkshire, Cheshire and Derbyshire)	manual	165	28.3	29.4	60.8	59.3	46.6	0.6	2.0	1.1	1.8
Woolen and worsted spinning and weaving (Yorkshire)	manual	273	28.3	28.9	61.7	60.8	45.9	0.5	1.7	1.0	1.6
Footwear manufacture (UK)	manual	244	30.6	31.4	75.0	74.5	40.8	0.5	1.8	1.3	1.7
Other manufacturing											
Chemical and allied industries JIC (GB)	manual	805	34.7	35.4	77.6	75.6	44.6	0.3	0.1	0.6	0.8
Furniture trade JIC (GB)	manual	401	32.1	33.3	74.9	74.1	42.8	0.5	1.5	0.9	1.3
Paper, paperboard and building board industries (UK)	manual	477	35.1	36.0	74.9	72.1	47.0	0.5	1.3	0.8	1.1
Rubber manufacturing industry NJIC (GB)	manual	436	35.4	36.6	79.4	78.3	44.5	0.5	1.4	0.9	1.2
Retail and wholesale distribution											
Motor vehicle retail and repairing trade NJIC (UK)	manual	800	27.2	27.6	60.7	58.8	44.8	0.3	1.0	0.6	0.9
Retail co-operative societies (GB)	manual and non-manual	599	27.9	28.2	62.7	61.2	44.4	0.4	1.5	1.0	1.5
Retail meat trade JIC (England and Wales)	manual and non-manual	192	25.0	25.1	57.3	56.7	43.7	0.5	1.9	1.1	1.9
Other agreements in the private sector											
Dock workers NJC (GB)	manual	395	45.1	46.6	113.1	109.2	39.9	0.7	1.6	1.4	1.3
Road passenger transport—company-owned undertakings (GB)	manual	608	30.9	31.7	65.0	60.9	47.6	0.3	1.0	0.5	0.7
NATIONAL AGREEMENTS IN THE PUBLIC SECTOR											
Gas, electricity and water											
Gas supply industry NJIC—General workers (GB)	manual	344	34.7	35.5	73.2	70.9	47.5	0.6	1.7	0.8	1.1
Electricity supply industry NJIC—General workers (GB)	manual	857	34.3	35.0	81.2	81.0	42.2	0.3	0.8	0.6	0.7
Water supply industry (England and Wales)	manual and non-manual	245	31.9	32.5	71.9	69.8	44.3	0.7	2.1	1.5	2.0
Local authorities (England and Wales)											
Administrative, professional and technical grades	non-manual	1,662	44.0	44.2	114.8	115.0	38.4	0.4	1.0	1.2	1.0
General and clerical division	non-manual	288	27.1	27.3	70.0	69.5	38.8	0.4	1.6	1.1	1.5
Building and civil engineering workers	manual	691	28.0	28.6	64.3	63.1	43.5	0.3	1.2	0.6	0.9
Engineering craftsmen	manual	129	32.9	33.4	73.9	71.9	44.5	0.6	1.8	1.2	1.6
Manual workers	manual	2,662	26.2	26.6	59.3	57.3	44.1	0.1	0.5	0.2	0.4
Local authorities (Scotland)											
Manual workers	manual	383	25.7	26.0	57.7	55.0	44.6	0.4	1.6	0.6	1.1
National Government											
Civil Service—clerical grades	non-manual	719	29.7	30.0	75.3	73.4	39.5	0.4	1.3	0.7	1.0
Civil Service—executive grades	non-manual	831	52.3	52.5	139.7	139.9	37.4	0.7	1.4	2.0	1.5
Civil Service—technical and scientific grades	non-manual	948	51.9	52.0	135.1	136.3	38.3	0.7	1.3	1.8	1.4
Government industrial establishments	manual	1,419	28.8	29.2	64.7	62.7	44.5	0.3	0.9	0.4	0.7
National Health Service											
Nurses and midwives Whitley Council	non-manual	310	28.2	28.5	68.2	68.3	41.3	0.5	1.8	1.1	1.6
Ancillary staff	manual and non-manual	739	27.4	27.8	61.3	58.8	44.8	0.3	1.1	0.5	0.8

Table 16 (continued) Average gross weekly earnings, hourly earnings and weekly hours of full-time adult men reported to be affected by particular major collective wage agreements and wages board and council orders, April 1972.

(This table corresponds to 1971 survey table 11)

FULL-TIME MEN aged 21 and over: manual and/or non-manual

APRIL 1972

Agreement or order (note 1)		Number in the sample (note 2)	Average gross weekly earnings		Average gross hourly earnings		Average weekly hours of those for whom hourly earnings calculated	Standard error of the average			
			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		weekly earnings (note 3)	hourly earnings (note 4)	new pence	per cent of average
WAGES BOARD AND COUNCIL ORDERS											
Post Office											
Post Office engineering grades	manual	888	39.6	39.8	87.6	82.6	45.2	0.4	0.9	0.6	0.7
Post Office manipulative grades	manual	1,108	33.3	33.3	71.2	66.9	46.8	0.3	1.0	0.4	0.6
Post Office manipulative grades	non-manual	375	38.8	38.8	89.0	86.7	43.6	0.6	1.6	1.2	1.4
Railways											
Railway conciliation and miscellaneous staff*	manual	902	30.3	31.0	63.1	58.8	48.1	0.3	1.0	0.5	0.7
Railway footplate staff*	manual	233	33.2	33.9	77.6	75.8	42.8	0.5	1.4	0.8	1.0
Railway workshops*	manual	472	31.6	32.6	73.0	71.2	43.2	0.4	1.2	0.6	0.8
Road passenger transport											
Municipal undertakings	manual	441	32.3	33.8	67.8	64.4	47.5	0.4	1.4	0.6	0.9
London Transport—drivers and conductors	manual	202	35.0	37.1	74.2	71.0	47.2	0.6	1.8	0.8	1.1
Teaching (England and Wales)											
Teachers in primary and secondary schools	non-manual	1,497	41.6	41.8	150.2	150.2	27.4	0.4	0.9	1.2	0.8
Teachers in establishments for further education	non-manual	468	54.3	54.3	186.6	186.5	28.9	0.7	1.2	2.5	1.3
Other agreements in the public sector											
Coalmining	manual	2,748	33.0	34.6	84.2	82.5	38.8	0.2	0.5	0.3	0.4
Fire Services	non-manual	287	40.1	40.2	70.0	69.6	57.1	0.6	1.4	0.9	1.2
Iron and steel—British Steel Corporation	manual	1,193	34.4	35.7	81.2	80.2	42.4	0.3	0.8	0.6	0.8
Police Service	non-manual	998	43.0	43.2	101.3	99.9	42.3	0.5	1.1	1.1	1.1
Agriculture											
Agriculture (England and Wales)	manual	935	24.0	24.1	49.5	47.5	48.4	0.2	0.9	0.4	0.7
Agricultural (Scotland)	manual	209	24.1	24.2	50.6	48.2	48.2	0.5	2.0	0.7	1.4
Manufacturing											
Stamped or pressed metal wares (GB)	manual	256	33.2	33.9	75.6	73.3	44.0	0.7	2.1	1.4	1.8
Retail and wholesale distribution											
Milk distributive (England and Wales)	manual and non-manual	521	32.8	33.2	66.1	63.8	49.4	0.3	1.1	0.6	1.0
Retail bread and flour confectionery (England and Wales)	manual and non-manual	231	29.5	30.1	62.8	60.4	47.0	0.5	1.7	0.9	1.5
Retail food trades (England and Wales)	manual and non-manual	798	28.4	28.6	65.8	65.0	43.1	0.5	1.7	1.3	1.9
Retail furnishing and allied trades (GB)	manual and non-manual	586	29.4	29.6	69.9	69.6	42.0	0.5	1.8	1.3	1.9
Other wages board and council orders											
Road haulage (GB)	manual	1,464	34.3	34.7	64.9	60.0	52.9	0.2	0.7	0.4	0.6
All wages board and council orders											
	manual	6,324	28.8	29.1	60.4	57.7	47.7	0.1	0.4	0.2	0.4
	non-manual	1,789	31.1	31.2	75.1	75.0	41.4	0.4	1.2	1.0	1.4

Notes: 1. Results are generally given only for those agreements or orders represented by at least 100 persons in the sample, and for which the estimates of average weekly earnings had a percentage standard error of not more than 2.0 per cent. Corresponding results for some other agreements and orders listed in the survey are available on request. Where an agreement affects employees of only one employer, results can be given only where the consent of the employer has been obtained.

2. These numbers are the totals in the sample, including those whose pay was affected by absence and those for whom hourly earnings were not calculated; excluding those who received no pay in the period.

3. The standard errors given in the table relate to average gross weekly earnings including those whose pay was affected by absence. The standard errors of average gross weekly earnings excluding those whose pay was affected by absence are generally similar.

4. The standard errors given in the table relate to average hourly earnings including overtime pay and hours. The standard errors of average gross hourly earnings excluding overtime pay and hours are generally similar.

* See footnote * to table 18.

Table 17 Average gross weekly earnings, hourly earnings and weekly hours of full-time adult women reported to be affected by particular major collective wage agreements and wages board and council orders, April 1972

(This table corresponds to 1971 survey table 12)

FULL-TIME WOMEN, aged 18 and over; manual and/or non-manual												APRIL 1972									
Agreement or order (note 1)		Number in the sample (note 2)	AVERAGE GROSS WEEKLY EARNINGS		AVERAGE GROSS HOURLY EARNINGS		Average weekly hours of those for whom hourly earnings calculated	Standard error of the average													
			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		weekly earnings (note 3)		hourly earnings (note 4)											
								£	£	new pence	new pence	£	per cent. of average	new pence	per cent. of average						
NATIONAL AGREEMENTS IN THE PRIVATE SECTOR																					
Engineering, shipbuilding, etc																					
Engineering—manual workers (UK)	manual	1,802	18.2	19.2	47.7	47.6	38.2	0.1	0.6	0.2	0.5										
Engineering—clerical workers (UK)	non-manual	971	18.4	18.4	49.0	48.8	37.5	0.1	0.8	0.4	0.7										
Food and drink																					
Food manufacturing industry JIC (GB)	manual	253	16.2	17.0	41.2	40.8	39.3	0.3	1.8	0.6	1.4										
Printing																					
Printing and bookbinding (England and Wales, except London)	manual	230	18.1	18.6	45.2	44.6	40.0	0.3	1.6	0.6	1.4										
Textiles, clothing and footwear																					
Cotton and man-made fibres spinning and weaving	manual	225	17.1	17.6	44.4	44.2	38.4	0.3	1.6	0.6	1.4										
Hosiery and knitwear trades NJIC (Midlands)	manual	398	17.1	18.0	45.6	45.5	37.5	0.3	1.8	0.7	1.5										
Footwear manufacture (UK)	manual	297	18.6	19.3	50.3	50.2	37.1	0.3	1.7	0.8	1.6										
Other manufacturing																					
Tobacco industry NJNC (UK)	manual	108	21.4	22.1	55.4	54.5	38.6	0.4	2.1	1.1	1.9										
Retail and wholesale distribution																					
Retail co-operative societies (GB)	manual and non-manual	456	15.3	15.4	38.9	38.7	39.3	0.2	1.1	0.4	1.0										
Retail multiple grocery and provisions (England and Wales)	manual and non-manual	458	14.4	14.5	36.6	36.4	39.2	0.2	1.4	0.4	1.2										
Other agreements in the private sector																					
Banking JNC	non-manual	717	21.6	21.6	60.0	59.4	35.9	0.3	1.3	0.7	1.2										
NATIONAL AGREEMENTS IN THE PUBLIC SECTOR																					
Local authorities (England and Wales)																					
Administrative, professional and technical grades	non-manual	626	28.9	28.9	75.9	75.9	38.1	0.4	1.5	1.2	1.6										
General and clerical division	non-manual	829	21.6	21.6	57.1	57.2	37.7	0.2	0.8	0.4	0.8										
Manual workers	manual	987	16.2	16.5	43.6	43.2	37.0	0.2	1.0	0.3	0.7										
Local authorities (Scotland)																					
Manual workers	manual	156	14.8	15.0	40.1	39.9	37.0	0.3	1.9	0.5	1.3										
National Government																					
Civil Service—clerical grades	non-manual	1,223	23.3	23.4	62.7	62.7	37.2	0.1	0.6	0.4	0.6										
Government industrial establishments	manual	209	18.7	18.8	45.7	45.2	41.2	0.3	1.5	0.6	1.2										
National Health Service																					
Administrative and clerical staff Whitley Council	non-manual	520	22.6	22.8	59.7	59.5	37.9	0.3	1.5	0.9	1.5										
Nurses and midwives Whitley Council	non-manual	2,358	22.9	23.1	58.3	58.3	39.1	0.2	0.7	0.4	0.7										
Ancillary staff	non-manual	923	18.1	18.3	45.5	45.2	39.8	0.1	0.8	0.3	0.7										
Post Office																					
Post Office clerical and executive grades	non-manual	297	25.1	25.1	67.5	67.5	37.2	0.5	1.9	1.3	1.9										
Post Office manipulative grades	non-manual	328	23.6	23.6	62.1	61.6	38.0	0.4	1.6	0.9	1.5										
Teaching (England and Wales)																					
Teachers in primary and secondary schools	non-manual	2,243	33.4	33.6	124.2	124.2	26.9	0.2	0.7	0.9	0.7										
Teaching (Scotland)																					
Teachers in primary and secondary schools	non-manual	278	34.0	34.2	117.2	117.1	29.0	0.6	1.8	2.1	1.8										
WAGES BOARD AND COUNCIL ORDERS																					
Catering																					
Industrial and staff canteen undertakings (GB)	manual	486	14.6	14.9	38.3	38.0	38.0	0.2	1.5	0.5	1.3										
Manufacturing—textiles/clothing																					
Dressmaking and women's light clothing (England and Wales)	manual	419	14.9	15.6	40.4	40.3	36.8	0.2	1.5	0.5	1.3										
Made-up textiles (GB)	manual	275	16.4	17.1	43.0	42.8	38.1	0.3	2.0	0.8	1.8										
Ready-made and wholesale bespoke tailoring (GB)	manual	334	15.4	16.1	41.4	41.3	37.2	0.2	1.5	0.5	1.3										
Retail and wholesale distribution																					
Retail drapery, outfitting and footwear trades (GB)	manual and non-manual	1,378	16.0	16.2	41.8	41.7	38.4	0.2	1.1	0.4	1.1										
Retail food trades (England and Wales)	manual and non-manual	808	14.6	14.7	37.2	37.1	39.2	0.2	1.1	0.4	1.1										
Retail furnishing and allied trades (GB)	manual and non-manual	488	14.8	14.8	38.1	38.0	38.9	0.2	1.4	0.5	1.4										
Other wages board and council orders																					
Laundry (GB)	manual	174	13.6	14.0	34.7	34.4	39.3	0.3	1.9	0.5	1.5										
All wages board and council orders	manual	3,950	14.8	15.2	38.5	38.2	38.5	0.1	0.5	0.2	0.5										
All wages board and council orders	non-manual	3,174	15.3	15.4	39.5	39.3	38.8	0.1	0.7	0.3	0.1										

Notes: 1-4. See notes 1-4 to table 16.

Table 18 Increases in average gross weekly and hourly earnings of full-time adult men reported to be affected by particular major collective wage agreements and wages board and council orders in both April 1971 and April 1972

(This table corresponds to 1971 survey table 13)

FULL-TIME MEN, aged 21 and over; manual and/or non-manual												MATCHED 1971 AND 1972 SAMPLE									
Agreement or order (note 1)		Number in the sample (note 2)	INCREASE IN AVERAGE EARNINGS BETWEEN APRIL 1971 AND APRIL 1972 (note 2)				Standard error of the increase (note 3)		Number in the matched sample												
			Weekly earnings		Hourly earnings		Weekly earnings	Hourly earnings	whose pay was not affected by absence in either period (note 4)		for whom hourly earnings calculated in both periods (note 5)										
			including overtime pay	excluding overtime pay	including overtime pay and overtime hours	excluding overtime pay and overtime hours			number	per cent.	number	per cent.									
NATIONAL AGREEMENTS IN THE PRIVATE SECTOR																					
Building																					
Building industry JIC (England and Wales)	manual		3.6	2.9	7.1	6.7	0.2	0.4	1,209	44	1,420	48									
Building industry JIC (Scotland)	manual		3.6	1.9	7.2	6.4	0.6	1.1	196	43	252	50									
Civil Engineering Construction Conciliation Board (GB)	manual		4.4	2.5	7.6	6.0	0.6	0.9	406	36	483	40									
Electrical contracting industry (England and Wales)	manual		(3.7)	3.3	(9.8)	(9.0)	0.9	0.9	143	44	158	45									
Engineering, shipbuilding, etc																					
Engineering—manual workers (UK)	manual		3.2	3.0	7.4	7.3	0.1	0.1	4,890	57	6,767	65									
Engineering—clerical workers (UK)	non-manual		3.2	3.0	8.2	7.8	0.2	0.4	516	52	534	52									
Engineering—draughtsmen and allied technicians (UK)	non-manual		3.9	3.9	10.5	10.3	0.2	0.3	749	59	779	60									
Heating, ventilating and domestic engineering (GB)	manual		(3.3)	2.4	6.2	4.6	1.1	1.3	121	42	130	43									
Shipbuilding and ship-repairing (UK)	manual		(2.1)	2.6	6.0	6.3	0.7	0.6	223	50	390	63									
Food and drink																					
Baking industry JIC—Multiple Bakers (England and Wales)	manual		3.4	2.1	6.9	5.1	0.5	0.7	115	43	123	46									
Food manufacturing industry JIC (GB)	manual		3.3	2.2	5.6	5.2	0.6	0.8	125	33	146	36									
Printing																					
Printing and bookbinding (England and Wales, except London)	manual		5.3	3.3	9.7	8.0	0.5	0.5	381	55	471	61									
General printing (London)	manual		(6.2)	3.1	9.5	7.0	1.1	1.3	105	53	123	57									
Textiles, clothing and footwear																					
Cotton and man-made fibres spinning and weaving	manual		2.4	1.9	6.2	6.0	0.5	0.7	114	49	146	56									

Table 18 (continued) Increases in average gross weekly and hourly earnings of full-time adult men reported to be affected by particular major collective wage agreements and wages board and council orders in both April 1971 and April 1972

(This table corresponds to 1971 survey table 13)

FULL-TIME MEN, aged 21 and over; manual and/or non-manual		MATCHED 1971 AND 1972 SAMPLE											
Agreement or order (note 1)		INCREASE IN AVERAGE EARNINGS BETWEEN APRIL 1971 AND APRIL 1972 (note 2)				Standard error of the increase (note 3)		Number in the matched sample					
		Weekly earnings		Hourly earnings		Weekly earnings	Hourly earnings	whose pay was not affected by absence in either period (note 4)		for whom hourly earnings calculated in both periods (note 5)			
		including overtime pay	excluding overtime pay	including overtime pay and overtime hours	excluding overtime pay and overtime hours			number	per cent.	number	per cent.		
		£	£	new pence	new pence	£	new pence	number	per cent.	number	per cent.		
National Government													
Civil Service—clerical grades	non-manual	5.1	5.2	13.6	13.6	0.1	0.3	445	64	463	66		
Civil Service—executive grades	non-manual	9.5	9.4	25.6	25.5	0.2	0.5	687	84	699	84		
Civil Service—technical and scientific grades	non-manual	6.1	5.7	16.0	16.8	0.2	0.6	729	77	734	78		
Government industrial establishments	manual	2.9	2.5	6.2	6.2	0.2	0.4	866	69	1,086	77		
National Health Service													
Nurses and midwives Whitley Council	non-manual	3.8	3.4	11.3	11.4	0.3	0.5	218	72	228	74		
Ancillary staff	non-manual	2.2	2.0	5.3	4.9	0.3	0.5	443	62	473	64		
Post Office													
Post office engineering grades	manual	8.5	6.0	16.2	14.7	0.3	0.5	734	84	748	84		
Post Office manipulative grades	manual	5.1	5.1	13.6	13.5	0.3	0.3	892	81	900	81		
Post Office manipulative grades	non-manual	4.9	6.3	16.3	16.9	0.6	0.7	277	74	279	75		
Railways													
Railway conciliation and miscellaneous staff*	non-manual	2.1	2.2	5.7	5.6	0.4	0.4	568	68	627	70		
Railway footplate staff*	non-manual	3.2	2.9	7.6	7.2	0.6	0.9	177	83	157	85		
Railway workshops*	non-manual	2.6	2.9	7.5	7.3	0.4	0.5	278	68	349	74		
Road passenger transport													
Municipal undertakings	non-manual	3.1	3.3	7.2	7.4	0.5	0.8	247	62	304	69		
London Transport—drivers and conductors	non-manual	4.6	3.5	4.9	4.1	0.8	1.0	124	73	163	81		
Teaching (England and Wales)													
Teachers in primary and secondary schools	non-manual	6.9	6.9	24.9	24.9	0.3	0.6	1,146	77	1,047	78		
Teachers in establishments for further education	non-manual	9.7	9.5	33.8	33.9	0.3	1.4	313	67	256	64		
Other agreements in the public sector													
Coalmining	non-manual	4.9	5.6	16.2	16.5	0.2	0.3	1,666	73	2,117	81		
Fire Services	non-manual	6.5	6.8	10.4	10.2	0.4	0.7	195	68	190	67		
Iron and steel—British Steel Corporation	non-manual	3.6	3.6	8.8	8.7	0.3	0.6	706	68	884	74		
Police Service	non-manual	8.8	8.2	21.5	21.5	0.4	0.9	802	81	801	81		
WAGES BOARD AND COUNCIL ORDERS													
Agriculture													
Agricultural (England and Wales)	non-manual	2.8	1.8	5.4	4.8	0.2	0.3	438	48	433	48		
Agricultural (Scotland)	non-manual	2.8	1.9	6.0	5.1	0.5	0.6	108	52	93	49		
Manufacturing													
Stamped or pressed metal wares (GB)	non-manual	3.7	3.5	9.0	9.2	0.8	0.9	91	42	124	48		
Retail and wholesale distribution													
Milk distributive (England and Wales)	non-manual	1.9	1.9	4.9	3.8	0.4	0.6	300	59	273	57		
Retail food trades (England and Wales)	non-manual	2.9	3.1	8.3	8.1	0.3	0.8	308	39	304	40		
Retail furnishing and allied trades (GB)	non-manual	3.3	3.1	7.9	7.9	0.4	1.0	269	47	271	47		
Other wages board and council orders													
Road haulage (GB)	non-manual	3.5	2.3	6.2	5.9	0.3	0.5	636	46	673	41		
All wages board and council orders	non-manual	2.9	2.2	6.1	5.7	0.1	0.2	2,717	45	2,813	46		
All wages board and council orders	non-manual	3.2	3.2	8.4	8.4	0.2	0.6	758	43	681	42		

- Notes: 1. Results are given only for those agreements and orders shown in table 16, and relate to those reported to be affected by the same agreement or order in each year.
2. The estimated increases in average weekly earnings relate to employees whose pay was not affected by absence in either period. The estimated increases in average hourly earnings relate to those for whom hourly earnings were calculated in both periods. An estimated increase is shown in brackets if it is based on relatively small numbers or its standard error is high.
3. The standard errors given in these columns relate to the estimated increases including overtime pay (and overtime hours). The standard errors of the corresponding estimates of hourly earnings excluding overtime pay and overtime hours are similar; those for increases in weekly earnings excluding overtime pay are given as percentages in table 19.
4. This column gives (a) the numbers in the matched sample to whom the estimated increases in weekly earnings relate, and (b) these numbers as percentages of the numbers in the complete 1972 sample reported to be affected by the particular agreements or orders, whose pay was not affected by absence.
5. This column gives (a) the numbers in the matched sample to whom the estimated increases in hourly earnings relate, and (b) these numbers as percentages of the numbers in the complete 1972 sample, reported to be affected by the particular agreements or orders, for whom hourly earnings were calculated.
- * The earnings of employees covered by these agreements are known to have been affected during the 1971 and 1972 survey periods by industrial action.

Table 19 Percentage increases in average gross weekly and hourly earnings of full-time adult men reported to be affected by particular major collective wage agreements and wages board and council orders in both April 1971 and April 1972

(This table corresponds to 1971 survey table 14)

FULL-TIME MEN, aged 21 and over; manual and/or non-manual		MATCHED 1971 AND 1972 SAMPLE								
Agreement or order (note 1)		PERCENTAGE INCREASE IN AVERAGE EARNINGS BETWEEN APRIL 1971 AND APRIL 1972 (note 2)				Standard error of the increase as a percentage of the 1971 average				
		Weekly earnings		Hourly earnings		Weekly earnings	Hourly earnings	Weekly earnings	Hourly earnings (note 3)	
		including overtime pay	excluding overtime pay	including overtime pay and overtime hours	excluding overtime pay and overtime hours					including overtime pay
		per cent.	per cent.	per cent.	per cent.	per cent.	per cent.	per cent.	per cent.	
NATIONAL AGREEMENTS IN THE PRIVATE SECTOR										
Building										
Building industry JIC (England and Wales)	manual	13.2	12.7	12.4	12.0	0.8	0.8	0.7		
Building industry JIC (Scotland)	manual	12.9	8.4	12.3	11.1	2.2	1.9	1.9		
Civil Engineering Construction Conciliation Board (GB)	manual	12.8	9.9	12.0	9.8	1.7	1.6	1.4		
Electrical contracting industry (England and Wales)	manual	(11.2)	13.2	(14.9)	(14.9)	2.8	1.7	1.3		
Engineering, shipbuilding, etc										
Engineering—manual workers (UK)	non-manual	10.0	11.0	10.4	10.4	0.3	0.2	0.2		
Engineering—clerical workers (UK)	non-manual	10.9	11.0	11.4	11.1	0.8	0.5	0.6		
Engineering—draughtsmen and allied technicians (UK)	non-manual	11.1	11.6	11.5	11.4	0.5	0.4	0.4		
Heating, ventilating and domestic engineering (GB)	non-manual	(9.4)	9.0	9.2	7.2	3.0	1.7	2.0		
Shipbuilding and ship-repairing (UK)	manual	(6.1)	9.9	8.3	9.3	2.1	1.0	0.9		
Food and drink										
Baking industry JIC—Multiple Bakers (England and Wales)	manual	11.5	9.8	12.3	9.9	1.6	1.7	1.3		
Food manufacturing industry JIC (GB)	manual	11.2	9.6	9.5	9.2	1.9	1.3	1.4		
Printing										
Printing and bookbinding (England and Wales, except London)	manual	16.0	11.4	13.2	11.2	1.4	0.6	0.7		
General printing (London)	manual	(16.8)	10.1	11.7	9.0	2.9	1.7	1.6		
Textiles, clothing and footwear										
Cotton and man-made fibres spinning and weaving	manual	9.6	8.9	11.1	11.0	1.8	1.6	1.3		
Textile bleaching, dyeing, printing and finishing (Lancashire, Yorkshire, Cheshire and Derbyshire)	manual	(12.8)	(10.4)	10.8	9.0	2.2	2.4	1.9		
Woolen and worsted spinning and weaving (Yorkshire)	manual	12.7	11.6	12.2	11.5	1.8	1.6	1.4		
Footwear manufacture (UK)	manual	12.5	13.6	14.0	13.8	1.8	1.5	1.3		
Other manufacturing										
Chemical and allied industries JIC (GB)	manual	14.4	14.3	13.5	13.3	1.2	0.7	0.8		
Furniture trade JIC (GB)	manual	13.4	12.5	12.5	11.5	1.3	1.0	1.0		
Paper, paperboard and building board industries (UK)	manual	19.0	17.8	20.1	17.8	1.8	1.4	1.1		
Rubber manufacturing industry NJIC (GB)	manual	12.8	8.0	9.6	6.5	1.6	1.4	1.1		
Retail and wholesale distribution										
Motor vehicle retail and repairing trade NJIC (UK)	manual	10.9	10.2	11.7	11.3	1.3	1.3	1.1		
Retail co-operative societies (GB)	non-manual	8.0	11.1	10.8	11.0	1.0	1.0	0.9		
Retail meat trade JIC (England and Wales)	non-manual	11.5	12.5	(16.7)	(17.1)	1.9	1.8	2.7		
Other agreements in the private sector										
Dock workers NJC (GB)	manual	10.0	12.2	12.9	12.5	2.0	1.5	1.7		
Road passenger transport—company-owned undertakings (GB)	manual	8.0	10.9	11.2	10.9	1.3	0.9	0.8		
NATIONAL AGREEMENTS IN THE PUBLIC SECTOR										
Gas, electricity and water										
Gas supply industry NJIC—General workers (GB)	manual	15.1	17.3	14.6	16.0	2.2	1.4	1.4		
Electricity supply industry NJIC—General workers (GB)	manual	18.1	19.2	17.4	17.9	0.9	0.7	0.8		
Water supply industry (England and Wales)	non-manual	12.9	14.5	13.5	14.7	2.2	1.2	1.7		
Local authorities (England and Wales)										
Administrative, professional and technical grades	non-manual	13.4	13.8	13.5	13.5	0.3	0.3	0.3		
General and clerical division	non-manual	15.7	15.3	14.9	15.0	1.0	0.9	1.3		
Building and civil engineering workers	non-manual	13.9	13.5	13.1	13.5	1.3	1.2	1.1		
Engineering craftsmen	non-manual	(11.0)	12.9	12.2	13.0	2.5	2.0	1.8		
Manual workers	non-manual	9.3	10.2	9.4	9.7	0.5	0.4	0.4		
Local authorities (Scotland)										
Manual workers	non-manual	7.1	9.0	9.6	9.2	1.7	1.0	1.1		
National Government										
Civil Service—clerical grades	non-manual	22.7	24.4	23.1	23.3	0.7	0.5	0.6		
Civil Service—executive grades	non-manual	21.5	21.8	21.9	21.7	0.5	0.5	0.5		
Civil Service—technical and scientific grades	non-manual	13.3	12.9	13.5	14.1	0.5	0.4	0.5		
Government industrial establishments	non-manual	10.9	10.9	10.5	10.9	0.9	0.6	0.6		
National Health Service										
Nurses and midwives Whitley Council	non-manual	14.5	13.4	18.7	18.9	1.0	0.9	0.9		
Ancillary staff	non-manual	8.5	9.4	9.6	9.1	1.2	0.8	0.8		
Post Office										
Post Office engineering grades	non-manual	26.7	22.2	22.3	21.2	1.1	0.4	0.6		
Post Office manipulative grades	non-manual	17.7	24.2	23.2	25.0	1.1	0.5	0.6		
Post Office manipulative grades	non-manual	14.4	24.7	22.3	24.4	1.8	0.9	0.9		
Railways										
Railway conciliation and miscellaneous staff*	non-manual	7.3	10.7	10.1	10.7	1.2	0.8	0.7		
Railway footplate staff*	non-manual	10.3	10.5	10.8	10.5	1.9	1.2	1.3		
Railway workshops*	non-manual	8.8	11.3	11.4	11.3	1.4	0.8	0.7		

Table 19 (continued) Percentage increases in average gross weekly and hourly earnings of full-time adult men reported to be affected by particular major collective wage agreements and wages board and council orders in both April 1971 and April 1972

(This table corresponds to 1971 survey table 14)

FULL-TIME MEN, aged 21 and over: manual and/or non-manual		MATCHED 1971 AND 1972 SAMPLE								
Agreement or order (note 1)		PERCENTAGE INCREASE IN AVERAGE EARNINGS BETWEEN APRIL 1971 AND APRIL 1972 (Note 2)				Standard error of the increase as a percentage of the 1971 average				
		Weekly earnings		Hourly earnings		Weekly earnings		Hourly earnings (note 3)		
		including overtime pay	excluding overtime pay	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including overtime pay	excluding overtime pay	per cent.		
		per cent.	per cent.	per cent.	per cent.	per cent.	per cent.	per cent.	per cent.	per cent.
ROAD PASSENGER TRANSPORT										
Municipal undertakings	manual	9.8	14.0	11.8	12.7	1.6	1.1	1.2		
London Transport—drivers and conductors	manual	13.9	11.7	7.0	6.1	2.3	2.0	1.4		
TEACHING (ENGLAND AND WALES)										
Teachers in primary and secondary schools	non-manual	18.9	19.0	19.0	19.1	0.8	0.8	0.4		
Teachers in establishments for further education	non-manual	21.1	21.0	21.7	21.8	0.6	0.6	0.9		
OTHER AGREEMENTS IN THE PUBLIC SECTOR										
Coalmining	manual	16.2	22.0	23.7	24.9	0.6	0.3	0.4		
Fire services	non-manual	19.4	20.8	17.8	17.5	1.1	0.9	1.3		
Iron and steel—British Steel Corporation	manual	11.0	12.3	11.9	11.8	1.0	0.8	0.8		
Police service	non-manual	24.6	25.1	25.9	26.3	1.0	1.0	1.0		
WAGES BOARD AND COUNCIL ORDERS										
Agriculture										
Agricultural (England and Wales)	manual	13.3	9.6	12.2	11.2	1.0	0.7	0.7		
Agricultural (Scotland)	manual	13.0	10.4	13.5	11.8	2.3	1.2	1.4		
Manufacturing										
Stamped or pressed metal wares (GB)	manual	10.9	12.5	11.8	12.5	2.4	1.3	1.2		
Retail and wholesale distribution										
Milk distributive (England and Wales)	manual and non-manual	5.9	7.3	7.9	6.4	1.1	1.0	0.9		
Retail food trades (England and Wales)	manual and non-manual	11.7	13.0	14.6	14.5	1.3	1.3	1.4		
Retail furnishing and allied trades (GB)	manual and non-manual	12.8	12.3	12.9	12.9	1.6	1.6	1.6		
Other wages board and council orders										
Road haulage (GB)	manual	10.7	10.2	10.2	10.7	0.9	1.0	0.8		
All wages board and council orders										
All wages board and council orders	manual	10.8	10.2	11.0	10.8	0.4	0.4	0.4		
All wages board and council orders	non-manual	11.8	12.3	12.9	12.9	0.9	0.9	1.0		

Notes: 1 and 2. See notes 1 and 2 to table 18.
 3. The standard errors given in this column relate to the estimated increases in average gross hourly earnings including overtime pay and hours. The standard errors of the increases in average hourly earnings excluding overtime pay and hours are generally similar.
 * See footnote * to table 18.

Table 20 Increases in average gross weekly and hourly earnings of full-time adult women reported to be affected by particular collective wage agreements and wages board and council orders in both April 1971 and April 1972

(This table corresponds to 1971 survey table 15)

FULL-TIME WOMEN, aged 18 and over; manual and/or non-manual MATCHED 1971 AND 1972 SAMPLE

Agreement or order (note 1)		INCREASE IN AVERAGE EARNINGS BETWEEN APRIL 1971 AND APRIL 1972 (note 2)				Standard error of the increase (note 3)		Number in the matched sample			
		Weekly earnings		Hourly earnings		Weekly earnings	Hourly earnings	whose pay was not affected by absence in either period (note 4)		for whom hourly earnings calculated in both periods (note 5)	
		including overtime pay	excluding overtime pay	including overtime pay and overtime hours	excluding overtime pay and overtime hours			number	per cent.	number	per cent.
		£	£	new pence	new pence	£	new pence	number	per cent.	number	per cent.
NATIONAL AGREEMENTS IN THE PRIVATE SECTOR											
Engineering, shipbuilding, etc											
Engineering—manual workers (UK)	manual	2.5	2.3	6.1	6.0	0.1	0.2	643	49	1,099	61
Engineering—clerical workers (UK)	non-manual	2.3	2.3	6.1	6.1	0.1	0.2	526	55	544	56
Food and drink											
Food manufacturing industry	manual	(2.4)	(2.3)	5.9	5.8	0.4	0.7	69	35	104	41
JIC (GB)											
Printing											
Printing and bookbinding (England and Wales, except London)	manual	2.9	2.6	6.4	6.3	0.3	0.4	87	46	128	56
Textiles, clothing and footwear											
Cotton and man-made fibres spinning and weaving	manual	2.1	2.0	4.3	4.2	0.3	0.5	75	39	125	56
Hosiery and knitwear trades NJIC (Midlands)	manual	2.1	2.0	5.1	5.0	0.4	0.7	118	38	173	44
Footwear manufacture (UK)	manual	2.6	2.5	7.8	7.8	0.3	0.8	101	48	172	58
Other manufacturing											
Tobacco industry NJNC (UK)	manual	(4.0)	(3.0)	(9.1)	(8.3)	0.6	1.2	56	65	76	70
Retail and wholesale distribution											
Retail co-operative societies (GB)	manual and non-manual	2.4	2.5	6.3	6.4	0.1	0.3	274	61	279	63
Retail multiple grocery and provisions (England and Wales)	manual and non-manual	1.5	1.4	4.4	4.2	0.2	0.4	118	27	126	28
NATIONAL AGREEMENTS IN THE PUBLIC SECTOR											
Local authorities (England and Wales)											
Administrative, professional and technical grades	non-manual	4.0	4.0	10.4	10.4	0.2	0.6	294	48	284	47
General and clerical division	non-manual	3.1	3.0	8.0	8.0	0.1	0.2	447	55	461	56
Manual workers	manual	2.1	2.1	5.9	5.9	0.1	0.2	516	57	600	61
Local authorities (Scotland)											
Manual workers	manual	1.5	1.8	4.4	4.6	0.3	0.6	91	61	99	64
National Government											
Civil Service—clerical grades	non-manual	4.6	4.8	13.0	13.1	0.1	0.2	888	74	917	75
Government industrial establishments	manual	2.4	2.1	5.2	5.4	0.3	0.6	121	63	140	67
National Health Service											
Administrative and clerical staff	non-manual	3.1	3.1	8.1	8.0	0.2	0.4	314	62	322	62
Whitley Council											
Nurses and Midwives Whitley Council	non-manual	3.3	3.2	10.2	10.2	0.1	0.2	1,372	61	1,442	62
Ancillary staff	non-manual	2.1	2.0	5.3	5.3	0.1	0.2	514	58	547	59
Post Office											
Post Office clerical and executive grades	non-manual	4.3	4.5	12.2	12.2	0.2	0.5	215	73	218	74
Post Office manipulative grades	non-manual	4.0	4.8	13.4	13.4	0.3	0.6	231	70	232	71
Teaching (England and Wales)											
Teachers in primary and secondary schools	non-manual	5.6	5.6	21.7	21.7	0.1	0.7	1,480	67	1,385	69
Teaching (Scotland)											
Teachers in primary and secondary schools	non-manual	2.6	2.6	8.4	8.4	0.3	1.3	193	70	191	70
WAGES BOARD AND COUNCIL ORDERS											
Catering											
Industrial and staff canteen undertakings (GB)	manual	(1.3)	(1.7)	(3.8)	(4.2)	0.3	0.9	156	35	173	36
Manufacturing—textiles/clothing											
Dressmaking and women's light clothing (England and Wales)	manual	1.1	1.3	3.3	3.4	0.3	0.5	130	37	178	42
Ready-made and wholesale bespoke tailoring (GB)	manual	1.9	1.8	5.4	5.4	0.2	0.5	114	44	175	52

Table 20 (continued) Increases in average weekly and hourly earnings of full-time adult women reported to be affected by particular collective wage agreements and wages board and council orders in both April 1971 and April 1972

(This table corresponds to 1971 survey table 15)

FULL-TIME WOMEN, aged 18 and over; manual and/or non-manual MATCHED 1971 AND 1972 SAMPLE

Agreement or order (note 1)		INCREASE IN AVERAGE EARNINGS BETWEEN APRIL 1971 AND APRIL 1972 (note 2)				Standard error of the increase (note 3)		Number in the matched sample			
		Weekly earnings		Hourly earnings		Weekly earnings	Hourly earnings	whose pay was not affected by absence in either period (note 4)		for whom hourly earnings calculated in both periods (note 5)	
		including overtime pay	excluding overtime pay	including overtime pay and overtime hours	excluding overtime pay and overtime hours						
		£	£	new pence	new pence	£	new pence	number	per cent.	number	per cent.
Retail and wholesale distribution											
Retail drapery, outfitting and footwear trades (GB)	manual and non-manual	2.1	2.2	5.8	5.8	0.1	0.3	617	46	640	47
Retail food trades (England and Wales)	manual and non-manual	1.8	1.8	5.0	5.0	0.1	0.2	307	40	325	41
Retail furnishing and allied trades (GB)	manual and non-manual	1.7	1.7	4.5	4.5	0.2	0.5	181	38	186	38
Other wages board and council orders											
Laundry (GB)	manual	1.6	1.7	4.1	4.2	0.2	0.4	78	50	97	56
All wages board and council orders	manual	1.6	1.6	4.3	4.3	0.1	0.2	1,290	38	1,667	43
All wages board and council orders	non-manual	2.0	2.0	5.2	5.2	0.1	0.2	1,311	43	1,348	43

Notes: 1. Results are given only for those agreements and orders shown in table 17, and relate to those reported to be affected by the same agreement or order in each year.
 2. The estimated increases in average weekly earnings relate to employees whose pay was not affected by absence in either period. The estimated increases in average hourly earnings relate to those for whom hourly earnings were calculated in both periods. An estimated increase is shown in brackets if it is based on relatively small numbers or its standard error is high.
 3. The standard errors given in these columns relate to the estimated increases including overtime pay (and overtime hours). The standard errors of the corresponding estimates of hourly earnings excluding overtime pay and overtime hours are similar; those for increases in weekly earnings excluding overtime pay are given as percentages in table 21.
 4. This column gives (a) the numbers in the matched sample to whom the estimated increases in weekly earnings relate, and (b) these numbers as percentages of the numbers in the complete 1972 sample reported to be affected by the particular agreements or orders, whose pay was not affected by absence.
 5. This column gives (a) the numbers in the matched sample to whom the estimated increases in hourly earnings relate, and (b) these numbers as percentages of the numbers in the complete 1972 sample, reported to be affected by the particular agreement or order, for whom hourly earnings were calculated.

Table 21 Percentage increases in average gross weekly and hourly earnings of full-time adult women reported to be affected by particular collective wage agreements and wages board and council orders in both April 1971 and April 1972

(This table corresponds to 1971 survey table 16)

FULL-TIME WOMEN, aged 18 and over; manual and/or non-manual MATCHED 1971 AND 1972 SAMPLE

Agreement or order (note 1)		PERCENTAGE INCREASE IN AVERAGE EARNINGS BETWEEN APRIL 1971 AND APRIL 1972 (note 2)				Standard error of the increase as a percentage of the 1971 average		
		Weekly earnings		Hourly earnings		Weekly earnings	Hourly earnings	Hourly earnings (note 3)
		including overtime pay	excluding overtime pay	including overtime pay and overtime hours	excluding overtime pay and overtime hours			
		per cent.	per cent.	per cent.	per cent.	per cent.	per cent.	per cent.
NATIONAL AGREEMENTS IN THE PRIVATE SECTOR								
Engineering, shipbuilding, etc								
Engineering—manual workers (UK)	manual	14.4	13.8	14.2	14.2	0.7	0.5	0.5
Engineering—clerical workers (UK)	non-manual	13.7	14.1	13.8	13.9	0.5	0.4	0.5
Food and drink								
Food manufacturing industry JIC (GB)	manual	(16.0)	(16.3)	16.4	16.4	2.6	2.3	1.9
Printing								
Printing and bookbinding (England and Wales, except London)	manual	18.0	16.4	15.9	15.8	1.8	1.4	1.1
Textiles, clothing and footwear								
Cotton and man-made fibres spinning and weaving	manual	12.5	11.9	10.3	10.0	1.6	1.2	1.1
Hosiery and knitwear trades NJIC (Midlands)	manual	12.2	12.3	11.9	11.6	2.1	1.9	1.7
Footwear manufacture (UK)	manual	14.9	14.7	17.2	17.2	2.0	2.0	1.7
Other manufacturing								
Tobacco industry NJNC (UK)	manual	(21.4)	(16.8)	(19.4)	(17.8)	3.4	2.4	2.6
Retail and wholesale distribution								
Retail co-operative societies (GB)	manual and non-manual	17.3	18.6	18.6	18.9	0.9	0.8	0.8
Retail multiple grocery and provisions (England and Wales)	manual and non-manual	10.8	10.5	13.0	12.3	1.8	1.2	1.3
NATIONAL AGREEMENTS IN THE PUBLIC SECTOR								
Local authorities (England and Wales)								
Administrative, professional and technical grades	non-manual	14.8	14.8	14.6	14.6	0.8	0.8	0.9
General and clerical division	non-manual	15.8	15.7	15.8	15.8	0.5	0.5	0.4
Manual workers	manual	14.7	14.8	15.6	15.8	0.9	0.8	0.6
Local authorities (Scotland)								
Manual workers	manual	10.4	13.3	12.0	12.7	2.0	1.6	1.7
National Government								
Civil Service—clerical grades	non-manual	23.4	25.0	24.8	25.0	0.4	0.3	0.3
Government industrial establishments	manual	14.6	13.2	12.6	13.2	2.0	1.5	1.5
National Health Service								
Administrative and clerical staff Whitley Council	non-manual	15.3	15.2	15.2	15.0	0.8	0.6	0.7
Nurses and Midwives Whitley Council	non-manual	15.5	15.1	19.6	19.6	0.4	0.4	0.5
Ancillary staff	manual and non-manual	12.7	13.1	13.5	13.6	0.7	0.7	0.6
Post Office								
Post Office clerical and executive grades	non-manual	19.7	20.9	21.0	21.1	0.8	0.7	0.8
Post Office manipulative grades	non-manual	19.3	25.6	25.9	26.4	1.4	1.0	1.3
Teaching (England and Wales)								
Teachers in primary and secondary schools	non-manual	18.6	18.6	19.8	19.8	0.3	0.3	0.6
Teaching (Scotland)								
Teachers in primary and secondary schools	non-manual	8.1	7.9	7.6	7.5	1.0	0.9	1.1
WAGES BOARD AND COUNCIL ORDERS								
Catering								
Industrial and staff canteen undertakings (GB)	manual	(8.8)	(12.4)	(10.6)	(12.0)	2.4	2.5	2.5
Manufacturing—textiles/clothing								
Dressmaking and women's light clothing (England and Wales)	manual	7.5	8.5	8.6	8.8	1.7	1.6	1.4
Ready-made wholesale bespoke tailoring (GB)	manual	12.7	12.8	14.3	14.5	1.4	1.3	1.2
Retail and wholesale distribution								
Retail drapery, outfitting and footwear trades (GB)	manual and non-manual	13.9	14.8	15.0	15.2	0.8	0.8	0.8
Retail food trades (England and Wales)	manual and non-manual	13.4	14.3	15.2	15.2	0.8	0.7	0.7
Retail furnishing and allied trades (GB)	manual and non-manual	12.5	12.9	13.2	13.4	1.3	1.2	1.6
Other wages board and council orders								
Laundry (GB)	manual	13.2	14.2	14.0	14.3	1.5	1.3	1.3
All wages board and council orders	manual	11.5	11.9	12.2	12.3	0.6	0.6	0.5
All wages board and council orders	non-manual	13.8	14.3	14.5	14.6	0.6	0.5	0.6

Notes: 1 and 2. See notes 1 and 2 to table 20.
 3. The standard errors given in this column relate to the estimated increases in average gross hourly earnings including overtime pay and hours. The standard errors of the increases in average hourly earnings excluding overtime pay and hours are generally similar.

Table 23 Distributions of gross weekly earnings of full-time adult women reported to be affected by particular major collective wage agreements and wages board and council orders, April 1972.

(This table corresponds to 1971 survey table 18)

FULL-TIME WOMEN, aged 18 and over, whose pay was not affected by absence: manual and/or non-manual APRIL 1972

Agreement or order (note 1)		Number in sample	Percentage with weekly earnings less than										
			£10	£12	£14	£16	£18	£20	£22	£25	£30	£35	£40
NATIONAL AGREEMENTS IN THE PRIVATE SECTOR													
Engineering, shipbuilding, etc	manual	1,308	0.5	2.1	9.8	25.8	44.6	63.0	76.7	89.1	97.9	99.4	99.8
Engineering—manual workers (UK)	non-manual	950	0.5	3.6	9.1	25.5	51.2	71.9	84.1	93.1	98.5	99.8	99.8
Food and drink													
Food manufacturing industry JIC (GB)	manual	199	3.0	9.1	16.6	40.7	65.8	82.4	90.0	96.5	99.0	100.0	100.0
Printing													
Printing and bookbinding (England and Wales, except London)	manual	190	0.5	3.7	11.1	34.2	49.5	65.8	76.8	90.5	99.5	100.0	100.0
Textiles, clothing and footwear													
Cotton and man-made fibres spinning and weaving	manual	193	0.5	3.6	12.4	42.5	60.6	74.1	85.5	95.3	99.5	100.0	100.0
Hosiery and knitwear trades NJIC (Midlands)	manual	311	3.9	11.6	24.8	41.5	54.3	68.2	78.5	89.4	97.4	99.4	99.7
Woollen and worsted spinning and weaving (Yorkshire)	manual	149	2.7	16.8	34.9	61.7	74.5	84.6	94.6	96.0	100.0	100.0	100.0
Footwear manufacture (UK)	manual	210	0.5	2.9	14.8	33.3	48.6	61.4	74.3	82.9	97.1	99.1	100.0
Other manufacturing													
Pottery industry NJC (GB)	manual	121	0.0	5.8	17.4	32.2	55.4	73.6	81.0	92.6	99.2	100.0	100.0
Retail and wholesale distribution													
Retail Co-operative Societies (GB)	manual and non-manual	449	4.0	14.9	24.1	65.9	80.9	90.7	95.6	98.0	100.0	100.0	100.0
Retail multiple grocery and provisions (England and Wales)	manual and non-manual	441	6.1	24.7	40.6	77.1	87.3	92.3	94.8	97.7	98.9	99.3	99.8
Other agreements in the private sector													
Banking JNC	non-manual	709	0.1	1.8	11.1	22.1	38.2	50.2	62.9	73.6	87.9	93.7	96.5
NATIONAL AGREEMENTS IN THE PUBLIC SECTOR													
Local authorities (England and Wales)													
Administrative, professional and technical grades	non-manual	617	0.2	0.3	1.9	4.1	8.6	16.2	23.8	42.8	63.7	81.2	88.2
General and clerical division	non-manual	812	0.4	1.9	6.2	10.8	21.3	39.4	55.9	78.6	94.8	99.5	100.0
Manual workers	manual	911	2.3	10.9	35.9	54.5	71.2	81.7	87.9	93.5	98.2	99.1	99.7
Local authorities (Scotland)													
Manual workers	manual	148	3.4	10.1	52.0	71.0	83.1	90.5	95.3	98.7	100.0	100.0	100.0
National Government													
Civil Service—clerical grades	non-manual	1,197	0.0	0.3	3.9	7.3	10.9	25.2	45.9	64.9	90.2	98.9	99.8
Civil Service—executive grades	non-manual	210	0.0	0.0	0.0	0.0	0.0	2.4	3.3	8.1	21.0	40.5	52.4
Government industrial establishments	manual	193	1.0	2.1	5.2	24.9	46.6	67.4	82.4	92.8	99.5	99.5	99.5
National Health Service													
Administrative and clerical staff	non-manual	504	1.2	3.0	7.3	15.9	26.2	35.9	47.8	71.4	90.7	94.6	97.0
Whitley Council	non-manual	2,257	0.8	2.4	8.4	16.8	31.5	43.6	53.8	66.0	79.3	90.4	97.3
Nurses and midwives	non-manual	884	0.8	4.0	10.9	32.8	51.5	74.3	83.1	93.3	98.1	99.3	99.9
Ancillary staff	non-manual	884	0.8	4.0	10.9	32.8	51.5	74.3	83.1	93.3	98.1	99.3	99.9
Post Office													
Post Office clerical and executive grades	non-manual	295	0.0	1.0	3.7	5.1	9.8	20.3	39.3	63.1	82.0	89.5	93.6
Post Office manipulative grades	non-manual	328	0.0	0.9	5.5	10.1	16.2	25.3	47.0	66.5	83.8	92.1	98.2
Teaching (England and Wales)													
Teachers in primary and secondary schools	non-manual	2,202	0.2	0.4	0.7	1.0	1.5	2.3	8.5	24.3	45.1	57.8	72.2
Teaching (Scotland)													
Teachers in primary and secondary schools	non-manual	275	0.0	0.4	0.4	0.4	0.4	2.2	9.5	20.0	38.2	49.1	72.0
WAGES BOARD AND COUNCIL ORDERS													
Agriculture													
Agricultural (England and Wales)	manual	118	8.5	30.5	56.8	77.1	89.8	92.4	95.8	99.2	100.0	100.0	100.0
Catering													
Industrial and staff canteen undertakings (GB)	manual	448	11.4	28.4	49.3	66.1	78.6	88.2	92.0	96.0	98.9	99.8	99.8
Licensed non-residential establishments (GB)	manual	139	23.0	46.0	65.5	80.6	89.2	94.2	94.2	97.1	98.6	98.6	99.3
Licensed residential establishments and licensed restaurant (GB)	manual	269	19.7	42.0	58.7	76.2	86.3	92.2	96.3	97.8	98.5	99.3	99.6
Unlicensed places of refreshment (GB)	manual	153	23.5	49.0	71.9	83.7	90.2	97.4	98.0	98.0	99.4	100.0	100.0
Manufacturing—textiles/clothing													
Dressmaking and women's light clothing (England and Wales)	manual	349	4.9	15.8	36.4	59.0	74.8	84.8	93.7	96.9	99.4	100.0	100.0
Made-up textiles (GB)	manual	224	3.6	14.3	27.7	50.0	66.1	75.5	84.8	90.6	97.8	99.6	99.6
Ready-made and wholesale bespoke tailoring (GB)	manual	259	1.9	10.0	30.1	56.8	75.3	86.5	92.3	97.3	100.0	100.0	100.0
Shirtmaking (GB)	manual	110	3.6	15.5	40.9	59.1	72.7	87.3	94.6	99.1	100.0	100.0	100.0
Wholesale mantle and costume (GB)	manual	108	1.9	9.3	29.6	50.0	65.7	71.3	81.5	88.0	98.2	99.1	100.0

Table 23 (continued) Distributions of gross weekly earnings of full-time adult women reported to be affected by particular major collective wage agreements and wages board and council orders, April 1972.

(This table corresponds to 1971 survey table 18)

FULL-TIME WOMEN, aged 18 and over, whose pay was not affected by absence: manual and/or non-manual APRIL 1972

Agreement or order (note 1)		Number in sample	Percentage with weekly earnings less than										
			£10	£12	£14	£16	£18	£20	£22	£25	£30	£35	£40
Manufacturing—others													
Stamped or pressed metal wares (GB)	manual	126	0.0	7.9	25.4	53.2	65.9	73.8	85.7	94.4	97.6	99.2	100.0
Retail and wholesale distribution													
Retail bread and flour confectionery Trade (England and Wales)	manual and non-manual	151	14.6	33.8	49.7	76.2	88.7	94.0	96.0	98.0	99.3	99.3	100.0
Retail drapery, outfitting and footwear trades (GB)	manual and non-manual	1,327	4.5	16.6	38.7	60.4	74.9	84.3	89.2	93.0	96.3	97.8	98.7
Retail food trades (England and Wales)	manual and non-manual	776	6.8	23.8	38.7	73.6	84.9	90.9	94.6	97.6	99.1	99.4	99.7
Retail food trades (Scotland)	manual and non-manual	129	10.9	26.4	44.2	79.8	86.8	90.7	95.4	98.5	100.0	100.0	100.0
Retail furnishing and allied trades (GB)	manual and non-manual	480	6.0	21.5	44.4	72.1	84.8	91.0	94.6	96.9	98.5	99.2	99.6
Other wages board and council orders													
Hairdressing undertakings (GB)	manual	165	22.4	45.5	63.6	84.9	90.9	95.8	97.0	98.2	100.0	100.0	100.0
Laundry (GB)	manual	155	3.9	27.1	58.7	76.1	89.7	95.5	98.7	99.4	100.0	100.0	100.0
All wages board and council orders	manual	3,415	8.9	24.0	44.0	64.0	77.4	86.4	92.2	96.3	99.0	99.6	99.8
All wages board and council orders	non-manual	3,083	6.8	21.8	40.4	66.4	79.5	87.2	91.8	94.9	97.7	98.6	99.2

Note: 1. Results are given only for those agreements or orders represented by at least 100 persons in the sample.

DEPARTMENT OF EMPLOYMENT



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HMSO BOOKS

Industrial rehabilitation 1971-72

After the expansion of the previous years, the past year was a relatively quiet one, with the number of industrial rehabilitation units remaining at 25. The increase in total admissions as a result of the opening of two new units in the preceding six months was offset mainly because redecorating at Egham unit reduced the total number of places available for several months. The end of the year saw the start of power cuts which later caused some units to close, and others to reduce their numbers considerably. The number of people admitted to full courses in 1971 was 14,026. In addition, 426 boys and girls entered young persons work preparation courses. Total average occupancy of the 2,377 places fell slightly to 86.7 per cent.

The main function of the units continued to be the provision of courses designed to make people as fit as possible within the limits of their disability, preparation for return to work and assessment about the form of work likely to provide permanent resettlement. The facilities were also available for people who had no obvious disablement, but who had been unemployed for a long time, workers displaced through changes in the structure of industry and other redundant workers who needed assessment for work and a degree of preparation for the change of employment.

There is no set syllabus for IRU courses, which are arranged to meet individual need, and usually last about seven or eight weeks; the maximum is 26 weeks. They are planned and controlled by a case conference made up of a rehabilitation officer in charge of the IRU, a doctor, an occupational psychologist, a social worker, a technical man in charge of the workshops and workshop supervisors, and a resettlement officer responsible for liaison with the placing officers of local employment offices. The medical officer is assisted by a nurse, and in some units by a remedial gymnast; consultant psychiatric advice is available when necessary.

The workshops simulate a factory environment, and rehabilitation is carried out in conditions similar to those which the men and women are likely to meet when they start work again. They are mostly engaged on production work sub-contracted from government departments and local firms, and cover a variety of activities such as machine operating, bench engineering, woodwork, assembly and light bench work, commercial and clerical work, and heavy work, gardening or concreting.

With vocational guidance from the occupational psychologist aided by psychological tests, and the practical assistance of the workshop supervisors, who are craftsmen selected for their ability to deal with people who need this kind of help, an individual's physical capacity is improved, his confidence is restored and he finds out what work is most suitable for him. At the end of the course the case conference sends a report, which has been discussed with the individual concerned, to the local employment office in the home area for a placing to be arranged in accordance with the IRU recommendation.

If the IRU recommendation is for training in some skilled occupation, such training is arranged to follow at a government training centre or other training establishment. (For information about the range of government training facilities, see leaflets PL 405, PL 406, PL 407 and PL 408, which can be obtained from any local employment office).

Up to June 1972, a total of 258,387 people had entered courses of industrial rehabilitation since the opening of the first unit at Egham in December 1943. Of the 13,926 who began courses during the 12 months to up to the end of June this year, 7,723 were recommended by hospitals, general practitioners or other medical agencies; 1,301 were people who, following recent discharge from hospitals or from medical treatment by their own doctors, were identified at employment exchanges; 3,965 were

people who were unemployed with long standing disabilities but no recent sickness and 937 were people without an apparent disability or referred to the Units by Government Training Centres because of their inability to cope with a particular training course.

Last year there was a rise in referrals from medical authorities and a corresponding fall in those recommended by local offices and the numbers of nominally able-bodied people. Table 1 below shows that the position was reversed during 1971-72:

Table 1

IRU entrants in year ended	June 30, 1971	June 30, 1972		Total
	(per cent.)	July-Dec	Jan-June	
(1) Persons needing rehabilitation because of recent sickness or injury		(per cent.)	(per cent.)	(per cent.)
(a) recommended by medical agencies	67.5	57.1	53.9	55.5
(b) recommended by local offices of the department	6.2	10.2	8.4	9.3
(c) total recent sickness or injury cases	73.7	67.3	62.3	64.8
(2) Other persons with disabilities	21.0	26.6	30.4	28.5
(3) Nominally able-bodied persons with employment difficulties and people referred by government training centres	5.3	6.1	7.3	6.7

Medical categories of disabilities

Table 2 gives some details about the 14,026 people who entered the IRUs during 1971—the proportion in each medical group, the number who completed their courses, and the proportion of those who were known to be in employment or accepted for training within three months of completing their course at an IRU.

Table 2

Disability group	Number of entrants during calendar year 1971	Number of entrants in each group as a percentage of all entrants	Number of entrants who completed the course	Resettlement position within three months of completion of course		
				Percentage of col (4) accepted for	Em- ploy- ment	Train- ing
(1)	(2)	(3)	(4)	(5)	(6)	(7)
No obvious disability	892	6.4	662	34.3	24.0	58.3
Amputations	282	2.0	246	32.1	18.3	50.4
Arthritis and rheumatism	368	2.6	315	33.0	20.0	53.0
Diseases of Digestive system	357	2.5	273	29.7	22.3	52.0
Heart and circulatory system	1,321	9.4	1,152	33.2	17.4	50.6
Respiratory system (other than TB)	911	6.5	759	29.4	17.9	47.3
Ear defects	200	1.4	178	37.1	15.7	52.8
Eye defects	353	2.5	298	34.9	19.0	53.9
Injuries of head and trunk	307	2.2	243	31.3	13.6	44.9
Injuries, diseases and deformities of Lower limb	1,082	7.7	907	30.3	21.7	52.0
Upper limb	651	4.6	539	31.4	23.0	54.4
Spine (including Paraplegia)	1,742	12.4	1,461	31.8	22.6	54.4
Psychoneurosis	1,803	12.9	1,456	36.7	14.8	51.5
Psychosis	853	6.1	646	37.9	9.1	47.0
Mental subnormality	376	2.7	341	39.0	1.0	40.0
Epilepsy	629	4.5	541	32.9	10.9	43.8
Other organic nervous diseases	849	6.0	756	26.7	9.0	35.7
Respiratory TB	165	1.2	141	35.5	14.2	49.7
TB, other forms	56	0.4	49	38.8	14.3	53.1
Other diseases	764	5.5	628	33.4	18.8	52.2
Main Disability not confirmed by unit	64	0.5	—	—	—	—
TOTAL	14,026	100.0	11,591	33.0	17.1	50.1

Results of courses

Of the people who entered IRUs during 1970, 82.6 per cent. went on to complete their courses with an average stay of 7-8 weeks. The number of people who took up employment within three months of leaving the unit was 3,820, and a further 1,994 were accepted for training.

Letters of enquiry about progress are sent after about six months to people who complete courses. Table 3 gives the results of the enquiries for the two half-yearly periods since the last report (see this GAZETTE, December 1971, pages 1162-1163).

Table 3

IRU entrants in half-year ended	December 1970	June 1971
Effective replies received	4,231	4,119
	(per cent.)	(per cent.)
Regarded as satisfactorily resettled	48.1	44.8
In employment, but not to their satisfaction	6.4	5.7
Not in employment but some work since leaving the IRU	11.1	12.1
Not in employment and no work since leaving	34.4	37.4

Although the Young Persons Work Preparation Courses continued at 11 units—Bellshill, Coventry, Edinburgh, Glasgow, Killingworth, Leeds, Long Eaton, Manchester, Perivale, Port Talbot and Sheffield throughout the whole of 1971 and up to the summer term 1972 there are indications that the raising of the school leaving age to 16 may have some effect on the willingness of youngsters to undertake these courses. Even so, all but two of the local authorities have found it possible to continue the arrangements and a further unit, Billingham, has opened a course.

At the time of the follow-up 193 of those who entered in 1971 were known to have entered employment or vocational training.

Industrial rehabilitation by other agencies

Under Section 3 of the Disabled Persons (Employment) Act 1944, the Department of Employment can give financial assistance to organisations providing workshop facilities directed at preparing people for return to ordinary employment. Such organisations are regarded as providing industrial rehabilitation as agents of the department. They fall into two groups voluntary, dealing with people with specific disablements for which the organisation is registered as a charity, and local authorities operating the workshops as part of their community welfare services. People who are blind or who suffer from cerebral palsy or who have mental disablements are catered for in this way.

Blind people—Courses are provided for blind people by the Royal National Institute for the Blind at the Queen Elizabeth Homes of Recovery for the Newly Blind, Torquay, and by the Edinburgh and South East of Scotland Society for the Welfare and Teaching of the Blind at Alwyn House, Ceres, Fife.

There was a substantial reduction in applications during the year, compared with the previous year and in the 12 months ended 5 June 1972 only 315 completed courses at these centres as against 362 in the corresponding period in 1970-71. Local authorities have been asked to ensure that all blind persons

suitable for and needing industrial rehabilitation are identified and referred to Blind Persons Resettlement Officers of the Department of Employment.

A total of 7,584 blind people have been admitted to courses of rehabilitation at these two centres since 1948.

People with cerebral palsy—The courses operated by the Spastics Society at Lancaster and at Welwyn Garden City continued to be popular resulting in an increase in the number of entrants which, in turn, improved occupancy from 70 per cent. to 76 per cent. On the 25 September 1972 there were 71 people attending courses at Lancaster and 56 at Welwyn Garden City.

Courses at these centres are available to people who have had cerebral palsy from birth or early childhood and who appear likely to be able to take up employment if given the right preparation for it and assessment as to what work is the most suitable for them. Initially the courses are for six months, but they can be extended to 12 months if progress is slower than expected.

People with mental and psychiatric disablement—Although departmental industrial rehabilitation units take between 2,500 and 3,000 people each year with mental and psychiatric disablements there are some people who require a longer and less sophisticated course than is provided at an IRU and yet, at the same time, they need to be removed from the environment of a hospital industrial therapy unit. To meet this situation voluntary organisations have set up workshops at Ealing London, Epsom Surrey and at Birmingham and the Croydon local authority has set up a similar workshop. The workshops cater mainly for long stay mental patients who need a period of preparation for work before proceeding to employment.

During the year there was a tendency for fewer people to be referred to these workshops by hospitals but the fall was off-set in the case of Birmingham Industrial Therapy Association by increased numbers coming forward from employment exchanges.

During the 12 months ended September 25, 1972, 411 people passed through the 4 centres and, of these, 154 were placed in employment, 35 entered IRUs for more advanced courses, 26 were unplaced and 196 did not complete the course. The occupancy figures were—Birmingham Industrial Therapy Association 70; Industrial Therapy Organisation (Epsom) Ltd. 50; Industrial Therapy Organisation (Thames) Ltd. 42; The Local Authority Rehabilitation and Assessment Centre Croydon 21.

The proposed fifth workshop, run by the London Borough of Redbridge operated as a work centre on a limited scale throughout the year but no formal approach was made for recognition as a Local Authority Rehabilitation and Assessment Centre until November 1, 1972.

Further information

During the year a 30 second television advertisement was made to supplement the 60 and 90 second ones already available.

As there were increases in the rates of unemployment and sickness benefits corresponding increases were made in rehabilitation maintenance allowances to keep them slightly in advance of the social security benefits. Women now receive the same rate of allowances as men.

Quarterly statistics of total employment March 1972

Great Britain

The estimated numbers in the working population at March 1972 were 15,907,000 males and 9,080,000 females, a total of 24,987,000.

After adjustment for normal seasonal variations, the working population at March 1972 was 25,039,000, an increase of about 210,000 from the corresponding figure at the previous quarter. Although the quarterly figures fluctuate, it now appears that the seasonally adjusted figure for March 1972 was at a level last reached in the second half of 1970. The estimates for both the male and female working populations (seasonally adjusted) increased between December 1971 and March 1972, but the female working population showed the larger increase of 158,000, compared with an increase of 52,000 for the male working population.

It can be seen from table 1 that most of the increase in the working population resulted from an increase in civil employment. After adjustment for normal seasonal variations, the estimated total in civil employment at March 1972 was 23,771,000,

an increase of about 173,000 over the figure for the previous quarter. Most of the increase occurred among females. The seasonally adjusted estimate of civil employment at March 1972 was apparently at a level last reached in June 1971.

Standard regions

The numbers in the main categories of the civilian labour force in each standard region in March 1972 are given in table 2 and the changes since December 1971 and March 1971 in tables 3 and 4.

Between December 1971 and March 1972 civil employment increased by 73,000 in South East Region, 29,000 in East Anglia Region, and 21,000 in Scotland. There was a decrease of 23,000 in North West Region. In most regions male employment decreased and female employment increased.

In the twelve months from March 1971 to March 1972, among the changes in the regions, there was an increase in civil employment of 66,000 in the South East Region and decreases of 39,000 in North West Region and 32,000 in West Midland Region.

Table 1 Working population: Great Britain

	March 1972			Changes December 1971 to March 1972			Changes March 1971 to March 1972		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Unadjusted for seasonal variations									
Working population	15,907	9,080	24,987	- 47	+ 166	+ 120	+ 1	+ 203	+ 204
H.M. Forces	356	15	371	- 1	-	- 1	+ 2	-	+ 2
Employers and self-employed	1,383	361	1,744	-	-	Assumed no change	-	-	-
Employees	14,168	8,704	22,872	- 46	+ 166	+ 121	- 1	+ 203	+ 202
Wholly unemployed	780	144	925	+ 48	+ 8	+ 57	+ 190	+ 34	+ 225
Total in civil employment	14,770	8,921	23,691	- 95	+ 159	+ 63	- 192	+ 169	- 23
Employees in employment	13,387	8,560	21,947	- 95	+ 159	+ 63	- 192	+ 169	- 23
Adjusted for normal seasonal variations									
Working population	15,939	9,100	25,039	+ 52	+ 158	+ 210	- 22	+ 206	+ 184
Total in civil employment	14,827	8,944	23,771	+ 21	+ 152	+ 173	- 224	+ 171	- 53
Employees in employment	13,444	8,583	22,027	+ 21	+ 152	+ 173	- 224	+ 171	- 53

Note: Each series has been rounded in thousands separately and so the totals shown may differ slightly from the sum of the components.

RETAIL PRICES INDICES FOR PENSIONER HOUSEHOLDS

In the third quarter of 1972 the retail prices index for one-person pensioner households was 167.0 (prices at January 16, 1962=100), compared with 164.4 in the previous quarter and with 156.5 in the third quarter of 1971.

For two-person pensioner households, the index in the third quarter of 1972 was 166.7, compared with 163.7 in the previous quarter and with 156.2 in the third quarter of 1971.

A description of these indices was given in an article on pages 542-547 of the June 1969 issue of the GAZETTE; quarterly figures back to 1962 are shown in table below, together with the corresponding figures for the general index of retail prices excluding housing.

Year	Index for one-person pensioner households				Index for two-person pensioner households				General index of retail prices			
	Quarter				Quarter				Quarter			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
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		161.8	163.7	166.7		157.4	159.5	162.4	

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 some other workplaces. Section 117 of the Factories Act 1961 enables the Secretary of State for Employment, subject to certain conditions, to grant exemptions from these restrictions for women and young persons aged 16 or over, by making special exemption orders in respect of employment in particular factories. The number of women and young persons covered by Special Exemption Orders current on September 30, 1972 according to the type of employment permitted* were:

Type of employment permitted by the Order	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Extended hours†	30,887	1,177	2,589	34,653
Double day shifts‡	39,325	2,326	2,524	44,175
Long spells	10,062	451	1,384	11,897
Night Shifts	24,587	1,272	—	25,859
Part-time work§	18,851	95	71	19,017
Saturday afternoon work	7,582	274	562	8,418
Sunday work	29,722	1,113	1,393	32,228
Miscellaneous	4,098	203	126	4,427
Total	165,114	6,911	8,649	180,674

* 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 in respect of daily hours or overtime.
‡ Includes 14,751 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.

News and Notes

REDUNDANCY PAYMENTS

From July 1 to September 30 1972, redundancy payments made under the Redundancy Payments Acts 1965 and 1969 amounted to £22,339,000 of which £11,542,000 was borne by the fund, and £10,796,000 paid directly by employers (figures to the nearest thousand). During the period the number of payments totalled 65,562. These figures include payments to 742 employees in government departments.

Analysis of the figures for all payments made during the quarter shows that industries in which the highest numbers were recorded are (figures to the nearest 100) mechanical engineering (8,800), distributive trades (6,100), construction (5,600), electrical engineering (3,700), transport and communications (3,700), vehicles (3,400), textiles (3,000).

Applications to industrial tribunals

Applications to the industrial tribunals under their Redundancy Payments Act 1965, Industrial Relations Act 1971 and Contracts of Employment Act 1972 jurisdictions during the period July 1 to September 29, 1972 totalled 3,186 in England and Wales and 273 in Scotland. Of these applications 38 per cent. were made under the Redundancy Payments Act, 41 per cent. under the Industrial Relations Act and 17 per cent. under both Acts. Four per cent. were made under the Contracts of Employment Act.*

In England and Wales during the same period 1,838 cases were heard by the tribunals under these jurisdictions, and 1,403 cases were disposed of without hearings, while in Scotland 161 cases were heard and 112 were disposed of without hearings. There were 2,659 cases outstanding in England and Wales at 29 September and 251 in Scotland.

* These percentages are calculated on the basis of copies of applications sent to the Department of Employment for the purposes of conciliation under Section 146 of the Industrial Relations Act 1971 and as a party in cases under the Redundancy Payments Act 1965. Copies of applications normally reach the department two to three days after registration at the Central Offices of the Industrial Tribunals. The percentages are, therefore, calculated for a slightly earlier quarter.

OCCUPATIONAL PENSION SCHEMES 1971

Eleven million people in Britain, or about one-half of all the employees in the country, are members of occupational pension schemes according to the report of a survey in which over 3,000 firms were invited to take part, carried out at the end of 1971. The recently published report OCCUPATIONAL PENSION SCHEMES 1971 (HMSO or

through booksellers, price 47p) is the fourth by the Government Actuary on occupational pension schemes, previous reports appearing in 1958, 1966 and 1968.

This latest one, which covers public sector as well as private sector employees, shows that the number of members of pension schemes (but not the number of schemes) had fallen since 1967, partly due to a reduction in the size of the labour force. These results broadly confirm the results of the New Earnings Survey 1970, reported in the August 1971 issue of the GAZETTE, which had indicated a lower number of members than was shown for 1967 in the Government Actuary's third survey.

Most of the 65,000 schemes were operated for firms or groups of employers, and the organisations covered employed nearly 21 million people, a high proportion of the total labour force. However, nearly 10 million of these employees did not qualify for admission to their employers' pension scheme for a variety of reasons. Five million were ineligible because of the character of their work and 3½ million were waiting to join a scheme, being currently too young or too new to the job to qualify.

The scale of pension provision has increased considerably, particularly for non-manual workers, and, for this and other reasons, the income, expenditure and net investment of the pension movement have all grown rapidly.

Benefits related to final pay have, in some schemes, replaced provisions based on average pay throughout service, or altogether independent of pay, and there has also been a rise in the rate at which pension accrues. Better widows' benefits, fuller facilities for the preservation of pension on change of employment and regular augmentation of pensions after retirement have been other forms of improvement noted in the survey. Rates of contribution by members and by employers have generally increased relative to pay to match the improved benefit provision. One-quarter of members do not pay any contributions, the remainder paying an average of over 5 per cent. of their salary towards their occupational pension.

Pension ages follow the national insurance standard (65 for men, 60 for women) in the majority of cases, although a small number of schemes (with a rather larger than average membership) allowed both sexes to retire at younger ages than the standard.

More than one-half of members could retire on grounds of ill-health without any reduction in their accrued pension—in many cases the pension was enhanced in addition for service not actually performed.

While some death benefit was available to more than ninety per cent. of male members, only one-half had a right to an unconditional widow's pension on death after retirement without having to surrender part of their own pension to pay for it. Widows' pensions are commonly one-half the rate of pensions awarded to retiring employees.

In 1971 more than one million members of occupational pension schemes changed their employment. Nearly 70 per cent. received a refund of their contributions (whether or not an alternative benefit was available) and 20 per cent. received no benefit at all, so that only about 10 per cent. of members received the benefit of a transfer payment or a preserved pension.

The report gives a detailed analysis of the features of occupational pension schemes, and explores the differences that exist between schemes in the public and private sectors of the economy, between the provisions for men and women, and between schemes designed for non-manual staffs, even if some manual employees are included, and those designed specifically for manual employees.

NEW COURSES ON JOB SAFETY AND EXPORT DOCUMENTATION

Two new training courses for supervisors, office managers and training officers in industry and commerce have been launched by the Department of Employment.

They are:

- a job safety programme designed specially for supervisors;
- "aligned documentation"—a new technique for simplifying paperwork for exporters.

The job safety programme has been devised in consultation with HM Factory Inspectorate, and in co-operation with several major firms representing a cross section of British industry.

Its main aims are to ensure that supervisors:

- know their responsibilities under the Factories Acts; recognise existing and potential hazards; can investigate and analyse dangers.

Subjects covered include an analysis of the main causes of accidents and the main methods of preventing them. The course includes lectures, discussions and practical hazard spotting exercises on the shop floor.

The department offers the programme to industry in two ways:

- as a 15-hour course for supervisors from one firm or from a number of different firms;
- as a 5-day course for training or safety officers to show them how to conduct the programme in their own organisations.

The aim of the course on aligned documentation, which lasts for three and a half days, is to introduce managers to a new system for dealing with paperwork, relating to export documentation.

The system, which is internationally approved, cuts clerical and typing errors, improves management information and control, encourages a more systematic approach to office procedures and speeds up the production of documents while lowering real costs.

Aligned documentation is based on:

- a master document which records all essential information;
- a series of export documents with the same layout and the same size as the master document;
- a transferable method of reproduction so that relevant information appears on each document in the series.

The course helps managers organise the switch from old to the new style of paperwork—using their firm's existing documents.

In addition to standardisation and simplification of documents one of the major objectives of the course is the elimination of language barriers.

PREVENTING EXPLOSIONS IN LAUNDERETTES

In the last few years there have been some serious explosions in launderettes and similar premises because of the overheating of water systems, which were fitted with automatic controls and frequently left unattended.

Safeguards to prevent explosions in such equipment are outlined in a Technical Data Note (TDN No. 34), issued by HM Factory Inspectorate and available free from any office of the inspectorate and also from local authorities.

Reliance on automatic controls on plant of this type, the TDN states, is not enough, and to ensure that dangerous conditions cannot arise, certain other safeguards are essential.

If automatic controls are to remain reliable in normal use, they must be properly installed and regularly inspected and maintained. In addition, the hot water systems must be so arranged, that even if the automatic controls fail, no danger can occur.

The TDN points out that in some cases where explosions had occurred, the plant had been running for many years without proper maintenance. This together, with certain other factors, led to water becoming overheated in the boiler and steam being generated until the build-up of pressure caused an explosion.

This kind of accident occurred in systems with hot water boilers which are intended to operate with the water temperature below boiling point. They were fitted with safety valves to cope with a sudden build-up of pressure, even so, for a number of reasons, these valves did not prevent an explosion occurring.

Since advice was last issued by the Factory Inspectorate on this subject in advisory leaflet No. 4, a new combined thermostatic/pressure relief valve has been developed. This valve automatically discharges hot water when the temperature of the water in

the boiler approaches boiling point, thereby preventing the formation of steam. It also incorporates a safety valve providing additional pressure relief. The TDN says that the importance of fitting this valve cannot be over-emphasised.

Additional safety equipment is also recommended for hot water systems in addition to the thermostatic control, including a safety valve, an overheat control independent of any other operating control, and a thermometer. The provision of flame safeguards for gas and oil-fire boilers and precautions to deal with a possible failure of the cold water feed supply is advised.

TRAINING DEVELOPMENTS

Proposed changes in the scope of the Construction Industry Training Board are included in a revised schedule circulated to interested organisations by Mr Maurice Macmillan, Secretary of State for Employment (SI 1972, No. 1766, HMSO or through booksellers, price 10½p).

The main purpose of the proposals is to exclude from the scope of the board flat glass processing and the manufacture of leaded lights and windows, demolition contracting, the work of steeplejacks and lightning conductor engineers, the preparation of stone for building or monumental purposes, Collyweston slating and the building and repair of baker's ovens.

The Construction Industry Training Board was set up in July 1964, and covers about 1.2 million employees.

Hotel and catering industry board reconstituted

The Hotel and Catering Industry Training Board has been reconstituted by Mr Macmillan for a further three years from November 7, 1972. This is its third term of office.

Sir Julian Salmon has been reappointed as chairman.

MORE BENEFIT FROM HIGHER TRANSFER GRANTS

More people have been helped by the Department of Employment to move to jobs away from home between April and September this year than in the whole of 1971.

Since April 5, when the department introduced a new Employment Transfer Scheme (see this GAZETTE, April 1972, page 354) increasing numbers of workers have benefited from the substantial grants made available.

In the first six months the scheme has been operating 8,364 were helped, compared with 4,041 in the same period last year. Four out of five of those aided were living in areas of high unemployment.

Among the benefits provided by the scheme are rehousing grants of £600 for those taking a job away from home after completing a course of training under the government's vocational training scheme. In the six months to the end of September 257 trainees qualified for this assistance.

ILO CONSTITUTION EXTENDED

The Government intends to ratify an amendment to increase the size of the

International Labour Organisation's governing body from 48 to 56 members. This was announced in a White Paper published recently (Cmd 5128, HMSO or through booksellers, price 8p).

The amendment, adopted by the International Labour Conference in June 1972, (see this GAZETTE, August 1972, page 710) reflects the increase in the organisation's membership from 102 member states in 1962, when the governing body was last enlarged, to the present 123.

The ILO is a specialist agency of the United Nations in which employers and workers are represented separately from governments. In the present governing body, 24 members represent governments, while employers and workers are each represented by 12 delegates. The effect of the amendment is to increase the government representatives by four, and those of employers and of workers by two each.

INDUSTRIAL FATALITIES AND DISEASES

In September, 39 fatalities were reported under the Factories Act, compared with 37 in August. This total included 21 arising from factory processes, 16 from building operations and works of engineering construction and two in docks and warehouses.

Fatalities in industries outside the scope of the Factories Act included five in mines and quarries reported in the five weeks ended 30 September, compared with six in the four weeks ended 26 August. These five included four underground coal mine workers and none in quarries, compared with four and one a month earlier.

In the railway service there were five fatal accidents in September and two in the previous month.

In September, four seamen employed in ships registered in the United Kingdom were fatally injured, compared with eight in August.

In September, 20 cases of industrial diseases were reported under the Factories Act. These comprised 13 of chrome ulceration, four of lead poisoning, and three of epitheliomatous ulceration.

CORRECTION

Earnings of manual workers, by occupation, in the engineering, shipbuilding and chemical industries: June 1972. The figure for average weekly earnings, including overtime premium, of all other adult semi-skilled grades on timework in firms with 500 or more manual employees, which appeared on page 889 of the October 1972 issue of this GAZETTE, should have read £36.26, not £32.26 as published.

HELD OVER

Because of pressure on space it has been necessary to omit from this issue tables 107-116 inclusive which give regional analyses of unemployment in the statistical series. Percentage rates for wholly unemployed excluding school-leavers, which normally appear in these tables, are included in table 1 on page 1041.

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-September 1972 was 10,051,800 (7,408,600 males and 2,643,200 females). The total included 8,100,200 (5,622,900 males and 2,477,200 females) in manufacturing industries, and 1,215,500 (1,130,100 males and 85,400 females) in construction. The total in these production industries was 22,200 lower than that for August 1972 and 339,800 lower than in September 1971. The total in manufacturing industries was 2,200 lower than in August 1972 and 281,900 lower than in September 1971. The number in construction was 19,900 lower than in August 1972 and 29,300 lower than in September 1971.

Unemployment

The number of registered wholly unemployed excluding school-leavers and adult students registered for temporary employment in Great Britain on October 9, 1972 was 766,254. After adjustment for normal seasonal variations, the number in this group was 773,800, representing 3.4 per cent. of employees, compared with 812,400 in September 1972.

In addition, there were 23,228 unemployed school-leavers, 2,637 adult students and 14,551 temporarily stopped workers registered, so the total registered unemployed was 806,670, representing 3.6 per cent. of employees. This was 72,022 lower than in September, when the percentage rate was 3.9.

Among those wholly unemployed in October, 292,757 (36.6 per cent.) had been registered for not more than 8 weeks compared with 321,460 (37.6 per cent.) in September; 115,568 (14.4 per cent.) had been registered for not more than 2 weeks, compared with 123,849 (14.5 per cent.) in September.

Between September and October, the number temporarily stopped fell by 16,144, and the number of school-leavers unemployed fell by 18,759; and the number of adult students registered for temporary employment fell by 22,391.

Vacancies

The number of unfilled vacancies for adults at local employment offices in Great Britain on October 4, 1972 was 165,964; 8,134 higher than on September 6, 1972. After adjustment for normal

seasonal variations, the number was 165,000, compared with 150,600 in September, 1972. Including 46,557 unfilled vacancies for young persons at youth employment service careers offices, the total number of unfilled vacancies on October 4, 1972 was 212,521; 7,229 higher than on September 6, 1972.

Overtime and short-time

In the week ended September 16, 1972 the estimated number of operatives other than maintenance workers working overtime in establishments with 11 or more employees in manufacturing industries, excluding shipbuilding and ship repairing, was 1,666,500. This is about 30.8 per cent. of all operatives. Each operative worked an average of 8 hours overtime during the week.

In the same week the estimated number on short-time in these industries was 32,400, or about 0.6 per cent. of all operatives, each losing 13½ hours on average.

Basic rates of wages and hours of work

At October 31, 1972, the indices of weekly rates of wages and of hourly rates of wages of all workers (July 31, 1972=100) were 107.4 and 107.6, compared with 106.7 and 106.8 at September 30.

Index of Retail Prices

At October 17 the official retail prices index was 168.7 (prices at January 16, 1962=100), compared with 166.4 at September 19 and 156.4 at October 19, 1971. The index for food was 172.8, compared with 172.4 at September 19.

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in October, which came to the notice of the Department of Employment, was 287 involving approximately 98,400 workers. During the month, approximately 147,000 workers were involved in stoppages, including some which had continued from the previous month, and 912,000 working days were lost, including 464,000 lost through stoppages which had continued from the previous month.

Table 2 Industrial analysis of the number of persons registered as unemployed at October 9, 1972

Industry (Standard Industrial Classification 1968)	GREAT BRITAIN						UNITED KINGDOM			
	WHOLLY UNEMPLOYED		TEMPORARILY STOPPED		TOTAL		TOTAL			
	Males	Females	Males	Females	Males	Females	Total	Males	Females	Total
Total, all industries and services (adjusted*)	654,853	137,266	13,027	1,524	667,880	138,790	806,670	694,692	149,980	844,672
Total, all industries and services (unadjusted*)	661,219	138,626	12,914	1,379	674,133	140,005	814,138	701,164	151,311	852,475
Total, Index of Production industries	347,851	41,818	11,390	1,308	359,241	43,126	402,367	373,615	47,673	421,288
Total, manufacturing industries	202,268	40,029	10,646	1,303	212,914	41,332	254,246	218,474	45,772	264,246
Agriculture, forestry, fishing	12,919	1,042	1,233	8	14,152	1,050	15,202	15,817	1,115	16,932
Agriculture and horticulture	9,600	1,009	20	8	9,620	1,017	10,637	10,995	1,081	12,076
Forestry	427	21			427	21	448	520	21	541
Fishing	2,892	12	1,213		4,105	12	4,117	4,302	13	4,315
Mining and quarrying	20,339	192	24		20,363	192	20,555	20,490	200	20,690
Coal Mining	18,749	135	4		18,753	135	18,888	18,775	135	18,910
Stone and slate quarrying and mining	532	10	18		550	10	560	626	16	642
Chalk, clay, sand and gravel extraction	408	18			408	18	426	426	19	445
Petroleum and natural gas	232	13	1		233	13	246	233	13	246
Other mining and quarrying	418	16	1		419	16	435	430	17	447
Food, drink and tobacco	19,989	6,131	131	160	20,120	6,291	26,411	21,073	6,917	27,990
Grain milling	670	94			764	94	858	739	105	844
Bread and flour confectionery	4,378	927	3		4,381	928	5,309	4,639	986	5,625
Biscuits	882	525	7		889	532	1,423	896	541	1,437
Bacon curing, meat and fish products	2,919	1,227	59	16	2,978	1,243	4,221	3,163	1,303	4,466
Milk and milk products	1,180	308			1,180	308	1,488	1,270	354	1,624
Sugar	494	93			494	93	587	496	93	589
Cocoa, chocolate and sugar confectionery	1,197	607	9	1	1,206	608	1,814	1,221	625	1,846
Fruit and vegetable products	1,387	750	2	6	1,389	756	2,145	1,490	852	2,342
Animal and poultry foods	1,329	150			1,329	150	1,479	1,400	165	1,565
Vegetable and animal oils and fats	433	53			433	52	485	440	52	492
Food industries not elsewhere specified	756	242	6		762	242	1,004	771	245	1,016
Brewing and malting	1,659	176	1		1,660	176	1,836	1,679	185	1,864
Soft drinks	1,345	305			1,345	305	1,650	1,389	320	1,709
Other drink industries	668	394	44	126	712	520	1,232	724	524	1,248
Tobacco	692	281			692	282	974	756	567	1,323
Coal and petroleum products	1,787	116	2		1,789	116	1,905	1,806	119	1,925
Coke ovens and manufactured fuel	318	17			318	17	335	321	19	340
Mineral oil refining	1,301	81	2		1,303	81	1,384	1,313	82	1,395
Lubricating oils and greases	168	18			168	18	186	172	18	190
Chemicals and allied industries	11,030	1,878	32	2	11,062	1,880	12,942	11,200	1,917	13,117
General chemicals	5,053	459	13		5,066	459	5,525	5,118	472	5,590
Pharmaceutical chemicals and preparations	894	345	1	1	895	346	1,241	905	352	1,257
Toilet preparations	276	216			276	216	492	277	218	495
Paint	978	122	1	1	979	123	1,102	987	124	1,111
Soap and detergents	535	112	7		542	112	654	543	113	656
Synthetic resins and plastics materials and synthetic rubber	1,382	146	4		1,386	146	1,532	1,421	154	1,575
Dyestuffs and pigments	456	38	5		461	38	539	462	39	501
Fertilizers	297	30			297	30	327	319	30	349
Other chemical industries	1,159	410	1		1,160	410	1,570	1,168	415	1,583
Metal Manufacture	19,835	1,071	1,769	53	21,604	1,124	22,728	21,720	1,135	22,855
Iron and steel (general)	9,782	417	645	8	10,427	425	10,852	10,462	427	10,889
Steel tubes	1,892	97	148	1	2,040	98	2,138	2,047	98	2,145
Iron castings, etc.	4,268	200	874	44	5,142	244	5,386	5,176	246	5,422
Aluminium and aluminium alloys	1,480	162	8		1,488	162	1,650	1,506	163	1,669
Copper, brass and other copper alloys	1,375	102	54		1,429	102	1,531	1,441	105	1,546
Other base metals	1,038	93	40		1,078	93	1,171	1,088	96	1,184
Mechanical engineering	31,504	2,527	2,244	26	33,748	2,553	36,301	34,421	2,650	37,071
Agricultural machinery (excluding tractors)	784	56	6	1	790	57	847	816	58	874
Metal-working machine tools	2,779	171	849	3	3,628	174	3,802	3,643	176	3,819
Pumps, valves and compressors	1,444	157	216	4	1,660	161	1,821	1,702	164	1,866
Industrial engines	655	51	5		660	51	711	665	54	719
Textile machinery and accessories	1,198	110	7	3	1,205	113	1,318	1,357	136	1,493
Construction and earth-moving equipment	784	51	47		831	51	882	839	52	891
Mechanical handling equipment	1,723	93	87		1,810	93	1,903	1,826	96	1,922
Office machinery	1,282	279	1		1,283	279	1,562	1,308	297	1,605
Other machinery	8,432	747	328	10	8,760	757	9,517	8,977	779	9,756
Industrial (including process) plant and steelwork	6,280	244	507	3	6,787	247	7,034	6,848	253	7,101
Ordnance and small arms	485	59	90	2	575	61	636	577	62	639
Other mechanical engineering not elsewhere specified	5,658	509	101		5,759	509	6,268	5,863	523	6,386
Instrument engineering	2,156	854	25	8	2,181	862	3,043	2,222	912	3,134
Photographic and document copying equipment	249	70	15	7	264	77	341	267	82	349
Watches and clocks	285	294	1	1	286	295	581	290	297	587
Surgical instruments and appliances	291	142	6		297	142	439	315	181	496
Scientific and industrial instruments and systems	1,331	348	3		1,334	348	1,682	1,350	352	1,702
Electrical engineering	14,218	4,550	274	159	14,492	4,709	19,201	14,732	5,031	19,763
Electrical machinery	3,702	590	21	8	3,723	598	4,321	3,760	617	4,377
Insulated wires and cables	1,068	194			1,068	194	1,262	1,086	213	1,299
Telegraph and telephone apparatus and equipment	1,231	660	6	66	1,237	726	1,963	1,273	867	2,140
Radio and electronic components	1,904	947	86	32	1,990	979	2,969	2,007	1,011	3,018
Broadcast receiving and sound reproducing equipment	657	321	15		672	321	993	701	349	1,050
Electronic computers	754	286	62	45	816	331	1,147	858	349	1,207
Radio, radar and electronic capital goods	1,234	220	1		1,235	220	1,455	1,241	241	1,482
Electric appliances primarily for domestic use	1,516	529	4		1,520	529	2,049	1,538	545	2,083
Other electrical goods	2,152	803	79	8	2,231	811	3,042	2,268	839	3,107
Shipbuilding and marine engineering	9,828	203	2,556	9	12,384	212	12,596	12,719	223	12,942
Shipbuilding and ship repairing	9,013	175	2,370	9	11,383	184	11,567	11,681	195	11,876
Marine engineering	815	28	186		1,001	28	1,029	1,038	28	1,066
Vehicles	16,036	1,269	1,383	33	17,419	1,302	18,721	17,441	1,344	18,985
Wheeled tractor manufacturing	336	17	125	1	461	18	479	461	19	480
Motor vehicle manufacturing	9,537	820	1,207	32	10,744	852	11,596	10,860	862	11,722
Motor cycle, tricycle and pedal cycle manufacturing	784	93			784	93	877	785	94	879
Aerospace equipment manufacturing and repairing	3,738	295	49		3,787	295	4,082	3,880	324	4,204
Locomotives and railway track equipment	757	22	1		758	22	780	763	22	785
Railway carriages and wagons and trams	884	22	1		885	22	907	892	22	915

* See Footnote on page 1045.

Table 2 (continued)

Industry (Standard Industrial Classification 1968)	GREAT BRITAIN						UNITED KINGDOM			
	WHOLLY UNEMPLOYED		TEMPORARILY STOPPED		TOTAL		TOTAL			
	Males	Females	Males	Females	Males	Females	Total	Males	Females	Total
Metal goods, not elsewhere specified	19,579	3,133	467	111	20,046	3,244	23,290	20,298	3,313	23,611
Engineers' small tools and gauges	1,689	188	15	1	1,704	189	1,893	1,721	190	1,911
Hand tools and implements	776	123	47		823	125	948	832	126	958
Cutlery, spoons, forks and plated tableware, etc.	509	182	147	17	656	199	855	662	204	866
Bolts, nuts, screws, rivets, etc.	984	198	9	2	993	200	1,193	996	201	1,197
Wire and wire manufactures	1,124	141	4	4	1,128	145	1,273	1,143	145	1,288
Cans and metal boxes	576	254			576	286	862	595	293	888
Jewellery and precious metals	318	131	1							

OCCUPATIONAL ANALYSIS: WHOLLY UNEMPLOYED ADULTS AND UNFILLED VACANCIES FOR ADULTS: BY REGION SEPTEMBER 1972

The following table gives an analysis by standard region of the figures for wholly unemployed adults and unfilled vacancies for adults which are incorporated in the table for Great Britain on page 1028 of this issue of the GAZETTE.

In certain instances a particular occupation may be of such a nature that there is more than one group in which it might be included. In such cases the present analysis follows the

International Standard Classification. For example, carpenters and joiners are included among woodworkers, and plumbers and pipe fitters are included among engineering workers, although both are also construction workers. Pattern makers may work in metal or in wood but again, following the International Standard Classification all pattern makers are included among woodworkers. The wholly unemployed figures exclude severely disabled

Occupational analysis of wholly unemployed adults and unfilled vacancies for adults by region, September 1972

Occupation	South East		East Anglia		South West		West Midlands		East Midlands	
	Wholly unemployed	Unfilled vacancies	Wholly unemployed	Unfilled vacancies	Wholly unemployed	Unfilled vacancies	Wholly unemployed	Unfilled vacancies	Wholly unemployed	Unfilled vacancies
MEN										
Farm workers, fishermen, etc	829	550	511	88	607	184	435	81	327	88
Regular farm, market garden workers	292	154	314	74	341	99	238	44	180	47
Gardeners, nursery workers, etc	503	391	107	13	180	83	190	36	132	38
Forestry workers	16	4	5	—	3	2	—	1	8	3
Fishermen	17	1	85	1	83	—	5	—	7	—
Miners and quarrymen	22	5	1	—	16	11	69	107	39	580
Colliery workers	15	3	1	—	1	—	45	77	21	570
Other miners and quarrymen	7	2	—	—	15	11	24	30	18	10
Gas, coke and chemicals makers	104	57	2	9	5	3	22	8	9	7
Glass workers	108	122	1	1	4	1	32	2	7	6
Pottery workers	17	3	2	—	6	2	171	15	6	—
Furnace, forge, foundry, rolling mill workers	243	182	24	14	57	30	1,092	205	137	22
Moulders and coremakers	109	134	12	9	20	20	636	94	94	22
Smiths, forgemen	44	16	6	—	18	8	120	75	15	—
Other workers	90	32	6	5	19	2	336	36	28	—
Electrical and electronic workers	2,640	1,343	213	63	534	181	1,012	141	423	147
Electronic equipment manufacture and maintenance workers	1,004	650	60	16	205	55	242	39	108	40
Electricians	1,144	419	121	31	222	88	449	62	184	26
Electrical fitters, etc	492	274	32	16	107	38	321	40	131	81
Engineering and allied trades workers	10,080	7,934	718	640	2,059	1,386	9,152	1,359	2,569	998
Constructional fitters and erectors	510	18	27	6	78	2	223	9	111	14
Platers	90	71	4	18	18	13	57	23	44	43
Riveters and caulkers	38	1	—	—	5	—	15	3	3	—
Shipwrights	79	37	5	28	22	9	8	—	2	7
Miscellaneous boiler shop and shipbuilding workers	207	5	8	4	15	4	22	—	30	1
Sheet metal workers	358	658	22	43	69	157	71	74	82	82
Welders	817	464	72	70	170	65	830	94	254	100
Toolmakers	129	110	8	4	31	11	98	14	9	4
Press tool makers	76	86	4	—	10	14	30	12	1	—
Mould makers	29	22	2	3	13	2	39	7	3	2
Precision fitters	1,065	564	81	277	368	113	730	101	277	34
Maintenance fitters, erectors	689	444	65	27	148	49	444	100	282	109
Fitters (not precision), mechanics	1,053	1,538	96	91	306	281	673	180	269	139
Turners	271	284	12	10	54	68	304	43	73	28
Machine-tool setters, setter operators	821	980	51	72	125	233	1,093	298	298	139
Machine-tool operators	813	667	32	77	122	99	1,660	99	306	81
Electro platers	75	76	2	1	4	10	132	10	4	5
Plumbers, pipe fitters	967	767	61	41	139	115	393	105	296	67
Miscellaneous engineering workers	1,192	606	114	52	239	70	1,637	103	10	94
Watchmakers and repairers	53	7	5	1	9	1	12	1	—	—
Instrument makers and repairers	218	128	21	6	43	13	31	7	23	6
Goldsmiths, jewellers, etc	42	55	1	—	4	—	28	5	2	—
Vehicle and cycle chassis and body building	140	219	5	21	23	35	138	36	21	26
Aircraft body building	183	3	10	5	23	2	6	13	—	—
Miscellaneous metal goods workers	165	124	10	3	21	20	173	23	13	16
Woodworkers	1,239	2,555	123	198	227	487	628	304	195	379
Carpenters, joiners	848	1,828	87	137	181	416	435	250	141	293
Cabinet makers	102	220	6	7	13	16	52	7	8	16
Sawyers, wood cutting machinists	135	312	20	35	12	30	67	23	19	46
Pattern makers	49	26	4	2	8	5	42	7	17	6
Other woodworkers	105	169	6	17	13	20	32	17	10	18
Leather workers	178	71	43	6	21	22	25	15	117	57
Tanners, fellmongers, etc	58	31	7	4	10	15	16	10	20	7
Boot and shoe makers, repairers	120	40	36	2	11	7	9	5	97	50
Textile workers	110	60	5	4	15	22	56	17	195	130
Textile spinners	3	—	—	—	—	2	5	—	1	1
Textile weavers	4	3	1	1	—	5	1	—	4	7
Other textile workers	103	57	4	3	15	15	50	17	190	122
Clothing, etc workers	619	781	12	18	34	36	82	22	43	57
Retail bespoke tailoring workers	79	48	1	1	7	4	18	3	3	10
Wholesale heavy clothing workers	232	265	—	3	2	2	6	2	10	15
Other clothing workers	199	188	8	5	17	11	20	2	21	15
Upholstery workers, etc	109	280	3	9	8	19	38	15	9	32

persons classified as unlikely to obtain employment other than under special conditions. Men fitted for general labouring work of a type which calls for modified physical effort only are shown under the heading "General labourers (light)".

In using this information the following points should be borne in mind: (1) at any one time some of the wholly unemployed will be under submission to some of the vacancies unfilled; (2) the

extent to which vacancies are notified to local employment offices varies for different occupations, for example the sea-transport industry has special arrangements for filling vacancies.

The figures for wholly unemployed in the table relate to September 11 and those for unfilled vacancies to September 6.

Occupation	Yorks and Humber		North West		North		Wales		Scotland	
	Wholly unemployed	Unfilled vacancies	Wholly unemployed	Unfilled vacancies	Wholly unemployed	Unfilled vacancies	Wholly unemployed	Unfilled vacancies	Wholly unemployed	Unfilled vacancies
MEN										
Farm workers, fishermen, etc	926	75	364	49	304	27	217	37	1,291	62
Regular farm, market garden workers	216	40	113	25	148	6	120	25	667	39
Gardeners, nursery workers, etc	136	31	167	24	88	20	61	12	199	15
Forestry workers	4	—	4	—	7	1	6	—	51	5
Fishermen	570	4	80	—	61	—	30	—	374	3
Miners and quarrymen	58	194	63	34	37	58	44	182	217	46
Colliery workers	29	192	33	34	10	51	27	177	174	45
Other miners and quarrymen	29	2	30	—	27	7	17	5	43	1
Gas, coke and chemicals makers	72	28	125	29	20	7	5	16	70	—
Glass workers	19	1	69	2	18	3	1	3	37	2
Pottery workers	19	3	34	2	2	1	2	—	35	—
Furnace, forge, foundry, rolling mill workers	720	76	282	41	274	12	55	23	500	41
Moulders and coremakers	174	39	132	13	160	10	32	16	248	26
Smiths, forgemen	140	17	72	11	56	2	12	1	118	12
Other workers	406	20	78	17	58	—	11	6	134	3
Electrical and electronic workers	775	136	2,209	142	1,148	64	646	66	2,052	73
Electronic equipment manufacture and maintenance workers	159	25	430	55	177	16	82	24	345	16
Electricians	428	38	1,207	46	670	22	449	24	1,353	41
Electrical fitters, etc	188	73	572	41	301	26	115	18	354	16
Engineering and allied trades workers	5,250	981	10,352	1,073	6,155	387	2,928	428	10,588	489
Constructional fitters and erectors	319	2	521	—	492	—	447	—	584	—
Platers	86	34	206	22	322	10	56	10	392	14
Riveters and caulkers	23	1	41	7	92	2	10	—	109	—
Shipwrights	26	1	112	4	86	1	9	—	147	5
Miscellaneous boiler shop and shipbuilding workers	80	3	302	2	234	—	17	4	311	5
Sheet metal workers	126	63	377	108	230	28	73	38	348	43
Welders	507	55	1,183	40	790	25	480	28	1,104	19
Toolmakers	29	5	73	4	30	3	27	9	103	4
Press tool makers	35	3	53	8	15	4	23	9	66	6
Mould makers	2	—	3	—	4	—	2	—	6	—
Precision fitters	4	1	3	3	15	4	2	2	6	62
Maintenance fitters, erectors	352	68	1,028	47	664	25	294	28	783	46
Fitters (not precision), mechanics	477	99	1,022	39	723	30	357	44	971	38
Turners	506	134	1,123	175	409	82	234	104	1,152	74
Machine-tool setters, setter operators	186	27	331	27	192	6	53	6	428	35
Machine-tool operators	821	99	703	141	550	68	151	32	809	40
Electro platers	662	81	793	74	143	20	46	31	942	34
Plumbers, pipe fitters	8	5	36	2	7	1	3	1	24	—
Miscellaneous engineering workers	415	100	1,212	101	587	41	343	42	993	63
Watchmakers and repairers	617	108	837	187	430	24	175	21	930	44
Instrument makers and repairers	5	3	10	4	11	—	3	2	13	1
Goldsmiths, jewellers, etc	52	14	113	5	77	9	40	8	106	5
Vehicle and cycle chassis and body building	15	4	6	—	—	—	—	—	8	1
Aircraft body building	72	25	87	30	44	5	73	5	121	7
Miscellaneous metal goods workers	171	46	121	38	18	2	3	4	123	9
Woodworkers	483	327	1,295	328	461	289	249	193	1,805	140
Carpenters, joiners	355	275	1,068	212	344	264	209	166	1,472	122
Cabinet makers	20	14	54	68	19	2	1	1	51	4
Sawyers, wood cutting machinists	54	21	69	29	58	15	23			

Occupation	South East		East Anglia		South West		West Midlands		East Midlands	
	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies
MEN—continued										
Food, drink and tobacco workers	389	266	17	28	59	60	117	31	49	23
Workers in food manufacture	339	263	17	27	55	59	107	30	43	23
Workers in drink manufacture	28	2	—	1	2	1	3	1	5	8
Workers in tobacco manufacture	22	1	—	—	2	—	7	—	1	—
Paper and printing workers	1,696	285	40	25	98	49	91	12	65	32
Paper and paper products workers	183	84	2	7	10	15	15	3	5	8
Printing workers	1,513	201	38	18	88	34	76	9	60	24
Building materials workers	65	62	3	—	12	11	76	5	14	23
Brick and tile production workers	3	17	—	—	1	6	34	—	3	16
Other building materials workers	62	45	3	—	11	5	42	5	11	7
Makers of products not elsewhere specified	405	492	29	22	58	56	187	35	74	39
Rubber workers	43	35	—	—	3	5	23	5	6	1
Plastics workers	179	371	11	13	19	39	100	27	41	32
Other workers	183	86	18	9	36	12	64	3	27	6
Construction workers	2,091	1,740	164	199	413	522	1,141	345	402	376
Bricklayers	298	857	33	120	48	216	239	75	266	266
Masons	27	31	3	1	19	124	9	2	9	9
Slaters	126	62	11	4	27	14	102	12	23	37
Plasterers	141	220	21	43	31	65	72	30	33	37
Others	1,509	570	96	31	288	103	719	71	269	64
Painters and decorators	2,037	1,533	121	80	308	230	852	153	256	148
Painters	1,703	1,176	107	61	267	208	685	126	212	117
Decorators (excluding pottery and glass decorators)	334	357	14	19	41	22	167	27	44	31
Drivers, etc of stationary engines, cranes, etc	943	355	65	31	162	84	978	56	264	50
Transport and communication workers	6,999	5,222	740	254	1,651	611	3,339	391	1,416	480
Railway workers	57	199	3	32	2	22	14	9	12	37
Motor drivers (except P.S.V.)	5,373	2,991	663	153	1,385	480	3,103	339	1,298	323
P.S.V. drivers, conductors	209	1,332	27	17	31	87	87	8	75	75
Seamen	622	19	12	3	94	—	10	—	—	—
Harbours and docks workers	109	5	1	—	14	1	3	—	3	—
Other transport workers	332	375	15	16	68	53	85	22	24	19
Communications workers	297	301	19	33	55	24	37	13	25	26
Warehousemen, packers, etc	2,722	1,007	221	46	479	130	1,229	63	647	78
Warehouse workers	2,180	714	211	37	460	119	1,095	58	564	60
Packers, bottlers	542	293	10	9	19	11	134	5	83	18
Clerical workers	20,073	2,930	1,947	124	7,572	300	5,429	295	3,120	214
Clerks	18,062	2,156	1,837	89	7,238	209	4,953	206	2,896	178
Book-keepers, cashiers	1,702	641	102	34	272	85	402	71	198	32
Other clerical workers	309	133	8	1	62	6	74	18	26	4
Shop assistants	2,800	1,789	290	99	791	311	967	142	441	208
Service, sport and recreation workers	7,537	4,594	474	277	901	673	1,250	295	552	271
Police, etc	501	657	37	72	70	70	196	55	85	67
Hotels and catering:										
Kitchen staff	838	1,275	77	59	201	162	189	56	83	64
Bar staff	476	335	43	21	119	67	132	17	50	10
Waiters, etc	333	770	19	30	79	148	47	55	22	40
Others	645	440	36	28	92	89	130	33	44	22
Hairdressers	183	135	9	37	11	43	13	20	7	7
Laundry and dry cleaning workers	100	70	4	3	8	6	17	2	11	1
Domestics	66	11	9	32	20	20	6	23	6	7
Attendants	594	312	43	19	52	62	162	27	84	12
Porters, messengers	1,137	342	37	17	56	20	117	15	46	11
Entertainment workers	1,815	22	18	3	59	1	77	2	32	5
Others	849	173	140	6	17	17	120	14	52	25
Administrative, professional, technical workers	16,449	5,917	1,011	250	3,230	744	4,001	1,002	2,116	608
Laboratory assistants	467	216	36	11	99	22	165	12	68	27
Draughtsmen	869	321	64	18	199	51	424	62	113	27
Nurses	157	533	18	7	27	36	32	143	27	16
Other administrative, professional and technical workers	14,956	4,847	893	214	2,905	635	3,380	785	1,908	538
Labourers	48,312	5,507	6,070	536	14,792	1,132	31,245	429	20,403	698
General labourers (heavy)	14,835	597	2,280	104	6,558	275	7,583	75	9,892	200
General labourers (light)	14,714	204	2,053	10	5,298	38	8,608	20	7,201	6
Factory hands	11,035	2,227	809	205	1,305	201	8,292	90	1,626	120
Other labourers	7,728	2,479	928	217	6,181	618	6,762	244	1,684	372
Grand Total	128,706	45,362	12,847	3,012	34,111	7,278	63,678	5,530	33,886	5,719

Occupation	South East		East Anglia		South West		West Midlands		East Midlands	
	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies
WOMEN										
Farm workers, etc	118	89	35	4	46	18	57	12	32	13
Gas, coke and chemicals makers	3	4	1	—	—	2	2	—	—	—
Glass workers	8	31	—	—	—	4	6	—	—	—
Pottery workers	4	11	—	—	3	15	98	177	1	—
Furnace, forge, foundry, rolling mill workers	16	16	—	—	5	1	53	26	4	3
Electrical and electronic workers	34	299	—	3	2	10	25	8	3	28
Engineering and allied trades workers	262	1,069	5	69	45	329	1,026	481	44	69
Welders	4	27	—	—	1	2	26	26	—	16
Machine-tool operators	51	306	1	3	4	72	424	347	8	33
Miscellaneous engineering workers	180	641	3	66	29	248	313	66	27	19
Miscellaneous metal goods workers	27	95	1	—	11	7	263	42	9	—
Woodworkers	4	15	—	—	1	4	5	12	—	7

Occupation	Yorks and Humberside		North West		North		Wales		Scotland	
	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies
MEN—continued										
Food, drink and tobacco workers	225	45	294	39	79	26	28	31	331	48
Workers in food manufacture	222	45	224	39	75	26	27	31	308	43
Workers in drink manufacture	3	—	6	—	2	—	1	—	19	1
Workers in tobacco manufacture	—	—	64	—	2	—	—	—	4	4
Paper and printing workers	115	12	243	44	51	31	29	12	251	13
Paper and paper products workers	25	6	66	36	12	2	2	1	143	6
Printing workers	90	6	177	8	39	31	27	11	108	7
Building materials workers	55	6	57	8	21	2	16	2	127	11
Brick and tile production workers	19	6	7	2	9	—	4	—	52	8
Other building materials workers	36	—	50	6	12	2	12	2	75	3
Makers of products not elsewhere specified	90	31	263	49	40	29	20	14	172	14
Rubber workers	1	5	9	9	3	—	—	—	33	3
Plastics workers	11	17	101	27	9	28	5	12	32	3
Other workers	78	9	100	13	28	1	15	2	107	8
Construction workers	1,119	419	2,353	294	1,229	345	639	294	2,798	267
Bricklayers	240	250	564	132	276	220	136	136	545	126
Masons	11	6	36	6	13	7	11	11	46	29
Slaters	76	5	163	4	96	4	37	4	358	5
Plasterers	65	62	189	62	64	63	49	63	238	23
Others	727	96	1,401	90	780	51	431	77	1,611	84
Painters and decorators	560	126	1,174	147	509	100	191	95	1,162	85
Painters	482	87	982	126	419	87	164	88	1,019	75
Decorators (excluding pottery and glass decorators)	78	39	192	21	90	13	27	7	143	10
Drivers, etc of stationary engines, cranes, etc	841	56	1,241	48	818	31	349	41	1,387	21
Transport and communication workers	2,858	434	5,262	506	2,671	239	1,872	253	5,205	255
Railway workers	32	8	36	—	27	—	6	7	28	2
Motor drivers (except P.S.V.)	2,450	305	4,234	384	2,090	186	1,542	195	4,524	177
P.S.V. drivers, conductors	98	87	165	62	87	32	68	18	103	43
Seamen	161	—	610	—	338	—	224	6	368	2
Harbours and docks workers	50	—	26	—	40	—	—	—	32	1
Other transport workers	32	22	96	27	38	10	12	9	65	8
Communications workers	35	12	95	33	51	11	20	18	85	22
Warehousemen, packers, etc	959	72	1,243	79	494	22	344	22	1,394	34
Warehouse workers	854	64	1,092	69	461	21	340	21	1,293	28
Packers, bottlers	105	8	151	10	33	1	4	1	101	6
Clerical workers	5,028	322	8,910	389	4,12					

Occupation	South East		East Anglia		South West		West Midlands		East Midlands	
	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies
WOMEN—continued										
Leather workers	50	138	10	11	5	20	21	14	54	41
Tanners, fellmongers, etc	28	97	—	4	5	3	20	10	7	3
Boot and shoe makers, repairers	22	41	10	7	—	17	1	4	47	38
Textile workers	28	64	3	10	7	39	36	31	70	189
Textile spinners	—	—	—	1	—	8	—	—	—	—
Textile weavers	—	—	—	—	—	—	2	1	1	7
Cotton and rayon staple preparers	—	—	—	—	—	—	—	—	11	12
Yarn and thread winders, etc	—	—	—	—	1	6	9	5	29	54
Textile examiners, menders, etc	10	28	1	7	—	14	11	11	29	116
Other workers	18	36	2	2	5	11	22	14	29	116
Clothing, etc workers	368	3,216	24	159	56	390	167	158	114	1,059
Retail bespoke tailoring workers	27	136	1	1	3	6	10	18	2	18
Wholesale heavy clothing workers	52	794	1	16	7	15	19	12	9	42
Light clothing machinists	143	1,149	8	121	26	256	81	75	64	765
Other light clothing workers	86	626	3	11	9	33	18	21	28	158
Hat makers	5	95	1	—	—	7	3	—	—	2
Other clothing workers	25	223	9	6	6	65	11	22	7	29
Upholstery workers, etc	30	193	1	4	4	8	25	9	4	45
Food, drink and tobacco workers	29	97	7	41	11	49	21	27	6	25
Workers in food manufacture	28	97	7	41	9	49	19	27	6	25
Workers in drink manufacture	1	—	—	—	2	—	1	—	—	—
Workers in tobacco manufacture	—	—	—	—	—	—	1	—	—	—
Paper and printing workers	52	136	2	8	4	11	25	24	12	19
Paper and paper products workers	10	45	—	4	1	1	8	14	3	17
Printing workers	42	91	2	4	3	10	17	10	9	2
Building materials workers	—	—	—	—	1	—	1	—	1	—
Makers of products not elsewhere specified	39	184	7	2	10	51	18	36	11	15
Rubber workers	1	10	—	—	—	12	2	2	8	8
Plastics workers	6	103	1	—	—	21	5	23	2	2
Other workers	32	71	6	2	10	18	11	12	7	5
Painters and decorators	6	14	1	—	1	2	17	15	2	1
Transport and communication workers	546	647	55	23	160	99	319	73	141	44
Motor drivers (except P.S.V.)	113	133	19	4	53	14	114	19	37	14
P.S.V. drivers, conductors	13	22	—	—	3	2	—	—	2	—
Other transport workers	76	159	8	6	18	55	45	30	37	22
Communication workers	344	333	28	13	86	28	157	24	65	8
Warehouse workers, packers, etc	327	739	11	50	49	143	442	62	125	166
Warehouse workers	16	77	1	5	4	7	45	8	18	4
Packers, bottlers	311	662	10	45	45	136	397	54	107	162
Clerical workers	5,713	8,330	743	426	2,350	1,097	3,193	815	1,551	542
Clerks	3,792	2,696	520	148	1,768	358	2,435	247	1,179	194
Book-keepers, cashiers	586	1,490	72	79	148	234	220	203	97	115
Shorthand-typists	525	2,002	78	127	228	268	210	126	118	115
Typists	520	1,667	50	59	140	184	229	112	99	83
Office machine operators	290	475	23	14	66	53	106	43	50	32
Shop assistants	1,301	2,571	214	132	631	483	1,003	247	533	194
Service, sport and recreation workers	3,106	7,098	367	634	1,079	1,968	1,128	759	609	601
Hotels and catering:	393	1,281	49	93	139	287	253	161	118	109
Kitchen staff	437	1,222	36	104	159	293	286	142	163	177
Bar staff	204	1,071	30	104	121	450	120	62	111	111
Waitresses, etc	351	1,238	29	72	196	407	78	50	39	96
Others	126	598	23	42	50	136	68	80	34	34
Hairdressers	109	428	6	45	31	68	44	26	17	15
Laundry and dry cleaning workers	427	810	138	125	317	265	165	122	105	70
Domestics (other than charwomen and cleaners)	165	285	15	37	26	42	48	20	26	31
Attendants	679	21	2	1	18	2	19	1	8	6
Entertainment workers	215	144	39	11	22	18	47	29	26	9
Administrative, professional, technical workers	2,889	2,944	257	172	817	637	767	664	509	456
Laboratory assistants	95	75	22	4	40	11	52	9	26	7
Draughtsmen, tracers	61	59	14	2	22	11	29	13	18	8
Nurses	460	2,226	37	146	173	560	201	609	121	401
Other administrative, professional and technical workers	2,273	584	184	20	582	55	485	33	344	40
Other workers	3,950	4,643	615	641	1,304	1,016	3,150	424	1,960	651
Factory hands	2,390	2,434	368	452	813	417	1,809	123	1,314	339
Charwomen, cleaners	521	1,494	109	116	209	418	536	224	388	188
Miscellaneous unskilled workers	1,039	715	138	73	282	181	805	77	258	124
Grand Total	18,853	32,355	2,357	2,385	6,587	6,388	11,580	4,065	5,782	4,123

Occupation	Yorks and Humberside		North West		North		Wales		Scotland	
	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies	Wholly unem-ployed	Unfilled vacancies
WOMEN—continued										
Leather workers	9	9	44	59	9	3	7	11	28	4
Tanners, fellmongers, etc	7	7	18	43	7	3	6	10	22	4
Boot and shoe makers, repairers	2	2	26	16	2	—	1	1	6	—
Textile workers	256	431	437	262	21	31	9	13	421	194
Textile spinners	37	70	84	34	1	—	—	—	21	11
Textile weavers	52	57	80	41	—	5	—	1	81	16
Cotton and rayon staple preparers	2	—	58	30	—	—	—	—	1	—
Yarn and thread winders, etc	41	75	122	75	—	—	1	—	67	7
Textile examiners, menders, etc	50	107	29	21	9	5	2	3	55	27
Other workers	74	122	64	61	11	21	6	9	196	133
Clothing, etc workers	195	500	352	929	218	161	61	184	722	365
Retail bespoke tailoring workers	17	26	12	18	28	15	10	13	60	13
Wholesale heavy clothing workers	66	223	98	363	99	57	13	63	226	155
Light clothing machinists	73	138	130	285	30	36	18	77	274	105
Other light clothing workers	12	62	24	72	25	20	8	12	80	37
Hat makers	—	—	7	18	4	3	3	4	12	1
Other clothing workers	7	24	31	81	18	18	7	10	40	36
Upholstery workers, etc	20	25	50	92	14	12	2	5	30	18
Food, drink and tobacco workers	43	45	83	44	37	32	7	20	162	174
Workers in food manufacture	43	45	74	42	35	32	7	20	127	173
Workers in drink manufacture	—	—	8	2	—	—	—	—	7	1
Workers in tobacco manufacture	—	—	1	—	2	—	—	—	28	—
Paper and printing workers	49	16	90	27	39	1	7	1	198	8
Paper and paper products workers	19	12	44	22	17	—	—	1	83	8
Printing workers	30	4	46	5	22	1	7	—	115	—
Building materials workers	—	—	5	—	2	—	—	—	4	—
Makers of products not elsewhere specified	9	36	40	53	10	7	3	2	74	11
Rubber workers	1	5	7	5	—	—	—	—	2	—
Plastics workers	—	16	15	29	2	5	1	—	—	3
Other workers	8	15	18	19	8	2	2	2	72	8
Painters and decorators	1	—	2	1	3	—	—	1	26	2
Transport and communication workers	225	68	351	66	202	78	134	45	475	42
Motor drivers (except P.S.V.)	69	12	59	10	58	18	37	3	69	8
P.S.V. drivers, conductors	3	2	5	—	8	4	—	—	42	4
Other transport workers	38	30	60	31	32	25	22	27	64	18
Communication workers	115	24	227	25	104	31	73	15	300	12
Warehouse workers, packers, etc	253	95	735	121	184	29	19	24	317	44
Warehouse workers	42	19	25	9	7	7	3	5	41	2
Packers, bottlers	211	76	710	112	161	22	16	19	276	42
Clerical workers	2,701	921	5,269	1,206	3,246	422	2,973	490	6,107	563
Clerks	1,133	314	3,876	462	2,538	172	2,441	168	4,113	205
Book-keepers, cashiers	188	191	442	250	179	73	98	106	588	101
Shorthand-typists	183	239	346	252	238	99	180	127	442	150
Typists	158	82	338	146	160	55	132	44	490	71
Office machine operators	107	95	267	96	131	23	122	45	474	36
Shop assistants	1,109	281	1,568	477	1,803	194	1,010	176	3,030	201
Service, sport and recreation workers	1,031	1,086	1,482	1,262	1,323	868	851	828	2,885	1,123
Hotels and catering:	207	201	246	196	251	167	109	108	432	280
Kitchen staff	224	271	422	306	253	174	110	159	333	161
Bar staff	111	156	145	196	166	194	142	171	366	328
Waitresses, etc	96	86	119	152						

UNFILLED VACANCIES

The number of vacancies remaining unfilled in Great Britain on October 4, 1972 was 212,521: 7,229 higher than on September 6, 1972.

The seasonally adjusted figure of unfilled vacancies for adults on October 4, 1972 was 165,000: 14,400 higher than that for September 6, 1972 and 25,000 higher than on July 5, 1972 (see table 119 on page 1067).

The number of unfilled vacancies for young persons on October 4, 1972 was 46,557; 905 lower than on September 6, 1972.

Tables 1 and 2 give figures of unfilled vacancies for men, women, boys and girls analysed by region and by industry respectively. The figures represent only the number of vacancies notified to local employment offices and youth employment service careers offices by employers and remaining unfilled on October 4, 1972. The figures do not purport to represent the total outstanding requirements of all employers. Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

Table 2

Industry group (Standard Industrial Classification 1968)	Number of vacancies remaining unfilled at October 4, 1972				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Total, all industries and services	97,308	21,597	68,656	24,960	212,521
Total, index of Production industries	56,143	9,106	25,357	9,377	99,983
Total, all manufacturing industries	35,652	6,572	24,521	8,934	75,679
Agriculture, forestry, fishing	1,369	949	431	213	2,962
Mining and quarrying	1,705	160	17	13	1,895
Coal mining	1,544	130	1	—	1,675
Food, drink and tobacco	1,832	434	2,033	690	4,989
Coal and petroleum products	87	18	32	11	148
Chemicals and allied industries	1,314	257	961	318	2,850
Metal manufacture	1,903	301	407	106	2,717
Mechanical engineering	6,966	972	1,527	488	9,953
Instrument engineering	1,048	174	581	152	1,955
Electrical engineering	4,069	508	2,859	803	8,239
Shipbuilding and marine engineering	694	69	55	13	831
Vehicles	3,365	217	562	94	4,238
Metal goods not elsewhere specified	3,900	892	1,799	586	7,177
Textiles	1,552	367	2,599	1,012	5,530
Cotton, linen and man-made fibres (spinning and weaving)	312	56	407	97	872
Woollen and worsted	356	80	470	173	1,079

Table 1

Region	Number of vacancies remaining unfilled at October 4, 1972				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
South East	49,118	10,187	32,373	11,170	102,848
Greater London	21,751	4,671	16,211	4,865	47,498
East Anglia	3,587	823	2,358	889	7,657
South West	7,625	1,703	5,879	2,048	17,255
Midlands	12,809	3,369	8,805	3,771	28,754
Yorkshire and Humberside	6,570	1,637	5,380	2,018	15,605
North West	6,266	1,417	5,501	2,261	15,445
North	4,056	762	2,507	742	8,067
Wales	3,033	901	1,993	908	6,835
Scotland	4,244	798	3,860	1,153	10,055
Great Britain	97,308	21,597	68,656	24,960	212,521
London and South Eastern	31,088	7,079	22,497	7,383	68,047
Eastern and Southern	21,617	3,931	12,234	4,676	42,458

Industry group (Standard Industrial Classification 1968)	Number of vacancies remaining unfilled at October 4, 1972				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Leather, leather goods and fur	235	142	398	238	1,013
Clothing and footwear	1,292	465	6,476	2,772	11,005
Bricks, pottery, glass, cement, etc	1,120	229	584	249	2,182
Timber, furniture, etc	3,029	621	620	273	4,543
Paper, printing and publishing	1,443	522	1,218	661	3,844
Paper, cardboard and paper goods	748	130	553	244	1,675
Printing and publishing	695	392	665	417	2,169
Other manufacturing industries	1,803	384	1,810	468	4,465
Construction	18,307	2,255	651	335	21,548
Gas, electricity and water	479	119	168	95	861
Transport and communication	6,629	479	1,082	439	8,629
Distributive trades	9,052	5,857	9,901	6,478	31,288
Insurance, banking, finance and business services	3,319	1,177	1,927	1,287	7,710
Professional and scientific services	5,392	1,015	11,190	1,506	19,103
Miscellaneous services	11,201	2,363	16,673	5,042	35,279
Entertainments, sports, etc	540	101	947	185	1,773
Catering (MLH 884-888)	5,121	739	8,493	908	15,261
Laundries, dry-cleaning, etc	255	128	859	395	1,637
Public administration	4,203	651	2,095	618	7,567
National government service	2,109	272	1,217	343	3,941
Local government service	2,094	379	878	275	3,626

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 shortage 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 1971 on pages 438 to 446 of the May 1972 issue of this GAZETTE.

The number of stoppages beginning in October*, which came to the notice of the department, was 287. In addition, 86 stoppages which began before October 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 147,700, consisting of 98,400 involved in stoppages which began in October, and 49,300 involved in stoppages which had continued from the previous month. The latter figure includes 8,100 workers involved for the first time in October in stoppages which began in earlier months. Of the 98,400 workers involved in stoppages which began in October, 66,700 were directly involved and 31,700 indirectly involved.

The aggregate of 912,000 working days lost in October includes 464,000 days lost through stoppages which had continued from the previous month.

PROMINENT STOPPAGES OF WORK DURING OCTOBER

A progressive withdrawal of labour commencing on October 2 over a pay claim by approximately 200 maintenance electricians caused another 6,000 workers to be laid off at a number of factories belonging to a Midlands car electrical accessory firm. The claim was for an increase of £1 in addition to the management offer of £4.25. A return to work was made on November 1 following pressure from all other shop stewards and a company offer to continue the talks.

One hundred optical workers at a factory belonging to an electrical component manufacturer at Harlow stopped work on October 4 over the operation of a group or individual bonus scheme. About 500 other workers were laid off as a result until October 25, when work was resumed following the acceptance of a negotiated agreement.

At a diesel engine plant near Manchester 50 production workers walked out on September 18 against the dismissal of a shop steward for refusing to accept an apprentice, although flexibility of appointment was provided for in a local productivity agreement. This resulted in a lay-off of 1,300 other workers. Following a vote a further 350 workers joined the stoppage and a total of 1,900 men were laid off from October 23. The stoppage was still in progress at the end of the month.

Production at an aircraft factory at Broughton near Chester was halted by a four-week stoppage over the dismissal of a machine worker for alleged negligence on the job. Approximately 800 men were involved when the dispute was finally settled by the reinstatement of the employee with all seniority, pension and pay rights. Work was resumed on October 9.

A stoppage which commenced on September 22 at factories of a number of Scottish Knitwear manufacturers finally involved over 5300 workers. Negotiations over a pay claim had been taking place since May. The offer which resulted in a resumption of work on October 26 was for an immediate increase of £3 a week and a further £2 from September 1973.

Stoppages of work in the first ten months of 1972 and 1971

Industry group (1968 Standard Industrial Classification)	January to Oct. 1972		January to Oct. 1971	
	No. of stoppages beginning in period	Workers involved	No. of stoppages beginning in period	Workers involved
Agriculture, forestry, fishing	1	400	2	100
Coal mining	163	332,600	127	14,200
All other mining and quarrying	4	500	3	200
Food, drink and tobacco	69	41,600	67	24,300
Coal and petroleum products	2	700	6	2,600
Chemicals, and allied industries	38	8,900	35	5,900
Metal manufacture	189	70,800	129	54,100
Engineering	490	200,200	422	139,700
Shipbuilding and marine engineering	53	56,800	78	39,600
Motor vehicles	185	220,600	207	288,500
Aerospace equipment	34	24,800	33	30,500
All other vehicles	29	14,500	18	16,300
Metal goods not elsewhere specified	121	23,600	77	9,400
Textiles	63	17,100	61	10,400
Clothing and footwear	28	6,400	23	4,200
Bricks, pottery, glass, cement, etc	52	22,300	33	3,700
Timber, furniture, etc	31	4,700	22	1,300
Paper and printing	39	9,300	24	10,800
All other manufacturing industries	54	33,600	37	25,000
Construction	213	188,300	207	35,800
Gas, electricity and water	8	1,800	5	300
Port and inland water transport	109	174,900	131	57,200
Other transport and communication	81	10,600	104	213,800
Distributive trades	23	1,100	47	5,800
Administrative, financial and professional services	42	6,900	35	39,500
Miscellaneous services	13	1,000	15	1,600
Total	2,132	1,473,900	1,948	1,034,900

Causes of stoppages

Principal cause	Beginning in October 1972		Beginning in the first ten months of 1972	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Wages—claims for increases	161	37,600	1,100	800,400
—other wage disputes	28	7,400	209	48,800
Hours of work	4	600	38	8,000
Employment of particular classes or persons	39	13,600	373	223,000
Other working arrangements, rules and discipline	45	6,400	313	80,500
Trade union status	8	1,000	65	21,100
Sympathetic action	2	100	34	27,600
Total	287	66,700	2,132	1,209,400

Duration of stoppages—ending in October

Duration of stoppage	Number of		
	Stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	63	14,400	16,000
2 days	38	6,800	15,000
3 days	36	9,800	30,000
4-6 days	62	14,200	92,000
Over 6 days	90	66,900	1,459,000
Total	289	112,100	1,612,000

* The figures for the month under review are provisional and subject to revision: those for earlier months have been revised where necessary in accordance with the most recent information. The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

† Less than 50 workers or 500 working days.

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

BASIC WEEKLY RATES OF WAGES, NORMAL WEEKLY HOURS AND BASIC HOURLY RATES OF WAGES

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 October 31, 1972 the indices of changes in weekly rates of wages, or normal weekly hours and of hourly rates of wages for all workers, compared with a month earlier, were:

All workers

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
All industries and services					
1972 September 30	106.7	99.9	106.8	17.0	17.3
1972 October 31	107.4	99.8	107.6	17.3	17.7

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

Principal changes reported in October

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

- Electricity supply—GB:** Increases in salaries of £138 a year for adult workers, with proportional amounts for young workers (September 18).
- Retail drapery, outfitting and footwear trades (Wages Council):** Minimum weekly rates increased by £2 a week for adult male workers, £2.25 for adult female workers, with proportional amounts for young workers (October 9).
- Health services—GB:** Increases of £0.72 or £1.36 a week, according to area for adult female workers with proportional amounts for young workers (October 1).
- Cinema theatres—UK:** Increases of amounts ranging from £1.50 to £2.60 a week, according to occupation for male workers, and from £0.48 to £1.80 for female workers (October 1).
- Government industrial establishments—UK:** Increases in general minimum rates of £2.60 a week for male workers and amounts ranging from £2.86 to £3.02 for women (July 1).
- Fire services (operational members)—GB:** Increases in hourly rates of amounts ranging from 2.8p to 5.5p according to occupation and length of service (October 1).
- Local authorities' services (manual workers)—Scotland:** Increases ranging from £0.51½ to £1 a week for female workers 20 and over, with proportional amounts for young workers (September 4).

Industries affected by cost-of-living sliding scale adjustments include felt hat manufacture and lace furnishing manufacture.

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 October indicate that the basic weekly rates of wages or minimum entitlements of some 1,110,000 workers were increased by a total of £2,185,000 but, as stated earlier, this does not necessarily imply a corresponding change in local 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 October with operative effect from earlier months (490,000 workers, £1,090,000 in weekly rates of wages). Of the total increase of

£2,185,000 about £1,434,000 resulted from arrangements made by joint industrial councils or similar bodies established by voluntary agreement, £540,000 from statutory wages regulation orders, £210,000 from direct negotiations between employers' associations and trade unions, and the rest from cost-of-living sliding-scale adjustments. During October about 440,000 workers had their normal weekly hours reduced by one hour.

Analysis of aggregate changes

The following tables show (a) the cumulative effect of the changes, by industry group and in total, during the period January to October, with the total figures for the corresponding period in the previous year entered below, and (b) the month by month effect of the changes over the most recent period of 13 months. In the columns showing the numbers of workers affected, those concerned in two or more changes in any period are counted only once.

Table (a)

Industry group (1968 SIC)	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by net increases	Estimated net amount of increase	Approximate number of workers affected by reduction	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	370,000	565,000	40,000	80,000
Mining and quarrying	37,000	73,000	—	—
Food, drink and tobacco	430,000	775,000	—	—
Coal and petroleum products	—	—	—	—
Chemicals and allied industries	160,000	340,000	7,000	14,000
Metal manufacture	—	—	—	—
Mechanical engineering	—	—	—	—
Instrument engineering	—	—	—	—
Electrical engineering	—	—	—	—
Shipbuilding and marine engineering	2,685,000	6,620,000	—	—
Vehicles	—	—	—	—
Metal goods not elsewhere specified	—	—	—	—
Textiles	450,000	820,000	—	—
Leather, leather goods and fur	35,000	60,000	—	—
Clothing and footwear	285,000	440,000	—	—
Bricks, pottery, glass, cement, etc.	183,000	452,000	—	—
Timber, furniture, etc.	165,000	360,000	—	—
Paper, printing and publishing	315,000	700,000	—	—
Other manufacturing industries	100,000	195,000	—	—
Construction	1,330,000	6,575,000	—	—
Gas, electricity and water	195,000	430,000	—	—
Transport and communication	1,160,000	2,450,000	5,000	10,000
Distributive trades	1,000,000	1,735,000	1,167,000	1,167,000
Public administration and professional services	510,000	830,000	7,000	14,000
Miscellaneous services	795,000	1,545,000	170,000	332,000
Totals—January—Oct. 1972	10,205,000	24,965,000	1,396,000	1,617,000
Totals—January—Oct. 1971	7,930,000*	13,485,000*	508,000	494,000

* These figures include adjustments made on conversion of rates to decimal currency.

Table (b)

Month	Basic weekly rates of wages or minimum entitlements			Normal weekly hours of work	
	Approximate number of workers affected by		Estimated net amount of increase (£000's)	Approximate numbers of workers affected by reductions (000's)	Estimated amount of reduction in weekly hours (000's)
	increases	decreases			
	(000's)	(000's)	(£000's)	(000's)	(000's)
1971					
October	550	—	670	56	56
November	1,280	—	2,955	112	112
December	3,050	—	3,535	—	—
1972					
January*	1,260	—	1,950	7	14
February	260	—	415	40	80
March	575	—	765	472	484
April	760	—	1,425	56	56
May*	1,150	—	2,080	—	—
June*	1,375	—	3,050	—	—
July*	820	—	1,595	—	—
August*	2,260	—	5,450	210	371
September*	1,630	—	7,135	170	170
October	620	—	1,095	440	440

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

RETAIL PRICES, OCTOBER 17, 1972

At October 17, 1972 the general* retail prices index was 168.7 (prices at January 16, 1962=100), compared with 166.4 at September 19, and with 156.4 at October 19, 1971.

The rise in the index during the month was due to higher rents for local authority dwellings, increases, largely seasonal, in the prices of household coal and coke and higher prices or charges for many other goods and services. There were seasonal falls in the prices of most fresh vegetables.

The index measures the change from month to month in the average level of prices of the commodities and services purchased by nearly nine-tenths of households in the United Kingdom, including practically all wage earners and most small and medium salary earners.

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 172.2, and that for all other items of food was 173.3. The index for all items except items of food the prices of which show significant seasonal variations was 168.7.

The principal changes in the groups in the month were:

- Food:** Increases in the prices of bacon, eggs, pork, fish, apples and some other items of food were largely offset by reductions in the prices of tomatoes and most other fresh vegetables. The index for the food group as a whole rose slightly to 172.8, compared with 172.4 in September. The index for foods whose prices show significant seasonal variations fell by one per cent to 172.2, compared with 174.0 in September.
- Alcoholic drink:** There were rises in the average levels of prices of beer, wines and spirits, and the group index rose by rather more than one-half of one per cent to 162.9, compared with 161.8 in September.
- Housing:** Rises in the average level of rents of local authority dwellings, in rates and water charges in most areas in Scotland and in the average level of charges for repair and maintenance of dwellings caused the housing group index to rise by about 5½ per cent to 202.2, compared with 191.5 in September.
- Fuel and light:** Increases, largely seasonal, in the prices of household coal and coke were mainly responsible for the rise of rather more than 2½ per cent in the group index which was 178.0, compared with 173.3 in September.
- Durable household goods:** Rises in the average levels of prices of furniture, floor coverings and other items included in this group caused the group index to rise by 1½ per cent to 143.2, compared with 141.1 in September.
- Clothing and footwear:** There were rises in the average levels of prices of most articles of clothing and footwear. The index for the group as a whole rose by rather more than one per cent to 145.9, compared with 144.2 in September.
- Transport and vehicles:** The principal change in this group was a rise in the average level of motor vehicle insurance premiums. The group index rose by rather less than one-half of one per cent to 159.1, compared with 158.6 in September.
- Miscellaneous goods:** Rises in the average levels of prices of gramophone records and some other items included in this group caused the group index to rise by rather less than one-half of one per cent to 169.5, compared with 168.9 in September.
- Services:** Higher rentals for telephones and television sets and higher charges for admission to cinemas largely accounted for the rise of rather more than two per cent in the group index which was 186.6, compared with 182.5 in September.
- Meals bought and consumed outside the home:** There was a rise of nearly one per cent in the average level of prices in this group and the index was 185.6, compared with 183.9 in September.

Detailed figures for various groups and sub-groups are:

Group and sub-group	Index figure
I Food: Total	172.8
Bread, flour, cereals, biscuits and cakes	178
Meat and bacon	194
Fish	204
Butter, margarine, lard and other cooking fat	150
Milk, cheese and eggs	164
Tea, coffee, cocoa, soft drinks, etc.	130
Sugar, preserves and confectionery	176
Vegetables, fresh, canned and frozen	174
Fruit, fresh, dried and canned	156
Other food	160
II Alcoholic drink	162.9

Group and sub-group	Index figure
III Tobacco	141.6
IV Housing: Total	202.2
Rent	209
Rates and water charges	209
Charges for repairs and maintenance, and materials for home repairs and decorations	170
V Fuel and light: Total (including oil)	178.0
Coal and coke	211
Gas	146
Electricity	174
VI Durable household goods: Total	143.2
Furniture, floor coverings and soft furnishings	162
Radio, television and other household appliances	120
Pottery, glassware and hardware	152
VII Clothing and footwear: Total	145.9
Men's outer clothing	158
Men's underclothing	155
Women's outer clothing	145
Women's underclothing	142
Children's clothing	142
Other clothing, including hose, haberdashery, hats and materials	131
Footwear	152
VIII Transport and vehicles: Total	159.1
Motoring and cycling	142
Fares	213
IX Miscellaneous goods: Total	169.5
Books, newspapers and periodicals	243
Medicines, surgical, etc. goods and toilet requisites	149
Soap and detergents, soda, polishes and other household goods	138
Stationery, travel and sports goods, toys, photographic and optical goods, etc.	157
X Services: Total	186.6
Postage and telephones	183
Entertainment	184
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	189
XI Meals bought and consumed outside the home	185.6†
All Items	168.7

* The description "general" index of retail prices is used to differentiate from the two indices for pensioner households. These "pensioner" indices were published for the first time on pages 542 to 547 of the June 1969 issue of this GAZETTE; later figures are given in special articles in the February, May, August and November issues.

† The Cost of Living 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.

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 relate 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 quarterly totals in employment in all industries and services are analysed by region in table 102.

Unemployment. The group of unemployment tables (104-116) show the numbers of persons registered at local employment offices and youth employment service careers offices in Great Britain, and in each region, at the monthly counts. For Great Britain separate figures are given for males and females. Persons are included in the count of registered unemployed if they are seeking employment with an employer, are capable of and available for work, are registered for employment at a local employment office or youth employment service careers office on the day of the monthly count, and are not in employment on that day. The count includes both claimants to unemployment benefit and persons who are not claiming benefit, but it excludes those non-claimants who are registered only for part-time work. Also excluded are those persons who are severely disabled, and who are considered unlikely to obtain work other than under special conditions.

The total registered is expressed as a percentage of the total numbers of employees to indicate the incidence rate of unemployment. It is also sub-divided into those temporarily stopped from work and those wholly unemployed. The latter group includes young persons seeking their first employment who are described as school-leavers and adult students seeking temporary employment during vacation, both of which are shown separately. The tables also give separate figures for wholly unemployed excluding both school-leavers and adult students, which, in addition, are adjusted for seasonal variations.

An industrial analysis of the national statistics of wholly unemployed excluding both school-leavers and adult students, appears in table 117, together with figures adjusted for seasonal variations.

The wholly unemployed are analysed in table 118 according to the duration in weeks of their current spell of registration.

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 group:

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 special articles in the February, May, August and November issues of this GAZETTE.

Industrial stoppages. Details of the numbers 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

S.I.C. U.K. 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

EMPLOYMENT working population: Great Britain

TABLE 101

THOUSANDS

Quarter	Employees in employment	Employers and self employed	Civil employment	Wholly unemployed	Total civilian labour force	H.M. Forces	Working population	Of which		
								Males	Females	
Numbers unadjusted for seasonal variations										
1967	March	22,728	1,664	24,391	525	24,916	419	25,335	16,372	8,963
	June	22,828	1,681	24,509	466	24,974	417	25,391	16,457	8,935
	September	22,905	1,681	24,586	526	25,112	413	25,525	16,543	8,982
	December	22,733	1,681	24,414	559	24,973	412	25,385	16,464	8,921
1968	March	22,561	1,681	24,242	572	24,814	407	25,221	16,268	8,952
	June	22,645	1,681	24,326	506	24,833	400	25,233	16,285	8,948
	September	22,701	1,697	24,398	535	24,932	395	25,327	16,342	8,986
	December	22,647	1,713	24,360	540	24,900	390	25,290	16,354	8,936
1969	March	22,515	1,728	24,243	566	24,809	384	25,193	16,241	8,952
	June	22,600	1,744	24,344	483	24,827	380	25,207	16,191	9,016
	September	22,619	1,744	24,363	540	24,903	377	25,280	16,236	9,044
	December	22,523	1,744	24,267	566	24,833	376	25,209	16,215	8,993
1970	March	22,425	1,744	24,169	602	24,771	374	25,145	16,140	9,004
	June	22,404	1,744	24,148	524	24,672	372	25,044	16,023	9,021
	September	22,407	1,744	24,151	579	24,730	370	25,100	16,061	9,039
	December	22,328	1,744	24,072	604	24,677	371	25,048	16,074	8,973
1971	March	21,970	1,744	23,714	700	24,414	369	24,783	15,906	8,877
	June	22,027	1,744	23,771	687	24,459	368	24,827	15,867	8,960
	September	21,963	1,744	23,707	810	24,518	368	24,886	15,885	9,001
	December	21,884	1,744	23,628	868	24,495	372	24,867	15,954	8,914
1972	March	21,947	1,744	23,691	925	24,616	371	24,987	15,907	9,080
Numbers adjusted for seasonal variations										
1967	March	22,839		24,503				25,417	16,443	8,974
	June	22,813		24,494				25,428	16,481	8,947
	September	22,828		24,509				25,446	16,505	8,941
	December	22,716		24,397				25,350	16,409	8,941
1968	March	22,670		24,351				25,301	16,336	8,965
	June	22,631		24,312				25,268	16,314	8,954
	September	22,623		24,320				25,247	16,300	8,947
	December	22,629		24,342				25,257	16,300	8,957
1969	March	22,623		24,351				25,271	16,305	8,966
	June	22,588		24,332				25,243	16,225	9,018
	September	22,541		24,285				25,200	16,193	9,007
	December	22,505		24,249				25,176	16,161	9,015
1970	March	22,531		24,275				25,220	16,202	9,018
	June	22,394		24,138				25,079	16,058	9,021
	September	22,328		24,072				25,022	16,019	9,003
	December	22,310		24,054				25,016	16,020	8,996
1971	March	22,080		23,824				24,855	15,961	8,894
	June	22,038		23,782				24,877	15,918	8,959
	September	21,895		23,639				24,815	15,856	8,959
	December	21,854		23,598				24,829	15,887	8,942
1972	March	22,027		23,771				25,039	15,939	9,100

employees in employment: Great Britain and standard regions

TABLE 102

THOUSANDS

Standard Regions	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain*	
1968	September	7,858	615	1,289	2,269	1,397	2,023	2,900	1,269	950	2,122	22,701
	December	7,842	619	1,282	2,264	1,409	2,020	2,912	1,262	940	2,088	22,647
1969	March	7,808	616	1,274	2,265	1,407	1,989	2,883	1,247	930	2,088	22,515
	June (a)	7,835	626	1,295	2,271	1,402	1,997	2,883	1,253	936	2,091	22,600
	June (b)	7,791	632	1,304	2,278	1,395	2,001	2,892	1,258	942	2,098	22,619
1970	September	7,743	630	1,288	2,276	1,401	2,010	2,913	1,265	957	2,128	22,523
	December	7,733	628	1,283	2,249	1,408	2,007	2,907	1,258	946	2,095	22,523
	March	7,705	614	1,278	2,253	1,396	1,985	2,899	1,265	938	2,084	22,425
1971	June	7,698	637	1,310	2,259	1,392	1,976	2,842	1,270	935	2,077	22,404
	September	7,640	636	1,281	2,258	1,403	1,990	2,863	1,281	940	2,105	22,407
	December	7,649	635	1,275	2,247	1,409	1,985	2,835	1,280	934	2,070	22,328
1972	March	7,510	605	1,285	2,224	1,378	1,947	2,806	1,245	919	2,040	21,970
	June	7,616	620	1,308	2,218	1,363	1,924	2,779	1,242	930	2,018	22,027
	September	7,526	598	1,303	2,210	1,372	1,942	2,793	1,237	929	2,044	21,963
1972	December	7,503	591	1,294	2,205	1,382	1,934	2,790	1,237	925	2,015	21,884
1972	March	7,576	620	1,294	2,192	1,373	1,931	2,767	1,232	918	2,036	21,947

Note: The regional estimates from June 1969 (b) include improved information about the location of employees in employment in the distributive trades.

* 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 (See Note below)

TABLE 103 THOUSANDS

Year	Month	Total all industries and services*		Index of production industries†		Manufacturing industries													
		Total	Seasonally adjusted index (av. 1963=100)	Total	Seasonally adjusted index (av. 1963=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			
																	1960	June	22,036

Note: The Order Groups of the Standard Industrial Classification are presented in the format of the SIC (1968). However, estimates for June 1969 (a) and earlier months are classified according to the SIC (1958) and are not fully comparable therefore with the estimates for June 1969 (b) and later months which are classified on the basis of the SIC (1968).

* The figures given in this column are estimates of the total number of employees in employment given in table 101 obtained by the method described in the article on pages 207-214 of the May 1966 issue of this GAZETTE. For June 1960 to June 1964 (a) they differ from the sum of the estimates given for industry groups which were compiled by different methods.
† The industries included in the Index of Production are Orders II-XVIII of the SIC (1958) and Orders II-XXI of the SIC (1968).

EMPLOYMENT
employees in employment: industrial analysis: Great Britain

TABLE 103 (continued) THOUSANDS

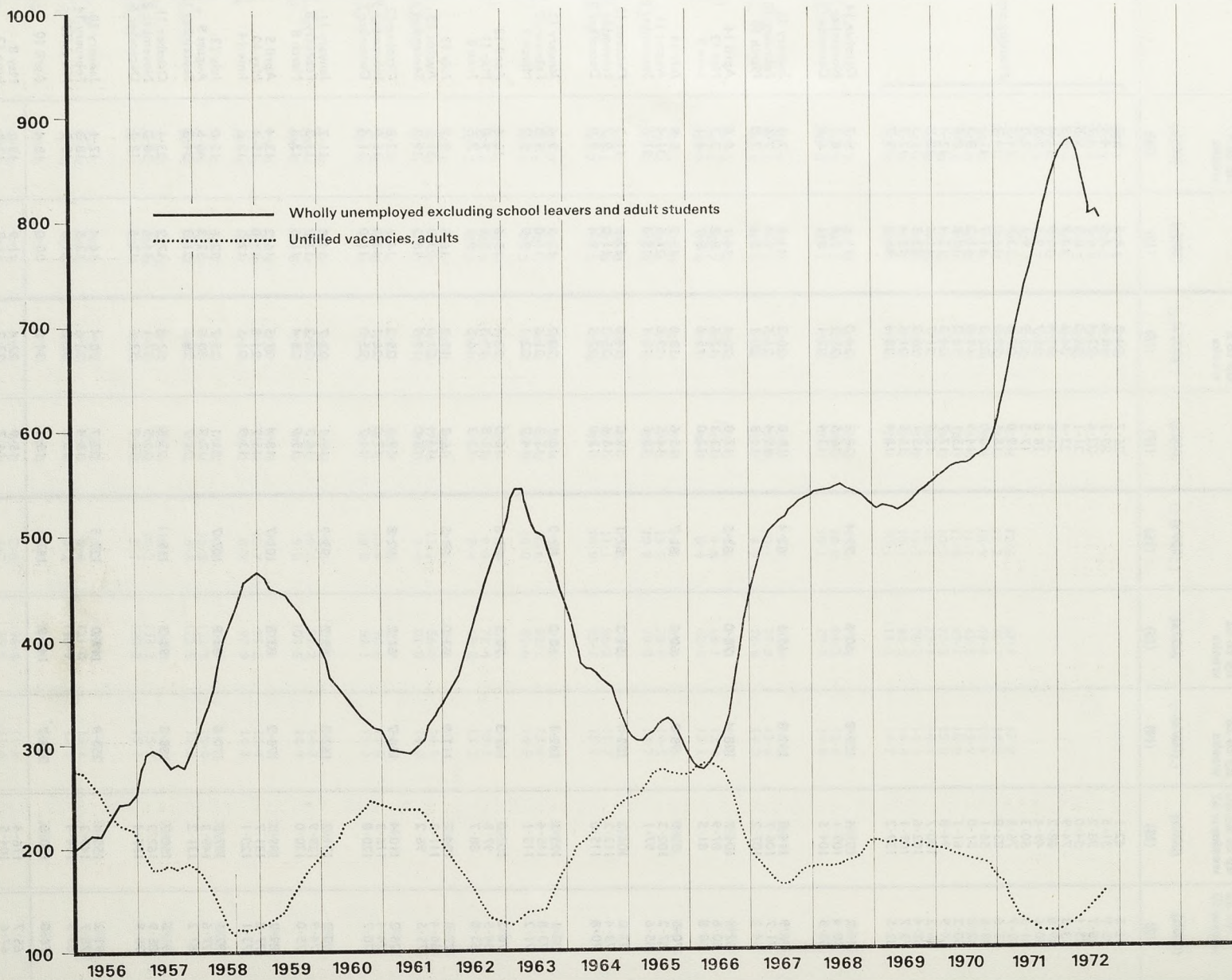
Year	Month	Total	Seasonally adjusted index (av. 1963=100)	Manufacturing industries (continued)																		
				Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing 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 ††			
																				1960	June	22,036

§ Estimates for June 1964(b) and later months are on the revised basis of calculation and are not strictly comparable with the estimates for June 1964 (a) and earlier dates. (See pages 110 to 112 of the March 1966 issue of this GAZETTE).
|| Figures after June 1971 are provisional and are subject to revision when the results of the 1971 Census of Employment are available.
¶ Excluding members of HM Forces.

** Between June 1966 and June 1967 the industrial classification of many establishments were corrected. The estimates from July 1966 onwards take account of these changes: the estimates up to and including May 1966 do not take account of them. Estimates for June 1966 are shown on both bases, that is (a) excluding and (b) including the effects of reclassifications.
§§ 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.

Unemployed and vacancies: Great Britain

Three-month moving average; seasonally adjusted



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

TABLE 122 1968 Standard Industrial Classification FULL-TIME MEN (21 YEARS AND OVER)

Table with columns for Standard Industrial Classification categories (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) and rows for Average weekly earnings, Average hours worked, and Average hourly earnings for 1969 Oct, 1970 Oct, and 1971 Oct.

1968 Standard Industrial Classification FULL-TIME WOMEN (18 YEARS AND OVER)

Table with columns for Standard Industrial Classification categories and rows for Average weekly earnings, Average hours worked, and Average hourly earnings for 1969 Oct, 1970 Oct, and 1971 Oct.

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

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

TABLE 123

Table comparing 1968 and 1971 data for Standard Industrial Classification categories (All manufacturing industries; Manufacturing and certain other industries) for Average weekly earnings, Average hours worked, and Average hourly earnings.

* Women ordinarily employed for not more than 30 hours a week are classed as part-time workers. † The other industries are mining and quarrying (except coal); 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

Table showing index values for ALL INDUSTRIES and ALL MANUFACTURING INDUSTRIES, categorized by non-manual males, non-manual females, and all non-manual employees from 1959 October to 1972 April.

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

Table showing annual percentage changes in hourly wage earnings and rates from 1961 April to 1971 October.

Note: 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 1 1/4 (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.

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

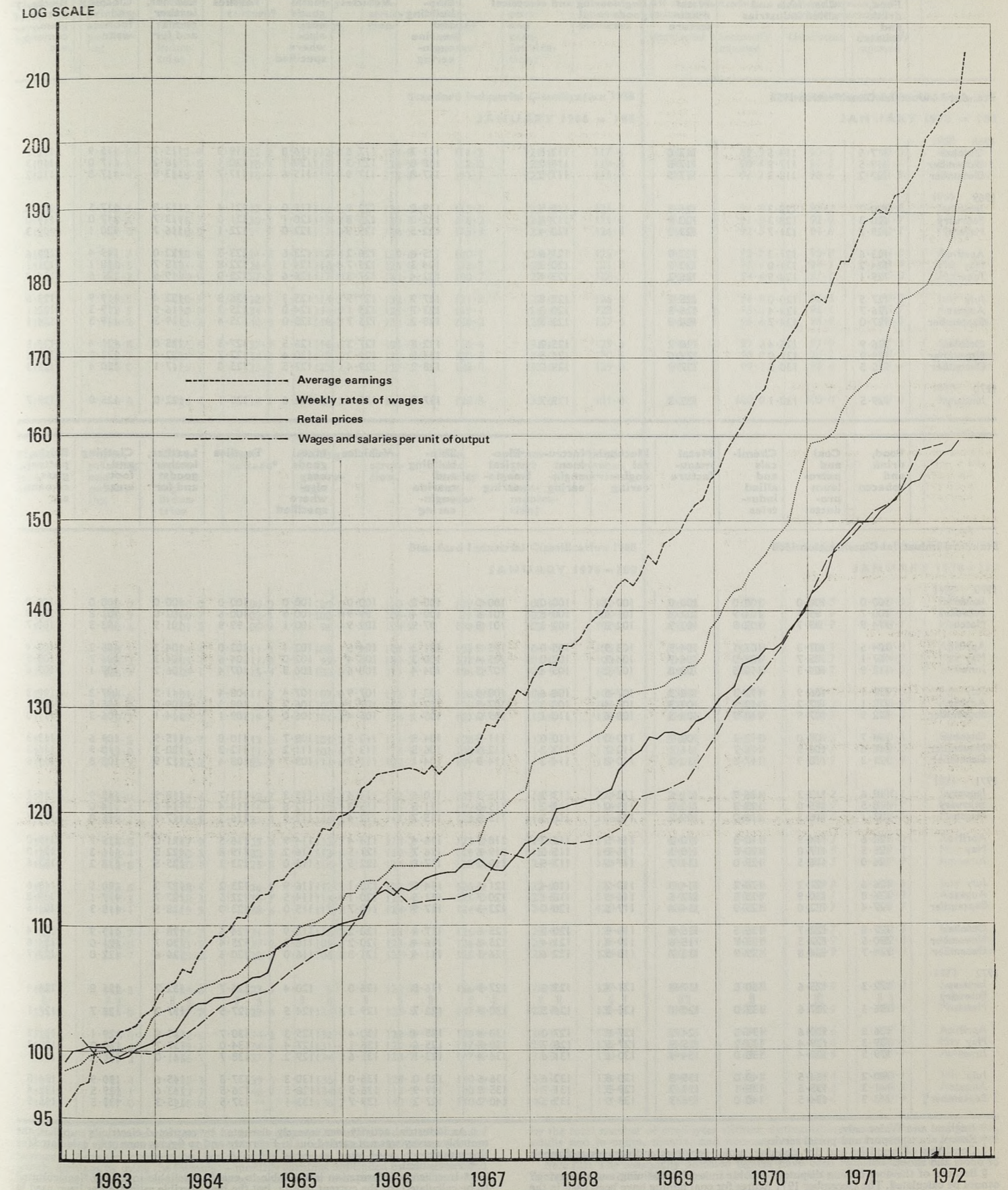
TABLE 126

	MANUFACTURING INDUSTRIES					ALL INDUSTRIES				
	Average weekly earnings		Average hours	Average hourly earnings		Average weekly earnings		Average hours	Average hourly earnings	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	of those for whom hourly earnings calculated	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	of those for whom hourly earnings calculated	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 1970	27.4	28.4	45.5	60.8	60.1	25.8	26.7	45.9	57.1	55.9
April 1971	30.2	31.1	44.4	68.2	66.6	28.8	29.4	45.0	64.0	62.2
April 1972						32.1	32.8	44.9	71.4	69.3
Full-time non-manual men (21 years and over)										
April 1970	35.6	35.8	39.5	89.3	89.6	34.9	35.1	39.0	88.7	89.0
April 1971	39.5	39.7	38.9	100.3	100.5	38.9	39.1	38.7	99.2	99.5
April 1972						43.4	43.5	38.6	110.5	110.6
All full-time men (21 years and over)										
April 1970	29.5	30.5	44.0	67.3	67.4	28.9	29.7	43.7	66.2	66.3
April 1971	32.6	33.5	43.0	75.4	74.9	32.3	32.9	42.8	74.4	74.1
April 1972						36.0	36.7	42.8	83.1	82.6
Full-time manual women (18 years and over)										
April 1970	13.2	13.9	38.2	34.8	34.6	12.8	13.3	38.6	33.5	33.2
April 1971	15.0	15.7	38.0	39.5	39.3	14.7	15.3	38.4	38.3	38.1
April 1972						16.6	17.1	38.6	43.1	42.8
Full-time non-manual women (18 years and over)										
April 1970	15.5	15.6	37.3	41.6	41.5	17.5	17.7	36.9	47.2	47.2
April 1971	17.5	17.6	37.2	47.0	46.9	19.7	19.8	36.9	53.0	52.9
April 1972						22.1	22.2	36.6	59.8	59.7
All full-time women (18 years and over)										
April 1970	14.0	14.6	37.9	37.1	37.0	15.7	16.2	37.6	41.8	41.7
April 1971	15.9	16.5	37.7	42.0	41.9	17.8	18.3	37.4	47.4	47.2
April 1972						20.1	20.5	37.3	53.5	53.3
Full-time youths and boys (under 21)										
April 1970	14.2	14.7	41.2	34.7	33.9	13.8	14.0	41.5	33.3	32.4
April 1971	15.2	15.6	40.5	37.6	36.8	14.6	14.9	40.9	35.6	34.9
April 1972						16.0	16.2	41.1	39.0	38.1
Full-time girls (under 18)										
April 1970	8.9	9.1	37.8	23.5	23.4	8.3	8.3	38.1	21.7	21.6
April 1971	9.8	10.1	37.7	25.8	25.7	9.3	9.4	38.1	24.5	24.4
April 1972						10.2	10.3	38.2	26.6	26.5
Part-time men (21 years and over)										
April 1970	9.1	9.2	20.7	42.2	41.5	10.8	10.8	19.2	54.1	53.9
April 1971	9.7	9.9	19.9	47.6	47.1	11.4	11.5	18.8	56.4	56.4
April 1972						12.1	12.2	18.5	61.8	61.7
Part-time women (18 years and over)										
April 1970	7.3	7.5	21.7	33.4	33.3	6.6	6.7	19.7	33.6	33.6
April 1971	8.2	8.4	21.7	37.8	37.6	7.6	7.7	19.7	38.3	38.2
April 1972						8.5	8.6	19.8	42.9	42.9

Note: The April 1970 figures differ slightly from those given when the results of the 1970 survey were first published. They are estimates obtained from the 1970 survey data using methods of measuring earnings and hours similar, so far as possible, to those used in the 1971 survey—see page 986 of the November 1971 issue of this GAZETTE.

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

AVERAGE 1963=100



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

TABLE 127

	Food, drink and tobacco	Chemicals and allied industries	Metal manufacture	Engineering and electrical goods	Ship-building 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 1958	
												Unadjusted	Seasonally adjusted
Standard Industrial Classification 1958													
1968													
October	117.5	114.5	117.0	113.5	113.7	117.6	116.8	119.3	115.7	115.9	116.7	88.8	89.3
November	119.5	117.9	117.8	116.0	118.8	120.3	120.1	120.1	118.2	117.0	119.3	90.5	90.4
December	127.2	118.3	117.8	117.0	117.8	117.9	115.6	117.7	113.9	117.8	118.2	90.3	91.7
1969													
January	120.7	120.3	121.3	118.9	119.8	122.8	119.0	121.4	113.8	117.5	122.0	91.8	91.8
February	120.3	128.3	120.9	117.6	120.8	120.8	120.1	121.0	113.7	117.0	119.0	91.7	91.5
March	129.7	121.7	123.2	120.4	122.5	125.8	122.0	122.1	116.7	120.1	122.3	93.9	92.5
April	123.6	121.3	122.9	121.6	125.6	126.2	123.6	123.3	122.0	119.4	122.6	93.9	93.7
May	124.2	121.0	122.3	120.3	124.3	125.7	124.3	122.8	115.7	118.1	121.1	93.3	93.7
June	129.1	124.9	126.2	123.1	132.4	127.3	126.6	125.0	119.6	121.6	124.4	95.8	94.4
July	127.5	126.0	125.2	122.8	127.9	125.3	125.3	126.8	122.4	119.9	123.8	95.5	94.8
August	126.7	123.4	126.3	120.3	123.7	125.1	124.0	125.3	116.9	119.3	122.1	94.2	95.5
September	127.0	124.7	128.0	123.3	128.2	125.7	125.0	125.4	119.3	119.3	124.1	95.6	96.6
October	126.9	125.4	128.2	125.2	132.8	127.3	126.5	127.3	125.0	121.4	126.5	96.7	97.3
November	129.9	131.0	129.0	126.5	134.9	129.2	130.4	127.7	122.6	122.0	127.3	98.2	98.0
December	135.5	130.5	127.9	129.0	128.9	129.4	127.5	125.0	117.1	120.4	125.3	98.2	99.3
1970													
January	129.5	130.1	132.3	129.7	137.5	135.4	132.6	129.1	122.0	125.0	129.7	100.0	100.0

Standard Industrial Classification 1968

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrumental engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Standard Industrial Classification 1968	
															Unadjusted	Seasonally adjusted
Standard Industrial Classification 1968																
1970																
January	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
February	100.7	99.1	104.9	102.4	101.6	100.5	101.5	100.4	99.9	100.3	100.6	102.0	101.8	100.8	101.2	101.9
March	114.9	99.7	102.9	103.2	102.2	102.3	101.8	97.9	102.9	100.1	99.9	101.9	103.3	100.7	102.9	103.1
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	104.0	103.8
May	107.1	105.7	109.0	106.7	104.9	102.8	105.4	100.3	106.4	102.0	104.6	104.3	104.7	103.9	104.9	104.9
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	108.0	106.5
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	108.3	107.6
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	108.1	109.5
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	108.9	109.5
October	114.7	108.0	112.1	110.0	110.0	111.3	104.9	110.5	108.7	110.8	115.9	109.6	113.3	110.7	111.3	111.2
November	116.6	108.2	116.7	111.1	112.1	112.2	106.5	113.7	111.2	112.3	120.3	112.9	108.8	113.1	113.1	112.7
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	112.2	112.9
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	114.4	114.4
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	115.1	115.2
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	115.9	114.5
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	116.5	116.3
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	118.6	118.4
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	119.8	117.9
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	120.3	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	119.4	120.9
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	120.6	120.6
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	121.9	122.6
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	122.9	122.9
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	122.3	123.3
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	125.2	125.2
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	128.2	126.2
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	130.2	129.9
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	131.8	131.7
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	135.3	132.6
July	140.2	134.5	140.0	135.8	130.8	132.6	136.6	123.0	136.0	130.3	137.8	145.6	130.9	134.0	134.8	134.1
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	131.8	135.6
September	143.9	134.5	140.0	135.3	133.6	135.5	140.2	127.2	139.7	133.1	137.5	145.3	133.5	136.5	137.5	138.4

* 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 the coal mining dispute a reliable index for "Mining and quarrying" cannot be calculated. The December 1971 figures for coal mining have been used in the compilation of the index for "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."

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		All industries and services covered	
										Unadjusted	Seasonally adjusted	Unadjusted	Seasonally adjusted
Standard Industrial Classification 1958													
JANUARY 1966 = 100													
1968	119.8	115.8	113.9	122.8	112.0	124.8	111.2	121.8	117.4	88.8	89.3	90.2	90.0
October	120.6	118.1	115.5	118.3	113.3	124.9	112.0	123.0	119.8	90.5	90.4	91.5	91.1
November	111.6	116.4	116.5	118.4	111.9	118.8	112.1	122.5	115.9	90.3	91.7	90.6	91.9
December	119.3	118.5	115.9	117.4	116.3	123.1	113.0	122.6	121.3	91.8	91.8	92.2	92.2
1969	117.1	118.6	116.7	116.7	117.0	120.9	116.2	121.7	121.6	91.7	91.5	92.0	91.7
January	120.5	124.0	118.8	121.7	117.3	128.9	115.9	122.9	126.4	93.9	92.5	94.6	92.7
February	122.8	121.7	120.6	131.5	117.4	129.6	120.1	124.5	125.7	93.9	93.7	95.0	94.0
March	118.1	118.7	115.4	117.4	116.9	126.0	112.5	121.8	121.8	93.3	93.6	94.1	93.4
April	124.7	125.2	120.9	137.2	117.8	134.1	120.7	127.7	126.5	95.8	94.4	97.1	95.0
May	127.1	123.5	120.5	132.7	114.7	132.1	121.8	127.0	126.6	95.5	94.8	96.5	95.3
June	123.6	123.5	120.3	134.9	114.9	128.3	119.1	126.1	123.7	94.2	95.5	95.1	95.7
July	126.3	126.2	123.2	140.3	118.7	132.3	120.2	128.3	127.6	95.6	96.6	96.9	96.8
August	125.8	126.8	125.6	137.9	118.6	133.0	119.6	131.6	129.3	96.7	97.3	97.9	97.5
September	127.0	129.7	127.7	124.0	119.5								

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	June 1972	
	June 1970	January 1971	June 1971	January 1972	June 1972	June 1970	January 1971	June 1971	January 1972	June 1972			June 1972
ENGINEERING*													
	£										P		
Timeworkers													
Skilled	156.3	—	167.6	—	187.4	36.53	163.8	—	185.2	—	209.4	81.50	
Semi-skilled	158.0	—	173.9	—	197.3	34.10	165.2	—	190.0	—	218.8	74.67	
Labourers	156.5	—	170.5	—	190.8	26.72	162.5	—	183.4	—	211.6	57.83	
All timeworkers	158.1	—	171.7	—	193.4	34.59	165.3	—	188.4	—	215.3	76.42	
Payment-by-result workers													
Skilled	155.3	—	165.8	—	182.0	36.53	163.2	—	182.2	—	203.5	86.88	
Semi-skilled	148.9	—	161.5	—	177.3	32.98	157.0	—	177.0	—	193.5	77.08	
Labourers	153.1	—	159.6	—	178.4	26.53	159.5	—	176.9	—	199.0	58.79	
All payment-by-result workers	152.0	—	163.6	—	179.7	34.45	160.0	—	179.7	—	198.8	81.11	
All skilled workers	155.6	—	166.5	—	184.7	36.53	162.8	—	183.1	—	205.7	83.81	
All semi-skilled workers	152.9	—	167.1	—	186.6	33.56	160.2	—	182.3	—	204.5	75.83	
All labourers	155.8	—	168.0	—	188.0	26.68	161.9	—	182.1	—	208.8	58.03	
All workers covered	154.9	—	167.5	—	186.5	34.53	162.3	—	183.9	—	206.8	78.48	
SHIPBUILDING AND SHIP REPAIRING†													
	£										P		
Timeworkers													
Skilled	154.8	177.6	191.0	198.3	212.9	36.14	174.1	197.1	211.2	220.0	231.7	76.17	
Semi-skilled	151.4	183.4	200.6	209.4	215.4	30.02	163.6	190.5	205.1	215.7	229.0	61.54	
Labourers	166.6	185.1	196.0	214.2	213.6	28.44	183.9	206.3	211.5	225.7	236.7	58.29	
All timeworkers	158.9	185.0	199.4	209.3	220.3	33.41	177.4	203.6	217.6	228.6	241.1	69.72	
Payment-by-result workers													
Skilled	173.2	176.5	190.3	190.3	205.2	37.70	174.1	184.0	201.1	206.4	216.8	83.21	
Semi-skilled	167.4	177.2	187.4	192.4	208.3	31.50	168.7	185.3	205.2	218.1	226.1	65.58	
Labourers	152.0	163.3	163.4	172.7	189.2	29.71	158.1	163.4	181.3	195.9	204.2	58.63	
All payment-by-result workers	168.9	174.8	187.0	189.7	204.9	35.47	170.5	181.7	199.4	207.4	217.7	76.66	
All skilled workers	168.1	175.7	189.5	191.0	205.7	37.26	172.7	184.8	201.3	206.8	217.4	81.24	
All semi-skilled workers	161.9	178.4	194.7	200.9	213.5	30.96	166.5	185.8	204.0	215.4	225.3	64.11	
All labourers	159.0	173.1	176.6	188.8	200.4	29.27	168.9	179.8	194.0	208.6	218.0	58.51	
All workers covered	165.5	176.4	189.2	193.6	207.4	34.83	171.4	185.8	202.8	210.9	221.6	74.52	
CHEMICAL MANUFACTURE‡													
	£										P		
Timeworkers													
General workers	164.9	175.4	194.5	197.3	206.9	35.07	185.1	204.1	222.9	237.2	243.0	80.71	
Craftsmen	170.4	170.4	192.6	187.9	199.6	37.56	177.3	193.7	215.0	224.0	228.4	86.00	
All timeworkers	166.1	174.2	194.2	195.2	205.4	35.71	183.6	202.2	221.9	234.8	240.5	82.07	
Payment-by-result workers													
General workers	166.3	171.7	181.8	188.2	192.5	34.24	167.3	180.0	193.5	204.4	205.0	78.63	
Craftsmen	165.3	166.2	172.6	174.8	185.1	36.99	166.0	174.7	185.0	192.6	199.4	85.21	
All payment-by-result workers	166.4	171.2	180.1	185.2	191.2	34.95	166.9	179.1	191.6	201.8	203.9	80.34	
All general workers	164.6	173.0	190.0	193.4	201.9	34.92	176.8	193.3	210.0	223.6	227.9	80.34	
All craftsmen	168.0	168.0	186.0	182.8	194.2	37.46	171.4	184.7	204.6	211.0	215.9	85.86	
All workers covered	165.5	172.1	189.2	191.0	200.4	35.58	175.4	191.3	208.5	220.6	225.3	81.76	

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968:
 * 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399.
 † 370-1.
 ‡ 271-273; 276-278.

WAGE RATE AND HOURS
Indices of basic weekly and hourly rates of wages and normal weekly hours:
manual workers: United Kingdom

TABLE 130 JANUARY 31, 1956=100

		BASIC WEEKLY RATES OF WAGES				NORMAL WORKING 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													
		(44.4) (45.2) (44.7) (44.6)											
1960	Averages of monthly index numbers	119.7	120.8	123.2	120.0	97.9	98.3	98.1	98.0	122.3	122.8	125.6	122.5
1961		124.6	125.3	130.3	125.0	96.0	95.8	95.9	95.9	129.8	130.7	135.9	130.3
1962		129.1	130.3	135.6	129.6	95.1	95.1	95.1	95.1	135.7	137.0	142.5	136.2
1963		133.6	135.7	141.0	134.3	95.0	95.0	95.0	95.0	140.6	142.8	148.4	141.3
1964		139.8	142.6	147.6	140.6	94.6	94.8	94.5	94.6	147.8	150.4	156.1	148.6
1965		145.7	149.4	155.1	146.7	92.8	93.1	92.7	92.9	156.9	160.5	167.5	157.9
1966		152.2	157.4	164.1	153.5	91.1	91.2	91.1	91.1	167.0	172.6	180.1	168.5
1967		157.9	163.5	170.3	159.3	90.9	91.0	90.9	90.9	173.8	179.7	187.4	175.3
1968		168.6	173.1	181.5	169.9	90.7	90.7	90.7	90.7	185.9	190.8	200.1	187.3
1969		177.6	180.9	193.2	178.8	90.6	90.5	90.6	90.6	196.0	199.9	213.3	197.4
1970		195.2	197.1	221.2	196.7	90.4	90.2	90.3	90.4	215.9	218.5	244.9	217.7
1971		219.1	227.4	256.1	222.1	90.2	90.0	90.0	90.1	242.9	252.5	284.4	246.4
1972													
January		235.3	245.2	280.3	238.9	90.2	90.0	90.0	90.1	261.0	272.4	311.4	265.2
February		235.6	245.4	281.2	239.3	90.1	90.0	90.0	90.1	261.4	272.6	312.4	265.6
March		236.3	247.1	282.2	240.1	90.1	89.8	89.9	90.0	262.3	275.2	314.1	266.9
April		237.6	250.0	284.3	241.7	90.1	89.8	89.8	90.0	263.8	278.4	316.5	268.6
May		240.0	254.5	288.0	244.5	90.1	89.8	89.8	90.0	266.5	283.5	320.7	271.7
June		244.1	256.7	290.9	248.2	90.1	89.8	89.8	90.0	271.1	285.9	323.8	275.9
July		245.2	259.0	292.3	249.5	90.1	89.8	89.8	90.0	272.3	288.5	325.4	277.3
		(40.0) (40.6) (40.2) (40.1)											
Manufacturing industries													
		(44.1) (44.5) (44.3) (44.2)											
1960	Averages of monthly index numbers	119.1	120.0	122.7	119.4	97.1	97.8	97.5	97.3	122.8	122.7	125.9	122.8
1961		123.9	124.3	129.5	124.2	95.6	95.2	95.4	95.4	129.6	130.6	135.7	130.1
1962		127.4	129.0	134.1	128.0	95.2	94.9	95.0	95.1	133.8	136.0	141.1	134.6
1963		131.0	133.6	138.2	131.8	95.1	94.8	94.9	95.0	137.7	141.0	145.6	138.6
1964		137.0	141.0	144.7	138.0	94.9	94.6	94.6	94.8	144.4	149.1	152.9	145.6
1965		141.9	147.5	152.4	143.3	92.7	92.7	92.7	92.7	153.0	159.1	164.4	154.5
1966		148.1	156.1	161.5	150.1	91.4	91.2	91.2	91.2	162.2	171.2	177.1	164.4
1967		154.0	162.1	167.6	156.0	91.0	90.7	90.8	90.9	169.2	178.8	184.6	171.6
1968		165.8	173.3	179.0	167.7	90.8	90.3	90.5	90.6	182.7	191.9	197.7	185.0
1969		175.3	180.4	191.6	176.9	90.7	90.1	90.4	90.5	193.3	200.2	212.0	195.5
1970		192.1	197.7	227.2	194.6	90.6	90.0	90.3	90.4	212.0	219.6	251.5	215.2
1971		213.9	230.2	263.4	218.9	90.6	90.0	90.3	90.4	236.2	255.8	291.6	242.1
1972													
January		228.0	246.2	282.9	233.5	90.5	90.0	90.3	90.4	251.8	273.5	313.2	258.4
February		228.3	246.4	283.3	233.8	90.5	90.0	90.3	90.4	252.1	273.7	313.7	258.7
March		229.2	249.2	285.3	235.1	90.5	90.0	90.3	90.4	253.2	276.9	316.0	260.1
April		231.0	251.1	287.8	236.9	90.5	90.0	90.3	90.4	255.1	278.9	318.7	262.1
May		234.4	257.8	293.3	241.0	90.5	90.0	90.3	90.4	258.9	286.4	324.8	266.6
June		238.0	259.7	296.3	244.3	90.5	90.0	90.3	90.4	262.9	288.5	328.1	270.3
July		238.8	261.2	297.6	245.3	90.5	90.0	90.3	90.4	263.8	290.2	329.5	271.4
		(40.0) (40.0) (40.0) (40.0)											
JULY 31, 1972=100													
All industries and services													
1972	July	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	August	103.6	102.7	103.3	103.5	100.0	99.9	100.0	100.0	103.7	102.8	103.3	103.5
	September	107.2	103.8	107.2	106.7	100.0	99.9	99.9	99.9	107.3	103.9	107.3	106.8
	October	107.6	105.8	108.1	107.4	99.9	99.6	99.7	99.8	107.7	106.2	108.5	107.6

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

	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
JANUARY 31, 1956=100									
Basic weekly rates of wages									
1963	138	135	138	131	130	128	131	135	138
1964	143	139	144	139	136	133	135	144	146
1965	152	145	150	144	140	139	142	151	155
1966	158	152	156	149	147	145	148	157	161
1967	163	156	161	152	155	148	150	161	165
1968	173	163	169	158	170	152	157	167	172
1969	185	172	177	166	181	156	164	171	182
1970	198	191	197	198	196	181	180	181	210
1971	226	229	224	253	213	212	210	218	241
1972	247	282	242	269	228	222	221	245	268
April	247	282	247	279	230	242	221	246	272
May	247	282	250	296	234	242	221	246	272
June									
July	247	282	251	296	235	244	244	246	273
Normal weekly hours*									
1963	(47.5)	(39.1)	(45.0)	(43.6)	(44.0)	(45.0)	(45.0)	(44.2)	(44.7)
1964	97.5	96.6	94.1	95.9	95.4	94.6	95.6	95.3	95.3
1965	95.6	95.0	93.0	95.9	95.3	94.5	95.0	95.3	95.3
1966	94.1	94.1	91.1	92.4	93.8	91.1	93.3	93.6	94.7
1967	93.4	93.0	89.3	91.8	91.3	92.2	92.2	91.2	92.9
1968	93.3	93.7	89.2	91.8	91.1	91.4	91.0	90.5	91.5
1969	93.0	93.7	89.2	91.8	90.9	90.0	89.9	90.5	91.0
1970	91.3	93.1	89.1	91.8	90.9	89.2	89.4	90.5	90.6
1971	89.1	92.3	89.1	91.8	90.9	88.9	88.9	90.5	90.6
1972	88.8	92.3	89.1	91.7	90.9	88.9	88.9	90.5	90.6
April	88.8	92.3	89.1	91.7	90.9	88.9	88.9	90.5	90.6
May	88.8	92.3	89.1	91.7	90.9	88.9	88.9	90.5	90.6
June	88.8	92.3	89.1	91.7	90.9	88.9	88.9	90.5	90.6
July	88.8	92.3	89.1	91.7	90.9	88.9	88.9	90.5	90.6
	(42.2)	(36.1)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.5)
Basic hourly rates of wages									
1963	142	140	147	137	136	135	137	142	145
1964	150	147	155	145	142	141	142	152	154
1965	159	155	165	154	151	148	152	161	163
1966	170	161	174	163	161	157	161	172	174
1967	174	166	181	165	170	162	165	178	181
1968	186	174	190	172	187	175	175	184	189
1969	199	184	199	181	200	175	183	189	200
1970	217	205	221	202	216	202	202	200	232
1971	253	248	252	276	235	238	236	241	266
1972	279	306	248	294	251	250	248	271	296
April	279	306	278	304	253	272	248	272	300
May	279	306	281	322	258	272	248	272	300
June	279	306	281	322	258	272	248	272	300
July	279	306	282	322	259	274	274	272	302

JULY 31, 1972=100

Basic weekly rates of wages									
1972	100	100	100	100	100	100	100	100	100
July	100	100	101	100	100	100	100	100	100
August	100	100	103	100	102	101	100	101	102
September	100	100	103	100	102	101	100	101	102
October	100	100	104	100	112	101	100	101	107
Normal weekly hours*									
1972	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
July	(42.2)	(36.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.1)
August	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
October	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Basic hourly rates of wages									
1972	100	100	100	100	100	100	100	100	100
July	100	100	101	100	100	100	100	100	100
August	100	100	103	100	102	101	100	101	102
September	100	100	103	100	102	101	100	101	102
October	100	100	104	100	112	101	100	101	107

* Actual averages of normal weekly hours at the base and closing dates of the old series (January 31, 1956 and July 31, 1972) and at the base date of the new series (July 31, 1972) are shown in brackets.

† Comprises Orders IV and V of 1968 Standard Industrial Classification.
‡ Comprises VI-XII of the 1968 Standard Industrial Classification.

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)

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	
JANUARY 31, 1956=100									
Basic weekly rates of wages									
138	137	135	138	132	135	138	140	137	
143	143	142	144	141	144	143	146	143	
149	152	146	148	156	153	150	158	147	
156	160	151	154	164	159	158	162	159	
160	162	155	161	169	164	164	170	161	
171	170	177	172	175	177	171	179	172	
178	177	183	176	188	188	179	191	177	
194	198	195	195	211	212	209	209	188	
235	223	213	216	236	240	217	242	207	
268	255	241	224	252	253	235	262	226	April
268	255	241	224	252	256	241	262	226	May
268	256	241	225	252	271	241	262	239	June
268	257	241	225	252	274	241	268	243	July
Normal weekly hours*									
(44.0)	(43.2)	(45.0)	(45.1)	(44.2)	(45.6)	(45.6)	(45.1)	(45.9)	
95.5	93.2	94.1	93.4	95.1	93.4	95.5	93.2	96.6	
94.5	93.2	93.9	92.5	95.1	93.2	95.5	93.2	96.5	
92.8	93.2	91.9	90.8	93.2	92.1	92.9	93.0	94.4	
91.4	92.0	89.5	89.1	90.6	89.4	91.2	88.9	92.8	
90.9	91.7	89.1	88.8	90.6	89.1	91.1	88.8	92.7	
90.9	91.7	88.9	88.8	90.6	88.9	91.1	88.8	92.7	
90.9	91.7	88.9	88.8	90.6	88.8	91.1	88.8	92.0	
90.9	91.7	88.9	88.8	90.6	88.8	91.1	88.8	91.0	
90.9	91.7	88.4	88.8	90.6	88.8	91.1	88.8	90.3	
90.9	91.7	87.6	88.8	90.6	88.8	89.8	88.8	90.3	April
90.9	91.7	87.6	88.8	90.6	88.8	89.8	88.8	90.3	May
90.9	91.7	87.6	88.8	90.6	88.8	89.8	88.8	90.3	June
90.9	91.7	87.6	88.8	90.6	88.8	89.8	88.8	90.3	July
(40.0)	(39.6)	(39.4)	(40.0)	(40.0)	(40.5)	(40.9)	(40.0)	(41.5)	
Basic hourly rates of wages									
144	147	144	147	139	145	145	151	141	
152	154	151	156	149	154	150	159	148	
161	163	159	163	168	166	162	168	156	
170	173	169	173	181	177	173	182	171	
176	176	174	182	187	184	180	192	174	
188	185	199	194	193	199	187	215	192	
196	192	206	199	208	212	202	202	185	
213	216	220	220	233	239	212	236	206	
258	243	242	243	261	270	238	273	229	
294	278	275	252	279	285	261	295	251	April
294	278	275	252	279	288	268	295	251	May
294	280	275	253	279	305	268	295	265	June
295	280	275	253	279	309	268	302	269	July
JULY 31, 1972=100									
Basic weekly rates of wages									
100	100	100	100	100	100	100	100	100	July
100	100	100	100	100	100	100	100	100	August
102	100	100	128	106	100	102	100	100	September
102	100	100	128	106	100	106	102	101	October
Normal weekly hours*									
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	July
(40.0)	(39.6)	(39.3)	(40.0)	(40.0)	(40.6)	(40.9)	(40.0)	(41.3)	August
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.4	September
100.0	100.0	100.0	100.0	100.0	100.0	98.6	100.0	99.3	October
Basic hourly rates of wages									
100	100	100	100	100	100	100	100	100	July
100	100	100	100	100	100	100	100	101	August
102	100	100	128	106	100	102	100	101	September
102	100	100	128	106	100	108	102	102	October

Notes:
(1

RETAIL PRICES United Kingdom: general* index of retail prices

TABLE 132

		FOOD†								All items except food	All items except items of food the prices of which show significant seasonal variations	
ALL ITEMS		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom			Items mainly imported for direct consumption	Items mainly home-produced for direct consumption			
					Primarily from home-produced raw materials	Primarily from imported raw materials	All					
JANUARY 17, 1956 = 100												
Weights		1,000	350							650		
1956		102.0	102.2							102.0		
1957		105.8	104.9							106.3		
1958		109.0	107.1							110.0		
1959		109.6	108.2							110.4		
1960		110.7	107.4							112.5		
1961		114.5	109.1							117.5		
1962 January 16		117.5	110.7							121.2		
JANUARY 16, 1962 = 100												
Weights 1962		1,000	319	63.0-65.3	253.7-256.0	45.0-46.3	81.4-82.4	126.4-128.7	50.7	76.6	681	934.7-937.0
1963		1,000	319	62.0-63.8	255.2-257.0	45.8-46.9	84.0-84.7	129.8-131.6	50.4	75.0	681	936.2-938.0
1964		1,000	314	55.8-57.7	256.3-258.9	45.3-46.5	82.4-83.1	127.7-129.6	51.7	76.9	686	942.3-944.2
1965		1,000	311	52.1-53.8	257.2-258.9	47.3-48.4	78.2-78.8	125.5-127.2	55.2	76.5	689	946.2-947.9
1966		1,000	298	53.2-54.5	243.5-244.8	45.3-46.1	74.3-74.8	119.6-120.9	53.9	70.0	702	945.5-946.8
1967		1,000	293	53.9-54.9	238.1-239.1	43.0-43.6	75.7-76.1	118.7-119.7	51.9	67.5	707	945.1-946.1
1968§		1,000	289							711		
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	39.5-41.4	209.6-211.5	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.9-960.5
				(provisional)	(provisional)	(provisional)	(provisional)	(provisional)				(provisional)
1962		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	109.2	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		123.0	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	132.2	123.8	132.2	131.7
1970		140.2	140.1	142.5	139.9	136.2	143.4	140.8	143.3	140.3	140.2	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
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
July 20		155.2	158.5	159.0	158.7	151.5	157.6	155.5	173.9	151.9	154.1	155.1
August 17		155.3	158.0	155.0	159.0	151.8	158.1	155.9	173.8	152.5	154.8	155.5
September 21		155.5	157.6	147.2	160.1	151.4	158.4	155.9	175.2	155.4	154.8	155.9
October 19		156.4	158.0	145.5	160.9	152.8	158.2	156.4	174.9	157.6	156.0	157.0
November 16		157.3	160.1	153.0	162.0	155.0	158.4	158.4	174.7	159.7	156.5	157.6
December 14		158.1	162.8	161.9	163.3	155.8	160.5	158.9	175.2	161.5	156.6	158.0
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
February 22		159.8	165.1	160.0	166.5	159.5	164.6	162.9	176.6	164.5	158.1	159.8
March 21		160.3	166.0	167.0	166.2	159.9	162.8	161.9	177.5	164.6	158.5	160.2
April 18		161.8	164.6	163.7	165.2	160.9	163.1	162.6	170.9	165.0	160.9	161.8
May 16		162.6	166.3	170.5	165.9	161.2	164.2	163.3	171.8	165.5	161.4	162.3
June 20		163.7	169.2	174.7	168.5	162.3	164.7	164.1	178.2	168.4	161.9	163.3
July 18		164.2	169.2	171.5	169.1	164.0	166.4	165.8	178.4	167.3	162.6	164.0
August 22		165.5	172.3	178.4	171.5	166.3	166.8	167.0	186.9	166.8	163.4	165.1
September 19		166.4	172.4	174.0	172.5	167.2	167.4	167.7	187.8	168.4	164.5	166.2
October 17		168.7	172.8	172.2	173.3	167.8	167.6	168.0	188.8	169.9	164.4	168.7

* See footnote on page 1055.
† The items included in the various sub-divisions are given on page 644 of the August 1968 issue of this GAZETTE.

§ Weights which would have been used in 1968 if expenditure on meals out had been treated as in previous years (see footnote ‡ opposite). The weights actually used are given in the following line.

RETAIL PRICES general* index of retail prices: United Kingdom

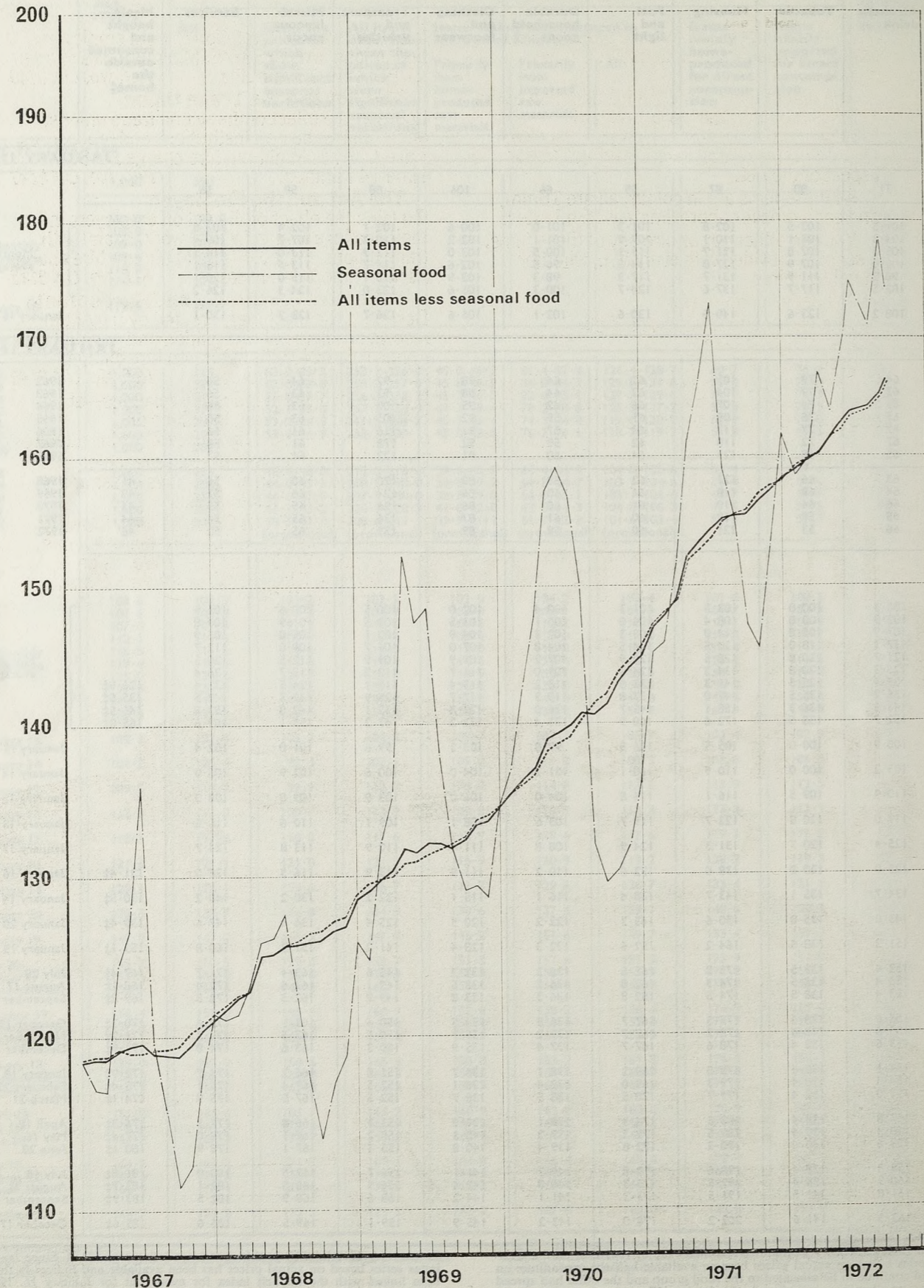
TABLE 132 (continued)

Goods and services mainly produced by nationalised industries	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home†	Weights	
JANUARY 17, 1956 = 100												
		71	80	87	55	66	106	68	59	58		
1956		101.3	103.5	102.8	101.3	101.0	100.6	102.1	102.4	103.5		
1957		104.3	106.1	110.1	107.9	101.1	102.2	102.2	107.7	109.4		
1958		105.8	107.8	121.7	113.3	100.5	103.0	112.9	113.0	114.5		
1959		100.0	107.9	127.8	114.5	98.5	102.6	114.7	113.5	116.1		
1960		98.2	111.9	131.7	117.3	98.3	103.9	118.1	115.0	120.1		
1961		102.5	117.7	137.6	124.7	100.3	105.6	123.0	124.3	126.2		
1962 January 16		108.2	123.6	140.6	130.6	102.1	106.6	126.7	128.2	130.1		
JANUARY 16, 1962 = 100												
Weights 1962		64	79	102	62	64	98	92	64	56	1962	Weights
1963		63	77	104	63	64	98	93	63	56	1963	Weights
1964		63	74	107	66	62	95	100	63	56	1964	Weights
1965		65	76	109	65	59	92					

Index of retail prices

January 1962 = 100

Log scale



A complete series of five explanatory films about the Industrial Relations Act is now available.

The first of these films, An Introduction to the Act, was issued by the Department of Employment last autumn. Now you can also obtain four new films, each covering a major aspect of the Act.

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The series comprises:

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(issued October 1971)

Explains the objectives of the Act and outlines its main provisions. Price £47.25. Minimum hire charge £1.60. Time 19 minutes.

Ref. No. UK 3106

The Act and the Individual

Examines the rights which the Act gives the

individual worker in relation to both employers and unions. Price £33.75. Minimum hire charge £1.60. Time 13 minutes. Ref. No. UK 3140

The Act and the Trade Union

Looks at the effect of the Act on trade unions, and explains the new institutions and procedures. Price £33.75. Minimum hire charge £1.60. Time 14 minutes. Ref. No. UK 3141

The Act and the Employer

Explains the effect of the Act on employers in their dealings with individual workers and with trade unions. Price £47.25. Minimum hire charge £1.60. Time 18 minutes. Ref. No. UK 3142

Collective Bargaining and Agreements

Describes the machinery created by the Act to resolve problems of recognition and negotiating rights. Price £47.25. Minimum hire charge £1.60. Time 17 minutes. Ref. No. UK 3143

If you're involved in industrial relations—at company or plant level, in unions or management—you'll find these films invaluable. They will be particularly useful as teaching aids to anyone organising courses or seminars on the Industrial Relations Act.

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Terrace, Glasgow C3 or 42 Park Place,
Cardiff CF1 3PY.

**There's food
for thought
in these
five cans**



Please send the coupon to any one of the above Central Film Library Addresses. I should like further details about the series of films on the Industrial Relations Act 1971, and an order form for purchase/hire.* (*Delete as applicable).

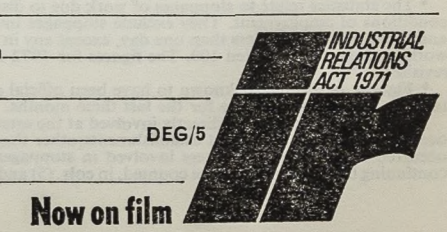
Name _____ (BLOCK CAPITALS THROUGHOUT, PLEASE)

Position _____

Organisation _____

Address _____

Tel. No. _____ DEG/5



(Issued by the Department of Employment)

Now on film

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 PERIODS				
	Beginning in period				Beginning in period †			All industries and services			Mining and quarrying	
	Total	of which known official †	Col (2) as percentage of col (1)	In progress in period	Total	of which known official	progress in period	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)	
1960	2,832	68	2.4	2,849	(000's) 814	(000's) 24	(000's) 819	(000's) 3,024	(000's) 497	16.4	(000's) 495	(000's) —
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	10,007	73.8	65	—
1968	October	255	8	3.1	317		74	91	377	51	13.5	10
	November	253	6	2.4	324		75	94	289	45	15.6	7
	December	110	1	0.9	160		23	30	115	33	28.7	2
1969	January	216	8	3.7	246	146	158	364	100	27.5	10	—
	February	241	9	3.7	288	143	154	433	174	40.2	2	—
	March	261	10	3.8	299	96	145	754	454	60.2	6	—
	April	252	10	4.0	295	105	121	310	48	15.5	10	—
	May	264	10	3.8	315	108	122	402	107	26.6	9	—
	June	255	6	2.4	308	96	112	405	167	41.2	3	—
	July	229	8	3.5	282	170	183	434	124	28.6	2	—
	August	241	10	4.1	284	133	142	563	45	8.0	5	—
	September	289	6	2.1	351	92	122	400	59	14.8	22	—
	October	386	10	2.6	456	300	332	1,853	86	4.6	965	—
	November	330	6	1.8	406	204	224	536	142	26.5	6	—
	December	152	5	3.3	215	61	84	392	107	27.3	1	—
1970	January	337	18	5.3	374	143	151	446	148	33.2	1	—
	February	444	20	4.5	503	193	209	880	132	15.0	2	—
	March	431	15	3.5	530	163	195	875	191	21.8	4	—
	April	430	9	2.1	503	150	177	928	48	5.2	3	—
	May	344	12	3.5	457	128	165	911	16	1.8	12	—
	June	369	9	2.4	445	194	224	962	256	26.6	6	—
	July	232	10	4.3	322	115	156	1,105	688	62.3	1	—
	August	290	9	3.1	353	103	123	530	92	17.4	3	—
	September	371	17	4.6	433	143	171	773	155	20.1	1	—
	October	289	19	6.6	403	243	268	1,659	1,070	64.5	57	—
	November	249	18	7.2	324	173	254	1,600	323	20.2	1,001	—
	December	120	6	5.0	185	46	62	310	201	64.8	1	—
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	2	—
	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	83	99	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	15	7.5	233	425	434	5,486	5,022	91.5	4,874	—
	February	150	4	2.7	225	75	83	6,514	6,123	94.0	5,855	—
	March	169	22	13.0	225	55	83	522	301	57.7	8	—
	April	225	29	12.9	288	77	109	859	492	57.3	2	—
	May	231	6	2.6	339	90	139	1,003	303	30.2	1	—
	June	263	10	3.8	374	188	230	1,131	64	5.7	2	—
	July	202	7	3.5	297	171	216	1,180	86	7.3	18	—
	August	198	†		296	180	253	3,115	†		4	—
	September	207	†		298	98	282	2,493	†		11	—
	October	287	†		364	107	148	912	†		5	—

INDUSTRIAL DISPUTES*

stoppages of work: United Kingdom

TABLE 133 (continued)

	WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIODS									
	Metals, engineering, shipbuilding and vehicles		Textiles and clothing		Construction		Transport and communication		All other industries and services	
	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official
(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)
1960	1,450	317	25	3	110	15	636	1	308	77
1961	1,464	621	22	14	285	43	230	36	305	162
1962	4,559	3,639	37	21	222	60	431	275	241	91
1963	854	173	25	4	356	279	72	7	122	49
1964	1,338	237	34	—	125	—	312	20	257	95
1965	1,763	447	52	20	135	15	305	6	183	84
1966	871	163	12	4	145	6	1,069	906	183	84
1967	1,422	196	40	9	201	16	823	136	202	20
1968	3,363	1,902	31	6	233	31	559	41	438	112
1969	3,739	1,204	140	7	278	13	786	193	862	274
1970	4,540	4,448	384	58	242	10	1,313	590	3,409	2,076
1971	6,035	3,544	71	10	255	21	6,539	6,242	586	190
1968	October	208	5	—	28	—	51	—	77	—
	November	200	5	—	14	—	30	—	33	—
	December	75	2	—	11	—	12	—	13	—
1969	January	197	6	—	9	—	20	—	20	—
	February	337	2	—	25	—	26	—	38	—
	March	680	5	—	21	—	18	—	24	—
	April	177	—	—	—	—	50	—	51	—
	May	267	13	—	23	—	35	—	55	—
	June	273	13	—	21	—	39	—	56	—
	July	116	44	—	22	—	192	—	58	—
	August	447	12	—	27	—	32	—	40	—
	September	284	1	—	24	—	27	—	42	—
	October	461	19	—	49	—	73	—	286	—
	November	267	18	—	27	—	83	—	135	—
	December	233	3	—	9	—	89	—	57	—
1970	January	230	45	—	19	—	63	—	87	—
	February	462	49	—	24	—	62	—	179	—
	March	457	13	—	16	—	214	—	172	—
	April	522	29	—	18	—	57	—	298	—
	May	453	33	—	9	—	58	—	346	—
	June	479	9	—	28	—	59	—	382	—
	July	304	3	—	38	—	529	—	230	—
	August	371	21	—	24	—	34	—	77	—
	September	568	34	—	17	—	49	—	105	—
	October	386	43	—	20	—	113	—	1,040	—
	November	225	4	—	18	—	53	—	300	—
	December	84	1	—	10	—	21	—	193	—
1971	January	316	4	—	40	—	93	—	93	—
	February	1,203	8	—	28	—	80	—	80	

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 (1963-100)

		1963	1964	1965	1966	1967	1968	1969	1970	1971†
1 WHOLE ECONOMY										
Output, employment and output per person employed										
1a	Gross domestic product	100.0	105.9	108.8	110.7	112.5	117.0	119.5	121.8	123.9
1b	Employed labour force*	100.0	101.3	102.2	102.4	101.0	100.3	100.1	99.4	97.7
1c	GDP per person employed*	100.0	104.5	106.5	108.1	111.4	116.7	119.4	122.5	126.8
Costs per unit of output										
1d	Total domestic incomes	100.0	102.6	106.8	110.4	114.4	117.7	121.8	131.1	145.1
1e	Wages and salaries	100.0	102.7	106.9	112.2	114.4	117.7	123.3	135.0	149.5
1f	Labour costs	100.0	102.7	107.4	114.5	116.7	121.1	127.4	139.6	153.0
2 INDEX OF PRODUCTION INDUSTRIES										
Output, employment and output per person employed										
2a	Output	100.0	108.3	111.7	113.2	113.9	119.8	122.9	124.2	125.0
2b	Employment	100.0	101.7	102.8	102.5	99.8	98.4	98.4	96.9	(93.5)
2c	Output per person employed	100.0	106.5	108.7	110.4	114.1	121.7	124.9	128.2	(133.7)
Costs per unit of output										
2d	Wages and salaries	100.0	100.8	105.5	109.8	110.0	110.3	115.9	126.7	135.3
2e	Labour costs	100.0	100.8	105.9	112.1	109.9	111.5	117.1	128.6	136.1
3 MANUFACTURING INDUSTRIES										
Output, employment and output per person employed										
3a	Output	100.0	108.7	112.4	114.2	114.2	121.4	125.6	127.2	126.9
3b	Employment	100.0	101.4	102.6	102.6	99.8	99.2	100.5	100.2	(96.9)
3c	Output per person employed	100.0	107.2	109.6	111.3	114.4	122.4	125.0	126.9	(131.0)
Costs per unit of output										
3d	Wages and salaries**	100.0	100.4	105.7	110.6	111.3	112.1	119.0	132.2	142.5
3e	Labour costs	100.0	100.4	106.1	113.0	109.3	111.6	118.2	132.1	141.3
4 MINING AND QUARRYING										
Output, employment and output per person employed										
4a	Output	100.0	99.8	95.8	90.1	89.1	84.8	80.3	78.3	79.7
4b	Employment	100.0	96.1	91.2	84.6	80.2	71.3	64.7	60.8	(58.9)
4c	Output per person employed	100.0	105.9	105.0	106.5	111.1	118.9	124.1	128.8	(135.3)
Costs per unit of output										
4d	Wages and salaries	100.0	100.9	103.8	108.2	109.2	107.7	110.6	119.6	126.1
4e	Labour costs	100.0	100.9	104.7	110.6	114.1	114.8	116.2	125.1	129.5
5 METAL MANUFACTURE										
Output, employment and output per person employed										
5a	Output	100.0	113.3	118.2	111.3	104.7	111.1	114.5	114.8	103.8
5b	Employment	100.0	104.5	106.3	104.0	99.1	97.2	97.8	98.5	(93.1)
5c	Output per person employed	100.0	108.4	111.2	107.0	105.7	114.3	117.1	116.5	(111.5)
Costs per unit of output										
5d	Wages and salaries	100.0	100.3	104.5	112.8	116.0	114.3	123.8	141.5	159.3
5e	Labour costs	100.0	100.2	104.5	114.6	113.7	113.3	122.6	140.8	158.1
6 MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING										
Output, employment and output per person employed										
6a	Output	100.0	108.9	112.9	121.7	125.5	130.9	137.3	141.4	143.1
6b	Employment	100.0	102.6	105.9	108.0	106.8	105.5	107.2	108.2	(104.4)
6c	Output per person employed	100.0	106.1	106.6	112.7	117.5	124.1	128.1	130.7	(137.1)
Costs per unit of output										
6d	Wages and salaries	100.0	101.1	108.1	108.2	106.9	108.9	114.9	127.0	134.2
6e	Labour costs	100.0	100.8	108.1	110.3	105.0	108.3	113.9	126.6	132.8
7 VEHICLES										
Output, employment and output per person employed										
7a	Output	100.0	108.1	113.8	111.7	106.3	117.2	119.7	116.8	115.4
7b	Employment	100.0	100.2	99.4	97.9	94.6	93.9	96.2	97.0	(94.5)
7c	Output per person employed	100.0	107.9	114.5	114.1	112.4	124.8	124.4	120.4	(122.1)
Costs per unit of output										
7d	Wages and salaries	100.0	101.2	102.9	108.4	113.3	112.5	123.3	143.1	158.4
7e	Labour costs	100.0	101.2	103.3	110.4	111.9	112.6	123.1	143.5	157.9
8 TEXTILES										
Output, employment and output per person employed										
8a	Output	100.0	105.7	108.3	107.6	105.0	119.2	123.5	124.9	124.8
8b	Employment	100.0	99.7	98.1	96.3	89.8	88.4	89.9	86.1	(79.6)
8c	Output per person employed	100.0	106.0	110.4	111.7	116.9	134.8	137.4	145.1	(156.8)
Costs per unit of output										
8d	Wages and salaries	100.0	101.2	105.3	112.5	112.3	107.0	114.0	119.9	123.7
8e	Labour costs	100.0	101.0	105.3	114.7	108.8	105.3	112.2	119.2	122.5
9 GAS, ELECTRICITY AND WATER										
Output, employment and output per person employed										
9a	Output	100.0	105.1	112.3	116.9	121.2	128.2	136.2	143.8	155.7
9b	Employment	100.0	101.5	103.2	106.3	106.5	103.3	99.4	95.6	(92.1)
9c	Output per person employed	100.0	103.5	108.8	110.0	113.8	124.1	137.0	150.4	(169.1)
Costs per unit of output										
9d	Wages and salaries	100.0	102.8	104.1	111.4	109.7	106.7	103.9	106.9	112.5
9e	Labour costs	100.0	102.5	104.8	111.7	110.4	108.1	104.9	108.3	112.2

* 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 1032 of this issue.

† Figures shown in brackets are provisional.

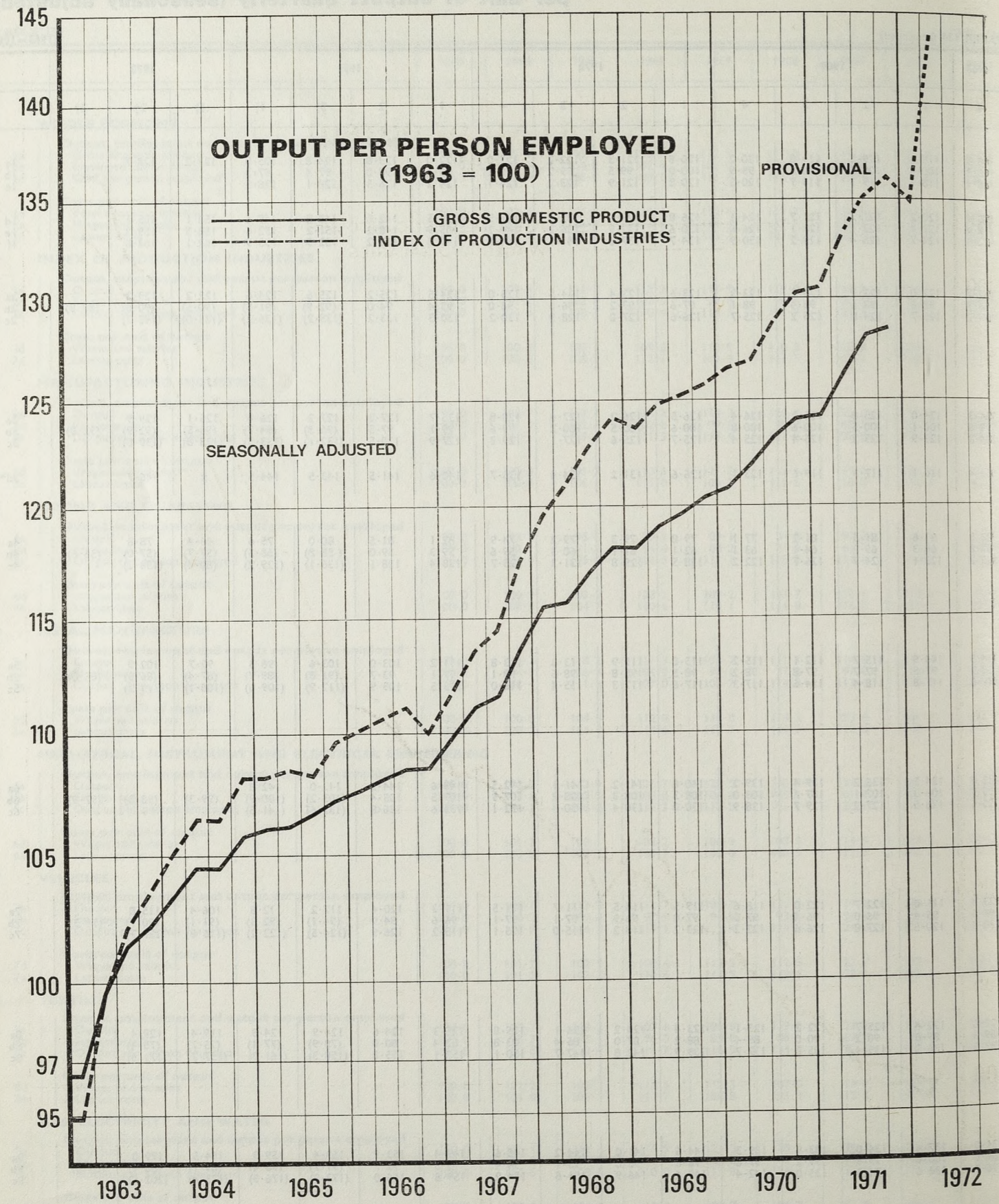
OUTPUT PER HEAD AND LABOUR COSTS

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

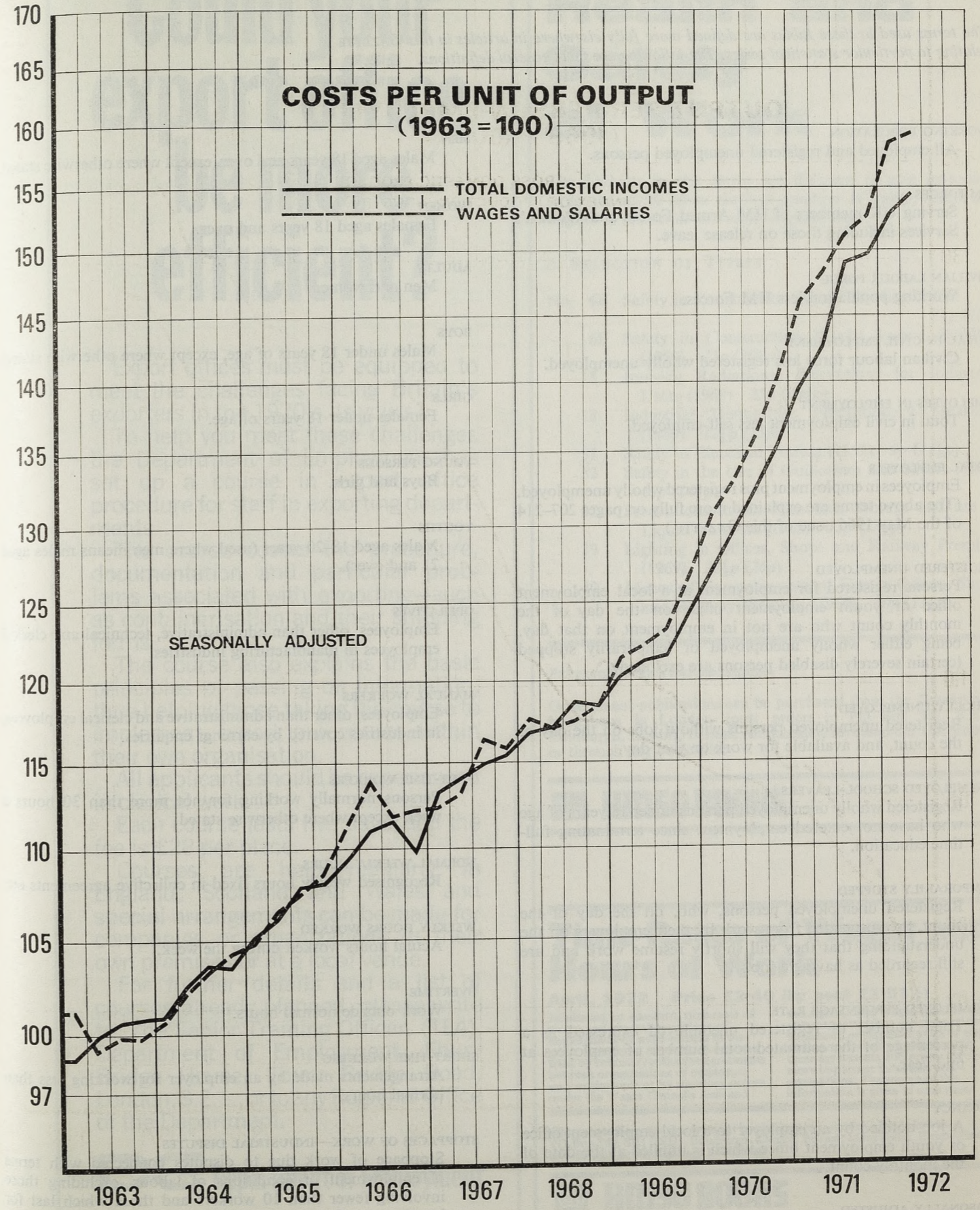
TABLE 134 (continued) (1963=100)

1968	1969				1970				1971				1972			
	1	2	3	4	1	2	3	4	1	2	3†	4†	1†	2†	3†	
118.5	118.6	119.5	119.8	120.2	120.8	121.3	122.2	123.0	122.0	123.8	124.8	125.0	124.2	128.7	1a	
100.3	100.4	100.3	100.1	99.9	100.0	99.5	99.2	99.1	98.2	98.0	97.4	97.3			1b	
118.1	118.1	119.1	119.7	120.3	120.8	121.9	123.2	124.1	124.2	126.3	128.1	128.5			1c	
118.4	120.2	121.2	121.7	124.1	126.8	129.6	132.5	135.5	139.5	142.6	148.8	149.4	153.1	155.1	1d	
118.4	121.4	122.1	123.1	126.6	130.6	132.9	136.2	140.2	145.9	148.2	151.2	152.6	158.5	159.3	1e	
122.8	124.7	125.4	128.2	130.9	134.7	137.6	141.1	144.9	149.8	153.2	152.9	155.9	162.1	163.0	1f	
122.3	122.0	123.1	123.2	123.3	123.6	123.4	124.5	125.0	124.5	125.2	125.6	124.6	122.2	129.3	2a	
98.5	98.6	98.6	98.4	98.1	97.6	97.2	96.6	96.0	95.4	94.0	(92.9)	(91.5)	(90.5)	(89.8)	2b	
124.2	123.7	124.8	125.2	125.7	126.6	127.0	128.9	130.2	130.5	133.2	(135.2)	(136.2)	(135.0)	(143.7)	2c	
124.3	124.0	125.8	126.2	126.4	126.5	126.2	127.4	128.8	126.7	127.2	127.2	126.4	125.1	129.9	3a	
99.6	100.1	100.5	100.6	100.8	100.6	100.2	99.6	99.1	99.1	97.5	(96.3)	(94.7)	(93.5)	(92.9)	3b	
124.8	123.9	125.2	125.4	125.4	125.7	125.6	127.1	129.3	127.9	130.5	(132.1)	(133.5)	(133.8)	(139.8)	3c	
113.4	116.1	117.3	119.6	123.1	126.6	131.2	134.4	136.7	140.6	141.5	143.5	144.5	‡	146.7	3d**	
83.5	81.6	81.3	81.2	77.1	79.8	79.3	79.2	74.9	82.1	81.5	80.0	75.6	46.4	78.8	4a	
67.8	66.3	65.2	64.1	63.1	62.1	61.1	60.3	59.6	59.3	58.0	(58.5)	(58.5)	(57.7)	(57.0)	4b	
123.2	123.1	124.7	126.7	122.2	128.5	129.8	131.3	125.7	138.4	138.1	(136.1)	(129.2)	(80.4)	(138.2)	4c	
114.5	114.9	115.7	112.1	115.2	115.8	115.9	113.8	113.8	111.2	103.0	103.6	98.3	92.7	102.9	5a	
97.2	97.5	97.7	97.8	98.2	98.5	98.8	98.6	98.1	97.1	93.7	(91.8)	(89.7)	(87.4)	(86.3)	5b	
117.8	117.8	118.4	114.6	117.3	117.6	117.3	115.4	116.0	113.5	109.9	(112.9)	(109.6)	(106.1)	(119.2)	5c	
132.8	134.5	136.2	139.4	139.2	140.8	141.2	141.1	142.5	143.6	144.2	142.0	142.8	(99.3)	(98.2)	(97.9)	6a
105.7	106.3	107.1	107.5	108.0	108.3	108.3	108.2	107.9	107.5	105.4	(103.2)	(100.9)			6b	
125.6	126.5	127.2	129.7	128.9	130.0	130.4	130.4	132.1	133.6	136.8	(137.6)	(141.5)			6c	
123.3	115.0	122.7	122.0	118.6	119.5	114.5	111.7	121.5	111.3	120.4	117.2	112.8	106.4	115.8	7a	
94.6	95.4	96.0	96.4	97.0	97.0	96.9	97.1	96.6	96.6	94.9	(94.1)	(92.3)	(91.1)	(90.7)	7b	
130.3	120.5	127.8	126.6	122.3	123.2	118.2	115.0	125.1	115.2	126.9	(124.5)	(122.2)	(116.8)	(127.7)	7c	
122.6	122.4	125.7	122.2	123.1	123.4	124.2	126.1	125.8	125.3	124.6	124.9	124.3	119.4	129.4	8a	
89.3	89.8	90.2	90.0	89.4	88.2	87.0	85.4	83.8	82.4	80.0	(78.9)	(77.1)	(75.7)	(75.4)	8b	
137.3	136.3	139.4	135.8	137.7	139.9	142.8	147.7	150.1	152.1	155.8	(158.3)	(161.2)	(157.7)	(171.6)	8c	
131.0	137.4	134.0	133.9	139.3	144.6	141.0	144.2	145.6	149.4	153.9	159.4	159.9	154.5	179.0	9a	
101.6	100.6	99.8	99.2	97.8	96.8	96.0	95.1	94.4	93.5	92.7	(91.7)	(90.4)	(89.1)			

Log scale



Log scale



DEFINITIONS

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

WORKING POPULATION

All employed and registered unemployed persons.

HM FORCES

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

CIVILIAN LABOUR FORCE

Working population less HM Forces.

TOTAL IN CIVIL EMPLOYMENT

Civilian labour force less registered wholly unemployed.

EMPLOYEES IN EMPLOYMENT

Total in civil employment less self-employed.

TOTAL EMPLOYEES

Employees in employment plus registered wholly unemployed. (The above terms are explained more fully on pages 207-214 of the May 1966 issue of this GAZETTE.)

REGISTERED UNEMPLOYED

Persons registered for employment at a local employment office or youth employment office on the day of the monthly count who are not in employment on that day, being either wholly unemployed or temporarily stopped (certain severely disabled persons are excluded).

WHOLLY UNEMPLOYED

Registered unemployed persons without jobs on the day of the count, and available for work on that day.

UNEMPLOYED SCHOOL-LEAVERS

Registered wholly unemployed persons under 18 years of age who have not entered employment since terminating full-time education.

TEMPORARILY STOPPED

Registered unemployed persons, who, on the day of the count, are suspended from work by their employers on the understanding that they will shortly resume work and are still regarded as having a job.

UNEMPLOYED PERCENTAGE RATE

Total number of registered unemployed expressed as a percentage of the estimated total number of employees at mid-year.

VACANCY

A job notified by an employer to a local employment office or youth employment 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

Stoppage of work due to disputes connected with terms of employment or conditions of labour, excluding those involving fewer than 10 workers and those which last for less than one day, except any in which the aggregate number of man-days lost exceeded 100.

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