

DEPARTMENT OF EMPLOYMENT GAZETTE

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 **HMSO BOOKS**

Disciplinary procedures: practice and law

By K. H. Baker and R. T. Ashdown, Research and Planning Division, Department of Employment

In May 1973 the Department of Employment published the findings of a research project into the subject of industrial discipline (IN WORKING ORDER: A STUDY OF INDUSTRIAL DISCIPLINE, MANPOWER PAPERS No. 6, HMSO 47p, see this GAZETTE, May 1973, page 480). This article, written by the authors of that report and based on it, deals principally with the introduction and operation of disciplinary procedures. Its main purpose is to reiterate the "good practice" points made in the report, and, in addition, to show how some of these have been lent support

by decisions of industrial tribunals and the National Industrial Relations Court under the unfair dismissal provisions of the Industrial Relations Act 1971. There is little discussion about the grounds for disciplinary action, or about the sanctions available to management, nor does the article attempt to present a definitive review of the growing body of case law relating to unfair dismissal. It should be made clear that the opinions expressed are those of the authors, and do not necessarily represent the official view of the department.

PREPARING FOR A DISCIPLINARY PROCEDURE

In preparing a disciplinary procedure it is important to recognise that it should comprise two distinct yet inter-related parts. On the one hand the enforcement of discipline is provided for by a system of progressively more severe sanctions administered usually by successive levels of management; this can be called the *administrative* procedure. On the other hand, there is a corresponding series of stages which allows employees recourse to appeal against disciplinary sanctions imposed, in other words the *appeals* procedure. Though the concept of these as separate procedures may be useful, their interdependency is vital; indeed, the whole legitimacy of the administrative procedure, in the eyes of employees, may well be contingent on the opportunity to appeal.

Justification for a formal procedure

Our inquiries showed that the main reason for managers setting up disciplinary procedures in the first place was the need for greater consistency and fairness of treatment which, hopefully, would reduce the chances of conflict in this area. A number of companies had experienced situations in which managers were liable to apply different disciplinary standards and where indiscipline was dealt with in an *ad hoc* fashion as management faced one predicament after another. It had, therefore, seemed sensible to formalise a clear disciplinary policy and procedure which could be administered consistently throughout the organisation. For their part, employees' representatives saw a further advantage in a formal procedure; it allowed them a recognised "forum for discussion" if it were felt necessary to question management's action in a particular case.

Recently impetus has been given to the development of formal procedures by the unfair dismissal provisions of the Industrial Relations Act 1971, and by the recommendations of the Industrial Relations Code of Practice. Prior to the Act in 1969, the Government Social Survey had found that only eight per cent of establishments had developed formal machinery for handling discipline. Information now coming into the Department of Employment suggests that very many more companies have introduced such machinery. In many cases the justification for this change seems to have been the desire by employers to comply with the new legislation to avoid liability for unfair dismissal.

Negotiating a procedure

An important aspect of a disciplinary procedure seems to be that it should be agreed by all the parties concerned with its operation. Our inquiries suggested that it is usually management who take the initiative in drawing up a procedure, although, of course, the agreement of employees—and, in unionised organisations, of trade unions—is still necessary before it can operate effectively. In the same way a procedure also needs the support of line managers, particularly foremen. It is they who have to administer the bulk of disciplinary action, and the success of any policy will owe much to their ability and attitude towards the procedure. Before its implementation, therefore, it is essential that the form of the procedure is established by representatives of all parties to it.

Type of procedure

One of the objectives of our research into discipline was to compare, in unionised establishments, what we referred to as "conventional" procedures with those

which entailed a more participative approach, so-called "joint" procedures. In theory, the main distinction between the two procedures concerns the nature of the role of the shop steward. In the first, at the administrative stage, it is management who judges a case and, where necessary, imposes the penalty; the shop steward's role is confined mainly to one of representation. With the joint approach, as the name implies, shop stewards sit on a disciplinary committee with management and share the responsibility for judging an alleged incident of indiscipline and assessing the appropriate penalty. But, in practice, it was evident that representatives of both sides within the committee still wore their respective "hats". There was a tendency for management to suggest at the outset a penalty somewhat more severe than was necessary in the knowledge that the shop stewards almost inevitably would argue for the penalty to be reduced. In other words, the joint committee institutionalised a bargaining process rather than judicial process, and in this sense the joint procedure was no different from the process often involved at the appeals stage of the conventional one. But the advantage seen in the joint approach was that management had attempted to avoid possible conflict by coming to terms with the union before a decision was made rather than face the prospect of a challenge after the event. The joint approach also seemed to encourage managers to pay more attention to disciplinary matters because a case had to be prepared very thoroughly before it was sent to the committee where any weakness in it would not go unchallenged.

Clearly, the joint approach depends heavily on a degree of mutual trust and responsibility that cannot be won overnight. It was undoubtedly of significance that in the firms operating joint procedures the parties involved had, in a sense, "grown up" with this approach and their role was understood by employees. But, whatever type of procedure an organisation chooses to operate, the most important factor now is that it should conform to the principles of the Code of Industrial Relations Practice, especially if liability for unfair dismissal is to be avoided.¹

Coverage of a procedure

Under this heading two significant issues arise. First, which employees should be covered by disciplinary procedures? And, secondly, the question of procedural differentiation—does there need to be a separate type of disciplinary machinery for different groups of workers? Generally speaking, with regard to the first matter, we found that organisations tended to be rather reluctant to formalise their ways of handling discipline among staff employees, preferring instead to operate on a more "unobtrusive" and "personal" basis. This had two consequences, one rather contradicting the other. On the one hand, it was apparent that white-collar workers ran a greater risk of unfair disciplinary treatment than their counterparts on the shop floor, because they did not benefit from the protection of agreed procedures and practices. On the other hand, the absence of any formal procedure covering them had led some manual workers to believe that staff employees could more easily "get

away with things", and, consequently, there was some resentment. Similar arguments can arise wherever there are workers not party to existing formal arrangements.

On "good practice" grounds alone, then, there is a valid case for all employees in an establishment to be covered by some form of disciplinary machinery. Recent decisions of the NIRC and industrial tribunals have emphasised the importance of this principle.² In the light of section 1 of the 1971 Act, which sets out the principle of developing and maintaining orderly procedures in industry, coupled with paragraph 130 of the Code of Practice, a general ruling seems to be emerging that if employers are to avoid the risk of unfair dismissal, all employees should be covered by a disciplinary procedure which conforms to the recommendations of the Code. However, in certain circumstances, an established disciplinary procedure can be disregarded and a dismissal still held to be fair. In *Greenhalgh v. Exors of James Mills* the applicant claimed that the company's disciplinary procedure had not been used. Greenhalgh was employed as Financial Accountant to the respondent company and in view of his fairly senior professional position, the chairman of the tribunal held, *inter alia*, that "... it might well be proper to vary or even disregard the detailed procedure which is more appropriate to employees on the production side, or weekly or monthly staff." However, in such circumstances, the tribunal made it quite explicit that "... there must remain a clear obligation on the respondents not to disregard what may be described as the rules of natural justice."³

The question also arises whether non-unionists (or members of non-recognised trade unions) should enjoy the same privileges as members of unions party to an agreed procedure. Our own findings were that, although the rights of non-unionists (as regards representation, for example) were rarely made explicit in procedures, in practice these employees were treated similarly to employees who belonged to a recognised union. The question also has legal implications. In the NIRC case *CEGB v. Coleman*⁴ the President remarked that it would clearly be an unfair industrial practice on the part of an employer (under section 5 of the Industrial Relations Act) if an individual grievance procedure did not operate, or was not seen to operate, equally fairly whether or not the employee concerned was a member of a recognised union. This case has now been referred to the Court of Appeal, but if the same conclusion is drawn it is likely that it would equally apply to a disciplinary procedure. An important practical consequence of this seems to be that the form of words in a written procedure must be carefully chosen so that wherever there is reference to an employee's trade union representative there must also be mention of the representational rights of the non-unionist.

The second question concerns the matter of procedural differentiation. As mentioned, the need for separate machinery for non-unionists may be avoided by inserting an appropriate form of words into the normal procedure. But this may not necessarily be the solution where—due to the nature of their work, their organisational

² See, for just two examples, *Earl v. Slater*, *supra* and *Bussey v. CSW Engineering Ltd* [IT] IRLR, January 1973, p. 9.
³ *Greenhalgh v. Exors of James Mills Ltd* [IT] IRLR, March 1973, p. 78.
⁴ *Central Electricity Generating Board v. Coleman and others* [NIRC] IRLR, April 1973, p. 117.

structure, or simply their own general wishes—different groups of workers require separate disciplinary arrangements. For example, differences between blue/and white-collar workers may well justify such treatment; the same may apply to apprentices, who are often subject to special work regulations. Finally, a disciplinary procedure may need to be modified for shop stewards. As the Code of Practice points out,⁵ no disciplinary action should be taken against a shop steward until the circumstances of the case have been discussed with a full-time official of the union concerned.

Scope of a procedure

By the scope of a procedure we mean the range of subjects it handles rather than the groups of workers to whom it applies. Many firms which have developed disciplinary machinery would, at first, seem to have recognised explicitly the concept of procedural scope; one company might refer to its "Absenteeism and Time-keeping Procedure", another to its "Misconduct Procedure". But it seems more likely that such procedures have developed in an *ad hoc* way, in response to particular problems rather than as a result of deliberate policy.

If a procedural agreement is to be given exemption under section 31 of the 1971 Act from the statutory machinery, however, it must not be restricted in scope to particular aspects of misconduct, or even to simply misconduct itself. One of the exemption criteria is "that the procedure agreement provides for procedures to be followed in cases where an employee claims he has been, or is in the course of being, unfairly dismissed". The wording implies that the procedure should relate to complaints of all types of unfair dismissal that can be brought before an industrial tribunal, including, for example, those concerning incapacity and redundancy as well as misconduct. Moreover, regardless of the exemption issue, at least one tribunal has held that a disciplinary procedure, anyway, should not be limited to deal only with misconduct. In *Lancaster v. Anchor Hotels and Taverns*⁶ the tribunal decided that the principles set out in the respondent's disciplinary procedure for misconduct were, in common justice, applicable to disciplinary proceedings for inefficiency as well. The implication is that management would be well advised to devise procedures which are more comprehensive in scope than many are at present.

Communicating a procedure

Knowledge of how a procedure operates should not be confined merely to representatives of the parties concerned. It is an essential part of any disciplinary policy for employees to understand what may be the consequences of failure to meet satisfactory standards of conduct or workmanship. An awareness of these consequences very often acts as a control mechanism in itself. It is, therefore, sensible practice for the disciplinary rules and procedure to be made known to all employees, and this can best be done by issuing each new employee with the relevant particulars in writing. This has already

been recognised by some tribunals to be an important factor in deciding on the reasonableness of a dismissal.⁷

OPERATING A DISCIPLINARY PROCEDURE

The administrative process

The conventional procedure for administering discipline will normally follow a well-defined management hierarchy. As an offence becomes more serious, so it is referred for decision to a higher level of management. A fairly typical example is illustrated in the diagram. Just what "path" a disciplinary case will take through such a procedure will often depend in practice on which of three general categories the offence falls into—a minor offence, a serious offence or gross misconduct. Clearly, different organisations will have different ideas as to just what constitutes each type of offence. The determining factor is more often than not the organisation's activity: a breach of a hygiene regulation in, say, a food manufacturing plant, will nearly always be regarded as a serious offence, whereas in an engineering concern this is unlikely even to be the subject of disciplinary action.

Each stage in the disciplinary procedure will itself incorporate a process by which management comes to a decision on first, whether or not an individual has actually committed a disciplinary offence, and if so, what form of disciplinary sanction should be administered. The more serious the alleged offence, especially if there is a possibility of a dismissal, the more important it is for this decision-making process to follow an orderly sequence of steps. It is to these steps that we now turn.

(a) The preliminary investigation and establishing the facts.

Before disciplinary action is taken against an employee, it rests squarely with management to establish beyond doubt that the employee is responsible for the alleged offence. Our inquiries indicated that, where this sort of investigation had not been carried out or where the facts of a case had been left obscure, then the chances of subsequent disagreement were substantially increased. Moreover, a number of tribunals have held that a dismissal may be rendered unfair through failure of an employer to investigate the facts of a case as fully as he should have done. For example, in *Butler v. Wendon* a farm labourer had been dismissed for alleged incompetence and inadequate performance because, amongst other things, he had failed to protect his employer's pear trees from attacks by bullfinches. The tribunal held the dismissal to be unfair on the grounds that "there was insufficient inquiry" by the employer. Also, the fact that there were a number of occasions on which the labourer had not been supplied with cartridges to shoot the bullfinches meant that the employer had not altogether established the labourer's sole responsibility for the damaged trees and hence the validity of the reason for dismissal.⁸

⁷ See, for example, previous footnote.
⁸ *Butler v. Wendon & Son* [IT] IRLR, September 1972, p. 15. See also *Cockcroft v. Trendsetter Furniture Ltd* [IT] IRLR, January 1973, p. 6 and *Newlands v. Howard & Co. Ltd* [IT] IRLR, January 1973, p. 9.

¹ *Earl v. Slater and Wheeler (Airlyne) Ltd* [NIRC] IRLR, December 1972, p. 115.

⁵ Para. 133(v).
⁶ *Lancaster v. Anchor Hotels and Taverns Ltd* [IT] IRLR, January 1973, p. 13.

In an industrial setting it is usually the foreman, as the closest person to the case, who has to take the responsibility for establishing the facts and for providing a clear record of the case. When a breach of discipline occurs, therefore, and before any disciplinary action is administered, the foreman should endeavour to obtain answers to the following questions:

- (i) What actually happened, when and where?
- (ii) What rules were broken and, if any, had they been clearly made known?
- (iii) Who was involved?
- (iv) What was the offender's explanation?
- (v) Were there any mitigating circumstances?

The last of these may have particular significance because it can radically change management's attitude towards an offence. Indeed, the investigation may show management to be at fault, as illustrated by a recent case when a tribunal held that an employer had acted unreasonably in dismissing an employee because he had failed in his obligation to provide the employee with adequate training for a new position.⁹ Similarly, the fact that an employer had been inconsistent in administering punishment

⁹ *Welsh v. Associated Steels & Tools Co. Ltd* [IT] IRLR, April 1973, p. 111.

for a particular offence has also been interpreted by the tribunal as constituting a mitigating circumstance.¹⁰

Sometimes the circumstances of the offence will be such that it is a sensible precaution to suspend an employee immediately, pending the formal investigation of an alleged offence. This might apply in cases of drunkenness, theft or violent behaviour. Precautionary suspension needs to be carefully distinguished from suspension used as a disciplinary penalty in so far as with the former the employee will be reinstated without prejudice to his record and reimbursed for lost earnings, should he be absolved from blame.

(b) The disciplinary hearing.

If it is clear from the preliminary investigation that there is a case for disciplinary action involving something more than a verbal warning, then the next step is to convene a disciplinary hearing as soon as possible at which the employee concerned can put forward his case. The employee, therefore, needs to be informed in writing of the nature of the alleged offence, of the date and time of the hearing and of his rights to be represented. In the firms studied the employee's right to representation at a disciplinary hearing was invariably respected, and it was normal

¹⁰ *McGibbon v. Gillespie Building Co. Ltd.* [IT] IRLR, April 1973, p. 105.

practice for the employee and his representative to question witnesses and to examine records in the same way as management.

The need for every employee to be given the opportunity to state his case is, of course, a provision of the Code of Practice and this has been underlined by the NIRC in the appeal case of *Earl v. Slater and Wheeler (Airlyne) Ltd* when it held that a dismissal will be unfair if the employee is not given such an opportunity except in the rare situation "where there can be no explanation which could cause the employers to refrain from dismissing the employee".¹¹

(c) Reaching a decision.

Following the hearing, management, or in the case of the joint procedure the disciplinary committee, should then be able to decide on the appropriate penalty. In doing so the guiding principle should be that the punishment ought to fit the "crime". Dismissal, in particular, should only be imposed for cases of gross misconduct or when an employee has palpably failed to respond to lesser penalties or warnings.¹² Failure to observe this principle will almost inevitably render a dismissal unfair.¹³

In reaching a decision two further matters ought to be considered: the employee's previous disciplinary record and, where available, the advice of the personnel or industrial relations specialist. We found that employers generally were prepared to reduce the severity of the punishment for all but the most serious of offences, if the offender's previous disciplinary record was clean. The larger the period of satisfactory service, the more relevant this factor is likely to be, particularly where dismissal is involved. For instance, in a recent unfair dismissal case, the tribunal held that the employer would have acted reasonably in treating complaints made against an employee with 16 years' service as sufficient to justify dismissal because they were "trivial set against a history of such service".¹⁴

So far as specialist advice is concerned, it is good practice for the personnel department to be closely associated with line management throughout the disciplinary process. Its special responsibility should be to develop and maintain a coherent company policy towards disciplinary problems and at this point in the procedure in particular, to see that the proposed penalty is fair and consistent with penalties imposed in previous cases under similar circumstances.

(d) Communicating the decision.

The final step in the decision-making process is to communicate the decision reached to the employee concerned. This is something that ought not to be done in a perfunctory fashion; one personnel

manager went as far as to say that this could be the most critical stage of the whole disciplinary process, for it was here that management's attempts to persuade the employee to reform his behaviour would succeed or fail. Moreover, the fact that an employee has been formally warned about his failings can also be "very cogent evident" in any subsequent consideration by a tribunal whether a further offence made for a fair or unfair dismissal.¹⁵ It is sensible, therefore, for the employee to be given a further hearing, again with his representative present if desired. Here it should be explained to him what offence he has committed, the disciplinary sanction to be imposed, and just what is expected of him in the future. The employee ought also to be advised of his right of appeal, "for to grant a right of appeal and then not inform the employees of it is a hollow mockery."¹⁶ Finally, the penalty to be imposed and the reasons for it should be communicated in writing to the employee and to his representative if necessary. Those responsible for maintaining personnel records should be given the same details, together with any relevant background information.

The appeals process

It has been common practice in British industry in the past for disciplinary grievances to be processed through disputes procedures, where these exist, rather than through separate machinery. However, there are good reasons for making special provision for disciplinary grievances. In the first place it is not right to assume that grievances over discipline are always matters of contention. The distinctive characteristic of a disciplinary appeals procedure is that it is not simply used for the resolution of disagreement; to a large extent it allows for investigatory and judicial processes to take place.

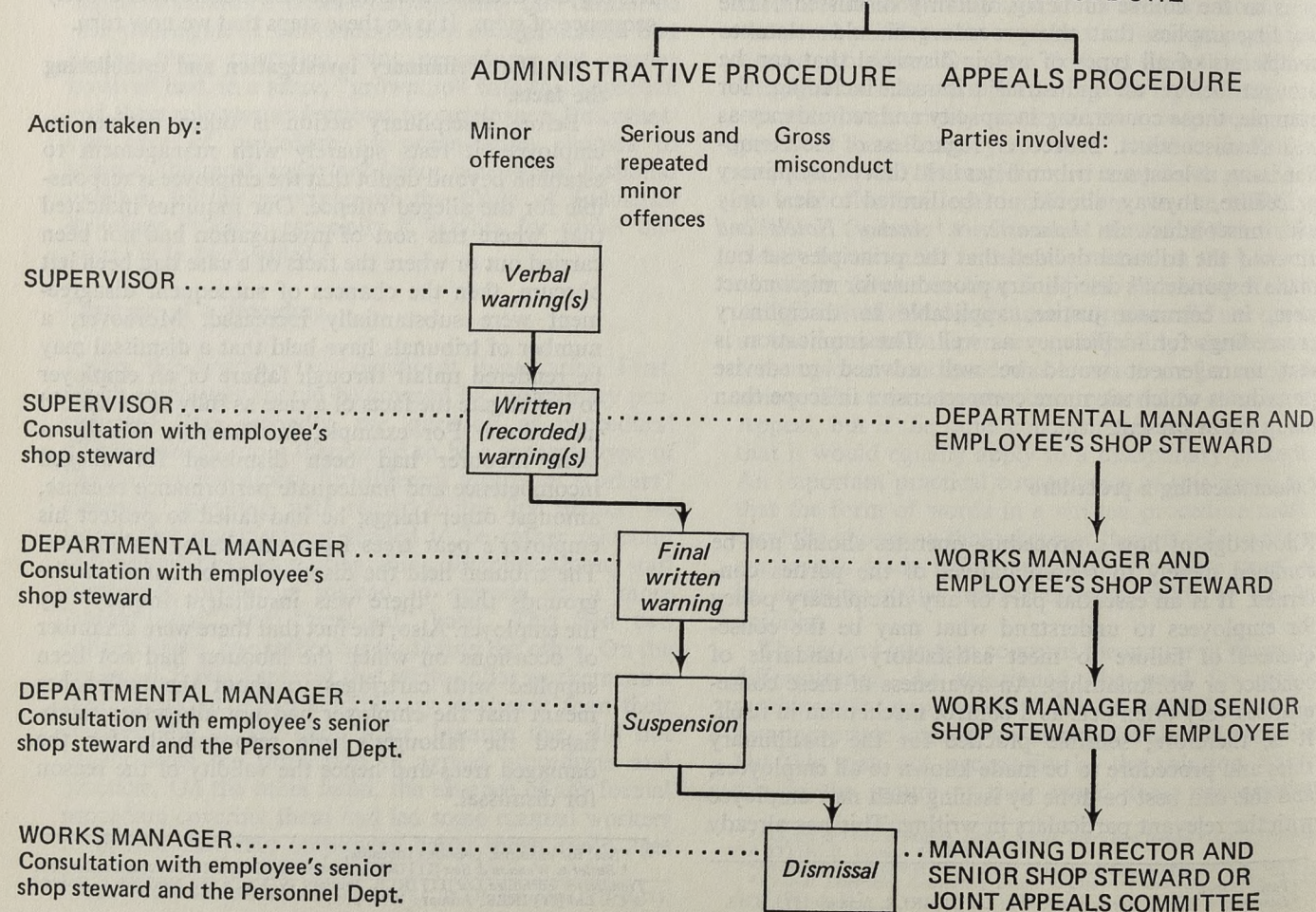
Secondly, a normal disputes procedure, which at an early stage may involve full-time union officials and senior management, may magnify a disciplinary grievance into a full-scale confrontation. This may apply when the external stages of an industry-wide procedure are used. Moreover, whereas a wage dispute, for instance, may derive from and have repercussions outside a particular work-place, and may need to be dealt with by an external procedure, discipline is by nature a matter of domestic occurrence and significance: to deal with a case away from the plant may only be to isolate the judgment from the situation and circumstances out of which it has arisen.

A third point concerns time-limits. In a case of dismissal, for instance, where an employee's livelihood is at stake, it is essential that an appeal should be heard as quickly as possible. Some companies visited had laid down a period during which an appeal had to be lodged as well as limits on each stage of the appeals procedure. Again, this may be more difficult in the context of the external stages of an industry-wide grievance procedure. It is also relevant to note that a claim for unfair dismissal must be

¹⁵ *O'Hara v. Fram Gerrard Ltd* [NIRC] IRLR, March 1973, p. 94.
¹⁶ *Lancaster v. Anchor Hotels*, *supra*.

¹¹ *Earl v. Slater*, *supra*. The exceptions to the general rule established in this case are dealt with in more detail in *James v. Waltham Holy Cross UDC* [NIRC], Case No. 618 of June 11, 1973.
¹² See Code of Practice, para. 133(ii).
¹³ *Morrow v. Scottish Special Housing Association* [IT] IRLR, February 1973, p. 44.
¹⁴ *and Bendall v. Paine & Betteridge* [IT] IRLR, February 1973, p. 44.
¹⁵ *Whitaker v. Milk Marketing Board* [IT] IRLR, April 1973, p. 100.

CONVENTIONAL DISCIPLINARY PROCEDURE



presented to an industrial tribunal before the end of the period of four weeks beginning with the effective date of termination, "unless the tribunal is satisfied that in the circumstances it was not practicable for the complaint to be presented before the end of that period".¹⁷ The test of practicability has meant that there is some flexibility in the application of the four-week rule. This the NIRC has shown in *Westward Circuits Ltd v. Read*,¹⁸ when it ruled that it is impracticable for a dismissed employee to make a claim for unfair dismissal unless and until he knows that he might be entitled to make such a claim. In another example of the application of the "practicability" test a tribunal concluded that one of the grounds on which it was justified in hearing a late claim for unfair dismissal was that the applicant has been under the impression that his own organisation's appeals procedure must be exhausted before an application to the tribunal could be made.¹⁹

The process of appeal within an organisation generally involves the case being taken up by the employee's representative who will approach the appropriate level of management authorised to deal with the appeal (see diagram). In the event of further disagreement progressively higher levels of both management and, where appropriate, trade union representatives, will be brought in. In some organisations visited appeals were dealt with by the personnel department, mainly, it was claimed, because its more "detached" nature made it more acceptable to employees for this purpose, compared to

line management who inevitably were associated with "prosecution". However, there is the danger that the authority of line managers is not enhanced if decisions in disciplinary cases are automatically taken away from them. Other firms had constituted formal committees made up of equal representation from management and employees, especially for the purpose of hearing "final" appeals. Usually the committee was obliged to reach a unanimous decision. The virtue of such a committee is that because of its permanent nature, precedent and experience can be built up which can be fed back to those involved in the administrative stages, thus helping to maintain a more consistent policy towards discipline. Furthermore, by introducing parties not directly involved in a case, such appeals committees seem to have an air of impartiality about them; their decisions are, therefore, more likely to be accepted as final.

Finally, as regards dismissal, the 1971 Act has introduced what is, in effect, a new form of arbitration into the appeals process. Employees have access to either an industrial tribunal, or, if the parties to a procedural agreement wish it to be made exempt from these statutory provisions, to a procedure which includes "a right to arbitration or adjudication by an independent referee, or by a tribunal or other independent body in cases where (by reason of an equality of votes or for any other reason) a decision cannot be reached".²⁰ As yet there has been no instance of parties seeking exemption of procedural agreement under section 31 of the Act. Indeed, there seems to have been a general acceptance of industrial tribunals as a final appeals authority.

²⁰ Industrial Relations Act 1971, s. 31 (1)(e).

¹⁷ Industrial Relations Act 1971, sch. 6 para. 5(1).

¹⁸ *Westward Circuits Ltd v. Read* [NIRC] IRLR, May 1973, p. 138.

¹⁹ *McCabe v. Ninth District Council of the County of Lanark* [IT] IRLR, March 1973, p. 75.

New basis for safer and healthier working environment

The shape of a Bill designed to create a safer and healthier working environment for almost everyone at work in Britain, and for the first time providing a comprehensive approach to the protection of the general public from industrial hazards, is outlined in consultative proposals published by the Department of Employment.

This document has been circulated for comment to employers, trade unions and a wide variety of organisations and individuals concerned with industrial safety and health. Its proposals set out in detail the legislative provisions which would be necessary to implement the main recommendations of the Robens committee (see this GAZETTE, July 1972, page 611).

Comments are invited by September 15 and should be sent to Mr M. Wake, Department of Employment, Baynards House, Chepstow Place, London W2.

The new legislation was foreshadowed by Mr Dudley Smith, Parliamentary Under Secretary of State, Department of Employment, in the House of Commons recently (see this GAZETTE, June 1973, page 549). It is, says the consultative proposals, based on a number of basic decisions.

New statutory authority

The first is that responsibility for matters affecting safety and health at work should be transferred from various government departments, who are at present responsible, to a new statutory authority. Although this statutory authority will be independent of government departments, it will be responsible to Ministers and to Parliament broadly in the same way as is proposed for the new Manpower Services Commission and its agencies.

A central feature of this new statutory authority is that it should bring together representatives of employers and trade unions to share responsibility for the effective development of policy on health and safety at work. This same principle has already been adopted by the government in relation to the operation of the manpower services through the Manpower Services Commission and its agencies.

Special arrangements will be made concerning the responsibilities of the Agriculture Ministers for safety and health on farms, etc.

Secondly, the new legislation will set out to unify a large number of Acts of Parliament concerned with safety and health at work; and to extend coverage to virtually all employment. Over time, the present various requirements will be replaced by new and simplified regulations, approved standards and codes of practice. The new legislation needs to provide for this, but it must also provide for the continuation of present protection to workers and the public until adequate replacement provisions are prepared.

Thirdly, the legislation will provide for new and improved arrangements for the enforcement of these safety and health requirements, including the integrated management of the various specialist safety and health inspectorates and of their technical support facilities. The new central inspectorate will have an essential advisory role for both industry and government, but this will not detract from the continuing importance of its enforcement functions.

Importance of "self-regulation"

The Robens committee emphasised the importance of "self-regulation" by industry in safety and health, and this appears to have conveyed to some people that the committee was recommending some reduction in statutory protection and of enforcement, in favour of a more voluntary system. The government does not think that this was, in fact, what the committee was recommending, and accordingly the proposals set out in this document in no way weaken the present system of statutory protection.

In particular, the proposals provide for a new and more flexible method of enforcement for the inspectorate—a system of improvement and prohibition notices which may be used to require rapid remedy for unsatisfactory conditions. Where approved non-statutory codes of practice are relevant, they may be referred to in notices as an indication of what remedial action should be taken.

Closer involvement of industry

But what is needed in addition is to involve both sides of industry much more closely, both at the national level and at the place of work, in the framing and carrying out of effective requirements to protect safety and health. At the national level this will be achieved by the representative composition of the new authority, and by the machinery which it will establish for consultation. Regarding involvement at the place of work, the legislation will aim to make arrangements that will ensure that management accepts its responsibility for seeing that proper measures are taken to protect the safety and health of workpeople and the public: and that workpeople themselves feel involved in the maintenance of safe and healthy working conditions. These arrangements must be comprehensive and easily understood.

In short, the purpose of the new legislation is to unify, simplify and strengthen the present system of protection for workpeople and the general public. It aims to involve both sides of industry at all levels in the maintenance of safe and healthy working conditions: and to improve the means, in an industrial society with a rapidly changing technology, of keeping up to date the

precautions necessary to protect both safety and health.

It is against these general objectives that the detailed provisions set out in the document should be considered. It is intended that the Bill should apply to all employment (including self-employment) with limited exclusions in certain circumstances. It should also provide for the prevention of hazards to the public (in other words every person in the vicinity who is not actually in employment) in the neighbourhood of industrial, etc, activities. Throughout the proposals the phrase "industrial, etc" is used to denote all industries and services included in the Standard Industrial Classification: it is intended to cover all employment circumstances and also activities for gain where employment is not involved.

Basic obligations

It is proposed that it should contain substantive provisions imposing basic obligations on employers and others: and defining the functions and powers of Ministers, a Safety and Health Commission, local authorities and inspection personnel.

There would be comprehensive powers concerning the making of new regulations, to extend, revise or replace existing legislation concerning protection of the safety and health of workpeople, and to provide for the prevention of hazards to the public. There would be provision for consultation on the content of regulations before they were made.

No existing statutory provisions containing the safety and health standards and requirements within scope of the commission's functions would be repealed at once. They would continue in force until adequately replaced by measures proposed by the commission after appropriate consultations. These measures might include regulations, codes of practice or other forms of control considered appropriate by the commission, subject to the approval of Ministers.

There would be different arrangements for the making and enforcing of regulations concerning safety and health on farms. These will be set out in detail in a separate consultation paper.

Safeguarding public against risks

Much of the present legislation concerned with safety and health at work and which will be affected by this Bill is couched exclusively in terms of the protection of workpeople. It is proposed that the new legislation should provide for the prevention of risks to the public in the vicinity of industrial, etc, activities: and the interest of the public would be taken fully into account in the operational work of the new organisation.

It is not, however, intended that the Safety and Health Commission should deal with general environmental or amenity matters, or with long-term public health matters which are adequately dealt with in other legislation: in cases of doubt the Secretary of State would have power to direct the commission as to the limits of its activities.

The government propose to establish a new organisation under which present arrangements for the administration and enforcement of legislation concerned with safety and health at work would be brought together. This new body would provide a single centre of initiative

for the promotion of better safety and health standards in all work activities, and a main source of authoritative advice on these matters.

It is considered that the arrangements proposed in the Employment and Training Bill, for the Manpower Services Commission, might provide an appropriate model for this organisation. On that basis the new Bill would set up a Safety and Health Commission. It has yet to be decided whether, like the Manpower Services Commission, the new organisation should operate through a statutory executive agency: but for consultation purposes these proposals assume that there would be a statutory Safety and Health Executive.

Essential participation

The commission would comprise an independent chairman and a number of members appointed by the Secretary of State, after appropriate consultations, to reflect the interests of both sides of industry, local authorities and others concerned with the problems of safety and health work. This participation would be an essential feature of the make-up of the new organisation. It is intended to ensure that management, workers and others concerned can play a full part in the formulation and implementation of policies in this field.

The commission would be responsible to Ministers for the operations of the Safety and Health Executive. To the latter would be transferred the central specialist inspectors (other than the Agriculture Inspectorates), support staff and relevant laboratory and research facilities (including the Safety in Mines Research Establishment), which are at present located within various government departments. These would include the Alkali and Clean Air Inspectorate, the Explosives Inspectorate, the Factory Inspectorate, the Mines and Quarries Inspectorate, the Nuclear Installations Inspectorate, and possibly certain smaller inspectorates. The special expertise of these inspectorates will be preserved under the new arrangements.

Developing comprehensive strategy

It is proposed that the commission should be responsible for developing a comprehensive strategy for dealing with problems concerning safety and health at work, including matters affecting the safety of the public. It would have a major research, educational and advisory role.

It would also have the continuing task of preparing proposals for the revision, updating and extension of the statutory provisions concerning safety and health at work. It would submit proposals for regulations to Ministers who, if they approved, would submit them to Parliament. It would also prepare, or arrange for the preparation of a body of non-statutory standards and codes of practice relevant to safety and health at work.

Under the arrangements suggested, the commission's executive would be responsible for administering and enforcing statutory and other provisions as well as for providing expert advice to industry, government bodies and others.

The commission would be independent of any government department, but would carry out its functions on a basis approved by the Secretary of State for Employment and, in certain cases, by other Ministers. The

Secretary of State would have the main responsibility for the government's dealings with the commission, and would be answerable to Parliament for its activities. He would not, however, be involved in the detailed operations and day to day management of the commission and its executive.

In some particular sectors, as indicated in the detailed proposals, regulation-making powers would be exercised jointly by the Secretary of State for Employment and other Ministers: and in certain areas of its responsibilities the commission would report direct to other Ministers. In general it would have a duty to provide advice to all Ministers where required, and to co-operate with government departments wherever appropriate.

Arrangements would be made to ensure that the commission complied with the normal procedures for control of public expenditure. In particular, it should submit each year to the Secretary of State for Employment, for his approval, proposals for its programme of work and budget: and it would be required to submit statements of its accounts to the Comptroller and Auditor General.

Role of local authorities

Local authorities already have safety and health enforcement functions under most of the existing legislation which falls within the ambit of the Bill. Broadly, it is proposed that the present pattern should continue, though with some modifications. For example, it is proposed that local authority enforcement responsibilities should be extended to cover most non-industrial employment, including local authority establishments and primary schools. As regards licensing functions concerned with the handling or storage of dangerous substances, the division of responsibilities between local authorities and the central organisation would, it is proposed, be determined in relation to the scale of storage, etc.

Local authorities would discharge their functions under the new legislation in accordance with guidance given to them by the Safety and Health Commission

with the approval of the Secretary of State. The commission should have a duty to provide, so far as it lay within its resources, technical support to the local authorities. It is intended that there should be improved arrangements for closer working relationships between the local authorities and the new safety and health organisation, particularly at local levels.

Provision should be made in the Bill for defining the respective functions of fire authorities and the Safety and Health Commission for fire precautions, and for ensuring effective co-ordination between them.

Arrangements should also be made for effective co-operation between the new organisation and local planning authorities, as well as for co-operation with local authorities on their functions under the Public Health Acts, Clean Air Acts and similar legislation.

Enforcement

Although it is intended that a main function of the commission's executive should be to inform, advise and assist employers, workers and others, it is the government's intention that inspectors should have available to them the full range of powers of legal enforcement which exist under present relevant legislation. The executive would have power to prosecute: and the levels of fines on conviction, which have been the same for many years, should be raised.

In addition, it is proposed that inspectors should have power to issue, without first going through the courts, improvement notices requiring remedial action within a specified time-limit, or prohibition notices requiring cessation of operations, etc, until remedial action is taken. The contents of these notices should, it is suggested, be subject to appeal to an industrial tribunal. Non-compliance would be a matter for the courts.

It is intended that the requirements of non-statutory standards or codes of practice which have been approved by the commission might be used as a basis for issuing notices.

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Quarterly statistics of total employment December 1972

This article presents (for the fourth quarter of 1972) estimates of employment and the working population, based on counts of national insurance cards exchanged. Figures for Great Britain are given in table 1, and for regions in table 2.

As indicated in previous GAZETTE articles (May 1973, page 459), the total numbers of employees in employment have fluctuated considerably. This has been on account of appreciable variation in the estimates for females and some uncertainty attaches to this series. The series for males has not shown similar fluctuations.

The seasonally adjusted series for male employees in employment increased by 65,000 in the fourth quarter to 13,466,000. The

average in the second half of 1972 showed an increase of 24,000 on the average for the first half year which in turn was 33,000 higher than the average for the second half of 1971. These increases contrast with the marked downward trend previously.

For females, the seasonally adjusted series showed an increase of 63,000, to 8,654,000, in the fourth quarter of 1972. The average in the second half of 1972 was 131,000 higher than the average in the first half year which in turn was 69,000 higher than the average for the second half of 1971. Previously there had been a fall in the first half of 1971 from a fairly steady level in the previous two years.

Table 1 Working population: Great Britain

	THOUSANDS								
	December 1972			Changes September 1972 to December 1972			Changes December 1971 to December 1972		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Unadjusted for seasonal variations									
Working population	15,922	9,135	25,057	+ 9	- 8	+ 1	- 21	+ 239	+ 218
H.M. Forces	357	15	372	- 2	-	- 2	-	-	-
Employers and self-employed	1,430	361	1,791	Assumed no change	Assumed no change	Assumed no change	Assumed no change	Assumed no change	Assumed no change
Employees	14,135	8,759	22,894	+ 11	- 8	+ 3	- 21	+ 239	+ 218
Unemployed	620	125	745	- 79	- 24	- 103	- 112	- 11	- 123
Total in civil employment	14,945	8,995	23,940	+ 90	+ 16	+ 106	+ 90	+ 250	+ 341
Employees in employment	13,515	8,634	22,149	+ 90	+ 16	+ 106	+ 90	+ 250	+ 341
Adjusted for normal seasonal variations									
Working population	15,869	9,153	25,022	- 23	+ 43	+ 20	- 21	+ 239	+ 218
Total in civil employment	14,896	9,015	23,911	+ 65	+ 63	+ 128	+ 89	+ 249	+ 338
Employees in employment	13,466	8,654	22,120	+ 65	+ 63	+ 128	+ 89	+ 249	+ 338

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

Table 2 Civilian labour force, December 1972: By standard region

	THOUSANDS										
	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain*
Employees in employment											
Males	4,590	372	812	1,407	865	1,217	1,671	776	588	1,212	13,515
Females	3,012	242	499	845	534	749	1,106	475	339	830	8,634
Total	7,601	614	1,311	2,252	1,399	1,966	2,777	1,252	927	2,043	22,149
Total in civil employment											
Males	5,085	435	955	1,518	949	1,333	1,827	844	676	1,320	14,945
Females	3,131	253	536	874	555	778	1,154	492	366	853	8,995
Total	8,215	687	1,491	2,392	1,503	2,112	2,981	1,338	1,042	2,173	23,940
Unemployed											
Males	122	13	35	56	31	61	106	62	37	97	620
Females	19	3	8	11	6	11	19	13	8	27	125
Total	141	16	43	66	37	71	125	76	45	124	745
Total employees											
Males	4,711	386	847	1,462	896	1,278	1,777	838	625	1,309	14,135
Females	3,031	245	507	856	540	760	1,125	489	348	858	8,759
Total	7,742	630	1,355	2,318	1,436	2,037	2,902	1,327	972	2,167	22,894
Total civilian labour force											
Males	5,206	449	990	1,573	980	1,394	1,933	906	713	1,417	15,565
Females	3,150	256	544	885	561	789	1,173	506	375	881	9,120
Total	8,356	703	1,535	2,458	1,540	2,183	3,106	1,413	1,087	2,297	24,685

LABOUR TURNOVER: ESTIMATES BASED ON NEW EARNINGS SURVEYS AND EMPLOYMENT SURVEYS

Estimates of labour turnover obtained from the New Earnings Surveys 1968, 1970 and 1971 were included in an article on pages 347 to 351 of the April 1972 issue of this GAZETTE. The estimates for manufacturing industries were compared with estimates derived from employment ("L" return) surveys.

The following tables 1 to 3 give corresponding 1971-72

estimates obtained from the New Earnings Survey, 1972 and from the "L" returns for August and November 1971 and February and May 1972.

Table 4 gives 1972-73 estimates for manufacturing industries derived from "L" returns for August and November 1972 and February and May 1973.

Table 1 Labour turnover, by industry group: 1971-1972

Industry group	SIC Order (1968 edition)	MALES			FEMALES		
		New Earnings Survey: April 1972	"L" returns		New Earnings Survey: April 1972	"L" returns	
			Engagements per 100 employees per annum*	Discharges per 100 employees per annum*		Engagements per 100 employees per annum*	Discharges per 100 employees per annum*
		per cent	rate*	rate*	per cent	rate*	rate*
Agriculture, forestry, fishing	I	15.4			17.3		
Mining and quarrying	II	4.7			11.3		
Food, drink and tobacco	III	14.5	29.3	29.6	22.2	50.4	48.8
Coal and petroleum products	IV	9.2	13.7	13.7	28.6	22.4	29.3
Chemicals and allied industries	V	8.7	14.6	17.9	20.2	37.4	39.0
Metal manufacture	VI	8.0	15.0	22.8	16.9	27.0	37.7
Mechanical engineering	VII	11.9	19.8	28.0	19.6	31.9	40.0
Instrument engineering	VIII	12.0	21.8	22.8	18.7	38.4	41.6
Electrical engineering	IX	11.1	17.9	22.1	19.0	38.7	42.6
Shipbuilding and marine engineering	X	11.1	14.0†	17.9†	18.5	21.5†	27.3†
Vehicles	XI	6.7	11.1	15.6	14.2	24.1	32.2
Metal goods not specified elsewhere	XII	14.6	24.1	28.6	19.9	36.4	43.9
Textiles	XIII	14.9	30.6	32.5	18.5	41.0	43.9
Leather, leather goods and fur	XIV	22.4	36.1	35.8	16.4	40.3	41.9
Clothing and footwear	XV	16.2	31.5	34.1	24.5	47.5	44.5
Bricks, pottery, glass, cement, etc.	XVI	12.4	24.1	26.7	16.9	33.5	36.1
Timber, furniture, etc.	XVII	19.1	35.8	32.8	23.5	40.6	39.3
Paper, printing and publishing	XVIII	10.6	17.6	19.2	19.6	36.7	39.3
Other manufacturing industries	XIX	15.3	28.9	28.6	22.7	50.7	55.3
Construction	XX	25.4			28.8		
Gas, electricity and water	XXI	5.8			18.2		
Transport and communication	XXII	9.3			17.6		
Distributive trades	XXIII	20.9			27.7		
Insurance, banking, finance and business services	XXIV	14.5			25.9		
Professional and scientific services	XXV	15.7			20.7		
Miscellaneous services	XXVI	25.1			28.4		
Public administration and defence	XXVII	11.2			18.5		
All manufacturing industries	III-XIX	11.6	20.5†	24.7†	20.3	40.6†	42.9†
All non-manufacturing industries	I, II, XX-XXVII	15.9			23.5		
All industries and services	I-XXVII	14.0			22.5		

* The rates given are averages of rates for four week periods derived from the "L" returns for August 1971, November 1971, February 1972, May 1972, multiplied by 13. The rates express the engagements/discharges in the 12 months as percentages of the total numbers of employees employed.
† Excluding shipbuilding and ship repairing.

Table 2 Labour turnover—by occupation: New Earnings Survey, 1972: Percentages of employees who had been with their employers for under 12 months

Main occupational group	APRIL 1972	
	Males	Females
1. Managers	8.1	8.9
2. Supervisors and foremen	5.1	6.9
3. Engineers, scientists and technologists	7.1	15.3
4. Technicians	9.9	17.4
5. Academic and teaching staff	12.7	18.1
6. Medical, dental, nursing and welfare staff	22.1	25.9
7. Other professional and technical staff	14.2	19.2
8. Office and communications staff	13.1	22.7
9. Sales staff	23.2	31.8
10. Security staff	10.8	15.0
11. Catering, domestic and other service staff	29.4	22.1
12. Farming, forestry and horticultural occupations	14.4	16.7
13. Transport occupations	12.8	15.1
14. Building, engineering, etc. occupations	15.8	19.7
15. Textiles, clothing and footwear occupations	17.3	21.4
16. Other occupations not listed above	14.6	20.9
Summary of groups 14-16		
SKILLED	12.5	17.3
SEMI-SKILLED	14.3	19.4
UNSKILLED	24.8	25.0
Adults, full-time		
manual	12.9	18.1
non-manual	10.0	20.0
Adults, part-time		
manual	18.0	21.3
non-manual	20.6	23.8
All workers, including juveniles		
manual	14.9	21.1
non-manual	12.2	23.6
manual and non-manual	14.0	22.5

Table 3 Labour turnover—by region: New Earnings Survey 1972 Percentages of employees who had been with their employers for under 12 months

Region	APRIL 1972	
	Males	Females
South East	15.4	24.1
Greater London	15.3	24.2
Remainder of South East	15.4	23.9
East Anglia	14.6	22.2
South West	12.8	22.3
West Midlands	11.7	20.9
East Midlands	12.5	22.4
Yorks and Humberside	13.4	21.8
North West	13.9	21.8
North	14.1	20.7
Wales	12.7	22.1
Scotland	15.1	22.0
Great Britain	14.0	22.5

Table 4: Labour turnover—by industry: 1972-73

Industry group	SIC Order (1968 edition)	MALES		FEMALES	
		"L" returns		"L" returns	
		Engagements per 100 employees per annum*	Discharges per 100 employees per annum*	Engagements per 100 employees per annum*	Discharges per 100 employees per annum*
		rate*	rate*	rate*	rate*
Food, drink and tobacco	III	30.6	26.7	52.7	41.0
Coal and petroleum products	IV	8.8	11.1	24.1	27.3
Chemicals and allied industries	V	17.2	17.2	44.9	35.8
Metal manufacture	VI	23.7	23.4	33.5	31.5
Mechanical engineering	VII	24.7	27.6	39.3	37.7
Instrument engineering	VIII	23.7	23.1	47.5	35.1
Electrical engineering	IX	21.1	27.3	49.7	43.9
Shipbuilding and marine engineering	X	17.9†	21.5†	18.2†	15.3†
Vehicles	XI	15.3	20.2	28.0	31.9
Metal goods not elsewhere specified	XII	32.8	32.5	46.2	41.6
Textiles	XIII	39.7	38.7	44.5	43.2
Leather, leather goods and fur	XIV	36.7	41.9	47.1	39.0
Clothing and footwear	XV	31.5	31.5	45.5	44.2
Bricks, pottery, glass, cement, etc	XVI	29.6	27.3	47.1	37.1
Timber, furniture, etc	XVII	40.0	31.2	47.5	35.4
Paper, printing and publishing	XVIII	21.1	20.2	42.9	37.7
Other manufacturing industries	XIX	35.1	32.8	64.0	48.1
All manufacturing industries	III-XIX	25.7†	26.0†	45.8†	40.1†

* The rates given are averages of rates for four week periods derived from the "L" returns for August 1972, November 1972, February 1973, May 1973 multiplied by 13. The rates express the engagements/discharges in the 12 months as percentages of the total numbers of employees employed.
† Excluding shipbuilding and ship repairing.

LABOUR TURNOVER: MANUFACTURING INDUSTRIES: FOUR WEEKS ENDED May 19, 1973

The table below shows labour turnover rates (per 100 employees) in manufacturing industries* in the four weeks ended May 19, 1973, with separate figures for males and females. The figures are based on information obtained on returns from employers, who every third month are asked to state, in addition to the numbers employed at the beginning and end of the period, the numbers on the payroll at the later of the two dates who were not on the payroll at the earlier date.

The figures in the last item are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the payroll at the beginning of the

Industry (Standard Industrial Classification 1968)	Number of engagements per 100 employed at beginning of period			Number of discharges and other losses per 100 employed at beginning of period		
	Males	Females	Total	Males	Females	Total
Food, drink and tobacco	2.6	4.3	3.4	2.2	3.4	2.6
Grain milling	2.0	3.3	2.3	2.2	2.9	2.4
Bread and flour confectionery	3.8	4.2	4.0	3.9	4.6	4.2
Biscuits	2.8	5.3	4.3	2.1	3.6	3.0
Bacon curing, meat and fish products	3.5	4.7	4.1	3.4	4.3	3.9
Milk and milk products	3.7	6.0	4.4	2.4	3.1	2.6
Sugar	0.9	1.5	1.0	1.4	1.4	1.4
Cocoa, chocolate and sugar confectionery	2.3	3.9	3.2	2.9	2.8	2.8
Fruit and vegetable products	2.5	5.0	3.8	2.4	4.2	3.4
Animal and poultry foods	1.7	4.0	2.1	2.9	4.1	3.1
Vegetable and animal oils and fats	1.6	2.8	1.8	1.3	2.0	1.4
Food industries not elsewhere specified	2.0	5.0	3.2	1.8	3.1	2.4
Brewing and malting	1.3	1.9	1.4	—	—	—
Soft drinks	5.6	10.6	7.4	3.7	4.0	3.8
Other drink industries	2.2	4.1	2.9	1.0	2.2	1.4
Tobacco	1.0	1.3	1.1	1.0	1.6	1.4
Coal and petroleum products	0.9	2.2	1.0	1.3	1.8	1.4
Coke ovens and manufactured fuel	0.8	1.6	0.9	1.8	2.4	1.8
Mineral oil refining	0.5	1.4	0.6	0.9	1.9	1.0
Lubricating oils and greases	2.6	4.2	3.0	1.8	1.4	1.7
Chemical and allied industries	1.5	3.4	2.0	1.5	3.0	1.9
General chemicals	1.0	2.7	1.2	1.0	1.7	1.0
Pharmaceutical chemicals and preparations	1.7	3.3	2.4	1.7	3.0	2.2
Toilet preparations	2.6	4.6	3.9	2.4	3.6	3.2
Paint	3.0	3.2	3.0	2.2	4.2	2.8
Soap and detergents	1.1	3.0	1.8	2.1	2.6	2.2
Synthetic resins and plastics materials and synthetic rubber	1.4	3.0	1.6	1.3	2.6	1.4
Dyestuffs and pigments	1.9	1.8	1.8	1.8	1.2	1.8
Fertilizers	1.0	1.7	1.1	1.7	2.0	1.7
Other chemical industries	2.0	4.2	2.8	2.1	4.2	2.9
Metal manufacture	1.8	2.7	1.9	2.2	2.4	2.2
Iron and steel (general)	1.3	2.0	1.4	1.7	2.1	1.7
Steel tubes	2.0	3.6	2.2	2.8	1.9	2.7
Iron castings, etc	2.5	2.7	2.5	2.6	2.3	2.6
Aluminium and aluminium alloys	2.6	3.7	2.8	2.7	3.9	2.9
Copper, brass and other copper alloys	2.5	2.8	2.5	2.6	2.2	2.6
Other base metals	2.1	2.8	2.2	2.4	2.2	2.4
Mechanical engineering	2.0	3.0	2.2	2.6	3.0	2.6
Agricultural machinery (except tractors)	1.9	3.2	2.1	2.0	3.4	2.2
Metal-working machine tools	2.0	2.8	2.1	2.1	3.6	2.2
Pumps, valves and compressors	1.8	3.6	2.1	1.3	3.7	1.8
Industrial engines	1.1	2.2	1.3	1.8	2.9	1.9
Textile machinery and accessories	2.4	3.1	2.5	2.3	3.8	2.5
Construction and earth moving equipment	1.4	3.3	1.7	1.2	3.1	1.4
Mechanical handling equipment	1.8	3.3	1.9	1.6	1.8	1.7
Office machinery	1.8	3.2	2.2	2.3	4.1	2.8
Other machinery	1.8	3.1	1.9	4.2	2.6	4.0
Industrial (including process plant and steelwork)	2.5	2.8	2.5	2.6	2.7	2.6
Ordnance and small arms	0.7	1.1	0.8	1.3	1.5	1.4
Other mechanical engineering not elsewhere specified	2.2	2.9	2.3	2.2	3.0	2.4
Instrument engineering	1.8	3.7	2.6	1.9	3.3	2.4
Photographic and document copying equipment	1.5	3.0	1.9	2.6	3.6	2.9
Watches and clocks	2.2	4.2	3.4	1.0	3.0	2.1
Surgical instruments and appliances	2.7	4.8	3.7	2.3	5.0	3.5
Scientific and industrial instruments and systems	1.7	3.1	2.2	1.8	2.6	2.1

period, and deducting from the figures thus obtained the numbers on the payroll at the end of the period.

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

In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries and also between the figures for different months for the same industry.

Industry (Standard Industrial Classification 1968)	Number of engagements per 100 employed at beginning of period			Number of discharges and other losses per 100 employed at beginning of period		
	Males	Females	Total	Males	Females	Total
Electrical engineering	1.8	3.6	2.6	1.9	3.4	2.5
Electrical machinery	1.4	3.9	2.0	1.8	2.6	2.0
Insulated wires and cables	1.4	2.2	1.6	1.4	1.9	1.5
Telegraph and telephone apparatus and equipment	1.8	2.9	2.3	1.7	3.4	2.5
Radio and electronic components	2.4	4.0	3.3	2.2	3.8	3.0
Broadcasting receiving and sound reproducing equipment	3.8	5.0	4.6	4.1	4.2	4.2
Electronic computers	1.5	3.0	1.9	1.0	2.2	1.4
Radio, radar and electronic capital goods	1.4	2.8	1.8	2.2	3.1	2.4
Electric appliances primarily for domestic use	2.4	4.0	3.0	1.6	3.0	2.2
Other electrical goods	1.8	3.1	2.5	1.9	3.6	2.7
Marine engineering	2.2	1.8	2.2	2.2	1.8	2.2
Vehicles	1.1	2.0	1.2	1.3	2.5	1.4
Wheeled tractor manufacturing	1.0	1.2	1.0	1.3	1.7	1.3
Motor vehicle manufacturing	1.3	2.1	1.4	1.4	2.5	1.5
Motor cycle, tricycle and pedal cycle manufacturing	1.8	4.2	2.5	3.1	4.6	3.5
Aerospace equipment manufacturing and repairing	0.8	1.5	0.9	1.0	2.0	1.1
Locomotives and railway track equipment	0.4	1.0	0.4	1.5	3.0	1.6
Railway carriages and wagons and trams	0.7	1.8	0.8	1.1	2.9	1.2
Metal goods not elsewhere specified	2.6	3.8	3.0	2.9	3.4	3.1
Engineers' small tools and gauges	2.0	2.7	2.2	2.0	3.0	2.2
Hand tools and implements	2.9	3.4	3.0	3.0	3.1	3.0
Cutlery, spoons, forks and plated tableware, etc	1.5	4.0	2.6	2.2	2.3	2.3
Bolts, nuts, screws, rivets, etc	2.2	2.6	2.3	2.6	2.6	2.6
Wire and wire manufacturers	2.3	2.2	2.3	2.4	2.5	2.4
Cans and metal boxes	2.6	5.7	4.0	2.6	3.1	2.8
Jewellery and precious metals	1.8	3.0	2.2	2.7	3.4	3.0
Metal industries not elsewhere specified	2.9	3.8	3.1	3.3	3.9	3.4
Textiles	3.3	3.1	3.2	3.3	3.5	3.4
Production of man-made fibres	1.6	2.0	1.7	1.0	1.4	1.0
Spinning and doubling on the cotton and flax systems	4.8	3.8	4.3	5.2	4.2	4.7
Weaving of cotton, linen and man-made fibres	3.3	2.5	2.9	3.5	2.6	3.1
Woollen and worsted	4.2	3.1	3.8	4.6	3.9	4.3
Jute	3.8	3.4	3.7	5.6	5.5	5.5
Rope, twine and net	2.9	2.2	2.5	3.3	3.3	3.3
Hosiery and other knitted goods	2.9	3.5	3.3	2.6	3.5	3.2
Lace	1.5	1.2	1.4	2.7	2.2	2.5
Carpets	2.6	2.9	2.7	2.5	3.4	2.8
Narrow fabrics (not more than 30 cm wide)	2.5	2.1	2.2	2.6	3.0	2.8
Made-up textiles	4.8	3.9	4.2	3.7	3.8	3.8
Textile finishing	2.7	2.2	2.6	2.8	2.6	2.7
Other textile industries	3.0	3.0	3.0	2.8	3.6	3.0
Leather, leather goods and fur	2.2	3.7	2.8	2.8	2.2	2.6
Leather (tanning and dressing) and fellingmery	2.2	3.4	2.4	3.1	2.6	3.0
Leather goods	2.8	4.1	3.6	1.8	2.0	1.9
Fur	1.8	1.9	1.8	2.9	2.9	2.9

Labour turnover: manufacturing industries: four weeks ended May 19, 1973 (continued)

Industry (Standard Industrial Classification 1968)	Number of engagements per 100 employed at beginning of period			Number of discharges and other losses per 100 employed at beginning of period		
	Males	Females	Total	Males	Females	Total
Clothing and footwear	2.3	3.0	2.9	2.6	3.5	3.3
Weatherproof outerwear	2.8	3.3	3.2	3.9	4.0	4.0
Men's and boys' tailored outerwear	2.1	2.8	2.6	2.4	4.0	3.6
Women's and girls' tailored outerwear	2.8	3.2	3.0	3.4	3.4	3.4
Overalls and men's shirts, underwear, etc	3.4	3.2	3.3	3.6	4.0	3.9
Dresses, lingerie, infants' wear, etc	2.7	3.4	3.4	3.3	3.8	3.8
Hats, caps and millinery	1.5	2.0	1.8	3.2	3.5	3.4
Dress industries not elsewhere specified	2.0	3.6	3.3	2.2	3.1	3.0
Footwear	1.9	2.3	2.2	1.8	2.3	2.1
Bricks, pottery, glass, cement, etc	2.3	3.3	2.6	2.3	2.9	2.4
Bricks, fireclay and refractory goods	2.2	1.9	2.2	2.2	2.1	2.2
Pottery	2.6	3.6	3.2	2.6	2.6	2.6
Glass	1.5	2.8	1.8	1.8	3.2	2.1
Cement	1.3	2.2	1.4	1.5	2.0	1.5
Abrasives and building materials, etc not elsewhere specified	3.0	3.8	3.2	2.8	3.7	2.9
Timber, furniture, etc	2.9	3.4	3.0	2.9	2.6	2.8
Timber	2.9	3.8	3.0	2.7	2.3	2.6
Furniture and upholstery	2.8	3.0	2.9	2.7	2.7	2.7
Bedding, etc	3.7	3.8	3.8	3.5	2.5	3.0
Shop and office fitting	2.3	4.0	2.5	3.0	3.7	3.1
Wooden containers and baskets	3.1	2.4	3.0	3.1	2.0	2.9
Miscellaneous wood and cork manufacturers	3.2	3.8	3.4	3.6	3.5	3.5
Paper, printing and publishing	1.8	3.9	2.4	1.7	3.9	2.4
Paper and board	2.4	3.0	2.6	2.5	3.0	2.6
Packaging products of paper, board associated materials	2.5	3.8	3.0	2.4	3.2	2.7
Manufactured stationery	2.6	3.0	2.8	2.3	3.2	2.8
Manufactures of paper and board not elsewhere specified	3.5	5.5	4.2	2.8	3.9	3.3
Printing, publishing of newspapers	0.9	3.0	1.4	0.9	3.0	1.4
Printing, publishing of periodicals	1.2	3.0	1.8	1.2	3.1	1.8
Other printing, publishing, bookbinding, engraving, etc	1.4	4.5	2.6	1.4	5.0	2.7
Other manufacturing industries	2.9	4.9	3.6	2.8	3.8	3.2
Rubber	2.2	3.3	2.4	2.0	3.0	2.2
Linoleum, plastics floor-covering, leathercloth, etc	2.9	2.2	2.8	2.2	2.5	2.2
Brushes and brooms	1.8	4.6	3.4	2.1	4.6	3.5
Toys, games, children's carriages, and sports equipment	3.4	6.4	5.3	3.3	4.2	3.8
Miscellaneous stationers' goods	3.4	5.3	4.5	2.9	4.5	3.8
Plastic products not elsewhere specified	3.8	5.2	4.4	4.1	3.9	4.0
Miscellaneous manufacturing industries	2.5	4.2	3.2	2.6	4.1	3.3
All manufacturing industries*	2.1	3.5	2.5	2.2	3.4	2.6

* Excluding shipbuilding and ship repairing.

ADMINISTRATIVE, TECHNICAL AND CLERICAL WORKERS IN MANUFACTURING INDUSTRIES

At April 1973, about 27 per cent of the total number of employees in employment in manufacturing industries in Great Britain were administrative, technical or clerical workers.

Details are given in the table below. Estimates for October 1972 were published at page 51 of the January 1973 issue of this GAZETTE.

Information about the numbers of administrative, technical and clerical employees in manufacturing industries is obtained twice a year, in April and October, on returns made by certain employers under the Statistics of Trade Act, 1947. The figures include managers, superintendents and works' foremen; research, experimental, development, technical and design employees other than operatives; draughtsmen and tracers; and office employees including works' office employees.

From this information estimates have been made of the numbers of administrative, technical and clerical workers in each industry group and the percentage that they formed of all employees in the group. Employees who are not classed as administrative, technical or clerical are regarded as operatives.

Administrative, technical and clerical workers in manufacturing industries, mid-April 1973

Industry (Standard Industrial Classification 1968)	Number of operatives	Administrative, technical and clerical staff		Total employees in employment	Administrative, technical and clerical staff as percentage of total employees in employment
		(Thousands)	(Per cent)		
Males					
Food, drink and tobacco	357	115	472	24.4	
Coal and petroleum products	31	15	46	32.8	
Chemicals and allied industries	195	119	314	37.9	
Metal manufacture	362	95	457	20.8	
Mechanical engineering	611	249	860	29.0	
Instrument engineering	61	36	97	37.3	
Electrical engineering	303	211	514	41.0	
Shipbuilding and marine engineering	137	31	168	18.6	
Vehicles	519	179	698	25.6	
Metal goods not elsewhere specified	318	86	403	21.3	
Textiles	250	59	309	19.1	
Leather, leather goods and fur	22	5	28	19.0	
Clothing and footwear	87	28	115	24.3	
Bricks, pottery, glass, cement, etc	198	47	245	19.2	
Timber, furniture, etc	199	40	239	16.7	
Paper, printing and publishing	290	109	399	27.3	
Other manufacturing industries	160	53	213	24.9	
Total, all manufacturing industries	4,099	1,477	5,576	26.5	

Administrative, technical and clerical workers in manufacturing industries, mid-April 1973 (continued)

Industry (Standard Industrial Classification 1968)	Number of operatives	Number of administrative, technical and clerical staff		Total employees in employment	Administrative, technical and clerical staff as percentage of total employees in employment
		(Thousands)	(Per cent)		
Females					
Food, drink and tobacco	261	79	340	23.3	
Coal and petroleum products	2	5	7	75.9	
Chemicals and allied industries	68	59	127	46.3	
Metal manufacture	30	33	63	51.8	
Mechanical engineering	75	97	171	56.4	
Instrument engineering	40	15	56	27.3	
Electrical engineering	264	81	344	23.4	
Shipbuilding and marine engineering	4	9	13	68.1	
Vehicles	51	47	99	48.1	
Metal goods not elsewhere specified	128	47	175	26.8	
Textiles	228	37	266	14.1	
Leather, leather goods and fur	16	4	20	18.3	
Clothing and footwear	308	32	339	9.3	
Bricks, pottery, glass, cement, etc	47	23	70	32.7	
Timber, furniture, etc	36	24	59	39.8	
Paper, printing and publishing	120	76	195	38.8	
Other manufacturing industries	99	29	128	22.4	
Total, all manufacturing industries	1,777	695	2,472	28.1	

Total males and females					
Food, drink and tobacco	618	194	812	23.9	
Coal and petroleum products	33	20	53	38.4	
Chemicals and allied industries	264	178	441	40.3	
Metal manufacture	392	127	520	24.5	
Mechanical engineering	686	346	1,031	33.5	
Instrument engineering	101	51	152	33.7	
Electrical engineering	567	292	858	34.0	
Shipbuilding and marine engineering	141	40	181	22.2	
Vehicles	571	226	797	28.4	
Metal goods not elsewhere specified	446	133	579	23.0	
Textiles	478	96	575	16.8	
Leather, leather goods and fur	38	9	47	18.8	
Clothing and footwear	395	60	455	13.1	
Bricks, pottery, glass, cement, etc	245	70	314	22.2	
Timber, furniture, etc	235	63	298	21.3	
Paper, printing and publishing	409	185	594	31.1	
Other manufacturing industries	259	82	341	23.9	
Total, all manufacturing industries	5,876	2,172	8,048	27.0	

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

QUARTERLY STATISTICS OF WORK PERMIT ISSUES

Since January 1, 1973, work permits have been issued both to foreigners (other than EEC nationals) and to Commonwealth citizens under the arrangements described in the March issue of this Gazette. This follows the coming into operation of the main provisions of the Immigration Act 1971.

Statistics will be laid in the library of the House of Commons by the Home Office showing for each quarter the numbers of Commonwealth and foreign nationals entering and leaving the United Kingdom; work permit holders and their dependants arriving during the quarter (from all overseas countries outside the EEC); EEC nationals to whom residence permits have been issued and Commonwealth citizens, EEC nationals and other foreign nationals who have been accepted for settlement during the quarter, whether on or after admission.

The Home Office statistics will be accompanied by the following tables showing, for Commonwealth workers and non-EEC foreign workers separately, the numbers of work permits issued for workers overseas, the numbers of permissions to work given

to those already in this country as visitors, students, etc and the numbers of applications refused.

The notes accompanying the tables explain why the numbers of work permits issued will differ in any period from the numbers of work permit holders arriving. They also define long term and short term permits or permissions.

The entry of workers from the Commonwealth was previously regulated by means of a quota of employment vouchers (which was set at an annual level of 2,250 in 1972). Vouchers were not, however, required for workers already in this country or for sportsmen and entertainers coming for short periods of employment, seasonal workers and staff of international companies spending limited periods of duty on temporary transfer to this country. The only figures which can be compared with the quota are those relating to long term work permits and in any case these now include staff on long term temporary transfer who did not previously need employment vouchers.

Commonwealth citizens: Work permits issued and refused—January 1 to March 31, 1973

	Permits issued or permissions given			Definite refusals		
	Men	Women	Total	Men	Women	Total
Permits						
Long-term	258 (3)	105	363 (3)	152	30	182
Short-term	60	17	77	2	—	2
Total	318 (3)	122	440 (3)	154	30	184
Permissions						
Long-term	81 (1)	72 (2)	153 (3)	7	9	16
Short-term	5	4	9	—	—	—
Total	86 (1)	76 (2)	162 (3)	7	9	16
Total						
Long-term	339 (4)	177 (2)	516 (6)	159	39	198
Short-term	65	21	86	2	—	2
Grand total	404 (4)	198 (2)	602 (6)	161	39	200
Commonwealth trainees	274	20	294	6	2	8

Please note: Figures for United Kingdom passport holders are shown in brackets and included in totals.

Foreigners: Summary of applications and issue of work permits January to March 1973

	Permits issued or permissions given			Refusals (Permits or visitors)		
	Men	Women	Total	Men	Women	Total
Permits						
Long-term	1,433	1,378	2,811	375	109	484
Short-term	1,302	714	2,016	58	29	87
Total	2,735	2,092	4,827	433	138	571
Permissions						
Long-term	310	601	911	113	57	170
Short-term	63	97	160	18	4	22
Total	373	698	1,071	131	61	192
Total						
Long-term	1,743	1,979	3,722	488	166	654
Short-term	1,365	811	2,176	76	33	109
Grand total	3,108	2,790	5,898	564	199	763
Alien student employees						
Permits	380	87	467	—	—	—
Permissions	32	16	48	—	—	—
Total students	412	103	515	—	—	—

Notes

1. Permits are issued for overseas workers resident abroad. Permissions are given to those already in this country, for example as visitors.
2. Long term permits or permissions are those issued for one year (the maximum). Short term permits or permissions are those issued for shorter periods and include, for instance, entertainers who come for engagements of short duration.
3. Permits and permissions issued for Commonwealth workers include a small number of UK passport holders who qualify for work permits because of their skill or experience.
4. Permits issued are not all taken up by overseas workers. The totals will differ from the Home Office figures also because some work permit holders will arrive in a subsequent quarter.
5. Commonwealth trainees come for a fixed period of "on the job" training approved by the Department of Employment.
6. Student employees are young foreigners who come for employment in industry and commerce in a supernumerary capacity to improve their English and widen their experience.

ACCIDENTS AT WORK—1972

Last year 258,137 accidents at work, 468 of which were fatal, were notified to H.M. Factory Inspectorate. These included 216,495 (261 fatal) involving persons engaged in factory processes, 35,017 (190 fatal) to persons engaged on building operations and works of engineering construction, 5,484 (13 fatal) in works at docks, wharves and quays other than shipbuilding, and 1,141 (four fatal) in inland warehouses.

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

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

Table 1 Analysis by division of inspectorate

Division	Fatal accidents	Total accidents
Northern	37	29,069
West Riding and North Lincolnshire	45	33,004
Midlands (Birmingham)	28	19,757
Midlands (Nottingham)	42	21,982
London and Home Counties (North)	30	16,983
London and Home Counties (East)	34	19,548
London and Home Counties (West)	37	18,046
South Western	29	13,205
Wales	45	18,879
North Western (Liverpool)	43	22,638
North Western (Manchester)	33	16,745
Scotland	65	28,281
Totals	468	258,137

Table 2 Analysis by process

Process	Fatal accidents	Total accidents
Textile and connected processes		
Cotton spinning processes	1	1,884
Cotton weaving processes	1	1,130
Weaving of narrow fabrics		236
Woolen spinning processes		1,199
Worsted spinning processes	2	1,336
Weaving of woolen and worsted cloths	1	442
Flax, hemp and jute processing		671
Hosiery, knitted goods and lace manufacture		1,088
Carpet manufacture		1,382
Rope, twine and net making		284
Other textile manufacturing processes		706
Textile, bleaching, dyeing, printing and finishing	1	1,578
Job dyeing, cleaning and other finishing		128
Laundries		612
Total	6	12,676
Clay, minerals, etc.		
Bricks, pipes and tiles	2	2,256
Pottery	1	1,525
Other clay products		876
Stone and other minerals	4	691
Lime	3	1,447
Cement	2	389
Asphalt and bitumen products	2	77
Boiler insulation materials		65
Tile slabbing		23
Articles of cast concrete and cement, etc.	5	1,434
Total	19	8,783
Metal processes		
Iron extraction and refining	10	971
Iron conversion	10	4,183
Aluminium extraction and refining	2	593
Magnesium extraction and refining		24
Other metals, extraction and refining		1,241
Metal rolling:		
Iron and steel	9	4,376
Non-ferrous metals	1	591
Tin and ternite plate, etc., manufacture	1	387
Metal forging		2,127
Metal drawing and extrusion	2	1,747
Steel founding	9	6,954
Die casting	1	1,331
Non-ferrous metal casting		814
Metal plating	1	1,242
Galvanising, tinning, etc.		456
Enamelling and other metal finishing	1	254
		512
Total	47	27,803

Table 2 (continued) Analysis by process

Process	Fatal accidents	Total accidents
General engineering		
Locomotive building and repairing	1	861
Railway and tramway plant manufacture and repair		1,665
Engine building and repairing	2	2,212
Boiler making and similar work	3	2,027
Constructional engineering	4	3,313
Motor vehicle manufacture	6	7,061
Non-power vehicle manufacture		1,300
Vehicle repairing	18	7,684
Shipbuilding and shipbreaking:		
Work in shipyards and dry docks	21	7,202
Work in wet docks or harbours	3	408
Aircraft building and repairing	1	1,372
Machine tool manufacture	1	1,454
Miscellaneous machine making	3	9,278
Tools and implements		2,002
Miscellaneous machine repairing and jobbing engineering	9	5,187
Industrial appliances manufacture	1	3,099
Sheet metal working	1	3,691
Metal pressing		2,166
Other metal machining	2	3,345
Miscellaneous metal processes (not otherwise specified)	10	4,726
Miscellaneous metal manufacture (not otherwise specified)		
Railway running sheds	2	4,293
Cutlery	1	176
Silverware and stainless substitution for silver		24
Iron and steel wire manufacture	1	934
Wire rope manufacture		337
Total	91	75,909
Electrical engineering		
Electric motor, generator, transformer and switchgear manufacture and repair	2	2,442
Electrical accumulator and battery manufacture and repair		537
Radio and electronic equipment and electrical instrument manufacture and repair	1	2,752
Radio, electronic and electrical component manufacture		1,511
Cable manufacture	1	1,324
Electric light bulb and radio valve manufacture and repair		860
Other electrical equipment manufacture and repair	1	2,324
Total	5	11,750
Wood and cork working processes		
Saw milling for home grown timbers	1	1,445
Saw milling for imported timbers	1	272
Plywood manufacture		171
Chip and other building board manufacture		104
Wooden box and packing case making	2	607
Coopering		193
Wooden furniture manufacture and repair	2	1,779
Spraying and polishing of wooden furniture		57
Engineers' pattern making		220
Joinery	4	3,450
Other wood and cork manufacture and repair	2	1,183
Total	12	9,481
Chemical Industries		
Heavy chemicals	2	1,748
Fine and pharmaceutical chemicals	1	1,381
Other chemicals	2	1,308
Synthetic dyestuffs		292
Oil refining	4	940
Explosives	1	392
Plastic material and man-made fibre production	1	1,725
Soap, etc.	2	347
Paint and varnish	1	622
Coal gas	1	566
Coke oven operation	1	1,120
Gas and coke oven works by-product separation	1	252
Patent fuel manufacture		199
Total	17	10,892
Wearing apparel		
Tailoring	1	921
Other clothing		1,282
Hatmaking and millinery		50
Footwear manufacture		786
Footwear repair		23
Total	1	3,062
Paper and printing trades		
Paper making	7	3,619
Paper staining and coating		664
Cardboard, paper box and fibre container manufacture	1	1,718
Bag making and stationery	1	1,105
Printing and bookbinding	3	2,990
Engraving		54
Total	12	10,150

Table 2 (continued) Analysis by process

Process	Fatal accidents	Total accidents
Food and allied trades		
Flour milling		392
Coarse milling	3	628
Other milling	1	169
Bread, flour confectionery and biscuits		4,580
Sugar confectionery	1	1,966
Food preserving		3,791
Milk processing	3	1,419
Edible oils and fats	1	419
Sugar refining	2	556
Slaughter houses	2	1,370
Other food processing	3	6,011
Alcoholic drink	4	3,498
Non-alcoholic drink		680
Total	20	25,479
Miscellaneous		
Electrical stations	12	2,747
Plant using atomic reactors		241
Other use of radioactive materials		19
Tobacco		659
Tanning		630
Manufacture and repair of articles made from leather (not otherwise specified)	1	140
Manufacture and repair of articles mainly of textile materials (not otherwise specified)		336
Rubber	4	3,957
Linoleum		183
Cloth coating		183
Manufacture of articles from plastics (not otherwise specified)	3	3,600
Glass	3	3,313
Fine instruments, jewellery, clocks and watches, other than high precision work		915
Upholstery, making up of carpets and of household textiles	1	580
Abrasives and synthetic industrial jewels		202
General assembly and packing (not otherwise specified)		594
Processes associated with agriculture	1	158
Match and firelighter manufacture		64
Water purification	1	117
Factory processes not otherwise specified	5	1,872
Total	31	20,510
Total, all factory processes	261	216,495

EMPLOYMENT OF WOMEN AND YOUNG PERSONS: SPECIAL EXEMPTION ORDERS

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons under 18 years of age in factories and other workplaces. Section 117 of the Factories Act 1961 enables the Secretary of State for Employment, subject to certain conditions, to grant exemptions from these restrictions for women and young persons aged 16 and over, by making special exemption orders for employment in particular factories. The number of women and young persons covered by special exemption orders current on May 31, 1973, according to the type of employment permitted* were:

Process	Fatal accidents	Total accidents
Construction Processes under Section 127 of Factories Act 1961		
Building operations		
Industrial building:		
Construction	38	5,216
Maintenance	9	838
Demolition	6	284
Commercial and public building:		
Construction	21	7,957
Maintenance	10	1,653
Demolition	3	177
Blocks of flats:		
Construction	9	1,220
Maintenance	1	290
Demolition	1	14
Dwelling houses:		
Construction	17	5,725
Maintenance	8	2,272
Demolition	1	136
Other building operations:		
Construction	2	1,133
Maintenance	3	502
Demolition	3	107
Total	132	27,524
Works of engineering construction operations at:		
Tunnelling, shaft construction, etc.	3	357
Dams and reservoirs (other than tunnelling)	1	139
Bridges, viaducts and aqueducts (other than tunnelling)	4	294
Pipe lines and sewers (other than tunnelling)	22	1,479
Docks, harbours and inland navigations	2	201
Waterworks and sewage works (other than tunnelling)	3	727
Work on steel and reinforced concrete structures	4	81
Sea defence and river works	1	145
Work on roads or airfields	17	3,132
Other works	1	938
Total	58	7,493
Total, all construction processes	190	35,017
Processes under section 125 of Factories Act 1961		
Work at docks wharves and quays (other than shipbuilding)		
Work at inland warehouses	13	5,484
	4	1,141
Total	17	6,625
GRAND TOTAL	468	258,137

Type of employment permitted by the orders	Women 18 years and over	Male young persons of 16 but under 18	Female young persons of 16 but under 18	Total
Extended hours†	27,543	1,176	2,427	31,146
Double day shifts‡	43,015	2,437	2,796	48,248
Long spells	10,008	430	1,060	11,498
Night shifts	24,113	1,320	—	25,433
Part-time work§	19,810	49	47	19,906
Saturday afternoon work	8,391	334	583	9,308
Sunday work	34,789	1,116	1,730	37,635
Miscellaneous	4,516	285	203	5,004
Total	172,185	7,147	8,846	188,178

* The numbers shown are those stated by employers in their applications. The actual numbers of workers employed on conditions permitted by the orders may, however, vary from time to time.
 † "Extended hours" are those worked in excess of the limitations imposed by the Factories Act for daily hours or overtime.
 ‡ Includes 14,600 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.

DISABLED PERSONS REGISTER

At April 16, 1973, the number of persons registered under the Disabled Persons (Employment) Acts 1944 and 1958 was 597,305, compared with 610,107 at April 17, 1972.

Details of the persons on the register at April 16, 1973, classified according to the disablement which made them eligible for registration at the time of their application, are given in the table below. These disablements are not necessarily the only ones which these persons have, and they may not now constitute the primary handicap to employment.

Separate statistics for women who at some time had served in HM Forces, although their disablements were not caused by that service, are no longer maintained, as the numbers involved are small.

There were 74,253 disabled persons on the register who were registered as unemployed at May 14, 1973, of whom 66,347 were males and 7,906 females. Those suitable for ordinary employment were 62,475 (56,043 males and 6,432 females), while there were 11,778 severely disabled persons classified as unlikely to obtain employment other than under special conditions. These severely disabled persons are excluded from the monthly unemployment figures given elsewhere in the GAZETTE.

In the five weeks ended May 9, 1973 7,458 registered disabled persons were placed in ordinary employment. They included 6,231 men, 1,025 women and 112 young persons. In addition, 248 placings were made of registered disabled persons in sheltered employment.

Nature of disablement	MEN				WOMEN		YOUNG PERSONS		TOTAL	PERCENTAGE
	1914-1918 war disabled pensioners	Ex-service (excluding 1914-18 pensioners) Disabled during service in HM forces	Others	Non ex-service	Disabled during service in HM forces	Others	Boys	Girls		
Amputations	5,155	7,325	5,883	15,230	30	2,642	49	27	36,341	6.1
Arthritis and rheumatism	329	2,890	8,745	9,333	71	4,657	9	18	26,052	4.4
Diseases of the digestive system	497	4,409	6,014	5,810	13	1,062	8	9	17,822	3.0
Diseases of the heart, etc.	1,400	3,406	27,458	25,748	52	5,849	48	39	64,000	10.7
Diseases of the lungs	1,555	5,837	17,676	24,290	87	4,214	68	35	53,762	9.0
Ear defects	1,028	3,698	1,925	12,002	37	6,623	140	136	25,589	4.3
Eye defects	2,103	4,333	8,025	19,710	22	5,527	110	66	39,896	6.7
Injuries of head, face, neck, thorax, abdomen, pelvis and trunk	4,969	4,164	5,104	6,609	11	1,009	14	10	21,890	3.7
Injuries and diseases of lower limb	7,680	13,177	12,761	31,235	83	9,513	109	92	74,650	12.5
Injuries and diseases of upper limb	8,050	7,780	9,254	18,493	45	5,246	84	70	49,022	8.2
Injuries and diseases of spine	273	4,820	20,444	24,839	93	6,889	54	64	57,476	9.6
Nervous and mental disorders	1,547	3,482	6,834	17,130	43	8,333	108	91	37,568	6.3
Organic nervous diseases	313	2,765	7,668	21,922	53	9,837	368	296	43,222	7.2
Tuberculosis	872	5,283	4,575	7,512	81	2,691	7	5	21,026	3.5
Other diseases and disabilities	744	2,738	7,546	12,321	43	5,422	106	69	28,989	4.8
Total	36,515	76,107	149,912	252,184	764	79,514	1,282	1,027	597,305	100.0

MONTHLY INDEX OF WAGES AND SALARIES PER UNIT OF OUTPUT

This series was introduced in an article on page 360 of the April 1971 issue of this GAZETTE. The most recent figures available are contained in the table below. Quarterly averages

of the monthly figures in the series are presented in line 3d of table 134 in the statistical series section of this GAZETTE (page 722).

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

1963 = 100

Year	January	February	March	April	May	June	July	August	September	October	November	December
1969	115.3	116.3	117.1	117.2	117.3	117.4	118.4	119.4	120.6	121.6	122.9	124.5
1970	126.0	126.7	127.5	129.5	131.3	133.2	133.9	134.4	134.4	135.3	136.5	137.9
1971	139.6	141.3	142.4	142.0	141.5	141.6	142.2	143.1	144.0	144.1	144.3	144.1
1972	144.4	*	145.9	146.8	147.9	148.6	149.2	149.9	150.1	150.1	148.9	148.8
1973	148.5	147.7	147.7									

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

UNEMPLOYED COLOURED WORKERS

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

The count on May 14, 1973 showed a decrease of 4,072, compared with the figures for February 12, 1973, and represented 2.6 per cent of all persons unemployed, compared with 2.7 per cent in February.

Table 1 Unemployed persons born in, or whose parent or parents were born in, certain countries of the Commonwealth: May 14, 1973

	South East	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West§	North	Wales	Scotland	Great Britain
Total (all listed countries):											
May 14, 1973	7,021	72	207	3,348	1,422	1,126	1,586	143	112	271	15,308
of whom adults	6,670	70	196	3,167	1,361	1,088	1,521	131	100	263	14,567
Total expressed as percentage of all persons unemployed	6.2	0.6	0.6	6.8	4.8	2.0	1.5	0.2	0.3	0.3	2.6
Area of origin											
Africa*											
Men	1,756	20	30	373	652	168	322	29	20	51	3,421
Women	374	2	5	76	101	39	22	3	—	12	634
Young persons	28	1	—	17	23	5	9	4	3	3	93
West Indies											
Men	1,922	12	60	706	163	193	384	15	30	7	3,492
Women	484	11	24	318	40	38	9	—	1	2	927
Young persons	279	—	11	100	27	10	30	—	3	—	460
India											
Men	746	3	43	591	218	180	273	26	11	54	2,145
Women	164	3	1	173	44	23	15	4	1	5	433
Young persons	19	—	—	37	8	2	10	1	1	2	80
Pakistan											
Men	537	11	16	633	75	321	284	24	14	80	1,995
Women	40	1	—	27	8	15	14	1	2	8	116
Young persons	13	—	—	26	3	18	10	7	4	3	84
Other Commonwealth territories†											
Men	565	6	14	218	51	101	189	26	20	31	1,221
Women	82	1	3	52	9	10	9	3	1	13	183
Young persons	12	1	—	1	—	3	6	—	1	—	24
Persons born in UK of parents from listed countries (included in figures above)											
Men	76	1	2	34	8	48	102	6	5	16	298
Women	17	—	5	7	1	14	8	1	—	—	53
Young persons	60	—	2	28	4	7	14	3	2	3	123
TOTAL (all listed countries):											
February 12, 1973	8,814	229	526	4,245	1,638	1,216	2,088	180	204	240	19,380
November 13, 1972	10,665	586	837	4,844	2,139	1,625	2,176	139	501	256	23,768
August 14, 1972	10,280	99	381	6,629	1,641	1,821	2,539	203	206	289	24,088
May 8, 1972	9,759	94	355	6,030	1,370	1,722	2,325	161	112	263	22,191
February 14, 1972	9,725	109	389	6,024	1,407	2,035	2,298	191	101	251	22,530

* The Commonwealth Countries in Africa include: Botswana; Gambia; Ghana; Kenya; Lesotho; Malawi (formerly Nyasaland); Mauritius; Nigeria (Federation of); St Helena, including Ascension Island and Tristan da Cunha; Seychelles; Sierra Leone; Rhodesia; Swaziland; Tanzania (formerly Tanganyika and Zanzibar); Uganda and Zambia (formerly Northern Rhodesia).
† The Commonwealth Countries in West Indies include: Bahamas; Barbados; Bermuda; British Honduras; British Virgin Islands; Cayman Islands; Guyana; Jamaica; Leeward Islands (Antigua (including Barbuda) and Montserrat); St Christopher (St Kitts)—Nevis and Anguilla; Trinidad and Tobago; Turks and Caicos Islands and Windward Islands (Dominica; Grenada; St Lucia and St Vincent).

‡ Other Commonwealth territories include: British Antarctic Territory; British Solomon Islands Protectorate; Brunei; Sri Lanka (formerly Ceylon); Christmas Islands (Indian Ocean); Cocos (Keeling) Island; Cook Islands; Falkland Islands; Fiji; Gilbert and Ellice Islands (including Canton and Enderbury Islands); Hong Kong; Line Islands (Central and Southern); Malaysia; Nauru; New Guinea; New Hebrides Condominium; Niue Islands; Norfolk Islands; Papua; Persian Gulf States (Bahrain; Qatar and Trucial States); Pitcairn Islands; Singapore; Tokelau Islands and Tonga.
§ Excludes figures for unemployed young persons in Liverpool which are not available.

News and notes

CONCILIATION IN COMPLAINTS UNDER THE INDUSTRIAL RELATIONS ACT

In the quarter ending June 30, 1973, 2,416 complaints of unfair dismissal were received by conciliation officers of the Department of Employment under the provisions of the Industrial Relations Act.

Of these, 2,314 were referred by industrial tribunals and 102 were direct requests for help before applications were made to the tribunals. (In addition, 1,310 and 93 cases, respectively, were brought forward from the previous quarter.)

Of the cases referred by the tribunals, 614 were settled, 765 were withdrawn and 1,070 were still being dealt with at the end of the quarter. Corresponding figures for requests for help made direct to conciliation officers were: settlements 20, withdrawals 71 and still being dealt with 78.

During the quarter, conciliation officers received 72 complaints relating to infringement of rights about trade union membership and activity; 69 of these were referred by industrial tribunals, and three were direct requests for assistance. (In addition, 126 and four cases, respectively, were brought forward from the previous quarter.) Of the cases received from industrial tribunals, settlements were reached in 17, there were 27 withdrawals and 115 were still being dealt with. For requests made directly to conciliation officers the corresponding figures were settlements two, withdrawals two, and still being dealt with one.

Figures for the previous quarter were published on page 373 of the April issue of this GAZETTE.

£4M GRANTS TO AID JOB MOBILITY

Government grants totalling £4,400,000 were paid to men and women in Great Britain to help them move away from home to take jobs in other areas.

This aid was provided under the Department of Employment's Employment Transfer Scheme which came into operation in April last year (see this GAZETTE, April 1972, page 354).

Between April 5 last year and March 31 this year 18,557 people were paid grants. This exceeds by more than 2,000 the number estimated when the scheme was brought in.

Of these movements 14,954, or just over eight in 10 in all moves helped by the scheme, originated in assisted areas—5,511 in Scotland, 3,001 in Northern region, 2,706 in North West region, 1,490 in Yorkshire and Humberside region,

1,365 in Wales, 659 in South Western region and 222 in Midlands region.

The numbers helped included 473 who were under 18 years of age, and 417 of them lived in assisted areas.

The main categories of assistance provided in first 12 months of the scheme's operation were:

free return fares for interview by employers 6,391; free forward fares 11,360; assisted fares for home visits 5,762; settling-in grants 18,557; application for lodging allowance admitted 8,449; application for disturbance allowance admitted 4,374; household removal assistance provided 7,140.

UNEMPLOYMENT BENEFIT IN CASH ABOLISHED

From July 2 payment of unemployment benefit in cash over the counter at Department of Employment's local offices will be abolished. In future benefit will be paid by girocheque posted to the home of the unemployed worker. Only emergency payments will be made over the counter.

Abolition of cash payments over the counter, which have often meant men and women had to queue at pay desks, is taking place after 60 years as part of a major programme of modernisation for DE benefit offices. This programme, which was outlined in INTO ACTION: PLAN FOR A MODERN EMPLOYMENT SERVICE (see this GAZETTE, December 1972, page 1095), will progressively

separate payment of benefit from the work of finding jobs and giving employment advice, which is being housed in job centres;

extend the system of processing all postal payments by computer to the whole of Great Britain by 1976. At present the system operates in Greater London, Reading and part of Wales; modernise or rehouse benefit offices to make them more pleasant places for people to visit and for staff to work in; reduce the risk of cash raids on offices, or during the movement of money from the bank;

spread more evenly over the week the workload of staff handling benefit, so that they can give a more personal and efficient service to the public; improve the atmosphere and relations between staff and people who claim unemployment benefit.

The change from cash payment to giro payment has been fully explained to claimants, as it has meant the introduction of new equipment and procedures. The first

changes to the system took place nine months ago in some of the larger benefit offices. The final change, involving about 500 offices was effective from July 2.

People who are unemployed will still have to visit the benefit offices once a week to certify that they are still without a job. But their visits can be spread over the whole week to avoid queueing, and so enable personal problems to be discussed in greater privacy.

A girocheque will normally be posted to the claimant's home within two days of his claiming benefit. It can be cashed at any post office at a time convenient to the recipient.

This system of payment of benefit is already used in the United States, Canada and West Germany.

FIRST MOVES IN STUDY OF JOB SATISFACTION

The first moves in the study of ideas for improving job satisfaction in industry and commerce were made at a meeting of the steering group set up recently by the government in association with the CBI and TUC (see this GAZETTE, June 1973, page 551).

The group considered that its primary aim should be to stimulate action in all areas of employment which would lead to lasting improvements in the satisfaction people derive from their work.

It agreed that this would call for continuing effort by the group for quite a time.

The group decided to study existing experience of measures designed to increase job satisfaction in this country and overseas, with a view possibly to the publication of this knowledge for the benefit of employers and trade unions, and to examine ways of encouraging research, experiment and other action.

STUDIES OF INDUSTRIAL SAFETY IN EEC

Concerted studies with other member countries of the EEC which could lead to practical measures to deal with major problems of industrial safety and health will be encouraged by the United Kingdom.

This was stated by Mr Maurice Macmillan, Secretary of State for Employment, in the House of Commons.

At a meeting of the Council of Ministers in Brussels recently (see this GAZETTE, June 1973, page 547) Mr Macmillan suggested safety, health and welfare at work as one of the subjects which should be given prominence in the Community's social action programme, and urged that action should be concentrated on specific problems.

Mr Macmillan would support the inclusion in the eventual social policy programme of concerted studies which could lead to the eventual adoption of practical measures to protect the safety and health of workpeople against major hazards.

The possibility that the conduct of studies and research might be undertaken centrally in the Community, perhaps by a European Foundation or Centre for the improvement of working and living conditions such as has figured in the European Commission's proposals, is not excluded. But the UK government's preference is for giving first priority in industrial safety and health to action concentrated on specific problems.

RACE RELATIONS IN EMPLOYMENT

Complaints under section 3 of the Race Relations Act, which covers recruitment, terms and conditions of employment, promotion, training and dismissals, showed a slight decrease in 1972, with a drop to 427 from the previous year's total of 444.

This is revealed in the annual report of the Race Relations Board (HMSO, 31½p). Total recruitment complaints rose by four per cent from 183 to 190 and complaints about terms and conditions, training and promotion rose by 51 per cent from 61 to 92. Dismissal complaints fell from 200 to 145 (27.5 per cent).

The board attributes this fall to the fact that complaints about dismissal on racial grounds by employees with more than two years' continuous service with an employer are now dealt with under the Industrial Relations Act.

There was a slight increase in the number of complaints in the London area, but sharp falls in Yorkshire and the North East and West Midlands. There were increases in Wales and the South West, but the area totals remained small.

Under section 17 of the Act, which gives the board power to investigate when it has reason to suspect an unlawful act though no complaint is made, the board made fewer investigations than in 1971.

Of the 467 employment cases disposed of during the year, 128 were found to be outside the scope of the Act, or were withdrawn, or the investigations terminated before an opinion was formed. Opinions were formed in the remaining 339 cases, of which 62 (18 per cent) resulted in opinions of discrimination, compared with 10.4 per cent in 1971.

Under the Race Relations Act all complaints of discrimination relating to employment are received by the Department of Employment. If there is a body in industry which satisfies the department as suitable to investigate a complaint it is asked to investigate; if there is no such body the complaint is passed to the board. About 80 per cent of all employment cases are dealt with by the board.

The board reports that it disposed of 38 appeals from complainants aggrieved by decisions of industry machinery and reversed the opinion of industry machinery in only one case.

Of the 60 cases of unlawful discrimination conciliation was successful in 52. Seventeen

settlements involved compensation ranging from £10 to £1,100.

The board refers to TAKE 7, the survey published by the Department of Employment (see this GAZETTE, November 1972, page 974) of immigrant labour relations in seven firms, as supporting its own proposition that passive acceptance of discrimination is more significant than active discrimination against individuals. TAKE 7 shows that a policy of equal opportunity for immigrant workers needs the support of both sides of industry, who must declare their own publicly stated policies of equal opportunity at work. Equal opportunity demand the removal of passive discrimination while recognising that it is more difficult to identify and cure than active discrimination. Each company needs to have a positive policy of equal opportunity which is clearly stated known and monitored.

The board warns of possible trouble if employers' attitudes and policies on immigrant labour continue to be dominated by labour supply factors. It says that at present firms are tending to employ immigrants in occupations for which labour is scarce, but exclude them where indigenous workers are available to fill jobs, particularly in white-collar and "promotable" positions.

STORAGE AND USE OF HIGHLY FLAMMABLE LIQUIDS

New regulations controlling the storage and use of highly flammable liquids and the storage of liquefied petroleum gases came into operation on June 21.

They apply to factories, construction sites and all other places subject to the Factories Act 1961 where any flammable liquid or liquefied petroleum gas is stored or used.

Their object is to ensure greater safety for workers by imposing minimum standards for safe storage, use and manufacture of highly flammable liquids.

There are separate requirements for the safe storage of liquefied petroleum gases and their containers. In most instances the containers of these liquids and gases must be marked so as to identify the flammable nature of their contents.

The new regulations (SI 1972, No. 971, HMSO 16p) provide that highly flammable liquid with a flash point below 32 degrees C must be stored, conveyed and used safely within premises coming under the Factories Act.

They also contain requirements about the dispersal of dangerous concentrations of vapours, the removal of residues and the disposal by burning of waste liquids.

A certificate issued by HM Chief Inspector of Factories (Form 2434, HMSO 2p) gives details of the approved specifications required under the regulations for various types of fire-resisting structures.

More than 250,000 copies of a free explanatory leaflet, drawing the attention of employers, and others likely to be affected, to the existence of the regulations have been distributed by HM Factory Inspectorate.

A guide to the regulations (HMSO 12p)

has been prepared to assist employers in meeting the standards imposed.

Guidance on the safe storage of liquefied petroleum gases, such as propane, propylene and butane, is given in a new booklet published by the Department of Employment (Health and Safety at Work, series No. 30, HMSO, price 35p net).

This booklet outlines precautions that must be taken to minimise the potential hazards of fire and explosion of liquefied petroleum gases that are often stored at normal temperatures under pressure.

It should be of particular value to those who store the gases at factories and other places covered by the new regulations mentioned earlier.

TRAINING DEVELOPMENTS

From July 11 employers within the scope of the Electricity Supply Industry Training Board will be liable for a levy equal to 0.03 per cent of their payroll in the year ended March 31, 1972, under proposals by the board approved by Mr Maurice Macmillan, Secretary of State for Employment (SI 1973, No 1015, HMSO 5p).

The board only raises a small levy because of special conditions in its industry. But it ensures the proper development of training throughout the industry by obtaining assurances from the undertaking within its scope that adequate training to given standards will be provided. The training is monitored by the board's own field staff.

The Electricity Supply Industry Training Board was set up in June 1965, and covers the activities of the Electricity Council, the Central Electricity Generating Board, the Area Electricity Boards in England and Wales, the South of Scotland Electricity Board, the North of Scotland Hydro-Electricity Board and part of the London Transport Executive.

Shipbuilding industry levy

From August 1, employers within the scope of the Shipbuilding Industry Training Board will be liable to a levy equal to 0.95 per cent of their payroll in the year ended April 5, 1973, under proposals by the board approved by Mr Macmillan (SI 1973, No. 1058, HMSO 8p).

Employers whose total payroll is less than £15,000 will be exempt.

The levy will be used to make grants for the training of training staff, managers, supervisors, trainee craftsmen, draughtsmen, technicians, glass reinforced plastic laminators, safety officers and clerical and commercial workers. Grant is also available for conversion training, group training, employment of training staff, training companies, company training centres and manpower planning.

Boards reconstituted

Mr Macmillan has reconstituted the Water Supply Industry Training Board for the period June 24, 1973 to March 31, 1974. Mr S G Barrett has been re-appointed as chairman.

Under the provisions of the Water Bill, at present being considered by Parliament,

the board will cease to exist on April 1, 1974. Its staff and assets will be transferred to the National Water Council, whose responsibilities will include maintenance and development of training in the water industry.

The Wool, Jute and Flax Industry Training Board has been reconstituted by Mr Macmillan for a further three years from June 29, 1973 to June 28, 1976. Mr P. M. Shepherd has been re-appointed as chairman.

Mr Macmillan has also reconstituted the Iron and Steel Board for the period July 3, 1973 to July 2, 1976, and re-appointed Mr Jack Wadsworth as chairman.

INDUSTRIAL FATALITIES AND DISEASES

In May, 40 fatalities were reported under the Factories Act, compared with 63 in April. This total included 18 arising from factory processes, 22 from building operations and works of engineering construction.

Fatalities in industries outside the scope

of the Factories Act included nine in mines and quarries reported in the four weeks ended 26 May, compared with seven in the four weeks ended 28 April. These nine included eight underground coal mine workers and one in quarries, compared with three and none a month earlier.

In the railway service there were five fatal accidents in May and three in the previous month.

In May, three seamen employed in ships registered in the United Kingdom were fatally injured, compared with four in April.

In May, 15 cases of industrial diseases were reported under the Factories Act. These comprised seven of chrome ulceration, three of lead poisoning, one of air illness, and four of epitheliomatous ulceration.

STANDARD INDUSTRIAL CLASSIFICATION

An inter-departmental committee under Central Statistical Office chairmanship has

begun the preparation of a new edition of the Standard Industrial Classification (SIC). The first edition of this classification was issued by the CSO in 1948, and revised editions were issued in 1958 and 1968.

Following accession to the European Communities, obligations arise for statistical information relating to the United Kingdom to be provided, based on a classification of economic activities used by the Communities, known as *Nomenclature générale des Activités économiques dans les Communautés Européennes* (NACE). It has, therefore, been decided to bring forward the revision of the SIC, so that a new edition corresponding closely to NACE can be introduced within the Government Statistical Service from the beginning of 1976.

Statistics Division, Department of Employment, is represented on the inter-departmental committee, and, as on previous occasions, will take account of special points relating to the SIC which have arisen in departmental work or been raised by users of labour statistics.

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-May 1973 was 10,039,300 (7,397,700 males and 2,641,500 females). The total included 8,045,500 (5,569,500 males and 2,476,000 females) in manufacturing industries, and 1,272,300 (1,186,900 males and 85,400 females) in construction. The total in these production industries was 9,200 higher than that for April 1973 and 2,800 lower than in May 1972. The total in manufacturing industries was 2,900 lower than in April 1973 and 32,400 lower than in May 1972. The number in construction was 14,800 higher than in April 1973 and 51,200 higher than in May 1972.

Unemployment

The number of unemployed, excluding school-leavers and adult students seeking vacation jobs, in Great Britain on June 11, 1973 was 541,354. After adjustment for normal seasonal variations, the number was 590,000, representing 2.6 per cent of all employees, compared with 598,900 in May 1973. In addition, there were 3,603 unemployed school-leavers and 971 unemployed adult students, so that the total number unemployed was 545,928, a fall of 45,074 since May. This total represents 2.4 per cent of all employees.

Of the number unemployed in June, 168,788 (30.6 per cent) had been on the register for up to eight weeks, 111,013 (20.1 per cent) for up to four weeks, and 72,574 (13.1 per cent) for up to two weeks.

Vacancies

The number of unfilled vacancies for adults at local employment offices in Great Britain on June 6, 1973 was 323,250; 22,337 higher than on May 9. After adjustment for normal seasonal variations, the number was 306,900, compared with 295,900 in May 1973. Including 95,954 unfilled vacancies for young persons at youth employment service careers offices, the total number of unfilled vacancies on June 6 was 419,204; 32,731 higher than on May 14, 1973.

Temporarily stopped

The number of temporarily stopped workers registered in order to claim benefits in Great Britain on June 11, 1973 was 21,566, a rise of 10,254 since May 14.

Overtime and short-time

In the week ended May 19, 1973, 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 1,919,700. This is about 35.5 per cent of all operatives. Each operative worked an average of 8½ hours overtime during the week.

In the same week the estimated number on short-time in these industries was 18,700 or about 0.3 per cent of all operatives, each losing 17 hours on average.

Basic rates of wages and hours of work

At June 30, 1973, the indices of weekly rates of wages and of hourly rates of wages of all workers (July 31, 1972 = 100) were 114.7 and 115.2, compared with 112.7 and 113.1 at May 31.

Index of retail prices

At June 19, the official retail prices index was 178.9 (prices at January 16, 1962 = 100), compared with 178.0 at May 22 and 163.7 at June 20, 1972. The index for food was 194.3, compared with 193.3 at May 22.

Stoppages at work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in May which came to the notice of the Department of Employment was 219, involving approximately 88,700 workers. During the month approximately 119,300 workers were involved in stoppages, including some which had continued from the previous month, and 754,000 working days were lost, including 275,000 lost through stoppages which had continued from the previous month.

Table 2 Industrial analysis of the unemployed at June 11, 1973

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
Total, all industries and services (adjusted)*	461,794	84,134	545,928	484,087	92,169	576,256
Total, all industries and services (unadjusted)*	466,802	85,096	551,898	489,135	93,090	582,225
Total, index of production industries	240,834	26,869	267,703	253,207	30,064	283,271
Total, manufacturing industries	134,695	25,694	160,389	138,996	28,784	167,780
Agriculture, forestry, fishing	8,829	845	9,674	10,091	907	10,998
Agriculture and horticulture	6,661	832	7,493	7,811	893	8,704
Forestry	365	9	374	423	10	433
Fishing	1,806	4	1,810	1,857	4	1,861
Mining and quarrying	17,424	149	17,573	17,546	151	17,697
Coal mining	16,418	122	16,540	16,434	122	16,556
Stone and slate quarrying and mining	339	7	346	418	9	427
Chalk, clay, sand and gravel extraction	239	9	248	255	9	264
Petroleum and natural gas	156	5	161	158	5	163
Other mining and quarrying	272	6	278	281	6	287
Food, drink and tobacco	14,119	4,051	18,170	14,908	4,560	19,468
Grain milling	464	37	501	501	44	545
Bread and flour confectionery	3,012	581	3,593	3,243	627	3,870
Biscuits	655	413	1,068	659	416	1,075
Bacon curing, meat and fish products	1,900	786	2,686	2,057	835	2,892
Milk and milk products	799	186	985	881	224	1,105
Sugar	421	61	482	423	62	485
Cocoa, chocolate and sugar confectionery	987	342	1,329	997	349	1,346
Fruit and vegetable products	906	542	1,448	991	613	1,604
Animal and poultry foods	1,002	86	1,088	1,055	97	1,152
Vegetable and animal oils and fats	323	28	351	326	30	356
Food industries not elsewhere specified	540	182	722	546	188	734
Brewing and malting	1,308	130	1,438	1,334	133	1,467
Soft drinks	757	187	944	794	198	992
Other drink industries	469	305	774	476	332	808
Tobacco	576	185	761	625	412	1,037
Coal and petroleum products	1,525	80	1,605	1,543	80	1,623
Coke ovens and manufactured fuel	235	5	240	238	5	243
Mineral oil refining	1,150	70	1,220	1,163	70	1,233
Lubricating oils and greases	140	5	145	142	5	147
Chemicals and allied industries	8,004	1,305	9,309	8,103	1,324	9,427
General chemicals	3,497	311	3,808	3,531	317	3,848
Pharmaceutical chemicals and preparations	698	267	965	703	273	976
Toilet preparations	192	121	313	193	122	315
Paint	671	74	745	685	76	761
Soap and detergents	425	91	516	428	91	519
Synthetic resins and plastics materials and synthetic rubber	1,131	98	1,229	1,142	99	1,241
Dyestuffs and pigments	288	32	320	302	34	336
Fertilisers	237	17	254	258	18	276
Other chemical industries	855	294	1,149	861	296	1,157
Metal manufacture	12,822	705	13,527	12,932	714	13,646
Iron and steel (general)	6,367	268	6,635	6,401	273	6,674
Steel tubes	1,198	63	1,261	1,205	63	1,268
Iron castings, etc.	2,664	158	2,822	2,710	159	2,869
Aluminium and aluminium alloys	965	98	1,063	977	99	1,076
Copper, brass and other copper alloys	916	62	978	923	63	986
Other base metals	712	56	768	716	57	773
Mechanical engineering	19,436	1,535	20,971	19,914	1,607	21,521
Agricultural machinery (excluding tractors)	478	24	502	496	27	523
Metal-working machine tools	1,518	120	1,638	1,531	122	1,653
Pumps, valves and compressors	979	111	1,090	1,011	113	1,124
Industrial engines	449	34	483	450	36	486
Textile machinery and accessories	655	46	701	780	59	839
Construction and earth-moving equipment	471	32	503	480	35	515
Mechanical handling equipment	1,111	73	1,184	1,117	76	1,193
Office machinery	696	153	849	714	166	880
Other machinery	5,368	459	5,827	5,522	476	5,998
Industrial (including process) plant and steelwork	3,852	136	3,988	3,904	139	4,043
Ordnance and small arms	306	29	335	308	30	338
Other mechanical engineering not elsewhere specified	3,553	318	3,871	3,601	328	3,929
Instrument engineering	1,490	580	2,070	1,511	600	2,111
Photographic and document copying equipment	201	33	234	203	34	237
Watches and clocks	186	241	427	187	241	428
Surgical instruments and appliances	212	98	310	223	116	339
Scientific and industrial instruments and systems	891	208	1,099	898	209	1,107
Electrical engineering	9,661	3,088	12,749	9,849	3,315	13,164
Electrical machinery	2,417	478	2,895	2,453	494	2,947
Insulated wires and cables	828	126	954	853	148	1,001
Telegraph and telephone apparatus and equipment	893	454	1,347	922	547	1,469
Radio and electronic components	1,164	643	1,807	1,182	663	1,845
Broadcast receiving and sound reproduction equipment	519	218	737	534	238	772
Electronic computers	456	164	620	473	172	645
Radio, radar and electronic capital goods	824	129	953	836	147	983
Electric appliances primarily for domestic use	1,107	324	1,431	1,122	332	1,454
Other electrical goods	1,453	552	2,005	1,474	574	2,048
Shipbuilding and marine engineering	7,302	125	7,427	7,581	135	7,716
Shipbuilding and ship repairing	6,754	106	6,860	7,008	115	7,123
Marine engineering	548	19	567	573	20	593
Vehicles	10,287	784	11,071	10,439	810	11,249
Wheeled tractor manufacturing	280	11	291	280	11	291
Motor vehicle manufacturing	5,917	513	6,430	5,993	522	6,515
Motor cycle, tricycle and pedal cycle manufacturing	477	54	531	482	54	536
Aerospace equipment manufacturing and repairing	2,426	181	2,607	2,494	198	2,692
Locomotives and railway track equipment	660	13	673	660	13	673
Railway carriages and wagons and trams	527	12	539	530	12	542

* See footnote on page 675.

Table 2 Industrial analysis of the unemployed at June 11, 1973 (continued)

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
Metal goods not elsewhere specified	12,382	2,093	14,475	12,570	2,147	14,717
Engineers' small tools and gauges	877	94	971	891	97	988
Hand tools and implements	466	65	531	474	65	539
Cutlery, spoons, forks and plated tableware, etc.	249	107	356	255	110	365
Knives, spoons, forks, rivets, etc.	609	124	733	616	124	742
Wire and wire manufactures	772	98	870	776	99	875
Cans and metal boxes	440	167	607	449	170	619
Jewellery and precious metals	274	62	336	278	62	340
Metal industries not elsewhere specified	8,695	1,376	10,071	8,831	1,418	10,249
Textiles	9,464	2,938	12,402	10,436	3,730	14,166
Production of man-made fibres	726	64	790	864	119	983
Spinning and doubling on the cotton and flax systems	1,423	356	1,779	1,801	582	2,383
Weaving of cotton, linen and man-made fibres	849	219	1,068	1,001	334	1,335
Woollen and worsted	1,955	535	2,490	1,987	578	2,565
Jute	746	181	927	749	182	931
Rope, twine and net	168	137	305	182	146	328
Hosiery and other knitted goods	874	643	1,517	944	785	1,729
Lace	51	20	71	57	29	86
Carpets	460	179	639	500	200	700
Narrow fabrics (not more than 30 cm wide)	259	98	357	276	108	384
Made-up textiles	396	230	626	432	333	765
Textile finishing	1,106	224	1,330	1,191	281	1,472
Other textile industries	451	52	503	452	53	505
Leather, leather goods and fur	1,013	255	1,268	1,061	284	1,345
Leather (tanning and dressing) and fellmongery	640	51	691	677	64	741
Leather goods	317	169	486	325	182	507
Fur	56	35	91	59	38	97
Clothing and footwear	2,705	3,747	6,452	2,852	4,855	7,707
Weatherproof outerwear	196	226	422	203	234	437
Men's and boys' tailored outerwear	579	811	1,390	602	940	1,542
Women's and girls' tailored outerwear	394	415	809	396	426	822
Overalls and men's shirts, underwear, etc.	169	561	730	231	1,164	1,395
Dresses, lingerie, infants' wear, etc.	446	1,081	1,527	469	1,227	1,696
Hats, caps and millinery	66	31	97	75	74	149
Dress industries not elsewhere specified	179	300	479	181	394	575
Footwear	676	322	998	695	396	1,091
Bricks, pottery, glass, cement, etc.	6,289	577	6,866	6,494	595	7,089
Bricks, fireclay and refractory goods	1,557	82	1,639	1,650	86	1,736
Pottery	659	163	822	672	172	844
Glass	1,867	226	2,093	1,881	228	2,109
Cement	229	12	241	235	12	247
Abrasives and building materials, etc. not elsewhere specified	1,977	94	2,071	2,056	97	2,153
Timber, furniture, etc.	5,417	598	6,015	5,597	625	6,222
Timber	1,888	131	2,019	1,955	135	2,090
Furniture and upholstery	1,919	171	2,090	1,994	189	2,183
Bedding, etc.	387	143	530	398	145	543
Shop and office fitting	416	46	462	424	48	472
Wooden containers and baskets	438	55	493	444	56	500
Miscellaneous wood and cork manufactures	369	52	421	382	52	434
Paper, printing and publishing	6,814	1,864	8,678	6,954	1,956	8,910
Paper and board	1,508	198	1,706	1,519	207	1,726
Packaging products of paper, board and associated materials	930	409	1,339	980	443	1,423
Manufactured stationery	246	115	361	252	119	371
Manufactures of paper and board not elsewhere specified	454	142	596	454	142	596
Printing, publishing of newspapers	886	175	1,061	921	187	1,108
Printing, publishing of periodicals	773	180	953	787	189	976
Other printing, publishing, bookbinding, engraving, etc.	2,017	645	2,662	2,041	669	2,710
Other manufacturing industries	5,965	1,369	7,334	6,252	1,447	7,699
Rubber	1					

AREA STATISTICS OF UNEMPLOYMENT

The following table shows the numbers unemployed in development areas, intermediate areas and certain local areas, together with their percentage rates of unemployment.

Unemployment in development areas, intermediate areas and certain local areas at June 11, 1973

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Per- centage rate
DEVELOPMENT AREAS*						
South Western	3,595	54	544	33	4,226	3.1
Merseyside	36,183	2,019	4,834	1,315	44,351	5.8
Northern	46,950	1,800	8,128	1,184	58,062	4.3
Scottish	64,319	2,766	15,894	1,604	85,583	4.5
Welsh	17,688	561	3,529	496	22,274	3.5
Total all Development Areas	168,735	7,200	33,929	4,632	214,496	4.5
Northern Ireland						
	21,278	1,015	7,615	420	30,328	5.8
INTERMEDIATE AREAS*						
North West	42,688	1,073	5,615	688	50,064	2.4
Yorkshire and Humberside	43,754	1,010	6,658	881	52,303	2.6
North Wales	1,783	34	307	36	2,160	3.1
South East Wales	6,417	223	705	177	7,522	3.3
Notts/Derby Coalfield	1,717	14	128	10	1,869	2.9
Scottish	5,766	165	722	51	6,704	3.6
South Western	2,503	87	548	41	3,179	3.1
Oswestry	223	2	41	7	273	2.0
Total all Intermediate Areas	104,851	2,608	14,724	1,891	124,074	2.6
LOCAL AREAS (by Region)						
South East						
†Greater London	46,531	1,091	5,990	443	54,055	1.3
†Aldershot	266	20	60	9	355	1.2
†Aylesbury	175	2	25	8	210	0.7
†Basingstoke	308	18	67	5	398	1.2
†Bedford	442	15	70	3	530	1.0
†Bournemouth	2,274	13	301	8	2,596	2.3
†Braintree	295	7	72	5	379	1.2
†Brighton	2,337	47	236	17	2,637	2.2
†Canterbury	691	24	108	9	832	2.4
†Chatham	1,320	50	254	32	1,656	2.4
†Chelmsford	801	10	124	6	941	1.6
†Chichester	532	5	82	2	621	1.4
†Colchester	734	3	122	9	868	1.8
†Crawley	694	21	71	—	794	0.7
†Eastbourne	572	—	46	—	618	1.7
†Gravesend	1,309	29	160	14	1,512	2.4
†Guildford	481	10	64	6	561	1.0
†Harlow	576	17	119	4	716	1.4
†Hastings	724	5	82	5	816	2.1
†Hertford	150	7	17	4	178	0.6
†High Wycombe	460	6	78	6	550	0.7
†Letchworth	257	3	30	4	294	0.7
†Luton	1,337	41	213	22	1,613	1.4
†Maidstone	837	22	142	20	1,021	1.5
†Newport (I.O.W.)	710	5	92	6	813	2.3
†Oxford	1,306	23	409	29	1,767	1.3
†Portsmouth	2,738	77	360	55	3,230	2.1
†Ramsgate	743	18	66	12	839	3.0
†Reading	1,200	34	170	20	1,424	1.1
†Slough	1,711	17	85	6	1,819	0.8
†Southampton	2,597	64	358	31	3,050	2.0
†Southend-on-Sea	3,872	52	476	44	4,444	2.7
†St. Albans	531	10	68	4	613	0.8
†Stevenage	291	10	69	11	381	1.3
†Tunbridge Wells	683	11	84	7	785	1.1
†Watford	917	20	127	9	1,073	1.0
†Weybridge	537	19	96	16	668	0.8
†Worthing	794	10	68	3	875	1.7
East Anglia						
†Cambridge	578	12	119	10	719	1.0
†Great Yarmouth	576	11	38	1	626	1.7
†Ipswich	1,056	45	255	30	1,386	1.7
†Lowestoft	399	1	44	3	447	1.6
†Norwich	1,768	30	176	14	1,988	1.9
†Peterborough	773	29	150	24	976	1.6
South West						
†Bath	730	17	136	14	897	2.6
†Bristol	5,996	96	741	67	6,900	2.5
LOCAL AREAS (by Region)—continued						
South West—continued						
Cheltenham	897	17	203	11	1,128	2.2
†Exeter	976	13	156	17	1,162	2.0
†Gloucester	765	29	180	21	995	1.6
†Plymouth	2,223	85	497	39	2,844	3.0
†Salisbury	414	19	141	14	588	1.9
†Swindon	1,181	45	173	24	1,423	2.0
†Taunton	464	3	78	2	547	1.7
†Torbay	1,644	23	149	14	1,830	3.2
†West Wiltshire	327	8	80	7	422	0.9
†Yeovil	419	6	98	8	531	1.6
West Midlands						
†Birmingham	14,006	371	2,066	183	16,626	2.6
†Burton-upon-Trent	406	7	95	8	516	1.6
†Cannock	569	20	121	22	732	3.0
†Coventry	3,877	112	1,134	103	5,226	2.3
†Dudley	1,729	15	293	17	2,054	1.4
†Hereford	426	4	77	18	536	1.7
†Kidderminster	373	4	77	3	457	1.2
†Leamington	531	21	107	7	666	1.6
†Oakengates	1,012	32	344	43	1,431	3.4
†Redditch	290	4	66	7	367	1.5
†Rugby	334	8	122	18	482	1.8
†Shrewsbury	555	11	87	14	667	2.0
†Stafford	531	8	156	13	708	1.6
†Stoke-on-Trent	3,110	36	389	23	3,558	1.8
†Tamworth	581	4	148	9	742	2.5
†Walsall	2,048	44	356	40	2,488	2.1
†West Bromwich	1,614	35	212	43	1,904	1.5
†Wolverhampton	2,630	61	509	37	3,237	2.3
†Worcester	681	15	127	8	831	1.8
East Midlands						
†Chesterfield	2,192	47	313	36	2,588	3.6
†Coalville	362	1	40	6	409	1.4
†Corby	378	31	78	26	513	1.9
†Derby	1,978	58	406	48	2,490	2.2
†Dettering	194	8	25	3	230	0.8
†Leicester	2,790	85	411	53	3,339	1.6
†Lincoln	1,452	40	266	15	1,773	3.2
†Loughborough	356	10	50	13	429	1.1
†Mansfield	977	43	132	27	1,179	2.0
†Northampton	580	21	54	11	666	0.9
†Nottingham	5,749	147	608	78	6,582	2.5
†Sutton-in-Ashfield	611	9	47	2	669	2.3
Yorkshire and Humberside						
†Barnsley	2,303	37	248	37	2,625	3.7
†Bradford	3,485	78	369	70	4,002	2.5
†Castleford	1,382	22	182	19	1,605	2.9
†Dewsbury	1,080	23	170	11	1,284	2.0
†Doncaster	3,190	88	561	82	3,921	3.9
†Grimsby	2,255	58	223	32	2,568	3.6
†Halifax	657	17	73	11	758	1.3
†Harrogate	449	7	82	5	543	1.7
†Huddersfield	759	12	166	7	944	1.0
†Hull	6,515	148	778	94	7,535	4.4
†Keighley	468	12	117	16	613	2.1
†Leeds	5,443	135	827	110	6,515	2.2
†Mexborough	1,341	18	234	27	1,620	5.2
†Rotherham	1,656	39	327	67	2,089	3.8
†Scunthorpe	1,129	60	441	64	1,694	3.0
†Sheffield	5,204	114	770	95	6,183	2.2
†Wakefield	733	16	58	13	820	1.6
†York	1,161	27	184	29	1,401	2.0
North West						
†Accrington	341	9	93	2	445	1.5
†Ashton-under-Lyne	1,963	58	237	47	2,305	2.7
†Blackburn	1,045	21	194	16	1,276	2.0
†Blackpool	2,095	44	348	27	2,514	2.7
†Bolton	2,241	37	273	32	2,583	2.4
†Burnley	627	20	90	12	749	1.6
†Bury	690	12	127	13	842	1.5
†Chester	897	31	112	28	1,068	2.3
†Crewe	820	35	212	19	1,086	2.4
†Furness	605	14	275	27	921	2.3
†Lancaster	955	20	153	8	1,136	2.7
†Leigh	836	16	129	24	1,005	2.4
†Liverpool	32,956	1,903	4,396	1,200	40,455	6.6
†Manchester	17,485	507	1,372	248	19,612	2.9
†Nelson	287	6	78	3	374	1.6
†Northwich	886	24	145	32	1,087	3.2
†Oldham	1,449	18	219	8	1,694	2.2
†Preston	2,649	64	500	42	3,255	2.5
†Rochdale	1,015	13	125	11	1,164	2.3
†Southport	1,025	18	119	1	1,163	4.1
†St. Helens	1,791	42	183	45	2,061	3.7
†Warrington	972	39	198	36	1,245	1.8
†Widnes	1,436	74	255	70	1,835	3.7
†Wigan	2,343	30	471	32	2,876	4.2

Unemployment in development areas, intermediate areas and certain local areas at June 11, 1973 (continued)

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Per- centage rate
LOCAL AREAS (by Region)—continued						
North						
†Bishop Auckland	1,473	53	133	40	1,699	3.9
†Carlisle	886	14	183	11	1,094	2.4
†Chester-le-Street	1,549	56	199	34	1,838	4.7
†Consett	1,383	66	207	32	1,688	5.5
†Darlington	1,087	18	249	23	1,377	2.6
†Durham	721	27	106	13	867	3.2
†Hartlepool	2,029	76	362	78	2,545	6.2
†Peterlee	1,406	58	105	23	1,592	6.3
†Sunderland	5,799	284	811	100	6,994	6.0
†Teesside	7,666	326	1,234	246	9,472	4.8
†Tyneside	15,839	646	2,898	433	19,816	5.2
†Workington	1,016	24	355	31	1,426	4.8
Wales						
†Bargoed	1,119	70	124	58	1,371	5.7
†Cardiff	4,687	178	417	136	5,418	3.3
†Ebbw Vale	765	41				

TEMPORARILY STOPPED

The number of temporarily stopped workers registered to claim benefits in Great Britain on June 11, 1973 was 21,566. This figure was 10,254 higher than in May.

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

Number of temporarily stopped workers registered on June 11, 1973

Region	Number of temporarily stopped workers registered on June 11, 1973				Total
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	
South East	10,300	3	2,029	1	12,333
Greater London	32	2	10	1	45
East Anglia	2	—	10	—	12
South West	1,127	8	4	3	1,142
Midlands	4,139	28	436	14	4,617
Yorkshire and Humberside	123	—	50	2	175
North West	440	5	60	4	509
North	1,085	8	153	9	1,255
Wales	141	1	50	—	192
Scotland	1,248	23	58	2	1,331
Great Britain	18,605	76	2,850	35	21,566
London and South Eastern	61	2	11	1	75
Eastern and Southern	10,241	1	2,028	—	12,270

UNFILLED VACANCIES

The number of vacancies remaining unfilled in Great Britain on June 6, 1973 was 419,204: 32,731 higher than on May 9, 1973.

The seasonally adjusted figure of unfilled vacancies for adults on June 6, 1973 was 306,900: 11,000 higher than that for May 9, 1973, and 52,500 higher than on March 7, 1973 (see table 119 on page 703).

The number of unfilled vacancies for young persons on June 6, 1973 was 95,954; 10,394 higher than on May 9, 1973.

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 June 6, 1973. 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 1

Region	Number of notified vacancies remaining unfilled on June 6, 1973				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
South East	91,743	20,247	55,866	17,834	185,690
Greater London	40,019	8,887	24,195	7,315	80,416
East Anglia	7,310	1,494	4,869	1,462	15,135
South West	15,409	3,733	11,736	3,834	34,712
Midlands	28,336	9,173	16,540	7,995	62,044
Yorkshire and Humberside	12,759	4,631	9,766	3,729	30,885
North West	15,245	4,526	11,561	4,609	35,941
North	8,097	1,731	6,118	1,709	17,655
Wales	5,691	1,746	4,129	1,667	13,233
Scotland	9,920	2,725	8,155	3,109	23,909
Great Britain	194,510	50,006	128,740	45,948	419,204
London and South Eastern	57,107	13,252	35,357	11,233	116,949
Eastern and Southern	41,946	8,489	25,378	8,063	83,876

Table 2

Industry group (Standard Industrial classification 1968)	Number of notified vacancies remaining unfilled on June 6, 1973				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Total, all industries and services	194,510	50,006	128,740	45,948	419,204
Total, index of production industries	112,810	23,541	48,937	16,916	202,204
Total, all manufacturing industries	83,364	18,130	47,116	15,874	164,484
Agriculture, forestry, fishing	2,219	1,615	553	243	4,630
Mining and quarrying	2,710	306	87	31	3,134
Coal mining	2,116	231	9	7	2,363
Food, drink and tobacco	5,162	1,066	4,667	1,144	12,039
Coal and petroleum products	229	43	58	25	355
Chemicals and allied industries	3,441	563	2,164	701	6,869
Metal manufacture	5,030	873	890	273	7,066
Mechanical engineering	17,794	2,886	3,360	1,003	25,043
Instrument engineering	2,225	420	1,188	337	4,170
Electrical engineering	9,144	1,207	6,532	1,405	18,288
Shipbuilding and marine engineering	1,345	248	114	41	1,748
Vehicles	6,923	632	1,092	202	8,849
Metal goods not elsewhere specified	9,757	3,002	3,814	1,286	17,859
Textiles	3,835	1,101	4,577	1,810	11,323
Cotton linen and man-made fibres (spinning and weaving)	1,152	216	901	299	2,568
Woollen and worsted	749	212	698	284	1,943
Textiles	—	—	—	—	—
Construction	97	1	1	—	99
Gas, electricity and water	5	—	—	—	5
Transport and communication	87	2	4	—	93
Distributive trades	56	—	6	—	62
Insurance, banking, finance and business services	3	—	1	—	4
Professional and scientific services	2	—	3	—	5
Miscellaneous services	42	—	24	3	69
Public administration	15	—	3	—	18

Number of temporarily stopped workers registered on June 11, 1973

Industry group (Standard Industrial Classification 1968)	Number of temporarily stopped workers registered on June 11, 1973				Total
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	
Total, all industries and services (adjusted*)	18,605	76	2,850	35	21,566
Total, all industries and services (unadjusted*)	17,725	74	2,788	34	20,621
Total, index of production industries	16,650	38	2,724	31	19,443
Total, all manufacturing industries	16,544	37	2,723	31	19,335
Agriculture, forestry, fishing	870	34	23	—	927
Mining and quarrying	4	—	—	—	4
Food, drink and tobacco	43	4	45	2	94
Coal and petroleum products	1	—	—	—	1
Chemicals and allied industries	3	—	2	—	5
Metal manufacture	401	1	49	—	451
Mechanical engineering	684	5	17	—	706
Instrument engineering	5	—	20	—	25
Electrical engineering	939	4	160	11	1,114
Shipbuilding and marine engineering	1,076	—	—	—	1,076
Vehicles	12,533	18	2,158	4	14,713
Metal goods not elsewhere specified	322	—	21	—	343

Industry group (Standard Industrial Classification 1968)	Number of temporarily stopped workers registered on June 11, 1973				Total
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	
Textiles	126	—	119	5	250
Leather, leather goods and fur	1	—	3	—	4
Clothing and footwear	42	1	21	4	68
Bricks, pottery, glass, cement, etc	40	2	77	5	124
Timber, furniture, etc	134	2	8	—	144
Paper, printing and publishing	17	—	11	—	28
Other manufacturing industries	177	—	12	—	189
Construction	97	1	1	—	99
Gas, electricity and water	5	—	—	—	5
Transport and communication	87	2	4	—	93
Distributive trades	56	—	6	—	62
Insurance, banking, finance and business services	3	—	1	—	4
Professional and scientific services	2	—	3	—	5
Miscellaneous services	42	—	24	3	69
Public administration	15	—	3	—	18

* See footnote* to table 2 on page 675.

Number of notified vacancies remaining unfilled on June 6, 1973

Industry group (Standard Industrial classification 1968)	Number of notified vacancies remaining unfilled on June 6, 1973				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Leather, leather goods and fur	502	339	633	338	1,812
Clothing and footwear	2,301	1,147	9,933	4,029	17,410
Bricks, pottery, glass, cement, etc.	3,005	627	1,151	462	5,245
Timber, furniture, etc.	4,967	1,710	1,175	534	8,386
Paper, printing and publishing	3,400	1,445	2,565	1,500	8,910
Paper, cardboard and paper goods	1,827	388	1,266	473	3,954
Printing and publishing	1,573	1,057	1,299	1,027	4,956
Other manufacturing industries	4,304	821	3,203	784	9,112
Construction	25,568	4,848	1,350	818	32,584
Gas, electricity and water	1,168	257	384	193	2,002
Transport and communication	14,524	1,231	2,546	858	19,159
Distributive trades	18,915	13,031	20,507	12,935	65,388
Insurance, banking, finance and business services	6,542	1,937	4,274	3,198	15,951
Professional and scientific services	9,458	1,742	14,834	2,668	28,702
Miscellaneous services	21,720	5,878	33,012	7,973	68,583
Entertainments, sports, etc.	1,299	301	1,954	340	3,894
Catering (MLH 884-888)	9,750	1,532	19,961	1,523	32,766
Laundries, dry-cleaning, etc.	629	402	1,592	647	3,270
Public administration	8,322	1,031	4,077	1,157	14,587
National government service	4,086	479	2,345	675	7,585
Local government service	4,236	552	1,732	482	7,002

STOPPAGES OF WORK

The official series of statistics of stoppages of work due to industrial disputes in the United Kingdom relates to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting less than one day are excluded except where the aggregate of working days lost exceeded 100. Workers involved are those directly involved and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. The number of working days lost is the aggregate of days lost by workers both directly and indirectly involved (as defined). It follows that the statistics do not reflect repercussions elsewhere, that is, at establishments other than those at which the disputes occurred. For example, the statistics exclude persons laid off and working days lost at such establishments through shortages of material caused by the stoppages included in the statistics. More information about definitions and qualifications is given in a report on the statistics for the year 1972 on pages 554, 565 of the June 1973 issue of this GAZETTE.

The number of stoppages beginning in June*, which came to the notice of the department was 219. In addition, 69 stoppages which began before June 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 119,300, consisting of 88,700 involved in stoppages which began in June and 30,600 involved in stoppages which had continued from the previous month. The latter figure includes 7,900 workers involved for the first time in June in stoppages which began in earlier months. Of the 88,700 workers involved in stoppages which began in June, 56,100 were directly involved and 32,600 indirectly involved.

The aggregate of 754,000 working days lost in June includes 275,000 days lost through stoppages which had continued from the previous month.

PROMINENT STOPPAGES OF WORK DURING JUNE

At a Midlands car plant a stoppage by shift workers on May 25 and May 30, as a protest against the management refusal to pay 600 men, laid off for 1½ hours when the assembly track was stopped because of alleged substandard work, led to withdrawal of labour by 4,700 employees from May 31. A further 4,000 workers at an associated plant of the same firm were laid off in two stages as a result. A general resumption of work took place on June 26 when the management agreed to pay the men lay-off pay, while the unions agreed to negotiate a new procedure to operate in the event of a similar dispute.

Following the operation of an overtime ban and "work-to-rule" from April 5 by 5,700 workers at a Peterborough diesel engine firm, in support of a pay claim which would give pay parity with workers employed in the same group at Coventry, the company finally closed the factory from June 14. Management maintained that their rates compared favourably with those paid by other employers in the area. A resumption of work was expected on July 10, as a result of an agreement which involved an understanding on the gradual reduction of wage differentials between the five plants in the group.

Eighty plant attendants involved in a re-grading dispute at an Oxford car assembly factory stopped work on June 1, causing 12,000 production workers to be laid off. After initial rejection by the workers, terms negotiated at national level awarding an extra 2p an hour, with retrospective from April 1, were accepted and work was resumed on June 21.

Refusal by 1,900 skilled operatives to work alongside certain semi-skilled workers on the latter's transfer to the milling section stopped production at an aerospace equipment factory at Bolton. The stoppage, which had begun on May 25, became a "sit-in" on June 18 when the workers occupied the plant and

locked out management, office staff and other shop floor workers not in dispute. Work was resumed on June 25 following agreement that the semi-skilled workers could be employed in the milling section subject to certain safeguards.

Stoppages of work in the first six months of 1973 and 1972

Industry group Standard Industrial Classification 1968	January to June 1973			January to June 1972		
	No. of stoppages beginning in period	Workers involved	Working days lost	No. of stoppages beginning in period	Workers involved	Working days lost
Agriculture, forestry, fishing	2	200	45,000	7	400	1,000
Coal mining	153	22,300	45,000	71	318,100	10,742,000
All other mining and quarrying	3	100	—	2	100	—
Food, drink and tobacco	44	11,300	57,000	27	12,400	119,000
Coal and petroleum products	6	3,900	12,000	1	600	17,000
Chemicals, and allied industries	26	6,800	22,000	21	6,500	26,000
Metal manufacture	94	79,000	392,000	105	40,800	272,000
Engineering	269	97,800	830,000	303	136,400	1,561,000
Shipbuilding and marine engineering	32	10,400	44,000	33	19,100	286,000
Motor vehicles	173	286,000	1,184,000	122	135,700	777,000
Aerospace equipment	27	15,300	124,000	25	20,800	531,000
All other vehicles	24	13,500	77,000	20	12,300	49,000
Metal goods not elsewhere specified	76	14,300	90,000	80	14,500	236,000
Textiles	41	8,100	25,000	28	5,100	30,000
Clothing and footwear	17	4,900	14,000	14	3,500	17,000
Bricks, pottery, glass, cement, etc	31	4,300	18,000	22	6,700	47,000
Timber, furniture, etc	16	2,400	16,000	13	1,400	9,000
Paper and printing	26	5,500	36,000	16	2,700	11,000
All other manufacturing industries	44	15,200	60,000	25	17,800	332,000
Construction	117	20,200	107,000	153	39,300	262,000
Gas, electricity and water	7	24,900	307,000	6	1,100	5,000
Port and inland water transport	69	32,100	73,000	80	114,900	151,000
Other transport and communication	65	30,800	82,000	38	4,900	22,000
Distributive trades	19	1,300	9,000	13	600	2,000
Administrative, financial and professional services	38	268,000	498,000	13	1,500	7,000
Miscellaneous services	25	2,700	8,000	7	200	1,000
Total	1,444	981,200	4,131,000	1,238	917,200	15,515,000

Causes of stoppages

Principal cause	Beginning in June 1973		Beginning in the first six months of 1973	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Pay—wage-rates and earnings levels—extra-wage and fringe benefits	101	26,500	661	492,400
Duration and pattern of hours worked	8	3,100	40	6,500
Redundancy questions	4	200	45	33,100
Trade union matters	23	3,500	134	40,200
Working conditions and supervision	17	7,100	117	26,900
Planning and work allocation	27	3,300	212	60,900
Dismissal and other disciplinary measures	30	9,800	182	40,400
Miscellaneous	—	—	3	800
Total	219	56,100	1,444	728,900

Duration of stoppages ending in June

Duration of stoppage in working days	Number of stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	46	13,300	10,000
Over 1 and not more than 2 days	45	11,400	21,000
Over 2 and not more than 3 days	22	5,000	13,000
Over 3 and not more than 6 days	37	6,100	55,000
Over 6 and not more than 12 days	39	8,500	94,000
Over 12 days	40	14,900	659,000
Total	229	59,200	852,000

* 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; in the tables the sums of the constituent items may not, therefore, agree with the totals shown.

† Less than 50 workers or 500 working days.

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

§ Includes three stoppages involving "sympathetic" action.

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.

Changes in rates of wages and normal hours of work are subject to the government's counter-inflation legislation.

Indices

At June 30, 1973 the indices of changes in weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers, compared with a month earlier, were:

Date	ALL INDUSTRIES AND SERVICES				
	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
1973 May 31	112.7	99.6	113.1	14.8	15.3
1973 June 30	114.7	99.6	115.2	15.4	15.8

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

Principal changes reported in June

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

Food manufacturing industry—GB: Increase of £1.70 a week (inclusive of 10p equal pay increase for women) for men and women, with proportional amounts for young workers (June 4).
Heavy chemicals manufacture—(constituent firms of Imperial Chemical Industries Ltd): Increases in Weekly Staff Agreement basic salary levels of amounts ranging from £1.87 to £2.55 a week according to grade and length of service for men, with proportional amounts for women and young workers (June 11).
Wool textile industry—Yorkshire: Increase in minimum earnings levels of £2 or all workers (May 5).
Building and civil engineering—GB: Increases in standard rates of £1 a week for craftsmen, of £0.80 for labourers, together with the introduction of guaranteed bonuses of £2.60 and £2.20 a week, respectively (June 25).
Heating, ventilating and domestic engineering—GB: Increases of amounts ranging from 4p to 5p an hour, according to occupation for adult workers, with proportional amounts for young workers (April 2).
Motor vehicle retail and repair trade—UK: Minimum rates increased by 4.25p, 4p or 3.85p an hour for men and 6.2p for women with proportional amounts for apprentices and young workers (beginning of first full pay week in June).

Full details of changes reported during the month are given in the separate publication CHANGES IN RATES OF WAGES AND HOURS OF WORK.

The changes in monetary amounts represent the increase in basic full-time weekly rates of wages or minimum entitlements only, based on the normal working week, that is excluding short-time or overtime.

Estimates of changes reported in June indicate that the basic weekly rates of wages or minimum entitlements of 1,775,000 workers increased by a total of £4,345,000 but, as stated earlier, this does not necessarily imply a corresponding change in "market" rates or actual earnings. For these purposes, therefore, any general increases are regarded as increases in basic or minimum rates. The total estimates, referred to above, include figures relating to those changes which were reported in June with operative effect from earlier months (170,000 workers, £340,000 in weekly rates of wages). Of the total increase of £4,345,000 about £3,870,000 resulted from arrangements made by joint industrial councils or similar bodies established by voluntary agreement, £395,000 from direct negotiations between employers' associations and trade unions, £75,000 from statutory wages regulation orders and the rest from cost-of-living sliding scale adjustment. Reports received during June indicated that about 10,000 workers had their normal weekly hours reduced by two hours.

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 June 1973, with the total figures for the corresponding period in the previous year entered below, and (b) the month by month effect of the changes of the most recent period of thirteen 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 reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	345,000	£ 1,095,000	—	—
Mining and quarrying	295,000	660,000	—	—
Food, drink and tobacco	345,000	540,000	—	—
Coal and petroleum products	5,000	10,000	—	—
Chemicals and allied industries	110,000	205,000	—	—
Metal manufacture	—	—	370,000	800,000
Mechanical engineering	—	—	—	—
Instrument engineering	—	—	—	—
Electrical engineering	—	—	—	—
Shipbuilding and marine engineering	—	—	—	—
Vehicles	—	—	—	—
Metal goods not elsewhere specified	—	—	—	—
Textiles	390,000	610,000	—	—
Leather, leather goods and fur	10,000	25,000	—	—
Clothing and footwear	340,000	550,000	—	—
Bricks, pottery, glass, cement, etc	85,000	165,000	1,000	1,000
Timber, furniture, etc	155,000	515,000	—	—
Paper, printing and publishing	265,000	500,000	—	—
Other manufacturing industries	80,000	165,000	—	—
Construction	1,145,000	3,535,000	—	—
Gas, electricity and water	205,000	245,000	124,000	124,000
Transport and communication	475,000	960,000	—	—
Distributive trades	855,000	1,635,000	445,000	576,000
Public administration and professional services	240,000	1,565,000	—	—
Miscellaneous services	470,000	690,000	104,000	208,000
Totals—January-June 1973	6,185,000	13,470,000	674,000	909,000
Totals—January-June 1972	5,185,000	9,695,000	575,000	634,000

Table (b)

Month	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases (000's)	Estimated net amount of increase (£000's)	Approximate number of workers affected by reductions (000's)	Estimated amount of reduction in weekly hours (000's)
1972	—	—	—	—
June	1,375	3,050	—	—
July	820	1,595	—	—
August	2,315	5,570	210	371
September	1,935	7,260	170	170
October	665	1,175	482	482
November	985	1,880	—	—
December	45	140	180	180
1973	—	—	—	—
January	120	170	26	52
February	455	910	195	290
March	635	890	—	—
April*	2,940	6,025	443	547
May*	745	1,465	—	—
June	1,605	4,005	10	20

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

RETAIL PRICES, JUNE 19, 1973

At June 19, 1973 the general* retail prices index was 178.9 (prices at January 16, 1962 = 100), compared with 178.0 at May 22, and with 163.7 at June 20, 1972.

The rise in the index during the month was due to higher prices for clothing and footwear, higher rents for unfurnished dwellings, and higher prices for carrots, bread, second-hand cars and some other goods and services. There were reductions in the prices of potatoes, onions and eggs.

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 the 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 238.6; and that for all other items of food was 186.2. The index for all items except items of food the prices of which show significant seasonal variations was 176.7.

The principal changes in the groups in the month were:

Food: Increases in the prices of carrots, bread, bacon, canned meat, and fresh, dried and canned fruit were partly offset by reductions in the prices of potatoes, onions and eggs. The index for the food group as a whole rose by one-half of one per cent to 194.3, compared with 193.3 in May. The index for foods whose prices show significant seasonal variations fell by rather more than two per cent to 238.6, compared with 243.9 in May.

Housing: There were rises in the average levels of rents of dwellings let unfurnished and of costs of repairs and maintenance of dwellings. The index for the housing group as a whole rose by rather less than one per cent to 213.7, compared with 212.0 in May.

Clothing and footwear: There were rises in the average levels of prices of most articles of clothing and footwear. The group index rose by about one per cent to 154.1, compared with 152.4 in May.

Transport and vehicles: A rise in the average level of prices of second-hand cars and increases in rail and bus fares caused the group index to rise by rather more than one-half of one per cent to 164.7, compared with 163.6 in May.

Services: Rises in the average levels of charges for a number of services such as telephone calls, hairdressing, shoe repairing, laundering and watch repairing, caused the group index to rise by rather less than one-half of one per cent to 203.6, compared with 202.9 in May.

Meals bought and consumed outside the home: There was a rise of about one-half of one per cent in the average level of prices in this group, and the group index was 214.0, compared with 212.8 in May.

Detailed figures for various groups and sub-groups are:

Group and sub-group	Index figure
I Food: Total	194.3
Bread, flour, cereals, biscuits and cakes	188
Meat and bacon	238
Fish	242
Butter, margarine, lard and other cooking fat	145
Milk, cheese and eggs	176
Tea, coffee, cocoa, soft drinks, etc.	129
Sugar, preserves and confectionery	166
Vegetables, fresh, canned and frozen	235
Fruit, fresh, dried and canned	181
Other food	161
II Alcoholic drink	164.0
III Tobacco	141.0
IV Housing: Total	213.7
Rent	217
Rates and water charges	226
Charges for repairs and maintenance, and materials for home repairs and decorations	186

Group and sub-group	Index figure
V Fuel and light: Total (including oil)	175.2
Coal and coke	199
Gas	146
Electricity	174
VI Durable household goods: Total	146.1
Furniture, floor coverings and soft furnishings	172
Radio, television and other household appliances	115
Pottery, glassware and hardware	160
VII Clothing and footwear: Total	154.1
Men's outer clothing	169
Men's underclothing	167
Women's outer clothing	151
Women's underclothing	148
Children's clothing	150
Other clothing, including hose, haberdashery, hats and materials	137
Footwear	161
VIII Transport and vehicles: Total	164.7
Motoring and cycling	148
Fares	217
IX Miscellaneous goods: Total	171.6
Books, newspapers and periodicals	244
Medicines, surgical, etc. goods and toilet requisites	145
Soap and detergents, soda, polishes and other household goods	149
Stationery, travel and sports goods, toys, photographic and optical goods, etc.	158
X Services: Total	203.6
Postage and telephones	194
Entertainment	194
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	214
XI Meals bought and consumed outside the home	214.0†
All Items	178.9

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

† The Cost of Living Advisory Committee (now renamed the Retail Prices Index Advisory Committee) recommended in 1962 that until a satisfactory index series based on actual prices became available half the expenditure on meals out should continue to be allocated to the food group and the other half spread proportionately over all groups, including the food group. The index for meals out for January 16, 1968 implicit in this recommendation was 121.4. Since January 1968 an index series based on actual prices has been available and indices in this series have been linked with the implicit index for meals out for January 16, 1968, to obtain indices for meals out with January 16, 1962 taken as 100.

AVERAGE RETAIL PRICES OF ITEMS OF FOOD

Average retail prices on May 22, 1973 for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in 200 areas in the United Kingdom, are given below.

Many of the items vary in quality from retailer to retailer, and partly because of these differences there are considerable variations in prices charged for many items. An indication of

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

Item	Number of quotations May 22, 1973	Average price May 22, 1973	Price range within which 80 per cent of quotations fell
Beef: Home-killed		p	p
Chuck	802	54.4	48 - 60
Sirloin (without bone)	769	74.9	62 - 88
Silverside (without bone)*	827	66.3	60 - 72
Back ribs (with bone)*	607	49.1	40 - 58
Fore ribs (with bone)	682	47.8	40 - 55
Brisket (with bone)	701	35.8	26 - 50
Rump steak*	822	88.5	75 - 100
Beef: Imported, chilled			
Chuck	75	48.9	44 - 52
Silverside (without bone)*	61	59.0	52 - 65
Rump steak*	120	75.4	60 - 98
Lamb: Home-killed			
Loin (with bone)	585	58.3	48 - 70
Breast*	569	18.8	12 - 28
Best end of neck	526	44.9	30 - 60
Shoulder (with bone)	565	41.4	30 - 50
Leg (with bone)	582	55.5	46 - 65
Lamb: Imported			
Loin (with bone)	628	41.6	36 - 48
Breast*	619	12.0	8 - 15
Best end of neck	603	33.7	25 - 40
Shoulder (with bone)	629	30.6	26 - 34
Leg (with bone)	627	43.9	40 - 48
Pork: Home-killed			
Leg (foot off)	808	40.9	34 - 50
Belly*	805	28.5	24 - 32
Loin (with bone)	844	48.8	44 - 56
Pork sausages	816	25.6	22 - 29
Beef sausages	699	23.2	20 - 26
Roasting chicken (broiler) frozen (3 lb)	644	21.9	20 - 24
Roasting chicken, fresh or chilled (4 lb) oven ready	398	24.5	21 - 28
Fresh and smoked fish			
Cod fillets	526	41.5	36 - 46
Haddock fillets	534	44.5	38 - 50
Haddock, smoked, whole	439	40.9	35 - 48
Plaice fillets	495	50.2	40 - 60
Halibut cuts	244	73.3	60 - 90
Herrings	329	21.2	15 - 26
Kippers, with bone	550	24.3	20 - 28
Bread			
White, 1½ lb wrapped and sliced loaf	790	10.4	9½ - 11
White, 1½ lb unwrapped loaf	643	10.4	9½ - 11
White, 14 oz loaf	657	6.6	5½ - 7
Brown, 14 oz loaf	682	7.4	7 - 8
Flour			
Self-raising, per 3 lb	809	12.9	11 - 16

* Or Scottish equivalent.

these variations is given in the last column of the following table, which shows the ranges of prices within which at least four-fifths of the recorded prices fell.

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page 285 of the March 1973 issue of this GAZETTE.

Item	Number of quotations May 22, 1973	Average price May 22, 1973	Price range within which 80 per cent of quotations fell
Fresh vegetables			
Potatoes, old, loose	527	2.7	2 - 3
White	371	3.1	2½ - 3½
Red	627	7.8	6½ - 9
Potatoes, new, loose	810	22.5	20 - 26
Tomatoes	724	5.6	4 - 8
Cabbage, greens	364	5.6	4 - 8
Cabbage, hearted	635	10.7	6 - 15
Cauliflower or broccoli	—	—	—
Brussels sprouts	—	—	—
Peas	765	5.8	4 - 8
Carrots	—	—	—
Runner beans	802	13.4	12 - 15
Onions	768	7.2	6 - 8
Mushrooms per ½ lb	—	—	—
Fresh fruit			
Apples, cooking	598	14.2	12 - 17
Apples, dessert	817	13.8	12 - 16
Pears, dessert	733	14.2	12 - 16
Oranges	755	8.9	6 - 12
Bananas	806	9.9	8 - 12
Bacon			
Collar*	581	39.5	34 - 46
Gammon*	655	54.2	48 - 62
Middle cut,* smoked	445	49.8	44 - 56
Back, smoked	404	55.0	48 - 60
Back, unsmoked	421	53.5	48 - 60
Streaky, smoked	362	40.2	34 - 48
Ham (not shoulder)	711	70.8	60 - 80
Pork luncheon meat, 12 oz can	671	16.6	13 - 21
Canned (red) salmon, ½-size can	793	36.8	34 - 41
Milk, ordinary, per pint	—	5.5	—
Butter			
Home produced	637	22.9	18 - 28
New Zealand	710	20.9	19 - 24
Danish	789	24.1	22 - 27
Margarine, standard quality (without added butter) per ½ lb	154	6.2	5½ - 6½
Margarine, lower priced per ½ lb	126	5.2	5 - 5½
Lard	843	9.3	8 - 11
Cheese, cheddar type	827	31.5	26 - 36
Eggs, large, per doz	741	33.2	31 - 36
Eggs, standard, per doz	715	31.3	30 - 34
Eggs, medium, per doz	373	29.7	28 - 31
Sugar, granulated, per 2 lb	859	9.2	8½ - 10
Coffee, instant, per 4 oz	767	32.7	30 - 36
Tea, per ½ lb			
Higher priced	282	10.9	10½ - 11
Medium priced	1,871	8.3	7½ - 9½
Lower priced	690	8.0	7 - 8½

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. Tables 104–116 show the numbers of unemployed in Great Britain, and in each region, at the monthly counts. For Great Britain separate figures are given for males and females. People are included in the counts if they are registered for employment at a local employment office or youth employment service careers office, have no job, and are both capable of and available for work on the count date. The counts include both claimants to unemployment benefit and people not claiming benefit, but they exclude non-claimants who are registered only for part-time work. Severely disabled people who are considered unlikely to obtain work other than under special conditions are also excluded.

The number unemployed is expressed as a percentage of total employees (employed and unemployed) to indicate the incidence rate of unemployment. Separate figures are given in the tables for young people seeking their first employment who are described as school-leavers and for adult students seeking temporary employment during vacation periods. The numbers unemployed excluding school-leavers and adult students are adjusted for seasonal variations.

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

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

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

Hours worked. This group of tables provides additional information about the level of industrial activity. Table 120 gives estimates of overtime and short-time working by *operatives* in manufacturing industries; table 121 the total hours worked and the average hours worked per operative per week in broad industry groups in index form. Average weekly hours of *employees* are included in tables in the following groups.

Earnings and wage rates. Average weekly and hourly earnings and hours of manual workers in the United Kingdom in industry groups covered by the regular (October) enquiries are given in tables 122 and 123; averages for full-time men and women are given by industry group in table 122. Average earnings of all non-manual workers in Great Britain in all industries, and in all manufacturing industries, are shown in table 124 in index form. Table 125 is a comparative table of annual percentage changes in hourly earnings and hourly wage rates of full-time manual workers. New Earnings Survey (April) estimates of average weekly and hourly earnings and weekly hours of various categories of employees in Great Britain are given in table 126. Table 127 shows, by industry group and in index form, average earnings of all employees in Great Britain, derived from a monthly survey; the indices for all manufacturing and all industries are also given adjusted for seasonal variations. Average earnings of full-time manual men in the engineering, shipbuilding and chemical industries are given by occupation in table 128, in index form. Indices of basic weekly and hourly wage rates and normal hours are given by industry group in table 131 and for all manufacturing and all industries in table 130. (Table 129 has been discontinued.)

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

Industrial stoppages. Details of the 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 errors.

EMPLOYMENT working population: Great Britain

THOUSANDS

TABLE 101

Quarter		Employees in employment	Employers and self employed	Civil employment	Numbers unemployed	Total civilian labour force	HM Forces	Working population	Of which	
									Males	Females
Numbers unadjusted for seasonal variations										
1967	September	22,905	1,694	24,599	526	25,125	413	25,538	16,556	8,982
	December	22,733	1,696	24,430	559	24,988	412	25,400	16,479	8,921
1968	March	22,561	1,698	24,259	572	24,831	407	25,238	16,286	8,952
	June	22,645	1,701	24,346	506	24,853	400	25,253	16,305	8,948
	September	22,701	1,719	24,420	535	24,954	395	25,349	16,364	8,986
	December	22,647	1,737	24,384	540	24,924	390	25,314	16,378	8,936
1969	March	22,515	1,755	24,270	566	24,836	384	25,220	16,268	8,952
	June	22,600	1,773	24,373	483	24,856	380	25,236	16,220	9,016
	September	22,619	1,776	24,395	540	24,935	377	25,312	16,267	9,044
	December	22,523	1,778	24,301	566	24,867	376	25,243	16,249	8,993
1970	March	22,425	1,780	24,205	602	24,807	374	25,181	16,177	9,004
	June	22,404	1,783	24,187	524	24,710	372	25,082	16,061	9,021
	September	22,407	1,785	24,192	579	24,771	370	25,141	16,102	9,039
	December	22,328	1,787	24,116	604	24,720	371	25,091	16,118	8,973
1971	March	21,970	1,790	23,759	700	24,459	369	24,828	15,951	8,877
	June	22,027	1,791	23,818	687	24,506	368	24,874	15,914	8,969
	September	21,868	1,791	23,659	810	24,470	368	24,838	15,862	8,976
	December	21,808	1,791	23,599	868	24,467	372	24,839	15,943	8,896
1972	March	21,870	1,791	23,661	925	24,586	371	24,957	15,894	9,062
	June	21,853	1,791	23,644	767	24,411	371	24,782	15,852	8,930
	September	22,043	1,791	23,834	848	24,682	374	25,056	15,913	9,143
	December	22,149	1,791	23,940	745	24,685	372	25,057	15,922	9,135
Numbers adjusted for seasonal variations										
1967	September	22,831		24,525				25,463	16,523	8,940
	December	22,716		24,412				25,365	16,424	8,941
1968	March	22,664		24,362				25,309	16,343	8,966
	June	22,633		24,334				25,290	16,337	8,953
	September	22,631		24,350				25,278	16,331	8,947
	December	22,626		24,363				25,281	16,324	8,957
1969	March	22,614		24,369				25,283	16,315	8,968
	June	22,590		24,363				25,276	16,260	9,016
	September	22,555		24,331				25,245	16,238	9,007
	December	22,500		24,278				25,209	16,196	9,013
1970	March	22,519		24,299				25,236	16,213	9,023
	June	22,395		24,178				25,124	16,107	9,017
	September	22,350		24,135				25,082	16,077	9,005
	December	22,302		24,089				25,056	16,064	8,992
1971	March	22,060		23,850				24,877	15,980	8,897
	June	22,020		23,811				24,918	15,963	8,955
	September	21,816		23,607				24,783	15,840	8,943
	December	21,782		23,573				24,804	15,890	8,914
1972	March	21,957		23,748				25,000	15,918	9,082
	June	21,845		23,636				24,828	15,904	8,974
	September	21,992		23,783				25,002	15,892	9,110
	December	22,120		23,911				25,022	15,869	9,153

employees in employment: Great Britain and standard regions

THOUSANDS

TABLE 102

Standard Region		South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	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
	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
	September	7,743	630	1,288	2,276	1,401	2,010	2,913	1,265	957	2,128	22,619
	December	7,733	628	1,283	2,249	1,408	2,007	2,907	1,258	946	2,095	22,523
1970	March	7,705	614	1,278	2,253	1,396	1,985	2,899	1,265	938	2,084	22,425
	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
1971	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	7,509	596	1,299	2,201	1,367	1,931	2,779	1,226	922	2,030	21,868
	December	7,488	589	1,289	2,198	1,378	1,926	2,779	1,230	920	2,003	21,808
1972	March	7,560	618	1,290	2,184	1,369	1,924	2,756	1,225	913	2,023	21,870
	June	7,521	614	1,300	2,193	1,362	1,929	2,756	1,223	924	2,022	21,853
	September	7,586	619	1,315	2,214	1,390	1,944	2,761	1,233	927†	2,047†	22,043
	December	7,601	614	1,311	2,252	1,399	1,966	2,777	1,252	927	2,043	22,149

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.
 † Revised estimates.

EMPLOYMENT Great Britain: employees in employment: industrial analysis (See Note below)

TABLE 103

		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	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‡					
Year	Month																																				
1960	June	22,036	11,222.5	100.3	8,662.9	100.8	595.8	766.0	788.1	528.6	616.6	2,029.2	253.3	911.8																							
1961	June	22,373	11,384.2	101.7	8,793.5	102.2	570.7	733.4	803.4	529.5	632.6	2,120.5	243.1	890.8																							
1962	June	22,572	11,328.5	101.2	8,718.4	101.4	551.5	711.0	813.1	516.1	595.5	2,155.6	235.1	875.8																							
1963	June	22,603	11,201.4	100.1	8,581.5	99.8	553.7	682.4	804.9	511.2	591.4	2,125.1	211.2	865.9																							
1964	June (a)	11,375.9	11,375.9	101.4	8,704.2	101.2	526.5	655.2	801.9	506.3	620.2	2,181.5	203.3	869.5																							
		(b)§	22,892	11,408.3		8,731.4		528.4	656.8	804.6	507.7	621.8	2,187.2	203.8	871.4																						
1965	June	23,147	11,537.8	102.6	8,846.7	102.6	486.1	624.5	810.1	514.9	631.9	2,260.1	204.5	861.8																							
1966	June (a)**	23,301	11,548.8	102.7	8,868.2	102.9	466.5	576.3	811.2	524.6	618.8	2,308.2	205.5	852.6																							
		(b)**	22,892	11,610.1		8,976.4		464.1	574.2	832.1	524.5	622.6	2,347.7	200.1	845.2																						
1967	June	22,828	11,220.7	99.3	8,700.5	99.7	432.6	550.5	824.2	515.2	591.4	2,319.6	196.8	815.5																							
1968	June	22,645	11,017.3	97.5	8,613.1	98.7	413.3	485.9	806.9	497.2	579.7	2,281.0	188.1	802.8																							
1969	June (a)	22,600	11,009.3		8,728.8		392.2	441.1	817.9	516.1	582.0	2,318.6	183.7	821.9																							
		(b)	22,404	11,025.5		8,740.8		390.9	442.2	849.6	58.0	470.4	584.6	1,180.6	149.6	903.4	189.5	827.2																			
1970	June	22,404	10,845.5	95.9	8,726.5	100.0	370.4	415.0	861.7	63.1	472.5	591.2	1,200.9	154.0	898.4	188.8	834.6																				
1971	June	22,027	10,450.3	92.4	8,431.6	96.6	344.5	401.3	837.4	57.6	466.1	554.8	1,142.3	157.4	880.5	191.8	812.9																				
1970	January	22,425	10,936.3	96.7	8,785.3	100.3																															
	February		10,917.6	96.6	8,777.7	100.2																															
	March		10,902.2	96.4	8,766.0	100.2																															
	April		10,895.0	96.3	8,771.3	100.2																															
	May		10,875.9	96.1	8,750.6	100.1																															
	June		10,845.5	95.9	8,726.5	100.0																															
	July		10,856.3	95.7	8,749.7	99.9																															
	August		10,864.6	95.5	8,756.6	99.7																															
	September		10,844.3	95.2	8,749.8	99.4																															
	October		10,831.1	95.0	8,755.6	99.3																															
	November		10,816.9	94.8	8,750.6	99.1																															
	December		10,779.3	94.5	8,732.2	98.8																															
1971	January§§	21,970	10,624.4	94.0	8,604.2	98.3																															
	February§§		10,547.7	93.2	8,528.2	97.4																															
	March		10,501.2	92.8	8,479.7	97.0																															
	April		10,547.7	93.2	8,528.2	97.4																															
	May		10,501.2	92.8	8,479.7	97.0																															
	June		10,450.3	92.4	8,431.6	96.6																															
	July		10,447.1	92.1	8,427.8	96.2																															
	August		10,429.3	91.7	8,418.5	95.8																															
	September		10,391.6	91.3	8,382.1	95.3																															
	October		10,336.4	90.7	8,344.3	94.7																															
	November		10,288.8	90.2	8,299.5	94.1																															
	December		10,244.9	89.8	8,272.4	93.7																															
1972	January	21,870	10,142.1	89.7	8,187.2	93.5																															
	February		10,090.1	89.2	8,150.9	93.1																															
	March		10,041.3	88.8	8,097.4	92.5																															
	April		10,051.9	88.8	8,091.3	92.4																															
	May		10,042.1	88.7	8,077.9	92.4																															
	June		10,029.1	88.7	8,061.5	92.4																															
	July		10,054.9	88.7	8,082.4	92.3																															
	August		10,074.0	88.6	8,102.4	92.3																															
	September		10,051.8	88.3	8,100.																																

UNEMPLOYMENT Great Britain: males and females

TABLE 104

	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS*					
	Percentage rate per cent	Number (000's)	of which:		Actual number (000's)	Seasonally adjusted		Percentage of employees per cent	
			School-leavers (000's)	Adult students† (000's)		Number (000's)			
1955	1.0	213.2	4.2	..	208.9		1.0		
1956	1.1	229.6	3.7	..	225.9		1.0		
1957	1.3	294.5	5.2	..	289.4		1.3		
1958	1.9	410.1	8.3	..	401.9		1.9		
1959	2.0	444.5	11.7	..	432.8		2.0		
1960	1.5	345.8	8.6	..	337.2		1.5		
1961	1.4	312.1	7.1	..	304.9		1.3		
1962	1.9	431.9	13.1	..	418.8		1.8		
1963	2.3	520.6	18.3	..	502.3		2.2		
1964	1.6	372.2	10.4	..	361.7		1.6		
1965	1.4	317.0	8.6	..	308.4		1.4		
1966	1.4	330.9	7.4	..	323.4		1.4		
1967	2.2	521.0	9.1	2.0	509.8		2.2		
1968	2.4	549.4	8.6	2.5	538.4		2.3		
1969	2.4	543.8	8.6	4.4	530.7		2.3		
1969	2.5	582.2	9.0	5.4	567.8		2.5		
1970	3.3	758.4	14.8	6.7	737.0		3.2		
1971	3.7	844.1	19.1	9.1	816.0		3.6		
1972									
1969	April 14	2.4	550.0	8.4	..	541.6	521.3	2.3	
1969	May 12	2.2	509.2	3.2	..	505.9	519.3	2.2	
1969	June 9	2.1	483.3	2.3	..	481.0	523.7	2.3	
1969	July 14	2.2	503.5	9.8	16.9	476.8	526.6	2.3	
1969	August 11	2.4	552.4	35.8	21.3	495.3	532.2	2.3	
1969	September 8	2.3	539.9	21.2	14.7	504.0	536.7	2.3	
1969	October 13	2.4	542.6	7.8	..	534.8	541.8	2.3	
1969	November 10	2.4	552.5	4.2	..	548.3	543.2	2.4	
1969	December 8	2.4	565.5	2.9	..	562.6	551.6	2.4	
1970	January 12	2.7	611.8	4.1	..	607.7	549.8	2.4	
1970	February 9	2.6	606.4	3.1	..	603.3	551.8	2.4	
1970	March 9	2.6	601.8	2.2	..	599.6	557.8	2.4	
1970	April 13	2.6	593.5	7.5	..	586.0	562.9	2.5	
1970	May 11	2.4	553.3	3.4	..	549.9	562.6	2.5	
1970	June 8	2.3	523.6	2.6	..	521.0	567.6	2.5	
1970	July 13	2.4	551.2	9.1	23.3	518.8	569.8	2.5	
1970	August 10	2.6	597.2	36.3	25.6	535.3	571.7	2.5	
1970	September 14	2.5	579.2	20.7	16.1	542.5	575.1	2.5	
1970	October 12	2.5	576.3	9.9	..	566.3	577.1	2.5	
1970	November 9	2.6	588.3	5.4	..	582.9	579.5	2.5	
1970	December 7	2.6	604.3	3.8	..	600.5	591.5	2.6	
1971	January 11	3.0	674.8	5.5	..	669.3	611.8	2.7	
1971	February 8	3.0	683.7	4.5	..	679.2	628.1	2.8	
1971	March 8	3.1	700.0	3.4	..	696.6	651.5	2.9	
1971	April 5	3.2	730.3	7.6	16.5	706.2	681.2	3.0	
1971	May 10	3.1	715.4	6.5	..	708.9	720.9	3.2	
1971	June 14	3.0	687.2	4.9	..	682.3	730.0	3.2	
1971	July 12	3.3	743.4	14.8	24.4	704.2	754.9	3.3	
1971	August 9	3.6	817.6	55.5	24.5	737.6	773.2	3.4	
1971	September 13	3.6	810.5	34.7	14.2	761.6	793.4	3.5	
1971	October 11	3.6	819.3	19.3	0.8	799.2	811.1	3.6	
1971	November 8	3.7	851.2	11.9	..	839.3	837.6	3.7	
1971	December 6	3.8	867.8	8.6	0.2	859.0	852.0	3.8	
1972	January 10	4.1	928.6	10.1	2.0	916.6	859.2	3.8	
1972	February 14	4.1	925.2	8.4	0.1	916.7	865.9	3.8	
1972	March 13	4.1	924.8	7.1	0.1	917.6	871.0	3.8	
1972	April 10	4.1	928.2	16.5	16.4	895.4	869.0	3.8	
1972	May 8	3.7	832.0	10.1	0.2	821.8	833.2	3.7	
1972	June 12	3.4	767.3	8.4	1.8	757.1	805.3	3.5	
1972	July 10	3.5	803.7	19.2	28.6	755.9	806.5	3.6	
1972	August 14	3.8	863.8	60.9	30.4	772.5	807.7	3.6	
1972	September 11	3.7	848.0	42.0	25.0	781.0	812.4	3.6	
1972	October 9	3.5	792.1	23.2	2.6	766.3	778.8	3.4	
1972	November 13	3.4	770.4	13.4	..	757.1	755.9	3.3	
1972	December 11	3.3	744.9	9.7	1.8	733.4	726.9	3.2	
1973	January 8	3.5	785.0	9.1	15.6	760.4	703.1	3.1	
1973	February 12	3.2	717.5	6.6	..	710.9	660.1	2.9	
1973	March 12	3.0	682.6	5.0	..	677.6	630.3	2.8	
1973	April 9	3.0	691.9	4.2	44.1	643.6	616.7	2.7	
1973	May 14	2.6	591.0	3.3	..	587.7	598.9	2.6	
1973	June 11	2.4	545.9	3.6	1.0	541.4	590.0	2.6	

* See articles on page 270 of the March 1973 issue and page 717 of the August 1972 issue of this GAZETTE.
 † Figures prior to July 1971 are estimated.
 Note: The base used in calculating the percentages is the appropriate mid-year estimate of total employees (employed and unemployed). The latest available estimate (22,715,000) is for mid-1971, and this has been used to calculate the percentage for each month since January 1971 shown above. When the estimate for mid-1972 becomes available the percentage rates for months in 1972 may be recalculated.

UNEMPLOYMENT males: Great Britain

TABLE 105

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS*			
	Percentage rate per cent	Number (000's)	of which:		Actual number (000's)	Seasonally adjusted		Percentage of employees per cent	
			School-leavers (000's)	Adult students† (000's)		Number (000's)			
1955	1.0	137.4	2.3	..	135.1		1.0		
1956	1.1	151.0	2.0	..	148.9		1.1		
1957	1.4	204.3	3.0	..	201.3		1.4		
1958	2.1	293.8	5.0	..	288.8		2.0		
1959	2.3	322.6	7.5	..	315.1		2.2		
1960	1.7	248.3	5.4	..	242.9		1.7		
1961	1.6	226.3	4.3	..	222.0		1.5		
1962	2.2	321.9	7.9	..	314.0		2.1		
1963	2.7	393.9	11.1	..	382.8		2.6		
1964	1.9	279.6	6.4	..	273.2		1.8		
1965	1.6	240.6	5.1	..	235.5		1.6		
1966	1.7	259.6	4.5	..	255.1		1.7		
1967	2.9	420.7	5.7	1.7	413.4		2.8		
1968	3.2	460.7	5.5	2.0	453.1		3.1		
1969	3.2	461.9	5.6	3.4	452.9		3.1		
1970	3.5	495.3	5.7	4.1	485.4		3.4		
1971	4.5	639.8	9.5	5.0	625.3		4.4		
1972	5.0	705.1	12.4	6.5	686.2		4.9		
1969	April 14	3.2	469.3	5.8	..	463.5	445.3	3.1	
1969	May 12	3.0	434.9	2.3	..	432.6	443.2	3.1	
1969	June 9	2.9	414.9	1.6	..	413.3	446.1	3.1	
1969	July 14	3.0	428.2	6.2	11.2	410.8	448.3	3.1	
1969	August 11	3.2	463.2	23.0	16.6	423.7	453.4	3.1	
1969	September 8	3.1	454.7	13.6	12.7	428.4	457.5	3.2	
1969	October 13	3.2	456.0	5.0	..	451.0	462.4	3.2	
1969	November 10	3.2	466.5	2.8	..	463.7	464.6	3.2	
1969	December 8	3.3	483.0	1.9	..	481.1	473.4	3.3	
1970	January 12	3.7	526.5	2.6	..	523.9	473.1	3.3	
1970	February 9	3.6	520.2	2.0	..	518.2	474.4	3.3	
1970	March 9	3.6	517.0	1.4	..	515.6	479.7	3.4	
1970	April 13	3.6	508.3	5.1	..	503.1	482.3	3.4	
1970	May 11	3.3	473.3	2.4	..	471.0	481.2	3.4	
1970	June 8	3.2	450.0	1.8	..	448.5	484.4	3.4	
1970	July 13	3.3	469.8	5.7	16.8	447.4	486.1	3.4	
1970	August 10	3.5	501.5	23.7	19.8	458.1	487.8	3.4	
1970	September 14	3.4	486.9	13.4	12.7	460.9	490.2	3.4	
1970	October 12	3.4	483.1	6.6	..	476.6	491.4	3.4	
1970	November 9	3.5	494.6	3.5	..	491.1	493.6	3.5	
1970	December 7	3.6	512.5	2.5	..	510.0	503.5	3.5	
1971	January 11	4.1	575.0	3.5	..	571.5	520.9	3.7	
1971	February 8	4.1	578.7	2.9	..	575.8	532.1	3.8	
1971	March 8	4.2	590.0	2.2	..	587.8	548.9	3.9	
1971	April 5	4.4	617.7	4.6	12.3	600.8	578.2	4.1	
1971	May 10	4.3	608.9	4.5	..	604.4	613.9	4.3	
1971	June 14	4.2	589.1	3.4	..	585.7	622.7	4.4	
1971	July 12	4.5	630.7	9.1	18.5	603.1	641.7	4.5	
1971	August 9	4.8	681.6	35.4	18.1	628.1	657.2	4.7	
1971	September 13	4.8	677.0	22.2	10.7	644.1	672.8	4.8	
1971	October 11	4.8	684.4	12.3	0.6	671.4	687.1	4.9	
1971	November 8	5.0	712.9	7.8	..	705.1	709.1	5.0	
1971	December 6	5.2	731.6	5.7	0.1	725.8	720.9	5.1	
1972	January 10	5.5	783.7	6.4	1.5	775.8	725.1	5.1	
1972	February 14	5.5	781.3	5.5	0.1	775.7	732.1	5.2	
1972	March 13	5.5	780.3	4.7	0.1	775.5	735.3	5.2	
1972	April 10	5.5	779.0	10.9	12.3	755.8	732.1	5.2	
1972	May 8	5.0	699.8	7.0	0.2	692.5	701.6	5.0	
1972	June 12	4.6	648.2	5.8	1.4	641.0	678.5	4.8	
1972	July 10	4.7	670.2	12.1	20.4	637.6	676.2	4.8	
1972	August 14	5.0	707.2	38.9	21.1	647.1	676.0	4.8	
1972	September 11	4.9	699.3	26.8	17.5	655.0	683.5	4.8	
1972	October 9	4.6	654.9	15.2	2.2	637.5	653.8	4.6	
1972	November 13	4.5	637.2	8.9	..	628.3	632.8	4.5	
1972	December 11	4.4	620.2	6.5	1.3	612.4	608.0	4.3	
1973	January 8	4.6	651.7	6.0	11.3	634.4	583.7	4.1	
1973	February 12	4.2	596.7	4.3	..	592.4	548.9	3.9	
1973	March 12	4.0	568.9	3.3	..	565.6	524.7	3.7	

UNEMPLOYMENT East Anglia Region: males and females

TABLE 108

Table with columns: UNEMPLOYED (Percentage rate, Number), of which: School-leavers, Adult students†, UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS* (Actual number, Number, Percentage of employees). Rows show monthly data from 1955 to 1972.

* See articles on page 270 of the March 1973 issue and page 717 of the August 1972 issue of this GAZETTE.

† Figures prior to July 1971 are estimated.

Note: The base used in calculating the percentages is the appropriate mid-year

estimate of total employees (employed and unemployed). The latest available estimate (638,000) is for mid-1971, and this has been used to calculate the percentage for each month since January 1971 shown above. When the estimate for mid-1972 becomes available the percentage rates for months in 1972 may be recalculated.

UNEMPLOYMENT males and females: South West Region

TABLE 109

Table with columns: UNEMPLOYED (Percentage rate, Number), of which: School-leavers, Adult students†, UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS* (Actual number, Number, Percentage of employees). Rows show monthly data from 1955 to 1972.

* See articles on page 270 of the March 1973 issue and page 717 of the August 1972 issue of this GAZETTE.

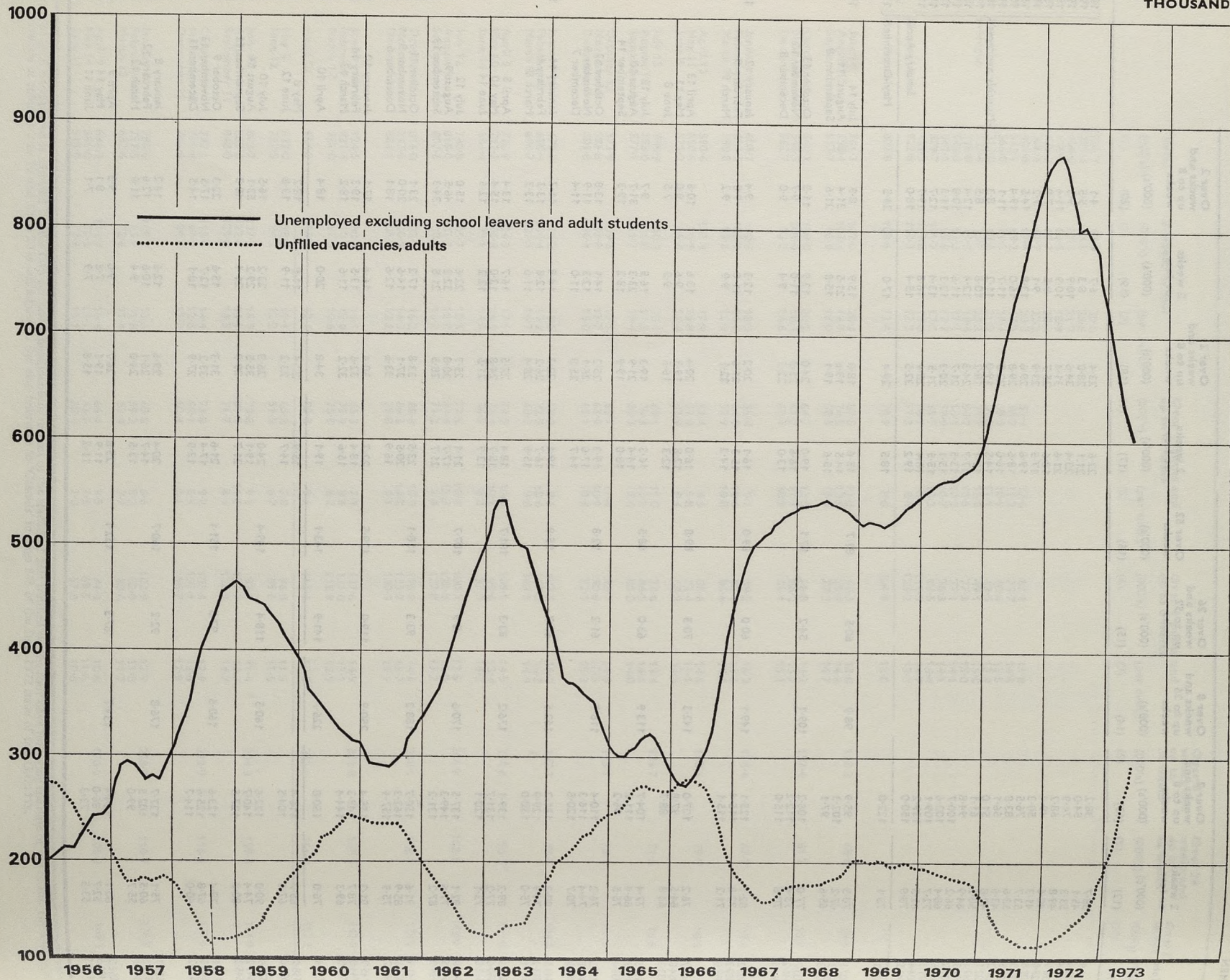
† Figures prior to July 1971 are estimated.

Note: Including Dorset other than Poole.

Note: The base used in calculating the percentages is the appropriate mid-year estimate of total employees (employed and unemployed). The latest available estimate (1,345,000) is for mid-1971, and this has been used to calculate the percentage for each month since January 1971 shown above. When the estimate for mid-1972 becomes available the percentage rates for months in 1972 may be recalculated.

Unemployed and vacancies: Great Britain

Three-month moving average: seasonally adjusted
THOUSANDS



VACANCIES
vacancies notified and remaining unfilled: Great Britain

TABLE 119

THOUSANDS

		ADULTS						YOUNG PERSONS	
		Actual number			Seasonally adjusted†				
		TOTAL	Men	Women	Total	Men	Women	Total	
1960*	Monthly averages	313.8	121.0	90.9	211.9			101.8	
		320.3	123.9	89.4	213.3			106.9	
		213.7	77.8	71.7	149.4			64.3	
		196.3	70.7	73.1	143.8			52.5	
		317.2	114.6	106.2	220.8			96.4	
		384.4	143.4	121.7	265.1			119.2	
		370.9	137.5	117.3	254.8			116.1	
		249.7	92.0	82.1	174.0			75.7	
		271.3	92.6	95.4	188.0			83.3	
		284.8	102.8	96.7	199.6			85.2	
		259.6	100.7	85.1	185.8			73.8	
		176.1	69.0	60.0	129.0			47.1	
		189.3	82.8	62.5	145.3			44.1	
1969	January 8	252.3	89.7	91.3	180.9	99.9	100.1	200.0	71.3
	February 5	263.8	93.8	92.8	186.7	100.6	100.1	200.7	77.1
	March 5	283.9	98.2	97.1	195.3	101.0	100.0	201.0	88.5
	April 9	302.6	102.9	102.5	205.4	101.2	100.1	201.3	97.3
	May 7	306.3	106.9	104.1	211.0	102.5	98.9	201.4	95.4
	June 4	322.4	110.6	108.0	218.5	102.5	97.1	199.6	103.9
	July 9	318.5	108.2	103.3	211.5	102.0	93.5	195.5	107.0
	August 6	301.3	107.7	98.4	206.1	104.4	95.8	200.2	95.2
	September 3	289.9	108.2	100.1	208.3	105.0	96.9	201.9	81.6
	October 8	271.8	104.5	93.0	197.5	104.4	93.6	198.0	74.4
	November 5	255.7	101.2	86.6	187.8	103.9	92.3	196.2	67.9
	December 3	248.8	102.1	83.8	186.0	105.4	92.1	197.5	62.8
1970	January 7	242.2	95.6	83.8	179.4	105.1	91.6	196.7	62.9
	February 4	250.1	97.1	84.0	181.1	103.4	90.7	194.1	69.0
	March 4	263.9	99.1	85.0	184.1	102.7	89.0	191.7	79.9
	April 8	273.9	103.9	88.7	192.6	104.1	87.8	191.9	81.3
	May 6	279.6	105.4	90.8	196.1	102.3	86.5	188.8	83.5
	June 3	295.5	107.8	96.0	203.8	100.9	85.6	186.5	91.7
	July 8	295.9	107.7	93.2	200.9	102.9	84.9	187.8	94.9
	August 5	272.4	103.2	86.2	189.4	99.6	83.6	183.2	82.9
	September 9	260.9	104.2	87.4	191.6	101.1	83.2	184.3	69.3
	October 7	244.3	101.7	81.1	182.8	99.7	81.3	181.0	61.6
	November 4	225.7	93.8	75.1	168.9	94.3	79.3	173.6	56.7
	December 2	210.9	89.5	69.8	159.3	91.7	76.6	168.3	51.6
1971	January 6	193.2	78.0	66.5	144.5	87.1	73.7	160.8	48.7
	February 3	184.7	76.1	61.5	137.5	82.2	68.1	150.3	47.2
	March 3	178.8	72.2	58.0	130.2	76.5	62.6	139.1	48.6
	March 31	184.8	70.0	60.5	130.6	70.9	60.3	131.2	54.2
	May 5	186.3	71.0	64.5	135.5	68.7	60.8	129.5	50.8
	June 9	197.8	73.8	70.9	144.6	67.3	60.8	128.1	53.1
	July 7	193.2	66.8	65.1	131.9	62.5	57.4	119.9	61.3
	August 4	179.2	68.2	60.0	128.2	64.4	57.2	121.6	51.0
	September 8	168.8	66.0	58.8	124.8	62.8	54.5	117.3	44.0
	October 6	159.2	64.5	54.6	119.1	61.9	54.6	116.5	40.0
	November 3	148.9	62.1	51.8	114.0	61.9	55.4	117.3	34.9
	December 1	138.7	59.7	47.4	107.1	61.5	53.8	115.3	31.6
1972	January 5	134.0	54.5	48.3	102.7	63.4	55.2	118.6	31.2
	February 9	144.5	61.7	50.4	112.1	67.7	56.9	124.6	32.3
	March 8	157.7	65.4	53.1	118.5	70.0	58.1	128.1	39.1
	April 5	173.6	71.9	58.2	130.0	73.2	58.4	131.6	43.6
	May 3	184.1	78.7	61.3	140.0	76.8	57.9	134.7	44.1
	June 7	202.9	86.8	68.7	155.5	80.5	58.6	139.1	47.3
	July 5	208.7	86.2	66.7	152.9	82.1	59.2	141.3	55.8
	August 9	203.0	88.5	65.3	153.8	84.5	62.4	146.9	49.3
	September 6	205.3	88.6	69.2	157.8	85.4	64.8	150.2	47.5
	October 4	212.5	97.3	68.7	166.0	94.3	68.6	162.9	46.6
	November 8	220.1	104.6	69.2	173.8	104.3	72.6	176.9	46.3
	December 6	225.4	109.0	70.9	179.9	110.7	77.2	187.9	45.5
1973	January 3	231.7	111.5	73.4	185.0	120.4	80.1	200.6	46.8
	February 7	274.6	134.5	84.8	219.3	140.5	91.2	231.7	55.2
	March 7	306.8	150.6	93.8	244.5	155.4	98.9	254.4	62.4
	April 4	345.2	167.2	105.5	272.7	168.7	105.9	274.6	72.5
	May 9	386.5	180.8	120.1	300.9	179.1	116.8	295.9	85.6
	June 6	419.2	194.5	128.7	323.3	188.2	118.6	306.9	96.0

* These are averages of the monthly figures published in these years and so do not take account of the modifications to the figures of vacancies for adults prior to May 1962, made for seasonal adjustment purposes, mentioned on page 391 of the May 1968 issue of this GAZETTE and incorporated in the tables on page 392.

† See article on page 270 of the March 1973 issue, on page 174 of the February 1972 issue and on pages 285-287 of the April 1970 issue of this GAZETTE.

EARNINGS AND HOURS

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

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

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings	£	£	£	£	£	£	£	£	£	£	£	£	£
1970 Oct.	28-00	30-82	29-23	29-98	28-43	26-74	27-69	29-59	32-43	27-78	25-29	24-23	24-12
1971 Oct.	31-60	34-15	32-73	31-67	29-84	28-48	30-12	33-13	35-21	29-03	28-02	26-56	28-00
1972 Oct.	35-75	38-88	36-77	37-97	34-73	32-17	34-48	34-98	41-63	34-02	32-05	30-03	29-52
Average hours worked													
1970 Oct.	46-8	44-0	44-9	45-1	44-9	44-1	44-4	45-3	42-4	45-2	44-7	45-0	41-5
1971 Oct.	46-4	43-6	44-0	43-3	43-0	42-8	43-4	43-8	41-2	43-2	44-1	44-5	41-2
1972 Oct.	46-4	42-9	44-2	44-6	43-5	43-4	43-4	43-5	42-3	43-9	44-7	44-2	41-5
Average hourly earnings	p	p	p	p	p	p	p	p	p	p	p	p	p
1970 Oct.	59-83	70-05	65-10	66-47	63-32	60-63	62-36	65-32	76-49	61-46	56-58	53-84	58-12
1971 Oct.	68-10	78-33	74-39	73-14	69-40	66-54	69-40	73-64	85-46	67-20	63-54	59-69	63-11
1972 Oct.	77-05	90-63	83-19	85-13	79-84	74-12	79-45	80-41	98-42	77-49	71-70	67-94	71-13

	Bricks, pottery, glass, cement, etc.	Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings	£	£	£	£	£	£	£	£	£	£	£	£
1970 Oct.	28-72	26-06	33-68	28-60	28-91	28-86	26-85	26-02	29-68	23-89	21-60	28-05
1971 Oct.	31-95	29-25	36-04	30-96	31-37	31-05	30-11	30-74	33-73	26-67	24-51	30-93
1972 Oct.	37-25	34-06	41-21	35-10	36-20	35-12	36-59	35-29	37-97	29-53	26-93	35-82
Average hours worked												
1970 Oct.	46-9	45-6	45-3	45-5	44-9	51-8	47-5	44-0	49-2	44-4	43-7	45-7
1971 Oct.	46-3	44-7	44-4	44-2	43-6	49-3	47-2	43-7	48-0	43-9	43-5	44-7
1972 Oct.	46-5	45-0	44-7	44-4	44-1	49-0	47-0	43-1	48-5	43-6	43-5	45-0
Average hourly earnings	p	p	p	p	p	p	p	p	p	p	p	p
1970 Oct.	61-24	57-15	74-35	62-86	64-39	55-71	56-53	59-14	60-33	53-81	49-43	61-38
1971 Oct.	69-01	65-44	81-17	70-05	71-95	62-98	63-79	70-34	70-27	60-75	56-34	69-19
1972 Oct.	80-11	75-69	92-19	79-05	82-09	71-67	77-85	81-88	78-29	67-73	61-91	79-60

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

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings	£	£	£	£	£	£	£	£	£	£	£	£	£
1970 Oct.	14-34	15-28	14-29	13-63	15-31	14-55	14-56	14-17	17-06	13-37	13-40	12-08	13-15
1971 Oct.	16-65	17-80	16-41	15-18	17-18	15-80	16-55	17-23	19-70	14-93	15-09	13-64	14-53
1972 Oct.	19-40	20-45	18-55	18-80	20-43	18-00	19-32	18-29	23-81	17-94	17-28	15-41	16-60
Average hours worked													
1970 Oct.	38-5	39-2	38-7	37-4	38-1	38-2	37-7	38-4	37-9	37-4	37-3	37-3	37-2
1971 Oct.	38-2	39-3	38-4	37-3	37-9	38-2	37-7	37-6	37-7	37-1	37-3	37-0	36-8
1972 Oct.	38-2	38-6	38-7	38-3	38-4	38-2	37-8	38-2	38-2	37-7	37-6	37-5	36-7
Average hourly earnings	p	p	p	p	p	p	p	p	p	p	p	p	p
1970 Oct.	37-25	38-98	36-93	36-44	40-18	38-09	38-62	36-90	45-01	35-75	35-92	32-39	35-35
1971 Oct.	43-59	45-29	42-73	40-70	45-33	41-36	43-90	45-82	52-25	40-24	40-46	36-86	39-48
1972 Oct.	50-79	52-98	47-93	49-09	53-20	47-12	51-11	47-88	62-33	47-59	45-96	41-09	45-23

	Bricks, pottery, glass, cement, etc.	Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings	£	£	£	£	£	£	£	£	£	£	£	£
1970 Oct.	13-88	14-43	15-51	13-25	13-98	13-05	12-83	14-45	19-30	11-59	15-39	13-99
1971 Oct.	15-64	17-06	17-10	15-03	15-80	15-65	13-42	16-88	22-32	12-64	17-57	15-80
1972 Oct.	18-32	19-68	19-86	17-19	18-34	—	15-20	19-59	24-95	14-31	18-52	18-30
Average hours worked												
1970 Oct.	36-9	37-4	38-9	37-8	37-7	37-6	38-1	36-1	42-8	38-5	39-7	37-9
1971 Oct.	36-5	37-7	38-7	37-6	37-5	37-9	37-1	35-9	43-3	38-5	39-6	37-7
1972 Oct.	36-8	38-1	38-9	37-8	37-7	—	36-8	37-1	42-8	38-5	40-0	37-9
Average hourly earnings	p	p	p	p	p	p	p	p	p	p	p	p
1970 Oct.	37-62	38-58	39-87	35-05	37-08	34-71	33-67	40-03	45-09	30-10	38-77	36-91
1971 Oct.	42-85	45-25	44-19	39-97	42-13	41-29	36-17	47-02	51-55	32-83	44-37	41-91
1972 Oct.	49-78	51-65	51-05	45-48	48-65	—	41-30	52-80	58-29	37-17	46-30	48-28

* Except railways and London Transport.

† Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

EARNINGS AND HOURS

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

TABLE 123
Standard Industrial Classification 1968

	October 1970			October 1971			October 1972		
	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings
All manufacturing industries	£		p	£		p	£		p
Full-time men (21 years and over)	28-91	44-9	64-39	31-37	43-6	71-95	36-20	44-1	82-09
Full-time women (18 years and over)	13-98	37-7	37-08	15-80	37-5	42-13	18-34	37-7	48-65
Part-time women (18 years and over)*	7-62	21-7	35-12	8-56	21-7	39-45	9-84	21-7	45-35
Full-time boys (under 21 years)	13-67	40-7	33-59	15-17	40-3	37-64	17-73	40-7	43-56
Full-time girls (under 18 years)	9-46	38-0	24-89	10-33	38-2	27-04	11-83	38-4	30-81
Manufacturing and certain other industries†	28-05	45-7	61-38	30-93	44-7	69-19	35-82	45-0	79-60
Full-time men (21 years and over)	13-99	37-9	36-91	15-80	37-7	41-91	18-30	37-9	48-28
Full-time women (18 years and over)	7-43	21-5	34-56	8-36	21-3	39-25	9-65	21-5	44-88
Part-time women (18 years and over)*	13-35	41-4	32-25	14-96	41-1	36-40	17-55	41-4	42-39
Full-time boys (under 21 years)	9-42	38-0	24-79	10-28	38-2	26-91	11-76	38-4	30-63
Full-time girls (under 18 years)									

* 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 mining); construction; gas, electricity and water; transport and communication (except railways and London Transport); certain miscellaneous services and public administration.

Index of average salaries: non-manual employees: Great Britain

TABLE 124
Fixed-weighted: April 1970 = 100

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

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

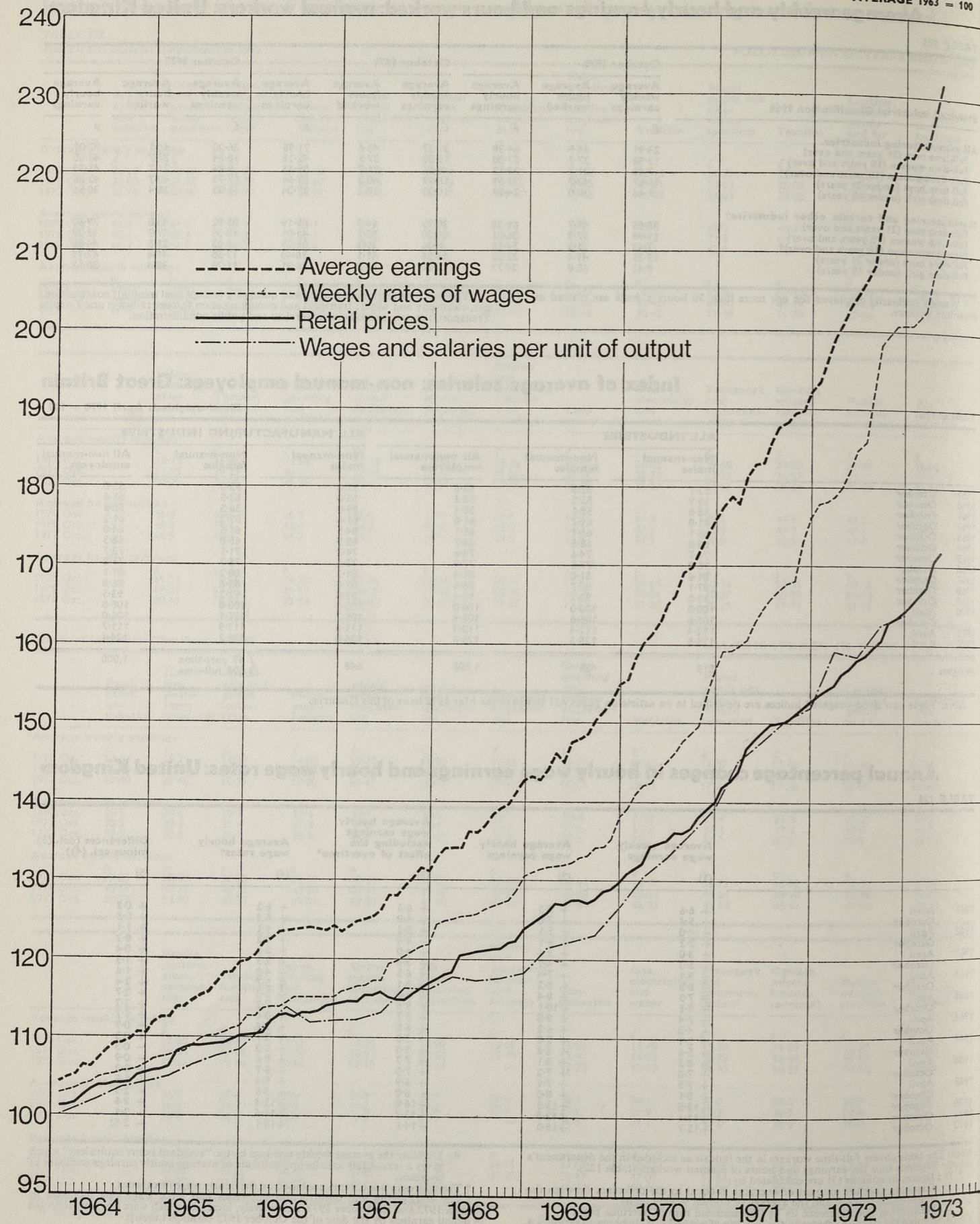
Annual percentage changes in hourly wage earnings and hourly wage rates: United Kingdom

TABLE 125

		Average weekly wage earnings	Average hourly wage earnings	Average hourly wage earnings excluding the effect of overtime*	Average hourly wage rates†	Differences (col. (3) minus col. (4))
		(1)	(2)	(3)	(4)	(5)
1961	April	+ 6.6	+ 7.3	+ 6.5	+ 6.2	+ 0.3
	October	+ 5.4	+ 7.0	+ 6.9	+ 6.4	+ 0.5
1962	April	+ 4.0	+ 5.1	+ 5.2	+ 4.1	+ 1.1
	October	+ 3.2	+ 4.1	+ 4.4	+ 4.2	+ 0.2
1963	April	+ 3.0	+ 3.6	+ 4.0	+ 3.6	+ 0.4
	October	+ 5.3	+ 4.1	+ 3.6	+ 2.3	+ 1.3
1964	April	+ 9.1	+ 7.4	+ 6.5	+ 4.9	+ 1.6
	October	+ 8.3	+ 8.2	+ 8.1	+ 5.7	+ 2.4
1965	April	+ 7.5	+ 8.4	+ 8.0	+ 5.3	+ 2.7
	October	+ 8.5	+ 10.1	+ 9.5	+ 7.3	+ 2.2
1966	April	+ 7.4	+ 9.8	+ 9.7	+ 8.0	+ 1.7
	October	+ 4.2	+ 6.2	+ 6.5	+ 5.6	+ 0.9
1967	April	+ 2.1	+ 2.8	+ 3.0	+ 2.7	+ 0.3
	October	+ 5.6	+ 5.3	+ 5.0	+ 5.3	- 0.

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

AVERAGE 1963 = 100



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 were 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 were 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	33.6	34.5	44.3	75.8	73.9	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	43.7	43.8	38.8	111.0	111.1	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	42.9	74.4	74.1
April 1972	36.2	37.1	43.0	83.7	82.9	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	17.0	17.7	38.3	44.4	44.2	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	19.4	19.5	37.1	52.3	52.1	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	17.8	18.4	37.9	47.1	46.9	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	16.7	17.1	40.7	41.1	40.1	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	11.0	11.3	38.2	28.8	28.7	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	10.4	10.5	20.2	49.7	49.2	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	9.3	9.5	22.0	42.4	42.2	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 the GAZETTE.

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

TABLE 127

Standard Industrial Classification 1968 JANUARY 1970 = 100	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc
	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
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
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
April	104.5	101.3	107.1	104.9	103.9	105.0	105.3	101.3	104.5	102.1	103.0	104.3	105.2	103.4
May	107.1	105.7	109.0	106.7	104.2	102.8	105.4	100.3	106.4	102.0	104.6	104.3	104.7	103.9
June	112.9	104.3	110.5	108.0	107.2	105.4	107.3	104.4	108.6	106.3	107.4	106.2	107.1	107.6
July	111.1	106.9	112.3	108.3	107.6	108.6	108.8	103.1	107.9	107.4	108.4	111.5	107.3	113.3
August	112.1	107.2	110.1	109.3	107.4	108.3	107.9	102.4	107.1	106.2	108.3	109.0	105.5	109.3
September	112.9	107.9	110.9	108.5	108.6	110.1	109.2	105.1	105.4	106.0	109.1	114.1	106.3	111.0
October	114.7	108.0	112.1	108.7	110.0	110.0	111.3	104.9	110.5	108.7	110.8	115.9	109.6	113.3
November	116.6	108.2	116.7	111.1	112.1	112.2	112.9	106.5	113.7	111.2	112.3	120.3	110.9	116.3
December	121.3	117.6	117.6	110.2	110.8	114.3	114.9	104.1	111.3	109.7	108.4	112.9	108.8	111.6
1971														
January	118.6	113.3	116.9	111.6	112.3	113.2	115.3	110.6	114.4	113.3	113.7	118.9	112.9	116.1
February	118.5	115.0	123.3	112.3	113.0	113.2	115.6	111.8	115.3	112.8	114.4	114.6	114.0	115.8
March	133.1	115.3	118.0	109.2	112.1	116.3	115.3	115.7	112.4	112.9	116.2	117.7	115.8	114.7
April	122.6	114.9	118.3	110.2	114.5	115.2	118.1	116.4	114.4	114.9	116.5	121.0	115.7	119.0
May	125.5	117.0	120.5	110.1	116.0	115.5	119.6	116.7	121.5	116.2	119.8	122.5	116.3	121.0
June	126.0	116.5	125.0	111.7	117.6	117.9	119.2	117.8	122.5	116.0	123.1	125.5	118.2	122.6
July	126.6	121.2	126.2	114.3	118.2	118.4	121.6	114.8	120.1	116.9	123.2	127.3	120.5	119.6
August	126.8	120.9	125.5	112.5	116.6	118.1	120.7	111.5	120.1	114.5	122.5	127.7	117.1	119.8
September	127.4	122.0	125.9	114.4	117.5	120.0	123.3	117.9	118.7	115.0	123.0	128.5	118.3	121.5
October	127.8	122.7	126.5	115.9	118.9	120.2	125.6	117.6	120.2	116.9	124.5	128.4	119.9	122.4
November	130.5	122.5	129.7	115.6	119.9	121.4	125.8	116.4	120.2	118.3	125.4	130.7	121.0	124.6
December	134.7	124.8	129.9	113.7	118.5	122.6	126.1	111.4	121.3	116.0	120.6	126.6	122.0	123.7
1972														
January	132.3	125.6	130.8	117.4	121.4	123.8	127.9	116.8	126.0	120.4	126.7	132.7	125.8	126.4
February	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
March	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
April	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
May	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
June	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
July	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
August	144.1	134.6	140.3	135.3	133.9	135.5	140.0	127.1	139.8	133.3	137.8	145.4	132.9	136.9
September	144.9	135.6	140.2	136.9	137.4	137.1	140.2	131.3	141.1	136.1	139.7	147.4	136.5	142.0
October	147.7	136.8	143.7	136.5	138.9	139.9	143.1	135.0	145.3	139.4	141.4	145.8	138.3	143.2
November	151.6	137.7	143.7	133.8	136.6	140.9	143.6	125.1	139.0	133.3	136.2	142.4	136.5	143.2
December	151.6	137.7	143.7	133.8	136.6	140.9	143.6	125.1	139.0	133.3	136.2	142.4	136.5	143.2
1973														
January	145.2	137.7	142.9	135.2	139.5	138.9	142.9	135.3	145.2	139.1	142.0	149.4	139.7	145.1
February	146.4	138.7	151.6	140.4	140.7	140.9	145.4	137.3	141.8	139.6	144.5	148.3	141.6	146.6
March	161.1	139.6	143.5	144.0	142.0	143.5	146.4	139.2	141.0	140.1	145.7	152.6	143.6	146.5
April	154.0	139.5	146.2	141.9	140.5	143.0	146.6	133.3	142.1	138.0	142.7	150.1	140.1	147.4
May†	158.1	141.5	147.9	145.0	145.8	145.4	151.8	145.3	148.0	144.3	152.7	153.8	145.8	151.7

* 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 "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 inquiry): Great Britain

TABLE 127 (continued)

Standard Industrial Classification 1968 JANUARY 1970 = 100	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Agriculture*	Mining and quarrying	Construction	Gas, electricity and water	Transport and communication†	Miscellaneous‡	All manufacturing industries		All industries and services covered	
										Unadjusted	Seasonally adjusted	Unadjusted	Seasonally adjusted
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
February	100.7	100.3	100.7	102.1	100.0	105.8	99.8	102.0	103.3	101.3	101.3	101.9	101.8
March	101.3	102.4	101.3	105.9	96.4	104.8	100.3	102.1	105.4	102.9	103.0	102.9	103.0
April	103.6	103.1	104.4	111.2	100.1	109.6	103.9	104.4	105.7	104.0	103.8	104.9	103.8
May	102.5	103.3	103.4	111.8	99.1	109.3	103.9	108.9	107.0	104.9	104.7	105.7	104.9
June	108.0	106.3	109.1	115.4	102.3	113.4	106.2	109.9	106.5	108.0	106.5	108.7	106.3
July	111.0	104.6	107.3	111.3	97.9	112.1	106.8	106.6	105.2	108.3	107.5	108.1	106.9
August	109.9	107.9	108.0	115.6	100.4	108.2	108.2	109.7	105.7	108.1	109.5	108.3	108.9
September	111.7	110.2	109.2	119.3	101.3	114.5	107.7	110.8	110.2	108.9	109.7	109.7	109.3
October	111.3	111.2	110.7	113.0	101.2	114.9	108.1	113.3	112.3	110.7	111.2	111.2	110.6
November	113.4	113.0	113.1	111.1	101.6	113.9	108.3	114.7	112.7	113.1	112.7	112.7	112.0
December	109.1	111.9	112.3	109.9	111.8	108.1	109.1	114.7	113.8	112.2	113.7	111.9	113.1
1971													
January	115.8	112.0	114.4	112.7	113.3	112.5	109.1	116.7	114.7	114.4	114.5	114.2	114.3
February	114.5	111.6	115.6	116.9	112.9	115.3	109.6	115.5	114.7	115.1	115.4	114.9	115.0
March	117.0	114.1	116.5	121.3	114.5	117.9	123.5	116.1	116.7	115.9	114.6	116.5	114.5
April	120.0	114.8	117.9	125.0	113.7	118.2	123.8	119.0	117.8	116.5	116.3	117.2	116.1
May	121.7	113.4	120.3	122.6	113.5	119.3	119.9	118.1	118.4	118.6	118.4	118.5	117.7
June	123.6	113.8	120.1	125.8	114.5	124.5	122.2	121.3	118.9	119.8	118.2	120.5	117.9
July	123.9	115.5	118.4	126.5	112.1	122.9	126.4	122.5	121.0	120.3	119.5	120.8	119.5
August	120.1	117.3	118.3	133.7	113.9	120.4	125.0	119.6	119.6	119.4	120.8	120.7	120.7
September	124.2	119.1	119.9	138.6	115.2	124.5	124.4	124.9	120.7	120.6	121.4	121.7	121.1
October	126.1	119.7	121.7	131.8	116.2	125.4	126.1	125.6	121.9	121.9	122.3	122.7	121.9
November	126.2	122.0	121.9	127.0	105.6	123.6	126.9	125.8	124.3	122.9	122.5	122.9	122.1
December	122.4	119.7	123.8	122.6	106.0	123.7	126.5	125.1	123.1	122.3	123.9	122.3	123.7
1972													
January	130.1	122.3	124.8	123.5	§	122.3	126.5	125.5	127.2	125.2	125.3	124.3	124.5
February	131.8	124.0	127.7	129.8		128.5	137.6	127.7	136.6	128.2	128.8	129.0	128.1
March	132.6	130.0	132.6	134.2	132.9	129.8	138.8	128.9	134.5	130.2	130.0	130.6	129.3
April	131.8	133.4	129.1	134.1	131.1	129.4	137.8	129.5	134.1	131.8	131.6	131.6	130.7
May	135.3	133.2	136.3	137.7	134.3	133.7	137.1	134.3	138.7	134.5	132.7	134.6	131.7
June	134.4	131.4	135.3	139.0	135.1	128.7	140.6	133.7	138.4	134.8	134.8	134.4	133.0
July	131.8	132.1	132.7	148.7	134.7	119.9	140.3	141.8	135.6	133.6	135.2	133.4	134.1
August	139.8	137.4	136.2	150.9									

EARNINGS
Great Britain: manual men in certain manufacturing industries:
indices of earnings by occupation

TABLE 128 GREAT BRITAIN: JANUARY 1964 = 100

Industry group SIC (1968)	Average weekly earnings including overtime premium					Average hourly earnings excluding overtime premium						
	January 1971	June 1971	January 1972	June 1972	January 1973	January 1971	June 1971	January 1972	June 1972	January 1973	January 1973	
ENGINEERING*	£											
Timeworkers	—	167.6	—	187.4	—	—	185.2	—	209.4	—	—	
Skilled	—	173.9	—	197.3	—	—	190.0	—	218.8	—	—	
Semi-skilled	—	—	—	—	—	—	—	—	—	—	—	
Labourers	—	170.5	—	190.8	—	—	183.4	—	211.6	—	—	
All timeworkers	—	171.7	—	193.4	—	—	188.4	—	215.3	—	—	
Payment-by-result workers	—	—	—	—	—	—	—	—	—	—	—	
Skilled	—	165.8	—	182.0	—	—	182.2	—	203.5	—	—	
Semi-skilled	—	161.5	—	177.3	—	—	177.0	—	193.5	—	—	
Labourers	—	159.6	—	178.4	—	—	176.9	—	199.0	—	—	
All payment-by-result workers	—	163.6	—	179.7	—	—	179.7	—	198.8	—	—	
All skilled workers	—	166.5	—	184.7	—	—	183.1	—	205.7	—	—	
All semi-skilled workers	—	167.1	—	186.6	—	—	182.3	—	204.5	—	—	
All labourers	—	168.0	—	189.0	—	—	182.1	—	208.8	—	—	
All workers covered	—	167.5	—	186.5	—	—	183.9	—	206.8	—	—	
SHIPBUILDING AND SHIP REPAIRING†	£											
Timeworkers	177.6	191.0	198.3	212.9	213.1	36.17	197.1	211.2	220.0	231.7	249.4	82.00
Skilled	183.4	200.6	209.4	215.4	227.1	31.65	190.5	205.1	215.7	229.0	247.8	66.59
Semi-skilled	185.1	196.0	214.2	213.6	234.6	31.23	206.3	211.5	225.7	236.7	257.5	63.42
Labourers	185.0	199.4	209.3	220.3	226.6	34.37	203.6	217.6	228.6	241.1	261.0	75.46
Payment-by-result workers	—	—	—	—	—	—	—	—	—	—	—	—
Skilled	176.5	190.3	190.3	205.2	214.8	39.46	184.0	201.1	206.4	216.8	230.6	88.49
Semi-skilled	177.2	187.4	192.4	208.3	218.4	33.03	185.3	205.2	218.1	226.1	245.2	71.11
Labourers	163.3	163.4	172.7	189.2	202.5	31.80	163.4	181.3	195.9	204.2	219.2	62.92
All payment-by-result workers	174.8	187.0	189.7	204.9	215.2	37.25	181.7	207.4	217.7	232.2	251.7	81.75
All skilled workers	175.7	189.5	191.0	205.7	213.0	38.59	184.8	201.3	206.8	217.4	232.2	86.77
All semi-skilled workers	178.4	194.7	200.9	213.5	224.4	32.54	185.8	204.0	215.4	225.3	244.2	69.49
All labourers	173.1	176.6	188.8	200.4	216.7	31.65	179.8	194.0	208.6	218.0	234.9	63.04
All workers covered	176.4	189.2	193.6	207.4	216.9	36.42	185.8	202.8	210.9	221.6	237.8	79.95
CHEMICAL MANUFACTURE‡	£											
Timeworkers	175.4	194.5	197.3	206.9	224.2	38.00	204.1	222.9	237.2	243.0	260.1	86.38
General workers	170.4	192.6	187.9	199.6	214.0	40.28	193.7	215.0	224.0	228.4	244.1	91.92
Craftsmen	174.2	194.2	195.2	205.4	221.9	38.58	202.2	221.9	234.8	240.5	257.2	87.78
All timeworkers	171.7	181.8	188.2	192.5	209.6	37.28	180.0	193.5	204.4	205.0	224.2	86.02
Payment-by-result workers	166.2	172.6	174.8	185.1	201.5	40.26	174.7	185.0	192.6	199.4	223.3	95.43
General workers	171.2	180.1	185.2	191.2	208.8	38.15	179.1	191.6	201.8	203.9	225.1	88.70
Craftsmen	173.0	190.0	193.4	201.9	218.8	37.85	193.3	210.0	223.6	227.9	244.8	86.31
All payment-by-result workers	168.0	186.0	182.8	194.2	208.8	40.27	184.7	202.6	211.0	215.9	233.1	92.71
All general workers	172.1	189.2	191.0	200.4	216.9	38.50	191.3	208.5	220.6	225.3	242.4	87.97
All craftsmen	—	—	—	—	—	—	—	—	—	—	—	—
All workers covered	—	—	—	—	—	—	—	—	—	—	—	—

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 RATES 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 WEEKLY HOURS*				BASIC HOURLY RATES OF WAGES				
	Men		Women	Juveniles†	Men		Women	Juveniles†	Men		Women	Juveniles†	All workers
		All workers						All workers					All workers
JANUARY 31, 1956 = 100													
All industries and services													
1964	139.8	142.6	147.6	140.6	(44.4)	(45.2)	(44.7)	(44.6)	147.8	150.4	156.1	148.6	
1965	145.7	149.4	155.1	146.7	94.6	94.8	94.5	94.6	156.9	160.5	167.5	157.9	
1966	152.2	157.4	164.1	153.5	92.8	93.1	92.7	92.9	167.0	172.6	180.1	168.5	
1967	157.9	163.5	170.3	159.3	91.1	91.2	91.1	91.1	179.7	187.4	197.4	175.3	
1968	168.6	173.1	181.5	169.9	90.9	91.0	90.9	90.9	190.8	199.8	200.1	187.3	
1969	177.6	180.9	193.2	178.8	90.7	90.7	90.7	90.7	206.0	213.3	217.7	197.4	
1970	195.2	197.1	221.2	196.7	90.6	90.5	90.6	90.6	215.9	218.5	244.9	217.7	
1971	219.1	227.4	256.1	222.1	90.4	90.2	90.0	90.4	242.9	252.5	284.4	246.4	
1972	248.8	260.0	297.2	252.8	90.2	89.7	89.8	89.9	276.4	289.9	331.0	281.1	
1972 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	
1972 July	245.2	259.0	292.3	249.5	(40.0)	(40.6)	(40.2)	(40.1)	272.3	288.5	325.4	277.3	
Manufacturing industries													
1964	137.0	141.0	144.7	138.0	(44.1)	(44.5)	(44.3)	(44.2)	144.4	149.1	152.9	145.6	
1965	141.9	147.5	152.4	143.3	94.9	94.6	94.6	94.8	153.0	159.1	164.4	154.5	
1966	148.1	156.1	161.5	150.1	92.7	92.7	92.7	92.7	162.2	171.2	177.1	164.4	
1967	154.0	162.1	167.6	156.0	91.4	91.2	91.2	91.3	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	242.7	263.1	301.7	248.9	90.5	90.0	90.3	90.4	268.1	292.3	334.1	275.3	
1972 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	
1972 July	238.8	261.2	297.6	245.3	(40.0)	(40.0)	(40.0)	(40.0)	263.8	290.2	329.5	271.4	
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	
1972 August	103.6	102.7	103.3	103.5	(40.1)	(40.4)	(40.3)	(40.2)	103.7	102.8	103.3	103.5	
1972 September	107.2	103.8	107.2	106.7	100.0	99.9	100.0	100.0	107.3	103.9	107.3	106.8	
1972 October	107.6	105.8	108.2	107.4	99.9	99.6	99.7	99.8	107.8	106.2	108.5	107.6	
1972 November	108.2	106.6	108.5	108.0	99.9	99.6	99.7	99.8	108.4	107.0	108.9	108.2	
1972 December	108.3	106.9	108.9	108.1	99.9	99.6	99.7	99.8	108.5	107.4	109.3	108.4	
1973 January	108.3	106.9	108.9	108.1	99.9	99.6	99.7	99.8	108.5	107.4	109.3	108.4	
1973 February	108.6	108.4	109.8	108.6	99.8	99.6	99.6	99.8	108.8	108.9	110.2	108.9	
1973 March	109.0	110.4	110.0	109.3	99.8	99.6	99.6	99.8	109.2	110.9	110.5	109.5	
1973 April	111.4	113.6	113.4	111.8	99.8	99.3	99.4	99.6	111.7	114.4	114.0	112.3	
1973 May	112.1	114.7	114.8	112.7	99.8	99.3	99.4	99.6	112.4	115.5	115.5	113.1	
1973 June	114.4	115.3	117.4	114.7	99.8	99.3	99.4	99.6	114.7	116.1	118.1	115.2	
Manufacturing industries													
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	
1972 August	107.0	105.4	106.3	106.7	(39.9)	(40.0)	(40.0)	(40.0)	107.0	105.4	106.3	106.7	
1972 September	107.4	106.0	106.9	107.2	100.0	100.0	100.0	100.0	107.4	106.0	106.9	107.2	
1972 October	107.8	106.1	107.2	107.5	100.0	100.0	100.0	100.0	107.8	106.1	107.2	107.5	
1972 November	107.8	106.1	107.2	107.5	100.0	100.0	100.0	100.0	107.8	106.1	107.2	107.5	
1972 December	108.0	106.7	107.9	107.8	100.0	100.0	100.0	100.0	108.0	106.7	107.9		

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

										JANUARY 31, 1956 = 100																				
										Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries†	All metals combined‡	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc.												
Basic weekly rates of wages																														
1968	Averages of monthly index numbers									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	218	218	241												
1972										247	282	251	285	244	238	232	245	273												
1972	July									247	282	251	296	235	244	244	246	273												
Normal weekly hours*																														
1968	Averages of monthly index numbers									(47.5)	(39.1)	(45.0)	(43.6)	(44.0)	(45.0)	(45.0)	(44.2)	(44.7)												
1969										93.0	93.7	89.2	91.8	90.9	90.0	89.9	90.5	91.0												
1970										93.0	93.7	89.2	91.8	90.9	90.0	89.4	90.5	90.6												
1971										91.3	93.1	89.4	91.8	90.9	89.2	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												
1972	July									88.8	92.3	89.1	91.7	90.9	88.9	88.9	90.5	90.6												
Basic hourly rates of wages																														
1968	Averages of monthly index numbers									186	174	190	172	187	169	175	184	189												
1969										199	184	199	181	200	175	183	189	200												
1970										217	205	221	215	216	203	202	200	232												
1971										253	248	252	276	235	238	236	241	266												
1972										278	306	282	311	269	267	261	271	301												
1972	July									279	306	282	322	259	274	274	272	302												
Basic weekly rates of wages																														
JULY 31, 1972 = 100																														
1972	July									100	100	100	100	100	100	100	100	100	100											
	August									100	100	101	100	112	100	100	100	100	100											
	September									100	100	103	100	112	101	100	101	102	100											
	October									100	100	104	100	112	101	100	101	107	100											
	November									100	100	104	100	112	101	100	101	107	100											
	December									100	100	106	100	112	101	100	101	107	100											
1973	January									100	100	106	100	112	101	100	101	107	100											
	February									100	100	106	100	112	101	100	107	107	100											
	March									100	100	109	100	112	101	100	107	107	100											
	April									121	108	110	101	112	104	106	112	110	100											
	May									121	108	110	101	113	106	112	112	110	100											
	June									121	108	113	105	113	112	106	112	110	100											
Normal weekly hours*																														
1972	July									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0										
	August									(42.2)	(36.1)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.1)											
	September									100.0	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	100.0											
	November									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0											
	December									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0											
1973	January									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0											
	February									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0											
	March									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0											
	April									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0											
	May									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0											
	June									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0											
Basic hourly rates of wages																														
1972	July									100	100	100	100	100	100	100	100	100	100											
	August									100	100	101	100	112	100	100	100	100	100											
	September									100	100	103	100	112	101	100	101	102	100											
	October									100	100	104	100	112	101	100	101	107	100											
	November									100	100	104	100	112	101	100	101	107	100											
	December									100	100	106	100	112	101	100	101	107	100											
1973	January									100	100	106	100	112	101	100	101	107	100											
	February									100	100	106	100	112	101	100	107	107	100											
	March									100	100	109	100	112	101	100	107	107	100											
	April									121	108	110	101	112	104	106	112	110	100											
	May									121	108	110	101	113	106	112	112	110	100											
	June									121	108	113	105	113	112	106	112	110	100											

* 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 Orders VI-XII of the 1968 Standard Industrial Classification.

TABLE 131 (continued)

										JULY 31, 1972 = 100																				
Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services																						
Basic weekly rates of wages																														
1968	Averages of monthly index numbers									171	170	177	172	175	177	171	179	172												
1969										178	177	183	176	188	188	179	191	177												
1970										194	198	195	195	211	212	193	209	188												
1971										235	223	213	216	236	240	217	242	207												
1972										270	252	238	245	257	266	243	268	235												
1972	July									268	257	241	225	252	274	241	268	243												
Normal weekly hours*																														
1968	Averages of monthly index numbers									(44.0)	(43.2)	(45.0)	(45.1)	(44.2)	(45.6)	(45.6)	(45.1)	(45.9)												
1969										90.9	91.7	88.9	88.8	90.6	88.9	91.1	88.8	92.7												
1970										90.9	91.7	88.9	88.8	90.6	88.8	91.1	88.8	92.0												
1971										90.9	91.7	88.9	88.8	90.6	88.8	91.1	88.8	91.0												
1972										90.9	91.7	87.6	88.8	90.6	88.8	89.7	88.8	90.1												
1972	July									90.9	91.7	87.6	88.8	90.6	88.8	89.8	88.8	90.3												
Basic hourly rates of wages																														
1968	Averages of monthly index numbers									188	185	199	194	193	199	187	202	185												
1969										196	192	206	199	208	212	196	215	192												
1970										213	216	220	220	233	239	212	236	206												
1971										258	243	242	243	261	270	238	273	229												
1972										296	275	272	276	284	299	271	302	261												
1972	July									295	280	275	253	279	309	268	302	269												
Basic weekly rates of wages																														
JULY 31, 1972 = 100																														
1972	July									100	100	100	100	100	100	100	100	100	100	100										
	August									100	100	100	100	100	100	100	100	100	100	100										
	September									102	100	100	128	106	100	102	100	100	100	100										
	October									102	100	100	128	106	100	106	102	102	102	102										
	November									102	100	100	128	106	102	106	102	106	107	102										
	December									102	100	103	128	106	102	106	102	106	107	102										
1973	January									102	100	103	128	106	102	106	107	107	102	102										
	February									102	100	103	128	106	102	110	107	107	102	102										
	March									102	101	103	128	107	102	111	112	103	103											
	April									116	103	111	129	112	107	112	114	103	103	103										
	May									116	106	111	129	112	107	114	114	103	103	103										
	June									116	106	111	146	112	107	114	114	106	106	106										
Normal weekly hours*																														
1972	July									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0										
	August									(40.0)	(39.6)	(39.3)	(40.0)	(40.0)	(40.6)	(40.9)	(40.0)	(41.3)												
	September									100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.4	100.0											
	October									100.0	100.0	100.0	100.0	100.0	100.0	98.6	100.0	99.3	100.0											
	November									100.0	100.0	100.0	100.0	100.0	100.0	98.6	100.0	99.3	100.0											

RETAIL PRICES United Kingdom: general* index of retail prices

TABLE 132

Table with columns for 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 home-produced for direct consumption, Items mainly imported for direct consumption, All items except food, and All items except items of food the prices of which show significant seasonal variations. Includes data for 1956-1967 and 1968 (provisional).

Table showing monthly averages and specific months (January 15, January 14, January 12, January 18, January 17, January 16, January 14, January 20, January 19, January 18, February 22, March 21, April 18, May 16, June 20, July 18, August 22, September 19, October 17, November 14, December 12) for years 1962 to 1973 across the same categories as the first table.

* See footnote on page 680. † 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)

Table with columns for 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, and Meals bought and consumed outside the home. Includes data for 1956-1967 and 1968 (provisional).

Table showing monthly averages and specific months (January 15, January 14, January 12, January 18, January 17, January 16, January 14, January 20, January 19, January 18, February 22, March 21, April 18, May 16, June 20, July 18, August 22, September 19, October 17, November 14, December 12) for years 1962 to 1973 across the same categories as the second table.

† The Cost of Living Advisory Committee (now renamed the Retail Prices Index Advisory Committee) recommended in 1962 that until a satisfactory index series based on actual prices became available half the expenditure on meals out should continue to be allocated to the food group and the other half spread proportionately over all groups, including the food group. The index for meals out for January 16, 1968 implicit in this recommendation was 121.4. Since January 1968 an index series based on actual prices has been available and indices in this series have been linked with the implicit index for meals out for January 16, 1968 to obtain indices for meals out with January 16, 1962 taken as 100.

RETAIL PRICES United Kingdom: indices for pensioner households

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

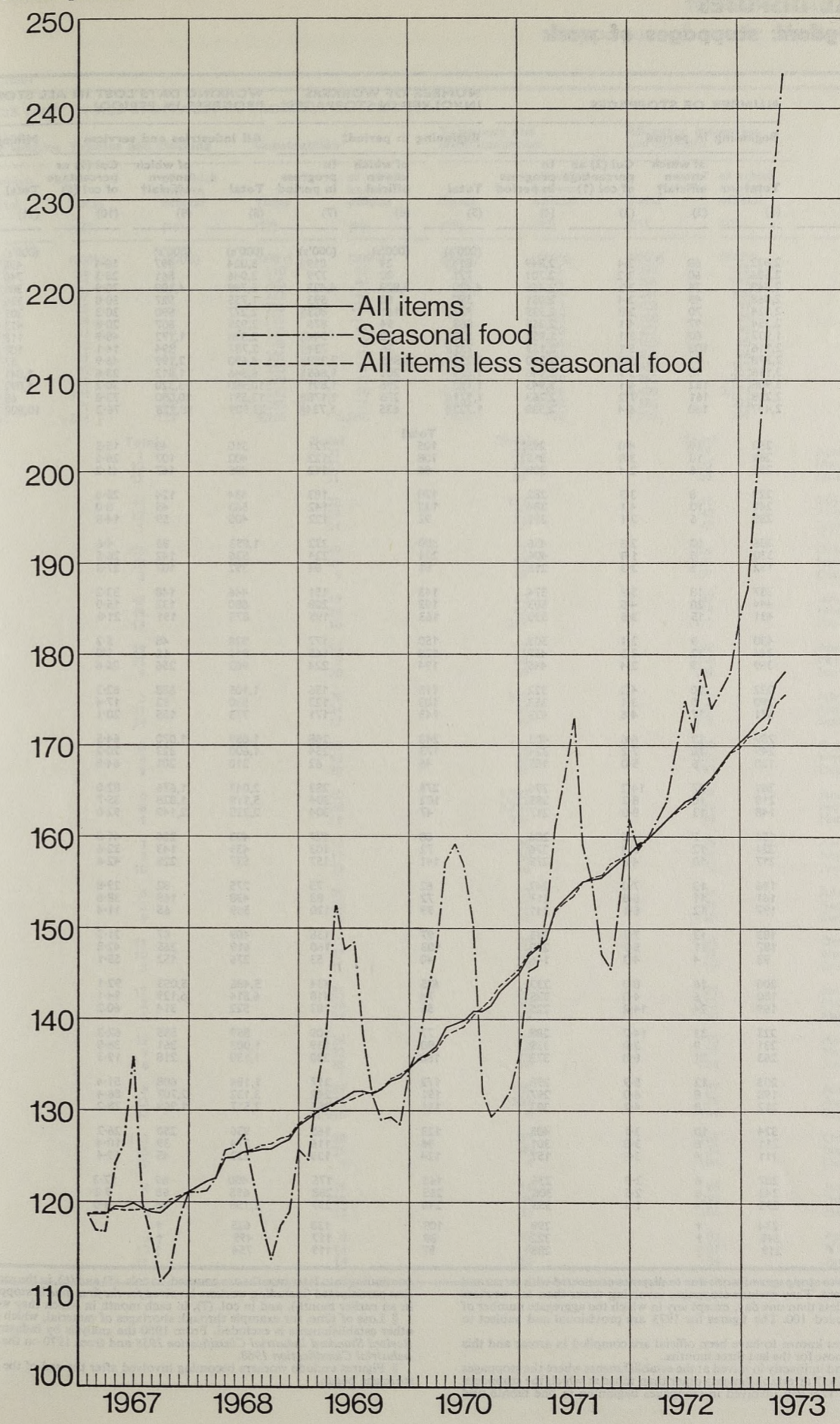
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973
JANUARY 16, 1962 = 100												
Index for one-person pensioner households												
1st Quarter	100.2	104.4	105.4	110.4	114.3	118.8	122.9	129.4	136.9	148.5	162.5	175.3
2nd Quarter	102.1	104.1	106.6	110.7	116.4	119.2	124.0	130.8	139.3	153.4	164.4	
3rd Quarter	101.2	102.7	107.2	111.6	116.4	117.6	124.3	130.6	140.3	156.5	167.0	
4th Quarter	101.9	104.5	108.7	113.4	117.9	120.5	126.8	133.6	144.1	159.3	171.0	
Index for two-person pensioner households												
1st Quarter	100.2	104.0	105.3	110.5	114.6	118.9	122.7	129.6	137.0	148.4	161.8	175.2
2nd Quarter	102.1	103.8	106.8	111.4	116.6	119.4	124.3	131.3	139.4	153.4	163.7	
3rd Quarter	101.2	102.6	107.6	112.3	116.7	118.0	124.6	131.4	140.6	156.2	166.7	
4th Quarter	101.7	104.3	109.0	113.8	118.0	120.3	126.7	133.8	144.0	158.6	170.3	
General index of retail prices												
1st Quarter	100.2	103.1	104.1	108.9	113.3	117.1	120.2	128.1	134.5	146.0	157.4	168.7
2nd Quarter	102.2	103.5	105.9	111.4	115.2	118.0	123.2	130.0	137.3	150.9	159.5	
3rd Quarter	101.6	102.5	106.8	111.8	115.5	117.2	123.8	130.2	139.0	153.1	162.4	
4th Quarter	101.5	103.3	107.8	112.5	116.4	118.5	125.3	131.8	141.7	154.9	165.5	

TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

Year	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
JANUARY 16, 1962 = 100											
Index for one-person pensioner households											
1962	101.3	101.5	100.3	100.0	101.2	99.6	102.1	102.2	100.9	101.5	102.1
1963	103.9	104.4	102.8	100.0	105.7	98.5	103.5	105.7	102.8	102.9	104.6
1964	107.0	107.5	108.6	105.8	108.5	100.5	104.7	111.6	106.4	105.0	108.1
1965	111.5	111.3	117.8	118.1	113.0	102.8	106.4	118.6	111.8	111.4	112.9
1966	116.3	115.3	122.4	120.9	120.2	105.0	108.9	110.5	114.7	119.6	117.5
1967	119.0	118.0	126.0	120.9	123.7	106.8	110.5	130.8	115.7	124.8	120.8
1968	124.5	122.4	128.0	125.8	131.5	110.8	112.0	137.4	126.9	128.9	126.7
1969	131.1	129.4	137.1	136.1	136.4	116.5	115.8	143.9	132.7	139.0	134.0
1970	140.2	138.2	143.9	136.9	146.8	124.7	120.8	156.9	145.3	148.3	143.6
1971	154.4	153.9	152.0	139.1	161.8	133.3	129.0	189.3	161.5	160.8	160.7
1972	166.2	167.5	158.4	140.1	175.3	138.0	138.2	203.0	172.7	170.6	176.2
Index for two-person pensioner households											
1962	101.3	101.6	100.3	100.0	101.2	100.0	102.3	101.6	100.8	101.2	102.1
1963	103.7	104.3	102.5	100.0	105.4	99.7	103.9	104.5	102.4	102.2	104.6
1964	107.2	108.1	108.2	105.9	108.3	101.7	105.3	109.1	106.2	103.8	108.1
1965	112.0	112.1	117.3	118.3	112.7	104.4	107.3	116.4	108.6	109.6	112.9
1966	116.5	116.0	121.9	121.1	120.2	106.8	110.0	124.1	111.3	117.3	120.8
1967	119.2	118.5	125.7	121.1	124.3	108.8	111.7	127.3	112.5	122.1	126.7
1968	124.6	123.3	127.1	126.0	132.3	113.0	113.5	135.0	123.1	126.2	126.7
1969	131.5	130.5	136.5	136.4	137.3	118.9	117.9	141.6	129.3	136.2	134.0
1970	140.3	139.7	143.7	137.3	147.2	127.7	123.8	151.7	141.4	145.4	143.6
1971	154.2	155.3	154.2	139.5	162.6	137.0	132.3	175.1	157.3	159.3	160.7
1972	165.6	169.7	160.9	140.5	176.1	141.3	141.6	187.1	167.5	168.8	176.2
General index of retail prices											
1962	101.4	102.3	100.3	100.0	101.3	100.4	102.0	100.5	100.6	101.9	102.0
1963	103.1	104.8	102.3	100.0	106.0	100.1	103.5	100.5	101.9	104.0	104.2
1964	106.2	107.8	107.9	105.8	109.3	102.3	104.9	102.1	105.0	106.9	107.5
1965	111.2	111.6	117.1	118.0	114.5	104.8	107.0	106.7	109.0	112.7	111.9
1966	115.1	115.6	121.7	120.8	120.9	107.2	109.9	109.9	112.5	120.5	116.1
1967	117.7	118.5	125.3	120.8	124.3	109.0	111.7	112.2	113.7	126.4	126.9
1968	123.1	123.2	127.1	120.8	133.8	113.2	113.4	119.1	124.5	132.4	126.9
1969	130.1	131.0	136.2	135.5	137.8	118.3	117.7	123.9	132.3	142.5	135.0
1970	138.1	140.1	143.9	136.3	145.7	126.0	123.8	132.1	142.8	153.8	145.5
1971	151.2	155.6	152.7	138.5	160.9	135.4	132.2	147.2	159.1	169.6	165.0
1972	161.2	169.4	159.0	139.5	173.4	140.5	141.8	155.9	168.0	180.5	180.3

Index of retail prices Log scale

January 1962 = 100



INDUSTRIAL DISPUTES*
United Kingdom: stoppages of work

TABLE 133

	NUMBER OF STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES †			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD ‡				
	Beginning in period				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	In progress in period	Total	of which known official †	Col (9) as percentage of col (8)	Total	of which known official
1960	2,832	68	2.4	2,849	(000's) 814 ‡	(000's) 24	(000's) 819 ‡	(000's) 3,024	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	10,050	73.8	65	—
1972	2,497	160	6.4	2,530	1,722 ‡	635	1,734 ‡	23,909	18,228	76.2	10,800	10,726
				Total								
1969	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	1	—
	April	156	7	4.5	206	60	127	493	206	41.8	2	—
	May	221	12	5.4	276	72	103	439	143	32.6	5	—
	June	217	10	4.6	275	141	157	537	229	42.6	4	—
	July	186	13	7.0	242	62	75	275	82	29.8	3	—
	August	161	11	6.8	217	72	83	438	169	38.6	3	—
	September	197	12	6.1	241	99	120	569	65	11.4	7	—
	October	183	13	7.1	245	97	138	409	87	21.3	9	—
	November	187	11	5.9	240	103	160	619	265	42.8	12	—
	December	93	4	4.3	146	40	53	276	152	55.1	6	—
1972	January	200	16	8.0	233	425	434	5,486	5,053	92.1	4,874	—
	February	150	6	4.0	225	74	418	6,514	6,129	94.1	5,855	—
	March	169	24	14.2	225	55	83	522	314	60.2	8	—
	April	225	33	14.7	288	77	109	859	535	62.3	2	—
	May	231	9	3.9	339	90	139	1,003	361	36.0	1	—
	June	263	21	8.0	373	188	230	1,130	218	19.3	2	—
	July	203	12	5.9	298	172	217	1,184	608	51.4	18	—
	August	198	8	4.0	297	191	262	3,132	2,707	86.4	4	—
	September	212	9	4.2	303	111	285	2,517	1,969	78.2	11	—
	October	324	10	3.1	405	123	165	956	250	26.2	14	—
	November	211	8	3.8	301	96	116	374	39	10.4	9	—
	December	111	4	3.6	152	124	130	232	45	19.4	3	—
1973	January	207	6	2.9	236	165	175	400	69	17.3	6	—
	February	243	6	2.5	308	265	288	695	68	9.8	5	—
	March	292	4	1.4	353	248	297	1,158	46	4.0	5	—
	April	234	†	†	299	†	138	625	†	†	6	—
	May	249	†	†	322	†	117	499	†	†	4	—
	June	219	†	†	288	†	119	754	†	†	6	—

* The statistics relate to stoppages of work due to disputes connected with terms and conditions of employment. They exclude stoppages involving fewer than ten workers and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for 1973 are provisional and subject to revision.

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

‡ Workers directly and indirectly involved at the establishments where the stoppages occurred. Workers laid off at establishments other than those at which the stoppages occurred are excluded. Workers involved in stoppages beginning in one month and

continuing into later months are counted, in cols. (5) and (6), in the month in which they first participated (including workers involved for the first time in stoppages which began in an earlier month), and in col. (7), in each month in which they were involved.

§ Loss of time, for example through shortages of material, which may be caused at other establishments is excluded. From 1960 the analysis by industry is based on the Revised Standard Industrial Classification 1958 and from 1970 on the Revised Standard Industrial Classification 1968.

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

INDUSTRIAL DISPUTES*
stoppages of work: United Kingdom

TABLE 133 (continued)

WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD ‡											
Metals, engineering, shipbuilding and vehicles		Textiles 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	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)	(000's)	(000's)
1,450	317	25	3	110	15	636	1	308	162	308	
1,464	624	22	14	285	44	230	36	305	143	305	
4,559	3,652	37	21	222	61	431	275	241	100	241	
854	189	25	4	356	279	72	7	122	49	122	
1,338	501	34	—	125	—	312	117	160	29	160	
1,763	455	52	20	135	16	305	20	257	95	257	
871	163	12	4	145	6	1,069	906	183	93	183	
1,422	2,010	31	10	201	17	823	136	202	26	202	
3,383	3,739	40	6	233	31	559	41	438	112	438	
4,540	1,229	140	7	278	12	786	90	862	274	862	
6,035	3,552	384	58	242	10	1,313	590	3,409	2,076	3,409	
6,636	2,654	71	10	255	21	6,539	6,242	586	225	586	
		274	129	4,188	3,842	876	576	1,135	301	1,135	
Total		Total		Total		Total		Total		Total	
177	1	21	1	21	1	50	1	51	1	51	
267	13	23	13	35	13	55	13	55	13	55	
273	13	21	13	39	13	56	13	56	13	56	
116	44	22	44	192	44	58	44	58	44	58	
447	12	27	12	32	12	40	12	40	12	40	
284	1	24	1	27	1	42	1	42	1	42	
461	19	49	19	73	19	286	19	286	19	286	
267	18	27	18	83	18	135	18	135	18	135	
233	3	9	3	89	3	57	3	57	3	57	
230	45	19	45	63	45	87	45	87	45	87	
462	49	24	49	62	49	179	49	179	49	179	
457	13	16	13	172	13	172	13	172	13	172	
522	29	18	29	57	29	298	29	298	29	298	
453	33	9	33	58	33	346	33	346	33	346	
479	9	28	9	382	9	382	9	382	9	382	
304	3	38	3	529	3	230	3	230	3	230	
371	21	24	21	34	21	77	21	77	21	77	
568	34	17	34	49	34	105	34	105	34	105	
386	43	20	43	113	43	1,040	43	1,040	43	1,040	
225	4	18	4	53	4	193	4	193	4	193	
84	1	10	1	21	1	193	1	193	1	193	
316	4	40	4	93	4	93	4	93	4	93	
1,203	8	28	8	80	8	80	8	80	8	80	
1,338	1	11	1	38	1	38	1	38	1	38	
413	3	10	3	26	3	39	3				

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)								
	1964	1965	1966	1967	1968	1969	1970	1971†	1972†
1 WHOLE ECONOMY									
Output, employment and output per person employed									
1a Gross domestic product	105.8	108.8	110.8	112.6	117.2	120.0	122.3	124.4	128.9
1b Employed labour force*	101.3	102.2	102.4	101.0	100.4	100.3	99.6	97.7	
1c GDP per person employed*	104.4	106.5	108.2	111.5	116.7	119.7	122.8	127.3	
Costs per unit of output									
1d Total domestic incomes	102.6	106.8	110.4	114.4	117.7	121.8	131.2	145.2	156.9
1e Wages and salaries	102.7	106.9	112.2	114.5	117.7	123.3	134.7	148.8	161.0
1f Labour costs	102.7	107.4	114.5	116.7	121.1	127.5	139.6	152.4	164.7
INDEX OF PRODUCTION INDUSTRIES									
Output, employment and output per person employed									
2a Output	108.1	111.8	113.4	114.2	120.2	123.5	124.9	125.8	(129.9)
2b Employment	101.7	102.8	102.5	99.8	98.4	98.4	96.9	93.5	(90.1)
2c Output per person employed	106.3	108.8	110.6	114.4	122.2	125.5	128.9	(134.4)	(144.2)
Costs per unit of output									
2d Wages and salaries	100.8	105.5	109.8	110.0	110.3	115.9	126.7	135.3	
2e Labour costs	100.8	105.9	112.1	109.9	111.5	117.1	128.6	136.1	
MANUFACTURING INDUSTRIES									
Output, employment and output per person employed									
3a Output	108.7	112.4	114.2	114.2	121.4	125.6	127.2	126.7	(130.8)
3b Employment	101.4	102.6	102.6	99.8	99.0	100.2	99.9	96.6	(92.5)
3c Output per person employed	107.2	109.6	111.3	114.4	122.6	125.3	127.3	(131.2)	(141.4)
Costs per unit of output									
3d Wages and salaries**	100.4	105.7	110.6	111.3	112.1	119.0	132.2	142.5	
3e Labour costs	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	99.8	95.8	90.1	89.1	84.8	80.3	78.3	79.8	(71.6)
4b Employment	96.1	91.2	84.6	80.2	71.3	64.7	60.7	(58.9)	(56.9)
4c Output per person employed	103.9	105.0	106.5	111.1	118.9	124.1	128.8	(135.5)	(125.8)
Costs per unit of output									
4d Wages and salaries	100.9	103.8	108.2	109.2	107.7	110.6	119.6	126.1	
4e Labour costs	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	113.3	118.2	111.3	104.7	111.1	114.5	114.8	104.1	(101.2)
5b Employment	104.5	106.3	104.0	99.0	97.1	97.7	98.3	(92.8)	(86.1)
5c Output per person employed	108.4	111.2	107.0	105.8	114.4	117.2	116.8	(112.2)	(117.5)
Costs per unit of output									
5d Wages and salaries	100.3	104.5	112.8	116.0	114.3	123.8	141.6	159.3	
5e Labour costs	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	108.9	112.9	121.7	125.5	130.9	137.3	141.4	143.1	(148.6)
6b Employment	102.6	105.9	108.0	106.6	105.3	106.9	107.8	(103.9)	(97.8)
6c Output per person employed	106.1	106.6	112.7	117.7	124.3	128.4	131.2	(137.7)	(151.9)
Costs per unit of output									
6d Wages and salaries	101.1	108.1	108.2	106.9	108.9	114.9	127.0	134.2	
6e Labour costs	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	108.1	113.8	111.7	106.3	117.2	119.7	116.8	113.6	(113.4)
7b Employment	100.2	99.4	97.9	94.5	93.7	95.9	96.6	(94.1)	(90.8)
7c Output per person employed	107.9	114.5	114.1	112.5	125.1	124.8	120.9	(120.7)	(124.9)
Costs per unit of output									
7d Wages and salaries	101.2	102.9	108.4	113.3	112.5	123.3	143.1	158.4	
7e Labour costs	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	105.7	108.3	107.6	105.0	119.2	123.5	124.9	124.8	(127.7)
8b Employment	99.7	98.1	96.3	89.6	88.1	89.4	85.5	(79.0)	(74.6)
8c Output per person employed	106.0	110.4	111.7	117.2	135.3	138.1	146.1	(158.0)	(171.2)
Costs per unit of output									
8d Wages and salaries	101.2	105.3	112.5	112.3	107.0	114.0	119.9	123.7	
8e Labour costs	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	105.1	112.3	116.9	121.2	128.2	136.2	143.8	155.7	(172.4)
9b Employment	101.5	103.2	106.3	106.5	103.4	99.3	95.6	(92.1)	(88.2)
9c Output per person employed	103.5	108.8	110.0	113.8	124.0	137.0	150.4	(169.1)	(195.5)
Costs per unit of output									
9d Wages and salaries	102.8	104.1	111.4	109.7	106.7	103.9	106.9	112.5	
9e Labour costs	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 662 of this issue.

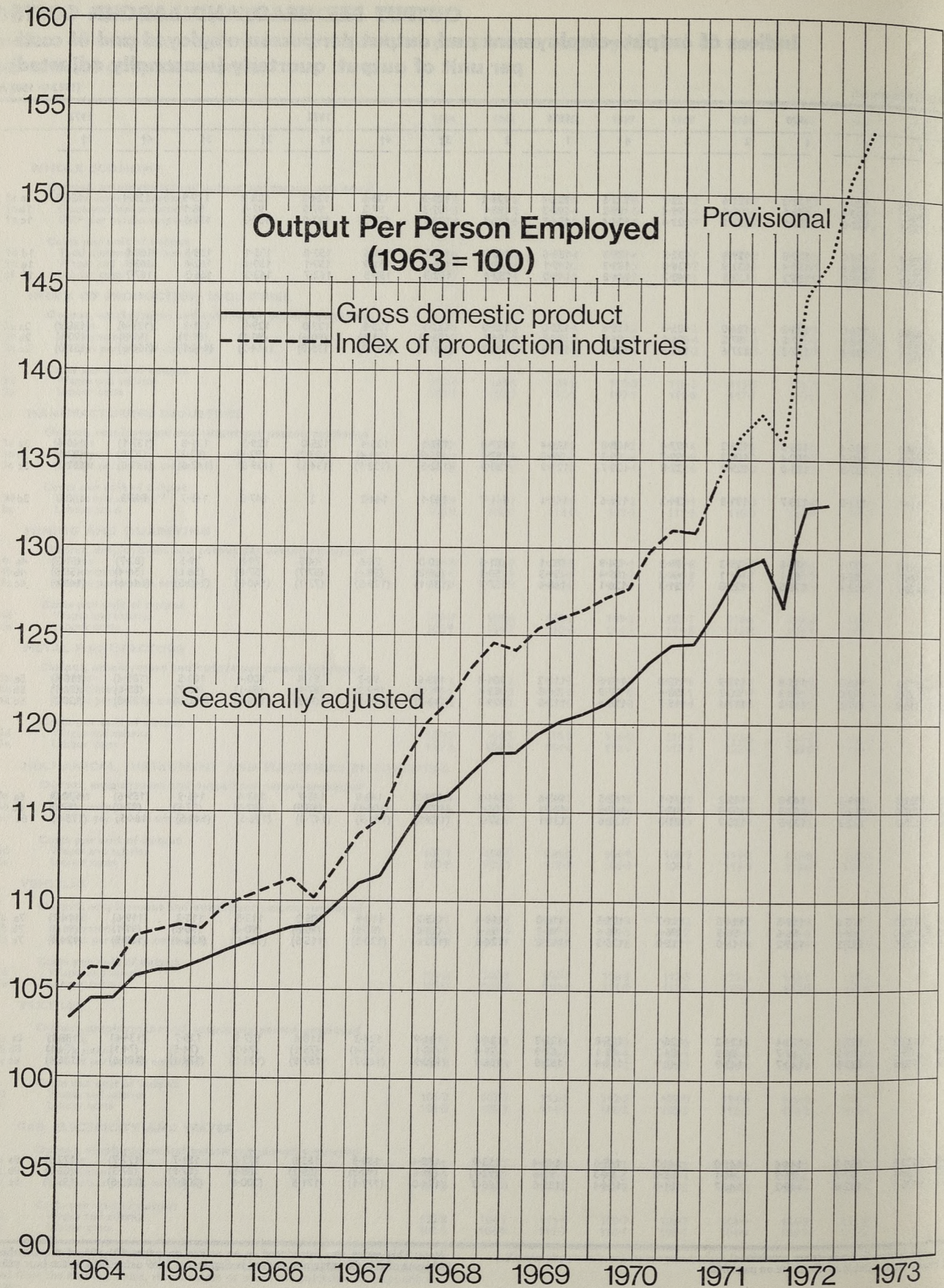
† Figures shown in brackets are provisional.

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)**

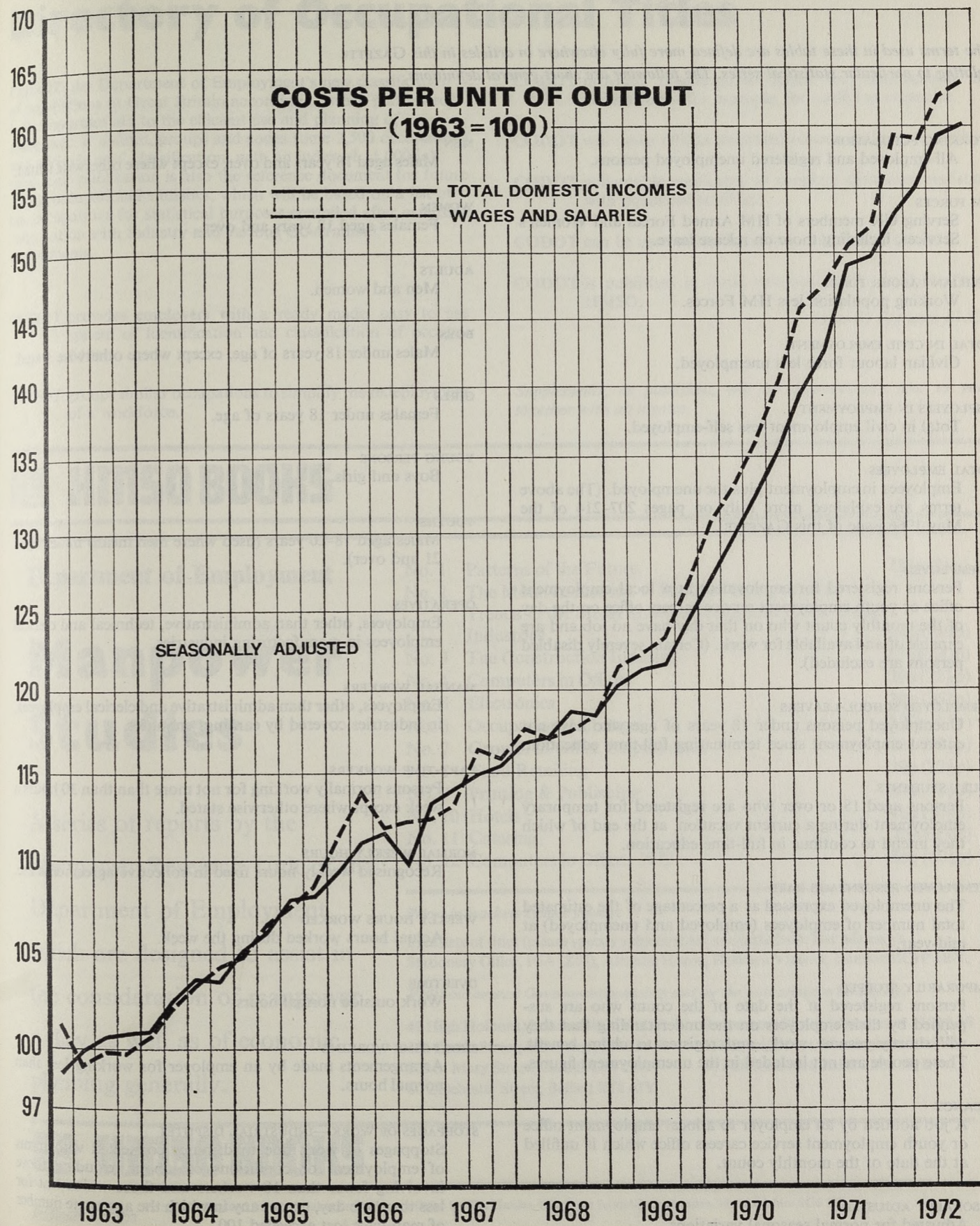
TABLE 134 (continued)

	(1963 = 100)															
	1970				1971				1972				1973			
1969																
2	3	4	1	2	3	4	1	2	3†	4†	1†	2†	3†	4†	1†	
119.9	120.4	120.6	121.3	121.6	122.7	123.5	122.4	124.2	125.3	125.6	124.3	128.9	129.9	132.4	134.5	1a
100.4	100.3	100.0	100.1	99.6	99.4	99.2	98.3	98.1	97.3	97.2	97.9	97.4	98.1	98.1	98.1	1b
119.4	120.1	120.6	121.1	122.1	123.4	124.4	124.5	126.5	128.7	129.3	127.0	132.3	132.5			1c
121.3	121.7	124.0	127.0	129.8	132.5	135.3	139.6	142.8	148.7	149.6	153.8	155.1	158.5	160.1		1d
122.2	123.1	126.6	130.4	132.9	136.0	139.3	145.1	147.7	150.4	151.9	159.1	158.4	162.6	163.9		1e
125.9	128.2	131.0	135.2	137.5	140.7	144.8	149.0	152.8	152.3	155.3	162.7	162.2	166.3	167.7		1f
123.6	124.0	124.0	124.2	124.0	125.4	125.8	125.0	125.8	126.5	125.8	123.0	129.9	131.3	(135.4)	(138.4)	2a
98.5	98.3	98.1	97.6	97.2	96.6	96.0	95.5	94.1	(93.0)	(91.6)	(90.6)	(90.1)	(89.9)	(89.8)	(90.1)	2b
125.5	126.1	126.4	127.3	127.6	129.8	131.0	130.9	133.7	(136.0)	(137.3)	(135.8)	(144.2)	(146.1)	(150.6)		2c
125.8	126.2	126.4	126.5	126.2	127.4	128.8	126.4	127.0	127.1	126.4	125.0	129.3	131.8	(137.1)	(140.4)	3a
100.2	100.3	100.5	100.4	100.2	99.7	99.3	98.8	97.1	(95.9)	(94.4)	(93.2)	(92.5)	(92.3)	(92.0)	(92.1)	3b
125.5	125.8	125.8	126.0	125.9	127.8	129.7	127.9	130.8	(132.5)	(133.9)	(134.1)	(139.8)	(142.6)	(149.0)		3c
117.3	119.5	123.0	126.7	131.3	134.2	136.6	141.1	141.7	143.1	144.2	‡	147.8	149.7	149.3	148.0	3d**
81.3	81.2	77.1	79.8	79.3	79.2	74.9	82.1	81.5	80.0	75.6	44.5	79.8	79.5	(82.7)	(81.3)	4a
65.2	64.1	63.0	62.1	61.1	60.3	59.4	59.3	59.1	(58.8)	(58.4)	(57.7)	(57.0)	(56.6)	(56.4)	(55.9)	4b
124.7	126.7	122.4	128.5	129.8	131.3	126.1	138.4	137.9	(136.1)	(129.5)	(77.1)	(140.0)	(140.5)	(146.6)	(145.4)	4c
115.7	112.1	115.2	115.8	115.9	113.8	113.8	110.2	104.4	103.6	98.3	91.4	100.4	103.5	(109.4)	(110.4)	5a
97.6	97.6	98.0	98.3	98.7	98.4	97.8	96.8	93.4	(91.5)	(89.3)	(87.1)	(86.1)	(85.7)	(85.6)	(86.1)	5b
118.5	114.9	117.6	117.8	117.4	115.7	116.4	113.8	111.8	(113.2)	(110.1)	(104.9)	(116.6)	(120.8)	(127.8)	(128.2)	5c
136.2	139.4	139.2	140.8	141.2	141.1	142.5	143.6	144.2	142.0	142.8	145.7	143.4	145.9	(159.6)	(170.0)	6a
106.7	107.0	107.7	107.9	107.9	107.7	107.5	107.1	105.1	(102.8)	(100.6)	(98.9)	(97.9)	(97.5)	(97.0)	(97.0)	6b
127.6	130.3	122.3	130.5	130.9	131.0	132.6	134.1	137.2	(138.1)	(141.9)	(147.3)	(146.5)	(149.5)	(164.5)	(175.3)	6c
122.7	122.0	118.6	119.5	114.5	111.7	121.5	110.0	118.4	115.2	110.9	105.3	113.5	115.3	(119.6)	(114.7)	7a
95.8	96.0	96.6	96.6	96.5												

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