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Where appropriate, lists of items under the headings shown in CAPITALS will be found on the pages indicated.

## Forty-Fourth Session of the International Labour Conference

THE Forty-Fourth Session of the International Labour Conference was held in Geneva from 1st June to 23rd June, 1960. Her Majesty's Government were represented by Mr. H. F. Rossetti, C.B., Deputy Secretary, Ministry of Labour, and representative of the Government of the United Kingdom on the Governing Body of the International Labour Office, and by Mr. J. G. Robertson, Assistant Secretary, Ministry of Labour. The Rt. Hon. Lord McCordale of Newton, P.C., President of the British Employers' Confederation, was appointed to represent United Kingdom employers. Sir Alfred Roberts, C.B.E., Member of the Trades Union Congress General Council, General Secretary of the National Association of Card, Blowing and Ring Room Operatives and Vice-Chairman of the Governing Body of the International Labour Office, was appointed to represent United Kingdom workers.

By unanimous vote the Conference elected as its President Mr. Luis Alvarado, Minister of Labour and Indigenous Affairs and Government Delegate of Peru. The Conference was attended by about 900 delegates, advisers and observers from 78 member countries and 17 non-metropolitan territories.

### Membership of the International Labour Organisation

In the course of the Conference three new member States were admitted to the Organisation, Cameroun, the Federation of Mali and the Republic of Togo. The total number of members is now 83.

### Report of the Director-General

In his annual report this year in addition to giving an account of recent developments in the Organisation's programme the Director-General surveyed the problems of youth and work throughout the world. In all, 181 speakers took part in the discussion of the report at plenary sittings of the Conference.

### Speech by the Minister of Labour

The Minister of Labour, the Rt. Hon. Edward Heath, M.B.E., M.P., attended the Conference and spoke on 16th June during the debate on the Director-General's Report.

The Minister spoke first of the problems of youth in Great Britain. These problems, he said, had been altered by the tremendous economic, technical and scientific developments of recent years. The opportunities for youth were more numerous, more varied, more exciting and more rewarding than ever before. An increasing number of boys and girls had been leaving school since 1957. So far the increase had been matched by expansion in the economy, but still larger numbers of young people would be coming forward in the next few years. As a result there was a two-fold task: firstly, to continue to ensure that employment was available for the increased numbers, and, secondly, to be certain that there were proper opportunities for training. At present young people were being fitted into jobs fairly quickly on leaving school. There were variations in different parts of the country, but the Government's policy of inducing industry to expand to areas with an employment problem would be vigorously pursued. Training in craft skills was for the most part provided by boys being apprenticed to individual firms, and an expansion of opportunities depended largely on the attitude of individual firms. An Industrial Training Council had recently been set up with the aim of helping industry to develop its training programmes. "I regard it as vital", the Minister said, "to bring home to all managements who are not already persuaded of it the need to provide more and better training."

The Minister went on to speak of the future of the International Labour Organisation. It had completed forty years of work for the good of mankind. It was growing rapidly in size and might well soon have 100 member States. The time had come to consider critically how it could best continue its work. Two questions should be asked: had the right balance been secured between the various activities of the



Organisation, and were they being developed in the way which would best help to meet the needs of member countries? Standard-setting had formed the largest part of the Organisation's work in its early years and had made a great contribution to the improvement of labour standards throughout the world. It was encouraging that among the Conventions most widely ratified were such key Conventions as those dealing with freedom of association and the right to organise and bargain collectively. On the other hand member countries had on average ratified only one Convention in five, and ratification, though not the only measure of success, remained its essential test. The question was whether, in the present day, standard-setting used to the best advantage the energy both of the highly qualified staff of the Office and of the delegates and advisers who came to the Conference. The great need was to help to improve conditions of labour in those countries where help was most needed. What was wanted was detailed practical guidance about particular problems. For example more manuals like those already produced on co-operation would be of great practical benefit. Small meetings of thoroughly qualified people could prepare codes of good practice on particular aspects of labour administration. Carefully prepared discussions on various labour questions would make practical advice available to those engaged in the field. If some easement of Conference activity allowed the Director-General to use his resources to develop useful work of these kinds it would have considerable practical effect.

Most of the Organisation's operational work was carried out under the Expanded Technical Assistance Programme and the United Nations Special Fund. It was to be hoped, the Minister said, that the resources of these programmes would continue to grow. The United Kingdom's contributions to them had increased in the current year from 3 million dollars to 8 million dollars. But the problem was not only of money but of training and technicians. The more developed member States had a responsibility to the others both to make training facilities available to the utmost possible extent and to provide the services of experts abroad. Ten years ago about ten thousand overseas students were under training of various sorts in the United Kingdom and that number had increased to nearly forty thousand today. In addition some nine thousand young people came every year to the United Kingdom to receive training by working as student-employees in industry. As for service abroad, in recent years something like five hundred British experts had been at work each year under technical assistance programmes of the United Nations and specialised agencies, and nearly four hundred experts had been made available to South East Asia under the Colombo Plan. The demand for suitable experts greatly exceeded the supply, and it was important that countries who secured their services should realise how scarce and valuable they were.

In concluding, the Minister referred to the promising start made by the African Advisory Committee and said that there would be another significant step forward if the African Regional Conference in December concentrated in the same way on useful practical tasks. A new and fruitful field of work would be opened up from which not only the African peoples but the Organisation itself would undoubtedly benefit. It was not, however, only in Africa that there were great opportunities. The Organisation had been created to fulfil the ideal of improving the conditions of labour so that mind and body, the spiritual and the material, could develop and flourish in true freedom, and there remained the continuing task of translating this ideal into practice. Each generation had to adapt itself and its methods to the problems of its age. All concerned must consider seriously how best the International Labour Organisation could adapt its work to the challenge of the sixties.

#### Finance

The Conference approved a net expenditure budget of 9,857,110 dollars for 1961. This compares with 9,003,909 dollars for 1960. The Conference also approved the scale of contributions for member states under which the United Kingdom will pay 976,581 dollars (net) as compared with 903,092 dollars (net) in 1960.

#### The Protection of Workers against Ionising Radiations

Following last year's first discussion the Conference adopted a Convention and a Recommendation on the protection of workers against ionising radiations. The Convention applies to all activities involving exposure of workers to ionising radiations in the course of their work. It provides that "in the light of knowledge available at the time all appropriate steps shall be taken to ensure effective protection of workers, as regards their health and safety, against ionising radiations" and that "rules and measures necessary for this purpose shall be adopted" in member states. It also provides that every effort shall be made to restrict the exposure of workers to ionising radiations to the lowest practicable level; that maximum permissible doses of ionising radiations shall be fixed; that appropriate levels shall be fixed for workers directly engaged on radiation work aged 18 and over and for those less than 18, but that no worker under 16 shall be engaged in work involving ionising radiations. Provision is also made for appropriate levels to be fixed for workers not directly engaged on radiation work but who may be exposed to radiations; for appropriate warnings and instruction; for monitoring and for medical examinations. The Recommendation covers in greater detail the matters dealt with in the Convention, and includes sections dealing with maximum permissible levels, methods of protection, monitoring, medical examinations, inspection and notification, and co-operation of employers and workers.

The Convention was adopted by 253 votes to one, with two abstentions, and the Recommendation by 257 votes to nil, with no abstentions.

The Conference also unanimously adopted a Resolution requesting the Governing Body to keep under review, in the light of advancing scientific knowledge, the special problems of a medical nature

connected with the employment of women of child-bearing age in radiation work.

#### Consultation and Co-operation between Public Authorities and Employers' and Workers' Organisations

This subject was also on the agenda for a second time. A Recommendation was adopted which states that "measures appropriate to national conditions should be taken to promote effective consultation and co-operation at the industrial and national levels between public authorities and employers' and workers' organisations, as well as between these organisations". The general objective should be to promote mutual understanding and good relations between those concerned with a view to developing the economy, improving conditions of work and raising standards of living. Particular aims should be joint consideration by employers' and workers' organisations of matters of mutual concern with a view to arriving at agreed solutions, and appropriate consultation by the competent public authorities with such organisations on legislation affecting their interests, on the establishment and functioning of national bodies responsible for such matters as employment and vocational training, and on plans for economic and social development. The Recommendation was adopted by 217 votes to nil, with 34 abstentions.

The Committee which considered this subject also held an exchange of views on methods and practices of consultation and co-operation and the results were embodied in a report which was adopted by the Conference.

#### The I.L.O. and Rural Communities

A discussion took place on the contribution of the I.L.O. to the raising of incomes and living conditions in rural communities, with particular reference to countries in process of development. As a result the Conference unanimously adopted a Resolution on the subject. The Resolution states that international action to develop economic potentialities and improve conditions of life and work in rural areas is particularly needed in the developing countries of Asia, the Near and Middle East, Africa, Latin America and the Caribbean. Measures which national programmes might include are suggested. The establishment of a special long-term I.L.O. programme of research and operational activities is recommended and the Director-General is requested to submit plans to the Governing Body for consideration and action. The subjects suggested for study include employment promotion in rural areas, co-operatives and analogous organisations in agriculture and small-scale industries, migratory movements of rural workers and special problems relating to the integration of indigenous, tribal and semi-tribal populations. It is also suggested that I.L.O. technical assistance should be concentrated on a few key subjects, notably surveys of man-power resources, training, the organisation of co-operatives, modernisation of rural industries, conditions of life and work of various categories of workers, the development of occupational organisations and the extension of social security to rural populations. The possibility is mentioned of new international instruments to fill the gap between the standards for industrial and those for rural workers, and attention is drawn to existing instruments and the limited extent to which some are applied.

#### Reduction of Hours of Work

This subject received a first discussion, as a result of which the Conference approved by 123 votes to 43, with 28 abstentions, conclusions with a view to the adoption of a Recommendation, which, after consultation with Governments, will provide a basis for a second discussion next year. The proposed Recommendation would have as its object "to indicate the standard of the 40-hour week as a social standard to be reached by stages if necessary" and also "to set a maximum limit to normal hours of work"; it would also indicate practical measures for the progressive reduction of hours of work taking into account differing conditions and national practices, and means whereby they might be applied. It would provide that normal hours of work be progressively reduced without any reduction in the wages of the workers as at the time hours of work were reduced. Where the normal working week exceeded 48 hours immediate steps should be taken to bring it down to that level. The principle of reduction of hours of work might be given effect through legislation, regulations, collective agreements or arbitration awards, or a combination of these methods, or in any other manner consistent with national practice, as most appropriate to national conditions and the needs of each branch of activity.

#### Workers' Housing

There was a first discussion of workers' housing, as a result of which a set of conclusions was unanimously adopted with a view to the adoption of a Recommendation after a second discussion next year. The instrument would apply to manual and non-manual workers, including the self-employed, and to aged, retired or physically handicapped persons. It would provide that it should be an objective of national policy "to promote the construction of housing and related facilities with a view to ensuring that adequate and decent housing accommodation and a suitable living environment are made available to all workers and their families". Accommodation should be available at a reasonable price. Housing policy should be co-ordinated with general social and economic policy so that it could be given the right degree of priority. Provisions would be included in the Recommendation concerning the responsibility of public authorities, agencies, financing, housing standards, measures to promote efficiency in the building industry, house building and employment stabilisation, and town, country and regional planning. More detailed guidance as to the methods of applying the principles contained in the Recommendation would be set out in an accompanying document.

#### Resolutions

The Conference adopted four Resolutions dealing with subjects not on the agenda. They concern the role of the International Labour Organisation in the expansion of economic aid to developing countries; measures to protect the living and working conditions of young workers; the publication work of the International Labour Office; and discrimination.

#### Elections to the Governing Body

The triennial elections to the Governing Body took place during the Conference. Ten of the twenty Government seats on the Governing Body are automatically filled by the ten states of chief industrial importance, which are at present Canada, China, the Federal Republic of Germany, France, India, Italy, Japan, the Union of Socialist Soviet Republics, the United Kingdom and the United States of America. The following Governments were elected to fill the other ten seats: Argentina, Ceylon, Denmark, Ghana, Netherlands, Panama, Rumania, Tunisia, Uruguay and Venezuela. Lord McCordale and Sir Alfred Roberts were among the employers' and workers' members elected to the Governing Body.

## SUMMARY OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 286 to 307.

#### Employment

It is estimated that the number of persons in civil employment in Great Britain rose during May by 99,000 (+ 50,000 males and + 49,000 females), the number at the end of the month being 23,519,000. The main changes were increases of 27,000 in manufacturing industries, 23,000 in construction, 21,000 in financial, professional, scientific and miscellaneous services, 18,000 in agriculture and fishing and 12,000 in distributive trades and a decrease of 5,000 in mining and quarrying. The total working population, including H.M. Forces and the unemployed, is estimated to have increased by 58,000 from 24,296,000 to 24,354,000.

#### Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour in Great Britain fell from 333,095 to 297,158 between 16th May and 13th June, 1960, and the number registered as temporarily stopped fell from 8,081 to 7,969. In the two classes combined there was a fall of 21,864 among males and 14,185 among females.

#### Rates of Wages and Hours of Work

At 30th June, 1960, the indices of weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers (on the basis of 31st January, 1956 = 100) were 119.8, 98.0 and 122.3 respectively as compared with 119.8, 98.0 and 122.2 respectively at the end of May. The previously published figures for weekly and hourly rates for May have been revised to include changes having retrospective effect.

## PENSIONS FOR DOCK WORKERS

### Proposed Amendments to Dock Labour Scheme

The Minister of Labour recently introduced legislation into Parliament to exempt the Dock Labour Scheme from the operation of the Truck Acts, and thus to enable pensions contributions by workers to be collected by deduction from their wages. The Dock Workers (Pensions) Act received the Royal Assent on 2nd June, 1960.

Amendments to the Dock Labour (Regulation of Employment) Scheme, 1947, aimed to facilitate the introduction of pensions for dock workers registered under it, are proposed in a draft Order recently published by the Minister of Labour.

These alterations will enable the National Dock Labour Board

## PAYMENT OF WAGES ACT, 1960

On 2nd June the Payment of Wages Act, 1960,\* received the Royal Assent. The Ministry of Labour has now issued an explanatory leaflet, copies of which may be obtained from any Local Office of the Ministry. It gives general guidance about the Act and indicates its effect on employers and on manual workers to whom the Truck Acts apply.

After 1st December, 1960, anyone who wants his wages paid into a bank account, or by postal order or money order, instead of in cash, will be able to have them paid in that way, if his employer agrees. If he wants part of his wages paid in any of these ways, and the rest in cash, that can be arranged instead. At a later date, to be fixed by the Minister of Labour by order, payment by cheque will also be permitted. An employed person cannot be required to make a request for payment of wages otherwise than in cash and no-one can stop him cancelling a request if he has made one. The leaflet describes the steps that must be taken by an employed

\* 8 and 9 Eliz. 2. Ch. 37. H.M. Stationery Office, price 1s. 0d. net (1s. 2d. including postage).

#### Other Matters

The Conference carried out its annual examination of the way in which Governments are fulfilling their obligations under the Constitution and under Conventions they have ratified.

A number of objections to the credentials of delegations were lodged, the majority of which were found to be irreceivable or were not supported by the Credentials Committee. However, minority reports were submitted to the Conference by the employers' member of the Credentials Committee upholding objections lodged against the credentials of the Government delegation and the employers' delegate from Hungary. The Conference decided after debate by 159 votes to 80, with 15 abstentions, to take no decision at its present session regarding the credentials of the Hungarian Government delegation, and similarly no decision was taken regarding the credentials of the Hungarian employers' delegate.

A number of employers from Eastern European countries were seated as voting members on technical committees of the Conference after having appealed against non-inclusion to the Appeals Board under the procedure instituted for the first time last year (see the issue of this GAZETTE for July, 1959, page 243).

It is estimated that changes in rates of wages and hours of work reported to the Department as having come into operation during June resulted in about 737,000 workpeople receiving an aggregate increase of approximately £279,000 in their full-time weekly rates of wages, and 28,500 workpeople a decrease of £3,500, whilst 181,000 workpeople had their normal weekly hours reduced by an average of nearly 1½ hours, without loss of pay. The principal increases in rates of wages affected British Railways staff, non-skilled workers in Government industrial establishments, cinema theatre employees, labourers in the shipbuilding and ship repairing industry and flour milling operatives. The principal reductions in hours of work affected workpeople employed in municipal passenger transport undertakings, the retail meat trade in England and Wales, cinema theatres (male workers) and linoleum and felt base manufacture.

#### Retail Prices

At 14th June, 1960, the retail prices index was 111 (prices at 17th January, 1956 = 100), compared with 110 at 17th May and with 109 at 16th June, 1959.

The rise in the index during the month was due mainly to rises in the average level of prices of potatoes and other vegetables and in rail fares.

#### Stoppages of Work

The number of workers involved during June in stoppages of work due to industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was nearly 61,000. The aggregate time lost during the month at the establishments where the stoppages occurred was nearly 212,000 working days. The number of stoppages which began in the month was 220, and, in addition, 33 stoppages which began before June were still in progress at the beginning of the month.

to collect contributions, due under the pension scheme, from dock employers and workers, and to pay pensions to retired dock workers. They will also make compliance with the provisions of the pension scheme obligatory for employers and workers.

Any objection to the draft amendments must be made before 2nd August, 1960, and should be sent to the Ministry of Labour (E.2), 26-28, King Street, London, S.W.1.

Copies of the draft Dock Workers (Regulation of Employment) (Amendment) Order, 1960, can be obtained from H.M. Stationery Office, price 3d. net (5d. including postage).

person if he wishes to be paid in any of the above mentioned ways other than in cash. It also gives particulars about the pay statements which the Act requires the employer to give the employed person.

The leaflet describes also how arrangements already made may be cancelled by either party to the agreement and states that four weeks' notice, or a shorter period if agreed by both parties, must be given in writing by or on behalf of the person concerned.

There are special provisions for people who are away through illness or personal injury or for reasons connected with their work. In such cases the employer may (after 1st July, 1960) pay wages by postal order or money order (but not in the other ways allowed by the Act) without any request from the employed person.

The employed person can give notice to the employer in writing that he does not want to be paid by postal order or money order when he is away and, in such cases, the employer may not pay by postal order or money order.



## RECENT COLLECTIVE AGREEMENTS

### Ready Mixed Concrete Industry

A National Joint Industrial Council was established under an agreement made on 16th February, 1960, between the employers represented by the British Ready Mixed Concrete Association and the employees represented by the Transport and General Workers' Union and the National Union of General and Municipal Workers. The Council consists of an equal number of representatives from the employers and employees, consisting of not more than eight representatives nominated annually by the Association and not more than eight representatives nominated annually by the Unions jointly. The operative date was the pay day in the week commencing 14th March, 1960.

The functions of the Council are:—

(1) To formulate on a national basis the wages and conditions of employment within the industry.

(2) To agree ways and means for the avoidance and settlement of disputes within the industry.

(3) To take such joint action or to establish such machinery as the Council may regard, from time to time, as beneficial to all persons engaged in the industry.

The following clauses are extracted from the Agreement:—

#### I. Settlement of Disputes

(a) *Local Disputes.*—In the event of any question being raised which might give rise to dispute between employers and workman or workmen within the industry, the following procedure shall be observed, namely:—

(i) The employer shall, if so requested by the workman or workmen concerned, receive a workman or deputation of workmen as soon as practicable to discuss the question which has arisen.

(ii) As an alternative, or if discussion between the employer and the workmen has not settled the question, the employer shall, if so requested by representatives of the workmen, arrange a meeting as soon as practicable between the employer and his representative and the official delegate of the Union concerned.

(iii) If the question is not settled under the procedure outlined above the matter shall be referred to the Council.

(iv) No stoppage of work shall take place unless and until the above procedure is exhausted.

(b) *National Disputes.*—In the event of a dispute upon any matter arising between the two sides of the Council either side may make reference to the Minister of Labour or the matter under dispute may be dealt with by any other form of arbitration upon which the Council may mutually agree.

#### II. Wages and Conditions of Work

The wages rates and conditions of work as agreed by the National Joint Industrial Council from time to time shall apply to all employers and workmen who are parties to this Agreement.

#### III. Amendment of Constitution

The Council may from time to time modify or amend the constitution and rules of procedure laid down in this Agreement provided however, that no such amendment or modification shall be effective unless made at a meeting of the Council of which proper notice has been given.

#### IV. Termination of Agreement

This Agreement shall be terminable by not less than 6 calendar months' written notice given by the employers to the Unions or by the Unions to the employers and expiring at any time during the year.

#### V. Wage Rates and Working Conditions

(a) The London Area is defined as the area within a 15-mile radius of Charing Cross.

(b) Workers covered by the Agreement whose home depot is within the London Area will receive the London rate and all other workers the Provincial rate.

#### VI. Guaranteed Week

(a) Payment of wages will be made for a 44-hour week at the standard rates of pay as set out in Appendix B provided that the worker reports at the specified times and remains available for duty within the guaranteed week in accordance with instructions.

(b) The 44-hour guaranteed week will be scheduled between the normal starting time on Monday morning and 12.30 p.m. on Saturday. All time worked or deemed to have been worked outside of this period will be overtime and paid for as shown in Clause VIII.

(c) The expression "guaranteed week" shall mean a week in which the earnings of the worker shall in total be not less than the amount equal to payment for 44 hours' work at the rates set out in Appendix B.

(d) The hours shown in (c) above will be deemed to have been worked notwithstanding that the actual work scheduled takes less time and provided that if his regular work is not available the worker will undertake other reasonable work temporarily.

(e) A worker temporarily transferred to other work, or to another depot, will be paid his normal rate or the rate applicable to the temporary job whichever is to the advantage of the worker.

#### VII. Overtime

Overtime will be calculated on a daily basis after 8 hours worked each day, Monday to Friday, and after 4 hours worked on Saturday, and for Sunday work.

#### VIII. Overtime Rates

(a) For the first two hours of overtime worked after 8 hours, Monday to Friday, and after 4 hours worked on Saturday—time-and-a-quarter.

(b) For all overtime thereafter—time-and-a-half.

(c) For all overtime worked between 6 p.m. Saturday and 6 a.m. Monday—double time.

(d) There will be a minimum payment of 4 hours at double time for any period of overtime commencing and finishing between 6 p.m. on Saturday and 6 a.m. on Monday.

#### IX. Night Work

A worker whose hours of duty entail employment between the hours of 7 p.m. and 6 a.m. shall be paid time-and-one-fifth for all the hours of his normal period of duty worked between 7 p.m. and 6 a.m. This additional rate remains payable but it is not to be included for the purpose of calculating any overtime rate payable in respect of these hours.

#### X. Subsistence

(a) When a worker's period of rest occurs away from his home depot he will be paid 16s. for each period of rest not exceeding 15 hours.

If work is not resumed at the end of 15 hours' rest the worker is deemed to be at work at normal rates (in addition to the 16s. subsistence) for the period he is resting in excess of 15 hours but not in excess of 23 hours. If these periods are exceeded these arrangements will apply until the worker resumes normal duty.

(b) A worker temporarily transferred to another depot which is outside the locality of his home depot will be paid a subsistence in accordance with the provisions of paragraph X(a).

(c) After payment in respect of the first week in accordance with the foregoing provisions, a worker shall, in respect of the second and subsequent weeks, be paid a weekly subsistence allowance of 75s. 3d. or 10s. 9d. per day.

#### XI. Holidays with Pay

(a) *Annual Holidays.*—(i) Each worker who has completed 12 months' service will receive 12 working days' holidays with pay. One week shall be taken between 1st May and 30th September in each year. The remaining holiday entitlement shall be taken at any time of the year as mutually agreed between employer and worker at depot level. Holiday rosters will be mutually agreed at depot level.

(ii) Workers with less than 12 months' continuous service prior to 1st April, will be entitled to proportionate holidays with pay as shown in Appendix A.

(iii) Workers leaving the service will receive accrued holiday pay for service in respect of which a holiday with pay has not been granted. In addition accrued holiday remuneration on a proportionate basis as shown in Appendix A will be paid.

(iv) For the purpose of calculating the holidays or holiday remuneration, a worker will be regarded as continuously employed during absences of the worker owing to proved illness or accident up to but not exceeding 16 weeks in the aggregate during the qualifying period.

(b) *Statutory, Customary or Proclaimed Holidays.*—(i) England and Wales. The following days will be regarded as holidays and will be paid for on the basis of 8 hours at the normal rate applicable to the worker:—

Christmas Day (if it falls on a Sunday, such other week-day as may be prescribed by National proclamation or the next following Tuesday), Boxing Day, Good Friday, Easter Monday, Whit Monday, August Bank Holiday; and all nationally proclaimed holidays. Where it is not the practice to observe such days as holidays, other days not fewer in number may be substituted for the above mentioned days by mutual agreement at the depot concerned.

(ii) Scotland. The customary holidays will be:—The first two working days in each calendar year and four other days to be agreed at depot level and all nationally proclaimed holidays.

(c) *Payment for work performed on Statutory, Customary or Nationally Proclaimed Holidays.*—(i) A worker may be required to work on any of the above holidays.

(ii) Where a duty starts and finishes on any of the above holidays a minimum payment of 4 hours at double time rate will be paid. All time worked in excess of 8 hours will be paid for at double the appropriate overtime rate. In addition a day off in lieu with pay will be given at a mutually convenient date.

(iii) Where a duty commences on the day before a customary holiday and extends into the holiday, or commences on the holiday and extends into the following day, the hours of that duty falling on the customary holiday shall in addition to the payment provided for in Clause (b)(i) be paid as follows if the hours worked are 3 or less:—

1 hour or under .. .. . 1 hour at double time  
Over 1 hour but not over 2 hours .. 2 hours at double time  
Over 2 hours but not over 3 hours .. 3 hours at double time

If the period of duty extends over 3 hours the provisions of Clause XI(c)(ii) will apply.

#### XII. Travelling Time

Time spent travelling under the instructions of management will be treated as working time.

#### XIII. Meal Times

The hours of work specified are, except for the purpose of calculating subsistence payment, exclusive of meal times.

#### XIV. Termination of Employment

Subject to any special contract of service, during the first week employment shall be terminable by one hour's notice given by either party. Thereafter, the terminable notice shall be one week on either side to start from the day on which such notice is given, save that an employer shall be empowered at any time to dismiss the worker by one hour's notice for any industrial misdemeanour or misconduct.

### XV. Better Conditions

(a) Nothing of the Agreement shall prevent any employer, who prior to its date was accustomed to pay higher wages and/or to give better conditions than herein provided, from continuing his practice and nothing in the Agreement shall be used to depress wages where they are higher than herein provided.

(b) Any private welfare arrangements between employer and worker for example, pensions schemes, shall be deemed to be outside the terms of this Clause.

#### APPENDIX A

##### Proportionate and Accrued Holiday Pay

Period of Employment	Duration of Annual Holiday	Pay Entitlement
At least 4 weeks ..	1 day	1 day's pay
At least 8 weeks ..	2 days	2 days' pay
At least 12 weeks ..	3 days	3 days' pay
At least 16 weeks ..	4 days	4 days' pay
At least 20 weeks ..	5 days	5 days' pay
At least 24 weeks ..	1 week	1 week's pay
At least 28 weeks ..	1 week 1 day	1 week and 1 day's pay
At least 32 weeks ..	1 week 2 days	1 week and 2 days' pay
At least 36 weeks ..	1 week 3 days	1 week and 3 days' pay
At least 40 weeks ..	1 week 4 days	1 week and 4 days' pay
At least 44 weeks ..	1 week 5 days	1 week and 5 days' pay
At least 48 weeks ..	2 weeks	2 weeks' pay

1 day's pay means 8 hours' pay at ordinary time rate.  
1 week's pay means 44 hours' pay at ordinary time rate.

#### APPENDIX B

##### Rates of Wages

The following shall be minimum basic rates of wages payable to employees, being fit men doing a normal day's work.

	LONDON		PROVINCES	
	Per Hour	Per Week	Per Hour	Per Week
Drivers of vehicles over 14 tons gross laden weight (mixing or agitating trucks) ..	4 8	205 4	4 7	201 8
Drivers of vehicles up to 14 tons gross laden weight (mixing or agitating trucks) ..	4 7	201 8	4 6	198 0
Drivers of vehicles over 14 tons gross laden weight (non-agitating or mixing) ..	4 6	198 0	4 5	194 4
Drivers of vehicles up to 14 tons gross laden weight (non-agitating or mixing) ..	4 5	194 4	4 4	190 8
Batching operators ..	4 8	205 4	4 7	201 8
Drivers of dumpers, loading shovels or cranes ..	4 4	190 8	4 3	187 0
Labourers ..	4 1	179 8	4 0	176 0

Craftsmen—The rates of pay for maintenance personnel shall be fixed at individual depot level.

### Railway Service (British Railways)

The recent agreement between the British Transport Commission and the National Union of Railwaymen, the Associated Society of Locomotive Engineers and Firemen and the Transport Salaried Staffs' Association is based on the recommendations of the Railway Pay Committee of Inquiry (known as "the Guillebaud Committee") as contained in their Report of 2nd March, 1960. The agreement provides for the introduction, with effect from Monday, 4th January, 1960, of revised rates of pay for railway salaried and conciliation staff and for certain miscellaneous grades normally associated with conciliation staff and also for certain other changes, e.g., altered arrangements are to apply in respect of the London allowance, the London rent allowance (trainmen) and mileage payments (footplate staff). The interim increase of 5 per cent. granted in February last and payable from 11th January, 1960, pending the issue of the Report of the Committee of Inquiry (see page 124 of the March issue of this GAZETTE) is absorbed in the revised rates.

**Railway Salaried Staff.**—The revised rates for staff employed outside London are as follows:—

Male Clerical Staff		Per Annum
		£
Junior Clerks:—		
Age 16 and under ..	..	230
Age 17 ..	..	255
Adult Clerks:—		
Class 4—		
Age 18 ..	..	300
Age 19 ..	..	330
Age 20 ..	..	365
Age 21 ..	..	400
Age 22 ..	..	425
Age 23 ..	..	450
Age 24 (1st year)* ..	..	475
Age 25 (2nd year)* ..	..	500
Age 26 (3rd year)* ..	..	525
Age 27 (4th year)* ..	..	550
Age 28 (5th year)* ..	..	575
Age 29 (6th year)* ..	..	600

\* Applicable to new entrants from the age of 24 years and upwards.

	Minimum	After 2 years (Maximum)
	£	£
Class 3 .. .. .	635	670
Class 2 .. .. .	705	740
Class 1 .. .. .	790	835
Class Special A .. ..	885	945
Class Special B .. ..	1,010	1,085

For staff, 21 years and over, the scales represent a general increase of approximately 10 per cent., whilst the class 4 age scale has been extended by one increment.

The rates of pay of staff up to 20 years of age have been adjusted upwards or downwards to bring them into line with the median in outside industry, as follows:—

	Age	Percentage Increase or Decrease
Class 3 .. .. .	16 ..	+20
Class 2 .. .. .	17 ..	+22
Class 1 .. .. .	18 ..	-6
Class Special A .. ..	19 ..	-2
Class Special B .. ..	20 ..	+4

*Station Masters, Goods Agents, Yard Masters, Shed Masters, Assistant Station Masters, Assistant Goods Agents, Assistant Yard Masters, Passenger and Parcels Agents*

	Per Annum	After 2 years (Maximum)
	£	£
Class 4 .. .. .	620	620

	Minimum	After 2 years (Maximum)
	£	£
Class 3 .. .. .	655	695
Class 2 .. .. .	735	775
Class 1 .. .. .	830	880
Class Special A(1) .. ..	920	990
Class Special A(2) .. ..	965	1,035
Class Special B(1) .. ..	1,055	1,140
Class Special B(2) .. ..	1,105	1,190

*Note.*—Scales A(2) and B(2) apply to station masters, relief station masters, goods agents, passenger and parcel agents at present in special class categories A and B and scales A(1) and B(1) to yard masters, shed masters, assistant station masters, assistant goods agents, and assistant yard masters in special class categories A and B.

These scales represent increases of approximately 5 per cent. (10 per cent. in the case of scales A(2) and B(2)) over and above the general increase of 10 per cent.

#### Other Salaried Staff

There are now two separate scales for railway male supervisory staff, male dock supervisory staff and male supervisors employed on dredging plant, tugboats, small passenger steamers, tenders, ferry boats and lake steamers, the higher of which represents an increase of 5 per cent. over and above the general increase of 10 per cent.

The revised scales for traffic control staff (classes 2 and 1 and special A and B) represent increases of 5 per cent. over and above the general increase of 10 per cent.

For all salaried staff 20 years of age and over the London Allowance has been increased from £10 to £20 per annum. This allowance is now payable to staff in special class categories.

**Conciliation and Miscellaneous Staff.**—The existing wage structure of 40 different rates of pay for 150 grades has been simplified to provide for 14 standard rates of pay (the Report suggested 12, but it has been found more convenient to have 14 standard rates) which for male workers, 20 years and over, employed outside London are as follows:—

Group	Weekly Rates of Pay	Group	Weekly Rates of Pay
	s. d.		s. d.
1 .. .. .	168 0	8 .. .. .	205 0
2 .. .. .	173 0	9 .. .. .	210 0
3 .. .. .	177 0	10 .. .. .	220 0
4 .. .. .	183 0	11 .. .. .	230 0
5 .. .. .	187 0	12 .. .. .	234 0
6 .. .. .	194 0	13 .. .. .	248 0
7 .. .. .	198 0	14 .. .. .	260 0

Each of the various grades of conciliation staff has been allocated to one of the 14 groups and in general the former titles continue to apply except that, in certain cases, two or more hitherto separate grades have been absorbed into a single grade, e.g., leading shedman (locomotive shed) now includes coalman, coalman and plant attendant, fire-dropper, hydraulic engine fireman, and machinery attendant. In the lowest group are such workers as porters and permanent way labourers whilst the highest grade of signalmen, drivers and motormen employed on train driving (3rd year) and technicians, class 1 (signal and telecommunications), are in the highest group. Ticket collectors are in group 5, but train ticket collectors in group 7. The rates for drivers and motormen on shunting duties are now lower than those on train driving whereas previously there was no differentiation.

For the majority of grades the revised rates are approximately 8 per cent. higher than the rates previously paid, but for permanent way staff (other than labourers), shunters and head shunters, passenger and goods guards, signal and telecommunications staff (other than labourers), signalmen, and drivers and motormen (other than those engaged on shunting work) there is a differential increase of the order of 5 per cent. over and above the general increase. For the senior grades of signalmen and signal and telecommunications staff the differential is 10 per cent. These are the grades whose pay was described by the Guillebaud Committee as "out of line" or "badly out of line" with that for other railway work.



The London rent allowance for trainmen has been discontinued and these workers now receive the increased London allowance of 6s. a week (previously 3s.) payable to other workers, 20 years and over.

The mileage payments payable to footplate staff performing turns of duty involving mileage of 70 miles or more but less than 140 miles during any turn have been revised and are now payable after 65 miles as follows:—

Number of Miles	Payment Per Turn	
	Drivers and Motormen	Firemen and Assistant Motormen
	s. d.	s. d.
65 or more but less than 80 ..	6	4
80 or more but less than 95 ..	10	8
95 or more but less than 110 ..	1 3	1 0
110 or more but less than 125 ..	1 9	1 4
125 or more but less than 140 ..	2 3	1 8

Mileage in excess of 140 continues to be paid on the old basis although the men benefit from the higher rates of pay which have been introduced.

There is now a single age scale for all male junior conciliation staff, whereas previously junior engine cleaners were paid slightly higher rates than other juniors. At age 16 years the rate is 45 per cent. of the adult male base rate, at 17 years 55 per cent., at 18 years 70 per cent. and at 19 years 80 per cent.

Revised rates for female conciliation staff in women's posts and miscellaneous female grades have been agreed, but there has been no change in the basis of payment for women staff employed in men's posts.

### ABOLITION OF THE FUSTIAN CUTTING WAGES COUNCIL

On 10th June the Minister of Labour made an Order abolishing the Fustian Cutting Wages Council (Great Britain) as from 27th June, 1960, in response to applications for abolition from organisations representing the workers and from the employers in the industry (see the issue of this GAZETTE for February, page 54).

Originally a Trade Board was set up in 1933 for regulating the wages of men and women employed in velvet cutting, it became a Wages Council when the Wages Councils Act, 1945, came into force, and was continued by the Wages Councils Act, 1959.

Men have not been employed in the trade for a number of years since handcutting was superseded by machine cutting, and the few women remaining have their wages satisfactorily regulated by voluntary agreement.

Copies of the Order (S.I. 1960 No. 1004) can be obtained from H.M. Stationery Office, price 2d. net (4d. including postage).

### RESETTLEMENT OF EX-REGULARS

#### Advisory Board's Task Completed

On 6th July the Minister of Labour announced in the House of Commons that he had decided not to reappoint the Advisory Board on the Resettlement of ex-Regulars.

The Board, which sits under the Chairmanship of Sir Frederic Hooper, and which has Major General Sir Charles Dunphie, Mr. W. D. Goss, Sir William McFadzean and Mr. J. McLean as members, was originally appointed in July, 1957 for a two-year period and was reappointed last year for a further 12 months (see the issues of this GAZETTE for August, 1957, page 282, and July, 1959, page 248). Its task was to advise the Minister on measures to be taken to assist ex-Regular officers and other ranks to find suitable employment on leaving the Forces, in the light of the premature retirement between 1957 and 1962 of about 8,000 officers and 10,000 warrant officers and N.C.Os.

Since then, about two-thirds of those to be prematurely retired have left the Forces and the Minister was able to tell the House that resettlement was going so well that the special advice of the Board was no longer required. After consultation with the Chairman, he had decided not to reappoint it.

On the 31st March this year there were 736 officers and 1,209 other ranks registered with the Ministry as unemployed. In July, 1957, before the premature retirements started the corresponding figures were 641 and 991. Between those two dates, about 16,000 officers and 200,000 other ranks had left the Forces and about 75 per cent. of the officers and 40 per cent. of the other ranks had sought the aid of the Ministry in obtaining employment.

About 66 per cent. of the other ranks registered at the end of March had been unemployed for less than six weeks, many for only a few days. Nearly 45 per cent. of the officers had been unemployed for six months or more, but many of these were not prepared to move to other parts of the country to take up work, or were not seriously seeking a new career.

The Resettlement Service itself will not be affected by the decision not to reappoint the Advisory Board. Sir Frederic Hooper and other members of the Board have offered to hold themselves available in future to advise the Minister on any special resettlement problem, should this be required. Resettlement Committees in Scotland, Wales and the Regions will continue to function and the machinery of the Ministry and of the voluntary organisations to assist ex-Regulars will continue unchanged.

### ESTIMATES OF NORMAL SEASONAL MOVEMENTS IN THE REGIONAL STATISTICS OF UNEMPLOYMENT AND UNFILLED VACANCIES

In the March, 1960, issue of this GAZETTE, estimates were published of normal seasonal movements in the numbers of registered wholly unemployed persons, other than school-leavers, and the numbers of unfilled vacancies in Great Britain, together with an account of the method by which the estimates had been calculated. The following Tables give similar estimates of normal seasonal movements for each of the Administrative Regions of England, for Wales and for Scotland.

The unemployment estimates again relate only to persons, other than school-leavers, registered as wholly unemployed at Employment Exchanges and Youth Employment Offices. Estimates are not given for males and females separately nor for particular sectors of industry. A school-leaver, for this purpose, means a registered unemployed person under 18 years of age who has not yet been in insured employment. The vacancy estimates relate to the total numbers of vacancies unfilled at these Exchanges and Offices. Estimates are not given for men and women, boys and

girls separately. All the estimates are given to the nearest hundred.

These estimates have been calculated by the same general method described in the March, 1960, issue of this GAZETTE and based on data for the periods ending June, 1959, beginning July, 1948, for unemployment statistics, and beginning March, 1952, for vacancy statistics. The effects of minor changes in regional boundaries during the base periods have been ignored. The estimates will be revised annually.

The normal seasonal deviation for a month is the average amount by which the actual figure for the month in the relevant series of statistics is greater (if positive) or less (if negative) than the corresponding centred 12-month moving average of figures in the series.

The normal seasonal change between successive months is the difference between the normal seasonal deviations for the months and is the estimate of the average change due to seasonal factors from the first to the second month.

#### Estimated Normal Monthly Seasonal Deviations of the Numbers of Registered Wholly Unemployed Persons (excluding School-Leavers) in the Administrative Regions of England and in Scotland and Wales (based on the period 1949-58)

(Thousands)

Region	January	February	March	April	May	June	July	August	September	October	November	December
London and South-Eastern ..	+12.2	+10.7	+7.5	+2.1	-0.9	-8.6	-12.0	-10.8	-8.5	+0.9	+4.3	+2.6
Eastern and Southern ..	+6.7	+7.7	+6.1	+2.1	-0.3	-5.6	-7.0	-4.6	-0.5	+1.0	+1.7	+1.7
South-Western ..	+4.0	+3.5	+2.5	+0.5	-0.6	-3.4	-4.3	-3.8	-2.8	+0.3	+2.0	+2.3
Midland ..	+1.3	+0.9	+0.8	+0.1	+0.4	-0.8	-1.3	-0.8	+0.1	+0.3	+0.2	-1.0
North-Midland ..	+2.0	+1.9	+1.4	+0.2	-0.1	-1.2	-1.7	-1.5	-1.0	-0.7	-0.2	+0.4
East and West Ridings ..	+2.0	+1.9	+1.3	+0.3	-0.1	-1.4	-2.1	-1.9	-1.0	nil	+0.7	+0.1
North-Western ..	+5.0	+5.2	+3.3	+0.8	+0.3	-3.7	-6.1	-5.1	-2.7	+0.6	+2.0	+0.9
Northern ..	+4.3	+3.7	+2.6	+1.2	-0.3	-3.0	-4.4	-4.0	-2.6	-0.4	+1.1	+1.3
Scotland ..	+9.6	+9.1	+6.2	+2.1	-1.3	-7.1	-8.4	-7.0	-4.6	-2.7	+1.3	+3.0
Wales ..	+3.3	+3.0	+1.7	+0.4	-0.3	-2.5	-3.3	-2.4	-1.9	+0.1	+1.0	+0.9
GREAT BRITAIN	+50.0	+47.2	+33.4	+10.0	-2.6	-36.9	-50.9	-44.4	-29.2	-1.8	+13.4	+11.8

#### Estimated Normal Monthly Seasonal Changes in the Numbers of Registered Wholly Unemployed Persons (excluding School-Leavers) in the Administrative Regions of England and in Scotland and Wales (based on the period 1949-58)

(Thousands)

Region	December to January	January to February	February to March	March to April	April to May	May to June	June to July	July to August	August to September	September to October	October to November	November to December
London and South-Eastern ..	+9.6	-1.5	-3.2	-5.4	-3.0	-7.7	-3.4	+1.2	+2.3	+9.4	+3.4	-1.7
Eastern and Southern ..	+5.0	+1.0	-1.6	-4.0	-2.4	-5.3	-2.1	+0.7	+2.4	+4.1	+1.5	+0.7
South-Western ..	+1.7	-0.5	-1.0	-2.0	-1.1	-2.8	-0.9	+0.5	+1.0	+3.1	+1.7	+0.3
Midland ..	+2.3	-0.4	-0.1	-0.7	+0.3	-1.2	-0.5	+0.5	+0.9	+0.2	-0.1	-1.2
North-Midland ..	+1.6	-0.1	-0.5	-1.2	-0.3	-1.1	-0.5	+0.2	+0.5	+0.3	+0.5	+0.6
East and West Ridings ..	+1.9	-0.1	-0.6	-1.0	-0.4	-1.3	-0.7	+0.2	+0.9	+1.0	+0.7	-0.6
North-Western ..	+4.1	+0.2	-1.9	-2.5	-0.5	-4.0	-2.4	+1.0	+2.4	+3.3	+1.4	-1.1
Northern ..	+3.0	-0.6	-1.1	-1.4	-1.5	-2.7	-1.4	+0.4	+1.4	+2.2	+1.5	+0.2
Scotland ..	+6.6	0.5	2.9	-4.1	-3.4	-5.8	-1.3	+1.4	+2.4	+1.9	+4.0	+1.7
Wales ..	+2.4	-0.3	-1.3	-1.3	-0.7	-2.2	-0.8	+0.9	+0.5	+2.0	+0.9	-0.1
GREAT BRITAIN	+38.2	-2.8	-13.8	-23.4	-12.6	-34.3	-14.0	+6.5	+15.2	+27.4	+15.2	-1.6

Note.—The estimates of the deviations for each Region have been obtained by adding together estimates, each calculated to the nearest hundred, for males and females separately. The estimated changes have been obtained as the differences between the estimated deviations. The totals of the Regional estimates in some of the columns of the above Tables differ, in consequence, from the estimates given for Great Britain.

#### Estimated Normal Monthly Seasonal Deviations in the Total Numbers of Unfilled Vacancies in the Administrative Regions of England and in Scotland and Wales (based on the period 1952-58)

(Thousands)

Region	January	February	March*	April*	May*	June	July	August	September	October	November	December
London and South-Eastern ..	-12.1	-10.0	-6.3	Nil	+1.1	+9.9	+16.4	+13.3	+5.8	-0.7	-6.8	-10.0
Eastern and Southern ..	-6.9	-6.4	-2.5	+0.9	+1.3	+5.7	+7.7	+5.9	+1.8	-0.7	-3.0	-4.1
South-Western ..	-2.8	-2.9	-0.9	+0.9	+1.5	+2.8	+3.4	+2.4	+0.3	-1.0	-1.7	-1.8
Midland ..	-2.6	-2.5	+0.3	+0.9	-0.4	+1.0	+3.1	+2.5	-0.3	0.6	0.7	0.9
North-Midland ..	-2.3	-2.6	0.9	+0.3	-0.1	1.9	+3.2	+1.9	+0.1	-0.1	-0.7	-1.0
East and West Ridings ..	-2.0	-2.5	-0.5	+1.0	-0.2	+1.5	+3.3	+2.3	-0.5	-1.1	-0.9	-0.6
North-Western ..	-2.3	-2.7	-0.7	+1.6	+0.8	+3.2	+4.5	+2.5	-1.0	-2.0	-1.9	-2.0
Northern ..	-1.6	-2.0	-1.1	+0.6	+0.6	+1.3	+2.6	+2.3	+0.2	-0.6	-1.2	-1.1
Scotland ..	-2.4	-3.1	-1.0	+1.5	+1.6	+3.1	+3.2	+1.1	-0.4	-0.6	-1.3	-1.7
Wales ..	-1.3	-1.5	-0.7	+0.9	+1.1	+1.3	+1.2	+0.7	+0.2	-0.7	-0.7	-0.9
GREAT BRITAIN	-36.3	-36.1	-13.9	+8.7	+6.8	+31.7	+48.8	+34.7	+6.3	-7.4	-18.8	-23.9

#### Estimated Normal Monthly Seasonal Changes in the Total Numbers of Unfilled Vacancies in the Administrative Regions of England and in Scotland and Wales (based on the period 1952-58)

(Thousands)

Region	December to January	January to February	February to March*	March to April*	April to May*	May to June*	June to July	July to August	August to September	September to October	October to November	November to December
London and South-Eastern ..	-2.1	+2.1	+3.7	+6.3	+1.1	+8.8	+6.5	-3.1	-7.5	-6.5	-6.1	-3.2
Eastern and Southern ..	-2.8	+0.5	+3.9	+3.4	+0.4	+4.4	+2.0	-1.8	-4.1	-2.5	-2.3	-1.1
South-Western ..	-1.0	-0.1	+2.0	+1.8	+0.6	+1.3	+0.6	-1.0	-2.1	-1.3	-0.7	-0.1
Midland ..	-1.7	+0.1	+2.8	+0.6	-1.3	+1.4	+2.1	-0.6	-2.8	-0.3	-0.1	-0.2
North-Midland ..	-1.3	-0.3	+1.7	+1.2	-0.4	+2.0	+1.3	-1.3	1.8	0.2	0.6	0.3
East and West Ridings ..	-1.4	-0.5	+2.0	+1.5	-1.2	+1.7	+1.8	-1.0	-2.8	0.6	+0.2	+0.3
North-Western ..	-0.3	-0.4	+2.0	+2.3	-0.8	+2.4	+1.3	-2.0	-3.5	-1.0	+0.1	-0.1
Northern ..	-0.5	-0.4	+0.9	+1.7	Nil	+0.7	+1.3	-0.3	-2.1	-0.8	-0.6	+0.1
Scotland ..	-0.7	-0.7	+2.1	+2.5	+0.1	+1.5	+0.1	-2.1	-1.5	-0.2	-0.7	-0.4
Wales ..	-0.4	-0.2	+0.8	+1.6	+0.2	+0.2	-0.1	-0.5	-0.5	-0.5	-0.4	-0.2
GREAT BRITAIN	-12.4	+0.2	+22.2	+22.6	-1.9	+24.9	+17.1	-14.1	-28.4	-13.7	-11.4	-5.1

Notes.—The estimates for each Region have been obtained by adding together estimates, each calculated to the nearest hundred, for men, women, boys and girls separately. The estimated changes have been obtained as the differences between the estimated deviations. The totals of the Regional estimates in some of the columns of the above tables differ, in consequence, from the estimates given for Great Britain.

\* As the numbers of unfilled vacancies rise to a peak at about Easter, the deviations in March, April and May are affected by the date of Easter. The estimates given relate to years when Easter is in the first half of April.

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## INDUSTRY AND EMPLOYMENT IN SCOTLAND IN 1959-60

The Secretary of State for Scotland has presented to Parliament the fourteenth annual review\* of the main trends and developments in the economic affairs of Scotland. Some of the figures quoted for previous years have been revised since the publication of the last review (see the issue of this GAZETTE for May, 1959, page 169). The Command Paper incorporates the Scottish Roads Report which the Secretary of State for Scotland is required to submit to Parliament under the Roads Act, 1920, as amended.

The form of presentation of this Report has been substantially altered. Whereas its predecessors have been restricted to a factual review of the most recently completed year, this Report also looks forward and endeavours to assess the short-term outlook. The review of employment and industrial production last year in Part I is separated from the survey of those developments, in that year and up to the time of going to press, which affect the future—production trends, factory building, orders on hand, etc. This is given in Part III which also attempts for each sector of industry an assessment of the short-term prospects. Brief surveys of developments in industrial research, transport, the Highlands and Islands and tourism are contained in Part II.

### Unemployment the Predominant Feature

The Report states that the high rate of unemployment continues to be, as it has been for many years, the predominant feature in any consideration of the Scottish economy. It attributes this high unemployment, and also Scotland's lagging behind the United Kingdom in her rate of industrial growth, to Scotland's traditional and relatively high dependence on coalmining, shipbuilding, heavy engineering, agriculture and fishing, and to her relative lack of those industries (e.g., those producing motor vehicles and consumer durables) which have made substantial contributions to the more rapid growth in the Midlands and South of England.

Tables on the duration and the regional distribution of unemployment show the extent to which, relative to England and Wales, Scotland has a larger hard core of long-term unemployment and a considerably higher ratio of wholly unemployed to notified vacancies.

The downward trend in employment, so marked in 1958, was reversed early in 1959, and many important industries (other than the seasonal trades) have since steadily increased their labour force. The fall in the numbers unemployed since the winter peak this year is encouraging. From the February figure of 100,900 it had fallen to 76,500 in May, a level 7,000 less than the lowest level reached during 1959 and only twice bettered since January, 1958.

The estimated number of insured employees in Scotland at mid-1959 was 2,145,000, an increase on 1958 of 1,000. There was a monthly average of 94,900 registered unemployed (4.4 per cent. of insured employees), 13,800 more than in 1958 (81,100, 3.8 per cent.). These figures include those who were temporarily stopped, numbering 6,300 in 1959 and 6,700 in 1958.

More young persons were unemployed in 1959 than in 1958, the monthly average being up by 1,400. During the year 39,425 were placed in employment, 500 fewer than in the previous year. Demand, however, improved with recovery in industrial activity, and by the end of the year there were 3,526 unfilled vacancies compared with 2,917 a year earlier. There was little change in the total number of young persons taking up apprenticeships or learnerships; shipbuilding, engineering and mining attracted fewer, but textiles, agriculture, building and distributive trades attracted more. Financial assistance was given to 169 new applicants under the Training Allowances Scheme, 18 more than in 1958.

### Industrial Recovery in 1959

The recovery from the 1958 recession came later in Scotland than in the United Kingdom as a whole, and was less marked. The tide began to turn in the first quarter, there was a gradual though slight improvement in the next two quarters, but it was not until the fourth quarter that there was an upsurge when output was up on 1958 by 4½ per cent. This was less than half the corresponding increase in the U.K. as a whole, but nevertheless 84 per cent. of the industrial groups covered by the Index of Industrial Production in Scotland had outputs in the fourth quarter higher than a year earlier and 65 per cent. regained or exceeded their pre-recession levels in the last quarter of 1957.

### Review of Individual Sectors of Industry

The Report reviews the developments in the individual sectors of industry in terms of output as measured by the Index and gives some details of production of the more important commodities.

The shipbuilding and marine engineering industries suffered a sharp decline in the early part of the year and, unlike most others, showed little sign of recovery towards the end. General and electrical engineering did poorly in the first three quarters, but a spurt in the fourth brought their output up to above the pre-recession level.

The food, drink and tobacco group had a good year, mainly because of increases in drink and tobacco. Textiles and clothing began to recover after the first three months and by the last quarter output had risen to above the pre-recession level.

Metal manufacture was relatively slow to recover but made a rapid advance towards the end of the year. Vehicles and chemicals showed little sign of recovery. Paper and printing achieved a small increase in output in 1959 despite the effects of the printing dispute.

Among the non-manufacturing industries, mining and quarrying had a rather poor year with output down by 3½ per cent. The gas, electricity and water supply industries also had a relatively poor year with output no higher than in 1958. The building and con-

tracting industries, however, had a good year with output up on 1958 by 5½ per cent. and by 7 per cent. in the latter half.

### Looking Ahead

The forward-looking section of the Report (Part III) comprises relatively short chapters reviewing changes in Government policy and a summary of industrial building, and a much longer chapter reviewing developments in each sector of industry which may affect the future, and assessing the short-term prospects.

The summary of industrial building opens with a paragraph briefly reviewing developments during the 11 years 1949-59 when there were completed 1,493 projects with a total floor area of 39.2 million sq. ft. and potential additional employment of 80,260.

In 1959 itself there were completed 134 projects with a total floor area of 4.0 million sq. ft. and with over 7,600 jobs expected to result. At the end of the year there were areas of 5.2 million sq. ft. under construction and of 3.0 million sq. ft. approved but not started. Excepting certain projects for which no estimates of potential employment can be made, it is estimated that the projects completed in 1959 and those under construction or approved but not started at the end of that year will provide 16,400 jobs when they are fully developed. In the first quarter of 1960 a further area of 3.0 million sq. ft. was approved (including the British Motor Corporation's 1.2 million sq. ft. project at Bathgate); these projects are expected eventually to provide over 10,000 jobs.

The short-term outlook for most, but not all, sectors of industry is good. The shipbuilding industry, dependent as it is on the world situation, is suffering from a big drop in orders in the past two years. Although there was a slight improvement in the early months of this year, it looks as if in the immediate future at least most of it will have to work on the dwindling backlog of orders. In the face of increasing competition, both in costs and in building times, many Scottish yards have modernised their production methods; but not only these and their traditional skills, but also harmonious labour relations, will be required to maintain a satisfactory share of the world market.

For general and electrical engineering the prospects are mainly bright. Considerable expansion is under way and also diversification away from heavy and towards light engineering. If, however, production rises as anticipated, at least as many, and probably more, hours are likely to be worked than last year, and this together with the recent reduction in the working week with no loss of pay will inevitably mean increased unit production costs unless there is a compensating increase in output per man-hour worked; and, if unit costs do rise, it will be more difficult to obtain export orders, in particular those for which competition is already very keen.

The short-term outlook for the food, drink and tobacco trades is good. Here also considerable expansion is under way, particularly in the whisky industry.

In the textiles and clothing industries the prospects are much brighter than a year ago and are shadowed only by the continued shortage of skilled labour, particularly in the Border area, and by the U.S. wool cloth tariff quota. Here also production capacity is being increased.

Metal manufacture is now increasing; in the first 21 weeks of this year production of pig iron and of steel ingots and metal for castings was more than half as much again as in the corresponding period of 1959 and 12-13 per cent. above the pre-recession levels.

In the vehicles group of industries the longer-term outlook for road vehicle manufacture in Scotland has been transformed by the B.M.C. project at Bathgate.

The outlook for the paper, printing and publishing industries is good, though there is some concern in the paper-making sector about the likely effects of the "Outer Seven" agreement.

In the chemicals and allied trades the outlook is very good for petroleum refining and petroleum-chemical production where capacities are being increased substantially. More life will be injected into the explosives industry by I.C.I. transferring most of the work of their Durham factory to Ardeer.

The short-term outlook for other manufacturing industry is reasonably good and the longer-term prospects are enhanced by the expansion at present under way. Two large projects are contemplated—a £12 million wood pulp mill at Corpach and a large cement factory at Dunbar.

Among the non-manufacturing industries, the construction industry is expected to be very active in 1960, but because of the reduced demand a lower target has been set for coalmining. On the other hand, with the general industrial recovery, the prospects for the gas and electricity industries are good, particularly for electricity.

The concluding paragraphs of the Report state that "Scotland's productive industry as a whole is alive to modern needs and opportunities" and that production capacity is being increased in many sectors. Some, more especially those whose traditional products are in lower demand, are adopting modern production methods and diversifying output towards more light industry, particularly light engineering, and are, therefore, becoming less dependent on heavy industry.

The Report contends that the trends away from over-dependence on heavy and towards more light industry are in the right direction, and states that the Government will continue to encourage further developments along these lines, especially under the Local Employment Act so as to provide more employment in the districts where this is most needed. It claims that this policy has already achieved some progress in the evolution of Scottish industry, and contends that the projects now under way—especially the strip mill at Ravenscraig/Gartcosh and B.M.C.'s factory at Bathgate, and the associated developments which can be expected, will make contributions of the first magnitude to the evolution process.

## NATIONAL ASSISTANCE IN 1959

The Report of the National Assistance Board for the year ended 31st December, 1959, has been presented to Parliament by the Minister of Pensions and National Insurance and published by H.M. Stationery Office as a Command Paper (Cmnd. 1085), price 3s. 6d. net (3s. 10d. including postage).

### Expenditure

The total net expenditure of the Board during the calendar year 1959 was about £158,000,000. This amount included £135,800,000 for payments of national assistance grants, £12,200,000 for non-contributory old age pensions, £522,000 for the maintenance of reception centres and re-establishment centres, £56,000 for the cost of Polish hostels, £18,000 for the cost of Hungarian hostels, and £9,200,000 administrative expenses.

### National Assistance

Improvements in the scheme of National Assistance came into force in September, 1959, after which the number of supplements to pension or other weekly grants rose considerably. At the end of 1959 they reached 1,766,000. Including dependants, chiefly wives and young children, these allowances made provision, in whole or in part, for about 2½ million persons. The number of applications for assistance dealt with by the Board during 1959 (apart from applications for grants to meet charges under the National Health Service) was about 2,346,000, compared with 2,161,000 in 1958. About 1,079,000 of these applications resulted in the grant of a weekly allowance and about 918,000 were disposed of by single payments to meet temporary need. In the remaining 349,000 cases it was decided that the applicants were not in need of assistance at the time.

Of the total number of 1,766,000 allowances in payment at the end of 1959, about 69 per cent. were being paid to persons receiving national insurance benefits: they included 976,000 supplements to retirement pensions, 126,000 supplements to sickness benefit, 2,000 supplements to industrial injury pension or benefit, 58,000 supplements to widow's benefit, and 59,000 supplements to unemployment benefit. Of the remaining allowances, 118,000 were being paid in supplementation of non-contributory old age pensions (a further 3,000 non-contributory old age pensioners qualifying as blind persons for pension at the age of 40) and 119,000 to old people not receiving either national insurance or non-contributory old age pension. An Appendix to the Report gives information about a group of sick or disabled persons, numbering 128,000 at the end of the year, who were not eligible for sickness or any other national insurance benefit. It shows that most of them were persons who had been disabled since childhood.

### Special Needs

Under discretionary powers the Board can allow additional sums to take account of the cost of special diets required by some sick persons, of the cost of laundry for persons unable to do their own, of exceptional requirements of fuel and of other special needs. These powers were being used in about 850,000 cases, over 48 per cent. of the total, the additional sums allowed averaging 7s. 5d. a week and in the aggregate representing at the end of 1959 about £16,000,000 a year.

### Improved Standards

New scale rates came into operation in September, 1959, which provide that the resources of a single householder should be brought up to at least 50s. a week and of a married couple to at least 85s. a week plus, in each case, an allowance for rent and rates and for any dependants. (At the end of the year the average rent paid by recipients of the Board's allowances was 19s. 7d. a week.) Changes were made at the same time in the amounts of income and of capital to be disregarded by the Board in assessing allowances and in the capital limit beyond which assistance is not usually payable. The maximum disregard of weekly income went up from 20s. to 30s. a week. The disregard of capital went up from £50 to £100 and the capital limit from £400 to £600 apart from war savings up to £375. (The value of owner-occupied house property and personal possessions are also wholly disregarded.) The Report shows that the number of recipients of grants who had resources and the aggregate value of the resources and of the amounts disregarded was appreciably greater than a year before, and that in particular the changes relating to capital had enabled grants to be made to some persons of modest means not previously eligible for them.

### The People Receiving Assistance

Further information is given in the Report, based on a 2½ per cent. sample, about the circumstances of the 1,766,000 persons (614,000 men and 1,152,000 women) who were receiving allowances in December, 1959. In all, 1,213,000, or 69 per cent. of the total number receiving allowances, were persons over the pensionable age of 65 for men and 60 for women. The 553,000 persons under pensionable age who were receiving assistance included 257,000 who were incapacitated for work by reason of sickness or disability, 58,000 widows receiving assistance to supplement widow's benefit and 155,000 persons who were considered to be available for employment and were therefore required to register for work at Employment Exchanges; the remainder were mainly women with domestic ties, usually young children, which prevented them from seeking employment. Included in the totals of allowances in payment at the end of the year were 55,000 to blind persons and 17,000 to tuberculous persons, which were assessed on the special, i.e., more favourable scale for such persons. Provision was made for a total of 807,000 dependants, comprising 354,000 wives, 5,000 other persons over the age of 16 who were regarded as dependants, and 448,000 dependent children under the age of 16. Most of the people receiving assistance were householders or members of households, but there were 35,000 persons who were being main-

tained in homes or other establishments provided by, or by arrangement with, local authorities under the National Assistance Act, 1948, and 9,000 persons who were in hospital.

At the end of 1959 the average amount of all weekly allowances was 35s. 2d., compared with 27s. 9d. a year earlier. The largest allowances in the main were paid to persons without pension or benefit. In 1959 the number of allowances exceeding £4 a week was 108,000 compared with 68,000 in 1958.

### More than Financial Aid

Although giving assistance to those in need of financial aid remains the Board's first duty, and one which they endeavour to discharge with speed, simplicity and courtesy, the service given by their officers does not stop there. The regular visiting service (the Report records that over 6,250,000 visits were made in 1959) brings to light many problems and misfortunes to be resolved with the aid of the other statutory services, the Advisory Committees, and voluntary organisations. Special attention was given in 1959 to the needs of fatherless families, and extra help was given in many cases with the additional burdens that come as the children grow up.

### Re-establishment Centres

The Board now has two re-establishment centres, at which an effort is made to re-fit for work men who have long been idle, as well as reception centres for those whom the Act terms "persons without a settled way of living" and who are perhaps best known as "casuals". The second re-establishment centre was opened in February, 1959, at West Hill, Plawsworth, County Durham, the first one being at Henley-in-Arden, Warwickshire. The Report gives an account of what these centres were able to achieve. During 1959, 159 men were admitted to the re-establishment centre at Henley-in-Arden, 164 men were discharged, of whom 66 were placed in employment near the centre, and one left to undergo a course at an Industrial Rehabilitation Unit provided by the Ministry of Labour. Of 142 men who left the centre during the 12 months ended 31st August, 1959, 72 were known or presumed to be working at the end of the year. At West Hill, between February and the end of the year, 164 men were admitted and 143 discharged, and 53 men from it were placed in work during the year. Three left to take a course at an Industrial Rehabilitation Unit.

### Persons without a Settled Way of Living

The number of reception centres at the end of 1959 was 55, compared with 60 at the end of 1958 and with 215 on 5th July, 1948, when the Board first became responsible for the provision of accommodation for casuals. The average monthly number of persons using the centres during 1959 was 1,538 compared with 1,738 in 1958. Efforts to resettle persons using the centres resulted in the return of 343 persons to their families, the admission of 624 persons who were in need of care and attention to establishments provided by local authorities under Part III of the National Assistance Act, 1948, the admission of 405 to hospitals, and in 39 being sent to re-establishment centres. The number placed in employment was 6,859 (including some persons placed more than once).

### Non-Contributory Old Age Pensions

The number of non-contributory old age pensions has continued to decline month by month since January, 1948. During 1959 there was a further fall to 179,000 in December compared with 205,000 at the end of 1958. About 32,000 pensions ceased during the year, most of them on the death of the pensioner, and about 6,000 new pensions were awarded. Of an estimated total of 183,600 pensioners on 6th October, 1959, 124,300 (about 67.7 per cent.) were being supplemented under the National Assistance Act.

### Hungarian and Polish Resettlement

The Report records the completion of the task of resettlement of Hungarian refugees in this country: the last two hostels were closed during the year. There was a further fall in the number of Poles in hostels, by 731 to 2,980, and further progress was made towards reducing the number of hostels.

### Legal Aid

As a result of changes in the financial conditions for free or assisted legal aid, which came into operation on 7th September, 1959, the number of applications on which the Board were required to make enquiries about means was rather greater than in 1958 (41,683 compared with 39,722), and the proportion of cases dealt with in the last four months of the year in which the applicant was able to qualify for free legal aid was nearly 43 per cent. compared with 33 per cent. in 1958.

### Organisation

During 1959, three new Board's Area Offices were opened and 15 rehoused in better accommodation. When rehousing occurs Area Offices are, whenever possible, housed in joint premises with the Ministry of Pensions and National Insurance and Ministry of Labour and this joint occupation has now been achieved in 114 places. The Board's regular staff increased during the year by 308 to 10,435.

### Other Matters

The Report gives information on other matters dealt with under the National Assistance Act. These include assistance given to women living apart from their husbands and to mothers of illegitimate children, and what is done to get payments from the husbands and fathers, the work of the Advisory Committees and Appeal Tribunals, and visits received during the year from social administrators, social workers and students from overseas. Appendices to the Report contain statistics and other information relating to the work of the Board during 1959.

\* Industry and Employment in Scotland and Scottish Roads Report, 1959-60, Cmnd. 1045, H.M. Stationery Office; Price 4s. 6d. net (4s. 10d. including postage).



## NATIONAL INSURANCE

### Long-Term Hospital Patients

The Minister of Pensions and National Insurance has asked the National Insurance Advisory Committee to consider and report on four sets of draft Regulations designed to implement the Committee's recent Report on Long-Term Hospital Patients. Copies of the Report (Cmd. 964), price 1s. 3d. net (1s. 5d. including postage), and of the draft Regulations can be obtained from H.M. Stationery Office. These draft Regulations are: The National Insurance (General Benefit) Amendment Regulations, 1960, price 6d. net (8d. including postage), the National Insurance (Contributions) Amendment (No. 2) Regulations, 1960, price 4d. (6d.), the National Insurance (Hospital In-Patients) Amendment Regulations, 1960, price 6d. (8d.), and the National Insurance (Unemployment and Sickness Benefit) Amendment (No. 2) Regulations, 1960, price 3d. (5d.).

The General Benefit Amendment Regulations provide that mentally disordered patients detained in legal custody in hospital shall no longer be disqualified for National Insurance benefits, except that those transferred to hospital from prisons and other penal institutions while undergoing sentence continue to be disqualified until the effective end of their sentence. The regulations also extend the circumstances in which benefit can be paid for periods during which persons are in custody on remand.

Similar amendments are made by the Contributions Amendment Regulations to relieve mentally disordered patients from the disqualifications for National Insurance contribution credits which at present apply to them; and there are transitional provisions which secure that, for the purposes of benefit claimed for periods after the regulations come into force, such patients may be given credits for any past periods for which they would have received them had the substantive new provisions then been in force.

The Hospital In-Patients Amendment Regulations provide that pocket money payments to some hospital patients may be reduced where a doctor certifies that it is not possible to use the money for the personal comfort or enjoyment of the patient; and they make some changes to definitions in the existing regulations.

The Unemployment and Sickness Benefit Amendment Regulations bring together in convenient form various existing provisions dealing with the effect of work on the right to sickness benefit, and establish a general earnings limit of 40s. instead of the present limit which is 20s. or 40s. a week according to circumstances.

### Byssinosis and Cotton Spinners

The Industrial Injuries Advisory Council has presented to the Minister of Pensions and National Insurance its Report on the question whether the occupational cover for byssinosis under the Industrial Injuries Scheme should be extended to ring-room or mule-room workers in the cotton industry. Entitled "Byssinosis Review of Occupational Cover: Cotton Spinners" (Cmd. 1095), the Report is published by H.M. Stationery Office, price 9d. net (11d. including postage).

Byssinosis is a form of chronic lung disease caused by cotton dust. Industrial disablement benefit can be paid to people in the cotton industry suffering from the disease who have been employed for at least ten years "in any occupation in any room where any process up to and including the carding process is performed in factories in which the spinning or manipulation of raw cotton is carried on".

When in 1955 the Council reviewed the provision made for byssinosis under the National Insurance (Industrial Injuries) Acts, they recommended that further research should be undertaken into the possibility that cotton workers engaged on processes not already covered by the regulations can contract byssinosis. The Minister accepted this recommendation and commissioned an investigation by the Nuffield Department of Occupational Health, Manchester University, to determine whether byssinosis exists amongst mule spinners.

In March, 1959, the Minister invited the Council, which includes representatives of trades unions and employers' organisations, to

consider the Report of the Nuffield Department and to review the occupational cover for byssinosis within the cotton industry.

The Council reviewed the available evidence relating to both ring spinning and mule spinning in the cotton industry. In making their Report to the Minister that there are no grounds for extending the cover under the Industrial Injuries scheme for byssinosis either to ring-room workers or mule-room workers, the Council endorsed the findings of their Industrial Diseases Sub-Committee, to whom they had remitted the Nuffield Department report for detailed examination.

### The National Insurance (Non-participation-National Health Service) (Scotland) Regulations, 1960

On 1st June the Secretary of State for Scotland made the National Insurance (Non-participation-National Health Service) (Scotland) Regulations, 1960. The Regulations came into operation on 11th June.

These Regulations provide that the Secretary of State for Scotland instead of the employer may decide whether persons who are subject to the National Health Service Superannuation Scheme, Scotland, should not participate in the scheme of retirement benefits provided for in the National Insurance Act, 1959. The Regulations further provide that those things leading to the issue, variation, cancellation or surrender of certificates of non-participation which apart from the Regulations would fall to be done by or to the employer are to be done by or to the Secretary of State.

Copies of the Regulations (S.I. 1960 No. 982 (S.52)) can be obtained from H.M. Stationery Office, price 3d. net (5d. including postage).

### Preservation of Equivalent Pension Rights for People Contracted Out of the Graduated Pension Scheme

On 27th June the Minister of Pensions and National Insurance made the National Insurance (Non-participation—Assurance of Equivalent Pensions Benefits) Regulations, 1960. These Regulations, which came into operation on 5th July, set out detailed rules for preserving pension rights for employees contracted out of the graduated part of National Insurance retirement pensions who leave their contracted-out job.

Employees who belong to sound occupational pension schemes can on certain conditions be contracted out of the graduated part of National Insurance if their occupational scheme provides them with pension rights equivalent to the maximum under the graduated part of the National Insurance scheme. These equivalent pension rights must be preserved if the employment ends. The new scheme starts in April, 1961. A preliminary draft had been submitted to the National Insurance Advisory Committee (see the issue of this GAZETTE for April, page 150), and approved by them in their Report which has been published by H.M. Stationery Office as House of Commons Paper No. 236 (Session 1959-60). The Committee made three recommendations for the amendment of the draft Regulations on technical points and these have all been adopted by the Minister.

The rules for preserving rights only apply to contracted-out schemes and to the level of pension required for contracting-out purposes. Consequently they do not affect pension rights above the maximum of the graduated part of the National Insurance scheme.

The contracting-out employer may discharge his liability to preserve his employee's rights up to the required standard in one of three ways: (1) A right to a pension (whether actually in payment or "frozen") payable on retirement at or after age 65 (60 for women); (2) a "transfer" whereby one contracted-out scheme takes over liability for pension earned in another contracted-out scheme; (3) purchase of maximum rights under the National Insurance scheme for the period of contracted-out service by means of what is called a "payment in lieu". This method is compulsory if neither of the other two methods has been adopted within the time limits set by the regulations. The rates for a payment in lieu are 7s. 4d. for men and 8s. 11d. for women for each week of contracted-out employment, i.e., the difference between the maximum contributions under the graduated scheme and the flat rate contributions of those contracted-out.

The liability to preserve pension rights arises when an employee's contracted-out employment ends. The regulations lay down alternative ways of settling when this is to be treated as happening: (1) if employer and employee notify the Minister that contracted-out employment has ended; or (2) if, for thirteen weeks running, there is no liability for National Insurance contributions in the employment. This thirteen weeks can be extended by up to two years in certain circumstances. Interruptions of thirteen weeks or less, and any longer interruption treated as temporary, are not counted as breaking the continuity of contracted-out employment. Under either alternative the date on which the employment is taken as ending for contracting-out purposes is the end of the last week for which there was a National Insurance contribution.

The Regulations require employers to inform the Ministry of all terminations of contracted-out employment, and to show that the pension rights have been preserved, within six months of the

termination happening. The period of a preservation can be extended by up to a further 12 months in certain circumstances. The Regulations also lay down as a condition for the acceptance of preservation otherwise than by a "payment in lieu" that the responsible paying authority has given a certificate showing that the appropriate amount of pension has been preserved; and that the employer has given this certificate to the insured person. Where the pension is in the form of a "frozen" or actual pension ("assured" in the language of the Act) the certificate must be given by the body authorising the payment of benefits (usually the trustees, or insurance company). Where the pension rights are transferred, the certificate must be given by the authority, trustees, or insurance company responsible for the contracted-out scheme to which they have been transferred, and must show that an appropriate credit in that scheme has been given to the employee. These certificates must be given to the employee free of charge.

In many cases when a pension comes to be preserved there will be gaps in the record of contributions paid (e.g., on account of sickness) which were not treated as breaking the continuity of contracted-out service at the time they occurred. Gaps amounting altogether to three weeks or less in any contribution year count for preservation purposes as if they had been weeks of employment. But, where a gap or gaps exceed three weeks in any contribution year, preservation for the excess is not compulsory, though the regulations place no obstacle in the way of a higher standard of preservation.

If rights are preserved by means of a payment in lieu to the National Insurance Fund, the Act enables up to half the cost to be recovered from any refund of contributions due to the employee under the contracted-out scheme for the period of his contracted-out service. For this purpose such refunds may be delayed, and the regulations provide for notices to paying authorities where such delay is wanted, but limit the permitted delay (under such notices) to four weeks after the latest date on which the relevant payment to the National Insurance Fund is to be made.

The Regulations also contain provisions to avoid duplicate preservation of rights for periods when a person is simultaneously in two or more contracted-out employments.

Copies of the Regulations (S.I. 1960, No. 1103), price 9d. net (11d. including postage), and of the Report of the National Insurance Advisory Committee (H.C. No. 236), price 1s. net (1s. 2d. including postage), can be obtained from H.M. Stationery Office.

### Collection of Graduated Contributions

Entitled "How Graduated National Insurance Contributions will be collected from April, 1961", a leaflet (N.I. 115) has been issued by the Ministry of Pensions and National Insurance and is being distributed to employers throughout Britain on behalf of the Ministry through Inland Revenue tax offices.

The leaflet explains that stamps and cards, as well as the other approved methods of payment, will continue in use for paying the flat-rate contribution due for all employees. But the graduated contributions for those employees who are earning over £9 a week (and who are not contracted out of the graduated contributions and pensions) will be collected through the Pay-As-You-Earn system in association with income tax. The P.A.Y.E. deduction cards issued by the Inland Revenue for use from April, 1961, will have one extra column for recording the amount of graduated contributions, and these will be paid to the Collector of Taxes with the monthly tax remittance.

The new graduated pension scheme is explained in leaflet N.I. 111, which can be obtained from any local Pensions and National Insurance Office; and the arrangements for contracting-out are explained in leaflet R.1, which can be obtained from the Registrar of Non-Participating Employments, 10 John Adam Street, W.C.2.

### Social Security Agreement with Switzerland

On 23rd June Her Majesty in Council made the National Insurance (Switzerland) Order, 1960. It came into force on 1st July and, giving effect to the Agreement concluded last November between the United Kingdom and Switzerland, it supplements the provisions of the National Insurance and Industrial Injuries (Switzerland) Order, 1954 (see the issue of this GAZETTE for June, 1954, page 195), which has been in force since 1st June, 1954, and also extends that Agreement to Jersey.

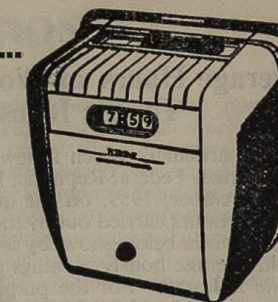
The existing 1954 social security Agreement with Switzerland covers retirement pensions, widows' benefits and guardians' allowances, and benefits in respect of accidents and industrial injuries and diseases. The new Supplementary Agreement enables United Kingdom nationals to draw Swiss non-contributory pensions if they have lived in Switzerland for 15 years. The pensions are payable from 1st January, 1959. The Supplementary Agreement also provides that people who are insured for sickness benefit in either country may qualify for sickness benefit as soon as they become insured in the other country. Visitors to Switzerland will not receive free medical treatment there by virtue of the Agreement.

Reciprocal social security agreements are also in force with the following countries:—Australia, Belgium, Canada, Cyprus, Denmark, Finland, France, Guernsey, the Irish Republic, the Isle of Man, Israel, Italy, Jersey, Luxembourg, Malta, the Netherlands, New Zealand, Northern Ireland, Norway, Sweden, Switzerland and Yugoslavia.

Anyone who thinks he may be affected by the Agreement and who wants further information should write to the Ministry of Pensions and National Insurance, Overseas Group, Newcastle upon Tyne.

Copies of the Orders (S.I. 1960 No. 1064 and S.I. 1954 No. 641) can be obtained from H.M. Stationery Office, price 3d. net (5d. including postage) and 6d. net (8d. including postage), respectively.

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## LABOUR OVERSEAS

## Average Hours of Work, Earnings, etc., in the Textile Industry in Germany

The particulars which follow, relating to the textile industry in the German Federal Republic, have been obtained from the report for November, 1959, on the quarterly enquiry into earnings and working hours carried out by the German Federal Statistical Office.

The Tables below show, by sex and skill, average weekly hours of work, average hourly earnings and average weekly earnings in the textile industry. For the purpose of conversion into sterling the Exchange Rate of 11.76 Deutschmarks = £1 has been used and the amounts rounded to the nearest penny. In the following Tables the terms "Male workers" and "Female workers" include boys and girls respectively; female workers comprise approximately 60 per cent. of the labour force. The term "Average Weekly Hours of Work" relates to actual hours spent at the work bench, excluding time off for meal breaks, company or union meetings, visits to the doctor, etc.

## All Branches

	Average Weekly Hours of Work		Average Hourly Earnings		Average Weekly Earnings	
	s.	d.	s.	d.	s.	d.
Male Workers:						
Skilled .. .. .	44.5	4 5	209	2		
Semi-skilled .. .. .	44.0	3 11	184	0		
Unskilled .. .. .	44.3	3 6	165	8		
Average .. .. .	44.3	4 1	193	0		
Female Workers:						
Skilled .. .. .	40.7	3 9	162	4		
Semi-skilled .. .. .	41.4	3 3	143	3		
Unskilled .. .. .	41.6	3 0	131	0		
Average .. .. .	41.4	3 3	141	1		
Average all Workers .. .. .	42.6	3 7	162	4		

## Spinning and Preparation of Yarn

	Average Weekly Hours of Work		Average Hourly Earnings		Average Weekly Earnings	
	s.	d.	s.	d.	s.	d.
Male Workers:						
Skilled .. .. .	45.1	4 3	202	7		
Semi-skilled .. .. .	44.4	3 10	179	0		
Unskilled .. .. .	44.1	3 5	162	1		
Average .. .. .	44.6	3 11	185	3		
Female Workers:						
Skilled .. .. .	40.6	3 7	156	8		
Semi-skilled .. .. .	40.9	3 5	146	9		
Unskilled .. .. .	41.0	3 0	131	0		
Average .. .. .	40.9	3 3	143	3		
Average all workers .. .. .	42.3	3 7	159	6		

## Weaving

	Average Weekly Hours of Work		Average Hourly Earnings		Average Weekly Earnings	
	s.	d.	s.	d.	s.	d.
Male Workers:						
Skilled .. .. .	43.4	4 6	206	5		
Semi-skilled .. .. .	42.9	3 11	181	0		
Unskilled .. .. .	43.8	3 5	160	2		
Average .. .. .	43.2	4 2	192	4		
Female Workers:						
Skilled .. .. .	40.4	3 11	168	1		
Semi-skilled .. .. .	41.2	3 4	146	2		
Unskilled .. .. .	41.2	3 0	129	11		
Average .. .. .	41.0	3 4	145	7		
Average all workers .. .. .	42.1	3 9	167	6		

Employers pay compulsory contributions covering insurance in respect of pensions, sickness and maternity, industrial injuries, unemployment, and family allowances. It is not possible to quote a uniform rate of contribution as the actual contributions may vary from employer to employer according to industrial or actuarial risk. On average the total contribution would appear to be approximately 15 per cent. of wages.

In addition to these statutory payments employers may contribute to other schemes. According to returns made by employers for the purpose of the International Labour Office enquiry of 1955, the results of which were published in *Labour Costs in European Industry* (obtainable in the United Kingdom from the Branch of the International Labour Office at 38-39 Parliament Street, London, S.W.1, price 7s. 6d.), the amounts paid by German employers in respect of non-obligatory social security benefits, direct benefits, and subsidies represented 10 per cent. of basic wages.

With regard to annual holidays, the legal minimum in most of the Länder (Provinces) is 12 days, but more generous provision may exist under collective agreements. Fifteen days would appear to be granted, on average, for workers over the age of 18 years. Paid public holidays, granted additionally, vary from 10 to 13 days, according to the predominant religious belief in the area concerned.

## Average Hours of Work, Earnings, etc., in the Textile Industry in Italy

The Italian Ministry of Labour and Social Security undertake a monthly enquiry of employers in a number of industries about hours of work and earnings. The following figures for the month of March, 1959, which have been taken from the *Rassegna di Statistiche del Lavoro* (January-February, 1960), give details of average daily and monthly hours of work and average hourly earnings in the textile industry for all workers irrespective of age and sex. The average hourly earnings exclude holiday pay, bonuses, family and other allowances. For the purpose of conversion into sterling the Exchange Rate of 1,750 lire = £1 has been used and the amount rounded to the nearest penny.

Branch of Industry	Average Hours of Work		Average Hourly Earnings
	Daily	Monthly	
Silk Throwing .. .. .	8.0	140.2	s. d. 11
Silk Spinning .. .. .	8.0	161.6	1 8
Silk Weaving .. .. .	7.9	137.3	2 0
Cotton .. .. .	7.7	152.0	2 0
Wool .. .. .	7.9	160.1	2 2
Artificial Fibres .. .. .	7.9	178.4	2 8
Knitted Goods .. .. .	7.9	157.5	1 8
Hosiery .. .. .	7.9	159.8	1 9
Linen and Hemp .. .. .	7.8	148.8	1 10
Jute .. .. .	7.9	158.3	2 0
All Branches .. .. .	7.8	156.8	2 0

Employers' contributions for social security purposes include compulsory payments to various insurance funds covering pensions, sickness, maternity, industrial injuries, unemployment, family allowances, housing, and wage equalisation. Employers' contributions (calculated on average hourly earnings for 1957) comprise approximately 47 per cent. of workers' earnings (excluding family allowances).

The normal paid annual holiday for manual workers is of 12 days' duration. There are also increments for seniority: 2 additional days for 7 to 15 years' service, 4 additional days for up to 20 years' service, and 6 additional days for more than 20 years' service. In addition, there are 17 paid public holidays a year.

## Fatal Industrial Accidents in Canada in 1959

An article published by the Canadian Department of Labour in the May issue of the *Labour Gazette* contains preliminary statistics of fatal industrial accidents in Canada in 1959. The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of, their employment. The statistics, which also include deaths from industrial diseases, are compiled annually from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources, supplemented, after careful enquiries to avoid duplication, by press reports. For those industries not covered by workmen's compensation legislation, e.g., agriculture, fishing and trapping, and certain service groups, for which press reports only were available, the information may be less complete than for other industries. Figures quoted for 1958 for comparison are final (revised) figures.

The total number of deaths resulting from industrial accidents and industrial diseases, according to the preliminary figures now available for 1959, was 1,258, compared with a final figure of 1,269 for 1958. The fatality rate (i.e., the number of fatalities per 10,000 workers), which since 1956 has decreased every year, was 2.1 in 1959, the lowest figure recorded. Nine of the accidents occurring in 1959 caused the death of three or more persons in each case. The total number of injuries, both fatal and non-fatal, in accidents reported by the Workmen's Compensation Boards increased from 511,544 in 1958 to 554,681 in 1959.

An analysis of the causes of the 1,258 fatalities that occurred in 1959 showed that 356 were the result of persons being struck by tools, machinery, moving vehicles or other objects. Of these 356 fatalities, 57 were caused by falling trees or limbs, 36 by falling or flying objects in mines and quarries, 45 by automobiles or trucks and 32 by landslides or cave-ins. Accidents caused by collisions, derailments, wrecks, etc., were responsible in 1959 for 330 deaths, of which 145 resulted from accidents involving automobiles or trucks, 64 tractor or loadmobile accidents, 62 involving watercraft and 38 resulting from aircraft accidents. Deaths caused by persons falling or slipping numbered 201.

The highest number of fatalities in any one industry group in 1959 was 269 in the construction industry, a decrease of 12 over the 281 recorded in 1958. In manufacturing there were 186 fatalities, 20 more than the number reported in 1958. Fatalities also increased, from 163 in 1958 to 178 in 1959, in the transportation industry. In mining the number of fatalities was 165, a decrease of 66 from the previous year in which 231 were recorded. In the logging industry there were 135 fatalities in 1959 compared with 129 in 1958.

Most of the fatal industrial accidents in 1959 occurred in the Provinces of Ontario, Quebec and British Columbia. In Ontario, 408 fatalities were recorded, a decrease of 30 compared with the previous year. The total of 408 included 84 fatalities which occurred in the construction industry, 90 in manufacturing, 58 in mining and quarrying, and 49 in agriculture. In Quebec, fatalities numbered 244, of which 78 occurred in construction, 47 in transportation, storage and communications, and 41 in manufacturing. Fatalities in British Columbia numbered 247, of which 80 occurred in logging, 42 in mining and quarrying, 37 in transportation, storage and communications, and 30 in manufacturing.

## INTERNATIONAL LABOUR ORGANISATION

## 44th Session of International Labour Conference

The 44th Session of the International Labour Conference was held in Geneva from 1st June to 23rd June. An article on the work of the Session appears on pages 273 to 275 of this GAZETTE.

## 145th Session of the Governing Body

The 145th Session of the Governing Body of the International Labour Office was held in Geneva on 27th and 28th May. The United Kingdom Government representative was Mr. G. C. Slater, C.B.E., Under Secretary, Ministry of Labour. Also from the United Kingdom was Sir Alfred Roberts, C.B.E., J.P., Vice-Chairman of the Governing Body, Member of the General Council of the Trades Union Congress, and General Secretary of the National Association of Card, Blowing and Ring Room Operatives. In the absence of the Chairman of the Governing Body, Mr. E. Michanek, representative of the Government of Sweden, Sir Alfred Roberts occupied the Chair during the greater part of the session.

The following paragraphs give particulars of some of the more important matters dealt with by the Governing Body.

## Agenda of the 46th (1962) Session of the International Labour Conference

The Governing Body gave preliminary consideration to the question of the agenda of the 46th (1962) Session of the International Labour Conference, on which a final decision will be taken at the 147th Session of the Governing Body in November. There are three standing items on the agenda of sessions of the International Labour Conference: the Report of the Director-General; Financial and Budgetary Questions; and Information and Reports on the Application of Conventions and Recommendations. Two questions on the agenda of the 45th (1961) Session are likely to be carried forward for second discussion in 1962. These items are: Vocational training; and Equality of treatment of nationals and non-nationals in social security. Regarding possible new items for the agenda, the Governing Body decided to call for law and practice reports to be considered in November on: prohibition of the sale and hire, and use, of inadequately guarded machinery; hygiene in shops and offices; employment of young persons in underground work in mines of all kinds; and termination of employment (dismissal and lay-off); and a report on personnel and human relations policies in industry.

## Financial and Administrative Questions

At its 135th Session in May, 1957 (see the issue of this GAZETTE for July, 1957, page 246), the Governing Body decided to adopt the recommendations of the Salary Review Committee of the United Nations regarding the institution of a system of post adjustments of staff salaries, and placed Geneva in Class 2 of that system. It now decided, in the light of changes in the cost of living index for Geneva, to place Geneva in Class 3 as from 1st May, 1960. Certain improvements in the remuneration of staff in the General Service Category were also approved. Supplementary estimates of expenditure in 1961 were, in consequence, recommended to the Conference.

## Improvement of the Working Methods of the Conference

The Governing Body considered a further report from the Committee appointed to consider the improvement of the practical methods of working of the International Labour Conference, and adopted certain recommendations of the Committee. In accordance with one of these, it will consider at its autumn session in 1960 the desirability of including the question of technical assistance in some appropriate form on the agenda of the 45th (1961) Session of the Conference.

## Industrial and Analogous Committees

At its 141st Session (see the issue of this GAZETTE for April, 1959, page 138), the Governing Body decided that a list should be established of industries for which no permanent Industrial Committees exist, from which one industry might be selected each year for an *ad hoc* meeting of the Industrial Committee type. The Governing Body now decided that the following branches of activity should be placed on this list: mines other than coal mines; food industries; clothing industry; timber industry; woodworking industry; paper; printing and allied trades; leather and shoe industry; glass, pottery, plastics, and rubber; atomic energy; electric power; commerce; civil aviation; hotels and restaurants. The Governing Body further decided that at its autumn, 1960, session it should, in selecting the four major meetings to be convened in 1962, consider the possibility of convening the Metal Trades Committee, the Chemical Industries Committee, the Textiles Committee and *ad hoc* meetings for either the Food Products and Drink Industries or the Printing and Allied Trades. The agendas were determined for forthcoming sessions of the Inland Transport Committee and the Committee on Work on Plantations.

## African Regional Conference

The Governing Body accepted an invitation from the Executive College of the Congo to hold the First Session of the African Regional Conference in Leopoldville. The Conference is to take place during December, 1960. It was also decided that invitations to attend the Conference should be issued to certain non-metropolitan territories, namely, Kenya, Tanganyika and Uganda, as well as to those that are already members of the African Advisory Committee (see the issue of this GAZETTE for April, 1958, page 140).

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## Other Matters

The Governing Body had under consideration a number of financial questions, including the recommendations which it should make to the 44th Session of the International Labour Conference on the allocation among Member States of the expenses of the Organisation for 1961. A number of reports from the Governing Body's Committee on Freedom of Association were considered and recommendations made to Governments concerned on certain cases of alleged infringement of trade union rights. It was decided to convene a small meeting of experts early in 1961 to study and make recommendations concerning the prevention of major mine disasters with particular reference to methane and coal dust explosions. The agendas were determined for a number of meetings, including the Seventh Regional Conference of American States Members of the International Labour Organisation, the next session of the Joint Maritime Commission, and a meeting of the Tripartite Subcommittee of that Commission on Seafarers' Welfare. It was also decided to request the Director-General to take the necessary steps, in due course, to enable a review of the list of States Members of chief industrial importance to be carried out in the autumn of 1962.

## 146th Session of the Governing Body

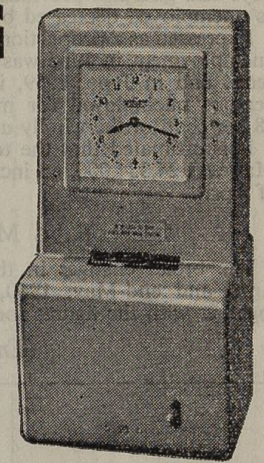
Following the triennial Governing Body elections which took place at the 44th Session of the International Labour Conference, the Governing Body met on 24th June. The United Kingdom Government representative was Mr. H. F. Rossetti, C.B., Deputy Secretary, Ministry of Labour. Also from the United Kingdom were Sir Alfred Roberts, C.B.E., and Sir George Pollock, Q.C., substitute for the Rt. Hon. Lord McCorquodale of Newton, P.C.

The principal business of the session was the election of officers. The Governing Body unanimously elected as its Chairman Mr. George Cabot Lodge, representative of the Government of the United States of America. Monsieur Pierre Waline (France) was unanimously elected as Vice-Chairman from the Employers' Group and Monsieur Jean Móri (Switzerland) as Vice-Chairman from the Workers' Group.

The Governing Body also considered a further report from its Committee on Freedom of Association, which dealt with allegations of infringement of trade union rights in ten member countries. In two cases, concerning Burma and Sudan, recommendations were made to the Governments concerned; the remaining cases were dismissed.

Other business was mainly of a routine character.

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# EMPLOYMENT, UNEMPLOYMENT, ETC.

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## Employment in Great Britain in May

### GENERAL SUMMARY

During May the number in civil employment is estimated to have increased by 99,000 to 23,519,000. The largest increases were in construction, miscellaneous services, agriculture and the metals, engineering and vehicles group of industries; small reductions occurred in coalmining, shipbuilding and marine engineering, textiles and clothing.

The Employment Exchanges filled 144,000 vacancies in the four-week period ended 8th June. The number of vacancies notified to Exchanges but remaining unfilled at 8th June was 361,000; this was 34,000 more than in May.

The number of operatives working overtime in manufacturing industries in the week ended 28th May was 1,773,000, which was 66,000 more than at the end of February. In the same week the number of operatives working short-time in manufacturing industries was 31,000; this was 6,000 more than at the end of April.

There were 305,000 persons registered as unemployed on 13th June, of whom 297,000 were wholly unemployed and 8,000 temporarily stopped from work. Between 16th May and 13th June, unemployment fell by 36,000, the decrease being almost entirely among the wholly unemployed.

The main reductions were 7,900 in miscellaneous services (including 4,200 in catering, hotels, etc.), 6,800 in manufacturing industries, 5,000 in distribution and 4,000 in construction. The number of boys and girls not previously in employment who were registered as unemployed decreased by 2,000.

Expressed as a proportion of the estimated number of employees, unemployment in June was 1.4 per cent.; in May it was 1.5 per cent., and in June, 1959, it was 1.9 per cent. The number of persons unemployed for more than eight weeks was 172,100—58 per cent. of the wholly unemployed.

It is estimated that the total working population† at the end of May was 24,354,000, an increase of 58,000 compared with the end of April.

### GENERAL MAN-POWER POSITION

The broad changes in the man-power situation between end-April and end-May, 1960, are shown in the following Table, together with the figures for recent months and end-May, 1959.

(End of Month)

	Thousands				
	May, 1959	March, 1960	April, 1960	May, 1960	Changes during May, 1960
Number in Civil Employment...	23,110	23,343	23,420	23,519	+ 99
Men .. .. .	15,285	15,367	15,396	15,446	+ 50
Women .. .. .	7,825	7,976	8,024	8,073	+ 49
Wholly Unemployed† .. .. .	410	399	355	314	- 41
Temporarily Stopped‡ .. .. .	32	10	9	8	- 1
Total Registered Unemployed† .. .. .	442	409	364	322	- 42
H.M. Forces and Women's Services .. .. .	568	526	521	521	...
Men .. .. .	553	511	506	506	...
Women .. .. .	15	15	15	15	...
Total Working Population* .. .. .	24,093	24,268	24,296	24,354	+ 58
Men .. .. .	16,138	16,164	16,153	16,176	+ 23
Women .. .. .	7,955	8,104	8,143	8,178	+ 35

\* The total working population represents the estimated number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. The total comprises the Forces, all persons—employers and persons working on their own account as well as employees—in civil employment (including persons temporarily laid off but still on the employers' pay-rolls) and wholly unemployed persons registered for employment, together with an estimate of the number of ex-service men and women on release leave not yet in employment (this estimate is included in the figures on the grand total line, but it not shown separately in the Table). Part-time workers are counted as full units.

† End of month estimates. Persons classed as temporarily stopped are included in the totals of persons in civil employment. (See footnote \* above.)

### ANALYSIS OF NUMBERS IN CIVIL EMPLOYMENT

An analysis by broad industrial groups of the total numbers in civil employment for recent months and for May, 1959, is given in the Table below.

(End of Month)

Industry or Service	Thousands				
	May, 1959	March, 1960	April, 1960	May, 1960	Change during May, 1960
Agriculture and Fishing	994	935	943	961	+ 18
Mining and Quarrying	831	781	776	771	- 5
Food, Drink and Tobacco	795	796	801	812	+ 11
Chemicals and Allied Industries	517	529	530	531	+ 1
Metal Manufacture	574	611	614	618	+ 4
Engineering and Electrical Goods	1,933	2,032	2,043	2,052	+ 9
Shipbuilding and Marine Engineering	267	261	257	255	- 2
Vehicles	867	911	915	918	+ 3
Metal Goods	516	546	548	550	+ 2
Textiles	849	866	868	867	- 1
Clothing and Footwear	566	579	583	581	- 2
Other Manufactures	1,554	1,623	1,631	1,633	+ 2
Total in Manufacturing Industries	8,438	8,754	8,790	8,817	+ 27
Construction	1,520	1,509	1,509	1,532	+ 23
Gas, Electricity and Water	374	374	372	371	- 1
Transport and Communication	1,668	1,641	1,643	1,647	+ 4
Distributive Trades	3,191	3,227	3,237	3,249	+ 12
Financial, Professional, Scientific and Miscellaneous Services	4,853	4,886	4,910	4,931	+ 21
National Government Service	505	503	504	502	- 2
Local Government Service	736	733	736	738	+ 2
Total in Civil Employment	23,110	23,343	23,420	23,519	+ 99

### NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at the end of May, 1959, and March, April and May, 1960. The figures relate to employees (including persons temporarily laid off but still on the employers' pay-rolls); they exclude employers and persons working on their own account, and they are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of the changes in the numbers within the latter classes cannot be made at monthly intervals for the individual industries.

The figures are based primarily on the estimates of the total numbers of employees and their industrial distribution at the middle of each year which have been computed on the basis of the counts of insurance cards. In the case of all industries other than coal mining, construction, gas and electricity, use has also been made of the monthly returns rendered by employers under the Statistics of Trade Act, 1947. The returns show the numbers on the pay-rolls (including those temporarily laid-off and those absent from work owing to sickness, etc.) at the beginning of the month and at the end of the month; the two sets of figures are summarised separately for each industry, and the ratio between the two totals is the basis for computing the change in employment during the month. Certain industries and services which are not covered by employers' returns (or are only partially covered), or for which figures are not available in the same form as those shown below, are omitted from the Table.

# NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(End of Month)

(Thousands)

Industry	May, 1959			March, 1960			April, 1960			May, 1960		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.												
Coal Mining	741.7	19.5	761.2	691.9	19.5	711.4	686.9	19.5	706.4	681.4	19.5	700.9
Food, Drink and Tobacco	442.1	338.4	780.5	439.7	341.7	781.4	442.9	343.6	786.5	445.2	351.7	796.9
Bread and Flour Confectionery	32.3	8.2	40.5	31.9	8.0	39.9	31.7	8.0	39.7	31.7	8.0	39.7
Biscuits	79.1	51.7	130.8	79.9	53.4	133.3	80.5	54.5	135.0	81.0	55.4	136.4
Bacon Curing, Meat and Fish Products	20.2	38.5	58.7	19.4	36.8	56.2	19.5	36.9	56.4	19.4	37.5	56.9
Milk Products	34.6	28.7	63.3	35.0	30.4	65.4	34.9	30.4	65.3	35.1	31.1	66.2
Sugar	26.3	13.0	39.3	23.7	11.6	35.3	25.4	12.4	37.8	26.6	13.1	39.7
Cocoa, Chocolate and Sugar Confectionery	13.4	4.6	18.0	12.9	4.4	17.3	13.0	4.4	17.4	12.8	4.5	17.3
Fruit and Vegetable Products	39.8	60.2	100.0	39.5	63.5	103.0	39.5	63.3	102.8	39.5	64.0	103.5
Animal and Poultry Foods	28.6	47.4	76.0	29.0	48.6	77.6	29.0	46.9	75.9	29.1	49.7	78.8
Food Industries not elsewhere specified	16.0	4.1	20.1	16.0	4.0	20.0	15.9	4.0	19.9	15.8	4.0	19.8
Brewing and Malting	20.8	16.9	37.7	21.5	17.1	38.6	21.6	17.9	39.5	21.6	18.0	39.6
Other Drink Industries	74.9	19.8	94.7	74.8	19.8	94.6	75.6	20.0	95.6	76.1	20.4	96.5
Tobacco	37.9	22.1	60.0	38.0	21.1	59.1	38.4	22.0	60.4	38.7	22.8	61.5
Tobacco	18.2	22.2	40.4	18.1	23.0	41.1	17.9	22.9	40.8	17.8	23.2	41.0
Chemicals and Allied Industries	373.2	142.1	515.3	379.9	147.5	527.4	379.4	148.4	527.8	380.3	148.9	529.2
Coke Ovens and Manufactured Fuel	18.2	0.6	18.8	18.0	0.6	18.6	18.1	0.6	18.7	18.2	0.6	18.8
Mineral Oil Refining	33.5	7.3	40.8	33.4	7.3	40.7	33.3	7.3	40.6	33.4	7.3	40.7
Lubricating Oils and Greases	6.7	2.4	9.1	6.8	2.3	9.1	6.8	2.3	9.1	6.8	2.3	9.1
Chemicals and Dyes	172.6	44.4	217.0	177.4	46.3	223.7	177.2	46.4	223.6	177.7	46.4	224.1
Pharmaceutical and Toilet Preparations	28.4	37.4	65.8	28.9	39.3	68.2	28.6	39.9	68.5	28.8	40.2	69.0
Explosives and Fireworks	23.5	12.6	36.1	23.8	12.2	36.0	23.6	12.2	35.8	23.5	12.2	35.7
Paint and Printing Ink	33.8	14.3	48.1	33.9	14.9	48.8	34.9	15.0	49.9	34.1	15.0	49.1
Vegetable and Animal Oils, Fats, Soap, etc.	31.3	14.1	45.4	30.5	14.6	45.1	30.5	14.6	45.1	30.4	14.7	45.1
Synthetic Resins and Plastics Materials	18.0	4.5	22.5	19.7	5.3	25.0	19.7	5.3	25.0	19.8	5.3	25.1
Polishes, Gelatine, Adhesives, etc.	7.2	4.5	11.7	7.5	4.7	12.2	7.6	4.8	12.4	7.6	4.9	12.5
Metal Manufacture	502.6	70.2	572.8	534.5	75.9	610.4	537.4	76.1	613.5	540.7	76.5	617.2
Iron and Steel (General)	250.4	22.7	273.1	267.0	24.2	291.2	268.9	24.3	293.2	270.4	24.5	294.9
Steel Tubes	42.8	8.2	51.0	44.6	8.7	53.3	44.9	8.7	53.6	45.2	8.7	53.9
Iron Castings, etc.	104.7	14.2	118.9	110.8	15.1	125.9	111.0	15.2	126.2	111.6	15.2	126.8
Light Metals	43.6	12.5	56.1	46.9	13.8	60.7	47.0	13.8	60.8	47.3	13.9	61.2
Copper, Brass and other Base Metals	61.1	12.6	73.7	65.2	14.1	79.3	65.6	14.1	79.7	66.2	14.2	80.4
Engineering and Electrical Goods	1,408.8	497.7	1,906.5	1,462.2	544.2	2,006.4	1,469.4	547.6	2,017.0	1,474.6	551.1	2,025.7
Agricultural Machinery (exc. Tractors)	31.6	4.8	36.4	32.7	5.0	37.7	32.6	5.0	37.6	32.5	5.0	37.5
Metal-working Machine Tools	71.9	13.7	85.6	73.7	14.5	88.2	74.6	14.6	89.2	74.9	14.7	89.6
Engineers' Small Tools and Gauges	33.7	10.4	44.1	35.5	11.1	46.6	35.9	11.2	47.1	36.2	11.2	47.4
Industrial Engines	30.2	5.1	35.3	31.9	5.4	37.3	32.0	5.4	37.4	32.0	5.4	37.4
Textile Machinery and Accessories	40.9	6.9	47.8	45.2	8.1	53.3	45.5	8.2	53.7	45.7	8.3	54.0
Contractors' Plant and Quarrying Machinery	20.0	3.3	23.3	20.9	3.5	24.4	21.0	3.5	24.5	21.1	3.5	24.6
Mechanical Handling Equipment	42.7	5.7	48.4	42.6	5.7	48.3	42.8	5.7	48.5	43.0	5.8	48.8
Office Machinery	37.1	15.8	52.9	37.7	16.9	54.6	37.9	16.8	54.7	38.2	16.8	55.0
Other Machinery	258.7	57.0	315.7	265.6	61.5	327.1	267.4	62.1	329.5	268.9	62.5	331.4
Industrial Plant and Steelwork	130.3	16.1	146.4	131.0	17.2	148.2	132.0	17.3	149.3	133.1	17.4	150.5
Ordnance and Small Arms	28.5	7.7	36.2	29.8	8.0	37.8	29.6	7.9	37.5	29.4	7.9	37.3
Other Mechanical Engineering	141.4	40.4	181.8	150.4	45.3	195.7	151.2	45.7	196.9	152.0	46.4	198.4
Scientific, Surgical, etc., Instruments	74.9	40.1	115.0	76.1	42.7	118.8	76.2	42.8	119.0	76.2	43.0	119.2
Watches and Clocks	7.5	7.0	14.5	7.6	7.7	15.3	7.6	7.8	15.4	7.6	7.8	1



Numbers Employed in Great Britain: Industrial Analysis—continued

(End of Month)

(Thousands)

Table with columns for Industry, May 1959, March 1960, April 1960, and May 1960. Each month is subdivided into Males, Females, and Total. Industries include Paper, Printing and Publishing, Other Manufacturing Industries, Construction, Gas, Electricity and Water, Transport and Communication, Distributive Trades, and Miscellaneous Services.

SHORT-TIME AND OVERTIME IN MANUFACTURING INDUSTRIES

Under the Statistics of Trade Act, 1947, monthly employment returns are collected by the Ministry of Labour from all employers in manufacturing industries with 100 or more employees and one-quarter of the employers in those industries with 11-99 employees...

administrative, technical and clerical staffs and the overtime figures also exclude maintenance workers). Employers are asked to supply this additional information in respect of the pay weeks to which the quarterly returns relate.

The figures for 28th May, 1960, including an allowance for the firms with 11-99 employees not required to render returns, are given in the Table below.

Operatives on Short-time or Overtime in Great Britain in week ended 28th May, 1960

Table with columns for Industry, Operatives on Short-time (Working part of the week, Total including persons stood off), and Operatives (excluding maintenance workers) on Overtime. Sub-columns include Number, Average number of hours lost, and Aggregate number of hours of overtime worked.

Unemployment at 13th June, 1960

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed in Great Britain at 16th May and 13th June, 1960, were as follows:—

Table comparing unemployment figures for 16th May and 13th June 1960, categorized by Men 18 and over, Boys under 18, Women 18 and over, Girls under 18, and Total.

It is estimated that the number of persons registered as unemployed at 13th June represented 1.4 per cent. of the total number of employees. The corresponding percentage at 16th May was 1.5.

The total of 305,127 at 13th June includes 47,053 married women. Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of the normal seasonal movement estimates published in the March, 1960, issue of this GAZETTE, the number of persons registered as wholly unemployed on 13th June was 295,248, consisting of 212,966 males and 82,282 females.

An analysis of the unemployment figures for 13th June according to duration of unemployment is given in the following Table.

Table showing duration of unemployment (Wholly Unemployed, Temporarily Stopped) for Men 18 and over, Boys under 18, Women 18 and over, and Girls under 18.

Table showing unemployment figures by Region (London and S.E., Eastern and Southern, South-Western, Midland, North-Midland, E. and W. Ridings, North-Western, Northern, Scotland, Wales) for Males and Females, categorized by duration of unemployment.

Table showing unemployment figures by Region for Males and Females, categorized by duration of unemployment.

NUMBERS UNEMPLOYED IN THE UNITED KINGDOM

The following Table gives the numbers of persons registered as unemployed and the percentage rates of unemployment in each administrative Region of England and in Scotland, Wales and Northern Ireland at 13th June, 1960.

Table showing unemployment figures by Region (Great Britain, Northern Ireland) for Males and Females, categorized by duration of unemployment.

\* Number registered as unemployed expressed as percentage of the estimated total number of employees (employed and unemployed).

The total number of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 13th June, 1960, was 334,683, including 233,779 men, 8,369 boys, 87,972 women and 4,563 girls. Of the total, 326,115 (including 8,537 casual workers) were wholly unemployed and 8,568 temporarily stopped.

The numbers of unemployed persons on the registers in each Region at 13th June, 1960, are shown below.

Table showing unemployment figures by Region (London and S.E., Eastern and Southern, South-Western, Midland, North-Midland, E. and W. Ridings, North-Western, Northern, Scotland, Wales) for Males, Females, and Total.

Table showing unemployment figures by Region (Great Britain, Northern Ireland, United Kingdom) for Males, Females, and Total.

Table showing unemployment figures by Region (London and S.E., Eastern and Southern, South-Western, Midland, North-Midland, E. and W. Ridings, North-Western, Northern, Scotland, Wales) for Males, Females, and Total.

Table showing unemployment figures by Region (London and S.E., Eastern and Southern, South-Western, Midland, North-Midland, E. and W. Ridings, North-Western, Northern, Scotland, Wales) for Males, Females, and Total.

Table showing unemployment figures by Region (Great Britain, Northern Ireland, United Kingdom) for Males, Females, and Total.

NUMBERS UNEMPLOYED: 1939 to 1960

The Table below shows the annual average numbers registered as unemployed in 1939, in 1946 to 1959, and monthly figures for 1960.

Table showing unemployment figures by Region (Great Britain, Northern Ireland, United Kingdom) for Males, Females, and Total, covering the years 1939 to 1960.



NUMBERS UNEMPLOYED IN PRINCIPAL TOWNS AND DEVELOPMENT DISTRICTS

The following Table shows, for some principal towns and all areas at present designated as Development Districts under the Local Employment Act, 1960, the numbers of persons registered as unemployed at Employment Exchanges and Youth Employment Offices on 13th June, 1960, and the percentage rate of unemployment.

An explanation of the method of calculation of local percentage rates of unemployment is given on pages 134-135 of the April issue of this GAZETTE. The percentage rate of unemployment relates to the total number registered as unemployed, wholly unemployed and temporarily stopped combined.

	Numbers of persons on Registers at 13th June, 1960					Percentage rate of unemployment*	Numbers of persons on Registers at 13th June, 1960					Percentage rate of unemployment*
	Men 18 and over	Women 18 and over	Boys and Girls under 18	Total	Temporarily stopped (inc. in total)		Men 18 and over	Women 18 and over	Boys and Girls under 18	Total	Temporarily stopped (inc. in total)	
<b>Principal Towns (By Region)</b>												
<b>London and South-Eastern</b>												
Greater London	23,640	7,607	1,100	32,347	1,213	0.7						
Brighton and Hove	1,539	325	44	1,908	15	2.1						
Chatham	590	340	68	998	2	1.6						
<b>Eastern and Southern</b>												
Bedford	161	99	14	274	—	0.6						
Bournemouth	1,158	212	26	1,396	—	1.5						
Cambridge	161	43	5	209	—	0.4						
Ipswich	443	134	42	619	—	1.2						
Luton	218	55	18	291	—	0.4						
Norwich	1,089	298	47	1,434	1	1.7						
Oxford	178	51	20	249	—	0.3						
Portsmouth	1,924	568	156	2,648	2	0.8						
Reading	333	193	29	555	—	0.8						
Slough	258	72	22	352	—	0.4						
Southampton	1,903	405	92	2,400	6	1.8						
Southend-on-Sea	555	151	18	724	11	1.4						
Watford	159	50	3	212	—	0.4						
<b>South-Western</b>												
Bristol (inc. Kingswood)	2,719	650	81	3,450	69	1.5						
Exeter	444	175	10	629	1	1.5						
Gloucester	253	207	19	479	—	0.9						
Swindon	240	194	32	466	—	0.8						
<b>Midland</b>												
Birmingham	2,135	931	104	3,170	3	0.5						
Burton-on-Trent	107	88	5	200	—	0.7						
Coventry	735	583	52	1,370	—	0.8						
Oldbury	80	36	4	120	—	0.4						
Smethwick	127	44	3	174	—	0.4						
Stoke-on-Trent	1,441	551	39	2,031	142	1.3						
Walsall	361	125	18	504	8	0.9						
West Bromwich	120	48	2	170	6	0.4						
Wolverhampton	468	262	9	739	72	0.7						
Worcester	143	94	3	240	—	0.6						
<b>North-Midland</b>												
Chesterfield	683	223	60	966	1	1.3						
Derby	699	302	12	1,013	1	0.9						
Grimsby	749	72	21	842	6	1.4						
Leicester	733	194	13	940	76	0.5						
Lincoln	423	129	21	573	38	1.2						
Mansfield	318	115	27	457	14	0.8						
Northampton	181	96	7	284	3	0.5						
Nottingham	2,105	657	62	2,824	52	1.2						
Peterborough	130	110	11	251	1	0.5						
Scunthorpe	143	329	53	525	7	1.2						
<b>East and West Ridings</b>												
Barnsley	883	294	46	1,223	15	1.6						
Bradford	787	203	31	1,021	27	0.6						
Dewsbury	188	97	3	288	5	0.9						
Doncaster	590	303	61	954	2	1.1						
Halifax	280	207	8	495	13	1.0						
Huddersfield	323	189	13	525	32	0.6						
Hull	2,557	506	132	3,195	72	2.1						
Leeds	1,741	293	27	2,061	12	0.8						
Rotherham	310	150	95	555	17	1.0						
Sheffield	1,314	472	49	1,835	60	0.7						
Wakefield	296	171	31	498	13	1.0						
York	493	134	35	662	—	1.0						
<b>North-Western</b>												
Accrington	131	174	—	305	3	1.3						
Ashton-under-Lyne	261	150	8	419	43	1.3						
Barrow	202	605	26	833	10	2.5						
Blackburn	345	701	16	1,062	11	2.0						
Bolton	830	253	18	1,101	60	1.4						
Burnley	441	597	10	1,048	7	2.4						
Bury	118	60	5	183	40	0.6						
Crewe	264	201	14	479	—	1.7						
Manchester (inc. Stretford)	4,488	951	135	5,574	117	1.2						
Pendlebury	930	248	26	1,204	39	1.2						
Oldham (inc. Failsworth)	1,018	467	14	1,499	8	1.6						
Preston	632	337	22	991	18	1.2						
Rochdale	238	61	4	303	25	0.6						
St. Helens	847	991	41	1,879	7	3.3						
Stockport	623	297	24	944	71	1.3						
Warrington	657	506	24	1,187	259	1.9						
Wigan	692	263	17	972	51	2.5						
<b>Northern</b>												
Carlisle	526	219	22	767	—	1.8						
Darlington	381	208	10	599	1	1.3						
Gateshead	1,540	309	63	1,912	25	2.5						
Middlesbrough (inc. South Bank)	1,045	494	77	1,616	10	1.8						
Stockton and Thornaby	924	424	101	1,449	45	2.4						
Newcastle-upon-Tyne	3,381	971	162	4,514	142	2.7						
Wallsend, North Shields and Whitley Bay	1,311	280	72	1,663	79	2.7						
<b>Scotland</b>												
Edinburgh	3,669	730	109	4,508	79	2.0						
<b>Wales</b>												
Cardiff	2,643	453	74	3,170	104	2.2						
Newport	477	137	56	670	—	1.1						
Swansea	1,122	418	64	1,604	18	2.8						
<b>Development Districts (By Region)</b>												
<b>London and South-Eastern</b>												
Margate and Ramsgate	577	132	25	734	2	2.5						
Sheerness	275	133	7	415	—	5.5						
<b>Eastern and Southern</b>												
Isle of Wight	299	104	7	410	9	1.4						
Southwold	92	9	3	104	—	3.4						
<b>South Western</b>												
Cornwall (excluding Bude, Gunnislake, Launceston, St. Austell, Saltash and Truro)	2,128	388	60	2,576	9	4.2						
Ilfracombe	50	8	4	62	—	2.0						
Plymouth, Devonport, Gunnislake, Saltash and Torpoint	1,289	735	68	2,092	9	2.5						
<b>North Midland</b>												
Skegness and Mablethorpe	131	32	15	178	—	1.5						
<b>East and West Ridings</b>												
Bridlington and Filey	296	16	13	325	59	2.8						
<b>North Western</b>												
Blackpool	712	209	11	932	7	1.8						
Merseyside and Prescot	15,121	4,635	856	20,612	110	3.4						
<b>Northern</b>												
Bishop Auckland, Crook, Shildon and Spenny-moor	1,285	233	139	1,657	82	3.4						
Haltwhistle	75	2	3	80	8	2.6						
Hartlepool and Horden	1,204	709	136	2,049	22	4.0						
Scarborough	331	35	12	378	20	1.8						
South-East Tyneside	2,597	826	119	3,542	30	5.0						
Sunderland, Seaham and Houghton-Le-Spring	4,547	1,205	294	6,046	136	5.1						
West Cumberland (excluding Millom and Wigton)	941	435	114	1,490	24	3.0						
Whitby	206	13	12	231	63	4.9						
<b>Scotland</b>												
Aberdeen, Inverurie and Stonehaven	2,422	597	41	3,060	191	3.0						
Anstruther	101	24	2	127	22	5.1						
Ardrrossan, Dalry, Irvine, Kilbrinie, Kilwinning and Stevenston	758	768	60	1,586	14	4.7						
Bathgate, Broxburn and the Calder	800	301	74	1,175	—	4.3						
Dumbarton	727	341	64	1,132	6	4.4						
Dundee and Broughty Ferry	2,059	692	141	2,892	141	3.3						
Dunfermline, Burnside, Cowdenbeath and Inverkeithing	686	1,015	94	1,795	14	3.5						
Girvan	111	19	6	136	20	3.7						
Glasgow (including Barrhead, Clydebank, Kinninghall and Rutherglen)	16,910	4,406	782	22,098	226	3.7						
Greenock and Port Glasgow	1,869	916	159	2,944	6	6.7						
Highlands and Islands	3,577	665	333	4,575	422	5.6						
North Lanarkshire	4,368	2,318	334	7,020	424	4.9						
Paisley, Johnstone and Renfrew	1,328	1,106	33	2,467	13	3.5						
Peterhead, Fraserburgh, Banff and Buckie	1,391	372	85	1,848	652	7.						



NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed in Great Britain and in the United Kingdom, respectively, at 13th June, 1960. For Great Britain the wholly unemployed (i.e., persons out of a situation) are distinguished from those temporarily stopped

(i.e., persons suspended from work on the understanding that they were shortly to return to their former employment).

The industrial analysis is based on the Standard Industrial Classification (1958). The figures for each industry represent the numbers whose last employment was in that industry.

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
Agriculture, Forestry, Fishing	8,929	1,138	1,584	41	10,513	1,179	11,692	13,848	1,296	15,144
Agriculture and Horticulture	6,724	1,110	38	38	6,762	1,148	7,910	9,866	1,264	11,130
Forestry	288	15	27	—	315	15	330	408	16	424
Fishing	1,917	13	1,519	3	3,436	16	3,452	3,574	16	3,590
Mining and Quarrying	6,132	226	41	—	6,173	226	6,399	6,303	227	6,530
Coal Mining*	5,335	181	39	—	5,374	181	5,555	5,380	182	5,562
Stone and Slate Quarrying and Mining	375	7	1	—	376	7	383	473	7	480
Chalk, Clay, Sand, and Gravel Extraction	225	2	—	—	226	2	228	249	2	251
Other Mining and Quarrying	197	36	—	—	197	36	233	201	36	237
Food, Drink and Tobacco	6,277	4,969	20	136	6,297	5,105	11,402	6,807	5,789	12,596
Grain Milling	332	76	1	—	333	76	409	370	81	451
Bread and Flour Confectionery	1,265	665	4	—	1,269	665	1,934	1,348	719	2,067
Biscuits	392	505	1	1	393	506	899	527	372	900
Bacon Curing, Meat and Fish Products	472	474	2	30	474	504	978	525	543	1,068
Milk Products	331	158	1	2	332	160	492	356	196	552
Sugar	261	111	—	—	261	111	372	262	112	374
Cocoa, Chocolate and Sugar Confectionery	415	762	1	54	416	816	1,232	434	842	1,276
Fruit and Vegetable Products	597	1,096	6	25	603	1,121	1,724	798	1,473	2,271
Animal and Poultry Foods	274	50	—	6	274	56	330	286	61	347
Food Industries not elsewhere specified	193	210	—	15	193	225	418	201	229	430
Brewing and Malting	793	243	—	—	793	243	1,036	815	251	1,066
Other Drink Industries	643	442	1	3	644	445	1,089	681	459	1,140
Tobacco	309	177	3	—	312	177	489	336	296	632
Chemicals and Allied Industries	3,279	1,442	6	4	3,285	1,446	4,731	3,388	1,453	4,841
Coke Ovens and Manufactured Fuel	266	6	—	—	266	6	272	266	6	272
Mineral Oil Refining	249	51	—	—	249	51	300	261	51	312
Lubricating Oils and Greases	47	4	—	—	47	4	51	49	4	53
Chemicals and Dyes	1,373	382	1	3	1,374	385	1,759	1,449	387	1,836
Pharmaceutical and Toilet Preparations	177	270	—	—	177	270	448	180	271	451
Explosives and Fireworks	386	428	—	—	386	428	814	428	814	814
Paint and Printing Ink	310	76	3	—	313	76	389	319	78	397
Vegetable and Animal Oils, Fats, Soap and Detergents	286	148	—	—	286	148	435	148	441	441
Synthetic Resins and Plastics Materials	82	39	—	—	82	39	121	82	40	122
Polishes, Gelatine, Adhesives, etc.	103	38	—	1	103	39	142	103	40	143
Metal Manufacture	4,354	676	650	20	5,004	696	5,700	5,069	702	5,771
Iron and Steel (General)	1,959	258	44	5	2,003	263	2,266	2,024	263	2,287
Steel Tubes	379	44	320	—	699	45	744	704	47	751
Iron Castings, etc.	1,261	196	165	10	1,426	206	1,632	1,454	208	1,662
Light Metals	252	120	4	—	252	120	372	266	97	363
Copper, Brass and Other Base Metals	503	86	1	—	504	86	590	511	87	598
Engineering and Electrical Goods	9,440	4,197	114	96	9,554	4,293	13,847	10,256	4,487	14,743
Agricultural Machinery (except tractors)	237	31	38	—	275	306	277	31	308	309
Metal-working Machine Tools	461	94	1	—	462	104	566	475	108	583
Engineers' Small Tools and Gauges	215	93	6	—	221	93	314	225	95	320
Industrial Engines	166	31	4	—	170	31	201	177	31	208
Textile Machinery and Accessories	287	47	3	—	290	50	337	287	50	337
Contractors' Plant and Quarrying Machinery	124	12	—	—	124	12	136	126	15	141
Mechanical Handling Equipment	337	41	—	—	337	41	378	344	41	385
Office Machinery	194	100	2	—	196	100	296	200	108	308
Other Machinery	2,111	480	25	1	2,136	489	2,625	2,174	494	2,668
Industrial Plant and Steelwork	965	90	17	—	982	90	1,072	988	90	1,078
Ordnance and Small Arms	284	120	1	—	285	120	405	285	120	405
Other Mechanical Engineering not elsewhere specified	1,009	248	2	1	1,011	249	1,260	1,112	252	1,364
Scientific, Surgical and Photographic Instruments, etc.	323	195	—	—	323	199	522	331	228	559
Watches and Clocks	73	136	10	17	83	153	236	86	157	243
Electrical Machinery	620	152	5	50	625	206	831	625	206	831
Insulated Wires and Cables	340	152	—	—	340	152	492	355	155	510
Telegraph and Telephone Apparatus	209	287	—	—	209	287	496	212	289	501
Radio and other Electronic Apparatus	622	924	2	4	624	928	1,552	1,000	986	1,986
Domestic Electric Appliances	418	318	—	15	418	333	751	421	348	769
Other Electrical Goods	445	442	1	1	446	443	889	457	470	927
Shipbuilding and Marine Engineering	12,370	291	272	4	12,642	295	12,937	13,064	303	13,367
Shipbuilding and Ship Repairing	11,581	222	267	4	11,848	226	12,074	12,185	234	12,419
Marine Engineering	789	69	5	—	794	69	863	879	69	948
Vehicles	3,208	740	165	1	3,373	741	4,114	3,653	786	4,439
Motor Vehicle Manufacturing	1,172	311	147	1	1,319	312	1,631	1,352	321	1,673
Motor Cycle, Three-wheel Vehicle and Pedal Cycle Manufacturing	163	72	—	—	163	72	235	172	72	244
Aircraft Manufacturing and Repairing	1,115	287	16	—	1,131	287	1,418	1,363	308	1,671
Locomotives and Railway Track Equipment	334	27	—	—	334	27	361	337	27	364
Railway Carriages and Wagons and Trams	358	18	2	—	360	18	378	363	19	382
Perambulators, Hand-trucks, etc.	66	25	—	—	66	25	91	66	39	105
Metal Goods not Elsewhere Specified	3,404	1,783	208	110	3,612	1,893	5,505	3,669	1,916	5,585
Tools and Implements	212	79	3	—	215	79	294	221	82	303
Cutlery	60	93	1	—	61	93	154	62	93	155
Bolts, Nuts, Screws, Rivets, etc.	184	124	17	1	201	125	326	201	126	327
Wire and Wire Manufactures	267	95	—	—	267	95	362	271	97	368
Cans and Metal Boxes	131	219	—	—	131	219	350	139	230	369
Jewellery, Plate and Refining of Precious Metals	77	56	1	—	78	56	134	79	56	135
Metal Industries not elsewhere specified	2,473	1,117	186	109	2,659	1,226	3,885	2,696	1,232	3,928
Textiles	6,011	7,176	305	629	6,316	7,805	14,121	7,124	9,398	16,522
Production of Man-made Fibres	211	133	10	—	211	133	354	232	152	384
Spinning and Doubling of Cotton, Flax and Man-made Fibres	1,920	2,200	10	99	1,930	2,299	4,229	2,238	2,756	4,994
Weaving of Cotton, Linen and Man-made Fibres	2,161	14	39	—	2,155	2,200	3,355	1,314	2,492	3,806
Woolen and Worsted	849	713	40	66	889	779	1,668	910	835	1,745
Jute	473	174	33	25	506	199	705	507	203	710
Rope, Twine and Net	91	206	—	—	91	213	304	110	315	425
Hosiery and other Knitted Goods	248	466	65	103	313	569	882	341	645	986
Lace	39	2	—	—	39	2	61	102	43	145
Carpets	108	209	11	57	119	266	385	175	334	509
Narrow Fabrics	77	7	—	—	77	7	172	92	110	202
Made-up Textiles	164	330	6	60	170	390	560	201	803	1,004
Textile Finishing	538	408	115	140	653	548	1,201	804	611	1,415
Other Textile Industries	150	47	2	5	152	52	204	157	53	210
Leather, Leather Goods and Fur	515	248	51	18	566	266	832	611	285	896
Leather (Tanning and Dressing) and Fellmongery	308	70	46	8	354	78	432	392	90	482
Leather Goods	149	150	1	5	150	155	305	156	160	316
Fur	58	28	4	5	62	33	95	63	35	98

\* The figures for coal mining exclude all the unemployed who, although previously employed in coal mining, are known to be unfit for employment in that industry. These men are included with "Other persons not classified by industry" on the next page. The total of 5,374 males unemployed includes 1,108 men registered for underground work.

Numbers Unemployed: Industrial Analysis—continued

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
Clothing and Footwear	1,552	3,171	369	285	1,921	3,456	5,377	1,964	4,089	6,053
Weatherproof Outerwear	163	187	10	16	173	203	376	173	222	395
Men's and Boys' Tailored Outerwear	247	814	15	33	262	847	1,109	270	941	1,211
Women's and Girls' Tailored Outerwear	461	381	278	114	739	495	1,234	739	507	1,246
Overalls and Lingerie, Infants' Wear, etc.	80	324	6	41	86	365	451	106	710	816
Dresses, Lingerie, Infants' Wear, etc.	124	760	4	23	128	783	911	133	873	1,006
Hats, Caps and Millinery	51	50	40	29	91	79	170	95	100	195
Dress Industries not elsewhere specified	78	290	1	1	79	291	370	81	323	404
Footwear	348									



## Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 11th May and 8th June, 1960, the numbers of vacancies filled by the Employment Exchanges of the Ministry of Labour in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Offices of certain Local Authorities.

	Five weeks ended 11th May, 1960		Four weeks ended 8th June, 1960		Total Number of Placings, 3rd Dec., 1959, to 8th June, 1960 (27 weeks)
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	
Men aged 18 and over ..	99,600	125,541	82,920	133,547	552,092
Boys under 18 ..	30,977	43,093	11,542	14,009	114,009
Women aged 18 and over ..	48,718	98,471	41,447	110,829	269,072
Girls under 18 ..	27,987	60,162	8,187	66,554	100,068
Total ..	207,282	327,267	144,096	360,880	1,035,241

The figures of vacancies filled relate only to those vacancies which were filled by applicants submitted by Employment Exchanges, i.e., they do not include engagements of workpeople by employers that were made without the assistance of Employment Exchanges. The figures are therefore not comparable with the

percentage rates of engagements, given in the "Labour Turnover" Table published quarterly in this GAZETTE (see next page), which relate to engagements of all kinds during the period in question.

The figures of vacancies unfilled represent the numbers of vacancies notified by employers to Employment Exchanges and remaining unfilled at the specified dates. They do not purport to represent the total number of vacancies which require to be filled, and they probably fall short of the total number for several reasons. In the first place, it is probable that some employers do not notify their vacancies to Employment Exchanges and prefer to rely on other methods for finding the workpeople whom they require. Secondly, employers who do use the Employment Exchange system may in certain circumstances (e.g., when they require large numbers of additional workpeople, or where labour of the kind they require is scarce) have a standing order with the Employment Exchange to submit all suitable applicants to them without notifying any specific number of vacancies, and the vacancies remaining unfilled in such cases will not be included in the figures. Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

The Table below shows the numbers of vacancies filled during the four weeks ended 8th June, 1960, in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the number of vacancies remaining unfilled at 8th June, 1960.

Industry Group	Placings during four weeks ended 8th June, 1960					Number of Vacancies remaining unfilled at 8th June, 1960				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, Forestry, Fishing	1,320	476	1,517	56	3,369	1,909	2,072	621	431	5,033
Mining and Quarrying	481	251	23	13	768	5,647	1,133	47	41	6,868
Coal Mining	282	228	13	3	526	5,084	1,059	23	10	6,176
Food, Drink and Tobacco	3,412	631	3,777	542	8,362	2,862	1,257	6,158	2,748	13,025
Chemicals and Allied Industries	1,783	171	827	164	2,945	3,072	745	1,887	1,228	6,932
Metal Manufacture	2,489	237	382	62	3,170	3,635	1,191	823	525	6,174
Engineering and Electrical Goods	7,044	1,013	3,346	539	11,942	18,154	5,658	8,407	3,754	35,973
Engineering including Scientific Instruments, etc.	5,245	706	1,577	268	7,796	12,577	4,113	3,332	2,064	22,086
Electrical Goods and Machinery	1,799	307	1,769	271	4,146	5,577	1,545	5,075	1,690	13,887
Shipbuilding and Marine Engineering	3,543	106	81	10	3,740	1,280	227	100	62	1,669
Vehicles	2,202	231	576	80	3,089	7,930	1,315	591	591	11,387
Metal Goods not Elsewhere Specified	2,514	642	1,339	246	4,741	3,760	2,671	3,483	2,226	12,140
Textiles	1,887	302	1,527	410	4,126	2,231	2,218	7,530	6,521	18,500
Cotton, Linen and Man-made Fibres (Spinning and Weaving)	512	56	570	90	1,229	670	505	2,847	1,602	5,624
Woolen and Worsted	432	52	299	57	840	689	764	2,164	1,455	5,072
Leather, Leather Goods and Fur	181	53	154	54	442	292	352	685	1,820	2,859
Clothing and Footwear	422	169	1,590	657	2,838	877	1,156	7,743	19,727	27,779
Bricks, Pottery, Glass, Cement, etc.	1,654	625	378	77	2,734	2,144	927	954	1,285	5,310
Timber, Furniture, etc.	1,494	244	855	321	2,574	2,062	863	750	5,247	7,677
Paper, Printing and Publishing	583	115	540	174	1,412	408	1,341	1,422	3,851	5,826
Printing and Publishing	302	129	315	147	893	598	793	1,707	3,826	5,959
Other Manufacturing Industries	1,377	221	1,028	217	2,843	1,664	786	2,173	1,336	2,779
Construction	22,330	1,483	266	85	24,164	22,701	3,935	621	621	27,779
Gas, Electricity and Water	1,100	38	86	17	1,241	1,260	485	196	150	2,091
Transport and Communication	4,667	403	689	148	5,907	18,427	2,328	16,410	2,022	23,941
Distributive Trades	6,454	2,498	5,959	2,624	17,535	10,114	11,220	1,607	18,826	56,570
Insurance, Banking and Finance	284	64	388	152	888	1,309	1,011	1,477	5,819	14,690
Professional and Scientific Services	1,021	91	1,922	309	3,343	3,253	1,975	6,654	2,808	14,690
Miscellaneous Services	8,281	1,178	12,761	1,181	23,401	10,464	3,796	33,215	7,256	54,731
Entertainments, Sports, etc.	1,247	138	46	46	1,842	594	358	1,211	325	2,488
Catering, Hotels, etc.	4,596	189	8,852	325	13,962	4,126	708	20,092	1,815	26,741
Laundries, Dry Cleaning, etc.	372	235	1,013	315	1,935	436	379	2,407	1,458	4,680
Public Administration	6,095	145	1,546	143	7,929	7,222	719	3,087	790	11,818
National Government Service	1,432	55	909	103	2,499	4,233	240	2,243	434	7,150
Local Government Service	4,663	90	637	40	5,430	2,989	479	844	356	4,668
Grand Total	82,920	11,542	41,447	8,187	144,096	133,547	49,950	110,829	66,554	360,880

The following Table gives a Regional analysis of the numbers of vacancies filled during the four weeks ended 8th June, 1960, and of the numbers of notified vacancies remaining unfilled at the end of the period:—

Region	Men 18 and over		Boys under 18		Women 18 and over		Girls under 18		Total	
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled
	London and South-Eastern	21,008	37,425	2,882	13,365	11,576	37,950	1,573	17,409	37,039
Eastern and Southern	10,245	22,173	1,247	6,321	4,655	16,058	926	7,532	17,073	52,084
South-Western	5,053	9,121	700	3,070	2,620	6,500	581	3,586	8,954	22,277
Midland	6,296	18,215	810	8,144	2,795	9,959	594	8,099	10,495	44,417
North-Midland	4,219	9,419	518	3,883	2,181	7,067	478	6,487	7,396	26,856
East and West Ridings	5,735	9,284	765	5,246	2,387	6,993	512	5,831	9,399	27,354
North-Western	12,577	13,718	1,739	5,000	6,124	15,199	1,148	8,752	21,588	42,669
Northern	5,036	3,695	799	982	2,167	2,794	680	2,316	6,822	9,787
Scotland	8,245	4,265	1,410	2,268	4,933	5,391	1,029	4,964	15,617	16,888
Wales	4,506	6,232	672	1,671	2,009	2,918	666	1,578	7,853	12,399
Great Britain	82,920	133,547	11,542	49,950	41,447	110,829	8,187	66,554	144,096	360,880

## Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 28th May, 1960, with separate figures for males and females. The figures are based on information obtained on returns from employers. Every third month they are asked to state, in addition to the numbers employed at the beginning and end of the month, the numbers on the pay-roll at the later of the two dates who were not on the pay-roll 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 pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above 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, etc., in the Table below 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, in the latter case after allowance is made for any difference in the length of period covered.

It is also important to note that the figures for any industry represent the aggregated totals of the numbers engaged and discharged by firms in the industry. Some of the persons who were discharged or left their employment during the period were probably engaged by other firms in the same industry, and the net numbers of engagements and losses of an industry, considered as one unit, will be less in every case than the sum of the figures for the individual firms.

Labour Turnover Rates in Manufacturing Industries: 4 weeks ended 28th May, 1960

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M.	F.	T.	M.	F.	T.
Food, Drink and Tobacco	3.5	7.1	5.0	3.1	4.8	3.8
Grain Milling	2.4	3.8	2.7	2.4	3.6	2.6
Bread and Flour Confectionery	4.1	5.9	4.8	3.5	4.2	3.8
Biscuits	4.2	7.6	6.4	4.8	5.8	5.5
Bacon Curing, Meat and Fish Products	4.7	7.6	6.1	4.2	5.3	4.7
Milk Products	9.0	11.8	9.9	4.3	5.9	4.8
Sugar	1.3	4.4	2.0	2.8	3.0	2.8
Cocoa, Chocolate, etc.	3.4	6.6	5.3	3.4	5.5	4.6
Fruit and Vegetable Products	3.0	12.0	8.2	2.7	6.0	4.6
Animal and Poultry Foods	2.4	2.7	2.5	2.8	3.0	2.8
Other Food Industries	2.9	5.9	4.4	2.8	5.2	4.0
Brewing and Malting	3.0	5.3	3.3	2.2	3.4	2.4
Other Drink Industries	4.1	7.1	5.2	3.2	3.4	3.3
Tobacco	1.4	4.4	3.1	1.8	3.0	2.5
Chemicals and Allied Industries	2.0	3.3	2.3	1.8	3.0	2.1
Coke Ovens	2.3	1.6	2.3	1.9	3.1	1.9
Mineral Oil Refining	0.9	1.7	1.0	0.7	2.1	0.8
Lubricating Oils and Greases	4.9	3.4	4.6	5.2	3.4	4.8
Chemicals and Dyes	2.1	2.4	2.1	1.8	2.3	1.9
Pharmaceutical Preparations, etc.	2.5	4.5	3.6	1.9	3.8	3.0
Explosives and Fireworks	1.0	1.9	1.3	1.6	2.0	1.8
Paint and Printing Ink	2.4	3.2	2.6	2.1	3.0	2.4
Vegetable and Animal Oils, Fats, etc.	1.1	4.0	2.0	1.4	3.4	2.0
Synthetic Resins and Plastics	2.3	2.8	2.4	1.5	3.1	1.8
Materials	2.2	5.2	3.4	2.4	3.4	2.8
Polishes, Gelatine, Adhesives, etc.	2.2	5.2	3.4	2.4	3.4	2.8
Metal Manufacture	2.6	3.3	2.7	2.0	2.8	2.1
Iron and Steel (General)	2.0	2.1	2.0	1.4	1.5	1.4
Steel Tubes	3.2	3.6	3.3	2.6	3.3	2.7
Iron Castings, etc.	3.3	3.9	3.4	2.8	3.7	2.9
Light Metals	2.7	4.1	3.0	2.2	3.4	2.4
Copper, Brass and Other Base Metals	3.6	3.5	3.6	2.6	3.1	2.7
Engineering and Electrical Goods	2.6	4.2	3.0	2.2	3.6	2.6
Agricultural Machinery (excluding Tractors)	1.8	3.1	2.0	2.1	3.2	2.3
Metal Working Machine Tools	2.3	3.6	2.4	1.8	2.8	2.0
Engineers' Small Tools and Gauges	2.8	3.9	3.1	2.1	4.1	2.6
Industrial Engines	2.1	2.9	2.2	2.2	2.9	2.3
Textile Machinery, etc.	2.3	3.9	2.5	1.9	2.4	1.9
Contractors' Plant and Quarrying Machinery	2.4	3.9	2.6	2.0	3.8	2.2
Mechanical Handling Equipment	2.6	4.3	2.8	2.0	2.8	2.1
Office Machinery	2.1	2.9	2.3	1.4	2.8	1.8
Other Machinery	2.6	3.5	2.8	2.1	3.0	2.2
Industrial Plant and Steelwork	3.3	3.3	3.3	2.5	2.6	2.5
Ordnance and Small Arms	1.2	2.0	1.3	1.8	2.6	2.0
Other Mechanical Engineering	3.1	4.8	3.5	2.6	3.4	2.8
Scientific, Surgical and Photographic Instruments, etc.	2.0	4.5	2.9	2.0	4.0	2.7
Watches and Clocks	2.0	3.4	2.7	1.7	3.4	2.6
Electrical Machinery	1.8	3.0	2.1	1.9	3.0	2.2
Insulated Wires and Cables	2.1	3.6	2.6	2.2	2.7	2.4
Telegraph and Telephone Apparatus	1.6	4.4	2.7	1.6	2.9	2.1
Radio and Other Electronic Apparatus	2.9	5.1	3.9	2.3	4.1	3.2
Domestic Electric Appliances	3.0	4.7	3.7	3.4	5.1	4.0
Other Electrical Goods	3.7	5.0	4.3	3.2	4.3	3.7
Marine Engineering	1.9	1.9	1.9	2.2	1.8	2.1
Vehicles	2.0					



## Employment in the Coal Mining Industry in May

The statistics given below in respect of employment, etc., in the coal mining industry in May have been compiled by the Ministry of Power from information provided by the National Coal Board.

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 28th May, 1960, was 612,500, compared with 616,800 for the four weeks ended 30th April, and 673,400 for the four weeks ended 30th May, 1959.

The Table below shows the numbers of wage-earners on the colliery books in the various Divisions in May, together with the increase or decrease\* in each case compared with April, 1960, and May, 1959. The figures for the latest month are provisional and figures for earlier months have been revised, where necessary.

Average Numbers of Wage-earners on Colliery Books—Analysis by Divisions

Division†	Average numbers of wage-earners on colliery books during 4 weeks ended 28th May, 1960	Increase (+) or decrease (-) compared with the average for	
		4 weeks ended 30th April, 1960	4 weeks ended 30th May, 1959
Northern (Northumberland and Cumberland) ..	40,400	- 300	- 4,000
Durham .. .. .	91,400	- 400	- 5,500
North Eastern .. .	123,000	- 600	- 11,500
North Western .. .	46,300	- 500	- 7,200
East Midlands .. .	95,400	- 100	- 6,000
West Midlands .. .	46,800	- 700	- 8,400
South Western .. .	89,600	- 1,000	- 8,600
South Eastern .. .	6,000	...	- 1,000
England and Wales ..	538,900	- 3,600	- 52,200
Scotland .. .. .	73,600	- 700	- 8,700
Great Britain .. ..	612,500	- 4,300	- 60,900

It is provisionally estimated that during the four weeks of May about 2,610 persons were recruited to the industry, while the total number who left the industry was about 7,640; the numbers on the colliery books thus showed a net decrease of 5,030. During the four weeks of April there was a net decrease of 4,140.

Information is given in the Table below regarding absenteeism in the coal mining industry in May and in April, 1960, and May, 1959. Separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (absences due mainly to sickness). The figures represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances.

Absence Percentage

—	Absence Percentage		
	May, 1960	April, 1960	May, 1959
Coal-face workers:			
Voluntary .. .. .	7.57	8.14	7.93
Involuntary .. .	8.97	9.22	8.67
All workers:			
Voluntary .. .. .	5.52	5.94	5.78
Involuntary .. .	8.85	9.15	8.29

For face-workers the output per man-shift worked was 3.98 tons in May, compared with 3.95 tons in the previous month and 3.71 tons in May, 1959‡.

The output per man-shift calculated on the basis of all workers was 1.41 tons in May; for April, 1960, and May, 1959, the figures were 1.39 tons and 1.33 tons, respectively‡.

## Unemployment Benefit

For the period of thirteen weeks ended 17th June, 1960, expenditure on Unemployment Benefit in Great Britain (excluding cost of administration) amounted to approximately £8,009,000. During the thirteen weeks ended 18th March, 1960, the corresponding figure was £10,633,000, and during the thirteen weeks ended 19th June, 1959, it was £12,220,000.

\* "No change" is indicated by three dots.

† The divisions shown conform to the organisation of the National Coal Board.

‡ From the beginning of 1960 output per man-shift relates to National Coal Board mines only and is calculated from "revenue" output and man-shifts. The figures for 1959 have been adjusted to the new basis.

## Grants under the National Assistance Act

Local Offices of the Ministry of Labour undertake the payment of grants under the National Assistance Act to persons who are required to register for employment and are entitled to these grants. The amount of grants thus paid during the thirteen weeks ended 25th June, 1960, was £5,600,000. The corresponding amount paid during the thirteen weeks ended 26th March, 1960, was £6,434,000, and during the thirteen weeks ended 27th June, 1959, it was £4,865,000.

Comparison of the figures for the most recent quarters with those for earlier quarters is affected by the increase in the scale rates and other improvements which came into force on 7th September, 1959, under the National Assistance (Determination of Need) (Amendment) Regulations, 1959, and the National Assistance (Disregard of Assets) Order, 1959 (see the issue of this GAZETTE for July, 1959, page 254).

## Insured Persons Absent from Work owing to Sickness or Industrial Injury

The Table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 21st June, 1960, and the corresponding figures for 17th May, 1960, and 16th June, 1959. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (i) a large proportion of those whose incapacity lasts less than four days, (ii) civil servants receiving full pay during incapacity, and (iii) pay contributions under the main National Insurance scheme.

A relatively small number of claims do not result in the payment of benefit, but, because they indicate certified incapacity for work, such claims are included in the Table. Injury benefit is payable in respect of both industrial accidents and prescribed industrial diseases.

Thousands

Region	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	21st June, 1960	17th May, 1960	16th June, 1959	21st June, 1960	17th May, 1960	16th June, 1959
London and S. Eastern:						
London and Middlesex ..	76.2	82.7	76.8	3.3	3.6	3.0
Remainder .. .. .	66.8	70.6	66.6	3.0	3.2	3.2
Eastern .. .. .	39.4	42.1	39.8	1.8	2.0	1.8
Southern .. .. .	30.8	32.3	30.3	1.4	1.5	1.5
South-Western .. .	47.6	50.1	48.0	2.1	2.2	2.2
Midland .. .. .	72.0	77.7	72.0	4.2	4.7	4.5
North Midland .. .	50.2	54.7	49.4	4.9	5.2	5.1
East and West Ridings ..	74.9	80.7	76.0	7.6	8.0	8.0
North-Western .. .	142.4	151.5	139.2	7.7	7.9	7.4
Northern .. .. .	60.6	70.1	59.7	7.0	7.2	7.4
Scotland .. .. .	108.2	115.7	105.6	9.1	8.7	8.6
Wales .. .. .	62.3	65.9	61.1	7.7	7.9	7.9
Total, Great Britain ..	831.5	894.1	824.4	59.9	62.2	60.4

The proportion of males included in the total (Great Britain) figures of persons absent from work owing to sickness remains fairly constant at between 65 and 66 per cent., except in epidemic periods, when it may rise to about 69 per cent. In the totals for industrial injury the proportion remains constant throughout the year at about 88 per cent.

The total number of persons shown in the Table above as absent owing to sickness on 21st June, 1960, represented 4.2 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

## Professional and Executive Register

The Professional and Executive Register, which is held at certain Employment Exchanges, operates a specialised placing and information service for persons seeking professional or senior executive posts and for employers seeking persons in these categories.

At 8th June the total number of persons on the Professional and Executive Register was 15,145, consisting of 14,303 men and 842 women (of whom 8,600 and 442, respectively, were in employment). During the period 12th May to 8th June, 1960, the number of vacancies filled was 430. The number of vacancies unfilled at 8th June was 4,176.

## Technical and Scientific Register

The Technical and Scientific Register of the Ministry of Labour operates centrally on a national basis from Almack House, 26-28, King Street, St. James's Square, London, S.W.1 (Telephone number, WHItEhall 6200), but it also has a representative at 450, Sauchiehall Street, Glasgow, C.2 (Telephone number, Glasgow Douglas 7161).

The Register provides a placing and advisory service for physicists, mathematicians, chemists (other than pharmacists), metallurgists, agriculturalists, biologists and other scientists, professional engineers, architects, surveyors, town planners, estate agents and valuers. The normal qualification for enrolment is a university degree in science or engineering or membership of a recognised professional institution. A Higher National Certificate in engineering subjects, applied physics, chemistry or metallurgy is also an acceptable qualification. The register of vacancies includes a wide range of vacancies overseas.

The total number of persons enrolled on the Technical and Scientific Register at 13th June was 3,987; this figure included 3,165 registrants who were already in work but desired a change of employment, and 822 registrants who were unemployed.

The numbers of vacancies notified, filled, etc., between 17th May and 13th June, 1960 (4 weeks) are shown below.

Vacancies outstanding at 17th May .. .. .	5,104
" notified during period .. .. .	675
" filled during period .. .. .	66
" cancelled or withdrawn .. .. .	457
" unfilled at 13th June .. .. .	5,256

## Employment of Women and Young Persons: Special Exemption Orders

The Factories Acts, 1937 to 1959, and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, Section 23 of the Factories Act, 1959, enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making special exemption orders in respect of employment in particular factories. The following Table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 30th June, 1960, according to the type of employment permitted.\*

Type of employment permitted by the Orders	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Extended Hours† .. .. .	24,686	645	2,099	27,430
Double Day Shifts‡ .. .	18,457	631	1,171	20,259
Long Spells .. .. .	9,326	314	1,294	10,934
Night Shifts .. .. .	4,338	795	—	5,133
Part-time Work§ .. .. .	4,099	—	—	4,099
Saturday Afternoon Work ..	876	22	8	906
Sunday Work .. .. .	493	68	4	565
Miscellaneous .. .. .	570	2	20	592
Total .. .. .	62,845	2,477	4,596	69,918

## Employment Overseas

### AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 3,005,900 in February, an increase of 0.8 per cent. compared with the previous month and an increase of 2.8 per cent. compared with February, 1959.

### CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment in March, in the establishments covered by the returns, was 0.3 per cent. lower than in the previous month but 0.4 per cent. higher than in March, 1959. The number of persons employed in manufacturing industries in March showed little change compared with the previous month but was 0.5 per cent. higher than in March, 1959.

\* The numbers of workers actually employed on the schemes of hours permitted by these Orders may, of course, vary from time to time.

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

‡ Includes 1,627 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 Acts.

## UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in the United States of America (including Alaska and Hawaii), in industries other than agriculture and domestic service, is estimated by the Department of Labor to have been approximately 52,992,000 in April. This was about 1.2 per cent higher than the (revised) figure for the previous month and 2.6 per cent. higher than in April, 1959.

The Department of Labor estimated that the total number of unemployed persons at the middle of April was about 3,660,000, compared with 4,206,000 at the middle of the previous month and 3,627,000 at the middle of April, 1959.

### DENMARK

Provisional figures from the Employment Exchanges showed that at the end of May the number of members of approved insurance societies who were unemployed was about 10,500, or 1.4 per cent. of the total number insured, compared with 3.0 per cent. at the end of April, and 2.3 per cent. at the end of May, 1959.

### FRANCE

Provisional figures show that the number of persons registered as applicants for employment at the beginning of June was 124,824, of whom 36,018 were wholly unemployed persons in receipt of assistance. The corresponding figures were 140,751 and 40,573 at the beginning of the previous month and 136,247 and 39,591 at the beginning of June, 1959.

### GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of May was 153,161, compared with 188,764 at the end of the previous month and about 325,000 at the end of May, 1959. In the Western Sectors of Berlin the corresponding figures at the same dates were 31,403, 36,287 and 61,175.

### ITALY

The number registered for employment at the end of February, was 1,993,570, of whom 1,303,375 were wholly unemployed with a previous history of employment and the remainder were young persons, etc., registering for first employment or employed persons seeking other employment. At the end of the previous month the number registered for employment was 2,059,164, including 1,364,642 wholly unemployed, and at the end of February, 1959, it was 2,129,422, including 1,382,385 wholly unemployed.

### NETHERLANDS

Provisional figures show that the number of persons wholly unemployed at the end of May, including persons who are relief workers as well as those in receipt of unemployment benefit, was 37,931, compared with 50,793 at the end of the previous month and 57,763 at the end of May, 1959. The number of persons included in the total who were employed on relief work was 5,941 at the end of May, compared with 9,399 at the end of April, and 12,109 at the end of May, 1959.

### SWEDEN

The total number of persons registered as unemployed at the middle of April was 30,727, compared with 33,110 (revised figure) in March and 46,572 in April, 1959. Members of approved insurance societies who were unemployed and included in the total for April numbered 25,766, or 1.9 per cent. of all members, compared with 2.0 per cent. in the previous month and 2.7 per cent. in April, 1959.

### SWITZERLAND

The number of registered applicants for employment at the end of May who were wholly unemployed was 488 or 0.3 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 662 or 0.4 per thousand at the end of the previous month, and 1,450 or 0.9 per thousand at the end of May, 1959.

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## Disabled Persons (Employment) Acts, 1944 & 1958

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 11th April, 1960 (the last date on which a count was taken), was 691,724, compared with 695,337 at 19th October, 1959.

The number of disabled persons on the Register who were unemployed at 20th June, 1960, was 48,505, of whom 42,253 were males and 6,252 were females. An analysis of these figures is given in the Table below.

	Males	Females	Total
Suitable for ordinary employment .. .	38,306	5,788	44,094
Severely disabled persons classified as unlikely to obtain employment other than under special conditions* .. .	3,947	464	4,411
Total .. .	42,253	6,252	48,505

## Industrial Rehabilitation

The statistics given below of courses at Industrial Rehabilitation Units of the Ministry of Labour and at Rehabilitation Centres operated by Voluntary Blind Welfare organisations relate to the four weeks ended 20th June, 1960.

	Men	Women	Total
Number of persons admitted to courses during period .. .	610	97	707
Number of persons in attendance at courses at end of period .. .	1,269	206	1,475
Number of persons who completed courses during period .. .	521	79	600

Up to 20th June, 1960, the total number of persons admitted to these courses was 113,446, including 3,229 blind persons.

\* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the preceding Tables.

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## Fatal Industrial Accidents

The following table shows the number of fatal industrial accidents reported in June, 1960, with comparable figures for the previous month. The figures are provisional. The figures for seamen relate to those employed in ships registered in the United Kingdom. All other figures relate to Great Britain.

	May, 1960	June, 1960
Mines and Quarries .. .	23	32
Places under the Factories Acts .. .	52	60
Railway Service .. .	10	10
Seamen .. .	3	4

Detailed figures for separate industries are given below for June, 1960. The figures under the heading "Factories" are based on a "Process Classification" which was introduced on 1st January, 1959. The figures are provisional.

Mines and Quarries*	WORKS AND PLACES UNDER ss. 105, 107, 108, FACTORIES ACT, 1937
Coal Mines:	
Underground .. .	25
Surface .. .	3
Other Stratified Mines .. .	3
Miscellaneous Mines .. .	8
Quarries .. .	4
<b>TOTAL, MINES &amp; QUARRIES</b> .. .	<b>32</b>
<b>Factories</b>	<b>WORKS AND PLACES UNDER ss. 105, 107, 108, FACTORIES ACT, 1937</b>
Cotton .. .	1
Iron Extraction and Conversion .. .	4
Metal Casting .. .	2
Metal Rolling, Drawing, Extrusion and Forging .. .	1
Engine-building and Repairing .. .	1
Constructional Engineering .. .	1
Shipbuilding and Repairing and Ship Breaking .. .	2
Other Metal Manufacture and Repair .. .	1
Electrical Engineering .. .	1
Saw Milling, Plywood and Boards .. .	2
Miscellaneous Chemical Manufacture .. .	2
Petroleum and Oil Refining .. .	2
Coal Gas, Coke Ovens and Patent Fuel .. .	1
Drink and Tobacco .. .	1
Electrical Stations .. .	1
Other Processes .. .	1
<b>TOTAL, FACTORIES ACTS</b> .. .	<b>60</b>
	<b>Railway Service</b>
	Brakemen and Goods Guards .. .
	1
	Engine Drivers and Motormen .. .
	2
	Firemen .. .
	Guards (Passenger) .. .
	Labourers .. .
	Permanent Way Men .. .
	2
	Porters .. .
	Shunters .. .
	Other Grades .. .
	4
	Contractors' Servants .. .
	1
	<b>TOTAL, RAILWAY SERVICE</b> .. .
	<b>10</b>
	<b>Seamen</b>
	Trading Vessels .. .
	3
	Fishing Vessels .. .
	1
	<b>TOTAL, SEAMEN</b> .. .
	<b>4</b>

## Industrial Diseases

The number of cases in Great Britain reported during June under the Factories Act, 1937, or the Lead Paint (Protection against Poisoning) Act, 1926, are shown below. The figures are provisional.

I. Cases	I. Cases—continued
<b>Lead Poisoning</b>	<b>Epitheliomatous Ulceration (Skin Cancer)</b>
Operatives engaged in:	Pitch and Tar .. .
Shipbreaking .. .	5
Other Contact with Molten Lead .. .	3
Electric Accumulator Works .. .	2
Other Industries .. .	1
Painting of Buildings .. .	1
<b>TOTAL</b> .. .	<b>11</b>
<b>Mercurial Poisoning</b> .. .	<b>Chromic Ulceration</b>
<b>Aniline Poisoning</b> .. .	Manuf. of Bichromates .. .
<b>Compressed Air Illness</b> .. .	20
<b>Anthrax</b> .. .	Chromium Plating .. .
	4
	Other Industries .. .
	1
	<b>TOTAL</b> .. .
	<b>25</b>
	<b>Total, Cases</b> .. .
	<b>52</b>
	<b>II. Deaths</b>
	<b>Epitheliomatous Ulceration (Skin Cancer)</b>
	Pitch and Tar .. .
	1
	<b>TOTAL</b> .. .
	<b>1</b>

\* For mines and quarries, weekly returns are obtained and the figures cover the 4 weeks ended 25th June, 1960.

## RETAIL PRICES

### Index of Retail Prices

INDEX FOR 14th JUNE, 1960

ALL ITEMS (17th January, 1956 = 100) ... 111

At 14th June, 1960, the retail prices index was 111 (prices at 17th January, 1956 = 100), compared with 110 at 17th May and with 109 at 16th June, 1959. The rise in the index during the month was due mainly to rises in the average level of prices of potatoes and other vegetables and in rail fares.

The index of retail prices measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, including practically all wage earners and most small and medium salary earners. As with most indices of this kind it is based on the price movements of a large and representative selection of goods and services. The index is a measurement of price changes only and does not reflect changes in expenditure resulting from variations in the nature and quantities of goods purchased from time to time. Accordingly the price comparisons used in compiling the index figures relate in general to a fixed list of items in given quantities. In order to ensure that, so far as possible, the index figures reflect real changes in price levels, no account is taken of changes in the prices quoted which are attributable solely to variations in the quality of the items on sale.

The index is not calculated in terms of money but in percentage form, the average level of prices at the base date being represented by 100. Some goods and services are relatively much more important than others and the percentage changes in the price levels of the various items since the base date are combined by the use of "weights". The weights now in use have been computed from information provided by a large-scale household expenditure enquiry made in 1953-54, adjusted to correspond with the level of prices ruling in January, 1956.

### DETAILED FIGURES FOR 14th JUNE, 1960

(Prices at 17th January, 1956 = 100)

The following Table shows, for the 10 main groups, the indices at 14th June, on the basis of prices at 17th January, 1956 = 100, together with the relative weights which are used in combining the separate group figures into a single "all items" index.

GROUP	INDEX FIGURE FOR 14th JUNE, 1960 (17th January, 1956 = 100)	WEIGHT
I. Food .. .	108.9	350
II. Alcoholic drink .. .	98.0	71
III. Tobacco .. .	113.1	80
IV. Housing .. .	132.1	87
V. Fuel and light .. .	112.4	55
VI. Durable household goods .. .	97.6	66
VII. Clothing and footwear .. .	103.8	106
VIII. Transport and vehicles .. .	118.3	68
IX. Miscellaneous goods .. .	114.7	59
X. Services .. .	118.9	58
All items .. .	110.9	1,000

The "all items" index figure at 14th June was therefore 110.9, taken as 111.

### PRINCIPAL CHANGES IN THE INDEX DURING THE MONTH

**Food**  
There was a marked rise in the average price of potatoes as retailers in some areas no longer held stocks of old potatoes, and a smaller rise in the average level of prices of fresh vegetables due mainly to comparatively high prices for fresh peas. A fall in the average price of cabbage largely offset a rise in the average price of cauliflower. There were also increases in the average prices of eggs and some fruit and decreases in the prices of meat. As a result of all these changes the average level of prices for the food group as a whole rose by about 1½ per cent., and the group index figure, expressed to the nearest whole number, was 109, compared with 107 in the previous month.

**Transport and Vehicles**  
Increases in some railway passenger fares and in road passenger fares in some areas were partly offset by a decrease in the average price of second-hand cars. For the transport and vehicles group as a whole the average level of prices and charges rose by about one-half of one per cent., but the group index figure, expressed to the nearest whole number, remained unchanged at 118.

**Other Groups**  
In the eight remaining groups there was little change in the general level of prices.

## ALL ITEMS INDICES, JANUARY, 1956, TO JUNE, 1960

The following Table shows the index figure for "all items" for each month from January, 1956, onwards, taking the level of prices at 17th January, 1956, as 100. The figure normally relates to the Tuesday nearest to the 15th of the month.

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1956	100	100	101	103	103	102	102	102	102	103	103	103
1957	104	104	104	104	105	106	107	106	106	107	108	108
1958	108	108	108	110	109	110	109	108	108	109	110	110
1959	110	110	110	110	109	109	109	109	109	109	110	110
1960	110	110	110	110	110	111	—	—	—	—	—	—

### DESCRIPTION OF THE INDEX

A full description of the index, entitled "Method of Construction and Calculation of the Index of Retail Prices" (No. 6 in the Series "Studies in Official Statistics"), is obtainable from H.M. Stationery Office, price 2s. 6d. net (2s. 8d. including postage). This booklet consists of three main sections, dealing with (a) the scope and structure of the index, including the "weighting" basis, (b) the methods of collecting prices, and (c) the calculation and presentation of the index figures. There are also appendices giving (a) the groups and sections into which the index is divided, together with the weights of these groups and sections, and listing in detail the items priced in each, and (b) particulars of the localities from which information is collected for the purpose of the index.

The method of construction and calculation of the index is based on the recommendations of the Cost of Living Advisory Committee and the advice of a smaller Technical Committee.

Copies of the booklet may be ordered through any bookseller or direct from H.M. Stationery Office at the addresses shown on page 311 of this GAZETTE.

## Retail Prices Overseas

In the Table below a summary is given of the latest information relating to changes in retail prices in overseas countries contained in official publications received since last month's issue of this GAZETTE was prepared.

Country	Base of Index* and Month for which Index Figure is given	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with	
			Month before	Year before
<b>European Countries</b>				
France (Paris)	July, 1956-June, 1957 = 100			
All Items .. .	May, 1960	130.3	- 0.3	+ 5.7
Food .. .	" "	126.5	- 0.2	+ 6.5
Germany (Federal Republic)	1950 = 100			
All Items .. .	May, 1960	122.9	+ 0.1	+ 3.9
Food .. .	" "	130.8	+ 0.3	+ 5.8
Iceland (Reykjavik)	March, 1959 = 100			
All Items .. .	Apr., 1960	104	+ 3	+ 4
Food .. .	" "	101	+ 2	+ 1
Irish Republic	Aug., 1947 = 100			
All Items .. .	May, 1960	146	+ 2†	- 1
Italy (Large Towns)	1938 = 1			
All Items .. .	Apr., 1960	67.94	+ 0.12	+ 1.73
Food .. .	" "	74.71	- 0.09	+ 0.66
Luxembourg*	1st Jan., 1948 = 100			
All Items .. .	Mar., 1960	130.61	- 0.39	+ 0.57
Food .. .	" "	135.26	- 0.75	+ 0.34
Norway	1949 = 100			
All Items .. .	Mar., 1960	164	+ 1	+ 2
Food .. .	" "	184	+ 1	+ 2
Portugal (Lisbon)	July, 1948-June, 1949 = 100			
All Items .. .	Apr., 1960	110.4	- 2.3	+ 3.3
Food .. .	" "	113	- 4	+ 4.7
Sweden	1949 = 100			
All Items .. .	Apr., 1960	158	- 1	+ 6
Food .. .	" "	174	- 1	+ 12
Switzerland	Aug., 1939 = 100			
All Items .. .	May, 1960	183	+ 0.8	+ 2.9
Food .. .	" "	194.7	+ 0.6	+ 3.1
<b>Other Countries</b>				
Canada	1949 = 100			
All Items .. .	May, 1960	127.4	- 0.1	+ 1.8
Food .. .	" "	120.2	- 0.7	+ 1.7
India*	1949 = 100			
All Items .. .	Apr., 1960	122	Nil	+ 5
Food .. .	" "	123	- 1	+ 4
Japan	1955 = 100			
All Items .. .	Mar., 1960	105.8	- 0.5	+ 2.7
Food .. .	" "	192.9	- 1	+ 1.5
Rhodesia, Northern	Aug., 1939 = 100			
All Items .. .	Mar., 1960	216	Nil	+ 4
Food .. .	" "	280	+ 1	+ 3
Rhodesia, Southern	Oct., 1949 = 100			
All Items .. .	Apr., 1960	152	Nil	+ 4
Food .. .	" "	186	- 1	+ 3
United States	1947-49 = 100			
All Items .. .	Apr., 1960	126.2	+ 0.5	+ 2.3
Food .. .	" "	119.5	+ 1.8	+ 1.9

\* The items of expenditure on which the "all items" figures are based are food, clothing, house-rent, fuel and light, and other miscellaneous items, with small variations in the case of Luxembourg. The index for India is an All-India average of the indices for a number of areas.

† The index is quarterly and comparison is with the previous quarter.



## WAGES AND HOURS OF WORK

### Weekly Rates of Wages, Normal Weekly Hours and Hourly Rates of Wages

INDICES FOR 30th JUNE, 1960  
(31st January, 1956 = 100)

At 30th June, 1960, 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 as follows:—

	All Industries and Services			Manufacturing Industries only		
	Weekly Rates	Normal Weekly Hours	Hourly Rates	Weekly Rates	Normal Weekly Hours	Hourly Rates
1960 May	119.8	98.0	122.2	119.0	97.2	122.4
1960 June	119.8	98.0	122.3	119.1	97.2	122.6

*Note.*—The May figures have been revised where necessary to include changes having retrospective effect.

#### Index of Weekly Rates of Wages

The index of *weekly* rates of wages measures the average movement from month to month in the level of full-time weekly rates

of wages in the principal industries and services in the United Kingdom compared with the level at 31st January, 1956, taken as 100. The representative industries and services for which changes in rates of wages are taken into account in the index and the method of calculation were described on pages 50 and 51 of the issue of this GAZETTE for February, 1957. The index is based on the recognised rates of wages fixed by voluntary collective agreements between organisations of employers and workpeople, arbitration awards or Wages Regulation Orders. The percentage increases in the various industries are combined in accordance with the relative importance of the industries, as measured by their total wages bills in 1955. Details of the revised weights for the industry groups consequent upon the introduction of the revised Standard Industrial Classification in January, 1959, were given on page 56 of the issue of this GAZETTE for February, 1959. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in the earnings of pieceworkers and other payments-by-results workers due to variations in output or the introduction of new machinery, etc.

The following Tables give the monthly averages for the years 1956 to 1959 inclusive and the monthly figures since June, 1959. Figures for other dates between January, 1956, and May, 1959, were given in previous issues of this GAZETTE.

#### Weekly Rates of Wages\*

##### I—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.0	109.7	111.3	110.0
1958	113.8	114.0	115.8	114.0
1959	116.8	117.0	119.0	116.9
1959 June	116.7	116.7	118.7	116.8
July	116.9	117.0	119.0	117.0
August	117.0	117.2	119.1	117.1
September	117.0	117.7	119.4	117.2
October	117.1	117.7	119.5	117.3
November	117.2	117.8	119.5	117.4
December	117.3	118.0	119.7	117.5
1960 January	118.0	118.9	120.4	118.3
February	118.1	119.1	120.7	118.4
March	118.7	120.0	121.1	119.0
April	119.3	120.4	121.8	119.6
May	119.5	120.7	122.0	119.8
June	119.6	120.7	122.0	119.8

#### Index of Normal Weekly Hours

The index of normal weekly hours measures, for the same representative industries and services, the average movement from month to month in the level of normal weekly hours of work compared with the level at 31st January, 1956, taken as 100. The weekly hours for the separate industries are combined in accordance with their relative importance, as measured by the numbers employed at the base date. The method of calculation was described in more detail on pages 330 and 331 of the issue of this GAZETTE for September, 1957, and details of the revised weights for the industry

#### Normal Weekly Hours\*

##### III—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.6	99.8	99.7
1959	99.6	99.5	99.8	99.6
1959 June	99.6	99.5	99.8	99.6
July	99.6	99.5	99.8	99.6
August	99.6	99.4	99.7	99.6
September	99.6	99.4	99.7	99.5
October	99.6	99.4	99.7	99.5
November	99.6	99.4	99.7	99.5
December	99.6	99.4	99.7	99.5
1960 January	99.5	99.3	99.6	99.4
February	99.2	99.2	99.4	99.2
March	98.2	98.6	98.5	98.3
April	98.1	98.5	98.4	98.2
May	97.9	98.4	98.2	98.0
June	97.8	98.4	98.2	98.0

#### Index of Hourly Rates of Wages

The index of *weekly* rates of wages does not show any movement when normal weekly hours of work are altered without any corresponding change in *weekly* rates of wages. The series given in the next Tables, which is obtained by dividing the monthly figures for the index of *weekly* rates of wages by the corresponding figures for the index of normal weekly hours, is described as the index of

##### II—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.6	110.0
1958	113.6	113.6	114.5	113.7
1959	116.5	116.4	117.3	116.5
1959 June	116.4	116.0	117.1	116.4
July	116.5	116.0	117.1	116.4
August	116.7	116.3	117.5	116.6
September	116.8	117.1	118.0	116.9
October	116.8	117.2	118.0	116.9
November	116.9	117.4	118.2	117.1
December	117.1	117.7	118.4	117.3
1960 January	117.4	118.3	118.9	117.6
February	117.5	118.4	119.0	117.7
March	118.3	119.5	119.7	118.6
April	118.5	119.7	120.1	118.8
May	118.7	119.9	120.3	119.0
June	118.8	119.9	120.4	119.1

groups consequent upon the introduction of the revised Standard Industrial Classification in January, 1959, were given on page 56 of the issue of this GAZETTE for February, 1959. The index does not reflect changes in *actual* hours worked, which are affected by changes in the amount of overtime, short-time and absences for other reasons.

The following Tables give the monthly averages for the years 1956 to 1959 inclusive and the monthly figures since June, 1959. Figures for other dates between January, 1956, and May, 1959, were given in previous issues of this GAZETTE.

##### IV—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	100.0	100.0	100.0
1958	99.7	99.9	99.9	99.8
1959	99.6	99.7	99.7	99.6
1959 June	99.6	99.8	99.8	99.7
July	99.6	99.8	99.8	99.7
August	99.5	99.6	99.6	99.5
September	99.5	99.6	99.6	99.5
October	99.5	99.6	99.6	99.5
November	99.5	99.6	99.6	99.5
December	99.5	99.6	99.6	99.5
1960 January	99.3	99.4	99.5	99.3
February	99.2	99.3	99.3	99.2
March	98.2	98.2	97.7	97.4
April	96.9	98.0	97.5	97.2
May	96.8	98.0	97.4	97.2
June	96.8	98.0	97.4	97.2

*hourly* rates of wages (see page 133 of the issue of this GAZETTE for April, 1958).

The Tables on the next page give the monthly averages for the years 1956 to 1959 inclusive and the monthly figures since June, 1959. Figures for other dates between January, 1956, and May, 1959, were given in previous issues of this GAZETTE.

\* The figures in these series may be linked with those in the previous series (30th June, 1947 = 100) to give a measure, on a broad basis, of the movement since June, 1947, as explained in the paragraph headed "General" on page 5 of the issue of this GAZETTE for January, 1960.

### Hourly Rates of Wages\*

#### V—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.1	109.8	111.4	110.1
1958	114.2	114.4	116.0	114.3
1959	117.3	117.7	119.2	117.4
1959 June	117.1	117.3	119.0	117.2
July	117.3	117.6	119.2	117.4
August	117.5	117.9	119.5	117.6
September	117.5	118.4	119.8	117.8
October	117.6	118.4	119.8	117.8
November	117.7	118.6	119.9	117.9
December	117.8	118.7	120.0	118.1
1960 January	118.6	119.8	120.8	118.9
February	119.1	120.1	121.4	119.3
March	120.8	121.7	123.0	121.0
April	121.6	122.2	123.8	122.3
May	122.1	122.6	124.2	122.2
June	122.2	122.6	124.3	122.3

#### VI—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.7	110.1
1958	113.9	113.7	114.7	113.9
1959	117.0	117.0	117.7	116.9
1959 June	116.9	116.3	117.3	116.8
July	116.9	116.3	117.4	116.8
August	117.3	116.7	117.9	117.2
September	117.4	117.6	118.5	117.4
October	117.4	117.6	118.5	117.4
November	117.5	117.9	118.7	117.6
December	117.7	118.2	118.9	117.8
1960 January	118.3	119.0	119.5	118.4
February	118.4	119.2	119.7	118.6
March	121.9	121.8	122.6	121.7
April	122.3	122.1	123.2	122.1
May	122.6	122.4	123.6	122.4
June	122.8	122.4	123.6	122.6

#### General

The figures given in Tables I to VI are on the basis of 31st January, 1956 = 100, and relate to the end of the month.

Where necessary, figures published in previous issues of this GAZETTE have been revised to include changes arranged with retrospective effect or reported too late for inclusion in the current figures. Revised figures are given in italics.

The publication of the index figures to one decimal place must not be taken to mean that the figures are thought to be significant to more than the nearest whole number.

\* The figures in these series may be linked with those in the previous series (30th June, 1947 = 100) to give a measure, on a broad basis, of the movement since June, 1947, as explained in the paragraph headed "General" on page 5 of the issue of this GAZETTE for January, 1960.

## Changes in Rates of Wages and Hours of Work

#### Changes in June

It is estimated that changes in rates of wages and hours of work reported to the Department as having come into operation in the United Kingdom during June resulted in about 737,000 workpeople receiving an aggregate increase of approximately £279,000 in their full-time weekly rates of wages, and 28,500 workpeople a decrease of £3,500, whilst 181,000 workpeople had their normal weekly hours reduced by an average of nearly 1½ hours.†

The principal increases in rates of wages affected British Railways staff, non-skilled workers in Government industrial establishments, cinema theatre employees, labourers in the shipbuilding and ship repairing industry and flour milling operatives. The decreases, which operated under sliding-scale arrangements based on the official index of retail prices, affected carpet workers. Industries in which normal weekly hours were reduced without loss of pay included municipal passenger transport (44 to 42), the retail meat trade in England and Wales (46 to 45), and linoleum and felt base manufacture (45 to 42½); reductions operated concurrently with wages increases for workpeople employed in cinema theatres (see below).

A final settlement for British Railways staff following the report of the Railway Pay Committee Inquiry resulted in the interim increase of 5 per cent. granted in February being increased to 8 or 10 per cent., payable from 4th January, with further increases of broadly 5 or 10 per cent. for certain senior grades. Non-skilled workers in Government industrial establishments in Great Britain paid at miscellaneous "M" rates received increases of 2s. a week for men and 1s. 8d. for women, authorised with retrospective effect to the beginning of April. In the cinema theatre industry in Great Britain increases were agreed ranging, according to occupation and grade of cinema, from 5s. to 12s. 6d. a week for men and from 3s. to 6s. for women, and normal weekly hours were reduced from 44 to 43 for projectionists, and from 46 to 44 for other male workers. Labourers employed in the shipbuilding and ship repairing industry not in receipt of additional payments above the national time rates were granted a compensatory payment of 1½d. an hour for all hours worked (6s. 1½d. for a 42-hour week); additional payments below this amount qualify for proportional compensation to secure equivalent minimum rates. Flour milling operatives received a 5 per cent. increase on all rates.

Of the total increase of £279,000, about £251,000 resulted from direct negotiations between employers and trade unions; £20,000 from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; £4,000 from the operation of sliding scales based on the official index of retail prices; and the remainder from Orders made under Wages Councils Acts.

#### Changes in January–June, 1960

The Table opposite shows, by industry group, for this period, the numbers of workpeople affected (a) by net increases in full-time weekly rates of wages and the aggregate amounts of such increases, and (b) by reductions in normal weekly hours of work and the aggregate amounts of such reductions.

*Details of principal changes reported during June are given on the following pages.*

† The statistics relate to wage-earners only and exclude clerical workers for whom sufficient information is not available. The estimates are based on normal conditions of employment and do not take into account the effect of short-time or of overtime.

‡ Workpeople who are affected by two or more changes during the period are counted only once in this column.

Industry Group	Weekly Rates of Wages		Normal Weekly Hours of Work	
	Approximate Number of Workpeople affected by Net Increases‡	Estimated Net Amount of Increase in Weekly Rates of Wages	Approximate Number of Workpeople affected by Reductions †	Estimated Amount of Reduction in Weekly Hours
Agriculture, Forestry, Fishing, etc.	650,500	£127,700	631,000	634,800
Mining and Quarrying	71,000	21,300	3,000	6,300
Food, Drink and Tobacco	291,500	90,700	188,500	255,400
Chemicals and Allied Industries	54,000	15,400	117,500	234,500
Metal Manufacture	148,500	3,900	118,500	237,000
Engineering & Electrical Goods	163,000	65,800	2,312,000	4,623,600
Shipbuilding and Marine Engineering				
Vehicles	535,000	201,300	39,000	84,700
Textiles	48,000	15,000	—	—
Leather, Leather Goods and Fur	206,000	66,900	96,000	115,300
Clothing and Footwear	112,000	41,800	72,000	113,800
Bricks, Pottery, Glass, Cement, etc.	187,500	69,300	109,000	217,600
Timber, Furniture, etc.	329,000	49,100	119,500	210,200
Paper, Printing and Publishing	6,000	1,900	145,500	252,900
Other Manufacturing Industries	998,000	389,800	200,500	280,700
Construction	500	300	250,500	561,800
Gas, Electricity and Water	666,000	502,000	157,500	314,800
Transport and Communication	1,019,000	247,000	105,500	150,300
Distributive Trades	769,000	253,600	3,000	6,000
Public Administration and Professional Services	344,500	91,600	232,500	453,800
Miscellaneous Services	—	—	—	—
<b>Total</b>	<b>6,599,000</b>	<b>2,254,400</b>	<b>4,901,000</b>	<b>8,753,500</b>

The above figures include 1,371,000 workpeople who had both wage-rate increases and reductions in normal weekly hours. In addition,



## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JUNE

(NOTE.—The figure in brackets below an item in the column headed "District" relates to the page in the volume "TIME RATES OF WAGES AND HOURS OF WORK, 1ST APRIL, 1960," on which details for the industry at that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Trawler Fishing	Great Britain ..	1 June	Trawler fishermen (except skippers and mates)	Increase of 1s. in the daily rates of pay for ratings, with proportional increases for juniors, for all days on articles.
Limestone Quarrying	Yorkshire (North Riding)	6 June	Male workers ..	Cost-of-living payment increased* by 1d. a shift (8s. 2d. to 8s. 3d.) for men and youths 18 and over, and by ½d. (4s. 1d. to 4s. 1½d.) for boys under 18.
Ironstone Mining	Cleveland .. (14)	6 June	Male workers ..	Cost-of-living payment increased* by 1-2d. a shift (10s. 2-4d. to 10s. 3-6d.) for men and youths 18 and over, and by 0-6d. (5s. 1-2d. to 5s. 1-8d.) for boys under 18.
Ironstone Mining and Quarrying	North Lincolnshire	5 June	Male workers ..	Cost-of-living bonus payment increased* by 1-3d. a shift (8s. 5-4d. to 8s. 6-7d.) for men, by 0-97d. (6s. 4-05d. to 6s. 5-02d.) for youths 18 and under 21, and by 0-65d. (4s. 2-7d. to 4s. 3-35d.) for boys under 18.
Ironstone Mining and Quarrying and Limestone Quarrying	Notts., Leics., parts of Lincs., Northants, and Banbury	5 June	Male workers ..	Cost-of-living payment increased* by 1-36d. a shift (8s. 3-28d. to 8s. 4-64d.) for men, by 1-02d. (6s. 2-46d. to 6s. 3-48d.) for youths 18 and under 21, and by 0-68d. (4s. 1-64d. to 4s. 2-32d.) for boys under 18.
Flour Milling	Great Britain .. (16)	6 June	Mill operatives ..	Increase of 5 per cent. on all rates resulting in increases ranging from 8s. 6d. to 12s. a week for adult male workers and from 5s. to 6s. 6d. for adult female workers with proportional increases for juveniles. Rates after change include: male workers—first roller men on shift work, class A mills 247s. 6d. a week, class B 238s., class C 222s. 6d., shift workers minimum rates 195s., 188s., 182s. 6d., general labourers on day work 182s. 6d., 178s., 173s. 6d.; female workers 20 and over packing small bags 127s., 123s. 6d., 119s., other female workers 18 and over 132s., 127s., 123s.
			Provender and compound workers employed by certain flour milling firms	Increase of 5 per cent. on all rates resulting in increases ranging from 8s. 6d. to 11s. 6d. a week for adult male workers. Rates after change include: flaked maize roller men, pellet and cube machinists and stone dressers on shift work, class A mills 239s. a week, class B 229s., class C 213s. 6d. (plus 5s. a week for charge hands), shift workers minimum rates 195s., 188s., 182s. 6d., general labourers on day work 182s. 6d., 178s., 173s. 6d.
	Great Britain (excluding London) (16)	13 June	Transport workers ..	Increases of 9s. or 10s. a week, according to carrying capacity of vehicle, for drivers of mechanically driven vehicles, and of 8s. 6d. for horse carmen, statutory attendants and mates. Rates after change: drivers of mechanically driven vehicles up to and including 2 tons carrying capacity, class A mills, grade 1 189s. 6d. a week, grade 2 186s., class B 187s., 183s. 6d., class C 185s., 181s. 6d., over 2 and up to and including 8 tons A 200s., 196s., B 197s., 193s., C 194s., 190s., over 8 and up to and including 16 tons A 209s., 205s., B 206s., 202s., C 203s., 199s., over 16 tons A 223s., 219s., B 220s., 216s., C 217s., 213s., statutory attendants and mates, grades 1 and 2, 185s., 180s., 173s. 6d., horse carmen (all classes)—pair horse grade 1 188s., grade 2 184s., single horse 182s., 179s.
Coke Manufacture	England and Wales and certain works in Scotland†	5 June	Workers employed at coke oven plants attached to blast-furnaces	Cost-of-living payment increased* by 1-3d. a shift (8s. 5-4d. to 8s. 6-7d. for shift-rated workers) or by 0-16d. an hour (1s. 0-84d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-97d. a shift (6s. 4-05d. to 6s. 5-02d.) or by 0-12d. an hour (9-51d. to 9-63d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (4s. 2-7d. to 4s. 3-35d.) or by 0-08d. an hour (6-34d. to 6-42d.) for boys and for girls doing boys' work.
Heavy Chemicals Manufacture	Great Britain (certain firms) (37)	13 June	Shift workers employed by constituent firms of the Imperial Chemical Industries, Ltd.‡	Increases in shift allowances of 1d. an hour (5d. to 6d.) for workers 18 and over, and of ½d. (¾d. to 4d.) for workers under 18. Hours worked between 6 a.m. and 2 p.m. Saturday to be paid at the rate of time-and-a-half.
Fat Melting and Bone Degreasing	Great Britain (certain firms)	Pay day in week commencing 29 May	Male and female workers ..	Increases in basic rates of 7s. 4½d. a week for male workers 21 and over, of 5s. 7d. for female workers 21 and over, and of proportional amounts for younger workers. Basic rates after change: male workers 102s. 8d. a week at 16 rising to 170s. 6d. at 21; female workers 95s. 4d. to 125s. 7d.‡
Pig Iron Manufacture	England and Wales and certain works in Scotland†	5 June	Workers employed at blast-furnaces (integrated plants) except those whose wages are regulated by movements in other industries	Cost-of-living payment increased* by 1-3d. a shift (8s. 5-4d. to 8s. 6-7d. for shift-rated workers) or by 0-16d. an hour (1s. 0-84d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-97d. a shift (6s. 4-05d. to 6s. 5-02d.) or by 0-12d. an hour (9-51d. to 9-63d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (4s. 2-7d. to 4s. 3-35d.) or by 0-08d. an hour (6-34d. to 6-42d.) for boys and for girls doing boys' work.
	Derbyshire, Leicestershire and Northants.‡ (42)	5 June	Workers employed at blast-furnaces (merchant plants)	Cost-of-living payment increased* by 1-3d. a shift (8s. 5-4d. to 8s. 6-7d.) for men and for women and youths employed on men's work, by 0-97d. (6s. 4-05d. to 6s. 5-02d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. (4s. 2-7d. to 4s. 3-35d.) for boys and for girls doing boys' work.
	West of Scotland¶ (42)	Pay period commencing nearest 1 June	Workers, other than maintenance workers, employed at blast-furnaces	Cost-of-living payment increased* by 1-3d. a shift (8s. 5d. to 8s. 7d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and Steel Manufacture	North-East Coast, Cumberland, Lancashire, South Yorkshire (except Sheffield special steels district), Lincolnshire, South Wales and certain works in Scotland†	5 June	Workers, other than roll turners and maintenance workers, employed at steel melting shops and steel rolling mills	Cost-of-living payment increased* by 1-3d. a shift (8s. 5-4d. to 8s. 6-7d. for shift-rated workers) or by 0-16d. an hour (1s. 0-84d. for hourly-rated workers) for men and women, by 0-97d. a shift (6s. 4-05d. to 6s. 5-02d.) or by 0-12d. an hour (9-51d. to 9-63d.) for youths 18 and under 21, and by 0-65d. a shift (4s. 2-7d. to 4s. 3-35d.) or by 0-08d. an hour (6-34d. to 6-42d.) for those under 18.
			Roll turners and apprentices employed at steel works	Cost-of-living payment increased* by 0-16d. an hour (1s. 0-84d. to 1s. 0-84d.) for craftsmen, by 0-12d. (9-51d. to 9-63d.) for apprentices 18 to 21, and by 0-08d. (6-34d. to 6-42d.) for apprentices under 18.
			Fully skilled maintenance craftsmen, and apprentices, employed at coke oven and blast-furnace plants, steel melting shops, and steel rolling mills	do. do.
			Semi-skilled maintenance craftsmen, 21 and over, employed at blast-furnaces and iron and steel works	Cost-of-living payment increased* by 0-16d. an hour (1s. 0-84d. to 1s. 0-84d.).

\* Under sliding-scale arrangements based on the official index of retail prices.

† Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.

‡ Excluding the Metals Division but including lime works at Buxton and Colwyn Bay.

§ See also under "Changes in Hours of Work".

¶ Agreements between the Midland Merchant Blast Furnace Owners' Association and the trade unions concerned.

‡ Agreements of the Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.

## Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in italics)
Iron and Steel Manufacture (continued)	North-East Coast, Cumberland, Lancashire, South Yorkshire (except Sheffield special steels district), Lincolnshire and certain works in Scotland*	5 June	Bricklayers, apprentices, and bricklayers' labourers employed at blast-furnaces and iron and steel works	Cost-of-living payment increased† by 0-16d. an hour (1s. 0-84d. to 1s. 0-84d. for men 21 and over, by 0-12d. (9-51d. to 9-63d.) for apprentices and youths 18 and under 21, and by 0-08d. (6-34d. to 6-42d.) for apprentices and boys under 18.
	Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district (43)	6 June	Workers employed at steel sheet rolling mills	Cost-of-living payment increased† by 1-3d. a shift (8s. 5-4d. to 8s. 6-7d.) for men and women 21 and over, by 0-97d. (6s. 4-05d. to 6s. 5-02d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 2-7d. to 4s. 3-35d.) for those under 18.
	South Wales and Monmouthshire§ (43)	5 June	Workers employed at steel rolling mills	Cost-of-living bonus increased† by 1-2d. a shift (6s. 6d. to 6s. 7-2d. for skilled craftsmen, and 7s. 9d. to 7s. 10-2d. for other men) for men and women 18 and over, and by 0-6d. (3s. 3d. to 3s. 3-6d. or 3s. 10-5d. to 3s. 11-1d.) for those under 18.
Galvanising	England and Wales	6 June	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Cost-of-living payment increased† by 1-3d. a shift (8s. 5-4d. to 8s. 6-7d.) for men and women 21 and over, by 0-97d. (6s. 4-05d. to 6s. 5-02d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 2-7d. to 4s. 3-35d.) for those under 18.
Tube Manufacture	Newport ..	5 June	Male workers ..	Cost-of-living bonus increased† by 1-16d. a shift (8s. 3-18d. to 8s. 4-34d.) for men, by 0-77d. (5s. 6-09d. to 5s. 6-864d.) for youths 18 and under 21, and by 0-58d. (4s. 0-43d. to 4s. 1-01d.) for boys.
Shipbuilding and Ship Repairing	United Kingdom .. (54)	Beginning of first full pay week following 16 June	Labourers employed in federated shipbuilding and ship repairing centres, except those whose rates of wages are regulated by movements in other industries	Compensatory payment of 1½d. an hour (6s. 1½d. a week) for all hours worked, whether in ordinary or overtime hours, granted to those labourers at present paid the national time rate of 157s. 6d. a week on new work or 160s. 6d. on repair work and not in receipt of additional payments in the form of payment by results, incentive or other form of bonus payment. Labourers at present in receipt of a total wage payment of less than 163s. 7½d. on new work or 166s. 7½d. on repair work, however that total wage is made up, to have their existing total wage payment increased to these amounts by means of a compensatory payment, payable at the same hourly rate for all hours worked.¶
Spring Mattress and Bedstead Fittings Trade	Great Britain ..	Beginning of first full pay week after 17 June	Male and female workers ..	Increases in current minimum time rates of 1½d. an hour for men 21 and over, and of proportional amounts for women and juveniles; further increases** in supplementary cost-of-living allowance of 2½d. an hour (1s. 5½d. to 1s. 8d.) for men 21 and over, and of proportional amounts for women and juveniles; increase in special allowance of 1½d. an hour (1d. to 2½d.) for men 21 and over, and of 1½d. (½d. to 2d.) for women 20 and over, with proportional amounts for juveniles. Minimum hourly payments after change, consisting of current minimum time rates, supplementary cost-of-living allowance and special allowance, include: journeymen 21 and over, London 5s. 3d., Provinces 5s. 1d.; journeywomen 20 and over 3s. 11½d., 3s. 10d. Payments-by-results workers of average ability are to be enabled to earn 37½ per cent. (previously 33 per cent.) (individual schemes) or 25 per cent. (previously 22½ per cent.) (collective schemes) more than the appropriate current minimum time rates.††
Wool Textile	West of England .. (84-85)	Pay day in week ending 2 Apr.	Timeworkers on regular night work	Night-work allowance minimum increased by 1½d. an hour (3½d. to 5d.).
	Scotland (various districts)§§ (86)	First full pay period beginning on or after 6 June	Male and female workers ..	Increase in scheduled time rates of 3 per cent. for male workers 21 and over and for female workers 18 and over, with proportional increases for apprentices and younger workers. Minimum scheduled time rates after change include: male workers 21 and over—semi-skilled (after 1 year's experience) 162s. 9d. a week, skilled (after 2 years' training) 169s. 5d., after short apprenticeship of 3 years 179s. 4d., after full apprenticeship of 4 years, spinners (in charge of 1 pair of mules) 184s. 4d., finishers, pattern weavers and fleece wool sorters for matchings 192s., tuners (10 looms or less) 194s. 4d., assistant tuners, dyers, carders and millmen (ex-apprentice) 178s. 10d., power loom weavers (2 ordinary looms) 184s. 4d., (1 ordinary loom) 162s. 9d.; female workers 18 and over—unskilled 113s. 4d., semi-skilled (after 6 months' to 1 year's experience) 116s. 1d. or 117s. 7d., according to occupation, jobs requiring 1½ to 2 years' apprenticeship 123s. 5d. to 166s. 2d., according to occupation.
Woollen Manufacture	Wales .. (85)	Pay day in week commencing 30 May	Male and female workers ..	Increases in minimum time rates of 10s. a week for adult male workers, of 6s. 6d. for adult female workers, and of proportional amounts for juveniles. Minimum time rates after change: male workers 61s. a week at 15 rising to 155s. 3d. at 18 and over, female workers 49s. 9d. to 99s. 9d. Piecework rates are to be agreed locally.
Jute Carpet Manufacture	Dundee ..	First pay day in June	Male and female workers ..	Cost-of-living bonus decreased† by 2½ per cent. (70 to 67½ per cent.) on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: men 21 and over 155s. 8d. a week, women 20 and over 103s. 11d.
Carpet Manufacture	Great Britain .. (91)	First pay day in June	Male and female workers ..	Cost-of-living bonus decreased† by 2½ per cent. (70 to 67½ per cent.) on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Bonus on earnings in excess of £6 15s. and £4 10s. decreased from 60 to 57½ per cent.

\* Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.

† Under sliding-scale arrangements based on the official index of retail prices.

‡ Agreements of the Sheet Trade Board.

§ Agreements between the South Wales and Monmouthshire Iron and Steel Manufacturers' Association and the trade union concerned.

¶ The term "wage payment" does not cover working conditions allowances.

‡ This increase applies also to a number of workpeople employed on boat building and boat repairing. In the River Thames ship repairing district the existing general differential applies.

\*\* These increases resulted from a revision of the payments made under sliding-scale arrangements based on the official index of retail prices.

†† This special allowance, or such proportion as will secure an hourly rate equivalent to the appropriate current minimum time rate plus the amount of the special allowance, is payable to those timeworkers not already in receipt of such an hourly rate by way of enhanced rate, lieu bonus or otherwise.

‡‡ See also under "Changes in Hours of Work".

§§ Principally Peebles, Galashiels, Earlston, Selkirk, Langholm, Hawick, Jedburgh, Innerleithen, Walkerburn, Newtown St. Boswells, Alva, Keith and Elgin.



## Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Manufacture	Northern Ireland (94) (252)	17 June	Female workers	Increases in general minimum time rates of 1d. an hour for workers (including clippers and menders) assisting at Swiss embroidery machines, of 1d., 3½d. or 4½d., according to age at commencement or period of employment, for workers on stitching machines (other than Swiss embroidery machines), vice-folding or hand smoothing, of 1d. for other workers (other than learners), and of amounts varying from ½d. to 3½d., according to age or period of employment, for learners; increase in piecework basis time rate of 1d. an hour (2s. 3d. to 2s. 4d.); new general minimum piece rates fixed resulting in varying increases and incorporating the addition of 3½ per cent. or 8d. in the £ previously granted. General minimum time rates after change include: workers (including clippers and menders) assisting at Swiss embroidery machines 2s. 4d. an hour, workers engaged on stitching machines (other than Swiss embroidery machines), vice-folding or hand smoothing 2s. 2d. (after 6 months' employment), other workers 18 or over (except learners) 2s. 2d.*
Ready Mixed Concrete	Great Britain	16 Feb.	Male workers	New minimum basic rates adopted for a 44-hour week as follows:—drivers of vehicles of over 14 tons gross laden weight (mixing or agitating trucks), London (within a 15-miles radius of Charing Cross) 20s. 4d., Provinces 20s. 8d., up to 14 tons 20s. 8d., 198s.; over 14 tons (non-agitating or mixing) 198s., 194s. 4d., up to 14 tons 194s. 4d., 190s. 8d.; batching operators 20s. 4d., 20s. 8d.; drivers of dumpers, loading shovels or cranes 190s. 8d., 187s.; labourers 179s. 8d., 176s. Rates for maintenance craftsmen to be fixed at individual depot level.†
Pre-cast Concrete Products	Scotland (133)	First full pay week in June	Male and female workers	Increases in minimum time rates of 2d. an hour for male workers 21 and over, and of appropriate amounts for women and juveniles. Minimum time rates after change for male workers 21 and over: labourers 3s. 10½d. an hour, labourers in factories wholly engaged in pipe manufacture 3s. 10d.; plus rates above the labourers' rates for concreters, mixers and machinemen (1d. an hour), steel benders and fixers (3d. an hour), and concrete finishers (5½d. an hour) remain unchanged. Women continue to receive 75 per cent. of the corresponding rate for male labour, with plus rates in full.
Veneer and Plywood Manufacture	England and Wales	First pay day after 20 May	Three-shift workers and night workers	Payment for three-shift workers on the night shift and regular night workers to be day-time rates plus 20 per cent. (previously plus 3d. and 6d. an hour respectively). This allowance is paid for all hours worked and is not computable for overtime.
Wood Box, Packing Case and Wooden Container Manufacture	England and Wales (141)	First pay week in June	Day-shift workers	Shift allowance to be 12½ per cent. of the basic rate (previously 3d. an hour).‡
Fence Manufacture and Erection	Great Britain	13 June	Workers employed in fence manufacture	Increases of 4d. an hour for male workers 21 and over, and of 3d. for female workers and younger male workers. Minimum rates after change: male workers 21 and over—London area (20 miles radius from Charing Cross), machinists, sawyers and carpenters 4s. 10d. an hour, labourers 4s. 3½d., Provincial area, machinists, sawyers and carpenters 4s. 8d., cleavers 4s. 3½d., chestnut fence makers 4s. 2½d., labourers 4s. 1½d.; female workers 18 and over 3s. 4½d.; younger male workers 2s. 2d. at 15 rising to 3s. 6½d. at 20; younger female workers 2s. 2d. at 15 rising to 2s. 7d. at 17.§
			Male workers employed in fence erection	Increase of 4d. an hour. Minimum rates after change: skilled fencers 5s. 0½d. an hour, fence fixers 4s. 11d., fencers' labourers 4s. 6d.§
Rubber Reclamation	Great Britain	First full pay period on or after 1 Apr.	Male and female workers	New general minimum time rates fixed, consequent on the reduction of normal weekly hours, without loss of pay, as follows:—male workers 21 and over 3s. 9½d. an hour, younger male workers 1s. 7½d. at 15 rising to 3s. 2½d. at 20; female workers 21 and over 2s. 9½d., younger female workers 1s. 4½d. to 2s. 7d.§
Railway Service	Great Britain (178-179)	4 Jan.‖	Workers employed by British Railways:— Salaried staff including clerks, stationmasters, agents, traffic control staff and supervisors  Conciliation staff engaged in the manipulation of traffic, and certain miscellaneous grades who normally follow conciliation conditions	Increase of approximately 10 per cent on basic rates of pay in operation prior to the interim increase of 5 per cent. payable from 11th January, 1960, with further increases of broadly 5 or 10 per cent. for staff having additional responsibilities. London allowance increased from £10 to £20 per annum for staff 20 and over.¶  Existing wages structure simplified by the introduction of standard rates of pay for 14 groups of workers, resulting in general increases of approximately 8 per cent. on the basic rates in operation prior to the interim increase of 5 per cent. payable from 11th January, 1960, with further increases of broadly 5 or 10 per cent. for workers having additional responsibilities. London allowance increased from 3s. to 6s. a week for workers 20 and over and now paid also to trainmen in replacement of the 3s. London rent allowance previously paid. Weekly rates of pay for male workers 20 and over employed outside the London area: Group 1 168s., 2 173s., 3 177s., 4 183s., 5 187s., 6 194s., 7 198s., 8 205s., 9 210s., 10 220s., 11 230s., 12 234s., 13 248s., 14 260s.¶
Road Passenger Transport	Great Britain (excluding Metropolitan area) and Belfast (182)	First full pay period following 1 June	Craftsmen and apprentices employed by municipal passenger transport undertakings	New hourly rates of wages agreed, consequent on the reduction of normal weekly hours without loss of pay. Minimum rates after change include: craftsmen—special group undertakings 5s. 5d. to 5s. 6d. an hour, group 1 5s. 4d.§
Milk Distribution	Scotland (205) (250)	1 June	Male and female workers	Increases in general minimum time rates of 7s. a week for male workers 21 or over and for certain female workers 21 or over, of 4s. for youths 18 and under 21, and of 2s. or 3s., according to age, for boys; of 5s. for other female workers 21 or over, of 3s. or 4s., according to occupation, for younger female workers 18 and under 21, and of 1s. 6d. or 2s. for girls. Night workers who work wholly or partly between the hours of 10 p.m. and 6 a.m. to receive an addition of 6d. (previously 3d.) in respect of each hour or part of an hour worked. General minimum time rates after change: foremen and forewomen 169s. 6d. a week, chargehands 136s., male clerks and male or female workers employed in collection or delivery work by horse or mechanically driven vehicles, in garaging, in horse or motor keeping, in cleaning vehicles, in stable work, in pasteurising or in sterilising 59s. at under 16 rising to 158s. at 21 or over, and to 161s. for male clerks 22 or over, male workers 21 or over employed in bottle washing, bottle filling, milk reception and despatch work 158s.; all other male workers and roundswomen (not working with horse or mechanically driven vehicles) 59s. at under 16 rising to 153s. at 21 or over, female clerks and all other female workers (including shop assistants) 53s. 6d. to 114s.**

\* These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 308 of this GAZETTE; a schedule of the new general minimum piece rates is contained in the Order.

† See also article on page 276 of this GAZETTE.

‡ It has also been agreed that the normal working week be reduced from 44 to 42 hours for all workers from the first pay week in August.

§ See also under "Changes in Hours of Work".

¶ These increases were agreed in June with retrospective effect to the date shown.

¶ These revisions are the result of an agreement between the British Transport Commission and the National Union of Railwaymen, the Associated Society of Locomotive Engineers and Firemen and the Transport Salaried Staffs Association, following the issue of the Report of the Railway Pay Committee of Inquiry (see article on page 277 of this GAZETTE). Details of the interim increase of 5 per cent. were given on page 124 of the March issue of this GAZETTE.

\*\* These increases took effect under an Order issued under the Wages Councils Act. See page 270 of the June issue of this GAZETTE.

## Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Retail Meat Trade	England and Wales (206)	Week commencing 27 June	Shop managers and managers	Ascending scale of weekly remuneration related to amount of weekly trade (present upper limit of scale for manager, London area 246s. where weekly trade does not exceed £500) extended on the basis of 3s. for each additional £50 weekly trade up to a new ceiling of £700 (new maximum of scale for manager, London area 258s.).*
Multiple Retail Meat Trade	England and Wales	Week commencing 27 June	Shop managers and managers	Ascending scale of weekly remuneration related to amount of weekly trade (present upper limit of scale for manager, London area 255s. where weekly trade does not exceed £500) extended on the basis of 3s. for each additional £50 weekly trade up to a new ceiling of £700 (new maximum of scale for manager, London area 267s.).†
Cinema Theatres	Great Britain (222-223)	15 May‡	Male and female workers other than managers	Increases ranging from 5s. to 12s. 6d. a week, according to occupation and grade of cinema, for adult male workers, of 3s. to 6s. for female workers, of 3s. to 5s. for probationers and juvenile male workers, and of 3s. (1½d. an hour) for cleaners. Rates after change for London and Home Counties include: first projectionists 165s. to 244s. a week, according to grade of cinema, second projectionists over 20 144s. 6d. to 194s., third projectionists 103s. 6d. to 168s., fourth projectionists 127s. to 137s. 6d., house engineers 219s., 241s. 6d., assistant house engineers 183s. 6d., 191s. 6d., head attendants or foremen 149s. to 183s., utility men, doormen, assistant foremen and boilermen 147s. to 160s. 6d., night watchmen/cleaners (male) 143s. 6d. to 156s. 6d., male attendants over 20 128s. to 156s. 6d., chief cashiers 89s. to 132s., cashiers 104s. to 122s. 6d., usherettes/relief cashiers 86s. to 115s. 6d., female attendants 82s. to 109s., cleaners (24-hour week) 59s. to 69s. 6d. Minimum rates are also fixed for eight other zones covering the rest of Great Britain.§
	Northern Ireland	13 June	Male and female workers employed in town cinema theatres	Increases ranging from 5s. to 12s. 6d. a week, according to occupation and grade of cinema, for adult male workers, of 3s. to 6s. for female workers, of 3s. to 5s. for apprentices and juvenile male workers, and of 1½d. an hour for cleaners. Rates after change include: chief projectionists—grade AA theatres 238s. 3d. a week, grade A 213s. 6d., grade B 187s. 6d., grade C 172s. 10d., grade D (town) 156s. 2d., second projectionists 192s., 174s., 165s. 1d., 150s. 2d., 138s. 3d., foremen 172s. 1d., 163s. 1d., 161s. 1d., 153s. 3d., 141s. 4d., male attendants 21 and over 164s. 1d., 151s. 3d., 149s. 3d., 141s. 4d., 129s. 5d., first cashiers 122s. 10d., 112s. 11d., 106s., 99s. 7d., 81s. 9d., second cashiers 109s. 8d., 102s. 9d., 95s. 11d., 83s. 7d., 74s. 7d., usherettes 98s. 3d., 95s. 3d., 88s. 9d., 76s. 6d., 70s. 6d., cleaners 2s. 9½d. an hour.§
Film Distribution	United Kingdom	11 Jan.‖	Male and female workers	New rates of wages agreed, resulting in increases of 11s. 3d., 12s. 6d. or 15s. a week, according to occupation, for adult male workers, of 8s. 9d. for adult female workers, and of varying amounts for juvenile workers. Rates after change include: film despatch dept.—managers, London (within a radius of 25 miles from Cambridge Circus) 255s. 3d. a week with under 12 months' experience, 260s. 6d. with over 12 months, Provinces (in charge of 5 or more employees) 225s. 3d., 231s., (in charge of less than 5 employees) 208s., assistant managers, London 213s. or 219s. 3d., chief packers (deputy for manager when absent), Provinces 190s. 9d., packers, storekeepers and driver packers, London 89s. 6d. at under 16 rising, according to age and experience, to 190s., Provinces 79s. 6d. to 180s.; industrial grades—film repair, foremen (in charge of 3 or more repairers) London 207s., Provinces 179s. 6d., forewomen (in charge of 3 or more repairers) London 169s. 9d. or 175s. 6d., according to experience, Provinces 149s. 9d. or 155s. 6d., repairers and cleaning machine operators, London, adult males 166s. 6d. or 174s., according to experience, adult females 133s. 9d. or 142s. 6d., juveniles 89s. 6d. at under 16 rising to 130s. at 20½, Provinces, adult males 156s. 6d. or 164s., adult females 123s. 9d. or 132s. 6d., juveniles 79s. 6d. to 120s., driver mechanics, London 190s. 9d. or 203s. 3d., according to experience, projection room staff (35 mm.), chief projectionists London 255s. 3d., adult projectionists, London 212s., Provinces 198s. 3d., projectionists' assistants, London 84s. 6d. at under 16 rising to 166s. 9d. at 21, technical and editorial dept., London, adult male assistants 185s. 6d. or 197s. 9d., according to experience, adult female assistants 158s. 9d. or 164s. 9d.
Catering	Great Britain	11 Jan.‖	Workers employed by the British Transport Commission Hotels and Catering Services:— Restaurant car travelling and depot staff  Engineering and artisan staff	Increase ranging from 7s. to 10s. a week, according to occupation, for adult male travelling staff, of 7s. 6d. to 12s. for adult male depot staff, of proportional amounts for juveniles, and of 6s. for linen maids. Rates after change include: travelling staff—cooks 211s. a week, assistant cooks 171s. 6d., conductors, class 1 170s. 6d., class 2 161s., leading attendants 153s., attendants 146s. 6d., kitchen porters 142s.; depot staff—cooks 213s. 6d., assistant cooks and cellarmen 169s. 6d., storemen 164s., kitchen porters, platenmen, pantrymen or crockery attendants 161s. 6d., linen maids 130s. For depot staff in London the rates are increased by 3s. a week, and for travelling staff there is a London rent allowance of 3s. a week.
Government Industrial Establishments	Great Britain (236-237)	Beginning of pay week containing 1 Apr.¶	Non-skilled workers paid at miscellaneous "M" rates	Increases in minimum rates of 2s. a week for adult male workers, of 1s. 8d. for adult female workers, and of proportional amounts for juveniles. Minimum weekly time rates after change: adult male workers—London 179s., Provinces 171s.; adult female workers 150s. 2d., 143s. 4d.
	Northern Ireland (236-237)	Beginning of pay week containing 1 Apr.¶	Non-skilled workers paid at miscellaneous "M" rates	Increases in minimum rates of 1s. a week for adult male workers, of 10d. for adult female workers, and of proportional amounts for juveniles. Minimum weekly time rates after change: adult male workers—Belfast (including Holywood, Kinnegar and Rosepark) 168s., other areas 161s.; adult female workers 140s. 10d., 135s.
Health Services	Great Britain (221)	Beginning of first full pay period following 25 Mar.¶	Orthopaedic appliance grades in the hospital service	Increases in standard consolidated hourly rates of 2d. an hour for adult male workers, and of proportional amounts for women and juveniles. Adult male rates after change: grade C 5s. 1½d. an hour, grade B 5s. 5½d., grade A 5s. 8½d., grade I 5s. 10d.

\* This extension of scale was agreed by the Joint Industrial Council for the Retail Meat Trade in England and Wales and applies to workpeople employed by members in the Retail Meat Trade. See also under "Changes in Hours of Work".

† This extension of scale applies to workpeople employed by members of the Association of Multiple Retail Meat Traders who have adopted the decisions of the Joint Committee for the Multiple Retail Meat Trade in England and Wales. See also under "Changes in Hours of Work".

‡ These increases were ratified in June with retrospective effect to the date shown.

§ See also under "Changes in Hours of Work".

¶ These increases were agreed in June with retrospective effect to the date shown.

¶ These increases were authorised in June with retrospective effect to the date shown.



## PRINCIPAL CHANGES IN HOURS OF WORK REPORTED DURING JUNE

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Fat Melting and Bone Degreasing	Great Britain (certain firms)	Pay day in week commencing 29 May	Male and female workers ..	Normal weekly hours reduced from 45 to 44.*
Iron and Steel Manufacture	Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district† (43)	30 May	Datal workers employed at steel sheet rolling mills	Normal weekly hours reduced from 44 to 42, without loss of earnings.
Spring Mattress and Bedstead Fittings Trade	Great Britain ..	Beginning of first full pay week after 17 June	Male and female workers ..	Normal weekly hours reduced from 44 to 42.*
Fence Manufacture and Erection	Great Britain ..	13 June	Male and female workers ..	Normal weekly hours reduced from 44 to 42.*
Rubber Reclamation	Great Britain ..	First full pay period on or after 1 Apr.	Male and female workers ..	Normal weekly hours reduced from 44 to 42½.*
Linoleum and Felt Base Manufacture	England and Scotland	5 June	Male and female workers ..	Normal weekly hours reduced from 45 to 42½, without loss of pay.
Road Roller Hire Service	Great Britain ..	5 June	Print block, roller and stamp cutters	Normal weekly hours reduced from 45 to 42½, without loss of pay.
Road Roller Hire Service	Great Britain ..	4 Apr.	Road roller drivers employed by firms engaged on hire service, except those whose wages are regulated by other agreements	Normal weekly hours reduced from 44 to 40 during the months of November, December, January and February each year.‡
Road Passenger Transport	Great Britain (183)	Beginning of first full pay week following 1 June	Skilled maintenance workers employed by company-owned omnibus undertakings	Normal weekly hours reduced from 44 to 42, without loss of pay.
Road Passenger Transport	Great Britain (excluding Metropolitan Area) and Belfast (182)	First full pay period following 1 June	Workers employed by municipal passenger transport undertakings:— Operating staff (drivers, conductors, and depot and garage staff except skilled maintenance workers)	Normal weekly hours reduced from 44 to 42, without loss of pay.
Road Passenger Transport	Great Britain (excluding Metropolitan Area) and Belfast (182)	First full pay period following 1 June	Craftsmen and apprentices	Normal weekly hours reduced from 44 to 42.*
Retail Meat Trade	England and Wales (206)	Week commencing 27 June	Male and female workers ..	Normal weekly hours reduced from 46 to 45, without loss of pay.§
Multiple Retail Meat Trade	England and Wales	Week commencing 27 June	Male and female workers ..	Normal weekly hours reduced from 46 to 45, without loss of pay.
Cinema Theatres	Great Britain (222-223)	15 May¶	Male workers other than managers	Normal weekly hours reduced from 44 to 43 for projectionists, and from 46 to 44 for other male workers.*
Cinema Theatres	Northern Ireland..	13 June	Male workers employed in town cinema theatres	Normal weekly hours reduced from 46 to 44 for projectionists, and from 48 to 46 for other male workers.*

\* See also under "Changes in Rates of Wages".

† Agreements of the Sheet Trade Board.

‡ This change was agreed with effect from 4th April but the shorter working week does not come into operation until November, the hours for the remaining months of the year continuing to be 44; taken as an average over the year, normal weekly hours will be 42½. See entry on page 215 of the May issue of this GAZETTE.

§ This reduction was agreed by the Joint Industrial Council for the Retail Meat Trade in England and Wales and applies to workpeople employed by members in the Retail Meat Trade. See also under "Changes in Rates of Wages".

|| This reduction applies to workpeople employed by members of the Association of Multiple Retail Meat Traders who have adopted the decisions of the Joint Committee for the Multiple Retail Meat Trade in England and Wales. See also under "Changes in Rates of Wages".

¶ This change was ratified in June with retrospective effect to the date shown.

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## STOPPAGES OF WORK—INDUSTRIAL DISPUTES

## STOPPAGES OF WORK IN JUNE

The number of stoppages of work\* due to industrial disputes in the United Kingdom, beginning in June, which came to the notice of the Ministry, was 220. In addition, 33 stoppages which began before June were still in progress at the beginning of the month. The approximate number of workers involved during June at the establishments where these 253 stoppages occurred is estimated at 61,000. This total includes 9,100 workers involved in stoppages which had continued from the previous month. Of the 51,900 workers involved in stoppages which began in June, 48,700 were directly involved and 3,200 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 212,000 working days lost during June included 52,000 days lost through stoppages which had continued from the previous month.

The following Table gives an analysis by groups of industries of stoppages of work in June due to industrial disputes:—

Industry Group	Number of Stoppages			Stoppages in Progress in Month	
	Started before beginning of Month	Started in Month	Total	Workers involved	Working Days lost
Coal Mining ..	7	141	148	20,200	38,000
Engineering ..	4	11	15	4,600	18,000
Shipbuilding ..	5	5	10	1,300	11,000
Motor Vehicles and Cycles ..	5	6	11	8,700	26,000
Transport and Communication ..	—	14	14	20,800	90,000
All remaining industries and services ..	12	43	55	5,500	28,000
<b>Total, June, 1960 ..</b>	<b>33</b>	<b>220</b>	<b>253</b>	<b>61,000</b>	<b>212,000</b>
<b>Total, May, 1960 ..</b>	<b>27</b>	<b>275</b>	<b>302</b>	<b>97,500</b>	<b>422,000</b>
<b>Total, June, 1959 ..</b>	<b>28</b>	<b>201</b>	<b>229</b>	<b>192,800</b>	<b>1,032,000</b>

## Causes of Stoppages

The following Table classifies stoppages beginning in June according to the principal causes of the stoppages:—

Principal Cause	Number of Stoppages	Number of Workers directly involved
Wages—claims for increases ..	31	3,300
—other wage disputes ..	75	25,000
Hours of labour ..	3	1,300
Employment of particular classes or persons ..	28	5,100
Other working arrangements, rules and discipline ..	79	9,300
Trade union status ..	—	—
Sympathetic action ..	4	4,800
<b>Total ..</b>	<b>220</b>	<b>48,700</b>

## PRINCIPAL STOPPAGES OF WORK DURING JUNE

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly	Began	Ended		
DOMESTIC ELECTRICAL APPLIANCES:— Workers employed in the manufacture of domestic electrical appliances—London and High Wycombe (one firm)	2,500	—	15 June	22 June	In protest against the firm's proposal to issue redundancy notices to certain workers	Work resumed pending negotiations.
SHIPBUILDING AND MARINE ENGINEERING:— Workers employed in shipbuilding—Aberdeen (one firm)	40	420	23 May	—	To support a demand for a pay increase, which employer's counter-offer did not satisfy	No settlement reported.
MOTOR VEHICLES:— Workers employed in the manufacture of motor vehicle bodies—Basildon (one firm)	320	—	30 Mar.	29 June	In support of a demand for 1s. 0d. per hour increase in wages	Work resumed pending further negotiations.
FURNITURE:— Workers employed in the manufacture of radio cabinets—London (one firm)	250	—	28 Mar.	10 June§	The transfer of a number of workers to resolve a bottleneck in production caused by "go-slow" action arising out of a pay dispute, and, subsequently, the issue of dismissal notices to workers on strike	Work resumed on the withdrawal of dismissal notices and the workers' acceptance of the firm's wages system.
DOCKERS:— Dock workers—Tilbury	1,710	—	1 June	9 June	In support of a demand for higher rates for handling a light cargo	Work resumed. Employer's offer of a 30 per cent. increase for similar cargoes accepted for a trial period.
Dock workers—Merseyside	11,375	—	20 June	29 June	Decision that workers who, in support of a national wage claim, refused to work night shift, did not qualify for attendance money	Work resumed pending the outcome of the negotiations on the national claim.

\* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than 10 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 the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information. The figures have been rounded to the nearest 100 workers and 1,000 working days. The sums of the constituent items do not, therefore, necessarily agree exactly with the totals shown.

† Less than 50 workers or 500 working days.

‡ In the June GAZETTE, the stoppage of shipbuilding and other engineering apprentices which began in April, 1960 was provisionally allocated to shipbuilding. The figures have now been re-allocated to the various industry groups concerned. The strike has, however, been counted as only one stoppage in the total for all industries taken together.

§ Some workers resumed on 13th June and the remainder were re-engaged over a short period.

|| Work was resumed on 2nd June but the stoppage recommenced on 8th June.

## Duration of Stoppages

The following Table classifies stoppages ending in June according to the length of time they lasted:—

Duration of Stoppage	Number of		
	Stoppages	Workers directly involved	Working Days lost by all Workers involved
Not more than 1 day	90	9,800	10,000
2 days ..	48	7,200	11,000
3 days ..	30	5,800	12,000
4-6 days ..	36	14,700	50,000
Over 6 days ..	25	14,100	146,000
<b>Total ..</b>	<b>229</b>	<b>51,600</b>	<b>228,000</b>

## STOPPAGES OF WORK IN THE FIRST SIX MONTHS OF 1960 AND 1959

The following Table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first six months of 1960 and 1959:—

Industry Group	January to June, 1960			January to June, 1959		
	Number of Stoppages beginning	Stoppages in Progress	Number of Stoppages beginning	Stoppages in Progress	Number of Stoppages beginning	Stoppages in Progress
Agriculture, Forestry, Fishing	1	†	†	1	†	†
Coal Mining ..	884	130,700	273,000	721	115,200	194,000
All Other Mining and Quarrying	1	†	†	2	1,100	2,000
Food, Drink and Tobacco ..	8	6,400	111,000	8	1,600	2,000
Chemicals, etc. ..	13	4,800	14,000	6	400	4,000
Metal Mfr. ..	41	11,900	38,000	17	15,100	39,000
Engineering ..	120	51,500	303,000	51	14,200	54,000
Shipbuilding and Marine Eng.†	43	33,400	220,000	40	10,800	226,000
Motor Vehicles and Cycles ..	73	83,500	214,000	61	79,100	226,000
Aircraft ..	19	14,400	37,000	16	10,500	56,000
Other Vehicles ..	9	2,300	20,000	7	2,900	9,000
Other Metal Goods ..	25	3,400	15,000	11	1,100	3,000
Textiles ..	13	3,400	7,000	9	3,600	43,000
Clothing and Footwear ..	10	3,300	6,000	7	400	1,000
Bricks, Pottery, Glass, etc. ..	20	4,100	28,000	8	1,700	3,000
Timber, Furniture, etc. ..	12	800	21,000	8	400	2,000
Paper and Printing	3	600	1,000	3	110,400	754,000
All Other Manufacturing Industries ..	13	8,200	29,000	6	1,700	3,000
Construction ..	108	12,600	67,000	95	11,700	61,000
Gas, Electricity and Water ..	10	1,300	4,000	—	—	—
Transport, etc. ..	88	63,500	206,000	41	13,200	30,000
Distributive Trades ..	10	700	2,000	6	300	4,000
Administrative, Professional, etc., Services ..	7	500	1,000	4	1,400	10,000
Miscellaneous Services ..	8	1,600	2,000	3	300	1,000
<b>Total ..</b>	<b>1,527†</b>	<b>442,900</b>	<b>1,622,000</b>	<b>1,131</b>	<b>397,100</b>	<b>1,727,000</b>



# ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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## Industrial Courts Act, 1919, and Conciliation Act, 1896

### Industrial Court Awards

During June the Industrial Court issued three awards, Nos. 2783 to 2785.\* One award, No. 2785, is summarised below; Nos. 2783 and 2784 were referred to the Court under Section 8 of the Terms and Conditions of Employment Act, 1959.

**Award No. 2785 (21st June).—Parties:** Employees' Side and Employers' Side of the Navigating and Engineering Officers' National Sectional Panel of the National Joint Council for Civil Air Transport. **Claim:** For increased salary scales of Engineer Officers employed by the British Overseas Airways Corporation, and a determination of the date from which they should be brought into effect. **Award:** The Court found and so awarded that the salaries to be paid to the Engineer Officers employed by the British Overseas Airways Corporation shall be as follows:—Engineer Officers 'B' £1,150 by £50(5) to £1,400; Engineer Officers 'A' £1,500 by £50(8) to £1,900; Senior Engineer Officers £1,975 by £75(4) to £2,275. Effect to be given to the award as from 15th July, 1959.

### Single Arbitrators and ad hoc Boards of Arbitration

During June four awards were issued by Single Arbitrators appointed under Section 2(2)(b) of the Industrial Courts Act, 1919. Three awards related to individual undertakings. The fourth award is summarised below:—

**Parties:** Covent Garden Tenants' Association Limited and the Transport and General Workers' Union. **Claim:** To determine a claim by the Union for an increase of 7½ per cent. in the overall average earnings of Porters (without alteration to the Portage Schedule). **Award:** The Arbitrator awarded that the wages of Porters, as specified in Clause 3(ii) of the agreement between the parties dated 15th August, 1957, should be increased from £9 to £9 14s. The award should have effect from Monday, 4th July, 1960.

In addition, an independent Chairman was appointed under Section 2(2)(c) of the Industrial Courts Act, 1919, to preside over two Boards of Arbitration set up for the two Sides of the National Joint Industrial Council for the Road Passenger Transport Industry. The Boards met to determine whether the employees engaged in the Transport Departments of (a) the Caerphilly Urban District Council, and of (b) the Bedwas and Machen Urban District Council, should receive an additional payment for May Day. The Boards made unanimous awards in favour of the claims.

## Civil Service Arbitration Tribunal

During June the Civil Service Arbitration Tribunal issued three awards, Nos. 386 to 388\*, which are summarised below.

**Award No. 386 (9th June).—Parties:** Institution of Professional Civil Servants and Ordnance Survey. **Claim:** For increased scales of pay with retrospective effect for the Reproduction "A" grades of the Ordnance Survey. **Award:** The Tribunal recognised that the claim was put forward as an interim claim and that the scales may fall to be reviewed at the instance of either party when a report on the comparable outside rates should be made by the Civil Service Pay Research Unit. Subject to this observation the Tribunal awarded:—(a) that the interim scales of the Reproduction "A" grades shall, as from 1st September, 1957, be as follows:—Grade A V Age 16 £242 10s. thence by £35 (3) to £347 10s. by £42 10s. (1) to £390 by £25 (1) to £415 (age 21) by £30 (4) to £535 (age 25) thence by £25 (2) to £585 by £30 to £615\*, £645\*, £675\*. **Note:** The rates marked (\*) are applicable only to men in post in the grade on 23rd August, 1951. Grade A IV £610 by £25 (6) to £760; Grade A III £740 by £30 (4) to £860; Grade A II £860 by £35 (4) to £1,000 by £30 to £1,030; Grade A I £1,030 by £50 (5) to £1,280. As from 1st September, 1957, the above scales shall be appropriate to the Intermediate area and from 1st January, 1958, shall be regarded as National scales; (b) that as from 1st December, 1958, the above scales shall be increased by 3½ per cent. in accordance with the terms of the Central Pay Settlement; (c) that the scales at (a) and (b) above shall be subject to the rates of London weighting and Provincial deduction set out in Estacode (third edition) C d 3; (d) that the "corresponding points" principle shall be applied in the assimilation of the new scales to the officers in post.

**Award No. 387 (28th June).—Parties:** Association of Government Supervisors and Radio Officers and Air Ministry. **Claim:** For increased salary scale with retrospective effect for Radio Operators in the Ocean Weather Service of the Air Ministry. **Award:** The Tribunal awarded:—(a) the London male salary scale of Radio Operators in the Ocean Weather Service of the Air Ministry shall be revised, with effect from 1st July, 1957, as follows:—Age 21 £600 by £30 (4) to £720 (age 25) thence by £30 (6) to £900; (b) the compounded annual payment in respect of overtime worked on board ship shall be revised to £120 per annum, with effect from 1st July, 1957; (c) the "corresponding points"

\* See footnote \* in first column on page 311.

principle shall be applied in the assimilation to the new scales of officers in post.

**Award No. 388 (28th June).—Parties:** Institution of Professional Civil Servants and H.M. Treasury. **Claim:** For increased salary scales with retrospective effect for Linked Departmental Classes of the Technical Works, Engineering and Allied Classes. **Award:** The Members of the Tribunal being unable to agree as to their award, the Chairman thereby decided the matter and awarded:—(a) that the salary scales (National) of the Linked Departmental Classes of the Technical Works, Engineering and Allied Classes be:—Grade A £1,375 by £50 to £1,625; Grade B £1,290 by £50 to £1,490; Grade I £1,050 by £40 to £1,090 by £50 to £1,290; Grade II £920 by £30 to £1,010 by £40 to £1,050; Grade III Age 26 £770 by £25 (6) to £920 (age 28 or over); (b) that the above salary scales shall have effect as from 1st May, 1958; (c) that as from 1st December, 1958, the scales in (a) above shall be increased by 3½ per cent. to take account of the Civil Service Central Pay Settlement; (d) that the "corresponding points" principle shall be applied in the assimilation to the new scales of officers in post.

## Wages Councils Act, 1959

### Notices of Proposals

During June notices of intention to submit wages regulation proposals to the Minister of Labour were issued by the following Wages Councils:—

**Stamped or Pressed Metal-Wares Wages Council (Great Britain).—** Proposal Q. (89), dated 10th June, for reducing from 44 to 42 the number of hours to be worked before overtime is payable.

**Hollow-ware Wages Council (Great Britain).—** Proposal H. (73), dated 21st June, for reducing from 44 to 42 the number of hours to be worked before overtime is payable.

**Keg and Drum Wages Council (Great Britain).—** Proposal K.D. (63), dated 24th June, for reducing from 44 to 42 the number of hours to be worked before overtime is payable.

Further information concerning any of the above proposals may be obtained from the Secretary of the Council concerned, at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

### Wages Regulation Orders

During June the Minister of Labour made the following Wages Regulation Orders\*:

**The Wages Regulation (Licensed Non-residential Establishment) Order, 1960: S.I. 1960 No. 983,** dated 8th June and effective from 3rd July. This Order, which gives effect to the proposals submitted by the Licensed Non-residential Establishment Wages Council, prescribes revised statutory minimum remuneration for male and female workers.

**The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order, 1960: S.I. 1960 No. 1025,** dated 16th June and effective from 18th July. This Order, which gives effect to the proposals submitted by the Licensed Residential Establishment and Licensed Restaurant Wages Council, prescribes revised statutory minimum remuneration for male and female workers.

**The Wages Regulation (Linen and Cotton Handkerchief etc.) Order, 1960: S.I. 1960 No. 1045,** dated 21st June and effective from 6th July. This Order, which gives effect to the proposals submitted by the Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Great Britain), prescribes revised general minimum time rates for male and female workers and piecework basis time rates for female workers.

**The Wages Regulation (Button Manufacturing) (Amendment) Order, 1960: S.I. 1960 No. 1089,** dated 24th June and effective from 8th July. This Order, which gives effect to the proposals submitted by the Button Manufacturing Wages Council (Great Britain), prescribes revised general minimum time rates and piecework basis time rates for male and female workers, and reduces from 45 to 42 the number of hours to be worked before overtime is payable.

## Wages Councils Act (Northern Ireland), 1945

### Wages Regulation Orders

During June the Ministry of Labour and National Insurance made the following Wages Regulation Order\* giving effect to the proposals made by the Wages Council concerned:—

**The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Regulation Order (Northern Ireland), 1960 (N.I.H.G. (N.161)),** dated 7th June and operative on 17th June. This order prescribes revised statutory minimum remuneration for female workers in the trade.—See page 304.

\* See footnote \* in first column on page 311.

## Legal Cases Affecting Labour

### Building (Safety, Health and Welfare) Regulations, 1948—Provision of Guard-rails

Regulation 24 of the Building (Safety, Health and Welfare) Regulations, 1948, provides at paragraph (1) that:—"every side of a working platform or working place, being a side thereof from which a person is liable to fall a distance of more than six feet six inches, shall be provided with a suitable guard-rail or guard-rails . . ."

This provision is subject to certain exceptions, the only exception relevant to the particular case being contained in paragraph 5(d) of Regulation 24 which exempts on certain conditions "a temporary platform which is used only by erectors of structural steel-work or iron-work for the purposes of bolting up, riveting or welding work of such short duration as to make the provision of a platform with guard-rails and toe-boards unreasonable. . ."

In the present case the workman was standing on the flat concrete roof of a boiler house onto which he was bolting the conical base of a steel chimney. In the course of tightening a nut on a bolt the workman lost his balance and fell off the roof which was eleven feet from the ground.

Lord Parker C.J. held that the Building (Safety, Health and Welfare) Regulations, 1948, clearly applied. These chimneys were part of a building and the work concerned the demolition and re-erection of a building.

The concrete on which the two men were working was a working place more than the requisite 6 ft. 6 ins. from the ground. Accordingly there was an obligation to provide guard-rails. Although certainly a working place, it was not and could not be a temporary platform to which the exception could apply. *Westcott v. Structural and Marine Engineers Limited*. Queen's Bench Division, 10th March, 1960.

## Decisions of the Commissioner under the National Insurance Acts

The Commissioner is a judicial authority independent of the Ministry of Pensions and National Insurance and appointed by the Crown (see Section 43 of the National Insurance Act, 1946, and Section 42 of the National Insurance (Industrial Injuries) Act, 1946). His decisions\*, which are final, are binding on Insurance Officers and Local Tribunals and must be followed in appropriate cases. They are thus the "case law" which is the principal means of maintaining consistency of decisions.

Appeals to the Commissioner under the National Insurance Acts may be made by an Insurance Officer, or by an association of which the claimant is a member, or by the claimant himself.

Appeals to the Commissioner under the Industrial Injuries Acts may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the fourth Schedule to the 1946 Act, affected by the decision, or by an association of which the claimant or the deceased was a member, or by the claimant himself.

Recent decisions of general interest are set out below.

### Decision No. R(U) 30/59 (3rd June, 1959)

The claimant was a surface worker at a coal mine where some underground workers were in dispute about rates of pay for Sunday night work. In pursuance of that dispute there was some abstention from work by the Sunday night shift, as a result of which there was a loss of work and bonus by other workers, including surface workers. This was followed by a more general withdrawal of labour and a stoppage of work by reason of which the claimant lost employment. The surface workers did not participate in any dispute, and the question at issue was whether they were directly interested in the dispute which caused the stoppage. Held that the claimant was not disqualified. Although the surface workers would be interested in any dispute as to the circumstances in which bonus should be withheld they could not be said to be directly interested in the "dispute which caused the stoppage of work". On the information furnished the dispute was identified as relating to rates of pay for Sunday night workers underground; the loss of bonus was no more than consequential upon that dispute. Circumstances distinguished from those dealt with in Decision R(U) 25/56, where the subject of the dispute was the conditions relating to bonus payments.

### Decision of the Commissioner

"My decision is that the claimant is not disqualified in terms of section 13(1) of the National Insurance Act, 1946, for receiving unemployment benefit from 6th November, 1958, to 8th November, 1958 (both dates included).

"The claimant is a surface worker at a coal mine. It is clearly established that from 6th to 8th November, 1958, the claimant lost employment by reason of a stoppage of work which was due to a trade dispute at his place of employment. During the stoppage he remained idle. Accordingly, in terms of section 13(1) of the National Insurance Act, 1946, he must be held disqualified for receiving unemployment benefit for the period in question unless he proves the proviso to the subsection, namely:—(a) that he is not participating in or financing or directly interested in the trade dispute which caused the stoppage of work; and (b) that he does not belong to a grade or class of workers of which, immediately before the commencement of the stoppage, there were members employed at his place of employment any of whom are participating in or financing or directly interested in the dispute."

"It appears that the dispute arose out of re-arrangements which had to be made when Saturday working ended at the pit in question in April, 1958. Some underground workers were required to work

\* Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 311.

### Negligence—Damages—Loss of Earnings—Deduction of industrial disablement benefit and gratuity—Law Reform (Personal Injuries) Act, 1948

The Law Reform (Personal Injuries) Act, 1948, Section 2(1) reads:

"In an action for damages for personal injuries (including any such action arising out of a contract), there shall in assessing those damages be taken into account, against any loss of earnings or profits which has accrued or probably will accrue to the injured person from the injuries, one-half of the value of any rights which have accrued or probably will accrue to him therefrom in respect of industrial injury benefit, industrial disablement benefit or sickness benefit for the five years beginning with the time when the cause of action accrued."

An operator of a milling machine lost the tip of the index finger on his right hand. He was away from work for thirteen weeks after which he was able to do his work as before the accident. A question arose on the assessment of damages.

The Court of Appeal (Lords Justices Sellers, Ormerod and Upjohn) held that in view of the provisions of Section 2(1) of the Law Reform (Personal Injuries) Act, 1948, it was necessary to deduct from the original amount which would have been awarded as damages a sum equal to half the accrued injury benefit. With regard to the disablement gratuity, it was held that the proper calculation was to deduct from the original amount of damages one-half of the proportion of the gratuity referable to the unexpired part of the five-year period specified in the section. *Hultquist v. Universal Pattern and Precision Engineering Company Limited*. Court of Appeal, 31st March and 1st and 11th April, 1960.

on Sunday nights, and a dispute arose as to the rates of pay for Sunday night hours. On the night of Sunday, 26th October, 1958, machinemen failed to report for duty, and on the following day some underground workers lost work as a result. On Sunday, 2nd November, 1958, the night shift again failed to turn out, and on the following day work was again lost as a result. On 4th November, 1958, some conveyor shifters, on learning that as a result of the action of the night shift workers on the previous Sunday they would lose one-fifth of their (weekly) bonus, refused to begin their shift, and the remainder of the shift followed their lead. On the evening of 4th November, 1958, a meeting was held, and it was resolved that labour be withdrawn from the colliery until the dispute was discussed and settled. The strike was unofficial, and work was in fact resumed on the night shift of Sunday, 9th November, 1958.

"The local tribunal found that the claimant had proved the proviso to the subsection in all its branches; and consequently he was not disqualified.

"The insurance officer appealed to the Commissioner. She submitted originally that the grade of workers to which the claimant belonged participated in the dispute, and also that he was directly interested in the dispute. The claimant's association denied that the claimant's grade were participating, and, following further inquiry into this aspect of the case, the insurance officer now concedes that there was no participation by the claimant's grade. She maintains however that the claimant had a direct interest in the dispute. She writes:—'The dispute concerned the loss of bonus because of loss of employment due to a trade dispute. The conditions for the receipt of bonus apply equally to all grades, including surface workers. Decision R(U) 25/56 is relevant. In these circumstances I submit that the claimant had a direct interest in the dispute. . . .'

"I am not satisfied that this is sound.

"The dispute in the first instance was as to rates of pay for Sunday night workers underground. That was a dispute in which the claimant had no interest whatever. In consequence of that dispute, there was some abstention from work by the Sunday night shift, resulting in certain other workers (including surface workers) losing work. As I understand it, bonus is lost if a full week is not worked, and accordingly there was a loss of bonus not only to the underground workers, but also to the surface workers (although they were not participating). The claimant and his grade of surface workers were undoubtedly interested in the bonus, and therefore would be interested in any dispute as to the circumstances in which it should be withheld. But on the information before me in the present case, I do not consider it would be fair to say that any interest of the claimant or his grade in the bonus constituted a direct interest in the dispute which caused the stoppage of work. The dispute which caused the stoppage was, in a true sense, the dispute as to the rates of pay for Sunday night work; and, as I see it, the withholding of the bonus was no more than consequential upon the action taken in pursuance of that dispute. In the case to which Decision R(U) 25/56 relates, the dispute represented an attempt to alter the agreed conditions as to payment of bonus. That seems to me to be a different matter.

"The local tribunal were satisfied that neither the claimant nor any member of his grade had any direct interest in the trade dispute which caused the stoppage of work, and on the information before me I agree. The other branches of the proviso to section 13(1) are admittedly satisfied. Accordingly there is no ground for disqualification under that subsection.

"The appeal of the insurance officer is not allowed."



## Decision No. R(U) 4/60 (20th November, 1959)

A man claimed an increase of benefit for his wife for 28th and 29th November, 1958. She normally worked a five-day week but, owing to short-time working, in her pay week ending Saturday, 29th November, 1958, she had worked only on Tuesday, Wednesday and Thursday for which her earnings were approximately £4 10s. 0d. Held that an employed person is engaged in a gainful occupation throughout any period in respect of which the contract of employment subsists. Accordingly the wife was engaged in a gainful occupation throughout the week, notwithstanding that she had not worked on every day, and as her earnings had exceeded 40s. in that week an increase of benefit was not payable. For both purposes it was appropriate to look at her employment pay week. R(S) 27/54 no longer to be followed.

## Decision of the Tribunal of Commissioners

"Our decision is that the claimant was not entitled to an increase in the rate of his unemployment benefit in respect of his wife for 28th and 29th November, 1958.

"The claimant's wife was employed at a mill where she normally worked a five-day week, Saturday being an 'idle' day, but short-time working at the mill in question was in force in the calendar week ending on Saturday, 29th November, 1958, and she continued to work short-time in the two following weeks. In the week ending 29th November, 1958, she did not work on Monday, 24th November, 1958, Friday, 28th November, 1958, or Saturday, 29th November, 1958. She was not employed at a regular weekly wage at the time to which this claim relates. When she worked full-time she earned £7 10s. 0d. a week. In the weeks referred to above, when she worked short-time, she earned approximately £4 10s. 0d. a week.

"The claimant was entitled to unemployment benefit in respect of 28th and 29th November, 1958, and has claimed an increase in the rate of his benefit in respect of his wife. The local insurance officer having rejected his claim, the claimant appealed successfully to a local tribunal. The insurance officer now concerned with this case has appealed to the Commissioner.

"It is provided by the National Insurance Act, 1946, section 24(1), as amended by section 3(3) of the National Insurance Act, 1951, and section 3(1) of the National Insurance Act, 1957 (hereafter called 'the Act'), that 'subject to the following provisions of this section, the weekly rate of unemployment benefit, sickness benefit or a retirement pension shall be increased by the amount set out in the fifth column of Part I of the Second Schedule to this Act for any period during which the beneficiary is residing with or contributing at a weekly rate of not less than that amount to the maintenance of his wife who is not engaged in any gainful occupation or occupations from which her weekly earnings exceed forty shillings.'

"It was submitted on behalf of the insurance officer that in order to determine whether the claimant was entitled to the increase of benefit which he had claimed it was necessary to decide (a) whether on the days to which his claim related the claimant's wife was engaged in any gainful occupation or occupations within the meaning of section 24(1), and (b) if she was, what were her weekly earnings.

"As to the first question, it was submitted that in this context the expression 'engaged in a gainful occupation' was not intended to refer only to the hours of work. A person who had done a day's work in a gainful occupation would continue to be engaged in that occupation during the remainder of the twenty-four hours of the day, though no work was done in them. It was therefore necessary to determine the unit of time to be taken into account for the purpose of deciding whether a person was engaged in a gainful occupation on a particular day. It was submitted that the correct unit of time was the pay week of the person concerned. If a woman had been engaged in a gainful occupation on any day in that pay week, she was (it was submitted) engaged in a gainful occupation throughout that pay week, notwithstanding that she had not worked on every day in it, unless her employment in the occupation had not begun until a day after the beginning of the pay week, in which case she would not have been engaged in a gainful occupation until the day on which her employment began, or her employment had been terminated before the end of the pay week, in which case she would not be engaged in a gainful occupation after the day on which her employment came to an end.

"It will be observed that the question whether the wife is engaged in a gainful occupation arises in connection with an increase in 'the weekly rate' of unemployment and other benefits and in relation to 'periods' during which the claimant is residing with or contributing to the maintenance of the wife and that the burden of proving that she is not so engaged rests on the claimant.

"The terms 'residence' and 'maintenance' in their usual meanings both refer to a state of things which is at any rate intended to last for a substantial period. (See also the National Insurance Act, 1946, section 78(3) as amended by paragraph 7 of the Schedule to the Family Allowances and National Insurance Act, 1956, and Decision C.S. 58/49 (reported).) Further, the husband's right to the increase is made to depend upon the 'weekly earnings' of the wife and to satisfy this condition it is not enough for the husband to show that his wife is not doing any work as an employed or self-employed person on the day for which the husband claims benefit; he must establish that his wife is not 'engaged in a gainful occupation' in which her earnings exceed the specified amount during any period for which he claims the increase.

"These considerations seem to us to show that the facts that an employed or self-employed wife does no work in her occupation on a particular day and is not paid for that day do not in themselves justify the conclusion that the wife is not engaged in that occupation on that day within the meaning of section 24(1).

"The view we have expressed is in accordance with that taken in Decisions R(S) 6/56 and R(I) 10/58 in which Decision R(S) 27/54 was distinguished. In the case dealt with in Decision R(S) 27/54

the claimant's wife had absented herself from her gainful occupation for four days in order to look after the claimant. She was not paid for those days and it was held that she was not engaged in her gainful occupation on them. Decision R(S) 27/54 was distinguished in Decisions R(S) 6/56 and R(I) 10/58 on the ground that in the case dealt with in Decision R(S) 27/54 a break had occurred in the claimant's occupation. Decision R(S) 27/54 however was not based on this ground but on the ground that since the claimant's wife was neither working on nor paid for the days in question she was not during those days engaged in her gainful occupation within the meaning of section 24(1). As the result of our consideration of the present appeal we have come to the conclusion that this view was incorrect. Decision R(S) 27/54 should therefore not be followed in future. In our opinion an employed person is engaged in a gainful occupation within the meaning of section 24(1) throughout any period in respect of which the contract of employment (and consequently the relation of employer and employed person) subsists, notwithstanding that that employed person does no work during that period. Whether or not a claimant is precluded from receiving an increase in the rate of his benefit in respect of his wife by reason of her being so engaged depends upon her weekly earnings calculated in the appropriate manner. It follows (in our view) that a person who normally works a five-day week must be held to be engaged in a gainful occupation throughout the week although he does no work on, and is not paid for Saturdays. Absence of work and absence of pay attributable to that day would in our opinion be irrelevant.

"On the facts of this case it is immaterial whether the claimant's wife's pay week or the calendar week is regarded. Whichever week is taken, she had been engaged in a gainful occupation throughout that week. We agree, however, with the submission of the insurance officer now concerned that in cases where the claim relates only to occasional days, as this case does, it is the pay week which should be regarded. Applying the principles set out above, as the claimant's wife's employment clearly subsisted throughout the pay week which included 28th and 29th November, 1958 (indeed she actually worked in that employment during certain days in that week), she must be held to have been engaged in a gainful occupation on those days. It is, therefore, necessary to consider whether her weekly earnings exceeded 40s., which was the second question referred to in the submission of the insurance officer referred to above.

"It is provided by the National Insurance Act, 1946, section 78(5) that 'for the purposes of this Act, the amount of a person's earnings, for any period, and the rate of a person's remuneration, shall be calculated or estimated in such manner and on such basis as may be prescribed.'

"In the exercise of powers under that subsection it has been provided by the National Insurance (General Benefit) Regulations, 1948 [S.I. 1948 No. 1278] regulation 4(2) as amended by regulation 3 of the National Insurance (General Benefit) Amendment Regulations, 1957 [S.I. 1957 No. 1888] that 'for the purposes of subsection (1) of section 24 of the Act (which subsection as amended by section 3 of the Act of 1957 provides for an increase of unemployment benefit, sickness benefit or retirement pension in respect of the wife of a beneficiary if her weekly earnings from any gainful occupation or occupations do not exceed forty shillings), the weekly earnings of the wife shall, subject to the provisions of paragraph (1) of this regulation, be ascertained in the following manner—(a) in the case of a retirement pension, if there are earnings by the wife in the calendar week ending last before the day in the week prescribed for the payment of the pension, by reference to those earnings; (b) in the case of any other benefit—(i) where the wife is employed in one employment only in respect of which she receives a regular weekly wage of a fixed amount, by reference to that wage; or (ii) where the wife is not so employed or does not receive a regular weekly wage of a fixed amount, and a claim for the increase is made in respect of a period of seven days (including the Sunday), by reference to her earnings in that period; (c) in any case not covered by either of the foregoing sub-paragraphs, in such manner as the determining authority may decide to be appropriate, having regard to all the circumstances of the case.' (Paragraph (1) of this regulation does not affect the issue in dispute in this case.)

"It was submitted on behalf of the insurance officer now concerned with this case that regulation 4(2) (a) set out above manifestly had no reference to the facts of this case, since it referred to a retirement pension. It was also submitted that sub-paragraph (b) (i) was inapplicable because at the time in question the claimant's wife was not receiving a regular weekly wage of a fixed amount. Nor was sub-paragraph (b) (ii) applicable because the claim was not in respect of a period of seven days (including the Sunday). It followed that sub-paragraph (c) was applicable and the determining authority must therefore decide the appropriate method of ascertaining the weekly earnings of the claimant's wife, have regard to all the circumstances of the case. It was submitted that the pay week was the appropriate period to consider, and that, since in the pay week in question the earnings of the claimant's wife had substantially exceeded 40s., the claimant was not entitled to an increase in the rate of his unemployment benefit in respect of his wife for 28th and 29th November, 1958.

"We agree with this view. If the claimant's wife had been employed at a regular weekly wage, that wage would have been the measure of her weekly earnings. Her regular weekly wage would be based on her pay week and it seems to us appropriate to estimate her earnings on the same basis.

"We must, therefore, hold that the claimant was not entitled to the increase of benefit which he claimed and allow the insurance officer's appeal."

## STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments,\* relating to matters with which the Ministry of Labour are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain regulations, etc., published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage. Where no price is shown, the Instrument costs 3d. net (5d. including postage).

*The Fustian Cutting Wages Council (Great Britain) (Abolition) Order, 1960 (S.I. 1960 No. 1004; price 2d. (4d.)), made on 10th June by the Minister of Labour under the Wages Councils Act, 1959.—See page 278.*

*The Wages Regulation (Licensed Non-residential Establishment) Order, 1960 (S.I. 1960 No. 983; price 9d. (11d.)), dated 8th June; The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order, 1960 (S.I. 1960 No. 1025; price 1s. 6d. (1s. 8d.)), dated 16th June; The Wages Regulation (Linen and Cotton Handkerchief etc.) Order, 1960 (S.I. 1960 No. 1045; price 4d. (6d.)), dated 21st June; The Wages Regulation (Button Manufacturing) (Amendment) Order, 1960 (S.I. 1960 No. 1089), dated 24th June. These Orders were made by the Minister of Labour under the Wages Councils Act, 1959.—See page 308.*

*The Coal Mines (Firedamp Drainage) Regulations, 1960 (S.I. 1960 No. 1015; price 4d. (6d.)), dated 12th June. These Regulations, made by the Minister of Power under the Mines and Quarries Act, 1954, apply to the collecting of firedamp in coal mines before it has been diluted by any ventilation therein and its safe disposal; The Coal Mines (Training) (Variation) Regulations, 1960 (S.I. 1960 No. 857), dated 12th May. These Regulations extend the exemption contained in Regulation 8(2) of the Coal Mines (Training) Regulations, 1956, to any apprentice who is employed in accordance with the provisions of an apprenticeship scheme approved by the Minister of Power.*

*The National Insurance (Switzerland) Order, 1960 (S.I. 1960 No. 1064), made on 23rd June by Her Majesty in Council under the National Insurance Act, 1946.—See page 283.*

(i) *The National Insurance (Non-participation—National Health Service) (Scotland) Regulations, 1960 (S.I. 1960 No. 982 (S.52)), dated 1st June; (ii) The National Insurance (Non-participation—Assurance of Equivalent Pensions Benefits) Regulations, 1960 (S.I. 1960 No. 1103; price 9d. (11d.)), dated 4th July. These Regulations were made (i) by the Secretary of State for Scotland, and (ii) by the Minister of Pensions and National Insurance, under the National Insurance Act, 1959.—See page 282.*

*The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Regulation Order (Northern Ireland), 1960 (S.R. & O. of Northern Ireland 1960 No. 92; price 1s. 6d. (1s. 8d.)), made on 7th June by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland), 1945.—See page 308.*

(i) *The First Aid Boxes in Factories Order (Northern Ireland), 1960 (S.R. & O. 1960 No. 86; (ii) The Building Operations (First-Aid Boxes) Order (Northern Ireland), 1960 (S.R. & O. 1960 No. 87); (iii) The Docks (First-Aid Boxes) Order (Northern Ireland), 1960 (S.R. & O. 1960 No. 88). These Orders were made on 30th May by the Ministry of Labour and National Insurance for Northern Ireland (i) under the Factories Act (Northern Ireland), 1938, (ii) under the Building Regulations (Northern Ireland), 1950, and (iii) under the Docks Regulations (Northern Ireland), 1934. They are similar in scope to the corresponding Regulations made in Great Britain (see the issues of this GAZETTE for June, 1959, page 220, and December, 1959, page 439).*

(i) *The National Insurance (Contributions) Amendment Regulations (Northern Ireland), 1960 (S.R. & O. 1960 No. 76), dated 4th May; (ii) The National Insurance (Unemployment and Sickness Benefit) Amendment Regulations (Northern Ireland), 1960 (S.R. & O. 1960 No. 77), dated 3rd May. These Regulations were made (i) by the Ministry of Labour and National Insurance, in conjunction with the Ministry of Finance, and (ii) by the National Insurance Joint Authority, under the National Insurance Act (Northern Ireland), 1946. They are similar in scope to the corresponding Regulations made in Great Britain (see the issue of this GAZETTE for May, page 192).*

## OFFICIAL PUBLICATIONS RECEIVED\*

(Note.—The prices shown are net; those in brackets include postage.)

*Agriculture.—Report of the Agricultural Research Council 1958–59. Cmnd. 1069. Ministry of Science. Price 9s. (9s. 8d.).*

*Census of Production.—Report for 1958. Part I. Introductory Notes. Price 3s. (3s. 4d.). Part 12. Sugar. Price 1s. 9d. (1. 11d.). Board of Trade.*

*National Assistance.—Report of the National Assistance Board for the year ended 31st December, 1959. Cmnd. 1085. Price 3s. 6d. (3s. 10d.).—See page 281.*

*National Insurance.—(1) Report of the National Insurance Advisory Committee on the preliminary draft of the National Insurance (Non-participation—Assurance of Equivalent Pension Benefits) Regulations, 1960; H.C. 236; price 1s. (1s. 2d.). (2)*

\* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at any of the addresses shown on this page or through any bookseller.

*Report of the National Insurance Advisory Committee on the Question of Long-Term Hospital Patients. Cmnd. 964. Price 1s. 3d. (3) Byssinosis Review of Occupational Cover: Cotton-Spinners. Review by the Industrial Injuries Advisory Committee. Cmnd. 1095. Price 9d. (11d.).—See page 282.*

*Scotland.—Industry and Employment in Scotland and Scottish Roads Report 1959–60. Cmnd. 1045. Price 4s. 6d. (4s. 10d.).—See page 280.*

## FACTORY FORMS

The undermentioned Factory Forms have been issued or re-printed with new prices since the previous list was published in the December, 1959, issue of this GAZETTE (page 463). The prices in brackets include postage.

No.	Title and price
56	Factories Act, 1937, Sect. 29. Report of Examination of Economist when Cold. July, 1938. 3d. each (5d.); 2s. 5s. (5s. 5d.) exclusive of purchase tax.
62	Factories Act, 1937, Sect. 29. Report of Examination of Steam Tube Oven or Steam Tube Hotplate, July, 1939. 3d. each (5d.); 2s. 5s. (5s. 4d.) exclusive of purchase tax.
2	Factories Acts, 1937–1959. Prescribed Abstract of the Acts for Docks, Wharves, Quays and Warehouses. 6d. (8d.).
980	Factories Acts, 1937–1959. Regulations for the Manufacture, Manipulation and Storage of Celluloid or any Article wholly or partly made of Celluloid. 9d. (11d.).
286	Factories Act, 1937, Sect. 151(8). Factories (Separation for Certain Purposes) Regulations, 1939. 2d. (4d.).
14	Factories Acts, 1937–1959. Milk and Cheese Factories (Hours of Women and Young Persons) Regulations, 1949. Permissible Hours of Work and Statutory Intervals for Women and Young Persons. 9d. (11d.) exclusive of purchase tax.
957	Factories Acts, 1937 to 1959. Regulations for Smelting of Materials containing Lead, Manufacture of Red or Orange Lead, and Manufacture of Flaked Litharge. (S.R. & O. 1911 No. 752.) 9d. (11d.).
953	Factories Acts, 1937–1959. Iron and Steel Foundries Regulations, 1953. 9d. (11d.).
91 (Pt. I, Section A)	Prescribed Register for Reports on Inspections of Scaffolds. 1s. (1s. 4d.) exclusive of purchase tax.
330	Prevention of Industrial Dermatitis. 6d. (8d.).
2250	Pottery (Health and Welfare) Special Regulations, 1950. Danger from Hydrofluoric Acid. 1s. (1s. 2d.).
10	Notice of Building Operation or Work of Engineering Construction. 2d. (4d.); 2s. 1s. 6d. (1s. 10d.) exclusive of purchase tax.
2015	Diving Operations Special Regulations 1960. Diver's Fitness Register. 1s. (1s. 2d.) exclusive of purchase tax.
693A	The Building Operations (First-aid Boxes) Order, 1959. The Docks (First-aid Boxes) Order, 1959. Certificate of Approval—Eye Ointment. 2d. (4d.).
695A	The Building Operations (First-aid Boxes) Order, 1959. The Docks (First-aid Boxes) Order, 1959. Certificate of Approval—Adhesive Wound Dressings. 2d. (4d.).
1008	Factories Acts, 1937 to 1959—Advice on First Aid Treatment. 2d. (4d.); 5s. 3s. (3s. 4d.).

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Communications with regard to the contents of the GAZETTE should be addressed to the Director of Statistics, Ministry of Labour, Orphanage Road, Watford, Herts. (Telephone: Watford 28500.)

## ADVERTISEMENTS

Applications concerning the insertion of advertisements in the GAZETTE should be addressed to the Director of Publications, H.M. Stationery Office, Advertisement Section, Atlantic House, Holborn Viaduct, London, E.C.1. (Telephone: City 9876, extensions 147 and 148.)

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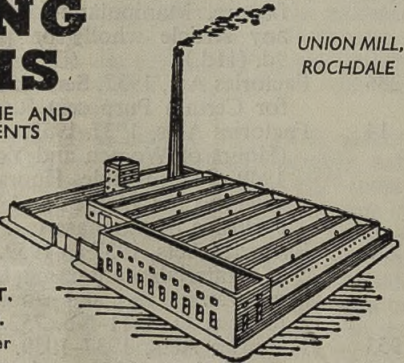
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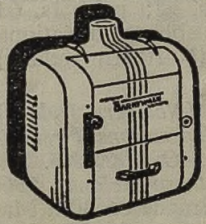
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