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Fifty Years of the Employment Exchanges (1910–1960)

THE 50th anniversary of the opening of the first national Employment Exchanges in Great Britain under the Labour Exchanges Act, 1909, falls on 1st February, 1960.

The need for "registers" to help unemployed people to find work was understood in the last decades of the nineteenth century, and some municipal authorities kept such registers in the recession of 1891 to 1895, but it was not until the beginning of the twentieth century that unemployment was no longer regarded as merely "destitution" of the type with which the Poor Law had traditionally dealt. This distinction was implicit in the provisions of the Unemployed Workmen Act of 1905 that local distress committees should be set up to collect information, to discriminate between applicants for relief, to establish Labour Exchanges and to assist emigration. The establishment of Labour Exchanges on a permanent and co-ordinated basis was urged in both the Majority and Minority Reports presented by the Royal Commission on the Poor Laws in 1909—the former referring to "the misery of tramping after problematical work" and the need for collecting accurate information as to unemployment—and had also been advocated by Lord (then Mr. William) Beveridge in his book "Unemployment", first published in 1909. This recommendation of the Commission was effected by the Labour Exchanges Act of 1909. A number of other European countries had already set up a public system of Employment Exchanges: in particular, they filled a prominent place in the industrial organisation of Germany.

From the outset there was a clear conception of the functions and scope of an Employment Exchange, and the need to gain the confidence of both employers and workers. The only criterion for the selection of workers was industrial suitability, no regard being paid to such factors as length of unemployment. Sir Winston Churchill (then Mr. Winston Churchill) who, as President of the Board of Trade in 1909, was the responsible Minister, said at the time that their success would depend on strict impartiality of administration between employers and workpeople. He went on to say:

"The Exchanges are primarily agencies for dealing with employment rather than unemployment and when Unemployment Insurance comes into operation . . . it will throw into labour exchanges all the business of finding employment in some of the greatest trades of the country. . . . The difficulties of the system will diminish as its work increases: the more it is used the more easy and worthwhile it will be to use it."

The responsibility for providing an employment service for school-leavers and young people up to the age of 17 (later raised to 18) was shared with those Local Education Authorities which exercised the powers given them originally under the Education (Scotland) Act, 1908, and the Education (Choice of Employment) Act, 1910, and subsequently under the Unemployment Insurance Act, 1935, to establish Juvenile Employment Bureaux.

The Labour Exchanges rapidly became established. Beginning with 62 offices on 1st February, 1910, by the end of the year there were 146 offices receiving a total of around 50,000 vacancies monthly and filling about 40,000. Through a system of Divisional Clearing Houses they were informed of the demand for and supply of labour in other districts and in 1911, of the 525,000 persons placed in employment, over 60,000 were placed outside their own districts. A 1914 review showed that the majority of vacancies filled were for skilled labour.

With the introduction in 1911 of insurance against unemployment for some two million workers, Labour Exchanges were charged with the duty of issuing unemployment insurance cards and paying unemployment benefit when claims were made. The close association of Employment Exchanges with the payment of unemployment benefit has continued until the present day.

Provision was made in the Act of 1909 for the establishment of Advisory Committees. The original committees covered wide areas, but experience showed that more localised bodies in closer contact with their environment were needed.

Accordingly, in 1917, local advisory committees (now Local Employment Committees) were set up, through which employers and workers and other interested persons were associated with the work of the local Employment Exchange. Juvenile Advisory Committees (now Youth Employment Committees) played a considerable part in helping with the provision of guidance on the choice of employment to boys and girls leaving school and were closely associated with the oversight of boys and girls during their first years in employment.

The first world war involved the Exchanges in new responsibilities and their machinery was used to find labour for munitions work and other essential national tasks. In October, 1916, they were renamed "Employment Exchanges". This was followed by the setting up of the Ministry of Labour in December, 1916, and the transfer from the Board of Trade of certain powers and duties including the administration of Employment Exchanges.

After the war the Exchanges formed part of the machinery for arranging training for disabled ex-Servicemen and providing for the resumption of apprenticeships broken by the war, in addition to the wider tasks involved in the resettlement of demobilised Servicemen and munition workers. In 1918 an Appointments Department was formed to deal—through the Employment Exchanges, assisted by local advisers—with the resettlement of ex-Officers and ex-Servicemen with similar educational qualifications or professional and business attainments.

In order to provide for large numbers of men for whom work could not immediately be found, including demobilised ex-Servicemen and civilians whose war work had ceased, an Out-of-work Donation Scheme was introduced, which covered practically the whole working population. This was followed by the Unemployment Insurance Act, 1920, which extended insurance to cover nearly 12 million workers.

During the recession of 1921 over two million were wholly unemployed and one million working short-time and the result for the Employment Exchanges was, in the words of the first Annual Report of the Ministry of Labour (for the years 1923 and 1924), that their "essential function" was "somewhat overshadowed by the duties which the Exchanges . . . had to perform in relation to the payment of unemployment benefit to large numbers of unemployed workpeople". Until 1939 the number of wholly unemployed persons claiming benefit at the Employment Exchanges only once fell below one million, but the essential work of placing people in jobs went on, and there was a steady increase in the use of Exchanges for engagements of labour. Between 1923 and 1938 the annual number of vacancies filled increased from under one million to a record figure of over 2,700,000 in 1938. In most years the Exchanges filled about 85 per cent. of the vacancies notified to them.

The persistence of heavy unemployment in the "depressed" areas encouraged workers to seek employment in more prosperous parts of the country. From the introduction of the policy of "industrial transference" in 1928, the Exchanges placed over 210,000 such workers—many after a course of training at a Government Training Centre—and assisted nearly 35,000 families to move to new homes.

In the growing international tension of the late thirties the voluntary national service campaign, and later the first registrations of young men under the Military Training Act, 1939, gave Employment Exchanges new and unfamiliar duties which were a foretaste of heavier burdens to come. On the outbreak of war the Employment Exchanges became the agents for the total mobilisation of man-power. They played a major role in the registration and calling up of men, and later of women, for the Armed Forces and the Women's Auxiliary Services, and in supplying man-power to the munitions and other vital industries with the assistance of Orders and Regulations made under the Emergency Powers (Defence) Acts, 1939 and 1940. The man-power problem involved the building up of the working population to the maximum possible extent, and its proper allocation between the Forces, Civil Defence and the essential industries.

The Central Register, set up in 1938, undertook the task of ensuring the most effective distribution of scientific, technical, professional and administrative man-power to meet the urgent needs of the Forces, industry and Government Departments. In 1942 the Appointments Department was created, and the work was divided between the Central (Technical and Scientific) Register and Appointments Offices. Early in 1943 the responsibility for securing the maximum number of recruits to nursing and midwifery and for using the available trained personnel to the best advantage was undertaken by the Ministry and 31 Nursing Appointments Offices were established throughout the country. Altogether during the war period the Exchanges made about thirty-two million registrations for one purpose or another and, with the Appointments Offices, filled over twenty-two million vacancies in industry.

An interim scheme for the resettlement and training of disabled men and women was inaugurated by the Ministry in July, 1941. Disabled men of the first world war had been assisted by the King's National Roll of employers who agreed to employ a prescribed percentage of disabled ex-Servicemen. This was not discontinued but the new scheme provided for advice and assistance, together with rehabilitation and vocational training, to be given to both men and women disabled from any cause to help them to find employment. The essence of the scheme as it affected the Employment Exchange service was the close link between the medical and employment authorities. At every Employment Exchange a Disablement Rehabilitation Officer (now known as the Disablement Resettlement Officer) was appointed whose responsibility it was to place disabled people in jobs suitable to their age, experience and capacity—in other words to concentrate on ability and not disability. In 1944 the Disabled Persons (Employment) Act placed these arrangements on a permanent footing.

On the defeat of Germany the re-allocation of man-power between the Forces and industry began in accordance with plans which had been published in 1944 and, by the end of 1946, over four million men and women were released or discharged from the Services and

over three million left munitions work. The demobilisation scheme worked smoothly, and the Employment Exchanges were able to attend to the resettlement problems of individuals. Employment Exchanges staffed a total of 371 Resettlement Advice Offices which handled not only employment problems, but enquiries on such matters as housing, setting up in business, and more personal problems. Between the autumn of 1945 and August, 1946, the weekly number of enquiries was consistently above 30,000.

As part of the arrangements for resettling large numbers of young men and women with little or no experience of work outside the Services, the Appointments Department prepared a general handbook and series of pamphlets on careers and a special system was formulated for matching them with jobs for which they were best suited according to their aptitudes, character and background.

Since the end of the war the Exchanges have continued to play an essential part in the registration and call-up of men for National Service. The National Service Act, 1948, provided for the continuance of compulsory service in the Armed Forces in peace time.

Labour controls were considerably relaxed in 1945 and 1946 and it became increasingly necessary to rely on persuasion to guide workpeople into the industries where their services were most needed in the national effort towards reconstruction. A White Paper on employment policy issued in May, 1944, had affirmed a policy of maintaining "a high and stable level of employment after the war". Generally, the function of Employment Exchanges has been to reduce short-term unemployment arising from industrial changes by providing the fullest information about alternative employment, and an efficient service to promote industrial, occupational and geographical mobility of labour. They also provide essential statistics concerning employment and unemployment.

The demands of reconstruction in Britain after the war and the needs of uprooted Europeans were matched through the Exchanges, which placed in employment 114,000 men of the Polish Resettlement Corps, and 74,500 other men and women—mainly from Displaced Persons' Camps. In addition, over 20,000 other European workers (including Austrian and German women and Ukrainian ex-prisoners of war) were recruited for essential work in this country.

The need to maintain a sufficient volume of exports and to provide labour for other work essential to the national economy led, in 1947, to the promulgation of a Control of Engagement Order which (with certain exceptions) required workers to obtain the consent of an Employment Exchange or approved employment agency before accepting any offer of employment. This enabled the Exchanges to bring some pressure to bear on workers to accept employment which accorded most with the national interest, but the Order was not used to prevent people taking other work provided it was essential. The Control of Engagement Order was revoked in 1950, but in 1952, in order to relieve man-power shortages in important industries, the Minister made the Notification of Vacancies Order which, by requiring engagements within its scope to be made through an Employment Exchange or scheduled employment agency, gave the Employment Exchanges the opportunity of trying to persuade as many as possible of those seeking employment to choose jobs of high national importance. The Order was revoked in 1956, and at the same time the arrangements for giving preference to certain classes of vacancies by bringing these first to the attention of registrants were discontinued. Once again industrial suitability became the essential basis of the Exchanges' placing work.

As from 1st April, 1945, the functions of the Ministry with regard to unemployment insurance were transferred to the newly created Ministry of National Insurance, but the Ministry of Labour continued, as agent of the Ministry of National Insurance (now the Ministry of Pensions and National Insurance), to pay unemployment benefit through Employment Exchanges in order to maintain the essential link between insurance against unemployment and registration for work. The Employment and Training Act, 1948, repealed the Labour Exchanges Act of 1909 and defined the Ministry's powers in relation to employment and to training. The Act imposed upon the Minister the duty of providing facilities and services for assisting workers to select, fit themselves for and obtain suitable employment, assisting employers to obtain suitable employees, and generally for promoting employment in accordance with the requirements of the community. The Minister was empowered to establish Employment Exchanges and to provide training courses for persons above the compulsory school-leaving age.

The Act also made provision for local education authorities to exercise employment service functions in relation to young persons under the age of 18, or over this age if still attending school. At the present time 127 authorities out of a total of 181 exercise these powers. In the remaining counties and county boroughs the service for young persons is provided through the Employment Exchanges.

In March, 1957, the Appointments Offices were closed, and their functions were assumed by the Professional and Executive Register, established at 48 of the larger Employment Exchanges. The Technical and Scientific Register remained centralised in London with a representative in Glasgow. With the 160 Nursing Appointments Offices—dealing with nursing, midwifery, and medical auxiliary and allied occupations, and also housed in Employment Exchanges—the Employment Exchanges, together with the Technical and Scientific Register, now provide an employment service for the whole range of employees from professional and scientific workers to unskilled labourers.

The present-day Employment Exchange service provides for confidential interviews on employment matters; a developed registration and classification procedure (if necessary by post); the recording and classification of employers' "orders" which are given circulation as necessary in accordance with employment market information; and written submissions to distant employers giving details of qualifications and experience. The practice of sending written submissions is general in the case of registrants on the Technical and Scientific, and the Professional and Executive Registers. Arrangements are made for the circulation of vacancies

overseas, including those notified by other countries in Western European Union, which also receive information about opportunities in Great Britain for their nationals.

From 1926 to 1939 a total of 274 new buildings specially designed for the work of Employment Exchanges were erected as part of a programme to replace adapted buildings. This programme was resumed after the war and a further 70 new buildings have been provided in which special provision has been made to ensure that those using them can be interviewed in conditions of comfort and privacy. Adaptations are carried out from time to time at all Employment Exchanges to improve the facilities for the public.

Systematic training of all Exchange staff started immediately after the war, and covers all aspects of Local Office work including relations with the public. The work of the Employment Exchanges in serving the public is assisted by close contact with local employers, workers and other interested people through their representatives on Local Employment Committees.

In the early years of the Exchange service, the number of Employment Exchanges steadily increased, until the whole country was covered by a network of Local Offices of the Ministry. In recent years, the Employment Exchange machinery has been continuously adjusted to meet the current needs of the public. At present there are just over 900 Employment Exchanges, and over 100 Sub-Offices and Branch Employment Offices.

The immigration of people from other Commonwealth countries in recent years has provided new sources of labour for British industry. The Employment Exchanges have maintained the established principle of non-discrimination in submissions for employment, and they have done much to overcome prejudices shown by some employers towards immigrants of non-European origin. Fruitful co-operation has been established with the appropriate official bodies, in particular with the Commissioner in the United Kingdom for the British West Indies, British Guiana and British Honduras.

The full employment enjoyed since the last war has, in general, been disturbed only by local unemployment problems, some of which have, however, been on a relatively large scale. Against such a background redundant workers usually have opportunities to take

SUMMARY OF THE MONTHLY STATISTICS

NOTE.—An article on page 55 of the February, 1959, issue of this GAZETTE gave the dates on which the new (1958) edition of the Standard Industrial Classification is being brought into use for the purpose of the statistics compiled by the Ministry of Labour. The statistics of unemployment and of placings and vacancies (pages 21 to 23 of this issue) have now been based on the new edition, but owing to the fact that the 1959 estimates of the numbers of employees based on the counts of national insurance cards will not be available until February, 1960, the statistics of employment in individual industries (pages 16 and 17 of this issue) are being continued on the basis of the 1948 edition. The basis of other industrial analyses is indicated by footnotes on the relevant pages.

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 15 to 33.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose during November by 21,000 (— 10,000 males and + 31,000 females), the number at the end of the month being 23,257,000. The main changes were increases of 40,000 in manufacturing industries and 46,000 in distributive trades and decreases of 35,000 in agriculture and fishing and 13,000 in building and contracting. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who have not taken up employment, is estimated to have increased by 13,000 from 24,197,000 to 24,210,000.

Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour in Great Britain fell from 419,417 to 409,455 between 16th November and 7th December, 1959, and the numbers registered as temporarily stopped rose from 11,130 to 11,428. In the two classes combined there was a fall of 4,561 among males and 5,103 among females.

Rates of Wages

The index of weekly rates of wages based on January, 1956

up other employment locally or further afield, and publicity has been given to the arrangements which Exchange Managers can make for giving immediate assistance to those about to become redundant so that they can go straight to new employment. These arrangements include registration at the present place of employment so that current production is disturbed as little as possible. Some Employment Exchanges remain open late on one evening during the week to give information and advice to workers who are unable to attend during the normal hours of opening.

In areas of relatively high unemployment the Exchanges can help those willing to remove to find employment in other more prosperous parts of the country by the payment of fares, lodging allowances, and removal expenses. The Employment Exchanges are responsible for giving information about the vocational training scheme and for the initial handling of applications for training. Steps are also taken to assist particular classes of workers who need special treatment, for example ex-regular members of the Forces. The Professional and Executive Register referred to above has done much to resettle prematurely retired ex-officers in civilian life.

In addition to their agency work in paying unemployment benefit for the Ministry of Pensions and National Insurance, and National Assistance to unemployed persons for the National Assistance Board, the Exchanges also carry out agency functions for other Government Departments. For example, applications for passports (which last year numbered well over 400,000) are dealt with on behalf of the Foreign Office; income tax repayments are made on behalf of the Inland Revenue to those who are entitled to refunds because of unemployment, and milk tokens under the Welfare Foods Scheme are handed in by retailers to Employment Exchanges.

In conclusion, it is interesting to consider how far Employment Exchanges have fulfilled the hopes expressed for them in 1910. In their fifty years of existence the Exchanges (together with the Youth Employment Offices) have filled more than 100,000,000 vacancies, and have provided many other valuable services to employers, employees and the community as a whole. The service looks forward to its next half-century in the confident belief that it has an increasingly valuable part to play in the economic and social life of the community.

(taken as 100), remained unchanged in December at 117. The changes in rates of wages reported to the Department during December resulted in an increase estimated at approximately £61,000 in the weekly full-time wages of about 354,000 workpeople. The principal increases affected workpeople employed in food manufacture, cocoa, chocolate and sugar confectionery manufacture, building brick and allied industries in England and Wales, and the wholesale grocery and provision trade in England and Wales.

Retail Prices

At 15th December, 1959, the retail prices index was 110 (prices at 17th January, 1956 = 100), the same figure as at 17th November, 1959, and at 16th December, 1958.

Stoppages of Work

The number of workers involved during December 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 46,100. The aggregate time lost during the month at the establishments where the stoppages occurred was about 90,000 working days. The number of stoppages which began in the month was 122, and, in addition, 16 stoppages which began before December were still in progress at the beginning of the month.

INQUIRY UNDER DOCK WORKERS (REGULATION OF EMPLOYMENT) ACT, 1946

On 30th December, 1959, the Minister of Labour announced that he had appointed Mr. Hugh Lloyd-Williams, C.B.E., D.S.O., M.C., to carry out an inquiry under the Dock Workers (Regulation of Employment) Act, 1946. The inquiry will be held at Church House, Great Smith Street, Westminster, London, S.W.1, and will commence on Tuesday, 23rd February, 1960.

The Dock Workers (Regulation of Employment) Act, 1946, enables the Minister to make Schemes to regularise the employment and supply of dock workers. Such a Scheme was made in 1947 by the Dock Workers (Regulation of Employment) Order, 1947. A committee appointed by the Minister to inquire into the working of the Scheme reported in 1956 (see the issue of this GAZETTE for August, 1956, page 292). Since then the Ministry have been examining, in conjunction with the dock industry, the possibility of amending the Scheme in a number of respects. The present inquiry is concerned with some of the outstanding questions which are still unresolved.

Mr. Lloyd-Williams's terms of reference are to inquire into and report on: (1) the question whether the list of ports to which the Dock Workers (Regulation of Employment) Scheme, 1947, relates

ought to be varied; (2) as respects any port recommended by him to be added to the list, the question as to which classes or descriptions of dock workers the Scheme should apply; and (3) the application of the Scheme to work which involves the handling of pit wood and timber.

The inquiry into the list of ports is being made, following a request from the Transport and General Workers' Union, for a number of ports at present outside the Scheme to be brought within its scope. These ports are: Amble, Keadby, Norwich, Felixstowe, Ramsgate, Dover, Folkestone, Newhaven, Shoreham, Littlehampton, Portsmouth, Watchet and Mostyn.

The application of the Scheme to work involving the handling of pit wood and timber is already defined in the Scheme, but there have been differences of opinion about the application of the definition in practice, and this has put in doubt the position of some timber yards.

Anyone wishing to give evidence at the inquiry is asked to communicate as soon as possible with the Secretary to the Dock Labour Inquiry, Ministry of Labour (Division E.2), Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

RATES OF WAGES AND HOURS OF WORK IN 1959

During the year 1959 there was an increase of just over 1 per cent. in the average level of full-time *weekly* rates of wages, and a slightly higher increase in the average level of *hourly* rates of wages since there was a small reduction in the average level of normal weekly hours. The indices at the end of December, 1959 (on the basis of 31st January, 1956 = 100) were 117.5 (-) for *weekly* wage rates, 99.5 (+) for normal weekly hours, and 118.1 for *hourly* wage rates, as compared with 116.2, 99.6 and 116.7 a year earlier. It is estimated that nearly 4½ million workpeople received increases in full-time rates of wages amounting at the end of the year to about £1¼ million a week, and about 357,000 workers had their normal working hours reduced by an average of about 1½ hours a week during 1959.

Weekly Rates of Wages

The index of rates of wages, which 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, has remained relatively stable since the end of October, 1958. During the year 1959 the index rose from 116.2 to 117.5 (-), an increase of just over 1 per cent., as compared with increases of 3½ per cent. in 1958, 5½ per cent. in 1957, 7¼ per cent. in 1956 and 7 per cent. in 1955. In manufacturing industries only the corresponding increase over the year was nearly 1½ per cent. (115.9 to 117.2) as compared with increases of 3½ per cent. in 1958, 5½ per cent. in 1957, 7¼ per cent. in 1956 and 6½ per cent. in 1955.

EMPLOYMENT AND UNEMPLOYMENT

A review of employment and unemployment in 1959 will be given in next month's issue of this GAZETTE. That issue will also contain a Table showing the numbers of employees in each industry in Great Britain and in the United Kingdom at end-May, 1959, derived from the count of national insurance cards.

The following Table shows, for all industries and services combined and for manufacturing industries only, the index of *weekly* rates of wages (on the basis of 31st January, 1956 = 100) at the end of 1958 and of each month in 1959, and also the month by month percentage increase over the December, 1958 figures.

Date (end of month)	All Workers			
	All Industries and Services		Manufacturing Industries	
	Index	Percentage Increase over Dec., 1958	Index	Percentage Increase over Dec., 1958
1958 December	116.2	—	115.9	—
1959 January	116.3	0.0	115.9	0.1
February	116.6	0.3	116.0	0.1
March	116.7	0.4	116.2	0.3
April	116.7	0.4	116.3	0.4
May	116.8	0.4	116.3	0.4
June	116.8	0.5	116.4	0.4
July	117.0	0.6	116.4	0.5
August	117.1	0.7	116.6	0.7
September	117.2	0.9	116.9	0.9
October	117.3	0.9	116.9	0.9
November	117.4	1.0	117.1	1.0
December	117.5(-)	1.1	117.2	1.2

Note.—Details of the separate figures for men, women and juveniles are given in the Table on page 31 of this GAZETTE.

The above indices relate to changes in the level of full-time *weekly rates of wages* and are not a measure of changes in actual *weekly earnings*. In April and October, 1959, enquiries were made by the Ministry of Labour as to the actual earnings of manual wage-earners employed in manufacturing industries generally and in a number of the principal non-manufacturing industries in the United Kingdom. These enquiries showed that in the three years between April, 1956 and April, 1959, there was an average increase of 12½ per cent. in the actual *weekly earnings* in these industries, as compared with an increase of 11 per cent. in the average level of *weekly rates of wages* in the same industries. For manufacturing industries only the corresponding increases were 13 per cent. for *earnings* and 10½ per cent. for *rates of wages*. The results of the October, 1959, enquiry into *weekly earnings* are not yet available.

Statistics are regularly compiled by the Department estimating the effect of changes in rates of wages of manual workers. These are based on the rates of wages for a full week and do not take account of variations in actual earnings arising from factors such as overtime or lost time. The changes included are mainly those arranged by organisations of employers and workers or by statutory wages councils or boards. Changes arranged by individual employers are not in most cases reported to the Department and consequently are not included in the statistics. Similar statistics in respect of clerical and salaried workers are not compiled.

The statistics for 1959 show that as a result of changes in rates of wages reported to the Department during the year, nearly 4½ million workpeople received an aggregate net increase of about £1¼ million a week and 23,700 workpeople sustained an aggregate net decrease of £1,100 a week.*

The Table below shows the distribution of the totals relating to *net increases* in each of the principal industry groups.

Industry Group†	Approximate Number of Workpeople affected by Net Increases in 1959*‡	Estimated Net Amount of Increase in Weekly Rates of Wages in 1959*
Agriculture, Forestry, Fishing	7,500	£ 800
Mining and Quarrying	38,000	12,300
Food, Drink and Tobacco	279,000	77,300
Chemicals and Allied Industries	91,500	16,700
Metal Manufacture	157,000	42,000
Engineering and Electrical Goods	3,000	600
Shipbuilding and Marine Engineering	6,500	2,100
Vehicles	90,500	27,500
Metal Goods not elsewhere specified	361,500	66,700
Textiles	29,500	6,700
Leather, Leather Goods and Fur	273,000	102,200
Clothing and Footwear	149,000	41,600
Bricks, Pottery, Glass, Cement, etc.	175,500	42,200
Timber, Furniture, etc.	240,500	90,400
Paper, Printing and Publishing	50,500	13,900
Other Manufacturing Industries	1,214,000	218,000
Construction	16,500	4,900
Gas, Electricity and Water	433,500	178,500
Transport and Communication	433,500	105,400
Distributive Trades	213,500	67,100
Public Administration and Professional Services	409,500	122,800
Miscellaneous Services	4,673,000	1,239,700

Due to fluctuations in the official index of retail prices, 109,000 workpeople whose wages are subject to sliding-scale arrangements based on the index have been affected by increases and decreases of equal amount, whilst, as already indicated, 23,700 workpeople sustained a net decrease.

The following Table sets out the aggregate amounts of total (gross) increases and total (gross) decreases in 1959 according to the various methods by which effected.

Method	Aggregate Weekly Amount of Change in Rates of Wages in 1959 effected by the Methods shown in the first column			
	Increases (Gross)		Decreases (Gross)	
	Amount	Percentage of Total	Amount	Percentage of Total
Direct negotiation	£ 488,400	37.8	—	—
Joint Industrial Councils or other joint standing bodies established by voluntary agreement	321,100	24.9	—	—
Wages Councils and other Statutory Wages Boards	207,300	16.1	—	—
Sliding-scale arrangements based on the official index of retail prices	233,300	18.1	£ 51,200	100.0
Arbitration§	39,700	3.1	—	—
Total	1,289,800	100.0	51,200	100.0

The Table which follows shows the estimated numbers of workpeople affected by changes in rates of wages, as far as reported, in each of the years from 1948 to 1959.

Year	Approximate Number of Workpeople reported as affected by		Estimated Net Amount of Change in Weekly Rates of Wages		Overall Weekly Increase in Rates of Wages of the Workpeople affected at the end of the year
	Net Increases	Net Decreases	Increases	Decreases	
1948	7,757,000	—	1,898,400	—	1,898,400
1949	5,205,500	—	1,076,100	—	1,076,100
1950	7,414,000	—	2,046,100	—	2,046,100
1951	12,262,000	—	6,569,600	—	6,569,600
1952	11,484,000	—	4,455,700	—	4,455,700
1953	9,031,500	—	2,420,400	—	2,420,400
1954	10,147,000	—	3,500,600	—	3,500,600
1955	11,911,000	—	5,153,000	—	5,153,000
1956	12,672,500	—	6,633,100	—	6,633,100
1957	12,338,000	—	5,340,400	—	5,340,400
1958	11,231,500	—	3,460,600	—	3,460,600
1959*	4,673,000	23,700	1,239,700	1,100	1,238,600

* The figures for 1959 are provisional and subject to revision.

† The industry groups included in this Table comprise industries classified in accordance with the 1958 edition of the Standard Industrial Classification (see page 55 of the February, 1959, issue of this GAZETTE). The figures for individual groups, therefore, are not strictly comparable with those published in previous years.

‡ Workpeople affected by two or more changes in rates of wages during 1959 are counted only once in this column.

§ This heading covers arbitration facilities provided by the State, under, for example, the Conciliation Act, 1896, the Industrial Courts Act, 1919, and, prior to revocation effective 1st March, 1959, the Industrial Disputes Order, 1951, and the Conditions of Employment and National Arbitration (Northern Ireland) Orders, 1940 to 1945.

In view of the limitations to which attention has been drawn in column 1 on page 4, the figures in the Table should not be regarded as affording more than a general indication of the movement in rates of wages in any year in comparison with that in other years, and special significance should not be attached to small differences in the amount of change as between one year and another. In particular, the figures are affected by fluctuations in the strength of organisations, by the establishment of joint councils or statutory wages councils or boards, and by changes in the proportions of men, women and juveniles, and in the numbers employed in different industries or wage grades, etc.

Normal Hours of Work

During the year 1959 there was a small decrease in the index of normal weekly hours, which measures the average movement from month to month in the level of normal weekly hours of work in the industries and services included in the index of *weekly* rates of wages. The following Table shows the index (on the basis of 31st January, 1956 = 100) at the end of 1958 and of each month in 1959 for all industries and services and for manufacturing industries only.

All Industries and Services				
Date (end of month)	Men	Women	Juveniles	All Workers
1958 December	99.7	99.6	99.8	99.6
1959 January	99.7	99.6	99.8	99.6
February	99.7	99.6	99.8	99.6
March	99.7	99.6	99.8	99.6
April	99.7	99.6	99.8	99.6
May	99.6	99.5(-)	99.8	99.6
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	99.5(+)
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(+)

Manufacturing Industries				
Date (end of month)	Men	Women	Juveniles	All Workers
1958 December	99.7	99.9	99.8	99.7
1959 January	99.7	99.9	99.8	99.7
February	99.7	99.9	99.8	99.7
March	99.6	99.9	99.8	99.7
April	99.6	99.9	99.8	99.7
May	99.6	99.8	99.8	99.7
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(+)

It is estimated that during 1959 about 357,000 workers had their normal weekly hours reduced by an average of about 1½ hours a week.

The next Table shows the number of workpeople whose hours were reported as changed in each of the years 1948 to 1959 and the aggregate net amount of the changes.

Year	Approximate Number of Workpeople whose normal hours of work were		Aggregate Net Increase (+) or Decrease (-) in Weekly Hours
	Increased	Reduced	
1948	—	616,000	-1,834,000
1949	3,500	1,017,000	-1,471,000
1950	108,500	1,500	+ 105,500
1951	1,100	10,000	- 26,000
1952	2,500	56,000	- 164,000
1953	—	300	- 1,000
1954	—	199,000	- 318,400
1955	—	179,400	- 249,300
1956	—	20,600	- 36,900
1957	—	434,100	-1,038,400
1958	—	348,000	- 648,700
1959*	—	357,000	- 469,800

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 pay. The series which is obtained by dividing the monthly figures for the index of *weekly* wage rates by the corresponding figures for the index of normal weekly hours is described as the index of *hourly* rates of wages. The Table in the next column shows the index (on the basis of 31st January, 1956 = 100) at the end of 1958 and of each month in 1959 for all industries and services and for manufacturing industries only.

* The figures for 1959 are provisional and subject to revision.

(78720)

All Industries and Services

Date (end of month)	Men	Women	Juveniles	All Workers
1958 December	116.6	116.6	118.4	116.7
1959 January	116.6	116.6	118.5(-)	116.7
February	116.9	117.0	118.7	117.0
March	117.0	117.0	118.8	117.1
April	117.0	117.2	118.9	117.2
May	117.1	117.3	118.9	117.2
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

Manufacturing Industries

Date (end of month)	Men	Women	Juveniles	All Workers
1958 December	116.3	115.5(-)	116.7	116.2
1959 January	116.4	115.6	116.7	116.2
February	116.4	115.7	116.8	116.3
March	116.6	115.8	117.0	116.5(-)
April	116.7	116.0	117.2	116.6
May	116.8	116.2	117.3	116.7
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	118.4	117.4
October	117.4	117.6	118.5(+)	117.4
November	117.5(+)	117.9	118.6	117.6
December	117.7	118.1	118.9	117.8

As there was a small decrease in the index of normal weekly hours during 1959 the increases in the index of *hourly* wage rates during this period (nearly 1½ per cent. for all industries and services and just over 1½ per cent. for manufacturing industries only) are slightly higher than those of the index of *weekly* wage rates quoted earlier in this article.

General

The figures for the indices of *weekly* rates of wages, normal weekly hours and *hourly* rates of wages quoted in this article may be linked with those of the previous series (30th June, 1947 = 100) to give a measure, on a broad basis, of the movement in *weekly* rates of wages, normal weekly hours and *hourly* rates of wages respectively since June, 1947. For this purpose the appropriate figure should be multiplied by one of the following factors:—

	Men	Women	Juveniles	All Workers
<i>Weekly Rates of Wages</i>				
All industries and services ..	1.545	1.598	1.687	1.561
Manufacturing industries only ..	1.517	1.631	1.708	1.545
<i>Normal Weekly Hours</i>				
All industries and services ..	0.980	0.980	0.981	0.980
Manufacturing industries only ..	0.986	0.984	0.986	0.985
<i>Hourly Rates of Wages</i>				
All industries and services ..	1.577	1.631	1.719	1.593
Manufacturing industries only ..	1.539	1.657	1.732	1.568

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

Principal Changes in 1959

During the year 1959 the movement in wage rates as measured by the index of *weekly* rates of wages, the number of workers affected by changes in rates and the aggregate amounts of such changes, were considerably lower than in recent years, mainly due to the fact that in many of the more important industries and services, e

Workers now provides for rates higher than those specified by the Baking Wages Council (England and Wales) for workers employed in the smaller bakeries. Increases of 6s. a week for men and 5s. for women adopted in May by the National Joint Committee for the Scottish Baking Industry were given statutory effect under the Wages Councils Act in August. Workers employed in biscuit manufacture received increases in February of 7s. a week for men and 5s. for women, and increases of the same amounts were introduced in July in the tobacco manufacturing industry in which there was also a later agreement to operate a reduction in the normal working week from 44 to 42 hours, without loss of pay, from the end of February, 1960. In the food manufacturing industry workers were awarded a reduction in the normal working week from 45 to 44 hours in May and wage rate increases of 6s. 6d. a week for men and 4s. 6d. for women followed in December; for workers covered by agreements of the Joint Industrial Council for the Cocoa, Chocolate and Confectionery Manufacturers' Industrial Group there was a similar reduction in hours but increases in December were of 6s. and 4s. Operatives on daywork in the flour milling industry were granted a reduction in hours (44 to 42) in September.

Chemicals and Allied Industries. For workers whose wage rates are regulated by agreements of the Chemical and Allied Industries Joint Industrial Council shift differentials were increased in May by ½d. or ¼d. an hour according to shift-system. In July there was an increase of ½d. an hour in the shift allowance for employees of constituent firms of Imperial Chemical Industries Limited, and further negotiations resulted in an agreement, to operate from January, 1960, for a reduction in working hours from 44 to 42 for dayworkers, with equivalent adjustments for shiftworkers and compensating increases in all hourly rates so that there is no loss of pay. From July weekly shift differentials in the drug and fine chemical manufacturing industry were increased by 1s. 6d., 2s. 6d. or 4s., according to system. Rates agreed by the National Joint Industrial Council for the Paint, Varnish and Lacquer Industry were increased in June by 6s. a week for men and by 4s., 4s. 3d. or 4s. 9d. for women, according to type of work and period of employment. In soap, candle and edible fat manufacture there were increases from November of 5s. or 4s. 6d. a week, according to classification of employer, for men and of 4s. or 3s. 6d. for women.

Metal Manufacture. In March basis hourly and shift rates in the pig iron and iron and steel industries were adjusted by amounts equivalent to a weekly increase of 5s. 6d. for adult workers; fluctuating flat-rate additions to wages based on the official index of retail prices generally showed no change, increases in the course of the year being offset by decreases of equal amount.

Engineering and Electrical Goods. In December the Joint Industrial Council for the Electrical Cable Making Industry concluded an agreement for the normal working week to be reduced from 44 to 42½ hours without loss of pay in January, 1960.

Metal Goods. Statutory minimum rates fixed under the Wages Council Act for male workers in specified occupations in stamped or pressed metal-ware manufacture were increased in January by 6s. 8d. or 7s. 4d. a week, and those for other adult workers by 1½d. an hour. In November minimum hourly time rates adopted by the Joint Industrial Council for the Tin Box Manufacturing Industry were increased by 3d. and 2d. for men and women respectively.

Textiles. Wool textile workers in Scotland received increases in January of 6s. a week for men and 4s. 6d. for women, and further revisions were agreed, effective from November, to bring scheduled wage rates more into line with actual earnings. Wage rates in the Yorkshire wool textile industry were advanced in April by 2 per cent. Workers engaged in flax preparing and spinning in Northern Ireland were awarded a 5 per cent. increase in basic rates from February. Increases of 2d. an hour for men and 1½d. for women were introduced in November for workers employed in rayon yarn production. In those sections of the textiles industry operating sliding-scale arrangements, movements in the official index of retail prices resulted in a bonus increase of ½d. in the shilling on basic wages for Midlands hosiery manufacturing operatives and a net bonus increase of 2½ per cent. on earnings for workers employed in carpet manufacture; in textile bleaching, dyeing, printing and finishing and the Scottish hosiery manufacturing and finishing industries, increases under these arrangements were offset by decreases of the same amount, but in addition workers in a large section of the Scottish hosiery manufacturing industry were awarded a basic rate increase of 5s. a week effective by agreement from March.

Clothing. Wages regulation proposals for increased rates submitted by the Ready-made and Wholesale Bespoke Tailoring, Wholesale Mantle and Costume, Shirtmaking and Corset Wages Councils in Great Britain were given statutory effect during November and December; the increases in each case were of 2d. an hour for men and 1½d. an hour for women in general minimum time rates, and of 3½d. and 3d. in piecework basis time rates. In Northern Ireland corresponding hourly increases from December in statutory rates for shirtmaking were 3d., 2½d. or 1d. according to occupation, 4½d. and 2½d. At the National Conference of the Boot and Shoe Industry in November it was agreed that as from March, 1960, minimum rates should be increased by 5s. a week and working hours reduced from 45 to 43½.

Bricks, Pottery, Cement, etc. In pottery manufacture an award became operative in March increasing the general percentage addition to earnings from 12½ per cent. to 15½ per cent. Basic rates for cement workers were increased by 2d. an hour in October, and in the same month minimum rates for adult male workers in the cast stone and cast concrete products industry in England and Wales were increased by 1½d. an hour. In the Fletton brick industry minimum hourly rates were increased by 1½d. in August and by a further 2½d. at the end of September. The minimum time rate determined by the National Joint Industrial Council for the Building Brick and Allied Industries for adult male workers was increased by 1½d. an hour in December.

Timber, Furniture, etc. District minimum rates in the saw-milling industry were increased by 1d. an hour with effect from

May for machinists and sawyers, and from July for labourers. In the furniture manufacturing and allied industries the supplementary cost-of-living allowance was increased by ¼d. an hour (adult male workers) in April and decreased by the same amount in October, but in July the special allowance payable to adult male timeworkers on the basic rate was increased from 1d. to 2½d., with proportional amounts for women and juveniles.

Printing. In the general printing industry in Great Britain, and in periodical and newspaper production, other than certain national newspapers in England and Wales and daily newspapers in Scotland, negotiations between representatives of the employers and workers under the independent chairmanship of Lord Birkett resulted in an agreement providing for the reduction of the standard working week for dayworkers from 43½ to 42 hours and a 4½ per cent. increase in basic minimum grade rates. The agreement was subsequently ratified by the unions with the exception of that representing the stereotypers and electrotypers, and was operative from 6th August, the date of resumption of work following the stoppage which had commenced on 18th June. Cost-of-living bonus arrangements in the industry were affected by fluctuations in the retail prices index during the year; in the general group, prior to the basic increase already referred to, the weekly bonus had been decreased by 1s. for men and 9d. for women, and in the national and Scottish newspaper groups a 2s. increase for adult workers was offset by a later decrease of the same amount.

Construction. In building and civil engineering construction sliding-scale arrangements based on the official index of retail prices resulted in increases from February of 1d. an hour for adult workers and of proportional amounts for younger workers. A claim for a further increase of 4d. an hour for building trade workers in England and Wales was rejected by the Industrial Court in May, but later there was agreement to operate from October, 1960, a standard working week of 44 hours all year round in those areas where hours are at present 46½ in summer. Standard hourly rates for journeymen and mates in the electrical contracting industry in England, Wales and Northern Ireland were increased in July by 1d. and ¾d. respectively in the London area, and by 1½d. and 1¼d. elsewhere; an increase of 1½d. an hour followed in August for journeymen electricians and armature winders in Scotland.

Electricity Supply. An agreement in the electricity supply industry was concluded in December reducing normal weekly working hours from 44 to 42 without loss of pay from February, 1960.

Transport and Communication. In July statutory minimum rates payable to road haulage workers were increased by 5s. a week, and rates negotiated for operating and ancillary grades employed by British Road Services by 5s. 2d. Under revised incremental scales adopted in September for London Transport Executive bus, trolleybus and coach drivers, maximum rates become payable after one year's service instead of two years' service as previously. For Post Office manipulative and engineering grades revised pay scales were authorised in March implementing the general 3½ per cent. increase payable from 1st December, 1958, under the terms of a central pay settlement in the non-industrial civil service.

Distributive Trades. Increases of 6s. a week for male assistants and 4s. for female assistants operated as the result of negotiations affecting retail co-operative societies (July), and employers who are party to agreements of the Joint Committees for the Retail Multiple Grocery and Provisions Trade in England and Wales and in Scotland (August) and to agreements of the Joint Industrial Council for the Retail Meat Trade in England and Wales (September); increases of 7s. 6d. and 5s. 6d. were agreed by the Joint Industrial Council for the Scottish Retail Meat Trade (November). At the end of the year there were outstanding proposals to increase statutory minimum rates in the retail bespoke tailoring (England and Wales), newsagency, tobacco and confectionery (England and Wales)* food (England and Wales)* and bread and flour confectionery (England and Wales)* trades, and Wages Regulation Orders had been issued increasing statutory rates in the retail furnishing and allied trades, and the drapery, outfitting and footwear, bookselling and stationery, food (Scotland), and bread and flour confectionery (Scotland) trades from dates in January and February, 1960. In the wholesale grocery and provision trade in England and Wales normal weekly working hours were reduced in August from 45 to 44, and weekly increases of 6s. 6d. for men and 5s. for women operated from December. Workers employed in the distribution of petroleum had their hours reduced from 44 to 42 without loss of pay from January, 1960, under the terms of an agreement reached in November.

Public Administration. Manual workers employed by local authorities in Scotland were awarded increases of 5s. 6d. a week for men and 4s. 1d. for women in January, with retrospective effect to 1st November, 1958. Weekly increases in miscellaneous "M" rates authorised in May for non-skilled workers in Government industrial establishments in Great Britain were of 2s. (London) or 3s. (Provinces) for men, and of 1s. 8d. or 2s. 6d. for women, payable retrospectively from the beginning of April; arising out of a revision of the basis for determining "M" rates agreed on the Miscellaneous Trades Joint Council for these establishments, authorisation of further increases of 4s. for men and 3s. 4d. for women followed in September, these increases being payable from the beginning of July.

Miscellaneous Services. In February statutory minimum remuneration for men and women employed in licensed non-residential establishments was increased respectively by 7s. and 5s. 6d. a week, and for those employed in industrial and staff canteens by 6s. 6d. and 5s.; in July statutory rates were revised on a new hourly basis for workers employed in unlicensed places of refreshment, resulting in increases of 7s. and 5s. a week. Statutory rates for boot and shoe repairers were increased in October by 5s. a week for men, and for women by 5s. or 3s. 9d. according to type of work.

* Wages Regulation Order since issued.

STOPPAGES OF WORK DUE TO INDUSTRIAL DISPUTES IN 1959

The number of stoppages of work* in progress in the United Kingdom in 1959, which came to the notice of the Ministry, was 2,085 (including 12 which had continued from 1958) as compared with 2,639 (including 10 which continued from 1957) in 1958.

Stoppages in progress in 1959 resulted in the loss of about 5,250,000 working days during the year at establishments where stoppages occurred, as compared with 3,462,000 working days lost during 1958 through stoppages in progress in that year.

The aggregate number of workers involved in stoppages in progress in 1959 was about 644,000† including nearly 124,000 workers who were indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred but not themselves parties to the disputes). The corresponding total for 1958 was about 524,000 workers including about 67,000 who were indirectly involved.

Industrial Analysis

In the following Table, the stoppages of work due to industrial disputes in the United Kingdom in 1959 are classified by industry, and corresponding figures are given for 1958. The figures for each industry or industry group have been rounded to the nearest 100 workers or 1,000 working days and do not, therefore, necessarily add up to the rounded totals for all industries at the bottom of the Table.

Industry Group‡	1959‡			1958		
	Number of Stoppages beginning in Year	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in Year	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Agriculture, Forestry, Fishing	1			1	700	1,000
Coal Mining ..	1,292	189,800†	362,000	1,963	248,600†	450,000
Other Mining and Quarrying ..	5	1,700	8,000	1		
Treatment of Non-Metalliferous Mining Products ..	14	2,300	4,000	5	700	2,000
Chemicals and Allied Trades	9	4,900	73,000	3	300	
Metal Manufacture ..	44	30,500	71,000	35	10,100	34,000
Shipbuilding and Ship Repairing	78	23,300	315,000	97	22,100	336,000
Engineering ..	111	29,400	97,000	75	15,600	74,000
Vehicles	135	157,600†	465,000	84	72,800†	160,000
Other Metal Industries ..	26	3,500	14,000	11	2,300	4,000
Textiles ..	14	4,900	55,000	18	2,000	10,000
Leather, etc. ..	1	100		—	—	—
Clothing ..	11	700	2,000	11	3,700	10,000
Food, Drink and Tobacco	13	4,300	9,000	10	5,600	18,000
Manufactures of Wood and Cork	13	900	5,000	12	1,600	10,000
Paper and Printing	7	123,400	3,509,000	6	1,300	4,000
Other Manufacturing Industries	11	4,900	7,000	13	2,600	5,000
Building and Contracting ..	170	21,300	118,000	178	26,900	151,000
Gas, Electricity and Water ..	4	5,200	5,000	7	1,400	5,000
Transport, etc. ..	88	30,400	96,000	83	100,400	2,116,000
Distributive Trades ..	11	800	4,000	10	3,500	67,000
Other Services ..	15	4,200	29,000	7	1,800	2,000
Total ..	2,073	644,200†	5,250,000	2,629§	524,100†	3,462,000

There were 556 fewer stoppages of work in 1959 than in 1958. The decrease was more than accounted for by a substantial drop in the number of stoppages in the coalmining industry. There were some increases, mainly affecting the vehicles and engineering industries.

Over 120,000 more workers were involved and over one and three-quarter million more working days lost through stoppages in progress in 1959 than in stoppages in progress in 1958. These increases were more than accounted for by the increased number of workers involved and working days lost in the printing industry. There was also a marked increase in the vehicles industries during 1959. On the other hand, the position in three other major industries was substantially better in 1959 than in 1958. Thus, in the transport industry and the distributive trades there were, in 1959,

* 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 given for 1959 are provisional and subject to revision.

† Some workers, largely in the coalmining and vehicles industries were involved in more than one stoppage and are counted more than once in the year's totals. During 1959 the net numbers of individuals involved were approximately 135,000 in coalmining, 88,000 for vehicles and 503,000 for all industries combined. Figures for 1958 were approximately 165,000 for coalmining, 53,000 for vehicles and 406,000 for all industries combined.

‡ The figures for 1959 are provisional and subject to revision.

§ The industries have been classified in accordance with the 1948 edition of the Standard Industrial Classification.

|| Less than 50 workers or 500 working days.

† A stoppage of electrical workers which began in September, 1958, involved workers in two industry groups but was counted as only one stoppage in the total for all industries taken together.

no stoppages of the same magnitude as the stoppage of road passenger transport workers in the Greater London area and of porters and other workers employed in Smithfield Market in 1958. In coalmining, too, the reduced incidence of stoppages in 1959 was accompanied by a marked fall in the number of workers involved and the number of working days lost during that year.

Principal Stoppages of Work in 1959

By far the largest stoppage of work, judged by the number of workers involved and the number of working days lost, was that involving 120,000 workers in the printing industry in various districts in Great Britain. The stoppage, which lasted from 18th June to 5th August and resulted in a loss of about 3,500,000 working days, was caused by a breakdown in negotiations concerning claims for increased wages, a forty-hour working week, and other terms and conditions of employment. Work was resumed under pre-stoppage conditions pending ratification by union members of a revised agreement negotiated by representatives of employers and workers

RETAIL PRICES

A review of changes in retail prices between mid-January, 1959, and mid-January, 1960, will be given in the March issue of this GAZETTE.

under the chairmanship of Lord Birkett. A stoppage of printing ink workers which began soon after the start of the printing stoppage, lasted from 29th June to 5th August, involved 2,500 workers and caused the loss of 58,500 working days. It was caused by the issue of dismissal notices to certain workers who had adopted a policy of non-co-operation in support of a claim for increased wages and reduced hours. Work was resumed under pre-stoppage conditions pending ratification by union members of an agreement similar to that in the printing trade.

In the motor and aircraft industries over 338,000 working days were lost through 17 stoppages each accounting for the loss of 5,000 or more working days. In most of the larger stoppages in the motor industry, relatively small numbers of workers were directly involved, but comparatively large numbers of non-strikers were thrown out of work at the establishments concerned because of the effects of the stoppages. Thus, in January a one-week stoppage of work caused by the rejection by the employer of an "accident-free" bonus directly involved 200 Birmingham crane drivers and slingers, and led to some 6,000 other workers being rendered idle at the same establishment. Twenty-four thousand working days were lost before work was resumed on 24th January. The matter in dispute was eventually referred by the parties concerned to the Industrial Court, which ruled that the claim for an "accident-free" bonus of 45s. per month had not been established. In February, a 10-day stoppage of nearly 300 door assemblers at Dagenham in protest against the continued employment of a non-union worker led to nearly 9,300 other workers being thrown out of work at the same factory, with a total loss of 69,000 working days. About the same time, a six-week stoppage of over 200 Birmingham car workers occasioned by the refusal of electricians to work with a non-unionist and the subsequent refusal of other craftsmen to work on machines serviced by supervisory staff caused 1,500 other workers to be indirectly affected, and a total of 35,000 working days to be lost. At Oxford, a stoppage lasting from 16th July until 13th August was caused by the dismissal of a chief shop steward for alleged industrial misconduct. The stoppage directly involved nearly 3,600 car workers, and caused the loss of over 27,000 working days. A settlement was eventually achieved under the auspices of the Ministry.

The largest stoppage in the aircraft industry took place in Belfast where 5,400 workers stopped work between 10th August and 20th August in support of a work-sharing plan as an alternative to dismissals. Nearly 44,000 working days were lost before work was resumed pending negotiations. In London, the dismissal of a shop convenor for alleged industrial misconduct led to a stoppage directly involving 2,100 aircraft workers. The stoppage lasted two weeks and over 26,000 working days were lost before work was resumed, pending negotiations, on 24th April. Nearly 1,600 operatives at a Hertfordshire factory of the same firm lost nearly 16,000 working days through a stoppage in sympathy with the London workers.

Only four of the stoppages in the coalmining industry involved losses of 5,000 or more working days. By far the largest of these was a sympathetic stoppage in support of a small number of miners who had gone on strike in protest against the forthcoming closure of their colliery at Alloa. The sympathetic stoppage affected 19,800 miners in various parts of Scotland between 22nd and 27th June, and caused a loss of 42,000 working days.

In the shipbuilding industry, there were seven demarcation stoppages in each of which an aggregate of 5,000 or more working days were lost. The largest of these stoppages occurred at Birkenhead where 1,850 boilermakers stopped work on 27th April to support a demand for alternative work for men who withdrew assistance to shipwrights engaged on work claimed by platers. A further 2,650 shipyard workers became indirectly involved, and an

aggregate of 201,500 working days was lost before the stoppage ended on 1st July. Another of these stoppages exemplified the difficulties caused by the extension of prefabrication techniques. It occurred in a Clydeside shipyard and arose over the allocation of steel erection and fairing work between shipwrights and boiler-makers. Discussions under the Ministry's auspices led to a resumption of work on 23rd February and to the settlement of the dispute on 17th April.

The only large stoppage in the textile industry took place at Paisley where 1,500 workers employed in cotton spinning were involved between 21st May and 26th June in protest against the suspension of two workers alleged to be restricting their output. Over 36,500 working days were lost before work was resumed.

At Sheffield, 2,500 drivers and conductors of buses and trams stopped work on 19th October in protest against the carrying of standing passengers on large capacity vehicles. When the stoppage ended on 4th November, pending review by the National Joint Industrial Council of national provisions concerning standing passengers, 36,000 working days had been lost.

Nearly half the days lost in the metal manufacturing industries were attributable to a single stoppage at Port Talbot in protest against the dismissal of a clerical worker for alleged inefficiency. Although this stoppage lasted only four days up to 24th February, it affected 10,900 workers and caused the loss of 25,000 working days.

Although only 11,000 days were lost during September and October by 2,000 workers engaged in the manufacture and delivery of oxygen and other gases who were involved in a stoppage of work concerning a pay claim, the stoppage had wide repercussions on a number of other industries. The effects are not reflected in the statistics above. These are always limited to establishments which are parties to the disputes covered.

FATAL INDUSTRIAL ACCIDENTS IN 1959

The total number of workpeople (other than seamen) whose deaths from accidents in the course of their employment were reported in Great Britain during 1959 was 1,125. The total number of fatal accidents to seamen serving on vessels registered in the United Kingdom which were reported during the year was 124.

A detailed analysis of these figures is given below. The figures in this article are provisional. Corrected figures for accidents reported under the Factories Act 1937, will be published in the April, 1960, issue of this GAZETTE.

The figures under the heading "Factories" (other than Works and Places under Sections 105, 107, 108, of the Factories Act, 1937) are based on a new "Process Classification" which was introduced on 1st January, 1959, and it is not possible to compare the figures with those prior to that date. The total for the "Factories" group, however, is not affected by these changes.

	Number		Number
Mines and Quarries			
Coal Mines:		Other Clothing	1
Underground	330	Paper and Paper Coating .. .	9
Surface	22	Printing and Bookbinding .. .	3
Other Stratified Mines .. .	3	Other Paper Manufacture .. .	3
Miscellaneous Mines .. .	4	Milling	7
Quarries	30	Food	11
		Drink and Tobacco	7
TOTAL	389	Electrical Stations	11
		Leather	1
Factories		Rubber	4
Cotton	7	Glass	3
Wool and Carpets	4	Other Processes	10
Other Textile Manufacture .. .	4	Works and Places under ss.	
Textile Finishing	4	105, 107, 108, Factories Act,	
Laundries and Dry Cleaning .. .	3	1937	171
Brick Making and Other Clay		Building Operations	47
Products (except Pottery) .. .	3	Works of Engineering Con-	26
Pottery	3	struction	577
Lime, Cement and other Minerals		Docks, Warehouses and Ships ..	
Iron Extraction and Conversion		TOTAL, FACTORIES ACT ..	577
Metal Casting	11		
Metal Rolling, Drawing, Extrusion		Railway Service	
and Forging	26	Brakemen, Goods Guards	9
Miscellaneous Metal Processes ..	18	Engine Drivers, Motormen .. .	10
Locomotive Building and Repair-		Firemen	6
ing	1	Guards (Passenger)	3
Engine-Building and Repairing ..	10	Labourers	6
Boiler Making	8	Mechanics	5
Constructional Engineering .. .	7	Permanent Way Men	56
Non-Rail Vehicles (Manufacture		Porters	20
and Repair)	16	Shunters	14
Shipbuilding and Repairing .. .	33	Other Grades	30
Ship Breaking	4	Contractors' Servants	5
Miscellaneous Machine Making		TOTAL	159
Other Metal Manufacture and		Total (excluding Seamen) ..	1,125
Repair	9		
Electrical Engineering	9	Seamen	
Wooden Furniture	1	Trading Vessels	65
Saw Milling and Plywood and		Fishing Vessels	59
Boards	9	TOTAL	124
Other Woodwork and Cork		Total (including Seamen) ..	1,249
Miscellaneous Chemical Manu-			
facture	9		
Petroleum and Oil Refining .. .	4		
Paints and Varnish and Soap .. .	2		
Coal Gas, Coke Ovens and			
Patent Fuel	16		
Tailoring		

INDUSTRIAL DISEASES IN 1959

The total number of cases reported in Great Britain during 1959 under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926, was 504, of which 11 were fatal. During the year, 62 cases of lead poisoning were reported. Reported cases of anthrax numbered 6, of epitheliomatous ulceration 225, and of chrome ulceration 172.

A detailed analysis of these figures is given below. The figures in this article are provisional.

	Cases	Deaths		Cases	Deaths
Lead Poisoning			Anthrax		
Operatives engaged in:			Wool Handling	1	—
Smelting of Metals	2	—	Horsehair	—	—
Plumbing and Soldering .. .	—	—	Handling and Sorting of Hides and Skins .. .	4	—
Shipbreaking	14	—	Other Industries	1	1
Printing	1	—	TOTAL	6	1
Other Contact with Molten Lead	14	—			
White and Red Lead Works	—	—	Epitheliomatous Ulceration (Skin Cancer)		
Pottery	—	—	Pitch and Tar	189	—
Vitreous Enamelling	—	—	Mineral Oil	36	10
Electric Accumulator Works ..	14	—	TOTAL	225	10
Paint and Colour Works	5	—			
Coach and Car Painting	—	—	Chrome Ulceration		
Shipbuilding	—	—	Manufacture of Bichromates	85	—
Paint used in other Industries	4	—	Dyeing and Finishing	—	—
Other Industries	8	—	Chrome Tanning	—	—
Painting of Buildings	—	—	Chrome Plating	80	—
TOTAL	62	—	Other Industries	7	—
			TOTAL	172	—
Phosphorous Poisoning			Grand Total	504	11
Carbon Bisulphide Poisoning ..	—	—			
Mercurial Poisoning	2	—			
Arsenical Poisoning	1	—			
Manganese Poisoning	—	—			
Aniline Poisoning	25	—			
Chronic Benzene Poisoning ..	—	—			
Toxic Anaemia	1	—			
Toxic Jaundice	—	—			
Compressed Air Illness	10	—			

ANNUAL ABSTRACT OF STATISTICS

The Annual Abstract of Statistics, No. 96, 1959, has recently been published by H.M. Stationery Office, price £1 1s. net (£1 2s. 9d. including postage). The volume has been prepared by the Central Statistical Office in collaboration with the Statistics Divisions of Government Departments, some of the information having been supplied by trade organisations and by Boards of nationalised industries. It brings together statistics relating to the social and economic affairs of the United Kingdom and gives annual figures, so far as they are available, for the year 1958 and for each of the years 1949 to 1958. Some of the Tables include figures for the early months of 1959. Current data for many of the series appearing in the Abstract are contained in the Monthly Digest of Statistics, which is also prepared by the Central Statistical Office and published by H.M. Stationery Office.

The statistics presented in the Abstract for 1959 are grouped in 14 sections under the following main headings: Area and Climate; Population, Vital Statistics and Public Health; Social Conditions; Education; Labour; Production; Distribution; Transport and Communications; External Trade; Balance of Payments; National Income and Expenditure; Public Finance; Banking, Insurance, etc.; and Prices. Statistics supplied wholly or partly by the Ministry of Labour relate to industrial diseases and employees killed in industrial accidents in Great Britain (under "Public Health"); distribution of total man-power, estimated numbers of employees, numbers registered as unemployed, employment vacancies unfilled, average weekly earnings and average hours worked weekly, index of weekly wage rates, trade unions, and industrial stoppages (under "Labour"); British Railways: average weekly earnings (under "Transport and Communications"); and the interim index of retail prices, from 1948 to 1956, and the index of retail prices, from 1956 onwards (under "Prices").

A list of Tables which appeared for the last time in Annual Abstract No. 95 (1958), including the analysis by industry of the occupied population, and other revisions in the contents of this issue of the Abstract, is given in the introduction. A new Table has been introduced:— local authorities; gross loan debt outstanding.

A Table on the estimated number of employees now shows separately the number of married women. The Tables on the distribution of total man-power for Great Britain and Northern Ireland have been amalgamated to give United Kingdom totals. The statistical Tables in the Abstract are supplemented by an Index of Sources, showing the official publications or other sources from which the statistics are taken or to which reference may be made. The Abstract contains also a general index and a Table of units of measurement.

THE YOUTH EMPLOYMENT SERVICE, 1956-1959

A Report by the National Youth Employment Council on the work of the Youth Employment Service, 1956-1959, has been presented to the Minister of Labour and published by H.M. Stationery Office, price 2s. 6d. net (2s. 8d. including postage). The National Youth Employment Council, which have separate Advisory Committees for Scotland and Wales, advise the Minister on questions of policy affecting the administration and development of the Youth Employment Service. The present Report covers the period from 1st April, 1956, to 31st March, 1959. A brief summary of the Council's last Report, relating to the period 1953-1956, was given in the issue of this GAZETTE for January, 1957, page 12.

The introduction to the Report notes that the three previous Reports of the Council described the establishment and development of a comprehensive Youth Service under the terms of the Employment and Training Act, 1948. During the last three-year term of office of the Council the process of consolidation continued parallel with the further development and improvement of the Service. There was continued growth in the Service, particularly in the service to the older school-leaver.

In the latter part of the period both the Council and the Central Youth Employment Executive were increasingly preoccupied with the problems of the "bulge". The Council say that, whilst the general employment situation for young persons was satisfactory during the greater part of their term of office, they must express concern at the increasing difficulty experienced by young people in obtaining apprenticeships and other openings offering systematic training in industry. It is their earnest hope that the recommendations made by the Carr Committee (see the issue of this GAZETTE for March, 1958, page 95) may be fully carried out by industry, with the help and stimulus of the Industrial Training Council which industry itself has now set up.

The Report contains three chapters, of which the first two are devoted to a general review of the work of the Youth Employment Service during the three-year period, and a brief account of the main functions undertaken by the Service. The third chapter discusses the difficulties facing the Youth Employment Service as the numbers of young persons leaving school increase to a peak in 1962.

The general review of the Youth Employment Service contains sections on administration, the work of inspection and survey of offices and facilities offered by the Service which is carried out by inspectors of the Central Youth Employment Executive, and the staffing needs and future plans and the training of officers for the Service. There is also a note on the problem of making the Service better known to the public.

Youth Employment Officers

In connection with the staffing of the Service, the Report says that, in the final analysis, the success of the Youth Employment Service depends on the quality of the individual Youth Employment Officer. The Council express appreciation of the admirable work done by the Youth Employment Officers, but they are not satisfied that the training which the new entrant at present receives is in all cases adequate, nor are they satisfied that the salary and prospects offered by authorities operating the Service are at present such as will continue to attract men and women of the right calibre. The Report adds that the Council are concerned about the ability of the Service under existing conditions to recruit extra staff of the requisite calibre to meet the needs of the "bulge", or even to replace normal wastage.

Vocational Guidance

In reviewing the various separate aspects of the work of the Youth Employment Service, the Report says that it is now accepted that vocational guidance is the most important single function of the Service. The personal interview that the child has with the Youth Employment Officer is the crucial point in the process of vocational guidance. To meet the child's need to learn more about particular careers before coming to this interview the Central Executive produces or approves a wide range of careers literature for issue to schools. A recent addition to this literature was a termly "Careers Bulletin" for schools, the first issue of which was made in January, 1959. Reference is also made to the task of advising and assisting handicapped young persons in their search for suitable employment. This task has continued to grow, and the Council say that they have been gratified to note the extension of the facilities offered, following the report of the Piercy Committee on the rehabilitation, training and resettlement of disabled persons.

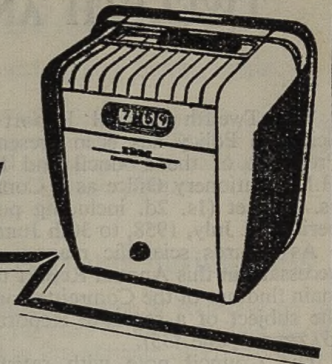
Placing Young People in Employment

With regard to the second function of the Service, the placing of young persons in employment, the Report says that during the three years covered by the Report the Service has continued to make good progress in the task of placing young people in jobs suitable to their capabilities and dispositions. Other sections of the Report deal with the "follow-up" by the Service after young persons have found their first jobs, the Training Allowances Scheme which the Council think has adapted itself successfully to changing conditions, the examination of the Youth Employment Service carried out early in 1957 by a sub-committee of the Select Committee on Estimates, and the work of the Scottish and Welsh Advisory Committees of the Council.

The Problems of the "Bulge"

In the third chapter, discussing the future problems of the Youth Employment Service, the Report points out that, owing to the "bulge" of school-leavers and the end of National Service, the number of men available for civilian employment during the next

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ten years will increase by about a million; and it comments that whether the country will be able to absorb such an increase will depend on the state of the economy. If expansion is not at a rate sufficient to absorb the additional number of workers available, the brunt is likely to be borne by such groups as married women and older workers rather than by young people. Young people would be likely to suffer in comparison with adults only if a continued recession were to lead to a cessation of recruitment by firms in the interests of existing employees.

The Report notes that, as the "bulge" develops, the placing of school-leavers may be expected to impose an increasing burden on the Youth Employment Service. A particularly difficult problem with which the Service will be faced in the coming years will be the placing in employment of the young person whose disposition, or lack of ability, makes him a less attractive "employment proposition" to employers who are able to be more selective than they have been in the past.

Lack of Training Opportunities

The Council express greater concern, however, over the prospects during the next few years of school-leavers finding employment of the right kind, and, in particular, employment that offers suitable training opportunities to those capable of benefiting from them. In welcoming the decision to set up the Industrial Training Council on the lines recommended by the Carr Committee, the Report adds that local action in each individual area of the country will be necessary to supplement the action which that Council and the national joint bodies in the different industries are taking at national level. "The provision of suitable training opportunities for the extra number of school-leavers over the next few years", the Report says, "represents the central problem of the 'bulge', though industry, through the National Joint Advisory Council, has stressed that the training of young workers in industry is its own responsibility. As a Council we cannot remain indifferent to the success or otherwise of industry's efforts in this field."

Statistics

Appendices to the Report contain statistical Tables including one giving an analysis by industry and occupation of the number of young persons entering employment during the three years under review. Other Tables set out a return of the advisory and placing work during the period 1st February, 1956, to 31st January, 1957, and a record of school-leavers and other persons advised and assisted during the period 1st February, 1957, to 31st January, 1959.

TWELFTH ANNUAL REPORT OF THE ADVISORY COUNCIL ON SCIENTIFIC POLICY

The Twelfth Annual Report of the Advisory Council on Scientific Policy has been presented to Parliament by the Lord President of the Council and has recently been published by H.M. Stationery Office as a Command Paper (Cmnd. 893), price 1s. 0d. net (1s. 2d. including postage). The Report covers the period 1st July, 1958, to 30th June, 1959.

As regards scientific manpower, it has not been considered necessary in this Annual Report to do more than comment on the main findings of the Committee on Scientific Manpower, which are the subject of a separate Report (see last month's issue of this GAZETTE, page 435).

The Council note with satisfaction that the proportion of scientists taking up employment in industry has increased, as they hoped it would do, and that the share taken by defence, both in industry and Government departments, has fallen. Whilst the annual supply of newly-qualified scientists and engineers, and the rate of growth in their employment, has exceeded the expectations of 1956, the Council see no indications that the universities and colleges of advanced technology are training in total more qualified scientists than will be needed, even though there may be problems and employment difficulties among particular groups. These difficulties may well apply more in the field of biology than in other branches of science. The Advisory Council, therefore, suggest that young people who are thinking of taking up biology should be advised that, in their own interests, they should consider obtaining supporting qualifications either in mathematics or in one of the physical sciences.

In a section on space research the Report refers to the Prime Minister's announcement on 12th May, 1959, that the Government, acting on the advice of the Advisory Council, had authorised a programme for the design and construction of instruments to be carried in a series of earth satellites, and referring to the scope for joint action with the United States, the Commonwealth and other countries. The Prime Minister also announced that design studies were being put in hand for the adaptation of British military rockets for a possible future satellite programme. Resulting from the visit of a team of experts led by Professor Massey to Washington, the United States National Aeronautics and Space Administration has agreed to provide space in a series of satellites to be launched over a period of three to four years for a number of British instruments designed to carry out a scientific programme under the general supervision of the British National Committee for Space Research. Agreement also was reached during the visit for United Kingdom participation in a joint United States-Canadian programme of satellite experiments in the ionosphere.

The British National Committee is the body primarily concerned with the proposed programme of experiments. In addition, the Report states, a Steering Group under Sir Edward Bullard has been appointed to co-ordinate the United Kingdom space research programme as a whole. The membership includes Professor Massey and other nominees of the Royal Society as well as representatives of the Government departments concerned.

The Council draw attention to certain principles which they believe should underlie British participation in space research. While they believe that carefully designed experiments using earth satellites can contribute to the answer of a number of important scientific problems, and in many cases may well prove the most economic method of obtaining the required data, they consider that

the cost of venturing into space with lunar, planetary or solar probes would be too great for this country's resources and would not be likely to yield results commensurate with the cost. The Council believe that British science and technology have much to contribute in the field of space research but that the United Kingdom's contribution should be part of an internationally-based approach. They therefore consider that every effort should be made to establish such an international co-operative effort and for this reason welcome the agreements reached with the United States and Canada as a step towards this goal.

The Report notes that the setting up of a National Lending Library of Science and Technology has now reached a stage when the Council can regard their responsibilities towards its launching as satisfactorily concluded. The Department of Scientific and Industrial Research Five-Year Plan (1959-64) makes provision for this library to be in full operation by 1962. A suitable site has been found at Thorp Arch, near Boston Spa in the West Riding of Yorkshire. Good progress has also been made in meeting the growing need for translations of Russian scientific literature. The lending library unit is now sponsoring cover-to-cover translations of eight Russian periodicals, and is hoping to extend this service.

The Report draws attention to the increasing support for research projects in British universities and other research institutions given in recent years by foreign organisations, principally Government agencies and charitable foundations in the United States of America. Information supplied by the United States Authorities indicates that such support is at present about £1½ millions a year. Support from charitable foundations is mainly given in the form of money grants, and from the Government agencies is mainly in the form of contracts for specific research projects. The Council's inquiries show that, almost without exception, the freedom of the research worker is not hindered in his work or in the publication of his results by the terms of the contract and security considerations.

With regard to overseas scientific relations, the Report refers to the work of the North Atlantic Treaty Organisation Science Committee and to the two committees under the Organisation for European Economic Co-operation, one for Scientific and Technical Personnel and the other for Applied Research, which support programmes for the promotion of scientific education and research including fellowship schemes, seminars, co-operative research projects, and a research grants scheme. A sub-committee for oceanographic research has been set up, and a small study group of distinguished scientists has been asked to review the whole field of scientific effort in the North Atlantic Treaty Organisation countries, the result of which study, it is hoped, will enable western science to develop on the most useful lines.

The Council welcome the Government's decision to set up an Overseas Research Council under a Committee of the Privy Council, and express the hope that the new Council will not only advise Ministers on the type of assistance that is most needed, but will also help to focus interest on the need for the application of scientific research in and for overseas territories.

The Report contains the usual Appendices showing the numbers of graduate teachers of science and mathematics in schools, the numbers of first degrees and diplomas awarded by British universities in pure science and technology faculties, and Government expenditure on civil research.

RECRUITMENT AND TRAINING OF YOUNG PERSONS FOR INDUSTRY

Information is given below concerning a scheme which has been drawn up for training and recruiting young persons for industry. Similar information about other schemes was published in last month's issue of this GAZETTE, page 438.

Gardeners and Groundsmen in Local Authority Parks and Gardens (England and Wales)

A scheme to provide for the systematic training of young persons as gardeners and groundsmen in Local Authority Parks and Gardens has been agreed by the National Joint Council for Local Authorities' Services (Manual Workers). There will, however, be slight variations in detail by some Local Authorities to meet local circumstances. The agreed arrangements are as follows:—

The scheme is administered by the Apprenticeship and Examinations Committee of the National Joint Council. The Committee is representative of Local Authorities, the Transport and General Workers' Union, the National Union of General and Municipal Workers, and the National Union of Public Employees. Provincial sub-committees examine applications for registration of apprentices and advise the Apprenticeship and Examinations Committee as to the adequacy of the facilities for training provided by the Local Authority concerned. The Apprenticeship and Examinations Committee maintains a central register of apprentices.

The normal age of entry to apprenticeship is 16, preferably with one of the following qualifications:—(a) Entrance Examination of the Local Government Examinations Board; (b) General Education Section of the Entrance Examination of the Institute of Park Administration; (c) General Certificate of Education with passes at Ordinary level in two subjects, one of which must be English. The period of apprenticeship is 5 years. Older entrants may, however, be accepted up to the eighteenth birthday, having regard to their education or any special qualifications. Such older entrants

will serve a shortened period of apprenticeship of not less than three years. It is the intention that all apprenticeships should be completed at age 21. Every entrant will serve a probationary period of six months, which will be included in the period of apprenticeship. All apprentices will be indentured on a form prescribed by the National Joint Council for Local Authorities' Services (Manual Workers).

The Apprenticeship and Examinations Committee has drawn up a syllabus of training in horticulture, covering soils, manures and fertilisers, botany, weed control, grass, drainage, propagation, pruning, potting and transplanting, insects, fungus diseases, glass management, cultivation, recreation and ornamental grounds. During each of the first three years of the 5-year apprenticeship, the apprentice will be released during working hours to attend day classes at a Technical College for one day or equivalent a week (130 hours) for the winter session; for the summer period, one half-day a week will be devoted to practical demonstrations and visits to other Parks Departments and horticultural establishments (200 hours). In addition, there will be two two-hour sessions per week at evening classes (100 hours). The apprentice will study for the qualifying examination for promotion to the grade of Certificated Gardener (Class II).

The scheme provides for the transfer of the apprentice to another Local Authority, if considered necessary, with the consent of the Guardian. It also provides that any disputes between the parties arising out of the interpretation or application of the apprenticeship shall be referred to the Apprenticeship and Examinations Committee, who have power to cancel the indenture or take such other action as they consider necessary. It is suggested that a senior member of the staff (probably a horticultural assistant) be charged with the responsibility of directing apprenticeship training.

INDUSTRIAL SAFETY, HEALTH AND WELFARE

The Factories (Ionising Radiations) Special Regulations

Revisions to the draft Regulations, issued in July, 1957 (see the issue of this GAZETTE for August, 1957, page 285), for the protection of workers engaged in operations involving the production, emission or use of sealed sources of ionising radiations are contained in the Second Preliminary Draft of the Factories (Ionising Radiations) Special Regulations, published by the Ministry of Labour on 11th January. Copies can be obtained from H.M. Stationery Office, price 1s. 3d. net (1s. 5d. including postage).

The original draft included a general invitation to industry, associations and any others concerned, to make comments on the proposed Regulations. A large number of suggestions were received. These have been carefully considered and the new draft includes amendments arising from these observations. The proposed Regulations were submitted before publication to the Radioactive Substances Advisory Committee.

In the new draft of the Regulations, the Schedule, specifying the maximum permissible radiation doses, has been remodelled taking account of the views of the Medical Research Council and the revised recommendations of the International Commission on Radiological Protection. It has been simplified by restricting it to certain ionising radiations which are ordinarily met with in industrial work with sealed sources. It is considered that this revised Schedule contains the essential requirements as to permissible limits relating to sealed sources used in industry at present, but this question will be kept under review.

The Regulations propose a number of revised definitions. One brings within the scope of the Regulations certain machines which are not intended to produce ionising radiations but which in fact do so. Another makes it clear that a sealed source consists of the radioactive substance and the bonding or container which seals it.

There are new provisions dealing with tests for personal exposure and medical supervision, with the examination of persons employed in the processes, and the procedure to be adopted where workers employed in the processes move from one factory to another. Fuel elements used or intended to be used in a nuclear reactor will not be covered by these Regulations, which also exclude from their application ionising radiations used for medical purposes in factories in rooms specially set apart.

The industrial use of ionising radiations is specialised and expanding. It is the intention that this use should be covered by comprehensive Regulations to safeguard the health and safety of persons employed. Comments on the new draft are requested by 15th April, 1960. When these have been considered, the statutory procedure for making the Regulations will be carried out.

Electrical Accidents and their Causes, 1958

The annual report on "Electrical Accidents and their Causes, 1958", has been issued by H.M. Factory Inspectorate, Ministry of Labour, and published by H.M. Stationery Office, price 5s. net (5s. 5d. including postage).

The report points out that, although it is just fifty years since the Electricity Regulations were made, they still provide an adequate legal basis for the prevention of accidents on premises covered by the Factories Acts, because it has always been possible to interpret them in terms of the current state of electrical engineering science and practice. The Report comments that in 1907, the year immediately before the Regulations were drafted, it is interesting to note that there were already 264 accidents during the year, of which 8 were fatalities. In 1958 the number of accidents had risen only to 714, including 38 fatalities. Although the 1958 figures leave no room for complacency, they might well have been expected to be much higher when one considers the enormous increase in electrical supply and industrial use since that time.

The Report, which is illustrated with diagrams and photographs, contains detailed analyses of the numbers of electrical accidents reported in 1958; the main figures have already been given in the Report of H.M. Chief Inspector of Factories for 1958 (see the issue of this GAZETTE for August, 1959, page 292). Of the 714 electrical accidents which were reported under the Factories Acts, 127 were welders' conjunctivitis or "eye-flash". "Unfortunately", the Report records, "the decrease in the number of accidents in 1957 has not been maintained, and this is particularly noticeable when the figures for electrical accidents excluding eye-flash are compared for the two years, there having been 527 accidents in 1957 and 587 accidents in 1958." Tables in the Report analyse reported accidents by occupation and by causation.

The Report contains much information of interest and use to public supply engineers and all industrial users on the subject of electrical safety. One chapter refers particularly to developments during 1958 in electricity supply, high-voltage distribution switch gear and transformers, and the use of modern radio techniques. Discussing problems connected with electricity supply, the Report points out that, although modern generator gear is very reliable, experience has shown that it is not infallible. An interesting and important example of the application of modern radio techniques is the use of television equipment whereby a camera is located in a position which would be unsafe for a human operator.

Dealing with fire fighting and fire protection in electrical generating stations, the Report discusses fire risks with particular reference to the equipment rather than the class of premises in which it is installed. Dangers of fire arising from the use of electrical apparatus in the maintenance of large modern aircraft, and recent developments

in electrical floor heating and night storage heating systems, are also dealt with.

The design and use of limit switches and interlocks is examined in a section of the Report dealing with safety. Typical electrical accidents are described and special emphasis is laid on those arising from contact with overhead electrical supply lines.

Accidents to Railway Servants during 1958

The Report of the Chief Inspecting Officer of Railways on the accidents which occurred on the railways of Great Britain during the year 1958 has been presented to the Minister of Transport and Civil Aviation and published by H.M. Stationery Office, price 4s. net (4s. 4d. including postage).

The statistics given in the Report are based on returns made by the British Transport Commission, the London Transport Executive, and certain minor railway undertakings which were not taken over by the British Transport Commission on 1st January, 1948, and also on reports upon certain accidents made after inquiries by the Ministry of Transport and Civil Aviation. There has been no change in recent years, before and after the nationalisation of the railways, in the basis for the reporting of accidents, and all the statistics for 1957 and for earlier years contained in the Report are comparable, except those for the years 1940-1945, when a modified form of reporting, covering fatalities and serious injuries only, was in force. All accidents to passengers or other persons, excluding railway servants, are required to be reported, however slight the injuries may be. For railway servants, only those accidents which cause absence from ordinary work for more than three days are required to be reported. Personal injuries are classified as "serious" or "minor". Serious injuries are defined as "amputations of limbs, a fracture or dislocation, internal injuries, loss of an eye, burns or scalds, and any other injury of similar serious character likely to cause protracted disablement". Any person so severely injured as to die after an accident, but before the date of the Report, is included as a fatality.

The number of railway servants killed during 1958 was 130, compared with 176 in 1957, 171 in 1956, and an annual average of 183 during the period 1951-1955. The numbers injured totalled 14,510 in 1958, 15,538 in 1957, 15,519 in 1956, compared with an annual average of 16,637 in the years 1951-1955. Of the railway servants injured in 1958, 1,490 were seriously, and 13,020 were slightly, injured.

Reported accidents are classified in three main groups: (1) train accidents (*i.e.*, to trains and rolling stock on or affecting a passenger railway) and failures of rolling stock, track and structures; (2) movement accidents (*i.e.*, those connected with the movement of railway vehicles, exclusive of train accidents); and (3) non-movement accidents (*i.e.*, those on railway premises not connected with the movement of any railway vehicles). The total of 130 railway servants who were killed in accidents in 1958 included five killed in train accidents, 117 in movement accidents and 8 in non-movement accidents. Of those seriously injured, 28 sustained their injuries in train accidents, 467 in movement accidents and 995 in non-movement accidents. The corresponding figures for minor injuries were 90, 1,492 and 11,438 respectively.

Detailed analyses of the figures relating to all railway accidents which occurred in 1958 are given in the Report, which also contains brief summaries of the 15 train accidents which were the subject of Inquiry, notes on other accidents, and a review of the year. Appendices to the Report contain detailed statistical and other information.

Digest of Pneumoconiosis Statistics

The Digest of Pneumoconiosis Statistics, 1958, has recently been issued by the Ministry of Power and published by H.M. Stationery Office, price 3s. 6d. net (3s. 10d. including postage). The statistics given in the Digest have been obtained from the Ministry of Pensions and National Insurance and the National Coal Board; they relate to cases of pneumoconiosis in the mining and quarrying industries during 1958.

An introductory note to the Digest points out that pneumoconiosis is the result of many years of exposure to dust in the mining and quarrying industries. The majority of cases now being diagnosed relate to men in the older age groups and are the product of dust conditions of many years ago, before the present arrangements for dust suppression were in operation. Increases in numbers of new certifications are mainly attributable to increasing awareness of the disease, as a result of which workers are showing a greater readiness to be X-rayed. Mass miniature radiography and other X-ray surveys at the collieries chosen for research on pneumoconiosis have undoubtedly contributed to this awareness. Rises in figures of certifications in any area should not, therefore, necessarily be taken as an indication that the true prevalence of the disease is increasing. The Digest gives an outline of legislation relating to pneumoconiosis, a term which since 1943 has included silicosis and asbestosis, and explains some of the terms used in the Tables of statistics.

The Digest contains statistics for the year 1958 giving the numbers of medical boardings and of diagnoses of pneumoconiosis under the National Insurance (Industrial Injuries) Acts, analysed, for each of the industries, according to the percentage assessment of disablement and by age-groups of claimants, and of letters of advice issued as to the dust conditions under which work ought to be continued. In the case of coal mining, separate figures are given for each

National Coal Board area, together with statistics of the employment of men suffering from pneumoconiosis. Statistics are also given of the numbers of certifications dealt with in 1958 under the Workmen's Compensation Acts, 1925-1945, in respect of deaths and disablement in connection with compensation or benefit schemes relating to silicosis or pneumoconiosis. Other Tables in the Digest contain statistics of awards and cessations during 1958 of disablement allowances granted under the Pneumoconiosis and Byssinosis Benefit Scheme, together with analyses by age and by industry of the number of allowances in force at 31st October, 1958. Figures are also given of the number of death benefit awards made under the National Insurance (Industrial Injuries) Acts and the Pneumoconiosis and Byssinosis Benefit Scheme.

Safety in the Use of Abrasive Wheels

The latest booklet in the new series on safety, health and welfare (see the issue of this GAZETTE for May, 1959, page 174), No. 4, entitled "Safety in the Use of Abrasive Wheels", has now been published.

The booklet, which is illustrated by photographs and diagrams, describes the characteristics of abrasive wheels, and deals with the safety aspects of their use, storage and mounting. It points out that most accidents caused by the breakage of abrasive wheels are avoidable if there is appreciation of the risks involved in their use and of the safety precautions which should be taken. Because the risk of breakage is inherent in every abrasive wheel, protection against "bursts" is necessary. For this purpose wheel guards are essential. Types of guards, materials for their construction and additional precautions which should be taken are described. Advice is given on precautions which should be taken to prevent injuries resulting from contact with a wheel while it is in motion.

Numerous eye injuries are caused by particles thrown off from the wheel or from the work being ground. The booklet draws attention to the need for the provision of suitable goggles or effective screens, or of both.

The booklet points out that advice and information on the legal requirements of the Factories Acts and of the Regulations made under the Act affecting the use of abrasive wheels is freely available from Factory Inspectors.

This publication can be obtained from H.M. Stationery Office, price 4s. net (4s. 5d. including postage).

Miscellaneous Mines in Great Britain

The Ministry of Power have prepared a list of miscellaneous mines (i.e., mines other than coal, stratified ironstone, shale or fireclay) in Great Britain, giving the names and addresses of owners, the names and addresses of mines, and the minerals worked. Copies of the list, giving particulars of nearly 200 mines, may be obtained on application to the Ministry of Power, Safety and Health Division, Thames House South, Millbank, London, S.W.1, price 5s. net, including postage. The list will be revised annually.

COMMITTEE OF INVESTIGATION INTO DISPUTE AT SHELL SITE, SOUTH BANK, LONDON

On 24th December, 1959, the Minister of Labour appointed, under the Conciliation Act, 1896, Mr. Roy M. Wilson, Q.C., to be Chairman, and Mr. D. K. Rollit, O.B.E., and Mr. W. D. Goss, O.B.E., to be members of a Committee of Investigation to enquire into the causes and circumstances of the dispute concerning the terms and conditions of employment of members of the Electrical Trades Union employed by F. H. Wheeler and Co. Limited, at the Shell Centre Site, South Bank, London, S.E.1, and to make recommendations. The Committee began its work in London on Monday, 11th January, 1960.

NATIONAL INSURANCE

Contracting Out of New Graduated Pension Scheme: Appeals Procedure

On 12th December, 1959, the Minister of Pensions and National Insurance made the National Insurance (Non-participation—Appeals and References) Regulations, 1959. These Regulations came into operation on 18th December, 1959. The preliminary draft Regulations had been submitted to the National Insurance Advisory Committee (see the issue of this GAZETTE for September, 1959, page 336) and, subject to certain recommendations, approved by them in their Report, which has been published by H.M. Stationery Office as House of Commons Paper No. 49 (Session 1959-60). The effect of the Regulations, which embody the alterations recommended by the Committee, is broadly as set out in the article on page 336 of the September, 1959, GAZETTE. Earlier Regulations dealing with the appointment of the Registrar of Non-Participating Employments, the procedure for contracting out and the conditions under which occupational schemes may be recognised for this purpose, came into operation on 13th November, 1959 (see the issue of this GAZETTE for December, 1959, page 439).

Copies of the Regulations (S.I. 1959 No. 2119) and the Report of the National Insurance Advisory Committee (H.C. No. 49), can be obtained from H.M. Stationery Office, prices 3d. (5d. including postage) and 6d. (8d. including postage), respectively.

Reciprocal Arrangements between the United Kingdom and Canada

On 21st December, 1959, Her Majesty in Council made the Family Allowances and National Insurance (Canada) Order, 1959. The Order gives effect to the arrangements announced in the House of Commons by the Minister of Pensions and National Insurance on 17th December, 1959, by which people coming from Canada to the United Kingdom will qualify more quickly for family allowances, unemployment benefit and retirement pensions in this country from 1st January, 1960.

Families from Canada will begin drawing family allowances immediately if they have become ordinarily resident in this country.

People aged 70 or over who claim retirement pensions after a prescribed period of residence in this country will be allowed to count each week of residence in Canada as a National Insurance contribution paid in this country. Thus, in the extreme case, a man who left this country at the age of 18 and stayed in Canada till the age of 69 can return to this country and begin drawing a retirement pension after one year's residence.

These new arrangements will enable people coming to this country from Canada to qualify for the United Kingdom benefits involved as quickly as people going to Canada from the United Kingdom can already qualify for the corresponding Canadian benefits.

Copies of the Order (S.I. 1959 No. 2216) can be obtained from H.M. Stationery Office, price 4d. net (6d. including postage).

INTERNATIONAL LABOUR ORGANISATION

Sixth Session of the Building, Civil Engineering and Public Works Committee

The Sixth Session of the Building, Civil Engineering and Public Works Committee was held in Geneva from 19th to 30th October, 1959 (see the issue of this GAZETTE for October, 1959, page 366). The Session was attended by tripartite delegations from 20 of the 21 countries, including the United Kingdom, which are members of the Committee.

In addition to the General Report, which was discussed in plenary session, the agenda included two technical items, namely International Migration of Labour in the Construction Industry, and Young Workers in the Construction Industry. On the former subject the Committee adopted a Resolution expressing the view that the international migration of workers should be regulated by intergovernmental agreements or arrangements, relating to migrants generally or restricted to workers in the construction industry, and that employers' and workers' organisations in the countries of emigration and immigration should be consulted about the details of the agreements. The Resolution also referred to the need for the interchange of information, training facilities and the practical application of the general principles laid down in the International Labour Organisation Convention No. 97 concerning Migration for Employment, Article 6. The Conclusions adopted concerning young workers in the construction industry stated that it is essential to ensure greater stability in the industry if young workers are to be attracted to it and that employers' and workers' organisations and Governments, each in so far as they may be concerned, should take appropriate measures to assess periodically the need for additional workers in the industry and to attract and retain young workers by arranging for their recruitment, induction and training and providing such conditions of work and possibilities of advancement as will encourage young workers to make a life career in the industry.

In accordance with the normal practice, the conclusions of the Committee will be considered by the Governing Body of the International Labour Office.

Report on 43rd Session of International Labour Conference

The Minister of Labour has presented to Parliament the Report by the delegates of the United Kingdom Government to the 43rd Session of the International Labour Conference which was held in Geneva from 3rd to 25th June, 1959. The Report has been published by H.M. Stationery Office as a Command Paper (Cmd. 923), price 3s. 6d. (3s. 10d. including postage). The Government delegates were Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Chief International Labour Adviser to Her Majesty's Government, Deputy Secretary, Ministry of Labour, and United Kingdom Government representative on the Governing Body of the International Labour Office, and Mr. G. C. Veysey, C.B., Under Secretary, Ministry of Labour. Sir Guildhaume, who has represented the United Kingdom at sessions of the Conference for over 20 years, was on this occasion attending in that capacity for the last time. Sir Richard Snedden, C.B.E., LL.D., Chairman of the International and Industrial Relations Standing Committees and Member of the General Purposes Committee and Council of the British Employers' Confederation, and Member of the Governing Body of the International Labour Office, was the Employers' delegate, and 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 the Workers' delegate.

Four new international instruments were adopted at the 43rd Session of the Conference. Three of these were Conventions concerning the conditions of work of fishermen and one was a

Recommendation providing for the organisation of health services in places of employment. The Report says that "the will to reach agreement through negotiation and compromise on issues which were often controversial, which these results reflect, was an encouraging feature of the Session". The main provisions of these instruments and other points made in the Report are summarised below.

Conditions of Employment for Fishermen

The first of the Conventions adopted provides that with certain exceptions children under fifteen years of age shall not be employed or work on fishing vessels, and that young persons under the age of eighteen shall not be employed as trimmers or stokers on coal-burning fishing vessels.

The second Convention states that no person shall be employed on a fishing vessel unless he provides a medical certificate attesting to his fitness for the work. Those under twenty-one years of age are to be medically examined once a year and older persons as the appropriate authority decides. The Report explains that the United Kingdom delegates did not vote for this Convention as in their view "there was no sufficient reason of an industrial or social nature, for providing for annual medical examinations for young persons between 18 and 21 years of age, nor for the periodical examination of older fishermen generally".

The third Convention provides for articles of agreement to include certain specified particulars to be signed by the owner of the vessel (or his representative) and by the fisherman. It also provides for the maintenance of employment records for fishermen and for a record of his services in regard to each voyage or venture to be available to each fisherman or entered in his Service Book. Provision is made for national law, collective agreements or individual agreements to determine the circumstances in which a fisherman may be discharged or demand discharge.

Occupational Health Services in Places of Employment

The Recommendation on the Organisation of Occupational Health Services in Places of Employment enumerates the functions of such services, having first stated that their role is essentially preventive. The list of functions includes surveillance within the undertaking of all factors which may affect the health of workers, and advice in this respect to management and to workers or their representatives in the undertaking; pre-employment, periodical and special medical examinations; training of first-aid personnel and supervision and maintenance of first-aid equipment; education of works personnel in health and hygiene; compilation and periodic review of relevant statistics and research in occupational health. The United Kingdom Government, Employers' and Workers' delegates all voted in favour of this Recommendation.

Other Matters

Two subjects were also discussed for the first time with a view to the adoption of international regulations at the 1960 Conference; they were the Protection of Workers against Ionising Radiations, and Consultation and Co-operation between Public Authorities and Employers' and Workers' Organisations at the Industrial and National Levels.

Four Resolutions were adopted on questions not on the agenda of the Conference, including one calling for an expansion of the operational activities of the International Labour Organisation.

The Report summarises the decisions and debates at the Conference, which was attended by delegations from 75 of the 80 Member States and from 15 non-metropolitan territories, including tripartite observer delegations from three British non-metropolitan territories.

Minister of Labour's Address

The then Minister of Labour, the Rt. Hon. Iain Macleod, M.P., addressed the Conference during the debate on the Director General's Report. Mr. Macleod, in view of the 40th Anniversary of the International Labour Organisation, which was celebrated during the Conference, reaffirmed the support which the United Kingdom has given consistently to the Organisation since its establishment. He said that the most obvious single change in the work of the Organisation during the forty years of its existence was the shift in the balance of its activities towards the service of the economically underdeveloped countries. In connection with the Organisation's programme to meet the needs of these countries, the Minister stressed, in particular, progress with the programme of workers' education. The Minister went on to speak of the place of voluntary organisations in the United Kingdom and said that he hoped the International Labour Organisation would spread its net as widely as possible to allow non-official as well as official bodies to help the work of social progress.

Political Issues

Two issues again gave rise to serious controversy. These were the questions of the credentials of the Hungarian delegation and that of Communist employer membership of Conference committees. In 1958 the announcement, during the Conference, of the execution of Mr. Imre Nagy and his colleagues had resulted in such an upsurge of feeling against the Government of Hungary that the Conference, deprived as it was of any other means of expressing its revulsion, rejected the credentials of the whole of the Hungarian delegation. "It was hoped", the Report says, "that, in the absence of any such event this year, it would be possible to follow the lead given in the interval by the General Assembly of the United Nations and to defer taking a decision on the Hungarian credentials until that body itself took such a decision. Unfortunately, this hope was belied. The feelings aroused against the Hungarian Government had not subsided sufficiently to permit any such course, and our proposal to the Conference . . . to link the postponement of a decision with condemnation of the past actions of the Hungarian Government and the expression of hope for a more co-operative

attitude on its part, was rejected; the whole Hungarian delegation, Government, employers and workers, was excluded from the Conference, and in protest at this the Eastern European bloc temporarily left the Conference."

Commenting on this, the delegates say that if the political and legal issues are to be confused, and if the International Labour Organisation is to be used as a political organisation, its future may well be in danger. "Nothing is more needed today," they add, "than influences that may help to draw the nations of the world together. The International Labour Organisation can make a substantial contribution to this end, so long as it does not permit itself merely to reflect the divisions and conflicts that exist outside it."

For a number of years a majority of the Employers' Group have rejected requests by Communist employers for participation in committees of the Conference, and this question again aroused controversy. The delegates register disappointment that proposals submitted by the Governing Body to resolve the difficulties were not accepted by the Conference as they stood. They also express regret that when amended proposals were adopted by the Conference the decision was not accepted by all sides in a spirit of compromise. "The Conference was entitled to expect that its decision would be respected, that all parties would try to make the best of it, and that some time would be allowed to pass and some experience to be gained before the procedural discussion was again taken up." The delegates express the hope that at future sessions this expectation will be realised.

The Report records the strength and value of the collaboration between the countries of the British Commonwealth which once again existed at this session of the Conference.

Appendices to the Report

Appendices to the Report set out the texts of the Conventions, the Recommendation and the Resolutions adopted by the Conference.

LABOUR OVERSEAS

Average Hours of Work, Earnings, etc., in the Leather and Footwear Industries in Italy

The Italian Ministry of Labour and Social Security undertakes a monthly enquiry of employers in a number of industries in regard to hours of work and earnings. The following figures for the month of September, 1958, which have been taken from the *Rassegna di Statistiche del Lavoro* (July-August, 1959), give details of average daily and monthly hours of work, and average hourly earnings in the leather and footwear industries 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; amounts have been rounded to the nearest penny.

	Average daily hours of work	Average monthly hours of work	Average hourly earnings
Tanning and leather industry . . .	7.8	169.5	s. d. 2 3
Footwear manufacture . . .	7.9	158.0	1 9

Employers' contributions for social security purposes include compulsory payments to various insurance funds covering pensions, sickness, maternity, industrial injuries, unemployment, family allowances, housing, and wages equalisation. Employers' contributions to social security schemes in the leather industry in 1957, calculated on average hourly earnings for the year, totalled approximately 43 per cent. of earnings (excluding family allowances). The corresponding approximate figure for the footwear industry was 47 per cent. of earnings.

The paid annual holiday for manual workers is of 12 days' duration, with increments for seniority and skill, up to a maximum of 30 days after 20 years' service. In addition, there are 17 paid public holidays a year.

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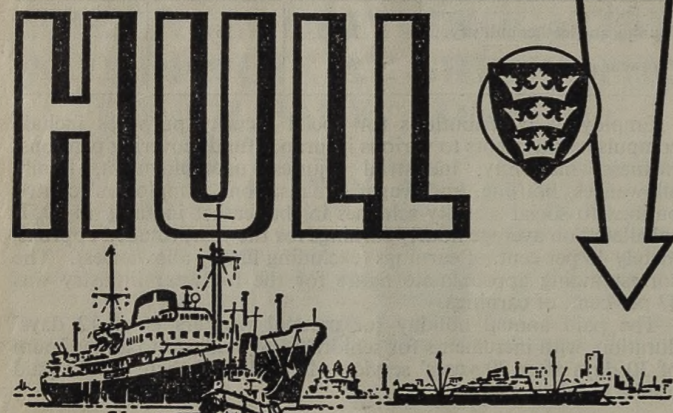
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Labour Overseas—continued

Average Hours of Work, Earnings, etc., in the Leather, Leather Goods, and Footwear Industries in Germany

The particulars which follow, relating to the leather, leather goods and footwear industries in the German Federal Republic, have been obtained from the report for May, 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 leather, leather goods and footwear industries. For the purpose of conversion into sterling, the Exchange Rate of 11.76 Deutschemarks = £1 has been used; amounts have been 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 52 per cent. of the total labour force engaged in the leather, leather goods and footwear industries. 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.

Leather

	Average Weekly Hours of Work	Average Hourly Earnings	Average Weekly Earnings
		s. d.	s. d.
Male Workers:			
Skilled	36.9	4 3	196 7
Semi-skilled .. .	36.9	4 0	182 8
Unskilled	37.0	3 3	147 10
Average	36.9	2 4	184 4
Female Workers:			
Skilled	34.1	3 3	145 10
Semi-skilled .. .	36.9	2 10	124 10
Unskilled	35.7	2 7	113 3
Average	35.7	2 9	120 7
Average all Workers ..	36.7	3 9	170 3

Leather Goods

	Average Weekly Hours of Work	Average Hourly Earnings	Average Weekly Earnings
		s. d.	s. d.
Male Workers:			
Skilled	36.4	3 11	181 0
Semi-skilled .. .	36.1	3 5	152 8
Unskilled	37.6	2 8	122 4
Average	36.4	3 9	170 1
Female Workers:			
Skilled	32.8	2 11	131 1
Semi-skilled .. .	35.3	2 6	113 3
Unskilled	36.1	2 2	93 6
Average	35.5	2 5	160 0
Average all Workers ..	35.8	2 11	129 10

Footwear

	Average Weekly Hours of Work	Average Hourly Earnings	Average Weekly Earnings
		s. d.	s. d.
Male Workers:			
Skilled	35.9	4 4	193 10
Semi-skilled .. .	36.0	3 8	162 3
Unskilled	36.6	2 6	109 8
Average	36.0	3 11	172 3
Female Workers:			
Skilled	35.0	3 6	149 11
Semi-skilled .. .	34.9	3 0	130 1
Unskilled	34.6	2 5	104 9
Average	34.8	2 11	124 11
Average all Workers ..	35.3	3 4	145 0

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. The average total contribution appears to approximate to 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.

EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment* in Great Britain in November

GENERAL SUMMARY

During November the number in civil employment is estimated to have increased by 21,000 to 23,257,000. Increases occurred in distribution, in nearly all manufacturing industries, especially engineering, and in professional services; the largest reductions occurred in seasonal industries, especially agriculture and fishing, building and contracting and hotels and catering.

The Employment Exchanges filled 99,000 vacancies in the three-week period ended 2nd December. The number of vacancies notified to Exchanges but remaining unfilled at 2nd December was 251,000; this was 6,000 more than in November.

The number of operatives working overtime in manufacturing industries in the week ended 21st November was 1,764,000, which was 258,000 more than three months ago and 400,000 more than a year ago. In the same week the number of operatives working short-time in manufacturing industries was 29,500; this was the same as at the end of October and 130,000 less than a year previously.

There were 421,000 persons registered as unemployed on 7th December, of whom 410,000 were wholly unemployed and 11,000 temporarily stopped from work. Between 16th November and 7th December, unemployment fell by almost 10,000, the reduction being entirely among the wholly unemployed.

The main changes were in the seasonal industries, unemployment increasing by 2,800 in fishing, almost entirely among temporarily stopped workers, and decreasing by 2,900 among persons not classified by industry including 1,000 school leavers, 1,800 in the distributive trades, 1,600 in transport and communication and 1,200 in hotels and catering. Manufacturing as a whole fell by 3,200.

Expressed as a proportion of the estimated number of employees, unemployment in December was 1.9 per cent.; in November it was 2.0 per cent., and in December, 1958, it was 2.4 per cent. The number of persons unemployed for more than eight weeks was 222,000—54 per cent. of the wholly unemployed.

It is estimated that the total working population† at the end of November was 24,210,000, an increase of 13,000 compared with the end of October.

GENERAL MAN-POWER POSITION

The broad changes in the man-power situation between end-October and end-November, 1959, are shown in the following Table, together with the figures for recent months and end-November, 1958.

(End of Month)

	Nov., 1958	Sept., 1959	Oct., 1959	Nov., 1959	Change during Nov., 1959
Number in Civil Employment ..	23,043	23,203‡	23,236‡	23,257	+ 21
Men	15,231	15,320‡	15,320‡	15,310	- 10
Women	7,812	7,883	7,916	7,947	+ 31
Wholly Unemployed§	483	402	414	413	- 1
Temporarily Stopped§ .. .	52	11	11	11	- 1
Total Registered Unemployed§	535	413	425	424	- 1
H.M. Forces and Women's Services	594	551	547	540	- 7
Men	580	536	532	525	- 7
Women	14	15	15	15	...
Total Working Population† ..	24,126	24,157‡	24,197‡	24,210	+ 13
Men	16,161	16,147‡	16,151‡	16,136	- 15
Women	7,965	8,010	8,046	8,074	+ 28

* The figures of employment are provisional and subject to revision in the light of more complete information to be obtained on the basis of the count of national insurance cards in mid-1959.

† 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 is not shown separately in the Table). Part-time workers are counted as full units.

‡ Amended figure.
§ 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 of the total numbers in civil employment by broad industrial groups* is given in the Table below.

(End of Month)

Industry or Service	Nov., 1958	Sept., 1959	Oct., 1959	Nov., 1959	Change during Nov., 1959
Agriculture and Fishing ..	998	1,029	1,015	980	- 35
Mining and Quarrying ..	846	810	804	801	- 3
Chemicals and Allied Trades ..	537	546	548	550	+ 2
Metal Manufacture	550	562	566	570	+ 4
Vehicles	1,224	1,257	1,262	1,268	+ 6
Engineering, Metal Goods and Precision Instruments ..	2,799	2,833	2,848	2,865	+ 17
Textiles	857	860	864	869†	+ 5
Clothing (inc. Footwear) ..	636	642	642	643	+ 1
Food, Drink and Tobacco ..	932	939	940	938	- 2
Other Manufactures	1,580	1,615	1,627	1,634	+ 7
Total in Manufacturing Industries ..	9,115	9,254	9,297	9,337	+ 40
Building and Contracting ..	1,499	1,514‡	1,514‡	1,501	- 13
Gas, Electricity and Water ..	376	374	374	374	...
Transport and Communication ..	1,681	1,665	1,657	1,649	- 8
Distributive Trades	2,999	2,966	2,989	3,035	+ 46
Professional, Financial and Miscellaneous Services ..	4,232	4,289	4,285	4,280	- 5
National Government Service ..	525	520	520	520	...
Local Government Service ..	772	782	781	780	- 1
Total in Civil Employment	23,043	23,203‡	23,236‡	23,257	+ 21

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 November, 1958, and September, October and November, 1959. 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, building and contracting and 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 for those shown below, are omitted from the Table.

* Based on the 1948 edition of the "Standard Industrial Classification."
† Cotton—210,000. Wool—206,000. Other textiles—453,000.
‡ Amended figure.

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, agriculturists, 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 7th December was 4,514; this figure included 3,362 registrants who were already in work but desired a change of employment, and 1,152 registrants who were unemployed.

The numbers of vacancies notified, filled, etc., are shown below 17th November and 7th December, 1959 (3 weeks) between 17th

Vacancies outstanding at 17th November	4,443
„ notified during period	442
„ filled during period	62
„ cancelled or withdrawn	312
„ unfilled at 7th December	4,511

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 31st December, 1959, 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†	35,340	1,358	2,166	38,864
Double Day Shifts‡	13,584	345	781	14,710
Long Spells	6,643	257	710	7,610
Night Shifts	2,402	633	—	3,035
Part-time Work§	2,464	—	1	2,465
Saturday Afternoon Work	730	26	—	756
Sunday Work	430	42	13	485
Miscellaneous	211	2	8	221
Total	61,804	2,663	3,679	68,146

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 7th December, 1959.

	Men	Women	Total
Number of persons admitted to courses during period	759	97	856
Number of persons in attendance at courses at end of period	1,335	189	1,524
Number of persons who completed courses during period	599	79	678

Up to 7th December, 1959, the total number of persons admitted to these courses was 107,971, including 3,058 blind persons.

* 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 271 persons employed on double day 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.

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 2,948,400 in September, 1959, an increase of 0.4 per cent. compared with the previous month and an increase of 2.1 per cent. compared with September, 1958.

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 September, 1959, in the establishments covered by the returns, was 0.9 per cent. higher than in the previous month and 2.8 per cent. higher than in September, 1958. The number of persons employed in manufacturing industries in September was 1.5 per cent. higher than in the previous month and 2.5 per cent. higher than in September, 1958.

UNION OF SOUTH AFRICA

Figures compiled by the Department of Mines showed that the numbers employed in the mining industry, excluding quarries, were 594,972 in August, 1959, compared with 599,008 in the previous month and 558,029 in August, 1958. The number of persons (all occupations) registered at Government Employment Exchanges as unemployed was 28,413 at the end of August, compared with 28,722 at the end of the previous month and 20,045 at the end of August, 1958.

UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in November, 1959, is estimated by the Department of Labor to have been approximately 52,658,000. This was about 0.2 per cent. higher than the (revised) figure for the previous month and 2.4 per cent. higher than in November, 1958. The number of production workers in manufacturing industries in November was 12,222,000, an increase of 0.1 per cent. compared with the previous month and an increase of 2.0 per cent. compared with November, 1958.

The Department of Labor estimated that the total number of unemployed persons at the middle of November was about 3,670,000, compared with 3,272,000 at the middle of the previous month and 3,833,000 at the middle of November, 1958.

BELGIUM

The average daily number of persons recorded as wholly unemployed during October, 1959, was 105,905, compared with 102,004 in the previous month and 104,966 in October, 1958. Partial unemployment accounted in addition for a daily average loss of 51,238 working days. The total number of working days lost in October by persons wholly unemployed was 2,541,928, while 1,228,963 days were lost as a result of partial unemployment.

FRANCE

The number of persons registered as applicants for employment at the beginning of November, 1959, was 134,730, of whom 32,137 were wholly unemployed persons in receipt of assistance. The corresponding figures were 118,110 and 29,619 at the beginning of the previous month and 101,974 and 17,551 at the beginning of November, 1958.

GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of November, 1959, was 230,605, compared with 197,061 at the end of the previous month and 431,807 at the end of November, 1958. In the Western Sectors of Berlin the corresponding figures at the same dates were 43,001, 38,367 and 71,774.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 12th December, 1959, was 62,104, compared with 60,732 at 14th November and 65,918 at 13th December, 1958.

NETHERLANDS

Provisional figures show that the number of persons wholly unemployed at the end of October, 1959, including persons who are relief workers as well as those in receipt of unemployment benefit, was 54,607, compared with 53,096 at the end of the previous month and 75,950 at the end of October, 1958. The number of persons included in the total who were employed on relief work was 8,134 at the end of October, compared with 7,567 at the end of September and 9,528 at the end of October, 1958.

SWEDEN

Preliminary information from the Employment Exchanges showed that, at the middle of October, 1959, the total number of persons registered as unemployed was 27,695, compared with 26,329 (revised figure) in September and 36,907 in October, 1958. Members of approved insurance societies who were unemployed and included in the total for October numbered 17,669, or 1.3 per cent. of all members, the same percentage as in the previous month, compared with 1.7 per cent. in October, 1958.

WAGES, RETAIL PRICES, DISPUTES, ETC.

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Changes in Rates of Wages and Hours of Labour

RATES OF WAGES

Changes in December

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in the United Kingdom during December resulted in an aggregate increase estimated at approximately £61,000 in the weekly full-time wages of about 354,000 workpeople.

The principal increases affected workpeople employed in food manufacture, cocoa, chocolate and sugar confectionery manufacture, building brick and allied industries in England and Wales, and the wholesale grocery and provision trade in England and Wales. Others receiving increases included iron and steel workers and workers employed in shirt, collar, tie, etc., making in Northern Ireland.

Weekly increases of 6s. 6d. for men and 4s. 6d. for women became payable to workers in the food manufacturing industry. For employees of firms operating agreements of the Joint Industrial Council for the Cocoa, Chocolate and Confectionery Manufacturers' Industrial Group there were weekly increases of 6s. and 4s. for men and women respectively. The minimum basic time rate for adult male workers established by the National Joint Council for the Building Brick and Allied Industries was increased by 1½d. an hour. In the wholesale grocery and provision trade in England and

Wales new minimum rates were agreed resulting in increases of 6s. 6d. a week for men and 5s. for women.

Iron and steel workers received small increases under sliding-scale arrangements based on the official index of retail prices. General minimum time rates fixed by the Shirtmaking Wages Council in Northern Ireland were increased by 3d. an hour for male workers and by 2½d. or 1d., according to occupation, for female workers.

Of the total increase of £61,000, about £49,000 resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about £7,000 was the result of Orders made under Wages Councils Acts; about £4,000 resulted from the operation of sliding scales based on the official index of retail prices; and the remainder resulted from direct negotiations between employers and workpeople or their representatives.

HOURS OF LABOUR

Normal weekly working hours for dayworkers in the printing ink and roller manufacturing industry were reduced from 43½ to 42.

Changes in Rates of Wages and Hours in 1959

A special article dealing with these changes appears on pages 4 to 6 of this issue of the GAZETTE.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER

(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 LABOUR, 1ST APRIL, 1959," on which details for 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
Forestry	Great Britain (5)	7 Dec.	Skilled male and female forest workers employed by the Forestry Commission	Increases of 2s. a week (7s. to 9s.) in the lead rate paid above the minimum adult rate for male and female grade 1 workers, and of 1s. (3s. 6d. to 4s. 6d. for male workers and 3s. to 4s. for female workers) for grade 2 workers. Rates after change: male workers, grade 1 168s. 6d. a week, grade 2 164s., female workers, grade 1 129s. 6d., grade 2 124s. 6d.
Mining and Quarrying	West Cumberland (10)	28 Dec.	Limestone quarrymen	Cost-of-living net addition to wages increased† by 1d. a shift (9s. 1d. to 9s. 2d.) for men and youths 18 and over, and by ½d. (4s. 6½d. to 4s. 7d.) for boys.
	South and West Durham	7 Dec.	Limestone quarrymen	Cost-of-living payment increased† by 1d. a shift (8s. 1d. to 8s. 2d.) for men and youths 18 and over, and by ½d. (4s. 0½d. to 4s. 1d.) for boys under 18.
	Great Britain (13)	Beginning of first full pay period following 13 Dec.	Workers employed in silica and moulding sands quarrying	Increases of 1½d. an hour in the minimum basic rate for adult male workers, and of 1d. or 1½d. according to age, for younger workers. Existing job differential rates for able-bodied adult male workers to be maintained as surpluses to the new minimum basic rate. Minimum basic rates after change: adult male timeworkers 3s. 9½d. an hour, youths and boys 1s. 11½d. at 15 rising to 3s. 5d. at 20.
Baking	Cleveland (14)	7 Dec.	Ironstone mineworkers	Cost-of-living payment increased† by 1.2d. a shift (10s. 1.2d. to 10s. 2.4d.) for men and youths 18 and over, and by 0.6d. (5s. 0.6d. to 5s. 1.2d.) for boys under 18.
	Cumberland (14)	28 Dec.	Iron-ore workers	Cost-of-living net addition to wages increased† by 1d. a shift (9s. to 9s. 1d.) for men and youths 18 and over, and by ½d. (4s. 6d. to 4s. 6½d.) for boys.
	North Lincolnshire	6 Dec.	Ironstone miners and quarrymen	Cost-of-living bonus payment increased† by 1.3d. a shift (8s. 4.1d. to 8s. 5.4d.) for men, by 0.97d. (6s. 3.08d. to 6s. 4.05d.) for youths 18 and under 21, and by 0.65d. (4s. 2.05d. to 4s. 2.7d.) for boys under 18.
	Notts., Leics., parts of Lincs., Northants, and Banbury	6 Dec.	Ironstone miners and quarrymen and limestone quarrymen	Cost-of-living payment increased† by 1.36d. a shift (8s. 1.92d. to 8s. 3.28d.) for men, by 1.02d. (6s. 1.44d. to 6s. 2.46d.) for youths 18 and under 21, and by 0.68d. (4s. 0.96d. to 4s. 1.64d.) for boys under 18.
Cocoa, Chocolate and Sugar Confectionery Manufacture	Northern Ireland (21) (254)	30 Dec.	Doughmakers, ovenmen and confectionery mixers— Workers other than Sunday workers or early morning workers	Increase in general minimum time rates of 2s. 6d. a week. General minimum time rates after change for dayworkers, inclusive of "additional payments": Belfast and district† 208s. a week, all other areas 202s. 9d.‡
			Sunday workers	Increase in general minimum time rates of 2s. 11d. a week. General minimum time rates after change for dayworkers: Belfast and district† 236s. 5d. a week, County of the City of Londonderry 230s. 7d., all other areas 229s. 10d.‡
			Early morning workers	Increase in general minimum time rates of ½d. or 1d. an hour according to period worked. General minimum time rates after change for each hour worked on a week-day between midnight and 6 a.m.: Belfast and district† 6s. 10½d. an hour, County of the City of Londonderry 6s. 8½d., all other areas 6s. 7d.‡
	Great Britain (25)	21 Dec.	Male and female workers	Increases of 6s. a week in minimum rates for men 21 and over, of 4s. for women 18 and over, and of proportional amounts for younger workers. Minimum time rates after change: men 21 and over 166s. 6d. a week, women 18 and over 119s.; youths and boys 61s. 6d. at 15 rising to 141s. at 20 and under 21, girls 61s. 6d. at 15 rising to 87s. 6d. at 17 and under 18.‡

* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting clerical workers, for whom the information available is not sufficient to form a basis for statistics. The estimates of the effect of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short-time or of overtime.

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

‡ Embraces the County of the City of Belfast and districts situated within a radius of 15 statute miles therefrom.

§ These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 35 of this GAZETTE.

|| These increases were agreed by the Joint Industrial Council for the Cocoa, Chocolate and Confectionery Manufacturers' Industrial group and apply to workpeople employed by members of the group.

Principal Changes in Rates of Wages Reported during December—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Food Manufacture	Great Britain (27)	21 Dec.	Male and female workers	Increases in minimum time rates of 6s. 6d. a week for men 21 and over, of 4s. 6d. for women 18 and over, and of proportional amounts for younger workers. Minimum time rates after change: London (within a 15-mile radius from Charing Cross)—under 21 and over 168s. 6d. a week, women 18 and over 118s. 6d., youths and boys 59s. at 15 rising to 143s. 6d. at 20 and under 21, girls 59s. at 15 rising to 87s. 6d. at 17 and under 18; elsewhere—men 164s. 6d., women 116s. 6d., youths and boys 58s. to 140s. 6d., girls 58s. to 85s. 6d.*
Aerated Waters Manufacture	Scotland (33) (251)	28 Dec.	Male and female workers	Increases of 1½d. an hour in general minimum time rates for men 21 or over, of 1d. for women 19 or over, of ¾d., ¾d., 1d. or 1½d., according to age, for youths and boys, and of ¼d. or ¾d. for girls. General minimum time rates after change include: men 21 or over 3s. 2d. an hour (or 152s. a week of 48 hours), women 19 or over 2s. 3d. (or 108s.); Orkney and Shetland Islands—1d. an hour less in each case.†
Coke Manufacture	Scotland, Cumberland, South Durham, Cleveland, Lancashire, Lincolnshire, Northants, and South Wales (certain firms)‡	6 Dec.	Workers employed at coke oven plants attached to blast-furnaces	Cost-of-living payment increased§ by 1-3d. a shift (8s. 4-1d. to 8s. 5-4d. for shift-rated workers) or by 0-18d. an hour (13-65d. to 13-83d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-97d. a shift (6s. 3-08d. to 6s. 4-05d.) or by 0-13d. an hour (10-24d. to 10-37d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (4s. 2-05d. to 4s. 2-7d.) or by 0-08d. an hour (6-83d. to 6-91d.) for boys and for girls doing boys' work.
Printing Ink and Roller Manufacture	Great Britain (39)	6 Aug.‡	Male and female workers	Increase in basic minimum wage rates of 4½ per cent. resulting in increases ranging from 8s. to 9s. 3d., according to occupation and area, for adult male workers, and of 6s. for adult female workers, with proportional increases for juveniles. Minimum rates after change, inclusive of cost-of-living bonus of 12s. a week for men and 9s. for women, include: adult male workers—grade 1 occupations, London (within a radius of 20 miles from Charing Cross) 228s. 3d. a week, Provinces 217s. 9d., grade 2 217s. 9d., 208s. 6d., grade 3 212s. 9d., 203s. 9d., grade 4 210s., 201s. 6d., grade 5 207s. 6d., 199s.; women 21 and over (qualified) 147s. 9d.¶
Pig Iron Manufacture	England and Wales and certain works in Scotland** (42)	6 Dec.	Workers employed at blast-furnaces, except those whose wages are regulated by movements in other industries	Cost-of-living payment increased§ by 1-3d. a shift (8s. 4-1d. to 8s. 5-4d. for shift-rated workers) or by 0-18d. an hour (13-65d. to 13-83d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-97d. a shift (6s. 3-08d. to 6s. 4-05d.) or by 0-13d. an hour (10-24d. to 10-37d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (4s. 2-05d. to 4s. 2-7d.) or by 0-08d. an hour (6-83d. to 6-91d.) for boys and for girls doing boys' work.
Iron and Steel Manufacture	West of Scotland (42)	Pay period commencing nearest 1 Dec.	Workers employed at certain blast-furnaces, excluding those engaged on maintenance work	Cost-of-living payment increased§ by 1-3d. a shift (8s. 4d. to 8s. 5d. calculated to the nearest penny) for men, with usual proportions for youths.
	Great Britain†† (43)	7 Dec.	Workers employed at steel sheet rolling mills	Cost-of-living payment increased§ by 1-3d. a shift (8s. 4-1d. to 8s. 5-4d.) for men and women 21 and over, by 0-97d. (6s. 3-08d. to 6s. 4-05d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 2-05d. to 4s. 2-7d.) for those under 18.
Iron and Steel Manufacture	Great Britain†† (43)	6 Dec.	Workers employed in steel melting shops (melting, pitmen, slagmen, ladliemen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.)	Cost-of-living payment increased§ by 1-3d. a shift (8s. 4-1d. to 8s. 5-4d. for shift-rated workers) or by 0-18d. an hour (13-65d. to 13-83d. for hourly-rated workers) for men and women, by 0-97d. a shift (6s. 3-08d. to 6s. 4-05d.) or by 0-13d. an hour (10-24d. to 10-37d.) for youths and girls 18 and under 21, and by 0-65d. a shift (4s. 2-05d. to 4s. 2-7d.) or by 0-08d. an hour (6-83d. to 6-91d.) for those under 18.
	Great Britain†† (43)	6 Dec.	Workers employed at steel rolling mills	do. do.
	Great Britain†† (43)	6 Dec.	Roll turners and apprentices employed in steel works	Cost-of-living payment increased§ by 0-18d. an hour (13-65d. to 13-83d.) for craftsmen, by 0-13d. (10-24d. to 10-37d.) for apprentices 18 to 21, and by 0-08d. (6-83d. to 6-91d.) for apprentices under 18.
	Great Britain†† (43)	6 Dec.	Fully skilled maintenance craftsmen, and apprentices employed at coke oven and blast-furnace plants, in steel melting shops, and in steel rolling mills	do. do.
	Midlands and parts of South Yorks. and South Lancs. (43)	27 Dec.	Workers employed at iron puddling furnaces and iron and steel rolling mills and forges, other than those engaged on maintenance work	Cost-of-living bonus 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 workers 18 and under 21, and by 0-65d. (4s. 2-7d. to 4s. 3-35d.) for those under 18.
	West of Scotland (43)	Pay period beginning 28 Dec.	Workers, other than six-shift workers, employed at iron puddling forges and mills and sheet mills	Cost-of-living payment increased§ by 1-4d. a shift (8s. 11-8d. to 9s. 1-2d.) for men, by 1-05d. (6s. 8-85d. to 6s. 9-9d.) for youths 18 and under 21, and by 0-7d. (4s. 5-9d. to 4s. 6-6d.) for boys under 18.
	Great Britain†† (43)	6 Dec.	Six-shift workers	Cost-of-living payment increased§ by 0-19d. an hour for men, by 0-15d. for youths 18 and under 21, and by 0-1d. for boys under 18.
	Great Britain†† (43)	6 Dec.	Semi-skilled maintenance craftsmen, 21 and over, employed at blast-furnaces and in iron and steel works	Cost-of-living payment increased§ by 0-18d. an hour (13-65d. to 13-83d.).
South Wales and Monmouthshire§§ (43)	6 Dec.	Workers employed at steel rolling mills	Cost-of-living bonus increased§ by 1-2d. a shift (6s. 4-8d. to 6s. 6d. for skilled craftsmen, and 7s. 7-8d. to 7s. 9d. for other men) for men and women 18 and over, and by 0-6d. (3s. 2-4d. to 3s. 3d. or 3s. 9-9d. to 3s. 10-5d.) for those under 18.	
England and Scotland	6 Dec.	Bricklayers, apprentices, and bricklayers' labourers employed at blast-furnaces and in iron and steel works	Cost-of-living payment increased§ by 0-18d. an hour (13-65d. to 13-83d.) for men 21 and over, by 0-13d. (10-24d. to 10-37d.) for apprentices and youths 18 and under 21, and by 0-08d. (6-83d. to 6-91d.) for apprentices and boys under 18.	

* These increases were agreed by the Joint Industrial Council for the Food Manufacturers' Industrial Group and apply to workpeople employed by members of the group.

† These increases took effect under an Order issued under the Wages Councils Act. See page 34 of this GAZETTE.

‡ These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association.

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

|| This increase was agreed in December, 1959, with retrospective effect to the date shown.

¶ See also under "Changes in Hours of Labour".

** These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association or the Midland Merchant Blast Furnace Owners' Association, the principal districts in England and Wales being Cleveland, Durham, West Cumberland, North Lancashire, North Lincolnshire, North and South Staffordshire, Bilston, Derbyshire, Nottinghamshire, Leicestershire, Northamptonshire, South Wales and Monmouthshire (certain firms).

†† These increases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire, and the Glasgow district.

‡‡ These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire (except craftsmen), South Yorkshire (excluding Sheffield special steels district), Lincolnshire, South Wales and West of Scotland.

§§ These increases affected employees of firms which are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.

||| These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts in England being Cleveland, Cumberland, Lincolnshire and the North-East Coast area.

Principal Changes in Rates of Wages Reported during December—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Galvanising	England and Wales	7 Dec.	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. 4-1d. to 8s. 5-4d.) for men and women 21 and over, by 0-97d. (6s. 3-08d. to 6s. 4-05d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 2-05d. to 4s. 2-7d.) for those under 18.
Tube Manufacture	Newport and Llan-dore	6 Dec.	Male workers	Cost-of-living bonus increased* by 1-16d. a shift (8s. 2-02d. to 8s. 3-18d.) for men, by 0-773d. (5s. 5-318d. to 5s. 6-091d.) for youths 18 and under 21, and by 0-58d. (3s. 11-85d. to 4s. 0-43d.) for boys.
Flax and Hemp Preparing, Spinning and Weaving	Great Britain (77) (251)	21 Dec.	Timeworkers	Increases in general minimum time rates of 5s. 8d. a week for male workers 21 or over, of 3s. 9d. for female workers 18 or over, and of varying amounts for apprentices, improvers, learners and other young workers. General minimum time rates after change include: male workers 21 or over—minimum time rates after change include: male workers 21 or over—136s. 5d., during second and third years 148s. 4d., thereafter 159s. 9d., dressers, mounters, card-cutters and hacklers (hand-dressers) 169s. 5d., hemp-rollers on non-reciprocating machines and hemp-breakers 172s. 6d., spinners, day shift 151s. 7d., night shift 153s. 10d., weavers, during first 6 months of employment after 21 148s. 4d., thereafter 159s. 9d., other workers 150s. 6d.; female workers 18 or over—spinners, card-cutters, weavers, winders, reelers and warpers 109s. 1d., other workers (except learners) 100s. 4d.†
Rubber Proofed Garment Making	Great Britain (108) (253)	2 Dec.	Certain male workers	Increases of 7s. 4d. a week in general minimum time rates and of 8s. or 8s. 1d., according to occupation, in piecework basis time rates for workers other than makers, machinists or passers, learners or other unspecified workers. Rates after change: measure cutters with not less than 4 years' employment after 18 in actual cutting processes including not less than 3 years as measure cutters—general minimum time rates, London district 182s. 5d. a week, other districts 176s., piecework basis time rates 200s. 8d., 193s. 7d., cutters or trimmers, knife cutters or knifemen with not less than 3 years' employment after 18 in these categories 175s. 1d., 168s. 8d., 192s. 7d., 185s. 6d., ware-housemen with not less than 3 years' employment after 18 (all districts) 162s. 3d., 178s. 6d., packers with not less than 3 years' employment after 18 159s. 6d., 175s. 5d., porters 21 or over 152s. 2d., 167s. 5d.‡
	Great Britain (110) (253)	11 Dec.	Male workers	Increases of 2d. an hour in general minimum time rates for workers 21 or over, and of ¼d., 1d., 1½d., 1½d. or 1½d., according to age, for younger workers; increase of ¾d. an hour in piecework basis time rates.§
Shirt, Collar, Tie, etc., Making	Great Britain (110) (253)	11 Dec.	Female workers	Increases of 1½d. an hour in general minimum time rates for workers other than learners, and of ¾d., 1d. or 1½d., according to period of employment, for learners; increase of 3d. an hour in piecework basis time rate.¶
	Northern Ireland (110) (254)	16 Dec.	Male workers	Increases of 3d. an hour in general minimum time rates for workers in specified occupations and for other workers 22 and over, and of 1d., 1½d., 1½d., 2d. or 2½d., according to age, for younger workers; increase of 4½d. an hour in piecework basis time rate. Rates after change: general minimum time rates—special or measure cutters (with 3 years' experience in measure cutting), pattern cutters or pattern takers (with not less than 5 years' experience after 19) 4s. 2d. an hour, other cutters 21 and over (with not less than 5 years' experience in cutting) 4s., other workers 1s. 5d. at under 16 rising to 3s. 6d. at 21 and 3s. 8½d. at 22 and over; piecework basis time rate for cutters (other than special or measure cutters) 21 and over with not less than 5 years' experience in cutting 4s. 3½d.‡
Corset Manufacture	Great Britain (116) (251)	23 Dec.	Male workers	Increases of 2d. an hour in general minimum time rates for workers 21 and over, and of ¼d., 1d., 1½d., 1½d. or 1½d., according to age, for younger workers; increase of 3½d. an hour in piecework basis time rates.¶
	Great Britain (116) (251)	23 Dec.	Female workers	Increases of 1½d. an hour in general minimum time rates for workers other than learners, and of ¾d., 1d. or 1½d., according to period of employment, for learners; increase of 3d. an hour in piecework basis time rate.¶
Umbrella Manufacture	Glasgow	Pay day in week commencing 14 Dec.	Male and female workers	Increases of 2d. an hour for adult male workers, of 1½d. for adult female workers, and of proportional amounts for juveniles. Rates after change: male workers 1s. 5d. an hour during first year in the trade rising to 3s. 11½d. after 6 years; female workers 1s. 5d. during first year rising to 2s. 7½d. after 4 years.
Bricks, Fireclay Goods and Refractory Manufacture	England and Wales	Beginning of first full pay period following 1 Dec.	Workers employed in the making of building and engineering bricks, etc.	Increases in minimum basic rates of 1½d. an hour for male timeworkers 21 and over, of 1½d. for female timeworkers 18 and over, and of proportional amounts for younger workers. Standard minimum rates after change: adult male timeworkers 3s. 9½d. an hour, younger male workers 1s. 11½d. at 15 rising to 3s. 4½d. at 20; female workers 2s. 1½d. at 16 and under, 2s. 3½d. at 17, and 2s. 10d. at 18.**
	England and Wales (certain districts)†† (122)	Beginning of first full pay period following 1 Dec.	Workers employed in making building and engineering bricks (other than glazed bricks), hollow clay blocks, roofing and flooring tiles (unglazed), terra cotta (unglazed), agricultural drain pipes (unglazed), chimney pots and finials	Increases in minimum basic rates of 1½d. an hour for male timeworkers 21 and over, of 1½d. for female timeworkers 18 and over, and of proportional amounts for younger workers; pieceworkers to receive equivalent increases which may be merged in the piece rates by local mutual agreements. Minimum rates after change: male labourers 21 and over 3s. 9½d. an hour, younger male workers 1s. 11½d. at 15 rising to 3s. 4½d. at 20; female workers 2s. 1½d. at 16 and under rising to 2s. 10d. at 18. Existing minimum occupational differential rates for able-bodied adult male timeworkers continue unchanged as plusages to the new minimum rate; road haulage drivers to be paid the appropriate hourly rate specified in Road Haulage Wages Order R.H.(18) dated 8th March, 1945, plus 2s. 2½d. (previously 2s. 0½d.).

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

† These increases took effect under an Order issued under the Wages Councils Act. See page 34 of this GAZETTE.

‡ These increases took effect under an Order issued under the Wages Councils Act. See page 462 of the December, 1959, issue of this GAZETTE.

§ These increases took statutory effect under an Order issued under the Wages Councils Act. See page 462 of the December, 1959, issue of this GAZETTE. The new rates have, by agreement, been in operation since 19th October, 1959, or beginning of first pay period following that date, and were published on page 414 of the November, 1959, issue of this GAZETTE.

¶ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 35 of this GAZETTE.

** These increases took statutory effect under an Order issued under the Wages Councils Act. See page 34 of this GAZETTE. The new rates have, by agreement, been in operation since 2nd November, 1959, or first full pay period following that date, and were published on page 456 of the December, 1959, issue of this GAZETTE.

*** These increases apply to workpeople within the purview of the National Joint Council for the Building Brick and Allied Industries employed in the manufacture of building and engineering bricks, including pressed, wirecut, and handmade bricks, colliery shale bricks, stock bricks and sandlime bricks (except Fletton bricks and concrete bricks), hollow clay blocks, clay roofing tiles, floor quarries and cable covers, clay chimney pots and finials and clay agricultural drain pipes and tiles. The national agreement establishes minimum rates applicable to adult labourers, juveniles and females; differentials applying as plusages to these rates in respect of semi-skilled and skilled workers, and piecework rates, are determined by sectional Councils (see four succeeding items).

†† Agreements between the National Joint Council for the Building Brick and Allied Industries and the Regional Joint Council for the Clay Industries, the districts affected being the Northern, North Eastern and North Western counties of England, the North and East Midlands, Northamptonshire (except Fletton bricks), North Staffordshire (Stoke-on-Trent district), Gloucestershire and Wales.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During December the Industrial Court issued five awards, Nos. 2754 to 2758. One of the awards is summarised below; the other awards did not relate to a substantial part of an industry. The four latter cases were referred to the Court under Section 8 of the Terms and Conditions of Employment Act, 1959.

Award No. 2757 (8th December).—Parties: Employees' Side and Employers' Side of the Railway Workshop Supervisory Staff National Council. Claim: That Workshop Supervisors should be granted four days' additional Bank Holiday leave so as to provide a total of ten days' Bank and Public Holiday leave. Award: The Court found and so awarded that as from 1st January, 1960, the arrangements for Bank and Public Holidays to be applied to Railway Workshop Supervisors shall be as follows:—

Bank and Public Holidays	Payment for work performed	Leave in lieu of work performed
Good Friday Christmas Day (when a week-day)	Day's pay plus three-quarters time extra on time worked	One day's leave with pay at ordinary rate
Christmas Day (when a Sunday)	Time-and-three-quarters	
Boxing Day Easter Monday Whit Monday August Bank Holiday	Day's pay plus half-time extra on time worked	

Plus four other days, to be taken at such times as may be locally agreed having regard to the exigencies of the service.

Single Arbitrators and ad hoc Boards of Arbitration

During December one award was issued by a single Arbitrator appointed under Section 2(2)(b) of the Industrial Courts Act, 1919. The award is summarised below:—

Parties: Liverpool Steam Tugowners' Association and the Transport and General Workers' Union. Claim: To determine the Union's claim that the meal hour break under paragraph 1 as amplified in the Rules for Liverpool Tugboatmen shall be on a properly regulated basis. Award: The Arbitrator awarded that the claim as stated by the Union, that the meal hour break for Liverpool tugboatmen shall be put on a properly regulated basis, had not been established.

In addition, an Independent Chairman was appointed under Section 2(1)(c) and (d) of the Conciliation Act, 1896, to preside over a National Joint Reference Committee set up in accordance with the provisions of the Constitution of the National Joint Committee for the Scottish Baking Industry to consider a difference between the two Sides of the Committee concerning rates of wages to be paid for any hours in excess of the number normally worked on each shift during the Christmas and New Year holiday period. The two Sides of the Committee failed to reach agreement and the Independent Chairman accordingly exercised his powers as an Arbitrator. He awarded that the advanced starting time by the application of the proposals contained in the terms of reference should be recognised as the starting time of the normal shift.

Civil Service Arbitration Tribunal

During December the Civil Service Arbitration Tribunal issued two awards, Nos. 372 and 373*, which are summarised below.

Award No. 372 (1st December).—Parties: Civil Service Union and Ministry of Transport. Claim: For increased salary scale with retrospective effect for District Officers of H.M. Coastguard. Award: The Tribunal awarded:—(a) that the salary scale of District Officers of H.M. Coastguard shall, with effect from 4th August, 1958, be £606 by £15 to £636 by £20 to £676 by £25 to £701; (b) that the 3½ per cent. increase granted as from 1st December, 1958, under the Central Pay Settlement shall be applied to the above scale; (c) that, if any increase of pay is granted to the Messengers grades before the review of the pay structure of the Coastguard classes following the survey which is to be undertaken by the Civil Service Pay Research Unit, a consequential increase shall be given to District Officers; (d) that the scale above awarded may fall to be reviewed when a report on the comparable outside rates shall be made by the Civil Service Pay Research Unit. Save as aforesaid the Tribunal found that the claim was not established.

Award No. 373 (24th December).—Parties: Civil Service Union

* See footnote * in second column on page 39.

and Forestry Commission. Claim: For increased salary scales with retrospective effect for Assistant Forester and Foreman Grades. Award: The Tribunal found that the claim had not been established and awarded accordingly.

Wages Councils Act, 1959

Notices of Proposals

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

Dressmaking and Women's Light Clothing Wages Council (England and Wales).—Proposal W.D. (68), dated 1st December, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain).—Proposal O.(63), dated 1st December, for amending the provisions relating to holidays and holiday remuneration.

Sugar Confectionery and Food Preserving Wages Council (Great Britain).—Proposal F.(72), dated 4th December, for fixing revised general minimum time rates and piecework basis time rates for male and female workers, reducing from 45 to 44 the number of hours worked before overtime is payable, and amending the provisions relating to holidays and payment of holiday remuneration.

Paper Box Wages Council (Great Britain).—Proposal B.(67), dated 8th December, for fixing revised general minimum time rates and piecework basis time rates for male and female workers, and reducing from 45 to 43½ the number of hours to be worked before overtime is payable.

Hat, Cap and Millinery Wages Council (England and Wales).—Proposal H.M.(53), dated 9th December, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Tin Box Wages Council (Great Britain).—Proposal X.(53), dated 15th December, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Retail Bespoke Tailoring Wages Council (England and Wales).—Proposal R.B.(53), dated 18th December, for fixing revised general minimum time rates, piecework basis time rates and log rates for male and female workers.

Paper Bag Wages Council (Great Britain).—Proposal P.(71), dated 22nd December, for fixing revised general minimum time rates for male and female workers and revised piecework basis time rates for female workers, and reducing from 45 to 43½ the number of hours to be worked before overtime is payable.

Made-up Textiles Wages Council (Great Britain).—Proposal M.T.(47), dated 29th December, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

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 December the Minister of Labour made the following Wages Regulation Orders*:

The Wages Regulation (Flax and Hemp) Order, 1959: S.I. 1959 No. 2071, dated 4th December and effective from 21st December. This Order, which gives effect to the proposals submitted by the Flax and Hemp Wages Council (Great Britain), prescribes revised general minimum time rates, guaranteed time rates and piecework basis time rates for male and female workers.—See page 29.

The Wages Regulation (Retail Drapery, Outfitting and Footwear) (No. 2) Order, 1959: S.I. 1959 No. 2079, dated 7th December and effective from 4th January, 1960. This Order, which gives effect to the proposals submitted by the Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain), prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Corset) Order, 1959: S.I. 1959 No. 2090, dated 8th December and effective from 23rd December. This Order, which gives effect to the proposals submitted by the Corset Wages Council, prescribes revised general minimum time rates and piecework basis time rates for male and female workers.—See page 29.

The Wages Regulation (Lace Finishing) (Holidays) Order, 1959: S.I. 1959 No. 2091, dated 8th December and effective from 23rd December. This Order, which gives effect to the proposals submitted by the Lace Finishing Wages Council (Great Britain), amends the provision relating to holidays and holiday remuneration.

The Wages Regulation (Aerated Waters) (Scotland) Order, 1959: S.I. 1959 No. 2092, dated 9th December and effective from 28th December. This Order, which gives effect to the proposals submitted by the Aerated Waters Wages Council (Scotland), prescribes revised general minimum time rates for male and female workers.—See page 28.

* See footnote * in second column on page 39.

The Wages Regulation (Retail Bookselling and Stationery) Order, 1959: S.I. 1959 No. 2135, dated 14th December and effective from 11th January, 1960. This Order, which gives effect to the proposals submitted by the Retail Bookselling and Stationery Trades Wages Council (Great Britain), prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Retail Food) (England and Wales) (No. 2) Order, 1959: S.I. 1959 No. 2232, dated 21st December and effective from 25th January, 1960. This Order, which gives effect to the proposals submitted by the Retail Food Trades Wages Council (England and Wales), prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Retail Furnishing and Allied Trades) (No. 2) Order, 1959: S.I. 1959 No. 2256, dated 23rd December and effective from 25th January, 1960. This Order, which gives effect to the proposals submitted by the Retail Furnishing and Allied Trades Wages Council (Great Britain), prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Retail Food) (Scotland) Order, 1959: S.I. 1959 No. 2299, dated 31st December and effective from 1st February, 1960. This Order, which gives effect to the proposals submitted by the Retail Food Trades Wages Council (Scotland), prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Retail Bread and Flour Confectionery) (Scotland) Order, 1959: S.I. 1959 No. 2300, dated 31st December and effective from 1st February, 1960. This Order, which gives effect to the proposals submitted by the Retail Bread and Flour Confectionery Trade Wages Council (Scotland), prescribes revised statutory minimum remuneration for male and female workers.

Wages Councils Act (Northern Ireland), 1945

Notice of Proposals

During December notice of intention to submit wages regulation proposals to the Ministry of Labour and National Insurance was issued by the following Wages Council:—

Dressmaking and Women's Light Clothing Wages Council (Northern Ireland).—Proposal N.I.W.D. (N.90), dated 18th December, for fixing revised statutory minimum remuneration for male and certain female workers in the Factory Branch of the trade.

Dressmaking and Women's Light Clothing Wages Council (Northern Ireland).—Proposal N.I.W.D. (N.91), dated 18th December, for fixing revised statutory minimum remuneration for certain female workers in the Retail Bespoke Branch of the trade.

Further information concerning either of the above proposals may be obtained from the Secretary of the Council at Tyrone House, Ormeau Avenue, Belfast.

Wages Regulation Orders

During December the Ministry of Labour and National Insurance made the following Wages Regulation Orders* giving effect to the proposals made by the Wages Councils concerned:—

The Shirmaking Wages Regulation Order (Northern Ireland), 1959 (N.I.S. (N.58)), dated 3rd December and operative on 16th December. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 29.

The Baking Wages Regulation (Amendment) (No. 6) Order (Northern Ireland), 1959 (N.I.Bk. (N.259)), dated 17th December and operative on 30th December. This Order prescribes revised statutory minimum remuneration for certain male workers employed in the County of the City of Belfast and in districts situated within a radius of 15 statute miles therefrom.—See page 27.

The Baking Wages Regulation (Amendment) (No. 7) Order (Northern Ireland), 1959 (N.I.Bk. (N.260)), dated 17th December and operative on 30th December. This Order prescribes revised statutory minimum remuneration for certain male workers employed in the County of the City of Londonderry.—See page 27.

The Baking Wages Regulation (Amendment) (No. 8) Order (Northern Ireland), 1959 (N.I.Bk. (N.261)), dated 17th December and operative on 30th December. This Order prescribes revised statutory minimum remuneration for certain male workers employed in areas other than the County of the City of Belfast and districts situated within a radius of 15 statute miles therefrom and the County of the City of Londonderry.—See page 27.

The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Regulation (Amendment) (No. 3) Order (Northern Ireland), 1959 (N.I.H.G. (N.159)), dated 29th December and operative on 11th January, 1960. This Order prescribes revised statutory minimum remuneration for male workers in the trade.

The Wholesale Mantle and Costume Wages Regulation (Amendment) Order (Northern Ireland), 1959 (N.I.W.M. (N.45)), dated 29th December and operative on 11th January, 1960. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.

Legal Cases Affecting Labour

Factories Act, 1937—Pump House at Water Board Station—Whether a factory.

The plaintiff was employed at a Water Board Pumping Station. This was a large fenced area in which water was brought down to a filter house and, after filtration, passed into a tank where it was chlorinated. It was then put under pressure by the pumps in a pump house and forced along the mains. The plaintiff was injured

* See footnote * in second column on page 39.

in the pump house when his hand was caught in the bite between the belt and pulley of a pumping machine which he was engaged in cleaning. There were guard-rails about three feet high round the machine, but there was no form of close fencing. The plaintiff was working alone at the time of the accident and there was no evidence of how it had happened. The plaintiff claimed damages against his employers, the Water Board, for negligence and breach of the duty under section 13 of the Factories Act, 1937, to fence the machine securely.

The Lord Chief Justice, Lord Parker, who heard the case in the Queen's Bench Division, held that no negligence had been established since the guard-rails provided were the only usual form of fencing for this type of machine in pumping stations and he could not say that it was folly on the part of the Water Board not to provide close fencing. The question decisive of the allegation of breach of statutory duty was whether the pump house was a factory. The relevant part of the definition of "factory" in subsection 1 of section 151 of the Act of 1937 reads as follows: "... the expression 'factory' means any premises in which, or within the close or curtilage or precincts of which, persons are employed in any manual labour in any process for or incidental to any of the following purposes, namely:—(a) the altering... [or] cleaning... of any article; or (c) the adapting for sale of any article;...". The Lord Chief Justice held that the water was an article which was altered or cleaned by being filtered and chlorinated and that the pumping station was therefore a factory, but that the pump house, being a place used only for putting the water under pressure and not for altering, cleaning or adapting it in any way, was not part of the factory since it came within the terms of subsection 6 of section 151 of the Act of 1937 which are so far as relevant as follows: "where a place situate within the close, curtilage, or precincts forming a factory is solely used for some purpose other than the processes carried on in the factory, that place shall not be deemed to form part of the factory for the purposes of this Act,..."—*Longhurst v. Guildford, Godalming and District Water Board*. Queen's Bench Division, 19th, 20th and 27th November, 1959.

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) 13/59 (18th August, 1958)

(i) The claimant had a normal working week of five full days. He claimed benefit for the Saturday in a week in which he had worked for 4½ days. Held that, although in that week he had worked on the number of days on which he normally worked, he had not worked for that number of days. He had therefore not been employed to the "full extent normal" in his case.
(ii) The same claimant's employment was intermittent. In 7½ months during which he had followed it he had had five spells of work, which varied in duration from under two weeks to over six weeks. Held that he escaped the provisions of Section 41(1) of the 1957 Act because his employment was so irregular, and with one exception lasted for periods so short that it was "casual in relation to him".

Decision of the Commissioner

"My decision is that the claimant was entitled to unemployment benefit on 2nd November, 1957.

"The claimant, a man of 64 years of age formerly employed as a civil servant until the end of August, 1955, was employed after a period of unemployment intermittently between March and November, 1957, as an inspector by a company engaged in the distribution of circulars. The normal working week in this employment was a five-day week from Monday to Friday, both dates included. The periods of his employment were from 18th March, 1957, to 4th April, 1957, from 15th April, 1957, to 8th May, 1957, from 22nd July, 1957, to 4th September, 1957, from 30th September, 1957, to 8th October, 1957, and from 21st October, 1957, to 1st November, 1957. He claimed unemployment benefit in respect of Saturday, 2nd November, 1957.

"The local insurance officer disallowed his claim on the ground that, by reason of the provisions of regulation 61(e)(ii) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277], that day could not be treated as a day of unemployment because in the week in which that day occurred the claimant had been employed to the full extent normal in his case." To that, the claimant replied that, although he had worked

* 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 39.

on Friday, 1st November, 1957, he had only worked (and been paid for) half a day, whereas he was normally employed for five full days.

"On behalf of the insurance officer it is contended that the claimant could not have been treated as unemployed on 1st November, 1957, because, for the purpose of claiming unemployment benefit, employment for parts of a day must be treated as employment for a whole day. That is, no doubt, true, but I do not think that it follows from that that a man, who in a week has worked for four-and-a-half days and whose normal employment is for five days a week, can be said to have been employed to the full extent normal in his case in that week. The actual words of the regulation are 'For the purposes of unemployment . . . benefit— . . . (e) a day shall not be treated as a day of unemployment if on that day a person does no work, and— . . . (ii) is a person who does not ordinarily work on every day in a week . . . but who has, in the week in which the said day occurs, been employed to the full extent normal in his case.'

"The claimant is shown to have been a person who does not ordinarily work on every day in a week because he does not ordinarily work on Saturdays, but, unless in the week in question he had been employed to the full extent normal in his case, there is nothing to prevent his receiving unemployment benefit for the Saturday.

"My attention has been called on behalf of the insurance officer now concerned with this case to Decision C.U. 518/49 (reported), which was concerned with the interpretation of this paragraph. The decision was primarily concerned with a discussion of the meaning of the expression 'a person who does not ordinarily work on every day in a week,' but in the course of the decision it is said 'If such a claimant has worked in the week in question for the number of days that he has ordinarily worked in a corresponding week during the past year, it seems to me that he has been employed in that week to the full extent normal in his case.' It is to be observed, however, that the Commissioner said 'has worked for the number of days that he has ordinarily worked,' and not 'on the number of days that he has ordinarily worked,' and, although the Commissioner was not concerned on the facts of that case with the distinction between working on a day for normal hours and working for part of a day, it does not seem to me that there is anything in that decision to preclude me from holding that a man cannot be said to have been employed to the full extent normal in his case, if he has worked in the week in question only for half of a day on one of the days on which he normally worked for the whole day. The regulation does not say 'On the same number of days as those on which he ordinarily works'. In my view, a man who has worked only four-and-a-half days in a week in which he normally works for five whole days cannot be said to have been 'employed' to the full extent normal in his case. In its context, it seems to me that employed and worked are interchangeable words. So far as that regulation is concerned, therefore, I do not think it precludes the claimant from making a successful claim for unemployment benefit.

"The insurance officer now concerned with this case, however, has drawn my attention to the National Insurance Act, 1957, section 4(1), which came into force on 5th August, 1957. (See the National Insurance Act, 1957 (Commencement) (No. 2) Order, 1957 [S.I. 1957 No. 1287].) By that subsection it is provided that 'For the purposes of the principal Act, where a person is employed in any employed contributor's employment which has not been terminated, then, in any week, a day on which in the normal course that person would not work in that or any other employed contributor's employment shall not be treated as a day of unemployment unless each other day in that week (other than Sunday) on which in the normal course he would so work is a day of interruption of employment.' Subsection (2) of that section enables regulations to provide for certain exceptions. Though there is no specific evidence on the matter, I am assuming in favour of the insurance officer's contention that, despite the fact that the period of the claimant's employment ended on 1st November, 1957, his employment had not been terminated and that the break which then occurred was only an indefinite suspension of his employment, such as he had periodically suffered since he commenced it in March, 1957. On that footing, since Saturday, 2nd November, 1957, was a day on which in the normal course he would not work in that or any other employed contributor's employment, that day could not be treated by reason of the provisions of section 4(1) of the Act of 1957 set out above, but for the relevant regulations made pursuant to subsection (2) of that section, as a day of unemployment in the claimant's case because some of the other days in the week on which in the normal course he would so work were not days of interruption of employment. They include a new regulation 7A(3) added to the regulations of 1948 referred to above by the National Insurance (Unemployment and Sickness Benefit) Amendment Regulations, 1957 [S.I. 1957 No. 1319], regulation 4. By regulation 7A(3) it is provided that 'Where in any week a person is employed in an employed contributor's employment which has not been terminated, if (a) in relation to that person, that employment is casual employment; or . . . that employment shall be treated, as respects that week, as if it had been terminated immediately after its commencement.' In other words, as I understand that regulation, the claimant can escape the difficulties imposed upon him by section 4(1) of the 1957 Act set out above by proving that the employment in which he has been engaged is casual employment in relation to him because his employment is deemed to have terminated immediately after the commencement of the week in question.

"The local insurance officer in making his submission to the local tribunal stated the work was admittedly of a casual nature, but the insurance officer now concerned with this case submits that, as the claimant is engaging in it and relies upon it for his livelihood rather than engaging in it as a stop-gap employment, it could not be said to be casual in relation to him.

"It seems to me, however, that, although the claimant (in the weeks in which he worked a full week) worked for a five-day week, the periods of his employment have been so intermittent and at such

irregular intervals that it is right to regard it as casual employment in relation to him. I cannot see that the fact that a man habitually relies on casual employment for a livelihood makes it any the less casual employment in relation to him. I do not understand 'casual' to mean the same as 'stop-gap.' I agree that the mere fact that a break occurs between two periods of employment does not make the employment casual, but there appear to have been so many breaks of irregular duration in the claimant's employment and his periods of continuous employment have been so short (with the one exception when his employment lasted for just over six weeks) that it seems to me a fair interpretation of the facts to describe his employment as casual employment in relation to him. That being so, his claim for unemployment benefit in respect of 2nd November, 1957, is not defeated by section 4(1) of the 1957 Act set out above. I allow the claimant's appeal."

Decision No. R(U) 16/59 (2nd February, 1959)

Claimant, who did not normally work on Saturdays, had worked intermittently in the ship repair yards for many years. He claimed benefit for a Saturday during a period when he was without work for fewer than 12 days. Held that "terminated," as used in Section 4, relates to "termination without any intention of resuming the relationship of employee and employer on the next available opportunity." In that sense the claimant's employment had not been terminated. Held, however, that his employment was "casual" in relation to him and therefore fell to be treated as terminated. This was decided by examining his recent employment history, which showed that his employment, when it did occur, lasted only for relatively short periods, and that, when those periods came to an end, he had no certain assurance as to the date on which he would be resuming work. Claim allowed.

Decision of the Tribunal of Commissioners

"Our decision is that Saturday, 5th April, 1958, can be treated as a day of unemployment in the claimant's case.

"The claimant is a scaler who has been employed in the shipyards for 47 years. He has worked in the Southampton shipyards since at the latest 1939 and has obtained his main spells of employment there with Messrs. J.I.T. From 6th October, 1952, to 1st April, 1958, he was employed by Messrs. J.I.T. for the following periods:

6th October, 1952	— 19th December, 1952
27th December, 1952	— 26th February, 1953
13th July, 1953	— 29th July, 1953
27th October, 1953	— 16th December, 1953
22nd December, 1953	— 10th February, 1954
24th November, 1954	— 28th October, 1955
15th December, 1955	— 6th March, 1956
14th December, 1956	— 15th March, 1957
17th July, 1957	— 14th August, 1957
13th December, 1957	— 1st April, 1958

In addition the record shows that between these spells of employment the claimant has, since March, 1956 (and to a considerable extent before), worked for Messrs. J.I.T. on most Tuesdays and Wednesdays and that this state of affairs was still continuing at the end of June, 1958. During the week ending on Saturday, 5th April, 1958, the claimant was employed on Monday and Tuesday and unemployed on Wednesday, Thursday, Friday and Saturday. Friday (being Good Friday) was a paid holiday and the claimant does not normally work on Saturday. After being 'laid off' on 1st April, 1958, the claimant had returned to work for two days a week with Messrs. J.I.T. after a break of only one week which included the Easter holidays.

"The claimant applied for unemployment benefit when his spell of employment from 13th December, 1957, to 1st April, 1958, ended.

"The local insurance officer decided that the claim in respect of Saturday, 5th April, 1958, must be disallowed by reason of the provisions of section 4 of the National Insurance Act, 1957 (hereafter we refer to this Act as 'the Act of 1957' and to section 4 thereof as 'section 4') but this decision was reversed by the local tribunal; hence this appeal by the insurance officer now concerned.

"Section 4 provides as follows:—

(1) For the purposes of the principal Act, where a person is employed in any employed contributor's employment which has not been terminated, then, in any week, a day on which in the normal course that person would not work in that or any other employed contributor's employment shall not be treated as a day of unemployment unless each other day in that week (other than Sunday) on which in the normal course he would so work is a day of interruption of employment.

(2) Regulations may prescribe respective circumstances in which, for the purposes of the foregoing subsection—(a) an employed contributor's employment which has not been terminated may be treated as if it had been terminated; or (b) a day which falls during a period when a person's employment in an employed contributor's employment is suspended but does not fall to be treated as aforesaid and which, apart from the provisions of the regulations, would not fall to be treated as a day of interruption of employment may be treated as such a day.

(3) In subsection (1) of this section—(a) the expression "week" means a period of seven days commencing with the midnight between Saturday and Sunday; and (b) the expression "Sunday", in relation to a person in whose case regulations under paragraph (d) of subsection (2) of section eleven of the principal Act have provided that some other day is for the time being to be substituted for Sunday as a day which is not to be treated as a day of unemployment, means that other day."

"Regulation 7A of the National Insurance (Unemployment and Sickness Benefit) Amendment Regulations, 1957 [S.I. 1957 No. 1319] (hereafter referred to as 'regulation 7A') which was made in the exercise of the powers conferred by section 4(2) provides (so far as material) as follows:—

(2) Where a person is employed in an employed contributor's employment which has not been terminated but has been indefinitely suspended, that employment shall be treated as if it had been terminated on the date on which it was suspended if the period of the suspension consists of not less than twelve consecutive weekdays exclusive of any day or days of recognised or customary holiday in connection with the employment which has been suspended.

(3) Where, in any week, a person is employed in an employed

contributor's employment which has not been terminated, if—(a) in relation to that person, that employment is casual employment . . . that employment shall be treated, as respects that week, as if it had been terminated immediately after its commencement."

"The first question for decision is whether on 1st April, 1958, the claimant's employment was terminated or suspended in the sense in which those words are used in section 4 and regulation 7A. The claimant's representative contends that it was terminated and relied on Decision R(U) 20/57 in support of that contention.

"The distinction between the 'termination' and the 'suspension' of employment was formulated by the Umpire in decisions under the Unemployment Insurance Acts. It may be well to point out that in these decisions the Umpire did not use the word termination in the sense of termination of the legal obligations of the contract of service. As appears from paragraph 11 of Decision R(U) 20/57 only two hours' notice was required to terminate the legal contract of employment with Messrs. J.I.T. in S. dockyard and the customary notice was doubtless given in those cases in which the Umpire held that the employment had been suspended and not terminated. The Umpire used the word 'terminated' as meaning 'finally discharged without any intention of resuming the relationship of employer and employee on the next available opportunity'. See Umpire's Decision 16930/31.

"By the words 'on the next available opportunity' the Umpire clearly meant an opportunity which would occur after an interval of unemployment which was not longer than the employee would normally be prepared to accept before taking employment elsewhere.

"The claim dealt with in Decision R(U) 20/57 had been allowed by the local tribunal on the ground that the claimant had not lost employment by reason of a stoppage of work which was due to a trade dispute within the meaning of section 13(1) of the National Insurance Act, 1946. The claimant had been discharged within 12 days of 18th March, 1957 (the day on which the stoppage of work began) and, as stated in paragraph 8 of the decision, the question was whether he could escape the effect of the '12 days rule' which was established by the Umpire under the Unemployment Insurance Acts and which has been held in decisions of the Commissioner to have been intended by the legislature to be applied to cases under the National Insurance Act, 1946. The rule is that an employee whose employment has been indefinitely suspended less than twelve weekdays (exclusive of recognised or customary holidays) before the day on which a stoppage of work begins at premises at which he habitually seeks work must be deemed to have lost employment by reason of the stoppage unless he can rebut this presumption by definite evidence. (See Decision R(U) 21/57, paragraph 21, in which the statement of the rule given in Decision R(U) 20/57 was modified.) In Decision R(U) 20/57 the tribunal of Commissioners were satisfied that the inference was rebutted by the evidence adduced. This evidence showed that the stoppage of work began on 18th March and the claimant was discharged on 15th March. The present claimant's employers, Messrs. J.I.T., were the employers concerned in that case also. The claimant in that case was one of the 'overhaul men' employed on the overhaul of the *Queen Mary*. The evidence was that there was always a large addition to Messrs. J.I.T.'s labour force when the overhaul of the *Queen Elizabeth* and *Queen Mary* fell due, with a corresponding reduction when that work had been completed, and Messrs. J.I.T. stated that their antecedent programme made provision for 'all repair work to be completed by Friday, 15th March', the day on which the claimant in question was discharged. The employers stated that when the *Queen Mary* was finished on 15th March 'in any event the men discharged would have been redundant and we should have been left with sufficient men to carry on our normal shiprepairing work'. (See paragraph 12 of Decision R(U) 20/57.) The clear inference from the evidence in that case was that the employers had no intention of employing the claimant concerned again at any rate until the next overhaul of the *Queen Mary* and *Queen Elizabeth* which would not occur for a year. In those circumstances the claimant would clearly have to seek employment elsewhere and the only reasonable inference was that his employment was 'terminated' within the meaning of the 12 days rule. The opposite inference must be drawn in the present case for Messrs. J.I.T. had been the claimant's main employers since 6th October, 1952, and the reasonable inference is that the parties intended that the claimant should (as in fact he did) resume work with Messrs. J.I.T. at the earliest opportunity. Reading section 4 of the Act of 1957 in conjunction with regulation 7A(2) we cannot doubt that the word 'terminated' is used in section 4 in the sense in which it was used in the Umpire's decisions on the 12 days rule, i.e., as meaning 'termination without any intention of resuming the relationship of employee and employer on the next available opportunity'. We hold, therefore, that the claimant's employment had not been terminated. It follows that as the suspension lasted for less than 12 days regulation 7A(2) is inapplicable and his claim in respect of Saturday, 5th April, 1958, cannot succeed unless he can establish that his employment with Messrs. J.I.T. was 'casual employment in relation to him' within the meaning of regulation 7A(3).

"The meaning of the expression 'employment of a casual nature' was discussed in many decisions of the Courts under the Workmen's Compensation Acts but we do not think these decisions afford much assistance in the present case for the context in which the expression 'employment of a casual nature' is used in the Workmen's Compensation Acts differs in a vital particular from the context in which 'casual employment in relation to that person' is used in regulation 7A(3), which regulation only applies to a person 'whose employment has not been terminated', i.e., to a person who is expected to resume employment with the employers in question on the next available opportunity. It follows that the word 'casual' in regulation 7A(3) (a) can only mean casual to an extent which is consistent with the intention of both parties to resume the employment on the next available opportunity. On the other hand the employment must also be casual in relation to the particular claimant so that, if in his

case the employment exhibits a degree of continuity or periodicity which is incompatible with any reasonable interpretation of the word 'casual', it will not avail him that the record of employment of other persons engaged in the same occupation shows that their employment is clearly casual. The claimant's case seems to us to be near the borderline which separates casual from regular employment in the usual sense of those adjectives but on the whole we are of opinion that his employment was 'casual' in relation to him within the meaning of regulation 7A(3)(a).

"It appears to us that, in the context, the question whether the claimant's employment was casual or not has to be determined by examining his recent employment history in order to ascertain whether his employment when it did occur lasted only for relatively short periods, and whether when those periods came to an end he had any assurance as to the date at which he would be resuming work. In this connection the normal method of the recruitment of labour in the industry concerned is a relevant consideration.

"When we examine the claimant's employment history we find that on 1st April, 1958 (when his last spell of employment ended before the day in respect of which he has claimed unemployment benefit) he had been employed by Messrs. J.I.T. for some 3½ months, but that his longest period of employment with the employers in question since October, 1955. Further, he had had a number of periods varying in duration from about six weeks to nine months without employment by those employers, save for (at the most) two days in a week. Although it is true that in most weeks he had been employed on Tuesday and Wednesday, which would, *prima facie*, have justified the inference that the recurrence of his re-employment was too regular to enable the employment to be spoken of as casual, it was explained to us by the district organiser of the claimant's association at the oral hearing of the claimant's appeal that on termination of a job the claimant's employers returned to him his insurance cards (as was the normal practice in the industry) and that workers in the ship repairing industry in the dockyard attended at a recognised employment exchange daily at a recognised hour while unemployed, and ship repairers, when vacancies occurred, sent representatives to that employment exchange to select from the available unemployed the labour force needed. The claimant did not, because he had been employed on Tuesday and Wednesday one week, return on the following Tuesday to work for his employers in accordance with any pre-existing arrangement. He had to offer himself with others at the employment exchange on each occasion when he became re-employed for either one or two days or any longer period and each period of employment was the result of his being selected by the employers' representative from the unemployed persons offering themselves for employment at the employment exchange on the day in question.

"There was no suggestion made by the insurance officer now concerned with this case that this evidence was not a correct description of the recognised procedure for recruitment in the ship repairing industry at the dockyard in question nor was it suggested that there was any prior arrangement or understanding between the claimant and his employers that he should be selected by the employers' representative when the latter attended at the employment exchange.

"These facts appear to us to show that, even though the claimant might reasonably think it probable that he would be re-employed on Tuesday and Wednesday in most weeks, he had no certainty of such re-employment but was compelled to subject himself to a separate exercise of selection each week by the representative of his employers.

"There was no suggestion that the claimant had been employed in the S. shipyard since October, 1955, by any other employers than Messrs. J.I.T. and it appears to us that at the end of each of the claimant's spells of employment there was so much uncertainty as to when the next spell would begin and how long it would last and the periods of the claimant's employment, when they did occur, were relatively so short that it is proper to say not only that owing to the nature of the work the employment of a scaler in a shipyard will normally be casual but that 'in relation to him' the claimant's employment was casual within the meaning of regulation 7A(3)(a) referred to above.

"On the whole therefore we are of opinion that the claimant's employment history from October, 1955, to the date of his claim shows that his employment had recurred in such circumstances and for periods of such uncertain and relatively short duration that it can properly be described as 'casual in relation to him' within the meaning of regulation 7A(3)(a). It follows that his employment must be treated as terminated on 31st March, 1958, and accordingly 5th April, 1958, is a day of unemployment in the claimant's case. The insurance officer's appeal must be dismissed."

Decision No. 23/59 (4th May, 1959)

A local tribunal found that a police officer had just cause for voluntarily leaving his employment. Held that the case was not distinguishable from that dealt with in Decision R(U) 26/51, which had been brought to the notice of the local tribunal, and that the claimant had not just cause for leaving his employment when he did. The Commissioner emphasises that insurance officers and local tribunals should follow published decisions when the circumstances are not distinguishable, and points to the result of failure to do so.

Decision of the Commissioner

"My decision is that the claimant is disqualified for receiving unemployment benefit for six weeks from and including the first day of the benefit week immediately following that in which this decision is given.

"The question to be determined in this the appeal of the insurance officer is whether the claimant had just cause for leaving his employment when he did, that is to say, voluntarily retiring from the police force at the age of fifty-two years when he could have continued his service therein until he reached the age limit of fifty-five years.

"The local insurance officer disallowed the claimant's claim and disqualified him for receiving unemployment benefit for six weeks, on the ground that he had voluntarily left his employment without just cause. Against that decision the claimant appealed to the local

tribunal and, in his grounds of appeal, stated that, having qualified for his pension—although he could have served until the age limit of fifty-five years—his reason for leaving the service when he did was that he had more chances of obtaining other employment than if he had waited until he was three years older.

"The claimant had attained the rank of a detective sergeant when he retired.

"In support of his decision the local insurance officer observed that the claimant could have continued in his service until 1961 and contended that there were 'no compelling circumstances' (to warrant the claimant leaving the service when he did). The local insurance officer drew the attention of the local tribunal to the decision of the Commissioner entitled Decision R(U) 26/51 and pointed out that it was possible for the claimant to register at an employment exchange for alternative employment while still in employment. The local insurance officer submitted that it had not been clearly established that it was necessary for the claimant to terminate his post before another appointment came into view.

"The claimant told the local tribunal that he completed thirty years in the police force in February, 1958, and that he would have had to retire on attaining the age of fifty-five only. He wished to retire for two reasons: (1) So as not to stand in the way of younger officers getting promotion; (2) his chances of getting other employment were better if he retired at an earlier age.

"The local tribunal found that the claimant was justified in leaving his employment, having completed thirty years' service. They agreed that he should have made some more endeavours to secure alternative employment before doing so (leaving his employment) but, under all the circumstances, considered that the appeal should be allowed.

"Subsequent to the decision of the local tribunal inquiry was made of the chief staff officer of the county constabulary, in which the claimant had served, to ascertain the date by which the claimant would have had to decide about his retirement. To this inquiry the chief superintendent replied that the claimant would have been considered for compulsory retirement on 6th April, 1961, when he would have reached the age limit of fifty-five years.

"In reply to an inquiry made of him by the manager of the local employment exchange, the claimant stated that he could not claim to have made 'any actual effort' to obtain other employment before his retirement. He had let it be known amongst acquaintances in Ministry offices that he was leaving the police service and was desirous of obtaining other employment—preferably in the Civil Service—and would be grateful for any information should any vacancies be known to them, but he could not claim to have made any direct inquiries at any establishment to obtain such employment.

"The insurance officer, who is now concerned with the case, submits that the steps which the claimant took to secure other employment before his retirement were not enough. He could, she submits, have registered at the employment exchange and could have approached potential employers. She submits that in the absence of such efforts the claimant has failed to prove just cause for leaving when he did, without first of all having found alternative employment.

"In reply to the insurance officer's appeal the claimant suggests that had he applied to the Ministry of Labour while still employed as a police officer it was not at all likely that he would have been given preference over others who were unemployed. He goes on to say that in December the Home Secretary stated that he thought police officers on completing thirty years' service—qualifying for maximum pension—should retire. The claimant adds that he did in fact achieve his aim in finding other employment with the Civil Service through the Ministry of Labour.

"I say at once that I do not doubt that the claimant thought that he was doing the right thing to retire from the police force when he did and I make no comment on the advice which the Home Secretary gave to the police force in, as I assume, December, 1958. The claimant was free to make his own choice, as the reply of the chief superintendent on 5th March, 1959, clearly shows, but the question is was he entitled in the circumstances of this case to put himself upon the National Insurance Fund.

"I do not understand the Home Secretary to have offered any compulsion of retirement on police officers, who had completed thirty years' service, for otherwise I cannot understand how the chief constable of the county constabulary in which the claimant was employed came to say that the claimant would have been considered for compulsory retirement on 6th April, 1961.

"I see no reason whatever why the claimant should not have registered at his local employment exchange some months before his retirement would take place and have made other efforts to secure alternative employment and, even if he had not secured such employment by the time he wished to retire, there was nothing, as far as I can see, to prevent his carrying on as a police officer until such time as he could obtain suitable alternative employment and then sending in his resignation.

"I should remind the local tribunal that certain decisions of the Commissioner are published for the guidance of local insurance officers and local tribunals and any such decision which is referred to a tribunal should be followed unless the tribunal are of the opinion that the case before them is distinguishable. The local tribunal in this case were referred to Decision R(U) 26/51 but they gave their decision in the claimant's favour without, apparently, having regard to the principles of that decision; at any rate they did not indicate whether and, if so, how the claimant's case could be distinguished from it.

"In my opinion this case and that which was the subject of Decision R(U) 26/51 are indistinguishable and I must reverse the decision of the local tribunal. I would add that the result of the tribunal having decided as they did is to have admitted to benefit a case which should not have succeeded. Other insured persons similarly situated have failed to establish just cause for leaving when they did and have been disqualified for receiving unemployment

benefit under section 13 of the National Insurance Act, 1946.

"I hold that the claimant had not just cause for leaving his employment when he did and, therefore, I allow the appeal of the insurance officer."

Decision No. R(U) 25/59 (30th December, 1958)

The claimant made a claim for an increase of unemployment benefit in respect of his two children who were living with their mother, his divorced wife. He was required by Court Order to pay 15s. 0d. a week toward the maintenance of each child, but had made no payment for some ten months. Held that he was not entitled to the increase. In order to show title, since the children were not living with him, he was required by Section 6(3) of the National Insurance Act, 1957, and Regulation 5B of the National Insurance (General Benefit) Regulations, 1948, as amended, to prove that he was contributing to the cost of providing for the children at least 8s. 0d. for one child and 3s. 6d. for the other. In fact he was contributing nothing. Effect of the statutory provisions discussed.

Decision of the Commissioner

"My decision is that from and including 13th January, 1958, an increase of unemployment benefit is not payable to the claimant in respect of his children G.G. and L.V.

"The claimant is divorced from his wife who has been granted the custody of their two children, a boy aged 8 and a girl aged 4. There is a Court Order in force against him ordering him to pay £2 a week towards the maintenance of his former wife and 15s. 0d. a week towards the maintenance of each of his two children, a total of £3 10s. 0d. He complied with the order until March, 1957, when he was taken ill with thrombosis. He was paid sickness benefit at the rate for a single man from 6th March, 1957, to 2nd November, 1957. He has made no payment under the Court Order since March, 1957.

"On 4th November, 1957, he entered an industrial rehabilitation centre and remained there until 11th January, 1958. During that period he received from the Ministry of Labour and National Service training allowances at the rate of £5 18s. 0d. a week, which included an allowance of £1 for his former wife and 8s. 0d. for his elder child only. He did not send any of these allowances to his former wife or to his children.

"On 13th January, 1958, he made a claim for unemployment benefit including an increase of benefit in respect of his two children.

"Section 23(1) of the National Insurance Act, 1946 (which provides for increases of benefit for children) imposes the condition that the beneficiary shall have a family which includes the child or children for whom the claim is made. Section 78(2)(a) of the same Act provides that for the purposes of the Act the expression 'child' means a person who would be treated as a child for the purposes of the Family Allowances Act, 1945; and section 78(2)(c) provides that a person shall be deemed to have a family which includes a child or children if that person and a child or children would be treated for the purposes of the Family Allowances Act, 1945, as constituting a family.

"Section 3(2) of the Family Allowances Act, 1945 (as amended by section 6 of, and the Fifth Schedule to, the Family Allowances and National Insurance Act, 1952) which relates to children who are the natural issue of the man or woman claiming the allowance, imposes the condition that, to be treated as in the family of the man or woman as being the issue of one or the other, either the child must be living with the person claiming or that person must be contributing to the cost of providing for the child at the rate of not less than 8s. 0d. a week.

"Paragraph 3 of the Schedule to the Family Allowances Act, 1945, provides that, where a child could be treated under section 3 of the Act as included in the family of either its father or its mother, it has to be treated as in the family of only one of them. In default of agreement between the parents, the Minister in his discretion is to decide in which family the child is to be included.

"In the present case, on the day from which the increase of unemployment benefit is claimed, 13th January, 1958, the claimant was not living with his children and was not contributing anything towards the cost of providing for them. The Minister, by one of his officers, decided on 10th February, 1958, that the claimant's two children were included in his former wife's family and not in his.

"As matters stood before the National Insurance Act, 1957, came into force the claimant therefore had no family which included the children for whom the claim is made.

"Section 6(3) of the National Insurance Act, 1957, which came into force on 18th November, 1957 (see the National Insurance Act, 1957 (Commencement) (No. 3) Order, 1957 [S.I. 1957 No. 1799], Schedule) modified the condition contained in section 23(1) of the National Insurance Act, 1946, by providing that, for the purposes of the latter section, there should be treated as included in the beneficiary's family any child who, though not in fact included (as in this case), could, on the day for which the increase is claimed, have been treated as included under paragraph 3 of the Schedule to the Family Allowances Act, 1945, or could have been treated as included under the said paragraph 3 but for the fact that the beneficiary was contributing to the cost of providing for the child at less than the minimum rate required by section 3(2) of the Family Allowances Act, 1945, provided that the beneficiary's contribution towards the child was not less than a 'prescribed rate'.

"The minimum rate required by section 3(2) of the Family Allowances Act, 1945 (as amended) was 8s. 0d. a week (see paragraph 6 above).

"The 'prescribed rate', which is substituted for the foregoing minimum rate of 8s. 0d., is prescribed by regulation 5B of the National Insurance (General Benefit) Regulations, 1948, as amended [S.I. 1948 No. 1278 as amended by S.I. 1957 No. 1888], as being a rate equal to the amount specified in the fourth column of Part 1 of the Second Schedule to the National Insurance Act, 1946.

"That Schedule has itself been amended. At the date with which this appeal is concerned, 13th January, 1958, the amount specified in the said fourth column was 3s. 6d. a week; see the National Insurance Act, 1954, Fourth Schedule. (The higher rate of 7s. 0d. a week, which appears in the Fourth Schedule to the National

Insurance (No. 2) Act, 1957, did not come into force until 6th February, 1958; see the National Insurance (No. 2) Act, 1957 (Commencement) Order, 1957 [S.I. 1957 No. 2073] Schedule.)

"We have reached the point, so far, that the 'prescribed rate' of contribution, which the claimant is required to have made in order to qualify for an increase of unemployment benefit for a child, is not less than 3s. 6d. a week. The matter however does not end there. Regulation 5B of the General Benefit Regulations, as amended, contains a proviso that, before a claimant can be deemed to be contributing towards a child at not less than the 'prescribed rate', there must be, on the day for which the increase of benefit is claimed, another child who was included in his family (or was treated as so included under section 23(2) of the National Insurance Act, 1946—which is not applicable in the present case), or could have been treated as so included under paragraph 3 of the Schedule to the Family Allowances Act, 1945.

"As we have seen in paragraphs 6 and 11 above, in order to have a child treated as included in his family, the claimant must be contributing towards the child, if it is not living with him, at the rate of not less than 8s. 0d. a week. The result is that unless the claimant is contributing at the rate of not less than 8s. 0d. a week towards one child he cannot take advantage of the relaxation which permits a contribution of not less than 3s. 6d. towards any other children.

"The final result of this exceedingly complex legislation, as I understand it, is that, in order to be entitled to an increase of unemployment benefit in respect of his two children on 13th January, 1958, the claimant has to prove, since they were not living with him, that he was contributing to the cost of providing for them at least 8s. 0d. for one child and 3s. 6d. for the other.

"In fact he was contributing nothing. He is therefore not entitled to the increase claimed. I see no ground for differing from the decision of the local tribunal. The claimant's appeal must be dismissed."

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 Wages Regulation (Flax and Hemp) Order, 1959 (S.I. 1959 No. 2071; price 6d. (8d.)), dated 4th December; The Wages Regulation (Retail Drapery, Outfitting and Footwear) (No. 2) Order, 1959 (S.I. 1959 No. 2079; price 10d. (1s.)), dated 7th December; The Wages Regulation (Corset) Order, 1959 (S.I. 1959 No. 2090; price 5d. (7d.)), dated 8th December; The Wages Regulation (Lace Finishing) (Holidays) Order, 1959 (S.I. 1959 No. 2091; price 4d. (6d.)), dated 8th December; The Wages Regulation (Aerated Waters) (Scotland) Order, 1959 (S.I. 1959 No. 2092), dated 9th December; The Wages Regulation (Retail Bookselling and Stationery) Order, 1959 (S.I. 1959 No. 2135; price 9d. (11d.)), dated 14th December; The Wages Regulation (Retail Food) (England and Wales) (No. 2) Order, 1959 (S.I. 1959 No. 2232; price 11d. (1s. 1d.)), dated 21st December; The Wages Regulation (Retail Furnishing and Allied Trades) (No. 2) Order, 1959 (S.I. 1959 No. 2256; price 10d. (1s. 0d.)), dated 23rd December; The Wages Regulation (Retail Food) (Scotland) Order, 1959 (S.I. 1959 No. 2299; price 9d. (11d.)), dated 31st December; The Wages Regulation (Retail Bread and Flour Confectionery) (Scotland) Order, 1959 (S.I. 1959 No. 2300; price 6d. (8d.)), dated 31st December. These Orders were made by the Minister of Labour under the Wages Councils Act, 1959.—See page 34.

The Sunday Baking and Sausage Making (Christmas and New Year) Order, 1959 (S.I. 1959 No. 2101; price 2d. (4d.)), made on 10th December by the Minister of Labour under the Factories Act, 1959. This Order enabled women who had attained the age of eighteen to be employed on Sunday, 20th December, 1959, in England and Wales, in the manufacture of bread or flour confectionery (including meat and fruit pies but not biscuits) or sausages; and on Sunday, 27th December, 1959, in Scotland, in the manufacture of meat pies or sausages.

The Agriculture (Lifting of Heavy Weights) Regulations, 1959 (S.I. 1959 No. 2120), made on 14th December by the Minister of Agriculture, Fisheries and Food and the Secretary of State for Scotland under the Agriculture (Safety, Health and Welfare Provisions) Act, 1956. The Regulations will come into operation on 1st July, 1965. They prescribe the maximum weight of a sack or bag and its contents which may be lifted or carried by a worker employed in agriculture, unaided.

The Mines (Notification of Dangerous Occurrences) Order, 1959 (S.I. 1959 No. 2117); The Quarries (Notification of Dangerous Occurrences) Order, 1959 (S.I. 1959 No. 2118). These Orders were made by the Minister of Power under the Mines and Quarries Act, 1954. They extend to certain special classes of dangerous occurrences at mines the provisions of Section 116 of the Act. The effect of the Orders is that the manager of a mine or the owner of a quarry must, when there is such an occurrence as is specified in the Order, give notice thereof to the inspector for the district and to the employees' nominee, whether or not death or serious bodily injury has been caused.

The Family Allowances and National Insurance (Canada) Order, 1959 (S.I. 1959 No. 2216; price 4d. (6d.)), made on 21st December by Her Majesty in Council under the National Insurance Act, 1946, as extended by the Family Allowances and National Insurance Act, 1956.—See page 12.

The National Insurance (Non-Participation—Appeals and References) Regulations, 1959 (S.I. 1959 No. 2119), made on 12th

* See footnote * in next column.

December by the Minister of Pensions and National Insurance under the National Insurance Acts, 1946 and 1959.—See page 12.

The Shirmaking Wages Regulation Order (Northern Ireland), 1959 (S.R. & O. of Northern Ireland 1959 No. 178; price 5d. (7d.)), made on 3rd December by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland), 1945.—See page 35.

OFFICIAL PUBLICATIONS RECEIVED*

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

Accidents.—(i) *Electrical Accidents and their Causes, 1958*. Ministry of Labour. Price 5s. (5s. 5d.). (ii) *Report on the Accidents which occurred on the Railways of Great Britain during the year 1958*. Ministry of Transport and Civil Aviation. Price 4s. (4s. 4d.).—See page 11.

Britain.—*An Official Handbook, 1960 Edition*. Central Office of Information. Price 25s. (26s. 9d.).

Careers.—*Choice of Careers, No. 66, Radio and Television Servicing*. 2nd Edition. Ministry of Labour. Price 1s. 6d. (1s. 10d.).

Education.—*Report of the Central Advisory Council for Education, England and Wales, Vol. I, Education 15-18*. Ministry of Education. Price 12s. 6d. (13s. 8d.).

Friendly Societies.—*Reports of Chief Registrar of Friendly Societies, 1958, Part I, General; Part II, Friendly Societies*. Registry of Friendly Societies. Price 3s. (3s. 4d.) each.

Industrial Diseases.—*Digest of Pneumoconiosis Statistics, 1958*. Ministry of Power. Price 3s. 6d. (3s. 10d.).—See page 11.

Industrial Safety, Health and Welfare.—*Safety, Health and Welfare Pamphlets, New Series, No. 4, Safety in the Use of Abrasive Wheels*. Ministry of Labour. Price 4s. (4s. 5d.).—See page 12.

International Labour Conference.—*International Labour Conference, 43rd Session, Geneva, 3rd to 25th June, 1959. Report by the Delegates of Her Majesty's Government in the United Kingdom of Great Britain and Northern Ireland*. Cmnd. 923. Ministry of Labour. Price 3s. 6d. (3s. 10d.).—See page 12.

Miscellaneous Mines.—*List of miscellaneous mines in Great Britain*. Price 5s. Obtainable from Ministry of Power, Safety and Health Division, Thames House South, Millbank, London, S.W.1.—See page 12.

National Insurance.—*National Insurance Acts, 1946 to 1959. National Insurance (Non-Participation—Appeals and References) Regulations, 1959. Report of the National Insurance Advisory Committee in accordance with Section 77(4) of the National Insurance Act, 1946, preceded by a Statement made by the Minister of Pensions and National Insurance in accordance with Section 77(5) of that Act*. H.C. 49. Price 6d. (8d.).—See page 12.

Scientific Policy.—*Annual Report of the Advisory Council on Scientific Policy, 1958-1959*. Cmnd. 893. Price 1s. (1s. 2d.).—See page 10.

Statistics.—(i) *Statistical Review of England and Wales, Part III, Commentary*. General Register Office. Price 16s. 6d. (17s. 3d.). (ii) *Annual Abstract of Statistics No. 96, 1959*. Central Statistical Office. Price 21s. (22s. 9d.).—See page 8.

Youth Employment.—*Report of the National Youth Employment Council on the Work of the Youth Employment Service, 1956-1959*. Ministry of Labour. Price 2s. 6d. (2s. 8d.).—See page 9.

* 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 below or through any bookseller.

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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.)

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