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Summary of the Monthly Statistics

Full details on pages

Employment

The estimated total number in civil employment in Great Britain in mid-February was 24,386,000. This was 8,000 less than in January. The main changes were a decrease in the distributive trades and increases in financial, professional and scientific services and construction. 165–168

Unemployment

There were 343,000 persons registered as wholly unemployed in Great Britain on 8th March and 29,100 registered as temporarily stopped from work; a total of 372,100 (1·6 per cent. of all employees). Between 8th February and 8th March unemployment rose by 4,000. In most industries and services there were decreases in the numbers registered as wholly unemployed but in the vehicle manufacturing industry there was an increase of 17,000 in the numbers registered as temporarily stopped. The number unemployed for more than eight weeks was 196,000—57 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed fell by 14,000; the normal monthly seasonal decrease is about 19,000. 169–171

Unfilled Vacancies

There were 358,000 unfilled vacancies on 3rd March, 33,000 more than on 3rd February. 172

Overtime and Short-time

In the week ended 13th February the estimated number of operatives working overtime in the manufacturing industries was 2,083,000 and the estimated number on short-time was 43,000. 167

Rates of Wages

The indices of weekly rates of wages and of hourly rates of wages at 31st March (January 1956 = 100) were, respectively, 144·4 and 154·2, compared with 144·0 and 153·4 at 28th February. 180–186

Retail Prices

The retail prices index at 16th March (January 1962 = 100) was 109·9, compared with 109·5 at 16th February. The index for the food group was 110·4, compared with 109·9 the previous month. 187

Stoppages of Work

About 100,900 workers were involved in March in stoppages of work due to industrial disputes: they lost about 394,000 working days. 188

SHIFT WORKING

The last enquiry conducted by the Ministry of Labour into shift working in industry was held in April 1954 and the results were published in the Ministry of Labour Gazette for October of that year. The need for achieving higher productivity and the changes in industrial organisation over the past ten years have drawn attention to the importance of up-to-date information about shift working.

In consultation with the British Employers' Confederation it was decided to obtain information on shift working on much the same basis as the 1954 enquiry. The method adopted was to include in the form of the return used for the half-yearly enquiry into earnings and hours of wage-earners sent out in October 1964 a request for information on shift working in most of the industries covered by the enquiry. The industries and services selected were the manufacturing industries, mining and quarrying (except coal), gas, electricity and water supply, national and local government services, and miscellaneous services (laundries, dry cleaning, motor repairers and garages, and the repair of boots and shoes) in the United Kingdom. The returns related to the pay week which included 14th October 1964.

Where a shift-working system was in operation in the whole or in any part of an establishment in the week of the return the employer was asked to state the number of shift workers employed on each of the following types of shift-work systems:—

(1) *Three-shift systems*, under which three successive "shifts" or "turns" (usually of eight hours) are worked, by different teams of operatives, during a period of 24 hours. In this latest shift-working enquiry, but not in that of April 1954, there was a sub-division into:—

(*a*) Continuous working (four crew) under which a fully continuous operating week of 168 hours is worked by four crews each covering an average of 42 hours per week over the cycle of shifts.

(*b*) Continuous working, other than with four crews, where the three-shift system is operated continuously throughout.

(*c*) Non-continuous working where there is a cessation of production at week-ends and the full operating week of 168 hours is not worked.

(2) *Two-shift systems*

(*a*) Double day-shift systems under which two successive day "shifts" or "turns" (usually of eight hours inclusive of mealtimes) are worked by different teams of operatives.

(*b*) Alternating day and night shifts under which the same operatives alternate between day and night shifts. This also includes systems where the numbers employed on days and nights or the number of weeks worked on days and nights are unequal (e.g., two weeks on days and one week on nights). Where a night shift is manned by workers who do not alternate with day workers, particulars are included under the normal night-shift system.

(3) *Normal night shift* under which the same operatives work permanently on a night shift.

(4) *Evening employment for part-time workers.* Shift systems for part-time workers who are employed solely on evening sessions normally beginning about 5 p.m. or 6 p.m. and ending about 9 p.m. or 10 p.m.

(5) *Other systems.* Where other types of shift systems are worked, details were asked for.

The employment of certain workers on night work as overtime or on duties such as cleaning or as night watchmen was not regarded as constituting a shift system and employers were asked to exclude these from the returns.

For each system details were asked for males and females separately whereas in the 1954 enquiry this split was made only for the double day-shift system and for evening employment for part-time workers. Apart from evening shifts, employers were not asked to give separate particulars of part-time workers. Returns were furnished by approximately 37,500 establishments employing 5,596,600 manual workers employed in the industries covered by the enquiry. It is estimated that the returns received covered some 70 per cent. of the total number of manual workers employed in these industries at the time of the enquiry. Of the workers shown on these returns, 3,675,500 (or 66 per cent.) were employed in the 9,160 establishments where some form of shift working was in operation but only 1,020,000 (or 18 per cent. of all workers on the returns) were reported to be actually working on shift systems.

In 1954 the total numbers* of manual workers covered by returns received from the industries in which employers were asked to give details of shift working was 5,493,500—a figure very close to the corresponding figure of 5,596,600 for 1964 already quoted. But the numbers of shift workers in 1964 were markedly higher than in 1954 when only 667,500 (or 12 per cent. of all workers on the returns) were reported as working on shift systems. These compare with the figures of 1,020,000 and 18 per cent. for 1964.

*Revised on the basis of the 1958 Standard Industrial Classification.

The total figures for the various types of shift-working systems are set out in the following table:—

System	Numbers and percentages of all shift workers covered by returns					
	Males		Females		Totals	
	Numbers	Per cent.	Numbers	Per cent.	Numbers	Per cent.
Three-shift systems:—						
Continuous working						
Four crews	187,900	21·0	1,200	1·0	189,100	18·5
Other systems ..	39,600	4·4	200	0·2	39,800	3·9
Non-continuous working	187,300	20·9	4,400	3·5	191,700	18·8
Total three-shift systems ..	414,800	46·3	5,800	4·7	420,600	41·2
Double day shift	121,300	13·5	48,500	39·1	169,800	16·7
Alternating day and night shift	236,500	26·4	700	0·6	237,300	23·3
Normal night shift ..	118,300	13·2	500	0·4	118,700	11·6
Evening employment for part-time workers ..	1,600	0·2	68,200	54·9	69,800	6·8
Other systems	3,300	0·4	400	0·3	3,800	0·4
Totals	895,900	100	124,100	100	1,020,000	100

Of all workers on shift working 41·2 per cent. were employed on three-shift systems, 23·3 per cent. on alternating day and night-shift systems, 16·7 per cent. on double day shifts and 11·6 per cent on normal night shifts. These are similar to the corresponding percentages of 48, 23, 16 and 9 for the 1954 enquiry though the absolute total number of shift workers has risen by over 50 per cent. between the two enquiry dates. Evening shifts for part-time workers were confined almost entirely to female workers and accounted for 6·8 per cent. of the total workers engaged on shift work. Some 55 per cent. of all females on shift work were employed on part-time evening shifts and a further 39 per cent. on double day shifts: no other shift-work system accounted for any important numbers of female shift workers.

Analysis by industry groups

For the 1954 enquiry firms were classified under the 1948 Standard Industrial Classification whereas for the 1964 enquiry the 1958 Standard Industrial Classification was used. Consequently it is not possible in most cases to make valid comparisons, industry by industry, between the results of the two enquiries.

The industry groups for the 1954 results have been revised, so far as possible to the 1958 Standard Industrial Classification to enable a comparison to be made with the 1964 enquiry results. This has been done in the table on the next page which summarises the results of the two enquiries, by industry groups, both by numbers and by percentages of workers employed in the various shift systems. The numbers have been rounded to the nearest hundred but the percentages have been calculated from the actual figures.

The total number of shift workers on the returns received rose from 667,500 in April 1954 to 1,020,000 in October 1964, a rise of 52·8 per cent. In April 1954 shift workers accounted for 12 per cent. of all workers shown on the returns received but in October 1964 for 18 per cent. In manufacturing industries alone the corresponding figures were 616,300 in April 1954 and 967,700 in October 1964 (a rise of 57 per cent.): in April 1954 shift workers in manufacturing accounted for 12 per cent. of the total as against 20 per cent. in October 1964.

In the industry groups the biggest increases between 1954 and 1964 in the numbers of shift workers were in "Vehicles", from 57,500 to 157,100 (+99,600 or 173 per cent.); in "Engineering and electrical goods", from 68,400 to 124,500 (+56,100 or 82 per cent.); in "Paper, printing and publishing", from 36,800 to 77,600 (+40,800 or 111 per cent.) and in "Textiles" where, with a much reduced total manual labour force, the corresponding figures were 80,500 and 116,300 (+35,800 or 44 per cent.). Expressed in another way, between 1954 and 1964 the percentage which shift workers formed of all workers rose from 13 to 33 in "Vehicles", from 7 to 11 in "Engineering and electrical goods", from 14 to 24 in "Paper, printing and publishing" and from 11 to 22 in "Textiles". On the other hand there was hardly any change in the extent of shift working in the non-manufacturing industries covered.

The table opposite shows that, although in 1964 (in all the industries covered) shift workers accounted for 18 per cent. of all workers, the corresponding percentages varied widely as between the different industry groups. The range was from 1 per cent. in both "Clothing and footwear" and "Miscellaneous services" and 2 per cent. in "Timber, furniture, etc." to as much as 29 per cent. in "Chemicals and allied industries", 33 per cent. in "Vehicles" and 44 per cent. in "Metal manufacture".

There were marked differences in the relative importance, as between industry groups, of the various types of shift system. For example, the three-shift system was predominant in "Metal manufacture" where it accounted for 71 per cent. of all shift workers, in "Chemicals and allied industries" (81 per cent.) and in "Gas, electricity and water" (83 per cent.). In "Vehicles" and in "Shipbuilding and marine engineering", however, the alternating day and night-shift system and the normal night-shift system together covered 77 per cent. and 94 per cent., respectively, of all the shift workers concerned in each of these two industry groups. Numbers on evening shifts for part-time workers rose from 27,700 in 1954 to 69,800 in 1964, a rise of 42,100 or 152 per cent. They consisted mainly of women workers employed in "Food, drink and tobacco", "Engineering and electrical goods" and in "Textiles".

Details for separate industries

Particulars for separate industries are given in Tables 1 and 2 on following pages.

Table 1 shows, industry by industry, the number of workers on all returns received, the number of workers on returns showing some shift workers, the number of shift workers shown on the returns received and the number of male, and female, workers on each of the shift-working systems. Table 2 shows for each industry the percentage of all workers working as shift workers and the proportions of shift workers employed on each of the various shifts. In Tables 1 and 2 where no figures are shown the number of shift workers was either nil or it was insignificant, forming less than one-half of 1 per cent. of workers on the returns for that industry.

In a few cases the number of establishments with shift-working systems in an industry was so small that separate figures for these industries cannot be shown because of the risk of disclosing details for individual undertakings.

Certain tables showing shift workers by industry groups on a regional basis are being prepared and will be published in a later issue of this GAZETTE.

SUMMARY BY INDUSTRY GROUPS OF NUMBERS AND PERCENTAGES OF SHIFT WORKERS ON VARIOUS SHIFT SYSTEMS

April 1954 (Revised to 1958 Standard Industrial Classification)

Industry group	Number of workers: On all returns received	Number of workers: On returns showing some shift workers	Numbers and percentages of shift workers shown on all returns received		Numbers and proportions of shift workers on each shift system: Three shift		Double day shift		Alternating day and night shift		Normal night shift		Evening employment for part-time workers		Other shift systems	
	(000's)	(000's)	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.
Food, drink and tobacco..	433·9	215·1	56·6	13	21·2	37	11·2	21	9·3	16	8·7	15	6·1	11	0·1	—
Chemicals and allied industries	256·0	193·6	61·7	24	49·7	80	7·6	13	3·0	5	0·5	1	0·5	1	0·4	—
Metal manufacture ..	386·1	327·4	161·0	42	111·2	69	15·6	9	30·3	19	2·4	2	0·6	—	0·9	1
Engineering and electrical goods	995·9	521·5	68·4	7	9·6	14	7·5	12	32·4	47	15·9	23	3·0	4	—	—
Shipbuilding and marine engineering	231·9	90·3	5·8	3	—	—	—	—	2·9	50	2·9	50	—	—	—	—
Vehicles	444·8	336·3	57·5	13	4·4	8	1·4	1	40·3	72	10·3	18	1·1	1	—	—
Metal goods not elsewhere specified	303·2	125·9	23·7	8	7·1	30	5·4	23	7·4	31	2·2	9	1·6	7	—	—
Textiles	724·4	354·8	80·5	11	15·8	20	36·2	45	7·4	9	9·3	12	11·5	14	0·3	—
Leather, leather goods and fur.	44·2	6·9	0·5	1	0·1	24	0·1	26	0·1	24	0·1	16	0·1	10	—	—
Clothing and footwear ..	354·0	12·2	0·9	—	0·1	10	0·3	30	0·1	10	0·1	10	0·3	40	—	—
Bricks, pottery, glass, cement, etc.	188·2	131·3	32·1	17	20·2	63	3·6	11	6·8	21	1·0	3	0·2	1	0·3	1
Timber, furniture, etc. ..	182·3	13·3	1·4	1	0·2	14	1·0	69	0·1	8	0·1	9	—	—	—	—
Paper, printing and publishing	265·0	119·8	36·8	14	21·1	57	3·8	10	3·5	10	7·7	21	0·6	2	0·1	—
Other manufacturing industries	136·5	88·4	29·3	21	15·6	53	2·0	7	9·7	33	1·0	4	1·0	3	—	—
All manufacturing industries	4,946·2	2,536·7	616·3	12	276·4	45	95·6	16	153·1	25	62·3	10	26·7	4	2·0	—
Mining and quarrying (except coal)	36·6	15·4	5·4	15	1·6	30	3·3	60	0·5	10	—	—	—	—	—	—
Gas, electricity and water	254·9	223·6	41·4	16	36·1	87	3·7	9	1·2	3	0·1	—	—	—	0·3	1
Miscellaneous services* ..	173·5	14·0	1·7	1	0·2	12	0·2	12	0·2	12	0·2	12	0·9	52	—	—
All the above including manufacturing industries†	5,493·5	2,814·7	667·5	12	316·5	48	103·1	16	155·3	23	62·6	9	27·7	4	2·3	—

October 1964 (Based on 1958 Standard Industrial Classification)

Industry group	(000's)	(000's)	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.	Nos. (000's)	Per cent.
Food, drink and tobacco..	450·7	306·8	86·9	19	26·9	31	20·6	24	14·1	16	8·1	9	16·6	19	0·7	1
Chemicals and allied industries	252·1	211·3	72·2	29	58·6	81	7·8	11	2·5	3	0·7	1	2·3	3	0·4	1
Metal manufacture ..	428·1	376·9	186·2	44	131·4	71	16·7	9	28·7	16	6·1	3	2·3	1	0·9	—
Engineering and electrical goods	1,093·1	721·7	124·5	11	17·3	14	13·3	10	44·6	36	31·8	26	17·2	14	0·2	—
Shipbuilding and marine engineering	155·7	102·5	7·5	5	0·2	3	0·2	3	3·0	40	4·1	54	—	—	—	—
Vehicles	477·9	413·5	157·1	33	11·3	7	22·4	14	97·4	62	23·9	15	2·2	2	—	—
Metal goods not elsewhere specified	289·4	171·1	41·5	14	11·3	28	11·0	26	10·3	25	4·0	10	4·7	11	0·1	—
Textiles	528·0	392·5	116·3	22	36·3	32	41·3	35	6·8	6	16·7	14	15·3	13	0·1	—
Leather, leather goods and fur	35·0	11·1	1·0	3	0·3	28	0·2	18	0·2	18	0·2	18	0·2	18	—	—
Clothing and footwear ..	283·8	30·5	1·8	1	0·6	32	0·4	21	0·3	16	0·1	5	0·5	26	—	—
Bricks, pottery, glass, cement, etc.	209·7	157·3	48·3	23	29·6	62	5·5	12	9·8	20	2·1	4	0·7	1	0·6	1
Timber, furniture, etc. ..	143·3	19·3	2·2	2	0·6	29	0·6	28	0·3	14	0·4	19	0·1	5	0·1	5
Paper, printing and publishing	322·1	229·0	77·6	24	34·9	45	16·1	21	7·3	9	16·2	21	2·9	4	0·1	—
Other manufacturing industries	164·3	122·9	44·6	27	24·6	55	4·0	9	10·2	23	3·0	7	2·7	6	—	—
All manufacturing industries	4,833·0	3,266·2	967·7	20	384·0	40	160·0	17	235·5	24	117·4	12	67·6	7	3·3	—
Mining and quarrying (except coal)	28·0	13·1	4·2	15	2·2	53	1·3	31	0·6	14	0·1	2	—	—	—	—
Gas, electricity and water	250·6	245·9	37·7	15	31·3	83	4·4	12	0·6	2	0·2	—	0·9	2	0·3	1
Miscellaneous services* ..	153·5	17·0	1·8	1	0·2	11	0·4	22	0·1	5	0·2	11	1·0	51	—	—
All the above, including manufacturing industries†	5,596·6	3,675·5	1,020·0	18	420·6	41	169·8	17	237·3	23	118·7	12	69·8	7	3·8	—

* Laundries, dry-cleaning, motor repairers and repair of boots and shoes.

† Including national government and, for 1964 only, local government services which are shown separately in Tables 1 and 2.

TABLE 1—NUMBERS OF MANUAL WORKERS COVERED BY THE RETURNS RECEIVED AND NUMBERS EMPLOYED ON VARIOUS SHIFT-WORK SYSTEMS IN OCTOBER 1964

M.L.H. No.	Industry	Numbers of workers: On all returns received	Numbers of workers: On returns showing some shift workers	Numbers of shift workers on all returns received: Males	Females	Total
	Food, drink and tobacco	**450,720**	**306,846**	**60,746**	**26,178**	**86,924**
211	Grain milling	23,997	19,540	6,671	787	7,458
212	Bread and flour confectionery	65,570	58,491	15,481	2,684	18,165
213	Biscuits	40,733	36,282	3,348	6,065	9,413
214	Bacon curing, meat and fish products	38,025	22,376	1,856	2,096	3,952
215	Milk products	14,602	7,522	1,419	249	1,668
216	Sugar	13,044	12,655	6,196	1,263	7,459
217	Cocoa, chocolate and sugar confectionery	63,496	50,525	8,185	4,951	13,136
218	Fruit and vegetable products	44,471	21,305	4,339	4,380	8,719
219	Animal and poultry foods	8,462	6,561	3,037	132	3,169
229	Food industries not elsewhere specified	20,401	14,821	3,914	1,356	5,270
231	Brewing and malting	55,135	33,245	3,764	170	3,934
239	Other drink industries	31,720	9,417	1,591	469	2,060
240	Tobacco	31,064	14,106	945	1,576	2,521
	Chemicals and allied industries	**252,059**	**211,259**	**68,441**	**3,770**	**72,211**
261	Coke ovens and manufactured fuel	9,975	9,939	5,868	8	5,876
262	Mineral oil refining	18,104	17,282	6,120	95	6,215
263	Lubricating oils and greases	2,527	1,131	155	—	155
271	Chemicals and dyes	92,909	86,004	29,895	653	30,548
272	Pharmaceutical and toilet preparations	35,085	22,381	1,930	1,146	3,076
273	Explosives and fireworks	30,429	28,704	5,788	808	6,596
274	Paint and printing ink	17,119	6,353	1,567	68	1,635
275	Vegetable and animal oils, fats, soap and detergents	21,953	18,555	6,081	842	6,923
276	Synthetic resins and plastics materials	18,447	17,579	9,945	73	10,018
277	Polishes, gelatine, adhesives, etc.	5,511	3,331	1,092	77	1,169
	Metal manufacture	**428,061**	**376,913**	**181,687**	**4,543**	**186,230**
311	Iron and steel (general)	209,560	204,381	122,384	1,177	123,561
312	Steel tubes	32,934	27,309	10,349	157	10,506
313	Iron castings, etc.	90,802	63,678	17,079	435	17,514
321	Light metals	41,343	37,956	15,395	2,081	17,476
322	Copper, brass and other base metals	53,422	43,589	16,480	693	17,173
	Engineering and electrical goods	**1,093,084**	**721,701**	**102,641**	**21,830**	**124,471**
331	Agricultural machinery (except tractors)	20,265	7,688	2,730	6	2,736
332	Metal working machine tools	48,263	30,000	3,261	90	3,351
333	Engineers' small tools and gauges	28,103	13,635	1,334	166	1,500
334	Industrial engines	28,635	27,973	7,399	300	7,699
335	Textile machinery and accessories	35,536	19,987	1,515	104	1,619
336	Contractors' plant and quarrying machinery	14,751	8,850	2,144	—	2,144
337	Mechanical handling equipment	28,606	12,689	1,273	13	1,286
338	Office machinery	16,666	12,022	1,008	185	1,193
339	Other machinery	160,920	98,179	11,873	1,294	13,167
341	Industrial plant and steelwork	69,335	33,435	5,069	234	5,303
342	Ordnance and small arms	23,598	18,723	1,266	216	1,482
349	Other mechanical engineering not elsewhere specified	114,645	87,509	21,600	2,478	24,078
351	Scientific, surgical and photographic instruments, etc.	61,924	22,732	3,095	968	4,063
352	Watches and clocks	7,375	5,101	218	257	475
361	Electrical machinery	130,480	107,690	12,117	1,878	13,995
362	Insulated wires and cables	35,422	31,948	8,863	2,018	10,881
363	Telegraph and telephone apparatus	43,854	25,691	1,653	1,256	2,909
364	Radio and other electronic apparatus	122,658	83,664	5,652	5,090	10,742
365	Domestic electric appliances	31,446	21,942	3,805	775	4,580
369	Other electrical goods	70,602	52,243	6,766	4,502	11,268
	Shipbuilding and marine engineering	**155,710**	**102,453**	**7,448**	**14**	**7,462**
371	Shipbuilding and ship repairing	103,941	56,350	3,743	5	3,748
372	Marine engineering	51,769	46,103	3,705	9	3,714
	Vehicles	**477,893**	**413,473**	**154,114**	**3,010**	**157,124**
381	Motor vehicle manufacturing	314,012	279,578	131,281	2,011	133,292
382	Motor cycle, three-wheel vehicle and pedal cycle manufacturing	16,533	10,664	2,326	99	2,425
383	Aircraft manufacturing and repairing	127,142	113,426	19,632	783	20,415
384	Locomotives and railway track equipment	6,776	5,640	625	104	729
385	Railway carriages and wagons and trams	10,130	3,540	221	—	221
389	Perambulators, hand trucks, etc.	3,300	625	*	*	*
	Metal goods not elsewhere specified	**289,358**	**171,059**	**33,087**	**8,408**	**41,495**
391	Tools and implements	11,376	4,530	261	152	413
392	Cutlery	7,187	3,507	976	167	1,143
393	Bolts, nuts, screws, rivets, etc.	26,404	19,808	3,387	700	4,087
394	Wire and wire manufactures	27,282	22,485	10,025	476	10,501
395	Cans and metal boxes	23,142	16,540	2,958	3,057	6,015
396	Jewellery, plate and refining of precious metals	12,177	3,807	667	55	722
399	Metal industries not elsewhere specified	181,790	100,382	14,813	3,801	18,614
	Textiles	**528,020**	**392,458**	**77,157**	**39,167**	**116,324**
411	Production of man-made fibres	34,355	33,463	18,874	1,524	20,398
412	Spinning and doubling of cotton, flax and man-made fibres	79,770	70,031	9,921	14,601	24,522
413	Weaving of cotton, linen and man-made fibres	68,684	48,713	12,062	10,036	22,098
414	Woollen and worsted	117,701	80,684	9,160	6,017	15,177

* For this industry figures cannot be shown in this column because of the small number of undertakings concerned.

Numbers of shift workers employed on each shift system

M.L.H. No.	Three-shift: Continuous working: Four crews: Males	Four crews: Females	Other systems: Males	Other systems: Females	Non-continuous working: Males	Non-continuous working: Females	Two-shift: Double day shift: Males	Double day shift: Females	Alternating day and night shift: Males	Alternating day and night shift: Females	Normal night shift: Males	Normal night shift: Females	Evening employment for part-time workers: Males	Evening employment for part-time workers: Females	Other shift systems: Males	Other shift systems: Females
	4,603	**4**	**5,840**	**62**	**15,923**	**453**	**11,295**	**9,279**	**14,001**	**50**	**8,019**	**108**	**402**	**16,153**	**663**	**69**
211	73	—	217	—	4,216	33	1,218	644	803	—	129	—	4	110	11	—
212	425	—	254	1	2,370	80	779	608	10,627	11	803	7	101	1,921	122	56
213	19	—	39	—	167	236	862	802	342	—	1,861	5	43	5,022	15	—
214	62	—	12	3	58	—	818	423	34	—	813	47	59	1,623	—	—
215	124	—	118	—	191	13	754	74	97	—	80	1	12	158	43	3
216	532	4	3,193	58	1,804	18	550	932	22	2	22	—	1	249	72	—
217	690	—	86	—	2,662	—	1,072	1,248	1,198	37	2,261	40	23	3,626	193	—
218	196	—	21	—	229	64	2,224	2,402	107	—	1,440	2	25	1,902	97	10
219	951	—	58	—	953	9	911	58	131	—	7	—	—	65	26	—
229	519	—	599	—	1,969	—	247	605	170	—	338	6	7	745	65	—
231	711	—	916	—	567	—	1,095	96	343	—	114	—	—	74	18	—
239	140	—	274	—	734	—	105	109	123	—	88	—	126	360	1	—
240	161	—	53	—	3	—	660	1,278	4	—	63	—	1	298	—	—
	43,028	**52**	**4,589**	**10**	**10,952**	**8**	**6,465**	**1,300**	**2,370**	**92**	**667**	**9**	**27**	**2,227**	**343**	**72**
261	5,173	8	172	—	166	—	258	—	42	—	1	—	—	—	56	—
262	5,342	5	103	10	196	—	387	60	82	—	2	—	—	20	8	—
263	—	—	21	—	16	—	70	—	34	—	2	—	—	—	12	—
271	20,416	16	2,465	—	3,098	—	2,527	138	996	—	223	3	5	496	165	—
272	420	—	343	—	472	—	285	87	233	—	85	5	11	982	81	72
273	3,968	23	189	—	570	—	756	528	251	86	50	—	1	171	3	—
274	553	—	40	—	162	—	590	—	191	6	29	—	1	62	1	—
275	479	—	472	—	3,864	8	943	444	137	—	166	1	3	389	17	—
276	6,523	—	471	—	1,969	—	559	41	352	—	71	—	—	32	—	—
277	154	—	313	—	439	—	90	2	52	—	38	—	6	75	—	—
	68,213	**232**	**5,964**	**—**	**56,519**	**464**	**15,234**	**1,452**	**28,714**	**27**	**6,083**	**36**	**21**	**2,327**	**939**	**5**
311	60,200	208	1,736	—	36,785	124	8,368	403	13,445	27	1,057	1	5	409	755	5
312	205	—	2,268	—	2,464	7	692	43	4,049	—	667	2	4	105	—	—
313	4,774	—	588	—	2,124	—	2,358	180	4,811	—	2,359	2	—	253	65	—
321	744	8	385	—	9,389	332	1,673	577	2,480	—	722	—	2	1,164	—	—
322	2,290	16	987	—	5,757	1	2,143	249	3,929	—	1,278	31	10	396	86	—
	2,820	**8**	**2,337**	**—**	**11,798**	**303**	**9,114**	**4,234**	**44,617**	**14**	**31,672**	**135**	**108**	**17,063**	**175**	**73**
331	—	—	3	—	—	—	54	—	2,530	—	143	—	—	6	—	—
332	—	—	18	—	15	—	126	21	1,621	—	1,478	1	3	68	—	—
333	—	—	—	—	66	10	250	—	405	—	605	14	2	142	—	—
334	6	—	18	—	130	—	61	132	5,056	4	2,096	—	4	164	—	—
335	34	—	—	—	9	—	75	60	970	—	461	—	—	44	—	—
336	—	—	7	—	4	—	271	—	1,588	—	274	—	—	—	—	—
337	—	—	25	—	3	—	25	—	509	1	708	—	3	12	—	—
338	—	—	92	—	26	—	96	—	705	—	88	2	1	183	—	—
339	—	—	106	—	546	—	408	34	6,458	1	4,252	23	38	1,236	—	—
341	65	—	92	—	769	—	1,048	87	1,353	—	1,733	3	3	144	—	—
342	71	—	65	—	65	24	82	—	751	—	171	1	—	118	29	73
349	103	—	410	—	1,949	53	3,252	816	9,332	1	6,435	2	11	1,606	108	—
351	103	—	45	—	515	—	916	242	268	—	277	10	—	716	9	—
352	1,065	—	—	—	—	—	—	—	66	—	151	—	1	257	—	—
361	—	—	283	—	797	—	127	308	6,124	—	4,716	4	11	1,566	—	—
362	59	—	629	—	2,357	183	431	867	3,313	4	1,249	—	2	964	—	—
363	882	—	27	—	6	—	107	—	67	—	1,424	9	9	1,247	—	—
364	13	—	146	—	2,176	33	599	58	687	—	1,699	56	16	4,935	9	—
365	320	8	9	—	696	—	161	85	2,297	3	622	—	—	687	—	—
369	20	—	362	—	1,669	—	1,025	1,524	517	—	3,090	10	4	2,968	20	—
	8	**—**	**111**	**—**	**124**	**—**	**156**	**—**	**2,993**	**—**	**4,056**	**—**	**—**	**14**	**—**	**—**
371	—	—	59	—	12	—	145	—	707	—	2,820	—	—	5	—	—
372	8	—	52	—	112	—	11	—	2,286	—	1,236	—	—	9	—	—
	327	**—**	**2,006**	**—**	**8,905**	**69**	**21,846**	**546**	**97,139**	**217**	**23,886**	**7**	**5**	**2,171**	**—**	**—**
381	265	—	1,246	—	7,992	65	19,747	261	84,217	23	17,809	4	5	1,658	—	—
382	—	—	—	—	428	4	899	77	720	—	279	—	—	18	—	—
383	—	—	711	—	485	—	1,133	208	11,917	194	5,336	3	—	378	—	—
384	50	—	15	—	—	—	22	—	241	—	347	—	—	104	—	—
385	—	—	34	—	—	—	27	—	42	—	106	—	—	—	—	—
389	12	—	*	*	*	*	*	*	*	*	*	*	*	*	—	—
	326	**—**	**554**	**—**	**10,163**	**300**	**7,590**	**3,442**	**10,321**	**14**	**4,009**	**12**	**77**	**4,598**	**47**	**42**
391	—	—	4	—	17	2	82	112	121	—	36	—	1	38	—	—
392	—	—	—	—	65	—	742	82	43	—	126	2	—	83	—	—
393	9	—	6	—	219	10	2,052	149	867	—	218	—	4	541	12	—
394	77	—	229	—	5,726	47	809	287	2,849	13	334	—	1	129	—	—
395	8	—	9	—	1,115	178	1,646	2,077	23	—	154	1	3	801	—	—
396	4	—	71	—	301	—	16	—	54	—	213	9	8	46	—	—
399	228	—	235	—	2,720	63	2,243	735	6,364	1	2,928	—	60	2,960	35	42
	17,900	**172**	**2,690**	**86**	**12,885**	**2,558**	**20,195**	**21,059**	**6,571**	**212**	**16,547**	**113**	**312**	**14,967**	**57**	**—**
411	16,068	144	1,512	9	463	—	574	1,102	119	—	137	2	1	267	—	—
412	641	26	138	—	1,368	639	3,348	7,720	903	60	3,396	104	79	6,052	48	—
413	818	—	171	28	3,608	1,057	5,326	7,437	461	136	1,622	—	53	1,378	3	—
414	—	—	72	—	891	635	751	1,001	769	4	6,574	2	103	4,375	—	—

* See footnote on opposite page.

Table 1—Numbers of Manual Workers covered by the Returns received and Numbers employed on various Shift-work Systems in October 1964—*continued*

M.L.H. No.	Industry	Numbers of workers: On all returns received	Numbers of workers: On returns showing some shift workers	Numbers of shift workers on all returns received: Males	Females	Total	Numbers of shift workers employed on each shift system: Three-shift: Continuous working: Four crews: Males	Females	Other systems: Males	Females	Non-continuous working: Males	Females	Two-shift: Double day shift: Males	Females	Alternating day and night shift: Males	Females	Normal night shift: Males	Females	Evening employment for part-time workers: Males	Females	Other shift systems: Males	Females	M.L.H. No.
	Textiles—*continued*																						
415	Jute	13,843	12,450	2,186	1,913	4,099	—	—	—	—	408	—	917	1,400	161	—	657	—	43	513	—	—	415
416	Rope, twine and net	8,140	4,170	229	518	747	—	—	3	—	6	9	68	280	16	—	134	—	2	229	—	—	416
417	Hosiery and other knitted goods	87,198	63,747	8,810	1,262	10,072	183	2	604	23	2,626	39	4,622	449	533	12	230	—	6	737	6	—	417
418	Lace	6,077	3,483	845	257	1,102	72	—	—	—	462	10	291	226	20	—	—	—	—	21	—	—	418
419	Carpets	27,696	26,506	5,438	1,211	6,649	—	—	3	—	1,333	—	2,203	750	1,195	—	702	—	2	461	—	—	419
421	Narrow fabrics	14,177	8,664	1,140	971	2,111	61	—	26	26	222	80	285	487	341	—	193	—	12	378	—	—	421
422	Made-up textiles	12,607	1,546	46	98	144	—	—	—	—	5	—	29	30	—	—	7	—	5	68	—	—	422
423	Textile finishing	46,342	30,262	5,759	606	6,365	—	—	98	—	633	89	1,392	167	1,923	—	1,651	—	5	350	—	—	423
429	Other textile industries	11,430	8,739	2,687	153	2,840	57	—	63	—	860	—	389	10	130	—	1,244	5	1	138	—	—	429
	Leather, leather goods and fur	34,980	11,149	843	158	1,001	6	—	39	—	252	—	186	6	181	—	174	—	5	152	—	—	
431	Leather (tanning and dressing) and fellmongery	19,500	7,721	737	18	755	6	—	39	—	246	—	178	6	155	—	111	—	2	12	—	—	431
432	Leather goods	12,372	2,186	33	100	133	—	—	—	—	—	—	—	—	18	—	13	—	2	100	—	—	432
433	Fur	3,108	1,242	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	433
	Clothing and footwear	283,751	30,461	1,379	466	1,845	4	—	119	—	469	—	418	13	274	—	88	—	7	453	—	—	
441	Weatherproof outerwear	13,304	644	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	441
442	Men's and boys' tailored outerwear	67,813	361	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	442
443	Women's and girls' tailored outerwear	22,909	385	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	443
444	Overalls and men's shirts, underwear, etc.	30,711	2,939	184	111	295	—	—	—	—	—	—	—	—	149	—	34	—	1	111	—	—	444
445	Dresses, lingerie, infants' wear, etc.	43,390	1,398	—	—	—	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	445
446	Hats, caps and millenery	7,448	340	—	—	—	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	446
449	Dress industries not elsewhere specified	18,824	1,651	134	47	181	—	—	—	—	117	—	2	2	14	—	1	—	—	45	—	—	449
450	Footwear	79,352	22,743	1,019	200	1,219	4	—	116	—	340	—	412	11	89	—	52	—	6	189	—	—	450
	Bricks, pottery, glass, cement, etc.	209,695	157,266	45,292	2,978	48,270	13,795	685	8,652	—	6,406	64	4,118	1,398	9,685	70	2,097	3	28	707	511	51	
461	Bricks, fireclay and refractory goods	48,282	41,856	11,254	272	11,526	515	18	2,410	—	683	1	648	140	5,998	70	973	3	4	40	23	—	461
462	Pottery	41,897	34,250	2,053	310	2,363	343	—	793	—	413	—	184	42	210	—	93	—	17	268	—	—	462
463	Glass	49,929	44,025	19,598	2,182	21,780	12,448	667	1,189	—	2,675	63	1,753	1,126	726	—	386	—	1	275	420	51	463
464	Cement	11,756	11,072	3,717	—	3,717	116	—	2,540	—	280	—	528	—	235	—	18	—	—	—	—	—	464
469	Abrasives and building materials, etc. not elsewhere specified	57,831	26,063	8,670	214	8,884	373	—	1,720	—	2,355	—	1,005	90	2,516	—	627	—	6	124	68	—	469
	Timber, furniture, etc.	143,330	19,305	1,838	372	2,210	16	—	171	15	425	—	420	156	344	—	438	—	12	129	12	72	
471	Timber	47,447	7,057	941	233	1,174	16	—	83	—	272	—	258	143	185	—	118	—	9	18	—	72	471
472	Furniture and upholstery	48,311	6,962	477	15	492	—	—	60	—	35	—	65	3	64	—	253	—	—	12	—	—	472
473	Bedding, etc.	9,271	2,172	94	32	126	—	—	3	—	—	—	68	—	16	—	7	—	—	32	—	—	473
474	Shop and office fitting	12,234	544	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	474
475	Wooden containers and baskets	13,901	738	56	30	86	—	—	—	—	—	—	22	10	10	—	21	—	3	20	—	—	475
479	Miscellaneous wood and cork manufactures	12,166	1,832	240	41	281	—	—	7	—	118	—	7	—	69	—	39	—	—	41	—	—	479
	Paper, printing and publishing	322,077	228,964	72,023	5,561	77,584	2,572	—	3,454	—	28,806	70	13,384	2,677	7,347	—	16,202	46	135	2,767	123	1	
481	Paper and board	68,221	63,311	31,170	1,379	32,549	2,376	—	2,963	—	22,663	41	1,907	818	1,102	—	125	2	6	518	28	—	481
482	Cardboard boxes, cartons and fibre-board packing cases	43,830	29,302	7,426	1,762	9,188	—	—	142	—	2,606	—	3,892	643	445	—	324	—	17	1,119	—	—	482
483	Manufactures of paper and board not elsewhere specified	41,726	26,806	4,370	1,738	6,108	148	—	55	—	1,025	22	2,366	945	434	—	321	—	21	771	—	—	483
486	Printing, publishing of newspapers and periodicals	54,955	48,631	19,667	68	19,735	44	—	251	—	1,886	—	417	—	4,010	—	12,978	38	81	30	—	—	486
489	Other printing, publishing, bookbinding, engraving, etc.	113,345	60,914	9,390	614	10,004	4	—	43	—	626	7	4,802	271	1,356	—	2,454	6	10	329	95	1	489
	Other manufacturing industries	164,309	122,919	40,291	4,275	44,566	2,010	—	619	20	21,788	128	2,581	1,468	10,245	—	2,992	6	49	2,638	7	15	
491	Rubber	74,169	65,467	26,153	1,597	27,750	421	—	164	—	17,152	11	1,213	655	5,968	—	1,235	4	—	912	—	15	491
492	Linoleum, leather cloth, etc.	10,001	9,718	3,659	240	3,899	67	—	222	—	1,450	4	440	155	1,325	—	155	—	—	81	—	—	492
493	Brushes and brooms	8,210	2,938	402	79	481	4	—	—	—	326	44	30	2	35	—	4	—	3	33	—	—	493
494	Toys, games and sports equipment	18,221	10,269	548	489	1,037	—	—	3	—	75	—	106	—	225	—	121	—	11	489	7	—	494
495	Miscellaneous stationers goods	4,693	2,654	157	59	216	—	—	—	—	21	—	51	—	2	—	76	—	7	59	—	—	495
496	Plastics moulding and fabricating	37,048	30,069	9,133	1,750	10,883	1,437	—	224	20	2,715	69	711	643	2,652	—	1,367	2	27	1,016	—	—	496
499	Miscellaneous manufacturing industries	11,967	1,804	239	61	300	81	—	6	—	49	—	30	13	38	—	34	—	1	48	—	—	499
	Mining and quarrying (except coal)	27,994	13,107	4,198	6	4,204	727	—	174	—	1,289	—	1,282	—	632	6	88	—	—	—	6	—	
102	Stone and slate quarrying and mining	12,317	1,563	358	—	358	—	—	21	—	106	—	137	—	56	—	38	—	—	—	—	—	102
103	Chalk, clay, sand and gravel extraction	9,354	5,234	1,923	—	1,923	501	—	68	—	823	—	467	—	56	—	8	—	—	—	—	—	103
109	Other mining and quarrying	6,323	6,310	1,917	6	1,923	226	—	85	—	360	—	678	—	520	6	42	—	—	—	6	—	109
	Gas, electricity and water	250,606	245,877	36,780	879	37,659	29,880	2	1,103	—	297	—	4,394	16	632	—	169	—	16	861	289	—	
601	Gas	72,775	72,775	13,257	232	13,489	12,261	—	212	—	21	—	533	4	172	—	30	—	3	228	25	—	601
602	Electricity	148,735	148,431	20,380	600	20,980	15,529	—	437	—	228	—	3,492	—	353	—	91	—	12	600	238	—	602
603	Water	29,096	24,671	3,143	47	3,190	2,090	2	454	—	48	—	369	12	107	—	48	—	1	33	26	—	603
	Other services	153,528	16,981	999	836	1,835	52	2	56	1	56	5	291	69	112	20	184	—	245	739	3	—	
885	Laundries	59,182	7,036	101	669	770	—	—	—	—	33	—	14	4	—	—	13	—	41	665	—	—	885
886	Dry cleaning, job dyeing, carpet beating, etc.	10,318	1,412	38	35	73	—	—	—	—	—	—	18	—	13	—	—	—	—	35	—	—	886
887	Motor repairers, distributors, garages and filling stations	77,570	8,432	853	132	985	52	2	56	1	23	5	259	65	99	20	164	—	197	39	3	—	887
888	Repair of boots and shoes	6,458	101	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	888
	Public administration	331,413	133,230	6,944	1,686	8,630	1,639	4	1,076	3	280	21	2,375	1,381	368	2	903	—	135	231	168	44	
901	National government service (except where previously included)	53,281	21,283	1,005	82	1,087	322	—	450	—	6	—	33	—	65	2	77	—	20	80	32	—	901
906	Local government service	278,132	111,947	5,939	1,604	7,543	1,317	4	626	3	274	21	2,342	1,381	303	—	826	—	115	151	136	44	906

* For this industry figures cannot be shown in this column because of the small number of undertakings concerned.

* See footnote on opposite page.

TABLE 2—PERCENTAGES OF MANUAL WORKERS EMPLOYED AS SHIFT WORKERS ACCORDING TO ALL RETURNS RECEIVED AND THE PROPORTIONS EMPLOYED ON VARIOUS SHIFT-WORK SYSTEMS IN OCTOBER 1964

Industry	Percentage of all workers employed as shift workers	Proportions of shift workers employed on various shift systems							
		Three-shift			Two-shift		Normal night shift	Evening employment for part-time workers	Other shift systems
		Continuous working		Non-continuous working	Double day shift	Alternating day and night shift			
		Four crews	Other systems						
Food, drink and tobacco									
Grain milling	31	1	3	57	25	11	2	1	—
Bread and flour confectionery	28	2	1	13	8	59	5	11	1
Biscuits	23	—	—	4	18	4	20	54	—
Bacon curing, meat and fish products	10	2	—	1	31	1	22	43	—
Milk products	11	7	7	12	50	6	5	10	3
Sugar	57	7	44	25	20	—	—	3	1
Cocoa, chocolate and sugar confectionery	21	5	1	20	18	9	18	28	1
Fruit and vegetable products	20	2	—	4	53	1	17	22	1
Animal and poultry foods	37	30	2	30	31	4	—	2	1
Food industries not elsewhere specified	26	10	11	38	16	3	7	14	1
Brewing and malting	7	18	23	14	30	9	3	2	1
Other drink industries	6	7	13	36	10	6	4	24	—
Tobacco	8	6	2	—	77	—	3	12	—
Chemicals and allied industries									
Coke ovens and manufactured fuel	59	88	3	3	4	1	—	—	1
Mineral oil refining	34	86	2	3	7	1	—	1	—
Lubricating oils and greases	6	—	14	10	45	22	1	—	8
Chemicals and dyes	33	67	8	10	9	3	1	2	—
Pharmaceutical and toilet preparations	9	14	11	15	12	8	3	32	5
Explosives and fireworks	22	60	3	9	19	5	1	3	—
Paint and printing ink	10	34	2	10	36	12	2	4	—
Vegetable and animal oils, fats, soap and detergents	32	7	7	56	20	2	2	6	—
Synthetic resins and plastics materials	54	65	5	19	6	4	1	—	—
Polishes, gelatine, adhesives, etc.	21	13	27	38	8	4	3	7	—
Metal manufacture									
Iron and steel (general)	59	49	1	30	7	11	1	—	1
Steel tubes	32	2	22	24	7	38	6	1	—
Iron castings, etc.	19	27	3	12	15	28	14	1	—
Light metals	42	4	2	56	13	14	4	7	—
Copper, brass and other base metals	32	13	6	33	14	23	8	2	1
Engineering and electrical goods									
Agricultural machinery (except tractors)	14	—	—	—	2	93	5	—	—
Metal working machine tools	7	—	1	—	4	49	44	2	—
Engineers small tools and gauges	5	—	—	5	17	27	41	10	—
Industrial engines	27	—	—	2	3	66	27	2	—
Textile machinery and accessories	5	—	—	1	8	60	28	3	—
Contractors' plant and quarrying machinery	15	—	—	—	13	74	13	—	—
Mechanical handling equipment	4	—	2	—	2	40	55	1	—
Office machinery	7	—	8	2	8	59	8	15	—
Other machinery	8	1	1	4	3	49	32	10	—
Industrial plant and steelwork	8	1	2	15	21	25	33	3	—
Ordnance and small arms	6	7	4	6	5	51	12	8	7
Other mechanical engineering not elsewhere specified	21	—	2	8	17	39	27	7	—
Scientific, surgical and photographic instruments, etc.	7	26	1	13	28	7	7	18	—
Watches and clocks	6	—	—	—	—	14	32	54	—
Electrical machinery	11	—	2	6	3	44	34	11	—
Insulated wires and cables	31	8	6	23	12	31	11	9	—
Telegraph and telephone apparatus	7	—	1	—	4	2	50	43	—
Radio and other electronic apparatus	9	3	1	21	6	6	16	47	—
Domestic electric appliances	15	—	—	15	5	51	14	15	—
Other electrical goods	16	1	3	15	23	5	27	26	—
Shipbuilding and marine engineering									
Shipbuilding and ship repairing	4	—	2	—	4	19	75	—	—
Marine engineering	7	—	1	3	—	62	34	—	—
Vehicles									
Motor vehicle manufacturing	42	—	1	6	15	64	13	1	—
Motor cycle, three wheel vehicle and pedal cycle manufacturing	15	—	—	18	40	30	11	1	—
Aircraft manufacturing and repairing	16	—	4	2	7	59	26	2	—
Locomotives and railway track equipment	11	—	2	—	3	33	48	14	—
Railway carriages and wagons and trams	2	6	15	—	12	19	48	—	—
Perambulators, hand trucks, etc.	1	*	*	*	*	*	*	*	—
Metal goods not elsewhere specified									
Tools and implements	4	—	1	5	47	29	9	9	—
Cutlery	16	—	—	6	72	4	11	7	—
Bolts, nuts, screws, rivets, etc.	15	—	—	6	54	21	5	14	—
Wire and wire manufactures	38	1	2	55	11	27	3	1	—
Cans and metal boxes	26	—	—	22	62	—	3	13	—
Jewellery, plate and refining of precious metals	6	1	10	42	2	8	31	7	—
Metal industries not elsewhere specified	10	1	1	15	16	35	16	16	—
Textiles									
Production of man-made fibres	59	79	8	2	8	1	1	1	—
Spinning and doubling of cotton, flax and man-made fibres	31	3	1	8	45	4	14	25	—
Weaving of cotton, linen and man-made fibres	32	4	1	21	58	3	7	6	—

* For this industry figures cannot be shown in this column because of the small number of undertakings concerned.

Table 2—Percentages of Manual Workers employed as Shift Workers according to all Returns received and the Proportions employed on various Shift-work Systems in October 1964—*continued*

Industry	Percentage of all workers employed as shift workers	Proportions of shift workers employed on various shift systems							
		Three-shift			Two-shift		Normal night shift	Evening employment for part-time workers	Other shift systems
		Continuous working		Non-continuous working	Double day shift	Alternating day and night shift			
		Four crews	Other systems						
Textiles—continued									
Woollen and worsted	13	—	1	10	11	5	43	30	—
Jute	30	—	—	10	56	4	16	14	—
Rope, twine and net	9	—	—	2	47	2	18	31	—
Hosiery and other knitted goods	12	2	6	27	50	5	2	8	—
Lace	18	6	—	43	47	2	—	2	—
Carpets	24	—	—	20	44	18	11	7	—
Narrow fabrics	15	3	3	14	37	16	9	18	—
Made-up textiles	1	—	—	3	41	—	5	51	—
Textile finishing	14	1	1	11	25	30	26	6	—
Other textile industries	25	—	2	30	14	5	44	5	—
Leather, leather goods and fur									
Leather (tanning and dressing) and fellmongery	4	1	5	33	24	20	15	2	—
Leather goods	1	—	—	—	—	13	10	77	—
Fur	4	*	*	*	*	*	*	*	*
Clothing and footwear									
Weatherproof outerwear	—	*	*	*	*	*	*	*	*
Men's and boys' tailored outerwear	—	*	*	*	*	*	*	*	*
Women's and girls' tailored outerwear	—	*	*	*	*	*	*	*	*
Overalls and men's shirts, underwear, etc.	1	—	—	—	—	51	11	38	—
Dresses, lingerie, infants' wear, etc.	—	*	*	*	*	*	*	*	*
Hats, caps and millinery	—	*	*	*	*	*	*	*	*
Dress industries not elsewhere specified	1	—	—	64	2	8	1	25	—
Footwear	2	—	10	28	35	7	4	16	—
Bricks, pottery, glass, cement, etc.									
Bricks, fireclay and refractory goods	24	5	21	6	7	53	8	—	—
Pottery	6	14	34	17	10	9	4	12	—
Glass	44	60	6	13	13	3	2	1	2
Cement	32	3	68	8	14	6	1	—	—
Abrasives and building materials not elsewhere specified	15	4	19	27	12	28	7	2	1
Timber, furniture, etc.									
Timber	2	2	7	23	34	16	10	2	6
Furniture and upholstery	1	—	12	7	14	13	52	2	—
Bedding, etc.	1	—	2	—	54	13	6	25	—
Shop and office fitting	—	*	*	*	*	*	*	*	*
Wooden containers and baskets	1	—	—	—	37	12	24	27	—
Miscellaneous wood and cork manufactures	2	—	2	42	2	25	14	15	—
Paper, printing and publishing									
Paper and board	48	7	9	70	8	3	1	2	—
Cardboard boxes, cartons and fibre-board packing cases	21	—	2	28	49	5	4	12	—
Manufactures of paper and board not elsewhere specified	15	3	1	17	54	7	5	13	—
Printing, publishing of newspapers and periodicals	36	—	1	10	2	20	66	1	—
Other printing, publishing, bookbinding, engraving, etc.	9	—	—	6	51	14	25	3	1
Other manufacturing industries									
Rubber	37	2	1	62	7	21	4	3	—
Linoleum, leather cloth, etc.	39	2	6	37	15	34	4	2	—
Brushes and brooms	6	1	—	77	7	7	1	7	—
Toys, games and sports equipment	6	—	—	7	10	22	12	48	1
Miscellaneous stationers' goods	5	—	—	10	24	1	35	30	—
Plastics moulding and fabricating	29	13	2	26	12	24	13	10	—
Miscellaneous manufacturing industries	3	27	2	16	14	13	12	16	—
Mining and quarrying (except coal)									
Stone and slate quarrying and mining	3	—	6	29	38	16	11	—	—
Chalk, clay, sand and gravel extraction	21	26	4	43	24	3	—	—	—
Other mining and quarrying	30	12	4	19	35	28	2	—	—
Gas, electricity and water									
Gas	19	91	2	—	4	1	—	2	—
Electricity	14	74	2	1	17	2	—	3	1
Water	11	66	14	1	12	3	2	1	1
Other services									
Laundries	1	—	—	4	2	—	2	92	—
Dry cleaning, job dyeing, carpet beating, etc.	1	—	—	—	25	18	9	48	—
Motor repairers, distributors, garages and filling stations	1	5	6	3	33	12	17	24	—
Repair of boots and shoes	—	*	*	*	*	*	*	*	*
Public administration									
National government service (except where previously included)	2	30	41	1	3	6	7	9	3
Local government service	3	18	8	4	49	4	11	4	2

* See footnote on opposite page.

THE MANPOWER RESEARCH UNIT

Second Report: The Metal Industries

Although the impact of technological change on the level of productivity clearly helps to determine the size of the labour force, the level of demand for industry's products is still the dominant factor.

The effects of technological changes are complex and varied, depending on the type of innovation, on the extent of its use and on the level of manning (in relation both to numbers and grades of skill) at the time of its introduction. Their main impact has so far, however, been less on the total size of the labour force than on the sort of work which people do, so that the occupational structure of the labour force is changing. Some of these movements are all in one direction but some are tending to cancel out others. These effects need detailed study in terms of particular processes and even in relation to particular firms and particular applications of each process. It is therefore too early to make many generalisations about the direction they are taking, though they do not suggest any notable change over the next few years in the balance between the three main categories of employment—" white collar " workers, skilled operatives and other employees. For some individual skills, however, such as those of electricians and machine tool setters, technological factors are all leading to increased needs; a growing importance is also attached to maintenance crafts. Some changes are leading to the emergence of the technician as a " super craftsman " while others involve the breaking up of traditional skills.

These are among the conclusions of the second report of the Ministry of Labour's Manpower Research Unit entitled " Manpower Studies No. 2—The Metal Industries ", recently published and obtainable from Her Majesty's Stationery Office, price 4s. 6d. (5s. including postage).

The Report covers those industries grouped in the Standard Industrial Classification under Orders V to IX; they are metal manufacture, engineering and electrical goods, shipbuilding and marine engineering, vehicles and metal goods not elsewhere specified. It is based on the views of over 300 firms which participated in an enquiry and on informed opinion in the industries, and was prepared in consultation with other Government Departments and the National Economic Development Office.

The purpose of the enquiry was to obtain as clear and accurate a picture as possible of the occupational structure of the metal manufacturing and metal using industries and of the trends which have been affecting it and are likely to do so in the foreseeable future. The selection of firms was not, in the statistical sense, representative, but was deliberately biased towards the firms which, it was hoped, might give the best indication of future trends—the object being to gather reliable impressions rather than to aim at statistical accuracy. Nevertheless, the Report considers that the participating firms were reasonably typical of at least the larger units in their industries and that conclusions drawn generally from their replies are a good indication of the main factors which are likely to influence future trends and of those trends themselves. The information presented in the present Report should be considered against the general manpower movements described in the Unit's first report, " Manpower Studies No. 1—The Pattern of the Future ", which was summarised on page 328 of the issue of this GAZETTE for August 1964.

The Report points out that new ground was broken in asking firms to attempt forecasts of their manpower requirements and that it is to be regarded as an exploratory study. The trends shown may need to be revised in the light of improvements in forecasting methods and sources of information, as well as in the light of subsequent events. The Report also emphasises that it is presented as an analysis of the views of the participating firms and of informed opinion in the industries rather than as a forecast by the Manpower Research Unit itself.

Some of the other conclusions of the Report are given below:

(1) A particular innovation, as in the electronics field, may affect different occupations differently within the same main category of employment. Where, as commonly happens, a variety of technological changes are being introduced or developed simultaneously their effects are even more complex and can influence a particular occupation in opposite ways.

(2) Particular technological changes are not necessarily introduced in order to achieve a manpower saving, though this is their usual effect in the short term; in the longer term they may lead to an increase in employment as a result of the firm's greater ability to compete.

(3) The impact of automation is seen to be gradual, part of a continuing process of technological change; and its effects on manpower are not expected within the measurable future to be substantially different in kind from those of other technological factors, though automatic assembly may be a major area of change about the implications of which little is yet known.

The Report is summarised in the following paragraphs.

The Main Factors

Production

In discussing the main factors influencing the demand for labour, the Report says that the general view of participating firms was that overall changes in employment were dictated primarily by changes in the volume or range of production, deriving in turn from changes in product demand. It was widely indicated that increases in output would not call for proportionate increases in employment, though firms made few specific comparisons of rates of increase or references to productivity levels. In many cases, expansion of production was expected to accrue from investment already made and modernisation schemes completed or nearing completion.

Organisational change

Organisational change did not emerge as a major influence on levels of employment and the effects of changes in structure seem, on the whole, to have tended to even out. The effects of other forms of organisational change, e.g., programming and improved layout, were not seen as particularly notable. Reference was made to the use of works study and other management aids to efficiency which cumulatively are capable of exerting a significant influence on the use of labour.

Technological change

In the view of participating firms generally, the main effects of technological change have been partially to offset increases in employment derived from expansion of demand, thus permitting increases in the volume of production without proportionate increases in manpower, and to bring under review traditional elements of occupational skills—more particularly in relation to existing divisions between skilled operatives on the one hand and semi-skilled workers and technicians on the other. Fairly extensive use of computers was reported, for production control and design as well as for administration. Many firms referred to the introduction of automatic machines or automatically controlled machine tools, and the importance of automatic instrumentation was emphasised, particularly in relation to metal manufacture. Emphasis was also given to the possibilities and implications of automatic or semi-automatic assembly, especially in the electrical engineering field. Though there was less emphasis on the introduction of further mechanisation, a good deal of reference was made to the developing use of conveyors and of mechanical handling methods in general. There was also a substantial volume of comment on the use of new materials, both plastics and metals, and on other changes in techniques.

The Labour Force as a Whole

The labour force in the firms which provided comparable figures for 1958 and 1963 increased over that period by a little more than 9 per cent., compared with an estimated increase of over 4 per cent. in the industries as a whole. The latter increase was appreciably greater than in manufacturing industries as a whole, though still a little below the increase in all industries and services. The firms' forecast for the period 1963 to 1968 was of further expansion but rather less than that of the preceding five years.

There were marked variations in the movements in employment between 1958 and 1963 in the participating firms in different industries and sectors, and for purposes of comparison these movements among participating firms are set out in Table 1, together with the corresponding movements in the industries of which the firms are part.

Table 1—Changes in the Size of the Labour Force of Participating Firms and of Industries or Sectors (1958 to 1963)

Industry or sector	Participating firms		Whole industry or sector
	Labour force in mid-1963 (thousands)	Percentage change	Estimated percentage change*
Metal manufacture	188·7	+ 4·1	+ 1·1
Mechanical engineering	254·2	Nil	+ 4·9
Machine tools	19·2	+ 7·5	+ 5·2
Electrical engineering	230·0	+ 23·2	+ 16·9
Radio and other electronic apparatus	79·9	+ 30·8	+ 31·1
Shipbuilding and ship repairing	29·2	− 25·6	− 24·1
Vehicles	423·6†	—	+ 0·3
Motor vehicles	261·3	+ 28·1	+ 17·8‡
Aircraft	162·3	− 0·9	− 7·9‡
Other metal goods	57·4	+ 14·2	+ 8·2
All metal manufacturing and metal using industries	1,183·1	+ 9·2	+ 4·4
All manufacturing industries	—	—	+ 2·5

The employment of women

Employment of women in the participating firms rose by more than 11 per cent. between 1958 and 1963, compared with an increase of less than 9 per cent. for male workers. These trends are broadly in line with the experience of the metal manufacturing and metal using industries as a whole, though not of all manufacturing industries.

In the future, employment opportunities for women and girls were expected to increase substantially as a result of simplification of machine and, particularly, of assembly processes. Some decrease, on the other hand, was thought likely to arise from the extension of shift working. In the clerical field, increasing mechanisation or automation might further reduce routine occupations but there was likely to be some compensating expansion of administrative functions. The proportion of women in employment was, however, expected to change only marginally, up to 1968.

The Main Categories of Worker

The Report gives details of changes affecting the three main categories of worker—administrative, technical and clerical workers, skilled operatives and other employees—during the period 1958 to 1963. These show that the " white collar " element increased at the expense of skilled operatives, while the proportion of other employees remained almost unchanged. The forecasts made by firms indicated that no substantial change was expected up to 1968,

* Changes are approximate only because of changes in classification in 1959.
† This covers only motor vehicles and aircraft.
‡ The changes in these industries are from 1959 to 1963.

though it was likely that the proportion of skilled operatives would increase slightly. Details of the structure of the labour force in mid-1963 in participating firms, in the metal manufacturing and metal using industries as a whole and in all manufacturing industries are shown in Table 2.

Table 2—Main Categories of Employment (mid-1963)

Category	Proportion in the participating firms (%)	Proportion in all metal manufacturing and metal using industries (%)	Proportion in all manufacturing industries (%)
Males	82·8	78·0	68·1
Females	17·2	22·0	31·9
Administrative, technical and clerical workers*	27·3	26·5	23·9
Skilled operatives*	24·4	29·5	25·5
Other employees*	48·3	44·0	50·6

Administrative, technical and clerical workers

The enquiry provided some evidence that within this category, office employment, particularly in routine occupations, might play a decreasing part and technical employment an increasing one. The increase within participating firms appears to be attributable to scientists and technologists and technicians, and other supporting staff, and to expanded sales and other administrative departments. The rate of increase expected in participating firms between 1963 and 1968 is only about half as fast as that between 1958 and 1963. The Report says that, in part, this follows from an appreciably slower rate of increase expected in the employment of scientists and technologists and technicians and, in part, it might be due to greater efficiency in administration.

Qualified scientists, professional engineers and other technologists.—The numbers of scientists and technologists employed in participating firms increased between 1958 and 1963 by 28 per cent.; three times as fast as the increase for the labour force as a whole. Some of this increase resulted from the same underlying factors of demand and production which affected the total labour force, and in firms in the faster growing industries these factors accounted for a substantial part of it. Much of it, however, came directly or indirectly from technological change which raised increasingly complex and technical problems, and firms laid much emphasis on increased activity in research, development and experimental work and design. Scientists and technologists appear also to be increasingly concerned with production planning and production engineering and in administration, for example, on the sales side. Forecasts for the period up to 1968 suggested that the expansion in the number of scientists and technologists was likely to slow down appreciably in most industries though it was still expected to be about twice the rate for the labour force as a whole.

Technicians.—The number of technicians, other than draughtsmen, employed also increased notably between 1958 and 1963—by 31 per cent. As in the case of scientists and technologists, technological factors contributed markedly to the expansion of employment. Many technicians were said to be filling new occupations in or between production and administration. Particular trends included an increased role in supervision, a tendency to replace some highly skilled operatives, particularly on maintenance and repair work, and an increase arising from more instrumentation and control equipment generally. The forecasts for the period up to 1968 indicated a rate of increase substantially lower than that for the earlier period and only about half as fast again as that forecast for the firms' total labour force. The Report suggests that one possible explanation for this was that the firms concerned expected to need some time to digest their large intake over the preceding five years, and adds that the factors to which they ascribed the large increase over those years were still expected to be operating in the forecast period.

Draughtsmen.—Among draughtsmen, the increase in employment between 1958 and 1963 was only 5 per cent.; and though the rate of increase for the period 1963 to 1968 was expected to be nearly twice this figure, it would still be a slower increase than that for other technicians. The Report suggests that advancing computer techniques and the increased influence of scientists and technologists in design may be among the factors limiting growth in this field.

Skilled operatives

The numbers of skilled operatives employed in participating firms rose by 5 per cent. between 1958 and 1963, not much more than half the increase in their labour force as a whole but it was largely in the industries employing the largest numbers of skilled operatives that the relatively slow growth occurred. The rate of increase forecast by firms for the five years to 1968 was twice that for the preceding five years and somewhat faster than the prospective rate of increase in their total labour force. Firms reported a growing need for a higher level of skill, and emphasis was also placed on the possible need for higher qualifications and willingness to accept responsibility. Two other apparently contrasting trends were mentioned: on the one hand an increasing need for skilled operatives to be more versatile and flexible, and on the other a growing need for more specialisation. The Report suggests that these viewpoints probably depend on the size and type of firm concerned and on the particular occupations.

During the period 1958 to 1963 notable increases were recorded among participating firms in the employment of instrument makers and mechanics, machine tool setters and setter operators, and inspectors and markers-off, with changes of 23 per cent., 18 per cent. and 13 per cent., respectively. Further substantial increases were forecast for these occupations up to 1968, while the numbers of electricians were expected to rise by 20 per cent., almost twice the rate for the earlier period. Decreases of almost one-quarter occurred among moulders and coremakers and platers between 1958 and 1963. However, the reduction in the latter occupation was dominated by a large decrease among shipbuilding firms, and a substantial increase was forecast for the period up to 1968. No notable decrease was expected in any occupation.

* The figures in the last two columns relate only to employees in establishments employing 11 or more persons.

Other employees

The increase in employment in this category in participating firms between 1958 and 1963 was only slightly less than that for the labour force as a whole—about 8 per cent., compared with just over 9 per cent. For the period up to 1968, a rate of increase equal to that for the whole labour force was forecast. The Report points out that the level of employment follows quite closely changes in the volume and range of production but that technological and administrative changes are also important. Employment in this category, particularly among semi-skilled workers, was shown to increase quite substantially as a result of the simplification of work content, for example, in assembly. The introduction of particular machines and processes, however, in other areas of production appeared capable of causing either an increase or decrease in employment, according to the level of manning at the time they were introduced. The Report concludes that it would be an over-simplification to assume that technological change always resulted in a reduction in the demand for semi-skilled workers. Administrative economies were reported, affecting primarily unskilled workers, especially in stores and handling of materials and in transport.

Long-term Trends

Participating firms were asked to indicate, in general terms, the likely trends in employment beyond 1968 over a ten to fifteen-year period. Though most firms expected to see quite appreciable changes in the structure of employment over such a period, there was little suggestion of any dramatic and far-reaching changes between the main categories of worker. Firms spoke rather of trends and tendencies and degrees of emphasis than of sweeping innovations.

Little comment was made about the long-term trends in the employment of scientists and technologists. Those firms which did comment emphasised the increasing complexity of technical problems in design, research and production, and in some fields the growing sophistication of products. The trend for scientists and technologists to be employed increasingly in administrative posts was expected to continue. An increase in the proportion of technicians was expected as a result of expanded research, experimental planning and development, from the strengthening of design staffs and from the employment of technicians as " super craftsmen " —both on production and on the maintenance of the more advanced plant and equipment—and from employment as supervisors and in various administrative posts with a technical content.

A majority of firms expected a gradual reduction in the proportion—though not in the numbers—of skilled operatives, mainly as a result of technological change, with some of the more demanding work being taken over by technicians and some, broken down into simple operations, by semi-skilled workers. It was a general view that skilled operatives on maintenance were likely to gain in relative importance compared with those on production, and that both would need to be better trained. There was a division of view about whether they would need broader training because of a need to broaden skills. Some firms referred to a future need for operatives highly skilled in electronics or hydraulics, but others envisaged work at this level going to technicians or even technologists.

There was less comment on the long-term outlook for other employees, but on balance it appeared that an increase in employment was more likely than a decrease. A good deal of emphasis was placed by firms on the increasing use of automatic and semi-automatic and other simplified methods in assembly, as well as in other areas of production; this, it was suggested, would lead to gradual replacement of some skills by semi-skilled workers. Further development of mechanical handling was expected.

Training

The ratio of apprentices to skilled operatives in participating firms, which was slightly higher in mid-1963 than that for the metal manufacturing and metal using industries as a whole, showed little change over the periods considered in the Report. Most firms gave day or block release to their craft apprentices and a majority reported that there was available either a training school or specialist instructors. It appeared to be an increasing practice to devote a substantial part of the apprenticeship to general training before allocation to a craft.

Training of student and technician apprentices was reportedly quite widespread and increasing, as was training of graduates. Increasing emphasis was also being given to the training of commercial apprentices and of supervisory and managerial staff. There appeared to be a substantial volume of training of semi-skilled workers, mainly of an informal nature, which included training for upgrading.

There was a good deal of reference to wastage, and evidence that some firms were training more apprentices than they actually needed. There was also evidence of considerable flexibility in arrangements for the revision of the level of training appropriate to individual entrants, according to the ability and the rate of progress shown after entry.

Annexes

Annexes A to I analyse in detail the position of the following industries or sectors: metal manufacture, mechanical engineering, machine tools, electrical engineering, radio and other electronic apparatus, shipbuilding and ship repairing, motor vehicles, aircraft and other metal goods.

THE FAMILY EXPENDITURE SURVEY

Year ended June 1964

In order to provide as quickly as possible the latest available information about average weekly expenditure of households co-operating in the Family Expenditure Survey,* a summary of the results for the year ended June 1964 is given below. In the column headed "Index group of households"† is given the expenditure which was used to provide the basis for the annual revision of the weights of the Index of Retail Prices (see page 123 of the March 1965 issue of this GAZETTE), and in the "Pensioner households"‡ column is shown the expenditure which was excluded from these weights. Households in which the income of the head of the household amounted to £35 a week or more were also excluded from the "Index" group. As numbers of households in this higher income group were small and since some of the expenditure items for this group were subject to large sampling errors the expenditure figures are not shown separately in the table which follows. They have, however, been included in the "All households" figures shown in column (5).

The average weekly expenditures were not adjusted to take account of any under-recording of expenditure on alcoholic drink, tobacco, meals out, chocolates, sweets and ice cream which may occur in a survey of this type.

The table is generally comparable with the corresponding one for the year ended June 1963 (see page 482 of the December 1963 issue of this GAZETTE). The excess of expenditure over income for the "Pensioner" group was mainly due to the fact that some households in this group were not living solely on current income, but were drawing on savings or receiving occasional help from relatives.

AVERAGE WEEKLY EXPENDITURE IN THE YEAR ENDED JUNE 1964 OF HOUSEHOLDS GROUPED ACCORDING TO THE TYPE OF HOUSEHOLD

Notes:

(1) Both individual and total expenditure figures have been independently rounded. The sums of the constituent items do not, therefore, necessarily agree exactly with the totals shown. (2) "Nil" expenditure and expenditure of less than 0·05d. are both shown as "—".

(1) Item group reference no.	(2) —	(3) "Pensioner" households	(4) "Index" group of households	(5) All households in Survey
	Total number of households	*293*	*2,999*	*3,443*
	Average number of persons per household:	Average	Average	Average
	All persons	1·44	3·17	3·03
	Males	0·49	1·55	1·46
	Females	0·95	1·62	1·57
	Children (under 16)	0·00	0·90	0·83
	Persons 16 and under 65	0·15	2·02	1·87
	Persons 65 and over	1·29	0·25	0·33
	Persons working	0·01	1·48	1·35
	Persons classed as "retired"	0·71	0·11	0·16
	Average weekly household income	s. d. *116 2·1*	s. d. *442 9·6*	s. d. *455 3·2*
	COMMODITY OR SERVICE (Average Weekly Household Expenditure)			
	Housing			
1	**Households renting unfurnished accommodation:**			
	All such households:			
	Number	213	1,583	1,813
	Payment for rent, rates, water and insurance of structure *less* receipts (if any) from sub-letting	s. d. 23 8·2	s. d. 34 1·0	s. d. 33 5·6
	Households renting unfurnished Council accommodation:			
	Number	96	836	933
	Payments	s. d. 25 5·9	s. d. 36 8·3	s. d. 35 6·4
	Households renting other unfurnished accommodation:			
	Number	117	747	880
	Payments	s. d. 22 2·5	s. d. 31 1·9	s. d. 31 3·3
2	**Households renting furnished accommodation:**			
	Number of households	8	85	97
	Payment by these households for rent, rates and water *less* receipts (if any) from sub-letting	s. d. 25 3·0	s. d. 61 11·5	s. d. 58 11·3
3	**Households living rent free:**			
	Number of households	10	126	139
	Payment by these households for rates, water or other charges *less* receipts (if any) from sub-letting	s. d. 1 6·9	s. d. 1 3·4	s. d. 1 5·0
4	**Households living in their own dwellings:**			
	All such households:			
	Number	62	1,205	1,394
	Payment for rates, water, ground rent, etc., and insurance of structure, together with the weekly equivalent of the rateable value of these dwellings *less* receipts (if any) from sub-letting	s. d. 22 7·6	s. d. 38 2·1	s. d. 40 10·0
	Dwellings in process of purchase by occupier:			
	Number	6	665	738
	Payments	s. d. 17 6·8	s. d. 40 1·3	s. d. 42 8·5
	Dwellings fully owned by occupier:			
	Number	56	540	656
	Payments	s. d. 23 2·1	s. d. 35 9·5	s. d. 38 8·8
5	**Rateable value§ of dwellings (weekly equivalent) included in the payments shown in preceding item:**			
	(*a*) *All owner-occupied dwellings*	*14 9·3*	*25 1·9*	*26 10·1*
	(*b*) *Dwellings in process of purchase by occupier*	*14 4·2*	*26 6·4*	*28 2·3*
	(*c*) *Dwellings fully owned by occupier*	*14 9·9*	*23 5·6*	*25 3·9*
	All above households taken together:			
	All above payments, and rateable value§ of owner-occupied dwellings, spread over all the households	22 9·0	35 1·7	35 10·5
6	Expenditure by occupiers on repairs, maintenance and decorations, spread over all the households	3 9·1‖	7 2·7	8 4·4
	TOTAL, HOUSING (Two preceding lines)	26 6·1	42 4·4	44 2·9
	Fuel, Light and Power			
7	Gas, and hire of gas appliances	3 1·3	4 6·3	4 4·9
8	Electricity, and hire of electric appliances	4 7·6	9 5·0	9 4·7
9	Coal and manufactured fuels¶	9 2·5	8 10·1	8 11·4
10	Coke¶	1 0·9	1 0·9	1 2·7
11	Fuel oil, and other fuel and light	1 2·7	1 3·2	1 3·5
	TOTAL, FUEL, LIGHT AND POWER	19 3·0	25 1·5	25 3·2

* *Family Expenditure Survey: Report for 1963.* Her Majesty's Stationery Office, price 15s. (15s. 7d. including postage).

† All households other than (*a*) those the head of which had a recorded gross income of £35 a week or more, and (*b*) those described at ‡ below.

‡ Households in which at least three-quarters of the total income was derived from National Insurance retirement or similar pensions and/or National Assistance paid in supplementation or instead of such pensions.

§ Rateable values for households in England and Wales which co-operated in the last two quarters of 1963 are based on revaluation lists which took effect from April 1963. Prior to this date rateable values in England and Wales were based on letting values in 1939 less an allowance for repairs.

‖ This figure has a relatively high sampling error.

¶ The expenditures shown for these groups are not comparable with those for earlier years. Prior to 1964 *all* patent fuels (including patent cokes) were included in publication group 9. From 1964 onwards patent cokes are included in group 10.

(1) Item group reference no.	(2) COMMODITY OR SERVICE (Average Weekly Household Expenditure)	(3) "Pensioner" households	(4) "Index" group of households	(5) All households in Survey
	Food	s. d.	s. d.	s. d.
12	Bread, rolls, etc.	3 2·0	6 5·9	6 1·9
13	Flour	0 5·9	0 8·1	0 7·8
14	Biscuits, cakes, etc.	3 1·7	7 0·7	6 8·8
15	Breakfast and other cereals	0 9·5	1 8·3	1 7·6
16	Beef and veal	3 7·1	7 3·9	7 1·0
17	Mutton and lamb	2 4·5	3 10·1	3 9·5
18	Pork	0 9·7	1 11·9	1 11·5
19	Bacon and ham (uncooked)	1 10·7	3 10·9	3 9·3
20	Ham, cooked (including canned)	0 6·1	1 2·1	1 1·7
21	Poultry; other and undefined meat	3 2·5	8 11·2	8 8·3
22	Fish	1 11·0	3 2·1	3 1·9
23	"Fish and chips"	0 4·0	0 9·8	0 9·1
24	Butter	2 5·0	4 0·7	3 11·4
25	Margarine	0 6·1	1 2·4	1 1·5
26	Lard, cooking fat and other fat	0 4·4	0 10·1	0 9·6
27	Milk, fresh	4 7·6	9 2·5	8 11·6
28	Milk, dried, canned; cream, etc.	0 4·2	1 1·3	1 0·7
29	Cheese	0 11·7	1 11·7	1 10·9
30	Eggs	2 0·3	4 0·6	3 11·5
31	Potatoes	1 5·3	3 7·5	3 4·8
32	Other and undefined vegetables	2 8·1	6 4·3	6 1·5
33	Fruit	2 6·6	6 2·0	6 0·9
34	Sugar	1 5·0	2 7·4	2 6·1
35	Syrup, honey, jam, marmalade, etc.	0 7·9	0 10·6	0 10·5
36	Sweets and chocolates	0 11·3	4 2·7	3 11·7
37	Tea	2 2·0	3 2·7	3 1·2
38	Coffee	0 4·6	0 10·1	0 10·0
39	Cocoa, drinking chocolate, proprietary drinks	0 3·5	0 3·8	0 3·8
40	Soft drinks	0 9·7	2 1·4	2 0·6
41	Ice-cream	0 1·3	0 9·1	0 8·6
42	Other foods; food not defined	1 5·6	4 2·6	4 2·8
43	Meals bought away from home	1 7·3	12 1·6	12 2·1
	TOTAL, FOOD	50 0·1	117 0·0	113 8·0
	Alcoholic Drink			
44	Beer, cider, etc.	1 11·7	10 10·4	9 11·4
45	Wines, spirits, etc.	0 11·0	3 10·4	4 2·9
46	Drinks, not defined	—	0 10·5	0 11·8
	TOTAL, ALCOHOLIC DRINK	2 10·7	15 7·3	15 2·0
	Tobacco			
47	Cigarettes	4 0·1	21 0·9	19 6·0
48	Pipe tobacco	1 4·4	1 5·7	1 6·1
49	Cigars, snuff, pipes and other smokers' requisites	0 1·3	0 4·1	0 5·0
	TOTAL, TOBACCO	5 5·8	22 10·6	21 5·0
	Clothing and Footwear			
50	Men's outer clothing	0 5·0	5 11·0	5 7·9
51	Men's underclothing and hosiery	0 6·7	2 8·1	2 7·2
52	Women's outer clothing	1 10·8	8 5·1	8 5·0
53	Women's underclothing and hosiery	1 11·6	4 1·7	4 2·4
54	Boys' clothing	0 0·8	1 5·6	1 5·4
55	Girls' clothing	0 0·3	1 8·4	1 6·9
56	Infants' clothing	0 1·4	1 4·5	1 4·5
57	Hats, gloves, haberdashery, etc.	1 2·1	3 1·3	3 1·6
58	Clothing materials and making-up charges; clothing not fully defined	0 2·4	1 0·5	1 0·5
59	Footwear	1 3·1	7 4·9	7 2·3
	TOTAL, CLOTHING AND FOOTWEAR	7 8·2	37 2·8	36 7·7
	Durable Household Goods			
60	Furniture, including repairs*	0 4·3	4 7·4	4 11·5
61	Floor coverings	0 3·3	2 9·6	2 9·8
62	Soft furnishings and household textiles	0 11·4	2 3·4	2 4·2
63	Radio, television and musical instruments, including repairs	0 5·9	3 6·9	3 7·6
64	Gas and electric appliances, including repairs	1 6·9	5 6·6	5 9·1
65	Appliances other than gas or electric appliances†	0 0·5	0 6·5	0 6·4
66	China, glass, cutlery, hardware, ironmongery, etc.	0 9·7	3 5·9	3 10·0
67	Fire, burglary, etc. insurance of furniture, etc.	0 3·0	0 5·4	0 6·0
	TOTAL, DURABLE HOUSEHOLD GOODS	4 8·9	23 3·6	24 4·6
	Other Goods			
68	Leather, travel and sports goods; jewellery; fancy goods, etc.	0 4·3	3 5·2	3 6·4
69	Books, magazines and periodicals	2 8·4	5 10·3	5 10·0
70	Toys and stationery goods, etc.	0 5·6	2 8·1	2 8·0
71	Medicines and surgical goods	1 6·4	2 3·8	2 3·9
72	Toilet requisites, cosmetics, etc.	0 9·2	3 11·7	3 10·9
73	Optical and photographic goods	0 0·3	1 2·2	1 2·4
74	Matches, soap, cleaning materials, etc.	2 8·3	4 9·3	4 7·6
75	Seeds, plants, flowers	0 8·3	1 5·8	1 6·7
76	Animals and pets	0 5·8	2 6·1	2 4·6
	TOTAL, OTHER GOODS	9 8·5	28 2·4	28 0·4
	Transport and Vehicles			
77	Net purchases of motor vehicles and accessories	0 0·3	15 5·3	15 3·4
78	Maintenance and running of motor vehicles	0 2·2	16 10·9	16 8·3
79	Purchase and maintenance of bicycles, prams, etc.	0 0·3	1 1·0	0 11·5
80	Railway fares	0 3·7	2 10·3	2 10·3
81	Bus, etc. fares	2 7·0	7 8·7	7 1·8
82	Other travel and transport	0 4·8	2 6·7	2 9·2
	TOTAL, TRANSPORT AND VEHICLES	3 6·2	46 6·7	45 8·5
	Services			
83	Postage, telephone, telegrams	0 10·9	2 7·8	2 10·0
84	Cinemas	0 0·8	1 2·6	1 1·6
85	Theatres, sporting events, and other entertainment (excluding betting)	0 2·2	2 6·7	2 7·1
86	Radio and television, licences and rental	2 4·6	4 5·2	4 2·6
87	Domestic help, etc.	1 1·0	2 3·4	3 3·7
88	Hairdressing	1 0·2	3 1·5	3 0·9
89	Footwear and other repairs not allocated elsewhere	0 9·5	1 8·3	1 8·8
90	Laundry, cleaning and dyeing	1 3·5	2 2·5	2 3·5
91	Educational and training expenses	—	1 4·3	2 2·3
92	Medical, dental and nursing fees	0 4·0	1 1·1	1 3·6
93	Subscriptions and donations; hotel and holiday expenses; miscellaneous other services	2 0·9	9 11·4	16 1·0
	TOTAL, SERVICES	10 1·7	32 6·8	40 9·0
	Miscellaneous			
94	Pocket money to children and other expenditure not assignable elsewhere	—	1 6·2	1 6·7
	GRAND TOTAL, ALL ABOVE EXPENDITURE	139 11·1	392 4·2	396 9·8
	Other Payments Recorded			
95	Income tax and surtax, payments *less* refunds	0 3·2	30 3·9	39 7·9
96	National Insurance contributions	—	17 3·6	15 10·6
97	Mortgage and other payments for purchase or alteration of dwellings	0 5·8	14 3·7	14 0·0
98	Life assurance; contributions to pension funds	1 10·4	14 2·8	15 3·9
99	Sickness and accident insurance; subscriptions to sick clubs, friendly societies	0 0·6	0 8·0	0 7·9
100	Contributions to Christmas, savings or holiday clubs	0 2·1	2 5·9	2 2·6
101	Purchase of savings certificates; sums deposited in savings banks, etc.	0 4·9	6 3·0	5 10·6
102	Betting, payments *less* winnings	0 10·0	3 4·9	3 2·8

* From 1964 this group includes expenditure on composite purchases of household durable goods which were separately recorded under publication group No. 65 in earlier Surveys.

† Numbered 64A in tabulations for 1961–63

REDUNDANCY PAYMENTS BILL

A scheme under which men and women who lose their jobs through redundancy will get compensation as a legal right is set out in a Bill presented to Parliament by the Minister of Labour and published on 1st April.

With certain exceptions the scheme will apply to employees between 18 and 65 (60 for women) who normally work 21 hours a week or more. They must have had a minimum of two years' service with their employer and, if their jobs disappear because of redundancy, they will be entitled to payments on the following scale:

Age	*For each year of service*
18 to 21	half week's pay
22 to 40	one week's pay
41 to 65 (60 for women) ..	one-and-a-half week's pay.

Reckonable service is to be limited to the last 20 years before redundancy, and earnings above £40 a week will not be taken into account. Employers will be responsible for making the payments, but a central Redundancy Fund will be set up to help spread the cost of payments over industry as a whole. This Fund will be financed by a surcharge of 4d. for men and 2d. for women on the employer's weekly National Insurance contribution. Employers will be able to claim rebates from the Fund, averaging around 60 per cent. of the total payments due. Disputes arising on all questions under the Bill will be referred to tribunals with legally qualified chairmen and employers' and workers' representatives.

Exceptions

Domestic servants in private households will be included in the scheme, except where they are close relatives of their employers.

The main groups excluded from or not covered by the Bill are sharefishermen; registered dock workers; Crown servants (who will be given comparable treatment) and the Armed Forces. The Bill will not apply where the employer is the husband or wife of the employee. Also excluded will be workers, other than apprentices and merchant seamen, employed on fixed-term contracts of two years or more which were entered into before the Royal Assent to the Bill. But workers employed on such contracts which are entered into after that date will be included. The parties can, however, agree to the insertion of a clause in the contract whereby the employee would forego his rights under the legislation if he was not re-engaged after the expiry of the term of his contract.

Exemptions

Where there is an agreement between employers and unions for redundancy payments to workers the Minister may, on application by the parties, exempt employers from liability to make payments under the Bill to employees covered by the agreement. Disputes under the agreement, however, must be settled by the tribunals which are to deal with disputes under the Bill. This provision will make it possible for industries in which workers do not work for long periods with one employer to agree on special schemes more suited to their conditions.

When payments will be made

Redundancy payments will be made to men and women who lose their employment because the work they are doing comes to an end, or is reduced, or they lose their job because of the death of their employer. In certain circumstances they will be able to get redundancy payments if they are laid off or put on short-time.

They will *not* be entitled to redundancy pay if the lay-off or short-time working is only temporary. But if the lay-off or short-time working, for less than half the normal hours, has continued for four weeks (or for an aggregate of six weeks in any 13-week period) the worker will be entitled to a payment, *unless* the employer can satisfy the tribunal that there was good reason for the lay-off or short-time to continue, and that there was a reasonable expectation that full-time working would be resumed within a further four weeks and would continue for at least 13 weeks.

To get payment they must have left their employment, or, in the case of a tribunal award, they must have left within four weeks of the date of the award.

Employees will not be able to get payment if they unreasonably refuse an offer, either of a renewal of their contract, or of suitable alternative work, either with the same firm, or with a subsidiary or parent company, provided the offer is made before notice has expired and the alternative employment is to start within four weeks.

Those ordinarily entitled to redundancy payment and who leave their job voluntarily during notice do not lose their title to payment provided they leave with their employer's consent. There is a right of appeal to the tribunal if the employer's consent is thought to have been unreasonably withheld. If they are dismissed for misconduct whilst under notice of redundancy, they can appeal to a tribunal who may grant the redundancy payment in full, or in part, or withhold it completely according to the circumstances.

Industrial disputes are not to affect title to payment, though time spent on strike will not count as reckonable service. The Contracts of Employment Act 1963 will be brought into line so that strikes will not break continuity of employment for purposes of accumulating rights to notice.

Payments under any statutory compensation scheme (e.g., schemes covering loss of job through nationalisation) will be reduced by the amount of a redundancy payment made under the Bill. Employers who pay occupational pensions on, or shortly after, redundancy are to be allowed to set these off against a redundancy payment.

The Redundancy Fund

The Minister of Labour will make rebates to employers paying redundancy payments. These will come from the Redundancy Fund into which is paid the 4d. surcharge on the employer's National Insurance contribution for men and 2d. for women. The rebates will be as follows:

Payments for years of service at age 40 or below .. one-half

Payments for years of service over age 40 .. .. two-thirds

The effect of this is that the Fund will meet the whole of the cost of the extra half week's pay for years of service over age 40 thus avoiding heavier costs for employers who have taken on older workers. The Fund will also guarantee payments to employees who have a right to them but are unable to recover them from their employers e.g., through insolvency.

The Minister will have power to reduce the rebate by up to 10 per cent. if the employer fails, without reasonable excuse, to make his claim in time. It is proposed that claims should be put in not less than two weeks before the expected date of dismissal (four weeks where the claim is for ten or more employees).

All employers must pay the surcharge on their National Insurance contributions. Thus, payments from the Fund may be made by the Minister to employers for workers excluded from the Bill. He will also make rebates to employers for workers covered by an exempted agreement. Similarly, payments will be made to workers under exempted agreements when they are unable to recover from their employers for reasons such as insolvency. Where an employer makes a claim on the Fund, the Minister will have power to inspect the employer's books and employment records, and the giving of false information in connection with such a claim will be a criminal offence.

Settlement of disputes

The special tribunals to be used for dealing with disputes under the legislation will be those shortly to be set up under the Industrial Training Act. Reference can be made by aggrieved workers or employers and, since payments from the Fund will be involved, by the Minister of Labour.

In the case of disputes about continuity of service or cause of dismissal the onus will be on the employer to prove that the service was not continuous, or that the worker was not dismissed because he was redundant within the meaning of the Act.

Date of commencement

The legislation will come into force on a day to be appointed by the Minister of Labour.

ACTIVITIES OF THE NATIONAL JOINT ADVISORY COUNCIL

The 89th Meeting of the National Joint Advisory Council was held on 24th March 1965. The Minister of Labour, the Rt. Hon. R. J. Gunter, M.P., took the chair.

The manpower situation

The Minister had circulated the latest available information about expected long-term changes in the size and composition of the future working population. The broad picture presented was a total population growing rather faster than it had recently but a working population growing much more slowly. Against this background and the current position of manpower shortage, the Council considered some special aspects of the manpower situation, including the regional pattern of employment; possible reserves of manpower, with particular reference to the unemployed, married women and older workers; the work of the Government Training Centres; and the need to secure a more efficient use of manpower and greater mobility of labour.

The Council will discuss some of these problems in greater detail at future meetings. Papers will be prepared dealing with the efficient use of manpower and with the steps being taken to improve the Ministry's Employment Service as an aid to mobility of labour. The Council will also have placed before it, when ready, the results of surveys or special enquiries which are being undertaken in connection with the characteristics of the unemployed, labour mobility and the pattern of women's employment.

Overtime

The Minister pointed out in a circulated note that, despite reductions in the normal working week, actual hours being worked were no less than before the war and adult manual workers were now working more overtime than at any time since the war years. Although in some circumstances overtime was an appropriate and flexible way of meeting fluctuations in production, much overtime now being worked was not necessary for this purpose. This could result in the inefficient use of limited manpower resources, reduced pace of working and inflation of labour costs.

The Council agreed that the attention of industry generally should be directed to this problem and noted that the British Employers' Confederation had asked for information from its members. The circumstances which produced unnecessary overtime arose, in the main, at plant level, and management and trade unions should be encouraged to look closely at the reasons for overtime and at the obstacles which prevented the reduction of systematic overtime.

Dismissal procedures

The Minister said in a circulated note that the Government had accepted, with certain reservations, an International Labour Recommendation, the underlying principle of which was that termination of employment should not take place without a valid reason. The Government had also announced that it proposed to discuss with representatives of employers and trade unions the provision of procedures to give effective safeguards against arbitrary dismissal. The Council agreed that as a first step the Minister should set up a committee to collect further information, to establish what would be the basis of a satisfactory dismissal procedure and to consider the promotion of such procedures in industry.

Ergonomics

The Council considered a further paper on ergonomics. The Minister said that a good deal had already been done to draw attention to the subject, particularly by the Department of Scientific and Industrial Research through their series of booklets on the subject. The Ministry of Technology had been asked to ensure that, in any approaches it made to the machine tool industry, the importance of ergonomics in the design of machine tools was not overlooked. The attention of Government Departments responsible for placing contracts would also be drawn to this. The Council agreed that the subject should be included on the agenda of one of the management conferences which the Ministry of Labour organises from time to time.

Sir George Pollock

The Minister thanked Sir George Pollock for his services to the Council since 1954 when he became a member, and the Council joined with the Minister in giving Sir George their best wishes in his forthcoming retirement.

CHANGES IN REGIONAL ORGANISATION

With effect from 1st April 1965 the following changes have taken place in the regional organisation of the Ministry of Labour.

1. The Yorkshire and Lincolnshire Region has been re-named Yorkshire and Humberside Region.

2. Holland, Kesteven and the City of Lincoln have ceased to be part of the former Yorkshire and Lincolnshire Region and have become part of the Midlands Region. This change has involved the transfer of Boston, Bourne, Grantham, Holbeach, Lincoln, Sleaford, Spalding and Stamford Employment Exchanges to Midlands Region.

3. The Soke of Peterborough, which is now incorporated in the new county of Huntingdon and Peterborough, has ceased to be part of Midlands Region and has become part of Eastern and Southern Region. Peterborough Employment Exchange has been transferred to Eastern and Southern Region and its northern and western boundaries have been adjusted to conform with the boundaries of the new county.

4. The boundaries between London and South Eastern and Eastern and Southern Regions have been modified to coincide with the northern and eastern boundaries of the new Greater London Council administrative area. This change has involved the transfer of Hornchurch and Romford Employment Exchanges from Eastern and Southern Region to London and South Eastern Region, and the transfer of Boreham Wood, Buckhurst Hill and Waltham Cross Employment Exchanges from London and South Eastern Region to Eastern and Southern Region.

The necessary complementary changes have been made in the divisional boundaries of H.M. Factory Inspectorate.

TRAINING OF INDUSTRIAL TRAINING OFFICERS

The provision of short courses of training for training officers at certain colleges of advanced technology and technical colleges was mentioned in an article in the November 1964 issue of this GAZETTE (page 453). These courses are intended to give people new to training officer duties an appreciation of the scope of the job, and an introduction to the most important skills. The courses are full time. Most of them are four-week sandwich courses, incorporating a period during which the student returns to his firm and does some project work, but some extend to eight weeks.

The following colleges are now offering courses approved under this scheme:—

Bristol College of Science and Technology
Wolverhampton and Staffordshire College of Technology
University of Strathclyde
Nottingham Regional College of Technology
Glamorgan College of Technology
Hendon College of Technology
South Birmingham Technical College
Sunderland Technical College

The Ministry of Labour is prepared to reimburse half the tuition fee to firms in industries not covered by industrial training boards who release staff to attend these courses. Applications for such a grant should be made to the appropriate Regional Office of the Ministry of Labour or to the Ministry of Labour (T.C.2), 32 St. James's Square, London S.W.1. Employers in industries covered by industrial training boards should apply to the secretary of the board for information about financial assistance.

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APPLICATIONS FOR THE EMPLOYMENT OF FOREIGN WORKERS

During 1964, 60,762 applications were made for permission to employ foreign workers in Great Britain, an increase of 5,987 over the number made in 1963. The total number of applications allowed was 58,338 of which 47,638 related to permits issued for persons abroad and 10,700 to permission granted to foreign visitors in this country.

The following table analyses by industrial or occupational groups the number of applications granted and refused in 1964 and 1963.

Industrial or occupational group	1964			1963		
	Applications made	Number granted	Number refused	Applications made	Number granted	Number refused
Resident domestic service in private households, hospitals, nursing homes, schools and other institutions	14,984	14,783	201	16,117	15,894	223
Concert, stage, film and variety artists, musicians and other entertainers and film technicians	5,662	5,628	34	6,270	6,226	44
Industry and commerce	14,567	13,960	607	10,017	9,534	483
Hotels and restaurants:						
Domestic workers	3,632	3,530	102	3,231	3,127	104
Others	10,897	9,470	1,427	9,031	7,613	1,418
Nurses	2,853	2,809	44	2,461	2,431	30
Student employees:						
Industry and commerce	7,520	7,511	9	7,123	7,116	7
Hotels and restaurants	647	647	—	525	525	—
TOTALS	60,762	58,338	2,424	54,775	52,466	2,309

The basic conditions which have to be satisfied before permission is given to an employer to engage a foreign worker (other than a student employee for whom special conditions apply) are that the employment is reasonable and necessary, that no suitable British or long resident foreign labour is available, and that the wages and conditions offered are not less favourable than those commonly accorded to British employees for similar work in the district concerned.

Over half the applications granted were, as in 1963, for work in resident domestic employment, nursing and in the hotel and catering industry. The number granted for industry and commerce increased substantially in 1964 and included professors and teachers coming to universities and schools and skilled and semi-skilled workers in short supply in this country. Permits for foreign student employees who come for a limited period to widen their experience and improve their knowledge of the English language, increased by 500 to 8,158, and included young people from 63 countries.

The nationalities of the workers in respect of whom permission for employment was given during 1964 and 1963 were as follows:

Nationality	1964	1963
Austrian	1,698	1,681
Belgian	416	344
Danish	1,560	1,466
Dutch	2,336	2,167
Finnish	1,400	1,108
French	4,232	3,227
German	7,712	7,861
Greek	702	653
Italian	8,207	6,637
Norwegian	1,183	1,329
Portuguese	1,395	1,094
South African	1,391	1,221
Spanish	10,434	9.287
Swedish	1,650	1,395
Swiss	4,429	4,498
United States citizens	3,851	3,233
Yugoslav	618	531
Other nationalities	4,984	4,567
Stateless	140	167

Under the official arrangement agreed with the Italian Government for the bulk recruitment of workers (which operates outside the individual permit system referred to above) a total of 145 Italian men and women were recruited during 1964. The majority of these workers went to the hotel and catering industry.

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EDUCATION IN 1964

The annual Report of the Department of Education and Science has recently been published as a Command Paper (Cmnd. 2612) and is obtainable from Her Majesty's Stationery Office, price 9s. 6d. (10s. including postage). Entitled "Education in 1964" it contains two parts: a general review of education, followed by a detailed review of the events during the year. The Report is not concerned with the responsibilities for science of the Secretary of State for Education and Science; nor with those for education of the Secretary of State for Scotland.

In the administrative field the Report describes 1964 as "a year crowded with incident and innovation." The Ministry of Education was absorbed into a new Department of State, with wider responsibilities that included the universities. The Schools Council was established with full backing from all parts of the education service and embarked on a heavy programme of work. A Bill was presented to Parliament to provide new machinery for the determination of teachers' salaries. Throughout the country new schemes of secondary school organisation were being planned, and it was announced that national policy would be on comprehensive lines. The Industrial Training Act became law and the first training boards were established. The colleges of advanced technology prepared for university status. The teacher training colleges were renamed and invited, with universities, to prepare degree courses. A Council for National Academic Awards was created to award degrees to students outside the universities.

The shortage of teachers and the limitations on new educational building continued—and are likely to remain—the subject of anxious thought on the part of all concerned for further educational advance, says the Report. Neither the growth in the teaching force that has taken place, nor the resources that have been channelled into new schools and colleges, have been sufficient both to keep abreast of rising numbers and to meet the desire for higher standards and wider provision in all parts of the service. With the utmost that is likely to be accomplished in the years immediately ahead the pressure on building and staff is likely to continue. The use of the resources that are available, of skilled professional staff and of buildings and equipment must, therefore, be flexible and imaginative and supported by increased use of auxiliary staff and audio-visual aids.

In the educative process itself the year has shown increasing concern with the aims of education and how the devices of curriculum and teaching method and assessment may better serve the interest of pupil and student. Teachers throughout the service are combating the danger, noted by the Hale Committee, "that the student will spend too much of the limited time at his disposal on memorising facts, and will have insufficient time to master the principles underlying his subject and to develop his powers of thought".

Comprehensive schools

Between 1958 and 1963 a bilateral system of secondary education emerged over most of England and Wales. This system has been criticised and in 1964 a number of authorities had departed, or were considering departing, from it. The critics' main target has been segregation at 11-plus, and methods of avoiding it have been adopted or proposed. What might be called the orthodox comprehensive schools can, in practice, differ a good deal among themselves. They can cater for the whole ability range and the whole age range from 11 to 18. The newer variations of the comprehensive idea involve splitting up the age range with a lower and upper school. Both lower and upper schools may continue to be fully comprehensive in ability range, or for the upper school there may be selection—competitively or by parental choice. There is some support for the beheaded comprehensive schools: an age range up to 16 with a sixth form college elsewhere for those staying on.

Wider provision of courses in all types of school, especially inclusion of academic type courses in non-selective schools, has blurred the edges between nominally different types of secondary schools. This has been reflected in the trend to staying-on in modern schools beyond the minimum school-leaving age and in the General Certificate of Education results obtained. In the G.C.E. 1963 summer examinations the modern schools (including all-age schools) were represented by 56,000 candidates at O-level out of 312,000 candidates and by 1,480 candidates at A-level.

Bigger school population

Only a population stable in size and situation over a long time is likely to find a perfect match between the schools and colleges it needs and those which it has, or can, provide. Since the war the population has not been stable either in size or distribution and the consequences for educational planning have been considerable. Economic considerations as well as educational need have determined the rate of school and university building. Resources have been smaller than the education system would have wished and the central authorities have had difficult decisions to make. The rising birthrate, together with the growing loss of young women teachers who marry and have babies, has posed the most stubborn problems in teacher supply. In the next few years the size of classes in secondary schools should continue to fall steadily but the primary schools are likely to be hard pressed. They will encounter the numerous children born in the late 1950's, they are likely to suffer most from the high wastage rates of young women teachers, and they may be expected to gain less than the secondary schools from the growth in the number of graduates. But they should be getting an increasing share of the output from the colleges of education and will benefit from the growing return to full-time or part-time service of married women teachers.

Buildings

Just as most of the increase in the teaching force has gone to match the growing school population, allowing little over to reduce class sizes, so have many of the new school places been occupied by additional pupils, leaving little over to replace old and unsatisfactory buildings. Old buildings may be structurally sound and well maintained but ideas on the best environment for education have changed. Since 1962 an attempt has been made to find out how much it would cost to bring all schools up to standard. The amount of work required would be formidably large. The Report states that the money value of educational building programmes doubled in less than ten years, and continuous effort has been made to obtain value for money.

Finance

Teachers' salaries are the main element in educational expenditure, and loan charges for buildings and maintenance costs are other considerable items. Educational spending has increased considerably. In 1963–64 total educational spending by public authorities in Great Britain (including school meals and milk) was £1,402 million, compared with £546 million ten years earlier. The gross national product increased only half as fast, so that education increased its share of the total resources from just over 3 per cent. to about 5 per cent. Allowing for the increase in prices over the decade, the actual provision of educational facilities and resources was about 75 per cent. greater in 1963–64 than in 1953–54. About half of this increase is attributed to an increase in the numbers of pupils and students and about half to improvements in the standard of service provided.

Mood of re-appraisal

A mood of re-appraisal in the schools and universities on what is taught, and how it is taught and how it ought to be examined, came in the year in which final arrangements were being made to launch the Certificate of Secondary Education, and the Secondary School Examinations Council was making ready to hand over to the Schools Council for the Curriculum and Examinations. In the secondary schools a complex of factors was pressing educationalists to a re-examination of the curriculum. The pace and direction of change in society itself and the lengthening of school life were among the factors but the need for more school-leavers to possess a leaving certificate, without having followed courses for which they were unsuited, was perhaps the most compelling. Questions were being directed at almost every subject in the syllabus. In the technical colleges some of the current questions had a strong vocational ring. In the year of the Industrial Training Act and the Report on Day Release, questions such as "to what extent should industry determine the content of the curricula or decide which courses should be provided at local colleges" and "where does the specifically educational task of the college shade off into the specifically training task of the employer" were being asked with a new urgency.

The detailed review of the year's events is given in five sections of the Report dealing with the schools; further education; universities (Great Britain); Wales and Monmouthshire; and finance and general.

SAFETY, HEALTH AND WELFARE

Bulk Storage of Liquefied Petroleum Gas

A great increase in the use of liquefied petroleum gas, mainly for industrial purposes, has taken place over the last decade in this country, and is continuing, bringing with it problems associated with the safe bulk storage of the gas, particularly at factory sites.

A new booklet, recently issued by the Ministry of Labour, gives general guidance on these problems. Entitled "The Bulk Storage of Liquefied Petroleum Gas at Factories" it is No. 13 in the Safety, Health and Welfare New Series and is obtainable from Her Majesty's Stationery Office, price 2s. (2s. 4d. including postage). It deals with methods of storage and handling, location, design and installation of storage tanks and equipment, types of hazards and the precautions to be taken.

Although the gas is transported and handled with safety on a large scale several incidents have occured in recent years involving its uncontrolled escape in considerable quantities, fortunately without very serious consequences. The majority of accidents involving liquefied petroleum gas in the United Kingdom have been associated with the careless use of portable cylinders, or their involvement in fires, and some of these have proved fatal. Our knowledge in this country of more serious accidents has so far been derived mainly from experience in America where large installations have been in use for a considerable time. In an effort to bring about a reduction in the risks involved, the National Fire Protection Association of America compiled two codes of practice, and a similar code of practice has been issued in this country by the Liquefied Petroleum Gas Industry Technical Committee.

The greatest potential hazards are fire and explosion, although these can occur only when flammable concentrations of the gas, mixed with air or oxygen, are ignited. The booklet sets out precautions which would help in eliminating sources of ignition and deals in some detail with methods of fire protection.

Liquefied petroleum gas is not toxic but possesses anaesthetic properties. As a heavier-than-air gas it is liable to accumulate in pits and other confined spaces, displacing the air needed for normal

breathing. When its presence in such places is suspected tests, using special equipment to reach the lowest parts where the concentration would be greatest, should be made.

It should also be remembered that severe cold burns may result from skin contact with escaped liquid gas.

Correct location of bulk storage installations and of the delivery tanker unloading bay is very important. These should invariably be in the open air, separated from important buildings, plant, public highways or from the line of adjoining property whether built upon or not. Examples of separation distances from buildings and between vessels are given in the booklet.

The importance of adequate training for all who are to operate and maintain the installations and equipment cannot be over-stated. They must be fully conversant with the general properties of the fuel and the safe practices which should be followed.

Experience has shown that wide variations in site conditions can occur, and the circumstances of each individual installation must be carefully considered. Factory occupiers are recommended to seek the advice of H.M. District Inspector of Factories when planning a fresh installation or material extension of an existing plant.

Electrical Limit Switches and their Applications

Men's lives may depend on the continued correct operation, over long periods, of electrical switches, commonly known as limit switches, whose function is to provide a link between the mechanical parts and the electrical controls or safety circuits. The safe working of industrial machinery and processes also frequently depends on the correct design and application of these switches. The proper construction and use of limit switches is described, with examples and diagrams, in a booklet, No. 24 in the Safety, Health and Welfare New Series entitled "Electrical Limit Switches and their Applications" recently published by Her Majesty's Stationery Office, price 2s. 6d. (2s. 10d. including postage).

The booklet gives four main purposes for which limit switches are used. These are: to prevent moving parts of machines from overrunning; to ensure that moving parts are brought to rest at the correct place; in association with mechanical and electrical interlocks, to allow certain operations to be performed only when parts of a machine are in a particular position and to prevent them from being performed at other times; and to stop machines in certain predetermined circumstances. No particular type of switch is suitable for all these purposes.

The first requirement of a limit switch is reliability, and the need is stressed for designers to give careful consideration of the implication of their designs. Warning is given of failure due to dust, especially if of a sticky nature. The action of limit switches used to interlock guards by pressing on a button or by a pin entering a hole is strongly deprecated, because of the possibility of the interlocks being defeated deliberately by the operator. In cases where it is essential to defeat or by-pass an interlock for the purpose of carrying out maintenance and repairs, the means of putting the interlock out of action should be available only to the maintenance staff. The apparatus should, if possible, be so designed that the gate or cover cannot be closed up and the machine put back into service with the interlock out of commission.

When a cam and roller or similar device is used it is important that dangerous parts should not be exposed before the switch is opened and while the cam is travelling. While electrical time delay (or slugging) is sometimes used to delay the opening of a guard, it is suggested that a mechanical delay may be preferable, because any failure of circuits or apparatus may lead to immediate danger.

Means are described of avoiding damage to a limit switch which might be caused by its being moved too far by the actuating mechanism. Where the contacts of switches are spring-operated, there should be a positive follow-up which will force open the switch mechanically in the event of spring failure.

Experience over the years has shown that small light switches, such as are used to obtain the very accurate position of operation needed for some processes, are not entirely suitable for safety switches. Where only small currents have to be broken and the supply is A.C., a slow break switch is considered to be preferable. Large limit switches requiring a quick break combined with a mechanical back-up, such as those used to prevent cranes from overwinding, are described and illustrated.

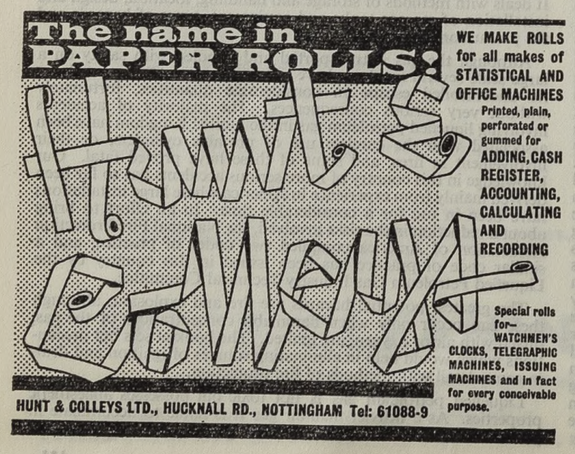
The booklet deprecates the incorrect use of the terms "micro switch" and "micro-gap switch" because of the danger which could result from the use of the wrong type of switch. It says that emergency switches should be non-self-resetting and should not normally be connected in a low-volt release circuit.

A chapter on electrical interlocks deals with sneak circuits and earth faults and recommends the feeding of control and interlock circuits through isolating transformers where the supply is A.C.; the supply of current to rectifiers through a suitably connected isolating transformer is also recommended. The combination of operating and safety interlocking circuits should be avoided because of the danger if a trivial fault occurs.

Where a machine is arranged to run continuously, account must be taken of the time of operation of contactors, brakes, etc. Regard must also be had to the time of release of solenoids for brakes and clutches; all solenoids should be independently switched by a separate contact on the contactor or series limit switch.

Series limit switches which cut off the supply directly are recommended when there is serious risk. Where this is not practicable and a shunt switch must be used, some form of back-up protection is desirable: examples of such protection are described.

Where possible, a positive mechanical interlock between a guard and the main switch or isolator is to be preferred to a limit switch type of interlock. Several diagrams in the booklet illustrate different arrangements of mechanical interlocks.



INTERNATIONAL LABOUR ORGANISATION

161st Session of the Governing Body

The 161st Session of the Governing Body of the International Labour Organisation was held in Geneva from 1st to 5th March 1965 under the Chairmanship of Mr. G. Haythorne (Government Member, Canada). The United Kingdom Government was represented by Mr. D. C. Barnes, C.B., Deputy Secretary, Ministry of Labour. Sir George Pollock, Q.C., Director, British Employers' Confederation and Lord Collison, C.B.E., Member of the Trades Union Congress General Council and General Secretary of the National Union of Agricultural Workers attended as members representing, respectively, United Kingdom employers and workers.

The following paragraphs indicate the main subjects discussed by the Governing Body:—

Budget for 1966

The Director-General presented to the Financial and Administrative Committee of the Governing Body budget proposals providing for a gross expenditure of 21,559,924 U.S. dollars. The estimates finally adopted by the Governing Body for submission to the International Labour Conference in June provide for a gross expenditure of 20,923,000 U.S. dollars. This represents an increase of 8·38 per cent. over the approved expenditure for 1965.

Industrial committees

The Governing Body re-constituted the International Labour Organisation's ten industrial and similar committees. This is done at intervals of about five years and the last elections were held in 1959. The United Kingdom did not seek re-election to the Plantations Committee, but was re-elected to the others.

Programme and structure of the International Labour Organisation

At its November Session the Governing Body decided to set up a working party to study the proposals concerning the future programme and structure of the Organisation which were made by the Director-General and by Governments, Employers and Workers during the plenary debates of the last two Sessions of the International Labour Conference. The Working Party had its first meeting at this Session of the Governing Body and it hopes to produce an interim report for submission to the Conference in June.

International Centre for Advanced Training, Turin

By an earlier decision of the Governing Body the International Centre for Advanced Training at Turin was scheduled to open in April, provided that the Director-General had obtained firm assurances that the necessary funds will be available for at least the first four years. At this Session the Director-General made a statement indicating that in view of the short fall of almost 500,000 U.S. dollars the Centre could not open in April. He suggested that further discussion should be postponed until the May Session of the Governing Body as it seemed likely that the total amount required would be raised and that the Centre could open later this year.

Headquarters building of the International Labour Organisation

The Governing Body authorised the Director-General to continue negotiations with the Swiss authorities about the construction of a new headquarters building on a site adjacent to the new World Health Organisation building.

Programme of meetings

The Governing Body approved the revised programme of meetings for 1965. Among the meetings included are an Asian Maritime Conference, a Preparatory Technical Conference on Fishermen's Questions and a meeting of the Metal Trades Committee.

EMPLOYMENT, UNEMPLOYMENT, ACCIDENT

AND OTHER STATISTICS

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Employment in Great Britain in February

The table below and the table on the next page show the changes in employment in Great Britain between January and February 1965 and in comparable recent periods.

The employment figures for all dates after June 1964 are provisional and subject to revision in the light of more complete information to be derived from the count of National Insurance cards in mid-1965.

TOTAL WORKING POPULATION

The table below gives changes in the total working population between mid-January and mid-February 1965, together with figures for recent months, for mid-February 1964 and for June of each year from 1960. 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. It has three components, for which separate figures are given, (1) the numbers in civil employment, (2) the numbers wholly unemployed and (3) the numbers in H.M. Forces and Women's Services. The numbers in civil employment are analysed by broad industrial groups and the figures include employers and persons working on their own account as well as employees. They also include persons temporarily laid off but still on employers' pay-rolls and those unable to work on account of sickness. Part-time workers are counted as full units.

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The table on the next page gives, for those industries for which comparable figures are available, the numbers employed at mid-February and December 1964 and January and February 1965. The figures relate to all employees except those registered as wholly unemployed, i.e., they include persons temporarily laid off but still on employers' pay-rolls and persons unable to work on account of sickness. They exclude employers and persons working on their own account and are thus different in scope from those given in the table on this page. Satisfactory estimates of monthly changes in the numbers of employers and persons working on their own account cannot be made.

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 industries other than coal mining, construction, gas and electricity, use has also been made of the monthly returns rendered by employers under the Statistics of Trade Act 1947. The returns show the numbers on the pay-rolls (including those temporarily laid off and those absent from work owing to sickness, etc.) at the beginning and at the end of the period; 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 period. Industries and services which are not covered by employers' returns (or are only partially covered), or for which figures are not available in the same form as those shown, are omitted from the table.

TOTAL WORKING POPULATION OF GREAT BRITAIN: FEBRUARY 1965

(*Thousands*)

Industry or Service	End-June 1960	End-June 1961	Mid-June 1962	Mid-June 1963	Mid-Feb. 1964	Mid-June 1964	Mid-Dec.* 1964	Mid-Jan.* 1965	Mid-Feb.* 1965	Change Jan.-Feb. 1965
Agriculture and fishing	983	948	920	906	841	879	832	826	824	− 2
Mining and quarrying	761	731	712	684	667	657	645	643	640	− 3
Food, drink and tobacco	821	832	828	820	806	817	824	803	800	− 3
Chemicals and allied industries	531	532	518	513	507	508	510	507	508	+ 1
Metal manufacture	619	631	596	592	612	621	633	632	632	...
Engineering and electrical goods	2,058	2,147	2,182	2,151	2,199	2,208	2,248	2,240	2,243	+ 3
Shipbuilding and marine engineering	252	241	236	212	209	204	210	210	211	+ 1
Vehicles	919	898	883	873	874	877	882	879	881	+ 2
Metal goods	556	569	560	557	569	577	588	585	585	...
Textiles	845	842	806	785	792	786	786	781	782	+ 1
Clothing and footwear	582	585	581	563	558	556	554	547	545	− 2
Other manufactures	1,628	1,651	1,662	1,649	1,678	1,684	1,716	1,705	1,704	− 1
Total in manufacturing industries	8,811	8,928	8,852	8,715	8,804	8,838	8,952	8,888	8,890	+ 2
Construction†	1,567	1,617	1,653	1,681	1,694	1,755	1,773	1,743	1,749	+ 6
Gas, electricity and water	370	379	387	397	405	402	408	408	408	...
Transport and communication	1,724	1,747	1,756	1,726	1,706	1,708	1,693	1,686	1,684	− 2
Distributive trades	3,284	3,312	3,367	3,401	3,406	3,422	3,556	3,456	3,438	− 18
Financial, professional and scientific services				3,000	3,062	3,106	3,143	3,154	3,164	+ 10
Catering, hotels, etc.	4,947	5,060	5,227	685	640	719	662	649	645	− 4
Miscellaneous services (excluding catering, hotels, etc.)				1,649	1,667	1,701	1,684	1,671	1,671	...
National government service†	502	511	520	537	527	519	518	518	518	...
Local government service†	741	756	772	802	806	752	758	753	755	+ 2
Total in civil employment	23,690	23,989	24,166	24,183	24,225	24,458	24,624	24,394	24,386	− 8
Males	15,588	15,746	15,837	15,836	15,847	15,948	15,994	15,916	15,914	− 2
Females	8,102	8,243	8,329	8,347	8,378	8,510	8,631	8,478	8,472	− 6
Wholly unemployed	290	251	372	461	456	317	340	367	358	− 9
Males	210	184	278	346	344	240	255	279	270	− 9
Females	80	67	94	115	112	77	85	88	88	...
H.M. Forces and Women's Services	518	474	442	427	424	424	425	424	424	...
Males	503	459	425	410	408	408	409	408	408	...
Females	15	15	17	17	16	16	16	16	16	...
Total working population	24,498	24,714	24,980	25,071	25,105	25,199	25,389	25,185	25,168	− 17
Males	16,301	16,389	16,540	16,592	16,599	16,596	16,658	16,603	16,592	− 11
Females	8,197	8,325	8,440	8,479	8,506	8,603	8,732	8,582	8,576	− 6

Note.—Each figure is rounded to the nearest 1,000 and some rounded totals may differ from the sum of the rounded components.

* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1965 count of National Insurance cards.

† Owing to re-classification at June 1964, figures for earlier months are not strictly comparable.

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Mid-month)

(Thousands)

Industry	February 1964			December 1964*			January 1965*			February 1965*		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.												
Coal mining	582·7	17·5	600·2	563·3	17·5	580·8	560·8	17·5	578·3	558·4	17·5	575·9
Food, drink and tobacco	454·0	337·0	791·0	459·6	349·7	809·3	454·1	334·3	788·4	452·8	332·2	785·0
Grain milling	32·6	8·5	41·1	31·9	8·4	40·3	32·1	8·4	40·5	31·9	8·4	40·3
Bread and flour confectionery	88·3	58·4	146·7	88·6	60·7	149·3	87·9	58·0	145·9	88·3	58·4	146·7
Biscuits	17·3	31·2	48·5	17·7	33·1	50·8	17·2	31·3	48·5	17·2	31·2	48·4
Bacon curing, meat and fish products	39·7	36·5	76·2	41·4	38·9	80·3	40·7	37·0	77·7	40·9	37·4	78·3
Milk products	20·9	10·8	31·7	20·9	11·0	31·9	20·7	10·6	31·3	20·9	10·7	31·6
Sugar	11·9	3·7	15·6	13·5	4·0	17·5	13·2	3·9	17·1	11·9	3·7	15·6
Cocoa, chocolate and sugar confectionery	39·7	56·1	95·8	39·0	55·9	94·9	38·5	54·2	92·7	38·7	54·0	92·7
Fruit and vegetable products	31·6	46·2	77·8	30·9	48·1	79·0	30·6	43·7	74·3	30·6	42·1	72·7
Animal and poultry foods	16·4	4·5	20·9	16·2	4·7	20·9	16·2	4·7	20·9	16·2	4·6	20·8
Food industries not elsewhere specified	22·8	19·0	41·8	23·5	19·6	43·1	23·3	19·5	42·8	23·2	19·5	42·7
Brewing and malting	77·7	19·0	96·7	79·2	20·3	99·5	77·9	19·6	97·5	77·4	19·3	96·7
Other drink industries	37·9	20·3	58·2	39·6	22·5	62·1	38·8	21·3	60·1	38·6	20·9	59·5
Tobacco	17·2	22·8	40·0	17·2	22·5	39·7	17·0	22·1	39·1	17·0	22·0	39·0
Chemicals and allied industries	366·8	138·5	505·3	366·3	141·9	508·2	365·2	139·5	504·7	365·9	140·4	506·3
Coke ovens and manufactured fuel	15·6	0·5	16·1	15·7	0·5	16·2	15·7	0·5	16·2	15·6	0·5	16·1
Mineral oil refining	26·4	4·1	30·5	24·9	3·9	28·8	24·6	3·8	28·4	24·5	3·8	28·3
Lubricating oils and greases	5·7	1·8	7·5	5·5	1·7	7·2	5·5	1·7	7·2	5·5	1·7	7·2
Chemicals and dyes	173·3	46·3	219·6	173·4	47·2	220·6	173·0	46·4	219·4	173·2	46·8	220·0
Pharmaceutical and toilet preparations	32·5	41·1	73·6	32·2	43·3	75·5	32·2	42·1	74·3	32·3	42·1	74·4
Explosives and fireworks	16·6	8·5	25·1	16·6	9·2	25·8	16·6	9·2	25·8	16·7	9·4	26·1
Paint and printing ink	33·3	13·7	47·0	33·6	13·5	47·1	33·4	13·2	46·6	33·8	13·3	47·1
Vegetable and animal oils, fats, soap, etc.	29·3	12·9	42·2	29·1	12·9	42·0	29·0	13·0	42·0	28·9	13·2	42·1
Synthetic resins and plastics materials	25·0	4·8	29·8	26·3	5·1	31·4	26·3	5·1	31·4	26·5	5·1	31·6
Polishes, gelatine, adhesives, etc.	9·1	4·8	13·9	9·0	4·6	13·6	8·9	4·5	13·4	8·9	4·5	13·4
Metal manufacture	536·6	74·4	611·0	555·7	76·6	632·3	554·4	76·1	630·5	554·8	76·1	630·9
Iron and steel (general)	268·4	24·4	292·8	279·3	25·2	304·5	278·7	25·2	303·9	278·9	25·2	304·1
Steel tubes	46·2	8·5	54·7	48·5	8·6	57·1	48·5	8·6	57·1	48·8	8·6	57·4
Iron castings, etc.	108·0	14·1	122·1	110·0	14·3	124·3	109·5	14·1	123·6	109·4	14·1	123·5
Light metals	46·1	11·0	57·1	47·2	11·1	58·3	47·0	11·0	58·0	47·1	10·9	58·0
Copper, brass and other base metals	67·9	16·4	84·3	70·7	17·4	88·1	70·7	17·2	87·9	70·6	17·3	87·9
Engineering and electrical goods	1,575·7	596·8	2,172·5	1,610·2	611·7	2,221·9	1,608·1	605·4	2,213·5	1,610·9	605·7	2,216·6
Agricultural machinery (exc. tractors)	32·0	4·6	36·6	32·2	4·9	37·1	32·2	4·9	37·1	32·3	4·9	37·2
Metal-working machine tools	81·5	14·2	95·7	75·9	13·2	89·1	76·2	13·3	89·5	76·5	13·2	89·7
Engineers' small tools and gauges	42·8	13·0	55·8	48·3	14·8	63·1	48·6	14·9	63·5	48·7	15·1	63·8
Industrial engines	36·2	6·1	42·3	37·8	6·6	44·4	37·8	6·5	44·3	37·9	6·6	44·5
Textile machinery and accessories	43·3	7·7	51·0	43·8	8·3	52·1	43·7	8·2	51·9	43·9	8·3	52·2
Contractors' plant and quarrying machinery	24·1	3·3	27·4	26·4	3·6	30·0	26·6	3·5	30·1	26·6	3·5	30·1
Mechanical handling equipment	47·8	7·2	55·0	50·7	7·4	58·1	50·7	7·4	58·1	51·1	7·5	58·6
Office machinery	41·2	16·7	57·9	40·6	16·6	57·2	40·8	16·6	57·4	40·7	16·6	57·3
Other machinery	283·2	62·6	345·8	290·7	63·5	354·2	290·2	63·1	353·3	291·1	63·5	354·6
Industrial plant and steelwork	127·3	15·9	143·2	130·9	16·4	147·3	130·8	16·3	147·1	131·1	16·4	147·5
Ordnance and small arms	23·3	6·3	29·6	21·8	5·9	27·7	21·7	5·9	27·6	21·7	5·9	27·6
Other mechanical engineering	170·3	49·7	220·0	179·9	53·5	233·4	179·8	52·8	232·6	180·3	53·3	233·6
Scientific, surgical, etc. instruments	86·1	46·0	132·1	85·0	47·0	132·0	84·9	46·7	131·6	84·8	46·8	131·6
Watches and clocks	7·1	8·0	15·1	7·1	8·0	15·1	7·0	7·9	14·9	7·1	8·0	15·1
Electrical machinery	163·7	55·7	219·4	166·1	59·1	225·2	166·0	58·8	224·8	165·9	58·9	224·8
Insulated wires and cables	41·5	22·2	63·7	42·0	22·5	64·5	41·8	22·4	64·2	42·3	22·5	64·8
Telegraph and telephone apparatus	43·5	30·3	73·8	46·0	32·8	78·8	45·9	32·9	78·8	46·1	33·5	79·6
Radio and other electronic apparatus	154·3	132·3	286·6	158·2	132·0	290·2	157·6	129·6	287·2	157·1	127·6	284·7
Domestic electric appliances	42·9	26·8	69·7	40·3	26·5	66·8	39·8	25·6	65·4	39·6	25·4	65·0
Other electrical goods	83·6	68·2	151·8	86·5	69·1	155·6	86·0	68·1	154·1	86·1	68·2	154·3
Shipbuilding and marine engineering	196·3	11·3	207·6	197·0	11·5	208·5	197·2	11·3	208·5	198·4	11·3	209·7
Shipbuilding and ship repairing	142·6	7·8	150·4	145·2	8·0	153·2	145·5	7·9	153·4	146·4	7·9	154·3
Marine engineering	53·7	3·5	57·2	51·8	3·5	55·3	51·7	3·4	55·1	52·0	3·4	55·4
Vehicles	750·6	116·4	867·0	756·3	118·4	874·7	755·2	117·2	872·4	755·9	117·6	873·5
Motor vehicle manufacturing	408·4	61·4	469·8	422·2	62·3	484·5	422·8	61·6	484·4	424·4	62·0	486·4
Motor cycle, pedal cycle, etc. manufacturing	19·4	7·7	27·1	18·6	7·7	26·3	18·5	7·5	26·0	18·5	7·5	26·0
Aircraft manufacturing and repairing	222·5	38·0	260·5	223·5	39·3	262·8	222·3	39·0	261·3	221·7	39·0	260·7
Locomotives and railway track equipment	44·3	3·9	48·2	40·2	3·9	44·1	40·0	3·9	43·9	39·8	3·9	43·7
Railway carriages and wagons, etc.	52·0	3·1	55·1	48·0	2·9	50·9	47·8	2·9	50·7	47·7	2·9	50·6
Perambulators, hand-trucks, etc.	4·0	2·3	6·3	3·8	2·3	6·1	3·8	2·3	6·1	3·8	2·3	6·1
Metal goods not elsewhere specified	367·2	191·0	558·2	377·8	199·5	577·3	376·9	197·2	574·1	376·4	197·5	573·9
Tools and implements	15·5	7·7	23·2	15·1	7·9	23·0	15·0	7·9	22·9	15·0	7·9	22·9
Cutlery	6·9	6·7	13·6	7·4	6·9	14·3	7·4	6·7	14·1	7·4	6·7	14·1
Bolts, nuts, screws, rivets, etc.	27·6	17·4	45·0	28·5	18·1	46·6	28·5	18·1	46·6	28·5	18·2	46·7
Wire and wire manufactures	32·8	10·4	43·2	33·4	10·7	44·1	33·5	10·6	44·1	33·7	10·6	44·3
Cans and metal boxes	15·3	20·0	35·3	15·7	20·5	36·2	15·7	20·2	35·9	15·8	20·3	36·1
Jewellery, plate and precious metals refining	15·5	11·6	27·1	15·2	11·8	27·0	15·2	11·7	26·9	15·2	11·6	26·8
Other metal industries	253·6	117·2	370·8	262·5	123·6	386·1	261·6	122·0	383·6	260·8	122·2	383·0
Textiles	367·0	416·0	783·0	365·2	411·9	777·1	364·3	407·8	772·1	364·6	408·5	773·1
Production of man-made fibres	34·5	9·3	43·8	35·5	9·2	44·7	35·2	9·0	44·2	35·6	9·0	44·6
Spinning of cotton, man-made fibres, etc.	39·5	63·8	103·3	40·3	63·5	103·8	40·7	62·9	103·6	40·8	63·0	103·8
Weaving of cotton, man-made fibres, etc.	41·8	54·5	96·3	41·5	53·4	94·9	41·5	53·0	94·5	41·5	53·2	94·7
Woollen and worsted	89·0	98·9	187·9	86·1	95·7	181·8	85·6	94·6	180·2	85·6	94·4	180·0
Jute	8·6	8·5	17·1	8·7	8·5	17·2	8·9	8·4	17·3	8·8	8·4	17·2
Rope, twine and net	4·4	6·6	11·0	4·2	6·1	10·3	4·2	6·2	10·4	4·2	6·1	10·3
Hosiery and other knitted goods	37·9	88·1	126·0	38·4	89·9	128·3	38·4	88·9	127·3	38·4	89·2	127·6
Lace	3·7	4·3	8·0	3·9	4·4	8·3	3·9	4·3	8·2	3·9	4·3	8·2
Carpets	22·4	17·1	39·5	23·3	17·4	40·7	23·2	17·3	40·5	23·2	17·3	40·5
Narrow fabrics	7·8	13·9	21·7	7·9	14·0	21·9	7·9	13·8	21·7	7·9	13·8	21·7
Made-up textiles	9·5	19·7	29·2	9·2	19·2	28·4	9·1	19·1	28·2	9·1	19·3	28·4
Textile finishing	48·7	23·1	71·8	46·7	22·2	68·9	46·1	22·0	68·1	46·0	22·1	68·1
Other textile industries	19·2	8·2	27·4	19·5	8·4	27·9	19·6	8·3	27·9	19·6	8·4	28·0
Leather, leather goods and fur	36·2	26·0	62·2	36·7	25·9	62·6	37·0	25·8	62·8	36·9	26·1	63·0
Leather (tanning, etc.) and fellmongery	23·0	6·7	29·7	22·9	6·8	29·7	22·9	6·8	29·7	22·8	7·0	29·8
Leather goods	9·1	14·9	24·0	9·4	14·7	24·1	9·5	14·6	24·1	9·5	14·8	24·3
Fur	4·1	4·4	8·5	4·4	4·4	8·8	4·6	4·4	9·0	4·6	4·3	8·9
Clothing and footwear	143·9	394·3	538·2	141·8	392·6	534·4	140·4	387·0	527·4	139·0	385·9	524·9
Weatherproof outerwear	6·9	22·4	29·3	6·8	22·1	28·9	6·6	21·6	28·2	6·5	21·2	27·7
Men's and boys' tailored outerwear	31·6	88·2	119·8	30·9	87·8	118·7	30·8	86·8	117·6	30·6	86·8	117·4
Women's and girls' tailored outerwear	19·9	48·3	68·2	18·9	46·2	65·1	18·5	45·3	63·8	18·5	45·3	63·8
Overalls and men's shirts, underwear, etc.	6·8	39·8	46·6	6·6	40·3	46·9	6·6	40·0	46·6	6·6	40·0	46·6
Dresses, lingerie, infants' wear, etc.	13·3	95·0	108·3	13·4	95·0	108·4	13·4	93·7	107·1	13·3	93·7	107·0
Hats, caps, millinery	4·3	8·9	13·2	4·2	8·8	13·0	4·2	8·7	12·9	4·1	8·6	12·7
Other dress industries	8·6	32·1	40·7	8·6	32·3	40·9	8·6	31·7	40·3	8·5	31·8	40·3
Footwear	52·5	59·6	112·1	52·4	60·1	112·5	51·7	59·2	110·9	50·9	58·5	109·4
Bricks, pottery, glass, cement, etc.	268·0	77·7	345·7	276·5	80·1	356·6	275·0	79·3	354·3	275·2	79·7	354·9
Bricks, fireclay and refractory goods	66·6	6·8	73·4	66·8	6·9	73·7	66·5	6·9	73·4	66·6	7·0	73·6
Pottery	29·2	35·1	64·3	30·0	36·1	66·1	29·9	35·7	65·6	29·9	35·7	65·6
Glass	58·8	19·2	78·0	59·4	19·8	79·2	59·1	19·5	78·6	59·4	19·7	79·1
Cement	15·7	1·6	17·3	16·2	1·6	17·8	16·1	1·6	17·7	16·1	1·6	17·7
Abrasives and other building materials	97·7	15·0	112·7	104·1	15·7	119·8	103·4	15·6	119·0	103·2	15·7	118·9
Timber, furniture, etc.	230·3	57·3	287·6	234·1	58·4	292·5	232·4	57·6	290·0	231·9	57·2	289·1
Timber	82·5	13·2	95·7	84·4	13·7	98·1	84·1	13·6	97·7	84·1	13·6	97·7
Furniture and upholstery	78·1	20·7	98·8	80·8	21·0	101·8	80·3	20·7	101·0	79·7	20·5	100·2
Bedding, etc.	9·2	8·0	17·2	9·2	8·2	17·4	9·1	8·1	17·2	9·1	8·0	17·1
Shop and office fitting	27·4	4·5	31·9	26·8	4·5	31·3	26·5	4·5	31·0	26·5	4·5	31·0
Wooden containers and baskets	18·2	5·3	23·5	18·2	5·4	23·6	17·9	5·2	23·1	17·9	5·1	23·0
Miscellaneous wood and cork manufactures	14·9	5·6	20·5	14·7	5·6	20·3	14·5	5·5	20·0	14·6	5·5	20·1

* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1965 count of National Insurance cards.

Numbers Employed in Great Britain: Industrial Analysis—*continued*

(Mid-month)

(Thousands)

Industry	February 1964			December 1964*			January 1965*			February 1965*		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Paper, printing and publishing	409·8	213·6	623·4	412·7	218·3	631·0	412·4	215·4	627·8	411·7	214·5	626·2
Paper and board	75·5	22·2	97·7	75·8	22·3	98·1	76·1	22·1	98·2	76·1	22·0	98·1
Cardboard boxes, cartons, etc.	33·8	33·5	67·3	34·0	34·1	68·1	33·8	33·3	67·1	33·7	33·0	66·7
Other manufactures of paper and board	35·7	36·1	71·8	35·9	35·7	71·6	35·8	35·3	71·1	35·8	35·3	71·1
Printing, publishing of newspapers, etc.	107·2	30·1	137·3	108·3	31·2	139·5	108·1	31·1	139·2	107·7	31·1	138·8
Other printing, publishing, bookbinding, etc.	157·6	91·7	249·3	158·7	95·0	253·7	158·6	93·6	252·2	158·4	93·1	251·5
Other manufacturing industries	193·6	123·3	316·9	201·0	130·1	331·1	200·3	127·4	327·7	200·6	128·2	328·8
Rubber	90·0	37·8	127·8	94·5	38·5	133·0	94·5	38·1	132·6	94·6	38·1	132·7
Linoleum, leather cloth, etc.	11·0	3·3	14·3	10·2	3·3	13·5	10·2	3·3	13·5	10·1	3·2	13·3
Brushes and brooms	7·4	7·2	14·6	7·2	6·9	14·1	7·1	6·8	13·9	7·2	6·8	14·0
Toys, games and sports equipment	12·5	20·5	33·0	12·6	23·8	36·4	12·4	22·4	34·8	12·5	22·9	35·4
Miscellaneous stationers' goods	5·1	6·0	11·1	5·0	6·2	11·2	5·0	6·0	11·0	5·0	6·1	11·1
Plastics moulding and fabricating	47·2	34·5	81·7	51·5	37·0	88·5	51·0	36·6	87·6	51·1	36·8	87·9
Miscellaneous manufacturing industries	20·4	14·0	34·4	20·0	14·4	34·4	20·1	14·2	34·3	20·1	14·3	34·4
Total, all manufacturing industries	5,896·0	2,773·6	8,669·6	5,990·9	2,826·6	8,817·5	5,972·9	2,781·3	8,754·2	5,975·0	2,780·9	8,755·9
Construction†	1,472·6	80·0	1,552·6	1,551·3	80·8	1,632·1	1,521·3	80·8	1,602·1	1,527·3	80·8	1,608·1
Gas, electricity and water	355·6	49·7	405·3	356·6	51·4	408·0	356·8	51·5	408·3	356·6	51·5	408·1
Gas	110·1	16·0	126·1	106·9	16·5	123·4	107·8	16·8	124·6	107·7	16·8	124·5
Electricity	205·5	30·6	236·1	209·5	31·5	241·0	209·1	31·3	240·4	209·1	31·3	240·4
Water supply	40·0	3·1	43·1	40·2	3·4	43·6	39·9	3·4	43·3	39·8	3·4	43·2
Transport and communication												
Road passenger transport	216·9	43·5	260·4	214·1	44·1	258·2	213·0	43·7	256·7	212·7	43·6	256·3
Road haulage contracting	187·2	15·7	202·9	193·7	16·0	209·7	190·1	15·4	205·5	190·6	15·6	206·2
Distributive trades	1,378·9	1,530·0	2,908·9	1,398·7	1,660·2	3,058·9	1,384·7	1,574·1	2,958·8	1,379·4	1,561·7	2,941·1
Wholesale distribution	354·3	196·9	551·2	356·3	201·5	557·8	352·2	198·7	550·9	353·0	199·0	552·0
Retail distribution	789·5	1,262·1	2,051·6	805·2	1,385·6	2,190·8	795·8	1,303·3	2,099·1	790·8	1,290·3	2,081·1
Dealing in coal, builders' materials, grain and agricultural supplies	132·5	37·0	169·5	131·0	37·2	168·2	131·5	36·8	168·3	129·6	37·0	166·6
Dealing in other industrial materials, etc.	102·6	34·0	136·6	106·2	35·9	142·1	105·2	35·3	140·5	106·0	35·4	141·4
Miscellaneous services												
Cinemas, theatres, radio, etc.	69·2	62·6	131·8	68·9	59·0	127·9	69·6	59·1	128·7	69·3	58·0	127·3
Sport and other recreations	36·0	22·0	58·0	36·9	21·8	58·7	35·9	21·9	57·8	35·9	22·1	58·0
Betting	20·1	30·5	50·6	20·6	32·0	52·6	20·9	30·9	51·8	21·1	30·6	51·7
Catering, hotels, etc.	184·0	345·4	529·4	188·9	362·4	551·3	185·9	352·0	537·9	181·9	352·3	534·2
Laundries	29·9	89·6	119·5	29·4	88·2	117·6	29·4	86·7	116·1	29·2	87·1	116·3
Dry cleaning, job dyeing, carpet beating, etc.	12·2	34·8	47·0	12·0	34·1	46·1	11·9	33·6	45·5	11·7	33·5	45·2
Motor repairers, distributors, garages, etc.	328·2	74·7	402·9	335·8	77·0	412·8	332·7	76·5	409·2	332·4	77·3	409·7
Repair of boots and shoes	11·2	3·9	15·1	11·1	3·9	15·0	10·9	3·7	14·6	11·2	3·7	14·9

OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN FEBRUARY 1965

The following table‡ shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries§ in the week ended 13th February 1965. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded. The information about short-time relates to short-time working arranged by the employer and excludes time lost through sickness, holidays or absenteeism. Operatives who were stood off by the employer for the whole week are assumed to have been on short-time to the extent of 42 hours each. Overtime figures relate to hours of overtime actually worked in excess of normal hours. All the figures relate to Great Britain.

Industry	Estimated total number of operatives	Estimated number of operatives, excluding maintenance workers, on overtime				Estimated number of operatives on short-time					
		Number	Percentage of all operatives	Hours of overtime worked: Number	Hours of overtime worked: Average per operative on overtime	Stood off for whole week	Working part of week	Total on short-time	Total as percentage of all operatives	Hours lost: Number	Hours lost: Average per operative on short-time
	(000's)	(000's)	(per cent.)	(000's)		(000's)	(000's)	(000's)	(per cent.)	(000's)	
Food, drink and tobacco	547	166·4	30·4	1,393	8·4	0·2	4·3	4·5	0·8	34	7·6
Bread and flour confectionery	106	33·6	31·8	269	8·0	—	—	—	—	—	—
Chemicals and allied industries	290	75·2	26·0	759	10·1	—	—	—	—	—	—
Chemicals and dyes	126	33·8	26·8	374	11·1	—	—	—	—	—	—
Metal manufacture	475	147·6	31·1	1,415	9·6	0·2	1·4	1·6	0·3	18	11·3
Iron and steel (general)	228	40·2	17·6	421	10·5	—	0·6	0·7	0·3	5	8·3
Iron castings, etc.	97	43·3	44·5	412	9·5	—	0·5	0·5	0·5	5	10·1
Engineering and electrical goods (inc. marine engineering)	1,496	674·6	45·1	5,552	8·2	0·1	3·2	3·3	0·2	31	9·3
Non-electrical engineering	919	481·3	52·4	4,041	8·4	0·1	0·3	0·4	—	7	16·5
Electrical machinery, apparatus, etc.	579	193·5	33·4	1,513	7·8	—	2·8	2·8	0·5	25	8·7
Vehicles	617	265·2	43·0	2,068	7·8	0·1	5·9	6·0	1·0	35	5·9
Motor vehicle manufacturing	383	163·5	42·7	1,268	7·8	0·1	5·9	6·0	1·6	35	5·9
Aircraft manufacturing and repairing	144	70·0	48·7	555	7·9	—	—	—	—	—	—
Metal goods not elsewhere specified	430	167·9	39·1	1,383	8·2	—	0·7	0·7	0·2	6	8·7
Textiles	641	126·2	19·7	993	7·9	0·7	6·1	6·8	1·1	89	13·0
Spinning and weaving of cotton, etc.	176	20·3	11·5	148	7·3	—	—	0·1	0·1	1	24·8
Woollen and worsted	151	41·7	27·6	363	8·7	0·1	1·0	1·1	0·7	16	14·2
Hosiery and other knitted goods	107	11·1	10·4	60	5·4	0·5	3·6	4·2	3·9	52	12·6
Textile finishing	55	21·4	39·2	175	8·2	—	1·1	1·2	2·1	14	12·2
Leather, leather goods and fur	45	11·0	24·7	82	7·4	—	0·3	0·3	0·7	2	7·5
Clothing and footwear	423	37·6	8·9	187	5·0	0·3	14·4	14·6	3·5	118	8·1
Footwear	93	6·9	7·5	31	4·4	0·1	12·0	12·1	13·0	93	7·7
Bricks, pottery, glass, cement, etc.	268	87·5	32·6	827	9·4	—	1·1	1·1	0·4	14	12·4
Timber, furniture, etc.	210	79·7	38·0	644	8·1	0·2	2·2	2·5	1·2	36	14·7
Timber	73	31·1	42·7	249	8·0	—	—	—	—	—	—
Furniture and upholstery	75	25·4	33·6	172	6·8	0·2	1·3	1·4	1·9	25	17·8
Paper, printing and publishing	417	164·5	39·4	1,386	8·4	—	1·0	1·0	0·2	6	5·9
Printing, publishing of newspapers, etc.	72	36·5	50·5	296	8·1	—	—	—	—	—	—
Other printing, publishing, etc.	162	66·5	41·0	514	7·7	—	—	—	—	—	—
Other manufacturing industries	242	79·9	33·0	702	8·8	—	0·4	0·4	0·2	2	5·6
Rubber	101	36·2	35·9	320	8·9	—	0·3	0·3	0·2	1	4·0
Total, all manufacturing industries§	6,098	2,083·2	34·2	17,391	8·3	1·9	40·9	42·8	0·7	392	9·2

* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1965 count of National Insurance cards.
† Owing to re-classification at June 1964, figures for earlier months are not strictly comparable.
‡ Because of the rounding of figures independently some rounded totals may differ from the sum of the rounded components.
§ Excluding shipbuilding and ship repairing.

INDICES OF TOTAL WEEKLY HOURS WORKED AND OF AVERAGE HOURS WORKED BY OPERATIVES IN MANUFACTURING INDUSTRIES

Indices have been calculated (1) of the total weekly hours worked and (2) of average hours worked by operatives in manufacturing industries in one week in each month. Both indices have been compiled for manufacturing industry as a whole (excluding shipbuilding and ship repairing) and also for broad industrial groups within manufacturing industries, but the figures for these groups are likely to be less reliable. A full account of the method of calculation was published on pages 305 to 307 of the August 1962 issue of this GAZETTE.

The index of total hours worked in Table I has been calculated by multiplying an estimate of numbers of operatives at work in a specific week each month by an estimate for the same week of average numbers of hours worked by operatives. In the calculation account is taken of overtime and short-time working, sickness, holidays and of women operatives who work part-time. The figures of average weekly hours worked per head by full-time operatives, estimated as part of the calculation, are given in index form in Table II.

From May 1961 onwards, indices have been calculated for one week in each month, but prior to that date they could be compiled only for one week in February, April, May, August, October and November. The reference base used in the tables published in this GAZETTE, up to and including September 1963, was the average of these six months in 1958 taken equal to 100. As estimates for all months of the year are now available, the indices have been recalculated on a new reference base:—12 monthly average for 1962 = 100. A complete series of both indices to date on the new base and a note on the revision were published on page 404 of the October 1963 issue of this GAZETTE.

Table I.—Index of Total Weekly Hours Worked

(Average 1962 = 100)

—	All manufacturing industries	Engineering, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	Other manufacturing
1956	104·6	98·6	106·9	119·0	100·1	103·6
1957	103·9	98·6	104·6	117·7	99·5	103·1
1958	100·4	96·5	101·6	108·3	100·1	99·6
1959	100·9	96·3	104·9	108·6	99·1	100·5
1960	103·9	99·4	107·9	110·1	100·1	104·9
1961	102·9	101·9	102·9	104·7	100·1	103·7
1962	100·0	100·0	100·0	100·0	100·0	100·0
1963	98·2	97·5	99·1	98·1	98·3	98·9
1964	100·1	101·1	99·2	98·2	96·8	102·3
Week ended:						
1964 February 15 ..	101·2	101·8	101·4	101·0	95·2	103·1
March 21 ..	101·5	102·2	101·5	101·1	95·3	103·6
April 18 ..	102·2	102·9	102·5	101·7	96·1	104·3
May 16 ..	102·0	102·7	102·3	101·6	97·5	104·2
June 20 ..	102·3	103·2	102·5	100·8	97·6	104·4
July 18* ..	96·8	99·0	87·8	91·9	98·4	99·7
August 15 ..	84·0	83·9	87·6	79·5	89·5	85·2
September 19 ..	102·8	104·0	101·2	100·5	99·2	105·3
October 17 ..	102·8	104·0	101·0	100·3	99·2	105·2
November 14*	102·9	104·4	101·0	100·1	99·2	105·2
December 12 ..	102·5	103·7	99·9	99·8	98·1	105·2
1965 January 16 ..	100·4	102·2	98·9	97·6	93·2	103·1
February 13 ..	100·6	102·4	99·6	97·6	92·9	103·3

Table II.—Index of Average Hours Worked per Head

(Average 1962 = 100)

—	All manufacturing industries	Engineering, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	Other manufacturing
1956	103·7	103·7	104·1	104·3	102·8	103·8
1957	103·6	103·5	104·5	104·5	102·7	103·7
1958	102·5	102·4	103·2	103·0	102·5	102·5
1959	103·3	102·8	104·9	104·5	102·0	103·2
1960	102·4	101·7	101·7	104·8	101·7	102·5
1961	101·0	101·3	100·6	101·1	100·4	101·1
1962	100·0	100·0	100·0	100·0	100·0	100·0
1963	99·9	99·6	100·2	100·5	99·9	100·0
1964	100·7	100·6	100·7	101·4	99·9	101·1
Week ended:						
1964 February 15 ..	100·5	100·6	100·8	101·6	99·0	100·9
March 21 ..	101·0	100·9	101·9	101·8	99·6	101·3
April 18 ..	101·1	101·1	102·2	102·0	99·9	101·4
May 16 ..	100·3	100·2	101·2	101·5	99·8	100·6
June 20 ..	100·9	101·2	101·4	101·9	99·7	101·2
July 18* ..	101·1	101·2	101·4	101·9	100·9	101·5
August 15 ..	101·0	100·8	100·8	101·2	101·5	101·5
September 19 ..	100·6	100·7	99·8	101·0	99·9	101·2
October 17 ..	100·5	100·5	99·9	100·8	99·8	101·1
November 14*	100·5	100·6	99·7	100·8	99·6	101·1
December 12 ..	100·1	99·5	98·9	101·1	99·7	101·0
1965 January 16 ..	99·2	98·9	98·5	100·0	97·5	100·1
February 13 ..	99·5	99·2	98·9	100·3	97·7	100·5

Index for All Manufacturing Industries from 1957 †

Month	1958	1959	1960	1961	1962	1963	1964	1965
January ..	—	—	—	—	101·2	98·5	100·7	100·4
February	104·2	99·2	105·5	103·9	102·8	97·8	101·2	100·6
March ..	—	—	—	—	102·3	98·0	101·5	—
April ..	103·4	101·5	106·0	106·3	102·4	99·7	102·2	—
May ..	103·0	102·4	105·3	105·1	102·7	100·0	102·0	—
June ..	—	—	—	106·1	102·4	100·0	102·3	—
July ..	—	—	—	93·3	96·6	94·6	96·8	—
August ..	98·5	100·1	102·3	101·0	83·4	82·5	84·0	—
September	—	—	—	105·4	102·3	101·3	102·8	—
October ..	100·9	105·2	107·1	104·8	101·9	101·9	102·8	—
November	101·6	106·1	106·7	104·5	101·3	102·0	102·9	—
December	—	—	—	—	100·7	102·3	102·5	—

Index for All Manufacturing Industries from 1957 †

Month	1958	1959	1960	1961	1962	1963	1964	1965
January ..	—	—	—	—	99·4	98·4	100·2	99·2
February	102·7	101·4	103·6	100·4	100·2	98·4	100·5	99·5
March ..	—	—	—	—	100·2	98·6	101·0	—
April ..	102·6	103·1	102·1	101·5	100·4	99·4	101·1	—
May ..	102·0	103·1	102·1	100·6	100·2	99·8	100·3	—
June ..	—	—	—	101·4	100·2	100·0	100·9	—
July ..	—	—	—	101·6	100·3	100·5	101·1	—
August ..	102·4	103·6	102·0	100·9	100·5	100·7	101·0	—
September	—	—	—	100·8	99·8	100·5	100·6	—
October ..	102·1	104·0	101·9	100·6	99·5	100·6	100·5	—
November	102·4	103·8	101·8	100·5	99·3	100·6	100·5	—
December	—	—	—	—	99·4	100·8	100·1	—

* Figures for dates after June 1964 are subject to further revision in the light of information to be derived from the count of National Insurance cards in mid-1965. The figures from November 1964 may also be subject to revision when the results of the April 1965 enquiry into the hours of work of manual workers are available.
† Figures for 1956 and 1957 are shown on page 404 of the October 1963 issue of this GAZETTE.

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the undermentioned Statutory Instruments,‡ relating to matters with which the Ministry of Labour is 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.

The Licensed Residential Establishment and Licensed Restaurant Wages Council (Variation) Order 1965 (S.I. 1965/430; 9d. (1s.)), made on 10th March; *The Paper Box Wages Council (Great Britain) (Variation) Order 1965* (S.I. 1965/497; 6d. (9d.)), made on 16th March. Both these Orders were made by the Minister of Labour under the Wages Councils Act 1959.—See pages 189 and 190.

The Wages Regulation (Boot and Shoe Repairing) Order 1965 (S.I. 1965/431; 3s. (3s. 3d.)), made on 10th March; *The Wages Regulation (Boot and Shoe Repairing) (Holidays) Order 1965* (S.I. 1965/432; 9d. (1s.)), made on 10th March; *The Wages Regulation (Keg and Drum) (Holidays) Order 1965* (S.I. 1965/551; 9d. (1s.)), made on 22nd March; *The Wages Regulation (Aerated Waters) (England and Wales) Order 1965* (S.I. 1965/681; 9d. (1s.)), made on 29th March; *The Wages Regulation (Retail Food) (Scotland) Order 1965* (S.I. 1965/682; 1s. 6d. (1s. 9d.)), made on 29th March; *The Wages Regulation (Toy Manufacturing) Order 1965* (S.I. 1965/703; 9d. (1s.)), made on 30th March; *The Wages Regulation (Toy Manufacturing) (Holidays) Order 1965* (S.I. 1965/704; 9d. (1s.)), made on 30th March. These Orders were made by the Minister of Labour under the Wages Councils Act 1959.—See page 189.

The National Insurance (Mariners) Amendment Regulations 1965 (S.I. 1965/411; 3d. (6d.)), made on 8th March by the Minister of Pensions and National Insurance, in conjunction with the Treasury, under the National Insurance Act 1946. These Regulations, operative from 29th March, make amendments, consequential to the National Insurance Act 1964, to certain provisions of the National Insurance (Mariners) Regulations 1949 relating to employers' contributions; *The National Insurance (Industrial Injuries) (Colliery Workers Supplementary Scheme) Amendment Order 1965* (S.I. 1965/535; 6d. (9d.)), made on 19th March by the Minister of Pensions and National Insurance under the National Insurance (Industrial Injuries) Act 1946. This Order, operative from 28th March, varies and amends the provisions of the National Insurance (Industrial Injuries) Colliery Workers Supplementary Scheme and increases the rates of supplementary pension payable to widows and to women caring for the children of deceased colliery workers; it also raises the rates of contributions payable under the Scheme.

The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Regulation Order (Northern Ireland) 1965 (S.R. & O. of Northern Ireland 1965/41; 2s. 6d. (2s. 9d.)), made on 4th March; *The Laundry Wages Regulation (Amendment) Order (Northern Ireland) 1965* (S.R. & O. 1965/43; 6d. (9d.)), made on 10th March. These Orders were made by the Ministry of Health and Social Services under the Wages Councils Act (Northern Ireland) 1945.—See page 190.

The Factories Commencement No. 4) Order (Northern Ireland) 1965 (S.R. & O. 1965/34; 3d. (6d.)), made on 19th February by the Minister of Health and Social Services under the Factories Act (Northern Ireland) 1959. This Order appoints 22nd March as the date on which the provisions in section 8 (1) and (2) (Steam Boilers) of the Factories Act (Northern Ireland) 1959 became operative; *The Examination of Steam Boilers Regulations (Northern Ireland) 1965* (S.R. & O. 1965/35; 6d. (9d.)), made on 19th February by the Ministry of Health and Social Services under the Factories Acts (Northern Ireland) 1938 to 1959. These Regulations, operative from 22nd March, prescribe the manner in which, and the occasions on which, steam boilers in factories and other places to which the above Factories Acts apply, have to be examined.

‡ See footnote* on page 193.

Unemployment at 8th March 1965

SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 8th March 1965 were:—

—	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly unemployed*	249,438	9,398	76,951	7,191	342,978
Temporarily stopped†	24,205	292	3,944	670	29,111
Total	273,643	9,690	80,895	7,861	372,089
Change since 8th February	+ 8,876	− 1,818	− 1,991	− 867	+ 4,200

The rate of unemployment at 8th March was 1·6 per cent. This was the same percentage as at 8th February.

DURATION OF UNEMPLOYMENT

The following table analyses the wholly unemployed* in Great Britain at 8th March 1965 according to duration of unemployment.

Duration in weeks	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
One or less	29,413	2,782	8,405	1,654	42,254
Over 1, up to 2 ..	16,450	1,501	5,751	1,034	24,736
Up to 2	45,863	4,283	14,156	2,688	66,990
Over 2, up to 3 ..	11,741	859	4,533	670	17,803
Over 3, up to 4 ..	10,011	642	4,100	515	15,268
Over 4, up to 5 ..	9,268	525	4,011	408	14,212
Over 2, up to 5 ..	31,020	2,026	12,644	1,593	47,283
Over 5, up to 8 ..	21,491	948	9,692	843	32,974
Over 8	151,064	2,141	40,459	2,067	195,731
Total	249,438	9,398	76,951	7,191	342,978

At 8th March 40,921 married women were registered as unemployed.

Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of normal seasonal movement estimates published in the January 1963 issue of this GAZETTE, pages 8 to 10), the number of persons registered as wholly unemployed on 8th March was 341,312 consisting of 257,819 males and 83,493 females.

NUMBERS UNEMPLOYED: 1954 to 1965

The following table shows the annual average numbers registered as unemployed in Great Britain and the United Kingdom from 1954 to 1964, and the numbers registered in each month of 1965.

—	Great Britain: Wholly unemployed* Males	Wholly unemployed* Females	Temporarily stopped† Males	Temporarily stopped† Females	Total	United Kingdom total
1954	176,500	95,100	7,900	5,300	284,800	317,800
1955	137,400	75,700	9,300	9,800	232,200	264,500
1956	151,000	78,600	17,800	9,600	257,000	287,100
1957	204,300	90,200	12,300	5,700	312,500	347,200
1958	293,800	116,300	27,600	19,700	457,400	500,900
1959	322,600	121,900	21,200	9,500	475,200	512,100
1960	248,200	97,500	11,600	3,100	360,400	392,800
1961	226,300	85,800	23,300	5,300	340,700	376,800
1962	321,900	110,000	23,000	8,300	463,200	499,900
1963	393,900	126,700	46,300	6,400	573,300	612,300
1964	279,600	92,600	6,600	1,800	380,600	413,400
1965:—						
11th Jan. ..	278,948	88,118	6,863	2,449	376,378	409,104
8th Feb. ..	269,857	88,228	6,418	3,386	367,889	401,994
8th Mar. ..	258,836	84,142	24,497	4,614	372,089	405,706

REGIONAL ANALYSIS: UNITED KINGDOM

The following tables show the numbers unemployed, the rates of unemployment‡ and the numbers wholly unemployed, excluding "school-leavers", in each administrative Region of England and in Scotland, Wales and Northern Ireland at 8th March 1965.

Region	Wholly unemployed* Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Temporarily stopped† Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Total unemployed Males	Females	Total
London and South Eastern	41,340	1,416	10,025	737	53,518	365	10	85	5	465	43,131	10,852	53,983
Eastern and Southern ..	22,292	764	5,681	663	29,400	792	12	153	20	977	23,860	6,517	30,377
South Western	16,107	408	5,259	526	22,300	513	14	494	96	1,117	17,042	6,375	23,417
Midlands	19,762	630	5,768	520	26,680	17,731	115	1,041	224	19,111	38,238	7,553	45,791
Yorkshire and Lincolnshire	18,950	672	5,647	544	25,813	669	11	350	59	1,089	20,302	6,600	26,902
North Western	37,429	1,289	11,795	764	51,277	850	10	1,036	97	1,993	39,578	13,692	53,270
Northern	27,442	1,151	7,073	782	36,448	728	38	195	12	973	29,359	8,062	37,421
Scotland	47,647	2,226	19,438	1,630	70,941	2,073	67	548	152	2,840	52,013	21,768	73,781
Wales	18,469	842	6,265	1,025	26,601	484	15	42	5	546	19,810	7,337	27,147
Great Britain	249,438	9,398	76,951	7,191	342,978	24,205	292	3,944	670	29,111	283,333	88,756	372,089
Northern Ireland ..	23,189	999	8,213	413	32,814	403	3	367	30	803	24,594	9,023	33,617
United Kingdom ..	272,627	10,397	85,164	7,604	375,792	24,608	295	4,311	700	29,914	307,927	97,779	405,706

Region	Percentage rate of unemployment‡ Males	Females	Total	Duration of unemployment: wholly unemployed* Males: Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks	Females: Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks	Wholly unemployed excluding "school-leavers" Total	Change since 8th February
London and South Eastern	1·2	0·5	0·9	11,744	6,413	4,210	20,389	3,697	2,320	1,415	3,330	53,392	− 1,836
Eastern and Southern ..	1·4	0·7	1·2	5,078	2,962	2,110	12,906	1,557	1,220	903	2,664	29,324	− 1,216
South Western	2·0	1·4	1·8	2,845	1,992	1,233	10,445	1,057	897	689	3,142	22,220	− 936
Midlands	1·6	0·6	1·3	4,478	2,764	1,754	11,396	1,502	1,365	833	2,588	26,574	− 523
Yorkshire and Lincolnshire	1·4	0·9	1·2	4,266	2,593	1,723	11,040	1,427	1,103	741	2,920	25,687	− 769
North Western	2·1	1·2	1·8	7,688	5,018	3,148	22,864	2,657	2,183	1,644	6,075	51,165	− 1,478
Northern	3·3	1·9	2·9	4,279	3,145	2,179	18,990	1,206	1,264	964	4,421	36,220	− 2,274
Scotland	3·7	2·7	3·4	6,849	5,751	4,319	32,954	2,804	2,751	2,454	13,059	70,323	− 4,449
Wales	2·9	2·4	2·7	2,919	2,408	1,763	12,221	937	1,134	892	4,327	26,407	− 729
Great Britain	1·9	1·1	1·6	50,146	33,046	22,439	153,205	16,844	14,237	10,535	42,526	341,312	− 14,210
Northern Ireland ..	7·9	4·9	6·8	3,930	5,716		14,542	1,011	2,349		5,266	—	—

* Including unemployed casual workers, see footnote † on page 171.
† The temporarily stopped are persons suspended from work on the understanding that they are shortly to return to their former employment.
‡ Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed).

NUMBERS UNEMPLOYED IN PRINCIPAL TOWNS AND DEVELOPMENT DISTRICTS

The following table shows, for some principal towns and all areas designated as Development Districts under the Local Employment Act 1960, the numbers of persons registered as unemployed at Employment Exchanges and Youth Employment Offices on 8th March 1965 and the percentage rates of unemployment.

An explanation of the method of calculation of local percentage rates of unemployment was given on pages 134–135 of the April 1960 issue of this GAZETTE. The percentage rate of unemployment relates to the total number registered as unemployed, wholly unemployed and temporarily stopped combined.

—	Numbers of persons on registers at 8th March 1965					Percentage rate of unemployment*
	Men 18 and over	Women 18 and over	Boys and girls under 18	Total	Temporarily stopped (inc. in total)	
Principal Towns (by Region)						
London and South Eastern						
Greater London	30,227	7,110	1,451	38,788	206	0·8
Brighton and Hove	1,823	356	70	2,249	66	2·4
Chatham	634	268	70	972	19	1·3
Eastern and Southern						
Bedford	201	52	24	277	—	0·6
†Bournemouth	1,817	658	72	2,547	13	2·5
Cambridge	237	52	8	297	—	0·5
Ipswich	485	162	27	674	—	1·1
Luton	271	61	22	354	2	0·5
†Norwich	1,439	211	34	1,684	11	1·8
Oxford	472	71	17	560	225	0·6
†Portsmouth	1,769	608	107	2,484	56	1·8
†Reading	413	125	44	582	3	0·8
†Slough	348	56	18	422	1	0·4
†Southampton	2,205	340	114	2,659	5	1·9
Southend-on-Sea	973	256	38	1,267	24	2·3
Watford	258	65	19	342	3	0·5
South Western						
†Bristol	2,214	428	79	2,721	2	1·0
Exeter	756	97	15	868	—	1·9
Gloucester	386	135	29	550	3	1·0
†Plymouth	1,510	1,145	185	2,840	645	3·0
Swindon	1,148	176	46	1,370	302	2·1
Midlands						
†Birmingham	7,972	1,001	238	9,211	4,993	1·4
Burton-on-Trent	207	77	15	299	—	1·0
†Chesterfield	712	203	65	980	16	1·3
Coventry	4,428	463	85	4,976	3,500	2·7
†Derby	740	242	36	1,018	95	0·9
Leicester	1,252	310	74	1,636	524	0·8
†Mansfield	474	161	40	675	58	1·1
Northampton	283	52	19	354	—	0·5
†Nottingham	2,926	557	101	3,584	242	1·5
Oldbury	307	21	3	331	276	1·2
Peterborough	319	168	32	519	1	0·9
Smethwick	535	21	13	569	415	1·3
†Stoke-on-Trent	1,441	418	55	1,914	100	1·3
Walsall	343	121	28	492	78	0·7
West Bromwich	334	15	6	355	226	0·7
Wolverhampton	517	280	32	829	78	0·8
Worcester	434	47	4	485	116	1·1
Yorkshire and Lincolnshire						
†Barnsley	813	293	36	1,142	20	1·5
†Bradford	1,479	314	52	1,845	104	1·0
Dewsbury	223	93	1	317	13	1·0
Doncaster	882	319	70	1,271	34	1·5
Grimsby	1,374	245	66	1,685	1	2·6
Halifax	328	85	16	429	47	0·8
Huddersfield	337	151	13	501	20	0·5
†Hull	2,640	536	131	3,307	29	2·0
†Leeds	2,022	349	94	2,465	61	0·9
Lincoln	524	161	30	715	—	1·4
Rotherham	456	128	53	637	24	1·1
Scunthorpe	360	429	52	841	1	1·7
†Sheffield	1,633	408	63	2,104	143	0·8
Wakefield	213	106	7	326	8	0·6
York	675	156	41	872	3	1·4
North Western						
Accrington	135	58	11	204	26	0·9
Ashton-under-Lyne	340	62	8	410	11	1·4
Blackburn	414	186	14	614	10	1·1
Blackpool	1,715	680	68	2,463	55	4·5
Bolton	770	152	21	943	14	1·2
Burnley	316	202	17	535	10	1·3
Bury	139	60	6	205	36	0·7
Crewe	257	145	24	426	—	1·4
†Manchester	5,071	610	245	5,926	84	} 1·2
†Salford	1,011	166	52	1,229	17	
†Oldham	660	168	19	847	34	0·9
Preston	733	325	58	1,116	3	1·3
Rochdale	224	90	1	315	93	0·6
St. Helens	748	711	49	1,508	2	2·5
Stockport	604	125	34	763	40	0·9
Warrington	276	274	17	567	2	0·9
Wigan	650	101	5	756	12	1·7
Northern						
†Carlisle	662	261	32	955	2	2·3
Scotland						
†Edinburgh	3,209	703	181	4,093	29	1·7
Wales						
†Cardiff	2,672	350	166	3,188	75	2·1
†Newport	685	130	101	916	35	1·4
†Swansea	1,495	399	95	1,989	25	3·0
Development Districts (by Region)						
South Western						
Bideford	208	67	7	282	9	3·6
Camborne and Redruth	377	152	37	566	1	3·8
Camelford	74	46	13	133	—	7·0
Falmouth	396	102	28	526	4	5·6
Gunnislake	46	20	—	66	3	10·0
Helston	155	89	19	263	—	5·9
Ilfracombe	188	120	16	324	9	8·3
Liskeard and Looe	178	93	23	294	—	5·9
Development Districts (by Region)—*continued*						
South Western—*continued*						
Newquay and Perranporth	269	169	24	462	—	5·8
Penzance, St. Ives and St. Mary's	652	219	35	906	14	7·0
Yorkshire and Lincolnshire						
Bridlington	440	71	22	533	51	5·9
North Western						
Barrow-in-Furness and Dalton-in-Furness	339	435	39	813	26	2·5
Merseyside and Prescot	15,159	4,681	1,015	20,855	520	3·3
Ulverston	81	59	6	146	1	2·2
Widnes	397	274	25	696	7	3·2
Northern						
Aspatria, Cockermouth, Maryport and Workington	577	366	84	1,027	9	3·6
Billingham, Middlesbrough, Redcar, South Bank and Stockton and Thornaby	2,681	900	333	3,914	42	2·3
Bishop Auckland, Crook and Shildon	1,145	138	48	1,331	47	4·5
Blyth	289	84	20	393	6	3·0
Chester-le-Street, Birtley and Houghton-le-Spring	1,162	204	95	1,461	37	4·0
Consett	407	77	24	508	6	2·6
Darlington	622	98	33	753	39	1·5
Durham	643	36	23	702	—	2·6
Guisborough	35	11	—	46	—	1·9
Hartlepools	1,156	386	49	1,591	52	4·3
Haswell and Horden	347	125	42	514	12	2·8
Loftus	77	18	—	95	8	2·4
Prudhoe	62	21	6	89	9	2·4
Saltburn	116	55	—	171	3	4·4
Seaham	286	164	22	472	5	2·9
Seaton Delaval	112	152	22	286	—	9·9
Spennymoor	509	41	31	581	1	4·0
Stanley and Lanchester	768	111	27	906	11	4·6
Sunderland, Pallion, Southwick and Washington	3,009	702	152	3,863	39	4·0
Tyneside	8,981	2,099	537	11,617	249	2·9
Whitby	245	49	28	322	29	6·2
Whitehaven and Cleator Moor	789	243	48	1,080	8	4·5
Wingate	265	30	—	295	6	3·6
Scotland						
Aberdeen, Inverurie and Stonehaven	1,930	716	72	2,718	60	2·7
Anstruther	55	51	10	116	15	5·0
Ardrossan, Dalry, Irvine, Kilbirnie, Kilwinning and Stevenston	1,153	809	77	2,039	5	6·0
Bathgate, Broxburn and the Calders	1,259	358	71	1,688	467	5·5
Cumnock	294	245	21	560	9	4·0
Dumbarton	714	570	121	1,405	123	5·7
Dundee and Broughty Ferry	1,728	469	87	2,284	46	2·5
Dunfermline, Burntisland, Cowdenbeath and Inverkeithing	1,112	832	188	2,132	22	4·5
Falkirk, Bo'ness, Bonnybridge, Grangemouth and Linlithgow	1,010	1,216	100	2,326	68	3·8
Girvan	169	53	28	250	35	7·5
Glasgow (inc. Barrhead, Clydebank, Kirkintilloch and Rutherglen)	16,582	3,945	926	21,453	377	3·6
Greenock and Port Glasgow	1,701	930	221	2,852	3	6·6
Highlands and Islands	4,546	1,325	621	6,492	500	7·5
Kilsyth	187	104	17	308	—	3·5
Kirkcaldy, Glenrothes, Leven and Methil	1,327	1,102	179	2,608	19	5·2
Lesmahagow	131	28	6	165	4	5·5
North Lanarkshire	3,065	2,463	219	5,747	156	3·8
Paisley, Johnstone and Renfrew	1,098	644	60	1,802	41	2·4
Peterhead, Fraserburgh, Banff and Buckie	909	349	98	1,356	213	5·3
Rothesay	168	94	23	285	20	9·9
Sanquhar	123	120	23	266	1	10·8
Shotts	139	146	12	297	30	5·0
Stranraer	316	152	37	505	42	8·4
Wales						
Ammanford, Garnant, Pontardawe and Ystalyfera	386	326	58	770	9	4·7
Anglesey	575	192	76	843	4	6·8
Caernarvon, Bangor, Blaenau Ffestiniog, Portmadoc and Pwllheli	1,286	288	101	1,675	108	5·4
Llanelly, Burry Port, Gorseinon, Kidwelly, Pontardulais and Tumble	937	371	54	1,362	13	3·3
Merthyr Tydfil	744	146	43	933	9	3·7
Milford Haven and Pembroke Dock	811	314	87	1,212	—	12·0
Rhondda, Pontyclun and Tonyrefail	889	390	40	1,319	—	3·7
Rhyl	473	139	31	643	—	4·5
Total, all Development Districts	89,059	31,594	6,640	127,293	3,662	3·7

* Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed at mid-1963.

† Figures include those for certain adjacent Employment Exchange areas details of which were given on page 472 of the November 1964 issue of this GAZETTE.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: MARCH 1965

The table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 8th March 1965, according to the industry in which they were last employed. The analysis is based on the Standard Industrial Classification (1958). Figures are shown for each industry Order and for selected industries or groups of industries within the Orders. Statistics for industries not shown or not separately identified are available on application to Statistics Department, Stats. A.1., Ministry of Labour, Orphanage Road, Watford, Herts.

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total					
	Males	Females	Males	Females	Males	Females	Total	Males	Females	Total
Agriculture, forestry, fishing	10,676	1,961	1,533	190	12,209	2,151	14,360	15,849	2,267	18,116
Agriculture and horticulture	8,188	1,921	235	188	8,423	2,109	10,532	11,888	2,223	14,111
Fishing	2,210	17	1,213	2	3,423	19	3,442	3,572	20	3,592
Mining and quarrying	6,622	157	129	—	6,751	157	6,908	6,980	162	7,142
Coal mining	5,916	118	9	—	5,925	118	6,043	5,946	118	6,064
Food, drink and tobacco	7,400	4,873	27	348	7,427	5,221	12,648	8,020	5,793	13,813
Bread and flour confectionery	1,481	577	2	—	1,483	577	2,060	1,589	632	2,221
Other food industries* (211, 213–229)	3,949	3,380	22	216	3,971	3,596	7,567	4,352	3,922	8,274
Drink industries* (231, 239)	1,542	798	3	132	1,545	930	2,475	1,626	951	2,577
Tobacco	428	118	—	—	428	118	546	453	288	741
Chemicals and allied industries	4,907	1,259	3	5	4,910	1,264	6,174	5,014	1,291	6,305
Coke ovens, oil refineries, etc.* (261–263)	1,279	66	1	—	1,280	66	1,346	1,286	68	1,354
Chemicals and dyes	1,942	312	2	—	1,944	312	2,256	2,023	321	2,344
Metal manufacture	4,961	617	621	8	5,582	625	6,207	5,665	631	6,296
Iron and steel* (311–313)	4,140	412	583	4	4 723	416	5,139	4,798	420	5,218
Engineering and electrical goods	12,005	4,916	339	734	12,344	5,650	17,994	13,114	5,945	19,059
Mechanical engineering* (331–352)	8,147	1,949	90	26	8,237	1,975	10,212	8,536	2,074	10,610
Radio and other electronic apparatus	1,206	1,186	120	665	1,326	1,851	3,177	1,350	1,938	3,288
Domestic electric appliances	582	451	4	31	586	482	1,068	602	506	1,108
Other electrical industries* (361–363, 369)	2,070	1,330	125	12	2,195	1,342	3,537	2,626	1,427	4,053
Shipbuilding and marine engineering	7,273	200	67	1	7,340	201	7,541	7,686	212	7,898
Shipbuilding and ship repairing	6,642	155	67	1	6,709	156	6,865	7,014	165	7,179
Vehicles	4,538	648	17,338	355	21,876	1,003	22,879	22,018	1,039	23,057
Motor vehicle manufacturing	1,969	327	17,335	355	19,304	682	19,986	19,410	688	20,098
Motor cycle, three-wheel vehicle, pedal cycle mfg.	206	71	1	—	207	71	278	209	71	280
Aircraft manufacturing and repairing	861	194	1	—	862	194	1,056	890	222	1,112
Locomotives, railway carriages, etc.* (384, 385)	1,446	31	1	—	1,447	31	1,478	1,453	32	1,485
Metal goods not elsewhere specified	4,148	1,633	279	20	4,427	1,653	6,080	4,506	1,689	6,195
Textiles	4,325	3,490	1,325	1,509	5,650	4,999	10,649	6,576	6,448	13,024
Spinning, doubling, cotton, flax, man-made fibres	704	471	13	13	717	484	1,201	1,112	864	1,976
Weaving of cotton, linen and man-made fibres	421	438	8	48	429	486	915	577	766	1,343
Woollen and worsted	965	792	115	154	1,080	946	2,026	1,111	999	2,110
Jute	364	131	4	37	368	168	536	370	171	541
Hosiery and other knitted goods	324	533	704	1,086	1,028	1,619	2,647	1,150	1,818	2,968
Textile finishing	548	285	439	56	987	341	1,328	1,124	423	1,547
Leather, leather goods and fur	525	265	44	13	569	278	847	585	297	882
Clothing and footwear	1,541	3,199	418	813	1,959	4,012	5,971	2,057	5,066	7,123
Footwear	423	425	260	414	683	839	1,522	687	864	1,551
Bricks, pottery, glass, cement, etc.	3,465	686	133	73	3,598	759	4,357	3,836	791	4,627
Bricks, fireclay and refractory goods	1,043	127	38	—	1,081	127	1,208	1,152	131	1,283
Pottery	497	194	16	73	513	267	780	522	281	803
Glass	735	276	19	—	754	276	1,030	762	285	1,047
Timber, furniture, etc.	3,058	476	407	63	3,465	539	4,004	3,641	569	4,210
Timber	1,172	92	28	5	1,200	97	1,297	1,276	101	1,377
Furniture and upholstery	996	143	324	45	1,320	188	1,508	1,380	204	1,548
Paper, printing and publishing	2,457	1,611	32	11	2,489	1,622	4,111	2,550	1,721	4,271
Paper, board, cartons, etc.* (481–483)	1,158	851	16	5	1,174	856	2,030	1,190	913	2,103
Printing, publishing, etc.* (486, 489)	1,299	760	16	6	1,315	766	2,081	1,360	808	2,168
Other manufacturing industries	2,549	1,353	19	20	2,568	1,373	3,941	2,643	1,439	4,082
Rubber	1,006	291	—	10	1,006	301	1,307	1,049	316	1,365
Plastics moulding and fabricating	717	368	8	7	725	375	1,100	740	380	1,120
Total, all manufacturing industries	63,152	25,226	21,052	3,973	84,204	29,199	113,403	87,911	32,931	120,842
Construction	51,530	506	1,060	2	52,590	508	53,098	60,982	568	61,550
Gas, electricity and water	2,554	185	11	1	2,565	186	2,751	2,757	207	2,964
Transport and communication	23,487	1,900	244	30	23,731	1,930	25,661	26,150	2,032	28,182
Railways	5,527	225	4	—	5,531	225	5,756	5,854	229	6,083
Road passenger transport	2,191	602	10	4	2,201	606	2,807	3,028	635	3,663
Road haulage contracting	2,900	71	40	—	2,940	71	3,011	3,123	73	3,196
Sea transport	5,974	102	108	—	6,082	102	6,184	6,499	109	6,608
Port and inland water transport	2,057	29	52	—	2,109	29	2,138	2,519	34	2,553
Postal services and telecommunications	3,151	549	4	8	3,155	557	3,712	3,374	597	3,971
Distributive trades	25,418	14,697	141	138	25,559	14,835	40,394	27,460	16,405	43,865
Insurance, banking and finance	6,191	825	8	1	6,199	826	7,025	6,340	955	7,295
Professional and scientific services	4,805	5,210	11	21	4,816	5,231	10,047	5,043	5,905	10,948
Miscellaneous services	27,346	18,996	254	244	27,600	19,240	46,840	29,055	20,871	49,926
Entertainment, sport, betting* (881–883)	6,001	2,016	113	31	6,114	2,047	8,161	6,396	2,119	8,515
Catering, hotels, etc.	11,808	9,888	39	77	11,847	9,965	21,812	12,465	10,521	22,986
Motor repairers, distributors, garages, etc.	3,560	732	10	1	3,570	733	4,303	3,763	782	4,545
Public administration	16,658	2,276	54	14	16,712	2,290	19,002	17,547	2,572	20,119
National government service	6,704	1,196	11	5	6,715	1,201	7,916	7,084	1,414	8,498
Local government service	9,954	1,080	43	9	9,997	1,089	11,086	10,463	1,158	11,621
Ex-service personnel not classified by industry	1,153	323	—	—	1,153	323	1,476	1,206	338	1,544
Other persons not classified by industry	19,244	11,880	—	—	19,244	11,880	31,124	20,647	12,566	33,213
Aged 18 and over	18,227	11,231	—	—	18,227	11,231	29,458	19,477	11,856	31,333
Aged under 18	1,017	649	—	—	1,017	649	1,666	1,170	710	1,880
GRAND TOTAL†	258,836	84,142	24,497	4,614	283,333	88,756	372,089	307,927	97,779	405,706

* Statistics relate to more than one industry; figures in round brackets refer to the Standard Industrial Classification (1958) and identify industries covered.

† The totals include unemployed casual workers (4,637 males and 321 females in Great Britain and 5,179 males and 349 females in the United Kingdom).

Placing Work of the Employment Exchanges

The table below shows, for the periods ended 3rd February 1965 and 3rd March 1965, the numbers of persons placed in employment by the Employment Exchanges and Youth Employment Offices in Great Britain, together with the numbers of vacancies remaining unfilled at the end of each period.

—	Four weeks ended 3rd February 1965		Four weeks ended 3rd March 1965		Total number of placings 3rd Dec. 1964 to 3rd Mar. 1965 (13 weeks)
	Placings	Unfilled vacancies	Placings	Unfilled vacancies	
Men aged 18 and over	88,480	124,187	84,423	137,045	255,566
Boys under 18	14,634	45,614	11,865	52,869	38,865
Women aged 18 and over	43,924	105,198	37,279	112,108	119,902
Girls under 18	10,212	50,640	8,140	56,183	26,504
Total	157,250	325,639	141,707	358,205	440,837

The figures of placings exclude engagements of workpeople by employers that were made without the assistance of Employment Exchanges and Youth Employment Offices. They are therefore not comparable with the percentage rates of engagements given in the "Labour Turnover" table published quarterly in this GAZETTE (see next page) which relate to engagements of all kinds during the period in question.

Similarly, the figures of unfilled vacancies represent only the numbers of vacancies notified by employers and remaining unfilled at the specified dates. They do not purport to represent the total numbers of unfilled vacancies. Nevertheless, comparison of the figures for the various dates provides some indication of the change in the demand for labour.

The table below shows the numbers of placings in Great Britain during the four weeks ended 3rd March 1965 in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the numbers of vacancies remaining unfilled at 3rd March 1965. A regional analysis of the total placings and vacancies remaining unfilled is given at the end of the table.

Industry group	Placings during four weeks ended 3rd March 1965					Numbers of vacancies remaining unfilled at 3rd March 1965				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, forestry, fishing	892	323	729	46	1,990	1,427	1,968	408	361	4,164
Mining and quarrying	590	137	25	10	762	4,315	1,147	98	45	5,605
Coal mining	350	127	14	2	493	3,979	1,088	46	16	5,129
Food, drink and tobacco	2,555	488	2,455	430	5,928	2,310	1,004	3,411	1,817	8,542
Chemicals and allied industries	1,786	160	846	136	2,928	2,744	678	1,561	831	5,814
Metal manufacture	2,874	322	356	70	3,622	5,087	1,423	768	474	7,752
Engineering and electrical goods	8,238	989	3,267	558	13,052	22,991	6,470	8,839	3,783	42,083
Engineering, including scientific instruments, etc.	6,133	747	1,556	285	8,721	16,339	4,874	3,839	1,892	26,944
Electrical goods and machinery	2,105	242	1,711	273	4,331	6,652	1,596	5,000	1,891	15,139
Shipbuilding and marine engineering	3,033	124	105	14	3,276	2,583	478	69	53	3,183
Vehicles	2,401	145	610	59	3,215	8,931	1,221	1,635	465	12,252
Metal goods not elsewhere specified	3,194	618	1,590	246	5,648	5,047	3,583	3,693	2,281	14,604
Textiles	1,628	385	1,287	522	3,822	2,143	1,619	5,500	4,640	13,902
Cotton, linen and man-made fibres (spinning and weaving)	364	72	341	90	867	705	378	1,828	1,057	3,968
Woollen and worsted	360	58	256	124	798	521	450	1,261	1,180	3,412
Leather, leather goods and fur	162	99	165	58	484	216	389	575	622	1,802
Clothing and footwear	451	161	1,621	638	2,871	1,072	1,142	10,369	6,920	19,503
Bricks, pottery, glass, cement, etc.	1,897	282	387	60	2,626	2,168	837	1,184	754	4,943
Timber, furniture, etc.	1,750	604	375	94	2,823	2,446	1,859	837	691	5,833
Paper, printing and publishing	1,011	237	824	303	2,375	1,465	1,381	2,057	2,507	7,410
Paper, cardboard and paper goods	649	123	506	135	1,413	849	542	1,219	1,212	3,822
Printing and publishing	362	114	318	168	962	616	839	838	1,295	3,588
Other manufacturing industries	1,585	201	1,093	243	3,122	2,050	861	2,069	1,073	6,053
Total, all manufacturing industries	32,565	4,815	14,981	3,431	55,792	61,253	22,945	42,567	26,911	153,676
Construction	23,092	1,653	305	106	25,156	18,523	4,658	647	680	24,508
Gas, electricity and water	1,010	40	120	23	1,193	1,153	598	248	169	2,168
Transport and communication	6,629	311	774	114	7,828	14,240	1,470	1,984	733	18,427
Distributive trades	7,486	2,771	5,452	2,641	18,350	9,518	11,641	14,553	15,521	51,233
Insurance, banking and finance	334	103	530	245	1,212	1,541	931	1,227	1,666	5,365
Professional and scientific services	984	144	2,603	314	4,045	7,359	1,733	22,412	2,446	33,950
Miscellaneous services	6,941	1,353	9,950	1,055	19,299	9,950	4,862	24,378	6,772	45,962
Entertainments, sports, etc.	436	84	369	42	931	526	314	1,043	214	2,097
Catering, hotels, etc.	3,589	176	6,386	246	10,397	3,079	719	11,374	1,052	16,224
Laundries, dry cleaning, etc.	320	208	739	260	1,527	380	383	1,777	998	3,538
Public administration	3,900	215	1,810	155	6,080	7,766	916	3,586	879	13,147
National government service	1,375	102	1,373	88	2,938	3,723	402	2,241	515	6,881
Local government service	2,525	113	437	67	3,142	4,043	514	1,345	364	6,266
Grand total	84,423	11,865	37,279	8,140	141,707	137,045	52,869	112,108	56,183	358,205

Region	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
London and South Eastern	22,711	2,744	12,134	1,350	38,939	36,685	13,983	38,953	14,677	104,298
Eastern and Southern	10,023	1,412	3,953	1,033	16,421	23,648	6,678	15,233	6,782	52,341
South Western	4,468	635	1,869	613	7,585	7,902	3,156	6,581	3,390	21,029
Midlands	9,671	1,301	3,826	781	15,579	27,036	12,816	16,196	13,229	69,277
Yorkshire and Lincolnshire	6,682	995	2,587	713	10,977	11,622	6,185	8,893	5,914	32,614
North Western	12,942	1,670	5,527	1,070	21,209	14,180	4,850	14,392	6,127	39,549
Northern	5,315	825	2,100	720	8,960	5,147	1,632	3,386	1,735	11,900
Scotland	8,835	1,651	3,820	1,259	15,565	5,965	2,191	6,106	3,276	17,538
Wales	3,776	632	1,463	601	6,472	4,860	1,378	2,368	1,053	9,659
Great Britain	84,423	11,865	37,279	8,140	141,707	137,045	52,869	112,108	56,183	358,205

Labour Turnover

The table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 13th February 1965, with separate figures for males and females. The figures are based on information obtained on returns from employers. Every third month they are asked to state, in addition to the numbers employed at the beginning and end of the period, the numbers on the pay-roll at the later of the two dates who were not on the pay-roll at the earlier date. The figures in the last item are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above do not include persons engaged during the period who were discharged or otherwise left their employment before the end of the same period, and the percentage rates both of engagements and of discharges, etc., in the table below accordingly understate, to some extent, the total intake and wastage during the period. In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries and also between the figures for different months for the same industry.

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

Labour Turnover Rates in Manufacturing industries: four weeks ended 13th February 1965

Industry	Number of engagements per 100 employed at beginning of period			Number of discharges and other losses per 100 employed at beginning of period		
	M.	F.	T.	M.	F.	T.
Food, drink and tobacco	2·9	4·6	3·6	3·2	5·1	4·0
Grain milling	3·0	4·9	3·4	3·3	4·9	3·7
Bread and flour confectionery	3·8	4·9	4·2	3·4	4·3	3·7
Biscuits	3·8	4·9	4·5	3·7	5·1	4·6
Bacon curing, meat and fish products	4·3	6·1	5·1	3·8	5·1	4·4
Milk products	3·6	5·2	4·2	2·4	3·8	2·9
Sugar	0·9	2·1	1·1	10·7	7·6	10·0
Cocoa, chocolate, etc.	3·0	4·8	4·0	2·5	5·3	4·1
Fruit and vegetable products	3·3	5·0	4·3	3·3	8·5	6·2
Animal and poultry foods	2·4	2·0	2·3	2·1	3·1	2·3
Other food industries	2·5	6·1	4·2	2·8	6·0	4·4
Brewing and malting	1·4	2·6	1·6	2·0	3·9	2·4
Other drink industries	3·3	3·0	3·2	3·7	4·6	4·1
Tobacco	0·9	2·2	1·6	0·9	2·2	1·7
Chemicals and allied industries	2·0	3·7	2·4	1·8	3·1	2·1
Coke ovens	1·4	1·2	1·4	1·6	1·9	1·6
Mineral oil refining	0·8	1·5	0·9	1·0	1·8	1·1
Lubricating oils and greases	2·3	2·9	2·4	3·0	2·9	3·0
Chemicals and dyes	1·8	3·1	2·0	1·6	2·2	1·8
Pharmaceutical preparations, etc.	2·7	4·1	3·5	2·2	4·0	3·2
Explosives and fireworks	1·6	3·3	2·3	1·2	2·0	1·5
Paint and printing ink	3·7	3·4	3·6	2·5	2·7	2·5
Vegetable and animal oils, fats, etc.	2·0	6·1	3·2	2·3	4·4	3·0
Synthetic resins and plastics materials	2·0	2·4	2·0	1·3	2·0	1·4
Polishes, gelatine, adhesives, etc.	2·7	6·2	3·9	2·9	5·7	3·8
Metal manufacture	2·5	3·3	2·5	2·4	3·2	2·5
Iron and steel (general)	1·9	2·6	1·9	1·8	2·2	1·8
Steel tubes	3·5	2·9	3·4	3·0	3·1	3·0
Iron castings, etc.	3·3	3·8	3·4	3·4	4·1	3·5
Light metals	2·3	3·1	2·5	2·2	3·8	2·5
Copper, brass and other base metals	3·0	4·4	3·2	3·0	3·7	3·1
Engineering and electrical goods	2·5	4·0	2·9	2·4	3·9	2·8
Agricultural machinery (excluding tractors)	2·5	2·8	2·5	2·1	2·6	2·1
Metal working machine tools	2·3	3·6	2·5	1·9	3·8	2·2
Engineers' small tools and gauges	3·1	4·8	3·5	2·7	3·7	3·0
Industrial engines	1·8	3·4	2·0	1·6	2·7	1·7
Textile machinery, etc.	2·6	3·6	2·7	2·2	2·9	2·3
Contractors' plant and quarrying machinery	2·6	4·4	2·8	2·6	4·2	2·7
Mechanical handling equipment	2·9	3·9	3·0	2·1	3·0	2·2
Office machinery	2·1	4·5	2·8	2·3	4·2	2·8
Other machinery	2·6	3·9	2·8	2·3	3·2	2·4
Industrial plant and steelwork	3·2	3·8	3·2	3·0	3·1	3·0
Ordnance and small arms	1·5	2·3	1·6	1·5	2·4	1·7
Other mechanical engineering	3·0	4·4	3·3	2·8	3·5	2·9
Scientific, surgical and photographic instruments, etc.	2·1	4·1	2·8	2·2	3·9	2·8
Watches and clocks	2·9	2·7	2·8	2·2	2·0	2·1
Electrical machinery	2·0	3·5	2·4	2·1	3·4	2·4
Insulated wires and cables	3·0	3·2	3·0	1·7	2·6	2·0
Telegraph and telephone apparatus	2·3	5·4	3·6	1·9	3·6	2·6
Radio and other electronic apparatus	2·3	3·7	3·0	2·6	5·3	3·8
Domestic electric appliances	2·1	3·6	2·7	2·6	4·3	3·3
Other electrical goods	2·9	4·4	3·6	2·8	4·2	3·5
Marine engineering	2·8	1·6	2·7	2·1	1·5	2·1
Vehicles	1·7	3·3	1·9	1·6	3·0	1·8
Motor vehicle manufacturing	2·0	3·6	2·2	1·6	3·0	1·8
Motor cycle, three-wheel vehicle and pedal cycle manufacturing	2·4	4·3	2·9	2·3	4·8	3·0
Aircraft manufacturing and repairing	1·4	2·8	1·6	1·7	2·8	1·9
Locomotives and railway track equipment	0·8	3·1	1·0	1·3	3·5	1·5
Railway carriages, etc.	1·4	1·9	1·4	1·5	2·0	1·6
Perambulators, etc.	4·6	3·1	4·0	3·8	3·1	3·5

Industry	Number of engagements per 100 employed at beginning of period			Number of discharges and other losses per 100 employed at beginning of period		
	M.	F.	T.	M.	F.	T.
Metal goods not elsewhere specified	3·3	4·7	3·8	3·4	4·5	3·8
Tools and implements	3·1	5·0	3·8	3·2	4·5	3·6
Cutlery	3·0	4·3	3·6	2·2	3·9	3·1
Bolts, nuts, screws, rivets, etc.	3·2	4·1	3·6	3·2	3·5	3·3
Wire and wire manufactures	2·7	3·7	2·9	2·1	3·9	2·5
Cans and metal boxes	3·2	5·7	4·7	2·7	5·1	4·1
Jewellery and precious metals	2·7	3·7	3·2	2·7	4·0	3·3
Other metal industries	3·4	4·8	3·9	3·7	4·7	4·0
Textiles	3·3	4·0	3·7	3·2	3·8	3·5
Production of man-made fibres	1·9	2·6	2·1	1·0	2·4	1·3
Spinning and doubling of cotton, flax and man-made fibres	4·9	4·6	4·7	4·5	4·4	4·4
Weaving of cotton, linen etc.	3·0	3·3	3·2	3·0	2·9	2·9
Woollen and worsted	4·2	4·5	4·4	4·3	4·6	4·5
Jute	5·9	6·0	6·0	6·7	6·8	6·8
Rope, twine and net	4·0	4·0	4·0	3·5	4·5	4·1
Hosiery and other knitted goods	2·0	3·5	3·1	2·0	3·2	2·9
Lace	2·7	2·4	2·5	2·3	3·0	2·7
Carpets	2·1	3·3	2·6	2·1	3·2	2·6
Narrow fabrics	3·2	3·7	3·6	2·9	3·7	3·4
Made-up textiles	4·9	5·3	5·2	5·0	4·3	4·5
Textile finishing	2·5	3·9	2·9	2·8	3·5	3·0
Other textile industries	3·0	3·5	3·2	3·2	2·9	3·1
Leather, leather goods and fur	3·0	4·8	3·7	3·4	3·4	3·4
Leather and fellmongery	2·7	5·9	3·4	3·1	3·5	3·2
Leather goods	3·8	5·1	4·7	4·1	3·4	3·7
Fur	3·1	1·4	2·3	3·4	2·7	3·1
Clothing and footwear	2·3	3·6	3·3	3·3	3·8	3·7
Weatherproof outerwear	3·3	4·6	4·3	4·8	6·2	5·9
Men's and boys' tailoring	2·1	3·6	3·3	2·5	3·6	3·3
Women's and girls' tailoring	3·9	3·9	3·9	3·8	3·8	3·8
Overalls and men's shirts, underwear, etc.	3·2	3·7	3·6	2·8	3·7	3·6
Dresses, lingerie, infants' wear, etc.	3·1	3·8	3·7	3·6	3·8	3·8
Hats, caps and millinery	1·3	1·6	1·5	3·3	2·6	2·8
Other dress industries	1·3	3·8	3·3	2·3	3·4	3·2
Footwear	1·8	2·7	2·3	3·4	3·7	3·6
Bricks, pottery, glass, cement, etc.	3·0	3·8	3·2	2·9	3·4	3·0
Bricks and fireclay goods	3·1	3·6	3·1	2·9	2·8	2·9
Pottery	2·8	3·4	3·1	2·7	3·5	3·1
Glass	2·8	4·4	3·2	2·3	3·3	2·5
Cement	0·9	1·4	1·0	1·0	2·8	1·2
Abrasives and other building materials	3·5	4·4	3·6	3·7	3·5	3·7
Timber, furniture, etc.	3·0	3·5	3·1	3·2	4·2	3·4
Timber	3·6	3·5	3·6	3·6	3·5	3·6
Furniture and upholstery	2·3	3·1	2·5	2·9	4·0	3·2
Bedding, etc.	2·4	2·9	2·6	2·8	3·5	3·1
Shop and office fitting	2·9	4·6	3·2	3·2	4·7	3·4
Wooden containers and baskets	3·5	5·0	3·9	3·4	6·7	4·2
Miscellaneous wood and cork manufactures	3·1	4·1	3·4	2·8	4·2	3·2
Paper, printing and publishing	1·7	3·2	2·2	1·9	3·6	2·4
Paper and board	2·2	3·2	2·4	2·2	3·6	2·5
Cardboard boxes, etc.	3·1	3·9	3·5	3·3	4·9	4·1
Other manufactures of paper and board	2·5	3·9	3·2	2·4	3·7	3·0
Printing, publishing of newspapers and periodicals	0·9	3·1	1·3	1·3	3·1	1·6
Other printing, etc.	1·6	2·6	2·0	1·7	3·2	2·2
Other manufacturing industries	3·0	4·4	3·5	2·9	3·8	3·2
Rubber	2·7	3·4	2·9	2·6	3·3	2·8
Linoleum, leather cloth, etc.	2·0	2·4	2·1	2·8	4·2	3·2
Brushes and brooms	2·8	3·1	2·9	1·8	2·5	2·1
Toys, games and sports equipment	3·6	5·6	4·9	3·0	3·6	3·4
Miscellaneous stationers' goods	3·6	4·6	4·1	4·8	4·0	4·4
Plastics moulding and fabricating	4·1	5·0	4·5	3·9	4·3	4·1
Miscellaneous manufacturing industries	2·2	4·4	3·1	2·2	4·4	3·1
All the above industries	2·5	3·9	3·0	2·5	3·9	2·9

Employment in the Coal Mining Industry in February

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

The following table relates to both National Coal Board mines (which account for over 99 per cent. of employment in the industry) and licensed mines. The figures for the latest month are provisional and figures for earlier months have been revised where necessary.

Average Number of Wage-earners on Colliery Books (All Mines)—Analysis by Divisions

Division of the National Coal Board	Average numbers of wage-earners on colliery books during 4 weeks ended 20th Feb. 1965	Increase (+) or decrease (−) compared with the average for	
		4 weeks ended 23rd Jan. 1965	4 weeks ended 22nd Feb. 1964
Northumberland	28,000	− 100	− 1,400
Durham	67,300	− 400	− 4,700
Yorkshire	106,900	− 300	− 4,100
North Western	37,700	− 100	− 1,800
East Midlands	83,700	− 100	− 3,400
West Midlands	35,200	− 200	− 2,800
South Western	71,700	− 400	− 5,300
South Eastern	5,000	Nil	− 100
England and Wales	435,500	− 1,600	− 23,600
Scotland	50,600	Nil	− 3,500
Great Britain	486,100	− 1,600	− 27,100

The following figures of recruitment, wastage, absence and output relate to National Coal Board mines only.

It is provisionally estimated that during the four weeks of February about 2,800 persons were recruited to, and about 4,900 persons left, National Coal Board mines: the numbers on the colliery books thus showed a net decrease of 2,100, compared with a net decrease of 1,200 during the four weeks of the previous month.

For absence, separate figures are compiled in respect of voluntary absence, for which no satisfactory reason is given, and involuntary absence due mainly to sickness. The figures in the table below represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances, in a five-day week.

Absence Percentage (N.C.B. Mines)

—	February 1965	January 1965	February 1964
Coal-face workers:			
Voluntary	6·99	8·20	7·26
Involuntary	10·65	10·47	10·32
All workers:			
Voluntary	5·50	6·54	5·58
Involuntary	11·21	10·84	10·99

The output per man-shift of face-workers at National Coal Board mines was 108·01 cwt. in February, compared with 105·46 cwt. in the previous month and 103·37 cwt. in February 1964. The output per man-shift calculated on the basis of all workers was 36·54 cwt. in February; for January 1965 and February 1964 it was 35·55 cwt. and 35·04 cwt., respectively.

Professional and Executive Register

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

At 3rd March 1965 the total number of persons on the Professional and Executive Register was 20,416, consisting of 19,280 men and 1,136 women (of whom 11,573 and 547, respectively, were in employment). During the period 3rd December 1964 to 3rd March 1965 the number of vacancies filled was 1,900. The number of vacancies unfilled at 3rd March was 9,892.

Unemployment Benefit

For the period of 13 weeks ended 12th March 1965 expenditure on unemployment benefit in Great Britain (excluding cost of administration) amounted to approximately £12,876,000. During the 13 weeks ended 11th December 1964 the corresponding figure was £10,397,000, and during the 13 weeks ended 13th March 1964 it was £15,800,000.

Grants under the National Assistance Act

Local Offices of the Ministry of Labour undertake the payment of grants under the National Assistance Act to persons who are required to register for employment and are entitled to these grants. The amount of grants thus paid during the 13 weeks ended 27th March 1965 was £7,271,000. The corresponding amount paid during the 13 weeks ended 26th December 1964 was £6,841,000 and during the 13 weeks ended 28th March 1964 it was £9,342,000.

Unemployed Register: Entitlement to Benefit

The following table contains an analysis of the numbers registered as unemployed on 8th February 1965. It contains estimates of the numbers receiving unemployment benefit, the numbers receiving unemployment benefit supplemented by national assistance, the numbers receiving national assistance only, and the numbers registered for work but receiving no payment. This analysis is produced quarterly. An article explaining the basis of analysis and commenting on the various categories in the analysis is to be found on page 423 of the issue of this GAZETTE for November 1960, when figures were published in this form for the first time.

(*Thousands*)

—	Men	Single women (inc. widowed and divorced)	Married women	Boys and girls	Total
Receiving unemployment benefit only	118	18	21	6	163
Receiving unemployment benefit supplemented by national assistance	28	2	—	—	31
Total receiving unemployment benefit	147	20	21	6	194
Receiving national assistance only	69	11	2	3	85
Others registered for work	49	10	19	11	89
Total	265	41	42	20	368

Note.—Figures have been rounded to the nearest 1,000 and the sum of the constituent items in consequence may differ slightly from the total as shown.

Employment of Women and Young Persons: Special Exemption Orders

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, section 117 of the Factories Act 1961 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 March 1965, 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†	20,957	1,337	3,464	25,758
Double day shifts‡	25,821	1,461	2,595	29,877
Long spells	6,850	294	868	8,012
Night shifts	4,507	1,134	—	5,641
Part-time work§	8,356	—	—	8,356
Saturday afternoon work	1,272	61	32	1,365
Sunday work	3,482	506	47	4,035
Miscellaneous	3,699	164	69	3,932
Total	74,944	4,957	7,075	86,976

* 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 Act in respect of daily hours or overtime.

‡ Includes 3,934 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

Insured Persons Absent from Work owing to Sickness or Industrial Injury

The table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 16th March 1965 and the corresponding figures for 16th February 1965 and 17th March 1964. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (*a*) a large proportion of those whose incapacity lasts less than four days, (*b*) civil servants receiving full pay during incapacity, and (*c*) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

(*Thousands*)

Region	Numbers of insured persons absent from work owing to					
	Sickness			Industrial injury		
	16th Mar. 1965	16th Feb. 1965	17th Mar. 1964	16th Mar. 1965	16th Feb. 1965	17th Mar. 1964
London and S. Eastern:						
London and Middlesex	105·9	98·0	94·7	3·5	3·5	3·4
Remainder	90·6	85·2	82·3	3·8	3·6	3·4
Eastern	62·2	56·1	53·8	2·6	2·7	2·5
Southern	42·6	41·7	39·7	1·9	1·8	1·6
South Western	62·5	60·7	60·9	2·8	2·7	2·6
Midland	98·2	96·4	93·3	5·4	5·3	5·0
North Midland	69·3	67 3	63·5	6·1	5·8	5·5
East and West Ridings	104·2	101·4	97·8	11·6	10·5	9·8
North Western	185·5	183·5	174·5	9·7	9·5	9·0
Northern	85·4	81·6	76·6	10·1	9·3	8·5
Scotland	137·4	136·8	124·1	10·6	9·8	9·3
Wales	82·6	81·5	84·1	10·4	9·5	8·8
Total, Great Britain	1,126·5	1,090·3	1,045·4	78·6	73·9	69·4

Periodical checks of the proportion of males included in the total (Great Britain) figures of persons absent from work have shown a fairly constant level of about 70 or 71 per cent. for absence caused by sickness and about 87 per cent. for absence caused by industrial injury.

The total number of persons shown in the table above as absent owing to sickness on 16th March 1965 represented 5·6 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0·4 per cent.

Disabled Persons (Employment) Acts, 1944 & 1958

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 20th April 1964 (the last date on which a count was taken) was 655,878, compared with 653,362 at 16th April 1963.

The number of disabled persons on the Register who were unemployed at 8th March 1965 was 50,065, of whom 43,472 were males and 6,593 were females. An analysis of these figures is given in the table below.

—	Males	Females	Total
Suitable for ordinary employment	37,586	5,819	43,405
Severely disabled persons classified as unlikely to obtain employment other than under special conditions*	5,886	774	6,660
Total	43,472	6,593	50,065

The number of placings of registered disabled persons in ordinary employment during the four weeks ended 3rd March 1965 was 6,493, including 5,357 men, 983 women and 153 young persons. In addition there were 180 placings of registered disabled persons in sheltered employment.

* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 169 to 171.

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 eight weeks ended 22nd March 1965.

—	Men	Women	Total
Number of persons admitted to courses during period	1,768	215	1,983
Number of persons in attendance at courses at end of period	2,985	377	3,362
Number of persons who completed courses during period	1,361	174	1,535
Number of persons whose courses terminated prematurely (for medical or other reasons) during period	345	39	384

Up to 22nd March 1965 the total number of persons admitted to these courses was 170,444, including 4,912 blind persons.

Fatal Industrial Accidents

The following table shows the number of fatal industrial accidents reported in March 1965 with comparable figures for the previous month. The figures are provisional. The figures for seamen relate to those employed in ships registered in the United Kingdom. All other figures relate to Great Britain.

—	February 1965	March 1965
Places under the Factories Act	47	57
Mines and quarries*	16	20
Seamen	19†	13‡
Railway service	3	1

Detailed figures for process groups are given below for March 1965. The figures under the heading "Factories Act" are based on the Factory Inspectorate Process Classification—see "Guide to Statistics collected by H.M. Factory Inspectorate" published by Her Majesty's Stationery Office, price 4s. (4s. 4d. including postage). The figures are provisional.

Factories Act	
Textile and connected processes	2
Clay, pottery, cement, etc.	3
Metal extraction, refining and conversion	5
Metal casting	4
Metal rolling, drawing, extrusion and forging	1
Miscellaneous metal processes	2
Shipbuilding and repairing	—
Constructional engineering, boiler making	2
Locomotive and railway equipment	—
Non-rail vehicles and aircraft	3
Other machine and metal manufacture and repair	1
Electrical engineering	1
Woodworking processes	1
Miscellaneous chemical manufacture, paint, oil refining, soap	2
Coal gas, coke ovens, patent fuel	—
Wearing apparel	—
Paper and printing	2
Milling	—
Food	1
Drink	—
Electricity generation	—
Rubber	—
Other factory processes	—
Works and Places under s.s. 125 and 127 of Factories Act 1961	
Building operations	16
Works of engineering construction	7
Docks and warehouses	4
TOTAL, FACTORIES ACT	57

Mines and quarries*		**Railway service**	
Coal mines:		Brakesmen and goods guards	—
Underground	17	Engine drivers and motormen	1
Surface	—	Firemen	—
Other stratified mines	—	Labourers	—
Miscellaneous mines	—	Mechanics	—
Quarries	3	Passenger guards	—
TOTAL, MINES AND QUARRIES	20	Permanent-way men	—
Seamen		Porters	—
Trading vessels	1	Shunters	—
Fishing vessels	12‡	Other grades	—
TOTAL, SEAMEN	13	Contractors' servants	—
		TOTAL, RAILWAY SERVICE	1

Industrial Diseases

The number of cases and deaths in Great Britain reported during March 1965 under the Factories Act 1961 are shown below. The figures are provisional.

I. Cases		II. Deaths	
Lead poisoning	19		
Aniline poisoning	1		
Compressed air illness	4	Epitheliomatous ulceration	1
Anthrax	1	TOTAL	1
Epitheliomatous ulceration	10		
Chrome ulceration	32		
TOTAL, CASES	67		

* For mines and quarries, weekly returns are obtained and the figures cover the 4 weeks ended 27th February 1965 and the 4 weeks ended 27th March 1965.

† Includes 13 supposed deaths in missing vessel.

‡ Includes 9 supposed deaths in missing vessel.

Fatal and Non-Fatal Accidents Notified to H.M. Inspectors of Factories in the Year 1964

The tables below set out the numbers of fatal and non-fatal accidents notified to District Offices of H.M. Factory Inspectorate of the Ministry of Labour during the year 1964 (*a*) according to the Division of the Inspectorate concerned, and (*b*) according to process. The accidents to which these statistics relate are those notifiable to H.M. District Inspector in accordance with the definitions given below. Provisional figures for each quarter of 1964 have been published in previous issues of this GAZETTE. The tables below give the corrected totals for the year 1964. Other tables giving additional information will be published in the Annual Report of H.M. Chief Inspector of Factories.

The following definitions, etc., should be noted in connection with these statistics:—

(1) A *notifiable accident* is one which is either fatal or which disables the injured person for more than three days from earning full wages at the work at which he was employed. (See section 80 (1) of the Factories Act 1961.)

(2) An accident is *notifiable* in accordance with the above section only if it occurs within the precincts of a factory (or other place subject to sections 125–127 of the Factories Act 1961) as defined in sections 175 and 176. Accidents occurring in parts of factories not subject to the Act, e.g., certain offices, are not notifiable.

(3) Subject to the conditions in (1) and (2) above, all accidents to persons employed are notifiable, whatever the employment or industrial status of the injured person and whether or not his employer is the occupier of the factory.

(4) In the tables, the *UNIT* is the *INJURED PERSON*, i.e., an accident killing one and injuring two persons is shown as three accidents.

(5) Accidents which are included in the tables are those of which notice was received during the year.

Fatal and Non-Fatal Accidents in the Year 1964, by Divisions of Inspectorate

Division	Fatal accidents	Total accidents
Northern	46	24,124
Yorkshire and Lincolnshire (Leeds)	40	15,227
Yorkshire and Lincolnshire (Sheffield)	46	20,199
Midlands (Birmingham)	33	18,835
Midlands (Nottingham)	51	22,365
Eastern and Southern	60	23,395
London (North)	37	19,443
London (South)	71	18,943
South Western	37	12,502
Wales	40	17,745
North Western (Liverpool)	59	26,869
North Western (Manchester)	46	17,545
Scotland	89	31,456
Totals	655	268,648

Fatal and Non-Fatal Accidents in Great Britain in the Year 1964 by Process

Process	Fatal accidents	Total accidents
Textile and connected processes		
Cotton spinning processes	2	3,102
Cotton weaving processes	4	1,601
Weaving of narrow fabrics	—	187
Woollen spinning processes	1	1,028
Worsted spinning processes	3	1,495
Weaving of woollen and worsted cloths	3	775
Flax, hemp and jute processing	1	1,175
Hosiery, knitted goods and lace manufacture	1	733
Carpet manufacture	—	901
Rope, twine and net making	—	381
Other textile manufacturing processes	—	567
Textile bleaching, dyeing, printing and finishing	3	1,616
Job dyeing, cleaning and other finishing	2	210
Laundries	—	853
Total	20	14,624
Clay, minerals, etc.		
Bricks, pipes and tiles	2	2,657
Pottery	1	1,560
Other clay products	3	954
Stone and other minerals	3	731
Lime, cement, etc.	18	3,070
Total	27	8,972
Metal processes		
Iron extraction and refining	9	1,154
Iron conversion	10	4,416
Aluminium extraction and refining	—	471
Magnesium extraction and refining	—	40
Other metals, extraction and refining	—	1,029
Metal rolling:—		
Iron and steel	14	5,137
Non-ferrous metals	1	1,136
Tin and terne plate, etc. manufacture	1	318
Metal forging	2	2,162
Metal drawing and extrusion	2	2,024
Iron founding	12	10,034
Steel founding	3	1,875
Die casting	—	656
Non-ferrous metal casting	1	1,458
Metal plating	—	340
Galvanising, tinning, etc.	1	285
Enamelling and other metal finishing	2	640
Total	58	33,175
General engineering		
Locomotive building and repairing	2	1,219
Railway and tramway plant manufacture and repair	3	2,103
Engine building and repairing	1	2,671
Boiler making and similar work	6	2,414
Constructional engineering	6	3,543
Motor vehicle manufacture	6	6,856
Non-power vehicle manufacture	—	814
Vehicle repairing	12	5,890
Shipbuilding and shipbreaking:—		
Work in shipyards and dry docks	29	5,667
Work in wet docks or harbours	1	1,186
Aircraft building and repairing	—	1,723
Machine tool manufacture	3	1,595
Miscellaneous machine making	9	8,767
Tools and implements	3	1,418
Miscellaneous machine repairing and jobbing engineering	7	4,764
Industrial appliances manufacture	—	3,063
Sheet metal working	3	3,666
Metal pressing	4	2,451
Other metal machining	2	3,463
Miscellaneous metal processes (not otherwise specified)	14	4,452
Miscellaneous metal manufacture (not otherwise specified)	1	3,660
Railway running sheds	—	244
Cutlery	—	176
Silverware and stainless substitution for silver	—	60
Iron and steel wire manufacture	1	620
Wire rope manufacture	1	438
Total	114	72,923
Electrical engineering		
Electric motor, generator, transformer and switchgear manufacture and repair	6	2,924
Electrical accumulator and battery manufacture and repair	—	335
Radio and electronic equipment and electrical instrument manufacture and repair	1	2,712
Radio, electronic and electrical component manufacture	2	1,148
Cable manufacture	1	1,652
Electric light bulb and radio valve manufacture and repair	2	707
Other electrical equipment manufacture and repair	2	2,671
Total	14	12,149
Wood and cork working processes		
Saw milling	7	2,366
Plywood manufacture	—	159
Chip and other building board manufacture	—	177
Wooden box and packing case making	—	609
Coopering	—	246
Wooden furniture manufacture and repair	4	1,605
Spraying and polishing of wooden furniture	—	37
Engineers pattern making	—	175
Joinery	9	3,582
Other wood and cork manufacture and repair	2	1,301
Total	22	10,257
Chemical industries		
Heavy chemicals	6	1,514
Fine and pharmaceutical chemicals	—	1,131
Other chemicals	7	1,482
Synthetic dyestuffs	—	382
Oil refining	1	935
Explosives	—	526
Plastic material and man-made fibre production	4	1,176
Soap, etc.	2	452
Paint and varnish	—	636
Coal gas	7	2,406
Coke oven operation	3	795
Gas and coke oven works by-product separation	2	314
Patent fuel manufacture	—	128
Total	32	11,877
Wearing apparel		
Tailoring	—	1,084
Other clothing	1	1,009
Hatmaking and millinery	—	61
Footwear manufacture	—	899
Footwear repair	—	69
Total	1	3,122
Paper and printing trades		
Paper making	8	3,814
Paper staining and coating	2	520
Cardboard, paper box and fibre container manufacture	2	1,628
Bag making and stationery	1	900
Printing and bookbinding	3	2,790
Engraving	—	69
Total	16	9,721

Process	Fatal accidents	Total accidents
Food and allied trades		
Flour milling	—	560
Coase milling	3	840
Other milling	—	150
Bread, flour confectionery and biscuits	2	4,086
Sugar confectionery	—	2,155
Food preserving	—	3,096
Milk processing	1	1,489
Edible oils and fats	—	453
Sugar refining	—	593
Slaughter houses	—	757
Other food processing	12	4,245
Alcoholic drink	2	3,481
Non-alcoholic drink	—	696
Total	20	22,601
Miscellaneous		
Electrical stations	8	3,233
Plant using atomic reactors	—	182
Other use of radioactive materials	—	13
Tobacco	—	558
Tanning	2	646
Manufacture and repair of articles made from leather (not otherwise specified)	—	182
Manufacture and repair of articles mainly of textile materials (not otherwise specified)	1	415
Rubber	3	3,577
Linoleum	1	328
Cloth coating	—	167
Manufacture of articles from plastics (not otherwise specified)	2	2,134
Glass	1	3,127
Fine instruments, jewellery, clocks and watches, other high precision work	—	741
Upholstery, making up of carpets and of household textiles	—	520
Abrasives and synthetic industrial jewels	—	160
General assembly and packing (not otherwise specified)	1	452
Processes associated with agriculture	—	192
Match and firelighter manufacture	—	42
Factory processes not otherwise specified	1	1,818
Water purification	—	42
Total	20	18,529
Total, all factory processes	344	217,950
Construction processes under section 127 of Factories Act 1961		
Building operations		
Industrial building:—		
Construction	45	6,898
Maintenance	35	2,007
Demolition	8	439
Commercial and public building:—		
Construction	31	7,643
Maintenance	8	1,954
Demolition	6	332
Blocks of flats:—		
Construction	19	2,473
Maintenance	6	241
Demolition	1	26
Dwelling houses:—		
Construction	14	6,301
Maintenance	6	1,952
Demolition	3	219
Other building operations:—		
Construction	6	1,159
Maintenance	2	536
Demolition	4	124
Total	194	32,304
Works of engineering construction		
Operations at:—		
Tunnelling, shaft construction, etc.	6	632
Dams and reservoirs (other than tunnelling)	5	386
Bridges, viaducts and aqueducts (other than tunnelling)	5	470
Pipe lines and sewers (other than tunnelling)	26	1,650
Docks, harbours and inland navigations	3	412
Waterworks and sewage works (other than tunnelling)	3	314
Work on steel and reinforced concrete structures	6	408
Sea defence and river works	1	126
Work on roads or airfields	16	3,058
Other works	6	731
Total	77	8,187
Total, all construction processes	271	40,491
Processes under section 125 of Factories Act 1961		
Work at docks, wharves and quays (other than shipbuilding)	35	9,017
Work at inland warehouses	5	1,190
Total	40	10,207
Grand total	655	268,648

Industrial Diseases in 1964

The number of cases and deaths in Great Britain reported during 1964 under the Factories Act 1961 are shown below.

I. Cases		II. Deaths	
Lead poisoning	82	Epitheliomatous ulceration	2
Arsenical poisoning	1	Compressed air illness	1
Aniline poisoning	19		
Mercurial poisoning	6		
Compressed air illness	28		
Anthrax	6		
Epitheliomatous ulceration	137		
Chrome ulceration	235		
TOTAL, CASES	514	TOTAL, DEATHS	3

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Employment Overseas

AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 3,537,000 in December, compared with 3,524,100 in the previous month and 3,387,500 in December 1963. The number of persons receiving unemployment benefit in February is estimated at 13,698, compared with 15,831 in January and 24,226 in February 1964.

CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 16th January was 6,447,000, compared with 6,614,000 at 12th December and 6,231,000 at 18th January 1964. Persons wholly unemployed at 16th January are estimated at 408,000 or 6·0 per cent. of the labour force, compared with 285,000 or 4·1 per cent. at 12th December and 466,000 or 7·0 per cent. at 18th January 1964.

DENMARK

Provisional figures from the Employment Exchanges show that at the end of December the number of members of approved insurance societies who were unemployed was about 69,600 or 8·7 per cent. of the total number insured, compared with 10,600 or 1·3 per cent. at the end of November. The comparable figure at the end of December 1963 was 11·7 per cent.

GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of February was 279,419, compared with 274,030 at the end of the previous month and 288,243 at the end of February 1964. In the Western Sectors of Berlin the corresponding figures at the same dates were 11,817, 12,304 and 16,447.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 19th March was 56,906, compared with 59,556 at 19th February and 58,572 at 21st March 1964.

NETHERLANDS

The number of persons wholly unemployed at the end of February was 47,874; this figure included 4,145 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of January the respective figures were 50,998 and 3,634 and at the end of February 1964 they were 39,353 and 3,857.

NORWAY

The number of persons registered for employment who were wholly unemployed was 27,145 at the end of December, compared with 16,296 in the previous month and 31,454 in December 1963.

SOUTH AFRICA

Figures published by the Bureau of Census and Statistics show the index of employment in September as 130·1 (1953–54=100), compared with 129·5 in the previous month and 119·7 in September 1963. The number of persons registered at Government Employment Exchanges as unemployed is shown as 11,042 in November, compared with 11,954 in October and 16,015 in November 1963.

SPAIN

The number of persons registered as unemployed at the end of October was 143,583, compared with 137,626 at the end of the previous month and 98,941 at the end of October 1963.

SWITZERLAND

The number of registered applicants for employment at the end of February who were wholly unemployed was 667 or 0·3 per 1,000 of the employed population (exclusive of apprentices) according to the census of 1950, compared with 818 or 0·4 per 1,000 at the end of the previous month and 303 or 0·1 per 1,000 at the end of February 1964.

UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in employment as wage or salary earners in the United States of America (including Alaska and Hawaii) in industries other than agriculture and domestic service was approximately 58,221,000 in January, compared with 59,917,000 (revised figure) in December and 56,328,000 (revised figure) in January 1964. The number of production workers in manufacturing industries in January was 12,923,000, compared with 13,064,000 (revised figure) in December and 12,435,000 (revised figure) in January 1964. They also estimate that the total number of unemployed persons at the middle of January was about 3,996,000 or 5·5 per cent. of the civilian labour force, compared with 3,466,000 or 4·7 per cent. at the middle of the previous month and 4,565,000 or 6·4 per cent. at the middle of January 1964.

Retail Prices Overseas

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

Country	Index base 100	Month for which index figure given	Items covered*	Index figure	Rise (+) or fall (−) of index figure (in index points) compared with	
	Year				Month before	Year before
European countries						
Belgium ..	1953	Dec. 1964	All items	122·16	+0·40	+4·65
			Food	122·7	+0·5	+4·5
France	1962	Jan. 1965	All items	109·8	+0·6	+2·5
			Food	110·4	+0·9	+2·9
Germany (Federal Republic)	1962	Feb. 1965	All items	107·1	+0·1	+2·4
			Food	106·2	−0·2	+1·7
Irish Republic ..	1953	Jan. 1965	All items	141·8	+1·5†	+9·9
			Food	140·4	+3·3†	+13·7
Italy (large towns)	1961	Dec. 1964	All items	122·8	+0·5	+7·2
			Food	122·8	+0·7	+6·7
Netherlands ..	1959–60	Jan. 1965	All items	114	−1	+5
			Food	115	Nil	+2
Norway ..	1959	Dec. 1964	All items	119·6	+0·1	+7·7
			Food	121	−2	+10
Portugal (Lisbon)	1948–49	Jan. 1965	All items	125·7	−0·1	+5·3
			Food	128·1	−0·5	+6·0
Spain	1958	Dec. 1964	All items	147·5	+1·7	+16·6
			Food	151·5	+2·8	+19·7
Switzerland ..	1939	Jan. 1965	All items	210·0	+0·2	+4·8
			Food	222·8	−0·3	+2·0
Other countries						
Canada	1949	Jan. 1965	All items	136·9	+0·1	+2·7
			Food	132·5	−0·7	+1·1
Ceylon (Colombo)	1952	Dec. 1964	All items	112·4	−0·8	+2·1
			Food	106·58	−1·29	+1·68
India (all-India)	1949	Dec. 1964	All items	164	+1	+24
			Food	171	+1	+31
Japan	1960	Nov. 1964	All items	128·1	−1·6	+6·3
			Food	131·8	−3·8	+7·7
Rhodesia ..	1962	Jan. 1965	All items	105·6	+0·2	+3·4
			Food	104·7	+0·2	+4·0
South Africa (9 urban areas)	1958	Oct. 1964	All items	110·7	+0·2	+3·5
			Food	111·9	−0·5	+6·8
United States ..	1957–59	Dec. 1964	All items	108·8	+0·1	+1·2
			Food	106·9	+0·1	+1·5
Zambia	1962	Jan. 1965	All items	108·4	+0·3	+4·9
			Food	105·5	+0·9	+5·5

* The items of expenditure on which the "all items" figures are based are food, clothing, house rent, fuel and light, and other or miscellaneous items.

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

Ministry of Labour—H.M. Factory Inspectorate

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INDEX OF AVERAGE EARNINGS

Index numbers showing the changes in earnings between January 1963 and February 1965 are given in the following table.

The information (except that about agriculture) from which the index has been compiled is obtained from an enquiry into the earnings of weekly-paid and monthly-paid employees undertaken each month by the Ministry of Labour. The enquiry covers about 8,000 firms employing approximately seven million persons in manufacturing, mining and quarrying, construction, gas, electricity and water supply, some miscellaneous services and some branches of the transport industry. A full account of the enquiry was given on page 142 of the April 1963 issue of this GAZETTE. The indices were revised on a new base after the figures for the first 12 months had been published and an explanation for this was given on page 117 of the March 1964 issue of this GAZETTE.

The figures for agriculture included in the table have been compiled by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. These figures relate to regular farm workers.

Fluctuations from month to month in the indices, including those for individual industry groups, may be due to the payment of large annual or half-yearly bonuses or to seasonal changes in average hours worked. Until information has been obtained for a longer period, it is not possible to assess the extent of these fluctuations.

Great Britain — *Employees paid each week** — *1963 Average = 100*

Industry group	Jan. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964	May 1964	June 1964	July 1964	Aug. 1964	Sept. 1964	Oct. 1964	Nov. 1964	Dec. 1964	Jan. 1965	Feb. 1965
Manufacturing industries															
Food, drink and tobacco	96·0	99·9	100·9	102·5	102·7	106·0	107·3	108·2	105·9	104·7	105·5	108·1	110·4	108·3	107·7
Chemicals and allied industries ..	96·1	102·8	104·2	104·4	105·7	111·0	112·1	111·7	107·4	109·7	111·8	115·2	109·0	112·0	111·3
Metal manufacture	94·1	105·7	107·7	108·4	109·4	109·0	110·7	110·7	110·0	110·9	111·4	112·5	108·2	113·8	114·5
Engineering and electrical goods ..	96·7	106·2	106·8	106·3	108·7	107·7	109·8	109·6	106·9	108·2	110·4	111·4	106·1	112·5	113·0
Shipbuilding and ship repairing ..	96·9	108·9	109·2	108·4	109·6	110·4	115·2	115·1	113·7	117·1	117·1	117·7	112·4	123·5	122·4
Marine engineering	96·5	111·1	112·1	110·6	110·6	109·6	117·1	112·6	110·0	109·6	115·1	114·2	108·8	118·2	119·8
Vehicles	95·7	107·8	108·6	109·5	109·6	107·1	110·6	109·9	109·0	108·7	110·8	111·7	107·1	112·7	112·9
Metal goods not elsewhere specified	94·7	105·2	106·4	106·1	107·9	105·8	111·2	116·3	110·7	110·2	111·8	114·6	105·3	113·6	114·3
Textiles	96·3	103·7	104·6	103·8	106·0	103·3	108·9	111·8	106·8	106·8	109·0	110·0	98·8	110·4	111·1
Leather, leather goods and fur ..	95·1	99·1	100·4	102·7	102·8	103·2	105·3	105·7	100·9	101·6	102·8	103·4	97·5	101·9	103·5
Clothing and footwear	95·3	104·4	105·8	105·1	106·9	105·9	109·0	111·7	107·6	107·9	108·9	109·3	102·1	109·4	110·4
Bricks, pottery, glass, cement, etc. ..	92·0	104·3	105·0	104·3	107·5	108·0	111·2	110·7	109·7	110·7	113·1	112·4	104·5	111·5	112·7
Timber, furniture, etc.	90·8	102·9	104·6	103·8	107·4	107·3	109·3	111·3	109·2	111·7	112·4	114·0	105·8	111·9	112·5
Paper and paper products	95·4	103·0	103·0	102·6	103·9	108·4	111·7	108·6	106·6	106·9	108·2	105·1	105·7	110·4	115·7
Printing and publishing	95·3	103·0	104·0	105·8	106·0	107·3	107·6	106·6	105·8	108·8	109·7	111·1	104·5	110·8	111·1
Other manufacturing industries ..	94·0	103·3	104·2	103·5	106·2	106·0	109·5	110·3	108·6	109·2	109·1	110·3	106·0	111·6	112·4
All manufacturing industries ..	95·4	105·0	105·9	106·0	107·5	107·3	110·1	110·6	108·0	108·8	110·4	111·6	106·2	112·1	112·6
Other industries and services															
Agriculture	94·7	98·3	98·2	99·2	101·9	106·1	107·2	107·4	111·9	111·2	105·0	101·4	101·9	105·1†	103·8‡
Mining and quarrying	95·4	102·6	102·6	102·9	102·4	103·4	102·5	101·7	104·9	104·5	106·5	107·2	108·4	107·5	108·0
Construction	90·7	99·3	101·5	98·4	105·7	103·8	107·7	107·8	106·4	108·0	108·2	107·9	93·8	105·5	109·9
Gas, electricity and water	99·3	99·8	101·3	93·3	104·7	106·1	107·3	109·5	108·0	108·1	108·6	108·4	105·5	109·2	109·9
Transport and communication§ ..	96·9	102·5	103·5	105·2	106·4	106·9	109·2	109·8	109·2	110·0	109·6	110·3	108·5	111·8	113·6
Miscellaneous services‖	95·4	100·7	102·4	102·6	106·0	109·4	110·3	109·2	105·8	106·5	107·2	108·5	104·9	108·2	109·5
All industries and services covered	95·1	103·4	104·4	104·0	106·6	106·5	109·1	109·3	107·7	108·5	109·5	110·1	104·6	110·5	111·7

*Employees paid monthly**

Industry group	Jan. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964	May 1964	June 1964	July 1964	Aug. 1964	Sept. 1964	Oct. 1964	Nov. 1964	Dec. 1964	Jan. 1965	Feb. 1965
Manufacturing industries															
Food, drink and tobacco	98·2	103·1	101·0	109·7	102·2	100·2	107·6	102·9	102·4	101·9	103·0	103·1	123·5	107·5	104·8
Chemicals and allied industries ..	99·3	102·3	118·0	102·4	100·3	100·5	102·0	100·8	100·4	100·0	100·3	101·6	110·7	109·7	126·6
Metal manufacture	97·4	101·0	104·7	104·0	102·3	102·3	104·4	103·6	101·1	106·3	102·6	104·8	111·0	104·2	107·7
Engineering and electrical goods ..	98·0	104·1	103·6	105·2	105·1	105·9	105·9	104·0	102·7	102·5	104·6	104·6	113·7	107·9	107·5
Shipbuilding and ship repairing ..	93·8	106·7	111·6	107·7	104·8	105·3	109·1	103·2	103·7	103·3	103·8	104·9	128·6	106·6	107·9
Marine engineering	98·3	102·1	104·1	101·6	101·9	103·7	117·1	102·1	101·6	100·1	100·1	101·0	122·3	101·1	100·3
Vehicles	97·8	101·8	101·8	104·1	103·3	104·3	104·6	104·9	103·6	103·8	104·8	107·4	115·6	105·7	106·9
Metal goods not elsewhere specified	97·7	101·4	102·9	104·4	101·3	101·0	103·0	108·3	102·8	102·8	102·4	104·0	113·9	102·3	106·3
Textiles	97·7	101·2	102·0	105·2	102·3	102·1	104·4	104·2	100·4	100·3	102·4	101·7	112·9	108·1	108·2
Leather, leather goods and fur ..	92·4	110·4	111·9	110·2	110·5	112·9	112·6	108·0	106·0	107·5	110·1	119·7	146·3	109·8	105·5
Clothing and footwear	100·9	96·9	102·2	105·1	98·1	97·5	98·5	97·2	97·3	97·2	100·4	101·0	106·9	103·9	108·7
Bricks, pottery, glass, cement, etc. ..	98·6	99·0	101·7	101·9	99·0	100·1	107·5	101·3	101·9	104·1	100·4	103·6	111·1	100·6	104·9
Timber, furniture, etc.	100·9	102·5	100·0	103·8	105·6	106·5	107·7	110·7	103·3	106·9	103·4	105·2	114·7	114·8	103·9
Paper and paper products	99·1	100·9	103·6	103·4	103·7	102·5	103·3	104·0	102·0	102·6	105·3	106·9	113·1	108·3	108·7
Printing and publishing	98·9	100·5	100·0	101·8	99·3	100·5	104·0	102·8	101·8	101·2	102·8	106·5	112·1	110·2	103·1
Other manufacturing industries ..	97·4	105·5	103·1	109·3	103·2	105·1	102·5	103·3	103·3	102·1	102·6	104·6	117·4	109·3	104·1
All manufacturing industries ..	98·3	102·5	105·1	104·8	102·7	103·0	104·8	103·5	102·0	102·3	103·0	104·2	114·2	107·3	109·4
Other industries and services															
Agriculture	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Mining and quarrying	97·8	102·7	102·7	102·2	102·1	101·9	102·4	102·5	102·5	104·4	104·1	105·9	105·4	105·8	107·4
Construction	96·5	100·6	100·5	103·6	102·1	105·9	106·1	105·0	101·9	102·3	104·3	104·4	126·2	104·7	105·8
Gas, electricity and water	97·4	102·2	102·9	102·5	104·3	104·6	104·5	104·5	104·2	103·3	103·7	104·1	105·0	107·0	107·9
Transport and communication§ ..	96·3	102·8	102·4	103·6	105·2	105·5	107·9	106·6	106·0	110·6	109·8	110·1	115·7	112·2	113·4
Miscellaneous services‖	96·8	99·3	97·2	103·3	103·1	98·7	99·9	97·3	98·5	95·2	96·0	98·9	110·3	96·1	95·6
All industries and services covered	97·9	102·0	103·9	104·2	102·7	103·1	104·6	103·4	102·1	102·4	103·1	104·2	114·2	106·7	108·5

All employees¶

Industry group	Jan. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964	May 1964	June 1964	July 1964	Aug. 1964	Sept. 1964	Oct. 1964	Nov. 1964	Dec. 1964	Jan. 1965	Feb. 1965
Manufacturing industries															
Food, drink and tobacco	96·4	100·5	100·9	103·8	102·6	104·9	107·4	107·3	105·3	104·2	105·0	107·2	112·6	107·9	106·9
Chemicals and allied industries ..	97·0	102·6	109·1	103·7	103·8	107·3	108·5	107·8	104·9	106·3	107·8	110·4	109·5	111·1	116·7
Metal manufacture	94·5	105·1	107·3	107·8	108·5	108·1	109·8	109·7	108·7	110·2	110·2	111·4	108·6	112·4	113·5
Engineering and electrical goods ..	96·9	105·8	106·1	106·0	108·0	107·3	109·1	108·6	106·1	107·1	109·3	110·1	107·4	111·4	111·7
Shipbuilding and ship repairing ..	96·7	108·7	109·2	108·3	109·2	110·1	114·8	114·4	113·1	116·3	116·3	116·9	113·1	122·3	121·3
Marine engineering	96·6	110·3	111·3	109·7	109·8	109·0	117·1	111·7	109·2	108·7	113·7	113·0	109·7	116·1	117·5
Vehicles	95·9	107·2	107·9	108·9	109·0	106·8	110·0	109·4	108·4	108·2	110·2	111·3	108·0	111·7	112·0
Metal goods not elsewhere specified	95·1	104·6	105·9	105·8	107·0	105·1	110·1	115·2	109·6	109·2	110·6	113·1	106·4	111·9	113·1
Textiles	96·4	103·5	104·3	104·1	105·6	103·3	108·4	110·9	106·1	106·0	108·3	109·0	100·6	110·2	110·8
Leather, leather goods and fur ..	94·8	100·2	101·6	103·4	103·6	104·1	106·0	105·8	101·4	102·1	103·5	105·0	102·7	102·6	103·6
Clothing and footwear	95·7	103·9	105·5	105·1	106·2	105·3	108·2	110·6	106·8	107·1	108·2	108·7	102·6	109·0	110·3
Bricks, pottery, glass, cement, etc. ..	92·8	103·6	104·6	104·0	106·4	106·9	110·6	109·5	108·6	109·8	111·4	111·2	105·4	109·9	111·6
Timber, furniture, etc.	91·8	102·8	104·1	103·8	107·2	107·2	109·1	111·2	108·5	111·2	111·4	113·1	106·8	112·1	111·4
Paper and paper products	96·0	102·6	103·1	102·7	103·8	107·4	110·3	107·8	105·8	106·1	107·7	105·4	106·9	110·0	114·4
Printing and publishing	95·8	102·6	103·3	105·2	104·9	106·2	107·1	106·0	105·2	107·6	108·6	110·3	105·6	110·5	109·6
Other manufacturing industries ..	94·5	103·5	103·8	104·4	105·5	105·7	108·1	108·8	107·5	107·7	107·8	109·1	107·9	110·9	110·6
All manufacturing industries ..	95·8	104·5	105·7	105·8	106·7	106·6	109·2	109·4	107·0	107·7	109·2	110·3	107·4	111·1	111·9
Other industries and services															
Agriculture	94·7	98·3	98·2	99·2	101·9	106·1	107·2	107·4	111·9	111·2	105·0	101·4	101·9	105·1†	103·8‡
Mining and quarrying	95·6	102·6	102·6	102·9	102·4	103·3	102·5	101·7	104·8	104·5	106·3	107·1	108·2	107·4	108·0
Construction	91·2	99·3	101·3	98·8	105·2	103·9	107·5	107·4	105·9	107·4	107·7	107·5	96·6	105·0	109·1
Gas, electricity and water	98·8	100·4	101·7	95·8	104·6	105·6	106·5	108·1	106·9	106·7	107·2	107·1	105·3	108·6	109·3
Transport and communication§ ..	96·8	102·5	103·4	105·0	106·3	106·7	109·1	109·6	109·0	110·0	109·6	110·3	109·0	111·6	113·3
Miscellaneous services‖	95·6	100·2	101·4	102·5	105·3	107·5	108·4	107·1	104·5	104·5	105·2	106·8	105·7	105·9	106·9
All industries and services covered	95·5	103·1	104·2	104·0	106·0	106·0	108·4	108·5	106·9	107·6	108·6	109·3	105·9	109·8	111·0

* The earnings of employees paid monthly relate to the calendar month; those of employees paid each week relate to the last pay-week in the month.

† Revised since publication of last month's GAZETTE.

‡ Provisional.

§ Except British Road Services, sea transport, postal services. The indices from August 1963 include London Transport.

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

¶ Earnings of employees paid monthly have been converted to a weekly basis according to the formula:—monthly earnings multiplied by 12 and divided by 52.

WAGES AND HOURS OF WORK

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

INDICES FOR 31st MARCH 1965
(31st JANUARY 1956 = 100)

At 31st March 1965 the indices of changes in *weekly* rates of wages, of normal weekly hours and of *hourly* rates of wages for all workers, compared with a month earlier, were as follows:—

Date	All industries and services			Manufacturing industries only		
	Weekly rates	Normal weekly hours	Hourly rates	Weekly rates	Normal weekly hours	Hourly rates
1965 Feb.	144·0	93·9	153·4	141·0	93·7	150·5
1965 Mar.	**144·4**	**93·6**	**154·2**	**141·3**	**93·6**	**150·9**

Note.—The February figures have been revised to include changes having a retrospective effect.

Index of weekly rates of wages

The index of *weekly* rates of wages measures the average movement from month to month in the level of full-time weekly rates of wages in the principal industries and services in the United Kingdom, compared with the level at 31st January 1956 taken as 100. The representative industries and services for which changes in rates of wages are taken into account and the method of calculation were described on pages 50 and 51 of the issue of this GAZETTE for February 1957. The index is based on the recognised rates of wages fixed by voluntary collective agreements between organisations of employers and workpeople, arbitration awards or wages regulation orders. The percentage increases in the various industries are combined in accordance with the relative importance of the industries, as measured by the total wages bills in 1955, details of the weights for the industry groups being given on page 56 of the issue of this GAZETTE for February 1959. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in the earnings of pieceworkers and other payment-by-results workers due to variations in output or the introduction of new machinery, etc.

Weekly Rates of Wages

I.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956 Monthly averages	104·8	104·2	105·5	104·7
1957	110·0	109·7	111·3	110·0
1958	113·8	114·0	115·8	114·0
1959	116·8	117·0	119·0	117·0
1960	119·7	120·8	123·2	120·0
1961	124·6	125·3	130·3	125·0
1962	129·1	130·3	135·6	129·6
1963	133·6	135·7	141·0	134·3
1964	139·7	142·6	147·5	140·5
1964 February	137·7	139·8	145·0	138·4
March	138·1	140·2	145·4	138·8
April	138·6	140·8	146·0	139·3
May	139·1	141·4	146·4	139·8
June	139·8	142·8	147·7	140·6
July	140·3	143·4	148·3	141·1
August	*140·5*	143·9	148·7	141·4
September	140·7	144·5	149·1	141·7
October	140·8	144·6	149·2	141·8
November	141·3	145·1	149·5	142·2
December	142·0	145·4	149·8	142·9
1965 January	142·9	146·2	151·2	143·8
February	143·1	146·3	151·3	144·0
March	143·5	146·6	151·8	144·4

II.—Manufacturing Industries only

Date	Men	Women	Juveniles	All workers
1956 Monthly averages	104·9	103·9	104·9	104·7
1957	110·1	109·6	110·6	110·0
1958	113·6	113·6	114·5	113·7
1959	116·5	116·4	117·3	116·5
1960	119·1	120·0	122·7	119·4
1961	123·9	124·3	129·5	124·2
1962	127·4	129·0	134·1	128·0
1963	131·0	133·6	138·2	131·8
1964	137·0	141·0	144·7	*138·1*
1964 February	135·4	138·5	142·8	136·3
March	135·7	138·9	143·0	136·5
April	136·3	139·6	143·7	137·2
May	*137·0*	140·1	144·1	137·8
June	137·2	141·1	144·9	138·2
July	137·6	142·0	145·5	138·7
August	137·7	142·2	145·6	138·8
September	137·7	142·3	*145·8*	138·9
October	137·9	142·5	145·9	139·1
November	138·0	143·0	146·2	139·2
December	138·6	143·4	146·6	139·8
1965 January	*139·8*	144·4	148·0	140·9
February	139·8	*144·5*	*148·1*	*141·0*
March	140·1	144·9	148·4	141·3

III.—Industry Groups (all workers)

Date	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined*	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc.
1959 Monthly averages	117	118	119	112	117	112	118	118	115
1960	120	119	123	115	119	116	121	123	120
1961	127	126	128	118	125	121	122	124	126
1962	132	129	132	124	127	124	126	132	131
1963	138	135	138	131	130	128	131	135	138
1964	143	139	144	139	136	133	135	144	146
1964 February	143	137	141	134	135	130	133	142	141
March	143	137	142	135	135	130	133	143	143
April	143	137	142	135	135	133	133	143	147
May	143	137	143	141	135	133	133	143	147
June	143	141	144	141	135	133	133	146	148
July	143	141	145	142	136	134	136	146	148
August	143	141	146	142	136	134	136	146	148
September	144	141	146	142	136	135	136	146	148
October	144	141	146	142	136	135	136	146	148
November	144	141	146	142	136	136	136	146	148
December	144	141	147	142	137	136	136	146	148
1965 January	151	142	148	142	138	136	138	146	148
February	151	142	148	142	138	136	138	146	148
March	151	142	148	142	138	138	138	147	151

Date	Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services
1959 Monthly averages	118	118	112	120	112	115	117	119	118
1960	122	122	115	122	115	121	121	123	120
1961	126	126	120	125	120	125	128	129	125
1962	134	133	128	133	125	129	132	134	132
1963	138	137	135	138	132	135	138	140	137
1964	143	143	142	144	141	143	143	148	143
1964 February	141	141	137	142	136	141	139	145	141
March	141	141	137	144	136	142	140	145	141
April	143	142	138	144	137	142	140	147	143
May	143	143	143	144	137	142	141	147	144
June	143	144	143	144	137	143	144	147	144
July	143	144	144	144	146	143	144	147	144
August	143	144	144	144	146	143	146	147	144
September	143	144	144	144	146	143	148	150	144
October	145	144	144	144	147	143	148	150	144
November	145	144	144	146	147	144	148	152	144
December	145	144	144	146	147	147	148	152	144
1965 January	146	148	145	146	148	147	148	152	144
February	146	148	145	146	154	148	148	152	144
March	146	148	145	148	154	149	148	152	144

* Including metal manufacture; engineering and electrical goods; shipbuilding and marine engineering; vehicles, metal goods not elsewhere specified.

Index of normal weekly hours

The index of normal weekly hours measures, for the same representative industries and services, the average movement from month to month in the level of normal weekly hours of work compared with the level at 31st January 1956 taken as 100. The weekly hours for the separate industries are combined in accordance with their relative importance, as measured by the numbers employed at the base date. The method of calculation was described in more detail on pages 330 and 331 of the issue of this GAZETTE for September 1957 and details of the weights for the industry groups were given on page 56 of the issue of this GAZETTE for February 1959. The index does not reflect changes in *actual* hours worked, which are affected by changes in the amount of overtime, short-time and absences for other reasons.

Normal Weekly Hours

IV.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956 Monthly averages	100·0	100·0	100·0	100·0
1957	99·9	99·9	99·9	99·9
1958	99·7	99·6	99·8	99·7
1959	99·6	99·5	99·8	99·6
1960	97·9	98·3	98·1	98·0
1961	96·0	95·8	95·9	95·9
1962	95·1	95·1	95·1	95·1
1963	95·0	95·0	95·0	95·0
1964	94·6	94·8	94·5	94·6
1964 February	94·8	94·9	94·8	94·8
March	94·8	94·9	94·7	94·8
April	94·8	94·9	94·7	94·8
May	94·6	94·9	94·6	94·7
June	94·6	94·9	94·6	94·7
July	94·6	94·9	94·6	94·6
August	94·5	94·8	94·6	94·6
September	94·5	94·8	94·5	94·6
October	94·5	94·8	94·5	94·6
November	94·3	94·7	94·3	94·4
December	93·8	94·4	93·9	93·9
1965 January	93·7	94·3	93·8	93·9
February	93·7	94·3	93·8	93·9
March	93·5	93·9	93·4	93·6

V.—Manufacturing Industries only

Date	Men	Women	Juveniles	All workers
1956 Monthly averages	100·0	100·0	100·0	100·0
1957	99·9	100·0	100·0	100·0
1958	99·7	99·9	99·9	99·8
1959	99·6	99·7	99·7	99·6
1960	97·1	97·8	97·5	97·3
1961	95·6	95·2	95·4	95·4
1962	95·2	94·9	95·0	95·1
1963	95·1	94·8	94·9	95·0
1964	94·9	94·6	94·6	94·8
1964 February	95·1	94·7	94·8	95·0
March	95·1	94·7	94·8	95·0
April	95·0	94·6	94·7	94·9
May	95·0	94·6	94·7	94·9
June	95·0	94·6	94·7	94·9
July	95·0	94·6	94·7	94·9
August	94·9	94·6	94·7	94·8
September	94·9	94·6	94·7	94·8
October	94·9	94·6	94·7	94·8
November	94·8	94·5	94·6	94·7
December	93·8	93·9	93·8	93·9
1965 January	93·7	93·6	93·6	93·7
February	93·7	93·6	93·6	93·7
March	93·6	93·5	93·6	93·6

Index of hourly rates of wages

The index of *weekly* rates of wages does not show any movement when normal weekly hours of work are altered without any corresponding change in *weekly* rates of wages. The series given in the next tables, which is obtained by dividing the monthly figures for the index of *weekly* rates of wages by the corresponding figures for the index of normal weekly hours, is described as the index of *hourly* rates of wages (see page 133 of the issue of this GAZETTE for April 1958).

Hourly Rates of Wages

VI.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956 Monthly averages	104·8	104·2	105·5	104·7
1957	110·1	109·8	111·4	110·1
1958	114·2	114·4	116·0	114·3
1959	117·3	117·7	119·2	117·4
1960	122·3	122·8	125·6	122·5
1961	129·8	130·7	135·9	130·3
1962	135·7	137·0	142·5	136·2
1963	140·6	142·8	148·4	141·3
1964	147·7	150·4	156·0	148·5
1964 February	145·2	147·3	153·0	145·9
March	145·7	147·7	153·5	146·4
April	146·2	148·4	154·1	146·9
May	147·0	149·0	154·7	147·6
June	*147·8*	150·5	156·2	148·5
July	148·3	151·1	156·8	149·1
August	148·5	151·8	157·2	149·4
September	148·9	152·3	157·8	149·8
October	149·0	152·5	157·9	149·9
November	149·8	153·1	158·6	150·7
December	151·4	154·0	159·6	152·1
1965 January	152·5	155·1	161·2	153·2
February	152·7	155·2	161·3	153·4
March	153·4	156·1	162·5	154·2

VII.—Manufacturing Industries only

Date	Men	Women	Juveniles	All workers
1956 Monthly averages	104·9	103·9	104·9	104·7
1957	110·1	109·6	110·7	110·1
1958	113·9	113·7	114·7	113·9
1959	117·0	116·7	117·7	116·9
1960	122·8	122·7	125·9	122·8
1961	129·6	130·6	135·7	130·1
1962	133·8	136·0	141·1	134·6
1963	137·7	141·0	145·6	138·6
1964	144·4	149·1	152·9	*145·7*
1964 February	142·5	146·3	150·6	143·5
March	142·7	146·7	150·8	143·8
April	143·4	147·5	151·7	144·5
May	144·1	148·0	152·1	145·2
June	144·4	149·1	153·0	145·7
July	144·9	150·1	153·6	146·2
August	145·0	*150·4*	153·8	146·4
September	*145·1*	150·5	153·9	*146·5*
October	145·3	150·7	154·1	*146·7*
November	145·5	151·3	154·6	147·0
December	147·8	152·7	156·3	149·0
1965 January	149·2	154·2	158·1	150·4
February	*149·3*	*154·3*	158·1	150·5
March	149·6	154·9	158·6	150·9

General

The figures given in Tables I to VII are on the basis of 31st January 1956 = 100, and relate to the end of the month. Figures for months prior to February 1964 were given in previous issues of this GAZETTE.

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

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

The figures in these series may be linked with those in the previous series (30th June 1947 = 100) to give a measure on a broad basis of the movement since June 1947. The appropriate figure should be multiplied by one of the linking factors given in the paragraph headed "General" on page 5 of the issue of this GAZETTE for January 1960.

If comparisons are made between one group and another in Table III it should be remembered that the indices for a particular group may have been affected by the incidence of changes in rates of wages in the months immediately prior to the base date (31st January 1956) and that having regard to considerable variation in the provisions of collective agreements and statutory wages regulation orders there is no common pattern for the calculations of the indices for individual industries.

Comparison between earnings and rates of wages

Statistics of changes in actual *weekly and hourly earnings* (as distinct from changes in *rates of wages*) are collected in April and October each year. Figures relating to such earnings from April 1956 to October 1964 were given in an article on pages 50 to 57 of the February issue of this GAZETTE. The average increase in actual *weekly earnings* (all workers) between April 1956 and October 1964 in the industries and services covered by the half-yearly enquiries was 52·9 per cent. as compared with an average increase of 33·9 per cent. during the same period in the level of *weekly rates of wages* in the same industries, whilst the average increase in actual *hourly earnings* was 56·8 per cent. as compared with an average increase of 41·5 per cent. in *hourly rates of wages*. For manufacturing industries only the corresponding increases were 51·7 per cent. for *weekly earnings*, 32·4 per cent. for *weekly rates of wages*, 56·8 per cent. for *hourly earnings* and 39·6 per cent. for *hourly rates of wages*.

STATISTICS ON INCOMES, PRICES, EMPLOYMENT AND PRODUCTION. No. 12 MARCH 1965

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Movements in Rates of Wages and Hours of Work

Major settlements in March

On the 31st March the National Joint Council for Local Authorities' Services, England and Wales, agreed to increase the basic rates of full-time manual workers by 7s. a week for men with proportional amounts for women, with effect from 12th April. Agreement was also reached in principle for the reduction of normal weekly hours of work from 42 to 40, with effect from 3rd January 1966. These changes are additional to those notified under the terms of the three-year agreement made in October 1963.

A three-year settlement has been notified by the parties to the vehicle building agreement in England, Wales and Northern Ireland. Under the terms of the settlement there are to be increases for men of 1d., 1¼d. or 1½d. an hour, according to grade, operative from 14th March 1966 and 13th March 1967. In addition, the minimum earnings guarantee, based on basic rates, is to be increased from a plussage of 5 per cent. to 20 per cent. in half-yearly stages of 2½ per cent.

Following the six-monthly review of comparable rates in a selected list of other industries, Government industrial workers are to receive increases of amounts ranging from 4s. to 7s. for men and 3s. 4d. to 5s. 10d. for women, according to occupation and area, from 1st April. The Scottish Agricultural Wages Board has issued an order to increase the general worker's minimum rate by 10s. a week from 5th April. The National Joint Industrial Council for the building brick and allied industries has agreed to increase basic rates by 3½d. an hour for men from 4th April, and normal weekly hours of work are to be reduced from 42 to 41, with effect from October 1965.

Other industries in which changes have been agreed include roadstone quarrying (increase of 4d. an hour and normal weekly hours reduced from 42 to 41, with effect from 5th July, and a further reduction to 40 from 3rd October 1966) and sawmilling in England and Wales (increase of 2d. an hour for labourers from 1st April and an additional 1d. an hour from 1st August).

Cost-of-living sliding-scale adjustments notified during the month include those affecting the lace finishing industry in Nottinghamshire, and Independent Television broadcasting.

The settlements and statutory wages regulation orders notified during the month have operative dates from 20th January 1965 to 11th September 1967, and it is estimated that their implementation will add £460,000 to the basic full-time weekly wages of 900,000 workers and will reduce the normal weekly hours of work of 500,000 workers by an average of two hours. (Increases for approximately 125,000 workers amounting to £140,000 and hours reductions for 80,000 workers are already included in the table in the adjoining column.)*

Changes coming into operation during March

Details have already been given of the settlement affecting the vehicle building industry. In the civil engineering construction industry normal weekly hours of work were reduced from 43 to 41½ during the summer period and there were increases of 1d. an hour for men, with proportional amounts for younger workers. Similar increases in hourly rates became payable to comparable categories of workers employed by local authorities in Great Britain. In the textile bleaching, dyeing, printing and finishing industry in Lancashire, Yorkshire, Cheshire and Derbyshire the first stage of a new wage structure came into operation with increases of 10s. a week for men and of 7s. for women.

As a result of the introduction of a new wages and hours structure in the merchant navy, deck and engine-room ratings received increases of varying amounts, payment for a fifth year of efficient service and a reduction in normal weekly hours from 44 to 40.

Other industries affected by reductions in normal weekly hours of work included footwear manufacture (42½ to 41¼), carpet manufacture (42½ to 41½), retail drapery, outfitting and footwear trades (44 to 42) and the retail multiple grocery and provisions trade in England and Wales (44 to 42).

The industries affected by cost-of-living sliding-scale increases during the month include building, footwear manufacture, hosiery manufacture in the Midlands, and iron and steel manufacture.

Estimates of the effect of changes coming into operation during March show that 1,600,000 workers received increases of £400,000 in their basic full-time weekly rates of wages and 850,000 had their normal weekly hours reduced by an average of 1¾ hours. Of the total increase of £400,000, about £210,000 resulted from cost-of-living sliding-scale adjustments, £160,000 from arrangements made by joint industrial councils or similar bodies established by voluntary agreements and £30,000 from direct negotiations between employers' associations and trade unions.

Analysis of changes during the period January-March

The following table shows, by industry group, the numbers of workers affected (*a*) by increases in basic full-time weekly rates of wages and the aggregate amounts of such increases, and (*b*) by reductions in normal weekly hours of work and the aggregate amounts of such reductions.

Industry group	Basic full-time weekly rates of wages		Normal weekly hours of work	
	Approximate number of workers affected by net increases†	Estimated net amount of increase*	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
		£		
Agriculture, forestry, fishing	418,000	227,200	—	—
Mining and quarrying	9,000	2,400	—	—
Food, drink and tobacco	45,000	23,300	91,000	93,700
Chemicals and allied industries	12,000	4,200	28,500	34,800
Metal manufacture; Engineering and electrical goods; Shipbuilding and marine engineering; Vehicles; Metal goods not elsewhere specified	1,447,500	471,900	59,000	54,000
Textiles	218,500	76,600	234,500	145,700
Leather, leather goods and fur	24,500	7,700	24,500	24,500
Clothing and footwear	98,000	19,800	98,000	121,700
Bricks, pottery, glass, cement, etc.	6,500	1,700	—	—
Timber, furniture, etc.	139,000	18,200	54,000	54,000
Paper, printing and publishing	295,500	131,700	—	—
Other manufacturing industries	6,500	1,100	1,500	3,000
Construction	1,145,000	206,300	248,500	283,300
Gas, electricity and water	134,000	73,700	—	—
Transport and communication	241,500	224,000	80,000	320,000
Distributive trades	25,000	13,300	417,000	780,700
Public administration and professional services	26,000	7,900	9,500	9,300
Miscellaneous services	15,000	7,100	1,500	1,900
Total	4,306,500	1,518,100	1,347,500	1,926,600

Included in the above table are about 350,000 workers who had both wage increases and reductions in normal weekly hours of work.

In the corresponding months of 1964 about 3,500,000 workers had a net increase of approximately £1,100,000 in their basic full-time weekly rates of wages and approximately 350,000 workers had an aggregate reduction of about 320,000 hours in their normal weekly hours of work.

Changes in holidays with pay

Merchant navy ratings whether established or unestablished, will now be entitled to the 16 days' annual leave, according to service. Further additional days of holiday have been agreed in the building brick and allied industries in England and Wales, making three extra days in 1965/66, four extra days in 1967/68 and a full standard working week in 1968/69. In the vehicle building industry it has been agreed to increase holidays by one day this year and by a further day in 1966. Holidays in the waterproof garment manufacturing industry in Lancashire and Cheshire have been increased by two days. The brewing industry in Hampshire and the Isle of Wight has reduced the qualifying period for the extra three days' and one week's holiday to seven years and ten years, respectively.

CHANGES IN RATES OF WAGES COMING INTO OPERATION DURING MARCH

(NOTE.—*The figures in brackets below an item in the column headed "District" relate to the page in the volume* "TIME RATES OF WAGES AND HOURS OF WORK, 1ST APRIL 1964," *on which details for the industry at that date are given.*)

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Limestone quarrying	Portland (10)	1 Mar.	Male workers	Increase of 1d. an hour. Rates after change: quarrymen—dayworkers (working collectively in piecework quarry) 6s. 5½d. an hour, pieceworkers' minimum 6s. 5½d.; other dayworkers and labourers 5s. 7d.
Granite	Cornwall and Devon (9)	1 Mar.	Male workers	Increase of 1d. an hour. Rates after change: masons, smiths and fitters 6s. 5½d. an hour, carborundum sawyers 6s. 3½d., polishers 6s. 2d., power crane drivers 5s. 11d., quarrymen and frame sawyers 5s. 8½d., labourers 5s. 7d.

* The statistics relate to wage-earners only and the monetary amounts represent the increase in basic rates only and not the total increase in the wages bill. The estimates are based on normal conditions of employment and do not take into account the effect of short-time or overtime.

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

Changes in Rates of Wages Coming into Operation during March—*continued*

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Freestone quarrying	Newcastle-on-Tyne, Northumberland and Durham (8)	1 Mar.	Male workers	Increase of 1d. an hour. Rates after change: masons, grade A districts 6s. 5¼d. an hour, A1, 6s. 5d., stone planing machinemen 6s. 5d., 6s. 4½d., quarrymen and grindstone turners 6s. 4½d., 6s. 4d., carborundum sawyers 6s. 2½d., 6s. 2d., cranemen 6s. 1½d., 6s. 1d., labourers 5s. 1¾d., 5s. 1¼d.
Iron-ore mining	Cumberland (13)	2 Nov. 1964*	Male workers	Increases of 9s. a week or 1s. 6d. a shift for workers 18 and over, and of 4s. 6d. or 9d. for younger workers. Minimum shift rates after change (exclusive of cost-of-living net addition to wages) include: shiftmen (1st class or leading) 29s. 4d., leading labourers 28s. 5d., other workers 28s. 2d.; surface—labourers 27s. 5d.*
Ironstone mining and quarrying	North Lincolnshire	7 Mar.	Male workers	Cost-of-living bonus payment increased† by 0·7d. a shift (11s. 6·71d. to 11s. 7·41d.) for men, by 0·53d. (8s. 8·03d. to 8s. 8·56d.) for youths 18 and under 21, and by 0·35d. (5s. 9·35d. to 5s. 9·7d.) for boys under 18.
Iron-ore and ironstone mining and quarrying	Midland area	7 Mar.	Male workers	Cost-of-living payment increased† by 2·45d. a shift (11s. 6·67d. to 11s. 9·12d.) for men, by 1·84d. (8s. 8·01d. to 8s. 9·85d.) for youths 18 and under 21, and by 1·23d. (5s. 9·34d. to 5s. 10·57d.) for boys under 18.
Fat melting and bone degreasing	Great Britain (certain firms)	First full pay period following 13 Jan.	All workers	Increases in basic rates of 10s. 3d. a week for men 21 and over, of 7s. 8½d. for women 21 and over, and of proportional amounts for younger workers. Basic rates after change: male workers 118s. 8¾d. a week at 16 rising to 198s. 2d. at 21; female workers 112s. 9d. to 147s. 9¼d.
Pig iron manufacture	England and Wales (44)	First full pay period following 18 Feb.	Shift workers employed at blastfurnaces (integrated plants) except those whose wages are regulated by movements in other industries	Premium payment of 20 per cent. introduced for shift work performed between 6 p.m. and 6 a.m., Monday to Friday, excluding any hours for which overtime rates are paid.‡
Coke, pig iron, iron and steel manufacture	Certain districts in England and Wales and certain works in Scotland§ (44-45)	7 Mar.	All workers except those whose wages are regulated by agreements in other industries	Cost-of-living payment increased† by 0·7d. a shift (11s. 6·71d. to 11s. 7·41d. for shift-rated workers) or by 0·09d. an hour (1s. 5·34d. to 1s. 5·43d. for hourly-rated workers) for men 21 and over, by 0·53d. a shift (8s. 8·03d. to 8s. 8·56d.) or by 0·07d. an hour. (1s. 1d. to 1s. 1·07d.) for those 18 and under 21, and by 0·35d. a shift (5s. 9·35d. to 5s. 9·7d.) or by 0·04d. an hour (8·67d. to 8·71d.) for workers under 18.
Iron and steel manufacture	Staffs., Ches., Teesside, S. Wales and Mon. and Glasgow‖ (45)	1 Mar.	Workers employed at steel sheet rolling mills	Cost-of-living payment increased† by 0·7d. a shift (11s. 6·71d. to 11s. 7·41d.) for men and women 21 and over, by 0·53d. (8s. 8·03d. to 8s. 8·56d.) for youths and girls 18 and under 21, and by 0·35d. (5s. 9·35d. to 5s. 9·7d.) for those under 18.
	South-West Wales¶ (45)	7 Mar.	Workers, other than bricklayers and carpenters, employed in steel manufacture	Cost-of-living bonus increased† by 2d. a shift (10s. 6d. to 10s. 8d.) for men and for women employed on men's work, by 1½d. (7s. 10½d. to 8s.) for youths 18 and under 21, and by 1d. (5s. 3d. to 5s. 4d.) for youths under 18.
Galvanising	England and Wales	1 Mar.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Cost-of-living payment increased† by 0·7d. a shift (11s. 6·71d. to 11s. 7·41d.) for men and women 21 and over, by 0·53d. (8s. 8·03d. to 8s. 8·56d.) for youths and girls 18 and under 21, and by 0·35d. (5s. 9·35d. to 5s. 9·7d.) for those under 18.
Engineering	Sheffield and Rotherham	1 Mar.	Building trade operatives employed in engineering establishments and steel works	Increases in the existing "all in" rate of 1d. an hour (3s. 5d. a week) for adult workers, and of proportional amounts for apprentices. Rates after change: skilled craftsmen 264s. 3½d. a week, skilled bricklayers', masons', slaters', and plasterers' labourers and navvies 225s. 1d.
Bobbin manufacture	England and Wales (52)	15 Mar.	All workers	Increase of 3¾ per cent. Minimum rates after change: men—higher skilled 238s. a week, lesser skilled 223s. 8d., labourers 212s. 8d.; women 18 and over 176s. 1d.
Vehicle building	United Kingdom (57–58)	Pay day in week commencing 15 Mar.	All workers	Increase of 2½ per cent. in minimum earnings guarantee (5 per cent. to 7½ per cent.).**
Needle, fish hook and fishing tackle manufacture	Great Britain (69)	First full pay period following 1 Mar.	All workers	Increases† in cost-of-living bonus of 1d. an hour (3s. 6d. a week) for men 21 and over, of ½d. (1s. 9d.) for younger male workers, of ⅔d. (2s. 4d.) for women 18 and over, and of ⅓d. (1s. 2d.) for younger female workers. Minimum rates after change, inclusive of cost-of-living bonus: male timeworkers 21 and over—skilled 224s. 5d. a week, semi-skilled 205s., unskilled 192s. 4d.; female timeworkers 18 and over 148s. 3d.; pieceworkers—male 246s. 4d., female 160s. 8d.
Brasswork and founding	Great Britain (other than Yorkshire) (70–71)	4 Jan.	All workers	New minimum earnings levels, higher than current agreed minimum rates, established by the introduction of special increments of 6s. a week for adult male skilled workers, of 5s. 6d. for semi-skilled, of 5s. for unskilled, and of 7s. for adult female workers, with proportionate amounts for apprentices, youths, boys and girls.††
Wool textile	West Riding of Yorkshire	1 Mar.	Building trade operatives	Increase of 1d. an hour. Rates after change: craftsmen 6s. 5½d. an hour, labourers 5s. 7d.
	Leicester (86)	First pay day in Mar.	Workers employed in the lamb's wool and worsted yarn spinning industry	Cost-of-living bonus increased† by ¼d. in the shilling (5¼d. to 5½d.) on basic wages. Minimum rates after change, inclusive of cost-of-living bonus and good time-keeping bonus, include: able-bodied men 20 and over‡‡—skilled 212s. 11d. a week, unskilled 202s. 6d.; skilled able-bodied women 18 and over 138s. 11d.
Pressed felt manufacture	Rossendale Valley (certain firms)	First pay day in Mar.	All workers	Increases† of 1s. 6d. a week for men 21 and over, and of 1s. for female workers and younger male workers. Minimum rates after change, inclusive of cost-of-living bonus, include: men 21 and over 198s. 2d. a week, women 18 and over—felt production processes 145s. 2d., cutting and stitching 134s. 9d.
Hosiery manufacture	Midlands (91)	First pay day in Mar.	All workers	Cost-of-living bonus increased† by ½d. in the shilling (10½d. to 11d.) on basic wages.
Carpet manufacture	Great Britain (93)	1 Mar.	All workers	Piece and time rates remain unchanged consequent upon the reduction of normal weekly hours without loss of pay§§, but gross earnings for a 41½-hour week increased in the ratio 42½:41½; disturbance of hours payment for double-day shift workers increased from 12½ per cent. of time rate to 17½ per cent.

* These increases were the result of a decision of an Arbitrator dated 18th February 1965, with retrospective effect to the date shown.
† Under sliding-scale arrangements based on the official index of retail prices.
‡ This payment was the result of an award of an Arbitration Tribunal dated 18th February 1965.
§ Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.
‖ Agreements of the Sheet Trade Board.
¶ Agreements of the South Wales Siemens Steel Trade Conciliation Board.
** It has also been agreed that there will be further increases of 2½ per cent. from 13th September 1965, 14th March 1966, 12th September 1966, 13th March 1967 and 11th September 1967, and that there will be increases in minimum hourly rates of wages of 1½d. an hour for skilled men, 1¼d. for semi-skilled, and 1d. for unskilled from 13th March 1966 and 13th March 1967.
†† This represents the first stage of a long-term agreement similar to that for the engineering industry, details of which are given on pages 10 and 11 of the January issue of this GAZETTE.
‡‡ The adult male rate became payable at 20 years of age (previously 21) from 3rd February 1965.
§§ See also under "Changes in Hours of Work".

Changes in Rates of Wages Coming into Operation during March—*continued*

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Textile bleaching, dyeing, printing and finishing	Lancs., Yorks., Cheshire and Derbyshire (97)	Working week in which wages are paid during the period 1–5 Mar.	All workers	Introduction of a new wage structure involving termination of the cost-of-living payments. New wage structure now comprised of an aggregated rate, consolidating all previous payments, with additional flat-rate increases of 10s. a week for adult males and 7s. for adult females and proportional amounts for younger workers. Night allowance increased from 7d. to 8d. an hour. Minimum rates after change include: timeworkers—men 21 and over 199s. 11d. a week, women 18 and over 140s. 8d.; pieceworkers—men 216s. 11d., women 151s. 6d.*†
	Lancashire, Cheshire and Derbyshire (97)	1 Mar.	Building trade craftsmen ..	Increase of 1d. an hour (6s. 4½d. to 6s. 5½d.).
Hosiery finishing	Midlands (various districts) (99)	First pay day after 1 Mar.	All workers	Increase‡ of 2 per cent. (6 to 8 per cent.) in the cost-of-living bonus paid as a percentage addition on gross wages. Where gross wages exceed £15 a week the increase is limited to 6s.
Footwear manufacture	United Kingdom (except East Lancashire and the Fylde Coast) (117)	First pay day in Mar.	Timeworkers	Increases‡ in minimum day wage rates of 3s. 6d. a week for men 18½ and over and women 18 and over, and of proportional amounts for younger workers. Minimum rates after change: male workers 105s. a week at 15 rising to 212s. 6d. at 21 and over, female workers 105s. at 15 rising to 172s. 6d. at 20 and over.*
			Pieceworkers	Increase‡ in percentage additions to piecework rates of 8½ per cent., making a total addition of 169½ per cent. for male workers, and of 181½ per cent. for female workers.*
	United Kingdom	First pay day in Mar.	Workers other than piece-workers employed in industries ancillary to footwear manufacture§	Increases‡ in minimum day wage rates of 3s. 6d. a week for men 18½ and over and women 18 and over, and of proportional amounts for younger workers. Minimum rates after change: male workers 105s. a week at 15 rising to 212s. 6d. at 21 and over, female workers 105s. at 15 rising to 172s. 6d. at 20 and over.*
			Pieceworkers	Increase‡ in percentage additions to piecework rates of 8½ per cent., making a total addition of 169½ per cent. for male workers, and of 181½ per cent. for female workers (167 and 179 per cent., respectively, in stiffener section and 188½ and 202½ per cent. in toe puff and heel design and manufacture section).*
	East Lancashire and the Fylde Coast	Pay week preceding first making up day in Mar.	Timeworkers	Increases‡ in day wage rates of 3s. 6d. a week for men 21 and over and women 20½ and over, and of proportional amounts for younger workers. Minimum rates after change: male workers 105s. a week at 15 rising to 212s. 6d. at 21 and over, female workers 105s. at 15 rising to 177s. 2d. at 20½ and over.*
			Pieceworkers	Increase‡ in the percentage addition to piecework rates of 4¾ per cent. (69¾ to 74½ per cent).*
Monumental masonry	England and Wales	1 Mar.	Craftsmen and labourers ..	Increase of 1d. an hour. Rates after change: craftsmen—London and Merseyside 6s. 7d. an hour, elsewhere 6s. 5½d.; labourers 5s. 8½d., 5s. 7d.
Mastic asphalt manufacture	Great Britain ..	1 Mar.	Workers other than craftsmen and transport workers	Increase‡ of 1d. an hour. Rates after change: London 5s. 8½d., Provinces 5s. 7d.
Limestone masonry	Portland	1 Mar.	Craftsmen and labourers ..	Increase of 1d. an hour. Rates after change: craftsmen 6s. 5½d. an hour, labourers 5s. 7d.
Sawmilling	Manchester and district (139)	1 Mar.	Workers employed in sawmills and steam joinery shops	Increases of 1d. an hour for craftsmen, labourers and female workers 19 and over, and of proportional amounts for apprentices, young male labourers and girls. Rates after change include: woodcutting machinists 6s. 5½d. an hour, timber yard labourers 5s. 7d., slingers 5s. 9d., power-driven crane drivers 5s. 10d., fork lift truck drivers—carrying capacity of under 30 cwt. 5s. 8d., 30 cwt. and over 5s. 11d., female labourers 19 and over 4s. 9½d.
Exhibition industry	Great Britain .. (142)	14 Mar.	All workers except electricians and mates	Increase of 6d. an hour. Standard rates after change include: craftsmen 8s. 6d. an hour, labourers 7s. 9d.; other classes of workers—signwriters, show card and ticket writers 8s. 9d., production artists and model makers 8s. 11½d.; screen printers—technicians 8s. 6d., printers 8s. 3½d.
Wood box, packing case and wooden container manufacture	England, Wales and Northern Ireland (144)	First full pay week in Mar.	All workers	New national minimum rates fixed, consequent upon a reduction in normal weekly hours*, incorporating an additional increase of ½d. an hour for workers 21 and over. Rates after change include: adult sawyers and wood-cutting machinists, men 5s. 10½d. an hour; box and packing case makers, printing, branding, hand-holing, dowelling and nailing machinists, men 5s. 8½d., women 4s. 0¾d., labourers, men 5s. 1½d., women 3s. 10d. In certain districts, including London, higher minimum rates are observed, based on local agreements.
Printing	London .. .. (156–157) Manchester ..	1 Mar.	Workers, other than electricians and engineers, employed in the production of national morning, evening and Sunday newspapers	Consolidation into basic rates of 6s. of the 22s. cost-of-living bonus previously paid, and resulting bonus, now calculated from a base figure of 119 (Jan. 1956 = 100), increased‡ by 4s. a week (16s. to 20s.) for adult workers, and by proportional amounts for apprentices and juniors.
Penmaking and stationers' sundries manufacture	Birmingham and district (166)	First pay day in Mar.	All workers	Increases‡ of 3s. 9d. a week for men 20 and over and 2s. 3d. for younger male workers, and of 2s. for women 18 and over and 1s. 6d. for younger female workers. Minimum rates after change include: male workers—fully apprenticed tool makers 25 and over 219s. 1d. a week, 21 and under 25, 200s. 4d., semi-skilled workers 20 and over 195s., unskilled workers 20 and over 187s. 6d.; female workers 18 and over 143s. 7d., piecework prices to be such as to yield at least 142s. 5d. for female workers of average ability.
Building	England and Wales (168–169)	1 Mar.	Building operatives	Increases‡ of 1d. an hour for craftsmen and labourers, and of proportional amounts for apprentices, young male labourers, women and girls. Rates after change include: men—London (within 15 miles radius of Charing Cross) and Liverpool district, craftsmen 6s. 7d. an hour, labourers 5s. 8½d., grade A districts 6s. 5½d., 5s. 7d.; women—on craft processes (after 6 months' probation) 5s. 6d., on other than craft processes 4s. 9d.
			Watchmen	Increase‡ of 6d. a shift. Rates after change: London and Liverpool 34s. 9d. a shift (day or night), other districts 33s. 6d.
	England and Wales (169)	1 Mar.	Road haulage workers ..	Increase‡ of 3s. 8d. a week for workers employed on "C" licensed vehicles. Rates after change: motor drivers, London 273s. 8d. to 292s. 8d. a week, according to carrying capacity of vehicle, grade 1 districts 270s. 2d. to 287s. 8d., mates and statutory attendants 18 and over 278s. 8d., 273s. 8d., tractor drivers, London only, 291s. 8d.
	Scotland .. .. (170–171)	1 Mar.	Building operatives	Increases‡ of 1d. an hour for craftsmen, labourers and women operatives, and of proportional amounts for apprentices and young male labourers. Rates after change include: men—craftsmen 6s. 6½d. an hour, labourers 5s. 8½d.; women—on craft operations (after 6 months' probation) 5s. 8½d., on other than craft operations 5s. 2½d.
			Watchmen	Increase‡ of 6d. a shift (34s. 3d. to 34s. 9d.) day or night.
	Isle of Man ..	29 Mar.	Building operatives	Increases of 1d. an hour for craftsmen and labourers, and of proportional amounts for apprentices. Rates after change include: craftsmen 6s. 5½d. an hour, labourers 5s. 7d.

* See also under "Changes in Hours of Work".
† It has also been agreed that there will be flat-rate increases of 7s. 6d. for men, 5s. 3d. for women and proportional amounts for younger workers in March 1966 and March 1967.
‡ Under sliding-scale arrangements based on the official index of retail prices.
§ The industries concerned are cut sole, last, stiffener, toe puff and built heel manufacture, and heel design and manufacture.

Changes in Rates of Wages Coming into Operation during March—*continued*

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Building and civil engineering construction	England and Wales (251)	1 Mar.	Building and civil engineering operatives employed by local authorities	Increases of 1d. an hour for adult workers, and of proportional amounts for apprentices and young male labourers. Rates after change include: London (within 15 miles of Charing Cross) and Liverpool and district, craftsmen 6s. 7d. an hour, labourers 5s. 8½d., grade A districts 6s. 5½d., 5s. 7d.
	Scotland .. .. (254)	1 Mar.	Building and civil engineering operatives employed by local authorities	Increases of 1d. an hour for craftsmen and labourers, and of proportional amounts for apprentices and young male labourers. Rates after change include: craftsmen 6s. 6½d. an hour, labourers 5s. 8½d.
Civil engineering construction	Great Britain .. (172–173)	1 Mar.	Male workers other than watchmen	Increases* of 1d. an hour for adult workers, and of proportional amounts for juveniles. Rates after change include: craftsmen—London super grade and Liverpool grade 6s. 7d. an hour, class 1 districts 6s. 5½d., navvies and labourers—London super grade 5s. 8½d., class 1 districts 5s. 7d.†
			Watchmen	Increase of 6d. a shift. Rates after change: London super grade 34s. 9d. a shift (day or night), class 1 districts 33s. 6d.
Demolition	England and Wales (171)	1 Mar.	Male workers	Increases of 1d. an hour for workers 18 and over and of proportional amounts for younger workers. Rates after change for labourers: London and Liverpool districts 5s. 8½d. an hour, grade A districts 5s. 7d.
	Scotland .. .. (171)	1 Mar.	Male workers	Increases of 1d. an hour (5s. 7½d. to 5s. 8½d.) for workers 18 and over, and of proportional amounts for younger workers.
Mastic asphalt laying	Great Britain .. (177)	1 Mar.	Male workers	Increases* of 1d. an hour for adults and of proportional amounts for apprentices. Rates after change include: chargehands, London area and Merseyside 7s. 2d. an hour, elsewhere 7s. 0½d., spreaders 6s. 8d., 6s. 6½d., mixermen 6s. 1½d., 6s. 0½d., potmen 6s. 0½d., 5s. 11½d., classified labourers 5s. 9d., 5s. 7¾d.
Glazing	England and Wales	1 Mar.	Glaziers and wall liners ..	Increases in standard rates of wages of 1d. an hour for glaziers and wall liners, and of proportional amounts for apprentices. Rates after change include: glaziers and wall liners, London and South Eastern area (within 30 miles of Charing Cross) and Liverpool area 6s. 7d. an hour, Hants., Dorset and Isle of Wight, Manchester, Midlands, North Eastern, Yorkshire and West of England and South Wales 6s. 5½d.
Painting	Scotland	1 Mar.	Craftsmen and apprentices ..	Increases of 1d. an hour (6s. 5½d. to 6s. 6½d.) for craftsmen, and of proportional amounts for apprentices.
Patent glazing	England and Wales	1 Mar.	Patent glaziers and assistants employed on outside work	Increase of 1d. an hour. Rates after change: London (within 15 miles radius of Charing Cross) and Liverpool and district—patent glaziers 6s. 7d. an hour, assistants 5s. 8½d., grade A districts 6s. 5½d., 5s. 7d.‡
	Scotland	1 Mar.	do.	Increase of 1d. an hour (6s. 5½d. to 6s. 6½d. for glaziers, 5s. 7½d. to 5s. 8½d. for assistants).‡
Refractory setting and repair	Great Britain ..	1 Mar.	Firebrick bricklayers and masons, and labourers employed by refractory users (other than those in the employ of the Gas Council and Area Gas Boards)	Increases of 1d. an hour for craftsmen and labourers, and of proportional amounts for apprentices and young male labourers. Basic rates after change include: London (within 15 miles of Charing Cross) and Liverpool district, craftsmen 6s. 7d. an hour, labourers 5s. 8½d., Grade A districts 6s. 5½d., 5s. 7d.
Terrazzo and mosaic laying	England and Wales	1 Mar.	Layers, polishers and apprentices	Increases of 1d. an hour for layers and polishers, and of proportional amounts for apprentices. Rates after change include: layers, London and Mersey districts 6s. 8d. an hour, elsewhere 6s. 6½d., polishers—dry 6s. 6d., 6s. 4½d., wet and hand 6s. 5d., 6s. 3½d.
Tile fixing	London	1 Mar.	Craftsmen and apprentices ..	Increases of 1d. an hour (6s. 8d. to 6s. 9d.) for craftsmen, and of proportional amounts for apprentices.
Gas supply	Great Britain ..	4 Jan.	Bricklayers and masons when engaged on firebrick work	Increase of 2d. an hour.
		1 Mar.	do.	Increase of 1d. an hour. Rates after change: new construction, London 7s. 3d. an hour, Provincial zone A 7s. 1½d., Provincial zone B 7s. 0½d., repair work, 7s. 5d., 7s. 3½d., 7s. 2½d.; chimney work, according to height, 7s. 3d. to 7s. 8d., 7s. 1½d. to 7s. 6½d., 7s. 0½d. to 7s. 5½d.
Road passenger transport (Municipal Undertakings)	Great Britain (excluding Metropolitan area) and Belfast (190)	First full pay period following 16 Feb.	Craftsmen and apprentices ..	Increases of 5d. an hour for adult workers, and of proportional amounts for apprentices. Minimum hourly rates after change for craftsmen: special group undertakings 6s. 11d. or 7s., group 1, 6s. 10d.
Merchant navy	United Kingdom .. (200–201)	29 Mar.	Deck and engine-room ratings and ratings in catering depts.	New wages and hours structure introduced, establishing new consolidated basic rates for a 7-day week at sea (or a 5-day week in port §)by way of an addition of 5 per cent. on basic rates as Saturday morning compensation "at sea" (the additional payment of 5 per cent. previously paid as Saturday afternoon compensation remaining), an addition of 20 per cent. on basic rates as compensation for week-end work "at sea", and a flat increase of 30s. a month (or 7s. a week for those on weekly rates of pay) for adult ratings and of 40s. (or 9s. 4d.) for junior ratings; efficient service pay of £5 10s. a month (or 25s. 8d. a week) after 5 years also introduced. New monthly consolidated basic rates with free food in addition (quoting in brackets, where appropriate, the weekly consolidated basic rates for men finding own food) include: able seamen or efficient deck hands £52 17s. 6d. a month (269s. 6d. a week), boatswains £60 to £70 12s. 6d. according to tonnage of vessel (291s. 8d.), boatswains' mates £54 17s. 6d. or £58, carpenters £64 to £75 7s. 6d. (291s. 8d), assistant carpenters, also joiners £60 to £65 17s. 6d., cleaners and wipers, trimmers of less than 4 months' sea service £49 10s. (240s. 4d.), of 4 months' sea service and over £52 17s. 6d. (267s. 2d.), deck hands (uncertificated) at 18 years of age £40 15s. (208s. 10d.) at 19 £44 17s. 6d. (230s. 5d.) at 20 and over £49 10s. (252s.), donkeymen £58 (291s. 8d.), senior mechanics (new rating) £65 17s. 6d. to £74 5s., mechanics (formerly engineer assistants) £60, engine-room hands with less than 4 months' service as such £51 12s. 6d. (269s. 6d.), with 4 months' service as such £53 10s. (269s. 6d.), firemen (269s. 6d.), firemen, leading (where carried) £54 7s. 6d., firemen of 4 months' sea service and over as firemen or trimmers £53 10s., firemen for first 4 months' sea service as firemen £51 12s. 6d., firemen stewards £52 17s. 6d., greasers £54 7s. 6d. (274s. 2d.), junior ordinary seamen and engine-room ratings £35 2s. 6d. (208s. 10d.), senior ordinary seamen and engine-room ratings £40 15s. (208s. 10d.), boys, deck and engine-room up to 6 months' sea service £23 (130s. 8d.), over 6 months' sea service £24 10s. (130s. 8d.).†
Wholesale grocery and provisions trade	Scotland .. .. (204)	Pay day in week commencing 2 Nov. 1964	All workers	Increases of 9s. or 10s., according to occupation, for men 21 and over, of 8s. 6d. for women 21 and over, and of proportional amounts for younger workers. Minimum rates after change: warehouse workers, vanguards and mates—male workers 84s. 6d. a week at 16 rising to 214s. at 21, female workers 72s. 6d. to 157s. 6d.; drivers of motor vehicles of carrying capacity of less than 2 tons 216s. 6d., of 2 and under 3 tons 220s. 6d., of 3 and up to and including 5 tons 223s. 6d.†
Wholesale newspaper distribution	London .. .. (207)	First pay day after 1 Mar.	Male workers	Consolidation into basic rates of 6s. of the 22s. cost-of-living bonus previously paid, and resulting bonus, now calculated from a basic figure of 119 (Jan. 1956 = 100), increased* by 4s. a week (16s. to 20s.) for full-time workers 21 and over, and by proportional amounts for other workers. Rates after change, inclusive of bonus, for full-time workers 21 and over: indoor workers and drivers—day staff 301s. a week, night staff 311s.

* Under sliding-scale arrangements based on the official index of retail prices.
† See also under "Changes in Hours of Work".
‡ Under an agreement between the Engineering Employers' Federation and the Plumbing Trades Union, these workers are paid Building Trade rates but work to Engineering conditions.
§ Week-end working in port is paid at overtime rates, which have also been increased by this agreement.

Changes in Rates of Wages Coming into Operation during March—*continued*

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Wholesale newspaper distribution (*continued*)	Provinces in England and Wales (207)	First full week in Mar.	Adult workers	Increases* in cost-of-living bonus of 6s. a week for qualified male workers, and of 3s. 9d. for qualified female workers. Rates after change, inclusive of cost-of-living bonus: qualified male workers—grade 1 towns, night staff and early morning staff 283s. a week, day staff 271s., grade 2 towns 273s. 6d., 261s. 6d.; qualified female workers—grade 1, 167s., grade 2, 162s. 6d. The rates include increases ranging from 16s. 6d. to 20s. a week for qualified male workers and of 11s. or 10s. 6d. for qualified female workers, operative from 5th October 1964, not previously published.
Broadcasting	Great Britain ..	17 Jan.	Manual workers employed by the British Broadcasting Corporation	Increase of approximately 6 per cent. Rates after change: craftsmen, M.C.1, 7s. 4d. an hour, M.C.2, 7s. 8d., M.C.3, 7s. 10½d., M.C.4, 8s. 3d., M.C.5, 8s. 8d.; non-craftsmen, M.1, 5s. 8½d., M.2, 5s. 9½d., M.3, 5s. 11d., M.4, 6s., M.5, 6s. 6d., M.6, 6s. 8d., M.7, 6s. 10d., M.8, 7s.; watchmen 5s. 6½d.; women, W.1, 4s. 9½d., W.2, 5s. 3d.†
Broadcasting (television)	United Kingdom ..	Beginning of first full pay period following 20 Jan.‡	Craft grades, general grades, etc., employed by Independent Television Companies	Increases* of 8s. 6d. a week for adult workers, and of proportional amounts for younger workers.
Laundering	Northern Ireland .. (239) (261)	23 Mar.	All workers	New general minimum time rates and piecework basis time rate fixed, in conjunction with a reduction in normal weekly hours, as follows:—general minimum time rates, male workers 2s. an hour at under 16 rising to 4s. at 21 and over, female workers, during first 6 months of employment 1s. 8d. at under 16 rising to 2s. 10½d. at 19 and over (adult female rate previously paid at 20), after the first 6 months 1s. 8¼d. to 2s. 11d.; piecework basis time rate for female workers 2s. 11d.§
Health services	Great Britain ..	1 Mar.	Building trade craftsmen and labourers employed in hospitals, etc.	Increase of 1d. an hour. Rates after change: London (within 15 miles radius of Charing Cross) and Liverpool, craftsmen 6s. 7d. an hour, labourers 5s. 8½d., grade A districts and Scotland 6s. 5½d., 5s. 7d.

CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING MARCH

Seed crushing, compound and provender manufacture	Great Britain .. (41)	4 Jan.	Electricians	Normal weekly hours reduced from 42 to 40, without loss of pay.
Shuttle manufacture	Lancashire and Yorkshire (52)	First full pay week after 15 Jan.	Journeymen	Normal weekly hours of work reduced from 42½ to 42, without loss of pay (hourly rates remain unchanged but payment continues to be made for 42½ hours).‖
Carpet manufacture	Great Britain .. (93)	1 Mar.	All workers (other than double-day shift workers)	Normal weekly hours reduced from 42½ to 41¼.¶**
Textile bleaching, dyeing, printing and finishing	Lancs., Yorks., Cheshire and Derbyshire (97)	Working week in which wages are paid during the period 1–5 Mar.	All workers	Normal weekly hours reduced from 42½ to 42.¶††
Footwear manufacture	United Kingdom (except East Lancashire and the Fylde Coast) (117)	First pay day in Mar.	All workers	Normal weekly hours reduced from 42½ to 41¼.¶
	United Kingdom ..	Mar.	Workers employed in industries ancillary to boot and shoe manufacture	Normal weekly hours reduced from 42½ to 41¼.¶
	East Lancashire and the Fylde Coast	Pay week preceding first making-up day in Mar.	All workers	Normal weekly hours reduced from 42½ to 41¼.¶
Wood box, packing case and wooden container manufacture	England and Wales and Northern Ireland (144)	First full pay week in Mar.	All workers	Normal weekly hours reduced from 42 to 41.¶
Civil engineering construction	Great Britain .. (172–173)	1 Mar.	Male workers other than watchmen	Normal weekly hours reduced from 43 to 41½ during the months of March to October (reducing average weekly hours over the year from 42 to 41).¶
Merchant navy	United Kingdom (200–201)	29 Mar.	Deck and engine-room ratings and ratings in catering depts.	Ordinary weekly hours reduced from 44 to 40 (8 hours in 24, Monday to Friday).‡‡
Wholesale grocery and provisions trade	Scotland .. .. (204)	4 Jan.	All workers	Normal weekly hours reduced from 44 to 43.¶
Petroleum distribution	United Kingdom (208–209)	1 Mar.	All workers	Normal weekly hours reduced from 42 to 41, without loss of pay. (50 to 49 for watchmen and watchmen/operators.)
Retail multiple grocery and provisions trade	England and Wales	1 Mar.	All workers	Normal weekly hours reduced from 44 to 42, without loss of pay.
	Scotland	1 Mar.	All workers	Normal weekly hours reduced from 44 to 42, without loss of pay.
Retail drapery, outfitting and footwear trades	Great Britain .. (219) (259)	29 Mar.	All workers	Normal weekly hours reduced from 44 to 42.§§
Laundering	Northern Ireland .. (239) (261)	23 Mar.	All workers	Normal weekly hours reduced from 43 to 42.‖‖

* Under sliding-scale arrangements based on the official index of retail prices.
† It has also been agreed that there will be further increases of 4 per cent. (on rates as at 31st December 1964) from 16th January 1966 and 15th January 1967, and also that normal weekly hours will be reduced from 42 to 40, without loss of pay, from 29th August 1965.
‡ These increases were agreed in March with retrospective effect to the date shown.
§ These increases took effect under an Order made under the Wages Councils Act (Northern Ireland). See page 190 of this GAZETTE and also under "Changes in Hours of Work".
‖ It has also been agreed that there will be further reductions of half-an-hour in January 1966 and January 1967.
¶ See also under "Changes in Rates of Wages".
** It has also been agreed that from 1st March 1967 normal weekly hours will be further reduced to 41.
†† It has also been agreed that there will be further reductions of half-an-hour in March 1966 (42 to 41½) and March 1967 (41½ to 41).
‡‡ Hours of work at sea on a Saturday and Sunday are paid for by means of a 20 per cent. addition to basic pay.
§§ This change took effect under an Order made under the Wages Council Act. See page 146 of the March issue of this GAZETTE.
‖‖ This change took effect under the Wages Councils Act (Northern Ireland). See page 190 of this GAZETTE and also under "Changes in Rates of Wages".

INDEX OF RETAIL PRICES

INDEX FOR 16th MARCH 1965

ALL ITEMS (16th January 1962 = 100) ... 109·9

At 16th March the official retail prices index was 109·9 (prices at 16th January 1962 = 100), compared with 109·5 at 16th February and 105·2 at 17th March 1964. The rise in the index during the month was due to rises in the average levels of prices for many items.

The index of retail prices measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, including practically all wage earners and most small and medium salary earners. The index is not calculated in terms of money but in percentage form, the average level of prices at the base date being represented by 100. Some goods and services are relatively much more important than others and the percentage changes in the price levels of the various items since the base date are combined by the use of "weights". The index figures for each month are first calculated with prices at 12th January 1965 taken as 100, using the weights given on page 123 of the March issue of this GAZETTE which are derived from the Family Expenditure Surveys made in 1961–64, adjusted to correspond with the level of prices ruling in January 1965. The index numbers in this series are then linked back to 16th January 1962 by multiplying each by the corresponding index for 12th January 1965 on the base 16th January 1962 = 100 and dividing the result by 100.

DETAILED FIGURES FOR 16th MARCH 1965

(Prices at 16th January 1962 = 100)

The following table shows, for various groups and sub-groups, the indices at 16th March 1965 on the basis 16th January 1962 = 100.

Group and Sub-Group	Index Figure for 16th March 1965 (16th January 1962 = 100)
I. Food:	
Bread, flour, cereals, biscuits and cakes ..	113
Meat and bacon	115
Fish	108
Butter, margarine, lard and cooking fat ..	116
Milk, cheese and eggs	104
Tea, coffee, cocoa, soft drinks, etc.	105
Sugar, preserves and confectionery	121
Vegetables, fresh, dried and canned	110
Fruit, fresh, dried and canned	91
Other food	109
Total—Food	110·4
II. Alcoholic drink	111·3
III. Tobacco	109·5
IV. Housing	116·5
V. Fuel and light:	
Coal and coke	118
Other fuel and light	114
Total—Fuel and light	115·7
VI. Durable household goods:	
Furniture, floor coverings and soft furnishings	110
Radio, television and other household appliances	98
Pottery, glassware and hardware	105
Total—Durable household goods	104·4
VII. Clothing and footwear:	
Men's outer clothing	109
Men's underclothing	108
Women's outer clothing	107
Women's underclothing	107
Children's clothing	105
Other clothing, including hose, haberdashery, hats and materials	103
Footwear	108
Total—Clothing and footwear	106·6
VIII. Transport and vehicles:	
Motoring and cycling	99
Fares	117
Total—Transport and vehicles	104·6
IX. Miscellaneous goods:	
Books, newspapers and periodicals	125
Medicines, toilet requisites, soap, cleaning materials, matches, etc.	101
Stationery, travel and sports goods, toys, photographic and optical goods, etc. ..	105
Total—Miscellaneous goods	107·9
X. Services:	
Postage and telephones	103
Entertainment	106
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	114
Total—Services	109·6
ALL ITEMS	109·9

Following are the indices for 16th March on the basis 16th January 1962 = 100 for three sub-divisions of the food group:

(1) Items prices of which are affected by seasonal variations (viz., fresh milk, eggs, potatoes and other fresh vegetables, apples and pears, and home-killed mutton and lamb)	104·1
(2) Items prices of which are affected by changes in import prices (viz., bacon, cooked ham, butter, cheese and chilled beef)	117·6
(3) Other items	111·8

PRINCIPAL CHANGES IN THE MONTH

Food

Increases in the average prices of tomatoes, fresh green vegetables and fresh fruit were partly offset by reductions in the average prices of eggs and bacon. The index for foods the prices of which are affected by seasonal variations rose by about 2 per cent. to 104·1, compared with 102·1 in the previous month. The index for the food group as a whole rose by about one-half of 1 per cent. to 110·4, compared with 109·9 in February.

Alcoholic drink

There were falls in the average levels of prices of spirits and wine, and the index for the alcoholic drink group as a whole fell by nearly one-half of 1 per cent. to 111·3, compared with 111·8 in February.

Fuel and light

Mainly as a result of higher charges for electricity in some areas, the index for the fuel and light group as a whole rose by about one-half of 1 per cent. to 115·7, compared with 115·1 in February.

Transport and vehicles

The principal change in this group was a rise in the average level of prices of second-hand cars. The index for the transport and vehicles group as a whole rose by nearly one-half of 1 per cent. to 104·6, compared with 104·2 in February.

Miscellaneous goods

Mainly as a result of higher prices for some newspapers, the index for the miscellaneous goods group as a whole rose by about one-half of 1 per cent. to 107·9, compared with 107·4 in February.

Services

The principal change in this group was a rise in the average level of charges for dry cleaning, resulting mainly from the re-introduction of normal charges following some temporary seasonal reductions. As a result of this and some smaller changes, the group index rose by about 1 per cent. to 109·6, compared with 108·5 in February.

Other groups

In the remaining four groups there was little change in the general level of prices.

ALL ITEMS INDICES, JANUARY 1956 TO MARCH 1965

The following tables show the index figure for "all items" for (Table A) each month from January 1956 to December 1962, taking the average level of prices at 17th January 1956 as 100, and (Table B) each month from January 1962 onwards, taking the average level of prices at 16th January 1962 as 100. The figure normally relates to the Tuesday nearest to the 15th of the month.

TABLE A.—17th January 1956 = 100

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1956	100	100	101	103	103	102	102	102	102	103	103	103
1957	104	104	104	104	105	106	107	106	106	107	108	108
1958	108	108	108	110	109	110	109	108	108	109	110	110
1959	110	110	110	110	109	109	109	109	109	109	110	110
1960	110	110	110	110	110	111	111	110	110	111	112	112
1961	112	112	113	113	114	115	115	116	115	116	117	117
1962	117	118	118	120	120	121	120	119	119	119	120	120

TABLE B.—16th January 1962 = 100

Month	1962	1963	1964	1965
January	100·0	102·7	104·7	109·5
February	100·1	103·6	104·8	109·5
March	100·5	103·7	105·2	109·9
April	101·9	104·0	106·1	
May	102·2	103·9	107·0	
June	102·9	103·9	107·4	
July	102·5	103·3	107·4	
August	101·6	103·0	107·8	
September ..	101·5	103·3	107·8	
October	101·4	103·7	107·9	
November ..	101·8	104·0	108·8	
December ..	102·3	104·2	109·2	

The figures in Table B can be linked with those in Table A to produce a continuous series of figures showing the change in the level of prices compared with the level at 17th January 1956. The procedure is to multiply the figures in Table B by the index for 16th January 1962 with prices at 17th January 1956 taken as 100, viz., 117·5, and divide by 100.

STOPPAGES OF WORK—INDUSTRIAL DISPUTES

STOPPAGES OF WORK IN MARCH

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in March, which came to the notice of the Ministry, was 227. In addition, 33 stoppages which began before March were still in progress at the beginning of the month. The approximate number of workers involved during March at the establishments where these 260 stoppages occurred is estimated at 100,900. This total includes 23,700 workers involved in stoppages which had continued from the previous month. Of the 77,200 workers involved in stoppages which began in March, 39,600 were directly involved and 37,600 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 394,000 working days lost during March includes 73,000 days lost through stoppages which had continued from the previous month.

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

Industry group	Number of stoppages			Stoppages in progress in month	
	Started before beginning of month	Started in month	Total	Workers involved	Working days lost
Coal mining	—	68	68	6,600	14,000
Engineering	9	45	54	22,500	60,000
Motor vehicles ..	4	12	16	34,800	223,000
Construction ..	8	21	29	2,200	11,000
Road, air and sea transport	1	8	9	15,500	38,000
All remaining industries and services ..	11	73	84	19,300	47,000
Total, March 1965 ..	33	227	260	100,900	394,000
Total, February 1965	34	242	276	151,500	362,000
Total, March 1964 ..	31	191	222	59,500	179,000

Causes of stoppages

The following table classifies stoppages *beginning* in March according to the principal cause of each stoppage:—

Principal cause	Number of stoppages	Number of workers directly involved
Wages—claims for increases	68	17,700
—other wage disputes	50	6,100
Hours of work	1	100
Employment of particular classes or persons	42	8,400
Other working arrangements, rules and discipline	61	6,500
Trade union status	4	700
Sympathetic action	1	†
Total	227	39,600

Duration of stoppages

The following table classifies stoppages *ending* in March according to the length of time they lasted:—

Duration of stoppage	Number of		
	Stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	66	11,400	13,000
2 days	56	11,400	14,000
3 days	28	1,900	5,000
4–6 days	40	8,300	49,000
Over 6 days ..	32	5,500	343,000
Total ..	222	38,600	425,000

STOPPAGES OF WORK IN THE FIRST THREE MONTHS OF 1965 AND 1964

The following table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first three months of 1965 and 1964:—

Industry group	January to March 1965			January to March 1964		
	No. of stoppages beginning in period	Stoppages in progress		No. of stoppages beginning in period	Stoppages in progress	
		Workers involved	Working days lost		Workers involved	Working days lost
Agriculture, forestry, fishing ..	3	300	2,000	—	—	—
Coal mining ..	219	29,600	63,000	250	72,500	93,000
All other mining and quarrying ..	—	—	—	1	400	2,000
Food, drink and tobacco	8	800	2,000	3	500	2,000
Chemicals, etc. ..	1	1,100	2,000	4	500	1,000
Metal mfre. ..	33	8,500	27,000	22	15,100	270,000
Engineering ..	108	49,900	124,000	65	20,500	69,000
Shipbuilding and marine eng. ..	33	8,900	45,000	16	4,300	23,000
Motor vehicles and cycles	48	90,600	375,000	48	40,000	160,000
Aircraft	8	9,500	12,000	7	1,200	5,000
Other vehicles ..	6	300	2,000	5	2,300	5,000
Other metal goods	23	6,700	10,000	13	2,300	6,000
Textiles	7	600	3,000	11	1,400	5,000
Clothing and footwear	3	300	1,000	3	1,300	1,000
Bricks, pottery, glass, etc. ..	15	2,300	12,000	4	1,200	3,000
Timber, furniture, etc.	5	400	1,000	4	200	1,000
Paper and printing	4	1,100	2,000	3	700	1,000
Remaining manufacturing inds. ..	9	3,700	7,000	9	2,800	7,000
Construction ..	64	6,500	37,000	57	6,600	26,000
Gas, electricity and water	4	400	1,000	9	1,900	5,000
Port and inland water transport	20	21,600	14,000	28	26,100	31,000
All other transport	27	44,700	134,000	20	13,200	17,000
Distributive trades	9	800	2,000	9	300	1,000
Administrative, professional, etc. services.. ..	6	400	1,000	6	600	4,000
Misc. services ..	5	200	†	1	†	†
Total.. ..	668	289,100	878,000	596‡	216,000	739,000

PRINCIPAL STOPPAGES OF WORK DURING MARCH

Industry, occupations§ and locality	Approximate number of workers involved		Date when stoppage		Cause or object	Remarks
	Directly	Indirectly	Began	Ended		
ELECTRICAL GOODS:—						
Internal transport drivers, storemen and *other workers* engaged in the manufacture of electrical equipment for motor vehicles.—Birmingham (one firm)	80	4,400	22 Mar.	26 Mar.	Dissatisfaction with the allegedly slow progress of a wage claim by internal transport drivers	Work resumed pending further negotiations.
MOTOR VEHICLES:—						
Maintenance fitters' mates and *production workers* engaged in the manufacture of motor vehicles—Birmingham (one firm)	300	18,265	1 Mar.	12 Mar.	In support of a claim by maintenance fitters' mates for a higher percentage of the skilled rate	Work resumed. Agreement reached to advance the date of the periodic review of the pay of day workers from October to June.
Toolroom, press-shop, inspection and maintenance workers and *production operatives* engaged in the manufacture of motor vehicle bodies, etc.—Paisley (one firm)	665	2,420	4 Mar.	12 Mar.	Against the issue of redundancy notices to 300 workers	Work resumed pending negotiations.
ROAD PASSENGER TRANSPORT:—						
Drivers, conductors and other workers employed in company owned provincial omnibus undertakings—various areas in Great Britain	14,200	—	16 Jan.‖	—	In support of a national claim for a substantial improvement in rates of pay and conditions of service	No settlement: the Minister of Labour has appointed a Committee of Inquiry.
AIR TRANSPORT:—						
Maintenance engineers, supervisors, technicians and other workers employed in the electrical and maintenance section of an independent airline—Gatwick (one firm)	640	—	2 Mar.	25 Mar.	Claim by maintenance workers for the same rates of pay and hours of labour as those obtaining in State airlines	Work resumed. Agreement reached providing for increased rates of pay phased over 1965, 1966 and 1967. The normal working week to be reduced from 42 to 40 hours by June 1965.

* 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 ten workers, and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information. The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

† Less than 50 workers or 500 working days.

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

§ The occupations printed in italics are those of workers indirectly involved, i.e. thrown out of work at the establishments where stoppages occurred but not themselves parties to the disputes.

‖ One-day stoppages of work have taken place each Saturday since 16th January. In addition there have been a small number of stoppages on other days. Originating in the Midlands, these stoppages spread to many areas in England, Wales and Scotland.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

Industrial Courts Act 1919 and Conciliation Act 1896

Industrial Court Awards

During March the Industrial Court issued four awards, Nos. 3059 to 3062*. Award No. 3062 is summarised below. Awards Nos. 3059, 3060 and 3061 were referred to the Court under section 8 of the Terms and Conditions of Employment Act 1959.

Award No. 3062 (29th March).—*Parties:* Transport and General Workers' Union and Borough Market Tenants' Association, Stratford Market Tenants' Association, King's Cross and Somers Town Potato Merchants' Association, Brentford Market Tenants' Association and Spitalfields Market Tenants' Association. *Claim*: The introduction of the five-day working week for porters from Monday to Friday (or Tuesday to Saturday) in the five Markets concerned. *Award:* The Court indicated some of the main considerations and conclusions which they had taken into account. They found, *inter alia*, that some of the considerations affecting the King's Cross Market are different from those affecting the other four Markets concerned and they made no positive award at this stage relating to that Market. The Court considered that a five-day working week should be introduced for the porters at the Borough, Stratford, Brentford and Spitalfields Markets, without loss of remuneration. They found that, in these Markets, the average daily volume of trade on Saturdays and Mondays is in broad terms perhaps about half of that on the other four days of the week and they were satisfied that in 'normal' weeks, when there is no special need for a full or nearly full number of porters on Saturday or Monday it should be reasonably practicable to operate each Market on those days with half the number of porters required on the other four days of the week. The Court considered that this could be achieved by the application of a 'relief' scheme whereby each porter would have either Saturday or Monday off and on that day his work would be done by another porter in addition to that porter's regular work, the arrangement being reversed on that porter's day off. During some part or parts of the year, however, it will be desirable in the case of each Market that a full or nearly full number of porters should be available even on Saturdays and Mondays, and in such 'special' weeks work done on the Saturday or Monday on which a porter would not normally be working would be in the nature of overtime work and the Parties would have to negotiate what should be the extra remuneration payable for it. The Court considered that the question as to the part or parts of the year during which these arrangements should apply should be left to the Parties to agree.

The Court accordingly awarded that a five-day working week shall be introduced for the porters in the Borough, Stratford, Brentford and Spitalfields Markets as soon as is practicable after a scheme for introducing it has been settled by agreement, or if necessary by award. The Court remitted to the Parties for negotiation the formulation of such a scheme, which shall be on the general lines indicated above, and the date from which it shall operate. In the event of failure to reach agreement by a date three months after the date of this award, either Party shall be at liberty to report such failure to the Court who will, after hearing the Parties, determine the matter. The question of the introduction of a five-day week for the porters at the King's Cross Market was remitted to the Parties for discussion in the light of the award made in relation to the other four Markets and, if necessary, of any settlement resulting therefrom. In the event of failure to reach agreement either Party shall be at liberty to report such failure to the Court who will, after hearing the Parties, determine the matter.

Single Arbitrators and Boards of Arbitration

During March five awards were issued by single arbitrators appointed under section 2(2)(*b*) of the Industrial Courts Act 1919.

Industrial Court (Northern Ireland) Awards

During February the Northern Ireland Industrial Court issued one award, No. 14*, which is summarised below.

Award No. 14 (1st February).—*Parties:* National Union of Hosiery Workers and Welrex Limited. *Claim:* To determine whether or not Welrex Limited was justified in the dismissal of eight menders on Wednesday, 2nd December 1964. *Award:* The Court found that Welrex Limited was justified in the dismissal of eight menders on Wednesday, 2nd December 1964.

Award No. 15 was referred to the Court for an interpretation of the Court's *Award* No. 14.

Civil Service Arbitration Tribunal

During March no awards were issued by the Civil Service Arbitration Tribunal.

* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from Her Majesty's Stationery Office at any of the addresses shown on page 193 or through any bookseller.

Wages Councils Act 1959

Notices of Proposals

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

Retail Bread and Flour Confectionery Wages Council (*Scotland*).—Proposal B.F.C.S.(17), dated 2nd March, for reducing by 2 to 44 in the case of van salesmen and 42 in the case of all other workers, the number of hours to be worked per week before overtime is payable.

Retail Bread and Flour Confectionery Wages Council (*England and Wales*).—Proposal B.F.C.(19), dated 9th March, for reducing from 44 to 42 the number of hours to be worked per week before overtime is payable.

Industrial and Staff Canteen Undertakings Wages Council.—Proposal I.S.C.(38), dated 16th March, for fixing revised statutory minimum remuneration for male and female workers, and for reducing from 44 to 42 the number of hours to be worked before overtime is payable.

Cutlery Wages Council (*Great Britain*).—Proposal C.T.(73), dated 19th March, for fixing revised general minimum and piecework basis time rates for male and female workers, for fixing rates for night workers, and for reducing from 42 to 41 the number of hours to be worked before overtime is payable.

Paper Box Wages Council (*Great Britain*).—Proposal B.(77), dated 19th March, for fixing revised general minimum and piecework basis time rates for male and female workers.

Sack and Bag Wages Council (*Great Britain*).—Proposal S.B.(60), dated 23rd March, for fixing revised general minimum time rates for male and female workers, and piecework basis time rates for female workers.

Retail Bookselling and Stationery Trades Wages Council (*Great Britain*).—Proposal R.B.C.(33), dated 23rd March, for reducing from 44 to 42 the number of hours to be worked before overtime is payable.

Milk Distributive Wages Council (*England and Wales*).—Proposal M.D.(104), dated 30th March, for fixing revised general minimum time rates for male and female workers.

Further information regarding 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 March the Minister of Labour made the following Wages Regulation Orders*:—

The Wages Regulation (*Boot and Shoe Repairing*) *Order 1965*: S.I. 1965 No. 431, dated 10th March and operative from 21st April. This Order provides for a five-day working week of 42 hours.

The Wages Regulation (*Boot and Shoe Repairing*) (*Holidays*) *Order 1965:* S.I. 1965 No. 432, dated 10th March and operative from 21st April. This Order amends the provisions relating to holidays and holiday remuneration.

The Wages Regulation (*Keg and Drum*) *Order 1965:* S.I. 1965 No. 551, dated 22nd March and operative from 21st April. This Order amends the provisions relating to holidays and holiday remuneration.

The Wages Regulation (*Aerated Waters*) (*England and Wales*) *Order 1965:* S.I. 1965 No. 681, dated 29th March and operative from 21st April. This Order prescribes revised general minimum time rates for male and female workers, and reduces from 43 to 42½ the number of hours to be worked before overtime is payable.

The Wages Regulation (*Retail Food*) (*Scotland*) *Order 1965:* S.I. 1965 No. 682, dated 29th March and operative from 10th May. This Order reduces from 44 to 42 the number of hours to be worked before overtime is payable.

The Wages Regulation (*Toy Manufacturing*) *Order 1965:* S.I. 1965 No. 703, dated 30th March and operative from 23rd April. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

The Wages Regulation (*Toy Manufacturing*) (*Holidays*) *Order 1965:* S.I. 1965 No. 704, dated 30th March and operative from 23rd April. This Order amends the provisions relating to holidays and holiday remuneration.

Licensed Residential Establishment and Licensed Restaurant Wages Council (Variation) Order 1965

On 10th March the Minister of Labour made the Licensed Residential Establishment and Licensed Restaurant Wages Council (Variation) Order 1965: S.I. 1965 No. 430. This Order, operative from 1st July, varies the field of operation of the Licensed Residential Establishment and Licensed Restaurant Wages Council by excluding therefrom hotel and catering workers employed by the British Railways Board or the British Transport Hotels Limited in their hotels and refreshment rooms.

Paper Box Wages Council (Great Britain) (Variation) Order 1965

On 16th March the Minister of Labour made the Paper Box Wages Council (Great Britain) (Variation) Order 1965—S.I. 1965 No. 497—varying the operation of the Paper Box Wages Council (Great Britain). This Order, which operates from 10th May, excludes from the scope of the Council workers employed in the making of boxes or containers, or parts of them, in establishments mainly concerned with the making of fibre board packing cases.

Wages Councils Act (Northern Ireland) 1945

Notices of Proposals

During March notices of intention to submit wages regulation proposals to the Ministry of Health and Social Services were issued by the following Wages Councils:—

The Road Haulage Wages Council (Northern Ireland).—Proposal N.I.R.H. (N.33), dated 12th March, for fixing revised statutory minimum remuneration for male workers in the trade.

The Baking Wages Council (Northern Ireland).—Proposals N.I.BK. (N.326), (N.327) and (N.328), dated 26th March, for fixing revised statutory minimum remuneration, a reduction in working hours and revised provisions relating to holidays for male and female workers in the trade.

The Ready-made and Wholesale Bespoke Tailoring Wages Council (Northern Ireland).—Proposals N.I.T.R.W. (N.57) and (N.58), dated 26th March, for fixing revised statutory minimum remuneration, a reduction in working hours and revised provisions relating to holidays for male and female workers in the trade.

Further information regarding any of the above proposals may be obtained from the Secretary of the Council concerned at Dundonald House (Room 413), Upper Newtownards Road, Belfast 4.

Wages Regulation Orders

During March the Ministry of Health and Social Services made the following Wages Regulation Orders* giving effect to the proposals made by the Wages Councils concerned:—

The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Regulation Order (Northern Ireland) 1965: S.R. & O. (N.I.) 1965 No. 41, dated 4th March and operative from 16th March. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.

The Laundry Wages Regulation (Amendment) Order (Northern Ireland) 1965: S.R. & O. (N.I.) 1965 No. 43, dated 10th March and operative from 23rd March. This Order prescribes revised statutory minimum remuneration and a reduction in working hours for male and female workers in the trade.—See page 186.

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 of the deceased was a member, or by the claimant himself.

Recent decisions of general interest are set out on this and following pages.

* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from Her Majesty's Stationery Office at any of the addresses shown on page 193 or through any bookseller.

† Selected decisions of the Commissioner are published periodically in the series numbered: " R(U) "—decisions on unemployment benefit; " R(P) "—decisions on retirement pensions; " R(S) "—decisions on sickness benefit; " R(G) "—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; " R(F) "—decisions on family allowances; " R(I) "—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. They are obtainable separately, or collectively in an Index and Digest of Commissioners' Decisions (see page 105 of the March 1964 issue of this GAZETTE), from Her Majesty's Stationery Office at any of the addresses shown on page 193 or through any bookseller. These and other numbered decisions are also available for inspection at offices of the Commissioner in London, Edinburgh and Cardiff see page 250 of the June 1964 issue of this GAZETTE).

Decision No. R(U) 21/64 (10th June 1964)

Adjudication—application for review of Commissioner's refusal to extend the time for appealing against a decision of a local tribunal

The claimant applied to the Commissioner for an extension of time for the bringing of appeals against two decisions of a local tribunal. The Commissioner dismissed both applications. The claimant then applied for a review of the Commissioner's " decision ". The local insurance officer accepted the application as a valid application for review of the " decisions " which refused to extend the time, but he refused to review them. The local tribunal then purported to allow appeals against the refusal to review. Held that the local insurance officer and local tribunal had no jurisdiction to entertain the application for review, and that their purported decisions were nullities. A refusal by the Commissioner to extend the time for appealing under regulation 15(2) of the National Insurance (Determination of Claims and Questions) Regulations is not a " decision " for the purpose of the review procedure under regulation 18 of those regulations. The Commissioner also declines to treat the application for review as a further application for an extension of time for appealing against the original decisions of the local tribunal.

Decision of the Commissioner

1. I declare that what purport to be the decisions of the local tribunal dated 3rd February 1964 are nullities.

2. This matter comes before me by way of an appeal by the insurance officer from two purported decisions by the local tribunal. It arises in this way. On 8th October 1962 a local tribunal decided that the claimant was disqualified for receiving unemployment benefit for six weeks under section 13(2)(*a*) of the National Insurance Act 1946 on the ground that he had lost his employment through misconduct, and on the same date the tribunal also decided that for a part of the period he was in any case disentitled to benefit on the ground that he had not shown good cause for making a late claim.

3. The claimant appealed to the Commissioner against both those decisions but his appeals were not brought within the period of three months prescribed by regulation 15(2) of the National Insurance (Determination of Claims and Questions) Regulations 1948 [S.I. 1948 No. 1144]. In each case the claimant applied for an extension of time for the bringing of his appeal and stated his reasons for delay in the following terms: " That I wrote to the Chief Insurance Officer of the Ministry of Labour stating my case and he has now referred my case to you ".

4. Those applications came before me in August 1963 and the question that I had to consider was whether there were special reasons for allowing the appeals to be brought out of time. If there were such special reasons it would have been open to me, in the exercise of my discretion, to extend the time for the bringing of the appeals but if there were no special reasons for extending the time for appealing the appeals could not be entertained. See regulation 15(2) of the regulations referred to above. Having fully considered the matter I came to the conclusion that there were no special reasons for granting an extension of time and that I could not entertain the appeals. On 9th August 1963 I therefore dismissed both applications and the claimant was duly notified of my reasons for doing so.

5. On 16th October 1963 the claimant completed form L.T.54 which, presumably, he obtained from the local employment exchange. That form is headed " Application for a review of a decision " and, so far as relevant, it reads as follows: " To the Insurance Officer—I hereby apply for review of the decision of the Commissioner on the claim for unemployment benefit in respect of the period commencing on 9.11.61 ". The form was signed by the claimant who set out his reasons for applying for a review at length on separate sheets of paper.

6. Notwithstanding there was no decision of the Commissioner on the claimant's claim for unemployment benefit in respect of the period commencing on 9th November 1961 the local insurance officer accepted form L.T.54 as being a valid application for review under regulation 18(1) of the regulations referred to above of both my " decisions " refusing to extend the time for appealing and purported to deal with it under regulation 18(1) of the regulations. On 30th October 1963 he gave what purported to be two decisions in identical terms as follows:—" I refuse to review the decision on the following grounds:—I am not satisfied that the decision was given in ignorance of, or was based on a mistake as to, some material fact; there has not been any relevant change of circumstances since the decision was given; and the decision was not based on the decision of any question determined by the Minister or of any other question which has been revised under the Family Allowances (Determination of Claims and Questions) Regulations ".

7. The claimant then appealed to the local tribunal who purported to allow the appeals against both the insurance officer's so-called decisions. The local tribunal clearly went into the matter very fully and, indeed, their unanimous decision begins with the following words: " This is a difficult case. We have severally read all the papers which are voluminous and we have spent an afternoon on this case ". They then set out in numbered paragraphs the various matters they had considered and they concluded their decision (in both cases) by saying, in paragraphs 12, 13 and 14:—

" 12. We think that regulation 18 is mandatory and that ' may ' there means ' must '—if the local tribunal is satisfied that the decision was given in ignorance of a material fact.

13. We think, therefore, that we are bound to allow the appeals from local insurance officers' refusals to review the decisions of the Commissioner and that the papers should go back to the Commissioner for him to consider whether, in the light of the new facts, he considers that there are special reasons for the time of appeal to be extended.

14. It is not for us to express any opinion upon the meaning of ' special reasons ' and whether merits are also to be considered. "

8. The insurance officer now concerned submits rightly, in my opinion, that neither the local insurance officer, nor the local tribunal, had jurisdiction to entertain the application for a review and adds (see paragraph 7 of her submission) that she has been unable to find any decision of the Commissioner bearing on that question. I do not find that surprising for I do not suppose it has ever arisen before and it should not, if I may say so, have arisen now. However, in deference to the local tribunal, who evidently gave much thought to the matter, I will endeavour to explain why their purported decisions cannot stand.

9. The National Insurance (Determination of Claims and Questions) Regulations 1948, as amended, are made under the authority of sections 43 and 47 of the National Insurance Act 1946 by which it is provided, *inter alia*, that regulations shall provide for enabling appeals to be brought from a local tribunal to the Commissioner or deputy Commissioner (see section 43(3)(*c*)) and effect is given to that provision by regulation 15 of the regulations. Paragraph (1) of that regulation, so far as is material, reads as follows: " Subject as hereinafter provided, an appeal shall lie to the Commissioner from any decision of a local tribunal at the instance of " the claimant, and by paragraph (2) of the regulation an appeal to the Commissioner must be brought within three months from the date of the decision of the local tribunal "or such further period as the Commissioner may in any case for special reasons allow ".

10. It follows therefore that an appeal cannot lie to the Commissioner from a decision of a local tribunal unless it is brought within the specified period of three months, or unless the Commissioner allows an extension of that period. But a refusal to extend the time is not a " decision " for the purposes of the review procedure under regulation 18; it is merely the exercise of a personal discretion vested in the Commissioner by regulation 15(2). The provisions of regulation 18 relating to the review of any decision under Part IV of the regulations cannot therefore come into play at all for there is nothing that can be reviewed.

11. Accordingly, in purporting to review my refusal to grant an extension of time for appealing against the local tribunal's decisions of 8th October 1962 the local tribunal on 3rd February 1964 fell into error for they had no jurisdiction to consider the matter.

12. It is true that when refusing to extend the time for the bringing of the appeals I said that " My decision " is that the time for appealing to the Commissioner could not be extended, which may perhaps have been somewhat misleading, but it is clear that neither the local insurance officer, nor the local tribunal, had any power to entertain the claimant's application for a review and that the whole of the proceedings following that application were misconceived. The purported decisions of the local tribunal on 3rd February 1964 (and the purported decisions of the local insurance officer of 30th October 1963) were therefore nullities and must be set aside.

13. That would be enough to dispose of the matter but I ought, I think, to refer to a further submission of the insurance officer now concerned (which is clearly made in a laudable attempt to assist the claimant) namely, that the claimant's request for a review could be treated as a further application for an extension of time for appealing against the local tribunal's decision of 8th October 1962. I desire to reserve my opinion as to whether it is open to a claimant to make repeated applications under regulation 15(2) for an extension of time and it will be sufficient to say that in this case I am not prepared to treat the application for a review in the way suggested.

14. I should add that the claimant requested that the present appeal by the insurance officer should be heard at an oral hearing but, after considering the record of the case, I was satisfied that the appeal could properly be determined without a hearing and the claimant was duly notified that his request for an oral hearing had been refused.

15. For the reasons given above the insurance officer's appeal succeeds.

Decision No. R(U) 23/64 (10th August 1964)

Trade dispute—place of employment

The claimant was employed by a firm of electrical contractors who were engaged on work at the premises of the Steel Company of Wales. He lost employment when it became quite impracticable for his employers to continue with their work on the occasion of a closure of the premises due to a trade dispute between the Steel Company and its employees. Neither the claimant nor his employers were concerned in any trade dispute, but the claimant's trade union paid lock-out pay to those of its members who were direct employees of the Steel Company and were participating in the dispute. The claimant was thus financing the dispute. Held that the claimant was not disqualified because there was not a trade dispute at his place of employment, having regard to the statutory definition of " place of employment " and to Umpire's Decision 1308/26. The work of the claimant's employers was a separate branch of work which is commonly carried on as a separate business in separate premises and was carried on in a separate department at the Steel Company's premises: the word " department " describes an administrative as well as a physical or topographical division. The claimant's department was therefore held to be a separate place of employment. There was no evidence that the complete closure of the works was a move by the Steel Company which extended the trade dispute to that place.

Decision of the Commissioner

1. My decision is that the claimant is not disqualified by section 13 of the National Insurance Act 1946 for receiving unemployment benefit from 6th January to 1st February 1964 both dates included.

2. The claimant is a member of the Electrical Trades Union. He was employed as an electrician at the premises of the Steel Company of Wales by a company of electrical engineers and contractors which undertakes much work for the Steel Company at installing and repairing electrical gear. It is important to notice at the outset that the claimant was not an employee of the Steel Company but of an independent contractor who was carrying out a contract on the Steel Company's premises.

3. In December 1963 trade disputes existed between the Steel Company and certain of its direct employees on questions of holidays and of pay. Many of the Steel Company's employees are members of the Electrical Trades Union—as the claimant is. As a result of those disputes there was a complete stoppage of work at the Steel Company's premises from 6 a.m. on 23rd December 1963 to and including 1st February 1964, except that a few men were kept on (by agreement) for the safety of the plant and for such like purposes. Work was generally resumed on 2nd February 1964.

4. Shortly before the stoppage began the claimant's employers, together with other independent contractors who were working on the Steel Company's premises, received a letter from the Steel Company instructing them to withdraw their labour from the site by 21st December 1963. They did so. On Friday 20th December 1963 the claimant ceased work on two hours' notice from his employers (the electrical contractors) and was given his National Insurance card and holiday pay. A director of the company which employed the claimant said at the oral hearing before me that it would have been quite impracticable for his company to continue work at the Steel Company's premises when the premises were shut because (apart from other reasons) there would have been no one there to give his employees permits to work, without which they would not know whether circuits were alive or dead and without which they were not allowed to work.

5. The claimant was not in dispute with his own employers, the electrical contractors, and neither he nor his employers were concerned in the trade disputes between the Steel Company and its employees. The local insurance officer conceded that up to and including 30th December 1963 the claimant was not participating in or financing or directly interested in the trade dispute which caused the stoppage of work and also that he did not belong to a grade or class of workers of which there were members participating in or financing or directly interested in the dispute. The local insurance officer conceded therefore that up to and including 30th December 1963 the claimant was not disqualified for receiving unemployment benefit. However on 31st December 1963 the Electrical Trades Union began paying lock-out pay at £3 a week to those of its members who were direct employees of the Steel Company and were participating in the dispute. The claimant is and has been a subscribing member of the Electrical Trades Union. His subscriptions were thus used in part to finance the trade dispute, and the insurance officer decided, in accordance with a long line of decisions, that on and from the day on which the claimant's trade union began to pay lock-out pay the claimant must be held to be financing the dispute; see Decisions C.U. 274/50 (reported), R(U) 15/55 and R(U) 4/58. The decision to pay lock-out pay did not become known to the insurance officer until 10th January 1964 and in the meanwhile the claimant had received unemployment benefit up to and including Saturday 4th January 1964, but the insurance officer decided that from and including Monday 6th January 1964 the claimant was disqualified for receiving unemployment benefit because he had lost employment by reason of a stoppage of work which was due to a trade dispute at his place of employment and could not escape disqualification through proviso (*a*) of section 13(1) inasmuch as he was financing the dispute.

6. It seems to have been assumed without contest, when the claimant's appeal came before the local tribunal, that inasmuch as the claimant was working inside the Steel Company's buildings on the Steel Company's plant the trade dispute was " at his place of employment ". It is now argued for the claimant however that the trade dispute which caused him to stop work was not " at his place of employment " within the meaning of section 13.

7. The expression " place of employment " which occurs in section 13(1) of the Act is given a special meaning by section 13(6)(*a*), which says that in section 13 " the expression ' place of employment ' in relation to any person, means the factory, workshop, farm or other premises or place at which he was employed, so, however, that, where separate branches of work which are commonly carried on as separate businesses in separate premises or at separate places are in any case carried on in separate departments on the same premises or at the same place, each of those departments shall for the purposes of this paragraph be deemed to be a separate factory or workshop or farm or separate premises or a separate place, as the case may be. " *Prima facie*, the claimant's place of employment (in my opinion) is the place at which he did the work he was employed to do, in this case the Steel Company's premises; see Decision R(U) 26/57. He had worked there for about twelve months before the stoppage began and he restarted work there as soon as the stoppage ended. It was contended for him however that the work of a contracting electrician is a separate branch of work which is commonly carried on as a separate business in separate premises and in the present case was carried on in a separate department on the Steel Company's premises; that being so, the claimant's department—it is contended—must be deemed to be a separate place of employment at which there was no trade dispute. It followed that as there was no " trade dispute at his place of employment " (as thus defined), section 13 had no application and he was not disqualified for receiving unemployment benefit. The insurance officer's representative supported that contention and, if it were upheld, he conceded that the claim should succeed.

8. There have been several decisions in which separate branches of work carried on in separate departments under the same employer have been held to be separate places of employment for the purpose of section 13. Thus in Decision R(U) 24/57 the transport department of a company of ship repairers was held to be a separate place of employment from the ship repairing premises; and in Decision R(U) 5/61 the export despatch department of a foundry was held to be a separate place of employment from the foundry (though on fuller evidence a different view prevailed in Decision R(U) 3/62). By contrast, in Decision R(U) 4/62, the enamelling department of a factory which made heating and catering appliances was held *not* to be a separate place of employment (though it sometimes took in enamelling work for outside firms) because it was a step in the integrated process of production. In all those cases there were several departments under one and the same employer.

9. The only decision to which I have been referred in which a question arose whether workmen of a contractor were employed in a separate department is a decision of the Umpire's given in 1926 (U.D. 1308/26) on the same provision when it appeared (with minor and immaterial differences) in the Unemployment Insurance Act 1920, section 8(1). In that case the applicants for benefit were employed by a contractor on the erection of screens and other plant at a coal mine. There was a stoppage of work at the coal mine owing to a national trade dispute in the coal mining industry. There was no dispute between the contractor and his workmen but the latter were put off work so as to avert the possibility of trouble with the miners. The Umpire, in allowing the claim for benefit, said " The applicants were employed by a contractor, not by the owners of the colliery, and it is clear therefore that they were employed in a separate ' department '." He went on to hold that the erection of colliery screens, etc., was a branch of work commonly carried on as a separate business in separate premises from coal mining and, though the contractor and the colliery owner here occupied the same premises, they were nevertheless deemed to be separate places of employment for the contractor's workmen and the colliery workmen respectively. At the ' place of employment ' of the contractor's workmen there was no trade dispute.

10. That decision is a clear authority in favour of the claimant in the present case. Although the language of section 13(6)(*a*) is somewhat obscure the underlying purpose of the provision seems to be to secure that where businesses which are commonly run as separate businesses are run in separate departments on the same premises, each of those departments is to be treated as a separate place of employment for the purpose of section 13, and a trade dispute affecting one department will not be held to affect another department merely because they are on the same premises. Electrical contracting is certainly a separate branch of work which is commonly carried on as a separate business in separate premises. Can it be said to have been carried on in a separate department on the Steel Company's premises? The word ' department ' does not denote merely a physical or topographical division; it is equally apt to describe an administrative division. The Shorter Oxford Dictionary gives as one of its primary meanings " A separate division of a complex whole, especially of activities or studies ". The claimant's branch of work was a separate division of activity, separately organised, and carried on by an independent contractor as a separate undertaking. The Umpire, in Decision 1308/26 referred to above, had no doubt that the workmen of the constructional contractor were employed in a separate department from any department of colliery work. I respectfully agree and it seems to me in the present case the contractor's work may properly be regarded as being carried on in a separate department at the Steel Company's premises. It follows that the claimant was employed in a separate branch of work which is commonly carried on as a separate business in separate premises and which in the present case was carried on in a separate department of the Steel Company's premises; that department is therefore deemed by virtue of section 13(6)(*a*) to be a separate place of employment.

11. The next question is whether there was a trade dispute at the claimant's " place of employment " (as thus defined). It was suggested before the local tribunal that the Steel Company's action in closing the works completely, and forbidding even independent contractors to continue with their contracts, was a move by the Steel Company to bring pressure upon the craft unions with which it was in dispute (of which the Electrical Trades Union was one) and thus extended the scope of the dispute to one between the Steel Company and the claimant. There is however no evidence to support such a suggestion which is based merely upon conjecture. There is on the contrary direct evidence from the claimant's employer that it would have been wholly impracticable for independent contractors to continue at work when the works were at a standstill and when all the employees of the Steel Company were absent from work. There is ample reason to support the Steel Company's action in requiring contractors to withdraw when the stoppage began without supposing that it was a retaliatory act, and I think it would be wrong to impute that motive without clear evidence, of which there is none. In order to justify disqualification under section 13(1) the insurance officer must show *prima facie* that the stoppage of work by reason of which the claimant lost employment was due to a trade dispute at his place of employment; cf. Decision R(U) 17/52, paragraph 7. In my judgment, the insurance officer has not proved that the trade dispute became extended to the claimant's " place of employment ".

12. The appeal of the claimant's Association is allowed.

Decision No. R(U)24/64 (23rd September 1964)

Misconduct—(1) whether suspension of driving licence attributable to misconduct; (2) period of disqualification not affected by reinstatement in employment

A bus driver left his employment when he was disqualified for holding a driving licence for six months on being convicted of an offence concerning the insurance of a private vehicle. His licence was restored after about a month, whereupon he was reinstated in the employment. A local tribunal disqualified him for receiving unemployment benefit, on grounds of misconduct, for the period he was unemployed. Held that the claimant should have been disqualified for six weeks. Firstly, not only was the conviction the most cogent evidence that he had committed the offence, but, since his employment depended on his holding a driving licence, it was at least *prima facie* evidence, though not conclusive evidence, of misconduct relevant to section 13(2)(*a*) of the 1946 Act. This evidence was not rebutted. Secondly, there were no mitigating circumstances *in the nature of the misconduct* which justified a reduction in the period of disqualification. The fact of the claimant's reinstatement was not a ground for limiting the disqualification to the period of unemployment. Umpire's Decisions 6279/33 and 1402/38 not followed. Commissioner's Decisions R(U) 27/52, R(U) 24/55, R(U) 7/57 and R(U) 8/57 referred to. The Commissioner observes that where a conviction is founded upon as evidence of misconduct it is generally desirable that official certification should be produced, so as to show precisely what the conviction was for.

Decision of the Commissioner

1. My decision is that the claimant is disqualified for receiving unemployment benefit from 13th November 1963 to 9th December 1963 (both dates included), on the ground that he lost his employment through his misconduct, in terms of section 13(2)(*a*) of the National Insurance Act 1946.

2. The claimant was employed as a 'bus driver, up to and including 12th November 1963. On 14th November 1963 he claimed unemployment benefit. In answer to the usual inquiries, his employers stated that he had left his employment voluntarily, and that the reason given for leaving was " Licence suspended for six months (accident while in charge of private car) ". On 27th November 1963 the local insurance officer decided that the claimant was disqualified for receiving unemployment benefit from 13th November 1963 to 24th December 1963—that is, a period of six weeks—because he voluntarily left his employment without just cause. The claimant appealed to the local tribunal against this decision, saying—" I had no other option but leave my employment as my driving licence was suspended for six months ". He added that he had appealed against the Court's decision and had his licence restored (after one month) and was now back in his former employment.

3. When the appeal came before the local tribunal, the local insurance officer did not, apparently, seek to support his decision on the basis of " leaving voluntarily ", but submitted (*a*) that the claimant had lost his employment through his misconduct, in terms of section 13(2)(*a*) of the Act, and (*b*) that since the claimant had been reinstated in his employment on 10th December 1963, the period of disqualification should terminate on 9th December 1963.

4. The local tribunal accepted these submissions, disallowing benefit—that is to say by virtue of disqualification under section 13(2)(*a*) of the Act—from 13th November to 9th December 1963. The claimant then appealed to the Commissioner. At his request an oral hearing was allowed: but on the appointed date he failed to attend. The hearing proceeded in his absence.

5. The claimant has at no time clearly specified his grounds of appeal. It is proper, nevertheless, to examine the validity of the decision appealed against.

6. The fact that the claimant in a sense left his employment voluntarily is not inconsistent with a finding that he lost his employment through his misconduct. The claimant, having had his driving licence suspended, was thereby disabled from carrying out the duties of his employment as a 'bus driver. The fact that the claimant realised this, and in effect dismissed himself instead of waiting to be dismissed, does not alter the fact that he " lost his employment " because of the suspension of his driving licence. It is therefore necessary to consider whether the suspension of his driving licence was attributable to " misconduct ". It is I think unfortunate that no official certificate or extract of the conviction has been produced in this case. It is in my opinion generally desirable, where the fact of a conviction in Court is founded upon, that an extract conviction or some other form of official certification should be produced, so as to show precisely what the conviction was for. I understand that the conviction in the present case was not for careless or dangerous or drunken driving, but for a contravention of section 201(1) of the Road Traffic Act 1960, which, in short, makes it unlawful for a person to use, or to cause or permit any other person to use, a motor vehicle on a road unless the vehicle is properly insured. This is an offence in respect of which the Court may order disqualification for holding a driving licence—see section 104 of the Road Traffic Act 1960 and 11th Schedule. The fact that the claimant was convicted of this offence by a competent Court is the most cogent evidence that he committed the offence: Decision R(U) 24/55, para. 10. Indeed the claimant does not deny that he did so.

7. A person whose employment depends upon his holding a driving licence should know that conviction for most offences under the Road Traffic Acts may involve suspension, for a period, of his driving licence. In the ordinary case, such a driver may be presumed to know that the loss of the licence will naturally lead to the loss of the employment. The conviction of such a person, in respect of an offence which involves suspension of his driving licence, is therefore *prima facie* evidence, at least, of misconduct relevant to section 13(2)(*a*) of the National Insurance Act 1946. I say *prima facie* evidence, because I do not think it would be right to exclude the possibility that such a person, albeit properly convicted, might nevertheless be able to satisfy the statutory authorities that his actings throughout were innocent of that element of blameworthiness which the term " misconduct " naturally implies (see Decision R(U) 8/57, para. 6). It is well settled law that misconduct may justify disqualification under section 13(2)(*a*) of the National Insurance Act 1946 even although it took place outwith working hours, and away from the employers' premises, and in no way in the course of the employment—see, for example, Decisions R(U) 24/55 and R(U) 7/57. In the present case the claimant has not in any way rebutted the *prima facie* evidence of his conviction, and I hold that he lost his employment through his misconduct, and that he incurs disqualification for receiving unemployment benefit in terms of section 13(2)(*a*).

8. A supplementary question arises as to the period of disqualification. As a rule the period of six weeks' disqualification stated in section 13(2)(*a*) will be imposed, unless there are mitigating circumstances. Mitigating circumstances in this context mean mitigating circumstances *in the nature of the misconduct*—see Decision R(U) 27/52 para. 9, and the recent unreported Decision C.U. 44/63, para. 3. No mitigating circumstances in the nature of the misconduct have, in my opinion, been shown in the present case. The local tribunal, however, reduced the period of disqualification from six weeks to one month. This was done, in accordance with the submission of the insurance officer then concerned, not because of any mitigating circumstances, but because the claimant (having had his driving licence restored) was reinstated by his employers after one month. It appears to have been the practice of the Umpire under the old Unemployment Insurance Acts, in such cases, where reinstatement was known to have taken place in less than six weeks, to limit the period of disqualification to the period of unemployment up to the date of reinstatement: see, for example, Umpire's Decisions 6279/33 and 1402/38. It seems to me, with respect, that such a practice may well produce haphazard results, and that in any event it is inconsistent with the principle adopted by the Commissioner in Decisions R(U) 27/52 and C.U. 44/63, above referred to. In my judgment, in the absence of mitigating circumstances in the nature of the misconduct itself, the period of disqualification imposed should have been six weeks, and not a month. But I do not propose, at this date and in the circumstances of the present case, to subject the claimant to any further period of disqualification, and therefore I allow the period determined by the local tribunal to stand.

9. The appeal of the claimant is not allowed.

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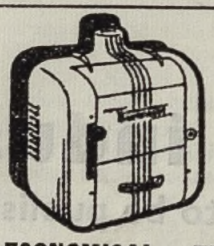

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