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Thirty-Ninth Session of the International Labour Conference

THE Thirty-Ninth Session of the International Labour Conference was held in Geneva from 6th June to 28th June, 1956. Her Majesty's Government was represented by Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Deputy Secretary, Ministry of Labour and National Service, and Chief International Labour Adviser to Her Majesty's Government, and United Kingdom Government representative on the Governing Body of the International Labour Office, and Sir Archibald Harrison, C.B.E., Solicitor, Ministry of Labour and National Service, with Mr. J. G. Robertson, Assistant Secretary, Ministry of Labour and National Service, as substitute delegate and adviser. Sir Richard Snedden, C.B.E., Chairman of the International Standing Committee and Member of the General Purposes Committee and Council, British Employers' Confederation, and Member of the Governing Body of the International Labour Office, was appointed to represent the United Kingdom employers. Sir Alfred Roberts, C.B.E., Member of the General Council of the Trades Union Congress, General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives, and Member of the Governing Body of the International Labour Office, was appointed to represent the United Kingdom workers. The Conference, by a majority vote, elected as its President Mr. M. Nasr, Minister of Labour and Government delegate of Iran.

Delegations attended the Conference from 73 countries and 9 territories—a record attendance.

New Members

The Conference admitted to membership of the International Labour Organisation Tunisia, the Sudan and Morocco. In addition, Jordan, Rumania and Spain have become members of the Organisation in recent months. These three countries were admitted to membership of the United Nations during the last session of the General Assembly and have subsequently formally accepted the obligations of the Constitution of the International Labour Organisation.

Employers' Representatives from the U.S.S.R. and certain other Countries

As last year (*see* the issue of this GAZETTE for July, 1955, page 235), considerable discussion took place about the status of the delegates and advisers nominated to represent employers from the Union of Soviet Socialist Republics and other Eastern European countries. The Conference again rejected, this time by 113 votes to 41 with 51 abstentions, a proposal to give the representatives concerned the status of full members on the various Committees dealing with technical items and decided by 120 votes to 45 with 36 abstentions that they should be given seats as deputy members on the Committees on which they wished to sit. (Under the Standing Orders of the Conference, deputy members of Committees may not normally vote but otherwise have the same rights as full members.)

Report of the Director-General

The Report of the Director-General to the Conference dealt with the main labour and social trends observable during 1955 ; it also reviewed the activities of the Organisation during that year. In addition, a special chapter was devoted to discussion of the inter-related problems of rural and urban employment. About 140 speakers took part in the discussion of the Report at plenary sittings of the Conference.

Speech by the Minister of Labour and National Service

The Minister of Labour and National Service, the Rt. Hon. Iain Macleod, M.P., attended the Conference and spoke on 21st June during the debate on the Director-General's Report. The Minister first congratulated the Director-General and his staff on the Report which was of the customary high level. These Reports were of particular value in that they had the quality of being objective. They enabled Members of the Organisation to see the problems of their own countries with greater clarity because they were projected against the

background of a picture drawn of the world as a whole. This sense of perspective was particularly important at the present time with all its remarkable technological developments.

Referring in this connection to the subject of automation, the Minister welcomed the intensive discussion there had been in recent months in many countries. The result of the new processes of automation, combined with the intelligent public interest in these changes, would surely be to ensure that the machine was used, as it must be, as the servant of man, helping him to provide the goods and services which made for a fuller and a happier life. The Minister, however, emphasised that there were going to be new problems. The increasing use of machines to control machines was bound to bring many changes, both in the organisation of industrial production and in the nature of the work of the individual in industry. This development could, and would, help to maintain full employment but that did not mean that everyone would be able to stay in his present job. Stagnation and resistance to change would, in the end, mean unemployment. Adaptability would mean economic progress. All the same, workers feared that their particular skills and experience would no longer be needed if the automatic control of processes was extended—as surely it would be. This was a real fear which must be understood and overcome and in the United Kingdom this had been recognised and an effort was being made to put automation in its right perspective, both in the effect which it would have in the employment field and in the probable pace of its introduction. But just as important was an understanding of what automation could achieve, both for the economy of the country and for the welfare of the individual, and here industry and Government alike had a responsibility. It was most important that there should be full and early consultation so that workpeople might know how they would be affected; and, indeed, it was common experience already that when this was done and when labour-management relations were at their best, a high degree of technological change could be smoothly introduced and operated. He thought that in some cases where the introduction of automation might displace part of the labour force it might be appropriate for a firm to make compensation payments in addition to the unemployment benefit paid by the State until new work was found. But in all cases, and at all levels, the fullest information should be given and, if they were needed, the services of the Ministry of Labour or the appropriate Ministry should be called on before, and not after, change took place. The Minister expressed his pleasure that a resolution indicating some of the problems to which automation gave rise had been presented to the Conference. This and the fact that next year automation was to be the main theme of the Director-General's Report showed that in this field the International Labour Organisation was leading and intended to go on giving guidance and leadership to the world.

Dealing with the central topic of the Director-General's Report, the problem of the relationship between rural and urban employment, the Minister said that in the United Kingdom the number of agricultural workers was considerably smaller than it had been immediately before the war, and yet agricultural production was more than one-and-a-half times greater. This was a notable achievement, the result of improved management and techniques, of detailed research and of mechanisation. Nevertheless, in a time of full employment there were unquestionably strong influences that tended to draw workers away from rural employment, and particularly from agriculture. Efforts were therefore made in the United Kingdom to improve the amenities that were available to those who lived in rural areas by giving them electricity, by improving rural housing and other services, by having better systems of education going beyond the primary stage, better transport and roads. Indeed, it might be that the coming and the spread of television to the rural areas would help in some degree to counteract the pull of the towns. "It is right", said the Minister, "that we should try and encourage the labour that we need for agriculture to stay on the land, but this consideration must never be the only, nor should it be the primary, aim for providing these amenities. The true reason should be that workers in the rural areas have the same right as their brothers in the towns to share in the rising standards of living of our times".

Referring to the overseas territories for which Her Majesty's Government is responsible, the Minister spoke of the process of change from a subsistence to an industrial economy and emphasised that it would take much time to form new cohesive social groups and that progress would depend more than anything else upon the speed with which the necessary services and most particularly housing could be provided. The solution to these and other problems did not lie with the administrators alone; what was required was the understanding and the co-operation of all citizens who lived in these territories. The Minister referred to H.R.H. The Duke of Edinburgh's Study Conference on the Human Problems of the Industrial Community which he described as a bold and imaginative experiment.

The Minister then spoke of the toll of ill health on industry. He mentioned that, in a recent year in Great Britain, 250 million days were lost through illness by persons who came under the comprehensive insurance scheme. This was an enormous figure. The comprehensive insurance scheme had been in operation for too short a time for trends to be analysed with confidence, but given these statistics over a period of time he believed that this figure of sick absences would provide a sure measure of the success of social policy in all countries and in particular the success of social policy aimed at improving the health, safety and welfare of men and women at work. "I do not know", said the Minister, "what success we are going to have in our efforts, but we do know that we must ensure that the occupational health services help to reduce this toll of ill health, and this is surely the field—the field perhaps above all others—where the most certain advances can be made. In every single country represented here—indeed in every single

country and territory in the world—there is a waste of man-power and of efficiency which none of us can afford".

Concluding his speech, the Minister declared once again the support of the United Kingdom for the International Labour Organisation and for the aims by which it had been, and would be, inspired. The years that lay ahead with their problems of social change, of automation, and of the use of atomic power for peaceful purposes, would be challenging, and perhaps decisive, years for the Organisation. The International Labour Organisation, like every great institution, had its critics but criticism should not be feared so long as it was constructive. There was no room for complacency. The Organisation must be prepared to alter, to improve and to re-fashion its forms, its procedures and even, if need be, the Constitution itself. He believed that its Members must be ready to look at new problems with new eyes, remembering that although the letter of the Constitution was important, the spirit of the Constitution was vital.

Report of the Committee on Freedom of Employers' and Workers' Organisations

The Conference devoted two days to an exchange of views on the Report of the Committee on the extent of the freedom of employers' and workers' organisations from Government domination and control. (See the issue of this GAZETTE for May, 1956, page 179). No formal conclusions were adopted, the purpose of the discussion being that the Governing Body, when it comes to consider the important questions at issue at its Session in November, may have some information on the general views of the delegates to the Conference on these questions.

Finance

The Conference approved a net expenditure budget of 7,617,708 United States dollars for 1957. This compares with 7,395,729 dollars for 1956. It also approved a scale of contributions for States members under which the United Kingdom will pay 737,831 dollars, as compared with 676,474 dollars in 1956.

Vocational Training in Agriculture

The Conference adopted, by 220 votes to 0 with 2 abstentions, a Recommendation on this subject, which had previously received a first discussion at the Thirty-Eighth Session last year. The Recommendation states that in each country the public authorities, other appropriate bodies or a combination of both, should ensure that vocational training in agriculture is provided and organised in an effective, rational, systematic and co-ordinated programme. It provides that the objectives of vocational training in agriculture should be clearly formulated in each country, reference being made to a number of specific objectives. The Recommendation further deals with the scope of training, including the needs of under-developed countries and the part to be played by general education. It contains detailed provisions dealing with various methods and types of training such as pre-vocational training, agricultural instruction in secondary schools, agricultural technical schools, courses of shorter duration, training on the farm, extension services and apprenticeship. Recommendations are made concerning training for teachers and rural leaders, and the use of teaching aids and equipment. The roles to be played by farm and other interested organisations, by national action and by international action, are laid down. In the case of national action the requirements include the co-ordination of vocational training programmes and collaboration by the authorities with organisations of employers and workers in agriculture and with other interested organisations, where such exist. Under international action, the encouragement of international exchanges and other measures is recommended where possible.

Welfare Facilities for Workers

Following its first discussion of this subject at last year's Session the Conference adopted by 185 votes to 37 a Recommendation concerning welfare facilities for workers. The provisions of the Recommendation cover feeding facilities and rest facilities in or near the undertaking, recreation facilities excluding holiday facilities, and transportation facilities to and from work where ordinary public transport is inadequate or impracticable. The Recommendation applies to manual and non-manual workers employed in public or private undertakings, excluding workers in agriculture and sea transport, and the facilities specified in it may be provided by means of public or voluntary action.

As regards feeding facilities, the Recommendation provides for the setting up and operation of canteens in certain cases and the provision of suitable information and advice on the technical questions involved by the competent authority or some other appropriate body. Other requirements deal with the provision of buffets and trolleys, mess-room facilities and mobile canteens, and special measures for shift workers and workers in isolated localities. As regards rest facilities, there are requirements dealing with the provision, in certain circumstances, of seats and of suitably equipped rest rooms. The provision of recreation facilities is to be encouraged where necessary by appropriate measures. A number of forms of management and financing of feeding and recreation facilities are specified which competent authorities, employers and workers are recommended to take into account. With regard to transport facilities it is provided, among other things, that undertakings should themselves provide transport for their workers if adequate and practicable facilities cannot be made available in any other way. It is further recommended that, in certain circumstances and as an alternative to the provision of transport by the undertaking,

transport allowances should, by agreement between the employer and the workers concerned, be paid to the workers by the undertaking.

Forced Labour

After holding a first discussion on this subject, the Conference adopted, by 174 votes to 0 with 5 abstentions, a number of conclusions on which to base a Convention and decided to place the question on the agenda of its next Session. In the meantime, the conclusions will be the subject of further consultation with Governments. The conclusions adopted suggest that the proposed Convention should provide that every Member of the International Labour Organisation which ratifies it shall undertake to suppress and not to make use of forced or compulsory labour, concentration camps or the deportation of national minorities: (a) as a means of political coercion or education or as a punishment for holding or expressing political views or views ideologically opposed to the established social, political or economic system; (b) as a method of mobilising and using labour for purposes of economic development; (c) as a means of labour discipline; (d) as a punishment for having participated in strikes; (e) as a means of racial, social, national or religious discrimination; (f) as a consequence of the method of payment to the worker whereby his employer defers payment to a given date or postpones payment after the agreed date, thereby depriving the worker of a genuine possibility of terminating his employment, or where work is exacted from the worker in the form of bondage for debts or through systems of peonage. It is also suggested that the proposed Convention should provide that every Member of the International Labour Organisation which ratifies the Convention shall undertake to take effective measures to secure the immediate and complete abolition of such forced labour and of all legal provisions and administrative practices and any other particular measures prescribing or permitting such forced labour.

The Conference also adopted a resolution requesting the Governing Body to consider the placing of the question of the revision of the Forced Labour Convention, 1930, on the agenda of the earliest possible Session of the Conference, and, in the meantime, addressing an appeal to States Members of the Organisation which have not as yet ratified this Convention to study the possibility of undertaking such ratification as soon as possible.

Weekly Rest in Commerce and Offices

The Conference held a first discussion on this subject. Conclusions were adopted, which, after further consultation with Governments, will provide a basis for a second discussion at the next Session of the Conference.

The conclusions propose that international regulations should take the form of a Convention concerning the principal provisions, supplemented by a Recommendation concerning the detailed provisions. Effect should be given to the provisions by national laws and regulations in so far as they are not otherwise made effective by means of statutory wage fixing machinery, collective agreements, arbitration awards or in any other manner consistent with national practice. After defining the scope for the proposed instrument, the conclusions propose that the Convention should provide, among other things, that all workers covered by it, except as otherwise provided, should, in the course of each period of seven days, be entitled to an uninterrupted weekly rest comprising not less than 24 hours. Wherever possible, this rest should be granted simultaneously to all workers concerned in each establishment and should coincide with the traditional day of rest of the country or district. Requirements are included for the application of special schemes ensuring an equivalent period of rest where, due to particular circumstances, the general scheme may be inapplicable.

SUMMARY OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 262 to 281.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose during May by 20,000 (+13,000 males and +7,000 females), the number at the end of the month being 23,008,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed an increase of 20,000, manufacturing industries a decrease of 35,000 and other industries and services an increase of 35,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who have not taken up employment, is estimated to have decreased by 7,000 from 23,982,000 to 23,975,000.

Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain fell from 207,903 to 189,528 between 14th May and 11th June, 1956, and the numbers registered as temporarily stopped rose from 29,528 to 33,049. In the two classes combined there was a fall of 7,182 among males and 7,672 among females.

Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100) remained unchanged in June at 164. The changes in the

Other conclusions deal with the granting of temporary exemptions and with measures of supervision. It is also provided that there should be no reduction of a worker's income as a result of the application of measures taken in accordance with the proposed Convention.

It is suggested that the proposed Recommendation should provide, among other things, that the weekly rest should be so calculated as to include the period from midnight to midnight; and that young workers under 18 years of age should be granted an uninterrupted weekly rest of at least one-and-a-half days. Provisions concerning the notification to the workers concerned of the days and hours of the weekly rest and concerning the maintenance of a system of records are also suggested for inclusion.

Living and Working Conditions of Indigenous and Other Tribal and Semi-Tribal Populations in Independent Countries

The Conference, by 140 votes to 1 with 32 abstentions, adopted conclusions proposing that a Convention, supplemented by a Recommendation, should be formulated on this subject. On the basis of the conclusions, there will be further consultation with Governments before the next Session of the Conference at which a second discussion of the matter will take place. The conclusions are in 14 parts.

In the section dealing with general policy, the principle is enunciated that Governments should have the primary responsibility in developing co-ordinated and systematic action aimed at the protection of indigenous populations and progressive integration of indigenous peoples into the life of their respective countries. It is required that special measures should be adopted for the protection of the institutions, persons, property and labour of such non-integrated indigenous peoples so long as the social, economic and cultural status of these peoples prevents them from enjoying the benefits of the general laws of the country to which they belong.

The following sections deal respectively with rights and duties, land, recruitment and conditions of employment, vocational training, handicrafts and rural industries, social security, health, education, means of communication and administration. The final section recommends that national agencies with responsibility for all matters concerning the protection and integration of indigenous populations should be created, or, if necessary, developed. They should be responsible, in particular, for the planning, co-ordination and execution of all measures of development, for proposing to the competent authorities legislative and practical measures and for supervising the application of laws and regulations.

The Conference also adopted a resolution on the subject in which the view is expressed that it is desirable to proceed at the next Session of the Conference to a second discussion with a view to taking a final decision on a Convention and to a single discussion with a view to taking a final decision on a Recommendation complementing the Convention.

Resolutions

The Conference unanimously adopted a resolution on automation. The resolution recognises the profound impact of automation and other technological developments on all aspects of labour and social policy with which the International Labour Organisation is concerned; and among other things it urges that early and co-ordinated measures be taken through the co-operation of all the parties concerned to facilitate orderly adjustments to technological advance. Recommendations are also made for action at the national level and by the Governing Body. Resolutions on reduction of hours of work, wage discrimination based on sex, and disarmament were also adopted.

rates of wages reported to the Department during June resulted in an increase estimated at approximately £161,000 in the weekly full-time wages of about 659,000 workpeople. The principal increases affected workpeople employed in unlicensed places of refreshment, in industrial and staff canteens, and in sugar confectionery manufacture and food preserving.

Retail Prices

At 12th June, 1956, the retail prices index was 102 (prices at 17th January, 1956 = 100), compared with 103 at 15th May. The fall in the index during the month was due mainly to reductions in the average prices of potatoes, tomatoes and cabbage. These reductions were partly offset by increases in the average prices of coal, eggs, bacon and butter.

Industrial Disputes

The number of workers involved during June in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was nearly 38,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 138,000 working days. The number of stoppages which began in the month was 205, and, in addition, 29 stoppages which began before June were still in progress at the beginning of the month.

ANNUAL REPORT OF THE MINISTRY OF LABOUR AND NATIONAL SERVICE FOR 1955

The Annual Report of the Ministry of Labour and National Service for 1955 has recently been published.* It gives a concise account of the work of the Ministry during the year under four main heads, namely, Man-power, the Services of the Ministry, Industrial Relations and International Labour Relations, and a final chapter describes the organisation of the Ministry. The Report contains much statistical information and the text is supplemented by a series of appendices and a number of charts and photographs.

Because of the wide variety of subjects dealt with, it is not practicable here to summarise the Report, but reproduced below is the text of the "Introduction", which reveals the nature of its contents and the general trends in some of the matters with which the Ministry is concerned:—

The broad pattern of man-power distribution and the trends of labour demand and supply in 1955 were very similar to those of 1954. But, as the gap between demand and supply widened, the pressures in the economy arising from full employment were accentuated. The total of the working population and that of man-power in civil employment again reached new high levels, while the figures of unemployment in July were the lowest on record since the war; the number of men and women in the Armed Forces fell much more steeply than in 1954. Claims for increased wages were made in most industries and, in the main, they were settled in a constitutional way within the industries. Nevertheless, labour was restive and the number of working days lost through industrial disputes was the highest in the post-war period. The rise in the average level of weekly rates of wages was greater than in 1954 and again outstripped the increase in retail prices as measured by the interim index. The general picture was of an industrial economy, stretched to its utmost, which, with no reserves of labour to call on, was seeking on the one hand to heighten production by increased mechanisation and the re-deployment of labour, and on the other hand to maintain industrial peace through better co-operation and understanding at all levels and through improved methods of personnel management.

The total working population mounted to over 24 million during the year, the November total of 24,135,000 being a record one. The labour force in civil employment rose to over 23 million in August and at the end of the year still approximated to that total. The post-war trend of a falling level of employment in the basic industries continued and there was again a steep rise in the numbers employed in manufacturing industries and in retail distribution. The number of men and women in H.M. Forces fell by over 50,000 compared with 20,000 in 1954.

Within the basic industries the greatest decrease was in the number employed in agriculture. The loss of man-power in coal mining caused concern and, although the labour force in the transport groups increased as a whole, there was a disquieting position in the railway industry. Gas, electricity and water supply industries continued to show a higher level of employment and by the end of the year had increased by 40 per cent. over the 1947 total. In the manufacturing industries, with the exception of textiles and clothing, all groups showed a rise in employment, the most marked being in the engineering, electrical goods and vehicles group.

The average rate of unemployment for the year was 1 per cent., compared with 1.2 per cent. in 1954; it ranged from 0.4 per cent. in the Midlands to 2.3 per cent. in Scotland. All the main industries, except potteries and cotton, showed a decrease, as did each of the Regions and each of the main age-groups. Short-time working increased, however, particularly in the cotton industry during the summer months.

This was the background against which the Ministry endeavoured to fulfil its responsibilities in 1955. Apart from a National Service Act intended to prevent certain evasion of service and a few Regulations and Orders made chiefly under the Factories Acts and the Wages Councils Acts, there was no new legislation affecting the work of the Ministry.

Only three registrations for National Service took place during the year, and in October the Government announced its intention to reduce the size of the Armed Forces considerably by March, 1958.

The primary duty of the employment service is to match the requirements of employers and of workers as speedily and effectively as possible. In the course of this work its officers try to persuade workers to give first consideration to vacancies of national importance; they also endeavour to persuade employers to give ex-Regular service men an opportunity to resettle in civilian occupations and afford to older workers and disabled persons a chance to compete on their merits with younger and able-bodied workers. The general shortage of labour eased the task of the employment services in relation to these special classes of workers but made the general task more difficult. The extent of the difficulty may be judged from a comparison of demand with supply; in July, when fewer than 185,000 workers were registered as unemployed there were nearly 473,000 unfilled vacancies on the books of the Employment Exchanges. Nevertheless, by dint of careful submission of workers to employment, of furthering schemes for part-time and spare-time working, and of bringing to notice arrangements for the recruitment of foreign workers the Employment Exchanges succeeded in placing approximately 2,644,000 men and women—a slight increase over the 1954 total. The Appointments Service, too, increased the number of its placings; of the 15,900 vacancies filled, the Technical and Scientific Register was responsible for over 1,700, the three Appointments Offices for about 3,400 and the Nursing Appointments Offices for nearly

10,800. In the autumn, because of the continuing unsatisfied demand for well-qualified scientists and professional engineers, the Technical and Scientific Register, in conjunction with the Department of Scientific and Industrial Research and the Central Office of Information, began an inquiry into the distribution of technical and scientific man-power in civilian employment and into the trends of demand.

There appeared to be a greater willingness during the year on the part of employers to engage older workers and there were indications that some firms were reviewing their engagement and retirement practices in order to provide more opportunities for the employment of older workers. Towards the end of the year, the National Committee on the Employment of Older Men and Women presented a second report to the Minister in which it indicated the continuing need for employers to examine the age structure of their establishments and the desirability of further research into some of the problems that arise in the employment of older workers.

Due to a reduction in the numbers of school leavers the Youth Employment Service gave vocational guidance to only 479,000 boys and girls leaving school compared with 492,000 in 1954. In all, 430,000 boys and girls were placed in employment—227,000 of them in their first jobs after leaving school—and the progress in employment of over 500,000 young people was followed up. The Central Youth Employment Executive continued to promote the setting up of national schemes of recruitment and training of youth in the various industries and crafts; eleven new schemes were agreed in 1955, bringing the total number of such schemes to over the 100 mark. The National Youth Advisory Council gave preliminary consideration to the type of problem that will arise in the years 1957–62, when there will be a very considerable increase in the number of school leavers and consequently of young persons available for industry.

Vocational training in Government Training Centres in 1955 was geared for the most part to meeting the requirements of disabled persons and of ex-Regulars. But, in special circumstances, other able-bodied men and women were admitted to some of the courses; such circumstances arise when there is a need to supplement the skilled labour force in essential industry or to increase the mobility of workers from contracting to expanding industries. Nearly 6,400 men and women, of whom about 4,000 were disabled, completed courses during the year and about 96 per cent. took employment in the trade in which they were trained. The facilities of the Ministry's Technical Staff College and of its "Training Within Industry" scheme were again placed at the disposal of industry and of certain overseas nationals.

The Ministry also provided rehabilitation courses for the disabled which, in 1955, were completed by over 8,300 men and women. The Disablement Resettlement Officers of the Employment Exchanges placed 114,000 disabled persons in employment under ordinary conditions. Grants-in-aid for the training of special classes of disabled persons and for the training and employment under sheltered conditions of severely disabled persons were again made to Remploy Limited, to voluntary bodies and to Local Authorities.

Perhaps the most notable event during the year in the measures for safeguarding the safety, health and welfare of workers covered by the Factories Acts was the appointment in March by the Minister of a Standing Industrial Health Advisory Committee to promote further development of the industrial health services. The Committee recommended that two pilot surveys should be undertaken, one of a locality and one of an industry. The work of the Factory Inspectorate in promoting the safety, health and welfare of workers and in reducing the time lost by accident and ill-health due to occupational causes is described in the Report by the Chief Inspector of Factories, which is issued separately.

Stoppages of work due to industrial disputes brought to the notice of the Ministry in 1955 numbered 2,419 compared with 1,989 in 1954; and working days lost as a result of industrial disputes totalled 3,781,000 compared with 2,457,000 in 1954.

At the end of the year 60 Wages Councils and five Catering Wages Boards were in existence, one Wages Council having been abolished in April. Sixty-six new Wages Regulation Orders were made. As a result of action by the Wages Inspectorate, arrears of wages were paid to over 18,000 workers.

The Ministry's Personnel Management Advisers paid some 3,000 visits to firms and organisations during the year. They were consulted on a wide variety of aspects of personnel policy and practice. Awakening interest in such matters and particularly in supervisory training was reflected in requests received in connection with training. Meetings of employers and conferences and discussion groups of managers, production executives and foremen took as much of the Advisers' time in 1955 as did courses and conferences for personnel officers.

The Ministry again made a major contribution to the work of the International Labour Organisation. The Minister and senior officials of the Ministry attended the 38th Session of the International Labour Conference in June, and other meetings convened by the Organisation were attended by officers of the Ministry. The Ministry also co-operated with the Foreign Office and other Government Departments in the work of the United Nations and other international bodies operating in the labour and social field. Its officers provided Government representation on Committees of the Western European Union, the Organisation for European Economic Co-operation, the North Atlantic Treaty Organisation and the Council of Europe.

* Cmd.9791. H.M. Stationery Office; price 6s. net (6s. 4d. including postage).

EARNINGS IN COAL MINING IN THE FIRST QUARTER OF 1956

The Statistical Statement of the costs of production, proceeds and profit or loss of collieries in Great Britain for the first quarter of 1956 has been published by the National Coal Board. The statistics relate to the deep mines worked by the Board and exclude those relating to opencast workings and mines licensed in accordance with Section 36 of the Coal Industry Nationalisation Act. In the first quarter of 1956 licensed mines produced about 1.2 per cent. of the total quantity of deep-mined saleable coal.

Earnings in the First Quarter of 1956

—	Cash Earnings		Value of Allowances in Kind		Total
	s.	d.	s.	d.	
Average Earnings (All Ages):					
(i) Per Man-shift worked—					
At the Face	64	0.1	3	2.2	67 2.3
All Underground	54	3.1	2	10.6	57 1.7
Surface	37	3.0	2	6.5	39 9.5
All Workers	50	6.9	2	9.7	53 4.6
(ii) Per Wage-earner per week—					
At the Face	311	4	15	6	326 10
All Underground	284	0	15	1	299 1
Surface	217	11	14	11	232 10
All Workers	270	10	15	1	285 11

Statistics of earnings are given in the Statement for each of the twenty wage districts in Great Britain. The average earnings in the quarter per man-shift worked, including the value of allowances in kind, for workers of all ages ranged from 49s. 9.9d. in the Forest of Dean and 49s. 10.3d. in South Wales and Monmouthshire to 58s. 3.0d. in Nottinghamshire and 58s. 4.0d. in Kent. The average earnings per wage-earner per week ranged from 254s. 10d. in Northamptonshire and 265s. 3d. in Lancashire and Cheshire to 310s. 8d. in Shropshire and 317s. 5d. in Nottinghamshire.

The estimated average earnings, including the value of allowances in kind, for all adult male workers 21 years of age and over in Great Britain during the first quarter of 1956 amounted to 55s. 10d. per man-shift worked and 297s. 0d. per week.

TRAINING AND EMPLOYMENT OF BLIND PERSONS

During the year ended 31st March, 1955, County Councils and County Borough Councils in England and Wales and County Councils and Councils of Large Burghs in Scotland expended the sum of £906,000 on the provision of employment for some 3,961 workers in the 69 workshops for the blind. Of this expenditure, grants totalling approximately £367,000 were payable by the Ministry of Labour and National Service.

The cost to the Ministry of Labour and National Service of providing training for some 317 adult blind persons in these workshops during the year ended 31st March, 1955, totalled £94,000.

An analysis of accounts of workshops for the blind for the year ended 31st March, 1955, shows that the value of goods made by the blind workers totalled £2,081,000; the corresponding figure for the previous year was £1,986,000 (see the issue of this GAZETTE for July, 1955, page 239).

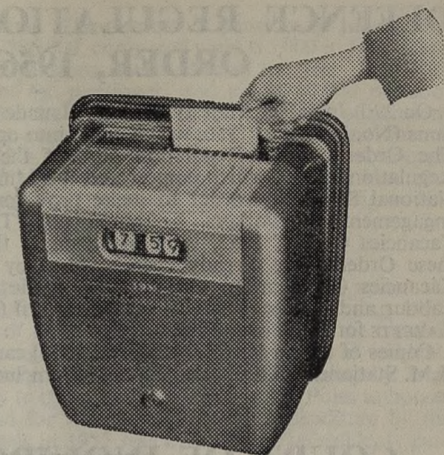
PAMPHLETS ON EMPLOYMENT, TRAINING, ETC.

Articles published in the issue of this GAZETTE for March (page 92) and earlier issues described briefly the contents of pamphlets on employment, training, etc., issued by the Ministry of Labour and National Service and other Government Departments. Notes on two further pamphlets are given below.

A leaflet entitled "Jobs Overseas" (P.L. 362) has been prepared for persons interested in employment overseas. It indicates the kind of jobs available, mostly in the British Commonwealth countries or Colonial Territories but also in foreign countries. Brief details are also given of the Western European Union scheme relating to employment in Belgium, France, the Federal Republic of Germany, Italy, Luxembourg, and the Netherlands. Copies of the leaflet can be obtained from Local Offices of the Ministry.

Information about National Service is given in an illustrated booklet entitled "National Service and You", which contains notes on registration, deferment, medical examination, call-up and postponement of call-up. The booklet describes life and work in the Services, including recruit training, trade training and opportunities and contains particulars of canteen, recreational, educational and welfare services available to members of H.M. Forces and a note on return to civilian life. Copies of the booklet can be obtained from Youth Employment Offices.

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EMPLOYMENT, UNEMPLOYMENT, ETC.

Contents of this Section

Table with 2 columns: Page and Page. Lists various sections like 'Employment in Great Britain in May, 1956', 'Unemployment at 11th June, 1956', 'General Summary', etc.

Employment* in Great Britain in May

GENERAL SUMMARY

The number in civil employment at the end of May was just over 23 million, having risen by 20,000 during the month. There was a decrease of 35,000 in the manufacturing industries but this was offset by increases, largely seasonal in character, in the basic industries, in building and in miscellaneous services (hotels, catering, etc.).

In the week ended 2nd June there were 1,540,000 workers on overtime in manufacturing establishments rendering returns, 20,000 fewer than in the week ended 25th February and 40,000 fewer than a year previously. The number working short-time in the same week was 100,000, which was 34,000 more than in February and 41,000 more than a year previously.

The Employment Exchanges filled 162,000 vacancies in the four weeks ended 30th May. The number of vacancies notified to the Exchanges but unfilled on 30th May was 397,000. This was 16,000 more than on 2nd May but 47,000 less than a year previously.

The number registered as unemployed on 11th June was 223,000. There were 190,000 wholly unemployed and 33,000 temporarily stopped. Between 14th May and 11th June unemployment fell by 15,000. At the latter date it was 12,000 more than a year previously. Expressed as a proportion of the estimated number of employees, unemployment in June was 1.0 per cent. compared with 1.1 per cent. in May and 1.0 per cent. in June, 1955. The number unemployed more than eight weeks was 83,000, which was 44 per cent. of the wholly unemployed.

The strength of the Forces at the end of May was 765,000.

It is estimated that the total working population† at the end of May was 23,975,000, almost the same as at the end of April.

GENERAL MAN-POWER POSITION

The broad changes in the man-power situation between end-April and end-May, 1956, are shown in the following Table, together with the figures for recent months and end-May, 1955.

Table with 6 columns: Thousands, End-May, 1955, End-March, 1956, End-April, 1956, End-May, 1956, Change during May, 1956. Rows include Number in Civil Employment, Wholly Unemployed, Temporarily Stopped, H.M. Forces and Women's Services, Ex-Service men and women on release leave, Total Working Population.

* The figures of employment for all dates after June, 1955, are provisional and subject to revision in the light of more complete information to be obtained on the basis of the count of national insurance cards in mid-1956. † The total working population represents the estimated total number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. ... ‡ End of month estimates. Persons classed as temporarily stopped are included in the totals of persons in civil employment. (See footnote † above.)

ANALYSIS OF NUMBERS IN CIVIL EMPLOYMENT

An analysis of the total numbers in civil employment by broad industrial groups is given in the Table below.

Table with 6 columns: Thousands, End-May, 1955, End-March, 1956, End-April, 1956, End-May, 1956, Change during May, 1956. Rows include Basic Industries, Manufacturing Industries, Building and Contracting, Public Administration, Total in Civil Employment.

NUMBERS EMPLOYED : INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at the end of May, 1955, and March, April and May, 1956. The figures relate to employees (including persons temporarily laid off but still on the employers' pay-rolls) ; they exclude employers and persons working on their own account, and they are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of the changes in the numbers within the latter classes cannot be made at monthly intervals for the individual industries.

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

* Cotton—254,000. Wool—208,000. Other textiles—475,000. † Revised figure.

NUMBERS EMPLOYED IN GREAT BRITAIN : INDUSTRIAL ANALYSIS

(Thousands)

Large table with 13 columns: Industry, Males (End-May 1955, End-Mar 1956, End-April 1956, End-May 1956), Females (End-May 1955, End-Mar 1956, End-April 1956, End-May 1956), Total (End-May 1955, End-Mar 1956, End-April 1956, End-May 1956). Rows include Mining, Chemicals, Engineering, Vehicles, Textiles, Leather, Clothing, Food, Drink and Tobacco, etc.

Unemployment Benefit and National Assistance

Unemployment Benefit

For the period of thirteen weeks ended 26th June, 1956, expenditure on unemployment benefit in Great Britain (excluding the cost of administration) amounted to approximately £4,489,000. During the thirteen weeks ended 27th March, 1956, the corresponding figure was £5,005,000, and during the thirteen weeks ended 25th June, 1955, it was £3,636,000.

National Assistance

Local Offices of the Ministry of Labour and National Service undertake the payment of national assistance to persons who are required to register for employment and are entitled to national assistance. The amount of national assistance thus paid during the thirteen weeks ended 30th June, 1956, was £1,700,000. The corresponding amount paid during the thirteen weeks ended 31st March, 1956, was £2,100,000, and during the thirteen weeks ended 25th June, 1955, it was £1,950,000.

Comparison of the figures for the two most recent quarters with those for the earlier quarters is affected by the increase in the scale rates which came into force on 23rd January, 1956, under the National Assistance (Determination of Need) Amendment Regulations, 1955 (see the issue of this GAZETTE for January, page 11).

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 19th June, 1956, and 21st June, 1955. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims to sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (i) a large proportion of those whose incapacity lasts less than four days, (ii) civil servants receiving full pay during incapacity, and (iii) 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.

Region	Thousands					
	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	19th June, 1956	15th May, 1956	21st June, 1955	19th June, 1956	15th May, 1956	21st June, 1955
London and S. Eastern :	80.4	87.6	85.2	3.6	3.8	3.5
London and Middlesex ..	67.6	71.7	69.6	3.3	3.3	3.2
Remainder	39.2	43.1	41.2	1.8	2.0	1.7
Eastern	31.7	34.4	33.0	1.4	1.6	1.5
Southern	45.3	48.4	46.4	2.0	2.2	1.9
South-Western .. .	71.9	76.4	76.2	4.3	4.6	4.4
Midland	49.6	52.9	51.6	4.9	4.9	4.8
North-Midland .. .	76.0	80.2	78.5	7.6	7.8	7.4
East and West Ridings ..	137.6	147.6	142.8	6.7	7.2	6.9
North-Western .. .	60.3	64.5	62.3	7.1	7.5	7.1
Northern	103.9	111.5	108.2	7.4	7.6	7.6
Scotland	59.3	62.7	60.2	6.4	6.6	6.3
Wales						
Total, Great Britain ..	823.0	881.0	855.2	56.4	59.1	56.3

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

The total number of persons shown in the Table above as absent owing to sickness represented 4.1 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.4 per cent.

Work of Appointments Services

The particulars given below relate to the work of the Appointments Services of the Ministry of Labour and National Service.

Technical and Scientific Register

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

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

The total number of persons enrolled on the Technical and Scientific Register at 11th June was 3,545* ; this figure included 2,799 registrants who were already in work but desired a change of employment, and 746 registrants who were unemployed.

The numbers of vacancies notified, filled, etc., between 15th May and 11th June (4 weeks) are shown below.

Vacancies outstanding at 15th May	5,236
" notified during period	568
" filled during period	95
" cancelled or withdrawn	481
" unfilled at 11th June	5,228

Appointments Register

The Appointments Register is concerned with the placing of other professional workers and persons with administrative, managerial or senior executive experience or qualifications. The registers are maintained at three offices : the London Appointments Office, which serves the South of England and the Midlands and South Wales ; the Northern Appointments Office in Manchester, which serves the North of England broadly as far as the southern borders of Yorkshire and Cheshire, and North Wales ; and the Scottish Appointments Office in Glasgow, which covers the whole of Scotland.

The total number of persons on the registers of the Appointments Offices at 11th June was 13,296†, consisting of 12,145 men and 1,151 women. The registrants included 4,901 men and 520 women who were wholly unemployed. The remaining 7,244 men and 631 women were, at the time of their registration, in employment but requiring other posts ; in the majority of cases the employment was of a temporary nature or was unsuitable having regard to their qualifications and experience or the personal circumstances of the registrant.

The following Table shows the numbers‡ of registrations at each of the Offices :—

Appointments Office	Wholly Unemployed		In Employment		Total
	Men	Women	Men	Women	
London	3,691	395	4,530	452	9,068
Northern	851	78	1,910	100	2,939
Scottish	359	47	804	79	1,289
Total	4,901	520	7,244	631	13,296

During the period 15th May to 11th June, 1956, there were new registrations by 1,098 men and 144 women, and in the same period the registrations of 1,161 men and 184 women were withdrawn.

The Table below shows the numbers of vacancies (other than those for nurses and midwives), notified, filled, etc., between 15th May and 11th June.

Vacancies outstanding at 15th May	Men†	Women
" notified during period	654	76
" cancelled or withdrawn during period	434	48
" filled during period	234	35
" unfilled at 11th June	2,315	285

* This figure includes 304 registrants who were also registered at Appointments Offices and 107 unemployed registrants who were also registered at Employment Exchanges.

† These figures include 1,724 persons who were also registered at Employment Exchanges for the purpose of claiming unemployment benefit but exclude 90 persons registered for overseas employment only. Registrations of nurses and midwives are also included.

‡ This column includes vacancies for which employers were willing to accept either men or women.

Employment in the Coal Mining Industry in May

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

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 26th May was 705,600, compared with 705,900 for the four weeks ended 28th April and 707,400 for the four weeks ended 28th May, 1955. The total numbers who were effectively employed* were 635,900 in May, 635,100 in April, 1956, and 630,900 in May, 1955 ; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week.

The Table below shows the numbers of wage-earners on the colliery books in the various Divisions in May, together with the increase or decrease† in each case compared with April, 1956, and May, 1955. The figures for the latest month are provisional and figures for earlier months have been revised, where necessary.

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

Division‡	Average numbers of wage-earners on colliery books during 4 weeks ended 26th May, 1956	Increase (+) or decrease (-) compared with the average for	
		4 weeks ended 28th April, 1956	4 weeks ended 28th May, 1955
Northern (Northumberland and Cumberland) .. .	47,600	...	+ 400
Durham	102,700	...	+ 300
North Eastern	138,500	- 400	+ 1,500
North Western	59,400	...	+ 300
East Midlands	102,400	+ 200	+ 200
West Midlands	57,000	- 100	- 900
South Western	106,000	- 200	- 2,000
South Eastern	7,200	+ 100	+ 500
England and Wales	620,800	- 400	- 2,700
Scotland	84,800	+ 100	+ 900
Great Britain	705,600	- 300	- 1,800

It is provisionally estimated that, during the four weeks of May, about 3,830 persons were recruited to the industry, while the total number of persons who left the industry was about 5,030 ; the numbers on the colliery books thus showed a net decrease of 1,200. During the four weeks of April there was a net increase of 1,060.

The average number of shifts worked per week by coal-face workers who were effectively employed was 4.55 in May, 4.65 in April, and 4.78 in May, 1955. The corresponding figures for all workers who were effectively employed were 5.05, 5.16 and 5.26.

Information is given in the Table below regarding absenteeism in the coal mining industry in May, and in April, 1956, and May, 1955. Separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (absences due mainly to sickness). The figures represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances.

Absence Percentage (five-day week)

	May, 1956	April, 1956	May, 1955
Coal-face Workers :			
Voluntary	5.63	5.42	4.79
Involuntary	9.65	9.46	9.04
All workers :			
Voluntary	4.15	4.05	3.60
Involuntary	8.48	8.49	8.09

For face-workers the output per man-shift worked was 3.32 tons in May, compared with 3.34 tons in the previous month and 3.23 tons in May, 1955.

The output per man-shift calculated on the basis of all workers was 1.22 tons in May ; for April, 1956, and May, 1955, the figures were 1.23 tons and 1.21 tons, respectively.

* Excluding wage-earners employed at mines not operated by the National Coal Board. These number approximately 5,400.

† "No change" is indicated by three dots.

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

Employment Overseas

AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 2,778,100 in February, an increase of 1.3 per cent. compared with the previous month and of 2.5 per cent. compared with February, 1955.

CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st March, in the establishments covered by the returns, was 0.7 per cent. higher than at the beginning of the previous month and 7.1 per cent. higher than at 1st March, 1955. The number of persons employed in manufacturing industries at 1st March was 1.7 per cent. higher than at the beginning of the previous month and 6.1 per cent. higher than at 1st March, 1955.

UNION OF SOUTH AFRICA

The interim index of employment, published by the Bureau of Census and Statistics, indicates that the numbers employed in manufacturing industries in February were 0.8 per cent. higher than in the previous month and 0.8 per cent. higher than in February, 1955. Figures compiled by the Department of Mines showed that the numbers employed in the mining industry, excluding quarries, were 537,473 in February, compared with 512,854 in the previous month and 531,706 in February, 1955. The numbers of persons (all occupations) registered at Government Employment Exchanges as unemployed were 12,106 at the end of February, compared with 11,579 at the end of the previous month and 13,936 at the end of February, 1955.

UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in April is estimated by the Department of Labor to have been approximately 50,002,000. This was 0.4 per cent. higher than the figure for the previous month, and 2.8 per cent. higher than for April, 1955. The index figure of wage-earners' employment in manufacturing industries (base 1947-9 = 100) showed a decrease of 0.5 per cent. in April, compared with the previous month, but an increase of 2.2 per cent. compared with April, 1955.

The Bureau of the Census estimated that the total number of unemployed persons at the middle of April was about 2,564,000, compared with 2,834,000 at the middle of the previous month and 2,962,000 at the middle of April, 1955.

BELGIUM

The average daily number of persons recorded as wholly unemployed during April was 100,471, compared with 116,212 in the previous month and 129,797 in April, 1955. Partial unemployment accounted in addition for a daily average loss of 34,272 working days. The total number of working days lost in April by persons wholly unemployed was 2,817,419, while 957,498 days were lost as a result of partial unemployment.

FRANCE

The number of persons registered as applicants for employment at the beginning of May was 126,619, of whom 38,934 were wholly unemployed persons in receipt of assistance. The corresponding figures were 144,161 and 44,750 at the beginning of the previous month and 179,919 and 62,256 at the beginning of May, 1955.

GERMANY

In the Federal Republic the number unemployed at the end of May was 538,811, compared with 634,929 at the end of the previous month and 731,104 at the end of May, 1955. In the Western Sectors of Berlin the corresponding figures at the same dates were 114,463, 119,504 and 145,310.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 16th June was 55,093, compared with 61,814 at 19th May, and 51,230 at 18th June, 1955.

ITALY

The number registered for employment at the end of March was 2,386,371, of whom 1,479,335 were wholly unemployed with a previous history of employment and the remainder were young persons, etc., registering for first employment or employed persons seeking other employment. At the end of the previous month the number registered for employment was 2,471,469, including 1,561,706 wholly unemployed and at the end of March, 1955, it was 2,218,078, including 1,342,076 wholly unemployed.

WAGES, DISPUTES, RETAIL PRICES

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Changes in Rates of Wages and Hours of Labour

RATES OF WAGES

Changes in June

In the industries covered by the Department's statistics,* the changes in the rates of wages reported to have come into operation in the United Kingdom during June resulted in an aggregate increase estimated at approximately £161,000 in the weekly full-time wages of about 659,000 workpeople.

The principal increases affected workpeople employed in unlicensed places of refreshment, in industrial and staff canteens, and in sugar confectionery manufacture and food preserving. Others receiving increases included workpeople employed in the wholesale grocery trade, the iron and steel industry, the corn trade, and in stamped or pressed metal wares manufacture.

Workers employed in unlicensed places of refreshment received increases of 6s. 6d. or 7s. 6d. a week for men and of 5s. or 6s. for women. For workers employed in industrial and staff canteens there were increases of 7s. a week for men and 5s. 6d. for women. The statutory minimum rates for workers employed in sugar confectionery manufacture and food preserving were increased by 7s. 6d. a week for men and women engaged in certain specified occupations and by 5s. a week for other female workers.

In the wholesale grocery and provision trade there were increases of 10s. a week for men and 7s. 6d. for women. In the iron and steel industry small increases were payable under sliding-scale arrangements based on the index of retail prices. There were increases for workpeople employed in the corn trade of 10s. a week for men and 6s. 8d. for women. The statutory minimum rates fixed for certain specified classes of workmen employed in stamped or pressed metal wares manufacture were increased by 11s. or 12s. 6d. a week, by 2½d. an hour for other men and by 2d. for women.

Of the total increase of £161,000, about £97,000 resulted from Orders made under the Wages Councils Acts or the Catering Wages Act; about £37,000 resulted from arrangements made by Joint Industrial Councils or other joint bodies established by voluntary agreement; about £18,000 resulted from the operation of sliding scales based on the index of retail prices, and about £9,000 was the result of direct negotiations between employers and workpeople or their representatives.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JUNE

(NOTE.—The figure in brackets below an item in the column headed "District" relates to the page in the volume "TIME RATES OF WAGES AND HOURS OF LABOUR, 1ST APRIL, 1956," on which details for that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in italics)
Trawler Fishing	Great Britain ..	11 June	Trawler fishermen (except skippers and mates)	Present payment of 1s. 6d. a day for sea days only and further increase of 1s. 9d. a day to be paid for all days on articles.
	Hull and Grimsby	do.	Engine room staff employed on distant water vessels	New minimum rates, resulting in increases of varying amounts, agreed as follows:—chief engineers 203s. a week plus 21s. 9d. poundage per £100 gross, second engineers 175s. plus 14s. 9d., firemen and/or firemen trimmers 154s. plus 12s. 9d.
Mining and Quarrying	Cumberland (8)	25 June	Iron-ore miners ..	Cost-of-living net additions to wages, previously granted, decreased† by 1d. a shift (8s. 2d. to 8s. 1d.) for men and youths 18 years and over, and by ½d. (4s. 1d. to 4s. 0½d.) for boys.‡
	West Cumberland (9)	do.	Limestone quarrymen ..	Cost-of-living net additions to wages, previously granted, decreased† by 1d. a shift (8s. 3d. to 8s. 2d.) for men and youths 18 years and over, and by ½d. (4s. 1½d. to 4s. 1d.) for boys.‡
	Cleveland .. (8)	4 June	Ironstone mine workers ..	Flat-rate additions to wages, previously granted, increased‡ by 3-6d. a shift (8s. 10-8d. to 9s. 2-4d.) for men and youths 18 years and over, and by 1-8d. (4s. 5-4d. to 4s. 7-2d.) for boys under 18.
	North Lincolnshire	3 June	Ironstone miners and quarrymen	Flat-rate additions to wages, previously granted, increased‡ by 3-9d. a shift (7s. 0-5d. to 7s. 4-4d.) for men, by 2-95d. (5s. 3-37d. to 5s. 6-295d.) for youths 18 and under 21 years, and by 1-95d. (3s. 6-25d. to 3s. 8-2d.) for boys under 18.
	Notts., Leics., parts of Lincs., Northants, and Banbury	do.	Ironstone miners and quarrymen and limestone quarrymen	Flat-rate additions to wages, previously granted, increased‡ by 4-08d. a shift (6s. 9-6d. to 7s. 1-68d.) for men, by 3-06d. (5s. 1-2d. to 5s. 4-26d.) for youths 18 and under 21 years, and by 2-04d. (3s. 4-8d. to 3s. 6-84d.) for boys under 18.¶
	South and West Durham	4 June	Limestone quarrymen ..	Flat-rate additions to wages, previously granted, increased‡ by 3d. a shift (7s. 1d. to 7s. 4d.) for men and youths 18 years and over, and by 1½d. (3s. 6½d. to 3s. 8d.) for boys under 18.
	Great Britain (14)	Beginning of first full pay period following 2 June	Men, youths and boys employed in the silica and moulding sands industry	Increases of 2½d. an hour in the minimum basic rate for adult male timeworkers, and of 1½d. 2d. or 2½d., according to age, for younger workers. Minimum rates after change: adult male timeworkers 3s. 4d. an hour, youths and boys 1s. 8½d. at 15 years, rising to 3s. 0½d. at 20.
	Great Britain ..	5 Mar.**	Men, youths, boys, women and girls employed in gypsum mines, quarries, plaster board works and plaster mills	Increases of 2½d. an hour for adult male workers, with proportional increases for women and juveniles. Basic rates after change for male workers 21 years and over: group 1 mines, quarries, plaster mills and board plants 3s. 5½d. an hour, group 2 3s. 6½d.

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

† Workpeople who received two or more increases of wages during the period are counted only once in this column.
‡ Under sliding-scale arrangements based on the official index of retail prices.
§ Wages are subject to further ad hoc additions of amounts ranging from 6s. to 6s. 10d. a shift for men, with half the appropriate amounts for youths.
¶ Wages are subject to a war bonus of 10s. a shift for men and youths 18 years and over, and of 5s. for boys.
|| Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) of 1s. a shift for men, of 9d. for youths 18 and under 21 years, and of 6d. for boys.
** This increase was the result of an Industrial Disputes Tribunal award dated 29th May, with retrospective effect to the date shown.

Changes in January-June, 1956

The following Table shows the numbers of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the six completed months of 1956, and the net aggregate amounts of such increases.

Industry Group	Approximate Number of Workpeople affected by Net Increases†	Estimated Net Amount of Increase in Weekly Rates of Wages £
Agriculture, Forestry, Fishing ..	792,500	297,000
Mining and Quarrying ..	430,000	284,600
Treatment of Non-metalliferous Mining Products other than Coal ..	214,500	77,500
Chemicals and Allied Trades ..	213,000	100,100
Metal Manufacture ..	220,000	119,600
Engineering, Shipbuilding and Electrical Goods	2,619,500	1,375,900
Vehicles		
Metal Goods not elsewhere specified ..		
Textiles ..	539,000	144,400
Leather, Leather Goods and Fur ..	3,000	1,400
Clothing ..	243,500	127,700
Food, Drink and Tobacco ..	403,500	167,100
Manufactures of Wood and Cork ..	188,000	56,400
Paper and Printing ..	282,500	272,700
Other Manufacturing Industries ..	34,500	17,200
Building and Contracting ..	1,244,000	780,600
Gas, Electricity and Water ..	241,000	173,100
Transport and Communication ..	1,006,500	499,700
Distributive Trades ..	1,183,500	535,600
Public Administration ..	950,500	486,000
Miscellaneous Services ..	634,000	209,300
Total ..	11,443,000	5,725,900

In the corresponding months of 1955 there was a net increase of £4,113,000 in the weekly full-time rates of wages of 10,486,000 workpeople.

HOURS OF LABOUR

For workpeople employed in sawmilling in Preston and district the normal working hours were reduced from 47 to 44.

Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Building Brick and Allied Industries	England and Wales (certain districts) (20)	Beginning of first full pay period following 25 Apr.	Workpeople employed in making sandlime bricks	Increases of 2½d. an hour in minimum basic rates for adult male timeworkers, of 1½d. for adult female timeworkers, and of varying amounts for younger workers. Minimum rates after change include: men 21 years and over—autoclave (filters and drawers) and stackers and loaders, and all unspecified occupations 3s. 4½d. an hour, dumper drivers 3s. 6½d., drivers of excavators with a capacity of ½ yard and up to and including ¾ yard 3s. 6½d., ¾ yard up to and including 1 yard 3s. 10½d., above 1 yard 3s. 10½d., boilermen 3s. 7½d.; women 18 years and over 2s. 5½d.
	Shropshire, Staffordshire (other than Stoke-on-Trent), Warwickshire and Worcestershire (17)	Beginning of first full pay period following 11 May	Workpeople employed in making building and engineering bricks and roofing tiles	Increases of 2½d. an hour in minimum rates for adult male timeworkers, of 1½d. for adult female timeworkers, and of proportional amounts for younger workers; piecework rates to be such as will enable pieceworkers of average ability to earn a minimum of 25 per cent. above the amount they would earn during the same period if employed at the appropriate day-work rate; new grade of transport driver introduced. Minimum rate after change for labourers 21 years and over 3s. 4½d. an hour; occupational differential rates continue unchanged as plusages to the new minimum rate; women 18 years and over 2s. 5½d.; transport drivers—up to and including 2 tons 3s. 5½d., over 2 and up to and including 3½ tons 3s. 7d., over 3½ tons but gross laden weight not over 12 tons 3s. 8d., over 12 tons gross laden weight 3s. 9½d.
Coke Manufacture	Scotland, Cumberland, South Durham, Cleveland, Lancashire, Lincolnshire, Northants, and North Wales (certain firms)*	3 June	Workpeople employed at coke oven plants attached to blast furnaces	Flat-rate additions to wages, previously granted, increased† by 3-9d. a shift (7s. 0-5d. to 7s. 4-4d. for shift-rated workers), or by 0-53d. an hour (11-52d. to 12-05d. for hourly-rated workers) for men and for women and youths employed on men's work, by 2-93d. a shift (5s. 3-37d. to 5s. 6-3d.) or by 0-4d. an hour (8-64d. to 9-04d.) for youths 18 and under 21 and for women employed on youths' work, and by 1-95d. a shift (3s. 6-25d. to 3s. 8-2d.) or by 0-27d. an hour (5-76d. to 6-03d.) for boys and for girls doing boys' work.
Pig Iron Manufacture	England and Wales and certain works in Scotland (42)	3 June	Workpeople employed at blastfurnaces, except those whose wages are regulated by movements in other industries	Flat-rate additions to wages, previously granted, increased† by 3-9d. a shift (7s. 0-5d. to 7s. 4-4d. for shift-rated workers) or by 0-53d. an hour (11-52d. to 12-05d. for hourly-rated workers) for men and for women and youths employed on men's work, by 2-93d. a shift (5s. 3-37d. to 5s. 6-3d.) or by 0-4d. an hour (8-64d. to 9-04d.) for youths 18 and under 21 years and for women employed on youths' work, and by 1-95d. a shift (3s. 6-25d. to 3s. 8-2d.) or by 0-27d. an hour (5-76d. to 6-03d.) for boys and for girls doing boys' work.
	West of Scotland (42)	Pay period commencing nearest 1 June	Workpeople employed at certain blastfurnaces, excluding those engaged on maintenance work	Flat-rate additions to wages, previously granted, increased† by 3-9d. a shift (7s. 1d. to 7s. 4d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and Steel Manufacture	Great Britain‡ (43)	4 June	Workpeople employed at steel sheet rolling mills	Flat-rate additions to wages, previously granted, increased† by 3-9d. a shift (7s. 0-5d. to 7s. 4-4d.) for men and women 21 years and over, by 2-93d. (5s. 3-37d. to 5s. 6-3d.) for youths and girls 18 and under 21 years, and by 1-95d. (3s. 6-25d. to 3s. 8-2d.) for those under 18.
	Great Britain§ (43)	3 June	Workpeople employed in steel melting shops (melting, ladling, slagmen, ladlemen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.)	Flat-rate additions to wages, previously granted, increased† by 3-9d. a shift (7s. 0-5d. to 7s. 4-4d. for shift-rated workers) or by 0-53d. an hour (11-52d. to 12-05d. for hourly-rated workers) for men and women, by 2-93d. a shift (5s. 3-37d. to 5s. 6-3d.) or by 0-4d. an hour (8-64d. to 9-04d.) for youths and girls 18 and under 21 years, and by 1-95d. a shift (3s. 6-25d. to 3s. 8-2d.) or by 0-27d. an hour (5-76d. to 6-03d.) for those under 18.
	Great Britain§ (43)	do.	Workpeople employed at steel rolling mills	do. do.
	North-East Coast	do.	Iron puddlers, millmen, semi-skilled workers, labourers, etc., employed at iron puddling furnaces and rolling mills	do. do.
	Great Britain§ ..	do.	Maintenance craftsmen employed on coke oven and blastfurnace plants, in steel melting shops, and in steel rolling mills	Flat-rate additions to wages, previously granted, increased† by 0-53d. an hour (11-52d. to 12-05d.) for craftsmen, by 0-4d. (8-64d. to 9-04d.) for apprentices 18 to 21 years, and by 0-27d. (5-76d. to 6-03d.) for apprentices under 18.
	South-West Wales (43)	do.	Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters	Flat-rate additions to wages, previously granted, increased† by 3-9d. a shift (5s. 11-5d. to 6s. 3-4d.) for men and for women employed on men's work, by 2-93d. (4s. 5-62d. to 4s. 8-55d.) for youths 18 and under 21, and by 1-95d. (2s. 11-75d. to 3s. 1-7d.) for youths under 18.
	South Wales and Monmouthshire (43)	do.	Workpeople employed at iron and steel works	Cost-of-living bonus increased† by 3-6d. a shift (5s. 2-4d. to 5s. 6d. for skilled craftsmen, and 6s. 5-4d. to 6s. 9d. for other men) for men and women 18 years and over, and by 1-8d. (2s. 7-2d. to 2s. 9d. or 3s. 2-7d. to 3s. 4-5d.) for those under 18.
Tinplate Manufacture	South Wales, Monmouthshire and Gloucestershire (43)	do.	Men, youths, women and juveniles (except apprentices)	Flat-rate additions to wages, previously granted, increased† by 3-9d. a shift (7s. 0-5d. to 7s. 4-4d.) for men and for women engaged specifically to replace male labour, by 2-93d. (5s. 3-37d. to 5s. 6-3d.) for youths 18 and under 21 years and for women 18 years and over, and by 1-95d. (3s. 6-25d. to 3s. 8-2d.) for workers under 18.
Tube Manufacture	Newport and Landore	do.	Men, youths and boys ..	Cost-of-living bonus increased† by 3-48d. a shift (7s. 0-1d. to 7s. 3-58d.) for men, by 2-319d. (4s. 8-042d. to 4s. 10-361d.) for youths 18 and under 21, and by 1-74d. (3s. 4-89d. to 3s. 6-63d.) for boys.
Galvanising	England and Wales	4 June	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Flat-rate additions to wages, previously granted, increased† by 3-9d. a shift (7s. 0-5d. to 7s. 4-4d.) for men and women 21 years and over, by 2-93d. (5s. 3-37d. to 5s. 6-3d.) for youths and girls 18 and under 21 years, and by 1-95d. (3s. 6-25d. to 3s. 8-2d.) for those under 18.
Paper Making Machinery Manufacture	Great Britain ..	1 June	Dandy roll and paper mould makers	Increase of 4d. an hour for adult workers, and of proportional amounts for apprentices. Rates after change: grade I workers 4s. 11d. an hour, grade II 4s. 9d., grade III 4s. 7d.
Stamped or Pressed Metal Wares Manufacture	Great Britain (68) (235)	20 June	Polishers, braziers, drop stampers, dippers who are also bronzers, dippers or annealers (men, youths and boys)	Increases of 11s. or 12s. 6d. a week, according to occupation, in general minimum time rates and piecework basis time rates for men 21 years or over, and of 4s. to 9s., according to age, for youths and boys. General minimum time rates after change range from 151s. 4d. a week to 170s. 4d. for men 21 years or over, and from 144s. 1d. to 170s. 4d. for those 21 and under 21, according to grade and occupation.¶
			Other men, youths and boys ..	Increases of 2½d. an hour in general minimum time rates for men 21 years or over, and of 1d. to 2½d., according to age, for youths and boys. General minimum time rates after change for men 21 years or over 3s. 2d. an hour.¶
			Women and girls ..	Increases of 2d. an hour in general minimum time rates and piecework basis time rates for women 18 years or over, and of 1d., 1½d. or 1½d., according to age, for girls. General minimum time rates after change for women 18 years or over range from 2s. 4½d. an hour (2s. 3½d. during first two months for late entrants in certain occupations) to 2s. 7d., according to occupation and period of employment.¶

* These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association.
† Under sliding-scale arrangements based on the official index of retail prices.
‡ These increases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.
§ These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steel district), Lincolnshire, South Wales and West of Scotland.
¶ These increases affected employees of firms which are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.
|| These increases took effect under an Order issued under the Wages Councils Act. See page 283 of this GAZETTE.

Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Coffin Furniture Manufacture and Cerement Making	Great Britain (233)	8 June	Male and female workers, other than engravers or engravers' assistants:— Coffin furniture section .. Cerement making section	Increase in general minimum time rates of 4½d. or 5d. an hour, according to occupation, for men 21 years or over, of 2½d. or 3d., according to age, for youths and boys, of 3d. for women 21 or over, and of 2½d. or 3d. for girls. General minimum time rates after change: men 21 years or over—dressers, planishers (including wheelers), platers, polishers, pressure die casters or stampers, grade I 3s. 0½d. an hour, grade II 3s. 3d., grade III 3s. 6½d., gravity die casters, press workers, pressure die casters' assistants, platers' assistants or sprayers 3s. 0½d., assemblers, despatchers, packers or warehousemen 2s. 11½d., other workers 2s. 11½d.; youths and boys 1s. 6d. at under 16 years, rising to 2s. 5d. at 20; women 21 years or over 2s. 5d. or 2s. 7d., according to occupation, girls 1s. 6d. at under 16, rising to 2s. 3d. at 20; piecework basis time rates for male or female workers continue to be 15 per cent. above the appropriate general minimum time rates.*
Wool Textile	Leicester (80)	First pay day in June	Workpeople employed in the lambs' wool and worsted yarn spinning industry, except those whose wages are regulated by movements in other industries	Cost-of-living bonus increased by ½d. in the shilling† and further increase of 1d. on the bonus agreed (1s. 2½d. to 1s. 4d.) on basic wages. Minimum rates after change, inclusive of cost-of-living bonus and good timekeeping bonus, include: men 21 years and over—skilled 148s. 5d. a week, unskilled 141s. 10d.; women 18 and over—skilled 94s. 1d., learners 91s. 3d.; piecework minimum rates, men 155s., women 107s. 2d.
Harris Tweed Manufacture	Outer Hebrides ..	1 June	Weavers	Increase of 1d. a weaver's yard. Rates after change: plain twill—warp as weft, all drafts 2s. 8d. a weaver's yard, all weaves—2 shuttles 2s. 11d. a weaver's yard, 3 and 4 shuttles 3s., 5 and 6 shuttles 3s. 1d.
	do.	do.	Millworkers (spinning section)	Increase of approximately 10 per cent. on basic rates operative at 4th June, 1950. Minimum rates after change, inclusive of percentage addition, include: men 20 years and over, commencing wage 156s. 7d. a week, after six months 162s. 2d.; women 17½ years and over, commencing wage 90s. 4d., after six months 114s. 3d.
Pressed Felt Manufacture	Rosendale Valley (certain firms)	First pay day in June	Men, women and juveniles ..	Increase of 1s. a week for men, and of 8d. for women and juveniles. Minimum rates after change, inclusive of cost-of-living bonus: men 21 years and over 143s. 8d. a week; women 18 and over, felt production processes 107s. 4d., cutting and stitching 97s. 10d.
Jute Carpet Manufacture	Dundee	5 Apr.	Male and female workers ..	Increase in minimum basic rates of 3s. a week (90s. to 93s.) for men 21 years and over, and of 2s. (60s. to 62s.) for women.
	do.	First pay day in June	do.	Cost-of-living bonus increased† by 2½ per cent. (52½ to 55 per cent.) on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers and on the first £4 10s. for female workers. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: men 21 years and over 144s. 1d. a week, women 96s. 1d.
Rope, Twine and Net Manufacture	Northern Ireland.. (236)	13 June	Timeworkers	Increase of 2d. an hour in general minimum time rates for men 21 years or over, of ½d. to 1½d., according to age, for youths and boys, of 1½d. for women 18 or over and for doffers (irrespective of age), and of ½d., 1d. or 1½d. for girls. General minimum time rates after change include: men 21 years or over—area A 2s. 11d. to 3s. 0½d. an hour, according to occupation, area B 2s. 10½d. to 3s.; women 18 or over (other than doffers)—area A 1s. 11d. to 2s. 1½d., according to occupation, area B 1s. 10½d. to 2s. 0½d.; doffers (irrespective of age) 1s. 8½d. and 1s. 8½d.†
			Pieceworkers	Increase of 2d. an hour in piecework basis time rates for male workers, and of 1½d. for female workers. Piecework basis time rates after change: male workers—area A 3s. 0½d. to 3s. 1½d. an hour, according to occupation, area B 3s. to 3s. 1½d.; female workers—area A 1s. 11½d. to 2s. 1½d., area B 1s. 11d. to 2s. 1½d., doffers 1s. 9½d., 1s. 8½d.†
Hosiery Manufacture	Hawick (91)	Pay day in week ending 8 June	Men, women and juveniles ..	Increase of 7½ per cent. (95 to 102½ per cent.) in the percentage bonus on adult basic rates, resulting in minimum increases of 3s. 11d. a week for journeymen and 2s. 8d. for journeywomen timeworkers, and of 3s. 9d. for journeymen and 2s. 5d. for journeywomen pieceworkers, with proportional amounts for apprentices. Minimum weekly rates after change, inclusive of percentage bonus of 102½ per cent. on basic rates, and flat-rate bonus of 46s. for men and 33s. for women: timeworkers, journeymen 152s. 4d. a week, journeywomen 105s. 2d.; pieceworkers, journeymen 147s. 3d., journeywomen 98s. 2d.
	Nottingham and district	First pay day in June	Male knitters employed in the shawl and antimacassar section of the hosiery and knitwear industry	Increase of 1d. in the shilling (10d. to 11d.) on gross earnings.
Carpet Manufacture	Great Britain (92)	First pay day in June	Men, women and juveniles ..	Cost-of-living bonus increased† from 52½ to 55 per cent. on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Bonus on earnings in excess of £6 15s. and £4 10s. increased from 42½ to 45 per cent. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: male workers 21 years and over: dry beamers, packers, backsizers and starchers, card men (jacquard, wilton and gripper), fur cutters with 6 months' experience in any of the jobs 153s. 5d. a week, wet beamers or dressers with 12 months' experience 168s. 11d., croppers and shearers with 6 months' experience 153s. 5d., 161s. 2d. or 168s. 11d., according to width of machine, other male workers 21 and over 144s. 2d.; female workers 20 years and over—card cutters with 18 months' experience 110s. 1d., other female workers 96s. 1d.
Narrow Woven Fabrics Manufacture	Great Britain (93)	Week commencing 25 June	Men, youths, boys, women and girls	Increase in minimum time rates of 1½d. or 2d. an hour, according to grade, for men 21 years and over, of 1d. or 1½d. for women 18 and over, and of proportional amounts for juveniles; increases of 2d., 2½d. or 2½d. an hour in group average rates for male pieceworkers, and of 1½d. or 1½d. for female pieceworkers (all workers to receive a minimum increase of 1½d. or 1d. an hour for men and women respectively). Minimum time rates after change include: men 21 years and over—grade I occupations 2s. 11½d. an hour, grade II 3s. 2½d., grade III 3s. 4d.; women 18 and over grade I 2s. 1½d., grade IA 2s. 2½d., grade II 2s. 4½d., grade III 2s. 5½d. Piecework rates to be arranged so that the average wage for adult pieceworkers in a class is not less than—males grade I 3s. 6d., grade II 3s. 8½d., grade III 3s. 11d.; females grade I 2s. 6½d., grade IA 2s. 7½d., grade II 2s. 9d., grade III 2s. 11½d.
Surgical Dressings, etc., Manufacture	Great Britain (94)	First pay day following 14 May	Nightworkers and shiftworkers	Increase of 2d. an hour (4d. to 6d.) in the allowance paid to permanent nightworkers, of 1½d. (3d. to 4½d.) for shiftworkers engaged in a continuous process worked day and night, and of 1d. (2d. to 3d.) for day-shift workers.

* These increases took effect under an Order issued under the Wages Councils Act. See page 247 of the June issue of this GAZETTE.
† Under sliding-scale arrangements based on the official index of retail prices.
‡ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 283 of this GAZETTE.

Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Hosiery Dyeing, Finishing, etc.	Midlands (various districts)* (97)	First pay day in June	Men, women and juveniles ..	Increase of 2 per cent. (1 to 3 per cent.) in the percentage addition paid on all time and piece rates.
Fustian Cutting	Great Britain (233)	22 June	Female workers	Increase of 1½d. an hour in general minimum time rates for workers other than learners, and of 1d., 1½d. or 1½d., according to occupation and period of employment, for learners; increase of 1½d. an hour in piecework basis time rate. General minimum time rates after change: power machine cutting or hand cutting—learners, during 1st month of employment 1s. an hour, during 2nd month 1s. 0½d., all other workers 2s. 1d.; ending and mending—learners, during 1st three months of employment 11½d. an hour, during 2nd three months 1s. 2½d., during 3rd three months 1s. 3½d., during 4th three months 1s. 9d., all other workers 2s. 1d.; piecework basis time rate for power machine cutting, hand cutting and ending and mending 2s. 3d.†
Coir Mat and Matting Manufacture	Great Britain ..	Pay day in week ending 16 June	Men, youths, boys, women and girls	Increase of 2d. an hour in daywork rates for male workers 18 years and over, and of 1½d. for other male and female workers; increase of 2d. an hour for male pieceworkers, and of 1½d. for female pieceworkers. Rates after change: dayworkers—males 1s. 4d. an hour at 15, rising to 3s. 0½d. at 21 and over, females 1s. 4d. at 15, rising to 2s. at 18 and over; pieceworkers—males 3s. 4d., females 2s. 2½d.
Leather Production	Great Britain (100)	First full working week commencing on or after 18 June	Workpeople employed in leather belting and strap butt currying	Increase in basic time rates of 3d. an hour for adult male workers, of proportional amounts for youths and apprentices, and of 2½d. for female workers. Minimum time rates after change: leather belting—skilled workers, London 3s. 8½d. an hour, Provinces 3s. 7½d., semi-skilled 3s. 5½d., 3s. 4½d., unskilled 3s. 5d., 3s. 4d., youths and apprentices 1s. 7½d. or 1s. 7d. at 15, rising to 3s. 0½d. or 2s. 11½d. at 20; strap butt cutters on day work—during 6 months' probation 3s. 9½d., 3s. 8½d., thereafter 3s. 10½d., 3s. 9½d.; youths and apprentices employed as strap butt curriers 1s. 8d. or 1s. 7½d. at 15, rising to 3s. 0½d. or 2s. 11½d. at 20; women after 12 months' employment 3s. 1½d., 3s. 1d.
	Yorks., Lancs. and Notts. (certain districts) (101)	First pay day after 10 June	Male and female workers employed in buffalo picker manufacture	Increase of 3d. an hour for men 21 years and over, of 2½d. for women employed on men's work, of 1½d. for other women 20 years and over, of 1½d. to 2½d., according to age, for youths and boys, and of ½d. to 1½d. for girls. Rates after change: men—skilled 3s. 7½d. an hour, semi-skilled 3s. 4½d., unskilled 3s. 4d., youths and boys 1s. 6½d. at 15, rising to 3s. at 20; women engaged on operations classified as men's work—skilled 3s. 0½d., semi-skilled 2s. 9½d., unskilled 2s. 8½d.; other women and girls 1s. 5d. at 15, rising to 2s. 5½d. at 20. Piecework rates continue to be fixed to enable the average worker to earn at least 25 per cent. above the daywork rate.
Fellmongering	United Kingdom ..	First pay day after 13 May	Workpeople employed in handling foreign skins in	Increase in minimum time rates of 3d. an hour for men 21 years and over, of 2½d. for women 21 and over, and of proportional amounts for younger workers; increase of 5 per cent. on existing piece rates. Minimum time rates after change include: men 21 years and over—skilled 3s. 7½d. an hour, semi-skilled (wet) 3s. 5d., (dry) 3s. 4d.; women 21 and over 2s. 8d. (plus 1d. an hour for wet work).
	England and Wales (102)	do.	Workpeople employed in handling domestic skins	Increase in minimum time rates of 3d. an hour for men 21 years and over, of 2½d. for women 21 and over, and of proportional amounts for younger workers. Minimum time rates after change include: men 21 years and over—skilled 3s. 7½d. an hour, semi-skilled 3s. 5d., unskilled 3s. 4d.; women 21 and over 2s. 8d. (plus 1d. an hour for wet work).
Corn Trade	Great Britain (115)	18 June	Mill and other manual workers (except transport workers)	Increase of 10s. a week in minimum rates for men 21 years and over, of 6s. 8d. for women 18 and over, and of proportional amounts for younger workers. Minimum rates after change include: men 21 years and over—London 158s. 6d. a week, grade 'A' areas 156s. 6d., grade 'B' 153s. 6d., grade 'C' 150s. 6d.; women 18 years and over, two-thirds of the appropriate adult male rate.
			Drivers of horse-drawn vehicles	Increase of 10s. a week. Rates after change: drivers of 1-horse vehicles—London area 160s. 6d. a week, grade 'A' areas 158s. 6d., grade 'B' 155s. 6d., grade 'C' 152s. 6d.; teamsmen 161s. 6d., 159s. 6d., 156s. 6d., 153s. 6d.
Baking	Lancashire (except Liverpool)§	First pay week following 27 Feb.‡	Men, women and juveniles ..	Increase of 11s. 6d. a week for men 21 years and over, and of 7s. 8d. for all other male and female workers. Minimum rates after change for a 46-hour week: male workers—foremen confectioners and foremen bakers 175s. 4½d. a week, first hands and single hands 166s. 9d., second hands, doughmakers, ovenmen and confectionery mixers 162s. 11d., confectioners or table hands (including oven clearers) 157s. 2d., charge-hands (packing and despatch dept.) 155s. 3d., stokers 151s. 5d., other male workers 63s. 3d. (for 44-hours) at 15, rising to 149s. 6d. at 21 and over; female workers—forewomen 123s. 7½d., charge hands (other than packing and despatch dept.) 118s. 10d., single hands 115s., confectioners 61s. 5d. (for 44-hours) at 15, rising to 111s. 2d. at 21 and over, other female workers 61s. 5d. to 105s. 5d., charge hands (packing and despatch dept.) 109s. 3d.
Bacon Curing	Great Britain (122)	Pay day in week commencing 4 June	Men, women and juveniles ..	New minimum rates adopted, resulting in increases of varying amounts. Minimum rates after change: charge hands (men in charge of 4 or more male workers) 172s. 6d. a week, men 21 years and over, grade I 166s. 10½d., grade 2 159s. 4½d., grade 3 155s. 7½d.; women 21 years and over 106s. 10½d.; youths and boys 63s. 9d. at under 16, rising to 133s. 1½d. at 20; girls 60s. to 96s. 6½d.
Sugar Confectionery Manufacture and Food Preserving	Great Britain (124) (235)	6 June	Male workers and female workers engaged in certain specified occupations	Increase of 7s. 6d. a week in general minimum time rates for male and female workers 21 years or over, and of 3s. to 6s. 6d., according to age, for younger workers; increase of 9s. 6d. a week (164s. to 173s. 6d.) in piecework basis time rate. General minimum time rates after change: male and female workers 21 years or over 138s. 6d. a week, juveniles 49s. at under 16, rising to 115s. 6d. at 20.¶
			Other female workers ..	Increase of 5s. a week in general minimum time rates for workers 19 years or over, and of 3s. to 4s. 6d., according to age, for younger workers; increase of 6s. 6d. a week (117s. to 123s. 6d.) in piecework basis time rate. General minimum time rates after change: 49s. a week at under 16, rising to 98s. 6d. at 19 or over.¶
Aerated Waters Manufacture	Northern Ireland.. (236)	13 June	Men, youths, boys, women and girls	Increase in general minimum time rates of 1d. an hour for foremen, forewomen or syrup makers and for other male workers 21 years or over, of ½d., ½d. or ½d., according to age, for younger male workers, and of ½d. or ½d. for other female workers. General minimum time rates after change: foremen, forewomen or syrup makers 3s. an hour, other male workers 1s. 0½d. at under 16, rising to 2s. 9½d. at 21 or over, other female workers 1s. 0½d. at under 16, rising to 1s. 11½d. at 19 or over.¶

* Including Leicester, Loughborough, Hinckley and district, Nuneaton, Nottingham district and Derby.
† Under sliding-scale arrangements based on the official index of retail prices.
‡ These increases took effect under an Order issued under the Wages Councils Act. See page 283 of this GAZETTE.
§ These increases apply to workers employed by firms which are members of the North Western Federation of Master Bakers; the rates were agreed in May and had retrospective effect to the date shown.
¶ These increases took effect under an Order issued under the Wages Councils Act. See page 247 of the June issue of this GAZETTE.
‡ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 283 of this GAZETTE.

Principal Changes in Rates of Wages Reported during June—continued

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Includes entries for Sawmilling, Furniture Manufacture, Sign Production, Basket Manufacture, Newspaper Printing, Cinematograph Film Production, Button Manufacture, Civil Air Transport, Wholesale Grocery and Provision Trade, and National Government Service.

* These rates do not apply to workpeople employed by firms who are normally engaged in the production and conversion of home grown timber. In Liverpool an additional 1/4d. an hour is paid as compensation for loss of overtime.
† See also under "Changes in Hours of Labour".
‡ Under sliding-scale arrangements based on the official index of retail prices.
§ Including boiler attendants, storemen, transport mechanics, transport drivers, charge-hand cleaners, cleaners, commissionaires, doormen and gatemen, charge-hand painters, painters, painters' mates, carpenters, carpenters' mates and general labourers.
|| These increases took effect under an Order issued under the Wages Councils Act. See page 283 of this GAZETTE.
¶ These increases were agreed in May and had retrospective effect to the date shown.
** These increases were authorised in June and had retrospective effect to the date shown.
†† The rates quoted are London rates and are subject to provincial differentiation. Those for women include the second stage in the introduction of equal pay for men and women in the non-industrial Civil Service.

Principal Changes in Rates of Wages Reported during June—continued

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Includes entries for Unlicensed Places of Refreshment* and Industrial and Staff Canteens.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING JUNE

Table with columns: Industry, District, Date, Classes of Workpeople, Particulars of Change. Entry for Sawmilling: Normal weekly working hours reduced from 47 to 44 1/2.

* Unlicensed places of refreshment include cafes, tearooms, restaurants, coffee stalls, snack bars and similar places.
† These changes took effect under an Order issued under the Catering Wages Act. See page 247 of the June issue of this GAZETTE. The minimum rates quoted are payable where the employer supplies the worker with neither full board nor lodging but supplies him with meals of good and sufficient quality and quantity whilst on duty.
‡ These increases took effect under an Order issued under the Catering Wages Act, 1943, see page 284 of this GAZETTE. The minimum rates quoted are payable where the employer supplies the worker with such meals as are available during the time the worker is on duty, and with clean overalls and headwear.
§ See also under "Changes in Rates of Wages".

Index of Rates of Wages

The index figure of rates of wages measures the 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 30th June, 1947, taken as 100. The industries and services covered by the index and the method of calculation were described on page 41 of the issue of this GAZETTE for February, 1948.

Table showing Index of Rates of Wages by Date, Men, Women, Juveniles, and All Workers from 1947 to 1956.

All Workers

Table showing Index of Rates of Wages for All Workers by Month from 1947 to 1956.

Where necessary, the figures have been revised to include changes arranged with retrospective effect or reported too late for inclusion in the current figures. In the first Table opposite are shown the separate index figures for men, women, juveniles and "all workers" for December in each of the years 1947 to 1954, inclusive, for March, June, September and December, 1955, and for each month of 1956 to date. The second Table shows the figure for "all workers" for each month since June, 1947. All figures in the Tables are on the basis of 30th June, 1947 = 100, and relate to the end of the month.

MISCELLANEOUS STATISTICS

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Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in June was 97, compared with 116 (revised figure) in the previous month and 104 (revised figure) in June, 1955. In the case of seamen employed in ships registered in the United Kingdom, 4 fatal accidents were reported in June, compared with 8 in the previous month and 6 in June, 1955. Detailed figures for separate industries are given below for June, 1956.

Mines and Quarries*	WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937
Under Coal Mines Act :	
Underground	18
Surface	2
Quarries	4
Metalliferous Mines	2
TOTAL, MINES & QUARRIES	26
Factories	
Clay, Stone, Cement, Pottery and Glass	1
Chemicals, Oils, Soap, etc.	1
Metal Extracting and Refining	3
Metal Conversion and Founding (including Rolling Mills and Tube Making)	8
Engineering, Locomotive Building, Boilermaking, etc.	4
Railway and Tramway Carriages, Motor and Other Vehicles and Aircraft Manufacture	3
Shipbuilding	6
Other Metal Trades	1
Cotton	1
Wool, Worsted, Shoddy Other Textile Manufacture	1
Textile Printing, Bleaching and Dyeing	1
Tanning, Currying, etc.	1
Food and Drink	1
General Woodwork and Furniture	2
Paper, Printing, etc.	1
Rubber Trades	1
Gas Works	2
Electrical Stations	1
Other Industries	1
Railway Service	
Brakemen, Goods Guards	1
Engine Drivers, Motor-men	1
Firemen	1
Labourers	1
Mechanics	1
Permanent Way Men	2
Porters	1
Shunters	1
Other Grades	6
Contractors' Servants	1
TOTAL, RAILWAY SERVICE	13
TOTAL (excluding Seamen)	97
Seamen	
Trading Vessels	4
Fishing Vessels	1
TOTAL, SEAMEN	4
TOTAL (including Seamen)	101

Industrial Rehabilitation

The statistics of courses at Industrial Rehabilitation Units given below relate to the four weeks ended 28th May, 1956.

	Men	Women	Total
Persons admitted to courses during period	659	114	773
Persons in attendance at courses at end of period	1,284	225	1,509
Persons who completed courses during period	533	92	625

* For mines and quarries, weekly returns are obtained and the figures cover the 4 weeks ended 30th June, 1956.

Industrial Diseases

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

I. Cases	I. Cases—continued
Lead Poisoning	Epitheliomatous Ulceration (Skin Cancer)
Operatives engaged in :	Pitch and Tar
Plumbing and Soldering .. .. .	.. .. .
Other contact with Molten Lead	3
Electric Accumulator Works	2
Other Industries .. .. .	.. .. .
TOTAL	5
Phosphorus Poisoning .. .. .	.. .. .
Toxic Anaemia .. .. .	.. .. .
Anthrax	.. .. .
Wool .. .. .	.. .. .
Hides and Skins	3
Other Industries .. .. .	.. .. .
TOTAL	3
Chromic Ulceration	.. .. .
Manuf. of Bichromates	4
Chromium Plating	10
Other Industries .. .. .	.. .. .
TOTAL	14
Total, Cases	42
II. Deaths	.. .. .
.. .. .	Nil

Business Training for Ex-Regulars

The figures below relate to applications for training under the Scheme of Business Training for Ex-Regulars since its inception in February, 1949. The figures show the position at the end of June, 1956, and are in continuation of those published in the issue of this GAZETTE for April (page 158).

Number of applications received	2,369
" rejected or withdrawn	1,574
" under consideration	27
" applicants who entered training	761
" awaiting training	7

Of the 761 applicants who entered training, 663 completed their course, 75 terminated their training prematurely (most of them to take employment) and 23 were still in training at the end of June. After completion of training, 573 applicants were placed in, or found employment, 83 ceased to register for employment, mainly because they had secured suitable posts, and seven were awaiting suitable employment. Of those awaiting suitable employment, three were in "stop-gap" employment pending satisfactory resettlement.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Industrial Disputes Order, 1951, and Conditions of Employment and National Arbitration (Northern Ireland) Orders, 1940 to 1945

Industrial Disputes Tribunal Awards

During June the Industrial Disputes Tribunal issued sixteen awards, Nos. 850 to 865.* Two of the awards are summarised below; the others related to individual employers.

Award No. 850 (4th June).—Parties: Members of the Scottish Lace Furnishing Manufacturers' Association, and members of trade unions federated with the British Lace Operatives' Federation in the employment of the said employers. Claim: That time and piece rates for weavers in Scotland be brought into line with the Nottingham time and piece rates for twisthands. Award: The Tribunal found that the claim had not been established.

Award No. 857 (19th June).—Parties: Members of the National Federation of Master Painters and Decorators in Scotland, and members of the Scottish Painters' Society in their employment. Claim: For an alteration to the rules relating to time lost through inclement weather and notice of termination of employment contained in the National Working Rules of the Scottish Painting Council. Award: The Tribunal found in favour of the claim for an alteration to the two rules in question, as set out in Appendix B to the statement of case submitted by the Scottish Painters' Society and as contained in paragraph 3 of the award.

National Arbitration Tribunal (Northern Ireland) Awards

During June the National Arbitration Tribunal (Northern Ireland) issued three awards, none of which related to a substantial part of an industry.

Civil Service Arbitration Tribunal

During June the Civil Service Arbitration Tribunal issued one award, No. 313*, which is summarised below.

Award No. 313 (7th June).—Parties: The Institution of Professional Civil Servants and the Air Ministry. Claim: For an increased allowance for Experimental Officers of the Meteorological Office engaged on television weather forecasts. Award: The Tribunal awarded that the allowance paid to the Experimental Officers of the Meteorological Office engaged on television weather forecasts shall be increased to £2 for each appearance.

Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During June the Industrial Court issued two awards, Nos. 2612 and 2613, which are summarised below.

Award No. 2612 (27th June).—Parties: Employees' Side and Employers' Side of the National Joint Industrial Council for the Road Passenger Transport Industry (Tramways, Trolleybuses and Motor Omnibuses). Claim: To determine whether or not, in the case of the Manchester Corporation, special difficulties exist which warrant a deviation from the national rates of pay for drivers and conductors under the provisions of the National Council's Resolution of 2nd December, 1955. Award: Without prejudice to the consideration by the two Sides of the National Joint Council for the Road Passenger Transport Industry of whether or not there exist such special difficulties in Manchester as to justify the introduction of any bonus for drivers and conductors, and, if so, the amount thereof and the conditions which should attach thereto, the Court found against the claim made for an alteration in the agreed national minimum basic rate.

Award No. 2613 (27th June).—Parties: Staff Side and Management Side of the Nurses and Midwives' Council of the Whitley Councils for the Health Service Employees (Great Britain). Claim: That there should be three categories with separate salary scales of Home Sisters employed in hospitals within the National Health Service. Award: The Court found and so awarded:—(i) The occupation of "Home Sister" shall consist of three grades, namely, a basic grade, the salary for which shall be that of a "Ward Sister" plus £30 per annum, and two higher grades. (ii) Specific definitions of the duties, the performance of which shall govern entry to each of the said two higher grades, and the salaries to be made applicable to each of the higher grades, shall be subject to joint negotiations between the two Sides of the Nurses and Midwives' Council of the

* See footnote * in first column on page 287.

Whitley Councils for the Health Service Employees (Great Britain) and if agreement is not reached within two months from the date hereof it shall be open to either Side of the said Council to refer questions unresolved to the Industrial Court.

Single Arbitrators and ad hoc Boards of Arbitration

During June there were no appointments of Single Arbitrators or ad hoc Boards of Arbitration under the Industrial Courts Act, 1919.

Wages Councils Acts, 1945-1948

Notices of Proposals

During June notice of intention to submit a wages regulation proposal to the Minister of Labour and National Service was issued by the following Wages Council:—

Milk Distributive Wages Council (England and Wales).—Proposal M.D. (85), dated 8th June, for fixing revised general minimum time rates for male and female workers.

Further information concerning the above proposal may be obtained from the Secretary of the Council in question, at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

Wages Regulation Orders

During June the Minister of Labour and National Service made the following Wages Regulation Orders* giving effect to the proposals submitted to him by the Wages Councils concerned:—

The Stamped or Pressed Metal-Wares Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1956: S.I. 1956 No. 857 (Q.84), dated 4th June and effective from 20th June. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.—See page 275.

The Button Manufacturing Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1956: S.I. 1956 No. 883 (V.55), dated 7th June and effective from 22nd June. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers (other than female homeworkers).—See page 278.

The Fustian Cutting Wages Council (Great Britain) Wages Regulation Order, 1956: S.I. 1956 No. 884 (F.C.34), dated 7th June and effective from 22nd June. This Order prescribes revised general minimum time rates and piecework basis time rates for female workers.—See page 277.

The Paper Box Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1956: S.I. 1956 No. 954 (B.62), dated 21st June and effective from 9th July. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

The Toy Manufacturing Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1956: S.I. 1956 No. 992 (Y.55), dated 28th June and effective from 16th July. This Order prescribes revised general minimum time rates for male and female workers.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposals

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

Paper Box Wages Council (Northern Ireland).—Proposal N.I.B. (N.62), dated 1st June, for fixing revised statutory minimum remuneration for male and female workers in the trade.

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

Wages Regulation Orders

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

The Aerated Waters Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1956 (N.I.A. (N.48)), dated 1st June and effective on and from 13th June. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 277.

The Rope, Twine and Net Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1956 (N.I.R. (N.68)), dated 1st June and effective on and from 13th June. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 276.

* See footnote * in first column on page 287.

GOVERNMENT PUBLICATIONS

required by customers in the West of England may be obtained quickly from
H.M. STATIONERY OFFICE, TOWER LANE, BRISTOL, 1

Catering Wages Act, 1943

Wages Regulation Orders

During June the Minister of Labour and National Service made the following Wages Regulation Orders* giving effect to the proposals submitted to him by the Wages Boards concerned:—
 The Wages Regulation (Industrial and Staff Canteen Undertakings) (Amendment) Order, 1956: S.I. 1956 No. 856 (L.S.C. (27)), dated 4th June and effective from 25th June. This Order prescribes revised minimum remuneration for male and female workers.—
 See page 279.

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 with the leave of the Tribunal or the Commissioner, or without such leave if the decision of the Tribunal was not unanimous.

Appeals to the Commissioner under the Industrial Injuries Acts may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the fourth Schedule to the 1946 Act, affected by the decision, or by an association of which the claimant or the deceased was a member, or by the claimant himself. No appeal may be made without the leave of the Tribunal or of the Commissioner.

Recent decisions of general interest are set out below.

Decision No. R(U) 7/56 (23rd January)

Claimant was out of work when her factory closed down during a period of holiday as agreed between employers and workers. She did not qualify for holiday pay, having only recently begun employment there, and under the Holiday Agreement she was at liberty to take work, if available, throughout the holiday period. She sought work elsewhere, without success. Held that she was "on holiday" in common with the other workers at the factory.

Decision of the Commissioner

"My decision is that unemployment benefit was not payable to the claimant from 29th July, 1955, to 13th August, 1955, both dates included.

"The claimant is employed as an inspector in a spring-filled upholstery factory where there are about a thousand workpeople. It has been the practice for many years to close the factory for the last week in July and the first week in August, or for the first two weeks in August, for the annual holiday, the exact period of closure being agreed between the employers' and the workers' representatives. In 1955 the factory was closed on and from 29th July to and including 13th August; since this period included the August Bank Holiday the closure lasted for two weeks and one day.

"The employers and employees operate a written Agreement for Holidays with Pay, which I refer to as the Agreement. The claimant had entered employment at the upholstery factory only on 27th June, 1955, and when the annual holiday began on 29th July she did not qualify for any holiday with pay under the Agreement because she had not been employed at all in what is declared in the Agreement to be the qualifying period, that is the year ending on the Saturday preceding the first Sunday in June. The claimant was therefore out of work and without pay for two weeks and one day owing to the closing of the factory. She was not given her insurance card when the factory closed but was told that she had to take the holiday and to report for work on 15th August. The claimant returned to work when the factory re-opened on 15th August. If work had been available for her at the factory during the holiday she would have taken it. She called at the employment exchange to look for other work but found none. She claimed unemployment benefit for the period of closure, but her claim was disallowed by the insurance officer on the ground that she was 'on holiday'. The local tribunal, on appeal by the claimant, allowed her appeal holding that the period of closure was for her a period of unemployment. The insurance officer now appeals to the Commissioner.

"Regulation 6(1)(e)(i) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] provides that, for the purposes of unemployment benefit, 'a day shall not be treated as a day of unemployment if on that day a person does no work, and . . . is on holiday.' It is clear from Decision R(U) 2/51 that a person who has not qualified for a holiday with pay and who is compelled, by the closing of her factory for the annual summer holiday, to take an enforced holiday without pay will nevertheless be 'on holiday' within the meaning of the regulation. The non-receipt of holiday pay is not in itself a criterion for determining whether a person is 'on holiday'; he may be 'on holiday' although he receives no holiday pay.

* See footnote * in first column on page 287.
 † Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 287.

The Wages Regulation (Licensed Non-residential Establishment) (Managers and Club Stewards) Order, 1956: S.I. 1956 No. 953 (L.N.R. (40)), dated 21st June and effective from 15th July. This Order prescribes revised weekly minimum remuneration and amends the provisions relating to holidays and holiday remuneration for managers, manageresses, relief managers, relief manageresses, club stewards and club stewardesses and the wives of managers, relief managers and club stewards where such wives are required by the employer to assist in the work of the establishment.

"The claimant relies, however, on clause 16 of the Agreement and on an unreported decision C.W.U. 1/55 in which the same Agreement had to be considered. In my judgment these matters do not assist the claimant in the present case.

"The Agreement contemplates (clauses 9 and 10) that the holiday may be taken during a Stop Week (which would now be a Stop Fortnight, for the original week's holiday was extended in 1952 to a fortnight) or, where working is continuous throughout the year, in relays of a fortnight during a specified period. Clause 16 provides as follows:—'The fortnight's holiday being for the physical well-being of the Employees is to be considered as compulsory and it is a violation of this Agreement if any Employee accepts gainful employment during his holiday fortnight.' By doing so, he would forfeit his right to the grant of pay. This clause will not operate in cases where the accrued credits at the end of a qualifying period are less than half a full week's pay as defined in Clause No. 2.' It was further agreed by representatives of the employers and of the employees on 21st July, 1952, that clause 16 of the Agreement 'is to be interpreted as follows:—1. An Employee whose Annual Holiday Pay Credits at the end of a qualifying period are equivalent to Two Weeks' Pay at timework rates must take Two Weeks' Holiday. 2. An Employee whose Annual Holiday Pay Credits at the end of a qualifying period are equivalent to more than 1½ week's pay at timework rates must take a holiday corresponding to the period covered by his credits. 3. An Employee whose Annual Holiday Pay Credits at the end of a qualifying period are equivalent to less than 1½ week's pay at timework rates must take at least one week's Holiday, but he can be employed for the Second Week if he so desires, and if work is available for him. 4. An employee whose Annual Holiday Pay Credits at the end of a qualifying period are equivalent to less than 1 week but more than half a week's pay at timework rates must take a holiday corresponding to the period covered by his Credits. 5. An Employee whose Annual Holiday Pay Credits at the end of a qualifying period are equivalent to less than half a week's pay at time work rates can be employed throughout his holiday period if he so desires and if work is available.'

"The claimant contends that since her holiday pay credits were less than half a full week's pay (being in fact nil) her case falls within the last sentence of clause 16, or within paragraph 5 of the 'interpretation', and that in either event her holiday was not compulsory and she was at liberty during the holiday to accept gainful employment either in the upholstery factory if she could get it or elsewhere.

"The contention is no doubt true, but it does not follow, because the claimant was at liberty to seek employment during the period of closure, that she ceased to be 'on holiday'. As was pointed out in Decision R(U) 2/51, a person is at liberty (provided that there is no agreement to the contrary, such as clause 16) to seek other employment during his holiday, but he will nevertheless be 'on holiday' if he finds none and if he intends to resume, on conclusion of the holiday, the employment which it interrupted. In the present case, the only reason for the claimant's being out of work was that the factory was closed for the annual holiday. Of the thousand workpeople all, including the claimant, were on holiday, except the maintenance staff and a small number of production workers (not exceeding 16) in the mattress department who were engaged upon a special job.

"The present case is different from that dealt with in Decision C.W.U. 1/55. In that case the claimant was employed in a foundry where work was continuous and holidays were taken in relays: the foundry was not closed down for an annual holiday. The claimant in that case was obliged to take one week's compulsory holiday with pay, and was entitled to a second week's holiday without pay but he was at liberty to return to work at the end of his week's compulsory holiday. He sought to return to work in the foundry after nine days of holiday, but owing to shortage of work he was told that his services were not required for the last three days of his fortnight of holiday nor for the next ensuing week. The view taken on the facts of that case was that the real reason for the claimant's lack of work on the last three days of his fortnight was not that he was on holiday, for he had brought his holiday to an end by seeking to return to work at the foundry as he was permitted to do, but that there was no employment for him at the foundry either for the residue of his fortnight or for the next ensuing week.

"Clause 16 as interpreted above, provides that in certain cases part of the holiday is compulsory and part optional. Where part of the holiday is optional, and a claimant decides to end his holiday by seeking to return to work at an establishment at which work is continuous, it seems impossible to hold that he is still on holiday, even though his services are not required for economic reasons. There is in my view a distinction between establishments at which work is continuous where holidays are taken in relays and those which close completely for an annual holiday of predetermined length where the holiday is a normal incident of their working.

In the latter case there is no opportunity for employment when the establishment is closed and a claimant's lack of employment during such a period must be held to be due to the holiday.

"The local tribunal took the view that the claimant's factory was not completely shut down as there were a limited number of maintenance and productive workers employed during the whole of the holiday. The number of productive workers so employed however was only ten in the first week and sixteen in the second week (who were engaged upon a special job in the mattress department) out of a total of about one thousand factory employees altogether. It appears to me that for normal productive purposes the factory must be regarded as closed. The fact that a small number of workers were kept at a special job does not seem to me to show that there was any reasonable prospect of the claimant being required to work during the holiday, and I hold that the real reason for her lack of employment during the period in question is that she, in common with the great majority of productive workers, was 'on holiday'. The insurance officer's appeal is allowed."

Decision No. R(U) 8/56 (6th March)

A bank guard, who was regularly employed on three days a week, secured temporary part-time work lasting 18 weeks as a gardener on the other three days. Held that the temporary part-time work did not remove him from the category of persons who do not ordinarily work on every day of the week, and he was not entitled to unemployment benefit when the temporary work ceased as he was employed to the full extent normal in his case.

Decision of the Commissioner

"My decision is that the claimant is not entitled to unemployment benefit in respect of 1st November, 1955, or in respect of any Tuesday, Wednesday or Thursday in any week when he is employed as a bank guard on Monday, Friday and Saturday.

"The question to be determined in this appeal of the insurance officer can be brought within a narrow compass. It is this. The claimant's claim to unemployment benefit was disallowed in respect of 24th August, 1954, and in respect of any Tuesday, Wednesday or Thursday in any week in which he was employed as a bank guard on Monday, Friday and Saturday, and the grounds of the decision were that employment on Monday, Friday and Saturday in every week was the full extent of employment normal in his case. (See Commissioner's File C.U. 408/54.) Since that decision was given the claimant, in addition to his employment as a bank guard on Monday, Friday and Saturday, secured temporary part-time work as a gardener on Tuesdays, Wednesdays and Thursdays from 28th June, 1955, to 27th October, 1955, and when that employment terminated he made a claim to unemployment benefit on 1st November, 1955.

"The question at issue is whether that spell of employment which lasted for eighteen weeks, together with his employment as a bank guard which continued at the same time, precluded a finding that he still remained a person who does not ordinarily work on every day in a week but who had in the week in which the said day (Tuesday, 1st November, 1955) occurred been employed to the full extent normal in his case.

"The local tribunal found that the periods of temporary employment (eighteen weeks with a county council and two odd days' employment as a private gardener) had made the claimant's normal working week a full week and that he was no longer a person who does not ordinarily work on every day of a week. I am unable to confirm the decision of the local tribunal.

"I agree with the insurance officer that the claimant's normal employment remained that of a bank guard which occupied him on three days in the week. The employment which the claimant had had with the county council was of a temporary nature only and the fact that such employment, together with his employment as a bank guard on the other three days of the week, for eighteen weeks from June to October in the aggregate provided him with full-time employment during that period does not enable it properly to be said that on 1st November, 1955, he was no longer a person who did not ordinarily work on every day in a week. The obviously temporary nature of the employment with the county council and the fact that it was of a kind different from that of a bank guard must be taken into account.

"In my view the claimant as at the date of his claim on 1st November, 1955, remained a person within the category of persons envisaged by regulation 6(1)(e)(ii) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277]. The appeal of the insurance officer is allowed."

Decision No. R(U) 9/56 (31st March)

A clerk, aged 62, had in only eight weeks in the last two years worked on days other than Mondays, Wednesdays and Fridays, on which days he was employed regularly each week. Held that he was a person who did not ordinarily work more than three days a week and that he was not entitled to unemployment benefit in respect of other days in a week in which he worked three days. Length of time required to establish what is "normal" in a week discussed.

Decision of the Commissioner

"My decision is that the claimant is not entitled to unemployment benefit in respect of the days on which he did not work during the week 30th May to 4th June, 1955, on the ground that he is a person who does not ordinarily work on every day in a week (exclusive of Sunday or the day substituted therefor) and in that week had been employed to the full extent normal in his case.

"I have to consider the application to this case of regulation 6(1)(e)(ii) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] which provides that for the purpose of unemployment benefit a day shall not be treated as a 'day of unemployment' if on that day a person does not work and is a person who does not ordinarily work on every day in a week (exclusive of Sunday or a day substituted therefor) but who has, in the week in which the said day occurs, been employed to the full extent normal in his case.

"The claimant is a clerk. He was employed full-time as a clerical officer at a local office of the Ministry of Pensions and National Insurance from 5th July, 1948, to 13th January, 1953, and was then retired at the age of 62. He claimed, and was paid, unemployment benefit from 16th March, 1953, to 13th June, 1953, except for three days from 6th to 8th April, 1953, when he was engaged as a conference delegate by the County Education Committee. On 15th June, 1953, he was placed in employment by the employment exchange as a part-time clerk with the County Council, at their children's home at L. From that date, he has worked regularly at the home for three days in each week, on Monday, Wednesday and Friday. In addition, he worked for the following additional days:—

Week ending Saturday :	Day worked :
20th June, 1953	Thursday, 18th June, 1953
12th September, 1953	Saturday, 12th September, 1953
19th September, 1953	Tuesday, 15th September, 1953, and Thursday, 17th September, 1953
5th December, 1953	Tuesday, 1st December, 1953
25th September, 1954	Thursday, 23rd September, 1954
9th October, 1954	Thursday, 7th October, 1954
9th April, 1955	Tuesday, 5th April, 1955
28th May, 1955	Thursday, 26th May, 1955

The claimant has also been employed as a parish council delegate from 22nd to 29th September, 1954, and as a clerk by a rural district council from 5th to 8th October, 1954, though I am not told on which days he worked in these capacities.

"At the beginning of June, 1955, the claimant's claim for unemployment benefit was referred to the local insurance officer. In the report to him, it was stated that the claimant was keen on employment of any kind, and was available for any clerical or similar vacancy, full-time or part-time, and that he wanted to get as much employment as he could get until he qualified for the retirement pension.

"On 6th June, 1955, the insurance officer decided that the period from 30th May to 4th June, 1955, could not be treated as a period of unemployment, and that unemployment benefit was not payable, on the ground that the claimant was a person who did not ordinarily work on every day of the week (excluding Sundays or a day substituted therefor) but who had in the week in which the days occurred been employed to the full extent normal in his case.

"On 10th June, 1955, the claimant gave notice of appeal to the local tribunal. In his grounds of appeal he stated that, while the regulations relied on in the decision to disallow benefit may be so framed to prevent abuse, he felt that having been found this part-time employment by the local office of the Ministry, this regulation would cause hardship rather than prevent abuse in his case, and asked the tribunal to look at it from this angle. He said he was available, and also quite willing and able, to be employed to the full extent, rather than to be employed either part-time or not to be employed at all.

"The insurance officer submitted that the claimant had been employed to the full extent normal in his case, on Monday, Wednesday and Friday, and that the other days of the week could not be treated as days of unemployment.

"The appeal was heard by the local tribunal on 20th July, 1955. The tribunal found that the claimant was employed by the County Council part-time, and that in only 8 weeks out of 104 weeks had he worked some days other than Mondays, Wednesdays and Fridays. The tribunal, having considered Decision C.U. 518/49 (reported) decided unanimously that unemployment benefit was not payable for the period 30th May to 4th June, 1955, as the claimant did not work on every day of the week and had been employed to the full extent normal in his case.

"On 18th October, 1955, notice of appeal to the Commissioner was given by the claimant's association. The grounds of appeal acknowledged that the claimant had been generally employed for less than a full week, but pointed out that the claimant held himself available for work on every day of the week and could well be required to work on those other days. It had been established that on at least eight occasions in the period reviewed the claimant did in fact work for more than three days a week. It was stated that a check with the employing authority showed that the precise days of employment were not fixed, but subject to variation to suit the administration of the home, though for convenience the claimant had adopted, with the consent of the supervising officer, a method of working which might suggest that the employment was limited to specific days in each week. It was said that regard should be had to the possibility of fluctuation in the volume of work and to the employers' right to require the claimant to work on other days or to transfer his services according to their needs. It was recalled that this particular post, offering limited employment, was not sought by the claimant but provided by the employment exchange, and that the claimant was throughout his service also under a liability to take other part-time employment or full-time employment if offered to him. Attention was drawn to the remarks of the insurance officer that the claimant was keen on employment of any kind and was available for any clerical or similar vacancy, full-time or part-time. In the light of the principles laid down in Commissioner's decisions, especially Decision R(U) 14/53, it was submitted that the claimant had not yet established a 'background of employment where he does not ordinarily work on every day in a week' in so far as he had only been occupied on such type of work for two years, during which time he wanted and had always held himself available for, employment on every day of the week if it were available to him. It was suggested that the effect of the decisions was that until a claimant had been employed for at least three years on a specific type of employment (unless he deliberately restricted his employment in this way) he could not be placed in a category of worker who is so employed 'normally'.

"By a letter dated 9th November, 1955, the association asked that consideration should be given to the additional fact that the

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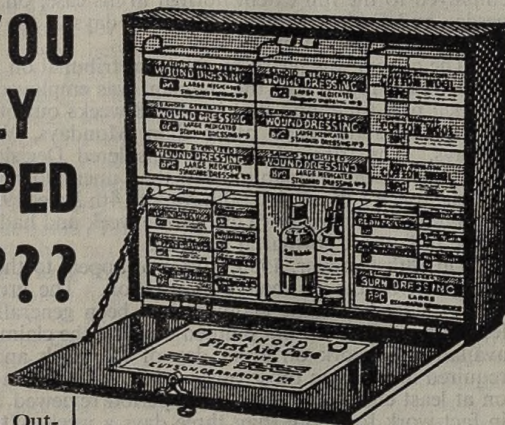
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claimant had been employed by the Rural District Council on the preparation of the electoral roll on Tuesday, 4th, Wednesday, 5th, Thursday, 6th, and Tuesday, 11th October, 1955. I do not think I ought to have regard to this additional information, as I am called on to consider the decision of the insurance officer on 6th June, 1955, dealing with the case up to 4th June, 1955. This additional information does not, however, alter the general pattern of the claimant's employment, as it now means that he worked for more than 3 days on 10 weeks out of some 120 weeks.

"The insurance officer in his statement dated 7th February, 1956, submitted that the claimant has by long and continued practice become 'a person who does not ordinarily work on every day of the week,' and that the facts that the claimant had a genuine desire for full employment and had obtained his present employment through the employment exchange did not assist him. It was contended that Decision R(U) 14/53 did not support the conclusions which the claimant's association had drawn from it, and reliance was placed on Decision C.U. 518/49 (reported). In that decision it was pointed out that both the question whether a person is 'a person who does not ordinarily work on every day in a week,' and the question whether he 'has been employed to the full extent normal in his case' in the relevant week are questions of fact to be decided in the circumstances of the case. It was also laid down that 'a claimant may be "a person who does not ordinarily work" every day, although he has no wish to be such a person,' and that 'the words of the regulations are "does not ordinarily work" and "normal in his case", that is to say, they are directed to what happens rather than to the claimant's wishes.' It was also laid down that 'a claimant who has in fact worked only on some days of the week for a period of a year or more is "a person who does not ordinarily work on every day in a week," unless there are some exceptional industrial circumstances relevant to his case.'

"Looking at the claimant's record of employment over the period down to 4th June, 1955, I have come to the conclusion that he was by that date a person who did not ordinarily work more than three days a week. It is true that in 8 weeks out of 104, he did work more than three days, but that is a very small proportion, and the number of weeks in which he worked only three days is so large as to make that the normal extent of his work. He had worked, or been paid for, three days in the week in question, and he is not entitled to unemployment benefit in respect of the other days in that week on which he did not work. The fact that the claimant would like to work more days in a week does not alter what has in fact happened, and I must have regard to what has happened rather than what the claimant wishes had happened.

"The decision cited by the claimant's association, R(U)14/53, was a case in which a tribunal of Commissioners had to consider whether the claimant was a seasonal worker, that is, a person whose normal employment was for a part or parts of a year. In general, it must take longer to establish that a worker is normally employed for only part of a year than to establish that he is normally employed for only part of a week. If one is considering what normally happens in a year, the full cycle has only been completed once at the end of one year, and three years may be regarded as usually necessary to give a fair sample. On the other hand, if one is considering what normally happens in a week, the period in question has been completed fifty-two times in the space of one year, and may be quite long enough to show what is 'normal' in a week. For this reason, observations as to the length of time required to establish that a worker is a seasonal worker cannot be regarded as applicable to a case where the question is what extent does the worker normally work in a week. The principles laid down in Decision R(U) 14/53 and similar cases relating to seasonal workers do not affect the principles laid down in Decision C.U. 518/49 (reported) for deciding whether a claimant is a person who does not ordinarily work every day in a week. I dismiss the appeal of the claimant's association."

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments,* relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain regulations, etc., published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage. Where no price is shown, the instrument costs 2d. net (4d. including postage).

The Stamped or Pressed Metal-Wares Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1956 (S.I. 1956 No. 857; price 4d. (6d.)), dated 4th June; *The Button Manufacturing Wages Council (Great Britain) Wages Regulation (Amendment) Order*, 1956 (S.I. 1956 No. 883; price 3d. (5d.)), dated 7th June; *The Fustian Cutting Wages Council (Great Britain) Wages Regulation Order*, 1956 (S.I. 1956 No. 884; price 3d. (5d.)), dated 7th June; *The Paper Box Wages Council (Great Britain) Wages Regulation (Amendment) Order*, 1956 (S.I. 1956 No. 954; price 4d. (6d.)), dated 21st June; *The Toy Manufacturing Wages Council (Great Britain) Wages Regulation (Amendment) Order*, 1956 (S.I. 1956 No. 992; price 3d. (5d.)), dated 28th June. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 283.

The Wages Regulation (Industrial and Staff Canteen Undertakings) (Amendment) Order, 1956 (S.I. 1956 No. 856; price 3d. (5d.)), dated 4th June; *The Wages Regulation (Licensed Non-residential Establishment) (Managers and Club Stewards) Order*, 1956 (S.I. 1956 No. 953; price 8d. (10d.)), dated 21st June. These Orders were made by the Minister of Labour and National Service under the Catering Wages Act, 1943.—See page 284.

* See footnote * in first column on next page.

The Defence Regulations (No. 2) Order, 1956 (S.I. 1956 No. 1005), made on 29th June by Her Majesty in Council under the Supplies and Services (Transitional Powers) Act, 1945, and subsequent legislation.—See page 258.

The Retail Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation Order, 1956 (S.R.&O. of Northern Ireland 1956 No. 82; price 9d. (11d.)), dated 4th May; *The Laundry Wages Council (Northern Ireland) Wages Regulation Order*, 1956 (S.R.&O. 1956 No. 89; price 4d. (6d.)), dated 17th May; *The Laundry Wages Council (Northern Ireland) Wages Regulation (Holidays) (Amendment) Order*, 1956 (S.R.&O. 1956 No. 90; price 3d. (5d.)), dated 17th May; *The Aerated Waters Wages Council (Northern Ireland) Wages Regulation (Amendment) Order*, 1956 (S.R.&O. 1956 No. 98; price 3d. (5d.)), dated 1st June. These Orders were made by the Ministry of Labour and National Service under the Wages Councils Act (Northern Ireland), 1945.—See page 247 of last month's GAZETTE and page 283 of this issue.

The Royal Ulster Constabulary Pay Order, 1956 (S.R.&O. 1956 No. 86; price 3d. (5d.)); *The Royal Ulster Constabulary (Women Members) Pay Order*, 1956 (S.R.&O. 1956 No. 87; price 3d. (5d.)). These Orders were made on 28th May by the Minister of Home Affairs for Northern Ireland under the Constabulary and Police (Ireland) Act, 1919, and the Constabulary Act (Northern Ireland), 1922. They revoke the Royal Ulster Constabulary (Women Members) Pay Order, 1954, and certain parts of the Schedule to the Royal Ulster Constabulary Pay Order, 1954, and prescribe the rates of pay, effective from 1st January, 1956, of specified ranks of the Royal Ulster Constabulary.

OFFICIAL PUBLICATIONS RECEIVED*

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Blind Persons.—*Blindness in England 1951-54*. Report by Professor Arnold Sorsby, M.D., F.R.C.S. Ministry of Health. Price 3s. (3s. 2d.).

Careers.—(1) *Careers Guide. Opportunities in the Professions and in Business Management*. 3rd Edition, April, 1956. Price 3s. 6d. (3s. 10d.).—See page 258. (2) *Choice of Careers, New Series*. (i) No. 44. *Advertising*. 2nd Edition, 1956. Price 9d. (11d.). (ii) No. 50. *Her Majesty's Forces. Openings for Boys in the Ranks*. 2nd Edition, 1956. Price 1s. 6d. (1s. 8d.). (iii) No. 64. *Fitters, Turners, Machinists*. 1956. Price 1s. 6d. (1s. 8d.). (iv) *Orthoptist*. 1956. Price 6d. (8d.). Ministry of Labour and National Service.

Census of Production for 1951.—*Reports*. (i) *Volume 4, Trade C, Machine Tools*. (ii) *Volume 4, Trade F, Constructional Engineering*.

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

(iii) *Volume 4, Trade K, Electrical Engineering (General)*. (iv) *Volume 6, Trade F, Linen and Soft Hemp*. Price 2s. each (2s. 2d.). Board of Trade.

Coal Mining.—*Quarterly Statistical Statement of the Costs of Production, Proceeds and Profit or Loss of Collieries for the first quarter of 1956*. National Coal Board. Price 5d. (7d.).—See page 257.

Ministry of Labour and National Service.—*Annual Report for the Year 1955*. Cmd. 9791. Price 6s. (6s. 4d.).—See page 256.

National Assistance.—*Report of the National Assistance Board for 1955*. Cmd. 9781. Ministry of Pensions and National Insurance. Price 3s. 6d. (3s. 8d.).—See page 258.

Scotland.—*93rd Report of Her Majesty's Inspector of Constabulary for Scotland for 1955*. Cmd. 9771. Price 9d. (11d.).

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Communications with regard to the contents of the GAZETTE should be addressed to the Director of Statistics, Ministry of Labour and National Service, Orphanage Road, Watford, Herts. (Telephone: Bushey Heath 3211.)

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