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## Summary of the Monthly Statistics

Full details on  
pages

### Employment

The estimated total number in civil employment in Great Britain in mid-April was 24,133,000. This was 72,000 more than in March. The main increases were in manufacturing industries, the distributive trades, catering and hotels and agriculture, forestry and fishing. 252–255

### Unemployment

There were 361,000 persons registered as wholly unemployed in Great Britain on 11th May and 8,000 registered as temporarily stopped from work; a total of 369,000 (1.6 per cent. of all employees). Between 13th April and 11th May unemployment fell by 42,000. There were decreases in most industries and services. The number unemployed for more than eight weeks was 217,000—60 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed fell by 37,000; the normal monthly seasonal decrease is about 23,000. 256–258

### Unfilled Vacancies

There were 327,000 unfilled vacancies on 6th May, 19,000 more than on 8th April. 259

### Overtime and Short-time

In the week ended 18th April the estimated number of operatives working overtime in the manufacturing industries was 2,050,000 and the estimated number on short-time was 21,000. 254

### Rates of Wages

The indices of weekly rates of wages and of hourly rates of wages at 31st May (January 1956 = 100) were, respectively, 139.3 and 147.0, compared with 139.1 and 146.7 at 30th April. 262–269

### Retail Prices

The retail prices index at 12th May (January 1962 = 100) was 107.0, compared with 106.1 at 14th April. The index for the food group was 107.8, compared with 107.4 the previous month. 271

### Stoppages of Work

About 78,300 workers were involved in May in stoppages of work due to industrial disputes: they lost about 199,000 working days. 272



## AGE AND REGIONAL ANALYSIS OF EMPLOYEES (EMPLOYED AND UNEMPLOYED) IN GREAT BRITAIN

Figures published in the February 1964 issue of this GAZETTE showed the estimated numbers of employees analysed by industry both nationally and for the Regions at June 1963. Each year, from the individual insurance records of a 1 per cent. sample of all employees, the Ministry of Pensions and National Insurance provides additional data which have been collated in this article to produce the analyses of employees showing their distribution by age, industry and Region, of women according to marital state, and of the movement of employees between Regions during the year. The figures relate to all employees in civil employment in June 1963, including those who were unemployed and those absent from work owing to sickness, holidays and other causes. They exclude employers and self-employed persons and members of H.M. Forces.

As the figures are computed from samples, all are subject to the margins of possible error which are inherent in statistics based on sampling procedures. For example, the number of male employees aged 25 is shown in Table 1 as 301,000, this being the estimated figure resulting from the sampling procedure. The true figure which could be found only by a complete count might not be exactly 301,000, but the chance of its being outside the range 290,000 to 312,000 is calculated to be only one in 20. These possible margins of error should be borne in mind when comparing the figures in the tables.

The principal changes which occurred during the year ended June 1963 were:

- total employees rose by 100,000—by far the smallest increase since 1959;
- the number of employees aged 15 declined by 57,000 compared with the previous year, but there were nearly 120,000 more in the 15-20 age group, whose total reached almost 3,450,000;
- there were 30,000 more married women employees representing 75 per cent. of the total increase in female employees;
- gross movements of employees between Regions were the highest recorded, but for net migration the South of England showed reduced gains and Scotland and Midlands smaller losses than in 1962. For the first time since these statistics were compiled, there was a net gain in North Western Region.

### General Analyses

Table 1 analyses employees by individual years of age in Great Britain at June 1963.

Table 1.—Estimated Numbers of Employees in Great Britain at June 1963

Age at June 1963	Males		Females		Total
	1963	1962	1963	1962	
15	193	205	44	242	138
16	319	325	45	238	133
17	292	301	46	266	157
18	309	311	47	287	166
19	334	294	48	305	186
20	313	261	49	312	170
21	290	233	50	305	181
22	272	193	51	303	165
23	288	181	52	283	167
24	287	170	53	304	159
25	301	145	54	298	164
26	292	133	55	285	154
27	293	121	56	281	145
28	294	122	57	267	145
29	286	107	58	267	123
30	291	114	59	257	121
31	291	119	60	248	94
32	299	118	61	227	74
33	291	124	62	217	60
34	296	132	63	199	55
35	303	134	64	169	47
36	308	144	65	90	35
37	308	150	66	69	32
38	316	154	67	56	27
39	320	156	68	49	19
40	305	160	69	41	18
41	332	181	70 and over	153	55
42	354	190			
43	345	202			
<b>Total aged 15 and over at June 1963</b>					<b>14,740</b>
<b>Total aged 15 and over at June 1962</b>					<b>14,680</b>

The increase of 60,000 in male employees during the year ended June 1963 followed previous annual increases of 170,000 in 1962, and 140,000 in both 1961 and 1960. The increase in female employees was 40,000, compared with increases of

140,000, 130,000 and 210,000 for 1961-62, 1960-61 and 1959-60, respectively.

The numbers in five age sectors of interest—

- 15-year-old employees;
- the 15 and up to and including 20-year-old group which covers the major craft training age range;
- the adult age group of 21-39 for both males and females;
- the adult age groups of 40-64 males and 40-59 females; and
- persons of pensionable age, i.e., men 65 and over and women 60 and over;

are shown at mid-year for each of the past five years in Table 2.

Table 2.—Age Groups of Employees at Mid-year 1959-1963

	1959-1963					Change 1959-1963
	1959	1960	1961	1962	1963	
<b>Males</b>						
Aged 15	181	185	162	222	193	+ 12
15-20	1,401	1,548	1,602	1,709	1,760	+ 359
21-39	5,790	5,710	5,658	5,663	5,626	- 164
40-64	6,546	6,611	6,758	6,837	6,896	+ 350
65 and over	493	501	492	471	458	- 35
<b>Total</b>	<b>21,870</b>	<b>22,220</b>	<b>22,490</b>	<b>22,800</b>	<b>22,900</b>	<b>+ 1,030</b>
<b>Females</b>						
Aged 15	173	189	182	233	205	+ 32
15-20	1,459	1,516	1,545	1,622	1,687	+ 228
21-39	2,865	2,872	2,854	2,794	2,750	- 115
40-59	2,865	2,991	3,097	3,211	3,207	+ 342
60 and over	451	471	484	493	516	+ 65
<b>Total</b>	<b>14,740</b>	<b>14,680</b>	<b>14,510</b>	<b>14,680</b>	<b>14,740</b>	<b>+ 510</b>

Between 1959 and 1963 the total of employees increased by 1,030,000 in almost equal numbers for males and females. The 15-20 age group accounted for 57 per cent. of this increase and persons of pensionable age 3 per cent.

Net movements into and out of the labour force in the year ended June 1963 are shown in Table 3 which compares the numbers in particular age groups at mid-1962 with those one year older at mid-1963 (i.e., the numbers in the same age group contrasted at the start and end of the 12-month period).

Table 3.—Net Movements into and out of Labour Force

Males			
Number of employees in mid-1962	Number of employees in mid-1963	Change 1962-63	Comparable change 1961-62
<b>Aged</b>			
15	193	+193	+222
15-29	4,461	+145	+230
30-59	8,816	-58	-63
60-63	812	-40	-37
64 and over	458	-180	-182
<b>Total change</b>		<b>+ 60</b>	<b>+ 170</b>
<b>Females</b>			
15	205	+205	+233
15-16	626	+131	+108
17-29	2,375	-174	-183
30-49	3,095	+15	+92
50-58	1,343	-35	-8
59 and over	516	-102	-102
<b>Total change</b>		<b>+ 40</b>	<b>+ 140</b>

### Industry and Age

Table 10 on pages 239 to 241 provides, for males and females separately, analyses of employees by Orders of the Standard Industrial Classification and principal industries. The numbers of male and female employees in four age groups are shown for each Order as percentages of the total numbers in the Order in Tables 4 and 5. The statistics for women employees (Table 5) distinguish between married and other female employees in each age group.

Table 4.—Percentage Analysis of Male Employees 1963

Industry or service	Age			
	Under 20	20 to 39	40 to 64	65 and over
Agriculture, forestry and fishing	16	40	40	4
Mining and quarrying	6	36	57	1
Food, drink and tobacco	9	42	46	3
Chemicals and allied industries	5	43	50	2
Metal manufacture	7	39	52	2
Engineering and electrical goods	9	44	44	3
Shipbuilding and marine engineering	11	34	52	3
Vehicles	6	42	50	2
Metal goods not elsewhere specified	12	41	45	2
Textiles	10	35	51	4
Leather, leather goods and fur	11	31	53	5
Clothing and footwear	16	33	46	5
Bricks, pottery, glass, cement, etc.	10	41	46	3
Timber, furniture, etc.	16	40	42	2
Paper, printing and publishing	11	42	43	4
Other manufacturing industries	9	42	46	3
Construction	13	47	38	2
Gas, electricity and water	5	38	56	1
Transport and communication	5	39	53	3
Distributive trades	17	39	40	4
Insurance, banking and finance	8	41	47	4
Professional and scientific services	6	42	48	4
Miscellaneous services	15	39	40	6
Public administration	4	33	59	4
<b>Total, all industries and services</b>	<b>10</b>	<b>40</b>	<b>47</b>	<b>3</b>

Table 5.—Percentage Analysis of Female Employees 1963

Industry or service	Under 20		20 to 39		40 to 59		60 and over	
	A	B	A	B	A	B	A	B
	Married women		All other female employees		Married women		All other female employees	
Agriculture, forestry and fishing	14	22	18	27	12	4	3	3
Mining and quarrying	14	27	18	27	9	5	1	1
Food, drink and tobacco	17	23	16	30	10	2	1	1
Chemicals and allied industries	18	20	20	26	13	1	1	1
Metal manufacture	16	26	16	27	11	1	3	2
Engineering and electrical goods	16	28	16	25	10	2	2	2
Shipbuilding and marine engineering	25	17	25	8	—	8	—	8
Vehicles	15	24	18	26	12	2	2	2
Metal goods not elsewhere specified	15	25	12	31	10	3	3	3
Textiles	13	21	13	30	10	3	3	3
Leather, leather goods and fur	13	26	11	26	11	4	7	7
Clothing and footwear	25	21	14	24	9	3	3	3
Bricks, pottery, glass, cement, etc.	15	27	13	32	6	3	3	3
Timber, furniture, etc.	16	21	18	30	9	4	2	2
Paper, printing and publishing	25	21	19	21	8	2	3	3
Other manufacturing industries	17	24	14	29	10	3	2	2
Construction	21	25	17	24	9	2	2	2
Gas, electricity and water	14	23	20	23	16	2	2	2
Transport and communication	16	22	20	25	13	3	1	1
Distributive trades	25	21	13	26	9	2	3	3
Insurance, banking and finance	30	18	23	15	9	3	1	1
Professional and scientific services	8	20	19	31	15	3	4	4
Miscellaneous services	13	21	12	31	12	5	6	6
Public administration	10	18	17	30	17	4	3	3
<b>Total, all industries and services</b>	<b>17</b>	<b>21</b>	<b>16</b>	<b>28</b>	<b>11</b>	<b>3</b>	<b>3</b>	<b>3</b>

\* A = Married women; B = All other female employees.

There was no change in the distribution of male employees for all industries and services combined (Table 4) as compared with the previous year; in individual Orders the distributive trades again had the highest percentage (17 per cent.) of young men under 20—a rise of 1 per cent. on 1962. The largest increase in this age group was in clothing and footwear with a rise of 2 per cent. over 1962. In the age group 20-39, only miscellaneous services and leather, leather goods and fur showed increased percentages, but these were slight, while there was a fall of 2 per cent. in shipbuilding and marine engineering. Construction with 47 per cent. and engineering and electrical goods with 44 per cent. continued to have the highest proportions of their employees in this group although there was little change in percentage in either industry over the previous year. The main changes in the 40-64 age group were rises of 2 per cent. in shipbuilding and marine engineering and in transport and communication; clothing and footwear had 2 per cent. fewer of its employees in this group.

For female employees the proportion in all industries and services for the under 20's rose from 17 per cent. in 1962 to

18 per cent. in 1963. For the age groups 20-39 and 60 and over there were no changes in comparison with 1962 (37 per cent. and 6 per cent., respectively), but the proportion aged 40-59 fell by 1 per cent. to 39 per cent. The Order with the highest percentage of women under 20 was insurance, banking and finance with 31 per cent. Clothing and footwear and distributive trades each had 26 per cent. showing increases of 1 per cent. and 2 per cent., respectively, compared with 1962. Professional and scientific services had 8 per cent. and public administration 11 per cent. in this age group.

### Married Women

The number of married women employees (excluding widows) at June 1963 was 4,320,000, representing nearly 53 per cent. of all female employees. Though considerably less than the rises in 1962 and 1961, which were 80,000 and 120,000, the rise of 30,000 during the year ended June 1963 represented three-quarters of the total increase of 40,000 for all female employees.

Table 6 shows the age distribution of married women and the proportion they formed of total female employees in the various age groups.

Table 6.—Estimated Numbers of Married Women Employees at June 1963

Age	1963		
	(1) Married Women employees	(2) Female employees	(3) (1) as percentage of (2)
15-19	52	1,426	3.6
20-24	342	1,038	32.9
25-34	822	1,236	66.5
35-44	1,257	1,608	78.2
45-54	1,180	1,648	71.6
55-59	409	689	59.4
60 and over	258	515	50.0
<b>Total</b>	<b>4,320</b>	<b>8,160</b>	<b>52.9</b>

Table 7 shows, for each of the Orders of the Standard Industrial Classification, the number of married women employees, the percentage they formed of total female employees and their age distribution, in percentage form, by four broad age-bands.

Table 7.—Analysis of Married Women Employees by Industry and Age 1963

Industry or service	Number of married women employees (thousands)	Percentage of total female employees	Percentage analysis of married women employees			
			Under 20	20-39	40-59	60 and over
			Agriculture, forestry and fishing	49	53	—
Mining and quarrying	13	59	—	49	46	5
Food, drink and tobacco	199	57	2	41	53	4
Chemicals and allied industries	67	47	1	42	55	2
Metal manufacture	40	54	1	47	49	3
Engineering and electrical goods	325	56	2	49	46	3
Shipbuilding and marine engineering	5	42	2	35	54	9
Vehicles	62	53	1	45	51	3
Metal goods not elsewhere specified	114	61	2	41	51	6
Textiles	231	55	1	38	55	6
Leather, leather goods and fur	15	56	—	46	45	9
Clothing and footwear	196	49	2	44	49	5
Bricks, pottery, glass, cement, etc.	49	63	1	43	51	5
Timber, furniture, etc.	31	55	1	40	53	6
Paper, printing and publishing	96	45	1	46	48	5
Other manufacturing industries	70	57	1	42	52	5
Construction	41	51	2	48	45	5
Gas, electricity and water	23	47	2	48	47	3
Transport and communication	128	50	1	43	50	6
Distributive trades	777	50	1	41	53	5
Insurance, banking and finance	100	37	2	49	41	8
Professional and scientific services	798	54	—	36	58	6
Miscellaneous services	686	57	1	36	54	9
Public administration	205	54	2	33	57	8
<b>Total, all industries and services</b>	<b>4,320</b>	<b>53</b>	<b>1</b>	<b>40</b>	<b>53</b>	<b>6</b>

### Regional Analysis

Table 8 on the next page shows the distribution of male and female employees in each of the administrative Regions of England, in Wales and in Scotland at June 1963 by 12 age groups. In the age group 15-19 the national percentage for males was unchanged at 10 per cent. as compared with 1962 (London and South Eastern Region had the lowest proportion (8 per cent.), and Scotland the highest (11 per cent.)). For female employees the percentage varied between 15 per cent. in London and South Eastern Region, and 22 per cent. in Northern Region, the percentage for Great Britain being 18 per cent.

For men between 20 and 39 years, where Great Britain had



40 per cent., the Regions ranged from 39 per cent. in South Western to 41 per cent. in Midlands and London and South Eastern Regions. For women employees the Great Britain percentage was 37 per cent. and individual Regions ranged

from 35 per cent. in North Western to 38 per cent. in London and South Eastern Region and in Scotland. The South of England had slightly higher proportions of men and women employees of pensionable age than the rest of Great Britain.

Table 8.—Estimated Numbers of Employees at June 1963: Analysis by Region and Age

Region	Age (Thousands)												Total
	Under 18	18-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and over	
<b>Males</b>													
London and S.E.	160	143	357	362	371	381	374	347	377	342	255	131	3,600
Eastern and Southern	95	73	162	161	165	169	176	153	171	150	115	60	1,650
South Western	46	40	86	81	79	91	90	76	90	78	70	28	856
Midlands	130	115	228	238	240	253	257	235	225	191	153	70	2,335
Yorkshire and Lincolnshire	87	61	138	145	135	155	158	136	149	133	114	40	1,451
North Western	105	75	186	187	191	195	199	176	190	188	140	55	1,887
Northern	53	40	82	88	91	90	105	89	90	79	64	17	888
Scotland	88	65	144	138	132	146	140	130	136	130	98	40	1,387
Wales	40	31	67	66	64	75	78	66	65	66	51	17	686
<b>Total—Males</b>	<b>804</b>	<b>643</b>	<b>1,450</b>	<b>1,466</b>	<b>1,468</b>	<b>1,555</b>	<b>1,578</b>	<b>1,408</b>	<b>1,493</b>	<b>1,357</b>	<b>1,060</b>	<b>458</b>	<b>14,740</b>
<b>Females</b>													
London and S.E.	174	145	288	189	156	190	219	227	238	195	101	64	2,186
Eastern and Southern	96	63	109	69	69	85	102	91	90	69	31	25	899
South Western	48	36	55	31	34	41	51	41	46	39	20	8	450
Midlands	134	93	158	92	94	116	140	123	120	100	53	26	1,249
Yorkshire and Lincolnshire	86	57	90	54	60	70	79	74	79	66	27	16	758
North Western	110	79	136	76	84	99	125	116	124	99	45	23	1,116
Northern	55	36	56	34	28	38	44	37	36	34	15	5	418
Scotland	91	62	106	62	59	72	79	76	75	61	29	15	787
Wales	37	24	40	21	23	27	32	27	28	25	9	4	297
<b>Total—Females</b>	<b>831</b>	<b>595</b>	<b>1,038</b>	<b>628</b>	<b>607</b>	<b>738</b>	<b>871</b>	<b>812</b>	<b>836</b>	<b>688</b>	<b>330</b>	<b>186</b>	<b>8,160</b>

Inter-Regional Migration

For each person included in the sample, the code number of the Region in which the insurance card was exchanged in 1963 and the corresponding code number for 1962 are available. Where the code numbers differ, it can be inferred that the person concerned moved from one Region to another in the course of the year, although in some cases it may mean no more than a change of employment from a firm on one side of the regional boundary to a firm on the other side, or the removal of the firm itself to new premises without involving any change of home address for the person concerned. This is more likely to happen where regional boundaries pass through built-up areas, and for this reason London and South Eastern Region and Eastern and Southern Region have been grouped together.

Migrations within Regions are not included in the figures. Movements of employees who commenced work for the first time in the year ended June 1963, e.g., school-leavers from

other Regions coming to London to take their first jobs are also excluded because they did not hold National Insurance cards in June 1962. Table 9 shows the movements into and out of each Region.

On the current regional structure—in which the three former Regions (Midland, North Midland and East and West Ridings) were amalgamated on 1st April 1962 to form the two present Regions of Midlands and Yorkshire and Lincolnshire—it is estimated that 573,000 persons (391,000 males and 182,000 females) moved from one Region to another during the year ended June 1963. This was an increase of 6,000 males and 3,000 females, compared with the previous year. The lower section of Table 9 gives estimates for the three former Regions and on this basis, gross movements during 1963 between Regions were 407,000 males and 188,000 females, a total of 595,000 compared with 403,000 males and 186,000 females, totalling 589,000, in the previous year. Gross movements by migration in 1962-63 were the highest since these statistics were first prepared in 1952.

Except for Yorkshire and Lincolnshire, which showed no overall change in net movements during the year ended June 1963, there were net gains or losses in every other Region. The South of England comprising London and South Eastern, Eastern and Southern and South Western Regions, were again net "importing" areas for employees, but the net gain during 1963 was 25,000 compared with 47,000 in 1961-62. The previous year's loss of 12,000 in Midlands Region fell to 2,000 in 1963, and whereas in 1962 North Western Region had a net loss of 3,000, there was a gain of 4,000 in 1963, the first net gain recorded for North Western Region since these statistics were first compiled. Scotland and Northern Regions had net losses by migration of 13,000 and 12,000, respectively, during 1962-63, compared with net outward movements of 18,000 and 10,000 in the previous year.

Table 10 giving analyses, for males and females separately, of employees by Orders of the Standard Industrial Classification and principal industries is set out on the following pages (239 to 241).

Table 9.—Inter-Regional Migration in Year ended June 1963

Region	Males							Females							Total			
	In		Out		Net gain (+) or loss (-) by migration	In		Out		Net gain (+) or loss (-) by migration	In		Out			Net gain (+) or loss (-) by migration		
	In	Out	In	Out		In	Out	In	Out									
London and S.E. and Eastern and Southern	120	108	+12	63	52	+11	120	108	+12	63	52	+11	120	108	+12	240	210	+30
South Western	39	37	+2	18	18	—	39	37	+2	18	18	—	39	37	+2	78	75	+3
Midlands	64	66	-2	29	29	—	64	66	-2	29	29	—	64	66	-2	128	135	-7
Yorkshire and Lincs.	43	41	+2	19	21	-2	43	41	+2	19	21	-2	43	41	+2	86	82	+4
North Western	58	55	+3	26	25	+1	58	55	+3	26	25	+1	58	55	+3	116	110	+6
Northern	24	32	-8	9	13	-4	24	32	-8	9	13	-4	24	32	-8	48	64	-16
Scotland	20	29	-9	11	15	-4	20	29	-9	11	15	-4	20	29	-9	40	54	-14
Wales	23	23	—	7	9	-2	23	23	—	7	9	-2	23	23	—	46	46	0
Comparable Estimates for Former Regions																		
Midland	44	50	-6	19	18	+1	44	50	-6	19	18	+1	44	50	-6	88	108	-20
North Midland	41	36	+5	18	17	+1	41	36	+5	18	17	+1	41	36	+5	82	73	+9
East and West Ridings	38	37	+1	17	21	-4	38	37	+1	17	21	-4	38	37	+1	76	78	-2

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TABLE 10.—ESTIMATED NUMBERS OF EMPLOYEES IN GREAT BRITAIN AT JUNE 1963: ANALYSIS BY INDUSTRY AND AGE

NOTE.—Separate figures are given in the following table for each of the Orders of the Standard Industrial Classification (1958) and for each of the principal industries. In the first part of the table, which relates to males, figures are given for each industry in which the total number of male employees was 20,000 or more; similarly in the second part, which relates to females, separate figures are given for each industry in which the total number of female employees was 20,000 or more.

Industry	Age (Thousands)												Total aged 15 and over
	Under 18	18 and 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and over	
<b>Males</b>													
Agriculture, forestry, fishing	44	30	55	42	45	45	39	37	40	41	33	22	473
Agriculture and horticulture	42	28	50	38	42	40	34	33	36	37	29	20	429
Forestry	1	1	2	2	2	2	2	2	2	1	2	1	20
Fishing	1	1	3	2	1	3	2	2	2	3	2	1	24
Mining and quarrying	27	17	47	58	57	77	80	75	82	77	69	4	670
Coal mining	25	16	42	53	51	69	73	68	74	72	63	2	608
Stone and slate quarrying and mining	1	—	2	2	3	3	2	4	4	2	3	1	27
Chalk, clay, sand and gravel extraction	1	1	2	2	2	4	3	2	2	2	1	1	23
Food, drink and tobacco	27	17	42	52	50	53	49	45	49	42	33	12	471
Grain milling	1	1	3	3	4	3	4	4	4	3	3	—	33
Bread and flour confectionery	8	4	9	10	9	9	8	9	10	6	6	3	91
Bacon curing, meat and fish products	3	2	5	5	4	4	4	4	4	3	2	1	41
Milk products	1	1	3	3	2	3	3	2	3	2	1	1	25
Cocoa, chocolate and sugar confectionery	2	1	4	4	5	4	4	5	4	4	3	1	41
Fruit and vegetable products	1	1	2	2	3	4	3	4	4	3	2	—	32
Food industries not elsewhere specified (229)*	1	1	3	3	2	3	3	1	2	3	2	1	23
Brewing and malting	3	2	6	8	9	8	9	9	9	8	7	2	80
Other drink industries	4	2	6	5	6	4	4	2	4	3	2	1	40
Chemicals and allied industries	8	11	30	38	45	49	45	43	41	35	26	6	377
Mineral oil refining	1	1	2	3	4	3	3	4	3	3	1	—	28
Chemicals and dyes	3	5	14	18	21	23	23	20	19	16	10	2	174
Pharmaceutical and toilet preparations	1	1	3	3	4	6	4	4	2	2	3	1	34
Paint and printing ink	1	1	3	4	4	3	3	4	4	4	4	2	34
Vegetable and animal oils, fats, soap and detergents	1	1	3	3	4	3	2	4	3	3	2	1	30
Synthetic resins and plastics materials	1	1	2	2	3	4	3	3	2	2	2	—	26
Metal manufacture	19	18	44	54	50	60	66	59	54	56	37	12	529
Iron and steel (general)	10	10	23	27	23	29	33	29	28	28	19	5	264
Steel tubes	1	1	4	5	5	6	5	4	6	3	3	1	46
Iron castings, etc.	5	4	8	11	11	11	12	13	11	11	6	3	106
Light metals	1	1	3	5	5	6	7	5	4	5	3	1	46
Copper, brass and other base metals	2	2	6	6	6	9	8	7	7	6	6	2	67
Engineering and electrical goods	80	69	171	166	166	187	188	147	140	128	98	37	1,577
Agricultural machinery (except tractors)	2	2	3	3	3	3	4	3	3	3	2	1	32
Metal-working machine tools	5	4	8	9	8	10	10	7	8	6	6	2	83
Engineers' small tools and gauges	3	2	5	4	4	5	6	3	3	3	2	2	42
Industrial engines	1	1	4	3	3	4	4	4	4	5	3	1	37
Textile machinery and accessories	3	1	5	4	3	5	4	4	5	6	3	1	44
Contractors' plant and quarrying machinery	1	1	2	3	2	3	2	2	2	2	2	1	22
Mechanical handling equipment	3	2	6	6	6	6	6	5	3	3	3	—	48
Office machinery	2	1	5	7	7	6	5	4	3	2	2	—	44
Other machinery	15	12	31	28	28	33	35	27	26	26	19	7	287
Industrial plant and steelwork	6	5	13	13	14	15	17	11	11	10	10	3	128
Ordnance and small arms	1	1	1	1	2	2	3	3	3	3	2	1	23
Other mechanical engineering not elsewhere specified (349)*	10	7	18	15	17	21	20	17	15	13	10	4	167
Scientific, surgical and photographic instruments, etc.	5	6	11	10	9	10	11	7	8	5	6	3	91
Electrical machinery	9	10	18	15	17	21	18	15	14	13	10	4	16



Table 10.—Estimated Numbers of Employees in Great Britain at June 1963: Analysis by Industry and Age—continued

Industry	Males (cont'd.)											Total aged 15 and over	
	Under 18	18 and 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64		65 and over
Bricks, pottery, glass, cement, etc.	14	12	26	26	27	31	29	26	28	23	16	8	266
Bricks, fireclay and refractory goods	5	3	6	6	7	7	7	8	7	6	3	2	67
Pottery	2	2	3	3	2	3	3	3	4	2	2	1	30
Glass	3	3	6	5	6	8	5	5	7	6	4	1	59
Abrasives and building materials, etc., not elsewhere specified (469)*	4	3	10	10	10	11	12	8	10	8	6	2	94
Timber, furniture, etc.	23	13	25	24	23	20	23	21	23	18	11	6	230
Timber	9	5	8	10	9	7	7	7	7	6	5	3	83
Furniture and upholstery	7	4	8	8	7	6	9	8	9	7	3	2	78
Shop and office fitting	2	1	3	2	3	3	3	2	3	2	2	1	27
Paper, printing and publishing	25	20	45	46	45	36	44	36	42	34	22	16	411
Paper and board	4	3	7	7	8	8	11	7	7	7	5	2	76
Cardboard boxes, cartons and fibre-board packing cases	2	2	4	4	4	4	4	3	2	2	2	1	34
Manufactures of paper and board not elsewhere specified	2	2	3	4	4	3	4	3	4	3	2	1	35
Printing, publishing of newspapers and periodicals	4	4	10	11	12	11	12	11	13	10	6	5	109
Other printing, publishing, book-binding, engraving, etc.	13	9	21	20	17	10	13	12	16	12	7	7	157
Other manufacturing industries	9	8	18	20	22	21	21	19	18	16	13	6	191
Rubber	3	3	8	11	11	10	11	8	9	7	6	2	89
Plastics moulding and fabricating	2	2	4	5	6	5	5	5	3	2	2	2	43
Miscellaneous manufacturing industries (499)*	2	1	2	1	2	2	2	2	2	2	2	1	21
All manufacturing industries	302	247	567	605	609	661	681	582	593	532	410	158	5,947
Construction	108	90	209	181	176	160	146	128	121	109	71	28	1,527
Gas, electricity and water	9	11	27	30	38	38	44	40	41	39	32	3	352
Gas	3	3	7	8	12	11	14	13	14	12	1	1	111
Electricity	5	7	18	18	21	24	27	24	22	20	15	2	203
Water supply	1	1	2	4	5	3	3	6	5	5	5	1	38
Transport and communication	35	40	115	132	134	159	161	137	159	148	122	36	1,378
Railways	10	11	28	28	34	45	42	32	40	48	55	8	381
Road passenger transport	2	6	22	23	19	23	25	32	27	18	5	5	227
Road haulage contracting	5	4	16	26	25	26	24	17	17	14	8	5	187
Sea transport	7	8	21	18	13	13	12	11	11	9	3	3	135
Port and inland water transport	2	2	8	11	12	15	14	13	18	19	15	5	134
Air transport	—	1	3	4	6	5	5	4	3	2	1	1	35
Postal services and telecommunications	5	5	12	16	19	26	33	31	32	24	12	5	220
Miscellaneous transport services and storage	4	3	5	6	6	6	6	4	6	5	4	4	59
Distributive trades	156	85	151	131	130	132	129	116	131	111	80	58	1,410
Wholesale distribution	25	18	37	35	32	39	39	33	37	23	13	13	364
Retail distribution	116	54	88	72	72	70	67	63	72	61	43	34	812
Dealing in coal, builders' materials, grain and agricultural supplies (wholesale or retail)	8	8	16	13	15	12	14	11	12	10	7	6	132
Dealing in other industrial materials and machinery	7	5	10	11	11	9	9	10	7	7	5	5	102
Insurance, banking and finance	12	16	34	33	36	30	29	37	38	22	13	13	336
Professional and scientific services	17	25	72	89	82	74	80	77	84	69	53	33	755
Accountancy services	4	6	14	8	4	3	2	2	3	2	2	2	52
Educational services	4	3	20	38	40	36	40	35	39	31	21	15	322
Legal services	2	3	6	3	2	2	3	2	4	3	2	2	34
Medical and dental services	3	5	16	21	21	18	22	29	28	23	20	8	214
Other professional and scientific services (879)*	4	7	16	18	15	14	12	9	9	8	6	5	123
Miscellaneous services	78	57	100	91	81	81	75	73	79	74	64	59	912
Cinemas, theatres, radio, etc.	3	4	8	9	9	7	6	5	6	7	4	4	72
Sport and other recreations	3	2	4	3	2	3	2	2	3	3	4	6	37
Catering, hotels, etc.	13	7	24	21	17	18	20	20	18	17	18	18	211
Laundries	5	2	4	2	3	3	2	2	3	2	2	1	31
Motor repairers, distributors, garages and filling-stations	39	30	40	34	28	27	25	23	26	24	17	12	325
Hairdressing and manicure	5	3	3	3	2	1	1	2	2	1	1	—	24
Private domestic service	1	—	—	1	1	1	1	2	3	5	7	7	23
Other services (899)*	6	6	14	14	16	15	14	13	12	11	8	8	145
Public administration	16	25	73	73	80	92	112	114	126	119	104	44	978
National government service	4	8	21	20	23	35	50	47	52	48	46	16	370
Local government service	12	17	52	53	57	57	62	67	74	71	58	28	608
Grand Total†	804	643	1,450	1,466	1,468	1,555	1,578	1,408	1,493	1,357	1,060	458	14,740

\* See footnote \* on previous page.

† The grand total line includes a small number of ex-members of the Forces not allocated to particular industries.

Table 10.—Estimated Numbers of Employees in Great Britain at June 1963: Analysis by Industry and Age—continued

Industry	Females (cont'd.)											Total aged 15 and over	
	Under 18	18 and 19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64		65 and over
Engineering and electrical goods	55	47	93	55	46	58	66	54	49	34	14	6	577
Other machinery (339)*	6	4	9	8	8	7	7	6	5	4	1	2	63
Other mechanical engineering not elsewhere specified (349)*	4	5	7	3	3	5	6	6	3	3	1	—	46
Scientific, surgical and photographic instruments, etc.	5	4	7	4	3	5	6	5	4	3	1	1	48
Electrical machinery	6	5	8	5	4	5	7	5	5	3	2	1	56
Insulated wires and cables	2	1	3	1	1	2	4	3	2	2	1	—	22
Telegraph and telephone apparatus	3	3	6	3	3	3	3	3	3	2	—	—	31
Radio and other electronic apparatus	12	9	19	13	12	13	13	9	11	6	2	—	119
Domestic electric appliances	2	3	4	3	3	3	2	1	2	1	—	—	25
Other electrical goods (369)*	5	5	11	6	5	7	6	7	7	3	2	—	64
Shipbuilding and marine engineering	1	2	2	—	1	1	1	1	1	1	1	—	12
Vehicles	10	9	19	10	8	12	13	12	12	8	3	1	117
Motor vehicle manufacturing	5	5	12	4	4	6	7	7	5	4	1	—	60
Aircraft manufacturing and repairing	3	3	6	4	3	4	4	3	4	3	1	—	38
Metal goods not elsewhere specified	17	13	22	16	15	17	22	21	20	14	8	3	188
Cans and metal boxes	2	1	3	1	1	2	3	2	3	2	1	—	21
Metal industries not elsewhere specified (399)*	10	8	12	11	9	11	13	12	12	9	5	2	114
Textiles	51	30	49	28	29	35	42	38	48	43	17	11	421
Spinning and doubling of cotton, flax and man-made fibres	5	4	5	4	5	5	7	7	8	9	3	2	64
Weaving of cotton, linen and man-made fibres	4	3	5	4	4	5	6	6	9	8	2	1	57
Woolen and worsted	13	6	11	6	7	9	10	10	11	9	5	3	100
Hosiery and other knitted goods	15	9	12	6	6	6	8	7	7	7	2	2	87
Made-up textiles	3	1	2	2	1	2	2	2	2	1	1	—	20
Textile finishing	3	2	3	2	2	2	3	2	3	2	1	—	24
Leather, leather goods and fur	3	1	3	2	3	2	3	2	3	2	2	1	27
Clothing and footwear	70	36	55	27	31	31	37	34	33	27	15	8	404
Weatherproof outerwear	3	2	3	1	2	2	2	3	2	1	1	—	23
Men's and boys' tailored outerwear	17	9	14	6	6	7	7	7	7	7	3	2	92
Women's and girls' tailored outerwear	7	3	5	4	4	5	5	5	3	4	2	2	49
Overalls and men's shirts, underwear, etc.	8	4	6	3	3	3	3	3	4	1	1	1	40
Dresses, lingerie, infants' wear, etc.	19	9	14	7	9	8	8	8	8	5	4	1	100
Dress industries not elsewhere specified (449)*	7	3	5	2	2	2	3	2	3	3	—	—	33
Footwear	9	5	8	3	4	3	3	5	5	5	2	1	58
Bricks, pottery, glass, cement, etc.	8	5	9	6	7	9	9	7	5	3	1	1	78
Pottery	4	1	3	2	3	4	5	4	3	3	2	1	35
Timber, furniture, etc.	5	4	8	4	4	6	6	7	5	4	2	1	56
Furniture and upholstery	2	1	3	1	1	2	2	3	2	2	1	—	20
Paper, printing and publishing	33	22	33	20	16	16	17	17	17	13	7	4	215
Paper and board	5	3	4	2	2	2	1	1	2	1	—	—	23
Cardboard boxes, cartons and fibre-board packing cases	5	3	6	3	3	2	3	3	3	2	1	—	



## THE FAMILY EXPENDITURE SURVEY

Year ended December 1963

In order to provide as quickly as possible the latest available information about the average weekly expenditure of all households co-operating in the Family Expenditure Survey\* some preliminary results for the year ended December 1963 are given below. The average weekly expenditure of all households co-operating in the 1962 Survey and the three-year average of the average weekly expenditure of households which co-operated in the 1961-1963 Surveys are also given below for purposes of comparison.

The average weekly expenditures are obtained from the expenditures recorded by the households concerned, and are not adjusted to take account of the under-recording of expenditure on alcoholic

drink, tobacco, meals out, chocolates, sweets and ice cream, which is a feature of Surveys of this type.

A Report containing further results for 1963 will be published towards the end of 1964. A summary of results for the year ended June 1964 comparable with those for the year ended June 1963† will be published in the GAZETTE as soon as it is available. It will show separately the expenditure of the "Index" households used to provide the basis for the annual revision of the weights of the Index of Retail Prices, and of the "Pensioner" households which are excluded for this purpose.

EXPENDITURE OF ALL HOUSEHOLDS FOR THE YEARS 1962 AND 1963  
AND FOR THE THREE-YEAR PERIOD 1961-1963

Notes: (1) Both individual and total expenditure figures have been independently rounded. The sums of the constituent items do not, therefore, necessarily agree exactly with the totals shown. (2) "Nil" expenditure and expenditure of less than 0.05d. are both shown as "—".

(1) Item group reference no.	(2)	(3) 1961-63‡	(4) 1962	(5) 1963
	Total number of households	10,495	3,594	3,415
	Average number of persons per household:			
	All persons	3.03	3.03	3.02
	Males	1.45	1.45	1.45
	Females	1.57	1.58	1.57
	Children (under 16)	0.83	0.84	0.82
	Persons 16 and under 65	1.87	1.87	1.87
	Persons 65 and over	0.33	0.33	0.33
	Persons working for gain	1.35	1.35	1.35
	Persons classed as "retired"	0.17	0.16	0.16
	Average weekly household income	s. d. 416 7-6	s. d. 412 5-9	s. d. 440 8-0
	COMMODITY OR SERVICE (Average Weekly Household Expenditure)			
	Housing			
1	Households renting unfurnished accommodation:			
	All such households:			
	Number	5,585	1,933	1,799
	Payment for rent, rates, water and insurance of structure less receipts (if any) from sub-letting	29 5-2	29 7-0	31 5-9
	Households renting unfurnished Council accommodation:			
	Number	2,869	1,009	930
	Payments	31 7-3	31 7-3	33 9-8
	Households renting other unfurnished accommodation:			
	Number	2,716	924	869
	Payments	27 2-9	27 4-5	29 0-1
2	Households renting furnished accommodation:			
	Number of households	355	137	94
	Payment, by these households, for rent, rates and water less receipts (if any) from sub-letting	55 4-8	60 2-0	51 5-8
3	Households living rent-free:			
	Number of households	367	121	133
	Payment, by these households, for rates, water or other charges less receipts (if any) from sub-letting	1 9-1	1 3-9	1 5-3
4	Households living in their own dwellings:			
	All such households:			
	Number	4,188	1,403	1,389
	Payment for rates, water, ground rent, etc. and insurance of structure, together with the weekly equivalent of the rateable value§ of these dwellings less receipts (if any) from sub-letting	27 0-0	22 11-3	36 0-5
	Dwellings in process of purchase by occupier:			
	Number	2,210	733	754
	Payments	28 2-2	23 5-2	38 2-1
	Dwellings fully owned by occupier:			
	Number	1,978	670	635
	Payments	25 11-9	22 4-7	33 6-2
5	Rateable value§ of dwellings (weekly equivalent) included in the payments shown in preceding item:			
	All owner-occupied dwellings	14 10-1	10 6-8	23 0-9
	Dwellings in process of purchase by occupier	15 6-2	10 10-2	24 6-7
	Dwellings fully owned by occupier	14 0-6	10 3-1	21 3-7
	All above households taken together:			
	All above payments, and rateable value§ of owner-occupied dwellings, spread over all the households	28 5-8	27 2-5	32 8-7
6	Expenditure, by occupiers, on repairs, maintenance and decorations, spread over all the households	7 3-4	7 1-5	7 11-3
	TOTAL, HOUSING (Two preceding lines)	35 9-1	34 3-9	40 8-0
	Fuel, Light and Power			
7	Gas, and hire of gas appliances	s. d. 4 4-7	s. d. 4 5-5	s. d. 4 6-1
8	Electricity, and hire of electric appliances	7 8-9	7 7-4	9 1-1
9	Coal and manufactured fuels (including patent coles)	8 10-2	8 7-1	9 7-8
10	Coke (except patent coles)	0 9-7	0 8-3	0 9-0
11	Fuel oil, and other fuel and light	1 3-4	1 4-4	1 4-5
	TOTAL, FUEL, LIGHT AND POWER	23 0-7	22 8-7	25 4-5

\* Family Expenditure Survey: Report for 1962. H.M. Stationery Office, price 15s. (15s. 7d. including postage).

† See the issue of this GAZETTE for December 1963 (page 482).

‡ The figures for number of persons per household and for income and expenditure are unweighted averages of the yearly averages.

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

Expenditure of all Households for the Years 1962 and 1963, and for the Three-Year Period 1961-1963—continued

(1) Item group reference no.	(2) COMMODITY OR SERVICE	(3) 1961-63*	(4) 1962	(5) 1963
	Food			
12	Bread, rolls, etc.	s. d. 5 11-9	s. d. 6 1-6	s. d. 6 1-0
13	Flour	0 7-7	0 7-7	0 7-7
14	Biscuits, cakes, etc.	6 4-8	6 4-1	6 8-0
15	Breakfast and other cereals	1 6-7	1 6-4	1 7-8
16	Beef and veal	6 7-1	6 6-3	6 11-9
17	Mutton and lamb	3 8-2	3 7-9	3 8-9
18	Pork	1 8-5	1 9-2	1 10-0
19	Bacon and ham (uncooked)	3 7-7	3 8-2	3 8-5
20	Ham, cooked (including canned)	1 1-0	1 0-6	1 1-0
21	Poultry, other and undefined meat	8 1-3	8 2-5	8 2-1
22	Fish	3 0-0	2 11-3	3 1-5
23	"Fish and chips"	0 8-8	0 9-1	0 8-7
24	Butter	3 6-5	3 6-2	3 10-8
25	Margarine	1 0-9	1 1-0	1 1-0
26	Lard, cooking fat and other fat	0 9-7	0 10-0	0 9-6
27	Milk, fresh	8 7-2	8 7-4	8 10-0
28	Milk, dried, canned; cream, etc.	0 10-7	0 10-1	0 11-9
29	Cheese	1 9-5	1 9-6	1 9-8
30	Eggs	4 0-7	4 3-3	4 3-3
31	Potatoes	3 18-6	3 9-5	3 9-5
32	Other and undefined vegetables	1 10-9	1 10-9	1 2-2
33	Fruit	5 10-4	5 9-5	5 9-3
34	Sugar	2 4-3	2 4-0	2 6-1
35	Syrup, honey, jam, marmalade, etc.	0 10-5	0 10-6	0 10-5
36	Sweets and chocolates	3 8-5	3 8-4	3 9-7
37	Tea	3 3-1	3 3-6	3 1-7
38	Coffee	0 9-1	0 9-4	0 9-8
39	Cocoa, drinking chocolate, proprietary drinks	0 3-6	0 3-2	0 3-8
40	Soft drinks	1 10-8	1 10-9	1 11-4
41	Ice cream	0 8-4	0 8-3	0 8-4
42	Other foods; food not defined	3 6-5	3 4-4	4 1-3
43	Meals bought away from home	11 2-9	11 4-4	11 7-0
	TOTAL, FOOD	108 1-1	108 2-3	111 8-1
	Alcoholic Drink			
44	Beer, cider, etc.	9 0-2	8 10-3	9 11-4
45	Wines, spirits, etc.	3 8-6	3 9-7	4 0-4
46	Drinks, not defined	0 9-8	0 9-1	0 11-3
	TOTAL, ALCOHOLIC DRINK	13 6-6	13 5-2	14 11-1
	Tobacco			
47	Cigarettes	19 5-9	19 9-5	19 10-4
48	Pipe tobacco	1 5-0	1 5-6	1 5-6
49	Cigars, snuff, pipes and other smokers' requisites	0 4-6	0 4-6	0 4-6
	TOTAL, TOBACCO	21 3-5	21 7-7	21 8-6
	Clothing and Footwear			
50	Men's outer clothing	5 3-8	5 2-2	5 6-0
51	Men's underclothing and hosiery	2 7-3	2 5-9	2 8-7
52	Women's outer clothing	7 4-5	7 1-4	7 6-7
53	Women's underclothing and hosiery	4 0-0	4 0-0	3 10-9
54	Boys' clothing	1 4-2	1 3-5	1 5-0
55	Girls' clothing	1 7-8	1 7-4	1 9-2
56	Infants' clothing	1 3-1	1 3-8	1 4-3
57	Hats, gloves, haberdashery, etc.	3 2-1	3 2-1	3 3-1
58	Clothing materials and making-up charges; clothing not fully defined	0 10-6	0 9-3	1 0-8
59	Footwear	6 9-3	6 6-8	6 10-6
	TOTAL, CLOTHING AND FOOTWEAR	34 4-6	33 6-4	35 5-2
	Durable Household Goods			
60	Furniture, including repairs	4 6-0	5 5-1	3 9-9
61	Floor coverings	2 8-5	2 9-3	2 5-0
62	Soft furnishings and household textiles	2 9-1	2 7-5	2 9-5
63	Radio, television and musical instruments, including repairs	3 6-8	3 5-2	3 6-4
64	Gas and electric appliances, including repairs	5 4-5	5 2-4	5 0-7
64A	Appliances other than gas or electric appliances	0 7-4	0 8-0	0 5-1
65	Composite purchases of household durable goods not separately distinguished	3 5-1	3 2-7	3 8-7
66	China, glass, cutlery, hardware, ironmongery, etc.	3 5-1	3 5-4	3 5-5
67	Fire, burglary, etc. insurance of furniture, etc.	0 5-2	0 5-4	0 5-5
	TOTAL, DURABLE HOUSEHOLD GOODS	23 4-9	23 9-4	22 2-8
	Other Goods			
68	Leather, travel and sports goods; jewellery; fancy goods, etc.	2 10-7	2 10-9	3 2-0
69	Books, magazines and periodicals	5 6-3	5 7-6	5 7-6
70	Toys and stationery goods, etc.	2 8-8	2 8-7	2 8-3
71	Medicines and surgical goods	2 3-5	2 3-9	2 4-0
72	Toilet requisites, cosmetics, etc.	3 5-7	3 5-7	3 8-9
73	Optical and photographic goods	1 2-8	1 0-8	1 3-7
74	Matches, soap, cleaning materials, etc.	4 5-5	4 5-5	4 6-8
75	Seeds, plants, flowers	1 7-8	1 11-2	1 5-4
76	Animals and pets	2 1-5	2 2-0	2 3-4
	TOTAL, OTHER GOODS	26 4-4	26 7-1	27 2-0
	Transport and Vehicles			
77	Net purchases of motor vehicles and accessories	11 11-4	7 10-6	16 2-2
78	Maintenance and running of motor vehicles	13 8-0	13 6-6	15 7-3
79	Purchase and maintenance of bicycles, prams, etc.	0 11-5	0 10-0	1 0-0
80	Railway fares	2 7-5	2 8-0	2 9-2
81	Bus, etc. fares	7 11-2	7 4-0	7 3-2
82	Other travel and transport	1 11-2	1 10-5	2 3-0
	TOTAL, TRANSPORT AND VEHICLES	38 2-6	34 1-8	45 0-9
	Services			
83	Postage, telephone, telegrams	2 6-7	2 6-0	2 8-4
84	Cinemas	1 2-6	1 2-5	1 1-4
85	Theatres, sporting events, and other entertainment (excluding betting)	2 3-0	2 3-1	2 4-7
86	Radio and television, licences and rental	3 9-6	3 9-6	4 1-1
87	Domestic help, etc.	2 4-6	2 3-1	2 10-4
88	Hairdressing	2 11-4	2 10-6	2 11-8
89	Footwear and other repairs not allocated elsewhere	1 10-4	1 10-6	1 9-1
90	Laundry, cleaning and dyeing	2 3-0	2 3-4	2 3-1
91	Educational and training expenses	2 3-1	1 9-4	2 5-1
92	Medical, dental and nursing fees	0 11-3	0 8-0	1 1-9
93	Subscriptions and donations; hotel and holiday expenses; miscellaneous other services	11 5-1	10 5-0	13 2-9
	TOTAL, SERVICES	33 10-7	31 11-3	36 11-8
	Miscellaneous			
94	Pocket money to children and other expenditure not assignable elsewhere	1 5-3	1 7-2	1 5-8
	GRAND TOTAL, ALL ABOVE EXPENDITURE	359 5-4	351 10-9	382 8-8
	Other Payments Recorded			
95	Income tax and surtax, payments less refunds	37 0-7	37 11-3	37 11-2
96	National Insurance contributions	13 8-1	13 8-7	14 11-1
97	Mortgage and other payments for purchase or alteration of dwellings	14 1-7	14 8-8	14 4-6
98	Life assurance; contributions to pension funds	14 1-7	13 8-6	15 0-3
99	Sickness and accident insurance; subscriptions to sick clubs, friendly societies	0 8-6	0 8-4	0 8-7
100	Contributions to Christmas, savings or holiday clubs	2 2-9	2 2-0	2 4-5
101	Purchase of savings certificates; sums deposited in savings banks, etc.	4 7-7	3 7-7	7 0-6
102	Betting, payments less winnings	2 4-4	1 6-7	3 0-6

\* The figures for expenditure are unweighted averages of the yearly averages.



## OCCUPATIONAL EARNINGS IN SHIPBUILDING

### Corrected Figures

In the article on occupational earnings in the May 1964 issue of this GAZETTE clerical errors occurred in the table of average hourly earnings excluding overtime premium in shipbuilding which appeared on page 185.

A corrected table is given below with the amended figures printed in italics.

#### All Establishments: Shipbuilding and Ship Repairing

	June 1963	January 1964	Change June 1963—January 1964	
			Absolute	%
Average hourly earnings excluding overtime premium:				
Timeworkers .. .. .	d.	d.	d.	
Skilled .. .. .	75.3	78.9	+3.6	+4.8
Semi-skilled .. .. .	62.3	64.5	+2.2	+3.5
Labourers .. .. .	56.3	59.1	+2.8	+5.0
All timeworkers .. .. .	65.9	69.4	+3.5	+5.3
Payment-by-result workers .. .. .				
Skilled .. .. .	88.6	92.1	+3.5	+4.0
Semi-skilled .. .. .	67.5	69.6	+2.1	+3.1
Labourers .. .. .	64.4	68.9	+4.5	+7.0
All payment-by-result workers .. .. .	81.3	84.5	+3.2	+3.9
All skilled workers .. .. .	86.3	89.7	+3.4	+3.9
All semi-skilled workers .. .. .	66.0	68.3	+2.3	+3.5
All labourers .. .. .	60.8	64.4	+3.6	+5.9
All workers covered .. .. .	77.5	80.7	+3.2	+4.1

The following are the consequential amendments which should be made to the shipbuilding item of the column headed "Average hourly earnings excluding overtime premium" of the Index of Earnings table on the same page.

- All timeworkers: delete "107.3" and substitute "105.3".
- All payment-by-result workers: delete "104.3" and substitute "103.9".
- All skilled workers: delete "104.4" and substitute "103.9".
- All workers covered: delete "105.1" and substitute "104.1".

## COURT OF INQUIRY INTO DISPUTE IN THE ELECTRICITY SUPPLY INDUSTRY

The Minister of Labour has presented to Parliament a Command Paper\* setting out the Report of a Court of Inquiry, under the chairmanship of Sir Colin Pearson, into the recent dispute in the electricity supply industry.

In its Report the Court commends what has been called the "grand design" of the status proposals put forward by the Electricity Boards, and recommends that the boards and the unions should endeavour "with a due sense of urgency and with full mobilisation of resources" to approach implementation in stages of the status proposals. In this way both sides can gain progressive advantage with the ultimate aim of full staff status.

In dealing with the causes and circumstances of the dispute, the Court comments on a number of problems which arose in the course of negotiations, including the industry's three-year agreement, the provision for arbitration in the National Joint Industrial Council's constitutional agreement, and the functioning of the National Joint Industrial Council's machinery. The Court's comments on these and other issues are summarised in the following paragraphs.

#### The "grand design"

The Court analyses the three main elements in the status proposals as:

- (1) abolition of excessive overtime;
- (2) economies and increased efficiency in the utilisation of labour to be obtained by the introduction of new techniques and increased flexibility of methods of work and work patterns; and
- (3) annual salaries and more leisure for manual workers.

The Report points out that the trade unions showed interest in these proposals from the beginning: their attitude as stated at the inquiry was one of co-operation on terms.

#### Causes and circumstances of the dispute

The Report identifies two main factors leading to the dispute: delay by the Electricity Boards in putting forward and developing their proposals; and breaches by the unions of the three-year agreement reached in January 1963 and also of the industry's constitutional agreement in that they evaded their obligation to allow the dispute to go to arbitration. Other subsidiary causes, related in some measure to these two main factors, are also discussed.

The idea of improving the status of manual employees was mentioned for the first time by the boards to the National Joint Industrial Council for the Industry on 18th October 1961. The

\* Report of Inquiry into the causes and circumstances of a dispute between the parties represented on the National Joint Industrial Council for the Electricity Supply Industry. Cmnd. 2361. H.M. Stationery Office, price 3s. 6d. (3s. 10d. including postage).

Court considers it was not reasonable for the boards' members in February and May 1962 to have called on the trade union members to put forward their proposals to implement the idea; the Court regards the framing of such proposals as a function of management. When the boards eventually put forward their proposals in October 1962, they were only in summary form. Throughout a series of meetings in 1963 the boards held to their contention that the status proposals should be introduced without increasing their wages bill. This attitude is considered unrealistic. The proposals involved radical and far reaching changes in working practices. In the Court's judgment, it should have been obvious that the concessions demanded would have a price set against them.

At a much later stage in the negotiations (December 1963) the boards produced a memorandum containing proposals which made considerable financial concessions. The unions refused to receive it. The unions are criticised for adopting this attitude.

The boards are also criticised for not developing their proposals to the extent necessary for a proper appreciation of what was involved. It was not until August 1963 that the unions had much material on which to begin discussions and even then it was not specific.

It is common ground between the parties that too much overtime is being worked in the industry. This high level of overtime working is important to the dispute because (a) the boards' proposals aimed virtually to eliminate overtime working by radical changes in the pattern of working, (b) a high proportion of take-home pay is derived from overtime working and (c) some workers are peculiarly dependent upon overtime to keep their take-home pay up to the level to which they are accustomed. The boards are criticised for not having paid sufficient attention in their proposals for annual salaries to the problem of "cushioning" those who work long hours of overtime.

A cautious reaction was to be expected among craftsmen to the boards' proposals for "flexibility of working". In the Court's view, the boards should have been more specific in their proposals in order to bring out their full implications. In discussions about the proposals the trade unions, for their part, have seemed to be more aware of the need to improve the payment of craftsmen than to adjust their methods of working.

Up to 18th December 1963 the trade unions loyally abided by the three-year agreement, but by that time they were disappointed, frustrated and exasperated. There was then a marked change in their attitude, and they are criticised for acting too hastily. The Report finds that by their actions they were in contravention both of the three-year agreement and the arbitration provision in the constitutional agreement.

The three-year agreement concluded in January 1963 included a provision that "subject to the outcome of the discussions now proceeding on the question of status, no revision be made to schedule wage rates during the period of the agreement". The effect of this, the Report states, was to make the agreed schedule wage rates, "sacrosanct" except so far as they might be altered by status discussions. The three-year agreement was not intended to be legally binding, but the parties to it assumed a moral obligation. Either party was at liberty to claim a revision, but, when this was refused, persistence in the claim amounted to contravention. In accordance with the provision quoted above the trade unions could have proposed changes in pay within the status discussions, but by ending these discussions in December 1963, they rendered the provision incapable of application.

The trade unions laid emphasis on two of the four priority claims they tabled on 18th December 1963. They were those for a 40-hour week and for increases for craftsmen and mates. Both claims involved alteration in scheduled wage rates "outside status" and so were ruled out by the terms of the three-year agreement. By stopping the status discussions and pressing their priority claims, the trade unions set aside the three-year agreement.

Under the Industry's Constitutional Agreement each side has an express right to refer to arbitration any matters which the National Joint Industrial Council is unable to determine. In the Court's judgment there is an implied term that each side would act in good faith. By withdrawing from a meeting so that no vote could be taken and so preventing the exercise by the boards of this right, the trade unions were guilty of a subterfuge and were in breach of the implied term of the arbitration provision. The Court holds that the trade unions should have honoured their obligation to let the boards submit the dispute to arbitration. If the arbitration provision was unsatisfactory, it should have been modified. As this was not done, the Agreement as it stood, containing this provision, ought to have been respected and carried out.

The Report points out that it must also be borne in mind in favour of arbitration that industrial action in the electricity industry might cause severe damage not only to the boards, but also to the community.

The trade unions were unreasonable in refusing to receive the boards' comprehensive proposals on 18th December on the grounds that the proposals were proper only to the status sub-committee. As no meeting of the sub-committee could be held, the status discussions have been held up for months. At meetings in February and March 1964 the boards' members offered extensive concessions. The trade union members could have negotiated or submitted the remaining difference to arbitration, but they resorted to industrial action instead.

#### Functioning of the National Joint Industrial Council

The Court, while regarding the National Joint Industrial Council machinery as fundamentally sound, thinks that it may possibly be somewhat over-formalised, and also thinks that informal contact between senior members of both sides is always desirable. It is apparent that the trade unions feel that there is a lack of attention

to their views on the part of the boards. Such an atmosphere of distrust and unease need not depend upon fact for its existence. The hope is expressed that, with the air cleared by the inquiry, there will be a better atmosphere and more mutual understanding. The boards are prepared to examine the machinery with the trade unions and the latter have accepted the invitation. Such an examination should further clear the air and help towards securing a resumption and development of cordial relations between senior members of boards and unions.

#### The way ahead—Implementation of status proposals by stages

It is hoped that the parties will recognise that there were faults on both sides and that they will be able to bury the past and try to build for the future. Within the ambit of the status proposals it should be possible to make progress leading to attractive benefits to both sides; if this way is chosen, there will have to be changes in approach if a satisfactory and reasonably prompt solution is to

## NATIONAL INCOMES COMMISSION

### Interim Report on the Agreements of November—December 1963 in the Engineering and Shipbuilding Industries

In an Interim Report\* the National Incomes Commission direct attention to wage drift as a factor which leads to increases in total earnings in addition to increases which are negotiated nationally. The Commission consider that wage drift in some industries constitutes a major threat to a policy designed to secure an increase in the real value of wage incomes in all industries.

The Commission give three reasons for issuing an Interim Report. First, their inquiries into the agreements made at the end of last year in the engineering and shipbuilding industries have not yet been completed. The agreements embrace a wide field of inquiry, and information is still being collected and studied. As already announced, the Commission propose to hold further oral hearings. The Commission say that, if there were no current pressures in the field of an incomes policy, they might have contemplated without anxiety the length of time which must elapse before a full and final report can be made but such pressures show definite signs of mounting and the Commission think it necessary in the national interest that certain matters of great importance which have already emerged from the evidence submitted to them should be briefly stated at this stage of their inquiries. Secondly, the evidence which has already been submitted to the Commission on wage drift leaves them in no doubt that no time should be lost in drawing public attention to it. They consider that, although the facts about wage drift have been known for many years to economists and to those concerned with industrial relations, their significance does not appear to be reflected in the outcome of wage negotiations in many industries. Thirdly, the Commission refer to the fact that a very short while after securing from the Engineering Employers' Federation the agreement which made an addition to weekly pay in engineering and a few days before securing from the Shipbuilding Employers' Federation the agreement which provided for a phased reduction of two hours in the normal working week in shipbuilding, the Confederation of Shipbuilding and Engineering Unions resubmitted a claim to the former federation for a reduction of two hours in the normal working week in the engineering industries. In these circumstances the Commission consider that they would be failing in their duty if, being convinced that the dangerous results of wage drift are either insufficiently known or insufficiently regarded in national wage negotiations, they did not issue an Interim Report calling public attention to these results and specifically reminding those on both sides who have the responsibility of conducting the current negotiations of the results and of their impact on a national incomes policy.

The Report goes on to deal with the facts about wage drift which have so far been revealed in the Commission's inquiry. The basic fact is that in the engineering and shipbuilding industries, and very likely in others, there are two processes by means of which weekly earnings are increased. One is the process of wage negotiation and settlement at national level; the other is the continuous bargaining and adjustment which take place at the domestic level of the individual factory, shop floor and shipyard. Each process may singly be a potent source of cost inflation, but it is the combination of both which requires to be taken into account.

The Commission say that the evidence before them plainly demonstrates that the wage rates and payments which are nationally negotiated in the industries under review reveal neither what their workers are actually paid nor what increases in incomes they receive from time to time. There has been for years clear evidence that there is a large difference between nationally negotiated wage rates and actual earnings, and this difference can add more than half as much again to wages at basic rates. The most important conclusion to follow from this situation is that if an incomes policy is designed to keep the rate of increase of wage incomes in step with the long-term rate of growth in overall productivity, it is quite useless for attention to be confined to nationally negotiated wage rates. It follows that no judgment in terms of the national interest on a nationally negotiated wage settlement in the engineering and shipbuilding industries can be made by the exclusive consideration

\* Report No. 4 (Interim). National Incomes Commission. Agreements of November—December 1963 in the Engineering and Shipbuilding Industries. Cmnd. 2380. H.M. Stationery Office, price 1s. 3d. (1s. 6d. including postage).

be found. The status proposals are admirable and imaginative in conception. For a number of reasons they have not made the progress both sides had hoped for. The scheme still involves decisions on a number of thorny problems, and, even with goodwill on both sides, is unlikely to be agreed in full for some time. Instead, therefore, of attempting to get everything agreed before implementation, the parties should endeavour, with a due sense of urgency and with full mobilisation of their resources, to approach implementation in stages or phases so that as and when any significant change in working arrangements is agreed, it can be introduced and a compensatory advantage given to the employees. In this way both sides can gain progressive advantages with the ultimate aim of full staff status.

The hope is expressed that, in an atmosphere of renewed vigour in the status discussions, the priority claims will fall naturally into place. The Report closes by emphasising the sense of urgency with which discussions should be resumed.

of the terms and conditions of the settlements themselves. In the Commission's view, the gap between wage rates and actual earnings, both in its degree and in its tendency to increase or diminish, requires the closest possible attention and analysis by all available means before an appraisal of the inflationary or non-inflationary quality of a national settlement can be reached. The Commission draw attention to the evidence that only a very small and diminishing number of workers in the industries receive no more than the basic rates of pay.

The Commission place on record that the employers' federations fully accepted the facts of wage drift. In evidence before the Commission, the representatives of the two federations stated in effect that they were reluctant to see them ignored in the course of national negotiations, but their experience over the years had taught them that, when faced with the determination of the unions, they were better advised to reach in negotiation the best compromise they could, because on past occasions when they had themselves resisted inflationary wage demands the issues had been referred to Courts of Inquiry and arbitration bodies which, while speaking with varying voices, had in general ultimately decided that some larger offer of an increase in pay should be made.

A section of the Interim Report draws attention to some of the methods by which actual earnings can be made to exceed wage rates. Some employers increase basic rates independently of nationally agreed increases but, apart from these cases of wage drift, the so called "gap", exclusive of that part of it which is due to overtime working, is said to be made up of additions to wage rates such as merit pay, lieu payments, bonuses of all kinds, guaranteed overtime hours whether actually worked or not, and the increments under bonus incentive schemes or payment by results. Considerable discussion has taken place at oral hearings before the Commission on schemes of payment by results which have been criticised on a number of grounds. Some of these criticisms are described in the Interim Report. The Commission say that it is too early for them to express a decided view on this particular matter but they think that in so far as the criticisms are based on an alleged tendency of these schemes to have inflationary effects, public attention should be directed to the substance of what has been said. The Commission consider that, if there is substance in the criticisms directed against these schemes, they may be one of the mainsprings of wage drift. The Commission's purpose in directing attention to the criticisms is to urge employers and unions to examine existing schemes and to see how far they are responsible at the present time for the apparently uncontrolled drift in earnings in some industries.

The evidence before the Commission on the matter of costs and prices resulting from the settlements under review has not yet reached the stage at which they can make any confident pronouncement.

The Interim Report concludes with a reference to a question and answer given at one of the oral hearings before the Commission. The question, which was put by the spokesman of the Engineering Employers' Federation at the conclusion of evidence given by Mr. Knowles and Mr. Robinson of the Oxford University Institute of Economics and Statistics, was how, on the assumption that the element of wage drift in the weekly pay packet could be analysed and quantified, would that knowledge help the National Incomes Commission to make any recommendations which would be likely to find a sympathetic response on both sides of a negotiating table at national level. It was answered by Mr. Knowles and Mr. Robinson to the effect that if it may be assumed that both sides recognise the need in the national interest for an incomes policy, it follows that both sides must be vitally interested in the extent of wage drift. The Commission say that "the reason for this is obvious: it is that wage drift is or should be a vital factor in the approach to the question whether any, and if so what, measure of increase in basic wage rates can be justified at national level, whether by an addition to the existing rate or by a reduction in normal working hours which will only increase overtime and which could be easily assessed at its cash value, or by both. It is only if the postulate of the need for an incomes policy is denied that one or both sides can honestly say that wage drift is a matter of no interest or concern in their negotiations".



## DAY RELEASE OF YOUNG PERSONS FROM EMPLOYMENT

The Report of the Committee on the Development of Day Release has recently been published and is obtainable from H.M. Stationery Office, price 3s. (3s. 4d. including postage). The Committee was appointed by the Minister of Education, under the chairmanship of Mr. C. Henniker Heaton, to consider what steps should be taken to bring about the maximum practicable increase in the grant of release from employment to enable young persons under the age of 18 to attend technical and other courses of further education.

Although its terms of reference were wide the Committee was limited by the fact that an earlier Working Party, representing industrial and educational interests, had reached certain conclusions. These were discussed with representatives of national industrial organisations, local education authorities and technical colleges in 1962, when it was decided that although day release ought to be further developed this could not be granted as a right to all young persons under 18 without delaying other urgent educational developments.

### A five-year target

The Committee emphasises its view that all young people up to the age of 18 should be enabled to continue their education on at least a part-time day basis. However, the measures it recommends are conditioned by present limitations and concentrate particularly on the period 1965-66 to 1969-70 during which time it looks forward to a steady gathering of impetus. The raising of the school-leaving age to 16 in 1970-71 will, the Committee notes, create a new situation, and it urges that progress should be reviewed well before 1970 with a view, particularly, to introducing at least a right to day release. It also underlines the importance of promoting the whole range of further education on a broad and balanced front. The coming advances in higher education require that the education of all young employees must be kept in step to sustain the expanding provision for those who will qualify for technological and managerial posts and the Committee has made its recommendations and fixed its targets with this in mind.

The Committee recommends that a national target of 250,000 additional boys and girls under 18 obtaining release from employment for further education should be set for 1970. This requires an average increase of 50,000 students per year and would double the present numbers. In 1962-63, 209,000 boys (30.3 per cent. of the number insured) and 52,000 girls (7.4 per cent. of the number insured) were granted day release. The future well-being of the nation and industrial prosperity require that far greater numbers of young persons should have opportunities of broadening their knowledge and skills to play their full part in the technological advances which are now taking place.

The Committee estimates that its recommendations might involve some 5,000 additional teachers by the time the expansion is achieved. Expenditure on building might, in due course, total some £40 million, and recurring expenditure might be of the order of £12 million; but these are only costing figures, not net additional requirements. A contribution to the building needed would, in any case, be made by the building programmes already announced and by programmes which might reasonably be expected to follow.

### Industrial training boards

The Committee recognises that the Industrial Training Act 1964 will be of major assistance in achieving a widespread increase in day release. The industrial training boards will be under a statutory obligation to make recommendations with regard to the further education to be pursued in association with the industrial training they recommend. The Committee recommends that in drawing up their recommendations for training and associated further education the boards should pay the greatest attention to release from employment for further education, and suggests that in appropriate cases release should be made a condition for grant to a firm.

### Means of expansion

Although it attaches great importance to the work of the industrial training boards the Committee recognises that they will take time to become fully operative and that there are many young people in occupations offering little scope for vocational educations whose claims should not be overlooked. The Committee's recommendations are so framed that they should be complementary to and consistent with industrial training developments but not dependent upon them. It believes that a substantial expansion of day release can be secured by voluntary means through the co-operation of employers, trade unions and local education authorities, with the active support of the Government. "The spearhead of voluntary development" the Committee urges "must be at local level". Local education authorities should, with the support of employers and trade unions, mount sustained campaigns directed at achieving local targets. Measures employed should include the whole range of public relations activities so that day release would increase, through the active efforts of the colleges and of industry and commerce, to establish the closest possible liaison.

### The priorities

The Committee recommends that efforts should be concentrated in the first place upon young people who are being trained in occupations requiring knowledge and skills with which courses of further education are associated. Release for this group has a direct effect on increasing productivity and thus strengthens the national economy; it is in general readily accepted as worthwhile both by employers and employees. The crucial question of teacher supply

also has a bearing on this choice of priorities since for subjects of a more specifically vocational nature the colleges can draw for their recruitment upon sources in industry and commerce, thus competing to a much smaller degree with the schools than they would for teachers of general subjects. Certain nationally agreed schemes exist in occupations requiring technical expertise and in which day release is either required or recommended. The Committee states that these recommendations are not, however, invariably implemented by local employers and urges immediate remedial action by the bodies responsible for the schemes.

The Committee believes that a category deserving special attention are young employees who, though unable to obtain day release, have demonstrated their interest and initiative by voluntarily attending evening classes, or by taking correspondence courses. An enquiry, on a sample basis, revealed that some 121,000 students are on evening courses that are vocational in terms of the student's present job, and a further 30,000 are on courses that are vocational and undertaken with change of occupation as their aim. With these facts in mind the Committee recommends that in the case of young people who have shown themselves clearly anxious to take advantage of further education facilities by pursuing evening-only vocational classes, a specific approach should be made to the employer to urge him to allow day release.

Since its ultimate objectives are directed to the needs of all young people the Committee does not attempt to draw any hard and fast line between release for vocational and non-vocational education and training. It notes that valuable work has been done in developing courses for young people who receive little education or training through their employment and do not require specifically vocational education, and recommends that development work should be encouraged in relation to courses for these boys and girls.

In other recommendations the Committee calls on public authorities, national and local, to give a clear lead in granting day release. It asks that day release should not be terminated solely because a student attains a certain age. It considers that day release should be supported by a reasonable amount of study in the student's own time but that attendance at evening classes should not be made a condition of day release. It notes that the proportion of girls obtaining release is substantially lower than the proportion of boys, and finds unacceptable the view that this is justifiable because girls are unlikely to make a career in industry and commerce. Finally it recommends that employers should give thought to the further education needs of all their young employees, of girls no less than boys, both in the interests of the young people and in the interests of the employers themselves.

## SELECTION AND TRAINING OF SUPERVISORS

A report on recent progress by the Committee on the Selection and Training of Supervisors, set up in April 1961 by the Minister of Labour, was published on 12th June. Entitled "Selection and Training of Supervisors: Progress Report" it is obtainable from H.M. Stationery Office, price 1s. 9d. (2s. 1d. including postage).

The Committee, comprising representatives of employers' and workers' organisations, the nationalised industries, interested voluntary organisations, the Ministry of Labour and the Department of Education and Science, was originally established to consider progress since the publication in 1954 of the report of the Committee of Inquiry on the Training of Supervisors, and to examine the problems of selection and training in this field. It was reconvened in January of this year and its Report was endorsed by the National Joint Advisory Council on 22nd April.

In a foreword to the Report the Minister refers to the vital part the supervisor has to play in increasing our efficiency as an industrial nation. In rapidly changing industrial conditions managements must increasingly rely on him to give effective leadership on the shop floor, and to see that the firm's policies are understood by the workers in his team. The proper selection and training of supervisors is, therefore, of first-class importance.

The Committee say that since they produced their main report in 1962 there has been a significant resurgence of interest and activity in training of supervisors, particularly training within the firm.

But the picture is not uniformly satisfactory. While the larger employers are mostly very active, many of the smaller and medium firms continue to display little interest. The Committee feel that, in general, there appears to have been less progress in the use made of external courses, and a number of such courses have not been filled. To the extent that this reflects an increase in training within the firm, where they believe it is right that the major part of training should take place, the Committee say it need not cause concern. But they find some evidence that at the end of 1962 and the beginning of 1963 firms cut down on courses because of economic difficulties. On this the Committee say: "We feel we must emphasise strongly that appropriate and carefully planned supervisory training, like other types of management training, is not only essentially a form of investment in the future, but can yield direct and immediate benefits, and that to reduce it during a period of temporary difficulty often reflects a short-sighted policy."

After a review of the main developments since 1962, in which they draw attention to the increased activity by employers' organisations, the Committee make recommendations for future action. They commend the recommendations in their previous report to all concerned and urge the continuation and, where possible, extension of effort by employers' organisations, voluntary organisations and the Ministry of Labour to secure the interest of top management in supervisory training.

In spite of the inherent difficulties besetting research on evaluation of supervisory training, the Committee feel that more should be done, and means of encouraging research should be investigated. They also favour an attempt to obtain more information about the attitudes of those employers who do no supervisory training and the reasons for their failure to do so. They think a limited survey among small and medium-sized firms might produce useful results.

More experimentation with different types of training courses is proposed. The Ministry of Labour is urged to proceed with the development of a two weeks' course at the Instructor Training College, Letchworth. This course would go wider than the human relations aspects of foremanship, and would aim to cover matters relevant to the organisation of production and to be of direct use to the foreman in his productive role irrespective of his trade. The novel features of the course—particularly its combination of formal training with practical exercises in the industrial atmosphere of the workshops at Letchworth—should provide further insight into the problems of supervisory training techniques. The Department of Education and Science should also continue to encourage the development of short full-time courses in technical colleges.

The Committee think that the setting up of industrial training boards and a Central Training Council under the Industrial Training Act will prove to be a development of considerable significance for supervisory training. Although they say it is too early to foresee what pattern the activities of the boards and the Council might take as regards supervisory training, they hope that this form of training will be accorded a due measure of priority.

The Committee also recommend that it should become accepted practice to analyse job content and responsibilities of supervisory posts before planning training and that employers' organisations should bring to the attention of their members the possibility of group schemes for certain aspects of supervisory training similar to those for apprenticeship training.

Referring to the scope for improved liaison between industry and the technical colleges, the Committee say they would welcome arrangements to ensure that supervisory training received adequate attention on technical college advisory committees. They also hope that technical college staff would, wherever practicable, avail themselves of offers by industry of facilities for study and research.

The Committee propose that a further report on progress should be prepared by the Ministry of Labour in two years' time.

## EXPENDITURE ON PUBLIC SOCIAL SERVICES

Tables have been published in the May issue of the Central Statistical Office publication "Monthly Digest of Statistics" giving figures of public expenditure on social services and housing in the United Kingdom for the financial years 1949-50 to 1963-64 by the central Government (including the National Insurance Funds), local authorities and public corporations. Figures for the latest two years are the most recent estimates available and are subject to revision.

These series have been compiled in order to enable long-term comparisons to be made more easily than was possible hitherto. To ensure that the figures are consistent in coverage and definition for all years, the definitions of public expenditure adopted in the tables are those used in the *National Income and Expenditure* Blue Book. The figures relate to years ended 31st March except for expenditure by local authorities in Scotland, most of whose financial years end during May. Expenditure is classified by both functional and economic categories.

The table below shows, for the years 1958-59 to 1963-64, consolidated current and capital expenditure on social services and housing by the public sector according to functional classification. Transfers from one part of the public sector to another have been eliminated to avoid double counting. Notes on two of the individual items are appended.

	£ million					
	1958/59	1959/60	1960/61	1961/62	1962/63	1963/64
Education .. .. .	810.4	882.3	953.9	1,087.9	1,233.0	1,345.4
National health service .. .	731.6	787.7	888.7	912.8	951.7	1,047.3
Local welfare services .. .	25.1	28.3	32.9	37.1	42.5	46.6
Child care .. .. .	23.6	24.7	26.5	29.4	32.8	36.8
School meals and milk .. .. .	60.9	64.4	67.7	74.1	79.6	83.8
Welfare foods .. .. .	26.5	27.5	27.6	29.3	31.2	33.5
National insurance and industrial injuries .. .	996.8	1,037.8	1,056.0	1,226.7	1,298.2	1,517.0
War pensions .. .. .	105.4	104.4	100.8	108.4	106.5	117.0
Non-contributory old age pensions .. .	14.9	13.2	11.8	10.0	8.6	7.3
National assistance .. .	135.1	166.2	189.7	185.2	217.3	239.5
Family allowances .. .	134.9	136.6	140.6	144.1	145.7	151.6
Housing .. .. .	412.7	445.2	494.6	569.1	512.2	607.0
Total expenditure .. .	3,477.9	3,718.3	3,990.8	4,414.1	4,659.3	5,232.8

*Education.*—This covers expenditure by the education departments, local education authorities and the University Grants Committee on education in schools, training colleges, technical institutions and universities.

*National health service.*—This covers expenditure by hospital authorities, executive councils and Health Departments on hospital, general medical and other health and welfare services; and expenditure by local authorities on the provision of health centres, health visiting, home nursing, the care of mothers and young children, ambulance services, vaccination and immunisation, etc.

## OFFICES, SHOPS AND RAILWAY PREMISES

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By

H. Samuels, O.B.E., M.A.

Barrister-at-Law

This annotation of the new Act has been prepared by Harry Samuels, the author of *Factory Law*, a standard work on the Factories legislation and other works on industrial law. This latest work follows the style of *Factory Law* and in the exhaustive annotations to the Act the author has drawn fully on his long experience of the operation of the Factories legislation upon which many provisions of this Act are based.

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## INDUSTRIAL TRAINING BOARDS

The Minister of Labour, Mr. Joseph Godber, in replying to a question in the House of Commons on Monday, 8th June, by Mr. Kenneth Lewis, M.P. for Rutland and Stamford, reported on the progress which had been made in setting up industrial training boards.

The text of the question and the Minister's reply were as follows:—  
Mr. Lewis: "To ask the Minister of Labour what further progress he is making with the setting up of industrial training boards under the Industrial Training Act; and whether he will make a statement."  
Mr. Godber: "I hope to make Orders establishing industrial training boards for the wool and iron and steel industries in about a fortnight's time. There are one or two points outstanding in relation to the definitions of the engineering and construction industries which will entail further consultations. As soon as these are completed, I shall make Orders setting up boards for these two industries."

"In the meantime, I am anxious that the members of boards should have an opportunity of meeting together, if necessary in advance of the Orders being made, and meetings are planned for all four boards towards the end of June. I shall, with permission, publish in the Official Report the names of the individuals who have agreed to serve on the wool and engineering boards. I hope to publish the names of the members of the other two boards in the very near future."

Following is the list of members of the Wool and Engineering Boards which appeared in the Official Report:—

### WOOL INDUSTRY TRAINING BOARD

**Chairman**  
Mr. P. M. Shepherd, F.B.I.M., Chairman, Shepherd Holdings Ltd.

**Deputy Chairman**  
Mr. F. Thornton, A.T.I., Chairman, The Wool (and Allied) Textile Employers' Council.

**Employers**  
Mr. H. S. Ambler, J.P., Director, Fred Ambler Ltd.  
Mr. G. C. Barber, B.Sc., A.T.I., Director, W. H. and J. Barber Ltd.  
Mr. E. S. Booth, Secretary, Wool (and Allied) Textile Employers' Council.  
Mr. J. M. Giles, Director, Hunt and Winterbotham Ltd.  
Mr. I. Mc K. Jackson, Director, Messrs. Edward Gardiner and Sons Ltd.  
Mr. C. F. Lawton, B.Sc., A.T.I., Director, Fred Lawton and Sons Ltd.

**Workers**  
Mr. W. Fleming, District Secretary, Transport and General Workers' Union.  
Mr. N. Newton, J.P., President, National Association of Unions in the Textile Trade; General Secretary, National Woolsorters Society.  
Mr. W. E. Nowill, District Official, National Union of General and Municipal Workers.  
Mr. J. A. Peel, J.P., Treasurer, National Association of Unions in the Textile Trade; General Secretary, National Union of Dyers, Bleachers and Textile Workers.  
Mr. L. Sharp, M.B.E., J.P., Secretary, National Association of Unions in the Textile Trades.  
Mr. E. D. Sleeman, Secretary, Yorkshire Power Loom Overlookers Society.

**Educational members**  
Mr. H. S. Bell, Head of Department of Textile Industries, Huddersfield College of Technology.  
Mr. L. T. Jackson, Chief Education Officer, Halifax.  
Mr. J. G. Martindale, Principal, Scottish Woollen Technical College, Galashiels.  
Mr. J. R. Moore, Principal, Bradford Technical College.

### ENGINEERING INDUSTRY TRAINING BOARD

**Chairman**  
Mr. A. L. G. Lindley, C.G.I.A., M.I.Mech.E., Chairman, General Electric Co. Ltd.

**Employers**  
Mr. T. Carlile, A.C.G.I., M.I.Mech.E., Director, Babcock and Wilcox Ltd.  
Mr. J. P. Coleman, M.I.E.E., Chairman, Gresham Lion Group Ltd.  
Sir Roy Dobson, C.B.E., J.P., F.R.Ae.S., Chairman, Hawker Siddeley Group.  
Mr. St. J. de Holt Elstub, C.B.E., B.Sc., M.I.Mech.E., Chairman, Imperial Metal Industries (Kynoch) Ltd.  
Mr. L. G. T. Farmer, F.C.A., Chairman, Rover Company Ltd.  
Mr. R. A. S. Lomax, A.M.I.Mech.E., M.I.B.F., Managing Director, Ashwell and Nesbit Ltd.  
Mr. G. S. C. Lucas, F.C.G.I., M.I.E.E., Group General Manager, Electronics Group of A.E.I.  
Mr. S. A. Roberts, M.I.Mech.E., M.I.A.A., Chairman and Managing Director, B.S.A. Tools Ltd.  
Mr. T. A. Swinden, Deputy Director, Engineering Employers Federation.

**Workers**  
Mr. H. G. Barratt, General Secretary, Confederation of Shipbuilding and Engineering Unions.  
Mr. W. B. Beard, O.B.E., General Secretary, United Pattern-makers Association.  
Mr. L. W. Buck, General Secretary, National Union of Sheet Metal Workers and Coppersmiths.

Mr. L. Cannon, President, Electrical Trades Union.  
Mr. D. H. Cornwall, Divisional Organiser, Amalgamated Union of Foundry Workers.  
Mr. G. H. Doughty, General Secretary, Draughtsmen's and Allied Technicians' Association.  
Mr. L. R. Kealey, National Secretary of the Metal and Engineering Section, Transport and General Workers Union.  
Mr. D. Lewis, Executive Council Member, Amalgamated Engineering Union.  
Miss M. Veitch, National Woman Officer, National Union of General and Municipal Workers.

**Educational members**  
Mr. W. E. Buckley, B.Sc.(Eng.), A.M.I.Mech.E., Head of Mechanical Engineering Department, Municipal Technical College and School of Art, Blackburn.  
Alderman J. R. Coxon, J.P., Gateshead.  
Mr. F. Metcalfe, B.Sc.(Eng.), M.I.Mech.E., Principal, Ipswich Civic College.  
Mr. E. H. Otty, M.A., Ed.B., A.M.I.E.E., Principal, David Dale College, Glasgow.  
Sir Lionel Russell, C.B.E., M.A., Chief Education Officer, Birmingham.

## REPORT OF THE NATIONAL DOCK LABOUR BOARD FOR 1963

The National Dock Labour Board have recently presented to the Minister of Labour their "Seventeenth Annual Report together with Statement of Accounts at 28th December 1963". Copies of the Report may be obtained from the National Dock Labour Board, 22-26 Albert Embankment, London S.E.1., price 3s. 6d. (including postage).

Some of the main items of the Report are summarised below.

### Local boards

The local boards for the Cumberland Ports and the Port of Barrow were combined and a joint Cumberland & Barrow Local Board appointed with effect from 1st April 1963. This reduced the number of local boards to 24.

### The scheme

This was the second full year in which the administration of the Dock Labour Scheme had been subject to amendments introduced in December 1961 under the Dock Workers (Regulation of Employment) (Amendment) Order 1961. The implementation of these amendments has operated smoothly and has not given rise to any serious difficulties. The Board noted with interest developments towards the setting up of a National Ports Council following the Government's acceptance of the main recommendation of the Rochdale Committee that in future the development of individual ports should be consistent with a national plan, and they looked forward to establishing friendly relations with the Council on matters of mutual concern. They also noted the Government's endorsement of the Rochdale Committee's recommendation in favour of the greatest possible degree of decasualisation of dock labour within the Dock Labour Scheme. Investigation and consultation within the industry are continuing to this end.

### Labour force

During the early part of the year employment continued at much the same level as in 1962 but improved trade in the third and fourth quarters reflected the aggregate of turns worked; these were, respectively, 1.4 per cent. and 1.6 per cent. higher than the corresponding periods in the preceding year. The sanctioned strength of the main and probationary registers at the end of 1963 was 65,327, compared with 67,288 at the end of 1962 and the total number on the registers was 63,481, compared with 64,717 a year earlier.

The number of man-days lost as a result of disputes fell for the fourth year in succession. They totalled 35,850, compared with 155,346 in 1962. Of the total for the year 7,793 man-days were lost through a one-day token stoppage in London, Hull and Rochester in connection with trade union representation on the National Joint Council for the Port Transport Industry.

### Earnings, hours, etc.

Under an agreement which came into effect on 1st July 1963 the National Joint Council for the Port Industry amended the provisions of the National Agreement of 1947 relating to attendance money and guaranteed weekly payments. Attendance money was increased from 7s. to 8s. a turn and increases in guaranteed weekly payments for two relatively small groups of men were also approved. Average weekly gross earnings of daily workers increased from £16 14s. 3d. in 1962 to £18 1s. 4d., and figures collected for the first 26 weeks of the fiscal year 1963-64 in respect of weekly workers under continuous contract showed average gross earnings of £20 19s., compared with £19 19s. for the same period a year earlier.

Despite the increase in attendance money rates the fall in the number of men proving attendance reduced the Board's liability for attendance money payments from £1,366,262 in 1962 to £1,007,247. Payments for guarantee make-up payments also dropped from £295,551 in 1962 to £148,760, owing to the improved distribution of work.

### Cost of operating the scheme

Total operating costs fell by £286,254 to £6,450,806. Total income to the Management Fund was £6,535,161 and expenditure £6,013,362; of the balance the Board appropriated £320,000 to the Levy Stabilisation Fund, thus raising the balance on that Fund to £1,930,000.

## TIME RATES OF WAGES AND HOURS OF WORK

A new edition of the volume "Time Rates of Wages and Hours of Work", dated 1st April 1964, has been compiled by the Ministry of Labour.

The volume, which follows the lines of previous issues, contains tables and appendices summarising the main provisions of collective agreements and statutory wages regulation orders for the majority of industries and services in the United Kingdom. In particular, the tables give details of the minimum, or standard, rates of wages and normal weekly hours as at 1st April 1964 or at later dates in a number of cases in which it was possible to incorporate recent changes in rates or hours before the volume went to press.

The new volume "Time Rates of Wages and Hours of Work, 1st April, 1964" may be obtained from H.M. Stationery Office at any of the addresses shown on page 277 of this GAZETTE or through any bookseller, price 21s. net (postage extra).

Much of the information contained in the tables, but not the appendices, can be kept up to date by reference to the changes in rates of wages and hours of work which are published monthly in the issues of this GAZETTE. Amendments necessary in respect of changes reported in May are given on pages 264 to 269 of this issue (see the note at the head of the table of principal changes on page 264) whilst the following table gives particulars of those changes published in the May issue and not already incorporated in the volume.

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## STATISTICS ON INCOMES, PRICES, EMPLOYMENT AND PRODUCTION

No. 9 - June 1964

The ninth (June 1964) edition of "Statistics on Incomes, Prices, Employment and Production" brings up to date the extensive range of statistics which this quarterly bulletin supplies in comprehensive and convenient form especially suitable for reference by those engaged in negotiation or arbitration. The publication is prepared by the Ministry of Labour in collaboration with other Government Departments and contains some 60 tables, and a number of charts, covering wage rates, earnings (including salary earnings), hours of work and other conditions of employment, manpower, prices, production, profits and other relevant subjects. Much of the statistical information given in the "Ministry of Labour Gazette" is collated in summary form in time series and the publication also contains statistical analyses not published elsewhere.

The results of the January and June 1963 enquiries conducted by the Ministry of Labour into the average weekly and hourly earnings of, and hours worked by, adult male manual workers in specified occupations in certain industries were published in No. 5 (engineering and other metal-using industries) and No. 7 (engineering, shipbuilding and chemical manufacture) issues, respectively. The present issue tabulates the results of the third enquiry, held in January this year, which covered in addition to these industries, iron and steel manufacture. The tables give figures for Great Britain as a whole, and for Scotland, Wales and the seven English Regions separately.

The section on company profits, dividends, assets, etc., includes analyses by industry group of accounts of quoted companies for 1963 received by the Board of Trade by 31st March 1964. The tables provide detailed appropriation of income accounts, balance sheets and statements of the sources and uses of capital funds, together with comparable figures for 1962.

Tables contributed by the Central Statistical Office show the main movements in production, employment and incomes for the economy as a whole, and the table of index numbers of industrial production in the various sectors, seasonally adjusted, for quarters from 1959 to 1963 and for all months from January 1963, is supplemented in this issue by graphs illustrating movements in the index.

Obtainable from H.M. Stationery Office, or through any bookseller, the price of the publication is 15s. (15s. 8d. including postage).

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## SAFETY, HEALTH AND WELFARE

### Means of Escape in case of Fire

On 26th May the Minister of Labour made the Factories Act 1961 (Extension of Section 40) Regulations and the Offices, Shops and Railway Premises Act 1963 (Modification of Section 29) Regulations which come into operation on 1st August 1964. Copies of both the Regulations under the Factories Act 1961, S.I. 1964 No. 762, and of the special Regulations under the Offices, Shops and Railway Premises Act 1963, S.I. 1964 No. 761, are obtainable from H.M. Stationery Office, price 2d. each (5d. including postage).

The effect of these Regulations is that many small factories will for the first time be required to have their means of escape in case of fire certified as adequate by the local fire authority.

The factories affected will be in buildings shared with other factories, or with office, shop or railway premises. Some office, shop or railway premises not otherwise required to have certificates will also have to apply for them.

The Regulations provide that the number of persons employed in separately occupied factories in the same building shall be added together when determining whether certification of the means of escape is required under the Factories Act 1961. They also provide that where factories and office, shop or railway premises share the same building, the number of persons employed in all the premises in that building shall be added together when deciding whether certification of the means of escape is required for any of those premises to which either the Factories Act, or the Offices, Shops and Railway Premises Act 1963 applies.

Under the two Acts a building where a certain number of people are employed, which is occupied solely by a factory, or by premises covered by the Offices, Shops and Railway Premises Act, may require certification. But a building occupied by a number of factories, or by both a factory and an office might not require certification although the total number of people employed may be the same as in premises which need to be certified. This would happen if the number in the individual premises taken separately were too few for the certification requirements of one or both Acts. The new Regulations will largely remove this anomaly.

### Regulations affecting Examination of Steam Boilers

On 26th May the Minister of Labour made the Examination of Steam Boilers Regulations 1964\* (S.I. 1964, No. 781) which, with effect from 27th June, vary the interval between the examination of certain types of steam boilers in factories and other places to which the Factories Act 1961 applies. The Regulations replace the transitional provisions relating to steam boilers contained in paragraph 3 of Schedule 6 to the Act, and on the same date the Minister made the Factories Act 1961 (Appointed Day) Order 1964† (S.I. 1964, No. 782) appointing 27th June as the day on which Part II of the Act ceases to be subject to the transitional provisions relating to steam boilers.

The new Regulations follow closely the recommendations in the Report of the Advisory Committee on the Examination of Steam Boilers in Industry under the chairmanship of Sir George Honeyman (see the issue of this GAZETTE for November 1960, page 427). They recognise that under existing conditions of construction and maintenance of large steam-raising plant some boilers may, with safety, run for longer periods without examination. Thus, expensive plant will spend less time out of service.

The Regulations lay down the manner and frequency for examining steam boilers under the Factories Act 1961. Many will continue to be examined at intervals of not more than 14 months, but the interval is extended to 26 months until the boiler is 21 years old for the following types:—

Water-tube boilers with fusion welded or solid forged drums and headers and an evaporative capacity of not less than 50,000 lbs. of steam an hour;

Similar boilers in a group where each has a capacity of not less than 25,000 lbs. of steam an hour, and the capacity of the group is at least 100,000 lbs. of steam an hour;

Fusion-welded waste heat boilers, heat exchangers and superheaters which are an integral part of a continuous flow installation in a chemical or oil refinery processing plant.

All boilers must, however, be examined within 14 months of being taken into use, and after the repair of any defect which in the opinion of a competent person would affect their safe working. Where the interval is extended to 26 months the period will be reckoned from the date of last examination before the regulations came into operation, and not from the first examination afterwards.

Now that the transitional provisions in Schedule 6 no longer have effect, the Minister has no power to issue individual Orders extending the intervals between examinations. There is, however, a provision to cover cases in which an existing Order grants a longer period than that set out in the Regulations.

\*H.M. Stationery Office, price 5d. (8d. including postage).

†H.M. Stationery Office, price 3d. (6d.).

### Maintenance of Plant and Machinery

Many workers are killed or severely injured every year in industrial accidents which occur during maintenance to plant and machinery or on emergency operations for which no proper planning or consideration for safety had been made.

The particular risks to which these maintenance workers may be exposed, and the importance of the maintenance of plant and machinery as a factor in the establishment of safe working conditions, are emphasised in "Plant and Machinery Maintenance", a booklet in the Safety Health and Welfare New series issued by the Ministry of Labour and published by H.M. Stationery Office, price 3s. (3s. 4d. including postage).

The first section of the booklet urges a systematic approach to maintenance aimed particularly at the avoidance of unexpected breakdown because of the increasing need to ensure continuous and efficient production.

"There are a number of approaches to the problem" it states, "and the adoption of any particular system is largely dependent on the character of the processes concerned. The influence which efficient maintenance has on production is a consideration equally valid where the safety of workpeople is at stake".

Some of the main benefits which, it points out, can derive from a planned system of maintenance are:—

- reduction in injuries to workers from faulty machines;
- increase in plant availability;
- higher output;
- better quality of maintenance;
- better quality of production;
- more effective control and use of labour;
- possibility of bonus schemes for maintenance men;
- improved relationship between production and maintenance management;
- longer life of machinery and plant; and
- more information about the design of new plant to reduce maintenance still further.

In the second section outlining the prevention of accidents during maintenance operations, reference is made to the often spectacular accidents which might have been prevented by effective attention to planning. "Whether it is a simple matter of routine oiling and greasing or a complex operation such as the dismantling of process plant, there is always something to be gained by careful planning and execution". The booklet recognises the contribution that the prudent designer will make by attention to the fundamental considerations of safe means of access to places where work has to be done. It emphasises the value of control by a "permit to work" system, particularly where plant is in continuous operation and, as an example of the observance of basic principles during shut-down, quotes the agreed procedure operated in paper mills.

Examples of maintenance accidents, which have been reported to H.M. Factory Inspectorate, are included in the third section. Although some of these occurrences relate to particular industries they offer lessons of general application. The return of maintenance men to collect tools, the booklet notes, is a relatively frequent cause of accidents, and a check that all men and tools are accounted for should be an automatic precaution of the end of each job.

## NATIONAL INSURANCE

### Decisions of the Commissioner

The decisions of the Commissioner (including the Deputy Commissioners) under the National Insurance Acts, the National Insurance (Industrial Injuries) Acts and the Family Allowances Acts are all in writing. A small proportion of them are given consecutive numbers for future reference and are known as "numbered decisions". Some of these are selected by the Commissioner for report and are printed and published by H.M. Stationery Office; they are on sale to the public and are known as "reported decisions". (Selected decisions in the latter category relating to the payment of unemployment benefit are reproduced from time to time in this GAZETTE—see page 274.)

It has been represented to the Commissioner that it would be helpful to claimants and their advisers if the numbered decisions, which are sometimes quoted by insurance officers in their submissions to the Commissioner, were more generally available. The Commissioner has therefore arranged for a set of the numbered decisions (with the name of the claimant and the locality of the tribunal omitted) covering the last ten years (from 1st January 1954) to be kept in each of his offices, in London (6 Grosvenor Gardens, London S.W.1.), Edinburgh (23 Melville Street, Edinburgh 3), and Cardiff (7 Park Place, Cardiff), in a place where they will be available for inspection by claimants, members of the legal profession, trade union representatives and other interested persons. Arrangements have been made whereby any person may, at any of the offices of the Commissioner, order a copy of any numbered decision.

The Commissioner in his discretion may in individual cases impose special conditions for good reason, for example, where making a decision available might enable a claimant to be identified and cause embarrassment to him.

The Commissioner wishes to emphasise that the reported decisions are selected for the purpose of giving guidance in other cases, and that, where there is a reported decision on any point, it is as a general rule desirable that it, rather than a numbered but unreported decision, should be cited.

## A Guide to the National Insurance Schemes

A new edition of the booklet "Everybody's Guide to National Insurance", prepared by the Ministry of Pensions and National Insurance and the Central Office of Information, has recently been published by H.M. Stationery Office, price 9d. (11d. including postage). Copies may be purchased from Government bookshops, all local Pensions and National Insurance Offices or through any bookseller.

This 48-page Guide describes briefly the system of national insurance and the main points of the various benefits, and explains how retirement pensions and contributions bear a relation to an employee's earnings.

In a foreword the Minister of Pensions and National Insurance says that during the last 50 years a comprehensive scheme of national insurance has been gradually developed to become the central feature of our system of social security. The scheme provides a secure base from which contributors and their employers are able to make further provision for their own special needs. He adds "The system is bound to be complicated because of the need to be fair to everyone, whatever his or her particular circumstances. This is why it is so important to know what are our rights and duties under it".

The booklet explains the operation of the two schemes of national insurance—the main scheme (compulsory for nearly everyone) and the industrial injuries scheme (compulsory for everyone working for an employer). It gives the rates of contributions and says who pays them. It sets out the rates of pensions and benefits, the conditions on which they are paid and how and when to claim them.

## INTERNATIONAL LABOUR ORGANISATION

### 48th Session of the International Labour Conference

The 48th Session of the International Labour Conference opened in Geneva on 17th June. The Conference is continuing the discussion begun at last year's session on the future programme and structure of the International Labour Organisation. Various other matters are also before the Conference, the full agenda being as follows:—

- I. Report of the Director-General
- II. Financial and budgetary questions
- III. Information and reports on the application of Conventions and Recommendations
- IV. Hygiene in commerce and offices (second discussion)
- V. Benefits in case of industrial accidents and occupational diseases (second discussion)
- VI. Women workers in a changing world
- VII. The employment of young persons in underground work in mines of all kinds
- VIII. Employment policy, with particular reference to the employment problems of developing countries (for single discussion with a view to the possible adoption of an appropriate instrument or instruments on this question)
- IX. Substitution for Article 35 of the Constitution of the International Labour Organisation of the proposals referred to the Conference by the Governing Body at its 157th Session
- X. Proposed declaration concerning the policy of apartheid of the Republic of South Africa
- XI. Inclusion in the Constitution of the International Labour Organisation of a provision empowering the Conference to expel or suspend from membership any Member which has been expelled or suspended from membership of the United Nations
- XII. Inclusion in the Constitution of the International Labour Organisation of a provision empowering the Conference to suspend from participation in the International Labour Conference any Member which has been found by the United Nations to be flagrantly and persistently pursuing by its legislation a declared policy of racial discrimination such as apartheid.

The United Kingdom is represented by a tripartite delegation. The Government delegates are Mr. D. C. Barnes, C. B., Deputy Secretary, and Mr. G. C. H. Slater, C.M.G., C.B.E., Under Secretary, Ministry of Labour. The Employers' delegate is Sir George Pollock, Q.C., Director of the British Employers' Confederation, and the Workers' delegate Mr. Harold Collison, C.B.E., Member of the Trades Union Congress General Council and General Secretary of the National Union of Agricultural Workers. The delegates are accompanied by a number of advisers. Observers from British Guiana, Malta, Northern Rhodesia and Southern Rhodesia are also attending the Conference.

### Seventh Session of the Building, Civil Engineering and Public Works Committee

The Seventh Session of the Building, Civil Engineering and Public Works Committee of the International Labour Organisation was held in Geneva from 4th to 15th May 1964 under the Chairmanship of Mr. G. C. H. Slater, C.M.G., C.B. (United Kingdom). Twenty-five countries were represented.

The United Kingdom was represented by a tripartite delegation. The Government delegates were Mr. K. G. Sherriff, Grade 2 Officer, Ministry of Labour and Mr. T. Hall, Principal, Ministry of Public Building and Works. The employers' delegates were Mr. A. J. Hill, Vice-President and Chairman of the Training Committee, Federation of Civil Engineering Contractors and Mr. L. J. Holloway, Past President and Chairman of the Wages and Conditions Committee,

National Federation of Building Trades Employers. The workers' delegates were Mr. H. J. O. Weaver, General Secretary, National Federation of Building Trade Operatives and Mr. L. C. Kemp, Secretary, Civil Engineering Conciliation Board, Operatives' Side. The employers' and workers' delegates were accompanied by advisers.

The agenda comprised:—

1. General Report, dealing particularly with (a) action taken in the various countries in the light of the conclusions adopted at previous sessions of the Committee; (b) steps taken by the Office to follow up the studies and inquiries proposed by the Committee; (c) recent events and developments in the construction industry.

2. Technological changes in the construction industry and their socio-economic consequences.

3. Practical measures for the regularisation of employment in the construction industry.

The Committee adopted two series of conclusions arising from items 2 and 3 on the agenda.

In its first series of conclusions the Committee sets down the general principle that everyone concerned with the industry should accept that any innovation which improves the service given to the community is to be welcomed. Governments and the industry should collaborate in inviting and rewarding suggestions for the improvement of the efficiency of the industry; in ensuring adequate investment in research in building and civil engineering; and in furthering international co-operation. Where plans are made to use new methods and techniques, full consultation should take place well in advance so that those affected by the changes can be informed and steps taken to alleviate hardship. Where a proposed innovation may result in unemployment, effective steps should be taken by those responsible to ensure that any worker who becomes unemployed is compensated for any financial or other loss which he may suffer. Dealing with the question of training, it considers that professional and technical personnel in the industry should use every means of keeping abreast of technological changes. The vocational training of construction workers, and re-training for those whose skills are made redundant because of technological change, should be suited to the needs of the workers and the industry both in content and duration. The Committee adopted a special resolution on the new safety problems created by technological developments. This requested the International Labour Office to prepare and publish one or more manuals on safety and one or more codes of practice on safety in the building and civil engineering industry.

In its second series of conclusions the Committee points out that although the traditional instability of employment has been considerably reduced in many countries, it remains one of the persistent characteristics of the construction industry. The Committee notes that the needs for new construction and for the repair and maintenance of existing structures will, for the foreseeable future, exceed the capacity of the industry. Long-term planning will be necessary for regularisation of employment and steady growth in the construction industry. The conclusions list a number of measures for avoiding idle resources and combating unemployment. They give examples of measures making it possible to continue building throughout the year. The Committee states that all possible measures should be taken to eliminate waste, increase the productivity of existing resources and ensure year-round employment in the construction industry. In taking measures to curb inflation or to cope with balance of payments difficulties, governments should take steps to ensure as far as possible that monetary and fiscal restrictions do not result in idle capacity in the construction industry. The Committee draws attention to the possibility of international collaboration in a policy of regularisation of employment in the construction industry. It attaches special importance to international capital movements from industrialised countries to the developing countries and to technical co-operation between them.

In accordance with usual practice the conclusions and resolutions of the Committee will be considered by the Governing Body of the International Labour Office.

The Sixth Session of the Building and Civil Engineering Committee was held in Geneva from 19th–30th October 1959 (see page 366 of the issue of this GAZETTE for October 1959).

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# EMPLOYMENT, UNEMPLOYMENT, ACCIDENT AND OTHER STATISTICS

## AND OTHER STATISTICS

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## Employment in Great Britain in April

The table below and the table on the next page show the changes in employment in Great Britain between March and April 1964, and in comparable recent periods.

The employment figures for all dates after June 1963 are provisional and subject to revision in the light of more complete information to be derived from the count of National Insurance cards in mid-1964.

### TOTAL WORKING POPULATION

The table below gives changes in the total working population between mid-March and mid-April 1964, together with figures for recent months, for mid-April 1963 and for June of each year from 1959. The total working population represents the estimated number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. It has three components, for which separate figures are given, (1) the numbers in civil employment, (2) the numbers wholly unemployed and (3) the numbers in H.M. Forces and Women's Services. The numbers in civil employment are analysed by broad industrial groups and the figures include employers and persons working on their own account as well as employees. They also include persons temporarily laid off but still on employers' pay-rolls and those unable to work on account of sickness. Part-time workers are counted as full units.

### TOTAL WORKING POPULATION OF GREAT BRITAIN: APRIL 1964

(Thousands)

Industry or Service	End-June 1959	End-June 1960	End-June 1961	Mid-June 1962	Mid-Apr. 1963	Mid-June 1963	Mid-Feb. 1964	Mid-Mar. 1964	Mid-Apr. 1964	Change Mar.-Apr. 1964
Agriculture and fishing	999	983	948	920	872	906	846	851	861	+ 10
Mining and quarrying	826	761	731	712	690	684	668	665	664	- 1
Food, drink and tobacco	818	821	832	828	805	820	801	796	798	+ 2
Chemicals and allied industries	520	531	532	518	513	513	511	514	513	+ 1
Metal manufacture	576	619	631	596	592	592	608	612	614	+ 2
Engineering and electrical goods	1,938	2,058	2,147	2,182	2,159	2,151	2,194	2,197	2,203	+ 6
Shipbuilding and marine engineering	264	252	241	236	212	210	210	209	209	...
Vehicles	869	919	898	883	874	873	877	877	879	+ 2
Metal goods	519	556	569	560	557	557	568	571	574	+ 3
Textiles	851	845	842	806	792	785	795	794	795	+ 1
Clothing and footwear	565	582	585	581	573	563	561	561	566	+ 5
Other manufactures	1,557	1,628	1,651	1,662	1,649	1,649	1,674	1,672	1,678	+ 6
<b>Total in manufacturing industries</b>	<b>8,477</b>	<b>8,811</b>	<b>8,928</b>	<b>8,852</b>	<b>8,726</b>	<b>8,715</b>	<b>8,800</b>	<b>8,802</b>	<b>8,829</b>	<b>+ 27</b>
Construction	1,523	1,567	1,617	1,653	1,615	1,681	1,694	1,700	1,696	- 4
Gas, electricity and water	374	370	379	387	397	403	402	400	400	- 1
Transport and communication	1,672	1,662	1,683	1,688	1,651	1,649	1,620	1,617	1,616	- 1
Distributive trades	3,209	3,284	3,312	3,367	3,386	3,401	3,394	3,384	3,401	+ 17
Financial, professional and scientific services						3,000	3,044	3,053	3,061	+ 8
Catering, hotels, etc.						685	612	620	632	+ 12
Miscellaneous services (excluding catering, hotels, etc.)	4,874	4,947	5,060	5,227	5,271					...
National government service	505	502	511	520	536	1,649	1,624	1,622	1,626	+ 4
Local government service	738	741	756	772	795	802	806	808	808	...
<b>Total in civil employment</b>	<b>23,197</b>	<b>23,628</b>	<b>23,925</b>	<b>24,098</b>	<b>23,939</b>	<b>24,106</b>	<b>24,046</b>	<b>24,061</b>	<b>24,133</b>	<b>+ 72</b>
Males	15,308	15,526	15,682	15,769	15,665	15,759	15,717	15,731	15,753	+ 22
Females	7,889	8,102	8,243	8,329	8,274	8,347	8,329	8,330	8,379	+ 49
Wholly unemployed	379	290	251	372	571	461	456	415	405	- 10
Males	275	210	184	278	431	346	344	314	305	- 9
Females	104	80	67	94	140	115	112	102	100	- 2
H.M. Forces and Women's Services	565	518	474	442	429	427	424	424	423	- 1
Males	550	503	459	425	411	410	408	408	407	- 1
Females	15	15	15	17	18	17	16	16	16	...
<b>Total working population</b>	<b>24,145</b>	<b>24,436</b>	<b>24,650</b>	<b>24,912</b>	<b>24,939</b>	<b>24,994</b>	<b>24,926</b>	<b>24,900</b>	<b>24,961</b>	<b>+ 61</b>
Males	16,137	16,239	16,325	16,472	16,507	16,515	16,469	16,453	16,465	+ 12
Females	8,008	8,197	8,325	8,440	8,432	8,479	8,457	8,448	8,495	+ 47

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

\*Estimates in these columns are subject to revision in the light of information to be derived from the mid-1964 count of National Insurance cards.

## NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Mid-month)

(Thousands)

Industry	April 1963			February 1964*			March 1964*			April 1964*		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.	605.4	17.6	623.0	583.0	17.5	600.5	580.1	17.5	597.6	579.2	17.5	596.7
Food, drink and tobacco	455.4	334.4	789.8	450.7	335.2	785.9	449.5	331.9	781.4	450.3	332.3	782.6
Bread and flour confectionery	32.8	8.6	41.4	32.1	8.1	40.2	31.0	8.1	39.1	31.9	8.1	40.0
Grain milling	87.0	58.8	145.8	88.5	59.3	147.8	88.8	60.0	148.8	88.8	60.4	149.2
Biscuits	17.9	33.1	51.0	17.1	31.0	48.1	17.0	31.0	48.0	17.0	31.4	48.4
Bacon curing, meat and fish products	39.8	34.7	74.5	39.0	34.5	73.5	38.3	33.9	72.2	38.4	33.8	72.2
Milk products	22.9	11.7	34.6	20.6	10.6	31.2	21.1	10.8	31.9	21.8	11.4	33.2
Sugar	12.4	4.0	16.4	12.1	3.7	15.8	12.2	3.7	15.9	12.3	3.7	16.0
Cocoa, chocolate and sugar confectionery	31.0	4.2	35.2	30.7	4.2	34.9	30.4	4.1	34.5	30.4	4.1	34.5
Fruit and vegetable products	16.1	4.5	20.6	16.2	4.5	20.7	16.1	4.6	20.7	16.0	4.6	20.6
Animal and poultry foods	22.5	18.6	41.1	22.6	18.7	41.3	22.6	19.1	41.7	22.6	19.2	41.8
Food industries not elsewhere specified	78.1	19.3	97.4	77.2	18.8	96.0	77.2	19.0	96.2	77.2	19.0	96.2
Brewing and malting	37.7	20.7	58.4	37.8	20.5	58.3	37.8	20.8	58.6	38.3	21.3	59.6
Other drink industries	17.3	23.2	40.5	17.2	22.9	40.1	17.0	22.8	39.8	17.0	22.9	39.9
Tobacco												
Chemicals and allied industries	371.1	140.0	511.1	369.4	139.6	509.0	370.7	140.8	511.5	370.0	141.2	511.2
Coke ovens and manufactured fuel	25.9	0.5	26.4	16.0	0.5	16.5	16.2	0.5	16.7	16.2	0.5	16.7
Mineral oil refining	17.0	4.1	21.1	26.5	4.1	30.6	26.4	4.1	30.5	26.3	4.0	30.3
Lubricating oils and greases	6.4	2.1	8.5	6.3	2.1	8.4	6.3	2.1	8.4	6.4	2.1	8.5
Chemicals and dyes	171.1	44.5	215.6	169.9	44.5	214.4	169.6	44.3	213.9	169.3	44.3	213.6
Pharmaceutical and toilet preparations	33.7	41.8	75.5	34.4	42.4	76.8	34.4	42.5	76.9	34.4	42.5	77.2
Explosives and fireworks	18.5	9.8	28.3	17.7	9.2	26.9	17.9	10.1	28.0	18.4	10.1	28.5
Paint and printing ink	33.4	13.6	47.0	33.4	13.6	47.0	33.4	13.7	47.1	33.4	13.7	47.1
Vegetable and animal oils, fats, soap, etc.	26.0	5.2	31.2	26.9	5.0	31.9	27.1	5.0	32.1	27.3	5.0	32.3
Synthetic resins and plastics materials	8.9	4.9	13.8	9.1	5.0	14.1	9.1	5.0	14.1	9.1	5.0	14.1
Polishes, gelatine, adhesives, etc.												
Metal manufacture	518.1	72.9	591.0	533.0	74.4	607.4	535.8	74.8	610.6	537.7	75.1	612.8
Iron and steel (general)	257.8	24.5	282.3	266.6	24.5	291.1	268.2	24.7	292.9	269.2	24.8	294.0
Steel tubes	44.8	8.5	53.3	44.9	8.4	53.3	45.2	8.5	53.7	45.2	8.5	53.7
Iron castings, etc.	104.2	13.6	117.8	107.7	14.3	122.0	108.0	14.3	122.3	108.6	14.3	122.9
Light metals	45.2	10.8	56.0	46.1	11.3	57.4	46.1	11.2	57.3	46.2	11.3	57.5
Copper, brass and other base metals	66.1	15.5	81.6	67.7	15.9	83.6	68.3	16.1	84.4	68.5	16.2	84.7
Engineering and electrical goods	1,562.9	570.1	2,133.0	1,568.3	600.0	2,168.3	1,568.7	602.2	2,170.9	1,572.8	604.5	2,177.3
Agricultural machinery (exc. tractors)	31.3	4.5	35.8	32.5	4.5	37.0	32.7	4.5	37.2	32.9	4.5	37.4
Metal-working machine tools	81.8	14.2	96.0	79.9	14.2	94.1	79.8	14.2	94.0	80.0	14.2	94.2
Engineers' small tools and gauges	42.4	12.7	55.1	42.2	12.7	54.9	42.2	12.8	55.0	42.4	13.0	55.4
Industrial engines	36.6	6.3	42.9	35.4	6.1	41.5	35.5	6.1	41.6	35.6	6.2	41.8
Textile machinery and accessories	43.4	7.4	50.8	43.6	7.6	51.2	43.6	7.7	51.3	43.7	7.7	51.4
Contractors' plant and quarrying machinery	22.0	3.1	25.1	22.8	3.0	25.8	23.0	3.1	26.1	23.1	3.1	26.2
Mechanical handling equipment	47.5	7.0	54.5	45.9	7.0	52.9	46.0	7.0	53.0	46.2	7.0	53.2
Office machinery	43.4	17.2	60.6	41.8	17.0	58.8	41.6	16.9	58.5	41.3	16.7	58.0
Other machinery	283.5	61.8	345.3	284.2	63.4	347.6	285.0	63.5	348.5	285.8	63.7	349.5
Industrial plant and steelwork	127.2	16.3	143.5	126.3	16.1	142.4	125.8	16.1	141.9	126.1	16.1	142.2
Ordnance and small arms	23.5	6.4	29.9	22.5	6.5	29.0	22.6	6.5	29.1	22.6	6.5	29.1
Other mechanical engineering	166.3	45.9	212.2	169.4	48.5	217.9	170.2	49.0	219.2	171.0	49.0	220.0
Scientific, surgical, etc. instruments	30.4	47.6	78.0	29.4	47.6	77.0	29.4	47.6	77.0	29.4	47.6	77.



Numbers Employed in Great Britain: Industrial Analysis—continued  
(Mid-month)

Industry	(Thousands)											
	April 1963			February 1964*			March 1964*			April 1964*		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Paper, printing and publishing	408.2	213.2	621.4	410.0	214.1	624.1	409.3	213.0	622.3	409.7	214.7	624.4
Paper and board	75.5	22.4	97.9	75.0	22.1	97.1	74.6	21.9	96.5	74.7	21.9	96.6
Cardboard boxes, cartons, etc.	32.8	32.8	65.6	34.3	33.3	67.6	34.2	33.2	67.4	34.1	33.5	67.6
Other manufactures of paper and board	34.5	35.6	70.1	36.2	36.6	72.8	36.1	36.0	72.1	36.2	36.3	72.5
Printing, publishing of newspapers, etc.	108.1	30.2	138.3	107.0	30.5	137.5	106.9	30.6	137.5	107.1	31.0	138.1
Other printing, publishing, bookbinding, etc.	157.3	92.2	249.5	157.5	91.6	249.1	157.5	91.3	248.8	157.6	92.0	249.6
Other manufacturing industries	186.7	119.7	306.4	193.0	123.0	316.0	193.8	122.9	316.7	193.9	123.8	317.7
Rubber	87.0	36.9	123.9	90.4	38.6	129.0	91.0	38.6	129.6	91.0	38.6	129.6
Linoleum, leather cloth, etc.	11.9	3.6	15.5	11.8	3.5	15.3	11.9	3.5	15.4	11.8	3.5	15.3
Brushes and brooms	7.7	7.5	15.2	7.7	7.7	15.4	7.7	7.7	15.4	7.7	7.8	15.5
Toys, games and sports equipment	12.4	19.7	32.1	12.2	19.2	31.4	12.0	18.5	30.5	12.0	18.8	30.8
Miscellaneous stationers' goods	5.3	6.3	11.6	5.1	6.0	11.1	5.0	5.9	10.9	4.9	5.9	10.8
Plastics moulding and fabricating	41.8	31.6	73.4	43.7	34.4	78.1	46.4	35.0	81.4	46.7	35.3	82.0
Miscellaneous manufacturing industries	20.6	14.1	34.7	20.1	13.6	33.7	19.8	13.7	33.5	19.8	13.9	33.7
<b>Total, all manufacturing industries</b>	<b>5,845.6</b>	<b>2,745.9</b>	<b>8,591.5</b>	<b>5,889.5</b>	<b>2,776.7</b>	<b>8,666.2</b>	<b>5,892.7</b>	<b>2,775.7</b>	<b>8,668.4</b>	<b>5,904.8</b>	<b>2,789.9</b>	<b>8,694.7</b>
Construction	1,394.4	79.9	1,474.3	1,473.4	80.0	1,553.4	1,479.4	80.0	1,559.4	1,475.4	80.0	1,555.4
Gas, electricity and water	348.7	48.0	396.7	353.4	49.4	402.8	352.3	49.5	401.8	350.6	49.6	400.2
Gas	110.4	15.7	126.1	109.8	16.2	126.0	109.2	16.3	125.5	108.1	16.4	124.5
Electricity	200.4	29.4	229.8	205.4	30.3	235.7	205.0	30.3	235.3	204.7	30.4	235.1
Water supply	37.9	2.9	40.8	38.2	2.9	41.1	38.1	2.9	41.0	37.8	2.8	40.6
Transport and communication	223.5	45.2	268.7	218.2	43.5	261.7	217.8	43.7	261.5	218.3	43.9	262.2
Road passenger transport	179.5	15.7	195.2	184.0	16.0	200.0	184.2	16.1	200.3	183.9	16.2	200.1
Road haulage contracting	44.0	29.5	73.5	34.2	27.5	61.7	33.6	27.6	61.2	34.4	27.7	62.1
Distributive trades	1,372.5	1,517.1	2,889.6	1,368.5	1,528.4	2,896.9	1,363.7	1,523.1	2,886.8	1,366.5	1,537.9	2,904.4
Wholesale distribution	352.9	197.8	550.7	350.0	196.2	546.2	348.1	195.3	543.4	349.0	198.8	547.8
Retail distribution	794.1	1,249.1	2,043.2	785.3	1,262.3	2,047.6	783.4	1,258.2	2,041.6	785.9	1,270.1	2,056.0
Dealing in coal, builders' materials, grain and agricultural supplies	128.5	36.8	165.3	130.2	36.3	166.5	129.1	36.3	165.4	128.4	35.4	163.8
Dealing in other industrial materials, etc.	97.0	33.4	130.4	103.0	33.6	136.6	103.1	33.3	136.4	103.2	33.6	136.8
Miscellaneous services	68.0	65.9	133.9	69.9	65.4	135.3	70.1	65.3	135.4	69.6	64.5	134.1
Cinemas, theatres, radio, etc.	33.5	20.4	53.9	31.6	20.7	52.3	32.1	20.9	53.0	32.4	21.6	54.0
Sport and other recreations	18.0	24.7	42.7	18.5	30.2	48.7	18.7	30.1	48.8	18.9	29.6	48.5
Catering, hotels, etc.	192.1	353.2	545.3	177.3	323.5	500.8	180.3	328.6	508.9	185.6	335.2	520.8
Laundries	30.0	91.7	121.7	29.5	90.2	119.7	29.4	89.7	119.1	29.4	90.3	119.7
Dry cleaning, job dyeing, carpet beating, etc.	12.1	35.3	47.4	11.5	33.4	44.9	11.5	34.0	45.5	11.1	32.8	43.9
Motor repairers, distributors, garages, etc.	319.3	69.3	388.6	318.4	74.2	392.6	318.3	73.8	392.1	319.9	74.5	394.4
Repair of boots and shoes	12.0	3.9	15.9	11.6	4.3	15.9	11.4	4.2	15.6	11.8	4.3	16.1

OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN APRIL 1964

The following table shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries† in the week ended 18th April 1964. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded. The information about short-time relates to short-time working arranged by the employer

and excludes time lost through sickness, holidays or absenteeism. Operatives who were stood off by the employer for the whole week are assumed to have been on short-time to the extent of 42 hours each. Overtime figures relate to hours of overtime actually worked in excess of normal hours. All the figures relate to Great Britain.

Industry	Estimated total number of operatives (000's)	Estimated number of operatives, excluding maintenance workers, on overtime			Estimated number of operatives on short-time						
		Number (000's)	Percentage of all operatives (per cent.)	Hours of overtime worked (000's)	Hours lost			Total as percentage of all operatives (per cent.)	Hours lost		
					Number (000's)	Average per operative on overtime	Stood off for whole week		Working part of week	Number (000's)	Average per operative on short-time
Food, drink and tobacco	543	174.7	32.2	1,400	8.0	0.2	1.3	1.5	0.3	18	12.3
Bread and flour confectionery	108	37.9	35.1	289	7.6	—	—	—	—	—	—
Chemicals and allied industries	295	75.7	25.7	749	9.9	0.1	0.1	0.2	0.1	5	23.9
Chemicals and dyes	124	32.6	26.3	361	11.1	—	—	—	—	—	—
Metal manufacture	462	140.2	30.3	1,309	9.3	—	1.1	1.1	0.2	9	8.0
Iron and steel (general)	221	38.4	17.4	395	10.3	—	0.7	0.7	0.3	6	7.8
Iron castings, etc.	97	43.0	44.3	389	9.0	—	0.2	0.2	0.2	3	11.1
Engineering and electrical goods (inc. marine engineering)	1,467	629.6	42.9	5,074	8.1	—	1.1	1.1	0.1	13	11.5
Non-electrical engineering	889	439.6	49.4	3,654	8.3	—	0.3	0.3	—	5	18.8
Electrical machinery, apparatus, etc.	578	190.0	32.9	1,420	7.5	—	0.8	0.8	0.1	8	8.9
Vehicles	613	268.9	43.9	2,185	8.1	0.1	5.1	5.2	0.8	59	11.4
Motor vehicle manufacturing	369	174.4	47.3	1,440	8.3	—	5.0	5.0	1.4	55	11.1
Aircraft manufacturing and repairing	145	65.8	45.4	523	7.9	—	0.1	0.1	0.1	1	11.6
Metal goods not elsewhere specified	420	161.8	38.5	1,317	8.1	0.2	0.6	0.8	0.2	13	16.2
Textiles	652	132.9	20.4	1,064	8.0	0.5	3.8	4.3	0.7	56	12.9
Spinning and weaving of cotton, etc.	177	16.8	9.5	121	7.2	0.1	0.1	0.2	0.1	6	31.2
Woolen and worsted	156	45.4	29.1	409	9.0	0.1	0.4	0.5	0.3	7	13.1
Hosiery and other knitted goods	107	14.1	13.2	78	5.5	0.2	1.9	2.1	2.0	22	10.6
Textile finishing	60	24.6	41.0	205	8.3	—	0.9	0.9	1.5	12	12.8
Leather, leather goods and fur	44	11.8	26.8	88	7.4	—	0.1	0.1	0.2	1	7.1
Clothing and footwear	439	46.0	10.5	218	4.7	0.1	4.4	4.5	1.0	30	6.8
Footwear	96	14.4	15.0	58	4.0	—	2.8	2.8	2.9	16	5.7
Bricks, pottery, glass, cement, etc.	263	82.6	31.4	778	9.4	—	0.3	0.3	0.1	4	13.5
Timber, furniture, etc.	208	79.0	38.0	631	8.0	0.1	1.1	1.2	0.6	13	11.2
Timber	71	29.4	41.4	230	7.8	—	—	—	—	—	—
Paper, printing and publishing	423	166.6	39.4	1,391	8.3	—	0.4	0.4	0.1	3	7.6
Printing, publishing of newspapers, etc.	78	36.8	47.2	290	7.9	—	—	—	—	—	—
Other printing, publishing, etc.	162	64.8	40.0	515	7.9	—	—	—	—	—	—
Other manufacturing industries	231	80.3	34.8	708	8.8	0.1	0.5	0.6	0.3	5	9.3
Rubber	96	36.9	38.4	318	8.6	—	0.5	0.5	0.5	2	3.6
<b>Total, all manufacturing industries†</b>	<b>6,060</b>	<b>2,050.1</b>	<b>33.8</b>	<b>16,912</b>	<b>8.2</b>	<b>1.4</b>	<b>19.9</b>	<b>21.3</b>	<b>0.4</b>	<b>229</b>	<b>10.8</b>

\* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1964 count of National Insurance cards.

† Excluding shipbuilding and ship repairing.

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

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

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

of average weekly hours worked per head by full-time operatives, estimated as part of the calculation, are given in index form in Table II.

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

Table I.—Index of Total Weekly Hours Worked

(Average 1962 = 100)

	All manufacturing industries	Engineering, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	Other manufacturing
1956	104.6	98.6	106.9	119.0	100.1	103.6
1957	103.9	98.6	104.6	117.7	99.5	103.1
1958	100.4	96.5	101.6	108.3	100.1	99.6
1959	100.9	96.3	104.9	108.6	99.1	100.5
1960	103.9	99.4	107.9	110.1	100.1	104.9
1961	102.9	101.9	102.9	104.7	100.1	103.7
1962	100.0	100.0	100.0	100.0	100.0	100.0
1963	98.2	97.5	99.2	98.2	98.2	98.8
Week ended:						
1963 March 16	98.0	97.7	99.2	99.3	95.3	98.3
April 27	99.7	98.7	101.3	101.2	97.3	100.0
May 18	100.0	98.9	101.8	100.7	97.7	100.4
June 15	100.0	98.7	101.6	100.3	99.7	100.5
July 20*	94.6	94.0	87.5	91.7	100.7	96.4
August 17†	82.5	80.8	88.0	79.4	92.0	82.7
September 14..	101.3	100.0	102.9	100.6	101.8	102.1
October 19 ..	101.9	101.1	103.1	101.3	102.0	102.5
November 16*	101.9	101.8	102.5	101.7	100.8	103.2
December 14 ..	102.2	102.2	102.7	101.9	100.0	103.4
1964 January						



# Unemployment at 11th May 1964

## SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 11th May 1964 were:—

	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly unemployed*	259,368	12,228	81,283	8,065	360,944
Temporarily stopped†	6,153	165	1,673	168	8,159
<b>Total</b>	<b>265,521</b>	<b>12,393</b>	<b>82,956</b>	<b>8,233</b>	<b>369,103</b>
Change since 13th April	-25,879	-6,094	-7,111	-3,411	-42,495

At 11th May 46,186 married women were registered as unemployed.

Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of normal seasonal movement estimates published in the January 1963 issue of this GAZETTE, pages 8 to 10), the number of persons registered as wholly unemployed on 11th May was 357,196 consisting of 269,134 males and 88,062 females.

## NUMBERS UNEMPLOYED: 1953 to 1964

The following table shows the annual average numbers registered as unemployed in Great Britain and the United Kingdom from 1953 to 1963, and the numbers registered in each month of 1964.

	Great Britain						United Kingdom total
	Wholly unemployed*		Temporarily stopped†		Total		
	Males	Females	Males	Females			
1953	204,300	115,600	13,900	8,200	342,000	380,000	
1954	176,500	95,100	7,900	5,300	284,800	317,800	
1955	137,400	75,700	9,300	9,800	232,200	264,500	
1956	151,000	78,600	17,800	9,600	257,000	287,100	
1957	204,300	90,200	12,300	5,700	312,500	347,200	
1958	293,800	116,300	27,600	19,700	457,400	500,900	
1959	322,600	121,900	21,200	9,500	475,200	512,100	
1960	248,200	97,500	11,600	3,100	360,400	392,800	
1961	226,300	85,800	23,300	5,300	340,700	376,800	
1962	321,900	110,000	23,000	8,300	463,200	499,900	
1963	393,900	126,700	46,300	6,400	573,300	612,300	
1964—							
13th Jan.	363,543	114,487	20,120	2,592	500,742	540,353	
10th Feb.	344,308	111,460	5,955	2,349	464,072	502,877	
16th Mar.	313,600	101,798	7,868	2,120	425,386	461,891	
13th Apr.	305,159	99,938	4,728	1,773	411,598	448,364	
11th May	271,596	89,348	6,318	1,841	369,103	403,506	

## DURATION OF UNEMPLOYMENT

The following table analyses the wholly unemployed\* in Great Britain at 11th May 1964 according to duration of unemployment.

Duration in weeks	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
One or less	28,586	2,954	8,408	1,884	41,832
Over 1, up to 2	16,337	1,841	6,055	1,202	25,435
Up to 2	44,923	4,795	14,463	3,086	67,267
Over 2, up to 3	11,943	1,154	5,107	848	19,052
Over 3, up to 4	9,619	814	4,350	566	15,349
Over 4, up to 5	8,804	719	3,970	456	13,949
Over 2, up to 5	30,366	2,687	13,427	1,870	48,350
Over 5, up to 8	18,300	1,727	7,757	983	28,767
Over 8	165,779	3,019	45,636	2,126	216,560
<b>Total</b>	<b>259,368</b>	<b>12,228</b>	<b>81,283</b>	<b>8,065</b>	<b>360,944</b>

The rate of unemployment at 11th May was 1.6 per cent. and at 13th April it was 1.8 per cent.

## REGIONAL ANALYSIS: UNITED KINGDOM

The following tables show the numbers unemployed, the rates of unemployment, and the numbers wholly unemployed excluding "school-leavers" in each administrative Region of England and in Scotland, Wales and Northern Ireland at 11th May 1964.

Region	Wholly unemployed*				Temporarily stopped†				Total unemployed				
	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Males	Females	Total
London and South Eastern	42,322	1,611	10,149	919	55,001	281	6	114	4	405	44,220	11,186	55,406
Eastern and Southern	20,181	747	4,925	618	26,471	150	9	98	5	262	21,087	5,646	26,733
South Western	13,515	372	4,079	385	18,351	89	—	63	1	153	13,976	4,528	18,504
Midlands	22,250	836	7,042	622	30,750	2,379	40	259	26	2,704	25,505	7,949	33,454
Yorkshire and Lincolnshire	19,432	729	5,681	796	26,638	488	11	165	30	664	20,660	6,672	27,332
North Western	44,169	2,033	14,120	1,101	61,423	954	12	405	2	1,373	47,168	15,628	62,796
Northern	30,479	2,293	8,573	1,255	42,600	184	10	204	74	472	32,966	10,106	43,072
Scotland	51,858	2,739	21,097	1,469	77,163	1,540	74	342	21	1,977	56,211	22,929	79,140
Wales	15,162	868	5,617	900	22,547	88	3	23	5	119	16,121	6,545	22,666
<b>Great Britain</b>	<b>259,368</b>	<b>12,228</b>	<b>81,283</b>	<b>8,065</b>	<b>360,944</b>	<b>6,153</b>	<b>165</b>	<b>1,673</b>	<b>158</b>	<b>8,159</b>	<b>277,914</b>	<b>91,189</b>	<b>369,103</b>
Northern Ireland	23,884	905	8,780	448	33,967	135	5	281	15	436	24,929	9,474	34,403
<b>United Kingdom</b>	<b>283,252</b>	<b>13,133</b>	<b>90,013</b>	<b>8,513</b>	<b>394,911</b>	<b>6,288</b>	<b>170</b>	<b>1,954</b>	<b>183</b>	<b>8,595</b>	<b>302,843</b>	<b>100,663</b>	<b>403,506</b>

Region	Percentage rate of unemployment†			Duration of unemployment: wholly unemployed*								Wholly unemployed excluding "school-leavers"		
	Males	Females	Total	Males				Females				Total	Change since 13th April	
				Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks	Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks			
London and South Eastern	1.2	0.5	1.0	10,744	6,337	3,634	23,218	3,690	2,541	1,220	3,617	54,729	—	7,158
Eastern and Southern	1.3	0.6	1.0	4,277	2,499	1,498	12,654	1,306	1,088	535	2,614	26,295	—	4,524
South Western	1.6	1.0	1.4	2,537	1,483	974	8,893	969	772	423	2,300	18,251	—	2,925
Midlands	1.4	0.6	0.9	4,566	2,917	1,634	13,969	1,849	1,239	662	3,069	26,334	—	2,992
Yorkshire and Lincolnshire	1.1	0.9	1.2	3,895	2,573	1,535	12,158	1,507	1,077	662	3,069	26,334	—	2,992
North Western	2.5	1.4	2.1	8,767	5,657	3,423	28,355	2,920	2,504	1,505	8,292	60,899	—	4,709
Northern	3.7	2.4	3.3	4,641	3,588	2,184	22,359	1,443	1,553	1,007	5,825	41,648	—	2,898
Scotland	4.1	2.9	3.6	7,620	5,915	4,012	37,050	2,894	2,966	1,996	14,710	76,456	—	6,563
Wales	2.4	2.2	2.3	2,671	2,084	1,133	10,142	971	1,020	619	3,907	22,132	—	2,021
<b>Great Britain</b>	<b>1.9</b>	<b>1.1</b>	<b>1.6</b>	<b>49,718</b>	<b>33,053</b>	<b>20,027</b>	<b>168,798</b>	<b>17,549</b>	<b>15,297</b>	<b>8,740</b>	<b>47,762</b>	<b>357,196</b>	<b>—</b>	<b>-37,028</b>
Northern Ireland	8.0	5.2	7.0	2,970	5,593	16,226	1,015	—	2,414	5,749	—	—	—	—

\* Including unemployed casual workers, see footnote † on page 258.

† The temporarily stopped are persons suspended from work on the understanding that they are shortly to return to their former employment.

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

## NUMBERS UNEMPLOYED IN PRINCIPAL TOWNS AND DEVELOPMENT DISTRICTS

The following table shows, for some principal towns and all areas designated as Development Districts under the Local Employment Act 1960, the numbers of persons registered as unemployed at Employment Exchanges and Youth Employment Offices on 11th May 1964 and the percentage rates of unemployment.

	Numbers of persons on Registers at 11th May 1964				Estimated numbers of employees mid-1963 (000's)	Percentage rate of unemployment*
	Men 18 and over	Women 18 and over	Boys and girls under 18	Total		

Principal Towns (by Region)						
<b>London and South Eastern</b>						
Greater London	32,364	7,535	1,743	41,642	4,743.0	0.9
Brighton and Hove	1,660	408	48	2,116	93.9	2.3
Chatham	620	360	129	1,109	72.8	1.5
<b>Eastern and Southern</b>						
Bedford	298	60	22	380	47.6	0.8
Bournemouth	1,524	286	40	1,850	100.9	1.8
Cambridge	190	42	5	237	64.2	0.4
Ipswich	549	200	37	786	63.4	1.2
Luton	274	53	38	365	77.9	0.5
Norwich	1,415	276	63	1,754	91.1	1.9
Oxford	233	45	20	298	96.7	0.3
Portsmouth	1,937	136	26	2,467	140.6	1.8
Reading	367	119	512	738	0.7	0.7
Slough	364	75	22	461	99.0	0.5
Southampton	1,500	248	101	1,849	142.3	1.3
Southend-on-Sea	830	140	42	1,012	55.2	1.8
Watford	250	72	25	347	62.9	0.6
<b>South Western</b>						
Bristol	2,225	495	101	2,821	261.2	1.1
Exeter	542	129	13	684	45.5	1.5
Gloucester	407	173	42	622	53.6	1.2
Plymouth	1,216	579	52	1,847	94.8	1.9
Swindon	492	146	51	689	66.8	1.0
<b>Midlands</b>						
Birmingham	4,589	1,268	271	6,128	680.0	0.9
Burton-on-Trent	172	124	29	325	31.2	1.0
Chesterfield	823	252	68	1,143	77.5	1.5
Coventry	2,367	595	118	3,081	182.9	1.7
Derby	871	316	54	1,241	118.5	1.0
Leicester	943	149	36	1,128	201.4	0.6
Mansfield	427	158	26	611	58.9	1.0
Nottingham	303	87	22	412	67.7	0.6
Nottingham	2,784	576	132	3,492	243.4	1.4
Oldbury	48	33	—	81	27.3	0.3
Peterborough	288	222	38	548	54.7	1.0
Smethwick	193	17	22	232	42.6	0.5
Stoke-on-Trent	1,818	522	90	2,430	151.5	1.6
Walsall	438	149	35	622	66.8	0.9
West Bromwich	259	14	31	493	0.6	0.6
Wolverhampton	576	380	46	1,002	110.4	0.9
Worcester	271	42	2	315	45.8	0.7
<b>Yorkshire and Lincolnshire</b>						
Barnsley	896	271	42	1,209	74.2	1.6
Bradford	1,466	280	65	1,811	178.7	1.0
Dewsbury	46	5	30	81	32.1	0.9
Doncaster	1,124	303	151	1,578	86.0	1.8
Grimsby	1,056	207	97	1,360	64.4	2.1
Hull	327	73	16	416	51.6	0.8
Huddersfield	349	153	15	517	96.6	0.5
Leeds	2,895	555	194	3,644	162.8	



NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: MAY 1964

The table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 11th May 1964, according to the industry in which they were last employed. The analysis is based on the Standard Industrial Classification (1958). Figures are shown for each industry Order and for selected industries or groups of industries within the Orders. Statistics for industries not shown or not separately identified are available on application to Statistics Department, Stats. A.1., Ministry of Labour, Orphanage Road, Watford, Herts.

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
Agriculture, forestry, fishing	10,064	1,646	1,647	157	11,711	1,803	13,514	15,213	1,902	17,115
Agriculture and horticulture	7,694	1,613	1,711	155	9,633	1,768	11,401	11,185	1,866	13,051
Fishing	2,103	13	1,475	1	3,578	14	3,592	3,713	15	3,728
Mining and quarrying	7,157	182	4	4	7,161	186	7,347	7,333	188	7,521
Coal mining	6,432	145	—	—	6,432	145	6,577	6,433	145	6,578
Food, drink and tobacco	7,760	5,568	22	155	7,782	5,723	13,505	8,477	6,631	15,108
Bread and flour confectionery	1,592	605	3	—	1,595	605	2,200	1,714	670	2,384
Other food industries* (211, 213-229)	4,001	3,915	16	145	4,017	4,060	8,077	4,665	4,551	9,016
Drink industries* (231, 239)	1,750	886	3	10	1,733	896	2,649	1,834	918	2,752
Tobacco	417	162	—	—	417	162	579	464	492	956
Chemicals and allied industries	5,071	1,509	7	22	5,078	1,531	6,609	5,171	1,550	6,721
Coke ovens, oil refineries, etc.* (261-263)	1,168	75	—	—	1,168	75	1,243	1,176	75	1,251
Chemicals and dyes	2,277	381	4	9	2,281	390	2,611	2,348	400	2,748
Metal manufacture	5,962	679	383	49	6,345	728	7,073	6,412	733	7,145
Iron and steel* (311-313)	4,846	451	375	47	5,221	498	5,719	5,280	500	5,780
Engineering and electrical goods	14,035	5,260	245	30	14,280	5,290	19,570	14,949	5,647	20,596
Mechanical engineering* (331-352)	9,930	2,204	217	5	10,147	2,209	12,356	10,554	2,324	12,878
Radio and other electronic apparatus	1,156	1,085	—	3	1,156	1,088	2,244	1,281	1,170	2,451
Domestic electric appliances	647	490	23	19	670	509	1,179	695	548	1,243
Other electrical industries* (361-363, 369)	2,302	1,481	5	3	2,307	1,484	3,791	2,419	1,605	4,024
Shipbuilding and marine engineering	10,881	267	452	6	11,333	273	11,606	11,872	278	12,150
Shipbuilding and ship repairing	10,007	216	445	6	10,452	222	10,674	10,882	227	11,109
Vehicles	4,659	718	2,161	96	6,820	814	7,634	6,914	850	7,764
Motor vehicle manufacturing	1,847	370	2,146	95	3,993	465	4,458	4,035	472	4,507
Motor cycle, three-wheel vehicle, pedal cycle mfg.	258	58	6	—	262	58	320	267	58	325
Aircraft manufacturing and repairing	1,059	212	8	—	1,067	213	1,280	1,107	229	1,336
Locomotives, railway carriages, etc.* (384, 385)	1,412	61	—	—	1,412	61	1,476	1,422	71	1,493
Metal goods not elsewhere specified	4,874	1,892	67	22	4,941	1,914	6,855	5,070	1,994	7,064
Textiles	5,210	4,352	273	398	5,483	4,750	10,233	6,338	6,321	12,659
Spinning, doubling, cotton, flax, man-made fibres	1,010	697	39	40	1,049	737	1,786	1,402	1,218	2,620
Weaving of cotton, linen and man-made fibres	502	592	6	27	508	619	1,127	698	922	1,620
Woolen and worsted	1,264	879	17	67	1,281	946	2,227	1,314	1,006	2,320
Jute	417	143	—	43	417	186	603	417	187	604
Hosiery and other knitted goods	316	633	63	85	379	718	1,097	821	1,236	
Textile finishing	690	336	144	39	834	375	1,209	932	462	1,394
Leather, leather goods and fur	628	269	20	7	648	276	924	666	300	966
Clothing and footwear	1,843	3,628	294	409	2,137	4,037	6,174	2,234	5,071	7,305
Footwear	481	333	37	64	518	397	915	529	444	973
Bricks, pottery, glass, cement, etc.	3,839	822	37	51	3,876	873	4,749	4,105	916	5,021
Bricks, fireclay and refractory goods	1,157	151	10	—	1,167	151	1,318	1,252	158	1,410
Pottery	602	249	10	45	612	294	906	623	311	934
Glass	964	302	17	5	981	307	1,288	995	318	1,313
Timber, furniture, etc.	3,357	567	127	15	3,484	582	4,066	3,649	624	4,273
Timber	1,237	109	6	—	1,243	109	1,352	1,309	117	1,426
Furniture and upholstery	1,171	182	96	12	1,267	194	1,461	1,334	216	1,550
Paper, printing and publishing	2,586	1,913	4	8	2,590	1,921	4,511	2,686	2,032	4,718
Paper, board, cartons, etc.* (481-483)	1,225	1,057	—	5	1,225	1,062	2,287	1,252	1,118	2,370
Printing, publishing, etc.* (486, 489)	1,361	856	4	3	1,365	859	2,224	1,434	914	2,348
Other manufacturing industries	2,887	1,632	12	17	2,899	1,649	4,548	2,993	1,751	4,744
Rubber	1,191	361	6	9	1,197	370	1,567	1,224	399	1,623
Plastics moulding and fabricating	715	386	1	5	716	391	1,107	723	398	1,121
<b>Total, all manufacturing industries</b>	<b>73,592</b>	<b>29,076</b>	<b>4,104</b>	<b>1,285</b>	<b>77,696</b>	<b>30,361</b>	<b>108,057</b>	<b>81,536</b>	<b>34,698</b>	<b>116,234</b>
Construction	50,414	478	91	—	50,505	478	50,983	59,236	531	59,767
Gas, electricity and water	2,962	202	10	2	2,972	204	3,176	3,145	217	3,362
Transport and communication	22,194	1,902	180	10	22,374	1,912	24,286	24,009	1,995	26,004
Railways	4,124	234	6	—	4,130	234	4,364	4,227	239	4,466
Road passenger transport	2,192	686	7	1	2,199	687	2,886	2,462	707	3,169
Road haulage contracting	2,929	84	11	—	2,940	84	3,024	3,112	88	3,200
Sea transport	5,636	82	66	1	5,702	83	5,785	5,976	87	6,063
Port and inland water transport	2,149	28	71	—	2,220	28	2,248	2,751	30	2,781
Postal services and telecommunications	3,348	491	5	6	3,353	497	3,850	3,625	534	4,159
Distributive trades	27,516	15,356	101	163	27,617	15,519	43,136	29,800	17,067	46,867
Insurance, banking and finance	5,562	829	7	3	5,569	832	6,401	5,716	909	6,625
Professional and scientific services	4,798	5,372	10	24	4,808	5,396	10,204	5,043	6,022	11,065
Miscellaneous services	25,281	17,505	104	183	25,385	17,688	43,073	26,939	19,265	46,204
Entertainment, sport, betting* (881-883)	5,481	2,182	32	31	5,513	2,213	7,726	5,819	2,280	8,099
Catering, hotels, etc.	9,951	8,145	26	60	9,977	8,205	18,182	10,527	8,739	19,266
Motor repairers, distributors, garages, etc.	3,593	652	8	2	3,601	654	4,255	3,863	696	4,559
Public administration	17,760	2,497	60	10	17,820	2,507	20,327	18,819	2,763	21,582
National government service	7,526	1,435	7	3	7,533	1,438	8,971	7,970	1,618	9,588
Local government service	10,234	1,062	53	7	10,287	1,069	11,356	10,849	1,145	11,994
Ex-service personnel not classified by industry	1,366	115	—	—	1,366	115	1,481	1,448	121	1,569
Other persons not classified by industry	22,930	14,188	—	—	22,930	14,188	37,118	24,606	14,985	39,591
Aged 18 and over	20,468	12,902	—	—	20,468	12,902	33,370	21,981	13,622	35,603
Aged under 18	2,462	1,286	—	—	2,462	1,286	3,748	2,625	1,363	3,988
<b>GRAND TOTAL†</b>	<b>271,596</b>	<b>89,348</b>	<b>6,318</b>	<b>1,841</b>	<b>277,914</b>	<b>91,189</b>	<b>369,103</b>	<b>302,843</b>	<b>100,663</b>	<b>403,506</b>

\* Statistics relate to more than one industry; figures in round brackets refer to the Standard Industrial Classification (1958) and identify industries covered.  
† The totals include unemployed casual workers (5,364 males and 295 females in Great Britain and 5,866 males and 333 females in the United Kingdom).

Placing Work of the Employment Exchanges

The table below shows, for the periods ended 8th April 1964 and 6th May 1964, the numbers of persons placed in employment by the Employment Exchanges and Youth Employment Offices in Great Britain, together with the numbers of vacancies remaining unfilled at the end of each period.

Industry	Four weeks ended 8th April 1964		Four weeks ended 6th May 1964		Total number of placings 5th Dec. 1963 to 6th May 1964 (22 weeks)
	Placings	Unfilled vacancies	Placings	Unfilled vacancies	
	Men aged 18 and over	72,550	108,306	87,806	
Boys under 18	25,966	42,107	18,908	46,591	89,464
Women aged 18 and over	33,431	104,101	41,572	110,786	208,261
Girls under 18	26,066	52,948	13,249	52,998	72,009
<b>Total</b>	<b>158,013</b>	<b>307,462</b>	<b>161,535</b>	<b>326,643</b>	<b>799,300</b>

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

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

The table below shows the numbers of placings in Great Britain during the four weeks ended 6th May 1964 in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the numbers of vacancies remaining unfilled at 6th May 1964. A regional analysis of the total placings and vacancies remaining unfilled is given at the end of the table.

Industry group	Placings during four weeks ended 6th May 1964					Numbers of vacancies remaining unfilled at 6th May 1964				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, forestry, fishing	1,110	749	939	75	2,873	1,566	2,078	442	365	4,451
Mining and quarrying	642	731	36	12	1,421	2,986	902	43	30	3,961
Coal mining	380	711	20	1	1,112	2,579	835	29	11	3,454
Food, drink and tobacco	2,906	701	2,988	769	7,364	2,319	935	4,017	1,758	9,029
Chemicals and allied industries	1,774	157	742	262	2,935	1,660	607	1,481	868	4,616
Metal manufacture	3,004	403	372	101	3,880	3,310	1,207	639	533	5,689
Engineering and electrical goods	8,384	1,843	3,744	884	14,855	17,419	5,360	8,797	3,496	35,072
Engineering, including scientific instruments, etc.	6,098	1,308	1,542	378	9,326	12,072	4,047	3,475	1,728	21,322
Electrical goods and machinery	2,286	535	2,202	506	5,329	5,347	1,313	5,322	1,768	13,750
Shipbuilding and marine engineering	3,826	175	91	12	4,104	1,313	409	51	34	1,807
Vehicles	2,679	299	579	97	3					



## Employment in the Coal Mining Industry in April

The statistics given below in respect of employment, etc., in the coal mining industry in April have been compiled by the Ministry of Power from information provided by the National Coal Board. The following table relates to both National Coal Board mines (which account for over 99 per cent. of employment in the industry) and licensed mines. The figures for the latest month are provisional and figures for earlier months have been revised where necessary.

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

Division of the National Coal Board	Average numbers of wage-earners on colliery books during 4 weeks ended 25th Apr. 1964	Increase (+) or decrease (-) compared with the average for	
		5 weeks ended 28th Mar. 1964	4 weeks ended 27th Apr. 1963
Northumberland ..	29,100	- 100	- 1,600
Durham ..	71,000	- 400	- 6,000
Yorkshire ..	111,000	+ 100	- 3,100
North Western ..	39,000	- 300	- 2,700
East Midlands ..	86,600	- 200	- 2,900
West Midlands ..	37,700	- 100	- 1,800
South Western ..	76,200	- 300	- 3,600
South Eastern ..	5,100	Nil	- 200
England and Wales ..	455,700	- 1,300	- 21,900
Scotland ..	53,300	- 400	- 4,600
Great Britain ..	509,000	- 1,700	- 26,500

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

It is provisionally estimated that during the four weeks of April about 3,700 persons were recruited to, and about 4,600 persons left, National Coal Board mines: the numbers on the colliery books thus showed a net decrease of 900, compared with a net decrease of 2,700 during the five weeks of the previous month.

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

Absence Percentage (N.C.B. Mines)

	April 1964	March 1964	April 1963
Coal-face workers:			
Voluntary ..	7.52	7.52	8.06
Involuntary ..	10.01	10.66	9.74
All workers:			
Voluntary ..	5.70	5.80	6.29
Involuntary ..	10.29	11.18	10.89

The output per man-shift of face-workers at National Coal Board mines was 101.67 cwt. in April, compared with 103.53 cwt. in the previous month and 96.72 cwt. in April 1963. The output per man-shift calculated on the basis of all workers was 34.01 cwt. in April; for March 1964 and April 1963 it was 35.13 cwt. and 33.07 cwt., respectively.

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

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

The number of disabled persons on the Register who were unemployed at 11th May 1964 was 54,070, of whom 46,923 were males and 7,147 were females. An analysis of these figures is given in the table below.

	Males	Females	Total
Suitable for ordinary employment ..	41,309	6,418	47,727
Severely disabled persons classified as unlikely to obtain employment other than under special conditions*	5,614	729	6,343
Total ..	46,923	7,147	54,070

The number of placings of registered disabled persons in ordinary employment during the four weeks ended 6th May 1964 was 7,322, including 6,026 men, 1,031 women and 265 young persons. In addition 92 placings of registered disabled persons were in sheltered employment.

It is hoped to publish in the July issue of this GAZETTE an article on the Register of Disabled Persons which will include an analysis, by nature of disablement, of persons on the Register at 20th April 1964.

\* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 256 to 258.

## 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 May 1964 and the corresponding figures for 21st April 1964 and 21st May 1963. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (a) a large proportion of those whose incapacity lasts less than four days, (b) civil servants receiving full pay during incapacity, and (c) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

Region	Numbers of insured persons absent from work owing to					
	Sickness			Industrial injury		
	19th May 1964	21st Apr. 1964	21st May 1963	19th May 1964	21st Apr. 1964	21st May 1963
London and S. Eastern:						
London and Middlesex ..	74.1	90.2	83.3	2.8	3.4	3.1
Remainder ..	65.4	77.6	72.3	3.0	3.3	3.2
Eastern ..	42.6	50.6	45.7	2.0	2.4	2.2
Southern ..	31.2	37.7	35.2	1.4	1.5	1.7
South Western ..	48.7	56.9	53.2	2.0	2.4	2.3
Midland ..	74.9	85.6	80.8	4.4	4.8	4.4
North Midland ..	52.0	59.8	56.0	5.3	5.5	5.4
East and West Ridings ..	79.1	100.0	84.9	9.4	9.3	8.8
North Western ..	147.3	165.3	154.9	8.0	8.6	8.2
Northern ..	65.3	73.5	67.8	7.7	8.1	7.6
Scotland ..	115.4	120.9	117.0	8.7	9.1	8.8
Wales ..	65.2	73.7	70.4	8.1	8.3	8.4
Total, Great Britain ..	861.2	991.8	921.4	62.8	66.7	64.1

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

The total number of persons shown in the table above as absent owing to sickness on 19th May 1964 represented 4.3 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

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

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, section 117 of the Factories Act 1961 enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making special exemption orders in respect of employment in particular factories. The following table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 31st May 1964, according to the type of employment permitted.\*

Type of employment permitted by the Orders	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Extended hours† ..	20,986	1,250	3,350	25,586
Double day shifts‡ ..	21,690	1,175	2,212	25,077
Long spells ..	8,354	306	1,009	9,669
Night shifts ..	4,364	1,232	—	5,596
Part-time work§ ..	7,230	—	1	7,231
Saturday afternoon work ..	1,509	41	43	1,593
Sunday work ..	1,789	245	32	2,066
Miscellaneous ..	4,252	148	149	4,549
Total ..	70,174	4,397	6,796	81,367

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

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

‡ Includes 3,263 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

## Fatal Industrial Accidents

The following table shows the number of fatal industrial accidents reported in May 1964 with comparable figures for the previous month. The figures are provisional. The figures for seamen relate to those employed in ships registered in the United Kingdom. All other figures relate to Great Britain.

	April 1964	May 1964
Places under the Factories Act ..	55	41
Mines and quarries* ..	16	24
Seamen ..	3†	6
Railway service ..	5	12

Detailed figures for process groups are given below for May 1964. The figures under the heading "Factories Act" are based on the Factory Inspectorate Process Classification—see "Guide to Statistics collected by H.M. Factory Inspectorate" published by H.M. Stationery Office, price 4s. (4s. 4d. including postage). The figures are provisional.

Factories Act	Number
Textile and connected processes ..	2
Clay, pottery, cement, etc. ..	3
Metal extraction, refining and conversion ..	—
Metal casting ..	—
Metal rolling, drawing, extrusion and forging ..	—
Miscellaneous metal processes ..	—
Shipbuilding and repairing ..	2
Constructional engineering, boiler making ..	—
Locomotive and railway equipment ..	—
Non-rail vehicles and aircraft ..	4
Other machine and metal manufacture and repair ..	3
Electrical engineering ..	—
Woodworking processes ..	1
Miscellaneous chemical manufacture, paint, oil refining, soap ..	—
Coal gas, coke ovens, patent fuel ..	1
Wearing apparel ..	—
Paper and printing ..	2
Milling ..	—
Food ..	—
Drink ..	—
Electricity generation ..	—
Rubber ..	—
Other factory processes ..	1
Works and Places under s.s. 125 and 127 of Factories Act 1961	
Building operations ..	11
Works of engineering construction ..	5
Docks and warehouses ..	6
TOTAL, FACTORIES ACT ..	41
Mines and quarries*	
Coal mines:	
Underground ..	19
Surface ..	—
Other stratified mines ..	—
Miscellaneous mines ..	—
Quarries ..	5
TOTAL, MINES AND QUARRIES ..	24
Seamen	
Trading vessels ..	4
Fishing vessels ..	2
TOTAL, SEAMEN ..	6
Railway service	
Brakemen and goods guards ..	—
Engine drivers and motormen ..	—
Firemen ..	—
Labourers ..	—
Mechanics ..	3
Passenger guards ..	—
Permanent-way men ..	4
Porters ..	—
Shunters ..	1
Other grades ..	4
Contractors' servants ..	—
TOTAL, RAILWAY SERVICE ..	12

## Industrial Diseases

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

I. Cases	II. Deaths
Lead poisoning ..	2
Mercurial poisoning ..	1
Epitheliomatous ulceration ..	10
Chrome ulceration ..	2
TOTAL, CASES ..	15
	Nil

## Industrial Rehabilitation

The statistics given below of courses at Industrial Rehabilitation Units of the Ministry of Labour and at rehabilitation centres operated by voluntary blind welfare organisations relate to the four weeks ended 20th April 1964.

	Men	Women	Total
Number of persons admitted to courses during period ..	892	111	1,003
Number of persons in attendance at courses at end of period ..	1,550	193	1,743
Number of persons who completed courses during period ..	796	83	879
Number of persons whose courses terminated prematurely (for medical or other reasons) during the period ..	159	20	179

Up to 20th April 1964 the total number of persons admitted to these courses was 158,811, including 4,525 blind persons.

\* For mines and quarries weekly returns are obtained and the figures cover the 4 weeks ended 25th April 1964 and the 5 weeks ended 30th May 1964.

† Includes two fishermen who fell overboard when their boat lurched in heavy seas.

## Employment Overseas

### AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 3,393,700 in January, compared with 3,383,500 in the previous month and 3,263,000 in January 1963. The number of persons receiving unemployment benefit in April is estimated at 19,937, compared with 21,955 in March and 37,142 in April 1963.

### BELGIUM

The average daily number of persons recorded as wholly unemployed during March was 28,607, compared with 33,476 in the previous month and 41,642 in March 1963. The average daily number of partially unemployed persons in March was 38,476.

### CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 21st March was 6,273,000, compared with 6,223,000 at 22nd February and 5,963,000 at 23rd March 1963. Persons wholly unemployed at 21st March are estimated at 456,000 or 6.8 per cent. of the labour force, compared with 467,000 or 7.0 per cent. at 22nd February and 549,000 or 8.4 per cent. at 23rd March 1963.

### GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of April was 134,729, compared with 212,436 at the end of the previous month and 132,550 at the end of April 1963. In the Western Sectors of Berlin the corresponding figures at the same dates were 11,905, 14,752 and 11,109.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 23rd May was 48,675, compared with 55,134 at 18th April and 51,196 at 25th May 1963.

### ITALY

The number registered for employment at the end of December was 1,309,441, of whom 898,133 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 1,179,359, including 762,314 wholly unemployed, and at the end of December 1962 it was 1,401,831, including 962,274 wholly unemployed.

### NETHERLANDS

The number of persons wholly unemployed at the end of April was 25,763; this figure included 2,571 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of March the respective figures were 31,959 (revised figure) and 3,216 and at the end of April 1963 they were 28,619 and 2,806.

### NEW ZEALAND

The latest figures available from the Department of Labour give an estimate of the total labour force in April 1963 as 938,900, compared with 917,400 in October 1962 and 919,000 in April 1962. Latest figures on unemployment show that 507 persons were unemployed in February 1964, compared with 600 in January and 742 in February 1963.

### SWITZERLAND

The number of registered applicants for employment at the end of April who were wholly unemployed was 174 or 0.1 per 1,000 of the employed population (exclusive of apprentices) according to the census of 1950, compared with 242 or 0.1 per 1,000 at the end of the previous month and 261 or 0.2 per 1,000 at the end of April 1963.

### UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in employment as wage or salary earners in the United States of America (including Alaska and Hawaii) in industries other than agriculture and domestic service was approximately 57,336,000 in March, compared with 57,026,000 (revised figure) in February and 55,714,000 in March 1963. The number of production workers in manufacturing industries in March was 12,567,000, compared with 12,523,000 (revised figure) in February and 12,344,000 in March 1963. They also estimate that the total number of unemployed persons at the middle of March was about 4,293,000 or 5.9 per cent. of the civilian labour force, compared with 4,524,000 or 6.2 per cent. at the middle of the previous month and 4,501,000 or 6.3 per cent. at the middle of March 1963.

### RETAIL PRICES OVERSEAS

The monthly summary of the latest information received relating to changes in retail prices in overseas countries will be found on page 276.



# WAGES AND HOURS OF WORK

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

INDICES FOR 31st MAY 1964  
(31st JANUARY 1956 = 100)

At 31st May 1964 the indices of changes in weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers, compared with a month earlier, were as follows:—

Date	All industries and services			Manufacturing industries only		
	Weekly rates	Normal weekly hours	Hourly rates	Weekly rates	Normal weekly hours	Hourly rates
1964 Apl.	139.1	94.8	146.7	137.1	94.9	144.5
1964 May	139.3	94.8	147.0	137.3	94.9	144.7

### Index of weekly rates of wages

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

### Weekly Rates of Wages

#### I.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	104.8	104.2	105.5	104.7
1957	110.0	109.7	111.3	110.0
1958	113.8	114.0	115.8	114.0
1959	116.8	117.0	119.0	117.0
1960	119.7	120.8	123.2	120.0
1961	124.6	125.3	130.3	125.0
1962	129.1	130.3	135.6	129.6
1963	133.6	135.7	141.0	134.3
1963 April	133.1	134.4	140.5	133.7
May	133.4	135.2	140.6	134.0
June	133.5	135.5	140.8	134.1
July	133.8	135.8	141.2	134.4
August	133.8	136.0	141.2	134.5
September	134.0	136.2	141.3	134.7
October	134.0	136.5	141.4	134.7
November	135.0	137.9	142.9	135.8
December	137.0	139.3	144.2	137.7
1964 January	137.3	139.6	144.5	138.0
February	137.5	139.7	144.8	138.2
March	137.9	140.1	145.2	138.6
April	138.4	140.7	145.8	139.1
May	138.6	141.1	146.1	139.3

#### II.—Manufacturing Industries only

Date	Men	Women	Juveniles	All workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.6	110.0
1958	113.6	114.5	117.7	113.7
1959	116.5	116.4	117.3	116.5
1960	119.1	120.0	122.7	119.4
1961	123.9	124.3	129.5	124.2
1962	127.4	129.0	134.1	128.0
1963	131.0	133.6	138.2	131.8
1963 April	130.3	132.6	137.4	131.0
May	130.6	132.9	137.7	131.3
June	130.8	133.5	138.0	131.6
July	131.0	133.9	138.2	131.9
August	131.1	133.9	138.3	131.9
September	131.2	134.1	138.5	132.0
October	131.2	134.0	138.4	132.0
November	131.5	135.6	139.6	132.6
December	131.8	137.9	142.1	135.7
1964 January	135.3	138.4	142.6	136.2
February	135.5	138.5	142.8	136.3
March	135.7	138.9	143.0	136.5
April	136.2	139.6	143.7	137.1
May	136.4	139.8	143.8	137.3

#### III.—Industry Groups (all workers)

Date	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined*	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc.
1959	117	118	119	112	117	112	118	118	115
1960	120	119	123	115	119	116	121	123	120
1961	127	126	128	118	125	121	122	124	126
1962	132	129	132	124	127	124	126	132	131
1963	138	135	138	131	130	128	131	135	138
1963 April	138	136	137	128	129	127	127	134	139
May	138	136	138	132	129	127	131	135	139
June	138	136	139	132	129	128	131	135	139
July	138	137	139	133	129	128	133	135	139
August	138	137	139	133	129	128	133	135	140
September	138	137	139	133	129	129	133	135	140
October	138	137	139	133	129	129	133	135	140
November	142	137	140	133	130	129	133	141	140
December	142	137	140	133	135	129	133	141	140
1964 January	143	137	141	134	135	130	133	142	140
February	143	137	141	134	135	130	133	142	141
March	143	137	142	135	135	130	133	143	141
April	143	137	142	135	135	133	133	143	147
May	143	137	143	136	135	133	133	143	147

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

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

### Index of normal weekly hours

The index of normal weekly hours measures, for the same representative industries and services, the average movement from month to month in the level of normal weekly hours of work compared with the level at 31st January 1956 taken as 100. The weekly hours for the separate industries are combined in accordance with their relative importance, as measured by the numbers employed

at the base date. The method of calculation was described in more detail on pages 330 and 331 of the issue of this GAZETTE for September 1957 and details of the weights for the industry groups were given on page 56 of the issue of this GAZETTE for February 1959. The index does not reflect changes in actual hours worked, which are affected by changes in the amount of overtime, short-time and absences for other reasons.

### Normal Weekly Hours

#### IV.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.6	99.8	99.7
1959	99.6	99.5	99.8	99.6
1960	97.9	98.3	98.1	98.0
1961	96.0	95.8	95.9	95.9
1962	95.1	95.1	95.1	95.1
1963	95.0	95.0	95.0	95.0
1963 April	95.1	95.0	95.1	95.1
May	95.1	95.0	95.1	95.1
June	95.1	95.0	95.1	95.1
July	95.1	95.0	95.1	95.1
August	95.1	95.0	95.1	95.1
September	95.0	95.0	95.0	95.0
October	95.0	95.0	95.0	95.0
November	94.9	94.9	94.8	94.9
December	94.9	94.9	94.8	94.9
1964 January	94.9	94.9	94.8	94.9
February	94.8	94.9	94.8	94.8
March	94.8	94.9	94.7	94.8
April	94.8	94.9	94.7	94.8
May	94.8	94.9	94.7	94.8

#### V.—Manufacturing Industries only

Date	Men	Women	Juveniles	All workers
1956	100.0	100.0	100.0	100.0
1957	99.9	100.0	100.0	100.0
1958	99.7	99.9	99.9	99.8
1959	99.6	99.7	99.7	99.6
1960	97.1	97.8	97.5	97.3
1961	95.6	95.2	95.4	95.4
1962	95.2	94.9	95.0	95.1
1963	95.1	94.8	94.9	95.0
1963 April	95.2	94.8	94.9	95.1
May	95.2	94.8	94.9	95.1
June	95.2	94.8	94.9	95.1
July	95.2	94.8	94.9	95.1
August	95.2	94.8	94.9	95.1
September	95.1	94.7	94.9	95.0
October	95.1	94.7	94.9	95.0
November	95.1	94.7	94.9	95.0
December	95.1	94.7	94.8	95.0
1964 January	95.1	94.7	94.8	95.0
February	95.1	94.7	94.8	95.0
March	95.1	94.7	94.8	95.0
April	95.0	94.6	94.7	94.9
May	95.0	94.6	94.7	94.9

### Index of hourly rates of wages

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

for the index of weekly rates of wages by the corresponding figures for the index of normal weekly hours, is described as the index of hourly rates of wages (see page 133 of the issue of this GAZETTE for April 1958).

### Hourly Rates of Wages

#### VI.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	104.8	104.2	105.5	104.7
1957	110.1	109.8	111.4	110.1
1958	114.2	114.4	116.0	114.3
1959	117.3	117.7	119.2	117.4
1960	122.3	122.8	125.6	122.5
1961	129.8	130.7	135.9	130.3
1962	135.7	137.0	142.5	136.2
1963	140.6	142.8	148.4	141.3
1963 April	140.0	141.4	147.8	140.6
May	140.3	142.2	147.9	140.9
June	140.4	142.5	148.1	141.1
July	140.7	142.8	148.5	141.4
August	140.8	143.0	148.6	141.5
September	141			



# Movements in Rates of Wages and Hours of Work

## Major settlements during May

In the retail multiple footwear trade agreement was reached on 6th May for increases of 12s. a week for managers, 11s. for manageresses and 10s. for men and 9s. for women, to take effect from 15th June. The National Joint Industrial Council for the Roadstone Quarrying Industry agreed on 13th May to an increase of 2½d. an hour from 1st July. On 14th May the Chemical and Allied Industries Joint Industrial Council agreed to increases of 3d. an hour for men and 2½d. for women to take immediate effect.

Industries affected by wages regulation orders made during the month include rope, twine and net (increase of 2d. an hour from 27th May), shirt, collar and tie making in Northern Ireland (increase of 4d. an hour from 18th May), retail bespoke tailoring in England and Wales (increase of 3½d. an hour from 1st June), paper box making (increases of 9s. 6d. to 11s. 6d. a week for men and 7s. 3d. for women from 5th June), stamped or pressed metal-ware (increases of 9s. 6d. to 10s. 6d. a week for men and 10s. for women from 8th June) and retail drapery outfitting and footwear (increases of 12s. or 10s. a week for men, according to area, and 11s. or 9s. for women from 29th June).

Cost-of-living sliding-scale adjustments notified during the month include those affecting ironstone and iron-ore mining and quarrying in the Midlands, the wire and wire rope industry and national newspaper printing in London and Manchester.

The settlements, statutory wages regulation orders and cost-of-living sliding-scale adjustments notified during the month have operative dates from 1st May 1964 to January 1966 and it is estimated that their implementation will add £262,000 to the basic full-time weekly wages of 715,000 workers and will reduce the normal weekly hours of work of 14,000 workers by an average of 1 hour. (Increases for approximately 85,000 workers amounting to £41,000 are already included in the table in the adjoining column.)\*

## Changes coming into operation during May

Details have already been given of the settlements affecting the chemical and allied industries, the rope, twine and net industry and the shirt, collar and tie making industry in Northern Ireland.

In the food manufacturing industry men received an increase of 7s. 6d. a week and women 5s. 9d., and from 31st August normal weekly hours will be reduced from 42 to 41. As the result of an Order made under the Wages Councils Act, workers in road haulage contracting (other than British Road Services) received increases varying from 7s. 6d. to 10s. 9d. a week. Workers in the retail and the multiple meat trades received similar increases of 12s. a week for managers and manageresses in the London area, of 10s. a week in other areas and for other workers 10s. a week for men and 8s. for women. In both industries the age at which the adult rate becomes payable was reduced from 22 to 21.

Other industries affected by changes during the month as the result of settlements and statutory wages regulation orders made at earlier dates include local authorities' services (increase of 4s. a week or 1d. an hour in the London allowance) and laundering (increases of 2½d. an hour for men and 2½d. for women).

The industries affected by the cost-of-living sliding-scale increases during the month include iron and steel manufacture, pig iron manufacture and wire and wire rope industry (including *ex gratia* payment of 5s. a week for men).

Estimates of the effect of changes coming into operation during May show that 810,000 workers received increases of £258,000 in their basic full-time weekly rates of wages and 3,000 had their normal weekly hours reduced by an average of 1½ hours. Of the total increase of £258,000, about £130,000 resulted from arrangements made by joint industrial councils or similar bodies established by

voluntary agreements, £108,000 from statutory wages regulation orders, £17,000 from direct negotiation between employers' organisations and trade unions and the remainder from cost-of-living sliding-scale adjustments.

## Analysis of changes during the period January-May

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

Industry group	Basic full-time weekly rates of wages		Normal weekly hours of work	
	Approximate number of workers affected by net increases†	Estimated net amount of increase* £	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing ..	83,500	26,000	83,500	83,700
Mining and quarrying ..	15,500	6,800	—	—
Food, drink and tobacco ..	266,000	105,400	28,500	59,000
Chemicals and allied industries ..	98,500	51,600	1,000	1,000
Metal manufacture ..	155,000	11,700	—	—
Engineering and electrical goods ..	63,500	44,100	—	—
Shipbuilding and marine engineering ..	65,000	40,900	—	—
Metals not elsewhere specified ..	138,000	68,000	25,000	31,100
Textiles ..	32,000	20,000	7,000	3,400
Leather, leather goods and fur ..	286,500	134,900	7,000	14,600
Clothing and footwear ..	156,000	94,700	—	—
Bricks, pottery, glass, cement, etc. ..	134,500	78,600	—	—
Timber, furniture, etc. ..	155,000	61,400	102,500	103,300
Paper, printing and publishing ..	286,000	140,400	—	—
Other manufacturing industries ..	38,000	19,700	1,500	1,500
Construction ..	1,315,500	166,800	207,500	138,300
Gas, electricity and water ..	163,500	71,700	—	—
Transport and communication ..	435,500	234,500	1,500	4,500
Distributive trades ..	415,000	172,300	—	—
Public administration and professional services ..	461,500	131,300	—	—
Miscellaneous services ..	339,000	149,800	—	—
<b>Total ..</b>	<b>5,103,000</b>	<b>1,830,600</b>	<b>465,000</b>	<b>440,400</b>

Included in the above table are about 451,000 workers who had both wage increases and reductions in normal weekly hours of work. In addition about 2,000 workers had a net decrease of £200.

In the corresponding months of 1963, about 5,047,000 workers had a net increase of approximately £1,632,000 in their basic full-time weekly rates of wages and approximately 14,000 workers had an aggregate reduction of about 18,000 hours in their normal weekly hours of work.

## Changes in holidays with pay

In the brewing industry in Scotland the qualifying period of service for three weeks' holiday has been reduced from eight years to five years and the National Joint Council for River Authorities has amended the service qualification for the extra three days' holiday from ten years to five years, whilst after twelve years' continuous service with one or more river authorities the additional period becomes one week. In the slag industry the basic holiday period has been increased from two to three weeks.

## CHANGES IN RATES OF WAGES COMING INTO OPERATION DURING MAY

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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Limestone quarrying	West Cumberland (10)	25 May	Male workers ..	Cost-of-living net addition to wages increased† by 0.2317d. an hour (1s. 6.6532d. to 1s. 6.8849d.) for workers 18 and over, and by 0.116d. (9.326d. to 9.442d.) for boys under 18.
Iron-ore mining	Cumberland (13)	25 May	Male workers ..	Cost-of-living net addition to wages increased† by 1d. a shift (10s. 10d. to 10s. 11d.) for workers 18 and over, and by ½d. (5s. 5d. to 5s. 5½d.) for boys under 18.
Ironstone mining and quarrying	North Lincolnshire	3 May	Male workers ..	Cost-of-living bonus payment increased† by 0.93d. a shift (10s. 8.4d. to 10s. 9.33d.) for men, by 0.7d. (8s. 0.3d. to 8s. 1d.) for youths 18 and under 21, and by 0.47d. (5s. 4.2d. to 5s. 4.67d.) for boys under 18.
Iron-ore and ironstone mining and quarrying	Midland area	3 May	Male workers ..	Cost-of-living payment increased† by 0.98d. a shift (10s. 8.38d. to 10s. 9.36d.) for men, by 0.73d. (8s. 0.29d. to 8s. 1.02d.) for youths 18 and under 21, and by 0.49d. (5s. 4.19d. to 5s. 4.68d.) for boys under 18.

\* The statistics relate to wage-earners only and the monetary amounts represent the increase in basic rates only and not the total increase in the wages bill. The estimates are based on normal conditions of employment and do not take into account the effect of short-time or of overtime.  
† Workers who are affected by two or more changes during the period are counted only once in this column.  
‡ Under sliding-scale arrangements based on the official index of retail prices.

## Changes in Rates of Wages Coming into Operation during May—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Flour milling	Great Britain (17)	4 May	Electricians ..	Increases of 13s., 11s. 6d. or 10s. 6d. a week, according to classification of mill. Rates after change: class A mills (London) 301s. a week, class B1, 291s., class B2, 285s. 6d.
Baking	England and Wales (20)	First pay week commencing on or after 24 May	All workers covered by national agreement for master bakers	Increases of 7s. a week for men 18 and over and for women 20½ and over, and of 5s. 3d. for younger workers. Minimum time rates after change: men 21 and over—foremen confectioners and foremen bakers, area A 223s. 4d. a week, area B 217s. 10d., first hands 212s. 4d., 206s. 10d., single hands 210s. 6d., 205s., second hands, doughmakers, ovenmen and confectionery mixers 206s. 10d., 201s. 4d., confectioners and table hands (including oven clearers) 201s. 4d., 195s. 10d., other workers 194s., 188s. 6d.; youths and boys 93s. 2d. or 87s. 9d. at under 16 rising to 183s. or 177s. 6d. at 20½ and under 21; women 21 and over—forewomen 170s. 2d., 164s. 8d., chargehands 161s., 155s. 6d., single hands 155s. 6d., 150s., confectioners 151s. 10d., 146s. 4d., other workers 142s. 8d., 137s. 2d.; girls 91s. 5d. or 85s. 11d. at under 16 rising to 135s. 4d. or 129s. 10d. at 20½ and under 21.*
Milk processing	Northern Ireland ..	First full pay week commencing on or after 25 Apr.	Transport workers ..	Increase of 7s. a week. Rates after change: drivers of vehicles of under 2 tons carrying capacity, Belfast area 212s. a week, Provincial areas 207s., of 2 and under 8 tons 220s., 215s., of 8 tons and over and articulated vehicles 227s. 6d., 222s. 6d.
Sugar refining	London and Liverpool	3 May	Workers, other than maintenance craftsmen, employed by Tate and Lyle Refineries, Ltd.	Increase in basic rates of 5d. an hour. Rates after change: men 6s. 1.5d. an hour, women 5s. 0.79d.†
Food manufacture	Great Britain (26)	25 May	All workers ..	Increases of 7s. 6d. a week for men 21 and over, of 3s. 6d. to 7s., according to age, for youths and boys, of 5s. 9d. for women 18 and over, and of 3s. 6d. to 5s. for younger female workers. Minimum time rates after change: male workers, London (within 15 miles of Charing Cross) 71s. 6d. a week at 15 rising to 199s. 6d. at 21 and over, elsewhere 70s. 6d. to 195s. 6d.; female workers, London 71s. 6d. at 15 rising to 142s. at 18 and over, elsewhere 70s. 6d. to 140s.‡
Brewing	Scotland and one brewery in Newcastle-on-Tyne (31)	First full working week commencing on or after 1 May	All workers ..	Increases of 10s. 6d. a week for male brewery workers 18 and over and for maltmen 21 and over, of 7s. for women 18 and over, and of proportional amounts for younger workers; shift allowance increased by 2d. an hour (5d. to 7d.). Minimum rates after change: maltmen 21 and over 239s. 9d. a week, male brewery workers 91s. at 15 rising to 224s. at 18 and over (after 6 months' probation only for late entrants 18 and under 20); transport workers—drivers of vehicles of 10 tons and over carrying capacity 260s. 9d., under 10 tons 241s. 6d., mates 229s. 11d.; female workers in bottling stores 87s. 6d. at 15 rising to 164s. 6d. at 18 and over.
Heavy chemicals manufacture	Great Britain (36)	Beginning of first full pay week following 14 May	Workers, other than maintenance workers, employed in the manufacture of heavy chemicals and of chemical fertilizers, and in the chemical manufacturing side of the plastics industry	Increases in minimum rates of 3d. an hour for men 21 and over, of 2½d. for women 21 and over, and of proportional amounts for younger workers. Minimum rates after change include: men 21 and over—day labourers London (within 15 miles of Charing Cross) 5s. 1¼d. an hour, other districts 4s. 11¼d., youths and boys 2s. 3¼d. or 2s. 2¼d. at 15 rising to 4s. 10¼d. or 4s. 9d. at 20; women 21 and over—on women's work, day workers 3s. 9d., 3s. 7¼d., on two-shift systems 4s. 1¼d., 3s. 1¼d., on men's work, first month 3s. 9d., 3s. 7¼d., thereafter 3s. 11d., 3s. 9¼d., girls on day work, 2s. 0¼d. or 1s. 10¼d. at 15 rising to 3s. 7¼d. or 3s. 5¼d. at 20.§
Boot and floor polish manufacture	Great Britain (42) (258)	6 May	All workers ..	Increases in general minimum time rates of 4d. an hour for men 21 and over, of 3d. for women 18 and over, and of proportional amounts for younger workers; increases in piecework basis time rates of 4d. an hour (4s. 3¼d. to 4s. 7¼d.) for male workers, and of 3d. (3s. 0¼d. to 3s. 3¼d.) for female workers. General minimum time rates after change: male workers 1s. 9¼d. an hour at under 16 rising to 4s. 5d. at 21 or over; female workers 1s. 7¼d. at under 16 rising to 3s. 2d. at 18 or over.
Coke, pig iron, iron and steel manufacture	Certain districts in England and Wales and certain works in Scotland¶ (44) (45)	3 May	All workers except those whose wages are regulated by agreements in other industries	Cost-of-living payment increased** by 0.93d. a shift (10s. 8.4d. to 10s. 9.33d. for shift-rated workers) or by 0.12d. an hour (1s. 4.05d. to 1s. 4.17d. for hourly-rated workers) for men 21 and over, by 0.7d. a shift (8s. 0.3d. to 8s. 1d.) or by 0.09d. an hour (1s. 0.04d. to 1s. 0.13d.) for those 18 and under 21, and by 0.47d. a shift (5s. 4.2d. to 5s. 4.67d.) or by 0.06d. an hour (8.02d. to 8.08d.) for workers under 18.
Pig iron manufacture	West of Scotland†† (44)	Pay period commencing nearest 1 May	Workers, other than maintenance workers, employed at blastfurnaces	Cost-of-living payment increased** by 1.3d. a shift (10s. 9d. to 10s. 10d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and steel manufacture	Midlands and parts of South Yorks. and South Lancs.‡‡ (45)	31 May	Workers other than maintenance workers, employed at iron puddling furnaces and iron and steel rolling mills and forges	Cost-of-living bonus payment increased** by 2.35d. a shift (10s. 8.86d. to 10s. 11.21d.) for men and women 21 and over, by 1.76d. (8s. 0.65d. to 8s. 2.41d.) for workers 18 and under 21, and by 1.17d. (5s. 4.43d. to 5s. 5.6d.) for those under 18.§§
	Staffs, Ches., Tees-side, S. Wales and Mon. and Glasgow¶¶ (45)	4 May	Workers employed at steel sheet rolling mills	Cost-of-living payment increased** by 0.93d. a shift (10s. 8.4d. to 10s. 9.33d.) for men and women 21 and over, by 0.7d. (8s. 0.3d. to 8s. 1d.) for youths and girls 18 and under 21, and by 0.47d. (5s. 4.2d. to 5s. 4.67d.) for those under 18.
	South West Wales¶¶¶ (45)	3 May	Workers, other than bricklayers and carpenters, employed in steel manufacture	Cost-of-living bonus increased** by 2d. a shift (9s. 8d. to 9s. 10d.) for men and for women employed on men's work, by 1½d. (7s. 3d. to 7s. 4½d.) for youths 18 and under 21, and by 1d. (4s. 10d. to 4s. 11d.) for youths under 18.
	South Wales and Monmouthshire¶¶¶ (45)	3 May	Workers employed at steel rolling mills	Cost-of-living bonus increased** by 0.86d. a shift (4s. 0.67d. to 4s. 1.53d.) for men and women 18 and over, and by proportional amounts for those under 18.
Galvanising	England and Wales	4 May	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Cost-of-living payment increased** by 0.93d. a shift (10s. 8.4d. to 10s. 9.33d.) for men and women 21 and over, by 0.7d. (8s. 0.3d. to 8s. 1d.) for youths and girls 18 and under 21, and by 0.47d. (5s. 4.2d. to 5s. 4.67d.) for those under 18.
Tube manufacture	Newport ..	3 May	Male workers ..	Cost-of-living bonus increased** by 1.16d. a shift (10s. 3.54d. to 10s. 4.7d.) for men, by 0.773d. (6s. 10.324d. to 6s. 11.097d.) for youths 18 and under 21, and by 0.58d. (5s. 0.61d. to 5s. 1.19d.) for boys.

\* These increases were the result of an agreement between the National Association of Master Bakers, Confectioners and Caterers and the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers.  
† These rates are to remain in operation until 30th April 1965.  
‡ It has also been agreed that normal weekly hours will be reduced from 42 to 41 from 31st August.  
§ These increases were agreed by the Chemical and Allied Joint Industrial Council, and do not apply to workers employed by constituent firms of the Imperial Chemical Industries, Ltd.  
|| These increases took effect under an Order made under the Wages Councils Act. See page 231 of the May issue of this GAZETTE.  
¶ Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.  
\*\* Under sliding-scale arrangements based on the official index of retail prices.  
†† Agreements of the Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.  
‡‡ Agreements of the Midland Iron and Steel Wages Board.  
§§ In order to avoid a multiplicity of calculations in cost-of-living bonus payments, any decimal not exceeding .5 of a point on the new index to be disregarded, and any decimal exceeding .5 of a point to be rounded up to the next higher whole number. The amounts quoted relate to the index figure of 106.1 for April 1964 taken as 106.  
¶¶ Agreements of the Sheet Trade Board.  
¶¶¶ Agreements of the South Wales Siemens Steel Trade Conciliation Board.  
\*\*\* Agreements between the South Wales and Monmouthshire Iron and Steel Manufacturers' Association and the trade union concerned.



Changes in Rates of Wages Coming into Operation during May—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Shuttle manufacture	Lancashire and Yorkshire (52)	Pay day in week commencing 4 May	Journeymen	Increase* in minimum day work rate of 1d. an hour; pieceworkers' "further" percentage addition increased by 1 per cent. Minimum rates after change: dayworkers—Lancashire 6s. 9d. an hour, Yorkshire 6s. 11d.; pieceworkers—basic price (double piecework list prices, plus 37 per cent., plus 105 per cent.).
Ophthalmic optical	Great Britain	Pay day in week commencing 4 May	Juveniles	New minimum rates fixed as follows:—operatives on mass production, stock and stores assistants and packers—male workers 73s. a week at 16 rising to 150s. at 20, female workers 70s. to 120s.; operatives on prescription work—male workers 74s. at 16 rising to 152s. 6d. at 20, female workers 71s. 6d. to 123s. 6d.
Wire and wire rope	Great Britain (64)	4 May	Male and female workers	Increases in cost-of-living bonus of 10s. a week for men 20 and over, of 7s. 6d. for women 20 and over, and of proportional amounts for younger workers. Minimum time rates after change inclusive of cost-of-living bonus of 128s. 6d. for men and 96s. 4d. for women, include: iron and steel wire manufacture—men 20 and over 200s. a week, women 20 and over 150s.; wire rope manufacture—men 20 and over, splicers, closers, testers (rope) 212s., stranders, crane drivers 204s. 6d., testers (wire) 203s., winders 201s. 6d., ancillary workers 200s.; women 20 and over—splicers, closers, testers (rope) 159s., stranders, crane drivers 153s. 5d., testers (wire) 152s. 3d., winders 151s. 2d., ancillary workers 150s.
Wool textile	Yorkshire (83)	Pay day in week ending 11 Apr.	Enginemens, firemen and greasers	Increases ranging from 7s. 9d. to 9s. 1d. a week, according to occupation; allowance paid to night workers increased by 1d. an hour (6d. to 6d.). Rates after change: firemen 205s. 10d. a week, greasers 201s. 4d., enginemens—on ordinary time rates 210s. 9d., on ordinary time rates working under a head engineer 205s. 10d., on standing wages 235s. 11d., on standing wages working under a head engineer 229s. 7d.
Pressed felt manufacture	Rossendale Valley (certain firms)	First pay day in May	All workers	Increases* of 1s. 6d. a week for men 21 and over, and of 1s. for female workers and younger male workers. Minimum rates after change, inclusive of cost-of-living bonus, include: men 21 and over 190s. 8d. a week, women 18 and over—felt production processes 140s. 2d., cutting and stitching 129s. 9d.
Rope, twine and net making	Great Britain (88) (260)	27 May	All workers	Increases in general minimum time rates of 2d. an hour for adult workers, and of proportional amounts for younger workers; increase in piecework basis time rates of 2d. an hour and general minimum piece rate addition increased by 4 per cent. (7 to 11 per cent.). General minimum time rates after change: net section—male workers 1s. 8d. an hour at 16 rising to 4s. 2d. at 21 or over, female workers 1s. 8d. at 16 rising to 3s. 0d. at 18 or over, other sections 1s. 8d. to 4s. 3d., 1s. 8d. to 3s. 1d., piecework basis time rates—net section, male workers 4s. 3d., female workers employed on man-made fibres of continuous filament 3s. 6d., on other fibres 3s. 1d., other sections, male workers 4s. 4d., female workers 3s. 1d.†
Lace furnishings manufacture	Ayrshire and Glasgow	First full pay week in Mar.	Twisthands or weavers and auxiliary workers	Increase of 5-88 per cent. on gross earnings, consequent upon the reduction of normal weekly hours without loss of pay.‡
	Nottingham	First full pay week in Apr.	Twisthands or weavers and auxiliary workers	Increase of 5-88 per cent. on gross earnings, consequent upon the reduction of normal weekly hours without loss of pay.‡
Textile bleaching, dyeing, printing and finishing	Lancashire, Cheshire, Derbyshire (majority of firms) and certain firms in Yorkshire§	First full working week commencing on or after 4 May	Transport workers	Increases of 7s. 6d. to 8s. a week, according to occupation and carrying capacity of vehicle. Rates after change: one-horse drivers 195s. a week, teamsmen 200s. 3d., drivers of mechanical vehicles of carrying capacity of up to and including 1 ton 199s. 3d., over 1 and up to 5 tons 200s. 3d., over 5 tons 208s. 6d., statutory attendants and mates 192s. 9d.
Calico printing	Lancashire, Cheshire, Derbyshire and Scotland	Working week commencing 17 Feb.	Skilled engravers and apprentices	Increase of 10s. a week for journeymen; consolidation into basic rates of cost-of-living wage of 79s. 6d. a week previously paid; proportional amounts for apprentices in each case. Minimum rates after change for journeymen, inclusive of guaranteed minimum bonus of 20s. a week, 252s. or 254s. a week, according to occupation.
Hair, bass and fibre processing	Great Britain (259)	18 May	All workers	Increases in general minimum time rates of 2d. or 2d. an hour, according to occupation, for men 21 or over, of 1d. or 1d. for women 18 or over, and of proportional amounts for younger workers; increases in piecework basis time rates of 3d. or 2d. an hour, according to occupation, for men, and of 1d. for women. Workers employed in the curling of hair and fibre now excluded from scope of Wages Council. General minimum time rates after change include: men 21 or over with not less than 3 years' experience—employed in hair dressing or hair weaving 4s. 8d. an hour, bass dressing or fibre dressing 4s. 6d., other men 21 or over 4s. 2d.; women 18 or over with not less than 3 years' experience in hair dressing, hair weaving, bass dressing or fibre dressing 2s. 11d., other women 18 or over 2s. 9d.; piecework basis time rates—men 5s. 1d. or 4s. 10d., according to occupation, women 3s. 0d.¶
Wholesale mantle and costume making	Northern Ireland (261)	26 May	All workers	Increases in general minimum time rates of 4d. an hour for workers other than learners, and of 3d., 3d. or 4d., according to age, for learners; increases in piecework basis time rates of 4d. an hour. General minimum time rates after change include: male workers—measure cutters with not less than 4 years' experience after 19, 4s. 9d. an hour, cutters, knifemen, tailors, fitters-up, passers, pressers and machinists (other than plain machinists) with not less than 3 years' experience after 19, 4s. 7d., under-pressers and plain machinists with not less than 3 years' experience after 19, 4s. 3d., other workers except learners 4s. 2d.; female workers—conveyor belt machinists 3s. 3d., other workers except learners 3s. 2d.; piecework basis time rates—male workers 4s. 5d., 4s. 6d., 4s. 11d. or 5s. 1d., according to occupation, female workers 3s. 5d.¶
Shirt, collar, tie, etc. making	Great Britain (110) (260)	18 May	All workers	Increases in general minimum time rates and piecework basis time rates of 4d. an hour for adult workers other than female learners, of 3d. or 3d., according to period of employment, for female learners, and of 3d. or 3d., according to age, for male workers under 21.**
	Northern Ireland (110) (261)	18 May	All workers	Increases in general minimum time rates of 4d. an hour for adult workers, and of proportional amounts for younger workers; adult rate for unspecified male workers now payable at 21 (previously 22); increase in piecework basis time rates of 4d. an hour. General minimum time rates after change include: male workers—special or measure cutters with 3 years' experience in measure cutting, pattern cutters or pattern takers with not less than 5 years' experience after 19, 4s. 11d. an hour, other cutters 21 or over with not less than 5 years' experience in cutting 4s. 9d., other workers 2s. at under 16 rising to 4s. 5d. at 21 and over; female workers—conveyor belt machinists 3s. 4d., other workers except learners 3s. 1d.; piecework basis time rates—male workers, cutters other than special or measure cutters 21 or over with not less than 5 years' experience in cutting 5s. 1d.; female workers 3s. 4d.¶

\* Under sliding-scale arrangements based on the official index of retail prices.  
 † These increases took effect under an Order made under the Wages Councils Act. See page 273 of this GAZETTE.  
 ‡ See also under "Changes in Hours of Work".  
 § These increases apply to workers employed by member firms of the Textile Finishing Trades Association.  
 ¶ These increases took effect under an Order made under the Wages Councils Act. See page 231 of the May issue of this GAZETTE.  
 \*\* These increases took effect under an Order made under the Wages Councils Act (Northern Ireland). See page 274 of this GAZETTE.  
 \*\*\* These increases took effect under an Order made under the Wages Councils Act. See page 231 of the May issue of this GAZETTE. The new rates have, by agreement, been in operation since 2nd March 1964, or beginning of the first pay period following that date, and were published on page 173 of the April issue of this GAZETTE.

Changes in Rates of Wages Coming into Operation during May—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Building brick and allied industries	Midlands* (122)	First full pay period commencing on or after 2 May	Workers employed in the making of building engineering bricks and roofing tiles	Increases in minimum basic rates of 3d. an hour for men 21 and over, of 2d. for women 18 and over, and of proportional amounts for younger workers. Minimum rates after change: men 21 and over—labourers 4s. 9d. an hour, wheelers (only) 4s. 11d., panmen, millfeeders 4s. 11d., wheelers and drawers 5s. 0d., fillers 5s. 0d., wheelers and setters 5s. 0d., getters 5s. 1d., shot firers 5s. 1d., setters (only) 5s. 2d., excavator drivers 5s. 4d., kiln-burners and boilerfiremen 4s. 9d., plus a skill differential of 4d. and, when employed on shift work, a shift allowance of 4d.; youths and boys 2s. 6d. at 15 rising to 4s. 3d. at 20; women 18 and over 3s. 8d., girls 2s. 9d. at 16 and under and 3s. 1d. at 17.
Sawmilling	England and Wales (138)	First full pay week in May	Qualified woodcutting machinists, sawyers and apprentices	Increase in district minimum rates of 1d. an hour for adult male machinists and sawyers with proportional amounts for female machinists and apprentices. Rates after change include: qualified male machinists and sawyers—grade 1 areas 6s. 1d. an hour, Berwick-on-Tweed 6s. 1d., grade 2 areas 6s. 0d.†
	Scotland (139)	Pay day in week ending 9 May	Woodcutting machinists, sawyers and apprentices	Increases of 3d. an hour for journeymen, and of proportional amounts for dilutees and apprentices. Rates after change include: journeymen 6s. 1d. an hour; male dilutees 5s. 5d. during first 3 months' employment rising to 5s. 8d. during third 3 months and 6s. 1d. thereafter, female dilutees 3s. 6d. to 4s. 1d. and 4s. 5d.‡
Upholstery and bedding filling materials trade	Great Britain	First full pay week in May	All workers	Increases in supplementary cost-of-living allowance of 3d. an hour (2s. 3d. to 2s. 6d.) for men 21 and over, and of proportional amounts for other workers, in conjunction with a reduction in normal weekly hours.§
Coopering	Great Britain and Belfast (143)	First pay day following 4 May	Dayworkers	Increases in national minimum day work rates of 3d. an hour for journeymen, and of proportional amounts for apprentices. Rates after change for journeymen: London 6s. 3d. an hour, elsewhere 6s. 2d.¶
	Scotland (144)	First full pay week commencing in May	Pieceworkers	Piecework plusage increased by 6 per cent. (170 to 176 per cent.)
Wood box, packing case and wooden container manufacture	Scotland (144)	First full pay week commencing in May	All workers	Increases of 3d. an hour for journeymen and male dilutees, and of varying amounts for apprentices and female dilutees. Rates after change include: journeymen 5s. 11d. an hour, male dilutees 5s. 7d. during first 3 months of employment rising to 5s. 9d. during third 3 months and 5s. 11d. thereafter; female dilutees 18 and over, woodcutting machinists and sawyers section 3s. 4d. during first 3 months rising to 4s. 0d. during third 3 months and 4s. 3d. thereafter, boxmaking section 2s. 11d. to 3s. 9d. and 4s. 2d.¶
Electricity supply (British Railways)	Great Britain	23 Dec. 1963**	Railway electrical staff	Increases ranging from 12s. to 15s. 6d. a week, according to occupation. Rates after change: Provinces group A 211s. a week, B 223s. 6d., C 228s., D 233s. 6d. to 263s., E 245s. 6d. or 258s., F 251s., G 262s., H 273s. 6d.; London rates are 10s. higher for groups A to F and 13s. 6d. higher for groups G and H.
Water supply	England and Wales (182-3)	First full pay week commencing on or after 3 May	Fully-skilled engineering craftsmen and apprentices, other than those employed in the Metropolitan Water Board Area	Increases of 3d. an hour for adult workers, and of proportional amounts for apprentices. Rate after change for fully-skilled engineering craftsmen 6s. 5d. an hour.††
Road passenger transport (Ulster Transport Authority)	Northern Ireland	9 Mar.	Male workers	Increases of 14s. a week for drivers, of 10s. 6d. for other adult workers, and of proportional amounts for younger workers. Adult rates after change: drivers (after 12 months) 231s. 3d. a week, conductors (after 12 months) 223s. 9d., washers, cleaners and greasers 209s., shunters 218s. 6d., tyremen 217s. 6d., fuel issuers (full-time) 218s.
Road haulage contracting (other than British Road Services)	Great Britain (194-5) (260)	4 May	Drivers and mates of mechanically propelled vehicles, foremen, removal packers and porters employed in furniture warehousing and removing, statutory attendants and other road haulage workers	Increases in statutory minimum remuneration of 7s. 6d. to 10s. 9d. a week for workers 21 and over (and for certain younger workers to whom adult rates apply), and of 3s. to 6s. 3d. for those under 21. Minimum rates after change include: drivers of vehicles (other than tractors) of carrying capacity of 1 ton or less (at 21 and over) London area 205s. 3d. a week, grade 1 area 200s. 3d., grade 2 area 196s. 3d., over 1 and up to 5 tons (all ages) 205s. 3d., 200s. 3d., 196s. 3d., over 5 and up to 10 tons 213s. 6d., 208s. 6d., 204s. 6d., over 10 and up to 15 tons 220s. 9d., 215s. 9d., 211s. 9d., over 15 and up to 18 tons 229s., 224s., 220s., over 18 tons 239s. 9d., 234s. 9d., 230s. 9d.; drivers of tractors not exceeding 2 tons unladen weight used exclusively for furniture removal work London area 205s. 3d., grade 1 area 200s. 3d., grade 2 area 196s. 3d., London area only—up to and including 8 tons 214s. 6d., over 8 and up to 12 tons 222s., over 12 tons 230s.; workers 21 or over employed in furniture warehousing and removing, foremen London area 204s. 3d., grade 1 area 199s. 9d., grade 2 area 197s. 9d., removal packers 197s. 6d., 195s., 193s., porters 195s. 3d., 192s. 9d., 190s. 3d., other road haulage workers 197s. 6d., 194s. 6d., 190s. 6d.; workers employed on the carriage of indivisible loads—workers on vehicles whilst used in connection with the movements of loads, other than live or dead cattle, which by reason of indivisibility require mechanical loading or unloading equipment carried on the vehicle and operated upon the responsibility of the driver—over 6 and up to 10 tons, drivers London area 221s., grade 1 or 2 areas 217s., over 10 and up to 16 tons 230s. 9d., 226s. 9d., mates—over 6 and up to 16 tons 197s. 6d., 194s. 6d., workers employed on vehicles authorised for the carriage of abnormal indivisible loads as defined in the Motor Vehicles (Authorisation of Special Types) General Order 1962, drivers—over 16 and up to 20 tons 244s. 9d., 240s. 9d., over 20 and up to 25 tons 250s. 9d., 246s. 9d., over 25 and up to 45 tons 256s. 9d., 252s. 9d., over 45 tons 286s. 6d., 282s. 6d., mates—over 16 and up to 20 tons 199s. 9d., 196s. 9d., over 20 tons 205s. 9d., 202s. 9d., heavy brakemen and steersmen 221s. 3d., 218s. 3d.‡‡
Road haulage contracting	Merseyside district	4 May	Motor drivers and other workers employed on local haulage work	Increases of amounts ranging from 7s. 6d. to 9s. a week, according to occupation, for permanent workers, and of corresponding amounts for casual workers. Rates after change for permanent motormen on local haulage work—drivers of vehicles of carrying capacity up to 2 tons 200s. 3d. a week, over 2 and up to 5 tons 202s. 3d., over 5 and up to 10 tons 208s. 6d., over 10 and up to 15 tons 215s. 9d., over 15 and up to 18 tons 224s., over 18 tons 234s. 9d., stand trailermen 198s. 6d., secondmen 196s. 6d., trailermen 194s. 6d.; on journey work—drivers of vehicles of up to 5 tons 200s. 3d., over 5 and up to 10 tons 208s. 6d., over 10 and up to 15 tons 215s. 9d., over 15 and up to 18 tons 224s., over 18 tons 234s. 9d., secondmen 194s. 6d.
			Horse carters employed on traffic and coal work	Increases of 7s. 8d. or 7s. 11d. a week for seniors in permanent employment, of 4s. or 4s. 3d. for juniors, and of corresponding amounts for casual workers. Rates after change for permanent carters: seniors—teamsmen 206s. 2d. a week, one horseman 197s. 11d.; juniors 104s. 3d. or 111s. 10d., according to type or district.

\* Agreements of the Midland Clay Industries Joint Council.  
 † It has also been agreed that from the first full pay week in January 1965 there will be a further increase of 3d. an hour, in conjunction with a reduction in normal weekly hours from 42 to 41.  
 ‡ It has also been agreed that there will be further increases of 3d. and 3d. an hour in conjunction with reductions in normal weekly hours from 42 to 41 and from 41 to 40 from January 1965 and January 1966, respectively.  
 § It has also been agreed that from the first full pay week in May 1965 there will be a further increase of 3d. an hour and reduction in normal weekly hours (from 41½ to 40). See also under "Changes in Hours of Work".  
 ¶ These rates are to remain in operation until April 1965.  
 \*\* It has also been agreed that from 1st January 1965 there will be a further increase of 1d. an hour for journeymen in conjunction with a reduction in normal weekly hours from 42 to 41, and from 1st May 1965 a further increase of 1d. This agreement will remain in operation until 30th April 1966.  
 †† These increases were agreed in January 1964 with retrospective effect to the date shown.  
 †‡ It has also been agreed that from the first full pay week commencing on or after 4th October a service supplement of 2d. an hour will be paid to those full-time employees with at least 5 years' continuous water supply service.  
 §§ These increases took effect under an Order made under the Wages Councils Act. See page 231 of the May issue of this GAZETTE.



Changes in Rates of Wages Coming into Operation during May—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Road haulage contracting (continued)	Great Britain (196)	4 May	Bankstaffs	Increases of 7s. 9d. a week for fully skilled workers, and of 7s. 6d. for semi-skilled and unskilled workers. Rates after change for men 21 and over: unskilled workers—Metropolitan area 197s. 6d. a week, grade 1 areas 194s. 6d., grade 2 areas 190s. 6d., semi-skilled workers—202s., 197s. 9d., 193s. 9d., fully skilled bank workers—206s. 9d., 201s. 9d., 197s. 6d.
Road haulage contracting (Ulster Transport Authority)	Northern Ireland	9 Mar.*	Male workers	Increases of 12s. a week for adult workers, and of proportional amounts for younger workers. Adult rates after change: drivers of lorries of up to 2 tons carrying capacity, Belfast and Londonderry 212s. a week, Provinces 210s., over 2 tons 219s. 6d., 217s. 6d. (plus 1s. a day extra for drivers of lorries with trailers and drivers of 6/8-wheeled heavy vehicles, and articulated Seammall lorries carrying loads 10 tons and over); assistants on lorries 210s. 6d., 204s. 6d., loaders (Belfast Quay) 215s. 6d., porters 206s. 6d., 204s. 6d., checkers 219s., 210s., mobile crane drivers—lifting capacity 8½ tons (Belfast and Londonderry) 219s. 6d.
Civil air transport	United Kingdom (197)	22 Mar.	Surface transport and goods handling grades	Increase of 5s. 3d. a week (249s. 11½d. to 255s. 2½d.) for head loaders (aircraft). Abolition of senior head loader grade and introduction of loading supervisors I and II at rate of pay of 305s. a week plus four annual increments of 7s. 6d., and 287s. 6d. plus four annual increments of 5s., respectively.
Retail meat trade	England and Wales (214)	4 May	Shop managers and managers	Increases of 12s. a week for managers in the London area, and of 10s. in other areas. Minimum rates after change: managers in general butchers' shops, London area 237s. a week where weekly trade is up to £100 to 296s. where weekly trade does not exceed £700, Provincial A area 225s. to 284s., Provincial B area 215s. to 274s.; managers who supervise making-up in the retail pork trade receive 10s. a week above these rates; managers receive the rates for managers less 10s. in each case.
			Other workers	Increases of 10s. a week for men and 8s. for women 22 and over, of 30s. for men and 21s. or 20s. 6d. for women 21 and under 22, and of 4s. to 14s., according to age and area, for younger male workers and 2s. to 7s. 6d. for younger female workers; adult rate now payable at 21 (previously 22). Minimum rates after change: male shop assistants and cashiers, and assistants employed as cutters, cutter/salesmen or makers-up—London area 91s. 6d. a week at 15 rising to 207s. 6d. at 21 and over, Provincial A area 87s. 6d. to 199s., Provincial B area 82s. 6d. to 188s., female shop assistants and cashiers 79s. at 16 to 146s., 75s. 6d. to 139s. 6d., 71s. 6d. to 132s. 6d.; female workers mainly engaged in cutting and acting as general butchers' assistants and assistants wholly or mainly engaged as makers-up, London 79s. at 15 rising to 151s. at 21, A 75s. 6d. at 16 to 144s. 6d., B 71s. 6d. to 137s. 6d.; first machinemen engaged mainly in making-up, London 218s. 6d., A 210s., B 199s., first machinemen with three or more workers mainly engaged in assisting in making-up 228s. 6d., 220s., 209s. 6d.
Multiple retail meat trade	England and Wales	4 May	Shop managers and managers	Increases of 12s. a week for managers in the London area, and of 10s. in other areas. Minimum rates after change: managers in general butchers' shops, London area 247s. a week where weekly trade is up to £100 to 306s. where weekly trade does not exceed £700, Provincial A area 234s. to 293s., Provincial B area 223s. to 282s.; managers who supervise making-up in the retail pork trade receive 10s. a week above these rates; managers receive the rates for shop managers less 10s. in each case.
			Other workers	Increases of 10s. a week for men and 8s. for women 22 and over, of 31s. 6d. or 31s. for men and 21s. 6d. or 21s. for women 21 and under 22, and of 3s. 6d. to 12s., according to age and area, for younger male workers and 2s. 6d. to 7s. 6d. for younger female workers; adult rate now payable at 21 (previously 22). Minimum rates after change: shop assistants and cashiers—male workers, London area 95s. 6d. a week at 15 rising to 217s. 6d. at 21 or over, Provincial A area 91s. 6d. to 208s., Provincial B area 86s. to 196s., female workers, London 81s. 6d. at 16 to 151s. at 21 or over, A 77s. to 143s., B 73s. 6d. to 136s.; female workers mainly engaged in cutting and acting as general butchers' assistants, London 81s. 6d. to 156s., A 77s. to 148s., B 73s. 6d. to 141s.; first machinemen engaged mainly in making-up, London 228s. 6d., A 219s., B 207s., first machinemen with three or more workers engaged mainly in assisting in making-up 238s. 6d., 229s., 217s.; differentials for heavy transport drivers, etc., remain unchanged.
Retail pharmacy trade	Scotland	1 Jan.	All workers	Introduction of new wages and salaries scales as follows:—pharmacist managers and managers in towns with population over 20,000, £1,050 a year where annual sales turnover averages £10,000 to £1,400 where annual sales turnover averages £35,000, in towns with population under 20,000, £1,025 to £1,350, female dispensing assistants 170s. a week at 20 rising to 210s. at 23, 165s. to 205s., sales assistants 75s. a week at 15 rising to 150s. at 22, 70s. to 145s., pharmacists, male and female, first year after qualifying £900 (all areas), second year £925, third year £950.
Licensed residential establishments and licensed restaurants	Great Britain (236-237) (259)	11 May	Certain workers	Increase in minimum remuneration for apprentice cooks in fourth year of apprenticeship and new rates established for any remaining period of apprenticeship not exceeding one year and for any period between completion of apprenticeship and the worker's 21st birthday; new rates established for male and female trainee cooks on completion of training or at 19 years of age (whichever may first occur) until 20, and after completion of training and aged 20 and under 21.†
Catering	Londonderry and district	11 May	Barmen and apprentices employed by licensed vintners	Increases of 15s. a week for chargehands and assistants with 5 years' experience, of 10s. for other assistants, and of proportional amounts for apprentices. Rates after change: men in charge of stock and bar or in sole charge with 1 apprentice 232s. 6d. a week, men in sole charge of stock and bar and control of 2 assistants and 1 apprentice 237s. 6d., assistants 190s. 9d. in first year, 201s. 6d. in second year, 225s. after 5 years, apprentices 72s. in first year, 90s. in second year, 113s. in third year.‡
Laundering	Great Britain (239)(259)	11 May	All workers except enginemen and stokers	Increases in general minimum time rates of 2½d. an hour (8s. 11½d. a week) for men 21 and over, of 2½d. or 2½d., according to duties performed, for women 19 and over, and of proportional amounts for younger workers; piecework basis time rate for female workers is now one-and-one-eighth times the hourly general minimum time rate (previously 2s. 10½d.). General minimum time rates after change: male workers 1s. 11½d. an hour or 84s. 2½d. a week at under 16 rising to 3s. 10½d. or 167s. 6½d. at 21 or over; female workers who perform in full the duties actually or normally undertaken by adult male workers 3s. 10½d. an hour, other female workers 1s. 8½d. an hour or 74s. 4½d. a week at 15 rising to 2s. 11d. or 125s. 5d. at 19 or over.†
Funeral direction	Metropolitan district	20 Jan.	Workers employed in funeral furnishing departments of Co-operative Societies	Increases ranging from 13s. 6d. to 16s. a week for adult male workers, of 11s. for adult female workers, and of proportional amounts for juveniles. Rates after change include: branch managers (resident) 271s. a week, chauffeur-bearers 243s., general workers who act as bearers 231s., coffin makers 249s. 9d., polishers and finishers 238s., machinists 261s. 3d., other adult male workers 228s. 6d., receptionists 188s. 6d.
	Kent and district	2 Mar.*	Male workers employed in funeral furnishing departments of Co-operative Societies	Increases of 10s. a week for adults, and of proportional amounts for juveniles. Minimum rates after change include: branch managers (resident) 262s. 9d. a week, chauffeur-bearers 226s. 6d., general workers 215s. 6d., coffin makers 233s. 3d., polishers and finishers 222s.

\* These increases were agreed in April with retrospective effect to the date shown.  
 † These changes took effect under an Order made under the Wages Councils Act. See page 231 of the May issue of this GAZETTE.  
 ‡ See also under "Changes in Hours of Work".  
 § Resident branch managers also receive reasonable living accommodation, light and rent free, and 2½ per cent. commission on turnover in excess of £780 per half-year.  
 || Resident branch managers receive living accommodation, light and rent free and bonus.

Changes in Rates of Wages Coming into Operation during May—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Local authorities' services	London (248-249)	4 May	Manual workers	Increases of 4s. a week in the London allowance (11s. to 15s.) for men, and of proportional amounts for women, young labourers and apprentices. Rates after change for men 21 and over on day work, include: general classes—group 1 occupations 219s. 9d. a week, 2, 225s., 3, 230s. 3d., 4, 235s. 6d., 5, 240s. 9d., 6, 246s.; road workers, sewer workers and plant operators—grade A 225s., B 239s., C 244s. 3d., D 249s. 6d., E 254s. 9d.; ambulance employees—drivers 263s., attendants 248s. 6d.
			Semi-skilled engineering workers	Increase of 1d. an hour in the London allowance. Rates after change: grade I 5s. 5½d. an hour, grade II 5s. 7½d., grade III 5s. 9d., grade IV 5s. 11d.
	London (235)	4 May	Female employees in the school meals service, staff canteens and day nurseries, and home helps	Increase of ½d. an hour in the London allowance. Rates after change for workers 18 and over: school meals service, staff canteens and day nurseries—helpers or general assistants 3s. 9d. an hour, school meals supervisory assistants 3s. 10d., assistant cooks 3s. 11½d., cooks 4s. 2½d.; home helps 4s. 3½d.
River authorities	England and Wales (256)	First full pay period on or after 1 May	Drivers of tractors with fixed jibs	Drivers of tractors with fixed jibs now included in group 2 with excavator drivers.*

CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING MAY

Industry	District	Date	Classes of workers	Particulars of change
Fat melting and bone degreasing	Great Britain (certain firms)	30 Mar.	All workers	Normal weekly hours reduced from 42 to 41, without loss of pay.
Lace furnishings manufacture	Ayrshire and Glasgow	First full pay week in Mar.	Twisthands or weavers and auxiliary workers	Normal weekly hours reduced from 45 to 42½.†
	Nottingham	First full pay week in Apr.	Twisthands or weavers and auxiliary workers	Normal weekly hours reduced from 45 to 42½.†
Upholstery and bedding filling materials trade	Great Britain	First full pay week in May	All workers	Normal weekly hours reduced from 42½ to 41½.†
Catering	Londonderry and district	11 May	Barmen and apprentices employed by licensed vintners	Normal weekly hours reduced from 45 to 44 for barmen and assistants, and from 44 to 43 for apprentices.†

\* It has also been agreed that there will be increases for all workers of 2d. an hour from January 1965 and January 1966; in addition, from May 1964 a service supplement of 2d. an hour will be paid to those employees with at least 5 years' continuous river authority service, whilst 3 additional days' annual leave will be granted after 5 years' service and a total of 3 weeks' annual leave after 12 years' service.  
 † See also under "Changes in Rates of Wages".

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# INDEX OF AVERAGE EARNINGS

Index numbers showing the changes in earnings between January 1963 and April 1964 are given in the following table.

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

had been published and an explanation for this was given on page 117 of the March 1964 issue of this GAZETTE.

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

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

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

Industry group	Jan. 1963	Apr. 1963	May 1963	June 1963	July 1963	Aug. 1963	Sept. 1963	Oct. 1963	Nov. 1963	Dec. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964
<b>Manufacturing industries</b>	95.4	97.2	100.7	101.7	101.5	99.8	100.7	101.8	102.8	103.4	105.0	105.9	106.0	107.5
Food, drink and tobacco	96.0	99.4	101.1	103.0	101.5	100.1	99.2	99.3	100.7	105.1	99.9	100.9	102.5	102.7
Chemicals and allied trades	96.1	99.2	101.8	102.3	101.0	99.5	101.5	102.0	101.7	102.2	102.8	104.2	104.4	105.7
Metal manufacture	94.1	97.0	99.1	99.7	100.9	100.2	101.7	102.6	103.7	106.7	105.7	107.7	108.4	109.4
Engineering and electrical goods	96.7	97.0	101.0	101.0	101.0	99.4	100.2	101.3	102.6	104.1	106.2	106.8	106.3	108.7
Shipbuilding and ship repairing	96.9	99.0	100.2	103.9	102.4	98.0	100.5	101.5	102.4	102.4	108.9	109.2	108.4	109.6
Marine engineering	96.5	95.0	99.2	101.2	100.1	100.5	101.4	103.7	102.1	106.5	111.1	112.1	110.6	110.6
Vehicles	95.7	95.7	100.7	101.1	100.7	99.8	99.7	101.6	102.9	104.7	108.6	108.6	109.5	109.6
Metal goods not elsewhere specified	95.4	96.2	99.7	100.9	102.7	100.3	101.2	102.5	104.4	103.0	105.2	106.4	106.1	107.9
Textiles	94.7	95.6	100.2	101.4	102.9	100.5	101.5	102.5	102.8	101.0	103.7	104.6	103.8	106.0
Leather, leather goods and fur	95.1	97.9	100.8	104.5	102.2	100.9	101.5	101.8	101.2	100.1	99.1	100.4	102.7	102.8
Clothing and footwear	95.3	97.6	100.2	100.6	103.3	100.1	100.7	102.6	103.8	102.0	104.4	105.8	105.1	106.9
Bricks, pottery, glass, cement, etc.	92.0	97.8	100.8	106.3	100.6	99.7	101.8	103.3	103.3	102.5	104.3	105.0	104.3	107.5
Timber, furniture, etc.	90.8	97.8	101.5	100.8	101.7	100.1	103.6	103.8	105.3	102.9	102.9	104.6	103.8	107.4
Paper and paper products	95.4	97.7	101.6	106.2	102.0	101.1	100.8	101.0	103.2	98.6	103.0	103.0	102.6	103.9
Printing and publishing	95.3	99.6	101.3	102.8	101.2	99.5	101.5	102.1	102.4	99.3	103.0	104.0	105.8	106.0
Other manufacturing industries	94.0	96.6	101.9	102.6	102.8	100.9	101.3	101.6	102.5	103.2	103.3	104.2	103.5	106.2
<b>All manufacturing industries</b>	95.4	97.2	100.7	101.7	101.5	99.8	100.7	101.8	102.8	103.4	105.0	105.9	106.0	107.5
<b>Other industries and services</b>	94.7	100.1	100.2	100.7	102.0	101.7	108.4	104.3	99.8	100.2	98.3	98.2	99.2	101.9
Agriculture	95.4	98.2	101.1	98.8	101.1	100.8	101.2	105.3	102.6	102.6	102.6	102.9	102.4	102.4
Mining and quarrying	90.7	100.3	101.6	104.6	101.0	100.5	100.4	100.5	98.0	95.8	99.3	101.5	98.4	105.7
Construction	99.3	98.6	101.1	101.0	102.7	99.9	100.5	100.4	100.0	99.0	99.0	103.3	104.7	104.7
Gas, electricity and water	96.9	97.8	101.3	102.5	102.0	101.1	101.4	101.2	100.7	101.2	102.5	103.5	105.2	106.4
Transport and communication§	95.4	100.8	102.1	104.6	101.5	99.8	101.0	100.1	101.3	99.3	100.7	102.4	102.6	106.0
Miscellaneous services	95.4	100.8	102.1	104.6	101.5	99.8	101.0	100.1	101.3	99.3	100.7	102.4	102.6	106.0
<b>All industries and services covered</b>	95.1	98.0	101.4	102.1	102.1	100.3	100.9	101.5	101.9	101.8	103.4	104.4	104.0	106.6

Employees paid monthly\*

Industry group	Jan. 1963	Apr. 1963	May 1963	June 1963	July 1963	Aug. 1963	Sept. 1963	Oct. 1963	Nov. 1963	Dec. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964
<b>Manufacturing industries</b>	98.2	97.6	97.1	102.5	98.7	96.7	97.8	97.1	98.4	113.8	103.1	101.0	109.7	102.2
Food, drink and tobacco	99.3	96.3	99.8	102.8	98.3	97.2	97.4	97.6	98.2	106.2	102.3	118.0	102.4	100.3
Chemicals and allied trades	97.4	97.1	98.3	98.7	99.9	99.1	98.3	99.6	106.8	101.0	104.7	104.0	102.3	102.3
Metal manufacture	98.0	98.8	99.7	100.1	99.1	98.2	98.1	99.3	100.9	109.2	105.2	105.1	105.1	105.1
Engineering and electrical goods	93.8	94.9	95.6	103.2	95.5	95.2	97.6	97.8	100.5	128.4	106.7	111.6	107.7	104.8
Shipbuilding and ship repairing	98.3	95.7	97.8	101.1	97.4	96.8	96.4	97.1	99.6	120.9	102.1	104.1	101.6	101.9
Marine engineering	97.8	99.1	98.0	100.3	100.1	100.6	99.4	99.1	100.1	105.7	101.8	101.8	104.1	103.3
Vehicles	97.7	96.7	96.4	101.9	99.9	99.3	97.8	96.8	98.5	110.7	101.4	102.9	104.4	101.3
Metal goods not elsewhere specified	97.7	99.2	98.9	99.9	100.4	98.0	98.5	99.8	100.0	106.1	101.2	102.0	105.2	102.3
Textiles	92.4	96.1	96.7	100.4	96.2	96.2	96.8	99.8	128.0	110.4	111.9	110.2	110.5	110.5
Leather, leather goods and fur	100.9	97.8	98.4	98.8	99.9	97.9	96.1	96.9	97.1	103.6	96.9	102.2	105.1	98.1
Clothing and footwear	98.6	97.4	97.5	110.2	99.3	97.9	96.8	97.1	98.0	107.4	99.0	101.7	101.9	99.0
Bricks, pottery, glass, cement, etc.	100.9	96.7	99.5	100.0	99.7	97.0	101.9	98.0	98.9	109.6	102.5	100.0	103.8	105.6
Timber, furniture, etc.	99.1	98.8	101.6	100.4	97.8	96.6	97.1	98.4	100.1	105.1	100.9	103.6	103.4	103.7
Paper and paper products	98.9	97.4	101.1	101.2	98.8	98.9	96.6	97.5	101.4	103.2	100.5	100.0	101.8	99.3
Printing and publishing	97.4	97.2	97.4	97.5	97.7	96.5	96.6	97.3	100.5	118.8	105.5	103.1	109.3	103.2
Other manufacturing industries	98.3	97.9	98.3	101.1	99.1	98.0	97.9	98.4	99.7	108.6	102.5	105.1	104.8	102.7
<b>All manufacturing industries</b>	98.3	97.9	98.3	101.1	99.1	98.0	97.9	98.4	99.7	108.6	102.5	105.1	104.8	102.7
<b>Other industries and services</b>	97.8	97.1	99.4	100.6	101.7	101.7	101.6	100.3	102.3	101.8	102.7	102.7	102.2	102.1
Agriculture	96.5	100.3	101.3	99.9	100.8	101.3	96.8	96.8	98.5	118.0	102.6	100.5	103.6	102.1
Mining and quarrying	97.4	100.2	102.7	100.6	100.7	100.6	96.8	96.8	101.2	102.5	102.9	102.5	104.3	104.3
Construction	96.3	99.1	100.3	101.1	99.8	100.9	98.8	100.3	99.8	104.7	102.8	102.4	103.6	105.2
Gas, electricity and water	96.8	98.4	97.8	100.3	98.5	97.6	101.1	96.9	102.4	116.6	99.3	97.2	103.3	103.1
Transport and communication§	96.8	98.4	97.8	100.3	98.5	97.6	101.1	96.9	102.4	116.6	99.3	97.2	103.3	103.1
Miscellaneous services	96.8	98.4	97.8	100.3	98.5	97.6	101.1	96.9	102.4	116.6	99.3	97.2	103.3	103.1
<b>All industries and services covered</b>	97.9	98.3	99.0	100.9	99.3	98.5	98.2	98.5	99.7	108.8	102.0	103.9	104.2	102.7

All employees†

Industry group	Jan. 1963	Apr. 1963	May 1963	June 1963	July 1963	Aug. 1963	Sept. 1963	Oct. 1963	Nov. 1963	Dec. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964
<b>Manufacturing industries</b>	96.4	99.1	100.4	102.9	101.0	99.5	98.9	98.9	100.3	106.6	100.5	100.9	103.8	102.6
Food, drink and tobacco	97.0	98.2	99.9	102.6	100.2	98.8	100.2	100.6	100.6	103.6	102.6	109.1	103.7	103.8
Chemicals and allied trades	94.5	97.0	99.0	100.3	100.7	99.2	99.8	101.0	102.3	104.9	105.8	106.1	106.0	108.0
Metal manufacture	96.9	97.3	100.8	100.9	100.7	99.2	99.8	100.4	101.3	102.3	103.6	108.7	109.2	108.0
Engineering and electrical goods	96.7	98.8	100.0	103.8	102.1	97.8	100.4	101.3	102.3	103.6	108.7	109.2	108.3	109.2
Shipbuilding and ship repairing	96.6	95.1	99.1	101.2	99.9	100.2	101.0	103.2	101.9	107.6	110.3	111.3	109.7	109.8
Marine engineering	95.9	96.1	100.4	101.0	100.7	99.9	99.7	101.3	102.6	104.8	107.2	107.9	108.9	108.0
Vehicles	95.1	96.3	99.3	101.0	102.3	100.2	100.8	101.8	103.7	104.0	104.6	105.9	105.8	107.0
Metal goods not elsewhere specified	96.4	96.0	100.0	101.2	102.6	100.2	100.3	102.2	102.5	101.7	103.5	104.3	104.1	105.6
Textiles	94.8	97.7	100.4	104.0	101.6	100.5	101.0	101.6	101.0	103.1	103.9	105.5	105.1	106.2
Leather, leather goods and fur	95.7	97.6	100.0	100.5	103.0	99.8	100.4	102.2	103.3	102.1	103.9	104.6	104.0	106.4
Clothing and footwear	92.8	97.8	100.4	106.7	100.5	99.5	101.2	102.6	102.6	103.1	103.6	104.6	104.0	106.4
Bricks, pottery, glass, cement, etc.	91.8	97.7	101.3	100.7	101.5	99.8	103.4	103.2	104.7	103.6	102.8	104.1	103.8	107.2
Timber, furniture, etc.	96.0	97.9	101.6	105.3	101.4	98.7								



## STOPPAGES OF WORK—INDUSTRIAL DISPUTES

### STOPPAGES OF WORK IN MAY

The number of stoppages of work\* due to industrial disputes in the United Kingdom, beginning in May, which came to the notice of the Ministry, was 213. In addition, 42 stoppages which began before May were still in progress at the beginning of the month. The approximate number of workers involved during May at the establishments where these 255 stoppages occurred is estimated at 78,300. This total includes 17,500 workers involved in stoppages which had continued from the previous month. Of the 60,800 workers involved in stoppages which began in May, 48,900 were directly involved and 11,900 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 199,000 working days lost during May includes 63,000 days lost through stoppages which had continued from the previous month.

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

Industry group	Number of stoppages			Stoppages in progress in month	
	Started before beginning of month	Started in month	Total	Workers involved	Working days lost
Coal mining .. ..	12	92	104	16,600	28,000
Engineering .. ..	9	23	32	16,500	40,000
Shipbuilding .. ..	4	10	14	5,600	30,000
Motor vehicles and cycles .. ..	2	19	21	20,600	58,000
Construction .. ..	4	19	23	2,700	8,000
All remaining industries and services ..	11	50	61	16,400	35,000
<b>Total, May 1964 ..</b>	<b>42</b>	<b>213</b>	<b>255</b>	<b>78,300</b>	<b>199,000</b>
<b>Total, April 1964 ..</b>	<b>25</b>	<b>283</b>	<b>308</b>	<b>93,800</b>	<b>270,000</b>
<b>Total, May 1963 ..</b>	<b>20</b>	<b>192</b>	<b>212</b>	<b>72,900</b>	<b>187,000</b>

### Causes of stoppages

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

Principal cause	Number of stoppages	Number of workers directly involved
Wages—claims for increases .. ..	49	10,800
—other wage disputes .. ..	59	12,100
Hours of work .. ..	—	—
Employment of particular classes or persons ..	34	12,700
Other working arrangements, rules and discipline .. ..	63	12,400
Trade union status .. ..	6	700
Sympathetic action .. ..	2	200
<b>Total .. ..</b>	<b>213</b>	<b>48,900</b>

### PRINCIPAL STOPPAGES OF WORK DURING MAY

Industry, occupations§ and locality	Approximate number of workers involved		Date when stoppage		Cause or object	Remarks
	Directly	Indirectly	Began	Ended		
<b>COAL MINING:—</b> Under-officials and other colliery workers—various pits in Cumberland	205	3,385	25 May	26 May	For the reinstatement of an under-official dismissed for alleged dereliction of duty	Work resumed pending negotiations.
<b>ENGINEERING:—</b> Workers employed in the manufacture of oil engines and turbines—Lincoln (one firm)	4,000	—	26 May	27 May	Withdrawal of bonus payments made to a number of fitters and general dissatisfaction with the introduction of a work study scheme	Work resumed on agreed terms pending negotiations.
Workers employed in electrical engineering—Manchester (one firm)	3,650	—	12 May	21 May	The dismissal of four workers for alleged industrial misconduct	Work resumed pending negotiations.
<b>SHIPBUILDING AND SHIP REPAIRING:—</b> Shipwrights and other shipyard workers—Birkenhead (one firm)	165	1,050	16 Mar.	June	Claim by shipwrights for a 1s. an hour wage increase. Employer's counter offer of 2d. an hour rejected	Work resumed. An increase of 2d. an hour granted to all shipwrights engaged on new work plus an additional 1d. an hour to shipwrights engaged on hull construction.
<b>MOTOR VEHICLES:—</b> Finishers and other workers employed in motor vehicle building—Weybridge (one firm)	85	200	17 Feb.	—	Issue of redundancy notices to 12 workers employed in the finishing department	No settlement reported.
Production workers employed in the manufacture of motor vehicles—Coventry (one firm)	2,500	2,500	5 May	13 May	The transfer of a skilled fitter to a vacancy which workers claimed should have been filled by a press operator on short-time working and, subsequently, the alleged lack of consultation on labour movements	Work resumed pending negotiations.

\* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than ten workers, and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information. The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

† Less than 50 workers or 500 working days.

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

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

|| At the commencement of the stoppage only 100 workers were indirectly involved but this number rose steadily throughout the period of the stoppage and by the end of May 1,050 workers had been rendered idle.

¶ The workers indirectly involved were not affected until 13th March.

### Duration of stoppages

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

Duration of stoppage	Number of		
	Stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	85	18,900	23,000
2 days .. ..	60	15,700	31,000
3 days .. ..	28	3,600	9,000
4-6 days .. ..	32	6,100	25,000
Over 6 days .. ..	26	17,100	137,000
<b>Total .. ..</b>	<b>231</b>	<b>61,400</b>	<b>224,000</b>

### STOPPAGES OF WORK IN THE FIRST FIVE MONTHS OF 1964 AND 1963

The following table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first five months of 1964 and 1963:—

Industry group	January to May 1964				January to May 1963			
	No. of stoppages beginning in period	Stoppages in progress		No. of stoppages beginning in period	Stoppages in progress			
		Workers involved	Working days lost		Workers involved	Working days lost		
Agriculture, forestry, fishing ..	2	600	1,000	—	—	—	—	
Coal mining .. ..	487	111,000	183,000	447	58,600	123,000	—	
All other mining and quarrying ..	1	400	4,000	2	†	†	—	
Food, drink and tobacco .. ..	8	2,300	5,000	11	2,200	3,000	—	
Chemicals, etc. ..	6	500	1,000	7	1,300	4,000	—	
Metal mfrs. .. ..	36	18,000	286,000	24	2,900	9,000	—	
Engineering .. ..	121	52,400	156,000	71	25,400	74,000	—	
Shipbuilding and marine eng. ..	40	12,800	94,000	24	5,900	57,000	—	
Motor vehicles and cycles .. ..	80	70,800	257,000	54	61,300	138,000	—	
Aircraft .. ..	16	3,600	9,000	11	4,200	9,000	—	
Other vehicles ..	7	2,700	7,000	3	4,200	1,000	—	
Other metal goods	25	5,800	14,000	17	2,600	12,000	—	
Textiles .. ..	15	2,300	6,000	13	3,700	11,000	—	
Clothing and footwear .. ..	7	2,500	4,000	3	600	1,000	—	
Bricks, pottery, glass, etc. ..	10	1,800	5,000	5	400	†	—	
Timber, furniture, etc. .. ..	6	700	3,000	6	300	1,000	—	
Paper and printing	7	2,600	4,000	3	300	1,000	—	
Remaining manufacturing inds. ..	18	4,600	11,000	4	500	1,000	—	
Construction ..	97	11,100	44,000	70	6,200	28,000	—	
Gas, electricity and water .. ..	9	2,000	10,000	1	200	†	—	
Port and inland water transport	46	35,500	46,000	19	4,100	9,000	—	
All other transport	29	19,000	45,000	21	2,900	5,000	—	
Distributive trades	12	2,600	9,000	11	800	2,000	—	
Administrative, professional, etc. services .. ..	7	800	4,000	2	300	†	—	
Misc. services ..	4	200	†	3	100	1,000	—	
<b>Total .. ..</b>	<b>1,092</b>	<b>366,900</b>	<b>1,207,000</b>	<b>832</b>	<b>188,800</b>	<b>490,000</b>	—	

## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

### Industrial Courts Act 1919 and Conciliation Act 1896

#### Industrial Court Awards

During May the Industrial Court issued eight awards, Nos. 3010 to 3017.\* Award No. 3010 was referred to the Court under section 8 of the Terms and Conditions of Employment Act 1959. Award No. 3014 was referred to the Court for an interpretation of the Court's Award No. 2966 (dated 29th April 1963). The remaining awards are summarised below.

**Award No. 3011 (5th May).—Parties:** Employees' Side and Employers' Side of the National Joint Council for Civil Air Transport Navigating and Engineer Officers' National Sectional Panel. **Claim:** To determine a difference between the Parties as to the salaries of Engineer Officers employed by B.O.A.C. **Award:** The Court awarded that with effect from 1st January 1964 the salaries of Engineer Officers employed by B.O.A.C. shall be as follows: Engineer Officers 'B'—£1,330 by £50 to £1,380 by £60(4) to £1,620; Engineer Officers 'A'—£1,720 by £60(8) to £2,200; Senior Engineer Officers—£2,280 by £80 to £2,360 by £90(3) to £2,630.

**Award No. 3012 (5th May).—Parties:** Employees' Side and Employers' Side of the National Joint Council for Civil Air Transport Navigating and Engineer Officers' National Sectional Panel. **Claim:** To determine a difference between the Parties arising from a salary claim in respect of Navigating Officers employed by B.O.A.C. **Award:** The Court awarded that with effect from 1st January 1964 the salaries of Navigating Officers employed by B.O.A.C. shall be: Navigating Officers 'B'—£1,330 by £50 to £1,380 by £60(4) to £1,620; Navigating Officers 'A'—£1,720 by £60(8) to £2,200; Senior Navigating Officers—£2,280 by £80 to £2,360 by £90(3) to £2,630.

**Award No. 3013 (12th May).—Parties:** National Union of Public Employees, National Union of General and Municipal Workers and Transport and General Workers' Union and Commissioner of Police of the Metropolis. **Claim:** To consider the joint claim of the three Unions concerned that the existing scale of pay of School Crossing Patrols employed by the Commissioner of Police of the Metropolis, which is related to the range of hours worked, be changed to an hourly rate of pay of 4s. 6d. per hour with effect from 19th April 1962, being the date on which the application was submitted to the Commissioner of Police of the Metropolis, and that School Crossing Patrols on that date receiving a higher rate of pay than they would be entitled to should have any excess preserved as a personal rate, such excess to be merged in future wage increases agreed to operate after that date. **Award:** The Court awarded that, subject as hereinafter provided, the weekly rates of pay paid to the School Crossing Patrols concerned shall with effect from 1st April 1963 cease to be operative and that in lieu thereof the following hourly rates shall be paid: with effect from 1st April 1963—4s. 4d.; with effect from 1st April 1964—4s. 6d. If however at any time after 31st March 1963, while a School Crossing Patrol remains in post, the total remuneration payable to him or her on the basis of the above-mentioned hourly rates, or of any succeeding hourly rates which may hereafter be agreed or awarded, shall in any week be less than the amount which he or she would have been entitled to receive on the basis of the weekly rates in force on 31st March 1963, then he or she shall be paid the difference as a personal rate.

**Award No. 3015 (26th May).—Parties:** Employees' Side and Employers' Side of the National Joint Council for Civil Air Transport Clerical and Clerical Administrative National Sectional Panel. **Claim:** To determine a difference arising from a claim made by the Employees for Clerical staff to be granted additional holiday entitlements on a service basis, as follows: (i) Staff under age 21—2 weeks plus 1 working day for each year of service after the first year to a maximum of 3 weeks per annum; (ii) Staff aged 21 and over—3 weeks plus 1 working day for each year of adult service after the first year to a maximum of 3 weeks and 3 days per annum. **Award:** The Court awarded that the annual holiday entitlement of the staff concerned shall be as follows: (i) Staff under age 21: 2 weeks plus 1 working day for each year of service after the first year to a maximum of 3 weeks per annum. (ii) Staff aged 21 and over: 3 weeks basic, plus 1 additional working day after the 4th year of adult service, a further additional working day after the 7th year and a further additional working day after the 10th year of service. (The Parties indicated that they could reach agreement on the effective date of any award made by the Court.)

**Award No. 3016 (26th May).—Parties:** Employees' Side and Employers' Side of the National Joint Council for Civil Air Transport Clerical and Clerical Administrative National Sectional Panel. **Claim:** To determine a difference arising from a rejection by the Employers of a claim made by the Employees for the existing amounts of London differential, i.e., 12s. 6d. per week (adults) and 7s. 6d. per week (juniors) to be increased to 20s. and 12s. respectively. **Award:** The Court awarded that from the commencement of the first full pay period following the date of the Award the London differential in respect of the employees concerned shall be 16s. a week for adults and 10s. a week for juniors.

**Award No. 3017 (26th May).—Parties:** Employers' Side and Trade Union Side of the Joint Committee for the Retail Multiple Grocery and Provisions Trade in England and Wales. **Claim:** To determine the difference between the two Sides of the Committee arising from a proposal of the Employers' Side to vary the terms of Clause 9 of the Agreement between the Parties relating to payment during sickness absence. **Award:** The Court found that the claim made by the Employers' Side had not been established and awarded accordingly.

\* See footnote \* on page 277.

### Single Arbitrators and Boards of Arbitration

During May one award was issued by a single arbitrator appointed under section 2(2)(b) of the Industrial Courts Act 1919.

### Appointments under the Conciliation Act 1896

An independent chairman was appointed under section 2(1)(b) of the Conciliation Act 1896 to preside over a meeting of the two sides of the leather producing industry with a view to the amicable settlement of a difference which existed between them. The parties failed to reach agreement and subsequently agreed to refer the matter to arbitration.

### Industrial Court (Northern Ireland) Awards

During May the Northern Ireland Industrial Court issued one award, No. 10\*, which is summarised below.

**Award No. 10 (22nd May 1964).—Parties:** Belfast Corporation Senior Officers' Association and the Belfast Corporation. **Claim:** To determine a claim by the Association for increases in salaries for certain senior engineering staff employed by the Corporation. **Award:** The Court found that the claim, which was agreed by the Parties to be for parity of remuneration with another group of Corporation officers, was not established.

### Civil Service Arbitration Tribunal

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

### Wages Councils Act 1959

#### Notices of Proposals

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

**The Perambulator and Invalid Carriage Wages Council (Great Britain).**—Proposal I.(70), dated 8th May, for fixing revised statutory minimum remuneration for male and female workers.

**Hollow-ware Wages Council (Great Britain).**—Proposal H.(83), dated 8th May, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

**Flax and Hemp Wages Council (Great Britain).**—Proposal F.H.(103), dated 8th May, for amending the provisions relating to holidays and holiday remuneration.

**Baking Wages Council (England and Wales).**—Proposal BK(71), dated 12th May, for fixing revised statutory minimum remuneration for male and female workers.

**Retail Food Trades Wages Council (Scotland).**—Proposal R.F.C.S.(30), dated 19th May, for fixing revised statutory minimum remuneration for male and female workers.

**Retail Food Trades Wages Council (England and Wales).**—Proposal R.F.C.(40), dated 19th May, for fixing revised statutory minimum remuneration for male and female workers.

**Retail Bread and Flour Confectionery Trade Wages Council (England and Wales).**—Proposal B.F.C.(17), dated 22nd May, for fixing revised statutory minimum remuneration for male and female workers.

**Dressmaking and Women's Light Clothing Wages Council (Scotland).**—Proposal W.D.S. (78), dated 22nd May, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

**Hairdressing Undertakings Wages Council (Great Britain).**—Proposal H.U.(31), dated 22nd May, for fixing revised statutory minimum remuneration for male and female workers.

**Retail Furnishing and Allied Trade Wages Council (Great Britain).**—Proposal R.F.A.(41), dated 26th May, for fixing revised statutory minimum remuneration for male and female workers.

**Retail Bread and Flour Confectionery Trade Wages Council (Scotland).**—Proposal B.F.C.S.(15), dated 29th May, for fixing revised statutory minimum remuneration for male and female workers.

**Retail Bookselling and Stationery Trades Wages Council (Great Britain).**—Proposal R.B.C.(31), dated 29th May, for fixing revised statutory minimum remuneration for male and female workers.

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

### Wages Regulation Orders

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

**The Wages Regulation (Rope, Twine and Net) Order 1964:** S.I. 1964 No. 667, dated 7th May and operative from 27th May. This Order prescribes revised general minimum time and piecework basis time rates for male and female workers and general minimum piece rates for female workers.—See page 266.

**The Wages Regulation (Retail Bespoke Tailoring) (England and Wales) Order 1964:** S.I. 1964 No. 685, dated 11th May and operative from 1st June. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

**The Wages Regulation (Paper Box) Order 1964:** S.I. 1964 No. 728, dated 19th May and operative from 5th June. This Order prescribes



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revised general minimum time rates and piecework basis time rates for male and female workers.

*The Wages Regulation (Retail Drapery, Outfitting and Footwear) Order 1964: S.I. 1964 No. 756, dated 25th May and operative from 29th June. This Order prescribes revised statutory minimum remuneration for male and female workers.*

*The Wages Regulation (Stamped or Pressed Metal-Wares) Order 1964: S.I. 1964 No. 757, dated 25th May and operative from 8th June. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.*

## Wages Councils Act (Northern Ireland) 1945

### Notices of Proposals

During May notices of intention to submit wages regulation proposals to the Ministry of Labour and National Insurance were issued by the following Wages Councils:—

*Dressmaking and Women's Light Clothing Wages Council (Northern Ireland).—Proposals N.I.W.D.(N.102) and (N.103), dated 8th May, for fixing revised statutory minimum remuneration for male and female workers in the trade.*

*Brush and Broom Wages Council (Northern Ireland).—Proposal N.I.B.B.(N.90), dated 15th May, for fixing revised statutory minimum remuneration for male and female workers in the trade.*

*Rope, Twine and Net Wages Council (Northern Ireland).—Proposal N.I.R. (N.83), dated 22nd May, for fixing revised statutory minimum remuneration for male and female workers in the trade.*

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

### Wages Regulation Orders

During May 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 Shirtmaking Wages Regulation Order (Northern Ireland) 1964: S.R. & O. (N.I.) 1964 No. 66, dated 6th May and operative from 18th May. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 266.*

*The Wholesale Mantle and Costume Wages Regulation Order (Northern Ireland) 1964: S.R. & O. (N.I.) 1964 No. 73, dated 14th May and operative from 26th May. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 266.*

*The Paper Box Wages Regulation (Amendment) Order (Northern Ireland) 1964: S.R. & O. (N.I.) 1964 No. 78, dated 25th May and operative from 5th June. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.*

*The Baking Wages Regulation (Amendment) (No. 1) Order (Northern Ireland) 1964: S.R. & O. (N.I.) 1964 No. 76, dated 25th May and operative from 9th June. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.*

*The Baking Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1964: S.R. & O. (N.I.) 1964 No. 77, dated 25th May and operative from 9th June. This Order prescribes revised statutory minimum remuneration for male workers employed in the transport department of the trade.*

## Decisions of the Commissioner under the National Insurance Acts

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

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

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

A recent decision of general interest is set out on the following pages.

\* See footnote \* on page 277.

† Selected decisions of the Commissioner are published periodically in the following 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(F)"—decisions on family allowances; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. A new Index and Digest of Commissioners' Decisions, which will be kept up to date by amendments published at quarterly intervals, is also available (see page 105 of the March issue of this GAZETTE). Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on page 277.

## Decision No. R(U)8/64 (1st November 1963)

### On holiday—meaning of "holiday"

The claimant was employed as a fish process worker in a factory ship. The ship was usually at sea for several months at a time, with intervals of about ten days between voyages. Because of the arduous conditions of the employment it was agreed between the employers and the men that after four consecutive sea-trips members of the crew should be able to miss a trip without breaking continuity of service for purposes of bonus and pension rights. The object of these arrangements was to allow the employee to resume family life for a spell by obtaining employment near home. The agreed holiday entitlement in the industry was 14 days of paid holiday per year. In these circumstances the claimant was ashore, but without employment, in 1963 from 15th April until early in September when he rejoined his ship on the next trip. The question arose whether he was on holiday on and after 25th April when he claimed benefit. Held that he was not on holiday. The Commissioner discusses the first of the principles set out in *Umpire's Decision 18284/32*. It is going too far to say that any day or period, which employer and employee have agreed shall be a non-working day or period, constitutes a holiday. In paragraph 14 comment is made on three matters considered relevant to the question whether a particular period is a period of "holiday".

### Decision of the Commissioner

1. My decision is (1) that payment of unemployment benefit from and including 25th April 1963 is not precluded by the provisions of regulation 6(1)(e)(i) of the National Insurance (Unemployment and Sickness Benefit) Regulations 1948 [S.I.1948 No. 1277], but (2) that unemployment benefit is not payable from 27th April 1963 to 8th May 1963 (both dates included) on the ground that the claimant was not then available for employment.

2. Regulation 6(1)(e)(i) above-cited provides that for purposes 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 on holiday". Recent decisions of the Commissioner have shown that in certain circumstances the question whether a person is "on holiday" in the sense of this regulation may be a very difficult one. "Holiday" is not defined in the regulation.

3. The claimant, a married man aged 33 years, was employed as a fish process worker in a factory ship. These factory ships are a recent development in the fishing industry. They were introduced in or about 1954, the plan being that they should make long trips of three or more months' duration to distant waters in the Newfoundland area, fishing there and processing the fish immediately on board the factory vessel. The plan for these long trips involved a rapid turn-round in port, the vessels often being in port for about 10 days (more or less) between voyages of several months. The work and conditions of life on board these vessels are well known to be extremely arduous, and difficulty was experienced in obtaining crews to man them. In particular the men wanted to have, at reasonable intervals, a longer break between voyages. Negotiations between the employers and the men's association resulted in an agreement whereby it was recognised as reasonable that after four consecutive sea-trips, the members of the crew should be able to miss a trip, or (as it is sometimes put) take a "trip ashore". It should be explained that the men are paid on a "continuous service" bonus system, which works in the following way. On the first voyage, the pay is on basic rate: for subsequent voyages (provided there is no break in continuity) there is a bonus of 20 per cent. But by virtue of the agreement mentioned, any man may, after four consecutive voyages, elect to take a "trip ashore" (i.e., miss one voyage): and he does not thereby lose his right to the "continuous service" bonus, provided that he informs the master of his election to take the next trip ashore, and provided that he rejoins the vessel in time for the following trip, or as instructed. The reasonableness of the desire to take one trip ashore after four consecutive sea-voyages is further recognised by the employers, in that in their employees' pension scheme a break of up to 26 weeks in service occasioned by a "trip ashore" is not regarded as breaking continuity of service for purposes of pension rights. It should also be explained that as a general rule, employees who elect to take a "trip ashore" find, or try to find, local employment until the time arrives for the next voyage. The direct object of the "trip ashore", in most cases at least, appears to be to allow the person concerned to resume his family life for a spell, by obtaining employment near home.

4. In the industry there is also an agreement relating to holidays: the holiday entitlement (which is paid for) represents 14 days per year.

5. The claimant in the present case had served on four consecutive sea-voyages on the factory ship, ending on 15th April 1963. His wife was then expecting a baby, and the claimant elected—as he was entitled to do—to take his "trip ashore", in order to be at home. He received four days' holiday pay at this stage, and he did not start claiming unemployment benefit until 25th April 1963. He remained without employment until early in September 1963, when he rejoined the factory ship on her next trip. In the meantime he had been submitted for a vacancy as a fish-house labourer, but was not successful in obtaining that employment.

6. The local insurance officer submitted to the local tribunal for their determination the question whether unemployment benefit was not payable from and including 25th April 1963 on the ground that the claimant was "on holiday". On 6th June 1963 the local tribunal held that the claimant was on holiday from and including 25th April 1963, and that unemployment benefit was not payable from and including that date. As grounds of decision they referred to Decisions R(U) 11/53 and R(U) 1/62. The claimant's association appealed to the Commissioner, and the appeal was heard orally by me on 17th October 1963.

7. One aspect of the case can be disposed of at once. From 27th April to 8th May 1963 the claimant's wife was in hospital having her baby, and the claimant was busy looking after his four other children at home. It is conceded that during that period he was not available for employment, and accordingly unemployment benefit is not payable for that period. The important question in the case is, however, whether during his "trip ashore" a person in the position of the claimant is "on holiday".

8. In Decision R(U) 1/62 a Tribunal of Commissioners enunciated

certain principles relevant to the matter. Their decision related to a school teacher, but the statement of principle applies generally and is not necessarily limited to school teachers. They said—"... an employee will be held to be on holiday during any day of recognised or customary holiday in his employment and applying to him unless his employment has been 'terminated' in the sense that both (a) the legal obligations of the contract of service have been terminated and (b) there is no intention that the employment shall be resumed on the next available opportunity".

9. In the present case it is by no means clear that the legal obligations of the claimant's contract of service were terminated (in the sense indicated above) when he was paid off at the end of his voyage, or when his "voyage leave" ended, in April 1963. And although there was an intention on both sides that the employment should be resumed when the claimant's vessel should be sailing again in September 1963, that was not "on the next available opportunity". The "next available opportunity" would have been the next trip: whereas the trip due to start in September 1963 was the next trip but one. But even if these conditions were satisfied, the claimant would be regarded as "on holiday" during the "trip ashore" only if the days comprising the period of the "trip ashore" were "days of recognised or customary holiday in his employment and applying to him".

10. The expression—"recognised or customary holiday"—has also been the subject of explanation by the Commissioner; particularly in Decision R(U) 11/53, where the Commissioner in effect held that in the context of regulation 6(1)(e)(i) the term "holiday" should be given the same meaning as had been given to it by the *Umpire* in a series of decisions under the old Unemployment Insurance Acts. In a codifying decision (18284/32) the *Umpire* set out a number of principles. The first of these is as follows—"Customary or recognised holidays are those days which the employers and workers concerned have agreed (whether expressly or by implication based upon acquiescence) shall be non-working days."

11. The representative of the insurance officer who attended the oral hearing submitted that here was a definition of holiday which should be applied literally to cases like the present case. Manifestly the employers and the employees in the employment here concerned had agreed that the period of the "trip ashore" should be a non-working period. The fact that the claimant and others in his situation might well seek other employment during the "trip ashore" did not mean that that was not a "holiday". I agree that if a period is truly a period of holiday, the fact that the employee may seek or even find other temporary employment does not make it any the less a period of holiday—compare the recent (unreported) Decision C.U. 25/63, at para. 8. But I am of opinion that the submission on behalf of the insurance officer—namely that any day or period which it is agreed between employer and employee shall be a non-working day or period constitutes a holiday—goes too far and proves too much. I cannot believe that the *Umpire's dictum* was intended to convey this.

12. Literally read and applied, the *Umpire's dictum* would mean (as I see it) that if employers and employees in a given employment agreed that (say) Saturday working should be given up, and the work spread over Monday to Friday only, Saturday would become a day of holiday: or if they agreed to go on short-time working, say from Monday to Thursday, the remaining days of the week would become days of holiday. The proprietor of a seaside hotel might well agree with his staff that the hotel business should be conducted in some months of the year only, so that the rest of the year would be a non-working period (so far as that employment was concerned); and thus a period of holiday. But if that were so, claims for unemployment benefit in respect of such days could then, presumably, be dealt with shortly and simply under regulation 6(1)(e)(i). So far as I am aware this has never been done. On the contrary: difficult and complicated legislation has been introduced to prescribe to what extent and in what circumstances such days are not to be treated as days of unemployment. Such legislation (e.g., that relating to "normal idle days", "seasonal workers" and so on) would appear to have been unnecessary if the law is that any day which the employers and employees have agreed shall be a non-working day is thereby made a "holiday" in the sense of regulation 6(1)(e)(i). I cannot think that this is the law.

13. In all the *Umpire's* cases which I have looked at, the day or period in question was in fact a day or period which, as matter of common knowledge, would be recognised as a day or period of holiday (in the ordinary non-technical sense of the word) for some sections of the community at least. In those decisions which I have looked at, the *Umpire* was dealing with days such as Good Friday, Easter Monday, a specific week in August, Christmas Day, or New Year's Day. I suspect that the true question which he was considering was whether a day which was known to be a day of holiday for some people was a day of holiday for the person whose case was under determination: and that his purpose in framing his *dictum* was not to extend the normal definition of holiday so as to include all non-working days, but rather to restrict it to those days of holiday or potential holiday which had been adopted into the terms of employment of the person concerned.

14. I do not feel obliged, therefore, to treat the entire period of the "trip ashore" as a "holiday" so far as the claimant is concerned. I note, in the first place, there is no suggestion that it is a period in fact observed as holiday (in the non-technical sense) by any other section of the community. In the second place, the evidence, so far as it goes, is that employees in the industry concerned do not in fact treat the "trip ashore" as a holiday. They regard it rather as an opportunity to secure a change of work. Thirdly, it is (in my view) a matter of some importance that the claimant's contract of service does provide for a period of paid holiday amounting to 14 days in the year. This suggests *prima facie* that a period of 14 days is regarded as the period of holiday appropriate to the particular employment. That of course is not conclusive: "holiday" in the regulation is not limited to *paid* holiday. But in



a great many instances nowadays—and no doubt in the great majority of instances—holidays are paid for, and if in fact a particular period is recognised in a particular employment as the period of holiday appropriate to that employment, obviously the fact that it is *paid* holiday does not make it any the less the period of "holiday" appropriate to that employment. These three matters all seem to me to be relevant to the question whether a particular period is a period of "holiday".

15. On a consideration of the whole circumstances I hold that the days in question are not days of recognised or customary holiday in the claimant's employment. For this and the other reasons mentioned in paragraph 9, he was not "on holiday" at the time in question, and his claim for unemployment benefit in so far as otherwise maintainable does not fall to be disallowed by virtue of regulation 6(1)(e)(i).

16. The appeal of the claimant's association is allowed.

## Retail Prices Overseas

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

Country	Index base 100*	Month for which index figure given	Items covered†	Index figure	Rise (+) or fall (-) of index figure (in index points) compared with	
					Month before	Year before
<b>European countries</b>						
Belgium . . . . .	1953	Mar. 1964	{ All items Food	117.61 118.0	-0.37 -1.0	+2.98 +3.6
Finland . . . . .	1957	Jan. 1964	{ All items Food	129 129	+5 +5	+11 +13
France . . . . .	1962	Mar. 1964	{ All items Food	107.5 107.6	+0.1 +0.1	+4.1 +3.5
Germany (Federal Republic)	1958	Apr. 1964	{ All items Food	114.6 114.1	+0.2 +0.2	+1.8 Nil
Italy (large towns)	1961	Feb. 1964	{ All items Food	117.1 116.2	+0.3 Nil	+6.6 +4.4
Norway . . . . .	1959	Feb. 1964	{ All items Food	115.0 117	+0.7 +2	+3.9 +5
Portugal (Lisbon)	1948-49	Mar. 1964	{ All items Food	123.4 126.2	+2.1 +2.4	+2.3 +3.9
Spain . . . . .	1958	Jan. 1964	{ All items Food	130.7 131.0	-0.2 -0.8	+6.3 +3.4
Sweden . . . . .	1949	Feb. 1964	{ All items Food	178 209	Nil -1	+5 +6
Switzerland . . . . .	1939	Apr. 1964	{ All items Food	206.9 222.3	+1.3 +2.1	+7.4 +5.6
<b>Other countries</b>						
Canada . . . . .	1949	Mar. 1964	{ All items Food	134.6 131.3	+0.1 Nil	+2.5 +2.4
India (all-India)	1949	Feb. 1964	{ All items Food	142 141	+2 +1	+13 +12
Israel . . . . .	1959	Jan. 1964	{ All items Food	129.2 114.2	+0.5 +0.2	+6.2 +0.7
Japan . . . . .	1960	Dec. 1963	{ All items Food	122.4 124.3	+0.6 +0.2	+6.8 +6.7
New Zealand . . . . .	1955*	Mar. 1964	{ All items Food	1,250 1,160	+5‡ +2‡	+31 +50
Rhodesia, Northern	1962	Feb. 1964	{ All items Food	104.9 100.7	+1.4 +0.7	+3.4 +0.7
Rhodesia, Southern	1962	Feb. 1964	{ All items Food	103.2 100.9	+1.1 +0.2	+1.8 -1.1
South Africa (9 urban areas)	1958	Dec. 1963	{ All items Food	107.1 104.4	+0.1 +0.3	+1.1 -0.5
United States . . . . .	1957-59	Mar. 1963	{ All items Food	107.8 105.7	+0.2 -0.3	+1.6 +1.1

## STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the undermentioned Statutory Instruments, relating to matters with which the Ministry of Labour is concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain regulations, etc., published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage.

*The Wages Regulation (Rope, Twine and Net) Order 1964* (S.I. 1964/667; 1s. 3d. (1s. 6d.)), made on 7th May; *The Wages Regulation (Retail Bespoke Tailoring) (England and Wales) Order 1964* (S.I. 1964/685; 1s. 3d. (1s. 6d.)), made on 11th May; *The Wages*

\* Except New Zealand (1000).

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

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

§ See footnote \* on next page.

*Regulation (Paper Box) Order 1964* (S.I. 1964/728; 1s. (1s. 3d.)), made on 19th May; *The Wages Regulation (Retail Drapery, Outfitting and Footwear) Order 1964* (S.I. 1964/756; 1s. 6d. (1s. 9d.)), made on 25th May; *The Wages Regulation (Stamped or Pressed Metal-Wares) Order 1964* (S.I. 1964/757; 1s. (1s. 3d.)), made on 25th May. These Orders were made by the Minister of Labour under the Wages Councils Act 1959.—See page 273.

*The Offices, Shops and Railway Premises Act 1963 (Modification of Section 29) Regulations 1964* (S.I. 1964/761; 3d. (6d.)); *The Factories Act 1961 (Extension of Section 40) Regulations 1964* (S.I. 1964/762; 3d. (6d.)). These Regulations were made on 26th May by the Minister of Labour under the Offices, Shops and Railway Premises Act 1963 and the Factories Act 1961, respectively.—See page 250.

*The Examination of Steam Boilers Regulations 1964* (S.I. 1964/781; 5d. (8d.)), *The Factories Act 1961 (Appointed Day) Order 1964* (S.I. 1964/782; 3d. (6d.)). These Instruments were made on 26th May by the Minister of Labour under the Factories Act 1961.—See page 250.

*The Shirtmaking Wages Regulation Order (Northern Ireland) 1964* (S.R. & O. of Northern Ireland 1964/66; 1s. (1s. 3d.)), made on 6th May; *The Wholesale Mantle and Costume Wages Regulation Order (Northern Ireland) 1964* (S.R. & O. 1964/73; 8d. (11d.)), made on 14th May; *The Baking Wages Regulation (Amendment) (No. 1) Order (Northern Ireland) 1964* (S.R. & O. 1964/76; 5d. (8d.)), made on 25th May; *The Baking Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1964* (S.R. & O. 1964/77; 5d. (8d.)), made on 25th May; *The Paper Box Wages Regulation (Amendment) Order (Northern Ireland) 1964* (S.R. & O. 1964/78; 5d. (8d.)), made on 25th May. These Orders were made by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland) 1945.—See page 274.

## FACTORY FORMS, ETC.

Since the list published in the January 1964 issue of this GAZETTE (page 33) was prepared, the undermentioned Forms§ have been issued or reprinted with material amendments and/or new prices. Forms prefixed by "F." are issued under the Factories Act 1961 and those by "OSR." under the Offices, Shops and Railway Premises Act 1963. The prices in brackets include postage. Where applicable purchase tax is chargeable at 20 per cent. of the net price (i.e., excluding postage).

- No. New forms**
- F.2135 Certificate of Exemption No. 6 (General). Ionising Radiations (Sealed Sources) Regulations 1961. 3d. (6d.)
- F.2136 Certificate of Exemption No. 5 (General). Ionising Radiations (Sealed Sources) Regulations 1961. 3d. (6d.)
- F.2137 Certificate of Exemption No. 34. Steam Boilers. Viscomat Closed Circuit Steam Generators. 3d. (6d.)
- F.2138 Certificate of Exemption No. 35. Steam Boilers—Calorifier Type; Steam Boilers—Electrode Type; Steam Boilers—Electrical Immersion-Heated Type. 3d. (6d.)
- OSR.5 Application for the Grant or Extension of an Exemption under Section 46. 6d. (9d.); 25 for 10s. (10s. 11d.); 50 for 17s. 6d. (19s. 9d.) (exclusive of purchase tax).
- No. Reprinted with amendments (new price where indicated)**
- F.41 Notice of Case of Poisoning or Disease occurring in a Factory or in other Premises or Places to which the provisions of section 82(3) and (4) of the Factories Act 1961 apply. 2d. (5d.) (exclusive of purchase tax).
- F.97 Docks Regulations 1934, regulations 19(a) and 22(a); Shipbuilding and Ship Repairing Regulations 1960, regulations 36(1) and 36(2); the Construction (Lifting Operations) Regulations 1961, regulations 34(1)(b) and 35. Chains, Chain Slings, Rope Slings (except a fibre rope sling), or Similar Gear, Rings, Links, Hooks, Plate Clamps, Shackles, Swivels and Eye-Bolts. Form prescribed by the Minister of Labour for Certificate of Test and Examination. (This form may also be used for the purposes of section 26(1)(e) of the Factories Act 1961.) 2d. (5d.); *New prices for bulk purchases.* 25 for 3s. (3s. 3d.); 50 for 5s. (5s. 3d.); 100 for 8s. (8s. 4d.) (exclusive of purchase tax).
- F.394 Lead Paint Regulations 1927 (S.R. & O. 1927 No. 847). Leaflet prescribed by the Minister of Labour for the purposes of regulation 7(a). Prevention of Lead Poisoning in Painters. 2d. (5d.); 12 for 9d. (1s.); 25 for 1s. 3d. (1s. 6d.); 50 for 2s. (2s. 3d.); 100 for 3s. 6d. (3s. 9d.).
- F.850 Precautions in the use of Molten Salt Baths for the Heat Treatment of Metals. 3d. (6d.).

- No. Reprinted with new price**
- F.82 Regulations for Bronzing in Letterpress Printing, Lithographic Printing and Coating of Metal Sheets. 4d. (7d.).
- F.278 Fencing and other Safety Precautions for Mechanical Power Presses. Memorandum. 5d. (8d.).
- F.676 Certificate of Exemption No. 12 (General). Nov. 16, 1939. Steam Receivers, Thick Rolls. 3d. (6d.).
- F.1229 Underground Rooms. Form of Notice and Particulars prescribed in the Work in Underground Rooms (Form of Notice) Order 1946 (S. R. & O. 1946 No. 2247) by the Minister of Labour under section 69(3)(a) of the Factories Act 1961. 4d. (7d.) (exclusive of purchase tax).

## OFFICIAL PUBLICATIONS RECEIVED\*

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

**Careers.**—*Careers Guide, Opportunities in the Professions, Industry and Commerce*. 5th Edition, 1962. (Loose Leaf). Amendment No. 3. May 1964. Ministry of Labour. Obtainable by annual subscription only, 10s. including postage.

**Economic Situation.**—*Public Income and Expenditure, 1963-64. An Account of the Public Income and Expenditure of the United Kingdom, 1963-64; together with the Balances in the Exchequer on April 1, 1963, the Receipts and Payments (not being Income and Expenditure) in the Year ended March 31, 1964; and the Balances in the Exchequer on that day.* H.C. 214. Price 9d. (1s.).

**Education.**—*Day Release. The Report of a Committee set up by the Minister of Education, March 1964.* Department of Education and Science. Price 3s. (3s. 4d.).—See page 246.

**Immigration.**—*Commonwealth Immigrants Act 1962. Control of Immigration. Statistics. July 1, 1962.—Dec. 31, 1963.* Cmnd. 2379. Price 1s. 6d. (1s. 9d.).

**Incomes Policy.**—*Statistics on Incomes, Prices, Employment and Production.* No. 9. June 1964. Ministry of Labour. Price 15s. (15s. 8d.).—See page 249.

**Industrial Disputes.**—*Industrial Courts Act 1919. Report of a Court of Inquiry into the Causes and Circumstances of a dispute between the parties represented on the National Joint Industrial Council for the Electricity Supply Industry.* Cmnd. 2361. Price 3s. 6d. (3s. 10d.).—See page 244.

**National Incomes Commission.**—*Report No. 4 (Interim) Agreements of Nov.—Dec. 1963 in the Engineering and Shipbuilding Industries.* Cmnd. 2380. Price 1s. 3d. (1s. 6d.).—See page 245.

**Safety, Health and Welfare.**—*Accidents at factories, docks, building operations and works of engineering construction: how they happen and how to prevent them.* No. 59. April 1964 (with addendum). Price 1s. 3d. (1s. 8d.); *Safety, Health and Welfare. New Series.* No. 28. *Plant and Machinery Maintenance.* Price 3s. (3s. 4d.). Ministry of Labour.—See page 250.

**National Insurance.**—*Everybody's Guide to National Insurance, including Graduated Contributions and Pensions.* May 1964. Ministry of Pensions and National Insurance. Price 9d. (1s.).—See page 251.

**Scotland.**—*Scottish Development Department Report for 1963.* Cmnd. 2326. Price 7s. (7s. 6d.).

**Training.**—*Selection and Training of Supervisors: Progress Report.* Ministry of Labour. Price 1s. 9d. (2s.).—See page 246.

**Wages and Hours of Work.**—*Time Rates of Wages and Hours of Work, 1st April 1964.* Ministry of Labour. Price 21s. net (postage extra).—See page 249.

\* 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 in the next column or through any bookseller.

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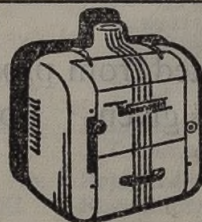
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