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Employment Trends in Great Britain 1950-1960

THERE have been major changes in the size and constitution of the working population and in the numbers in employment during the decade from 1950 to 1960. Throughout that period information has appeared in this GAZETTE about the various changes as they took place but it is thought that it would be helpful to publish the following summary which deals with the period as a whole. Where appropriate, reference is made to issues of the GAZETTE in which more detailed information on a particular aspect may be found.

Changes in the working population

In the decade 1950-1960 the total working population* in Great Britain increased by 1,480,000, males by 560,000, females by 920,000. The rate of increase among females (12·7 per cent. in ten years) was much greater than among males (3·6 per cent.). Most males of working age are already at work, and the reserve of labour which may be attracted into the working population contains many more women than men. A large number of these have been drawn into the labour force during the decade as a result of the high demand for labour and the increased propensity of women, particularly married women, to seek work. The Forces decreased in size during the decade, drawing fewer men away from civil employment, and consequently the increase in numbers in civil employment, amounting to 1,630,000, was greater than the increase in the total working population. Males in civil employment increased by 710,000, females by 920,000. The increase in the working population varied from year to year according to

the level of demand for labour. In each of the twelve-month periods ended mid-1951, mid-1954, mid-1955 and mid-1960 it increased by a quarter of a million or more. The only period when it decreased in size was between mid-1957 and mid-1958, when it fell by over 100,000. Annual changes in the working population are summarised in Table I below and Table II overleaf.

*Table I.—Total Working Population
(mid-year)*

	Total	Males	Females	Total	Males	Females
	(Thousands)			(Per cent.: 1950 = 100)		
June 1950	22,954	15,678	7,276	100·0	100·0	100·0
1951	23,228	15,791	7,437	101·2	100·7	102·2
1952	23,294	15,864	7,430	101·5	101·2	102·1
1953	23,373	15,883	7,490	101·8	101·3	102·9
1954	23,667	15,974	7,693	103·1	101·9	105·7
1955	23,912	16,084	7,828	104·2	102·6	107·6
1956	24,107	16,188	7,919	105·0	103·3	108·8
1957	24,188	16,225	7,963	105·4	103·5	109·4
1958	24,070	16,160	7,910	104·9	103·1	108·7
1959	24,145	16,137	8,008	105·2	103·0	110·1
1960	24,436	16,239	8,197	106·5	103·6	112·7

* The total working population consists of all persons aged 15 and over who work for pay or gain, or who register for such work. It comprises (i) all persons in civil employment, i.e. employers, persons working on their own account and employees, part-time workers being counted as full units, (ii) all persons without jobs registered for employment, and (iii) the Forces.

Table II.—Annual Changes in Total Working Population (mid-year to mid-year)

	(Thousands)									
	1950-51	1951-52	1952-53	1953-54	1954-55	1955-56	1956-57	1957-58	1958-59	1959-60
Males										
Civil Employment	+ 46	- 23	+ 26	+ 147	+ 173	+ 128	+ 57	- 79	+ 20	+ 218
Wholly Unemployed	- 72	+ 52	+ 3	- 32	- 31	+ 15	+ 38	+ 101	+ 9	- 65
H.M. Forces*	+ 139	+ 44	- 10	- 24	- 32	- 39	- 58	- 87	- 52	- 51
Working Population	+ 113	+ 73	+ 19	+ 91	+ 110	+ 104	+ 37	- 65	- 23	+ 102
Females										
Civil Employment	+ 175	- 72	+ 93	+ 219	+ 156	+ 88	+ 39	- 86	+ 97	+ 213
Wholly Unemployed	- 13	+ 64	- 33	- 15	- 17	+ 6	+ 6	+ 34	-	- 24
Women's Services	- 1	+ 1	-	- 1	- 4	- 3	- 1	- 1	+ 1	-
Working Population	+ 161	- 7	+ 60	+ 203	+ 135	+ 91	+ 44	- 53	+ 98	+ 189
Males and Females										
Civil Employment	+ 221	- 95	+ 119	+ 366	+ 329	+ 216	+ 96	- 165	+ 117	+ 431
Wholly Unemployed	- 85	+ 116	- 30	- 47	- 48	+ 21	+ 44	+ 135	+ 9	- 89
H.M. Forces* and Women's Services ..	+ 138	+ 45	- 10	- 25	- 36	- 42	- 59	- 88	- 51	- 51
Working Population	+ 274	+ 66	+ 79	+ 294	+ 245	+ 195	+ 81	- 118	+ 75	+ 291

Effect of changes in total population

The main reason for the increase in the number of males in the working population was an increase of about 400,000 in the number of males in the total population within the normal working age range (15-64 for males). On the other hand, the number of females in the total population within the normal working age range (15-59 for females) fell by about 100,000, and the increase in the female working population took place despite this fall.

The rise in the birth rate which began during the war years was just beginning to have an effect on the working population at the end of the decade. From 1950 to 1959 the average number of boys and girls under the age of 18 who were employees was 1,370,000, varying from 1,400,000 in 1954 to 1,330,000 in 1958; but in 1960 the number rose to 1,480,000.

Postponement of retirement

A further factor increasing the male working population up to 1957 was the tendency to postpone retirement. This was due to the strong demand for labour and to the incentive given by the National Insurance Scheme to certain men aged 55-65 who became insured in 1948 ("late-age entrants") to postpone retirement until 1958.†

The long term trend in this century, as a result of the more widespread adoption of pension schemes and greater provision being made for the aged, has been for workers to retire earlier. In 1921 about 80 per cent. of men aged 65-69 were still in the working population. By 1951 this proportion had fallen to 47 per cent. but in the ensuing years it rose slowly to 54 per cent. in 1957. As a result of the retirement of late-age entrants and some slackening in the demand for labour, the proportion of men in this age group who were in the working population in 1959 had fallen to 45 per cent., but in 1960 the proportion had risen slightly again to 45½ per cent. in response to the increased demand for labour.

Employment of married women

The increase in the female working population was very largely due to the increased employment of married women. In 1950 there were 2,850,000 married women employees, 41 per cent. of all female employees. In 1960 the number and proportion had risen to 4,090,000 and 52 per cent. respectively. This is partly because the number of married women in the total population increased but it is also the result of married women being retained in or drawn into the labour market by the very high demand for labour. A woman who works after marriage normally has two or more main spells of employment separated by the years in which she is rearing young children. Every year there is an exodus of young married women from the labour market and a re-entry of older married women. The greater the demand for labour the longer the exodus after marriage is delayed and the earlier the time for re-entry arrives. Young people are tending to marry at an earlier age and in consequence there is a tendency for this movement out of and back into the working population to take place at an earlier point in time in the life of the working wife.

Part-time workers‡

Some women by reason of their domestic circumstances seek part-time work only and there has been an increase in part-time

* Includes men on release leave.

† Late-age entrants into national insurance are those who became insured for a pension on or after 5th July, 1948, when the National Insurance Scheme came into full operation and who on that date were men aged between 55 and 65 and women aged between 50 and 60. They could qualify for a pension ten years after the start of the National Insurance Scheme. Over 400,000 late entrants, including 100,000 wives entitled to a pension on their husband's insurance, became entitled to retirement pensions in July, 1958.

‡ Detailed figures for manufacturing industries in June, 1960, are on page 48 of the February, 1961, issue of this GAZETTE.

working during the decade. Precise statistics are not available, except for the manufacturing industries, but it is estimated that the total number of part-time women workers, including those in manufacturing, has risen from about a million to over one and a quarter million. In the manufacturing industries, the number of women working part-time increased by 50,000 from 320,000 to 370,000,* i.e., from 11½ per cent. to 13 per cent. of all female employees. The upward movement was not, however, constant throughout the period, varying with the demand for labour to which part-time working is particularly susceptible. The main manufacturing industries employing part-time women workers are textiles, clothing, food, drink and tobacco, engineering and metal goods. As the result of a large fall in part-time working in textiles and clothing, industries which traditionally employ a large number of women, and a fall in engineering and metal goods, the number of women working part-time in manufacturing fell in 1952 and in 1953, when it was down to 270,000. By 1956, there had been little change in part-time working in textiles and clothing, but there were increases in the other industries, particularly in the manufacture of food, drink and tobacco, raising the level to 350,000. Numbers then fell to 320,000 in 1959, but there was a further upsurge in 1960 to 370,000; the increase, which was general, was largest in engineering and food, drink and tobacco.

Administrative, technical and clerical workers

The proportion of workers in the manufacturing industries in administrative, technical and clerical employment† has been increasing steadily for many years. In 1924 it was 10½ per cent., in 1935 it was 13 per cent. and in 1950 it was 16½ per cent. By 1960 it had risen to over 21 per cent., and there were then 1,880,000 such workers in a total of 8,840,000 employees.

In the ten years from 1950-1960 the number of administrative, technical and clerical workers in manufacturing increased by over 600,000, particularly in chemicals, engineering and vehicle manufacture, all industries which employ a high proportion of such workers; while the number of operatives increased by just over 300,000. Even in industries such as textiles and clothing in which total employment declined, the number of administrative, technical and clerical workers showed some increase.

Industrial changes

(a) General

During the decade there was an increase of 860,000 (7 per cent.) in the numbers employed in the production industries (agriculture, forestry, fishing, mining, quarrying, manufacture, construction, gas, electricity and water) and an increase of 780,000 (8 per cent.) in the service industries (transport and communication, distribution, public administration, professional, financial, scientific and miscellaneous services). Employment in the service industries increased steadily throughout the period but, despite the general upward movement, there were some fluctuations in employment in the production industries, where the numbers fell by over 100,000 from 1951 to 1952 and by nearly 200,000 from 1957 to 1958, but increased by 225,000 from 1953 to 1954, by 250,000 from 1954 to 1955 and by 300,000 from 1959 to 1960, the biggest change (2.4 per cent.) in any single year in the period. The annual changes in these two groups are summarised in Table III, and an industrial analysis of changes in the decade is in Table IV.

(b) Changes in the production industries

Employment increased in the manufacturing industries, apart from the manufacture of textiles and clothing, where there was a decrease of 210,000 (12 per cent.). The biggest increase was in metals, engineering and vehicles and amounted to 830,000 (21 per

* The two figures are not precisely comparable, as manufacturing industries were more narrowly defined in 1960 than in 1950: see note § to Table IV. The increase may have been rather more than 50,000.

† Managers, superintendents and works' foremen; research, experimental, development, technical and design employees (other than operatives); draughtsmen and tracers; and office (including works' office) employees. Details for 1960 are on page 9 of the January, 1961, issue of this GAZETTE.

Table III.—Changes in Civil Employment, 1950-60 Production and Service Industries

	Number employed in			Index of employment in	
	Production industries* (000's)	Service industries† (000's)	All industries (000's)	Production industries (1950 = 100)	Service industries (1950 = 100)
1950 ..	12,310	9,683	21,993	100.0	100.0
1951 ..	12,542	9,672	22,214	101.9	99.9
1952 ..	12,420	9,699	22,119	100.9	100.2
1953 ..	12,519	9,719	22,238	101.7	100.4
1954 ..	12,744	9,860	22,604	103.5	101.8
1955 ..	12,998	9,935	22,933	105.6	102.6
1956 ..	13,076	10,073	23,149	106.2	104.0
1957 ..	13,062	10,183	23,245	106.1	105.2
1958 ..	12,877	10,203	23,080	104.6	105.4
1959 ..	12,874	10,323	23,197	104.6	106.6
1960 ..	12,199	10,998	23,197	107.1	107.9

Table IV.—Changes in Total Working Population, 1950-60 Analysis by Industry§

	(Thousands)					
	June 1950		June 1959		June 1960	
	(a)	(b)	(a)	(b)	Number	Per cent.
Agriculture, forestry, fishing ..	1,161	999	999	983	- 178	- 15
Mining and quarrying ..	852	823	826	761	- 94	- 11
Manufacturing Industries ..	8,510	9,169	8,477	8,811	+ 993	+ 12
Chemicals ..	472	544	520	531	+ 83	+ 18
Metals, engineering and vehicles ..	4,006	4,602	4,166	4,404	+ 834	+ 21
Textiles and clothing ..	1,714	1,495	1,416	1,427	- 208	- 15
Food, drink and tobacco ..	819	939	818	821	+ 123	+ 15
Other manufacturing ..	1,499	1,589	1,557	1,628	+ 161	+ 11
Construction ..	1,434	1,509	1,523	1,567	+ 119	+ 8
Gas, Electricity and Water ..	353	374	374	370	+ 17	+ 5
Transport and communication ..	1,781	1,676	1,672	1,662	- 115	- 6
Distributive trades ..	2,571	3,000	3,209	3,284	+ 504	+ 19
Insurance, banking and finance ..	447	545	545	555	+ 108	+ 24
Public Administration ..	1,362	1,307	1,243	1,243	- 55	- 4
Professional services ..	1,593	1,992	2,085	2,138	+ 452	+ 28
Private domestic service ..	434	300	300	275	- 159	- 37
Miscellaneous services ..	1,495	1,503	1,944	1,979	+ 43	+ 2
Total in Civil Employment ..	21,993	23,197	23,197	23,628	+ 1,635	+ 7
Wholly unemployed ..	264	290	290	290	+ 26	+ 10
H.M. Forces ..	697	697	697	518	- 179	- 26
Total Working Population ..	22,954			24,436	+ 1,482	+ 6

cent.). Other increases were 80,000 (18 per cent.) in the manufacture of chemicals, 120,000 (15 per cent.) in food, drink and tobacco manufacture, and 160,000 (11 per cent.) in miscellaneous manufacturing industries. There was an increase of 120,000 (8 per cent.) in construction. Employment fell in the extractive industries. In agriculture there was a decrease of 180,000 (15 per cent.). In mining and quarrying there was a decrease of 90,000 (11 per cent.).

(c) Changes in the service industries

Employment in distribution increased by 500,000 (19 per cent.); in the professional services, particularly education and the medical services, by 450,000 (28 per cent.); and in insurance, banking and finance by 110,000 (24 per cent.). There were decreases of 120,000 (6 per cent.) in transport, the result of less employment in railways and road passenger transport, and of 160,000 (37 per cent.) in private domestic service.

(d) Industrial changes by sex

Among male workers the main changes were increases in the manufacturing industries, apart from textiles and clothing, and in the professional and scientific services, and decreases in agriculture, mining and transport. Among females the main changes were very considerable increases in the distributive trades (360,000, i.e., 32 per cent.), in the professional services (310,000, i.e., 32 per cent.) and in insurance, banking and finance (70,000, i.e., 46 per cent.), increases in metals, engineering and vehicles, and in food, drink and tobacco manufacture, and decreases in textiles and clothing and private domestic service.

Regional changes

All Regions showed an increase in the number of employees during the decade, but the increase was small in Scotland, in Wales and in the three northern regions of England, where it amounted to 250,000, about 3 per cent. of all employees, whereas in the Midlands and the South of England the increase was 1,380,000, nearly 12 per cent. of all employees. The biggest change was an increase of 20 per cent. in Eastern and Southern Region. Table V summarises the regional changes.

* Production industries: agriculture, forestry, fishing, mining and quarrying, manufacturing industries, construction, gas, electricity and water.

† Service industries: transport and communication, distributive trades, public administration, professional, financial and miscellaneous services.

‡ A revision of the Standard Industrial Classification, introduced in 1959, involved the net movement of 675,000 from production to service industries as a result of reclassification. Figures for 1959 are calculated in terms of both the original and revised editions of the S.I.C., and the index of employment links the two series.

§ Industry figures for 1960 are not comparable in all cases with those for 1950 because of the revision of the Standard Industrial Classification introduced in 1959. Figures for 1959 have been calculated in terms of the original edition of the S.I.C. for comparison with 1950 (columns marked (a)) and in terms of the revised edition for comparison with 1960 (columns marked (b)). The figures of change have been calculated by adding the change from 1950 to 1959 under the original S.I.C. to the change from 1959 to 1960 under the revised version.

|| The figure for H.M. Forces in 1950 includes 7,000 men on release leave who had not yet taken up employment.

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Table V.—Regional Changes in Numbers of Employees, 1950-60*

Region	Number of employees, 1960* (Thousands)	Change in number of employees,† 1950-1960	
		Thousands	Per cent.
London and South-Eastern ..	5,566	+ 493	+ 10
Eastern and Southern ..	2,397	+ 400	+ 20
South-Western ..	1,235	+ 112	+ 10
Midland ..	2,218	+ 244	+ 12
North-Midland‡ ..	1,533	+ 127	+ 9
East and West Ridings ..	1,870	+ 61	+ 3
North-Western ..	2,985	+ 76	+ 3
Northern ..	1,301	+ 59	+ 5
Scotland ..	2,154	+ 36	+ 2
Wales ..	961	+ 22	+ 2
Great Britain ..	22,220	+ 1,630	+ 8

One reason for the variation in changes was the migration of workers from one region to another. Statistics of inter-regional migration are available from 1951, and they show a net movement of about a quarter of a million workers into Southern England, little change in the Midlands, and a net movement of workers out of Scotland, Wales and Northern England.‡

Future trends

Given the expanding economy which a policy of full employment presupposes, most of the main trends observable in the past ten years are likely to continue, although, as Tables II and III show, the change from year to year will vary with the precise level of the economy. The "bulge" of school-leavers will in the next few years increase the supply of young labour, though the growing tendency to continue full-time education beyond the minimum age for leaving school may delay the entry of boys and girls into the labour force; the average number reaching the age of 15 each year in the past ten years was 660,000 but in the next ten years will be 780,000. This will go some way to meet the additional demand for labour, but there is still likely to be pressure on marginal workers such as married women and pensioners to remain in or to re-enter the labour force.

* These figures relate to all employees, including the unemployed, but exclude employers and persons working on their own account, i.e. they are on a different basis from figures of civil employment.

† In calculating the changes, allowance has been made for (i) alterations in each regional series in 1955, as a result of the introduction of improved methods of calculating regional figures (see page 92 of the March, 1956, issue of this GAZETTE); and (ii) transfer of a large part of Dorset from Eastern and Southern Region to South Western Region in 1958.

‡ The Preliminary Reports on the 1961 Censuses of Population show a similar movement of total population between 1951 and 1961.

INDUSTRY AND EMPLOYMENT IN SCOTLAND IN 1960-61

The Secretary of State for Scotland has presented to Parliament the fifteenth annual review* of the main trends and developments in the economic affairs of Scotland. Some of the figures quoted for previous years have been revised since the publication of the last review (see the issue of this GAZETTE for July, 1960, page 280). The Command Paper incorporates the Scottish Roads Report which the Secretary of State for Scotland is required to submit to Parliament under the Roads Act, 1920, as amended.

The form of presentation of this Report is broadly similar to that of last year in that it contains a section (Part I) which looks back and reviews historical developments, and a section (Part II) which looks forward and endeavours to assess the short-term prospects for industry and employment. More emphasis than hitherto has been given to developments in particular areas, especially in industrial building. In content there are three changes: the Report contains a review of agriculture, forestry and fishing and, for the first time, the available information on capital investment; on the other hand it no longer contains a separate chapter on the Highlands and Islands as much of the relevant material is now published in the annual reports of the Department of Agriculture and Fisheries for Scotland.

Fall in Unemployment

The review of industry and employment notes the marked fall in unemployment, among young persons as well as adults, as the outstanding feature of 1960. The reduction was widely spread over most industries, but employment continued to decline in shipbuilding, mining and agriculture. Nevertheless, because the reduction in employment was general throughout the country, Scotland's unemployment rate persisted at twice that of Great Britain. Because of this, and the numbers still without work, the Report regards the further reduction of unemployment as continuing to be the immediately predominant problem of the economy.

Record Industrial Output

In industrial output Scotland achieved an all-time record in 1960, 6 per cent higher than in 1959 and 5 per cent above the previous (1956-57) record. In the last quarter of the year output was an all-time record for any quarter. (That in the first three months of 1961 was also a record for the first quarter of any year.) As with unemployment, the improvement in production was widely spread over most industries, but the output of two important groups—shipbuilding and mining—continued to decline. For all industries together the increase in 1960 over 1959 was the same as in the United Kingdom as a whole, but because of her relative overdependence on the traditional industries like shipbuilding and mining and her relative lack of those industries which have expanded rapidly in recent years (e.g. the car industry), Scotland's growth over a period of years lags considerably behind that of the whole country.

Farming Output also up

Agriculture's gross output in 1959/60 was 8 per cent. up on the previous year, mainly because of the record crop yields of 1959. The fishing industry, on the other hand, had a poor year, British landings at Scottish ports in 1960 being less than in the previous year by 14 per cent. in weight and 4 per cent. in value.

Capital Investment

In the public sector (i.e., investment by central Government, local authorities and public corporations), the figures presented for the three years 1958/59-1960/61 are incomplete, the most notable omission being investment by the British Transport Commission, but the items quoted for Scotland total about £170 million a year.

* Industry and Employment in Scotland and Scottish Roads Report, 1960-61. Cmnd. 1391. H.M. Stationery Office. Price 5s. 6d. (5s. 11d. including postage).

SUMMARY OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 292 to 314.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose during May by 41,000 (+ 18,000 males and + 23,000 females), the number at the end of the month being 23,809,000. The main changes were increases of 18,000 in financial, scientific and miscellaneous services, 14,000 in agriculture and fishing and 7,000 in construction and a decrease of 6,000 in textiles. The total working population, including H.M. Forces and the unemployed, is estimated to have increased by 11,000 from 24,547,000 to 24,558,000.

Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour in Great Britain fell from 282,252 to 254,769 between 15th May and 12th June, 1961, and the number registered as temporarily stopped fell from 17,024 to 11,143. In the two classes combined there was a fall of 21,277 among males and 12,087 among females.

Rates of Wages and Hours of Work

At 30th June, 1961, the indices of weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers (on the basis of 31st January, 1956 = 100) were 125.0, 95.9 and 130.4, respectively, as compared with 124.5, 96.1, and 129.6 respectively, at the end of May.

Estimates of the effect of reported changes in rates of wages and

representing 13 per cent. of the total of the corresponding items for Great Britain. Housing and electricity stand out as the two largest items of public investment in Scotland together representing about half the total in these three years.

In the private sector, investment by manufacturing industry in Scotland is given as £73 million in each of the years 1958 and 1959, representing over 8 per cent. of the corresponding United Kingdom totals, and as £96 million or over 9 per cent. of the United Kingdom figure in 1960. The 1959/60 increase in Scotland was mainly caused by increased investment in the metal manufacturing industries.

Industrial Development

The Report states that "progress has been substantial" in Scotland in the first year's operation of the Local Employment Act, i.e. up to the end of March, 1961. Approval was given to no less than 2.6 million square feet of government-financed factory space (including the B.M.C. and Rootes projects), and £14½ million of loans and grants under section 4 of the Act had been offered to Scotland—over half the Great Britain total.

In all, 1960 saw the approval of projects with a total floor area of 7.8 million square feet, the highest post-war figure. A further 2.6 million square feet was approved in the first quarter of 1961. Buildings actually completed in 1960 topped 4 million square feet for the fifth successive year. Projects completed in the first quarter of this year, under construction at the end of March and approved but not started at that date were estimated eventually to provide a total of 33,300 jobs—of which 28,500 (85 per cent.) were in Development Districts where jobs are most needed. An Appendix to the Report briefly reviews the progress of industrial building in each Development District and in other areas.

The Outlook

The final chapter of the Report attempts to assess in general terms the outlook for employment and unemployment and for the individual industries covered by the Index of industrial production. The prospects for most, though not all, of these are good. Further contraction is foreseen in shipbuilding, and for some other groups, e.g., mining and textiles, the outlook for 1961 is somewhat uncertain. But against this, "some industries have excellent prospects and outstanding in this respect are the newer growth industries such as petroleum-chemicals at Grangemouth, some of the engineering industries and the aviation industry".

The indications are that unemployment will continue to run at lower levels than last year (the June figure was the lowest for any month since November, 1957) and that certain of the engineering and allied industries, knitwear and clothing will account for most of the increase in employment in the development districts. But the report states that the target remains "to reduce Scotland's unemployment rate at least to the level of Great Britain as a whole".

The report concludes that while the short-term outlook for productive industry as a whole is quite good, the longer-term prospects—saving always any major setback in world conditions—are even better. The evolution of Scottish industry towards more diversification and less dependence on the older traditional products has received new impetus from very substantial progress in industrial building and from the attraction of new industries. In addition to the major stripmill and B.M.C. projects, Scotland is now to have the giant Rootes/Pressed Steel development and other major contributions to the expansion and diversification of Scottish industry. "The full effects of these and other projects will only gradually build up over the next few years, but history may well refer to the recent past as having provided some of the most important foundations . . . to establish a broader-based and progressive economy".

hours of work coming into operation in the United Kingdom during June indicate that about 1,095,000 workers received an aggregate increase of approximately £411,000 in their full-time weekly rates of wages, and about 687,000 workers had their normal weekly hours of work reduced by an average of about 2 hours. The industries and services affected by major changes during June included health services (domestic and ancillary workers), retail food trades, retail furnishing and allied trades, retail bread and flour confectionery trade, retail newsagency, tobacco and confectionery trades, retail bookselling and stationery trade, hairdressing undertakings, the merchant navy, stamped or pressed metal-ware industry, and the home grown timber trade in England and Wales.

Retail Prices

At 13th June, 1961, the retail prices index was 115 (prices at 17th January, 1956 = 100), compared with 114 at 16th May, and with 111 at 14th June, 1960. The rise in the index during the month was due mainly to rises in the average levels of prices of potatoes, other fresh vegetables, eggs, and cigarettes and tobacco.

Stoppages of Work

The number of workers involved during June in stoppages of work due to industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was nearly 80,400. The aggregate time lost during the month at the establishments where the stoppages occurred was about 269,000 working days. The number of stoppages which began in the month was 247, and, in addition, 30 stoppages which began before June were still in progress at the beginning of the month.

THE INCIDENCE OF ACCIDENTS IN FACTORIES

Interpretation of the Statistics

From the information contained in reports on accidents in factories received by H.M. Inspector of Factories, accident statistics are compiled and published in this GAZETTE and in the Annual Report of the Chief Inspector of Factories. Details of the methods of collection and compilation used are given in the "Guide to Statistics collected by H.M. Factory Inspectorate" published by H.M. Stationery Office, price 4s. (4s. 4d. including postage).

The major purpose of these statistics is their use as aids in the study of industrial safety problems and the development of accident prevention work. From the accident prevention standpoint, year to year comparisons are needed in order to assess changes in particular hazards and the effectiveness of measures already taken. Interpretation of the figures is not, however, straightforward and the purpose of this article is to direct attention to some general factors which influence the number of accidents which occur and which should be taken into account when interpreting changes in accident statistics.

Such factors include the number of persons exposed to risk, the length of time for which they were at risk, the nature of the work and degree of risk involved, the volume and intensity of industrial activity and technological changes. Changes in the composition of the labour force, variations in the age structure of the working population and the influx of new workers, particularly young persons, are also relevant. Events such as major epidemics, spells of abnormal weather, periods of short-time working or temporary stoppage from work all affect the numbers of accidents reported. It is, however, difficult to assess the influence of these various factors, as the complex changes in industrial conditions and activity cannot be expressed readily in simple statistical terms.

Nevertheless, despite their limitations, comparisons between the changes in the numbers of reported accidents and changes in various measures of industrial activity which are available can be useful in the interpretation of accident statistics.

If there are more workers at risk there are likely to be more accidents reported. To some extent, therefore, changes in the annual totals of reported accidents are associated with changes in the number of persons employed who are subject to the Factories Acts. For brevity these will be called the "factory population". From 1959, the annual total of accidents reported in each manufacturing industry has been expressed as a proportion of the estimated "factory population" in the industry (i.e., the number of reported accidents per thousand workers), to give an accident incidence rate for male and for female workers. (See page 10 and Appendix VIII, Annual Report of the Chief Inspector of Factories, 1959. Cmnd. 1107.) Because changes in the total numbers in employment are taken into account, changes in the incidence rate are more informative, from the point of view of accident prevention studies, than changes in the number of accidents. Since no account is taken of the type or severity of accidents or of those other factors mentioned previously as affecting accident risk, and which vary considerably from industry to industry, accident incidence rates are of most value when considering year to year changes in an individual industry and comparisons between the rates for different industries can be misleading. Conclusions about changes in general industrial safety standards should be drawn with caution.

The annual accident figures for 1948 to 1960 are given in the Table below; the fatalities included are shown separately.

The period 1948 to 1958 was in general one of rising employment and expansion in industry which might have resulted in a rising trend in the numbers of accidents. In fact, the accident trend was downwards and the factors which tend to raise the incidence of accidents were outweighed by those which tend to lower it. The marked reductions in fatal and other reported accidents were to a large extent a consequence of improvements in industrial techniques and safety standards.

During 1959 the level of industrial activity rose sharply and remained high in 1960; the number of accidents increased in 1959, and again in 1960. The influence of such factors as improved premises and layout, safe equipment and attention to safe working practices, which help to reduce accidents must have been outweighed by factors which tend to increase the number of accidents. Figures are given below for all factories in the manufacturing industries:—

	1959	1960	Percentage change
Males			
Number of accidents reported	114,300	124,200	+ 9
"Factory population"	4,770,000	4,970,000	+ 4
Accident Incidence Rate	24	25	+ 4
Females			
Number of accidents reported	21,900	25,100	+ 14
"Factory population"	2,150,000	2,250,000	+ 5
Accident Incidence Rate	10	11	+ 9

Thus between 1959 and 1960 there were substantial increases in the rate for males and for females over and above what might have been expected as a result of the increased total numbers of workers. These increases may have resulted, to some extent, from greater activity in these industries. It is therefore necessary to examine whether the effects of changes in activity can be estimated.

Even if the numbers of workers at risk remained unchanged, their exposure to accident risks would vary with changes in their working conditions. More accidents are likely to occur when more machines are being operated, more goods handled, more hours worked and when the rate of flow of work is changed. Changes in the number of accidents are thus attributable in part to changes in activity in the factories. Activity, in this context, is a very general concept which is not easy either to define or to measure. Although man-hours worked, output or power consumption may provide adequate statistical measures of changes of activity within an individual factory, there are considerable difficulties in compiling suitable statistics for use at the national level.

Changes in the volume of production, as one indicator of activity, are reflected in the Index of Production. The official Index is designed to measure the change over time in the net output at unchanged prices of different industries. The relative contribution of different industries to changes in the Production Index is measured in terms of economic value but changes in output in different industries which are of equivalent economic value for purposes of the Index may be of very different importance in relation to the associated risks of accident to the workers in these industries. Since there is great variation between industries in the net output per worker, a given percentage change in the Index of Production may be associated with a greater or a smaller change in the numbers of workers employed or in the number of hours worked. Moreover, some forms of activity in the factories are not directly related to current output. Consequently the Index of Production for the Manufacturing Industries is not designed to measure changes in the volume of activity in terms of the extent to which workers are exposed to accident risks. Direct comparison between this Index and the numbers of accidents in factories within the manufacturing industries may nevertheless give some pointers.

In the short-term, marked increases in the rate of production, particularly in industries with a relatively high risk of accidents or if spread over a wide range of industries, are likely to be reflected in higher numbers of accidents reported. There was for example a sharp rise in the Index of Production for the manufacturing industries in 1959 and a further rise in 1960. These rises were accompanied by increases in the total number of accidents reported. In the long-term however, the effect of changes in the rate of production on the incidence of accidents is likely to be offset by the effect of other factors, such as technological developments, the elimination of hazards, safety training and other preventive measures. Thus between 1948 and 1958 there was an upward trend in the Index of Production, although there was a downward trend in the annual total number of reported accidents.

	Reported Accidents in all Factories		Index of Production for Manufacturing Industries: 1954 = 100
	Fatal	Total in thousands	
1948	552	183	77
1949	475	172	82
1950	506	170	88
1951	511	161	92
1952	471	155	88
1953	454	159	94
1954	454	161	100
1955	428	163	106
1956	426	160	106
1957	414	150	108
1958	368	143	107
1959	350	149	114
1960	354	162	123

Statistics of man-hours worked in factories provide another measure of industrial activity. They take account of the length of time workers were exposed to accident risks and some account of aspects of factory activity not reflected in the Index of Production. By expressing the number of accidents as a proportion of the total number of man-hours worked in the period an "accident frequency rate" can be calculated and used with advantage particularly at the level of the undertaking. This technique is used in many establishments in relation to "lost time" accidents, i.e., all accidents to manual workers which cause loss of working time beyond the day or shift when they occur, whether reportable to the Factory Inspectorate or not.

Comprehensive statistics covering all factories are not available but the Factory Inspectorate, under voluntary arrangements, receives the relevant data each year from some 5,000 firms employing nearly 3 million workers. This information is used to calculate frequency rates industry by industry. These voluntary arrangements do not provide a fully representative sample as the larger firms and those with active accident prevention organisations are over-represented. Nevertheless comparisons between the rates for consecutive years for the same groups of firms provide valuable indicators of changes in the frequency of accidents in large and important parts of industry. An increase in the frequency rate, as there was in many industries between 1959 and 1960, indicates that the increase in the number of accidents was greater than would be expected from the increased levels of employment and industrial activity measured in terms of man-hours worked.

Although it is clear that a significant part of the increases in accidents reported in 1959 and 1960 was a consequence of increases in industrial activity it is not possible to measure the extent with confidence. The Ministry of Labour is examining the possibility of estimating changes in the total number of man-hours worked in the manufacturing industries from information being collected monthly about short-time and overtime working. Such estimates might provide an index of activity within the factory population which would enable a more meaningful assessment to be made of the effect of changes in the volume of activity on the accident statistics. Although such an index would, of course, still take no account of many other factors, such as changes in the intensity of activity, the arrangement of hours of work and labour turnover, it would be of considerable assistance in judging the effectiveness of accident prevention policies and measures.

Although the scope of this article has been confined to accidents in factories, there are similar problems in interpreting the increases in the numbers of accidents reported in the construction industry in recent years. The incidence of accidents reported under the Factories Acts in 1960 will be reviewed in more detail by H.M. Chief Inspector of Factories in his Annual Report, to be published later in the year.

REPORT OF INQUIRY INTO PROPOSED AMENDMENTS TO DOCK LABOUR SCHEME

As recorded in the issue of this GAZETTE for February (page 48), the Dock Workers (Regulation of Employment) (Amendment) Order, 1961, proposing several amendments to the Dock Labour Scheme, was published in draft form in order to give an opportunity for objections to be made. The amendments arose out of recommendations by the Devlin Committee of Inquiry in 1956, and the reports of inquiries by Mr. Hugh Lloyd-Williams in 1959 and 1960. On 5th April the Minister of Labour appointed Lord Forster of Harray, K.B.E., Q.C., to inquire into objections which had been received from trade unions representing dock workers, organisations representing commercial interests and individual dock workers. A Report on the Inquiry has now been presented to the Minister and is published by H.M. Stationery Office, price 1s. 6d. (1s. 8d. including postage).

In his Report Lord Forster recommends that, in general, the Dock Workers (Regulation of Employment) (Amendment) Order, 1961, should remain as it is. His main conclusions are that employers should not, as suggested by the London Chamber of Commerce, be authorised to use unregistered labour during unofficial strikes without the authority of the local dock labour boards; that the unions should not be removed from the National Dock Labour Board and the local dock labour boards as proposed by the Timber Trades Federation, and that, on the basis of the fresh facts which have emerged since 1960, Portsmouth should not now be included in the Scheme.

On the use of unregistered labour, Lord Forster states that the duties and obligations of a local board extend to cover every aspect of the use of dock labour, and such a board is in his view the body best qualified to estimate in the circumstances of any particular case whether the authority to use unregistered labour would be likely to extend throughout the port as a whole an unofficial strike, which at its inception might be affecting a small, possibly insignificant, number of registered dock workers. "I cannot assume", he goes on, "that a local dock labour board—a responsible joint body—would fail to authorise the use of unregistered labour if it were satisfied that to do so would not cause a stoppage to spread, and for this reason I am of the opinion that the power to authorise the use of unregistered labour should remain vested in local dock labour boards as the draft Amending Order provides."

The Report by Lord Forster will now be considered by the Minister of Labour who will take it into account in deciding whether the draft Order should be modified. The Order is subject to negative resolution in Parliament.

RECENT COLLECTIVE AGREEMENTS

Guaranteed Weekly Payments in the Port Transport Industry

The National Joint Council for the Port Transport Industry recently amended the National Docks Agreement dated 3rd July, 1947 (as amended by subsequent agreements), affecting the guaranteed weekly payments clauses. (See previous articles on pages 393 to 397 of the November, 1956, page 95 of the March, 1959, and page 187 of the May, 1960, issue of this GAZETTE.)

The terms of the amended agreement, which became operative from 22nd May, 1961, provide that:—

1. Attendance money is increased from 6s. to 7s. a turn in respect of each of the normal turns in a week for which a dock worker reports, and is available for work, but is not allocated to work.

2. A dock worker, under 65 years of age, who is required to report for work for eleven turns in a week is now guaranteed a weekly payment of 148s. 6d. and 95s. in the case of a worker who is required to report for work for six turns in the week. The amount guaranteed to a dock worker, aged 65 and under 70 years of age, who is required to report for work eleven turns in a week is 132s. (this amount may be increased to 148s. 6d. if the worker is passed medically fit each year to undertake all forms of dock work); if required to report for work for six turns in a week, the weekly guaranteed payment is 80s.

3. In the case of dock workers not regulated by the National Joint Council for the Port Transport Industry provision is now made for guaranteed weekly payments not to exceed 148s. 6d.

The other conditions of the agreement of 3rd July, 1947, as subsequently amended, remain unchanged.

* * *



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NATIONAL ASSISTANCE IN 1960

The Report of the National Assistance Board for the year ended 31st December, 1960, has been presented to Parliament by the Minister of Pensions and National Insurance and published by H.M. Stationery Office as a Command Paper (Cmd. 1410), price 4s. (4s. 4d. including postage).

Expenditure

The total net expenditure of the Board during the calendar year 1960 was about £187,521,000, consisting of £166,200,000 for national assistance grants, £10,900,000 for non-contributory old age pensions, £470,000 for the maintenance of reception centres and re-establishment centres, £51,000 for the maintenance of Polish hostels, and £9,900,000 administrative expenses.

People Receiving Assistance

The number of applications for assistance dealt with in 1960 (apart from applications for grants to meet charges under the National Health Service) was 2,247,000 compared with 2,346,000 in 1959. A weekly national assistance allowance was granted in 1,038,000 cases and 913,000 applications were disposed of by a single payment to meet temporary need; in the remaining 296,000 cases need was not established. Weekly allowances current at the end of 1960 numbered 1,857,000, an increase of 91,000 over the number current at the end of 1959. The numbers of both applications and grants in 1960 were higher than those for most years before 1959, reflecting a continuation of the effects of the improvements made in September, 1959, in the rates of assistance (see below) and in other conditions of the scheme, and probably also the effects of wider publicity which was directed particularly towards removing misconceptions about the nature of the scheme.

Of the total number of 1,857,000 allowances in payment at the end of 1960, about 71 per cent. were being paid to persons receiving national insurance benefits, *i.e.*, as supplements to retirement pensions (1,075,000), sickness or industrial injury benefits (139,000), widow's benefits (65,000), and unemployment benefit (43,000). Of the remaining allowances, 111,000 were being paid in supplementation of non-contributory old age pensions, 85,000 to persons registered for employment but not receiving unemployment benefit, and 339,000 to other persons not eligible for national insurance benefits or receiving non-contributory old age pensions. The latter group comprised 121,000 persons over pensionable age, 129,000 persons incapacitated by sickness or disability (mostly since childhood), 15,000 persons, mainly women, having the care of old or sick relatives, 71,000 women, mostly separated or divorced wives or unmarried mothers, having the care of young children, and an unclassified group numbering 3,000. Included in the totals of allowances in payment at the end of the year were 56,000 to blind persons and 14,000 (continuing a decline in evidence since 1953) to tuberculosis persons, which were assessed on the special, *i.e.*, more favourable, scale for such persons.

The Report contains further analyses, based on a 2½ per cent. sample, of the circumstances of the 1,857,000 recipients of weekly allowances. Some 70 per cent. were old people over the pensionable age of 65 for men and 60 for women. Of those under pensionable age, sick people and others unable to work, such as women with family ties, accounted for about 23 per cent. of the total; less than 7 per cent. were unemployed and registering for work. Most recipients—two out of every three—were women; the majority of these were widows, and the majority of these again, elderly widows, receiving retirement pensions by right of their husbands' national insurance. Twenty per cent. of the total allowances took account of the needs of a wife, and together with 6,000 other dependants 16 or over and 436,000 children under that age, the total number of persons provided for was 2,678,000.

Resources

Information about resources of recipients includes aggregate figures of capital assets (other than the capital value of owner-occupied houses, which is disregarded), the amount of those assets being disregarded, *e.g.* as "War savings", under provisions relating to money lent to the Government, income from non-contributory old age pensions, national insurance benefits and family allowances, and other income, excluding casual earnings. Taken over the whole of the 1,857,000 cases, income, excluding casual earnings and income from capital, averaged 49s. 1d. per week per case apart from the assistance allowance.

Assessment of Need

The scale rates of assistance in operation throughout 1960 were those which came into effect under amending Regulations on 7th September, 1959, providing that the resources of a single householder should be brought up to at least 50s. a week, and of a married couple to at least 85s., plus in each case an allowance for rent (including rates) and for any dependants. (The average rent paid was 20s. 5d. a week, compared with 19s. 7d. a year before.) The Board's allowances can be increased under discretionary powers to meet special needs, *e.g.*, the extra cost of an invalid diet, laundry for old persons and others unable to do all their own housework, exceptional fuel requirements, etc. About 49 per cent. of the total allowances included special provision of this kind, averaging 7s. 7d. a week. At the end of 1960 the average amount of all weekly allowances was 34s. 7d., compared with 35s. 2d. a year earlier; the decrease was due in part to the fact that the supplements to national insurance benefits, naturally less than the allowances to people without such benefits, were a higher proportion of the total number of allowances.

Towards the end of the year, the Board submitted to the Minister of Pensions and National Insurance proposals for increases in the

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scale rates to take effect from April, 1961, in the light of the Government's proposals for increases in national insurance pensions and benefits taking effect at the same time. They were not called for by movement in the cost of living, but represented an improvement of standards, and marked the eighth occasion on which the rates had been increased since the original Regulations came into force in 1948. Following approval of draft amending Regulations by affirmative resolution of both Houses of Parliament, substantive Regulations were made on 20th December, and by the end of the year the work of reviewing allowances in preparation for payment at the new rates had begun, account being taken in a great majority of cases, of concurrent increases in retirement pensions and other benefits. (A table of scale rates from 3rd April, 1961, comparing these with rates superseded from that date will be found in an article on page 11 of the January issue of this GAZETTE.)

Problem Groups

The Report deals specially with three small "problem" groups: men in doubtful health who have a long record of unemployment, men who seem unwilling to work, and the "unsettled" men who frequent reception centres.

An appreciable reduction in the number of allowances to persons registering as unemployed was less marked among those of them who had been longest without work. An experimental arrangement was made in certain areas, in collaboration with other Departments, for the medical examination of men under 55 who had been receiving assistance for six months or more and seemed to have some physical or mental disability (although not registered as disabled persons). Out of 1,521 people listed for examination, nearly half found work either before it took place or subsequently. Of the remainder, some were found to be altogether incapable of work, and others to be in need of medical or psychiatric treatment, which was arranged for them. The experiment, which has now been extended to the whole country, is described in detail in an Appendix to the Report.

The Report reviews what can be, and is, done about the man whose continued unemployment is at least partly his own fault. The most difficult problem, to which the Board have continued to give close attention, is that of idle men with large families whose income from various public sources when unemployed may be almost as much as if they were at work. In the last resort the man, whether single or married, who will not take work when it is available can be prosecuted. In 1960 there were 88 prosecutions of which 87 were successful; 50 men were sent to prison.

The average nightly number of people using reception centres in 1960 was 1,394, compared with 1,538 in 1959 and 2,345 in 1950. Men were placed in work on more than 10,000 occasions and in lodgings on over 2,000. At the end of the year there were 43 centres; fifteen had been closed during the year, and three new ones opened under the Board's direct control. An Appendix gives information obtained from a census of the 2,349 men and 73 women who used the centres during the course of a week in December. Most of them had been wandering for only a relatively short time, but almost 20 per cent. said they had been doing it more than ten years.

Discharged Prisoners

Improvements have been made, in collaboration with other Departments and organisations concerned, in the arrangements for helping discharged prisoners and telling them what assistance is available. Whereas previously the man had to take a special introduction form to the Employment Exchange and register for work before applying to the Board, he now calls at the Board's office first so that he will know where he stands financially at the earliest practicable moment.

Non-Contributory Old Age Pensions

The decline in the number of these pensions continues. The number in payment at the end of 1960, of which three-quarters were being supplemented by national assistance, was 157,000, compared with 179,000 a year earlier. The number of awards has been falling from year to year and was only 4,500 in 1960 compared with 6,000 in 1959. Cessations of existing pensions, mainly on the death of the pensioner, numbered 26,500 during the year.

Polish Resettlement

During 1960 nearly a thousand of the Poles still living in hostels provided by the Board under the Polish Resettlement Act, 1947, were rehoused and resettled, and two more hostels were closed in continuance of the running down of this service. Only seven hostels, with 2,000 residents, remained at the end of the year.

Legal Aid

The number of applications for legal aid referred to the Board for assessment of resources was 55,776, some 14,000 more than in 1959. As a result of more generous provisions introduced into the Legal Aid scheme during the year, the proportion of applicants qualifying for free legal aid went up to 46 per cent. as compared with 37 per cent. in 1959.

Organisation

The staff of the National Assistance Board rose by 600 in 1960, to a total of 11,064; in addition to dealing with the 2½ million new applications for assistance, they carried out 6½ million home visits and 4½ million interviews at the Area Offices. The number of Area Offices at the end of the year was 429.

INDUSTRIAL SAFETY, HEALTH AND WELFARE

Railway Running Sheds

The Minister of Labour has made the Railway Running Sheds (No. 1) Regulations, 1961, and the Railway Running Sheds Order, 1961, which apply relevant Regulations and Orders made under the Factories Acts, 1937-59, to railway running sheds with effect from 17th July. These premises are the covered portions of motive power depots in which locomotives (steam, diesel and electric, including those of London Transport Executive) undergo running repairs and minor adjustments; they were brought within the scope of the Factories Acts by Section 25 of the Factories Act, 1959, which came into operation on 1st July, 1961. A statutory draft of the Railway Running Sheds (No. 2) Regulations which will apply special Regulations made under the Factories Acts to running sheds has been sent to interested organisations.

Copies of the Railway Running Sheds (No. 1) Regulations, 1961 (S.I. 1961 No. 1251) and the Railway Running Sheds Order, 1961 (S.I. 1961 No. 1250) can be obtained from H.M. Stationery Office, price 3d. (5d. including postage) each.

The Ionising Radiations (Sealed Sources) Regulations : Revised Statutory Draft

Revisions in the requirements for the protection of workers against ionising radiations are laid down in a new statutory draft of Regulations published by the Ministry of Labour. This second draft of the Ionising Radiations (Sealed Sources) Regulations, 1961, obtainable from H.M. Stationery Office, price 9d. (11d. including postage), is in substitution for that published in March (see the issue of this GAZETTE for April, page 155) which the Minister of Labour has withdrawn. It is substantially the same as the original draft, and in the main merely clarifies the meaning.

The most important changes proposed are a re-casting and clarification of the schedule, relating to maximum permissible doses, a variation in the regulation dealing with X-ray crystallography

which would permit other protective arrangements as an alternative to de-energising of the X-ray tubes, and a specification of the periods for which transfer records and records of tests of sealed sources are to be kept. The definition of "sealed source" has also been revised.

The earlier draft was prepared in the light of the numerous observations received after the publication of the second preliminary draft in January, 1960, and of consultations held with organisations of employers, workers and other interested parties, and it was also considered by an *ad hoc* expert Committee appointed to advise the Chief Inspector of Factories on the subject, by the Advisory Panel on Radiological Problems in Industry and by the General Purposes Committee of the Radioactive Substances Advisory Committee.

Approved Dust Respirators

Under certain codes of regulations, *viz.*, the Asbestos Industry Regulations, 1931, the Iron and Steel Foundries Regulations, 1953, and the Pottery (Health and Welfare) Special Regulations, 1950, any respirators which are required to be provided must be approved. The dust respirators currently approved by H.M. Chief Inspector of Factories for the purposes of these Regulations are the following:—

- (1) *Draeger Dust Respirator, No. 75/545*, (fitted with fine dust filter type 545), made by Normalair Ltd., 27-31 Minshull Street, Manchester, 1.
- (2) *Dustfoe 66 Dust Respirator*, made by Mine Safety Appliances Co. Ltd., Queenslie Industrial Estate, Glasgow, E.3.
- (3) *Mark IV Dust Respirator*, made by J. E. Baxter & Co. Ltd., Leyland, Nr. Preston, Lancs., and Siebe, Gorman & Co. Ltd., Chessington, Surrey.
- (4) *Mark VIII Dust Respirator*, (incorporating a fine dust filter), made by Siebe, Gorman & Co. Ltd.
- (5) *Martindale Heavy Duty Dust Respirator*, made by Martindale Electric Co. Ltd., Westmorland Road, London, N.W.9.
- (6) *Microfilter Dust Respirator*, (fitted with encapsulated fine dust filter), made by Siebe, Gorman & Co. Ltd.
- (7) *V.H.E. Dust Respirator*, made by Siebe, Gorman & Co. Ltd.

NATIONAL INSURANCE

Interim Report by the Government Actuary on the National Insurance Acts

The Interim Report by the Government Actuary on the operation of the National Insurance Acts for the year ended 31st March, 1960, has been published by H.M. Stationery Office as House of Commons Paper No. 222, price 6d. (8d. including postage).

In a brief introduction to the Report, the Government Actuary refers to the relaxing of the earnings rule in relation to widows' benefits and retirement pension under the National Insurance (Earnings) Regulations, 1959, which came into operation on 20th April, 1959, and to the further relaxation which took effect on 21st March, 1960, under the National Insurance (Earnings) Regulations, 1960. In July, 1959, the National Insurance Act, 1959, was passed and Section 6 of the Act, which provided improved increments to retirement pensions for contributions paid during deferment of retirement, came into operation in August, 1959. The main provisions of the Act, which was later modified by the National Insurance Act, 1960, did not come into effect, however, until the first week of April, 1961. These provisions were described in the Report on the second quinquennial review, which took account of the expected effects of the 1959 Act (see the issue of this GAZETTE for June, 1960, page 243). Since the end of the year under review the National Insurance Act, 1960, has been passed; and this Act, like the 1959 Act, came into effect in the first week of April, 1961. It increased all the weekly rates of benefit and the amounts of maternity and home confinement grant and it provided for rates of contribution higher than those prescribed by the 1959 Act; the higher rates of contribution will attract larger Exchequer supplements.

The numbers of persons in respect of whom contributions are payable have been derived, as in past years, from samples of insured persons surrendering cards at the four exchange dates. In 1959, certain simplifications were made in the details extracted from the sample cards; these had the effect of reducing the scale of the sample, but shortened the time needed to compile the statistics. The estimates showed that the average number in respect of whom contributions were payable in 1959 was nearly 24 millions, of whom 16½ millions were men, nearly 4 millions were single women (including widows and divorced women) and 3½ millions were married women. The main change compared with 1958 was an increase of over 100,000 in the number of employed married women for whom only the employer's contribution was payable; this increase continues the trend of the last few years. Although in total the average numbers for whom contributions were payable were almost the same as in 1958, there are indications that the numbers were rising towards the end of 1959, and during 1960, so that the average numbers for the financial year 1959-60 were probably higher than for 1958-59.

The Report refers to the Accounts of the National Insurance Funds for 1959-60 which have already been summarised in this GAZETTE (see the issue for May, 1961, page 199). A summary of the transactions of the Funds, with comparative figures for 1958-59, is included as an Appendix to the Report. As in previous reports the accounts have been adjusted to bring into their proper years certain transactions carried through in later years. The summary shows that the National Insurance Fund, which stood at nearly £337

million on 1st April, 1959, was reduced to a little over £306 million on 31st March, 1960, while the Reserve Fund remained practically constant at about £1,168 million.

Separate sections of the Report deal briefly with each of the individual benefits. Due mainly to a fall in the average rate of unemployment from 2½ per cent. to 2 per cent., the cost of unemployment benefit dropped from £49½ million in 1958-59 to £42 million in 1959-60. The average number sick (900,000) was lower than the average for recent years, and was nearly 5 per cent. below that for 1958-59 when there was an extensive influenza epidemic. The cost of sickness benefit was nearly £131 million, about £3 million less than in the previous year. It is estimated that about 845,000 maternity grants were paid during 1959-60. The total cost of maternity benefits, including home confinement grants and maternity allowances, was £20 million, a slight increase over 1958-59. The numbers of widow beneficiaries at 31st March, 1959, and 31st March, 1960 (excluding those receiving widows' allowances who number about 20,000 at any time) were 493,000 and 522,000 respectively. An increase in the number of widows' pensions paid to widows over age 60, from about 40,000 at 31st December, 1958, to 71,000 a year later (figures for 31st March are not available) was the result of the provision of the National Insurance Act, 1957, under which widows who attain age 60 after 4th August, 1957, do not have their widow's pension automatically converted to retirement pension at that age; instead they may remain entitled to widow's pension until they claim retirement pension or attain age 65. The increase in the cost of widows' benefits in 1959-60, which at £61½ million was £4 million more than in the previous year, was thus mainly a transfer from expenditure on retirement pensions. At 31st March, 1960, there were about 5,480,000 retirement pensioners, about 140,000 more than a year earlier. This total comprised 1,820,000 men and 1,370,000 women receiving pensions on their own insurance, and 980,000 wives and 1,310,000 widows receiving pensions by virtue of their husband's insurance. Expenditure on retirement pensions in 1959-60 was £657 million, about £40 million more than in 1958-59. Expenditure on death grants at £5,200,000 showed little change from the previous year.

Interim Report by the Government Actuary on the National Insurance (Industrial Injuries) Acts

The Interim Report by the Government Actuary on the operation of the National Insurance (Industrial Injuries) Acts, covering the year ended 31st March, 1960, has been published by H.M. Stationery Office as House of Commons Paper No. 217, price 6d. (8d. including postage). The Report on the second quinquennial review (see the issue of this GAZETTE for June, 1960, page 243) made a comprehensive survey of the working of the Industrial Injuries scheme in the period 1st April, 1954, to 31st March, 1959, and provided estimates of income and expenditure in future years, together with an assessment of the financial condition of the Fund and the adequacy of the contributions supporting it. The present Report, the ninth in the series, is concerned with

the Accounts for the succeeding financial year and such statistics as have become available since the major review was completed.

The introduction to the Report notes that contributions and benefits were not altered and the scope of the scheme was not changed in any way during the year ended 31st March, 1960, but that since then the National Insurance Act, 1960, has been passed, and this increased the rates of benefit and also reduced the contributions with effect from the first week of April, 1961.

A summarised statement of the income and expenditure of the Industrial Injuries Fund for 1959-60 is presented, together with corresponding figures for the previous year; this is based on Accounts which have already been published (see the issue of this GAZETTE for May, page 199). During the year income exceeded expenditure by £33 million, and at 31st March, 1960, the Fund had risen to about £238 million. Income from contributions and payments by the Exchequer was about £3½ million higher than the year before and investment income rose from £7 million to £8½ million. Expenditure on injury benefit was somewhat higher due to more accidents taking place. Disablement and death benefit expenditure continued to increase as expected, and the Government Actuary points out that it will be many years before the population of pensioners reaches a stationary condition.

The average number of persons insured for industrial injuries in the calendar year 1959 was about 21½ millions of whom 7½ millions were women. There was a very small increase over the numbers in 1958.

Estimates based on the latest statistics available show that for the period of 52 weeks ended 30th May, 1959, there were approximately 776,000 awards of injury benefit, of which 741,000 were new awards. These numbers represent a return to the earlier experience after the unusually low figures of 717,000 and 686,000 respectively for the previous 52 weeks. The average duration of benefit remained at a little over 4 weeks for men and 5½ weeks for women.

Provisional figures for the year ended 31st October, 1959, show that there were 36,500 awards of disablement pension and 40,100 awards of special hardship allowance; cessations during the year numbered 29,600 and 33,500 respectively, and disablement pensions and special hardship allowances in payment at the end of the period were estimated at 163,200 and 100,500, compared with 156,300 and 93,900 (corrected figures) a year earlier. The average degree of disablement remained at about 27 per cent. for pensions awarded on account of pneumoconiosis and 30 per cent. for other pensions. As in previous years the large majority of special hardship allowances were in payment at the maximum rate. During the year 196,000 gratuities were awarded of which 98,000 were initial gratuities.

INTERNATIONAL LABOUR ORGANISATION

45th Session of International Labour Conference

The 45th Session of the International Labour Conference was held in Geneva from 7th to 29th June. The United Kingdom delegates were Mr. H. F. Rossetti, C.B., Deputy Secretary, and Mr. G. C. H. Slater, C.B.E., Under Secretary, Ministry of Labour, representing the Government; the Rt. Hon. Lord McCordale of Newton, P.C., President of the British Employers' Confederation, representing employers; and Mr. Harold Collison, C.B.E., member of the Trades Union Congress General Council and General Secretary of the National Union of Agricultural Workers, representing workers. The Minister of Labour the Rt. Hon. John Hare, O.B.E., M.P., attended part of the Conference and spoke during the debate on the Director-General's report, and Mr. Peter Thomas, M.P., Parliamentary Secretary to the Ministry of Labour, also attended part of the Conference.

During the Conference three new members were admitted to the Organisation—Kuwait, Sierra Leone and Mauritania—the membership thus being brought to a total of 100. Workers' housing was one of the items on the agenda and a Recommendation on the subject was adopted. A number of Resolutions were also adopted, as well as a Convention revising the final articles of Conventions adopted by the Conference at its first thirty-two sessions.

The Government delegates' report on the Conference will be presented to Parliament in a White Paper which will be summarised in a later issue of this GAZETTE.

Seventh Session of Inland Transport Committee

The Seventh Session of the Inland Transport Committee of the International Labour Organisation was held in Geneva from 8th to 19th May, 1961 (see the issue of this GAZETTE for May, page 200). Twenty-seven countries were represented. In accordance with the normal practice of the International Labour Organisation, national delegations representing Governments, employers and workers attended. Also in attendance were representatives of the United Nations, the European Conference of Ministers of Transport, the European Economic Community and observers from a number of international non-governmental organisations. The agenda comprised:—

1. A general report dealing particularly with (a) action taken in the various countries in the light of the Conclusions adopted at previous sessions; (b) steps taken by the International Labour Office to follow up the studies and enquiries proposed by the Committee; and (c) recent events and developments in inland transport.

The number of deaths during 1959 resulting in an award of industrial death benefit was approximately 2,100, over 600 of these being attributable to pneumoconiosis. Some 2,000 of the awards took the form of a pension to the widow with additional allowances for dependent children in many cases. The number of widows' pensions in force rose during the year from 16,900 to 18,200 and the number of allowances in respect of dependent children from 13,300 to 13,800.

The Government Actuary notes, in conclusion, that the level of awards of benefit and the continued growth in the number of pensions in force were as expected. He also observes that the current rate of growth of the Fund will be retarded by the increase of benefits and reduction of contributions from April, 1961, under the 1960 Act.

Social Security Agreements with the Federal Republic of Germany

On 26th June Her Majesty in Council made the Family Allowances, National Insurance and Industrial Injuries (Germany) Order, 1961. The Order ratifies the reciprocal social security Agreement which the United Kingdom concluded with the Federal Republic of Germany on 20th April, 1960 (see the issue of this GAZETTE for May, 1960, page 193), and will come into force on 1st August. It replaces an earlier Agreement which was signed in 1956 but not ratified because of subsequent changes in the Federal Republic's pension legislation.

The Agreement covers the benefits provided under the schemes of national insurance, industrial injuries insurance and family allowances in the United Kingdom and the corresponding schemes of the Federal Republic. It enables contributions in the two countries to be added together for the purpose of claiming social insurance benefits in either. Many people resident in the United Kingdom who were insured in Germany before the Second World War will be entitled to arrears of pension from May, 1945. There is a Protocol which enables certain groups of citizens of the United Kingdom and Colonies to use the health services of the Federal Republic or to become voluntary contributors for that purpose.

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

Copies of the Order (S.I. 1961 No. 1202) can be obtained from H.M. Stationery Office, price 1s. 3d. (1s. 5d. including postage).

2. General conditions of work of railwaymen.
3. Social consequences of changing methods and techniques in railways and road transport.

The Committee set up two Sub-Committees to consider items 2 and 3 of the agenda, and also a small Sub-Committee to consider the effect given to the Conclusions adopted at previous sessions of the Committee. The Committee also held general discussions in plenary session.

The Sub-Committee dealing with the general conditions of work of railwaymen adopted Conclusions concerning the work of railwaymen which covered among other points the need for reasonable standards of living, stability of employment, welfare facilities, social security, and good labour management relations. The Sub-Committee also formulated general principles for the development of permanent standards to determine the conditions of work of railwaymen.

The Sub-Committee on the social consequences of changing methods and techniques in railways and road transport adopted Conclusions which took account of recent technical developments in rail and road transport. The Conclusions drew attention to the desirability of working out reasonable arrangements for the protection of workers whose posts become redundant as a result of technological change, and recommended various measures concerning advanced planning, information and consultation, security of employment, reductions in staff, termination of employment, training, and the promotion of safety.

The Sub-Committee on the effect given to the Conclusions adopted at previous sessions reviewed the Conclusions previously reached by the Committee, and selected a number which it recommended should continue to receive the attention of Governments and the industry.

The reports of the Sub-Committees were adopted by the Committee in plenary session. The Committee also adopted Resolutions concerning points which should be taken into account in the development of the operational activities of the International Labour Organisation in the transport industries, and the desirability of increasing the number of ratifications of International Labour Conventions Nos. 87 (Freedom of Association and Protection of the Right to Organise) and 98 (Right to Organise and Collective Bargaining). Other Resolutions adopted concerned labour inspection in road transport, co-ordination of transport, civil liability of transport workers, limitation of loads carried by one man, safety and health of dock workers, and vocational training in inland transport in developing countries. Suggestions were also put forward for the composition of the Inland Transport Committee and for the agenda of its Eighth Session.

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

The Sixth Session of the Inland Transport Committee was held in Geneva from 11th to 23rd March, 1957 (see the issue of this GAZETTE for May, 1957, page 164).

LABOUR OVERSEAS

France : Social Security Schemes

This article gives details of the French Social Security Schemes which cover the majority of workers. All industrial workers* in France are compulsorily insured and those not affected by the schemes detailed below are covered by special arrangements (e.g. miners, railwaymen). On the whole these schemes tend to be more generous than the general schemes and in return for larger contributions provide better benefits, particularly on the medical side.

French Social Security Schemes are, in principle, self supporting (with no State contribution) and with both contributions and benefit related to wages. The schemes fall into the following categories each of which is separately financed: national insurance against sickness, invalidity and old age; industrial injuries; unemployment insurance; and family benefits.

Details regarding the first three categories are given in this article together with some information about private and supplementary insurance schemes. Information about family benefits will be published in next month's issue of this GAZETTE. It should be noted that the contributions and benefits quoted are those of current date converted into sterling at the Exchange rate of £1 = 13.82 NF.

1. National Insurance

This scheme covers sickness, maternity and invalidity benefits, pensions and death grants. Both employer and worker contribute to the scheme, the employer paying 13.5 per cent. and the worker 6 per cent. of wages up to a ceiling of £607 16s. 4d. per annum, per worker. The benefits payable are as follows:—

(1) Sickness Benefits

(a) *Partial reimbursement of medical expenses:* Beneficiaries are the insured person, his wife (or her husband), dependent children, grandchildren living with the insured person, and also grandparents (if fully occupied in household duties and caring for at least two children under 14). The insured person must have been in paid employment for at least 60 hours during the three months prior to the commencement of medical treatment unless involuntarily unemployed during the whole of that period. The duration of entitlement is unlimited and reimbursements are made at the following rates: (i) *Doctors, Dentists, and Hospital Fees*—standard rates of charges are agreed between the Social Security organisations and the Doctors' and Dentists' associations, and the insured person is repaid 80 per cent. of these charges, but where no agreement exists, as in a few areas, the insured person can only claim refund of 80 per cent. of a lower national scale of charges, irrespective of fee charged; (ii) *Prescriptions*—the amount refunded is normally 70 per cent. of cost.

(b) *Cash benefits:* Only insured persons can draw cash benefits. The qualifying conditions are as for (a) above. Benefit consists of a daily allowance equal to half the contributor's daily rate of wage, subject to a maximum equal to one-sixtieth of the monthly wages' ceiling for social security contributions (at present £50 13s. per month). The allowance is increased to two-thirds of the daily rate of wage from the thirty-first day of incapacity if the insured person has three or more dependent children, but must not exceed one-forty-fifth of the ceiling, i.e. £1 2s. 6d. per day, the normal maximum for cash benefits being 16s. 10d. per day. The duration of benefit is normally a maximum of three years from the date of incapacity for employment but for the duration to exceed six months the insured person must have been employed for 480 hours during the 12 months and 120 hours during the three months immediately prior to incapacity. Re-entitlement to a further three years' benefit period is achieved after re-employment for 12 months.

(2) Maternity Benefits†

Beneficiaries are the insured expectant mother, the legal wife of an insured person and the insured person's dependent children. To qualify the insured person must have been in paid employment for at least 60 hours (unless involuntarily unemployed) during the three months preceding the first medical certification of pregnancy and must have entered insurance at least ten months before the expected date of confinement. The expectant mother has to conform with certain registration, examination and employment conditions. For the insured person and his dependants, benefits consist of full payment, within limits, of all expenses necessitated by the pregnancy, confinement and post-natal care, plus certain bonuses for feeding, attendance at welfare centres, etc. For the insured expectant mother a daily allowance is paid at the same rate as sickness benefit for a maximum of six weeks before and eight weeks after confinement, provided she ceases work for at least six weeks.

(3) Invalidity Benefits

Invalidity Benefits are payable to a person who is prevented by ill-health from earning more than one-third of the normal rate of wages in his normal occupation for the district concerned. To qualify, the insured person must have been in insured employment for at least a year, in paid employment for at least 480 hours during the 12 months and 120 hours during the three months preceding the date of incapacity unless involuntarily unemployed during that period, and be under 60, at which age an invalidity pension is replaced by an equivalent old age pension. Benefits consist of full repayment of medical expenses; an invalidity pension of either 30 per cent. of average earnings over the preceding ten years

(revalued annually to take account of general wage levels) if able to perform some work, or 50 per cent. of average earnings, if totally disabled with a minimum rate of £52 7s. 6d. per annum, in towns with more than 5,000 inhabitants and £49 13s. 4d. in others. The maximum rate is £182 8s. 4d. (30 per cent. of ceiling) if capable of some work and £303 18s. 2d. (50 per cent. of ceiling) if totally disabled, plus additional benefits for dependent wife or husband and children. An attendance allowance at a minimum rate of £273 5s. 8d. per annum is payable if the constant attendance of another person is necessary. The dependants of an insured person are entitled to the non-cash benefits payable for sickness and maternity benefits (see (1) and (2)).

(4) Old Age and Retirement Benefits

To qualify for an *Old Age Pension* the insured person must have attained the age of 60 (but he may elect to defer his claim) and must have been covered by social insurance for at least 15 years. To qualify for a *Retirement* pension the insured person must have attained the age of 65 and have been covered by social insurance for at least five years. The full rate is paid to persons who have contributed for 30 years and is equal to 20 per cent. of average earnings during the ten years preceding the age of 60 or the date of claim, whichever is the greater. For claimants who have contributed for over 15 but less than 30 years the pension rate is one-thirtieth of the full rate for each year of insurance. The pension is increased (a) for each year worked after the age of 60, if the claim is deferred (the increase is by 4 per cent. of the average earnings for each year worked after the age of 60), (b) if the claimant has brought up at least three children (increased by 10 per cent.), and (c) if the claimant is married and his wife is maintained by him (by £3 12s. 4d. if she is under 65; by £26 3s. 9d. if she is over 65, or over 60 and incapable of self-support). Where claimants have been contributors for more than five but less than ten years the pension rate is 5 per cent. of the total value of contributions paid or deemed to have been paid. For less than five years' insurability contributions are refundable.

(5) Old Age Allowances

To qualify for an *Old Age Allowance* the claimant must (a) have been in paid employment in France for at least five years after the age of 50, plus one year for each year subsequent to 1946, up to a maximum of 15 years; or a minimum of 25 years' paid employment at any time, (b) have an annual income, including the allowance, not exceeding £145 8s. 10d. a year if single or £186 13s. 9d. if married, and (c) be at least 65 (or 60 if incapable of self support). Benefits consist of (i) an annuity of £54 16s. 8d. in the Paris region (lower figures apply in other districts), (ii) an additional £3 12s. 4d. if maintaining a wife (£26 3s. 9d. if she is over 65, or 60 if she is incapable of self-support), and (iii) an allowance equal to 50 per cent. of that paid to the deceased claimant in the case of widows over 65 (or over 60 if incapable of self-support). The additional annuities paid under (ii) and (iii) are increased by 10 per cent. if the claimant has brought up at least three children.

(6) Supplementary Allowances

An allowance is payable to persons aged over 65 (or 60 if incapable of self-support), who are entitled to an old age pension or allowance, or a disability (or invalidity) pension, allowance or grant and have total resources not exceeding £145 8s. 10d. per annum if single or £186 13s. 9d. if married. The allowance is £30 7s. 10d. per annum for people under the age of 75 and £37 12s. 6d. for those aged 75 and over.

(7) Death Grants

Death grants are payable to the next-of-kin of an insured person who had been in insurable employment for at least 60 hours during the three months preceding death. The grant is equal to three months' average earnings, subject to a minimum of £1 16s. 2d. and a maximum of £151 19s. 1d. (i.e. three times the social security monthly wage ceiling).

(8) Widows' and Survivors' Pensions

The widow of an insured person not in receipt of a pension, or of an insured person drawing an old age or invalidity pension is entitled to a Widows' Pension if (a) she is, or becomes, permanently infirm and not entitled to any other social security benefit, or (b) she is aged over 65 (60 if incapable of self-support) and her husband was in receipt of an old age or invalidity pension or would become entitled to one at the age of 65. (A widower incapable of self-support, may also receive a pension if his wife was an insured person and was mainly maintaining the household.) These pensions are equal to half the pension the deceased was drawing or to which he would become entitled, subject to a minimum of £26 3s. 9d. per annum. The pension may be increased by 10 per cent. if the beneficiary has brought up at least three children. Pensioners are entitled to medical treatment free of charge.

2. Industrial Injuries and Occupational Disease Scheme

The rate of contribution varies according to the industry and occupation of the worker and is intended to reflect the degree of risk inherent in the employment. The average contribution rate is 2.9 per cent. of wages, and is paid by the employer on wages up to a ceiling of £607 16s. 4d. per annum per worker. Benefits consist of:—

(1) *Medical Treatment:* Hospitalisation and any necessary appliances are provided free of charge to persons injured in industrial accidents or suffering from prescribed occupational diseases, provided the prescribed procedure of notification, etc. has been carried out. (In France, industrial accidents include those

sustained whilst travelling between the worker's place of employment and his home or other lunch-time place of refreshment.)

(2) A *Daily Allowance* payable for each day of incapacity for work, including rest days, unless the period of incapacity is less than 15 days, until either the incapacity ends or a disablement pension is awarded. The rate of allowance is one half of the person's average daily wage during the month preceding incapacity for the first 28 days and two-thirds of that daily wage thereafter, subject to a maximum daily allowance of $\frac{1}{2}$ per cent. of the annual wages ceiling for social security (£607 16s. 4d. with effect from 1st April, 1961), i.e. £3 0s. 9d. If there has been a general increase of wages the daily rate may be increased in the fourth month of incapacity.

(3) *Disablement Pensions* payable once it has been established that the person will suffer a total or partial permanent disability as a result of an industrial accident or occupational disease and that the degree of disablement exceeds 10 per cent. (below 10 per cent. a lump sum payment is granted). The pension is calculated on earnings during the 12 months prior to disablement, and pension rates are reviewed at the beginning of each year in relation to general wage movements during the preceding twelve months. Any increase becomes effective on 1st March.

(4) A *Constant Attendance Allowance* payable where justified at the rate of 40 per cent. of disablement pension or £273 5s. 8d. per annum, whichever is the higher.

(5) *Dependants' Pensions* payable to the surviving spouse in the event of death occurring as a result of an industrial accident or occupational disease. The pension is 30 per cent. of the deceased's pre-disablement earnings and may be increased to 50 per cent. if the survivor is aged over 60 or is incapable of self-support. In addition a pension is paid in respect of dependent children under the age of 16 at the rate of 15 per cent. for each of the first two children and 10 per cent. for each subsequent child. (There are also small pensions for ascendants and unrelated children who were wholly maintained by the deceased.) Children's pensions are increased to 20 per cent. if they become orphaned as the result of the death. The maximum Dependants' Pension is 85 per cent. of earnings.

(6) *Funeral expenses* repaid up to a maximum of £25 6s. 6d.

3. Unemployment Benefit and Allowances

The Contributory Unemployment Insurance Scheme (1959) is financed and administered wholly by industry. The scheme has been approved by the Government and is compulsory for all commercial and industrial undertakings. Contribution is 1 per cent. of wages up to a ceiling of £2,674 7s. 8d. per annum per worker. The whole contribution is paid by the employer for wages up to £21 14s. 2d. per month in the Paris area (£19 18s. 0d. elsewhere); and shared by the employer and the worker in the ratio of 8:2 for wages above that amount. Benefit is payable at the rate of 35 per cent. of average wages during the six months prior to discharge, subject to a minimum equivalent to the State Relief Payment (6s. 1d. per day in Paris) and a maximum for the two payments (benefit and relief) of 80 per cent. (85 per cent. for a person with dependants) of the average wage. Benefit is payable for 300 days but may be continued for a further 30 days if length of service is at least ten years and a further 60 days if length of service is at least 15 years. Workers over the age of 40 may obtain payment of unemployment benefit for a further 60 days; if they are over 50, 210 days; and over 60, 300 days.

A State allowance is payable to wholly unemployed persons, subject to a means test and certain other conditions. For the Paris area the monthly income limit is £53 10s. 11d. and the daily allowance is 6s. 1d. for a householder and 2s. 7d. for an adult dependant. Lower rates apply in other districts.

A State allowance is also payable to compensate for partial unemployment to persons who although still under a contract of employment have suffered loss of wages either because of temporary closure of their firm or a reduction of working hours below the minimum applicable in their trade. The hourly rate of allowance is one-eighth of the total allowance for 14 days that would have been received if the worker were wholly unemployed, and may be paid for each hour lost up to a maximum of 80 to 320 hours per annum according to the industry and subject to a maximum income of wages and allowances for the period of 14 days of (a) for a single person, 120 times the statutory minimum wage, (b) for a person with one or two dependants, 145 times the statutory minimum wage, or (c) for a person with three or more dependants, 160 times the statutory minimum wage. (The statutory minimum wage in the Paris area is 2s. 4d. per hour.)

4. Supplementary Pension Schemes

Although the various schemes described above entitle most people to a pension or allowance on retirement, the actual rates of these pensions and allowances are low and workers have shown a growing interest in supplementary pension schemes. There are many schemes now operating in France, the two most important being the CADRES (Supervisory Staffs) Scheme introduced in 1947, and the U.N.I.R.S.* Scheme introduced in 1957.

* *Union Nationale des Institutions de Retraites des Salariés* Scheme (National Union of Salaried Staff Pensions Institutes).

The CADRES Scheme became compulsory in 1949 for all senior staffs except those such as bank employees and the staff of certain nationalised industries who have their own schemes. For the purposes of the scheme "senior" staff are foremen, supervisors, and similar employees and may include other workers who enjoy a salary in excess of the social security ceiling. The compulsory insurance consists of contributions of 6 per cent. by the employer and 2 per cent. by the worker of that portion of the salary which exceeds the social security ceiling (£607 16s. 4d. per annum) up to a maximum salary of £2,674 7s. 8d. per annum, plus 1.5 per cent. of that portion of the salary below the social security ceiling; the latter element is paid by the employer and is to provide death gratuities. A pension is paid on retirement at the age of 65 but if retirement is deferred the pension is increased by 5 per cent. for each year up to the age of 70. A reduced pension, two-fifths of the standard, may be payable if a contributor retires at the age of 55, provided at least ten years' contributions have been paid or credited. The pension is calculated on a points system. Each contributor is credited annually with the number of points obtained by dividing the total contributions paid by a notional figure (calculated actuarially). The pension is the total number of points multiplied by the value of the point, which again is actuarially assessed annually. Employment in an executive capacity performed before the scheme came into operation and war service may be taken into account up to a maximum qualifying period of 30 years prior to 1947. If the pensioner has brought up three children his pension is increased by 10 per cent. with a further 5 per cent. for each additional child up to a maximum of 30 per cent. for seven or more children. A pensioner's widow may, subject to certain conditions, receive a pension at the rate of 60 per cent. of that received by her husband, or of that to which he would have been entitled at the time of his death if he was not then receiving his pension.

The U.N.I.R.S. Scheme was set up in 1957 with the object of grouping schemes already in operation and to provide a scheme whereby contributors would be able to change their employment without loss of accrued pension rights. Contributions are at the rate of 2½ per cent. to 4 per cent. (in units of $\frac{1}{2}$ per cent.) of net wages with an upper limit of three times the social security wages' ceiling (i.e. 3 × £607 16s. 4d. = £1,823 8s. 11d. per annum). The employer pays 60 per cent. and the worker 40 per cent. of the contribution. The amount of pension is calculated on a points system in exactly the same way as for the CADRES Scheme. There is, however, a more generous allowance for service prior to joining the scheme and retired persons who have never contributed may qualify for a pension by virtue of their ex-employer's subsequent affiliation to the scheme. The pension is increased by 10 per cent. for a person born before 1st April, 1886, 5 per cent. for persons aged 65 who have had at least 20 years' service in the undertaking from which they retire, and 10 per cent. for persons with dependent children. Pensions are drawn on retirement at the age of 65 but may be drawn after the age of 60 in the case of premature retirement due to disability. Widows, or Widowers, may receive an allowance of 50 per cent. of the pension to which the deceased was entitled. Orphans may receive an allowance of 20 per cent. of the parent's pension up to the age of 21.

5. Self Employed and Non-Wage-earners

There are a number of special schemes to provide old age pensions and/or allowances for non-wage-earners. For this purpose the persons concerned are divided into four groups and for each group there is a scheme which is financed and administered independently of the others although a certain amount of co-ordination of these schemes is now being effected. The groups are (a) liberal professions, (b) artisans (independent craftsmen), (c) industrial and commercial occupations (from small shopkeepers to company directors), and (d) agriculture (excluding small farmers; a recent scheme now covers this category—see footnote * on page 290). The general principle is that a fixed annual contribution is determined in relation to the estimated cost of pensions during the current year. In group (c) contributors are given the choice between six scales of contributions with benefits varying according to scale; a change to a higher scale can be made at any time, but to a lower scale only after two years in the higher one. A pension is payable at the age of 65 (60 in cases of premature retirement due to disability) but if retirement is deferred the pension is increased by 5 per cent. for each complete contribution year up to the age of 70. For some groups retirement is a condition for receipt of pension; in others a means test is applied. The minimum rate of pension is normally 50 per cent. of the old age allowance paid to retired wage-earners. The present minimum annual allowance is £26 3s. 9d. An additional £13 1s. 10d. is paid in respect of an adult dependant not in receipt of social security benefits and aged over 65 (60 in cases of unfitness for work). Survivors may receive three-quarters of the deceased's pension.

Students, War-Disabled Pensioners, and persons serving regular engagements in the Armed Forces, and their dependants, are entitled to the sickness and maternity benefits payable under the general social security scheme by virtue of a fixed annual contribution. The contribution is automatically deducted from the pension or pay in the cases of pensioners and military personnel; students pay theirs to a special agency.

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* New legislation was introduced this year to provide compulsory insurance schemes (sickness, maternity and invalidity) for farmers and members of their families who work for them without pay and a retirement pensions scheme is under consideration.

† Further information regarding ante-natal allowances and maternity grants will be published in the August issue of this GAZETTE.

EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment* in Great Britain in May

GENERAL SUMMARY

During May, 1961, the number in civil employment is estimated to have increased by 41,000 to 23,809,000. The main increases were in financial, professional, scientific and miscellaneous services and in agriculture, forestry and fishing.

The Employment Exchanges filled 139,000 vacancies in the four-week period ended 7th June, 1961. The number of vacancies notified to Exchanges but remaining unfilled at 7th June, was 383,000; this was 30,000 more than in May.

In the week ended 27th May, 1961, the estimated number of operatives working overtime in manufacturing industries was 1,823,000. In the same week, the estimated number of operatives working short-time in manufacturing industries was 36,000.

There were 266,000 persons registered as unemployed on 12th June, of whom 255,000 were wholly unemployed and 11,000 temporarily stopped from work. Between 15th May and 12th June, unemployment fell by 33,000. The main reductions in unemployment were in the motor vehicles industry, miscellaneous services and distributive trades.

Expressed as a proportion of the estimated number of employees, unemployment in June was 1.2 per cent.; in May it was 1.3 per cent., and in June, 1960, it was 1.4 per cent. The number of persons unemployed for more than eight weeks was 140,000—55 per cent. of the wholly unemployed.

It is estimated that the total working population† at the end of May was 24,558,000, an increase of 11,000 compared with the end of April.

GENERAL MAN-POWER POSITION

The broad changes in the man-power situation between end-April and end-May, 1961, are shown in the following Table, together with the figures for recent months and end-May, 1960.

(End of Month)

	May, 1960	March, 1961	April, 1961	May, 1961	Change during May, 1961
Number in Civil Employment...	23,559	23,710	23,768	23,809	+ 41
Males	15,499	15,584	15,606	15,624	+ 18
Females	8,060	8,126	8,162	8,185	+ 23
Wholly Unemployed†	314	322	300	271	- 20
Males	224	231	215	195	- 29
Females	90	91	85	76	- 9
H.M. Forces and Women's Services	521	485	479	478	- 1
Males	506	469	464	463	- 1
Females	15	16	15	15	...
Total Working Population	24,394	24,517	24,547	24,558	+ 11
Males	16,229	16,284	16,285	16,282	+ 3
Females	8,165	8,233	8,262	8,276	+ 14

* The figures of employment for all dates after June, 1960, 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-1961.

† The total working population represents the estimated number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. The total comprises the Forces, all persons—employers and persons working on their own account as well as employees—in civil employment (including persons temporarily laid off but still on the employers' pay-rolls) and wholly unemployed persons registered for employment. Part-time workers are counted as full units.

‡ End of month estimates.

§ Amended figure.

ANALYSIS OF NUMBERS IN CIVIL EMPLOYMENT

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

(End of Month)

Industry or Service	May, 1960	March, 1961	April, 1961	May, 1961	Change during May, 1961
Agriculture and Fishing	973	920	928	942	+ 14
Mining and Quarrying	767	739	737	733	- 4
Food, Drink and Tobacco	802	810	812	818	+ 6
Chemicals and Allied Industries	530	543	541	544	...
Metal Manufacture	618	635	636	635	- 1
Engineering and Electrical Goods	2,055	2,119	2,126	2,129	+ 3
Shipbuilding and Marine Engineering	255	245	245	245	...
Vehicles	919	902	906	908	+ 2
Metal Goods not Elsewhere Specified	555	563	564	564	...
Textiles	849	849	847	841	- 6
Clothing and Footwear	585	594	598	593	- 5
Other Manufactures	1,626	1,637	1,641	1,639	- 2
Total in Manufacturing Industries	8,794	8,894	8,916	8,913	- 3
Construction	1,562	1,584	1,583	1,590	+ 7
Gas, Electricity and Water	371	378	377	376	- 1
Transport and Communication	1,657	1,674	1,677	1,683	+ 6
Distributive Trades	3,268	3,282	3,292	3,292	...
Financial, Professional, Scientific and Miscellaneous Services	4,925	4,992	5,006	5,024	+ 18
National Government Service	503	506	509	511	+ 2
Local Government Service	739	741	743	745	+ 2
Total in Civil Employment	23,559	23,710	23,768	23,809	+ 41

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at the end of May, 1960, and March, April and May, 1961. The figures relate to employees (including persons temporarily laid off but still on the employers' pay-rolls); they exclude employers and persons working on their own account and they are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of the changes in the numbers within the latter classes cannot be made at monthly intervals for the individual industries.

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

* Amended figure.

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(End of Month)

(Thousands)

Industry	May, 1960			March, 1961			April, 1961			May, 1961		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.	679.0	18.4	697.4	652.2	18.4	670.6	650.2	18.4	668.6	646.1	18.4	664.5
Coal Mining	679.0	18.4	697.4	652.2	18.4	670.6	650.2	18.4	668.6	646.1	18.4	664.5
Food, Drink and Tobacco	444.5	342.8	787.3	448.3	346.5	794.8	449.8	347.5	797.3	451.8	351.5	803.3
Grain Milling	32.2	8.0	40.2	32.4	7.9	40.3	32.2	8.0	40.2	32.2	8.1	40.3
Bread and Flour Confectionery	81.4	54.9	136.3	82.5	56.2	138.7	82.8	56.6	139.4	83.6	56.9	140.5
Biscuits	18.4	36.7	55.1	18.3	35.3	53.6	18.4	36.0	54.4	18.5	36.3	54.8
Bacon Curing, Meat and Fish Products	34.5	31.2	65.7	36.6	34.2	70.8	36.7	34.3	71.0	36.7	34.8	71.5
Milk Products	27.4	13.1	40.5	24.7	12.3	37.0	26.1	13.1	39.2	27.1	13.5	40.6
Sugar	12.9	4.4	17.3	12.7	4.4	17.1	12.7	4.4	17.1	12.6	4.4	17.0
Cocoa, Chocolate and Sugar Confectionery	40.1	61.6	101.7	41.0	62.9	103.9	40.9	62.1	103.0	40.8	63.2	104.0
Fruit and Vegetable Products	28.6	46.5	75.1	29.5	47.3	76.8	28.9	45.9	74.8	28.9	47.1	76.0
Animal and Poultry Foods	15.4	4.1	19.5	15.7	4.3	20.0	15.6	4.3	20.0	15.4	4.2	19.6
Food Industries not elsewhere specified	20.7	17.1	37.8	21.4	18.2	39.6	21.3	18.1	39.4	21.3	17.6	38.9
Brewing and Malting	76.0	19.9	95.9	76.9	19.8	96.7	77.5	20.1	97.6	77.9	20.3	98.2
Other Drink Industries	38.8	22.6	61.4	38.6	21.2	59.8	38.7	22.0	60.7	38.8	22.4	61.2
Tobacco	18.1	22.7	40.8	18.0	22.6	40.6	18.0	22.6	40.6	18.0	22.7	40.7
Chemicals and Allied Industries	381.8	146.5	528.3	387.8	149.5	537.3	388.0	150.7	538.7	388.3	151.0	539.3
Coke Ovens and Manufactured Fuel	18.3	0.5	18.8	18.2	0.5	18.7	18.3	0.5	18.8	18.3	0.5	18.8
Mineral Oil Refining	32.7	7.2	39.9	32.7	7.3	40.0	32.6	7.3	39.9	32.6	7.3	39.9
Lubricating Oils and Greases	7.0	2.4	9.4	7.0	2.4	9.4	7.0	2.4	9.4	7.1	2.4	9.5
Pharmaceutical and Toilet Preparations	171.8	44.7	216.5	176.1	46.2	222.3	176.0	46.1	222.1	176.0	46.3	222.3
Explosives and Fireworks	30.9	41.2	72.1	32.4	42.8	75.2	32.4	43.2	75.6	32.4	43.0	75.4
Paint and Printing Ink	21.5	11.5	33.0	20.3	11.0	31.3	20.2	11.1	31.3	20.2	11.0	31.2
Vegetable and Animal Oils, Fats, Soap, etc.	34.4	14.4	48.8	34.2	14.2	48.4	34.3	14.3	48.6	34.5	14.5	49.0
Synthetic Resins and Plastics Materials	30.7	14.1	44.8	30.9	14.1	45.0	31.1	14.7	45.8	31.1	14.7	46.0
Polishes, Gelatine, Adhesives, etc.	25.5	5.4	30.9	26.6	6.0	32.6	26.8	6.0	32.8	26.9	6.0	32.9
Other	9.0	5.1	14.1	9.4	5.0	14.4	9.3	5.1	14.4	9.2	5.1	14.3
Metal Manufacture	541.6	74.8	616.4	557.4	77.4	634.8	557.4	77.8	635.2	555.9	77.9	633.8
Iron and Steel (General)	271.3	23.6	294.9	281.1	24.8	305.9	281.8	24.9	306.7	281.1	25.0	306.1
Steel Tubes	45.4	8.8	54.2	47.0	9.1	56.1	47.2	9.2	56.4	47.2	9.3	56.5
Iron Castings, etc.	110.9	14.4	125.3	113.4	15.3	128.7	113.2	15.4	128.6	112.6	15.4	128.0
Light Metals	46.0	12.1	58.1	46.7	12.5	59.2	46.8	12.5	59.3	46.9	12.5	59.4
Copper, Brass and other Base Metals	68.0	15.9	83.9	67.2	15.9	83.1	67.3	16.1	83.4	67.3	16.1	83.4
Engineering and Electrical Goods	1,482.0	546.7	2,028.7	1,537.9	555.2	2,093.1	1,542.6	557.4	2,100.0	1,543.7	559.0	2,102.7
Agricultural Machinery (exc. Tractors)	31.2	4.8	36.0	31.3	4.7	36.0	31.6	4.8	36.4	31.6	4.8	36.4
Metal-working Machine Tools	72.4	13.5	85.9	77.6	14.6	92.2	78.3	14.6	92.9	78.4	14.7	93.1
Engineers' Small Tools and Gauges	37.0	12.0	49.0	40.2	13.0	53.2	40.5	13.2	53.7	40.7	13.3	54.0
Industrial Engines	33.6	5.7	39.3	34.3	5.7	40.0	34.3	5.7	40.0	34.1	5.6	39.7
Textile Machinery and Accessories	45.2	8.1	53.3	47.0	8.4	55.4	47.0	8.4	55.4	47.0	8.4	55.4
Contractors' Plant and Quarrying Machinery	23.3	3.5	26.8	23.6	3.4	27.0	23.7	3.4	27.1	24.1	3.4	27.5
Mechanical Handling Equipment	44.1	6.2	50.3	45.8	6.5	52.3	46.0	6.5	52.5	46.1	6.6	52.7
Office Machinery	40.3	16.9	57.2	43.9	18.8	62.7	44.2	19.0	63.2	44.5	19.3	63.8
Other Machinery	269.7	61.2	330.9	282.8	63.6	346.4	282.7	63.8	346.5	282.7	63.7	346.4
Industrial Plant and Steelwork	135.8	17.2	153.0	140.6	18.0	158.6	140.9	18.1	159.0	141.0	18.1	159.1
Ordnance and Small Arms	26.9	6.9	33.8	27.0	7.0	34.0	27.0	7.0	34.0	27.0	7.0	34.0
Other Mechanical Engineering	152.0	44.4	196.4	158.5	45.0	203.5	159.2	45.3	204.5	159.0	45.5	204.5
Scientific, Surgical, etc., Instruments	80.1	44.6	124.7	84.9	47.0	131.9	85.4	47.0	132.4	85.7	46.9	132.6
Watches and Clocks	7.7	7.6	15.3	8.0	8.6	16.6	8.1	8.7	16.8	8.		

Numbers Employed in Great Britain: Industrial Analysis—continued

(End of Month)

(Thousands)

Industry	May, 1960			March, 1961			April, 1961			May, 1961		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Paper, Printing and Publishing	387.2	209.8	597.0	395.6	212.5	608.1	396.2	212.9	609.1	396.0	211.6	607.6
Paper and Board	72.7	20.8	93.5	75.3	21.7	97.0	75.1	21.9	97.0	75.0	21.8	96.8
Cardboard Boxes, Cartons, etc.	29.3	35.3	64.6	30.2	34.9	65.1	30.3	35.1	65.4	30.3	34.9	65.2
Other Manufactures of Paper and Board	31.5	35.2	66.7	32.4	35.8	68.2	32.5	35.8	68.3	32.3	35.5	67.8
Printing, Publishing of Newspapers, etc.	106.1	28.5	134.6	106.7	29.6	136.3	107.2	29.5	136.7	107.5	29.5	137.0
Other Printing, Publishing, Bookbinding, etc.	147.6	90.0	237.6	151.0	90.5	241.5	151.1	90.6	241.7	150.9	89.9	240.8
Other Manufacturing Industries	179.7	120.6	300.3	180.1	121.4	301.5	181.3	122.2	303.5	181.3	121.6	302.9
Rubber	83.7	38.4	122.1	83.6	37.6	121.2	84.1	37.9	122.0	84.4	38.0	122.4
Linoleum, Leather Cloth, etc.	13.9	4.5	18.4	13.3	4.2	17.5	13.3	4.1	17.4	13.2	4.0	17.2
Brushes and Brooms	7.9	7.9	15.8	8.0	8.5	16.5	8.0	8.6	16.6	7.9	8.6	16.5
Toys, Games and Sports Equipment	11.6	19.4	31.0	12.2	21.0	33.2	12.4	21.5	33.9	12.3	21.2	33.5
Miscellaneous Stationers' Goods	5.1	6.4	11.5	5.2	6.5	11.7	5.2	6.5	11.7	5.3	6.5	11.8
Plastics Moulding and Fabricating	34.3	28.0	62.3	34.5	27.5	62.0	34.7	27.5	62.2	34.7	27.5	62.2
Miscellaneous Manufacturing Industries	23.2	16.0	39.2	23.3	16.1	39.4	23.6	16.1	39.7	23.5	15.8	39.3
Total, All Manufacturing Industries	5,843.1	2,816.8	8,659.9	5,924.7	2,835.5	8,760.2	5,937.1	2,844.8	8,781.9	5,937.1	2,842.2	8,779.3
Construction	1,352.3	68.5	1,420.8	1,374.3	68.5	1,442.8	1,373.3	68.5	1,441.8	1,380.3	68.5	1,448.8
Gas, Electricity and Water	327.8	43.0	370.8	333.9	44.2	378.1	332.7	44.0	376.7	332.2	44.0	376.2
Gas	110.7	14.8	125.5	110.6	15.0	125.6	109.4	14.9	124.3	108.7	14.8	123.5
Electricity	183.6	25.9	209.5	188.9	26.9	215.8	189.0	26.8	215.8	189.2	26.9	216.1
Water Supply	33.5	2.3	35.8	34.4	2.3	36.7	34.3	2.3	36.6	34.3	2.3	36.6
Transport and Communication	214.8	47.9	262.7	215.0	47.6	262.6	215.1	47.8	262.9	216.0	48.1	264.1
Road Passenger Transport	171.0	15.4	186.4	171.5	15.8	187.3	172.6	16.0	188.6	173.6	16.1	189.7
Road Haulage Contracting	43.8	32.5	76.3	43.5	31.8	75.3	42.5	31.8	74.3	42.4	31.0	73.4
Distributive Trades	1,331.9	1,439.3	2,771.2	1,335.9	1,448.6	2,784.5	1,334.9	1,460.0	2,794.9	1,333.1	1,462.1	2,795.2
Wholesale Distribution	331.8	189.6	521.4	325.7	189.6	515.3	329.0	192.3	521.3	330.7	190.8	521.5
Retail Distribution	785.6	1,183.4	1,969.0	794.1	1,190.8	1,984.9	791.0	1,199.4	1,990.4	788.7	1,203.4	1,992.1
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies	121.7	34.1	155.8	125.8	35.8	161.6	124.8	35.7	160.5	123.7	35.6	159.3
Dealing in other Industrial Materials, etc.	92.8	32.2	125.0	90.3	32.4	122.7	90.1	32.6	122.7	90.0	32.3	122.3
Miscellaneous Services	65.5	64.5	130.0	63.8	63.2	127.0	63.9	63.1	127.0	65.8	63.2	129.0
Cinemas, Theatres, Radio, etc.	32.6	18.6	51.2	29.9	16.7	46.6	31.5	17.7	49.2	32.2	19.3	51.5
Sport and other Recreations	11.2	26.1	37.3	12.2	30.4	42.6	12.0	29.9	41.9	12.4	28.1	40.5
Catering, Hotels, etc.	180.1	385.2	565.3	182.5	379.6	562.1	183.2	382.7	565.9	187.2	392.9	580.1
Laundries	30.2	95.3	125.5	30.4	95.7	126.1	30.5	95.8	126.3	30.6	96.1	126.7
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	11.4	33.1	44.5	11.5	32.6	44.1	11.6	32.8	44.4	11.6	32.7	44.3
Motor Repairers, Distributors, Garages, etc.	290.4	59.7	350.1	294.6	61.5	356.1	294.9	62.2	357.1	294.3	62.2	356.5
Repair of Boots and Shoes	13.2	4.0	17.2	12.8	3.6	16.4	12.9	3.6	16.5	12.9	3.7	16.6

OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES*

(These figures are on a new basis and are not comparable with figures of overtime and short time published in previous issues of this GAZETTE).

Information about overtime and short-time working is obtained under the Statistics of Trade Act from employers in manufacturing industries* in Great Britain and published regularly in this GAZETTE. The following changes are being made as from this issue in the collection and presentation of this information:—

(1) Up to the present, returns have been collected quarterly (in February, May, August and November) showing in a specified week the number of operatives, excluding maintenance workers, working overtime, the hours of overtime worked, the number of operatives on short-time and the hours lost through short-time working. In the intervening months information has been obtained only as to the number of operatives in a specified week working short-time. These overtime and short-time figures are important as sensitive indicators of economic activity and are being increasingly used as such. Accordingly arrangements have been made, as from May, 1961, to obtain information from employers every month in the detail in which previously it has been obtained quarterly. Full information will be published every month in this GAZETTE.

(2) The information is required from establishments with 100 or more employees and from one quarter of establishments with 11-99 employees. When it is published an allowance is made for establishments with 11-99 employees not required to render returns, but up to the present no allowance has been made for the comparatively small number of establishments which fail to render returns at the

due time although required to do so. As from this issue an estimate is being made each month of the amount of overtime and short-time in this last named group and the figures, therefore, will henceforth relate to all establishments in manufacturing industries* with 11 or more employees. This enables the information about short-time and overtime to be provided in a form which is consistent over a period of time and allows changes in overtime and short-time working to be measured rather more accurately than in the past.

(3) A new feature is the publication of figures showing the rate of overtime and short-time working, i.e., the proportion of all operatives working overtime and the proportion of all operatives on short-time.

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 27th May, 1961. 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.

To enable a comparison to be made with previous statistics of overtime and short-time working, total figures calculated on the old basis are shown in italics at the foot of the Table.

Operatives on Overtime or Short-Time in Great Britain in week ended 27th May, 1961

Industry	Estimated total number of operatives	Estimated number of operatives, excluding maintenance workers, on overtime		Estimated number of operatives on short-time							
		Number	Percentage of all operatives	Hours of overtime worked		Total on short-time	Total as percentage of all operatives	Hours lost			
				Number	Average per operative on overtime			Stood off for whole week	Working part of week	Number	Average per operative on short-time
	(000's)	(000's)	(per cent.)	(000's)	(000's)	(000's)	(per cent.)	(000's)	(000's)		
Food, Drink and Tobacco	569	166.7	29.3	1,320	7.9	—	1.0	1.0	0.2	10	9.7
Bread and Flour Confectionery	102	32.6	32.0	247	7.6	—	—	—	—	—	—
Chemicals and Allied Industries	319	76.0	23.8	708	9.3	—	0.1	0.1	—	2	11.7
Chemicals and Dyes	136	33.4	24.6	362	10.8	—	—	—	—	—	9.7
Metal Manufacture	487	126.9	26.1	1,067	8.4	0.1	8.5	8.6	1.8	95	11.1
Iron and Steel (General)	235	38.4	16.3	361	9.4	0.1	7.9	8.0	3.4	90	11.3
Iron Castings, etc.	103	35.9	34.9	285	8.0	—	0.5	0.5	0.5	4	8.4
Engineering (inc. Marine Engineering) and Electrical Goods	1,454	575.8	39.6	4,206	7.3	0.2	0.5	0.7	—	13	17.7
Non-Electrical Engineering	926	420.8	45.4	3,166	7.5	0.2	0.3	0.5	0.1	10	19.2
Electrical Machinery, Apparatus, etc.	528	155.0	29.4	1,040	6.7	—	0.2	0.2	—	3	14.4
Vehicles	643	239.8	37.3	1,526	6.4	—	4.2	4.2	0.7	32	7.8
Motor Vehicle Manufacturing	336	127.6	38.0	716	5.6	—	0.7	0.7	0.2	5	7.1
Motor Cycle, Pedal Cycle, etc., Manufacturing	28	5.1	18.2	30	5.9	—	3.2	3.2	11.4	26	8.1
Aircraft Manufacturing and Repairing	169	67.3	39.8	473	7.0	—	0.2	0.2	0.1	1	6.0
Metal Goods not Elsewhere Specified	421	134.1	31.9	988	7.4	—	1.1	1.1	0.3	10	9.7
Textiles	699	116.6	16.7	761	6.5	2.1	6.4	8.5	1.2	156	18.3
Spinning and Weaving of Cotton, etc.	216	19.3	8.9	111	5.8	0.4	1.3	1.7	0.8	35	19.7
Woolen and Worsted	168	43.1	25.7	281	6.5	0.1	0.3	0.4	0.2	8	18.9
Hosiery and other Knitted Goods	104	9.0	8.7	42	4.7	0.4	2.3	2.7	2.6	34	12.3
Leather, Leather Goods and Fur	45	9.4	20.9	62	6.6	—	0.1	0.1	0.2	1	6.6
Clothing and Footwear	464	35.9	7.7	171	4.8	1.1	6.1	7.2	1.6	93	12.8
Dresses, Lingerie, Infants' Wear, etc.	91	4.2	4.6	16	3.9	—	1.1	1.1	1.2	12	10.5
Footwear	101	7.1	7.0	29	4.1	0.1	3.1	3.2	3.2	24	7.5
Bricks, Pottery, Glass, Cement, etc.	264	75.7	28.7	640	8.5	—	0.6	0.6	0.2	5	7.8
Timber, Furniture, etc.	209	61.3	29.3	418	6.8	0.1	1.8	1.9	0.9	17	9.4
Furniture and Upholstery	76	18.7	24.6	106	5.7	—	1.1	1.1	1.4	11	9.2
Paper, Printing and Publishing	418	139.7	33.4	1,015	7.3	0.1	0.4	0.5	0.1	6	12.9
Printing, Publishing of Newspapers, etc.	74	32.9	44.5	248	7.6	—	—	—	—	—	—
Other Printing, Publishing, etc.	160	53.3	33.3	349	6.5	—	0.1	0.1	0.1	1	15.8
Other Manufacturing Industries	223	65.6	29.4	494	7.5	0.1	1.1	1.2	0.5	12	10.0
Rubber	94	31.8	33.8	227	7.1	—	0.9	0.9	1.0	5	6.2
Total, All Manufacturing Industries*	6,215	1,823.5	29.3	13,376	7.3	3.8	31.9	35.7	0.6	452	12.7
<i>Total, Old Basis</i>	5,930	1,742.6	29.4	12,776	7.3	3.6	30.2	33.8	0.6	428	12.7

* Excluding Shipbuilding and Ship Repairing.

NOTE: LABOUR TURNOVER

The Table showing Labour Turnover Rates in Manufacturing Industries for the four weeks ended 27th May, 1961, will appear in next month's issue of this Gazette

Time Rates of Wages and Hours of Work

1st April, 1961

Minimum, or standard, time rates of wages and general conditions of employment of wage-earners in the great majority of industries have been fixed by voluntary collective agreements between organisations of employers and workpeople or by statutory orders under the Wages Councils Acts and the Agricultural Wages Acts. In this volume, particulars are given of the minimum, or standard, rates of wages and normal weekly hours fixed by these agreements and orders for the more important industries and occupations. The source of the information is given in each case.

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Unemployment at 12th June, 1961

SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 12th June, 1961, were:-

Table with 5 columns: Category, Men 18 years and over, Boys under 18 years, Women 18 years and over, Girls under 18 years, Total. Rows include Wholly Unemployed, Temporarily Stopped, Total, and Change since 15th May.

The rate of unemployment at 12th June was 1.2 per cent. and at 15th May it was 1.3 per cent.

At 12th June, 39,308 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 the normal seasonal movement estimates published in the January, 1961, issue of this GAZETTE), the number of persons registered as wholly unemployed on 12th June was 253,620, consisting of 184,277 males and 69,343 females.

NUMBERS UNEMPLOYED: 1939 to 1961

The following Table shows the annual average numbers registered as unemployed in Great Britain and the United Kingdom in 1939, in 1946 to 1960, and the numbers registered in each month of 1961.

Large table showing unemployment numbers for Great Britain and the United Kingdom from 1939 to 1961. Columns include Year, Wholly Unemployed* (Males, Females), Temporarily Stopped† (Males, Females), Total, and United Kingdom: Total.

DURATION OF UNEMPLOYMENT‡

The following Table analyses the wholly unemployed* in Great Britain at 12th June according to duration of unemployment:-

Table with 5 columns: Duration in weeks, Men 18 years and over, Boys under 18 years, Women 18 years and over, Girls under 18 years, Total. Rows show durations from one or less to over 8 weeks, plus a Total row.

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 12th June, 1961.

Table with 12 columns: Region, Wholly Unemployed* (Men, Boys, Women, Girls, Total), Temporarily Stopped† (Men, Boys, Women, Girls, Total), Total Unemployed (Males, Females, Total). Rows list various regions and the total for Great Britain, Northern Ireland, and the United Kingdom.

Table with 13 columns: Region, Percentage rate of unemployment§, Duration of unemployment: wholly unemployed* (Males, Females), Wholly Unemployed excluding school-leavers (Total, Change since 15th May). Rows list regions and the total for Great Britain and Northern Ireland.

* Including unemployed casual workers, see footnote * on page 299.

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

‡ An analysis of the wholly unemployed by age as well as by duration of unemployment is on page 300.

§ Number registered as unemployed expressed as 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 12th June, 1961, and the percentage rate of unemployment.

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

Table with 11 columns: Principal Towns (Men 18 and over, Women 18 and over, Boys and Girls under 18, Total), Temporarily stopped (inc. in total), Percentage rate of unemployment*, Development Districts (Men 18 and over, Women 18 and over, Boys and Girls under 18, Total), Temporarily stopped (inc. in total), Percentage rate of unemployment*.

Large table showing unemployment statistics for Principal Towns (By Region) and Development Districts (By Region). Includes regions like London and South-Eastern, Eastern and Southern, South-Western, North-Western, Northern, East and West Ridings, North Midland, East of England, Wales, and Scotland.

* Number registered as unemployed (wholly unemployed and temporarily stopped) expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1960. † Removed from list of Development Districts on 29th June, 1961, except that Gunnislake and part of West Cumberland remain designated as Development Districts.

NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed in Great Britain and in the United Kingdom, respectively, at 12th June, 1961. For Great Britain the wholly unemployed (i.e., persons out of a situation) are distinguished from those temporarily stopped

(i.e., persons suspended from work on the understanding that they were shortly to return to their former employment). The industrial analysis is based on the Standard Industrial Classification (1958). The figures for each industry represent the numbers whose last employment was in that industry.

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				
Agriculture, Forestry, Fishing	7,010	959	1,285	61	8,295	1,020	9,315	12,057	1,129	13,186
Agriculture and Horticulture	5,271	928	55	60	5,326	988	6,314	8,754	1,097	9,851
Forestry	247	19	4	1	251	20	271	432	20	452
Fishing	1,492	12	1,226	—	2,718	12	2,730	2,871	12	2,883
Mining and Quarrying	4,211	140	8	10	4,219	150	4,369	4,342	152	4,494
Coal Mining	3,583	111	8	—	3,591	111	3,702	3,594	111	3,705
Stone and Slate Quarrying and Mining	293	6	—	—	299	6	305	385	8	393
Chalk, Clay, Sand and Gravel Extraction	131	4	—	—	135	4	139	152	4	156
Other Mining and Quarrying	204	19	—	10	204	29	233	211	29	240
Food, Drink and Tobacco	5,284	4,200	20	104	5,304	4,304	9,608	5,863	5,243	11,106
Grain Milling	296	53	1	—	297	53	350	331	60	391
Bread and Flour Confectionery	1,001	536	2	—	1,003	538	1,541	1,120	637	1,757
Biscuits	224	361	7	36	434	361	887	488	497	985
Bacon Curing, Meat and Fish Products	427	417	—	—	424	434	887	497	985	985
Milk Products	294	126	—	—	294	126	420	334	159	493
Sugar	214	76	—	—	214	76	290	216	77	293
Cocoa, Chocolate and Sugar Confectionery	367	650	—	10	367	660	1,027	381	708	1,089
Fruit and Vegetable Products	543	1,070	4	45	547	1,115	1,662	704	1,445	2,149
Animal and Poultry Foods	231	51	—	—	231	51	282	265	54	319
Food Industries not elsewhere specified	169	174	5	9	174	185	359	184	187	371
Brewing and Malting	700	187	—	—	700	187	887	195	917	917
Other Drink Industries	492	378	—	2	492	380	872	536	426	962
Tobacco	326	119	1	—	327	119	446	348	398	746
Chemicals and Allied Industries	3,006	1,182	6	5	3,012	1,187	4,199	3,127	1,202	4,329
Coke Ovens and Manufactured Fuel	231	2	—	—	231	2	233	231	2	233
Mineral Oil Refining	310	36	—	—	310	36	346	315	37	352
Lubricating Oils and Greases	53	6	—	—	53	6	59	6	60	60
Chemicals and Dyes	1,241	301	4	1	1,245	302	1,547	1,326	306	1,632
Pharmaceutical and Toilet Preparations	171	248	—	2	171	250	421	178	256	434
Explosives and Fireworks	300	319	—	—	300	319	619	301	320	621
Paint and Printing Ink	267	83	1	—	268	83	351	278	83	361
Vegetable and Animal Oils, Fats, Soap and Detergents	260	130	—	1	260	131	391	265	132	397
Synthetic Resins and Plastics Materials	85	29	—	—	85	30	115	89	32	121
Polishes, Gelatine, Adhesives, etc.	88	28	1	—	89	28	117	90	28	118
Metal Manufacture	3,978	551	3,023	14	7,001	565	7,566	7,083	572	7,655
Iron and Steel (General)	1,797	182	2,541	7	4,338	189	4,527	4,373	191	4,564
Steel Tubes	358	18	160	—	518	189	536	527	20	547
Iron Castings, etc.	1,092	162	244	5	1,336	167	1,503	1,361	168	1,529
Light Metals	197	77	2	—	197	77	277	80	357	357
Copper, Brass and other Base Metals	534	112	2	1	536	113	649	545	113	658
Engineering and Electrical Goods	8,864	3,700	487	68	9,351	3,768	13,119	10,277	4,054	14,331
Agricultural Machinery (except tractors)	198	28	17	—	215	28	243	220	28	248
Metal-working Machine Tools	428	93	6	—	434	93	527	445	95	540
Engineers' Small Tools and Gauges	209	52	—	—	209	52	261	220	53	273
Industrial Engines	131	26	—	—	131	26	157	133	28	161
Textile Machinery and Accessories	258	35	4	3	265	38	300	252	66	318
Contractors' Plant and Quarrying Machinery	100	11	—	—	100	11	111	100	12	112
Mechanical Handling Equipment	303	31	—	—	303	31	334	308	31	339
Office Machinery	200	119	62	15	262	134	396	275	170	445
Other Machinery	2,098	444	366	3	2,464	447	2,911	2,561	457	3,018
Industrial Plant and Steelwork	772	69	2	1	774	70	844	792	70	862
Ordinance and Small Arms	244	26	3	—	247	64	311	248	64	312
Other Mechanical Engineering not elsewhere specified	971	245	—	—	971	245	1,089	978	211	1,189
Scientific, Surgical and Photographic Instruments, etc.	321	234	—	1	321	235	556	342	266	608
Watches and Clocks	63	129	1	—	64	129	193	67	130	197
Electrical Machinery	578	320	8	—	586	320	906	626	330	956
Insulated Wires and Cables	266	148	—	—	266	148	294	150	144	294
Telegraph and Telephone Apparatus	213	213	—	1	213	214	427	217	218	435
Radio and other Electronic Apparatus	722	861	3	22	725	883	1,608	1,154	1,014	2,168
Domestic Electric Appliances	383	236	3	3	386	237	623	402	245	647
Other Electrical Goods	406	383	12	19	418	402	820	432	415	847
Shipbuilding and Marine Engineering	9,379	236	195	2	9,574	238	9,812	12,118	242	12,360
Shipbuilding and Ship Repairing	8,649	193	186	2	8,835	195	9,030	11,331	199	11,530
Marine Engineering	730	43	9	—	739	43	782	787	43	830
Vehicles	2,866	703	1,132	386	3,998	1,089	5,087	4,258	1,124	5,382
Motor Vehicle Manufacturing	1,359	347	1,103	381	2,462	728	3,190	2,512	733	3,245
Motor Cycle, Three-wheel Vehicle and Pedal Cycle Manufacturing	193	90	25	4	218	94	312	225	95	320
Aircraft Manufacturing and Repairing	754	192	—	1	754	193	947	939	215	1,154
Locomotives and Railway Track Equipment	290	35	3	—	293	35	328	300	35	335
Railway Carriages and Wagons and Trams	217	16	—	—	217	16	234	222	16	238
Pembrolators, Hand-trucks, etc.	53	23	—	—	53	23	76	60	30	90
Metal Goods not Elsewhere Specified	3,247	1,794	218	20	3,465	1,814	5,279	3,528	1,822	5,350
Tools and Implements	169	52	—	—	169	52	226	184	53	237
Cutlery	48	63	2	—	50	63	113	51	63	114
Bolts, Nuts, Screws, Rivets, etc.	145	119	16	—	161	119	280	162	119	281
Wire and Wire Manufacturers	195	117	31	1	226	118	344	233	122	355
Cans and Metal Boxes	121	190	—	6	121	196	317	123	197	320
Jewellery, Plate and Refining of Precious Metals	78	79	1	—	79	80	159	79	81	160
Metal Industries not elsewhere specified	2,491	1,174	163	12	2,654	1,186	3,840	2,696	1,187	3,883
Textiles	3,976	3,887	497	1,361	4,473	5,248	9,721	5,519	7,598	13,117
Production of Man-made Fibres	166	85	—	—	166	85	251	171	99	270
Spinning and Doubling of Cotton, Flax and Man-made Fibres	725	623	34	305	759	928	1,687	1,248	2,034	3,282
Weaving of Cotton, Linen and Man-made Fibres	418	483	43	79	449	577	1,026	723	1,053	1,723
Woolen and Worsted	720	636	43	89	763	725	1,488	782	769	1,551
Jute	583	268	222	579	805	847	1,652	807	848	1,655
Rope, Twine and Net	80	179	—	20	80	199	279	92	285	377
Hosiery and other Knitted Goods	199	506	75	145	274	651	925	293	717	1,010
Lace	38	57	19	21	57	78	135	85	120	205
Carpets	79	230	—	31	90	261	351	136	324	460
Narrow Fabrics	155	269	6	85	250	337	487	177	360	537
Made-up Textiles	625	433	65	64	690	497	1,187	846	588	1,434
Textile Finishing	98	28	—	—	98	28	126	101	32	133
Leather, Leather Goods and Fur	425	215	19	14	444	229	673	484	256	740
Leather (Tanning and Dressing) and Fellmongery	262	73	17	4	279	77	356	305	85	390
Leather Goods	112	124	—	9	112	133	245	117	146	263
Fur	51	18	2	1	53	19	72	62	25	87

* The total of 3,591 males unemployed includes 513 men registered for underground work.

Numbers Unemployed : Industrial Analysis—continued

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				
Clothing and Footwear	1,183	2,654	239	340	1,422	2,994	4,416	1,537	4,443	5,980
Weatherproof Outerwear	84	146	3	5	87	151	238	89	170	259
Men's and Boys' Tailored Outerwear	214	561	16	12	230	573	803	237	688	925
Women's and Girls' Tailored Outerwear	329	297	75	30	404	327	731	404	336	740
Overalls and Men's Shirts, Underwear, etc.	64	303	1	80	65	383	448	113	1,312	1,425
Dresses, Lingerie, Infants' Wear, etc.	113	745	2	72	115	817	932	122	1,082	1,204
Hats, Caps and Millinery	50	59	71	36	121	95	216	124	122	246
Dress Industries not elsewhere specified	62	247	—	19	62	266	328	69	300	369
Footwear	267	296	71	86	338	720	379	433	812	812
Bricks, Pottery, Glass, Cement, etc.	2,777	754	24	71	2,801	825	3,626	3,018	854	3,872

DURATION OF UNEMPLOYMENT AND AGE OF UNEMPLOYED

The following Table gives an analysis, according to (a) age and (b) the length of the current spell of registered unemployment, of the number of wholly unemployed persons on the registers of Employment Exchanges and Youth Employment Offices in Great Britain at 12th June, 1961. The analysis does not include persons temporarily stopped or unemployed casual workers.

Table with columns for Duration of Unemployment in weeks, Age Groups (Under 18 to 65 and over), and Total. Rows are categorized by Males and Females, with sub-rows for duration from 'One or less' to 'Over 52' weeks.

Figures for the main age-groups and "duration" categories are given in the Table below for each Region:-

Regional breakdown table showing duration of unemployment by region (London and South-Eastern, East and West Ridings, Eastern and Southern, North-Western, South-Western, Northern, Midland, Scotland, North-Midland, Wales) and duration categories.

Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 10th May and 7th June, 1961, the numbers of vacancies filled by the Employment Exchanges of the Ministry of Labour in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Offices of certain Local Authorities.

Table comparing placings and vacancies unfilled for five weeks ended 10th May 1961 and four weeks ended 7th June 1961, categorized by gender and age group.

The figures of vacancies filled relate only to those vacancies which were filled by applicants submitted by Employment Exchanges, i.e., they do not include engagements of workpeople by employers that were made without the assistance of Employment Exchanges. The figures are therefore not comparable with the percentage rates of engagements, given in the "Labour Turnover" Table published quarterly (see note on page 295), which relate to engagements of all kinds during the period in question.

The figures of vacancies unfilled represent the numbers of vacancies notified by employers to Employment Exchanges and remaining unfilled at the specified dates. They do not purport to represent the total number of vacancies which require to be filled, and they probably fall short of the total number for several reasons.

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

The Table below shows the numbers of vacancies filled during the four weeks ended 7th June, 1961, in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the number of vacancies remaining unfilled at 7th June, 1961.

Table showing industry group placings during four weeks ended 7th June 1961, categorized by gender and age group, and number of vacancies remaining unfilled.

The following Table gives a Regional analysis of the numbers of vacancies filled during the four weeks ended 7th June, 1961, and of the numbers of notified vacancies remaining unfilled at the end of the period:-

Regional analysis table showing placings during four weeks ended 7th June 1961 and number of vacancies remaining unfilled, categorized by region and gender/age group.

Employment in the Coal Mining Industry in May

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

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 27th May, 1961, was 578,800 compared with 581,800 for the four weeks ended 29th April, 1961, and 612,500 for the four weeks ended 28th May, 1960.

The Table below shows the numbers of wage-earners on the colliery books in all mines in the various Divisions in May, together with the increase or decrease* in each case compared with April, 1961, and May, 1960. The figures for the latest month are provisional and figures for earlier months have been revised where necessary.

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

Division†	Average numbers of wage-earners on colliery books during 4 weeks ended 27th May, 1961	Increase (+) or decrease (–) compared with the average for	
		4 weeks ended 29th April, 1961	4 weeks ended 28th May, 1960
Northern (Northumberland and Cumberland) ..	37,600	– 200	– 2,800
Durham	86,100	– 300	– 5,300
North Eastern	117,500	– 700	– 5,500
North Western	42,600	– 400	– 3,700
East Midlands	92,000	– 200	– 3,400
West Midlands	42,800	– 300	– 4,000
South Western	83,400	– 600	– 6,200
South Eastern	5,800	...	– 200
England and Wales ..	507,800	– 2,700	– 31,100
Scotland	71,000	– 300	– 2,600
Great Britain	578,800	– 3,000	– 33,700

It is provisionally estimated that during the four weeks of May, about 3,000 persons were recruited to the industry, while the total number of persons who left the industry was about 6,500; the numbers on the colliery books thus showed a net decrease of 3,500. During the four weeks of April there was a net decrease of 2,010.

Information is given in the Table below regarding absence in the coal mining industry in May and in April, 1961, and May, 1960. Separate figures are compiled in respect of (a) voluntary absence, absence for which no satisfactory reason is given and (b) involuntary absence, due mainly to sickness. The figures show the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances.

Absence Percentage (five-day week)

	May, 1961	April, 1961	May, 1960
Coal-face workers:			
Voluntary	8.55	7.94	7.57
Involuntary	8.58	8.12	8.97
All workers:			
Voluntary	6.31	5.99	5.52
Involuntary	8.53	8.22	8.85

For face-workers the output per man-shift worked at National Coal Board mines was 4.15 tons in May, compared with 4.09 tons in the previous month and 3.98 tons in May, 1960.

The output per man-shift calculated on the basis of all workers at National Coal Board mines was 1.43 tons in May; for April, 1961, and May, 1960, the figure was 1.42 tons.

Unemployment Benefit

For the period of 13 weeks ended 16th June, 1961, expenditure on Unemployment Benefit in Great Britain (excluding cost of administration) amounted to approximately £7,565,000. During the 13 weeks ended 17th March, 1961, the corresponding figure was £8,681,000, and during the 13 weeks ended 17th June, 1960, it was £8,009,000.

* "No change" is indicated by three dots.

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

Grants under the National Assistance Act

Local Offices of the Ministry of Labour undertake the payment of grants under the National Assistance Act to persons who are required to register for employment and are entitled to these grants. The amount of grants thus paid during the 13 weeks ended 30th June, 1961, was £4,904,000. The corresponding amount paid during the 13 weeks ended 31st March, 1961, was £5,614,000, and during the 13 weeks ended 25th June, 1960, it was £5,600,000.

Comparison of the figures for the June, 1961, quarter with those for earlier quarters is affected by the increase in the scale rates which came into force on 3rd April, 1961, and adjustments resulting from increases in national insurance benefits in April, 1961.

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 20th June, 1961, and the corresponding figures for 16th May, 1961, and 21st June, 1960. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (i) a large proportion of those whose incapacity lasts less than four days, (ii) civil servants receiving full pay during incapacity, and (iii) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

(Thousands)

Region	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	20th June, 1961	16th May, 1961	21st June, 1960	20th June, 1961	16th May, 1961	21st June, 1960
London and S. Eastern:						
London and Middlesex ..	78.0	82.4	76.2	3.2	3.5	3.3
Remainder	67.7	70.3	66.8	3.0	3.0	3.0
Eastern	41.8	43.5	39.4	1.9	2.0	1.8
Southern	31.6	32.7	30.8	1.5	1.5	1.4
South-Western	48.7	50.5	47.6	2.2	2.3	2.1
Midland	74.0	76.0	72.0	4.5	4.5	4.2
North Midland	51.1	52.5	50.2	5.2	5.0	4.9
East and West Ridings ..	77.3	77.9	74.9	8.1	7.8	7.6
North-Western	143.3	149.0	142.4	7.7	7.6	7.7
Northern	62.6	63.9	60.6	7.7	7.4	7.0
Scotland	109.2	113.9	108.2	9.0	8.5	9.1
Wales	63.5	64.9	62.3	7.7	7.6	7.7
Total, Great Britain ..	848.7	877.6	831.5	61.7	60.7	59.9

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 68 or 69 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 20th June, 1961, represented 4.2 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

Professional and Executive Register

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

At 7th June the total number of persons on the Professional and Executive Register was 16,489, consisting of 15,520 men and 969 women (of whom 9,433 and 573, respectively, were in employment). During the period 11th May to 7th June, 1961, the number of vacancies filled was 507. The number of vacancies unfilled at 7th June was 4,911.

Technical and Scientific Register

The Technical and Scientific Register of the Ministry of Labour operates centrally on a national basis from Almack House, 26-28 King Street, St. James's Square, London, S.W.1 (Telephone number Whitehall 6200), but it also has a representative at 450 Sauchiehall Street, Glasgow, C.2 (Tel. No. Glasgow Douglas 7161).

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

The total number of persons enrolled on the Technical and Scientific Register at 12th June was 4,368; this figure included 3,419 registrants who were already in work but desired a change of employment, and 949 registrants who were unemployed.

The number of vacancies notified, filled, etc., between 16th May and 12th June, 1961 (four weeks) are shown below.

Vacancies outstanding at 16th May	5,871
„ notified during period	428
„ filled during period	83
„ cancelled or withdrawn	398
„ unfilled at 12th June	5,818

Employment of Women and Young Persons: Special Exemption Orders

The Factories Acts, 1937 to 1959, and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, Section 23 of the Factories Act, 1959, enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making special exemption orders in respect of employment in particular factories. The following Table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 30th June, 1961, 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†	29,672	931	3,036	33,639
Double Day Shifts‡	21,261	925	1,479	23,665
Long Spells	9,939	274	1,212	11,425
Night Shifts	6,078	838	—	6,916
Part-time Work§	5,363	—	—	5,363
Saturday Afternoon Work	570	30	—	600
Sunday Work	978	55	9	1,042
Miscellaneous	953	50	23	1,026
Total	74,814	3,103	5,759	83,676

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 19th June, 1961.

	Men	Women	Total
Number of persons admitted to courses during period	802	110	912
Number of persons in attendance at courses at end of period	1,356	198	1,554
Number of persons who completed courses during period	669	99	768

Up to 19th June, 1961, the total number of persons admitted to these courses was 124,453, including 3,574 blind persons.

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

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

‡ Includes 2,232 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

Disabled Persons (Employment) Acts, 1944 & 1958

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 17th April, 1961 (the last date on which a count was taken), was 666,454, compared with 692,942 at 17th October, 1960.

The number of disabled persons on the Register who were unemployed at 19th June, 1961, was 43,137, of whom 37,642 were males and 5,495 were females. An analysis of these figures is given in the Table below.

	Males	Females	Total
Suitable for ordinary employment	33,636	5,010	38,646
Severely disabled persons classified as unlikely to obtain employment other than under special conditions*	4,006	485	4,491
Total	37,642	5,495	43,137

† The number of placings of registered disabled persons in ordinary employment during the four weeks ended 7th June, 1961, was 7,193, including 5,923 men, 1,046 women and 224 young persons. In addition 67 placings of registered disabled persons were in sheltered employment.

Unemployed Register: Entitlement to Benefit

The following Table contains an analysis of the numbers registered as unemployed on 15th May, 1961. It contains estimates of the numbers receiving unemployment benefit, the numbers receiving unemployment benefit supplemented by national assistance, the numbers receiving national assistance only, and the numbers registered for work but receiving no payment. This analysis is produced quarterly. An article explaining the basis of analysis and commenting on the various categories in the analysis is to be found on page 423 of the issue of this GAZETTE for November, 1960, when figures were published in this form for the first time.

(Thousands)

	Men	Single Women (inc. widowed and divorced)	Married Women	Boys and Girls	Total
Receiving unemployment benefit only	90	13	20	3	127
Receiving unemployment benefit supplemented by national assistance	24	2	—	—	26
Total receiving unemployment benefit	114	15	21	3	153
Receiving national assistance only	55	9	2	1	68
Others registered for work	38	10	22	8	79
Total	207	35	45	12	299

* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 296 to 300.

† Statistics relating to the number of registered disabled persons placed every six months have been discontinued. As from 11th May, 1961, statistics relate to the number of placings of registered disabled persons effected each month.

‡ Figures have been rounded to the nearest thousand and the sum of the constituent items in consequence may differ slightly from the total as shown.

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Fatal Industrial Accidents

The following Table shows the number of fatal industrial accidents reported in June, 1961, with comparable figures for the previous month. The figures are provisional. The figures for seamen relate to those employed in ships registered in the United Kingdom. All other figures relate to Great Britain.

	May, 1961	June, 1961
Places under the Factories Acts	57	52
Mines and Quarries	18	31
Seamen	3	1
Railway Service	17	11

Detailed figures for process groups are given below for June, 1961. The figures under the heading "Factories Acts" 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 Acts	No. of Accidents
Textile and Connected Processes	3
Clay, Pottery, Cement, etc.	2
Metal Extraction, Refining and Conversion	1
Metal Casting	1
Metal Rolling, Drawing, Extrusion and Forging	2
Miscellaneous Metal Processes	1
Shipbuilding and Repairing	5
Constructional Engineering, Boiler Making	1
Locomotive and Railway Equipment	1
Non-rail Vehicles and Aircraft	2
Other Machine and Metal Manufacture and Repair	1
Electrical Engineering	1
Woodworking Processes	2
Miscellaneous Chemical Manufacture, Paint, Oil Refining, Soap	3
Coal Gas, Coke Ovens, Patent Fuel	2
Wearing Apparel	2
Paper and Printing	1
Milling	1
Food	1
Drink	1
Electricity Generation	1
Rubber	1
Other Factory Processes	1
Works and Places Under s.s.105, 107 and 108 of Factories Act, 1937	1
Building Operations	12
Works of Engineering Construction	10
Docks and Warehouses	3
TOTAL, FACTORIES ACTS	52

Mines and Quarries*	No. of Accidents	Railway Service	No. of Accidents
Coal Mines:		Brakemen and Goods Guards	1
Underground	26	Engine Drivers and Motormen	1
Surface	3	Firemen	1
Quarries	2	Mechanics	1
TOTAL, MINES & QUARRIES	31	Permanent Way Men	1
		Porters	3
		Shunters	2
		Other Grades	1
Seamen		Contractors' Servants	3
Trading Vessels	1	TOTAL, RAILWAY SERVICE	11
Fishing Vessels	1		
TOTAL, SEAMEN	1		

Industrial Diseases

The number of cases in Great Britain reported during June, 1961, under the Factories Act, 1937, or the Lead Paint (Protection against Poisoning) Act, 1926, are shown below. The figures are provisional.

I. Cases	I. Cases—continued	
Lead Poisoning	Chrome Ulceration	
Operatives engaged in:	Manufacture of Bichromates	12
Shipbreaking	Chromium Plating	1
Other Contact with Molten Lead	Total, Cases	45
Electric Accumulator Works		
Other Industries		
Manganese Poisoning		
Compressed Air Illness		
Epitheliomatous Ulceration (Skin Cancer)		
Pitch and Tar		
Mineral Oil		

* For mines and quarries, weekly returns are obtained and the figures cover the four weeks ended 24th June, 1961.

Employment Overseas

CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment in March, in the establishments covered by the returns, was 0.1 per cent. lower than in the previous month and 2.9 per cent. lower than in March, 1960. The number of persons employed in manufacturing industries in March was 0.3 per cent. higher than in the previous month and was 3.8 per cent. lower than in March, 1960.

UNION OF SOUTH AFRICA

Figures compiled by the Department of Mines show that the number employed in the mining industry, excluding quarries, was 586,645 in January, compared with 583,525 in the previous month and 569,783 in January, 1960. The number of persons (all occupations) registered at Government Employment Exchanges as unemployed was 23,967 at the end of December, compared with 25,257 at the end of the previous month and 25,019 at the end of December, 1959.

UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in the United States of America (including Alaska and Hawaii), in industries other than agriculture and domestic service, is estimated by the Department of Labor to have been approximately 52,005,000 in April. This was about 0.7 per cent. higher than the figure for the previous month and 2.0 per cent. lower than in April, 1960. The number of production workers in manufacturing industries in April was 11,413,000, a decrease of 0.1 per cent. compared with the previous month and a decrease of 7.5 per cent. compared with April, 1960.

The Department of Labor estimated that the total number of unemployed persons at the middle of April was about 4,962,000, compared with 5,495,000 at the middle of the previous month and 3,660,000 at the middle of April, 1960.

BELGIUM

The average daily number of persons recorded as wholly unemployed during April was 92,767, compared with 105,692 in the previous month and 115,049 in April, 1960. Partial unemployment accounted in addition for a daily average loss of 27,641 working days.

FRANCE

Provisional figures show that the number of persons registered as applicants for employment at the beginning of June was 104,343, of whom 28,389 were wholly unemployed persons in receipt of assistance. The corresponding figures were 116,869 and 31,492 at the beginning of the previous month and 124,824 and 36,204 at the beginning of June, 1960.

GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of May was 111,470, compared with 131,191 at the end of the previous month and 153,161 at the end of May, 1960. In the Western Sectors of Berlin the corresponding figures at the same dates were 19,117, 21,855 and 31,403.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 24th June was 38,243, compared with 49,247 at 27th May and 41,825 at 25th June, 1960.

ITALY

The number registered for employment at the end of January was 1,952,683, of whom 1,255,459 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 1,836,944, including 1,173,427 wholly unemployed and at the end of January, 1960, it was 2,059,164, including 1,364,642 wholly unemployed.

NETHERLANDS

The number of persons wholly unemployed at the end of May was 25,606; this figure included 3,361 persons employed on relief work as well as those in receipt of unemployment benefit.

SPAIN

The number of persons registered as unemployed was 134,696 at the end of March, compared with 134,205 at the end of the previous month and 117,947 at the end of March, 1960.

SWITZERLAND

The number of registered applicants for employment at the end of May who were wholly unemployed was 272 or 0.2 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 322 or 0.2 per thousand at the end of the previous month, and 488 or 0.3 per thousand at the end of May, 1960.

RETAIL PRICES

Index of Retail Prices

INDEX FOR 13th JUNE, 1961

ALL ITEMS (17th January, 1956 = 100) ... 115

At 13th June, 1961, the retail prices index was 115 (prices at 17th January, 1956 = 100), compared with 114 at 16th May, and with 111 at 14th June, 1960. The rise in the index during the month was due mainly to rises in the average levels of prices of potatoes, other fresh vegetables, eggs, and cigarettes and tobacco.

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

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

DETAILED FIGURES FOR 13th JUNE, 1961

(Prices at 17th January, 1956 = 100)

The following Table shows, for the 10 main groups, the indices at 13th June, on the basis of prices at 17th January, 1956 = 100, together with the relative weights which are used in combining the separate group figures into a single "all items" index.

GROUP	INDEX FIGURE FOR 13th JUNE, 1961 (17th January, 1956 = 100)	WEIGHT
I. Food	111.4	350
II. Alcoholic drink	99.0	71
III. Tobacco	114.4	80
IV. Housing	137.8	87
V. Fuel and light	121.7	55
VI. Durable household goods	100.0	66
VII. Clothing and footwear	105.5	106
VIII. Transport and vehicles	122.3	68
IX. Miscellaneous goods	124.2	59
X. Services	125.4	58
All items	114.6	1,000

The "all items" index figure at 13th June was therefore 114.6, taken as 115.

PRINCIPAL CHANGES IN THE INDEX DURING THE MONTH

Food

There was a marked rise in the average price of potatoes as retailers in many areas no longer held stocks of old potatoes, and a smaller rise in the average level of prices of fresh vegetables due mainly to comparatively high prices for fresh peas. A fall in the price of tomatoes was partly offset by increases in the prices of cabbage and cauliflower. There were also increases in the average prices of eggs and apples, and decreases in the average prices of beef, mutton and lamb, and fish. As a result of all these changes the average level of food prices rose by rather more than 1½ per cent., and the group index figure, expressed to the nearest whole number, was 111, compared with 109 in the previous month.

Alcoholic Drink

As a result of increases in the prices of some beers, the average level of prices for the alcoholic drink group as a whole rose by rather more than one-half of one per cent. The group index figure, expressed to the nearest whole number, was 99, compared with 98 in the previous month.

Tobacco

There were increases in the prices of many brands of cigarettes and tobacco and the average level of prices of cigarettes and tobacco as a whole rose by rather more than one per cent. The group index figure, expressed to the nearest whole number, was 114, compared with 113 the previous month.

Fuel and Light

Mainly as the result of higher charges for electricity in many areas the average level of prices and charges for the fuel and light group rose by rather more than one-half of one per cent. The group index figure, to the nearest whole number, was 122, compared with 121 the previous month.

Other Groups

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

ALL ITEMS INDICES, JANUARY, 1956, TO JUNE, 1961

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

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

DESCRIPTION OF THE INDEX

A full description of the index, entitled "Method of Construction and Calculation of the Index of Retail Prices" (No. 6 in the Series "Studies in Official Statistics"), is obtainable from H.M. Stationery Office, price 2s. 6d. (2s. 8d. including postage).

Retail Prices Overseas

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

Country	Base of Index* and Month for which Index Figure is given	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with	
			Month before	Year before
European Countries				
Austria	1958 = 100			
All Items	Apr., 1961	105.4	+ 0.6	+ 2.5
Food		102.3	+ 0.4	- 0.2
Belgium*	1953 = 100			
All Items	Apr., 1961	110.55	+ 0.02	+ 0.76
Food		109.5	- 0.1	+ 0.4
Finland	1957 = 100			
All Items	Mar., 1961	110	Nil	+ 2
Food		110	- 1	+ 4
Germany (Federal Republic)	1958 = 100			
All Items	May, 1961	104.8	+ 0.7	+ 2.0
Food		103.6	+ 1.4	- 1.3
Irish Republic	1947 = 100			
All Items	May, 1961	150	+ 1†	+ 4
Italy (Large Towns)	1938 = 100			
All Items	Mar., 1961	69.66	+ 0.04	+ 1.84
Food		75.81	+ 0.07	+ 1.01
Netherlands	1951 = 100			
All Items	May, 1961	127	+ 1	+ 1
Food		124	+ 2	+ 1
Portugal (Lisbon)	1948-49 = 100			
All Items	Mar., 1961	110.3	- 0.6	- 2.4
Food		111.1	- 1.4	- 5.9
Spain	1958 = 100			
All Items	Mar., 1961	110.9	- 0.5	‡
Food		109.6	- 0.9	‡
Sweden	1949 = 100			
All Items	Mar., 1961	162	+ 1	+ 3
Food		179	+ 1	+ 4
Switzerland	1939 = 100			
All Items	May, 1961	185.7	+ 1.4	+ 2.7
Food		196.4	+ 1.3	+ 1.7
Other Countries				
Canada	1949 = 100			
All Items	May, 1961	129.0	- 0.1	+ 1.6
Food		123.2	- 0.7	+ 3.0
Ceylon (Colombo)	1952 = 100			
All Items	Feb., 1961	103.9	- 0.2	- 1.4
Food		99.25	- 0.71	- 5.70
India*	1949 = 100			
All Items	Mar., 1961	124	+ 1	+ 3
Food		123	+ 1	Nil
New Zealand	1955 = 1,000			
All Items	Mar., 1961	1,163	- 5†	+ 18
Food		1,098	- 30†	+ 27
South Africa, Union (9 Urban Areas)	1938 = 100			
All Items	Feb., 1961	227.3	+ 0.5	+ 3.8
Food		266.0	+ 1.5	+ 5.1
United States	1947-49 = 100			
All Items	Apr., 1961	127.5	Nil	+ 1.3
Food		121.2	Nil	+ 1.7

* 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, with small variations in the case of Belgium. The index for India is an All-India average of the indices for a number of areas.

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

‡ Figures calculated on the new 1958 Base are not available.

WAGES AND HOURS OF WORK

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

INDICES FOR 30th JUNE, 1961
(31st JANUARY, 1956 = 100)

At 30th June, 1961, the indices of changes in *weekly* rates of wages, of *normal weekly hours* and of *hourly rates* of wages for all workers, compared with a month earlier, were as follows:—

	All Industries and Services			Manufacturing Industries only		
	Weekly Rates	Normal Weekly Hours	Hourly Rates	Weekly Rates	Normal Weekly Hours	Hourly Rates
1961 May	124.5	96.1	129.6	124.0	95.5	129.8
1961 June	125.0	95.9	130.4	124.1	95.5	130.0

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

Index of Weekly Rates of Wages

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

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

The following Tables give the monthly averages for the years 1956 to 1960 inclusive and the monthly figures since June, 1960. Figures for other dates between January, 1956, and May, 1960, were given in previous issues of this GAZETTE.

Weekly Rates of Wages*

I—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.0	109.7	111.3	110.0
1958	113.8	114.0	115.8	114.0
1959	116.8	117.0	119.0	117.0
1960	119.7	120.8	123.2	120.0
1960 June	119.6	120.7	122.0	119.9
July	119.7	121.0	124.3	120.1
August	120.0	121.0	124.5	120.4
September	120.4	121.3	125.0	120.8
October	120.3	121.5	124.8	120.7
November	120.6	121.8	125.4	121.0
December	121.9	122.7	126.3	122.2
1961 January	123.2	123.5	128.5	123.5
February	123.4	123.6	128.8	123.7
March	123.6	124.0	129.0	123.9
April	123.9	124.2	129.2	124.2
May	124.2	124.8	129.8	124.5
June	124.5	125.6	130.6	125.0

Index of Normal Weekly Hours

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

Normal Weekly Hours*

III—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.6	99.8	99.7
1959	99.6	99.5	99.8	99.6
1960	97.9	98.3	98.1	98.0
1960 June	97.8	98.4	98.2	98.0
July	97.8	98.3	98.1	98.0
August	97.5	98.2	97.7	97.7
September	97.4	97.9	97.6	97.6
October	97.1	97.8	97.3	97.3
November	97.0	97.7	97.2	97.2
December	97.0	97.7	97.1	97.1
1961 January	96.3	96.7	96.5	96.4
February	96.3	96.7	96.5	96.4
March	96.3	96.5	96.4	96.3
April	96.3	96.3	96.4	96.3
May	96.1	95.9	96.0	96.1
June	96.0	95.6	95.7	95.9

Index of Hourly Rates of Wages

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

II—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.6	110.0
1958	113.6	113.6	114.5	113.7
1959	116.5	116.4	117.3	116.5
1960	119.1	120.0	122.7	119.4
1960 June	118.9	119.9	120.4	119.2
July	119.1	120.0	124.9	119.5
August	119.2	120.1	125.0	119.6
September	119.4	120.6	125.3	119.9
October	119.6	120.7	125.5	120.0
November	120.1	120.9	125.8	120.5
December	122.4	122.4	127.5	122.7
1961 January	123.1	123.2	128.3	123.3
February	123.1	123.3	128.5	123.4
March	123.4	124.0	129.0	123.8
April	123.5	124.1	129.0	123.9
May	123.6	124.1	129.2	124.0
June	123.8	124.1	129.3	124.1

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

The following Tables give the monthly averages for the years 1956 to 1960 inclusive and the monthly figures since June, 1960. Figures for other dates between January, 1956, and May, 1960, were given in previous issues of this GAZETTE.

IV—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	100.0	100.0	100.0
1958	99.7	99.9	99.9	99.8
1959	99.6	99.7	99.7	99.6
1960	97.1	97.8	97.5	97.3
1960 June	96.7	97.9	97.3	97.1
July	96.7	97.9	97.3	97.1
August	96.6	97.6	97.1	96.9
September	96.5	97.1	96.8	96.7
October	96.5	97.0	96.7	96.7
November	96.4	96.8	96.6	96.5
December	96.3	96.8	96.5	96.5
1961 January	95.7	95.3	95.7	95.6
February	95.7	95.3	95.7	95.6
March	95.7	95.3	95.6	95.6
April	95.7	95.2	95.6	95.5
May	95.6	95.2	95.5	95.5
June	95.6	95.2	95.4	95.5

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

The Tables on the next page give the monthly averages for the years 1956 to 1960 inclusive and the monthly figures since June, 1960. Figures for other dates between January, 1956, and May, 1960, were given in previous issues of this GAZETTE.

Hourly Rates of Wages*
V—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.1	109.8	111.4	110.1
1958	114.2	114.4	116.0	114.3
1959	117.3	117.7	119.2	117.4
1960	122.3	122.8	125.6	122.5
1960 June	122.3	122.7	124.3	122.4
July	122.4	123.0	126.6	122.6
August	123.1	123.3	127.4	123.2
September	123.6	123.9	128.1	123.8
October	123.9	124.2	128.2	124.0
November	124.3	124.7	129.0	124.5
December	125.7	125.6	130.0	125.9
1961 January	127.8	127.8	133.1	128.0
February	128.1	127.9	133.5	128.3
March	128.3	128.5	133.9	128.6
April	128.7	129.0	134.1	129.0
May	129.2	130.2	135.2	129.6
June	129.7	131.5	136.4	130.4

VI—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.7	110.1
1958	113.9	113.7	114.7	113.9
1959	117.0	116.7	117.7	116.9
1960	122.8	122.7	125.9	122.8
1960 June	122.9	122.5	123.7	122.7
July	123.2	122.7	128.4	123.1
August	123.0	123.0	128.6	123.4
September	123.8	124.2	129.5	124.0
October	123.9	124.3	129.7	124.2
November	124.6	124.8	130.3	124.8
December	127.1	126.6	132.1	127.1
1961 January	128.5	129.2	134.1	129.0
February	128.6	129.3	134.4	129.0
March	129.0	130.2	134.9	129.5
April	129.7	130.3	135.1	129.6
May	129.3	130.4	135.3	129.8
June	129.5	130.5	135.4	130.0

General

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

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

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

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

Comparison between Earnings and Rates of Wages

Statistics of changes in *actual weekly and hourly earnings* (as distinct from changes in *rates of wages*) are collected in April and October each year. Figures relating to such earnings from April, 1956, to October, 1960, were given in an article on pages 50 to 57 of the February, 1961, issue of this GAZETTE. The average increase in *actual weekly earnings* (all workers) between April, 1956, and October, 1960, in the industries and services covered by the half-yearly enquiries was 23½ per cent., as compared with an average increase of 14½ per cent. during the same period in the level of *weekly rates of wages* in the same industries, whilst the average increase in *actual hourly earnings* was 25 per cent. as compared with an average increase of 18 per cent. in *hourly rates of wages*. For manufacturing industries only the corresponding increases were 23½ per cent. for *weekly earnings*, 14½ per cent. for *weekly rates of wages*, 26 per cent. for *hourly earnings* and 18½ per cent. for *hourly rates of wages*.

Changes in Rates of Wages and Hours of Work

Changes in June

Estimates of the effect of reported changes in rates of wages and hours of work coming into operation in the United Kingdom during June indicate that about 1,095,000 workers received an aggregate increase of approximately £411,000 in their full-time weekly rates of wages, and about 687,000 workers had their normal weekly hours reduced by an average of about 2 hours.†

The following major changes became operative during June: health services—domestic and ancillary workers (increases of 7s. a week for men and of 5s. 3d. for women, with additional increases in plus rates for higher grades); retail food trades (normal weekly hours reduced by 2 hours with increases ranging from 10s. to 15s. a week, according to grade and area, for men, and from 8s. to 12s. for women); retail furnishing and allied trades (normal weekly hours reduced from 46 to 44 with increases ranging from 10s. to 15s. a week, according to grade and area, for men, and from 7s. to 12s. for women); retail bread and flour confectionery trade (normal weekly hours reduced by 2 hours with increases ranging from 10s. to 15s. a week, according to grade and area, for men, and from 7s. to 12s. for women); retail newsagency, tobacco and confectionery trades (normal weekly hours reduced from 48 or 46 to 44 with increases ranging from 9s. to 13s. a week, according to grade and area, for men, and from 5s. to 9s. for women); retail bookselling and stationery trades (normal weekly hours reduced from 46 to 44 with increases ranging from 9s. 6d. to 14s. a week, according to grade and area, for men, and from 6s. to 10s. 6d. for women); hairdressing undertakings (normal weekly hours reduced from 46 to 44 with increases ranging from 8s. to 15s. a week, according to grade and area, for men, and from 5s. to 14s. 6d. for women); merchant navy (normal weekly hours at sea reduced from 56 to 44 with a compensatory payment of 5 per cent. in standard rates of pay for Saturday afternoons spent at sea and increased rates of efficient service pay); stamped or pressed metal-ware (increases of 7s. 6d., 8s. or 8s. 6d. a week for men and of 7s. for women); flour milling industry (increases ranging from 10s. to 26s. 6d. a week for men and of 7s. for women); home grown timber trade in England and Wales (normal weekly hours reduced by 2 hours); and baking in England and Wales (normal weekly hours reduced from 44 to 42 for workers covered by the national agreement for multiple bakers).

Through the operation of sliding-scale arrangements, based on the official index of retail prices, increases of varying amounts became payable to workers in a number of industries, including national newspaper production in London and Manchester, metal manufacture, mining and quarrying, coke manufacture, and wholesale newspaper distribution in London.

Of the total increase of £411,000, about £268,000 resulted from Wages Regulation Orders, £135,000 from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement, £5,000 from the operation of sliding-scale arrangements based on the official index of retail prices, and the remainder from direct negotiations between employers and trade unions.

Details of principal changes operative in June, together with brief particulars of future changes, are given on the following pages

Changes in January-June, 1961

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

Industry Group	Weekly Rates of Wages		Normal Weekly Hours of Work	
	Approximate Number of Workers affected by Increases†	Estimated Amount of Increase in Weekly Rates of Wages	Approximate Number of Workers affected by Reductions	Estimated Amount of Reduction in Weekly Hours
		£		
Agriculture, Forestry, Fishing, Mining and Quarrying	621,000	259,500	—	—
Food, Drink and Tobacco	331,000	138,500	595,000	758,400
Chemicals and Allied Industries	180,000	79,000	302,500	625,200
Metal Manufacture	59,500	18,800	500	1,400
Engineering and Electrical Goods	166,500	16,000	1,000	1,600
Shipbuilding and Marine Engineering	490,000	188,700	22,500	46,200
Metal Goods not elsewhere specified	—	—	—	—
Textiles	295,500	123,300	431,500	1,040,600
Leather, Leather Goods and Fur	—	—	56,000	110,300
Clothing and Footwear	101,000	28,700	121,000	240,500
Bricks, Pottery, Glass, Cement, etc.	126,000	43,200	151,500	242,000
Timber, Furniture, etc.	67,000	24,400	70,500	140,600
Paper, Printing and Publishing	340,000	51,400	56,000	84,200
Other Manufacturing Industries	11,500	3,700	20,500	39,000
Construction	1,183,500	230,600	91,500	182,800

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JUNE

(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, 1961," on which details for the Industry at that date are given.)

Table with 5 columns: Industry, District, Date from which Change took effect, Classes of Workers, Particulars of Change. Rows include Limestone Quarrying, Ironstone Mining, Flour Milling, Baking, Fish Curing, Aerated Waters Manufacture, Coke Manufacture, Pig Iron Manufacture, and Derbyshire, Leicestershire and Northants.

* Under sliding-scale arrangements based on the official index of retail prices.
† These increases took statutory effect under an Order issued under the Wages Councils Act. See page 278 of the June issue of this GAZETTE.
‡ The rates quoted have been in operation generally for workers covered by an agreement of the National Joint Committee for the Baking Industry (Scotland) as from the first pay day following 18th December, 1960 (see page 30 of the January, 1961, issue of this GAZETTE), whilst the new wage scales for apprentice bakers have operated since the first pay day following 12th February, 1961 (see page 125 of the March issue).
§ See also under "Changes in Hours of Work".
|| These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 315 of this GAZETTE.
¶ These changes were the result of an agreement of the National Joint Committee of the Baking Industry in England and Wales consisting of the Federation of Wholesale and Multiple Bakers (Great Britain and Northern Ireland) and the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers.
** Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.
†† Agreements between the Midland Merchant Blastfurnace Owners' Association and the trade unions concerned.

Principal Changes in Rates of Wages Reported during June—continued

Table with 5 columns: Industry, District, Date from which Change took effect, Classes of Workers, Particulars of Change. Rows include Pig Iron Manufacture, Iron and Steel Manufacture, Galvanising, Tube Manufacture, Stamped or Pressed Metal-Wares, Needle, Fish Hook and Fishing Tackle Manufacture, Cotton Spinning and Weaving, Wool Textile, Harris Tweed Manufacture, Textile Bleaching, Dyeing, Printing and Finishing, Asbestos Textile Manufacture, Asbestos Cement Manufacture, and Slag Production.

* Agreements of the Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.
† Under sliding-scale arrangements based on the official index of retail prices.
‡ Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.
§ Agreements of the Sheet Trade Board.
|| Agreements between the South Wales and Monmouthshire Iron and Steel Manufacturers' Association and the trade union concerned.
¶ These increases took effect under an Order issued under the Wages Councils Act. See page 278 of the June issue of this GAZETTE.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Home Grown Timber Trade	England and Wales (135)	19 June	Sawmill workers	New minimum rates agreed, consequent upon the reduction of normal weekly hours without loss of pay, as follows:—male workers 21 and over—skilled sawyers class A mills 4s. 10½d. an hour, class B 4s. 8½d., sawyers engaged in cutting pitwood, firewood, slabs and offcuts 4s. 5d., 4s. 3½d., crane drivers (fully mechanical cranes) 4s. 4½d., 4s. 2½d., mill labourers 4s. 2½d., 4s. 1½d.; female workers 19 and over 75 per cent. of adult male rate.*
Printing	London (152-153)	1 June	Workers (other than electricians and engineers) employed in the production of national morning, evening and Sunday newspapers	Cost-of-living bonus increased† by 2s. a week (4s. to 6s.) for adult workers, and by proportional amounts for apprentices and juniors.
	Manchester	1 June	do.	do.
Penmaking	Birmingham and district	12 May	All workers	New minimum rates agreed, related to the official index of retail prices figure of 112, as follows:—male workers, fully apprenticed toolmakers 25 and over 199s. 1d. a week, 21 and under 25 180s. 4d., semi-skilled workers 20 and over 175s., unskilled workers 20 and over 167s. 6d.; female workers 18 and over 126s. 3d., piecework prices to be such as to yield at least 131s. 9d. for female workers of average ability.
Merchant Navy	United Kingdom (192-193)	12 June	Deck and engine-room ratings, and catering department ratings	Introduction of additional payment of 5 per cent. on basic wages to compensate for all Saturday afternoons spent at sea. A.B.'s certificate pay increased to £1 a month or 4s. 8d. a week (previously 10s. a month or 2s. 4d. a week). Introduction of extra payment of 10s. a month or 2s. 4d. a week to efficient deck hands who also hold a lifeboatman's certificate. Rates of efficient service pay increased as follows:—after 1 year's service £1 a month or 4s. 8d. a week (unchanged), after 2 years' service £2 2s. 6d. or 9s. 11d. (previously £2 or 9s. 4d.), after 3 years' service £3 2s. 6d. or 14s. 7d. (previously £3 or 14s.), after 4 years' service £4 10s. or 21s. (previously £4 5s. or 19s. 10d.).*
Post Office	London Pay Area (197)	1 Jan.†	Juveniles (18 to 20 years) on adult engineering, motor transport and supplies grades	Revision of rates of pay and establishment of Inner and Outer London areas, with increases of 1s. a week (Outer area) and 11s. (Inner area). Rates after change for engineering grades: technicians, Class IIB, Outer London area 197s. a week, Inner London area 207s., technicians, Class IIA 211s., 221s.
Buffer Food Distribution	England and Wales	First pay day in week commencing 1 May	Male workers 19 and over (other than supervisory and clerical grades) employed at buffer depots	Increase of 7s. a week (173s. to 180s. a week).
Retail Newsagency, Tobacco and Confectionery Trades	England and Wales (212) (253)	5 June	Shop managers and managers	Increases in statutory minimum remuneration of 9s. to 13s. a week, according to area and number of staff employed, for shop managers, and of 6s. to 9s. for shop managers. Minimum rates after change: shop managers, London area 184s. 6d. a week where the number of staff is one or none, 190s. 6d. where the number is two, and 196s. 6d. where the number is three, Provincial A area 179s. 6d., 185s. 6d., 191s. 6d., Provincial B area 172s. 6d., 178s. 6d., 184s. 6d.; shop managers, London 140s., 146s., 152s., A 135s., 141s., 147s., B 129s., 135s., 141s.*§
			Other workers except street newsvendors	Increases in statutory minimum remuneration of 11s., 10s. or 9s. a week, according to area, for male workers (including drivers) 21 or over, of 7s. 6d. for youths 18 and under 21, of 5s. for boys under 18, of 7s. in London and 6s. in other areas for female workers 21 or over, and of 3s. or 4s. 6d., according to age, for female workers under 21. Minimum rates after change: workers other than transport workers—grade I clerks 24 or over, males, London area 170s. a week, Provincial A area 165s., Provincial B area 158s., females 123s. 6d., 118s. 6d., 112s. 6d.; grade II clerks under 24, grade II clerks and all other workers—males, London 71s. at 15 rising to 164s. at 23 or over, A 68s. to 159s., B 65s. to 152s., females 60s. to 119s., 56s. to 114s., 53s. to 108s.; transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles—London 98s. at 18 rising to 164s. at 21 or over, A 96s. to 159s., B 92s. to 152s.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 2 tons carrying capacity and of two-horse drawn vehicles 172s., 167s., 160s., of over 2 and up to 5 tons 176s., 171s., 164s., of over 5 tons 180s., 175s., 168s.*§
	Scotland (212) (253)	26 June	Managers and managers	General increases in statutory minimum remuneration of 10s. to 13s. a week, according to numbers of staff normally employed, for managers, and of 6s., 7s. or 8s. for managers. Incremental scale reduced by one year. Minimum rates after change: workers 20 or over—the rates payable to other workers (except grade I clerks 23 or over and transport workers), according to age and area, with the addition of 14s., 21s. or 28s. a week, according to the number of staff normally employed (previously 13s., 19s. or 25s.).*§
			Other workers	Increases in statutory minimum remuneration of 10s. a week in Area 1 and 9s. in Area 2 for men, of 5s. for women, and of amounts ranging from 5s. (at 15) to 7s. 6d., or 11s. (at 15) to 6s. for younger male and female workers, respectively. Incremental scale reduced by one year. Minimum rates after change: grade I clerks 23 (previously 24) or over—males, Area 1, 158s. 6d. a week, Area 2, 153s. 6d., females 112s., 108s.; grade II clerks under 23 (previously 24), grade II clerks, shop assistants, central warehouse workers and all other workers (except transport workers)—males, Area 1, 61s. 6d. at 15 rising to 153s. 6d. at 22 or over, Area 2, 59s. 6d. to 148s. 6d., females 56s. 6d. to 108s. 6d., 53s. 6d. to 104s. 6d.; transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, Area 1, 93s. 6d. at 18 rising to 156s. 6d. at 21 or over, Area 2, 89s. 6d. to 149s. 6d.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 5 tons carrying capacity and of two-horse drawn vehicles, Area 1, 159s. 6d., Area 2, 152s. 6d., of over 5 tons 163s. 6d., 156s. 6d.*§
Retail Bread and Flour Confectionery Trade	Scotland (210) (252)	19 June	Managers and managers	Increases in statutory minimum remuneration of 13s. or 10s. a week, according to area, for managers, and of 9s. or 8s. for managers. Minimum rates after change: managers, area 1, 178s. 6d. a week where weekly trade is less than £110, 195s. where weekly trade is £200, area 2, 172s. 6d. to 189s.; managers, area 1, 137s. 6d. where weekly trade is less than £50, to 169s. where weekly trade is £200, area 2, 133s. 6d. to 165s.*§
			Other workers	Increases in statutory minimum remuneration of 13s. or 10s. a week, according to area, for male workers 19 or over, of 7s. to 10s., according to age and area, for youths and boys, of 7s. for female workers 18 or over (8s. for those 22 or over, of 10s. for van salesmen, all ages, in area 1 and 8s. in area 2), and of 5s. or 6s., according to age, for girls. Minimum rates after change: workers other than transport workers and van salesmen—males, area 1, 68s. 6d. a week at 15 rising to 162s. 6d. at 22 or over, area 2, 65s. 6d. to 155s. 6d., females 57s. 6d. to 118s., 55s. 6d. to 114s.; transport workers and van salesmen—drivers of vehicles with a carrying capacity of 1 ton or less, area 1, 106s. 6d. at 18 rising to 171s. 6d. at 21 or over, area 2, 105s. 6d. to 164s. 6d.; drivers, all ages, of vehicles with a carrying capacity of over 1 ton, area 1, 177s., area 2, 170s.; female van salesmen, all ages, on vehicles with a carrying capacity of 10 cwt. or less, area 1, 136s. 6d., area 2, 130s. 6d., all other van salesmen, all ages, 180s. 6d., 173s. 6d.*§

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

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

‡ These changes were authorised in June with retrospective effect to the date shown.

§ These increase took effect under an Order issued under the Wages Councils Act. See page 278 of the June issue of this GAZETTE.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Retail Bread and Flour Confectionery Trade (continued)	England and Wales (209) (252)	12 June	Managers and managers	Increases in statutory minimum remuneration of 15s., 13s. or 10s. a week, according to area, for managers, and of 11s., 9s. or 8s. for managers. Minimum rates after change: managers, London area 183s. 6d. a week where weekly trade is less than £70, to 263s. 6d. where weekly trade is more than £730, Provincial A area 177s. 6d. to 257s. 6d., Provincial B area 168s. 6d. to 248s. 6d., managers 156s. 6d. to 236s. 6d., 150s. 6d. to 230s. 6d., 142s. 6d. to 222s. 6d.*
			Other workers	Increases in statutory minimum remuneration of 13s. a week in London and Provincial A area and 10s. in Provincial B area for male workers (including drivers) 19 or over (15s. in London for those 22 or over, and for roundsworkers, assistant roundsworkers and transport workers 21 or over), of 7s. to 11s., according to age and area, for youths and boys, of 9s. in London and 8s. in the Provinces for female workers 18 and over (10s. in London and 8s. in the Provinces for those 22 or over and for assistant roundsworkers 21 or over), and of 5s. to 8s. for girls. Minimum rates after change: workers other than transport workers—indoor workers, males, London area 78s. a week at 16 rising to 171s. at 22 or over, Provincial A area 73s. to 165s., Provincial B area 69s. to 156s., females 66s. to 127s., 59s. 6d. to 121s., 56s. to 114s. (first assistants receive 5s. above these rates); roundsworkers, London 84s. 6d. to 177s. 6d. at 21 or over, A 81s. 6d. to 171s. 6d., B 77s. 6d. to 162s. 6d.; assistant roundsworkers, males, London 78s. 6d. to 171s. at 21 or over, A 75s. 6d. to 165s., B 71s. 6d. to 156s., females 65s. 6d. to 135s., 60s. 6d. to 129s., 57s. 6d. to 123s.; transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, London 115s. at 18 rising to 182s. 6d. at 21 or over, A 112s. to 176s. 6d., B 107s. to 167s. 6d.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 5 tons carrying capacity and of two-horse drawn vehicles, London 185s. 6d., A 179s. 6d., B 170s. 6d., of over 5 tons 189s. 6d., 183s. 6d., 174s. 6d.*
Retail Food Trades	England and Wales (204) (253)	12 June	Shop managers and managers	Increases in statutory minimum remuneration of 15s., 13s. or 10s. a week, according to area, for managers, and of 12s., 10s. or 9s. for managers. Minimum rates after change: shop managers—London area 189s. a week where weekly trade is under £50 to 283s. where weekly trade is more than £1,250, Provincial A area 183s. to 277s., Provincial B area 174s. to 268s.; shop managers—London 163s. 6d. to 257s. 6d., A 157s. 6d. to 251s. 6d., B 149s. 6d. to 243s. 6d.*
			Other workers	Increases in statutory minimum remuneration of 13s. a week in London and Provincial A area and 10s. in Provincial B area for male workers 19 or over (15s. in London for workers 22 or over and certain transport workers), of 7s. to 11s., according to age and area, for youths and boys, of 9s. in London (10s. for those 22 or over) and 7s. in other areas (8s. for those 22 or over) for female workers 18 or over, and of 5s. to 8s. for girls. Minimum rates after change: grade I clerks 23 or over—men, London area 181s. a week, Provincial A area 175s., Provincial B area 166s., women 133s., 127s., 120s.; grade I clerks under 23, grade II clerks, shop assistants, stockmen or ordermen, canvassers, van salesmen, cashiers or central warehouse workers—male workers, London 78s. at 16 rising to 175s. at 22 or over, A 73s. to 169s., B 69s. to 160s., female workers 65s. to 128s. 6d., 58s. 6d. to 122s. 6d., 55s. to 115s. 6d.; other workers—male workers, London 77s. at 16 rising to 169s. at 22 or over, A 72s. to 162s. 6d., B 68s. to 158s., female workers 64s. to 122s. 6d., 57s. 6d. to 116s. 5d., to 112s. 6d.; transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, London 103s. 6d. at 18 rising to 175s. at 21 or over, A 100s. 6d. to 169s., B 95s. 6d. to 160s.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 2 tons carrying capacity and of two-horse drawn vehicles 181s., 175s., 166s., of over 2 and up to 5 tons 185s., 179s., 170s., of over 5 tons 189s., 183s., 174s.*
	Scotland (205) (253)	26 June	Shop managers and managers	Increases in statutory minimum remuneration of 13s. or 10s. a week, according to weekly trade, for shop managers, and of 10s. or 9s. for shop managers. Minimum rates after change: shop managers 179s. a week where weekly trade is under £100 to 250s. where weekly trade is £810, shop managers 141s. 6d. where weekly trade is under £50 to 224s. 6d.*
			Other workers	Increases in statutory minimum remuneration of 13s. or 10s. a week, according to area, for male workers (including drivers) 21 or over, of 8s. to 12s., according to age and area, for youths and boys, of 8s. for female workers 21 or over, and of 7s. or 5s., according to age, for female workers under 21. Minimum rates after change: workers other than central and retail transport workers—grade I clerks 23 or over, males, area 1, 172s. 6d. a week, area 2, 165s. 6d., females 124s., 120s.; grade I clerks under 23, grade II clerks, shop assistants, central warehouse workers, other transport workers and all other workers, males, area 1, 72s. 6d. at 15 rising to 168s. 6d. at 22 or over, area 2, 70s. 6d. to 161s. 6d., females 60s. 6d. to 121s., 58s. 6d. to 117s.; central transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, area 1, 98s. 9d. at 18 rising to 168s. 6d. at 21 or over, area 2, 96s. 9d. to 161s. 6d.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 5 tons carrying capacity and of two-horse drawn vehicles 171s. 6d., 164s. 6d., of over 5 tons 175s. 6d., 168s. 6d.; retail transport workers—drivers, all ages, of mechanically propelled vehicles of over 1½ and up to 5 tons carrying capacity and of two-horse drawn vehicles, area 1, 168s. 6d., area 2, 161s. 6d., of over 5 tons 172s. 6d., 165s. 6d.*
Retail Furnishing and Allied Trades	Great Britain (215) (253)	26 June	Shop managers and managers	Increases in statutory minimum remuneration of 15s., 13s. or 10s. a week, according to area, for shop managers, and of 12s., 10s. or 9s. for shop managers. Minimum rates after change: shop managers, London area 193s. 6d. a week where weekly trade is under £60 to 249s. 6d. where weekly trade is £475 and under £500, Provincial A area 186s. to 242s., Provincial B area 176s. to 232s.; shop managers, London 164s. 6d. to 220s. 6d., A 157s. to 213s., B 148s. 6d. to 204s. 6d.*
			Other workers	Increases in statutory minimum remuneration of 13s. a week in London and Provincial A areas and 10s. in Provincial B area for male workers (including drivers) 19 or over (15s. in London for those 22 or over and drivers 21 or over), of 7s. to 11s., according to age and area, for youths and boys, of 7s. 6d. in London and 7s. in other areas for female workers 18 or over, and of 5s., 6s. or 6s. 6d. for girls under 18. Minimum rates after change: workers other than transport workers—grade I clerks 23 or over, males, London area 185s. a week, Provincial A area 178s. 6d., Provincial B area 168s. 6d., females 134s. 6d., 129s., 121s. 6d.; grade I clerks under 23, grade II clerks, shop assistants, cashiers, central warehouse workers, stock hands or van salesmen, males, London 73s. at 16 rising to 178s. 6d. at 22 or over, A 68s. to 172s., B 64s. to 162s., females 62s. to 129s. 6d., 58s. to 124s. 6d., 54s. to 116s. 6d.; all other workers, males, London 72s. to 169s., A 67s. to 162s. 6d., B 63s. to 158s., females 62s. to 123s. 6d., 58s. to 118s., 54s. to 111s. 6d.; transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, London 104s. at 18 rising to 178s. 6d. at 21 or over, A 101s. 6d. to 172s., B 96s. to 162s.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 2 tons carrying capacity and of two-horse drawn vehicles, London 183s., A 176s. 6d., B 167s., of over 2 and up to 5 tons 187s., 181s., 171s., of over 5 tons 191s. 6d., 185s., 175s. 6d.*
Wholesale Newspaper Distribution	London (201)	1 June	Male workers	Increases in cost-of-living bonus of 2s. a week (4s. to 6s.) for full-time workers 21 and over, and of proportional amounts for other workers. Rates after change, inclusive of bonus, for full-time workers 21 and over: indoor workers and drivers—day staff 243s. a week, night staff 252s.

* These increases took effect under an Order issued under the Wages Councils Act. See page 278 of the June issue of this GAZETTE and also under "Changes in Hours of Work".

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

Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Retail Bookselling and Stationery Trades	Great Britain (216) (252)	5 June	Shop managers and managers	Increases in statutory minimum remuneration of 14s., 12s. or 10s. a week, according to area, for shop managers, and of 10s. 6d., 8s. 6d. or 8s. for shop managers. Minimum rates after change: shop managers, London area 210s. a week, Provincial A area 204s., Provincial B area 196s.; shop managers, London 180s., A 174s., B 167s. 6d.*†
			Other workers	Increases in statutory minimum remuneration of 14s., 12s. or 9s. 6d. a week, according to area, for male workers (including drivers) 21 or over, of 4s. to 12s., according to age and area, for youths and boys, of 8s. in London and 6s. in other areas for female workers 21 or over, and of 3s. to 7s. for female workers under 21. Minimum rates after change: workers other than transport workers, cleaners, messengers, deliverers or porters—males, London area 72s. a week at under 16 rising to 178s. at 22 or over, Provincial A area 65s. 6d. to 172s., Provincial B area 60s. to 163s. 6d., females, London 61s. to 134s., A 54s. 6d. to 128s., B 50s. to 122s.; cleaners, messengers, deliverers or porters—males, London 68s. 6d. to 168s., A 62s. 6d. to 162s., B 57s. 6d. to 153s. 6d., females 58s. to 124s., 52s. to 118s., 48s. to 112s.; transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles—London 95s. at under 16 rising to 172s. at 21 or over, A 92s. to 166s., B 87s. to 157s. 6d.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 2 tons carrying capacity and of two-horse drawn vehicles 176s., 170s., 161s. 6d., of over 2 and up to 5 tons 180s., 174s., 165s. 6d., of over 5 tons 184s., 178s., 169s. 6d.*†
Cinematograph Film Production	Great Britain	5 June	Electricians, craft grades, general grades, etc.	Increase of 7½ per cent. Minimum rates after change include: studio standard agreement—craft grades £14 10s. 5d. a week, semi-skilled £13 12s. 9d., general grades (labouring, etc.) £12 14s. 1d., other grades (unclassified, e.g., crane operators (manual), property makers, etc.) £14 1s. 7d., sculptors and modellers £17 6s. 2d. to £20 7s. 4d., according to grade (chargehands 6d. an hour above craft rate, supervising chargehands by day or night (where employed) 1s. an hour above), assistant heads of departments £16 10s. 2d. to £21 11s. 3d., according to occupation and classification of studio; chief or supervising projectionists (where employed) £18 18s. 3d., first projectionists £16 0s. 6d.; second £14 1s. 7d.; general grades agreement—transport workers, gardeners, storemen, cleaners, etc. £11 10s. 3d. to £16 10s. 3d., according to occupation, female cleaners £10 18s. 8d.; canteen employees agreement—male workers £9 8s. 3d. to £16 17s. 5d., according to occupation and classification of studio, female workers £9 4s. 0d. to £16 17s. 5d.; part-time workers (male and female) £5 7s. 4d.; make-up artists, hairdressers and wardrobe staffs £12 12s. 3d. to £29 16s. 6d., according to occupation.
Catering	Great Britain	1 Jan.‡	Restaurant car conductors employed by British Transport Commission Hotels and Catering Services	Increases of 15s. a week (175s. 6d. to 190s. 6d.) for class 1 conductors, and of 13s. (166s. to 179s.) for class 2.
Hairdressing	Great Britain (236) (252)	26 June	Managers, managers and chargehands	Increases in statutory minimum remuneration of 15s. or 14s. 6d. a week, according to area, for managers and 9s. for managers in ladies' saloons, of 14s. 6d. or 14s. for managers and managers in gentlemen's saloons, of 13s. 6d. for male chargehands and 8s. for female chargehands in ladies' saloons, and of 13s. 6d. or 13s., according to area, for male and female chargehands in gentlemen's saloons. Minimum rates after change: ladies' saloons—managers, London area 210s. 6d. a week, Provincial areas A and B 205s., managers 185s., 180s., chargehands, male 192s., 187s., female 166s. 6d., 161s. 6d.; gentlemen's saloons—managers and managers 205s., 199s. 6d., male and female chargehands 187s., 181s. 6d.*†
			All other workers	Increases in statutory minimum remuneration of amounts ranging from 8s. to 12s. 6d. a week, according to year of employment or area, for male operative hairdressers and from 5s. to 7s. for female operative hairdressers, in ladies' saloons, of 9s. 6d., 11s. 6d. or 12s. for male and female operative hairdressers in gentlemen's saloons, with proportional increases for apprentices, of amounts ranging from 5s. to 12s. 6d., according to age, occupation or area, for other male workers, and from 2s. 6d. to 6s. 6d. for other female workers. Minimum rates after change: operative hairdressers—ladies' saloons London area, male workers 114s. a week in first year, 143s. in second year, 173s. 6d. thereafter, female workers 102s. 6d., 131s., 147s., Provincial areas A and B, males 109s., 138s., 170s., females 97s. 6d., 125s. 6d., 142s., gentlemen's saloons, London, male and female workers 135s. 6d. in first year, 170s. thereafter, A and B 130s. 6d., 164s. 6d.; clerks, receptionists and manicurists—London, male workers 75s. at under 16 rising to 175s. 6d. at 24 or over, female workers 60s. to 127s. 6d., A 69s. 6d. to 171s., 55s. 6d. to 122s. 6d., B 66s. 6d. to 165s. 6d., 51s. 6d. to 116s. 6d.; sales assistants, cashiers and clerical assistants—London, male workers 75s. at under 16 rising to 169s. at 23 or over, female workers 60s. to 122s. 6d., A 69s. 6d. to 164s. 6d., 55s. 6d. to 118s., B 66s. 6d. to 159s., 51s. 6d. to 111s. 6d.; all other workers—London, male workers 74s. at under 16 rising to 160s. 6d. at 23 or over, female workers 59s. to 117s. 6d., A 68s. 6d. to 156s., 54s. 6d. to 112s. 6d., B 65s. 6d. to 154s., 50s. 6d. to 106s. 6d.*†
Funeral Direction	Metropolitan district	7 Nov., 1960§	Workers employed in funeral furnishing departments of Co-operative Societies	Increases of 17s. 6d. a week for adult male workers, of 15s. for adult female workers, and of proportional amounts for juveniles. Rates after change include: branch managers (resident) 244s. 6d. a week, chauffeur-bearers 218s., general workers who act as bearers 207s., coffin makers 224s. 9d., polishers and finishers 213s. 6d., machinists 235s. 3d., other adult male workers 204s. 6d., receptionists 169s.†
Government Industrial Establishments	Northern Ireland..	Beginning of pay week containing 1 Apr.‡	Workers paid at miscellaneous "M" rates	Increases of 3s. a week (Belfast) or 6s. (elsewhere in Northern Ireland) for adult male workers, of 2s. 6d. or 5s. for adult female workers, and of proportional amounts for juveniles. Minimum weekly time rates after change: adult male workers—Belfast (including Holywood, Kinnegar and Rosepark) 176s., elsewhere in Northern Ireland 170s.; adult female workers 147s. 6d., 142s. 6d.
Health Services	Great Britain (222-223)	Beginning of pay week which included 1 June	Domestic and similar grades of staff and ancillary workers**	Standard basic rates for group 1 occupations increased by 7s. a week for men 21 and over, by 5s. 3d. for women 18 and over, and by proportional amounts for juveniles; plus rates for groups 2 to 10 increased by 1s., 2s., 4s., 6s., or 8s. For resident workers, weekly deductions for board increased by 7d. and for lodging 7d. Standard basic (group 1) rates after change: men, London 192s. 8d. a week, elsewhere 184s. 8d., women 146s. 6d., 138s. 6d. Revised plus rates: group 2, 5s. a week (previously 4s.), 3, 8s. (6s.), 4, 12s. (8s.), 5, 16s. (10s.), 6, 20s. (12s.), 7, 24s. (16s.), 8, 28s. (20s.), 9, 32s. (24s.), 10, 36s. (28s.).
			Semi-skilled engineering grades	Increases of 4½d. an hour for grades I and II, and of 4½d. for grade III. Rates after change: grade I—London 4s. 8½d. an hour, elsewhere 4s. 6½d., II 4s. 10½d., 4s. 8½d., III 5s. 1½d., 5s. 0½d.

* These increases took effect under an Order issued under the Wages Councils Act. See page 278 of the June issue of this GAZETTE.
 † See also under "Changes in Hours of Work".
 ‡ These increases were agreed in May with retrospective effect to the date shown.
 § These increases were agreed in March, 1961, with retrospective effect to the date shown.
 || 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.
 ¶ These increases were authorised in June with retrospective effect to the date shown.
 ** Excluding building trade workers, semi-skilled engineering workers and orthopaedic appliance grades.

PRINCIPAL CHANGES IN HOURS OF WORK REPORTED DURING JUNE

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Baking	Scotland (251)	12 June	All workers	Normal weekly hours reduced from 45 to 43 for workers 16 and over, and from 44 to 43 for those under 16.*†
	Northern Ireland..	23 June	Transport workers	Normal weekly hours reduced from 44 to 43, without loss of pay.‡§
	England and Wales (19)	18 June	All workers	Normal weekly hours reduced from 44 to 42.‡
Fish Curing	Aberdeen	4 May	Sawyers and boxmakers in the box pool section	Normal weekly hours reduced from 44 to 42.‡
Fat Melting and Bone Degreasing	Great Britain (certain firms)	Week commencing 22 May	All workers	Normal weekly hours reduced from 44 to 42, without loss of pay.
Woollen Manufacture	Wales (85)	Week commencing 19 June	All workers	Normal weekly hours reduced from 45 to 42½ for workers 16 and over, and from 44 to 42½ for those under 16, without loss of pay.
Pressed Felt Manufacture	Rosendale Valley (certain firms)	26 June	All workers	Normal weekly hours reduced from 43½ to 42½, without loss of pay.
Hosiery Manufacture	Hawick (90)	29 May	All workers	Normal weekly hours reduced from 45 to 42½ for workers 16 and over, and from 44 to 42½ for those under 16.
Rubber Proofed Garment Making	Great Britain (106) (253)	2 June	All workers	Normal weekly hours reduced from 44 to 42, without loss of pay. (Guaranteed weekly remuneration reduced from 34 to 33 hours.)*
Home Grown Timber Trade	England and Wales (135)	19 June	Workers other than shift workers	Normal weekly hours reduced from 44 to 42, without loss of pay.‡
Merchant Navy	United Kingdom. (192-193)	12 June	Deck and engine-room ratings, and catering department ratings	Ordinary weekly hours of duty at sea reduced from 56 to 44 (8 hours in 24 Monday to Friday, and 4 hours on Saturday before 12 noon).‡
Retail Food Trades	England and Wales (204) (253)	12 June	All workers	Normal weekly hours reduced from 46 to 44 (48 to 46 or 47 to 45 for certain workers).*‡
Retail Multiple Grocery and Provisions Trade	Scotland (205) (253)	26 June	All workers	Normal weekly hours reduced from 46 to 44.*‡
	Scotland	26 June	All workers	Normal weekly hours reduced from 46 to 44, without loss of pay.
Retail Bread and Flour Confectionery Trade	England and Wales (209) (252)	12 June	All workers	Normal weekly hours reduced from 46 to 44.*‡
Retail Newsagency, Tobacco and Confectionery Trades	Scotland (210) (252)	19 June	All workers (except transport workers)	Normal weekly hours reduced from 48 to 46 for van salesmen and from 46 to 44 for other workers.*‡
	England and Wales (212) (253)	5 June	All workers, other than street newsvendors	Normal weekly hours reduced from 48 to 44.*‡
Retail Furnishing and Allied Trades	Scotland (212) (253)	26 June	All workers	Normal weekly hours reduced from 46 to 44.*‡
	Great Britain (215) (253)	26 June	All workers	Normal weekly hours reduced from 46 to 44.*‡
Retail Bookselling and Stationery Trades	Great Britain (216) (252)	5 June	All workers	Normal weekly hours reduced from 46 to 44.*‡
Hairdressing	Great Britain (236) (252)	26 June	All workers 16 and over	Normal weekly hours reduced from 46 to 44.*‡
Funeral Direction	Metropolitan district	1 May	Workers employed in funeral furnishing departments of Co-operative Societies	Normal weekly hours reduced from 44 to 42, without loss of pay.‡

CHANGES TAKING EFFECT AFTER THE END OF JUNE

The following changes, operative from a future date, have been notified: cooping in Great Britain and Belfast (hourly rates increased by 5d. and attendance bonus withdrawn, 7th August); petroleum distribution (increases of 10s. 6d., 11s. 6d. or 12s. 6d. a week for men and of 9s. 6d. for women, 3rd July); and general printing (increases of 5½ per cent. and a reduction in normal weekly hours from 42 to 41 in September, 1961, with a further reduction from 41 to 40 in September, 1962).
 Increases operative in July under sliding-scale arrangements based on the official index of retail prices, affected the following industries: general printing, pressed felt manufacture, lace furnishings manufacture, textile finishing, silk finishing, hosiery finishing, basket making, cinematograph film production, tinplate manufacture and needle and fish hook manufacture.
 An Order issued under the Wages Councils Act authorised a reduction in normal weekly hours from 45 to 42 for workers engaged in the ostrich and fancy feather and artificial flower trade, with effect from 5th July.
 Full details of these changes will be published in the appropriate issues of this GAZETTE.

* These changes took statutory effect under an Order issued under the Wages Councils Act. See page 278 of the June issue of this GAZETTE.
 † The reduced hours have been in operation generally for workers covered by an agreement of the National Joint Committee for the Baking Industry (Scotland), as from 15th May, 1960 (see page 266 of the June, 1960, issue of this GAZETTE).
 ‡ See also under "Changes in Rates of Wages".
 § This change took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 315 of this GAZETTE.
 || This change was the result of an agreement of the National Joint Committee of the Baking Industry in England and Wales consisting of the Federation of Wholesale and Multiple Bakers (Great Britain and Northern Ireland) and the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers.

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STOPPAGES OF WORK—INDUSTRIAL DISPUTES

STOPPAGES OF WORK IN JUNE

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in June, which came to the notice of the Ministry, was 247. In addition, 30 stoppages which began before June were still in progress at the beginning of the month. The approximate number of workers involved during June at the establishments where these 277 stoppages occurred is estimated at 80,400. This total includes 5,000 workers involved in stoppages which had continued from the previous month. Of the 75,400 workers involved in stoppages which began in June, 70,600 were directly involved and 4,800 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 269,000 working days lost during June included 32,000 days lost through stoppages which had continued from the previous month.

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

Industry Group	Number of Stoppages			Stoppages in Progress in Month	
	Started before beginning of Month	Started in Month	Total	Workers involved	Working Days lost
Coal Mining ..	5	154	159	16,900	32,000
Engineering ..	6	16	22	7,600	45,000
Shipbuilding and Marine Engineering ..	2	9	11	2,600	18,000
Motor Vehicles ..	—	6	6	34,300	114,000
Construction ..	8	23	31	5,300	14,000
Port and Inland Water Transport ..	—	4	4	2,700	5,000
All other Transport ..	1	5	6	2,800	12,000
All remaining Industries and services ..	8	30	38	8,100	29,000
Total, June, 1961 ..	30	247	277	80,400	269,000
Total, May, 1961 ..	36	240	276	86,300	275,000
Total, June, 1960 ..	34	239	273	64,400	217,000

Causes of Stoppages

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

Principal Cause	Number of Stoppages	Number of Workers directly involved
Wages—claims for increases ..	41	42,500
—other wage disputes ..	92	9,200
Hours of labour ..	3	300
Employment of particular classes or persons	36	6,400
Other working arrangements, rules and discipline ..	67	9,200
Trade union status ..	6	1,800
Sympathetic action ..	2	1,200
Total ..	247	70,600

PRINCIPAL STOPPAGES OF WORK DURING JUNE

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Remarks
	Directly	Indirectly	Began	Ended		
ENGINEERING:—						
Workers employed in the manufacture of office machinery—Glasgow (one firm)	150	675	1 June	16 June	The refusal by the management to make an interim agreement pending the negotiation of a new wages structure	Work resumed pending further negotiations.
Workers employed in the manufacture of motor vehicle accessories—London (one firm)	2,010	§	13 June	28 June	The rejection by employer of workers' claim for a wage increase	Work resumed pending further negotiations.
SHIPBUILDING AND SHIP REPAIRING:—						
Shipwrights and other workers employed in the shipbuilding industry—Birkenhead (one firm)	260	1,250	23 May	—	The employment of boilermakers on work claimed by shipwrights	No settlement reported.
MOTOR VEHICLES:—						
Workers employed in the manufacture of motor vehicles—various areas in England (one firm)	30,100	1,380	27 June	30 June	The decision by employer not to negotiate, until September, on a wage claim submitted by the workers on 29th May	Work resumed.
DOCKS:—						
Dock workers—Southampton ..	2,105	—	16 June	21 June	To protest against employers' refusal to issue protective clothing to dockers unloading from refrigerated holds	Work resumed pending negotiations.
RAILWAYS:—						
Motor drivers employed on railway delivery vans—various areas in England and Scotland	2,100	—	12 June	17 June	To protest against alleged delay in negotiations on a wage claim	Work resumed.

* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than 10 workers, and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information. The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree exactly 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.

§ It is estimated that approximately 14,000 workers employed in the motor vehicle industry were rendered idle by this stoppage.

¶ The number of workers indirectly involved rose progressively from 40 on 6th June.

‡ There was a temporary resumption of work on 20th June.

Duration of Stoppages

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

Duration of Stoppage	Number of		
	Stoppages	Workers directly involved	Working Days lost by all Workers involved
Not more than 1 day	92	7,400	6,000
2 days ..	55	8,400	13,000
3 days ..	43	5,300	16,000
4-6 days ..	33	42,400	148,000
Over 6 days ..	27	5,000	61,000
Total ..	250	68,500	244,000

STOPPAGES OF WORK IN THE FIRST SIX MONTHS OF 1961 AND 1960

The following Table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first six months of 1961 and 1960:—

Industry Group	January to June, 1961			January to June, 1960		
	Number of Stoppages beginning in period	Stoppages in Progress		Number of Stoppages beginning in period	Stoppages in Progress	
		Workers involved	Working Days lost		Workers involved	Working Days lost
Agriculture, Forestry, Fishing	3	3,000	77,000	1	†	†
Coal Mining ..	818	168,300	588,000	889	131,300	275,000
All Other Mining and Quarrying	6	1,100	1,000	1	†	†
Food, Drink and Tobacco	10	4,100	10,000	9	6,600	112,000
Chemicals, etc. . .	16	5,700	16,000	13	4,800	14,000
Metal Mfr. . .	37	12,600	27,000	41	11,900	38,000
Engineering ..	106	44,400	141,000	121	50,400	290,000
Shipbuilding and Marine Eng. . .	55	55,100	315,000	43	33,400	221,000
Motor Vehicles and Cycles ..	53	95,000	323,000	74	85,700	236,000
Aircraft ..	25	11,700	32,000	20	15,100	38,000
Other Vehicles ..	13	8,000	14,000	9	1,800	18,000
Other Metal Goods ..	27	4,900	30,000	25	3,400	15,000
Textiles ..	18	900	3,000	13	3,400	7,000
Clothing and Footwear ..	6	400	1,000	10	3,300	6,000
Bricks, Pottery, Glass, etc. . .	11	2,200	5,000	20	4,100	29,000
Timber, Furniture, etc. . .	6	400	1,000	12	700	17,000
Paper and Printing	6	1,100	5,000	3	600	1,000
Remaining Manufacturing Inds.	14	11,400	69,000	13	8,200	29,000
Construction ..	150	19,000	73,000	110	12,600	67,000
Gas, Electricity and Water ..	3	100	1,000	9	1,300	4,000
Port and Inland Water Transport	43	28,400	144,000	62	46,700	153,000
All Other Transport	36	13,800	27,000	30	17,400	55,000
Distributive Trades ..	28	3,200	10,000	10	700	2,000
Administrative, Professional, etc. Services ..	7	5,800	27,000	7	500	1,000
Misc. Services ..	14	1,200	7,000	8	1,600	2,000
Total ..	1,508 ‡	502,000	1,948,000	1,541 ‡	445,600	1,633,000

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During June the Industrial Court issued five awards, Nos. 2846 to 2850*. Three awards Nos. 2848, 2849 and 2850 are summarised below; award No. 2846 did not relate to a substantial part of an industry and award No. 2847 was referred to the Court under Section 8 of the Terms and Conditions of Employment Act, 1959.

Award No. 2848 (15th June).—Parties: Trade Union Side and Management Side of the Ancillary Staffs Council of the National Whitley Councils for the Health Services (Great Britain). **Claim:** To determine a difference regarding the rate of pay of Laboratory Assistants (Bottle Washers) employed in the Blood Transfusion Service. **Award:** The Court awarded that the rate of pay of Laboratory Assistants (Bottle Washers) employed in the Blood Transfusion Service shall be that of Ancillary Staffs placed in Group 3 under Part I, Section A(ii) (Women) of the Ancillary Staffs Council Rates of Pay. Effect to be given to the award as from the beginning of the first full pay period following 22nd May, 1961.

Award No. 2849 (19th June).—Parties: Nottingham and District Hosiery Finishers' Association and Nottingham Master Hosiery Dyers' and Finishers' Association. **Claim:** Proposed by the Employers. To determine the claim from the Nottingham and District Hosiery Finishers' Association that stenter operatives should be paid a trimmers' time rate of 4s. 4½d. per hour. **Proposed by the Workpeople.** To consider the claim by the Nottingham and District Hosiery Finishers' Association for an increase of 4d. in the minimum hourly rate now being paid to stenter operatives in Nottingham and District. **Award:** The Court awarded that with effect from 1st May, 1961, the basic time rates of the stenter operatives concerned shall be 4s. 2d. per hour for adult male workers and 2s. 10d. per hour for adult female workers.

Award No. 2850 (26th June).—Parties: Employees' Side and Employers' Side of the Railway Shopmen's National Council. **Claim:** To determine the claim of the Employees' Side of the Railway Shopmen's National Council that the allowance paid to Railway Workshop Staff employed in Tool Rooms, under the terms of Railway Shopmen's National Council Minutes Nos. 218 of 28th July, 1942, and 285 of 11th June, 1943, should be increased. **Award:** The Court awarded that the present allowance of 4s. per week paid to Railway Workshop Staff employed in Tool Rooms under the terms of Railway Shopmen's National Council Minutes Nos. 218 of 28th July, 1942, and 285 of 11th June, 1943, shall be increased to 10s. per week. Effect to be given to the award as from the first full pay period following 26th June, 1961.

Single Arbitrators and ad hoc Boards of Arbitration

During June, one award was issued by a single arbitrator appointed under Section 2 (2) (b) of the Industrial Courts Act, 1919. The award related to an individual undertaking.

Civil Service Arbitration Tribunal

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

Wages Councils Act, 1959

Notices of Proposals

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

Cutlery Wages Council (Great Britain).—Proposal C.T. (67), dated 6th June, for fixing revised general minimum time rates and piecework basis time rates for male and female workers, and amending the provisions relating to payment of holiday remuneration.

Hollow-ware Wages Council (Great Britain).—Proposal H. (77), dated 30th June, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Rope, Twine and Net Wages Council (Great Britain).—Proposal R. (129), dated 30th June, for fixing revised general minimum time rates and piecework basis time rates for male and female workers and amending the provisions relating to holidays and holiday remuneration.

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

* See footnote * on page 318.

Wages Regulation Orders

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

The Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) Order, 1961: S.I. 1961 No. 1130, dated 19th June and effective from 5th July. This Order, which gives effect to the proposals submitted by the Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain), prescribes revised general minimum time rates for male and female workers and reduces from 45 to 42 the number of hours to be worked per week before overtime is payable.

The Wages Regulation (Flax and Hemp) Order, 1961: S.I. 1961 No. 1209, dated 26th June and effective from 14th July. This Order, which gives effect to the proposals of the Flax and Hemp Wages Council (Great Britain), prescribes revised general minimum and guaranteed time rates and piecework basis time rates for male and female workers.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposals

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

Retail Bespoke Tailoring Wages Council (Northern Ireland).—Proposal N.I.T.R.B. (N.81), dated 9th June for fixing revised statutory minimum remuneration for male and female workers in the trade and for reducing from 44 to 42 the number of hours to be worked per week before overtime is payable.

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

Wages Regulation Orders

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

The Baking Wages Regulation (Amendment) (No. 1) Order (Northern Ireland), 1961 (N.I. Bk. (280)), dated 16th June and operative on 23rd June. This Order reduces from 44 to 43 the number of hours to be worked per week before overtime becomes payable to certain male workers employed in the County of the City of Belfast and districts situated within a radius of 15 statute miles therefrom.—See page 313.

The Baking Wages Regulation (Amendment) (No. 2) Order (Northern Ireland), 1961 (N.I. Bk. (281)), dated 16th June and operative on 23rd June. This Order prescribes revised statutory minimum remuneration for certain male workers employed in the County of the City of Londonderry and reduces from 44 to 43 the number of hours to be worked per week before overtime is payable.—See page 313.

The Baking Wages Regulation (Amendment) (No. 3) Order (Northern Ireland), 1961 (N.I. Bk. (282)), dated 16th June and operative on 23rd June. This Order reduces from 44 to 43 the number of hours to be worked per week before overtime is payable to certain male workers employed in areas other than the County of the City of Belfast and districts situated within a radius of 15 statute miles therefrom and in the County of the City of Londonderry.—See page 313.

The Baking Wages Regulation (Amendment) (No. 4) Order (Northern Ireland), 1961 (N.I. Bk. (283)), dated 23rd June and operative on 4th July. This Order prescribes revised statutory minimum remuneration for male and female workers employed in the County of the City of Belfast and districts situated within a radius of 15 statute miles therefrom and reduces from 44 to 43 the number of hours to be worked per week before overtime is payable.

The Baking Wages Regulation (Amendment) (No. 5) Order (Northern Ireland), 1961 (N.I. Bk. (284)), dated 23rd June and operative on 4th July. This Order prescribes revised statutory minimum remuneration for male and female workers employed in the County of the City of Londonderry and reduces from 44 to 43 the number of hours to be worked per week before overtime is payable.

The Baking Wages Regulation (Amendment) (No. 6) Order (Northern Ireland), 1961 (N.I. Bk. (285)), dated 23rd June and operative on 4th July. This Order prescribes revised statutory minimum remuneration for male and female workers employed in areas other than the County of the City of Belfast and districts situated within a radius of 15 statute miles therefrom and the County of the City of Londonderry and reduces from 44 to 43 the number of hours to be worked per week before overtime is payable.

The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Regulation (Amendment) Order (Northern Ireland), 1961 (N.I.H.G. (167)), dated 29th June and operative on 24th July. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade and reduces from 45 to 44 the number of hours to be worked per week before overtime is payable.

Decisions of the Commissioner under the National Insurance Acts

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

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

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

Recent decisions of general interest are set out below.

Decision No. R(U) 18/60 (28th July, 1960)

In connection with a claim for unemployment benefit made on arrival in Great Britain it was contended for the claimant that as, under the provisions of the Family Allowances and National Insurance (Australia) Order, 1958, he was to be "treated . . . as if he had been resident" in Great Britain during the period of the voyage from Australia, it could not be held that he was "absent from Great Britain" during that period. Held that the claimant was "absent from Great Britain" during the voyage. The Order provides that a person claiming unemployment benefit in one country shall be treated as if he had been resident there during any period while proceeding from the other country if that period does not exceed 13 weeks. Subject to this, the claim must be decided under the provisions of the National Insurance Act in exactly the same way as that of a claimant who in fact resides in this country. As the claimant was absent from Great Britain during the relevant period he was disqualified for receiving benefit during that period by Section 29(1)(a) of the National Insurance Act, 1946.

Decision of the Commissioner

"My decision is that the claimant is not entitled to unemployment benefit from 18th September, 1959, to 23rd October, 1959, both dates included.

"There is no dispute about the facts in this case. The claimant went to Australia in 1951 and worked there until 14th September, 1959. On 18th September, 1959, he sailed for Great Britain in the T.V. 'Fairsky' and arrived in this country on 23rd October, 1959. He has claimed unemployment benefit but his claim was disallowed by the local insurance officer from 18th September, 1959, to 23rd October, 1959 (the period of the voyage); on appeal the local tribunal reversed the decision of the local insurance officer and allowed the claim. The insurance officer now appeals to the Commissioner.

"The sole question for my determination is whether the claimant is entitled to receive unemployment benefit for the period of the voyage. At the request of the claimant's association an oral hearing took place on 21st July, 1960, at which both parties were represented and the claimant was present.

"The claimant bases his claim on the provisions of the Family Allowances and National Insurance (Australia) Order, 1958 [S.I. 1958 No. 422] which by paragraph 2 provides 'The provisions contained in the Agreement set out in the Schedule hereto shall have full force and effect, so far as the same relate to England, Wales and Scotland and provide by way of Agreement with the Government of the Commonwealth of Australia for reciprocity in any matters specified in subsection (1) of section 64 of the National Insurance Act, 1946, etc.'

"The preamble to the agreement referred to in the preceding paragraph indicates the purpose of the agreement as follows:— 'The Government of the United Kingdom of Great Britain and Northern Ireland and the Government of the Commonwealth of Australia, "desiring to make arrangements enabling persons who go from one country to the other to receive social security benefits for age, widowhood, invalidity, sickness, unemployment and family responsibilities, as far as possible at the same rates and under the same conditions as persons who have been resident in the latter country", have agreed as follows'. The italics are mine.

"The provisions relating to unemployment benefits are contained in Article 18 which is in Part VI of the said agreement. Article 18 provides:—

(1) If a person in one country claims an unemployment benefit under the legislation of that country, he shall be treated for the purposes of his claim as if he had been resident in that country during any period—(a) during which he was resident in the other country; or (b) during which he was proceeding from the latter country to the former country, if that period does not exceed thirteen weeks.

(2) Where a person claims an unemployment benefit under the legislation of the United Kingdom or applies for contributions to be credited to him under that legislation for any period during which he is unemployed, he shall be treated—(a) as if he had paid a contribution—(i) as an employed person for any week during which he was gainfully occupied under a contract of service in Australia; (ii) as a self-employed person for any other week during which he was gainfully occupied in Australia; and (iii) as a non-employed person for any week during which he was proceeding from either country to the other, if he arrived in the latter country within thirteen weeks after leaving the former country; (b) as if he had had a contribution credited to him—(i) as an employed person for any week during which he was resident in Australia and was

unemployed and available for work or was incapable of work, if that week was part of a period during which he was ordinarily gainfully occupied under a contract of service; and (ii) as a self-employed person for any other week during which he was resident in Australia and was incapable of work, if that week was part of a period during which he was ordinarily gainfully occupied.

"The contention of the claimant's representative, which found favour with the local tribunal, was that by reason of the provisions of Article 18(1)(b), set out above, the claimant could not be refused benefit under the provisions of section 29(1) of the National Insurance Act, 1946 which, in so far as it is material provides 'a person shall be disqualified for receiving any benefit . . . for any period during which that person (a) is absent from Great Britain'. It was argued that the provision in Article 18(1) that the claimant must be treated 'as if he had been resident' during the voyage from Australia to England is inconsistent with a finding that he was absent from Great Britain during that period.

"It was contended on behalf of the chief insurance officer that 'residence' and 'absence' are not mutually exclusive and that 'absence' in section 29 of the Act means absence in fact. He cited certain authorities, to which I need not refer, in support of the proposition that it is possible to be resident in, and absent from, a place at one and the same time. It was submitted that the phrase 'treated . . . as if he had been resident' was inserted in the Article because in Australia, and indeed in Northern Ireland to which the agreement has also been applied, any claim for benefit is subject to a condition of residence, and so a person going to Australia would be denied benefit if this phrase had not been inserted. The phrase, it is said, has no effect on a person coming to this country. In support of this interpretation it was pointed out that an award of unemployment benefit for the period of the voyage would normally result in the award of class one credits whereas Article 18(2)(a)(iii) provides that for that period he shall be treated as if he had paid contributions as a non-employed person.

"In my judgment the contention of the claimant's representative is untenable. In the first place it depends upon reading the word 'resident' as if it were synonymous with 'present' or alternatively as if it were 'resident and present' and I can see no justification for either. The first rule of construction or interpretation of an agreement is that words must be given their ordinary simple meaning unless the context otherwise requires. The word resident frequently gives rise to problems as to whether a person is or is not resident but in its plain and ordinary meaning it does not mean 'present'. This I think is so plain that no authority is needed to establish it, but I would point out that the Act of 1946 itself draws the distinction. Section 1(1) of that Act, so far as it is material, reads:—'Subject to the provisions of this Act, every person who . . . is in Great Britain, and fulfils such conditions as may be prescribed as to residence in Great Britain, shall become insured, etc.'. Furthermore, if the word 'resident' be read as if it were 'present' the claimant would be placed in a better position than any other insured person in Great Britain. In very many cases persons 'resident' in Great Britain have been disallowed benefit on taking a sea voyage, because it has been held that they were absent from Great Britain: it seems difficult to believe that the agreement was intended to put a newcomer into a better position when the preamble states that its purpose is to ensure as far as possible that persons who go from one country to the other should receive benefits under the same conditions as persons who have been resident in that other. There are many other references in the Agreement to the word 'resident' and these, in my judgment, do not make sense if the word 'resident' is to be read as 'present'.

"The local tribunal say 'we find considerable difficulty in interpreting Article 18(1)(b)', but I do not see the difficulty. This simply provides that for the purposes of his claim a person, though in fact not resident in this country, must be treated as if he had been so resident while on the voyage from one country to the other, and also as if he had paid contributions during that period as a non-employed person. Subject to this his claim must be decided under the provisions of the Act in exactly the same way as that of a claimant who in fact resides in this country. As the claimant was absent from Great Britain during the relevant period his claim cannot succeed. He has of course, by virtue of the said Agreement, been awarded unemployment benefit as from the 24th October.

"There are other difficulties in the way of the claimant's success. The claimant would have to prove that during the material time he was available for employment in an employed contributor's employment. There is nothing in the Agreement to suggest that he must be treated as if he was available for employment during the voyage; indeed Article 18(2)(a) suggests the contrary. There was in fact no evidence that he was so available, but I do not think I need pursue this matter further.

"The claim was originally disallowed on the additional ground that the claim was not made within the prescribed time but this is no longer relied on.

"I find therefore that the decision of the local tribunal was wrong and that the claimant is not entitled to unemployment benefit for the period of the voyage because at the material time he was absent from Great Britain.

"The appeal of the insurance officer is allowed".

Decision No. R(U) 20/60 (20th January, 1960)

A married woman with a young baby refused to apply for employment which began at 7.15 a.m. each day. She had been unemployed for nine months and was available for full-time employment locally from 9 a.m. Held: (i) by reference to regulation 10 of the National Insurance (Married Women) Regulations, 1948, she had good cause for refusing. It was not reasonable to expect her to have her baby ready to be left in someone else's care in time for her to start work at 7.15 a.m.; (ii) as a consequence of her restricted availability she had no reasonable prospects of securing employment; nor were the restrictions reasonable within the meaning of regulation 6(1)(aa) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948. Benefit not payable.

Decision of the Commissioner

"My decision is that the claimant was not disqualified for receiving unemployment benefit under section 13(2)(b) of the National Insurance Act, 1946, by reason of refusing to apply for a situation in a factory, but that unemployment benefit was not payable to her from 5th October, 1959, since she was not available for employment.

"The claimant is a young married woman aged 25 who has a baby which was 10 months old in October, 1959. She has had two situations since she left school. First she was employed for 8 years with a company of multiple chemists as a travelling window dresser until 1957; she left this to be nearer home; secondly from July, 1957, to August, 1958, as a clerk in a garage, a situation which she left because of her impending confinement.

"She re-entered the field of employment in January, 1959, and began to claim, and was paid, unemployment benefit. She lives in a small mining town or big village where employment for women is scarce and from which women generally travel to neighbouring towns for employment. On 5th October, 1959, after she had been unemployed for nearly 9 months, she was notified of a vacancy for a factory worker in a factory making radio components and electrical insulating materials situated 5 miles from her home and served by a convenient bus service. The factory worked a 5-day week, from 7.15 a.m. to 4.45 p.m. Monday to Wednesday, and 7.15 a.m. to 4.15 p.m. Thursday and Friday. The wage was £6 6s. 0d. a week. As a clerk the claimant had earned £4 and as a window dresser £7 a week. Apart from the factory vacancy, the only other situation notified to the claimant since January, 1959, was one as a clerk, which she applied for but failed to get.

"The claimant refused to apply for the factory vacancy. She stated that her mother-in-law, who lives across the road, would look after her baby from 9 a.m. to 5.30 p.m. daily, and this made it impossible for her to accept employment which began before 9 a.m. She was therefore asked by the local office to give particulars (on form U.I. 672) of the sort of employment she was prepared to accept. She stated on the 6th October, 1959, that she would take 'clerical work or chemist assistant' from Monday to Saturday, 9 a.m. to 5.30 p.m. (travelling time to be in addition to these hours), but that it must be 'local work or within easy access' of her home town.

"On this information the local insurance officer gave two decisions, which I may summarise thus:—

(1) That the claimant was disqualified for receiving unemployment benefit for 6 weeks from 5th October, 1959, under section 13(2)(b) of the National Insurance Act, 1946, on the ground that she had without good cause refused to apply for a situation in suitable employment, viz. the factory situation.

(2) That from 5th October, 1959, owing to the restrictions she was placing upon the employment she would accept, she had no reasonable prospects of securing employment; and she had not shown—(a) that the restrictions were reasonable and that her lack of employment was due to temporary local industrial conditions; or (b) that the restrictions were reasonable in view of her physical condition; or (c) that the restrictions were reasonable having regard to the nature of her usual occupation and the time which had elapsed since she had become unemployed.

"The claimant appealed to the local tribunal who allowed her appeal but gave no grounds for so doing. The insurance officer now appeals to the Commissioner.

"As to the first decision, it appears to me that the claimant had good cause for refusing the factory employment. A married woman who claims to be available for employment must no doubt be prepared to re-arrange her domestic affairs within reasonable limits so as to make herself free to take the employment she seeks; see Decisions C.U. 365/49 and C.U. 542/49 (both reported) in which it was held that it was unreasonable for a married woman to refuse suitable employment on the ground that the employment would interfere with her preparing a mid-day meal for her grown-up family; it was held in each case that the married woman ought to make other arrangements for getting the mid-day meal prepared.

"Furthermore, the longer a person remains unemployed the more adaptable and accommodating in her arrangements she must become. Section 13(5) of the National Insurance Act, 1946, says that after the lapse of a reasonable interval employment is not to be deemed unsuitable only because it is different in kind from that in a person's usual occupation. If the claimant were a single woman, I should have been inclined to think that, after 9 months in which she had failed to find employment in her chosen occupations, factory work had become suitable for her and that she had not shown good cause for refusing it.

"Regulation 10 of the National Insurance (Married Women) Regulations, 1948 [S.I. 1948 No. 1470] however enjoin that, though the question whether a married woman is disqualified for receiving unemployment benefit under section 13(2) of the Act has to be determined on the same basis as that applicable to a single woman, such consideration must be given to 'the responsibilities arising from her marriage as is reasonable in the circumstances of the case'. One of the responsibilities arising from the claimant's marriage is the need to look after her baby. It seems to me quite impracticable for her to have fed, bathed and made her baby ready to be left in someone else's care by as early an hour as 6.45 a.m. (or even earlier), which would doubtless have been necessary if she were to start work at a factory 5 miles away at 7.15 a.m. To expect this to happen seems to me to be pressing the adaptability required in a married woman beyond the limits of reasonableness. I have therefore come to the conclusion that the claimant had good cause for refusing the factory employment and that she is not disqualified for 6 weeks for receiving unemployment benefit.

"The more important of the two decisions mentioned above, for the claimant, is the second, for if she is held to have had no reasonable prospects of employment, as the result of a restriction of availability, the non-payment of unemployment benefit is not

limited to 6 weeks (as under the first decision) but will continue for as long as the restriction is maintained.

"The first question is whether the claimant, as the result of the restrictions which she places on the nature, hours, or locality of employment which she is prepared to accept, has no reasonable prospects of securing employment. I think it has to be answered that the claimant, as things were in October, 1959, had no reasonable prospects of securing employment. It appears surprising that a person who is ostensibly prepared to work as a shop assistant or as a clerk for 6 days a week from 9 a.m. to 5.30 p.m. cannot obtain employment in a coal-mining locality, but the fact remains that after 9 months no employment had been found for or by her. She is available only for employment which lies close to her home, for her mother-in-law cannot take the baby much before 9 a.m. which is the hour when most clerical or shop employment begins. I must conclude, from her failure to obtain any employment in 9 months, that the area within which she is prepared to work is so narrow that she has no prospect, for practical purposes, of obtaining the employment she seeks. Unless therefore she can bring her case within any of the 'escape' provisions summarised above at (a), (b) or (c), she must be held to have no reasonable prospect of securing employment and therefore to be not available for employment, with the consequence that unemployment benefit is not payable. As to (a), her lack of employment is not due to any temporary adverse industrial conditions in the area; the conditions are normal and permanent. As to (b), the claimant is fit and well and there is nothing in her physical condition which requires her to limit her availability. As to (c) there is no connection at all between her usual occupations and the relevant restriction, which arises solely from her being the mother of a young child.

"In the result, I find that on 5th October, 1959, the claimant was not available for employment, since she had no reasonable prospects of obtaining employment within the narrow limits to which she was restricted. I notice that in her observations to the Commissioner dated 12th December, 1959, the claimant says that her mother-in-law is now prepared to take her baby from 8.30 a.m. I have to base my decision however on the facts as they were on 5th October, 1959, and I hold that the claimant was then not available for employment.

"The insurance officer's appeal is allowed."

Decision No. R(U) 2/61 (21st October, 1960)

A foundry labourer claimed benefit for a Saturday. He had worked on fewer than half of the Saturdays in the preceding year. For over 20 years most workers at his place of employment had normally worked a five-day week, Monday to Friday, but the claimant and a few others had also to work on Saturday in preparation for the general work of the foundry in the following week. Similarly, when most of the workers worked on fewer than five days the claimant always worked on one day more than they. He was paid at overtime rates for his Saturday work, under a national agreement governing his industry. His loss of Saturday work in the year preceding his claim was due to adverse industrial conditions, which caused the foundry in general to work on four days instead of the usual five. Held that benefit was payable. The nature of the claimant's employment and the long-standing regular practice extending over a great many years showed that his "standard working week" was one of six days. The weeks in the year preceding his claim when he worked on fewer than six days were therefore weeks of short-time working due to adverse industrial conditions. In examining his record of employment for the purpose of deciding his normal course of working such weeks fell to be disregarded. Saturday was therefore found for him to be a normal working day.

Decision of the Commissioner

"My decision is that unemployment benefit is payable to the claimant for Saturday, 11th April, 1959.

"The claimant is a foundry labourer employed by a company of general iron foundries. This appeal brought by his Association is a test case affecting the claimant and 7 other men similarly employed. The question at issue is whether unemployment benefit is payable to the claimant for Saturday, 11th April, 1959.

"Since about 1938 the normal working week for most employees in the claimant's foundry has been 5 days, Monday to Friday. The nature of the claimant's work, however, requires him to work on one more day than most other employees. He has to clear out waste sand and scrap to get the foundry ready for work at the beginning of the next week. Therefore when the foundry was working a normal 5-day week he was normally employed on Saturday morning as well, from 7.30 a.m. to 12.30 p.m. That is to say though the bulk of the foundry employees are 5-day workers the claimant claims to be a 6-day worker. He is paid at overtime rates for his Saturday work but says that this is a consequence of a national agreement governing his industry, which provides for overtime rates after 44 hours work per week. When the foundry in general was reduced (by a fall in trade) to working for 4 days a week the claimant worked on 5 days, and when the foundry in general worked on 3 days a week he worked on 4 days. Since August 1959 the foundry has returned to its standard working week of 5 days and the claimant to 6 days.

"Owing to slackness in trade the claimant worked on only 17 Saturdays of the 52 Saturdays in the year ending Friday 10th April, 1959. He claimed unemployment benefit for Saturday 11th April, 1959, but the insurance officer decided that benefit was not payable for that day.

"Section 4(1) of the National Insurance Act, 1957, provides (in brief) that a day on which in the normal course an employed person would not work is not to be treated as a day of unemployment unless each other day in the week on which in the normal course he would work is also a day of unemployment. There is a well-recognised principle that, in deciding what is 'normal' working for unemployment benefit purposes, you have to scan the employed person's record in the year preceding the date of his claim (or some other more suitable period) and it has been held in Decision R(U)14/59 that if in that year (or other period) he worked on fewer than half of the week days in question, then it must be held that that week-day is a day on which in the normal course he would not work. (Days of holiday or sickness or of unemployment following the termination of a person's employment are excluded for this purpose from the record to be scanned.)

* Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on page 319.

"If the matter rested there the claimant would not be entitled to unemployment benefit for Saturday 11th April, 1959. He was sick on 10 Saturdays in the preceding year and if I assume in his favour that he was on holiday on a further 4 Saturdays, this leaves (52 minus 14) 38 Saturdays of possible work. In fact he worked on only 17 Saturdays. Saturday working therefore could not be said to be normal in his case. However on 8th April, 1959, amending regulations came into force—the National Insurance (Unemployment and Sickness Benefit) Amendment Provisional Regulations [S.I. 1959 No. 615 now replaced by S.I. 1959 No. 1278]—the wording of which is unavoidably complicated but the effect of which is that, where the question whether a day is a day of unemployment is governed by the normal course of a person's employment in a week then, in deciding what is normal, you have to disregard periods of short-time working due to adverse industrial conditions."

"It is not disputed by the insurance officer that adverse industrial conditions prevailed for much of the year preceding 11th April, 1959, and that this caused the foundry in general to work on 4 days instead of the full 5 days, but the local insurance officer took the view that as the claimant had worked on 5 days a week (which was equivalent to full-time working in the foundry in general) and as, whenever he worked on Saturday, he was paid overtime for that day, he could not be held to be working short-time when he worked on 5 days a week. In other words, that the weeks in which the claimant worked 5 days were not periods of short-time working. I think there is much to be said for that view, especially since it has been held in Decision R(U)13/60, paragraph 7, that 'short-time working' implies not merely a reduction of working hours from what has formerly prevailed, but a reduction of working hours below the level of the recognised or standard number of hours."

"The insurance officer now concerned with this case however has taken a different view from that of the local insurance officer and submits that, though 44 hours or 5 days was the recognised or standard working week for the foundry in general, for the claimant and those likewise employed the standard working week was 6 days. There is abundant evidence from the employers showing that when the foundry in general works the standard week of 5 days the claimant, as his standard week, works 6 days. The employers regard Saturday as being for the claimant a normal working day notwithstanding that owing to the national agreement it has to be remunerated at overtime rates."

"On the whole I agree with the submission of the insurance officer now concerned. I think that the nature of the claimant's employment and the long-standing regular practice extending over a great many years show that the recognised or standard working week for the claimant is always one day longer than the standard working week of the foundry in general and that he is in fact normally a 6-day worker. Therefore any week in which he works less than 6 days is for him a period of short-time working within the meaning of the 1959 amending regulations already referred to (S.I. 1959 No. 615 replaced by S.I. 1959 No. 1278). The fact that, as a happy result of the national agreement, he is paid overtime on Saturdays does not, I think, alter the 6-day character of his standard working week."

"It follows that if, in the year preceding 11th April, 1959, weeks of short-time working due to adverse industrial conditions and periods of sickness be disregarded, Saturday becomes a day on which in the normal course the claimant would have worked and for which, when he does not work, unemployment benefit is payable."

"The appeal of the claimant's Association, which is supported by the insurance officer now concerned, is allowed."

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 are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain regulations, etc., published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage. Where no price is shown, the instrument costs 3d. (5d. including postage).

The Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) Order, 1961 (S.I. 1961 No. 1130; price 6d. (8d.)), dated 19th June; The Wages Regulation (Flax and Hemp) Order, 1961 (S.I. 1961 No. 1209; price 6d. (8d.)), dated 26th June. These Orders were made by the Minister of Labour under the Wages Councils Act, 1959.—See page 315.

The Flax and Hemp (Record of Humidity) Order, 1961 (S.I. 1961 No. 1070), made on 5th June by the Minister of Labour under S.R. and O. 1906/177 (Reg. 4) and S.R. and O. 1907/660 (Reg. 6). This Order, which came into operation on 1st July, prescribes the form on which readings of wet and dry bulb thermometers are to be entered in accordance with earlier Regulations with respect to the processes of spinning and weaving flax and tow, and the processes of spinning and weaving hemp or jute, or hemp or jute tow; the form prescribed is in substitution for that prescribed by the Order dated 22nd July, 1938, which is revoked.

The Unfenced Machinery (Prescribed Leaflet) Order, 1961 (S.I. 1961 No. 1106), made on 13th June by the Minister of Labour under S.R. and O. 1938/641 and S.R. and O. 1946/156. This Order, which came into operation on 5th July, prescribes the precautionary leaflet to be supplied in accordance with Regulation 4 of the Operations of Unfenced Machinery Regulations, 1938 (as amended) to every machinery attendant to whom the Regulations apply; the leaflet is

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

in substitution for that prescribed by the Order dated 9th January, 1952, which is revoked.

(1) *The Railway Running Sheds Order, 1961 (S.I. 1961 No. 1250); (2) The Railway Running Shed (No. 1) Regulations, 1961 (S.I. 1961 No. 1251). These Regulations were made on 30th June by the Minister of Labour under the Factories Acts, 1937 to 1959.—See page 288.*

*The National Insurance (Modification of Superannuation Provisions) (Assistant Clerks of Assize) Regulations, 1961 (S.I. 1961 No. 1083), made on 7th June by the Lord Chancellor under the National Insurance Acts, 1946 and 1959. These Regulations, which came into operation on 15th June, are further Regulations in the series of *Statutory Instruments* listed on page 182 of the April issue of this GAZETTE as concerned with non-participating employments in the public services and consequential modification of the relevant superannuation schemes.*

The Family Allowances, National Insurance, and Industrial Injuries (Germany) Order, 1961 (S.I. 1961 No. 1202; price 1s. 3d. (1s. 5d.)), made on 26th June by Her Majesty in Council under the National Insurance Act, 1946, and the National Insurance (Industrial Injuries) Act, 1946.—See page 289.

The Baking Wages Regulations (Amendment) (No. 1) Order (Northern Ireland), 1961 (S.R. and O. of Northern Ireland No. 134), dated 16th June; The Baking Wages Regulations (Amendment) (No. 2) Order (Northern Ireland), 1961 (S.R. and O. No. 135), dated 16th June; The Baking Wages Regulations (Amendment) (No. 3) Order (Northern Ireland), 1961 (S.R. and O. No. 136), dated 16th June; The Baking Wages Regulation (Amendment) (No. 4) Order (Northern Ireland), 1961, dated 23rd June; The Baking Wages Regulation (Amendment) (No. 5) Order (Northern Ireland), 1961, dated 23rd June; The Baking Wages Regulation (Amendment) (No. 6) Order (Northern Ireland), 1961, dated 23rd June; The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Regulation (Amendment) Order (Northern Ireland), 1961, dated 29th June. These Orders were made by the Ministry of Labour and National Insurance under the Wages Councils Acts (Northern Ireland), 1945.—See page 315.

(1) *The Health Service Contributions (Appointed Day) Order (Northern Ireland), 1961 (S.R. and O. No. 131; price 2d. (4d.)), dated 13th June; (2) The Health Services (Employers of Mariners Contributions) Amendment Regulations (Northern Ireland), 1961 (S.R. and O. No. 132; price 2d. (4d.)), dated 13th June. These Instruments are similar in scope to the corresponding Instruments made in Great Britain (see page 230 of the May issue of this GAZETTE) except that in the case of (2) the amount of employers' contribution is increased by 1d. to 4d. (not 3½d.).*

OFFICIAL PUBLICATIONS RECEIVED*

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

Careers.—Choice of Careers (i) No. 15. Management in the Hotel and Catering Industry. 3rd edition. March, 1961. Price 1s. (1s. 2d.); (ii) No. 52. The Physiotherapist and the Remedial Gymnast. 4th edition. May, 1961. Price 1s. (1s. 2d.). Ministry of Labour.

Census of Production.—Report on the Census of Production, 1958. Price 2s. (2s. 4d.) except where stated. Part 8. Bread and Flour Confectionery; Part 18. Brewing and Malting; Part 38. Iron and Steel (General). Price 2s. 6d. (2s. 10d.); Part 39. Steel Tubes. Price 1s. 9d. (2s. 1d.); Part 47. Contractors' Plant and Quarrying Machinery; Part 49. Office Machinery; Part 51. Industrial Plant and Steelwork. Price 3s. (3s. 4d.); Part 54. Scientific, Surgical and Photographic Instruments. Price 2s. 6d. (2s. 10d.); Part 74. Jewellery, Plate and Refining of Precious Metals; Part 92. Leather (Tanning and Dressing) and Feltmongery. Price 2s. 6d. (2s. 10d.); Part 99. Dresses, Lingerie, Infants' Wear, etc.; Part 110. Timber.

Civil Service.—Civil Service Pay Research Unit Annual Report, 1960. Price 6d. (8d.).

International Labour Office.—The Cost of Social Security, 1949–1957. Price 18s. International Labour Office, Geneva. Obtainable in the United Kingdom from the Director, International Labour Office, 38–39, Parliament Street, London, S.W.1.

Iron and Steel.—Iron and Steel Board Annual Report, 1960. H.C. 214. Price 5s. (5s. 5d.).

National Assistance.—Report of the National Assistance Board for the year ended 31st December, 1960. Cmd. 1410. Price 4s. (4s. 4d.).—See page 287.

National Insurance.—(1) National Insurance (Industrial Injuries) Acts, 1946 to 1960. Interim Report by the Government Actuary for the year ended 31st March, 1960. H.C. 217. Price 6d. (8d.).—See page 288. (2) National Insurance Acts, 1946 to 1960. Interim Report by the Government Actuary for the year ended 31st March, 1960. H.C. 222. Price 6d. (8d.).—See page 288. (3) Law relating to National Insurance and Family Allowances. 6th supplement. Price 1s. (1s. 2d.).—See the issue of this GAZETTE for April, page 157.

Port Transport Industry.—Objections made to the Draft Dock Workers (Regulation of Employment) (Amendment) Order, 1961. Report of Inquiry held under paragraph 5 of the Schedule to the Dock Workers (Regulation of Employment) Act, 1946. Ministry of Labour. Price 1s. 6d. (1s. 8d.).—See page 286.

Scotland.—Industry and Employment in Scotland and Scottish Roads Report, 1960–61. Cmd. 1391. Price 5s. 6d. (5s. 11d.).—See page 284.

Wages and Working Hours.—Time Rates of Wages and Hours of Work. 1st April, 1961. Ministry of Labour. Price 16s. (16s. 10d. (corrected)).—See page 243 of last month's issue of this GAZETTE.

FACTORY FORMS

The undermentioned Factory Forms have been issued or reprinted with material amendments and/or new prices since the previous list was published in the December, 1960, issue of this GAZETTE (page 499). The prices in brackets include postage.

No.	New Forms
337	Mercurial Poisoning. Preventive Measures in Handling Liquid Mercury and the Removal of Contamination. 3d. (5d.).
2032	Shipbuilding and Ship-repairing Regulations, 1960. Record where a crane has been overloaded beyond the safe working load. 2d. (4d.).
2033	Shipbuilding and Ship-repairing Regulations, 1960. Report of Examination of Air Receiver. 2d. (4d.).
2034	Shipbuilding and Ship-repairing Regulations, 1960. Report of Air Receiver under Normal Pressure. 2d. (4d.).
2035	Certificate of Approval of Self-contained Breathing Apparatus. 2d. (4d.).
2036	Certificate of Approval of Breathing Apparatus. 2d. (4d.).
2037	Factories Acts 1937–1959. Testing or Examination of Fire Warnings. 2d. (4d.).
2039	First-aid (Standard of Training) Order, 1960. Certificate of Approval No. 1 (General). 2d. (4d.).
2040	Certificate of Test and Examination of Lifting Appliances before being taken into use for the first time or after having undergone any substantial alteration or repair. 2d. (4d.).
2041	Explanatory Leaflet on the Draft First Aid (Standard of Training) Order, 1960. 4d. (6d.).
2042	Certificate of Test of thorough examination of a chain, ring, link, hook, shackle, etc. (Factories Act 1959, Section 36 (2)). 2d. (4d.).
2043	Certificate of Test and thorough examination of chains and lifting gear (Factories Act 1959, Section 36 (1)). 2d. (4d.).
2044	Shipbuilding and Ship-repairing Regulations, 1960. Certificate of Approval—Electric Lamps and Torches. 2d. (4d.).
2048	Shipbuilding and Ship-repairing Regulations, 1960. Certificate of Exemption—Chains and Lifting Gear made of Wrought Iron. 2d. (4d.).
2051	Shipbuilding and Ship-repairing Regulations, 1960. (Regulation 76.) Certificate of Approval—Breathing Apparatus. 2d. (4d.).
2052	Shipbuilding and Ship-repairing Regulations, 1960. Certificate of Exemption (General). Minor Repairs on or Adjacent to Oil-tanks of Ships. 2d. (4d.).
2053	Shipbuilding and Ship-repairing Regulations, 1960. (Regulations 50, 51, 60, and 76.) Certificate of Approval—Breathing Apparatus. 2d. (4d.).
2054	Shipbuilding and Ship-repairing Regulations, 1960. Certificate of Exemption—Manner of Test of Lifting Gear before being taken into use. 2d. (4d.).
2055	Shipbuilding and Ship-repairing Regulations, 1960. Form containing prescribed particulars for Report of Examination and Hydraulic Test of an Air Receiver of Solid Drawn Construction which cannot be thoroughly examined internally. 2d. (4d.).
2057	Shipbuilding and Ship-repairing Regulations, 1960. Certificate of Exemption—Annealing. 2d. (4d.).

Reprinted with amendments (new price where indicated)

3	Abstract—Building Operations and Works of Engineering Construction. 6d. (8d.).
31A	General Register for Factories—Small edition. 1s. 6d. (1s. 10d.).
33	General Register for Factories. Part III—Accidents and Dangerous Occurrences. (New price) 2s. (2s. 5d.).
83	Employment of Women and Young Persons Act, 1936. Particulars of Authorisation (Hours and Meal-times, etc.) to be affixed in works. 3d. (5d.).
243A	H.M. Factory Inspectorate Directory. 3s. (3s. 4d.).
318	Flax and Tow Spinning and Weaving Processes Regulations, 1906 (Regulation 4); Hemp Spinning and Weaving Processes: Regulations 1907 (Regulation 6)—Humidity Record. 2d. (4d.).
394	Painters' Colic—Cause and Prevention. 2d. (4d.).
397	Effects of Mineral Oil on the Skin—Cautionary Notice. 6d. (8d.).
605	Chemical Works Regulations, etc.—Health Register. 2s. (2s. 2d.).
751	Compressed Air Health Register. 1s. (1s. 2d.).
901	Fragile Roof Covering—Warning Notice. 3d. (5d.).
950	Placard—Brass Casting. 6d. (8d.).

Reprinted with new price

38	General Register: Van-boys, Errand-boys, etc.—Record of Hours. 5s. (5s. 5d.).
395	Gassing and Burns—Cautionary Notice. 1s. (1s. 2d.).
814	Cleaning, Examination and Repair of Oil and Acid Stills and Tanks in Factories. 1s. (1s. 2d.).
972	Placards—Kiers. 1s. (1s. 2d.).
2030	Employment of Women and Young Persons Act, 1936. Proposed Double Day Shifts—Notice of Secret Ballot. 4d. (6d.).

LEGAL CASE AFFECTING LABOUR

Building—Safety, Health and Welfare Regulations, 1948—Laying asbestos sheets on roof—whether "work that cannot safely be done" without scaffolding.

The plaintiff was employed by the defendant, to fix asbestos sheeting to the roof of a building. While fixing the sheeting he fell 35 ft. to the ground and was injured. The framework of the roof was of lattice-work girder construction with purlins running the length of the building 4ft. 6ins. apart. On the purlins had to be laid corrugated asbestos sheeting $\frac{3}{4}$ of an inch thick. The work was carried out by two workers (in this case the plaintiff and the defendant). When fixing the sheeting the workers lay on the sheeting which had already been laid, along the line of a purlin. This ensured that the purlin would support the weight of the body. Youngman's staging (criss-cross wooden strips) was laid lengthwise along the roof to take the weight of the legs of the man putting in the fixing bolts in the sheeting. In order to be balanced securely his legs were placed in a downward direction. In this way no excessive weight was at any time put on unsupported asbestos sheeting.

On the day of the accident, the plaintiff leant his weight on his right hand on or near the edge of the sheet which was being fixed, at a point well away from the purlin and well beyond the point where there was the double support of the overlap of two sheets. The sheet cracked right across and the plaintiff lost his balance and fell to the ground. The plaintiff brought an action against the defendant, his immediate employer, who had contracted to fix the asbestos sheeting, and against the defendant company, the roofing contractors, who supplied the sheets. The plaintiff claimed damages for breach of the Building Regulations and for negligence at Common Law.

The relevant portion of Regulation 5 of the Building (Safety, Health and Welfare) Regulations, 1948 provides that:—"Suitable and sufficient scaffolds shall be provided for all work that cannot safely be done on or from the ground or from part of the building, or from part of a permanent structure or from a ladder or other available means of support . . ."

Mr. Justice Paul held that the defendant's method of work and of testing the asbestos sheets were in accordance with the practice and experience of the trade and that the defendant was not liable in negligence; that so far as a breach of the Building Regulations was concerned, that although the Youngman's staging was a scaffold when laid on the roof for the purpose of the workmen getting to their place of work, the staging was no longer used as a scaffold once the workmen had arrived at their place of work.

This being so, the question then arose as to whether the work could safely be done from that part of the permanent structure on which the plaintiff and defendant were working, namely, the roof above the purlins.

The words "cannot safely be done" in Regulation 5 seem to envisage that one looks not to whether an accident is foreseeable in the sense that an accident is possible, but to whether an accident is foreseeable as one which in all the circumstances is likely to occur.

In this case, the work was carried out in the manner that it was normally done in the trade. The plaintiff had failed to show that the work "cannot safely be done" in the way in which it was being done at the time of the accident.

The plaintiff therefore failed in the cause of action against the defendant based on breach of the Building Regulations.

So far as the defendant company was concerned there could be no liability to the plaintiff. They had no duty to the plaintiff beyond seeing that asbestos sheets of the proper size and quality were obtained from a reliable supplier. This they did. Judgment was therefore given for the defendants. *Connolly v. McGee and Others*, Queen's Bench Division, 8th, 9th and 15th February, 1961.

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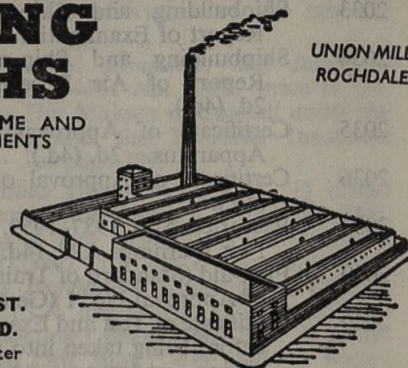
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