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## CONTENTS

	Page		Page
<i>Special Articles :</i>		<i>Special Articles—continued :</i>	
Payment by Results .. .. .	113	International Labour Organisation : Fifth Session of Inland Transport Committee .. .. .	123
Review of Monthly Statistics .. .. .	118	Labour Overseas : Australia, Basic Wages and Standard Hours ; Canada, Employment Service and Unemploy- ment Insurance in 1952-53.. .. .	123
Economic Survey for 1954 .. .. .	118	EMPLOYMENT, UNEMPLOYMENT, ETC. .. .. .	125
Recruitment of Italian Workers .. .. .	120	WAGES, DISPUTES, RETAIL PRICES .. .. .	137
Film Laboratories : Committee of Investigation .. .. .	120	MISCELLANEOUS STATISTICS .. .. .	143
Regional Boards for Industry .. .. .	120	ARBITRATION AWARDS, NOTICES, ORDERS, ETC. .. .. .	144
Digest of Scottish Statistics .. .. .	120	STATUTORY INSTRUMENTS .. .. .	147
Industry and Employment in Scotland in 1953 .. .. .	120	OFFICIAL PUBLICATIONS RECEIVED .. .. .	147
National Insurance : Industrial Diseases (Benefit) Act, 1954 ; Quinquennial Review of National Insurance Scheme ; Assessments of Disablement under Industrial Injuries Scheme ; National Insurance Funds, 1952-53 ; Fourth Interim Report by Government Actuary .. .. .	121		

Where appropriate, lists of items under the headings shown in CAPITALS will be found on the pages indicated.

## Payment by Results

IN the enquiry into earnings and hours of wage-earners in manufacturing industries generally and in some of the principal non-manufacturing industries, undertaken in October, 1953, the results of which were summarized in the issue of this GAZETTE for March (pages 73 to 80), particulars were obtained of the numbers of wage-earners who were paid (a) at time rates and (b) under payment-by-results systems. Employers were asked to enter on their returns, separately, the number of wage-earners paid only at time rates or receiving a standing wage, and the number paid wholly or partly under any system of payment by results (e.g., by piecework arrangements, output bonus schemes and any schemes in which payments vary according to the output of individuals, groups or departments).

Of the total of approximately 63,000 establishments from which returns of earnings and hours were received, about 62,400 or 99 per cent., gave separate figures of the number of wage-earners in the categories mentioned. At just under 30 per cent. of these 62,400 establishments, some of the workers were paid under systems of payment by results. For manufacturing industries alone the percentage of establishments was 39. The total number of payment-by-results workers in all the industries was nearly 2½ millions, or 33 per cent. of the total number of wage-earners at work in the last pay-week in October, 1953, in the 62,400 establishments.

Each return normally relates to a single establishment and those firms which have more than one establishment are therefore represented more than once in the figures. It is not, however, possible to ensure that this rule is adhered to strictly ; in some cases, for example, where staff records for a number of establishments are kept at a central office, a combined return is accepted. Separate returns are required, however, in respect of different departments within the same establishment where the products or processes of those departments belong to different industrial classifications (e.g., the blast furnace and the rolling mills at an iron and steel works).

Employers were expressly asked to regard as payment-by-results systems only arrangements by which payment varied according to the output of individuals, groups or departments. Wage incentive schemes such as good time-keeping bonuses, merit payments, profit sharing and co-partnership, which are not directly related to output, were to be disregarded. The results of this enquiry are comparable with those obtained from similar enquiries in the past, for example the enquiry conducted in October, 1951, and

summarized on pages 121 to 125 of the issue of this GAZETTE for April, 1952.

The following Table summarizes the movement since October, 1947, and also affords a comparison with October, 1938. The percentages in the Table are calculated by combining the percentages for the separate industries on the basis of the estimated total numbers of wage-earners in those industries.

### Percentage of Wage-earners Paid under Systems of Payment by Results

Date	Men	Youths	Women	Girls	All Workers
All Industries Covered					
1953 October ..	29	22	42	37	32
1951 October ..	28	22	44	38	32
1949 October ..	25	20	42	35	29
1947 October ..	24	20	39	35	28
1938 October ..	18	21	46	27	25
All Manufacturing Industries					
1953 October ..	38	27	46	38	40
1951 October ..	38	28	48	39	40
1949 October ..	36	27	45	36	38
1947 October ..	36	28	43	36	37
1938 October ..	29	26	48	27	33

In October, 1953, the proportions of both men and girls paid under systems of payment by results were markedly higher than in October, 1938, whereas that for youths and boys was only one point higher and that for women was slightly lower.

The next Table shows the proportions of time workers and payment-by-results workers in each of 19 broad groups of industries, in the manufacturing industries as a whole and in all the industries combined, in October, 1953, and October, 1951. In each case these proportions have been calculated on the basis of the estimated total numbers of wage-earners employed in the individual industries in October, 1953, and October, 1951, respectively.

The proportions of wage-earners on systems of payment by results varied widely in the different industries. In nearly all the industry groups, however, the percentage of workers so employed in October, 1953, was within one point of the corresponding figure for October, 1951. There were no very marked movements. At both dates payment-by-results workers accounted for 32 per cent. of the total in all





















### Placing Work of the Employment Exchanges

The Table below shows for the four-week periods ended 10th February and 10th March, 1954, the numbers of vacancies filled by Employment Exchanges and other Local Offices of the Ministry of Labour and National Service 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 with 5 columns: Industry Group, Four weeks ended 10th February, 1954 (Placings, Vacancies Unfilled), Four weeks ended 10th March, 1954 (Placings, Vacancies Unfilled), Total Number of Placings, 17th Dec., 1953, to 10th Mar., 1954 (12 weeks).

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 on the next page, 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, vacancies in employments which are excepted from the provisions of the Notification of Vacancies Order, 1952 (which came into operation on 25th February, 1952), may be filled by direct engagement of workpeople without notifying the Employment Exchanges. 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 next Table shows the numbers of vacancies filled during the four weeks ended 10th March, 1954, in each of the industry "Orders" of the Standard Industrial Classification and in certain selected industries within the Orders, together with the number of vacancies remaining unfilled at 10th March, 1954.

Table with 11 columns: Industry Group, Placings during four weeks ended 10th March, 1954 (Men 18 and over, Boys under 18, Women 18 and over, Girls under 18, Total), Number of Vacancies remaining unfilled at 10th March, 1954 (Men 18 and over, Boys under 18, Women 18 and over, Girls under 18, Total).

The following Table gives a Regional analysis of the numbers of vacancies filled during the four weeks ended 10th March, 1954,

and of the numbers of notified vacancies remaining unfilled at the end of the period:

Table with 11 columns: Region, Men 18 and over (Placings, Vacancies Unfilled), Boys under 18 (Placings, Vacancies Unfilled), Women 18 and over (Placings, Vacancies Unfilled), Girls under 18 (Placings, Vacancies Unfilled), Total (Placings, Vacancies Unfilled).

### Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 30th January, 1954, with separate figures for males and females. The figures are based on information given by employers with more than 10 employees on returns which they render every month to the Ministry of Labour and National Service. Each return shows the numbers of males and females on the pay-roll at the date of the return and also at the date of the previous return, and an additional item shows the numbers on the pay-roll at the date of the two dates who were not on the pay-roll at the earlier date. The figures in the last item are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above do not

include persons engaged during the period who were discharged or otherwise left their employment before the end of the same period, and the percentage rates both of engagements and of discharges, etc., in the Table below accordingly understate, to some extent, the total intake and wastage during the period. In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries and also between the figures for consecutive months for the same industry, in the latter case after allowance is made for any difference in the length of period covered.

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

Labour Turnover Rates in Manufacturing Industries : 4 weeks\* ended 30th January, 1954

Table with 15 columns: Industry, Number of Engagements per 100 employed at beginning of period (M, F, T), Number of Discharges and other Losses per 100 employed at beginning of period (M, F, T).

\*The figures for December, which appeared in the March issue of this GAZETTE, related to a five-week period.





Principal Changes in Rates of Wages Reported during March—continued

Table with 5 columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, Particulars of Change (Decreases in italics). Rows include Chemicals, Motor Vehicle Retail and Repairing, Iron, Steel and Non-Ferrous Scrap, Chemical Engineering, Wool Textile, Pressed Felt Manufacture, Textile Bleaching, Dyeing, Printing and Finishing, Flour Milling, Sawmilling, Printing, Rubber Manufacture, Linoleum and Felt Base Manufacture, Building, and Electrical Contracting.

\* These increases do not apply to workpeople employed by constituent firms of the Imperial Chemical Industries, Ltd.
† Under sliding-scale arrangements based on the official index of retail prices.
‡ These increases took effect under an Order issued under the Wages Councils Act. See page 145. The minimum rates quoted above have been in operation since December, 1953, under an agreement of the National Joint Industrial Council for the Rubber Manufacturing Industry.

Principal Changes in Rates of Wages Reported during March—continued

Table with 5 columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Electrical Contracting (continued), Road Passenger Transport, Retail Multiple Grocery and Provisions Trade, Government Industrial Establishments, National Government Service, and Fire Services.

\* This increase became operative in February, 1954, and had retrospective effect to the date shown.
† These rates are applicable to the employees of firms which are parties to the agreement of the Joint Committee for the Retail Multiple Grocery and Provisions Trade in England and Wales.
‡ These rates are applicable to employees of firms which are parties to the agreement of the Joint Committee for the Retail Multiple Grocery and Provisions Trade in Scotland.
§ These increases were authorised in March, 1954, and had retrospective effect to the dates shown.
|| These rates are subject to provincial differentiation.
¶ These scales or rates of pay are set out in Regulations made under the Fire Services Act, 1947. See page 147 of this GAZETTE.











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