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## Summary of the Monthly Statistics

	<i>Full details on pages</i>
<b>Employment</b>	
The estimated total number in civil employment in Great Britain in mid-June was 24,240,000. This was 50,000 more than in May. Changes included increases in catering and hotels, agriculture, food, drink and tobacco, construction and the distributive trades.	335-339
<b>Unemployment</b>	
There were 312,200 persons registered as wholly unemployed in Great Britain on 13th July and 5,300 registered as temporarily stopped from work; a total of 317,500 (1.4 per cent. of all employees). Between 15th June and 13th July unemployment fell by 4,000. There were decreases in most of the main groups of industries and services and an increase in the number of boys and girls registered as unemployed on leaving school. The number unemployed for more than eight weeks was 175,000—56 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed fell by 12,000; the normal monthly seasonal decrease is about 15,000.	340-345
<b>Unfilled Vacancies</b>	
There were 380,000 unfilled vacancies on 8th July, 12,000 more than on 10th June.	346
<b>Overtime and Short-time</b>	
In the week ended 20th June the estimated number of operatives working overtime in the manufacturing industries was 2,064,000 and the estimated number on short-time was 29,000.	337
<b>Rates of Wages</b>	
The indices of weekly rates of wages and of hourly rates of wages at 31st July (January 1956 = 100) were, respectively, 140.8 and 148.8, compared with 140.4 and 148.2 (revised figures) at 30th June.	352-359
<b>Retail Prices</b>	
The retail prices index at 14th July (January 1962 = 100) was 107.4, the same figure as at 16th June. The index for the food group was 108.9, compared with 109.1 the previous month.	361
<b>Stoppages of Work</b>	
About 153,500 workers were involved in July in stoppages of work due to industrial disputes: they lost about 264,000 working days.	362
<b>Factory Accidents</b>	
There were 148 fatal and 68,800 non-fatal accidents notified to H.M. Inspectors of Factories in the second quarter of 1964.	350



## EARNINGS AND HOURS IN APRIL 1964

In April 1964 the average earnings of adult men in industries covered by the half-yearly enquiry conducted by the Ministry of Labour were 352s. 5d. per week, compared with 334s. 11d. in the previous October. In manufacturing industries the figures were 364s. 3d. as against 345s. 9d. For women normally employed full-time, average earnings in all industries covered were 176s. 4d. in April 1964 and 168s. 3d. in October 1963; in manufacturing industries the corresponding figures were 176s. 4d. and 168s. 2d.

There was a slight upward movement in the general level of hours worked. In April 1964 men worked on average 47·8 hours, compared with 47·6 six months earlier, and in manufacturing industries alone 47·1 hours as against 46·8. The corresponding figures for women working full-time were 39·9 and 39·7 hours, respectively, in all industries covered, and 39·8 and 39·6, respectively, in manufacturing industries.

These results were obtained from returns furnished by some 55,000 establishments employing 6,600,000 manual workers, about 70 per cent. of all manual workers employed in the industries and services in the United Kingdom covered by the enquiry.\* Administrative, technical and clerical workers, and salaried persons generally, were excluded from the returns. The information related to persons at work during the whole or part of the second pay-week in April 1964. Where an establishment was stopped for the whole or part of the specified pay-week, particulars of the nearest week of an ordinary character were substituted. Earnings were defined as total earnings, inclusive of bonuses, before any deductions in respect of income tax or of the workers' contributions to National Insurance Schemes. Separate information was given about part-time workers, i.e., those ordinarily employed for not more than 30 hours a week.

### Weekly earnings in April 1964

The following table summarises, by industry group, average weekly earnings in April 1964 in the industries covered. The average earnings for each group have been calculated by weighting the averages in each individual industry by the estimated total numbers of manual workers employed in those industries in April 1964. This eliminates the effect of any disparities in the coverage of different industries.

Average Weekly Earnings in the second pay-week in April 1964

Industry group	Men (21 years and over)†		Youths and boys (under 21 years)		Women (18 years and over)‡		Girls (under 18 years)			
	s. d.	s. d.	s. d.	s. d.	Full-time	Part-time				
Food, drink and tobacco	328	0	158	11	169	2	88	4	118	10
Chemicals and allied industries	360	4	171	0	168	1	87	1	114	9
Metal manufacture	381	2	183	9	177	11	89	5	119	1
Engineering and electrical goods	358	5	149	2	186	1	97	1	119	1
Shipbuilding and marine engineering	350	5	143	7	178	1	75	9	§	§
Vehicles	425	4	167	7	215	0	96	1	130	9
Metal goods not elsewhere specified	358	11	161	1	170	2	89	9	111	9
Textiles	320	8	163	1	172	7	89	9	125	6
Leather, leather goods and fur	308	4	150	10	161	8	92	1	108	3
Clothing and footwear	308	6	158	4	171	0	98	8	114	6
Bricks, pottery, glass, cement, etc.	360	1	183	8	168	10	89	9	115	6
Timber, furniture, etc.	338	8	153	8	190	5	93	6	110	6
Paper, printing and publishing	405	8	171	6	185	0	94	0	113	7
Other manufacturing industries	357	0	170	10	170	7	91	7	118	2
All manufacturing industries	364	3	160	7	176	4	92	7	117	7
Mining and quarrying (except coal)	341	10	190	8	167	9	§	§	§	§
Construction	352	5	165	3	157	6	70	3	99	4
Gas, electricity and water	329	10	172	2	179	10	86	5	§	§
Transport and communication (except railways, London Transport and British Road Services)	345	2	182	11	244	1	84	5	99	9
Certain miscellaneous services††	296	10	129	5	150	9	80	2	102	6
Public administration†††	270	6	159	5	182	0	75	5	121	0
All the above, including manufacturing industries	352	5	159	9	176	4	90	7	116	10

Average earnings in individual industries are given in the table on pages 324 and 325. All earnings figures in this article

\* Information regarding hospital employees, which has been obtained only since April 1961, is shown in the industry tables on pages 325 and 327 but in order to maintain comparability with previous enquiries the details for these workers have not been included in the summary tables and text of this article.  
† Men ordinarily employed as part-time workers (for not more than 30 hours a week) have been excluded from the statistics given in this article and in the tables on pages 324 to 327, the number shown in the returns having been insignificant. The earnings of the small number returned averaged 116s. 10d. and the hours worked averaged 17·9.

‡ Women ordinarily employed for not more than 30 hours a week are classed as part-time workers.

§ The numbers returned were too small to provide a satisfactory basis for general averages.

¶ Consisting of laundries and dry cleaning, motor repairers and garages, and repair of boots and shoes, which are shown separately in the detailed tables on pages 325 and 327.

\*\* Industrial employees in national government service have, as appropriate, been included in the figures for industries such as engineering, shipbuilding, chemicals, printing, construction, transport and communication, and only those employees not assigned to these other industries or services have been included under "Public administration".

are general averages covering all classes of manual workers, including unskilled workers and general labourers as well as operatives in skilled occupations; they represent the actual earnings in the week specified, inclusive of payments for overtime, night-work, etc., and of amounts earned on piece-work or by other methods of payment by results; they also cover workers whose earnings were affected by time lost during the specified week. Also included in the averages are the proportionate weekly amounts of non-contractual gifts and bonuses paid otherwise than weekly, e.g., those paid yearly, half-yearly or monthly; where the amount of the current bonus is not known the amount paid for the previous bonus period has been used for the calculation. In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers, in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes, and in the amount of time lost by short-time working, absenteeism, sickness, etc., the differences in average earnings shown in the tables should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workpeople employed under similar conditions.

### Weekly hours worked in April 1964

The average hours worked in individual industries are set out in the table on pages 326 and 327. The table below shows, by industry group, the averages in the industries covered calculated by the same method as the figures of group earnings. The figures relate to the total number of hours actually worked in the week, including all overtime but excluding recognised intervals for meals, etc. They exclude all time lost from any cause but include any periods during which workpeople, although not working, were available for work and for which a guaranteed wage was payable to them.

Average Hours Worked in the second pay-week in April 1964

Industry group	Men (21 years and over)†	Youths and boys (under 21 years)	Women (18 years and over)‡		Girls (under 18 years)
			Full-time	Part-time	
Food, drink and tobacco	48·0	43·8	40·5	21·8	41·3
Chemicals and allied industries	46·9	42·2	40·2	21·7	40·7
Metal manufacture	46·9	43·0	39·4	21·6	41·1
Engineering and electrical goods	47·2	43·1	40·4	21·5	40·6
Shipbuilding and marine engineering	47·4	42·5	41·6	21·8	§
Vehicles	46·1	42·4	40·5	20·9	40·9
Metal goods not elsewhere specified	47·7	43·7	39·4	21·7	40·3
Textiles	47·2	44·0	39·9	21·5	41·4
Leather, leather goods and fur	46·6	43·5	38·8	23·1	41·3
Clothing and footwear	43·9	42·4	38·9	23·7	40·3
Bricks, pottery, glass, cement, etc.	49·6	44·3	39·3	21·8	40·4
Timber, furniture, etc.	46·5	43·4	39·5	21·6	40·7
Paper, printing and publishing	46·5	42·9	39·9	21·6	40·5
Other manufacturing industries	47·9	43·9	40·1	22·5	40·7
All manufacturing industries	47·1	43·2	39·8	21·9	40·7
Mining and quarrying (except coal)	51·6	45·8	39·9	§	§
Construction	49·7	45·7	37·7	18·0	38·3
Gas, electricity and water	48·6	44·8	38·3	20·1	§
Transport and communication (except railways, London Transport and British Road Services)	50·6	45·3	43·6	21·6	40·3
Certain miscellaneous services††	46·2	44·0	40·3	22·3	40·8
Public administration†††	44·9	42·8	40·9	19·0	42·1
All the above, including manufacturing industries	47·8	43·8	39·9	21·8	40·7

The detailed figures in the table on pages 326 and 327 show that there were considerable variations in the average hours worked in different industries and among different sex and age groups. In the great majority of industries the average hours worked by men ranged between 45 and 50, those worked by youths and boys ranged between 42 and 46, those worked by full-time women were mostly between 38 and 42, whilst those worked by girls were mostly between 40 and 42; those worked by part-time women were mostly between 20 and 23.

## Hourly earnings in April 1964

The following table shows, by industry group, the average hourly earnings computed from the foregoing figures of average weekly earnings and working hours, i.e., weighted both by employment and hours worked. Corresponding particulars for individual industries are given on pages 326 and 327.

Average Hourly Earnings in the second pay-week in April 1964

Industry group	Men (21 years and over)†	Youths and boys (under 21 years)	Women (18 years and over)‡		Girls (under 18 years)
			Full-time	Part-time	
Food, drink and tobacco	d. 82·0	d. 43·5	d. 50·1	d. 48·6	d. 34·5
Chemicals and allied industries	92·2	48·6	50·2	48·2	33·8
Metal manufacture	97·5	51·3	54·2	49·7	34·8
Engineering and electrical goods	91·1	41·5	55·3	54·2	35·2
Shipbuilding and marine engineering	88·7	40·5	51·4	41·7	§
Vehicles	110·7	47·4	63·7	55·2	38·4
Metal goods not elsewhere specified	90·3	44·2	51·8	49·6	33·3
Textiles	81·5	44·5	51·9	50·1	36·4
Leather, leather goods and fur	79·4	41·6	50·0	47·8	31·5
Clothing and footwear	84·3	44·8	52·8	50·0	34·1
Bricks, pottery, glass, cement, etc.	87·1	49·8	51·6	49·4	34·3
Timber, furniture, etc.	87·4	42·5	57·8	51·9	32·6
Paper, printing and publishing	104·7	48·0	55·6	52·2	33·7
Other manufacturing industries	89·4	46·7	51·0	48·8	34·8
All manufacturing industries	92·8	44·6	53·2	50·7	34·7
Mining and quarrying (except coal)	79·5	50·0	50·5	§	§
Construction	85·1	43·4	50·1	46·8	31·1
Gas, electricity and water	81·4	46·1	56·3	51·6	§
Transport and communication (except railways, London Transport and British Road Services)	81·9	48·5	67·2	46·9	29·7
Certain miscellaneous services††	77·1	35·3	44·9	43·1	30·1
Public administration†††	72·3	44·7	53·4	47·6	34·5
All the above, including manufacturing industries	88·5	43·8	53·0	49·9	34·4

## Earnings and hours in April 1964, compared with earlier years

The table below shows the average weekly earnings in the industries covered by these enquiries at the time of each enquiry since April 1956.

Date	Men	Youths and boys	Women		Girls
			Full-time	Part-time	
1948 Standard Industrial Classification	s. d.	s. d.	s. d.	s. d.	s. d.
1956 April	235	100	119	9	59
October	237	111	123	3	61
1957 April	241	105	126	0	62
October	251	108	129	9	64
1958 April	253	109	131	4	65
October	256	112	134	1	66
1959 April	262	114	137	1	67
October	270	117	140	8	68
1958 Standard Industrial Classification					
1959 October	271	117	140	11	69
1960 April	282	123	145	0	72
October	290	130	148	4	74
1961 April	301	135	152	7	78
October	306	137	154	6	79
1962 April	312	141	157	2	81
October	317	141	160	10	83
1963 April	323	144	163	9	84
October	334	148	168	3	87
1964 April	352	159	176	4	90

Percentage Increase in Average Weekly Earnings since April 1956

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1956 October	1	2	3	3	4	2
1957 April	3	4	5	4	7	3
October	7	8	8	7	9	7
1958 April	8	9	10	9	9	8
October	9	11	12	11	11	10
1959 April	12	13	14	13	11	12
October	15	17	17	15	15	16
1960 April	20	22	21	18	20	20
October	23	29	24	25	23	23
1961 April	28	35	27	30	27	28
October	30	37	29	33	30	30
1962 April	33	41	31	35	33	33
October	35	41	34	38	32	34
1963 April	37	44	37	41	34	37
October	42	48	40	45	39	41
1964 April	50	59	47	51	48	49

The average level of weekly earnings rose between April 1956 and April 1964 by 49·6 per cent. for all men covered by the enquiries and by 47·0 per cent. for all full-time women.

\* Excluding part-time workers.

During the half-year October 1963 to April 1964, the rise was 5·2 per cent. for men and 4·8 per cent. for full-time women.

The changes in average weekly earnings over the period covered by the preceding table represent the combined effect of a number of factors, including (a) increases in hourly or weekly rates of wages and in rates for overtime, week-end, etc. working; (b) changes in the number of hours actually worked per week and in the proportion of such hours paid for at overtime, week-end, night-shift, etc. rates; (c) extensions of systems of payment by results and increased output by workers so paid; and (d) changes in the relative numbers of workers employed in different industries. The changes in average hourly earnings given in a later table also reflect most of these factors.

As regards the first of these factors, an estimate of the effect of increases in minimum, or standard, rates of wages is available from the index of rates of wages which measures the average movement from month to month in the level of full-time weekly rates of wages in the principal industries and services (see page 352 of this GAZETTE). The representative industries and services for which changes in rates are taken into account in this index include a number not represented in the statistics of average earnings given in the main part of this article, the most important of which are agriculture, coal mining, railway service and the distributive and catering trades. It is estimated, however, that if these industries and services were omitted from the index of weekly rates of wages, the result would show that between April 1956 and April 1964 the average level of weekly rates of wages for a full ordinary week's work in the industries covered by these half-yearly earnings enquiries had risen by 31·1 per cent. for men and 34·7 per cent. for women. The difference between these figures and the rise of 49·6 per cent. for men and 47·0 per cent. for full-time women in actual weekly earnings over the same period represents the net effect of the other factors referred to in the preceding paragraph. Between October 1963 and April 1964, there was a rise of 3·8 per cent. for men and 3·8 per cent. for women in weekly rates of wages, compared with 5·2 per cent. for men and 4·8 per cent. for full-time women in actual earnings in the same industries.

The next table shows the average weekly hours worked by the operatives covered by the half-yearly earnings enquiries from April 1956:—

Average Weekly Hours Worked

Date	Men	Youths and boys	Women		Girls
			Full-time	Part-time	
1948 Standard Industrial Classification					
1956 April	48·6	45·0	41·3	21·6	42·4
October	48·5	44·9	41·3	21·7	42·5
1957 April	48·5	44·9	41·3	21·6	42·4
October	48·2	44·5	41·0	21·4	42·1
1958 April	48·0	44·5	41·0	21·5	42·1
October	47·7	44·6	41·0	21·5	42·2
1959 April	48·0	44·6	41·3	21·5	42·3
October	48·5	44·9	41·4	21·6	42·4
1958 Standard Industrial Classification					
1959 October	4				



Percentage Increase in Average Hourly Earnings since April 1956

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1956 October	1	2	3	4	4	2
1957 April	3	5	5	7	7	4
1957 October	8	9	9	8	9	8
1958 April	9	10	10	10	10	10
1958 October	11	12	13	12	11	12
1959 April	13	15	14	14	12	14
1959 October	15	17	17	15	15	16
1960 April	21	25	22	21	20	22
1960 October	25	32	26	24	26	25
1961 April	30	38	32	30	32	30
1961 October	34	42	34	32	35	34
1962 April	36	46	37	35	39	37
1962 October	39	47	41	37	39	39
1963 April	42	50	43	41	40	42
1963 October	45	53	46	44	45	45
1964 April	52	64	52	50	54	52

Manufacturing industries

At April 1964 the average level of weekly earnings in manufacturing industries was 48.8 per cent. higher for men and 47.2 per cent. higher for full-time women than in April 1956; the increase in the average level of weekly rates of wages in these industries over the same period was 29.4 per cent. for men and 34.7 per cent. for women. During the period October 1963 to April 1964, the corresponding increases in earnings were 5.4 per cent. for men and 4.9 per cent. for full-time women, and in rates 3.8 per cent. and 4.1 per cent., respectively.

Average Weekly Earnings (Manufacturing Industries)

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1948 Standard Industrial Classification						
1956 April	242 2	97 6	119 7	62 0	78 8	78 8
1957 April	245 7	99 11	123 4	63 9	81 9	81 9
1957 October	248 11	102 2	125 11	64 11	84 7	84 7
1958 April	261 2	106 2	129 9	66 8	85 7	85 7
1958 October	261 4	106 10	131 2	68 3	85 11	85 11
1959 April	265 5	109 1	134 1	69 2	87 2	87 2
1959 October	271 9	111 1	137 3	70 7	87 9	87 9
1960 April	281 3	115 0	141 1	71 8	90 9	90 9
1958 Standard Industrial Classification						
1959 October	284 3	117 6	141 4	72 3	91 5	91 5
1960 April	296 4	124 0	145 2	74 2	93 7	93 7
1960 October	303 3	132 3	148 3	76 3	97 3	97 3
1961 April	315 3	137 11	152 7	79 7	100 3	100 3
1961 October	317 10	139 1	154 3	81 0	102 6	102 6
1962 April	323 10	142 3	157 1	82 7	105 1	105 1
1962 October	326 10	142 3	160 9	84 10	104 6	104 6
1963 April	332 4	145 1	163 5	86 0	105 8	105 8
1963 October	345 9	149 2	168 2	89 2	109 9	109 9
1964 April	364 3	160 7	176 4	92 7	117 7	117 7

Percentage Increase in Average Weekly Earnings since April 1956 (Manufacturing Industries)

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1956 October	1	2	3	4	4	2
1957 April	3	5	5	7	7	4
1957 October	8	9	9	8	9	8
1958 April	8	10	10	10	11	10
1958 October	10	12	12	12	13	12
1959 April	12	14	15	14	12	14
1959 October	16	18	18	16	15	17
1960 April	21	24	21	19	18	21
1960 October	24	33	24	22	23	24
1961 April	29	38	27	27	27	28
1961 October	30	40	29	30	29	30
1962 April	32	43	31	32	32	32
1962 October	34	43	34	36	32	33
1963 April	36	46	36	38	33	35
1963 October	41	50	40	43	38	40
1964 April	49	61	47	48	48	48

Average Weekly Hours Worked (Manufacturing Industries)

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1948 Standard Industrial Classification						
1956 April	48.2	44.5	41.2	22.1	42.4	42.4
1957 April	48.2	44.6	41.3	22.3	42.5	42.5
1957 October	48.1	44.4	41.3	22.1	42.4	42.4
1958 April	48.0	44.0	41.0	22.0	42.2	42.2
1958 October	47.6	44.1	40.9	22.0	42.2	42.2
1959 April	47.3	44.1	40.9	22.1	42.2	42.2
1959 October	47.6	44.2	41.3	22.1	42.4	42.4
1960 April	48.2	44.5	41.4	22.1	42.4	42.4
1958 Standard Industrial Classification						
1959 October	48.2	44.5	41.4	22.2	42.4	42.4
1960 April	47.4	43.5	40.6	21.7	41.9	41.9
1960 October	47.4	43.6	40.4	21.8	41.4	41.4
1961 April	47.3	43.5	39.8	21.9	40.8	40.8
1961 October	46.8	43.0	39.6	22.0	40.6	40.6
1962 April	46.6	42.8	39.4	21.9	40.4	40.4
1962 October	46.2	42.7	39.3	22.0	40.3	40.3
1963 April	46.1	42.6	39.4	21.8	40.3	40.3
1963 October	46.8	42.9	39.6	22.1	40.5	40.5
1964 April	47.1	43.2	39.8	21.9	40.7	40.7

\* Excluding part-time workers.

The average level of hourly earnings in manufacturing industries in April 1964 was 52.2 per cent. higher for men and 52.5 per cent. higher for full-time women than in April 1956, compared with increases in hourly rates of wages of 36.1 per cent. for men and 42.3 per cent. for women.

Average Hourly Earnings (Manufacturing Industries)

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1948 Standard Industrial Classification						
1956 April	60.3	26.3	34.8	33.7	22.3	22.3
1957 April	61.1	26.9	35.8	34.3	23.1	23.1
1957 October	62.1	27.6	36.6	35.2	23.9	23.9
1958 April	65.3	29.0	38.0	36.4	24.3	24.3
1958 October	65.9	29.1	38.5	37.2	24.4	24.4
1959 April	67.3	29.7	39.3	37.6	24.8	24.8
1959 October	68.5	30.2	39.9	38.3	24.8	24.8
1960 April	70.0	31.0	40.9	38.9	25.7	25.7
1958 Standard Industrial Classification						
1959 October	70.8	31.7	41.0	39.1	25.9	25.9
1960 April	75.0	34.2	42.9	41.0	26.8	26.8
1960 October	76.8	36.4	44.0	42.0	28.2	28.2
1961 April	80.0	38.0	46.0	43.6	29.5	29.5
1961 October	81.5	38.8	46.7	44.2	30.3	30.3
1962 April	83.4	39.9	47.8	45.3	31.2	31.2
1962 October	84.9	40.1	49.0	46.3	31.1	31.1
1963 April	86.5	40.9	49.8	47.3	31.5	31.5
1963 October	88.7	41.7	51.0	48.4	32.5	32.5
1964 April	92.8	44.6	53.2	50.7	34.7	34.7

Percentage Increase in Average Hourly Earnings since April 1956 (Manufacturing Industries)

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1956 October	1	2	3	4	4	2
1957 April	3	5	5	7	7	4
1957 October	8	9	9	8	9	8
1958 April	9	11	11	10	9	10
1958 October	12	13	13	12	11	12
1959 April	14	15	15	14	11	14
1959 October	16	18	18	15	15	16
1960 April	23	27	23	21	19	23
1960 October	26	35	26	24	25	26
1961 April	31	41	32	29	31	31
1961 October	34	44	34	30	35	34
1962 April	37	48	37	34	39	37
1962 October	39	49	40	37	38	39
1963 April	42	52	43	40	40	41
1963 October	45	55	46	43	45	45
1964 April	52	66	53	50	54	52

Changes in rates of wages and hours of work since April 1964

Since the enquiry was made in April 1964, there have been a number of changes in weekly rates of wages but few reductions in normal weekly hours of work. It is estimated that the effect of these changes has been to raise the general level of full-time weekly and hourly wage rates by about 1½ per cent. The principal changes affected workers in baking, cocoa, chocolate and sugar confectionery manufacture, food manufacture, heavy chemicals manufacture, tin box manufacture, cotton spinning and weaving, dressmaking and women's light clothing, paper making, road haulage, gas supply, electricity supply and laundering.

Industries not covered by the enquiry

The principal employments not covered by these half-yearly enquiries are agriculture, coal mining, British Railways, London Transport, British Road Services, the shipping service, port transport (dock labour), the distributive trades, the catering trades, the entertainment industries, commerce and banking, and domestic service. For manual workers in agriculture and coal mining, and for dock workers in the port transport industry, some particulars are given below.

Calculations are now made at regular intervals to ascertain what would have been the effect of combining the earnings in respect of agricultural workers, coal miners, British Railway workers, London Transport Executive employees (wages grades), inland waterways workers and dock workers with those of the Ministry's normal enquiries, in order to obtain a single figure of average weekly earnings of manual wage-earners. Results of the calculations in respect of April 1962 (the latest date for which all the information is available) were published on page 439 of the November 1963 issue of this GAZETTE and show that combining these figures makes little difference to the percentage increases since April 1956.

Agriculture

Information about agricultural workers is collected from regular enquiries conducted by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. The average weekly earnings of hired regular whole-time workers in Great Britain are shown in the first table on the next page. They are total earnings, including overtime, piece-work, bonuses, premiums and perquisites valued, where applicable, in accordance with the Agricultural

\* Excluding part-time workers.

Wages Orders. The figures given are averages of earnings over complete years or half-years, including weeks when earnings are lower on account of sickness, holidays or other absences.

Date*	Average weekly earnings		
	Men (20 years and over)	Youths (under 20 years)	Women and girls
Great Britain			
Half-yearly periods			
1956 April - 1956 September	s. d.	s. d.	s. d.
1956 October - 1957 March	174 2	101 10	111 7
1957 April - 1957 September	174 11	103 0	114 3
1957 October - 1958 March	184 10	109 6	116 9
1958 April - 1958 September	183 5	111 9	120 1
1958 October - 1959 March	195 7	116 6	124 2
1959 April - 1959 September	193 9	118 0	126 2
1959 October - 1960 March	204 1	120 7	129 0
1960 April - 1960 September	195 2	118 8	127 2
1960 October - 1961 March	211 8	125 9	132 5
1961 April - 1961 September	206 11	124 10	134 4
1961 October - 1962 March	224 1	132 6	146 7
1962 April - 1962 September	215 1	131 1	136 5
1962 October - 1963 March	231 6	139 6	143 3
1963 April - 1963 September	228 2	138 8	142 7
1963 October - 1964 March	248 1	145 3	147 4
1964 April - 1964 March	242 8	143 5	147 9
Yearly periods			
1956 April - 1957 March	174 7	102 5	112 11
1957 April - 1958 March	184 2	110 7	118 5
1958 April - 1959 March	194 8	117 3	123 2
1959 April - 1960 March	199 7	119 7	128 1
1960 April - 1961 March	209 3	125 3	133 4
1961 April - 1962 March	219 7	131 9	141 6
1962 April - 1963 March	229 11	139 1	142 11
1963 April - 1964 March	245 5	144 4	147 6

Average weekly hours and average hourly earnings of hired regular whole-time agricultural workers in England and Wales are set out below. The figures of average weekly hours include hours paid for but not actually worked. These figures are divided into total weekly earnings to give average hourly earnings.

Date*	Average weekly hours		
	Men (20 years and over)	Youths (under 20 years)	Women and girls
England and Wales			
Half-yearly periods			
1956 April - 1956 September	52.4	50.8	48.8
1956 October - 1957 March	51.3	49.8	47.8
1957 April - 1957 September	53.0	51.1	49.0
1957 October - 1958 March	50.9	49.8	48.



TABLE I.—NUMBERS OF WORKERS COVERED BY THE RETURNS RECEIVED AND AVERAGE EARNINGS IN THE SECOND PAY-WEEK IN APRIL 1964

(NOTE.—In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers, and in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes, the differences in average earnings shown in this Table should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workpeople employed under similar conditions.)

Industry	Numbers of workers covered by the returns received				Average earnings* in the second pay-week in April 1964				
	Men (21 and over)	Youths and boys	Women (18 and over)†		Men (21 and over)	Youths and boys	Women (18 and over)†		Girls
			Full-time	Part-time			Full-time	Part-time	
<b>Mining and quarrying (except coal)</b>					s. d.	s. d.	s. d.	s. d.	s. d.
Stone and slate quarrying and mining	11,796	672	48	27	5	343 6	183 9	—	—
Chalk, clay, sand and gravel extraction	8,950	684	47	29	5	340 6	195 8	—	—
Other mining and quarrying	6,184	404	286	39	55	340 5	194 11	169 2	—
<b>Food, drink and tobacco</b>									
Grain milling	19,371	1,221	2,419	509	294	344 11	197 0	181 1	85 0
Bread and flour confectionery	42,813	5,707	12,592	6,985	2,434	321 2	148 4	158 6	87 4
Biscuits	10,778	1,002	12,494	9,093	2,786	336 1	161 0	165 4	89 10
Bacon curing, meat and fish products	15,147	2,153	10,144	5,690	1,421	301 10	156 0	158 8	83 6
Milk products	10,093	891	3,258	1,135	433	304 10	164 5	162 11	90 3
Sugar	8,148	678	2,000	331	218	378 3	219 7	216 9	102 6
Cocoa, chocolate and sugar confectionery	23,094	2,190	19,064	11,920	3,794	336 11	153 8	164 0	87 6
Fruit and vegetable products	16,566	1,065	17,605	4,912	1,733	316 9	171 6	156 11	86 10
Animal and poultry products	7,156	295	701	225	139	359 9	201 8	159 7	89 3
Food industries not elsewhere specified	10,357	855	5,444	1,883	766	378 4	174 7	177 1	96 1
Brewing and malting	41,660	2,599	5,787	1,545	366	325 9	178 2	173 9	84 6
Other drink industries	16,284	3,287	8,249	1,058	1,224	302 0	134 4	157 6	82 2
Tobacco	10,391	642	14,480	3,100	2,886	376 11	203 1	222 11	109 9
<b>Chemicals and allied industries</b>									
Coke ovens and manufactured fuel	9,798	286	21	38	1	335 6	191 8	—	—
Mineral oil refining	17,076	897	747	411	8	412 3	197 4	199 4	110 7
Lubricating oils and greases	2,318	158	257	76	26	333 3	—	176 4	—
Chemicals and dyes	79,517	4,390	6,682	2,607	605	368 3	171 6	165 4	87 2
Pharmaceutical and toilet preparations	12,865	1,066	12,896	3,514	2,833	321 0	161 0	164 8	83 11
Explosives and fireworks	23,394	1,603	4,796	891	660	332 3	138 7	197 2	98 6
Paint and printing ink	12,934	929	2,456	985	146	322 11	166 9	160 5	82 3
Vegetable and animal oils, fats, soap and detergents	15,301	953	3,891	1,861	688	377 2	173 9	172 11	90 2
Synthetic resins and plastics materials	16,109	733	858	508	53	377 10	185 0	164 0	82 7
Polishes, gelatine, adhesives, etc.	3,919	274	1,050	465	158	348 6	174 5	166 4	89 8
<b>Metal manufacture</b>									
Iron and steel (general)‡	188,489	17,043	4,407	1,825	186	392 8	191 0	164 7	88 3
Steel tubes	26,363	1,840	2,186	977	128	366 4	177 2	175 2	85 11
Iron castings, etc.‡	77,683	6,868	5,216	1,324	330	366 1	168 8	180 2	89 11
Light metals	30,911	1,749	3,631	1,151	215	386 11	193 9	188 7	89 1
Copper, brass and other base metals	41,097	3,207	4,658	1,329	494	367 1	178 6	180 0	93 3
<b>Engineering and electrical goods</b>									
Agricultural machinery (except tractors)	16,039	2,905	765	257	70	333 1	134 0	168 9	81 9
Metal-working machine tools	38,663	6,797	2,849	963	164	375 4	153 11	180 6	83 1
Engineers' small tools and gauges	18,455	2,977	4,518	777	311	384 9	146 6	171 7	86 9
Industrial engines	19,461	2,443	1,514	351	47	363 7	152 7	189 7	91 1
Textile machinery and accessories	29,284	4,395	2,614	614	156	328 7	136 8	170 2	80 7
Contractors' plant and quarrying machinery	12,563	1,282	168	83	4	394 4	164 5	—	—
Mechanical handling equipment	23,051	3,431	648	295	28	367 9	151 4	174 10	78 5
Office machinery	12,212	907	4,344	579	95	335 0	145 2	193 8	90 2
Other machinery	125,582	18,592	13,725	3,916	707	352 4	147 7	189 11	94 11
Industrial plant and steelwork	58,534	7,543	1,568	1,017	48	362 6	153 11	162 4	77 10
Ordinance and small arms	18,220	1,155	3,444	825	126	335 9	142 5	191 5	98 2
Other mechanical engineering not elsewhere specified	80,154	8,700	17,348	4,223	1,301	379 5	155 3	200 1	96 5
Scientific, surgical and photographic instruments, etc.	35,079	6,312	15,141	3,102	1,380	344 4	151 7	187 9	96 11
Watches and clocks	2,958	405	4,508	273	651	356 8	154 7	201 7	104 1
Electrical machinery	90,379	15,258	23,863	4,694	2,227	355 9	145 9	188 3	97 6
Insulated wires and cables	22,742	1,521	7,293	2,770	742	385 10	174 3	184 7	94 6
Telegraph and telephone apparatus	19,811	2,139	16,169	3,496	2,009	351 7	142 0	191 1	108 1
Radio and other electronic apparatus	42,746	7,785	48,892	14,003	7,619	342 6	143 2	180 7	97 11
Domestic electric appliances	15,112	1,622	9,676	1,858	1,293	347 7	160 4	180 1	92 2
Other electrical goods	28,654	3,375	23,185	6,404	2,167	357 0	153 1	185 11	102 3
<b>Shipbuilding and marine engineering</b>									
Shipbuilding and ship repairing	90,978	11,749	994	468	55	351 3	142 2	181 0	74 5
Marine engineering	44,648	7,821	724	189	19	347 10	146 7	171 8	79 8
<b>Vehicles</b>									
Motor vehicle manufacturing	274,172	16,220	22,585	3,727	1,203	449 6	183 6	230 11	102 2
Motor cycle, three-wheel vehicle and pedal cycle manufacturing	10,931	1,498	3,002	542	202	339 0	163 0	181 5	90 0
Aircraft manufacturing and repairing	113,905	11,350	9,052	1,615	396	393 4	149 6	193 6	92 3
Locomotives and railway track equipment§	5,267	745	533	202	62	348 10	156 0	184 7	74 3
Railway carriages and wagons and trans§	7,970	809	280	94	3	334 4	148 11	220 11	—
Perambulators, hand-trucks, etc.	1,932	479	717	359	94	324 6	151 9	179 4	93 10
<b>Metal goods not elsewhere specified</b>									
Tools and implements	6,623	1,045	3,176	481	231	330 6	141 11	162 10	96 6
Cutlery	3,564	386	2,491	618	443	365 0	156 11	157 3	90 2
Bolts, nuts, screws, rivets, etc.	13,865	2,002	6,640	2,493	439	355 6	160 3	181 10	95 10
Wire and wire manufactures	20,770	2,324	3,141	904	306	370 9	169 5	169 2	86 7
Cans and metal boxes	8,003	1,170	8,825	4,651	1,212	350 11	166 7	160 11	80 6
Jewellery, plate and refining of precious metals	6,744	1,099	3,453	850	544	355 1	162 7	154 3	91 5
Metal industries not elsewhere specified	111,108	14,942	39,017	11,627	3,726	360 1	161 3	172 11	91 6

\* Where no figure is given, the number of workers covered by the returns was too small to provide a satisfactory basis for the calculation of a general average.  
 † In the calculations of the averages for women, women ordinarily employed as part-time workers (for not more than 30 hours a week) have been shown separately from those normally working over 30 hours a week.  
 ‡ Excluding coke ovens and by-product works attached to blast furnaces which are included under the heading "Coke ovens and manufactured fuel".  
 § Excluding railway workshops.

Table I.—Numbers of Workers Covered by the Returns Received and Average Earnings in the Second Pay-Week in April 1964—continued

Industry	Numbers of workers covered by the returns received				Average earnings* in the second pay-week in April 1964				
	Men (21 and over)	Youths and boys	Women (18 and over)†		Men (21 and over)	Youths and boys	Women (18 and over)†		Girls
			Full-time	Part-time			Full-time	Part-time	
<b>Textiles</b>									
Production of man-made fibres	23,999	1,390	4,664	864	598	s. d.	s. d.	s. d.	s. d.
Spinning and doubling of cotton, flax and man-made fibres	27,483	3,369	38,586	9,571	4,618	362 3	183 7	183 7	92 6
Weaving of cotton, linen and man-made fibres	27,669	2,871	32,612	4,472	3,238	294 2	152 1	171 7	85 10
Woolen and worsted	54,280	4,928	44,620	10,959	8,099	312 8	165 1	173 8	86 2
Jute	6,388	698	5,602	885	601	273 5	135 8	167 6	82 8
Rope, twine and net	2,503	644	3,820	596	665	301 1	147 8	148 8	81 1
Hosiery and other knitted goods	20,422	3,004	45,432	7,780	12,378	368 3	174 6	184 1	107 0
Lace	2,348	358	2,492	433	313	313 1	163 2	144 0	76 4
Carpets	12,211	2,099	7,396	1,159	2,257	357 7	176 5	196 7	98 5
Narrow fabrics	4,104	613	6,925	1,971	1,154	296 7	156 11	161 10	83 6
Made-up textiles	2,311	621	7,590	1,107	1,470	272 3	129 0	141 1	87 11
Textile finishing	31,194	3,082	10,726	1,672	1,568	323 4	171 5	160 10	82 5
Other textile industries	7,480	590	2,056	498	193	341 4	173 0	170 4	85 5
<b>Leather, leather goods and fur</b>									
Leather (tanning and dressing) and fellmongery	13,580	2,167	2,846	402	371	307 2	161 8	167 5	86 0
Leather goods	2,617	833	5,489	1,219	1,222	292 8	135 1	155 2	90 5
Fur	1,475	199	1,125	218	185	343 8	—	186 5	110 7
<b>Clothing and footwear</b>									
Weatherproof outerwear	2,011	538	8,025	853	1,667	281 1	129 0	167 2	106 0
Men's and boys' tailored outerwear	12,078	2,239	37,987	4,452	10,682	306 6	143 6	173 9	102 11
Women's and girls' tailored outerwear	4,667	716	13,293	1,478	3,349	319 7	140 7	173 11	102 4
Overalls and men's shirts, underwear, etc.	2,141	491	17,849	2,588	5,700	285 8	131 6	159 9	92 8
Dresses, lingerie, infants' wear, etc.	2,243	543	26,665	4,338	8,676	292 7	130 2	164 11	97 6
Hats, caps and millinery	2,247	276	4,229	709	498	276 11	140 1	148 11	90 8
Dress industries not elsewhere specified	2,863	541	11,300	2,354	4,006	289 5	140 11	163 10	87 11
Footwear	26,576	5,969	30,423	3,020	6,781	321 5	186 5	195 6	108 11
<b>Bricks, pottery, glass, cement, etc.</b>									
Bricks, fireclay and refractory goods	39,110	5,289	2,181	388	233	347 0	190 10	166 11	78 7
Pottery	17,285	2,356	18,389	1,497	2,284	335 6	166		



TABLE II.—AVERAGE HOURS WORKED AND AVERAGE HOURLY EARNINGS IN THE SECOND PAY-WEEK IN APRIL 1964

(NOTE.—In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers and in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes, the differences in average earnings shown in this table should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workpeople employed under similar conditions.)

Industry	Average number of hours worked* in the second pay-week in April 1964 by the workers covered by the returns received				Average hourly earnings* in the second pay-week in April 1964 by the workers covered by the returns received				
	Men (21 and over)	Youths and boys	Women (18 and over)†		Men (21 and over)	Youths and boys	Women (18 and over)†		Girls
			Full-time	Part-time			Full-time	Part-time	
<b>Mining and quarrying (except coal)</b>					d.	d.	d.	d.	d.
Stone and slate quarrying and mining	53.7	47.1	—	—	76.8	46.8	—	—	—
Chalk, clay, sand and gravel extraction	51.9	45.5	—	—	78.7	51.6	—	—	—
Other mining and quarrying	45.8	43.6	40.0	—	89.2	53.6	50.8	—	—
<b>Food, drink and tobacco</b>									
Grain milling	49.5	45.3	39.6	20.8	40.9	83.6	52.2	54.9	49.0
Bread and flour confectionery	48.9	43.5	41.0	22.6	42.0	78.8	40.9	46.4	29.7
Biscuits	50.1	45.0	41.2	22.7	41.4	80.5	42.9	48.2	47.5
Bacon curing, meat and fish products	47.4	43.9	41.0	21.4	41.4	76.4	42.6	46.4	46.8
Milk products	49.1	45.5	41.2	22.0	42.6	74.5	43.4	47.5	49.2
Sugar	46.4	41.3	38.9	22.1	39.2	97.8	63.8	66.9	55.7
Cocoa, chocolate and sugar confectionery	46.9	43.0	40.4	21.5	40.8	86.2	42.9	48.7	48.8
Fruit and vegetable products	48.1	44.2	38.9	21.5	40.4	79.0	46.6	48.4	48.5
Animal and poultry foods	49.3	46.1	40.5	22.4	—	87.6	52.5	47.3	47.8
Food industries not elsewhere specified	48.9	43.6	39.2	21.9	40.7	92.8	48.1	54.2	52.6
Brewing and malting	46.8	43.2	40.4	19.9	40.3	83.5	49.5	51.6	51.0
Other drink industries	47.1	44.1	39.8	20.5	40.4	76.9	36.6	47.5	48.1
Tobacco	46.1	43.2	41.9	22.2	42.5	98.1	56.4	63.8	59.3
<b>Chemicals and allied industries</b>									
Coke ovens and manufactured fuel	45.5	43.6	—	—	—	88.5	52.8	—	—
Mineral oil refining	44.2	40.0	40.6	23.3	—	112.0	59.2	58.9	57.0
Lubricating oils and greases	50.1	—	40.1	—	—	79.8	—	52.8	—
Chemicals and dyes	47.1	42.0	40.2	21.5	40.4	93.8	49.0	49.4	48.7
Pharmaceutical and toilet preparations	46.6	42.3	40.0	21.3	40.8	82.7	45.7	49.4	47.3
Explosives and fireworks	46.5	42.0	42.0	21.8	40.5	85.1	40.0	36.3	33.9
Paint and printing ink	46.3	42.7	40.3	21.4	—	83.7	46.9	47.8	46.1
Vegetable and animal oils, fats, soap and detergents	47.9	42.1	40.2	22.4	40.2	94.5	49.5	51.6	48.3
Synthetic resins and plastics materials	47.1	43.1	39.4	21.3	—	96.3	51.5	49.9	46.5
Polishes, gelatine, adhesives, etc.	50.5	45.4	40.0	21.4	—	82.8	46.1	49.9	50.3
<b>Metal manufacture</b>									
Iron and steel (general)‡	46.2	42.8	38.4	22.3	—	102.0	53.6	51.4	47.5
Steel tubes	48.6	43.8	39.2	21.0	—	90.5	48.5	53.6	49.1
Iron castings, etc.‡	47.9	43.3	39.9	21.6	42.0	91.7	46.7	54.2	50.0
Light metals	46.1	42.6	39.8	20.8	40.0	100.7	54.6	56.9	51.4
Copper, brass and other base metals	47.2	42.8	39.6	21.8	41.3	93.3	50.0	54.5	51.3
<b>Engineering and electrical goods</b>									
Agricultural machinery (except tractors)	47.0	43.7	40.1	20.5	—	85.0	36.8	50.5	47.9
Metal-working machine tools	46.9	43.2	39.7	21.3	—	96.0	42.8	54.6	46.8
Engineers' small tools and gauges	46.9	43.0	40.1	22.3	41.7	98.4	40.9	51.3	46.7
Industrial engines	47.3	42.9	40.0	22.6	—	92.2	42.7	56.9	48.4
Textile machinery and accessories	47.0	43.3	40.0	20.7	—	83.9	37.9	51.1	46.7
Contractors' plant and quarrying machinery	48.3	43.5	—	—	—	98.0	45.4	—	—
Mechanical handling equipment	49.1	43.9	39.9	20.5	—	89.9	41.4	52.6	45.9
Office machinery	43.9	40.9	39.6	20.4	—	91.6	42.6	58.7	53.0
Other machinery	47.6	43.3	40.3	21.4	40.6	88.8	40.9	56.6	53.2
Industrial plant and steelwork	48.9	43.9	39.4	21.2	—	89.0	42.1	49.4	44.1
Ordnance and small arms	46.2	41.4	42.2	23.3	—	87.2	41.3	54.4	50.6
Other mechanical engineering not elsewhere specified	47.4	42.9	40.7	21.0	40.9	96.1	43.4	59.0	55.1
Scientific, surgical and photographic instruments, etc.	45.4	42.6	39.9	22.0	40.8	90.9	42.7	56.3	52.9
Watches and clocks	45.3	42.0	41.2	20.8	41.4	94.5	44.2	58.7	60.0
Electrical machinery	47.0	42.9	40.6	21.9	41.0	90.8	40.8	55.6	53.4
Insulated wires and cables	50.6	44.6	40.8	21.7	41.2	91.5	46.9	54.3	52.3
Telegraph and telephone apparatus	47.1	43.0	40.3	22.2	40.9	89.6	39.6	56.9	58.4
Radio and other electronic apparatus	46.3	42.5	40.8	21.4	40.6	88.8	40.4	53.1	54.9
Domestic electric appliances	46.4	41.8	40.0	21.0	40.0	89.9	46.0	54.0	54.4
Other electrical goods	46.3	43.2	39.7	21.6	40.3	92.5	42.5	56.2	56.8
<b>Shipbuilding and marine engineering</b>									
Shipbuilding and ship repairing	47.3	42.8	41.7	21.8	—	89.1	39.9	52.1	41.0
Marine engineering	47.5	41.9	41.5	21.8	—	87.9	42.0	49.6	43.9
<b>Vehicles</b>									
Motor vehicle manufacturing	45.9	42.5	40.6	20.4	40.7	117.5	51.8	68.3	60.1
Motor cycle, three-wheel vehicle and pedal cycle manufacturing	44.1	41.4	39.3	21.6	40.3	92.2	47.2	55.4	50.0
Aircraft manufacturing and repairing	46.6	42.3	40.8	22.1	41.1	101.3	42.4	56.9	50.1
Locomotives and railway track equipments§	47.9	43.1	40.4	17.9	—	87.4	43.4	54.8	49.8
Railway carriages and wagons and trams§	45.3	42.6	40.4	—	—	88.6	41.9	65.6	—
Perambulators, hand-trucks, etc.	47.0	44.0	39.0	22.8	—	82.9	41.4	55.2	49.4
<b>Metal goods not elsewhere specified</b>									
Tools and implements	47.7	43.5	40.0	24.6	41.0	83.1	39.1	48.9	47.1
Cutlery	45.0	42.6	38.0	20.5	41.1	97.3	44.2	49.7	52.8
Bolts, nuts, screws, rivets, etc.	46.8	43.7	39.8	21.0	39.5	91.2	44.0	54.8	54.8
Wire and wire manufactures	49.3	44.6	39.4	22.0	39.6	90.2	45.6	51.5	47.2
Cans and metal boxes	48.3	42.5	39.4	21.4	40.0	87.2	47.0	49.0	45.1
Jewellery, plate and refining of precious metals	46.2	43.5	38.2	22.2	40.0	92.2	44.9	48.5	49.4
Metal industries not elsewhere specified	47.7	43.7	39.5	21.7	40.5	90.6	44.3	52.5	50.6

\* Where no figure is given, the number of workers covered by the returns was too small to provide a satisfactory basis for the calculation of a general average.

† In the calculations of the averages for women, women ordinarily employed as part-time workers (for not more than 30 hours a week) have been shown separately from those normally working over 30 hours a week.

‡ Excluding coke ovens and by-product works attached to blast furnaces which are included under the heading "Coke ovens and manufactured fuel".

§ Excluding railway workshops.

Table II.—Average Hours Worked and Average Hourly Earnings in the Second Pay-Week in April 1964—continued

Industry	Average number of hours worked* in the second pay-week in April 1964 by the workers covered by the returns received				Average hourly earnings* in the second pay-week in April 1964 by the workers covered by the returns received				
	Men (21 and over)	Youths and boys	Women (18 and over)†		Men (21 and over)	Youths and boys	Women (18 and over)†		Girls
			Full-time	Part-time			Full-time	Part-time	
<b>Textiles</b>									
Production of man-made fibres	43.9	41.6	40.7	22.1	41.3	99.0	53.4	54.1	50.2
Spinning and doubling of cotton, flax and man-made fibres	46.8	43.6	39.8	20.5	40.4	74.4	41.9	51.7	50.2
Weaving of cotton, linen and man-made fibres	44.2	42.5	39.7	20.2	41.0	80.0	43.5	53.4	50.1
Woolen and worsted	49.0	44.5	39.8	21.0	41.1	76.6	44.5	52.4	49.2
Jute	45.9	41.7	40.9	20.6	40.6	71.5	39.0	49.1	48.2
Rope, twine and net	50.4	43.9	39.8	22.1	40.8	71.7	40.4	44.8	44.0
Hosiery and other knitted goods	45.7	45.6	40.3	23.8	42.4	96.7	45.9	54.8	53.9
Lace	45.2	42.9	38.6	21.8	40.6	83.1	45.6	44.8	42.0
Carpets	47.3	44.1	40.5	22.4	41.5	90.7	48.0	58.2	52.7
Narrow fabrics	46.3	43.9	39.7	21.9	41.6	76.9	42.9	48.9	45.8
Made-up textiles	47.2	43.2	39.1	22.7	40.2	69.2	35.8	43.3	46.5
Textile finishing	50.1	45.3	40.5	21.4	41.5	77.4	45.4	47.7	46.2
Other textile industries	48.5	44.9	39.2	20.5	—	84.5	46.2	52.1	50.0
<b>Leather, leather goods and fur</b>									
Leather (tanning and dressing) and fellmongery	47.1	44.2	40.0	22.6	41.4	78.3	43.9	50.2	45.7
Leather goods	45.1	42.8	38.6	23.2	—	77.9	37.9	48.2	46.8
Fur	46.4	—	38.2	22.9	—	88.9	—	58.6	57.9
<b>Clothing and footwear</b>									
Weatherproof outerwear	44.0	41.8	38.5	23.9	40.7	76.7	37.0	52.1	53.2
Men's and boys' tailored outerwear	45.8	43.0	39.3	24.1	41.0	80.3	40.0	53.1	51.2
Women's and girls' tailored outerwear	42.6	41.4	39.0	24.0	38.6	90.0	40.7	53.5	51.2
Overalls and men's shirts, underwear, etc.	44.9	42.6	38.7	23.0	39.6	76.3	37.0	49.5	48.3
Dresses, lingerie, infants' wear, etc.	44.4	42.0	38.7	23.8	40.6	80.9	37.2	51.1	49.2
Hats, caps and millinery	41.7	41.1	36.0	22.8	39.3	79.7	40.9	49.6	47.7
Dress industries not elsewhere specified	45.4	42.9	38.9	22.5	40.2	76.5	39.4	50.5	46.9
Footwear	43.3	42.5	39.1	24.4	41.0	89.1	52.6	60.0	53.6
<b>Bricks, pottery, glass, cement, etc.</b>									
Bricks, fireclay and refractory goods	49.0	43.9	39.4	19.5	41.2	85.0	52.2	50.8	48.4
Pottery	46.6	43.8	38.7	22.9	40.1	86.4	45.5	50.8	47.7
Glass	47.5	43.7	40.5	21.8	41.3	90.4	49.0	53.4	49.2
Cement	51.5	46.6	—	20.2	—	88.7	51.3	—	45.2
Abrasives and building materials, etc., not elsewhere specified	51.0	45.4	39.4	21.3	39.2	86.7	49.4	52.8	52.2
<b>Timber, furniture, etc.</b>									
Timber	46.8	43.5	40.2	19.1	40.9	79.5	42.1	58.0	50.3
Furniture and upholstery	45.0	42.8	40.1	22.9	40.7	95.9	43.8	61.7	57.3
Bedding, etc.	43.8	42.4	37.6	20.5	40.8	87.8	43.8	59.8	54.2
Shop and office fitting	45.4	43.4	39.3	22.5	40.8	82.9	38.5	48.0	46.8
Wooden containers and baskets	46.9	43.8	39.7	22.3	40.4	82.9	42.3	51.0	45.3
Miscellaneous wood and cork manufactures	—	—	—	—	—	—	—	—	—
<b>Paper, printing and publishing</b>									
Paper and board	51.0	46.4	41.0	21.6	42.0	86.5	53.4	52.3	51.2
Cardboard boxes, cartons and fibre-board packing cases	47.4	43.5	39.5	21.8	41.0	92.1	47.3	51.0	47.3
Manufactures of paper and board not elsewhere specified	47.0	43.2	39.6	21.8	39.5	88.7	46.2	53.9	50.7
Printing, publishing of newspapers and periodicals	44.5	40.7	39.3	21.7	40.0	128.2	48.6	64.1	60.2
Other printing									



## THE MANPOWER RESEARCH UNIT

### First Report: The Pattern of the Future

Between 1963 and 1968 the working population of the United Kingdom will be increasing more slowly than in recent years, while continued growth of employment is expected in both the manufacturing and services sectors, offset to some extent by a continued net decline in the rest of the economy. Total manpower resources are likely, therefore, to be no more than adequate during the period.

In the following five years up to 1973 the growth of the working population is expected to slow down very substantially, and the strain on manpower resources may well be even more severe.

These are the main conclusions of the first report of the Ministry of Labour's Manpower Research Unit entitled "Manpower Studies No. 1—The Pattern of the Future", recently published and obtainable from H.M. Stationery Office, price 4s. 6d. (4s. 10d. including postage).

The Report, which was prepared with the assistance of the Ministry's Statistics Department and in consultation with other Government Departments and the National Economic Development Office, is essentially a study of total manpower resources at the national level and their future distribution, the aim being to give a broad assessment of the main trends in employment. Occupational questions are not dealt with in the present Report, but are being studied separately by the Manpower Research Unit; subsequent reports in the same series will deal with occupational trends in the metal manufacturing and metal using industries, with manpower in the construction industry and with the effect of computers on office employment. Similarly the Report does not attempt to deal with regional employment problems, but provides the national setting within which the study of these problems can be carried out.

The Report emphasises that the forecasts must be regarded as tentative and subject to revision in the light of later knowledge and, in the case of the employment forecasts, of alternative methods which are being explored.

#### Pattern of manpower resources

In a survey of future manpower resources the Report says that between 1953 and 1963 the working population of the United Kingdom increased faster than the total population—by 0.7 per cent. per annum as against 0.6 per cent. per annum. During the next decade the total population is expected to increase at about the same rate and the working population very much more slowly—by between 0.3 and 0.4 per cent. per annum. Most of the increase in the working population will come in the next five years.

In the longer term the rate of growth of the working population will probably increase again, but it is expected to remain below the present rate throughout the 70's.

The Report points out that the rising birth rate, longer full-time education, earlier marriage and the increased expectation of life in retirement have been combining to increase the "economically dependent groups" of the population. It is expected that this increase will be steadily maintained throughout the 60's, and indeed for many years to come.

Until recently the increase in the numbers of the "economically dependent groups" has been more than matched by the increase in the working population. But between 1958 and 1963—in spite of unusually large numbers of school-leavers and of immigrants—the additions to the working population have barely kept pace with the rising numbers of those outside it.

In the next five years it is expected that they will fall short by a considerable margin, and after that the gap will widen, so that in the decade 1963–1973 the estimated increase amongst those at work will be only one-third of the increase in the rest of the population. Accordingly the growing volume of goods and services which will be needed to maintain and raise the general standard of living will have to be produced with relatively few extra people at work.

#### Pattern of employment

The Report contains forecasts of future employment trends in the different groups of industries and the distribution of manpower between broad sectors of the economy.

#### Manufacturing industry

After a survey of the main industrial groups the Report concludes that there may be significant changes of trend in some industries.

Employment in chemicals and in iron and steel, which have been on a rising trend over the past ten years, may tend to level off. The rate of growth in several other expanding sections—food, drink and tobacco, the large engineering group, including vehicles, and the paper industries—may be rather slower than in recent years. On the other hand the decline in the textiles and clothing group may be somewhat moderated, while over a wide range of industries representing a substantial proportion of manufacturing employment no major changes of trend are foreseen.

On balance, the effect is one of a slight slackening in the overall rate of growth of the numbers employed in manufacturing industry, but no marked change of trend, for the next few years at least.

Although the Report is not in general concerned with changes in occupational structure, it does draw attention to the steady rise in the proportion of "white collar" workers in manufacturing industry. If this trend continues "white collar" workers will represent a quarter of the labour force in manufacturing by 1968.

There may, however, be some slowing down in their rate of increase; in some parts of this field the introduction of computers is likely to have an increasing impact in the longer term.

#### Services sector

A review of trends in the services sector indicates that in most cases employment is likely to continue to rise rapidly.

The largest increases are expected in health and education services and in distribution—though in the latter case this represents some slowing down of the rate of growth. Marked increases are also expected in certain of the miscellaneous services, such as motor repairing and garages, and hairdressing.

In financial services the rapid growth of business is expected to outweigh staff savings over the next five years from the introduction of computers, though these may have greater effect on this comparatively small sector of service employment in the longer term. An increase is also expected in employment in public administration. The continued decline expected in employment in transport services and in private domestic employment are offsetting factors, but the net effect for the services sector as a whole is one of continuing rapid growth.

#### Rest of the economy

The rest of the economy comprises agriculture, mining and quarrying, construction and the public utilities. A continuation of the recent declining trends in employment in agriculture and coal-mining seems likely over the next five years.

In construction, the very heavy demands with which the industries will be faced will not merely sustain employment at its present level but will require a sizeable increase in the labour force, even allowing for substantial and continuing rises in productivity. The supply of skilled labour is likely to be a problem.

The accelerating growth of demand for electricity suggests that employment in this industry will continue to increase despite technological changes and economies of scale envisaged in the new installations, though more slowly than in the past. In the gas industry on the other hand the development of new production methods is likely to enable increasing demand to be met with a somewhat smaller labour force.

#### The economy as a whole

In 1963, 38 per cent. of all employees were engaged in manufacturing industry, 48 per cent.—nearly half the total in services, and 14 per cent. in agriculture, mining, construction and public utilities.

Both in manufacturing industry and in services the numbers employed grew substantially between 1953 and 1958 and again between 1958 and 1963, the strongest growth being in the services sector. This growth in manufacturing and service employment absorbed the whole of the net increase in the size of the total working population as well as offsetting the net decline in employment in the rest of the economy.

By 1968 it is forecast that just over 9 million will be employed in manufacturing (6 million males and 3 million females), well over 11½ million in services (6 million males and 5½ million females) and about 3 million in the rest of the economy, and that the respective proportions will stand at 38 per cent., 49 per cent. and 13 per cent. The services sector is therefore expected further to increase its share of total employment, again mainly at the expense of the rest of the non-manufacturing sector.

A notable feature of the forecast up to 1968 is the expected stability in the share of employment represented by manufacturing industry. The forecast growth of the services sector represents the persistence of a trend observable since at least the 20's, as do the continued declines in employment in agriculture and mining.

In the longer-term the services sector appears to have considerable capacity for continued growth, particularly in female employment. The decline of employment in the rest of the non-manufacturing sector seems likely to persist for some time to come.

The long-term picture for manufacturing industry is much less clear, but this sector may very well come to represent a declining share of total employment.

#### Conclusions

The Report points out that, as total manpower resources will be no more than adequate to meet the needs of an expanding economy during the next five years, the efficient and flexible use of manpower will continue to be of the greatest importance. In the longer term efficient manpower utilization is likely to become even more essential.

Employment opportunities for women may expand slightly more quickly than those for men, and the number of single women and girls available for employment is expected to decline. Employers will therefore need increasingly to adopt measures to facilitate the employment of married women.

The falling off in the numbers of young people in the labour market—accentuated by the raising of the school-leaving age in 1970—will call for adjustments. Some types of work at present mainly performed by young people may need to be re-allocated and arrangements for apprenticeship reviewed.

In the longer term the development of automation and other forms of advanced technology will assume increasing importance and will to some extent be stimulated by the very fact of labour shortage.

## ACTIVITIES OF THE NATIONAL JOINT ADVISORY COUNCIL

The 87th Meeting of the National Joint Advisory Council was held on 22nd July. The Minister of Labour, the Rt. Hon. Joseph Godber, M.P., took the Chair.

#### Sick pay schemes

The Council approved the Report of a Committee set up to recommend what further steps might be taken to expand and improve sick pay cover on a voluntary basis, and recommended its early publication. The Report examines the case for sick pay schemes and summarises information about the extent of and characteristics of existing schemes. More than half of all employees now have sick pay cover and it is spreading, although its extent varies between industries, occupations and firms. A common arrangement is one providing full pay less National Insurance benefit initially, after a preliminary qualifying period, with payment (not necessarily always at the same rate) continuing for between nine and 26 weeks. There are, however, many different kinds of provision.

The Report points out that there are good arguments to justify providing sick pay cover for all workers. It sets out the main considerations, including those of cost, which the Committee believes employers and workers should take into account when discussing the introduction or improvement of sick pay, and suggests that in some cases progress can be made in stages. It expresses the hope that due priority be given to sick pay cover in negotiations, and indicates the advantages which may be expected to accrue.

#### Occupational pension rights

The Council discussed the present limited extent of arrangements for the preservation of occupational pension rights where a worker changes his employer, and noted that a survey of pension schemes by the Government Actuary was proposed, which would provide up-to-date information on existing arrangements. The Council decided to set up a sub-committee to study the question further, with the following terms of reference:

"To consider and report on the economic and social implications of existing arrangements for preservation of occupational pension rights on change of employment, the desirability of extending such arrangements and the means by which such an extension might be brought about."

The British Employers' Confederation, the Trades Union Congress and nationalised industries would be represented together with interested Government Departments and outside bodies under the Ministry of Labour's chairmanship.

#### Industrial training

The Minister told the Council of plans for industrial training boards in addition to those now in operation. Work to set up a board for shipbuilding and ship repairing had begun; other industries under consideration were cotton, construction materials and public utilities.

## INDUSTRIAL TRAINING BOARDS

On 13th July 1964 the Minister of Labour made the Industrial Training (Construction Board) Order 1964 which came into operation on 21st July 1964; and on 14th July 1964 he made the Industrial Training (Engineering Board) Order 1964 which came into operation on 23rd July 1964.

Copies of both Orders, S.I. 1964 No. 1079 and S.I. 1964 No. 1086, are obtainable from H.M. Stationery Office, price 8d. each (11d. including postage).

These Orders, which establish industrial training boards, have been made under the Industrial Training Act 1964.

## TRAINING OF SUPERVISORS IN THE DOCKS

Publication of a review by the Committee on Selection and Training of Supervisors set up by the Minister of Labour, entitled "Selection and Training of Supervisors: Progress Report" was announced in the June issue of this GAZETTE, page 246. The National Association of Port Employers have pointed out that references in the Report to the docks industry do not bring out the work which the Association have been doing on supervisory training.

For the past 11 years the Association have organised an annual series of courses for supervisory grades in conjunction with Burton Manor College, Cheshire. The courses, which are residential, cover the organisation of shipping and ports, planning of port operations, industrial relations, general economic background and principles of foremanship. The courses include a visit to a neighbouring port and provide for discussion groups and exhibition of films.

Since the inception of these arrangements 48 courses have been held at which over 1,000 supervisors from all parts of the country have received training.

In view of the success of these courses, the Association have this year initiated, as an experiment, a follow-up course for those who have already attended the standard course.

The Association add that some of their members organise their own supervisory courses to meet their particular needs either on a regular periodical basis or from time to time.

## TRAINING AND EMPLOYMENT OF BLIND PERSONS

During the year ended 31st March 1963 County Councils and County Borough Councils in England and Wales and County Councils and Councils of large Burghs in Scotland expended the sum of £1,681,000 on the provision of employment for some 3,700 workers in 67 workshops for the blind. Of this expenditure grants totalling £836,500 were payable by the Ministry of Labour.

The cost to the Ministry of Labour of providing training for some 220 adult blind persons in these workshops during the year ended 31st March 1963 totalled £101,000. The Ministry also made grants totalling £77,000 towards approved capital expenditure of the workshops.

An analysis of accounts of workshops for the blind for the year ended 31st March 1963 shows that sales of goods amounted to £2,689,200: the corresponding figure for the previous year was £2,653,100 (see the issue of this GAZETTE for August 1963, page 311).

## SAFETY, HEALTH AND WELFARE

### The Examination of Steam Boilers Reports (No. 1) Order 1964

On 10th July 1964 the Minister of Labour made the Examination of Steam Boilers Reports (No. 1) Order 1964 (S.I. 1964 No. 1070) which prescribes the forms to be completed by the competent person undertaking the examination of a steam boiler in accordance with regulation 3 of the Examination of Steam Boilers Regulations 1964 (see page 250 of the June issue of this GAZETTE).

Article 3(a)(i) of the Order specifies the form to be used (F.55) and the particulars to be completed in respect of an examination of a steam boiler, when cold, other than an economiser, superheater, steam tube oven or steam tube hotplate.

Article 3(a)(ii) specifies the form to be used (F.56) and the particulars to be completed in respect of an examination of an economiser when cold.

Article 3(a)(iii) specifies the form to be used (F.57) and the particulars to be completed in respect of an examination of a superheater when cold.

Article 3(b) prescribes the form to be used (F.55A) and the particulars to be completed in respect of the examination, under normal steam pressure, of a steam boiler other than an economiser, superheater, steam tube oven or steam tube hotplate.

A further Order will be made prescribing the form of report to be completed in respect of the examination of a steam tube oven or steam tube hotplate.

Copies of the Order and of the forms are obtainable from H.M. Stationery Office, the prices being 8d. (11d. including postage) for the Order and 2d. each (5d. including postage) for the forms.

### Joint Standing Committee for Paper Mills

The Minister of Labour has used his powers under the Factories Act 1961 to reappoint the Joint Standing Committee for Paper Mills. He has done this after consultation with the British Paper and Board Makers' Association, the Craftsmen's National Negotiating Committee for the Papermaking and Boardmaking Industry, the Employers' Federation of Papermakers and Board-makers, the National Union of Printing, Bookbinding and Paper Workers, and the Paper Machinery Makers' Association.

The function of the Committee is to advise about matters affecting the health, safety and welfare of persons employed in paper mills and it will continue the work of the existing Joint Standing Committee set up in February 1961.

### A PUBLICATION OF THE LONDON SCHOOL OF ECONOMICS Labour in the Tropical Territories of the Commonwealth

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## Eye Protection for Foundry Workers

The "Report of the Joint Advisory Committee on Foundry Goggles",\* recently issued by the Ministry of Labour, records the research which has been made into the development of the most efficient type of eye protection for foundry workers against risks from molten metal.

The Committee, set up by H.M. Chief Inspector of Factories in 1955 to advise him on this subject, decided, because of a scarcity of published work, to appoint a Sub-Committee to carry out experimental work. Interim reports on the progress of their investigations were made by the Sub-Committee and are incorporated as appendices to the Report.

The Sub-Committee devised methods of testing, including the design and construction of special equipment by which specimens of protective material could be subjected to splashes by molten metal and to impact from high and low velocity projectiles. The effect of heat on plastic specimens was also verified by burning tests. Several hundred tests in all were made on a variety of materials and on spectacles, visor-type goggles and face screens. These are described and discussed at length in the Report, which also includes illustrations of the design and construction of the equipment used. Attention was also paid to the subjects of lens-mounting, protection from ultra-violet and infra-red radiation, misting, durability and comfort.

The Committee indicate that the degree of protection required of goggles can only be defined by stating that if a man survives an accident, then his goggles should have been good enough to preserve his eyes. This was the ideal they had in mind from the outset. During their work, they say, they have designed new goggles and found new materials which provide a high standard of protection against impact. This standard, they add, is very much in excess of anything yet known. The Committee's main conclusions are:

(a) no form of glass was found to give the defined standard of protection as it was always broken by metal, offered a low standard of protection against impact and produced a secondary hazard from splinters or fragments from inside the lens;

(b) wire mesh is liable to penetration by molten metal;

(c) certain plastic materials, which are readily available, virtually attain the standard of protection aimed at;

(d) goggles and face screens have been developed to withstand molten metal, hot solid metal and the impact of a ¼ inch steel ball bearing moving either at 390 feet a second or 500 feet a second;

(e) protection against ultra-violet radiation can be given both by plastic and glass; but plastic requires a glass filter to protect against infra-red radiation;

(f) internal strain which weakens plastic material can be detected by examination in polarised light;

(g) plastic materials are softer than glass and require careful cleaning or rinsing under running water to prevent scratching of their surface.

Visualising that more work requires to be done by the testing of materials to destruction, by the testing of other materials and in the design of eye protection, the Committee hope that manufacturers of protective eye-wear will be stimulated by the results so far achieved to undertake this work. In their recommendations to the Chief Inspector, the Committee urge:

(i) that no wire mesh be used for the protection of the eyes;

(ii) that no metal, used in the construction of goggles, be exposed to impact by molten metal;

(iii) that goggles be constructed of such materials and in such a way that they will withstand the tests described in the Report;

(iv) that lenses be constructed of such materials as will withstand the impact of molten metal when tested in such an appliance as described in the Report, subject to certain precautions against infra-red radiations;

(v) that goggles be so constructed that the lenses, when mounted in them, will withstand the impact of a cold ¼ inch steel ball bearing striking them at a velocity of not less than 390 feet a second;

(vi) that materials for lenses conform to the optical requirements of the relevant British Standard;

(vii) that lenses be large enough to give both proper protection and an adequate field of vision; and

(viii) that goggles be properly ventilated to avoid, as far as possible, the difficulties associated with misting.

## Anthrax Disinfection Fees

The Minister of Labour has recently made the Anthrax Disinfection Fee Rules 1964. Coming into operation on 1st November 1964 they will increase, by ½d. a lb. (from 3½d. to 4d.), the disinfection fee payable by importers of goat hair and other material which are required, under the Anthrax Prevention Act 1919, to undergo disinfection at the Government Wool Disinfecting Station, Liverpool. The new Rules repeat existing provisions for a minimum charge of 7s. 6d. for any one delivery of infected goods disinfected at the Station.

Copies of the Rules, S.I. 1964 No. 1230, are obtainable from H.M. Stationery Office, price 3d. (6d. including postage).

In addition to the increase provided for in the new Rules the Minister has increased to 4½d. a lb. the fee for disinfecting certain material (cashmere, camel hair, horsehair and mohair) sent voluntarily to the Station; the fee for disinfecting other material sent voluntarily has been increased to 4d. a lb. These changes will also come into force on 1st November.

\* Obtainable from H.M. Stationery Office, price 16s. (16s. 9d. including postage).

## Construction (Health and Welfare) Regulations 1964: Statutory Draft

In accordance with the statutory procedure for making special regulations, the Minister of Labour has given notice in the London and Edinburgh Gazettes, under section 180 of, and Schedule 4 to, the Factories Act 1961, that he proposes to make special regulations under sections 7, 62, 76 and 180 (3), (6) and (7) of that Act imposing requirements for the health and welfare of persons employed at places where building operations and works of engineering construction are carried on. The Regulations will contain provision as to first-aid and ambulance arrangements, shelter from weather, accommodation for clothing and for taking meals, protective clothing against the weather, washing facilities and sanitary conveniences.

The Regulations will replace the health and welfare provisions in the Building (Safety, Health and Welfare) Regulations 1948. The requirements are extended to cover workers in works of engineering construction as well as in building operations, and there are certain new provisions.

Copies of the draft regulations entitled "The Construction (Health and Welfare) Regulations 1964" may be obtained from H.M. Stationery Office, price 1s. (1s. 3d. including postage).

Any objections to the draft regulations, by or on behalf of persons affected, are required to be made in writing to the Secretary, Ministry of Labour, 8 St. James's Square, London S.W.1 not later than 20th October 1964.

## NATIONAL INSURANCE

### Report of the Ministry of Pensions and National Insurance for 1963

The Report of the Ministry of Pensions and National Insurance for the year 1963 has been presented to Parliament by the Minister and has been published as Command Paper No. 2392. It is obtainable from H.M. Stationery Office, price 10s. (10s. 7d. including postage).

The Report reviews the work of the Ministry during the year ended 31st December in the administration of War Pensions and Allowances and of the Family Allowances, National Insurance, Industrial Injuries Insurance and related Schemes. (A separate Report on War Pensioners for 1963 covering, in addition to the administration of war pensions, the provision of medical and surgical treatment for the war disabled, welfare work and other war pensions activities in the various Regions, has been made jointly by the Minister of Pensions and National Insurance, the Minister of Health and the Secretary of State for Scotland, and has been published as House of Commons Paper No. 244 of Session 1963-64, price 6s. 6d. (7s. including postage).)

During the year war pensions and allowances and the national insurance and industrial injuries benefits were increased, some increases coming into operation in March and others in May. Flat-rate contributions were raised in June and the range of earnings liable for graduated contributions was extended, as a result of which higher pensions can be earned. Consequential adjustments were also made in the conditions for contracting out of the graduated part of the National Insurance Scheme. The net amounts which widowed mothers, widow pensioners and retirement pensioners under age 70 (65 for women) can earn without adjustment of their benefits were increased from 27th May. At the same time 26s. of the widowed mother's personal allowance was made free of any adjustment on account of her earnings. On 2nd December the Minister announced a special allowance to be paid for the first 13 weeks of widowhood to widows of severely disabled war pensioners receiving constant attendance allowance or unemployment supplement who died on or after that date.

#### Cost of benefits

The overall cost of benefits being paid at 31st December 1963—at the rate of about £1,690 million a year—included £110 million a year for war pensions and £140 million for family allowances from Exchequer Funds, and about £990 million for retirement pensions and £450 million for other benefits from the National Insurance and Industrial Injuries Funds. Contributions were being paid by insured persons and employers to the two Funds at the rate of £1,205 million a year; this sum does not include National Health Service contributions collected by the Ministry on behalf of the National Health Service at the rate of £165 million a year. In addition the Exchequer was contributing to the two Funds at the rate of over £230 million a year.

#### War pensions

The decline in the number of war pensioners continued in 1963 and at the end of the year about 652,000 pensions were in payment, compared with 674,000 at the end of 1962. This total includes about 473,000 disablement pensions, 130,000 widows' pensions and 49,000 pensions for parents, orphans and other dependants. There were 5,026 new awards of war disablement pension—4,910 in respect of service in or since the 1939 War and 116 for disablement attributed to the 1914 War. The numbers in payment at the end of the year were 308,700 and 164,600, respectively. The number of allowances being paid for wives was 370,300 and children's allowances totalled 296,700. Nearly 103,000 disablement pensioners were receiving one or more of the supplementary allowances such as constant attendance allowance, unemployment supplement, comforts allowance, age allowance, etc.

During the year 2,151 new awards of pensions were made to widows of the two wars and the number of such pensions in payment at 31st December was 130,000. Also at the end of the year 56,700

widows were receiving the additional allowance of 10s. a week for those of 70 years of age or over and 6,200 were receiving rent allowances; 18,300 allowances were being paid to widows, or widows who had remarried, in respect of their children.

#### Family allowances

At 31st December nearly 3½ million families, with over 9½ million children, were receiving family allowances. Total expenditure on these allowances during the financial year ended 31st March 1963 was over £135 million.

#### National insurance

In November 1963, 254,000 persons were receiving unemployment benefit, compared with 313,000 a year earlier. The cost for the year ended 31st March 1963 was £64½ million.

Nearly 9,336,000 new claims for sickness benefit were made during the year, some 334,000 more than in 1962, and the cost for the year ended 31st March was £161½ million. About 918,000 maternity grants, 334,000 home confinement grants and 216,000 maternity allowances were awarded in the 12 months ended 31st March 1963 at a cost of £25½ million.

During the year about 531,000 new retirement pensions were awarded, with increases for wives and children where appropriate. At 31st December 1963 there were, in all, 5,997,000 people receiving retirement pensions and the cost for the year ended 31st March 1963 was £807 million. At the end of the year 372,000 women were receiving widows' pensions, 140,000 widowed mothers' allowances and 20,000 widows' allowances. In addition, about 83,000 widows' pensions of 10s. a week (paid as a reserved right from the old contributory pensions scheme) were in payment. The cost for the year ended 31st March 1963 was £84 million.

#### Industrial injuries insurance

Totals of 845,000 claims for injury benefit and 194,000 for disablement were made during the year, compared with 810,000 and 186,000, respectively, in 1962. The total cost for the financial year ended 31st March 1963 was over £53 million. There were 2,041 deaths in 1962 for which industrial injuries death benefit was awarded and about 21,900 widows were receiving benefit at the beginning of 1963. The cost for the year ended 31st March 1963 was £4½ million.

#### Contributors

The average number of persons for whom national insurance contributions were payable during 1962 was about 24½ million, of

## INTERNATIONAL LABOUR ORGANISATION

### 48th Session of the International Labour Conference

The 48th Session of the International Labour Conference was held in Geneva from 17th June to 9th July. The United Kingdom was represented by a delegation consisting of representatives of the Government, of employers and of workers (see the June issue of this GAZETTE, page 251). The Minister of Labour, the Rt. Hon. Joseph Godber, M.P., attended part of the Conference and spoke during the debate on the Director-General's Report.

The Conference was attended by delegations from 102 of the 110 Member States of the International Labour Organisation, and the number of delegates and technical advisers reached the record figure of 1,154. Observer delegations were sent by British Guiana, Malta, Northern Rhodesia and Southern Rhodesia. The United Nations and other international organisations were also represented by observers. A large number of visiting Ministers addressed the Conference during the debate on the Director-General's Report.

Mr. Andrés Aguilar Mawdsley, the Venezuelan Government Delegate, was elected President of the Conference. Mr. K. R. Baghdelleh, Tanganyika and Zanzibar (Government), Mr. Syed Wajid Ali, Pakistan (Employer) and Mr. H. Collison, United Kingdom (Worker) were elected Vice-Presidents.

Since the last session of the Conference, Kenya and Laos have become members of the International Labour Organisation.

#### Summary of the work of the Conference

There was a resumed general discussion in plenary sessions on the proposals, in the Director-General's Report issued last year, concerning the future programme and structure of the International Labour Organisation.

The Conference adopted a declaration condemning *apartheid* in South Africa and approved an International Labour Organisation programme which would, if carried out, eliminate *apartheid* in labour matters in that country; and adopted two amendments to the Organisation's Constitution, one enabling the Organisation to suspend or expel a Member State suspended or expelled from the United Nations, and the other enabling it to suspend from participation in the Conference a Member State found by the United Nations to be practising a policy of racial discrimination. The Conference also adopted a third constitutional amendment eliminating special reference in the Constitution to the application of conventions to "non-metropolitan territories" and providing that the provisions of ratified conventions should be applied, so far as practicable, to all the non-self-governing territories for whose international relations a Member State is responsible.

The Conference adopted a Convention and Recommendation on employment policy; a Convention and Recommendation concerning benefits in cases of industrial accidents and occupational diseases; a Convention and Recommendation on hygiene in commerce and offices; conclusions to serve as the basis for a Recommendation on the employment of women with family responsibilities, together with four resolutions on various aspects of women's work; and conclusions to serve as the basis for two Conventions and two Recommendations on the employment of young persons in mines.

whom over 16½ million were men. Over 23 million were employed persons; nearly 1½ million self-employed; and over a quarter of a million non-employed.

About 13 million employees also paid graduated contributions during the year ended 31st March 1963, while the number contracted out of the graduated part of the scheme was about 4.5 million.

#### Contribution and benefit offences

Fines of £260 in one case and up to £120 in others were imposed on directors connected with the failure of limited companies to pay contributions for their employees. Penalties for offences involving the re-use of stamps included sentences of up to one year's imprisonment and fines of up to £350. Prison sentences of up to seven years were imposed in the case of forgery of some 20,000 postal drafts of the kind used to pay national insurance benefits. Other penalties included a prison sentence of four years for claiming benefits fraudulently under an assumed name and a fine of £300 or six months' imprisonment for obtaining family allowances fraudulently.

### Time Limits for Sickness Benefit Claims

The Minister of Pensions and National Insurance has made the National Insurance (Claims and Payments) Amendment Regulations 1964 extending the time limits for claiming sickness benefit under the National Insurance Scheme. They were published on 27th July.

The Regulations, operative from 7th September, have been approved by the National Insurance Advisory Committee (see page 51 of the February issue of this GAZETTE) whose Report has been published as a House of Commons Paper. They revoke the provisions dealing with the giving of notice of incapacity for work and extend, from three to six days, the time for claiming sickness benefit in the case of persons who have at some time claimed before but are making their first claim in respect of a fresh period of incapacity. When a person has never claimed before the time limit of 21 days remains unchanged. Once a claim has been made it must, as previously, be renewed at intervals of not more than ten days so long as the incapacity lasts.

Copies of the Regulations, S.I. 1964 No. 1110 and the Report of the National Insurance Advisory Committee, H.C. Paper No. 281 of Session 1963-64, are available from H.M. Stationery Office, price 5d. each (8d. including postage).

The Conference approved the International Labour Organisation's budget for 1965 and adopted a number of resolutions on subjects other than the technical questions on the agenda. Elections took place for membership of the Inter-American and African Advisory Committees.

#### Credentials and membership of Conference committees

Objections were lodged against the credentials of the delegation of Nationalist China and Portugal, and against the workers' delegates of Burundi, Dahomey, France, Israel, Italy, Pakistan, Spain and Viet-Nam. The Credentials Committee unanimously dismissed all these objections.

Appeals were made by a number of employers' representatives from Communist countries against the decision of the employers' group not to nominate them for full membership of committees of the Conference. The Appeals Board decided to add one Communist employer to the voting strength of each of three committees and two Communist employers to each of four other committees.

#### Report of the Director-General

The Conference again discussed the Director-General's Report, first presented at last year's session, on the International Labour Organisation's future programme and structure (see page 358 of the September 1963 issue of this GAZETTE). The Minister of Labour, the Rt. Hon. Joseph Godber, M.P., was among the 213 speakers who took part in this discussion. Mr. Godber warned the Conference against involvement in political questions, and urged the International Labour Organisation to concentrate on problems within its sphere of competence. He suggested that the resources of the Organisation should be largely devoted to meeting the needs of the developing countries, and concentrated on the social and economic issues where it could do the most useful work, such as vocational training, the development of manpower policies and the status and conditions of the worker. The Minister then described the advances which had recently taken place in these fields of activity in the United Kingdom. With regard to the International Labour Organisation's technical assistance effort, the Minister said that this should form part of a wider strategy for economic and social development, and that for this reason it was right that the great bulk of the Organisation's technical assistance work should be carried out under the Expanded Programme of Technical Assistance and the Special Fund.

In his reply to the debate on the Report, the Director-General (Mr. David Morse) contrasted developments at this year's session with the atmosphere of crisis that prevailed in 1963, and said that the International Labour Organisation could only carry on its work successfully if it proceeded on the basis of a broad consensus among the major interests and viewpoints represented at the Conference. Mr. Morse pointed to the three major directions which the discussions on his Report in 1963 and 1964 suggested should be followed, viz., human resources development; labour relations, trade union development and the growth of sound social



institutions; and conditions of life and work. It was his aim to reorganise the Office into large Departments corresponding to these major items in the International Labour Organisation's programme. This reorganisation should achieve a better concentration on essentials and a progressive elimination of less important activities which could be dispensed with.

#### Finance and budgetary questions

The Conference approved a total net expenditure budget for 1965 amounting to 18,684,347 U.S. dollars, an increase of 2,295,548 U.S. dollars over the net expenditure budget for 1964. The United Kingdom contribution in 1965 will be (provisionally) 9.14 per cent., amounting to 1,707,750 U.S. dollars, against the corresponding figure of 9.22 per cent. (1,511,047 U.S. dollars) in 1964.

#### Information and reports on the application of Conventions and Recommendations

The Report of the Committee examining the way in which governments are applying Conventions and Recommendations was adopted unanimously by the Conference.

The Committee found tangible evidence of the influence of the International Labour Organisation's examination of the application of instruments in that the Experts (on whose findings the Committee bases its examination) had this year noted over 70 cases from 34 Member States and 11 non-metropolitan territories in which steps had been taken to change law or practice in order to satisfy comments made by the Organisation.

The Committee drew the special attention of the Conference to certain Conventions dealing with fundamental human rights such as freedom of association, the abolition of forced labour and the prevention of discrimination. It appealed to Member States to ratify these Conventions and to remove all obstacles to their effective implementation. The Committee also considered special reports by the Experts on the subjects of weekly rest and holidays with pay. It was noted that in most countries paid holidays now often equal or exceed two weeks, and in many cases even amount to three or four weeks. The Committee hoped that proposals for a new Convention on holidays with pay would soon be placed on the agenda of the Conference.

#### Hygiene in commerce and offices

A second discussion of this subject took place, at the end of which the Conference adopted a Convention by 311 votes to none, with five abstentions, and a Recommendation by 312 votes to none, with three abstentions. All the United Kingdom delegates voted in favour of both instruments.

The Convention requires each Member ratifying it to enforce laws or regulations ensuring the application of certain general principles, and also to give such effect as may be possible and desirable under national conditions to the provisions of the Recommendation. The general principles set out in the Convention lay down requirements on the following: maintenance and cleanliness; ventilation and air purification; lighting; temperature; layout of work places and work-stations; drinking water; washing facilities and sanitary conveniences; seats; facilities for changing, leaving and drying clothes; underground or windowless premises; obnoxious, unhealthy or toxic substances, processes and techniques; noise and vibration; and first aid. The Convention applies to: trading establishments; establishments, institutions and administrative services in which the workers are mainly engaged in office work; and, in certain specific cases, any departments of other establishments, etc., in which the workers are mainly engaged in commerce or office work. There is provision for the exclusion of certain specified classes of the establishments, etc., referred to above from the terms of the Convention in certain circumstances.

The Recommendation includes detailed provisions relating to all the general principles of the Convention and the following additional subjects: methods and pace of work; mess rooms; rest rooms; planning and construction; measures against the spread of diseases; instruction in hygiene measures; co-operation in the field of hygiene; and enforcement. The Recommendation applies to all the classes of premises covered by the Convention and also to: establishments, etc., providing personal services; postal and tele-communications services; newspaper and publishing undertakings; hotels and boarding houses; restaurants, clubs, cafes and other catering establishments; and theatres and places of public entertainment and other recreational services. The Recommendation may be applied by national laws or regulations, by collective agreement, by arbitration awards or "in any other manner approved by the competent authority after consultation with the representative organisations of employers and workers concerned".

#### Benefits in case of industrial accidents and occupational diseases

This subject came before the Conference for a second discussion, ending in the adoption of a Convention and Recommendation. The voting on the Convention was 239 to six, with 65 abstentions, while the Recommendation was carried by 231 votes to eight, with 55 abstentions. The United Kingdom Government and worker delegates voted in favour of both instruments, and the employer delegates abstained on both.

The Convention requires Member States ratifying it to ensure that their legislation concerning employment injury benefits protects all employees or, where death has resulted, prescribed categories of beneficiaries. The benefits provided for are medical care and allied benefits in respect of a morbid condition, and cash benefits in respect of specified contingencies. The Recommendation provides for the extension of employment injury or analogous benefits to various categories of people such as members of co-operatives, self-employed persons and seafarers, and contains detailed provisions concerning the level of cash benefits.

#### Women workers in a changing world

The Conference unanimously adopted conclusions to serve as a basis of a proposed Recommendation on the employment of women with family responsibilities, and passed without dissent four resolutions concerning women workers.

The proposed Recommendation lays down the general principle that the competent authorities should, in co-operation with all the public and private organisations concerned and in accordance with national and local needs and possibilities, encourage and facilitate the development of appropriate policies and services to enable women with family responsibilities who need or choose to work outside their homes to do so without being subject to discrimination. It goes on to say that steps should be taken to provide appropriate child-care services, vocational training facilities and other arrangements to help women with family responsibilities to obtain, keep or resume employment. It provides that appropriate measures should be taken to help women, who so wish, to stay away from their employment for a reasonable time beyond their statutory maternity leave periods without relinquishing their employment, and that all the rights resulting from their employment should be fully safeguarded. In the event of interruption of employment the women concerned should be given priority in reinstatement. One of the resolutions adopted by the Conference was a general one on women workers in a changing world, and the others concerned the economic and social advancement of women in developing countries, part-time employment and maternity protection.

In her speech in plenary the United Kingdom Government Adviser supported the conclusions as a basis for discussion next year, but pointed out that to ensure the widest possible acceptance any future Recommendations must have a reasonable degree of flexibility.

#### The employment of young persons in mines

The Conference adopted conclusions to serve as the basis of four proposed instruments on this subject, viz., a Convention and Recommendation concerning the minimum age of employment in mines, a Convention concerning medical examinations and a Recommendation concerning safety, health, weekly rest, holidays with pay and training. The United Kingdom Government delegates voted for the conclusions as a basis for a discussion at the 49th Session of the Conference.

#### Employment policy, with particular reference to the employment problems of developing countries

On the basis of conclusions reached by a Preparatory Technical Conference on Employment Policy held in the Autumn of 1963, the Conference adopted a Convention, a Recommendation and two resolutions on this subject. The voting on the Convention was 206 votes in favour and 54 against, with 37 abstentions; on the Recommendation, 275 in favour and none against, with ten abstentions. The United Kingdom Government delegates abstained in the vote on the Convention, the employers' delegate voted against and the workers' delegate in favour. All four United Kingdom delegates voted in favour of the Recommendation.

The Convention requires Member States ratifying it "to declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment". It lays down that this policy should aim at ensuring that there is work, as productive as possible, for all who are available for, and seeking it; and freedom of choice of employment with the fullest possible opportunity for each worker to qualify for, and to use his skill and endowment in, a job for which he is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin. The policy should take due account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives, and should be pursued by methods appropriate to national conditions and practice. Representatives of employers and workers should be consulted about the formulation of employment policy.

The Recommendation re-states the general principles of the Convention and includes a number of more detailed provisions concerning general principles, measures to be taken in pursuit of employment policy, action by employers and workers and international action. An Annex contains suggestions concerning methods of application and employment problems associated with economic under-development.

In the plenary sitting a United Kingdom Government Adviser explained that while we fully supported the principle of full employment, we would not vote for the Convention because we did not believe that the policy of a high level of employment would be advanced by the adoption of such an instrument or that there could be adequate machinery for ensuring that the Convention was fully applied.

#### Constitutional amendment to delete Article 35 of the International Labour Organisation's Constitution

The Conference adopted by 300 votes to none, with 31 abstentions, a constitutional amendment deleting the present Article 35 (concerning the application of Conventions to non-metropolitan territories), and adding a new paragraph to Article 19. All United Kingdom delegates voted for the amendment. This amending paragraph provides that Member States ratifying Conventions "shall accept their provisions so far as practicable in respect of all territories for whose international relations they are responsible". The instrument of amendment will take effect when it has been ratified by two-thirds of the Member States, including at least five of the ten "States of Chief Industrial Importance".

#### Declaration concerning apartheid

The Conference adopted a Declaration condemning the policy of apartheid and calling on South Africa to renounce it. The

Conference also approved an International Labour Organisation programme having as its object the elimination of apartheid in labour matters and calling for periodical reports on any changes effected.

#### Constitutional amendments dealing with the suspension and expulsion of Member States

Also arising out of the South Africa question, the Conference adopted two instruments of amendment to the Constitution. The first of these would empower the Conference, by a two-thirds vote, to suspend or expel from membership of the International Labour Organisation any Member State which has been suspended or expelled by the United Nations. All the United Kingdom delegates voted for this amendment, which was carried all but unanimously, a few delegates abstaining for technical reasons. The second amendment would empower the Conference, by a two-thirds vote, to suspend from participation in its proceedings any Member State found by the United Nations to be flagrantly or persistently pursuing by its legislation a declared policy of racial discrimination such as apartheid. This second instrument of amendment was carried by 179 votes to 27, with 41 abstentions. The United Kingdom Government delegates voted against this instrument because it infringes the principle that in essentially political matters the International Labour Organisation should not take any action unless similar action has been taken by the United Nations. The workers' delegate voted in favour and the employers' delegate abstained. These two amendments would take effect when ratified by two-thirds of the Member States, including at least five of the ten "States of Chief Industrial Importance".

#### Resolutions on matters outside the agenda

Under a new procedure, the Committee set up to consider the 20 resolutions submitted on matters outside the agenda (two of

## 159th Session of the Governing Body

The 159th Session of the Governing Body of the International Labour Office was held in Geneva from 11th to 13th June and on 10th July 1964 under the Chairmanship of Mr. Calderon Puig (Government Member, Mexico). The United Kingdom Government was represented by Mr. G. C. H. Slater, C.M.G., C.B.E., Under Secretary, Ministry of Labour, Sir George Pollock, Q.C., Director, British Employers' Confederation and Mr. H. Collison, C.B.E., Member of the Trades Union Congress General Council and General Secretary of the National Union of Agricultural Workers attended as members representing, respectively, employers and workers.

The main subjects discussed were:

#### Agenda of the 50th (1966) Session of the International Labour Conference

The Governing Body gave preliminary consideration to the agenda for the 50th (1966) Session of the International Labour Conference. A final decision will be taken at the 160th Session of the Governing Body in November. There are three standing items on the agenda of Sessions of the International Labour Conference: the Report of the Director-General; Financial and Budgetary Questions; and Information and Reports on the Application of Conventions and Recommendations. Two questions on the agenda of the 49th (1965) Session are likely to be carried forward for second discussion in 1966. The Governing Body decided to call for law and practice reports on the following subjects for consideration in November as possible agenda items: improvement of conditions of tenants, share croppers and similar categories of agricultural workers; maximum permissible weight to be carried by one worker; grievance procedures within the undertaking; revision of Conventions 35-40 concerning old age, invalidity and survivor's pensions; and revision of the Holidays With Pay Convention 1936. In addition the Governing Body asked the Office to produce detailed proposals for possible discussion of the following subjects at the 1966 Conference: the provision by the International Labour Organisation of technical assistance in management training, and the role of co-operatives in agrarian reform.

#### Freedom of association

The Governing Body approved five reports (73rd to 77th) of its Committee on Freedom of Association. Among the cases dealt with were ones relating to the United Kingdom, Aden, British Guiana and Southern Rhodesia.

#### International Centre for Advanced Technical and Vocational Training, Turin

The Governing Body authorised the Director-General to open the International Centre for Advanced Technical and Vocational Training at Turin three months after the receipt of funds sufficient for the first year's operations, on condition that he had firm assurances that the income necessary to finance the operations of the Centre on an adequate scale would be available for the first four years. The Governing Body also agreed that the Director-General should inform Governments that, subject to the above conditions, the Centre would be opened on 1st April 1965, and should ask those Governments which had not yet promised a contribution to give the matter their urgent consideration and inform the Director-General, not later than 31st October 1964 of the contributions they were able to make.

#### Proposed extension of the International Labour Office Building

The Governing Body agreed that the Director-General should pursue negotiations with the Geneva authorities about the proposed extension of the International Labour Office Building on the understanding that it was not possible to accept the idea that the

which were later withdrawn) decided by ballot the first five resolutions which it would deal with, and appointed a working party to decide the order in which the remaining resolutions would be considered. By this means eight resolutions were passed by the Committee to the Conference and seven were finally adopted. The United Kingdom Government delegates voted for all of them.

Of the seven resolutions five were adopted unanimously after various amendments had been made. The first expressed support for the International Institute for Labour Studies; the second emphasised the importance of strengthening the machinery for protecting freedom of association; the third called for increased technical assistance to Africa and other developing regions; the fourth proposed procedures for deciding the future programme and structure of the International Labour Organisation; and the fifth expressed support for the International Co-operation Year.

Two other resolutions were adopted by large majorities. The first noted the interdependence between minimum living standards and economic growth and asked for action to be taken nationally and by the International Labour Organisation, and the second supported the concept of democratic decision-making in programming and planning in the economic and social fields.

The last resolution submitted to the Conference, on strengthening tripartism in the Organisation, failed for lack of a quorum.

#### General

The texts of the various instruments agreed by the Conference may be obtained from the United Kingdom Branch Office of the International Labour Organisation, 38-39 Parliament Street, London S.W.1. Any enquiries concerning the Conference should be addressed to the Secretary, Ministry of Labour, 8 St. James's Square, London S.W.1.

Office could operate in two different locations and that before any extension was undertaken satisfactory assurances should be obtained that future accommodation requirements could be met on the present site.

#### Children's allowances for the General Service category staff

The Governing Body agreed, after the concurrence of the other international organisations in Geneva had been obtained, that the children's allowances payable to staff in the General Service category should be raised from the present annual rates of 720 Swiss francs per child (for local staff) and 840 Swiss francs (for semi-local staff) to 960 Swiss francs. The increase was to take effect from 1st June.

#### Proposed merger of the Special Fund and the Expanded Programme of Technical Assistance

The Governing Body, while recognising that Governments may not be able to take a final position on the proposed merger of the Special Fund and the Expanded Programme of Technical Assistance until it comes before the United Nations Economic and Social Council, agreed that the Director-General should inform the Economic and Social Council that the International Labour Organisation is prepared to co-operate in the implementation of the proposed arrangements if these are acceptable to the Economic and Social Council. The Governing Body also agreed that the Director-General should inform the Economic and Social Council that the International Labour Organisation would continue to seek closer co-ordination of its technical co-operation activities under the various programmes, taking into account its constitutional responsibilities and the relationship between its general activities and its technical assistance.

#### African Advisory Committee and Regional Conference

The majority of members of the African Advisory Committee were elected by an electoral college which met during the Conference but some additional members were appointed by the Governing Body and these included the United Kingdom and Northern Rhodesia. The Second Session of the African Regional Conference will be held in Addis Ababa in December 1964, and invitations will be sent to all countries which were invited to the First Session of the Conference.

#### Inter-American Advisory Committee

The Governing Body agreed to set up an Inter-American Advisory Committee though a decision on how often it should meet was postponed. The Government members will be those from the area who sit on the Governing Body with the addition of Chile, Colombia, Costa Rica, Dominican Republic, Trinidad and Tobago, El Salvador and El Guatemala.

#### South Africa

The Governing Body took note of a paper prepared by the Director-General giving information about the correspondence between the Director-General and the Republic of South Africa about the latter's withdrawal from the Organisation.

#### Election of officers

The Governing Body elected Mr. George Haythorne, Government Member, Canada as its Chairman for the coming year. M. Pierre Waline (France) and M. Jean Möri (Switzerland) were elected as Chairmen from the Employers' and Workers' groups, respectively.

#### Programme of meetings

Among the meetings fixed for 1965 were a Tripartite Technical Meeting for Hotels, Restaurants and Similar Establishments, the Eighth Session of the Metal Trades Committee, a Preparatory Technical Conference on Fishermen's Questions and the Seventh Session of the Permanent Agricultural Committee.



## ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT

### Report and Recommendation on Manpower Policy

The Organisation for Economic Co-operation and Development has recently issued a Report and Recommendation to the Governments of the 21 Member States on the subject of Manpower Policy as a Means for the Promotion of Economic Growth. In the Recommendation Member countries are asked to proceed, as part of their efforts to attain the growth target of the Organisation, to a re-examination of their manpower policies in the light of the Report with a view to increasing their ability to solve employment problems created by technical and economic change. Member countries are asked to report to the Organisation not later than 30th June 1965 and, in carrying out the re-examination, to undertake any appropriate consultations, particularly with management and labour organisations. The United Kingdom Government will be carrying out this re-examination in consultation with the National Joint Advisory Council with a view to reporting to the Organisation for Economic Co-operation and Development in mid-1965.

In its introductory paragraphs the Report states that manpower policy should be given an important role in the pursuance of economic growth by contributing both to the increase of the productive capacity of the economy and to its utilisation. By promoting the mutual adjustment of manpower needs and resources, an active manpower policy has the special advantage of being expansionist with regard to employment and production but anti-inflationary with regard to costs and prices. If this adjustment does not take place rapidly there is a risk of economic contractions and unemployment and, if not carried out in forms acceptable to those who are most immediately affected, protective and restrictive reactions can be expected. Since the benefits of such change accrue to the community as a whole, the community should bear a significant part of the costs and should also act to reduce the burden of such adjustment.

The Report goes on to state that the Manpower and Social Affairs Committee "consider that Member countries should undertake a specific re-examination of their manpower policies in the near future. Some specific measures and programmes which should normally be part of an active manpower policy are indicated in the following paragraphs. It is understood that in devising such a manpower policy due regard must be given to the level of economic development and the institutional background, which may vary from country to country, and to the consequent differences in degree of priority which have to be given to various elements. It is nevertheless desirable that all Member countries undertake parallel efforts to make progress in this field. Manpower policy should be made one of the main elements of economic policy in the pursuit of the Organisation's growth target; at the same time the social aspects of such a policy should always be borne in mind.

#### Policy-making and administration

"A central policy body, or adequate co-ordination between different existing agencies is essential to formulate overall policy, to determine general directives, to identify strategic activities in the light of changing needs, and to initiate and develop new programmes and services. The manpower authorities should strive to ensure that the objectives of the national manpower programmes are fully recognised by all relevant sectors of government and that the employment objectives everywhere are given the high priority they deserve from the point of view of economic, political and human interests.

#### Participation of employers' and workers' organisations

"Employers and workers, through the development of manpower programmes on a plant, establishment, or industry basis, can make an important contribution to the promotion of economic growth. Such programmes, which will vary widely in both form and nature among industries and countries, can frequently be stimulated through appropriate labour-management-government consultation and co-operation. To be effective, such consultation must spring from an appreciation of the role employers and workers and their organisations can play in promoting economic growth and improvement in standards of all people.

#### Co-ordination of manpower and other economic policies

"Different types of measures should be predominant depending on whether the period is one of inflationary pressures or one when a business recession or restrictive policies for maintaining the balance of payments and price stability tend to reduce employment and hamper growth. The manpower authorities should constantly be prepared for rapid and timely action according to circumstances. This presupposes a high degree of information about economic trends in various parts of the economy, including contacts with employers to get advance notice about changes in the employment outlook. During slack periods, if timing and other factors support their effectiveness, public works and the provision of socially-needed public services should be used, possibly as part of a policy to increase the general level of demand. Such works, as well as local or general arrangements to influence employment in private enterprise must be prepared in advance, so that they can be utilised at the right moment. Seasonal employment variations might also be counteracted by administrative influence upon the starting of building and construction projects or financial incentives to stimulate employment during the slack season.

#### The employment service

"This should be an institution promoting the effective functioning of the labour market as a whole in respect of all categories of

workers. It must be given sufficient resources, including qualified personnel and attractive premises so as to gain the confidence of all sectors and classes of employees and employers. It should be capable of providing adequate description of jobs and of qualification of applicants, vocational guidance and occupational counselling services, and inter-regional clearing of vacancies. It should also be able to administer special programmes designed to encourage geographical and occupational mobility and social adjustment. These programmes should apply to all categories of workers, whether employed, under-employed or unemployed, so as to promote optimum utilisation of manpower.

#### Human resource development, including vocational training and retraining

"One important element of an active manpower policy is to see to it that human resources are developed to such an extent that the achievement of desired rates of technological change will not be impeded through lack of workers with suitable skills. To a great extent training opportunities are provided by employers, but public authorities must see to it that total training capacity is adequate for the economy as a whole. Probably an increasing part of the population will be required to change occupation during their life, as technology progresses. Adult training and retraining facilities should be provided on an increasing scale, both within private industries and in educational institutions, in order to promote the necessary shifts and adjustments. Everybody needing and wishing to acquire new skills should be given the opportunity to qualify for the new and better jobs. It should be realised that the best preparation for later occupational shifts is a good basic education and technical training for the young, which take account of the needs of modern technology.

#### Geographical mobility

"Geographical mobility would be promoted by better information to workers about job openings outside the home area, but in many cases economic and other hindrances to desirable mobility are considerable. The employment services should be authorised to provide travel and resettlement allowances to offset these hindrances. Co-operation with housing authorities and special efforts for solving housing problems in expansive areas will often be appropriate to create better conditions for a rational reallocation of the labour force. Measures should be taken to facilitate the social adjustment and integration of people settling in a new area, in particular those coming from very different environments, such as international migrants and rural workers going to urban industries.

#### Regional development

"A well-rounded manpower programme requires adequate measures to bring jobs to workers. Programmes for encouraging employment in depressed and under-developed areas should be established, with due regard to sound principles of economic development. Such programmes may include fiscal advantage loans for new investment and other incentives to private enterprise, as well as public undertakings. The administrative agencies should be equipped to aid local community organisations in their economic development programmes and to co-ordinate such programmes with national economic aims.

#### Employment of marginal groups

"Many groups now intermittently or permanently outside the labour force can be helped to participate in useful employment through such aids as rehabilitation, retraining, special job arrangements and efforts to reduce prejudice against their employment. Such measures can be particularly efficient when shortages of labour exist or are impending.

#### Financial provisions for readjustments

"Adequate unemployment benefits and compensation in case of redundancy, as well as the special allowances for persons undertaking resettlement, retraining, rehabilitation, and other readjustments, are recommended as facilitating economic change with favourable results for the economic position, physical well-being, or the morale of workers. They would promote rational placement in new jobs and positive attitudes to progressive changes and should, therefore, be regarded as valuable, not only for the individual, but for the economy as a whole.

#### Special problems of developing countries

"It is understood that a solution of the employment problems of Member countries in process of development, which generally have to cope with extensive under-employment in rural areas, must depend to a great extent upon the possibilities of achieving the accumulation of capital necessary for the creation of new industries and adequate public investments. Any development plan, however, must contain an appreciation, based upon an analysis of demographic and other internal conditions and on the experiences of the already more industrialised countries, of the various manpower requirements which such a plan involves and the ways and means through which the population of under-developed regions can be adapted to modern life. Co-operation between manpower and education authorities—always necessary—is of particular importance in these cases."

## EMPLOYMENT, UNEMPLOYMENT, ACCIDENT AND OTHER STATISTICS

### AND OTHER STATISTICS

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## Employment in Great Britain in June

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

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

### NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The table on the next page gives, for those industries for which comparable figures are available, the numbers employed at mid-June 1963 and April, May and June 1964. The figures relate to all employees except those registered as wholly unemployed, i.e., they include persons temporarily laid off but still on employers' pay-rolls and persons unable to work on account of sickness. They exclude employers and persons working on their own account and are thus different in scope from those given in the table on this page. Satisfactory estimates of monthly changes in the numbers of employers and persons working on their own account cannot be made.

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

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

Industry or Service	Change May-June 1964								
	End-June 1959	End-June 1960	End-June 1961	Mid-June 1962	Mid-June 1963	Mid-Apr. 1964*	Mid-May* 1964	Mid-June* 1964	
Agriculture and fishing	999	983	948	920	906	861	873	886	+ 13
Mining and quarrying	826	761	731	712	684	664	661	657	- 4
Food, drink and tobacco	818	821	832	828	820	798	801	809	+ 8
Chemicals and allied industries	520	531	532	518	513	513	513	514	+ 1
Metal manufacture	576	619	631	596	592	614	616	616	...
Engineering and electrical goods	1,938	2,058	2,147	2,182	2,151	2,203	2,204	2,202	- 2
Shipbuilding and marine engineering	264	252	241	236	212	209	207	207	...
Vehicles	869	919	898	883	873	879	880	881	+ 1
Metal goods	519	556	569	560	557	574	575	575	...
Textiles	851	845	842	806	785	795	794	791	- 3
Clothing and footwear	565	582	585	581	563	566	564	560	- 4
Other manufacturers	1,557	1,628	1,651	1,662	1,649	1,678	1,678	1,676	- 2
<b>Total in manufacturing industries</b>	<b>8,477</b>	<b>8,811</b>	<b>8,928</b>	<b>8,852</b>	<b>8,715</b>	<b>8,829</b>	<b>8,832</b>	<b>8,831</b>	<b>- 1</b>
Construction	1,523	1,567	1,617	1,653	1,681	1,702†	1,713†	1,720	+ 7
Gas, electricity and water	374	370	379	387	397	400	399	398	- 1
Transport and communication	1,672	1,662	1,683	1,688	1,649	1,616	1,617	1,617	...
Distributive trades	3,209	3,284	3,312	3,367	3,401	3,401	3,398	3,404	+ 6
Financial, professional and scientific services	4,874	4,947	5,060	5,227	3,000	3,061	3,067	3,069	+ 2
Catering, hotels, etc.	685	632	658	632	685	632	658	676	+ 18
Miscellaneous services (excluding catering, hotels, etc.)	1,649	1,626	1,626	1,630	1,626	1,626	1,630	1,630	...
National government service	505	502	511	520	537	539	539	539	...
Local government service	738	741	756	772	802	808	808	813	+ 5
<b>Total in civil employment</b>	<b>23,197</b>	<b>23,628</b>	<b>23,925</b>	<b>24,098</b>	<b>24,106</b>	<b>24,139†</b>	<b>24,190†</b>	<b>24,240</b>	<b>+ 50</b>
Males	15,308	15,526	15,682	15,769	15,759	15,759†	15,779†	15,798	+ 19
Females	7,889	8,102	8,243	8,329	8,347	8,379	8,411	8,442	+ 31
Wholly unemployed	379	290	251	372	461	405	361	317	- 44
Males	275	210	184	278	346	305	272	240	- 32
Females	104	80	67	94	115	100	89	77	- 12
H.M. Forces and Women's Services	565	518	474	442	427	423	423	424	+ 1
Males	550	503	459	425	410	407	407	408	+ 1
Females	15	15	15	17	17	16	16	16	...
<b>Total working population</b>	<b>24,145</b>	<b>24,436</b>	<b>24,650</b>	<b>24,912</b>	<b>24,994</b>	<b>24,967†</b>	<b>24,974†</b>	<b>24,981†</b>	<b>+ 7</b>
Males	16,137	16,239	16,325	16,472	16,515	16,471†	16,458†	16,446	- 12
Females	8,008	8,197	8,325	8,440	8,479	8,495	8,516	8,535	+ 19

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

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

† Amended figure.



NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS (Mid-month)

(Thousands)

Table with 12 columns: Industry, June 1963 (Males, Females, Total), April 1964\* (Males, Females, Total), May 1964\* (Males, Females, Total), June 1964\* (Males, Females, Total). Rows include Mining, Food, Drink and Tobacco, Chemicals, Engineering, etc.

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

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

(Thousands)

Table with 12 columns: Industry, June 1963 (Males, Females, Total), April 1964\* (Males, Females, Total), May 1964\* (Males, Females, Total), June 1964\* (Males, Females, Total). Rows include Paper, printing and publishing, Construction, Gas, electricity and water, Transport and communication, Distributive trades, etc.

\* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1964 count of National Insurance cards. † Because of the rounding of figures independently some rounded totals may differ from the sum of the rounded components. ‡ Excluding shipbuilding and ship repairing.

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

The following table shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries† in the week ended 20th June 1964. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded. The information about short-time relates to short-time working arranged by the employer and excludes time lost through sickness, holidays or absenteeism. Operatives who were stood off by the employer for the whole week are assumed to have been on short-time to the extent of 42 hours each. Overtime figures relate to hours of overtime actually worked in excess of normal hours. All the figures relate to Great Britain.

Table with 10 columns: Industry, Estimated number of operatives, overtime maintenance workers, on overtime (Number, Percentage), Hours of overtime worked (Number, Average per operative), Estimated number of operatives on short-time (Stood off for whole week, Working part of week, Total on short-time), Total as percentage of all operatives, Hours lost (Number, Average per operative on short-time).



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

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

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

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

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

Table I.—Index of Total Weekly Hours Worked

Year	(Average 1962 = 100)					
	All manufacturing industries	Engineering, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	Other manufacturing
1956	104.6	98.6	105.9	119.0	100.1	103.6
1957	103.9	98.6	104.6	117.7	99.5	103.1
1958	100.4	96.5	101.6	108.3	100.1	99.6
1959	100.9	96.3	104.9	108.6	99.1	100.5
1960	103.9	99.4	107.9	110.1	100.1	104.9
1961	102.9	101.9	102.9	104.7	100.1	103.7
1962	100.0	100.0	100.0	100.0	100.0	100.0
1963	98.2	97.5	99.2	98.2	98.1	98.8
Week ended:						
1963 May 18	100.0	98.9	101.8	100.7	97.7	100.4
June 15	100.0	98.7	101.6	100.3	99.7	100.5
July 20*	94.6	94.0	87.5	91.7	100.7	96.4
August 17†	82.5	80.8	88.0	79.4	92.0	82.7
September 14	101.3	100.0	102.9	100.6	101.8	102.1
October 19	101.9	101.1	103.1	101.3	102.0	102.5
November 16*	102.0	101.8	102.5	101.8	100.9	103.3
December 14	102.3	102.2	102.7	102.1	100.2	103.5
1964 January 18	100.7	101.1	101.7	100.7	95.2	102.0
February 15	101.2	101.8	101.7	101.3	94.4	102.7
March 21	101.5	102.1	101.8	101.4	94.4	103.1
April 18	102.2	102.8	102.9	102.1	95.1	103.8
May 16*§	101.9	102.6	102.9	102.1	96.3	103.7
June 20	102.2	103.2	103.3	101.4	96.3	104.0

Table II.—Index of Average Hours Worked per Head

Year	(Average 1962 = 100)					
	All manufacturing industries	Engineering, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	Other manufacturing
1956	103.7	103.7	104.1	104.3	102.8	103.8
1957	103.6	103.5	104.5	104.5	102.7	103.7
1958	102.5	102.4	103.2	103.0	102.5	102.5
1959	103.3	102.8	104.9	104.5	102.0	103.2
1960	102.4	101.7	101.7	104.8	101.7	102.5
1961	101.0	101.3	100.6	101.1	100.4	101.1
1962	100.0	100.0	100.0	100.0	100.0	100.0
1963	99.9	99.6	100.2	100.5	99.9	100.0
Week ended:						
1963 May 18	99.8	99.5	100.7	100.5	99.8	99.9
June 15	100.0	99.5	100.6	100.6	100.7	100.1
July 20*	100.5	100.0	100.8	101.1	101.1	100.6
August 17	100.7	99.9	100.9	100.8	102.3	100.9
September 14	100.5	100.0	101.5	101.0	99.9	100.8
October 19	100.6	100.3	100.8	101.3	99.9	101.0
November 16*	100.6	100.6	100.4	101.4	99.5	101.1
December 14	100.8	100.7	100.7	101.6	100.2	101.2
1964 January 18	100.2	100.2	100.6	101.1	98.8	100.6
February 15	100.5	100.6	100.8	101.6	99.0	100.9
March 21	101.0	100.9	101.9	101.8	99.6	101.3
April 18	101.1	101.1	102.2	102.0	99.9	101.4
May 16*§	100.3	100.3	101.4	101.6	99.8	100.6
June 20	100.9	101.4	101.9	102.1	99.6	101.3

Index for All Manufacturing Industries from 1957 †

Month	1957	1958	1959	1960	1961	1962	1963	1964
January	—	—	—	—	—	—	—	—
February	105.6	104.2	99.2	105.5	103.9	101.2	98.5	100.7
March	—	—	—	—	—	—	—	—
April	106.9	104.0	101.5	106.0	106.3	102.4	99.7	102.2
May	106.5	104.0	102.4	105.3	105.1	102.7	100.0	101.9
June	—	—	—	—	—	—	—	—
July	—	—	—	—	—	—	—	—
August	103.1	100.5	100.1	102.3	101.0	83.4	82.5	—
September	—	—	—	—	—	—	—	—
October	104.5	100.9	105.2	107.1	104.8	101.9	101.9	—
November	106.4	101.6	106.1	106.7	104.5	101.3	102.0	—
December	—	—	—	—	—	—	—	—

Index for All Manufacturing Industries from 1957 †

Month	1957	1958	1959	1960	1961	1962	1963	1964
January	—	—	—	—	—	—	—	—
February	103.1	102.7	101.4	103.6	100.4	100.2	98.4	100.2
March	—	—	—	—	—	—	—	—
April	103.5	102.6	103.1	102.1	101.5	100.4	99.4	101.1
May	103.7	102.0	103.1	102.1	100.6	100.2	99.8	100.3
June	—	—	—	—	—	—	—	—
July	—	—	—	—	—	—	—	—
August	104.1	102.4	103.6	102.0	101.6	100.3	100.5	—
September	—	—	—	—	—	—	—	—
October	103.3	102.1	104.0	101.9	100.6	99.5	100.6	—
November	103.4	102.4	103.8	101.8	100.5	99.3	100.6	—
December	—	—	—	—	—	—	—	—

\* The indices of total weekly hours worked and of average hours worked from November 1963 onwards have been revised to take account of the April 1964 enquiry into the hours of work of manual workers. Figures for dates after June 1963 are subject to revision in the light of information to be derived from the count of National Insurance cards in Mid-1964. The figures from May 1964 may also be subject to revision when the results of the October 1964 enquiry into the hours of work of manual workers are available.

† In the calculations use is made of information obtained on monthly returns from employers and, from June 1962 onwards, these relate to a week towards the middle instead of at the end of the month. In consequence the indices for July and August 1962 and 1963 also relate to earlier weeks in the month and, compared with previous years, the indices for July 1962-3 are less affected by holidays, and the indices for August 1962-3 are much more affected. It is estimated that, if the indices of total weekly hours worked for manufacturing industry as a whole for July and August 1962-3 had related, as in previous years, to the last full week in the month, the indices for July 1962-3 would have been approximately six points lower, the index for August 1962 approximately 15 points higher, and the index for August 1963 approximately 14 points higher.

‡ Figures for 1956 are shown on page 404 of the October 1963 issue of this GAZETTE.

§ Week preceding Whitsuntide.

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WOMEN IN PART-TIME EMPLOYMENT IN MANUFACTURING INDUSTRIES

The monthly estimates of the numbers employed, published in this GAZETTE (see pages 335 to 337 of this issue), include not only persons normally in full-time employment, but also persons who normally take only part-time work. For manufacturing industries separate information about the number of women in part-time employment is obtained each quarter on returns rendered by employers. Estimates, based on the returns for June 1964, are given in the table below for each of the Orders of the Standard Industrial Classification (1958) and for some of the principal industries. Part-time employment is defined as ordinarily involving not more than 30 hours' work per week. Further information about the compilation of these figures and analyses for the period 1950-61 were given on pages 458-459 of the December 1962 issue of this GAZETTE.

Estimated Numbers of Women in Part-time Employment in Manufacturing Industries in Great Britain at mid-June 1964

Industry	Estimated number (000's)	Percentage of total number of females employed in the industry
Food, drink and tobacco	85.1	25.0
Bread and flour confectionery	19.0	31.0
Biscuits	12.6	38.2
Bacon curing, meat and fish products	10.3	29.6
Milk products	2.0	16.9
Cocoa, chocolate and sugar confectionery	18.9	33.0
Fruit and vegetable products	8.6	20.8
Food industries not elsewhere specified*	3.4	17.7
Brewing and malting	2.2	11.5
Other drink industries*	2.6	11.4
Tobacco	3.4	15.0
Chemicals and allied industries	21.4	15.1
Chemicals and dyes	6.0	13.6
Pharmaceutical and toilet preparations	7.2	16.5
Paint and printing ink	2.2	16.2
Vegetable and animal oils, fats, soap and detergents	2.7	19.6
Metal manufacture	10.5	13.9
Iron and steel (general)	3.0	12.0
Iron castings, etc.	2.2	15.3
Copper, brass and other base metals	2.3	14.2
Engineering and electrical goods	93.0	15.4
Metal-working machine tools	2.1	14.8
Engineers' small tools and gauges	2.0	15.3
Other machinery*	9.0	14.2
Industrial plant and steelwork	2.3	14.3
Other mechanical engineering not elsewhere specified*	7.0	14.1
Scientific, surgical and photographic instruments, etc.	6.6	13.6
Electrical machinery	6.6	11.4
Insulated wires and cables	4.3	19.2
Telegraph and telephone apparatus	4.0	12.8
Radio and other electronic apparatus	2.4	18.5
Domestic electric appliances	3.4	12.6
Other electrical goods*	14.4	20.8
Shipbuilding and marine engineering	1.2	10.4
Vehicles	11.7	9.9
Motor vehicle manufacturing	6.2	10.0
Aircraft manufacturing and repairing	3.0	7.7
Metal goods not elsewhere specified	37.5	19.4
Bolts, nuts, screws, rivets, etc.	4.0	23.5
Cans and metal boxes	6.0	28.3
Metal industries not elsewhere specified*	21.9	18.4
Textiles	55.1	13.4
Spinning and doubling of cotton, flax and man-made fibres	10.4	16.6
Weaving of cotton, linen and man-made fibres	6.0	11.0
Woolen and worsted	15.0	15.7
Hosiery and other knitted goods	10.2	11.5
Narrow fabrics	2.4	16.8
Made-up textiles	2.1	11.1
Textile finishing	2.7	11.7
Leather, leather goods and fur	3.7	14.2
Leather goods	2.3	14.9
Clothing and footwear	35.0	8.8
Men's and boys' tailored outerwear	7.8	9.0
Women's and girls' tailored outerwear	3.5	7.5
Overalls and men's shirts, underwear, etc.	4.0	10.1
Dresses, lingerie, infants' wear, etc.	8.7	9.0
Dress industries not elsewhere specified*	4.4	13.2
Footwear	4.4	7.2
Bricks, pottery, glass, cement, etc.	7.5	9.7
Pottery	2.0	5.8
Glass	2.2	11.2
Abrasives and building materials etc., not elsewhere specified*	2.3	15.4
Timber, furniture, etc.	7.5	13.1
Furniture and upholstery	2.4	11.5
Paper, printing and publishing	26.1	12.2
Paper and board	2.2	10.2
Cardboard boxes, cartons and fibre-board packing cases	5.3	15.8
Manufactures of paper and board not elsewhere specified*	5.6	15.5
Printing, publishing of newspapers and periodicals	4.4	14.2
Other printing, publishing, bookbinding, engraving, etc.	8.6	9.4
Other manufacturing industries	23.5	19.0
Rubber	7.9	20.3
Toys, games and sports equipment	3.5	18.6
Plastics moulding and fabricating	7.2	20.4
Miscellaneous manufacturing industries	2.0	14.7
Total, all manufacturing industries	418.8	15.0

\* The figures on this line relate to the industry with the same title in the table on pages 52 and 53 of the February issue of this GAZETTE.

- MIDLAND ELECTRIC MANUFACTURING Co. Ltd. Tysley, Birmingham
- HEPWORTH & GRANDAGE Ltd. Bradford
- SHELL RESEARCH Ltd. Thornton-le-Moors, Cheshire
- PETROCHEMICALS Ltd., Manchester
- ALVIS Ltd., Coventry
- BRISTOL SIDDELEY ENGINES Ltd. Coventry
- ALFRED HERBERT Ltd., Coventry
- ROOTES GROUP (Humber Ltd.) Coventry, Dunstable and Luton
- QUALCAST Ltd., Derby
- ROLLS ROYCE Ltd. Nuclear Department, Derby
- THE INTERNATIONAL HARVESTER COMPANY OF GREAT BRITAIN Ltd., Doncaster
- NATIONAL COAL BOARD North Western, North Eastern, East Midlands and West Midlands Divisions
- AC-DELCO DIVISION OF GENERAL MOTORS Ltd. Dunstable, Beds. and Liverpool
- RUSTON & HORNSBY Ltd., Lincoln
- BRUSH ELECTRICAL ENGINEERING Co. Ltd. Loughborough, Leicestershire
- THE CARBORUNDUM Co. Ltd. Manchester

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## Unemployment at 13th July 1964

## SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 13th July 1964 were:—

	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly unemployed*	222,084	14,349	66,258	9,506	312,197
Temporarily stopped†	3,627	140	1,427	121	5,315
Total .. .. .	225,711	14,489	67,685	9,627	317,512
Change since 15th June .. .. .	- 8,256	+ 4,722	- 4,167	+ 3,290	- 4,411

The rate of unemployment at 13th July was 1.4 per cent. This was the same percentage as at 15th June.

## DURATION OF UNEMPLOYMENT

The following table analyses the wholly unemployed\* in Great Britain at 13th July 1964 according to duration of unemployment.

Duration in weeks	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
One or less .. .. .	26,395	4,921	7,727	3,331	42,374
Over 1, up to 2 .. .. .	15,890	3,726	5,167	2,400	27,183
Up to 2 .. .. .	42,285	8,647	12,894	5,731	69,557
Over 2, up to 3 .. .. .	10,957	1,335	4,004	953	17,249
Over 3, up to 4 .. .. .	8,616	690	3,296	452	13,054
Over 4, up to 5 .. .. .	7,615	535	3,012	340	11,502
Over 2, up to 5 .. .. .	27,188	2,560	10,312	1,745	41,805
Over 5, up to 6 .. .. .	6,487	373	2,706	257	9,823
Over 6, up to 7 .. .. .	5,866	299	2,254	188	8,607
Over 7, up to 8 .. .. .	5,165	249	2,107	150	7,671
Over 5, up to 8 .. .. .	17,518	921	7,067	595	26,101
Over 8, up to 9 .. .. .	3,562	170	1,362	94	5,188
Over 9, up to 13 .. .. .	14,809	563	6,134	395	21,901
Over 13, up to 26 .. .. .	28,146	855	10,768	511	40,280
Over 26, up to 39 .. .. .	19,477	278	5,529	173	25,457
Over 39, up to 52 .. .. .	12,997	153	3,403	112	16,665
Over 52 .. .. .	56,102	202	8,789	150	65,243
Over 8 .. .. .	135,093	2,221	35,985	1,435	174,734
Total .. .. .	222,084	14,349	66,258	9,506	312,197

## 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 13th July 1964.

Region	Wholly unemployed*					Temporarily stopped†					Total unemployed		
	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Males	Females	Total
London and South Eastern	34,606	1,322	7,871	675	44,474	179	1	217	14	411	36,108	8,777	44,885
Eastern and Southern	16,771	587	3,572	388	21,318	63	2	14	12	91	17,423	3,986	21,409
South Western .. .. .	11,081	308	2,892	286	14,567	35	—	21	3	59	11,424	3,202	14,626
Midlands .. .. .	18,648	809	5,730	665	25,852	354	4	169	14	541	19,815	6,578	26,393
Yorkshire and Lincolnshire	15,909	768	4,737	854	22,268	335	8	151	19	513	17,020	5,761	22,781
North Western .. .. .	38,532	2,447	11,332	1,507	53,818	1,321	40	334	3	1,698	42,340	13,176	55,516
Northern .. .. .	26,041	1,754	7,268	1,092	36,155	217	7	108	19	351	28,019	8,487	36,506
Scotland .. .. .	47,088	5,105	17,956	2,789	72,938	977	61	400	36	1,474	53,231	21,181	74,412
Wales .. .. .	13,408	1,249	4,900	1,250	20,807	146	17	13	1	177	14,820	6,164	20,984
Great Britain .. .. .	222,084	14,349	66,258	9,506	312,197	3,627	140	1,427	121	5,315	240,200	77,312	317,512
Northern Ireland .. .. .	21,732	854	8,125	424	31,135	164	1	194	18	377	22,751	8,761	31,512
United Kingdom .. .. .	243,816	15,203	74,383	9,930	343,332	3,791	141	1,621	139	5,692	262,951	86,073	349,024

Region	Percentage rate of unemployment†			Duration of unemployment: wholly unemployed*								Wholly unemployed excluding "school-leavers" ‡	
	Males	Females	Total	Males				Females				Total	Change since 15th June
				Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks	Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks		
London and South Eastern	1.0	0.4	0.8	10,202	5,083	3,147	17,496	3,327	1,776	972	2,471	44,331	- 2,061
Eastern and Southern	1.1	0.4	0.8	4,625	2,113	1,252	9,368	1,097	738	437	1,688	21,240	- 387
South Western .. .. .	1.3	0.7	1.1	2,140	1,288	836	7,125	892	548	333	1,405	14,505	- 887
Midlands .. .. .	0.8	0.5	0.7	4,247	2,475	1,520	11,215	1,651	1,147	752	2,845	25,476	- 1,945
Yorkshire and Lincolnshire	1.2	0.8	1.0	3,817	2,159	1,271	9,430	1,600	931	621	2,439	21,681	- 983
North Western .. .. .	2.2	1.2	1.8	8,538	5,133	3,401	23,907	3,047	1,995	1,398	6,399	52,120	- 2,789
Northern .. .. .	3.2	2.0	2.8	4,273	3,165	2,151	18,206	1,627	1,296	807	4,630	35,391	- 2,321
Scotland .. .. .	3.8	2.7	3.4	9,973	6,403	3,771	32,046	3,859	2,827	1,818	12,241	68,383	- 392
Wales .. .. .	2.2	2.1	2.1	3,117	1,929	1,090	8,521	1,525	799	524	3,302	19,509	- 460
Great Britain .. .. .	1.6	0.9	1.4	50,932	29,748	18,439	137,314	18,625	12,057	7,662	37,420	302,636	- 12,225
Northern Ireland .. .. .	7.3	4.8	6.4	2,645	5,225	14,716	876	2,319	5,354	—	—	—	—

\* Including unemployed casual workers, see footnote † on page 342.

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

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

At 13th July 37,635 married women were registered as unemployed.

Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of normal seasonal movement estimates published in the January 1963 issue of this GAZETTE, pages 8 to 10), the number of persons registered as wholly unemployed on 13th July was 302,636 consisting of 230,741 males and 71,895 females.

## NUMBERS UNEMPLOYED: 1953 to 1964

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

	Great Britain						United Kingdom total
	Wholly unemployed*		Temporarily stopped†		Total		
	Males	Females	Males	Females	Males	Females	
1953 .. .. .	204,300	115,600	13,900	8,200	342,000	380,000	
1954 .. .. .	176,500	95,100	7,900	5,300	284,800	317,800	
1955 .. .. .	137,400	75,700	9,300	8,000	232,200	264,500	
1956 .. .. .	151,000	78,600	17,800	9,600	257,000	287,000	
1957 .. .. .	204,300	90,200	12,300	5,700	312,500	347,200	
1958 .. .. .	293,800	116,300	27,600	19,700	457,400	500,900	
1959 .. .. .	322,600	121,900	21,200	9,500	475,200	512,100	
1960 .. .. .	248,200	97,500	11,600	3,100	360,400	392,800	
1961 .. .. .	226,300	85,800	23,300	5,300	340,700	376,800	
1962 .. .. .	321,900	110,000	23,000	8,300	463,200	499,900	
1963 .. .. .	393,900	126,700	46,300	6,400	573,300	612,300	
1964—							
13th Jan. .. .. .	363,543	114,487	20,120	2,592	500,742	540,353	
10th Feb. .. .. .	344,308	111,460	5,953	2,349	464,072	502,877	
16th Mar. .. .. .	313,600	101,798	7,868	2,120	425,386	461,891	
13th Apr. .. .. .	305,159	99,938	4,728	1,773	411,598	448,364	
11th May .. .. .	271,596	89,348	6,318	1,841	369,103	403,506	
15th June .. .. .	240,348	76,569	3,386	1,620	321,923	354,214	
13th July .. .. .	236,433	75,764	3,767	1,548	317,512	349,024	

## 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 13th July 1964 and the percentage rates of unemployment.

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

	Numbers of persons on registers at 13th July 1964					Percentage rate of unemployment* (inc. in total)	Numbers of persons on registers at 13th July 1964					Percentage rate of unemployment* (inc. in total)
	Men 18 and over	Women 18 and over	Boys and girls under 18	Total	Temporarily stopped (inc. in total)		Men 18 and over	Women 18 and over	Boys and girls under 18	Total	Temporarily stopped (inc. in total)	
<b>Principal Towns (by Region)</b>												
London and South Eastern	26,148	6,152	1,421	33,721	136	0.7						
Greater London .. .. .	484	268	50	1,892	—	2.0						
Brighton and Hove .. .. .	499	198	92	789	—	1.1						
Eastern and Southern												
Bedford .. .. .	215	49	12	276	—	0.6						
†Bournemouth .. .. .	1,215	208	49	1,472	3	1.5						
Cambridge .. .. .	163	33	2	198	—	0.9						
Ipswich .. .. .	432	112	19	563	—	0.9						
Luton .. .. .	209	56	23	288	5	0.4						
†Norwich .. .. .	1,143	253	32	1,428	—	1.6						
Oxford .. .. .	202	42	24	268	—	0.3						
†Portsmouth .. .. .	1,595	331	139	2,065	—	1.5						
†Reading .. .. .	339	85	29	453	—	0.6						
†Slough .. .. .	320	45	23	388	—	0.4						
†Southampton .. .. .	2,065	210	88	2,363	—	1.7						
†Southend-on-Sea .. .. .	719	107	34	860	2	1.6						
Watford .. .. .	182	43	15	240	—	0.4						
South Western												
†Bristol .. .. .	1,867	389	97	2,353	1	0.9						
Exeter .. .. .	484	97	14	595	—	1.3						
Gloucester .. .. .	329	162	28	519	3	1.0						
†Plymouth .. .. .	1,078	402	36	1,516	6	1.6						
Swindon .. .. .	565	149	31	745	—	1.1						
Midlands												
†Birmingham .. .. .	3,633	1,017	227	4,877	65	0.7						
†Birmingham-on-Trent .. .. .	162	94	21	277	—	0.9						
†Chesterfield .. .. .	730	158	59	947	1	1.3						
Coventry .. .. .	872	418	156	1,446	—	0.8						



NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: JULY 1964

The table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 13th July 1964, according to the industry in which they were last employed. The analysis is based on the Standard Industrial Classification (1958). Figures are shown for each

industry Order and for selected industries or groups of industries within the Orders. Statistics for industries not shown or not separately identified are available on application to Statistics Department, Stats. A.1., Ministry of Labour, Orphanage Road, Watford, Herts.

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
Agriculture, forestry, fishing	7,654	1,087	950	36	8,604	1,123	9,727	11,507	1,210	12,717
Agriculture and horticulture	6,035	1,053	79	36	6,114	1,089	7,203	8,909	1,175	10,084
Fishing	1,386	8	870	—	2,256	8	2,264	2,325	9	2,334
Mining and quarrying	6,422	157	17	3	6,439	160	6,599	6,604	161	6,765
Coal mining	5,811	117	12	—	5,823	117	5,940	5,830	117	5,947
Food, drink and tobacco	6,496	4,259	10	123	6,506	4,382	10,888	7,063	5,063	12,126
Bread and flour confectionery	1,359	549	3	3	1,362	552	1,914	1,455	609	2,064
Other food industries* (211, 213-229)	3,324	2,859	5	114	3,329	2,973	6,302	3,677	3,371	7,048
Drink industries* (231, 239)	1,431	694	2	4	1,433	698	2,131	1,516	708	2,224
Tobacco	382	157	—	2	382	159	541	415	375	790
Chemicals and allied industries	4,567	1,269	14	2	4,581	1,271	5,852	4,667	1,291	5,958
Coke ovens, oil refineries, etc.* (261-263)	1,089	55	—	—	1,089	55	1,144	1,093	57	1,150
Chemicals and dyes	2,019	369	12	1	2,031	370	2,401	2,095	379	2,474
Metal manufacture	5,321	567	145	10	5,466	577	6,043	5,531	581	6,112
Iron and steel* (311-313)	4,414	367	142	9	4,556	376	4,932	4,617	378	4,995
Engineering and electrical goods	12,267	4,292	1,090	139	13,357	4,431	17,788	13,997	4,735	18,732
Mechanical engineering* (331-352)	8,591	1,840	717	20	9,308	1,860	11,168	9,713	1,974	11,687
Radio and other electronic apparatus	996	832	1	2	997	834	1,831	1,088	895	1,983
Domestic electric appliances	628	405	3	8	664	413	1,077	704	445	1,149
Other electrical industries* (361-363, 369)	2,052	1,215	336	109	2,388	1,324	2,992	2,492	1,421	3,913
Shipbuilding and marine engineering	8,462	213	39	7	8,501	220	8,721	9,368	242	9,610
Shipbuilding and ship repairing	7,746	158	37	6	7,783	164	7,947	8,540	185	8,725
Vehicles	4,375	582	121	17	4,496	599	5,095	4,594	627	5,221
Motor vehicle manufacturing	1,616	301	118	15	1,734	316	2,050	1,777	324	2,101
Motor cycle, three-wheel vehicle, pedal cycle mfg.	235	51	3	1	238	52	290	239	291	530
Aircraft manufacturing and repairing	870	154	—	1	1,024	155	1,179	1,089	173	1,262
Locomotives, railway carriages, etc.* (384, 385)	1,592	62	—	—	1,592	62	1,654	1,599	63	1,662
Metal goods not elsewhere specified	4,020	1,564	58	13	4,078	1,577	5,655	4,262	1,643	5,905
Textiles	4,733	3,681	366	235	5,099	3,916	9,015	5,903	5,290	11,193
Spinning, doubling, cotton, flax, man-made fibres	943	599	26	10	969	609	1,578	1,307	1,076	2,385
Weaving of cotton, linen and man-made fibres	494	498	5	13	499	511	1,010	674	798	1,472
Woolen and worsted	1,107	734	100	86	1,207	820	2,027	1,237	869	2,106
Jute	400	108	1	—	401	108	509	404	110	514
Hosiery and other knitted goods	521	521	67	75	333	596	929	366	686	1,052
Textile finishing	593	297	165	29	758	326	1,084	838	399	1,237
Leather, leather goods and fur	524	248	66	71	590	319	909	603	354	957
Clothing and footwear	1,474	3,141	141	119	1,615	3,260	4,875	1,703	4,272	5,975
Footwear	346	332	50	13	396	345	741	406	379	785
Bricks, pottery, glass, cement, etc.	3,388	728	24	40	3,412	768	4,180	3,618	804	4,422
Bricks, fireclay and refractory goods	1,031	143	—	—	1,035	143	1,178	1,100	150	1,250
Pottery	867	258	17	38	884	296	1,180	880	309	1,189
Glass	794	244	1	2	795	246	1,041	805	257	1,062
Timber, furniture, etc.	2,787	461	157	17	2,944	478	3,422	3,091	505	3,596
Timber	1,051	100	5	2	1,056	102	1,158	1,099	109	1,208
Furniture and upholstery	948	156	130	13	1,078	163	1,241	1,140	180	1,320
Paper, printing and publishing	2,153	1,529	6	4	2,159	1,533	3,692	2,236	1,642	3,878
Paper, board, cartons, etc.* (481-483)	1,070	862	1	1	1,071	863	1,934	1,097	915	2,012
Printing, publishing, etc.* (486, 489)	1,083	667	5	3	1,088	670	1,758	1,139	727	1,866
Other manufacturing industries	2,644	1,282	63	195	2,707	1,477	4,184	2,803	1,616	4,419
Rubber	1,043	281	3	—	1,046	281	1,327	1,070	307	1,377
Plastics moulding and fabricating	682	327	2	2	684	329	1,013	697	339	1,036
<b>Total, all manufacturing industries</b>	<b>63,211</b>	<b>23,816</b>	<b>2,300</b>	<b>992</b>	<b>65,511</b>	<b>24,808</b>	<b>90,319</b>	<b>69,439</b>	<b>28,665</b>	<b>98,104</b>
Construction	41,858	381	118	1	41,976	382	42,358	49,845	440	50,285
Gas, electricity and water	2,597	168	10	1	2,607	169	2,776	2,769	177	2,946
Transport and communication	19,616	1,499	177	10	19,793	1,509	21,302	21,257	1,581	22,838
Railways	4,106	175	1	—	4,107	175	4,282	4,157	177	4,334
Road passenger transport	1,749	581	3	6	1,752	587	2,339	1,945	606	2,551
Road haulage contracting	2,472	82	1	—	2,484	83	2,567	2,604	84	2,688
Sea transport	5,026	66	105	—	5,131	66	5,197	5,425	69	5,494
Port and inland water transport	1,826	23	42	1	1,868	24	1,892	2,464	25	2,489
Postal services and telecommunications	2,884	358	7	1	2,891	359	3,250	3,084	395	3,479
Distributive trades	23,076	12,039	77	144	23,153	12,183	35,336	25,150	13,612	38,762
Insurance, banking and finance	5,410	692	5	2	5,415	694	6,109	5,550	773	6,323
Professional and scientific services	4,390	4,621	14	182	4,404	4,803	9,207	4,637	5,456	10,093
Miscellaneous services	20,284	13,318	56	164	20,340	13,482	33,822	21,610	14,902	36,512
Entertainment, sport, betting* (881-883)	4,307	1,569	17	25	4,324	1,594	5,822	4,588	1,655	6,243
Catering, hotels, etc.	7,758	6,070	12	58	7,770	6,128	13,898	8,174	6,520	14,694
Motor repairers, distributors, garages, etc.	3,019	575	4	3	3,023	578	3,601	3,251	622	3,873
Public administration	15,690	2,109	43	13	15,733	2,122	17,855	16,663	2,354	19,017
National government service	1,230	672	6	2	1,232	674	1,906	1,720	1,397	3,117
Local government service	8,918	879	37	11	9,055	890	9,945	9,443	957	10,400
Ex-service personnel not classified by industry	1,124	122	—	—	1,124	122	1,246	1,206	128	1,334
Other persons not classified by industry	25,101	15,755	—	—	25,101	15,755	40,856	26,714	16,614	43,328
Aged 18 and over	19,409	11,886	—	—	19,409	11,886	31,295	20,841	12,609	33,450
Aged under 18	5,692	3,869	—	—	5,692	3,869	9,561	5,873	4,005	9,878
<b>GRAND TOTAL</b>	<b>236,433</b>	<b>75,764</b>	<b>3,767</b>	<b>1,548</b>	<b>240,200</b>	<b>77,312</b>	<b>317,512</b>	<b>262,951</b>	<b>86,073</b>	<b>349,024</b>

\* Statistics relate to more than one industry; figures in round brackets refer to the Standard Industrial Classification (1958) and identify industries covered.  
† The totals include unemployed casual workers (3,643 males and 175 females in Great Britain and 4,221 males and 204 females in the United Kingdom).

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 13th July 1964. The analysis does not include persons temporarily stopped or unemployed casual workers.

Duration of unemployment in weeks	Age groups													Total
	Under 18	18 and under 20	20 and under 25	25 and under 30	30 and under 35	35 and under 40	40 and under 45	45 and under 50	50 and under 55	55 and under 60	60 and under 65	65 and over		
	Males													
One or less	4,908	2,259	4,211	3,420	2,637	2,370	2,132	1,529	1,414	1,237	1,406	150	27,673	
Over 1 and up to 2	3,726	1,332	2,523	2,093	1,763	1,617	1,588	1,081	1,062	1,069	1,619	143	19,616	
" 2 " " " 3	1,335	817	1,644	1,378	1,231	1,181	1,120	828	817	724	1,119	98	12,292	
" 3 " " " 4	690	628	1,205	1,057	961	872	915	628	659	632	982	77	9,306	
" 4 " " " 5	535	472	925	923	797	803	831	568	628	628	978	62	8,150	
" 5 " " " 6	373	410	808	750	735	685	634	467	552	542	847	57	6,860	
" 6 " " " 7	299	324	622	617	612	581	593	427	482	532	1,001	75	6,165	
" 7 " " " 8	249	273	575	594	551	574	508	364	454	444	774	54	5,414	
" 8 " " " 9	170	175	376	376	386	373	372	321	313	300	535	35	3,732	
" 9 " " " 10	563	659	1,364	1,526	1,400	1,550	1,591	1,128	1,291	1,461	2,647	192	15,372	
" 10 " " " 11	855	944	1,973	2,204	2,549	2,823	2,763	2,143	2,679	3,071	6,533	374	29,001	
" 11 " " " 12	278	438	925	1,240	1,560	1,699	1,844	1,563	1,891	2,401	5,662	254	19,755	
" 12 " " " 13	153	179	433	678	859	1,091	1,115	960	1,318	1,742	4,450	172	13,150	
" 13 " " " 14	202	396	1,172	1,922	2,965	4,026</								



## Occupational Analysis of Wholly Unemployed Adults and Unfilled Vacancies for Adults, June 1964

Industrial analyses of persons registered as unemployed and of unfilled vacancies are produced and published monthly in this GAZETTE. In addition once each quarter adults registered at Employment Exchanges as wholly unemployed and vacancies for adults notified to Employment Exchanges and remaining unfilled are analysed by occupation. A table summarising these occupational analyses has appeared at quarterly intervals in this GAZETTE from May 1958. As from the issue of November 1961, occupational data have been published in a revised form giving greater detail. The purpose of this revision was to present an occupational analysis as close as was feasible to the International Standard Classification of Occupations, which has been developed by the International Labour Office, and to provide information about a greater number of individual occupations than had previously been done.

The basis of the present grouping is that all occupations in a group should be related to each other by general similarity of the characteristics of the work they entail. The most important consideration is that the occupations in a group should be more closely related to each other than to occupations outside the group as regards the functions involved and the skills, knowledge and abilities required. Other characteristics taken into account are the materials worked on, the work place, the type of equipment used, etc. In certain instances a particular occupation may be of such a nature that there is more than one group in which it might be

included. In such cases the present analysis follows the International Standard Classification. For example, carpenters and joiners have been included among woodworkers and plumbers and pipe fitters have been included among engineering workers, although both are also construction workers. Pattern makers may work in metal or in wood but again, following the International Standard Classification, all pattern makers have been included among woodworkers.

Figures for June 1964\* are given in the table below. The wholly unemployed figures exclude severely disabled persons classified as unlikely to obtain employment other than under special conditions. Men fitted for general labouring work of a type which calls for modified physical effort only are shown under the heading "General labourers (light)".

In using this information the following points should be borne in mind:—(1) at any one time some of the wholly unemployed will be under submission to some of the unfilled vacancies; (2) the extent to which vacancies are notified to Employment Exchanges varies for different occupations, e.g., the sea-transport industry has special arrangements for filling vacancies; (3) the figures in the table are for Great Britain as a whole but there are wide variations in the corresponding regional and local figures. In an occupation in which in Great Britain the number of unfilled vacancies exceeds the number wholly unemployed, there may be areas where the number wholly unemployed exceeds the number of unfilled vacancies.

Occupational Analysis of Wholly Unemployed Adults and Unfilled Vacancies for Adults, June 1964\*

Occupation	Wholly unemployed	Unfilled vacancies	Occupation	Wholly unemployed	Unfilled vacancies
<b>Men</b>			<b>Men—continued</b>		
Farm workers, fishermen, etc.	3,500	2,066	Paper and printing workers	355	551
Regular farm, market garden workers	1,789	836	Paper and paper products workers	93	227
Gardeners, nursery workers, etc.	678	1,184	Printing workers	262	324
Forestry workers	78	36			
Fishermen	955	10	Building materials workers	112	508
Miners and quarrymen	800	2,344	Brick and tile production workers	78	272
Colliery workers	697	2,141	Other building materials workers	34	236
Other miners and quarrymen	103	203			
Gas, coke and chemicals makers	268	345	Makers of products not elsewhere specified	312	964
Glass workers	87	190	Rubber workers	62	359
Pottery workers	81	53	Plastics workers	96	415
Furnace, forge, foundry, rolling mill workers	719	1,822	Other workers	154	190
Moulders and coremakers	293	1,188			
Smiths, forgemen	186	283	Construction workers	2,239	4,474
Other workers	240	351	Bricklayers	478	2,441
Electrical and electronic workers	2,782	4,201	Masons	103	209
Electronic equipment manufacture and maintenance workers	627	1,854	Slaters	161	70
Electricians	1,646	1,323	Plasterers	143	662
Electrical fitters, etc.	509	1,024	Others	1,354	1,092
Engineering and allied trades workers	13,250	27,147	Painters and decorators	2,446	3,543
Constructional fitters and erectors	822	98	Painters	2,030	2,879
Platers	450	705	Decorators (excluding pottery and glass decorators)	416	664
Riveters and caulkers	419	49			
Shipwrights	297	268	Drivers, etc. of stationary engines, cranes, etc.	1,642	747
Miscellaneous boiler shop and shipbuilding workers	604	47			
Sheet metal workers	391	1,246	Transport and communication workers	13,650	16,029
Welders	1,158	1,304	Railway workers	220	1,500
Coppersmiths	83	74	Motor drivers (except P.S.V.)	10,412	5,251
Toolmakers	83	278	P.S.V. drivers, conductors	233	7,562
Press tool makers	43	297	Seamen	2,149	46
Mould makers	13	82	Harbours and docks workers	216	128
Precision fitters	1,242	2,981	Other transport workers	212	551
Maintenance fitters, erectors	822	1,304	Communications workers	318	991
Fitters (not precision), mechanics	1,454	3,503			
Turners	279	1,458	Warehousemen, packers, etc.	3,009	2,071
Machine-tool setters, setter operators	608	4,956	Warehouse workers	2,425	1,506
Machine-tool operators	918	2,559	Packers, bottlers	584	565
Electro platers	50	129			
Plumbers, pipe fitters	1,064	1,212	Clerical workers	23,511	5,218
Miscellaneous engineering workers	1,572	2,203	Clerks	21,324	3,946
Watch makers and repairers	95	42	Book-keepers, cashiers	2,044	1,141
Instrument makers and repairers	139	445	Other clerical workers	143	131
Goldsmiths, jewellers, etc.	22	26			
Vehicle and cycle chassis and body building	265	578	Shop assistants	3,993	4,516
Aircraft body building	60	700			
Miscellaneous metal goods workers	297	557	Service, sport and recreation workers	9,166	8,237
Woodworkers	1,567	5,892	Police, etc.	496	1,110
Carpenters, joiners	1,097	4,514	Hotels and catering:		
Cabinet makers	110	418	Kitchen staff	948	1,510
Sawyers, wood cutting machinists	200	511	Bar staff	714	580
Pattern makers	46	152	Waiters, etc.	493	845
Other woodworkers	114	297	Others	607	768
Leather workers	495	360	Hairdressers	310	206
Tanners, fellmongers, etc.	69	124	Laundry and dry cleaning workers	104	203
Boot and shoe makers, repairers	426	236	Domestics	138	242
			Attendants	2,050	928
Textile workers	696	962	Porters, messengers	1,499	1,061
Textile spinners	140	226	Entertainment workers	1,348	46
Textile weavers	65	190	Others	459	738
Other textile workers	491	546			
Clothing, etc., workers	860	874	Administrative, professional, technical workers	14,471	13,501
Retail bespoke tailoring workers	129	70	Laboratory assistants	315	402
Wholesale heavy clothing workers	402	400	Draughtsmen	610	1,429
Other clothing workers	119	195	Nurses	140	2,920
Upholstery workers, etc.	210	209	Other administrative, professional and technical workers	13,406	8,750
Food, drink and tobacco workers	694	694			
Workers in food manufacture	646	661	Labourers	127,190	21,047
Workers in drink manufacture	24	24	General labourers (heavy)	51,608	4,247
Workers in tobacco manufacture	24	9	General labourers (light)	46,052	541
			Factory hands	9,983	3,740
			Other labourers	19,547	12,519
			Grand total	227,895	128,356

\* Wholly unemployed figures relate to 15th June and unfilled vacancy figures to 10th June. The figures are for Great Britain; corresponding regional data will be published in the No. 10 (September 1964) issue of *Statistics on Incomes, Prices, Employment and Production* obtainable quarterly from H.M. Stationery Office, price 15s. (15s. 8d. including postage).

Occupation	Wholly unemployed	Unfilled vacancies	Occupation	Wholly unemployed	Unfilled vacancies
<b>Women</b>			<b>Women—continued</b>		
Farm workers, etc.	270	339	Makers of products not elsewhere specified	253	1,096
Gas, coke and chemicals makers	112	134	Rubber workers	30	198
Glass workers	49	167	Plastics workers	46	494
Pottery workers	79	451	Other workers	177	404
Furnace, forge, foundry, rolling mill workers	87	132	Painters and decorators	101	128
Electrical and electronic workers	92	315	Transport and communication workers	1,364	1,739
Engineering and allied trades workers	2,207	7,437	Motor drivers (except P.S.V.)	227	271
Welders	36	121	P.S.V. drivers, conductors	141	477
Machine-tool operators	594	2,448	Other transport workers	181	450
Miscellaneous engineering workers	1,037	3,074	Communications workers	815	541
Miscellaneous metal goods workers	540	1,794			
Woodworkers	34	147	Warehouse workers, packers, etc.	2,294	3,125
Leather workers	294	776	Warehouse workers	133	311
Tanners, fellmongers, etc.	86	304	Packers, bottlers	2,161	2,814
Boot and shoe makers, repairers	208	472			
Textile workers	1,835	3,844	Clerical workers	13,242	16,343
Textile spinners	207	486	Clerks	8,510	5,110
Textile weavers	297	659	Book-keepers, cashiers	1,499	2,542
Cotton and rayon staple preparers	95	331	Shorthand-typists	1,268	4,670
Yarn and thread winders, etc.	354	747	Typists	1,151	2,824
Textile examiners, menders, etc.	213	387	Office machine operators	814	1,197
Other workers	669	1,234			
Clothing, etc., workers	2,333	10,474	Shop assistants	7,995	10,755
Retail bespoke tailoring workers	130	286			
Wholesale heavy clothing workers	793	3,560	Service, sport and recreation workers	13,348	29,881
Light clothing machinists	561	3,915	Hotels and catering:		
Other light clothing workers	389	1,087	Kitchen staff	2,486	5,786
Hat makers	51	131	Bar staff	1,707	5,295
Other clothing workers	174	884	Waitresses, etc.	1,418	4,827
Upholstery workers, etc.	235	611	Others	1,389	4,543
			Hairdressers	456	741
Food, drink and tobacco workers	895	1,968	Laundry and dry cleaning workers	691	2,170
Workers in food manufacture	801	1,902	Domestics (other than charwomen and cleaners)	4,031	5,203
Workers in drink manufacture	10	4	Attendants	448	1,022
Workers in tobacco manufacture	84	62	Entertainment workers	474	27
			Other workers	248	267
Paper and printing workers	752	935	Administrative, professional, technical workers	2,401	17,143
Paper and paper products workers	380	745	Laboratory assistants	182	156
Printing workers	372	190	Draughtsmen, tracers	139	144
			Nurses	978	15,511
Building materials workers	32	31	Other administrative, professional and technical workers	1,102	1,332
			Other workers	20,698	15,132
			Factory hands	13,115	6,014
			Charwomen, cleaners	4,168	6,456
			Miscellaneous unskilled workers	3,415	2,662
			Grand total	70,767	122,492

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## Placing Work of the Employment Exchanges

The table below shows, for the periods ended 10th June 1964 and 8th July 1964, the numbers of persons placed in employment by the Employment Exchanges and Youth Employment Offices in Great Britain, together with the numbers of vacancies remaining unfilled at the end of each period.

	Five weeks ended 10th June 1964		Four weeks ended 8th July 1964		Total number of placings 5th Dec. 1963 to 8th July 1964 (31 weeks)
	Placings	Unfilled vacancies	Placings	Unfilled vacancies	
Men aged 18 and over ..	101,012	128,356	83,953	127,543	614,531
Boys under 18 .. .. .	14,500	56,776	11,965	62,866	115,929
Women aged 18 and over ..	48,625	122,492	43,447	122,648	300,333
Girls under 18 .. .. .	10,339	60,733	9,995	67,406	92,343
<b>Total .. .. .</b>	<b>174,476</b>	<b>368,357</b>	<b>149,360</b>	<b>380,463</b>	<b>1,123,136</b>

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

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

The table below shows the numbers of placings in Great Britain during the four weeks ended 8th July 1964 in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the numbers of vacancies remaining unfilled at 8th July 1964. A regional analysis of the total placings and vacancies remaining unfilled is given at the end of the table.

Industry group	Placings during four weeks ended 8th July 1964					Numbers of vacancies remaining unfilled at 8th July 1964				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, forestry, fishing ..	2,158	399	6,831	63	9,451	1,848	2,315	1,170	474	5,807
Mining and quarrying .. .. .	456	64	34	10	564	3,763	1,237	67	46	5,113
Coal mining .. .. .	251	55	24	5	335	3,323	1,130	26	13	4,492
<b>Food, drink and tobacco .. .. .</b>	<b>3,239</b>	<b>592</b>	<b>3,272</b>	<b>622</b>	<b>7,725</b>	<b>2,592</b>	<b>1,235</b>	<b>4,715</b>	<b>2,398</b>	<b>10,940</b>
Chemicals and allied industries ..	1,747	131	700	157	2,735	1,839	960	1,795	1,297	5,891
<b>Metal manufacture .. .. .</b>	<b>2,836</b>	<b>273</b>	<b>346</b>	<b>65</b>	<b>3,520</b>	<b>3,956</b>	<b>1,855</b>	<b>827</b>	<b>505</b>	<b>7,143</b>
Engineering and electrical goods ..	7,562	1,001	3,193	661	12,417	19,615	7,980	9,881	4,748	42,224
Engineering, including scientific instruments, etc. .. .. .	5,366	731	1,262	279	7,638	13,732	5,890	3,752	2,023	25,397
Electrical goods and machinery ..	2,196	270	1,931	382	4,779	5,883	2,090	6,129	2,725	16,827
Shipbuilding and marine engineering ..	3,720	83	78	10	3,891	1,532	589	68	36	2,225
Vehicles .. .. .	2,365	157	437	59	3,018	7,241	1,847	1,572	599	11,259
Metal goods not elsewhere specified ..	2,877	600	1,405	228	5,110	4,409	3,766	3,784	2,464	14,423
<b>Textiles .. .. .</b>	<b>1,653</b>	<b>416</b>	<b>1,088</b>	<b>567</b>	<b>3,724</b>	<b>1,904</b>	<b>2,101</b>	<b>5,653</b>	<b>6,062</b>	<b>15,720</b>
Cotton, linen and man-made fibres (spinning and weaving) .. .. .	379	85	233	81	778	614	509	2,016	1,310	4,449
Woolen and worsted .. .. .	448	64	238	106	856	366	586	1,187	1,307	3,446
Leather, leather goods and fur .. ..	206	93	86	55	440	270	449	615	685	2,019
Clothing and footwear .. .. .	413	222	1,374	858	2,867	1,041	1,380	9,768	8,627	20,816
Bricks, pottery, glass, cement, etc. ..	1,931	249	272	77	2,529	2,124	1,046	1,073	689	4,932
Timber, furniture, etc. .. .. .	1,634	649	266	121	2,670	2,427	1,898	865	724	5,914
Paper, printing and publishing .. ..	996	229	837	404	2,466	1,433	2,036	2,577	7,424	11,555
Paper, cardboard and paper goods ..	698	126	550	212	1,586	792	615	1,302	1,279	3,988
Printing and publishing .. .. .	298	103	287	192	880	586	818	734	1,298	3,436
<b>Other manufacturing industries .. ..</b>	<b>1,558</b>	<b>209</b>	<b>921</b>	<b>226</b>	<b>2,914</b>	<b>2,010</b>	<b>1,024</b>	<b>2,360</b>	<b>1,369</b>	<b>6,763</b>
<b>Total, all manufacturing industries ..</b>	<b>32,737</b>	<b>4,904</b>	<b>14,275</b>	<b>4,110</b>	<b>56,026</b>	<b>52,338</b>	<b>27,563</b>	<b>45,012</b>	<b>32,780</b>	<b>157,693</b>
<b>Construction .. .. .</b>	<b>20,999</b>	<b>1,702</b>	<b>279</b>	<b>154</b>	<b>23,134</b>	<b>18,202</b>	<b>5,018</b>	<b>642</b>	<b>618</b>	<b>24,480</b>
Gas, electricity and water .. .. .	868	28	82	15	993	1,151	667	234	168	2,220
Transport and communication .. .. .	4,706	300	502	146	5,654	14,763	1,608	1,795	619	18,785
Distributive trades .. .. .	7,246	2,678	5,697	3,412	19,033	10,072	13,925	17,306	19,655	60,958
Insurance, banking and finance .. ..	323	80	335	264	1,002	1,399	1,512	1,052	1,903	5,866
Professional and scientific services ..	977	179	2,202	382	3,740	6,805	2,303	21,671	2,541	33,320
Miscellaneous services .. .. .	9,374	1,470	11,792	1,285	23,921	10,849	5,545	30,502	7,770	54,666
Entertainments, sports, etc. .. .. .	559	124	423	53	1,159	584	356	1,224	270	2,434
Catering, hotels, etc. .. .. .	5,949	272	8,386	395	15,002	3,818	1,021	17,044	1,667	23,550
Laundries, dry cleaning, etc. .. .. .	463	273	889	310	1,935	381	457	2,253	1,448	4,539
Public administration .. .. .	4,109	161	1,418	154	5,842	6,353	1,173	3,197	832	11,555
National government service .. .. .	1,169	52	892	86	2,199	3,315	338	2,060	441	6,154
Local government service .. .. .	2,940	109	526	68	3,643	3,038	835	1,137	391	5,401
<b>Grand total .. .. .</b>	<b>83,953</b>	<b>11,965</b>	<b>43,447</b>	<b>9,995</b>	<b>149,360</b>	<b>127,543</b>	<b>62,866</b>	<b>122,648</b>	<b>67,406</b>	<b>380,463</b>

Region	Placings during four weeks ended 8th July 1964					Numbers of vacancies remaining unfilled at 8th July 1964				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
London and South Eastern .. .. .	24,105	2,686	16,976	1,370	45,137	38,831	17,450	41,742	16,199	114,222
Eastern and Southern .. .. .	10,674	1,379	4,145	1,027	17,225	23,637	8,540	19,352	8,684	60,213
South Western .. .. .	4,762	831	2,216	729	8,538	8,682	4,065	7,618	4,100	24,465
Midlands .. .. .	10,170	1,206	3,782	897	16,055	22,914	15,112	16,225	15,461	69,712
Yorkshire and Lincolnshire .. .. .	7,094	890	3,307	729	12,020	10,062	6,614	10,407	6,684	33,767
North Western .. .. .	11,447	1,670	5,141	1,358	19,616	10,331	4,965	14,680	7,624	37,600
Northern .. .. .	5,405	836	2,357	763	9,361	3,316	2,191	3,415	2,908	11,830
Scotland .. .. .	6,208	1,895	3,786	2,528	14,417	4,567	2,129	6,188	3,723	16,607
Wales .. .. .	4,088	572	1,737	594	6,991	5,203	1,800	3,021	2,023	12,047
<b>Great Britain .. .. .</b>	<b>83,953</b>	<b>11,965</b>	<b>43,447</b>	<b>9,995</b>	<b>149,360</b>	<b>127,543</b>	<b>62,866</b>	<b>122,648</b>	<b>67,406</b>	<b>380,463</b>

## Employment in the Coal Mining Industry in June

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

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

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

Division of the National Coal Board	Average numbers of wage-earners on colliery books during 5 weeks ended 27th June 1964	Increase (+) or decrease (-) compared with the average for	
		4 weeks ended 23rd May 1964	5 weeks ended 29th June 1963
Northumberland .. .. .	28,900	- 100	- 1,400
Durham .. .. .	70,300	- 500	- 5,400
Yorkshire .. .. .	110,100	- 600	- 3,400
North Western .. .. .	38,400	- 400	- 2,700
East Midlands .. .. .	86,000	- 400	- 3,000
West Midlands .. .. .	37,100	- 300	- 1,900
South Western .. .. .	74,900	- 900	- 4,200
South Eastern .. .. .	5,000	Nil	- 200
<b>England and Wales .. .. .</b>	<b>450,700</b>	<b>- 3,200</b>	<b>- 22,200</b>
Scotland .. .. .	52,400	- 500	- 4,200
<b>Great Britain .. .. .</b>	<b>503,100</b>	<b>- 3,700</b>	<b>- 26,400</b>

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

It is provisionally estimated that during the five weeks of June about 2,000 persons were recruited to, and about 6,000 persons left, National Coal Board mines: the numbers on the colliery books thus showed a net decrease of 4,000, compared with a net decrease of 3,000 during the four weeks of the previous month.

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

### Absence Percentage (N.C.B. Mines)

	June 1964	May 1964	June 1963
<b>Coal-face workers:</b>			
Voluntary .. .. .	6.69	7.17	7.89
Involuntary .. .. .	9.59	10.05	10.20
<b>All workers:</b>			
Voluntary .. .. .	5.08	5.34	5.89
Involuntary .. .. .	9.57	10.02	9.92

The output per man-shift of face-workers at National Coal Board mines was 101.65 cwt. in June, compared with 101.82 cwt. in the previous month and 96.25 cwt. in June 1963. The output per man-shift calculated on the basis of all workers was 34.28 cwt. in June; for May 1964 and June 1963 it was 33.58 cwt. and 32.34 cwt., respectively.

## Vocational Training

The statistics of the Government Vocational Training Schemes given below relate to the 13 weeks ended 8th June 1964.

Number of persons	Type of employment permitted by the Orders		Total
	Women 18 years and over	Boys over 16 but under 18 years	
Extended hours† .. .. .	31,521	1,511	37,299
Double day shifts† .. .. .	23,742	1,147	27,081
Long spells .. .. .	8,434	327	10,193
Night shifts .. .. .	7,287	1,291	8,578
Part-time work§ .. .. .	7,718	—	7,719
Saturday afternoon work .. .. .	2,057	41	2,141
Sunday work .. .. .	2,599	182	2,861
Miscellaneous .. .. .	4,105	153	4,414
<b>Total .. .. .</b>	<b>87,463</b>	<b>4,655</b>	<b>100,286</b>

Type of employment permitted by the Orders	Number of persons		Total
	Able-bodied	Disabled	
Admitted to training .. .. .	1,287	867	2,154
In training at end of period at:			
Government Training Centres .. .. .	1,947	768	2,715
Technical and Commercial Colleges ..	138	517	655
Employers' Establishments .. .. .	35	32	67
Residential (Disabled) Centres, etc. ..	—	454	454
<b>Total in training .. .. .</b>	<b>2,120</b>	<b>1,771</b>	<b>3,891</b>
Training completed .. .. .	858	767	1,625
Placed in employment .. .. .	817	785	1,602

## 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 21st July 1964 and the corresponding figures for 16th June 1964 and 16th July 1963. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (a) a large proportion of those whose incapacity lasts less than four days, (b) civil servants receiving full pay during incapacity, and (c) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

Region	Numbers of insured persons absent from work owing to					
	Sickness			Industrial injury		
	21st July 1964	16th June 1964	16th July 1963	21st July 1964	16th June 1964	16th July 1963
<b>London and S. Eastern:</b>						
London and Middlesex .. .. .	70.4	78.8	76.3	2.9	3.2	2.9
Remainder .. .. .	64.8	68.4	66.7	3.0	3.3	3.1
<b>Eastern .. .. .</b>	<b>41.5</b>	<b>44.0</b>	<b>42.7</b>	<b>2.1</b>	<b>2.3</b>	<b>2.0</b>
Southern .. .. .	32.0	33.3	32.7	1.5	1.7	1.5
South Western .. .. .	48.3	50.6	49.3	2.3	2.3	2.3
Midland .. .. .	72.4	77.1	75.8			



## Reinstatement in Civil Employment

Information about the Acts relating to reinstatement in civil employment, viz., the Reinstatement in Civil Employment Act 1944, the National Service Act 1948, the Reinstatement in Civil Employment Act 1950 and the Reserve and Auxiliary Forces (Training) Act 1951, was given in the issue of this GAZETTE for February 1958 (page 73).

No determinations were given by Reinstatement Committees during the six months ended 30th June 1964. The latest figures, therefore, remain as shown in the February issue of this GAZETTE. They are reproduced below.

	Six months ended 31st December 1963	Total cases dealt with
Orders requiring employment to be made available to applicants ..	—	1,791
Orders requiring payment of compensation for loss by reason of default ..	3	1,087
Orders for both reinstatement and compensation ..	1	2,307
Total of orders made ..	4	5,185
No orders made against the employers concerned ..	2	4,926
Total of cases determined ..	6	10,111

One appeal against a determination of a Reinstatement Committee was decided by the Umpire during the half-year. The determination was confirmed.

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

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

The number of disabled persons on the Register who were unemployed at 13th July 1964 was 48,540 of whom 42,166 were males and 6,374 were females. An analysis of these figures is given in the table below.

	Males	Females	Total
Suitable for ordinary employment ..	36,762	5,678	42,440
Severely disabled persons classified as unlikely to obtain employment other than under special conditions*	5,404	696	6,100
Total ..	42,166	6,374	48,540

The number of placings of registered disabled persons in ordinary employment during the four weeks ended 8th July 1964 was 6,750 including 5,637 men, 948 women and 165 young persons. In addition there were 89 placings of registered disabled persons in sheltered employment.

\* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 340 to 345.

## STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments,† relating to matters with which the Ministry of Labour is concerned, either directly or indirectly, have been published in the series of Statutory Instruments. The prices shown are net; those in brackets include postage.

*The Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) Order 1964* (S.I. 1964/1042; 1s. (1s. 3d.)), made on 6th July; *The Wages Regulation (Retail Bread and Flour Confectionery) (Scotland) Order 1964* (S.I. 1964/1046; 1s. (1s. 3d.)), made on 7th July; *The Wages Regulation (General Waste Materials Reclamation) Order 1964* (S.I. 1964/1080; 8d. (11d.)), made on 13th July; *The Wages Regulation (Retail Bread and Flour Confectionery) (England and Wales) Order 1964* (S.I. 1964/1094; 1s. 3d. (1s. 6d.)), made on 15th July; *The Wages Regulation (Retail Food) (England and Wales) Order 1964* (S.I. 1964/1108; 1s. 6d. (1s. 9d.)), made on 16th July; *The Wages Regulation (Cotton Waste Reclamation) Order 1964* (S.I. 1964/1127; 8d. (11d.)), made on 20th July; *The Wages Regulation (Hairdressing) Order 1964* (S.I. 1964/1132; 1s. 3d. (1s. 6d.)), made on 21st July; *The Wages Regulation (Retail Furnishing and Allied Trades) Order 1964* (S.I. 1964/1214; 1s. 6d. (1s. 9d.)), made on 27th July; *The Wages Regulation (Button Manufacturing) Order 1964* (S.I. 1964/1222; 8d. (11d.)), made on 28th July; *The Wages Regulation (Jute) Order 1964* (S.I. 1964/1248; 1s. 3d. (1s. 6d.)), made on 30th July; *The Wages Regulation (Flax and Hemp) (Amendment) Order 1964* (S.I. 1964/1254; 8d. (11d.)), made on 30th July. These Orders were made by the Minister of Labour under the Wages Councils Act 1959.—See page 363.

† See footnote \* on page 365.

## 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 13th July 1964.

	Men	Women	Total
Number of persons admitted to courses during period ..	916	107	1,023
Number of persons in attendance at courses at end of period ..	1,561	186	1,747
Number of persons who completed courses during period ..	761	92	853
Number of persons whose courses terminated prematurely (for medical or other reasons) during the period ..	144	16	160

Up to 13th July 1964 the total number of persons admitted to these courses was 161,824, including 4,612 blind persons.

## Shipbuilding in Second Quarter of 1964

According to Lloyd's Register Shipbuilding Returns for the quarter ended 30th June 1964, the number of merchant steamers and motorships under construction in Great Britain and Northern Ireland at the end of June was 171, with a gross tonnage of 1,543,533 tons. This was 62,574 tons less than at the end of the previous quarter.

The tonnage of vessels intended for registration abroad was 158,406 at the end of June, which was 27,398 tons less than the last quarter.

The total tonnage of steamers and motorships under construction in the world at the end of June amounted to 9,673,963 tons gross, of which 15.96 per cent. was being built in Great Britain and Northern Ireland. The tonnage under construction abroad at the end of June was 8,130,430, an increase of 249,997 tons compared with the previous quarter. The tonnage being built abroad for Great Britain and Northern Ireland at the end of June was 204,207 tons. Steam and motor oil tankers under construction in the world amounted to 4,966,810 tons, or 51.3 per cent. of the total tonnage under construction. The total tonnage of oil tankers being built in Great Britain and Northern Ireland was 756,630, representing 49.0 per cent. of the total tonnage under construction in this country. The world figures and those for construction abroad are exclusive of the People's Republic of China, East Germany and the Union of Soviet Socialist Republics, for which countries no figures were available.

The numbers of propelled vessels begun in Great Britain and Northern Ireland during the second quarter of 1964 were three steamers (26,150 tons), and 35 motorships (212,055 tons), a total of 38 vessels (238,205 tons). The numbers launched during the same period were one steamer (54,000 tons), and 42 motorships (164,752 tons), a total of 43 vessels (218,752 tons). The numbers completed during the period were three steamers (87,087 tons) and 44 motorships (214,980 tons), a total of 47 vessels (302,067 tons).

The figures in this article exclude vessels of less than 100 tons gross. They also exclude wood and non-propelled vessels (sail and barges).

*The Examination of Steam Boilers Reports (No. 1) Order 1964* (S.I. 1964/1070; 8d. (11d.)), made on 10th July by the Minister of Labour under the Factories Act 1961.—See page 329.

*The Industrial Training (Construction Board) Order 1964* (S.I. 1964/1079; 8d. (11d.)), made on 13th July; *The Industrial Training (Engineering Board) Order 1964* (S.I. 1964/1086; 8d. (11d.)), made on 14th July. These Orders were made by the Minister of Labour under the Industrial Training Act 1964.—See page 329.

*The Anthrax Disinfection Fee Rules 1964* (S.I. 1964/1230; 3d. (6d.)), made on 29th July by the Minister of Labour under the Anthrax Prevention Act 1919.—See page 330.

*The Offices, Shops and Railway Premises (Exemption No. 2) Order 1964* (S.I. 1964/1231; 3d. (6d.)), made on 29th July. This Order exempts, for a period of two years from 1st August 1964, certain railway signal boxes from the requirements of section 10 of the Offices, Shops and Railway Premises Act 1963 concerning the provision of running hot and cold water for washing; *The Offices, Shops and Railway Premises Annual Reports Order 1964* (S.I. 1964/1247; 8d. (11d.)), made on 30th July, and operative from 13th August. This Order prescribes the matters concerning which particulars are required to be included in the annual reports made to the Minister of Labour by local and fire authorities and by the London County Council. Both Orders were made by the Minister of Labour under the Offices, Shops and Railway Premises Act 1963.

*The National Insurance (Claims and Payments) Amendment Regulations 1964* (S.I. 1964/1110; 5d. (8d.)), made on 20th July by the Minister of Pensions and National Insurance under the National Insurance Act 1946.—See page 331.

## Employment Overseas

### AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 3,444,900 in April, compared with 3,437,900 (revised figure) in the previous month and 3,302,400 in April 1963. The number of persons receiving unemployment benefit in June was 18,129, compared with 18,287 in May and 38,188 in June 1963.

### CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 23rd May was 6,608,000, compared with 6,360,000 at 18th April and 6,312,000 at 18th May 1963. Persons wholly unemployed at 23rd May are estimated at 293,000 or 4.2 per cent. of the labour force, compared with 403,000 or 6.0 per cent. at 18th April and 346,000 or 5.2 per cent. at 18th May 1963.

### DENMARK

Provisional figures from the Employment Exchanges show that at the end of April the number of members of approved insurance societies who were unemployed was about 16,000 or 2.1 per cent. of the total number insured, compared with 5.6 per cent. at the end of March. The comparable figure at the end of April 1963 was 2.9 per cent.

### FRANCE

Provisional figures show that the number of persons registered as applicants for employment at the beginning of June was 102,221, of whom 24,913 were wholly unemployed persons in receipt of assistance. The corresponding figures were 114,312 and 26,470 at the beginning of the previous month and 141,513 and 20,870 at the beginning of June 1963.

### GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of June was 102,330, compared with 115,433 at the end of the previous month and 102,550 at the end of June 1963. In the Western Sectors of Berlin the corresponding figures at the same dates were 9,836, 11,221 and 9,533.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 24th July was 36,526, compared with 40,200 at 20th June and 37,662 at 27th July 1963.

### NETHERLANDS

The number of persons wholly unemployed at the end of June was 19,919; this figure included 1,448 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of May the respective figures were 21,090 and 1,793 and at the end of June 1963 they were 22,356 and 1,651.

### NEW ZEALAND

The latest figures available from the Department of Labour give an estimate of the total labour force in April 1963 as 938,900, compared with 917,400 in October 1962 and 919,000 in April 1962. Latest figures on unemployment show that 630 persons were unemployed in April 1964, compared with 509 in March and 879 in April 1963.

### NORWAY

The number of persons registered for employment who were wholly unemployed was 22,360 at the end of March, compared with 25,716 in the previous month and 24,507 in March 1963.

### SPAIN

The number of persons registered as unemployed was 119,297 at the end of April, compared with 124,165 at the end of the previous month and 97,591 at the end of April 1963.

### SWITZERLAND

The number of registered applicants for employment at the end of June who were wholly unemployed was 139 or 0.1 per 1,000 of the employed population (exclusive of apprentices) according to the census of 1950, compared with 129 or 0.1 per 1,000 at the end of the previous month and 185 or 0.1 per 1,000 at the end of June 1963.

## Retail Prices Overseas

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

Country	Index base 100	Month for which index figure given	Items covered*	Index figure	Rise (+) or fall (-) of index figure (in index points) compared with	
					Month before	Year before
<b>European countries</b>						
Belgium ..	1953	Apr. 1964	{ All items Food	118.21 118.6	+0.60 +0.6	+3.79 +4.7
Finland ..	1957	Mar. 1964	{ All items Food	131 132	+1 +2	+12 +14
France ..	1962	May 1964	{ All items Food	107.7 107.8	+0.1 +0.2	+3.7 +2.7
Germany (Federal Republic) ..	1958	June 1964	{ All items Food	114.9 114.2	+0.2 +0.1	+2.7 +2.1
Italy (large towns)	1961	Apr. 1964	{ All items Food	118.1 116.9	+0.5 +0.4	+6.3 +3.9
Luxembourg ..	1948	June 1964	{ All items Food	141.40 144.4	+1.14 +1.9	+8.32 +0.7
Netherlands ..	1959-60	May 1964	{ All items Food	114 117	-2 -5	+7 +8
Norway ..	1959	Apr. 1964	{ All items Food	116.1 118	+0.5 +1	+4.0 +5
Portugal (Lisbon)	1948-49	May 1964	{ All items Food	122.2 123.5	-1.0 -2.1	+4.2 +6.7
Spain ..	1958	Apr. 1964	{ All items Food	131.7 130.3	+0.5 +0.6	+4.0 -2.4
Sweden ..	1949	Apr. 1964	{ All items Food	179 209	Nil -1	+4 +5
Switzerland ..	1939	June 1964	{ All items Food	207.7 221.0	-0.3 -0.6	+6.5 +4.1
<b>Other countries</b>						
Canada ..	1949	May 1964	{ All items Food	135.0 131.2	Nil -0.6	+2.8 +2.9
India (all-India)	1949	Apr. 1964	{ All items Food	144 145	+1 +2	+13 +15
Israel ..	1959	Mar. 1964	{ All items Food	129.4 113.9	+0.3 Nil	+6.1 +0.2
Japan ..	1960	Feb. 1964	{ All items Food	122.3 124.7	+0.1 +0.7	+3.9 +1.0
Rhodesia, Northern	1962	Apr. 1964	{ All items Food	105.2 101.5	+0.1 +0.1	+3.6 +1.6
Rhodesia, Southern	1962	Apr. 1964	{ All items Food	104.5 103.2	+0.4 +1.6	+2.7 -0.1

\* 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.

## Time Rates of Wages and Hours of Work

1st April 1964

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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### Fatal Industrial Accidents

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

	June 1964	July 1964
Places under the Factories Act	52	56
Mines and quarries*	25	18
Seamen	8	4
Railway service	6	4

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

Factories Act	July 1964
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	2
Constructional engineering, boiler making	2
Locomotive and railway equipment	—
Non-rail vehicles and aircraft	—
Other machine and metal manufacture and repair	1
Electrical engineering	2
Woodworking processes	3
Miscellaneous chemical manufacture, paint, oil refining, soap	2
Coal gas, coke ovens, patent fuel	—
Wearing apparel	—
Paper and printing	2
Milling	—
Food	1
Drink	—
Electricity generation	—
Rubber	—
Other factory processes	—
<b>Works and Places under s.s. 125 and 127 of Factories Act 1961</b>	
Building operations	15
Works of engineering construction	14
Docks and warehouses	3
<b>TOTAL, FACTORIES ACT</b>	<b>56</b>

\* For mines and quarries weekly returns are obtained and the figures cover the 4 weeks ended 27th June 1964 and the 4 weeks ended 25th July 1964.

### Fatal and Non-Fatal Accidents Notified to H.M. Inspectors of Factories in Second Quarter of 1964

The following tables set out the numbers of fatal and non-fatal accidents notified to District Offices of H.M. Factory Inspectorate of the Ministry of Labour during the period 1st April 1964 to 30th June 1964 inclusive (a) according to the Division of the Inspectorate concerned, and (b) according to process. The accidents to which these statistics relate are those notifiable to H.M. District Inspector in accordance with the definitions given below. All the figures given are provisional and subject to revision. Corrected annual totals are published each year in this GAZETTE and also in the Annual Report of H.M. Chief Inspector of Factories.

The table on the opposite page is compiled on the basis of the Factory Inspectorate Process Classification, which has been designed specifically for accident prevention purposes and cannot be related to the Standard Industrial Classification. The annual statistics published in the Annual Report of H.M. Chief Inspector of Factories, however, contain tables using the Standard Industrial Classification as well as tables based on the Process Classification used in these quarterly tables.

Details of the Process Classification and other accident classifications used by H.M. Factory Inspectorate 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). Details of the Divisions of the Inspectorate used for the purposes of the table given here are published in "H.M. Factory Inspectorate Directory" (Form 243A) published by H.M. Stationery Office, price 3s. (3s. 4d. including postage).

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

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

Mines and quarries*	Railway service
Coal mines:	Brakemen and goods guards .. —
Underground .. .. . 9	Engine drivers and motormen .. 1
Surface .. .. . 1	Firemen .. .. . —
Other stratified mines .. .. . 2	Labourers .. .. . —
Miscellaneous mines .. .. . 2	Mechanics .. .. . 1
Quarries .. .. . 6	Passenger guards .. .. . —
<b>TOTAL, MINES AND QUARRIES</b> .. 18	Permanent-way men .. .. . —
<b>Seamen</b>	Porters .. .. . —
Trading vessels .. .. . 2	Shunters .. .. . 1
Fishing vessels .. .. . —	Other grades .. .. . 1
<b>TOTAL, SEAMEN</b> .. .. . 2	Contractors' servants .. .. . —
	<b>TOTAL, RAILWAY SERVICE</b> .. 4

### Industrial Diseases

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

I. Cases	II. Deaths
Lead poisoning .. .. . 5	Epitheliomatous ulceration .. 2
Epitheliomatous ulceration .. 9	
Chrome ulceration .. .. . 24	
<b>TOTAL, CASES</b> .. .. . 38	<b>TOTAL, DEATHS</b> .. .. . 2

### Accidents in Coal Mining

A statement issued by the Ministry of Power shows that the number of persons killed during the 13 weeks ended 27th June 1964, as a result of accidents occurring in that period at coal mines in Great Britain, was 51 compared with 59 in the 13 weeks ended 28th March 1964 and 75 in the 13 weeks ended 29th June 1963. The corresponding numbers of persons seriously injured at such mines were 352, 332 and 362.

An analysis of the figures, by nature of accident, is given below.

Nature of accident	Number of persons killed during 13 weeks ended			Number of persons seriously injured during 13 weeks ended		
	29th June 1963	28th March 1964	27th June 1964	29th June 1963	28th March 1964	27th June 1964
<b>Underground:</b>						
Explosions of fire-damp or coal dust	—	—	4	5	—	4
Falls of ground	42	25	24	125	123	141
Haulage	17	21	13	118	106	91
Misc. (including shaft accidents)	7	6	5	74	72	79
<b>Total</b>	<b>69</b>	<b>52</b>	<b>46</b>	<b>322</b>	<b>301</b>	<b>315</b>
<b>Surface:</b>						
All causes	6	7	5	40	31	37
<b>Total, underground and surface</b>	<b>75</b>	<b>59</b>	<b>51</b>	<b>362</b>	<b>332</b>	<b>352</b>

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

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

(4) In the tables, the *UNIT* is the *INJURED PERSON*.

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

### Fatal and Non-Fatal Accidents, Second Quarter 1964, by Divisions of Inspectorate

Division	Fatal accidents	Total accidents
Northern	9	6,169
Yorkshire and Lincolnshire (Leeds)	5	3,846
Yorkshire and Lincolnshire (Sheffield)	12	4,946
Midlands (Birmingham)	15	4,876
Midlands (Nottingham)	9	5,656
Eastern and Southern	10	6,106
London (North)	6	6,151
London (South)	16	3,972
South Western	8	3,160
Wales	10	4,435
North Western (Liverpool)	12	6,809
North Western (Manchester)	15	4,705
Scotland	21	8,157
<b>Totals</b>	<b>148</b>	<b>68,988</b>

### Fatal and Non-Fatal Accidents in Great Britain, Second Quarter 1964, by Process

Process	Fatal accidents	Total accidents	Process	Fatal accidents	Total accidents
<b>Textile and connected processes</b>			<b>Wearing apparel</b>		
Cotton spinning processes	1	850	Tailoring	—	314
Cotton weaving processes	—	401	Other clothing	—	268
Weaving of narrow fabrics	—	41	Hatmaking and millinery	—	21
Woolen spinning processes	—	252	Footwear manufacture	—	231
Worsted spinning processes	1	383	Footwear repair	—	19
Weaving of woollen and worsted cloths	—	184	<b>Total</b>	<b>—</b>	<b>853</b>
Flax, hemp and jute processing	—	314			
Hosiery, knitted goods and lace manufacture	—	164	<b>Paper and printing trades</b>		
Carpet manufacture	—	233	Paper making	2	906
Rope, twine and net making	—	108	Paper staining and coating	—	119
Other textile manufacturing processes	—	168	Cardboard, paper box and fibre container manufacture	—	429
Textile bleaching, dyeing, printing and finishing	2	442	Bag making and stationery	—	230
Job dyeing, cleaning and other finishing	—	47	Printing and bookbinding	—	749
Laundries	—	208	Engraving	—	21
<b>Total</b>	<b>5</b>	<b>3,795</b>	<b>Total</b>	<b>2</b>	<b>2,454</b>
<b>Clay, minerals, etc.</b>			<b>Food and allied trades</b>		
Bricks, pipes and tiles	2	702	Flour milling	—	150
Pottery	—	391	Coarse milling	—	203
Other clay products	1	232	Other milling	—	35
Stone and other minerals	—	186	Bread, flour confectionery and biscuits	—	1,015
Lime, cement, etc.	6	823	Sugar confectionery	—	538
<b>Total</b>	<b>10</b>	<b>2,334</b>	Food preserving	—	739
<b>Metal processes</b>			Milk processing	—	413
Iron extraction and refining	1	299	Edible oils and fats	—	114
Iron conversion	1	1,075	Sugar refining	—	134
Aluminium extraction and refining	—	136	Slaughter houses	—	165
Magnesium extraction and refining	—	6	Other food processing	7	1,099
Other metals, extraction and refining	—	280	Alcoholic drink	—	904
<b>Metal rolling:</b>			Non-alcoholic drink	—	188
Iron and steel	2	1,280	<b>Total</b>	<b>8</b>	<b>5,697</b>
Non-ferrous metals	—	259			
Tin and terne plate, etc. manufacture	—	91	<b>Miscellaneous</b>		
Metal forging	—	572	Electrical stations	—	828
Metal drawing and extrusion	—	506	Plant using atomic reactors	—	47
Iron founding	1	2,585	Other use of radioactive materials	—	2
Steel founding	—	461	Tobacco	—	140
Die casting	—	177	Tanning	1	177
Non-ferrous metal casting	—	405	Manufacture and repair of articles made from leather (not otherwise specified)	—	53
Metal plating	—	85	Manufacture and repair of articles mainly of textile materials (not otherwise specified)	—	115
Galvanising, tinning, etc.	—	74	Rubber	—	906
Enamelling and other metal finishing	1	161	Linoleum	1	89
<b>Total</b>	<b>6</b>	<b>8,452</b>	Cloth coating	—	48
<b>General engineering</b>			Manufacture of articles from plastics (not otherwise specified)	—	533
Locomotive building and repairing	1	327	Glass	—	788
Railway and tramway plant manufacture and repair	—	523	Fine instruments, jewellery, clocks and watches, other high precision work	—	189
Engine building and repairing	1	681	Upholstery, making up of carpets and of household textiles	—	146
Boiler making and similar work	3	589	Abrasives and synthetic industrial jewels	—	43
Constructional engineering	—	911	General assembly and packing (not otherwise specified)	—	117
Motor vehicle manufacture	2	1,744	Processes associated with agriculture	—	46
Non-power vehicle manufacture	—	222	Match and firefighter manufacture	—	17
Vehicle repairing	3	1,527	Factory processes not otherwise specified	—	488
Shipbuilding and shipbreaking:—			Water purification	1	12
Work in shipyards and dry docks	7	1,387	<b>Total</b>	<b>4</b>	<b>4,784</b>
Work in wet docks or harbours	—	301	<b>Total, all factory processes</b>	<b>78</b>	<b>55,933</b>
Aircraft building and repairing	—	393			
Machine tool manufacture	1	389	<b>Construction processes under section 127 of Factories Act 1961</b>		
Miscellaneous machine making	—	2,231	<b>Building operations</b>		
Tools and implements	3	352	Industrial building:—		
Miscellaneous machine repairing and jobbing engineering	1	1,214	Construction	9	1,702
Industrial appliances manufacture	—	764	Maintenance	10	480
Sheet metal working	1	995	Demolition	3	115
Metal pressing	4	674	Commercial and public building:—		
Other metal machining	—	982	Construction	4	2,061
Miscellaneous metal processes (not otherwise specified)	1	1,168	Maintenance	4	501
Miscellaneous metal manufacture (not otherwise specified)	1	967	Demolition	1	83
Railway running sheds	—	58	Blocks of flats:—		
Cutlery	—	54	Construction	6	649
Silverware and stainless substitution for silver	—	12	Maintenance	—	53
Iron and steel wire manufacture	1	172	Demolition	—	4
Wire rope manufacture	—	112	Dwelling houses:—		
<b>Total</b>	<b>30</b>	<b>18,749</b>	Construction	3	1,717
<b>Electrical engineering</b>			Maintenance	—	548
Electric motor, generator, transformer and switchgear manufacture and repair	—	747	Demolition	1	53
Electrical accumulator and battery manufacture and repair	—	100	Other building operations:—		
Radio and electronic equipment and electrical instrument manufacture and repair	—	729	Construction	—	354
Radio, electronic and electrical component manufacture	—	279	Maintenance	—	133
Cable manufacture	—	422	Demolition	2	36
Electric light bulb and radio valve manufacture and repair	1	200	<b>Total</b>	<b>43</b>	<b>8,489</b>
Other electrical equipment manufacture and repair	—	664	<b>Works of engineering construction</b>		
<b>Total</b>	<b>1</b>	<b>3,141</b>	Operations at:—		
<b>Wood and cork working processes</b>			Tunnelling, shaft construction, etc.	—	129
Saw milling	1	620	Dams and reservoirs (other than tunnelling)	2	114
Plywood manufacture	—	28	Bridges, viaducts and aqueducts (other than tunnelling)	1	99
Chip and other building board manufacture	—	33	Pipe lines and sewers (other than tunnelling)	4	431
Wooden box and packing case making	—	164	Docks, harbours and inland navigations	1	117
Coopering	—	54	Waterworks and sewage works (other than tunnelling)	—	108
Wooden furniture manufacture and repair	—	409	Work on steel and reinforced concrete structures	1	32
Spraying and polishing of wooden furniture	—	10	Sea defence and river works	2	736
Engineers' pattern making	—	41	Work on roads or airfields	—	177
Joinery	1	951	Other works	—	—
Other wood and cork manufacture and repair	—	378	<b>Total</b>	<b>13</b>	<b>2,010</b>
<b>Total</b>	<b>2</b>	<b>2,688</b>	<b>Total, all construction processes</b>	<b>56</b>	<b>10,499</b>
<b>Chemical industries</b>			<b>Processes under section 125 of Factories Act 1961</b>		
Heavy chemicals	—	398	Work at docks, wharves and quays (other than shipbuilding)	13	2,255
Fine and pharmaceutical chemicals	—	288	Work at inland warehouses	1	301
Other chemicals	—	383	<b>Total</b>	<b>14</b>	<b>2,556</b>
Synthetic dyestuffs	—	105	<b>Grand total</b>	<b>148</b>	<b>68,988</b>
Oil refining	—	238			
Explosives	—	127			
Plastic material and man-made fibre production	2	309			
Soap, etc.	1	129			
Paint and varnish	—	159			
Coal gas	3	556			
Coke oven operation	2	174			
Gas and coke oven works by-product separation	—	89			
Patent fuel manufacture	—	31			
<b>Total</b>	<b>10</b>	<b>2,986</b>			



# WAGES AND HOURS OF WORK

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

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

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

Date	All industries and services			Manufacturing industries only		
	Weekly rates	Normal weekly hours	Hourly rates	Weekly rates	Normal weekly hours	Hourly rates
1964 June	140.4	94.7	148.2	138.1	94.9	145.5
1964 July	140.8	94.6	148.8	138.5	94.9	146.0

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

### Weekly Rates of Wages

#### I.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	104.8	104.2	105.5	104.7
1957	110.0	109.7	111.3	110.0
1958	113.8	114.0	115.8	114.0
1959	116.8	117.0	119.0	117.0
1960	119.7	120.8	123.2	120.0
1961	124.6	125.3	130.3	125.0
1962	129.1	130.3	135.6	129.6
1963	133.6	135.7	141.0	134.3
1963 June	133.5	135.5	140.8	134.1
July	133.8	135.8	141.2	134.4
August	133.8	136.0	141.2	134.5
September	134.0	136.2	141.3	134.7
October	134.0	136.5	141.4	134.7
November	135.0	137.9	142.9	135.8
December	137.0	139.3	144.2	137.7
1964 January	137.3	139.6	144.5	138.0
February	137.5	139.7	144.8	138.2
March	137.9	140.1	145.2	138.6
April	138.4	140.7	145.8	139.1
May	138.8	141.3	146.2	139.5
June	139.5	142.7	147.6	140.4
July	140.0	143.2	148.1	140.8

#### 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
1961	123.9	124.3	129.5	124.2
1962	127.4	129.0	134.1	128.0
1963	131.0	133.6	138.2	131.8
1963 June	130.8	133.5	138.0	131.6
July	131.0	133.9	138.2	131.9
August	131.1	133.9	138.3	131.9
September	131.2	134.1	138.5	132.0
October	131.2	134.0	138.4	132.0
November	131.5	135.6	139.6	132.6
December	134.8	137.9	142.1	135.7
1964 January	135.3	138.4	142.6	136.2
February	135.5	138.5	142.8	136.3
March	135.7	138.9	143.0	136.5
April	136.2	139.6	143.7	137.1
May	136.8	140.1	144.1	137.7
June	137.0	141.1	144.9	138.1
July	137.4	141.8	145.3	138.5

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

Date	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined*	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc.
1959	117	118	119	112	117	112	118	118	115
1960	120	119	123	115	119	116	121	123	120
1961	127	126	128	118	125	121	122	124	126
1962	132	129	132	124	127	124	126	132	131
1963	138	135	138	131	130	128	131	135	138
1963 June	138	136	139	132	129	128	131	135	139
July	138	137	139	133	129	128	133	135	139
August	138	137	139	133	129	128	133	135	140
September	138	137	139	133	129	129	133	135	140
October	138	137	139	133	129	129	133	134	140
November	142	137	140	133	130	129	133	141	140
December	142	137	140	133	135	129	133	141	140
1964 January	143	137	141	134	135	130	133	142	140
February	143	137	141	134	135	130	133	142	141
March	143	137	142	135	135	130	133	143	143
April	143	137	142	135	135	133	133	143	147
May	143	137	143	139	135	133	133	143	147
June	143	141	144	139	135	133	133	146	148
July	143	141	145	140	136	134	136	146	148

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

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

### Index of normal weekly hours

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

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

### Normal Weekly Hours

#### IV.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.6	99.8	99.7
1959	99.6	99.5	99.8	99.6
1960	97.9	98.3	98.1	98.0
1961	96.0	95.8	95.9	95.9
1962	95.1	95.1	95.1	95.1
1963	95.0	95.0	95.0	95.0
1963 June	95.1	95.0	95.1	95.1
July	95.1	95.0	95.1	95.1
August	95.1	95.0	95.1	95.1
September	95.0	95.0	95.0	95.0
October	95.0	95.0	95.0	95.0
November	94.9	94.9	94.8	94.9
December	94.9	94.9	94.8	94.9
1964 January	94.9	94.9	94.8	94.9
February	94.8	94.9	94.8	94.8
March	94.8	94.9	94.7	94.8
April	94.8	94.9	94.7	94.8
May	94.6	94.9	94.6	94.7
June	94.6	94.9	94.6	94.7
July	94.6	94.9	94.6	94.6

#### V.—Manufacturing Industries only

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

### Index of hourly rates of wages

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

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

### Hourly Rates of Wages

#### VI.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	104.8	104.2	105.5	104.7
1957	110.1	109.8	111.4	110.1
1958	114.2	114.4	116.0	114.3
1959	117.3	117.7	119.2	117.4
1960	122.3	122.8	125.6	122.5
1961	129.8	130.7	135.9	130.3
1962	135.7	137.0	142.5	136.2
1963	140.6	142.8	148.4	141.3
1963 June	140.4	142.5	148.1	141.1
July	140.7	142.8	148.5	141.4
August	140.8	143.0	148.6	141.5
September	141.0	143.4	148.7	141.7
October	141.0	143.7	148.8	141.8
November	142.3	145.3	150.7	143.1
December	144.4	146.7	152.1	145.1
1964 January	144.7	147.0	152.5	145.4
February	145.0	147.2	152.8	145.7
March	145.4	147.6	153.3	146.2
April	14			



# Movements in Rates of Wages and Hours of Work

## Major settlements during July

At a meeting of the National Joint Industrial Council for the Paint, Varnish and Lacquer Industry on 6th July, agreement was reached for three annual wage increases and a two-stage reduction in hours. Men receive increases of 8s. 6d. a week and women 6s. 6d., 6s. 6d. and 7s. from 1st July 1964, 1965 and 1966, respectively, and normal weekly hours will be reduced from 42 to 41 on 1st January 1965 and to 40 on 1st January 1966. Two agreements have been made for Post Office workers: on 15th July for telegraphists and telephonists who receive three increases of 3½ per cent. from 1st January 1964, 1965 and 1966 and on 24th July for postmen and sorters who receive an increase of 6½ per cent. from 1st January 1964.

On 23rd July, following a ballot of members, the National Union of Mineworkers accepted an offer of the National Coal Board under which the minimum rate is increased by 9s. 6d. a week from 29th June. The National Joint Committee of the Baking Industry in England and Wales agreed on 17th July to increases of 4½d. an hour for men and 3½d. for women employed by multiple bakers, effective from 3rd August. Other industries in which changes have been agreed include retail multiple tailoring (increases of 12s. a week for managers and 10s. for other workers from 24th August, with a reduction in normal weekly hours from 44 to 42 on 5th October) and biscuit manufacture (a reduction in normal weekly hours from 42 to 41 on 9th November).

Industries affected by wages regulation orders made during the month include the retail food trade in England and Wales (increases of 12s. or 10s. a week for men and 11s. or 9s. for women from 31st August), retail bread and flour confectionery in England and Wales (increases of 12s. or 10s. a week for men and 11s. or 9s. for women from 17th August) and in Scotland (increases of 12s. or 9s. a week for men and 11s. or 8s. for women from 10th August), general waste materials reclamation (an increase of 3d. an hour for adults from 31st July), dressmaking and women's light clothing in Scotland (an increase of 4d. an hour for adults from 24th July), hairdressing (increases of from 7s. 6d. to 11s. a week), retail furnishing and allied trades (increases of 12s. or 10s. a week for men and 11s. or 9s. for women) and jute preparing, spinning and weaving (increases of from 6s. 1d. to 9s. 10d. a week for adults).

Cost-of-living sliding-scale adjustments notified during the month include those affecting iron and steel, pig iron manufacture, hosiery manufacture in the Midlands and Scotland (except Hawick) and footwear manufacture.

The settlements, statutory wages regulation orders and cost-of-living sliding-scale adjustments notified during the month have operative dates from 1st January 1964 to January 1967 and it is estimated that their implementation will add £588,000 to the basic full-time weekly wages of 1,342,000 workers and will reduce the normal weekly hours of work of 107,000 by an average of 1.4 hours. (Increases for approximately 125,000 workers amounting to £57,000 and hours reductions for 5,000 workers averaging ½ hour are already included in the table in the adjoining column.)\*

## Changes coming into operation during July

Details have already been given of the settlements affecting the paint, varnish and lacquer industry, certain Post Office workers and general waste materials reclamation. In the cotton spinning and weaving industry wage rates have been increased by 4 per cent. The first stage of the status scheme in the electrical supply industry has been introduced, giving increases from 11s. 6d. to 48s. a week and in the gas supply industry rates for men have been increased by 2½d. an hour. In the baking industry in England and Wales the minimum rates payable under the Wages Council Act have been increased by from 8s. 11d. to 10s. 5d. a week for men and from 8s. 10d. to 10s. 3d. for women. The normal weekly hours for dock workers have been reduced from 42 to 40 to be worked in ten half-turns from Monday to Friday with compensating increases in attendance money of 1s. per half-day and in the minimum wage of 1s. 10d. a day.

Other industries affected by changes during the month as a result of settlements and statutory wages regulation orders made at earlier dates include electrical contracting in England and Wales and Northern Ireland (an increase of 3d. an hour for journeymen), tin box manufacture (increases of 2½d. an hour for men and 2d. for women), retail food in Scotland (increases of 12s. a week for managers, 11s. for manageresses and from 8s. to 12s. for other adult workers) and roadstone quarrying (an increase of 2½d. an hour for men).

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

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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Forestry	Great Britain (5)	18 May†	Skilled forest workers employed by the Forestry Commission	Increases of 2s. a week (9s. to 11s.) in the lead rate paid above the minimum adult rate for male and female grade 1 workers, gangers (leading gangers 30s. to 32s., gangers 25s. to 27s.) and experienced tractor drivers (14s. 6d. to 16s. 6d.), and of 1s. (4s. 6d. to 5s. 6d. for male workers and 4s. to 5s. for female workers) for grade 2 workers. Rates after change: male workers, leading gangers 228s. a week, gangers 223s., grade 1, 207s., grade 2, 201s. 6d., experienced tractor drivers 212s. 6d.; female workers, grade 1, 168s., grade 2, 162s.‡

\* The statistics relate to wage-earners only and the monetary amounts represent the increase in basic rates only and not the total increase in the wages bill. The estimates are based on normal conditions of employment and do not take into account the effect of short-time or of overtime.  
 † Workers who are affected by two or more changes during the period are counted only once in this column.  
 ‡ These increases were agreed in June with retrospective effect to the date shown. It has also been agreed that from 1st October 1964 the three current grades of workers (1, 2 and 3) will be replaced by two—a 'forest worker' grade paid the basic rate and a 'skilled forest worker' grade paid the basis rate plus the present grade 1 lead rate.

The industries affected by the cost-of-living sliding-scale increases during the month include iron and steel, pig iron manufacture, carpet manufacture, textile bleaching, dyeing, printing and finishing and process engraving.

Estimates of the effect of changes coming into operation during July show that 978,000 workers received increases of £436,000 in their basic full-time weekly rates of wages and 102,000 had their normal weekly hours reduced by an average of 1.9 hours.\* Of the total increase of £436,000, about £262,000 resulted from arrangements made by joint industrial councils or similar bodies established by voluntary agreements, £90,000 from direct negotiation between employers' organisations and trade unions, £66,000 from statutory wages regulation orders and the remainder from cost-of-living sliding-scale adjustments.

## Analysis of changes during the period January–July

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

Industry group	Basic full-time weekly rates of wages		Normal weekly hours of work	
	Approximate number of workers affected by net increases†	Estimated net amount of increase*	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing ..	91,000	26,800	83,500	83,700
Mining and quarrying ..	37,500	17,500	—	—
Food, drink and tobacco ..	410,000	164,900	58,500	88,900
Chemicals and allied industries ..	189,500	102,900	1,000	1,000
Metal manufacture ..	155,000	23,800	—	—
Engineering and electrical goods ..	71,500	54,900	—	—
Shipbuilding and marine engineering ..	65,000	40,900	—	—
Vehicles ..	142,500	70,100	25,000	31,100
Metal goods not elsewhere specified ..	113,000	53,600	7,000	3,400
Textiles ..	436,500	197,000	7,000	14,600
Leather, leather goods and fur ..	—	—	—	—
Clothing and footwear ..	257,500	157,300	—	—
Bricks, pottery, glass, cement, etc. ..	172,000	100,200	—	—
Timber, furniture, etc. ..	173,500	71,000	102,500	103,300
Paper, printing and publishing ..	395,500	195,400	—	—
Other manufacturing industries ..	140,000	77,400	7,000	4,200
Construction ..	1,387,500	201,200	207,500	138,300
Gas, electricity and water ..	246,500	271,500	—	—
Transport and communication ..	532,500	290,100	96,500	194,500
Distributive trades ..	900,000	467,900	51,500	103,400
Public administration and professional services ..	461,500	134,100	—	—
Miscellaneous services ..	341,000	156,300	—	—
<b>Total ..</b>	<b>6,719,000</b>	<b>2,874,800</b>	<b>647,000</b>	<b>766,400</b>

Included in the above table are about 523,000 workers who had both wage increases and reductions in normal weekly hours of work. In addition about 2,000 workers had a net decrease of £200.

In the corresponding months of 1963, about 5,776,000 workers had a net increase of approximately £2,007,000 in their basic full-time weekly rates of wages and approximately 53,000 workers had an aggregate reduction of about 41,000 hours in their normal weekly hours of work.

## Changes in holidays with pay

Bus drivers and conductors employed by the London Transport Board will receive an additional three days' holiday after five years' service, commencing in 1965. Increases in annual holidays have been agreed in the salt glazed ware industry (one day extra in 1964/65 and a further two days in 1965/66), sand and gravel industry (one day extra in 1964 and annual increases of one day until 1969 when six additional days will have been granted) and the slag industry (a third week's holiday granted from this year).

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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Limestone quarrying	West Cumberland (10)	27 July	Male workers	Cost-of-living net addition to wages increased* by 0.103d. an hour (1s. 7.1166d. to 1s. 7.2196d.) for workers 18 and over, and by 0.0515d. (9.5583d. to 9.6098d.) for boys under 18.
Roadstone quarrying	Great Britain (9)	1 July	Male workers	Increases in the adult basic rate of 2½d. an hour, and of proportional amounts for younger workers; for pieceworkers or those in receipt of incentive bonus, the increase may be merged in the piecework rate or bonus so as to produce the equivalent of an increase of 2½d. an hour. Minimum hourly rates after change: unskilled labourers 21 and over 4s. 10½d., younger workers 2s. 2½d. at 15 rising to 4s. 4½d. at 20.
Slate quarrying	North Wales	18 May	Men, 21 and over, other than maintenance craftsmen	Increase of 8s. 4d. a week. Day wage rate after change, inclusive of bonus: quarrymen 200s. a week, labourers 195s. 5d. Guaranteed fall back rate to workers on contract—quarrymen 215s. 10d., labourers 195s. 10d.
Silica and moulding sands quarrying	Great Britain (11)	Beginning of first full pay period following 4 July	Male workers	Increase of 3d. an hour for adult workers, with proportional increases for younger workers. Minimum basic hourly rates after change: able-bodied men 21 and over 4s. 9½d., younger workers 2s. 5½d. at 15 rising to 4s. 3d. at 20.
Iron-ore mining	Cumberland (13)	27 July	Male workers	Cost-of-living net addition to wages increased* by 1d. a shift (11s. 1d. to 11s. 2d.) for workers 18 and over, and by ½d. (5s. 6½d. to 5s. 7d.) for boys under 18.
Ironstone mining and quarrying	North Lincolnshire	5 July	Male workers	Cost-of-living bonus payment increased* by 2.11d. a shift (10s. 11.44d. to 11s. 1.55d.) for men, by 1.58d. (8s. 2.58d. to 8s. 4.16d.) for youths 18 and under 21, and by 1.06d. (5s. 5.72d. to 5s. 6.78d.) for boys under 18.
Iron-ore and ironstone mining and quarrying	Midland area	5 July	Male workers	Cost-of-living payment increased* by 2.21d. a shift (10s. 11.56d. to 11s. 1.77d.) for men, by 1.65d. (8s. 2.67d. to 8s. 4.32d.) for youths 18 and under 21, and by 1.1d. (5s. 5.78d. to 5s. 6.88d.) for boys under 18.
Gypsum mining and gypsum products manufacture	Great Britain	25 May (24 May for certain shift workers)	All workers	Increases in basic rates of 2½d. an hour for men 21 and over, and of proportional amounts for women and youths. Basic hourly rates after change for men 21 and over: group 1 works 5s., group 2, 4s. 11d.
Baking	England and Wales (18) (258)	24 July	All workers	Increases in general minimum time rates of 8s. 11d. to 10s. 5d. a week, according to occupation and area, for men 21 or over, of 3s. 6d. to 6s. 11d., according to age and area, for youths and boys, of 8s. 10d. to 10s. 3d. for women 21 or over, and of 3s. 7d. to 6s. 11d. for younger female workers. General minimum time rates after change include: male workers (not being night workers), foremen confectioners and foremen bakers, London area 215s. 3d. a week, Provincial area A 213s. 6d., Provincial area B 210s., first hands 203s., 201s. 3d., 197s. 9d., single hands 201s. 3d., 199s. 6d., 196s., second hands, doughmakers, confectionery mixers and ovenmen 197s. 9d., 196s., 192s. 6d., confectioners or table hands 190s. 9d., 189s., 185s. 6d., or 182s., 180s. 3d., 176s. 9d., according to conditions of service, stokers 187s. 3d., 183s. 9d., 180s. 3d., other workers 85s. 9d., 84s., 80s. 6d. at under 16 rising to 183s. 9d., 182s., 178s. 6d. at 21 or over; female workers, forewomen 164s. 6d., 162s. 9d., 157s. 6d., charge hands (other than packing and despatch dept.) 154s., 152s. 3d., 148s. 9d., single hands 148s. 9d., 147s., 141s. 9d., confectioners 117s. 3d., 115s. 6d., 110s. 3d. at 19 rising to 145s. 3d., 143s. 6d., 138s. 3d. at 21 or over, other workers 84s., 82s. 3d., 78s. 9d. at under 16 rising to 136s. 6d., 134s. 9d., 131s. 3d. at 21 or over; male and female charge hands (packing and despatch dept.) are paid ½d. an hour above the appropriate age rate for other workers.†
Heavy chemicals manufacture	Great Britain (36)	14 May‡	Maintenance craftsmen	Increases in minimum rates of 4d. an hour for craftsmen, and of proportional amounts for apprentices. Rates after change for craftsmen: London (within 15 miles of Charing Cross) 6s. 4½d. an hour, elsewhere 6s. 2½d.‡
Paint, varnish and lacquer manufacture	United Kingdom (39)	Beginning of first full pay period commencing on or after 1 July	All workers	Increases in basic minimum rates of 8s. 6d. a week for men 21 and over, of 6s. 6d. for women 20 and over on women's work, and of proportional amounts for younger workers. Minimum rates after change: male workers, London district 82s. 9d. a week at 15 rising to 207s. at 21 and over, other districts 80s. 9d. to 202s.; female workers on women's work 73s. 6d. or 71s. at 15 rising to 147s. or 142s. at 20 and over.§
Coke, pig iron, iron and steel manufacture	Certain districts in England and Wales and certain works in Scotland (44) (45)	5 July	All workers except those whose wages are regulated by agreements in other industries	Cost-of-living payment increased* by 2.11d. a shift (10s. 11.44d. to 11s. 1.55d. for shift-rated workers) or by 0.26d. an hour (1s. 4.43d. to 1s. 4.69d. for hourly-rated workers) for men 21 and over, by 1.58d. a shift (8s. 2.58d. to 8s. 4.16d.) or by 0.2d. an hour (1s. 0.32d. to 1s. 0.52d.) for those 18 and under 21, and by 1.06d. a shift (5s. 5.72d. to 5s. 6.78d.) or by 0.13d. an hour (8.22d. to 8.35d.) for workers under 18.
Pig iron manufacture	Derbyshire, Leicestershire and Northants.¶ (44)	5 July	Workers employed at blast-furnaces (merchant plants)	Cost-of-living payment increased* by 2.343d. a shift (10s. 11.208d. to 11s. 1.551d.) for men and for women and youths employed on men's work, by 1.757d. (8s. 2.405d. to 8s. 4.162d.) for youths 18 and under 21 and for women employed on youths' work, and by 1.171d. (5s. 5.603d. to 5s. 6.774d.) for boys and for girls doing boys' work.
Iron and steel manufacture	West of Scotland** (44)	Pay period commencing nearest 1 July	Workers, other than maintenance workers, employed at blastfurnaces	Cost-of-living payment increased* by 2.6d. a shift (10s. 11d. to 11s. 2d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and steel manufacture	Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and Glasgow†† (45)	6 July	Workers employed at steel sheet rolling mills	Cost-of-living payment increased* by 2.11d. a shift (10s. 11.44d. to 11s. 1.55d.) for men and women 21 and over, by 1.58d. (8s. 2.58d. to 8s. 4.16d.) for youths and girls 18 and under 21, and by 1.06d. (5s. 5.72d. to 5s. 6.78d.) for those under 18.
Iron and steel manufacture	South-West Wales‡‡ (45)	5 July	Workers, other than bricklayers and carpenters, employed in steel manufacture	Cost-of-living bonus increased* by 2d. a shift (10s. to 10s. 2d.) for men and for women employed on men's work, by 1½d. (7s. 6d. to 7s. 7½d.) for youths 18 and under 21, and by 1d. (5s. to 5s. 1d.) for youths under 18.
Iron and steel manufacture	West of Scotland§§ (45)	Pay period beginning 27 July	Workers employed at iron puddling forges and mills and sheet mills	Cost-of-living payment increased* by 1.4d. a shift (11s. 10.8d. to 12s. 0.2d.) or by 0.175d. an hour (1s. 5.725d. to 1s. 5.9d.) for six-shift workers for men, by 1.05d. a shift (8s. 11.1d. to 9s. 0.15d.) or by 0.132d. an hour (1s. 1.293d. to 1s. 1.425d.) for youths 18 and under 21, and by 0.7d. a shift (5s. 11.4d. to 6s. 0.1d.) or by 0.088d. an hour (8.862d. to 8.95d.) for boys under 18.

\* Under sliding-scale arrangements based on the official index of retail prices.  
 † These increases took effect under an Order made under the Wages Councils Act. See page 313 of the July issue of this GAZETTE.  
 ‡ These increases were agreed in June with retrospective effect to the date shown, and do not apply to workers employed by constituent firms of the Imperial Chemical Industries, Ltd.  
 § It has also been agreed that there will be further increases of 8s. 6d. for men and 6s. 6d. and 7s. for women from 1st July 1965 and 1st July 1966, and that normal weekly hours will be reduced (from 42 to 41 from 1st January 1965 and to 40 from 1st January 1966. The agreement may be reviewed should the official index of retail prices fluctuate five points or more from the figure for June 1964 and maintain that level for three consecutive months; it will otherwise remain in operation until 30th June 1967.  
 ¶ 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.  
 \*\* Agreements of the Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.  
 ††† Agreements of the Sheet Trade Board.  
 †††† Agreements of the South Wales Siemens Steel Trade Conciliation Board.  
 §§ Agreements of the Scottish Manufactured Iron Trade Conciliation and Arbitration Board.



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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Tinplate manufacture	South Wales and Monmouthshire (45)	5 July	Workers other than apprentices	Cost-of-living bonus increased* by 2d. a shift (11s. to 11s. 2d.) for men, by 1½d. (8s. 3d. to 8s. 4½d.) for youths 18 and under 21 and for women 18 and over, and by 1d. (5s. 6d. to 5s. 7d.) for workers under 18.
Galvanising	England and Wales	6 July	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Cost-of-living payment increased* by 2.11d. a shift (10s. 11.44d. to 11s. 1.55d.) for men and women 21 and over, by 1.58d. (8s. 2.58d. to 8s. 4.16d.) for youths and girls 18 and under 21, and by 1.06d. (5s. 5.72d. to 5s. 6.78d.) for those under 18.
Tube manufacture	Newport	5 July	Male workers	Cost-of-living bonus increased* by 2.32d. a shift (10s. 5.86d. to 10s. 8.18d.) for men, by 1.546d. (6s. 11.87d. to 7s. 1.416d.) for youths 18 and under 21, and by 1.16d. (5s. 1.77d. to 5s. 2.93d.) for boys.
Bobbin manufacture	England and Wales (52)	Third pay day in July	All workers	Increases* of 3s. a week for adult workers, and of 1s. 6d. for younger workers. Minimum rates after change: men—higher skilled 228s. 5d. a week, lesser skilled 214s. 7d., labourers 204s.; women 18 and over 168s. 9d.
Perambulator and invalid carriage	Great Britain (259)	3 July	All workers	Increases in general minimum time rates of 3d. an hour for men 21 or over, of 2½d. for women 21 or over, of 1½d. to 2½d., according to age, for younger male workers, and of 1½d. to 2½d. for younger female workers. General minimum time rates after change: workers 21 or over—class A, men 4s. 6½d. an hour, women 3s. 3½d., B 4s. 4½d., C 4s. 2½d., 3s. 2d.; male porters or labourers 3s. at 18 rising to 3s. 5½d. at 20 and under 21; other male workers 2s. 0½d. at 16 rising to 3s. 5½d. at 20 and under 21, other female workers 1s. 11½d. to 2s. 9½d.†
Lighter trades (metal)	Sheffield	15 June	Manual workers employed in the manufacture of agricultural machine parts, machine knives, saws, scythes, sickles and hooks, sheep shears, heavy and light edge tools	Increases in minimum daily rates for men 21 and over of 3s. 5d. a week for skilled workers, of 2s. 7½d. for intermediate grades, of 1s. 7½d. for unskilled workers, of 2s. for female workers 18 and over, of 6d. or 9d., according to age, for youths 17 and over, and of 9d. or 1s. 6d. for girls.
Tin box manufacture	Great Britain (64)	First full pay week commencing on or after 1 July	All workers	Increases in minimum time rates of 2½d. an hour for men 20 and over, of 2d. for women 18 and over, and of proportional amounts for younger workers. Minimum time rates after change: die setters 5s. 3d. an hour, other male workers 2s. 3½d. at 16 rising to 4s. 8½d. at 20 and over; female workers 1s. 9½d. at 16 rising to 3s. 4½d. at 18 and over.‡
Needle, fish hook and fishing tackle manufacture	Great Britain (69)	First full pay period following 27 June	All workers	Increases* in cost-of-living bonus of 1d. an hour (3s. 6d. a week) for men 21 and over, of ½d. (1s. 9d.) for younger male workers, of ¼d. (2s. 4d.) for women 18 and over, and of ¼d. (1s. 2d.) for younger female workers; adult female rate now payable at 18 (previously 21). Minimum rates after change, inclusive of cost-of-living bonus: male timeworkers 21 and over—skilled 220s. 11d. a week, semi-skilled 201s. 6d., unskilled 188s. 10d.; female timeworkers 18 and over 145s. 11d.; pieceworkers—male 242s. 10d., female 158s. 4d.
Chain and anchor manufacture	Cradley Heath and district, Chester, St. Helens and Pontypridd	First full pay week in July	Chain makers and strikers, anchormen, chain joiners	Cost-of-living increase* of 5 per cent. (20 to 25 per cent.) on the amended price lists dated 1st May 1961.
Cotton spinning and weaving	Lancashire, Cheshire, Yorkshire and Derbyshire (72-74)	First pay day in July	Workers employed in producing yarns and cloths from cotton and man-made fibres except enginemen, firemen, etc., and skilled maintenance mechanics, blacksmiths, turners, etc.	Increase in current wages of 4 per cent.§
Wool textile	Yorkshire (82-83)	Pay day in week ending 2 May	Pattern weavers	New rates established for pattern weavers as follows:—jacquard 250s. 4d. a week, woollen 219s. 11d.
	Scotland (various districts) (87)	Beginning of first full pay period on or after 1 July	All workers	Scheduled rates increased by 5 per cent. Minimum scheduled time rates after change include: men 19 and over—semi-skilled (after 1 year's experience) 186s. 7d. a week, skilled (after 2 years' experience) 194s. 3d., after short apprenticeship of 3 years 205s. 6d., after full apprenticeship of 4 years, spinners (in charge of 1 pair of mules) 211s. 4d., finishers, pattern weavers and fleecwool sorters for matchings 220s. 1d., tuners (10 looms or less) 222s. 9d., assistant tuners, dyers, carders and millmen (ex-apprentice) 205s. 1d., power loom weavers (2 ordinary looms) 211s. 4d., (1 ordinary loom) 186s. 7d.; women 18 and over—unskilled 129s. 11d., semi-skilled (after 6 months' to 1 year's experience) 133s. 2d. or 134s. 9d., according to occupation, jobs requiring 1½ to 2 years' apprenticeship 141s. 5d. to 190s. 6d., according to occupation.¶
Pressed felt manufacture	Rossendale Valley (certain firms)	First pay day in July	All workers	Increases* of 1s. 6d. a week for men 21 and over, and of 1s. for female workers and younger male workers. Minimum rates after change, inclusive of cost-of-living bonus, include: men 21 and over 193s. 8d. a week, women 18 and over—felt production processes 142s. 2d., cutting and stitching 131s. 9d.
Jute carpet manufacture	Dundee	do.	All workers	Consolidated wages, plus the four-point cost-of-living bonus payable at 108, increased* by 1/108 (108 to 118).
Lace furnishings manufacture	Nottingham, Ayrshire and Glasgow	End of first complete pay week in July	Twisthands or weavers and auxiliary workers	Increase* of 4 per cent. in the cost-of-living bonus (80 to 84 per cent. on basic rates).
Carpet manufacture	Great Britain (93)	First pay day in July	All workers	Consolidated wages, plus the four-point cost-of-living bonus payable at 108, increased* by 1/108 (108 to 118).
Textile bleaching, dyeing, printing and finishing	Lancashire, Cheshire and Derbyshire (97)	Second Friday or equivalent pay day in July	All workers	Increases* in cost-of-living payments of 1s. 8d. a week (67s. 11d. to 69s. 7d.) for men 21 and over, of 1s. 2d. (48s. 8d. to 49s. 10d.) for women 18 and over, and of proportional amounts for younger workers.
	Scotland (98)	do.	All workers	Increases* in cost-of-living payments of 1s. 8d. a week (67s. 11d. to 69s. 7d.) for men 21 and over, of 1s. 2d. (48s. 8d. to 49s. 10d.) for women 18 and over, and of proportional amounts for younger workers.

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

† These increases took effect under an Order made under the Wages Councils Act. See page 313 of the July issue of this GAZETTE.

‡ It has also been agreed that normal weekly hours will be reduced from 42 to 41 from the first full pay week commencing on or after 1st January 1965.

§ It has also been agreed that there will be similar increases from July 1965 and July 1966, and that normal weekly hours will be reduced (from 42½) to 42 from January 1965, to 41½ from January 1966 and to 41 from January 1967, without loss of pay.

|| This change was agreed in June with retrospective effect to the date shown.

¶ These changes resulted from an agreement under which it is intended to bring scheduled rates more into line with actual earnings by restricting workers currently earning more than the revised rates to increases of 6s. a week for men and 4s. for women.

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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Silk dyeing, printing and finishing	Macclesfield	Second Friday or equivalent pay day in July	All workers	Increases* in cost-of-living payments of 1s. 8d. a week (67s. 11d. to 69s. 7d.) for men 21 and over, of 1s. 2d. (48s. 8d. to 49s. 10d.) for women 18 and over, and of proportional amounts for younger workers.
Calico printing	United Kingdom	do.	Block printers	Cost-of-living bonus increased* by 2s. a week (63s. to 65s.) for journeymen, and by proportional amounts for apprentices. Minimum rate after change for journeymen, inclusive of cost-of-living bonus, 202s. a week.
Textile making-up and packing	Manchester (95)	Pay day in week ending 4 July	All workers	Increases* of 3s. 6d. a week (88s. 3d. to 91s. 9d.) in the cost-of-living addition for men 21 and over, of 2s. 4d. (58s. 10d. to 61s. 2d.) for women 18 and over, and of proportional amounts for younger workers.
Dressmaking and women's light clothing	Scotland (112) (258)	24 July	All workers	Increases in general minimum time rates of 4d. an hour for male workers 21 or over other than late entrants and for female workers other than learners, of 2½d. or 3d., according to period of employment, for male late entrants, and of 1½d. to 2½d., according to age and period of employment or branch of trade, for younger male workers and female learners, respectively; increase in piecework basis time rates of 4d. an hour. General minimum time rates after change include: male workers 21 or over after 1 year's employment in any branch of the trade 4s. 3½d. an hour, younger male workers 1s. 8½d. at 16 rising to 3s. 6½d. at 20 and under 21; female workers other than learners, retail branch, bodice, coat, skirt, gown or blouse hands 20 or over, area A 3s. 2½d., area B 3s. 1d., other workers 3s., 2s. 10½d., learners 1s. 4d. or 1s. 2½d. during first year rising to 2s. 4½d. or 2s. 2½d. in fourth year, wholesale manufacturing branch, conveyor belt machinists 3s. 3½d., other workers 3s. 2d., learners 1s. 7d. during first 6 months rising to 2s. 7½d. in sixth 6 months; piecework basis time rates for workers of any age, male workers 4s. 8d., female workers in wholesale manufacturing branch 3s. 4½d.†
Felt hat manufacture	Lancashire and Cheshire	1 July	All workers	Cost-of-living bonus increased* from 117½ to 120 per cent. on basic earnings.
Refractory goods manufacture	England and Wales (118)	Beginning of first full pay period following 25 July	All workers	Increases in minimum basic rates of 3d. an hour for men 21 and over, of 2½d. for women 18 and over, and of proportional amounts for younger workers. Standard minimum hourly rates after change include: labourers 21 and over 4s. 9½d., youths and boys 2s. 5½d. at 15 rising to 4s. 2½d. at 20; drivers of road vehicles up to and including 2 tons carrying capacity 4s. 11½d., over 2 and up to and including 8 tons 5s. 0½d., over 8 tons 5s. 2½d.; kilnburners and boilerfremen on continuous shift work (inclusive of differential of 4½d. an hour and shift allowance of 4½d. an hour) 44s. 2d. a shift of 8 hours; women 18 and over 3s. 8d., girls 2s. 8½d. at 16 and 3s. 1d. at 17.
Sawmilling	Northern Ireland (139)	25 May	Woodcutting machinists and sawyers	Increase of 1d. an hour (5s. 11½d. to 6s. 0½d.) for men, with proportional increases for apprentices.‡
Stone carving, wood carving and modelling	United Kingdom	First full pay week in July	Journeymen and apprentices	Increases* in cost-of-living allowance of 1d. an hour (2s. to 2s. 1d.) for journeymen, and of proportional amounts for apprentices.
Printing	London (157)	1 June§	Electricians and engineers employed in the production of national morning, evening and Sunday newspapers	Increases in basic rates ranging from 21s. to 30s. a week, according to occupation and hours of work. Rates after change: electricians and engineers—daily and daily/Sunday offices, day work 341s. a week, night work 394s., three-rotating shifts 375s., four-rotating shifts (Sunday offices) 367s. 6d., electricians' assistants 302s. 6d., 337s. 6d., 329s. 6d.‡
	Manchester	1 June§	Electricians and engineers employed in the production of national morning, evening and Sunday newspapers	Increases in basic rates ranging from 21s. to 30s. a week, according to occupation and hours of work. Rates after change: electricians and engineers—day work 330s. a week, night work 383s., shiftwork 356s. 6d., electricians' assistants 293s., 314s. 6d., 303s. 9d.‡
	Scotland (159)	First pay day in July	Male workers employed in the production of daily and Sunday newspapers	Cost-of-living bonus increased* by 6s. a week (8s. to 14s.) for adult workers, and by proportional amounts for apprentices.
Process engraving	United Kingdom	First pay day in July	Journeymen and apprentices employed in process engraving and in process proofing departments of process engraving trade houses and certain publishing firms	Cost-of-living bonus increased* by 6s. a week (19s. 6d. to 25s. 6d.) for journeymen, and by proportional amounts for apprentices. National minimum rates after change, inclusive of cost-of-living bonus, include: journeymen, day shift 318s. a week, night shift 420s. 4d.
Rubber manufacture	Great Britain (163)	Beginning of first full pay period following 24 May	All workers	Increases in basic minimum time rates of 3d. an hour for men 21 and over, of 2½d. for women 21 and over, and of proportional amounts for younger workers. Basic minimum time rates after change: male workers 2s. 1½d. an hour at 15 rising to 5s. at 21 and over, female workers 1s. 10d. to 3s. 8½d. Piecework prices or bonus schemes to yield to a payment-by-results worker of average ability an average gross wage of not less than the following amounts—male workers 2s. 7½d. at 15 rising to 6s. 0½d. at 21 and over, female workers 2s. 3½d. to 4s. 6d.
Linoleum and felt base manufacture	England and Scotland	20 July	All workers	Increases of 10s. 6d. a week for men 18 and over, and of proportional amounts for women and juveniles; adult female rate now fixed at 73 per cent. of adult male rate. Minimum time rates after change include: men 18 and over 188s. 1½d. a week, women 18 and over 137s. 4d.‡
Drawing office materials manufacture	Great Britain	First pay day in July	All workers	Cost-of-living bonus increased* by 5s. a week (3s. 4d. to 8s. 4d.) for workers 21 and over, by 3s. 9d. (2s. 6d. to 6s. 3d.) for workers 18 and under 21, and by 2s. 6d. (1s. 8d. to 4s. 2d.) for workers under 18.
Electrical contracting	England, Wales and Northern Ireland (176)	1 July	Male workers	Increases of 3d. an hour for journeymen, of 2½d. or 2d., according to area, for adult mates, and of proportional amounts for youths and boys. Standard inclusive rates after change include: journeymen electricians—grade A (London) area 7s. 4d. an hour, Mersey district 7s. 3½d., grade B (other areas) 6s. 11½d., adult mates—London and Mersey district 6s., all other areas 5s. 8½d.
Gas supply	Great Britain (178)	5 July	Workers other than maintenance craftsmen	Increase of 2½d. an hour for adult male gasworkers with proportional amounts for juveniles. Standard adult rates after change: labourers, Metropolitan area 5s. 3½d. an hour, Provincial A area 5s. 2½d., Provincial B area 5s. 1d.; improver gasfitters 6s. 4½d., 6s. 1½d., 5s. 11½d., gasfitters 6s. 7½d., 6s. 4½d., 6s. 3d.
	Great Britain (179)	5 July	Maintenance craftsmen (including paviors, plasterers and slaters, and bricklayers and masons except when on fire-brick work)	Increases of 2½d. an hour for craftsmen, and of proportional amounts for apprentices. Standard rates after change include: skilled craftsmen—Metropolitan area 6s. 7½d. an hour, Provincial Zone A 6s. 4½d., Provincial Zone B 6s. 3½d.; holders-up 6s. 5½d., 6s. 2½d., 6s. 1½d., hammermen (blacksmiths' strikers) 6s. 2½d., 5s. 11½d., 5s. 10½d., pipefitters 6s. 1½d., 5s. 10½d., 5s. 9½d., retort pipefitters 6s. 0½d., 5s. 9½d., 5s. 8½d., drillers (machine), foundry trimmers, furnacemen (foundry) 6s. 0½d., 5s. 9½d., 5s. 8½d.

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

† These increases took effect under an Order made under the Wages Councils Act. See page 363 of this GAZETTE.

‡ It has also been agreed that there will be a further increase of 3d. an hour in conjunction with a reduction in normal weekly hours from 42 to 41 from 1st January 1965.

§ These increases, which consolidate existing extras into basic rates, were agreed in July with retrospective effect to the date shown.

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



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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Electricity supply	Great Britain (180-181)	1 July	Manual workers, including building and civil engineering workers	Implementation of the first stage of a scheme to give manual workers staff status, resulting in increases in annual salaries (previously hourly paid) of amounts ranging from £30 to £125 a year, according to occupation; shift allowance now 15s. 9d. a week (previously 4d. an hour); productivity bonus increased by 1s. 6d. a week (4s. 6d. to 6s.). Annual salaries after change for men 21 and over with less than two years' service: Provinces—Group A £585, B £608, C £632, D £644, E £667, F £705, G £755, H £818; building trade workers—craftsmen £775, qualified whole-time benders and fixers of bars for reinforced concrete work and qualified whole-time tubular scaffolders £705, craftsmen's mates £632, labourers £585. London salaries are higher by 14s. a week (previously 4d. an hour).
Road passenger transport (London Transport Board)	London and the adjacent country zones (188-189)	24 June*	Drivers and conductors	Increase in basic rates of 16s. a week. Rates after change: drivers—central buses, commencing rate 273s. 6d. a week, after 6 months 278s. 6d., after 1 year 283s. 6d. (maximum); country buses 256s., 261s., 266s.; single deck coaches, commencing rate 271s. 6d., after 1 year 278s. (maximum); conductors—central buses, commencing rate 258s. 6d., after 6 months 263s. 6d., after 1 year 268s. 6d. (maximum); country buses and single deck coaches 243s. 6d., 248s. 6d., 253s. 6d.*
Dock labour	Great Britain (201)	27 July	Dock labourers	Increase in national minimum wage of 1s. 10d. a day, consequent upon a reduction in normal weekly hours.† Minimum daily rate after change for timeworkers on half-daily basis 37s. 10d. For pieceworkers minimum guarantee on half-daily basis increased from 36s. to 37s. 10d. a day with consequential increases during overtime periods. Attendance money increased by 1s. per turn of half-a-day (8s. to 9s.). Guaranteed weekly payment and attendance money now paid on ten turns in a week (previously eleven).
Post Office	United Kingdom (202)	1 Jan.‡	Telegraphists	Increases of 10s. a week on the maximum of the national pay scale, and of proportional amounts for those at lower points on the scale. Maximum national rate after change 290s. a week.‡
			Overseas telegraph operators	Increases of £35 a year on the maximum of the national pay scales for those in class I and of 10s. a week for those in class II. Maximum national rates after change: class I £1,021 a year, class II 290s. a week.‡
			Telephonists	Increases of 9s. a week on the maximum of the national pay scale, and of proportional amounts for those at lower points on the scale. Maximum national rate after change 259s. a week.‡
Cinematograph film production	Great Britain	First full pay week following 25 June	Technicians and trainees employed in the production of specialised films	Cost-of-living bonus for workers whose normal salaries do not exceed £25 16s. 1d. a week increased‡ by 3s. a week (37s. to 40s.) for those 18 and over, and by 2s. (24s. 8d. to 26s. 8d.) for younger workers; workers whose normal salaries exceed £25 16s. 1d., cost-of-living bonus increased‡ by 3s. (12s. to 15s.).
	Great Britain	First pay day in July	Laboratory workers, including technical and clerical workers and certain other workers employed in film printing and processing laboratories	Cost-of-living bonus increased‡ by 1s. 10d. a week (51s. 10d. to 53s. 8d.) for workers 18 and over, and by 1s. 3d. (34s. 7d. to 35s. 10d.) for younger workers.
	Great Britain	1 June¶	Laboratory workers, including technical and clerical workers and certain other workers employed in film printing and processing laboratories	Increase in basic rates of 5 per cent. Minimum basic rates after change include: optical printing dept. £11 11s. 10d. to £20 10s. 10d. a week, according to occupation; developing dept. £12 18s. 8d. to £17 1s. 3d.; drying dept. £11 18s. 5d. or £12 16s. 2d.; grading dept. £12 9s. 7d. to £17 5s. 7d.; sensitometric control dept. £13 9s. 10d. or £15 17s. 9d.; engineering dept., senior chargehands £18 18s. 9d., senior cinematograph engineers £17 14s., chargehands £16 11s. 5d., cinematograph engineers £15 6s. 7d., all other maintenance engineers £13 13s. 4d., electricians £14 19s. 5d., electricians (auxiliary) £12 14s. 5d.; printing dept. £12 2s. 6d. to £16 4s. 4d., chemical mixers £11 11s. 10d. to £13 15s. 8d.; solutions control £13 9s. 10d. or 15 17s. 3d.; projectionists and viewers £11 11s. 10d. to £14 17s.; regenerative film treatment operators £13 3s. 4d.; store-keepers (film) £12 6s. 1d. to £14 13s. 6d.; negative cleaners £12 6s. 1d. or £14 8s. 8d.; positive examining dept. £11 2s. 7d. to £12 13s. 9d.; negative cutting dept. £11 11s. 10d. to £16 0s. 2d.; negative preparation dept. £11 11s. 10d. or £12 16s. 2d.; camera dept. £12 9s. 7d. to £16 17s. 11d.; title writing dept. £15 6s. 7d. or £17 17s. 6d.; despatch and general workers £11 2s. 7d. to £13 14s. 6d. Plus cost-of-living bonus 53s. 8d. in each case.¶
Funeral direction	Bucks. and Herts.	Pay day in week commencing 2 Mar.	Male workers employed by Co-operative Societies	Increases of 10s. a week for workers 21 and over, and of proportional amounts for younger workers. Rates after change: conductors 270s. a week, drivers 240s., general funeral workers (unskilled) 225s., (others) 245s.
Retail food trade	Scotland (211) (260)	27 July	Shop managers and managers	Increases in statutory minimum remuneration of 12s. a week for managers, and of 11s. for managers. Minimum rates after change: managers 199s. 6d. a week where weekly trade is under £100 to 272s. 6d. where weekly trade is £810, managers 159s. 6d. where weekly trade is under £50 to 244s.**
			Other workers	Increases in statutory minimum remuneration of 9s. or 12s. a week, according to area, for men 21 or over and certain drivers under 21, of 5s., 6s., 7s. or 9s., according to age and area, for other younger male workers, of 8s. or 11s. for women 21 or over, and of 5s., 6s. or 8s. for younger female workers. Minimum rates after change: workers other than central and retail transport workers—grade I clerks 23 or over, men, area 1, 195s. a week, area 2, 183s., women 143s. 6d., 135s.; grade I clerks under 23, grade II clerks, shop assistants, central warehouse workers, other transport workers and all other workers, male workers, area 1, 85s. 6d. at 15 rising to 191s. at 22 or over, area 2, 81s. to 179s., female workers 71s. to 140s. 6d., 68s. to 132s.; central transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse-drawn vehicles, area 1, 112s. 9d. at under 18 rising to 191s. at 21 or over, area 2, 108s. 3d. to 179s.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 5 tons carrying capacity and of two-horse-drawn vehicles 194s., 182s., of over 5 tons 198s., 186s.; 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, 191s., area 2, 179s., of over 5 tons 195s., 183s.**
Retail saddlery and leather goods trade	Great Britain (105)	First full pay week in July	Skilled workers	Increases in national basic time rate of 10d. an hour for male workers 19 and over, and of proportional amounts for younger workers in conjunction with a reduction in normal weekly hours; adult rate for workers who have served 4 years in the trade now payable at 19 (previously 21); rates for horse-collar makers and women no longer separately specified. National basic time rate after change for men 19 and over who have served 4 years in the trade, 5s. 6d. an hour.

\* This increase was agreed following the issue of the report of the committee of enquiry into London busmen's pay. It has also been agreed that during 1965 normal weekly hours will be reduced from an average of 42 to an average of 40.  
 † See also under "Changes in Hours of Work".  
 ‡ These increases were authorised in July with retrospective effect to the date shown. It has also been agreed that there will be further increases of 3½ per cent. from 1st January 1965 and 1966.  
 § Under sliding-scale arrangements based on the official index of retail prices.  
 ¶ Including boiler attendants, storemen, transport mechanics, transport drivers, chargehand cleaners, commissionaires, doormen and gatemmen, chargehand painters, painters' mates, carpenters' mates and general labourers.  
 \*\* This increase was agreed in July with retrospective effect to the date shown. It has also been agreed that from 30th November 1964 there will be a further increase of 2½ per cent.  
 \*\*\* These increases took effect under an Order made under the Wages Councils Act. See page 313 of the July issue of this GAZETTE.

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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Retail meat trade	Scotland (214)	Pay day in week commencing 1 June	Shop managers and managers	Increase of 13s. 6d. a week. Minimum rates after change: managers, town 229s. 6d. a week where weekly trade is up to £100 to 277s. 6d. where weekly trade does not exceed £500, country 218s. 6d. to 266s. 6d.; managers receive 10s. a week less than managers' rates.
			Other workers	Increases of 13s. 6d. for men 21 and over, of 10s. for women 21 and over, and of proportional amounts for younger workers. Minimum rates after change: shop assistants and cashiers—male workers, town 88s. a week at 15 rising to 208s. 6d. at 22, country 81s. to 197s.; female workers 74s. to 145s., country 71s. to 139s.
General waste materials reclamation	Great Britain (227) (258)	31 July	All workers	Increases in general minimum time rates of 3d. an hour for male workers 20 or over and for female workers 17½ and over, and of 1d. to 2½d. for younger workers; piecework basis time rates for female workers increased by 3d. an hour. General minimum time rates after change: male workers 1s. 5½d. an hour at under 16 rising to 4s. 3½d. at 21 or over; female workers employed in the sorting, grading, or associated processes, of woollen rags and/or woollen and worsted waste materials—1s. 6½d. at under 16 rising to 3s. 4d. at 18 or over, late entrants 3s. 2d. during the first 3 months of such employment, 3s. 2½d. during the second 3 months; other female workers—1s. 6½d. to 3s. 2½d., late entrants 3s. 0½d., 3s. 1d. Piecework basis time rates for female workers 3s. 5d. or 3s. 3½d. an hour, according to occupation.*

CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING JULY

Industry	District	Date	Classes of workers	Particulars of change
Brewing	Sussex (29)	1 July	All workers	Normal weekly hours reduced from 42 to 41, without loss of pay.
Linoleum and felt base manufacture	England and Scotland	20 July	All workers	Normal weekly hours reduced from 42½ to 42.†
Dock labour	Great Britain (201)	27 July	Dock labourers	Normal weekly hours reduced from 42 to 40 (10 half days of 4 hours).†
	Great Britain	27 July	Conciliation grades employed by British Transport Docks Board	Normal weekly hours reduced from 42 to 40, without loss of pay.
Retail meat trade	Northern Ireland (except Londonderry and Newry districts)	8 June	Journeymen butchers and apprentices	Normal weekly hours reduced from 45½ to 42, without loss of pay.
Retail saddlery and leather goods trade	Great Britain (105)	First full pay week in July	Skilled workers	Normal weekly hours reduced from 43 to 42½.†

\* These increases took effect under an Order made under the Wages Councils Act. See page 363 of this GAZETTE.  
 † See also under "Changes in Rates of Wages".

BOROUGH OF STOCKTON-ON-TEES  
**INDUSTRIAL SITES**

Ideal sites for all classes of industry and distributive trades are available for lease or freehold purchase, in particular on a new industrial estate of 68 acres, situate on a Class I road with excellent communications to all parts of Tees-side and beyond. In addition, a large industrial concern will shortly be offering for sale their present valuable site of approximately 23 acres.

There are excellent rail and port facilities in the Borough and there will be a civil airport in the immediate vicinity within the next few months. Labour is readily available.

Enquiries are invited from prospective developers to whom every assistance will be given. For further particulars apply to:—

**TOWN CLERK,**  
**MUNICIPAL BUILDINGS, STOCKTON-ON-TEES**

**Telephone: Stockton 62200**



# INDEX OF AVERAGE EARNINGS

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

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

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

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

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

## Great Britain

### Employees paid each week\*

1963 Average = 100

Industry group	Jan. 1963	June 1963	July 1963	Aug. 1963	Sept. 1963	Oct. 1963	Nov. 1963	Dec. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964	May 1964	June 1964
<b>Manufacturing industries</b>	96.0	103.0	101.5	100.1	99.2	99.3	100.7	105.1	99.9	100.9	102.5	102.7	106.0	107.3
Food, drink and tobacco	96.1	102.3	101.0	99.5	101.5	102.0	101.7	102.2	102.8	104.2	104.4	105.7	111.0	112.1
Chemicals and allied trades	94.1	99.7	100.9	100.2	101.7	102.6	103.7	106.7	105.7	107.7	108.4	109.4	109.0	110.7
Metal manufacture	96.7	101.1	101.0	99.4	100.2	101.3	102.6	104.1	106.2	106.8	106.3	108.7	107.7	109.8
Engineering and electrical goods	96.9	103.9	102.4	98.0	100.5	101.5	102.4	102.4	108.9	109.2	108.4	109.6	110.4	115.2
Shipbuilding and ship repairing	96.2	101.2	100.1	100.5	101.4	103.7	102.1	106.5	111.1	112.1	110.6	110.6	109.6	117.1
Marine engineering	95.7	101.1	100.7	99.8	99.7	101.6	102.9	104.7	107.8	108.6	109.5	109.6	107.1	110.6
Vehicles	94.7	100.9	102.7	100.3	101.2	102.5	104.4	103.0	105.2	106.4	107.3	107.9	103.8	111.2
Metal goods not elsewhere specified	96.3	101.4	102.9	100.5	100.5	102.5	102.8	101.0	103.7	104.6	103.8	106.0	103.3	108.9
Textiles	95.1	104.5	102.2	100.9	101.5	101.8	101.2	100.1	99.1	100.4	102.7	102.8	103.2	105.3
Leather, leather goods and fur	95.3	100.6	103.3	100.1	100.7	102.6	103.8	102.0	104.4	105.8	105.1	106.9	105.9	109.0
Clothing and footwear	92.0	106.3	100.6	99.7	101.8	103.3	103.3	102.5	104.3	105.0	104.3	107.5	108.0	111.2
Bricks, pottery, glass, cement, etc.	90.8	100.8	101.7	100.1	103.6	103.8	105.3	102.9	102.9	104.6	103.8	107.4	107.3	109.3
Timber, furniture, etc.	95.4	106.2	102.0	99.1	100.8	101.0	102.9	101.0	103.0	102.6	103.9	104.7	108.4	111.7
Paper and paper products	95.3	102.8	101.2	99.5	101.5	102.1	102.4	99.3	103.0	104.0	105.0	106.0	107.3	107.6
Printing and publishing	94.0	102.6	102.8	100.9	101.3	101.6	102.5	103.2	103.3	104.2	103.5	106.2	106.0	109.5
Other manufacturing industries	95.4	102.6	102.8	100.9	101.3	101.6	102.5	103.2	103.3	104.2	103.5	106.2	106.0	109.5
<b>All manufacturing industries</b>	95.4	101.7	101.5	99.8	100.7	101.8	102.8	103.4	105.0	105.9	106.0	107.5	107.3	110.1
<b>Other industries and services</b>	94.7	100.7	102.0	101.7	108.4	104.3	99.8	100.2	98.3	98.2	99.2	101.9	106.1†	107.7†
Agriculture	95.4	99.1	98.8	101.1	100.8	101.2	105.3	102.6	102.6	102.6	102.9	102.4	102.4	102.5
Mining and quarrying	90.7	104.6	106.6	101.7	100.0	100.5	98.0	95.8	99.3	101.5	98.4	105.7	103.8	107.7
Construction	99.3	101.0	102.7	99.9	100.5	100.4	101.0	99.0	99.8	101.3	93.3	104.7	106.1	107.3
Gas, electricity and water	96.9	102.5	102.0	101.1	101.4	101.2	100.7	101.2	102.5	103.5	105.2	106.4	106.9	109.2
Transport and communication§	95.4	104.6	101.5	99.8	100.0	101.0	101.3	99.3	100.7	102.4	102.6	106.0	109.4	110.3
Miscellaneous services	95.1	102.1	102.1	100.3	100.9	101.5	101.9	101.8	103.4	104.4	104.0	106.6	106.5	109.1
<b>All industries and services covered</b>	95.1	102.1	102.1	100.3	100.9	101.5	101.9	101.8	103.4	104.4	104.0	106.6	106.5	109.1

### Employees paid monthly\*

Industry group	Jan. 1963	June 1963	July 1963	Aug. 1963	Sept. 1963	Oct. 1963	Nov. 1963	Dec. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964	May 1964	June 1964
<b>Manufacturing industries</b>	98.2	102.5	98.7	96.7	97.8	97.1	98.4	113.8	103.1	101.0	109.7	102.2	100.2	107.6
Food, drink and tobacco	98.3	102.8	98.3	97.2	97.8	97.6	98.4	113.8	103.1	101.0	109.7	102.2	100.2	107.6
Chemicals and allied trades	97.4	98.7	99.9	99.1	98.3	99.3	99.2	106.2	102.3	118.0	102.4	103.3	100.5	102.0
Metal manufacture	98.0	100.1	99.1	98.2	98.1	99.3	100.9	109.2	104.1	103.6	105.2	105.1	105.9	105.9
Engineering and electrical goods	93.8	103.2	95.5	95.2	97.6	97.8	100.5	128.4	106.7	111.6	107.7	104.8	105.3	109.1
Shipbuilding and ship repairing	98.3	101.1	97.4	96.8	96.4	97.1	99.6	120.9	102.1	104.1	101.6	101.9	103.7	117.1
Marine engineering	97.8	100.3	100.1	100.6	99.4	99.1	100.1	105.7	101.8	101.8	104.1	103.3	104.3	104.6
Vehicles	97.7	101.9	99.9	99.3	97.8	96.8	98.5	110.7	101.4	102.9	104.4	101.3	101.0	103.0
Metal goods not elsewhere specified	92.4	100.4	96.2	97.2	96.8	100.4	99.3	128.0	101.2	102.0	105.2	102.3	102.1	104.4
Textiles	100.9	98.8	99.9	96.9	96.1	96.9	97.1	103.6	96.9	102.2	105.1	98.1	97.5	98.5
Leather, leather goods and fur	98.6	110.2	99.3	97.9	96.8	97.1	98.0	107.4	99.0	101.7	101.9	99.0	100.1	107.5
Clothing and footwear	100.9	100.0	99.7	97.0	101.9	98.0	98.9	109.6	102.5	100.0	103.8	105.6	106.5	107.7
Bricks, pottery, glass, cement, etc.	99.1	100.4	97.8	96.6	97.1	98.4	100.1	105.1	100.9	103.6	103.4	103.7	102.5	103.3
Timber, furniture, etc.	98.9	101.2	98.8	98.9	96.6	97.5	101.4	103.2	100.5	100.0	101.8	99.3	100.5	104.0
Paper and paper products	97.4	97.5	97.7	96.5	96.6	97.3	100.5	118.8	105.5	103.1	109.3	103.2	105.1	102.5
Printing and publishing	98.3	101.1	99.1	98.0	97.9	98.4	99.7	108.6	102.5	105.1	104.8	102.7	103.0	104.8
Other manufacturing industries	98.4	101.1	99.1	98.0	97.9	98.4	99.7	108.6	102.5	105.1	104.8	102.7	103.0	104.8
<b>All manufacturing industries</b>	97.8	101.1	99.1	98.0	97.9	98.4	99.7	108.6	102.5	105.1	104.8	102.7	103.0	104.8
<b>Other industries and services</b>	97.8	100.6	101.7	101.7	101.6	100.3	102.3	101.8	102.7	102.7	102.2	102.1	101.9	102.4
Agriculture	96.5	99.9	98.9	98.3	96.8	96.8	98.5	118.0	100.6	100.5	103.6	102.1	105.9	106.7
Mining and quarrying	97.4	100.6	100.7	100.6	99.9	99.9	100.2	101.2	102.2	102.9	102.5	104.3	104.6	104.5
Construction	96.3	101.1	99.8	100.9	98.8	100.3	99.8	104.7	102.8	102.4	103.6	105.2	105.5	107.9
Gas, electricity and water	96.8	100.3	98.5	97.6	101.1	96.9	102.4	116.6	99.3	97.2	103.3	103.1	98.7	99.9
Transport and communication§	97.9	100.9	99.3	98.5	98.2	98.5	99.7	108.8	102.0	103.9	104.2	102.7	103.1	104.6
Miscellaneous services	97.9	100.9	99.3	98.5	98.2	98.5	99.7	108.8	102.0	103.9	104.2	102.7	103.1	104.6

### All employees†

Industry group	Jan. 1963	June 1963	July 1963	Aug. 1963	Sept. 1963	Oct. 1963	Nov. 1963	Dec. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964	May 1964	June 1964
<b>Manufacturing industries</b>	96.4	102.9	101.0	99.5	98.9	98.9	100.3	106.6	100.5	100.9	103.8	102.6	104.9	107.4
Food, drink and tobacco	97.0	102.6	100.2	98.8	100.2	100.6	100.6	103.6	102.6	109.1	103.7	103.8	107.3	108.5
Chemicals and allied trades	94.5	99.5	100.8	100.0	101.3	102.2	103.3	106.7	105.1	107.3	107.8	108.5	108.1	109.8
Metal manufacture	96.9	100.9	100.7	99.2	99.8	101.0	102.3	104.9	105.8	106.1	106.0	108.0	107.3	109.1
Engineering and electrical goods	96.7	103.8	102.1	97.8	100.4	101.3	102.3	103.6	108.7	109.2	108.3	109.2	110.1	114.8
Shipbuilding and ship repairing	96.6	101.2	99.9	100.2	101.0	103.2	101.9	107.6	110.3	111.3	109.7	109.8	109.0	117.1
Marine engineering	95.9	101.0	100.7	99.9	99.7	101.3	102.6	104.8	107.2	107.9	108.9	109.0	106.8	110.0
Vehicles	95.1	101.0	102.3	100.2	100.8	101.8	103.7	104.0	104.6	105.9	105.8	107.0	105.1	110.1
Metal goods not elsewhere specified	96.4	101.2	102.6	100.2	100.3	102.2	102.5	101.7	103.5	104.3	104.1	105.6	103.3	108.4
Textiles	94.8	104.0	101.6	100.5	101.0	101.6	101.0	103.1	100.2	101.6	103.4	103.6	104.1	106.0
Leather, leather goods and fur	95.7	100.5	103.0	99.8	100.4	102.2	103.3	102.1	103.9	105.5	105.1	106.2	105.3	108.2
Clothing and footwear	92.8	106.7	100.5	99.5	101.2	102.6	102.6	103.1	103.6	104.6	104.0	106.4	106.9	110.6
Bricks, pottery, glass, cement, etc.	91.8	100.7	101.5	99.8	103.4	103.2	104.7	103.6	102.8	104.1	103.8	107.2	107.2	109.1
Timber, furniture, etc.	96.0	105.3	101.4	98.7	100.6	102.7								



## STOPPAGES OF WORK—INDUSTRIAL DISPUTES

### STOPPAGES OF WORK IN JULY

The number of stoppages of work\* due to industrial disputes in the United Kingdom, beginning in July, which came to the notice of the Ministry, was 128. In addition, 33 stoppages which began before July were still in progress at the beginning of the month. The approximate number of workers involved during July at the establishments where these 161 stoppages occurred is estimated at 153,500. This total includes 2,800 workers involved in stoppages which had continued from the previous month. Of the 150,700 workers involved in stoppages which began in July, 146,100 were directly involved and 4,600 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 264,000 working days lost during July includes 24,000 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 July 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 ..	1	41	42	2,000	2,000
Engineering ..	7	17	24	6,100	47,000
Motor vehicles ..	3	4	7	12,300	22,000
Construction ..	3	19	22	2,200	16,000
Port and inland water transport ..	—	7	7	17,400	17,000
All other transport and communication ..	1	8	9	103,000	129,000
All remaining industries and services ..	12	32	44	10,400	31,000
<b>Total, July 1964 ..</b>	<b>33</b>	<b>128</b>	<b>161</b>	<b>153,500</b>	<b>264,000</b>
<b>Total, June 1964 ..</b>	<b>23</b>	<b>238</b>	<b>261</b>	<b>71,100</b>	<b>171,000</b>
<b>Total, July 1963 ..</b>	<b>23</b>	<b>151</b>	<b>174</b>	<b>34,900</b>	<b>125,000</b>

### Causes of stoppages

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

Principal cause	Number of stoppages	Number of workers directly involved
Wages—claims for increases ..	36	124,200
—other wage disputes ..	30	6,000
Hours of work ..	1	200
Employment of particular classes or persons ..	22	6,300
Other working arrangements, rules and discipline ..	34	8,400
Trade union status ..	3	400
Sympathetic action ..	2	600
<b>Total ..</b>	<b>128</b>	<b>146,100</b>

### PRINCIPAL STOPPAGES OF WORK DURING JULY

Industry, occupations <sup>§</sup> and locality	Approximate number of workers involved		Date when stoppage		Cause or object	Remarks
	Directly	Indirectly	Began	Ended		
<b>ENGINEERING:—</b> Skilled machine operators and semi-skilled workers engaged in the manufacture of electrical equipment—Liverpool (one firm)	740	1,150	2 July <sup>  </sup>	August	In support of a claim for an increase in piece work rates	Work resumed.
<b>MOTOR VEHICLES:—</b> Production workers engaged in the manufacture of motor vehicle components—near Newport, Mon. (one firm)	3,500	—	21 July	August	In protest against the employment of women on a production line previously operated by men only	Work resumed pending further negotiations.
<b>DOCKS:—</b> Dock workers on Merseyside, and in Hull and London	16,655	—	17 July	17 July	One-day token stoppage in support of a national claim for increased basic wage rates	Work resumed.
<b>POSTAL SERVICES:—</b> Post Office workers throughout the United Kingdom	100,000	—	10 July <sup>¶</sup>	16 July	In support of a claim for a wage increase	Work resumed on 17th July. Agreement subsequently reached on an interim increase of pay to be followed by a survey by the Civil Service Pay Research Unit.
<b>TELEVISION SERVICES:—</b> Technical and production staff at programme companies' studios throughout the United Kingdom	2,400	—	1 July	6 July	In support of a claim for improved salaries and overtime pay and reduced hours of work	Work resumed pending further negotiations.

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

† Less than 500 working days.

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

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

|| Work was resumed on 16th July to allow negotiations to take place but a further stoppage of work began on 20th July as the men were dissatisfied with the progress of negotiations.

¶ A national one-day stoppage of work took place on 16th July but a number of local stoppages of work took place in the preceding week.

### Duration of stoppages

The following table classifies stoppages ending in July 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	60	32,900	37,000
2 days ..	22	2,500	4,000
3 days ..	16	2,300	6,000
4-6 days ..	15	101,700	130,000
Over 6 days ..	20	3,300	45,000
<b>Total ..</b>	<b>133</b>	<b>142,700</b>	<b>222,000</b>

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

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

Industry group	January to July 1964				January to July 1963			
	No. of stoppages beginning in period	Stoppages in progress		No. of stoppages beginning in period	Stoppages in progress			
		Workers involved	Working days lost		Workers involved	Working days lost		
Agriculture, forestry, fishing ..	2	600	1,000	—	—	—	—	
Coal mining ..	613	119,800	199,000	610	92,900	219,000	—	
All other mining and quarrying ..	1	400	4,000	4	200	†	†	
Food, drink and tobacco ..	13	3,900	9,000	14	2,400	4,000	4,000	
Chemicals, etc. ..	11	1,200	2,000	10	1,800	12,000	12,000	
Metal mfrs. ..	52	21,000	297,000	35	6,600	25,000	25,000	
Engineering ..	175	77,000	241,000	107	36,300	121,000	121,000	
Shipbuilding and marine eng. ..	58	14,800	116,000	28	8,000	64,000	64,000	
Motor vehicles and cycles ..	98	95,500	309,000	72	75,800	161,000	161,000	
Aircraft ..	22	4,500	10,000	13	4,500	38,000	38,000	
Other vehicles ..	7	2,700	7,000	4	4,300	2,000	2,000	
Other metal goods ..	32	9,400	20,000	26	4,100	16,000	16,000	
Textiles ..	18	2,900	7,000	21	4,300	12,000	12,000	
Clothing and footwear ..	8	2,800	4,000	6	900	1,000	1,000	
Bricks, pottery, glass, etc. ..	16	4,300	8,000	7	500	1,000	1,000	
Timber, furniture, etc. ..	10	1,400	5,000	9	500	2,000	2,000	
Paper and printing ..	10	3,100	7,000	7	1,100	2,000	2,000	
Remaining manufacturing inds. ..	26	5,500	13,000	8	1,400	2,000	2,000	
Construction ..	145	15,800	78,000	97	9,100	47,000	47,000	
Gas, electricity and water ..	12	2,400	11,000	2	500	1,000	1,000	
Port and inland water transport ..	63	66,900	87,000	27	7,700	15,000	15,000	
All other transport ..	42	122,700	175,000	29	3,700	8,000	8,000	
Distributive trades ..	19	3,800	19,000	13	900	3,000	3,000	
Administrative, professional, etc. services ..	11	1,400	6,000	2	300	†	†	
Misc. services ..	5	2,600	11,000	5	300	2,000	2,000	
<b>Total ..</b>	<b>1,465<sup>‡</sup></b>	<b>586,600</b>	<b>1,646,000</b>	<b>1,156</b>	<b>267,600</b>	<b>758,000</b>	<b>758,000</b>	

## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

### Industrial Courts Act 1919 and Conciliation Act 1896

#### Industrial Court Awards

During July the Industrial Court issued five awards, Nos. 3022 to 3026\*. Awards Nos. 3022, 3024 and 3025 are summarised below. Awards Nos. 3023 and 3026 were referred to the Court under section 8 of the Terms and Conditions of Employment Act 1959.

**Award No. 3022 (21st July).—Parties:** Employees' Side and Employers' Side of the National Joint Council for Civil Air Transport Catering National Sectional Panel. **Claim:** To determine a difference between the Parties in relation to the following aspects of an agreement which is being negotiated to cover the terms and conditions of employment for Stewards and Stewardesses employed by the two Airways Corporations: (i) Title and Scope of Agreement; (ii) Standby Duty Allowance—B.O.A.C.; (iii) Regulations; (iv) Cabin Crew Complement; (v) Suspension, Dismissal and Termination—Medical Referee; (vi) B.O.A.C. Rosters/Schedules; (vii) B.E.A. Meals and Accommodation; (viii) B.E.A. Flight Appointment Allowance; (ix) B.E.A. Office Allowance. **Award:** The Court awarded on the above as follows: (i) that the term used in the title and in clause 1 of the proposed agreement shall be "Stewards and Stewardesses", unless the Employees' Side wish to accept the suggestion of the Employers' Side that it should be "Aircraft Stewards and Stewardesses"; (ii) that the standby duty allowance at present payable to B.O.A.C. Stewards and Stewardesses shall be increased from 10s. to 20s.; (iii) The Court amended the appropriate clause of the Regulations in the manner shown in the Award. They considered it essential that employees should receive adequate information as to the terms of the regulations incorporated in the agreement which govern their terms and conditions of employment and as to any changes made in such regulations; (iv) The Court found against the inclusion in the agreement of the clause proposed by the Employees' Side. They considered that if any Cabin Crew complement introduced or altered by the Corporation is in the view of the Employees' Side such as imposes an unreasonable work load on Cabin Crews, there should be no obstacle to dealing with this as a difference through the machinery of the National Joint Council for Civil Air Transport; (v) It was common ground between the Parties that this difference could be determined without a decision being made by the Court. The Court accordingly made no award; (vi) The Court found against the inclusion in the agreement of the clause proposed by the Employees' Side. They considered that if any roster/schedule introduced or altered by the Corporation is in the view of the Employees' Side such as imposes an unreasonable work load on Cabin Crews there should be no obstacle to dealing with this as a difference through the machinery of the National Joint Council for Civil Air Transport; (vii) The Court found against the inclusion of the clause in the agreement proposed by the Employees' Side. They did not consider that there should be any change in the existing arrangements at the present time; (viii) The Court awarded that the present Flight Appointment Allowance of £100 per annum shall be increased to £175; (ix) The Court considered that insufficient consideration had been given to this difference: they remitted the matter to the Parties for further discussion. The Award to take effect from 1st July 1964.

**Award No. 3024 (29th July).—Parties:** National Union of Pearl Agents and National Amalgamated Union of Life Assurance Workers, and Pearl Assurance Company Limited. **Claim:** To determine the claim by the Unions that the salary for servicing an I.B. Debit shall be increased by £1 per week and that there shall be a further increase in salary of 5s. 0d. per week for each agent with five years service with an additional 2s. 6d. per week for each further five years completed. **Award:** The Court found that the claim had not been established and awarded accordingly.

**Award No. 3025 (29th July).—Parties:** Amalgamated Society of Leather Workers, National Union of General and Municipal Workers, National Leather Trades Federation, Transport and General Workers' Union and National Union of Glovers and Leather Workers and the Leather Producers' Association for England, Scotland and Wales. **Claim:** To consider an application for a 40-hour week without loss of pay, and for an increase on all existing rates. **Award:** The Court awarded that with effect from the beginning of the first full pay period following the date of the Award (1) the normal working week shall be reduced from 43 to 42 hours, with compensation of 1½d. an hour on adult male time rates and 1½d. on the adult male pieceworker's hourly bonus, with proportionate increases in the case of women and young persons; and (2) the adult male timework rates shall be increased further by 2½d. an hour and the adult male pieceworker's hourly bonus by 1½d., with proportionate increases in the case of women and young persons.

#### Single Arbitrators and Boards of Arbitration

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

\* 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 on page 365 or through any bookseller.

### Civil Service Arbitration Tribunal

During July the Civil Service Arbitration Tribunal issued one award, No. 450\* which is summarised below.

**Award No. 450 (2nd July).—Parties:** Staff Side and Official Side of the Civil Service National Whitley Council. **Claim:** That the weekly conditioned hours of work of office staffs in the non-industrial Civil Service be reduced by two with effect from a date to be agreed by the two Sides of the National Whitley Council. **Award:** The Tribunal awarded (1) that as from 1st October 1964 the weekly conditioned hours of work of the staff concerned elsewhere within the United Kingdom than in London shall be reduced to 43 (gross); and (2) that as from 1st October 1965 the weekly conditioned hours of work of the staff concerned shall be reduced to 41 (gross) in London and 42 (gross) elsewhere within the United Kingdom.

### Wages Councils Act 1959

#### Notices of Proposals

During July notice of intention to submit wages regulation proposals to the Minister of Labour was issued by the following Wages Council:—

**The Ostrich and Fancy Feather and Artificial Flower Wages Council (Great Britain).—Proposal O.F. (33),** dated 28th July, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

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

#### Wages Regulation Orders

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

**The Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) Order 1964:** S.I. 1964 No. 1042, dated 6th July and operative from 24th July. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.—See page 357.

**The Wages Regulation (Retail Bread and Flour Confectionery) (Scotland) Order 1964:** S.I. 1964 No. 1046, dated 7th July and operative from 10th August. This Order prescribes revised statutory minimum remuneration for male and female workers.

**The Wages Regulation (General Waste Materials Reclamation) Order 1964:** S.I. 1964 No. 1080, dated 13th July and operative from 31st July. This Order prescribes revised general minimum time rates for male and female workers, and piecework basis and guaranteed time rates for female workers.—See page 359.

**The Wages Regulation (Retail Bread and Flour Confectionery) (England and Wales) Order 1964:** S.I. 1964 No. 1094, dated 15th July and operative from 17th August. This Order prescribes revised statutory minimum remuneration for male and female workers.

**The Wages Regulation (Retail Food) (England and Wales) Order 1964:** S.I. 1964 No. 1108, dated 16th July and operative from 31st August. This Order prescribes revised statutory minimum remuneration for male and female workers.

**The Wages Regulation (Cotton Waste Reclamation) Order 1964:** S.I. 1964 No. 1127, dated 20th July and operative from 10th August. This Order prescribes revised general minimum time rates for male and female workers.

**The Wages Regulation (Hairdressing) Order 1964:** S.I. 1964 No. 1132, dated 21st July and operative from 31st August. This Order prescribes revised statutory minimum remuneration for male and female workers.

**The Wages Regulation (Retail Furnishing and Allied Trades) Order 1964:** S.I. 1964 No. 1214, dated 27th July and operative from 7th September. This Order prescribes revised statutory minimum remuneration for male and female workers.

**The Wages Regulation (Button Manufacturing) Order 1964:** S.I. 1964 No. 1222, dated 28th July and operative from 14th August. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

**The Wages Regulation (Jute) Order 1964:** S.I. 1964 No. 1248, dated 30th July and operative from 19th August. This Order prescribes revised general minimum and guaranteed time rates and general minimum piece rates for male and female workers.

**The Wages Regulation (Flax and Hemp) (Amendment) Order 1964:** S.I. 1964 No. 1254, dated 31st July and operative from 21st August. This Order prescribes revised general minimum, guaranteed and piecework basis time rates for male and female workers.



## Wages Councils Act (Northern Ireland) 1945

### Notices of Proposals

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

*The Sugar Confectionery and Food Preserving Wages Council (Northern Ireland).*—Proposal N.I.F.(N.66), dated 10th July, for fixing revised statutory minimum remuneration for male and female workers in the trade.

*The Road Haulage Wages Council (Northern Ireland).*—Proposal N.I.R.H.(N.31), dated 17th July, for fixing revised statutory minimum remuneration for male workers in the trade.

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

### Wages Regulation Orders

During July no Wages Regulation Orders were made by the Ministry of Labour and National Insurance.

### Industrial Court (Northern Ireland) Awards

During July the Northern Ireland Industrial Court issued one award, No. 11\*, which is summarised below.

*Award No. 11 (21st July 1964).*—Parties: Staff Side and Employers' Side of the Belfast Corporation Administrative, Professional, Technical and Clerical Staffs Joint Advisory Council. *Claim:* To determine whether Cash Receivers in the Gas Department of the Corporation should be remunerated on a higher salary scale. *Award:* The Court found that the claim, which was expressed and agreed by the Parties to be solely one for transfer of the group of persons designated to a higher salary scale, had not been established, and awarded accordingly.

## Decisions of the Commissioner under the National Insurance Acts

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

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

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

A recent decision of general interest is set out below.

### Decision No. R(U) 16/64 (17th February 1964)

#### Whether unemployed—connection between regulations 6(1)(a) and 6(1)(h) of the Unemployment and Sickness Benefit Regulations

The claimant obtained orders for a firm of heating engineers during a period of several weeks while claiming unemployment benefit. He was not employed under a contract of service but received payments on account of commission. He contended that he was not employed officially but received loans in respect of potential orders, and that commission was not payable if an order was subsequently cancelled. Held that the claimant was acting as salesman throughout the period in question and had not proved that he was unemployed. Even on the assumption that certain sums which he had received were repayable to the firm because the relevant orders had been cancelled, they were nevertheless remuneration for work done. The Commissioner relates regulation 6(1)(a) to regulation 6(1)(h) of the Unemployment and Sickness Benefit Regulations. The effect of the latter is that a person may be regarded as unemployed, even if he is following an occupation, if he can satisfy four conditions. The claimant had not discharged the onus of proving that they were satisfied. His earnings fell to be averaged and were not referable specifically to the days on which orders were booked. On average they exceeded 6s. 8d. a day.

### Decision of the Commissioner

1. My decision is that from 18th April 1963 to 27th April 1963 and from 13th May 1963 to 8th June 1963 (all dates included) unemployment benefit is not payable, because the claimant has not proved that he was unemployed: that in respect of the said periods overpayment

\* See footnote \* on page 365.

† Selected decisions of the Commissioner are published periodically in the series numbered: "R(U)"—decisions on unemployment benefit; "R(P)"—decisions on retirement pensions; "R(S)"—decisions on sickness benefit; "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; "R(F)"—decisions on family allowances; "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. They are obtainable separately, or collectively in an Index and Digest of Commissioners' Decisions (see page 105 of the March 1964 issue of this GAZETTE), from H.M. Stationery Office at any of the addresses shown on page 365 or through any bookseller. These and other numbered decisions are also available for inspection at offices of the Commissioner in London, Edinburgh and Cardiff (see page 250 of the June 1964 issue of this GAZETTE).

of benefit has been made amounting to £34 2s. 6d.: and that as I am not satisfied that the claimant has throughout used due care and diligence to avoid overpayment, repayment of the said sum is required.

2. The claimant appeals against a decision to the effect stated above, made by the local insurance officer on 9th August 1963 and affirmed unanimously on appeal by the local tribunal on 7th October 1963. He requested, and was granted, an oral hearing of the appeal, which he attended in person, giving evidence and conducting his own case. Some of the statements which he made were manifestly rash and exaggerated. I was unable to regard him as a credible witness.

3. The claimant repeated, in the first place, certain allegations which he had made against the chairman of the local tribunal. He alleged "collusion between the chairman and the insurance officer", this being based on the allegation that they were "both in the office together for approx. 10 minutes". It has been categorically denied by the clerk to the tribunal that the chairman and insurance officer met or spoke to each other prior to the hearing of the case. I do not believe that there was in fact any "collusion" or other impropriety.

4. There is abundant written evidence from a firm of heating engineers that from 18th April to 21st June 1963 the claimant was acting as a salesman for them and earning and being paid commission. It is not contended that he was employed under a contract of service: if he was employed or carrying on an occupation, he did so as a "self-employed" person. There is evidence, which I accept, that throughout this period the claimant obtained orders, and in particular obtained the orders specified in the annexation to the letter from the firm concerned, dated 27th June 1963 and included in the case papers. (This I shall refer to, for convenience, as "document A".) There is evidence, which I accept, that in respect of these orders the claimant earned commissions as set forth in document A. It is admitted by the claimant that he was in fact paid, on the specified dates, the sums set forth under the heading "Payments" in document A. These payments were made at regular weekly intervals from 19th April 1963 to 21st June 1963. The amount of them was generally £25 at a time, but in one instance the payment was £15 only and in two instances it was £20. The other (seven) payments were each of £25. An examination of document A shows that these payments began immediately after the first orders in document A had been booked, and that at any given date they amounted in total to a little less than the stated total value of the accrued commissions. The natural inference is that these payments were payments on account of commissions earned: and this is what the firm say they were.

5. The claimant, as I have said, admits having received these regular payments of £25, £20 or £15 each week. He admits—or indeed asserts—that he earned these sums (or more) as commission on orders obtained by him for the firm in question. But he says—"I was not employed as a representative of [the firm] officially but did take in potential orders received for which I received a loan. This is not wages or commission. The reason being payments officially are not due until installations are completed...". The evidence of the firm is that commission is payable 50 per cent. on completion of contract and the balance when the installation is completed and payment received. Insofar as this statement differs from the claimant's evidence, I prefer the firm's statement. The claimant's assertion that the payments constituted a loan, or rather a series of loans, I found surprising. At the oral hearing he explained the point more fully. His assertion was that although a figure was entered in the firm's books as "commission earned" whenever an order was booked, the order might subsequently be cancelled: in which case no commission would be due, in the end of the day, in respect of that order. The claimant explained, in relation to the last six orders in document A, that having quarrelled with the firm, he immediately went to the customers and induced them to cancel the contracts. This remarkable manoeuvre had, on his own argument, the effect of making certain sums already paid to him on account of commission, repayable to the firm: but I am not concerned with that. On the assumption that certain of the sums listed in document A are, by reason of the claimant's actions above-described, now repayable to the firm, it does not seem to me to follow in the least that at the time these sums were paid, they were not remuneration for the work done by the claimant in obtaining orders for the firm. It may be that such remuneration was subject to later adjustment, depending upon the ultimate completion of the orders credited to the claimant, but the payments made at the time appear to me to represent a regular weekly remuneration, paid in terms of the arrangements agreed between the claimant and the firm at the time when he agreed to act as self-employed salesman on their behalf and they agreed that he should do so.

6. During two parts of the period to which document A relates, the claimant was representing himself as unemployed and claiming and drawing unemployment benefit. These two parts are the periods specified in paragraph 1 above. During the fortnight intervening between these two periods, the claimant admittedly was employed at an Ideal Home exhibition. During that fortnight he did not claim unemployment benefit, and accordingly as to that fortnight no question arises. But during the two periods specified in paragraph 1 above, the claimant was drawing unemployment benefit while at the same time he was engaged with activities described in paragraphs 4 and 5 above. At the oral hearing the claimant admitted that for part of the time in question, he was drawing unemployment benefit and acting as salesman for the

firm in question, simultaneously. To begin with he admitted to doing this for four days: but ultimately he whittled this down to one day. Even so, this was a damaging admission, which throws doubt upon the reliability of his evidence in general. In fact I hold that throughout the entirety of the periods specified in paragraph 1, he was acting as salesman while drawing unemployment benefit.

7. Unemployment benefit is not payable except in respect of days which form part of a period of interruption of employment—see section 11(1) of the National Insurance Act 1946. In terms of section 78 of the Act, "employment" includes any trade, business, profession, office or vocation. *Prima facie* therefore, any day on which a person is carrying on any trade, business, profession, office or vocation, albeit as a self-employed person, does not constitute a day of interruption of employment. More specific direction as to what shall not be treated as a day of interruption of employment, for purposes of unemployment benefit, is given in regulation 6(1) of the National Insurance (Unemployment and Sickness Benefit) Regulations 1948 [S.I. 1948 No. 1277] as amended.

8. In terms of regulation 6(1)(a) of these Regulations, a day shall not be treated as a day of interruption of employment if it is a day in respect of which a person fails to prove, *inter alia*, that he is unemployed. *Prima facie* a person who is carrying on a trade or business, etc., is not "unemployed", although it is possible to carry on a trade or profession without making a profit. If regulation 6(1)(a) stood by itself, therefore, the result might well be that the carrying on of a trade or profession, even although no profit was being made, would preclude entitlement to unemployment benefit. But it would not be right in all cases to apply regulation 6(1)(a) as if it stood in isolation. The existence of regulation 6(1)(h) should not be ignored. In cases where it is sought to reject a claim for unemployment benefit on the ground that the claimant is carrying on a trade or business, etc., a claimant may be assisted by the provisions of regulation 6(1)(h) (as amended). Regulation 6(1)(h) (as amended) provides, in effect, that a person shall not be prevented from being regarded as unemployed merely by the fact that he is following an occupation, if he can satisfy four conditions relating thereto, namely, (1) that the earnings do not exceed 6s. 8d. a day; (2) that notwithstanding the occupation he is available for full-time employment in some employed contributor's employment; (3) that the said occupation is consistent with that full-time employment; and (4) that the said occupation, if followed under a contract of service, is not the claimant's usual main occupation.

9. The claimant in this case did not specifically invoke regulation 6(1)(h) but the legal representative of the insurance officer at the oral hearing rightly drew attention to it, and invited me to consider whether the four conditions were satisfied, and to hold that they were not. I regard the *onus* of proving that the four conditions are satisfied as falling on the claimant, and he has not attempted to discharge this. In any event, even on the assumption that he is liable to repay certain of the payments made to him by the firm, the balance (which he does not assert to be repayable) is sufficient to bring out average earnings over the relevant period in excess of 6s. 8d. a day. Having regard to the claimant's system of remuneration, I consider that it is legitimate to treat his earnings as spread over the relevant period, rather than as referable specifically to the day on which a particular order may have been booked.

10. I hold that the claimant was not truly entitled to the sums of unemployment benefit paid to him in respect of the periods specified in paragraph 1 above. It follows that an overpayment of benefit has been made, and that repayment of the amount in question *must* be ordered, in terms of section 9 of the Family Allowances and National Insurance Act 1961 unless the claimant satisfies me that in the obtaining and receipt of the benefit he has throughout used due care and diligence to avoid over-payment. The amount, £34 2s. 6d., is not in dispute. In view of proceedings which the claimant stated are pending elsewhere I say no more than that I am not satisfied that the claimant has throughout used due care and diligence to avoid overpayment. Repayment of the sum of £34 2s. 6d. is accordingly required.

11. The appeal of the claimant is not allowed.

## OFFICIAL PUBLICATIONS RECEIVED\*

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*Careers.—Choice of Careers.* No. 53. *Occupational Therapist.* 3rd Edition, Feb. 1964. Price 9d. (1s.); No. 34. *Cotton Spinning.* 3rd Edition, May 1964. Price 1s. 6d. (1s. 10d.); No. 83. *Journalism.* 3rd Edition, March 1964. Price 1s. 9d. (2s. 1d.). Ministry of Labour.

*Industrial Directory.—Directory of Employers' Associations, Trade Unions, Joint Organisations, etc., 1960.* Amendment No. 18 (April 1964). Ministry of Labour. Obtainable on annual subscription only (12s. 6d. including postage).

*Manpower.—Manpower Research Unit. Manpower Studies No. 1.—The Pattern of the Future.* Ministry of Labour. Price 4s. 6d. (4s. 10d.).—See page 328.

*National Insurance.—Report of the Ministry of Pensions and National Insurance for the Year 1963.* Cmnd. 2392. Price 10s. (10s. 7d.).—See page 330; *Report on War Pensions for the Year 1963.* H.C. 244. Price 6s. 6d. (7s.).—See page 330; *National Insurance Acts, 1946–1964. National Insurance (Claims and Payments) Amendment Regulations 1964. Report of the National Insurance Advisory Committee in accordance with section 77(4) of the National Insurance Act 1946, preceded by a Statement made by the Minister of Pensions and National Insurance in accordance with section 77(5) of that Act.* H.C. 281. Price 5d. (8d.).—See Page 331

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

*Postmen.—Committee on the Pay of Postmen. Minutes of Evidence.* Treasury and Post Office. Price 7s. 6d. (8s.).

*Safety, Health and Welfare.—Report of the Joint Advisory Committee on Foundry Goggles.* Ministry of Labour. Price 16s. (16s. 9d.).—See page 330.

The list of Statutory Instruments will be found on page 348.

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The next examinations for First and Second-Class Certificates as Managers and Under-Managers of Mines, Mechanical Engineers' and Electrical Engineers' Certificates and for Mechanics' Class I and Electricians' Class I Certificates, will be held on Wednesday, 25th November 1964 at Glasgow, Sunderland, Doncaster, Wigan, Cardiff and Stoke-on-Trent. All the examinations will be in the one subject of mining legislation only. Applicants must have taken one of the appropriate qualifying examinations acceptable to the Mining Qualifications Board.

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Completed applications, which should be addressed to the Secretary, Mining Qualifications Board, Ministry of Power, Thames House South, Millbank, London S.W.1, should be returned as soon as possible, and must in any event be received not later than 23rd September 1964.

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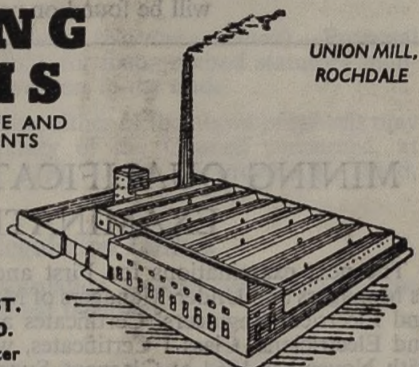
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