



# Ministry of Labour Gazette

VOLUME LXVIII, No. 12

DECEMBER, 1960  
Published monthly by H.M. Stationery Office

PRICE 2s. 0d. NET

## CONTENTS

<i>Special Articles:</i>	<i>Page</i>	<i>Special Articles—continued.</i>	<i>Page</i>
Membership of Trade Unions in 1959 .. .. .	461	International Labour Organisation: Report on 44th Session of International Labour Conference; Meeting on Civil Aviation; 147th Session of Governing Body; African Regional Conference .. .. .	471
Summary of Monthly Statistics .. .. .	463	Labour Overseas: Germany, Average Hours of Work, Earnings, etc., in Clothing Industry; Sweden, Hours of Work, Wages, etc., in Textile and Clothing Industries; Sweden, Hours of Work, Wages, etc., in Glass Industry; Italy, Average Hours, Earnings, etc., in Glass and China Industries; United States, Earnings in Machinery Industries, 1959-60 .. .. .	472
Royal Commission on the Police: Pay Increases Recommended for Constables .. .. .	463	Increase in Price of the Ministry of Labour Gazette .. .. .	473
Survey of Employment of Technicians in Chemical and Engineering Industries .. .. .	464	EMPLOYMENT, UNEMPLOYMENT, ETC. .. .. .	474
Reemploy Limited Financial Provisions .. .. .	467	RETAIL PRICES .. .. .	485
Pensions for Dock Workers: Amendments to Dock Labour Scheme .. .. .	467	WAGES AND HOURS OF WORK .. .. .	486
Numbers Employed by Local Authorities and in Police Forces .. .. .	468	STOPPAGES OF WORK—INDUSTRIAL DISPUTES .. .. .	493
Port of London Ocean Shipowners' Tally Clerks: Report of Committee .. .. .	469	ARBITRATION AWARDS, NOTICES, ORDERS, ETC. .. .. .	494
National Service: End of Call-up Arrangements .. .. .	469	OFFICIAL PUBLICATIONS RECEIVED .. .. .	499
Sugar Confectionery and Food Preserving Wages Council (Great Britain): Commission of Inquiry .. .. .	469	FACTORY FORMS .. .. .	499
Agricultural Wages in England and Wales .. .. .	470	STATUTORY INSTRUMENTS .. .. .	499
Abolition of Tin Box Wages Council .. .. .	470		
Industrial Safety, Health and Welfare: Accidents to Railway Servants during 1959; Joint Standing Committee for Pottery Industry; Joint Standing Committee on Health and Welfare in Cotton Industry .. .. .	470		
National Insurance: Contracting Out of New Graduated Pension Scheme .. .. .	470		

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

## Membership of Trade Unions in 1959

THE aggregate membership of trade unions in the United Kingdom at the end of 1959 was about 9,600,000. This number was about 19,000 less than the total at the end of 1958, and about 206,000 less than the total at the end of 1957. The total of 651 trade unions at the end of 1959 compared with 660 at the end of 1958.

The statistics given in this article have been compiled by the Ministry of Labour from data supplied by the Chief Registrar of Friendly Societies and the Registrar of Friendly Societies for Northern Ireland in respect of trade unions registered under the Trade Union Acts and from returns supplied direct to the Ministry by unregistered organisations. They relate to all organisations of employees—including those of salaried and professional workers, as well as those of manual wage-earners—which are known to include in their objects that of negotiating with employers with a view to regulating the wages and working conditions of their members. The figures cover the total membership (including members serving with H.M. Forces and members in branches overseas) of all such organisations known to the Ministry to have their head offices situated in the United Kingdom. They do not include members of organisations, the head offices of which are outside the United Kingdom.

It should be noted that all figures given in this article are provisional and subject to revision. The figures previously published in respect of earlier years have been revised as necessary in accordance with the latest information.

### Number of Trade Unions

The total of 651 trade unions at the end of 1959 (which included 25 unions with headquarters in Northern Ireland) showed a reduction of nine as compared with the total at the end of 1958. This was the result of 13 unions being absorbed by larger unions or otherwise ceasing to function, and the formation of four new unions.

### Aggregate Membership of Trade Unions

At the end of 1959 the total membership of all unions included in the statistics was approximately 9,600,000 as compared with 9,619,000 at the end of 1958, a decrease of 0.2 per cent. The number of males at the end of 1959 was 7,739,000, a decrease of 37,000 or 0.5 per cent., as compared

with the previous year; and the number of females was 1,861,000, an increase of 18,000 or 1.0 per cent.

The total membership at the end of 1959 included 41,000 members in branches in the Irish Republic and 86,000 in other branches outside the United Kingdom. Excluding the members of these overseas branches, the total membership in the United Kingdom and with H.M. Forces was thus about 9,473,000. Of this total, the membership in Northern Ireland accounted for 203,000.

The total memberships given above represent the aggregate of the memberships of the individual unions and persons who are members of more than one union are, therefore, counted more than once in the totals. The precise extent of the duplication is not known, but it is believed to be relatively insignificant.

### Size of Trade Unions

In the following Table the unions are grouped according to their total memberships at the end of 1959:—

Number of Members	Number of Unions	Total Membership*	Percentage of	
			Total Number of all Unions	Total Membership of all Unions
Under 500 .. .. .	303	51,000	46.5	0.5
500 and under 1,000 .. .. .	55	38,000	8.4	0.4
1,000 and under 2,500 .. .. .	98	150,000	15.1	1.6
2,500 and under 5,000 .. .. .	70	238,000	10.8	2.5
5,000 and under 10,000 .. .. .	33	238,000	5.1	2.5
10,000 and under 15,000 .. .. .	18	225,000	2.8	2.3
15,000 and under 25,000 .. .. .	26	496,000	4.0	5.1
25,000 and under 50,000 .. .. .	12	449,000	1.8	4.7
50,000 and under 100,000 .. .. .	19	1,284,000	2.9	13.4
100,000 and under 250,000 .. .. .	10	1,697,000	1.5	17.7
250,000 and more .. .. .	7	4,734,000	1.1	49.3
Totals .. .. .	651	9,600,000	100.0	100.0

\* The figures have been rounded to the nearest 1,000 members. The sum of the constituent items does not, therefore, necessarily agree exactly with the total shown.

The trend towards amalgamation continued during 1959. Nevertheless, at the end of the year, 358 unions had fewer than 1,000 members each, including 303 with under 500 members each. Thus, these 358 smaller unions, together accounted for under one per cent. of the total membership of all the unions.

In contrast, the 17 largest unions, each with 100,000 or more members, together accounted for two-thirds of the total membership of all unions.

#### Industrial Distribution of Membership

In the Table which follows some information is given regarding the industrial distribution of trade union membership at the end of 1959, with comparative figures for a year earlier. The memberships of the individual unions have been grouped as far as possible in accordance with the 1958 "Standard Industrial Classification".\* They are therefore not comparable with the figures shown in the similar Table in the corresponding article for 1958, on page 434 of the December, 1959, issue of this GAZETTE.

Many unions have some membership spread over a number of industries, and for the purpose of these statistics, the total membership of each union has been included in the group with which the majority of its members are believed to be connected. In the case of the Transport and General Workers' Union, the National Union of Municipal Workers, and two smaller unions, it would be unrealistic to assign the widely dispersed membership to any single industry group, and all the members have therefore been included

Industry Group*	Membership at end of 1959†			Membership at end of 1958†		
	Males	Females	Total	Males	Females	Total
General Labour Organisations	1,750,290	302,450	2,052,730	1,743,990	302,410	2,046,400
Agriculture, Forestry, Fishing	141,540	7,750	149,290	143,920	7,750	151,670
Coal Mining	782,680	24,250	807,200	823,950	25,040	848,990
All Other Mining and Quarrying‡	4,470	430	4,900	4,680	450	5,120
Food, Drink and Tobacco	39,700	19,420	59,120	40,390	17,900	58,290
Chemicals and Allied Industries	10,260	6,790	17,050	10,260	6,790	17,050
Metal Manufacture, Engineering and Electrical Goods, Shipbuilding and Marine Engineering, Vehicles, and Metal Goods Not Elsewhere Specified	1,817,700	104,190	1,921,880	1,793,640	96,950	1,890,590
Preparation and Weaving of Cotton, Flax and Man-made Fibres	52,800	109,480	162,280	57,280	117,430	174,700
All Other Textile Industries	75,350	68,370	143,730	78,460	72,410	150,860
Leather, Leather Goods and Fur	11,760	3,420	15,170	11,720	3,590	15,310
Clothing Other Than Footwear	25,440	97,800	123,230	26,430	97,250	123,680
Footwear	47,090	37,780	84,870	47,250	37,130	84,380
Bricks, Pottery, Glass, Cement, etc.	11,990	12,200	24,190	11,580	12,950	24,530
Timber, Furniture, etc.	97,170	11,670	108,840	97,500	12,000	109,500
Paper, Printing and Publishing	263,580	78,610	342,190	262,790	78,350	341,140
Other Manufacturing Industries†	5,310	1,180	6,490	5,350	1,210	6,560
Construction	462,870	1,470	464,340	468,270	1,290	469,550
Gas, Electricity and Water‡	38,830	5,910	44,740	39,190	5,010	44,200
Railways	456,060	27,030	483,080	487,730	28,080	515,800
Other Transport and Communication‡	406,070	54,960	461,030	403,900	54,110	458,010
Distributive Trades	239,660	161,030	400,690	238,620	163,180	401,800
Insurance, Banking and Finance	121,230	43,450	164,680	120,000	41,760	161,760
Educational Services	162,670	217,690	380,350	156,010	209,400	365,410
All Other Professional and Scientific Services	91,990	123,700	215,680	93,510	122,720	216,230
Cinemas, Theatres, Radio, Sport, Betting, etc.	64,410	21,660	86,060	63,840	22,060	85,900
All Other Miscellaneous Services	2,230	480	2,710	2,140	390	2,530
National Government Service	241,560	129,050	370,610	238,370	124,080	362,450
Local Government Service	314,630	188,230	502,860	305,500	181,270	486,770
Totals	7,739,310	1,860,680	9,600,000	7,776,230	1,842,930	9,619,160

\* Standard Industrial Classification (Revised 1958). H.M. Stationery Office; Price 2s. 6d. (2s. 8d. including postage).

† The figures have been rounded to the nearest 10 members. The sums of the constituent items do not, therefore, necessarily agree exactly with the totals shown.

‡ A large proportion of the trade union members who are employed in these industry groups are members of General Labour Organisations and are included under that group of unions.

#### Totals for 1950-1959

The following Table shows the number of trade unions and their aggregate membership at the end of each of the past 10 years:—

Year	Number of Unions at end of year	Membership at end of Year§			Percentage Increase(+) or Decrease(-) on Membership of Previous Year
		Males	Females	Total	
1950	732	000's	000's	000's	-0.3
1951	730	7,605	1,684	9,289	+2.6
1952	714	7,742	1,789	9,530	+0.5
1953	712	7,741	1,776	9,518	-0.6
1954	699	7,745	1,806	9,551	+0.3
1955	689	7,860	1,860	9,720	+1.8
1956	669	7,858	1,900	9,757	+0.4
1957	669	7,920	1,886	9,806	+0.5
1958	660	7,776	1,843	9,619	-1.9
1959	651	7,739	1,861	9,600	-0.2

As will be seen, there was a slow but fairly steady expansion in membership from 1951 until 1957, when the total of 9,806,000 was the highest ever recorded. Falls in membership during 1958, and, to a lesser extent in 1959, partially reversed the upward trend of earlier years. The gradual increase in trade union membership between 1951 and 1957 contrasted with a steady decline in the number of separate unions during the ten-year period under review.

#### Federations of Trade Unions

At the end of 1959 the number of federations of trade unions in the United Kingdom was 43 as compared with 45 at the end of 1958. Although a large proportion of trade unions are affiliated to federations, some are not affiliated and others are affiliated in respect of only a part of their total membership. On the other hand, many trade unions, or branches of trade unions, are affiliated to more than one federation.

#### Directory of Associations and Trade Unions

A new edition of this Directory containing particulars of the titles, names and addresses of secretaries of organisations (in the United Kingdom) of employers, of workers, and of employers and

§ The figures have been rounded to the nearest 1,000 members. The sums of the constituent items do not, therefore, necessarily agree exactly with the totals shown.

in the group "General Labour Organisations". Conversely, the memberships in certain industry groups exclude numbers of workers who are members of General Labour Organisations. It should be noted that National and Local Government employees in specific industrial employment are usually members of the appropriate craft or industrial unions and have therefore been included in groups other than the National and Local Government Service groups. The figures of trade union membership in National Government service also exclude the majority of Post Office employees, who are classified in the "Other Transport and Communication" group.

The sub-division of the total membership into males and females is not exact, as estimates have been made in respect of some trade unions which were unable to state precisely the numbers of males and females among their members. Although the female membership accounts for less than one-fifth of the membership of trade unions taken as a whole, female membership greatly outnumbers male membership in certain groups, notably in the Preparation and Weaving of Cotton, Flax and Man-made Fibres, Clothing Other Than Footwear, Educational Services, and the Professional (Medical) Services.

Total membership fell only slightly during 1959. The main contributions to the total change were reductions in Coal Mining (-41,800 members), Railways (-32,700), and Textiles (-19,600), and increases in the Metal and Engineering industries (+31,300 members), Local Government Service (+16,100), and Educational Services (+14,900).

## SUMMARY OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 474 to 493.

#### Employment

It is estimated that the number of persons in civil employment in Great Britain rose during October by 26,000 (-6,000 males and +32,000 females), the number at the end of the month being 23,825,000. The main changes were increases of 25,000 in distributive trades and 19,000 in manufacturing industries, and a decrease of 10,000 in agriculture and fishing. The total working population, including H.M. Forces and the unemployed, is estimated to have increased by 41,000 from 24,620,000 to 24,661,000.

#### Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour in Great Britain rose from 313,211 to 328,026 between 10th October and 14th November, 1960, and the number registered as temporarily stopped rose from 15,292 to 23,793. In the two classes combined there was a rise of 17,159 among males and 6,157 among females.

#### Rates of Wages and Hours of Work

At 30th November, 1960, the indices of weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers (on the basis of 31st January, 1956=100) were 120.9, 97.2 and 124.4 respectively as compared with 120.7, 97.3 and 124.0 respectively at the end of October.

Changes in rates of wages and hours of work coming into operation in November resulted in about 321,000 workers receiving

an aggregate increase of approximately £132,000 in their full-time weekly wages, whilst 215,000 workers had their normal weekly hours reduced by an average of 2½ hours. The principal increases in rates of wages affected workpeople employed in the manufacture of iron and steel, non-skilled employees in Government industrial establishments, workpeople in the electrical cable making industry, Forestry Commission manual workers and workpeople engaged in glove manufacture. The principal reductions in hours of work affected workpeople employed in hosiery manufacture, electrical contracting, textile bleaching, dyeing, printing and finishing, fletton brick manufacture, boot and floor polish manufacture, gypsum mining, and hair, bass and fibre processing.

#### Retail Prices

At 15th November, 1960, the retail prices index was 112 (prices at 17th January, 1956 = 100), compared with 111 at 18th October and with 110 on 17th November, 1959. The rise in the index during the month was due mainly to a seasonal increase in the average price of household coal.

#### Stoppages of Work

The number of workers involved during November in stoppages of work due to industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was nearly 70,800. The aggregate time lost during the month at the establishments where the stoppages occurred was nearly 260,000 working days. The number of stoppages which began in the month was 246, and, in addition, 42 stoppages which began before November were still in progress at the beginning of the month.

## ROYAL COMMISSION ON THE POLICE

### Pay Increases Recommended for Constables

The Interim Report of the Royal Commission on the Police which was set up in January, 1960, under the Chairmanship of Sir Henry Urmston Willink, Bt., M.C., has been presented to Parliament and is published by H.M. Stationery Office as a Command Paper (Cmd. 1222), price 5s. (5s. 5d. including postage).

The terms of reference of the Commission were "to review the constitutional position of the police throughout Great Britain, the arrangements for their control and administration and, in particular, to consider: (1) the constitution and functions of local police authorities; (2) the status and accountability of members of police forces including chief officers of police; (3) the relationship of the police with the public and the means of ensuring that complaints by the public against the police are effectively dealt with; and (4) the broad principles which should govern the remuneration of the constable, having regard to the nature and extent of police duties and responsibilities and the need to attract and retain an adequate number of recruits with the proper qualifications."

The Commission decided in the first instance to consider evidence relating to the fourth of their terms of reference and to present a first report on police pay, the background to this decision being a climate of public opinion which for some years had been disturbed by the recognition of mounting crime in an increasingly prosperous society. Important as are the deterrent effect of the criminal law and the redemptive aspect of penal policy, says the Report, the main weapon in the war against crime must always be the police; it is the uniformed man on the beat who provides the most effective deterrent to crime, and there are not enough men available for beat duty. The conclusion of the Commission is that police pay is at present inadequate either to inspire in the police and the community a sense of fair treatment, or to attract to the service as a whole, and retain in it, enough recruits of the right standard.

The Report traces the broad pattern of police remuneration since the Report of the Committee under the Chairmanship of Lord Desborough in 1919 and goes on to review the duties and responsibilities of the police, accepting the view that the constable is unique among subordinates in the nature and degree of the responsibility he is required to exercise. On the question of manpower the Report notes that the practice of limiting the authorised establishments of some forces which have failed to recruit up to existing establishment, to figures below actual requirements, has had the effect of concealing the real extent of the shortage of police. Taking account of these inadequacies, a deficiency of 5,726 men and women on the existing authorised establishment at 31st December, 1959, becomes a current deficiency in the police strength of Great Britain of about 13,500 constables, or 14 per cent. At the lowest estimate the Metropolitan force alone is short of some 6,000 men if they are to police the Metropolitan adequately and themselves enjoy the additional rest day every fortnight authorised in 1955 but not yet put into effect in London.

The ratio of recruitment to wastage has been declining in recent years and during the first eight months of 1960 wastage exceeded recruitment. In particular, wastage caused by the resignation of men with comparatively short service gives grounds for serious concern. Evidence has shown that when police pay had stood high in relation to the national wages index the rate of wastage has been relatively low, and conversely when police pay has fallen relatively the rate of wastage has tended to rise. Similarly, the excess of recruitment over wastage has increased significantly

when police pay has risen in relation to the national wages index.

Pension rights are also examined in relation to wastage caused by premature retirement. It is advocated that the normal career of a constable should be 30 years and no interference with the right of serving officers to retire with entitlement to a two-thirds pension on completion of 30 years' service or to a lesser pension on completion of between 25 and 30 years' service is suggested, but for new entrants it is recommended that the scheme should be adjusted so that those retiring with less than 30 years' service should not be entitled to draw the pension earned until the age of 50. The practice of regarding the constable's pension as an emolument assessable in terms of weekly income during his years of service is regarded as misconceived, and the Commission do not recommend any measure of consolidation of subsidiary emoluments (e.g., housing and rent allowance) with pay.

The Commission recommend that the remuneration of the constable at the end of the incremental scale should be governed by the principles embodied in the following formula: A, an average of the minimum or standard time rates in certain skilled occupations (listed in an Appendix to the Report); B, an economic supplement to compensate the constable for his inability to increase his pay in ways now customary in outside employment; C, an additional supplement which takes account of the constable's duties and responsibilities, and the drawbacks of police life; the overall remuneration arrived at in this way to be abated by a deduction; D, by reason of the provision for housing. Existing and recommended salary scales of the constable (exclusive of the London allowance of £20 which it is recommended should continue for the time being) are thus:—

	Existing scale	Recommended scale
	£	£
On appointment	510	600
After 2 years	570	700
" 3 "	585	730
" 4 "	600	760
" 5 "	615	790
" 6 "	635	820
" 7 "	655	850
" 8 "	675	880
" 9 "	695	910

In addition to the proposed incremental scale it is recommended that two pensionable supplements of £30 a year each should be awarded on the completion of 17 and 22 years' service, thus bringing the pay of a constable, after 22 years' service, to £970.

The Report expresses the hope that the present recommendations will be brought before the Police Council for Great Britain without delay, with a view to early negotiation of improved rates of pay for all ranks in the police service.

#### Implementation of Pay Recommendations

The Police Council for Great Britain has since agreed that the new pay scales for constables recommended by the Commission should be implemented as from 1st September, 1960.\*

\* The Regulations giving effect to the agreement have been made for England and Wales by the Secretary of State for the Home Department (S.I. 1960 No. 2343), and are being made for Scotland by the Secretary of State for Scotland, under powers conferred on them by Section 4 of the Police Act, 1919, section 11 of the Police (Scotland) Act, 1956, and section 1 of the Police, Fire and Probation Officers Remuneration Act, 1956.

† Report of the Chief Registrar of Friendly Societies for the Year 1959, Part 4, Trade Unions. H.M. Stationery Office; price 3s. (3s. 4d. including postage).

## SURVEY OF THE EMPLOYMENT OF TECHNICIANS IN THE CHEMICAL AND ENGINEERING INDUSTRIES

In 1960 the Ministry of Labour carried out a sample survey of the employment of technicians in the engineering and chemical industries. The object of the survey was to gain information about the proportion of technicians to other workers employed in these industries, the proportions engaged on different kinds of work, the qualifications held, and the present and future demand for them. The results of the survey have been analysed in the following Tables by industry groups corresponding to the groups in the Standard Industrial Classification, except that Order VI has been divided into two parts, one for engineering goods other than electrical (minimum list headings 331-352), and the other for electrical engineering and electronics (minimum list headings 361-369).

It was considered that employers in the industries which were the subject of the survey would be able to distinguish without difficulty the great majority of workers who come under the general heading of technicians, but that there might be some difficulty in identifying the persons in the upper and lower fringes of the field. An Explanatory Memorandum was therefore issued with the inquiry forms so as to ensure that as far as possible the same criteria were applied by all firms. This Memorandum, which gave guidance on the interpretation of the term technician, is reproduced at the end of this article.

The inquiry was limited to private firms in the following manufacturing industries:—chemical and allied industries, including mineral oil refining; metal manufacture (iron and steel and non-ferrous metals); the manufacture of engineering goods (other than electrical); shipbuilding, ship-repairing and marine engineering; the manufacture of motor vehicles, aircraft, and railway equipment; the manufacture of other metal goods; and electrical engineering and electronics. The Tables show the position regarding the employment of technicians in each of these industry groups.

The inquiry forms were sent to 400 firms, of which three-quarters employed over 1,000 workers, and the remainder 100 to 999

workers. The firms were selected at random, subject to the considerations that there should be a fair representation of industry geographically, and that firms which had not taken part in the 1959 inquiry into scientific and engineering manpower should be excluded. The object of the latter provision was to enable a comparison to be made between forecast demands for qualified scientists and engineers and forecast demands for technicians. Adequate replies were received from 309 firms, i.e., 77 per cent. of those approached. The total number of employees in the firms which replied to the inquiry was 22 per cent. of the employees of all firms with 100 workers or more in the industry groups concerned, as ascertained at the time of the inquiry into scientific and engineering manpower in January, 1959.

In giving information about their requirements for technicians, employers were asked to state the number of vacancies current at the time of completion of the inquiry form, i.e., in January, 1960, and also the total number required by 1st January, 1962. The latter date was chosen because employers had been asked, in 1959, to give the number of qualified scientists and engineers required by 1st January, 1962.

Because the sample of firms was a relatively small one no attempt was made to deduce from the result of the survey the total number of technicians of various kinds employed or required throughout the selected groups of industries. What the survey does is to give a picture of the employment of technicians in a number of firms in each industry group, which can be expected to be indicative of the general position in the industries concerned.

### General Results of the Survey

Table I below is an analysis by industry groups of all the employees of the firms taking part in the survey, and shows the proportion in each group who were:—(a) qualified scientists and engineers; (b) technicians; (c) managerial, administrative and clerical; and (d) engaged on other work.

Table I.—General Analysis of Staff at Establishments taking part in the Survey

S.I.C. Order No.	Industry Group	Total Number Employed	Qualified Scientists and Engineers		Technicians				Managerial, Administrative and Clerical		Others	
			Number	As a Percentage of Total Employed	Male	Female	Total	As a Percentage of Total Employed	Number	As a Percentage of Total Employed	Number	As a Percentage of Total Employed
IV	Chemicals and Allied Industries (including Mineral Oil Refining)	91,781	4,621	5.0	6,462	754	7,216	7.9	15,264	16.6	64,680	70.5
V	Metal Manufacture	78,102	684	0.9	3,354	114	3,468	4.4	12,771	16.4	61,179	78.3
VI (part)	Engineering Goods (other than Electrical)	128,116	2,044	1.6	11,052	346	11,398	8.9	27,038	21.1	87,636	68.4
VII	Shipbuilding and Repairing, and Marine Engineering	52,264	433	0.8	2,861	31	2,892	5.5	4,906	9.4	44,033	84.3
VIII	Motor Vehicles, Aircraft and Railway Equipment	177,914	2,353	1.3	17,312	493	17,805	10.0	30,122	16.9	127,634	71.8
IX	Other Metal Goods	51,876	392	0.8	2,045	64	2,109	4.1	9,071	17.5	40,304	77.6
XI (part)	Electrical Engineering and Electronics	197,966	5,767	2.9	21,686	1,314	23,000	11.6	40,256	20.4	128,943	65.1
	Total	778,019	16,294	2.1	64,772	3,116	67,888	8.7	139,428	17.9	554,409	71.3

In most groups the percentage of qualified scientists and engineers to the total number of employees is a little higher than the corresponding percentages obtained from the survey of scientific and engineering manpower made at the beginning of 1959\*. This is probably because (a) the sample contained a rather higher proportion of firms with over 1,000 workers than occurs in the industries concerned, and large firms are known to employ a higher percentage of scientists and engineers than small firms, and (b) the number, and also the proportion, of scientists and engineers employed in industry may be expected to have increased between January, 1959, and January, 1960.

Column (8) of Table I shows that technicians formed 8.7 per cent. of all employees of the firms included in the survey, the highest proportion being 11.6 per cent. in the electrical engineering group, followed by 10 per cent. in the motor vehicle and aircraft group. The smallest proportion (4.1 per cent.) was in the "other metal goods" group.

Except in the chemical and allied industries the number of

Table II.—Comparative Position as regards (a) Technicians and (b) Qualified Scientists and Engineers Numbers Employed and Future Requirements

Industry Group	Number of technicians employed for each qualified scientist or engineer	Current vacancies as a percentage of existing strength		Forecast requirements as a percentage of existing strength	
		Technicians (as at 1.1.60)	Scientists and Engineers (as at 1.1.59)	Technicians 1960-61 (two years)	Scientists and Engineers 1959-61 (three years)
Chemicals and Allied Industries	1.6	5.4	5.3	10.9	16.9
Metal Manufacture	5.0	5.1	7.3	19.3	24.0
Engineering Goods (other than Electrical)	5.5	5.9	8.6	12.2	29.6
Shipbuilding and Repairing, and Marine Engineering	6.7	4.2	5.1	5.4	11.0
Motor Vehicles, Aircraft and Rail. Equip.	7.6	7.0	14.3	13.7	31.6
Other Metal Goods	5.4	4.8	7.6	10.5	34.5
Electrical Engineering and Electronics	4.0	10.9	12.6	24.0	36.0
All Groups	4.2†	7.7	9.6	16.4	27.5

\* Report on Scientific and Engineering Manpower in Great Britain (Cmd. 902) (see page 435 of the issue of this GAZETTE for December, 1959).  
† This figure would be 5.2 if chemical and allied industries were excluded.

varied from 4 : 1 in electrical engineering and electronics to 7.6 : 1 in motor vehicles and aircraft.

The inquiry bears out, as regards the engineering industries, previous estimates that five or six technicians are required for each technologist. It might be argued that the ratios in the Table merely reflect the supply of qualified men and technicians available and not the relative numbers required, but, if future requirements in each category are added to the existing strength, the revised ratios show little change. There were, however, some wide variations in the proportions of qualified scientists and engineers and of technicians employed by different firms, even amongst firms of comparable size in the same industry.

Column (3) of the Table shows that the number of current vacancies in the different industry groups varied from 4.2 per cent. of the number of technicians employed in the shipbuilding and ship-repairing industry, to 10.9 per cent. in electrical engineering and electronics. A comparison of column (3) with column (4) shows that, in all except the chemical group of industries, the shortage of technicians in January, 1960, measured by the percentage of current vacancies to the total number of technicians employed, was rather less serious than the shortage of qualified scientists and engineers measured in the same way a year earlier. This is particularly marked in the motor vehicles and aircraft group.

The same Table shows forecast requirements for technicians in 1960-61 (two years), and requirements for qualified scientists and engineers in 1959-61 (three years) as forecast a year earlier. These forecasts include current vacancies. The forecast demand for technicians in the two years following the survey was in most industry groups about twice the number of current vacancies, the main exceptions being the metal manufacturing industry, where the forecast demand was nearly four times the current vacancies. In the shipbuilding industry many firms were doubtful whether any more technicians would be required in the next two years. A comparison of the figures in column (5) with two-thirds of the figures in column (6) shows that future requirements for scientists and engineers in the engineering goods, motor vehicles and aircraft, and other metal goods groups were relatively greater than requirements for technicians, but, since the forecasts which relate to scientists and engineers were made a year earlier than those for technicians, it would be unsafe to place too much reliance on the comparison as an indication of relative demand.

### Type of Work on which Technicians were Employed

Table III below provides an analysis of technicians by industry group and type of work.

Table III.—Technicians analysed by Type of Work

Occupation	Chemicals and Allied Industries (including Mineral Oil Refining)		Metal Manufacture		Engineering Goods (other than Electrical)		Shipbuilding and Repairing, Marine Engineering		Motor Vehicles, Aircraft and Railway Equipment		Other Metal Goods		Electrical Engineering and Electronics		Total	
	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.
Research and Development																
(i) Laboratory Technicians	2,099	29.1	350	10.1	588	5.1	86	3.0	1,378	7.7	113	5.4	2,981	12.9	7,595	11.2
(ii) Others	253	3.5	94	2.7	441	3.9	24	0.8	734	4.1	91	4.3	228	1.0	1,865	2.8
Design and Drawing Offices																
(i) Design Assistants and Draughtsmen	1,037	14.4	654	18.9	4,249	37.3	1,592	55.0	4,852	27.2	446	21.1	6,948	30.2	19,778	29.1
(ii) Others	70	1.0	27	0.8	521	4.6	154	5.3	1,373	7.7	37	1.8	291	1.3	2,473	3.6
Production																
(i) Planning and Estimating	94	1.3	182	5.2	994	8.7	466	16.1	1,795	10.1	177	8.4	2,279	9.9	5,987	8.8
(ii) Organisation, Methods and Work Study	228	3.2	189	5.5	713	6.2	124	4.3	900	5.1	161	7.6	887	3.9	3,202	4.7
(iii) Plant Engineering, Plant Operation and Plant Maintenance	1,261	17.5	993	28.6	653	5.7	107	3.7	2,839	15.9	418	19.8	759	3.3	7,030	10.4
Site Installation and Operation (including Operational Maintenance)	111	1.5	74	2.1	635	5.6	46	1.6	295	1.7	95	4.5	1,925	8.4	3,181	4.7
Testing, Inspection and Analysis	1,768	24.5	777	22.4	1,159	10.2	124	4.3	1,879	10.6	296	14.0	3,777	16.4	9,780	14.4
Sales, Contracts, and Administration	205	2.8	95	2.7	828	7.3	54	1.9	1,097	6.2	143	6.8	2,391	10.4	4,813	7.1
Other Functions	90	1.2	33	1.0	617	5.4	115	4.0	663	3.7	132	6.3	534	2.3	2,184	3.2
Total	7,216	100	3,468	100	11,398	100	2,892	100	17,805	100	2,109	100	23,000	100	67,888	100

Over the whole field of the survey the kind of work employing the largest number of technicians was in the design and drawing office (32.7 per cent. of the total), and 29.1 per cent. of all technicians were design assistants or draughtsmen. Testing, inspection, and analysis accounted for 14.4 per cent. The proportion of technicians employed on different kinds of work varied considerably from one industry group to another. Thus in the chemical and allied

industries nearly 54 per cent. of technicians were employed on laboratory work and testing, analysis and inspection; on the other hand 60 per cent. in the shipbuilding industry and 42 per cent. in the general engineering industry were in design and drawing offices.

### Current Vacancies analysed by Type of Work

Table IV gives an analysis of vacancies by type of work.

Table IV.—Current Vacancies analysed by Type of Work

Occupation	Chemicals and Allied Industries (including Mineral Oil Refining)		Metal Manufacture		Engineering Goods (other than Electrical)		Shipbuilding and Repairing, Marine Engineering		Motor Vehicles, Aircraft and Railway Equipment		Other Metal Goods		Electrical Engineering and Electronics		Total	
	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.
Research and Development																
(i) Laboratory Technicians	175	44.6	38	21.5	48	7.1	12	10.0	92	7.4	16	15.8	286	11.4	667	12.8
(ii) Others	11	2.8	6	3.4	38	5.7	2	1.6	81	6.5	11	10.9	24	1.0	173	3.3
Design and Drawing Offices																
(i) Design Assistants and Draughtsmen	61	15.6	50	28.2	321	47.8	74	61.7	393	31.5	23	22.8	1,028	41.0	1,950	37.4
(ii) Others	7	1.8	—	—	17	2.5	7	5.8	128	10.3	3	3.0	13	0.5	175	3.3
Production																
(i) Planning and Estimating	5	1.3	10	5.7	49	7.3	10	8.3	105	8.4	13	12.9	49	2.0	241	4.6
(ii) Organisation, Methods and Work Study	12	3.0	8	4.5	30	4.5	—	—	46	3.7	12	11.9	283	11.3	391	7.5
(iii) Plant Engineering, Plant Operation and Plant Maintenance	64	16.3	19	10.7	27	4.0	—	—	202	16.2	4	4.0	39	1.6	355	6.8
Site Installation and Operation (including Operational Maintenance)	1	0.3	2	1.1	49	7.3	5	4.2	26	2.1	—	—	199	7.9	282	5.4
Testing, Inspection, and Analysis	45	11.5	41	23.2	48	7.1	—	—	75	6.0	7	6.8	373	14.9	589	11.3
Sales, Contracts, and Administration	10	2.5	3	1.7	22	3.3	2	1.7	33	2.6	11	10.9	141	5.6	222	4.3
Other Functions	1	0.3	—	—	23	3.4	8	6.7	66	5.3	1	1.0	70	2.8	169	3.3
Total	392	100	177	100	672	100	120	100	1,247	100	101	100	2,505	100	5,214	100

This Table shows that the occupation with the greatest number of current vacancies was again design and drawing office work, which accounted for 40.7 per cent. of all vacancies for technicians (67.5 per cent. in shipbuilding and marine engineering firms). In the

chemical industry 44.6 per cent. of vacancies were for laboratory technicians for research and development. An analysis of requirements during the next two years presented a similar picture.

### Qualifications held by Technicians

Employers were asked to classify their technicians in accordance with the headings shown in Table V below. It was explained that the first group (H.N.D., etc.) should include persons employed as technicians who were members of a professional institution (other

than institutions identified in paragraph 4 of the Explanatory Memorandum) for which the qualifications for membership were of not lower standard than Higher National Certificate. Otherwise the word "qualification" was used to denote the possession of a diploma or certificate of some kind.

Table V.—Technicians analysed by Qualification

Industry Group	H.N.D., H.N.C. or membership of a Professional Institution		O.N.D. or O.N.C.		City and Guilds of London Institute			G.C.E. Advanced Level		Other qualifications		No qualifications		Total	
	No.	Per cent.	No.	Per cent.	Full or Final	Inter.	Total	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.
Chemical and Allied Industries (including Mineral Oil Refining)	1,293	17.9	897	12.4	122	56	2.5	861	12.0	1,301	18.0	2,686	37.2	7,216	100
Metal Manufacture	504	14.5	471	13.6	98	89	5.4	101	3.0	355	10.2	1,850	53.3	3,468	100
Engineering Goods (other than Electrical)	2,014	17.7	1,826	16.0	223	190	3.6	180	1.6	1,175	10.3	5,790	50.8	11,398	100
Shipbuilding and Repairing, and Marine Engineering	527	18.2	616	21.3	27	44	2.5	41	1.4	413	14.3	1,224	42.3	2,892	100
Motor Vehicles, Aircraft and Railway Equipment	1,769	10.0	1,744	9.8	357	232	3.3	460	2.6	630	3.5	12,613	70.8	17,805	100
Other Metal Goods	254	12.1	264	12.5	42	52	4.5	87	4.1	175	8.3	1,235	58.5	2,109	100
Electrical Engineering and Electronics	3,075	13.4	3,019	13.1	571	371	4.1	278	1.2	844	3.7	14,842	64.5	23,000	100
Total	9,436	13.9	8,837	13.0	1,440	1,034	3.6	2,008	3.0	4,893	7.2	40,240	59.3	67,888	100

The proportion of all technicians holding one of the highest group of qualifications was 13.9 per cent., distributed fairly evenly between all industry groups. The proportion of O.N.D. or O.N.C. was 13 per cent. and of those with some other qualification, including a City and Guilds Certificate or G.C.E. Advanced level, 13.8 per cent. Those without a qualification numbered 59.3 per cent. The latter group would include technicians who had completed a full course of craft apprenticeship, but who had acquired no academic qualification, and it also included technicians who were still studying for a qualification.

In the present survey the chemical group of industries had the highest proportion of "qualified" technicians (63 per cent. had some qualification), presumably because the preponderance of scientific

work calls for a higher proportion of persons with an academic training in science. This group of industries also employed 43 per cent. of all technicians with G.C.E. at advanced level. The shipbuilding and marine engineering industry came second to the chemical group with 58 per cent. of its technicians with a qualification, which may be attributed to the high proportion of design assistants and draughtsmen amongst its technicians. The proportion of qualified technicians was lowest in the motor vehicles and aircraft group (29 per cent.), followed by electrical engineering and electronics (35.5 per cent.).

Table VI below shows the distribution of technicians between different kinds of work analysed according to the qualification held.

Table VI.—Distribution of Technicians analysed by Qualification and Type of Work

Occupation	Qualification held														Total	
	H.N.D., H.N.C. or membership of a Professional Institution		O.N.D. or O.N.C.		City and Guilds of London Institute				G.C.E. Advanced Level		Other qualifications		No qualifications			
	No.	Per cent.	No.	Per cent.	Full or Final Certificate	Intermediate Certificate	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.		
Research and Development																
(i) Laboratory Technicians	1,504	15.9	1,095	12.4	200	13.9	123	11.9	729	36.3	794	16.2	3,150	7.8	7,595	11.2
(ii) Others	359	3.8	162	1.8	40	2.8	28	2.7	99	4.9	224	4.6	953	2.4	1,865	2.8
Design and Drawing Offices																
(i) Design Assistants and Draughtsmen	4,073	43.2	4,528	51.2	444	30.8	290	28.1	304	15.2	1,164	23.8	8,975	22.3	19,778	29.1
(ii) Others	320	3.4	278	3.2	45	3.1	24	2.3	82	4.1	176	3.6	1,548	3.8	2,473	3.6
Production																
(i) Planning and Estimating	515	5.5	585	6.6	139	9.7	114	11.0	85	4.2	308	6.3	4,241	10.5	5,987	8.8
(ii) Organisation, Methods and Work Study	468	5.0	363	4.1	124	8.6	80	7.7	76	3.8	281	5.7	1,810	4.5	3,202	4.7
(iii) Plant Engineering, Plant Operation and Plant Maintenance	465	4.9	351	4.0	130	9.0	99	9.6	108	5.4	460	9.4	5,417	13.5	7,030	10.4
Site Installation and Operation (including Operational Maintenance)	284	3.0	218	2.5	61	4.2	49	4.7	27	1.3	187	3.8	2,355	5.9	3,181	4.7
Testing, Inspection, and Analysis	522	5.5	660	7.5	152	10.6	138	13.4	322	16.0	861	17.6	7,125	17.7	9,780	14.4
Sales, Contracts, and Administration	794	8.4	505	5.7	65	4.5	41	4.0	150	7.5	282	5.8	2,976	7.4	4,813	7.1
Other Functions	132	1.4	92	1.0	40	2.8	48	4.6	26	1.3	156	3.2	1,690	4.2	2,184	3.2
Total	9,436	100	8,837	100	1,440	100	1,034	100	2,008	100	4,893	100	40,240	100	67,888	100

Technicians in design and drawing offices constituted 29 per cent. of all technicians in the survey, but they included nearly half of those in the H.N.D. and H.N.C. group and over half of those with O.N.D. or O.N.C. The occupations most below average in the number of "qualified" technicians were plant engineering, operation and maintenance, in which a higher proportion of technicians is likely to be drawn from the ranks of skilled craftsmen. The Table does not show any unexpected features.

### Training Courses for Technicians

The final question in the inquiry form asked for information about "courses organised within the establishment in connection with the training of technicians". In reply to this question, about 10 per cent. of firms referred to technician, student, or drawing office apprenticeships, usually of five years' duration, combined with courses at technical colleges for which release on one day a

week was granted. Nearly 70 per cent. said that no courses of instruction were provided, but most of these firms will have assumed that apprenticeship or practical training combined with instruction at a technical college did not come within the ambit of the question. The following reply by one firm would be applicable to many of this 70 per cent.: "No regular courses are organised, but apprentice technicians follow comprehensive training programmes which mean that they receive training in departments where the principles of their particular branch of engineering are applied. In addition, they attend day release or sandwich courses at local colleges".

Some firms said that they provided short internal courses of instruction lasting from a few days to six months in such subjects as instrumentation, work study, statistical methods, analytical chemistry, laboratory techniques, estimating, draughtsmanship, costing, workshop practice, etc. A very small number of firms provided longer courses for technicians in their own training schools.

### EXPLANATORY MEMORANDUM ISSUED TO EMPLOYERS

1. Because there is no accepted definition of a technician, one of the main problems in preparing the survey has been to identify the categories of workpeople who should be included. A good general definition of an engineering technician has been put forward by the Conference of Engineering Societies of Western Europe and the United States (EUSEC) and is in the following terms:

"An engineering technician is one who can apply in a responsible

manner proven techniques which are commonly understood by those who are expert in a branch of engineering, or those techniques specially prescribed by professional engineers. Under general professional engineering direction, or following established engineering techniques, he is capable of carrying out duties which may be found among the list of examples set out below.

In carrying out many of these duties, competent supervision of

the work of skilled craftsmen will be necessary. The techniques employed demand acquired experience and knowledge of a particular branch of engineering, combined with the ability to work out the details of a task in the light of well-established practice.

An engineering technician requires an education and training sufficient to enable him to understand the reasons for and purposes of the operations for which he is responsible.

The following duties are typical of those carried out by engineering technicians:

Working on design and development of engineering plant and structures; erecting and commissioning of engineering equipment and structures; engineering drawing, estimating, inspecting and testing engineering construction and equipment; use of surveying instruments; operating, maintaining and repairing engineering machinery, plant and engineering services and locating defects therein; activities connected with research and development, testing of materials and components and sales engineering, servicing equipment and advising consumers."

This definition may be amplified by saying that most engineering technicians occupy jobs in the occupational hierarchy between professionally qualified engineers, scientists and technologists on the one hand and skilled craftsmen on the other.

2. In industrial fields other than engineering the technician needs qualities, abilities and education similar to those possessed by the engineering technician, though with a different technological background, e.g. applied physics, applied chemistry, metallurgy, or some branch of the biological sciences. In these fields the technician may be assisting professionally qualified scientists or technologists in such activities as physical measurements, evaluation of experimental observations, the devising and setting up of experimental apparatus, the preparation of chemical or biological cultures, photographic work, the taking and routine testing of product samples, chemical analysis, etc. Such work often calls for the exercise of a high degree of specialised skill, and ability to recognise the significance of the unusual or abnormal event when it occurs, whether in the laboratory or in the production plant.

3. The qualifications of technicians include Higher National Diploma, Higher National Certificate, Ordinary National Diploma, Ordinary National Certificate of Education at advanced level, but the possession of one of these qualifications does not automatically lead to inclusion in the survey, and there will be many men employed as technicians who should be included who hold some other qualification or no qualification at all. It will be necessary to identify technicians by looking at the job done rather than at the workers' qualifications.

4. It is believed that most categories of technician will be readily identifiable by employers, but it is possible that some uncertainties may arise on the borderline of the groups in determining whether the responsible duties are technical or technological in character or, on the other hand, whether administrative and managerial duties outweigh the technical. In the technological fringe area persons who hold university degrees, or who have satisfied the educational qualifying requirements of the major engineering, or scientific institutions,\* should be excluded, and so should persons whose work is entirely managerial, but those carrying some degree of managerial responsibility or engaged in administrative and supervisory duties should be included if they are carrying out the functions of a technician in the course of supervising others. Notwithstanding the difficulties of segregating these borderline cases, it is believed that reference to the definition given at the beginning of this memorandum will materially assist in deciding whether a particular person should be designated as a technician.

5. For the purposes of this enquiry persons under training as technicians should be counted as technicians. Such persons, if they have not served a recognised apprenticeship, will usually have been required to possess a minimum educational qualification.

## REMPLOY LIMITED FINANCIAL PROVISIONS

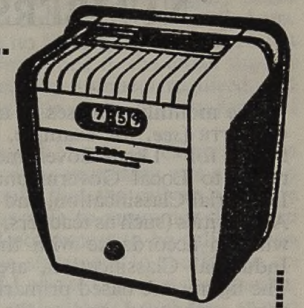
Remploy Limited, a non-profit making public company with no share capital, was established in Great Britain in accordance with the provisions of the Disabled Persons (Employment) Act, 1944. Its object is to provide sheltered employment for severely disabled persons. The Board of Directors, under the chairmanship of Sir Alec Zealley, is appointed by the Minister of Labour, and funds for capital development and towards operational costs are provided by loans and grants from the Ministry of Labour Vote.

The plan for the current five-year period to 31st March, 1961 provided for the payment of £2,500,000 a year towards running expenses and a total of £1 million for capital costs, subject in both cases to adjustment to meet changes in money values. In reply to a Parliamentary Question the Minister of Labour announced on 7th November that during the financial year 1961/62 a grant of £2,750,000 would be paid towards the Company's running expenses compared with an estimate of £2,694,000 for the current year. The 1961/62 figure would be increased by £50,000 in each subsequent year to £2,950,000 in 1965/66. In addition £1,750,000 would be made available during the five year period by way of loan to cover capital expenditure, subject to any over-riding need to reduce public investment generally.

The progressive increase in the annual grant announced for the ensuing five years, is intended to make it possible for Remploy to

\* A list of these institutions, corresponding to the one in the Report on Scientific and Engineering Manpower, 1959, was circulated with the Memorandum.

## THE IBM INTERNATIONAL ATTENDANCE TIME RECORDER



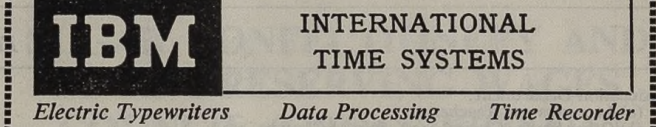
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employ additional severely disabled workers. The increased provision of capital is designed to enable the Company to replace unsuitable factories and to renew and improve its manufacturing and transport facilities.

On 21st November this year the number of severely disabled people registered as unemployed was 4,535 (compared with 4,470 in November, 1959 and 4,161 in November, 1958). Of these about 3,000 are in the recruitment area of one or other of the 90 Remploy factories in which there are a number of vacant places. The average number of disabled workers (including homeworkers) employed by Remploy during the first six months of the present financial year was 6,314, compared with 6,225 in 1959/60.

## PENSIONS FOR DOCK WORKERS

### Amendments to Dock Labour Scheme

On 7th November the Minister of Labour made the Dock Workers (Regulation of Employment) (Amendment) Order, 1960, to facilitate the introduction of a pensions scheme for dock workers registered under the Dock Labour Scheme. The Order, which came into operation on 21st November, amends the Dock Workers (Regulation of Employment) Scheme, 1947, as set out in the Schedule to the Dock Workers (Regulation of Employment) Order, 1947, by providing that dock workers and their employers shall participate in any pension scheme for dock workers which is in accordance with a national agreement between the employers' and workpeople's sides of the National Joint Council for the Port Transport Industry; it also empowers the National Dock Labour Board and the local boards to take part in the administration of the pension scheme.

As required by the Dock Workers (Regulation of Employment) Act, 1946, these proposals for amending the Dock Labour Scheme had been published in draft form so that any objections might be considered (see the issue of this GAZETTE for July, page 275). Since no objections were sustained the Minister was able to proceed immediately to making the Order, and a pension scheme for dock workers has now been prepared by the National Joint Council for the Port Transport Industry and will be run by Trustees appointed by that Council. The Dock Workers (Pensions) Act, 1960, which received the Royal Assent on 2nd June, exempts the scheme from the operation of the Truck Acts, thus enabling the workers' contributions to be collected by deduction from their wages.

Copies of the Dock Workers (Regulation of Employment) (Amendment) Order, 1960, (S.I. 1960 No. 2029) can be obtained from H.M. Stationery Office, price 3d. (5d. including postage).

## NUMBERS EMPLOYED BY LOCAL AUTHORITIES AND IN POLICE FORCES

The monthly analyses of man-power which are published in this GAZETTE (see, for example, page 474 of this issue) give separate figures for "Local Government Service". Those figures, however, relate to Local Government Service as defined in the Standard Industrial Classification, and they exclude those employees of Local Authorities (such as teachers, transport staffs, building workers, etc.) who, in accordance with the principles underlying the Standard Industrial Classification, are included in other industry groups. The figures are based primarily on the counts of national insurance cards exchanged, and as the counts have to be made on the basis of the Standard Industrial Classification it is not possible to obtain complete information from that source about the total numbers employed by Local Authorities.

The co-operation of the Local Authorities, however, makes it possible to publish full details in respect of the end of June of each year. The Authorities complete a return at that time showing the numbers employed in each of the main departments and services, and figures for June, 1959, obtained from this source were published on page 437 of the December, 1959, issue of this GAZETTE. Corresponding figures for June, 1960, are now given in the Table below.

The figures cover (a) all employees of the Councils of all Counties, Boroughs (County, Metropolitan and Municipal), Urban Districts and Rural Districts in England and Wales and of Counties and Burghs (large and small) in Scotland, and (b) members of the Police Forces (including the Metropolitan Police). The figures for the Police Forces have been obtained from the Home Office and the Scottish Home Department.

The figures represent the total numbers on the pay-rolls at 25th June, 1960, including those temporarily absent through sickness, holidays or other causes. All persons with a normal full-time engagement are included in the columns headed "full-time" and the persons in the columns headed "part-time" are those engaged on a part-time basis whose employment ordinarily involves service for not more than 30 hours a week.

The figures for building and civil engineering in the Table represent broadly workpeople employed in separate building or civil engineering departments engaged on the buildings of houses, the construction of roads, sewers, etc. Persons engaged on ordinary maintenance work are included in the figures for "All other Local Authority Departments". The figures for transport services cover not only road transport services but also docks, river and harbour services, airports and all other forms of public transport operated by Local Authorities.

A qualification that must be borne in mind is that some of the part-time employees of a Local Authority (e.g., teachers and lecturers at evening classes and Technical Colleges) are engaged during the daytime in the service of other employers or are working on their own account, and there is, therefore, some overlap between the figures in the Table and those for other industries. There may, in fact, be some duplication within the Table itself, since some of the overlap may be between two adjoining Local Authorities. The extent of the overlap of all kinds is known to be about 61,000, and it is probable, therefore, that the overlap within the Table is relatively small.

Numbers Employed by Local Authorities and in Police Forces at 25th June, 1960

Department or Service	Males		Females		Total Males and Females
	Full-time	Part-time	Full-time	Part-time	
<b>England</b>					
Education Department:					
(a) Lecturers and Teachers	115,280	37,497	161,909	33,800	348,486
(b) Other Staffs (Clerical Staff, School Cleaners, etc.)	42,870	7,774	32,701	78,267	161,612
Water Supply	13,557	70	381	102	14,110
Building and Civil Engineering	79,712	76	433	95	80,316
Transport Services	61,692	44	8,965	373	71,074
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes	25,117	2,563	67,430	44,828	139,938
Slaughterhouses	690	17	6	12	725
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments;					
Amusement Parks; Race Courses; Golf Courses; etc.	7,735	1,673	41,611	96,398	147,417
All other Local Authority Departments	317,516	11,646	56,725	21,327	407,214
Police Forces (including Metropolitan Police)	67,252	—	2,224	—	69,476
Grand Total (including Police)	731,421	61,360	372,385	275,202	1,440,368
<b>Scotland</b>					
Education Department:					
(a) Lecturers and Teachers	13,146	657	24,619	1,114	39,536
(b) Other Staffs (Clerical Staff, School Cleaners, etc.)	3,309	578	4,718	8,539	17,144
Water Supply	3,009	73	76	20	3,178
Building and Civil Engineering	14,582	157	292	75	15,106
Transport Services	12,784	8	2,584	22	15,398
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes	1,612	124	8,566	4,686	14,988
Slaughterhouses	468	31	39	4	542
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments;					
Amusement Parks; Race Courses; Golf Courses; etc.	1,221	100	3,622	6,915	11,858
All other Local Authority Departments	36,204	1,853	9,139	3,361	50,557
Police Forces	8,489	—	269	—	8,758
Grand Total (including Police)	94,824	3,581	53,924	24,736	177,065
<b>Wales</b>					
Education Department:					
(a) Lecturers and Teachers	9,382	1,764	11,707	1,211	24,064
(b) Other Staffs (Clerical Staff, School Cleaners, etc.)	2,306	418	2,636	3,978	9,338
Water Supply	1,275	12	24	4	1,315
Building and Civil Engineering	5,340	—	105	3	5,448
Transport Services	2,482	1	445	6	2,934
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes	1,623	98	4,005	2,618	8,344
Slaughterhouses	67	3	—	1	71
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments;					
Amusement Parks; Race Courses; Golf Courses; etc.	262	172	3,368	3,884	7,686
All other Local Authority Departments	22,810	878	3,270	1,215	28,173
Police Forces	3,734	—	108	—	3,842
Grand Total (including Police)	49,281	3,346	25,668	12,920	91,215
<b>Great Britain</b>					
Education Department:					
(a) Lecturers and Teachers	137,808	39,918	198,235	36,125	412,086
(b) Other Staffs (Clerical Staff, School Cleaners, etc.)	48,485	8,770	40,055	90,784	188,094
Water Supply	17,841	155	481	126	18,603
Building and Civil Engineering	99,634	233	830	173	100,870
Transport Services	76,958	53	11,994	401	89,406
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes	28,352	2,785	80,001	52,132	163,270
Slaughterhouses	1,225	51	45	17	1,338
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments;					
Amusement Parks; Race Courses; Golf Courses; etc.	9,218	1,945	48,601	107,197	166,961
All other Local Authority Departments	376,530	14,377	69,134	25,903	485,944
Police Forces (including Metropolitan Police)	79,475	—	2,601	—	82,076
Grand Total (including Police)	875,526	68,287	451,977	312,858	1,708,648

## PORT OF LONDON OCEAN SHIPOWNERS' TALLY CLERKS

### Report of Committee

On page 391 of the October issue of this GAZETTE reference was made to the proposed appointment and membership of a Committee to consider the difficulties which had arisen in the Port of London concerning Ocean Shipowners' Tally Clerks. The Committee, under the chairmanship of Mr. Hugh Lloyd-Williams, C.B.E., D.S.O., M.C., was formally appointed by the Minister of Labour following resumption of normal working in the Port on 18th October, and held its first meeting on 25th October. The Report of the Committee has now been received by the Minister, and is published by H.M. Stationery Office, price 1s. (1s. 2d. including postage).

The Committee found that in deciding to authorise a further increase in the tally clerks' register—the decision which was the cause of the unofficial strike beginning on 20th September and lasting until 17th October—the London Dock Labour Board was properly fulfilling a responsibility which had been placed upon it by Parliament. It is the Board's responsibility to maintain an adequate and balanced register of dock workers for the Port of London. There was clearly a shortage of tally clerks, and the London Board was, therefore, no more than discharging its statutory duty in deciding to increase their numbers. Furthermore, the London Board is, in the Committee's view, a focal point for the collection of facts, figures and opinions regarding trade prospects and the labour situation, and is in an unrivalled position to assess the future requirements of all sections of the register.

The Report emphasises that the Dock Labour Scheme of 1947 is an important experiment in joint management, and that the London Dock Labour Board is composed of an equal number of representatives of employers and of workpeople. Its decisions, therefore, are taken, generally unanimously, only after full consideration of the interests of both sides of the industry in the Port.

The Committee criticises the action of the tally clerks in withdrawing their labour on 20th September, and, commenting that this action was a direct challenge to the statutory authority of the London Board, observes also that it was taken in defiance of the instructions of their unions and in complete disregard both of negotiated agreements and of the interests of their fellow workers in the Port. "We have been unable to see that the tally clerks had any valid or reasonable grounds for grievance," says the Committee.

At the same time the Committee says that it has been greatly impressed by the high sense of responsibility and moral courage displayed by a number of trade union officials and it is completely satisfied that officials of both unions have fully and repeatedly explained to their tally clerk members the constitutional position and the paramount statutory authority of the London Board in matters of recruitment.

Although not specifically requested to make recommendations, the Committee is of the opinion that an adequate and balanced labour force in the Port of London is essential not only to the prosperity of the country, but, in particular, to the well-being of all those who gain their livelihood in the Port. With this in mind a number of proposals are made. The principal one is that there should be set up in London, in addition to the tally clerks' register, a general register of checkers such as is already found in other major ports. Tally clerks, who are peculiar to the Port of London, check cargoes in the ocean trades only. In other ports the checking of cargoes of all trades, including ocean, coastal and short sea, is done by members of a general register of checkers. The Committee thinks that the establishment of a general checkers' register in London would bring the Port more into line with arrangements already existing in other ports, and would help to alleviate the shortage of tally clerks whilst still protecting the clerks' legitimate interests.

Other and more detailed suggestions are made with a view to increasing efficiency in the Port and avoiding the waste of time at present occasioned when gangs of dockers and stevedores have to await, sometimes for a considerable period, the arrival of a tally clerk or other checker.

## NATIONAL SERVICE

### End of Call-up Arrangements

In a written answer to a Parliamentary Question on 18th November, the Minister of Labour made the following statement:—

"It has already been announced that there will be no further call-up of men to the Forces under the National Service scheme after the end of this year. In fact, it has been found convenient to complete the arrangements during November. The men who have received enlistment notices instructing them to join their units yesterday are accordingly the last to be called up under the scheme, and no further enlistment notices will be issued. I should like to take this opportunity of expressing my thanks to all members of Hardship Committees, Conscientious Objector Tribunals and others who have given advice and assistance in the human and industrial problems which call-up has inevitably raised."

The Government's decision to plan on the basis that there would be no further call-up under the National Service Acts after the end of 1960 was first announced in a Command Paper (Cmd. 124) on defence policy presented to Parliament in April, 1957, and a further Command Paper (Cmd. 175) published in May, 1957, detailed the proposals to give effect to the decision so that National Service would cease at the end of 1962 (see the issues of this GAZETTE for April, 1957, page 123, and June, 1957, page 200). It was then

made clear that men born in 1940, while remaining legally liable to register for National Service, need not expect to be called up. (Men born in 1941 or later years have no liability under the present National Service Acts). A proviso was added to the effect that, if voluntary recruiting failed to produce the numbers required, the country would have to face the need for some limited form of compulsory service to bridge the gap.

The Minister of Defence stated in the House of Commons on 25th February, 1959, that in the meantime recruiting was going so well that there was no longer any doubt that the call-up could be ended in 1960 as planned, and he was able to announce that men born in the last quarter of 1939 need not expect to be called upon to register for National Service. In a statement to the House on 14th December, 1959, the Minister of Labour said that the number of men whose deferment was due to end in 1960, and who would become available for call-up, was likely to be appreciably larger than was required, and the Government had therefore decided that men whose deferment for training or study was to end on or after 1st June, 1960, would not be called up.

As a result of the Minister's present announcement the position is that if a man has not already been issued with an enlistment notice he will not now be called up.

The following categories are affected:—

- (a) Men who have been granted postponement or whose applications or appeals are under consideration.
- (b) Men under suspension of call-up for occupational reasons, e.g., coalmining, agriculture, Merchant Navy.
- (c) Men under deferment for training or studies.

(Note:—Men in categories (b) and (c) above will now be free to leave their present employment, training or studies, without being called up.)

(d) Men of call-up age returning from abroad. Men who have already been issued with an enlistment notice must expect to perform the full period of whole-time and part-time service. Similarly Conscientious Objectors who have been registered on condition that they perform civilian work for the statutory period of two years and 60 days must expect to fulfil the conditions of their registration for the full period. Men at present performing service under the National Service Acts will retain their statutory rights to apply for reinstatement in their former employment on completion of their National Service.


## SUGAR CONFECTIONERY AND FOOD PRESERVING WAGES COUNCIL (GREAT BRITAIN)

### Commission of Inquiry

The Minister of Labour is considering whether he should exercise his power under the Wages Councils Act, 1959, to vary the field of operation of the Sugar Confectionery and Food Preserving Wages Council (Great Britain), and has appointed a Commission of Inquiry to advise him in this matter. On a reference under Section 6 of the Act as to the variation of the field of operation of a Wages Council, the Commission may make a report to the Minister recommending any such variation (including the transfer of workers to the field of operation of any other Wages Council, whether already existing or to be established) which appears to the Commission desirable in all the circumstances.

The Commission, which had its first meeting on 29th November, consists of three independent members, two representatives of employers and two representatives of workers. The independent members are Mr. G. G. Honeyman, C.B.E., Q.C. (Chairman), Mr. J. Glyn Picton (Deputy Chairman) and Lady (Mary) Morris, O.B.E., M.A. The representatives of employers are Mr. F. I. Tuckwell and Mr. T. A. Swinden. The representatives of workers are Mr. F. A. Axtell and Mr. A. E. Halliday, O.B.E.

A Notice was published on 2nd December in the London and Edinburgh Gazettes stating that the Commission will consider representations concerning the question into which it is its duty to inquire made in writing before 12th January, 1961. The Secretary of the Commission to whom communications should be addressed is Mr. R. J. Bowman, Ebury Bridge House, Ebury Bridge Road, London, S.W.1.



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## AGRICULTURAL WAGES IN ENGLAND AND WALES

The Agricultural Wages Board for England and Wales made Orders on 2nd November, with effect from 2nd January, 1961, which provide for an increase in the statutory minimum and overtime rates of wages for male and female workers employed in agriculture in England and Wales.

The minimum weekly time rate for ordinary male workers, 20 years and over, will be 169s. in all districts compared with the previous rate of 160s. The special rates, which are operative in the Holland division of Lincolnshire for certain classes of workers, are increased by 12s. a week to 233s. for men, 20 years and over, employed wholly or mainly as horsemen and by 11s. a week to 207s. 6d. for those employed wholly or mainly as cattlemen, milkmen or shepherds. The minimum time rate for men in part-time or casual employment is increased from 3s. 6d. to 3s. 8d. an hour.

For female workers, 21 years and over, in all areas except Cambridgeshire, the Isle of Ely and Yorkshire, the Orders provide for a minimum weekly time rate of 128s. 6d. compared with the previous rate of 121s. 6d. for a 46-hour week. In the excepted areas, where the minimum rate of 121s. 6d. did not apply, the minimum rate is increased from 116s. to 123s. for a 44-hour week. The minimum time rate for women in part-time or casual employment in all areas is increased from 2s. 8d. to 2s. 10d. an hour.

There are consequential adjustments for all workers in the minimum differential rates for overtime employment and in holiday remuneration.

## ABOLITION OF THE TIN BOX WAGES COUNCIL

On 11th November the Minister of Labour made an Order abolishing the Tin Box Wages Council (Great Britain) as from 30th November, 1960, in response to an application for abolition from the Joint Industrial Council for the Tin Box Industry (see the issue of this GAZETTE for September, page 355).

The Tin Box Trade Board (Great Britain) was set up in 1914 for regulating the wages of workers employed in making tin boxes and canisters from tin plate. Following a Commission of Inquiry into the scope of the Trade Board was varied in 1928 to cover the manufacture of tin boxes, canisters and bottles from sheet iron or sheet steel. It became a Wages Council when the Wages Councils Act, 1945, came into force, and was continued by the Wages Councils Act, 1959.

The Minister is satisfied that the Joint Industrial Council for the Tin Box Industry provides machinery which is and is likely to remain adequate for the effective regulation of remuneration and conditions of employment for workers in the tin box industry. The Joint Industrial Council was established in July, 1958, and details of its Constitution and first agreement relating to wages and conditions of employment, effective from 1st March, 1959, were given in an article on pages 170 and 171 of the May, 1959, issue of this GAZETTE; subsequent revisions of the wages clauses were reported on page 456 of the December, 1959, issue, and page 379 of the September, 1960, issue.

Copies of the Tin Box Wages Council (Great Britain) (Abolition) Order, 1960 (S.I. 1960 No. 2076) can be obtained from H.M. Stationery Office, price 2d. (4d. including postage).

## INDUSTRIAL SAFETY, HEALTH AND WELFARE

### Accidents to Railway Servants during 1959

The Report of the Chief Inspecting Officer of Railways on the accidents which occurred on the railways of Great Britain during the year 1959 has been presented to the Minister of Transport and published by H.M. Stationery Office, price 5s. (5s. 5d. including postage).

The Report is based on returns made by the British Transport Commission, including the London Transport Executive, and

certain railway undertakings which were not taken over by the British Transport Commission on 1st January, 1948. There has been no change in recent years, before and after the nationalisation of the railways, in the basis for the reporting of accidents, and all the statistics for 1959 and for earlier years contained in the Report are comparable, except those for the years 1940-1945, when a modified form of reporting, covering fatalities and serious injuries only, was in force. For railway servants, only those accidents which cause absence from ordinary work for more than three days are required to be reported. Personal injuries are classified as "serious" or "minor". Serious injuries are defined as "amputations of limbs, a fracture or dislocation, internal injuries, loss of an eye, burns or scalds, and any other injury of similar serious character likely to cause protracted disablement". Any person so severely injured as to die after an accident, but before the date of the Report, is included as a fatality.

The number of railway servants killed during 1959 was 161 compared with 130 in 1958, 176 in 1957, and an annual average of 183 during the period 1951-1955. The numbers injured totalled 14,408 in 1959, 14,510 in 1958, and 15,538 in 1957, compared with an annual average of 16,637 in the years 1951-1955. Of the railway servants injured in 1959, 1,333 were seriously, and 13,075 were slightly, injured.

Reported accidents are classified in three main groups: (1) train accidents (i.e., to trains and rolling stock on or affecting a passenger railway) and failures of rolling stock, track and structures; (2) movement accidents (i.e., those connected with the movement of railway vehicles, exclusive of train accidents); and (3) non-movement accidents (i.e., those on railway premises not connected with the movement of any railway vehicles). The total of 161 railway servants who were killed in accidents in 1959 included eight killed in train accidents, 136 in movement accidents and 17 in non-movement accidents. Of those seriously injured, 10 sustained their injuries in train accidents, 443 in movement accidents and 880 in non-movement accidents. The corresponding figures for minor injuries were 45, 1,361 and 11,669, respectively.

Detailed analyses of the figures relating to all railway accidents which occurred in 1959 are given in the Report.

### Joint Standing Committee for the Pottery Industry

The Minister of Labour has used his powers under the Factories Act, 1959, to re-appoint the Joint Standing Committee for the Pottery Industry. The function of the Committee is to advise him on matters affecting the health, safety and welfare of persons employed in the pottery industry. It has been appointed for three years.

The Committee was re-appointed after consultation with the British Pottery Manufacturers' Federation, the National Society of Pottery Workers and the British Ceramic Research Association. It will replace and continue the work of the Joint Standing Committee which the Chief Inspector of Factories set up in 1956 (see the issue of this GAZETTE for January, 1957, page 14).

### Joint Standing Committee on Health and Welfare in the Cotton Industry

The Minister of Labour has used his powers under the Factories Act, 1959, to appoint a Joint Standing Committee on Health and Welfare in the Cotton Industry. The Committee replaces and will continue the work of the Joint Advisory Committee for the Cotton Industry which the Chief Inspector of Factories set up in 1958.

The function of the Committee, which has been appointed for a period of three years, is to advise the Minister on matters affecting the health and welfare of persons employed in the cotton industry, and it was re-appointed after consultation with the Federation of Master Cotton Spinners' Associations, the Cotton Spinners' and Manufacturers' Association, the United Textile Factory Workers' Association, the British Cotton Industry Research Association, and the Condenser and Allied Spinners' and Manufacturers' Association.

## NATIONAL INSURANCE

### Contracting Out of the New Graduated Pension Scheme

The Minister of Pensions and National Insurance has asked the National Insurance Advisory Committee to consider and report on the preliminary draft of the National Insurance (Non-participation—Benefits and Schemes) Amendment (No. 2) Regulations, 1960.

The National Insurance Act, 1959, introduces into the National Insurance Scheme a measure of graduated contributions and retirement pensions related to employees' earnings but allows employees in occupational pension schemes which satisfy certain conditions to be contracted out. The proposed Regulations are designed to enable certificates of non-participation to be issued in respect of employees in the United Kingdom whose superannuation rights are established by acts of Commonwealth governments in the same way as for employees whose rights depend on British government superannuation schemes.

Copies of the draft Regulations can be obtained from H.M. Stationery Office, price 2d. (4d. including postage).

## INTERNATIONAL LABOUR ORGANISATION

### Report on 44th Session of International Labour Conference

The Minister of Labour has presented to Parliament the Report by the delegates of the United Kingdom Government to the 44th Session of the International Labour Conference, which was held in Geneva from 1st to 23rd June, 1960. Published by H.M. Stationery Office as a Command Paper (Cmd. 1189), price 2s. (2s. 2d. including postage), the Report summarises the debates and decisions of the Conference and sets out the texts of the instruments adopted. These were a Convention and Recommendation concerning the protection of workers against ionising radiations and a Recommendation concerning consultation and co-operation between public authorities and employers' and workers' organisations at the industrial and national levels. Resolutions adopted by the Conference are also reproduced. An account of the proceedings of the Conference appeared on pages 273 to 275 of the issue of this GAZETTE for July, 1960.

### Meeting on Civil Aviation

A tripartite Meeting on Civil Aviation was held in Geneva from 26th September to 7th October, 1960 (see the issue of this GAZETTE for September, 1960, page 363). Eighteen member states, including the United Kingdom, were represented. Two representatives of the International Civil Aviation Organisation participated actively in the meeting and observers from eight non-governmental international organisations attended.

The agenda comprised two items. Following discussion of the item concerning the review of conditions of employment in civil aviation, the meeting adopted a number of Resolutions. Two of these Resolutions refer to studies or work to be undertaken by the International Labour Organisation concerning respectively occupational health risks and the repatriation of personnel posted abroad. A third Resolution encourages joint consultation at the company level and/or the national level, according to the practice in each country, upon such subjects as may be agreed between the parties concerned. Another Resolution invites the Governing Body of the International Labour Office to request the Director-General to take into account the working environment of flight personnel in connection with any study of related technical and operational problems. These Resolutions were adopted unanimously; four other Resolutions were adopted by the majority of the delegates to the meeting. Three of the other Resolutions refer to the future work of the International Labour Organisation in the field of civil aviation and the studies which the Organisation should undertake on conditions of employment in air navigation services and on the effects of technological change. The fourth Resolution concerns financial

security of civil aviation personnel: the first part dealing with civil liability of air crews was adopted unanimously and the second part dealing with termination of employment of air hostesses was adopted by a majority vote.

On the second item of the agenda, concerning hours of duty and rest periods of flight personnel, a series of conclusions were adopted by a majority vote. These conclusions contain suggestions on flight and duty time limitations, minimum rest periods, joint consultation and definitions of flight time, hours of duty and rest periods.

The conclusions of the meeting will be considered by the Governing Body of the International Labour Office.

### 147th Session of the Governing Body

The 147th Session of the Governing Body of the International Labour Office was held in Geneva from 15th to 18th November under the Chairmanship of Mr. George Lodge, representative of the Government of the U.S.A. The United Kingdom Government was represented by Mr. G. C. H. Slater, C.B.E., Under Secretary, Ministry of Labour. Also from the United Kingdom were Sir George Pollock, Q.C., Director of the British Employers' Confederation, and Mr. Harold Collison, Member of the Trades Union Congress General Council and General Secretary of the National Union of Agricultural Workers.

Notes on the main subjects discussed by the Governing Body are contained in the following paragraphs.

### Agenda of the 45th (1961) Session of the International Labour Conference

It was decided to add an item on technical assistance to the agenda of the next session of the International Labour Conference. Its title is: "The role of the International Labour Organisation in the promotion of economic expansion and social progress in developing countries".

### Agenda of the 46th (1962) Session of the International Labour Conference

The agenda for the 46th (1962) Session of the International Labour Conference was fixed. The agenda will consist of three standing items (Report of the Director-General, Financial and Budgetary Questions, and Information and Reports on the Application of Conventions and Recommendations); two items which will probably be carried forward for a second discussion from the 45th Session (Equality of Treatment of Nationals and Non-Nationals (Social Security), and Vocational Training); and two new items, viz., the Prohibition of the Sale, Hire and Use of Inadequately Guarded Machinery, and Termination of Employment (Dismissal and Lay-off).

### Industrial Committees and Similar Bodies

It was decided that in 1962 there should be sessions of the Metal

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Trades Committee and the Chemical Industries Committee and that there should be an *ad hoc* Tripartite Meeting for the Printing and Allied Trades. If a fourth meeting is to be held it will be of the Textiles Committee.

#### Establishment of an International Vocational Training, Information and Research Centre

The Governing Body decided that the International Labour Organisation should undertake responsibility for the functioning of an International Vocational Training, Information and Research Centre in close collaboration with the secretariat of the Council of Europe. The Director-General is to be responsible for its working, and will have the assistance of a Programme Committee chaired by the Special Representative of the Council of Europe for National Refugees and Over-Population in Europe and including in its membership representatives from the Council of Europe, the Organisation for European Economic Co-operation, the International Labour Office, and other organisations which may be invited to take part. The first programme of work will be for three years and will include the publication of reference cards and other bibliographical material and of both short and more comprehensive reports on particular aspects of vocational training, and also the supply of information to assist bodies concerned with developing or improving vocational training. The Council of Europe will finance the extra expenditure needed to run the Centre.

#### Proposal for the Expansion of the Governing Body

The Governing Body considered a letter signed by Government representatives from 21 member states at the last Session of the International Labour Conference in which it was suggested that the Organisation's Constitution should be amended so as to increase the number of seats on the Governing Body. The letter proposed that the number of Governments represented should be increased to 24, including as at present the 10 states of chief industrial importance but also in addition the two states of "chief agricultural importance", and 12 (instead of 10) states to be elected triennially. The number of employers' and workers' representatives would also be increased from the present 10 to 12, to be chosen with "due consideration to geographical and occupational representation". After a discussion, in the course of which some members spoke in favour of enlarging the Governing Body, and others referred to practical difficulties which might arise from further enlarging this executive organ, a decision was taken to request the Director-General to prepare a paper for consideration at the next Session of the Governing Body in which he would examine the various possibilities for the future size and membership of the Governing Body.

#### International Institute for Labour Studies

A total of 875,000 dollars in voluntary contributions to the Endowment Fund of the International Institute for Labour Studies was accepted by the Governing Body. These were the first contributions made to the Fund and came from the Governments of the Federal Republic of Germany (750,000 dollars), India (100,000 dollars) and Tunisia (5,000 dollars), and from employers in Peru and Brazil (10,000 dollars each).

#### Other Matters

A general exchange of views was held on the major emphases and trends in the activities of the Organisation. Decisions were taken on the action needed to give effect to a number of resolutions adopted by the International Labour Conference at its 44th Session. Decisions were also taken on the holding of a number of meetings, including a Meeting of Experts on Electrical Accidents and Related Matters, the Third Session of the Joint International Labour Organisation/World Health Organisation Committee on the Hygiene of Seafarers, and a Seminar on Family Living Studies to be organised jointly with the Economic Commission for Europe. The U.S.S.R. Government representative proposed that an item entitled "The preparation of action within the normal field of the International Labour Organisation to liquidate colonialism and its disastrous consequences in the field of labour and workers' living conditions" should be included in the Agenda of the next Session of the Governing Body; the proposal was rejected by six votes to 31 with no abstentions. It was decided to establish a panel of consultants on co-operation of 25 to 30 members to assist and advise the Office in its work in the field of co-operatives. The Governing Body also considered three further reports from its Committee on Freedom of Association dealing with over 20 complaints alleging the infringement of trade union rights; about half were dismissed and recommendations were adopted on the others.

#### African Regional Conference

The Minister of Labour was present at the opening in Lagos, Federation of Nigeria, on 5th December, of the First African Regional Conference of the International Labour Organisation, and addressed an early session of the Conference as a Visiting Minister. The United Kingdom was represented by a tripartite delegation. Mr. H. F. Rossetti, C.B., Deputy Secretary, Ministry of Labour, and Mr. G. Foggon, O.B.E., Labour Adviser to the Secretary of State for the Colonies, were the Government delegates; Mr. J. L. Stanton, Director of the United Africa Company, and Mr. W. J. P. Webber, Member of the Trades Union Congress General Council and General Secretary, Transport Salaried Staffs Association, were the Employers' and Workers' delegates respectively and the delegates were accompanied by a number of advisers.

The Conference, which continued until 17th December, considered a special Report of the Director-General of the International Labour Office dealing with African labour questions, and also discussed detailed Reports on two subjects of great importance for Africa today, namely vocational and technical training and relations between employers and workers with particular reference to freedom of association, joint consultation and collective bargaining.

## LABOUR OVERSEAS

### Average Hours of Work, Earnings, etc., in the Clothing Industry in Germany

The particulars which follow, relating to the clothing industry in the German Federal Republic, have been obtained from the report for May, 1960, on the quarterly enquiry into earnings and working hours carried out by the German Statistical Office.

The Table below shows, by sex and skill, average weekly hours of work, average hourly earnings and average weekly earnings in the clothing industry. For the purpose of conversion into sterling, the Exchange Rate of 11.76 Deutschmarks = £1 has been used, and the amounts rounded to the nearest penny. In the Table the terms "Male workers" and "Female workers" include boys and girls respectively; female workers comprise approximately 88 per cent. of the total labour force in the clothing industry. The term "Average Weekly Hours of Work" relates to actual hours spent at the work bench, excluding time off for meal breaks, company or union meetings, visits to the doctor, etc.

	Average Weekly Hours of work	Average Hourly Earnings		Average Weekly Earnings	
		s.	d.	s.	d.
<b>Male workers:</b>					
Skilled .. .. .	42.0	4	6	202	0
Semi-skilled .. .. .	43.3	4	1	184	11
Unskilled .. .. .	43.5	3	6	161	5
Average .. .. .	42.5	4	3	193	0
<b>Female Workers:</b>					
Skilled .. .. .	40.4	3	5	145	6
Semi-skilled .. .. .	39.5	3	1	128	1
Unskilled .. .. .	39.8	2	7	110	3
Average .. .. .	39.6	3	0	127	4
<b>Average all workers</b> .. .. .	<b>40.0</b>	<b>3</b>	<b>2</b>	<b>133</b>	<b>9</b>

Employers pay compulsory contributions covering insurance in respect of pensions, sickness and maternity, industrial injuries, unemployment and family allowances. It is not possible to quote a uniform rate of contribution as the actual contributions may vary from employer to employer according to industrial or actuarial risk. The average total contribution appears to approximate to 15 per cent. of wages.

In addition to these statutory payments employers may contribute to other schemes. According to returns made by employers for the purpose of the International Labour Office enquiry of 1955, the results of which were published in *Labour Costs in European Industry* (obtainable in the United Kingdom from the Branch of the International Labour Office at 38-39 Parliament Street, London, S.W.1, price 7s. 6d.), the amounts paid by German employers in respect of non-obligatory social security benefits, direct benefits and subsidies represented 10 per cent. of basic wages.

With regard to annual holidays, the legal minimum in most of the Länder (Provinces) is 12 days, but more generous provision may exist under collective agreements. Fifteen days appear to be granted, on average, for workers over the age of 18 years. Paid public holidays, granted additionally, vary from 10 to 13 days, according to the predominant religious belief in the area concerned.

### Hours of Work, Wages, etc., in the Textile and Clothing Industries in Sweden

Details of hours of work and wage rates, based on returns from affiliated firms, are compiled each year by the Swedish Employers' Confederation. The information on wages in the textile and clothing industries given below is taken from this source and relates to the second quarter of 1960. For the purpose of conversion into sterling, the Exchange Rate of 14.50 kronor = £1 has been used and the amounts rounded to the nearest penny.

Hours of work in the textile and clothing industries in Sweden are 45 a week as from 1st January, 1960. Very little overtime is worked at present.

Hourly wage rates are as follows:—

Industry	Adult Males		Adult Females	
	Time Rate	Piece Rate	Time Rate	Piece Rate
Textiles .. .. .	s. d. 6 0	s. d. 6 5	s. d. 4 8	s. d. 5 5
Clothing .. .. .	6 6	7 5	4 8	5 6

Total earnings, inclusive of overtime, special bonuses and social benefits but exclusive of supplementary pensions, averaged 7s. 3d. for men and 5s. 11d. for women in textiles and 7s. 7d. for men and 6s. 1d. for women in clothing.

Approximately 65 per cent. of adult males and 75 per cent. of adult females in the textile industry are on piecework. The corresponding figures for the clothing industry are 46 and 65 per cent. Female workers comprise approximately 49 per cent. of the labour force in textiles and 80 per cent. in the clothing industry.

Employers pay contributions to funds covering sickness insurance, including maternity benefit, and industrial injuries. These contributions amount to approximately 2.0 per cent. of earnings. In addition employers pay, as from 1st January, 1960, a contribution of 1.9 per cent. of earnings under the new statutory Supplementary

Pensions Scheme. This contribution will rise by 0.6 to 0.7 per cent. annually to 4.5 per cent. in 1964.

There is statutory provision for 18 days' paid holiday a year for all workers who have worked a full year with the firm. The number of paid public holidays is fixed by collective agreement, and the textile industry was the first to conclude such an agreement in 1953. The agreement provides for the payment of 11 such holidays, provided they do not fall on a Sunday.

### Hours of Work, Wages, etc., in the Glass Industry in Sweden

Details of hours of work and wage rates, based on returns from affiliated firms, are compiled each year by the Swedish Employers' Confederation. The information on wages in the glass industry given below is taken from this source and relates to the year 1959. For the purpose of conversion into sterling, the Exchange Rate of 14.50 kronor = £1 has been used and the amounts rounded to the nearest penny.

Hours of work in the glass industry in Sweden were then 42 a week for shift workers and 46 a week for others. Very little overtime is worked at present.

Hourly wage rates are as follows: adult males, time rate 5s. 1d., piece rate 6s. 9d.; adult females, time rate 3s. 6d., piece rate 5s. 3d. Approximately 53 per cent. of adult males and 9 to 10 per cent. of adult females in the glass industry are on piecework; and about 17 per cent. of the total labour force are female workers.

Employers pay contributions to funds covering sickness insurance, including maternity benefit, and industrial injuries. These contributions amount to approximately 2.0 per cent. of earnings. In addition, employers pay, as from 1st January, 1960, a contribution of 1.9 per cent. of earnings under the Statutory Supplementary Pensions Scheme. This contribution will rise by 0.6 to 0.7 per cent. annually to 4.5 per cent. in 1964.

There is statutory provision for 18 days' paid holiday a year for workers 18 years and over, and 24 days for workers under 18. The number of paid public holidays is fixed by collective agreement; it appears to be the general practice to pay for 11 such holidays, provided they do not fall on a Sunday.

### Average Hours, Earnings, etc., in the Glass and China Industries in Italy

The Italian Ministry of Labour and Social Security undertakes a monthly enquiry of employers in a number of industries in regard to hours of work and earnings. The following figures for the month of June, 1959, which have been taken from *Rassegna di Statistiche del Lavoro* (March-April, 1960) give details of daily and monthly hours of work and hourly earnings in the glass and china industries. The average hourly earnings exclude holiday pay, bonuses, family and other allowances. For the purpose of conversion into sterling, the Exchange Rate of 1750 lire = £1 has been used and the amounts rounded to the nearest penny.

	Average daily hours of work	Average monthly hours of work	Average hourly earnings	
			s.	d.
Glass .. .. .	7.8	166.3	2	9
China .. .. .	7.9	165.6	2	1

Employers' contributions for social security purposes include compulsory payments to various insurance funds covering pensions, sickness and maternity, industrial injuries, unemployment, family allowances, housing and wage equalisation. Employers' contributions to social security schemes in the glass industry in 1957, calculated on average hourly earnings for the year, totalled approximately 43 per cent. of earnings (excluding family allowances). The corresponding approximate figure for the china industry was 45 per cent. of earnings. Female labour in the china industry amounted to approximately 40 per cent. of the labour force, and in the glass industry 14 per cent.

The paid annual holiday for manual workers is of 12 days' duration, with increments for seniority and skill, up to a maximum of 30 days after 20 years' service. In addition, there are 17 paid public holidays.

### Earnings in the United States Machinery Industries, 1959-60

A summary of the results of a survey of earnings of production workers in non-electrical machinery manufacturing industries has been published by the Bureau of Labor Statistics of the United States Department of Labor in an article in the September issue of *Monthly Labor Review*. The survey covered establishments producing machine tool accessories and employing eight or more workers, and other non-electrical machinery establishments employing 20 or more workers, in 21 important machinery production areas. It was carried out during the winter of 1959-60.

The summary shows that average straight-time hourly earnings (*i.e.*, excluding additional pay for overtime and for work at week-ends and on holidays and late shifts) of production workers in the non-electrical machinery manufacturing industries rose by 4.1 per cent. during the preceding year, compared with an increase of 3.3 per cent. between the winters of 1957-58 and 1958-59. Since January, 1945, average straight-time hourly earnings of these workers have increased by about 135.2 per cent. The increase in

average hourly pay levels since 1958-59 varied considerably among the 21 areas surveyed, ranging from 1.4 per cent. in Newark and Jersey City to 7.4 per cent. in Houston, but in a majority of the areas it was between 2.5 and 4.5 per cent. The extent of wage movement varied also between the skilled and unskilled occupations included in the survey. For the 21 areas combined, straight-time hourly earnings of tool and die makers (in other than tool and die jobbing shops) rose by 3.9 per cent., while earnings of material-handling labourers rose by 3.4 per cent. The greater percentage increase in earnings of tool and die makers is a reversal of a long-term trend which has narrowed the differentials in pay levels between these two groups.

The Table below shows, for the period December, 1959, to May, 1960, the average straight-time hourly earnings of men in selected occupations in Chicago, Detroit, Los Angeles and New York City, and the range of the averages for the 21 areas included in the survey. For the purpose of conversion into sterling, the Exchange Rate of 2.80 dollars = £1 has been used and the amounts rounded to the nearest penny.

Occupation	Average Hourly Earnings					
	Chicago	Detroit	Los Angeles-Long Beach	New York City	21 centres (range)	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Assemblers, Class A	19 9	21 11	18 11	18 3	14 10	21 11
B	17 7	18 5	15 9	15 2	12 4	19 2
C	15 0	17 3	13 9	14 3	10 3	17 6
Electricians, Maintenance	21 5	22 10	20 5	19 9	17 1	22 10
Inspectors, Class A	19 8	22 3	19 7	19 9	16 9	22 7
B	17 8	18 10	16 11	16 0	13 9	19 9
C	17 2	17 7	14 9	11 9	11 9	17 11
Machine-Tool Operators, Production, Class A	20 1	22 4	19 8	18 3	16 3	22 4
B	18 2	18 9	16 8	15 3	13 6	18 10
C	15 5	16 11	14 4	13 0	11 10	17 1
Machine Tool Operators, Toolroom	19 7	24 11	20 9	18 9	16 8	24 11
Machinists, Production	—	—	20 3	19 9	16 9	22 9
Tool and Die Makers—						
Jobbing Shops ..	24 6	25 6	22 3	19 10	19 3	25 6
Others .. .. .	22 3	23 7	21 8	20 4	18 1	24 11
Welders, Hand, Class A	19 7	20 6	19 9	18 3	15 2	21 1
B	17 9	19 0	16 9	16 5	12 7	19 2
Janitors, Porters, Cleaners .. .. .	14 1	16 3	13 11	12 8	10 2	16 3
Labourers, Material Handling .. .. .	14 9	17 3	14 9	13 3	10 1	17 4

Weekly work schedules of 40 hours applied to a majority of the production workers in all the areas surveyed except one, where slightly more than half of the workers were in establishments with scheduled work weeks of more than 40 hours. Eighteen per cent. of the workers in the 21 areas combined were employed on late shifts, the majority of them receiving pay differentials over day-shift rates. The amount of the shift differentials varied greatly, but the amount most commonly found was 10 per cent. over day-shift rates. Virtually all workers covered by the survey were eligible for paid vacations, paid public holidays, and some type of insurance or pension plan. The main development in the past few years has been in the liberalisation of existing plans, such as adding a paid public holiday, increasing the amount of vacation pay after long periods of service, or adding another type of insurance coverage. The amount of vacation pay varied with the worker's length of service. Nearly all production workers in the 21 areas were in establishments which provided at least one week's vacation pay after one year's service, and over four-fifths received at least two weeks' pay after five years. At least three-fifths of the workers in all areas except one received three weeks' pay after 15 years of service. In two areas more than half of the production workers were in establishments providing at least four weeks paid vacation after 25 years. The majority of production workers received six or seven paid public holidays and in three of the areas surveyed over three-fifths received eight or more. Life insurance, hospitalisation, and surgical plans were available to about four-fifths or more of these workers in virtually all areas. In 12 of the 21 areas seven-tenths or more of the production workers were in establishments with medical insurance plans providing complete or partial payment of doctors' fees. Sick-leave plans, however, were applicable to fewer than one-tenth of production workers in all but five areas. The proportion of production workers covered by retirement pension plans varied greatly between areas, ranging from one-quarter in one area in the Far West to over nine-tenths in one New England area.

## INCREASE IN PRICE OF THE "MINISTRY OF LABOUR GAZETTE"

As reported last month it is regretted that, owing to increased production costs, it has become necessary to raise the price of this GAZETTE.

Beginning with the issue for January, 1961, the price will be 2s. 6d. a copy (2s. 10d. including postage). The annual subscription rate will be 34s., including postage.

Current subscriptions will continue at the old rate until they expire; renewals will be at the new rate.

# EMPLOYMENT, UNEMPLOYMENT, ETC.

## Contents of this Section

	Page		Page
Employment in Great Britain in October, 1960			
General Summary	474	Placing Work of Employment Exchanges	481
General Man-power Position	474	Employment in the Coal Mining Industry in October	482
Analysis of Numbers in Civil Employment	474	Professional and Executive Register	482
Industrial Analysis	474	Technical and Scientific Register	482
Short-time in Manufacturing Industries	476	Insured Persons absent from Work owing to Sickness or Industrial Injury	482
Unemployment at 14th November, 1960:		Fatal Industrial Accidents	483
Summary for Great Britain	477	Industrial Diseases	483
Numbers Unemployed in United Kingdom	477	Industrial Rehabilitation	483
Numbers Unemployed, 1939-1960	477	Employment Overseas	483
Numbers Unemployed in Principal Towns and Development Districts	478	Employment of Women and Young Persons	484
Numbers Unemployed: Industrial Analysis	479	Disabled Persons	484

## Employment\* in Great Britain in October

### GENERAL SUMMARY

During October the number in civil employment is estimated to have increased by 26,000 to 23,825,000. The largest increases were in the distributive trades and in engineering and electrical goods manufacture. The main reductions were in agriculture, motor vehicle manufacture and catering, hotels, etc.

The Employment Exchanges filled 183,000 vacancies in the five-week period ended 9th November. The number of vacancies notified to Exchanges but remaining unfilled at 9th November, was 310,000; this was 14,000 less than in October.

The number of operatives working short-time in manufacturing industries in the week ended 29th October was 95,200 which was 54,700 more than at the end of September. The total included 63,500 in the motor vehicle industry.

There were 352,000 persons registered as unemployed on 14th November, of whom 328,000 were wholly unemployed and 24,000 temporarily stopped from work. Between 10th October and 14th November, unemployment rose by 24,000; there were increases of 15,000 in the number wholly unemployed and 9,000 among the temporarily stopped. The main changes in unemployment were increases of 13,600 in manufacturing industries (including 9,500 temporarily stopped in the motor vehicle industry), 5,300 in construction and 3,300 in catering, hotels, etc. There were decreases of 2,600 in fishing and 1,100 in sea transport and a reduction of 2,300 school leavers unemployed.

Expressed as a proportion of the estimated number of employees, unemployment in November was 1.6 per cent.; in October it was 1.5 per cent., and in November, 1959, it was 2.0 per cent. The number of persons unemployed for more than eight weeks was 159,700—49 per cent. of the wholly unemployed.

It is estimated that the total working population† at the end of October was 24,661,000, an increase of 41,000 compared with the end of September.

### GENERAL MAN-POWER POSITION

The broad changes in the man-power situation between end-September and end-October 1960, are shown in the following Table, together with the figures for recent months and end-October, 1959.

(End of Month)

	Thousands				Change during Oct., 1960
	Oct., 1959	August, 1960	Sept., 1960	Oct., 1960	
Number in Civil Employment . . . . .	23,412	23,771†	23,799†	23,825	+ 26
Men . . . . .	15,389	15,579†	15,587†	15,581	+ 6
Women . . . . .	8,023	8,192	8,212†	8,244	+ 32
Wholly Unemployed§ . . . . .	414	305	308	322	+ 14
Temporarily Stopped§ . . . . .	11	7	12	20	+ 8
Total Registered Unemployed§ . . . . .	425	312	320	342	+ 22
H.M. Forces and Women's Services . . . . .	547	513	513	514	+ 1
Men . . . . .	532	498	498	499	+ 1
Women . . . . .	15	15	15	15	..
Total Working Population . . . . .	24,373	24,589†	24,620†	24,661	+ 41
Men . . . . .	16,220	16,293†	16,306†	16,310	+ 4
Women . . . . .	8,153	8,294	8,314†	8,351	+ 37

\* The figures of employment for all dates are provisional and subject to revision in the light of more complete information to be obtained on the basis of the count of national insurance cards in mid-1960.

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

‡ Amended figure.

§ End of month estimates. Persons classed as temporarily stopped are included in the totals of persons in civil employment. (See footnote † above.)

### ANALYSIS OF NUMBERS IN CIVIL EMPLOYMENT

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

(End of Month)

Industry or Service	Thousands				Change during Oct., 1960
	Oct., 1959	August, 1960	Sept., 1960	Oct., 1960	
Agriculture and Fishing	1,015	981*	986*	976	- 10
Mining and Quarrying	806	757	754	752	- 2
Food, Drink and Tobacco	826	846	847	849	+ 2
Chemicals and Allied Industries	527	537	539	541	+ 2
Metal Manufacture	593	627	631	633	+ 2
Engineering and Electrical Goods	1,992	2,075	2,092	2,101	+ 9
Shipbuilding and Marine Engineering	263	250	248	246	- 2
Vehicles	881	923	925	921	- 4
Metal Goods	533	556	550	562	+ 2
Textiles	865	865	867	871	+ 4
Clothing and Footwear	572	581	584	586	+ 2
Other Manufactures	1,605	1,652	1,659	1,661	+ 2
Total in Manufacturing Industries . . . . .	8,657	8,912	8,952	8,971	+ 19
Construction	1,531	1,551	1,556*	1,553	- 3
Gas, Electricity and Water	374	371	373	374	+ 1
Transport and Communication	1,657	1,660	1,660	1,660	..
Distributive Trades	3,245	3,294	3,282	3,307	+ 25
Financial, Professional, Scientific and Miscellaneous Services	4,885	5,000	4,990	4,989	- 1
National Government Service	505	504	504*	503	- 1
Local Government Service	737	741	742	740	- 2
Total in Civil Employment . . . . .	23,412	23,771*	23,799*	23,825	+ 26

### NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at the end of October, 1959, and August, September and October 1960. The figures relate to employees (including persons temporarily laid off but still on the employers' pay-rolls); they exclude employers and persons working on their own account and they are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of the changes in the numbers within the latter classes cannot be made at monthly intervals for the individual industries.

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

\* Amended figure.

# NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(End of Month)

(Thousands)

Industry	October, 1959			August, 1960			September, 1960			October, 1960		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.												
Coal Mining	716.7	19.5	736.2	667.5	19.5	687.0	664.8	19.5	684.3	662.3	19.5	681.8
Food, Drink and Tobacco	446.0	365.0	811.0	455.9	374.9	830.8	452.1	380.3	832.4	452.3	382.0	834.3
Grain Milling	32.2	8.1	40.3	31.9	8.0	39.9	31.9	8.0	39.9	32.0	8.0	40.0
Bread and Flour Confectionery	80.1	54.2	134.3	83.9	56.4	140.3	82.8	56.4	139.2	81.9	57.3	139.2
Biscuits	20.3	44.4	64.7	19.7	41.1	60.8	19.9	43.1	63.0	19.9	43.5	63.4
Bacon Curing, Meat and Fish Products	35.0	30.4	65.4	36.9	34.4	71.3	36.3	34.6	70.9	37.3	34.3	71.6
Milk Products	23.2	11.8	35.0	24.7	12.5	37.2	23.2	11.9	35.1	22.7	11.4	34.1
Sugar	15.7	4.9	20.6	13.1	4.5	17.6	14.4	4.8	19.2	15.2	5.0	20.2
Cocoa, Chocolate and Sugar Confectionery	39.9	67.2	107.1	40.5	70.1	110.6	41.0	73.1	114.1	41.3	73.4	114.7
Fruit and Vegetable Products	29.6	55.6	85.2	31.0	57.3	88.3	30.1	58.8	88.9	30.3	58.5	88.8
Animal and Poultry Foods	16.2	4.2	20.4	15.9	4.1	20.0	16.0	4.1	20.1	15.9	4.2	20.1
Food Industries not elsewhere specified	21.4	18.1	39.5	22.5	18.3	40.8	22.5	18.8	41.3	22.6	19.4	42.0
Brewing and Malting	75.7	20.2	95.9	77.9	20.8	98.7	77.2	20.6	97.8	76.6	20.6	97.2
Other Drink Industries	38.5	22.7	61.2	39.5	22.9	62.4	38.8	22.4	61.2	38.8	22.6	61.4
Tobacco	18.2	23.2	41.4	18.4	24.0	42.4	18.0	23.7	41.7	17.8	23.8	41.6
Chemicals and Allied Industries	376.6	148.4	525.0	383.4	152.4	535.8	384.0	153.6	537.6	384.8	153.9	538.7
Coke Ovens and Manufactured Fuel	18.1	0.7	18.8	18.1	0.6	18.7	18.2	0.6	18.8	18.2	0.6	18.8
Mineral Oil Refining	33.6	7.7	41.3	33.5	7.4	40.9	33.8	7.4	41.2	33.8	7.5	41.3
Lubricating Oils and Greases	6.7	2.4	9.1	6.9	2.4	9.3	6.9	2.4	9.3	6.9	2.4	9.3
Chemicals and Dyes	174.5	45.4	219.9	179.5	47.2	226.7	179.7	47.5	227.2	180.2	47.7	227.9
Pharmaceutical and Toilet Preparations	28.9	40.1	69.0	29.3	42.3	71.6	29.2	42.5	71.7	29.6	42.8	72.4
Explosives and Fireworks	23.7	12.4	36.1	23.4	12.0	35.4	23.3	12.0	35.3	23.2	12.0	35.2
Paint and Printing Ink	33.9	14.9	48.8	34.4	15.0	49.4	34.3	15.1	49.4	34.0	15.1	49.1
Animal and Poultry Oils, Fats, Soap, etc.	30.7	15.2	45.9	30.3	15.4	45.7	30.4	15.7	46.1	30.5	15.7	46.2
Synthetic Resins and Plastics Materials	19.0	5.1	24.1	20.2	5.4	25.6	20.5	5.5	26.0	20.6	5.6	26.2
Poisons, Gelatine, Adhesives, etc.	7.5	4.6	12.1	7.8	4.8	12.6	7.7	4.9	12.6	7.8	4.8	12.6
Metal Manufacture	517.6	73.8	591.4	547.7	78.0	625.7	551.2	78.6	629.8	553.3	79.1	632.4
Iron and Steel (General)	258.2	23.6	281.8	274.7	25.0	299.7	276.6	25.3	301.9	277.4	25.5	302.9
Steel Tubes	44.0	8.4	52.4	45.5	8.8	54.3	45.8	8.9	54.7	46.3	9.0	55.3
Iron Castings, etc.	107.0	15.1	122.1	112.4	15.6	128.0	113.2	15.6	128.8	113.5	15.7	129.2
Light Metals	45.4	13.4	58.8	47.9	14.1	62.0	48.3	14.2	62.5	48.3	14.3	62.6
Copper, Brass and other Base Metals	63.0	13.3	76.3	67.2	14.5	81.7	67.6	14.6	82.2	67.8	14.6	82.4
Engineering and Electrical Goods	1,436.4	529.4	1,965.8	1,492.2	557.2	2,049.4	1,502.9	563.2	2,066.1	1,510.4	565.0	2,075.4
Agricultural Machinery (exc. Tractors)	32.1	5.0	37.1	32.4	4.9	37.3	32.0	4.8	36.8	31.7	4.8	36.5
Metal-working Machine Tools	73.1	14.3	87.4	76.3	14.8	91.1	76.9	14.9	91.8	77.5	15.2	92.7
Engineers' Small Tools and Gauges	34.1	10.5	44.6	36.9	11.3	48.2	37.4	11.4	48.8	37.7	11.5	49.2
Industrial Dies	31.4	5.4	36.8	32.2	5.5	37.7	32.4	5.5	37.9	32.4	5.5	37.9
Textile Machinery and Accessories	42.7	7.5	50.2	46.1	8.4	54.5	46.6	8.5	55.1	46.8	8.5	55.3
Contractors' Plant and Quarrying Machinery	20.3	3.5	23.8	21.3	3.5	24.8	21.4	3.5	24.9	21.4	3.5	24.9
Mechanical Handling Equipment	42.2	5.7	47.9	43.8	5.9	49.7	44.0	5.9	49.9	44.1	5.9	50.0
Office Machinery	37.3	16.3	53.6	39.2	17.2	56.4	39.7	17.6	57.3	40.2	17.9	58.1
Other Machinery	262.3	59.4	321.7	273.4	63.3	336.7	275.7	63.9	339.6	277.7	64.5	342.2
Industrial Plant and Steelwork	129.6	16.6	146.2	134.6	17.3	152.0	135.2	17.6	152.8	135.9	17.7	153.6
Ordnance and Small Arms	29.4	7.9	37.3	29.0	7.7	36.7	29.0	7.5	36.5	28.8	7.2	36.0
Other Mechanical Engineering	145.9	43.1	189.0	154.5	47.3	201.8	155.3	47.5	202.8	156.1	47.5	203.6
Scientific, Surgical, etc., Instruments	75.6	41.6	117.2	77.5	44.0	121.5	78.1	44.3	122.4	78.5	44.5	123.0
Watches and Clocks	7.6	7.3	14.9	7.8	8.2	16.0	8.0	8.5	16.5	8.0	8.6	16.6
Electrical Machinery	158.1	52.9	211.0	159.5								



Numbers Employed in Great Britain: Industrial Analysis—continued

(End of Month)

(Thousands)

Industry	October, 1959			August, 1960			September, 1960			October, 1960		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Paper, Printing and Publishing	375.7	210.1	585.8	387.7	218.9	606.6	389.9	220.1	610.0	388.2	221.1	609.3
Paper and Board	70.7	20.3	91.0	73.5	21.6	95.1	73.9	21.8	95.7	74.3	21.9	96.2
Cardboard Boxes, Cartons, etc.	27.7	34.8	62.5	28.8	36.2	65.0	28.9	36.6	65.5	29.2	36.9	66.1
Other Manufactures of Paper and Board	30.5	35.5	66.0	31.8	36.4	68.2	32.1	36.6	68.7	32.1	36.8	68.9
Printing, Publishing of Newspapers, etc.	101.4	27.5	128.9	103.2	28.5	131.7	104.4	28.6	133.0	101.7	28.9	130.6
Other Printing, Publishing, Bookbinding, etc.	145.4	92.0	237.4	150.4	96.2	246.6	150.6	96.5	247.1	150.9	96.6	247.5
Other Manufacturing Industries	174.6	118.1	292.7	182.3	121.9	304.2	183.2	123.6	306.8	183.9	124.7	308.6
Rubber	81.6	37.1	118.7	84.9	38.0	122.9	85.6	38.2	123.8	85.9	38.0	123.9
Linoleum, Leather Cloth, etc.	13.5	4.4	17.9	14.1	4.3	18.4	14.1	4.3	18.4	14.1	4.3	18.4
Brushes and Brooms	8.0	7.7	15.7	7.8	7.9	15.7	7.8	7.9	15.7	7.8	8.0	15.8
Toys, Games and Sports Equipment	11.7	20.2	31.9	12.1	21.5	33.6	12.3	22.4	34.7	12.3	23.3	35.6
Miscellaneous Stationers' Goods	5.3	6.4	11.7	5.3	6.0	11.3	5.4	6.2	11.6	5.4	6.4	11.8
Plastics Moulding and Fabricating	31.8	26.7	58.5	35.3	28.2	63.5	35.1	28.4	63.5	35.4	28.2	63.6
Miscellaneous Manufacturing Industries	22.7	15.6	38.3	22.8	16.0	38.8	22.9	16.2	39.1	23.0	16.5	39.5
Total, All Manufacturing Industries	5,708.1	2,814.6	8,522.7	5,880.9	2,896.6	8,777.5	5,898.3	2,919.8	8,818.1	5,906.2	2,930.9	8,837.1
Construction	1,324.9	64.9	1,389.8	1,344.9	64.9	1,409.8	1,349.9	64.9	1,414.8	1,346.9	64.9	1,411.8
Gas, Electricity and Water	331.5	42.7	374.2	327.0	43.8	370.8	329.0	43.8	372.8	330.4	43.9	374.3
Gas	114.3	14.7	129.0	110.1	14.9	125.0	110.5	14.9	125.4	111.0	15.0	126.0
Electricity	183.5	25.7	209.2	183.7	26.6	210.3	185.2	26.6	211.8	186.0	26.6	212.6
Water Supply	33.7	2.3	36.0	33.2	2.3	35.5	33.3	2.3	35.6	33.4	2.3	35.7
Transport and Communication	216.9	48.3	265.2	215.1	48.4	263.5	212.9	48.2	261.1	211.3	47.9	259.2
Road Passenger Transport	167.9	15.2	183.1	170.4	15.8	186.2	169.5	15.7	185.2	169.8	15.8	185.6
Road Haulage Contracting												
Distributive Trades	1,324.3	1,424.4	2,748.7	1,344.6	1,451.5	2,796.1	1,338.4	1,445.8	2,784.2	1,340.6	1,468.7	2,809.3
Wholesale Distribution	334.7	190.8	525.5	340.9	192.2	533.1	339.4	193.5	532.9	337.7	193.6	531.3
Retail Distribution	774.7	1,166.0	1,940.7	783.7	1,191.0	1,980.3	783.8	1,184.1	1,967.9	786.5	1,206.4	1,992.9
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies	125.8	35.4	161.2	125.2	36.0	161.2	126.5	36.2	162.7	127.9	36.6	164.5
Dealing in other Industrial Materials, etc.	89.1	32.2	121.3	89.2	32.3	121.5	88.7	32.0	120.7	88.5	32.1	120.6
Miscellaneous Services	67.7	67.1	134.8	75.0	70.6	145.6	73.7	69.0	142.7	72.2	68.7	140.9
Cinemas, Theatres, Radio, etc.	30.6	16.5	47.1	35.7	20.8	56.5	32.0	18.5	50.5	30.3	16.9	47.2
Sport and other Recreations	11.2	26.4	37.6	12.2	27.1	39.3	12.3	28.6	40.9	12.5	29.6	42.1
Catering, Hotels, etc.	178.2	380.7	558.9	193.6	408.9	602.5	184.3	392.4	576.7	183.1	390.3	573.4
Laundries	30.4	93.7	124.1	31.1	95.5	126.6	30.4	94.5	124.9	30.1	93.9	124.0
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	10.7	32.6	43.3	11.3	30.7	42.0	11.0	30.6	41.6	11.0	30.5	41.5
Motor Repairs, Distributors, Garages, etc.	280.4	57.0	337.4	285.8	62.0	347.8	286.8	61.9	348.7	287.2	62.2	349.4
Repair of Boots and Shoes	13.5	3.7	17.2	13.0	3.6	16.6	13.0	3.6	16.6	12.9	3.7	16.6

SHORT-TIME IN MANUFACTURING INDUSTRIES

Under the Statistics of Trade Act, 1947, monthly employment returns are collected by the Ministry of Labour from all employers in manufacturing industries with 100 or more employees and one-quarter of the employers in those industries with 11-99 employees. Detailed information about short-time and overtime working is obtained on the returns\* only once a quarter (in February, May, August and November), but figures are obtained on the returns for

other months to show the total numbers working short-time. These figures relate to operatives only (i.e., they exclude administrative, technical and clerical staffs).

The figures for 29th October, 1960, including an allowance for the firms with 11-99 employees not required to render returns, are given in the Table below.

Operatives on Short-time in Great Britain in week ended 29th October, 1960

Industry	Number of operatives on Short-time	Industry	Number of operatives on Short-time
Food, Drink and Tobacco	1,200	Leather, Leather Goods and Fur	100
Chemicals and Allied Industries	100	Clothing and Footwear	5,200
Metal Manufacture	3,000	Dresses, Lingerie, Infants' Wear, etc.	1,400
Steel Tubes	900	Footwear	2,300
Iron Castings, etc.	1,200	Bricks, Pottery, Glass, Cement, etc.	1,500
Engineering (including Marine Engineering) and Electrical Goods	7,400	Timber, Furniture, etc.	2,200
Engineering	2,900	Furniture and Upholstery	1,400
Electrical Goods	4,500	Paper, Printing and Publishing	600
Vehicles	64,500	Other Manufacturing Industries	2,100
Motor Vehicle Manufacturing	63,500	Rubber	1,000
Aircraft Manufacturing and Repairing	900	Plastics Moulding and Fabricating	1,100
Metal Goods not Elsewhere Specified	2,300	Total, All Manufacturing Industries*	95,200
Textiles	5,000		
Spinning and Doubling of Cotton, Flax and Man-made Fibres	400		
Weaving of Cotton, Linen and Man-made Fibres	100		
Woolen and Worsted	800		
Hosiery and Other Knitted Goods	2,500		
Textile Finishing	600		

\* Excluding Shipbuilding and Ship Repairing.

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Unemployment at 14th November, 1960

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed in Great Britain at 10th October and 14th November, 1960, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
10th October	227,213	10,187	83,800	7,303	328,503
14th November	245,865	8,694	90,855	6,405	351,819
Inc. (+) or Dec. (-)	+ 18,652	- 1,493	+ 7,055	- 898	+ 23,316

It is estimated that the number of persons registered as unemployed at 14th November represented 1.6 per cent. of the total number of employees. The corresponding percentage at 10th October was 1.5.

The total of 351,819 at 14th November includes 48,998 married women.

Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of the normal seasonal movement estimates published in the March, 1960, issue of this GAZETTE), the number of persons registered as wholly unemployed on 14th November was 325,620, consisting of 232,967 males and 92,653 females.

An analysis of the unemployment figures for 14th November according to duration of unemployment is given in the following Table.

Region	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
Men 18 and over	50,671	56,014	119,529	226,214	19,651	245,865
Boys under 18	4,206	2,347	1,761	8,314	380	8,694
Women 18 and over	20,479	29,734	37,213	87,426	3,429	90,855
Girls under 18	2,809	2,060	1,203	6,072	333	6,405
Total	78,165	90,155	159,706	328,026	23,793	351,819

Region	Males				
	Wholly Unemployed (including Casuals)	Temporarily Stopped	Total	Wholly Unemployed (including Casuals)	Temporarily Stopped
London and S.E.	11,558	10,870	22,428	1,019	39,510
Eastern and Southern	5,488	5,785	11,273	1,757	22,098
South-Western	3,401	3,873	7,274	493	14,825
Midland	3,446	3,154	6,600	9,213	20,724
North-Midland	2,166	2,284	4,450	597	10,472
E. and W. Ridings	3,219	2,934	6,153	490	13,981
North-Western	8,678	8,251	16,929	583	36,290
Northern	4,846	5,738	10,584	1,013	25,904
Scotland	8,941	11,357	20,298	3,964	53,695
Wales	3,134	4,115	7,249	902	17,060
Great Britain	54,877	58,361	113,238	20,031	254,559

Region	Females				
	Wholly Unemployed (including Casuals)	Temporarily Stopped	Total	Wholly Unemployed (including Casuals)	Temporarily Stopped
London and S.E.	5,651	6,026	11,677	189	14,248
Eastern and Southern	2,276	3,184	5,460	178	7,907
South-Western	1,543	2,777	4,320	104	6,482
Midland	1,642	2,100	3,742	5,868	6,497
North-Midland	1,036	1,230	2,266	205	3,926
E. and W. Ridings	1,428	1,562	2,990	196	5,321
North-Western	3,331	4,485	7,816	326	14,455
Northern	1,671	2,635	4,306	184	9,142
Scotland	3,446	5,631	9,077	1,006	21,101
Wales	1,264	2,164	3,428	745	8,181
Great Britain	23,288	31,794	55,082	3,762	97,260

NUMBERS UNEMPLOYED IN THE UNITED KINGDOM

The following Table gives the numbers of persons registered as unemployed and the percentage rates of unemployment in each administrative Region of England and in Scotland, Wales and Northern Ireland at 14th November, 1960.

Region	Number of persons registered as unemployed at 14th November, 1960			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and S.E.	39,510	14,248	53,758	1.1	0.7	1.0
Eastern and Southern	22,098	7,907	30,005	1.4	1.0	1.3
South-Western	14,825	6,482	21,307	1.8	1.5	1.7
Midland	20,724	6,497	27,221	1.4	0.8	1.2
North-Midland	10,472	3,926	14,398	1.0	0.8	0.9
E. and W. Ridings	13,981	5,321	19,302	1.1	0.8	1.0
North-Western	36,290	14,455	50,745	1.9	1.3	1.7
Northern	25,904	9,142	35,046	2.8	2.2	2.6
Scotland	53,695	21,101	74,796	3.8	2.7	3.4
Wales	17,060	8,181	25,241	2.5	2.9	2.6
Great Britain	254,559	97,260	351,819	1.8	1.2	1.6
Northern Ireland	25,609	7,611	33,220	8.4	4.3	6.9

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

The total number of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 14th November, 1960, was 385,039, including 270,434 men, 9,734 boys, 98,100 women and 6,771 girls. Of the total, 359,056 (including 7,552 casual workers) were wholly unemployed and 25,983 temporarily stopped. The temporarily stopped are persons suspended from work on the understanding that they are shortly to return to their former employment.

The numbers of unemployed persons on the registers in each Region at 14th November, 1960, are shown below.

Region	Wholly Unemployed (including Casuals)				Total
	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	
London and S.E.	37,189	1,302	13,213	846	52,550
Eastern and Southern	19,560	781	7,090	639	28,070
South-Western	13,924	408	5,899		

NUMBERS UNEMPLOYED IN PRINCIPAL TOWNS AND DEVELOPMENT DISTRICTS

The following Table shows, for some principal towns and all areas at present 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 14th November, 1960 and the percentage rate of unemployment.

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

	Numbers of persons on Registers at 14th November, 1960					Percentage rate of unemployment*	Numbers of persons on Registers at 14th November, 1960					Percentage rate of unemployment*
	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>												
<b>London and South-Eastern</b>												
Greater London	27,483	9,870	1,358	38,711	1,012	0.9						
Brighton and Hove	1,846	489	54	2,389	6	2.7						
Chatham	553	421	98	1,072	6	1.7						
<b>Eastern and Southern</b>												
Bedford	218	127	12	357	—	0.8						
Bournemouth	1,589	558	47	2,194	3	2.4						
Cambridge	170	37	5	212	—	0.4						
Ipswich	420	119	33	572	—	1.1						
Luton	409	119	20	548	33	0.7						
Norwich	1,046	326	36	1,408	—	1.7						
Oxford	1,233	141	37	1,411	966	1.6						
Portsmouth	2,307	1,026	216	3,549	1	2.8						
Reading	392	174	23	589	9	0.9						
Slough	426	97	15	538	92	0.6						
Southampton	1,877	419	139	2,435	16	1.9						
Southend-on-Sea	992	504	47	1,543	56	3.1						
Watford	214	86	23	323	13	0.6						
<b>South-Western</b>												
Bristol (inc. Kingswood)	2,561	714	97	3,372	2	1.4						
Exeter	453	164	11	628	3	0.9						
Gloucester	268	227	13	508	1	0.9						
Swindon	280	246	28	554	4	1.0						
<b>Midland</b>												
Birmingham	6,780	1,526	197	8,503	3,544	1.3						
Burton-on-Trent	113	4	4	119	—	0.8						
Coventry	4,069	873	144	5,088	3,211	2.9						
Oldbury	115	49	5	169	58	0.6						
Smethwick	410	83	15	508	277	1.2						
Stoke-on-Trent	1,415	570	31	2,016	155	1.3						
Walsall	367	132	15	514	17	0.9						
West Bromwich	405	88	4	497	222	1.1						
Wolverhampton	754	295	24	1,073	357	1.0						
Worcester	236	75	2	313	57	0.7						
<b>North Midland</b>												
Chesterfield	711	211	64	986	6	1.3						
Derby	796	335	14	1,145	12	1.0						
Grimsby	813	83	69	965	104	1.6						
Leicester	845	196	47	1,088	—	0.6						
Lincoln	332	87	19	438	—	0.9						
Mansfield	292	99	25	416	8	0.7						
Northampton	259	81	4	344	59	0.6						
Nottingham	2,356	687	71	3,114	83	1.4						
Peterborough	187	106	17	310	—	0.7						
Scunthorpe	154	217	27	398	—	0.9						
<b>East and West Ridings</b>												
Barnsley	829	341	37	1,207	14	1.6						
Bradford	934	268	50	1,252	46	0.7						
Dewsbury	199	133	9	341	61	1.1						
Doncaster	658	391	87	1,136	8	1.4						
Halifax	260	162	8	430	—	0.9						
Huddersfield	845	216	14	1,075	113	0.7						
Hull	2,721	477	119	3,317	67	2.2						
Leeds	1,790	338	48	2,176	67	0.8						
Rotherham	334	120	58	512	27	0.9						
Sheffield	1,334	466	55	1,855	80	0.7						
Wakefield	251	128	24	403	2	0.8						
York	569	143	29	741	—	1.2						
<b>North-Western</b>												
Accrington	101	92	1	194	12	0.8						
Ashton-under-Lyne	219	94	2	315	13	1.0						
Barrow	505	616	37	1,158	14	3.5						
Blackburn	303	285	15	603	2	1.1						
Bolton	650	156	12	818	2	1.0						
Burnley	297	366	4	667	5	1.6						
Bury	91	23	1	115	4	0.4						
Crewe	232	189	24	445	1	1.6						
Manchester (inc. Stretford)	3,993	704	123	4,820	96	1.0						
Salford (inc. Eccles and Pendlebury)	740	220	32	992	14	1.0						
Oldham (inc. Failsworth)	780	315	9	1,104	44	1.2						
Preston	573	181	14	768	7	1.0						
Rochdale	228	62	—	290	29	0.6						
St. Helens	811	701	46	1,558	52	2.7						
Stockport	540	257	45	842	59	1.1						
Warrington	412	419	23	854	—	1.4						
Wigan	643	216	7	866	10	2.2						
<b>Northern</b>												
Carlisle	484	255	33	772	—	1.8						
Darlington	389	215	23	627	—	1.3						
Gateshead	1,476	323	53	1,852	12	2.6						
Middlesbrough (inc. South Bank)	1,101	745	82	1,928	7	2.0						
Stockton and Thornaby	889	441	74	1,404	8	2.5						
Newcastle-upon-Tyne	3,444	1,107	130	4,681	61	2.5						
Wallsend, North Shields and Wraith Bay	2,022	411	64	2,497	718	4.1						
<b>Scotland</b>												
Edinburgh (inc. Leith and Portobello)	3,774	807	113	4,694	121	2.1						
<b>Wales</b>												
Cardiff	2,281	449	69	2,799	100	2.0						
Newport	390	92	41	523	—	0.9						
Swansea	1,145	259	44	1,448	28	2.5						
<b>Development Districts (By Region)</b>												
<b>London and South-Eastern</b>												
Margate and Ramsgate	1,224	450	73	1,747	3	5.9						
Sheerness	285	178	36	499	—	6.6						
<b>Eastern and Southern</b>												
Isle of Wight	793	402	109	1,304	48	4.4						
Southwold	94	16	5	115	—	3.7						
<b>South-Western</b>												
Cornwall (exc. Bude, Gunnislake, Launceston, St. Austell, Saltash and Truro)	2,870	925	211	4,006	393	6.6						
Ilfracombe	204	99	17	320	4	10.5						
Plymouth, Devonport, Gunnislake, Saltash and Torpoint	1,468	896	119	2,483	12	2.9						
<b>North Midland</b>												
Skegness and Mablethorpe	384	191	31	606	9	5.1						
<b>East and West Ridings</b>												
Bridlington and Filey	507	110	37	654	66	5.7						
<b>North-Western</b>												
Blackpool	1,486	683	30	2,199	25	4.2						
Merseyside and Prescot	16,304	4,326	775	21,405	204	3.5						
<b>Northern</b>												
Bishop Auckland, Crook, Shildon and Spenny-moor	1,192	232	105	1,529	18	3.2						
Haltwhistle	99	7	4	110	—	3.5						
Hartlepool	848	437	58	1,343	22	3.6						
Haswell and Horden	462	362	67	891	7	4.9						
Prudhoe	101	15	9	125	2	3.0						
Scarborough	761	237	33	1,031	31	4.9						
South-East Tyneside	2,786	814	142	3,742	31	5.3						
Sunderland, Seaham and Houghton-le-Spring	4,160	1,249	227	5,636	52	4.7						
West Cumberland (exc. Millom and Wigton)	777	412	70	1,259	18	2.5						
Whitby	231	65	17	313	56	6.6						
<b>Scotland</b>												
Aberdeen, Inverurie and Stonehaven	2,395	616	39	3,050	21	3.0						
Anstruther	97	41	9	147	30	5.9						
Ardrrossan, Dalry, Irvine, Kilbirnie, Kilwinning and Stevenston	889	796	80	1,765	32	5.3						
Bathgate, Broxburn and the Calder	714	324	57	1,095	—	4.0						
Dumarton	711	418	106	1,235	—	4.8						
Dunfermline, Burntisland, Cowdenbeath and Inverkeithing	649	895	152	1,696	41	3.3						
Girvan	104	44	20	168	2	4.5						
Glasgow (inc. Barrhead, Clydebank, Kirkcaldy, Loch and Rutherglen)	16,601	4,026	814	21,441	311	3.6						
Greenock and Port Glasgow	4,347	1,017	395	5,759	1,770	13.1						

Numbers Unemployed: Industrial Analysis—continued

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				Total
<b>Clothing and Footwear</b>	1,266	2,977	143	176	1,409	3,153	4,562	1,473	3,741	5,214
Weatherproof Outerwear	96	161	—	3	96	164	260	108	166	274
Men's and Boys' Tailored Outerwear	252	721	7	19	259	740	999	264	803	1,067
Women's and Girls' Tailored Outerwear	299	316	37	38	336	690	354	338	372	710
Overalls and Men's Shirts, Underwear, etc.	65	296	1	4	66	300	366	78	638	716
Dresses, Lingerie, Infants' Wear, etc.	110	835	2	65	112	900	1,012	114	985	1,099
Hats, Caps and Millinery	42	40	66	32	108	72	180	112	94	206
Dress Industries not elsewhere specified	113	281	2	6	115	287	402	121	323	444
Footwear	289	327	28	9	317	336	653	338	360	698
<b>Bricks, Pottery, Glass, Cement, etc.</b>	3,309	851	132	126	3,441	977	4,418	3,685	992	4,677
Bricks, Fireclay and Refractory Goods	1,058	164	3	8	1,061	172	1,233	1,177	172	1,349
Pottery	513	243	70	107	583	350	933	589	360	949
Glass	746	302	49	11	795	313	1,108	798	314	1,112
Cement	45	17	3	—	48	17	65	53	17	70
Abrasives and Building Materials, etc., not elsewhere specified	947	125	7	—	954	125	1,079	1,068	129	1,197
<b>Timber, Furniture, etc.</b>	2,753	580	503	112	3,256	692	3,948	3,445	708	4,153
Timber	927	96	17	3	944	99	1,043	1,056	105	1,161
Furniture and Upholstery	1,091	217	463	94	1,554	311	1,865	1,605	318	1,923
Bedding, etc.	102	79	18	14	120	93	213	128	94	222
Shop and Office Fitting	165	36	—	1	165	37	202	166	38	204
Wooden Containers and Baskets	275	92	4	—	279	92	371	288	92	380
Miscellaneous Wood and Cork Manufactures	193	60	1	—	194	60	254	202	61	263
<b>Paper, Printing and Publishing</b>	2,062	1,475	12	4	2,074	1,479	3,553	2,158	1,551	3,709
Paper and Board	418	271	—	1	418	272	690	459	277	736
Cardboard Boxes, Cartons and Fibre-board Packing Cases	215	318	—	—	215	318	533	218	356	574
Manufactures of Paper and Board not elsewhere specified	172	279	—	—	172	279	451	174	283	457
Printing, Publishing of Newspapers and Periodicals	676	154	11	—	687	154	841	715	158	873
Other Printing, Publishing, Bookbinding, Engraving, etc.	581	453	1	3	582	456	1,038	592	477	1,069
<b>Other Manufacturing Industries</b>	2,158	1,402	865	82	3,023	1,484	4,507	3,084	1,520	4,604
Rubber	997	408	144	12	1,141	420	1,561	1,154	426	1,580
Linoleum, Leather Cloth, etc.	153	93	2	17	155	110	265	158	111	269
Brushes and Brooms	75	55	—	—	75	55	130	83	61	144
Toys, Games and Sports Equipment	190	334	4	1	194	335	529	213	352	565
Miscellaneous Stationers' Goods	64	77	—	1	64	78	142	64	79	143
Plastics Moulding and Fabricating	467	270	711	49	1,178	319	1,497	1,181	324	1,505
Miscellaneous Manufacturing Industries	212	165	4	2	216	167	383	231	167	398
<b>Total, All Manufacturing Industries</b>	60,762	27,241	17,645	3,140	78,407	30,381	108,788	84,295	33,555	117,850
<b>Construction</b>	43,232	391	99	5	43,331	396	43,727	50,578	426	51,004
<b>Gas, Electricity and Water</b>	2,430	175	14	—	2,444	175	2,619	2,586	179	2,765
Gas	1,148	78	6	—	1,154	78	1,232	1,210	80	1,290
Electricity	1,009	89	4	—	1,013	89	1,102	1,060	91	1,151
Water Supply	273	8	4	—	277	8	285	316	8	324
<b>Transport and Communication</b>	22,624	1,916	324	15	22,948	1,931	24,879	24,391	1,999	26,390
Railways	3,321	272	6	1	3,327	273	3,600	3,477	281	3,758
Road Passenger Transport	2,194	685	27	4	2,221	689	2,910	2,413	702	3,115
Road Haulage Contracting	2,537	85	26	—	2,563	85	2,648	2,664	88	2,752
Sea Transport	7,011	116	125	—	7,136	116	7,252	7,479	120	7,599
Port and Inland Water Transport	2,306	24	96	1	2,402	25	2,427	2,733	30	2,763
Air Transport	287	54	—	—	287	54	341	297	55	352
Postal Services and Telecommunications	3,543	489	17	8	3,560	497	4,057	3,865	528	4,393
Miscellaneous Transport Services and Storage	1,425	191	27	1	1,452	192	1,644	1,463	195	1,658
<b>Distributive Trades</b>	22,139	14,289	87	194	22,226	14,483	36,709	23,799	15,591	39,390
Wholesale Distribution	4,967	1,627	15	16	4,982	1,643	6,625	5,331	1,796	7,127
Retail Distribution	12,033	12,187	47	154	12,080	12,341	24,421	12,975	13,260	26,235
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies (Wholesale or Retail)	2,492	167	17	1	2,509	168	2,677	2,709	182	2,891
Dealing in other Industrial Materials and Machinery	2,647	308	8	23	2,655	331	2,986	2,784	353	3,137
<b>Insurance, Banking and Finance</b>	3,200	698	6	8	3,206	706	3,912	3,327	750	4,077
<b>Professional and Scientific Services</b>	3,989	5,398	14	15	4,003	5,413	9,416	4,222	5,841	10,063
Accountancy Services	200	105	—	—	200	105	212	113	325	437
Educational Services	1,229	1,458	5	6	1,234	1,464	2,698	1,278	1,580	2,858
Legal Services	186	138	—	—	186	138	325	143	207	350
Medical and Dental Services	1,777	3,412	5	8	1,782	3,420	5,202	1,908	3,687	5,595
Religious Organisations	135	53	2	—	137	53	190	149	58	207
Other Professional and Scientific Services	510	184	1	—	511	184	695	532	196	728
<b>Miscellaneous Services</b>	25,424	22,718	183	242	25,607	22,960	48,567	26,905	24,453	51,358
Cinemas, Theatres, Radio, etc.	3,112	1,467	20	14	3,132	1,481	4,613	3,201	1,522	4,723
Sport and other Recreations	2,572	338	16	6	2,588	344	2,932	2,691	359	3,050
Betting	549	408	13	10	562	418	980	642	422	1,064
Catering, Hotels, etc.	11,188	13,345	26	112	11,214	13,457	24,671	11,744	14,095	25,839
Laundries	577	1,268	1	5	578	1,273	1,851	604	1,360	1,964
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	185	352	1	5	186	357	543	198	388	586
Motor Repairers, Distributors, Garages and Filling Stations	2,638	503	65	14	2,703	517	3,220	2,924	541	3,465
Repair of Boots and Shoes	297	29	2	—	299	29	328	334	31	365
Hairdressing and Manicure	397	476	6	11	403	487	890	450	522	972
Private Domestic Service	984	3,399	11	52	995	3,451	4,446	1,060	4,005	5,065
Other Services	1,133	1,133	22	13	1,155	1,146	4,093	3,057	1,208	4,265
<b>Public Administration</b>	16,665	2,360	92	20	16,757	2,380	19,137	17,698	2,575	20,273
National Government Service	7,917	1,388	12	2	7,929	1,390	9,319	8,297	1,510	9,807
Local Government Service	8,748	972	80	18	8,828	990	9,818	9,401	1,065	10,466
<b>Ex-Service Personnel not Classified by Industry</b>	1,782	77	—	—	1,782	77	1,859	1,902	78	1,980
<b>Other Persons not Classified by Industry</b>	17,416	16,718	—	—	17,416	16,718	34,134	19,327	17,629	36,956
Aged 18 and over	15,855	15,873	—	—	15,855	15,873	31,728	17,531	16,696	34,227
Aged under 18	1,561	845	—	—	1,561	845	2,406	1,796	933	2,729
<b>GRAND TOTAL*</b>	234,528	93,498	20,031	3,762	254,559	97,260	351,819	280,168	104,871	385,039

\* The totals include unemployed casual workers (6,902 males and 293 females in Great Britain and 7,223 males and 329 females in the United Kingdom).

Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 5th October and 9th November, 1960, the numbers of vacancies filled by the Employment Exchanges of the Ministry of Labour in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Offices of certain Local Authorities.

	Four weeks ended 5th October, 1960		Five weeks ended 9th November, 1960		Total Number of Placings, 3rd Dec., 1959, to 9th Nov., 1960 (49 weeks)
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	
Men aged 18 and over	82,989	130,190	100,909	123,242	997,089
Boys under 18	19,448	44,611	16,261	44,843	219,818
Women aged 18 and over	43,341	92,898	53,893	85,031	507,173
Girls under 18	13,507	56,725	12,185	56,443	186,895
<b>Total</b>	161,485	324,424	183,248	309,559	1,910,975

The figures of vacancies filled relate only to those vacancies which were filled by applicants submitted by Employment Exchanges, i.e., they do not include engagements of workpeople by employers that were made without the assistance of Employment Exchanges. The figures are therefore not comparable with the

percentage rates of engagements, given in the "Labour Turnover" Table published quarterly in this GAZETTE, which relate to engagements of all kinds during the period in question.

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

The Table below shows the numbers of vacancies filled during the five weeks ended 9th November, 1960, in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the number of vacancies remaining unfilled at 9th November, 1960.

Industry Group	Placings during five weeks ended 9th November, 1960					Number of Vacancies remaining unfilled at 9th November, 1960				
	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
<b>Agriculture, Forestry, Fishing Mining and Quarrying</b>	3,533	606	2,181	84	6,404	3,451	1,893	885	351	6,580
Mining and Quarrying	1,147	281	44	16	1,488	11,009	1,374	37	44	12,464
Coal Mining	902	257	28	9	1,196	10,473	1,306	15	9	11,803
<b>Food, Drink and Tobacco</b>	3,294	638	5,389	612	9,933	1,772	973	3,356	2,124	8,225
Chemicals and Allied Industries	1,776	253	959	223	3,211	2,047	583	1,230	998	4,858
Metal Manufacture	2,890	471	430	100	3,891	3,207	1,121	589	367	5,284
Engineering and Electrical Goods	9,627	1,553	4,969	756	16,905	16,643				

## Employment in the Coal Mining Industry in October

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

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 29th October was 591,300, compared with 594,200 for the five weeks ended 1st October, and 648,300 for the four weeks ended 31st October, 1959.

The Table below shows the numbers of wage-earners on the colliery books in the various Divisions in October, together with the increase or decrease\* in each case compared with September, 1960, and October, 1959. The figures for the latest month are provisional and figures for earlier months have been revised, where necessary.

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

Division†	Average numbers of wage-earners on colliery books during 4 weeks ended 29th Oct., 1960	Increase (+) or decrease (-) compared with the average for	
		5 weeks ended 1st Oct., 1960	4 weeks ended 31st Oct., 1959
Northern (Northumberland and Cumberland) ..	38,900	— 200	— 4,000
Durham .. .. .	88,700	— 500	— 6,000
North Eastern .. .	120,100	— 500	— 9,700
North Western .. .	44,500	— 200	— 5,900
East Midlands .. .	93,100	— 400	— 5,800
West Midlands .. .	44,000	— 500	— 7,500
South Western .. .	85,200	— 500	— 9,400
South Eastern .. .	5,700	..	— 1,000
England and Wales ..	520,200	— 2,800	— 49,300
Scotland .. .. .	71,100	— 100	— 7,700
Great Britain .. ..	591,300	— 2,900	— 57,000

It is provisionally estimated that during the four weeks of October about 3,830 persons were recruited to the industry, while the total number who left the industry was about 6,270; the numbers on the colliery books thus showed a net decrease of 2,440. During the five weeks of September there was a net decrease of 3,090.

Information is given in the Table below regarding absenteeism in the coal mining industry in October and in September, 1960, and in October, 1959. Separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (due mainly to sickness). The figures show the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances.

Absence Percentage

	October, 1960	September, 1960	October, 1959
Coal-face workers:			
Voluntary .. .. .	7.96	8.43	7.67
Involuntary .. .	8.90	8.67	9.30
All workers:			
Voluntary .. .. .	5.95	6.29	5.66
Involuntary .. .	8.78	8.54	8.90

For face-workers the output per man-shift worked was 4.06 tons in October, compared with 3.95 tons in the previous month and 3.81 tons in October, 1959.‡

The output per man-shift calculated on the basis of all workers was 1.42 tons in October; for September, 1960, and October, 1959, the figures were 1.38 tons and 1.36 tons, respectively.‡

## Professional and Executive Register

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

At 9th November, the total number of persons on the Professional and Executive Register was 16,232, consisting of 15,185 men and 1,047 women (of whom 9,003 and 531, respectively, were in employment). During the period 6th October to 9th November, 1960, the number of vacancies filled was 673. The number of vacancies unfilled at 9th November was 4,022.

\* "No change" is indicated by three dots.  
† The divisions shown conform to the organisation of the National Coal Board.  
‡ From the beginning of 1960 output per man-shift relates to National Coal Board mines only and is calculated from "revenue" output and man-shifts. The figures for 1959 have been adjusted to the new basis.

## Technical and Scientific Register

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

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

The total number of persons enrolled on the Technical and Scientific Register at 14th November was 3,952; this figure included 2,944 registrants who were already in work but desired a change of employment, and 1,008 registrants who were unemployed.

The numbers of vacancies notified, filled, etc., between 11th October and 14th November, 1960 (five weeks) are shown below.

Vacancies outstanding at 10th October .. .. .	5,378
" notified during period .. .. .	819
" filled during period .. .. .	140
" cancelled or withdrawn .. .. .	539
" unfilled at 14th November .. .. .	5,518

## 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 15th November, 1960, and the corresponding figures for 18th October, 1960, and 17th November, 1959. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (i) a large proportion of those whose incapacity lasts less than four days, (ii) civil servants receiving full pay during incapacity, and (iii) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

Region	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	15th Nov., 1960	18th Oct., 1960	17th Nov., 1959	15th Nov., 1960	18th Oct., 1960	17th Nov., 1959
London and S. Eastern:						
London and Middlesex ..	87.3	87.3	92.1	3.6	3.5	3.6
Remainder .. .. .	73.8	74.0	77.5	3.4	3.1	3.6
Eastern .. .. .	44.8	45.4	46.4	2.0	2.0	2.2
Southern .. .. .	34.9	33.9	35.0	1.7	1.5	1.6
South-Western .. .. .	53.1	52.4	53.7	2.5	2.3	2.6
Midland .. .. .	78.3	77.7	79.4	4.6	4.6	4.7
North Midland .. .. .	55.5	55.4	56.5	5.2	5.1	5.4
East and West Ridings ..	82.1	82.9	84.7	8.0	8.2	8.2
North-Western .. .. .	157.6	153.1	157.1	7.9	7.7	8.1
Northern .. .. .	66.7	66.2	65.6	7.4	7.3	7.9
Scotland .. .. .	118.0	113.7	117.5	9.1	8.9	9.0
Wales .. .. .	66.0	66.5	67.1	7.5	7.5	8.1
Total, Great Britain ..	918.2	908.4	932.6	62.9	61.8	64.8

The proportion of males included in the total (Great Britain) figures of persons absent from work owing to sickness remains fairly constant at about 68 per cent. or 69 per cent., except in epidemic periods, when it is slightly higher. In the totals for industrial injury the proportion remains constant throughout the year at about 87 per cent.

The total number of persons shown in the Table above as absent owing to sickness on 15th November, 1960, represented 4.6 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

## Fatal Industrial Accidents

The following table shows the number of fatal industrial accidents reported in November, 1960, 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.

	October, 1960	November, 1960
Mines and Quarries .. .. .	22	27
Places under the Factories Acts .. .. .	39	46
Railway Service .. .. .	9	16
Seamen .. .. .	13	11

Detailed figures for separate industries are given below for November, 1960. The figures under the heading "Factories" 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.

Mines and Quarries*	WORKS AND PLACES UNDER ss. 105, 107, 108, FACTORIES ACT, 1937
Coal Mines:	
Underground .. .. .	21
Surface .. .. .	2
Other Stratified Mines .. .	18
Miscellaneous Mines .. .	2
Quarries .. .. .	4
TOTAL, MINES & QUARRIES ..	27
Factories	
Cotton .. .. .	1
Brick Making and other Clay Products (except Pottery) .. .. .	1
Lime, Cement and other Minerals .. .. .	1
Iron Extraction and Conversion .. .. .	2
Metal Casting .. .. .	1
Metal Rolling, Drawing, Extrusion and Forging ..	4
Miscellaneous Metal Processes .. .. .	2
Shipbuilding and Repairing and Ship Breaking ..	1
Other Metal Manufacture and Repair .. .. .	3
Electrical Engineering .. .	1
Saw Milling and Plywood and Boards .. .. .	1
Miscellaneous Chemical Manufacture .. .. .	1
Coal Gas, Coke Ovens and Patent Fuel .. .. .	1
Food .. .. .	1
Electrical Stations .. .. .	1
Rubber .. .. .	1
TOTAL, FACTORIES ACTS ..	46
Railway Service	
Brakemen and Goods Guards .. .. .	1
Engine Drivers and Motormen .. .. .	1
Firemen .. .. .	3
Guards (Passenger) .. .. .	..
Labourers .. .. .	..
Mechanics .. .. .	..
Permanent Way Men .. .	4
Porters .. .. .	1
Shunters .. .. .	2
Other Grades .. .. .	3
Contractors' Servants .. .	1
TOTAL, RAILWAY SERVICE ..	16
Seamen	
Trading Vessels .. .. .	11
Fishing Vessels .. .. .	..
TOTAL, SEAMEN .. .. .	11

## Industrial Diseases

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

I. Cases	I. Cases—continued
Lead Poisoning	Epitheliomatous Ulceration (Skin Cancer)
Operatives engaged in:	Pitch and Tar .. .. .
Contact with Molten Lead .. .. .	Mineral Oil .. .. .
Electric Accumulator Works .. .. .	TOTAL .. .. .
Painting of Buildings .. .	32
TOTAL .. .. .	4
Mercurial Poisoning .. .	Chrome Ulceration
Aniline Poisoning .. .. .	Manufacture of Bichromates ..
Compressed Air Illness ..	Chromium Plating .. .. .
Anthrax	Other Industries .. .. .
Hides and Skins .. .. .	TOTAL .. .. .
Other Industries .. .. .	41
TOTAL .. .. .	84
	II. Deaths
	Compressed Air Illness .. .
	Epitheliomatous Ulceration (Skin Cancer)
	Mineral Oil .. .. .
	TOTAL .. .. .

\* For mines and quarries, weekly returns are obtained and the figures cover the four weeks ended 26th November, 1960.  
† Deaths comprise all fatal cases reported during the month; they have also been included (as cases) in the same or previous returns.

## 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 7th November, 1960.

	Men	Women	Total
Number of persons admitted to courses during period .. .. .	808	110	918
Number of persons in attendance at courses at end of period .. .. .	1,431	200	1,631
Number of persons who completed courses during period .. .. .	616	87	703

Up to 7th November, 1960, the total number of persons admitted to these courses was 117,740, including 3,366 blind persons.

## Employment Overseas

### CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment in August, in the establishments covered by the returns, was 0.8 per cent. higher than in the previous month but 1.0 per cent. lower than in August, 1959. The number of persons employed in manufacturing industries in August was 1.3 per cent. higher than in the previous month but was 1.7 per cent. lower than in August, 1959.

### UNION OF SOUTH AFRICA

Figures compiled by the Department of Mines show that the number employed in the mining industry, excluding quarries, was 599,235 in June, compared with 602,038 in the previous month and 600,604 in June, 1959. The number of persons (all occupations) registered at Government Employment Exchanges as unemployed was 26,712 at the end of June, compared with 25,223 at the end of the previous month and 27,698 at the end of June, 1959.

### BELGIUM

The average daily number of persons recorded as wholly unemployed during August was 91,717, compared with 94,988 in the previous month and 100,134 in August, 1959. Partial unemployment accounted in addition for a daily average loss of 29,802 working days.

### DENMARK

Provisional figures from the Employment Exchanges show that at the end of October the number of members of approved insurance societies who were unemployed was about 18,300, or 2.5 per cent. of the total number insured, compared with 1.8 per cent. at the end of September and 3.9 per cent. at the end of October, 1959.

### FRANCE

Provisional figures show that the number of persons registered as applicants for employment at the beginning of October was 107,699, of whom 26,442 were wholly unemployed persons in receipt of assistance. The corresponding figures were 103,215 and 27,285 at the beginning of the previous month and 118,010 and 29,619 at the beginning of October, 1959.

### GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of October was 121,731, compared with 111,644 at the end of the previous month and 197,061 at the end of October, 1959. In the Western Sectors of Berlin the corresponding figures at the same dates were 20,270, 19,217 and 38,367.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 26th November was 50,966, compared with 40,592 at 22nd October and 62,273 at 28th November, 1959.

### ITALY

The number registered for employment at the end of July was 1,621,320, of whom 986,315 were wholly unemployed with a previous history of employment and the remainder were young persons, etc., registering for first employment or employed persons seeking other employment. At the end of the previous month the number registered for employment was 1,586,379, including 979,908 wholly unemployed, and at the end of July, 1959, it was 1,721,706, including 1,077,772 wholly unemployed.

### NETHERLANDS

Provisional figures show that the number of persons wholly unemployed at the end of October, including persons who are relief workers as well as those in receipt of unemployment benefit, was 32,603, compared with 32,332 at the end of the previous month and 54,605 at the end of October, 1959. The number of persons included in the total who were employed on relief work was 2,116 at the end of October, compared with 2,459 at the end of September and 8,134 at the end of October, 1959.

Continued overleaf

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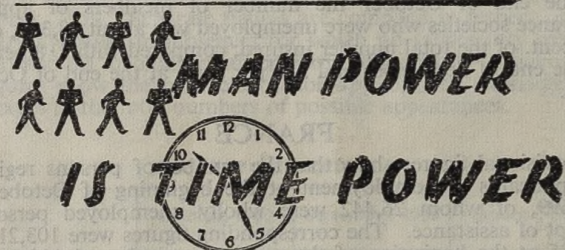
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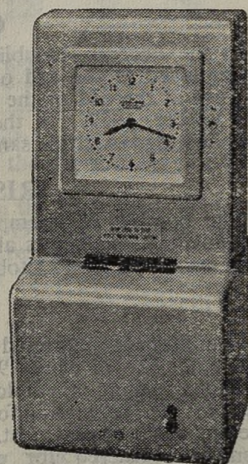
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## NORWAY

The number of persons registered for employment who were wholly unemployed was 8,708 at the end of September, compared with 6,777 in the previous month and 15,145 in September, 1959.

## SWEDEN

Preliminary information from the Employment Exchanges show that, at the middle of September, the total number of persons registered as unemployed was 16,236, compared with 16,564 in August and 26,329 in September, 1959. Members of approved insurance societies who were unemployed and included in the total for September numbered 10,796, or 0.8 per cent. of all members, compared with 0.8 per cent. in the previous month and 1.3 per cent. in September, 1959.

## SWITZERLAND

The number of registered applicants for employment at the end of October who were wholly unemployed was 530 or 0.3 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 439 or 0.3 per thousand at the end of the previous month, and 1,018 or 0.6 per thousand at the end of October, 1959.

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

The Factories Acts, 1937 to 1959, and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, Section 23 of the Factories Act, 1959, enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making special exemption orders in respect of employment in particular factories. The following Table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 30th November, 1960, according to the type of employment permitted.\*

Type of employment permitted by the Orders	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Extended Hours†	60,275	2,343	6,331	68,949
Double Day Shifts‡	20,699	873	1,419	22,991
Long Spells	9,298	319	1,327	10,944
Night Shifts	3,234	852	—	4,086
Part-time Work§	6,319	—	—	6,319
Saturday Afternoon Work	726	23	7	756
Sunday Work	951	43	16	1,010
Miscellaneous	496	1	12	509
<b>Total</b>	<b>101,998</b>	<b>4,454</b>	<b>9,112</b>	<b>115,564</b>

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

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 17th October, 1960 (the last date on which a count was taken), was 692,942, compared with 691,724 at 11th April, 1960.

The number of disabled persons on the Register who were unemployed at 21st November, 1960, was 50,454, of whom 43,998 were males and 6,456 were females. An analysis of these figures is given in the Table below.

	Males	Females	Total
Suitable for ordinary employment . . . . .	39,934	5,985	45,919
Severely disabled persons classified as unlikely to obtain employment other than under special conditions . . . . .	4,064	471	4,535
<b>Total</b> . . . . .	<b>43,998</b>	<b>6,456</b>	<b>50,454</b>

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

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

‡ Includes 2,398 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

|| These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges.

# RETAIL PRICES

## Index of Retail Prices

INDEX FOR 15th NOVEMBER, 1960

ALL ITEMS (17th January, 1956 = 100) . . . 112

At 15th November, 1960, the retail prices index was 112 (prices at 17th January, 1956 = 100), compared with 111 at 18th October and with 110 on 17th November, 1959. The rise in the index during the month was due mainly to a seasonal increase in the average price of household coal.

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

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

### DETAILED FIGURES FOR 15th NOVEMBER, 1960

(Prices at 17th January, 1956 = 100)

The following Table shows, for the 10 main groups, the indices at 15th November, on the basis of prices at 17th January, 1956=100, together with the relative weights which are used in combining the separate group figures into a single "all items" index.

GROUP	INDEX FIGURE FOR 15th NOVEMBER, 1960 (17th January, 1956 = 100)	WEIGHT
I. Food . . . . .	107.6	350
II. Alcoholic drink . . . . .	98.3	71
III. Tobacco . . . . .	113.1	80
IV. Housing . . . . .	133.3	87
V. Fuel and light . . . . .	124.7	55
VI. Durable household goods . . . . .	99.3	66
VII. Clothing and footwear . . . . .	104.5	106
VIII. Transport and vehicles . . . . .	119.7	68
IX. Miscellaneous goods . . . . .	116.2	59
X. Services . . . . .	123.3	58
<b>All items</b> . . . . .	<b>111.9</b>	<b>1,000</b>

The "all items" index figure at 15th November was therefore 111.9, taken as 112.

### PRINCIPAL CHANGES IN THE INDEX DURING THE MONTH

#### Food

Small increases in the average prices of a number of items of food, particularly potatoes and bacon, more than offset a fall in the average price of eggs. As a result the group index figure rose slightly and, expressed to the nearest whole number, was 108, compared with 107 in the previous month.

#### Housing

Mainly as a result of rises in the average levels of rents of privately owned and local authority dwellings let unfurnished, the average level of housing costs rose by rather less than one-half of one per cent., but the group index figure, expressed to the nearest whole number, remained unchanged at 133.

#### Fuel and Light

A seasonal increase in the average price of household coal and higher charges for gas and electricity in some areas raised the average level of prices and charges for the fuel and light group as a whole by about 6 per cent. The group index figure, expressed to the nearest whole number, was 125, compared with 118 in the previous month.

#### Other Groups

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

## ALL ITEMS INDICES, JANUARY, 1956, TO NOVEMBER, 1960

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

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

### DESCRIPTION OF THE INDEX

A full description of the index, entitled "Method of Construction and Calculation of the Index of Retail Prices" (No. 6 in the Series "Studies in Official Statistics"), is obtainable from H.M. Stationery Office, price 2s. 6d. (2s. 8d. including postage). This booklet consists of three main sections, dealing with (a) the scope and structure of the index, including the "weighting" basis, (b) the methods of collecting prices, and (c) the calculation and presentation of the index figures. There are also appendices giving (a) the groups and sections into which the index is divided, together with the weights of these groups and sections, and listing in detail the items priced in each, and (b) particulars of the localities from which information is collected for the purpose of the index.

The method of construction and calculation of the index is based on the recommendations of the Cost of Living Advisory Committee and the advice of a smaller Technical Committee.

Copies of the booklet may be ordered through any bookseller or direct from H.M. Stationery Office at the addresses shown on page 499 of this GAZETTE.

## Retail Prices Overseas

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

Country	Base of Index* and Month for which Index Figure is given	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with	
			Month before	Year before
<b>European Countries</b>				
Austria	1958 = 100			
All Items	Oct., 1960	102.4	- 0.3	+ 1.1
Food		100.5	+ 0.1	+ 0.3
Belgium*	1953 = 100			
All Items	Sept., 1960	109.76	+ 0.2	- 0.47
Food		108.8	+ 0.2	- 1.2
France (Paris)	1956-57 = 100			
All Items	Sept., 1960	132.1	+ 0.2	+ 5.6
Food		126.6	Nil	+ 3.6
Germany (Federal Republic)	1950 = 100			
All Items	Oct., 1960	122.5	- 0.5	- 0.5
Food		125.4	- 1.6	- 5.6
Iceland (Reykjavik)	1959 = 100			
All Items	Sept., 1960	105	+ 1	+ 5
Food		107	+ 1	+ 7
Italy (Large Towns)	1938 = 100			
All Items	Aug., 1960	68.57	- 0.11	+ 2.17
Food		75.32	- 0.42	+ 1.19
Netherlands	1951 = 100			
All Items	Oct., 1960	127	- 1	+ 2
Food		123	- 2	- 1
Norway	1949 = 100			
All Items	Aug., 1960	163	- 1	- 1
Food		181	- 2	- 5
Portugal (Lisbon)	1948-49 = 100			
All Items	Sept., 1960	110	- 0.1	+ 1.3
Food		111.6	- 0.2	+ 1.1
Spain (Large Towns)	1936 = 100			
All Items	Sept., 1960	878.7	+ 5.1	+ 8.7
Food		1147.6	+ 9.7	+ 4.4
Switzerland	1939 = 100			
All Items	Oct., 1960	184.9	+ 0.3	+ 3.5
Food		198.2	Nil	+ 3.9
<b>Other Countries</b>				
Canada	1949 = 100			
All Items	Oct., 1960	129.4	+ 1	+ 1.4
Food		125.8	+ 2.5	+ 1.6
Ceylon (Colombo)	1952 = 100			
All Items	Aug., 1960	100.7	- 0.5	- 4
Food		95.87	- 1.79	- 7.57
Japan	1935 = 100			
All Items	July, 1960	108.3	+ 0.3	+ 4.5
Food		106.7	+ 0.2	+ 5.5
New Zealand	1955 = 1,000			
All Items	Sept., 1960	1157	+ 10†	+ 3
Food		1102	+ 34†	+ 24
Rhodesia, Northern	1939 = 100			
All Items	Aug., 1960	218	Nil	+ 5
Food		280	+ 1	+ 7
Rhodesia, Southern	1949 = 100			
All Items	Sept., 1960	152	+ 1	+ 3
Food		183	Nil	+ 2

\* The items of expenditure on which the "all items" figures are based are food, clothing, house-rent, fuel and light, and other or miscellaneous items, with small variations in the case of Belgium.

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

# WAGES AND HOURS OF WORK

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

INDICES FOR 30th NOVEMBER, 1960

(31st JANUARY, 1956 = 100)

At 30th November, 1960, the indices of changes in weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers, compared with a month earlier, were as follows:—

	All Industries and Services			Manufacturing Industries only		
	Weekly Rates	Normal Weekly Hours	Hourly Rates	Weekly Rates	Normal Weekly Hours	Hourly Rates
1960 Oct.	120.7	97.3	124.0	120.0	96.7	124.1
1960 Nov.	120.9	97.2	124.4	120.4	96.5	124.7

### Index of Weekly Rates of Wages

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

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

The following Tables give the monthly averages for the years 1956 to 1959 inclusive and the monthly figures since November, 1959. Figures for other dates between January, 1956, and October, 1959, were given in previous issues of this GAZETTE.

### Weekly Rates of Wages\*

#### I—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956 } Monthly averages {	104.8	104.2	105.5	104.7
1957 } {	110.0	109.7	111.3	110.0
1958 } {	113.8	114.0	115.8	113.7
1959 } {	116.8	117.0	119.0	117.0
1959 November	117.2	117.8	119.6	117.4
December	117.3	118.0	119.7	117.5
1960 January	118.1	118.9	120.4	118.3
February	118.2	119.1	120.7	118.5
March	118.7	120.0	121.2	119.0
April	119.4	120.4	121.8	119.6
May	119.6	120.7	122.0	119.9
June	119.6	120.7	122.0	119.9
July	119.7	121.0	124.2	120.1
August	120.0	121.0	124.4	120.4
September	120.4	121.3	124.9	120.7
October	120.3	121.5	124.7	120.7
November	120.5	121.6	124.8	120.9

### Index of Normal Weekly Hours

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

### Normal Weekly Hours\*

#### III—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956 } Monthly averages {	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
1959 November	99.6	99.4	99.7	99.5
December	99.6	99.4	99.7	99.5
1960 January	99.5	99.3	99.6	99.4
February	99.2	99.2	99.4	99.2
March	98.2	98.6	98.5	98.3
April	98.1	98.5	98.4	98.2
May	97.9	98.4	98.2	98.0
June	97.8	98.4	98.1	98.0
July	97.8	98.4	98.1	98.0
August	97.5	98.2	97.7	97.7
September	97.4	97.9	97.5	97.6
October	97.1	97.8	97.3	97.3
November	97.0	97.7	97.2	97.2

### 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

#### II—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956 } Monthly averages {	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
1959 November	116.9	117.4	118.2	117.1
December	117.1	117.7	118.4	117.3
1960 January	117.5	118.3	118.9	117.7
February	117.6	118.4	119.0	117.8
March	118.4	119.5	119.8	118.7
April	118.6	119.7	120.1	118.9
May	118.8	119.9	120.4	119.1
June	118.9	119.9	120.4	119.2
July	119.1	120.0	124.8	119.5
August	119.2	120.1	124.8	119.6
September	119.4	120.6	125.2	119.9
October	119.5	120.6	125.4	120.0
November	120.0	120.8	125.6	120.4

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

The following Tables give the monthly averages for the years 1956 to 1959 inclusive and the monthly figures since November, 1959. Figures for other dates between January, 1956, and October, 1959, were given in previous issues of this GAZETTE.

#### IV—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956 } Monthly averages {	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
1959 November	99.5	99.6	99.6	99.5
December	99.5	99.6	99.6	99.5
1960 January	99.3	99.4	99.5	99.3
February	99.2	99.3	99.3	99.2
March	97.0	98.2	97.7	97.4
April	96.9	98.0	97.5	97.2
May	96.8	97.9	97.3	97.2
June	96.7	97.9	97.3	97.1
July	96.7	97.9	97.3	97.1
August	96.6	97.6	97.1	96.9
September	96.5	97.1	96.8	96.7
October	96.5	97.0	96.8	96.7
November	96.4	96.8	96.6	96.5

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

The Tables on the next page give the monthly averages for the years 1956 to 1959 inclusive and the monthly figures since November, 1959. Figures for other dates between January, 1956, and October, 1959, were given in previous issues of this GAZETTE.

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

### Hourly Rates of Wages\*

#### V—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956 } Monthly averages {	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	119.3	117.4
1959 November	117.7	118.6	119.9	117.9
December	117.8	118.7	120.1	118.1
1960 January	118.7	119.8	120.9	119.0
February	119.2	120.1	121.5	119.4
March	120.9	121.8	123.0	121.1
April	121.7	122.2	123.8	121.8
May	122.2	122.7	124.3	122.3
June	122.3	122.7	124.3	122.4
July	122.4	123.0	126.6	122.6
August	123.1	123.3	127.3	123.2
September	123.6	123.9	128.0	123.8
October	123.9	124.2	128.2	124.0
November	124.2	124.4	128.5	124.4

#### VI—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956 } Monthly averages {	104.9	103.9	104.9	104.7
1957 } {	110.1	109.6	110.7	110.1
1958 } {	113.9	113.7	114.7	113.9
1959 } {	117.0	116.7	117.7	116.9
1959 November	117.5	117.9	118.7	117.6
December	117.7	118.2	118.9	117.8
1960 January	118.4	119.0	119.6	118.5
February	118.6	119.2	119.8	118.7
March	122.0	121.8	122.7	121.8
April	122.4	122.1	123.2	122.2
May	122.8	122.5	123.7	122.6
June	122.9	122.5	123.7	122.7
July	123.2	122.7	128.2	123.1
August	123.4	123.0	128.5	123.4
September	123.8	124.2	129.3	124.0
October	123.9	124.3	129.6	124.1
November	124.5	124.8	130.1	124.7

### General

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

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

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

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

### Comparison between Earnings and Rates of Wages

Statistics of changes in actual weekly and hourly earnings (as distinct from changes in rates of wages) are collected in April and October each year. Figures relating to such earnings from April, 1956, to April, 1960, were given in an article on pages 313 to 321 of the August, 1960, issue of this GAZETTE. The average increase in actual weekly earnings (all workers) between April, 1956, and April, 1960, in the industries and services covered by the half-yearly enquiries was 19½ per cent., as compared with an average increase of 13½ per cent. during the same period in the level of weekly rates of wages in the same industries, whilst the average increase in actual hourly earnings was 21½ per cent. as compared with an average increase of 16 per cent. in hourly rates of wages. For manufacturing industries only the corresponding increases were 20½ per cent. for weekly earnings, 13 per cent. for weekly rates of wages, 22½ per cent. for hourly earnings and 16½ per cent. for hourly rates of wages.

## Changes in Rates of Wages and Hours of Work

### Changes in November

It is estimated that changes in rates of wages and hours of work reported to the Department as having come into operation in the United Kingdom during November resulted in about 321,000 workpeople receiving an aggregate increase of approximately £132,000 in their full-time weekly rates of wages, whilst 215,000 workpeople had their normal weekly hours reduced by an average of 2½ hours.†

The principal increases in rates of wages affected workpeople employed in the manufacture of iron and steel, non-skilled employees in Government industrial establishments, workpeople in the electrical cable making industry, Forestry Commission manual workers and workpeople engaged in glove manufacture. Industries in which normal weekly hours were reduced without loss of pay included hosiery manufacture (45 to 42½), electrical contracting (44 to 42), textile bleaching, dyeing, printing and finishing (45 to 42½), fletton brick manufacture (44 to 42), boot and floor polish manufacture (44 to 42), gypsum mining (44 to 42) and hair, bass and fibre processing (45 to 42).

Workers engaged in certain branches of the iron and steel manufacturing industries received increases ranging from 9s. to 13s. a week, according to occupation. Increases for men of 4s. or 5s. a week, according to district, and for women of 3s. 4d. or 4s. 2d. were authorised for "M-rated" workers in Government industrial establishments. In the electrical cable making industry increases were agreed ranging from 10s. 1d. to 10s. 10½d. a week for men according to district and occupational classification, and from 8s. 2d. to 8s. 6d. for women. Minimum weekly rates for Forestry Commission manual workers were increased by 9s. a week for male workers 20 and over, with proportional amounts for younger male workers and female workers. Rates agreed by the National Standing Joint Committee for Wages and Conditions in the Glove Manufacturing Industry were increased by 2d. an hour for men and 1½d. for women.

Of the total increase of £132,000, about £64,000 resulted from direct negotiations between employers and trade unions; £63,000 from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; £4,000 from the operation of sliding scales based on the official index of retail prices; and the remainder from Orders made under Wages Councils Acts.

### Changes in January–November, 1960

The Table opposite shows, by industry group, for this period, the numbers of workpeople affected (a) by net increases in full-time

weekly rates of wages and the aggregate amounts of such increases, and (b) by reductions in normal weekly hours of work and the aggregate amounts of such reductions.

Industry Group	Weekly Rates of Wages		Normal Weekly Hours of Work	
	Approximate Number of Workpeople affected by Net Increases‡	Estimated Net Amount of Increase in Weekly Rates of Wages	Approximate Number of Workpeople affected by Reductions	Estimated Amount of Reduction in Weekly Hours
Agriculture, Forestry, Fishing ..	651,000	£ 133,200	631,000	634,800
Mining and Quarrying ..	329,500	95,800	5,500	11,300
Food, Drink and Tobacco ..	370,000	123,600	318,500	507,600
Chemicals and Allied Industries	196,500	87,700	201,500	402,300
Metal Manufacture	158,000	80,900	118,500	237,000
Engineering and Electrical Goods				
Shipbuilding and Marine Engineering				
Vehicles ..	445,500	256,500	2,571,500	5,151,600
Metal Goods not elsewhere specified ..				
Textiles ..	603,000	226,300	220,000	512,900
Leather, Leather Goods and Fur	48,500	15,300		
Clothing and Footwear	216,000	70,100	335,500	594,900
Bricks, Pottery, Glass, Cement, etc. ..	157,500	65,700	95,500	161,600
Timber, Furniture, etc. ..	192,500	81,600	130,500	262,800
Paper, Printing and Publishing	329,500	49,900	119,500	210,200
Other Manufacturing Industries	99,000	56,300	163,500	295,700
Construction	998,000	195,700	729,000	1,337,900
Gas, Electricity and Water ..	252,000	169,400	250,500	561,800
Transport and Communication	901,000	689,200	253,500	507,000
Distributive Trades ..	1,089,500	263,100	140,500	220,500
Public Administration and Professional Services ..	779,000	283,000	137,500	274,800
Miscellaneous Services ..	717,000	176,5		

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER

(NOTE.—The figure in brackets below an item in the column headed "District" relates to the page in the volume "TIME RATES OF WAGES AND HOURS OF WORK, 1ST APRIL, 1960," 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 Workpeople	Particulars of Change
Rye Grass Seed	Northern Ireland . .	First full pay period in Sept.	Male workers . . . .	Increases of 7s. 6d. a week for adult male workers, and of proportional amounts for juveniles. Minimum rates after change include: machinemens, Belfast 168s. 6d. a week, Londonderry 163s. 6d., other districts 161s., labourers 166s. 6d., 161s. 6d., 159s.
Forestry	Great Britain (5)	28 Nov.	Male and female forest workers employed by the Forestry Commission	Increases of 9s. a week for male workers 20 and over, and of proportional amounts for younger male workers and female workers. Minimum rates after change: male workers 20 and over—grade 3 (ordinary workers) 172s. 6d. a week, younger male workers 77s. 6d. at 15 rising to 146s. 6d. at 19 and under 20; female workers 21 and over—grade 3 138s., younger female workers 69s. at 15 rising to 121s. at 18 and under 21.
Limestone Quarrying	West Cumberland (10)	21 Nov.	Male workers . . . .	Increases of 3-14d. an hour for men and youths 18 and over, and of one-half of this amount for youths under 18. Rates after change (exclusive of cost-of-living net addition to wages) include: Rowrah Hall Quarry—shot firers 3s. 8-854d. an hour, borers 3s. 7-569d., crushermen 3s. 7-711d., rudd men and labourers 3s. 6-569d., Goldmire Quarry—shot firers 3s. 9-283d., rock drillers and crusher attendants 3s. 7-426d., labourers 3s. 6-711d.
	Yorkshire (North Riding)	7 Nov.	Male workers . . . .	Cost-of-living payment increased* by 1d. a shift (8s. 3d. to 8s. 4d.) for men and youths 18 and over, and by ½d. (4s. 1½d. to 4s. 2d.) for boys under 18.
Ironstone Mining	Cleveland (14)	7 Nov.	Male workers . . . .	Cost-of-living payment increased* by 1-2d. a shift (10s. 3-6d. to 10s. 4-8d.) for men and youths 18 and over, and by 0-6d. (5s. 1-8d. to 5s. 2-4d.) for boys under 18.
Iron-Ore Mining	Cumberland (14)	10 Oct.†	Male workers . . . .	Increases of 9s. a week or 1s. 6d. a shift for male workers 18 and over, and of one-half of these amounts for youths under 18. Minimum shift rates after change (exclusive of cost-of-living net addition to wages) include: underground—miners' bargain price 23s. 0½d., miners' minimum or "make-up" 20s. 3d., shiftmen (1st class or leading) 26s. 8d., leading labourers 25s. 9d., other workers 25s. 6d.; surface—labourers 24s. 9d.
		21 Nov.	Male workers . . . .	Cost-of-living net addition to wages increased* by 1d. a shift (9s. 2d. to 9s. 3d.) for men and youths 18 and over, and by ½d. (4s. 7d. to 4s. 7½d.) for boys under 18.
Ironstone Mining and Quarrying	North Lincolnshire	6 Nov.	Male workers . . . .	Cost-of-living bonus payment increased* by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for boys under 18.
Ironstone Mining and Quarrying and Limestone Quarrying	Notts., Leics., parts of Lincs., Northants., and Banbury	6 Nov.	Male workers . . . .	Cost-of-living payment increased* by 1-36d. a shift (8s. 4-64d. to 8s. 6d.) for men, by 1-02d. (6s. 3-48d. to 6s. 4½d.) for youths 18 and under 21, and by 0-68d. (4s. 2-32d. to 4s. 3d.) for boys under 18.
Gypsum Mining and Gypsum Products Manufacture	Great Britain . .	7 Nov. (6 Nov. for shift workers)	Male and female workers . .	Following reduction of normal weekly hours, basic hourly rates of adult male operatives increased by 2½d. an hour with proportionate increases for male juveniles and adult females. Basic hourly rates after change for adult male operatives: group 1 works 4s. 1d., group 2 4s. 2d.‡
Pot Still Malt Distilling	Scotland (32)	Pay week ending 8 Oct.	Adult male workers . . . .	Increase in basic wage of 2d. an hour. Minimum rates after change: men on day shifts 4s. 0½d. an hour, on three shifts or alternate day and night shifts 4s. 3½d., on constant night shifts 4s. 4½d.
Coke and By-Products Manufacture	Great Britain (34-35)	Beginning of pay week including 5 Sept.§	Workers employed at coke oven and by-products plants vested in the National Coal Board	Increases in national standard rates and supplementary grade rates of 3s. 1d. or 4s. 3d. a shift, according to grade, for craftsmen, of amounts ranging from 1s. 9d. to 2s. 2d. for other workers, with consequential increases for pieceworkers and juveniles. National standard rates after change include: craftsmen—grade I 42s. 9d. a shift, II 38s. 3d.; other workers—grade B 38s. 4d., C 37s., D 35s. 10d., E 34s. 9d., F 33s. 11d.
Coke Manufacture	England and Wales and certain works in Scotland¶	6 Nov.	Workers employed at coke oven plants attached to blast-furnaces	Increases in datal rates or cost-of-living conversion payments (workers paid straight tonnage rates) of 2s. 5-71d. a shift or 3-71d. an hour (13s. per normal week), of 2s. 1-14d. a shift or 3-14d. an hour (11s.), or of 1s. 8-57d. a shift or 2-57d. an hour (9s.) for adult workers, according to grade; of 1s. 3-43d. a shift or 1-93d. an hour (6s. 9d.) for workers 18 to 21, and of 10-29d. a shift or 1-29d. an hour (4s. 6d.) for those under 18.
				Cost-of-living payment increased* by 1-3d. a shift (8s. 6-7d. to 8s. 8d. for shift-rated workers) or by 0-16d. an hour (1s. 0-84d. to 1s. 1d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-98d. a shift (6s. 5-02d. to 6s. 6d.) or by 0-12d. an hour (9-63d. to 9-75d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (4s. 3-35d. to 4s. 4d.) or by 0-08d. an hour (6-42d. to 6-5d.) for boys and for girls doing boys' work.
Patent Fuel and Briquette Manufacture	Great Britain . .	Beginning of first pay week including 3 Oct.	Workers employed by the National Coal Board	Increase in divisional standard rates of 11d. a shift for adult daywagemen in the national occupational groups, with proportional increases for juveniles; consolidated piece rates increased by an amount which will yield on an average an additional 11d. a shift to pieceworkers.‡
Boot and Floor Polish Manufacture	Great Britain (41) (249)	11 Nov.	Male and female workers . .	New general minimum time rates and piecework basis time rates fixed, consequent on the reduction of normal weekly hours, without loss of pay, as follows:—general minimum time rates—male workers 21 or over 3s. 10d. an hour, younger male workers 1s. 6½d. at under 16 rising to 3s. 2½d. at 20 and under 21; female workers 18 or over 2s. 9d., younger female workers 1s. 4½d. at under 16 rising to 2s. 2d. at 17 and under 18; piecework basis time rates—male workers 4s. 0½d., female workers 2s. 10½d.¶
Pig Iron Manufacture	England and Wales and certain works in Scotland¶	6 Nov.	Workers employed at blast-furnaces (integrated plants) except those whose wages are regulated by movements in other industries	Increases in datal rates or cost-of-living conversion payments (workers paid straight tonnage rates) of 2s. 5-71d. a shift or 3-71d. an hour (13s. per normal week), of 2s. 1-14d. a shift or 3-14d. an hour (11s.), or of 1s. 8-57d. a shift or 2-57d. an hour (9s.) for adult workers, according to grade; of 1s. 3-43d. a shift or 1-93d. an hour (6s. 9d.) for workers 18 to 21, and of 10-29d. a shift or 1-29d. an hour (4s. 6d.) for those under 18.
				Cost-of-living payment increased* by 1-3d. a shift (8s. 6-7d. to 8s. 8d. for shift-rated workers) or by 0-16d. an hour (1s. 0-84d. to 1s. 1d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-98d. a shift (6s. 5-02d. to 6s. 6d.) or by 0-12d. an hour (9-63d. to 9-75d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (4s. 3-35d. to 4s. 4d.) or by 0-08d. an hour (6-42d. to 6-5d.) for boys and for girls doing boys' work.

\* Under sliding-scale arrangements based on the official index of retail prices.  
 † These increases were agreed in November with retrospective effect to the date shown.  
 ‡ See also under "Changes in Hours of Work".  
 § These increases were agreed in October with retrospective effect to the date shown.  
 ¶ Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.  
 ¶ These changes took effect under an Order issued under the Wages Councils Act. See page 456 of the November issue of this GAZETTE and also under "Changes in Hours of Work".

Principal Changes in Rates of Wages Reported during November—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Pig Iron Manufacture (continued)	Derbyshire, Leicestershire and Northants.* (42)	6 Nov.	Workers employed at blast-furnaces (merchant plants)	Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and for women and youths employed on men's work, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for boys and for girls doing boys' work.
	West of Scotland‡ (42)	6 Nov.	Workers, other than maintenance workers, employed at certain blastfurnaces	Increases in net base rates for those, other than labourers, paid on datal shift rates, of 1s. 6-98d. a shift for adult workers on a 5½ shift (42-hour week), and of 2-37d. an hour for adult hourly-rated workers, giving, with the application of the 44½ per cent. sliding-scale percentage, a gross addition of 2s. 3-43d. a shift, 3-43d. an hour or 12s. a week; for adult workers paid tonnage rates the increase is 2s. 3-43d. a shift applied to the existing conversion bonus, giving an increase of 12s. a week for 5½ shifts; increases for labourers paid on shift rate working 5½ shifts, of 1s. 2-24d. a shift, and of 1-78d. an hour for those paid on hourly rates, giving, with the application of the 44½ per cent. sliding-scale percentage, a gross addition of 1s. 8-57d. a shift, 2-57d. an hour or 9s. a week.
		Pay period commencing nearest 1 Nov.	Workers, other than maintenance workers, employed at certain blastfurnaces	Cost-of-living payment increased† by 1-3d. a shift (8s. 7d. to 8s. 8d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and Steel Manufacture	North-East Coast, Cumberland, Lancashire, South Yorkshire (except Sheffield special steels district), Lincolnshire, South Wales and certain works in Scotland§ (43)	6 Nov.	Workers, other than roll turners and maintenance workers, employed at steel melting shops and steel rolling mills	Increases in base (subject to 75 per cent. sliding-scale addition) datal rates or cost-of-living conversion payments (workers paid straight tonnage rates), of 1s. 4-98d. a shift or 2-12d. an hour (13s. gross per normal week), of 1s. 2-37d. a shift or 1-8d. an hour (11s. gross per normal week), or of 11-76d. a shift or 1-47d. an hour (9s. per normal week) for adult workers, according to grade; of 8-82d. a shift or 1-1d. an hour (6s. 9d. gross per normal week) for workers 18 to 21, and of 5-88d. a shift or 0-75d. an hour (4s. 6d. per normal week) for those under 18.
		6 Nov.	Roll turners and apprentices employed at steel works	Increases of 3-71d. an hour (13s. a week) for workers 21 and over, of 2-79d. (9s. 9d.) for apprentices 18 and under 21, and of 1-86d. (6s. 6d.) for those under 18.
				Cost-of-living payment increased† by 0-16d. an hour (1s. 0-84d. to 1s. 1d.) for craftsmen, by 0-12d. (9-63d. to 9-75d.) for apprentices 18 to 21, and by 0-08d. (6-42d. to 6-5d.) for apprentices under 18.
				Increases of 3-71d. an hour (13s. a week) on basic rates for fully skilled craftsmen, of 3-14d. (11s.) for semi-skilled, of 2-79d. (9s. 9d.) for apprentices 18 and under 21, and of 1-86d. (6s. 6d.) for those under 18.
				Cost-of-living payment increased† by 0-16d. an hour (1s. 0-84d. to 1s. 1d.) for craftsmen, by 0-12d. (9-63d. to 9-75d.) for apprentices 18 to 21, and by 0-08d. (6-42d. to 6-5d.) for apprentices under 18.
				Increases of 3-71d. an hour (13s. a week) for workers 21 and over, of 2-79d. (9s. 9d.) for apprentices 18 and under 21, and of 1-86d. (6s. 6d.) for those under 18.
				Cost-of-living payment increased† by 0-16d. an hour (1s. 0-84d. to 1s. 1d.) for men 21 and over, by 0-12d. (9-63d. to 9-75d.) for apprentices and youths 18 and under 21, and by 0-08d. (6-42d. to 6-5d.) for apprentices and boys under 18.
				Cost-of-living bonus payment increased† by 1-3d. a shift (8s. 8d. to 8s. 9-3d.) for men and women 21 and over, by 0-98d. a shift (6s. 5-02d. to 6s. 6d.) for workers 18 and under 21, and by 0-65d. (4s. 4d. to 4s. 4-65d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Increases in base datal rates (base hourly rates) or cost-of-living conversion bonus (workers paid tonnage rates) equivalent to 9s., 11s. or 13s. a week (42 hours) actual, i.e., after the addition of the sliding-scale percentage, according to base earnings, for workers 21 and over and for those under 21 employed on men's work, of 6s. 9d. for those 18 and under 21, and of 4s. 6d. for those under 18.
				Cost-of-living payment increased† by 1-4d. a shift (9s. 2-6d. to 9s. 4d.) for men, by 1-05d. (6s. 10-95d. to 7s.) for youths 18 and under 21, and by 0-7d. (4s. 7-3d. to 4s. 8d.) for boys under 18.
				Cost-of-living payment increased† by 0-18d. an hour (1s. 1-7d. to 1s. 1-88d.) for men, by 0-13d. (10-28d. to 10-41d.) for youths 18 and under 21, and by 0-09d. (6-85d. to 6-94d.) for boys under 18.
				Cost-of-living bonus increased† by 1-2d. a shift (6s. 7-2d. to 6s. 8-4d. for skilled craftsmen, and 7s. 10-2d. to 7s. 11-4d. for other men) for men and women 18 and over, and by 0-6d. (3s. 3-6d. to 3s. 4-2d. or 3s. 11-1d. to 3s. 11-7d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18.
				Cost-of-living payment increased† by 1-3d. a shift (8s. 6-7d. to 8s. 8d.) for men and women 21 and over, by 0-98d. (6s. 5-02d. to 6s. 6d.) for youths and girls 18 and under 21, and by 0-65d. (4s. 3-35d. to 4s. 4d.) for those under 18

## Principal Changes in Rates of Wages Reported during November—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Tube Manufacture	Newport	6 Nov.	Male workers	Cost-of-living bonus increased* by 1.16d. a shift (8s. 4.34d. to 8s. 5.5d.) for men, by 0.773d. (5s. 6.864d. to 5s. 7.637d.) for youths 18 and under 21, and by 0.58d. (4s. 1.01d. to 4s. 1.59d.) for boys.
Light Castings Manufacture	Great Britain	7 Nov.	Apprentices and youths	Increase in consolidated time rates of 9s. 11d. a week for those aged 20, this amount to be added also to the national money bonus.
Engineering	South-West Wales, including Swansea, Llanelly, Port Talbot, Neath and Milford Haven (48)	Beginning of pay week which includes 15 Nov.	Male workers	Increases for timeworkers of 3d. an hour for adult male craftsmen, of 2½d. for semi-skilled intermediate grades, and of 2½d. for labourers; the increases to be paid to payment-by-results workers for actual clock hours worked, with appropriate overtime gains, and to taskworkers for the standard normal working hours for the week in question on fulfilment of a completed task. New rates for apprentices adopted, as follows:—1s. 6½d. an hour (65s. 7½d. a week) in first year of apprenticeship rising to 3s. 11d. (164s. 6d.) in fifth year. Plain timework rates after change for adult workers, include: craftsmen 219s. 7½d. a week, labourers 179s. 4½d.
Electrical Cable Making	Great Britain (53)	First full pay period commencing on or after 20 Nov.	Male and female workers (except plumber jointers, etc.)	Increases in timeworkers' rates of 10s. 1d. to 10s. 10½d. a week, according to district and occupational classification, for men 21 and over, of 4s. 2d. to 8s. 7d., according to age, for youths and boys, of 8s. 2d., 8s. 4d. or 8s. 6d., according to occupational classification, for women 18 and over, and of 4s. 3d., 5s. 5½d. or 6s. 8d. for girls. Timeworkers' rates after change: men 21 and over—occupational classification 1, district I 169s. 9d. a week, district II 167s. 1½d., 2 173s. 3d., 170s. 7½d., 3 178s. 6d., 175s. 10½d., 4 182s., 179s. 4½d., 5 185s. 6d., 182s. 10½d., 6 189s., 186s. 4½d.; women 18 and over (all areas)—occupational classification 1 129s. 6d., 2 133s., 3 136s. 6d.; youths and boys 66s. 6d. at 15 rising to 147s. at 20; girls 64s. 9d. at 15, 77s. 10½d. at 16, and 91s. at 17.
		First full pay period commencing on or after 20 Nov.	Plumber jointers and plumber jointers' mates employed in laying cables (including telecommunication cables) and accessories	Increases of 5½d. an hour for plumber jointers, of 4½d. for plumber jointers' mates, and of proportional amounts for youths and boys. Minimum rates after change: fully qualified plumber jointers—London area (within a radius of 18 miles of Charing Cross) 5s. 10½d. an hour, Provinces 5s. 7d.; plumber jointers' mates 4s. 4s. 6d.; youths and boys 30 per cent. of plumber jointers' rates at 16 rising to 85 per cent. at 21.
Flax Preparing and Spinning	Northern Ireland (76-77)	17 Oct.	Male and female workers	Increases of 8s. a week for adult male workers, of 6s. for adult female workers, of 5s. for juvenile male workers, and of 4s. for juvenile females. Basic time rates after change include: male workers 21 and over—grade 9 occupations 127s. 1d. a week, grade 8 131s. 6d., grade 7 135s. 11d., grade 6 140s. 4d., grade 5 144s. 8d., grade 4 149s. 2d., grade 3 153s. 6d., grade 2 158s., grade 1 162s. 4d.; female workers 18 and over—grade 10 81s. 8d., grade 9 84s. 7d., grade 8 87s. 6d., grade 7 90s. 5d., grade 6 93s. 4d., grade 5 96s. 3d., grade 4 99s. 2d., grade 2 105s. 3d., grade 1 107s. 8d. Negotiated minimum rates in excess of points evaluation—men, grade 9 131s. 6d. generally with 135s. 11d. for preparing room cleaners and hoist men, grade 8 135s. 11d. for yarn storemen and 140s. 4d. for general labourers; women, grades 10 and 9 87s. 6d., ring spinners (grade 4) 103s. 10d.†
Rope, Twine and Net Making	Northern Ireland (88) (252)	29 Nov.	Timeworkers	General minimum time rates increased by 3d. an hour for male workers 21 and over, 2½d. for female workers 18 and over, amounts ranging from 1½d. to 2½d., according to age, for younger male workers, and 1½d. to 1½d. for younger female workers. General minimum time rates after change include: male workers 21 and over—area A 3s. 6½d. to 3s. 8½d. an hour, according to occupation, area B 3s. 6d. to 3s. 7½d.; female workers 18 and over (other than doffers)—A 2s. 4½d. to 2s. 6½d., B 2s. 3½d. to 2s. 5½d.; doffers (irrespective of age) 2s. 2d., 2s. 1½d.‡
			Pieceworkers	Piecework basis time rates increased by 3d. an hour for male workers, and 2½d. for female workers. Piecework basis time rates after change: male workers—area A 3s. 8d. to 3s. 9½d. an hour, according to occupation, area B 3s. 7½d. to 3s. 8½d.; female workers (other than doffers)—A 2s. 4½d. to 2s. 7d., B 2s. 4½d. to 2s. 6½d.; doffers 2s. 2½d., 2s. 2d.‡
Hosiery Manufacture	Midlands (89)	First full pay period following 4 Nov.	Male and female workers	Timework and piecework rates increased by 5 per cent. and 2½ per cent., respectively, consequent on the reduction of normal weekly hours.§
Linen and Cotton Handkerchief, etc., Manufacture	Northern Ireland (94) (252)	22 Nov.	Female workers	General minimum time rates previously fixed for learners engaged at Swiss embroidery machines, machine smoothing and general warehouse work now apply to other juvenile workers; certain general minimum piece rates for workers of all ages increased by 3 per cent.¶
Hair, Bass and Fibre Processing	Great Britain (250)	21 Nov.	Male and female workers	Increases in general minimum time rates of 4d., 4½d. or 4½d. an hour, according to occupation, for male workers 21 and over, of 2½d. or 2½d. for female workers 18 and over, of amounts ranging from 1½d. to 3½d., according to age or occupation, for younger male workers, and of 1½d. to 2½d. for younger female workers; increases in piecework basis time rates of 4½d. or 5d. for male workers, and of 3d. for female workers. General minimum time rates after change include: male workers 21 and over with not less than 3 years' experience in hair dressing, hair curling or hair weaving 4s. 0½d. an hour, with not less than 3 years' experience in bass dressing or fibre dressing 3s. 10½d., other male workers 21 and over 3s. 7d.; female workers 18 and over with not less than 3 years' experience in hair dressing, hair curling, hair weaving, bass dressing or fibre dressing 2s. 6½d., other female workers 18 and over 2s. 4½d.; piecework basis time rates—male workers 4s. 6½d. or 4s. 3½d., according to occupation; female workers 2s. 8½d.¶
Waterproof Garment Manufacture	Lancashire and Cheshire (105)	Week commencing 17 Oct.	Pieceworkers	Current minimum piece rates increased by 5 per cent. (10 to 15 per cent.) on the minimum price list (1956) consequent on the reduction of normal weekly hours, without loss of pay.**
Shirt, Collar, Tie, etc., Making	Northern Ireland (108) (252)	22 Nov.	Male and female workers	New general minimum time rates and piecework basis time rates fixed, consequent on the reduction of normal weekly hours, without loss of pay, as follows:—general minimum time rates—male workers, special or measure cutters (with 3 years' experience in measure cutting), pattern cutters or pattern takers (with not less than 5 years' experience after 19) 4s. 4½d. an hour, other cutters 21 and over (with not less than 5 years' experience in cutting) 4s. 2½d., other workers 1s. 6d. at under 16 rising to 3s. 8d. at 21 and 3s. 10½d. at 22 and over, female workers, conveyor belt machinists 2s. 10d., other workers except learners 2s. 7d.; piecework basis time rates—male workers, cutters (other than special or measure cutters) 21 and over with not less than 5 years' experience in cutting 4s. 6d., female workers 2s. 10d.‡
Glove Manufacture	England and Wales (114)	1 Nov.	Workers employed in leather and fabric dress glove and industrial glove section	Increases in minimum time rates of 2d. an hour for men 20 and over, of 1½d. for women 20 and over, and of proportional amounts for younger workers; piecework basis time rates fixed at 22½ per cent. (previously 20 per cent.) above the appropriate minimum time rates. Minimum time rates after change include: men 20 and over—class A 4s. 1½d. an hour, B 3s. 8½d.; women 20 and over—class A 2s. 8½d., B 2s. 7d.

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

† It was also agreed that the normal weekly hours will be reduced by one hour immediately following the July, 1961, holiday period, and by a further one hour from the first Monday in December, 1961.

‡ These changes took effect under an Order issued under the Wages Councils Act (Northern Ireland). See pages 494 and 495 of this GAZETTE and also under "Changes in Hours of Work".

§ These changes were the result of an award (No. 2811) of the Industrial Court. See page 494 of this GAZETTE and also under "Changes in Hours of Work".

¶ These changes took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 494 of this GAZETTE. Details of the general minimum piece rates affected by the increase are contained in the Order.

‡ These increases took effect under an Order issued under the Wages Councils Act. See page 494 of this GAZETTE and also under "Changes in Hours of Work".

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

## Principal Changes in Rates of Wages Reported during November—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Fletton Brick Manufacture	Bedford, Buckinghamshire and Peterborough (119)	7 Nov.	Male and female workers	Consequent upon reduction of normal weekly hours, minimum rates increased by 2½d. an hour for men with proportional amounts for women and juveniles. Occupational differentials of 2½d. and up to and including 7d. an hour increased by 1d., and of 8d. by ½d. Additional payments to kilnburners on large kilns increased from 6s. to 6s. 3½d., and 12s. to 12s. 7d. a week, and tending more than 2 fires from 3s. 4d. to 3s. 6d. a shift. Minimum rates after change: men 20 and over 4s. 3½d. an hour, women 18 and over 3s. 2½d., kilnburners and boilerfiremen (inclusive of plus rate of 5½d. an hour, differential of 3½d. and shift allowance of 5d.) 43s. 4d. a shift.*
Sawmilling	Northern Ireland (137)	1 May	Woodcutting machinists and sawyers	Increase of 2½d. an hour (4s. 7½d. to 4s. 10d.).
Basket Making	United Kingdom (140)	24 June	Storemen and labourers	Increase of 2½d. an hour (3s. 10½d. to 4s. 0½d.).
		First pay period in Nov.	Pieceworkers	Piecework rates increased by 5 per cent.
Electrical Contracting	England, Wales and Northern Ireland (170)	1 Nov.	Male workers	New standard inclusive rates fixed, consequent on the reduction of normal weekly hours, without loss of pay, as follows:—journeymen electricians—grade A (London) area 5s. 6½d. an hour, Mersey district 5s. 5d., grade B (other) areas 5s. 2d., adult males—London 4s. 7d., Mersey district 4s. 6d., all other areas 4s. 3½d.†
Road Haulage	Northern Ireland (189) (252)	25 Nov.	Male drivers and assistants employed on mechanically or electrically propelled vehicles	Increases in minimum weekly remuneration of 7s. for drivers, and for assistants 21 and over, and of amounts ranging from 3s. at 17 and under to 6s. at 20 for male juvenile workers. General minimum time rates after change: drivers—vehicles with a carrying capacity of 8 tons and over, area A 186s. a week, area B 184s. 6d., area C 175s. 6d., 2 tons and under 8 tons 178s. 6d., 177s., 168s. 6d., 1 ton and under 2 tons 170s. 6d., 169s., 161s., under 1 ton 163s., 161s. 6d., 153s. 6d.; assistants—vehicles with a carrying capacity of 2 tons and over, area A 69s. 6d. at under 16 rising to 169s. 6d. at 21 and over, area B 67s. 6d. to 168s., area C 66s. 6d. to 159s. 6d., 1 ton and under 2 tons 69s. 6d. to 161s. 6d., 67s. 6d. to 160s., 66s. 6d. to 152s., under 1 ton 69s. 6d. to 154s., 67s. 6d. to 152s. 6d., 66s. 6d. to 144s. 6d.‡
Post Office	United Kingdom (194-195)	1 Apr.‡	Postal and telegraph officers	New annual rates of pay adopted in substitution for weekly rates previously payable, resulting in increases of varying amounts. Rates after change: males—National rate areas £275 a year at 16 rising to £465 at 21 and £565 at 25, then by 10 increments to a maximum of £765; London area £282 10s., £480, £585, £789; Provincial areas £267 10s., £450, £545, £741; females—£275, £461, £556, £746; £282 10s., £476, £576, £768; £267 10s., £446, £536, £724.§
Retail Pharmacy Trade	England and Wales (215)	Pay day in week commencing 30 Oct.	Qualified shop managers, managers and pharmacists	Increases in minimum rates of 25s. or 30s. a week, according to average weekly sales, for shop managers and managers, and of 25s. for male and female pharmacists. Minimum rates after change include: pharmacists—males, London area, first year after qualifying 264s. a week, second year 274s., third year 284s., Provincial A area 259s., 269s., 279s., Provincial B area 254s., 264s., 274s.; females, London 257s., 267s., 277s., A 252s., 262s., 272s., B 247s., 257s., 267s.
			Other male and female workers	Increases in minimum rates of 10s. a week for unqualified male and female assistants, of 3s., 4s. 6d. or 6s., according to age, for male shop assistants and all other male workers (other than apprentices), and of 2s., 3s. or 4s. for female shop assistants (other than apprentices). Minimum rates after change: unqualified assistants (with not less than 3 years' continuous experience in pharmacy and engaged wholly or mainly in dispensing)—males, London area 151s. a week at 20 rising to 198s. 6d. at 24, Provincial A area 145s. to 192s. 6d., Provincial B area 139s. to 186s. 6d., females, London 132s. to 179s. 6d., A 127s. to 174s. 6d., B 122s. to 169s. 6d. (female assistants with Apothecaries Hall Certificate to receive 5s. less than the unqualified male assistant rate); shop assistants (other than apprentices)—males, London 65s. at 15 rising to 163s. 6d. at 22 or over, A 60s. to 159s., B 57s. to 152s., females, London 56s. to 122s., A 53s. to 117s. 6d., B 49s. to 109s. 6d.; all other male workers (other than apprentices), London 64s. to 154s., A 59s. to 149s. 6d., B 56s. to 148s.
Iron, Steel and Non-Ferrous Scrap	Great Britain (218)	Pay day in week beginning 7 Nov.	Lorry drivers wholly employed on transport work	Increase in minimum rate of 12s. a week for men 21 and over, with proportional amounts for women and juveniles. Minimum rate after change for adult male lorry drivers 185s. a week (drivers in the Metropolitan Police District receive 5s. above this rate).
Catering (British Transport Commission Hotels and Catering Services)	Great Britain	4 Jan.¶	Restaurant car travelling and depot staff	Increases varying from 4s. to 6s. a week, according to occupation, for adult male travelling staff, of 4s. 6d. to 7s. for adult male depot staff, of proportional amounts for juveniles, and of 4s. for linen maids. Rates after change include: travelling staff—cooks 217s. a week, assistant cooks 176s. 6d., conductors (class 1) 175s. 6d., (class 2) 166s., leading attendants 157s., attendants 150s. 6d., kitchen porters 146s.; depot staff—cooks 220s., assistant cooks and cellarmen 174s. 6d., storemen 168s. 6d., kitchen porters, platenmen, pantrymen or crockery attendants 166s. 6d., linen maids 134s. The London rent allowance, previously paid, is now superseded by a London allowance of 6s. a week payable to all staff 21 and over based in London.
National Government Service	United Kingdom	1 Oct.¶	Paperkeeping grades	Increases in National scales of pay of 4s. to 6s. a week for paperkeepers, of 6s. for senior paperkeepers and of 9s. to 12s. for chief paperkeepers. Rates after change: men—paperkeepers 198s. 6d. a week rising to 210s. 6d. after 3 years, senior paperkeepers 214s. 6d. rising to 234s. 6d. after 4 years, chief paperkeepers 236s. 6d. rising to 256s. 6d. after 4 years; women—191s. to 204s.; 207s. to 227s.; 229s. to 249s.
Government Industrial Establishments	Great Britain (236)	Beginning of pay week containing 1 Oct.¶	Non-skilled workers paid at miscellaneous "M" rates	Increases of 4s. a week (London) or 5s. (Provinces) for adult male workers 21 and over, of 3s. 4d. or 4s. 2d. for adult female workers 21 and over, and of proportional amounts for juveniles. Minimum weekly time rates after change for adult workers 21 and over—males, London 183s., Provinces 176s., females, 153s. 6d., 147s. 6d.

## PRINCIPAL CHANGES IN HOURS OF WORK REPORTED DURING NOVEMBER

Gypsum Mining and Gypsum Products Manufacture	Great Britain	7 Nov. (6 Nov. for shift workers)	Male and female workers	Normal weekly hours reduced from 44 to 42.**
Patent Fuel and Briquette Manufacture	Great Britain	Beginning of first pay week including 3 Oct.	Workers employed by the National Coal Board	Normal weekly hours at each plant reduced from 44 to 42 (or such number of hours as over a cycle of weeks average 42) exclusive of meal breaks.**

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

† These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 495 of this GAZETTE. The Order does not apply to workpeople employed on vehicles operated by the Ulster Transport Authority, nor to certain other specified groups of workers.

‡ These changes in rates or scales of pay were authorised in October with retrospective effect to the date shown.

§ Under the equal pay agreement parity with the male scales will be reached on 1st January, 1961.

¶ These increases were agreed in September with retrospective effect to the date shown.

‡ These increases were authorised in November with retrospective effect to the date shown.

\*\* See also under "Changes in Rates of Wages".



## Principal Changes in Hours of Work Reported during November—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Boot and Floor Polish Manufacture	Great Britain (41) (249)	11 Nov.	Male and female workers	Normal weekly hours reduced from 44 to 42.*
Rope, Twine and Net Making	Northern Ireland (88) (252)	29 Nov.	Male and female workers	Normal weekly hours reduced from 45 to 42½ for workers 16 and over, and from 44 to 42½ for those under 16.†
Hosiery Manufacture	Midlands (89)	First full pay period following 4 Nov.	Male and female workers	Normal weekly hours reduced from 45 to 42½ for workers 16 and over, and from 44 to 42½ for those under 16.†
Textile Bleaching, Dyeing, Printing and Finishing	Lancashire, Yorkshire, Cheshire and Derbyshire (95)	Week commencing 28 Nov.	Male and female workers	Normal weekly hours reduced from 45 to 42½, without loss of pay.
	Lancashire, Cheshire and Derbyshire (95)	Sept.‡	Electricians	Normal weekly hours reduced from 45 to 42, without loss of pay.
Silk Dyeing, Printing and Finishing	Scotland (96)	Week commencing 28 Nov.	Male and female workers	Normal weekly hours reduced from 45 to 42½ for workers 16 and over, and from 44 to 42½ for those under 16, without loss of pay.
	Macclesfield	do.	Male and female workers	Normal weekly hours reduced from 45 to 42½ for workers 16 and over, and from 44 to 42½ for those under 16, without loss of pay.
Hair, Bass and Fibre Processing	Great Britain (250)	21 Nov.	Male and female workers	Normal weekly hours reduced from 45 to 42 for workers 16 and over, and from 44 to 42 for those under 16.‡
Waterproof Garment Manufacture	Lancashire and Cheshire (105)	Week commencing 17 Oct.	Male and female workers	Normal weekly hours reduced from 44 to 42, without loss of pay.¶
Wholesale Mantle and Costume Making	Great Britain (107) (251)	30 Nov.	Male and female workers	Normal weekly hours reduced from 44 to 42.**
Shirt, Collar, Tie, etc., Making	Great Britain (108) (251)	4 Nov.	Male and female workers	Normal weekly hours reduced from 44 to 42.††
	Northern Ireland (108) (252)	22 Nov.	Male and female workers	Normal weekly hours reduced from 44 to 42.†
Corset Manufacture	Great Britain (114) (249)	4 Nov.	Male and female workers	Normal weekly hours reduced from 44 to 42.††
Fletton Brick Manufacture	Bedford, Buckinghamshire and Peterborough (119)	7 Nov.	Male and female workers except kilnburners and boiler-fremen	Normal weekly hours reduced from 44 to 42.¶
Stone Carving, Wood Carving and Modelling	United Kingdom	14 Nov.	Male workers	Normal weekly hours reduced from 44 to 42, without loss of pay.††
Building	Isle of Man	3 Oct.	Building operatives	Normal weekly hours during the summer period reduced from 46½ to 44.
Electrical Contracting	England, Wales and Northern Ireland (170)	1 Nov.	Male workers	Normal weekly hours reduced from 44 to 42 for day workers, and from 43½ to 42 for night-shift workers.¶
Iron, Steel and Non-Ferrous Scrap	Great Britain (218)	7 Nov.	Lorry drivers employed partly on transport work, sorting or burning	Normal weekly hours reduced from 44 to 42, without loss of pay.
Cinematograph Film Production	Great Britain	5 Sept.	Cine technicians (except those engaged in the production of newsreels and short films) employed in film studios	Normal weekly hours reduced from 44 to 42½, without loss of pay.

## CHANGES TAKING EFFECT AFTER THE END OF NOVEMBER

The following agreements effective from a future date have been concluded: paint, varnish and lacquer manufacture (increase of 10s. a week, 2nd December); atomic energy (reduction in normal weekly hours from 44 to 42, 5th December); refractory goods, silica brick, building brick and allied industries in England and Wales (56 to 48 for kilnburners and boiler-fremen, and from 44 to 42 for other workers, 31st December); brewing industry in Scotland (44 to 42, 1st January, 1961); local authorities' building and civil engineering workers in England and Wales (44 to 42, 2nd January, 1961); grain distilling in Scotland (44 to 42, 3rd January, 1961); the majority of iron ore miners and iron and steel workers received increases under sliding scale arrangements from the beginning of December. Under Wages

Regulation Orders the following changes effective from a future date have been notified: managers of licensed non-residential establishments (increase of 7s. 6d. a week, 18th December); brush and broom manufacture (reduction in normal weekly hours from 45 to 42 with increases of varying amounts, 12th December); road haulage (increases ranging from 9s. 9d. to 14s. 3d. a week, 19th December); sugar confectionery and food preserving (reduction in normal weekly hours from 44 to 42, 1st January, 1961); toy manufacture (45 to 43, 2nd January, 1961). The Scottish Agricultural Wages Board has given notice of a proposal to increase the minimum weekly rate for men from 15s. 6d. to 16s., as from 16th January, 1961.

\* This change took effect under an Order issued under the Wages Councils Act. See page 456 of the November issue of this GAZETTE and also under "Changes in Rates of Wages".

† These changes took effect under an Order issued under the Wages Councils Act (Northern Ireland). See pages 494 and 495 of this GAZETTE and also under "Changes in Rates of Wages".

‡ These changes were the result of an award (No. 2811) of the Industrial Court. See page 494 of this GAZETTE and also under "Changes in Rates of Wages".

§ Working week in respect of which wages are paid during period 26th September to 1st October.

¶ These changes took effect under an Order issued under the Wages Councils Act. See page 494 of this GAZETTE.

\*\* This change took statutory effect under an Order issued under the Wages Councils Act. See page 494 of this GAZETTE. The revised hours and consequential revised minimum hourly payments have, by agreement, been in operation since 1st September or beginning of first full pay period following that date, and the details were published on pages 414 and 415 of the October issue of this GAZETTE.

†† This change took statutory effect under an Order issued under the Wages Councils Act. See page 456 of the November issue of this GAZETTE. The revised hours and consequential revised minimum hourly rates have, by agreement, been in operation since 17th October or beginning of first full pay period following that date, and details were published on pages 447 and 450 of the November issue of this GAZETTE.

‡‡ To compensate for loss of wages resulting from the reduction of normal weekly hours, a sum representing 5 per cent. is to be added to the total weekly wage (i.e. the sum based on the minimum rate, the individual ability rate and the cost-of-living allowance).

## STOPPAGES OF WORK—INDUSTRIAL DISPUTES

## STOPPAGES OF WORK IN NOVEMBER

The number of stoppages of work\* due to industrial disputes in the United Kingdom, beginning in November, which came to the notice of the Ministry, was 246. In addition, 42 stoppages which began before November were still in progress at the beginning of the month. The approximate number of workers involved during November at the establishments where these 288 stoppages occurred is estimated at 70,800. This total includes 13,200 workers involved in stoppages which had continued from the previous month. Of the 57,600 workers involved in stoppages which began in November, 47,000 were directly involved and 10,600 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 260,000 working days lost during November included 107,000 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 November 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	8	153	161	29,400	60,000
Engineering	5	15	20	4,500	42,000
Shipbuilding	4	3	7	3,900	55,000
Motor Vehicles	4	11	15	18,700	64,000
Aircraft	1	1	2	1,900	8,000
Construction	7	26	33	2,500	9,000
All remaining industries and services	13	37	50	9,900	21,000
<b>Total, November, 1960</b>	<b>42</b>	<b>246</b>	<b>288</b>	<b>70,800</b>	<b>260,000</b>
<b>Total, October, 1960</b>	<b>29</b>	<b>266</b>	<b>295</b>	<b>80,600</b>	<b>399,000</b>
<b>Total, November, 1959</b>	<b>22</b>	<b>175</b>	<b>197</b>	<b>53,200</b>	<b>128,000</b>

## Causes of Stoppages

The following Table classifies stoppages beginning in November according to the principal cause of the stoppages:—

Principal Cause	Number of Stoppages	Number of Workers directly involved
Wages—claims for increases	32	5,500
—other wage disputes	84	13,500
Hours of labour	10	1,600
Employment of particular classes or persons	38	9,700
Other working arrangements, rules and discipline	69	13,200
Trade union status	10	2,000
Sympathetic action	3	1,500
<b>Total</b>	<b>246</b>	<b>47,000</b>

## PRINCIPAL STOPPAGES OF WORK DURING NOVEMBER

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly	Began	Ended		
ENGINEERING:— Workers employed in manufacturing earth-moving equipment—Lanarkshire (one firm)	760	—	2 Nov.	—	The dismissal of, and the subsequent refusal to reinstate, two shop stewards dismissed for trade union activities not recognised by the employer	No settlement reported.
Production workers manufacturing refrigerators and spin driers—London (one firm)	940§	—	4 Nov.	5 Dec.	To protest against the transfer of a worker to another department, because of his alleged refusal to work in a normal manner when being time-studied	Work resumed. Settlement reached.
MOTOR VEHICLES:— Workers employed in the manufacture of motor vehicles—Coventry (one firm)	2,000		9 Nov.	17 Nov.¶	To protest against the transfer of a number of workers, allegedly without prior consultation with shop stewards	Work resumed.
Workers employed in the manufacture of motor vehicles—Essex (one firm)	2,105	5,925	16 Nov.	21 Nov.	In protest against the reduction of a team of workers by one man, and against the subsequent "laying-off" of workers because of the effect of the stoppage	Work resumed pending negotiations.
AIRCRAFT:— Workers employed in the manufacture of aero engines—London (one firm)	1,810	—	23 Nov.	6 Dec.	The dismissal of a worker for alleged industrial misconduct	Work resumed. Worker to receive "ex-gratia" payment of wages pending result of negotiations.
SHIPBUILDING:— Burners, shipwrights and other shipyard workers—Port Glasgow and Greenock (various firms)	550¶	2,760¶	15 Sept.	18 Nov.¶	The employers' rejection of claims for increased wage rates	Work resumed. Settlements reached.

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

† Less than 50 workers or 500 working days.

‡ A stoppage which began in April involved apprentices in many industry groups, but was counted as only one stoppage in the total for all industries taken together.

§ Only 30 workers were originally involved. The number rose to 940 on 9th November but had decreased to 645 when the stoppage ended.

¶ The majority of workers did not resume until 22nd November because of short-time working arrangements. Approximately 8,500 workers at other establishments were rendered idle by this stoppage.

‡‡ About 160 workers were originally directly involved but a further 395 workers withdrew their labour by 19th September. At the commencement of the stoppage about 800 workers were indirectly involved and although the shipwrights had resumed work on 14th November, when the burners resumed on 21st November the number had risen to 2,760. These workers were not all finally re-employed until 30th November.

## Duration of Stoppages

The following Table classifies stoppages ending in November 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	95	12,700	11,000
2 days	57	9,800	16,000
3 days	33	5,300	18,000
4-6 days	41	11,000	48,000
Over 6 days	30	5,800	242,000
<b>Total</b>	<b>256</b>	<b>44,600</b>	<b>335,000</b>

## STOPPAGES OF WORK IN THE FIRST ELEVEN MONTHS OF 1960 AND 1959

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 eleven months of 1960 and 1959:—

Industry Group	January to November, 1960			January to November, 1959		
	Number of Stoppages beginning	Stoppages in Progress Workers involved Working Days lost	Number of Stoppages beginning	Stoppages in Progress Workers involved Working Days lost		
Agriculture, Forestry, Fishing	2	300	1,000	1	†	†
Coal Mining	1,577	229,200	472,000	1,225	184,400	352,000
All other Mining and Quarrying	3	200	†	4	1,400	7,000
Food, Drink and Tobacco	16	8,000	118,000	12	2,400	3,000
Chemicals, etc.	24	11,400	52,000	9	4,900	73,000
Metal Mfrs.	66	15,900	49,000	39	18,400	57,000
Engineering	184	73,300	371,000	99	27,000	87,000
Shipbuilding and Marine Eng.	72	40,100	388,000	83	22,500	313,000
Motor Vehicles and Cycles	123	179,300	496,000	91	118,000	314,000
Aircraft	33	23,200	53,000	27	21,700	119,000
Other Vehicles	14	3,800	21,000	8	3,000	10,000
Other Metal Goods	49	6,200	22,000	18	2,200	6,000
Textiles	24	5,000	16,000	14	4,900	54,000
Clothing and Footwear	15	3,800	9,000	11	700	2,000
Bricks, Pottery, Glass, etc.	27	5,600	45,000	15	2,600	5,000
Tinners, Furniture, etc.	18	1,300	19,000	11	600	4,000
Paper and Printing	5	700	2,000	4	120,600	3,504,000
All Other Manufacturing industries	21	10,300	34,000	10	2,100	4,000
Construction	202	21,800	105,000	160	20,700	124,000
Gas, Electricity and Water	16	3,500	21,000	4	5,200	5,000
Transport, etc.	163	123,400	608,000	82	29,800	94,000
Distributive Trades	18	2,100	4,000	10	700	4,000
Administrative, Professional, etc. Services	12	1,900	3,000	7	1,600	10,000
Miscellaneous Services	14	2,200	4,000	8	5,400	20,000
<b>Total</b>	<b>2,686</b>	<b>772,400</b>	<b>2,916,000</b>	<b>1,952</b>	<b>601,000</b>	<b>5,173,000</b>

# ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

## Contents of this Section

Page		Page	
Arbitration Awards:		Notices and Orders:	
Industrial Court .. .. .	494	Wages Councils Acts .. .	494
Single Arbitrators, etc. . . . .	494	Agricultural Wages Acts <sup>1</sup> .. .	495
Civil Service Arbitration Tribunal .. .	494	Decisions of National Insurance Commissioner .. .	495

## Industrial Courts Act, 1919, and Conciliation Act, 1896

### Industrial Court Awards

During November the Industrial Court issued four awards, Nos. 2811 to 2814\*. One award, No. 2811, is summarised below; awards Nos. 2812 and 2814 did not relate to a substantial part of an industry and award No. 2813 was an interpretation of award No. 2764 (see the issue of this GAZETTE for April, 1960, page 177).

**Award No. 2811 (4th November).**—Parties: Workpeople's Side and Employers' Side of the National Joint Industrial Council of the Hosiery Trade. **Claim:** For a shorter working week of 42½ hours in the Hosiery Industry with compensation for loss of pay. **Award:** The Court found and so awarded that—(a) the standard working week in the Hosiery Industry shall be reduced from 45 hours to 42½ hours; (b) the present rates of timeworkers shall be increased by 5 per cent.; and (c) the present piecework rates shall be increased by 2½ per cent.; effect to be given to the award as from the first full pay period following 4th November, 1960. The Court recommended that the Parties jointly investigate ways and means of increasing and improving productivity and efficiency with a view to preparing a new wages structure for all operatives in the Industry.

### Single Arbitrators and ad hoc Boards of Arbitration

During November no awards were issued by Single Arbitrators appointed under Section 2(2)(b) of the Industrial Courts Act, 1919.

## Civil Service Arbitration Tribunal

During November the Civil Service Arbitration Tribunal issued one award, No. 394\*, which is summarised below.

**Award No. 394 (24th November).**—Parties: Civil Service Clerical Association, Civil Service Union, Society of Technical Civil Servants and Institution of Professional Civil Servants and the Admiralty. **Claim:** That starting pay on promotion of locally-entered male and female staff employed in Malta shall be the minimum of the new scale or, if more favourable, existing pay plus a promotion increase on a defined scale. **Award:** The Tribunal awarded that the starting pay on promotion of locally-entered staff employed in Malta shall be the minimum of the new scale, or, if more favourable, existing pay plus a promotion increase, such increase to be determined by a system of banding of salaries. The Tribunal remitted to the Parties for negotiation and agreement the determination of the span of the salary bands and the promotion increases appropriate thereto. In the event of no agreement being reached within three months from 24th November, 1960, either Party shall be at liberty to report such failure to the Tribunal and in that event the Tribunal will, after hearing the Parties, determine the dispute.

## Wages Councils Act, 1959

### Notices of Proposals

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

**Milk Distributive Wages Council (England and Wales).**—Proposal M.D.(93), dated 1st November, for reducing from 45 to 43 the number of hours to be worked per week before overtime is payable.

**Perambulator and Invalid Carriage Wages Council (Great Britain).**—Proposal I.(65), dated 4th November, for reducing from 44 to 42 the number of hours to be worked per week before overtime is payable.

**Hollow-ware Wages Council (Great Britain).**—Proposal H.(75), dated 15th November, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

**Aerated Waters Wages Council (England and Wales).**—Proposal A.(62), dated 18th November, for reducing from 48 to 45 the number of hours to be worked per week before overtime is payable.

**Fur Wages Council (Great Britain).**—Proposal Z.(78), dated 22nd November, for reducing from 44 to 42 the number of hours to be worked per week before overtime is payable.

**Dressmaking and Women's Light Clothing Wages Council (England and Wales).**—Proposal W.D.(70), dated 23rd November, for reducing from 44 to 42 the number of hours to be worked per week before overtime is payable.

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

\* See footnote \* in first column on page 499.

## Wages Regulation Orders

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

**The Wages Regulation (Hair, Bass and Fibre) Order, 1960:** S.I. 1960 No. 2030, dated 7th November and effective from 21st November. This Order, which gives effect to the proposals submitted by the Hair, Bass and Fibre Wages Council (Great Britain), prescribes revised general minimum time rates, and piecework basis time rates for male and female workers, and reduces from 45 to 42 the number of hours to be worked per week before overtime is payable.—See pages 490 and 492.

**The Wages Regulation (Wholesale Mantle and Costume) Order, 1960:** S.I. 1960 No. 2082, dated 14th November and effective from 30th November. This Order, which gives effect to the proposals submitted by the Wholesale Mantle and Costume Wages Council (Great Britain), reduces from 44 to 42 the number of hours to be worked per week before overtime is payable.—See page 492.

**The Wages Regulation (Licensed Non-residential Establishment) (Managers and Club Stewards) Order, 1960:** S.I. 1960 No. 2130, dated 17th November and effective from 18th December. This Order, which gives effect to the proposals submitted by the Licensed Non-residential Establishment Wages Council, prescribes revised weekly remuneration for managers, manageresses, relief managers, relief manageresses, club stewards and club stewardesses.

**The Wages Regulation (Brush and Broom) Order, 1960:** S.I. 1960 No. 2151, dated 22nd November and effective from 12th December. This Order, which gives effect to the proposals submitted by the Brush and Broom Wages Council (Great Britain), prescribes revised general minimum time rates, piecework basis time rates and general minimum piece rates for male and female workers and amends the provisions relating to payment of overtime.

**The Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) (Amendment) Order, 1960:** S.I. 1960 No. 2152, dated 22nd November and effective from 7th December. This Order, which gives effect to the proposals submitted by the Dressmaking and Women's Light Clothing Wages Council (Scotland), amends the definition of "learner" contained in the current Order.

**The Wages Regulation (Road Haulage) (No. 2) Order, 1960:** S.I. 1960 No. 2183, dated 24th November and effective from 19th December. This Order, which gives effect to the proposals submitted by the Road Haulage Wages Council, prescribes revised statutory minimum remuneration for workers employed on road haulage work in connection with "A" and "B" licensed vehicles and amends the provisions relating to customary holidays.

**The Wages Regulation (Sugar Confectionery and Food Preserving) (No. 2) Order, 1960:** S.I. 1960 No. 2206, dated 29th November and effective from 1st January, 1961. This Order, which gives effect to the proposals submitted by the Sugar Confectionery and Food Preserving Wages Council (Great Britain), reduces from 44 to 42 the number of hours to be worked per week before overtime is payable.

## Wages Councils Act (Northern Ireland), 1945

### Notices of Proposals

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

**Wholesale Mantle and Costume Wages Council (Northern Ireland).**—Proposal N.I.W.M. (N.46), dated 11th November, for fixing revised statutory minimum remuneration for male and female workers in the trade and for reducing from 44 to 42 the number of hours to be worked per week before overtime is payable.

**General Waste Materials Reclamation Wages Council (Northern Ireland).**—Proposal N.I.W.R. (N.62), dated 11th November, for fixing revised statutory minimum remuneration for male and female workers in the trade and for reducing from 44 to 42 the number of hours to be worked per week before overtime is payable.

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

## Wages Regulation Orders

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

**The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Regulation Order (Northern Ireland), 1960** (N.I.H.H.G. (163)), dated 15th November and operative on 22nd

\* See footnote \* in first column on page 499.

November. This Order prescribes revised statutory minimum remuneration for certain female workers in the trade.—See page 490.

**The Shirmaking Wages Regulation Order (Northern Ireland), 1960** (N.I.S. (60)), dated 15th November and operative on 22nd November. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade, and reduces from 44 to 42 the number of hours to be worked per week before overtime is payable.—See pages 490 and 492.

**The Road Haulage Wages Regulation Order (Northern Ireland), 1960** (N.I.R.H. (24)), dated 17th November and operative on 25th November. This Order prescribes revised statutory minimum remuneration for male workers in the trade.—See page 491.

**The Rope, Twine and Net Wages Regulation Order (Northern Ireland), 1960** (N.I.R. (76)), dated 22nd November and operative on 29th November. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade and reduces from 45 to 42½ the number of hours to be worked per week before overtime is payable.—See pages 490 and 492.

**The Brush and Broom Wages Regulation Order (Northern Ireland), 1960** (N.I.B.B. (83)), dated 25th November and operative on 6th December. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade and reduces from 45 to 42 the number of hours to be worked per week before overtime is payable.

## Agricultural Wages Act, 1948

### Orders relating to England and Wales

Orders Nos. 1961 A.W.B. No. 1 to No. 3 were made on 2nd November by the Agricultural Wages Board for England and Wales, with effect from 2nd January, 1961, raising the statutory minimum and overtime rates of wages for male and female workers employed in agriculture in England and Wales—See page 470.

## Decisions of the Commissioner under the National Insurance Acts

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

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

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

Recent decisions of general interest are set out below.

### Decision No. R(U) 1/60 (7th December, 1959)

The claimant was a shipwright. The boiler-makers' society were in dispute with the management about certain work which they claimed should be transferred from shipwrights to platers. A withdrawal of labour by members of the boiler-makers' society caused a stoppage of work by reason of which the claimant lost employment.

Held that, although he did not participate in the dispute, the claimant was directly interested in it. He was directly interested because the work available for him would have been decreased if, as the result of the dispute, the work in question had been transferred to the platers. It was irrelevant that the disputed work did not frequently recur. It did not assist the claimant that the boiler-makers' society should have submitted the matter to arbitration.

Held, also, that a person is directly interested in a trade dispute which relates to the question whether those whom he helps or another class of worker shall be assigned a certain type of work, if the amount of work available for him might be decreased on the settlement of the dispute.

### Decision of the Tribunal of Commissioners

"Our decision is that on 9th May, 1959, the claimant lost employment by reason of a stoppage of work which was due to a trade dispute in which he was directly interested and is disqualified for receiving unemployment benefit on that date and for so long as the stoppage of work continued.

"On 7th April, 1959, some shipwrights were engaged in C.L. and Co. Ltd.'s shipyard (hereafter called 'the shipyard') in fitting cargo hatch trunking on a ship which was under construction. The shipwrights, including the claimant, are members of the Shipconstructors' and Shipwrights' Association (hereafter called 'the shipwrights' union'). The shipwrights were engaged in marking steel plates at the top of the cargo hatch trunking for cutting and were being serviced by a welder and a burner who are members of the United Society of Boiler-makers, Shipbuilders and Structural Workers (hereafter called 'the boiler-makers' society'). The boiler-makers' society wished to have this job of marking plates done by platers. In pursuance of this object a platers' shop steward instructed the welder and burner to refuse to continue to service the shipwrights and those instructions were obeyed. On the next day the boiler-makers' society informed the management that the society demanded that the job of marking steel plates for cutting should be transferred

\* Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "RP"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(D)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 499.

to platers. The shipwrights' union, however, protested to the management against the withdrawal of the services of the welder and burner from the shipwrights.

"Between 8th and 27th April, 1959, there were discussions between the management and the stewards and delegates of the boiler-makers' society and between the management and the stewards and delegates of the shipwrights' union. (Apparently the unions did not meet each other.) The boiler-makers' society demanded that the disputed work be stopped and the welder and burner given alternative work. The management refused to do this. On Monday, 27th April, 1959, about 1,700 members of the boiler-makers' society withdrew their labour and so caused a stoppage of work. During the stoppage there were few discussions, but those that did take place were between the management and the boiler-makers' delegates regarding the demarcation of work and the finding of alternative work for the burner and welder, and between the management and the shipwrights' stewards and delegates regarding the demarcation of work. The claimant was able to continue working for a time after the stoppage began, but lost employment from and including 9th May, 1959. His claim for unemployment benefit was disallowed by the local insurance officer in these terms 'from and including 9th May, 1959, and for so long as the stoppage of work continues he is disqualified for receiving unemployment benefit on the ground that he has lost employment by reason of a stoppage of work due to a trade dispute at his place of employment'.

His appeal to the local tribunal was allowed on the ground that, although he lost employment by reason of the stoppage of work which was due to a trade dispute at his place of employment, neither he nor any member of his grade or class of workers at his place of employment was participating in or financing or directly interested in the trade dispute which caused the stoppage, and that therefore he was not disqualified for the receipt of unemployment benefit. They stated as their grounds of decision that they could not distinguish the case from Decision C.U. 16/59 (not reported) and the decision on Commissioner's file C.U. 99/59, on which the representative of the claimant's association relied. From this decision the insurance officer now concerned appeals on the ground that the stoppage of work was due to the trade dispute as to whether shipwrights or platers were to do the work of marking steel plates; that the claimant as a shipwright was directly interested in that dispute; and that he is disqualified for the receipt of unemployment benefit from and including 9th May, 1959, and for so long as the stoppage of work continues. In support of the appeal the representative of the insurance officer now concerned relied on the following statement by the employers' personnel secretary, Mr. W. H. O., which had been submitted to the local tribunal—'The Boiler-makers' Strike is basically due to a demarcation of work dispute between platers and shipwrights. The shipwrights were actively engaged upon the work in dispute and were being serviced by a burner and welder. A plater's steward stopped the burner and welder from servicing the shipwrights and the management informed the two men concerned that they would not be paid unless they carried out their duty of servicing the shipwrights. The Boiler-makers' Society demanded that the disputed work be stopped and the burner and welder given alternative work. This the Management refused to do and the Boiler-makers went on strike'. Mr. W. H. O. gave evidence in amplification of his statement at the hearing before us.

"At the hearing before us the contention of the representatives of the claimant's association was that the shipwrights were not directly interested; at the most (it was said) their interest was indirect. The representatives pointed out that the reason why the boiler-makers' society instructed the platers to withdraw their labour was that the employers refused to provide alternative work for the burner and welder who had refused to service the shipwrights. The claimant and his fellow shipwrights were not parties to this dispute which was one between the employers and the boiler-makers' society. The shipwrights had no objection to such alternative work being provided for the burner and welder and their interest in this dispute between the employers and the platers and their society was therefore at most indirect. It was further contended that there was an agreement between the two unions to submit demarcation disputes to arbitration, and that, if the employers had been willing to find alternative work for the burner and welder, pressure could have been brought to bear upon the boiler-makers' society to submit the dispute to arbitration and there would have been no stoppage of work. The boiler-makers in fact had never submitted the dispute to arbitration and were now no longer persisting in their claim. These contentions are in our opinion fallacious. The employers' refusal to provide alternative work was due to the fact that they were not prepared to accept the contention of the boiler-makers' society that the work of marking the plates must be transferred from the shipwrights to the platers. This contention was the cause of the trade dispute which caused the claimant's loss of employment. The employers' refusal to provide alternative work for the burner and welder was no more than an episode in the trade dispute as to whether the work of marking the hatch trunking should be done by the shipwrights or the platers, and the stoppage of work which ensued was the cause of the claimant's loss of employment. The facts that the boiler-makers' society should have submitted the demarcation dispute to arbitration and have now ceased to persist in their claim are, in our opinion, irrelevant. At the time of the stoppage of work they were persisting in their claim, and, instead of submitting it to arbitration, they chose the method of ordering the burner and welder concerned to cease working with the shipwrights in order to enforce their demands.

"In support of their contentions the representatives of the claimant's association relied on Decision C.U. 16/59 (not reported) and the decision on Commissioner's file C.U. 99/59. Decision C.U. 16/59 (not reported) related to a claim for unemployment benefit by a plater's helper who had lost employment by reason of a stoppage of work which was due to a trade dispute at his shipyard. The

## Decision No. R(U)13/60 (3rd December, 1959)

A docker who claimed benefit for a Monday and Wednesday had normally worked on Tuesday, Thursday, Friday and Saturday throughout the year preceding his claim, and additionally on Sunday from May to September. Something less than 5½ days' working had prevailed among the dockers at his port for some twenty years past. Held that: (i) his full normal weekly extent of working was four days from September to May and five days from May to September; (ii) Monday and Wednesday were throughout the year days on which in the normal course he would not work; (iii) in the light of his employment history he was not assisted by the amending regulations relating to periods of "short-time working due to adverse industrial conditions". That term implies, not merely a reduction of working hours from what has formerly prevailed, but a reduction, which is not likely to be permanent, below the level of the recognised or standard number of hours.

## Decision of the Commissioner

"My decision is that unemployment benefit is not payable in respect of 22nd and 24th September, 1958.

"The claimant is a docker at the port of Lerwick in the Shetland Islands. In a previous appeal at the instance of his association, I decided, on 12th June, 1958, that 23rd September, 1957, could not be treated as a day of unemployment in his case, on the ground that he was a person who did not ordinarily work on every day in a week (exclusive of Sunday or a day substituted therefor) but who had, in the week in which the said day occurred, been employed to the full extent normal in his case (see Decision on Commissioner's File C.S.U. 54/58). That decision proceeded upon an application of the principles explained in Decision R(U) 28/58, which related to the case of another docker at the same port of Lerwick.

"In the present appeal the claimant raises the question whether unemployment benefit was rightly disallowed for 22nd and 24th September, 1958, and for days occurring in subsequent weeks in which he has been employed to the extent of four days or more. Before the local tribunal he is reported to have urged that he is a casual worker; that he has no guarantee of employment and no guaranteed wage; that he is always available for employment; and that there has been a material change in the pattern of his employment since September, 1957. In his submissions to the Commissioner he also takes the point that he is a registered disabled person. While I hope I have given due consideration to these matters, I am bound to say that some of them, at least, are quite irrelevant to the issue which I have to decide.

"The first statutory provision to which I must refer is regulation 6(1)(e) (ii) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277]. The effect of this regulation has now been altered by amending legislation, and I shall refer to the amendment in due course. But the amendment came into operation only on 8th April, 1959, and accordingly, in respect of all periods prior to 8th April, 1959, it is the regulation in its earlier form which has to be applied. The regulation provides that a day shall not be treated as a day of unemployment if on that day a person does no work and '... is a person who does not ordinarily work on every day in a week (exclusive of Sunday or the day substituted therefor...)' but who has, in the week in which the said day occurs, been employed to the full extent normal in his case. No question arises as to substituting another day for Sunday. The first relevant inquiry is, therefore, whether the claimant is a person who does not ordinarily work on every day in a week (exclusive of Sunday). And if he is found to be such a person, one must next ascertain what is the extent to which he is normally employed in a week.

"These questions are primarily questions of fact. The ordinary or normal extent of a person's employment, in this context, is to be determined objectively. Thus the fact that a person may desire to obtain fuller employment than he succeeds in obtaining; the fact that he holds himself available for fuller employment than he succeeds in obtaining; the fact that he has a disability which may restrict the extent or nature of his employment—these matters are generally irrelevant. One recognised way of ascertaining what is the ordinary or normal extent of a person's employment is to scrutinise his record of employment over a reasonable period prior to the date of claim. For purposes of regulation 6(1)(e)(ii) the period of a year may be regarded as a reasonable period; and if in a majority of the weeks in that year the person concerned has been employed for less than six days, the inference will generally be justified that the ordinary or normal extent of his employment is less than six days in a week. In the present case a detailed record of the claimant's employment over the year preceding the date of claim is supplied in the case papers. It appears that there are virtually only three possible employers for dockers in Lerwick, who are referred to as N., H., and J., and I accept that the claimant has taken employment with all three as and when such employment happened to be available. But upon analysis of the record it becomes plain that the claimant is a person who does not in fact ordinarily work on every day in a week (exclusive of Sunday). The record shows that from a date in September to a date in May the normal extent of his employment is four days in a week, and that from a date in May to a date in September the normal extent of his employment is five days in a week. (It has already been recognised in decisions of the Commissioner that the 'full extent normal' may be different at different times of the year: see Decisions C.U. 518/49 and C.U. 272/50, both reported.) The reason why the claimant has more work in the Summer than in the Winter is that the leading employer (N.) has an additional vessel arriving at the weekends in Summer.

"I pass to consider whether, in relation to the period commencing 8th April, 1959, the claimant's position in relation to regulation 6(1)(e)(ii) is altered by the amending regulations already referred to, namely the National Insurance (Unemployment and Sickness Benefit) Amendment Provisional Regulations, 1959 [S.I. 1959 No. 615] and the National Insurance (Unemployment and Sickness Benefit) Amendment (No. 2) Regulations, 1959 [S.I. 1959 No. 1278]. The effect of these amending provisions is that, in determining the application of regulation 6(1)(e)(ii), periods of short-time working due to adverse industrial conditions are to be disregarded.

"I agree with the submission of the insurance officer now concerned with the case that the term 'short-time working' implies not

merely a reduction of working hours from what has formerly prevailed, but a reduction of working hours below the level of the recognised or standard number of hours. I agree further that when the term 'short-time working' is linked to the term 'due to adverse industrial conditions' the implication is that the regulation is envisaging a situation which is not likely to be permanent. This is so, notwithstanding that the word 'temporary' is not expressed (as it is, for example, in regulation 6(1)(a) of the same Regulations (as amended)). From the history set forth in the insurance officer's submissions, it is clear that something less than 5½ days' working has prevailed among the dockers at Lerwick for some twenty years past. Having considered the circumstances, I am of opinion that in the record of the claimant's employment over the year in question there is no period which can properly be called a 'period of short-time working due to adverse industrial conditions'. That being so, the conclusion reached in paragraph 5 above, as to the extent of the claimant's normal employment in a week, is not affected by the amending legislation mentioned in paragraph 6 above.

"I pass to consider the provisions of section 4 of the National Insurance Act, 1957 (hereinafter referred to as 'the 1957 Act') which relate to the designation of a particular day as a day which is not to be treated as a day of unemployment. The section provides as follows:

"4.—(1) For the purposes of the principal Act, where a person is employed in any employed contributor's employment which has not been terminated, then, in any week, a day on which in the normal course that person would not work in that or any other employed contributor's employment shall not be treated as a day of unemployment unless each other day in that week (other than Sunday) on which in the normal course he would so work is a day of interruption of employment."

"The claimant's assertion that his employment is merely casual is of relevance in this connection, for regulation 7A(3)(a) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] as amended, provides (among other things) that where, in any week, a person is employed in an employed contributor's employment which has not been terminated, if in relation to that person the employment is casual employment, that employment shall be treated, as respects that week, as if it had been terminated immediately after its commencement. In Decision C.U. 1/59 (to be reported as Decision R(U) 16/59) it was explained that the word 'terminated' as used in section 4 above means 'termination without any intention of resuming the relationship of employee and employer on the next available opportunity'. The implications of the term 'casual' in this context were considered in the same Decision. 'Casual' can only mean 'casual to an extent which is consistent with the intention of both parties to resume the employment on the next available opportunity'."

"It may be accepted that the claimant's employment is not solely (although it is apparently mainly) with the employer N. Nevertheless, his employment is not, in general, casual employment; and in particular I am satisfied that in the week in which 22nd and 24th September, 1958, occurred, his employment was not casual, nor had it in fact been terminated in the sense above explained. This view of the claimant's employment should, in my opinion, continue to prevail unless and until some change of circumstances is demonstrated.

"Scrutiny of the claimant's record shows that, judging by the experience of the year prior to the date of claim, his normal days of work were Tuesday, Thursday, Friday and Saturday (from a date in September to a date in May) and Sunday, Tuesday, Thursday, Friday and Saturday (from a date in May to a date in September). In other words, Monday and Wednesday are days on which, throughout the year, in the normal course he would not work, within the meaning of section 4 of the 1957 Act. Amending legislation (corresponding to that referred to in paragraph 6 above—in particular the new regulation 6(6) and the amended regulation 7A(3) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] introduced with effect from 8th April, 1959)—provides in effect that section 4 of the 1957 Act is not to be applied to days which have become idle days by reason of short-time working due to adverse industrial conditions. For the reasons already indicated, I am of opinion that the claimant's normal idle days, Monday and Wednesday, are not idle days by reason of 'short-time working due to adverse industrial conditions'. In the result, in the circumstances of this case, the claimant's position in relation to section 4 of the 1957 Act is regulated by the terms of that section as quoted in paragraph 8 above, unaffected by any 1959 amendments.

"It follows, in my judgment, that—

(1) unemployment benefit is not payable for 22nd and 24th September, 1958, on the ground that the claimant is a person who does not ordinarily work on every day in a week (exclusive of Sunday) and that in the week in which these days occurred he was employed to the full extent normal in his case, in terms of regulation 6(1)(e)(ii) above cited; and also

(2) unemployment benefit is not payable for 22nd and 24th September, 1958, being Monday and Wednesday respectively, on the ground that these are days on which in the normal course the claimant (whose employment had not been terminated) would not work, and each other day in the week (other than Sunday) on which in the normal course he would work is not a day of interruption of employment, in terms of section 4 of the National Insurance Act, 1957.

"I hold further that from and including the week beginning 28th September, 1958, up to and including the week beginning 10th May, 1959, the full normal extent of the claimant's employment was four days a week; that thereafter until a date in September, 1959, to be determined by the local insurance officer the full normal extent of the claimant's employment was five days a week; and that until a change of circumstances occurs Monday and Wednesday are days on which in the normal course the claimant would not work.

"The appeal of the claimant is not allowed."

## OFFICIAL PUBLICATIONS RECEIVED\*

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

Accidents.—*Report on the Accidents which occurred on the Railways of Great Britain during the year 1959.* Ministry of Transport. Price 5s. (5s. 5d.).—See page 470.

Census of Population.—*Classification of Occupations, 1960.* General Register Office. Price 27s. 6d. (28s. 5d.). (To be used by staff in connection with forthcoming Census of Population on 23rd April, 1961, but of interest to social, medical and market research workers who may wish to relate their results to the Census statistics.)

Census of Production.—*Report on the Census of Production, 1958.* (i) Part 14. *Fruit and Vegetable Products.* Price 2s. (2s. 2d.); (ii) Part 24. *Lubricating Oils and Greases.* Price 1s. 9d. (1s. 11d.); (iii) Part 36. *Polishes.* Price 1s. 9d. (1s. 11d.); (iv) Part 55. *Watches and Clocks.* Price 1s. 9d. (1s. 11d.); (v) Part 89. *Asbestos.* Price 1s. 9d. (1s. 11d.); (vi) Part 104. *Bricks, Fireclay and Refractory Goods.* Price 2s. (2s. 2d.). Board of Trade.

Health.—*Report of the Ministry of Health for 1959. Part II. On the State of the Public Health, being the Annual Report of the Chief Medical Officer for 1959.* Cmnd. 1207. Price 13s. (13s. 10d.).

International Labour Conference.—*International Labour Conference, 44th Session, Geneva, 1st to 23rd June, 1960. Report by the Delegates of Her Majesty's Government in the United Kingdom of Great Britain and Northern Ireland.* Cmnd. 1189. Ministry of Labour. Price 2s. (2s. 2d.).—See page 471.

Police.—*Royal Commission on the Police, 1960. Interim Report.* Cmnd. 1222. Price 5s. (5s. 5d.).—See page 463.

Port of London.—*Ocean Shipowners' Tally Clerks. Report of a Committee appointed on 18th October, 1960, to consider the difficulties arising in the Port of London.* Ministry of Labour. Price 1s. (1s. 2d.).—See page 469.

Trade Unions.—*Report of the Chief Registrar of Friendly Societies, 1959. Part 4. Trade Unions.* Registry of Friendly Societies. Price 3s. (3s. 4d.).—See page 461.

## FACTORY FORMS\*

The undermentioned Factory Forms have been issued or reprinted with new prices since the previous list was published in the July, 1960, issue of this GAZETTE (page 311). The prices in brackets include postage.

No.	Title and price
12	Factories Acts, 1937 to 1959. Employment of Male Young Persons over 16 on Shift Work. 9d. (11d.).
49	Factories Act, 1937 to 1959. Notice of Intention to Dispense with Daily Readings of Thermometers (Hygrometers) and with the Use of Humidity Records, in a Room in which the Difference of Reading between the Wet and Dry Bulb Thermometers is never less than 4 Degrees (Fahrenheit). 3d. (5d.).
100	Factories Acts, 1937 to 1959. Docks Regulations, 1934. Form prescribed under Paragraph (d) under the Heading "Duties" for Notice of Completion of Processes of Loading, Unloading or Coaling at Specified Hatches on Board Ship. Book of 60 Forms 3s. 6d. (3s. 11d.).
281	Factories Acts, 1937 to 1959. Prevention of Accidents to Young Workers. July, 1960. 6d. (8d.).
697	Factories Acts, 1937 to 1959. Certificate of Exemption No. 26 (General) Electrode Boilers, Electrical Immersion Heated Boilers, March 30th, 1960. 2d. (4d.).
2031	Factories Acts, 1937 to 1959. Means of Escape in Case of Fire. 9d. (11d.).
—	Safety Pamphlet No. 3. Use of Chains and other Lifting Gear. 7th Edition Revised, 1949. 3s. (3s. 4d.).

## STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the undermentioned Statutory Instruments, \* relating to matters with which the Ministry of Labour are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain regulations, etc., published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage. Where no price is shown, the Instrument costs 3d. (5d. including postage).

*The Wages Regulation (Hair, Bass and Fibre) Order, 1960 (S.I. 1960 No. 2030; price 4d. (6d.)), dated 7th November; The Wages Regulation (Wholesale Mantle and Costume) Order, 1960 (S.I. 1960 No. 2082; price 6d. (8d.)), dated 14th November; The Wages Regulation (Licensed Non-residential Establishment) (Managers and Club Stewards) Order, 1960 (S.I. 1960 No. 2130; price 9d. (11d.)), dated 17th November; The Wages Regulation (Brush and Broom) Order, 1960 (S.I. 1960 No. 2151; price 2s. (2s. 4d.)), dated 22nd November; The Wages Regulation (Dressmaking and Women's Light Clothing) (Scotland) (Amendment) Order, 1960 (S.I. 1960 No. 2152), dated 22nd November; The Wages Regulation (Road Haulage) (No. 2) Order, 1960 (S.I. 1960 No. 2183; price 1s. 3d. (1s. 5d.)), dated 24th November; The Wages Regulation (Sugar,*

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

*Confectionery and Food Preserving (No. 2) Order, 1960 (S.I. 1960 No. 2206; price 4d. (6d.)), dated 29th November. These Orders were made by the Minister of Labour under the Wages Councils Act, 1959.—See page 494.*

*The Tin Box Wages Council (Great Britain) (Abolition) Order, 1960 (S.I. 1960 No. 2076; price 2d. (4d.)), made on 11th November by the Minister of Labour under the Wages Councils Act, 1959.—See page 470.*

*The Dock Workers (Regulation of Employment) (Amendment) Order, 1960 (S.I. 1960 No. 2029), made on 7th October by the Minister of Labour under the Dock Workers (Regulation of Employment) (Amendment) Act, 1960, and the Dock Workers (Pensions) Act, 1960.—See page 467.*

*The Baking and Sausage Making (Christmas and New Year) Order, 1960 (S.I. 1960 No. 2182), made on 24th November by the Minister of Labour under Section 23 of the Factories Act, 1959. This Order, by granting exemption for the days in question from the provisions of the Factories Act, 1937, relating to employment on Saturday afternoon and Sunday, enabled women to be employed in factories in England and Wales on Saturday, 17th December, and Sunday, 18th December, in the manufacture of meat pies or sausages and on Sunday, 18th December, in the manufacture of bread or flour confectionery (including fruit pies but not biscuits); and on Saturdays, 17th and 24th December, and on Sundays, 18th and 25th December, in factories in Scotland in the manufacture of meat pies or sausages.*

*The Census of Production (1961) (Returns and Exempted Persons) Order, 1960 (S.I. 1960 No. 1978; price 2d. (4d.)), made on 31st October by the President of the Board of Trade under the Statistics of Trade Act, 1947. This Order prescribes the matters to which returns for the purpose of the Census of Production being taken in 1961 are to relate and exempts from the obligation to furnish such returns any person carrying on an undertaking in the field of production of coal, gas, electricity, oil shale, crude or refined petroleum or shale oil products.*

*The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Regulation (Amendment) Order (Northern Ireland), 1960 (S.R. & O. of Northern Ireland 1960 No. 176), dated 15th November; The Shirtmaking Wages Regulation (Amendment) Order (Northern Ireland), 1960 (S.R. & O. 1960 No. 177), dated 15th November; The Road Haulage Wages Regulation (Amendment) Order (Northern Ireland), 1960 (S.R. & O. 1960 No. 179), dated 17th November; The Rope, Twine and Net Wages Regulation (Amendment) Order (Northern Ireland), 1960 (S.R. & O. 1960 No. 183; price 4d. (6d.)), dated 22nd November. These Orders were made by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland), 1945.—See page 494.*

*The Factories (Commencement No. 2) Order (Northern Ireland), 1960 (S.R. & O. 1960 No. 169; price 2d. (4d.)). This Order was made on 2nd November by the Minister of Labour and National Insurance under the Factories Act (Northern Ireland), 1959, and provides for the coming into operation of sections of that Act relating to Washing Facilities (from 1st January, 1961), First Aid (from 1st July, 1961), and Cleanliness (from 1st January, 1961); Orders dealing with the operation of corresponding sections of the Factories Act, 1959, in Great Britain were reported on pages 242, 360 and 394, respectively, of the June, September and October issues of this GAZETTE.*

*The National Insurance (Modification of Pension Schemes) Regulations (Northern Ireland), 1960 (S.R. & O. 1960 No. 166). These Regulations were made on 28th October by the Registrar of Friendly Societies for Northern Ireland under the National Insurance Acts (Northern Ireland), 1946 and 1959, and are similar in scope to the corresponding Regulations made in Great Britain (see the issue of this GAZETTE for December, 1959, page 440).*

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Communications with regard to the contents of the GAZETTE should be addressed to the Director of Statistics, Ministry of Labour, Orphanage Road, Watford, Herts. (Telephone: Watford 28500.)

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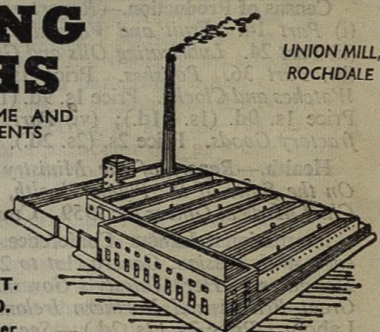
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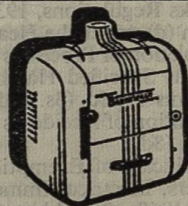
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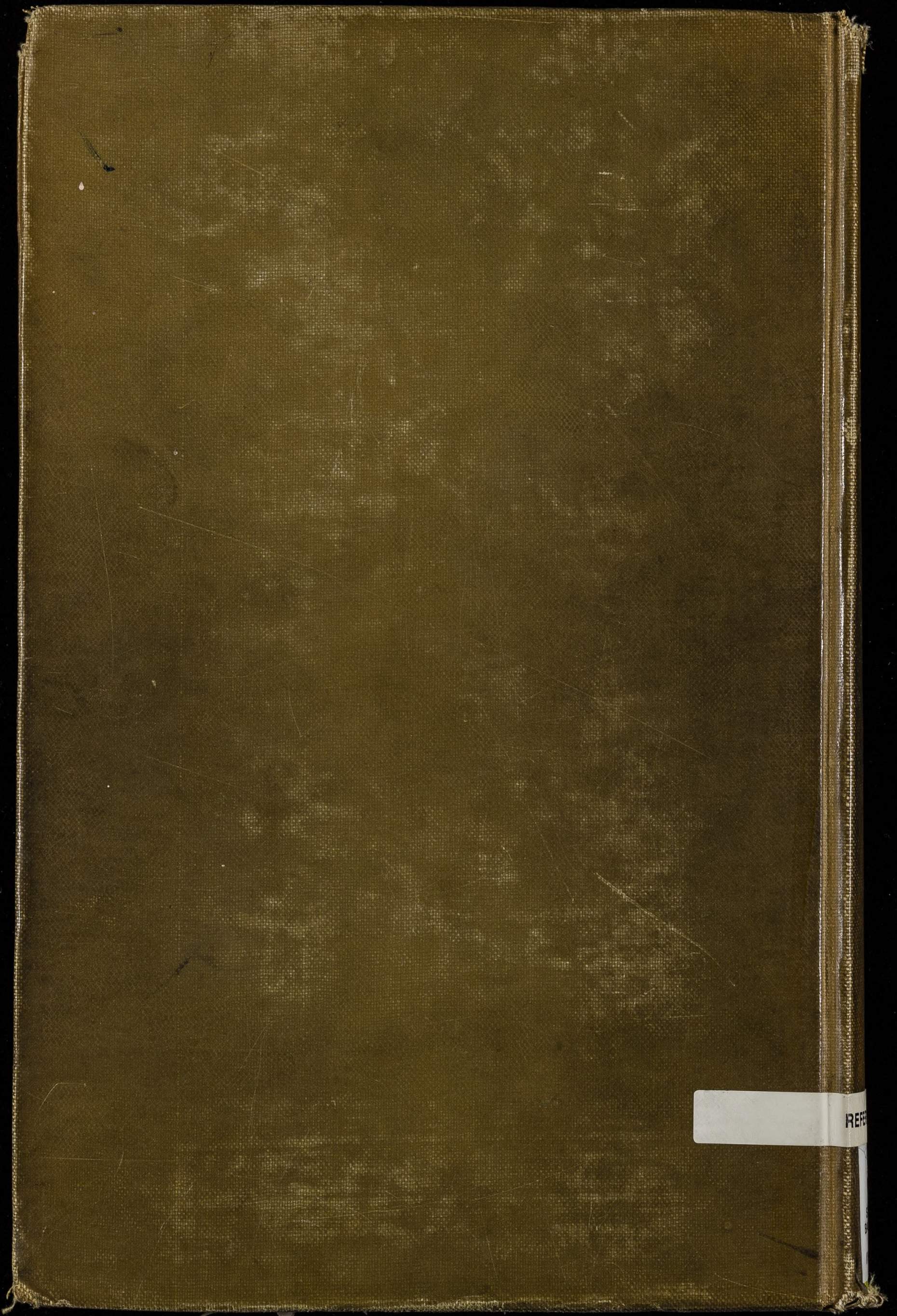
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