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Rates of Wages and Hours of Work in 1961

DURING the year 1961 there was an increase of 3.4 per cent. in the average level of full-time weekly rates of wages in the principal industries and services, a reduction of 1.8 per cent. in normal weekly hours of work and a consequential increase of 5.2 per cent. in hourly rates of wages. In manufacturing industries only, the corresponding figures were 1.9, 1.3 and 3.2 per cent. respectively.

Changes in rates of wages and hours of work coming into operation during the year resulted in just over 7½ million workers receiving an aggregate increase of just over £4 million in their full-time weekly rates of wages and just under 5½ million workers had their normal weekly hours of work reduced by an average of nearly 2 hours. As just over 4½ million of these workers received both wage increases and reductions in hours, either simultaneously or at different times, nearly 9¼ million of the total number of manual workers

covered by collective agreements or statutory wages regulation orders (estimated at between 13 and 13½ million) had wage increases and/or reductions in hours during the year. These statistics relate to manual wage earners only and are based on normal conditions of employment.

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

The following Table shows, for all industries and services and for manufacturing industries only, the indices of changes in weekly rates of wages, of hourly rates of wages and of normal weekly hours for all workers (based on 31st January 1956 = 100) at the end of 1960 and of each month in 1961 and also the month by month percentage increases over the December 1960 figures.

	All industries and services						Manufacturing industries only					
	Weekly Wage Rates		Hourly Wage Rates		Normal Weekly Hours		Weekly Wage Rates		Hourly Wage Rates		Normal Weekly Hours	
	Index	Percentage increase over Dec. 1960	Index	Percentage increase over Dec. 1960	Index	Percentage decrease from Dec. 1960	Index	Percentage increase over Dec. 1960	Index	Percentage increase over Dec. 1960	Index	Percentage decrease from Dec. 1960
1960 December ..	122.3	—	125.9	—	97.1	—	122.7	—	127.1	—	96.5	—
1961 January ..	123.5	1.0	128.1	1.7	96.4	0.7	123.3	0.5	129.0	1.4	95.6	0.9
February ..	123.7	1.2	128.3	2.0	96.4	0.7	123.4	0.6	129.0	1.5	95.6	0.9
March ..	124.0	1.4	128.6	2.2	96.3	0.8	123.8	0.9	129.5	1.9	95.6	0.9
April ..	124.2	1.6	129.0	2.5	96.3	0.9	123.9	1.0	129.6	2.0	95.5	1.0
May ..	124.6	1.9	129.7	3.0	96.1	1.1	124.0	1.1	129.8	2.1	95.5	1.0
June ..	125.0	2.2	130.4	3.6	95.9	1.3	124.1	1.2	130.0	2.2	95.5	1.0
July ..	125.1	2.3	130.5	3.7	95.9	1.3	124.3	1.3	130.2	2.4	95.4	1.1
August ..	125.2	2.4	130.7	3.9	95.8	1.4	124.3	1.3	130.3	2.4	95.4	1.1
September ..	125.4	2.6	131.0	4.1	95.8	1.4	124.6	1.6	130.7	2.8	95.3	1.2
October ..	126.2	3.2	132.3	5.1	95.4	1.8	124.7	1.7	131.0	3.0	95.3	1.3
November ..	126.2	3.2	132.3	5.1	95.4	1.8	124.7	1.7	131.0	3.0	95.3	1.3
December ..	126.4	3.4	132.4	5.2	95.4	1.8	125.0	1.9	131.3	3.2	95.2	1.3

Note.—Details of the indices for men, women and juveniles are given in the usual monthly Tables on pages 28 and 29 of this GAZETTE.

The Table below gives a comparison of the percentage changes in the indices for each of the years from 1956 to 1961 inclusive.

Percentage increase or decrease during the year

Year	All industries and services			Manufacturing industries only		
	Weekly Wage Rates	Hourly Wage Rates	Normal Weekly Hours	Weekly Wage Rates	Hourly Wage Rates	Normal Weekly Hours
	Increase	Increase	Decrease	Increase	Increase	Decrease
1956 ..	7.7	7.7	0.0	7.3	7.3	0.0
1957 ..	5.4	5.7	0.3	5.4	5.6	0.2
1958 ..	3.7	3.8	0.1	3.5	3.5	0.1
1959 ..	1.1	1.2	0.1	1.1	1.3	0.2
1960 ..	4.0	6.6	2.4	4.6	7.9	3.1
1961 ..	3.4	5.2	1.8	1.9	3.2	1.3

These indices relate to changes in rates of wages and normal hours of work and must not be taken as a measure of changes in actual earnings, either weekly or hourly, or of hours actually worked. A comparison between changes in earnings and rates of wages between April 1956 and April 1961 (the October 1961 figures are not yet available) is given on page 29 of this GAZETTE.

Changes in Rates of Wages and Hours of Work

As stated, it is estimated that as a result of changes in rates of wages and hours of work coming into operation during the year just over 7½ million workers received an aggregate increase of just over £4 million in their full-time weekly rates of wages and just under 5½ million workers had their normal weekly hours of work reduced by an average of 2 hours. Just over 4½ million of these workers had both wage-rate increases and reductions in hours.

The division of these figures into industry groups is shown in the Table in the usual monthly article on page 29 of this GAZETTE whilst the Table below gives the month by month effect of these changes.

Month when change took effect	Approximate Number of Workers affected by			Estimated Amount of		
	Increase in Weekly Rates of Wages	Decreases in Weekly Rates of Wages	Reductions in Normal Weekly Hours	Increase in Weekly Rates of Wages	Decrease in Weekly Rates of Wages	Reduction in Normal Weekly Hours
	(000's)	(000's)	(000's)	(£000's)	(£000's)	(000's)
Jan. ..	2,050	—	2,121	845	—	4,019
Feb. ..	2,025	—	73	453	—	151
Mar. ..	366	—	37	129	—	383
Apr. ..	731	—	397	326	—	768
May ..	918	—	522	337	—	1,048
June ..	1,118	—	694	424	—	1,825
July ..	799	—	52	181	—	64
Aug. ..	377	—	157	119	—	314
Sept. ..	639	—	316	246	—	354
Oct. ..	1,626	—	1,078	836	—	2,109
Nov. ..	141	25	17	67	2	26
Dec. ..	245	—	90	110	—	110

When considering the figures in the above Table, and also those in the Table at the foot of the previous page, it should be remembered that in general for any change in rates of wages or hours of work the material date is the operative date and not the date when agreement was reached or statutory wages regulation order signed. For example, the October figures are due almost entirely to the changes in rates of wages and hours of work in the building industry which were agreed at the beginning of the year. Whilst nearly 2½ million workers have received increases since the end of July, over 1½ million of these workers were covered by agreements or orders made earlier in the year and about ½ million by sliding-scale arrangements based on movements in the official index of retail prices.

The following Table gives estimates of the effect of changes reported each month, i.e., according to the date of the agreement or the statutory wages regulation order. As stated later in the article many of these changes do not take effect until some date in 1962.

Month when the change was agreed or order signed	Estimated Number of Workers affected by			Estimated Amount of		
	Increase or decrease in Weekly Rates of Wages under sliding-scale arrangements	Other increases in Weekly Rates of Wages	Reductions in Normal Weekly Hours	Increase or decrease in Weekly Rates of Wages under sliding-scale arrangements	Other increases in Weekly Rates of Wages	Reductions in Normal Weekly Hours
	(000's)	(000's)	(000's)	(£000's)	(£000's)	(000's)
Jan. ..	295	1,620	1,495	92	870	3,165
Feb. ..	20	1,210	280	2	620	475
Mar. ..	55	625	205	3	295	385
Apr. ..	185	715	525	8	340	1,050
May ..	310	1,215	670	18	525	1,775
June ..	110	340	275	31	180	540
July ..	385	425	175	59	210	350
Aug. ..	130	105	115	21	50	225
Sept. ..	265	160	125	18	60	145
Oct. ..	—	540	290	—	260	450
Nov. ..	45	755	160	5	330	210
Dec. ..	515	125	350	77	70	695

The following Table analyses the aggregate amount of net increase in full-time weekly rates of wages in 1961 according to the methods by which they were effected.

Method	Aggregate Amount of Net Increase in Rates of Wages	Percentage of Total
	(000's) £	
Joint Industrial Council or other joint standing bodies established by voluntary agreement	2,044	50.2
Wages Councils and other Statutory Wages Boards ..	858	21.1
Direct negotiation	766	18.8
Sliding-scale arrangements based on the official index of retail prices	335	8.2
Arbitration*	69	1.7
Total	4,072	100.0

The Tables which follow show the approximate number of workers affected by changes in rates of wages or normal hours of work and the effect of such changes in each of the years from 1956 to 1961 inclusive.

Weekly Rates of Wages

Year	Approximate Number of Workers affected by		Estimated Net Amount of Change in Weekly Rates of Wages		Estimated Overall Increase in Weekly Rates of Wages
	Net Increases	Net Decreases	Increases	Decreases	
			£	£	£
1956 ..	12,672,500	—	6,633,100	—	6,633,100
1957 ..	12,338,000	—	5,340,400	—	5,340,400
1958 ..	11,231,500	—	3,460,600	—	3,460,600
1959 ..	4,708,000	18,000	1,252,000	800	1,251,200
1960 ..	11,123,500	—	4,302,800	—	4,302,800
1961 ..	7,780,000	—	4,071,800	—	4,071,800

Normal Weekly Hours of Work

Year	Approximate Number of Workers affected by Reductions	Estimated Amount of Reduction in Weekly Hours
1956 ..	20,600	36,900
1957 ..	434,100	1,038,400
1958 ..	348,000	648,700
1959 ..	363,500	486,000
1960 ..	6,817,000	12,675,400
1961 ..	5,714,000	11,170,000

About 5½ million workers in 1960 and just over 4½ million in 1961 had both wage-rate increases and reductions in normal weekly hours of work. The corresponding numbers for the earlier years are not significant.

Figures in the above two Tables give a general indication of the movement in weekly rates of wages and normal hours of work over the period and undue significance should not be attached to differences in the amount of change as between one year and another. In particular, the grouping of figures in annual divisions should not be interpreted as indicative of a pattern of wage changes based on the calendar year.

General

The movement for a reduced normal working week, which had become firmly established in 1960, virtually completed its course during 1961. The average reduction in normal weekly hours of work for the workers affected was nearly 2 hours. When account is taken of other settlements and proposals of Wages Councils to reduce the normal working week at dates in 1962, it means that during the past 2½ years nearly all the manual workers covered by collective agreements and wages regulation orders will have obtained a shorter normal working week, usually without loss of pay, and in general normal weekly hours will then range from 42 to 44 a week. For day workers in the general printing industry the hours which were reduced to 41 in September 1961 will become 40 in September 1962, whilst at the end of October 1961 a 40-hour week was introduced by the Ford Motor Co. Ltd.

The majority of workers affected by arrangements to reduce the normal working week during 1961 also obtained increases in rates of wages during the year and the principal industries affected by both factors included coal mining, sugar confectionery and food processing, woollen and worsted spinning and weaving, pottery manufacture, general printing, building, the Merchant Navy, most of the retail distributive trades, and local authorities' services in England and Wales.

Some of the changes implemented in 1961 were the outcome of settlements or wages regulation orders made in the previous year (see the Table on page 3 of the January 1961 issue of this GAZETTE) and the industries and services affected included agriculture in England and Wales, coal mining, baking in England and Wales, cotton spinning and weaving, cement manufacture, toy manufacture, building, electrical contracting in England and Wales and Northern Ireland, boot and shoe repairing, civil service other than Post Office engineering workers, and local authorities' services in England and Wales.

A number of the agreements reported in the early weeks of 1961 related to separate groups of engineering workers not directly affected by the general engineering settlement of December 1960, and, in the main, these agreements resulted in increases in rates of wages similar to those made under that settlement. Some indication of the pattern of changes taking place during the year in the more important industries and services can be obtained from the Table on page 3.

By the end of the year notification had been received of a number of changes in rates of wages and/or hours of work which become operative in 1962. The industries and services affected by these

* This heading covers arbitration facilities provided by the State under, for example, the Conciliation Act, 1896 and the Industrial Courts Act, 1919.

changes include aerated waters manufacture in England and Wales, silk manufacture, sack and bag manufacture, wholesale clothing manufacture, boot and shoe manufacture, cement manufacture, sawmilling, general printing, toy manufacture, electrical contracting in Scotland, electricity supply, road haulage, general waste materials reclamation, industrial and staff canteens, licensed residential establishments and licensed restaurants, licensed non-residential establishments, laundries, and fire services in England and Wales. Statutory minimum rates of agricultural workers in Great Britain are to be increased in February or March 1962. In addition the upward movement in the index of retail prices will result in

increases for the majority of the two million workers whose rates of wages are covered by sliding-scale arrangements.

It is estimated that these changes will add about £1 million to the weekly rates of just over 3½ million workers and reduce the normal hours of about 1 million workers by about 1½ hours on average — ½ of a million workers being affected by both wage-rate increases and hours reductions.

The actual date of major settlements, awards or statutory wages regulation orders made in 1961, together with the operative date of change and brief particulars of the changes, are given in the following Table.

MAJOR CHANGES IN RATES OF WAGES AND HOURS OF WORK NOTIFIED IN 1961

Date of Agreement, Award or Order	Operative (or proposed) date of change	Industry and District	Brief Details of Change
6 Jan.	30 Jan.	Wool Textile—Yorkshire	Normal weekly hours of work reduced from 45 to 42½, without loss of pay.
9 Jan.	9 Jan.	Shipbuilding and Ship Repairing—United Kingdom	Increases for men of 7s. 6d., 8s. or 8s. 6d. a week.
12 Jan.	6 Feb.	Building and Civil Engineering—Great Britain ..	Increase of ½d. an hour for men and women under sliding-scale arrangements.
16 Jan.	30 Jan.	Retail Multiple Grocery and Provisions Trade—England and Wales	Normal weekly hours of work reduced from 46 to 44 and minimum weekly rates increased by 10s., 13s. or 15s. for men and 8s., 9s. or 11s. for women.
19 Jan.	{ 27 Feb. 25 Sept. }	Heating, Ventilating and Domestic Engineering—Great Britain	{ Increases of 3½d. an hour for craftsmen and of 3d. for adult mates. Normal weekly hours of work reduced from 44 to 42 with increases of 7d. an hour for craftsmen and of 5d. for adult mates.*
11 Feb.	27 Mar.	Pottery Manufacture—Great Britain	Normal weekly hours of work reduced from 42½ to 42, and plussage on earnings increased from 24 per cent. to 30½ per cent.
15 Feb.†	2 Jan.	Coal Mining—Great Britain	National standard grade rates of day wage workers increased by 1s. 5d. a shift (1s. 10d. or 2s. 6d. for certain craftsmen).
16 Feb.	27 Feb.	Motor Vehicle Retail and Repairing Trade—United Kingdom	Increases in minimum rates of amounts ranging from 6s. 8d. to 8s. 10d. a week for men and of 6s. 5d. or 6s. 7d. for women.
16 Feb.	1 May	Retail Co-operative Societies—Great Britain ..	Normal weekly hours reduced from 44 to 42, without loss of pay.
17 Feb.	6 Mar.	Cocoa, Chocolate and Sugar Confectionery—Great Britain (Joint Industrial Council)	Increases in minimum weekly time rates of 8s. 6d. for men and of 6s. 6d. for women.
22 Feb.	2 Oct.	Civil Engineering—Great Britain	Increase of 6d. in basic hourly rates.
2 Mar.	13 Mar.	Food Manufacture—Great Britain (Joint Industrial Council)	Minimum weekly time rates increased by 8s. 9d. for men and 6s. 6d. for women.
14 Mar.	1 Apr.	Local Authorities' Services—England and Wales ..	Increases ranging from 6s. 11d. to 14s. 10d. a week, according to grade, for manual and semi-skilled workers and craftsmen.
6 Apr.	17 Apr.	Retail Meat Trade—England and Wales	Increases ranging from 10s. to 15s. a week for men and 7s. to 10s. for women.
7 Apr.	7 Apr. (where possible)	Post Office—United Kingdom	Normal weekly hours of work reduced from 45 (net) to 45 (gross) for postmen and from 46 (gross) to 44 (gross) for postmen higher grade.
17 Apr.	15 May	Retail Drapery, Outfitting and Footwear Trades—Great Britain	Normal weekly hours reduced from 46 to 44 and statutory minimum rates increased by 10s., 13s. or 15s. a week for men and 7s. or 7s. 6d. for women.
18 Apr.†	13 Apr.	Municipal Road Passenger Transport Undertakings—Great Britain (excluding London) and Belfast	Increase of 11s. a week for adult workers.
11 May	12 June	Merchant Navy—United Kingdom	Normal weekly hours at sea reduced from 56 to 44 with a compensatory payment of 5 per cent. for Saturday afternoons spent at sea and increased rates of efficient service pay.
11 May	12 June	Retail Food Trades—England and Wales	Normal weekly hours of work reduced by 2 hours with increases in statutory minimum remuneration ranging from 10s. to 15s. a week for men and from 7s. to 12s. for women.
15 May†	9 May	Road Passenger Transport (Company-Owned Undertakings)—Great Britain	Increase of 11s. a week for adult workers (21s. a week for skilled maintenance workers).
24 May	1 June	Health Services (Domestic and Ancillary Workers)—Great Britain	Standard basic rates increased by 7s. a week for men and by 5s. 3d. for women, with additional increases in plus rates for graded workers.
25 May	26 June	Retail Furnishing and Allied Trades—Great Britain	Normal weekly hours of work reduced from 46 to 44 with increases in statutory minimum remuneration ranging from 10s. to 15s. a week for men and from 7s. to 12s. for women.
30 June	{ Sept. 1961 Sept. 1962 }	General Printing—England and Wales and Scotland	{ Increase of 5½ per cent. in basic minimum grade rates operating prior to 3rd September 1959, and normal weekly hours of work reduced from 42 to 41. Reduction of normal weekly hours of work from 41 to 40.
17 July	13 Aug.	Licensed Non-Residential Establishments—Great Britain	Normal weekly hours of workers other than managers and club stewards reduced from 48 to 46 with increases in statutory minimum remuneration of 15s. a week for men and of 10s. for women.
10 Aug.	30 Oct.	British Railways Workshops—Great Britain ..	Normal weekly hours of work reduced from 44 to 42, without loss of pay.
21 Sept.†	13 Aug.	Cinema Theatres—Great Britain	Minimum weekly rates increased by 3½ per cent.
27 Sept.	27 Sept.	Retail Meat Trade—England and Wales	Normal weekly hours of work reduced from 45 to 44, without loss of pay.
9 Oct.	1 Jan. 1962	Road Haulage Contracting (other than British Road Services)—Great Britain†	Normal weekly hours of work reduced from 44 to 42 with general increases in statutory minimum remuneration of 5s. 3d. to 6s. 3d. a week.‡
9 Oct.	1 Jan. 1962	Industrial and Staff Canteens—Great Britain ..	Normal weekly hours of work reduced from 45 to 44 with increases in statutory minimum remuneration of 16s. 6d. or 11s. 6d. a week for men and of 12s. 6d. or 9s. for women.
16 Oct.	18 Dec.	Furniture Manufacture—Great Britain	Increases in minimum hourly payments of 4d. for journeymen and of 3d. for labourers.
16 Oct.†	1 Jan. 1961	Post Office—United Kingdom	Increase of 5½ per cent. for engineering, supplies and factory rank and file grades.
27 Oct.	1 Jan. 1962	Licensed Residential Establishments and Licensed Restaurants—Great Britain	Statutory minimum remuneration increased by amounts ranging from 10s. to 20s. a week for men and from 7s. 6d. to 15s. for women.
8 Nov. †	1 Mar. 1962	Boot and Shoe Manufacture—United Kingdom ..	Normal weekly hours reduced from 43½ to 42½ and increase of 5s. a week.
10 Nov. (Proposal)	26 Feb. 1962	Agriculture—England and Wales	Minimum rates increased by 6s. a week for men and by 3s. for women.
14 Nov.	2 Apr. 1962	Laundering—Great Britain	Statutory minimum rates of women increased by 1½d. an hour.
16 Nov.	28 Jan. 1962	Electricity Supply—Great Britain	Hourly rates increased by 2d. with additional increases ranging from 5s. to 8s. 6d. a week for workers with over 2 years' service.
16 Nov.	5 Mar. 1962	Wholesale Clothing—Great Britain	Increase of 2d. an hour for men and women.
12 Dec.	1 Jan. 1962	Railway Service (British Railways)—Great Britain	Normal weekly hours of conciliation staff and associated grades reduced from 44 to 42, without loss of pay.

* This agreement was made on the understanding that there would be no further wage claims submitted by the trade unions before January 1963.

† Agreed or authorised on this date with retrospective effect to the date given in the next column.

‡ Similar changes for workers employed by British Road Services came into operation on 1st January 1962.

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 14 to 33.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose during November by 12,000 (- 5,000 males and + 17,000 females), the number at the end of the month being 24,029,000. The main changes were an increase of 50,000 in distributive trades, and a decrease of 24,000 in agriculture and fishing. The total working population, including H.M. Forces and the unemployed, is estimated to have increased by 24,000 from 24,814,000 to 24,838,000.

Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour in Great Britain rose from 348,315 to 354,546 between 13th November and 11th December 1961, and the number registered as temporarily stopped fell from 39,039 to 34,863. In the two classes combined there was a rise of 3,462 among males and a fall of 1,407 among females.

Rates of Wages and Hours of Work

At 31st December 1961 the indices of weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers (on the basis of 31st January 1956 = 100) were 126.4, 95.4 and 132.4, respectively, as compared with 126.2, 95.4 and 132.3 (as revised), respectively, at the end of November.

Estimates of the effect of reported changes in rates of wages and hours of work coming into operation in the United Kingdom during

December indicate that about 245,000 workers received an aggregate increase of approximately £110,000 in their full-time weekly rates of wages, and about 90,000 workers had their normal weekly hours of work reduced by an average of about 1½ hours. The principal increases in rates of wages affected workers engaged in furniture manufacture and its associated industries, workers employed in the building brick and allied industries in England and Wales (other than Fletton), building and civil engineering workers in Northern Ireland, and bakery workers in Scotland. The industries affected by reductions in normal weekly hours of work included building and civil engineering in Northern Ireland, baking in Scotland, and flax spinning and weaving in Northern Ireland.

Retail Prices

At 12th December 1961, the retail prices index was 117 (prices at 17th January 1956 = 100), the same figure as at 14th November, compared with 112 at 13th December 1960.

Stoppages of Work

The number of workers involved during December 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 about 16,300. The aggregate time lost during the month at the establishments where the stoppages occurred was about 62,000 working days. The number of stoppages which began in the month was 75, and, in addition, 27 stoppages which began before December were still in progress at the beginning of the month.

STOPPAGES OF WORK DUE TO INDUSTRIAL DISPUTES IN 1961*

The number of stoppages of work in the United Kingdom in 1961 was 2,663 (including 15 which had continued from 1960), as compared with 2,849 (including 17 which continued from 1959) in 1960.

Stoppages in progress in 1961 resulted in the loss of about 3,021,000 working days during the year at establishments where stoppages occurred, as compared with 3,024,000 working days lost during 1960 through stoppages in progress in that year.

The aggregate number of workers involved in stoppages in 1961 was about 765,000 including 95,000 workers who were indirectly involved (i.e. thrown out of work at the establishments where the stoppages occurred but not themselves parties to the disputes). The corresponding total for 1960 was about 819,000 workers, including about 118,000 who were indirectly involved.

Industrial Analysis

In the following Table, the stoppages of work due to industrial disputes in the United Kingdom in 1961 are classified by industry and corresponding figures are given for 1960. The figures for each industry or industry group have been rounded to the nearest 100 workers or 1,000 working days and may not, therefore, add up to the rounded totals for all industries at the foot of the Table.

Industry Group	1961			1960		
	Number of Stoppages beginning in Year	Workers involved	Working Days lost	Number of Stoppages beginning in Year	Workers involved	Working Days lost
Agriculture, Forestry, Fishing	6	3,200	78,000	2	300	1,000
Coal Mining	1,439	246,300	733,000	1,666	237,400	494,000
All Other Mining and Quarrying	8	1,300	3,000	3	200	‡
Food, Drink and Tobacco	22	6,200	12,000	16	8,000	119,000
Chemicals, etc.	26	10,500	24,000	25	11,500	53,000
Metal Mfrs.	77	37,400	297,000	67	15,900	50,000
Engineering	172	66,900	257,000	189	74,000	394,000
Shipbuilding and Marine Eng.	90	60,400	377,000	74	40,300	387,000
Motor Vehicles and Cycles	101	119,100	424,000	129	186,300	515,000
Aircraft	37	20,000	43,000	34	23,400	61,000
Other Vehicles	19	9,200	17,000	13	3,300	19,000
Other Metal Goods	48	7,100	37,000	51	6,400	25,000
Textiles	28	7,600	16,000	26	5,300	16,000
Clothing and Footwear	12	1,100	5,000	15	3,800	9,000
Bricks, Pottery, Glass, etc.	18	4,900	9,000	27	5,600	45,000
Timber, Furniture, etc.	17	2,300	11,000	19	1,300	19,000
Paper and Printing	10	1,500	9,000	5	700	2,000
Remaining Manufacturing Inds.	25	13,700	75,000	23	10,800	35,000
Construction	280	46,300	283,000	215	22,600	110,000
Gas, Electricity and Water	6	500	3,000	16	3,500	21,000
Port and Inland Water Transport	65	35,400	159,000	107	94,100	421,000
All Other Transport	72	22,800	71,000	72	57,200	215,000
Distributive Trades	42	4,300	13,000	20	2,300	5,000
Administrative, Professional, etc. Services	13	35,100	56,000	14	2,100	3,000
Misc. Services	20	2,100	10,000	16	2,400	5,000
Total	2,648	765,400	3,021,000	2,832	818,800	3,024,000

* The figures are provisional and subject to revision. The final figures for 1961 should appear in the May 1962 GAZETTE.

† 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 that lasted less than one day, except any in which the aggregate number of working days lost exceeded 100.

‡ Less than 500 working days.
§ Some stoppages of work involved workers in more than one industry group, but have been counted as only one stoppage in the total for all industries taken together.

work at a Birkenhead shipbuilding yard in protest against the employment of boilermakers on work claimed by shipwrights. By July, 1,500 other workers at this establishment who were not parties to the dispute had been rendered idle. This demarcation dispute, which occasioned the loss of about 55,000 working days, ended on 25th August, but the resumption of work by those indirectly involved was not completed until the end of September.

Despite its short duration—27th to 30th June—one stoppage of work in various areas of England in the motor vehicle industry entailed a loss of 110,000 working days. The stoppage involved about 31,500 workers and arose from the employer's decision not to negotiate until September on a wage claim made on 29th May. At Swindon, a stoppage starting on 6th April eventually involved 4,000 production and other workers employed in motor body manufacture and led to the loss of 57,000 working days. In support of a claim for a wage increase of 9d. an hour for skilled workers, this dispute lasted until 12th May. As well as those involved at Swindon, some 7,000 workers were rendered idle at other establishments not themselves involved in the dispute. This characteristic feature of many disputes in the motor vehicle industry was particularly marked in the stoppage among car body manufacturing workers at Acton. Beginning on 30th August as a protest by about 900 workers against a possible reduction in staff, the stoppage subsequently rendered idle about 12,000 workers in other establishments at London, Coventry and elsewhere in the motor industry. The loss for those involved at Acton was about 50,000 working days. The stoppage ended on 29th November, but there had been a gradual resumption of work during the preceding weeks.

During December there were several related stoppages of work in the jute industry at Dundee. These arose mainly out of the workers' dissatisfaction with the terms of a Wages Council proposal. About 6,000 workers were involved and approximately 10,000 working days were lost.

Among other manufacturing industries, the largest stoppage occurred in the rubber industry. Between 10th and 25th February, 3,500 workers in the rubber industry at Liverpool lost nearly 44,000 working days. The dispute resulted from the workers' dissatisfaction with the employer's offer of compensation for time lost owing to a deterioration in working conditions due to storm damage.

Three stoppages accounted mainly for the increased number of working days lost in the construction industry during 1961. The largest was in effect a series of stoppages, mainly of short duration, occurring in various parts of Great Britain between 2nd October and 7th November, involving 7,500 workers and costing 58,000 working days. It arose from differences of interpretation of the "refreshment breaks" clause within a national agreement on wages and conditions. Work was resumed on varying dates, following locally negotiated settlements. On 30th June, 1,700 engineering workers employed on a building suite at Manchester stopped work because the employers had rejected a claim for a wage increase of 1s. an hour. There was a resumption of work on 3rd August for further negotiations to take place. When the employers subsequently offered ½d. an hour increase, plus consolidation of certain bonus payments, 1,600 workers withdrew their labour on 30th October in favour of the original claim of 1s. an hour increase. By the time work was resumed on 14th November—the workers having accepted the employers' revised offer of 1½d. an hour—the two stoppages had together caused a loss of over 60,000 working days.

The only sizeable stoppage in the dock industry occurred in London between 22nd April and 3rd May. Over 15,000 dock workers lost 90,000 working days in protest against the special permission given to an employer to use unregistered, but listed, labour to do occasional unloading work.

Over 50,000 working days were lost through two major stoppages in educational services. In the west of Scotland between 8th and 12th May, about 5,500 teachers withdrew their services in protest against the possibility of employment of non-graduate men teachers, and to obtain acceptable increases in salaries. This accounted for 26,000 working days lost. The second stoppage lasted one day (20th September) and involved 25,000 teachers who were seeking representation of the National Association of Schoolmasters on the committee negotiating teachers' salaries and were dissatisfied with proposed salary increases.

The dispute between members of the theatrical profession and the independent television companies which culminated in a stoppage of work on 1st November, and which had not been resolved by the end of the year, presented a number of unusual features. In place of the normal continuous contract of service which, when a dispute arises, occasions a withdrawal of labour, engagements here are usually of an individual character, so that in the event of a dispute, services are withheld as opposed to being withdrawn. There is the further complication that while certain programmes ceased to be shown due to the dispute, the companies maintained full programmes. The cause of the dispute is a claim by actors for higher fees, linked with a request for additional payments when a programme is "networked".

The usual monthly statistics

dealing with Stoppages of Work

will be found on page 33.

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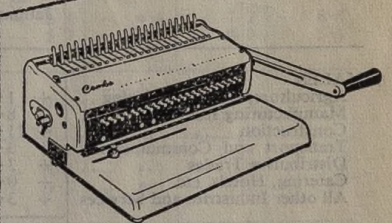
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ESTIMATED NORMAL SEASONAL MOVEMENTS IN THE STATISTICS OF UNEMPLOYMENT AND OF UNFILLED VACANCIES IN 1962

Estimates, both national and regional, of normal seasonal movements in the statistics of unemployment and of unfilled vacancies in 1962 are given in the following Tables. These estimates have been calculated by the methods outlined in the March and July 1960, issues of this GAZETTE, with slight modifications, taking into account data up to mid-1961. For each series of statistics, the estimates are given in two forms:—

(i) the normal seasonal deviation for a month, i.e., the amount by which, on average in recent years, the actual figure for that month in the series has been greater (+) or less (-) than the corresponding centred 12-month moving average of figures in the series; and

(ii) the normal seasonal change between successive months, i.e., the difference between the normal seasonal deviations for the two months which is the estimate of the average increase (+) or decrease (-) in the statistics from the first to the second month due to normal seasonal factors.

The unemployment estimates relate to persons, other than school leavers, registered as wholly unemployed at Employment Exchanges and Youth Employment Offices; for this purpose a school leaver means a registered unemployed person under 18 years of age who has not been in insured employment. The vacancy estimates relate to all unfilled vacancies notified at these Exchanges and Offices and, in respect of vacancies for young persons, take account of the date of Easter in 1962. The estimates are based on unemployment data from July 1950, onwards and vacancy data from March 1952, onwards. The estimated changes are the differences between the estimated deviations. As each estimate is given to the nearest hundred and as the national estimates have not been obtained by aggregating regional estimates, the estimate for Great Britain may differ from the sum of the regional estimates in some columns of Tables of regional estimates.

Similar estimates for use in 1961 were published in the January 1961 issue of this GAZETTE.

I.—Estimated Normal Monthly Seasonal Deviations of the Numbers of Registered Wholly Unemployed Persons (excluding School-Leavers) in Great Britain in 1962

—	(Thousands)											
	January	February	March	April	May	June	July	August	September	October	November	December
MALES												
Agriculture, Forestry, Fishing ..	+ 3.2	+ 2.9	+ 1.8	+ 0.9	- 0.4	- 2.2	- 2.8	- 2.2	- 1.8	- 1.4	+ 0.2	+ 1.5
Manufacturing Industries ..	+ 7.2	+ 8.9	+ 6.7	+ 5.0	+ 0.4	- 4.4	- 6.8	- 5.1	- 5.3	- 3.5	+ 1.7	+ 1.3
Construction ..	+ 14.4	+ 13.0	+ 6.2	- 0.1	- 4.1	- 6.6	- 8.3	- 7.0	- 6.7	- 4.4	+ 0.7	+ 2.8
Transport and Communication ..	+ 3.6	+ 3.4	+ 2.4	+ 0.7	- 0.6	- 2.6	- 3.5	- 3.7	- 2.2	+ 0.6	+ 1.6	+ 0.6
Distributive Trades ..	+ 2.8	+ 3.1	+ 2.3	+ 1.3	- 0.1	- 1.8	- 2.6	- 1.9	- 1.9	- 0.8	- 0.2	- 0.2
Catering, Hotels, etc. ..	+ 2.7	+ 2.6	+ 1.7	+ 0.2	- 1.4	- 3.0	- 3.3	- 2.9	- 1.9	+ 0.8	+ 2.1	+ 2.1
All other Industries and Services ..	+ 5.3	+ 5.3	+ 3.5	+ 2.1	+ 1.4	- 5.6	- 6.3	- 4.2	- 3.6	+ 0.2	+ 2.5	+ 2.2
ALL INDUSTRIES AND SERVICES	+ 39.2	+ 39.2	+ 24.6	+ 10.1	- 7.3	- 26.2	- 33.6	- 27.0	- 23.4	- 8.5	+ 5.2	+ 7.7
FEMALES												
Agriculture, Forestry, Fishing ..	+ 1.5	+ 1.6	+ 1.1	Nil	- 0.3	- 0.9	- 1.1	- 0.8	- 0.9	- 0.9	- 0.1	+ 0.8
Manufacturing Industries ..	+ 2.8	+ 3.6	+ 3.5	+ 3.2	+ 2.4	- 1.6	- 4.7	- 3.8	- 2.4	- 1.1	- 1.1	+ 1.2
Construction ..	+ 0.4	+ 0.4	+ 0.3	+ 0.1	Nil	- 0.3	- 0.5	- 0.5	- 0.3	+ 0.1	+ 0.2	+ 0.1
Transport and Communication ..	+ 3.2	+ 3.5	+ 2.4	+ 1.1	Nil	- 2.3	- 3.5	- 2.9	- 1.4	+ 0.3	+ 0.4	- 0.8
Distributive Trades ..	+ 3.0	+ 3.2	+ 2.2	- 0.1	- 1.0	- 4.2	- 5.1	- 5.1	- 2.5	+ 2.2	+ 4.2	+ 3.2
Catering, Hotels, etc. ..	+ 1.4	+ 2.6	+ 2.3	+ 1.3	Nil	- 3.4	- 5.1	- 4.7	- 1.2	+ 2.1	+ 3.4	+ 1.3
All other Industries and Services ..	+ 12.3	+ 14.9	+ 11.8	+ 5.6	+ 1.1	- 12.7	- 20.0	- 17.8	- 8.7	+ 2.7	+ 7.0	+ 3.4
ALL INDUSTRIES AND SERVICES	+ 12.3	+ 14.9	+ 11.8	+ 5.6	+ 1.1	- 12.7	- 20.0	- 17.8	- 8.7	+ 2.7	+ 7.0	+ 3.4
MALES AND FEMALES												
Agriculture, Forestry, Fishing ..	+ 4.7	+ 4.5	+ 2.9	+ 0.9	- 0.7	- 3.1	- 3.9	- 3.0	- 2.7	- 2.3	+ 0.1	+ 2.3
Manufacturing Industries ..	+ 10.0	+ 12.5	+ 10.2	+ 8.2	+ 2.8	- 6.0	- 11.5	- 8.9	- 7.7	- 4.6	+ 2.8	+ 2.5
Construction ..	+ 14.4	+ 13.0	+ 6.2	- 0.1	- 4.1	- 6.6	- 8.3	- 7.0	- 6.7	- 4.4	+ 0.7	+ 2.8
Transport and Communication ..	+ 4.0	+ 3.8	+ 2.7	+ 0.8	- 0.6	- 2.9	- 4.0	- 4.2	- 2.5	+ 0.7	+ 1.8	+ 0.7
Distributive Trades ..	+ 6.0	+ 6.6	+ 4.7	+ 2.4	- 0.1	- 4.1	- 6.1	- 4.8	- 3.3	- 0.5	+ 0.2	+ 1.0
Catering, Hotels, etc. ..	+ 5.7	+ 5.8	+ 3.9	+ 0.1	- 2.1	- 7.2	- 8.4	- 8.0	- 4.4	+ 3.0	+ 6.3	+ 5.3
All other Industries and Services ..	+ 6.7	+ 7.9	+ 5.8	+ 3.4	+ 1.4	- 9.0	- 11.4	- 8.9	- 4.8	+ 2.3	+ 5.9	+ 3.5
ALL INDUSTRIES AND SERVICES	+ 51.5	+ 54.1	+ 36.4	+ 15.7	- 6.2	- 38.9	- 53.6	- 44.8	- 32.1	- 5.8	+ 12.2	+ 11.1

II.—Estimated Normal Monthly Seasonal Changes in the Numbers of Registered Wholly Unemployed Persons (excluding School-Leavers) in Great Britain in 1962

—	(Thousands)											
	December to January	January to February	February to March	March to April	April to May	May to June	June to July	July to August	August to September	September to October	October to November	November to December
MALES												
Agriculture, Forestry, Fishing ..	+ 1.7	- 0.3	- 1.1	- 0.9	- 1.3	- 1.8	- 0.6	+ 0.6	+ 0.4	+ 0.4	+ 1.6	+ 1.3
Manufacturing Industries ..	+ 8.5	+ 1.7	- 2.2	- 1.7	- 4.6	- 4.8	- 2.4	+ 1.7	- 0.2	+ 1.8	+ 1.8	+ 0.4
Construction ..	+ 11.6	- 1.4	- 6.8	- 6.3	- 4.0	- 1.7	+ 1.3	+ 0.3	+ 2.3	+ 5.1	+ 2.1	+ 2.1
Transport and Communication ..	+ 3.0	+ 0.2	- 1.0	- 1.7	- 1.4	- 2.0	- 0.9	- 0.2	+ 1.5	+ 2.8	+ 1.0	- 1.0
Distributive Trades ..	+ 3.0	+ 0.3	- 0.8	- 1.0	- 1.7	- 1.7	- 0.8	+ 0.7	Nil	+ 1.1	+ 0.6	Nil
Catering, Hotels, etc. ..	+ 0.6	- 0.1	- 0.9	- 1.5	- 1.3	- 1.9	- 0.3	+ 0.4	+ 1.0	+ 2.7	+ 1.3	+ 1.3
All other Industries and Services ..	+ 3.1	Nil	- 1.8	- 1.4	- 3.5	- 4.2	- 0.7	+ 2.1	+ 0.6	+ 3.8	+ 2.3	- 0.3
ALL INDUSTRIES AND SERVICES	+ 31.5	Nil	- 14.6	- 14.5	- 17.4	- 18.9	- 7.4	+ 6.6	+ 3.6	+ 14.9	+ 13.7	+ 2.5
FEMALES												
Agriculture, Forestry, Fishing ..	+ 0.7	+ 0.1	- 0.5	- 1.1	- 0.3	- 0.6	- 0.2	+ 0.3	- 0.1	Nil	+ 0.8	+ 0.9
Manufacturing Industries ..	+ 4.0	+ 0.8	- 0.1	- 0.3	- 0.8	- 4.0	- 3.1	+ 0.9	+ 1.4	+ 1.3	Nil	+ 0.1
Construction ..	+ 0.3	Nil	- 0.1	- 0.2	- 0.1	- 0.3	- 0.2	Nil	+ 0.2	+ 0.4	+ 0.1	- 0.1
Transport and Communication ..	+ 4.0	+ 0.3	- 1.1	- 1.3	- 1.1	- 2.3	- 1.2	+ 0.6	+ 1.5	+ 1.7	+ 0.1	- 1.2
Distributive Trades ..	+ 0.2	+ 0.2	- 1.0	- 2.3	- 0.9	- 3.2	- 0.9	- 0.9	+ 2.6	+ 4.7	+ 2.0	- 1.0
Catering, Hotels, etc. ..	+ 0.1	+ 1.2	- 0.3	- 1.0	- 1.3	- 3.4	- 1.7	+ 0.4	+ 3.5	+ 3.3	+ 1.3	- 2.1
All other Industries and Services ..	+ 8.9	+ 2.6	- 3.1	- 6.2	- 4.5	- 13.8	- 7.3	+ 2.2	+ 9.1	+ 11.4	+ 4.3	- 3.6
ALL INDUSTRIES AND SERVICES	+ 40.4	+ 2.6	- 17.7	- 20.7	- 21.9	- 32.7	- 14.7	+ 8.8	+ 12.7	+ 26.3	+ 18.0	- 1.1
MALES AND FEMALES												
Agriculture, Forestry, Fishing ..	+ 2.4	- 0.2	- 1.6	- 2.0	- 1.6	- 2.4	- 0.8	+ 0.9	+ 0.3	+ 0.4	+ 2.4	+ 2.2
Manufacturing Industries ..	+ 12.5	+ 2.5	- 2.3	- 2.0	- 5.4	- 8.8	- 5.5	+ 2.6	+ 1.2	+ 3.1	+ 1.8	+ 2.1
Construction ..	+ 11.6	- 1.4	- 6.8	- 6.3	- 4.0	- 1.7	+ 1.3	+ 0.3	+ 2.3	+ 5.1	+ 2.1	+ 0.3
Transport and Communication ..	+ 3.3	+ 0.2	- 1.1	- 1.9	- 1.4	- 2.3	- 1.1	- 0.2	+ 1.7	+ 3.2	+ 1.1	- 1.1
Distributive Trades ..	+ 7.0	+ 0.6	- 1.9	- 2.3	- 2.5	- 4.0	- 2.0	+ 1.3	+ 1.5	+ 2.8	+ 0.7	- 1.2
Catering, Hotels, etc. ..	+ 0.4	+ 0.1	- 1.9	- 3.8	- 2.2	- 5.1	- 1.2	+ 0.4	+ 3.6	+ 7.4	+ 3.3	- 1.0
All other Industries and Services ..	+ 3.2	+ 1.2	- 2.1	- 2.4	- 4.8	- 7.6	- 2.4	+ 2.5	+ 4.1	+ 7.1	+ 3.6	- 2.4
ALL INDUSTRIES AND SERVICES	+ 40.4	+ 2.6	- 17.7	- 20.7	- 21.9	- 32.7	- 14.7	+ 8.8	+ 12.7	+ 26.3	+ 18.0	- 1.1

III.—Estimated Normal Monthly Seasonal Deviations of the Numbers of Registered Wholly Unemployed Persons (excluding School-Leavers) in the Administrative Regions of Great Britain in 1962

Region	(Thousands)											
	January	February	March	April	May	June	July	August	September	October	November	December
London and South-Eastern ..	+ 11.7	+ 11.8	+ 7.9	+ 2.9	- 1.6	- 8.8	- 12.0	- 10.5	- 8.3	+ 0.1	+ 4.0	+ 2.7
Eastern and Southern ..	+ 6.6	+ 8.3	+ 6.0	+ 2.9	- 0.8	- 5.7	- 7.7	- 6.8	- 4.8	- 0.9	+ 1.1	+ 1.5
South-Western ..	+ 4.3	+ 4.1	+ 2.6	+ 0.7	- 0.8	- 3.8	- 4.9	- 4.1	- 3.0	+ 0.1	+ 2.2	+ 2.6
Midland ..	+ 1.6	+ 1.5	+ 1.0	+ 0.5	Nil	- 1.1	- 1.8	- 0.7	Nil	+ 0.1	+ 0.1	- 0.9
North-Midland ..	+ 2.1	+ 2.3	+ 1.5	+ 0.5	- 0.1	- 1.3	- 2.0	- 1.4	- 1.1	- 0.8	- 0.2	+ 0.3
East and West Ridings ..	+ 2.1	+ 2.3	+ 1.3	+ 0.6	- 0.3	- 1.6	- 2.4	- 1.8	- 1.1	- 0.2	+ 0.6	+ 0.3
North-Western ..	+ 5.2	+ 5.5	+ 3.7	+ 2.2	+ 0.4	- 3.9	- 6.3	- 5.2	- 3.0	- 0.3	+ 1.6	+ 0.3
Northern ..	+ 4.5	+ 4.2	+ 2.9	+ 1.4	- 0.5	- 3.0	- 4.6	- 4.1	- 2.9	- 0.6	+ 1.1	+ 1.4
Scotland ..	+ 9.8	+ 10.1	+ 6.8	+ 2.6	- 1.6	- 6.7	- 8.6	- 7.5	- 5.4	- 3.2	+ 1.4	+ 2.6
Wales ..	+ 3.5	+ 3.4	+ 1.9	+ 1.1	- 0.3	- 2.8	- 3.5	- 2.6	- 2.2	- 0.1	+ 0.8	+ 0.8
GREAT BRITAIN	+ 51.5	+ 54.1	+ 36.4	+ 15.7	- 6.2	- 38.9	- 53.6	- 44.8	- 32.1	- 5.8	+ 12.2	+ 11.1

IV.—Estimated Normal Monthly Seasonal Changes in the Numbers of Registered Wholly Unemployed Persons (excluding School-Leavers) in the Administrative Regions of Great Britain in 1962

Region	(Thousands)											
	December to January	January to February	February to March	March to April	April to May	May to June	June to July	July to August	August to September	September to October	October to November	November to December
London and South-Eastern ..	+ 9.0	+ 0.1	- 3.9	- 5.0	- 4.5	- 7.2	- 3.2	+ 1.5	+ 2.2	+ 8.4	+ 3.9	- 1.3
Eastern and Southern ..	+ 5.1	+ 1.7	- 2.3	- 3.1	- 3.7	- 4.9	- 2.0	+ 0.9	+ 2.0	+ 3.9	+ 2.0	+ 0.4
South-Western ..	+ 1.7	- 0.2	- 1.5	- 1.9	- 1.5	- 3.0	- 1.1	+ 0.8	+ 1.1	+ 3.1	+ 2.1	+ 0.4
Midland ..	+ 2.5	- 0.1	- 0.5	- 0.5	- 0.5	- 1.1	- 0.7	+ 1.1	+ 0.7	+ 0.1	Nil	- 1.0
North-Midland ..	+ 1.8	+ 0.2	- 0.8	- 1.0	- 0.6	- 1.2	- 0.7	+ 0.6	+ 0.3	+ 0.3	+ 0.6	+ 0.5
East and West Ridings ..	+ 1.8	+ 0.2	- 1.0	- 0.7	- 0.9	- 1.3	- 0.8	+ 0.6	+ 0.7	+ 0.9	+ 0.8	- 0.3
North-Western ..	+ 4.9	+ 0.3	- 1.8	- 1.5	- 1.8	- 4.3	- 2.4	+ 1.1	+ 2.2	+ 2.7	+ 1.9	+ 1.3
Northern ..	+ 3.1	- 0.3	- 1.3	- 1.5	- 1.9	- 2.5	- 1.6	+ 0.5	+ 1.2	+ 2.3	+ 1.7	+ 0.3
Scotland ..	+ 7.2	+ 0.3	- 3.3	- 4.2	- 4.2	- 5.1	- 1.9	+ 1.1	+ 2.1	+ 2.2	+ 4.6	+ 1.2
Wales ..	+ 2.7	- 0.1	- 1.5	- 0.8	- 1.4	- 2.5	- 0.7	+ 0.9	+ 0.4	+ 2.1	+ 0.9	Nil
GREAT BRITAIN	+ 40.4	+ 2.6	- 17.7	- 20.7	- 21.9	- 32.7	- 14.7	+ 8.8	+ 12.7	+ 26.3	+ 18.0	- 1.1

V.—Estimated Normal Monthly Seasonal Deviations of the Numbers of Unfilled Notified Vacancies at Employment Exchanges, etc., in Great Britain in 1962

Vacancies for:—	(Thousands)											
	January	February	March	April	May	June	July	August	September	October	November	December
Men 18 and over ..	- 15.2	- 11.2	- 6.4	+ 1.4	+ 5.6	+ 10.2	+ 11.7	+ 9.6	+ 7.2	+ 2.7	- 4.5	- 11.3
Women 18 and over ..	- 11.4	- 9.4	- 4.2	+ 1.4	+ 5.2	+ 12.9	+ 15.7	+ 9.8	+ 4.5	- 1.8	- 8.7	- 14.1
ALL ADULTS 18 and over ..	- 26.6	- 20.6	- 10.6	+ 2.8	+ 10.8	+ 23.1	+ 27.4	+ 19.4	+ 11.7	+ 0.9	- 13.2	- 25.4
Boys under 18 ..	- 5.1	- 8.6	- 5.0	+ 2.7	- 1.4	+ 4.0	+ 11.2	+ 7.7	- 1.0	- 2.7	- 2.0	+ 0.4
Girls under 18 ..	- 6.4	- 10.2	- 5.4	+ 4.1	+ 0.4	+ 5.5	+ 12.3	+ 7.9	- 1.6	- 3.7	- 2.4	- 0.7
ALL YOUNG PERSONS under 18 ..	- 11.5	- 18.8	- 10.4	+ 6.8	- 1.0	+ 9.5	+ 23.5	+ 15.6	- 2.6	- 6.4	- 4.4	- 0.3
TOTAL VACANCIES ..	- 38.1	- 39.4	- 21.0	+ 9.6	+ 9.8	+						

VIII.—Estimated Normal Monthly Seasonal Changes in the Total Numbers of Unfilled Vacancies in the Administrative Regions of Great Britain in 1962

(Thousands)

Region	December to January	January to February	February to March	March to April	April to May	May to June	June to July	July to August	August to September	September to October	October to November	November to December
London and South-Eastern	-2.0	+0.2	+4.4	+8.0	+1.5	+8.7	+6.5	-3.6	-6.2	-6.3	-6.6	-4.6
Eastern	-2.2	-0.2	+3.3	+4.1	+1.0	+4.2	+2.2	-2.6	-3.7	-2.6	-2.3	-1.4
South-Eastern and Southern	-0.9	+0.1	+1.5	+2.0	+0.7	+1.5	+0.7	-1.6	-1.8	-1.3	-0.7	-0.2
Midland	-2.2	+0.4	+1.8	+2.5	-1.4	+1.2	+2.4	-1.0	-3.0	-0.3	-0.1	-0.3
North-Midland	-1.7	Nil	+1.2	+1.7	-0.1	+1.6	+1.4	-1.4	-1.9	-0.1	-0.4	-0.3
East and West Ridings	-1.3	-1.0	+1.1	+3.0	-1.3	+1.3	+2.2	-1.0	-2.4	-1.0	+0.1	+0.3
North-Western	-0.7	-0.3	+1.3	+3.2	-0.5	+2.2	+1.8	-2.1	-3.2	-1.2	Nil	-0.5
Northern	-0.6	-0.2	+0.7	+1.8	-0.2	+0.9	+1.0	-0.1	-2.1	-0.8	-0.4	Nil
Scotland	-0.8	-0.5	+1.7	+2.7	+0.1	+1.6	Nil	-2.1	-1.2	-0.3	-0.8	-0.4
Wales	-0.6	-0.3	+0.6	+2.1	+0.3	+0.2	Nil	-0.8	-0.3	-0.6	-0.4	-0.2
GREAT BRITAIN	-12.4	-1.3	+18.4	+30.6	+0.2	+22.8	+18.3	-15.9	-25.9	-14.6	-12.1	-8.1

ADMINISTRATIVE, TECHNICAL AND CLERICAL WORKERS IN MANUFACTURING INDUSTRIES

Information about the numbers of administrative, technical and clerical employees in manufacturing industries is obtained once a year at end-October, on returns rendered by certain employers under the Statistics of Trade Act, 1947. The figures include managers, superintendents and works' foremen; research, experimental, development, technical and design employees (other than operatives); draughtsmen and tracers; and office (including works' office) employees. From this information estimates have been made of the numbers of operatives and administrative, technical and clerical workers in manufacturing industries, and the proportion that the latter group formed of all employees at end-October 1961. Details are contained in the Table below. The figures are provisional and may be subject to minor revisions when the full results of the 1961 exchange of insurance cards are available. Estimates for the years 1948-1958 were published on page 250 of the July 1959 issue of this GAZETTE, and those for 1959 and 1960, showing the proportions employed in each industry group, were published on page 9 of the January 1961 issue.

Operatives and administrative, technical and clerical workers in manufacturing industries, October 1961

Industry Group	Number of Operatives	Number of Administrative, technical and clerical staff	Total employees in employment	Administrative, technical and clerical staff as percentage of total number of employees
				(Thousands)
Food, Drink and Tobacco	678	157	835	18.8
Chemicals and Allied Industries	359	185	544	34.0
Metal Manufacture	509	119	628	19.0
Engineering and Electrical Goods	1,524	620	2,144	28.9
Shipbuilding and Marine Engineering	202	38	240	16.0
Vehicles	661	234	895	26.2
Metal Goods not Elsewhere Specified	454	101	555	18.2
Textiles	717	109	826	13.2
Leather, Leather Goods and Fur	54	9	63	14.3
Clothing and Footwear	508	63	571	11.1
Bricks, Pottery, Glass, Cement, etc.	285	58	343	17.0
Timber, Furniture, etc.	239	49	288	17.0
Paper, Printing and Publishing	469	148	617	24.0
Other Manufacturing Industries	240	67	307	21.9
Total, All Manufacturing Industries	6,899	1,957	8,856	22.1

ANNUAL REPORT OF THE MINISTRY OF LABOUR

The Minister of Labour has decided that an Annual Report is no longer justified and that its publication is to cease. In informing Parliament of his decision he said that reports and statistical surveys on the Department's work were already published in this GAZETTE and he proposed to develop this practice further. As the GAZETTE appeared monthly this had considerable advantages over an Annual Report. The Reports of the Chief Inspector of Factories would continue to be presented annually to Parliament and from time to time he proposed to present reports on industrial relations in accordance with the responsibilities laid on him by Section 5 of the Conciliation Act, 1896, and Section 13 of the Industrial Courts Act, 1919.

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SEVENTH REPORT OF THE OVERSEA MIGRATION BOARD

The Seventh Report of the Oversea Migration Board has been presented to Parliament by the Secretary of State for Commonwealth Relations. The Report has been published by H.M. Stationery Office as a Command Paper (Cmd. 1586) price 2s. (2s. 3d. including postage). The chairman of the Board is the Parliamentary Under Secretary of State for Commonwealth Relations, and the Joint Secretaries are provided by the Ministry of Labour and the Commonwealth Relations Office. The Board's function is purely advisory and its views are not necessarily those of the Government. The Sixth Report was published in December 1960 (see the issue of this GAZETTE for January 1961, page 9).

In Chapter I of the Report the Board continues to urge the need for adequate statistics of the considerable migration to and from Britain by air. So far as can be judged in the absence of complete statistics, the Board considers that about one in four British emigrants in 1960 travelled by air, as compared with about one in five in 1959.

Chapter II of the Report surveys emigration from Britain in 1960, and estimates that some 124,000 emigrants left during the year, as compared with 130,000 in 1959 and 142,000 in 1958. The Board considers that the figure for 1961 will show a further slight decline. When allowance is made for women and children outside the employment field, the 1960 total of 124,000 emigrants is estimated to represent an immediate loss to our manpower resources of about 63,000, or less than 0.3 per cent. of our estimated working population. Four out of five emigrants from Britain went to other parts of the Commonwealth. Although Canada's intake in 1960 increased a little compared with 1959, the numbers going to Australia, New Zealand, South Africa and the Federation of Rhodesia and Nyasaland were in each case slightly less in 1960 than in 1959. Although the Australian total was slightly down, the number of migrants going to that country with assisted passages increased for the fourth consecutive year. The tables of available data indicate that the pattern of British emigration in the terms of age, sex and occupation underwent little change. The Board comments on the continued high level of immigration to Britain during 1960, and quotes figures from Ministry of Pensions and National Insurance sources which indicate that in 1960 there were over 236,000 entrants into national insurance from overseas, as compared with 177,000 in 1959. About 108,000 came from independent and dependent countries of the Commonwealth (an increase of 42,000 over 1959), 73,000 from the Irish Republic and 53,000 from foreign countries. These figures, which do not cover Northern Ireland, are gross and do not take account of the outward movement from Britain of citizens of those overseas countries. Nor do they include non-working dependants. In comparing immigration with emigration the Board makes it clear that there are no exact statistics of inward and outward movement from which the net balance can be obtained, but that reliable estimates are made by the Registrars General for England and Wales, Scotland and Northern Ireland. These indicate a net inward balance of migration to Britain in 1960 of 82,000.

The Report devotes a chapter to a review of developments affecting emigration from Britain to other parts of the Commonwealth in the five years since 1957, and makes a number of recommendations about future emigration policy. In particular the Board recommends that the attention of Government bodies concerned with the future planning of higher education and with industrial training and apprenticeship should be drawn to the needs of the Commonwealth as a whole, and of the developing countries in particular, for skilled and professional manpower, with a view to increasing Britain's ability to provide for such needs overseas as well as for her own. The Board also suggests that the attention of the four main receiving countries of the Commonwealth should be drawn to Britain's present limited manpower resources in certain skilled and professional categories.

The Report concludes with a number of statistical tables from British and Commonwealth sources.

REPORT ON THE EMPLOYMENT AND TRAINING OF YOUNG PEOPLE, 1959-1961

The National Youth Employment Council, which advises the Minister of Labour on questions of policy affecting the administration and development of the Youth Employment Service, has presented a Special Interim Report* to the Minister in advance of its triennial report due to be published later this year. A brief summary of the Council's last Report, relating to the period 1956-1959, was given in the issue of this GAZETTE for January 1960, page 9. The present Report concentrates on employment and training for young people and covers the subsequent period up to and including the entry into employment of the first major part of the "bulge"—the 1961 summer school leavers.

The Size of the Bulge

The Report notes that the post-war rise in the birth rate has been affecting the schools for ten years, and since 1959 has been making its impact on the employment market. It is estimated that the number of young people entering employment over the country as a whole was 16 per cent. more in 1961 compared with 1959 and will be 26 per cent. more in 1962, after which the number will drop again. In Scotland and to a lesser extent in Wales the increase is steeper than in England, and marked divergences from the average pattern occur in particular regions. In London and the counties to the South East the bulge is substantially smaller than elsewhere, and in the East and West Ridings of Yorkshire and on Merseyside it is larger, whilst in the North Eastern counties, instead of falling off in 1963 and 1964 it will remain at much the same high level. The trend towards later school leaving has the effect of flattening the bulge. At present about 40 per cent. do not enter employment under the age of 16, and at 18 about 20 per cent. have still not done so. School life is often prolonged by completion of a full year's course instead of leaving at Christmas or Easter, and when the number of school-leaving dates is reduced in the 1963-64 academic year, a still larger proportion of summer school leavers may raise problems for both the Youth Employment Service and the employment market.

Employment

The Report examines the employment situation for young people in the period since April 1959. This has, it says, been influenced by recovery from the 1958 recession and by increased employment opportunities resulting from the Government's policy on the distribution of industry, although the greater impact of, and the slower pace of recovery from, the recession in Scotland, Wales and North East England, all seriously affected because of their dependence on heavy industry, have meant that prospects in those areas continue to be less favourable than in Great Britain generally. Nevertheless in most parts of the country, including these more difficult regions, the absorption of each term's school leavers into employment has become steadily easier in the past two and a half years. Measured by the 1958 intake into industry (524,000), a total of 133,000 extra school leavers, nearly half attributable to the first nine months of 1961, has been absorbed, and in October 1961, despite the entry into employment of a much larger number of summer school leavers than in previous years, there were 487 unfilled vacancies for every 100 young persons unemployed, compared with 273 in October 1959. However, experience shows that there are often considerable difficulties, for geographical, industrial and personal reasons, in matching the unemployed boys and girls with the vacancies available. The Report goes on to discuss the particular problems arising in Scotland, Wales and North East England. These less favoured areas, in which the difficulties of 1958 persisted longer and the level of unemployment has tended to be higher than elsewhere, have shared a relatively greater improvement so far, but each will be affected by a larger bulge problem than other regions in the years to come.

Training for Skill

Particular attention is given by the Council to an examination of the extent to which the larger number of school leavers in recent years have obtained employment of the right kind and especially opportunities of training for skilled occupations. Analyses by class of employment entered, region and industry are given in Appendices to the Report, and the figures show that in the first nine months of 1961, 97,902 boys, or 38.4 per cent. of those entering employment in that period, were apprenticed to skilled crafts. This compares with 86,954, or 36 per cent. during the same nine-month period in 1960, and with percentages of 33.6 and 34.4 for the years 1959 and 1958 respectively—the latter a figure close to the annual average for the preceding eight years. The intake rate for the years 1959 to 1961 compared with 1958 shows an increase of nearly 10 per cent. in the number of boys starting work and an increase of 13 per cent. in the number obtaining apprenticeships, and although at the beginning the increase in apprenticeships did not quite match the increase in school leavers, for the last 18 months the position has been reversed, and in the country as a whole the increase in apprenticeships has kept ahead.

Nearly two-thirds of the boy apprentices in 1959 and 1960, the Report states, went into three big industry groups—engineering

* Interim Report of the National Youth Employment Council on the Employment and Training of Young People, April 1959—October 1961. H.M. Stationery Office, price 2s. (2s. 4d. including postage).

and allied industries, construction, and motor repairers and garages. Of girl apprentices, hairdressing and manure took 45 per cent. in 1959 and 50 per cent. in 1960. The proportion of young persons entering employment with training varied considerably in different parts of the country, but the pattern of variation did not follow that for employment. The proportion of boys entering apprenticeships during 1959 and 1960 was lowest in Wales, the Midlands (but not North Midlands), London and the South East and Scotland—two of them regions with employment difficulties, the other two regions of very high employment. It was highest in the East and West Ridings, North East England (an area with employment problems) and North West England. These variations arise from differences in the type of industry predominant in different regions. Comparing the first nine months of 1960 and 1961, the proportion of boys entering apprenticeships has risen much more in Scotland and Wales than in England. Scotland, indeed, is now on a par with the national average, and in September 1961 some Scottish areas still had apprenticeship vacancies remaining unfilled after the absorption into employment of the summer school leavers. As might be expected London and the South East supply very many of the boys who enter clerical employment—more than 40 per cent. of the total for Great Britain. North West England, too, because of its large commercial centres, has an above average clerical intake whereas those of Wales and the North East are on the low side. For girls the regional pattern is different but no less varied. Fewer get apprenticeships; instead, more enter clerical work. The main regions for clerical work for girls, as for boys, are those of the great commercial centres, London and the South East, and the North West of England, followed by the Midlands. Apprenticeships for girls are most abundant in London and the South East and in the East and West Ridings.

The decision of the Minister of Labour early in 1960 to introduce a scheme for training first year apprentices in Government training centres (see the issue of this GAZETTE for May 1960, page 190) was welcomed by the Council. The scheme was launched in the autumn of 1960 as a measure of encouragement to firms to take full advantage of the increased number of school leavers, and as a demonstration to enable firms who had hesitated to engage apprentices or to increase their intake, to see for themselves what could be achieved by systematic full-time training in which a progressive series of practical training exercises is combined with related theoretical instruction. The Report says that there is evidence of growing interest in this form of training and the employers of the first boys to complete their courses, in the summer of 1961, have expressed themselves well satisfied with the high standards of workmanship achieved. A further development has been the growth of pre-apprenticeship courses and first year integrated courses of apprenticeship training and education in technical colleges, and figures are given of the number of such courses being run by education authorities and of percentage increases in enrolments in 1961-1962 compared with the previous session.

The Report also refers to the increasing attention being given to the systematic training of workers outside the traditional apprenticeship occupations and includes statistical information from 1st January 1961 relating to school leavers entering employment with a period of organised training lasting a year or more but not equivalent to a full-scale apprenticeship. The figures for the first nine months of 1961 indicate that over the country as a whole about 15 per cent. of boys and about 11 per cent. of girls entered such employment.

Industrial Training Council

The Report notes that the Industrial Training Council, established by the British Employers' Confederation, the Trades Union Congress and the Boards of the Nationalised Industries to promote the expansion of training opportunities for young people and the improvement of the quality of industrial training, has now been at work for more than three years. With the help of the Government's grant-in-aid of £75,000 it has assisted the appointment of training development officers in a number of industries and has also promoted a Training Advisory Service to offer practical assistance to industry. More recently, regional Industrial Training Committees have been established throughout Great Britain, and the Report records with satisfaction the extent to which the Committees are calling upon Youth Employment Committees and Youth Employment Officers for assistance in their efforts to arouse interest in industrial training regionally and locally, expressing the hope that this co-operation will lead to much fruitful activity.

The Youth Employment Service

Between 1956 and 1961 the number of Youth Employment Officers increased by as much as 48 per cent. to meet the load of work caused by the bulge. Even so, adds the Report, the burden on individual officers and also on Authorities and Youth Employment Committees has often been heavy, and they are to be congratulated on the way in which they have maintained the standard of the Service in difficult conditions. Though there may be serious problems in some areas, the Service should be able to cope with the further increase of work-load in 1962.

INDUSTRIAL SAFETY, HEALTH AND WELFARE

Digest of Pneumoconiosis Statistics

The Digest of Pneumoconiosis Statistics, 1960, has recently been issued by the Ministry of Power and published by H.M. Stationery Office, price 3s. (3s. 4d. including postage). This edition is in a new form which has been adopted as a result of the recommendations of a Working Party set up by the National Joint Pneumoconiosis Committee in 1959.

In addition to an improvement in the presentation of statistics relating to pneumoconiosis in the mining and quarrying industries, the Digest now includes a number of tables showing some details of pneumoconiosis in a number of other industries. These latter tables are included in the Digest solely to enable the problem of pneumoconiosis in the extractive industries to be seen in perspective and are reproduced from statistics published by the Ministry of Pensions and National Insurance who, with the National Coal Board, have provided the material for the other tables. As with all previous issues of the Digest, the figures relate to claims for benefit only and do not reflect the actual incidence of the disease. A number of tables now cover the years 1955 to 1960, thus making comparisons with earlier years easier than was the case with previous issues where the tables covered one year only.

An introductory note to the Digest points out that generally speaking pneumoconiosis is the result of the inhalation of dust over a period of many years. The majority of cases now being diagnosed are in the older age groups and therefore may be said to be the product of dust conditions of many years ago. Any increase in numbers of new certifications are mainly attributable to increasing awareness of the disease, as a result of which workers are showing a greater readiness to present themselves for examination, and to the extended provision of facilities for X-ray examinations. Any rise in figures of certifications in any area should not, therefore, necessarily be taken as an indication that the true prevalence of the disease is increasing. In the coal mining industry, which accounts for about 80 per cent. of the new cases diagnosed each year, the National Coal Board is operating a Scheme which provides for periodic chest X-rays. The Scheme, which became fully operative in 1959, provides all volunteers with the opportunity for a regular X-ray examination once every five years. The results of the Scheme are published in the Board's Annual Reports.

An outline of the legislation relating to pneumoconiosis (a term which since 1943 has included silicosis and asbestosis) is also contained. This describes the present procedure under the National Insurance (Industrial Injuries) Act, which came into operation on 5th July 1948, for dealing with claims for disablement benefit for the disease. Reference is also made to the residual position under the old Workmen's Compensation Acts of men employed before, but not since, 5th July 1948, in one of the occupations known to be capable of causing pneumoconiosis, and to the Pneumoconiosis and Byssinosis Benefit Scheme, administered by an Independent Board, which provides benefit out of the Industrial Injuries Fund in certain cases of disablement or death from pneumoconiosis where there is no entitlement to compensation under either the Workmen's Compensation Acts or the National Insurance (Industrial Injuries) Acts.

Statistics for the year 1960 give the numbers of medical boardings and of diagnoses of pneumoconiosis under the National Insurance (Industrial Injuries) Acts analysed for each of the industries, according to the percentage assessment of disablement and by age-groups of claimants. In the case of coal mining separate figures are given for each National Coal Board area. Given for the first time in this section dealing specifically with the coal mining industry, are the rates per thousand wage-earners of "boardings" at which the disease was first diagnosed. Tables which have been substantially revised include one relating to death benefit awards and one showing disablement benefits in force. The latter table previously related only to the Pneumoconiosis and Byssinosis Benefit Scheme but now covers also the current National Insurance (Industrial Injuries) Acts.

NATIONAL INSURANCE

The Family Allowances and National Insurance Act, 1961

The Family Allowances and National Insurance Act, 1961,* received the Royal Assent on 20th December 1961.

The principal provisions of the new legislation were outlined in an article in the issue of this GAZETTE for November 1961 (page 450) at the time of the presentation of the Bill to Parliament by the Minister of Pensions and National Insurance. As a result of the Act the following changes came into operation immediately.

Incapacitated Children

Children incapable of regular employment because of long-term disability can now be counted for family allowances and national insurance purposes up to the age of 16, whether or not they have been able to go to school. Previously this extension only applied to children who had never been able to go to school or who had had to leave before school-leaving age (15).

* 10 Eliz. 2, Ch. 6. H.M. Stationery Office, price 2s. (2s. 3d. including postage).

Ambulance Arrangements at Blast Furnaces, Saw Mills, etc., and in Chemical Works

The existing legal requirements relating to ambulance arrangements in certain factories are amended in Regulations made by the Minister of Labour which came into force on 19th January 1962. These are the Blast Furnaces and Saw Mills Ambulance (Amendment) Regulations, 1961 (S.I. 1961 No. 2434) and the Chemical Works Ambulance (Amendment) Regulations, 1961 (S.I. 1961 No. 2435), which impose a requirement that a responsible person shall always be readily available during working hours to summon an ambulance or other means of transport if needed in cases of accident or illness.

The premises to which the Regulations apply are blast furnaces, copper mills, iron mills, foundries and metal works, saw mills, factories in which articles of wood are manufactured and chemical works. They replace a requirement that occupiers of certain factories in these categories shall provide and maintain an ambulance unless they have made arrangements for one to be obtained. Except in the case of chemical works the earlier requirement applied only to factories at which 500 or more persons were employed. The new requirement is applicable to all factories of the kinds mentioned irrespective of the numbers employed.

Copies of the Regulations can be obtained from H.M. Stationery Office, price 3d. (6d. including postage) each.

Reconstitution of Industrial Health Advisory Committee

The Minister of Labour has reconstituted the Industrial Health Advisory Committee for a further period of three years. Set up in 1955 as a Standing Committee to advise the Minister on measures to further the development of the industrial health services in workplaces covered by the Factories Acts, the Committee has now held 16 meetings. The Minister is chairman of the Committee, and the following is a list of members who have been appointed to the reconstituted Committee:—

Mr. S. Chapman, C.B.E., Mr. W. G. Mitchell, C.B.E., Mr. T. A. Swinden (British Employers' Confederation);

Mr. H. Collison, C.B.E., Mr. G. H. Lowthian, M.B.E., Mr. J. O'Hagan, O.B.E. (Trades Union Congress);

Mr. K. P. Duncan, M.B., Ch.B., D.I.H. (Nationalised Industries);

Professor R. E. Lane, C.B.E., M.D., F.R.C.P. (Royal College of Physicians, in agreement with Royal College of Surgeons and Obstetricians and Gynaecologists and the Society of Apothecaries);

Dr. J. A. L. Vaughan Jones, C.B.E., M.B., Ch.B., J.P., Dr. L. G. Norman, M.D., M.R.C.P., D.P.H. (British Medical Association);

Professor R. S. F. Schilling, M.D., M.R.C.P., D.P.H., D.I.H. (Association of Industrial Medical Officers);

Dr. R. Nightingale, C.B.E., M.B., Ch.B. (Association of Certifying Factory Surgeons);

Miss V. Stoves, M.B.E., S.R.N., Ind. Nursing Cert. (Royal College of Nursing);

Mr. P. C. G. Isaac, B.Sc.(Eng.), S.M., M.I.C.E. (British Occupational Hygiene Society);

Professor R. C. Browne, M.A., D.M., M.R.C.P. (Committee of Vice-Chancellors and Principals of the Universities of the United Kingdom);

Councillor D. Graham, C.B.E. (appointed as having local authority experience).

Child's Special Allowance

This is an allowance paid to a woman, whose marriage has been dissolved or annulled, on the death of her former husband if she has not remarried and has a child towards whose support he was contributing at least 5s. a week. The first of two changes concerns the children for whom the allowance can be paid. Previously the child must have been living with the mother or maintained by her at the time of the former husband's death. The allowance can now also be paid for children living with her or maintained by her who, before the father's death, were living with or maintained by him. The second change affects the rate of the allowance. In all cases it will now be paid at the standard rate of 25s. a week for the first or only child and 17s. for each other child—previously it has been limited to the amount their deceased father contributed to their support if that was less than those rates.

Industrial Accidents

Certain additional risks are now covered under the Industrial Injuries Scheme. An accident, occurring in the course of employment, which results from another person's misconduct, "skylarking" or negligence, or is caused by an animal, or results from

the injured person being struck by an object or by lightning can be regarded as an industrial accident, provided the injured person did not contribute to the happening of the accident by any conduct or action unconnected with his employment.

Special Hardship Allowance

This allowance under the Industrial Injuries Scheme is to compensate persons who as a result of industrial injury or disease are unable to follow their regular occupations or employment of a similar standard. The Act extends "regular occupation" for this allowance to include employment to which persons in an occupation normally advance and of which a claimant, had he not been injured, would have had at least the normal prospect. A man will now be treated as incapable of following his regular occupation so long as he is deprived of these prospects because of the effects of an industrial accident or disease. A similar change has already been made in the administration of the allowance for lowered standard of occupation in the War Pensions Scheme which is the corresponding provision under the Royal Warrants.

Unemployment Supplement and Workmen's Compensation Supplementation

The amount a person can earn without affecting his entitlement to unemployment supplement under the Industrial Injuries Scheme or the allowance under the Workmen's Compensation and Benefit (Supplementation) Act, 1956, is increased from £52 to £104 a year.

Industrial Death Benefit for Adoptive Parents

For claims to death benefit under the Industrial Injuries scheme arising on or after 20th December 1961, informal adoption will be recognised in deciding whether the claimant was a parent of the deceased. Hitherto only legal adoption has been accepted for this purpose.

The following provisions are brought into operation from the dates stated as a result of Commencement Orders* made by the Minister of Pensions and National Insurance.

Retirement Pension Increments for Certain Widows

For every 12 contributions a husband paid during deferred retirement after August 1959, and before 25th December 1961, he can earn, for his wife's retirement pension on his insurance, an increase of 6d. a week during his lifetime and 1s. a week on widowhood, provided she herself was over the minimum pension age of 60 at the time they were paid. Under the new legislation, for such contributions paid on or after 25th December 1961, a husband can, in addition, earn a 6d. increase for her retirement pension in widowhood for every 12 of these contributions he pays while she is under 60. (The new arrangements do not alter either the retirement pensions payable during the husband's lifetime or the amounts payable where the wife was over 60 throughout the husband's deferred retirement.) It is also provided that a widow who becomes entitled to retirement pension on her own insurance shall receive half of all the 1s. increments which her husband earns by deferring retirement and paying contributions on or after 25th December 1961. She can receive these in addition to any increments which she may earn by deferring her own retirement and paying contributions beyond the age of 60.

Workmen's Compensation

The supplements paid under the Workmen's Compensation and Benefit (Supplementation) Act 1956 to certain *totally disabled* people who, because their accidents occurred or their diseases were contracted before 1948, cannot qualify for benefit under the Industrial Injuries Act, is increased by 15s. a week from 17th January.

Partially disabled persons on maximum compensation will receive increases of existing allowances under the Workmen's Compensation (Supplementation) Act of 1951, or in some cases a new allowance, of up to 10s. a week, subject to the appropriate workmen's compensation loss of earnings rules. There will also be an increase of 7s. 6d. a week in allowances payable under the Industrial Diseases (Benefit) Acts 1951 and 1954 for partially disabled men suffering from pneumoconiosis and byssinosis due to pre-1948 employment who did not qualify for workmen's compensation. These allowances are to be payable as from 28th February.

Industrial Injuries Scheme

There are two minor changes designed to bring the rules under the Scheme into line with the corresponding provisions of the National Insurance Scheme. In claims after 26th February a woman living with her husband will only be entitled to an increase of Industrial Injuries benefit for a child if her husband is incapable of self support. From the same date a widow who has lost her Industrial Injuries widow's pension by reason of cohabitation will be able to have it restored if cohabitation has ceased provided she is otherwise qualified.

Separated Married Women

From 12th February a married woman separated from her husband can while sick or unemployed get the full standard rate of benefit provided her husband is not contributing 18s. 6d. a week or more towards her maintenance. At present a separated married woman who receives, or could obtain, any maintenance at all from her husband is paid benefit only at the married women's lower rate.

* The Family Allowances and National Insurance Act, 1961 (Commencement) Order, 1961 (S.I. 1961 No. 2449 (C.20)); The Family Allowances and National Insurance Act, 1961 (Commencement) No. 2 Order, 1962 (S.I. 1962 No. 7 (C.1)). H.M. Stationery Office, price 3d. (6d. including postage) each.

Liability to Pay Contributions

From 15th January self-employed and non-employed people with incomes of less than £208 a year may apply to be excepted from liability for national insurance contributions. The previous limit was £156.

Contributions for Low Wage Earners

The weekly rate of earnings, below which the employer has to bear a larger proportion of the contribution than otherwise, is raised from 60s. to 80s. from 15th January.

Apprentices

From 3rd April an apprentice will only be treated as a child for the purposes of family allowances and national insurance benefits if his earnings from the apprenticeship, after deduction of expenses, do not exceed 40s. a week. There are, however, certain transitional provisions applying to those who, on 3rd April, are receiving national insurance benefits for an apprentice treated as a child under the old rules.

Overpayments

At present anyone who, because of a revised decision is not entitled to some benefit which he has already received, is required to repay it unless he satisfies the independent authorities that he received the benefit in good faith. In cases decided after 25th February repayment will not be required where the person concerned can show that he has used "due care and diligence" to avoid overpayment.

The National Insurance (Members of the Forces) Amendment Regulations, 1961

On 7th December 1961 the Minister of Pensions and National Insurance made the National Insurance (Members of the Forces) Amendment Regulations, 1961, containing miscellaneous provisions concerning the operation of the graduated pensions scheme as it affects members of the Forces. These Regulations were approved in draft by the National Insurance Advisory Committee whose Report has been published as a House of Commons Paper No. 33 (Session 1961-62).

The Regulations, which came into operation on 18th December 1961, set out the extent to which existing national insurance provisions affecting members of the Forces apply to graduated contributions, and contain provisions ensuring that National Service Grants and pay for short periods of territorial and reserve training do not lead to liability for graduated contributions. They also lay down the arrangements for assessing graduated contributions on naval pay and define the liability for flat-rate contributions where (as on release leave) members of the Forces are also in a civilian employment which is contracted-out.

Copies of the Regulations (S.I. 1961 No. 2352) and the Report of the National Insurance Advisory Committee (House of Commons Paper No. 33, Session 1961-62) can be obtained from H.M. Stationery Office, price 5d. (8d. including postage) each.

Contributions Credits for Widows

Two sets of Regulations designed to remove minor difficulties which may prevent some widows qualifying for full retirement pension came into operation on 5th January. They are the National Insurance (General Benefit) Amendment Regulations, 1961 (S.I. 1961 No. 2381; price 3d. (6d. including postage)) made by the National Insurance Joint Authority in conjunction with the Treasury, and the National Insurance (Married Women) Amendment Regulations, 1961 (S.I. 1961 No. 2498; price 4d. (7d.)) made by the Minister of Pensions and National Insurance. Copies of the Regulations may be obtained from H.M. Stationery Office.

Previously an insured widow receiving ordinary National Insurance widow's benefit, other than the 10s. pension paid as a reserved right from the old Contributory Pensions Scheme in operation before 1948, was given a free credit of contributions at the Class 3 (non-employed person's) rate if she chose not to contribute herself in a higher class. She may also have received these credits if she would have been receiving widow's benefit but for her earnings. Under the new Regulations a similar free credit of contributions, for retirement pension purposes, will be given to women who would have been entitled to widow's benefit but for the fact that they were receiving some other payment from public funds, or were absent from Great Britain, or failed to make the necessary claim, and in certain other circumstances.

The Reports of the National Insurance Advisory Committee on the preliminary drafts of these Regulations (House of Commons Papers (Session 1961-62) Nos. 37 and 24) may also be obtained from H.M. Stationery Office, price 5d. (8d. including postage) each.

In addition the Minister has made the National Insurance (Pensions, Existing Contributors) (Transitional) Amendment Regulations, 1961 (S.I. 1961 No. 2382; price 3d. (6d.)), also operative from 5th January. These Regulations, which did not require to be submitted to the National Insurance Advisory Committee, enable a widow, whose husband was insured before 1948 for widows and orphans pension only under the old Contributory Pensions Acts, to elect to use, for the purpose of her title to retirement pension, her husband's contributions under those Acts.

LABOUR OVERSEAS

NOTE:—It is intended that the articles in the February and March issues of this GAZETTE shall contain statistical information on annual and public holidays allowable in European and Commonwealth Countries and in the United States of America: the April and May articles, general information about working conditions, social security and welfare in Ghana and Nigeria and India and Pakistan: and the June article the trends over the last few years of hours of work, earnings, holidays, employment and unemployment in the more important industries common to the major European countries. The contents of subsequent articles will be announced at a later date.

The following article gives an explanation of collective bargaining in Sweden.

Sweden : Collective Bargaining

General.

The legal right of labour in Sweden, to combine, organise and negotiate, has never been seriously challenged and the Collective Agreement Act of 1928 provides for free collective bargaining unhampered by Government intervention. In the same year the Labour Court was established for the settlement of disputes concerning such matters as interpretation of collective agreements, breaches of contract, wild-cat strikes and unauthorised lock-outs. Once signed, a collective agreement may only be terminated by notice given at the proper time; strikes and lock-outs in contravention of a valid collective agreement are illegal.

Labour Organisations

The three principal organisations are:—

(1) The Swedish Employers' Confederation (SAF) with a wage policy representing the views of private industry (95 per cent. of the manufacturing industry is in private hands). SAF exercises considerable control over its members; collective agreements must be approved by SAF and must contain a clause establishing the right of the employer to direct and allocate work and to engage or dismiss workers, regardless of union membership. Employers must not engage labour involved in a strike or lock-out, and all affiliated organisations are expected to conform to SAF policy. Wages and salary statistics* based on data supplied by member firms are published regularly and, for a fee, are supplied to trade unions.

(2) The Trade Union Confederation (LO) made up of 44 unions with nearly one-and-a-half million members covering all manual workers (excluding salaried employees and foremen). There is one union for each industry organised in factory sections or local branches which form part of the national industrial union. Unlike SAF, LO has no jurisdiction over individual collective agreements; it does, however, exercise considerable indirect control, co-ordinate wage policy in general and deal with inter-union disputes. There is a LO Wages Council whose task is to study and collate the proposals of individual unions, and on this basis, to formulate a consolidated policy to be put before SAF in central negotiations. LO may also participate in wage negotiations at union level.

(3) The Salaried Workers' Central Organisation (TCO) representing the interests of State, municipal and private salaried employees. Two member associations, the Swedish Union of Clerical and Technical Employees in Industry (SIF) (which organises all salaried employees in industry) and the Swedish Foremen's and Supervisors' Unions (SALF), negotiate with SAF on behalf of salaried and non-manual workers in the private sector. The TCO is made up of 36 unions with nearly half a million members.

Machinery for Collective Bargaining

The existing machinery for collective bargaining has gradually been built up by the principal organisations since the right of collective bargaining was first generally recognised by the employers in 1906. An important step in this development was taken in 1938 when the first "Saltsjobaden Agreement"† was concluded between SAF and LO. The machinery set up covers: (a) a permanent bi-partite Labour Market Council (three members each from SAF and LO) capable of dealing with specific labour questions; (b) a uniform system of negotiations for the settlement of labour disputes; (c) a general practice to be followed in regard to dismissals and redundancy; (d) a system for dealing with disputes contrary to the public interest; and (e) restrictions on the effects of disputes on neutral third parties.

In 1957 and 1959 the basic agreement system was further consolidated by the conclusion of separate agreements between SAF and the two organisations covering salaried employees and foremen in industry.

Collective Agreements

The predominant type of collective agreements are the nationwide collective agreements concluded between the parties in industrial or non-industrial branches of production. These national agreements are complemented by agreements on a regional or a company basis. This system is facilitated by the facts that most Swedish unions are organized on an industrial basis, and that, in recent years, the agreements have come to be dominated by a "central framework agreement" between SAF and LO. The framework agreement contains recommendations only and has no

binding force but is almost invariably observed. It covers general matters, such as overall wage increases and general working conditions, and is arrived at on the basis of wide-ranging examinations, by research units on both sides, of conditions in industry and national economic trends. The statistical background is provided by SAF and is, at least as regards wage matters, accepted by LO. Essentially the agreement attempts to limit wage movements over the period it covers—usually one or two years—to what the country's economy will bear.

While negotiations between SAF and LO are in progress, parallel negotiations usually proceed between SAF and the salaried employees' unions (SIF and SALF). Negotiations between the branch organisations usually begin before the framework agreement is settled but, as they have to take account of the results of the framework negotiations, they are concluded later: the main negotiation period is the first quarter of the year. The agreements between SAF and LO and between SAF and salaried employees' organisations usually set the pattern for subsequent agreements in other sectors of the economy. Consumer co-operatives conduct their own industrial negotiations but have agreed to follow the lines taken by private enterprise.

The authors of the SAF—LO framework agreement thus know that the wage increase movement they recommend will affect almost all wage-earners and therefore there is a strong inducement to take major economic considerations into account and to ensure that the recommendations are observed.

A summary of the more important sections of the central framework agreement concluded in March 1960 is set out below.

Central Framework Agreement

Wages

First Year. The parties to each collective agreement shall be allowed scope for wage adjustments amounting to, in the case of (a) adult piece workers, three per cent. (with a minimum of 16 ore* per hour) above the average hourly earnings being paid at the time of the expiry of the agreement being superseded† and (b) adult time workers, 18 ore* an hour. Similar provisions shall be made for young workers.

The parties to each collective agreement shall decide the distribution of wage adjustments within the framework of the provisions set out above.

Any alterations in wage rates that exceed the above adjustments, together with any general changes affecting labour costs, must not in the aggregate exceed the prescribed margins. This proviso does not cover subsidiary payments, for example, payments made in respect of tools, travelling expenses and subsistence allowances.

Second Year. The parties to each collective agreement shall be allowed scope for wage adjustments amounting to in the case of (a) adult piece workers, three per cent. (with a minimum of 16 ore* per hour) above the average hourly earnings being paid at the end of the first year of the agreement and (b) adult time workers, 19 ore* an hour. Similar provisions shall be made for young workers.

The parties to each collective agreement shall decide the distribution of wage adjustments within the framework of the provisions set out above.

The following Notes are appended:

(i) Where the application of the agreements requires the use of information concerning the level of earnings and the total number of hours worked at time and piece rates, the parties thereto may decide on the basic statistics from which such information shall be drawn. In the absence of any such decision the SAF "Second Quarter Statistics for 1959 and 1960" shall be used.

(ii) Unless otherwise agreed the level of actual earnings of both timeworkers and pieceworkers shall be that set out in the SAF published statistics augmented in both cases by the payments made for public holidays as indicated.

(iii) Allowance shall be made within the prescribed margin of labour costs for any increases in payments for public holidays, even where such increases take place automatically.

(iv) Payments for overtime, shift work, inconvenient working hours and any Sunday work which are not provided for in the SAF "Second Quarter Statistics for 1959 and 1960" shall be raised by the same percentage as that for average earnings. The

* Exchange rate 14.52 Kr. = £1 (100 ore = 1 Kr.).

† Notice of termination of an agreement is normally required, the usual period being three months. Failing notice of termination, the agreement is automatically renewed for a period of one year. Practically all industrial agreements expire in the first quarter of the year.

INTERNATIONAL LABOUR ORGANISATION

Fourth Session of the Committee on Work on Plantations

The Fourth Session of the Committee on Work on Plantations of the International Labour Organisation was held in Geneva from 4th to 15th December 1961. Eighteen countries were represented.

The United Kingdom was represented by a tripartite delegation. The Government representatives were Mr. C. H. Sisson, Assistant Secretary, Ministry of Labour, and Mr. C. J. L. Reynolds, Principal, Colonial Office. They were accompanied by Mr. J. P. Amputch, M.B.E., Commissioner of Labour, Government of Fiji, as an adviser. The employers' representatives were Mr. E. M. Hyde-Clarke, M.B.E., Director Overseas Employers' Federation, and Mr. B. L. Leechman, C.M.G., O.B.E., Executive Director, Tanganyika Sisal Growers' Association. They were accompanied by an adviser, Mr. A. Hemstock, Executive Director, British Guiana Sugar Producers' Association. The workers' representatives were Mr. A. Geoffroy, President, All Trinidad Sugar Estates and Factories Workers' Trade Union, and Mr. R. A. Ishmael, President, British Guiana Trades Union Council and President of the British Guiana Plantations Workers' Federation.

The agenda comprised:—

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

2. The promotion and development of a co-operative movement for plantation workers; and

3. The extension of social security, with particular reference to sickness, maternity, invalidity and old age, to plantation workers and their families.

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

Of the twelve Resolutions adopted by the Committee, two were on the matters studied by the Sub-Committees. The Resolution on the Development of a Co-operative Movement for Plantation Workers dealt with general aspects of co-operative developments, co-operative legislation, co-operative education and training and international assistance in the development of co-operatives. The Resolution on Social Security recommended that, in the absence of a general scheme, steps should be taken to establish social security for plantation workers and their families, either by means of legislative regulations providing for collective bargaining between employers and workers, or through direct agreement between the parties concerned and that priority should be given to medical care and to compensation for employment injuries. The ten Resolutions on subjects not on the agenda included Resolutions on the stabilisation of commodity prices, the principles to be followed in fixing minimum wages for plantation workers, workers' housing, measures to be taken to combat seasonal unemployment of plantation workers and education facilities for the children of plantation workers.

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

The Third Session of the Committee was held in Geneva from 17th to 28th October 1955.

* * *

NOTICE

The February issue of this GAZETTE will be published on Thursday 1st March 1962.

cost of such additional increases shall be considered to be outside the prescribed margin of labour costs except where they exceed the stated percentage, in which case, the amount by which the percentage is exceeded must fall within the prescribed margin.

(v) When calculating the labour costs specified above in relation to work which is paid for at time rate but which attracts a production bonus the time rate shall be considered to be an hourly rate and the bonus a piece rate. In the case of difficulty, the hourly rate shall be increased by the percentage applied to time rates and the bonus by the percentage applied to piece rates.

(vi) When calculating the weekly and monthly changes for the purposes of this agreement, the practices established in earlier collective agreements shall be followed.

Wages for Women

SAF and LO agree on the principle laid down by the Commission on Women in Industry (1950) that equal pay shall be applied to work of equal value and recommend that their affiliated organisations revise their collective agreements in accordance with this principle during a transitional period of five years in such a way that the terms "men" and "women" are replaced by a common term. In such a revision special consideration should be given to the need for a further breakdown in wages. Discussions in the various industries on the terms of new agreements should take place during the period the agreements are valid. If any changes considered necessary involve an increase in costs, these shall be negotiated in the ordinary course of collective bargaining. At the same time, such clauses in collective agreements which may hinder the introduction of the principle of equal pay for equal work shall be deleted.

Hours of Work

The parties agreed that, when consideration is given to the reduction in, and redistribution of, working hours, the necessity of avoiding disruption in production shall be taken into account and working hours varied. The number of hours to be worked may be varied to allow for seasonal requirements and arranged in different ways in undertakings within the same industry.

The following Note is appended:

The parties agree to make representations to the Royal Workers' Protection Board* for discussions between the Board and representatives of the central employers' and workers' organisations concerning the provisions of the Workers' Protection Act which deal with night work and the employment of women.

Other Collective Agreements Common to SAF and LO.

When SAF and LO have concluded separate agreements on specific matters, this agreement shall also apply unless provision to the contrary has been made in the individual agreements.

Negotiations at Union Level

SAF and LO undertake to ensure that the negotiations to take place between their affiliated organisations on the application of this agreement shall be concluded as soon as possible; for the first year not later than 9th April 1960 and for the second year not later than one month before the provisions relating to the second year are due to take effect. Any questions outstanding at union level which have not been resolved by the stated dates will be decided by consultation between SAF and LO.

Industrial Disputes

Swedish law distinguishes clearly between legal and illegal disputes and between conflicts of interest and conflicts of rights. Legal strikes or lock-outs are almost invariably the outcome of failure to reach agreement on the renewal of a collective agreement (conflict of interests) and are the ultimate weapon used only when all the prescribed negotiating machinery has failed. A strike must have the sanction of LO if more than three per cent. of the union membership is involved. In the event of a dispute due notice must be given to the opposite party, and to the State Conciliation Officer, before a conflict is allowed to break out: the State Conciliation Officer will then intervene and try to settle the dispute. In special cases a commission may be set up, usually consisting of three experienced mediators appointed by the Government. There are no rules concerning the consideration of mediators' proposals but the negotiators on both sides are usually given the powers to accept or reject them on behalf of their members.

It ought to be stressed that the conciliation machinery does not impose any obligation upon the parties to the dispute to accept the mediators' proposals. Hitherto there has, in fact, been no form of compulsory arbitration in conflicts of interest; one reason for this is that the central organisations themselves have, in the Basic Agreement, provided for special measures in case of conflicts threatening the public interest.

In practice the central organisations and their affiliates do in general succeed in solving their mutual problems without any assistance from the State conciliation machinery as employers and unions in Sweden endeavour to avoid Government intervention in collective bargaining. By this approach to bargaining both sides have contributed towards the good relations which are at present a feature of Swedish industrial life.

* Kungl. Arbetskyddstyrelsen.

EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment* in Great Britain in November

GENERAL SUMMARY

During November 1961, the number in civil employment is estimated to have increased by 12,000 to 24,029,000. The main increase was in the distributive trades and the main decrease in agriculture, forestry and fishing.

The Employment Exchanges filled 117,000 vacancies in the four week period ended 6th December 1961. The number of vacancies notified to Exchanges but remaining unfilled at 6th December was 249,000; this was 14,000 less than in November.

In the week ended 25th November 1961, the estimated number of operatives working overtime in manufacturing industries was 1,922,000. In the same week, the estimated number of operatives working short-time in manufacturing industries was 94,000.

There were 389,000 persons registered as unemployed on 11th December, of whom 354,000 were wholly unemployed and 35,000 temporarily stopped from work. Between 13th November and 11th December, unemployment rose by 2,000. The main increases were in construction, agriculture and timber, furniture, etc., and the main decrease was in the vehicles industry.

Expressed as a proportion of the estimated number of employees, unemployment in December was 1.7 per cent., the same as in November; in December 1960 it was 1.6 per cent. The number of persons unemployed for more than eight weeks was 168,000—48 per cent. of the wholly unemployed.

It is estimated that the total working population† at the end of November was 24,838,000, an increase of 24,000 compared with the end of October.

GENERAL MANPOWER POSITION

The broad changes in the manpower situation between end-October and end-November 1961 are shown in the following Table, together with the figures for recent months and end-November 1960.

(End of Month)

	Nov. 1960	Sept. 1961	Oct. 1961	Nov. 1961	Change during Nov. 1961
Number in Civil Employment ..	23,875	24,008	24,017*	24,029	+ 12
Males	15,616	15,695	15,697†	15,692	- 5
Females	8,259	8,313	8,320	8,337	+ 17
Wholly Unemployed§	326	306	336	352	+ 16
Males§	234	222	245	259	+ 14
Females§	92	84	91	93	+ 2
H.M. Forces and Women's Services	508	464	461	457	- 4
Males	493	448	445	441	- 4
Females	15	16	16	16	...
Total Working Population† ..	24,709	24,778	24,814†	24,838	+ 24
Males	16,343	16,365	16,387†	16,392	+ 5
Females	8,366	8,413	8,427	8,446	+ 19

* The figures of employment for all dates are provisional and subject to revision in the light of more complete information to be derived from the count of National Insurance cards in mid-1961.

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

‡ Amended figure.

§ End of month estimates.

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	Nov. 1960	Sept. 1961	Oct. 1961	Nov. 1961	Change during Nov. 1961
Agriculture and Fishing ..	964	956	953*	929	- 24
Mining and Quarrying ..	746	724	723	723	...
Food, Drink and Tobacco ..	837	848	850	849	- 1
Chemicals and Allied Industries ..	540	546	546	546	...
Metal Manufacture ..	634	631	629	626	- 3
Engineering and Electrical Goods ..	2,109	2,164	2,171	2,174	+ 3
Shipbuilding and Marine Engineering ..	248	244	241	242	+ 1
Vehicles	915	911	902	908	+ 6
Metal Goods	568	566	566	566	...
Textiles	856	837	835	834	- 1
Clothing and Footwear ..	592	591	591	591	...
Other Manufactures	1,654	1,656	1,659	1,661	+ 2
Total in Manufacturing Industries ..	8,953	8,994	8,990	8,997	+ 7
Construction	1,566	1,597	1,603*	1,596	- 7
Gas, Electricity and Water ..	376	379	380	381	+ 1
Transport and Communication ..	1,670	1,693	1,689	1,684	- 5
Distributive Trades	3,381	3,326	3,345	3,395	+ 50
Financial, Professional, Scientific and Miscellaneous Services ..	4,977	5,073	5,067	5,058	- 9
National Government Service ..	503	514	517	517	...
Local Government Service ..	739	752	750	749	- 1
Total in Civil Employment ..	23,875	24,008	24,017*	24,029	+ 12

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

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

* Amended figure.

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(End of Month)

(Thousands)

Industry	November 1960			September 1961			October 1961			November 1961		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.												
Coal Mining	658.5	18.4	676.9	636.8	18.4	655.2	635.7	18.4	654.1	635.7	18.4	654.1
Food, Drink and Tobacco ..	452.9	368.9	821.8	460.1	372.8	832.9	460.3	375.1	835.4	460.9	372.8	833.7
Grain Milling	32.4	7.9	40.3	32.8	8.4	41.2	32.8	8.4	41.2	32.8	8.4	41.2
Bread and Flour Confectionery ..	82.3	57.7	140.0	85.7	59.3	145.0	85.5	59.9	145.4	85.4	60.5	145.9
Biscuits	18.9	38.8	57.7	18.7	42.1	60.8	18.8	42.2	61.0	18.7	39.1	57.8
Bacon Curing, Meat and Fish Products ..	37.2	35.2	72.4	37.7	35.9	73.6	37.9	35.9	73.8	38.1	36.7	74.8
Milk Products	23.3	11.4	34.7	24.9	12.8	37.7	24.2	12.4	36.6	24.1	12.1	36.2
Sugar	15.3	4.9	20.2	14.2	4.6	18.8	14.6	4.6	19.2	14.6	4.7	19.3
Cocoa, Chocolate and Sugar Confectionery ..	41.9	68.3	110.2	41.6	69.9	111.5	41.8	69.4	111.2	42.0	68.0	110.0
Fruit and Vegetable Products ..	29.7	55.5	85.2	29.4	50.0	79.4	29.7	51.9	81.6	29.7	52.8	82.5
Animal and Poultry Foods	15.6	4.2	19.8	15.9	4.3	20.2	15.9	4.3	20.2	15.9	4.6	20.5
Food Industries not elsewhere specified ..	21.9	18.8	40.7	22.2	19.2	41.4	22.0	19.1	41.1	22.1	19.0	41.1
Brewing and Malting	77.1	20.6	97.7	79.3	20.6	99.9	79.6	20.8	100.4	79.6	21.4	101.3
Other Drink Industries	39.1	22.3	61.4	39.6	22.9	62.5	39.5	23.1	62.6	39.7	22.8	62.5
Tobacco	18.2	23.3	41.5	18.1	22.8	40.9	18.0	22.8	40.8	17.9	22.7	40.6
Chemicals and Allied Industries ..	386.9	150.9	537.8	390.4	153.5	543.9	390.5	153.5	544.0	390.6	153.3	543.9
Coke Ovens and Manufactured Fuel ..	18.3	0.5	18.8	18.3	0.5	18.8	18.2	0.5	18.7	18.1	0.5	18.6
Mineral Oil Refining	33.1	7.6	40.7	32.7	7.3	40.0	32.7	7.3	40.0	32.7	7.3	40.0
Lubricating Oils and Greases	7.1	2.5	9.6	7.1	2.4	9.5	7.1	2.4	9.5	7.1	2.4	9.5
Chemicals and Dyes	174.6	46.0	220.6	176.6	47.3	223.9	176.8	47.5	224.3	176.9	47.7	224.6
Pharmaceutical and Toilet Preparations ..	31.9	43.3	75.2	33.1	43.9	77.0	33.2	43.8	77.0	33.2	43.5	76.7
Explosives and Fireworks	21.1	11.2	32.3	19.8	10.6	30.4	19.6	10.6	30.2	19.5	10.6	30.1
Paint and Printing Ink	34.2	14.5	48.7	34.5	14.5	49.0	34.4	14.4	48.8	34.4	14.4	48.8
Vegetable and Animal Oils, Fats, Soap, etc. ..	30.9	14.5	45.4	31.6	15.8	47.4	31.7	15.7	47.4	31.7	15.6	47.3
Synthetic Resins and Plastics Materials ..	26.5	5.7	32.2	27.2	6.0	33.2	27.2	6.1	33.3	27.2	6.1	33.3
Polishes, Gelatine, Adhesives, etc. ..	9.2	5.1	14.3	9.4	5.2	14.6	9.6	5.2	14.8	9.6	5.2	14.8
Metal Manufacture	555.4	77.3	632.7	551.5	78.5	630.0	549.6	78.8	628.4	547.1	78.6	625.7
Iron and Steel (General)	279.3	24.7	304.0	278.8	25.5	304.3	277.2	25.6	302.8	275.3	25.5	300.8
Steel Tubes	46.7	9.1	55.8	47.0	9.4	56.4	47.2	9.4	56.6	47.1	9.4	56.5
Iron Castings, etc.	112.9	14.8	127.7	110.8	15.2	126.0	110.4	15.3	125.7	109.7	15.3	125.0
Light Metals	47.0	12.6	59.6	46.2	12.4	58.6	46.1	12.5	58.6	46.1	12.5	58.5
Copper, Brass and other Base Metals ..	69.5	16.1	85.6	68.7	16.0	84.7	68.7	16.0	84.7	68.9	16.0	84.9
Engineering and Electrical Goods ..	1,524.1	559.5	2,083.6	1,567.1	571.0	2,138.1	1,570.8	573.7	2,144.5	1,573.8	573.8	2,147.6
Agricultural Machinery (exc. Tractors) ..	30.5	4.6	35.1	31.8	4.9	36.7	31.8	4.9	36.7	31.8	4.9	36.7
Metal-working Machine Tools	75.6	14.2	89.8	80.2	15.0	95.2	80.6	15.1	95.7	81.0	15.2	96.2
Engineers' Small Tools and Gauges	39.0	12.5	51.5	42.0	13.4	55.4	42.3	13.5	55.8	42.5	13.5	56.0
Industrial Engines	34.1	5.8	39.9	34.4	5.6	40.0	34.3	5.6	39.9	34.3	5.5	39.8
Textile Machinery and Accessories	46.6	8.3	54.9	47.8	8.3	56.1	47.5	8.4	56.9	47.4	8.4	56.8
Contractors' Plant and Quarrying Machinery ..	45.3	6.4	51.7	47.3	6.7	54.0	47.6	6.7	54.3	47.8	6.7	54.5
Mechanical Handling Equipment	42.9	18.1	61.0	46.3	19.6	65.9	46.5	19.6	66.1	46.7	19.7	66.4
Office Machinery	279.3	63.7	343.0	286.3	64.5	350.8	286.3	64.4	350.7	286.4	64.5	350.9
Industrial Plant and Steelwork	139.3	17.7	157.0	141.9	18.3	160.2	141.9	18.3	160.2	141.4	18.3	159.7
Ordnance and Small Arms	26.1	6.1	32.2	24.6	5.9	30.5	24.6	6.0	30.6	24.6	6.0	30.6
Other Mechanical Engineering	156.8	45.2	202.0	160.4	46.1	206.5	160.8	46.1	206.9	161.4	46.1	206.9
Scientific, Surgical, etc. Instruments ..	83.0	46.5	129.5	87.5	47.5	135.0	88.1	47.6	135.7	88.4	47.8	136.2
Watches and Clocks	8.1	8.4	16.5	8.2	9.0	17.2	8.2	9.0	17.2	8.		

Numbers Employed in Great Britain: Industrial Analysis—continued
(End of Month)

(Thousands)

Industry	November 1960			September 1961			October 1961			November 1961		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Paper, Printing and Publishing	393.4	215.2	608.6	399.5	216.3	615.8	400.3	216.8	617.1	401.0	217.8	618.8
Paper and Board	74.7	21.5	96.2	74.6	21.9	96.5	74.5	21.6	96.1	74.5	21.5	96.0
Cardboard Boxes, Cartons, etc.	30.2	36.1	66.3	31.2	35.6	66.8	31.4	35.6	67.0	31.6	35.8	67.4
Other Manufactures of Paper and Board	32.3	36.1	68.4	32.7	36.3	69.0	32.9	36.4	69.3	33.3	36.7	70.0
Printing, Publishing of Newspapers, etc.	105.8	29.5	135.3	107.8	30.1	137.9	107.9	30.3	138.2	107.8	30.6	138.4
Other Printing, Publishing, Bookbinding, etc.	150.4	92.0	242.4	153.2	92.4	245.6	153.6	92.9	246.5	153.8	93.2	247.0
Other Manufacturing Industries	183.3	125.6	308.9	182.3	123.6	305.9	182.7	123.8	306.5	182.9	123.9	306.8
Rubber	85.1	38.7	123.8	84.8	38.4	123.2	84.9	38.5	123.4	84.8	38.4	123.2
Linoleum, Leather Cloth, etc.	14.1	4.5	18.6	13.1	4.0	17.1	13.1	4.0	17.1	13.1	4.0	17.1
Brushes and Brooms	7.9	8.4	16.3	7.9	8.6	16.5	8.0	8.6	16.6	8.0	8.5	16.5
Toys, Games and Sports Equipment	12.4	22.8	35.2	12.4	22.5	34.9	12.4	22.5	34.9	12.3	21.8	34.1
Miscellaneous Stationers' Goods	5.3	6.7	12.0	5.3	6.3	11.6	5.3	6.4	11.7	5.3	6.5	11.8
Plastics Moulding and Fabricating	35.2	28.2	63.4	35.3	27.8	63.1	35.4	27.7	63.1	35.5	27.7	63.2
Miscellaneous Manufacturing Industries	23.3	16.3	39.6	23.5	16.0	39.5	23.6	16.1	39.7	23.7	16.0	39.7
Total, All Manufacturing Industries	5,932.4	2,886.5	8,818.9	5,980.7	2,878.8	8,859.5	5,973.4	2,882.6	8,856.0	5,983.1	2,879.7	8,862.8
Construction	1,356.3	68.5	1,424.8	1,387.3	68.5	1,455.8	1,393.3	68.5	1,461.8	1,386.3	68.5	1,454.8
Gas, Electricity and Water	332.2	43.9	376.1	334.2	44.9	379.1	335.1	45.0	380.1	336.0	45.0	381.0
Electricity	110.9	14.9	125.8	108.4	15.1	123.5	108.7	15.1	123.8	109.2	15.1	124.3
Water Supply	187.2	26.7	213.9	191.5	27.5	219.0	192.0	27.6	219.6	192.5	27.6	220.1
Transport and Communication	213.7	47.8	261.5	217.2	48.4	265.6	216.5	48.1	264.6	216.8	48.0	264.8
Road Passenger Transport	171.8	15.9	187.7	174.0	16.3	190.3	173.5	16.3	189.8	173.6	16.1	189.7
Road Haulage Contracting	41.9	31.9	73.8	43.2	32.1	75.3	43.0	31.8	74.8	43.2	31.9	75.1
Distributive Trades	1,349.5	1,534.3	2,883.8	1,337.3	1,492.1	2,829.4	1,338.6	1,509.3	2,847.9	1,343.3	1,554.9	2,898.2
Wholesale Distribution	332.6	195.9	528.5	329.2	194.9	524.1	329.0	195.1	524.1	329.6	195.1	524.7
Retail Distribution	799.1	1,270.0	2,069.1	793.3	1,228.1	2,021.4	794.8	1,244.7	2,039.5	797.2	1,289.7	2,086.9
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies	125.8	35.8	161.6	125.1	36.9	162.0	126.0	37.6	163.6	127.3	38.1	165.4
Dealing in other Industrial Materials, etc.	92.0	32.6	124.6	89.7	32.2	121.9	88.8	31.9	120.7	89.2	32.0	121.2
Miscellaneous Services	66.1	64.5	130.6	68.3	63.4	131.7	66.4	63.2	129.6	64.6	62.9	127.5
Cinemas, Theatres, Radio, etc.	29.5	16.8	46.3	29.4	18.4	47.8	27.7	16.9	44.6	27.2	15.9	43.1
Sport and other Recreations	12.2	31.0	43.2	12.4	27.9	40.3	12.4	27.0	39.4	12.5	25.6	38.1
Betting	181.8	380.4	562.2	184.4	389.0	573.4	186.4	389.0	575.4	183.0	384.0	567.0
Catering, Hotels, etc.	30.4	95.4	125.8	31.0	95.1	126.1	30.7	94.6	125.3	30.6	94.2	124.8
Laundries	11.3	32.2	43.5	11.5	32.0	43.5	11.4	31.8	43.2	11.4	31.7	43.1
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	294.5	61.6	356.1	295.8	63.2	359.0	294.4	62.9	357.3	293.8	62.9	356.7
Motor Repairs, Distributors, Garages, etc.	13.0	4.0	17.0	12.6	3.8	16.4	12.6	3.7	16.3	12.6	3.7	16.3
Repair of Boots and Shoes												

OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN NOVEMBER 1961

The following Table shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries* in the week ended 25th November 1961. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded. The information about short-time relates to short-time working arranged by the

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

Industry	Estimated total number of operatives (000's)	Estimated number of operatives, excluding maintenance workers, on overtime		Estimated number of operatives on short-time							
		Number (000's)	Percentage of all operatives (per cent.)	Hours of overtime worked		Stood off for whole week (000's)	Working part of week (000's)	Total on short-time (000's)	Total as percentage of all operatives (per cent.)	Hours lost	
				Number (000's)	Average per operative on overtime					Number (000's)	Average per operative on short-time
Food, Drink and Tobacco	590	184.0	31.2	1,480	8.0	0.2	1.4	1.6	0.3	18	11.1
Bread and Flour Confectionery	106	35.7	33.7	285	8.0	—	—	—	—	—	—
Chemicals and Allied Industries	309	74.8	24.2	700	9.4	—	0.1	0.1	—	1	13.1
Chemicals and Dyes	133	31.9	24.0	332	10.4	—	—	—	—	—	—
Metal Manufacture	417	117.2	28.1	1,008	8.6	0.5	21.6	22.1	5.3	211	9.5
Iron and Steel (General)	232	32.9	14.2	310	9.4	0.2	13.6	13.8	5.9	133	9.6
Iron Castings, etc.	100	33.1	33.1	264	8.0	0.3	6.8	7.1	7.1	66	9.4
Engineering (inc. Marine Engineering) and Electrical Goods	1,469	628.4	42.8	5,100	8.1	0.1	3.4	3.5	0.2	33	9.5
Non-Electrical Engineering	932	450.8	48.4	3,730	8.3	0.1	2.2	2.3	0.2	23	10.1
Electrical Machinery, Apparatus, etc.	537	177.6	33.1	1,370	7.7	—	1.2	1.2	0.2	10	8.3
Vehicles	631	218.7	34.7	1,474	6.7	3.5	25.5	29.0	4.6	507	17.3
Motor Vehicle Manufacturing	326	100.2	30.7	585	5.8	3.5	21.8	25.3	7.8	452	18.1
Motor Cycle, Pedal Cycle, etc., Manufacturing	26	6.8	26.2	38	5.6	—	2.7	2.7	10.4	33	12.0
Aircraft Manufacturing and Repairing	172	74.5	43.3	548	7.4	—	1.0	1.0	0.6	13	12.6
Metal Goods not Elsewhere Specified	418	145.3	34.8	1,110	7.6	—	5.3	5.3	1.3	43	8.1
Textiles	686	124.0	18.1	931	7.5	2.5	14.3	16.8	2.4	244	14.5
Spinning and Weaving of Cotton, etc.	206	16.1	7.8	118	7.3	1.6	7.6	9.2	4.5	141	15.3
Woolen and Worsted	167	44.7	26.8	358	8.0	0.2	1.5	1.7	1.0	27	16.4
Hosiery and other Knitted Goods	104	13.0	12.5	68	5.2	0.4	4.3	4.7	4.5	56	11.9
Leather, Leather Goods and Fur	45	11.2	24.9	81	7.3	—	0.4	0.4	0.9	3	7.2
Clothing and Footwear	462	36.9	8.0	182	4.9	0.4	9.5	9.9	2.1	104	10.5
Women's and Girls' Tailored Outerwear	59	3.9	6.6	21	5.3	—	1.5	1.5	2.5	21	14.1
Overalls and Men's Shirts, Underwear, etc.	40	2.0	5.0	10	5.0	0.1	0.9	1.0	2.5	15	14.7
Footwear	99	9.1	9.2	37	4.0	0.1	4.9	5.0	5.1	40	8.1
Bricks, Pottery, Glass, Cement, etc.	264	78.8	29.8	719	9.1	0.2	1.2	1.4	0.5	16	12.1
Timber, Furniture, etc.	211	78.6	37.3	580	7.4	0.1	1.1	1.2	0.6	12	10.7
Furniture and Upholstery	78	30.6	39.2	209	6.8	—	0.5	0.5	0.6	4	7.4
Paper, Printing and Publishing	419	154.6	36.9	1,226	7.9	—	1.2	1.2	0.3	11	9.4
Paper and Board	75	23.6	31.5	227	9.6	—	1.0	1.0	1.3	10	9.2
Printing, Publishing of Newspapers, etc.	76	32.6	42.9	248	7.6	—	—	—	—	—	—
Other Printing, Publishing, etc.	160	63.3	39.6	476	7.5	—	0.1	0.1	0.1	1	11.4
Other Manufacturing Industries	224	69.1	30.8	554	8.0	0.1	1.8	1.9	0.8	20	10.2
Rubber	94	31.8	33.8	247	7.8	—	1.2	1.2	1.3	9	7.5
Total, All Manufacturing Industries*	6,145	1,921.6	31.3	15,145	7.9	7.6	86.8	94.4	1.5	1,218	12.9

* Excluding Shipbuilding and Ship Repairing.

Unemployment at 11th December 1961

SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 11th December 1961, were:—

The rate of unemployment at 11th December was 1.7 per cent. This was the same percentage as at 13th November.

At 11th December, 47,852 married women were registered as unemployed.

Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of the normal seasonal movement estimates published in this GAZETTE, pages 6 to 8), the number of persons registered as wholly unemployed on 11th December was 352,943, consisting of 261,075 males and 91,868 females.

NUMBERS UNEMPLOYED: 1939 to 1961

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

Duration in weeks	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Great Britain				Total	United Kingdom: Total
						Wholly Unemployed*		Temporarily Stopped†			
						Males	Females	Males	Females		
1939	982,900	315,000	137,200	78,500	1,513,600	1,589,800					
1946	257,500	113,500	2,100	1,200	374,300	405,900					
1947	239,000	86,500	102,700	52,000	480,200	510,600					
1948	227,500	75,000	4,300	3,200	310,000	338,000					
1949	223,200	76,900	4,800	3,100	308,000	338,000					
1950	215,000	90,600	5,100	3,500	314,200	341,100					
1951	153,400	83,600	8,100	7,800	252,900	281,400					
1952	196,100	132,600	31,800	53,800	414,300	462,500					
1953	204,300	115,600	13,900	8,200	342,000	380,000					
1954	176,500	95,100	7,900	5,300	284,800	317,800					
1955	137,400	75,700	9,300	9,800	232,200	264,500					
1956	151,000	78,600	17,800	9,600	257,000	287,100					
1957	204,300	90,200	12,300</								

DURATION OF UNEMPLOYMENT AND AGE OF UNEMPLOYED

The following Table gives an analysis, according to (a) age and (b) the length of the current spell of registered unemployment, of the number of wholly unemployed persons on the registers of Employment Exchanges and Youth Employment Offices in Great Britain at 11th December 1961. The analysis does not include persons temporarily stopped or unemployed casual workers.

Duration of Unemployment in weeks	Age Groups													Total
	Under 18	18 and under 20	20 and under 25	25 and under 30	30 and under 35	35 and under 40	40 and under 45	45 and under 50	50 and under 55	55 and under 60	60 and under 65	65 and over		
	Males													
One or less	2,662	2,539	5,719	4,474	3,742	3,200	2,596	2,247	1,966	1,618	1,423	232	32,418	
Over 1 and up to 2	1,551	1,572	3,760	2,885	2,506	2,274	1,884	1,655	1,487	1,271	1,363	208	22,416	
" 2 " " 3	940	1,174	2,599	2,208	1,991	1,861	1,407	1,225	1,226	1,003	1,090	134	16,858	
" 3 " " 4	670	811	2,099	1,807	1,611	1,498	1,194	1,137	1,087	898	991	163	13,966	
" 4 " " 5	467	687	1,716	1,556	1,411	1,286	1,032	987	912	905	1,014	142	12,115	
" 5 " " 6	385	602	1,451	1,355	1,255	1,218	995	919	942	885	1,217	170	11,394	
" 6 " " 7	277	525	1,182	1,141	1,012	1,062	889	832	822	824	1,070	121	9,757	
" 7 " " 8	219	464	1,023	975	917	968	757	747	703	669	903	96	8,441	
" 8 " " 9	167	378	956	891	817	826	730	677	774	777	1,132	103	8,201	
" 9 " " 13	467	1,017	2,608	2,500	2,597	2,490	2,227	2,200	2,332	2,657	4,023	382	25,500	
" 13 " " 26	595	888	2,325	2,616	2,951	3,216	2,757	2,807	2,978	3,263	5,607	458	30,461	
" 26 " " 39	125	254	699	872	1,118	1,391	1,273	1,350	1,493	1,800	3,585	251	14,211	
" 39 " " 52	59	131	359	594	769	889	823	957	1,215	1,408	3,159	211	10,574	
Over 52	83	248	784	1,270	1,997	2,763	3,011	3,576	5,001	7,205	13,644	629	40,211	
Total	8,667	11,290	27,280	25,144	24,694	21,575	21,316	22,911	25,183	40,221	3,300	256,523		

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

Duration of Unemployment in weeks	Males				Females				Males				Females			
	Under 20	20 and under 40	40 and over	Total	Under 20	20 and under 40	40 and over	Total	Under 20	20 and under 40	40 and over	Total	Under 20	20 and under 40	40 and over	Total
	London and South-Eastern															
2 or less	1,804	5,929	3,832	11,565	993	2,341	1,281	4,615	473	2,086	1,195	3,754	300	467	295	1,062
Over 2 and up to 5	755	4,300	3,466	8,521	561	2,246	1,401	4,208	248	1,471	1,011	2,730	181	484	355	1,020
" 5 " " 8	297	2,602	2,613	5,512	244	1,238	976	2,458	97	882	765	1,744	80	326	253	659
" 8 " " 13	224	2,438	3,466	6,128	172	838	873	1,883	85	778	1,012	1,875	81	310	278	669
" 13 " " 26	88	1,510	3,043	4,641	66	347	503	916	44	592	1,082	1,718	40	186	226	452
" 26 " " 52	26	741	2,777	3,544	13	133	288	434	11	289	980	1,280	16	103	202	321
Over 52	19	475	4,159	4,653	3	68	235	306	12	259	2,062	2,333	5	77	306	388
Total	3,213	17,995	23,356	44,564	2,052	7,211	5,557	14,820	970	6,357	8,107	15,434	703	1,953	1,915	4,571
East and West Ridings																
2 or less	1,804	5,929	3,832	11,565	993	2,341	1,281	4,615	473	2,086	1,195	3,754	300	467	295	1,062
Over 2 and up to 5	755	4,300	3,466	8,521	561	2,246	1,401	4,208	248	1,471	1,011	2,730	181	484	355	1,020
" 5 " " 8	297	2,602	2,613	5,512	244	1,238	976	2,458	97	882	765	1,744	80	326	253	659
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" 26 " " 52	26	741	2,777	3,544	13	133	288	434	11	289	980	1,280	16	103	202	321
Over 52	19	475	4,159	4,653	3	68	235	306	12	259	2,062	2,333	5	77	306	388
Total	3,213	17,995	23,356	44,564	2,052	7,211	5,557	14,820	970	6,357	8,107	15,434	703	1,953	1,915	4,571
Eastern and Southern																
2 or less	997	2,368	1,885	5,250	510	688	491	1,689	1,016	4,066	2,276	7,358	579	1,232	899	2,710
Over 2 and up to 5	478	1,601	1,699	3,778	309	656	556	1,521	701	3,196	2,321	6,218	366	1,337	1,041	2,744
" 5 " " 8	236	982	1,391	2,609	145	504	448	1,097	376	2,038	2,071	4,485	211	970	851	2,032
" 8 " " 13	169	959	2,219	3,347	129	522	558	1,209	329	1,958	2,253	4,540	163	876	709	1,748
" 13 " " 26	105	607	1,719	2,431	72	231	301	604	219	1,673	2,416	4,308	86	785	715	1,586
" 26 " " 52	28	255	1,579	1,862	10	97	199	306	90	1,130	2,660	3,880	29	432	541	1,002
Over 52	42	210	2,655	2,907	13	73	231	317	32	1,117	4,535	5,684	16	248	650	914
Total	2,055	6,982	13,147	22,184	1,188	2,771	2,784	6,743	2,762	15,178	18,532	36,473	1,450	5,880	5,406	12,736
North-Western																
2 or less	997	2,368	1,885	5,250	510	688	491	1,689	1,016	4,066	2,276	7,358	579	1,232	899	2,710
Over 2 and up to 5	478	1,601	1,699	3,778	309	656	556	1,521	701	3,196	2,321	6,218	366	1,337	1,041	2,744
" 5 " " 8	236	982	1,391	2,609	145	504	448	1,097	376	2,038	2,071	4,485	211	970	851	2,032
" 8 " " 13	169	959	2,219	3,347	129	522	558	1,209	329	1,958	2,253	4,540	163	876	709	1,748
" 13 " " 26	105	607	1,719	2,431	72	231	301	604	219	1,673	2,416	4,308	86	785	715	1,586
" 26 " " 52	28	255	1,579	1,862	10	97	199	306	90	1,130	2,660	3,880	29	432	541	1,002
Over 52	42	210	2,655	2,907	13	73	231	317	32	1,117	4,535	5,684	16	248	650	914
Total	2,055	6,982	13,147	22,184	1,188	2,771	2,784	6,743	2,762	15,178	18,532	36,473	1,450	5,880	5,406	12,736
South-Western																
2 or less	415	1,163	1,039	2,617	270	430	315	1,015	685	2,844	1,437	4,966	434	645	304	1,383
Over 2 and up to 5	230	876	1,068	2,174	269	511	478	1,258	516	2,225	1,405	4,146	388	926	522	1,836
" 5 " " 8	116	564	1,022	1,702	181	440	426	1,047	358	1,514	1,236	3,108	207	797	613	1,617
" 8 " " 13	106	618	1,681	2,405	202	531	614	1,347	298	1,628	1,494	3,420	212	739	647	1,598
" 13 " " 26	60	406	1,239	1,705	70	241	304	615	281	1,561	1,743	3,585	128	536	436	1,100
" 26 " " 52	15	180	1,292	1,487	19	92	190	301	109	928	1,822	2,859	32	297	331	660
Over 52	9	157	2,187	2,353	7	75	209	291	57	1,075	4,047	5,179	21	207	497	725
Total	951	3,964	9,528	14,443	1,018	2,320	2,536	5,874	2,304	11,775	13,184	27,263	1,422	4,147	3,350	8,919
Northern																
2 or less	415	1,163	1,039	2,617	270	430	315	1,015	685	2,844	1,437	4,966	434	645	304	1,383
Over 2 and up to 5	230	876	1,068	2,174	269	511	478	1,258	516	2,225	1,405	4,146	388	926	522	1,836
" 5 " " 8	116	564	1,022	1,702	181	440	426	1,047	358	1,514	1,236	3,108	207	797	613	1,617
" 8 " " 13	106	618	1,681	2,405	202	531	614	1,347	298	1,628	1,494	3,420	212	739	647	1,598
" 13 " " 26	60	406	1,239	1,705	70	241	304	615	281	1,561	1,743	3,585	128	536	436	1,100
" 26 " " 52	15	180	1,292	1,487	19	92	190	301	109	928	1,822	2,859	32	297	331	660
Over 52	9	157	2,187	2,353	7	75	209	291	57	1,075	4,047	5,179	21	207	497	725
Total	951	3,964	9,528	14,443	1,018	2,320	2,536	5,874	2,304	11,775	13,184	27,263	1,422	4,147	3,350	8,919
Manchester (inc. Stretford)																
2 or less	999	2,062	21	1,226	102	1-1										
Over 2 and up to 5	1,067	829	38	1,934	824	2-1										
" 5 " " 8	757	430	33	1,220	158	1-5										
" 8 " " 13	395	166	3	564	135	1-1										
" 13 " " 26	765	894	40	1,699	10	2-9										
" 26 " " 52	522	195	22	739	61	1-0										
Over 52	379	273	22	774	103	1-2										
Total	569	207	15	791	80	1-9										
Scotland																
2 or less	646	2,418	1,405	4,469												

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed in Great Britain and in the United Kingdom, respectively, at 11th December 1961. For Great Britain the wholly unemployed (i.e., persons out of a situation) are distinguished from those temporarily stopped

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

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				Total
Agriculture, Forestry, Fishing	10,990	2,248	2,518	209	13,508	2,457	15,965	17,658	2,608	20,266
Agriculture and Horticulture	8,075	2,198	1,654	202	8,239	2,400	10,639	12,108	2,550	14,658
Forestry	313	27	15	1	328	28	356	436	29	465
Fishing	2,602	23	2,339	6	4,941	29	4,970	5,114	29	5,143
Mining and Quarrying	4,428	147	40	3	4,468	150	4,618	4,668	152	4,820
Coal Mining*	3,630	114	2	2	3,632	116	3,748	3,638	116	3,754
Stone and Slate Quarrying and Mining	388	8	2	1	388	9	391	541	11	552
Chalk, Clay, Sand and Gravel Extraction	176	5	5	—	181	5	186	197	5	202
Other Mining and Quarrying	242	20	31	—	273	20	293	292	20	312
Food, Drink and Tobacco	7,115	4,978	38	137	7,153	5,115	12,268	7,780	6,081	13,861
Grain Milling	369	64	1	—	370	64	434	402	73	475
Bread and Flour Confectionery	1,497	622	—	—	1,497	622	2,119	1,632	720	2,352
Biscuits	324	513	2	8	326	521	847	330	541	871
Bacon Curing, Meat and Fish Products	658	469	21	45	679	514	1,193	719	586	1,305
Milk Products	483	213	—	—	483	213	705	310	936	—
Sugar	188	70	—	—	188	70	258	198	72	270
Cocoa, Chocolate and Sugar Confectionery	500	857	2	22	502	879	1,381	544	929	1,473
Fruit and Vegetable Products	650	984	1	56	651	1,040	1,691	745	1,148	1,893
Animal and Poultry Foods	260	55	—	1	260	56	316	280	76	356
Food Industries not elsewhere specified	270	286	1	2	271	288	559	286	292	578
Brewing and Malting	873	429	—	—	873	429	1,103	893	235	1,128
Other Drink Industries	685	494	1	1	686	495	1,181	743	525	1,268
Tobacco	356	122	1	2	357	124	481	382	574	956
Chemicals and Allied Industries	3,779	1,481	22	8	3,801	1,489	5,290	3,897	1,511	5,408
Coke Ovens and Manufactured Fuel	243	1	—	—	243	1	244	243	1	244
Mineral Oil Refining	430	44	—	—	430	44	474	449	45	494
Lubricating Oils and Greases	59	10	—	1	59	11	70	61	11	72
Chemicals and Dyes	1,528	320	14	—	1,542	320	1,862	1,524	326	1,920
Pharmaceutical and Toilet Preparations	240	366	—	3	240	369	609	241	379	620
Explosives and Fireworks	356	422	—	—	356	422	778	357	423	780
Paint and Printing Ink	365	101	2	—	367	101	468	379	102	481
Vegetable and Animal Oils, Fats, Soap and Detergents	259	147	—	2	259	149	408	261	151	412
Synthetic Resins and Plastics Materials	136	33	6	2	142	35	177	144	36	180
Polishes, Gelatine, Adhesives, etc.	163	37	—	—	163	37	200	168	37	205
Metal Manufacture	6,468	669	9,118	134	15,586	803	16,389	15,674	811	16,485
Iron and Steel (General)	3,035	218	7,124	39	10,159	257	10,416	10,190	258	10,448
Steel Tubes	592	34	182	2	774	36	810	780	38	818
Iron Castings, etc.	1,836	207	1,629	55	3,465	262	3,727	3,491	267	3,758
Light Metals	302	93	105	3	407	96	503	414	96	510
Copper, Brass and other Base Metals	703	117	78	35	781	152	933	799	152	951
Engineering and Electrical Goods	11,952	4,573	811	178	12,763	4,751	17,514	13,656	5,046	18,702
Agricultural Machinery (except tractors)	246	36	26	—	272	36	308	274	36	310
Metal-working Machine Tools	558	145	2	4	560	149	709	575	149	724
Engineers' Small Tools and Gauges	298	77	1	9	299	86	385	305	90	395
Industrial Engines	208	45	3	1	211	46	257	213	48	261
Textile Machinery and Accessories	308	36	45	13	353	49	402	375	51	426
Contractors' Plant and Quarrying Machinery	180	28	1	—	181	28	209	193	30	223
Mechanical Handling Equipment	366	27	—	—	366	27	393	371	27	398
Office Machinery	230	131	—	—	230	131	240	150	390	—
Other Machinery	2,751	519	199	2	2,950	521	3,471	3,196	532	3,728
Industrial Plant and Steelwork	1,104	78	12	6	1,116	84	1,200	1,136	85	1,221
Ordnance and Small Arms	261	50	103	—	364	50	414	364	52	416
Other Mechanical Engineering not elsewhere specified	1,399	285	304	43	1,703	328	2,031	1,840	334	2,174
Scientific, Surgical and Photographic Instruments, etc.	419	299	1	9	420	308	728	442	358	800
Watches and Clocks	102	138	—	—	102	138	240	112	140	252
Electrical Machinery	754	407	5	75	759	482	1,241	797	497	1,294
Insulated Wires and Cables	326	136	—	—	326	136	463	350	140	490
Telegraph and Telephone Apparatus	254	324	1	—	255	324	579	259	325	584
Radio and other Electronic Apparatus	1,029	1,015	—	8	1,029	1,023	2,052	1,275	1,153	2,428
Domestic Electric Appliances	540	322	4	2	544	324	868	548	334	882
Other Electrical Goods	619	475	103	6	722	481	1,203	729	491	1,220
Shipbuilding and Marine Engineering	9,958	219	160	1	10,118	220	10,338	12,849	228	13,077
Shipbuilding and Ship Repairing	9,207	164	156	—	9,363	165	9,528	12,028	173	12,201
Marine Engineering	751	55	4	—	755	55	810	821	55	876
Vehicles	3,975	883	8,545	622	12,520	1,505	14,025	12,693	1,535	14,228
Motor Vehicle Manufacturing	2,060	465	7,451	362	9,511	827	10,338	9,559	834	10,393
Motor Cycle, Three-wheel Vehicle and Pedal Cycle Manufacturing	267	116	1,027	256	1,294	372	1,666	1,301	373	1,674
Aircraft Manufacturing and Repairing	989	233	67	4	1,253	1,157	254	1,411	254	1,665
Locomotives and Railway Track Equipment	276	25	—	—	276	25	301	280	25	305
Railway Carriages and Wagons and Trams	302	16	—	—	302	16	318	308	18	326
Perambulators, Hand-trucks, etc.	81	28	—	—	81	28	109	88	31	119
Metal Goods not Elsewhere Specified	4,914	2,459	742	92	5,656	2,551	8,207	5,746	2,582	8,328
Tools and Implements	235	82	17	—	252	82	334	260	84	344
Cutlery	65	75	2	—	75	142	69	145	76	221
Bolts, Nuts, Screws, Rivets, etc.	203	168	2	—	205	169	374	215	170	385
Wire and Wire Manufactures	355	102	36	5	391	107	499	316	316	632
Cans and Metal Boxes	180	219	—	—	180	219	399	188	229	417
Jewellery, Plate and Refining of Precious Metals	133	101	3	—	136	102	238	141	103	244
Metal Industries not elsewhere specified	3,743	1,712	682	85	4,425	1,797	6,222	4,477	1,812	6,289
Textiles	4,967	4,334	1,862	4,196	6,829	8,530	15,359	7,899	11,159	19,058
Production of Man-made Fibres	227	98	4	1	231	99	330	245	116	361
Spinning and Doubling of Cotton, Flax and Man-made Fibres	885	836	650	1,994	1,535	2,830	4,365	1,961	3,973	5,934
Weaving of Cotton, Linen and Man-made Fibres	501	679	408	1,011	1,690	2,599	1,128	2,177	3,305	—
Woolen and Worsted	1,135	726	274	616	1,409	1,342	2,751	1,466	1,405	2,871
Jute	448	144	70	58	518	202	720	519	204	723
Rope, Twine and Net	96	177	—	5	96	182	278	135	279	414
Hosiery and other Knitted Goods	252	580	153	357	405	937	1,342	482	1,033	1,515
Lace	35	55	14	—	49	66	115	71	103	174
Carpets	143	212	36	48	179	260	439	210	316	526
Narrow Fabrics	89	92	1	18	90	110	200	91	115	206
Made-up Textiles	181	280	2	5	183	280	468	240	808	1,048
Textile Finishing	818	403	247	53	1,065	456	1,521	1,178	549	1,727
Other Textile Industries	157	52	3	19	160	71	231	173	81	254
Leather, Leather Goods and Fur	527	286	17	44	544	330	874	577	356	933
Leather (Tanning and Dressing) and Fellmongery	330	100	7	2	337	102	439	361	116	477
Leather Goods	136	163	4	39	140	202	342	148	214	362
Fur	61	23	6	3	67	26	93	68	26	94

* The total of 3,632 males unemployed includes 439 men registered for underground work.

Numbers Unemployed: Industrial Analysis—continued

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				Total
Clothing and Footwear	1,527	3,368	278	419	1,805	3,787	5,592	1,936	5,324	7,260
Weatherproof Outerwear	128	233	8	59	136	292	428	140	308	448
Men's and Boys' Tailored Outerwear	247	698	6	31	253	729	982	278	278	1,198
Women's and Girls' Tailored Outerwear	407	402	54	33	461	435	896	463	450	913
Overalls and Men's Shirts, Underwear, etc.	61	367	1	18	62	385	447	100	1,393	1,493
Dresses, Lingerie, Infants' Wear, etc.	141	946	3	72	144	1,018	1,162	157	1,170	1,327
Hats, Caps and Millinery	47	55	97	64	144	119	263	156	150	306
Dress Industries not elsewhere specified	92	292	3	6	95	298	393	115	388	503
Footwear										

Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 8th November and 6th December 1961, the numbers of placings, i.e., 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 8th November 1961		Four weeks ended 6th December 1961		Total Number of Placings, 8th Dec. 1960, to 6th Dec. 1961 (52 weeks)
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	
Men aged 18 and over ..	67,573	100,429	62,571	92,773	990,302
Boys under 18	13,466	40,173	10,587	40,867	231,246
Women aged 18 and over	41,457	71,816	35,972	63,923	516,170
Girls under 18	10,607	50,510	8,267	51,150	193,808
Total	133,103	262,928	117,397	248,713	1,931,526

The figures of placings 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 (see next page), which relate to engagements of all kinds during the period in question.

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

The Table below shows the numbers of placings during the four weeks ended 6th December 1961 in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the number of vacancies remaining unfilled at 6th December 1961.

Industry Group	Placings during four weeks ended 6th December 1961					Number of Vacancies remaining unfilled at 6th December 1961				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, Forestry, Fishing	975	346	753	35	2,109	1,159	1,851	228	352	3,590
Mining and Quarrying ..	946	230	24	9	1,209	11,455	2,073	52	56	13,636
Coal Mining	788	221	21	4	1,034	11,140	2,027	24	23	13,214
Food, Drink and Tobacco	1,597	442	2,503	467	5,009	758	2,127	1,982	5,874	10,467
Chemicals and Allied Industries ..	1,177	97	614	124	2,012	1,340	523	915	875	3,653
Metal Manufacture	1,401	242	266	53	1,962	1,684	994	304	3,312	6,074
Engineering and Electrical Goods ..	5,953	861	3,048	565	10,427	13,565	4,228	5,442	2,959	26,194
Engineering, including Scientific Instruments, etc.	4,099	605	1,143	246	6,093	9,358	3,148	1,366	1,508	15,808
Electrical Goods and Machinery ..	1,854	256	1,905	319	4,334	4,207	1,936	1,366	1,593	10,808
Shipbuilding and Marine Engineering	3,441	92	94	6	3,633	1,132	270	35	43	1,480
Vehicles	1,427	165	463	60	2,115	5,895	839	806	399	7,939
Metal Goods not Elsewhere Specified ..	1,751	569	1,059	230	3,609	1,860	1,512	1,388	6,556	10,015
Textiles	1,380	332	1,570	460	3,742	996	1,863	4,727	5,589	13,175
Cotton, Linen and Man-made Fibres (Spinning and Weaving) ..	335	78	417	94	924	256	465	1,422	1,375	3,518
Woolen and Worsted	292	54	370	78	794	233	1,295	1,316	3,416	6,146
Leather, Leather Goods and Fur	181	62	105	56	404	113	251	416	598	1,378
Clothing and Footwear	361	227	1,683	727	2,998	600	1,128	8,180	8,223	18,131
Bricks, Pottery, Glass, Cement, etc. ..	1,033	208	357	89	1,687	880	799	680	915	3,274
Timber, Furniture, etc.	1,212	612	267	131	2,222	1,196	1,277	426	598	3,497
Paper, Printing and Publishing	702	240	752	400	2,094	815	1,009	1,141	2,785	5,750
Paper, Cardboard and Paper Goods ..	472	118	498	215	1,303	381	419	717	1,373	2,890
Printing and Publishing	230	122	254	185	791	434	590	424	1,412	2,860
Other Manufacturing Industries	1,014	189	818	182	2,203	972	575	1,137	914	3,598
Total, All Manufacturing Industries	22,630	4,338	13,599	3,550	44,117	32,055	16,310	27,874	27,572	103,811
Construction	17,380	1,313	229	90	19,012	10,866	3,278	262	466	14,872
Gas, Electricity and Water	1,166	31	64	15	1,276	987	382	109	88	1,566
Transport and Communication	4,589	349	778	128	5,844	16,110	1,862	2,228	608	20,808
Distributive Trades	6,039	2,708	7,265	2,917	18,929	5,096	9,169	10,070	13,150	37,485
Insurance, Banking and Finance	265	84	279	196	824	1,010	866	698	1,409	3,983
Professional and Scientific Services ..	835	145	2,045	283	3,308	2,618	1,567	4,571	1,910	10,666
Miscellaneous Services	4,341	893	9,669	914	15,817	5,075	2,817	15,376	4,939	28,207
Entertainments, Sports, etc.	298	78	292	39	707	293	533	183	1,256	2,485
Catering, Hotels, etc.	2,145	104	6,082	157	8,488	1,391	512	6,199	885	8,987
Laundries, Dry Cleaning, etc.	248	173	735	258	1,414	116	215	1,225	1,005	2,561
Public Administration	3,405	150	1,267	130	4,952	6,342	692	2,455	600	10,089
National Government Service	1,529	78	927	76	2,610	4,192	275	1,647	345	6,459
Local Government Service	1,876	72	340	54	2,342	2,150	417	808	255	3,630
Grand Total	62,571	10,587	35,972	8,267	117,397	92,773	40,867	63,923	51,150	248,713

The following Table gives a Regional analysis of the numbers of placings during the four weeks ended 6th December 1961 and of the numbers of notified vacancies remaining unfilled at the end of the period.

Region	Placings during four weeks ended 6th December 1961					Number of Vacancies remaining unfilled at 6th December 1961				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
London and South-Eastern	17,148	2,736	11,145	1,569	32,598	23,780	10,365	22,783	12,947	69,875
Eastern and Southern	7,268	1,219	3,987	1,060	13,534	13,798	4,574	8,446	5,139	31,957
South-Western	3,875	607	2,006	576	7,064	7,012	2,213	3,349	2,779	15,353
Midland	4,320	858	2,162	719	8,059	10,167	5,119	4,333	5,634	25,253
North-Midland	3,437	542	1,795	465	6,239	7,922	3,788	4,518	5,796	22,024
East and West Ridings	4,384	659	2,467	566	8,076	7,594	5,544	4,606	5,424	23,168
North-Western	10,013	1,395	5,405	940	17,753	8,202	4,490	9,799	7,195	29,686
Northern	3,279	584	1,809	611	6,283	2,429	1,330	1,726	1,875	7,360
Scotland	5,516	1,487	3,617	1,267	11,887	3,801	2,119	3,119	3,378	12,417
Wales	3,331	500	1,579	494	5,904	8,068	1,325	1,244	983	11,620
Great Britain	62,571	10,587	35,972	8,267	117,397	92,773	40,867	63,923	51,150	248,713

Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 25th November 1961, with separate figures for males and females. The figures are based on information obtained on returns from employers. Every third month they are asked to state, in addition to the numbers employed at the beginning and end of the month, the numbers on the pay-roll at the later of the two dates who were not on the pay-roll at the earlier date. The figures in the last item are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above do not include persons engaged during the period who were discharged or otherwise left their

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

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

Labour Turnover Rates in Manufacturing Industries: four weeks ended 25th November 1961

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M.	F.	T.	M.	F.	T.
Food, Drink and Tobacco	2.7	4.8	3.6	2.6	5.4	3.8
Grain Milling	2.3	3.6	2.6	2.4	3.8	2.7
Bread and Flour Confectionery ..	3.1	5.0	3.8	3.2	3.9	3.5
Biscuits	2.1	2.9	2.6	2.7	10.1	7.7
Bacon Curing, Meat and Fish Products	4.1	7.4	5.7	3.6	5.1	4.3
Milk Products	1.6	2.3	1.9	2.1	4.6	3.0
Sugar	1.2	4.0	1.8	1.2	2.4	1.5
Cocoa, Chocolate, etc.	2.7	4.8	3.9	2.3	6.8	5.0
Fruit and Vegetable Products ..	2.7	6.4	5.0	2.9	4.6	3.9
Animal and Poultry Foods	2.6	3.4	2.8	2.6	4.3	2.9
Other Food Industries	3.3	5.5	4.3	2.7	5.8	4.2
Brewing and Malting	2.5	6.0	3.2	2.2	3.0	2.3
Other Drink Industries	3.7	4.9	4.1	3.1	6.1	4.2
Tobacco	0.6	1.8	1.3	1.0	2.0	1.6
Chemicals and Allied Industries	1.4	3.2	1.9	1.4	3.4	1.9
Coke Ovens	0.9	1.0	0.9	1.5	1.5	1.5
Mineral Oil Refining	0.7	1.8	0.9	0.8	1.6	0.9
Lubricating Oils and Greases ..	2.0	1.8	2.0	1.4	2.1	1.9
Chemicals and Dyes	1.4	2.7	1.6	1.3	2.2	1.5
Pharmaceutical Preparations, etc.	1.9	3.8	3.0	1.8	4.6	3.4
Explosives and Fireworks	1.1	2.8	1.7	1.5	2.9	2.0
Paint and Printing Ink	1.7	2.4	1.9	1.6	2.6	1.9
Vegetable and Animal Oils, Fats, etc.	2.1	5.0	3.0	1.4	5.8	2.8
Synthetic Resins and Plastics ..	1.1	2.8	1.4	1.2	2.0	1.4
Polishes, Gelatine, Adhesives, etc.	2.8	3.6	3.1	2.6	4.2	3.2
Metal Manufacture	1.4	2.6	1.5	1.8	2.8	2.0
Iron and Steel (General)	1.0	1.8	1.0	1.7	2.1	1.7
Steel Tubes	1.8	2.6	2.0	2.1	2.9	2.2
Iron Castings, etc.	1.9	3.5	2.1	2.6	3.4	2.7
Light Metals	1.3	2.5	1.5	1.3	3.2	1.7
Copper, Brass and other Base Metals	2.0	3.0	2.1	1.7	3.2	2.0
Engineering and Electrical Goods	2.1	3.6	2.5	1.9	3.6	2.3
Agricultural Machinery (excluding Tractors)	1.5	2.2	1.6	1.6	2.5	1.7
Metal Working Machine Tools ..	2.0	3.3	2.2	1.5	2.8	1.7
Engineers' Small Tools and Gauges	2.5	3.8	2.8	2.0	3.8	2.5
Industrial Engines	1.5	2.0	1.6	1.7	3.3	1.9
Textile Machinery, etc.	1.7	3.2	1.9	1.9	3.4	2.1
Contractors' Plant and Quarrying Machinery	2.1	3.6	2.3	1.5	2.5	1.6
Mechanical Handling Equipment ..	2.3	3.0	2.4	1.9	2.5	2.0
Office Machinery	2.0	3.7	2.5	1.5	3.1	1.9
Other Machinery	2.0	3.3	2.2	2.0	3.1	2.2
Industrial Plant and Steelwork ..	2.1	2.9	2.1	2.4	3.0	2.5
Ordnance and Small Arms	1.1	2.1	1.3	1.3	1.9	1.4
Other Mechanical Engineering ..	2.4	3.2	2.6	2.2	3.8	2.6
Scientific, Surgical and Photographic Instruments, etc. ..	2.3	4.0	2.9	2.0	3.4	2.5
Watches and Clocks	1.6	2.2	1.9	1.9	3.5	2.7
Electrical Machinery						

Insured Persons Absent from Work owing to Sickness or Industrial Injury

The Table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 19th December 1961, and the corresponding figures for 21st November 1961, and 20th December 1960. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (i) a large proportion of those whose incapacity lasts less than four days, (ii) civil servants receiving full pay during incapacity, and (iii) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

Region	(Thousands)					
	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	19th Dec. 1961	21st Nov. 1961	20th Dec. 1960	19th Dec. 1961	21st Nov. 1961	20th Dec. 1960
London and S. Eastern:						
London and Middlesex ..	78.9	89.7	80.5	3.2	3.4	3.2
Remainder	70.8	76.9	71.1	3.1	3.5	2.9
Eastern	45.0	47.0	43.8	2.1	2.4	1.9
Southern	34.7	35.6	33.3	1.5	1.6	1.5
South-Western	52.5	54.7	51.2	2.2	2.6	2.3
Midland	75.1	79.6	74.7	4.1	4.5	4.1
North Midland	52.0	56.2	52.4	4.8	5.2	4.8
East and West Ridings ..	79.5	84.5	78.2	7.2	8.0	7.3
North-Western	155.5	158.0	152.3	7.3	8.1	7.4
Northern	64.7	67.9	64.3	6.8	7.6	6.6
Scotland	120.1	122.5	116.5	9.1	9.5	8.5
Wales	68.4	68.8	64.1	7.3	7.6	7.2
Total Great Britain ..	897.3	941.5	882.4	58.8	64.1	57.7

Periodical checks of the proportion of males included in the total (Great Britain) figures of persons absent from work have shown a fairly constant level of about 68 or 69 per cent. for absence caused by sickness and about 87 per cent. for absence caused by industrial injury.

The total number of persons shown in the Table above as absent owing to sickness on 19th December 1961, represented 4.4 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

* * *

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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 (Tel. No. WHITEHALL 6200), but it also has a representative at 450 Sauchiehall Street, Glasgow C.2 (Tel. No. Glasgow Douglas 7161).

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

The total number of persons enrolled on the Technical and Scientific Register at 11th December was 4,820; this figure included 3,649 registrants who were already in work but desired a change of employment, and 1,171 registrants who were unemployed.

The numbers of vacancies notified, filled, etc., between 14th November and 11th December 1961 (four weeks) are shown below.

Vacancies outstanding at 14th November	5,328
„ notified during period	367
„ filled during period	78
„ cancelled or withdrawn	387
„ unfilled at 11th December	5,230

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 6th December the total number of persons on the Professional and Executive Register was 18,697, consisting of 17,526 men and 1,171 women (of whom 10,561 and 606 respectively, were in employment). During the period 9th November to 6th December 1961, the number of vacancies filled was 594. The number of vacancies unfilled at 6th December was 4,170.

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 31st December 1961, according to the type of employment permitted.*

Type of employment permitted by the Orders	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Extended Hours† ..	51,540	1,896	5,272	58,708
Double Day Shifts† ..	20,125	922	1,771	22,818
Long Spells	9,909	297	1,179	11,385
Night Shifts	3,568	815	—	4,383
Part-time Work‡ ..	5,532	—	1	5,533
Saturday Afternoon Work	862	20	79	961
Sunday Work	1,067	99	31	1,197
Miscellaneous	1,430	72	60	1,562
Total	94,033	4,121	8,393	106,547

* 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 2,591 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under these headings.

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

Employment in the Coal Mining Industry in November

The statistics given below in respect of employment, etc., in the coal mining industry in November 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 25th November 1961, was 566,600 compared with 566,800 for the four weeks ended 28th October 1961, and 589,600 for the four weeks ended 26th November 1960.

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

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

Division†	Average numbers of wage-earners on colliery books during 4 weeks ended 25th Nov. 1961	Increase (+) or decrease (-) compared with the average for	
		4 weeks ended 28th Oct. 1961	4 weeks ended 26th Nov. 1960
Northern (Northumberland and Cumberland) ..	36,400	- 200	- 2,400
Durham	84,400	- 300	- 3,800
North Eastern	115,500	- 4,200
North Western	41,500	+ 200	- 2,900
East Midlands	90,700	- 2,100
West Midlands	41,600	+ 100	- 2,300
South Western	81,900	+ 200	- 3,100
South Eastern	5,600	- 100
England and Wales ..	497,600	- 20,900
Scotland	69,000	- 200	- 2,100
Great Britain	566,600	- 200	- 23,000

It is provisionally estimated that during the four weeks of November about 4,600 persons were recruited to the industry, while the total number of persons who left the industry was about 4,620; the numbers on the colliery books thus showed a net decrease of 20. During the four weeks of October there was a net decrease of 1,080.

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

Absence Percentage (five-day week)

	November 1961	October 1961	November 1960
Coal-face workers:			
Voluntary	7.76	8.16	7.62
Involuntary	8.57	9.12	8.37
All workers:			
Voluntary	5.86	6.22	5.79
Involuntary	8.84	9.23	8.45

For face-workers the output per man-shift worked at National Coal Board mines was 4.37 tons in November, compared with 4.29 tons in the previous month and 4.07 tons in November 1960.

The output per man-shift calculated on the basis of all workers at National Coal Board mines was 1.52 tons in November; for October 1961, and November 1960, the figures were 1.50 tons and 1.44 tons respectively.

Grants under the National Assistance Act

Local Offices of the Ministry of Labour undertake the payment of grants under the National Assistance Act to persons who are required to register for employment and are entitled to these grants. The amount of grants thus paid during the 13 weeks ended 31st December 1961 was £5,239,000. The corresponding amount paid during the 13 weeks ended 30th September 1961 was £4,514,000 and during the 13 weeks ended 31st December 1960 it was £5,300,000.

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

* "No change" is indicated by three dots.

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

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 4th December 1961.

	Men	Women	Total
Number of persons admitted to courses during period	803	120	923
Number of persons in attendance at courses at end of period	1,476	204	1,680
Number of persons who completed courses during period	681	92	773

Up to 4th December 1961, the total number of persons admitted to these courses was 129,670, including 3,725 blind persons.

Disabled Persons (Employment) Acts, 1944 & 1958

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 16th October 1961 (the last date on which a count was taken), was 661,677, compared with 666,454 at 17th April 1961.

The number of disabled persons on the Register who were unemployed at 18th December 1961 was 49,226, of whom 42,950 were males and 6,276 were females. An analysis of these figures is given in the Table below.

	Males	Females	Total
Suitable for ordinary employment	38,718	5,735	44,453
Severely disabled persons classified as unlikely to obtain employment other than under special conditions*	4,232	541	4,773
Total	42,950	6,276	49,226

The number of placings of registered disabled persons in ordinary employment during the four weeks ended 6th December 1961 was 5,111, including 4,050 men, 897 women and 164 young persons. In addition 129 placings of registered disabled persons were in sheltered employment.

Unemployment Benefit

For the period of 13 weeks ended 15th December 1961, expenditure on Unemployment Benefit in Great Britain (excluding cost of administration) amounted to approximately £9,242,000. During the 13 weeks ended 15th September 1961, the corresponding figure was £6,486,000, and during the 13 weeks ended 16th December 1960 it was £7,192,000.

Unemployed Register: Entitlement to Benefit

The following Table† contains an analysis of the numbers registered as unemployed on 13th November 1961. It contains estimates of the numbers receiving unemployment benefit, the numbers receiving unemployment benefit supplemented by national assistance, the numbers receiving national assistance only, and the numbers registered for work but receiving no payment. This analysis is produced quarterly. An article explaining the basis of analysis and commenting on the various categories in the analysis is to be found on page 423 of the issue of this GAZETTE for November 1960, when figures were published in this form for the first time.

	(Thousands)				
	Men	Single Women (inc. widowed and divorced)	Married Women	Boys and Girls	Total
Receiving unemployment benefit only	132	17	21	5	175
Receiving unemployment benefit supplemented by national assistance	27	2	1	—	29
Total receiving unemployment benefit	159	19	21	5	205
Receiving national assistance only	62	10	2	1	74
Others registered for work	55	15	26	11	108
Total	276	45	49	18	388

* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 17 to 21.

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

Fatal Industrial Accidents

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

	November 1961	December 1961
Places under the Factories Acts	60	42
Mines and Quarries*	21	36
Seamen	20	60†
Railway Service	10	14

Detailed figures for process groups are given below for December 1961. The figures under the heading "Factories Acts" are based on the Factory Inspectorate Process Classification—see "Guide to Statistics collected by H.M. Factory Inspectorate" published by H.M. Stationery Office, price 4s. (4s. 4d. including postage). The figures are provisional.

Factories Acts	
Textile and Connected Processes	1
Clay, Pottery, Cement, etc.	—
Metal Extraction, Refining and Conversion	1
Metal Casting	1
Metal Rolling, Drawing, Extrusion and Forging	1
Miscellaneous Metal Processes	3
Shipbuilding and Repairing	2
Constructional Engineering, Boiler Making	1
Locomotive and Railway Equipment	1
Non-rail Vehicles and Aircraft	3
Other Machine and Metal Manufacture and Repair	4
Electrical Engineering	—
Woodworking Processes	—
Miscellaneous Chemical Manufacture, Paint, Oil Refining, Soap	3
Coal Gas, Coke Ovens, Patent Fuel	—
Wearing Apparel	—
Paper and Printing	1
Milling	1
Food	—
Drink	2
Electricity Generation	—
Rubber	—
Other Factory Processes	—
Works and Places Under s.s. 105, 107 and 108 of Factories Act, 1937	—
Building Operations	9
Works of Engineering Construction	4
Docks and Warehouses	4
TOTAL, FACTORIES ACTS	42

Mines and Quarries*		Railway Service	
Coal Mines:		Brakemen and Goods Guards	—
Underground	25	Engine Drivers and Motormen	2
Surface	5	Firemen	—
Other Stratified Mines	—	Labourers	1
Miscellaneous Mines	2	Mechanics	1
Quarries	4	Passenger Guards	—
TOTAL, MINES & QUARRIES	36	Permanent Way Men	3
		Porters	1
		Shunters	1
		Other Grades	6
		Contractors' Servants	—
		TOTAL, RAILWAY SERVICE	14

Industrial Diseases

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

I. Cases		II. Deaths	
Lead Poisoning	1		
Aniline Poisoning	1		
Anthrax	1		
Compressed Air Illness	6		
Epitheliomatous Ulceration	16		
Chrome Ulceration	16		
TOTAL, CASES	41		

* For mines and quarries, weekly returns are obtained and the figures cover the four weeks ended 25th November 1961 and the five weeks ended 30th December 1961.

† Includes fifty-three deaths in one merchant vessel resulting from an explosion on board.

Employment Overseas

AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 3,005,200 in September 1961, compared with 3,007,600 in the previous month, and 3,056,100 in September 1960. The number of persons receiving unemployment benefits at 30th September was 59,561, compared with 62,066 at 1st September and 11,783 in September 1960.

CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 11th November 1961 was 6,155,000, compared with 6,220,000 at 14th October and 6,029,000 at 12th November 1960. Persons wholly unemployed at 11th November are estimated at 331,000 or 5.4 per cent. of the labour force, compared with 318,000 or 4.9 per cent. at 14th October, and 401,000 or 6.6 per cent. at 12th November 1960.

UNION OF SOUTH AFRICA

Figures compiled by the Department of Mines show that the number employed in the mining industry, excluding quarries, was 607,147 in August, compared with 613,539 in the previous month and 592,997 in August 1960. The number of persons (all occupations) registered at Government Employment Exchanges as unemployed was 32,319 at the end of July, compared with 31,610 at the end of the previous month and 26,301 at the end of July 1960.

UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in employment as wage or salary earners (including Alaska and Hawaii) in industries other than agriculture and domestic service, was approximately 55,260,000 in October, compared with 55,092,000 in September, and 54,882,000 in October 1960. The number of production workers in manufacturing industries in October was 12,352,000, compared with 12,418,000 in September, and 12,530,000 in October 1960.* They also estimate that the total number of unemployed persons at the middle of October was about 3,934,000 or 5.5 per cent. of the civilian labor force, compared with 4,085,000 or 5.7 per cent. at the middle of the previous month, and 3,579,000 or 5.0 per cent. at the middle of October 1960.

BELGIUM

The average daily number of persons recorded as wholly unemployed during October was 69,210, compared with 69,339 in the previous month and 94,280 in October 1960. Partial unemployment accounted in addition for a daily average loss of 23,432 working days.

DENMARK

Provisional figures from the Employment Exchanges show that at the end of November the number of members of approved insurance societies who were unemployed was about 21,900 or 2.9 per cent. of the total number insured, compared with 2.5 per cent. at the end of October and 4.8 per cent. at the end of November 1960.

GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of November was 113,104, compared with 98,586 at the end of the previous month and 136,355 at the end of November 1960. In the Western Sectors of Berlin the corresponding figures at the same dates were 14,688, 14,349 and 22,069.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 30th December was 54,602, compared with 47,987 at 25th November and 58,101 at 31st December 1960.

NETHERLANDS

The number of persons wholly unemployed at the end of November was 31,511; this figure included 1,695 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of October the respective figures were 27,978 (revised figure) and 1,207, and at the end of November 1960 they were 37,224 and 2,629.

SPAIN

The number of persons registered as unemployed was 120,039 at the end of September, compared with 117,072 at the end of the previous month and 115,260 at the end of September 1960.

SWITZERLAND

The number of registered applicants for employment at the end of November who were wholly unemployed was 365 or 0.2 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 356 or 0.2 per thousand at the end of the previous month, and 568 or 0.3 per thousand at the end of November 1960.

* Revised series. Previously published estimates are not directly comparable with the revised data.

RETAIL PRICES

Index of Retail Prices

INDEX FOR 12th DECEMBER 1961

ALL ITEMS (17th January 1956 = 100) ... 117

At 12th December 1961, the retail prices index was 117 (prices at 17th January 1956 = 100), the same figure as at 14th November, compared with 112 at 13th December 1960.

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 12th DECEMBER 1961

(Prices at 17th January 1956 = 100)

The following Table shows, for the 10 main groups, the indices at 12th December, 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 12th DECEMBER 1961 (17th January 1956 = 100)	WEIGHT
I. Food	110.2	350
II. Alcoholic drink	108.0	71
III. Tobacco	123.6	80
IV. Housing	140.3	87
V. Fuel and light	130.4	55
VI. Durable household goods	101.4	66
VII. Clothing and footwear	106.4	106
VIII. Transport and vehicles	126.5	68
IX. Miscellaneous goods	127.4	59
X. Services	129.9	58
All items	117.1	1,000

The "all items" index figure at 12th December was therefore 117.1, taken as 117.

PRINCIPAL CHANGES IN THE INDEX DURING THE MONTH

Food

Increases in the average prices of apples, butter, beef, bacon, cauliflower and tomatoes were partly offset by a reduction in the average price of eggs. As a result the average level of food prices 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 110.

Fuel and light

As a result of small increases in the average prices of household coal, principally in the London area, the average level of prices for the fuel and light group as a whole rose slightly. The group index figure, expressed to the nearest whole number, remained unchanged at 130.

Transport and vehicles

Higher bus fares in a few areas slightly raised the average level of prices and charges for the transport and vehicles group as a whole, but the group index figure, expressed to the nearest whole number, remained unchanged at 126.

Other groups

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

ALL ITEMS INDICES, JANUARY 1956 TO DECEMBER 1961

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

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1956	100	100	101	103	103	102	102	102	102	103	103	103
1957	104	104	104	104	105	106	107	106	106	107	108	108
1958	108	108	108	110	109	110	109	108	108	109	110	110
1959	110	110	110	110	109	109	109	109	109	109	110	110
1960	110	110	110	110	110	111	111	110	110	111	112	112
1961	112	112	113	113	114	115	115	116	115	116	117	117

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. 9d. 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 39 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
European Countries				
Austria	1958 = 100 Nov., 1961	108.3	+ 1.0	+ 5.5
Food		105.8	+ 2.1	+ 5.4
Belgium*	1953 = 100 Oct., 1961	111.32	- 0.16	+ 1.18
All Items		110.8	- 0.5	+ 1.5
Finland	1957 = 100 Sept., 1961	110	Nil	+ 1
Food		109	- 1	Nil
Germany (Federal Republic)	1958 = 100 Nov., 1961	106.0	+ 0.6	+ 3.0
Food		104.4	+ 1.3	+ 3.6
Irish Republic	1953 = 100 Nov., 1961	121.1	+ 0.6†	+ 3.0
All Items		120.5	+ 0.2†	+ 2.5
Food				
Italy (Large Towns)	1938 = 100 Sept., 1961	70.70	+ 0.21	+ 2.19
Food		76.82	+ 0.25	+ 1.64
Netherlands	1951 = 100 Nov., 1961	130	+ 1	+ 4
All Items		127	+ 1	+ 5
Food				
Portugal (Lisbon)	1948-49 = 100 Sept., 1961	113.4	+ 1.1	+ 3.5
All Items		115.0	+ 1.5	+ 3.4
Food				
Sweden	1949 = 100 Oct., 1961	163	Nil	+ 4
All Items		181	Nil	+ 7
Food				
Switzerland	1939 = 100 Nov., 1961	191.0	+ 2.6	+ 6.1
All Items		205.6	+ 4.4	+ 7.5
Food				
Other Countries				
Australia (6 Capital Cities)	1952-53 = 100 Sept., 1961	124.8	- 0.2†	+ 2.3
All Items		128.1	- 1.3†	+ 2.1
Food				
Canada	1949 = 100 Nov., 1961	129.7	+ 0.5	+ 0.1
All Items		123.6	+ 0.3	- 1.9
Food				
New Zealand	1952 = 1,000 Sept., 1961	1181	+ 18†	+ 24
All Items		1111	+ 29†	+ 9
Food				
South Africa, Union (9 Urban Areas)	1958 = 100 Aug., 1961	104.2	+ 0.4	+ 2.1
All Items		105.0	+ 0.7	+ 2.8
Food				
United States	1947-49 = 100 Oct., 1961	128.4	+ 0.1	+ 1.1
All Items		120.9	- 0.2	Nil
Food				

* 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 31st DECEMBER 1961
(31st JANUARY 1956 = 100)

At 31st December 1961 the indices of changes in *weekly* rates of wages, of normal weekly hours and of *hourly* rates of wages for all workers, compared with a month earlier, were as follows:—

	All Industries and Services			Manufacturing Industries only		
	Weekly Rates	Normal Weekly Hours	Hourly Rates	Weekly Rates	Normal Weekly Hours	Hourly Rates
1961 Nov.	126.2	95.4	132.3	124.7	95.3	131.0
1961 Dec.	126.4	95.4	132.4	125.0	95.2	131.3

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

Index of Weekly Rates of Wages

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

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

The following Tables give the monthly averages for the years 1956 to 1961 inclusive and the monthly figures since November 1960. Figures for other dates between January 1956 and October 1960 were given in previous issues of this GAZETTE.

Weekly Rates of Wages*

I—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.0	109.7	111.3	110.0
1958	113.8	114.0	115.8	114.0
1959	116.8	117.0	119.0	117.0
1960	119.7	120.8	123.2	120.0
1961	124.6	125.3	130.3	125.0
1960 November	120.7	121.8	125.4	121.1
1960 December	121.9	122.7	126.3	122.3
1961 January	123.2	123.5	128.4	123.5
February	123.5	123.6	128.8	123.7
March	123.6	124.0	129.0	124.0
April	123.9	124.2	129.2	124.2
May	124.2	124.8	129.8	124.6
June	124.6	125.6	130.6	125.0
July	124.6	125.8	130.8	125.1
August	124.7	126.1	130.8	125.2
September	124.9	126.4	131.1	125.4
October	125.8	126.4	131.7	126.2
November	125.8	126.4	131.7	126.2
December	126.0	126.5	131.9	126.4

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

II—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.6	110.0
1958	113.6	114.5	116.5	113.7
1959	116.5	117.3	119.0	116.5
1960	119.1	120.0	122.7	119.4
1961	123.8	124.3	129.5	124.2
1960 November	120.1	120.9	125.8	120.5
1960 December	122.4	122.4	127.5	122.7
1961 January	123.1	123.2	128.3	123.3
February	123.1	123.3	128.5	123.4
March	123.4	124.0	128.9	123.8
April	123.5	124.1	129.0	123.9
May	123.6	124.1	129.2	124.0
June	123.8	124.1	129.3	124.1
July	123.9	124.4	129.6	124.3
August	124.0	124.4	129.6	124.3
September	124.3	124.9	130.1	124.6
October	124.4	124.9	130.2	124.7
November	124.4	124.9	130.2	124.7
December	124.7	125.1	130.5	125.0

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 1961 inclusive and the monthly figures since November 1960. Figures for other dates between January 1956 and October 1960 were given in previous issues of this GAZETTE.

Normal Weekly Hours*

III—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.6	99.8	99.7
1959	99.6	99.5	99.8	99.6
1960	97.9	98.3	98.1	98.0
1961	96.0	95.8	95.9	95.9
1960 November	97.0	97.7	97.2	97.2
1960 December	97.0	97.7	97.1	97.1
1961 January	96.3	96.7	96.5	96.4
February	96.3	96.7	96.5	96.4
March	96.3	96.5	96.4	96.3
April	96.3	96.3	96.4	96.3
May	96.1	96.0	96.1	96.1
June	96.0	95.6	95.7	95.9
July	96.0	95.6	95.7	95.9
August	96.0	95.4	95.7	95.8
September	95.9	95.4	95.6	95.8
October	95.4	95.4	95.3	95.4
November	95.4	95.4	95.3	95.4
December	95.4	95.4	95.3	95.4

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

IV—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	100.0	100.0	100.0
1958	99.7	99.9	99.9	99.8
1959	99.6	99.7	99.7	99.6
1960	97.1	97.8	97.5	97.3
1961	95.6	95.2	95.4	95.4
1960 November	96.4	96.8	96.6	96.5
1960 December	96.3	96.8	96.5	96.5
1961 January	95.7	95.3	95.7	95.6
February	95.7	95.3	95.7	95.6
March	95.7	95.3	95.6	95.6
April	95.7	95.2	95.6	95.5
May	95.6	95.2	95.5	95.5
June	95.6	95.2	95.4	95.5
July	95.5	95.1	95.4	95.4
August	95.5	95.1	95.4	95.4
September	95.5	95.1	95.3	95.3
October	95.4	95.0	95.2	95.3
November	95.4	95.0	95.2	95.3
December	95.3	95.0	95.2	95.2

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 1961 inclusive and the monthly figures since November 1960. Figures for other dates between January 1956 and October 1960 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	104.8	104.2	105.5	104.7
1957	110.1	109.8	111.4	110.1
1958	114.2	114.4	116.0	114.3
1959	117.3	117.7	119.2	117.4
1960	122.3	122.8	125.6	122.5
1961	129.8	130.7	135.9	130.3
1960 November	124.4	124.7	129.0	124.5
1960 December	125.8	125.6	130.0	125.9
1961 January	127.9	127.8	133.1	128.1
February	128.1	127.9	133.5	128.3
March	128.4	128.5	133.9	128.6
April	128.8	129.0	134.1	129.0
May	129.2	130.2	135.2	129.7
June	129.8	131.5	136.4	130.4
July	129.8	131.6	136.6	130.5
August	130.0	132.1	136.7	130.7
September	130.2	132.5	137.1	131.0
October	131.8	132.6	138.2	132.3
November	131.8	132.6	138.2	132.3
December	132.0	132.7	138.5	132.4

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.

VI—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.7	110.1
1958	113.9	113.7	114.7	113.9
1959	117.0	116.7	117.7	116.9
1960	122.8	122.7	125.9	122.8
1961	129.6	130.6	135.7	130.1
1960 November	124.6	124.8	130.3	124.8
1960 December	127.1	126.6	132.1	127.1
1961 January	128.5	129.2	134.1	129.0
February	128.6	129.3	134.4	129.0
March	129.0	130.2	134.9	129.5
April	129.1	130.3	135.0	129.6
May	129.3	130.4	135.3	129.8
June	129.5	130.5	135.4	130.0
July	129.7	130.7	135.9	130.2
August	129.7	130.7	135.9	130.3
September	130.2	131.4	136.6	130.7
October	130.4	131.5	136.8	131.0
November	130.4	131.5	136.8	131.0
December	130.8	131.6	137.2	131.3

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 1961 were given in an article on pages 321 to 329 of the August 1961 issue of this GAZETTE. The average increase in *actual weekly earnings* (all workers) between April 1956 and April 1961, in the industries and services covered by the half-yearly enquiries was 27½ per cent., as compared with an average increase of 17½ 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 30½ per cent. as compared with an average increase of 23 per cent. in *hourly rates of wages*. For manufacturing industries only the corresponding increases were 28½ per cent. for *weekly earnings*, 18 per cent. for *weekly rates of wages*, 31½ per cent. for *hourly earnings* and 23½ per cent. for *hourly rates of wages*.

Changes in Rates of Wages and Hours of Work

Changes in December

Estimates of the effect of reported changes in rates of wages coming into operation in the United Kingdom during December indicate that about 245,000 workers had an aggregate increase of approximately £110,000 in their full-time weekly rates of wages, and about 90,000 workers had their normal weekly hours of work reduced by an average of about 1½ hours.

The principal increases in rates of wages affected workers engaged in furniture manufacture and its associated industries, workers employed in the building brick and allied industries in England and Wales (other than Fletton), building and civil engineering workers in Northern Ireland, and bakery workers in Scotland. The industries affected by reductions in normal weekly hours of work included building and civil engineering in Northern Ireland, baking in Scotland, and flax spinning and weaving in Northern Ireland.

The minimum hourly payments of workers engaged in furniture manufacture and its associated industries were increased by 4d. or 3d. for men, according to classification, and by proportional amounts for women and younger workers. Minimum hourly rates established by the National Joint Council for the Building Brick and Allied Industries were increased by 2½d. for men and by 2d. for women. Workers employed in the building and civil engineering industry in Northern Ireland received increases of 6d. an hour for craftsmen and of 4d. or 3d. for labourers, and normal weekly hours during the period mid-January to mid-November were reduced from 44 to 42. Minimum weekly rates agreed by the National Joint Committee for the Scottish Baking Industry were increased by 11s. or 12s. for men, with additional increases for night workers and certain shift workers, and by 8s. for women, whilst the agreement to reduce the normal working hours from 43 to 42, made in November 1960, was put into effect. The normal working week was reduced from 44 to 43 hours in the following textile industries in Northern Ireland: flax spinning and weaving, linen and cotton handkerchief manufacture, and textile finishing.

Through the operation of sliding-scale arrangements, based on the official index of retail prices, increases of varying amounts became payable to workers in a number of industries, including national newspaper printing in London and Manchester, iron and steel manufacture in certain districts, hosiery finishing in the Midlands, and tinplate manufacture in South Wales and Monmouthshire.

Of the total increase of £110,000, about £103,000 resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement, £5,000 from the operation of sliding-scale arrangements based on the official index of retail prices, and the remainder from statutory wages regulation orders and from direct negotiations between employers and trade unions.

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

Changes during the year 1961

The following table shows, by industry group, for the year 1961, the numbers of workers 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 Workers affected by Net Increases†	Estimated Net Amount of Increase in Weekly Rates of Wages	Approximate Number of Workers affected by Reductions‡	Estimated Amount of Reduction in Weekly Hours
Agriculture, Forestry, Fishing, Mining and Quarrying	621,500	259,600	11,000	21,800
Food, Drink and Tobacco	386,500	175,800	596,000	762,400
Chemicals and Allied Industries	358,000	161,900	332,500	671,500
Metal Manufacture	66,500	25,300		

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING DECEMBER

(NOTE.—The figures in brackets below an item in the column headed "District" relate to the page in the volume "TIME RATES OF WAGES AND HOURS OF WORK, 1ST APRIL 1961" on which details for the industry at that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Limestone Quarrying	West Cumberland (10)	18 Dec.	Male workers	Cost-of-living net addition to wages increased* by 0.286d. an hour (1s. 4.857d. to 1s. 5.143d.) for workers 18 and over, and by 0.143d. (8.428d. to 8.571d.) for boys under 18.
Iron-Ore Mining	Cumberland (14)	18 Dec.	Male workers	Cost-of-living net addition to wages increased* by 2d. a shift (9s. 9d. to 9s. 11d.) for workers 18 and over, and by 1d. (4s. 10d. to 4s. 11d.) for boys under 18.
Baking	Northern Ireland.. (22) (254)	20 Dec.	Male workers, other than Sunday workers, early morning workers and transport workers	Increases in general minimum time rates of 5s. a week for workers 21 and over employed in Belfast and district, of 4s. 9d. or 5s., according to occupation, for these workers employed in all other areas, and of varying amounts for apprentice bakers and other young workers. General minimum time rates after change for day workers, inclusive of "additional payments": journeymen bakers, Belfast and district 212s. a week, all other areas 206s. 6d., doughmakers, ovenmen and confectionery mixers 222s. 216s. 3d., apprentice bakers 70s. 6d. or 68s. 9d. during first year of apprenticeship rising to 133s. or 129s. 9d. during fifth year, bakehouse labourers and packers 191s. 6d., 186s. 6d., other workers 75s. 6d. or 73s. 6d. at under 17 rising to 188s. or 183s. 3d. at 21 and over.†
			Male Sunday workers	Increases in general minimum time rates of 5s. 9d., 5s. 10d. or 6s. a week, according to occupation and hours of work, for workers 21 and over employed in Belfast and district, of 5s. 6d., 5s. 7d. or 5s. 10d. for these workers employed in all other areas, and of varying amounts for apprentice bakers and other young workers. General minimum time rates after change for day workers: journeymen bakers, Belfast and district 239s. 6d. a week, all other areas 233s. 5d., doughmakers, ovenmen and confectionery mixers 251s. 2d., 244s. 9d., apprentice bakers 79s. 1d. or 77s. during first year of apprenticeship rising to 151s. 9d. or 148s. during fifth year, bakehouse labourers and packers 216s. 10d., 211s. 4d., other workers 119s. 2d. or 116s. 3d. at 18 and under 19 rising to 212s. 9d. or 207s. 7d. at 21 and over.†
			Male early morning workers	Increases in general minimum time rates of varying amounts, according to occupation, hours of work and age. General minimum time rates after change for each hour worked on a week-day between midnight and 6 a.m. include: journeymen bakers, Belfast and district 7s. 2d. an hour, all other areas 7s., doughmakers, ovenmen and confectionery mixers 7s. 6d., 7s. 4d., apprentice bakers 2s. 4d. or 2s. 3d. during first year of apprenticeship rising to 4s. 6d. or 4s. 5d. during fifth year, bakehouse labourers and packers 6s. 6d., 6s. 4d., other workers 3s. 7d. or 3s. 6d. at 18 and under 19 rising to 6s. 4d. or 6s. 2d. at 21 and over.†
			Female workers	Increases in general minimum time rates of 4s. a week for bakers and other workers 21 and over, other than learners, and of varying amounts for learners and other young workers. General minimum time rates after change: bakers, Belfast and district 142s. a week, all other areas 138s. 6d., learners 68s. 6d. or 66s. 9d. during first year of learnership rising to 122s. 6d. or 119s. 6d. during fifth year, all other workers 63s. 6d. or 62s. at under 16 rising to 124s. or 121s. at 21 and over.†
	Northern Ireland..	20 Dec.	Transport workers	Increases in general minimum time rates of 5s. a week for transport workers, including lorry boys and other workers 21 and over, and of proportional amounts for lorry boys under 21. General minimum time rates after change: drivers—lorries with carrying capacity of over 2 tons, area A 200s. 6d. a week, area B 195s. 6d., area C 188s. 6d., 2 tons and under 192s. 6d., 187s. 6d., 181s., helpers 191s. 6d., 186s. 6d., 177s. 6d., lorry boys 70s., 68s. 3d. or 67s. at under 16 rising to 176s., 171s. 6d. or 167s. 3d. at 21 and over, carters 191s. 6d., 186s. 6d., 177s. 6d., loaders at quays, area A 191s. 6d., area B 186s. 6d., stablemen, harness cleaners, van washers and greasers, area A 183s., area B 179s. 9d., area C 173s. 3d. (harness cleaners, van washers and greasers are a new grade in area C).†
	Scotland (21)	31 Dec.	All workers	Increases of 11s. or 12s. a week, according to occupation, for male workers 21 and over with additional increases for night work and back-shift working, of 5s. to 9s., according to year of apprenticeship, for apprentices and 4s. 6d. to 9s., according to age, for other male bakery workers under 21, of 8s. for female workers 21 and over, and of 4s. or 6s. for those under 21. Minimum time rates after change include: male workers—journeymen bakers 216s. to 248s. 6d. a week, according to shift or commencing time of work, doughmakers and ovenmen 223s. to 255s. 6d., bread runners 220s. to 252s. 6d., storemen 21 and over 193s. 6d. to 222s. 6d., ingredient storekeeper chargehands 191s. to 219s. 6d., bakery workers and ingredient storekeeper assistants 183s. 6d. to 211s.; female workers—ingredient storekeeper chargehands 156s. 6d., assistant bakers and ingredient storekeeper assistants 149s., bakery workers 21 and over 133s. 6d.†
Iron and Steel Manufacture	Midlands and parts of South Yorks. and South Lancs. (43)	31 Dec.	Workers other than maintenance workers, employed at iron puddling furnaces and iron and steel rolling mills and forges	Cost-of-living bonus payment increased* by 2.6d. a shift (9s. 5.1d. to 9s. 7.7d.) for men and women 21 and over, by 1.95d. (7s. 0.825d. to 7s. 2.775d.) for workers 18 and under 21, and by 1.3d. (4s. 8.55d. to 4s. 9.85d.) for those under 18.
	South-West Wales (43)	3 Dec.	Workers, other than bricklayers and carpenters, employed in steel manufacture	Cost-of-living bonus increased* by 2d. a shift (8s. 4d. to 8s. 6d.) for men and for women employed on men's work, by 1d. (6s. 3d. to 6s. 4d.) for youths 18 and under 21, and by 1d. (4s. 2d. to 4s. 3d.) for youths under 18.
Tinplate Manufacture	South Wales and Monmouthshire (43)	3 Dec.	Workers other than apprentices	Cost-of-living bonus increased* by 2d. a shift (9s. 4d. to 9s. 6d.) for men and for women engaged specifically to replace male labour, by 1d. (7s. to 7s. 1d.) for youths 18 and under 21 and for women 18 and over, and by 1d. (4s. 8d. to 4s. 9d.) for workers under 18.
Spring Mattress and Bedstead Fittings Trade	Great Britain	Beginning of first full pay week commencing on or after 18 Dec.	All workers	Current minimum time rates increased by 4d. an hour for journeymen, and by proportional amounts for female workers and juveniles; special allowance previously paid to certain timeworkers now consolidated into current minimum time rates and the job times and lieu bonus for payment-by-results workers adjusted, the rates to be such as to enable workers of average ability to earn at least 25 per cent. (previously 37½ per cent.) (individual schemes) or 15 per cent. (25 per cent.) (collective schemes) more than the appropriate current minimum time rates; further increases† in supplementary cost-of-living allowance of 2d. an hour (1s. 10d. to 2s.) for male workers 21 and over, and of proportional amounts for younger male workers and juveniles. Minimum hourly payments after change, consisting of current minimum time rates and supplementary cost-of-living allowance, include: journeymen 21 and over, London 5s. 9d., Provinces 5s. 7d.; journeymen 20 and over 4s. 3d., 4s. 2d.
Pressed Felt Manufacture	Rossendale Valley (certain firms)	First pay day in Dec.	All workers	Increases* of 1s. 6d. a week for male workers 21 and over, and of 1s. for female workers and younger male workers. Minimum rates after change, inclusive of cost-of-living bonus, include: male workers 21 and over 178s. 8d. a week, female workers 18 and over—felt production processes 132s. 2d., cutting and stitching 121s. 9d.
Mechanical Cloth Manufacture	Bury and district	First full pay week in Dec.	Workers employed in the manufacture of cloth used for mechanical purposes (including felts for paper making)	Increase* of 2 per cent. (75 to 77 per cent.) in the percentage addition to basic wage rates. Minimum rates after change, inclusive of percentage addition, include: adult male workers 184s. 8d. a week, adult female workers 125s. 3d.

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

† These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 512 of the December 1961 issue of this GAZETTE.

‡ These increases took effect under an agreement made by the National Joint Committee for the Scottish Baking Industry. See also under "Changes in Hours of Work".

§ Agreements of the Midland Iron and Steel Wages Board.

¶ Agreements of the South Wales Steel Trade Conciliation Board.

‡ These increases resulted from a revision of the payments made under sliding-scale arrangements based on the official index of retail prices.

Principal Changes in Rates of Wages Reported during December—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Manufacture	Northern Ireland.. (94) (254)	4 Dec.	All workers	New general minimum time rates and piecework basis time rates fixed, consequent upon the reduction of normal weekly hours without loss of pay; percentage additions to general minimum piece rates for female workers increased by 2½ per cent. (to 5 per cent. or 7½ per cent. according to operation). Rates after change: general minimum time rates—male workers who have served an apprenticeship of 5 years, measurers and samplermakers area A 4s. 3d. an hour, area B 4s. 0d., lappers 4s. 2d., 3s. 11d., warehouse assistants or warehouse clerks 4s., 3s. 9d.; apprentices to lapping, measuring and samplermaking 1s. 4d. or 1s. 3d. during first year of apprenticeship rising to 3s. 2d. or 3s. 0d. during fifth year; Swiss embroidery machine operators areas A and B 1s. 10d. during first 6 months, 2s. 6d. during second 6 months, 3s. 10d. thereafter; other workers 21 and over with not less than 2 years' employment in the trade within the preceding 5 years, area A 3s. 10d., area B 3s. 8d.; female workers (including clippers and menders) assisting at Swiss embroidery machines 2s. 5d., on stitching machines (other than Swiss embroidery machines) or on vice-folding or hand smoothing 2s. 3d. (after 6 months' employment), other workers 18 and over (except learners) 2s. 3d.; piecework basis time rates—male workers, Swiss embroidery machine operators on single machines having 2 or 3 tiers areas A and B 4s. 1d., on single machines having 4 tiers or on any coupled machines 4s. 3d., other workers area A 3s. 10d., area B 3s. 8d., female workers 2s. 5d.†
Hosiery Finishing	Midlands (various districts) (97)	First pay day in Dec.	All workers	Increase of 1 per cent. (15 to 16 per cent.) in the percentage addition paid on all time and piece rates.
Building Brick and Allied Industries	England and Wales (120-121)	Beginning of first full pay period following 30 Dec.	Workers employed in the making of building and engineering bricks, etc.	Increases in minimum basic rates of 2d. an hour for able-bodied male labourers 21 and over, of 2d. for women 18 and over and of proportional amounts for juveniles. Minimum basic rates after change: labourers 21 and over 4s. 4d. an hour, youths and boys 2s. 3d. at 15 rising to 3s. 10d. at 20; women 18 and over 3s. 4d., girls 2s. 6d. at 16 and under and 2s. 10d. at 17; kilnburners and boilerfremen on continuous shift work (inclusive of differential of 4d. an hour and shift allowance of 4d. an hour) 40s. 10d. a shift of 8 hours.
Furniture Manufacture (including Cane, Willow and Woven Fibre Furniture)	Great Britain (138)	Beginning of first full pay week commencing on or after 18 Dec.	All workers	Current minimum time rates increased by 4d. an hour for journeymen, qualified packers and hand sandpaperers, by 3d. for other adult male workers, and by proportional amounts for female workers and juvenile male workers; special allowance previously paid to certain timeworkers now consolidated into current minimum time rates and job times and lieu bonus for payment-by-results workers adjusted, the rates to be such as to enable workers of average ability to earn at least 25 per cent. (previously 37½ per cent.) (individual schemes) or 15 per cent. (25 per cent.) (collective schemes) more than the appropriate current minimum time rates; further increases‡ in supplementary cost-of-living allowance of 2d. an hour (1s. 10d. to 2s.) for male workers 21 and over, and of proportional amounts for younger male workers and female workers. Minimum hourly payments after change, consisting of current minimum time rates and supplementary cost-of-living allowance, include: male workers 21 and over—journeymen, London 5s. 9d. an hour, Provinces 5s. 7d., qualified packers and hand sandpaperers 5s. 4d., 5s. 3d., labourers and porters 5s. 1d., 5s.; female workers 20 and over—journeymen 4s. 3d., 4s. 2d., labourers, porters and other workers on non-productive work 3s. 10d., 3s. 9d.
Educational and Allied Woodworking	Great Britain	do.	All workers	do.
Bedding and Mattress Making	Great Britain	Beginning of first full pay week commencing on or after 18 Dec.	All workers	Current minimum time rates increased by 4d. an hour for journeymen, by 3d. for other adult male workers, and by proportional amounts for female workers and juvenile male workers; special allowance previously paid to certain timeworkers now consolidated into current minimum time rates and job times and lieu bonus for payment-by-results workers adjusted, the rates to be such as to enable workers of average ability to earn at least 25 per cent. (previously 37½ per cent.) (individual schemes) or 15 per cent. (25 per cent.) (collective schemes) more than the appropriate current minimum time rates; further increases‡ in supplementary cost-of-living allowance of 2d. an hour (1s. 10d. to 2s.) for male workers 21 and over, and of proportional amounts for younger male workers and female workers. Minimum hourly payments after change, consisting of current minimum time rates and supplementary cost-of-living allowance, include: male workers 21 and over—journeymen, London 5s. 9d. an hour, Provinces 5s. 7d., labourers and porters 5s. 1d., 5s.; female workers 20 and over—journeymen 4s. 3d., 4s. 2d., labourers, porters and other workers on non-productive work 3s. 10d., 3s. 9d.
Window Blind Manufacture	Great Britain	Beginning of first full pay week in Dec.‡	Night-shift workers	Increase of 3d. an hour (6d. to 9d.) in the night-shift allowance.
Basket Making	United Kingdom (140)	First pay day in Dec.	All workers	Cost-of-living bonus increased‡ by 2½ per cent. (32½ to 35 per cent.).
Printing	London (152-153)	1 Dec.	Workers (other than electricians and engineers) employed in the production of national morning, evening and Sunday newspapers	Cost-of-living bonus increased‡ by 2s. a week (10s. to 12s.) for adult workers, and by proportional amounts for apprentices and juniors.
	Manchester	1 Dec.	do.	do.
Pianoforte Manufacture	Great Britain (160)	Beginning of first full pay week commencing on or after 18 Dec.	All workers	Current minimum time rates increased by 4d. an hour for journeymen, by 3d. for other adult male workers, and by proportional amounts for female workers and juvenile male workers; special allowance previously paid to certain timeworkers now consolidated into current minimum time rates and job times and lieu bonus for payment-by-results workers adjusted, the rates to be such as to enable workers of average ability to earn at least 25 per cent. (previously 37½ per cent.) (individual schemes) or 15 per cent. (25 per cent.) (collective schemes) more than the appropriate current minimum time rates; further increases‡ in supplementary cost-of-living allowance of 2d. an hour (1s. 10d. to 2s.) for male workers 21 and over, and of proportional amounts for younger male workers and female workers. Minimum hourly payments after change, consisting of current minimum time rates and supplementary cost-of-living allowance, include: male workers 21 and over—journeymen 5s. 9d. an hour, packers, labourers and porters 5s. 3d.; female workers 20 and over 4s. 3d., 4s. 2d. or 3s. 11d., according to occupation.
Building and Civil Engineering Construction	Northern Ireland.. (168)	Beginning of pay period in week commencing 4 Dec.	Building and civil engineering operatives	Increases of 6d. an hour for craftsmen, of 4d. or 3d., according to area, for labourers, and of proportional amounts for apprentices. Rates after change include: craftsmen 5s. 4d. to 5s. 7d. an hour, according to district, labourers 4s. 1d. to 4s. 5d.†

* These changes took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 513 of the December 1961 issue of this GAZETTE.

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

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

§ These increases resulted from a revision of the payments made under sliding-scale arrangements based on the official index of retail prices.

¶ This entry amends the date published on page 357 of the August 1961 issue of this GAZETTE.

Principal Changes in Rates of Wages Reported during December—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Post Office	London pay area ..	1 Dec.	Overseas telegraph operators Class 1, 23 years and over	Increases in national scales of pay of amounts ranging from £5 a year to £53, according to age. Scales of pay after change: Inner London £585 a year to £945, Outer London £565 to £930.
Wholesale Grocery and Allied Trades	Northern Ireland.. (199)	1 Oct.	All workers ..	Increases of 8s. 6d. a week for men 21 and over, of 6s. for women 21 and over, and of proportional amounts for juveniles. Minimum rates after change: warehouse workers—men 21 and over, Belfast 181s. 6d. a week, Londonderry 179s. 6d., Provincial areas 178s. 6d., women 21 and over 128s., 128s., 124s.; drivers of motor vehicles of under 2 tons carrying capacity, Belfast 184s. 6d., Londonderry 182s. 6d., Provincial areas 178s., of 2 tons or over 192s. 6d., 190s. 6d., 186s.; assistants on motor vehicles 185s. 6d., 181s. 6d., 177s.
Wholesale Newspaper Distribution	London .. (201)	1 Dec.	Male workers ..	Increases* in cost-of-living bonus of 2s. a week (10s. to 12s.) for full-time workers 21 and over, and of proportional amounts for other workers. Rates after change, inclusive of bonus, for full-time workers 21 and over: indoor workers and drivers—day staff 249s. a week, night staff 258s.
Cinema Theatres	Northern Ireland..	11 Sept.†	Workers employed in town cinemas and theatres	Increase of 3½ per cent. Rates after change include: chief projectionists—grade AA theatres 247s. 2d. a week, grade A 221s. 6d., grade B 194s. 6d., grade C 179s. 4d., grade D (town) 162s., second projectionists 199s. 2d., 180s. 6d., 171s. 3d., 155s. 10d., 143s. 5d., third projectionists 154s. 5d., 140s. 7d., 125s. 1d., 109s. 10d., 103s. 6d., foremen 178s. 6d., 169s. 2d., 167s. 1d., 159s., 146s. 8d., male attendants 21 and over 170s. 3d., 156s. 11d., 154s. 10d., 146s. 8d., 134s. 3d., first cashiers 127s. 5d., 117s. 2d., 110s., 103s. 4d., 84s. 10d., second cashiers 113s. 9d., 106s. 7d., 99s. 6d., 86s. 9d., 77s. 5d., usherettes 101s. 11d., 98s. 10d., 92s. 1d., 79s. 4d., 73s. 2d., cleaners 2s. 11d. an hour.
Cinematograph Film Production	Great Britain ..	Beginning of first full pay week following 30 Nov.	Technicians and trainees whose normal salaries do not exceed £23 19s. 6d. a week, employed in the production of specialised films	Cost-of-living bonus increased* by 2s. 6d. a week (12s. 6d. to 15s.) for workers 18 and over, and by 1s. 8d. (8s. 4d. to 10s.) for younger workers.
	Great Britain ..	First pay day in Dec.	Laboratory workers, including technical and clerical workers and certain other workers‡ employed in film printing and processing laboratories	Cost-of-living bonus increased* by 1s. 6d. a week (51s. 6d. to 53s.) for workers 18 and over, and by 1s. (34s. 4d. to 35s. 4d.) for younger workers.
Boot and Shoe Repairing	Northern Ireland.. (254)	5 Dec.	All workers ..	Increases in general minimum time rates of 10s. a week for male workers other than learners, of 7s. for female workers 21 and over, and of proportional amounts for male learners and younger female workers; increases in piecework basis time rates of 2d. an hour (3s. 7d. to 3s. 9½d.) for male workers, and of 2d. (2s. 6d. to 2s. 8d.) for female workers. General minimum time rates after change include: male workers 21 and over employed as makers of bespoke hand-sewn (including surgical) footwear 184s. a week, operating power sole stitchers or both power sole stitchers and Blake or other power sole sewing machines on the Blake principle 177s., operating Blake or other power sole sewing machines on the Blake principle 172s., other male workers except learners 165s.; female workers 21 and over 115s. 6d.‡
Cemeteries	London ..	Pay day in week ending 18 Nov.	Workers employed in non-municipal cemeteries	Increase in minimum rates of 2½ per cent. Rates after change: male workers 21 and over—gravediggers 216s. 7d. a week, assistant gravediggers 203s. 9d., foremen or head gardeners or propagating gardeners 213s. 5d., deputy foremen or assistant head gardeners or first class gardeners 208s., general labourers 197s. 10d., second class gardeners 202s. 1d.; younger male workers 91s. at 15 rising to 179s. at 20; women gardeners 165s. 7d.

PRINCIPAL CHANGES IN HOURS OF WORK REPORTED DURING DECEMBER

Industry	District	Date	Classes of Workers	Particulars of Change
Baking	Scotland .. (21)	31 Dec.	All workers ..	Normal weekly hours reduced from 43 to 42.¶
Flax Preparing and Spinning	Northern Ireland.. (76-77)	4 Dec.	All workers ..	Normal weekly hours reduced from 44 to 43, without loss of pay.
Linen Weaving	Northern Ireland.. (77)	24 July	Workers 16 and over, other than maintenance workers	Normal weekly hours reduced from 45 to 44, without loss of pay.
		4 Dec.	Workers other than maintenance workers	Normal weekly hours reduced from 44 to 43, without loss of pay.
Linen and Cotton Handkerchief, etc., Manufacture	Northern Ireland.. (94) (254)	4 Dec.	All workers ..	Normal weekly hours reduced from 44 to 43.¶**
Textile Bleaching, Dyeing and Finishing	Northern Ireland.. (96)	4 Dec.	All workers ..	Normal weekly hours reduced from 44 to 43, without loss of pay.
Building and Civil Engineering Construction	Northern Ireland.. (168)	Beginning of pay period in week commencing 4 Dec.	Building and civil engineering operatives	Normal weekly hours during the period 16th January to 15th November each year reduced from 44 to 42.¶

CHANGES TAKING EFFECT AFTER THE END OF DECEMBER

The following changes, operative from a future date, have been notified: manufacture of ladders and trucks, etc., in England and Wales (increases in minimum hourly rates of 5d. for skilled men and of 4d. for labourers, 1st January 1962, and additional increases of 4d. and 3½d., respectively, in January 1963 when normal weekly hours are reduced from 44 to 42); bacon curing (normal weekly hours reduced from 43½ to 42½, 1st January 1962); and British Railways (normal weekly hours of conciliation staff and associated grades reduced from 44 to 42, without loss of pay, 1st January 1962). Industries affected by increases in rates of wages in January or February 1962, under sliding-scale arrangements based on the official index of retail prices, include textile finishing, general printing and associated industries, carpet manufacture, hosiery manufacture in Hawick, hosiery finishing in the Midlands, and iron and steel manufacture.

Statutory wages regulation orders, issued under the Wages Councils Act, authorised the following changes, operative from a future date: licensed non-residential establishments (increases in statutory minimum rates of 20s. or 15s. 6d. a week for managers and club stewards and of 15s. or 10s. 6d. for managers and club stewardesses, 1st April 1962); aerated waters manufacture in England and Wales (increases in statutory minimum rates of 8s. 6d. a week for men and of 6s. for women, 2nd April 1962); and jute preparing, spinning and weaving (normal weekly hours reduced from 45 to 43 with increases in statutory minimum rates of 7s. 6d. or 8s. 11d. a week for men and of amounts ranging from 4s. 2d. to 5s. 10d. for women, 2nd April 1962).

Full details of these changes will be published in the appropriate issues of this GAZETTE.

* Under sliding-scale arrangements based on the official index of retail prices.
 † This increase was agreed in November with retrospective effect to the date shown.
 ‡ Including boiler attendants, storemen, transport mechanics, transport drivers, chargehand cleaners, cleaners, commissionaires, doormen and gatemen, chargehand painters, painters' mates, carpenters, carpenters' mates, and general labourers.
 § These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 513 of the December 1961 issue of this GAZETTE.
 ¶ This change took effect under an agreement made by the National Joint Committee for the Scottish Baking Industry.
 ** See also under "Changes in Rates of Wages".
 †† This change took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 513 of the December 1961 issue of this GAZETTE.

STOPPAGES OF WORK IN DECEMBER

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in December, which came to the notice of the Ministry, was 75. In addition, 27 stoppages which began before December were still in progress at the beginning of the month. The approximate number of workers involved during December at the establishments where these 102 stoppages occurred is estimated at 16,300. This total includes 6,600 workers involved in stoppages which had continued from the previous month. Of the 9,700 workers involved in stoppages which began in December, 8,500 were directly involved and 1,200 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 62,000 working days lost during December included 38,000 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 December due to industrial disputes:—

Industry Group	Number of Stoppages			Stoppages in Progress in Month	
	Started before beginning of Month	Started in Month	Total	Workers involved	Working Days lost
Coal Mining ..	1	43	44	4,100	7,000
Engineering ..	5	3	8	2,500	14,000
Shipbuilding and Marine Engineering	4	2	6	800	7,000
Jute ..	1	—	1	1,300	8,000
All remaining industries and services ..	16	27	43	7,700	26,000
Total, December 1961	27	75	102	16,300	62,000
Total, November 1961	30	211	241	52,400	156,000
Total, December 1960	34	139	173	54,300	104,000

Causes of Stoppages

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

Principal Cause	Number of Stoppages	Number of Workers directly involved
Wages—claims for increases ..	14	2,400
—other wage disputes ..	24	2,100
Hours of labour ..	—	—
Employment of particular classes or persons ..	9	1,600
Other working arrangements, rules and discipline ..	24	2,300
Trade union status ..	3	100
Sympathetic action ..	1	†
Total ..	75	8,500

Duration of Stoppages

The following Table classifies stoppages ending in December 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 ..	37	3,000	3,000
2 days ..	13	2,000	4,000
3 days ..	12	1,900	5,000
4-6 days ..	11	4,100	17,000
Over 6 days ..	14	7,500	28,000
Total ..	87	18,600	57,000

Principal Stoppages of Work

The stoppage of work involving 400 draughtsmen at a Birmingham electrical engineering works, which began in August, continued throughout the month. The workers are claiming a wage increase of £4 a week. Dissatisfaction with the proposals of the Jute Wages Council (Great Britain) and, subsequently, the dismissal of a worker for operating a "go-slow" policy, led to a series of stoppages by workers employed in Dundee jute factories. The initial stoppage occurred on 27th November and work was resumed on 20th December pending further negotiations. It is estimated that, at some time during the period of the stoppage, 6,000 workers had become involved. An Order giving effect to the proposals of the Jute Wages Council (Great Britain) for increases in minimum rates of pay for workers in the jute industry, was signed by the Minister of Labour on 19th December. Details of a stoppage in the television industry are given on page 5.

STATISTICS FOR YEAR 1961

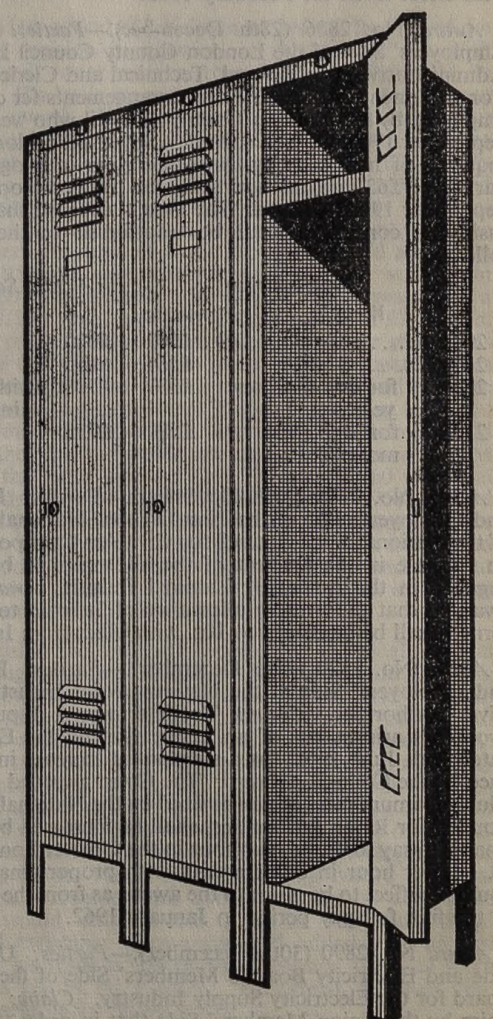
A summary of the statistics of stoppages of work in 1961 with comparative figures for 1960 is given in an article on pages 4 and 5 of this GAZETTE.

* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than 10 workers, and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information. The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.
 † Less than 50 workers.

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ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Industrial Court Awards

During December the Industrial Court issued twelve awards, Nos. 2880 to 2891*. Eight awards, Nos. 2881, 2884, 2885, 2886, 2888, 2889, 2890 and 2891, are summarised below; award No. 2887 did not relate to a substantial part of an industry and awards Nos. 2880, 2882 and 2883 were referred to the Court under section 8 of the Terms and Conditions of Employment Act, 1959.

Award No. 2881 (1st December).—*Parties:* London County Council Staff Association and London County Council. *Claim:* To determine the salary scales of home help organisers and assistant home help organisers in the service of the London County Council with effect from 1st September 1960. *Award:* The Court awarded that the salary scales of home help organisers and assistant home help organisers shall be as follows: *Organiser*—£840 by £40 (4) to £1,000; *Assistant Organiser*—£675 by £40 (5) to £875. Effect to be given to the award as from 1st September 1960.

Award No. 2884 (11th December).—*Parties:* National Union of General and Municipal Workers and Hoover (Washing Machines) Limited. *Claim:* For an increase of 6d. per hour for Storekeepers who, in the course of their duties, drive Fork Lift Trucks. *Award:* The Court found that the claim had not been established and awarded accordingly.

Award No. 2885 (20th December).—*Parties:* Transport and General Workers' Union and Imperial Chemical Industries Limited. *Claim:* That the underground miners at the Anhydrite Mine, Billingham, should be afforded a 40-hour working week without loss of time-work earnings. *Award:* The Court awarded that the normal working hours of the workers concerned shall be reduced from 42 to 40, without loss of time-work earnings, in two stages as follows:—(a) a reduction from 42 to 41 hours with effect from 1st February 1962; and (b) a reduction from 41 to 40 hours with effect from 1st February 1963.

Award No. 2886 (28th December).—*Parties:* Staff Side and Employers' Side of the London County Council Interim Panel for Administrative, Professional, Technical and Clerical Staff. *Claim:* For settlement of the carry-over arrangements for clerical assistants employed by the London County Council who were in post on 1st September 1960 but who did not hold the educational qualifications required of new entrants as a condition of progress beyond the barrier of £630 on the new scale for the grade operative from 1st September 1960. *Award:* The Court awarded that all the clerical assistants concerned shall be transferred to the new scales as follows:—

Previous rate	Annual Salary from 1.9.60	
	Weekly	Annual
208s. 6d.	£543	£630
217s. 6d.	£567	£665
226s. for less than one year.	£589	£700
226s. for one year or more.	£589	£735

(with retention of incremental dates)

Award No. 2888 (29th December).—*Parties:* Employees' Side and Employers' Side of the Pilot Officers' National Sectional Panel of the National Joint Council for Civil Air Transport. *Claim:* For an increase in the amount of the allowance to be paid to pilots engaged in the carriage of animal freight. *Award:* The Court awarded that the present allowance of 7s. paid to the pilots concerned shall be increased to 10s. with effect from 1st January 1962.

Award No. 2889 (29th December).—*Parties:* Employees' Side and Employers' Side of the National Joint Industrial Council for River Authorities. *Claim:* To determine a dispute between the two Sides arising out of an application by the Employees' Side, dated 26th June 1961, for a substantial increase in the wage rates fixed by the Council. *Award:* The Court awarded that the existing adult minimum rates of pay as fixed by the National Joint Industrial Council for River Authorities, shall be increased by 2½d. per hour (that is to say to 4s. 8d. per hour in the Greater London area and to 4s. 6d. per hour in other areas), with proportionate increases for youths. Effect to be given to the award as from the commencement of the first full pay period in January 1962.

Award No. 2890 (30th December).—*Parties:* Union Members' Side and Electricity Board's Members' Side of the National Joint Board for the Electricity Supply Industry. *Claim:* To determine a claim by the Union Members' Side that in order to achieve parity of treatment with posts of similar designation at Region, Division

* See footnote * on page 39.

and Area, the scale allocations of designated posts at Headquarters be revised as follows:—

	Existing Scale Allocation	Revised Scale Allocation
Senior Assistant Engineer	17, 18 or 19	17, 18 or 19
Second Assistant Engineer	14, 15 or 16	15, 16 or 17
Third Assistant Engineer	11, 12 or 13	12, 13 or 14
Fourth Assistant Engineer	8, 9 or 10	9, 10 or 11
General Assistant Engineer	Up to Scale 8	Up to Scale 8

Award: The Court found in favour of the claim and awarded accordingly, with effect from 1st January 1962.

Award No. 2891 (30th December).—*Parties:* Trade Union Side and Management Side of British Road Services National Joint Negotiating Committee for Administrative, Professional, Technical, Supervisory and Clerical Grades. *Claim:* To determine a difference between the Parties as to (a) the correct interpretation of award No. 2874 (see the issue of this GAZETTE for November 1961, page 478), and (b) the effective date of that award as to the reduction in maximum working hours. *Awards:* The Court ruled as to (a) that in their decision No. 2874 it was their intention that the reduction in the maximum working hours of the staff covered by the Road Haulage Executive (subsequently merged into British Road Services) Negotiating Machinery Agreement dated 28th July 1949 to 40 per week should cover supervisory grades, including operating supervisors, and awarded as to (b) that the aforementioned reduction in hours shall take effect from 1st January 1962.

Single Arbitrators and ad hoc Boards of Arbitration

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

Civil Service Arbitration Tribunal

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

Wages Councils Act, 1959

Notices of Proposals

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

Perambulator and Invalid Carriage Wages Council.—Proposal I.(66), dated 5th December, for fixing revised statutory minimum remuneration for male and female workers.

Brush and Broom Wages Council.—Proposal M.(91), dated 6th December, for fixing revised general minimum time rates, piecework basis time rates and general minimum piece rates for male and female workers.

Retail Furnishing and Allied Trades Wages Council.—Proposal R.F.A.(35), dated 8th December, for amending the provisions relating to the weekly short day and to the payment of statutory minimum remuneration to temporary shop managers and manageresses.

Rope, Twine and Net Wages Council.—Proposal R.(132), dated 15th December, for introducing a new piecework basis time rate for female workers using man-made fibres in the Net section of the trade, and for revising the statutory minimum remuneration payable to certain juvenile workers.

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

Wages Regulation Orders

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

The Wages Regulation (Licensed Non-residential Establishment) (Managers and Club Stewards) Order, 1961: S.I. 1961 No. 2331, dates 5th December, and effective from 1st April 1962. 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 (Aerated Waters) (England and Wales) (Amendment) Order, 1961: S.I. 1961 No. 2330, dated 5th December, and effective from 2nd April 1962. This Order, which gives effect to the proposals submitted by the Aerated Waters Wages Council (England and Wales), prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

The Wages Regulation (Jute) Order, 1961: S.I. 1961 No. 2437, dated 19th December, and effective from 2nd April 1962. This Order, which gives effect to the proposals submitted by the Jute Wages Council, prescribes revised general minimum and guaranteed time rates and general minimum piece rates for male and female workers.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposals

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

Brush and Broom Wages Council (Northern Ireland).—Proposal N.I.B.B. (N.84), dated 29th December, for fixing revised statutory minimum remuneration for male and female workers in the trade.

Further information regarding the above proposal may be obtained from the Secretary of the Council concerned at Tyrone House, Ormeau Avenue, Belfast 2.

Wages Regulation Orders

During December the Ministry of Labour and National Insurance made the following Wages Regulation Order* giving effect to the proposal made by the Wages Council concerned:—

The Aerated Waters Wages Regulation (Amendment) (No. 2) Order (Northern Ireland), 1961 (S.R. & O. (N.I.) 1961. No. 248), dated 22nd December and operative on 15th January 1962. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.

Decisions of the Commissioner under the National Insurance Acts

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

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

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

Recent decisions of general interest are set out below.

Decision No. R(U) 9/61 (19th January 1961)

A local tribunal sitting in England purported to determine an appeal against a decision given under the National Insurance Act (Northern Ireland), 1946, by an insurance officer in Northern Ireland. Held that the tribunal's decision was a nullity; an appeal against a decision given by an insurance officer in Northern Ireland can only be heard by a local tribunal in that country.

Decision of the Commissioner

"The decision of the local tribunal given on 11th October 1960 at Slough, England, is null and void.

"This is an appeal by the claimant from a decision of a local tribunal sitting at Slough, England, on 11th October 1960. The tribunal decided that the claimant had voluntarily left his employment as a canteen assistant at Didcot in Berkshire without just cause. Accordingly the tribunal dismissed the claimant's appeal from a decision of a local insurance officer given in Northern Ireland.

"The facts show that the claimant had left his employment in England and gone to Northern Ireland where, in due course, he made a claim for unemployment benefit. That claim was referred to a local insurance officer in Northern Ireland, who disallowed it and disqualified the claimant for receiving unemployment benefit, on the ground that the claimant had voluntarily left his employment without just cause.

"The claimant appealed from that decision and his appeal was referred to a local appeal tribunal sitting at Slough in England as by that time the claimant had returned to England.

* See footnote * on page 39.

† Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(O)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on page 39.

"The insurance officer, who is now concerned with this case, has pointed out that the decision against which the claimant has appealed was given by a local insurance officer in Northern Ireland under section 12(2)(a) of the National Insurance Act (Northern Ireland), 1946.

"The insurance officer refers to the proviso (a) in paragraph 2 of the Memorandum of Reciprocal Arrangements set forth in the First Schedule to the National Insurance (Northern Ireland Reciprocal Arrangements) Regulations, 1948 [S.I.1948 No. 211] which is as follows:—"any appeal from a decision of any question arising under or in connection with the Acts, including any claim for benefit, shall be made . . . in the country in which such decision was given."

"The insurance officer observes that there are no provisions in the Second and Third Schedules to these regulations referring to section 43(3) (which deals with the powers of statutory authorities to decide claims) of the National Insurance Act, 1946, and it follows, in the submission of the insurance officer, that an appeal made in Northern Ireland against a decision given by a local insurance officer in that country must be heard by a local tribunal in Northern Ireland.

"It follows, in the submission of the insurance officer, that the decision of the Slough local tribunal should be set aside as a nullity, as only a local tribunal in Northern Ireland has jurisdiction to determine the appeal of the claimant against the decision of the local insurance officer given on 30th August 1960.

"I agree with the insurance officer, who is now concerned with this case, and set aside the decision of the local tribunal sitting at Slough, on the ground that such decision is a nullity."

Decision No. R(U) 10/61 (23rd January 1961)

After being unemployed for about three months a former rubber millroom worker who was now unfit for heavy work refused employment as a weaver at a wage which was the agreed rate for the job. One of his reasons for refusing was that acceptance of the employment would have had the effect of reducing his net weekly income to about £7 from about £8 which he was receiving by way of unemployment benefit, national assistance and the value of milk tokens. Held that he was disqualified for six weeks for refusing suitable employment without good cause. Firstly, in view of the length of time he had been unemployed the situation offered was not unsuitable by reason of the fact that it was not in his usual employment. Secondly, the question whether a claimant would be worse off financially by accepting a situation is not in itself relevant to the question whether he is disqualified under section 13(2). Comment made on the circumstances in which the prospect of future increases of earnings might be taken into account in deciding whether a claimant had good cause for refusing employment.

Decision of the Tribunal

"Our decision is that from 11th February 1960 to 23rd March 1960 (both dates included) the claimant is disqualified for receiving unemployment benefit on the ground that after a situation in suitable employment had been notified to him he refused without good cause to accept that situation when offered to him.

"The claimant's last period of employment before the date of the insurance officer's decision in question in this appeal was with N.B.R. Co. as a mill room worker from 5th November 1956 to 20th April 1959. His basic wage was £7 15s. 0d. but his average earnings were £12 a week. His last previous period of employment was from 19th December 1949 to January 1956 as a weaver loom tuner. His average earnings in that employment were £8 a week. The claimant has a wife and young family, and while unemployed he received unemployment benefit supplemented by national assistance. After his employment ceased on 20th April 1959 the claimant was ill and incapable of work apparently until about the end of October 1959 and was then not fit for heavy work. On 6th February 1960 the claimant was offered employment as a weaver with I.T.M. Ltd., near the town of D. at a wage of £7 18s. 0d. a week which the representative of the insurance officer stated was the rate agreed for the employment in question by the associations of employers and employees at present concerned. (The insurance officer's representative suggested that the claimant was told that he would get an immediate rise of 2s. a week. The claimant said he did not remember this but would not deny the statement.) The claimant refused this offer and on 12th February 1960 the local insurance officer decided that from 11th February 1960 to 23rd March 1960 (both dates included) the claimant was disqualified for receiving unemployment benefit on the ground that after a situation in suitable employment had been notified to him he had without good cause refused or failed to apply for that situation or refused to accept that situation when offered to him.

"From this decision the claimant appealed to the local tribunal stating the following grounds of appeal:—"At present I am receiving a total of £7 16s. 6d. in unemployment benefit and national assistance plus 2 milk tokens value 4s. 8d. a total of £8. 1s. 2d. As bus fare for a weekly ticket is 6s. 11d. as wage offered at the I.T.M. Ltd., is £7 18s. 0d. less 10s. 0d. insurance contributions my total income at present is £8 1s. 2d. As employment is worth £7 1s. 1d. so to accept this employment would entail a loss of £1 0s. 1d. and I could not live on this sum." (The figure of 10s. 0d. insurance contributions mentioned by the claimant ought, to be quite accurate, to be 9s. 11d.) At the hearing before the local tribunal the claimant repeated this contention that to accept the situation offered would entail a loss of £1 0s. 1d. as compared with his national assistance allowances and added that he had been informed by his trade union that the average wage of loom workers in G. was £10 5s. 0d. a week. He agreed, however, that he was not at present fit for heavy work.

"By a unanimous decision the local tribunal dismissed the appeal. They recorded the following findings:—"It is not proved that the wage of £7 18s. 0d. per week is not the rate for the job. Claimant

is not at present fit for heavy work. The job offered was suitable employment for claimant. Claimant's only reasons for failure to accept the job was that he considered the wage too low'. On 7th March 1960 the claimant appealed from this decision of the local tribunal to the Commissioner. He stated the following additional grounds of appeal: 'Since I appealed to the Local Tribunal I have had a letter from the [G.] branch secretary of the Transport and General Workers Union, which clearly shows that the wage offered at the I.T.M. is £1 1s. 0d. below the rate for the job, and that the average earnings of piece workers is over £2 less at I.T.M. than in comparable work at the weaving sheds'.

"The questions for our decision are (1) whether the situation with I.T.M. Ltd., was a situation in suitable employment within the meaning of section 13(2)(b) of the National Insurance Act, 1946 (having regard to the provisions of section 13(5) of that Act) and if it was (2) whether the claimant had good cause for refusing to accept that situation. (We refer to section 13 of the National Insurance Act, 1946 and its subsections hereafter without repeating the title of the Act.)

"As to the first of these questions the claimant said in his opening submission at the hearing of this appeal that he was 'prepared to take the job if they pay the rate for the job' and in his reply to the insurance officer's argument he said that 'if it were the rate for the job he would have to take it' and that 'apparently it was the rate for job'.

"However as the claimant was presenting his case without assistance we do not think it would be satisfactory to treat this statement as tantamount to a withdrawal of his appeal but in view of his attitude and the absence of any evidence to contradict the insurance officer's statement that the wage of £7 18s. 0d. offered to the claimant was the agreed rate for the work we must accept that statement.

"The insurance officer's representative conceded that the situation with I.T.M. Ltd., was of a kind other than the claimant's last employment which had been that of rubber millroom worker, but the representative pointed out that this last employment was in a heavy occupation and that the claimant had stated that he had been incapable of work from the end of his last spell of employment in April 1959 until October 1959 and was then registered for light work only and that the claimant had told the local tribunal at the hearing of his appeal on 4th March 1960 that he was not at present fit for heavy work.

"It follows from these facts that on 6th February 1960 (when the claimant, according to his own statement, had been unemployed about 12 weeks) there was no prospect that he would be fit to follow his previous heavy occupation at any foreseeable date and he had been unemployed for 12 weeks, without taking into account the period of his incapacity for work.

"In our opinion therefore a reasonable interval from the date on which the claimant became unemployed within the meaning of section 13(5) had elapsed when the situation with I.T.M. Ltd., was offered to the claimant with the result that the fact that the situation with I.T.M. Ltd., was of a kind other than that of his usual employment would not render it unsuitable within the meaning of that subsection if it was employment (1) at a rate of remuneration not lower and (2) on conditions not less favourable than those generally observed by agreement between associations of employers and employees or, failing any such agreement, than those generally recognised in the district by good employers.

"It follows from our acceptance of the statement by the representative of the insurance officer now concerned that £7 18s. 0d. a week was the time rate agreed between the associations concerned for the employment offered to the claimant that the requirements of the last paragraph of section 13(5) are satisfied with the result that the fact that the situation offered was in employment of a kind other than that of the claimant's usual employment of rubber millroom worker does not in itself prove that that situation was not suitable in his case.

"As stated above the claimant's objection to the situation is that if he had accepted it he would have been worse off to the extent of £1 0s. 1d. a week because he would have ceased to be entitled to unemployment benefit, national assistance and milk tokens (the total value of which benefits amounted to £8 1s. 2d. a week), while after deducting his bus fares and insurance contributions the net value of the wages offered would have been £7 1s. 1d. It seems probable that the claimant's estimate of his net earnings in the situation offered is incorrect for we were informed by the insurance officer's representative that the prospective employers would have paid the claimant's bus fares. It appears also that (as stated above) the claimant was told by the employers that he would immediately get an extra 2s. a week making his earnings £8 0s. 0d. and that there was a high probability that he would have the opportunity of earning an additional 10s. to 15s. a week by training new employees as he possessed the necessary qualifications for this task. The insurance officer now concerned also submits that the claimant was mistaken in thinking that if he had accepted the situation he would have ceased to be entitled to milk tokens having regard to Article 9 of the Welfare Foods (Great Britain) Order, 1954 [S.I.1954 No. 1401] which empowers the Minister (or his authorised representative) to issue to any person such documents (which term includes 'tokens') as are in his opinion necessary for the supply of welfare foods either free or at a reduced price. We have not enough information to decide whether in fact milk tokens would have been issued to the claimant if he had accepted the situation but on the view we take of the case it is not necessary to decide this point or to decide what prospects should

be taken into account in deciding whether the situation was suitable in the claimant's case for (in our opinion) even if it were established that the claimant's income in cash or kind would have been reduced by £1 or £1 0s. 1d. a week if he had accepted the situation that fact would not in itself show that the situation was not 'suitable' or that the claimant had 'good cause' for refusing to accept it within the meaning of section 13(2)(b). At the end of the day the claimant did not rely upon his contention that he 'could not live' on the wage offered. He said he 'would have managed as best he could' and that his point now was that this was not the rate for the job.

"The National Insurance Act, 1946 provides insurance against a particular risk namely that of the total loss of 'suitable' employment; the Act does not purport to provide insurance against reduction of earnings except indirectly and to a limited extent as the result of the provisions of section 13(5) which exclude employment from the category of 'suitable' employment in certain specified circumstances, none of which (on the view taken above) exists in the present case.

"In our opinion therefore the question whether a claimant would have been worse off financially by accepting a situation is not in itself relevant to the question whether he is disqualified under section 13(2) though no doubt if there were any dispute over the question whether a rate offered was 'observed by agreement' within section 13(5) the fact that the net wage offered was exceptionally low would in itself afford some prima facie evidence that the rate was not so observed.

"The insurance officer's representative stressed the fact that there was apparently a good prospect that if he had accepted the situation the claimant would have been able to increase his earnings in a few weeks by from 10s. to 15s. by taking on the duty of training other workers. There seems to be a lack of recent authority on the question whether the prospect of future increases of earnings in the situations offered should be taken into account in deciding whether a claimant had good cause for refusing to accept a situation. There are however decisions under the Unemployment Insurance Acts which indicate that this question should be answered in the affirmative. (See *Umpire's Decisions* 4642, 3561 and 6963.) On the view we take of this case it is not necessary to decide this point but we think it well to say that in such circumstances it is important to ascertain whether the employer undertakes as a term of the contract of employment that the increases in question will be paid from a specified date. If the employer refuses to give this undertaking the result of accepting his offer might be that the claimant would miss an opportunity of obtaining a situation in his regular occupation. However we cannot say more than that the lack of such a guarantee must be taken into account with all the other circumstances of the particular case.

"Having considered all the circumstances which appear to us to be relevant in the present case we are of opinion that the decision to impose disqualification for the period from 11th February to 23rd March (both dates included) was correct.

"We must dismiss the claimant's appeal."

Decision No. R(U) 11/61 (26th July 1961)

In the year preceding a Thursday for which he claimed benefit a docker worked on only 12 Thursdays but on the great majority of all other days except Sundays. To obtain employment he presented himself at the call stand twice a day. If engaged, he was engaged for four hours' work at a time, and in strict law the relationship of employer and employee ceased at the end of each such spell. A local tribunal allowed his claim, holding that his employment was casual and therefore fell to be treated as terminated so that the claim was not affected by the provisions of section 4(1) of the National Insurance Act, 1957. Held, following Decision R(U) 16/59, that, having regard to the claimant's record of employment, his employment had not been terminated. Further, it was not casual in relation to him and therefore could not be treated as terminated. Consequently, since Thursday was clearly a day on which in the normal course he would not work, benefit was not payable for that day.

Decision of the Commissioner

"My decision is that unemployment benefit is not payable for Thursday 8th December 1960, which cannot be treated as a day of unemployment, by virtue of section 4(1) of the National Insurance Act, 1957.

"Section 4(1) of the National Insurance Act, 1957 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."

"Section 4(2) of the same Act provides that regulations may prescribe respective circumstances in which, for the purpose of subsection 4(1), an employed contributor's employment which has not been terminated may be treated as if it had been terminated. Regulation 7A(3)(a) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] as amended provides 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, that employment is casual employment, that employment shall be treated, as respects that week, as if it had been terminated immediately after its commencement.

"The present appeal arises out of the claim for unemployment benefit, in respect of Thursday 8th December 1960, made by a docker at the port of Kirkwall in the Orkney Islands. The local insurance officer referred the claim to the local tribunal with the submission that by virtue of the provisions of section 4(1) cited above, the day in question could not be treated as a day of unemployment. The local tribunal however rejected this submission, on the view that the claimant's employment was casual employment, and that accordingly (by virtue of regulation 7A(3)(a) above-cited) it must be treated as having been terminated before the day in question, and thus, that section 4(1) above-cited did not apply. The tribunal held that unemployment benefit was payable. The insurance officer appealed to the Commissioner, and an oral hearing took place, which was attended by the claimant and his representative and the legal representative of the insurance officer. I am indebted to both representatives for their very helpful submissions in the appeal.

"The claimant, as a docker, presents himself at the call stand at 7.45 and 12.45 each day. If he is engaged, he is engaged for spells of four hours at a time. He has no guarantee of any more employment than is represented by the current four-hour engagement; and from the point of view of strict law the relationship of employer and employee ceases at the end of each such spell. Nevertheless in practice the claimant has achieved a reasonably high and regular standard of employment on all days of the week other than Thursday. Over the year preceding the week commencing 5th December 1960, the claimant was employed on 49 Mondays out of a possible 51; on 45 Tuesdays out of a possible 51; on 45 Wednesdays out of a possible 51; on 41 Fridays out of a possible 48; and on 44 Saturdays out of a possible 51; but he was employed on only 12 Thursdays out of a possible 49. Applying the test laid down in Decision R(U) 14/59 I am bound to conclude that—as at 8th December 1960—Thursday was a day on which in the normal course the claimant would not work. It is not disputed that in the week with which this appeal is concerned, the claimant worked on every other day except Thursday. The week in question was therefore not one in which every other day was a day of interruption of employment. It follows that section 4(1) of the Act applies to the claimant in respect of Thursday 8th December 1960 unless it can be shown either that his employment had in fact been terminated, or that his employment can be treated as having been terminated.

"In Decision R(U) 16/59 it was explained that the word 'terminated' in this context is used in a special sense. It is not used as meaning that the legal obligations of the contract of service have come to an end. It is used as meaning 'finally discharged without any intention of resuming the relationship of employer and employee on the next available opportunity'. On the application of this criterion I see no reason to suppose that when the claimant completed his spell of work on Wednesday 7th December 1960 he was discharged without any intention of resuming the relationship of employer and employee on the next available opportunity. His employment history clearly suggests the contrary. I hold therefore that on the day in question his employment had not been terminated in terms of section 4(1) of the Act above-cited.

"The word 'casual' as used in regulation 7A(3)(a) above-cited is also used in a specific sense, as is also explained in Decision R(U) 16/59. Absence of a continuing contract, or of a guarantee of re-employment, does not in itself suffice to make an employment 'casual'. It is necessary to consider the employment history of the particular claimant. In the present case one finds that although each spell of employment was in itself short, at the end of each spell the claimant could confidently expect to be re-employed almost immediately. I wish to make it clear that I make this observation in relation to the individual claimant here concerned, basing it on his individual record. It may be that the position of other dockers with different records might be quite different: I express no opinion on that point. Moreover my observation is made in relation to the claimant on 8th December 1960. If his record since that date has materially altered, it may be that quite a different inference would fall to be drawn. On the evidence of the claimant's record at the relevant time, and in the absence of any evidence that that record does not constitute a fair test, I am satisfied that the employment of the claimant at the relevant time was not 'casual in relation to him' within the meaning of regulation 7A(3)(a). His employment therefore cannot be treated as having terminated for purpose of section 4(1).

"In the circumstances explained above, the claimant cannot escape from the provisions of section 4(1). His case falls precisely within that subsection. It follows that the Thursday in question cannot be treated as a day of unemployment in his case. Unemployment benefit cannot be paid in respect of that day.

"The claimant's representative indicated apprehension that this decision might be applied to other dockers, or be related to periods in which conditions had altered. I hope I have made it clear that my decision proceeds upon a consideration of the claimant's record at a particular time: and that accordingly it would not necessarily be applicable to other dockers with materially different records; nor would it necessarily continue to be applicable to the claimant if in fact conditions of employment were materially altered so far as he is concerned. The claimant's representative also indicated certain criticisms of the policy embodied in the relevant legislation, but it would not be proper for me to comment upon that policy. The province of the statutory authorities is to apply the existing law to the facts of the case before them.

"I must allow the appeal of the insurance officer."

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Decision No. R(U) 13/61 (29th June 1961)

A seasonal worker who was a registered disabled person had prospects of obtaining employment for 26 days in his current off-season of 140 days. The local tribunal decided that in view of his disability it was reasonable to reduce the fractional part of the off-season, for which he had to prove a reasonable expectation of obtaining employment, from one-fourth to one-eighth; they were thus able to allow his appeal. Held that disability affords no ground for reducing the fraction to less than one-fourth. Decisions R(U) 3/51 and R(U) 5/55 followed.

Decision of the Commissioner

"My decision is that the claimant was not entitled to unemployment benefit during his off-season from 19th October 1960 to 30th March 1961.

"The claimant is 61 and lives near a seaside town in Lancashire. He is a disabled ex-serviceman of the 1914-1918 war and receives a war disability pension in respect of a disability of 30 per cent. arising from cerebro-spinal meningitis. He suffers from frequent and severe headaches and is able to do only light work, preferably out of doors. It is agreed that he is anxious to do all the work which his disability will allow him to do, and that it is not his fault that he cannot obtain employment all the year round. His last period of regular employment was as a boilerman from 24th May 1955 to 25th January 1957. Since then he has been able to obtain only seasonal employment as follows:—

1957 19th April to 20th October. Municipal car park attendant.
1958 2nd April to 19th October. " " " "
1959 25th March to 18th October. " " " "
1960 4th April to 16th October. " " " "

He claimed unemployment benefit on 19th October 1960 but the insurance officer decided that he was a seasonal worker, whose off-season ran from 19th October 1960 to 30th March 1961, and who failed to fulfil the additional condition for the receipt of unemployment benefit which is imposed on seasonal workers who claim unemployment benefit during their off-season, that is to say he failed to prove that during his current off-season he had a reasonable expectation of obtaining a 'substantial amount of employment'. A 'substantial amount of employment' is defined as meaning—'employment which is equal in duration to not less than one-fourth (or such other fractional part as the determining authority may, in the circumstances of any particular case, consider reasonable) of the current off-season'—see the National Insurance (Seasonal Workers) Regulations, 1950, as amended, [S.I. 1950 No. 1220 as amended by S.I. 1952 No. 1466] regulation 2(2) (d). The claimant's current off-season (19th October 1960 to 30th March 1961) lasts for 140 days, excluding Sundays. Employment for not less than one-fourth of the off-season would thus be employment for 35 days.

"The claimant appealed to the local tribunal and contended that even if he were held to be a seasonal worker he was able to prove that he had a reasonable expectation of obtaining a substantial amount of employment in the current off-season. The local tribunal had before them a letter from the Municipal Market Supervisor in which he stated that he would probably be offering the claimant work for about two days a week from January 1961 to the start of the car parking season in 1961, that would be work for a total of (at the most) 26 days, which is less than one-fourth of the current off-season (35 days).

"The local tribunal decided that, in view of the claimant's disability, it was reasonable in the circumstances of the particular case to reduce the fractional part of the off-season, for which the claimant has to prove a reasonable expectation of obtaining employment, from one-fourth to one-eighth, that would be to 18 days. They held that he had a reasonable expectation of obtaining at least 18 days of employment during the current off-season and allowed his appeal. The insurance officer now appeals to the Commissioner.

"It cannot be seriously disputed that by 19th October 1960 the claimant had become a seasonal worker, for during the preceding three years his normal employment had been for a part of the year only (March or April to October) in an occupation of which the availability varied at about the same time in successive years; see Decision R(U) 14/53. The sole question at issue in this appeal is whether the local tribunal exercised their discretion correctly in reducing the fractional part of the off-season from one-fourth to one-eighth.

"The claimant had expressly contended that the tribunal should make that reduction. In his grounds of appeal to the tribunal he had stated that he suffered from a war disability and was registered under the Disabled Persons (Employment) Act, 1944, and had done what work he could in view of his disability, and he concluded by saying 'I feel that some consideration should be shown to disabled persons like myself, and I think that the requirement of one quarter of the employment in the current off-season should therefore be halved in my case.' The insurance officer had drawn the local tribunal's attention to the definition of disabled person in section 1(1) of the Disabled Persons (Employment) Act, 1944, which is as follows:—

'A person who on account of injury, disease or congenital deformity, is substantially handicapped in obtaining or keeping employment, or in undertaking work on his own account, of a kind which apart from that injury, disease or deformity would be suited to his age, experience and qualifications.'

The insurance officer conceded that the claimant's prospects of obtaining employment in the off-season were very much less, because of his disability, than those of an able-bodied person of similar age, experience and qualifications.

"Regulation 2(2) (d), which I have quoted in paragraph 2 above, says that 'a substantial amount of employment' means employment for not less than one-fourth of the off-season, but it also gives the determining authorities a discretion to vary that fraction either upwards or downwards. That discretion however has to be exercised judicially, that is to say in accordance with principle and not arbitrarily or according to the whim of the determining authority. The question for decision is whether it is a proper exercise of the determining authority's discretion to reduce the fraction from one-fourth to one-eighth because the claimant is a registered disabled person.

"For this purpose I can see no logical difference between a registered disabled person and a chronic invalid. I feel the force of the argument that, if an able-bodied seasonal worker fulfils the condition for receiving unemployment benefit by proving a reasonable expectation of employment for one-fourth of the off-season, then it is unfair to expect a disabled or an invalid seasonal worker to fulfil exactly the same condition, for the invalid or the disabled seasonal worker obviously has a less chance of obtaining employment than the able-bodied seasonal worker and should therefore be required to fulfil a less exacting condition.

"On the other hand there is a long and consistent line of decisions of the Commissioner to the effect that chronic invalidism—owing for instance to bronchitis—which reduces a seasonal worker's chances of getting employment but does not render him incapable of work, affords no ground for reducing the fraction to less than one-fourth; see Decisions R(U) 3/51 and R(U) 5/55, and there are many unreported decisions to the same effect. This line of authority is not as harsh as it may at first sight appear—as I explain lower down—and it is, I think, based on a sound foundation. Apart from those who deliberately restrict their working to a part only of the year there are few seasonal workers who become so by positive choice; most no doubt find themselves forced into seasonal work by circumstances beyond their control such as age, ill health, local economic conditions and other causes. Poor health is only one of the factors which may compel a person to adopt seasonal work and there seems no sufficient reason for giving more favourable treatment to seasonal workers who suffer from bad health—whether they are registered disabled persons or not—than to those who are compelled to take up seasonal work for other reasons.

"I say that this view is not as harsh as it may appear for the following reason. Sickness which causes incapacity for work does in practice reduce the fraction of the off-season, for which a reasonable prospect of employment has to be shown, to less than one-fourth. In Decision R(U) 3/51, paragraph 16, it was held to be permissible (in the absence of special circumstances) to disregard periods of incapacity in the off-season, when determining for how many days in the current off-season a claimant had to prove a reasonable expectation of employment, and to take one-fourth of the remainder. If days of incapacity in the off-season be disregarded and one-fourth be taken of the remainder, the effect of course is to reduce the fraction of the whole off-season to less than one-fourth. In the same way temporary periods in the off-season, throughout which the worker is not available for employment (and accordingly not entitled to unemployment benefit) by reason of domestic necessity, or compulsion of law or some exceptional circumstances, are to be disregarded, and one-fourth is to be taken only of the remainder; R(U) 3/51 paragraph 16.

"Accordingly, although I appreciate the weight of the claimant's argument, I feel unable to give effect to it. There is perhaps the less reason in the present case for reducing the fraction below one-fourth on account of the claimant's disability because he receives a war pension in respect of that disability of 30 per cent, and if that disability were used also to reduce the fraction of the off-season for which he has to show a reasonable expectation of employment, it would tend to compensate him twice over for the same loss.

"After much consideration, therefore, I do not feel able to support the decision of the local tribunal, who reduced the fraction in the claimant's case from one-fourth to one-eighth. Applying the fraction of one-fourth, it is clear that the claimant had no reasonable prospect of achieving employment for one-fourth of his off-season even if the Market Supervisor's promise of employment had been fulfilled completely. I must hold therefore that the claimant failed to satisfy an essential part of the condition necessary to qualify him for receiving unemployment benefit during his off-season.

"The insurance officer's appeal must be allowed."

LEGAL CASE AFFECTING LABOUR

Factories Act 1937—Dangerous machinery—Duty to fence—Fragments of a revolving bit flying out—Whether machinery dangerous—Whether duty to fence against fragments of broken machinery.

The plaintiff was employed by the defendants in their instrument workshop. During the course of his employment he operated an electric drilling machine. The bit of the drill shattered and the plaintiff was struck in the left eye by one of the pieces which flew out. There was no evidence of such an accident having happened previously, although bits did shatter from time to time. The plaintiff claimed damages against his employers for breach of statutory duty, under section 14(1) of the Factories Act, 1937, to fence a dangerous part of machinery.

Held, (1) The risk of serious injury from the use of the bit in the ordinary course of affairs was not reasonably foreseeable, and the bit was not therefore a "dangerous" part of machinery. The defendants were not therefore in breach of their duty under section 14(1).

(2) (per Lords Goddard, Morton, Morris and Guest, Lord Denning dissenting). If, however, the bit were a "dangerous" part of machinery, then (a) the duty imposed on an employer by section 14(1) of the Factories Act, 1937, was a requirement that the dangerous part should be fenced securely for the purpose of preventing the body of the workman coming into contact with the machinery, and (b) (Lord Morris not concurring) the duty so imposed did not require the dangerous part to be fenced to protect a workman from injury caused by pieces of the machine itself (or of the material being used in the machine) flying out or being ejected.

Lord Goddard observed that if there is a machine in a factory, which it is known from experience is liable to throw out parts of the machine itself or of the material on which it is working, with the result that it is a danger to the operator, the absence of a shield to protect the operator may well afford him a cause of action at common law. *Close v. Steel Company of Wales, Ltd.*, House of Lords, 24th, 25th, 26th April and 23rd June 1961.

OFFICIAL PUBLICATIONS RECEIVED*

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Census of Production.—*Report of the Census of Production, 1958*. Part 132. *Index of Products*. Board of Trade. Price 3s. 6d. (3s. 10d.).

Education.—*Reports of the Burnham Committee representative of Local Education Authorities and Associations of Teachers (i) on Scales of Salaries for Teachers in Establishments for Further Education maintained by Local Education Authorities, England and Wales, 1961*: price 4s. 6d. (4s. 11d.), and (ii) on *Scales of Salaries for Teachers in Primary and Secondary Schools maintained by Local Education Authorities, England and Wales, 1961*: price 5s. (5s. 5d.). Ministry of Education.

Friendly Societies.—*Report of the Chief Registrar of Friendly Societies, 1960*. Part 1. *General*; Part 2. *Friendly Societies*. Price 3s. (3s. 4d.) each.

Health.—*Report of the Ministry of Health, 1960*. Part II. *On the Scale of the Public Health, being the Annual Report of the Chief Medical Officer*. Cmnd. 1550. Price 13s. (13s. 9d.).

Industrial Diseases.—*Digest of Pneumoconiosis Statistics, 1960*. Ministry of Power. Price 3s. (3s. 4d.).—See page 10.

National Insurance.—*Reports of the National Insurance Advisory Committee in accordance with Section 77(4) of the National Insurance Act, 1946, preceded by a Statement made (i) by the Minister of Pensions and National Insurance and (ii) by the National Insurance Joint Authority, in accordance with Section 77(5) of that Act, (i) on the National Insurance (Members of the Forces) Amendment Regulations, 1961*. H.C.33, and (ii) on the *National Insurance (General Benefit) Amendment Regulations, 1961*. H.C. 37. Price 5d. (8d.) each.—See page 11.

Oversea Migration.—*7th Report of the Oversea Migration Board*. Cmnd. 1586. Price 2s. (2s. 3d.).—See page 8.

Research.—*Report of the Committee on the Management and Control of Research and Development*. Office of the Minister for Science. Price 7s. (7s. 6d.).

Youth Employment.—*Interim Report of the National Youth Employment Council on the Employment and Training of Young People, April 1959—October 1961*. Ministry of Labour. Price 2s. (2s. 4d.).—See page 9.

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments,* relating to matters with which the Ministry of Labour 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. (6d. including postage).

The Wages Regulation (Aerated Waters) (England and Wales) (Amendment) Order, 1961 (S.I. 1961/2330; 4d. (7d.)), dated 5th December; *The Wages Regulation (Licensed Non-residential Establishment) (Managers and Club Stewards) Order, 1961* (S.I. 1961/2331; 1s. (1s. 3d.)), dated 5th December; *The Wages Regulation (Jute) Order, 1961* (S.I. 1961/2437; 1s. (1s. 3d.)), dated 19th December. These Orders were made by the Minister of Labour under the Wages Councils Act, 1960.—See page 34.

The Blast Furnaces and Saw Mills Ambulance (Amendment) Regulations, 1961 (S.I. 1961/2434); *The Chemical Works Ambulance (Amendment) Regulations, 1961* (S.I. 1961/2435). These Regulations were made on 19th December by the Minister of Labour under the Factories Act, 1937.—See page 10.

The Remuneration of Teachers (Further Education) Order, 1961 (S.I. 1961/2360), dated 5th December; *The Remuneration of Teachers (Primary and Secondary Schools) Order, 1961* (S.I. 1961/2361), dated 5th December; *The Remuneration of Teachers (Farm Institutes) Order, 1961* (S.I. 1961/2379), dated 14th December. These Orders were made by the Minister of Education under the Education Act, 1944, and provide that the remuneration paid by local education authorities to teachers employed in the establishments concerned shall, as from 1st January 1962, be in accordance with the Burnham Committee's Reports of 8th November, and 13th December 1961.

The National Insurance (Members of the Forces) Amendment Regulations, 1961 (S.I. 1961/2352; 5d. (8d.)), made on 7th December by the Minister of Pensions and National Insurance and the National Insurance Joint Authority under the National Insurance Acts, 1946 and 1949.—See page 11.

The National Insurance (General Benefit) Amendment Regulations, 1961 (S.I. 1961/2381), made on 15th December by the National Insurance Joint Authority, in conjunction with the Treasury under the National Insurance Act, 1946.—See page 11.

* 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.

The National Insurance (Pensions, Existing Contributors) (Transitional Amendment) Regulations, 1961 (S.I. 1961/2382), made on 15th December by the Minister of Pensions and National Insurance, in conjunction with the Treasury, under the National Insurance Act, 1946.—See page 11.

The Family Allowances and National Insurance Act, 1961 Commencement Order, 1961 (S.I. 1961/2449 (C.20)), dated 21st December; *The Family Allowances and National Insurance Act, 1961 (Commencement No. 2) Order* (S.I. 1962/7 (C.1)), dated 3rd January. These Regulations were made by the Minister of Pensions and National Insurance under the Family Allowances and National Insurance Act, 1961.—See page 10.

The National Insurance (Married Women) Amendment Regulations, 1961 (S.I. 1961/2498; 4d. (7d.)), made on 29th December by the Minister of Pensions and National Insurance under the National Insurance Act, 1946.—See page 11.

The Aerated Waters Wages Regulation (Amendment) (No. 2) Order (Northern Ireland), 1961 (S.R. & O. of Northern Ireland 1961/248, made on 22nd December by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland), 1945.—See page 35.

(1) *The Agriculture (First Aid) Regulations (Northern Ireland), 1961* (S.R. & O. 1961/227; 4d. (7d.)); (2) *The Agriculture (Avoidance of Accidents to Children) Regulations (Northern Ireland), 1961* (S.R. & O. 1961/228). These Regulations were made on 1st December by the Ministry of Agriculture; they (1) prescribe the description and quantities of first aid requisites and appliances to be provided on an agricultural unit on which workers are employed in agriculture, and (2) prohibit children who have not attained the age of 13 years from riding on or driving, save in certain circumstances, prescribed classes of vehicles and machines while such vehicles or machines are being used in the course of agricultural operations or are going to or from such operations.

(1) *The National Insurance (Claims and Payments) Regulations (Northern Ireland), 1961* (S.R. & O. 1961/221; 1s. (1s. 3d.)); (2) *The National Insurance (Unemployment and Sickness Benefit) Regulations (Northern Ireland), 1961* (S.R. & O. 1961/222; 1s. (1s. 3d.)); (3) *The Family Allowances (Qualifications) Regulations (Northern Ireland), 1961* (S.R. & O. 1961/223; 8d. (11d.)). These Regulations were made on 27th November, (1) and (3) by the Ministry of Labour and National Insurance and (2) by the National Insurance Joint Authority, under the National Insurance Acts, 1946 to 1960; they consolidate similarly titled Regulations made in 1948 and subsequent amending Regulations, and no amendments other than those of a drafting or consequential nature have been made.

The National Insurance (European Interim Agreement) Amendment Order (Northern Ireland), 1961 (S.R. & O. 1961/219); *The Family Allowances, National Insurance and Industrial Injuries (European Interim Agreement) Amendment Order (Northern Ireland), 1961* (S.R. & O. 1961/220). These Orders were made on 27th November by the Governor in Council and are similar in scope to the corresponding Orders made in Great Britain (see the issue of this GAZETTE for October 1961, page 443).

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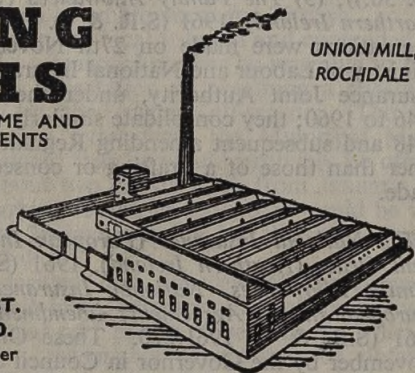
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