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Summary of the Monthly Statistics

Full details on
pages

Employment

The number in civil employment in Great Britain in mid-April was 23,784,000. This was 87,000 more than in mid-March. The main increases were in construction, catering, hotels, etc., and agriculture and forestry and the main decreases in engineering and electrical goods and ship-building and marine engineering. 248-251

Unemployment

There were 518,000 persons registered as wholly unemployed in Great Britain on 13th May and 36,000 registered as temporarily stopped from work; a total of 554,000 (2.4 per cent. of all employees). Between 8th April and 13th May unemployment fell by 51,000. Of the total decrease 17,000 were in construction. There were decreases in most other industries and services. The number unemployed for more than eight weeks was 316,000—61 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed decreased by 47,000, the normal seasonal decrease being 23,000. 252-254

Unfilled Vacancies

There were 195,000 vacancies unfilled on 8th May, 5,000 more than on 3rd April. 255

Overtime and Short-time

In the week ended 27th April the number of operatives working overtime in the manufacturing industries was 1,703,000 and the number working short-time was 99,000. 250

Rates of Wages

The indices of weekly rates of wages and of hourly rates of wages at 31st May (January 1956 = 100) were, respectively, 133.9 and 140.9, compared with 133.6 and 140.5 at 30th April. 258-264

Retail Prices

The retail prices index at 14th May (January 1962 = 100) was 103.9, compared with 104.0 at 9th April. The index for the food group was 106.4, compared with 106.5 the previous month. 265

Stoppages of Work

About 70,200 workers in May were involved in stoppages of work due to industrial disputes: they lost about 170,000 working days. 266

AGE AND REGIONAL ANALYSIS OF EMPLOYEES (EMPLOYED AND UNEMPLOYED) IN GREAT BRITAIN

Estimates of the numbers of employees in Great Britain at each mid-year are published annually in this GAZETTE. Analyses by industry for Great Britain as a whole are published in the issues for the subsequent February and analyses by Region and industry in March. In addition, further information about the age structure of employees, their marital state and place of work is compiled from a sample of National Insurance records and published in the June issues. The additional information for mid-1962 is now available and is set out in detail later in this article. The main changes which took place in the year ended June 1962* were:—

(1) the number of 15 year-old employees increased substantially due to the higher birth-rate in 1946-47; in June 1962 their number was higher than at any time since this series of figures began in 1950;

(2) the number of married women employees rose by 80,000 and accounted for well over half the total increase in the number of female employees. Nevertheless, both the amount of the increase and its share in the total rise in the number of female employees were lower than in the previous year;

(3) more workers moved into the London and South Eastern and Eastern and Southern Regions than in the previous year. All other Regions had net losses from inter-regional migration.

The comprehensive system of National Insurance in Great Britain is the source of this country's basic statistics of employment. National Insurance cards exchanged during the months of June, July and August, and returns from employers showing the number of National Insurance cards held by them at the beginning of June, form the basis of an estimate of the total number of employees in Great Britain in June of each year. These figures are analysed by area, industry, sex and into two age groups (aged under 18 and aged 18 and over). To supplement these estimates the Ministry of Pensions and National Insurance each year, from the individual insurance records of a 1 per cent. sample of all insured persons, provides the following information: date of birth, sex, marital state, industry in which employed in June of both the current and previous year, and place of employment (i.e., office where the insurance card was exchanged) in June of the current and the previous year.

The present article is based on information obtained from this sample. It contains analyses of all employees in Great Britain in June 1962 by age, industry and Region, of women by marital state, and summarises the movement of employees between Regions in the preceding 12 months. The figures relate to all employees in civil employment, including those who in June 1962 were unemployed, and those who were absent from work owing to sickness, holidays and other causes. They exclude employers, persons working on their own account and men and women in H.M. Forces.

As they are computed on the basis of a sample, all the figures are subject to the margins of possible error which are inherent in statistics based on sampling procedures. For example, the number of female employees aged 37 is shown in the Table opposite as 150,000, this being the estimated figure resulting from the sampling procedure. The true figure which could be found only by a complete count might not be exactly 150,000, but the chance of its being outside the range 142,000 to 158,000 is calculated to be only one in 20. It is essential to bear these possible margins of error in mind when comparing different figures in the Tables.

General Analysis

The first Table in the next column gives an analysis, by individual years of age, of the estimated total number of employees in all civilian industries and services in Great Britain in June 1962.

During the year ended June 1962 the number of male employees rose by 170,000. This was the highest increase in any year since the current series of employment estimates began in 1948 and followed rises of 140,000 in each of the two previous years. As in 1960-61, the increase was most marked

* From 1962 onwards, the annual count of National Insurance cards will be regarded as relating to June instead of end-May. No alteration has been made in the date of the count, which continues to be based on Insurance cards exchanged in June, July and August, together with information supplied by employers about the total number of cards they hold at the beginning of June. Likewise no alteration has been made to the date of the information derived from the sample of National Insurance records and used in this article. The interval between the information for mid-1961 and mid-1962 was therefore, as hitherto, 12 months.

Estimated numbers of employees in Great Britain at June 1962

(Thousands)					
Age at June 1962	Males	Females	Age at June 1962	Males	Females
15	222	233	44	235	129
16	248	262	45	263	159
17	306	297	46	288	165
18	328	297	47	305	188
19	315	285	48	314	171
20	290	248	49	304	186
21	269	216	50	305	169
22	283	200	51	284	173
23	273	188	52	306	163
24	304	169	53	302	167
25	293	153	54	290	158
26	296	136	55	288	147
27	303	129	56	274	147
28	289	116	57	276	126
29	297	115	58	264	128
30	296	119	59	259	125
31	301	117	60	238	83
32	295	125	61	227	67
33	301	130	62	208	65
34	309	132	63	179	55
35	309	141	64	167	45
36	310	146	65	85	39
37	316	150	66	69	29
38	308	155	67	61	24
39	311	157	68	50	21
40	330	179	69	43	17
41	351	190	70 and over	163	48
42	342	204			
43	238	137			
Total aged 15 and over at June 1962			14,680	8,120	
Total aged 15 and over at June 1961			14,510	7,980	

in the younger age ranges and, in particular, the number of 15 year-old school-leavers entering the labour force was substantially greater than in the previous year. In June 1962, both the number of male employees aged 15 (222,000) and the percentage they formed of the total number of male employees (1.5 per cent.) were the highest recorded since this series of age analyses began in 1950. The number of male employees aged 65 and over fell during the year by 21,000 to 471,000, and represented 3.2 per cent. of all male employees.

The net movements into and out of the labour force in the year ended June 1962 can be seen when the numbers in particular age groups at mid-1961 are compared with the numbers one year older at mid-1962 (i.e., the numbers in the same birth group compared at the beginning and end of the twelve-month period):—

(Thousands)			
Number of male employees in mid-1961	Number of male employees in mid-1962	Change 1961-62	Comparable change 1960-61
Aged 15	222	+222	+162
15-29	4,160	+230	+203
30-59	8,879	-37	-35
60-63	818	-781	-26
64 and over	653	-471	-164
Total change		+170	+140

Compared with the previous year, the number of 15 year-old boys entering the labour force was 60,000 greater in 1961-62, and the number aged 60 and over leaving the labour force was about 30,000 greater. The number of men aged 65 and over in 1962 was 182,000 less than the number aged 64 and over in the previous year. This decrease, which represented the numbers of pensionable age who left the labour force during the year was 18,000 greater than the comparable decrease of 164,000 between 1960 and 1961. Between mid-1955 and mid-1959 the number of men of pensionable age who left the labour force increased each year and in 1958-59 had risen to 224,000. Between 1959 and 1960 the number fell sharply to 144,000, but in the past two years has risen again.

The number of female employees in mid-1962 was 140,000 greater than in the previous year. The total of 8,120,000 included 233,000 girls aged 15, and again this was both the highest number and represented the highest percentage (2.9) of total female employees since this series began in 1950. The number of female employees aged 60 and over was 493,000. This was 9,000 more than in the previous year and represented 6.1 per cent. of all female employees. The following Table shows the net movement into and out of the labour force in the course of the year (i.e., the numbers in particular age groups at mid-1961 compared with the numbers one year older at mid-1962).

(Thousands)			
Number of female employees in mid-1961	Number of female employees in mid-1962	Change 1961-62	Comparable change 1960-61
Aged 15-16	451	+233	+182
17-29	2,554	+108	+118
30-49	3,038	-183	-156
50-58	1,342	+92	+80
59 and over	595	-8	-4
Total change		+140	+130

The number of 15 year-olds entering the labour force was 51,000 greater than in the previous year. Once again large numbers of women in their late teens and twenties left the labour force and many older women took jobs again when their domestic responsibilities were not so great. In the year ended mid-1962, both the movement of younger women out of the labour force and the movement in of women in their thirties and forties, were more marked than in the previous year.

Industry and Age

The Tables on pages 235 to 237 provide an age analysis of employees in each of the Orders of the Standard Industrial Classification and also in each of the principal industries. The following Tables give, for each Order, the numbers of male and female employees in four age groups, each expressed as a percentage of the total number in the Order.

Percentage analysis of male employees 1962

Industry	Under 20	20 to 39	40 to 64	65 and over
Agriculture, forestry and fishing	15	40	41	4
Mining and quarrying	6	37	56	1
Food, drink and tobacco	9	42	46	3
Chemicals and allied industries	6	43	49	2
Metal manufacture	7	40	51	2
Engineering and electrical goods	10	45	43	2
Shipbuilding and marine engineering	11	36	50	3
Vehicles	6	43	49	2
Metal goods not elsewhere specified	12	41	44	3
Textiles	9	35	51	5
Leather, leather goods and fur	11	30	54	5
Clothing and footwear	14	33	48	5
Bricks, pottery, glass, cement, etc.	9	42	46	3
Timber, furniture, etc.	16	40	41	3
Paper, printing and publishing	11	42	43	4
Other manufacturing industries	9	42	46	3
Construction	12	48	38	2
Gas, electricity and water	5	38	56	1
Transport and communication	6	40	51	3
Distributive trades	16	39	41	4
Insurance, banking and finance	8	41	47	4
Professional and scientific services	6	42	48	4
Miscellaneous services	14	38	41	7
Public administration	4	33	58	5
Total, all industries	10	40	47	3

Percentage analysis of female employees 1962

Industry	Under 20	20 to 39	40 to 59	60 and over
Agriculture, forestry and fishing	13	39	42	6
Mining and quarrying	17	44	35	4
Food, drink and tobacco	17	40	39	4
Chemicals and allied industries	19	41	37	3
Metal manufacture	18	41	36	5
Engineering and electrical goods	18	44	35	3
Shipbuilding and marine engineering	16	42	42	—
Vehicles	16	43	38	3
Metal goods not elsewhere specified	15	37	42	6
Textiles	18	34	41	7
Leather, leather goods and fur	19	39	38	4
Clothing and footwear	25	37	32	6
Bricks, pottery, glass, cement, etc.	14	40	40	6
Timber, furniture, etc.	17	38	40	5
Paper, printing and publishing	24	41	31	4
Other manufacturing industries	17	38	40	5
Construction	21	44	31	4
Gas, electricity and water	15	46	37	2
Transport and communication	16	42	37	5
Distributive trades	24	35	36	5
Insurance, banking and finance	30	40	25	5
Professional and scientific services	8	39	46	7
Miscellaneous services	13	32	44	11
Public administration	9	35	48	8
Total, all industries	17	37	40	6

In all industries and services combined, the proportion of male employees aged under 20 rose from 9 to 10 per cent. reflecting the increased numbers of school-leavers in recent years. In individual industry Orders, public administration continued to have the lowest proportion aged under 40

(37 per cent.), followed by leather, leather goods and fur (41 per cent.). The proportion aged under 40 in construction (60 per cent.) had not changed from the previous year, and continued to be the highest. The distributive trades and timber, furniture, etc., had the highest proportion (16 per cent.) under 20 and miscellaneous services the highest (7 per cent.) aged 65 and over.

The age distribution of female employees in all industries and services combined showed some changes compared with the previous year. The proportion under 20 increased from 16 to 17 per cent., the proportion aged 20-39 fell from 39 to 37 per cent., the proportion aged 40-59 increased from 39 to 40 per cent., while the proportion aged 60 and over remained unchanged at 6 per cent. Among individual Orders insurance, banking and finance continued to have the highest proportion of younger workers, with 70 per cent. aged under 40. Public administration, which had the highest proportion of older male workers also had the highest proportion of women aged 40 and over (56 per cent.).

Married Women

In June 1962 there were 4,290,000 married women employees (excluding widows) and they formed 52.8 per cent. of all female employees, i.e., the same percentage as at mid-1961. During the year their numbers rose by 80,000 and this accounted for over half of the total increase of 140,000 in the number of female employees. The increase was, however, less marked than in 1960-61 when the number of married women employees rose by 120,000 and accounted for all but 10,000 of the total increase in the number of female employees. The second Table on page 234 shows the numbers of married women in each of the Orders of the Standard Industrial Classification, the percentage they formed of total female employees in each Order, and the age distribution, in percentage form, in each Order. Insurance, banking and finance had the lowest proportion (39 per cent.) of married women employees and three of the manufacturing Orders had the highest—bricks, etc. (63 per cent.), metal goods (60 per cent.) and "other manufacturing industries" (60 per cent.). More than half of the married women employees were in the 40-59 age range, while miscellaneous services had the largest proportion (9 per cent.) aged 60 and over.

The following Table shows the age distribution of married women and the proportion they formed of female employees in the various age groups.

(Thousands)				
Age	(1) Married Women employees	(2) Female employees	(3) (1) as percentage of (2)	
15-19	48	1,374	3.5	
20-24	341	1,021	33.4	
25-34	842	1,272	66.2	
35-44	1,226	1,588	77.2	
45-54	1,209	1,699	71.2	
55-59	387	673	57.5	
60 and over	237	493	48.1	
Total		4,290	8,120	52.8

Regional Analysis

The third Table on page 234 gives an age analysis of male and female employees in each administrative Region of England and in Wales and Scotland in June 1962. The proportion of male employees aged under 20 showed little variation, being 10 per cent. of all male employees, i.e., the same percentage as in Great Britain, in every Region except London and South Eastern where it was 9 per cent. and Scotland where it was 11 per cent. South Western Region had the lowest proportion of men in the 20-39 age range (39 per cent.) and the Midlands Region the highest proportion (42 per cent.). There was considerable regional variation in the percentage of female employees aged under 20. In the London and South Eastern Region only 14 per cent. of female employees were in this age range, compared with 21 per cent. in Northern Region and 17 per cent. in the country as a whole. North Western Region had the highest proportion (42 per cent.) in the 40-59 age range, and Northern Region the lowest (35 per cent.) compared with 40 per cent. in Great Britain. The proportion aged 60 and over varied from 4 per cent. in Wales to 7 per cent. in the London and South Eastern Region.

Inter-Regional Migration

Among the items of information recorded for each person included in the sample are the code number of the Region in which the insurance card was exchanged in 1962 and the corresponding code number for 1961. Where the code numbers differ it can be inferred that the person concerned

Estimated Numbers of Employees in Great Britain at June 1962: Analysis by Industry and Age—continued

Table with columns for Industry, Age groups (Under 18, 18 and 19, 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, 65 and over, Total aged 15 and over), and a sub-section for Females.

* See footnote * on previous page.

† The grand total line includes a small number of ex-members of the Forces not allocated to particular industries.

Estimated Numbers of Employees in Great Britain at June 1962: Analysis by Industry and Age—continued

Table with columns for Industry, Age groups (Under 18, 18 and 19, 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, 65 and over, Total aged 15 and over), and a sub-section for Females.

* See footnote * on page 235.

INDEX OF AVERAGE SALARIES

Average weekly earnings in October 1962 of all male administrative, technical and clerical employees covered by Ministry of Labour enquiries were £21 2s. 8d., an increase of 5.5 per cent. compared with October 1961. Earnings of females rose by 6.3 per cent. during the same period to £11 6s. 11d.

employees in all industries and services covered by the enquiries. Table II gives similar information from 1955 to 1962 in respect of the non-manufacturing industries and services which have voluntarily supplied information during that period.

These Tables are in continuance of those published in the July 1962 issue of this GAZETTE, pages 264 to 265, when a full account of the enquiries into salary earnings was given.

Table I below shows the average earnings in money terms and in index form from 1959 to 1962 of all male and female salaried

Table I.—Numbers of salaried employees* covered by returns, their average earnings and indices of average earnings

Table with columns for Year, Sex, No. of employees, Average earnings, and Index of average earnings. Rows are categorized by Manufacturing industries, Other productive industries, Public administration, and All industries and services covered.

Table II.—Numbers of clerical and analogous employees and all salaried employees* covered by returns from certain industries and services, their average earnings and indices of average earnings in 1955-62

Table with columns for Year, Sex, No. of employees, Average earnings, and Index of average earnings. Rows are categorized by Clerical and analogous employees only and All salaried employees.

* The term "salaried employees" covers administrative and technical grades (including employees with professional qualifications) and clerical and analogous grades. † Mining and quarrying, construction, gas, electricity and water.

STATISTICS ON INCOMES, PRICES, EMPLOYMENT AND PRODUCTION

No. 5 June 1963

The fifth issue of this quarterly bulletin is now available, and can be obtained from H.M. Stationery Office, or through any bookseller, price 12s. 6d. (13s. 3d. including postage).

Ministry of Labour into the average weekly and hourly earnings of, and hours worked by, adult male manual workers in specified occupations in the engineering and other metal-using industries.

A further new item is a monthly index of average earnings by industry groups from January 1963. The index covers manufacturing industries, mining and quarrying, construction, gas, electricity and water supply, miscellaneous services and some branches of the transport industry.

REVISED ALLOWANCES FOR TRAINEES AND REHABILITEES

Increases in training allowances for men undergoing a course of training at a Government Training Centre came into effect on 6th September 1962 (see the October 1962 issue of this GAZETTE, page 387).

The rates of allowances for persons undergoing a course of industrial rehabilitation at an Industrial Rehabilitation Unit have also been revised: for persons aged 20, and without dependants, the allowance has been reduced but those rehabilitees already attending a course before 16th May will continue to receive the old rate.

The new weekly rates, which vary according to age, sex and whether the trainee or rehabilitee is living locally (local), or has to live away from home in accommodation arranged by or on behalf of the Ministry of Labour whilst attending a course of training (non-local), are given in the Tables below.

Training Allowances

Table with columns for Age and domestic responsibilities, Designation of rate, Local (Men, Women), and Non-local (Men, Women). Rows include categories like I. Aged 21 and over, II. Under age 21, and Married men under 21.

Allowances payable to Rehabilitees

Table with columns for Age and domestic responsibilities, Designation of rate, Local (Men, Women), and Non-local (Men, Women). Rows include categories like I. Aged 21 and over, II. Under age 21.

Where mid-day meals are provided, 2s. a day towards the cost is deducted from the allowances. At residential establishments, where lodging and full board are provided free of charge, 12s. a week towards the cost of mid-day meals is deducted from the allowances of "non-local" trainees while those persons placed in other accommodation arranged by or on behalf of the Ministry of Labour

receive an additional allowance to meet the cost of lodging and all meals (except mid-day meals from Monday to Saturday).

In cases where a dependent child is over 16 but is receiving full-time instruction in a school or is undergoing full-time training as an apprentice, rates B1, B2, D1, D2, G or H, as appropriate, may be payable until he attains the age of 18.

TIME RATES OF WAGES AND HOURS OF WORK

A new edition of the volume "Time Rates of Wages and Hours of Work", dated 1st April 1963, has been compiled by the Ministry of Labour.

The volume, which follows the lines of previous issues, contains tables and appendices summarising the main provisions of collective agreements and statutory wages regulation orders for the majority of industries and services in the United Kingdom.

The new volume "Time Rates of Wages and Hours of Work, 1st April 1963" may be obtained from H.M. Stationery Office at any of the addresses shown on page 268 of this GAZETTE or through any bookseller, price 21s. net (postage extra).

Which of the information contained in the tables, but not the appendices, can be kept up to date by reference to the changes in rates of wages and hours of work which are published monthly in the issues of this GAZETTE.

Table with columns for Page of volume, Title of table, and Page of May 1963 issue of this GAZETTE. Lists various industry-specific tables like Baking-Northern Ireland, Iron puddling, etc.

RECENT COLLECTIVE AGREEMENTS

Building Industry in England and Wales

At its Annual Meeting on 25th April 1963 the National Joint Council for the Building Industry decided to accept the recommendations of the Ad Hoc Negotiating Committee which earlier it had appointed to examine, inter alia, proposals to introduce longer periods of notice to terminate employment.

Under the revised working rules, which operate with effect from 5th August 1963, there are new periods of notice of termination of employment after the first six normal working days of employment. During this period the position is unchanged, namely, two hours' notice to expire at the end of the normal working hours on any day.

These periods of notice must be given by whoever wishes to end the employment, whether employer or operative. Whereas cases of alleged failure by employers to comply with the rules can usually be dealt with by the joint machinery, it has been found difficult to deal effectively with cases where an operative is alleged to have failed to give the proper notice.

The intention of the new clause in the guaranteed week rule is that in a prolonged period of bad weather when work is stopped, an operative should receive guaranteed time payments for at least one complete pay-week in which he has not been able to work before being required to register as unemployed.

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EXPENDITURE ON PUBLIC SOCIAL SERVICES

Tables have been published in the May issue of the Central Statistical Office publication "Monthly Digest of Statistics" giving figures of expenditure on social services and housing in the United Kingdom by the central Government, the National Insurance Funds and local authorities for the financial year 1962-63, together with figures for earlier years. The figures for 1962-63 differ from those for the earlier years in that they are, in general, the latest available financial estimates for the year. Except that the definitions of National health service expenditure on certain hospital and medical services now follow those adopted in the new form of Civil Estimates for 1962-63, and that there are other minor additions to tables, the coverage remains substantially the same as in previous years.

The Table below shows consolidated current expenditure on social services and housing, including administrative expenses, by all public authorities in the United Kingdom for 1962-63 and for some earlier years (as now revised). As before, amounts recovered by contributions from the public towards particular services have in general been deducted so that only the net expenditure by public authorities is shown. All transfers from one public authority to another have been eliminated from the consolidated current expenditure totals to avoid double counting. Notes on some individual items are appended.

	£ million					
	1957/58	1958/59	1959/60	1960/61	1961/62	1962/63 (Estimates)
Education:						
Local education authority services	559.3	606.6	673.1	730.2	810.7	884.0
Other	52.3	61.3	67.2	78.2	94.5	108.7
Health and Welfare:						
Health	647.6	693.8	750.0	838.0	859.5	913.5
Welfare	128.1	131.0	137.0	144.7	158.1	170.0
Benefits and Assistance:						
National insurance	777.9	997.2	1,037.1	1,056.0	1,226.7	1,310.8
Other	370.0	387.0	416.3	438.7	443.6	475.5
Housing	108.4	111.0	116.1	125.8	140.6	142.8
Total expenditure	2,643.6	2,987.9	3,196.8	3,411.6	3,733.7	4,005.3

Education and Health: Superannuation contributions paid by local authorities and by bodies operating the national health service are included as part of the current cost of the service, but pensions paid to retired employees, e.g., to retired teachers and doctors, are excluded.

Welfare: Covers national assistance expenditure (not grants to persons) and grants and other expenditure by the central Government and local authorities for child care, welfare foods and for industrial rehabilitation training and employment of the disabled, including the central Government grant to Remploy, Ltd.

National Insurance: Comprises expenditure of the National Insurance Funds and the National Insurance (Industrial Injuries) Funds covering retirement pensions (including pensions to widows over 60), other widows' benefits and guardians' allowances, sickness benefits, maternity benefits, death grants, unemployment benefits, benefits paid to persons living overseas, industrial injuries benefits and cost of administration. Contributions by employers and employees have not been deducted from pensions and benefits since they are regarded as a form of tax and not as payment for services.

Other benefits and assistance: Covers war and other disablement, etc. pensions, non-contributory old age pensions, national assistance grants and family allowances.

NATIONAL INSURANCE

National Insurance Funds, 1961-62

The Accounts of the National Insurance Funds for the year ended 31st March 1962, together with the Report of the Comptroller and Auditor General, have been presented to Parliament and published as a House of Commons Paper*.

The Accounts were presented under the National Insurance Acts 1946 to 1961, the National Insurance (Industrial Injuries) Acts 1946 to 1961, the Workmen's Compensation (Supplementation) Act 1951, the Workmen's Compensation and Benefit (Supplementation) Act 1956, the Industrial Diseases (Benefit) Acts 1951 and 1954, the Superannuation (Miscellaneous Provisions) Act 1948 and the Friendly Societies Act 1955. They relate to the National Insurance Fund, the National Insurance (Reserve) Fund, the Industrial Injuries Fund and the National Insurance (Existing Pensioners) Fund.

National Insurance Fund and National Insurance (Reserve) Fund

At 31st March 1962 the balance in the National Insurance Fund was £277,475,165 compared with £264,329,473 a year earlier. Receipts thus exceeded payments during the year by £13,145,692. In comparison with the year 1960-61 receipts increased by £211,861,001 and payments by £157,540,882.

Total receipts in the year 1961-62 amounted to £1,148,857,351, which included contributions of £915,009,545 from employers and

* Accounts 1961-62. Accounts of the National Insurance Fund, the National Insurance (Reserve) Fund, the Industrial Injuries Fund and the National Insurance (Existing Pensioners) Fund, for the year ended 31st March 1962; together with the Report of the Comptroller and Auditor General thereon. (In continuation of House of Commons Paper No. 154 of 1961-62.) House of Commons Paper No. 212. H.M. Stationery Office, price 1s. 9d. (2s. including postage).

insured persons and £187,381,000 from the Exchequer. The total increase in receipts included increases of £53,983,622 in the flat-rate contributions of employers and insured persons and £60,948,000 in Exchequer supplement to contributions. These increases, which reflected changes in contribution rates introduced by the National Insurance Acts 1959 and 1960, were partly offset by a reduction of £43,567,000 in additional Exchequer contributions, as no payment was made in the year under section 2(3)(a) of the National Insurance Act 1954 as extended by section 1(3)(c) of the National Insurance Act 1959. Graduated contributions under the National Insurance Act 1959 were included for the first time and this additional source of receipt amounted to £148,020,574. Total income from investments amounted to £46,079,596 of which £35,664,510 accrued, in the first instance, to the National Insurance (Reserve) Fund and was transferred to the National Insurance Fund. Other items of income totalled £387,210 of which £372,463 consisted of payments under reciprocal arrangements comprising £26,719 transferred from the Government of the Irish Republic, £307,300 transferred from the Manx National Insurance Fund and £38,444 representing repayment of benefit paid on behalf of foreign countries.

Total payments from the National Insurance Fund in the year 1961-62 amounted to £1,135,711,659 and the total increase included increases of £151,447,381 in benefit payments and £4,385,972 in administration expenses. Benefit payments comprised unemployment benefit £36,264,570; sickness benefit £154,570,461; maternity benefit £24,500,000; widow's benefit £80,000,000; guardian's allowance £480,000; child's special allowance £17,000; flat-rate retirement pension £783,903,701; graduated retirement benefit £15,000 and death grant £6,160,146. (The division of total payments among the benefits other than unemployment and sickness benefit and death grant has been estimated.) The increase in benefit expenditure was due mainly to the higher rates of benefit introduced by the National Insurance Act of 1960. To a lesser extent unemployment benefit expenditure reflected a higher average number of unemployed, and widow's benefit and retirement pensions were payable to additional beneficiaries. This is an increase of about 26,000 in the number of persons receiving widow's benefit and 119,000 retirement pensions. Administration expenses amounted to £42,521,512, representing the whole cost of administration of the National Insurance Scheme, including amounts paid to all Government Departments concerned. Other items of expenditure totalled £7,279,269 including £6,369,000 in respect of financial adjustments made by the National Insurance Joint Authority between the Insurance Fund and the Northern Ireland National Insurance Fund under arrangements for co-ordinating the systems of insurance established in the two countries, £426,200 transferred to the Manx National Insurance Fund, £37,733 representing benefit paid on behalf of foreign countries under reciprocal arrangements, and £352,264 paid to the Ministry of Labour towards the cost of authorised courses of training and travelling expenses of insured contributors under the Employment and Training Act 1948.

The National Insurance (Reserve) Fund had a balance of £1,167,875,891 at 1st April 1961 and during the year received £107,577 from the sale of property, and a net amount from investment, etc. of £35,664,510, which, as stated above, was transferred to the National Insurance Fund. At 31st March 1962 the balance of the Reserve Fund was £1,167,983,468.

Industrial Injuries Fund

The receipts of the Industrial Injuries Fund during 1961-62 totalled £82,145,104, which included contributions amounting to £57,397,956 from employers and insured persons, £11,981,000 from the Exchequer and £12,117,004 from investments. Total payments were £65,322,045 of which £58,455,744 represented benefit payments consisting of £20,399,385 for injury benefit, £32,900,455 for disablement benefit, £4,000,000 for death benefit, £130,000 for

allowances under section 1 of the Workmen's Compensation (Supplementation) Act 1951 (as amended), £690,904 for allowances and death benefit under the Industrial Diseases (Benefit) Acts 1951 and 1954 (as amended) and £335,000 for allowances under the Workmen's Compensation and Benefit (Supplementation) Act 1956 (as amended). (The division of total payments among the benefits other than injury benefit and death benefits under the Industrial Diseases (Benefit) Acts 1951 and 1954, has been estimated.) Other payments included £6,843,793 for administration expenses and £20,000 to the Ministry of Labour as grants towards the cost of industrial rehabilitation courses for disabled persons. The balance of the Fund at 31st March 1962 was £288,093,247 compared with £271,270,188 at 1st April 1961.

National Insurance (Existing Pensioners) Fund

This Fund was set up to carry the assets transferred from Superannuation Funds in which former employees of Approved Societies and kindred bodies had pension rights, and to meet certain liabilities of Funds wholly transferred. Income from investments during 1961-62 was £6,626, and pensions paid out amounted to £11,245. The balance of the Fund at 31st March 1962 was £191,050 compared with £196,222 at 1st April 1961.

The National Insurance (Earnings) Regulations 1963

On 15th May the Minister of Pensions and National Insurance made the National Insurance (Earnings) Regulations 1963 changing the earnings rules in respect of retirement pensions and widows' benefits. These Regulations were approved in draft by the National Insurance Advisory Committee whose Report has been published as a House of Commons Paper.

The Regulations, which came into operation on 27th May, provide that retirement and widows' pensions will not be reduced unless net earnings in the previous week have been more than £4 5s. a week instead of £3 10s. as previously. For widowed mothers the net amount is raised from £5 a week to £6 a week.

Retirement and Widow Pensioners

The earnings rules apply to men between 65 and 70, and to women between 60 and 65 who, having been accepted as retired, are receiving pensions. (Those between these ages who are not retired do not receive pensions but can qualify for a higher rate of pension when they retire later or in any case when they reach the age of 70 for men and 65 for women.)

Under the new rule the first £4 5s. of net weekly earnings will have no effect on their pension. Sixpence will be deducted from the pension for each shilling earned between £4 5s. and £5 5s. a week and one shilling for each shilling earned over £5 5s. a week. The same earnings rules apply to widow pensioners.

Widowed Mothers

For widowed mothers, the first £6 of net weekly earnings will have no effect on their allowance. Sixpence will be deducted from the allowance for each shilling earned between £6 and £7 a week and one shilling deducted for each shilling earned over £7 a week. But the personal part of the widowed mother's allowance will not in any case be reduced to less than 26s. a week on account of earnings, and the special allowances for a widow's children are never affected by her earnings.

Copies of the Regulations (S.1. 1963 No. 946) and the Report of the National Insurance Advisory Committee (House of Commons Paper No. 163 (Session 1962-63)) can be obtained from H.M. Stationery Office, price 5d. (8d. including postage) and 8d. (11d. respectively).

INTERNATIONAL LABOUR ORGANISATION

47th Session of International Labour Conference

The 47th Session of the International Labour Conference which opened in Geneva on 5th June, and was expected to continue until 27th June, had under consideration the future work and structure of the International Labour Organisation. The Conference had before it a report by the Director-General, which set out the tasks which might be undertaken by the Organisation, and discussed the changes in procedure which might be necessary if it was to adapt itself to changing world conditions.

Hygiene in shops and offices, and benefits in case of employment accidents and occupational diseases were subjects which had a first discussion at this session of the Conference, with a view to drafting Conventions or Recommendations for final consideration next year.

The Conference also discussed for a second time the prohibition of the sale, hire and use of inadequately guarded machinery, and termination of employment at the initiative of the employer. Both these subjects were on last year's agenda.

As is customary, the Conference examined questions concerning the application of Conventions and Recommendations and financial and budgetary matters.

The United Kingdom was represented by a tripartite delegation. The Government delegates were Mr. G. C. H. Slater, C.B.E., Under Secretary, and Mr. E. A. Ferguson, Assistant Secretary, Ministry of Labour. The Employers' delegate was Sir George Pollock, Q.C., Director of the British Employers' Confederation, and the Workers' delegate Mr. Harold Collison, C.B.E., Member of the Trades Union Congress General Council and General

Secretary of the National Union of Agricultural Workers. The delegates were accompanied by a number of advisers. Observers from Bermuda, Kenya, the State of Malta, the Federation of Rhodesia and Nyasaland and the State of Singapore also attended the Conference.

Seventh Session of Textiles Committee

The Seventh Session of the Textiles Committee of the International Labour Organisation was held in Geneva from 6th to 17th May 1963 under the Chairmanship of Mr. G. Geamanu (Rumania). Twenty-five countries were represented.

The United Kingdom was represented by a tripartite delegation. The Government representatives were Mr. G. C. Wilson, C.B.E., Regional Controller, North Western Region, Ministry of Labour, and Mr. M. A. Simons, Principal, Ministry of Labour. The employers' representatives were Mr. C. Henniker-Heaton, Director, British Spinners' and Doublers' Association and Mr. G. R. Taylor, Director, Textiles Finishing Trades Association. The workers' representatives were Mr. L. Sharp, M.B.E., Secretary, National Association of Unions in the Textiles Trades and Mr. L. T. Wright, General Secretary, Amalgamated Weavers' Association. The employers' and workers' delegates were accompanied by advisers.

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 of the Committee; (b) steps taken by the Office to follow up the studies and inquiries proposed by the Committee; (c) recent events and developments in the textile industry including the effects of international trade in textiles on wages and on

conditions and level of employment in the textile industry.

2. Problems of apprenticeship, vocational training and re-training in the textile industry.

3. Conditions of employment and related problems in the textile industry in countries in the course of industrialisation.

The Committee adopted two series of conclusions arising from the two technical items on the agenda.

In the conclusions on problems of apprenticeship, vocational training and re-training, it is stated that the principles set out in Recommendation No. 117 concerning vocational training should be used as a basis for training in the textile industry. The aim should be to ensure that every person entering the industry is properly inducted and fully trained for the occupation to be followed. In addition, it is stated that all persons in the industry should have the opportunity of further training to enable them to reach the highest level consistent with their capacities and inclinations. The Committee asserts that the training facilities in the industry should be organised and established by the undertakings, the industrial organisations within the industry, the public authorities concerned or by any combination of these. The conclusions contain suggestions on apprenticeship; training other than apprenticeship; re-training; training of supervisors, foremen and instructors; and safety and health. With regard to developments within the textile industry arising from technological change, the conclusions express the view that an investigation should be made by the International Labour Office to determine what qualifications the labour force will need in the future, and that the findings should be published and then examined at a technical meeting of textile training experts to be convened by the International Labour Organisation.

In the conclusions concerning conditions of employment in the textile industry in countries in the course of industrialisation it is stated that these countries should be enabled to find export markets for their manufactures, including textile goods, in order to further their economic growth and improve the standard of living of their peoples. This should be done with due regard both to the employment of textile workers of industrialised countries and to a fair international distribution of textile imports from developing countries. In the interests of the countries in the course of industrialisation the conclusions say that every effort should be made to diversify their economies and that the industrialised countries should actively co-operate to this end. The conclusions also contain a number of suggestions relating to such matters as wages, hours of work, overtime, shift working and days off. Other Recommendations deal with women workers, young workers, housing and the implementation of provisions concerning conditions of employment.

The Committee also adopted a number of resolutions dealing with questions not covered by the technical items of the agenda, namely, a resolution concerning tripartite action regarding technical assistance, a resolution on expanding trade and the social effects of technological developments, a resolution on the social aspects of international trade in textiles, a resolution concerning social consequences of the instability of textile raw material prices, and a resolution on the future work of the Textiles Committee.

In accordance with the usual practice the conclusions and resolutions of the Committee will be considered by the Governing Body of the International Labour Office.

The Sixth Session of the Committee was held in Geneva from 14th to 25th May 1958.

LABOUR OVERSEAS

Labour Relations in the United States of America

NOTE.—The following article is the first of a series on practices in the labour and social fields in the United States of America.

Legislative Measures

The year 1925 marked the introduction of the first Federal law in the United States of America designed specifically to safeguard the right of industrial workers to organise and to bargain collectively. The Railway Labor Act 1926 prohibits railroad employers from interfering with their employees' organisational activities. The Act was amended in 1934 to provide more effective protection of these rights and to set up machinery to deal with disputes regarding trade union representation. The National Mediation Board forms a part of this machinery. At the same time, the National Railroad Adjustment Board was established to settle disputes arising out of the interpretation and operation of agreements in the industry. The National Railroad Adjustment Board is comprised of equal numbers of representatives of labour and management, selected by the respective parties. The Railway Labor Act 1926, extended in 1936 to include employees of commercial airlines, provides that workers are entitled to organise and to bargain collectively through their chosen representatives, elected by a majority of the workers in the occupation or class concerned. Should a dispute occur over the representation of a particular category in the industry, the National Mediation Board, an independent body of three members appointed by the United States President, intervenes to conduct the necessary enquiries and, if the need arises, may hold an election by secret ballot to decide upon the successful union, person or persons (it is not compulsory that workers should be represented by an organisation). When the Board certifies the workers' representative(s), the employer is legally bound to recognise him (them) for purposes of collective bargaining and no new election may be held for a period of two years unless special circumstances make it necessary. The Act was further amended in 1951 to enable union shop agreements to be concluded, i.e., agreements requiring all employees to become members of the appropriate union within a specified time after their engagement and to remain as members as a condition of their employment. Union shop clauses in railway agreements may not be forbidden by State laws. The National Mediation Board acts as a mediator during the negotiation or amendment of a collective agreement. The intervention of the Board is voluntary, however, and if the parties fail to reach agreement and reject the arbitration proposed by the Board they are free, after a period of 30 working days during which working conditions must not be changed, to take such action as they consider appropriate in their own interests. In the event of the dispute being such as to threaten serious interruption of inter-State commerce, the Act provides certain emergency procedures. Under the procedures, the Mediation Board is required to notify the President, who may appoint a board to investigate and report on the dispute. After the creation of such a board and for 30 days after it has made its report to the President, no change except by agreement between the parties, may be made in the matter out of which the dispute arose. At the end of that time, if no agreement has been reached, the parties are at liberty to act as they think fit.

It was not until the 1930s, however, that the first general measures were taken to protect workers' freedom to associate and to bargain collectively. The Anti-Injunction ("Norris-La Guardia") Act 1932 and the National Industrial Recovery Act 1933 initiated a new governmental approach to labour relations matters. These Acts stated, as the policy of the Federal Government, that workpeople should be free to organise into trade unions and to bargain collectively without interference from employers, but it was not until the enactment of the National Labor Relations Act in 1935 and a Supreme Court decision interpreting the Anti-Injunction Act in

1938, that the policy declarations contained in the earlier Acts became fully effective. Earlier an employer was free to discharge workers who joined trade unions and could refuse to recognise a union which did, in fact, represent the majority of his employees. He could obtain a Court injunction prohibiting a union from picketing, striking or indulging in other concerted activities for the purpose of gaining union recognition.

In 1935 the United States Congress passed the National Labor Relations Act, commonly known as the "Wagner Act", which established a national policy of support for collective bargaining and the exercise by workers of full freedom of association, self-organisation, and designation of representatives of their own choosing in order to be able to engage effectively in collective bargaining or other mutual aid or protection. The "Wagner Act" was concerned with two main features of employer-worker relations, i.e., "unfair labor practices" by employers and their prevention, and the election of workers' representatives for purposes of collective bargaining. Responsibility for the administration of the Act was vested in the National Labor Relations Board, set up under the Act, whose duties and powers were defined.

The "Wagner Act" was amended by the Labor Management Relations Act 1947, generally known as the "Taft-Hartley Act". The "Taft-Hartley Act" confirmed the main provisions of the "Wagner Act" and provided for additional facilities for the mediation of labour disputes affecting commerce, and the equalisation of legal responsibilities of labour organisations and employers. The Act also includes provisions for the settlement of National Emergency Disputes, under which the President, after appointment of a board of inquiry which determines that a strike would imperil the national health or safety, may direct the Attorney General to enjoin the strike for 80 days. After 60 days, the board of inquiry reports on the current position of the parties and the employer's last offer. A secret vote of the employees involved is then taken on whether to accept the employer's last offer and, if the offer is rejected, at the end of the 80-day period the injunction must be dissolved. The term "affecting commerce" is defined as in commerce, or burdening or obstructing commerce or the free flow of commerce, or having led or tending to lead to a labour dispute burdening or obstructing commerce or the free flow of commerce.

The "Taft-Hartley Act" applies to all employers and employees engaged in activities affecting commerce among the States, or between the District of Columbia or any United States Territory and any State or Territory, or between any foreign country and any State, Territory or the District of Columbia. It does not apply to railway workers, whose industrial relations are governed by the Railway Labor Act 1926 mentioned above, nor to agricultural workers, domestic servants, supervisory workers, Government employees or persons employed by Government corporations, Federal Reserve Banks or non-profit making hospitals or to independent contractors deriving their income from profits as opposed to commission or wages. The Act continues the protections of the "Wagner Act" for self-organisation and collective bargaining and adds protection for employees who wish to refrain from such activity. It also continues the limitations the "Wagner Act" provided on activities of employers designed to frustrate their employees in the exercise of their rights, and in addition, it places restrictions on certain activities of labour organisations. Activities in violation of these restrictions are termed "unfair labor practices". The "unfair labor practice" provisions of the "Taft-Hartley Act" were amended in certain respects by the Labor-Management Reporting and Disclosure ("Landrum-Griffin") Act of 1959, and at present the following activities constitute "unfair labor practices"

by employers:—

(1) Interference, restraint or coercion of employees in the exercise of their right to organise, bargain collectively or engage in other activities protected by the Act, e.g., threatening workers who join a trade union; questioning workers about their trade union activities or membership; spying on trade union meetings; or making wage increases deliberately timed to defeat self-organisation among employees.

(2) Domination of, or interference with, the formation or administration of any labour organisation, e.g., taking an active part in the formation of a labour organisation; bringing pressure to bear on workers to join a union; showing favour to one union as opposed to another.

(3) Showing discrimination in regard to the engagement of labour or tenure of employment or its terms and conditions with a view to the encouragement or discouragement of membership in any labour organisation, provided that the employer is not precluded from making an agreement with a labour organisation to require that, as a condition of employment, a worker must become a member of the labour organisation not less than 30 days after beginning employment, or the effective date of the agreement, whichever is later. This section of the Act prohibits the closed shop in which only persons who already hold membership of a union may be engaged. It does, however, permit a union shop requiring that an employee join a union on or after the thirtieth day of his employment. But the authority for such an agreement may be rescinded if 30 per cent. of the employees in a unit covered by such an agreement file a petition with the National Labor Relations Board stating that they desire such agreement to be rescinded and an election ordered pursuant to the filing of the petition shows that a majority of the employees covered by the agreement desire the rescission. In addition, States may, by statute, forbid the union shop. Examples of "unfair labor practices" specified under this section are: discharge or demotion of a worker because of his union membership or activities; refusal to reinstate a worker who has been laid off, because of his union membership, or demanding that he should cease to be a member as a condition of reinstatement; or refusal to engage qualified applicants for employment because of previous union membership or activity.

(4) Discrimination against or discharge of a worker who files charges or gives testimony under the terms of the Act.

(5) Refusal to bargain collectively with the representatives of the workpeople.

"Unfair labor practices" by a trade union, or its agents, which are forbidden by the Act are:

(1) Restraining or coercing employees in the exercise of their rights guaranteed by the Act, e.g., picketing in such numbers as to obstruct effectively the entry of employees not taking part in the strike into the employer's premises; acts of violence and threats of force or violence on the picket lines or in connection with strikes; and threats to employees that they will lose their employment unless they support the union's activities.

(2) Refusal to bargain collectively with an employer, e.g., insistence by a union upon the inclusion of illegal provisions in a contract such as a closed shop requirement.

(3) Causing, or attempting to cause, an employer to discriminate against a worker because he is not a member of a union, or to discriminate against a worker who has been refused union membership or whose membership has been terminated on grounds other than his failure to pay initiation fees and union dues required as a condition for acquiring and retaining membership. The National Labor Relations Board has ruled that this provision applies even in the case of a valid union-shop contract and that an employee may not be discharged as long as he tenders payment of the union initiation fees and dues.

(4) The engagement by a union or the inducement of any individual employed by any person engaged in commerce, or an industry affecting commerce, to engage in a strike or to refuse, in the course of his employment, to handle any goods or perform any services with the object of:

(a) forcing any employer or self-employed person to join any labour or employer organisation or to enter into an agreement to refrain from handling or in any way dealing with the products of any other employer or to cease doing business with any other person; (b) forcing any person to cease doing business with any other person; (c) forcing any other employer to recognise or bargain with a labour organisation which has not been certified by the National Labor Relations Board as the representative of his employees; (d) forcing any employer to recognise or bargain with a particular labour organisation if another labour organisation has been certified as the representative of the employees involved; (e) forcing any employer to assign particular work to employees in a particular labour organisation, trade, craft or class, unless such employer is failing to conform to an order or certification of the Board determining the bargaining representative for employees performing such work. It is under this subsection of the Act that the "secondary boycott" (whereas a boycott is a concerted attempt by a union to discourage the purchase, handling, or use of products of an employer with whom the union is in dispute, when such action is extended to another company doing business with such an employer it is termed a "secondary boycott") is prohibited, but it also contains protections for primary strikes and primary picketing, for refusals of persons to enter the premises of an employer whose employees are engaged in a strike ratified or approved by a properly determined representative of the employees involved, and for publicity seeking to advise the public that a product manufactured by an employer with whom the labour organisation has a primary dispute is distributed by another employer, so long as this publicity does not induce any individual, other than those employed by the primary employer, to refuse to perform services at the establishment of the employer engaged in such distribution.

(5) Requiring workers covered by a valid union-shop agreement

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to pay initiation fees which the National Labor Relations Board finds excessive or discriminatory.

(6) Causing, or attempting to cause, any employer to pay money or other valuables, in the nature of an exaction, for services not rendered or not to be rendered.

(7) Picketing, or causing to be picketed, any employer where an object thereof is to require an employer to recognise or bargain with a labour organisation as the representative of his employees or requiring the employees of an employer to accept such labour organisation as their collective bargaining representative unless the organisation is currently certified as the representative of the employees: (a) where the employer has lawfully recognised another labour organisation and no question of representation can be raised under the Act; (b) where the Board has held a valid election within the past 12 months; and (c) where such picketing has continued for a reasonable time, not to exceed 30 days, without a petition for election being filed.

In addition to the above provisions, it is an "unfair labor practice" for any labour organisation and any employer to enter into any agreement whereby the employer refrains from handling or in any way dealing with the products of any other employer or from doing business with any other person. Various provisos in the Act create certain exceptions to this and other "unfair labor practices" for the building and construction and apparel and clothing industries.

The "Taft-Hartley Act" also provides that, to qualify for use of the facilities of the National Labor Relations Board, a labour organisation must file copies of its constitution and by-laws, an annual report of its financial position, and affidavits by each of its officers that they are not Communists or Communist supporters. This last provision was repealed by the Labor-Management Reporting and Disclosure ("Landrum-Griffin") Act 1959. The "Landrum-Griffin Act" prohibits any person from holding office in a labour organisation who is, or has been, a member of the Communist Party, or who has been convicted of, or served any part of a prison sentence, resulting from conviction for robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of the narcotic laws, murder, rape, assault with intent to kill, inflicting grievous bodily harm, or a violation of certain terms of the Act relating to the rights of members of labour organisations, reporting procedures for labour organisations, officers and employees of labour organisations and of employers, or the regulations regarding labour organisation trusteeships. These provisions apply equally to both employers' associations and trade unions. The prohibition of tenure of office holds good during membership, and for five years after termination of membership, of the Communist Party, or for five years after such conviction or such term of imprisonment unless, in the case of a person so convicted or imprisoned, citizenship rights which may have been revoked are fully restored, or the Board of Parole of the United States Department of Justice determines that the person's service as an officer of a labour organisation would not be contrary to the purposes of the Act. Wilful contravention of these provisions is punishable by a fine not exceeding 10,000 dollars, or imprisonment not exceeding one year, or both.

The "Landrum-Griffin Act" also contains provisions dealing with the election of union officers. It requires that every national or international labour organisation, except a federation of such organisations, hold an election not less often than once every five years, either by secret ballot or at a convention of delegates chosen by secret ballot. Every local labour organisation must elect its officers not less than once every three years by secret ballot. The Act prohibits the use of union money to promote the candidature of any individual, and there are provisions ensuring all candidates equal treatment in mailing campaign literature. All candidates are assured the right to have observers at the polls and at the counting of ballots. Any member of a labour organisation who has first exhausted internal union remedies or invoked such remedies without obtaining a final decision within three months may file a complaint with the Secretary of Labor, who investigates the complaint and may bring a court action to set aside an invalid election. If a court finds an election to have been invalid, it may direct a new election to be held under the supervision of the Secretary of Labor.

The National Labor Relations Board (NLRB)

The National Labor Relations Board, set up under the National Labor Relations ("Wagner") Act 1935, is responsible for the administration of the Labor Management Relations ("Taft-Hartley") Act 1947. The Board's main functions are the prevention of specified "unfair labor practices" on the part of employers and trade unions or their agents, and carrying out the prescribed procedure relating to the election and certification of labour organisations as bargaining representatives for given groups of employees. The Board consists of five members, appointed by the President of the United States on the advice, and with the consent of, the Senate. Members of the Board are appointed for a term of five years. The President designates one member to serve as Chairman and, once appointed, members may be removed from office only in cases of neglect of duty or malfeasance in office.

The Board is authorised to delegate any or all of its powers to any group of three or more of its members. At the end of each fiscal year the Board is required to make a written report to Congress and the President, giving details of the cases it has heard, decisions given, detailed lists of officers and employees employed by the Board and an account of all monies disbursed.

The Board is divided into two mainly independent parts: these are the Board itself and the General Counsel. The General Counsel is a statutory officer, appointed by the United States President, with the consent of the Senate, for a period of four years. He is responsible for the supervision of the Board's regional offices and of all attorneys employed by the Board (other than trial examiners and legal assistants to Board members). The General Counsel has

final authority, on behalf of the Board, in regard to the investigation of charges and the issuance of complaints and their prosecution before the Board. He may not act in any situation, however, until he has received a charge of violation, which under Board rules may be filed by any person. When such a charge is received, he causes an investigation to be made by a field examiner, and if the field examiner finds evidence of a violation, the Regional Director, to whom the General Counsel has delegated his authority, may in the name of the Board issue a complaint. This complaint sets in motion the machinery of formal legal action. In practice most complaints are issued by one or other of the Board's 24 directors of regional offices under authority delegated by the General Counsel.

The five-member Board, with its headquarters in Washington, has primary responsibility for dealing with representation cases. The Board has delegated authority to conduct investigations, hold hearings, and direct and conduct elections to the Regional Directors, as permitted under the provisions of the "Landrum-Griffin Act" of 1959. There are provisions for appeal against the Regional Directors' decisions to the Board, however.

Jurisdiction of the National Labor Relations Board

The authority conferred on the Board by the statute in "unfair labor practices" covers all concerns where such practices would affect inter-State or foreign commerce. The Board has discretion, however, to limit its jurisdiction and, since 1950, it has established specific jurisdictional standards. These are generally based on the annual volume of business for various types of concerns, and the standards set by the Board vary with the type of business involved. The "Landrum-Griffin Act" of 1959 prohibits the Board from limiting its jurisdiction so as to exclude cases it would have heard on 1st August 1959, but the Board still has discretion to accept jurisdiction of cases it now excludes. The "Landrum-Griffin Act" also provides that the State may exercise jurisdiction over cases which the Board declines to accept on the grounds that they do not meet its jurisdictional standards. The scope of the Board's jurisdiction has been an important factor in influencing the courts to hold that the "Taft-Hartley Act" occupied the field to the exclusion of State Laws that would otherwise apply to persons whose activities affect commerce in areas which may be subject to the Federal Act.

Procedure in a Representation Case

The Labor Management Relations ("Taft-Hartley") Act 1947, as amended, provides for three general types of elections among employees: (a) representation elections to determine the employees' choice of a collective bargaining agent, held on the petition of an employer, of employees, or of a labour organisation; (b) an election to determine whether or not employees wish to withdraw the bargaining rights of their existing representative union, held on the petition of the employees concerned or of trade unions; (c) elections to determine whether or not employees wish to rescind the authority of the representative to enter into a union shop agreement. These elections may be held by agreement between the employer and the trade union or individual claiming to represent the employees. Under such an agreement, the election is authorised by the Regional Director of the National Labor Relations Board. If the parties are unable to agree the Board may order an election. A representation election may be held, however, only when a question has been raised by a trade union or bargaining representative claiming to represent the employees, or when the employer refuses to recognise the union or representative. In all cases, the petitioning party must satisfy the Board that at least 30 per cent. of the employees concerned wish to have an election. This is usually shown by signed and dated authorisation cards, petitions or other means. The Board strictly enforces the 30 per cent. requirement and may investigate the authenticity of signatures at the request of an interested party or if the Board's investigator has doubt as to their validity. An employer, however, has only to show that a trade union has made a claim to represent his employees in order to obtain a representation election. Only one valid election may be held in a bargaining unit within any period of 12 months.

The Board, having decided that the petition is one in which it should assert jurisdiction and that the petitioner has fulfilled the 30 per cent. requirement, then proceeds through its agent, known as the field examiner, to determine whether an appropriate bargaining unit has been requested; for example, production and maintenance workers would constitute a standard unit and office clerical workers another unit. Ordinarily, the Board would not permit a mixture of the two types mentioned because of their different interests and working conditions. The field examiner has then to determine the collective agreement situation. The Board will not hold an election where there is a collective agreement in existence which has still a substantial period to run, and imposes a contract bar where this is the case. To prevent collusion between employers and unions in attempting to preclude workers from changing their representatives at fairly frequent intervals if they so wish, the Board has made this rule applicable only to contracts of "reasonable duration" and recently the period during which a contract will bar an election has been raised from two to three years. To permit undisturbed negotiation of a new collective agreement, the Board has introduced a rule as to the proper time for elections to be held during the term of a contract. Its decision was that to fulfil this objective an "insulated period" of 60 days was necessary at the end of the contract term and accordingly it established a rule that, in situations where an existing contract had barred an election, petitions for elections could be filed only during the 30 days preceding the "insulated period". If the field examiner finds no contract bar or other issue in dispute as the result of his investigation, he then discusses the possibility of the agreement of the parties to an election. If, on the other hand, the field examiner finds that there is a contract bar or that his investigation reveals

some other deficiency, the Regional Director will dismiss the petition. Such dismissals may be appealed against, within ten days, to the headquarters of the Board in Washington. In the majority of cases agreement is reached between the parties to hold an election, but where the parties involved have failed to agree, the Regional Director concerned, to whom the Board had delegated its authority to decide such matters, must order an election if he has reasonable cause to believe that a question of representation affecting commerce exists. The Regional Director, under authority delegated by the Board, may hold an election without a preliminary hearing where a union is charged with picketing for organisational or recognition purposes without a petition for election being filed if such a petition is filed within a reasonable period of time not to exceed 30 days from the commencement of the picketing. However, Board rules allow him to order a hearing if substantial questions requiring determination before an election exist.

The hearing of a representation case usually lasts about three or four hours and a transcript of the testimony, together with any other relevant documents, etc., is sent to the Board in Washington. A contested representation case takes about 90 days from the date the petition is filed to the date of issue of the Board's decision.

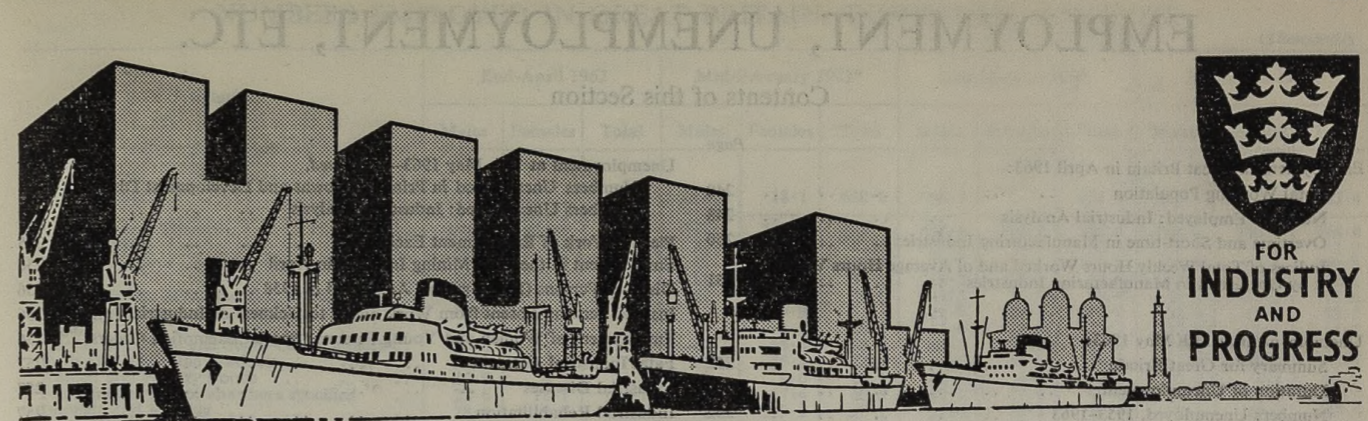
Elections, whether agreed or contested by the parties, are conducted by the field officers of the Board under the supervision of the General Counsel. The elections are usually held on the employer's premises, under the general supervision of the Regional Director. Notices of the election are posted in the plant, usually about ten days before the election date. The list of eligible voters is taken from the employer's payroll and observers representing the parties usually check off the voters as they appear, but they may not make lists of non-voters. The ballot is secret, each voter going into a voting booth to mark his ballot paper which is then folded and placed in a sealed box. The ballot papers are usually counted immediately after the closure of the polls, in the presence of the observers. To be successful, the petitioning union must gain a simple majority of the votes. The Board's agent issues an official statement of the votes recorded to each party after the count and five days are allowed during which the parties may lodge an objection against any action during the election which they consider may have affected the result improperly. Such objections are investigated by the Regional Director who issues a report recommending that the objections should be sustained or over-ruled. Where the election is by agreement between the parties, provision is often made that the Regional Director's ruling is regarded as final. In other cases, the parties may appeal within ten days against the Regional Director's recommendation to the Board in Washington. Finally, the Regional Director in an election by agreement, or the Board in other cases, issues a certificate. If the union has won the election, this takes the form of a certificate of representation, but if unsuccessful it is a certificate of results.

Procedure in "Unfair Labor Practice" Cases

The procedure in an "unfair labor practice" case is akin to that of a law-court proceeding. The General Counsel is given final authority over the investigation of such cases as well as the issuance of complaints and the prosecution of cases before the National Labor Relations Board. The "Taft-Hartley Act" provides that, as far as practicable, the rules of evidence applied in the United States District Courts for civil cases shall be followed. The proceedings are public and, once a charge is filed, the General Counsel, or the Board, depending on the stage reached in the proceedings, may continue it even though it may be against the wishes of the party filing the charge. The rules of the Board provide that a case may be withdrawn before the hearing, only with the consent of the Regional Director; at the hearing, only with the trial examiner's consent; and before the Board members, only with their consent. Before a complaint has been issued, a Regional Director may accept a settlement notwithstanding the objection of the Party laying the charge, but a settlement made by the charging party is not binding on the Regional Director. After the complaint has been issued, settlement must be approved by the Board itself, but the consent of the charging party is needed for such a settlement.

The Board allows a charging party to call and cross-examine witnesses, to offer other evidence and to argue the case. Notice of the proceedings is served on the employer or union against whom the charge is made when it is filed and must be served within six months of the occurrence of the "unfair labor practice" alleged to have taken place. The formal proceedings actually begins however, with the issuance of a complaint by the Regional Director, under the General Counsel's authority. A hearing date is fixed and the Chief Trial Examiner in Washington, or the Associate Chief Trial Examiner in San Francisco, depending on where the case arises, assigns a trial examiner to hear the case in the locality in which the violation is alleged to have occurred. The trial examiner prepares an intermediate report and recommended order, and, if the parties accept his recommendation, the proceedings are normally concluded. Any recommendation may be appealed against to the Board in Washington within 20 days, however. In the event of an appeal, the Board reviews all the evidence presented at the hearing and records its decision. The Board may delegate its power of decision to a panel of only three Board members and this is the usual practice. The Board's final decision is also subject to appeal to the United States Courts of Appeal.

The National Labor Relations Board does not possess the power to enforce its orders directly, and if there is a refusal on the part of a party to comply with the Board's orders, the latter must petition the appropriate Court of Appeal for a decree of enforcement. On either an appeal against the Board's final decision or a petition for enforcement, the Courts of Appeal have power to review the Board's decision, reverse it in whole or in part, or enforce it.



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EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment in Great Britain in April

The Table below and the Table on the next page show the changes in employment in Great Britain between March and April 1963, and in comparable recent periods. The employment figures for all dates after June 1962 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-1963.

TOTAL WORKING POPULATION

The Table below gives changes in the total working population between mid-March and mid-April 1963, together with figures for recent months, for end-April 1962 and for June of each year from 1959. 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. It has three components, for which separate figures are given, (1) the numbers in civil employment, (2) the numbers wholly unemployed and (3) the numbers in H.M. Forces and Women's Services. The numbers in civil employment are analysed by broad industrial groups and the figures include employers and persons working on their own account as well as employees. They also include persons temporarily laid off but still on employers' pay-rolls and those unable to work on account of sickness. Part-time workers are counted as full units.

TOTAL WORKING POPULATION OF GREAT BRITAIN: APRIL 1963

Industry or Service	(Thousands)									Change Mar-Apr. 1963
	End-June 1959	End-June 1960	End-June 1961	End-Apr. 1962	Mid-June 1962	Mid-Feb. 1963*	Mid-Mar. 1963*	Mid-Apr. 1963*	Change Mar-Apr. 1963	
Agriculture and Fishing	999	983	948	890	920	858	853	866	+ 13	
Mining and Quarrying	826	761	731	717	712	697	694	691	- 3	
Food, Drink and Tobacco	818	821	832	816	828	809	809	810	+ 1	
Chemicals and Allied Industries	520	531	532	521	518	509	509	508	- 1	
Metal Manufacture	576	619	631	601	596	587	586	584	- 2	
Engineering and Electrical Goods	1,938	2,058	2,147	2,184	2,182	2,161	2,153	2,147	- 6	
Shipbuilding and Marine Engineering	264	252	241	238	236	219	215	209	- 6	
Vehicles	869	919	898	889	883	872	872	871	- 1	
Metal Goods	519	556	569	561	560	557	557	557	+ 1	
Textiles	851	845	842	813	806	802	800	797	- 3	
Clothing and Footwear	565	582	585	586	581	576	573	574	+ 1	
Other Manufactures	1,557	1,628	1,651	1,661	1,662	1,651	1,645	1,648	+ 3	
Total in Manufacturing Industries	8,477	8,811	8,928	8,870	8,852	8,743	8,718	8,705	- 13	
Construction	1,523	1,567	1,617	1,631	1,653	1,419	1,536	1,595	+ 59	
Gas, Electricity and Water	374	370	379	386	387	397	398	397	- 1	
Transport and Communication	1,672	1,662	1,683	1,683	1,688	1,661	1,659	1,658	- 1	
Distributive Trades	3,209	3,284	3,312	3,335	3,367	3,356	3,343	3,344	+ 1	
Financial, Professional, Scientific and Miscellaneous Services	4,874	4,947	5,060	5,167	5,227	5,187	5,193	5,220	+ 27	
National Government Service	505	502	511	519	520	528	531†	534	+ 3	
Local Government Service	738	741	756	765	772	772	772	774	+ 2	
Total in Civil Employment	23,197	23,628	23,925	23,963	24,098	23,618	23,697‡	23,784	+ 87	
Males	15,308	15,526	15,682	15,706	15,769	15,397	15,491‡	15,552	+ 61	
Females	7,889	8,102	8,243	8,257	8,329	8,221	8,206‡	8,232	+ 26	
Wholly Unemployed	379	290	251	403	372	660	636	571	- 65	
Males	275	210	184	298	278	518	496	431	- 65	
Females	104	80	67	105	94	142	140	140		
H.M. Forces and Women's Services	565	518	474	443	442	432	431	429	- 2	
Males	550	503	459	426	425	414	411	411	- 2	
Females	15	15	15	17	17	18	18	18		
Total Working Population	24,145	24,436	24,650	24,809	24,912	24,710†	24,764†	24,784	+ 20	
Males	16,137	16,239	16,325	16,430	16,472	16,329	16,400‡	16,394	- 6	
Females	8,008	8,197	8,325	8,379	8,440	8,381	8,364‡	8,390	+ 26	

* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1963 count of National Insurance cards.
† Many of the workers registered as temporarily stopped in mid-February, particularly in the construction industry, would not be retained on employers' pay-rolls and so would not be included in the estimate of the number in civil employment. In these circumstances, this figure, which is obtained by adding together the number in civil employment, the number wholly unemployed and the number in H.M. Forces, gives an under-estimate of the true total working population.
‡ Amended figure.

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	End-April 1962			Mid-February 1963*			Mid-March 1963*			Mid-April 1963*		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.	631.2	18.2	649.4	610.5	18.1	628.6	608.3	18.1	626.4	605.3	18.1	623.4
Coal Mining	631.2	18.2	649.4	610.5	18.1	628.6	608.3	18.1	626.4	605.3	18.1	623.4
Food, Drink and Tobacco	456.3	344.9	801.2	457.3	336.3	793.6	458.4	335.2	793.6	460.0	335.0	795.0
Grain Milling	33.5	8.6	42.1	34.4	9.1	43.5	34.4	9.0	43.4	34.0	8.9	42.9
Bread and Flour Confectionery	86.4	58.9	145.3	88.4	59.3	147.7	89.1	59.5	148.6	89.2	60.6	149.8
Biscuits	18.8	36.7	55.5	18.3	33.4	51.7	18.4	33.9	52.3	18.5	33.6	52.1
Bacon Curing, Meat and Fish Products	37.8	35.0	72.8	39.3	37.2	76.5	39.3	36.9	76.2	39.6	36.2	75.8
Milk Products	24.3	12.0	36.3	21.3	9.9	31.2	21.8	10.2	32.0	22.9	10.8	33.7
Sugar	12.6	4.1	16.7	12.3	3.9	16.2	12.4	3.9	16.3	12.6	3.9	16.5
Cocoa, Chocolate and Sugar Confectionery	40.8	61.1	101.9	40.2	55.4	95.6	40.1	54.5	94.6	39.7	53.7	93.4
Fruit and Vegetable Products	29.2	42.5	71.7	31.6	45.8	77.4	31.6	45.0	76.6	31.5	45.3	77.0
Animal and Poultry Foods	15.9	4.2	20.1	16.1	4.0	20.1	16.0	4.1	20.1	15.8	4.1	19.9
Food Industries not elsewhere specified	22.6	18.1	40.7	23.1	17.4	40.5	22.9	17.6	40.5	23.1	17.4	40.5
Brewing and Malting	78.4	19.8	98.2	77.9	19.2	97.1	77.6	19.2	96.8	78.1	19.4	97.5
Other Drink Industries	38.6	22.2	60.8	36.9	19.4	56.3	37.4	18.9	56.3	37.9	20.1	58.0
Tobacco	17.4	21.7	39.1	17.2	22.3	39.5	17.2	22.5	39.7	17.1	22.8	39.9
Chemicals and Allied Industries	377.4	141.5	518.9	369.2	138.1	507.3	369.1	138.1	507.2	368.0	138.1	506.1
Coke Ovens and Manufactured Fuel	17.2	4.5	21.7	16.0	0.5	16.5	16.0	0.5	16.5	16.0	0.5	16.5
Mineral Oil Refining	28.4	4.5	32.9	27.0	4.0	31.0	27.0	4.0	31.0	26.9	4.0	30.9
Lubricating Oils and Greases	6.8	2.3	9.1	6.7	2.3	9.0	6.7	2.3	9.0	6.7	2.3	9.0
Chemicals and Dyes	172.0	44.6	216.6	166.7	43.6	210.3	166.4	43.5	209.9	165.6	43.4	209.0
Pharmaceutical and Toilet Preparations	32.1	40.9	73.0	33.1	40.8	73.9	33.2	40.9	74.1	33.2	40.9	74.1
Explosives and Fireworks	20.1	10.4	30.5	18.7	9.3	28.0	18.7	9.3	28.0	18.5	9.3	27.8
Paint and Printing Ink	34.2	14.0	48.2	33.5	13.5	47.0	33.1	13.5	46.6	33.1	13.5	46.6
Vegetable and Animal Oils, Fats, Soap, etc.	30.1	13.7	43.8	30.5	13.6	44.1	30.4	13.6	44.0	30.5	13.7	44.2
Synthetic Resins and Plastics Materials	27.6	5.7	33.3	28.5	5.7	34.2	28.6	5.6	34.2	28.7	5.6	34.3
Polishes, Gelatine, Adhesives, etc.	8.9	4.9	13.8	8.8	4.9	13.7	8.8	4.9	13.7	8.8	4.9	13.7
Metal Manufacture	526.6	73.4	600.0	513.3	72.8	586.1	511.9	72.5	584.4	511.3	72.0	583.3
Iron and Steel (General)	259.3	24.4	283.7	252.2	24.1	276.3	251.8	23.9	275.7	251.6	23.7	275.3
Steel Tubes	47.4	8.9	56.3	45.1	8.5	53.6	44.7	8.5	53.2	44.7	8.5	53.2
Iron Castings, etc.	108.1	14.2	122.3	105.5	14.0	119.5	104.9	13.9	118.9	104.7	13.8	118.5
Light Metals	43.8	10.8	54.6	43.8	10.7	54.5	43.7	10.7	54.4	43.7	10.7	54.3
Copper, Brass and other Base Metals	68.0	15.1	83.1	66.7	15.5	82.2	66.8	15.4	82.2	66.6	15.4	82.0
Engineering and Electrical Goods	1,585.7	572.0	2,157.7	1,565.0	570.1	2,135.1	1,558.1	569.2	2,127.3	1,552.7	568.4	2,121.1
Agricultural Machinery (exc. Tractors)	31.9	4.8	36.7	31.1	4.7	35.8	31.3	4.7	36.0	31.7	4.7	36.4
Metal-working Machine Tools	82.1	14.4	96.5	80.8	14.1	94.9	80.0	14.0	94.0	79.2	14.0	93.2
Engineers' Small Tools and Gauges	13.4	2.1	15.5	13.0	2.1	15.1	13.0	2.1	15.1	12.8	2.1	14.9
Industrial Engines	35.8	6.2	42.0	34.6	6.2	40.8	34.6	6.2	40.8	34.3	6.1	40.4
Textile Machinery and Accessories	46.5	8.1	54.6	43.9	7.5	51.4	43.8	7.5	51.3	43.8	7.6	51.4
Contractors' Plant and Quarrying Machinery	23.1	3.3	26.4	22.2	3.2	25.4	22.4	3.3	25.7	22.4	3.3	25.7
Mechanical Handling Equipment	50.4	7.4	57.8	49.0	7.6	56.6	48.5	7.6	56.1	48.0	7.5	55.5
Office Machinery	45.0	19.0	64.0	42.9	17.3	60.2	42.1	16.9	59.0	41.4	16.7	58.1
Other Machinery	285.9	62.3	348.2	282.0	61.3	343.3	281.6	61.2	342.8	280.6	60.9	341.5
Industrial Plant and Steelwork												

Numbers Employed in Great Britain: Industrial Analysis—continued

Table with columns for Industry, End-April 1962, Mid-February 1963*, Mid-March 1963*, and Mid-April 1963*. Rows include Paper, Printing and Publishing; Other Manufacturing Industries; Total, All Manufacturing Industries; Construction; Gas, Electricity and Water; Transport and Communication; Distributive Trades; and Miscellaneous Services.

OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN APRIL 1963

The following Table shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries† in the week ended 27th April 1963. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded.

Table with columns for Industry, Estimated number of operatives, estimated total number of operatives, Percentage of all operatives, Hours of overtime worked, Stood off for whole week, Working part of week, Total on short-time, Total as percentage of all operatives, Hours lost, and Average per operative on short-time.

* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1963 count of National Insurance cards. † Excluding Shipbuilding and Ship Repairing. ‡ Information obtained from employers in April 1963 showed that, compared with October 1962, the proportion of operatives to total employees had fallen.

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

Indices have been calculated (1) of the total weekly hours worked and (2) of average hours worked by operatives in manufacturing industries in one week in each month. Both indices have been compiled for manufacturing industry as a whole (excluding shipbuilding and ship repairing) and also for broad industrial groups within manufacturing industries, but the figures for these groups are likely to be less reliable.

The index of total hours worked in Table I has been calculated by multiplying an estimate of numbers of operatives at work in a specific week each month by an estimate for the same week of

average numbers of hours worked by operatives. In the calculation account is taken of overtime and short-time working, sickness, holidays and of women operatives who work part-time. The figures of average weekly hours worked per head by full-time operatives, estimated as part of the calculation, are given in index form in Table II.

From May 1961 onwards, indices have been calculated for one week in each month, but prior to that date they can be compiled only for one week in February, April, May, August, October and November. To preserve comparability, all the annual figures are averages of the estimates for the specific weeks in these six months.

Table I.—Index of Total Weekly Hours Worked

Table with columns for Index of Total Weekly Hours Worked (Average 1958 = 100) for various industries and years from 1956 to 1962. Sub-sections for Week ended and 1962 monthly data.

Table II.—Index of Average Hours Worked Per Head

Table with columns for Index of Average Hours Worked Per Head (Average 1958 = 100) for various industries and years from 1956 to 1962. Sub-sections for Week ended and 1962 monthly data.

* In the calculations, use is made of information obtained on "L" returns, and from June 1962 onwards these relate to a week towards the middle instead of at the end of the month. In consequence the indices for July and August 1962 also relate to earlier weeks in the month and, compared with 1961, the index for July 1962 is less affected by holidays and the index for August 1962 much more affected.

† Figures for dates after June 1962 are subject to revision in the light of information to be derived from the count of National Insurance cards in mid-1963. The figures from November 1962 may also be subject to revision when the results of the April 1963 enquiry into the hours of work of manual workers are available.

Statutory Instruments (continued from page 268)

in consequence of the National Insurance Act 1963 and amend the National Insurance (Mariners) Regulations 1948, introducing higher rates of ungraduated contributions and a higher upper limit of weekly pay taken into account in calculating graduated contributions;

The Aerated Waters Wages Regulation (Amendment) Order (Northern Ireland) 1963 (S.R. & O. of Northern Ireland 1963/81; 5d. (8d.)), made on 26th April (see page 228 of the May issue of this GAZETTE);

The National Insurance (Increase of Benefit and Miscellaneous Provisions) Regulations (Northern Ireland) 1963 (S.R. & O. 1963/36; 1s. 6d. (1s. 10d.));

The National Insurance (Increase of Benefit and Miscellaneous Provisions) Regulations (Northern Ireland) 1963 (S.R. & O. 1963/37; 8d. (11d.));

(Northern Ireland) 1946. These Regulations, operative from 1st April, are similar in scope, in relation to Northern Ireland, to the corresponding Regulations made in Great Britain (see page 182 of the April issue of this GAZETTE).

(1) The National Insurance (Contributions and Miscellaneous Provisions) Regulations (Northern Ireland) 1963 (S.R. & O. 1963/71; 1s. 6d. (1s. 10d.)), made on 5th April by the Ministry of Labour and National Insurance and the Ministry of Finance under the National Insurance Acts (Northern Ireland) 1946 to 1963.

The Diving Operations Special Regulations (Northern Ireland) 1963 (S.R. & O. 1963/84; 8d. (11d.));

The Non-Contributory Old Age Pensions (Amendment) Regulations (Northern Ireland) 1963 (S.R. & O. 1963/90; 3d. (6d.)), made on 1st May by the National Assistance Board for Northern Ireland

Unemployment at 13th May 1963

SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 13th May 1963 were:—

Table with 5 columns: Men 18 years and over, Boys under 18 years, Women 18 years and over, Girls under 18 years, Total. Rows include Wholly Unemployed*, Temporarily Stopped†, Total, and Change since 8th April.

The rate of unemployment at 13th May was 2.4 per cent. and at 8th April it was 2.7 per cent.

At 13th May 63,983 married women were registered as unemployed.

Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of normal seasonal movement estimates published in the January 1963 issue of this GAZETTE, pages 8 to 10), the number of persons registered as wholly unemployed on 13th May was 505,868 consisting of 377,860 males and 128,008 females.

DURATION OF UNEMPLOYMENT

The following Table analyses the wholly unemployed* in Great Britain at 13th May 1963 according to duration of unemployment.

Table with 5 columns: Men 18 years and over, Boys under 18 years, Women 18 years and over, Girls under 18 years, Total. Rows show duration in weeks from 'One or less' to 'Over 8'.

NUMBERS UNEMPLOYED: 1953 to 1963

The following Table shows the annual average numbers registered as unemployed in Great Britain and the United Kingdom from 1953 to 1962, and the numbers registered in each month of 1963.

Table showing monthly unemployment numbers for Great Britain and United Kingdom from 1953 to 1963, categorized by gender (Males/Females) and status (Wholly Unemployed*, Temporarily Stopped†).

REGIONAL ANALYSIS: UNITED KINGDOM

The following Tables show the numbers unemployed, the rates of unemployment†, and the numbers wholly unemployed excluding "school-leavers" in each administrative Region of England and in Scotland, Wales and Northern Ireland at 13th May 1963.

Large table showing regional unemployment analysis for the United Kingdom, including columns for Wholly Unemployed* and Temporarily Stopped† across various regions like London and South Eastern, Yorkshire and Lincolnshire, etc.

Table showing duration of unemployment for wholly unemployed individuals, including columns for percentage rate of unemployment and duration from 2 weeks to 8 weeks.

* Including unemployed casual workers, see footnote † on page 254. † The temporarily stopped are persons suspended from work on the understanding that they are shortly to return to their former employment. ‡ Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed).

NUMBERS UNEMPLOYED IN PRINCIPAL TOWNS AND DEVELOPMENT DISTRICTS

The following Table shows, for some principal towns and all areas designated as Development Districts under the Local Employment Act 1960, the numbers of persons registered as unemployed at Employment Exchanges and Youth Employment Offices on 13th May 1963 and the percentage rates of unemployment.

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

Main table showing unemployment statistics for Principal Towns (By Region) and Development Districts (By Region). Includes columns for Men, Women, Boys, Girls, Total, Temporarily stopped, and Percentage rate of unemployment.

* Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1962. † Figures include those for certain adjacent Employment Exchange areas details of which were given on page 475 of the December 1962 issue of this GAZETTE. ‡ Designated as Development Districts as from 7th May 1963. The entry for Tyneside includes the area previously shown as South-East Tyneside and also the Employment Exchange areas of Bradford, Elswick, Felling, Gateshead, Newburn, Newcastle-upon-Tyne, North Shields, Walker, Wallsend, West Moor and Whitley Bay.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: MAY 1963

The Table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 13th May 1963, according to the industry in which they were last employed. The analysis is based on the Standard Industrial Classification (1958). Figures are shown for each

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

Table with 11 columns: Industry, Wholly unemployed (including casuals), Temporarily stopped, Total (Males, Females, Total), and United Kingdom (all classes) (Males, Females, Total). Rows include Agriculture, Mining, Manufacturing (Food, Textiles, etc.), Construction, and Public Administration.

* Statistics relate to more than one industry; figures in round brackets refer to the Standard Industrial Classification (1958) and identify industries covered. † The totals include unemployed casual workers (7,944 males and 284 females in Great Britain and 8,519 males and 322 females in the United Kingdom).

Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 3rd April and 8th May 1963, the numbers of persons placed in employment by the Employment Exchanges and Youth Employment Offices in Great Britain, together with the numbers of vacancies remaining unfilled at the end of each period.

Exchanges and Youth Employment Offices. They are therefore not comparable with the percentage rates of engagements given in the "Labour Turnover" Table published quarterly in this GAZETTE which relate to engagements of all kinds during the period in question.

Table with 6 columns: Industry Group, Four weeks ended 3rd April 1963 (Placings, Vacancies unfilled), Five weeks ended 8th May 1963 (Placings, Vacancies unfilled), Total Number of Placings 6th Dec. 1962 to 8th May 1963 (22 weeks). Rows include Men aged 18 and over, Boys under 18, Women aged 18 and over, Girls under 18, and Total.

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

The figures of placings exclude engagements of workpeople by employers that were made without the assistance of Employment

The Table below shows the numbers of placings in Great Britain during the five weeks ended 8th May 1963 in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the numbers of vacancies remaining unfilled at 8th May 1963. A Regional analysis of the total placings and vacancies remaining unfilled is given at the end of the Table.

Table with 11 columns: Industry Group, Placings during five weeks ended 8th May 1963 (Men 18 and over, Boys under 18, Women 18 and over, Girls under 18, Total), and Numbers of vacancies remaining unfilled at 8th May 1963 (Men 18 and over, Boys under 18, Women 18 and over, Girls under 18, Total). Rows include Agriculture, Manufacturing, Construction, Gas, Transport, Insurance, Professional Services, Miscellaneous Services, Public Administration, and Grand Total.

* Statistics relate to more than one industry; figures in round brackets refer to the Standard Industrial Classification (1958) and identify industries covered. † The totals include unemployed casual workers (7,944 males and 284 females in Great Britain and 8,519 males and 322 females in the United Kingdom).

Employment in the Coal Mining Industry in April

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

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 27th April 1963 was 535,500, compared with 538,500 for the five weeks ended 30th March 1963 and 562,300 for the four weeks ended 28th April 1962.

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

Division†	Average numbers of wage-earners on colliery books during 4 weeks ended 27th Apr. 1963	Increase (+) or decrease (—) compared with the average for	
		5 weeks ended 30th Mar. 1963	4 weeks ended 28th Apr. 1962
Northern (Northumberland and Cumberland)	34,300	— 200	— 1,600
Durham	77,000	— 400	— 5,900
Yorkshire	114,100	— 400	— 2,100
North Western	38,100	— 400	— 3,000
East Midlands	89,500	— 300	— 1,100
West Midlands	39,500	— 200	— 2,100
South Western	79,800	— 600	— 1,800
South Eastern	5,300	—	— 300
England and Wales	477,600	— 2,500	— 17,900
Scotland	57,900	— 500	— 8,900
Great Britain	535,500	— 3,000	— 26,800

It is provisionally estimated that during the four weeks of April about 1,850 persons were recruited to the industry, while the total number of persons who left the industry was about 4,330; the numbers on the colliery books thus showed a net decrease of 2,480. During the five weeks of March 1963 there was a net increase of 3,120.

Information is given in the Table below regarding absence in the coal mining industry in April and in March 1963 and April 1962. 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 represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances.

Absence Percentage (five-day week)

	April 1963	March 1963	April 1962
Coal-face workers:			
Voluntary	7.89	7.69	8.52
Involuntary	9.94	10.25	8.59
All workers:			
Voluntary	5.91	5.87	6.37
Involuntary	10.22	11.17	8.95

For face-workers the output per man-shift worked at National Coal Board mines was 4.86 tons in April, compared with 4.92 tons in the previous month and 4.49 tons in April 1962.

The output per man-shift calculated on the basis of all workers was 1.64 tons in April; for March 1963 and April 1962 the figures were 1.69 tons and 1.53 tons, respectively.

Disabled Persons (Employment) Acts, 1944 & 1958

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 16th April 1963 (the last date on which a count was taken) was 653,362, compared with 659,605 at 15th October 1962.

The number of disabled persons on the Register who were unemployed at 21st May 1963 was 61,034, of whom 52,932 were males and 8,102 were females. An analysis of these figures is given in the Table below.

	Males	Females	Total
Suitable for ordinary employment	47,691	7,433	55,124
Severely disabled persons classified as unlikely to obtain employment other than under special conditions†	5,241	669	5,910
Total	52,932	8,102	61,034

The number of placings of registered disabled persons in ordinary employment during the five weeks ended 8th May 1963 was 6,569, including 5,469 men, 885 women and 215 young persons. In addition there were 73 placings of registered disabled persons in sheltered employment.

* "No change" is indicated by three dots.

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

‡ These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 252 to 254.

Insured Persons Absent from Work owing to Sickness or Industrial Injury

The Table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 21st May 1963, and the corresponding figures for 16th April 1963 and 15th May 1962. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (a) a large proportion of those whose incapacity lasts less than four days, (b) civil servants receiving full pay during incapacity, and (c) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

(Thousands)

Region	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	21st May 1963	16th Apr. 1963	15th May 1962	21st May 1963	16th Apr. 1963	15th May 1962
London and S. Eastern:						
London and Middlesex	83.3	73.8	82.9	3.1	2.3	3.2
Remainder	72.3	66.5	72.7	3.2	2.5	2.9
Eastern	45.7	43.1	44.5	2.2	1.7	2.0
Southern	35.2	33.2	34.5	1.7	1.1	1.5
South Western	53.2	51.6	51.2	2.3	1.8	2.3
Midland	80.8	79.3	76.8	4.4	3.8	4.3
North Midland	56.0	55.4	53.3	5.4	4.7	4.8
East and West Ridings	84.9	83.3	79.8	8.8	8.0	7.9
North Western	154.9	147.9	149.7	8.2	6.6	7.4
Northern	67.8	68.0	64.6	7.6	6.8	7.0
Scotland	117.0	121.1	113.5	8.8	8.3	8.8
Wales	70.4	67.5	65.5	8.4	7.4	7.5
Total, Great Britain	921.4	890.5	889.0	64.1	55.1	59.6

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 70 or 71 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 21st May 1963 represented 4.6 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

Employment of Women and Young Persons: Special Exemption Orders

The Factories Act 1961 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 117 of the Factories Act 1961 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 May 1963, 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†	19,478	1,188	2,496	23,162
Double Day Shifts†	20,030	1,022	1,458	22,510
Long Spells	9,751	395	1,289	11,435
Night Shifts	3,770	693	—	4,463
Part-time Work‡	5,604	—	9	5,613
Saturday Afternoon Work	2,100	17	33	2,150
Sunday Work	2,058	202	387	2,647
Miscellaneous	2,279	82	40	2,401
Total	65,070	3,599	5,712	74,381

* 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 Act in respect of daily hours or overtime.

‡ Includes 2,026 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

Fatal Industrial Accidents

The following Table shows the number of fatal industrial accidents reported in May 1963 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.

	April 1963	May 1963
Places under the Factories Act	30	65
Mines and Quarries*	30	35
Seamen	3	6
Railway Service	10	1

Detailed figures for process groups are given below for May 1963. The figures under the heading "Factories Act" are based on the Factory Inspectorate Process Classification—see "Guide to Statistics collected by H.M. Factory Inspectorate" published by H.M. Stationery Office, price 4s. (4s. 4d. including postage). The figures are provisional.

Factories Act	April 1963	May 1963
Textile and Connected Processes	2	2
Clay, Pottery, Cement, etc.	4	4
Metal Extraction, Refining and Conversion	2	2
Metal Casting	—	—
Metal Rolling, Drawing, Extrusion and Forging	4	4
Miscellaneous Metal Processes	2	2
Shipbuilding and Repairing	2	2
Constructional Engineering, Boiler Making	—	—
Locomotive and Railway Equipment	—	—
Non-rail Vehicles and Aircraft	2	2
Other Machine and Metal Manufacture and Repair	2	2
Electrical Engineering	—	—
Woodworking Processes	2	2
Miscellaneous Chemical Manufacture, Paint, Oil Refining, Soap	3	3
Coal Gas, Coke Ovens, Patent Fuel	—	—
Wearing Apparel	—	—
Paper and Printing	—	—
Milling	—	—
Food	1	1
Drink	1	1
Electricity Generation	3	3
Rubber	1	1
Other Factory Processes	3	3
Works and Places under s.s. 125 and 127 of Factories Act 1961		
Building Operations	19	19
Works of Engineering Construction	8	8
Docks and Warehouses	4	4
TOTAL, FACTORIES ACT	65	65

Mines and Quarries*	Railway Service
Coal Mines:	Brakemen and Goods Guards
Underground	Engine Drivers and Motormen
Surface	Firemen
Other Stratified Mines	Labourers
Miscellaneous Mines	Mechanics
Quarries	Passenger Guards
TOTAL, MINES AND QUARRIES	Permanent-Way Men
35	Porters
Seamen	Shunters
Trading Vessels	Other Grades
Fishing Vessels	Contractors' Servants
6	TOTAL, RAILWAY SERVICE
TOTAL, SEAMEN	1

Industrial Diseases

The number of cases and deaths in Great Britain reported during May 1963 under the Factories Act 1961 are shown below. The figures are provisional.

I. Cases	II. Deaths
Lead Poisoning	Nil
Compressed Air Illness	—
Aniline Poisoning	—
Anthrax	—
Epitheliomatous Ulceration	—
Chrome Ulceration	—
TOTAL, CASES	50

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 22nd April 1963.

	Men	Women	Total
Number of persons admitted to courses during period	746	97	843
Number of persons in attendance at courses at end of period	1,509	200	1,709
Number of persons who completed courses during period	639	91	730

Up to 22nd April 1963, the total number of persons admitted to these courses was 146,205, including 4,171 blind persons.

* For mines and quarries, weekly returns are obtained and the figures cover the 4 weeks ended 27 April 1963 and the 4 weeks ended 25 May 1963.

Employment Overseas

CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 23rd March was 5,963,000, compared with 5,951,000 at 16th February and 5,894,000 at 24th March 1962. Persons wholly unemployed at 23rd March are estimated at 549,000 or 8.4 per cent. of the labour force, compared with 545,000 or 8.4 per cent. at 16th February and 560,000 or 8.7 per cent. at 24th March 1962.

DENMARK

Provisional figures from the Employment Exchanges show that at the end of February the number of members of approved insurance societies who were unemployed was about 73,000 or 9.5 per cent. of the total number insured, compared with 9.2 per cent. at the end of January and 6.6 per cent. at the end of February 1962.

GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of April was 132,550, compared with 204,352 at the end of the previous month and 122,104 at the end of April 1962. In the Western Sectors of Berlin the corresponding figures at the same dates were 11,109, 11,971 and 13,326.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 20th April was 58,849, compared with 58,844 at 23rd March and 52,650 at 21st April 1962.

NETHERLANDS

The number of persons wholly unemployed at the end of April was 28,623; this figure included 2,806 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of March the respective figures were 39,450 (revised figure) and 2,902, and at the end of April 1962 they were 29,354 and 4,006.

SOUTH AFRICA

Figures published by the Bureau of Census and Statistics show the index of employment in December as 115.9 (1953-54 = 100), compared with 116.0 in the previous month, and 113.8 in December 1961. The number of persons registered at Government Employment Exchanges as unemployed is shown as 20,008 in December, compared with 21,941 in November and 31,169 in December 1961.

SWITZERLAND

The number of registered applicants for employment at the end of April who were wholly unemployed was 261 or 0.2 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 454 or 0.3 per thousand at the end of the previous month and 249 or 0.2 per thousand at the end of April 1962.

UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in employment as wage or salary earners in the United States of America (including Alaska and Hawaii) in industries other than agriculture and domestic service was approximately 55,035,000 in March, compared with 54,778,000 (revised figure) in February and 54,056,000 in March 1962. The number of production workers in manufacturing industries in March was 12,226,000 compared with 12,177,000 (revised figure) in February and 12,240,000 in March 1962. They also estimate that the total number of unemployed persons at the middle of March was about 4,501,000 or 6.3 per cent. of the civilian labor force, compared with 4,918,000 or 6.9 per cent. at the middle of the previous month and 4,382,000 or 6.2 per cent. at the middle of March 1962.

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WAGES AND HOURS OF WORK

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

INDICES FOR 31st MAY 1963

(31st JANUARY 1956 = 100)

At 31st May 1963 the indices of changes in weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers, compared with a month earlier, were as follows:—

Date	All Industries and Services			Manufacturing Industries only		
	Weekly Rates	Normal Weekly Hours	Hourly Rates	Weekly Rates	Normal Weekly Hours	Hourly Rates
1963 Apl.	133.6	95.1	140.5	131.0	95.1	137.8
1963 May	133.9	95.1	140.9	131.3	95.1	138.2

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 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 the total wages bills in 1955, details of the weights for the industry groups being 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 payment-by-results workers due to variations in output or the introduction of new machinery, etc.

Weekly Rates of Wages

I.—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.0	109.7	111.3	110.0
1958	113.8	114.0	115.8	114.0
1959	116.8	117.0	119.0	117.0
1960	119.7	120.8	123.2	120.0
1961	124.6	125.3	130.3	125.0
1962	129.1	130.3	135.6	129.6
1962 April	128.3	129.2	134.5	128.7
May	128.6	129.7	135.0	129.1
June	128.7	130.2	135.2	129.3
July	129.8	131.2	136.2	130.3
August	130.1	131.3	136.5	130.6
September	130.3	131.6	136.8	130.8
October	130.4	131.8	137.0	131.0
November	131.1	132.8	138.2	131.7
December	131.3	133.3	138.7	132.0
1963 January	131.6	133.4	139.0	132.2
February	131.9	133.5	139.2	132.5
March	132.1	133.9	139.4	132.7
April	133.1	134.2	140.4	133.6
May	133.3	135.0	140.6	133.9

II.—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.6	110.0
1958	113.6	113.6	114.5	113.7
1959	116.5	116.4	117.3	116.5
1960	119.1	120.0	122.7	119.4
1961	123.9	124.3	129.5	124.2
1962	127.4	129.0	134.1	128.0
1962 April	126.2	127.7	132.8	126.8
May	126.6	128.4	133.3	127.2
June	126.7	128.9	133.7	127.4
July	127.7	130.3	134.3	128.2
August	128.8	130.3	135.4	129.3
September	128.9	130.7	135.8	129.5
October	129.0	131.1	135.9	129.6
November	129.2	131.1	136.1	129.8
December	129.4	131.4	136.4	130.1
1963 January	129.6	131.6	136.5	130.3
February	129.7	131.6	136.6	130.3
March	129.9	132.1	136.9	130.6
April	130.3	132.6	137.4	131.0
May	130.6	132.9	137.7	131.3

III.—Industry Groups (all workers)

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

Date	Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services
	1959	118	118	112	120	112	115	117	119
1960	122	122	115	122	115	121	121	123	120
1961	126	126	120	128	120	125	128	129	125
1962	134	133	128	133	125	129	132	134	132
1962 April	133	132	130	132	126	129	131	134	130
May	134	132	130	133	126	130	131	134	132
June	134	133	130	133	126	130	131	135	132
July	135	134	130	133	126	130	132	135	133
August	136	134	130	135	126	130	132	135	133
September	136	134	130	135	126	130	132	135	133
October	136	134	130	135	126	130	133	136	133
November	136	134	130	135	126	132	136	136	133
December	136	134	130	135	126	132	136	136	133
1963 January	136	136	130	135	127	133	138	136	133
February	136	136	130	137	130	133	138	136	133
March	136	137	136	137	130	133	138	138	133
April	137	137	136	137	131	134	138	139	135
May	137	137	136	137	131	134	138	140	137

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

Index of Normal Weekly Hours

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

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

Normal Weekly Hours

IV.—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.6	99.8	99.7
1959	99.6	99.5	99.8	99.6
1960	97.9	98.3	98.1	98.0
1961	96.0	95.8	95.9	95.9
1962	95.1	95.1	95.1	95.1
1962 April	95.2	95.1	95.1	95.1
May	95.2	95.1	95.1	95.1
June	95.2	95.1	95.1	95.1
July	95.2	95.1	95.1	95.1
August	95.1	95.1	95.1	95.1
September	95.1	95.0	95.1	95.1
October	95.1	95.0	95.1	95.1
November	95.1	95.0	95.1	95.1
December	95.1	95.0	95.1	95.1
1963 January	95.1	95.0	95.1	95.1
February	95.1	95.0	95.1	95.1
March	95.1	95.0	95.1	95.1
April	95.1	95.0	95.1	95.1
May	95.1	95.0	95.1	95.1

V.—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	100.0	100.0	100.0
1958	99.7	99.9	99.9	99.8
1959	99.6	99.7	99.7	99.6
1960	97.1	97.8	97.5	97.3
1961	95.6	95.2	95.4	95.4
1962	95.2	94.9	95.0	95.1
1962 April	95.3	94.9	95.1	95.1
May	95.3	94.9	95.1	95.1
June	95.3	94.9	95.1	95.1
July	95.3	94.9	95.1	95.1
August	95.3	94.9	95.1	95.1
September	95.2	94.8	94.9	95.1
October	95.2	94.8	94.9	95.1
November	95.2	94.8	94.9	95.1
December	95.2	94.8	94.9	95.1
1963 January	95.2	94.8	94.9	95.1
February	95.2	94.8	94.9	95.1
March	95.2	94.8	94.9	95.1
April	95.2	94.8	94.9	95.1
May	95.2	94.8	94.9	95.1

Index of Hourly Rates of Wages

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

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

Hourly Rates of Wages

VI.—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.1	109.8	111.4	110.1
1958	114.2	114.4	116.0	114.3
1959	117.3	117.7	119.2	117.4
1960	122.3	122.8	125.6	122.5
1961	129.8	130.7	135.9	130.3
1962	135.7	137.0	142.5	136.2
1962 April	134.8	135.9	141.4	135.3
May	135.2	136.4	142.0	135.7
June	135.3	136.9	142.2	135.9
July	136.4	138.0	143.2	137.0
August	136.8	138.1	143.5	137.4
September	137.0	138.4	143.9	137.6
October	137.1	138.7	144.1	137.7
November	137.9	139.8	145.4	138.5
December	138.1	140.2	145.9	138.8
1963 January	138.4	140.4	146.2	139.1
February	138.7	140.5	146.4	139.4
March	139.0	140.8	146.7	139.6
April	140.0	141.3	147.7	140.5
May	140.3			

Movements in Rates of Wages and Hours of Work

Major settlements reported during May

On 9th May the National Council for the Omnibus Industry reached agreement granting to workers employed by company-owned undertakings an immediate increase of 8s. 9d. a week and similar to that which municipal undertakings had given in April. The rates for craftsmen employed by the latter undertakings were increased by 3d. an hour as from 28th May. At a meeting on the same day the Joint Industrial Council for the Food Manufacturing Industry made an agreement providing for increases of 7s. a week for men and 5s. 3d. for women as from 27th May. The National Joint Industrial Council for the Gas Industry has concluded a three-year agreement whereby the nationally agreed wage rates for adult male gas workers are to be increased by 3d. an hour in July 1963, by 2½d. in July 1964 and by 2½d. in July 1965, either side having the right to apply for a revision should the index of retail prices fluctuate five points or more and maintain the level thereby produced for three consecutive months. Following meetings between the Unions and I.C.I. Ltd. the rates for general workers were increased by 2½d. an hour for men and 2d. for women and for craftsmen by 3d. from 27th May. An increase of 2d. an hour for bakery workers covered by the national agreement for wholesale and multiple bakers took effect from 16th June. Leather workers received increases of 2½d. an hour for men and 1½d. for women from 23rd May, coopers 3d. an hour from 6th May, journeymen in wood box making in Scotland 2d. an hour from 1st June, asbestos cement workers 2d. an hour for men and 1½d. for women from 16th June, and maintenance and engineering grades in civil air transport 2½d., 2½d. or 2½d. an hour, according to grade, from 26th May. The annual revision of the brewery agreement in Scotland resulted in a general increase of 10s. 6d. a week and an increase from 4d. to 5d. an hour in the allowance paid to shift workers on the day shifts. A 40-hour week is to be introduced in the match manufacturing industry from the beginning of July.

Wages regulation orders made during the month increased the statutory minimum rates in the following industries: rope, twine and net making (2d. an hour for men and 1½d. for women, 27th May); cotton waste reclamation (2d. an hour, 10th June); the fur trade (5s. to 29s. a week for male workers and 4s. 6d. to 24s. 6d. for female workers, 24th May—the previous rates had been in force since June 1959); milk distribution in Scotland (12s. a week for men and 10s. or 12s. for women, 21st June); and general waste materials reclamation (2½d. an hour and normal weekly hours reduced from 42½ to 42, 24th June).

The principal industries affected by the publication of the index of retail prices for April (104.0) include furniture manufacture and allied industries (increase of ½d. an hour, 1st July), national newspaper production in London and Manchester (increase of 2s. a week, 1st June), and iron and steel manufacture (June).

Thus the settlements, statutory wages regulation orders and cost-of-living sliding-scale adjustments made during the month have operative dates from 1st April 1963 to July 1965 and it is estimated that £275,000 will be added to the basic full-time weekly rates of wages of 735,000 workers and the normal weekly hours of work of about 27,000 workers reduced by an average of about ½ hour. (Increases for 275,000 workers amounting to £125,000 are already included in the Table in the adjoining column.)*

Changes coming into operation during May

Some of the May settlements, details of which have already been given, came into operation during the month. A number of other settlements made at earlier dates became effective during May and the workers affected included domestic and ancillary staffs of the Health Services (increases of 7s. a week for men and 5s. 3d. for women) and woodcutting machinists and sawyers in the sawmilling industry (increases of 2d. an hour in England and Wales and 2½d. in Scotland). There were increases in statutory minimum rates for workers in licensed non-residential establishments (15s. a week for men and 10s. to 12s. for women), manufacture of linen and cotton handkerchiefs, etc. (6s. 6d. a week for men and 4s. 3d. for women),

and sack and bag manufacture (2½d. an hour for men and 1½d. for women).

At the beginning of May the National Union of Mineworkers formally ratified the agreement made in April by the negotiating committee for the coal mining industry and providing for increases ranging from 8s. 6d. to 14s. a week for day-wage workers with retrospective effect to the beginning of April.

Through the operation of sliding-scale arrangements, based on movements in the official index of retail prices, increases of varying amounts became payable to workers in a number of industries, including carpet manufacture, footwear manufacture and iron and steel manufacture.

Estimates of the effect of changes coming into operation during the month indicate that 1,200,000 workers received increases of £470,000 in their basic full-time weekly rates of wages.*

Of the total estimated increase of £470,000 in basic full-time weekly rates of wages, £205,000 resulted from direct negotiations between employers and trade unions, £126,000 from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement, £108,000 from statutory wages regulation orders, and the remainder from the operation of sliding-scale arrangements based on the official index of retail prices.

Analysis of changes during the period January-May

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

Industry Group	Basic Full-Time Weekly Rates of Wages		Normal Weekly Hours of Work	
	Approximate Number of Workers affected by Net Increases†	Estimated Net Amount of Increase* £	Approximate Number of Workers affected by Reductions	Estimated Amount of Reduction in Weekly Hours
Agriculture, forestry, fishing	76,500	33,400	—	—
Mining and quarrying	294,500	157,800	—	—
Food, drink and tobacco	147,500	60,800	—	—
Chemicals and allied industries	70,000	31,000	—	—
Metal manufacture	155,000	15,700	—	—
Engineering and electrical goods	4,000	1,900	—	—
Shipbuilding and marine engineering	—	—	—	—
Vehicles	26,000	12,000	—	—
Metal goods not elsewhere specified	13,000	4,000	—	—
Textiles	204,000	50,700	—	—
Leather, leather goods and fur	28,000	16,200	—	—
Clothing and footwear	98,000	27,300	—	—
Bricks, pottery, glass, cement, etc.	101,500	75,900	—	—
Timber, furniture, etc.	125,000	15,600	6,500	11,100
Paper, printing and publishing	352,000	79,500	—	—
Other manufacturing industries	120,000	48,300	3,000	1,500
Construction	1,272,000	239,500	—	—
Gas, electricity and water	220,500	84,700	—	—
Transport and communication	375,500	173,800	—	—
Distributive trades	188,500	82,500	—	—
Public administration and professional services	766,000	243,300	—	—
Miscellaneous services	381,500	165,800	4,500	5,100
Total	5,019,000	1,619,700	14,000	17,700

Included in the above Table are about 6,500 workers who had both wage increases and reductions in normal weekly hours of work. In the corresponding months of 1962, about 7,100,000 workers had an increase of approximately £2,410,000 in their basic full-time weekly rates of wages and approximately 1 million workers had an aggregate reduction of about 1,740,000 hours in their normal weekly hours of work.

CHANGES IN RATES OF WAGES COMING INTO OPERATION DURING MAY

(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 1963," 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
Coal Mining	Great Britain (6-7)	Beginning of pay week which included 1 Apr. †	Day-wage workers	Increases in national standard rates of 2s. 4d. a shift for underground workers grade I, of 1s. 5d. to 1s. 8d., according to occupation, for other workers 21 and over, and of amounts ranging from 8d. to 2s. 10d. for younger workers. National standard grade rates after change: non-craftsmen, underground—grade I 42s. 10d. a shift, II 41s. 1d., III 39s. 10d., IV 38s. 10d., V 37s. 11d.; surface—men, grade IA 46s. 3d., IB 39s. 3d., I 37s. 9d., II 36s. 6d., III 35s. 6d., IV 34s. 7d., women, grade I 32s. 10d., II 31s. 7d., III 30s. 7d., IV 29s. 8d.; engineering craftsmen, underground—grade I plus 49s. 9d., I 47s. 1d., II (new grade) 41s. 11d., surface—I plus 46s. 3d., I 43s. 7d.; craftsmen, underground—grade I 46s. 5d., II 41s. 2d., surface—42s. 11d., 37s. 8d.

* The statistics relate to wage-earners only and the monetary amounts represent the increase in basic rates only and not the total increase in the wages bill. The estimates are based on normal conditions of employment and do not take into account the effect of short-time or of overtime.
 † Workers who are affected by two or more changes during the period are counted only once in this column.
 ‡ These increases were ratified in May with retrospective effect to the date shown.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Ironstone Mining	Cleveland (14)	4 May	Male workers	Cost-of-living payment increased* by 0.2d. a shift (10s. 5.6d. to 10s. 5.8d.) for workers 18 and over, and by 0.1d. (5s. 2.8d. to 5s. 2.9d.) for boys under 18.
		25 May †	Male workers	Increases of 1s. 6d. a shift for adult day workers 18 and over, and of 9d. for youths and boys under 18 (i.e., 9s. and 4s. 6d. a week, respectively, calculated on the basis of five shifts worked, six shifts paid for). Increase of 9s. a week for pieceworkers, equated to existing tonnage prices.
Ironstone Mining and Quarrying	North Lincolnshire	5 May	Male workers	Cost-of-living bonus payment increased* by 0.24d. a shift (10s. 5.58d. to 10s. 5.82d.) for men, by 0.17d. (7s. 10.19d. to 7s. 10.36d.) for youths 18 and under 21, and by 0.12d. (5s. 2.79d. to 5s. 2.91d.) for boys under 18.
Iron Ore and Ironstone Mining and Quarrying	Midland area	5 May	Male workers	Cost-of-living payment increased* by 0.24d. a shift (10s. 5.44d. to 10s. 5.68d.) for men, by 0.18d. (7s. 10.08d. to 7s. 10.26d.) for youths 18 and under 21, and by 0.12d. (5s. 2.72d. to 5s. 2.84d.) for boys under 18.
Flour Milling	Great Britain (17)	20 May	Electricians	Increase of 14s. a week. Rates after change: class A mills (London) 288s. a week, class B1, 279s. 6d., class B2, 275s., class C 270s.
Beet Sugar Manufacture	Great Britain (25)	6 May	Workers other than maintenance engineers	Increase in basic rate of 2½d. an hour (4s. 4½d. to 4s. 7½d.) for adult male day workers in grade 1 occupations; grades 2 to 9 receive plus rates of 1d. to 1s. 9½d. (previously 1d. to 1s. 8½d.) above the basic rate, chargehands 8½d. to 2s. 2d. (previously 8½d. to 2s. 0½d.), leading hands 3½d. to 11d. (previously 3½d. to 10½d.) and utility men and instrument controllers 1s. 5½d. to 2s. 2d. (previously 1s. 4½d. to 2s. 0½d.).
			Maintenance engineers	Increases of 4d., 3½d. or 3½d. an hour, according to classification, for skilled workers, of 2½d. to 3½d. for semi-skilled workers, and of proportional amounts for apprentices. Minimum rates after change: fitters, class A 6s. 9½d. an hour, class B 6s. 5½d., class C 6s. 1d., electricians in charge of shifts 6s. 5½d. to 7s. 0½d., semi-skilled workers 4s. 8½d. to 5s. 7d.
Food Manufacture	Great Britain (27)	27 May	All workers	Increases of 7s. a week for male workers 21 and over, of 5s. 3d. for female workers 18 and over, and of proportional amounts for younger workers. Minimum time rates after change: male workers, London (within 15 miles of Charing Cross) 68s. a week at 15 rising to 192s. at 21 and over, elsewhere 67s. to 188s.; female workers 68s. or 67s. at 15 rising to 136s. 3d. or 134s. 3d. at 18 and over.
Brewing	Scotland and one brewery in Newcastle-upon-Tyne (32)	First full working week commencing on or after 1 May	All workers	Increases of 11s. 4½d. a week for adult male maltmen, of 10s. 7d. (drivers) and 10s. 6d. (mates) for transport workers, of 10s. 6d. for male brewery workers 20 and over and female workers 18 and over, and of varying amounts for younger workers; adult rate for male brewery workers now payable at 18 (previously 20); shift allowance for day-shift workers increased by 1d. an hour (4d. to 5d.). Minimum rates after change: adult male maltmen 229s. 3d. a week, male brewery workers 84s. at 15 rising to 213s. 6d. at 18 and over (after 6 months' probation only for late entrants 18 and under 20), transport workers—drivers of vehicles of 10 tons and over carrying capacity 250s. 3d., under 10 tons 231s., mates 219s. 5d., female workers in bottling stores 84s. at 15 rising to 157s. 6d. at 18 and over. ‡
Aerated Waters Manufacture	Northern Ireland (259)	7 May	All workers	Increases in general minimum time rates of 11s. a week for foremen, forewomen or syrup makers and for other male workers 20 and over, of 7s. 4d. for other female workers 18 and over, and of proportional amounts for younger workers. General minimum time rates after change: foremen, forewomen or syrup makers 182s. 6d. a week, other male workers 59s. 11d. at under 16 rising to 172s. 9d. at 21 and over, other female workers 59s. 11d. at under 16 rising to 121s. 4d. at 19 and over. §
Coke Manufacture	England and Wales and certain works in Scotland	5 May	Workers employed at coke oven plants attached to blast-furnaces	Cost-of-living payment increased* by 0.24d. a shift (10s. 5.58d. to 10s. 5.82d. for shift-rated workers) or by 0.03d. an hour (1s. 3.7d. to 1s. 3.73d. for hourly-rated workers) for men and for women and youths employed on men's work, 10.0.17 a shift (7s. 10.19d. to 7s. 10.36d.) or by 0.03d. an hour (11.77d. to 11.8d.) for youths 18 and under 21 and for women employed on youths' work, and by 0.12d. a shift (5s. 2.79d. to 5s. 2.91d.) or by 0.01d. an hour (7.85d. to 7.86d.) for boys and for girls doing boys' work.
Heavy Chemicals Manufacture	Great Britain (certain firms) (39)	Pay week commencing 27 May	Workers, other than maintenance workers, employed by constituent firms of Imperial Chemical Industries, Ltd.	Increases in basic time rates of 2½d. an hour for men 21 and over, of 2d. for women 21 and over (on women's work), and of proportional amounts for younger workers. Minimum rates after change for day workers: male labourers 21 and over 4s. 9½d. an hour, youths and boys 2s. 4½d. at 15 rising to 4s. 4½d. at 20; women 21 and over (on women's work) 3s. 6½d., girls 2s. 4½d. at 15 rising to 3s. 4½d. at 20.
			Maintenance workers employed by Imperial Chemical Industries, Ltd.	Increases in basic rates of 3d. an hour for fully-skilled craftsmen, and of proportional amounts for semi-skilled workers and apprentices. Rates after change include: boilermakers, angle-iron smiths, planners, riveters, welders (platers), patternmakers, template makers, chemical plumbers 5s. 11½d. an hour, fitters, turners, blacksmiths, sheet-metal workers, coppermiths, brass finishers, brass moulders, moulders, welders, electricians, sheet-iron workers, building trade craftsmen 5s. 10½d., holders-up 5s. 9½d.; machinemen—borers, universal millers, turret hands 5s. 10½d., millers (V and H), surface grinders, planers, slotters, shapers, radial drillers, key seaters 5s. 9½d., cold sawyers, air, hand or pillar drillers, strikers 5s. 5d., screwers, cockgrinders, cutting-off machinists 5s. 0½d.
Pig Iron Manufacture	England and Wales and certain works in Scotland	5 May	Workers employed at blast-furnaces (integrated plants) except those whose wages are regulated by movements in other industries	Cost-of-living payment increased* by 0.24d. a shift (10s. 5.58d. to 10s. 5.82d. for shift-rated workers) or by 0.03d. an hour (1s. 3.7d. to 1s. 3.73d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0.17d. a shift (7s. 10.19d. to 7s. 10.36d.) or by 0.03d. an hour (11.77d. to 11.8d.) for youths 18 and under 21 and for women employed on youths' work, and by 0.12d. a shift (5s. 2.79d. to 5s. 2.91d.) or by 0.01d. an hour (7.85d. to 7.86d.) for boys and for girls doing boys' work.
Iron and Steel Manufacture	Certain districts in England and Wales and certain works in Scotland	5 May	Workers, other than roll turners and maintenance workers, employed at steel melting shops and steel rolling mills	Cost-of-living payment increased* by 0.24d. a shift (10s. 5.58d. to 10s. 5.82d. for shift-rated workers) or by 0.03d. an hour (1s. 3.7d. to 1s. 3.73d. for hourly-rated workers) for men and women, by 0.17d. a shift (7s. 10.19d. to 7s. 10.36d.) or by 0.03d. an hour (11.77d. to 11.8d.) for youths and girls 18 and under 21, and by 0.12d. a shift (5s. 2.79d. to 5s. 2.91d.) or by 0.01d. an hour (7.85d. to 7.86d.) for those under 18.
		5 May	Roll turners and apprentices employed at steel works	Cost-of-living payment increased* by 0.03d. an hour (1s. 3.7d. to 1s. 3.73d.) for craftsmen, by 0.03d. (11.77d. to 11.8d.) for apprentices 18 to 21, and by 0.01d. (7.85d. to 7.86d.) for apprentices under 18.
		5 May	Maintenance craftsmen and apprentices employed at coke oven and blast-furnace plants, steel melting shops, and steel rolling mills	do. do.
		5 May	Bricklayers, apprentices, and bricklayers' labourers employed at blast-furnaces and iron and steel works	Cost-of-living payment increased* by 0.03d. an hour (1s. 3.7d. to 1s. 3.73d.) for men 21 and over, by 0.03d. (11.77d. to 11.8d.) for apprentices and youths 18 and under 21, and by 0.01d. (7.85d. to 7.86d.) for apprentices and boys under 18.

* Under sliding-scale arrangements based on the official index of retail prices.
 † A lump sum payment calculated at 9s. a week for the 14-week period from 16th February was also agreed in lieu of retrospective dating of the new rates and prices.
 ‡ These rates are to remain in operation until 30th April 1964.
 § These increases took effect under an Order made under the Wages Councils Act (Northern Ireland). See page 228 of the May issue of this GAZETTE.
 || Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.

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

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workers, Particulars of Change. Rows include Iron and Steel Manufacture, Galvanising, Harris Tweed Manufacture, Jute Carpet Manufacture, Rope, Twine and Net Making, Carpet Manufacture, Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Manufacture, Sack and Bag Manufacture, Calico Printing, Leather Producing (Tanning, Currying and Dressing).

* Agreements of the Sheet Trade Board.

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

‡ Agreements between the South Wales and Monmouthshire Iron and Steel Manufacturers' Association and the trade union concerned.

§ These increases were agreed in April with retrospective effect to the date shown.

|| These increases took effect under an Order made under the Wages Councils Act. See page 267 of this GAZETTE.

¶ These increases took effect under an Order made under the Wages Councils Act (Northern Ireland). See page 267 of this GAZETTE.

** These increases took effect under an Order made under the Wages Councils Act. See page 228 of the May issue of this GAZETTE.

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

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workers, Particulars of Change. Rows include Fur Trade, Footwear Manufacture, Sawmilling, Coopering, Road Passenger Transport (Company-Owned Undertakings), Road Passenger Transport (Municipal Undertakings), Civil Air Transport, Prison Services.

* These increases took effect under an Order made under the Wages Councils Act. See page 267 of this GAZETTE.

† Under sliding-scale arrangements based on the official index of retail prices. ‡ Cost-of-living arrangement now related to new official index of retail prices (Jan. 1962 = 100); the rates quoted relate to the index figure of 103.6 for February 1963 in the range of 103.3 to 106.4 on the sliding scale.

§ The industries concerned are cut sole, last, stiffener, toe puff and built heel manufacture, and heel design and manufacture.

|| It has also been agreed that as from the beginning of the first full pay period following 1st October the West Riding of Yorkshire and Sheffield be up-graded from grade 2 to grade 1.

¶ These rates are to remain in operation until 30th April 1964.

** This increase was authorised in May with retrospective effect to the date shown.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Health Services	Great Britain (226-227)	Beginning of pay week which included 1 May	Domestic and similar grades of staff and ancillary workers	Increases of 7s. a week for men 21 and over, of 5s. 3d. for women 18 and over, and of proportional amounts for juveniles. For resident workers, deductions for board increased by 7d. a week, and lodging charges increased by 1s. 4d. and 9d. respectively for men and women. Male heavy workers in group 1 upgraded to group 2. Weekly rates after change outside the London zone: groups 1 to 10 inclusive, men 21 and over—198s. 8d., 203s. 8d., 206s. 8d., 210s. 8d., 214s. 8d., 218s. 8d., 222s. 8d., 226s. 8d., 230s. 8d., 234s. 8d.; women 18 and over—149s., 154s., 157s., 161s., 165s., 169s., 173s., 177s., 181s., 185s. In the London zone these rates are higher by 8s. a week in each case.
	Great Britain	Beginning of pay period which included 1 May	Orthopaedic appliance grades	Increases of 2d. an hour for adult male workers, and of proportional amounts for female workers and juveniles. Adult male rates after change: grade C 6s. 0½d. an hour, grade B 6s. 4½d., grade A 6s. 8d., grade I 6s. 9½d.
Licensed Non-Residential Establishments	Great Britain (236) (257)	26 May	Workers, other than managers, managers, club stewards or stewardesses	Increases in minimum time rates of 15s. a week for male workers 21 or over (where not supplied by the employer with board, meals or lodging), of 12s. for head barmaids and barmaids 21 or over, of 8s. 6d. to 13s. 6d., according to age, for younger male workers, and of 10s. to 12s., according to age or occupation, for other female workers. Minimum rates after change: where the employer does not supply any board, meals or lodging—male workers, cellarmen (England and Wales) area A 187s. 6d. a week, area B 184s. 6d., head barman, barman-in-charge or first hands (England and Wales) 184s. 6d., 181s. 6d., first hands (Scotland) grade I 186s. 6d., grade II 181s. 6d., second hands (Scotland) 181s. 6d., barman or barman-waiters (England and Wales) A 179s. 6d., B 176s. 6d., barman (Scotland) 176s. 6d., other workers (Great Britain) A 103s. 6d. at under 18 rising to 177s. 6d. at 21 or over, B 100s. 6d. to 174s. 6d.; female workers (Great Britain), head barmaids A 149s., B 146s., barmaids A 118s. 6d. at under 19 rising to 144s. at 21 or over, B 115s. 6d. to 141s., other female workers 130s. at 18 or over (both areas), 109s. at under 18. Where the employer supplies full board and lodging, remuneration is 45s. a week less (previously 42s. 6d.) in each case, and intermediate rates are paid, according to provisions made by the employer in respect of board, meals or lodging.*

CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING MAY

Funeral Direction	Scotland	Date	Classes of Workers	Particulars of Change
		4 Mar.	Male workers employed by retail Co-operative Societies and by the Scottish Co-operative Wholesale Society, Ltd.	Normal weekly hours reduced from 46 to 44, without loss of pay.

* These increases took effect under an Order made under the Wages Councils Act. See page 228 of the May issue of this GAZETTE.

Monthly Index of Earnings by Industry Groups

Index numbers showing the changes in earnings between January and April 1963 are given in the following Table.

The information (except that about agriculture) from which the index has been compiled is obtained from an enquiry into the earnings of weekly-paid and monthly-paid employees undertaken each month by the Ministry of Labour. The enquiry covers about 8,000 firms employing approximately 6½ million persons in manufacturing, mining and quarrying, construction, gas, electricity and water supply, some miscellaneous services and some branches of the transport industry. A full account of the enquiry was given on page 142 of the April 1963 issue of this GAZETTE.

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

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

INDEX OF AVERAGE EARNINGS

January 1963 = 100

Industry group	February 1963*			March 1963*			April 1963*		
	Employees paid each week	Employees paid monthly	All employees†	Employees paid each week	Employees paid monthly	All employees†	Employees paid each week	Employees paid monthly	All employees†
Manufacturing industries									
Food, drink and tobacco	100.2	98.3	99.9	102.7	107.5	103.6	103.6	99.3	102.8
Chemicals and allied industries	99.4	113.0	104.1	101.2	98.8	100.4	103.3	97.1	101.2
Metal manufacture	102.4	103.2	102.5	104.0	107.6	104.4	103.0	99.7	102.6
Engineering and electrical goods	100.4	100.0	100.3	102.1	102.7	102.2	100.4	100.9	100.4
Shipbuilding and ship repairing	99.8	104.6	100.0	99.4	106.0	99.7	102.2	101.3	102.1
Marine engineering	99.6	101.7	99.7	101.3	100.5	101.2	98.5	97.4	98.4
Vehicles	101.8	101.8	101.8	104.3	102.7	104.2	100.0	101.4	100.1
Metal goods not elsewhere specified	101.3	105.9	101.9	103.8	103.5	103.8	101.6	99.0	101.3
Textiles	100.9	102.1	101.1	103.0	104.1	103.2	99.3	101.5	99.6
Leather, leather goods and fur	100.8	99.5	100.6	103.2	113.3	104.3	102.9	103.9	103.0
Clothing and footwear	100.8	102.9	101.0	102.6	108.9	103.1	102.5	96.9	102.0
Bricks, pottery, glass, cement, etc.	102.4	101.3	102.2	106.0	101.4	105.4	106.3	98.7	105.4
Timber, furniture, etc.	103.3	93.8	102.3	107.7	102.1	107.0	107.7	95.8	106.4
Paper and paper products	99.6	102.7	100.1	104.2	104.0	104.2	102.4	99.7	101.9
Printing and publishing	101.2	101.7	101.3	103.0	105.4	103.3	104.5	98.4	103.6
Other manufacturing industries	101.2	101.5	101.2	104.0	106.9	104.5	102.8	99.8	102.3
All manufacturing industries	101.0	102.9	101.3	103.2	103.4	103.2	101.9	99.6	101.5
Other industries and services									
Agriculture	98.4	—	98.4	100.1	—	100.1	107.7	—	107.7
Mining and quarrying	102.6	100.3	102.5	103.1	99.8	102.9	102.8	99.3	102.6
Construction	105.0	99.0	104.4	112.0	103.1	111.2	110.5	103.9	109.9
Gas, electricity and water	99.0	100.4	99.3	98.9	101.3	99.3	99.3	102.9	100.2
Transport and communication‡	99.7	101.4	99.9	100.4	105.0	100.8	101.0	102.9	101.1
Miscellaneous services§	100.8	95.9	100.1	103.7	104.1	103.7	105.6	101.6	105.0
All industries and services covered	101.3	102.0	101.4	103.8	103.3	103.7	103.0	100.4	102.7

* The earnings of employees paid monthly relate to the calendar month; those of employees paid each week relate to the last pay-week in the month.

† Earnings of employees paid monthly have been converted to a weekly basis according to the formula:—monthly earnings multiplied by 12 and divided by 52.

‡ Except London Transport, British Road Services, sea transport and postal services and telecommunications.

§ Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

INDEX OF RETAIL PRICES

INDEX FOR 14th MAY 1963
ALL ITEMS (16th January 1962 = 100) ... 103.9

At 14th May 1963 the official retail prices index was 103.9 (prices at 16th January 1962 = 100), compared with 104.0 at 9th April. The corresponding figure for 15th May 1962 was 102.2.

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. 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 index figures for each month are first calculated with prices at 15th January 1963 taken as 100, using the weights given on page 100 of the March issue of this GAZETTE which are derived from the Family Expenditure Surveys made in 1959–62, adjusted to correspond with the level of prices ruling in January 1963. The index numbers in this series are then linked back to 16th January 1962 by multiplying by the corresponding indices for 15th January 1963 on the base 16th January 1962 = 100 and dividing by 100.

DETAILED FIGURES FOR 14th MAY 1963

(Prices at 16th January 1962 = 100)

The following Table shows, for various groups and sub-groups, the indices at 14th May 1963 on the basis 16th January 1962 = 100.

GROUP AND SUB-GROUP	INDEX FIGURE FOR 14th MAY 1963 (16th January 1962 = 100)
I. Food:	
Bread, flour, cereals, biscuits and cakes	103
Meat and bacon	100
Fish	101
Butter, margarine, lard and cooking fat	106
Milk, cheese and eggs	103
Tea, coffee, cocoa, soft drinks, etc.	103
Sugar, preserves and confectionery	117
Vegetables, fresh, dried and canned	140
Fruit, fresh, dried and canned	89
Other food	104
Total—Food	106.4
II. Alcoholic drink	102.3
III. Tobacco	100.0
IV. Housing	108.0
V. Fuel and light:	
Coal and coke	100
Other fuel and light	106
Total—Fuel and light	103.2
VI. Durable household goods:	
Furniture, floor coverings and soft furnishings	104
Radio, television and other household appliances	96
Pottery, glassware and hardware	101
Total—Durable household goods	99.9
VII. Clothing and footwear:	
Men's outer clothing	105
Men's underclothing	105
Women's outer clothing	103
Women's underclothing	104
Children's clothing	101
Other clothing, including hose, haberdashery, hats and materials	102
Footwear	106
Total—Clothing and footwear	103.5
VIII. Transport and vehicles:	
Motoring and cycling	98
Fares	105
Total—Transport and vehicles	100.8
IX. Miscellaneous goods:	
Books, newspapers and periodicals	104
Medicines, toilet requisites, soap, cleaning materials, matches, etc.	100
Stationery, travel and sports goods, toys, photographic and optical goods, etc.	102
Total—Miscellaneous goods	101.7
X. Services:	
Postage and telephones	103
Entertainment	102
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	106
Total—Services	104.0
ALL ITEMS	103.9

PRINCIPAL CHANGES IN THE MONTH

Food

Marked reductions in the average prices of eggs, cabbage and cauliflower and a smaller reduction in the average price of carrots were largely offset by increases in the average prices of tomatoes, potatoes, meat, bacon and sugar. The average level of prices for the food group as a whole fell slightly and the group index figure was 106.4, compared with 106.5 in April.

The index for those items of food the prices of which are subject to seasonal variations (viz., fresh milk, eggs, potatoes and other fresh vegetables, apples and pears, fish and home-killed mutton and lamb) was 114.1, compared with 116.3 in the previous month; the index for all other items of food was 103.6, compared with 103.1 in April.

Alcoholic drink

As a result of a rise in the average level of prices of beer, the index for the alcoholic drink group as a whole rose by rather less than ½ per cent. to 102.3.

Fuel and light

Seasonal reductions in the prices of household coal and coke were partly offset by higher charges for electricity in some areas. The average level of prices and charges for the fuel and light group as a whole fell by nearly 3½ per cent. to 103.2, compared with 106.8 in April.

Transport and vehicles

Mainly as a result of rises in the average levels of prices of second-hand cars and costs of repairs and maintenance of motor vehicles, the index for the transport and vehicles group as a whole rose by nearly one-half of one per cent. to 100.8, compared with 100.4 in April.

Services

Mainly as a result of rises in the average levels of charges for postal and telephone services, for admission to dance halls and for other services such as hairdressing, shoe repairing and watch repairing, the index for the services group as a whole rose by about one-half of one per cent. to 104.0, compared with 103.5 in April.

Other groups

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

ALL ITEMS INDICES, JANUARY 1956 TO MAY 1963

The following Tables show the index figure for "all items" for (Table A) each month from January 1956 to December 1962, taking the average level of prices at 17th January 1956 as 100, and (Table B) each month from January 1962 onwards, taking the average level of prices at 16th January 1962 as 100. The figure normally relates to the Tuesday nearest to the 15th of the month.

TABLE A.—17th January 1956 = 100

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	103	103	103	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
1962	117	118	118	120	120	121	120	119	119	119	120	120

TABLE B.—16th January 1962 = 100

Month	1962		1963	
	Jan.	Feb.	Jan.	Feb.
January	100.0	100.0	100.0	100.0
February	100.1	100.1	100.1	100.1
March	100.5	100.5	100.5	100.5
April	101.9	101.9	101.9	101.9
May	102.2	102.2	102.2	102.2
June	102.9	102.9	102.9	102.9
July	102.5	102.5	102.5	102.5
August	101.6	101.6	101.6	101.6
September	101.5	101.5	101.5	101.5
October	101.4	101.4	101.4	101.4
November	101.8	101.8	101.8	101.8
December	102.3	102.3	102.3	102.3

The figures in Table B can be linked with those in Table A to produce a continuous series of figures showing the change in the level of prices compared with the level at 17th January 1956. The procedure is to multiply the figures in Table B by the index for 16th January 1962 with prices at 17th January 1956 taken as 100, viz., 117.5, and divide by 100.

REVISION OF THE INDEX OF RETAIL PRICES

The revision of the Index of Retail Prices in January 1962 was in conformity with the recommendations made by the Cost of Living Advisory Committee in a report entitled "Report on Revision of the Index of Retail Prices." An article summarising this report appeared on pages 87 and 88 of the March 1962 issue of this GAZETTE. Copies of the report (Cmnd. 1657) may be obtained from H.M. Stationery Office, price 1s. 6d. (1s. 9d. including postage).

RETAIL PRICES OVERSEAS

The monthly summary of the latest information received relating to changes in retail prices in overseas countries is given on page 268.

STOPPAGES OF WORK—INDUSTRIAL DISPUTES

STOPPAGES OF WORK IN MAY

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in May, which came to the notice of the Ministry, was 162. In addition, 20 stoppages which began before May were still in progress at the beginning of the month. The approximate number of workers involved during May at the establishments where these 182 stoppages occurred is estimated at 70,200. This total includes 12,200 workers involved in stoppages which had continued from the previous month. Of the 58,000 workers involved in stoppages which began in May, 44,200 were directly involved and 13,800 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 170,000 working days lost during May includes 49,000 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 May 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 ..	4	71	75	9,500	19,000
Engineering ..	5	15	20	8,800	37,000
Shipbuilding and marine engineering	—	11	11	1,700	9,000
Motor vehicles and cycles ..	4	18	22	40,700	81,000
Construction ..	4	12	16	2,200	5,000
All remaining industries and services ..	3	35	38	7,300	17,000
Total, May 1963 ..	20	162	182	70,200	170,000
Total, April 1963 ..	12	173	185	33,400	91,000
Total, May 1962 ..	45	259	304	67,800	213,000

Causes of Stoppages

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

Principal cause	Number of stoppages	Number of workers directly involved
Wages—claims for increases ..	35	24,300
—other wage disputes ..	45	5,300
Hours of labour ..	3	300
Employment of particular classes or persons	27	5,700
Other working arrangements, rules and discipline ..	43	5,300
Trade union status ..	7	1,600
Sympathetic action ..	2	1,600
Total ..	162	44,200

PRINCIPAL STOPPAGES OF WORK DURING MAY

Industry, occupations and locality	Approximate number of workers involved		Date when stoppage		Cause or object	Remarks
	Directly	Indirectly	Began	Ended		
ENGINEERING:— Workers employed in electrical engineering—Hamilton (one firm)	1,410†	100	22 Apr.	7 June	Claim that all skilled men should receive, as a general wage increase, the maximum payments obtainable under a merit rating scheme and, subsequently, objection to the employment of staff employees on maintenance work	Work resumed on agreed terms pending further negotiations.
MOTOR VEHICLES:— Paint shop and other workers employed in motor vehicle manufacture—Oxford (one firm)	900**	4,500**	18 Apr.**	2 May**	Dismissal of a worker for alleged bad workmanship	Work resumed.
Workers employed in motor vehicle component manufacture—Llanelly (one firm)	2,200	—	22 May	24 May	Dissatisfaction with piece-work prices in the press shop	Work resumed pending negotiations.
Craftsmen and other workers employed in motor car body manufacture—Oxford (one firm)	205	5,000	23 May	28 May	Alleged delay in the negotiations on a claim, by skilled workers, for a substantial increase in wages	Work resumed pending negotiations.
Workers employed in motor vehicle manufacture—Coventry (one firm)	5,760	—	24 May	31 May	Claim by maintenance workers and internal transport drivers for increased wages	Work resumed pending negotiations.
Storekeepers, inspectors, truck drivers, labourers and other workers employed in motor vehicle manufacture—Coventry (one firm)	750	2,700	27 May	28 May	Delay in the introduction of a bonus scheme	Work resumed pending negotiations.

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

† Less than 50 workers or 500 working days.

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

§ Nearly all the engineering and shipbuilding workers involved in a national stoppage on 5th February 1962 were again involved on 5th March 1962. They have, therefore, been counted twice in the total for all industries and for each industry group affected. In the period under review the net number of individuals for all industries was approximately 2,000,000.

¶ The occupations printed in italics are those of workers indirectly involved, i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes.

‡ Only 110 workers were originally involved, a further 1,300 workers withdrew their labour on 13th May.

** There were intermittent stoppages of work involving fluctuating numbers of workers between 18th April and 2nd May.

Duration of Stoppages

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

Duration of stoppage	Number of		
	Stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	60	10,400	8,000
2 days ..	36	13,700	20,000
3 days ..	28	8,300	21,000
4-6 days ..	22	10,500	58,000
Over 6 days ..	20	3,900	56,000
Total ..	166	46,800	164,000

STOPPAGES OF WORK IN THE FIRST FIVE MONTHS OF 1963 AND 1962

The following Table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first five months of 1963 and 1962:—

Industry group	January to May, 1963				January to May, 1962			
	No. of stoppages beginning in period	Stoppages in progress		No. of stoppages beginning in period	Stoppages in progress			
		Workers involved	Working days lost		Workers involved	Working days lost		
Agriculture, forestry, fishing ..	—	—	—	1	†	†	†	
Coal mining ..	421	54,400	114,000	581	85,100	165,000	165,000	
All other mining and quarrying ..	2	†	†	1	†	†	†	
Food, drink and tobacco ..	11	2,200	3,000	12	4,300	5,000	5,000	
Chemicals, etc. ..	7	1,300	4,000	6	8,900	9,000	9,000	
Metal mfrs. ..	24	2,900	9,000	47	271,100	316,000	316,000	
Engineering ..	70	25,400	75,000	121	2,011,600	2,105,000	2,105,000	
Shipbuilding and marine eng. ..	25	6,200	56,000	43	310,900	388,000	388,000	
Motor vehicles and cycles ..	52	62,500	129,000	56	459,900	562,000	562,000	
Aircraft ..	11	5,200	9,000	21	266,800	276,000	276,000	
Other vehicles ..	3	4,200	1,000	11	45,600	54,000	54,000	
Other metal goods	16	2,500	11,000	30	206,600	219,000	219,000	
Textiles ..	13	3,700	11,000	16	6,300	10,000	10,000	
Clothing and footwear ..	3	600	1,000	9	1,700	4,000	4,000	
Bricks, pottery, glass, etc. ..	5	400	†	9	11,300	15,000	15,000	
Timber, furniture, etc. ..	6	300	1,000	9	3,800	6,000	6,000	
Paper and printing	3	300	1,000	5	6,500	7,000	7,000	
Remaining manufacturing indus. ..	4	500	1,000	20	28,500	79,000	79,000	
Construction ..	70	6,200	28,000	158	39,000	121,000	121,000	
Gas, electricity and water ..	1	200	†	3	900	1,000	1,000	
Port and inland water transport	19	4,100	9,000	38	35,100	104,000	104,000	
All other transport	20	2,700	5,000	30	10,600	27,000	27,000	
Distributive trades	11	800	2,000	22	5,100	12,000	12,000	
Administrative, professional, etc. services ..	2	300	†	8	7,800	13,000	13,000	
Misc. services ..	2	100	1,000	17	15,000	29,000	29,000	
Total ..	801	186,900	472,000	1,231‡	3,842,400§	4,526,000	4,526,000	

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

Industrial Courts Act 1919 and Conciliation Act 1896

Industrial Court Awards

During April the Industrial Court issued four awards, Nos. 2967 to 2970*. Awards No. 2967, 2969 and 2970 are summarised below. Award No. 2968 did not relate to a substantial part of an industry. Award No. 2967 (13th May).—*Parties:* Employees' Side and Employers' Side of the Probation Officers' Committee of the National Joint Industrial Councils for Local Authority Services (Scotland), Administrative, Technical and Clerical Staffs. *Claim:* To determine the recommendation which should be made to the Secretary of State in regard to a claim that the salary scales for Probation Officers in Scotland should be £750 × £50 (12) to £1,350, and that such scales should apply from 1st June 1962. *Award:* The Court awarded that the Secretary of State be recommended (a) to agree that the salary scales of Probation Officers in Scotland shall be as set out below, with effect from the respective dates mentioned, and (b) to take steps forthwith to invoke the operation of such machinery as is necessary to give effect to this Award.

	With effect from 1.6.62	With effect from 1.1.63	With effect from 1.1.64	With effect from 1.12.64
<i>Scales</i>				

Probation Officers below 29 years of age

Age	£	£	£	£
Under 23 ..	640	710	735	750
23 ..	670	750	775	790
24 ..	700	790	815	830
25 ..	730	830	855	870
26 ..	760	870	900	915
27 ..	790	910	945	960
28 ..	825	955	990	1,005

Probation Officers 29 years of age or over

Service	£	£	£	£
Up to 1 year ..	855	1,000	1,035	1,050
Over 1 and up to 2 years ..	885	1,045	1,080	1,100
Over 2 and up to 3 years ..	915	1,090	1,125	1,150
Over 3 and up to 4 years ..	945	1,135	1,170	1,200
Over 4 and up to 5 years ..	980	1,180	1,215	1,250
Over 5 and up to 6 years ..	1,015	1,225	1,265	1,300
Over 6 years ..	1,050	1,275	1,315	1,350

Award No. 2969 (14th May).—*Parties:* Staff Side and Management Side of the Professional and Technical Council 'B' of the Whitley Councils for the Health Services (Great Britain). *Claim:* To determine a difference between the Parties as to the salaries which should be paid to Medical Photographers within the purview of the Council, it being agreed that the question of an operative date earlier than 1st April 1962 was not before the Court. *Award:* The Court awarded that the existing salary scales of the staff concerned shall be increased by 4 per cent. with effect from 1st March 1963.

Award No. 2970 (28th May).—*Parties:* The South Yorkshire Steel Trades Joint Committee and the Iron and Steel Trades Employers' Association. *Claim:* For a 42-hour week rota for day working craftsmen with a payment to compensate for loss of earnings when working such a rota. *Award:* The Court found that the claim had not been established and awarded accordingly.

Single Arbitrators and Boards of Arbitration

During May a Board of Arbitration was constituted under section 2(2) (c) of the Industrial Courts Act 1919. The award was made by the Chairman acting with powers of umpire. It concerned an individual undertaking.

Appointments under Conciliation Act 1896

An independent chairman was also appointed, under the provisions of section 2(1) (b) of the Conciliation Act 1896, to preside over a conference of the two sides of the leather producing industry. A settlement of the difference which had existed was reached by agreement at the conference.

Industrial Court (Northern Ireland) Award

During May the Northern Ireland Industrial Court, set up in March of this year, issued its first award which is summarised below.

Award No. 1 (30th April 1963).—*Parties:* Amalgamated Transport and General Workers Union and the Belfast Co-operative Society Limited. *Claim:* That the wages, commission and allowances of breadsellers employed by the Belfast Co-operative Society Limited should be the same as those paid by the Inglis Group in Northern Ireland, that is:—Weekly Basic Wage £9 5s. Rates of Commission on bread, fancy bread, cake and pastry goods:—3d. in the £1 in the first £25, 9d. in the £1 in the next £20, 1s. 6d. in the £1 over

£45—biscuits 15 per cent.—flour 1d. per stone and an allowance of 2d. in the £1 in respect of "stales", breakages, etc. *Award:* The Court found that the claim had not been established but awarded as follows:—the Weekly Basic Wage of breadsellers employed by the Belfast Co-operative Society Limited, shall be increased to £8 17s. 6d. and that allowances and commission shall be granted as set out in the Union's claim, to take effect from 1st March 1963.

Civil Service Arbitration Tribunal

During May the Civil Service Arbitration Tribunal issued one award, No. 435*, which is summarised below:—

Award No. 435 (9th May).—*Parties:* Institution of Professional Civil Servants and H.M. Treasury. *Claim:* That the National salary scales of the Principal Scientific Officer, the Senior Scientific Officer, the Chief Experimental Officer and the Senior Experimental Officer shall be revised (as specified) with effect from 1st April 1962. *Award:* The Tribunal awarded that with effect from 1st April 1962 the National salary scales of the Officers concerned shall be as follows:—Principal Scientific Officer £1,839 × £81 (6) to £2,325 × £82 to £2,407 × £81 (2) to £2,569; Senior Scientific Officer £1,396 × £54 (2) to £1,504 × £81 (2) to £1,666 × £54 to £1,720; Chief Experimental Officer £2,109 × £108 (2) to £2,325 × £109 to £2,434; Senior Experimental Officer £1,568 × £65 to £1,633 × £92 (4) to £2,001. In making this Award, the Tribunal did not endorse any link between the Scientific Officer Class and the Administrative Class, or between the Experimental Officer Class and the Executive Class, but took the view that the evidence before them was insufficient at this time to disturb the relativities between those Classes which had in fact existed following the Report of the Royal Commission on the Civil Service, 1953–55.

Wages Councils Act 1959

Notices of Proposals

During May no Wages Councils issued notices of intention to submit wages regulation proposals to the Minister of Labour.

Wages Regulation Orders

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

The Wages Regulation (Fur) Order 1963: S.I. 1963 No. 908, dated 8th May, and operative from 24th May. This Order prescribes revised general minimum time rates and piecework basis time rates and general minimum piece rates for male and female workers.—See page 263.

The Wages Regulation (Rope, Twine and Net) (Amendment) Order 1963: S.I. 1963 No. 909, dated 8th May, and operative from 27th May. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers and general minimum piece rates for female workers.—See page 262.

The Wages Regulation (Cotton Waste Reclamation) Order 1963: S.I. 1963 No. 978, dated 22nd May, and operative from 10th June. This Order prescribes revised general minimum time rates for male and female workers.

The Wages Regulation (Milk Distributive) (Scotland) Order 1963: S.I. 1963 No. 1027, dated 28th May, and operative from 21st June. This Order prescribes revised general minimum time rates for male and female workers and varies the provisions relating to customary holidays.

The Wages Regulation (General Waste Materials Reclamation) Order 1963: S.I. 1963 No. 1052, dated 29th May, and operative from 24th June. This Order prescribes revised general minimum time rates for male and female workers, and piecework basis and guaranteed time rates for female workers.

Wages Councils Act (Northern Ireland) 1945

Notices of Proposals

During May 1963 notice of intention to submit Wages Regulation proposals to the Ministry of Labour and National Insurance was issued by the following Wages Council:—

*The Sugar Confectionery and Food Preserving Wages Council (Northern Ireland):—*Proposal N.I.F. (N.64), dated 3rd May, 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 May the Ministry of Labour and National Insurance made the following Wages Regulation Order* giving effect to the proposals made by the Wages Council concerned:—

The Rope, Twine and Net Wages Regulation (Amendment) Order (Northern Ireland) 1963: S.R. & O. (N.I.) 1963 No. 108, dated 16th May, and operative from 27th May. This order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 262.

* See footnote * on page 268.

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OFFICIAL PUBLICATIONS RECEIVED*

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Careers.—*Choice of Careers*. No. 52. *The Physiotherapist and the Remedial Gymnast*. 5th Edition, May 1963. Ministry of Labour. Price 1s. 3d. (1s. 6d.).

Economic Situation.—*Public Income and Expenditure, 1962-63. An Account of the Public Income and Expenditure of the United Kingdom, 1962-63; together with the Balances in the Exchequer on April 1, 1962; the Receipts and Payments (not being Income and Expenditure) in the year ended March 31, 1963; and the Balances in the Exchequer on that day.* H.C. 206. Price 9d. (1s.).

Incomes Policy.—*Statistics on Incomes, Prices, Employment and Production*. No. 5, June 1963. Ministry of Labour. Price 12s. 6d. (13s. 3d.).—See page 240.

National Insurance.—(1) *Accounts 1961-62. Accounts of the National Insurance Fund, the National Insurance (Reserve) Fund, the Industrial Injuries Fund and the National Insurance (Existing Pensioners) Fund for the year ended 31st March 1962; together with the Report of the Comptroller and Auditor General thereon.* (In continuation of House of Commons Paper No. 154 of 1961-62.) H.C. 212. Price 1s. 9d. (2s.).—See page 242. (2) *National Insurance Acts 1946-63. Draft of the National Insurance (Earnings) Regulations 1963. Report of the National Insurance Advisory Committee in accordance with section 77(4) of the National Insurance Act 1946, preceded by a statement made by the Minister of Pensions and National Insurance in accordance with section 77(5) of that Act.* H.C. 163. Price 8d. (11d.).—See also *Statutory Instruments*.

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.

The Wages Regulation (Fur) Order 1963 (S.I. 1963/908 (Z.81); 1s. 6d. (1s. 9d.)), made on 8th May; *The Wages Regulation (Rope, Twine and Net) (Amendment) Order 1963* (S.I. 1963/909; 5d. (8d.)), made on 8th May; *The Wages Regulation (Cotton Waste Reclamation) Order 1963* (S.I. 1963/978; 8d. (11d.)), made on 22nd May. These Orders were made by the Minister of Labour under the Wages Councils Act 1959.—See page 267.

The Agriculture (Poisonous Substances) Regulations 1963 (S.I. 1963/845; 1s. 3d. (1s. 6d.)), made on 23rd April by the Minister of Agriculture, Fisheries and Food and the Secretary of State for Scotland under the Agriculture (Poisonous Substances) Act 1952. These Regulations, operative from 1st May, consolidate the Agriculture (Poisonous Substances) Regulations 1956 to 1962 and prohibit the use of specified poisonous substances in certain operations unless the prescribed safety measures are observed.

The Mule Spinning and Pottery Appointed Doctor (Amendment) Regulations 1963 (S.I. 1963/879; 3d. (6d.)), made on 1st May by the Minister of Labour under the Factories Act 1961. These Regulations, operative from 20th May, amend the definition of "appointed doctor" in the Pottery (Health and Welfare) Special Regulations 1950 and in the Mule Spinning (Health) Special Regulations 1953.

(1) *The National Insurance (Earnings) Regulations 1963* (S.I. 1963/946; 5d. (8d.)), made on 15th May by the Minister of Pensions and National Insurance and the Treasury under the National Insurance Act 1956. (The Report of the National Insurance Advisory Committee on the preliminary draft of these Regulations is contained in H.C. Paper No. 163.).—See page 243; (2) *The National Insurance (Mariners) Amendment Regulations 1963* (S.I. 1963/947; 8d. (11d.)), made on 15th May by the Minister of Pensions and National Insurance under the National Insurance Act 1946. These Regulations, operative from 1st June, are made

(Continued on page 251)

* 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.

Retail Prices Overseas

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

Country	Index Base Year*	Month for which Index Figure Given	Items Covered†	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with	
					Month before	Year before
European Countries						
Belgium	1953	Mar. 1963	{ All Items Food	114.63 114.4	+0.05 Nil	+2.96 +3.5
Germany (Federal Republic)	1958	Apr. 1963	{ All Items Food	112.8 114.1	-0.1 -0.6	+3.9 +4.6
Italy (Large Towns)	1938*	Feb. 1963	{ All Items Food	79.67 86.23	+1.44 +2.06	+7.14 +8.12
Norway	1959	Feb. 1963	{ All Items Food	111.1 112.0	+0.5 +1.0	+4.9 +7.0
Portugal(Lisbon)	1948-49	Mar. 1963	{ All Items Food	121.1 122.3	+1.8 +3.3	+4.1 +5.1
Sweden	1949	Jan. 1963	{ All Items Food	173.0 199.0	+1.0 +1.0	+6.0 +11.0
Switzerland	1939	Mar. 1963	{ All Items Food	199.2 216.7	Nil -0.1	+7.0 +10.2
Other Countries						
Canada	1949	Apr. 1963	{ All Items Food	132.3 128.9	+0.2 Nil	+2.0 +3.1
India (All-India)	1949	Jan. 1963	{ All Items Food	130.0 130.0	-0.1 -0.1	+3.0 +4.0
Israel	1959	Jan. 1963	{ All Items Food	123.0 113.5	Nil -0.9	+11.8 +11.6
Japan	1960	Jan. 1963	{ All Items Food	117.5 121.5	+1.9 +3.9	+6.6 +8.4
South Africa (9 Urban Areas)	1958	Jan. 1963	{ All Items Food	106.3 105.5	+0.3 +0.6	+2.0 +3.1
United States	1957-59	Mar. 1963	{ All Items Food	106.2 104.6	+0.1 -0.4	+1.2 +1.4

* Index base is 100 except for Italy (1).

† The items of expenditure on which the "all items" figures are based are food, clothing, house-rent, fuel and light, and other or miscellaneous items.

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

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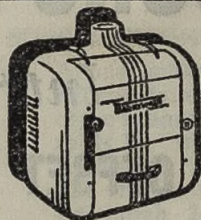


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