

received a sufficient training in work at the machine or is under adequate supervision by a person who has a thorough knowledge and experience of the machine. In the Dangerous Machines (Training of Young Persons) Order 1954 eighteen machines are prescribed as being of such a dangerous character that young persons may not work at them unless the requirements listed above are complied with.

The figures of machinery accidents quoted above amply demonstrate the need for special precautions when young people are engaged on work which involves the use of machinery, whether or not it is covered by the special provisions of the Factories Act. Proper induction training and supervision is of first importance. The nature and purpose of the machine and the danger liable to arise during normal operation should be thoroughly explained. The risks which may arise from misbehaviour or inattention, from cleaning machinery in motion, from the misuse of safety devices and from unsafe practices generally, and in particular "skylarking", should be carefully described. The young worker should clearly understand the right way to start the machine and to stop it, and what he should do in an emergency. The way the safety devices work and the circumstances in which they may fail should also be explained. Common defects which arise in the machine should be dealt with, and it should be made absolutely clear that the operator should not, on his own authority, tamper with guards and safety devices or remove or alter them in any way. He should be told that any defects in the safety device or in the machine must be reported at once to a responsible person.

Close supervision is necessary to ensure that the young worker has understood and assimilated the instruction and should continue until it is evident that he has learned to work safely. The importance of refresher training or periodic checks should not be overlooked.

Similar considerations arise at work which is not associated with machinery. A large proportion of the injuries to young people result from falls or from falling material, the misuse of hand tools, collisions, lifting and other handling of articles, and through contact with hot material. A more acute awareness of these sources of danger and the exercise of a little common sense, including the proper use of protective clothing and equipment, could prevent many of these accidents.

At present, organised safety training for young people is confined almost entirely to large firms and the nationalised industries. Many of these have apprentice training schools in which such training is given as part of the curriculum of craft training. The effectiveness of such training in reducing accidents has been amply demonstrated. While such comprehensive arrangements are restricted to a few comparatively large firms, effective arrangements for safety training are within the capacity of smaller firms. It has been estimated that over half the boys who enter industry receive either formal apprenticeship or learnership or some other form of organised training for not less than one year. Such forms of training give adequate opportunity for teaching safe methods and a safe attitude to work provided that foremen and supervisors understand the nature of their responsibilities, are themselves trained to discharge them, and are given the necessary time and support from higher management. Although the proportion of girls having a formal training period of at least a year is less than one-fifth of the total, and though the risks to which they are exposed are generally less severe than in the case of boys, attention to their training in safety is most important.

Technical colleges and schools play an important part in the initial safety training of young persons and in recent years there has been increasing co-operation between Education Authorities, H.M. Inspectors of Schools, and of Factories, and local Industrial Accident Prevention Groups. In September 1961, the Ministry of Education issued an administrative memorandum "Industrial Safety and the Education Service" to local Education Authorities and to Principals of training colleges and technical colleges, in which they directed attention to the role of educational institutions in safety training. In July 1962, the Scottish Education Department issued a Circular (No. 506) directing the notice of education authorities, managers and teachers to developments in the field of safety in the education service and suggesting means of securing the adoption of the highest standards of safety training. Paragraph 5 of that circular reads:

It is not suggested that safety should necessarily be made a special topic of study but rather that the safety aspects of the subject should be developed as an integral part of the teaching. The Secretary of State is sure that it is generally agreed that all members of the teaching staff should have a sound understanding of safety matters, and be generally familiar with good industrial practice and that they should set a positive example by normally applying, as a minimum at least, those provisions of safety required by law in industry. Where the need for clear demonstration makes the departure from standard practice necessary, it is most important that stress should be laid on the exceptional nature of the procedure and the reasons for its adoption under normal conditions should also be demonstrated.

Certain Regional Advisory Councils for Further Education have been particularly active in promoting lectures and group discussions of teachers and safety experts, and in encouraging schools and colleges to establish safety committees. These efforts by educational establishments, however, are only the first steps in safety training, and are in no way substitutes for training by industry itself. The prime responsibility for inculcating a safety conscious attitude of mind in the young person must remain with industry and once he has entered employment it is the responsibility of the employer to see that he is given training on the job, including safety training. As has been mentioned, some large firms have accepted this responsibility in relation to the apprentice. But the greatest shortcoming in such training is in the case of the young non-apprentice, a group which faces risks of equal magnitude. This problem can only be solved by proper safety training on the shop floor. In its Report "Training for Skill", the National Joint Advisory Council emphasised the opportunities which the "bulge" presented, if accompanied by adequate general training. The point made by the Council is equally relevant in the specific field of safety training.

The Safety Training of Adult New Workers

The natural emphasis on the training of young people should not be allowed to overshadow the need for training adult workers. Investigations conducted by the British Iron and Steel Research Association have indicated that the relatively heavy incidence of accidents among new entrants is not confined to boys and girls. Adult new entrants also show a higher accident rate during the first few months of their employment. Many jobs in industry call for particular care and knowledge and, if accidents are to be avoided, adults who are entering industry for the first time, or after a period of unemployment, or who are taking up new types of jobs need careful training. There is evidence which suggests that even an experienced man is more liable to suffer an accident after a period of enforced idleness or of different employment. The dangers of employment on machinery and the need for careful instruction and supervision which were previously mentioned in the context of the younger worker, apply with equal force to the new adult worker. Although some firms provide formal training, including training in safety, for adults the main training effort must necessarily be given on the job. As with young people it is important that adults should be given a systematic induction, and instruction in safe working procedures should be integrated with instruction in methods of doing the job efficiently. It is clear, therefore, that in this field the part played by foremen and supervisors is of particular importance.

Foremen and Supervisors

Since the responsibility for seeing that work is done safely cannot be divorced from the general responsibility for seeing that the work is done, it is clear that in order to carry out these essential duties effectively, foremen and supervisors must be given adequate training in safety as well as in production methods. Organised industry is paying much more attention to this aspect of safety training. For example, the Accident Prevention Committee of the British Non-Ferrous Metals Federation organises two-day safety courses for supervisors in the industry, and provides information to member firms on the training of supervisors and foremen. The Glass Manufacturers Federation and the Safety Council of the British Chemical Industry hold regular meetings to discuss particular aspects of safety training, while other Associations incorporate safety into their general schemes of supervisory training.

The Training Within Industry Job Safety Courses

Following a suggestion made by the Industrial Safety Sub-Committee of the National Joint Advisory Council, the Ministry of Labour introduced Job Safety Courses in 1957 as a part of the Training Within Industry scheme. These courses are designed for the supervisor who has a key position in safety training in his firm in that he has intimate knowledge not only of the plant and processes under his care but also of the people under his control. It is the general aim of these courses to demonstrate that safe methods of working are an integral part of good supervision. In particular the Job Safety Course seeks to: (1) improve a supervisor's knowledge of special or technical aspects of safety appropriate to his firm; (2) show him how to take action to prevent accidents; and (3) give him the basic information to co-operate effectively with safety specialists in his field.

The course is essentially practical and is related to the day-to-day work of the supervisor. However, in common with all safety training, long term benefits will only result if it has, as a background, a lively and persistent overall safety policy within the firm, and for this the co-operation of top management is essential.

Up to May 1962, 30,000 supervisors had received Job Safety Training, and 900 representatives of firms had attended courses given by the Ministry of Labour's Training Department to help them train supervisors within their concerns;

a clear indication of the value which employers place on the course.

Industrial Safety Training Centres

At Birmingham an Industrial Safety Training Centre offering a variety of courses has been established, and similar safety training centres, at present limited to the construction industries, have been set up at Liverpool, Enfield, Edinburgh, Cardiff and Norwich. The Centre at Birmingham, which was established in 1951, is the oldest and largest of these. Originally established for the purpose of giving practical courses of training in the safe use of power presses, the Centre has extended its courses to cover a variety of trades and occupations in which there is a high accident risk. These include building and civil engineering, welding, fork-lift truck driving, crane driving, and special courses designed for the plastics and chemical industries. There are courses for foremen and supervisors, power press tool setters, maintenance engineers, safety officers and insurance claims inspectors. Of particular importance at the present time are the courses for apprentices and the recently introduced one-day courses for school leavers which are provided free. In addition to workshops for practical demonstrations, lecture rooms and a permanent exhibition of protective clothing and equipment, there is a "museum" of some accident-causing equipment and a special building for construction courses. Students come from all over the country and from overseas to these centres to be given training in safety by industrialists and by Factory Inspectors.

The Royal Society for the Prevention of Accidents

The residential Industrial Training Safety Courses organised by this Society have gained an international reputation and are much in demand. Expert instruction is given by Factory Inspectors and industrialists in the basic principles of accident prevention in industry and the course is specially designed for representatives of management, management trainees, personnel and welfare officers, and safety officers. It includes factory law and the organisation of industrial safety, as well as technical and general subjects. These courses are of two weeks' duration, and four are planned for 1963. In addition to these general courses, the Royal Society also runs residential Accident Prevention Courses for Safety Supervisors in the construction industries. Four such courses, each of five days' duration, have been held in 1962.

The Construction Industries

The accident record of the construction industries in recent years has given cause for much concern. In 1961 reported accidents reached a new peak of 23,356 with 264 fatal accidents. These figures underline the need for intensive safety training. Moreover, construction work presents peculiar safety problems in that site conditions are relatively less static than in the typical factory. For this reason considerable responsibility for accident prevention rests with the supervisory personnel on the site. This has been recognised in recent legislation. Under the Construction (General Provisions) Regulations 1961 each contractor who normally employs more than 20 workmen, not necessarily on the same site, must appoint a safety supervisor who is "experienced in such operations and suitably qualified for the purpose". The duties of the safety supervisor are to advise his employer on safety matters, to exercise a general supervision to ensure that the Regulations are observed, and to promote the safe conduct of the work generally.

Several thousand new safety supervisors are needed to cover the three-quarters of a million workers employed by contractors to whom this requirement applies. To perform their duties effectively they clearly need organised and systematic training.

Following a joint meeting of course organisers of the Safety Centres at Birmingham, Enfield, Merseyside, Edinburgh and Norwich, a common programme of training has been devised specifically for safety supervisors. At these centres, and at Cardiff where courses are organised for the civil engineering industry, the courses include instruction on legal requirements, practical safety measures in demolition, excavations, scaffolding, roof work, lifting appliances, and the operation of machinery and the use of electricity on the site, as well as discussions on the general functions and duties of safety supervisors.

There has been an encouraging demand for these courses in the Safety Centres and for the five-day Royal Society for the Prevention of Accidents courses mentioned previously. Indeed, at present and in the foreseeable future, the limiting factor is not so much the demand for courses as the availability of places, and the supply of instructors and organisers of courses, which points to the need to expand existing facilities. The Royal Society for the Prevention of Accidents has recently organised a course to train instructors to meet one of these needs.

In addition, safety training courses for foremen and chargehands are given at most of the Safety Centres. This remains a vital training function because those who are engaged in the

daily supervision of production on the site must accept safety as an integral part of their work, and bear the immediate responsibility for the safety of the men under their control.

The Responsibility for Training

The Industrial Safety Sub-Committee of the National Joint Advisory Council, in their report on Industrial Accident Prevention in 1956, stated that "the more physical hazards can be eliminated through the application of standards contained in the law, the more the prevention of accidents becomes a job in human relations, organisation within industry, and co-operation between management and workers in pursuance of a policy of safety".

The purpose of this article has been to show that, within any "policy of safety", training is of vital importance at all levels. The prime responsibility for the organisation of such training rests with industry itself, and reference has already been made to the achievement of individual industries and voluntary organisations. Trade unions, too, have an important part to play in educating their members in the principles of accident prevention, and an important development has been the attention given to safety at weekend schools and summer courses. During the past two years more than 500 youths have attended courses organised by the Amalgamated Society of Woodworkers. During 1963, the National Federation of Building Trades Operatives will hold a two-week school for young persons at which special attention will be given to safety in relation to their work.

Unfortunately, such efforts are not widespread and large numbers of workpeople receive no safety training whatsoever. In particular, as H.M. Chief Inspector of Factories said in his 1961 Report, "there has been a disappointing lack of progress in the safety training of young persons in industry".

To be of the maximum effectiveness, safety training must be part of a positive accident prevention policy conscientiously applied by higher management, for without the requisite stimulus and support, supervisory grades cannot be expected to carry out their essential functions. This was recognised at the British Employers' Confederation's Conference in February on "Safety and Health in Industry". The Conference laid emphasis on the necessity for the formulation of safety policy to be at the highest level, so as to ensure that safe methods of working were accepted at all levels as inherent in the production system and that responsibility for safety devolved upon line management. This would leave the specialist safety officer to concentrate on his principal role as technical adviser to management on safety matters.

The importance of higher management taking responsibility for safety matters and safety training is being stressed by the Ministry of Labour in its efforts to encourage industry to take more effective steps to reduce accidents at work. In the past year, individual extensive approaches have been made to 19 industries. As a result of the closer liaison with industry which has been established, more information is becoming available on safety training schemes. It is clear that in several cases organised industry is paying more attention to safety, and that some employers' federations are providing valuable central services and guidance on safety training.

Such action by central organisations is valuable but must be supported by conscientious efforts within the individual firm. Many firms do have well organised, continuous and comprehensive programmes of safety training. A good example of such schemes is that of a large engineering works whose programme can be summarised as below:—

1. Safety instruction of young persons and apprentices.
2. Job safety instruction in all categories of work.
3. Particular safety training of foremen, other supervisory and key personnel.
4. The assimilation of safety principles and standards in design, planning and maintenance functions.

The organisation of effective safety training schemes in this case, and in several other industries such as the iron and steel and cement-making industries, has yielded substantial returns both in terms of increased efficiency through the saving of time lost and general dislocation of production resulting from accidents, and in terms of a reduction in human suffering and loss of morale. That "safe" production is essentially "efficient" production ought not to be neglected in the National Productivity Year.

It is difficult to summarise the general position of safety training in industry at present because of the great variations in safety training standards and practices between firms. The British Employers' Confederation's paper presented to the Industrial Safety Sub-Committee, however, does give a good indication of the present position. "The B.E.C. recognises that there is no ground for complacency in the matter of safety training. On the other hand probably more work and more thought are being directed to the best way of achieving safe methods than ever before, and it is to be hoped that statistics of accidents will show that this work is having effect".

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FUTURE OF WORKSHOPS FOR THE BLIND

A move from traditional crafts such as basket and mat making to more modern industries for blind persons employed in workshops for the blind is recommended in the Report of the Working Party on Workshops for the Blind, prepared by the Ministry of Labour and obtainable from H.M. Stationery Office, price 8s. 6d. (9s. 1d. including postage).

The Working Party, set up in June 1960, suggest that an independent non-profit-making corporation, appointed by the Minister of Labour, should be established to act as an advisory organisation to the workshops and to undertake commercial operations for them, and also that a Joint Industrial Council to determine pay and conditions in these workshops should be instituted.

The Report, published in braille and print, opens with a review of the history and development of the employment of blind persons both in special workshops and, more recently, in ordinary industrial undertakings. It notes that since 1941 there has been an increase of 50 per cent. in the proportion of blind persons of working age in employment of all kinds, the number in ordinary employment having increased from 3,000 to 6,600, while the number employed in special workshops has declined from 4,400 to 3,650. During the same period the number of home workers fell from 1,800 to 1,150.

Blind persons employed on carefully selected work—often in light engineering—in ordinary factories can, after only a short period of training, achieve an output comparable with sighted workers, but the piecework earnings of blind craftsmen in the workshops for the blind now form a very small proportion of their total remuneration.

The Report attributes the existing unsatisfactory economic position of the workshops primarily to their continuing reliance on the traditional crafts, most of which are either obsolete or rapidly declining in ordinary industry. The Working Party also found evidence of a need to improve the quality of management and criticised the existing wages structure in the workshops.

Examples are cited of a few workshops which have successfully turned over to modern industrial methods, including light

SUMMARY OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 468 to 486.

Employment

It is estimated that the number of persons in civil employment in Great Britain fell between mid-September and mid-October by 37,000 (— 36,000 males and — 1,000 females), the number at the end of the period being 24,012,000. The main changes were decreases of 17,000 in agriculture and fishing, 16,000 in financial, professional and miscellaneous services and 9,000 in transport and communication. The total working population, including H.M. Forces and the unemployed, is estimated to have decreased by 7,000 from 24,924,000 to 24,917,000.

Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour in Great Britain rose from 467,612 to 504,804 between 15th October and 12th November 1962, and the number registered as temporarily stopped rose from 33,766 to 39,863. In the two classes combined there was a rise of 36,925 among males and 6,364 among females.

Rates of Wages and Hours of Work

At 30th November 1962, the indices of weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers (on the basis of 31st January 1956 = 100) were 131.7, 95.1 and 138.5, respectively, as compared with 130.9, 95.1 and 137.6, respectively, at the end of October.

Estimates of the effect of changes in rates of wages and hours of work coming into operation during November indicate that about

engineering, plastic injection moulding and soap making, but in the Working Party's opinion the main obstacle to modernisation is the difficulty of embarking on new products on a strictly local basis. Apart from finding the necessary funds, workshop managements usually have little knowledge of production methods in ordinary industry; neither have they access to the necessary mass market.

The Working Party conclude that it is essential for the satisfactory future development of workshops for the blind in Great Britain that a strong central organisation should be established, directed and staffed by personnel who could guide the workshops in introducing more up-to-date and economic methods and processes. They also urge that, in future, greater emphasis should be placed on industrial experience in management by seeking the help of local industrialists on management committees of workshops and by requiring that an essential qualification for managers should be experience in industry. Training should be provided for existing managers and supervisors. The need for good communication between management and workers is emphasised as being particularly important.

At present, many workshops are small and engage in a variety of trades. Where practicable the Working Party consider that they should be grouped under a joint board of management with a manager in charge of the whole group and they should not operate numerous small departments engaged in different trades.

Much consideration was given by the Working Party to the effects of the existing wages system, under which, in addition to piecework earnings calculated on normal trade rates, blind workers receive tax-free augmentation. They recommend that this system based on a division of each worker's take-home pay into "earnings" and "augmentation" should be replaced by one under which all payments to workers are treated as wages. The object of the wage system should be to provide a reasonable basic wage for all blind workers and to give some incentive to improve output by offering a chance to earn more than the basic wage.

In addition to a full examination of all the problems involved and 23 recommendations for their solution, the Report contains summaries of evidence received and of some special inquiries made on behalf of the Working Party, both in Great Britain and abroad, as well as much statistical information.

AGRICULTURAL WAGES IN ENGLAND AND WALES

The Agricultural Wages Board for England and Wales made Orders on 7th November, with effect from 26th November 1962, which provide for an increase in the statutory minimum and overtime rates of wages for male and female workers employed in agriculture in England and Wales.

The minimum weekly time rate in all districts for men, 20 years and over, is increased by 8s. to 183s. and the minimum hourly and overtime rates for adult men are increased by 2d. and 4d. to 4s. and 6s. an hour respectively.

For female workers, aged 20 and over, in all areas except Cambridgeshire, the Isle of Ely and Yorkshire, the minimum weekly rate has been increased by 6s. to 137s. 6d., and in the excepted areas, where women work a 44-hour instead of a 46-hour week, by 5s. 6d. to 131s. 6d. The hourly and overtime rates for adult female workers are 3s. and 4s. 6d. respectively.

The minimum rates for younger workers and apprentices and craftsmen have been raised proportionately and consequential adjustments made in holiday remuneration and night work rates for all workers.

1,560,000 workers had an aggregate increase of approximately £670,000 in their full-time weekly rates of wages and about 30,000 workers had a decrease of approximately £4,000.

New agreements and statutory wages regulation orders made during November, including cost-of-living sliding-scale adjustments, have operative dates from 1st October 1962 to January 1964. These settlements, when fully implemented, will make a net addition of approximately £550,000 to full-time weekly rates of wages and will reduce the normal weekly hours of work of about 100,000 workers by an average of 2 hours.

Retail Prices

At 13th November 1962, the retail prices index was 120 (prices at 17th January 1956 = 100), compared with 119 at 16th October and with 117 at 14th November 1961. The rise in the index during the month was due mainly to increases in the average prices of household coal (mainly seasonal), eggs and tomatoes.

Stoppages of Work

The number of workers involved during November in stoppages of work due to industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was about 37,400. The aggregate time lost during the month at the establishments where the stoppages occurred was about 123,000 working days. The number of stoppages which began in the month was 121, and, in addition, 30 stoppages which began before November were still in progress at the beginning of the month.

INDUSTRIAL TRAINING: GOVERNMENT PROPOSALS

Statutory powers to set up Boards to be responsible for all aspects of training in individual industries would be sought by the Minister of Labour, according to a Command Paper (Cmd. 1892) recently presented to Parliament and published by H.M. Stationery Office, price 8d. (11d. including postage). The Boards would have power to impose a levy on firms. This proposal for improving industrial training arrangements on an industry-by-industry basis is being discussed by the Minister with the British Employers' Confederation, the Trades Union Congress and the nationalised industries. The Minister of Education is having similar discussions with educational organisations.

The full text of the Command Paper is reproduced below.

I. The Case For Action

1. Ever since the war industry in this country has been short of skilled labour. This has usually been so even in those parts of the country where the general demand for labour has been relatively small. There is no doubt that shortages of skilled manpower have been an important factor in holding back the rate of economic expansion—not least in those parts of the country where such expansion would have done most to reduce a level of general unemployment higher than the average.

2. It will be impossible to secure the objective of a steadier and more rapid rate of economic growth unless skilled manpower is available on a growing scale. This means that the rate of industrial training must be increased.

3. An increase in the supply of skilled labour will need to be matched by an improvement in quality. Whether or not we decide to join the Common Market our exports will be faced with increasing competition. At its best, the standard of training in this country is high; unfortunately this is by no means universal. Much is barely adequate and some definitely unsatisfactory. Many firms do not make adequate use of the facilities for technical education. Our overseas competitors, particularly in Western European countries, have paid great attention to the need to maintain an adequate supply of well-trained skilled labour. We must be quite sure that our own arrangements do not fall behind.

4. At present training for industry in this country is primarily the responsibility of individual firms, though the Government, Local Education Authorities, and other agencies such as the City and Guilds of London Institute are helping. The Industrial Training Council which was set up in 1958 by the British Employers' Confederation, the Trades Union Congress and the nationalised industries, to provide encouragement and help to industries in dealing with the training of workpeople, has helped to stimulate interest in the question. In recent years many firms have taken advantage of the rise in the number of school leavers by increasing substantially their recruitment of apprentices. In 1961 there was an increase in the number of apprentices recruited of 12,321 (or 10 per cent.) over the previous year and in the first ten months of 1962 there was a further increase of 10,989 (or 9 per cent.) over the corresponding period of 1961. These increases have been very welcome. Even so, it remains doubtful whether the number of new entrants into skilled occupations will be sufficient to match future needs. Experience in the United States, for example, suggests that technological progress requires an increasing proportion of trained and technical manpower in the working population, with a correspondingly smaller demand for unskilled and semi-skilled labour. The same is true here. The great majority of unfilled vacancies call for some degree of skill, while a high proportion of the adult unemployed are labourers.

5. A serious weakness in our present arrangements is that the amount and quality of industrial training are left to the uncoordinated decisions of a large number of individual firms. These may lack the necessary economic incentive to invest in training people who, once trained, may leave them for other jobs. While the benefits of training are shared by all, the cost is borne only by those firms which decide to undertake training themselves.

6. That these weaknesses exist, and must be remedied, is increasingly accepted within industry itself. The Government has therefore decided that the time has come to strengthen and improve the existing partnership between industry, the Government and the education authorities in the provision of industrial training. It has accordingly begun discussions with representatives of employers' and workers' organisations on proposals for improving the present arrangements. Discussions are also being arranged with the appropriate representative bodies in the educational world.

7. The objectives to be achieved can be stated as follows:—

- to enable decisions on the scale of training to be better related to economic needs and technological developments;
- to improve the overall quality of industrial training and to establish minimum standards; and
- to enable the cost to be more fairly spread.

8. So that discussions may take place on a realistic basis the Government has drawn up proposals set out in the following paragraphs. They have been drawn up after a study of existing practices both in this country and abroad.

II. The Government's Proposals

A Training Bill

9. The Minister of Labour would be given statutory powers to set up Boards which would be responsible for all aspects of training in individual industries. Before setting up a Board the Minister would be required to consult the organisations principally concerned on both sides of the industry.

(86787)

10. The range of functions which the Boards would be empowered to undertake would be set out in the proposed Bill. These might include:—

(1) Establishing policy for training in the industry, including such questions as admission to training (apprenticeship or otherwise), length of training, registration of trainees, and a provision for appropriate attendance at colleges of further education.

(2) Establishing standards of training and syllabuses for different occupations in the industry, taking into account the associated technical education required.

(3) Providing advice and assistance about training to firms in the industry.

(4) Devising tests to be taken by apprentices and other trainees on completion of training and, if necessary, at intermediate stages—for example, at the end of the first year.

(5) Establishing qualifications and tests for instructors.

(6) Establishing and running training courses in its own training centres.

(7) Paying grants to firms to reimburse them all or part of the costs incurred in the provision of approved training.

(8) Paying allowances to trainees not taken on by firms while being trained in public, or the Board's own, centres.

(9) Collecting money from establishments in the industry by means of a levy.

(10) Borrowing.

11. A levy on firms in the industry is an essential part of the proposals. If a Board undertook the functions set out at (6), (7) and (8) above, it would incur considerable expense. The Bill would provide that rebates could be allowed from the levy where firms were providing industrial training of approved quality. Whether or not this should be done would be a matter for decision by the Board. There would have to be power to exclude from the levy firms below a certain size. In addition, the Government would propose that the Bill should empower the Minister of Labour to make loans or grants to the Boards.

12. The Bill would provide that the Minister of Labour, at the request of a Board, could undertake the duty, subject to appeal, of identifying the establishments comprised within the definition of the industry. It would give the necessary powers to obtain information for this purpose, e.g., as to numbers employed and types of work undertaken in establishments.

13. The Boards would be empowered to appoint qualified persons to undertake duties in connection with the promotion of industrial training including making reports on the quality of training provided by firms applying for grants. The Minister of Labour would be empowered to appoint officers to satisfy him that the standards of training adopted by the Board were sufficient to justify payment of grant to the Board by the Minister.

The kind of scheme which might be operated by the Boards

14. Legislation on these lines would leave latitude to the Boards in deciding on their activities within the range of functions set out in paragraph 10. It might well be, however, that particularly in dealing with apprenticeship trades some Boards would find that they could best make progress by concentrating their main attention—at any rate at first—on the improvement of first-year training. This view is based on the experience of firms which have their own training schools and on the success achieved by the Ministry of Labour and many education authorities in the last two or three years in training first-year apprentices on a full-time basis both in Government Training Centres and Technical Colleges.

15. Experience has shown clearly that if young people on leaving school are given a systematic course of training in the basic principles of their trade, their progress thereafter to full skill will be more rapid and their adaptability within their trade much greater than if they started out on a narrow range of production work. It is difficult for many employers, particularly in small and medium-sized firms, to make available the machinery and instructors to give the apprentice this systematic grounding. The wider provision of opportunities for systematic training in the first year of apprenticeship would do much to improve our whole system by remedying it at its weakest point, that is to say, the haphazard and narrow training given all too often at the beginning.

16. If a Board decided to concentrate on first-year training it might find it desirable to provide that the cost, perhaps including wages, of all first year industrial training should be borne by the Board. The actual arrangements would no doubt vary according to the circumstances of the industry and the area. But the powers set out in paragraph 10 above would enable the Board to make any arrangements which might be necessary.

17. Clearly a Board which took over responsibility for first-year training on these lines would also find it necessary to carry out some of the other functions set out in paragraph 10 above, e.g., establishing standards of apprenticeship training.

Definition of Industries

18. The definition of industries for inclusion in the Orders setting up Boards would have to be worked out in detailed discussion with those concerned in the industries affected.

Composition of the Boards

19. The composition of the Board would be a matter for consultation with the industry in each case. How far it would be necessary to lay down a general pattern in the Bill would be for consideration. It would seem clear that the major part of the representation would have to be provided by employers and trade unions; that representation of Government Departments would be necessary; and, in view of the close links between industrial training and education, that there should be appropriate educational representation also.

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WOMEN IN PART-TIME EMPLOYMENT IN MANUFACTURING INDUSTRIES: ANALYSIS OF CHANGES IN THE PERIOD 1950-1961

About eight million women and girls are in employment in Great Britain, but not all are working full-time. Until the 1961 Census figures are available it is not possible to make detailed estimates of the numbers of women in part-time employment in all industries and services. Of the 2,850,000 women and girls employed in mid-1961 in manufacturing industries, however, over 390,000 were working part-time, i.e., not more than 30 hours a week. In the 11 years from 1950 the percentage they formed of the total number of women and girls employed in manufacturing industries varied from just under 10 in 1953 to approaching 14 in 1961, the highest figure recorded in the period. The industry with the highest percentage of women part-time workers in 1961 was food, drink and tobacco and the areas with the highest percentages were London and the South-East and the North-Midlands.

Two sources of information are used for the compilation of estimates of the numbers and percentages of women in part-time employment. Estimates of the total numbers of females employed in each industry are derived from the annual counts of National Insurance cards, but these figures do not distinguish between full-time and part-time workers as both have the same types of Insurance cards. Additional information is, however, available for manufacturing industries on a sufficiently comprehensive basis to allow estimates to be made. Employers in these industries with 100 or more workers and a 25 per cent. sample of those with 11 to 99 workers render returns periodically showing their total numbers of female employees and the numbers working not more than 30 hours a week. On the assumption that the information obtained from the firms rendering returns is representative of all firms in their respective industries and areas, estimates have been made of the number of women in part-time employment in manufacturing industries and the proportion they form of all females employed in these industries. Tables providing this information for each of the Orders of the Standard Industrial Classification and for some of the principal industries, for each mid-year from 1956 onwards, have been published in this Gazette, in the issues for the subsequent February (March in 1962). In the present article changes in the pattern of part-time employment over the 11 years 1950-61 are examined.

General Analysis

The Table below gives the estimated numbers of women in part-time employment in manufacturing industries in June of each year from 1950 to 1961, together with the percentages they formed of the total numbers of females employed.

Estimated Numbers of Women in Part-time Employment in Manufacturing Industries in Great Britain at June in each Year

Year	Number (000s)	Percentage of total number of females employed*
1950	324.1	11.8
1951	348.9	12.2
1952	289.0	10.5
1953	269.9	9.7
1954	297.0	10.3
1955	337.7	11.4
1956	349.4	11.8
1957	349.3	12.0
1958	333.2	11.9
†1959 (1948 S.I.C.) ..	335.1	11.9
†1959 (1958 S.I.C.) ..	320.0	11.7
1960	371.8	13.2
1961	390.7	13.7

During the 11 years 1950 to 1961 the number of women in part-time employment in manufacturing industries increased by 26 per cent.; this compared with an increase of 8 per cent. in the total number of females employed. Most women working part-time are, however, married, and, as will be seen from the Table on the next page, the number of married women in employment in manufacturing industries in this period increased by nearly a third. The percentage of women working part-time has fluctuated. In 1950 and 1951 and again in the years 1955 to 1959 it varied between 11 and 12 per cent. From 1952 to 1954 it fell to about 10 per cent. The principal reasons for this decline were reduced demand from the textiles and clothing industries, where the numbers working part-time fell substantially between 1951 and 1952, and a drop between 1952 and 1953 in the metals and engineering group. In the period 1950 to 1959, taken as a whole, the growth in the number of part-time workers just kept pace with the increase in the total number of females employed and was much slower than the increase in the number of married women employed. In the two years 1959 to 1961, however, the number working part-time rose sharply and by June 1961 the percentage was 13.7, the highest recorded in the 11 years. The industries taking on most additional part-time workers in these two years were food, drink and tobacco, the metals and engineering group, textiles and paper, printing and publishing.

* Number of women in part-time employment expressed as a percentage of all female employees in employment in manufacturing industries.

† See footnote * on page 459.

Industrial Analysis

The Table on the next page gives, for 1950 and 1961, an analysis by broad industrial groups of the numbers of women in part-time employment in manufacturing industries, the percentages they formed of the total numbers of females employed and the net changes during the period. Comparable estimates are also given of the numbers of females and the numbers of married women employed.

The employment of part-time workers commonly reflects a shortage of women able to work full-time. Sometimes, however, part-time working takes the form not of morning or afternoon shifts or other 'reduced day' working but of an evening 'housewives shift' arranged to increase production in times of pressure. The setting up of schemes for part-time working may involve some reorganisation in the factory and the extent to which they have been introduced will be influenced not only by the relative scarcity of full-time labour and pressure of demand but also by the technical problems presented.

Generally speaking, the industries which had the highest percentage increases in their numbers of part-time workers also showed high increases in both their total numbers of female employees and the numbers of married women employed. The converse, however, did not always apply, e.g., vehicles and paper, printing and publishing had slightly lower than average increases in their numbers of part-time workers but higher than average increases in both the total numbers of females and the numbers of married women employed.

Between a third and a quarter of the women working part-time in June 1961 were employed in the metals and engineering group. Their proportion to total female employees in this group was the same as for manufacturing industry as a whole, but the percentage increase over 1950 (37) was considerably above average. Food, drink and tobacco had 90,000 part-time workers in 1961 and this represented the highest ratio (25 per cent.) to total female employees. The percentage increase of well over 100 in the 11-year period was also very much the highest recorded. The increase was marked in many branches of the industry, including bread and flour confectionery, biscuits, bacon curing, meat and fish products and cocoa, chocolate and sugar confectionery. In the chemicals industry also the percentage increase in the number of part-time workers employed in the 11-year period was well above average.

Only two industries, textiles and clothing, had fewer part-time workers in 1961 than in 1950 although both continued to employ substantial numbers. Textiles in 1961 had 58,000 representing 13 per cent. of their total female employees and clothing 35,000 representing 9 per cent. Both industries employed fewer female workers, (full-time and part-time) and textiles, in addition, fewer married women in 1961 than in 1950. In both, the steepest decline in the numbers of part-time workers occurred between 1951 and 1952 while in the later part of the period numbers rose again. In textiles, although the number of part-time workers was lower, in 1961 than in 1950, the proportion to total female workers was higher; in clothing both the number and proportion fell.

Regional Analysis

The following Table shows the numbers of women in part-time employment in the administrative regions of England and in Scotland and Wales in June 1961. The percentages they formed, at that date, of the total numbers of females employed, and the comparable percentages for 1950 are also given.

Regional Analysis of Numbers of Women in Part-time Employment in Manufacturing Industries

Region	June 1961		June 1950 Percentage of total numbers of females employed*
	Number of women in part-time employment (000s)	Percentage of total numbers of females employed*	
London and South-Eastern	107	17	16
Eastern and Southern ..	36	15	14
South-Western	13	13	13
Midland	59	15	13
North Midland	39	16	17
East and West Ridings ..	46	15	13
North Western	61	12	9
Northern	9	8	4
Scotland	16	7	5
Wales	5	6	4
Great Britain	391	14	12

In both 1950 and 1961, the London and South-Eastern and the North-Midland Regions had the highest percentages of part-time workers, the former being slightly in the lead in 1961 and the latter in 1950. Over a quarter of all the women part-time workers in

* Number of women in part-time employment expressed as a percentage of all female employees in employment in manufacturing industries.

manufacturing industries in 1961 were in the London and South-Eastern Region. Apart from the two Regions already mentioned, the East and West Ridings, the Midland and the Eastern and Southern Regions also had above-average percentages of women part-time workers in 1961 while Wales, Scotland and Northern Region had the lowest. These three areas had however increased their percentages since 1950 while the percentage in the North-Midlands fell slightly and in the South-West showed no change.

Publication of Estimates

In future, estimates of the numbers of women in part-time employment in manufacturing industries will be published quarterly. Estimates for June, September and December 1962 will be published in the March 1963 issue of this Gazette, and thereafter estimates for March, June, September and December will be published in the issues for the subsequent May, August, November and February.

Industrial Analysis of the Changes in the Numbers of Women in Part-time Employment in Manufacturing Industries in Great Britain, 1950-1961

Industry	June 1950		June 1959 Numbers employed (000s)		June 1961		Change 1950-1961*	
	Number employed (Standard Industrial Classification 1948 Edition) (000s)*	Percentage of total number of females employed in the industry†	Standard Industrial Classification 1948 Edition*	Standard Industrial Classification 1958 Edition	Number employed (Standard Industrial Classification 1958 Edition) (000s)	Percentage of total number of females employed in the industry†	Number (000s)	Percentage
Food, Drink and Tobacco ..	46	14	86	77	90	25	+ 53	+ 119
Chemicals and Allied Industries ..	15	11	18	18	21	14	+ 6	+ 40
Metal Manufacture, Shipbuilding, etc., Engineering and Electrical and Metal Goods	84	13	90	90	115	14	+ 31	+ 37
Vehicles*	10	9	11	9	10	8	+ 2	+ 22
Textiles	69	12	46	46	58	13	- 11	- 16
Clothing and Footwear*	47	10	34	32	35	9	- 10	- 21
Paper, Printing and Publishing ..	22	12	19	17	24	11	+ 4	+ 22
Other Manufacturing Industries*† ..	31	11	31	31	38	13	+ 7	+ 23
Total Manufacturing Industries ..	324	12	335	320	391	14	+ 82	+ 26

NOTE: Part-time employment is defined as ordinarily involving not more than 30 hours work per week.

Industrial Analysis of the Changes in the Total Numbers of Females and in the Numbers of Married Women Employed in Manufacturing Industries in Great Britain, 1950-1961

Industry	Total numbers of females					Numbers of married women						
	Standard Industrial Classification 1948 Edition*		Standard Industrial Classification 1958 Edition		Change 1950 to 1961* (000s)	Per-centage change	Standard Industrial Classification 1948 Edition*		Standard Industrial Classification 1958 Edition		Change 1950 to 1961* (000s)	Per-centage change
	June 1950 (000s)	June 1959 (000s)	June 1959 (000s)	June 1961 (000s)			June 1950 (000s)	June 1959 (000s)	June 1959 (000s)	June 1961 (000s)		
Food, Drink and Tobacco ..	323	401	356	360	+ 82	+ 26	140	221	196	205	+ 90	+ 65
Chemicals and Allied Industries	137	150	143	146	+ 16	+ 12	50	73	70	68	+ 21	+ 42
Metal Manufacture, Shipbuilding etc., Engineering and Electrical and Metal Goods ..	657	764	767	848	+188	+ 29	304	426	427	477	+172	+ 57
Vehicles*	108	133	117	121	+ 29	+ 27	46	71	63	63	+ 25	+ 54
Textiles	583	469	468	458	-124	- 21	287	267	267	258	- 29	- 10
Clothing and Footwear* ..	466	422	398	411	- 31	- 7	191	216	203	204	+ 26	+ 14
Paper, Printing and Publishing ..	190	202	200	215	+ 27	+ 14	64	90	89	100	+ 37	+ 58
Other Manufacturing Industries*† ..	274	279	274	290	+ 21	+ 8	130	162	159	171	+ 44	+ 34
Total Manufacturing Industries	2,738	2,820	2,723	2,849	+208	+ 8	1,212	1,526	1,474	1,546	+386	+ 32

* The revised 1958 edition of the Standard Industrial Classification was brought into use for employment estimates in 1959 and the consequent reclassification affected the coverage of all the industry orders in the manufacturing sector. To permit comparison over the whole period, estimates for June 1959 are given according to both the *Old* (1948) and the *New* (1958) editions of the Standard Industrial Classification. In addition, motor repair garages, the repair of boots and shoes and the production and printing of cinematograph films, which were excluded in entirety from the manufacturing sector in the 1958 edition, have also been excluded from their respective industry groups and from the total for manufacturing industries in the estimates for June 1950 and June 1959, based on the 1948 edition. The total changes over the period 1950-1961 have been assessed by adding together (1) the changes between the estimates for 1950 and 1959 (based on the 1948 edition) and (2) the changes between the estimates for 1959 (based on the 1958 edition) and 1961.

† Number of women in part-time employment expressed as a percentage of all female employees in employment.

‡ Orders XI, XIII, XIV and XVI of the 1958 Standard Industrial Classification.

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THE FAMILY EXPENDITURE SURVEY

Year ended June 1962

In order to provide as quickly as possible the latest available information about the average weekly expenditure of households co-operating in the Family Expenditure Survey*, a summary of the results for the year ended June 1962 is given below. These show separately the expenditure of the "Index" households† used to provide the basis for the annual revision of the weights of the Index of Retail Prices,‡ and of the "Special Pensioners" households§ excluded for this purpose. Households in which the income of the head of household amounts to £30 per week or more are also excluded from the "Index" group. As numbers of households

in this higher income group are small, and since the average expenditures for this group are subject to large sampling errors, the expenditure figures are not shown separately in the Table which follows. They have, however, been included in the "All Households" figures shown in column (5) of the Table and details are available on request. The average weekly expenditures are obtained from the expenditures recorded by the households concerned, and are not adjusted to take account of the under-recording of expenditure on alcoholic drink, tobacco, meals out, chocolates, sweets and ice cream, which is a feature of Surveys of this type.

AVERAGE WEEKLY EXPENDITURE IN THE YEAR ENDED JUNE 1962 OF HOUSEHOLDS GROUPED ACCORDING TO THE TYPE OF HOUSEHOLD

Notes:

(1) Both individual and total expenditure figures have been independently rounded. The sums of the constituent items do not, therefore, necessarily agree exactly with the totals shown. (2) Nil expenditure and expenditure of less than 0.05d. are both shown as "—".

(1) Item Group Reference No.	(2) COMMODITY OR SERVICE	(3) "Special Pensioners" Households	(4) "Index" Group of Households	(5) All Households in Survey
	<i>Total number of households</i>	290	3,035	3,514
	<i>Average number of persons per household:</i>			
	All persons	1.43	3.11	2.99
	Males	0.49	1.51	1.44
	Females	0.94	1.60	1.55
	Children under 16	—	0.87	0.80
	Persons 16 and under 65	0.17	1.99	1.85
	Persons 65 and over	1.26	0.26	0.34
	Persons working for gain 	0.01	1.45	1.33
	Persons classed as "retired"¶	0.66	0.13	0.17
	HOUSING			
1	<i>Households renting unfurnished accommodation:</i>			
	Number of households	202	1,630	1,851
	Average payment, by these households, for rent, rates and water less receipts (if any) from sub-letting	s. d. 20 7.7	s. d. 28 2.9	s. d. 27 8.6
2	<i>Households renting furnished accommodation:</i>			
	Number of households	4	138	150
	Average payment, by these households, for rent, rates and water less receipts (if any) from sub-letting	s. d. 20 6.8	s. d. 53 5.3	s. d. 55 5.1
3	<i>Households living rent-free:</i>			
	Number of households	9	113	126
	Average payment, by these households, for rates, water or other charges less receipts (if any) from sub-letting	s. d. 2 7.4**	s. d. 1 6.7	s. d. 1 10.7
4	<i>Households living in their own dwellings:</i>			
	Number of households	75	1,154	1,387
	Average payment, by these households, for rates, water, ground rent, etc., and insurance of structure, together with the weekly equivalent of the net rateable value of these dwellings less receipts (if any) from sub-letting	s. d. 13 10.8	s. d. 21 1.7	s. d. 23 1.9
5	<i>Average net rateable value of dwellings (weekly equivalent) included in the averages shown in preceding item</i>	6 8.9	10 4.7	11 3.2
	<i>All above households taken together:</i>			
	Average of all above payments, and of net rateable value of owner-occupied dwellings, spread over all the households in above four groups	18 4.1	25 8.3	26 2.1
6	<i>Average expenditure, by occupiers, on repairs, maintenance and decorations, spread over all the households in above four groups</i>	1 5.3	6 3.0	6 9.5
	TOTAL, HOUSING (Two preceding lines)	19 9.4	31 11.4	32 11.5
	Fuel, Light and Power			
7	Gas, and hire of gas appliances	s. d. 2 9.4	s. d. 4 3.2	s. d. 4 1.9
8	Electricity, and hire of electric appliances	3 5.5	6 10.1	6 11.3
9	Coal and manufactured fuels (excluding coke)	7 11.7	8 7.8	8 9.1
10	Coke	0 3.9	0 8.9	0 11.3
11	Fuel oil, and other fuel and light	1 0.4	1 2.1	1 2.5
	TOTAL, FUEL, LIGHT AND POWER	15 6.9	21 8.1	22 0.1
	Food			
12	Bread, rolls, etc.	3 0.1	6 3.0	5 11.2
13	Flour	0 5.3	0 7.9	0 7.7
14	Biscuits, cakes, etc.	2 9.4	6 5.7	6 2.8
15	Breakfast and other cereals	0 8.0	1 6.7	1 6.2
16	Beef and veal	3 1.4	6 6.6	6 5.2
17	Mutton and lamb	2 1.6	3 9.0	3 8.5
18	Pork	0 6.8	1 8.0	1 7.4
19	Bacon and ham (uncooked)	1 8.8	3 9.0	3 7.8
20	Ham, cooked (including canned)	0 6.0	1 1.3	1 0.9
21	Poultry; other and undefined meat	2 7.1	7 11.9	7 10.7
22	Fish	1 7.2	2 11.4	2 11.7
23	"Fish and chips"	0 4.3	0 9.1	0 8.4
24	Butter	1 9.4	3 4.3	3 3.4
25	Margarine	0 5.2	1 1.3	1 0.5
26	Lard, cooking fat and other fat	0 4.2	0 10.4	0 10.0
27	Milk, fresh	4 6.3	8 5.2	8 4.0
28	Milk, dried, canned; cream, etc.	0 2.9	0 10.4	0 10.1
29	Cheese	0 10.1	1 9.5	1 9.2
30	Eggs	1 10.7	3 11.9	3 10.8
31	Potatoes	1 6.7	4 0.4	3 9.3
32	Other and undefined vegetables	2 5.1	6 0.2	5 10.6
33	Fruit	2 2.7	6 0.2	6 0.6
34	Sugar	1 2.5	2 3.9	2 3.1
35	Syrup, honey, jam, marmalade, etc.	0 6.6	0 10.5	0 10.6
36	Sweets and chocolates	0 8.5	3 8.9	3 7.0
37	Tea	2 1.8	3 4.3	3 2.8
38	Coffee	0 3.5	0 8.7	0 9.1
39	Cocoa, drinking chocolate, proprietary drinks	0 3.5	0 3.5	0 3.6
40	Soft drinks	0 5.9	1 11.4	1 10.5
41	Ice cream	0 1.0	0 8.1	0 7.7
42	Other foods; food not defined	1 2.5	3 4.9	3 3.8
43	Meals bought away from home	0 11.6	10 7.7	10 9.6
	TOTAL, FOOD	43 8.6	107 11.1	105 8.5

* Family Expenditure Survey: Report for 1960 and 1961. H.M. Stationery Office; price 12s. 6d. (13s. including postage).

† All households other than (a) those the head of which had a recorded gross income of £30 a week or more, and (b) those described at § below.

‡ See the issue of this GAZETTE for March 1962 (page 87).

§ Households in which at least three-quarters of the total income was derived from National Insurance retirement or similar pensions and/or National Assistance paid in supplementation or instead of such pensions.

|| Excluding those who normally work ten hours a week or less.

¶ Those who both described themselves as retired and were above the minimum pensionable age for National Insurance purposes.

** This figure has a relatively high sampling error.

Average Weekly Expenditure in the Year ended June 1962 of Households grouped according to the Type of Household—continued

(1) Item Group Reference No.	(2) COMMODITY OR SERVICE	(3) "Special Pensioners" Households	(4) "Index" Group of Households	(5) All Households in Survey
	Alcoholic Drink			
44	Beer, cider, etc.	s. d. 1 2.4	s. d. 8 9.9	s. d. 8 2.1
45	Wines, spirits, etc.	0 6.4	2 11.7	3 4.5
46	Drinks, not defined	—	0 6.4	0 7.4
	TOTAL, ALCOHOLIC DRINK	1 8.8	12 4.1	12 2.0
	Tobacco			
47	Cigarettes	3 4.2	20 3.6	18 11.7
48	Pipe tobacco	1 5.5	1 3.9	1 4.9
49	Cigars, snuff, pipes and other smokers' requisites	0 0.9	0 3.9	0 4.8
	TOTAL, TOBACCO	4 10.6	21 11.3	20 9.4
	Clothing and Footwear			
50	Men's outer clothing	0 9.8	5 4.3	5 3.9
51	Men's underclothing and hosiery	0 5.1	2 5.2	2 4.7
52	Women's outer clothing	1 4.4	6 11.2	7 2.0
53	Women's underclothing and hosiery	1 5.2	4 2.5	4 2.6
54	Boys' clothing	—	1 0.8	1 1.3
55	Girls' clothing	—	1 5.2	1 5.2
56	Infants' clothing	0 0.3	1 1.7	1 1.5
57	Hats, gloves, haberdashery, etc.	0 8.3	3 0.8	3 0.8
58	Clothing materials and making-up charges; clothing not fully defined	0 2.8	0 7.8	0 8.7
59	Footwear	1 2.7	6 8.0	6 7.0
	TOTAL, CLOTHING AND FOOTWEAR	6 2.7	32 11.5	33 1.7
	Durable Household Goods			
60	Furniture, including repairs	0 1.6	4 7.6	4 10.7
61	Floor coverings	0 4.2	3 2.1	3 3.5
62	Soft furnishings and household textiles	0 6.2	2 11.0	2 10.7
63	Radio, television and musical instruments, including repairs	0 5.3	3 5.9	3 8.4
64	Gas and electric appliances, including repairs	0 4.5	5 9.6	5 4.5
64A	Appliances other than gas or electric appliances*	—	0 9.0	0 8.5
65	Composite purchases of household durable goods not separately distinguished	0 8.2	3 0.8	3 3.2
66	China, glass, cutlery, hardware, ironmongery, etc.†	0 1.7	0 4.7	0 5.3
67	Fire, burglary, etc. insurance of furniture, etc.	—	—	—
	TOTAL, DURABLE HOUSEHOLD GOODS	2 7.7	24 2.6	24 6.7
	Other Goods			
68	Leather, travel and sports goods; jewellery; fancy goods, etc.	0 1.7	2 3.5	2 7.3
69	Books, magazines and periodicals	2 3.7	5 4.6	5 5.2
70	Toys and stationery goods, etc.	0 5.5	2 8.2	2 9.4
71	Medicines and surgical goods	1 1.8	2 4.0	2 3.8
72	Toilet requisites, cosmetics, etc.	0 8.3	3 4.1	3 3.7
73	Optical and photographic goods	0 1.1	1 1.0	1 2.2
74	Matches, soap, cleaning materials, etc.	2 2.3	4 5.6	4 4.0
75	Seeds, plants, flowers	0 5.3	1 6.4	1 10.9
76	Animals and pets	0 10.0	1 9.9	1 10.8
	TOTAL, OTHER GOODS	8 3.6	24 11.2	25 9.3
	Transport and Vehicles			
77	Net purchases of motor vehicles and accessories	—	8 4.9	8 8.1
78	Maintenance and running of motor vehicles	0 11.2	12 1.4	12 4.6
79	Purchase and maintenance of bicycles, prams, etc.	0 0.6	1 0.6	1 0.4
80	Railway fares	0 2.0	2 3.8	2 5.3
81	Bus, etc. fares	1 8.2	7 5.2	6 9.9
82	Other travel and transport	0 2.5	1 9.0	1 9.7
	TOTAL, TRANSPORT AND VEHICLES	3 0.5	33 0.9	33 2.0
	Services			
83	Postage, telephone, telegrams	0 9.8	2 3.1	2 6.1
84	Cinemas	0 1.7	1 3.9	1 3.1
85	Theatres, sporting events, and other entertainment (excluding betting)	0 3.4	2 1.4	2 2.5
86	Radio and television, licences and rental	1 7.5	3 10.3	3 7.7
87	Domestic help, etc.	0 6.2	1 4.0	2 1.7
88	Hairdressing	0 7.5	2 9.6	2 10.2
89	Footwear and other repairs not allocated elsewhere	0 8.1	1 9.6	1 9.9
90	Laundry, cleaning and dyeing	1 0.5	2 1.4	2 2.8
91	Educational and training expenses	—	1 2.2	2 6.1
92	Medical, dental and nursing fees	0 0.6	0 9.9	0 10.6
93	Subscriptions and donations; hotel and holiday expenses; miscellaneous other services	1 0.6	9 4.1	10 9.4
	TOTAL, SERVICES	6 9.8	28 11.9	32 10.1
	Miscellaneous			
94	Pocket money to children and other expenditure not assignable elsewhere	0 0.2	1 5.1	1 5.1
	GRAND TOTAL, ALL ABOVE EXPENDITURE	112 8.8	341 5.2	344 6.5
	Other Payments Recorded			
95	Income tax and surtax, payments less refunds	0 2.7	25 7.9	37 2.5
96	National Insurance contributions	0 0.5	14 7.7	13 5.4
97	Mortgage and other payments for purchase or alteration of dwellings	0 3.5	12 4.1	14 8.4
98	Life assurance, contributions to pension funds	1 8.2	12 0.8	13 6.7
99	Sickness and accident insurance; subscriptions to sick clubs, friendly societies	0 0.8	0 8.2	0 8.5
100	Contributions to Christmas, savings or holiday clubs	0 5.2	2 1.9	1 11.3
101	Purchase of savings certificates, sums deposited in savings banks, etc.	0 2.0	3 3.2	3 5.9
102	Betting, payments less winnings	0 6.3	1 3.7	1 3.3

* The items in this group are included in group 66 in expenditure tables for earlier years up to and including year ended June 1961.

† Figures for this group are not exactly comparable with figures for group 66 in expenditure tables for earlier years. (See footnote * above.)

EARNINGS IN THE BRITISH TRANSPORT SERVICES

The British Transport Commission have published the results of their Annual Census of Staff giving particulars by occupation, grade, etc., of the average rates of pay and average earnings of the staff of British Railways in the week ended 14th April 1962. The particulars have been summarised by the British Transport Commission for the principal groups of staff, as follows:—

	Number of staff in grade	Average Rates of Pay		Average Earnings	
		£ s.	£ s.	£ s.	£ s.
British Railways Staff					
<i>Male Adults</i>					
Clerical	41,905	13 8	15 2		
Technical	5,918	16 17	17 16		
Headquarters, Divisional and District Inspectors	2,042	15 12	20 2		
<i>Operating—</i>					
<i>Salaried:</i>					
Stationmasters, Yardmasters, Goods Agents, etc. .. .	4,157	16 4	19 2		
Inspectors, Foremen and Supervisors	7,046	14 5	19 0		
Traffic Control	2,209	15 2	20 7		
<i>Conciliation:</i>					
<i>Locomotive—</i>					
Drivers	35,910	13 7	17 10		
Firemen and Assistant Motormen .. .	22,692	10 17	14 12		
Cleaners	2,540	9 4	12 2		
<i>Traffic—</i>					
Guards	19,202	10 15	15 1		
Signalmen	21,742	11 3	16 5		
Shunters	13,921	10 9	14 18		
Porters	24,337	9 0	13 4		
Ticket Collectors	3,185	9 19	14 3		
<i>Goods Handling—</i>					
Checkers	9,177	9 12	12 15		
Porters	13,688	8 17	11 14		
<i>Cartage—</i>					
Motor Drivers	13,158	9 10	13 6		
<i>Locomotive Running Shed—</i>					
Shedmen	10,107	9 6	13 13		
<i>Carriage and Wagon—</i>					
Service-men	5,033	8 16	12 19		
Examiners	4,352	10 5	15 11		
Oilers and Greasers	1,374	8 18	11 19		
<i>Maintenance and Construction—</i>					
<i>Salaried:</i>					
Foremen, Inspectors and Other Supervisors	7,120	16 3	20 2		
<i>Conciliation:</i>					
Civil Engineering	39,007	9 15	15 2		
Signal and Telecommunications .. .	10,201	10 7	16 10		
<i>Workshop:</i>					
Civil Engineering	14,797	9 14	14 8		
Signal and Telecommunications .. .	989	10 0	15 3		
Locomotive	26,314	9 19	15 5		
Carriage and Wagon	31,853	9 17	14 7		
Locomotive Running Shed	12,267	10 3	16 10		
Road Motor	3,188	10 1	13 15		
Electrical	5,793	10 2	15 6		
Stores, etc.	2,755	9 10	12 19		
Police	2,337	16 13	18 8		
<i>All Categories (excluding Officers)</i>					
Male Adults	435,684	11 1	15 4		
Male Juniors	23,397	5 13	7 11		
Female Adults	29,611	9 0	9 15		
Female Juniors	2,879	4 17	5 0		

There was a revision of rates of pay for most salaried, conciliation and workshop staff at about the time the census would normally have been taken. The census was delayed by three weeks until the revision had taken effect. For staff not included in this revision, but for whom revisions retrospective to the census week were subsequently granted, the census information has been modified on an estimated basis.

It should be noted that the descriptions of some of the groups of grades are of necessity in general terms: thus porters include leading porters.

The basis of compilation of the census is the same as that for the 1958 and subsequent censuses and the census shows the actual numbers of staff in substantive grades, with the average rates of pay and average earnings of the staff in those grades. The numbers accord with the statistics of staff numbers otherwise published by the Commission.

The pay and earnings are on the basis of a full week's work. The averages are directly based on staff who worked their full week, the numbers, pay and earnings of those who were absent for the whole or part of the census week, e.g., through sickness, being excluded from the average. Part-time staff employed in part-time grades, e.g., office cleaners, are included in the average if they worked their required week.

The average rate of pay is the average basic payment laid down in the relative agreements with the representatives of the employees, and is exclusive of the additional payments specifically mentioned in the following paragraph on average earnings.

The average earnings include the total payments for work performed and cover payments for piecework, bonus schemes, overtime, Saturday afternoon, Sunday and night duty, and all other payments for work performed, but exclude travelling and out-of-pocket expenses and meal and lodging allowance.

Railway workers employed by the London Transport Executive are not included in the above figures.

The next Table shows the average weekly earnings computed from the census returns each year since 1949, in respect of all adult male workers in the conciliation grades and in the workshop grades and of all categories of employees in the wages grades, i.e., conciliation and workshop grades for male adults, male juniors, female adults and female juniors.

The numbers upon which the averages for 1949 to 1957 are based are equated figures, i.e., the number of staff working for less than the completed week is reduced to give a figure equivalent

to the number of full-time employees. In calculating the averages for those years, the total amount of wages paid in the period has been divided by the equivalent number of full-time staff.

The averages for 1958 to 1962 have been compiled on the same basis as those in the previous Table.

Date	Conciliation Grades		Workshop Grades		Conciliation and Workshop Grades Combined			
	Male Adults	Male Juniors	Male Adults	Male Juniors	Male Adults*	Male Juniors	Female Adults*	Female Juniors
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
<i>Week ended:—</i>								
30th April 1949†	135 0	145 1	137 6	53 4	78 10	46 7		
22nd April 1950	135 9	149 2	139 2	56 6	79 1	49 2		
21st April 1951	152 11	165 10	156 1	61 8	87 0	52 9		
26th April 1952	162 1	175 2	165 4	64 11	95 6	62 2		
21st March 1953	171 11	189 4	176 4	68 9	99 8	64 9		
27th March 1954	182 10	192 1	185 3	74 0	106 0	71 4		
26th March 1955	200 10	217 8	205 3	82 6	115 4	79 3		
24th March 1956	218 10	238 11	224 2	87 9	123 10	83 11		
23rd March 1957	220 1	240 8	225 7	90 11	124 9	85 4		
	£ s.	£ s.	£ s.	£ s.	£ s.	£ s.		
22nd March 1958‡	11 12	12 5	11 15	6 5	6 10	4 13		
21st March 1959	11 19	12 10	12 2	6 9	6 14	4 0		
26th March 1960	13 14	14 14	13 19	7 9	7 9	4 3		
25th March 1961	14 3	15 1	14 8	7 8	7 9	4 12		
14th April 1962	14 17	14 18	14 17	7 16	7 18	5 1		

The Annual Census dealt also (on the same basis for the week ended 14th April 1962) with the average rates of pay and average earnings of ships and marine staff, docks, harbours and wharves staff, and inland waterways staff, and the average earnings of hotels and catering staff. Certain particulars are given below in respect of these workers. It should be noted that, for the purpose of calculating the average earnings of hotels and catering staff, an adjustment has been made in those cases where the employee is supplied with full board and lodging or meals.

	Number of staff in grade	Average Rates of Pay		Average Earnings	
		£ s.	£ s.	£ s.	£ s.
Ships and Marine Staff					
<i>Male Adults</i>					
Technical and Clerical	397	13 12	16 5		
<i>Operating—</i>					
Ships' Officers	779	18 15	23 9		
Stewards and Catering Staff .. .	897	10 0	14 15		
Seamen and Engine Room Staff—					
Cross-Channel Ships	1,056	11 0	16 9		
Small Passenger Ships	435	9 13	14 11		
<i>Maintenance—</i>					
Supervisory	33	17 4	22 19		
<i>Marine Workshop Staff—</i>					
Timeworkers—CRAFT	362	11 2	16 9		
Other	397	9 8	14 18		
Pieceworkers—CRAFT	361	11 0	22 14		
Other	362	8 17	18 15		
<i>All Categories (excluding Officers)</i>					
Male Adults	5,299	11 19	17 11		
Male Juniors	406	5 1	7 5		
Female Adults	306	8 15	10 18		
Female Juniors	15	4 12	4 14		
Docks, Harbours and Wharves Staff					
<i>Male Adults</i>					
Technical and Clerical	1,433	14 5	15 17		
<i>Operating—</i>					
Supervisory	932	15 2	19 10		
Railway Shunters	913	10 10	13 12		
Coal Tipplers, Trimmers, etc. .. .	475	8 9	15 11		
Cranedriers§	893	9 12	18 4		
Checkers§	987	10 0	14 9		
Porters§	2,969	9 6	13 10		
Dockgatemmen, Berthingmen, etc. .	722	9 15	14 7		
Floating Craft Staff	182	10 5	15 2		
Other Operating Staff§	1,206	10 10	16 18		
<i>Maintenance—</i>					
Supervisory	235	16 0	22 2		
<i>Engineering Staff—</i>					
Artisans	2,413	10 12	15 2		
Gangers, Lengthmen, Relayers, etc. .	702	9 13	13 6		
Labourers	819	9 5	12 5		
Dredging Staff	589	9 16	18 11		
Other Maintenance Staff	258	9 12	12 17		
<i>All Categories (excluding Officers)</i>					
Male Adults	15,786	10 14	15 5		
Male Juniors	400	5 2	6 3		
Female Adults	659	8 1	8 7		
Female Juniors	48	5 0	5 0		
Inland Waterways Staff					
<i>All Categories (excluding Officers)</i>					
Male Adults	3,528	10 8	13 19		
Male Juniors	199	6 11	9 1		
Female Adults	400	8 14	8 17		
Female Juniors	14	6 2	6 2		
Hotels and Catering Staff					
<i>All Categories (including Officers)</i>					
Male Adults	7,406	—	12 4		
Male Juniors	1,099	—	6 3		
Female Adults	6,939	—	7 10		
Female Juniors	354	—	5 17		

* A substantial number of part-time workers is included.
† In 1949, though the coverage is not strictly comparable with the subsequent years, no substantial error is introduced.

‡ A comparison made by the British Transport Commission between the old method (using the "equated" basis) and the new method showed that the overall adult average earnings figures were substantially the same, those for male adults being 0.3 per cent. more, and those for female adults 0.5 per cent. less, than by the old method. In the case of juniors the comparison is also affected by a redefinition whereby they are included entirely on an age basis whereas previously juniors working in adult posts were treated as adults.

§ Weekly workers registered under the Dock Workers (Regulation of Employment) Scheme are included under their respective grades; in addition dock workers allocated on a daily basis by the National Dock Labour Board were the equivalent of 3,014 men for the full week.

STATISTICS ON INCOMES, PRICES, EMPLOYMENT AND PRODUCTION

No. 3. December 1962

The third 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). Prepared by the Ministry of Labour in collaboration with other Government Departments, notably the Board of Trade and the Central Statistical Office, its purpose is to make available in convenient form factual information which will assist those engaged in negotiation or arbitration. The tables cover wage rates, earnings (including salary earnings), hours of work and other conditions of employment, manpower, prices, production, profits and other relevant subjects.

New items introduced in this issue are: incomes—1950 and 1961 (chart); weekly rates of wages by occupation of adult female workers 1955–62; average earnings and indices of changes in average earnings 1955–61 of all male and female salaried employees covered by returns from certain industries and services; movements in normal weekly hours of work and average weekly hours worked 1950–62 (graph); and indices of hours worked by operatives in manufacturing industries 1956–62 (table and graph).

Existing tables relating to average weekly earnings, average hourly earnings and average hours worked now include agricultural workers. Also the table of indices of movements in normal weekly hours and average weekly hours worked has been amplified to show corresponding actual hours, and the table of average weekly earnings by regions now incorporates totals for industry groups, for all manufacturing industries and for all industries and services covered.

INDUSTRIAL REHABILITATION: REPORT FOR 1961

Recent Expansion of the Industrial Rehabilitation Units

The immediate programme for the expansion of the industrial rehabilitation service, which began in 1960 with the opening of the Perivale Unit and the increase of capacity in the Glasgow Unit from 100 to 200 places, was completed by the establishment of a new Unit at Aintree to serve Merseyside and adjacent areas in North West England and Wales. This has increased the number of Units to 17 and expanded the network to cover the major industrial centres of Great Britain. The Units at Egham (Surrey), Edinburgh and Leicester have residential places; and for those attending non-residential Units who are unable to travel daily, lodgings are found and special lodgings allowances paid. All persons attending the Units are paid maintenance allowances (including payments for dependants) and, where necessary, daily travelling expenses also.

The Units cater for persons over school-leaving age who, after completion of medical treatment or following long unemployment, need a gradual readjustment to working conditions and expert vocational help to fit them for a return to work. They are run on the lines of a modern factory and those attending are encouraged to think of themselves as employees rather than patients. The work done is mainly production work obtained from industry as well as from hospitals and government departments; this is regarded as most important in imparting an industrial atmosphere and a sense of purpose.

There is no set syllabus but each person is given an individually-planned course, lasting not more than 12 weeks, under the supervision of trained staff consisting of doctor, occupational psychologist, social worker, remedial gymnast and industrially-trained workshop supervisors under the general leadership of a rehabilitation officer.

Recruitment for Courses and Results

During 1961, 10,724 people (including 1,244 women) were admitted to the Units as compared with 10,333 in 1960. Of these, 7,516 (70 per cent.) had been recommended by hospitals, general practitioners, or other medical agencies; 520 were persons who, following recent discharge from hospitals or from medical treatment by their own doctors, were recommended by the Employment Exchanges; 2,217 were other unemployed disabled persons, and 471 were persons who, although without apparent disability, were considered to be in need of, and likely to benefit from, a course of rehabilitation. Whatever the source of recommendation, applications are always made through the Disablement Resettlement Officer (D.R.O.) at the applicant's local Employment Exchange. The D.R.O. also has the responsibility for helping the man or woman to find the employment recommended at the end of the course. The close links between the Units and the D.R.Os. in the Employment Exchange service are an essential factor in the success of industrial rehabilitation.

All types of disabilities except total blindness for which there are special arrangements (see next column) are admitted if there is a reasonable prospect of the person's employment in open industry. The Table aside analyses the admissions during 1961 to show the proportion in each of several broad medical groups, the number who completed their courses and the proportion of those who were placed in employment or accepted for a course of vocational training within three months of leaving the Units. Taking still broader disability groupings it may be seen that two-thirds of all the entrants were suffering from (a) injuries to the head, trunk, limbs and spine, (b) heart, circulatory and chest diseases (including respiratory

tuberculosis), or (c) some form of mental disorder. Up to about six years ago the largest single group was that of respiratory tuberculosis which accounted for 25 per cent. of the admissions. Now the mental disorders have risen to this level, while respiratory tuberculosis has fallen to 6.6 per cent. For various reasons, mainly medical, between 16 and 18 per cent. of admissions terminate their courses prematurely; during 1961 the rate of premature termination was 17.4 per cent. The proportion of those completing their courses who are placed in employment or sent for training within a short period averages between 65 and 75 per cent. The figure is to some extent dependent on the general employment situation and the rate for 1961 entrants was 68.1 per cent. This result was not quite so good as that for 1960 entrants when the percentage was 71.8, but better than that for 1959 entrants (65.8) or 1958 entrants (62.3).

Disability Group	Number of entrants during period	Number of entrants in each group as a percentage of all entrants	Number of entrants who completed the course	Percentage of Col. (4) placed in employment	Percentage of Col. (4) accepted for training	Total placed or accepted for training within 3 months of completion of course (Col. (5) & Col. (6))
(1)	(2)	(3)	(4)	(5)	(6)	(7)
No obvious disability	131	1.2	106	55.7	14.1	69.8
Amputations	224	2.1	188	44.7	22.9	67.6
Arthritis and Rheumatism	342	3.2	300	51.7	15.0	66.7
Diseases of:—						
Digestive system ..	359	3.4	287	51.9	20.6	72.5
Heart and circulatory system ..	906	8.5	787			

PAYMENT OF WAGES BY CHEQUE: APPOINTED DAY

After consultation with interested organisations the Minister of Labour has announced in a written answer to a Parliamentary Question that he proposes to appoint 1st March 1963 as the date from which the payment of wages by cheque will be authorised under the Payment of Wages Act 1960. This Act (see the issue of the GAZETTE for July 1960, page 275) provides for the payment of wages of manual workers (or more precisely those to whom the Truck Acts apply) into a bank account, by postal or money order or by cheque only if the worker requests payment in any of these ways, and if the employer consents. It also provides for the payment of wages by postal order or money order when the worker is away from his normal pay station either because of illness, injury or for a reason connected with his work. This provision came into operation on 2nd July 1960, and in these special cases the written request of the worker is not required, although he may tell the employer in writing that he does not wish to be paid in this way. Payment into a bank account or by postal or money order has been lawful since 2nd December 1960.

INDUSTRIAL SAFETY, HEALTH AND WELFARE

Safety in the Use of Mechanical Power Presses

Safely designed tools; efficient and regularly maintained presses; effective guards, inspected, tested and maintained to a regular schedule; good press shop lay-out; and an appreciation by all concerned, especially tool-setters and operators, of the principles of safety acquired through suitable training schemes are the main factors making for safety in a press shop. So long as any of these factors are neglected, complete safety will not be achieved. These are the main conclusions in "Safety in the Use of Mechanical Power Presses", an illustrated booklet (No. 14) in the Safety, Health and Welfare New Series prepared by the Ministry of Labour and obtainable from H.M. Stationery Office, price 4s. (4s. 5d. including postage).

The booklet emphasises that power presses should be designed so that an operator does not need to put any part of his body into the danger zone between the tools in order to carry out his work. Wilful, negligent or accidental access must, however, be prevented by guards or other safety devices which are discussed and illustrated. But it is not sufficient merely to secure universal adoption of guarding devices; no real safety is achieved unless the whole equipment (including the safety devices) is kept in sound and efficient condition by competent trained persons.

Accidents to Railway Servants during 1961

The Report of the Chief Inspecting Officer of Railways on the accidents which occurred on the Railways of Great Britain during the year 1961 has been presented to the Minister of Transport and is published by H.M. Stationery Office, price 7s. (7s. 6d. including postage). It is based on returns made by the British Transport Commission, including the London Transport Executive, and certain Railway Undertakings which were not taken over by the Commission on 1st January 1948.

There has been no change in recent years, either before or after the nationalisation of the railways, in the basis for the reporting of accidents and all the statistics contained in the Report are comparable; figures relating to the 1940 to 1945 averages have been omitted from the relevant tables and appendices because a modified form of reporting was then in force and consequently the number of accidents was reduced. For railway servants, only those accidents which cause absence from ordinary work for more than three days are required to be reported. Personal injuries are classified as "serious" or "slight", the former being defined as "Amputation of limbs, a fracture or dislocation, internal injuries, loss of an eye, burns or scalds and any other injury of a similar serious character likely to cause protracted disablement". Any person so severely injured as to die after an accident, but before the date of the Report is included as a fatality.

The number of railway servants killed during 1961 was 167 compared with 145 in 1960, 161 in 1959 and an annual average of 157 during the period 1956 to 1960. The numbers injured totalled 14,066 in 1961, 14,328 in 1960 and 14,408 in 1959, compared with an annual average of 14,861 during the period 1956 to 1960. Of the injuries in 1961, 1,353 were of a serious nature and 12,713 slight.

Reported accidents are classified in three main groups: (1) train accidents (i.e., to trains or rolling stock on or affecting a passenger railway) and failures of rolling stock, track and structures; (2) movement accidents (i.e., those connected with the movement of railway vehicles, exclusive of train accidents); and (3) non-movement accidents (i.e., those on railway premises not connected with the movement of any railway vehicle. The term "railway premises" does not include factories, workshops and garages, buildings used exclusively for warehousing goods, hotels or similar premises; in respect of which accidents are reportable to the Factory Inspectorate.) The total of 167 railway servants who were killed in accidents during 1961 included ten killed in train accidents, 134 in movement accidents and 23 in non-movement accidents. Of those seriously injured, 42 sustained their injuries in train accidents,

500 in movement accidents and 811 in non-movement accidents. The corresponding figures for slight injuries were 68, 1,291 and 11,354 respectively.

Detailed figures relating to all railway accidents occurring in 1961 are given in the Report, which also contains brief summaries of the 16 train accidents which were the subject of inquiries, notes of other accidents and a review of the year.

INTERNATIONAL LABOUR ORGANISATION

153rd Session of the Governing Body

The 153rd Session of the Governing Body of the International Labour Office was held in Geneva from 6th to 9th November 1962. The Chair was taken by Mr. A. Parodi (Government member, France). The United Kingdom Government was represented by Mr. G. C. H. Slater, C.B.E., Under Secretary, Ministry of Labour. Sir George Pollock, Q.C., Director, British Employers' Confederation and Mr. H. Collison, C.B.E., Member of the Trades Union Congress General Council and General Secretary of the National Union of Agricultural Workers, attended as members representing, respectively, employers and workers.

The following paragraphs indicate the main subjects discussed by the Governing Body.

Agenda for the 48th (1964) Session of the International Labour Conference

The Governing Body fixed the agenda for the 48th (1964) Session of the International Labour Conference. It will include the usual three standing items, i.e., the report of the Director-General, financial and budgetary questions, and information and reports on the application of Conventions and Recommendations. There will be second discussions on Benefits in the Case of Industrial Accidents and Occupational Diseases and on Hygiene in Shops and Offices, both of which are being taken for the first time in 1963. The agenda will also probably include the question of employment policy which is to be discussed for the first time at a Preparatory Technical Conference which will be held in Geneva from 30th September to 18th October 1963.

The Governing Body decided to add two new items:—

- (1) The Employment of Young Persons in Underground Work in Mines of all kinds and
- (2) Women Workers in a Changing World.

Proposed International Centre for Advanced Training in Turin

A Working Party consisting of a Chairman, six Government members, four Employers' members, four Workers' members, the Director-General, a representative from the United Nations and five technical experts, was set up to consider the proposals for establishing an International Centre for Advanced Training in Turin. The Working Party was not given any precise terms of reference, but it is envisaged that it will consider the problems involved in setting up the Centre and report to the 154th Session of the Governing Body. The Italian Government member announced that his Government would contribute 7½ million dollars towards the operating costs of the Centre over a period of ten years.

Complaint by the Government of Portugal against the Government of Liberia

The Governing Body was informed that the Commission appointed to examine the complaint filed by the Government of Portugal concerning the observation by Liberia of the Forced Labour Convention 1930 had had its first session in July. It had invited the parties to submit any further information and observations they wished and had also asked Governments neighbouring upon Liberia to submit information. This material would be considered by the Commission at its next session from 3rd to 14th December 1962.

Freedom of Association

The Governing Body approved a further report (the 66th) of the Committee on Freedom of Association. Among the cases dealt with were two relating to Southern Rhodesia and one relating to Singapore.

Industrial and Analogous Committees

It was agreed that in 1964 there should be meetings of the Building, Civil Engineering and Public Works Committee, the Coal Mines Committee, and a Tripartite Technical Committee on the Clothing Industry.

Future Meetings

In arranging the dates for meetings to be held in 1963 the Governing Body amended the dates previously notified (see the issue of this GAZETTE for August 1962, page 309) for the Seventh Session of the Textiles Committee and the Seventh Session of the Iron and Steel Committee. These will now be held from 6th to 17th May 1963 and 2nd to 13th September 1963, respectively.

Other Matters

The Governing Body considered the action to be taken on a number of Resolutions adopted at the 46th (1962) Session of the International Labour Conference. Among other matters discussed were the co-ordination of International Labour Office technical assistance activities with other bilateral and multilateral programmes, co-operation with the Economic and Social Council of the United Nations, land reform, and financial and administrative questions.

LABOUR OVERSEAS

NOTE:—It is intended that Labour Overseas articles in the January to June 1963 issues of this GAZETTE shall contain information about apprenticeship and training schemes in European countries and a series of articles on working conditions in the United States of America.

Greece: Wages, Conditions of Employment and Social Security

The following Table gives details of hourly wages of adult wage earners in a few selected industries in the Athens district of Greece; the examples have been taken from the July 1962 issue of the Statistical Supplement, *International Labour Review*, and relate to October 1961.

Industry and Occupation	Minimum Rates	Industry and Occupation	Minimum Rates
Coal Mining		Machinery Manufacture	
Coal hewers (underground) ..	1s. 7½d. to 1s. 8½d.	Fitters (assemblers) ..	2s. 1d.
Helpers, loaders ..	1s. 7½d.	Iron moulders (hand bench) ..	2s. 1d.
Food Manufacture		Pattern makers (wood) ..	2s. 1d.
Bakers (Ovenmen) ..	1s. 9½d. to 2s. 2½d.	Labourers, unskilled ..	1s. 7½d.
Textile Manufacture		Manufacture of Transport Equipment (repair of motor vehicles)	
Spinners (a) male ..	2s. 0d.	Garage mechanic, general duties ..	2s. 0½d.
(b) female ..	1s. 4½d.		
Weavers ..	1s. 7½d. to 1s. 8½d.	Construction	
Loom fixers (tuners) ..	1s. 7½d. to 1s. 9d.	Bricklayers ..	3s. 0d.
Labourers, unskilled ..	1s. 7½d.	Structural steel erectors ..	3s. 0d.
Clothing (men's cotton shirts)		Cement finishers ..	3s. 0d.
Sewing machine operators (male) ..	1s. 7½d. to 2s. 0d.	Carpenters ..	3s. 0d.
(female) ..	1s. 2½d. to 1s. 10½d.	Painters ..	3s. 0d.
Furniture Manufacture		Plumbers ..	3s. 0d.
Cabinet makers ..	1s. 7½d. to 1s. 11½d.	Electrical fitters (inside wiremen) ..	2s. 8d.
Upholsterers ..	1s. 7½d. to 1s. 11½d.	Labourers, unskilled ..	1s. 7½d.
French polishers (hand rubbers) ..	1s. 7½d. to 1s. 11½d.	Electric Light and Power	
Printing and Publishing		Electrical fitters (outside lines) ..	1s. 9d. to* 2s. 7½d.
Hand compositors ..	1s. 7½d.	Labourers, unskilled (power plant) ..	1s. 7½d.
Machine compositors ..	1s. 7½d.	Transport	
Press operators ..	1s. 7½d.	Railways	
Bookbinders (male) ..	1s. 6½d. to 1s. 10d.	Goods porters (platform loaders) ..	1s. 5d.*
Machine sewers (female) ..	1s. 4½d. to 1s. 10d.	Permanent way labourers ..	1s. 5d.*
Labourers, unskilled ..	1s. 7½d.	Trams and buses	
Chemical manufacture		Drivers ..	2s. 0d.*
Mixers ..	1s. 7½d. to 1s. 8½d.	Conductors ..	1s. 7½d.
Labourers, unskilled ..	1s. 7½d.	Urban freight transport	
Iron and Steel Basic Industries		Truck drivers ..	2s. 0d.*
Melters ..	2s. 0d.	Municipal Services	
Labourers, unskilled ..	1s. 7½d.	Labourers, unskilled (public parks and gardens) ..	1s. 7½d.

The prevailing practice, embodied in ministerial orders issued regularly since 1945, requires the payment at the end of the year of an additional month's salary to salary-earners, and a sum equal to 25 times the daily rate of wages to wage-earners. At Easter an additional half a month's salary, or a sum equal to 15 times the daily wages, is paid. Salaries are paid at the end of each month or each fortnight worked, whilst daily wages are paid at the end of each week. Payment of salary may not be delayed more than one month.

Social Security

In 1951, an Emergency Law was enacted to establish a basic Social Insurance Scheme covering sickness and maternity benefits in cash and kind, unemployment benefit, old age, disability and survivor's pensions. The main social insurance agencies which administer the schemes are the Social Insurance Institute (IKA) and the Employment and Unemployment Insurance Organisation (OAAA) which was created by Legislative Decree in 1954 and took over the administration of unemployment insurance. There are also many other social insurance organisations which provide benefits similar to those available under the basic scheme, or supplementary benefits. In 1961, there were 77 such organisations providing main insurance in one or more branches of social insurance and another 78 providing supplementary insurance in one or more branches. Insurance with the Social Insurance Institute and the Employment and Unemployment Insurance Organisation is compulsory for all wage-earners and salaried employees in industries and commercial and related occupations covered by relevant legislation, as well as for domestic servants, apprentices, some other categories of employed persons and certain self-employed persons, but exemption from insurance with the Social Insurance Institute may be granted to anyone who is insured with one of the 77 insurance organisations which were founded before it. The Institute claims that 1,750,000 people (contributors and dependants) are covered by the scheme. 630,000 people were insured with the Employment and Unemployment Insurance Organisation at the end of 1961.

The Social Insurance Scheme is financed by contributions from employers and workers. The amount of the contribution is a percentage of the wage or salary. Current rates of contributions are 16 per cent. of wage and salary bills for employers (17 per cent.

* Rates computed on a monthly basis.

in the Athens area) and 8½ per cent. of wage or salary for workers. Responsibility for payment of both the employers' and the workers' contribution rests on the employers who are entitled to deduct the workers' share from wages and salaries. The percentage contributions making up the total contributions are given in the following Table.

Insurance Class	Contribution per cent.		
	Payable by employer	Payable by insured person	Total
Sickness and maternity	6.25	3.25	9.50
Old age pension, disability pension and death	5.75	2.25	8.00
Unemployment	2.00	1.00	3.00
Military reservists' allowance	1.00*	—	1.00
Workers' housing	—	1.00†	1.00
Family allowances for wage earners	1.00	1.00	2.00
Totals	16.00	8.50	24.50

Sickness and Maternity Insurance Schemes cover employees in industry, commerce and related occupations, some other categories of employed persons and certain self-employed workers. Under the Sickness Insurance Scheme pensioners are also entitled to medical benefits, but not cash benefits. To qualify for sickness benefit in cash, the insured person must have completed a minimum of 100 days of employment in the calendar year immediately preceding the sickness, or, if unable to satisfy that condition, 100 days in the 12 months before the three months immediately preceding the claim. The qualification for medical benefits is an aggregate of 50 days of employment (days of sickness or unemployment are credited) during the last calendar year, or 50 days in the 12 months before the three months immediately preceding the claim. Sickness benefit in cash consists of a payment of 50 per cent. of the insured person's earnings, according to his wage class, plus 10 per cent. of the benefit for each dependant up to a maximum of 70 per cent. of the assessed daily wage. [The assessed daily wage is the mid-point of the wage scale in each wage class. There are 14 wage classes for social insurance purposes.] The benefit is payable as from the fourth day of sickness and for a period of up to 180 days, (360 days, under certain circumstances, in cases of tuberculosis). Medical benefits, including medical services, general and specialist care, hospital, sanatorium and nursing home treatment, and medicines are available under the Scheme, but, to qualify for sanatorium treatment, tubercular patients must have had 350 days of employment in the two years before the beginning of the illness. Medical attention, including hospital treatment, is provided free of charge, but other forms of medical benefits (medicines, appliances, etc.) may be charged for up to a maximum of 25 per cent. of their cost.

In the event of the death of an insured person, a Funeral Grant is payable to the widow, or other person bearing the cost of the funeral. It consists of a sum not less than eight times the assessed daily wage of the highest insurance class but not more than 1,680 drachmas (£20).

To qualify for Maternity Benefit in cash, the insured woman must have completed 200 days or more of employment in the two years preceding the expected date of confinement. The benefit is calculated on the same basis as for Sickness Insurance and is payable for a period of 42 days before the expected date of confinement and for a like period thereafter on condition that the insured woman abstains from paid employment.

Old Age Pensions, Disability Pensions and Death Insurance Schemes have the same coverage as for Sickness Insurance and Maternity Benefit Schemes. Until 1962, Old Age Pensions were payable to men at the age of 65 years and to women at age 60. A Law of 1960 changed the conditions for the receipt of pensions and, from 1962, made them payable at the ages of 62 (men) and 57 (women). Transitional conditions for the receipt of pensions at age 65 and 60, respectively, are to be in force, however, until 1971. To qualify for an Old Age Pension under the transitional conditions the insured person must have attained age 65 (men) or 60 (women), have a minimum of 2,500 days of employment, and 175 days of employment or more in each year after 1st January 1962, but if the claimant has a total of not less than 4,050 days of employment the "175 days" condition need not be satisfied. Under a Law of 1960 pensions may also be paid to men at the age of 62 and to women at the age of 57, provided either that they have a minimum of 6,000 days of employment and 225 days of employment or more in each year after 1st January 1962, or that they have a total of 10,000 days of employment. The amount of the pension, which is based on the assessed daily wage, depends on the number of days worked and varies according to which of the 14 wage classes the insured person belonged during the last two calendar years immediately preceding the application for award of a pension. Dependants' supplements, consisting of percentages of the first 575 drachmas (£6 17s. 0d.) of the pension are payable as follows:—50 per cent. in respect of a wife; 20 per cent. for the first child; 15 per cent. for the second child; and 10 per cent. for the third child. The smallest pension that a worker in the lowest wage class can receive is 625 drachmas (£7 8s. 10d.) a month. The largest pension that can be received by an employee in the highest wage group is 5,250 drachmas (£62 10s. 0d.) a month. Reduced pensions are payable to men at the age of 60, and to women at the age of 55. The conditions for the receipt of reduced pensions are the same as those for the receipt of a full pension, whether payable at 65 or 62 years of age, but claimants must also have at least 100 days of employment in each of the five calendar years immediately preceding the year of claim. The pension is reduced by 1/200th for each month that the claimant is below the age of 65 or 60 (transitional conditions), or below the age of 62 or 57. Married women or widows, aged

* For industrial firms in the Athens area the proportion is 2.00 per cent.
† Collected together with Social Insurance Institute payments.

50 or over, with an unmarried child, or unmarried children, under 21 years of age, are eligible for the award of Old Age Pensions provided that they have had 5,500 days of employment and that they are not already in receipt of a pension from the Social Insurance Institute, from any other insurance fund, or from public funds. Reduced pension is paid between the ages of 50 and 55 years: full pension after age 55.

Disability Pensions are payable to persons who become disabled through sickness or accident outside their work (see below for Industrial Injuries and Occupational Diseases Insurance). The main condition for the award of a Disability Pension is that the insured person must have suffered the loss of one-third of the earning capacity of a similar worker and be likely to be incapacitated for a period of not less than six months. If the disability is the result of sickness, the insured person must also satisfy the "2,500 and 175" or "6,000 and 225" days of employment condition required for payment of Old Age Pension or, if he is unable to satisfy either of these conditions, he must have a total of 1,500 days of employment, of which 300 must have been worked in the five years before the year of disability. If the disability is the result of an accident outside work the insured person must satisfy only half of one of the three employment conditions. The amount of the pension is not reduced. The amount of the pension is calculated in precisely the same way as for Old Age Pensions as are also the supplements for dependants. In cases of absolute disability, necessitating the constant supervision, care and assistance of another person, the amount of the basic Disability Pension is increased by 50 per cent. For temporary disability which causes the loss of between one-third and two-thirds of the earning capacity of a similar worker, Disability Pension is payable for a period of up to two years. Payment of pension for permanent disability is subject to a two-yearly re-assessment of the degree of disability. If the insured person is able to earn more than one-third but not more than two-thirds of the earnings of a physically and mentally fit person in his occupation, and provided he has completed the number of days of employment required to qualify for a Disability Pension, he is entitled to receive a Rehabilitation Allowance, equal to the amount of the Disability Pension to which he would be entitled, for a maximum period of two years. Payment of the Rehabilitation Allowance is subject to the insured person undergoing any form of vocational rehabilitation the Social Insurance Institute may propose.

Survivors' Pensions are payable to the dependants of an insured person who had completed the qualifying periods of employment for a Disability Pension, or who was a pensioner at the time of his death. A surviving widow is entitled to payment of 70 per cent. of the pension of the insured person. In cases of need, a similar pension is payable to surviving widowers. The pension payable to each child under 18 years of age, or without age limit if an invalid, is equal to 20 per cent. of the amount of the pension of the deceased. If the children are full orphans, the amount for each child is increased to 60 per cent. The aggregate of the widow's and children's pensions may not exceed the amount of the insured person's pension, however. If there is no spouse or child of the deceased person, the pension may be paid to the parents of the deceased person if they were supported by him, and to grand-children if they were supported by him. The father and mother are each entitled to 20 per cent. of the insured person's pension. If only one parent survives the insured person, a mother is entitled to payment of 40 per cent. of the pension, and a father to 20 per cent. A Funeral Grant is also made.

Industrial Injuries and Occupational Diseases Insurance was first established in Greece by a Law of 1941. The Scheme covers employees in industry, commerce and related occupations. No separate contributions are levied to finance the Scheme, benefits being financed from contributions made by employers and workers to the Old Age and Disability Pensions and Sickness Insurance Schemes. The Government makes no contributions. No minimum qualifying period is required as a condition for the receipt of benefit. Benefits are calculated, in cases of permanent disability, as for Disability Pensions, but must not be less than 25 times 60 per cent. of the assessed daily wage, and not more than 25 times the assessed daily wage of the Tenth wage class. The injured person may elect to draw Disability Pension if that is higher. In cases of temporary disability, benefits are calculated as for Sickness Insurance except that there is no waiting period. In cases of permanent disability, medical attention and all other forms of medical benefits are provided free of charge. Dependants' benefits and Funeral Grants in cases of death from industrial injuries or occupational diseases are calculated on the same basis as for Survivors' Pensions.

Unemployment Insurance was first introduced in Greece by a Law of 1945. The existing Scheme was established in 1954, by a Legislative Decree which created an Employment and Unemployment Insurance Organisation under the general supervision of the Ministry of Labour. The scheme covers employees in industry, commerce and related occupations. Special schemes also exist for seamen and newspaper printing workers. The Employment and Unemployment Insurance Organisation, managed by a governing body comprised of two senior Civil Servants, three employers' representatives, three employees' representatives and one social policy expert as President, administers unemployment benefits and, on behalf of the Ministry of Labour, an employment service through local employment offices. (A Law of 1955 separated the employment service from the unemployment insurance service, but it continued to be financed, run, and partially staffed, on behalf of the Ministry of Labour by the Employment and Unemployment Insurance Organisation.) The members of the governing body are appointed by the Minister of Labour for three years at a time. The Unemployment Insurance Scheme is compulsory and is financed by means of levies as follows:—insured person—1 per cent. of earnings, according to 14 wage classes; employer—2 per cent. of payroll, according to wage class; Government—nil. To qualify

for Unemployment Insurance Benefit, an insured person must be capable of and available for work and have completed 125 days of insured employment in the 12 months before the two months immediately preceding unemployment. In the case of his first claim for benefit, he must also have completed 80 days of employment, at least, in each of the last three years. Exceptionally, benefit may be paid if, because of sickness, injury, unemployment, or some other reason, the claimant has had only 70 days of employment in each of the last three years. Unemployment as the result of voluntary leaving, industrial misconduct, strike or lockout or refusal of the offer of suitable employment or training usually attracts permanent disqualification. The basic benefit payable under the Scheme is 40 per cent. of the daily wage or 50 per cent. of the salary, according to the wage class, subject to a maximum, which varies with every readjustment of wages and salaries, and a minimum of two-thirds of the wage of an unskilled worker. Dependants' supplements are payable amounting to 10 per cent. of the earnings of the insured person for each dependant up to a maximum total benefit (for the claimant and dependants) of 70 per cent. of the earnings. Benefits are payable, after a waiting period of five days, for a period of 50 days; (75 days if the insured person was employed for 150 days during the 12 months before the two months immediately preceding unemployment; 125 days if employed for 180 days during the 12 months before the two months immediately preceding unemployment). The overall maximum duration of unemployment insurance benefit payments during any four years is 300 days.

A Military Reservists' Allowance is paid by the Military Service Branch of the Employment and Unemployment Insurance Organisation to men who, having completed their term of military service, are, nevertheless, retained in the Greek Forces, and to men who are recalled from the Reserve to serve again in the Forces. The number of men in respect of whom a contribution for Military Reservists' Allowance was being paid by employers at the end of 1961 was 693,000.

Family allowances were introduced in Greece by a Law of 1958, covering employees in industry, commerce and related occupations, with one or more children. The Scheme is financed by a levy of 1 per cent. of the earnings of the insured person, according to 14 wage classes, and the employer contributes 1 per cent. of the payroll, according to the wage class. The allowances are limited to two children and, since 1st April 1962, are payable at the rate of 3 drachmas (9d.) a day for the first child and 4 drachmas (1s.) a day for the second child. The child, or children, must not be older than 15 years to be eligible for the payment of allowances. The insured parent must have had 250 days of employment in the preceding calendar year to qualify for full allowance. A reduced allowance is payable, however, if employment in the preceding year was for a period between 50 and 249 days. The Scheme is administered by the Employment and Unemployment Insurance Organisation, under the general supervision of the Ministry of Labour. Contributions for Family Allowances were being paid in respect of 737,000 people at the end of 1961. Family Allowances were being paid to 175,000 families.

The Workers' Housing Organisation was established, under a Legislative Decree of 1954, as a public body under the control of the Ministry of Labour to provide housing for workers and employees in the private and public sectors of the economy. It is financed by a contribution of 1 per cent. from wages and salaries, paid by employed persons, and by a 1 per cent. tax on the value of tobacco exports and proceeds from lotteries and by Government grants. Houses are built and sold by the Organisation on a long-term repayment basis and loans for building purposes are made to workers.

A new Agricultural Insurance Law came into force on 1st January 1962, to provide for payment of old age pensions to farmers, landless agricultural workers and forestry workers at age 65 years. The Scheme also provides for free medical treatment for contributors and their families and insurance of all major crops against the hazards of hail and frost. The Scheme is administered by a newly established Agricultural Insurance Organisation (OGA) and is financed mainly by taxation (about 80 per cent. of the cost is drawn from this source, including taxes on agricultural produce), and by direct contributions payable by farmers and agricultural workers. The Scheme is estimated to cover 1,200,000 farming families, of whom some 10 per cent. are the families of agricultural workers. Three classes of contributions, payable by farmers according to the size of the farm, are established, viz., Class I—180 drachmas (£2 2s. 11d.) a year; Class II—240 drachmas (£2 17s. 2d.) a year; and Class III—300 drachmas (£3 11s. 5d.) a year. The class of contribution to be paid by each contributor is decided by the local branch of the Agricultural Bank, or, for persons not doing business with the Bank, by a local committee.

Agricultural workers pay 100 drachmas (£1 3s. 10d.) a year. Old Age Pensions under the Scheme are payable at the following rates: for a single farmer or wage-earner (whether married or single)—180 drachmas (£2 2s. 11d.) a month; for a married farmer whose wife is under 65 years of age—220 drachmas (£2 12s. 5d.) a month; for a married farmer whose wife is over 65 years of age—300 drachmas (£3 11s. 5d.) a month; and for a married woman whose husband is under 65 years of age—220 drachmas (£2 12s. 5d.) a month. Medical benefits include medical treatment, provision of medicines and appliances and hospital treatment. Crop insurance covers damage by hail or frost. The extent of the damage is assessed by a local committee and an indemnity is paid when the damage exceeds 20 per cent. of the crop. In the event of complete destruction of the crop, an indemnity of 75 per cent. of its value is paid and *pro rata* indemnity is paid in cases of partial loss.

Dismissal Procedures

Under a Law of 1920, amended in 1958, salaried employees are entitled to notice on termination of employment. Workers, however (as opposed to employees), are not entitled to notice. They are entitled instead to receive payment of an indemnity of which the amount is determined by the duration of their employment. Employees may be required to work the period of notice but, after having so worked, they are entitled to receive an indemnity equal to half the pay for the period of notice. The indemnity for workers varies from five days' pay for between two months' and one year's service, up to 60 days for ten years' service or more. For employees the period of notice varies from one month for one year's service to six months for ten years' service, plus one month for each year's service over ten years up to a maximum of two years' notice.

Under a Law of 1957, employees in private employment who are insured with the Social Insurance Institute and who retire with the consent of the employer are entitled to receive half of the indemnity on dismissal, or 40 per cent. of the indemnity if they are insured with the Institute and one of the organisations providing supplementary insurance.

Employment Services, Apprenticeship and Vocational Training and Rehabilitation of the Disabled

Under the terms of a Legislative Decree of 1954, the Employment and Unemployment Insurance Organisation was created with the main purpose of raising the level of employment by mobilising the available labour force for the benefit of wage and salary earners and employers, under the general supervision of the Ministry of Labour. The functions of the Organisation, through its employment offices, are to carry out the employment policy of the Ministry of Labour, with special responsibility for placing persons in employment, vocational training and guidance and development of the system of apprenticeship. (Under a Law of 1955, the administration of employment offices and of the vocational training and apprenticeship services became the responsibility of the Ministry of Labour. The Employment and Unemployment Insurance Organisation, however, has continued to finance and partially staff the employment offices.) Unemployed persons who are fit for work and seeking employment must register at the employment office in the locality in which they reside and undertakings of all kinds, including State and public corporations, must engage personnel of all types through the employment offices. Provision is made for the establishment of psychotechnic research centres at the larger employment offices to train vocational guidance officers and for the setting up of vocational training centres.

The recruitment of apprentices is carried out by the employment offices from an annual list of candidates selected by employers. Candidates are subjected to physical and mental aptitude tests and must be between ages 14 and 20 years. Apprentices must attend school lessons in subjects related to their trades, over the whole period of the school year, for two or three hours each working day. Regular daily hours of work for apprentices below age 17 must be one hour less than those of the journeyman with whom they are working.

There are three main centres for the training and rehabilitation of disabled persons. The Rehabilitation and Training Centre for War Disabled Persons in Athens was founded in 1949 on British lines. It provides physiotherapy and rehabilitation services by means of special workshops with necessary equipment. Trades taught include weaving, dress-making, rug-making, shoe-making, woodwork, carpentry, binding and printing. Similar facilities are available at the Hospital at Psychico, near Athens. Certain occupations, e.g., porters, night watchmen and cleaners, are reserved by law for war disabled persons in the public services, banks and hospitals.

POSITIVE EMPLOYMENT POLICIES

This booklet gives details of managerial practices which contribute to good relations in industry; it describes the ways in which various firms have introduced forward-looking employment policies and ensured that their workers had full information about them.

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EMPLOYMENT, UNEMPLOYMENT, ETC.

Contents of this Section

Page	Page
Employment in Great Britain in October 1962:	Unemployment at 12th November 1962—continued.
General Summary .. 468	Numbers Unemployed in Principal Towns and Development Districts .. 472
General Manpower Position .. 468	Numbers Unemployed: Industrial Analysis .. 473
Analysis of Numbers in Civil Employment .. 468	Placing Work of Employment Exchanges .. 474
Industrial Analysis .. 468	Statistics of Local Unemployment: Grouping of Employment Exchange Areas .. 475
Overtime and Short-time in Manufacturing Industries .. 470	Disabled Persons (Employment) Acts, 1944 and 1958 .. 475
Unemployment at 12th November 1962:	Industrial Rehabilitation .. 475
Summary for Great Britain .. 471	Employment in the Coal Mining Industry in October .. 475
Duration of Unemployment .. 471	Insured Persons Absent from Work owing to Sickness or Industrial Injury .. 476
Numbers Unemployed, 1939-1962 .. 471	Employment of Women and Young Persons: Special Exemption Orders .. 476
Regional Analysis, United Kingdom .. 471	Fatal Industrial Accidents .. 477
	Industrial Diseases .. 477
	Employment Overseas .. 477

Employment* in Great Britain in October

GENERAL SUMMARY

Between mid-September and mid-October 1962, the number in civil employment is estimated to have fallen by 37,000 to 24,012,000. The main decreases were in miscellaneous services, agriculture and fishing, transport and communication and manufacturing industries.

The Employment Exchanges filled 118,000 vacancies in the four-week period ended 7th November 1962. The number of vacancies notified to Exchanges but remaining unfilled at 7th November was 162,000.

In the week ended 20th October 1962, the estimated number of operatives working overtime in manufacturing industries was 1,762,000. In the same week, the estimated number of operatives working short-time in manufacturing industries was 108,000.

There were 545,000 persons registered as unemployed on 12th November of whom 505,000 were wholly unemployed and 40,000 temporarily stopped from work. Between 15th October and 12th November, unemployment rose by 43,000. The main increases were in manufacturing industries, construction, catering, hotels, etc., and agriculture and fishing. There was a further decrease in the number of school-leavers registered as unemployed.

Expressed as a proportion of the estimated number of employees, unemployment in November was 2.4 per cent.; it was 2.2 per cent. in October and 1.7 per cent. in November 1961.

The number of persons unemployed for more than eight weeks was 246,000—49 per cent. of the wholly unemployed.

It is estimated that the total working population† at mid-October was 24,917,000, a decrease of 7,000 compared with mid-September.

GENERAL MANPOWER POSITION

The broad changes in the manpower situation between mid-September and mid-October 1962 are shown in the following Table, together with the figures for recent months and end-October 1961.

	End Oct. 1961	Mid August 1962	Mid Sept. 1962	Mid Oct. 1962	Change Sept.-Oct. 1962
Number in Civil Employment ..	24,076	24,069	24,049	24,012	- 37
Males ..	15,734	15,724	15,710	15,674	- 36
Females ..	8,342	8,345	8,339	8,338	- 1
Wholly Unemployed ..	336	445	439	467	+ 28
Males ..	245	328	325	346	+ 21
Females ..	91	117	114	121	+ 7
H.M. Forces and Women's Services ..	461	438	436	438	+ 2
Males ..	445	421	419	420	+ 1
Females ..	16	17	17	18	+ 1
Total Working Population† ..	24,873	24,952	24,924	24,917	- 7
Males ..	16,424	16,473	16,454	16,440	- 14
Females ..	8,449	8,479	8,470	8,477	+ 7

* The figures of employment for all dates are provisional and subject to revision in the light of more complete information to be derived from the count of National Insurance cards in mid-1962.

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

ANALYSIS OF NUMBERS IN CIVIL EMPLOYMENT

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

Industry or Service	End Oct. 1961	Mid August 1962	Mid Sept. 1962	Mid Oct. 1962	Change Sept.-Oct. 1962
Agriculture and Fishing ..	954	945	950	933	- 17
Mining and Quarrying ..	725	709	708	705	- 3
Food, Drink and Tobacco ..	850	862	858	860	+ 2
Chemicals and Allied Industries ..	536	527	526	525	- 1
Metal Manufacture ..	627	601	603	602	- 1
Engineering and Electrical Goods ..	2,188	2,164	2,172	2,172	...
Shipbuilding and Marine Engineering ..	240	233	230	224	- 6
Engineering ..	892	887	888	883	- 5
Vehicles ..	571	561	563	564	+ 1
Metal Goods ..	838	811	811	809	- 2
Textiles ..	587	583	588	588	...
Clothing and Footwear ..	1,672	1,665	1,672	1,674	+ 2
Other Manufactures
Total in Manufacturing Industries ..	9,001	8,894	8,911	8,901	- 10
Construction ..	1,631	1,629	1,627	1,632	+ 5
Gas, Electricity and Water ..	383	388	390	392	+ 2
Transport and Communication ..	1,687	1,685	1,683	1,674	- 9
Distributive Trades ..	3,348	3,350	3,332	3,338	+ 6
Financial, Professional, Scientific and Miscellaneous Services ..	5,075	5,188	5,165	5,149	- 16
National Government Service ..	515	515	516	518	+ 2
Local Government Service ..	757	766	767	770	+ 3
Total in Civil Employment ..	24,076	24,069	24,049	24,012	- 37

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at the end of October 1961, and at mid-August, September and October 1962.

The figures relate to all employees except those registered as wholly unemployed, i.e., they include persons temporarily laid-off by employers and persons unable to work on account of sickness. They exclude employers and persons working on their own account and are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of monthly changes in the numbers of employers and persons working on their own account cannot be made.

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

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	End-October 1961			Mid-August 1962			Mid-September 1962			Mid-October 1962		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.	635.7	18.7	654.4	620.7	18.7	639.4	619.4	18.7	638.1	616.8	18.7	635.5
Food, Drink and Tobacco ..	461.1	373.7	834.8	477.4	370.0	847.4	470.8	372.6	843.4	470.1	375.0	845.1
Grain Milling ..	33.5	8.6	42.1	34.1	8.7	42.8	34.0	8.7	42.7	34.0	8.6	42.6
Bread and Flour Confectionery ..	84.7	60.2	144.9	88.1	61.0	149.1	87.2	61.3	148.5	86.7	61.4	148.1
Biscuits ..	19.6	43.0	62.6	19.5	39.7	59.2	19.4	40.6	60.0	19.4	41.9	61.3
Bacon Curing, Meat and Fish Products ..	37.4	35.8	73.2	41.4	38.7	80.1	40.4	38.6	79.0	40.2	39.3	79.5
Milk Products ..	24.7	13.1	37.8	27.2	14.7	41.9	26.0	13.9	39.9	24.6	13.0	37.6
Sugar ..	14.5	4.4	18.9	12.4	4.1	16.5	12.4	4.1	16.5	12.4	4.4	18.6
Cocoa, Chocolate and Sugar Confectionery ..	41.6	68.1	109.7	41.4	61.4	102.8	41.5	63.2	104.7	41.6	64.1	105.7
Fruit and Vegetable Products ..	29.6	49.9	79.5	33.7	51.5	85.2	31.8	51.8	83.6	32.2	52.9	85.1
Animal and Poultry Foods ..	16.1	4.5	20.6	16.2	4.5	20.7	16.4	4.5	20.9	16.6	4.4	21.0
Food Industries not elsewhere specified ..	22.4	19.6	42.0	23.1	19.9	43.0	22.9	20.2	43.1	23.1	19.9	43.0
Brewing and Malting ..	80.0	20.8	100.8	81.7	21.2	102.9	81.2	21.1	102.3	80.4	21.0	101.4
Other Drink Industries ..	39.5	23.5	63.0	41.1	22.6	63.7	40.4	22.5	62.9	40.0	22.0	62.0
Tobacco ..	17.5	22.2	39.7	17.5	22.0	39.5	17.2	22.1	39.3	17.1	22.1	39.2
Chemicals and Allied Industries ..	385.9	148.2	534.1	378.7	145.8	524.5	378.3	145.9	524.2	377.2	145.7	522.9
Coke Ovens and Manufactured Fuel ..	17.8	0.5	18.3	16.6	0.5	17.1	16.6	0.5	17.1	16.4	0.5	16.9
Mineral Oil Refining ..	32.6	6.8	39.4	32.1	6.7	38.8	32.2	6.7	38.9	32.1	6.7	38.8
Lubricating Oils and Greases ..	6.8	2.2	9.0	6.9	2.2	9.1	6.8	2.2	9.0	6.8	2.2	9.0
Chemicals and Dyes ..	173.3	45.5	218.8	169.4	44.8	214.2	169.1	44.8	213.9	168.7	44.5	213.2
Pharmaceutical and Toilet Preparations ..	32.5	42.2	74.7	33.3	41.9	75.2	33.4	41.9	75.3	33.4	42.0	75.4
Explosives and Fireworks ..	20.4	10.6	31.0	19.3	10.3	29.6	19.1	10.3	29.4	18.9	10.3	29.2
Paint and Printing Ink ..	34.3	14.2	48.5	34.1	14.3	48.4	33.9	14.3	48.2	33.5	14.2	47.7
Vegetable and Animal Oils, Fats, Soap, etc. ..	31.2	15.0	46.2	31.6	14.5	46.1	31.6	14.6	46.2	31.9	14.9	46.8
Synthetic Resins and Plastics Materials ..	27.4	5.8	33.2	26.5	5.3	31.8	26.6	5.3	31.9	26.5	5.3	31.8
Polishes, Gelatine, Adhesives, etc. ..	9.6	5.4	15.0	8.9	5.3	14.2	9.0	5.2	14.2	9.0	5.3	14.3
Metal Manufacture ..	550.1	76.9	627.0	525.3	74.3	599.6	527.3	74.7	602.0	525.6	74.9	600.5
Iron and Steel (General) ..	276.9	25.0	301.9	263.1	24.3	287.4	264.3	24.4	288.7	262.7	24.5	287.0
Steel Tubes ..	46.8	9.1	55.9	45.7	8.9	54.6	45.8	8.9	54.7	45.8	8.9	54.7
Iron Castings, etc. ..	110.0	14.4	124.4	104.6	13.8	118.4	104.8	13.8	118.6	104.4	13.9	118.3
Light Metals ..	45.9	12.2	58.1	43.9	11.5	55.4	44.1	11.6	55.7	44.3	11.6	55.9
Copper, Brass and other Base Metals ..	70.5	16.2	86.7	68.0	15.8	83.8	68.3	16.0	84.3	68.4	16.2	84.6
Engineering and Electrical Goods ..	1,582.9	578.6	2,161.5	1,570.8	567.4	2,138.2	1,575.2	570.6	2,145.8	1,572.5	573.4	2,145.9
Agricultural Machinery (exc. Tractors) ..	31.4	4.9	36.3	32.3	5.1	37.4	32.3	5.1	37.4	31.7	5.0	36.7
Metal-working Machine Tools ..	80.6	14.6	95.2	81.6	14.5	96.1	81.9	14.5	96.4	81.7	14.5	96.2
Engineers' Small Tools and Gauges ..	43.3	12.9	56.2	44.3	13.0	57.3	44.1	13.0	57.1	43.7	12.9	56.6
Industrial Engines ..	37.4	6.8	44.2	35.7	6.3	42.0	35.8	6.3	42.1	35.5	6.3	41.8
Textile Machinery and Accessories ..	47.4	8.5	55.9	46.1	8.2	54.3	46.1	8.2	54.3	45.8	8.1	53.9
Contractors' Plant and Quarrying Machinery ..	23.8	3.5	27.3	23.0	3.5	26.5	23.1	3.5	26.6	23.0	3.5	26.5
Mechanical Handling Equipment ..	49.3	6.7	56.0	49.9	6.8	56.7	49.9	6.8	56.7	49.7	6.8	56.5
Office Machinery ..	47.3	19.2	66.5	47.7	19.3	67.0	47.8	19.2	67.0	47.6	19.0	66.6
Other Machinery ..	284.1	63.2	347.3	281.2	61.6	342.8	283.3	61.6	344.9	282.5	61.6	344.1
Industrial Plant and Steelwork ..	143.1	16.6	159.7	135.8	17.8	153.6	135.5	17.7	153.2	134.9	17.5	152.2
Ordnance and Small Arms ..	25.1	6.2	31.3	23.4	6.1	29.5	23.4	6.1	29.5	23.3	6.1	29.4
Other Mechanical Engineering ..	162.5	47.0	209.5	161.5	46.2	207.7	162.0	46.4	208.4	161.5	46.2	207.7
Scientific, Surgical, etc., Instruments ..	88.8	48.6	137.4	90.3	48.7	139.0	91.0	48.4	139.4	91.0	48.8	139.8
Watches and Clocks ..	7.6	8.8	16.4	7.4	7.8	15.2	7.4	7.8	15.2	7.4	7.8	15.2
Electrical Machinery ..	166.6	57.8	224.4	165.0	55.8	220.8	166.9	57.0	223.9	166.8	56.9	223.7
Insulated Wires and Cables ..	41.8	21.6	63.4	41.2	21.7	62.9	41.2	21.8	63.0	41.1	21.7	62.8
Telegraph and Telephone Apparatus ..	41.0	27.6	68.6	40.6	2							

Numbers Employed in Great Britain: Industrial Analysis—continued

(Thousands)

Industry	End-October 1961			Mid-August 1962			Mid-September 1962			Mid-October 1962		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Paper, Printing and Publishing .. .	401.5	220.5	622.0	405.5	218.9	624.4	406.8	220.1	626.9	407.7	219.4	627.1
Paper and Board .. .	75.4	21.9	97.3	74.9	21.4	96.3	75.2	21.5	96.7	75.6	21.6	97.2
Cardboard Boxes, Cartons, etc. . .	31.7	36.7	68.4	32.5	36.2	68.7	32.5	36.5	69.0	32.4	35.8	68.2
Other Manufactures of Paper and Board .. .	33.7	38.3	72.0	34.6	37.1	71.7	34.7	37.2	71.9	34.8	37.2	72.0
Printing, Publishing of Newspapers, etc. . .	106.7	29.5	136.2	108.1	30.9	139.0	108.2	31.0	139.2	108.4	30.8	139.2
Other Printing, Publishing, Bookbinding, etc. . .	154.0	94.1	248.1	155.4	93.3	248.7	156.2	93.9	250.1	156.5	94.0	250.5
Other Manufacturing Industries .. .	182.9	125.2	308.1	184.8	120.1	304.9	185.8	121.0	306.8	187.3	122.2	309.5
Rubber .. .	86.3	38.6	124.9	85.6	37.2	122.8	86.1	37.4	123.5	86.4	37.5	123.9
Linoleum, Leather Cloth, etc. . .	13.0	4.1	17.1	12.9	4.1	17.0	12.8	4.1	16.9	12.8	4.1	16.9
Brushes and Brooms .. .	7.6	8.2	15.8	7.8	8.0	15.8	7.8	8.1	15.9	7.9	8.2	16.1
Toys, Games and Sports Equipment .. .	12.3	22.6	34.9	12.3	19.8	32.1	12.4	20.3	32.7	12.5	20.5	33.0
Miscellaneous Stationers' Goods .. .	5.3	6.4	11.7	5.8	6.4	12.2	5.9	6.5	12.4	6.1	6.6	12.7
Plastics Moulding and Fabricating .. .	36.9	29.6	66.5	38.6	29.5	68.1	38.9	29.4	68.3	39.4	30.0	69.4
Miscellaneous Manufacturing Industries .. .	21.5	15.7	37.2	21.8	15.1	36.9	21.9	15.2	37.1	22.2	15.3	37.5
Total, All Manufacturing Industries .. .	5,981.9	2,884.9	8,866.8	5,936.6	2,823.7	8,760.3	5,938.8	2,837.9	8,776.7	5,924.8	2,841.9	8,766.7
Construction .. .	1,415.2	74.7	1,489.9	1,413.0	75.0	1,488.0	1,411.0	75.0	1,486.0	1,416.0	75.0	1,491.0
Gas, Electricity and Water .. .	337.8	45.7	383.5	341.8	46.5	388.3	342.5	47.0	389.5	344.9	47.2	392.1
Gas .. .	109.7	15.2	124.9	108.7	15.2	123.9	109.0	15.4	124.4	109.6	15.6	125.2
Electricity .. .	192.5	27.9	220.4	196.4	28.7	225.1	197.1	29.0	226.1	198.9	29.0	227.9
Water Supply .. .	35.6	2.6	38.2	36.7	2.6	39.3	36.4	2.6	39.0	36.4	2.6	39.0
Transport and Communication .. .	217.4	48.4	265.8	223.9	48.0	271.9	222.3	47.5	269.8	220.5	46.9	267.4
Road Passenger Transport .. .	175.7	16.3	192.0	176.4	16.9	193.3	175.5	16.9	192.4	175.8	16.8	192.6
Road Haulage Contracting .. .	41.7	32.1	73.8	47.5	31.1	78.6	46.8	30.6	77.4	44.7	30.1	74.8
Distributive Trades .. .	1,334.3	1,516.7	2,851.0	1,339.0	1,513.9	2,852.9	1,331.0	1,503.8	2,834.8	1,327.5	1,513.4	2,840.9
Wholesale Distribution .. .	331.3	193.3	524.6	330.2	192.4	522.6	328.1	193.4	521.5	326.7	193.6	520.3
Retail Distribution .. .	786.2	1,253.4	2,039.6	792.4	1,251.7	2,044.1	786.8	1,240.6	2,027.4	782.6	1,249.1	2,031.7
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies .. .	123.9	36.6	160.5	123.3	36.7	160.0	123.9	36.9	160.8	126.3	37.7	164.0
Dealing in other Industrial Materials, etc. . .	92.9	33.4	126.3	93.1	33.1	126.2	92.2	32.9	125.1	91.9	33.0	124.9
Miscellaneous Services .. .	69.7	63.5	133.2	72.3	64.5	136.8	72.5	64.4	136.9	70.7	64.1	134.8
Cinemas, Theatres, Radio, etc. . .	28.0	17.0	45.0	32.4	20.0	52.4	28.6	19.3	47.9	27.8	17.8	45.6
Sport and other Recreations .. .	13.5	25.3	38.8	12.0	20.4	32.4	11.9	21.2	33.1	12.1	21.2	33.3
Betting .. .	178.5	375.6	554.1	189.1	404.4	593.5	181.3	389.4	570.7	181.9	378.6	560.5
Catering, Hotels, etc. . .	30.5	93.0	123.5	32.0	94.5	126.5	31.3	92.8	124.1	30.8	91.4	122.2
Laundries .. .	11.2	33.2	44.4	11.4	33.7	45.1	11.1	33.5	44.6	11.0	33.3	44.3
Dry Cleaning, Job Dyeing, Carpet Beating, etc. . .	299.3	64.7	364.0	299.0	66.2	365.2	299.5	66.2	365.7	299.1	66.0	365.1
Motor Repairs, Distributors, Garages, etc. . .	12.7	4.1	16.8	12.8	4.4	17.2	12.8	4.4	17.2	12.7	4.3	17.0
Repair of Boots and Shoes .. .												

OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN OCTOBER 1962

The following Table shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries* in the week ended 20th October 1962. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded. The information about short-time relates to short-time working arranged by the

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

Industry	Estimated number of operatives, excluding maintenance workers, on overtime					Estimated number of operatives on short-time					
	Estimated total number of operatives (000's)	Number (000's)	Percentage of all operatives (per cent.)	Hours of overtime worked		Stood off for whole week (000's)	Working part of week (000's)	Total on short-time (000's)	Total as percentage of all operatives (per cent.)	Hours lost	
				Number (000's)	Average per operative on overtime					Number (000's)	Average per operative on short-time
Food, Drink and Tobacco .. .	595	190.2	32.0	1,535	8.1	0.1	1.6	1.7	0.3	21	11.9
Bread and Flour Confectionery .. .	108	33.5	31.0	257	7.7	—	—	—	—	—	—
Brewing and Malting .. .	71	29.5	41.5	257	8.7	—	—	—	—	—	—
Chemicals and Allied Industries .. .	299	69.8	23.3	659	9.4	0.1	0.3	0.4	0.1	4	12.3
Chemicals and Dyes .. .	125	29.9	23.9	308	10.3	—	—	—	—	—	—
Metal Manufacture .. .	451	104.5	23.2	888	8.5	0.7	17.7	18.4	4.1	189	10.3
Iron and Steel (General) .. .	216	26.1	12.1	234	8.9	0.5	11.6	12.1	5.6	124	10.3
Steel Tubes .. .	39	12.1	31.0	112	9.2	—	1.3	1.3	3.3	14	10.5
Iron Castings, etc. . .	94	32.7	34.8	260	8.0	0.1	3.7	3.8	4.0	42	10.9
Engineering and Electrical Goods (inc. Marine Engineering) .. .	1,453	539.3	37.1	4,120	7.6	0.4	8.3	8.7	0.6	93	10.7
Non-Electrical Engineering .. .	911	377.8	41.5	2,912	7.7	0.3	5.9	6.2	0.7	69	11.1
Electrical Machinery, Apparatus, etc. . .	542	161.5	29.8	1,208	7.5	0.1	2.4	2.5	0.5	24	9.6
Vehicles .. .	626	197.7	31.6	1,427	7.2	—	23.9	23.9	3.8	237	9.9
Motor Vehicle Manufacturing .. .	341	111.9	32.8	760	6.8	—	22.1	22.1	6.5	219	9.9
Aircraft Manufacturing and Repairing .. .	165	62.5	37.9	497	7.9	—	1.2	1.2	0.7	10	8.7
Metal Goods not Elsewhere Specified .. .	412	129.7	31.5	977	7.5	—	6.9	6.9	1.7	59	8.5
Textiles .. .	663	117.5	17.7	909	7.7	2.7	19.1	21.8	3.3	280	12.9
Spinning and Weaving of Cotton, etc. . .	188	14.4	7.7	102	7.1	1.4	10.3	11.7	6.2	150	12.8
Woolen and Worsted .. .	163	43.1	26.4	366	8.5	0.2	2.2	2.4	1.5	34	14.4
Hosiery and other Knitted Goods .. .	103	12.6	12.2	72	5.7	1.0	3.9	4.9	4.8	70	14.2
Textile Finishing .. .	59	19.5	33.1	166	8.5	0.1	2.3	2.4	4.1	23	9.6
Leather, Leather Goods and Fur .. .	45	10.8	24.0	77	7.1	—	0.4	0.4	0.9	3	8.1
Clothing and Footwear .. .	458	36.1	7.9	175	4.9	0.4	18.1	18.5	4.0	143	7.8
Men's and Boys' Tailored Outerwear .. .	107	8.7	8.1	44	5.1	0.1	4.1	4.2	3.9	34	8.0
Overalls and Men's Shirts, Underwear, etc. . .	39	1.5	3.8	7	4.9	0.2	1.3	1.5	3.8	17	11.3
Dresses, Lingerie, Infants' Wear, etc. . .	89	6.2	7.0	28	4.6	—	1.1	1.1	1.2	10	9.2
Footwear .. .	96	9.8	10.2	41	4.2	—	9.2	9.2	9.6	61	6.6
Bricks, Pottery, Glass, Cement, etc. . .	263	76.6	29.1	674	8.8	0.1	1.7	1.8	0.7	18	9.9
Pottery .. .	54	5.9	10.9	42	7.1	—	1.3	1.3	2.4	11	8.6
Timber, Furniture, etc. . .	210	69.9	33.3	532	7.6	0.2	1.5	1.7	0.8	26	15.5
Furniture and Upholstery .. .	76	21.4	28.2	140	6.6	—	0.8	0.8	1.1	9	11.3
Paper, Printing and Publishing .. .	421	151.0	35.9	1,203	8.0	—	1.8	1.8	0.4	15	8.0
Printing, Publishing of Newspapers, etc. . .	74	34.3	46.4	269	7.8	—	—	—	—	—	—
Other Printing, Publishing, etc. . .	161	58.4	36.3	433	7.4	—	—	—	—	—	—
Other Manufacturing Industries .. .	225	69.3	30.8	583	8.4	—	2.3	2.3	1.0	13	5.6
Rubber .. .	92	29.7	32.3	245	8.3	—	1.8	1.8	2.0	9	5.2
Total, All Manufacturing Industries* .. .	16,121	1,762.4	128.8	13,759	7.8	4.7	103.6	108.3	1.8	1,101	10.2

* Excluding Shipbuilding and Ship Repairing.

† Information obtained from employers in October 1962 showed that, compared with the previous year, the proportion of operatives to total employees had fallen. The revised information has been used in this Table and, in consequence, the number of operatives has been reduced by approximately 30,000. It is estimated that, if this revision had not been made, the percentage of operatives on overtime would have been 28.6 (i.e., the same as in September 1962) instead of 28.8, but the percentage of operatives on short-time would have remained unchanged at 1.8.

Unemployment at 12th November 1962

SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 12th November 1962 were:—

	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly Unemployed* Temporarily Stopped†	357,367 31,023	20,235 899	112,426 7,286	14,776 655	504,804 39,863
Total	388,390	21,134	119,712	15,431	544,667
Change since 15th October .. .	+ 38,809	— 1,884	+ 8,246	— 1,882	+ 43,289

At 12th November 63,893 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 1962 issue of this GAZETTE, pages 6 to 8), the number of persons registered as wholly unemployed on 12th November was 497,499 consisting of 372,966 males and 124,533 females.

NUMBERS UNEMPLOYED: 1939 to 1962

The following Table shows the annual average numbers registered as unemployed in Great Britain and the United Kingdom in 1939, in 1946 to 1961, and the numbers registered in each month of 1962.

DURATION OF UNEMPLOYMENT

The following Table analyses the wholly unemployed* in Great Britain at 12th November 1962 according to duration of unemployment.

Duration in weeks	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Great Britain				United Kingdom: Total
						Wholly Unemployed*	Temporarily Stopped†	Total		
	Males	Females	Males	Females	Total	Males	Females	Males	Females	

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 12th November 1962 and the percentage rate of unemployment.

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

	Numbers of persons on Registers at 12th November 1962					Percentage rate of unemployment*
	Men 18 and over	Women 18 and over	Boys and Girls under 18	Total	Temporarily stopped (inc. in total)	
Principal Towns (By Region)						
London and South Eastern						
Greater London	46,291	13,505	2,776	62,572	797	1.3
Brighton and Hove .. .	2,277	740	159	3,176	4	3.5
Chatham	1,076	558	196	1,830	7	2.6
Eastern and Southern						
Bedford	465	118	54	637	1	1.4
Bournemouth	2,421	800	162	3,383	5	3.5
Cambridge	340	62	15	417	—	0.7
Ipswich	777	226	106	1,109	33	1.8
Luton	963	228	35	1,226	13	1.6
Norwich	1,805	495	157	2,457	46	1.9
Oxford	595	113	40	748	47	0.8
Portsmouth	2,913	1,130	368	4,411	54	3.3
Reading	691	246	61	998	—	1.4
Slough	556	145	62	763	—	0.8
Southampton	2,653	506	241	3,400	87	2.5
Southend-on-Sea .. .	1,236	439	89	1,764	2	3.4
Watford	381	113	34	528	2	0.9
South Western						
Bristol	3,151	822	173	4,146	8	1.7
Exeter	623	186	26	835	—	1.9
Gloucester	807	375	91	1,273	—	2.2
Plymouth	1,742	200	2,598	4	2.9	
Swindon	486	175	93	754	35	1.2
Midlands						
Birmingham	12,222	3,096	443	15,761	2,158	2.4
Burton-on-Trent .. .	348	107	27	482	27	1.6
Chesterfield	1,231	391	146	1,768	214	2.3
Coventry	6,991	1,114	318	8,423	5,135	4.7
Derby	1,535	758	98	2,391	32	2.1
Leicester	2,099	394	91	2,584	522	1.3
Manchester	497	194	67	758	80	1.3
Northampton .. .	479	146	18	643	3	1.0
Nottingham	3,540	1,035	196	4,771	231	2.0
Oldbury	456	105	11	572	211	2.0
Peterborough .. .	384	169	34	587	—	1.2
Smethwick	930	116	25	1,071	247	2.4
Stoke-on-Trent .. .	1,900	748	142	2,790	338	1.8
Walsall	1,376	275	69	1,720	314	2.7
West Bromwich .. .	1,443	271	51	1,765	691	3.8
Wolverhampton .. .	1,809	648	188	2,645	245	2.4
Worcester	429	74	7	510	33	1.1
Yorkshire and Lincolnshire						
Barnsley	1,766	400	139	2,305	638	3.1
Bradford	3,296	518	96	3,910	434	2.2
Dewsbury	522	174	16	712	52	2.3
Doncaster	998	472	245	1,715	10	2.0
Grimsby	1,930	186	175	2,291	7	3.6
Halifax	530	154	29	713	51	1.4
Huddersfield .. .	799	383	27	1,209	121	1.3
Hull	3,584	727	371	4,682	31	3.0
Leeds	3,204	765	132	4,101	263	1.5
Lincoln	547	105	59	711	38	1.5
Rotherham	1,055	95	160	1,310	297	2.4
Scunthorpe	616	247	64	927	158	1.9
Sheffield	5,216	921	258	6,395	2,333	2.4
Wakefield	405	157	22	584	5	1.2
York	703	269	62	1,034	—	1.6
North Western						
Accrington	489	429	53	971	260	4.1
Ashton-under-Lyne ..	447	147	17	611	38	1.9
Barrow	437	522	100	1,079	14	3.3
Blackburn	875	437	44	1,356	186	2.5
Blackpool	2,198	772	128	3,098	96	5.9
Bolton	1,408	181	53	1,642	151	2.0
Burnley	796	768	55	1,619	521	4.0
Bury	265	150	5	420	124	1.4
Crewe	399	312	66	777	—	2.6
Manchester	7,195	1,327	329	8,851	214	1.9
Salford	1,599	326	84	2,009	57	1.9
Oldham	1,192	490	37	1,719	167	1.8
Preston	1,302	859	109	2,270	415	2.7
Rochdale	761	127	34	922	132	1.9
St. Helens	1,088	1,127	212	2,427	15	4.2
Stockport	957	207	90	1,254	63	1.6
Warrington	905	625	67	1,597	499	2.6
Wigan	1,089	360	68	1,517	159	3.6
Northern						
Carlisle	610	472	48	1,130	—	2.7
Gateshead	2,119	350	169	2,638	104	4.4
Middlesbrough .. .	4,855	1,088	653	6,596	989	6.1
Stockton and Thornaby	2,948	742	562	4,252	527	3.9
Newcastle-upon-Tyne	5,008	1,871	643	7,522	162	4.5
Wallsend	2,004	533	209	2,746	71	4.5
Scotland						
Edinburgh	4,282	901	188	5,371	52	2.3
Wales						
Cardiff	3,306	613	279	4,198	168	2.8
Newport	1,298	146	162	1,606	34	2.2
Swansea	1,819	395	162	2,376	11	3.8
Development Districts (By Region)						
South-Western						
Camborne and Redruth ..	643	218	50	911	27	6.2
Camelford	78	46	16	140	1	7.4
Falmouth	1,286	118	58	1,462	4	14.7
Gunnislake	53	24	—	77	—	11.2
Helston	167	76	32	275	2	7.2
Ilfracombe	192	109	30	331	6	10.7
Liskeard and Looe .. .	221	81	35	337	1	7.2
Newquay and Perranporth	317	168	42	527	—	7.2
Penzance, St. Ives and St. Mary's .. .	678	275	51	1,004	14	8.0
Yorkshire and Lincolnshire						
Bridlington	453	97	23	573	101	6.9
North-Western						
Merseyside and Prescott ..	24,103	7,175	3,043	34,321	312	5.6
Northern						
Aspatria, Cockermouth, Maryport and Workington .. .	1,334	369	168	1,871	632	6.6
Bishop Auckland, Crook, Shildon and Spennymoor	2,329	383	442	3,154	196	6.8
Blaydon	491	92	114	697	6	6.0
Blyth	499	95	67	661	17	5.0
Chester-le-Street .. .	403	79	98	580	10	5.1
Consett	822	130	95	1,047	368	5.1
Darlington	1,141	333	81	1,555	276	3.2
Guiseborough	146	15	—	161	46	7.0
Haltwhistle	48	11	5	64	2	2.2
Hartlepool	2,693	570	341	3,604	516	9.6
Haswell and Horden .. .	589	174	164	927	14	5.3
Lofthouse	166	29	—	195	34	4.8
Prithoe	116	25	31	172	4	5.2
Saltburn	444	79	—	523	199	13.7
Seaton Delaval	234	35	31	300	7	8.8
South-East Tyneside .. .	3,338	942	362	4,642	58	7.0
Stanley	673	143	118	934	70	4.8
Sunderland, Seaham and Houghton-le-Spring ..	5,861	1,529	706	8,096	298	6.8
Whitby	246	40	31	317	40	7.1
Wingate	437	99	—	536	6	5.8
Scotland						
Aberdeen, Inverurie and Stonehaven .. .	2,390	767	81	3,238	69	3.3
Anstruther	105	60	18	183	35	7.3
Ardrossan, Dalry, Irvine, Kilbirnie, Kilwinning and Stevenston ..	1,224	886	168	2,278	197	6.8
Bathgate, Broxburn and the Calder .. .	1,432	264	181	1,877	21	7.0
Cumock	341	231	90	662	2	4.7
Dumbarton	1,040	491	213	1,744	1	7.3
Dundee and Broughty Ferry	2,475	665	189	3,329	126	3.8
Dunfermline, Burntisland, Cowdenbeath and Inverkeithing .. .	1,231	1,011	325	2,567	26	5.2
Girvan	159	48	36	243	26	7.6
Glasgow (inc. Barrhead, Clydebank, Kirkintilloch and Rutherglen) ..	22,377	4,894	1,808	29,079	666	4.9
Greenock and Port Glasgow .. .	2,241	1,028	362	3,631	5	8.6
Highlands and Islands ..	4,275	1,354	746	6,375	287	7.8
Kilsyth	79	76	25	180	2	2.3
Kirkcaldy, Leslie, Leven and Methil .. .	1,517	1,160	302	2,979	61	6.0
Lesmahagow	194	35	19	248	3	7.8
North Lanarkshire .. .	7,226	3,213	901	11,340	1,448	7.5
Paisley, Johnstone and Renfrew	1,414	1,057	154	2,625	29	3.7
Peterhead, Fraserburgh, Banff and Buckie ..	1,039	402	83	1,524	143	6.2
Rothsay	183	76	20	279	3	9.7
Sanquhar	84	86	20	190	—	7.8
Shotts	401	164	42	607	47	9.3
Stranraer	320	132	61	513	18	8.3
Wales						
Ammanford, Garnant, Pontardawe and Ystalyfera .. .	445	278	77	800	9	4.7
Anglesey	750	193	151	1,094	10	9.4
Caernarvon, Bangor, Blaenau Ffestiniog, Portmadoc and Pwllheli ..	1,310	385	159	1,854	1	6.3
Llanelli, Burry Port, Gorseinon, Kidwelly, Pontardulais and Tumble ..	1,687	599	69	2,355	134	5.7
Merthyr Tydfil	704	190	71	965	8	4.0
Milford Haven and Pembroke Dock .. .	889	209	94	1,192	—	12.9
Rhondda, Pontyclun and Tonyrefail	1,713	438	161	2,312	187	6.6
Rhyl	489	208	41	738	—	5.6
Total, All Development Districts	109,887	34,148	12,896	156,931	6,829	5.8

* Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1961.
† Figures given include those for certain adjacent Employment Exchange areas—see page 475 for full details.
‡ Designated as Development Districts as from 8th November 1962.
§ Removed from the list of Development Districts from 8th November 1962. Not included in Total for all Development Districts in this issue.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: NOVEMBER 1962

The Table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 12th November 1962, 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

Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 10th October and 7th November 1962, the numbers of persons placed in employment by the Employment Exchanges and Youth Employment Offices in Great Britain, together with the number of vacancies remaining unfilled at the end of each period.

	Five weeks ended 10th October 1962		Four weeks ended 7th November 1962		Total Number of placings, 7th Dec. 1961 to 7th Nov. 1962 (48 weeks)
	Placings	Vacancies unfilled	Placings	Vacancies unfilled	
Men aged 18 and over ..	71,953	63,617	53,855	56,248	755,164
Boys under 18 ..	26,131	19,101	14,257	18,393	226,942
Women aged 18 and over ..	50,728	67,574	37,780	61,675	452,616
Girls under 18 ..	20,414	25,544	12,153	25,337	207,905
Total* ..	169,226	175,836	118,045	161,653	1,642,627

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

Similarly, the figures of 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 number of vacancies which require to be filled. Nevertheless, comparison of the figures for the various dates provides some indication of the change in the demand for labour.

The Table below shows the numbers of placings in Great Britain during the four weeks ended 7th November 1962 in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the number of vacancies remaining unfilled at 7th November 1962. A Regional analysis of the total placings and vacancies remaining unfilled is given at the end of the Table.

Industry Group	Placings during four weeks ended 7th November 1962					Number of vacancies remaining unfilled at 7th November 1962				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, Forestry, Fishing ..	2,270	608	1,839	84	4,801	870	1,216	252	256	2,594
Mining and Quarrying ..	232	219	22	20	493	2,462	1,507	16	7	3,992
Coal Mining ..	139	208	18	9	374	2,303	1,489	9	2	3,803
Food, Drink and Tobacco ..	1,856	514	3,252	621	6,243	686	352	1,560	971	3,569
Chemicals and Allied Industries ..	820	153	519	193	1,685	657	201	492	367	1,717
Metal Manufacture ..	1,122	327	214	88	1,751	881	291	205	114	1,491
Engineering and Electrical Goods ..	4,733	1,187	3,399	803	10,122	6,694	1,330	3,448	1,553	13,025
Engineering including Scientific Instruments, etc. ..	3,145	829	1,324	351	5,649	4,105	984	1,297	635	7,021
Electrical Goods and Machinery ..	1,588	358	2,075	452	4,473	2,589	346	2,151	918	6,004
Shipbuilding and Marine Engineering ..	2,860	99	67	19	3,045	622	75	20	11	728
Vehicles ..	1,456	212	456	92	2,216	3,000	192	576	162	3,930
Metal Goods not Elsewhere Specified ..	1,492	794	1,129	334	3,749	1,053	572	943	745	3,313
Textiles ..	1,075	401	1,342	707	3,525	759	787	2,769	2,601	6,916
Cotton, Linen and Man-made Fibres (Spinning and Weaving) ..	266	89	376	101	832	174	144	695	482	1,495
Woolen and Worsted ..	257	59	354	144	814	171	291	660	678	1,800
Leather, Leather Goods and Fur ..	157	134	143	99	533	135	152	265	315	867
Clothing and Footwear ..	317	257	1,567	976	3,117	509	465	5,935	3,838	10,747
Bricks, Pottery, Glass, Cement, etc. ..	1,026	223	365	93	1,707	532	330	506	537	1,905
Timber, Furniture, etc. ..	1,094	693	310	156	2,253	931	523	312	309	2,075
Paper, Printing and Publishing ..	690	345	686	498	2,219	604	323	614	985	2,526
Paper, Cardboard and Paper Goods ..	463	145	382	246	1,236	286	131	369	447	1,233
Printing and Publishing ..	227	200	304	252	983	318	192	245	538	1,293
Other Manufacturing Industries ..	796	260	949	285	2,290	688	290	669	472	2,119
Total, All Manufacturing Industries ..	19,494	5,599	14,398	4,964	44,455	17,751	5,883	18,314	12,980	54,928
Construction ..	15,082	1,749	226	143	17,200	7,394	1,476	176	200	9,246
Gas, Electricity and Water ..	693	110	75	31	909	496	138	64	35	733
Transport and Communication ..	2,926	410	650	189	4,175	9,339	845	1,192	261	11,637
Distributive Trades ..	5,088	3,550	6,405	4,455	19,498	3,781	4,253	8,045	6,835	22,914
Insurance, Banking and Finance ..	276	193	396	341	1,206	769	533	457	515	2,274
Professional and Scientific Services* ..	847	274	2,612	487	4,220	5,460	894	19,999	1,049	27,402
Miscellaneous Services ..	4,168	1,206	9,767	1,175	16,316	3,673	1,344	11,343	2,905	19,265
Entertainments, Sports, etc. ..	293	85	401	51	830	208	139	499	141	987
Catering, Hotels, etc. ..	2,143	197	6,039	227	8,606	1,073	257	4,340	487	6,157
Laundries, Dry Cleaning, etc. ..	203	186	649	285	1,323	98	109	754	542	1,503
Public Administration ..	2,779	339	1,390	264	4,772	4,253	304	1,817	294	6,668
National Government Service ..	1,532	149	944	141	2,766	2,783	101	1,173	166	4,223
Local Government Service ..	1,247	190	446	123	2,006	1,470	203	644	128	2,445
Grand Total* ..	53,855	14,257	37,780	12,153	118,045	56,248	18,393	61,675	25,337	161,653

Region	Placings during four weeks ended 7th November 1962					Number of vacancies remaining unfilled at 7th November 1962				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
London and South-Eastern ..	14,952	3,874	12,364	2,488	33,678	16,272	4,619	20,725	6,723	48,339
Eastern and Southern ..	7,432	1,786	4,196	1,493	14,907	10,684	2,444	8,533	3,077	24,738
South-Western ..	3,408	802	2,163	807	7,180	4,478	1,219	3,753	1,758	11,208
Midlands† ..	6,100	1,819	3,782	1,458	13,159	8,874	3,757	7,943	5,128	25,702
Yorkshire and Lincolnshire† ..	4,485	1,140	3,584	1,164	10,373	4,631	2,666	5,491	2,993	15,781
North-Western ..	7,007	1,757	5,159	1,506	15,429	4,951	1,694	7,906	2,778	17,329
Northern ..	2,866	808	1,514	837	6,025	1,300	441	1,750	737	4,228
Scotland ..	5,258	1,572	3,659	1,688	12,177	2,421	852	4,089	1,542	8,904
Wales ..	2,347	699	1,359	712	5,117	2,637	701	1,485	601	5,424
Great Britain* ..	53,855	14,257	37,780	12,153	118,045	56,248	18,393	61,675	25,337	161,653

* Placings and unfilled vacancies in nursing, midwifery, medical auxiliary and allied occupations, previously published separately (see February 1962 issue of this GAZETTE, page 69) are now included in this series. Placings have been included from the period beginning 5th April 1962. Unfilled vacancies, which numbered about 20,000 on 7th November 1962, have been included from and including the count on 9th May 1962.

† See footnote § on page 471.

Statistics of Local Unemployment: Grouping of Employment Exchange Areas

Column 1 of the Table on page 472 of this GAZETTE shows for some of the principal towns the numbers of persons registered as unemployed at Employment Exchanges and Youth Employment Offices on 12th November 1962 and the relevant percentage rates of unemployment.

In areas where two or more Employment Exchanges have been grouped to enable the calculation of a percentage rate (see the issue of this GAZETTE for April 1960, page 134), only the main town has been named and has been identified by a dagger (†). Details of Employment Exchanges included in each group are given below.

Eastern and Southern

Bournemouth inc. Christchurch and Poole.
Norwich inc. Loddon, Acle and Wroxham.
Portsmouth inc. Fareham, Gosport and Havant.
Reading inc. Henley.
Slough inc. Maidenhead and Windsor.
Southampton inc. Eastleigh, Hythe and Woolston.

South-Western

Bristol inc. Avonmouth, Kingswood and Westbury-on-Trym.
Plymouth inc. Devonport and Saltash.

Midlands

Birmingham inc. Aston, Handsworth, Selly Oak, Small Heath and Washwood Heath.
Chesterfield inc. Clay Cross, Eckington and Staveley.
Derby inc. Castle Donington.
Mansfield inc. Shirebrook.
Nottingham inc. Arnold, Basford and Bulwell, Beeston, Hucknall and Netherfield.
Stoke-on-Trent inc. Burslem, Hanley and Longton.

Yorkshire and Lincolnshire

Barnsley inc. Hoyland, Royston and Wombwell.
Bradford inc. Shipley.
Hull inc. Hessle.
Leeds inc. Horsforth and Stanningley.
Sheffield inc. Attercliffe and Woodhouse.

North-Western

Barrow-in-Furness inc. Dalton-in-Furness.
Manchester inc. Levenshulme, Newton Heath, Openshaw, Stretford, Withington and Wythenshawe.
Salford inc. Eccles and Swinton.
Oldham and Chadderton inc. Failsworth, Royton and Shaw.

Northern

Carlisle inc. Brampton.
Gateshead inc. Felling-on-Tyne.
Middlesbrough inc. South Bank.
Stockton and Thornaby inc. Billingham and Redcar.
Newcastle-upon-Tyne inc. Elswick, Newburn, Walker and West Moor.
Wallsend inc. Whitley Bay and North Shields.

Scotland

Edinburgh inc. Dalkeith, Leith, Loanhead and Portobello.

Wales

Cardiff inc. Barry, Bute Docks, Llantwit Major and Penarth.
Newport inc. Newport Docks.
Swansea inc. Morriston and Swansea Docks.

Disabled Persons (Employment) Acts, 1944 & 1958

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 15th October 1962 (the last date on which a count was taken) was 659,605, compared with 656,402 at 16th April 1962.

The number of disabled persons on the Register who were unemployed at 12th November 1962 was 59,555, of whom 51,745 were males and 7,810 were females. An analysis of these figures is given in the Table below.

	Males			Females			Total
	Unemployed	Employed	Total	Unemployed	Employed	Total	
Suitable for ordinary employment ..	46,944	7,161	54,105				
Severely disabled persons classified as unlikely to obtain employment other than under special conditions* ..	4,801	649	5,450				
Total ..	51,745	7,810	59,555				

The number of placings of registered disabled persons in ordinary employment during the four weeks ended 7th November 1962 was 4,416, including 3,431 men, 814 women and 171 young persons. In addition there were 128 placings of registered disabled persons in sheltered employment.

* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 471 to 473.

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 5th November 1962.

	Men	Women	Total
Number of persons admitted to courses during period ..	905	108	1,013
Number of persons in attendance at courses at end of period ..	1,581	199	1,780
Number of persons who completed courses during period ..	745	89	834

Up to 5th November 1962, the total number of persons admitted to these courses was 140,685, including 4,006 blind persons.

Employment in the Coal Mining Industry in October

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

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 27th October 1962 was 547,300, compared with 550,100 for the five weeks ended 29th September 1962 and 566,800 for the four weeks ended 28th October 1961.

The Table below shows the numbers of wage-earners on the colliery books in all mines in the various Divisions in October together with the increase or decrease* in each case compared with September 1962 and October 1961. The figures for the latest month are provisional and figures for earlier months have been revised, where necessary.

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

Division†	Average numbers of wage-earners on colliery books during 4 weeks ended 27th Oct. 1962	Increase (+) or decrease (-) compared with the average for	
		5 weeks ended 29th Sept. 1962	4 weeks ended 28th Oct. 1961
Northern (Northumberland and Cumberland) ..	35,000	- 200	- 1,600
Durham ..	79,900	- 500	- 4,800
North Eastern ..	115,100	- 400	- 400
North Western ..	39,500	- 300	- 1,800
East Midlands ..	89,900	- 200	- 800
West Midlands ..	40,100	- 200	- 1,400
South Western ..	80,400	- 200	- 1,300
South Eastern ..	5,400	...	- 200
England and Wales ..	485,300	- 2,000	- 12,300
Scotland ..	62,000	- 800	- 7,200
Great Britain ..	547,300	- 2,800	- 19,500

It is provisionally estimated that during the four weeks of October about 1,840 persons were recruited to the industry, while the total number of persons who left the industry was about 4,590; the numbers on the colliery books thus showed a net decrease of 2,750. During the five weeks of September 1962 there was a net decrease of 2,220.

Information is given in the Table below regarding absence in the coal mining industry in October and in September 1962 and October 1961. 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)

	October 1962	September 1962	October 1961
Coal-face workers:			
Voluntary ..	7.82	8.03	8.16
Involuntary ..	9.09	8.56	9.12
All workers:			
Voluntary ..	5.92	6.12	6.22
Involuntary ..	9.12	8.63	9.23

For face-workers the output per man-shift worked at National Coal Board mines was 4.66 tons in October, compared with 4.54 tons in the previous month and 4.29 tons in October 1961.

The output per man-shift calculated on the basis of all workers was 1.60 tons in October; for September 1962 and October 1961 the figures were 1.56 tons and 1.50 tons respectively.

* "No change" is indicated by three dots.

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

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 20th November 1962, and the corresponding figures for 16th October 1962 and 21st November 1961. 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		
	20th Nov. 1962	16th Oct. 1962	21st Nov. 1961	20th Nov. 1962	16th Oct. 1962	21st Nov. 1961
London and S. Eastern:						
London and Middlesex ..	85.1	83.7	89.7	3.3	3.4	3.4
Remainder	72.6	71.2	76.9	3.2	3.1	3.5
Eastern	45.1	43.8	47.0	2.3	2.2	2.4
Southern	35.0	34.0	35.6	1.7	1.6	1.6
South-Western	52.8	51.4	54.7	2.4	2.4	2.6
Midland	78.1	78.2	79.6	4.4	4.5	4.5
North Midland	54.7	54.6	56.2	5.1	5.2	5.2
East and West Ridings ..	83.0	82.9	84.5	8.0	8.4	8.0
North-Western	151.8	153.1	158.0	7.3	7.7	8.1
Northern	66.7	65.5	67.9	7.0	7.3	7.6
Scotland	119.5	114.3	122.5	8.8	8.7	9.5
Wales	66.7	66.5	68.8	7.0	7.8	7.6
Total, Great Britain ..	911.1	899.1	941.5	60.4	62.3	64.1

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 88 per cent. for absence caused by industrial injury.

The total number of persons shown in the Table above as absent owing to sickness on 20th November 1962 represented 4.5 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 30th November 1962 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†	44,656	1,709	4,547	50,912
Double Day Shifts‡	19,092	1,036	1,309	21,437
Long Spells	9,322	425	1,132	10,879
Night Shifts	3,859	565	—	4,424
Part-time Work§	5,433	—	9	5,442
Saturday Afternoon Work	2,040	18	30	2,088
Sunday Work	1,948	169	382	2,499
Miscellaneous	2,569	100	81	2,750
Total	88,919	4,022	7,490	100,431

* 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 1,409 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 November 1962 with comparable figures for the previous month. The figures are provisional. The figures for seamen relate to those employed in ships registered in the United Kingdom. All other figures relate to Great Britain.

	October 1962	November 1962
Places under the Factories Act	57	53
Mines and Quarries*	19	26
Seamen	10	7
Railway Service	7	7

Detailed figures for process groups are given below for November 1962. 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	October 1962	November 1962
Textile and Connected Processes	1	1
Clay, Pottery, Cement, etc.	—	—
Metal Extraction, Refining and Conversion	2	2
Metal Casting	3	3
Metal Rolling, Drawing, Extrusion and Forging	3	3
Miscellaneous Metal Processes	1	1
Shipbuilding and Repairing	2	2
Constructional Engineering, Boiler Making	—	—
Locomotive and Railway Equipment	—	—
Non-rail Vehicles and Aircraft	4	4
Other Machine and Metal Manufacture and Repair	1	1
Electrical Engineering	1	1
Woodworking Processes	2	2
Miscellaneous Chemical Manufacture, Paint, Oil Refining, Soap	1	1
Coal Gas, Coke Ovens, Patent Fuel	1	1
Wearing Apparel	—	—
Paper and Printing	—	—
Milling	1	1
Food	1	1
Drink	1	1
Electricity Generation	2	2
Rubber	—	—
Other Factory Processes	—	—

Works and Places under s.s. 125 and 127 of Factories Act 1961	October 1962	November 1962
Building Operations	16	16
Works of Engineering Construction	6	6
Docks and Warehouses	4	4
TOTAL, FACTORIES ACT	53	53

Mines and Quarries*	Railway Service
Coal Mines:	Brakemen and Goods Guards
Underground	24
Surface	1
Other Stratified Mines	—
Miscellaneous Mines	—
Quarries	1
TOTAL, MINES AND QUARRIES	26
Seamen	Engine Drivers and Motormen
Trading Vessels	3
Fishing Vessels	4
TOTAL, SEAMEN	7
	Labourers
	Mechanics
	Passenger Guards
	Permanent-Way Men
	Porters
	Shunters
	Other Grades
	Contractors' Servants
	TOTAL, RAILWAY SERVICE
	7

Industrial Diseases

The number of cases and deaths in Great Britain reported during November 1962 under the Factories Act 1961 are shown below. The figures are provisional.

I. Cases	II. Deaths
Lead Poisoning	5
Aniline Poisoning	1
Chronic Benzene Poisoning	1
Compressed Air Illness	1
Anthrax	2
Epitheliomatous Ulceration	10
Chrome Ulceration	7
TOTAL, CASES	27
	Epitheliomatous Ulceration
	2
	TOTAL, DEATHS
	2

* For mines and quarries, weekly returns are obtained and the figures cover the four weeks ended 27th October 1962 and the four weeks ended 24th November 1962.

Employment Overseas

AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 3,088,400 in August 1962, compared with 3,085,300 in the previous month and 3,006,500 in August 1961. The number of persons receiving unemployment benefit in October was estimated at 33,952, compared with 36,851 in September and 48,531 in October 1961.

CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 22nd September 1962 was 6,385,000, compared with 6,582,000 at 18th August and 6,235,000 at 16th September 1961. Persons wholly unemployed at 22nd September are estimated at 260,000 or 3.9 per cent. of the labour force, compared with 280,000 or 4.1 per cent. at 18th August, and 292,000 or 4.7 per cent. at 16th September 1961.

SOUTH AFRICA

Figures compiled by the Department of Mines show that the number employed in the mining industry, excluding quarries, was 606,562 in July, compared with 604,906 (revised figure) in the previous month and 613,539 in July 1961. The number of persons (all occupations) registered at Government Employment Exchanges as unemployed was 31,366 at the end of June, compared with 32,561 at the end of the previous month and 31,610 at the end of June 1961.

UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in employment as wage or salary earners (including Alaska and Hawaii) in industries other than agriculture and domestic service was approximately 56,222,000 in September, compared with 55,732,000 (revised figure) in August and 54,978,000 in September 1961. The number of production workers in manufacturing industries in September was 12,717,000, compared with 12,544,000 (revised figure) in August and 12,407,000 in September 1961. They also estimate that the total number of unemployed persons at the middle of September was about 3,512,000 or 4.9 per cent. of the civilian labor force, compared with 3,932,000 or 5.3 per cent. at the middle of the previous month and 4,085,000 or 5.7 per cent. at the middle of September 1961.

BELGIUM

The average daily number of persons recorded as wholly unemployed during September was 34,469, compared with 33,272 in the previous month and 69,339 in September 1961. Partial unemployment accounted in addition for a daily average loss of 16,669 working days.

DENMARK

Provisional figures from the Employment Exchanges show that at the end of August the number of members of approved insurance societies who were unemployed was about 8,900 or 1.2 per cent. of the total number insured, compared with 0.9 per cent. at the end of July and 1.1 per cent. at the end of August 1961.

FRANCE

Provisional figures show that the number of persons registered as applicants for employment at the beginning of November was 162,691, of whom 17,609 were wholly unemployed persons in receipt of assistance. The corresponding figures were 147,955 and 17,193 at the beginning of the previous month and 102,082 and 21,321 at the beginning of November 1961.

GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of October was 92,914, compared with 83,248 at the end of the previous month and 98,586 at the end of October 1961. In the Western Sectors of Berlin the corresponding figures at the same dates were 9,070, 8,135 and 14,349.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 24th November was 48,375, compared with 37,973 at 20th October and 47,987 at 25th November 1961.

ITALY

The number registered for employment at the end of July was 1,168,151, of whom 744,071 were wholly unemployed with a previous history of employment and the remainder were young persons, etc., registering for first employment or employed persons seeking other employment. At the end of the previous month the number registered for employment was 1,178,687, including 754,493 wholly unemployed, and at the end of July 1961 it was 1,473,115, including 899,034 wholly unemployed.

NETHERLANDS

The number of persons wholly unemployed at the end of October was 28,645; this figure included 821 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of September the respective figures were 27,709 (revised figure) and 923, and at the end of October 1961 they were 27,978 (revised figure) and 1,207.

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SWEDEN

Preliminary information from the Employment Exchanges shows that, at the middle of October, the total number of persons registered as unemployed was 19,287, compared with 17,615 (revised figure) in September and 17,435 in October 1961. Members of approved insurance societies who were unemployed and included in the total for October numbered 13,420, or 1.0 per cent. of all members, compared with 0.9 per cent. in the previous month and 0.9 per cent. in October 1961.

SWITZERLAND

The number of registered applicants for employment at the end of October who were wholly unemployed was 324 or 0.2 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 199 or 0.1 per thousand at the end of the previous month and 356 or 0.2 per thousand at the end of October 1961.

* *

*

Retail Prices Overseas

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

Country	Base of Index* and Month for which Index Figure is given	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with	
			Month before	Year before
European Countries				
Belgium	1953 = 100 Sept. 1962	112.41	+ 0.16	+ 0.93
All Items		111.8	+ 0.1	+ 0.5
Finland	1957 = 100 July 1962	116	+ 1	+ 6
Food		116	+ 2	+ 6
France (Paris)	1956-57 = 100 Oct. 1962	142.6	+ 0.6	+ 6.2
All Items		141.7	+ 0.8	+ 8.1
Food				
Germany (Federal Republic)	1958 = 100 Oct. 1962	108.5	+ 0.2	+ 3.1
All Items		106.3	Nil	+ 3.2
Food				
Iceland (Reykjavik)	1959 = 100 Sept. 1962	122	+ 2	+ 12
All Items		138	- 2	+ 21
Food				
Italy (Large Towns)	1938 = 1 Aug. 1962	74.88	- 0.02	+ 4.39
All Items		81.02	- 0.08	+ 4.45
Food				
Luxembourg	1948 = 100 Sept. 1962	134.57	Nil	+ 1.7
All Items		139.67	Nil	†
Food				
Netherlands	1951 = 100 Sept. 1962	131	+ 2	+ 2
All Items		132	- 1	+ 5
Food				
Norway	1959 = 100 Aug. 1962	109.6	+ 0.2	+ 6.2
All Items		111	+ 0.2	+ 9
Food				
Portugal (Lisbon)	1948-49 = 100 Aug. 1962	116.3	+ 0.2	+ 1.8
All Items		114.1	Nil	+ 0.6
Food				
Spain	1958 = 100 Aug. 1962	117.6	- 0.3	+ 7.1
All Items		118.9	- 0.5	+ 10.0
Food				
Sweden	1949 = 100 Sept. 1962	171	- 1	+ 8
All Items		197	- 3	+ 16
Food				
Other Countries				
Canada	1949 = 100 Oct. 1962	131.5	+ 0.5	+ 2.3
All Items		127.2	+ 0.4	+ 3.9
Food				
Ceylon (Colombo)	1952 = 100 Aug. 1962	106.2	- 0.2	+ 0.8
All Items		100.71	- 0.71	+ 0.95
Food				
India (All-India)	1949 = 100 June 1962	130	+ 1	+ 5
All Items		130	+ 2	+ 5
Food				
Japan	1960 = 100 June 1962	112.1	- 0.4	+ 8.8
All Items		114.3	- 1.0	+ 12.0
Food				
New Zealand	1953 = 1,000 Sept. 1962	1,210	+ 9†	+ 29
All Items		1,110	+ 11†	- 1
Food				
Rhodesia, Northern	1939 = 100 Aug. 1962	225.7	- 0.4	+ 4.2
All Items		285.6	- 3.2	+ 0.6
Food				
Rhodesia, Southern	1949 = 100 Sept. 1962	160.4	Nil	+ 4.1
All Items		194.6	- 0.3	+ 3.5
Food				
South Africa (9 Urban Areas)	1958 = 100 July 1962	105.7	+ 0.2	+ 1.9
All Items		103.8	+ 0.2	- 0.5
Food				
United States	1957-59 = 100 Sept. 1962	106.1	+ 0.6	+ 1.5
All Items		104.8	+ 1.0	+ 2.2
Food				

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

† Comparable figure for previous year not available.

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

INDEX OF RETAIL PRICES

INDEX FOR 13th NOVEMBER 1962

ALL ITEMS (17th January, 1956 = 100) ... 120

At 13th November 1962, the official retail prices index was 120 (prices at 17th January 1956 = 100), compared with 119 at 16th October and with 117 at 14th November 1961. The rise in the index during the month was due mainly to increases in the average prices of household coal (mainly seasonal), eggs and tomatoes.

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 as index numbers with prices at 16th January 1962 taken as 100, and the weights used have been computed from information provided by the Family Expenditure Surveys made in 1958-61, adjusted to correspond with the level of prices ruling in January 1962. A list of these weights was given on page 88 of the March issue of this GAZETTE.

DETAILED FIGURES FOR 13th NOVEMBER 1962

(Prices at 16th January 1962 = 100)

The following Table shows, for various groups and sub-groups, the indices at 13th November 1962 on the basis 16th January 1962 = 100.

GROUP AND SUB-GROUP	INDEX FIGURE FOR 13th NOVEMBER 1962 (16th January 1962 = 100)
I. Food:	
Bread, flour, cereals, biscuits and cakes	103
Meat and bacon	101
Fish	100
Butter, margarine, lard and cooking fat	104
Milk, cheese and eggs	106
Tea, coffee, cocoa, soft drinks, etc.	103
Sugar, preserves and confectionery	112
Vegetables, fresh, dried and canned	90
Fruit, fresh, dried and canned	84
Other food	105
Total—Food	101.1
II. Alcoholic drink	100.6
III. Tobacco	100.0
IV. Housing	105.1
V. Fuel and light:	
Coal and coke	108
Other fuel and light	103
Total—Fuel and light	105.5
VI. Durable household goods:	
Furniture, floor coverings and soft furnishings	103
Radio, television and other household appliances	98
Pottery, glassware and hardware	100
Total—Durable household goods	100.9
VII. Clothing and footwear:	
Men's outer clothing	104
Men's underclothing	105
Women's outer clothing	102
Women's underclothing	104
Children's clothing	101
Other clothing, including hose, haberdashery, millinery and materials	101
Footwear	105
Total—Clothing and footwear	103.1
VIII. Transport and vehicles:	
Motoring and cycling	96
Fares	105
Total—Transport and vehicles	99.2
IX. Miscellaneous goods:	
Books, newspapers and periodicals	103
Medicines, toilet requisites, soap, cleaning materials, matches, etc.	101
Stationery, travel and sports goods, toys, photographic and optical goods, etc.	101
Total—Miscellaneous goods	101.5
X. Services:	
Postage and telephones	100
Entertainment	102
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	104
Total—Services	103.1
ALL ITEMS	101.8

PRINCIPAL CHANGES IN THE MONTH

Food

Increases in the average prices of eggs, tomatoes, butter and fish were partly offset by reductions in the average prices of brussels sprouts and bacon. The index for the food group as a whole rose by about one-half of one per cent. but, expressed to the nearest whole number, remained unchanged at 101.

The index for those items of food the prices of which are subject to seasonal fluctuations (viz., fresh milk, eggs, potatoes and other fresh vegetables, apples and pears, fish, and home-killed mutton and lamb) was 94.5, compared with 92.4 in the previous month; the index for all other items of food was 103.5, the same figure as in October.

Fuel and light

Increases, mainly seasonal, in the average prices of household coal and coke raised the average level of prices and charges for the fuel and light group as a whole by nearly 4½ per cent. The group index figure, expressed to the nearest whole number, was 106, compared with 101 in October.

Transport and vehicles

The main change in this group was a fall in the average level of prices of second-hand cars, following a reduction in the rate of purchase tax on new cars. The average level of prices and charges for the group as a whole fell by nearly 2 per cent., and the group index figure, expressed to the nearest whole number, was 99, compared with 101 in the previous month.

Miscellaneous goods

Mainly as a result of a rise in the average level of prices of newspapers and periodicals, the index for the miscellaneous goods group as a whole rose by nearly one-half of one per cent. but, expressed to the nearest whole number, remained unchanged at 101.

Other groups

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

ALL ITEMS INDICES, JANUARY 1956 TO NOVEMBER 1962

(Prices at 17th January 1956 = 100)

The index numbers quoted in the two preceding sections show changes in the level of prices compared with the level at 16th January 1962, these latter being taken as = 100. Before January 1962, the index figures were calculated on a different weighting basis and they showed the changes in the level of prices compared with a level of 100 at 17th January 1956, the date when the Index of Retail Prices was started. The "all items" index numbers in the two series can be linked together, however, in order to produce a continuous series of figures showing the change in the level of prices compared with the level at the starting date of the index, viz., 17th January 1956.

Thus, at 13th November 1962, the "all items" figure in the current series, with prices at 16th January 1962 taken as 100, was 101.8. This figure has then to be linked to the index figure for 16th January 1962 in the old series, in order to produce an "all items" figure for 13th November 1962 comparable with all the indices published for dates up to and including January 1962, i.e., on the basis 17th January 1956, taken as 100. The calculation is as follows:—

All items index at 16th January 1962 (17th January 1956 = 100)	117.5
All items index at 13th November 1962 (16th January 1962 = 100)	101.8
∴ All items index at 13th November 1962 (17th January 1956 = 100)	$117.5 \times \frac{101.8}{100}$
	= 119.6 taken as 120

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

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1956	100	100	101	103	103	102	102	102	102	103	103	103
1957	104	104	104	104	105	106	107	106	106	107	108	108
1958	108	108	108	110	109	110	109	108	108	109	110	110
1959	110	110	110	110	109	109	109	109	109	109	110	110
1960	110	110	110	110	110	111	111	110	110	111	112	112
1961	112	112	113	113	114	115	115	116	115	116	117	117
1962	117	118	118	120	120	121	120	119	119	119	120	

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 (Cmd. 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 the opposite page.

WAGES AND HOURS OF WORK

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

INDICES FOR 30th NOVEMBER 1962

(31st JANUARY 1956 = 100)

At 30th November 1962 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
1962 Oct.	130.9	95.1	137.6	129.6	95.1	136.4
1962 Nov.	131.7	95.1	138.5	129.8	95.1	136.6

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 payments-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
1961 October ..	125.8	126.4	131.7	126.2
November ..	125.8	126.4	131.7	126.2
December ..	126.0	126.5	131.9	126.4
1962 January ..	126.4	127.2	132.2	126.8
February ..	126.8	127.3	132.8	127.2
March ..	127.3	128.3	133.5	127.7
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 ..	130.2	131.6	136.8	130.7
October ..	130.3	131.8	137.0	130.9
November ..	131.0	132.9	138.1	131.7

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
1961 October ..	124.4	124.9	130.2	124.7
November ..	124.4	124.9	130.2	124.7
December ..	124.7	125.1	130.5	125.0
1962 January ..	125.0	125.4	130.9	125.3
February ..	125.0	125.5	130.9	125.4
March ..	125.8	127.2	132.3	126.4
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 ..	128.7	130.3	135.3	129.2
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

III.—Industry Groups (all workers)

Date	Agriculture, Forestry and Fishing	Mining and Quarrying	Food, Drink and Tobacco	Chemicals and Allied Industries	All Metals Combined*	Textiles	Leather, Leather Goods and Fur	Clothing and Footwear	Bricks, Pottery, Glass, Cement, etc.
1959	117	118	119	112	117	112	118	118	115
1960	120	119	123	115	119	116	121	123	120
1961	127	126	128	118	125	121	122	124	126
1961 October ..	127	126	129	119	125	121	122	125	127
November ..	127	126	129	119	125	121	122	125	127
December ..	127	126	129	119	125	121	122	125	129
1962 January ..	127	126	130	119	125	122	122	125	129
February ..	131	126	130	119	125	122	122	125	129
March ..	131	126	130	124	125	123	125	131	130
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

Date	Timber, Furniture, etc.	Paper, Printing and Publishing	Other Manufacturing Industries	Construction	Gas, Electricity and Water	Transport and Communication	Distributive Trades	Professional Services and Public Administration	Miscellaneous Services
1959	118	118	112	120	112	115	117	119	118
1960	122	122	115	122	115	121	121	123	120
1961	126	126	120	125	120	125	128	129	125
1961 October ..	128	129	120	130	120	126	130	131	126
November ..	128	129	120	130	120	126	130	131	126
December ..	132	129	120	130	120	126	130	131	126
1962 January ..	133	131	120	130	124	127	130	131	129
February ..	133	131	120	132	124	127	130	131	129
March ..	133	131	129	132	124	127	131	131	129
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	132	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	135	133
November ..	136	134	130	135	126	132	136	135	133

* 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
1961 October ..	95.4	95.4	95.3	95.4
November ..	95.4	95.4	95.3	95.4
December ..	95.4	95.4	95.3	95.4
1962 January ..	95.2	95.3	95.2	95.2
February ..	95.2	95.3	95.2	95.2
March ..	95.2	95.2	95.2	95.2
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

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
1961 October ..	95.4	95.0	95.2	95.3
November ..	95.4	95.0	95.2	95.3
December ..	95.3	95.0	95.2	95.2
1962 January ..	95.3	95.0	95.1	95.2
February ..	95.3	95.0	95.1	95.2
March ..	95.3	94.9	95.1	95.2
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

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
1961 October ..	131.8	132.6	138.2	132.3
November ..	131.8	132.6	138.2	132.3
December ..	132.0	132.7	138.5	132.4
1962 January ..	132.8	133.5	138.9	133.2
February ..	133.2	133.6	139.5	133.6
March ..	133.7	134.7	140.3	134.2
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	137.3
September ..	137.0	138.5	143.9	137.5
October ..	137.1	138.7	144.1	137.6
November ..	137.8	139.8	145.3	138.5

VII.—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.7	110.1
1958	113.9	113.7	114.7	113.9
1959	117.0	117.0	11	

Movements in Rates of Wages and Hours of Work

Changes coming into operation during November

Estimates of the effect of changes in rates of wages and hours of work coming into operation during November indicate that about 1,560,000 workers had an aggregate increase of approximately £670,000 in their full-time weekly rates of wages and about 30,000 workers had a decrease of approximately £4,000.*

Changes in rates of wages became operative during the month for workers in the following major industries and services: agriculture in England and Wales (increases in statutory minimum rates of 8s. or 9s. a week, according to classification, for men and of amounts ranging from 5s. 6d. to 7s. for women); British Railways (increase of 6 per cent. for salaried and conciliation staffs and for workers employed in railway workshops); retail drapery, outfitting and footwear trades and retail furnishing and allied trades (increases in statutory minimum rates of 8s. 6d., 10s. 6d. or 12s. a week, according to area, for men and of 7s., 8s. 6d. or 9s. for women); cotton spinning and weaving (increase in current wages of 3 per cent., with retrospective effect to 1st October); hairdressing (statutory minimum rates increased by amounts ranging from 5s. 6d. to 9s. a week for male operatives and by 5s. to 8s. 6d. for female operatives); flour milling (increases of 11s. a week for men and of 9s. for women); forestry (increase of 7s. 6d. a week for men); glove manufacture in England and Wales (hourly rates increased by 2d. for men and by 1½d. for women); and the woolcombing section of the Yorkshire wool textile industry (increase of 3 per cent.).

The decrease, which affected workers engaged in the manufacture of carpets, took effect under sliding-scale arrangements based on movements in the official index of retail prices.

Of the total increase of approximately £670,000, about £370,000 resulted from statutory wages regulation orders, £190,000 from direct negotiations between employers and trade unions, £75,000 from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement, and the remainder from an arbitration award.

Changes coming into operation in the period January–November

The Table opposite shows, by industry group, for this period, the numbers of workers affected (a) by increases in full-time weekly rates of wages and the aggregate amount of such increases, and (b) by reductions in normal weekly hours of work and the aggregate amount of such reductions. Included in this Table are about 1,330,000 workers who had both wage-rate increases and reductions in normal weekly hours of work. In the corresponding months of 1961, 7,725,000 workers had a net increase of about £3,950,000 in their full-time weekly rates of wages, and approximately

Industry Group	Weekly Rates of Wages		Normal Weekly Hours of Work	
	Approximate Number of Workers affected by Net Increases†	Estimated Net Amount of Increase in Weekly Rates of Wages £	Approximate Number of Workers affected by Reductions †	Estimated Amount of Reduction in Weekly Hours
Agriculture, Forestry, Fishing..	573,500	323,200	—	—
Mining and Quarrying ..	313,000	119,200	—	—
Food, Drink and Tobacco ..	432,000	166,100	27,500	32,000
Chemicals and Allied Industries	224,000	130,600	—	—
Metal Manufacture ..	240,500	46,900	—	—
Engineering and Electrical Goods ..	2,819,000	863,900	—	—
Shipbuilding and Marine Engineering ..	—	—	—	—
Vehicles ..	—	—	—	—
Metal Goods not elsewhere specified ..	645,500	200,000	12,000	12,800
Leather, Leather Goods and Fur	46,000	15,100	—	—
Clothing and Footwear ..	477,000	239,200	97,000	121,000
Bricks, Pottery, Glass, Cement, etc. ..	163,000	61,000	1,000	900
Timber, Furniture, etc. ..	204,000	72,300	—	—
Paper, Printing and Publishing	433,000	186,400	273,500	287,400
Other Manufacturing Industries	194,000	122,500	22,500	21,300
Construction ..	1,342,500	474,000	1,000	2,200
Gas, Electricity and Water ..	247,000	148,800	—	—
Transport and Communication	1,187,500	596,700	565,500	1,131,200
Distributive Trades ..	999,000	399,500	114,500	213,700
Public Administration and Professional Services ..	792,500	338,000	—	—
Miscellaneous Services ..	874,000	416,300	218,000	347,300
Total ..	12,207,000	4,919,700	1,332,500	2,169,800

5,660,000 workers had an aggregate reduction of about 11,060,000 hours in their normal weekly hours of work.

Settlements in November

New agreements and statutory wages regulation orders made during November, including cost-of-living sliding-scale adjustments, have operative dates from 1st October 1962 to January 1964. These settlements, when fully implemented, will make a net addition of approximately £550,000 to full-time weekly rates of wages and will reduce the normal weekly hours of work of about 100,000 workers by an average of 2 hours.‡

Brief particulars of future changes are given on page 485.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER

(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 1962," 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
Agriculture	England and Wales (1) (256)	26 Nov.	Workers other than craftsmen and apprentices	Increases of 8s. a week for men 20 and over, of 5s. 6d. or 6s., according to area, for women 20 and over, and of proportional amounts for younger workers. Minimum rates after change: male workers 84s. a week at 15 rising to 183s. at 20 and over; female workers, Cambridgeshire, Isle of Ely and Yorkshire 71s. 6d. at 15 rising to 131s. 6d. at 20 and over, other counties 75s. to 137s. 6d.‡
			Craftsmen and apprentices	Increases of 9s. a week for male craftsmen 20 and over, of 6s. 6d. or 7s., according to area, for female craftsmen 20 and over, and of proportional amounts for younger craftsmen and apprentices. Minimum rates after change: craftsmen who have served an approved 3-year contract of apprenticeship beginning on or after 1st May 1961—males 18 and under 19, 146s. a week, 19 and under 20, 171s., 20 and over 201s. 6d.; females, Cambridgeshire, Isle of Ely and Yorkshire 135s., 140s. 6d., 144s. 6d., other counties 141s., 147s., 151s. 6d.; apprentices—males 64s. 6d. at 15 rising to 163s. 6d. at 20 and over, females 54s. or 57s. at 15 rising to 114s. or 119s. 6d. at 20 and over.§
Forestry	Great Britain (5)	26 Nov.	Forest workers employed by the Forestry Commission	Increases of 7s. 6d. a week for male workers 20 and over, and of proportional amounts for younger male workers and female workers. Minimum rates after change: male workers 20 and over—grade 3 (ordinary workers) 188s. 6d. a week, 2, 193s., 1, 197s. 6d., younger male workers 85s. at 15 rising to 160s. at 19 and under 20; female workers 21 and over—grade 3, 151s., 2, 155s., 1, 160s., younger female workers 75s. 6d. at 15 rising to 141s. 6d. at 20 and under 21.
Flour Milling	Great Britain (16)	26 Nov.	Mill operatives	Increases of 11s. a week for men 20 and over, of 9s. for women 18 and over, and of proportional amounts for younger workers. Rates after change include: men 20 and over—first roller men on shift work, class A mills 285s. a week, class B 273s. 6d., class C 255s., shift workers (minimum rates) 222s. 6d., 214s. 6d., 208s., general labourers on day work 205s., 199s. 6d., 194s. 6d.; women 20 and over packing small bags 143s., 139s. 6d., 135s., other women workers 18 and over 148s., 143s., 139s.
			Provender and compound workers employed by certain flour milling firms	Increase of 11s. a week. Rates after change include: flaked maize roller men, pellet and cube machinists and stone dressers on shift work, class A mills 274s. 6d. a week, class B 263s. 6d., class C 245s. (plus 5s. a week for charge-hands), shift workers (minimum rates) 222s. 6d., 214s. 6d., 208s., general labourers on day work 205s., 199s. 6d., 194s. 6d.

* The statistics relate to wage-earners only and exclude clerical workers. 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.

‡ Net increases amounting to £450,000 are already in the Table.

§ These increases took effect under Orders made under the Agricultural Wages Act. See pages 456 and 488 of this GAZETTE.

Principal Changes in Rates of Wages Reported during November—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change (Decreases in Italics)
Flour Milling (continued)	Great Britain (excluding London) (16)	26 Nov.	Transport workers ..	Increase of 11s. a week; abolition of grade 2, resulting in further increases of up to 4s. a week to workers previously in that grade. Rates after change: drivers of mechanically driven vehicles up to and including 2 tons carrying capacity, class A mills 212s. 6d. a week, class B 209s. 6d., class C 207s., over 2 and up to and including 8 tons 224s. 6d., 221s., 217s. 6d., over 8 and up to and including 16 tons 235s., 231s. 6d., 228s., over 16 tons 251s., 247s. 6d., 244s., statutory attendants and mates 207s., 201s. 6d., 194s. 6d., horse carmen (all classes)—pair horse 210s., single horse 204s.
Bobbin Manufacture	England and Wales (52)	Third pay day in Nov.	All workers ..	Increases of 7s. 6d. a week for higher skilled adult male workers, of 7s. for lesser skilled, of 6s. 6d. for labourers, of 5s. 6d. for women 18 and over, and of proportional amounts for apprentices and juveniles. Minimum rates after change: men—higher skilled 213s. 4d. a week, lesser skilled 200s., labourers 189s. 9d.; women 18 and over 155s. 9d.
Railway Workshops (British Railways)	Great Britain (60-61)	5 Nov.	Male timeworkers ..	Increase of 6 per cent. Rates after change include: men 21 and over employed outside the London area—craft grades 218s. 6d. to 236s., according to occupation; other grades, group 1 occupations 208s. or 217s. 6d., 2, 203s. 6d., 3, 197s. 6d., 4, 195s., 5, 189s., 6, 184s., clothiers, boilers (steel sheet) 203s. 6d.; apprentices, youths and boys 60s. 6d. at 15 rising to 154s. 6d. at 20. London rates (within 10 miles of Charing Cross) are 6s. a week higher for men, and 4s. for apprentices, youths and boys, than the rates quoted.
			Female timeworkers ..	Increase of 6 per cent. Rates after change include: women 21 and over employed on women's work outside the London area—group 1 occupations 160s. a week, 2, 156s. 6d., 3, 153s., 4, 150s. 6d., 5, 148s., labourers 144s. 6d.; girls 56s. at 15 rising to 140s. at 20. London rates (within 10 miles of Charing Cross) are 4s. a week higher than the rates quoted.
			Payment-by-results workers (except Work Study schemes)	Flat-rate additions to earnings increased by the amounts quoted above for timeworkers (no changes in piecework prices or other payment-by-results calculations or in lieu rates involved).
Docks Workshops	Great Britain ..	5 Nov.	Workers employed by British Transport Commission, Docks Division	Increase of 6 per cent.
Railway Workshops (London Transport Executive)	London ..	5 Nov.	Male workers ..	Increases ranging from 10s. 6d. to 12s. 6d. a week for adult workers, and of proportional amounts for younger workers. Rates after change include: skilled 226s. 6d. a week, semi-skilled, 1 starred 211s. 6d., 1, 203s. 6d., 2, 198s. 6d., unskilled 190s.
Cotton Spinning and Weaving	Lancashire, Cheshire, Yorkshire and Derbyshire (72-74)	Week commencing 1 Oct.*	Workers employed in producing yarns and cloths from cotton and man-made fibres	Increase in current wages of 3 per cent.*
Wool Textile (Woolcombing)	Yorkshire .. (81)	Pay day in week ending 10 Nov.	All workers ..	Increase of 3 per cent. and new wages structure introduced, establishing a minimum day turn rate of 163s. a week. Minimum rates after change: male night workers—bowl minders (with dryer) 194s. 11d. a week, card jobbers, 7 or less (with appropriate additions for 8, 9 or 10 cards) 189s. 4d., comb minders 187s. 8d., 189s. or 193s. 11d., according to kind of wool, backwash minders 187s. 8d. or 189s., punch minders (8 combs or less), finisher minders (3 boxes) 187s. 8d., wool pullers, bowl feeders, makers-up, can dodgers, card feeders by hand, wool runners, strong box minders, breakers-off, shoddy men, burr takers-out, wool dryers 183s. 4d.; adult male day workers—bowl minders (with dryer) 173s. 3d., card jobbers, 7 or less (with appropriate additions for 8, 9 or 10 cards) 168s. 4d., comb minders, backwash minders, punch minders (8 combs or less), finisher minders (3 boxes) 166s. 10d., wool pullers, bowl feeders, makers-up, can dodgers, card feeders by hand, wool runners, strong box minders, breakers-off, shoddy men, burr takers-out, wool dryers 163s., card grinders, 193s. 9d.; adult female day workers—breakers-off (long wool), backwash minders (botany) 117s. 4d., card feeders by hand, strong box minders, punch minders (8 combs or less, botany), finishing boxminders (3 boxes, botany) 113s. 5d., backwash minders with box (long wool) 118s. 8d., (medium), comb minders, 2 combs without noil (medium) 120s. 1d., punch minders, 8 combs or less (long wool and medium) 114s. 6d., comb minders, 2 combs without noil (long wool) 125s. 4d., (botany), finishing boxminders (3 boxes, long wool and medium) 116s. 1d.
Jute Carpet Manufacture	Dundee ..	First pay day in Nov.	All workers ..	Cost-of-living bonus decreased† by 2½ per cent. (85 to 82½ per cent.) on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: male workers 19 and over 174s. 3d. a week, female workers 19 and over 115s. 10d.
Carpet Manufacture	Great Britain (93)	First pay day in Nov.	All workers ..	Cost-of-living bonus decreased† by 2½ per cent. (85 to 82½ per cent.) on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Bonus on earnings in excess of £6 15s. and £4 10s. decreased from 75 to 72½ per cent.
Glove Manufacture	England and Wales (116)	First pay day following 1 Nov.	Workers employed in the leather and fabric dress glove and industrial glove section	Increases in minimum time rates of 2d. an hour for men 20 and over, of 1½d. for women 20 and over, and of proportional amounts for younger workers. Minimum time rates after change include: men 20 and over—class A 4s. 7½d. an hour, class B 4s. 2½d.; women 20 and over—A 2s. 11½d., B 2s. 10½d.
General Stoneware Manufacture	Great Britain (127)	First full pay week in Sept.	All workers ..	Increases in minimum basic rates of 2d. an hour for male workers, and of 1½d. for female workers. Minimum hourly rates after change include: bigware throwers and turners (over 10-quart sizes) 5s. 2d. an hour, unskilled men 21 and over 4s. 1d., women 21 and over 2s. 9d.; shift workers—kiln-firers, boilerfirers, continuous kiln personnel and others 249s. 8d. for a 56-hour week, including payment for week-end work.
Wood Box, Packing Case and Wooden Container Manufacture	Scotland .. (143)	1 Nov.	All workers ..	Increases of ½d. an hour for journeymen and male dilutees, and of proportional amounts for apprentices and female dilutees. Rates after change include: journeymen 5s. 5½d. an hour, male dilutees 5s. 1½d. during first 3 months of employment rising to 5s. 3½d. during third 3 months and 5s. 5½d. thereafter; female dilutees 18 and over, woodcutting machinists and sawyers section 3s. 1½d. during first 3 months rising to 3s. 8½d. during third 3 months and 3s. 11½d. thereafter, boxmaking section 2s. 9d. to 3s. 5½d. and 3s. 10½d.
Stone Carving, Wood Carving and Modelling	United Kingdom ..	5 Nov.	Journeymen and apprentices ..	Increases in basic rates of 2d. an hour for journeymen, and of proportional amounts for apprentices. Minimum rates after change include: journeymen 21 and over 4s. 10d. an hour, modelling or carving figures in the round or in relief 6s., plus 1s. 11d. an hour cost-of-living bonus in each case. In addition to the increase on the basic rate, every carver who has an "ability" hourly rate shall have 2d. an hour added to that rate. The total weekly wage is subject to an addition of 5 per cent.
Water Supply	England and Wales (180)	First full pay week commencing on or after 4 Nov.	Fully-skilled engineering craftsmen and apprentices, other than those employed in the Metropolitan Water Board Area	Increases of (2)½d. an hour for adult workers, and of proportional amounts for apprentices. Rate after change for fully-skilled engineering craftsmen 5s. 11½d. an hour.

* This increase was the result of an award (No. 2938) of the Industrial Court dated 7th November with retrospective effect to the date shown and does not apply to maintenance mechanics, blacksmiths, turners, welders, electricians, enginemen/firemen, ashwheelers, oilers, greasers, etc. See page 487 of this GAZETTE.

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

Principal Changes in Rates of Wages Reported during November—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Railway Service (British Railways)	Great Britain (182-183)	5 Nov.	Salaried and conciliation staffs	Increase of 6 per cent. Standard weekly rates after change for male conciliation staff 20 and over outside the London area: Group 1, 183s., 2, 189s., 3, 193s., 4, 199s., 5, 205s., 6, 212s., 7, 216s., 8, 224s., 9, 229s., 10, 241s., 11, 251s., 12, 255s., 13, 270s., 14, 284s. In the London area pay is higher by 6s. a week.
Railway Service (London Transport Executive)	London (184-185)	5 Nov.	Salaried and conciliation staffs	Increases ranging from 10s. to 16s. a week for adult male workers, and of proportional amounts for other workers. Weekly rates after change for male conciliation staff 20 and over: Group 1, 189s., 2, 195s., 3, 199s., 4, 205s., 5, 211s., 6, 218s., 7, 222s., 8, 230s., 9, 235s., 10, 247s., 11, 257s., 12, 261s., 13, 276s., 14, 290s.
Dock Labour	Great Britain	5 Nov.	Workers employed by British Transport Commission, Docks Division	Increase of 6 per cent.
Retail Drapery, Outfitting and Footwear Trades	Great Britain (217) (258)	5 Nov.	Shop managers and manageresses	Increases in statutory minimum remuneration of 12s. a week for managers, and of 9s. for manageresses. Where the number of staff employed is 1, the increases are 18s. and 15s. respectively. New rates introduced where the number of staff employed is 6. Minimum rates after change: managers—London area 220s. 6d. a week where the number of staff is 1 or 2 to 246s. where the number of staff is 6, Provincial A area 214s. 6d. to 240s., Provincial B area 206s. 6d. to 232s.; manageresses—London 187s. 6d. to 213s., A 181s. 6d. to 207s., B 175s. 6d. to 201s.*
			Other workers	Increases in statutory minimum remuneration of 10s. 6d. a week in London and Provincial A areas and of 8s. 6d. in Provincial B area for male workers 21 or over (12s. in London for workers 22 or over and certain transport workers), of 5s. 6d. to 9s., according to age and area, for youths and boys, of 9s., 8s. 6d. or 7s., according to area, for female workers 21 or over, and of 4s. 6d. to 7s. 6d. for younger female workers. Minimum rates after change: grade I clerks 23 or over—London area, males 196s. a week, Provincial A area 188s. 6d., Provincial B area 178s., females 143s., 137s. 6d., 130s.; grade I clerks under 23, grade II clerks, sales assistants, cashiers, central warehouse workers, credit travellers, stock hands—males, London 94s. 6d. at under 16 rising to 190s. at 22 or over, A 79s. 6d. to 182s. 6d., B 74s. to 172s., females 70s. 6d. to 138s. 6d., 64s. 6d. to 133s., 60s. to 125s. 6d.; other workers—males, London 83s. 6d. to 182s., A 78s. 6d. to 174s. 6d., B 73s. to 167s. 6d., females 69s. 6d. to 133s. 6d., 63s. 6d. to 128s., 59s. to 120s. 6d.; transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, London 110s. at under 18 rising to 190s. at 21 or over, A 108s. 6d. to 182s. 6d., B 101s. 6d. to 170s. 6d.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 2 tons carrying capacity and of two-horse drawn vehicles 194s., 186s. 6d., 175s. 6d., of over 2 and up to 5 tons 198s., 190s. 6d., 179s. 6d., of over 5 tons 202s., 194s. 6d., 183s. 6d.*
Retail Furnishing and Allied Trades	Great Britain (219) (258)	19 Nov.	Shop managers and manageresses	Increases in statutory minimum remuneration of 12s. a week for managers, and of 9s. for manageresses. Minimum rates after change: managers, London area 205s. 6d. a week where weekly trade is under £60 to 261s. 6d. where weekly trade is £475 and under £500, Provincial A area 198s. to 254s., Provincial B area 188s. to 244s.; manageresses, London 173s. 6d. to 229s. 6d., A 166s. to 222s., B 157s. 6d. to 213s. 6d.*
			Other workers	Increases in statutory minimum remuneration of 10s. 6d. a week in London and Provincial A areas and of 8s. 6d. in Provincial B area for male workers 21 or over (12s. in London for workers 22 or over and certain transport workers), of 5s. 6d., 7s., or 9s., according to age and area, for youths and boys, of 9s., 8s. 6d. or 7s., according to area, for female workers 21 or over, and of 4s. 6d. to 7s. 6d. for younger female workers. Minimum rates after change: grade I clerks 23 or over—men, London area 197s. a week, Provincial A area 189s., Provincial B area 177s., women 143s. 6d., 137s. 6d., 130s.; grade I clerks under 23, grade II clerks, shop assistants, cashiers, central warehouse workers, stockhands or van salesmen—male workers, London 80s. at under 16 rising to 190s. 6d. at 22 or over, A 75s. to 182s. 6d., B 69s. 6d. to 170s. 6d., female workers 68s. to 138s. 6d., 63s. 6d. to 133s., 58s. 6d. to 123s. 6d.; other workers—male workers, London 79s. at under 16 to 181s. at 22 or over, A 74s. to 173s., B 68s. 6d. to 166s. 6d., female workers 68s. to 132s. 6d., 63s. 6d. to 126s. 6d., 58s. 6d. to 118s. 6d.; transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, London 111s. at under 18 rising to 190s. 6d. at 21 or over, A 108s. 6d. to 182s. 6d., B 101s. 6d. to 170s. 6d.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 2 tons carrying capacity and of two-horse drawn vehicles 195s., 187s., 175s. 6d., of over 2 and up to 5 tons 199s., 191s. 6d., 179s. 6d., of over 5 tons 203s. 6d., 195s. 6d., 184s.*
Boot and Shoe Repairing	Northern Ireland (259)	30 Nov.	All workers	Increases in general minimum time rates of 7s. 6d. a week for male workers other than learners, of 6s. 6d. for female workers 21 and over, and of proportional amounts for male learners and younger female workers; increases in piecework basis time rates of 2d. an hour (3s. 9½d. to 3s. 11½d.) for male workers, and of 1½d. (2s. 8d. to 2s. 9½d.) for female workers. General minimum time rates after change include: male workers 21 and over employed as makers of bespoke hand-sewn (including surgical) footwear 191s. 6d. a week, operating power sole stitchers or both power sole stitchers and Blake or other power sole sewing machines on the Blake principle 184s. 6d., operating Blake or other power sole sewing machines on the Blake principle 179s. 6d., other male workers other than learners 172s. 6d.; female workers 21 and over 122s.*
Hairdressing	Great Britain (240) (257)	26 Nov.	Managers, manageresses and chargehands	Increases in statutory minimum remuneration of amounts ranging from 8s. to 10s. 6d. a week, according to occupation and area. Minimum rates after change: ladies' saloons—managers, London area 221s. a week, Provincial areas A and B 215s. 6d., manageresses 194s. 6d., 189s., chargehands, male 201s. 6d., 196s. 6d., female 175s., 169s. 6d.; gentlemen's saloons—managers and manageresses 215s. 6d., 209s. 6d., male and female chargehands 196s. 6d., 190s. 6d.*
			All other workers	Increases in statutory minimum remuneration of amounts ranging from 5s. 6d. to 9s. a week, according to year of employment or area, for male operative hairdressers and from 5s. to 7s. 6d. for female operative hairdressers in ladies' saloons, of 6s. 6d., 7s., 8s. or 8s. 6d. for male and female operative hairdressers in gentlemen's saloons, with proportional increases for apprentices, and of amounts ranging from 3s. 6d. to 9s., according to age, occupation or area, for other workers. Minimum rates after change: operative hairdressers—ladies' saloons London area, male workers 119s. 6d. a week in first year, 150s. in second year, 184s. 6d. thereafter, female workers 107s. 6d., 137s. 6d., 154s. 6d., Provincial areas A and B, males 114s. 6d., 145s., 178s. 6d., females 102s. 6d., 132s., 149s., gentlemen's saloons, London, male and female workers 142s. 6d. in first year, 178s. 6d. thereafter, A and B 137s., 172s. 6d.; clerks, receptionists and manicurists—London, male workers 79s. at under 16 rising to 184s. 6d. at 24 or over, female workers 64s. to 136s. 6d., A 73s. to 179s. 6d., 59s. to 131s., B 70s. to 174s., 55s. to 125s.; sales assistants, cashiers and clerical assistants—London, male workers 79s. at under 16 rising to 177s. 6d. at 23 or over, female workers 64s. to 131s., A 73s. to 172s. 6d., 59s. to 126s., B 70s. to 167s., 55s. to 119s. 6d.; all other workers—London, male workers 77s. 6d. at under 16 rising to 168s. 6d. at 22 or over, female workers 62s. 6d. to 125s. 6d., A 72s. to 164s., 58s. to 120s. 6d., B 69s. to 161s. 6d., 54s. to 114s.*

* These increases took effect under an Order made under the Wages Councils Act. See page 449 of the November issue of this GAZETTE.
 † These increases took effect under an Order made under the Wages Councils Act (Northern Ireland). See page 487 of this GAZETTE.

Principal Changes in Rates of Wages Reported during November—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
River Authorities	England and Wales (254)	First full pay period on or after 1 Nov.	Male workers	Increases of 3d. an hour for men 20 and over, and of proportional amounts for youths. Minimum basic rates after change for men 20 and over: Greater London area 4s. 11d. an hour, other areas 4s. 9d.

CHANGES TAKING EFFECT AFTER THE END OF NOVEMBER

The following changes, operative from a future date, have been notified: animal gut trade in England and Wales (increases of 9s. a week for men and of 6s. 6d. for women, 3rd December); and building and contracting in Scotland (normal weekly hours reduced from 42 to 40, November 1963).

Industries affected by decreases in rates of wages in December or January, under sliding-scale arrangements based on the official index of retail prices, include general printing, newspaper production in London and Manchester, and wholesale newspaper distribution in London.

Statutory wages regulation orders made under the Wages Councils Act authorised the following changes; pin, hook and eye, and snap fastener manufacture (increases of 5s., 5s. 6d. or 6s. a week for men and of 4s. 6d. or 5s. 3d. for women, 3rd December);

retail newsagency, tobacco and confectionery trades (increases of 9s. or 10s. a week for men and of 7s. or 8s. for women, 10th December in England and Wales and 7th January 1963 in Scotland); manufacture of stamped or pressed metal-wares (increases of 5s., 5s. 6d. or 6s. a week for men and of 5s. for women, 12th December); retail bespoke tailoring in Scotland (increase of 3d. an hour, 14th December); baking in England and Wales (increase of 11s. a week, 17th December); retail bread and flour confectionery in England and Wales (increases of 10s. 6d. a week for men and of 8s. 6d. for women, 17th December); and retail bookselling and stationery trades (increases of 8s. 6d., 10s. 6d. or 12s. a week for men and of 7s., 8s. 6d. or 9s. for women, 31st December).

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

Indices of Total Weekly Hours Worked and of Average Hours Worked by Operatives in Manufacturing Industry

Indices have been calculated of (1) total weekly hours worked and (2) of average hours worked by operatives in manufacturing industry 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 industry, but the figures for these groups are likely to be less reliable. A full account of the method of calculation, together with indices from 1956 onwards, is published on pages 305 to 307 of the August 1962 issue of this GAZETTE.

The index of total hours worked in Table I has been calculated by multiplying an estimate of operatives at work in a specific week each month by an estimate for the same week of average 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. The annual figures (including, to preserve comparability, those for 1961) are averages of the estimates for the specific weeks in these six months.

Indices of Hours Worked

Table I.—Total Weekly Hours

	(Average 1958 = 100)					
	All Manufacturing Industries	Engineering, Electrical Goods, Metal Goods	Vehicles	Textiles, Leather, Clothing	Food, Drink, Tobacco	Other Manufacturing
1956	104.2	102.1	105.2	109.8	100.0	104.0
1957	103.5	102.1	102.9	108.6	99.4	103.5
1958	100.0	100.0	100.0	100.0	100.0	100.0
1959	99.8	103.2	100.2	99.0	100.9	100.7
1960	103.5	103.0	106.2	101.6	100.0	105.3
1961	102.5	105.6	101.4	96.8	100.2	104.2
Week ended:						
1961 September 30*†	103.5	108.0	104.0	93.6	101.5	106.0
October 28 ..	102.9	106.9	100.7	96.6	102.7	104.1
November 25 ..	102.6	106.1	100.2	96.7	102.8	103.5
December 30†						
1962† January 27 ..	99.5	103.4	99.1	94.2	96.4	100.1
February 24 ..	101.0	104.9	102.2	95.4	97.9	101.4
March 31	100.6	104.4	102.3	94.5	98.5	101.0
April 14	100.7	104.7	102.4	93.1	99.6	101.2
May 26*	101.1	104.9	101.8	94.5	101.5	101.5
June 23	101.0	104.3	101.9	94.3	102.5	101.2
July 21†	95.4	99.3	97.7	84.6	103.9	96.8
August 18†	82.5					
September 15 ..	101.2	104.2	102.3	93.6	104.6	101.6
October 20	100.9	103.5	100.6	94.4	104.2	101.2

Table II.—Average Hours Worked Per Head

	(Average 1958 = 100)					
	All Manufacturing Industries	Engineering, Electrical Goods, Metal Goods	Vehicles	Textiles, Leather, Clothing	Food, Drink, Tobacco	Other Manufacturing
1956	101.2	101.3	100.9	101.3	100.3	101.3
1957	101.1	101.1	101.3	101.5	100.2	101.2
1958	100.0	100.0	100.0	100.0	100.0	100.0
1959	100.8	100.4	101.6	101.5	99.6	100.7
1960	99.9	99.4	98.5	101.8	99.3	100.0
1961	98.6	99.0	97.5	98.2	98.0	98.7
Week ended:						
1961 September 30*	98.5	98.9	98.0	98.2	97.8	98.6
October 28 ..	98.3	99.0	96.6	97.9	98.3	98.3
November 25 ..	98.2	98.8	95.6	98.0	98.4	98.1
December 30†						
1962† January 27 ..	97.1	97.6	96.1	96.8	96.6	96.7
February 24 ..	97.9	98.2	98.0	97.4	97.3	97.5
March 31	97.9	98.2	98.2	97.1	97.5	97.7
April 14	98.1	98.3	98.0	97.2	97.8	97.9
May 26*	98.0	98.4	97.4	97.1	98.1	97.9
June 23	98.1	98.1	97.8	97.3	98.7	98.2
July 21†	98.3	98.3	96.5	97.6	99.3	98.4
August 18†	98.6					
September 15 ..	98.0	97.8	97.8	97.2	98.9	98.1
October 20	97.8	97.7	96.6	97.5	98.6	97.8

* Figures for dates after June 1961 are subject to revision in the light of information to be derived from the count of National Insurance cards in mid-1962. The figures from May 1962 may also be subject to revision when the results of the October 1962 enquiry into the hours of work of manual workers are available.

† 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. It is estimated that, if the indices of total weekly hours worked for manufacturing industry as a whole for July and August 1962 had related, as in the previous year, to the last full weeks in the month, the index for July 1962 would have been approximately six points lower and the index for August 1962 approximately 15 points higher. In view of the heavy incidence of holidays in the week ended 18th August 1962, the information at present available about the spread over the various industry groups is considered insufficiently reliable for the calculation of estimates; only indices for manufacturing industry as a whole are therefore given.

‡ Indices for week ended 30th December 1961 are omitted as the figures are affected by the Christmas holiday.
 § Information obtained from employers in October 1962 showed that, compared with the previous year, the proportion of operatives to total employees in manufacturing industries had fallen. The revised estimate of the number of operatives in manufacturing industries is in consequence approximately 30,000 lower than it was on the old basis. The indices of total hours worked for months from January 1962 onwards have therefore been revised to take account of this new information.

STOPPAGES OF WORK—INDUSTRIAL DISPUTES

STOPPAGES OF WORK IN NOVEMBER

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in November, which came to the notice of the Ministry, was 121. In addition, 30 stoppages which began before November were still in progress at the beginning of the month. The approximate number of workers involved during November at the establishments where these 151 stoppages occurred is estimated at 37,400. This total includes 10,400 workers involved in stoppages which had continued from the previous month. Of the 27,000 workers involved in stoppages which began in November, 24,800 were directly involved and 2,200 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 123,000 working days lost during November included 56,000 days lost through stoppages which had continued from the previous month.

The following Table gives an analysis by groups of industries of stoppages of work in November due to industrial disputes:—

Industry Group	Number of Stoppages			Stoppages in Progress in Month	
	Started before beginning of Month	Started in Month	Total	Workers involved	Working Days lost
Coal Mining	3	57	60	9,700	21,000
Engineering	7	6	13	5,600	38,000
Shipbuilding	4	2	6	1,900	13,000
Vehicles	3	8	11	7,700	15,000
Construction	7	17	24	2,100	13,000
All remaining industries and services ..	6	31	37	10,500	24,000
Total, November 1962	30	121	151	37,400	123,000
Total, October 1962 ..	27	236	263	391,100	620,000
Total, November 1961	30	211	241	52,800	159,000

Causes of Stoppages

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

Principal Cause	Number of Stoppages	Number of Workers directly involved
Wages—claims for increases	20	2,900
—other wage disputes	33	5,700
Hours of labour	1	†
Employment of particular classes or persons	21	9,800
Other working arrangements, rules and discipline	38	5,200
Trade union status	3	100
Sympathetic action	5	1,100
Total	121	24,800

PRINCIPAL STOPPAGES OF WORK DURING NOVEMBER

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Remarks
	Directly	Indirectly	Began	Ended		
ENGINEERING:—						
Clerks, storekeepers and other workers employed in the manufacture of machine tools—Coventry (one firm)	145	1,980†	27 Sept.	2 Nov.†	Rejection of a claim for increased wages	Work resumed pending negotiations.
Paint shop and other workers employed in machine tool manufacture—Birmingham (one firm)	50	770	22 Oct.	14 Nov.**	Rejection of a claim for increased bonus payments	Work resumed. Employer agreed to a revision of the bonus structure.
Workers employed in manufacturing refrigerators—Dundee (one firm)	360	265	25 Oct.	13 Nov.	Dismissal of worker, a shop steward, who refused to carry out certain work which did not attract bonus payment	Work resumed. Dismissal changed to suspension pending further negotiations.
VEHICLES:—						
Workers employed in motor vehicle manufacture—Southall (one firm)	2,800	—	9 Oct.††	5 Nov.††	Claim for a wage increase of 6d. an hour and for adjustment of alleged anomalies in bonus scheme	Work resumed pending further negotiations.
Workers employed in the manufacture of railway wagons and motor car bodies—Paisley (one firm)	4,000	—	21 Nov.	23 Nov.	Rejection of workers' request that imminent redundancy should be averted by the introduction of short-time working	Work resumed pending further negotiation.

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

† Less than 50 workers or 500 working days.

‡ Nearly all the engineering and shipbuilding workers involved in a national stoppage on 5th February were again involved on 5th March. 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 2,400,000.

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

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

¶ The majority of workers rendered idle did not resume work until 7th November.

** Workers rendered idle resumed work on 16th November.

†† A series of one-day stoppages which occurred on 9th, 15th, 22nd, 29th October and 5th November.

Duration of Stoppages

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

Duration of Stoppage	Number of		
	Stoppages	Workers directly involved	Working Days lost by all Workers involved
Not more than 1 day	42	6,600	6,000
2 days	28	3,800	7,000
3 days	13	5,200	13,000
4-6 days	21	9,500	41,000
Over 6 days	27	4,200	116,000
Total	131	29,200	183,000

STOPPAGES OF WORK IN THE FIRST ELEVEN MONTHS OF 1962 AND 1961

The following Table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first eleven months of 1962 and 1961:—

Industry Group	January to November, 1962			January to November, 1961		
	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 ..	3	100	†	5	3,200	78,000
Coal Mining	1,142	148,600	299,000	1,396	242,300	727,000
All Other Mining and Quarrying ..	2	100	†	8	1,300	3,000
Food, Drink and Tobacco	21	6,100	7,000	22	6,200	12,000
Chemicals, etc. ..	15	9,900	12,000	27	10,500	23,000
Metal Manufacture ..	84	280,300	352,000	75	36,700	290,000
Engineering	202	2,046,800	2,293,000	169	66,500	243,000
Shipbuilding and Marine Eng. ..	77	321,800	456,000	88	60,200	379,000
Motor Vehicles and Cycles	114	507,800	742,000	97	118,100	423,000
Aircraft	32	269,700	286,000	36	20,000	43,000
Other Vehicles	20	64,900	69,000	19	9,200	17,000
Other Metal Goods ..	50	211,400	237,000	46	7,000	36,000
Textiles	31	9,200	30,000	28	7,400	9,000
Clothing and Footwear	14	3,100	6,000	12	1,100	5,000
Bricks, Pottery, Glass, etc.	15	11,800	18,000	18	4,900	9,000
Timber, Furniture, etc.	15	4,400	14,000	15	1,600	10,000
Paper and Printing ..	10	8,800	10,000	10	1,500	9,000
Remaining Manufacturing Inds. ..	34	44,400	99,000	25	13,700	75,000
Construction	305	54,400	213,000	276	45,900	276,000
Gas, Electricity and Water	7	1,700	3,000	6	500	3,000
Port and Inland Water Transport ..	64	49,800	147,000	62	34,600	156,000
All Other Transport ..	65	320,200	346,000	67	21,000	64,000
Distributive Trades ..	29	11,000	29,000	40	4,200	12,000
Administrative, Professional, etc., Services	12	9,000	15,000	13	35,100	56,000
Misc. Services	27	16,200	34,000	20	2,300	12,000
Total	2,345§	4,411,600‡	5,717,000	2,575§	755,300	2,970,000

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

Contents of this Section

	Page		Page
Arbitration Awards:		Notices and Orders:	
Industrial Court	487	Wages Councils Acts	487
Single Arbitrators, etc.	487	Agricultural Wages Act 1948	488
Civil Service Arbitration Tribunal	487	Decision of National Insurance Commissioner	488

Industrial Courts Act 1919 and Conciliation Act 1896

Industrial Court Awards

During November the Industrial Court issued three awards, Nos. 2937, 2938 and 2939. Awards Nos. 2938 and 2939 are summarised below. Award No. 2937 did not relate to a substantial part of an industry.

Award No. 2938 (7th November).—*Parties:* National Association of Card, Blowing and Ring Room Operatives; Amalgamated Association of Operative Cotton Spinners and Twiners; Northern Counties Textile Trades Federation on the one hand and British Spinners' and Doublers' Association; United Kingdom Textile Manufacturers' Association; Condenser and Allied Spinners' and Manufacturers' Association on the other. *Claim:* To determine a dispute arising out of a claim by the Workers' Side for a 10 per cent. wage increase and a counter-proposal by the Employers' Side for a flat-rate increase of 5s. 9d. per operative per week from the week commencing 1st October 1962. *Award:* The Court awarded that there shall be an increase of 3 per cent. in the wages of the workers concerned with effect from the week commencing 1st October 1962.

Award No. 2939 (13th November).—*Parties:* Trade Union Side and Official Side of the Shipbuilding Trades' Joint Council. *Claim:* That the standard working hours for Lithographic Draughtsmen, Photo Draughtsmen, Photo Litho Camera Operators and Intaglio Etchers employed at the Hydrographic Supplies Establishment, Taunton, shall be reduced from 41 hours to 40 hours per week with effect from 1st April 1962. *Award:* The Court found that the claim had not been established and awarded accordingly.

Single Arbitrators and ad hoc Boards of Arbitration

During November two awards were made by Single Arbitrators appointed under section 2(2)(b) of the Industrial Courts Act 1919.

Civil Service Arbitration Tribunal

During November the Civil Service Arbitration Tribunal issued three awards, Nos. 425, 426 and 427*, which are summarised below:—

Award No. 425 (19th November).—*Parties:* Post Office Engineering Union and Post Office. *Claim:* (1) That from 1st April 1962 the national scales of pay for the following grades should be revised as specified: Labourer, Technician IIA, Technical Officer, Garage Assistant, Mechanic A, Mechanic-in-Charge, Workshop Supervisor I, II and III, Packer and Porter, Assistant Storekeeper, Storekeeper. *Award:* The Tribunal awarded that with effect from 1st July 1962 (a) the national scales of pay for Labourer, Packer and Porter, Assistant Storekeeper and Storekeeper grades shall be increased by 5 per cent.; (b) the national scales of pay for Technician IIA, Technical Officer, Garage Assistant, Mechanic A, Mechanic-in-Charge, and Workshop Supervisor I, II and III grades shall be increased by 6 per cent.; (c) that assimilation to the new scales shall be by the "corresponding points" method.

Award No. 426 (22nd November).—*Parties:* Institution of Professional Civil Servants and H.M. Treasury. *Claim:* That with effect from 3rd April 1962 the salary scales (National rates) of the Linked Departmental Class of Telecommunications Technical Officers shall be:— *Grade A* £1,991 by £54 to £2,045 by £53 to £2,098 by £55 to £2,153 by £54 to £2,207 by £54 to £2,261; *Grade B* £1,893 by £54(4) to £2,109; *Grade I* £1,622 by £54 to £1,676 by £55 to £1,731 by £54(3) to £1,893; *Grade II* £1,450 by £42 to £1,492 by £44 to £1,536 by £43(2) to £1,622; *Grade III* age 25 £1,254, age 26 £1,288, age 27 £1,320, age 28 £1,352 by £32(2) to £1,416 by £34 to £1,450. *Award:* The Tribunal awarded that with effect from 3rd April 1962 as an interim measure and without prejudice to any determination which may be made in the light of evidence furnished by the Civil Service Pay Research Unit, the salary scales of the Linked Departmental Class of Telecommunications Technical Officers shall be:— *Grade A* £1,740 by £60(3) to £1,920; *Grade B* £1,540 by £50(4) to £1,740; *Grade I* £1,340 by £50(4) to £1,540; *Grade II* £1,180 by £40(4) to £1,340; *Grade III* Age 25 £940, age 26 £975, age 27 £1,010, age 28 £1,045 by £35 to £1,080 by £50(2) to £1,180.

Award No. 427 (26th November).—*Parties:* Association of Government Supervisors and Radio Officers and Air Ministry. *Claim:* For an increase in the Supervisory Allowance paid to Radio Technician Supervisory Allowance Holders employed in the Air Ministry from £41 to £150 per annum. *Award:* The Tribunal awarded that with effect from 1st April 1962 the Supervisory Allowance paid to Radio Technician Supervisory Allowance Holders shall be £48 per annum.

* See footnote on page 490.

Wages Councils Act 1959

Notices of Proposals

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

Wages Regulation Orders

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

The Wages Regulation (Milk Distributive) (England and Wales) Order 1962: S.I. 1962 No. 2465, dated 7th November, and effective from 2nd December. This Order, which gives effect to the proposals submitted by the Milk Distributive Wages Council (England and Wales), combines for the first time the provisions relating to rates and holidays but amends only the provisions relating to customary holidays.

The Wages Regulation (Retail Newsagency, Tobacco and Confectionery) (England and Wales) Order 1962: S.I. 1962 No. 2478, dated 8th November, and effective from 10th December. This Order, which gives effect to the proposals submitted by the Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales), prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Retail Bread and Flour Confectionery) (England and Wales) (Amendment) Order 1962: S.I. 1962 No. 2498, dated 12th November, and effective from 17th December. This Order, which gives effect to the proposals submitted by the Retail Bread and Flour Confectionery Trade Wages Council (England and Wales), prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Retail Bespoke Tailoring) (Scotland) (Amendment) Order 1962: S.I. 1962 No. 2504, dated 14th November, and effective from 14th December. This Order, which gives effect to the proposals submitted by the Retail Bespoke Tailoring Wages Council (Scotland), prescribes revised general minimum time rates, piecework basis time rates and general minimum piece rates for male and female workers.

The Wages Regulation (Retail Newsagency, Tobacco and Confectionery) (Scotland) Order 1962: S.I. 1962 No. 2517, dated 15th November, and effective from 7th January, 1963. This Order, which gives effect to the proposals submitted by the Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland), prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Pin, Hook and Eye, and Snap Fastener) Order 1962: S.I. 1962 No. 2546, dated 20th November, and effective from 3rd December. This Order, which gives effect to the proposals submitted by the Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain), prescribes revised general minimum time rates for male and female workers, and revised piecework basis time rates for female workers.

The Wages Regulation (Stamped or Pressed Metal-Wares) Order 1962: S.I. 1962 No. 2547, dated 20th November, and effective from 12th December. This Order, which gives effect to the proposals submitted by the Stamped or Pressed Metal-Wares Wages Council (Great Britain), prescribes revised general minimum time rates and piece-work basis time rates for male and female workers.

The Wages Regulation (Baking) (England and Wales) Order 1962: S.I. 1962 No. 2563, dated 22nd November, and effective from 17th December. This Order, which gives effect to the proposals submitted by the Baking Wages Council (England and Wales), prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Retail Bookselling and Stationery) Order 1962: S.I. 1962 No. 2629, dated 29th November, and effective from 31st December. This Order, which gives effect to the proposals submitted by the Retail Bookselling and Stationery Trades Wages Council (Great Britain), prescribes revised statutory minimum remuneration for male and female workers.

Wages Councils Act (Northern Ireland) 1945

Notices of Proposals

No notices of proposals were issued during November.

Wages Regulation Orders

During November 1962 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 Boot and Shoe Repairing Wages Regulation (Amendment) Order (Northern Ireland) 1962 (S.R. & O. (N.I.) 1962. No. 212), dated 22nd November and operative on 30th November. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 484.

Agricultural Wages Act 1948

Orders Nos. 1962 A.W.B. No. 7 to No. 9 were made on 7th November by the Agricultural Wages Board for England and Wales, with effect from 26th November 1962, raising the statutory minimum and overtime rates of wages for male and female workers employed in agriculture in England and Wales.—See page 482.

Decision of the Commissioner under the National Insurance Acts

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

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

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

A recent decision of general interest is set out below.

Decision R(U) 9/62 (13th November 1961)

Normal course of working—agreement made during short-time working that a day which had previously been a normal idle day would in future be a normal working day

When on night shift the claimant normally worked from Monday night to Thursday night and on Friday afternoon. Saturday in those weeks was thus a "normal idle day" for him. During a period of short-time working it was agreed with the management that the Friday afternoon shift would be cancelled and would in future be replaced by a night shift extending from 11 p.m. on Friday to 5 a.m. on Saturday. This agreement was put into effect at once in another department of the same factory but could not be made effective in the claimant's department because of lack of trade. The claimant then claimed benefit for a Saturday. Held that that day, and succeeding Saturdays on which the circumstances were the same, were days on which in the normal course the claimant would not work. Although the new agreement provided him with the opportunity of working on a Saturday when trade required Saturday work, that did not prove that Saturday working was normal for him.

Decision of the Commissioner

"My decision is that unemployment benefit is not payable to the claimant for Saturday 1st April 1961 or succeeding Saturdays on which the circumstances are the same.

"The question at issue is whether unemployment benefit is payable to the claimant for Saturday 1st April 1961 and for succeeding Saturdays on which his circumstances remain the same. The local insurance officer decided the question against the claimant on the ground that, under the provisions of section 4 of the National Insurance Act 1957, Saturday was for the claimant what, for brevity, I call 'a normal idle day'. The claimant contended, when appealing to the local tribunal, that a new arrangement made between his employers and some of their workmen would have provided him with work on Saturday 1st April 1961 and that it was only adverse trading conditions which made that Saturday an idle day for him. The local tribunal felt constrained, 'with great reluctance' as they say, to dismiss the claimant's appeal. He now appeals to the Commissioner and an oral hearing was held before me on 7th November 1961. The facts are not in dispute and are as follows.

"The claimant is a wire drawer employed in the wire mill of a steel wire factory. The factory has other departments, such as an annealing plant and a galvanising plant, all of which are supplied with wire from the mill, but the wire mill's potential output exceeds the requirements of the rest of the factory and the excess wire is sold on the open market. When market orders fall off the wire mill may thus have to work short-time, though the rest of the factory may be fully employed. Twelve men are employed in the wire mill and eight of them are employed on the same conditions as the claimant.

"He has for a long time regularly worked a day shift and a night shift in alternate weeks. His standard working week is 42 hours

*Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on page 490.

(since 1st January 1961) whether he works by day or by night. When on day shift, he works Monday to Friday with Saturday as a normal idle day. The present appeal relates only to Saturdays in weeks when he is employed on the night shift and it is his past experience as a night shift worker which has to be considered for present purposes; Decision R(U) 1/61. His standard week when on night shift, before short-time working began, was

Monday night to Thursday night, 8 p.m. to 6 a.m. (10 hours, less two 30-minute breaks, i.e. 9 hours a night)

Friday afternoon, 12.30 p.m. to 6.30 p.m. (6 hours without a break) a total of 42 hours.

From week ended 21st January 1961 to the present day (7th November 1961) short-time working has been continuously in operation in the wire mill owing to a lack of orders. This produced an anomaly between day workers and night workers when they came to claim unemployment benefit. Although day workers and night workers all had the same standard week of 42 hours, and although their standard week, when short-time working began, was reduced by the same number of shifts, the anomaly was produced that day workers had one normal idle day in the week for which benefit was not payable, viz. Saturday, whereas night workers had two normal idle days, viz. Saturday and Monday. That result came about through the operation of regulation 5 of the National Insurance (Unemployment and Sickness Benefit) Regulations 1948 as amended [S.I. 1948 No. 1277 as amended by S.I. 1957 No. 1319; see the schedule of the latter regulations]. The effect, in brief, of that regulation is in the case of night workers to classify either the first day or the second day as a day of employment, according to whether the period of employment before midnight or after midnight is the longer. In the present case this meant that a night shift worker in a full standard week was employed on Tuesday, Wednesday, Thursday and Friday and that Monday and Saturday were normal idle days. The practical consequence (I understand) was that, when on night shift, the claimant received unemployment benefit for one day less than when on day shift although his standard working hours were reduced by the same amount in either case. In weeks of full employment this discrepancy did not matter, because the claimant would have no claim to unemployment benefit whether he worked by day or by night, but the pinch for night workers comes in times of short-time working.

"In an endeavour to right this anomaly the employers assented to a proposal made in March 1961 by the workmen by which the night workers' Friday afternoon shift from 12.30 p.m. to 6.30 p.m. was cancelled and was replaced by a night shift from 11 p.m. on Friday to 5 a.m. on Saturday without a break. This was in fact a return to the time table existing up to 1947. The hoped-for result of this alteration no doubt was that (by virtue of the night workers' regulation, regulation 5, already referred to) Saturday would become a normal working day for which benefit would be payable when there was no work on the Friday night shift. On 20th March 1961 the employers accordingly gave notice that this alteration would apply in the wire mill and in the annealing plant and would take effect from and including week ending Saturday 25th March 1961. In fact ever since that week the men in the annealing plant have worked a Friday night shift (11 p.m. to 5 a.m.) in accordance with the new agreement, but owing to lack of trade no work has been available for the wire mill on Friday night and in fact a Friday night shift has never been worked in the wire mill from the time when the new agreement came into force to the present day (November 1961).

"On Saturday 1st April 1961 the claimant, who in that week had worked three night shifts but not the Friday night shift, claimed unemployment benefit. The insurance officer took the view that in the normal course the claimant had never worked on a Saturday before the new agreement; he had never worked on Saturday under the new agreement; and the new agreement did not alter the normal course of his employment. He decided that unemployment benefit was not payable for Saturday 1st April 1961. Hence this appeal.

"Section 4(1) of the National Insurance Act 1957 provides (so far as now material)

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

In the week ended Saturday 1st April 1961 the claimant's employment had not been terminated, and each other day of the week was not a day of interruption of employment for he had worked on three night shifts. Therefore, if Saturday was a day on which in the normal course he would not work, it cannot be treated as a day of unemployment by virtue of section 4.

"In deciding whether a day is one on which a person 'in the normal course' would work, for the purpose of section 4(1) of the National Insurance Act 1957, and also in deciding whether it is a day on which he would 'ordinarily' work 'to the full extent normal in his case' for the purpose of regulation 6(1)(e)(ii) of the National Insurance (Unemployment and Sickness Benefit) Regulations 1948 [S.I. 1948 No. 1277], it is well established that,

unless there is a regular pattern of work such as a rota or some other system indicating clearly that on a particular day a claimant would normally work, the standard test is to examine the claimant's past record of employment for a year before the day for which he claims unemployment benefit and, if he has worked on 50 per cent. of the comparable days (in this case Saturdays when he is employed on night shift), that day is to be regarded as a day on which he would normally work; Decision R(U) 14/60. On that basis the present claim would clearly fail, for the claimant in fact has not worked on a Saturday for a very long time.

"Section 4 of the National Insurance Act 1957, must however be read together with regulations 7A(3)(d) and 6(6) of the National Insurance (Unemployment and Sickness) Benefit Regulations, as amended [S.I. 1948 No. 1277 as amended by S.I. 1957 No. 1319 and by S.I. 1959 No. 1278; the relevant regulations are set out in the last-mentioned amending regulations].

"Regulation 7A(3)(d) provides:

"(3) Where, in any week, a person is employed in an employed contributor's employment which has not been terminated, if—

"(a) in the application of the said subsection (1) of section 4 to that week, account falls to be taken, in determining the person's normal course of work, of any period of short-time working due to adverse industrial conditions; that employment shall be treated, as respects that week, as if it had been terminated immediately after its commencement."

"The effect of this provision is that, if account has to be taken of any period of short-time working when determining a person's normal course of work for the purposes of section 4 of the 1957 Act, then section 4 does not apply to the case; the effect of treating the employment as 'terminated immediately after its commencement' is that, the employment being terminated, section 4 does not apply to it at all.

"In applying that provision, I must 'take account' of the period of short-time working which began in the week ended 21st January 1961 when work in the wire mill fell below the standard working week. The result is that the employment is (at this stage) excluded from section 4(1).

"I now have to apply regulation 6(6) which provides

"(6) A day shall not be treated as a day of unemployment for the purposes of unemployment benefit . . . if—

"(a) were no account taken, in determining a person's normal course of work, of any period of short-time working due to adverse industrial conditions, it would have been treated as not being a day of unemployment by virtue of the provisions of subsection (1) of section 4 of the National Insurance Act 1957; . . . but

"(b) it is excluded from the operation of that subsection by the provisions of sub-paragraph (d) of paragraph (3) of regulation 7A of these regulations."

"The effect of this difficult provision is that if, as in the present case, it is found that the claimant's case is excluded from the operation of section 4(1) by reason of regulation 7A(3)(d) (as it is) then it is necessary to re-examine the claimant's record and inquire whether Saturday is a day on which in the normal course he would not work, excluding from the calculation any period of short-time working due to adverse industrial conditions; see Decision R(U) 17/60, paragraph 10.

"The exclusion of the period of short-time working from 21st January to 25th March 1961 would make no difference to the claimant for at that time he never worked on any Saturday, irrespective of adverse industrial conditions. I assume in the claimant's favour that, after the new agreement came into effect on and from 25th March 1961, he and his fellow workers would certainly have worked in the wire mill on Saturday, as those in the annealing plant have done, but, if I regard the period from 25th March 1961 as a period of short-time working due to adverse industrial conditions, and exclude it accordingly from consideration, it still does not enable me to hold that 'in the normal course' the claimant would have worked on Saturday 1st April 1961. If I take no account of that period of short-time working, there is still nothing to suggest that in the normal course the claimant would work on that Saturday. All that the new arrangement did was to provide the claimant with the opportunity of working on Saturday when trade requires Saturday work. That does not prove that Saturday working is normal for him. A contract of service may provide a man with the opportunity of working on 6 days a week but if, in practice, he never works on the 6th day owing to bad trade, I do not think he can properly be held to be a man who in the normal course would work on the 6th day, even though the period of bad trade be entirely excluded.

"The local tribunal felt obliged to decide against the claimant by Decision R(U) 22/58 in which it was said (following a long line of authority) that the words 'in the normal course' in section 4(1) of 1957 Act are directed to what happens rather than to the wishes of the claimant, and that the only proper test, in such a case as this, is to determine, having regard to his record of work in the past, what the claimant in the normal course had done and not what any agreement might provide. I agree with those observations, but since 30th April 1958 when Decision R(U) 22/58 was given, regulations 7A(3)(d) and 6(6)—referred to above—came into operation (first in provisional form) on 8th April 1959 and I have considered the whole matter afresh in order to determine whether those regulations (which do not appear to have been considered by the local tribunal) enable his claim to succeed. In my judgment they do not, for the reasons I have given.

"The claimant is under the impression that the Friday afternoon shift has always been regarded by the local insurance officer as being equivalent to a Friday night shift since 1947 when the Friday night shift was abolished, and that it is for that reason that unemployment benefit has not been payable for Saturday in times of full employment. He contends therefore that a Friday night shift must be treated as the normal course of working for all purposes. I think,

however, there can be no doubt that unemployment benefit was not payable for Saturdays, not because Saturdays were treated as days of work (under the night workers' regulation), but because the claimant had already been employed to the full extent normal in his case in the weeks in which those Saturdays occurred, and those Saturdays therefore could not be treated as days of unemployment by virtue of regulation 6(1)(e)(ii) of the National Insurance (Unemployment and Sickness Benefit) Regulations 1948 [S.I. 1948 No. 1277].

"After fully considering the matter, including the claimant's oral and written contentions, I have come to the conclusion that the claimant's appeal must be dismissed."

LEGAL CASE AFFECTING LABOUR

Dangerous machinery—s.14(1) of the Factories Act 1937 (now s.14 of the Factories Act 1961)—whether s.14(1) imposes obligation to prevent tool held by worker coming into contact with dangerous machinery.

The appellant, a turret lathe setter-operator employed by the respondents, was injured while machining metal discs for petrol filler caps for aircraft. In the course of this operation the appellant sometimes had to remove burring from a hole which had been drilled in the centre of the disc, for which purpose the disc was held by three jaws inside the central hole. There was one-sixteenth of an inch clearance between the front of the jaws and the disc. The appellant used a hand scraper about 8" long to remove the burring. The accident occurred when the scraper came into contact with the jaws holding the disc (which were found to be dangerous within s.14(1) of the Factories Act 1937) which caused the appellant's hand to be thrown against the disc or the face of the chuck (which were not found to be dangerous within the section) injuring the little finger. At the time of the accident the chuck with the jaws and the disc was revolving at about 500 revolutions per minute. The appellant claimed damages for his injuries from the respondents for breach of their duty under s.14(1) of the Factories Act 1937 to fence securely every dangerous part of any machinery.

Held: (Lords Reid, Morris, Hodson and Guest, Lord MacDermott dissenting) s.14(1) does not impose an obligation to prevent a tool or other object held by a worker coming into contact with a dangerous part of machinery, but only to prevent the body of the worker coming into contact with such a part. *Close v. Steel Company of Wales Ltd.* [1962] A.C.367 applied.

Lord Morris reserved the question as to whether equipment might, in certain circumstances, be so attached to the worker as to be regarded as part of the worker, and therefore brought within s.14(1).

(It remains undecided whether a worker's clothes can be regarded as so much a part of him as to come within the ambit of s.14(1)). *Sparrow v. Fairey Aviation Co. Ltd., House of Lords.* 17th, 18th, 19th July and 18th October 1962.

FACTORY FORMS*

Since the list published in the July issue of this GAZETTE (page 293) was prepared, the undermentioned Factory Forms have been issued, or reprinted with material amendments and/or new prices. The prices in brackets include postage. Where applicable Purchase Tax is chargeable at 20 per cent. of the net price (i.e., excluding postage).

No.	New Forms
2080	Certificate of Exemption No. 1 (General). The Shipbuilding and Ship-Repairing Regulations 1960. 3d. (6d.).
2089	Certificate of Exemption No. 28 (General). Steam Boilers—Closed Circuit Steam Generators. 3d. (6d.).
2094	Certificate of Exemption No. 31. Air Receivers. 2d. (5d.).
2095	Certificate of Exemption No. 30. Steam Boilers known as Gilbert Steam Generators for use in Baking Bread. 2d. (5d.).
Reprinted with amendments (new price where indicated)	
1	The Abstract of The Factories Act 1961. (<i>New Price</i>) 1s. (1s. 3d.).
355	Cautionary Notice. Dermatitis from Flour, Dough or Sugar. 6d. (9d.).
366	Cautionary Notice. Dermatitis from Synthetic Resins. 6d. (9d.).
2006	Certificate of Exemption No. 1. Hoists in Certain Chimneys. 5d. (8d.).

Reprinted with new price	
37	Night-work of Male Young Persons (Medical Examination) Regulations 1938. Register of Certificate of Fitness of Male Young Persons over 16 years of age employed in shifts in certain industries and processes. 2s. (2s. 4d.).
321	Cotton Cloth Factories Regulations 1929. (Placard). 1s. (1s. 3d.).
637	The Blasting (Castings and Other Articles) Special Regulations 1949. Part I Register. 1s. 9d. (2s. 1d.). (Exclusive of purchase tax.)
1983	Industrial Eyestrain. Special measures needed where fine work is done. 5d. (8d.).
2003	Building Regulations (Steeple-jacks, etc.). Exemption Certificate 1st December 1949. 5d. (8d.).

* See footnote * on next page.

GOVERNMENT PUBLICATIONS

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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 (Milk Distributive) (England and Wales) Order 1962 (S.I. 1962/2465; 1s. (1s. 3d.)), made on 7th November; *The Wages Regulation (Retail Newsagency, Tobacco and Confectionery) (England and Wales) Order 1962* (S.I. 1962/2478; 1s. (1s. 3d.)), made on 8th November; *The Wages Regulation (Retail Bread and Flour Confectionery) (England and Wales) (Amendment) Order 1962* (S.I. 1962/2498; 5d. (8d.)), made on 12th November; *The Wages Regulation (Retail Bespoke Tailoring) (Scotland) (Amendment) Order 1962* (S.I. 1962/2504; 4d. (7d.)), made on 14th November; *The Wages Regulation (Retail Newsagency, Tobacco and Confectionery) (Scotland) Order 1962* (S.I. 1962/2517; 1s. (1s. 3d.)), made on 15th November; *The Wages Regulation (Pin, Hook and Eye, and Snap Fastener) Order 1962* (S.I. 1962/2546; 5d. (8d.)), made on 20th November; *The Wages Regulation (Stamped or Pressed Metal-Wares) Order 1962* (S.I. 1962/2547; 8d. (11d.)), made on 20th November; *The Wages Regulation (Baking) (England and Wales) Order 1962* (S.I. 1962/2563; 1s. (1s. 3d.)), made on 22nd November. *The Wages Regulation (Retail Bookselling and Stationery) Order 1962* (S.I. 1962/2629; 1s. (1s. 3d.)), made on 29th November. These Orders were made by the Minister of Labour under the Wages Councils Act 1959.—See page 487.

The Abstract of Factories Act Order 1962 (S.I. 1962/2626; 8d. (11d.)), made on 29th November by the Minister of Labour under the Factories Act 1961. This Order, which came into operation on 7th December, prescribes the abstract (Form 1) of the Factories Act 1961 required by section 138(1) of that Act to be kept posted at the principal entrances of a factory at which employed persons enter. The abstract is not for use in the cases of docks, wharves, quays and certain warehouses lines and sidings or in the cases of building operations and works of engineering construction. Copies of Form 1 may be obtained from H.M. Stationery Office, price 1s. (1s. 3d.).

The Baking and Sausage Making (Christmas and New Year) Order 1962 (S.I. 1962/2627; 3d. (6d.)), made on 29th November by the Minister of Labour under section 117 of the Factories Act 1961. This Order, by granting exemption for the days in question from the provisions of the Factories Act 1961, relating to employment on Saturday afternoon and Sunday, enabled women to be employed in factories in England and Wales on the afternoons of Saturdays, 15th and 22nd December and on Sundays, 16th and 23rd December in the manufacture of meat pies, sausages or cooked meats, or in the pre-packing of bacon, and on Sundays, 16th and 23rd December in the manufacture of bread or flour confectionery (including fruit pies but not biscuits). The Order also enabled women in factories in Scotland to be employed on the afternoons of Saturdays, 22nd and 29th December and on Sundays, 23rd and 30th December in the manufacture of meat pies, sausages or cooked meats, or in the pre-packing of bacon, and on Sundays, 23rd and 30th December in the manufacture of bread or flour confectionery (including fruit pies but not biscuits).

The Reports of Appointed Factory Doctors Order 1962 (S.I. 1962/2628; 8d. (11d.)), made on 29th November by the Minister of Labour under section 151 of the Factories Act 1961. This Order, which comes into operation on 1st January 1963, prescribes the form of report required to be made by appointed factory doctors under the Factories Act 1961 for the year 1962 and the time at which the report is to be made.

The Boot and Shoe Repairing Wages Regulation (Amendment) Order (Northern Ireland) 1962 (S.R. & O. of Northern Ireland 1962/212; 4d. (7d.)), made on 22nd November by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland) 1945.—See page 487.

The National Insurance (Collection of Graduated Contributions) Amendment Regulations (Northern Ireland) 1962 (S.R. & O. 1962/191; 8d. (11d.)), made on 26th October by the Minister of Labour and National Insurance under the National Insurance Acts (Northern Ireland) 1946 to 1962. These Regulations are similar in scope to the corresponding Regulations made in Great Britain (see last month's issue of this GAZETTE, page 451).

The Factories (Fire Certificate Application) Order (Northern Ireland) 1962 (S.R. & O. of Northern Ireland 1962/207; 4d. (7d.)), made on 15th November by the Minister of Labour and National Insurance under the Factories Act (Northern Ireland) 1959. This Order prescribes the form of application to the Fire Authorities required by the Factories Act (Northern Ireland) 1938 that premises are provided with reasonable means of escape in case of fire.

* 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.

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Accidents.—*Railway Accidents. Report to the Minister of Transport on the Accidents which occurred on the Railways of Great Britain during the Year 1961.* (With Correction.) Ministry of Transport. Price 7s. (7s. 6d.).—See page 464.

Blind Persons.—*Report of the Working Party on Workshops for the Blind.* Ministry of Labour. Price 8s. 6d. (9s. 1d.).—See page 456.

Careers.—*Choice of Careers. No. 5. Bespoke Tailoring.* 3rd Edition, August 1962. Price 1s. 3d. (1s. 7d.); *No. 17. The Plumber and the Gas Fitter.* 3rd Edition, 1962. Price 1s. 6d. (1s. 10d.); *No. 75. Retail Selling.* 2nd Edition, 1962. Price 1s. 6d. (1s. 10d.); *No. 54. H.M. Forces. The Royal Navy. Openings for Boys as Ratings.* 3rd Edition, October 1962. Price 1s. 9d. (2s. 1d.). Ministry of Labour.

Friendly Societies.—*Report of the Chief Registrar of Friendly Societies, 1961. Part 2. Friendly Societies.* Price 6s. (6s. 8d.).

Incomes Policy.—*Statistics on Incomes, Prices, Employment and Production.* No. 3. December 1962. Ministry of Labour. Price 12s. 6d. (13s. 3d.).—See page 463.

Industrial Directory.—*Directory of Employers' Associations, Trade Unions, Joint Organisations, etc., 1960. Amendment No. 10.* Ministry of Labour. Obtainable by annual subscription only (7s. 6d. including postage).—See the issue of this GAZETTE for November 1960, page 424.

Industrial Safety, Health and Welfare.—*Safety, Health and Welfare. New Series. No. 14. Safety in the Use of Mechanical Power Presses.* Ministry of Labour. Price 4s. (4s. 5d.).—See page 464.

National Insurance.—*Law Relating to Family Allowances and National Insurance.* 14th Supplement. Ministry of Pensions and National Insurance. Price 2s. 6d. (2s. 9d.).—See the issue of this GAZETTE for April 1961, page 157.

Training.—*Industrial Training. Government Proposals.* Cmnd. 1892. Ministry of Labour. Price 8d. (11d.).—See page 457.

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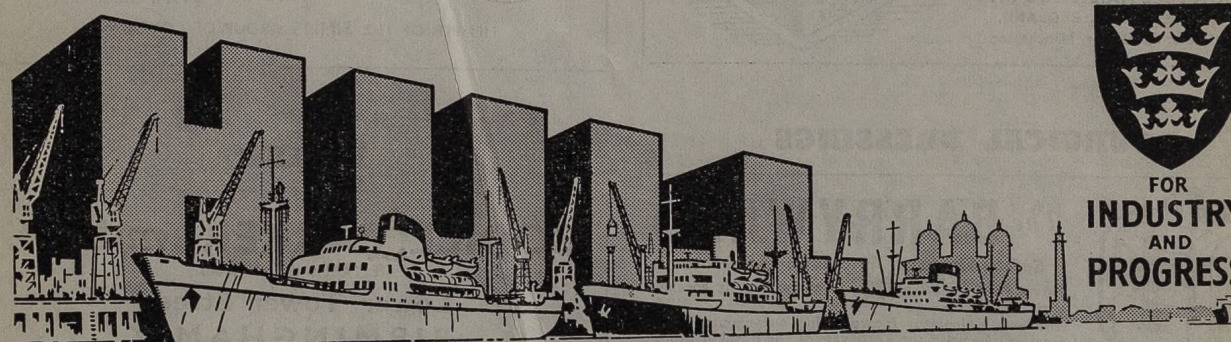
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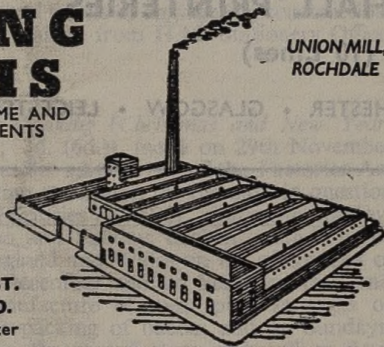
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