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Number of Employees (Employed and Unemployed): May 1961

THE estimated number of employees in Great Britain at the end of May 1961 was 22,490,000 (14,510,000 males and 7,980,000 females). During the twelve months ended May 1961, there was an increase in the number of employees of 140,000 males (all men, there being no change in the number of boys) and of 130,000 females (122,000 women, and 8,000 girls). The figures cover all employees including those registered as unemployed at Employment Exchanges and Youth Employment Offices and those absent from work through sickness and other causes as well as those actually at work. Part-time workers are counted as full units. The figures relate to employees only; employers and persons working on their own account are excluded.

The Table on this page shows the changes in the numbers of employees in Great Britain during the ten years from 1951-1961. In the year ended May 1961, the number of employees over the age of 18 increased by 262,000 compared with an average increase of 155,000 in the preceding nine years. The number under the age of 18 at May 1961 was 8,000 higher than a year previously, compared with increases of 104,000 in the year ended May 1960 and of 49,000 in the year ended May 1959. This variation reflects the temporary halt in the rise in the birth rate that occurred in 1945, which affected the numbers entering employment in the year under review.

The estimates are based mainly on the count of National Insurance cards exchanged in the months of June, July and August 1961, together with information supplied by employers of five or more workpeople, as to the total number of insurance cards held by them at the beginning of June 1961. This enables a full industrial analysis of employees to be obtained. The method of calculating the figures from this information is explained on page 45 of the issue of this GAZETTE for February 1961. There is some possibility of error in the figures for separate industries in relation to the

figure for all industries, as an estimate has to be made of the number of cards in each industry not covered by employers' returns, but the error is likely to be small.

Similar figures of employees in Northern Ireland have been supplied by the Ministry of Labour and National Insurance, Northern Ireland. The Table on the following pages shows the industrial distribution of employees in Great Britain and the United Kingdom at the end of May 1961. A Table showing the total number of employees at this date in each industry in each administrative region of England, in Scotland and in Wales, will be published in the issue of this GAZETTE for March 1962.

Estimated Numbers of Employees in Great Britain
at end of May in each year

	Men (18 and over)	Boys (under 18)	Women (18 and over)	Girls (under 18)	Total
1951 ..	12,939	681	6,407	678	20,705
1952 ..	13,014	686	6,405	695	20,800
1953 ..	13,036	684	6,468	692	20,880
1954 ..	13,142	698	6,645	705	21,190
1955 ..	13,268	692	6,796	704	21,460
1956 ..	13,422	678	6,916	684	21,700
1957 ..	13,537	663	6,984	666	21,850
1958 ..	13,560	660	6,934	666	21,820
1959 ..	13,546	684	6,949	691	21,870
1960 ..	13,633	737	7,108	742	22,220
1961 ..	13,773	737	7,230	750	22,490

ESTIMATED NUMBERS OF EMPLOYEES (EMPLOYED AND UNEMPLOYED) IN GREAT BRITAIN AND THE UNITED KINGDOM AT END-MAY 1961

Industry	GREAT BRITAIN					UNITED KINGDOM				
	Males		Females		Total Males and Females	Males		Females		Total Males and Females
	Under 18	Total all ages	Under 18	Total all ages		Under 18	Total all ages	Under 18	Total all ages	
Agriculture, Forestry, Fishing	43,530	508,160	7,810	90,560	598,720	44,730	524,600	7,840	91,120	615,720
Agriculture and Horticulture	41,070	463,480	7,620	88,090	551,570	42,200	477,730	7,650	88,640	566,370
Forestry	1,310	20,320	170	1,840	22,160	1,340	22,020	170	1,840	23,860
Fishing	1,150	24,360	20	630	24,990	1,190	24,850	20	640	25,490
Mining and Quarrying	26,410	714,310	1,480	23,470	737,780	26,500	717,770	1,490	23,610	741,380
Coal Mining	24,540	649,830	920	18,750	668,580	24,540	649,840	920	18,750	668,590
Stone and Slate Quarrying and Mining	780	27,430	140	1,590	29,020	860	30,530	150	1,700	32,230
Chalk, Clay, Sand and Gravel Extraction	620	22,980	210	1,700	24,680	630	23,240	210	1,730	24,970
Other Mining and Quarrying	470	14,070	210	1,430	15,500	470	14,160	210	1,430	15,590
Food, Drink and Tobacco	22,790	458,150	32,610	354,750	812,900	23,750	475,250	34,290	366,450	841,700
Grain Milling	880	33,230	850	8,430	41,660	980	36,090	890	8,670	44,760
Bread and Flour Confectionery	6,710	83,840	6,180	57,790	141,630	6,910	89,060	6,350	59,440	148,500
Biscuits	1,940	15,790	460	4,210	20,000	1,940	15,790	460	4,210	20,000
Bacon Curing, Meat and Fish Products	2,470	36,720	2,680	35,160	71,880	2,670	39,030	2,760	36,130	75,160
Milk Products	750	27,850	1,390	14,300	42,150	840	29,590	1,470	14,920	44,510
Sugar	350	12,710	410	4,340	17,050	350	12,720	410	4,350	17,070
Cocoa, Chocolate and Sugar Confectionery	1,730	41,010	5,790	62,610	103,620	1,740	41,380	5,800	63,000	104,380
Fruit and Vegetable Products	1,040	29,440	3,090	46,280	75,720	1,140	30,110	3,150	47,400	77,510
Animal and Poultry Foods	390	15,790	1,440	20,000	39,000	390	16,210	1,440	20,510	40,290
Food Industries not elsewhere specified	810	21,850	1,620	18,330	40,180	810	21,940	1,620	18,420	40,560
Brewing and Malting	2,840	78,960	1,740	20,470	99,430	2,850	79,130	1,740	20,510	99,640
Other Drink Industries	3,580	39,410	2,260	23,240	62,650	3,790	40,540	2,320	23,660	64,200
Tobacco	380	17,840	2,720	22,140	39,980	390	19,710	3,680	27,920	47,630
Chemicals and Allied Industries	8,850	386,810	14,500	146,920	533,730	8,880	388,470	14,530	147,160	535,630
Coke Ovens and Manufactured Fuel	210	18,110	20	510	18,620	210	18,120	20	510	18,630
Mineral Oil Refining	340	32,820	180	6,810	39,630	340	32,840	180	6,810	39,650
Lubricating Oils and Greases	210	6,880	180	2,250	9,130	210	6,880	180	2,250	9,130
Chemicals and Dyes	3,910	173,770	4,060	44,590	218,360	3,930	175,200	4,080	44,780	219,980
Pharmaceutical and Toilet Preparations	1,120	31,950	5,030	41,720	73,670	1,120	31,980	5,030	41,730	73,710
Explosives and Fireworks	1,430	21,310	1,090	11,360	32,670	1,430	21,320	1,090	11,360	32,680
Paint and Printing Ink	1,060	34,660	1,490	14,380	49,040	1,070	34,760	1,500	14,400	49,160
Vegetable and Animal Oils, Fats, Soap and Detergents	740	30,820	1,540	14,280	45,100	740	30,860	1,540	14,300	45,160
Synthetic Resins and Plastics Materials	610	27,170	560	3,840	41,010	610	27,190	560	3,840	41,030
Polishes, Gelatine, Adhesives, etc.	220	9,320	350	5,350	14,670	220	9,320	350	5,350	14,670
Metal Manufacture	21,510	560,440	7,590	76,640	637,080	21,550	560,960	7,590	76,670	637,630
Iron and Steel (General)	11,300	282,640	2,810	24,640	307,280	11,300	282,670	2,810	24,640	307,310
Steel Troughs	1,540	47,160	950	8,950	56,110	1,540	47,200	950	8,950	56,150
Iron Castings, etc.	5,070	113,350	1,440	14,710	128,040	5,110	113,750	1,440	14,740	128,490
Light Metals	1,190	45,750	1,040	11,920	57,670	1,190	45,760	1,040	11,920	57,680
Copper, Brass and Other Base Metals	2,410	71,560	1,350	16,420	87,980	2,410	71,580	1,350	16,420	88,000
Engineering and Electrical Goods	79,100	1,565,100	50,220	567,960	2,133,060	80,610	1,582,560	50,660	572,600	2,155,160
Agricultural Machinery (except Tractors)	2,290	31,410	600	4,810	36,220	2,290	31,510	600	4,810	36,320
Metal-working Machine Tools	4,790	78,950	1,610	14,340	93,290	4,810	79,230	1,610	14,360	93,590
Engineers' Small Tools and Gauges	3,000	41,890	1,040	12,810	54,700	3,010	41,970	1,040	12,810	54,780
Industrial Engines	1,410	37,350	440	6,810	44,160	1,410	37,350	440	6,810	44,160
Textile Machinery and Accessories	2,410	47,230	710	8,610	55,840	2,410	47,230	710	8,610	55,840
Contractors' Plant and Quarrying Machy.	900	23,670	520	3,420	27,090	920	23,790	520	3,420	27,210
Mechanical Handling Equipment	2,800	48,100	850	6,640	54,740	2,800	48,140	850	6,640	54,780
Office Machinery	1,430	45,450	1,580	18,950	64,400	1,510	47,500	1,630	19,770	67,270
Other Machinery	14,840	282,720	5,880	63,010	345,730	14,960	285,120	5,910	63,230	348,350
Industrial Plant and Steelwork	6,720	142,620	2,070	18,430	161,050	6,740	143,000	2,070	18,450	161,450
Ordnance and Small Arms	840	25,360	360	6,220	31,580	840	25,380	360	6,220	31,600
Other Mechanical Engineering not elsewhere specified	9,380	161,730	3,860	46,580	208,310	9,450	163,100	3,880	46,760	209,860
Scientific, Surgical and Photographic Instruments, etc.	4,920	86,750	4,120	48,090	134,840	4,970	87,420	4,170	48,570	135,990
Watches and Clocks	340	7,550	1,060	8,690	16,240	340	7,550	1,060	8,690	16,240
Electrical Machinery	8,870	165,280	5,640	58,500	223,780	8,960	167,180	5,680	58,900	226,080
Insulated Wires and Cables	1,360	41,460	1,700	21,900	63,360	1,400	41,750	1,700	21,980	63,730
Telegraph and Telephone Apparatus	1,090	40,030	1,560	25,920	45,950	1,090	40,100	1,560	25,950	46,050
Radio and Other Electronic Apparatus	5,960	132,490	9,440	104,710	237,200	6,270	134,710	9,610	106,140	240,850
Domestic Electric Appliances	1,600	42,410	1,850	24,850	67,260	1,600	42,580	1,850	25,020	67,600
Other Electrical Goods	4,150	82,670	5,150	64,640	147,310	4,160	82,780	5,170	64,760	147,540
Shipbuilding and Marine Engineering	12,780	240,450	1,180	12,260	252,710	13,290	262,830	1,240	12,680	275,510
Shipbuilding and Ship Repairing	9,050	175,920	830	8,520	184,440	9,340	191,250	880	8,790	200,040
Marine Engineering	3,730	64,530	350	3,740	68,270	3,950	71,580	360	3,890	75,470
Vehicles	25,960	773,180	10,160	121,190	894,370	26,200	779,940	10,230	121,930	901,870
Motor Vehicle Manufacturing	11,590	359,220	4,470	55,170	414,390	11,670	359,930	4,480	55,210	415,140
Motor Cycle, Three-Wheel Vehicle and Pedal Cycle Manufacturing	1,520	24,300	920	9,610	33,910	1,520	24,310	920	9,610	33,920
Aircraft Manufacturing and Repairing	6,890	252,870	3,590	45,200	298,070	7,040	258,670	3,650	45,880	304,550
Locomotives and Railway Track Equipment	2,820	64,660	520	4,760	69,420	2,830	64,830	520	4,760	69,590
Railway Carriages and Wagons and Trams	2,580	67,920	400	3,880	71,800	2,580	67,930	400	3,880	71,810
Perambulators, Hand-trucks, etc.	560	4,210	260	2,570	6,780	560	4,270	260	2,590	6,860
Metal Goods not elsewhere specified	23,560	364,730	16,040	198,330	563,060	23,690	366,030	16,060	198,680	564,710
Tools and Implements	1,380	16,010	740	8,630	24,640	1,380	16,040	740	8,640	24,680
Cutlery	400	5,320	670	6,620	11,940	400	5,370	670	6,670	12,040
Bolts, Nuts, Screws, Rivets, etc.	1,780	28,470	1,200	19,220	47,690	1,780	28,470	1,200	19,220	47,690
Wire and Wire Manufactures	1,790	34,270	960	10,660	44,930	1,800	34,290	960	10,660	44,950
Cans and Metal Boxes	700	15,370	1,810	21,120	36,490	720	15,700	1,810	21,320	37,020
Jewellery, Plate and Refining of Precious Metals	1,190	16,600	1,490	13,310	29,910	1,190	16,610	1,490	13,310	29,920
Metal Industries not elsewhere specified	16,320	248,690	9,170	118,770	367,460	16,420	249,550	9,180	118,860	368,410
Textiles	19,860	379,370	47,270	464,110	843,480	22,360	402,170	51,820	501,010	903,180
Production of Man-made Fibres	680	33,110	810	9,920	43,030	720	34,640	860	10,440	45,080
Spinning and Doubling of Cotton, Flax and Man-made Fibres	2,710	43,500	5,990	80,450	123,950	3,560	48,890	7,330	90,610	139,500
Weaving of Cotton, Linen and Man-made Fibres	2,210	45,700	4,770	70,500	116,200	2,850	51,780	5,560	78,820	130,600
Woolen and Worsted	4,440	93,260	10,960	108,150	201,410	4,430	94,150	11,080	109,400	203,550
Jute	420	8,900	510	8,880	17,780	420	8,900	510	8,890	17,790
Rope, Twine and Net	430	4,770	680	7,650	12,420	430	4,770	680	7,650	12,420
Hosiery and other Knitted Goods	2,770	38,060	13,840	88,550	126,610	2,950	39,270	14,250	90,070	129,340
Lace	290	3,560	230	4,550	8,110	300	3,680	260	4,910	8,590
Carpets	1,500	19,770	2,750	16,100	35,870	1,550	20,560	2,810	16,600	37,160
Narrow Fabrics	570	7,520	1,700	14,040	21,560	590	7,600	1,720	14,180	21,780
Made-up Textiles	880	10,120	1,940</							

SALARIES OF SCHOOL TEACHERS IN ENGLAND AND WALES

Revised scales of salaries of teachers in primary and secondary schools, and in establishments for further education including Colleges of Advanced Technology, recommended in Reports* of the Burnham Main Committee and the Burnham Technical Committee, have been approved† by the Minister of Education to operate in England and Wales from 1st January 1962.

The revised scale for non-graduate teachers, men and women, with two years training, in primary and secondary schools, is a minimum of £570 a year rising to a maximum of £1,170. Compared with the scale previously applicable this scale is £50 a year higher at the minimum and £170 higher at the maximum, the maximum being reached after 16 instead of 17 completed years of service. Higher scales are prescribed for teachers with longer periods of study/training, graduates and good honours graduates. These higher scales have been constructed by adding to the minimum and maximum of the two-year trained non-graduate scale: (a) £30, £60, £90 or £120 for teachers who have completed 3, 4, 5 or 6 or more years approved full-time study/training; (b) £100 for graduates who hold the requisite qualifications listed in the Report; (c) a further £100 for graduates who hold a good honours degree or a higher degree, as defined in the Report. All the scales rise by annual increments of £30, with two double increments (£60) normally at the ages of 25 and 26 and again towards the end of the scale, normally at the ages of 35 and 36.

The revised salary scales for unqualified assistant teachers and supplementary teachers and for temporary and occasional teachers provide in all cases for increases over the previous scales.

Qualified head teachers and deputy head teachers continue to receive the salaries payable to them as qualified teachers, together with a head/deputy head teachers' allowance. Head teachers now receive allowances ranging from £165 for small schools to a maximum of £1,670 for the larger schools (previous range from £150 to £1,485). The corresponding allowances for deputy head teachers range from £100 to £735 (previously £90 to £665). Additional payments are also made for (a) teachers holding graded posts and (b) for headships of departments. These range in the case of (a) from £100 to £230 (previously £90 to £210) and in the case of (b) from £165 to £545 (previously £150 to £420).

In establishments for further education, other than Colleges of Advanced Technology, the revised salary scales are as follows:—

The scales for assistant lecturers grade A and grade B (formerly assistants grade A and B), are constructed in a similar manner to those for qualified teachers in primary or secondary schools. The lowest scale for a non-graduate assistant lecturer grade A is £570 rising to £1,170 (previously £520 to £1,000) and for a non-graduate assistant lecturer grade B, £770 rising to £1,350 after 16 completed years of service (previously £700 to £1,150). The additional allowances which may be paid to assistant lecturers grade B have been increased from £120 to £140 a year. Lecturers, £1,600 to £1,800 (previously £1,370 to £1,550); senior lecturers, £1,800 to £2,000 (previously £1,550 to £1,750); principal lecturers, £2,000 to £2,180 (previously £1,750 to £1,900). Salary scales for heads of departments are increased and a new grade VI has been introduced with a salary scale of £2,600 to £2,850.

The limits of the allowances paid to heads of departments appointed as vice-principals are increased from not less than £100

* Report of the Burnham Committee on Scales of Salaries for Teachers in Primary and Secondary Schools, England and Wales, 1961; Report of the Burnham Committee on Scales of Salaries for Teachers in Establishments for Further Education, England and Wales, 1961. H.M. Stationery Office, price 5s. and 4s. 6d., respectively (5s. 5d. and 4s. 11d. including postage).

† The Remuneration of Teachers (Primary and Secondary Schools) Order, 1961; S.I. 1961 No. 2361; The Remuneration of Teachers (Further Education) Order, 1961; S.I. 1961 No. 2360. H.M. Stationery Office, price 3d. each (6d. including postage).

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 60 to 84.

Employment

It is estimated that the number of persons in civil employment in Great Britain fell during December by 171,000 (— 62,000 males and — 109,000 females), the number at the end of the month being 23,923,000. The main changes were decreases of 46,000 in distributive trades, 30,000 in construction, 21,000 in agriculture, and 18,000 in food, drink and tobacco. The total working population, including H.M. Forces and the unemployed, is estimated to have decreased by 134,000 from 24,903,000 to 24,769,000.

Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour in Great Britain rose from 354,546 to 420,418 between 11th December 1961, and 15th January 1962, and the number registered as temporarily stopped rose from 34,863 to 40,618. In the two classes combined there was a rise of 57,788 among males and 13,839 among females.

Rates of Wages and Hours of Work

At 31st January 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 126.8, 95.2 and 133.2, respectively, as compared with 126.4, 95.4 and 132.4 respectively, at the end of December.

Estimates of the effect of changes in rates of wages and hours

or more than £250, to not less than £150 or more than £350. The special provisions relating to the payment in certain circumstances, of a higher maximum or a higher scale continue to apply in the case of senior lecturers and heads of departments grade VI respectively, and in addition principal lecturers may now be paid a higher maximum. The scales of salaries of principals are to be reviewed and adjusted as from 1st January 1962 in agreement with the Minister.

Posts which are common to Colleges of Advanced Technology and other establishments for further education and which carry the same scales of salary are assistant lecturers grade B, lecturers, senior lecturers, principal lecturers and heads of departments grade III, IV, V and VI. Other posts are, readers, salary £2,100 to £2,460 and a new grade, head of department, grade VII, salary £2,850 to £3,075.

Teachers serving in a defined "London area" receive additional payments of £45 or £60 a year, according to age or service (previously £38 or £51).

REPORT OF THE ADVISORY COUNCIL ON SCIENTIFIC POLICY

In its Fourteenth Annual Report* the Advisory Council on Scientific Policy gives prominence to the conclusions emerging from estimates of the long-term demand for scientific manpower submitted in an earlier Report† prepared by its Scientific Manpower Committee. This Report, the Council says, indicates that the supply of professional scientists and engineers may balance demand in most fields of scientific employment in the later 1960s, an outcome which, though misunderstood in some quarters as conflicting with the Committee's previous predictions of a shortage of scientific manpower, has now become possible because of a succession of Government plans to increase the scale of higher scientific and technical education. If all goes well, the figure for all new qualifications, including graduations, in science and technology, standing today at nearly 17,000, will rise to 21,500 in 1965 and to more than 30,000 early in the 1970s—a six-times increase over 1938. For the present, however, the shortage remains. Education, industry and the Government have long been starved of professional scientists needed for vocational, managerial and administrative tasks, a situation unlikely to be radically changed before 1965, which may see enough scientists and technologists to meet vocational needs only. The likelihood that, after that, more and more scientifically trained people should become available for non-vocational employment from the mid-sixties onwards is a development greatly welcomed by the Council. It accords with current changes in outlook about the way scientific subjects should be an essential part of the training for the educated citizen of tomorrow, which are already apparent in some of the plans put forward by the new Universities.

Noting the concern felt at the shortage of teachers at all levels, the Council's Report emphasises the fundamental importance of mathematics in all branches of science and the necessity for increasing the output of qualified mathematicians. It welcomes recent steps taken by Education Departments to improve technical training below the graduate level, but comments on the lack of information about the numerical relations which exist between technicians on the one hand, and qualified scientists and technologists in industry, in Government laboratories and the Universities, on the other. Accordingly a survey of supply and demand of technicians is being considered. A pilot study has already suggested that, compared with Government research establishments, less technical help may be available to highly qualified research workers in Universities, but whether the latter are being wastefully employed on tasks which could be performed by men of lesser qualifications is not yet clear.

* Annual Report of the Advisory Council on Scientific Policy 1960-1961 Cmnd. 1592. H.M. Stationery Office, price 1s. 6d. (1s. 9d. including postage).

† The Long-Term Demand for Scientific Manpower Cmnd. 1490 H.M. Stationery Office, price 1s. 9d. (2s. including postage).

of work coming into operation during January indicate that about 1,400,000 workers had an aggregate increase of approximately £520,000 in their full-time weekly rates of wages, and about 670,000 workers had their normal weekly hours of work reduced by an average of 1½ hours.

New agreements and statutory wages regulation orders made during January, including cost-of-living sliding-scale adjustments, have operative dates from 1st January to the end of April, 1962. These settlements, when fully implemented, will add approximately £500,000 to the full-time weekly rates of wages of about 2,300,000 workers and will reduce the normal weekly hours of work of about 240,000 workers by an average of 2 hours.

Retail Prices

At 16th January 1962, the retail prices index was 117 (prices at 17th January 1956 = 100), the same figure as at 12th December 1961, compared with 112 at 17th January 1961.

Stoppages of Work

The number of workers involved during January 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 46,700. The aggregate time lost during the month at the establishments where the stoppages occurred was about 105,000 working days. The number of stoppages which began in the month was 180, and, in addition, 14 stoppages which began before January were still in progress at the beginning of the month.

NATIONAL JOINT ADVISORY COUNCIL Report of the Working Party on the Manpower Situation

This Report was discussed at a meeting of the National Joint Advisory Council on 24th January 1962 when the Council expressed general agreement with the Working Party's conclusions (see paragraph 50) and agreed that the Report should be published in full. The full text of the Report follows.

Membership of the Working Party

The Chairman was Mr. C. J. Maston, C.B.E. (Ministry of Labour). Mr. L. E. Kenyon, C.B.E., F.C.A., and Mr. H. K. Mitchell represented the British Employers' Confederation, Mr. R. Boyfield and Mr. K. Graham the Trades Union Congress, and Mr. D. Robertson the nationalised industries. Officers of the Ministry of Labour were also members of the Working Party.

Appointment

2. At its meeting in October 1960, the National Joint Advisory Council discussed a paper prepared by the Ministry of Labour which considered arrangements for recruitment, selection and induction of labour. During this discussion, the British Employers' Confederation representatives undertook to submit a paper on the general manpower situation and the avoidance of waste of manpower.

3. This paper was presented to the N.J.A.C. at its meeting in April 1961. The paper surveyed the pattern of employment and unemployment since the war, and emphasised particularly the continuing shortage of skilled workers. It pointed to the need to expand the skilled labour force and suggested that the N.J.A.C. should consider:—

(a) the need to encourage employers to make the best use of skilled labour and not to retain for unduly long periods labour that was not fully employed;

(b) the need to make workers more versatile by broader training;

(c) the need to develop training for workers who have to change their jobs at more advanced ages;

(d) the need to make widely understood among workers the advantages of technical advance.

It also proposed that the Ministry should collect and publish more detailed information about the composition of the unemployed labour force.

4. Following discussion of this paper the Council agreed that a small working party should be set up to consider the whole problem of the manpower situation, including the suggestions made in the B.E.C. paper. The Working Party was accordingly constituted and held its first meeting on 1st June 1961. It subsequently met on six occasions.

Scope

5. Our terms of reference were very wide and important aspects of the problem, such as apprenticeship or practices impeding the efficient use of manpower, were being separately considered. We therefore decided to concentrate mainly, though not exclusively, on the first three suggestions mentioned in the B.E.C. paper. The fourth suggestion seems to be within the field of the various organisations concerned with increased productivity. We accordingly directed our attention particularly to the use of skilled labour and the need for improving training. We also considered the results of a special survey of the unemployed undertaken by the Ministry of Labour in response to the suggestion made in the B.E.C. paper.

The General Manpower Situation

6. It is necessary first of all to look at our manpower resources and to consider how they measure up to present and future requirements. In general it is true to say that the post-war period has been one of continuing manpower shortage. Unemployment has been at a consistently low level and has never risen above a national rate of 2.8 per cent. In fact, it has usually been much below this figure. At the same time, there have been considerable regional variations. In the South-East, the Midlands and Yorkshire, the unemployment rate has been constantly below the national average, and has in no year reached 2 per cent. In South-Western England it has, in the last five years, been slightly above the national average. In Wales, North-Western and Northern England it has been constantly above the national average, rising in some years to 3 per cent. and over. In Scotland it has in no year fallen below 2.4 per cent., and rose to over 4 per cent. in 1959. But even the highest of these levels has been low compared with pre-war years, and, as the results of the special survey of the unemployed (see paragraphs 12 and 13 below) show, there is a persistent and sizeable "hard core" of people who are not easily employable in peace-time conditions.

The Labour Force

7. Over the period as a whole, there has been a fairly substantial increase in employment. The table (Appendix V) shows that between 1950 and 1961, the total working population rose by nearly two million, or 8 per cent. from 22,954,000 to 24,590,000. However, the high demand for labour over most of the period suggests that the increase would have been greater if it had been possible to draw additional supplies of labour into employment. In several other industrial countries, employment appears to have increased at an appreciably faster rate in recent years. Although precise comparisons between countries are impossible, figures collected by the Organisation for Economic Co-operation and Development (O.E.C.D.) give an indication of the broad differences in rates of increase. For example, while employment in manufacturing increased by 9 per cent. in Great Britain between 1953 and 1960, the corresponding percentage increases were appreciably higher in several other European countries, including Germany (38), Italy (36), Austria (25), Switzerland (20) and the Netherlands (12).

8. Projections of the working population for the next decade show an expected growth of about one million in the whole period, but

about three-quarters of this increase is expected to occur between 1961 and 1966, and only one-quarter between 1966 and 1971. Most of this growth will come from the natural increase of the population and it will include particularly large increases in numbers of young persons leaving school in the earlier years of the period. The remainder is expected to come from the recruitment of labour reserves, particularly of married women. We consider below the prospects of increasing the employment of different classes of these reserves, including married women, elderly workers, immigrants, and the unemployed.

Labour Reserves

9. Over 100,000 married women have been added to the labour force annually in recent years. The great majority (about 85 per cent. of the increase between 1952 and 1960) have been women over 35. The number of younger married women employed has shown relatively little change, while there has been a marked fall in the number of young single women at work. This suggests that the trend towards earlier marriage and child-bearing is reducing the numbers of younger women available for employment. On the other hand, the proportion of older married women in employment should continue to rise, though it cannot go on doing so indefinitely.

10. There is a definite long-term tendency for the proportion of persons over 65 years of age who are employed to diminish. In the last ten years this tendency has, to some extent, been offset by the demand for labour, which has encouraged numbers of such persons to stay in employment or to take up some form of new work. Conversely, in periods when demand slackens, elderly workers leave the labour force and fewer of those who have retired are drawn back into it. On balance it seems unlikely that any increase in the number of elderly persons remaining at work beyond normal retirement age will be sufficient to provide a substantial reserve of labour.

11. In recent years many immigrants have entered the labour force, particularly from the Commonwealth. These have made a valuable contribution to some under-manned industries and services. But relatively few of them possess any high degree of skill, and so they have been of little immediate help in solving the skilled labour problem. Moreover, up to 1958 immigration was exceeded by emigration.

The Unemployed

12. It remains to consider to what extent the unemployed represent a useful reserve of labour. To assist us in this, the Ministry of Labour carried out a special inquiry into the characteristics of the unemployed on 21st August 1961. The inquiry covered all the Ministry's Local Offices throughout Great Britain, and was carried out by means of questionnaires relating to a sample of wholly unemployed adults. These were completed from the Ministry's own records, and no interviewing was involved. Figures based on the sample show a total of 219,000 wholly unemployed adults claiming unemployment benefit on the date in question, of whom 176,000 were men (including 39,700 registered disabled persons) and 43,000 women (including 4,100 registered disabled persons). In interpreting the results it should, of course, be borne in mind that the inquiry was carried out at a time when unemployment was at a low level (1.4 per cent.) and that apart from any economic fluctuation a survey carried out during the winter months would show a different picture because of seasonal factors. Moreover, the results for Great Britain as a whole may not apply in particular areas, for example, those of high unemployment. It must also be remembered that some of the questions (e.g. those about placing prospects and suitability for training) required subjective judgments by the officers completing the forms.

13. The detailed results of the survey are summarised in Appendix I. The broad conclusions which we drew from them were as follows:—

(a) Only about one-third of the unemployed men and single women at that date could be regarded as "good placing propositions"; in the case of married women the proportion was about one-half.

(b) Many of these "good placing propositions" would probably be short-term unemployed in the process of changing jobs. But there is a limited reserve of labour amongst the unemployed, the use of which depends upon the provision of suitable local employment opportunities. There is a further small reserve who can be regarded as potentially "good placing propositions", since their placing difficulties are due to lack of suitable qualifications and not to personal factors (age, physical condition, etc.).

(c) There is a "hard core" of unemployed, probably numbering over 100,000, whose prospects of employment are poor even when the demand for labour is high. This "hard core" is in the main unskilled, elderly or disabled (or both), and unable to profit by rehabilitation or training. Its existence means that the real reserve of labour to be found among the unemployed is much smaller than the total figures suggest.

(d) By the same token that the unemployed offer only a limited reserve of labour they offer only a limited field of recruitment for training for skilled work. Those who have good prospects of immediate employment, who are likely to be more suitable for training, see little attraction in training under present conditions. We return to this problem in paragraphs 40, 47 and 48.

The Shortage of Skilled Labour

14. The point at which manpower shortage presses most heavily on the economy is the supply of skilled labour. Except for brief periods of recession, there has been a shortage of workers in most skilled occupations since the end of the war. Although the shortage was not quite so acute during 1961 as during the period of extreme

labour demand in 1955-56, it has increased in the last two years with the general improvement in the employment situation.

15. Some idea of the extent of this shortage may be obtained by comparing the number of workers wholly unemployed in different skilled occupations with the number of unfilled vacancies notified to Employment Exchanges. There may be a tendency on the part of some employers to inflate their demands for skilled labour in the hope of obtaining at least a few men, but, equally, there is a tendency (deriving from the knowledge that the skilled labour needed is virtually unobtainable) not to notify all vacancies to the Ministry. On balance, it seems more likely that the ratio of wholly unemployed to vacancies notified understates the actual shortage.

16. There was, in September 1961, an excess of unfilled vacancies over unemployed in nearly all the main skilled trades, making an apparent shortage of over 30,000 workers, including about 20,000 engineering craftsmen and 10,000 building craftsmen. The table in Appendix II provides more detailed figures. In a wide range of skilled engineering and allied trades taken together, the number of outstanding vacancies was three-and-a-half times the number of men unemployed. There were particularly acute shortages of turners, machine tool setters, instrument makers and draughtsmen. The shortage was least acute in the trades associated with shipbuilding and shiprepairing, and this reflects the current difficulties of those industries, but even here, in certain trades, the number of vacancies exceeded unemployment over the country as a whole. Among building craftsmen, there were over four vacancies to every man unemployed, with particularly acute shortages of bricklayers, carpenters and joiners.

17. The extent of the shortage varies considerably between regions as can be seen from Appendix III. In September 1961, the shortages were generally most acute in the South and East of England, the Midlands and Yorkshire. However, there was a clear excess of vacancies over unemployed in all Regions except Scotland, where the position was affected by the difficulties of the shipbuilding industry. Skilled labour is difficult to obtain even in many development districts.

18. The shortage of skilled workers has not only varied with the general employment situation but has also shown broadly the same seasonal variations as unemployment in general, being greatest in summer and least in winter. The figures for September 1961 are close to the average for the last five or six years, and given the continuance of a high level of economic activity, it is reasonable to expect a persistence of the same degree of shortage unless the supply of skilled workers is increased.

19. It is significant that the main shortages of skilled workers are in building and engineering occupations. Since the building and engineering industries are of basic importance to the economy, the effects of shortages of skilled manpower extend far beyond these particular industries. Further, as roughly one-third of the workers in these occupations are employed in industries other than building and engineering, shortages are felt directly over wide fields of employment.

The Main Needs

20. As a result of this broad survey the Working Party concluded that our manpower resources were limited and, although there are uncertainties, e.g. of the future volume of immigration, likely to remain so. It is therefore vital that the best possible use should be made of the available resources if we are to maintain an expanding and competitive economy. We next examine various aspects of this problem. An increase in the supply of skilled labour is no less important and we consider this later in our report.

Mobility of Labour

21. Mobility can conveniently be considered under three headings—geographical, industrial and occupational. It is important to have enough of all three if the best use is to be made of manpower resources though too high a degree of mobility, in the industrial and occupational senses, can itself be wasteful of manpower if it results in a high rate of labour turnover.

22. Taking geographical mobility first, the figures in Appendix IV (below) show that between 1950 and 1960 employment increased in all regions, but as a result of movement of workers between regions the increase was much larger in the South of England and the Midlands than elsewhere. Statistics of inter-regional migration, which are based on a count of insurance cards and therefore reflect actual movement of workers, show that, since 1951, there has been a net movement of about a quarter of a million workers into the South of England, little change in the Midlands, and a net movement of workers out of Scotland, Wales and the North of England. Preliminary reports of the 1961 Census show a similar change in the movement of the total population. There is no doubt that better employment opportunities in the South and Midlands have been a major factor encouraging migration, and the persistence of differences between the regional unemployment rates suggests that the attraction of labour to these areas is likely to continue.

Appendix IV.—Regional Changes in Numbers of Employees, 1950-60

Region	Number of employees, 1960 (Thousands)	Change in number of employees, 1950-1960	
		Thousands	Per cent.
London and South-Eastern	5,566	+ 493	+ 10
Eastern and Southern	2,397	+ 400	+ 20
South-Western	1,235	+ 112	+ 10
Midland	2,218	+ 244	+ 12
North-Midland	1,533	+ 127	+ 9
East and West Ridings	1,870	+ 61	+ 3
North-Western	2,985	+ 76	+ 3
Northern	1,301	+ 59	+ 5
Scotland	2,154	+ 36	+ 2
Wales	961	+ 22	+ 2
Great Britain	22,220	+ 1,630	+ 8

23. As regards industrial mobility Appendix V shows changes which have taken place since 1950 in the working population, analysed by the main groups of industries. Allowing for changes in industrial classification, there has been a fairly clear pattern over the whole period. There have been large proportionate increases of manpower in professional and financial services, distribution, the metal-using industries, chemicals, paper and printing, and food, drink and tobacco. By contrast, employment has fallen in agriculture, mining, textiles and clothing, transport, public administration and private domestic service. A large part of the increase in employment in expanding industries was no doubt due to recruitment of workers from outside the civilian labour force, such as immigrants, young people, men from H.M. Forces, and married women, but, even so, there still appears to have been a considerable movement of workers between industries. We found additional evidence of this movement in the analysis of insurance cards from one year to another. In May 1960, which is the last date for which figures comparable with those of the year before are obtainable, about 11 per cent. of employees had changed their industry during the previous twelve months.

24. We conclude that there is a considerable degree of labour mobility between different regions and industries—larger, perhaps, than is often realised. But it does not necessarily follow that more mobility is not needed. There are obvious economic advantages in workers being able and willing to move to areas where there is a high demand for labour instead of special measures having to be taken to bring work to them. The population movements referred to in paragraph 22 show that this is happening to a considerable extent and it would probably happen even more but for housing difficulties. On the other hand, there are both social and economic objections to the concentration of too many people and too much employment in a few parts of the country; this results in congestion in some areas and waste of social capital in others. For this reason the need for some control over the location of industry, combined with measures to combat local unemployment, has been widely recognised and is expressed in the Local Employment Act, 1960.

25. Little information is available about occupational mobility, but movement between occupations is obviously easier at the semi-skilled and unskilled levels. We consider in detail below (paragraphs 44 to 49) the problems involved in the movement of workers into skilled occupations.

26. It was brought to our notice that the Social Survey of the Central Office of Information, in co-operation with the Ministry of Labour and certain Universities, are considering a proposal to carry out a survey of labour mobility. Too little is known at present about mobility, and we feel that such a survey could make a valuable contribution to our knowledge of the problem, and of the factors which prevent, or encourage, mobility.

Labour Turnover

27. The relative rates of labour turnover in different industries show a fairly consistent pattern. The latest figures available (see Appendix VI) indicate that the rates are above average in food, drink and tobacco, metal goods, textiles and clothing, and below average in chemicals, metal manufacture, vehicles and paper and printing. It is noteworthy that the lower rates of turnover are associated with industries known, from Census information, to employ a higher than average proportion of skilled workers, while the higher rates of turnover are associated with industries known to employ higher proportions of women and also of semi-skilled and unskilled workers. Practically all industries show an appreciably higher rate of turnover for female than for male employees.

28. Although information on turnover in individual firms is very limited, there is some evidence to support the conclusion that turnover is lower among skilled than among semi-skilled and unskilled workers. Turnover also appears to be greater among young people, and in all age groups within the first three months of employment. We did not analyse in detail the reasons for these rates of turnover, but labour relations and working conditions no doubt play an important part in determining these.

We consider next how far high rates of turnover, with the resulting waste of manpower, can be reduced by employers through improved arrangements for recruitment, selection and induction.

Recruitment, Selection and Induction

29. If workers are placed in posts to which they are unsuited, the employer loses because of lessened production and higher labour turnover and absence rates. The worker suffers in terms of dissatisfaction, worry and possibly earnings, and there is a cost to the community in the wastage of scarce manpower resources. The decision whether or not to use better selection methods is one for the employer. He may think that the need for using selection techniques is reduced because of a scarcity of applicants, but, as we have already stressed, conditions of labour shortage also mean that the best use has to be made of available labour resources. Better selection techniques will enable an employer to place an applicant in the most suitable job for him. These techniques include the matching of job descriptions with relevant information about applicants and an adequate follow-up of their performance.

30. During our discussion of this subject the T.U.C. members of the Working Party drew attention to the important role of the Ministry of Labour's employment services in helping to match the worker to the job. They considered that the proposed reduction in these services was a retrograde step which would make it increasingly difficult for the Ministry to play its proper part in this field.

31. Once a man has been engaged, he needs to be introduced to the company's purpose, policy and practices. At present, induction courses are confined mainly to the bigger firms and in most cases are designed and used for the instruction of young people. But the basic need, which it is the purpose of induction courses to satisfy, is one which is common to adult and juvenile alike.

32. If industry is to be persuaded to make more extensive use of systematic methods of selection and induction, managements must be convinced that greater attention to selection and induction would help to reduce waste of labour resources and that poor selection and induction are harmful in their effects on both the company and the employee. We realise that the adoption of such methods is easier for large than for small firms and that the great majority of employers belong to the latter category. Nevertheless, we think that much more could be done by these means to reduce labour turnover and the waste of manpower which results from it, and that there is a real need to make this more widely known among managements. There are various bodies, including Local Employment Committees and Local Productivity Committees and Associations, which might help to do this, and we suggest that they should be encouraged to focus attention on the subject.

"Labour Hoarding"

33. Another aspect of the problem of mobility is the "hoarding" of labour. The Working Party made extensive enquiries into this problem, particularly as it affects skilled labour. It is important first of all to define what we mean by the term. Although sometimes more widely used, we think it can properly be applied to the practice of using skilled workers in employment which does not make full use of their experience and skill, or, alternatively, of maintaining a labour force too large for the employer's needs.

34. In the nationalised industries there is a general shortage of skilled labour, and they have therefore had to make the fullest use of the skilled labour available. In other industries, the nature of their work leads to occasional underemployment among such workers as draughtsmen and maintenance men and underemployment also tends to occur in certain industries which are particularly subject to fluctuations in demand.

35. The cotton textile industry, which is generally short of workers, seems to prefer short-time working to redundancy, but it would be misleading to suggest that underemployment in this industry was a major impediment to labour mobility, for the industry employs a high proportion of women, including married women, who are geographically immobile, whose skill cannot easily be used by other industries, and who, in any case, may not altogether dislike short-time working, especially if they are not the main wage earners of the household.

36. In the steel industry most of the employees are men. But the skill of steelworkers is peculiar to their industry, and it would be difficult for the industry to reduce its labour force without a radical change both in production methods and employment practices. In the shipbuilding and ship-repairing industry, underemployment may occur as a result of inevitable fluctuations of work. But as the shipbuilding industry is situated mainly in areas where unemployment is above the national average and the shortage of skilled workers relatively mild, the effect of such underemployment as exists on the national shortage is probably very slight.

37. In general, the scarcity of skilled workers, and the high earnings they can usually command, are a strong incentive to their full employment. Where underemployment results in short-time working or loss of overtime earnings, workers whose skill is in demand have a strong incentive to move elsewhere, though this incentive is weakened in the case of higher wage industries such as the motor-car industry. Employers regard underemployment where it occurs as an insurance against competition and an unavoidable alternative to disbanding a carefully balanced labour force, recruited with considerable difficulty, an action which would prevent them from resuming full-time working when trade recovers. They feel, too, that the situation is aggravated by economic policies which result in severe fluctuations in demand. At its onset, the length of a period of short-time working may well not be clear, and there is a natural reluctance to dismiss workers for temporary periods, whether alternative employment opportunities exist or not. It is also sometimes the case that the skills of workers concerned are not readily usable outside their own industries.

38. While factual evidence is very difficult to obtain, our conclusion is that "labour hoarding", in the sense defined above, is less common than is often supposed and that where it does occur there are often good reasons for it. Sometimes what is called "labour hoarding" may be simply the reluctance of an employer to disband a trained labour force until it is clear that there is no early prospect of his being able to employ it fully. This may well be sensible both from the point of view of manpower and from that of personnel policy. On the other hand, we would emphasise that where "labour hoarding" in the narrower sense of the term exists, it represents a waste of valuable resources and is not in the long-term interests of either the employers or the workers concerned.

The Supply of Skilled Labour

39. While the shortage of skilled manpower could to some extent be alleviated by closer attention to the factors so far examined—mobility, turnover, methods of recruitment, selection and induction, and "hoarding"—we are convinced of the overriding importance of securing a substantial increase in the supply of skilled labour. This is, and must remain, primarily a matter of improving both the quantity and quality of apprentice training, in particular by the greater use of systematic methods of instruction. We note that the Minister, following consultation with the N.J.A.C., has taken up certain specific aspects of this matter with the chief apprentice-employing industries, and that the Industrial Training Council is currently examining the whole question. We have accordingly confined our detailed consideration of training matters to the two points raised in the original paper submitted to the N.J.A.C. by the B.E.C., viz.: (a) the need to make workers more versatile by broader training and (b) the need to develop training for workers who have to change their jobs at more advanced ages (which we take to mean beyond the normal age for apprenticeship).

40. Before turning to these questions, however, we make the general observation that the high earnings which can be obtained in some semi-skilled or unskilled work may attract away from training those who would otherwise make a contribution to the supply of skilled labour, whether through apprenticeship or through re-training as adults. Indeed there are said to be occasional circumstances in which such work is preferred to the use of an existing skill. While it is important that semi-skilled and unskilled jobs should be filled, such workers are in general more easily obtainable than those with an existing or potential capacity for more highly skilled work, the waste of whose abilities can ill be afforded.

Versatility of Skill

41. Training for a greater versatility of skill was commended by the Carr Committee in the following terms:—

"Individuals should be equipped to meet technical change by training for a wider range of skill than has often been customary in recent years. In considering the scope of training appropriate for a particular occupation, industries should regard the need to meet possible change as fundamental." ("Training for Skill", Recommendation No. 17.)

The matter is also included in the Minister's discussions and the Industrial Training Council's review of apprentice training to which we referred above. We wish, however, to draw attention to the importance of this question from the manpower point of view and to give examples in particular industries which have been drawn to our attention.

42. In the engineering industry, the National Joint Apprenticeship Agreement has long upheld the ideal of broadly based apprenticeship training; for example, it recommends for certain categories a common syllabus of basic fitting and turning in the first year. A number of firms which have hitherto had difficulty in doing this within their own workshops have been helped by participation in group apprenticeship schemes and in the scheme of first-year apprentice training in the Government Training Centres. Similar examples of broad initial training are found in the iron and steel industry, both in the training of potential apprentices and in melting shop operative training. In the building industry consideration has been given to combined training for related crafts, and the linking of bricklaying with stonemasonry in this way has recently been agreed. In the leather industry an agreed apprentice and training scheme incorporates the principle of training being given in more than one operation to each individual. In the printing industry an agreement making for flexibility in the use of labour between certain sections has been concluded. There are a number of similar examples in other industries. We recommend that the fullest possible use should be made of these existing arrangements for flexibility.

43. Our attention was drawn to a number of possible cases in various industries in which greater versatility might be achieved. We endorse the need for broader based training in the sense of training in general principles and in basic skill on to which specialised skills can be grafted later. Some specialisation is inevitable, but the narrower the basic training the greater chance of the skill becoming obsolete through technological change. Broadly based training in the sense indicated produces more versatile craftsmen and operatives and if fully used can considerably increase productivity. We commend these objectives for consideration by both sides of the industries concerned.

Re-training of Adults

44. The second training problem which we identify for further consideration may be regarded as the obverse of the first. Insofar as workers have been trained in narrow specialised skills there is a greater need for re-training in the event of redundancy later in life. Technological changes and adjustments in the industrial structure of the country necessitated by outside economic forces, both cause such redundancies and create demands for new skills which could be met by re-training.

45. A good deal of re-training of adults is already provided within industry. But, with the exception of short and comparatively inexpensive courses for operatives, such re-training is normally confined to existing employees of large scale enterprises who are involved in some major changeover (e.g., British Railways drivers and maintenance workers involved in the transfer from steam to diesel traction). There are comparatively few opportunities in industry for re-training skilled workers who need to change their employer as well as their occupation.

46. Training in the Government Training Centres is in principle open, in trades of importance to national prosperity, to any suitable person (whether employed or not) except those who already have a useful skill. The conditions of eligibility and suitability are, however, subject to the agreement of representatives of the appropriate trade organisations, both nationally and in the locality of the Centre. Since the early post-war years all training in building trades has accordingly been limited to the disabled and training in engineering trades is subject to varying conditions in different areas of the country.

47. In practice, only persons with special resettlement problems, e.g. disabled persons, ex-Regulars and other unemployed persons having difficulty in securing employment tend to apply. The special survey of the unemployed register referred to earlier in this Report showed that no great increase in applications for training could be expected from this source. More than 55 per cent. of the unemployed, no doubt the longer-term unemployed, were clearly unsuitable for any form of training. A further 40 per cent. had a reasonable prospect of placing without training and although these might offer the best material for training they could hardly be expected to take much interest in a course lasting at least six months on rates of allowances well below the earnings they would get in unskilled work. For the same reason it is unlikely that persons

already in unskilled work would provide much scope for recruitment under the existing scheme.

48. There is no reason why the employer who needs skilled labour should not contribute to the cost of training it. The three sides of the Council have indeed already indicated their approval in principle to the Minister's proposal to charge employers for certain types of training provided by the Government. We therefore suggest that the facilities of the Government Training Centres might be more fully used by being made available to firms with manpower difficulties who were prepared to nominate employees for training at the Centres on normal wages on an agency basis. To safeguard the principle, to which we referred in paragraph 39 above, that the primary solution for these difficulties must lie in apprentice training, suitable conditions would have to be devised, but we identify this as a possibility to be further explored by the Ministry in consultation with those primarily concerned.

49. The provision of re-training, like training for versatility, can give rise to difficulties of acceptance. We consider that in those occupations which are suffering from persistent shortage of labour trained in the traditional way there should be a greater willingness to consider broader methods of entry. We think that the scheme outlined in paragraph 48, since geared to definite shortages in particular firms, may have some advantages in this respect. While the responsibility of employers for training sufficient apprentices to meet their future needs must remain undiminished we do not think that shortages of skill will be remedied in all cases without more training of adults from time to time, and it is necessary that all concerned should recognise this.

Conclusions

50. Our conclusions are as follows:—

(a) Our manpower resources are limited and likely to remain so. The real reserve to be found amongst the unemployed is much smaller than the figures suggest. Large contributions from other sources are, on balance, unlikely.

(b) It is therefore essential to our future prosperity to use such manpower as we have both economically and efficiently. This

Appendix I.—Results of a special inquiry into the characteristics of the unemployed* (see paragraphs 12 and 13)

Date: 21st August 1961

Men

1. Of the 176,000 wholly unemployed men, just over 104,000 or 59 per cent., were regarded as difficult to place on personal grounds, mostly because of age or physical condition; the latter factor was by no means confined to the registered disabled. Another 10,000, or 6 per cent., were regarded as difficult to place because they had unsatisfactory qualifications. 62,000, or 35 per cent., were considered to be good placing propositions but local opportunities for placing were limited for nearly half of these (26,000). It is noteworthy that relatively few (8,500 or under 5 per cent.) were shown as difficult to place for social reasons (personal record or colour).

2. The vast majority (nearly 85 per cent.), had received no training, 13 per cent. had been trained in industry and very few had been trained either by the Government or H.M. Forces. But of the large number who had received no training, few were thought likely to be suitable for it. Of the total number of claimants, 95 per cent. were considered either to be unsuitable for training of any kind or to have reasonable prospects of placing without it. 1,600 (of whom the majority were disabled) were either being considered for or waiting admission to Government vocational training. Of the remainder, 2,700 were apparently suitable but had little prospect of subsequent employment within their mobility limits. 3,200 were apparently suitable for training with reasonable prospects of finding subsequent employment but were unwilling to accept training for

personal reasons, including 700 who found finance an obstacle. 500 were prevented from training by national or local restrictions on the employment of trainees imposed by the trade organisations concerned.

3. The vast majority of claimants (over 80 per cent.) were either not in need of industrial rehabilitation, or were unlikely to have improved prospects as a result of it. 12 per cent. were either prevented on medical or other grounds from undergoing rehabilitation, or were themselves unwilling to undergo it. 4 per cent. had had rehabilitation, and only 3 per cent. were considered to be possible applicants.

4. Of the 43,000 women, 21,000 were married and 22,000 single (including widowed and divorced). The general assessment of the latter group was broadly similar to that of men. The majority were considered to be difficult to place on personal grounds, and only a small minority (less than 10 per cent.) had undergone any form of training. As with men, the majority were considered unsuitable for any form of Government vocational training, while the proportion who might benefit from rehabilitation was similarly small.

5. Married women presented a rather different picture. Just over half were considered good placing propositions, although two-thirds

of these were restricted in respect of local opportunities. Moreover, among those who were regarded as difficult to place on personal grounds (about 40 per cent.), about a quarter encountered difficulties because they themselves restricted the type, hours or location of work they might take. This suggests that a large proportion of unemployed married women would take suitable local employment if it was available. Although the great majority were untrained, the proportion regarded as unsuitable for any form of training was appreciably less than among men or single women. The number of possible applicants for rehabilitation was very small indeed. It is worth noting that the survey reported no cases of women, either single or married, being considered for admission to Government vocational training.

6. Information was also obtained on the following subjects amongst others:—
(a) *Disabled persons.* About 20 per cent. of the total of 219,000 were registered disabled persons. Less than 10 per cent. of them were considered good placing propositions.
(b) *Schooling.* Of the minority of cases where schooling was known, about 90 per cent. had had only elementary or secondary modern education.
(c) *Geographical mobility.* About 15 per cent. of the men were willing to take work beyond daily travelling distance, and 40 per cent. to travel a reasonable distance daily. Of the remainder, about one-third were registered disabled persons.

(d) *Apprentice training* must be the main source of the badly needed increase in the skilled labour force. But in some occupations more training of adults will also be needed if shortages of skill are to be overcome.

(e) While the primary responsibility must remain with industry, the Government may need in future to play a larger role in industrial training. If this principle is accepted, it will be necessary to examine more closely the form which the Government's contribution might take and the conditions under which more training of adults might be undertaken.

(f) The precise extent of "labour hoarding" is difficult to assess. Under conditions of full employment it may be more sensible to retain workers who are underemployed during temporary falls in demand than to dismiss them. But prolonged hoarding of labour or the failure to make full use of workers' skills is wasteful and is not in the long-term interests of either employers or workers.

(g) Greater versatility of skill can bring important benefits both to employers and workers. Although some progress has been made towards a broader based training, more needs to be done. This is primarily a matter for the industries concerned, and the I.T.C. is studying the problem. But the Council may wish to endorse the general principle of broader based training and more systematic instruction, and to call attention to successful examples and to the benefits which result from them.

(h) Greater versatility of skill can bring important benefits both to employers and workers. Although some progress has been made towards a broader based training, more needs to be done. This is primarily a matter for the industries concerned, and the I.T.C. is studying the problem. But the Council may wish to endorse the general principle of broader based training and more systematic instruction, and to call attention to successful examples and to the benefits which result from them.

(i) While the primary responsibility must remain with industry, the Government may need in future to play a larger role in industrial training. If this principle is accepted, it will be necessary to examine more closely the form which the Government's contribution might take and the conditions under which more training of adults might be undertaken.

(j) While the primary responsibility must remain with industry, the Government may need in future to play a larger role in industrial training. If this principle is accepted, it will be necessary to examine more closely the form which the Government's contribution might take and the conditions under which more training of adults might be undertaken.

(Continued on next page)

Appendix Table II.—Unemployment and Unfilled Vacancies in the Main Skilled Occupations (Adult Men only)

	September 1961			September 1960			September 1956		
	Unem- ployed	Vacancies Out- standing	Ratio of Unem- ployed to Vacancies	Unem- ployed	Vacancies Out- standing	Ratio of Unem- ployed to Vacancies	Unem- ployed	Vacancies Out- standing	Ratio of Unem- ployed to Vacancies
Draughtsmen	426	2,182	1 : 5.1	372	2,440	1 : 6.6	212	4,969	1 : 22.2
Engineering and allied occupations	8,023	26,531	1 : 3.3	7,546	26,283	1 : 3.5	5,292	26,842	1 : 5.1
including (among others):—									
Platers, riveters, iron caulkers, shipwrights	922	893	1 : 1.0	953	756	1 : 0.8	300	1,344	1 : 4.5
Pattern makers	51	186	1 : 3.6	36	141	1 : 3.9	32	217	1 : 6.8
Foundry moulders	171	440	1 : 2.6	127	678	1 : 5.3	85	883	1 : 10.4
Forgemen, smiths	99	234	1 : 2.4	115	255	1 : 2.2	79	326	1 : 4.1
Welders, burners and cutters	925	852	1 : 0.9	806	1,137	1 : 1.4	534	1,045	1 : 2.0
Sheet Metal Workers, etc.	400	1,196	1 : 3.0	300	1,546	1 : 5.2	315	1,470	1 : 4.7
Electricians	839	1,738	1 : 2.1	661	2,237	1 : 3.4	557	1,684	1 : 3.0
Toolmakers, precision fitters	978	4,535	1 : 4.6	1,019	4,174	1 : 4.1	791	5,040	1 : 6.4
Erectors, Millwrights, maintenance fitters	580	1,787	1 : 3.1	549	1,790	1 : 3.3	327	1,626	1 : 5.0
Fitters, erectors, etc. (Elect. Eng.)	285	1,569	1 : 5.5	261	1,426	1 : 5.5	193	1,213	1 : 6.3
Turners	186	2,543	1 : 13.7	204	2,017	1 : 10.3	150	2,521	1 : 16.8
Machine tool setters, setter operators	481	6,216	1 : 12.9	449	5,708	1 : 12.7	519	5,436	1 : 10.5
Instrument makers, and repairers	97	768	1 : 7.9	74	610	1 : 8.2	60	727	1 : 12.1
Fitters (not precision)	1,259	3,136	1 : 2.4	1,288	3,309	1 : 2.6	905	2,861	1 : 3.2
Building occupations	3,468	15,256	1 : 4.4	3,431	16,744	1 : 4.9	3,860	13,977	1 : 3.6
including (among others):—									
Carpenters, joiners	810	5,618	1 : 6.9	652	6,535	1 : 10.0	916	4,846	1 : 5.3
Bricklayers	381	3,467	1 : 9.1	351	3,774	1 : 10.2	439	3,379	1 : 7.7
Plasterers	157	762	1 : 4.9	156	746	1 : 4.8	209	624	1 : 3.0
Painters	1,398	3,374	1 : 2.4	1,429	3,695	1 : 2.6	1,787	2,935	1 : 1.6
Plumbers	499	1,517	1 : 3.0	564	1,670	1 : 3.0	333	1,616	1 : 4.9
Vehicle building occupations	274	1,079	1 : 3.9	268	1,258	1 : 4.7	301	1,365	1 : 3.5
Woodworking occupations	306	951	1 : 3.1	331	945	1 : 2.9	365	809	1 : 2.2
Printing occupations	208	287	1 : 1.4	205	381	1 : 1.9	159	570	1 : 3.6

* Further details will be published in an early issue of this GAZETTE.

of these were restricted in respect of local opportunities. Moreover, among those who were regarded as difficult to place on personal grounds (about 40 per cent.), about a quarter encountered difficulties because they themselves restricted the type, hours or location of work they might take. This suggests that a large proportion of unemployed married women would take suitable local employment if it was available. Although the great majority were untrained, the proportion regarded as unsuitable for any form of training was appreciably less than among men or single women. The number of possible applicants for rehabilitation was very small indeed. It is worth noting that the survey reported no cases of women, either single or married, being considered for admission to Government vocational training.

Other information obtained

6. Information was also obtained on the following subjects amongst others:—

(a) *Disabled persons.* About 20 per cent. of the total of 219,000 were registered disabled persons. Less than 10 per cent. of them were considered good placing propositions.

(b) *Schooling.* Of the minority of cases where schooling was known, about 90 per cent. had had only elementary or secondary modern education.

(c) *Geographical mobility.* About 15 per cent. of the men were willing to take work beyond daily travelling distance, and 40 per cent. to travel a reasonable distance daily. Of the remainder, about one-third were registered disabled persons.

Appendix Table III.—Unemployment and Unfilled Vacancies in the Main Skilled Occupations by Regions (Adult Men Only): September 1961

Region	Draughtsmen			Engineering and Allied Occupations			Building Occupations			Vehicle Building Occupations			Woodworking Occupations			Printing Occupations		
	Unem- ployed	Vacancies Out- standing	Ratio of Unem- ployed to Vacancies	Unem- ployed	Vacancies Out- standing	Ratio of Unem- ployed to Vacancies	Unem- ployed	Vacancies Out- standing	Ratio of Unem- ployed to Vacancies	Unem- ployed	Vacancies Out- standing	Ratio of Unem- ployed to Vacancies	Unem- ployed	Vacancies Out- standing	Ratio of Unem- ployed to Vacancies	Unem- ployed	Vacancies Out- standing	Ratio of Unem- ployed to Vacancies
London & S.E. .. .	138	531	1 : 3.8	1,287	6,461	1 : 5.0	880	3,785	1 : 4.3	58	262	1 : 4.5	96	405	1 : 4.2	80	88	1 : 1.1
Eastern & Southern .. .	60	425	1 : 7.1	492	3,994	1 : 8.1	263	2,523	1 : 9.6	46	298	1 : 6.5	31	191	1 : 6.2	26	91	1 : 3.5
South-Western .. .	48	174	1 : 3.6	358	2,010	1 : 5.6	173	1,351	1 : 7.8	10	77	1 : 7.7	11	51	1 : 4.6	26	38	1 : 1.5
Midland .. .	39	262	1 : 6.7	740	3,057	1 : 4.1	242	1,314	1 : 5.4	43	105	1 : 2.4	21	78	1 : 3.7	8	7	1 : 0.9
North .. .	10	246	1 : 24.6	243	2,296	1 : 9.4	147	867	1 : 5.9	9	84	1 : 9.3	13	30	1 : 2.3	0	8	—
Midland E. & W. .. .	4	117	1 : 29.3	278	2,727	1 : 9.8	105	1,230	1 : 11.7	6	75	1 : 12.5	9	63	1 : 7.0	4	8	1 : 2.0
Ridings .. .	41	281	1 : 6.9	1,262	2,903	1 : 2.3	494	1,598	1 : 3.2	34	134	1 : 3.9	33	58	1 : 1.8	26	24	1 : 0.9
Western .. .	24	49	1 : 2.0	986	970	1 : 1.0	311	755	1 : 2.4	17	14	1 : 0.8	29	9	1 : 0.3	11	4	1 : 0.4
Northern .. .	47	60	1 : 1.3	1,942	1,539	1 : 0.8	686	983	1 : 1.4	41	19	1 : 0.5	54	48	1 : 0.9	18	15	1 : 0.8
Scotland .. .	15	37	1 : 2.5	435	574	1 : 1.3	167	850	1 : 5.1	10	11	1 : 1.1	9	18	1 : 2.0	9	4	1 : 0.4
Wales .. .																		
Great Britain .. .	426	2,182	1 : 5.1	8,023	26,531	1 : 3.3	3,468	15,256	1 : 4.4	274	1,079	1 : 3.9	306	951	1 : 3.1	208	287	1 : 1.4

Appendix Table V.—Changes in Total Working Population 1950–1959 and 1959–1961 (Thousands)

	June 1950 (a)	June 1959 (a)	Change 1950–1959		June 1959 (b)	June 1961 (b)	Change 1959–1961	
			Number	Per cent.			Number	Per cent.
Agriculture, forestry, fishing	1,161	999	- 162	- 14	999	947	- 52	- 5
Mining and quarrying	852	823	- 29	- 3	826	729	- 97	- 12
Manufacturing Industries	8,510	9,169	+ 659	+ 8	8,477	8,917	+ 440	+ 5
Chemicals	4,006	4,402	+ 396	+ 10	520	542	+ 22	+ 4
Metals, engineering and vehicles	1,714	1,495	- 219	- 13	1,416	1,428	+ 12	+ 1
Textiles and clothing	819	939	+ 120	+ 15	818	832	+ 14	+ 2
Food, drink and tobacco	1,499	1,589	+ 90	+ 6	1,577	1,638	+ 61	+ 5
Other manufacturing	1,434	1,509	+ 75	+ 5	1,523	1,592	+ 69	+ 5
Construction	353	374	+ 21	+ 6	374	376	+ 2	+ 1
Gas, Electricity and Water	1,781	1,676	- 105	- 6	1,672	1,686	+ 14	+ 1
Transport and Communication	2,571	3,000	+ 429	+ 17	3,209	3,309	+ 100	+ 3
Distributive trades	447	545	+ 98	+ 22	545	570	+ 25	+ 5
Insurance, banking and finance	1,362	1,307	- 55	- 4	1,243	1,261	+ 18	+ 1
Public Administration	1,593	1,992	+ 399	+ 25	2,085	2,186	+ 101	+ 5
Professional services	1,929	1,803	- 126	- 7	2,244	2,292	+ 48	+ 2
Miscellaneous services (including Private domestic service)	(434)	(300)	(- 134)	(- 31)	(300)	*	(- 25)*	(- 8)*
Total in Civil Employment	21,993	23,197	+ 1,204	+ 5	23,197	23,865	+ 668	+ 3
Wholly unemployed	264	—	—	—	—	251	—	—
H.M. Forces	697†	—	—	—	—	474	—	—
Total Working Population	22,954	—	—	—	—	24,590	—	—

Appendix Table VI.—Labour Turnover rates in Manufacturing Industries August 1960–August 1961

	4 weeks ended 27th August 1960						4 weeks ended 26th August 1961					
	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other losses per 100 employed at beginning of period			Number of Engagements per 100 employed at beginning of period			Number of Discharges and other losses per 100 employed at beginning of period		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Food, Drink and Tobacco	3.5	8.3	5.6	4.1	6.3	5.0	3.7	6.5	4.9	4.0	5.6	4.7
Chemicals and Allied Industries	2.0											

EARNINGS AND HOURS IN OCTOBER 1961

In October 1961, an enquiry was made by the Ministry of Labour in order to obtain particulars of the average weekly earnings and working hours of manual workers employed in manufacturing industries generally, and in a number of the principal non-manufacturing industries and services, in the United Kingdom.* Statistics summarising the results of similar enquiries which had previously been made at half-yearly intervals have been published in earlier issues of this GAZETTE (see for instance the issue for August 1961).

In the enquiry of October 1961, forms were sent to employers who had previously supplied information and to about 420 additional employers, asking for particulars of the number of manual workers at work in the second pay-week in October 1961, their aggregate earnings in that week, and the total number of man-hours worked in the week, classified under the following headings: men, aged 21 years and over; youths and boys under 21 years; women, 18 years and over; and girls under 18 years. As in the earlier enquiries referred to above, the figures given were to include all those at work during the whole or part of the week in question, but were to exclude office staffs, shop assistants, and outworkers working at home on materials supplied by the employer; managers, commercial travellers, and salaried persons generally were also to be excluded. Where the works were stopped for the whole or part of the specified pay-week, as the result of a general or local holiday, breakdown, fire, strike or lockout, the employers were asked to substitute particulars for the nearest week of an ordinary character. The earnings shown were to be the total earnings, inclusive of bonuses, before any deductions in respect of income tax or of the workers' contributions to the national insurance schemes. The employers were asked to give separate particulars of the numbers and earnings of any men or women ordinarily employed as part-time workers for not more than 30 hours a week, and of the number of hours worked by such workers.

The total number of establishments to which forms were sent was just under 60,000, of which almost 58,000 furnished returns suitable for tabulation. The total number of workers (including part-time workers) covered by returns showing the numbers employed and their earnings and aggregate man-hours worked in the week was just over 7 million. It is estimated that the returns received covered rather more than two-thirds of the total number of manual workers employed in the industries concerned at the time of the enquiry. The proportions varied in the different industries and in some cases were much more and in others less than two-thirds. The average earnings of these workers in the second pay-week in October 1961 are shown, industry by industry, in the Table on pages 54 and 55, together with the numbers of workpeople employed in those establishments from which returns were received. The average hours actually worked in each industry in the same week and the average hourly earnings in that week are shown on pages 56 and 57.

Weekly Earnings in October 1961

The Table in the next column shows the average weekly earnings in October 1961, in all the industries combined, in the manufacturing industries as a whole and in each of 20 broad groups of industries. The average earnings for industry groups, for manufacturing industries as a whole and for all the industries covered by the enquiry taken together have been calculated by "weighting" the averages in each separate industry by the estimated total numbers of manual workers employed in those industries in October 1961. This has been done in order to eliminate the effect of disparities in the proportion of workers covered by the returns received in the different industries.

The figures in the Tables which follow are general averages covering all classes of manual workers, including unskilled workers and general labourers as well as operatives in skilled occupations;

* Details of hospital employees are shown separately in the industry Tables on pages 54 to 57 but in order to maintain comparability with previous enquiries the details for these workers have not been included in the summary Tables and text of this article.

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

Average Weekly Earnings in the second pay-week in October 1961*

Industry Group	Men (21 years and over)†		Youths and Boys (under 21 years)		Women (18 years and over)‡		Girls (under 18 years)
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Food, drink and tobacco	289 10	142 11	150 3	74 11	99 10	103 1	
Chemicals and allied industries	313 1	148 2	150 3	74 11	99 10	103 1	
Metal manufacture	329 1	154 1	157 0	80 4	105 9		
Engineering and electrical goods	321 11	129 11	164 8	85 4	103 11		
Shipbuilding and marine engineering	304 4	133 4	153 10	70 11	99 10		
Vehicles	353 10	139 11	177 11	81 10	105 0		
Metal goods not elsewhere specified	313 1	139 9	149 2	79 5	99 3		
Textiles	279 5	143 6	152 6	79 2	111 2		
Leather, leather goods and fur	274 9	137 2	143 2	80 1	97 5		
Clothing and footwear	272 0	135 1	148 4	85 7	98 8		
Bricks, pottery, glass, cement, etc.	312 5	162 2	145 5	77 7	101 5		
Timber, furniture, etc.	298 1	134 1	166 2	87 2	97 6		
Paper, printing and publishing	357 4	141 7	162 5	83 2	100 1		
Other manufacturing industries	309 11	147 4	147 8	79 1	101 9		
All manufacturing industries	317 10	139 1	154 3	81 0	102 6		
Mining and quarrying (except coal)	295 2	172 11	156 3	§	§		
Construction	305 1	141 1	142 4	64 7	87 5		
Gas, electricity and water	281 6	159 3	150 6	71 3	§		
Transport and communication (except railways, London Transport and British Road Services)	299 3	158 1	218 4	77 5	§		
Certain miscellaneous services	260 6	107 8	133 3	71 4	91 7		
Public administration¶	234 7	140 4	161 2	67 10	93 10		
All the above, including manufacturing industries	306 10	137 10	154 6	79 7	102 0		

Weekly Hours worked in October 1961

The average hours worked in each individual industry in the second pay-week in October 1961, by the workpeople covered by the returns received, are set out in the Table on pages 56 and 57. The next Table shows the averages for each of the 20 main groups of industries, for manufacturing industries as a whole and for all these industries taken together, calculated by combining the averages for the individual industries on the basis of the estimated total numbers of manual workers employed in those industries. The figures given relate to the total number of hours actually worked in the week, including all overtime but excluding recognised intervals for meals, etc. They exclude all time lost from any cause but include any periods during which workpeople, although not working, were available for work and for which a guaranteed wage was payable to them.

* The averages for men have been calculated by applying the estimated total numbers of men employed in each industry in the group to the average earnings of men covered by the returns received for that industry, and similarly for youths and boys, women and girls.

† Men ordinarily employed as part-time workers (for not more than 30 hours a week) have been excluded from the statistics given in this article and in the Tables on pages 54 to 57, the number shown in the returns having been insignificant. The earnings of the small number returned averaged 103s. 4d. in October 1961 and the hours worked averaged 18.6.

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

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

¶ Consisting of laundries and dry cleaning, motor repairers and garages, and repair of boots and shoes, which are shown separately in the detailed Tables on pages 55 and 57.

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

Average Hours worked in the second pay-week in October 1961

Industry Group	Men (21 years and over)†		Youths and Boys (under 21 years)		Women (18 years and over)‡		Girls (under 18 years)
	Hours	Hours	Hours	Hours	Hours	Hours	
Food, drink and tobacco	48.5	44.2	40.7	22.1	41.0		
Chemicals and allied industries	46.8	42.5	39.9	21.3	40.6		
Metal manufacture	46.0	42.1	39.3	21.3	40.4		
Engineering and electrical goods	47.3	43.0	40.3	21.5	40.5		
Shipbuilding and marine engineering	46.2	42.4	40.2	22.8	40.2		
Vehicles	44.9	41.9	39.5	21.6	40.2		
Metal goods not elsewhere specified	47.3	43.3	38.9	22.0	40.3		
Textiles	46.6	43.3	39.5	21.4	40.8		
Leather, leather goods and fur	46.7	43.5	38.9	23.0	41.3		
Clothing and footwear	43.7	42.3	38.5	23.4	40.2		
Bricks, pottery, glass, cement, etc.	49.3	44.1	38.8	21.7	40.6		
Timber, furniture, etc.	46.7	43.5	39.4	22.5	40.6		
Paper, printing and publishing	46.7	42.8	40.4	21.8	41.1		
Other manufacturing industries	47.6	44.0	39.8	22.1	40.3		
All manufacturing industries	46.8	43.0	39.6	22.0	40.6		
Mining and quarrying (except coal)	50.2	45.2	40.5	§	§		
Construction	49.4	45.8	39.4	18.1	40.4		
Gas, electricity and water	47.9	43.7	37.9	19.7	§		
Transport and communication (except railways, London Transport and British Road Services)	50.3	45.5	43.9	21.2	§		
Certain miscellaneous services	45.9	43.6	40.3	22.3	40.7		
Public administration¶	44.4	42.4	40.7	19.0	41.6		
All the above, including manufacturing industries	47.4	43.6	39.7	21.8	40.6		

From the detailed figures in the Table on pages 56 and 57 it will be seen that there were considerable variations in the average hours worked in different industries and among different sex and age groups. In the great majority of industries the average hours worked by men in the second pay-week in October 1961 ranged between 45 and 50, those worked by youths and boys mostly ranged between 42 and 46, those worked by full-time women were mostly between 38 and 43, whilst those worked by girls were mostly between 39 and 42; those worked by part-time women were mostly between 20 and 23.

Hourly Earnings in October 1961

The following Table shows for each of the 20 main groups of industries covered by the enquiry, for manufacturing industries as a whole, and for all these industries combined, the average hourly earnings in the second pay-week in October 1961, computed from the foregoing figures of average weekly earnings and working hours. Corresponding particulars for individual industries are given on pages 56 and 57.

Average Hourly Earnings in the second pay-week in October 1961

Industry Group	Men (21 years and over)†		Youths and Boys (under 21 years)		Women (18 years and over)‡		Girls (under 18 years)
	d.	d.	d.	d.	d.	d.	
Food, drink and tobacco	71.7	38.8	44.0	42.5	30.2		
Chemicals and allied industries	80.3	41.8	45.2	42.2	29.5		
Metal manufacture	85.8	43.9	47.9	45.3	31.4		
Engineering and electrical goods	81.7	36.3	49.0	47.6	30.8		
Shipbuilding and marine engineering	79.0	37.7	45.9	37.3	§		
Vehicles	94.6	40.1	54.1	45.5	31.3		
Metal goods not elsewhere specified	79.4	38.7	46.0	43.3	29.6		
Textiles	72.0	39.8	46.3	44.4	32.7		
Leather, leather goods and fur	70.6	37.8	44.2	41.8	28.3		
Clothing and footwear	74.7	38.3	46.2	43.9	29.5		
Bricks, pottery, glass, cement, etc.	76.0	44.1	45.0	42.9	30.0		
Timber, furniture, etc.	76.6	37.0	50.6	46.5	28.8		
Paper, printing and publishing	91.8	39.7	48.2	45.8	29.2		
Other manufacturing industries	78.1	40.2	44.5	42.9	30.3		
All manufacturing industries	81.5	38.8	46.7	44.2	30.3		
Mining and quarrying (except coal)	70.6	45.9	46.3	§	§		
Construction	74.1	37.0	43.4	42.8	26.0		
Gas, electricity and water	70.5	43.7	47.7	43.4	§		
Transport and communication (except railways, London Transport and British Road Services)	71.4	41.7	59.7	43.8	§		
Certain miscellaneous services	68.1	29.6	39.7	38.4	27.0		
Public administration¶	63.4	39.7	47.5	42.8	27.1		
All the above, including manufacturing industries	77.7	37.9	46.7	43.8	30.1		

† ‡ § ¶ See corresponding footnotes on previous page.

Earnings and Hours in October 1961, compared with Earlier Years

The Table below shows the average weekly earnings, in the industries covered by these enquiries at various dates between April 1956 and October 1961, computed on the basis of the total numbers of workpeople employed in the different industries at the dates specified.

Date	Men	Youths and Boys	Women		Girls
			Full-time	Part-time	
<i>1948 Standard Industrial Classification</i>					
1956 April	235 4	100 6	119 9	59 10	78 4
October	237 11	102 4	123 3	61 4	81 4
1957 April	241 6	105 0	126 0	62 4	83 11
October	251 7	108 4	129 9	64 2	85 2
1958 April	253 2	109 7	131 4	65 6	85 7
October	256 8	112 0	134 1	66 5	86 9
1959 April	262 11	114 0	137 1	67 8	87 4
October	270 9	117 6	140 8	68 9	90 4
<i>1958 Standard Industrial Classification</i>					
1959 October	271 1	117 6	140 11	69 0	90 10
1960 April	282 1	123 1	145 0	72 6	93 1
October	290 8	130 0	148 4	74 10	96 10
1961 April	301 4	135 9	152 7	78 1	99 11
October	306 10	137 10	154 6	79 7	102 0

The average level of weekly earnings rose between April 1956 and October 1961 by 30 per cent. for all men covered by the enquiries and by 29 per cent. for all full-time women. During the half-year April 1961 to October 1961, the rise was about 1½ per cent. for men, just over 1 per cent. for full-time women and nearly 2 per cent. for juveniles.

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

As regards the first of these factors, an estimate of the effect of increases in minimum, or standard, rates of wages is available from the index of rates of wages which measures the average movement from month to month in the level of full-time weekly rates of wages in the principal industries and services (see page 72 of this GAZETTE). The representative industries and services for which changes in rates are taken into account in this index include a number not represented in the statistics of average earnings given in the main part of this article, the most important of which are agriculture, coal mining, railway service and the distributive and catering trades. It is estimated, however, that if these industries and services were omitted from the index of weekly rates of wages, the result would show that between April 1956 and October 1961 the average level of weekly rates of wages for a full ordinary week's work in the industries covered by these half-yearly earnings enquiries had risen by 19 per cent. for men and 20½ per cent. for women. The difference between these figures and the rise of 30 per cent. for men and 29 per cent. for full-time women in actual weekly earnings over the same period represents the net effect of the other factors referred to in the preceding paragraph. Between April 1961 and October 1961, there was a rise of 1½ per cent. for men and three-quarters of one per cent. for women in weekly rates of wages compared with 1½ per cent. for men and 1 per cent. for full-time women in actual earnings in the same industries.

Between April 1956 and October 1961, the average level of hourly earnings in the industries covered by these enquiries rose by 33½ per cent. for men and 34 per cent. for full-time women compared with a rise of 25½ per cent. for men and 26½ per cent. for women in hourly wage rates.

As regards working hours, the next Table shows the average weekly hours worked by the operatives covered by the half-yearly earnings enquiries from April 1956:—

Average Weekly Hours Worked

Date	Men	Youths and Boys	Women		Girls
			Full-time	Part-time	
<i>1948 Standard Industrial Classification</i>					
1956 April	48.6	45.0	41.3	21.6	42.4
October	48.5	44.9	41.3	21.7	42.5
1957 April	48.5	44.9	41.3	21.6	42.4
October	48.2	44.5	41.0	21.4	42.1
1958 April	48.0	44.5	41.0	21.5	42.1
October	47.7	44.6	41.0	21.5	42.2
1959 April	48.0	44.6	41.3	21.5	42.3
October	48.5	44.9	41.4	21.6	42.4
<i>1958 Standard Industrial Classification</i>					
1959 October	48.5	45.0	41.4	21.6	42.4
1960 April	48.0	44.2	40.8	21.6	41.9
October	48.0	44.3	40.5	21.7	41.4
1961 April	47.9	44.1	39.9	21.7	40.8
October	47.4	43.6	39.7	21.8	40.6

The next Table shows the average hourly earnings at the same dates:—

Average Hourly Earnings

Date	Men	Youths and Boys	Women		Girls
			Full-time	Part-time	
<i>1948 Standard Industrial Classification</i>					
1956 April	58.1	26.8	34.8	33.2	22.2
October	58.9	27.3	35.8	33.9	23.0
1957 April	59.8	28.1	36.6	34.6	23.8
October	62.6	29.2	38.0	36.0	24.3
1958 April	63.3	29.6	38.4	36.6	24.4
October	64.6	30.1	39.2	37.1	24.7
1959 April	65.7	30.7	39.8	37.8	24.8
October	67.0	31.4	40.8	38.2	25.6
<i>1958 Standard Industrial Classification</i>					
1959 October	67.1	31.3	40.8	38.3	25.7
1960 April	70.5	33.4	42.6	40.3	26.7
October	72.7	35.2	44.0	41.4	28.1
1961 April	75.5	36.9	45.9	43.2	29.4
October	77.7	37.9	46.7	43.8	30.1

Percentage increases since April 1956 in (a) average weekly earnings and (b) average hourly earnings are given in the following Tables for all operatives covered by the half-yearly earnings enquiries.

Percentage Increase in Average Weekly Earnings since April 1956

Date	Men	Youths and Boys	Women		Girls	All Workers*
			Full-time	Part-time		
1956 October	1	2	3	3	4	2
1957 April	3	4	5	4	7	4
October	7	8	9	7	9	8
1958 April	8	9	10	9	9	8
October	9	11	12	11	11	10
1959 April	12	13	14	13	11	12
October	15	17	17	15	15	16
1960 April	20	22	21	21	18	20
October	23	29	24	25	23	23
1961 April	28	35	27	30	27	28
October	30	37	29	33	30	30

Percentage Increase in Average Hourly Earnings since April 1956

Date	Men	Youths and Boys	Women		Girls	All Workers*
			Full-time	Part-time		
1956 October	1	2	3	2	4	2
1957 April	3	5	5	4	7	4
October	8	9	9	8	9	8
1958 April	9	10	10	10	10	10
October	11	12	13	12	11	12
1959 April	13	15	14	14	12	14
October	15	17	17	15	15	16
1960 April	21	25	22	21	20	22
October	25	32	26	24	26	25
1961 April	30	38	32	30	32	30
October	34	42	34	32	35	34

Manufacturing Industries Only

Average Weekly Earnings (Manufacturing Industries)

Date	Men	Youths and Boys	Women		Girls
			Full-time	Part-time	
<i>1948 Standard Industrial Classification</i>					
1956 April	242.2	97.6	119.7	63.0	78.8
October	245.7	99.1	123.4	62.9	81.9
1957 April	248.1	102.2	125.1	64.1	84.4
October	261.2	106.2	129.9	66.8	85.7
1958 April	261.4	106.10	131.2	68.3	85.11
October	265.5	109.1	134.1	69.2	87.2
1959 April	271.9	111.1	137.3	70.7	87.9
October	281.3	115.0	141.1	71.8	90.9
<i>1958 Standard Industrial Classification</i>					
1959 October	284.3	117.6	141.4	72.3	91.5
1960 April	296.4	124.0	145.2	74.2	93.7
October	303.3	132.3	148.3	76.3	97.3
1961 April	315.3	137.1	152.7	79.7	100.3
October	317.10	139.1	154.3	81.0	102.6

Average Weekly Hours Worked (Manufacturing Industries)

Date	Men	Youths and Boys	Women		Girls
			Full-time	Part-time	
<i>1948 Standard Industrial Classification</i>					
1956 April	48.2	44.5	41.2	22.1	42.4
October	48.2	44.6	41.3	22.3	42.5
1957 April	48.1	44.4	41.3	22.1	42.4
October	48.0	44.0	41.0	22.0	42.2
1958 April	47.6	44.1	40.9	22.0	42.2
October	47.3	44.1	40.9	22.1	42.2
1959 April	47.6	44.2	41.3	22.1	42.4
October	48.2	44.5	41.4	22.1	42.4
<i>1958 Standard Industrial Classification</i>					
1959 October	48.2	44.5	41.4	22.2	42.4
1960 April	47.4	43.5	40.6	21.7	41.9
October	47.4	43.6	40.4	21.8	41.4
1961 April	47.3	43.5	39.8	21.9	40.8
October	46.8	43.0	39.6	22.0	40.6

* Excluding part-time workers.

Average Hourly Earnings (Manufacturing Industries)

Date	Men	Youths and Boys	Women		Girls
			Full-time	Part-time	
<i>1948 Standard Industrial Classification</i>					
1956 April	60.3	26.3	34.8	33.7	22.3
October	61.1	26.9	35.8	34.3	23.1
1957 April	62.1	27.6	36.6	35.2	23.9
October	65.3	29.0	38.0	36.4	24.3
1958 April	65.9	29.1	38.5	37.2	24.4
October	67.3	29.7	39.3	37.6	24.8
1959 April	68.5	30.2	39.9	38.3	24.8
October	70.0	31.0	40.9	38.9	25.7
<i>1958 Standard Industrial Classification</i>					
1959 October	70.8	31.7	41.0	39.1	25.9
1960 April	75.0	34.2	42.9	41.0	26.8
October	76.8	36.4	44.0	42.0	28.2
1961 April	80.0	38.0	46.0	43.6	29.5
October	81.5	38.8	46.7	44.2	30.3

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

Date	Men	Youths and Boys	Women		Girls	All Workers*
			Full-time	Part-time		
1956 October	1	2	3	3	4	2
1957 April	3	5	5	5	7	4
October	8	9	9	8	9	8
1958 April	8	10	10	10	9	10
October	10	12	12	12	11	12
1959 April	12	14	14	14	12	13
October	16	18	18	16	15	17
1960 April	21	24	21	19	18	21
October	24	33	24	22	23	24
1961 April	29	38	27	27	27	28
October	30	40	29	30	29	30

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

Date	Men	Youths and Boys	Women		Girls	All Workers*
			Full-time	Part-time		
1956 October	1	2	3	2	4	2
1957 April	3	5	5	4	7	4
October	8	10	9	8	9	9
1958 April	9	11	11	10	9	10
October	12	13	13	12	11	12
1959 April	14	15	15	14	11	14
October	16	18	18	15	15	16
1960 April	23	27	23	21	19	23
October	26	35	26	24	25	26
1961 April	31	41	32	29	31	31
October	34	44	34	30	35	34

At October 1961, the average level of weekly earnings in manufacturing industries was 30 per cent. higher for men and 29 per cent. higher for full-time women than in April 1956; the increase in the average level of weekly rates of wages in these industries over the same period was about 18 per cent. for men and 20½ per cent. for women. During the period April 1961 to October 1961, the corresponding increases in earnings were three-quarters of one per cent. for men and 1 per cent. for full-time women, and in rates three-quarters of one per cent. in both cases.

The average level of hourly earnings in manufacturing industries in October 1961 was 34 per cent. higher for both men and full-time women than in April 1956, compared with increases in hourly rates of wages of 23½ per cent. for men and 26½ per cent. for women.

Changes in Rates of Wages and Hours of Work since October 1961

Since the enquiry was made in October 1961, there have been a number of changes in weekly rates of wages and/or reductions in normal weekly hours of work. It is estimated that the effect of these changes has been to raise the general level of full-time weekly wage rates in the industries covered by the earnings enquiry by nearly three-quarters of one per cent. and that of hourly wage rates by just over three-quarters of one per cent. The principal changes affected workers in baking, brewing, silk, building brick and allied industries in England and Wales, furniture manufacture, general printing, building, electricity supply and road haulage.

Industries Not Covered by the Enquiry

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

Calculations are now made at regular intervals to ascertain what would have been the effect of combining the earnings in respect of agricultural workers, coal miners, British Railway workers, London Transport Executive employees (wages grades), inland waterways workers and dock workers with those of the Ministry's normal

* Excluding part-time workers.

enquiries in order to obtain a single figure of average weekly earnings of manual wage-earners. Results of the calculations in respect of April 1960 (the latest date from which all the information is available) were published in the September 1961 issue of this GAZETTE (page 374) and showed that, except in the case of youths and boys, combining these figures made little difference to the percentage increases over April 1952.

Dock Labour

The figures relating to port and inland water transport given on pages 55 and 57 cover only the wage-earners in the regular employment of the authorities and firms concerned, excluding dock workers on daily or half-daily engagements. Statistics compiled by the National Dock Labour Board show that the earnings of all classes of registered dock workers on daily or half-daily engagements were as follows at the dates shown:—

Date	Average Weekly Earnings*	Three-monthly Periods	Average Weekly Earnings*
1956 April 28th	269 7	1956 April-June	262 10
October 27th	270 9	October-December	258 10
1957 April 13th	265 7	1957 April-June	273 0
October 26th	285 4	October-December	279 5
1958 April 26th	271 11	1958 April-June	264 2
November 1st	265 8	October-December	278 3
1959 May 2nd	290 11	1959 April-June	285 10
October 17th	279 11	October-December	300 10
1960 April 30th	309 3	1960 April-June	307 4
November 19th	341 1	October-December	330 6
1961 April 22nd	308 3	1961 April-June	309 9
October 14th	302 5	July-September	311 1

Agriculture

Information about agricultural workers is collected from regular enquiries conducted by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture for Scotland. The average weekly earnings of hired regular whole-time workers in Great Britain are shown in the following Table. They are total earnings, including overtime, piece-work, bonuses, premiums and perquisites valued, where applicable, in accordance with the Agricultural Wages Orders. The figures given are averages of earnings over complete years or half-years, including weeks when earnings are lower on account of sickness, holidays or other absences.

Date†	Average Weekly Earnings		
	Men (20 years and over)	Youths (under 20 years)	Women and Girls
Great Britain			
<i>Half-yearly periods</i>			
1956 April -1956 September	174 2	101 10	111 7
1956 October-1957 March	174 11	103 0	114 3
1957 April -1957 September	184 10	109 6	116 9
1957 October-1958 March	183 5	111 9	120 1
1958 April -1958 September	195 7	116 6	124 2
1958 October-1959 March	193 9	118 0	126 2
1959 April -1959 September	204 1	120 7	129 0
1959 October-1960 March	195 2	118 8	127 2
1960 April -1960 September	211 8	125 9	132 5
1960 October-1961 March	206 11	124 10	134 4
1961 April -1961 September	224 1	132 6	142 5
<i>Yearly periods</i>			
1956 April -1957 March	174 7	102 5	112 11
1957 April -1958 March	184 2	110 7	118 5
1958 April -1959 March	194 8	117 3	125 2
1959 April -1960 March	199 7	119 7	128 1
1960 April -1961 March	209 3	125 3	133 4

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

Date†	Average Weekly Hours		
	Men (20 years and over)	Youths (under 20 years)	Women and Girls
England and Wales			
<i>Half-yearly periods</i>			
1956 April -1956 September	52.4	50.8	48.8
1956 October-1957 March	51.3	49.8	47.8
1957 April -1957 September	53.0	51.1	49.0
1957 October-1958 March	50.9	49.8	48.1
1958 April -1958 September	52.8	50.6	48.3
1958 October-1959 March	51.1	49.9	48.5
1959 April -1959 September	53.1	51.2	48.1
1959 October-1960 March	50.4	49.0	48.0
1960 April -1960 September	52.2	50.2	46.0
1960 October-1961 March	50.2	48.9	46.0
1961 April -1961 September	52.3	50.8	46.7
<i>Yearly periods</i>			
1956 April -1957 March			

TABLE I.—NUMBERS OF WORKERS COVERED BY THE RETURNS RECEIVED AND AVERAGE EARNINGS IN THE SECOND PAY-WEEK IN OCTOBER 1961

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

Industry	Numbers of workers covered by the returns received				Average earnings* in the second pay-week in October 1961					
	Men (21 & over)	Youths and Boys	Women (18 and over)†		Girls	Men (21 & over)	Youths and Boys	Women (18 and over)†		Girls
			Full-time	Part-time				Full-time	Part-time	
Mining and Quarrying (except coal)					s. d.	s. d.	s. d.	s. d.	s. d.	
Stone and Slate Quarrying and Mining .. .	12,379	646	43	31	3	290 5	167 10	—	—	—
Chalk, Clay, Sand and Gravel Extraction .. .	8,758	632	36	29	5	298 9	178 0	—	—	—
Other Mining and Quarrying .. .	7,859	648	398	54	103	299 9	172 11	157 7	—	—
Food, Drink and Tobacco										
Grain Milling .. .	20,999	1,242	2,885	744	354	297 0	168 9	149 0	70 4	112 2
Bread and Flour Confectionery .. .	38,828	5,167	12,241	6,169	2,126	282 10	136 6	141 3	72 11	94 2
Biscuits .. .	11,828	1,210	14,745	14,352	2,499	310 10	149 8	154 0	82 10	102 10
Bacon Curing, Meat and Fish Products .. .	16,287	2,140	10,978	5,666	1,207	269 1	142 2	141 0	71 4	98 9
Milk Products .. .	10,944	863	3,537	1,182	392	281 6	151 4	146 3	80 8	97 4
Sugar .. .	10,628	669	2,619	1,182	264	346 6	195 10	180 8	127 7	—
Cocoa, Chocolate and Sugar Confectionery .. .	24,934	2,470	24,442	16,345	3,693	303 7	147 0	148 4	81 0	93 0
Fruit and Vegetable Products .. .	15,961	1,125	18,823	8,147	1,337	280 3	145 10	138 8	75 8	103 6
Animal and Poultry Foods .. .	7,144	279	768	225	128	306 3	174 2	138 2	79 8	—
Food Industries not elsewhere specified .. .	9,246	597	5,121	2,245	487	340 3	161 2	160 3	80 5	109 2
Brewing and Malting .. .	44,988	3,071	6,725	1,335	403	275 8	148 0	143 4	69 1	97 3
Other Drink Industries .. .	16,486	3,422	9,387	1,282	1,124	269 1	120 9	148 6	76 4	110 4
Tobacco .. .	10,645	656	14,807	3,058	2,784	316 7	163 10	177 0	94 0	124 7
Chemicals and Allied Industries										
Coke Ovens and Manufactured Fuel .. .	11,544	386	28	34	—	299 4	167 4	—	—	—
Mineral Oil Refining .. .	19,174	1,005	962	442	29	333 1	172 5	166 1	92 6	—
Lubricating Oils and Greases .. .	16,977	169	263	75	20	297 0	—	—	—	—
Chemicals and Dyes .. .	88,096	5,348	8,488	3,153	867	321 9	143 9	145 8	72 5	94 8
Pharmaceutical and Toilet Preparations .. .	12,238	1,034	13,557	4,466	2,530	282 11	145 6	148 9	72 5	110 3
Explosives and Fireworks .. .	28,100	1,721	5,865	706	633	288 8	120 10	175 7	87 11	116 3
Paint and Printing Ink .. .	13,925	883	2,972	984	154	277 0	141 5	137 10	70 7	—
Vegetable and Animal Oils, Fats, Soap and Detergents .. .	16,743	862	4,474	1,952	684	332 6	156 2	155 10	77 8	101 5
Synthetic Resins and Plastics Materials .. .	15,084	710	970	444	104	322 10	159 1	155 3	71 9	—
Polishes, Gelatine, Adhesives, etc. .. .	4,109	238	1,553	571	419	299 6	155 7	150 6	92 0	100 4
Metal Manufacture										
Iron and Steel (General)‡ .. .	192,649	17,095	4,957	1,630	173	339 2	159 6	152 6	79 3	—
Steel Tubes .. .	31,281	2,234	2,581	880	157	321 1	152 4	153 0	74 8	—
Iron Castings, etc.‡ .. .	82,797	7,225	5,885	1,051	356	310 9	143 9	154 4	76 4	94 6
Light Metals .. .	32,043	1,893	4,710	1,268	344	331 8	164 1	166 10	84 9	120 11
Copper, Brass and Other Base Metals .. .	39,130	3,207	4,619	1,210	419	323 2	144 10	157 8	84 4	107 8
Engineering and Electrical Goods										
Agricultural Machinery (except Tractors) .. .	14,973	2,623	665	176	59	279 4	114 2	141 11	68 5	—
Metal-working Machine Tools .. .	42,861	7,423	3,064	744	181	347 5	133 10	162 1	73 3	—
Engineers' Small Tools and Gauges .. .	19,670	3,212	4,674	883	324	349 5	127 2	151 3	76 8	87 7
Industrial Engines .. .	24,573	2,791	1,795	389	60	323 3	140 3	165 6	78 11	—
Textile Machinery and Accessories .. .	33,634	4,463	3,025	607	129	298 11	119 5	152 2	71 4	—
Contractors' Plant and Quarrying Machinery .. .	13,537	1,433	339	151	79	333 9	132 6	155 3	84 6	—
Mechanical Handling Equipment .. .	22,833	3,666	699	239	24	323 9	129 6	151 9	69 5	—
Office Machinery .. .	18,490	1,378	6,561	710	166	323 8	133 11	176 4	77 4	—
Other Machinery .. .	136,538	20,065	14,888	2,880	705	315 11	129 1	168 2	76 3	98 7
Industrial Plant and Steelwork .. .	75,638	8,800	1,939	1,001	59	342 2	135 10	141 2	72 1	—
Ordnance and Small Arms .. .	21,812	1,345	3,817	753	111	294 9	122 4	168 1	82 3	—
Other Mechanical Engineering not elsewhere specified .. .	85,003	8,818	17,266	3,208	1,035	327 1	133 8	173 6	85 3	112 5
Scientific, Surgical and Photographic Instruments, etc. .. .	37,700	6,760	16,752	3,181	1,727	306 9	128 0	162 7	84 4	106 7
Watches and Clocks .. .	2,928	390	3,809	250	604	314 5	135 8	173 5	87 9	106 7
Electrical Machinery .. .	92,222	16,381	24,543	4,125	2,005	325 2	128 9	164 8	85 7	98 0
Insulated Wires and Cables .. .	23,633	1,686	7,720	1,678	558	338 9	149 5	157 2	84 3	103 1
Telegraph and Telephone Apparatus .. .	24,000	2,890	15,692	3,267	1,514	315 5	124 4	163 6	92 6	103 2
Radio and Other Electronic Apparatus .. .	44,000	6,805	43,651	11,108	4,680	307 2	124 4	159 11	87 9	104 9
Domestic Electric Appliances .. .	18,022	1,470	10,462	1,272	660	311 3	146 7	167 2	87 0	101 6
Other Electrical Goods .. .	34,834	3,543	25,007	6,979	2,117	319 6	131 6	168 9	89 9	105 2
Shipbuilding and Marine Engineering										
Shipbuilding and Ship Repairing .. .	111,455	15,153	1,308	397	69	304 5	133 6	155 4	72 8	—
Marine Engineering .. .	53,839	9,868	780	191	56	304 3	133 0	150 4	66 8	—
Vehicles										
Motor Vehicle Manufacturing .. .	242,086	14,647	19,853	2,665	683	367 2	149 5	187 6	83 10	111 7
Motor Cycle, Three-wheel Vehicle and Pedal Cycle Manufacturing .. .	14,137	1,575	3,570	613	183	293 2	136 4	162 3	81 1	—
Aircraft Manufacturing and Repairing .. .	132,581	12,825	11,808	1,799	580	352 10	132 3	172 5	79 8	101 9
Locomotives and Railway Track Equipments§ .. .	8,662	1,484	701	247	18	305 8	139 8	180 4	72 7	—
Railway Carriages and Wagons and Trams§ .. .	14,183	1,742	491	102	13	305 8	139 8	180 4	72 7	—
Perambulators, Hand-trucks, etc. .. .	1,980	462	703	314	76	294 6	145 2	150 10	95 6	—
Metal Goods not Elsewhere Specified										
Tools and Implements .. .	7,379	1,127	3,459	460	226	293 6	125 10	143 5	81 4	86 9
Cutlery .. .	2,948	397	2,946	562	402	320 10	129 6	135 11	82 9	84 9
Bolts, Nuts, Screws, Rivets, etc. .. .	16,386	2,118	7,822	2,906	471	311 0	140 6	155 10	86 2	108 1
Wire and Wire Manufactures .. .	20,704	2,119	3,618	683	304	318 0	145 6	155 6	79 5	103 3
Cans and Metal Boxes .. .	6,633	877	8,400	4,663	1,099	300 7	133 0	141 9	73 2	93 10
Jewellery, Plate and Refining of Precious Metals .. .	6,723	958	3,848	936	545	315 6	139 7	138 11	85 3	93 4
Metal Industries not elsewhere specified .. .	118,485	14,398	41,328	11,047	3,320	314 7	140 10	151 7	80 3	103 0

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

Table I.—Numbers of Workers Covered by the Returns Received and Average Earnings in the Second Pay-Week in October 1961—continued

Industry	Numbers of workers covered by the returns received					Average earnings* in the second pay-week in October 1961				
	Men (21 & over)	Youths and Boys	Women (18 and over)†		Girls	Men (21 & over)	Youths and Boys	Women (18 and over)†		Girls
			Full-time	Part-time				Full-time	Part-time	
Textiles						s. d.	s. d.	s. d.	s. d.	s. d.
Production of Man-made Fibres .. .	22,454	1,078	4,717	704	402	309 4	144 7	155 4	78 4	106 1
Spinning and Doubling of Cotton, Flax and Man-made Fibres .. .	28,560	3,235	46,774	8,457	4,255	246 6	141 2	149 10	76 8	117 7
Weaving of Cotton, Linen and Man-made Fibres .. .	31,734	2,980	42,676	4,973	3,809	265 7	139 3	161 4	77 3	112 7
Woolen and Worsted .. .	57,976	5,149	54,830	12,626	7,924	274 6	145 6	154 4	75 11	115 10
Jute .. .	5,955	505	5,895	877	575	238 7	133 5	150 9	73 0	104 6
Rope, Twine and Net .. .	2,679	595	4,229	705	590	266 3	125 11	133 1	72 4	108 11
Hosiery and Other Knitted Goods .. .	21,268	2,868	46,349	7,307	11,854	335 0	147 9	161 3	92 1	113 3
Lace .. .	2,502	307	2,797	690	263	266 2	141 9	131 8	74 0	104 5
Carpets .. .	12,286	2,032	8,175	1,164	1,950	303 1	152 10	167 4	88 4	107 10
Narrow Fabrics .. .	3,702	490	7,415	1,887	1,058	254 9	127 7	138 11	75 4	104 4
Made-up Textiles .. .	2,606	549	9,553	1,152	1,495	242 8	117 8	126 10	81 0	91 6
Textile Finishing .. .	34,568	3,036	11,327	1,729	1,580	280 0	151 1	145 3	74 1	106 6
Other Textile Industries .. .	6,714	497	2,138	434	211	304 8	155 1	151 4	74 7	105 9
Leather, Leather Goods and Fur										
Leather (Tanning and Dressing) and Fellmongery .. .	14,997	1,895	3,210	404	273	274 4	148 10	147 6	82 3	101 0
Leather Goods .. .	2,853	673	6,113	1,076	1,066	267 0	122 6	137 9	78 9	96 11
Fur .. .	1,680	168	1,320	243	136	290 7	—	165 9	85 4	—
Clothing and Footwear										
Weatherproof Outerwear .. .	2,544	477	9,033	928	1,568	261 9	114 2	151 1	91 8</	

TABLE II.—AVERAGE HOURS WORKED AND AVERAGE HOURLY EARNINGS IN THE SECOND PAY-WEEK IN OCTOBER 1961

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

Industry	Average number of hours worked* in the second pay-week in October 1961, by the workers covered by the returns received					Average hourly earnings* in the second pay-week in October 1961, by the workers covered by the returns received				
	Men (21 & over)	Youths and Boys	Women (18 & over)†		Girls	Men (21 & over)	Youths and Boys	Women (18 & over)†		Girls
			Full-time	Part-time				Full-time	Part-time	
Mining and Quarrying (except coal)	Hours	Hours	Hours	Hours	Hours	d.	d.	d.	d.	d.
Stone and Slate Quarrying and Mining	51.5	46.5	—	—	—	67.7	43.3	—	—	—
Chalk, Clay, Sand and Gravel Extraction	51.6	45.6	—	—	—	69.5	46.8	—	—	—
Other Mining and Quarrying	45.2	42.7	40.3	—	—	79.6	48.6	46.9	—	—
Food, Drink and Tobacco										
Grain Milling	49.3	44.9	39.4	20.0	40.1	72.3	45.1	45.4	42.2	33.6
Bread and Flour Confectionery	48.7	44.2	41.3	21.6	42.1	69.7	37.1	41.0	40.5	26.8
Biscuits	51.2	46.4	41.1	22.3	40.7	72.9	38.7	45.0	44.6	30.3
Bacon Curing, Meat and Fish Products	48.1	44.4	40.3	22.8	41.0	67.1	38.4	42.0	37.5	28.9
Milk Products	49.5	45.3	40.7	21.6	40.6	68.2	40.1	43.1	44.8	28.8
Sugar	51.3	44.2	41.3	20.1	39.8	81.1	53.2	52.5	47.6	38.5
Cocoa, Chocolate and Sugar Confectionery	47.4	42.1	40.5	22.1	40.3	76.9	41.9	44.0	44.0	27.7
Fruit and Vegetable Products	48.3	45.0	40.3	22.6	41.0	69.6	38.9	41.3	40.2	30.3
Animal and Poultry Foods	49.2	45.3	38.8	22.5	—	74.7	46.1	42.7	42.5	—
Food Industries not elsewhere specified	48.7	43.1	39.2	21.2	39.2	83.8	44.9	49.1	45.5	33.4
Brewing and Malting	47.8	43.7	40.5	19.2	40.2	69.2	40.6	42.5	43.2	29.0
Other Drink Industries	48.2	44.6	42.6	22.1	42.9	67.0	32.5	41.8	41.4	30.9
Tobacco	45.7	44.1	40.8	22.9	41.0	83.1	44.6	52.1	49.3	36.5
Chemicals and Allied Trades										
Coke Ovens and Manufactured Fuel	44.7	43.6	—	—	—	80.4	46.1	—	—	—
Mineral Oil Refining	45.4	42.7	41.9	23.6	—	88.0	48.5	47.6	47.0	—
Lubricating Oils and Greases	49.7	—	39.0	—	—	71.7	—	—	—	—
Chemicals and Dyes	47.0	42.2	39.6	20.7	40.5	82.1	40.9	44.1	42.0	28.0
Pharmaceutical and Toilet Preparations	46.9	42.4	39.7	20.8	40.7	72.4	41.2	45.0	41.8	29.6
Explosives and Fireworks	45.8	41.6	42.0	23.6	41.8	75.6	34.9	50.2	44.7	33.4
Paint and Printing Ink	45.9	42.8	39.9	21.4	—	82.4	43.7	46.9	42.2	31.1
Vegetable and Animal Oils, Fats, Soap and Detergents	48.4	42.9	39.9	22.1	39.1	82.4	43.7	46.9	42.2	31.1
Synthetic Resins and Plastics Materials	46.0	42.5	41.8	21.4	—	84.2	44.9	44.6	40.2	—
Polishes, Gelatine, Adhesives, etc.	50.0	44.3	39.3	23.3	41.3	71.9	42.1	46.0	47.4	29.2
Metal Manufacture										
Iron and Steel (General)‡	45.3	41.5	39.6	21.6	—	89.8	46.1	46.2	44.0	—
Steel Tubes	47.7	43.1	38.8	20.7	—	80.8	42.4	47.3	43.3	—
Iron Castings, etc.‡	46.2	42.7	39.2	20.9	40.5	80.7	40.4	47.2	43.8	28.0
Light Metals	46.1	42.0	39.2	21.1	40.3	86.3	46.9	51.1	48.2	36.0
Copper, Brass and Other Base Metals	47.5	43.0	39.3	22.0	40.1	81.6	40.4	48.1	46.0	32.2
Engineering and Electrical Goods										
Agricultural Machinery (except Tractors)	46.3	43.6	39.4	20.4	—	72.4	31.4	43.2	40.2	—
Metal-working Machine Tools	47.7	43.2	39.6	22.3	—	87.4	37.2	49.1	39.4	—
Engineers' Small Tools and Gauges	47.1	42.8	40.0	21.8	41.3	89.0	35.7	45.4	42.2	25.4
Industrial Engines	46.3	42.6	40.2	22.0	—	83.8	39.5	49.4	43.0	—
Textile Machinery and Accessories	46.9	43.1	39.6	22.0	—	76.5	33.2	46.1	41.6	—
Contractors' Plant and Quarrying Machinery	47.7	42.7	41.1	22.0	—	84.0	37.2	45.3	45.1	—
Mechanical Handling Equipment	49.3	43.6	38.4	20.5	—	78.8	35.6	47.4	40.1	—
Office Machinery	46.5	41.7	40.1	20.1	—	83.5	38.5	52.8	46.2	—
Other Machinery	47.5	43.2	40.2	19.9	40.4	79.8	35.9	50.2	46.0	29.3
Industrial Plant and Steelwork	49.4	43.6	38.8	22.3	—	83.1	37.4	43.7	38.8	—
Ordnance and Small Arms	45.9	42.1	41.6	23.2	—	77.1	34.9	48.5	42.5	—
Other Mechanical Engineering not elsewhere specified	45.8	42.7	39.6	22.1	39.2	83.7	37.3	51.4	48.5	34.4
Scientific, Surgical and Photographic Instruments, etc.	45.8	42.7	39.6	22.1	41.3	80.4	36.0	49.3	45.8	31.0
Watches and Clocks	45.3	41.7	40.5	20.3	41.3	83.3	39.0	51.4	51.9	31.0
Electrical Machinery	47.8	43.1	40.4	22.5	40.3	81.6	35.8	48.9	45.6	29.2
Insulated Wires and Cables	51.1	43.8	39.8	21.1	41.0	79.5	40.9	47.4	45.7	30.2
Telegraph and Telephone Apparatus	47.0	42.9	40.1	22.1	40.2	80.5	34.8	48.9	50.2	30.8
Radio and Other Electronic Apparatus	46.8	42.5	40.7	21.7	40.5	78.8	35.1	47.1	48.5	31.0
Domestic Electric Appliances	45.9	42.2	40.3	21.1	39.5	81.4	41.7	49.8	49.5	30.8
Other Electrical Goods	45.4	43.1	40.2	21.2	40.2	84.4	36.6	50.4	50.8	31.4
Shipbuilding and Marine Engineering										
Shipbuilding and Ship Repairing	45.8	42.1	40.6	23.3	—	79.8	38.1	45.9	37.4	—
Marine Engineering	47.4	42.9	39.3	21.5	—	77.0	37.2	45.9	37.2	—
Vehicles										
Motor Vehicle Manufacturing	43.8	41.7	39.3	20.7	39.6	100.6	43.0	57.3	48.6	33.8
Motor Cycle, Three-wheel Vehicle and Pedal Cycle Manufacturing	—	—	—	—	—	—	—	—	—	—
Aircraft Manufacturing and Repairing	42.3	40.9	38.6	23.0	—	83.2	40.0	50.4	42.3	—
Locomotives and Railway Track Equipment§	47.0	42.0	40.5	22.4	39.9	90.1	37.8	51.1	42.7	30.6
Radio and Other Electronic Apparatus	46.6	41.9	37.8	20.5	—	77.1	36.8	49.2	42.5	—
Railway Carriages and Wagons and Trams§	44.7	42.7	38.8	20.2	—	82.3	39.3	55.8	38.4	—
Perambulators, Hand-trucks, etc.	46.7	45.0	38.7	23.3	—	75.7	38.7	46.8	49.2	—
Metal Goods not elsewhere specified										
Tools and Implements	46.5	42.7	39.1	22.8	40.6	75.7	35.4	44.0	42.8	25.6
Cutlery	46.2	44.0	37.6	20.9	40.4	83.3	35.3	43.4	47.5	25.2
Bolts, Nuts, Screws, Rivets, etc.	46.5	43.6	39.0	22.3	40.6	80.3	38.7	47.9	46.4	31.0
Wire and Wire Manufactures	48.1	43.9	39.6	22.0	40.0	79.3	39.8	47.1	43.3	31.0
Cans and Metal Boxes	46.8	42.4	39.2	21.6	39.7	77.1	37.6	43.4	40.6	28.4
Jewellery, Plate and Refining of Precious Metals	46.3	42.7	38.1	23.2	41.1	81.8	39.2	43.8	44.1	27.3
Metal Industries not elsewhere specified	47.4	43.4	38.9	22.0	40.3	79.6	38.9	46.8	43.8	30.7

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

Table II.—Average Hours Worked and Average Hourly Earnings in the Second Pay-Week in October 1961—continued

Industry	Average number of hours worked* in the second pay-week in October 1961, by the workers covered by the returns received					Average hourly earnings* in the second pay-week in October 1961, by the workers covered by the returns received				
	Men (21 & over)	Youths and Boys	Women (18 & over)†		Girls	Men (21 & over)	Youths and Boys	Women (18 & over)†		Girls
			Full-time	Part-time				Full-time	Part-time	
Textiles	Hours	Hours	Hours	Hours	Hours	d.	d.	d.	d.	d.
Production of Man-made Fibres	43.6	40.6	40.6	22.0	40.2	85.1	42.7	45.9	42.7	31.7
Spinning and Doubling of Cotton, Flax and Man-made Fibres	46.2	42.9	39.1	20.5	40.2	64.0	39.5	46.0	44.9	35.1
Weaving of Cotton, Linen and Man-made Fibres	43.9	42.3	39.9	19.9	40.8	72.6	39.5	48.5	46.6	33.1
Woolen and Worsted	48.5	44.1	39.6	20.8	41.0	67.9	39.6	46.8	43.8	30.9
Jute, Twine and Net	45.6	43.3	40.8	20.3	41.2	62.8	37.0	41.2	37.0	30.4
Rope, Twine and Net	49.1	44.0	40.5	21.0	40.1	65.1	34.3	39.4	41.3	32.6
Hosiery and Other Knitted Goods	44.8	43.4	38.8	23.5	40.9	89.7	40.9	49.9	47.0	33.2
Lace	46.2	44.3	39.2	22.3	42.2	69.1	38.4	40.3	39.8	29.7
Carpets	46.1	42.1	40.6	22.5	41.3	78.9	43.6	49.5	47.1	31.3
Narrow Fabrics	46.4	43.7	39.2	22.0	40.7	65.9	35.0	42.5	41.1	30.8
Made-up Textiles	47.1	42.4	38.7	22.9	40.5	61.8	33.3	39.3	42.4	27.1
Textile Finishing	48.8	44.7	40.5	22.0	41.5	68.9	40.6	43.0	40.4	30.8
Other Textile Industries	48.9	45.3	39.3	21.0	40.3	74.8	41.1	46.2	42.6	31.5
Leather, Leather Goods and Fur										
Leather (Tanning and Dressing) and Feltmongery	47.3	43.9	40.0	23.3	41.4	69.6	40.7	44.3	42.4	29.3
Leather Goods	45.3	43.1	38.5	23.0	41.4	70.7	34.1	42.9	41.1	28.1
Fur	45.3	—	39.3	22.7	—	77.0	—	50.6	45.1	—
Clothing and Footwear										
Weatherproof Outerwear	44.1	41.7	37.9	23.4	40.6	71.2	32.9	47.8	47.0	29.4
Men's and Boys' Tailored Outerwear	43.8	42.1	39.1	23.9	40.8	73.0	34.2	45.0	44.4	30.0
Women's and Girls' Tailored Outerwear	45.6	41.1	38.3	23.8	39.4	82.4	35.2	48.4	43.8	28.0
Overalls and Men's Shirts, Underwear, etc.	45.0	41.6	37.9	22.0	39.5	65.0	32.5	43.2	41.0	28.8
Dresses, Lingerie, Infants' Wear, etc.	43.9	42.1	38.3	23.2	39.8	71.8	32.4	45.9	44.2	28.3
Hats, Caps and Millinery	42.2	42.8	36.7	22.5	38.5	75.0	40.1	45.5	44.5	29.6
Dress Industries not elsewhere specified	45.3	43.4								

INDUSTRIAL SAFETY, HEALTH AND WELFARE

Electrical Accidents and their Causes

The annual report on "Electrical Accidents and their Causes", 1960, has been issued by H.M. Factory Inspectorate, Ministry of Labour, and published by H.M. Stationery Office, price 7s. 7d. (including postage).

Reviewing industrial fire risks, the Report notes that in 1960, apart from outbreaks arising directly from such usual causes as the failure of switches, transformers, reactors and similar electrical plant, 166 other fires and explosions on premises subject to the Factories Acts were investigated by Electrical Inspectors. In these four people were killed and 44 injured. It adds that these encouragingly low figures reinforce the view that electricity is by far the safest medium for supplying lighting and power. Future efforts must be directed against the use of faulty apparatus, and against those unsafe practices, largely the result of carelessness, which mar industry's otherwise exceptional record of immunity from electrical fires.

The Report points out that in the past fires had often been attributed to cable faults where cables were present and no other source of ignition was readily identifiable, but that it is now more generally realised that cables are unlikely to cause fires unless there is a heavy short circuit, or in the unlikely event of an internal break in the conductor and consequent internal arcing. Referring to the liability of flexible cables and cords to cause fires, the Report notes that the qualities of lightness, flexibility and general ease of handling which are essential in them cannot be obtained without some sacrifice of their mechanical and electrical resistance to damage. Many fires from this source are trivial because the cables are normally used in circumstances in which there is someone who can switch off the current and extinguish the fire before it develops.

One other hazard which the Report mentions is that arising from the proximity of cables and gas pipes, particularly "compo" gas pipes. Attention is drawn to the need to keep the two services apart, and the need to lay iron gas barrel, as is the practice in London, instead of "compo" pipe. This precaution can be adopted in new buildings, but there remains a large number of older installations where the two services are inextricably mixed in cellars and under floors. In these cases it is virtually impossible to separate pipes from the conduits, and the only effective safeguard is to re-run parts of one or the other.

Prevention of fire is only one of the aspects of electrical safety covered in the Report, which contains information and advice of value to public supply engineers and all industrial users of electricity. Other chapters deal with hydrogen-cooled alternators, the instrumentation and control of nuclear power stations, electrical safety devices for industrial machinery, and the emergency stopping of electrically-driven machines. The Report draws attention to the continued demand on the electricity supply system, necessitating ever-larger generating installations and higher voltages for transmission, and comments that such a rapid advance calls for the highest qualities in those who have to plan and operate the system. The uses of semi-conductors and other developments in electronic engineering are also described.

During 1960, the number of electrical accidents reported under the Factories Acts was 837, an increase of 99 over 1959; 41 of these were fatal, seven more than in the previous year. Of the total, 146 accidents were cases of welders' conjunctivitis, or "eyeflash". In addition, a further 93 fatal accidents came unofficially to the notice of the Inspectorate, making a total of 134 fatal accidents for the year. Accidents at portable apparatus resulted in 16 deaths, and the Report observes that a reduction in the risk of accidents of this class would make a very considerable contribution to electrical safety.

50th Issue of "Accidents" Booklet

In a foreword to the 50th edition (January 1962) in the post-war series of "Accidents: how they happen and how to prevent them", H.M. Chief Inspector of Factories recalls the care taken to ensure that, in reviewing typical accidents of all kinds which occur in the vast range of industries covered by factory legislation, the causes are brought out clearly and the best known preventive measures indicated. He says that the series has been of great practical value to industry and expresses his confidence that, before it reaches its century, "Accidents" will be playing a still greater part in the development of industrial safety and reaching a still greater number of industrial readers. A quarterly publication of H.M. Factory Inspectorate of the Ministry of Labour, the booklet can be obtained from H.M. Stationery Office, price 1s. 3d. (1s. 7d. including postage). The annual subscription is 6s. 4d. including postage. Items and Crown copyright illustrations may be reproduced in connection with accident prevention publicity provided the source is acknowledged.

The current issue of the booklet is devoted entirely to accidents involving young persons under 18 years of age in the hope that attention will be drawn to the recent alarming increase in the number of such accidents. The latest Annual Report of H.M. Chief Inspector of Factories (see the issue of the GAZETTE for October 1961, page 412) records that in 1960 there were 9,414 accidents to boys, an increase of 17 per cent. over the previous year, and 3,237 to girls, an increase of 10 per cent., observing that although part of the increase in accidents may be attributed to the greater number of young persons entering employment, they remain a matter for the gravest concern.

Boys and girls coming from school into an environment that is strange to them and working on machines or in conditions which may be unfamiliar, are more likely to be involved in accidents than older, more experienced workers, says the booklet. It suggests that safety training should begin in the home, and should continue in school

workshops and practical rooms, and that young people should be prepared for factory life by training in the use of safe practices and by the correct maintenance and use of tools and machines. On entering industry they should be instructed in safe working practices and warned against behaviour that may lead to danger and injury. Discussing the duty of older people to set a good example, the booklet points out that nothing is more salutary to a young worker than to see an older person habitually wearing correct protective equipment, or using a tool or machine in the correct, safe way, and nothing is worse for his future safety than allowing him to see older workers neglecting to adopt safe working methods. Foremen have a special responsibility to select with care a suitable man to have an apprentice and to see that young people carry out all safety requirements to the letter.

Among the accidents described are several which occurred at machines prescribed as dangerous, and which must not be worked by a person under 18 unless he has been fully instructed about the dangers arising and the precautions to be observed, and has either received sufficient training or is under adequate supervision. Five other accidents mentioned arose from foolish and thoughtless actions by young persons. High spirits, daring and meddlesomeness were involved, but severe injuries resulted, and in one case, death. The booklet comments that this type of accident shows how necessary it is to maintain close supervision of young persons at all times, not only during actual working periods, but also at times when work is interrupted, such as at meal breaks and when machines break down. It is natural for normal healthy youngsters to show high spirits, but this must be allowed for in the supervision arrangements so that restlessness can be diverted into useful channels and danger avoided.

INTERNATIONAL LABOUR ORGANISATION

Proposed Government Action on Certain Conventions and Recommendations

The Minister of Labour has presented to Parliament a Command Paper* setting out the Government's proposals on two Conventions and two Recommendations adopted at the last two sessions of the International Labour Conference.

Protection of Workers against Ionising Radiations

The Radiation Protection Convention, 1960 (No. 115) applies to all activities involving exposure of workers to ionising radiations in the course of their work, except where exemption is given because of the limited doses of ionising radiations which can be received. Provision is made for the fixing of maximum permissible doses of ionising radiations for different categories of workers, and for other safeguards, such as monitoring, inspection and medical examinations. The Convention provides for the various protective measures to be applied progressively, and effect may be given to it by means of laws or regulations, codes of practice or other appropriate means. The Command Paper states that in so far as existing measures deal with matters provided for in the Convention there is no conflict with its provisions. The Government intend that future measures shall comply with the Convention and that its progressive application will thus be secured, and therefore propose to ratify it.

In applying the Convention, the Government intend to have full regard to the terms of the Radiation Protection Recommendation, 1960 (No. 114). This Recommendation is designed to assist in the practical application of the Convention and covers in greater detail matters with which it deals.

Workers' Housing

The Workers' Housing Recommendation, 1961 (No. 115) sets out general principles which "each Member should, within the framework of its general social and economic policy, give effect to . . . in such manner as may be appropriate under national conditions". It states, in a section dealing with national housing policy, that "it should be an objective of national policy to promote, within the framework of general housing policy, the construction of housing and related community facilities with a view to ensuring that adequate and decent housing accommodation and a suitable living environment are made available to all workers and their families". Other sections deal with such matters as the responsibility of public authorities, housing provided by employers, financing and housing standards. The Command Paper states that the basic objective of the Government's housing policy is to ensure that, as soon as possible, everyone, whether or not within the definition of "worker" in the Recommendation, has an "adequate and decent" home to live in; and existing housing and town and country planning legislation covers, in a manner appropriate to conditions in this country, the general principles in the Recommendation which are the concern of Governments. The Government therefore accept the Recommendation. They also agree that in giving it practical effect account should be taken of the considerations set out in the "Suggestions concerning Methods of Application" which accompany it.

Final Articles Revision Convention

The Government also propose to ratify the other Convention dealt with in the Command Paper, the Final Articles Revision Convention, 1961 (No. 116). It is formal in character, its purpose being to bring earlier Conventions into line with more recent ones by permitting the Governing Body to report to the Conference on their working only when it considers this necessary instead of at fixed intervals as at present.

* International Labour Conventions and Recommendations: proposed action by Her Majesty's Government in the United Kingdom of Great Britain and Northern Ireland on two Conventions and two Recommendations adopted at the 44th (1960) and 45th (1961) Sessions of the International Labour Conference. Cmd. 1608. H.M. Stationery Office, price 8d. (11d. including postage).

LABOUR OVERSEAS

Annual and Public Holidays Allowable in the Major European Countries

Annual Holidays: The minimum periods of paid annual holidays granted in the E.E.C. and E.F.T.A. countries (other than the Netherlands and the United Kingdom—see notes 6 (b) and 13 (a)) have been fixed by legislation: they vary between six and 18 days but in most countries collective agreements allow for extra days, e.g. for seniority, to young workers and to certain special categories of workers. All 13 countries are moving towards the general application of a three-week holiday although only Denmark, France, Norway and Sweden at present legislate for this entitlement.

Public Holidays: In addition to annual holidays, recognised public holidays are also granted, the number of days varying widely between one and 17. More than half of the countries provide for workers to have at least nine days with pay each year.

The Tables and Notes which follow set out the main features of paid holidays in the "Six" and the "Seven" together with details of other special provisions laid down by statute or by collective agreement.

PAID HOLIDAYS IN THE EUROPEAN ECONOMIC COMMUNITY

	1. BELGIUM	2. FRANCE	3. GERMANY	4. ITALY	5. LUXEMBOURG	6. NETHERLANDS
ANNUAL HOLIDAYS						
Entitlement	Statutory	Statutory	Länd Legislation	Statutory	Statutory	Collective Agreements
Qualifying period: less than 1 year	Nil (a)	1½ days per month	(a)	On a pro rata basis per month of empl. 10 days	Nil (a)	Nil (a)
after 1 year	12 days	18 days	12 days	"	8 days	12 days (b)
" 3 years	"	"	"	"	12 days (b)	"
" 5 years	"	"	"	"	18 days (b)	"
" 20 years	"	20 days	"	"	"	"
" 25 years	"	22 days	"	"	"	"
" 30 years	"	24 days	"	"	"	"
Young persons	18 days (under 18 yrs.)	24 days (under 18 yrs.)	24 days (under 18 yrs.)	"	12-18 days (c)	14-15 days
Workers employed in occupations dangerous to health	18 days (b)	—	18 days (c)	—	—	—
Disabled persons	—	—	18 days (d)	—	—	—
Other special categories of workers	—	(a)	15-18 days (e)	—	—	—
Rate of payment	Double pay (c)	¾ of average yearly wages (b)	Normal wages	Normal wages	Normal wages (d)	Double pay (c)
PUBLIC HOLIDAYS						
Number of statutory days	10 days	11 days	9-14 days (f)	17 days	10 days	Nil
Recognised days	5 days	—	—	—	—	6-9 days (d)
Number of days for which payment is normally made	10-15 days (d)	1-5 days (c)	10-13 days	17 days (c)	10 days (e)	7 days
Rate of payment	Normal wages	Normal wages	Normal wages	Normal wages (c)	Normal wages	Normal wages (e)

NOTES:—1. BELGIUM: (a) There is normally no provision for annual holiday entitlement for persons with less than 1 year's service; exceptionally some undertakings grant a period of holiday. (b) Underground workers in coal mines. (c) Legislation provides for 2 weeks wages to be paid for the first week; double pay for the second week is being implemented progressively and will be in operation by the end of 1963. (d) Legislative provision is made for payment for 10 days of public holiday. 2. FRANCE: (a) Mothers under 21 years are allowed 2 extra days by statute for each dependent child. (b) The average yearly wages are assessed over a qualifying period which is normally the 12 months ending on 31st May before the commencement of the holiday. (c) One day is payable under legislation; most collective agreements provide for 5 days. Women and young workers have a statutory right to the remaining days without payment. 3. GERMANY: (a) 12 days are granted after 6 months' employment; workers with less service accrue 1 day per month or part of a month. (b) The 12 days are supplemented to a large extent by collective agreements; 85% provide for holidays of 18 days or more, of which 30% provide for 19 to 30 days. The trend is to increase the number of days of entitlement on age grounds instead of age and/or length of service. (c) The Bavarian and Schleswig-Holstein Länder provide for 18 days or additional days respectively, for occupations dangerous to health. By collective agreement certain categories of workers receive from 3 to 6 additional days and sometimes more. (d) Disabled workers are allowed additional days both by Länd legislation and by many collective agreements. (e) Victims of Nazi persecution are allowed 3 to 6 additional days under Länd legislation, and in the Länder of Hessen, Hamburg and Schleswig-Holstein collective agreements provide for similar increases. (f) The number of public holidays varies from one Länd to another according to the predominant religious belief of the area. 4. ITALY: (a) A national collective agreement allows for a minimum of 12 working days; individual collective agreements provide for even longer holidays. Manual workers are normally allowed 12 days for up to 3 years' service, 14 days for 4 to 10 years, 16 days for 11 to 19 years, and 18 days for 20 years' service or more. Salaried workers have a minimum, in any industry, of 15 days for 2 years' service, 20 days for 10 years, and 24 days for 15 years' service. Most industries grant a maximum of 30 days after between 15 and 22 years' service. (b) Apprentices are allowed a minimum of 30 days up to the age of 16 and 20 days from 16 to 20 years. (c) Legislation provides for payment for all public holidays at the full normal daily remuneration (including additions and supplements) to all workers who are paid according to the number of hours worked. The payment is assessed at ¾ of the total remuneration for 1 week which, in the absence of a collective agreement specifying otherwise, is the statutory working week of 48 hours. Pieceworkers are assessed on the average remuneration for the last 4 weeks. Employees on fixed monthly salaries are not entitled to additional payment for public holidays unless a holiday falls on a Sunday when they receive a compensatory payment of ¾ of their monthly salary. Some collective contracts may provide more generous payments to workers and/or employees. 5. LUXEMBOURG: (a) Normally no provision is made for annual holiday entitlement for persons with less than 1 year's service; exceptionally some undertakings may grant a period of holiday. (b) Workers in establishments employing under 20 workers are granted 12 days (maximum) after 3 years' service; workers in establishments employing more than 20 workers, and in all mines and quarries, 12 days after 3 years' service with a further increase to 18 days after 5 years' service. (c) The entitlement, which applies to all young workers and apprentices, is 12 days during the first year's service and 18 days thereafter. (d) Payment is based on an 8-hour day and the hourly rate calculated as an average of the amount paid for the 3 months of employment (including family allowances and normal compensatory allowances) prior to the holiday. The employer is entitled to require that the hours lost by annual holiday be made up by overtime not exceeding 2 hours a day and a maximum of 30 hours for 6 months, remunerated as follows: first and second hour, time + ½; all other hours, time + ¼; night work or Sunday work, double time. (e) Legislation provides for the payment of all public holidays. 6. NETHERLANDS: (a) There is normally no provision for annual holiday entitlement for persons with less than 1 year's service; exceptionally some undertakings grant a period of holiday. (b) In general, collective agreements allow for 12 working days which may be increased to 14 or 15 in individual agreements. An additional 3 days is sometimes given for seniority. For workers not covered by agreements (15% legal provision provided by collective agreement is 6 days; workers in coal mining are allowed 9 days and in certain other industries 8 days. (c) The minimum allowance exists for a minimum of 6 days. (d) The majority of agreements provide for double pay for holidays up to a maximum of 15 days. (e) The minimum allowance is 6 days; the majority of employers pay for 7.

PAID HOLIDAYS IN THE EUROPEAN FREE TRADE AREA

	7. AUSTRIA	8. DENMARK	9. NORWAY	10. PORTUGAL	11. SWEDEN	12. SWITZERLAND	13. UNITED KINGDOM
ANNUAL HOLIDAYS							
Entitlement	Statutory	Statutory	Statutory	Statutory	Statutory	Statutory	Collective Agt. and Stat. Order
Qualifying period: less than 1 year	(a)	1½ days a month	1½ days a month	Nil	1½ days a month	On a pro rata basis per month of employment.	—
after 1 year	12 days (b)	18 days	18 days	Nil (a)	18 days (a)	14 days (a)	12 days (a), (b)
" 3 years	"	"	"	3 days (a)	"	"	"
" 5 years	18 days (b)	"	"	"	"	"	"
" 6 years	"	"	"	6 days (a)	"	"	"
" 15 years	24 days (b)	"	"	"	"	21 days (after 14 years)	"
From the age of 50	—	—	—	—	—	—	(a)
Young persons	24 days (under 18 yrs.)	"	"	"	"	6-18 days (b)	(a)
Workers employed in occupations dangerous to health	—	—	36 days (a)	—	36 days	—	(a)
Rate of payment	Normal wages (c)	6.5% of average yearly wages	Normal wages (b)	Normal wages (b)	Normal wages (b)	Normal wages	(a)
PUBLIC HOLIDAYS							
Number of statutory days	11 days	Nil	10 days	7 days	12 days	8½ days (c)	5-6 days (b)
Recognised days	2 days	9½ days (a)	+ 2 half-days	—	2 half-days	—	—
Number of days for which payment is normally made	11-12 days (d)	9½ days	10 days (c)	7 days	11 days (c)	8 days	5-6 days
Rate of payment	Normal wages	Special rate (a)	Special rate (d)	Normal wages (c)	Normal wages (d)	Normal wages	(b)

NOTES:—7. AUSTRIA: (a) The full allowance is granted to manual workers after 9 months' employment and to clerical workers after 6 months' employment (b) By agreement, many workers enjoy longer holidays. (c) Although legislation provides for payment at the standard rate for the job, voluntary agreements allow for additional payments which vary from industry to industry and province and can amount to from 1 to 4 weeks' wages. (d) Legislative provision is made for payment for 11 days of public holidays. 8. DENMARK: (a) The 9½ days of holiday are provided for under a national voluntary agreement (1954). At the present time the special rate of pay for these holidays is 31s. (men), 24s. 10d. (women) and 12s. 5d. (juveniles under 18). (The Exchange Rate of 19.33 kroner = £1 has been used and the amounts rounded to the nearest 1d.) 9. NORWAY: (a) This increased holiday is granted to physicians and others working with X-rays or radio-active substances. (b) Workers on a fixed annual, monthly or weekly wage are paid their usual wages in respect of holidays; those paid in other ways are remunerated at the rate of 6.5% of their earnings during the qualifying year. (c) Legislation requires payment to be made for 2 days; employers normally pay for 10. (d) By agreement, payment for public holidays is made at the daily rate (10s. (men), 33s. (women) and 16s. 6d. (young workers)). (The Exchange Rate of 20 kroner = £1 has been used and the amounts rounded to the nearest 1d.) 10. PORTUGAL: (a) Many agreements provide for holidays after 1 year's service, and longer holidays for seniority. (b) In addition to normal wages many undertakings allow an extra payment ranging from 25% to 150% of the normal wages according to seniority. (c) Legislation requires the number of working days lost to be made up either before or after the holiday provided that not less than 1 and not more than 2 hours extra work are done each day. 11. SWEDEN: (a) A Royal Commission is now considering the introduction of a 4-week statutory holiday but is not expected to report until later in the year. (b) Employees who are paid at time rates on a weekly, or longer unit of time, are paid their usual wages for annual holidays; others at the rate of average daily earnings, excluding overtime, received during the qualifying year; home-workers and other unsupervised workers at the rate of 6 per cent. of the total earnings during the year. (c) There is no statutory provision for payment but collective agreements provide for payment for 11 days; workers with less than 6 months' service are paid for 4 days. (d) Workers paid on an hourly basis generally receive a special public holiday rate under collective agreements. 12. SWITZERLAND: (a) The Federal Law, covering rail, transport and communication workers, provides a minimum of 14 days. In addition, each Canton legislates for paid holidays of from 6 to 18 days according to length of service. Paid annual holidays are also provided by collective agreements. (b) The length of holidays for workers under 21 (including apprentices) varies according to Cantonal legislation. (c) In addition, there is an unofficial holiday on 1st May not universally observed, but when taken, it is unpaid; 2 of the official days are observed only in certain areas. By Federal Law the maximum number of paid public holidays is 8 days. 13. UNITED KINGDOM: (a) Usually the annual holiday period under collective agreements and statutory regulations for which payment is made is 2 weeks but an increasing number of agreements are providing for longer periods and the additional period is, in most cases, related to seniority or length of service with one employer. (b) Details of agreed and statutory holiday allowances are set out in Appendix III of the publication "Time Rates of Wages and Hours of Work, 1st April 1961" (H.M. Stationery Office, price 16s. net).

EMPLOYMENT, UNEMPLOYMENT, ETC.

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NOTE.—The estimated numbers of employees included in the Tables below have been revised on the basis of the new figures for end-May 1961, based on counts of National Insurance Cards that have now become available (see Article and Table on pages 41 to 43). Revised figures for each month from July 1960 to September 1961 will be published in a future issue of this GAZETTE.

Employment in Great Britain in December

GENERAL SUMMARY

During December 1961, the number in civil employment is estimated to have fallen by 171,000 to 23,923,000. The main decreases were in manufacturing industries, the distributive trades, construction and agriculture.

The Employment Exchanges filled 174,000 vacancies in the five week period ended 10th January 1962. The number of vacancies notified to Exchanges but remaining unfilled at 10th January was 223,000; this was 25,000 less than in December.

In the week ended 30th December 1961, the estimated number of operatives working overtime in manufacturing industries was 1,304,000. In the same week, the estimated number of operatives working short-time in manufacturing industries was 141,000.

There were 461,000 persons registered as unemployed on 15th January, of whom 420,000 were wholly unemployed and 41,000 temporarily stopped from work. Between 11th December and 15th January, unemployment rose by 72,000. The main increases were in construction, manufacturing industries and the distributive trades.

Expressed as a proportion of the estimated number of employees, unemployment in January was 2.0 per cent.; it was 1.7 per cent. in December 1961 and 1.9 per cent. in January 1961. The number of persons unemployed for more than eight weeks was 198,000—47 per cent. of the wholly unemployed.

It is estimated that the total working population* at the end of December was 24,769,000, a decrease of 134,000 compared with the end of November.

GENERAL MANPOWER POSITION

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

	(End of Month)				
	Dec. 1960	Oct. 1961	Nov. 1961	Dec. 1961	Change during Dec. 1961
Number in Civil Employment ..	23,739	24,076	24,094	23,923	- 171
Males	15,579	15,734	15,732	15,670	- 62
Females	8,160	8,342	8,362	8,253	- 109
Wholly Unemployed†	343	336	352	392	+ 40
Males†	248	245	259	293	+ 34
Females†	95	91	93	99	+ 6
H.M. Forces and Women's Services	503	461	457	454	- 3
Males	488	445	441	438	- 3
Females	15	16	16	16	...
Total Working Population* ..	24,585	24,873	24,903	24,769	- 134
Males	16,315	16,424	16,432	16,401	- 31
Females	8,270	8,449	8,471	8,368	- 103

* 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.

† End of month estimates.

ANALYSIS OF NUMBERS IN CIVIL EMPLOYMENT

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

Industry or Service	(Thousands)				
	Dec. 1960	Oct. 1961	Nov. 1961	Dec. 1961	Change during Dec. 1961
Agriculture and Fishing ..	939	954	930	909	- 21
Mining and Quarrying ..	746	725	725	724	- 1
Food, Drink and Tobacco ..	818	850	848	830	- 18
Chemicals and Allied Industries ..	532	536	536	533	- 3
Metal Manufacture ..	632	627	625	621	- 4
Engineering and Electrical Goods ..	2,112	2,188	2,191	2,180	- 11
Shipbuilding and Marine Engineering ..	249	240	241	239	- 2
Vehicles ..	903	892	898	894	- 4
Metal Goods ..	566	571	571	567	- 4
Textiles ..	853	838	837	830	- 7
Clothing and Footwear ..	587	587	587	584	- 3
Other Manufactures ..	1,645	1,672	1,674	1,660	- 14
Total in Manufacturing Industries ..	8,897	9,001	9,008	8,938	- 70
Construction ..	1,562	1,631	1,624	1,594	- 30
Gas, Electricity and Water ..	379	383	385	385	...
Transport and Communication ..	1,666	1,687	1,682	1,675	- 7
Distributive Trades ..	3,357	3,348	3,397	3,351	- 46
Financial, Professional, Scientific and Miscellaneous Services ..	4,970	5,075	5,072	5,074	+ 2
National Government Service ..	501	515	515	517	+ 2
Local Government Service ..	742	757	756	756	...
Total in Civil Employment ..	23,739	24,076	24,094	23,923	- 171

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

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

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(End of Month)

(Thousands)

Industry	December 1960			October 1961			November 1961			December 1961		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.	656.8	18.6	675.4	635.7	18.7	654.4	635.7	18.7	654.4	635.0	18.7	653.7
Coal Mining ..	451.9	35.5	487.4	461.1	37.3	498.4	461.7	37.4	499.1	460.0	35.4	495.4
Food, Drink and Tobacco ..	32.5	7.9	40.4	33.5	8.6	42.1	33.5	8.6	42.1	33.3	8.3	41.6
Grain Milling ..	31.8	5.6	37.4	31.8	5.6	37.4	31.8	5.6	37.4	31.8	5.6	37.4
Bread and Flour Confectionery ..	18.8	3.5	22.3	18.8	3.5	22.3	18.8	3.5	22.3	18.8	3.5	22.3
Biscuits ..	36.9	3.4	40.3	36.9	3.4	40.3	36.9	3.4	40.3	36.9	3.4	40.3
Bacon Curing, Meat and Fish Products ..	23.8	1.1	24.9	23.8	1.1	24.9	23.8	1.1	24.9	23.8	1.1	24.9
Milk Products ..	15.2	4.6	19.8	15.2	4.4	19.6	15.2	4.4	19.6	15.2	4.4	19.6
Sugar ..	41.4	6.4	47.8	41.4	6.4	47.8	41.4	6.4	47.8	41.4	6.4	47.8
Cocoa, Chocolate and Sugar Confectionery ..	29.6	5.2	34.8	29.6	5.2	34.8	29.6	5.2	34.8	29.6	5.2	34.8
Fruit and Vegetable Products ..	15.7	4.1	19.8	15.7	4.1	19.8	15.7	4.1	19.8	15.7	4.1	19.8
Animal and Poultry Foods ..	21.8	1.8	23.6	21.8	1.8	23.6	21.8	1.8	23.6	21.8	1.8	23.6
Food Industries not elsewhere specified ..	77.5	20.1	97.6	77.5	20.1	97.6	77.5	20.1	97.6	77.5	20.1	97.6
Brewing and Malting ..	39.1	21.5	60.6	39.1	21.5	60.6	39.1	21.5	60.6	39.1	21.5	60.6
Other Drink Industries ..	17.8	2.2	20.0	17.8	2.2	20.0	17.8	2.2	20.0	17.8	2.2	20.0
Tobacco ..	384.2	145.6	529.8	385.9	148.2	534.1	386.0	148.0	534.0	384.7	145.7	530.4
Chemicals and Allied Industries ..	18.1	0.5	18.6	17.8	0.5	18.3	17.7	0.5	18.2	17.6	0.5	18.1
Coke Ovens and Manufactured Fuel ..	32.9	7.0	39.9	32.6	6.8	39.4	32.6	6.8	39.4	32.5	6.7	39.2
Lubricating Oils and Greases ..	6.9	2.3	9.2	6.8	2.2	9.0	6.8	2.2	9.0	6.8	2.2	9.0
Chemicals and Dyes ..	172.9	44.6	217.5	173.3	45.5	218.8	173.4	45.7	219.1	172.8	45.1	217.9
Pharmaceutical and Toilet Preparations ..	31.5	4.1	35.6	32.5	4.2	36.7	32.5	4.1	36.6	32.4	4.1	36.5
Explosives and Fireworks ..	21.5	1.2	22.7	20.4	1.0	21.4	20.3	1.0	21.3	20.2	1.0	21.2
Paint and Printing Ink ..	34.1	1.3	35.4	34.3	1.2	35.5	34.3	1.2	35.5	34.2	1.2	35.4
Vegetable and Animal Oils, Fats, Soap, etc. ..	30.5	1.7	32.2	31.2	1.9	33.1	31.2	1.9	33.1	31.1	1.9	33.0
Synthetic Resins and Plastics Materials ..	26.6	5.6	32.2	27.4	5.8	33.2	27.4	5.8	33.2	27.2	5.7	32.9
Polishes, Gelatine, Adhesives, etc. ..	9.2	5.1	14.3	9.6	5.4	15.0	9.6	5.4	15.0	9.6	5.4	15.0
Metal Manufacture ..	555.0	75.6	630.6	550.1	76.9	627.0	547.6	76.7	624.3	543.8	76.0	619.8
Iron and Steel (General) ..	279.3	24.2	303.5	276.9	25.0	301.9	275.0	24.9	299.9	272.6	24.7	297.3
Steel Tubes ..	46.3	8.7	55.0	46.8	9.1	55.9	46.7	9.1	55.8	46.6	9.0	55.4
Iron Castings, etc. ..	112.7	14.4	127.1	110.0	14.4	124.4	109.3	14.4	123.7	108.7	14.3	123.0
Light Metals ..	46.6	12.1	58.7	46.9	12.2	59.1	45.9	12.1	58.0	45.7	11.9	57.6
Copper, Brass and other Base Metals ..	70.1	16.2	86.3	70.5	16.2	86.7	70.7	16.2	86.9	70.4	16.1	86.5
Engineering and Electrical Goods ..	1,530.0	556.2	2,086.2	1,582.9	578.6	2,161.5	1,585.9	578.7	2,164.6	1,583.4	570.8	2,154.2
Agricultural Machinery (exc. Tractors) ..	30.5	4.6	35.1	31.4	4.9	36.3	31.4	4.9	36.3	31.5	4.9	36.4
Metal-working Machine Tools ..	76.1	13.9	90.0	80.6	14.6	95.2	81.0	14.7	95.7	81.0	14.6	95.6
Engineers' Small Tools and Gauges ..	39.6	12.2	51.8	43.3	12.9	56.2	43.5	12.9	56.4	43.7	12.8	56.5
Industrial Engines ..	35.8	6.3	42.1	37.4	6.8	44.2	37.4	6.7	44.1	37.2	6.6	43.8
Textile Machinery and Accessories ..	54.9	8.3	63.2	54.9	8.5	63.4	54.9	8.5	63.4	54.8	8.5	63.3
Contractors' Plant and Quarrying Machinery ..	23.4	6.4	29.8	23.8	6.5	30.3	23.9	6.5	30.4	23.8	6.5	30.3
Mechanical Handling Equipment ..	46.2	6.4	52.6	49.3	6.7	56.0	49.5	6.7	56.2	49.4	6.6	56.0
Office Machinery ..	43.5	18.0	61.5	47.3	19.2	66.5	47.5	19.3	66.8	47.9	19.2	67.1
Other Machinery ..	278.1	62.7	340.8	284.1	63.2	347.3	284.2	63.3	347.5	283.8	62.6	346.4
Industrial Plant and Steelwork ..	139.7	17.9	157.6	143.1	18.5	161.6	142.6	18.5	161.1	141.5	18.4	159.9
Ordinance and Small Arms ..	25.9	6.2	32.1	25.1	6.2	31.3	25.1	6.2	31.3	25.1	6.2	31.3
Other Mechanical Engineering ..	157.5	45.2	202.7	162.5	47.0	209.5	162.8	46.7	209.5	162.7	46.1	208.8
Scientific, Surgical, etc., Instruments ..	83.7	46.8	130.5	88.8	48.6	137.4	89.1	48.8	137.9	89.3	48.1	137.4
Watches and Clocks ..	7.7	8.2	15.9	7.6	8.8	16.4	7.6	8.7	16.3	7.6	8.5	16.1
Electrical Machinery ..	162.5	57.3	219.8	166.6	57.8	224.4	167.0	57.5	224.5	166.7	56.8	223.5
Insulated Wires and Cables ..	40.8	20.9	61.7	41.8	21.6	63.4	41.8	21.6	63.4	41.8	21.4	63.2
Telegraph and Telephone Apparatus ..	39.5	24.9	64.4	41.0	27.6	68.6	41.2	28.0	69.2	41.2	28.0	69.2
Radio and other Electronic Apparatus ..	129.8	104.3	234.1	1								

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

(Thousands)

Industry	December 1960			October 1961			November 1961			December 1961		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Paper, Printing and Publishing	393.5	214.0	607.5	401.5	220.5	622.0	402.2	221.5	623.7	400.8	217.9	618.7
Paper and Board	75.2	21.5	96.7	75.4	21.9	97.3	75.4	21.8	97.2	75.2	21.6	96.8
Cardboard Boxes, Cartons, etc.	30.4	35.8	66.2	31.7	36.7	68.4	31.9	36.9	68.8	31.8	35.9	67.7
Other Manufactures of Paper and Board	32.7	36.6	69.3	33.7	38.3	72.0	34.1	38.6	72.7	33.9	37.9	71.8
Printing, Publishing of Newspapers, etc.	104.7	28.9	133.6	106.7	29.5	136.2	106.6	29.8	136.4	105.9	29.8	135.7
Other Printing, Publishing, Bookbinding, etc.	150.5	91.2	241.7	154.0	94.1	248.1	154.2	94.4	248.6	154.0	92.7	246.7
Other Manufacturing Industries	181.4	121.7	303.1	182.9	125.2	308.1	182.9	124.3	307.2	182.0	121.2	303.2
Rubber	84.8	37.9	122.7	86.3	38.6	124.9	86.2	38.5	124.7	86.0	38.1	124.1
Linoleum, Leather Cloth, etc.	13.8	4.4	18.2	13.0	4.1	17.1	13.0	4.1	17.1	12.9	4.1	17.0
Brushes and Brooms	7.7	7.9	15.6	7.6	8.2	15.8	7.6	8.1	15.7	7.5	7.9	15.4
Toys, Games and Sports Equipment	12.2	20.9	33.1	12.3	22.6	34.9	12.2	21.9	34.1	12.0	20.2	32.2
Miscellaneous Stationers' Goods	5.3	6.6	11.9	5.3	6.4	11.7	5.3	6.5	11.8	5.2	6.4	11.6
Plastics Moulding and Fabricating	35.5	28.2	63.7	36.9	29.6	66.5	37.0	29.6	66.6	36.9	29.0	65.9
Miscellaneous Manufacturing Industries	22.1	15.8	37.9	21.5	15.7	37.2	21.6	15.6	37.2	21.5	15.5	37.0
Total, All Manufacturing Industries	5,924.8	2,838.2	8,763.0	5,981.9	2,884.9	8,866.8	5,991.6	2,882.0	8,873.6	5,970.9	2,833.2	8,804.1
Construction	1,348.7	71.9	1,420.6	1,415.2	74.7	1,489.9	1,408.2	74.7	1,482.9	1,378.2	74.7	1,452.9
Gas, Electricity and Water	334.6	44.1	378.7	337.8	45.7	383.5	338.7	45.7	384.4	338.6	45.5	384.1
Gas	111.7	14.9	126.6	109.7	15.2	124.9	110.2	15.2	125.4	110.3	15.1	125.4
Electricity	187.8	26.7	214.5	192.5	27.9	220.4	193.0	27.9	220.9	192.9	27.8	220.7
Water Supply	35.1	2.5	37.6	35.6	2.6	38.2	35.5	2.6	38.1	35.4	2.6	38.0
Transport and Communication	214.0	47.6	261.6	217.4	48.4	265.8	217.7	48.3	266.0	217.7	47.8	265.5
Road Passenger Transport	171.9	15.7	187.6	175.7	16.3	192.0	175.8	16.1	191.9	174.4	16.0	190.4
Road Haulage Contracting	42.1	31.9	74.0	41.7	32.1	73.8	41.9	32.2	74.1	42.3	31.8	74.1
Distributive Trades	1,345.7	1,494.2	2,839.9	1,334.3	1,516.7	2,851.0	1,339.0	1,562.3	2,901.3	1,339.6	1,515.8	2,855.4
Wholesale Distribution	331.4	189.6	521.0	331.3	193.3	524.6	331.9	193.3	525.2	329.3	191.2	520.5
Retail Distribution	795.1	1,236.8	2,031.9	786.2	1,253.4	2,039.6	788.6	1,298.4	2,087.0	790.6	1,254.2	2,044.8
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies	125.5	34.9	160.4	123.9	36.6	160.5	125.2	37.1	162.3	126.8	37.0	163.8
Dealing in other Industrial Materials, etc.	93.7	32.9	126.6	92.9	33.4	126.3	93.3	33.5	126.8	92.9	33.4	126.3
Miscellaneous Services	66.4	63.7	130.1	69.7	63.5	133.2	67.9	63.2	131.1	68.5	62.6	131.1
Cinemas, Theatres, Radio, etc.	29.8	17.0	46.8	28.0	17.0	45.0	27.5	16.0	43.5	27.4	15.8	43.2
Sport and other Recreations	12.9	30.3	43.2	13.5	25.3	38.8	13.6	23.9	37.5	13.6	23.5	37.1
Betting	178.0	367.1	545.1	178.3	376.6	554.9	175.1	370.6	545.7	176.4	364.5	540.9
Catering, Hotels, etc.	30.2	93.8	124.0	30.5	93.0	123.5	30.4	92.6	123.0	30.4	91.5	121.9
Laundries	11.1	32.7	43.8	11.2	32.2	43.4	11.2	33.1	44.3	11.2	32.7	43.9
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	296.6	62.2	358.8	299.3	64.7	364.0	298.7	64.7	363.4	298.1	64.8	362.9
Motor Repairs, Distributors, Garages, etc.	13.1	4.0	17.1	12.7	4.1	16.8	12.7	4.1	16.8	12.5	4.0	16.5

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

The following Table shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries* in the week ended 30th December 1961. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded. The information about short-time relates to short-time working arranged by the

employer and excludes time lost through sickness, holidays or absenteeism. In calculating the time lost by operatives stood off for the whole week, allowance has been made for the fact that the week of survey included the Christmas holiday. Overtime figures relate to hours of overtime actually worked in excess of normal hours. All the figures relate to Great Britain.

Industry	Estimated total number of operatives (000's)	Estimated number of operatives, excluding maintenance workers, on overtime			Estimated number of operatives on short-time						
		Number (000's)	Percentage of all operatives (per cent.)	Hours of overtime worked (000's)	Hours lost		Total as percentage of all operatives		Hours lost		
					Number (000's)	Average per operative on overtime	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.)	Number (000's)
Food, Drink and Tobacco	577	149.4	25.9	1,173	7.9	0.9	4.6	5.5	1.0	96	17.3
Bread and Flour Confectionery	104	32.7	31.4	280	8.6	—	0.1	0.1	0.1	8.4	8.4
Cocoa, Chocolate and Sugar Confectionery	81	13.9	17.2	71	5.1	0.6	1.8	2.4	3.0	46	18.8
Chemicals and Allied Industries	305	59.1	19.4	474	8.0	—	0.9	0.9	0.3	15	16.2
Metal Manufacture	475	84.2	17.7	632	7.5	1.9	26.8	28.7	6.0	320	11.2
Iron and Steel (General)	229	23.0	10.0	206	9.0	1.2	20.1	21.3	9.3	245	11.5
Iron Castings, etc.	98	25.4	25.9	174	6.9	0.5	6.3	6.8	6.9	69	10.2
Engineering (inc. Marine Engineering) and Electrical Goods	1,472	412.2	28.0	2,828	6.9	0.1	3.7	3.8	0.3	37	9.7
Non-Electrical Engineering	933	293.2	31.4	1,991	6.8	0.1	2.1	2.2	0.2	23	10.5
Electrical Machinery, Apparatus, etc.	539	119.0	22.1	837	7.0	—	1.6	1.6	0.3	14	8.6
Vehicles	622	145.5	23.4	846	5.8	0.8	20.1	20.9	3.4	250	12.0
Motor Vehicle Manufacturing	321	73.9	23.0	385	5.2	0.8	17.6	18.4	5.7	220	12.0
Motor Cycle, Pedal Cycle, etc., Manufacturing	23	2.1	9.1	13	6.1	—	2.4	2.4	10.4	28	11.9
Aircraft Manufacturing and Repairing	170	44.4	26.1	268	6.0	—	0.1	0.1	0.1	2	12.3
Metal Goods not Elsewhere Specified	419	91.6	21.9	566	6.2	0.8	6.4	7.2	1.7	75	10.3
Textiles	683	81.4	11.9	514	6.3	6.9	42.3	49.2	7.2	1,014	20.6
Spinning and Weaving of Cotton, etc.	203	11.2	5.5	71	6.4	2.6	32.0	34.6	17.0	792	22.9
Woolen and Worsted	168	31.5	18.8	191	6.1	1.0	2.9	3.9	2.3	65	16.8
Hosiery and Other Knitted Goods	104	5.7	5.5	27	4.8	2.8	4.3	7.1	6.8	110	15.5
Textile Finishing	61	16.1	26.4	110	6.8	0.2	2.4	2.6	4.3	30	11.7
Leather, Leather Goods and Fur	45	7.4	16.4	44	6.0	—	0.6	0.6	1.3	8	13.3
Clothing and Footwear	456	15.3	3.4	70	4.6	1.7	10.1	11.8	2.6	156	13.2
Overalls and Men's Shirts, Underwear, etc.	39	1.1	2.8	6	5.7	0.2	0.9	1.1	2.8	28	24.3
Dresses, Lingerie, Infants' Wear, etc.	87	1.9	2.2	7	3.6	0.6	0.7	1.3	1.5	23	17.4
Footwear	99	3.5	3.5	14	3.9	0.2	6.2	6.4	6.5	62	9.6
Bricks, Pottery, Glass, Cement, etc.	265	61.9	23.4	476	7.7	0.4	2.8	3.2	1.2	37	11.7
Pottery	55	5.0	9.1	29	5.8	0.2	1.7	1.9	3.5	19	10.0
Timber, Furniture, etc.	212	42.2	19.9	222	5.3	0.6	3.4	4.0	1.9	49	12.4
Furniture and Upholstery	76	14.3	18.8	70	4.9	0.1	2.0	2.1	2.8	21	10.1
Paper, Printing and Publishing	419	104.6	25.0	653	6.2	0.1	1.7	1.8	0.4	22	12.0
Paper and Board	76	19.0	25.0	157	8.2	0.1	1.1	1.2	1.6	14	11.7
Printing, Publishing of Newspapers, etc.	74	28.2	38.1	175	6.2	—	—	—	—	—	—
Other Printing, Publishing, etc.	160	36.2	22.6	193	5.3	—	0.1	0.1	0.1	1	11.6
Other Manufacturing Industries	223	48.7	21.8	341	7.0	0.6	2.6	3.2	1.4	41	12.9
Rubber	95	24.5	25.8	159	6.5	0.5	1.4	1.9	2.0	24	12.6
Total, All Manufacturing Industries*	6,173	1,303.5	21.1	8,839	6.8	14.8	126.0	140.8	2.3	2,120	15.0

* Excluding Shipbuilding and Ship Repairing.

Unemployment at 15th January 1962

SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 15th January 1962 were:—

	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly Unemployed*	296,527	20,147	89,852	13,892	420,418
Temporarily Stopped†	30,205	940	8,714	759	40,618
Total	326,732	21,087	98,566	14,651	461,036
Change since 11th December	+ 46,055	+ 11,733	+ 5,999	+ 7,840	+ 71,627

The rate of unemployment‡ at 15th January was 2.0 per cent., and at 11th December it was 1.7 per cent.

At 15th January, 49,369 married women were registered as unemployed.

Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of the normal seasonal movement estimates published in the January 1962 issue of this GAZETTE, pages 6 to 8), the number of persons registered as wholly unemployed on 15th January was 406,683, consisting of 308,363 males and 98,320 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 March, June, September and December 1961, and January 1962.

Duration in weeks	Great Britain					Total	United Kingdom: Total
	Wholly Unemployed*		Temporarily Stopped†		Total		
	Males	Females	Males	Females			
One or less	38,841	5,744	13,091	4,033	61,709	61,709	
Over 1, up to 2	29,145	4,708	9,312	3,0			

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 15th January 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 15th January 1962				Temporarily stopped (inc. in total)	Percentage rate of unemployment*
	Men 18 and over	Women 18 and over	Boys and Girls under 18	Total		
Principal Towns (By Region)						
London and South-Eastern						
Greater London	41,736	10,993	3,147	55,876	1,502	1.2
Brighton and Hove .. .	2,132	561	145	2,838	26	3.2
Chatham	856	575	208	1,639	26	2.5
Eastern and Southern						
Bedford	435	116	50	601	1	1.4
Bournemouth	1,921	510	96	2,527	28	2.7
Cambridge	294	48	10	352	3	0.6
Ipwich	615	160	64	839	—	1.4
Luton	742	150	73	965	4	1.2
Norwich	1,377	288	219	1,884	37	2.2
Oxford	540	131	48	719	27	0.8
Portsmouth	2,628	817	442	3,887	39	3.0
Reading	599	213	66	878	5	1.2
Slough	537	138	68	743	28	0.8
Southampton	2,102	342	231	2,675	366	2.0
South-on-Sea	1,434	389	134	1,957	66	3.7
Watford	355	76	52	483	—	0.8
South-Western						
Bristol (inc. Kingswood) ..	2,978	634	166	3,778	81	1.6
Exeter	645	156	24	825	—	1.9
Gloucester	555	301	45	901	16	1.7
Plymouth, Devonport, Saltash and Torpoint ..	1,714	587	317	2,618	16	3.0
Swindon	486	180	36	702	—	1.1
Midland						
Birmingham	11,654	2,947	620	15,221	4,100	2.3
Burton-on-Trent	198	121	19	338	—	1.1
Cowenry	2,524	723	180	3,427	918	1.8
Oldbury	203	86	36	325	—	1.0
Smethwick	504	133	29	666	151	1.5
Stoke-on-Trent	1,530	657	149	2,336	226	1.5
Walsall	1,072	200	49	1,321	229	2.1
West Bromwich	581	149	24	754	47	1.7
Wolverhampton	1,616	549	154	2,319	215	2.1
Worcester	414	48	13	475	22	1.1
North-Midland						
Chesterfield	975	413	162	1,550	83	2.0
Derby	1,087	428	61	1,576	10	1.4
Grimsby	1,148	113	126	1,387	22	2.3
Leicester	1,239	354	78	1,671	272	0.9
Lincoln	522	115	61	698	19	1.4
Mansfield	431	180	81	692	70	1.2
Northampton	385	73	47	505	3	0.8
Nottingham	3,375	860	203	4,438	292	1.9
Peterborough	599	265	105	969	139	2.0
Scunthorpe	417	601	124	1,142	153	2.7
East and West Ridings						
Barnsley	1,048	286	90	1,424	215	1.9
Bradford	2,614	231	102	2,947	127	1.7
Dewsbury	439	179	31	649	160	2.1
Doncaster	911	484	314	1,709	65	2.0
Halifax	332	108	18	458	37	0.9
Huddersfield	778	289	27	1,094	166	1.2
Hull	2,478	459	267	3,204	43	2.1
Leeds	2,516	355	111	2,982	147	1.1
Rotherham	1,071	106	178	1,355	566	2.5
Sheffield	2,702	495	229	3,426	552	1.3
Wakefield	276	126	40	442	9	0.9
York	776	172	107	1,055	2	1.6
North-Western						
Accrington	164	92	10	266	41	1.1
Ashton-under-Lyne	395	186	17	598	173	1.9
Barrow	487	502	100	1,089	126	3.6
Blackburn	581	434	46	1,061	258	2.0
Blackpool	1,676	751	103	2,530	37	4.9
Bolton	1,038	286	42	1,366	255	1.7
Burnley	607	648	45	1,300	555	3.1
Bury	247	290	27	564	380	1.9
Crewe	343	231	66	640	8	2.1
Manchester (inc. Stretford) ..	5,157	908	502	6,567	257	1.4
Pendlebury	1,156	261	92	1,509	131	1.4
Oldham (inc. Fallswordth) ..	1,443	1,146	74	2,663	1,323	2.9
Preston	949	484	93	1,526	117	1.9
Rochdale	563	285	12	860	406	1.7
St. Helens	876	905	157	1,938	46	3.3
Stockport	631	350	137	1,118	203	1.5
Warrington	494	281	53	828	154	1.3
Wigan	699	377	93	1,169	297	2.8
Northern						
Carlisle	496	244	75	815	2	1.9
Darlington	702	266	67	1,033	36	2.2
Gateshead	1,949	289	331	2,569	182	3.6
Middlesbrough (inc. South Bank)	3,270	581	562	4,413	786	4.1
Stockton and Thornaby	1,836	436	364	2,636	278	2.7
Newcastle-upon-Tyne	4,381	843	662	5,886	205	3.1
Wallsend, North Shields and Whitley Bay	1,847	341	209	2,397	48	4.0
Scotland						
Edinburgh (inc. Leith and Portobello)	4,062	946	362	5,370	261	2.3
Wales						
Cardiff	3,112	525	293	3,930	265	2.8
Newport	678	95	169	942	89	1.4
Swansea	1,450	311	168	1,929	33	3.2
Development Districts (By Region)						
Eastern and Southern						
Ile of Wight	987	352	136	1,475	29	4.8
South-Western						
Cornwall (exc. Bude, Gunnislake, Launceston, St. Austell, Saltash and Truro)	3,094	1,091	360	4,545	92	7.5
Gunnislake	78	25	1	104	—	13.4
Ilfracombe	186	83	26	295	8	9.2
North-Midland						
Skegness and Mablethorpe ..	717	280	82	1,079	334	8.2
East and West Ridings						
Bridlington and Filey	630	114	55	799	116	6.8
North-Western						
Merseyside and Prescot	18,389	4,363	2,246	24,998	1,078	4.1
Northern						
Aspatia, Cockermouth, Maryport and Workington	1,001	248	122	1,371	505	4.9
Bishop Auckland, Crook, Shildon and Spennymoor	1,788	307	258	2,353	157	5.0
Blyth	374	78	90	542	25	4.1
Haltwhistle	95	15	8	118	13	3.9
Hartlepool	1,722	409	199	2,330	349	6.3
Haswell and Horden	517	146	91	754	13	4.1
Prudhoe	147	13	25	185	15	4.5
Scarborough	847	221	58	1,126	117	5.6
Seaton Delaval	202	16	29	247	1	5.0
South-East Tyne-side	2,690	718	344	3,752	141	5.6
Sunderland, Seaham and Houghton-le-Spring	4,203	908	558	5,669	177	4.8
Whitby	348	48	33	429	142	8.7
Scotland						
Aberdeen, Inverurie and Stonehaven	3,105	709	110	3,924	220	4.0
Anstruther	136	61	21	218	64	9.0
Ardrrossan, Dalry, Irvine, Kilbirnie, Kilwinning and Stevenston	1,468	873	103	2,444	431	7.3
Bathgate, Broxburn and the Calder	850	237	160	1,247	26	4.7
Cumnock	204	179	43	426	3	2.9
Dumbarton	710	388	125	1,223	—	5.1
Dundee and Broughty Ferry	2,615	650	317	3,582	77	4.0
Dunfermline, Burntisland, Cowdenbeath and Inverkeithing	820	856	243	1,919	35	3.8
Girvan	131	42	18	191	22	5.7
Glasgow (inc. Barrhead, Clydebank, Kirkintilloch and Rutherglen) ..	18,398	3,492	1,121	23,011	498	3.8
Greenock and Port Glasgow	2,093	932	225	3,250	31	7.5
Highlands and Islands	5,414	1,388	727	7,529	977	9.2
Lesmahagow	172	30	9	211	19	6.1
North Lanarkshire	6,182	2,649	890	9,721	1,920	6.5
Paisley, Johnstone and Renfrew	1,224	865	102	2,191	6	3.1
Peterhead, Fraserburgh, Banff and Buckie	1,479	376	173	2,028	442	8.2
Rothsay	177	98	28	303	5	10.6
Sanquhar	68	76	22	166	3	6.6
Shotts	182	154	37	373	26	5.4
Stranraer	381	138	59	578	36	9.6
Wales						
Ammanford, Garnant, Pontardawe and Ystalyfera	359	281	74	714	23	4.0
Anglesey	836	184	130	1,150	—	10.4
Bargoed, Blackwood, Pontllyon and Ystrad Mynach	608	379	97	1,084	—	4.0
Caernarvon, Bangor, Blaenau Ffestiniog, Portmadoc and Pwllheli	1,380	320	92	1,792	23	6.2
Merthyr Tydfil	615	150	80	845	12	3.6
Milford Haven and Pembroke Dock	996	174	75	1,245	—	10.6
Rhondda, Pontyclun and Tonyrefail	1,119	515	166	1,800	93	4.9
Rhyl	518	192	53	763	3	6.1
Total, All Development Districts	90,255	25,823	10,021	126,099	8,307	4.8

* Number registered as unemployed (wholly unemployed and temporarily stopped) expressed as a percentage of the estimated total number of employees employed and unemployed at mid-1960.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: JANUARY 1962

The Table below analyses persons who were registered as unemployed in Great Britain and in the United Kingdom at 15th January 1962, according to the industry in which they were last employed. The analysis is based on the Standard Industrial Classification (1958). Some individual industries are not separately identified; statistics for these are available on application to Ministry of Labour, Statistics Department, S.1(A), Orphanage Road, Watford, Herts.

Classification (1958). Some individual industries are not separately identified; statistics for these are available on application to Ministry of Labour, Statistics Department, S.1(A), Orphanage Road, Watford, Herts.

Industry	Great Britain										United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Total		Males	Females	Total		
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Total		
Agriculture, Forestry, Fishing	12,642	2,519	2,038	388	14,680	2,907	17,587	19,283	3,066	22,349			
Agriculture and Horticulture .. .	9,530	2,486	278	380	12,674	2,866	14,147	14,147	3,024	17,171			
Fishing	2,773	6	1,739	8	4,512	14	4,526	4,695	14	4,709			

Occupational Analysis: Wholly Unemployed Adults and Unfilled Vacancies for Adults: December 1961

Industrial analyses of persons registered as unemployed and of unfilled vacancies are produced and published monthly in this GAZETTE. In addition once each quarter adults registered at Employment Exchanges as wholly unemployed and vacancies for adults notified to Employment Exchanges and remaining unfilled are analysed by occupation. A table summarising these occupational analyses has appeared at quarterly intervals in this GAZETTE from May 1958. As from the last quarter, occupational data are being published in a revised form giving greater detail.

The purpose of the revision is to present an occupational analysis that is as close as is feasible to the International Standard Classification of Occupations, which has been developed by the International Labour Office, and to provide information about a greater number of individual occupations than has previously been done. The grouping of occupations has accordingly been completely revised. As a result the published analysis for men now contains 26 groups and 105 occupations, whereas previously there were 12 groups and 62 occupations listed. For women there are now 25 groups and 66 occupations, where previously there were 8 groups and 29 occupations.

The basis of the revised grouping is that all occupations in a group should be related to each other by general similarity of the characteristics of the work they entail. The most important consideration is that the occupations in a group should be more closely related to each other than to occupations outside the group as regards the functions involved and the skills, knowledge and abilities required. Other characteristics taken into account are the

materials worked on, the work place, the type of equipment used, etc. In certain instances a particular occupation may be of such a nature that there is more than one group in which it might be included. In such cases the present analysis follows the International Standard Classification. For example, carpenters and joiners have been included among woodworkers and plumbers and pipe fitters have been included among engineering workers, although both are also construction workers. Pattern makers may work in metal or in wood but again following the International Standard Classification all pattern makers have been included among woodworkers.

Figures for December 1961* are given in the Table below. The wholly unemployed figures exclude severely disabled persons classified as unlikely to obtain employment other than under special conditions. Men fitted for general labouring work of a type which calls for modified physical effort only are shown under the heading "General labourers (light)".

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

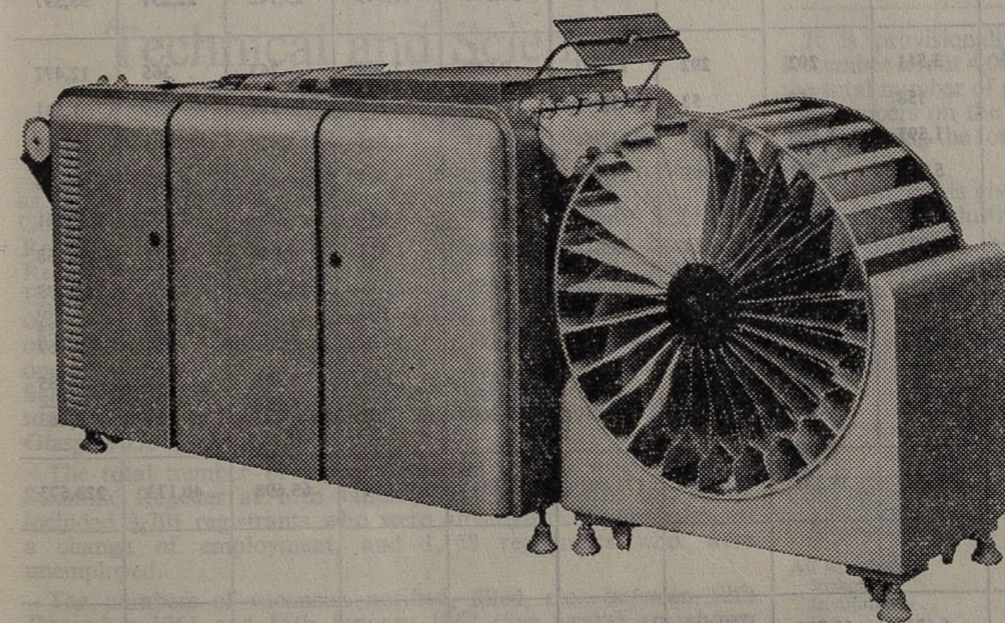
Occupational Analysis of Wholly Unemployed Adults and Unfilled Vacancies for Adults, December 1961*

Occupation	Wholly Unemployed	Vacancies Unfilled	Occupation	Wholly Unemployed	Vacancies Unfilled
Men			Men—continued		
Farm workers, fishermen, etc.	5,159	1,367	Paper and printing workers	356	372
Regular farm, market garden workers	2,426	620	Paper and paper products workers	77	113
Gardeners, nursery workers, etc.	841	708	Printing workers	279	259
Forestry workers	95	33			
Fishermen	1,797	6	Building materials workers	105	146
Miners and quarrymen	494	9,487	Brick and tile production workers	66	69
Colliery workers	379	9,250	Other building materials workers	39	77
Other miners and quarrymen	115	237			
Gas, coke and chemicals makers	178	260	Makers of products not elsewhere specified	352	461
Glass workers	76	105	Rubber workers	70	81
Pottery workers	82	44	Plastic workers	138	131
Furnace, forge, foundry, rolling mill workers	984	978	Other workers	144	249
Moulders and coremakers	530	471			
Smiths, forgemen	113	155	Construction workers	3,682	3,299
Other workers	341	352	Bricklayers	1,360	1,706
Electrical and electronic workers	1,950	4,100	Masons	152	161
Electronic equipment manufacture and maintenance workers	540	1,246	Slaters	128	137
Electricians	1,069	1,398	Plasterers	321	574
Electrical fitters, etc.	341	1,456	Others	1,721	721
Engineering and allied trades workers	13,567	21,702	Painters and decorators	5,739	975
Constructional fitters and erectors	678	56	Painters	5,246	734
Platers	468	503	Decorators (excluding pottery and glass decorators)	493	241
Riveters and caulkers	462	69			
Shipwrights	481	106	Drivers, etc., of stationary engines, cranes, etc.	1,879	353
Miscellaneous boilershop and shipbuilding workers	429	74			
Sheet metal workers	447	890	Transport and communication workers	17,306	13,566
Welders	1,560	514	Railway workers	164	3,723
Coppersmiths	64	88	Motor drivers (except P.S.V.)	12,213	2,170
Toolmakers	95	439	P.S.V. drivers, conductors	449	5,141
Press tool makers	64	259	Seamen	3,505	74
Mould makers	26	193	Harbours and docks workers	193	128
Precision fitters	1,011	2,833	Other transport workers	245	531
Maintenance fitters, erectors	784	1,485	Communications workers	537	1,799
Fitters (not precision), mechanics	1,688	2,098			
Turners	231	1,874	Warehousemen, packers, etc.	2,794	778
Machine-tool setters, setter operators	545	5,223	Warehouse workers	2,289	594
Machine-tool operators	1,096	1,203	Packers, bottlers	505	184
Electro platers	51	1,60			
Plumbers, pipe fitters	839	1,169	Clerical workers	20,993	3,358
Miscellaneous engineering workers	1,667	949	Clerks	19,089	2,713
Watch makers and repairers	95	53	Book-keepers, cashiers	1,750	568
Instrument makers and repairers	109	617	Other clerical workers	154	77
Goldsmiths, jewellers, etc.	23	349	Shop assistants	4,097	2,505
Vehicle and cycle chassis and body building	200	136			
Aircraft body building	136	306	Service, sport and recreation workers	11,581	4,714
Miscellaneous metal goods workers	318	259	Hotels and catering:	469	1,322
			Kitchen staff	1,558	612
Woodworkers	2,309	4,320	Bar staff	951	224
Carpenters, joiners	1,676	3,419	Waiters, etc.	969	345
Cabinet makers	158	284	Others	901	416
Sawyers, wood cutting machinists	250	291	Hairdressers	233	167
Pattern makers	56	133	Laundry and dry cleaning workers	95	81
Other woodworkers	169	193	Domestics (other than charwomen and cleaners)	157	160
			Attendants	2,249	531
Leather workers	568	199	Porters, messengers	1,532	417
Tanners, fellmongers, etc.	86	67	Entertainment workers	1,922	43
Boot and shoe makers, repairers	482	132	Others	545	396
			Administrative, professional, technical workers	13,650	7,090
Textile workers	799	460	Laboratory assistants	272	442
Textile spinners	103	72	Draughtsmen	601	1,630
Textile weavers	78	139	Other administrative, professional and technical workers	12,777	5,018
Other textile workers	618	249			
Clothing, etc., workers	915	594	Labourers	140,002	11,199
Retail bespoke tailoring workers	160	61	General labourers (heavy)	56,387	1,781
Wholesale heavy clothing workers	449	226	General labourers (light)	47,755	158
Other clothing workers	125	168	Factory hands	12,289	930
Upholstery workers, etc.	181	139	Other labourers	23,571	8,330
Food, drink and tobacco workers	640	341			
Workers in food manufacture	576	306			
Workers in drink manufacture	45	6			
Workers in tobacco manufacture	19	29			
			Total	250,257	92,773

* Wholly unemployed figures relate to 11th December and unfilled vacancy figures to 6th December.

Occupation	Wholly Unemployed	Vacancies Unfilled	Occupation	Wholly Unemployed	Vacancies Unfilled
Women			Women—continued		
Farm workers, etc.	352	208	Construction workers	3	—
Gas, coke and chemicals makers	214	101	Painters and decorators	92	57
Glass workers	84	37	Drivers, etc., of stationary engines, cranes, etc.	24	4
Pottery workers	96	383			
Furnace, forge, foundry, rolling mill workers	90	84	Transport and communication workers	3,033	1,946
Electrical and electronic workers	77	229	Motor driver (except P.S.V.)	272	108
Engineering and allied trades workers	2,540	3,752	P.S.V. driver, conductor	183	545
Welders	47	47	Other transport workers	207	468
Machine-tool operators	904	986	Communications workers	2,371	825
Miscellaneous engineering workers	1,012	1,743			
Miscellaneous metal goods workers	577	976	Warehouse workers, packers, etc.	2,210	1,434
			Warehouse workers	169	159
Woodworkers	47	51	Packers, bottlers	2,041	1,275
Leather workers	274	616			
Tanners, fellmongers, etc.	98	290	Clerical workers	14,020	9,047
Boot and shoe makers, repairers	176	326	Clerks	8,626	2,776
			Book-keepers, cashiers	1,723	1,166
Textile workers	2,137	3,437	Short-hand typists	1,722	2,540
Textile spinners	249	587	Typists	1,265	1,804
Textile weavers	374	688	Office machine operators	684	761
Cotton and rayon staple preparers	86	226			
Yarn and thread winders, etc.	402	411	Shop assistants	8,994	6,281
Textile examiners, menders, etc.	254	501			
Other workers	772	1,024	Service, sport and recreation workers	18,885	16,061
			Hotels and catering:		
Clothing, etc., workers	2,400	9,261	Kitchen staff	3,674	3,356
Retail bespoke tailoring workers	122	227	Bar staff	1,690	1,891
Wholesale heavy clothing workers	679	3,518	Waitresses, etc.	2,910	1,480
Light clothing machinists	713	3,405	Others	2,601	2,209
Other light clothing workers	438	764	Hairdressers	285	408
Hat makers	47	140	Laundry and dry cleaning workers	879	1,217
Other clothing workers	218	662	Domestics (other than charwomen and cleaners)	5,453	4,637
Upholstery workers, etc.	183	545	Attendants	599	673
			Entertainment workers	608	6
Food, drink and tobacco workers	780	1,118	Other workers	186	184
Workers in food manufacture	729	1,035			
Workers in drink manufacture	6	—	Administrative, professional, technical workers	2,201	1,083
Workers in tobacco manufacture	45	83	Laboratory assistants	172	131
			Draughtsmen, tracers	130	102
Paper and printing workers	570	769	Other administrative, professional and technical workers	1,899	850
Paper and paper products workers	320	465			
Printing workers	250	304	Other workers	27,023	7,282
			Factory hands	17,694	2,046
Building materials workers	37	14	Charwomen, cleaners	4,413	4,155
			Miscellaneous unskilled workers	4,916	1,081
Makers of products not elsewhere specified	270	668			
Rubber workers	51	264			
Plastics workers	50	119			
Other workers	169	285			
			Total	86,453	63,923

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Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 6th December 1961 and 10th January 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.

	Four weeks ended 6th December 1961		Five weeks ended 10th January 1962	
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled
Men aged 18 and over ..	62,571	92,773	73,973	87,131
Boys under 18	10,587	40,867	30,352	30,571
Women aged 18 and over ..	35,972	63,923	38,331	65,698
Girls under 18	8,267	51,150	31,145	40,173
Total	117,397	248,713	173,801	223,573

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 five weeks ended 10th January 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 10th January 1962. A Regional analysis of the total placings and vacancies remaining unfilled is given at the end of the Table.

Industry Group	Placings during five weeks ended 10th January 1962					Number of Vacancies remaining unfilled at 10th January 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 ..	871	824	552	88	2,335	1,292	1,680	209	322	3,503
Mining and Quarrying ..	753	1,154	17	35	1,959	11,203	1,929	79	32	13,243
Coal Mining	619	1,123	13	11	1,766	10,853	1,887	41	7	12,788
Food Drink and Tobacco	1,772	957	1,682	1,339	5,750	1,106	500	2,327	1,489	5,422
Chemicals and Allied Industries ..	981	254	557	611	2,403	1,322	455	1,117	762	3,656
Metal Manufacture	1,140	755	203	182	2,280	1,558	706	420	243	2,927
Engineering and Electrical Goods ..	4,819	3,964	2,599	1,973	13,355	12,863	2,746	6,086	2,313	24,008
Engineering including Scientific Instru- ments, etc.	3,430	2,839	1,066	834	8,169	8,824	2,017	2,356	1,063	14,260
Electrical Goods and Machinery	1,389	1,125	1,533	1,139	5,186	4,039	729	3,730	1,250	9,748
Shipbuilding and Marine Engineering ..	3,353	390	71	43	3,857	1,027	151	52	36	1,266
Vehicles	1,371	961	485	274	3,091	5,627	543	959	312	7,441
Metal Goods not Elsewhere Specified ..	1,325	1,688	863	660	4,536	1,678	1,105	1,704	1,167	5,654
Textiles	1,148	934	1,273	2,201	5,556	963	1,426	4,385	4,679	11,453
Cotton, Linen and Man-made Fibres (Spinning and Weaving)	258	179	375	360	1,172	278	373	1,384	1,263	3,298
Woolen and Worsted	279	172	257	377	1,085	205	488	1,219	1,078	2,990
Leather, Leather Goods and Fur	128	159	97	140	524	117	167	395	504	1,183
Clothing and Footwear	294	732	1,407	5,259	7,692	584	734	8,634	6,534	16,486
Bricks, Pottery, Glass, Cement, etc. ..	900	554	292	265	2,011	836	603	711	790	2,940
Timber, Furniture, etc.	893	1,495	262	291	2,941	1,108	769	449	512	2,838
Paper, Printing and Publishing	704	808	613	1,569	3,694	838	711	1,252	2,138	4,939
Paper, Cardboard and Paper Goods ..	471	349	361	754	1,935	430	275	807	1,137	2,649
Printing and Publishing	233	459	252	815	1,759	408	436	445	1,001	2,290
Other Manufacturing Industries	852	387	708	604	2,551	948	433	1,251	752	3,384
Total, All Manufacturing Industries ..	19,680	14,038	11,112	15,411	60,241	30,575	11,049	29,742	22,231	93,597
Construction	13,586	3,511	202	292	17,591	9,689	2,160	263	365	12,477
Gas, Electricity and Water	1,260	158	69	53	1,540	1,003	335	114	79	1,531
Transport and Communication	21,320	1,591	8,585	490	31,986	13,937	1,595	1,678	548	17,758
Distributive Trades	6,170	5,792	4,791	10,395	27,148	4,960	6,802	8,896	8,947	29,605
Insurance, Banking and Finance	216	142	292	713	1,363	1,038	843	753	1,107	3,741
Professional and Scientific Services ..	797	291	1,842	914	3,844	2,564	1,435	4,848	1,611	10,458
Miscellaneous Services	5,134	2,414	9,511	2,400	19,459	5,059	2,055	16,751	4,410	28,275
Entertainments, Sports, etc.	373	136	298	136	943	256	209	616	165	1,246
Catering, Hotels, etc.	3,039	290	6,393	321	10,043	1,354	381	7,013	776	9,524
Laundries, Dry Cleaning, etc.	209	284	654	575	1,722	146	160	1,296	967	2,569
Public Administration	4,186	437	1,358	354	6,335	5,811	688	2,365	521	9,385
National Government Service	1,523	207	985	216	2,931	3,751	306	1,568	297	5,922
Local Government Service	2,663	230	373	138	3,404	2,060	382	797	224	3,463
Grand Total	73,973	30,352	38,331	31,145	173,801	87,131	30,571	65,698	40,173	223,573
Region										
London and South-Eastern	18,212	6,676	10,726	6,254	41,868	22,856	8,133	23,054	10,229	64,272
Eastern and Southern	9,490	4,124	4,688	3,978	22,280	12,642	3,342	8,080	3,945	28,009
South-Western	5,407	1,611	2,770	1,629	11,417	6,571	1,866	3,367	2,171	13,975
Midland	4,234	3,434	2,172	3,329	13,169	9,488	3,703	4,829	4,085	22,105
North-Midland	3,702	2,601	1,553	2,912	10,768	7,369	2,630	4,484	4,460	18,943
East and West Ridings	5,420	3,135	2,305	2,923	13,783	7,230	4,085	4,835	4,201	20,351
North-Western	10,881	3,852	5,350	4,171	24,254	7,813	3,308	10,663	5,917	27,701
Northern	4,700	1,486	2,572	2,153	10,911	2,228	955	1,575	1,249	6,007
Scotland	7,410	2,310	4,309	2,435	16,464	3,391	1,558	3,537	3,063	11,549
Wales	4,517	1,123	1,886	1,361	8,887	7,543	991	1,274	853	10,661
Great Britain	73,973	30,352	38,331	31,145	173,801	87,131	30,571	65,698	40,173	223,573

Disabled Persons (Employment) Acts, 1944 & 1958

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

The number of disabled persons on the Register who were unemployed at 15th January 1962 was 52,040, of whom 45,519 were males and 6,521 were females. An analysis of these figures is given in the Table below.

	Males	Females	Total
Suitable for ordinary employment	41,228	5,983	47,211
Severely disabled persons classified as un- likely to obtain employment other than under special conditions*	4,291	538	4,829
Total	45,519	6,521	52,040

The number of placings of registered disabled persons in ordinary employment during the five weeks ended 10th January 1962 was 5,808, including 4,787 men, 848 women and 173 young persons. In addition 183 placings of registered disabled persons were in sheltered employment.

Nursing Appointments Service

The placing of men and women in nursing and midwifery vacancies and in vacancies for medical auxiliary and allied occupations notified by hospitals and other employers is carried out by the Nursing Services Branch of the Employment Department of the Ministry of Labour through the Nursing Appointments Offices. These Offices also provide a Careers Advice Service for the above-mentioned professions both for potential students and for qualified persons seeking other posts.

Statistics of vacancies for nurses, midwives, and medical auxiliary and allied occupations, in respect of the period from 30th September 1961 to 31st December 1961 are given below.

	Men	Women
Vacancies outstanding at 30th September 1961 ..	4,197	21,514
filled during period	228	2,252†
outstanding at 31st December 1961	4,373	21,080

The total of 25,453 vacancies outstanding at 31st December included 4,105 vacancies for nursery nurses, nursing assistants, nursing auxiliaries and medical auxiliaries. An analysis of the remaining 21,348 vacancies, by grade of nurse, etc., is given below.

Trained Nurses ..	7,415	Pupil Midwives ..	497
Student Nurses ..	7,848	Enrolled Nurses ..	2,679
Midwives	1,047	Pupil Nurses	1,862

Technical and Scientific Register

As the Minister of Labour has announced, it has been decided, as part of the contribution by his Department towards economy in Government expenditure, to close the Technical and Scientific Register. From 2nd April 1962 the Professional and Executive Register now provided at a number of the larger Employment Exchanges will be available to employers and registrants formerly dealt with by the Technical and Scientific Register. Until the date of closure, the Technical and Scientific Register will continue to operate from Almack House, 26-28 King Street, St. James's Square, London S.W.1 (Tel. No. WHIttehall 6200), with a representative at 450 Sauchiehall Street, Glasgow C.2 (Tel. No. Glasgow Douglas 7161).

The total number of persons enrolled on the Technical and Scientific Register at 15th January 1962 was 4,859; this figure included 3,701 registrants who were already in work but desired a change of employment, and 1,158 registrants who were unemployed.

The numbers of vacancies notified, filled, etc., between 12th December 1961 and 15th January 1962 (five weeks) are shown below.

Vacancies outstanding at 12th December 1961 ..	5,230
notified during period	370
filled during period	85
cancelled or withdrawn	476
unfilled at 15th January 1962	5,039

* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 63 to 67.

† These figures include 416 vacancies filled by part-time workers.

Professional and Executive Register

As the Minister of Labour has already announced in the House of Commons, it has been decided, owing to the need for economy in Government expenditure, that from 12th March 1962 the number of offices holding the Professional and Executive Register should be reduced by ten. The offices where this service will no longer be provided are: Ayr, Bolton, Bradford, Derby, Guildford, Ipswich, Norwich, Oldham, Oxford and Wolverhampton.

The Professional and Executive Register will, however, continue to provide a nation-wide service through its remaining 38 offices.

Employment in the Coal Mining Industry in December

The statistics given below in respect of employment, etc., in the coal mining industry in December 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 five weeks ended 30th December 1961 was 566,400 compared with 566,600 for the four weeks ended 25th November 1961 and 588,300 for the five weeks ended 31st December 1960.

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

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

Division†	Average numbers of wage-earners on colliery books during 5 weeks ended 30th Dec. 1961	Increase (+) or decrease (-) compared with the average for	
		4 weeks ended 25th Nov. 1961	5 weeks ended 31st Dec. 1960
Northern (Northumberland and Cumberland) ..	36,300	- 100	- 2,300
Durham	84,100	- 300	- 3,700
North Eastern	115,600	+ 100	- 3,900
North Western	41,600	+ 100	- 2,500
East Midlands	90,600	- 100	- 2,000
West Midlands	41,800	+ 200	- 2,000
South Western	82,000	+ 100	- 2,900
South Eastern	5,600	...	- 100
England and Wales ..	497,600	...	- 19,400
Scotland	68,800	- 200	- 2,500
Great Britain	566,400	- 200	- 21,900

It is provisionally estimated that during the five weeks of December about 4,090 persons were recruited to the industry, while the total number of persons who left the industry was about 4,800; the numbers on the colliery books thus showed a net decrease of 710. During the four weeks of November there was a net decrease of 20.

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

Absence Percentage (five-day week)

	December 1961	November 1961	December 1960
Coal-face workers:			
Voluntary	9.36	7.76	8.62
Involuntary	8.28	8.57	7.95
All workers:			
Voluntary	7.21	5.86	6.56
Involuntary	8.73	8.84	8.18

For face-workers the output per man-shift worked at National Coal Board mines was 4.32 tons in December, compared with 4.37 tons in the previous month and 4.07 tons in December 1960.

The output per man-shift calculated on the basis of all workers at National Coal Board mines was 1.50 tons in December; for November 1961 and December 1960 the figures were 1.52 tons and 1.42 tons, respectively.

* "No change" is indicated by three dots.

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

Employment of Women and Young Persons: Special Exemption Orders

The Factories Acts, 1937 to 1959, and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, section 23 of the Factories Act, 1959, enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making special exemption orders in respect of employment in particular factories.

Numbers of workers covered by special exemption orders* current on 31st December 1961

	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Totals	94,033	4,121	8,393	106,547

The distribution of these workers in 14 main industries was as follows:—

Industry Group	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Food, Drink and Tobacco	13,815	250	1,203	15,268
Chemical and Allied Industries	3,329	87	362	3,778
Metal Manufacture	841	693	12	1,546
Engineering and Electrical Goods	20,315	547	1,509	22,371
Metal Goods not elsewhere specified	2,704	123	183	3,010
Hosiery and Knitted Goods	2,021	92	411	2,524
Cotton, Linen and Lace	10,627	444	661	11,732
Wool and Worsted	12,520	399	1,252	14,171
Other Textiles	8,192	280	811	9,283
Clothing and Footwear, Leather Goods and Fur	3,887	244	866	4,997
Bricks, Pottery, Glass and Cement	2,541	126	5	2,672
Timber, Furniture, etc.	446	117	16	579
Paper, Printing and Publishing	5,761	497	1,002	7,260
Other Manufacturing Industries and Miscellaneous Services	7,034	222	100	7,356
Totals	94,033	4,121	8,393	106,547

Numbers of special exemption orders issued during 1961†

The following Table shows the numbers of orders issued during the calendar year ending on 31st December 1961, according to the periods of validity of the orders.

Period of validity	Numbers of new orders	Numbers of repetitions of expiring orders
Over 6 months and up to 12 months	173	739
Over 3 months and up to 6 months	225	145
Three months or less	183	57
Totals	581	941

Statistics for January 1962

The following Table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 31st January 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§	21,091	1,006	2,565	24,662
Double Day Shifts	19,491	980	1,791	22,262
Long Spells	9,983	384	1,114	11,481
Night Shifts	3,343	783	—	4,126
Part-time Work¶	5,407	19	—	5,408
Saturday Afternoon Work	853	19	79	953
Sunday Work	1,078	101	31	1,210
Miscellaneous	1,262	55	36	1,353
Totals	62,510	3,328	5,617	71,455

* See page 24 of January GAZETTE for analysis according to type of employment permitted by these orders.

† Corresponding information for 31st December 1960 was published on page 25 of the January 1961 issue of this GAZETTE.

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

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

|| Includes 2,256 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

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 16th January 1962, and the corresponding figures for 19th December 1961, and 17th January 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 (i) a large proportion of those whose incapacity lasts less than four days, (ii) civil servants receiving full pay during incapacity, and (iii) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

Region	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	16th Jan. 1962	19th Dec. 1961	17th Jan. 1961	16th Jan. 1962	19th Dec. 1961	17th Jan. 1961
London and S. Eastern:						
London and Middlesex	134.6	78.9	106.1	3.1	3.2	3.4
Remainder	112.1	70.8	88.8	3.4	3.1	3.3
Eastern	67.1	45.0	54.7	2.3	2.1	2.2
Southern	53.5	34.7	40.3	1.6	1.5	1.6
South-Western	78.8	52.5	62.2	2.5	2.2	2.4
Midland	125.3	75.1	118.2	4.4	4.1	4.2
North Midland	80.5	52.0	69.8	5.3	4.8	5.0
East and West Ridings	123.4	79.5	102.6	8.0	7.2	8.0
North-Western	250.7	155.5	204.2	7.6	7.3	7.5
Northern	93.1	64.7	75.1	7.7	6.8	7.0
Scotland	142.9	120.1	131.7	9.2	9.1	8.5
Wales	90.4	68.4	76.6	8.1	7.3	7.5
Total Great Britain	1,352.4	897.3	1,130.3	63.2	58.8	60.7

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

The total number of persons shown in the Table above as absent owing to sickness on 16th January 1962 represented 6.7 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

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 3,021,700 in October 1961, compared with 3,005,100 (revised figure) in the previous month, and 3,065,400 in October 1960. The number of persons receiving unemployment benefits at the same date was 48,531, compared with 59,561 in September and 10,364 in October 1960.

CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 9th December 1961, was 6,082,000, compared with 6,155,000 at 11th November and 5,902,000 at 10th December 1960. Persons wholly unemployed at 9th December are estimated at 390,000 or 6.4 per cent. of the labour force, compared with 331,000, or 5.4 per cent., at 11th November, and 489,000, or 8.2 per cent., at 10th December 1960.

UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in employment as wage or salary earners (including Alaska and Hawaii) in industries other than agriculture and domestic service, was approximately 55,077,000 in November, compared with 55,101,000 (revised figure) in October, and 54,595,000 in November 1960. The number of production workers in manufacturing industries in November was 12,385,000, compared with 12,382,000 (revised figure) in October, and 12,324,000 in November 1960. They also estimate that the total number of unemployed persons at the middle of November was about 3,990,000 or 5.6 per cent. of the civilian labor force, compared with 3,934,000 or 5.5 per cent. at the middle of the previous month, and 4,031,000 or 5.7 per cent. at the middle of November 1960.

RETAIL PRICES

Index of Retail Prices

INDEX FOR 16th JANUARY 1962

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

At 16th January 1962, the retail prices index was 117 (prices at 17th January 1956 = 100), the same figure as at 12th December 1961, compared with 112 at 17th January 1961.

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 weights now in use have been computed from information provided by a large-scale household expenditure enquiry made in 1953-54, adjusted to correspond with the level of prices ruling in January 1956.

DETAILED FIGURES FOR 16th JANUARY 1962

(Prices at 17th January 1956 = 100)

The following Table shows, for various groups and sub-groups, the indices at 16th January 1962 on the basis 17th January 1956 = 100, together with the relative weights assigned to the sub-groups and the relative weights used in combining the separate group figures into a single "all items" index.

GROUP AND SUB-GROUP	INDEX FIGURE FOR 16th JANUARY 1962 (17th January 1956 = 100)		WEIGHT
	1962	1961	
I. Food:			
Bread, flour, cereals, biscuits and cakes	127	..	52
Meat and bacon	106	..	89
Fish	130	..	9
Butter, margarine, lard and cooking fat	85	..	19
Milk, cheese and eggs	108	..	53
Tea, coffee, cocoa, soft drinks, etc.	98	..	22
Sugar, preserves and confectionery	106	..	39
Vegetables, fresh, dried and canned	117	..	33
Fruit, fresh, dried and canned	133	..	19
Other food	107	..	15
Total—Food	110.7	..	350
II. Alcoholic drink	108.2	..	71
III. Tobacco	123.6	..	80
IV. Housing	140.6	..	87
V. Fuel and light:			
Coal and coke	135	..	28
Other fuel and light	126	..	27
Total—Fuel and light	130.6	..	55
VI. Durable household goods:			
Furniture, floor coverings and soft furnishings	109	..	35
Radio, television and other household appliances	88	..	21
Pottery, glassware and hardware	107	..	10
Total—Durable household goods	102.1	..	66
VII. Clothing and footwear:			
Men's outer clothing	108	..	20
Men's underclothing	111	..	7
Women's outer clothing	106	..	22
Women's underclothing	109	..	6
Children's clothing	107	..	11
Other clothing, including hose, haberdashery, millinery and materials	100	..	21
Footwear	111	..	19
Total—Clothing and footwear	106.6	..	106
VIII. Transport and vehicles:			
Motoring and cycling	106	..	30
Fares and other transport	143	..	38
Total—Transport and vehicles	126.7	..	68
IX. Miscellaneous goods:			
Books, newspapers and periodicals	150	..	16
Medicines, toilet requisites, soap, cleaning materials, matches, etc.	126	..	26
Stationery, travel and sports goods, toys, photographic and optical goods, etc.	110	..	17
Total—Miscellaneous goods	128.2	..	59
X. Services:			
Postage and telephones	134	..	6
Entertainment	132	..	23
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	128	..	29
Total—Services	130.1	..	58
ALL ITEMS	117.5	..	1,000

The above calculation yields a figure slightly under 117.5 and accordingly the "all items" index figure at 16th January was taken as 117.

PRINCIPAL CHANGES IN THE MONTH

Food

Increases in the average prices of potatoes and most other fresh vegetables, beef, mutton and lamb and bacon, were partly offset by a marked decrease in the average price of eggs and decreases in the average prices of tomatoes and some fresh fruit. As a result the average level of food prices rose by about one-half of one per cent., and the group index figure, expressed to the nearest whole number, was 111, compared with 110 the previous month.

Durable Household Goods

Mainly as a result of a rise in the average level of prices of furniture, the index for the durable household goods group rose by about one-half of one per cent. Expressed to the nearest whole number, the index was 102, compared with 101 the previous month.

Miscellaneous Goods

Increases in the prices of books and other items included in this group resulted in a rise of rather more than one-half of one per cent. in the group index figure, which, expressed to the nearest whole number, was 128, compared with 127 in the previous month.

Services

Increases in the average levels of charges for admission to cinemas and for services such as hairdressing, boot and shoe repairing and laundering, were almost offset by a seasonal reduction in the average level of charges for dry cleaning. Expressed to the nearest whole number, the index for the services group, as a whole, remained unchanged at 130.

Other Groups

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

ALL ITEMS INDICES, JANUARY 1956 TO JANUARY 1962

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	109	109	109	109	109	109	109	110	110
1960	110	110	110	110	110	110	110	110	110	111	112	112
1961	112	112	113	113	114	115	115	116	115	116	117	117
1962	117											

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			
All Items	Nov., 1961	111.49	+ 0.17	+ 1.15
Food		111.0	+ 0.2	+ 1.4
France (Paris)	1956-57 = 100			
All Items	Dec., 1961	138.3	+ 0.5	+ 5.3
Food		135.8	+ 1.0	+ 7.8
Germany (Federal Republic)	1958 = 100			
All Items	Dec., 1961	106.3	+ 0.3	+ 3.2
Food		104.7	+ 0.3	+ 3.8
Italy (Large Towns)	1938 = 1			
All Items	Oct., 1961	70.81	+ 0.11	+ 2.28
Food		76.72	- 0.10	+ 1.73
Norway	1959 = 100			
All Items	Oct., 1961	104.8	+ 0.7	+ 4.4
Food		104	+ 1	+ 6
Switzerland	1959 = 100			
All Items	Dec., 1961	191.2	+ 0.2	+ 6.5
Food		205.9	+ 0.3	+ 8.3
Other Countries				
Canada	1949 = 100			
All Items	Dec., 1961	129.8	+ 0.1	+ 0.2
Food		124.5	+ 0.9	- 0.8
Ceylon (Colombo)	1952 = 100			
All Items	Nov., 1961	105.9	Nil	+ 1.0
Food		100.00	- 0.56	+ 1.53
Rhodesia, Northern	1959 = 100			
All Items	Oct., 196			

WAGES AND HOURS OF WORK

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

INDICES FOR 31st JANUARY 1962

(31st JANUARY 1956 = 100)

At 31st January 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:—

	All Industries and Services			Manufacturing Industries only		
	Weekly Rates	Normal Weekly Hours	Hourly Rates	Weekly Rates	Normal Weekly Hours	Hourly Rates
1961 Dec.	126.4	95.4	132.4	125.0	95.2	131.3
1962 Jan.	126.8	95.2	133.2	125.3	95.2	131.6

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

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

Weekly Rates of Wages*

I—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.0	109.7	111.3	110.0
1958	113.8	114.0	115.8	114.0
1959	116.8	117.0	119.0	117.0
1960	119.7	120.8	123.2	120.0
1961	124.6	125.3	130.3	125.0
1960 December	121.9	122.7	126.3	122.3
1961 January	123.2	123.5	128.4	123.5
February	123.5	123.6	128.8	123.7
March	123.6	124.0	129.0	124.0
April	123.9	124.2	129.2	124.2
May	124.2	124.8	129.8	124.6
June	124.6	125.7	130.6	125.0
July	124.6	125.8	130.8	125.1
August	124.7	126.1	130.8	125.2
September	124.9	126.4	131.1	125.4
October	125.8	126.4	131.7	126.2
November	125.8	126.4	131.7	126.2
December	126.0	126.5	131.9	126.4
1962 January	126.4	127.2	132.2	126.8

Index of Normal Weekly Hours

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

Normal Weekly Hours*

III—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.6	99.8	99.7
1959	99.6	99.5	99.8	99.6
1960	97.9	98.3	98.1	98.0
1961	96.0	95.8	95.9	95.9
1960 December	97.0	97.7	97.1	97.1
1961 January	96.3	96.7	96.5	96.4
February	96.3	96.7	96.5	96.4
March	96.3	96.4	96.3	96.3
April	96.3	96.3	96.4	96.3
May	96.1	95.9	96.0	96.1
June	96.0	95.6	95.7	95.9
July	96.0	95.6	95.7	95.9
August	96.0	95.4	95.7	95.8
September	95.9	95.4	95.6	95.8
October	95.4	95.4	95.3	95.4
November	95.4	95.4	95.3	95.4
December	95.4	95.4	95.3	95.4
1962 January	95.2	95.3	95.2	95.2

Index of Hourly Rates of Wages

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

II—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	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
1960 December	122.4	122.4	127.5	122.7
1961 January	123.1	123.2	128.3	123.3
February	123.1	123.3	128.5	123.4
March	123.4	124.0	128.9	123.8
April	123.5	124.1	129.1	123.9
May	123.7	124.1	129.2	124.0
June	123.8	124.2	129.3	124.1
July	123.9	124.4	129.6	124.3
August	124.0	124.4	129.6	124.3
September	124.3	124.9	130.1	124.6
October	124.4	124.9	130.2	124.7
November	124.4	124.9	130.2	124.7
December	124.7	125.1	130.5	125.0
1962 January	125.0	125.4	130.9	125.3

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

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

IV—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	100.0	100.0	100.0
1958	99.7	99.9	99.9	99.8
1959	99.6	99.7	99.7	99.6
1960	97.1	97.8	97.5	97.3
1961	95.6	95.2	95.4	95.4
1960 December	96.3	96.8	96.5	96.5
1961 January	95.7	95.3	95.7	95.6
February	95.7	95.3	95.7	95.6
March	95.7	95.3	95.6	95.6
April	95.7	95.2	95.6	95.5
May	95.6	95.2	95.5	95.5
June	95.6	95.2	95.4	95.5
July	95.5	95.1	95.4	95.4
August	95.5	95.1	95.4	95.4
September	95.5	95.1	95.3	95.3
October	95.4	95.0	95.2	95.3
November	95.4	95.0	95.2	95.3
December	95.3	95.0	95.2	95.2
1962 January	95.3	95.0	95.1	95.2

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

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

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

Hourly Rates of Wages*

V—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.1	109.8	111.4	110.1
1958	114.4	114.4	116.0	114.3
1959	117.3	117.7	119.2	117.4
1960	122.3	122.8	125.6	122.5
1961	129.8	130.7	135.9	130.3
1960 December	125.8	125.6	130.0	125.9
1961 January	127.9	127.8	133.1	128.1
February	128.1	127.9	133.5	128.3
March	128.4	128.5	133.9	128.6
April	128.8	129.0	134.1	129.0
May	129.2	130.2	135.2	129.7
June	129.8	131.5	136.4	130.4
July	129.9	131.6	136.6	130.5
August	130.0	132.1	136.7	130.7
September	130.2	132.5	137.1	131.0
October	131.8	132.6	138.2	132.3
November	131.8	132.6	138.2	132.3
December	132.0	132.7	138.5	132.4
1962 January	132.8	133.5	138.9	133.2

General

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

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

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

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

Movements in Rates of Wages and Hours of Work

Changes coming into operation during January

Estimates of the effect of changes in rates of wages and hours of work coming into operation during January indicate that about 1,400,000 workers had an aggregate increase of approximately £520,000 in their full-time weekly rates of wages, and about 670,000 workers had their normal weekly hours of work reduced by an average of 1½ hours.†

The following major changes became operative during January: electricity supply (increase of 2d. an hour, and workers with two years or more service to be placed on an upstanding wage equal to 42 times their normal hourly rate, plus additional amounts ranging from 5s. to 8s. 6d. a week, according to occupation); licensed residential establishments and licensed restaurants (statutory minimum rates increased by amounts ranging from 10s. to 20s. a week for men, and from 7s. 6d. to 15s. for women); industrial and staff canteens (normal weekly hours of work reduced from 45 to 44, with increases in statutory minimum remuneration of 16s. 6d. or 11s. 6d. a week for men, and of 12s. 6d. or 9s. for women); road haulage contracting (normal weekly hours reduced from 44 to 42, with general increases in statutory minimum remuneration of about 3 per cent.); coal and coke distribution in Great Britain, except London area (normal weekly hours reduced from 44 to 42, with an increase of 6s. a week for adults); and British Railways (normal working week of salaried and conciliation staffs reduced by 2 hours, without loss of pay). Workers in the brewing industry, where district agreements usually run for the calendar year, received increases ranging from 8s. 9d. to 10s. 6d. a week.

Workers engaged in the general printing industry and its associated industries received increases of 5s. a week for men, and of 3s. 9d. for women, under sliding-scale arrangements based on the official index of retail prices. Under similar provisions, increases of smaller amounts became payable to workers in a number of industries, including iron and steel manufacture and textile finishing.

Of the total increase of approximately £520,000, about £207,000 resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement, £171,000 from statutory wages regulation orders, £78,000 from the operation of sliding-scale arrangements based on the official index of retail prices, £60,000 from direct negotiations between employers and trade unions, and the remainder from an arbitration award.

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

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

VI—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.7	110.1
1958	113.9	113.7	114.7	113.9
1959	117.0	116.7	117.7	116.9
1960	122.8	122.7	125.9	122.8
1961	129.6	130.6	135.7	130.1
1960 December	127.1	126.6	132.1	127.1
1961 January	128.5	129.2	134.1	129.0
February	128.6	129.3	134.4	129.0
March	129.0	130.2	134.9	129.5
April	129.1	130.3	135.1	129.6
May	129.3	130.4	135.3	129.8
June	129.5	130.5	135.4	130.0
July	129.7	130.7	135.9	130.2
August	129.8	130.7	135.9	130.3
September	130.2	131.4	136.6	130.7
October	130.4	131.5	136.8	131.0
November	130.4	131.5	136.8	131.0
December	130.8	131.6	137.2	131.3
1962 January	131.1	132.0	137.6	131.6

Comparison between Earnings and Rates of Wages

Statistics of changes in actual weekly and hourly earnings (as distinct from changes in rates of wages) are collected in April and October each year. Figures relating to such earnings from April 1956 to October 1961 are given in an article on pages 50 to 57 of this GAZETTE. The average increase in actual weekly earnings (all workers) between April 1956 and October 1961 in the industries and services covered by the half-yearly enquiries was 30 per cent., as compared with an average increase of 19½ per cent. during the same period in the level of weekly rates of wages in the same industries, whilst the average increase in actual hourly earnings was 33½ per cent. as compared with an average increase of 25½ per cent. in hourly rates of wages. For manufacturing industries only the corresponding increases were 29½ per cent. for weekly earnings, 18½ per cent. for weekly rates of wages, 33½ per cent. for hourly earnings and 24½ per cent. for hourly rates of wages.

Industry Group	Weekly Rates of Wages		Normal Weekly Hours of Work	
	Approximate Number of Workers affected by Increases‡	Estimated Amount of Increase in Weekly Rates of Wages	Approximate Number of Workers affected by Reductions	Estimated Amount of Reduction in Weekly Hours
		£		
Agriculture, Forestry, Fishing, Mining and Quarrying	8,000	1,200	—	—
Food, Drink and Tobacco	29,500	13,700	14,000	14,000
Chemicals and Allied Industries	4,000	600	—	—
Metal Manufacture	158,000	7,900	—	—
Engineering and Electrical Goods	—	—	—	—
Shipbuilding and Marine Engineering	—	—	—	—
Vehicles	—	—	—	—
Metal Goods not elsewhere specified	8,500	2,900	—	—

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JANUARY

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Limestone Quarrying	West Cumberland (10)	22 Jan.	Male workers	Cost-of-living net addition to wages increased* by 0.143d. an hour (1s. 5.143d. to 1s. 5.286d.) for workers 18 and over, and by 0.072d. (8.571d. to 8.643d.) for boys under 18.
	Yorkshire (North Riding)	1 Jan.	Male workers	Cost-of-living payment increased* by 2d. a shift (8s. 11d. to 9s. 1d.) for workers 18 and over, and by 1d. (4s. 5½d. to 4s. 6½d.) for boys under 18.
China Clay	Cornwall and Devon (13)	7 Jan.	All workers	Increases in basic rates of 7s. a week for male timeworkers and contract workers 18 and over, and of proportional amounts for youths and female workers; for shift workers, additional payment for each hour worked increased to 4d., 4½d. and 5½d. for 2-, 3- and 4-shift systems respectively, and additional payment for the working of the full afternoon shift on Saturday increased to 15s. Basic rates after change for men 18 and over: timeworkers—washing and breaking clay, cleaning micas, winding and pumping, processing, washing mica and all other unclassified work 182s. a week, landing, maintenance men (handymen and inclines) 187s., shift bosses 202s.; contract workers (for whom the bonuses remain unchanged)—mill operators 112s. a week, stent 117s., sand, overburden 122s., drying (press kilns), loading and bagging 127s., drying (tank kilns) 137s.; mechanical dryer workers (for whom no targets are fixed)—drying-mechanical kilns 205s. 3d.; youths 2s. 0½d. an hour at 15 rising to 3s. 11½d. at 17½.
Ironstone Mining	Cleveland (14)	1 Jan.	Male workers	Cost-of-living payment increased* by 2.4d. a shift (11s. 1.2d. to 11s. 3.6d.) for workers 18 and over, and by 1.2d. (5s. 6.6d. to 5s. 7.8d.) for boys under 18.
Iron-Ore Mining	Cumberland (14)	22 Jan.	Male workers	Cost-of-living net addition to wages increased* by 1d. a shift (9s. 11d. to 10s.) for workers 18 and over, and by ½d. (4s. 11½d. to 5s.) for boys under 18.
Ironstone Mining and Quarrying	North Lincolnshire	7 Jan.	Male workers	Cost-of-living bonus payment increased* by 2.6d. a shift (9s. 5.1d. to 9s. 7.7d.) for men, by 1.96d. (7s. 0.82d. to 7s. 2.78d.) for youths 18 and under 21, and by 1.3d. (4s. 8.55d. to 4s. 9.85d.) for boys under 18.
Ironstone Mining and Quarrying and Limestone Quarrying	Notts., Leics., parts of Lincs., Northants. and Banbury	7 Jan.	Male workers	Cost-of-living payment increased* by 2.72d. a shift (9s. 3.52d. to 9s. 6.24d.) for men, by 2.04d. (6s. 11.64d. to 7s. 1.68d.) for youths 18 and under 21, and by 1.36d. (4s. 7.76d. to 4s. 9.12d.) for boys under 18.
Brewing	London (27)	8 Sept. 1961	Drivers of motor vehicles .. .	New minimum rates agreed, following the re-classification of vehicles, as follows:—drivers of vehicles up to 7 tons carrying capacity 212s. a week, of 7 tons or over 220s.
		1 Jan.	All workers	Increases of 10s. 6d. a week for male workers 21 and over, and of 8s. for female workers 18 and over. Minimum rates after change: able-bodied male workers 21 and over employed in breweries and bottling stores 210s. 6d. a week, horse drivers 223s. 6d., drivers of vehicles up to 7 tons carrying capacity 222s. 6d., of 7 tons or over 230s. 6d., other transport workers 210s. 6d.; female workers 18 and over in breweries and bottling stores 155s.
	Kent	1 Jan.	All workers	Increases of 10s. a week for male workers 21 and over, and of 7s. 9d. for female workers 19 and over. Minimum rates after change: able-bodied male workers 21 and over 197s. a week, transport workers, drivers of motor vehicles of under 5 tons carrying capacity 204s., 5 tons and over 209s., mates 197s.; female workers 19 and over in breweries and bottling stores 132s. 9d.
	South Lancashire and East Cheshire (28)	1 Jan.	All workers	Increases of 8s. 9d. a week for male workers 21 and over and for female workers 19 and over, and of proportional amounts for younger workers. Minimum rates after change: male workers—brewery labourers 21 and over 198s. 7½d. a week, boilerhouse firemen 203s. 10½d., assistant firemen 198s. 7½d., transport drivers (mechanical) 210s., one-horse drivers 198s. 7½d., two-horse drivers 203s. 10½d., mates 198s. 7½d., youths and boys 76s. 1½d. at 15 rising to 174s. 1½d. at 20 and under 21; female workers in bottling depts. 74s. 4½d. at 15 rising to 143s. 6d. at 19 and over.
	South Wales and Monmouthshire (31)	1 Jan.	All workers	Increases of 11s. 6d. a week for transport drivers, of 9s. 6d. for other male workers 21 and over, of 7s. 2d. for male workers 18 and under 21 and for female workers 18 and over, and of 4s. 7½d. or 4s. 10½d., according to age, for younger workers. Minimum rates after change: male workers—able-bodied brewery labourers 87s. a week at 15 rising to 197s. 3d. at 21 and over, transport drivers 211s. 9d., helpers on lorries 197s. 3d.; female workers in bottling stores 85s. at 15 rising to 141s. at 21 and over.
	Sussex (31)	1 Jan.	All workers	Increases of 10s. a week for able-bodied male workers 21 and over, and of 7s. 9d. for female workers 19 and over in bottling stores. Minimum rates after change: able-bodied male workers 21 and over 198s. a week, female workers 19 and over in bottling stores 133s. 9d.
	Yorkshire (except Sheffield and Rotherham) (29)	Week commencing 31 Dec. 1961	Inside workers	Increases of 2½d. an hour for male workers 19 and over and for female workers 18 and over, and of 1½d. for younger workers; night workers, other than shift workers, to be paid at the rate of time-and-one-fifth (previously 9d. an hour above the day rates). Minimum rates after change: male workers 2s. 1d. an hour at 15 rising to 4s. 8½d. at 20 and over; female workers, in breweries 2s. 0½d. at 16 rising to 3s. 5½d. at 18 and over, in bottling depts. 2s. 0½d. to 3s. 5d.
			Transport workers	Increase of 8s. 9d. a week. Minimum rates after change: motor drivers of vehicles of up to 12 tons carrying capacity 207s. 10½d. a week, over 12 tons 211s. 10½d., mates and one-horse drivers 197s. 10½d., two-horse drivers 202s. 10½d.
	Birmingham (30)	1 Jan.	All workers	Increases of 8s. 9d. a week for male and female workers 21 and over, and of proportional amounts for younger workers. Minimum rates after change: male workers—brewery workers 82s. 8d. a week at 15 rising to 201s. 3d. at 21 and over, lorry drivers 213s. 9d., backmen 201s. 3d.; female workers in breweries or bottling stores and wine and spirit stores 67s. 4d. at 15 rising to 140s. at 21 and over.
	Burton-on-Trent (30)	1 Jan.	All workers	Increases of 9s. 3d. a week for male workers 21 and over, of 7s. or 6s. 11d., according to occupation, for female workers 21 and over, and of proportional amounts for younger workers. Minimum rates after change: male day workers 21 and over—brewery labourers 200s. a week, cold-room workers 210s., ale loaders and stowers 203s., carters and drivers (one-horse) 200s., (two-horse) 202s., motor lorry drivers 210s., steersmen and cellarmen 205s., locomotive drivers 221s. 6d., spare loco drivers (when driving), first year 217s. 6d., second year 218s. 6d., third year 219s. 6d., thereafter 221s. 6d., loco firemen (including cleaners) 203s., head shunters 211s., under shunters 203s., general hands in loco sheds 202s., gas engine drivers 200s., younger male workers 66s. at 15 rising to 171s. at 20; shift workers—brewery shiftmen 216s., stationary enginemn 224s., stokers 221s. 6d.; female workers in bottling stores 59s. 6d. at 15 rising to 143s. 6d. at 21.†
	Derby, Kimberley, Mansfield and Nottingham districts (31)	First pay week in Jan.	All workers	Increases of 10s. a week for motor drivers, of 8s. 9d. for other male workers 19 and over, and of proportional amounts for younger male workers and all female workers. Minimum rates after change: male workers—inside workers 91s. a week at 15 rising to 199s. 6d. at 21 and over, motor drivers 210s. 10d., one-horse drivers 201s. 6d., two-horse drivers 205s. 6d., drivers' mates 201s. 6d.; female workers 90s. 5d. at 16 rising to 130s. 9d. at 20 and over.

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

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

Principal Changes in Rates of Wages Reported during January—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Brewing (continued)	Sheffield, Rotherham and Chesterfield districts (29)	Week commencing 31 Dec. 1961	Inside brewery workers	Increases of 8s. 9d. a week for male workers 20 and over, of 9s. 5½d. for female workers 18 and over (7s. 6½d. when doing men's work), and of varying amounts, according to age, for younger workers; shift workers' payment increased by 1s. 3d. (2s. 6d. to 3s. 9d.) a shift, permanent night workers to be paid at the rate of time-and-one-fifth (previously 4d. an hour above day rates), female workers employed in lifting cases of full bottles to be paid 1d. an hour extra. Minimum rates after change: male workers 87s. 6d. a week at 15 rising to 196s. 10½d. at 20 and over, female workers 85s. 9d. at 16 rising to 143s. 6d. at 18 and over (145s. 3d. when doing men's work).
			Transport workers	Increases of 8s. 9d. a week for motor drivers, and of 9s. 9d. for mates; rate for drivers of vehicles of up to 40 cwt. carrying capacity no longer separately specified. Minimum rates after change: motor drivers of vehicles of up to 12 tons carrying capacity 207s. 10½d. a week, over 12 tons 211s. 10½d., mates 197s. 10½d.
Aerated Waters Manufacture	Northern Ireland (254)	15 Jan.	All workers	Increases in general minimum time rates of 8s. 6d. a week for foremen, forewomen or syrup makers and for other male workers 21 and over, of 6s. for other female workers 19 and over, and of proportional amounts for younger workers. General minimum time rates after change: foremen, forewomen or syrup makers 171s. 6d. a week, other male workers 56s. 3d. at under 16 rising to 161s. 9d. at 21 and over, other female workers 56s. 3d. at under 16 rising to 114s. at 19 and over.*
Printing Ink and Roller Manufacture	Great Britain (39)	First pay day in Jan.	All workers	Cost-of-living bonus increased† by 5s. a week (19s. to 24s.) for male workers 18 and over, by 3s. 9d. (14s. 3d. to 18s.) for female workers 18 and over, and by 2s. 6d. (9s. 6d. to 12s.) for younger workers.
Pig Iron Manufacture	England and Wales and certain works in Scotland† (42)	7 Jan.	Workers employed at blast-furnaces (integrated plants) except those whose wages are regulated by movements in other industries	Cost-of-living payment increased† by 2.6d. a shift (9s. 5.1d. to 9s. 7.7d. for shift-rated workers) or by 0.32d. an hour (1s. 2.14d. to 1s. 2.46d. for hourly-rated workers) for men and for women and youths employed on men's work, by 1.96d. a shift (7s. 0.82d. to 7s. 2.78d.) or by 0.25d. an hour (10.6d. to 10.85d.) for youths 18 and under 21 and for women employed on youths' work, and by 1.3d. a shift (4s. 8.55d. to 4s. 9.85d.) or by 0.16d. an hour (7.07d. to 7.23d.) for boys and for girls doing boys' work.
	Derbyshire, Leicestershire and Northants.§ (42)	7 Jan.	Workers employed at blast-furnaces (merchant plants)	Cost-of-living payment increased† by 2.6d. a shift (9s. 5.1d. to 9s. 7.7d.) for men and for women and youths employed on men's work, by 1.96d. (7s. 0.82d. to 7s. 2.78d.) for youths 18 and under 21 and for women employed on youths' work, and by 1.3d. (4s. 8.55d. to 4s. 9.85d.) for boys and for girls doing boys' work.
	West of Scotland (42)	Pay period commencing nearest 1 Jan.	Workers, other than maintenance workers, employed at blast-furnaces	Cost-of-living payment increased† by 2.6d. a shift (9s. 5d. to 9s. 8d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and Steel Manufacture	Certain districts in England and Wales and certain works in Scotland† (43)	7 Jan.	Workers, other than roll turners and maintenance workers, employed at steel melting shops and steel rolling mills	Cost-of-living payment increased† by 2.6d. a shift (9s. 5.1d. to 9s. 7.7d. for shift-rated workers) or by 0.32d. an hour (1s. 2.14d. to 1s. 2.46d. for hourly-rated workers) for men and women, by 1.96d. a shift (7s. 0.82d. to 7s. 2.78d.) or by 0.25d. an hour (10.6d. to 10.85d.) for youths and girls 18 and under 21, and by 1.3d. a shift (4s. 8.55d. to 4s. 9.85d.) or by 0.16d. an hour (7.07d. to 7.23d.) for those under 18.
		7 Jan.	Roll turners and apprentices employed at steel works	Cost-of-living payment increased† by 0.32d. an hour (1s. 2.14d. to 1s. 2.46d.) for craftsmen, by 0.25d. (10.6d. to 10.85d.) for apprentices 18 to 21, and by 0.16d. (7.07d. to 7.23d.) for apprentices under 18.
		7 Jan.	Maintenance craftsmen and apprentices employed at coke oven and blast-furnace plants, steel melting shops, and steel rolling mills	do. do.
		7 Jan.	Bricklayers, apprentices, and bricklayers' labourers employed at blast-furnaces and iron and steel works	Cost-of-living payment increased† by 0.32d. an hour (1s. 2.14d. to 1s. 2.46d.) for men 21 and over, by 0.25d. (10.6d. to 10.85d.) for apprentices and youths 18 and under 21, and by 0.16d. (7.07d. to 7.23d.) for apprentices and boys under 18.
	Midlands and parts of South Yorks. and South Lancs.¶ (43)	28 Jan.	Workers other than maintenance workers, employed at iron puddling furnaces and iron and steel rolling mills and forges	Cost-of-living bonus payment increased† by 1.3d. a shift (9s. 7.7d. to 9s. 9d.) for men and women 21 and over, by 0.975d. (7s. 2.775d. to 7s. 3.75d.) for workers 18 and under 21, and by 0.65d. (4s. 9.85d. to 4s. 10.5d.) for those under 18.
	Staffs., Ches., Teeside, S. Wales and Mon. and Glasgow** (43)	1 Jan.	Workers employed at steel sheet rolling mills	Cost-of-living payment increased† by 2.6d. a shift (9s. 5.1d. to 9s. 7.7d.) for men and women 21 and over, by 1.96d. (7s. 0.82d. to 7s. 2.78d.) for youths and girls 18 and under 21, and by 1.3d. (4s. 8.55d. to 4s. 9.85d.) for those under 18.
	South-West Wales†† (43)	7 Jan.	Workers, other than bricklayers and carpenters, employed in steel manufacture	Cost-of-living bonus increased† by 2d. a shift (8s. 6d. to 8s. 8d.) for men and for women employed on men's work, by 1½d. (6s. 4½d. to 6s. 6d.) for youths 18 and under 21, and by 1d. (4s. 3d. to 4s. 4d.) for youths under 18.
	West of Scotland‡‡ (43)	Pay period beginning 1 Jan.	Workers employed at iron puddling forges and mills and sheet mills	Cost-of-living payment increased† by 2.8d. a shift (10s. 0.4d. to 10s. 3.2d.) or by 0.35d. an hour (1s. 2.93d. to 1s. 3.28d. for six-shift workers) for men, by 2.1d. a shift (7s. 6.3d. to 7s. 8.4d.) or by 0.27d. an hour (11.19d. to 11.46d.) for youths 18 and under 21, and by 1.4d. a shift (5s. 0.2d. to 5s. 1.6d.) or by 0.18d. an hour (7.46d. to 7.64d.) for boys under 18.
		Pay period beginning 29 Jan.	Workers employed at iron puddling forges and mills and sheet mills	Cost-of-living payment increased† by 1.4d. a shift (10s. 3.2d. to 10s. 4.6d.) or by 0.17d. an hour (1s. 3.28d. to 1s. 3.45d. for six-shift workers) for men, by 1.05d. a shift (7s. 8.4d. to 7s. 9.45d.) or by 0.13d. an hour (11.46d. to 11.59d.) for youths 18 and under 21, and by 0.7d. a shift (5s. 1.6d. to 5s. 2.3d.) or by 0.09d. an hour (7.64d. to 7.73d.) for boys under 18.
	South Wales and Monmouthshire§§ (43)	7 Jan.	Workers employed at steel rolling mills	Cost-of-living bonus increased† by 2.4d. a shift (7s. 4.8d. to 7s. 7.2d. for skilled craftsmen, and 8s. 7.8d. to 8s. 10.2d. for other men) for men and women 18 and over, and by 1.2d. (3s. 8.4d. to 3s. 9.6d. or 4s. 3.9d. to 4s. 5.1d.) for those under 18.
Tinplate Manufacture	South Wales and Monmouthshire (43)	7 Jan.	Workers other than apprentices	Cost-of-living bonus increased† by 2d. a shift (9s. 6d. to 9s. 8d.) for men and for women engaged specifically to replace male labour, by 1½d. (7s. 1½d. to 7s. 3d.) for youths 18 and under 21 and for women 18 and over, and by 1d. (4s. 9d. to 4s. 10d.) for workers under 18.
Galvanising	England and Wales	1 Jan.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Cost-of-living payment increased† by 2.6d. a shift (9s. 5.1d. to 9s. 7.7d.) for men and women 21 and over, by 1.96d. (7s. 0.82d. to 7s. 2.78d.) for youths and girls 18 and under 21, and by 1.3d. (4s. 8.55d. to 4s. 9.85d.) for those under 18.

* These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 35 of the January issue of this GAZETTE.

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

‡ Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.

§ Agreements between the Midland Merchant Blast-furnace Owners' Association and the trade unions concerned.

|| Agreements of the Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.

** Agreements of the Midland Iron and Steel Wages Board.

†† Agreements of the Sheet Trade Board.

‡‡ Agreements of the South Wales Siemens Steel Trade Conciliation Board.

§§ Agreements of the Scottish Manufactured Iron Trade Conciliation and Arbitration Board.

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

Principal Changes in Rates of Wages Reported during January—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Tube Manufacture	Newport	7 Jan.	Male workers	Cost-of-living bonus increased* by 2.32d. a shift (9s. 1.62d. to 9s. 3.94d.) for men, by 1.546d. (6s. 1.048d. to 6s. 2.594d.) for youths 18 and under 21, and by 1.16d. (4s. 5.65d. to 4s. 6.81d.) for boys.
Bobbin Manufacture	England and Wales (50)	Third pay day in Jan.	All workers	Increases* of 1s. a week for adult workers, and of 6d. for apprentices, boys and girls. Minimum rates after change: men—higher skilled 203s. 10d. a week, lesser skilled 191s., labourers 181s. 3d.; women 18 and over 148s. 3d.
Silver and Electro-Plate Trade	Sheffield (61)	1 Jan.	All workers	Increases in datal rates of 2½d. an hour for male workers 21 and over, of 3d. in the minimum rate for female workers 21 and over, and of proportional amounts for apprentices, youths, boys and girls, with appropriate adjustments to piecework prices. Minimum datal rates after change include: male workers 21 and over, class A, skilled 4s. 11½d. an hour, class B, semi-skilled 4s. 3½d., class C, unskilled 4s. 2½d.; female workers 21 and over employed on production 2s. 9½d., on warehouse work 2s. 7d. Female datal workers 21 and over in receipt of rates above these new minimum rates receive an increase of 2d. an hour.
Lock, Latch and Key Making	England (64)	First full pay week following 1 Jan.	All workers	Increase* in cost-of-living addition from 10 to 14 per cent. Minimum time rates after change, inclusive of cost-of-living addition: men—group P.T. 230s. 6d. or 218s. 1d. a week, group A 221s. 9d. or 210s. 9d., group B 204s. 10d. or 196s. 3d., labourers 178s.; youths 153s. 8d. at 19, 165s. 6d. at 20, 187s. 10d. at 20½, other youths and female workers 56s. 6d. at 15 rising to 135s. 10d. at 18½.
Needle, Fish Hook and Fishing Tackle Manufacture	Great Britain (70)	Beginning of first full pay period following 28 Dec. 1961	All workers	Increases* in cost-of-living bonus of 1d. an hour (3s. 6d. a week) for male workers 21 and over, of ½d. (1s. 9d.) for youths under 21, of ¼d. (2s. 4d.) for female workers 21 and over, and of ¼d. (1s. 2d.) for younger female workers. Minimum rates after change, inclusive of cost-of-living bonus, for workers 21 and over: male timeworkers—skilled 203s. 5d. a week, semi-skilled 184s., unskilled 171s. 4d.; female timeworkers 134s. 3d.; pieceworkers—male 225s. 4d., female 146s. 4d.
Silk Spinning, Throwing and Weaving	United Kingdom (78)	Pay day in week commencing 1 Jan.	Timeworkers other than maintenance workers and certain workers in the West Riding of Yorkshire whose wages are regulated by movements in other industries	Increases in minimum rates of 10s. a week for male workers 21 and over, of 5s. 9d. for female workers 18 and over, and of varying amounts, according to age, for younger workers; workers whose earnings are in excess of minimum rates are to receive increases ranging from 10s. to 4s. 6d., according to present earnings, for male workers and 5s. 9d. to 3s. 6d. for female workers. Minimum rates after change: male workers 70s. a week at 15 rising to 165s. at 21 and over; female workers 70s. at 15 rising to 115s. at 18 and over.
			Pieceworkers	Increases of 4s. 6d. a week for male workers, and of 3s. 6d. for female workers, to be arranged either as a flat-rate payment or by an adjustment of the piece rates. The earnings of adult pieceworkers to be such that the minimum average wage of a section shall be 17½ per cent. (previously 15 per cent.) above the appropriate minimum time rate for male and female adults. Piecework rates to be the same for all ages.
	Macclesfield (79)	Pay day in week commencing 1 Jan.	Timeworkers	Increases in minimum rates of 10s. a week for male workers 21 and over and for female weavers in the manufacturing section, of 5s. 9d. for other female workers 18 and over, and of varying amounts, according to age, for younger workers; workers whose earnings are in excess of the minimum rates are to receive increases varying from 10s. to 4s. 6d., according to present earnings, for male workers and 5s. 9d. to 3s. 6d. for female workers. Minimum rates after change include: throwing section—male workers 21 and over, grade 1, 165s. a week, grade 1A 170s. 6d., grade 2, 172s. 6d., grade 3, 173s. 6d., grade 4, 182s., female workers 18 and over grade 1, 115s., grade 2, 119s., grade 3, 120s., grade 4, 127s.; smallware and narrow fabric section—male workers grade 1, 165s., grade 2, 171s. 6d., grade 3, 174s., female workers grade 1, 115s., grade 2, 119s., grade 3, 120s.; manufacturing section—male workers grade 1, 165s., grade 1A 172s., grade 3B 187s., female workers grade 1, 115s., grade 2, 119s., grade 3, 127s., grade 3A 147s. 6d., grade 3B 163s. 6d., weavers (male and female) 158s. 6d. to 176s., according to number of looms; embroidery section—male workers, unskilled 165s., skilled 176s., females grade 1, 115s., grade 2, 119s.; male workers 21 and over in hand loom weaving section 4s. 1d. an hour.
			Pieceworkers	Increases of 4s. 6d. a week for male workers, and of 3s. 6d. for female workers, to be arranged either as a flat-rate payment or by an adjustment of the piece rates. The earnings of adult pieceworkers to be such that the minimum average wage of a section shall be 17½ per cent. (previously 15 per cent.) above the appropriate minimum time rate for male or female adults. Piecework rates to be the same for all ages.
Silk Spinning, Throwing and Weaving and Dyeing	Leek (78)	Pay day in week commencing 1 Jan.	Timeworkers	Increases in minimum rates of 10s. a week for male workers 19 and over, of 5s. 9d. for female workers 18 and over, and of varying amounts, according to age, for younger workers; workers whose earnings are in excess of minimum rates are to receive increases varying from 10s. to 4s. 6d., according to present earnings, for male workers and 5s. 9d. to 3s. 6d. for female workers. Minimum rates after change include: male workers 19 and over, other than learners, grade 1, 165s. a week, grade 1A 170s. 6d., grade 2, 172s. 6d., grade 3, 175s., dyers 174s. 6d., screen printers 178s., printers' mates 174s. 6d., dyers' mixers 174s. 6d. in first year rising to 181s. in fourth year, all-night workers—screen printers 243s. 11d., narrow fabric workers 239s. 10d., printers' mates 238s. 8d., dyers 238s. 8d., others 236s. 8d., boilermen (days) 185s., (nights) 198s., oilers and greasers (on shafting) 174s. 6d., (on braid machines) 172s. 6d., key men 189s.; female workers 18 and over, other than learners, grade 1, 115s., grade 1A 119s., grade 2, 120s., grade 3, 122s.
			Pieceworkers	Increases of 4s. 6d. a week for male workers, and of 3s. 6d. for female workers, to be arranged either as a flat-rate payment or by an adjustment of the piece rates. The earnings of adult pieceworkers to be such that the minimum average wage of a section shall be 17½ per cent. (previously 15 per cent.) above the appropriate minimum time rate for male or female adults. Piecework rates to be the same for all ages.
Wool Textile	Leicester (83)	First pay day in Jan.	Workers employed in the lambs' wool and worsted yarn spinning industry	Cost-of-living bonus increased* by ½d. in the shilling (3½d. to 3¾d.) on basic wages. Minimum rates after change, inclusive of cost-of-living bonus and good timekeeping bonus, include: able-bodied men 21 and over—skilled 185s. 5d. a week, unskilled 176s. 2d.; skilled able-bodied women 18 and over 118s. 7d.
Pressed Felt Manufacture	Rossendale Valley (certain firms)	First pay day in Jan.	All workers	Increases* of 1s. 6d. a week for male workers 21 and over, and of 1s. for female workers and younger male workers. Minimum rates after change, inclusive of cost-of-living bonus, include: male workers 21 and over 180s. 2d. a week, female workers 18 and over—felt production processes 133s. 2d., cutting and stitching 122s. 9d.
Hosiery Manufacture	Hawick (90)	First full and complete pay week in Jan.	All workers	Increases* of 7½ per cent. (117½ to 125 per cent.) in the percentage bonus on adult basic rates, resulting in minimum increases of 4s. a week for journeymen and 2s. 8d. for journeywomen, with proportional amounts for apprentices. Minimum rates after change, inclusive of percentage bonus of 125 per cent. on basic rates and the flat-rate bonus of 59s. 6d. for men and 42s. for women: journeymen 177s. 8d. a week, journeywomen 122s. 2d.
Lace Furnishings Manufacture	Nottingham, Ayrshire and Glasgow	End of first complete pay week in Jan.	Twisthands or weavers and auxiliary workers	Increase* of 2 per cent. in the cost-of-living bonus (68 to 70 per cent. on basic rates).

* Under sliding-scale arrangements based on the official index of retail prices.
 † Future adjustments to the cost-of-living additional payment will be determined by movements in the average of the official index of retail prices during the periods January to June and July to December, and any adjustments under these arrangements will take effect in the first full pay weeks in August and February, respectively.
 ‡ See also page 512 of the December 1961 issue of this GAZETTE (Single Arbitrators and ad hoc Boards of Arbitration).
 § The adult male rate has been payable to workers at 19 and over (previously 21) since 2nd January 1961.

Principal Changes in Rates of Wages Reported during January—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Leavers Lace Manufacture	Long Eaton, Nottingham and Derby	First complete pay week following 31 Dec. 1961	Twisthands and auxiliary workers	Increase* of 4 per cent. making the overall addition 54 per cent. on the wages schedule dated December 1960.
Textile Bleaching, Dyeing, Printing and Finishing	Lancashire, Yorkshire, Cheshire and Derbyshire (95)	Second Friday or equivalent pay day in Jan.	All workers	Increases* in cost-of-living payments of 1s. 5d. a week (56s. 1d. to 57s. 6d.) for adult male workers, of 1s. (40s. 4d. to 41s. 4d.) for adult female workers, and of proportional amounts for juveniles.
	Lancashire, Cheshire, Derbyshire (majority of firms) and certain firms in Yorkshire† (95)	First full working week commencing on or after 1 Jan.	Transport workers	Increases of 5s. 3d. or 5s. 6d. a week, according to occupation and carrying capacity of vehicle. Rates after change: one-horse drivers 178s. a week, teamsmen 183s. 3d., drivers of mechanical vehicles of carrying capacity of up to and including 1 ton 182s. 3d., over 1 and up to 5 tons 183s. 3d., over 5 tons 191s., statutory attendants and mates 176s.1†
	Scotland (96)	Second Friday or equivalent pay day in Jan.	All workers	Increases* in cost-of-living payments of 1s. 5d. a week (56s. 1d. to 57s. 6d.) for adult male workers, of 1s. (40s. 4d. to 41s. 4d.) for adult female workers, and of proportional amounts for juveniles.
Silk Dyeing, Printing and Finishing	Macclesfield	do.	All workers	Increases* in cost-of-living payments of 1s. 5d. a week (56s. 1d. to 57s. 6d.) for adult male workers, of 1s. (40s. 4d. to 41s. 4d.) for adult female workers, and of proportional amounts for juveniles.
Calico Printing	United Kingdom	do.	Block printers	Cost-of-living bonus increased* by 1s. 8d. a week (49s. to 50s. 8d.) for journeymen, and by proportional amounts for apprentices. Minimum rate after change for journeymen, inclusive of cost-of-living bonus, 187s. 8d. a week.
	Lancashire, Cheshire, Derbyshire and Scotland	do.	Skilled engravers and apprentices	Cost-of-living wage increased* by 1s. 8d. a week (67s. 6d. to 69s. 2d.) for journeymen, and by proportional amounts for apprentices. Minimum rates after change for journeymen, inclusive of cost-of-living wage and guaranteed minimum bonus, 231s. 8d. to 233s. 8d. a week, according to occupation.
Hosiery Finishing	Midlands (various districts) (97)	First pay day in Jan.	All workers	Increase* of 1 per cent. (16 to 17 per cent.) in the percentage addition paid on all time and piece rates.
Textile Making-Up and Packing	Manchester (93)	Pay day in week ending 6 Jan.	All workers	Increases* of 1s. 6d. a week (78s. to 79s. 6d.) in the cost-of-living addition for male workers 21 and over, of 1s. (52s. to 53s.) for female workers 18 and over, and of proportional amounts for younger workers.
Waterproof Garment Manufacture	Lancashire and Cheshire (105)	First pay week following 14 Sept. 1961	All workers	Increases in minimum time rates of 5 per cent. for adult male workers, and of 7½ per cent. for adult female workers and male and female juvenile apprentices; increase of 2½ per cent. (15 to 17½ per cent.) on the minimum price list (1956) for pieceworkers. Minimum time rates after change include: male workers 21 and over or who have completed 3 years' apprenticeship as makers, machinists and passers 192s. 2d. a week; female workers 21 and over or who have completed 3 years' apprenticeship or service—makers, machinists, button-hole machinists, passers, finishers, button machinists, bar-tackers, markers, folders, eyeletters and studs 125s. 3d.
General Stoneware Manufacture	Great Britain (125)	16 Oct. 1961	All workers	Concurrently with the reduction of normal weekly hours for day workers, increase of 2d. an hour for male workers, and of ¼d. for female workers. Minimum hourly rates after change include: bigware throwers and turners (over 10-quart sizes) 5s. an hour, unskilled men 21 and over 3s. 11d., women 21 and over 2s. 7½d.; shift workers—kilnfiremen, boilerfiremen, continuous kiln personnel and others 240s. 4d. for a 56-hour week, including payment for week-end work.
Flint Glass Manufacture	Great Britain (various districts)	First full pay period in Jan.	Glassmakers, glass cutters and decorators, and ancillary workers	Increases of 2s. 9d. a week for men 18 and over, and of 1s. 10d. for women and juveniles.
Cement Manufacture	United Kingdom (130)	29 Jan.	Male workers other than maintenance craftsmen	Flat advance of 2½d. an hour for all adult male workers and of proportional amounts for youths, and occupational differentials and shift-work allowances revised. Basic rate after change for able-bodied adult general labourers 4s. 8d. an hour; new occupational differential rates—2.2d. an hour (previously 2.1d.), 2.7d. (2.6d.), 3.0d. (2.9d.), 4.1d. (3.9d.), 5.4d. (5.2d.), 6.6d. (6.3d.), 8.5d. (8.2d.), 10.2d. (9.8d.); new shift work allowances—5.3d. (previously 5.1d.), 2.9d. (2.8d.).
Sawmilling	England and Wales (136)	Beginning of first full pay period following 1 Jan.	Qualified woodcutting machinists, sawyers and apprentices	Increases in district minimum rates of 1½d. an hour for adult male machinists and sawyers, and of proportional amounts for female machinists and apprentices. Rates after change include: qualified male machinists and sawyers—Blyth, Bristol, Cardiff including Barry, Gloucester, Hartlepool, Humber and district, Liverpool, London, Newport, Preston district, Swansea, Tees, Tyne and district, Wear and Widnes 5s. 6d. an hour, Berwick-on-Tweed 5s. 5½d., Barrow-in-Furness, Coventry and district, Cumberland, Devonshire, Dorset, East Anglia, Hants., Leicester and district, Northampton, Nottingham and district, Plymouth, Sheffield, Somerset (agreed part), South Coast and the West Riding of Yorkshire 5s. 5d.
			Male and female labourers employed in handling timber after its initial piling in sawmill yards	Increases in district minimum rates of 1d. an hour for male workers 21 and over, and of proportional amounts for younger male workers and female workers. Rates after change include: male workers 21 and over—Blyth, Hartlepool, Humber district, Liverpool and district, London district, Preston district, Tees, Tyne and Wear 4s. 8d. an hour, Barrow-in-Furness, Berwick, Coventry and district, Cumberland, Devon, Dorset, East Anglia, Gloucester and district, Hants., Leicester and district, Northampton, Nottingham and district, Sheffield, Somerset (excluding the North East of that County), South Coast, West Riding of Yorkshire and Westmorland 4s. 7d., female labourers 19 and over 3s. 3½d.
	Scotland (137)	First full pay week after 1 Jan.	Woodcutting machinists, sawyers and apprentices	Increases of 1½d. an hour for journeymen, and of proportional amounts for male and female dilutees and apprentices. Rates after change include: journeymen 5s. 5d. an hour, male dilutees 4s. 10d. during first 3 months' employment rising to 5s. 1d. during third 3 months and 5s. 5d. thereafter; female dilutees 3s. 2d. during first 3 months rising to 3s. 7½d. during third 3 months and 3s. 11½d. thereafter.
	Northern Ireland (137)	First full pay week following 1 Jan.	Labourers	Increases of 1d. an hour (4s. 4½d. to 4s. 5½d.) for male labourers 19 and over, and of proportional amounts for younger male workers and female workers.
	Widnes (136)	1 Jan.	Woodcutting machinists and sawyers	Increase of 1½d. an hour (5s. 3d. to 5s. 4½d.).
			Sawmill labourers and timber yard workers	Increase of 1d. an hour. Rates after change: sawmill labourers 4s. 5½d. an hour, timber yard workers 4s. 7½d.

* Under sliding-scale arrangements based on the official index of retail prices.
 † These increases apply to workers employed by firms which are members of the Textile Finishing Trades Association.
 ‡ See also under "Changes in Hours of Work".
 § Under sliding-scale arrangements based on the official index of retail prices, representing a movement in the index of 1 point (116–117) over a datum figure of 110.

Principal Changes in Rates of Wages Reported during January—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Furniture Manufacture	Northern Ireland (139)	18 Dec. 1961	All workers	Current minimum time rates increased by 6d. an hour for journeymen, following consolidation of supplementary payment of 4d. an hour and by proportional amounts for journeymen and apprentices; job times and rates for payment-by-results workers adjusted; further increases* in supplementary cost-of-living allowance of 2d. an hour (1s. 10d. to 2s.) for journeymen, and of proportional amounts for journeymen and apprentices. Minimum hourly payments after change, consisting of current minimum time rates and supplementary cost-of-living allowance, include: journeymen 5s. 7d. an hour, journeymen 3s. 8½d.
Coopering	Great Britain and Belfast (140)	First pay day following 1 Jan.	Day workers Pieceworkers	Increases† in national minimum day work rates of 1d. an hour for men, and of proportional amounts for apprentices. Rates after change for journeymen: London 5s. 7d. an hour, elsewhere 5s. 6d. Piecework plussage increased‡ by 4 per cent. (152 to 156 per cent.).
Wood Box, Packing Case and Wooden Container Manufacture	England, Wales and Northern Ireland (141)	First pay day following 15 Jan.	All workers	Increases in national minimum rates of 2½d. an hour for adult male workers, of 2d. for adult female workers, and of proportional amounts for juveniles. National minimum rates after change include: male sawyers and woodcutting machinists 21 and over 5s. 2d. an hour; box and packing case makers, printing, branding, hand-holding, dowelling and nailing machinists, male workers 5s. 1d., female workers 21 and over 3s. 6½d., labourers 4s. 6d., 3s. 4d.
Ladders, Trucks, etc., Manufacture	England and Wales	First full pay week in Jan.	Adult male craftsmen and labourers	Increases of 5d. an hour for skilled workers, and of 4d. for labourers. Minimum rates after change: skilled workers 21 and over—woodworkers, wood machinists and painters (coach), London and Liverpool districts 5s. 3d. an hour, Provincial 5s. 2d., labourers 4s. 8d., 4s. 7d.†
Stone Carving, Wood Carving and Modelling	United Kingdom	First full pay week in Jan.	Journeymen and apprentices	Increases† in cost-of-living allowance of 1d. an hour (1s. 8d. to 1s. 9d.) for journeymen, and of proportional amounts for apprentices.
Manufactured Stationery	England and Wales (143)	First pay day in Jan.	All workers	Cost-of-living bonus increased‡ by 5s. a week (19s. to 24s.) for adult male workers, by 3s. 9d. (14s. 3d. to 18s.) for adult female workers, and by proportional amounts for apprentices and learners.
Printing	London (152-153)	1 Jan.	Electricians and engineers employed in the production of national morning, evening and Sunday newspapers	Increase of 12s. a week. Rates after change: electricians and engineers—daily and daily/Sunday offices, day work 296s. a week, night work 344s., three-rotating shifts 327s. 6d., four-rotating shifts (Sunday offices) 320s., electricians' assistants 264s. 6d., 295s. 6d., 289s., 280s.
	Manchester	1 Jan.	do.	Increase of 12s. a week. Rates after change: electricians and engineers—day work 285s. a week, night work 333s., shift work 309s., electricians' assistants 255s., 272s. 6d., 263s. 9d.
	Scotland (155)	First pay day in Jan.	Male workers employed in the production of daily and Sunday newspapers	Cost-of-living bonus increased‡ by 6s. a week (10s. to 16s.) for adult male workers, and by proportional amounts for apprentices.
Printing and Bookbinding	England and Wales (148-150, 150-151)	First pay day in Jan.	Workers employed in general printing and bookbinding, and periodical and newspaper production (excluding certain national newspapers)	Cost-of-living bonus increased‡ by 5s. a week (19s. to 24s.) for adult male workers, by 3s. 9d. (14s. 3d. to 18s.) for adult female workers, and by proportional amounts for apprentices and learners.
	Scotland (154)	First pay day in Jan.	Workers employed in general printing and bookbinding, and periodical and weekly newspaper production	Cost-of-living bonus increased‡ by 5s. a week (19s. to 24s.) for adult male workers, by 3s. 9d. (14s. 3d. to 18s.) for adult female workers, and by proportional amounts for apprentices and learners.
	London	First pay day in Jan.	Male workers employed in advertisement production (composing, press proofing and mono casting)	Cost-of-living bonus increased‡ by 5s. a week (20s. to 25s.) for journeymen, and by proportional amounts for apprentices.
Lithographic Printing and Photogravure	England and Wales (156-157)	First pay day in Jan.	Workers employed in lithographic printing and photogravure (except photogravure process workers)	Cost-of-living bonus increased‡ by 5s. a week (19s. to 24s.) for adult male workers, by 3s. 9d. (14s. 3d. to 18s.) for adult female workers, and by proportional amounts for apprentices and learners.
		First pay day in Jan.	Lithographic artists and designers	Increases in basic minimum rates ranging from 20s. 6d. to 42s. a week, according to area and occupation. Minimum rates after change, inclusive of cost-of-living bonus of 24s. a week: negative spotters, London 266s. a week, grade 1 towns 250s., grade 2, 247s. 6d., other litho operators including artists, designers, camera operators, retouchers, map and plan draughtsmen 321s., 305s., 302s. 6d.‡
	Scotland (157)	do.	Male workers	Cost-of-living bonus increased‡ by 5s. a week (19s. to 24s.) for adult male workers, and by proportional amounts for apprentices and learners.
		First pay day in Jan.	Lithographic artists and designers	Increases in basic minimum rates of 20s. 6d. or 40s. 6d. a week, according to occupation. Minimum rates after change, inclusive of cost-of-living bonus of 24s. a week: negative spotters 250s. a week, other litho operators, including artists, designers, camera operators, retouchers, map and plan draughtsmen 305s.‡
Process Engraving	United Kingdom	First pay day in Jan.	Journeymen and apprentices employed in process engraving and in process proofing departments of process engraving trade houses and certain publishing firms	Cost-of-living bonus increased‡ by 4s. 6d. a week (7s. 6d. to 12s.) for journeymen, and by proportional amounts for apprentices. National minimum rates after change, inclusive of cost-of-living bonus, include: journeymen, day shift 304s. 6d. a week, night shift 406s. 10d.
Lithographic Tin Printing	Great Britain	do.	Male workers	Cost-of-living bonus increased‡ by 5s. a week (19s. to 24s.) for adult male workers, and by proportional amounts for apprentices.
Electrical Contracting	Scotland (170)	Beginning of first full pay period commencing after 31 Dec. 1961	Journeymen electricians, armature winders and apprentices employed on electrical installation and maintenance work (excluding work on ships)	Increases of 4d. an hour for journeymen electricians and armature winders, and of proportional amounts for apprentices. Standard rates after change include: chargehands, inclusive of extra hourly allowance, in charge of 4 or up to 7 other employees 6s. 5d. an hour, in charge of 8 or more 6s. 6d., journeymen electricians 6s. 2d., armature winders 6s. 3d.
Electricity Supply	Great Britain (174-175)	First full pay period following 28 Jan.	Manual workers, including building and civil engineering workers	Increase of 2d. an hour. All hourly-rated workers with 2 years or more continuous service on and after 28th January 1962 placed on an upstanding weekly wage consisting of 42 times the revised grade rate plus weekly additions ranging from 5s. to 8s. 6d., according to grade. For foremen, increases of £45 or £40 a year, according to grade. Hourly rates after change for men 21 and over with less than 2 years' service (showing in brackets, appropriate weekly additions for those with 2 years or more service): Provinces—Group A 4s. 8d. (plus 5s. a week), B 4s. 10d. (5s. 6d.), C 4s. 11d. (6s.), D 4s. 11½d. (6s. 6d.), E 5s. 1½d. (7s.), F 5s. 4½d. (7s. 6d.), G 5s. 8½d. (8s.), H 6s. 1½d. (8s. 6d.); building trade workers—craftsmen 5s. 8½d. (plus 8s. a week), qualified whole-time benders and fixers of bars for reinforced concrete work and qualified whole-time tubular scaffolders 5s. 4½d. (7s. 6d.), craftsmen's mates 4s. 11d. (6s.), labourers 4s. 8d. (5s.). London rates are higher by 4d. an hour.

* These increases resulted from a revision of the payments made under sliding-scale arrangements based on the official index of retail prices.
† Under sliding-scale arrangements based on the official index of retail prices.
‡ It has also been agreed that from the first full pay period in January 1963 the hourly rates will be further increased by 4d. for skilled workers and by 3½d. for labourers and the normal weekly hours will be reduced from 44 to 42.
§ See also under "Changes in Hours of Work".

Principal Changes in Rates of Wages Reported during January—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Electricity Supply (continued)	Northern Ireland	Commencement of first full pay period following 28 Jan.	Manual workers	Increase of 2d. an hour. Adult workers with 2 years or more continuous service to receive weekly additions of 5s. (rising by 6d. stages) to 8s. 6d., according to grade. Hourly rates after change include: installation inspectors 6s. 1½d., craftsmen 5s. 8½d., labourers 4s. 8d.
Road Haulage Contracting (British Road Services)	Great Britain (186-187)	1 Jan.	Operating and other wages grades	General increases of 5s. 3d. to 6s. 3d. a week for men 21 and over, and of 2s. to 4s. 6d. for younger workers; increases of 5s. 3d. to 7s. 9d. a week for adult heavy haulage workers. Standard weekly rates after change for adult male workers include: drivers of motor vehicles (other than heavy haulage)—of up to and including 5 tons carrying capacity, London 190s. 3d., Provinces 184s. 3d., over 5 and up to 10 tons 198s., 192s., over 10 and up to 15 tons 203s. 6d., 188s. 6d., over 15 and up to 18 tons 211s. 3d., 206s. 3d., over 18 tons 221s., 216s.; general haulage workers and parcels services (other than drivers)—bank, warehouse and yard foremen 211s. 3d., 206s. 3d., checker/loaders and assistant yard foremen 192s. 9d., 188s. 9d., porters, labourers, warehousemen, drivers' mates, statutory attendants, vanguards 182s., 179s.; furniture warehousing and removal workers—porters 180s., 177s. 6d., porters (overseas removal) 183s., 180s. 6d., packers 182s., 179s. 6d., packers (overseas removal) 189s. 9d., 187s. 3d., drivers-in-charge, packers-in-charge 199s. 3d., 194s. 3d., depot foremen (general removal) 209s. 3d., 206s. 3d.; miscellaneous grades—gatemen, hoistmen, timekeepers, yardmen 186s. 3d., 182s. 3d., bill posters, fuel issuers, vehicle washers 182s., 179s.; heavy haulage workers—drivers of motor vehicles carrying indivisible loads, of carrying capacity of over 6 tons and up to and including 10 tons 203s. 9d., 199s. 9d., over 10 and up to 16 tons 212s. 6d., 208s. 6d., abnormal indivisible loads, over 16 and up to 20 tons 225s. 6d., 221s. 6d., over 20 and up to 25 tons 231s., 227s., over 25 and up to 45 tons 236s. 6d., 232s. 6d., over 45 tons 263s. 9d., 259s. 9d., senior foremen 268s. 3d., 264s. 3d., foremen 256s., 252s., junior foremen 244s. 3d., 240s. 3d., steersmen, 16-wheeled hydraulic suspension trailers for loads up to 130 tons 212s. 6d., 208s. 6d., 24-wheeled hydraulic suspension trailers for loads up to 140 tons 225s. 6d., 221s. 6d., up to 200 tons 236s. 6d., 232s. 6d., heavy brakemen and steersmen 203s. 9d., 200s. 9d., leading hands 207s. 3d., 204s. 3d., general hands 196s., 193s., labourers 185s. 3d., 182s. 3d., mates on indivisible loads where carrying capacity of vehicle is over 6 tons and up to and including 20 tons 185s. 3d., 182s. 3d., over 20 tons 189s. 9d., 186s. 9d.*
Road Haulage Contracting (other than British Road Services)	Great Britain (188-189) (253)	1 Jan.	Drivers and mates of mechanically propelled vehicles, foremen, removal packers and porters employed in furniture warehousing and removing, statutory attendants and other road haulage workers	General increases in statutory minimum remuneration of 5s. 3d. to 6s. 3d. a week for workers 21 and over (and for certain younger workers to whom adult rates apply), and of 2s. to 4s. 6d. for those under 21; increases of 6s. 6d. to 7s. 6d. a week for drivers of vehicles of over 16 tons carrying capacity authorised for the carriage of abnormal indivisible loads. Minimum rates after change include: regular road haulage workers whose home depot is situated in the London area—drivers of vehicles (other than steam wagons or tractors) of carrying capacity of 1 ton or less 188s. 3d. a week (at 21 and over), over 1 and up to and including 5 tons 188s. 3d., over 5 and up to 10 tons 196s., over 10 and up to 15 tons 202s. 6d., over 15 and up to 18 tons 210s. 3d., over 18 tons 220s., drivers of steam wagons or tractors (other than tractors not exceeding 2 tons unladen weight used exclusively for furniture removal work) of carrying capacity up to and including 8 tons 196s. 6d., over 8 and up to 12 tons 203s. 3d., over 12 tons 210s. 9d., drivers of tractors not over 2 tons unladen weight used exclusively for furniture removal work 188s. 3d., mates (all ages) on steam wagons 183s. 3d., workers 21 or over employed in furniture warehousing and removing, foremen 187s. 3d., removal packers 181s., porters 179s., other road haulage workers 21 or over 181s.; workers whose home depot is situated outside the London area, including those who are employed on long distance services—drivers of vehicles (other than drivers of tractors not exceeding 2 tons unladen weight used exclusively for furniture removal work) of carrying capacity of 1 ton or less, grade 1 areas and long distance services 183s. 3d. (at 21 and over), grade 2 areas 179s. 3d., over 1 and up to and including 5 tons 183s. 3d., 179s. 3d., over 5 and up to 10 tons 191s., 187s., over 10 and up to 15 tons 197s. 6d., 193s. 6d., over 15 and up to 18 tons 205s. 3d., 201s. 3d., over 18 tons 215s., 211s.; drivers of tractors not exceeding 2 tons unladen weight used exclusively for furniture removal work 183s. 3d., 179s. 3d., workers 21 or over employed in furniture warehousing and removing, foremen 182s. 9d., 180s. 9d., removal packers 178s. 6d., 176s. 6d., porters 176s. 6d., 174s., other road haulage workers 21 or over 178s., 174s.; workers employed on carriage of indivisible loads—workers on vehicles whilst used in connection with the movements of loads, other than live or dead cattle, which by reason of indivisibility require mechanical loading or unloading equipment carried on the vehicle and operated upon the responsibility of the driver, over 6 and up to and including 10 tons, London area, drivers 202s. 9d., mates 181s., grade 1 and 2 areas 198s. 9d., 178s., over 10 and up to 16 tons 211s. 6d., 181s., 207s. 6d., 178s., workers employed on vehicles authorised for the carriage of abnormal indivisible loads as defined in the Motor Vehicles (Authorisation of Special Types) General Order, 1955, over 16 and up to and including 20 tons, London area, drivers 224s. 6d., mates 183s. 3d., grade 1 and 2 areas 220s. 6d., 180s. 3d., over 20 and up to 25 tons 230s., 188s. 9d., 226s., 185s. 9d., over 25 and up to 45 tons 235s. 6d., 188s. 9d., 231s. 6d., 185s. 9d., over 45 tons 262s. 9d., 188s. 9d., 258s. 9d., 185s. 9d., heavy brakemen and steersmen, London area 202s. 9d., grade 1 and 2 areas 199s. 9d.*†
Road Haulage Contracting	Great Britain (190)	1 Jan.	Bankstaffs	Increase of approximately 3 per cent. Rates after change: unskilled workers—Metropolitan area 181s. a week, grade 1 areas 178s., grade 2 areas 174s.; semi-skilled workers—185s. 6d., 181s. 3d., 177s. 3d.; fully skilled bank workers—189s. 9d., 184s. 9d., 180s. 6d.*
	Merseyside district	1 Jan.	Motor drivers and other workers employed on local haulage work	Increases of amounts ranging from 5s. 3d. to 6s. 3d. a week of 42 hours,* according to occupation, for permanent workers, and of corresponding amounts for casual workers. Rates after change for permanent motormen on local haulage work—drivers of vehicles of carrying capacity up to 2 tons 183s. 3d. a week, over 2 and up to 5 tons 185s. 3d., over 5 and up to 10 tons 191s., over 10 and up to 15 tons 197s. 6d., over 15 and up to 18 tons 205s. 3d., over 18 tons 215s., stand trailermen 182s., secondmen 180s., trailermen 178s.; on journey work—drivers of vehicles of up to 5 tons 183s. 3d., over 5 and up to 10 tons 191s., over 10 and up to 15 tons 197s. 6d., over 15 and up to 18 tons 205s. 3d., over 18 tons 215s., secondmen 178s.
	Metropolitan and South Eastern Area	First full pay week after 1 Jan.	Horse carters employed on traffic and coal work	Increases of 5s. 3d. or 5s. 6d. a week of 42 hours* for seniors in permanent employment, of 2s. 9d. or 3s. for juniors, and of corresponding amounts for casual workers. Rates after change for permanent carters: seniors—teams, men 188s. 9d. a week, one horseman 181s. 3d.; juniors 95s. 6d. or 102s. 6d., according to type of vehicle or district; steering youths in Liverpool continue to receive 1s. a day additional to minimum rate.
Hide and Skin Market Trade	England and Wales	Pay day in week commencing 1 Jan.	All workers	Increase of 5½ per cent. Minimum rates after change: yard foremen acting as hide and/or skin classers in charge of six or more men 223s. 1d. a week, acting in charge of five or less 217s. 4d., hide and/or skin classers 211s. 5d., assistant classers 193s. 10d., hide trimmers (skilled) 189s. 9d., motor drivers 197s. 3d., labourers 20 and over 185s. 6d., youths 89s. 3d. at 16 rising to 154s. 5d. at 19; workers in the London area, within a radius of 20 miles from Charing Cross, receive 1d. an hour above these rates.

* See also under "Changes in Hours of Work".
† These increases took effect under an Order issued under the Wages Councils Act. See page 478 of the November 1961 issue of this GAZETTE.

Principal Changes in Rates of Wages Reported during January—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Coal and Coke Distribution	Great Britain (except London Region) (218-219)	First pay day in week commencing 15 Jan.	All workers	Increases in minimum Regional rates of 6s. a week for adults, and of proportional amounts for youths and boys.*
General Waste Materials Reclamation	Great Britain (221) (251)	1 Jan.	All workers	Concurrently with the reduction in normal weekly hours, general minimum time rates increased by 3d. an hour for male workers 20 or over, by 3d. for female workers 17½ or over, and by 1d. to 3d. for younger workers; piecework basis time rates for female workers increased by 3d. an hour. General minimum time rates after change: male workers 1s. 3½d. an hour at under 16 rising to 3s. 10d. at 21 or over; female workers employed in the sorting, grading, or associated processes, of woollen rags and for woollen or worsted waste materials—1s. 4d. at under 16 rising to 2s. 10½d. at 18 or over, late entrants 2s. 8½d. during the first 3 months of such employment, 2s. 9d. during the second 3 months; other female workers—1s. 4d. to 2s. 9d., late entrants 2s. 7d., 2s. 7½d. Piecework basis time rates for female workers 2s. 11½d. or 2s. 10d. an hour, respectively.**
Cinematograph Film Production	Great Britain	Beginning of first full pay week following 30 Dec. 1961	Technicians and trainees whose normal salaries do not exceed £23 19s. 6d. a week, employed in the production of specialised films	Cost-of-living bonus increased† by 2s. 6d. a week (15s. to 17s. 6d.) for workers 18 and over, and by 1s. 8d. (10s. to 11s. 8d.) for younger workers.
Licensed Residential Establishments and Licensed Restaurants	Great Britain (230-231) (252)	1 Jan.	All workers	Cost-of-living bonus increased† by 1s. 6d. a week (53s. to 54s. 6d.) for workers 18 and over, and by 1s. (35s. 4d. to 36s. 4d.) for younger workers; consolidation into basic rates of 4s. 6d. a week of the cost-of-living bonus paid to all workers.
Industrial and Staff Canteens	Great Britain (228) (252)	1 Jan.	Male workers	Increases in minimum weekly remuneration of 16s. 6d. a week for canteen supervisors, managers or stewards, head cooks and cooks, of 11s. 6d. for assistant cooks, porters and other workers 21 or over, of 8s. 6d. to 16s. 6d., according to age, for other young workers. Minimum weekly remuneration after change where the employer supplies the worker with neither full board nor lodging but with such meals as are available whilst on duty: London area (City of London and Metropolitan Police District), head cooks 192s. 6d. a week, cooks 179s. 6d., assistant cooks 160s. 6d., porters 21 or over 144s. 6d., canteen supervisors, managers or stewards, grade A 187s. 6d., grade B 197s. 6d., grade C 207s. 6d., grade D 217s. 6d.; apprentice cooks 73s. in first year of apprenticeship rising to 146s. in fifth year, other workers 56s. 6d. at under 16 rising to 144s. 6d. at 21 or over. Rates in other areas are 2s. 6d. a week less in each case.††
Fire Services (Local Authorities' Fire Brigades)	Great Britain (250)	1 Jan.**	Sub-officers and other ranks	Increases ranging from £50 a year to £186 10s., according to grade, length of service and area, for men 21 and over, and of proportional amounts for younger workers; for firemen, introduction of incremental points on the scale in the seventh and eighth years of service. Increases ranging from £45 a year to £115, according to grade and length of service, for women 20 and over, and of proportional amounts for younger workers; previous Metropolitan Police District (excluding the administrative County of London) addition of £26 a year increased to £50. Rates after change for men 21 and over: firemen—first year of service, Provinces £625 a year, Metropolitan Police District (excluding the administrative County of London) £675, London £710, second year £660, £710, £735, third year £685, £735, £760, fourth year £710, £760, £785, fifth year £735, £785, £810, sixth year £760, £810, £835, seventh year £785, £835, £860, eighth year £810, £860, £885, ninth year £835, £885, £912; leading firemen £870, £920, £947; sub-officers—first year of service £905, £955, £982, second year £940, £990, £1,017, third year £975, £1,025, £1,052.
			Female workers	Increases in minimum weekly remuneration of 12s. 6d. a week for canteen supervisors, managers or stewardesses, head cooks and cooks, of 9s. for assistant cooks, cashiers and canteen attendants, and of 5s., 5s. 6d. or 7s., according to age, for all workers under 18. Minimum weekly remuneration after change where the employer supplies the worker with neither full board nor lodging but with such meals as are available whilst on duty: London area (City of London and Metropolitan Police District), head cooks 140s. 6d. a week, cooks 125s. 6d., assistant cooks 112s. 6d., cashiers 108s., canteen attendants 104s., canteen supervisors, managers or stewardesses, grade X 130s., grade A 138s., grade B 148s., grade C 158s., grade D 168s., other workers 57s. at under 16 rising to 84s. at 17 and under 18. Rates in other areas are 2s. 6d. a week less in each case.††

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

† These increases took effect under an Order issued under the Wages Councils Act. See page 478 of the November 1961 issue of this GAZETTE.

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

§ Including boiler attendants, storemen, transport mechanics, transport drivers, chargehand cleaners, cleaners, commissionaires, doormen and gatemen, chargehand painters, painters, painters' mates, carpenters, carpenters' mates and general labourers.

¶ For "agreement" service workers the minimum weekly rates are unchanged. These rates are lower than those of "non-agreement" service workers by 33s. (previously 23s.) for male workers 21 or over and by 25s. (17s. 6d.) for female workers 21 or over (17s. 6d. (10s.) for chambermaids); the employer undertakes to make up gratuities in any week in which they fall short of these amounts.

* Lower rates are prescribed where workers are supplied with such meals as are normally available in an establishment during the time they are on duty or where full board and lodging is supplied on seven days a week.

** Except in regard to the London and Middlesex Brigades in respect of the offers of increases in pay of £2 and £1 12s. 6d. a week, respectively, made on the 13th July 1961 which came into operation from that date.

Principal Changes in Rates of Wages Reported during January—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
National Government Service	United Kingdom (197 for Post Office Engineering grades)	1 Jan.	All grades in the non-industrial Civil Service previously paid at provincial rates	Extension of national rate area to all remaining areas including rural districts, and establishment of national rates of pay for Post Office engineering, motor transport and supplies rank-and-file grades not within the London pay areas. Adult rates after change for Post Office engineering grades: labourers 189s. a week, technicians—Class IIB 199s. 6d. to 232s., Class IIA 214s. to 247s., Class I 283s. 6d.; technical officers £612 a year to £870.
River Authorities	England and Wales (248)	Commencement of first full pay period in Jan.	Male workers	Increases of 2½d. 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. 8d. an hour, other areas 4s. 6d.*

PRINCIPAL CHANGES IN HOURS OF WORK REPORTED DURING JANUARY

Bacon Curing	Great Britain (24)	Week commencing 1 Jan.	All workers	Normal weekly hours reduced from 43½ to 42½, without loss of pay.
Brewing	Burton-on-Trent (30)	1 Jan.	All workers	Normal weekly hours reduced from 43 to 42.†
Textile Bleaching, Dyeing, Printing and Finishing	Lancashire, Cheshire, Derbyshire (majority of firms) and certain firms in Yorkshire† (95)	First full working week commencing on or after 1 Jan.	Transport workers	Normal weekly hours reduced from 44 to 42.†‡
General Stoneware Manufacture	Great Britain (125)	16 Oct. 1961	Day workers	Normal weekly hours reduced from 42½ to 42.†
Lithographic Printing and Photogravure	England and Wales (156-157)	First pay day in Jan.	Lithographic artists and designers	Normal weekly hours reduced from 43½ to 41.†
	Scotland (157)	do.	Lithographic artists and designers	Normal weekly hours reduced from 43½ to 41.†
Building	Isle of Man	1 Jan.	Building operatives	Normal weekly hours reduced from 44 to 42.
Railway Service (British Railways)	Great Britain (178-179)	1 Jan.	Salaried and conciliation staffs	Normal weekly hours reduced from 42 to 40 for salaried staff, other than workshop supervisors, and from 44 to 42 for workshop supervisors, conciliation staff (and associated miscellaneous grades), without loss of pay.
Railway Service (London Transport Executive)	London (180-181)	1 Jan.	Supervisory, booking office and conciliation staffs	Average weekly hours reduced from 42 to 40 for railway classified supervisory and booking office staff, and from 44 to 42 for conciliation grades, without loss of pay.
Road Haulage Contracting	Great Britain (186-187)	1 Jan.	Operating and other wages grades employed by British Road Services	Normal weekly hours reduced from 44 to 42.†
	Great Britain (188-189) (253)	1 Jan.	Road haulage workers other than those employed by British Road Services	Normal weekly hours reduced from 44 to 42.†§
	Great Britain (190)	1 Jan.	Bankstaffs	Normal weekly hours reduced from 44 to 42.†
	Merseyside district	1 Jan.	Motor drivers, etc.	Normal weekly hours reduced from 44 to 42.†
	Metropolitan and South Eastern Area	First full pay week after 1 Jan.	Male workers	Normal weekly hours reduced from 44 to 42.†
	Northern Ireland..	1 Jan.	Male workers employed by Ulster Transport Authority	Normal weekly hours reduced from 44 to 42, without loss of pay.
Coal and Coke Distribution	Great Britain (except London Region) (218-219)	First pay day in week commencing 15 Jan.	All workers	Normal weekly hours reduced from 44 to 42 (guaranteed).†
General Waste Materials Reclamation	Great Britain (221) (251)	1 Jan.	All workers	Normal weekly hours reduced from 44 to 42.†§
Catering	Great Britain	6 Nov. 1961	Engineering and artisan staff employed by British Transport Hotels and Catering Services	Normal weekly hours reduced from 44 to 42, without loss of pay.
Industrial and Staff Canteens	Great Britain (228) (252)	1 Jan.	All workers 16 and over	Normal weekly hours reduced from 45 to 44.†§

CHANGES TAKING EFFECT AFTER THE END OF JANUARY

The following changes, operative from a future date, have been notified: salt glazed ware industry (increase in hourly rates of 2d. for men, 24th February); wholesale clothing manufacture (minimum hourly rates increased by 3½d. for men, and by 3d. for women, 5th March); paint, varnish and lacquer manufacture (increase of 10s. 6d. a week for men, 5th March); refractory goods manufacture in England and Wales (increase in hourly rates of 2d. for men, 10th March); tobacco manufacture (increases of 8s. a week for men, and of 4s. 6d. for women, 1st April); and silica brick manufacture in England and Wales (hourly rates increased by 2d. for men, 28th April).

Industries affected by increases in rates of wages in February or March, under sliding-scale arrangements based on the official index of retail prices, include building and associated industries, civil engineering, hosiery manufacture in the Midlands, and iron and steel manufacture.

Statutory wages regulation orders, issued under the Wages Councils Act, authorised the following changes, operative from 2nd April: boot and floor polish manufacture (increases in minimum hourly rates of 3d. for men, and of 2d. for women); cotton waste reclamation (minimum hourly rates increased by 2d.); perambulator and invalid carriage manufacture (increases in minimum hourly rates of 3d. for men, and of 2½d. for women); and unlicensed places of refreshment (normal weekly hours reduced from 47 to 45, with increases in minimum hourly rates of amounts ranging from 4d. to 8½d. for men, and from 3d. to 5d. for women).

Statutory orders issued by the Agricultural Wages Boards for England and Wales, and Northern Ireland, authorised increases in minimum weekly rates of 6s. for men, and of 3s. for women (4s. 6d. in Northern Ireland), with effect from 26th February.

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

* These increases were the result of an award (No. 2889) of the Industrial Court dated 29th December 1961. See page 34 of the January issue of this GAZETTE.

† See also under "Changes in Rates of Wages".

‡ This change applies to workers employed by firms which are members of the Textile Finishing Trades Association.

§ This change took effect under an Order issued under the Wages Councils Act. See page 478 of the November 1961 issue of this GAZETTE.

ACCIDENT STATISTICS

Fatal Industrial Accidents

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

	December 1961	January 1962
Mines under the Factories Acts	42	52
Mines and Quarries*	36	11
Seamen	60	4
Railway Service	14	13

Detailed figures for process groups are given below for January 1962. The figures under the heading "Factories Acts" are based on the Factory Inspectorate Process Classification—see "Guide to Statistics collected by H.M. Factory Inspectorate" published by H.M. Stationery Office, price 4s. (4s. 4d. including postage). The figures are provisional.

Factories Acts	Number of Accidents
Textile and Connected Processes	1
Clay, Pottery, Cement, etc.	—
Metal Extraction, Refining and Conversion	1
Metal Casting	—
Metal Rolling, Drawing, Extrusion and Forging	3
Miscellaneous Metal Processes	—
Shipbuilding and Repairing	3
Constructional Engineering, Boiler Making	—
Locomotive and Railway Equipment	1
Non-rail Vehicles and Aircraft	—
Other Machine and Metal Manufacture and Repair	5
Electrical Engineering	1
Woodworking Processes	—
Miscellaneous Chemical Manufacture, Paint, Oil Refining, Soap	1
Coal Gas, Coke Ovens, Patent Fuel	—
Wearing Apparel	1
Paper and Printing	—
Milling	1
Food	4
Drink	2
Electricity Generation	2
Rubber	1
Other Factory Processes	3
Works and Places under s.s. 105, 107 and 108 of Factories Act, 1937	8
Building Operations	—
Works of Engineering Construction	7
Docks and Warehouses	4
TOTAL, FACTORIES ACTS	52

Mines and Quarries*	Railway Service
Coal Mines:	Brakemen and Goods Guards
Underground	Engine Drivers and Motormen
Surface	Firemen
Other Stratified Mines	Labourers
Miscellaneous Mines	Mechanics
Quarries	Passenger Guards
	Permanent-Way Men
TOTAL, MINES & QUARRIES	11
Seamen	Shunters
Trading Vessels	Other Grades
Fishing Vessels	Contractors' Servants
TOTAL, SEAMEN	4
	TOTAL, RAILWAY SERVICE
	13

* For mines and quarries, weekly returns are obtained and the figures cover the five weeks ended 30th December 1961 and the four weeks ended 27th January 1962.

Fatal and Non-Fatal Accidents Notified to H.M. Inspectors of Factories in Fourth Quarter of 1961

The following Tables set out the numbers of fatal and non-fatal accidents notified to District Offices of H.M. Factory Inspectorate of the Ministry of Labour during the period 1st October 1961 to 31st December 1961 (both dates included) (i) according to the Division of the Inspectorate concerned, and (ii) according to process. The accidents to which these statistics relate are those notifiable to H.M. District Inspector in accordance with the definitions given below. All the figures given are provisional and subject to revision. Corrected annual totals will be published in the April 1962 issue of this GAZETTE and in the Annual Report of H.M. Chief Inspector of Factories.

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

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

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

1. A *notifiable accident* is one which is either fatal or which disables the injured person for more than three days from earning full wages at the work at which he was employed. (See section 64 (1) of the Factories Act, 1937.)

Industrial Diseases

The number of cases in Great Britain reported during January 1962 under the Factories Act, 1937, or the Lead Paint (Protection against Poisoning) Act, 1926, are shown below. The figures are provisional.

I. Cases	II. Deaths
Lead Poisoning	7
Aniline Poisoning	1
Compressed Air Illness	3
Anthrax	1
Epitheliomatous Ulceration	13
Chrome Ulceration	7
TOTAL, CASES	32

* * *

Accidents in Coal Mining

A statement issued by the Ministry of Power shows that the number of persons killed during the 13 weeks ended 30th December 1961, as a result of accidents occurring in that period at coal mines in Great Britain, was 61, compared with 45 in the 13 weeks ended 30th September 1961, and 63 in the 13 weeks ended 31st December 1960. The corresponding numbers of persons seriously injured at such mines were 418, 354 and 439.

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

Nature of Accident	Number of Persons Killed during 13 weeks ended			Number of Persons Seriously Injured during 13 weeks ended		
	31st Dec. 1960	30th Sept. 1961	30th Dec. 1961	31st Dec. 1960	30th Sept. 1961	30th Dec. 1961
Underground:						
Explosions of fire-damp or coal dust	—	—	—	—	—	—
Falls of ground	30	20	28	172	149	167
Haulage	18	10	14	126	88	137
Misc. (including shaft accidents)	11	9	12	92	74	65
Total	59	39	54	390	311	369
Surface:						
All causes	4	6	7	49	43	49
Total, underground and surface	63	45	61	439	354	418

2. An accident is *notifiable* in accordance with the above section only if it occurs within the precincts of a factory (or other place subject to sections 105-108 of the Factories Act, 1937) as defined in sections 151 and 152. Accidents occurring in parts of factories not subject to the Act, e.g., certain offices, are not notifiable.

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

4. In the Tables, the *UNIT* is the *INJURED PERSON*.

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

Fatal and Non-Fatal Accidents, Fourth Quarter, 1961, by Divisions of Inspectorate

Division	Fatal Accidents	Total Accidents
Northern	9	4,519
East and West Ridings (Leeds)	9	2,569
East and West Ridings (Sheffield)	12	3,475
North-Midland	11	2,903
Eastern and Southern	10	4,131
London (North)	16	4,058
London (South)	12	3,743
South-Western	7	2,372
Wales	—	—
Midland (Birmingham)	12	2,849
Midland (Wolverhampton)	6	2,393
North-Western (Liverpool)	14	2,708
North-Western (Manchester)	21	5,219
Scotland	6	3,449
	9	6,152
Totals	154	50,540

Fatal and Non-Fatal Accidents in Great Britain, Fourth Quarter, 1961, by Process

Process	Fatal Accidents	Total Accidents
Textile and Connected Processes		
Cotton Spinning Processes	—	705
Cotton Weaving Processes	—	411
Weaving of Narrow Fabrics	—	39
Woolen Spinning Processes	1	200
Worsted Spinning Processes	1	353
Weaving of Woolen and Worsted Cloths	—	175
Flax, Hemp and Jute Processing	—	212
Hosiery, Knitted Goods and Lace Manufacture	—	123
Carpet Manufacture	—	171
Rope, Twine and Net Making	—	77
Other Textile Manufacturing Processes	—	99
Textile Bleaching, Dyeing, Printing and Finishing	1	345
Job Dyeing, Cleaning and Other Finishing	—	73
Laundries	—	143
Total	3	3,126
Clay, Minerals, etc.		
Bricks, Pipes and Tiles	2	509
Pottery	—	271
Other Clay Products	—	170
Stone and Other Minerals	—	131
Lime, Cement, etc.	—	466
Total	2	1,547
Metal Processes		
Iron Extraction and Refining	4	197
Iron Conversion	6	697
Aluminium Extraction and Refining	—	99
Magnesium Extraction and Refining	—	3
Other Metals Extraction and Refining	1	235
Metal Rolling:—		
Iron and Steel	1	982
Non-Ferrous Metals	—	188
Tin and Terne Plate, etc., Manufacture	—	63
Metal Forging	1	441
Metal Drawing and Extrusion	1	538
Iron Founding	3	1,756
Steel Founding	1	373
Die Casting	1	125
Non-Ferrous Metal Casting	—	260
Metal Plating	—	73
Galvanising, Tinning, etc.	—	66
Enamelling and Other Metal Finishing	—	101
Total	19	6,197
General Engineering		
Locomotive Building and Repairing	—	451
Railway and Tramway Plant Manufacture and Repair	4	703
Engine Building and Repairing	1	781
Boiler Making and similar work	2	440
Constructional Engineering	—	699
Motor Vehicle Manufacture	1	1,003
Non-power Vehicle Manufacture	—	168
Vehicle Repairing	4	953
Shipbuilding and Shipbreaking:—		
Work in shipyards and dry docks	5	1,415
Work in wet docks or harbours	1	230
Aircraft Building and Repairing	2	409
Machine Tool Manufacture	1	335
Miscellaneous Machine Making	1	1,617
Cutlery and Tool Manufacture and Repair	1	273
Miscellaneous Machine Repairing and Jobbing	—	—
Engineering	3	918
Industrial Appliances Manufacture	1	648
Sheet Metal Working	—	665
Metal Pressing	3	364
Other Metal Machining	—	770
Miscellaneous Metal Processes (not otherwise specified)	2	907
Miscellaneous Metal Manufacture (not otherwise specified)	—	533
Railway Running Sheds	—	50
Total	32	14,332
Electrical Engineering		
Electric Motor, Generator, Transformer and Switch-gear Manufacture and Repair	1	588
Electrical Accumulator and Battery Manufacture and Repair	—	51
Radio and Electronic Equipment and Electrical Instrument Manufacture and Repair	—	437
Radio, Electronic and Electrical Component Manufacture	1	167
Cable Manufacture	1	303
Electric Light Bulb and Radio Valve Manufacture and Repair	1	126
Other Electrical Equipment Manufacture and Repair	—	487
Total	4	2,159
Wood and Cork Working Processes		
Saw Milling	1	461
Plywood Manufacture	—	27
Chip and Other Building Board Manufacture	—	23
Wooden Box and Packing Case Making	—	111
Coopering	—	49
Wooden Furniture Manufacture and Repair	—	315
Spraying and Polishing of Wooden Furniture	—	13
Engineers Pattern Making	—	25
Joinery	1	576
Other Wood and Cork Manufacture and Repair	—	272
Total	2	1,872
Chemical Industries		
Heavy Chemicals	1	309
Fine and Pharmaceutical Chemicals	—	238
Other Chemicals	2	330
Synthetic Dyestuffs	—	71
Oil Refining	—	205
Explosives	—	155
Plastic Material and Man-made Fibre Production	—	195
Soap, etc.	—	88
Paint and Varnish	1	153
Coal Gas	3	568
Coke Oven Operation	—	184
Gas and Coke Oven Works by-product Separation	2	97
Patent Fuel Manufacture	—	44
Total	9	2,637
Wearing Apparel		
Tailoring	—	207
Other Clothing	—	183
Hatmaking and Millinery	—	5
Footwear Manufacture	—	177
Footwear Repair	—	10
Total	—	582
Paper and Printing Trades		
Paper Making	3	840
Paper Staining and Coating	—	156
Cardboard, Paper Box and Fibre Container Manufacture	1	323
Bag Making and Stationery	—	168
Printing and Bookbinding	—	582
Engraving	—	8
Total	4	2,077
Food and Allied Trades		
Flour Milling	—	162
Coarse Milling	1	149
Other Milling	1	15
Bread, Flour Confectionery and Biscuits	—	765
Sugar Confectionery	—	461
Food Preserving	—	669
Milk Processing	—	267
Edible Oils and Fats	—	75
Sugar Refining	—	138
Slaughter Houses	1	134
Other Food Processing	—	695
Alcoholic Drink	3	724
Non-Alcoholic Drink	—	118
Total	6	4,372
Miscellaneous		
Electrical Stations	3	636
Plant using Atomic Reactors	—	44
Other use of Radioactive Materials	—	—
Tobacco	—	114
Tanning	1	152
Manufacture and Repair of Articles made from Leather (not otherwise specified)	—	34
Manufacture and Repair of Articles mainly of Textile Materials (not otherwise specified)	—	77
Rubber	—	624
Linoleum	—	93
Cloth Coating	—	35
Manufacture of Articles from Plastics (not otherwise specified)	1	336
Glass	—	626
Fine Instruments, Jewellery, Clocks and Watches, Other High Precision Work	—	166
Upholstery, Making up of Carpets and of Household Textiles	—	65
Abrasives and Synthetic Industrial Jewels (not otherwise specified)	—	39
General Assembly and Packing (not otherwise specified)	—	110
Processes associated with Agriculture	1	37
Match and Firelighter Manufacture	—	20
Factory Processes not Otherwise Specified	1	303
Total	7	3,511
Processes under sections 105, 107 and 108 of Factories Act, 1937		
Building Operations		
Industrial Building:—		
Construction	12	1,553
Maintenance	4	357
Demolition	3	88
Commercial and Public Building:—		
Construction	4	1,139
Maintenance	5	279
Demolition	1	51
Building of Blocks of Flats:—		
Construction	—	259
Maintenance	—	51
Demolition	—	7
Building of Dwelling Houses:—		
Construction	2	725
Maintenance	3	281
Demolition	—	22
Other Building Operations:—		
Construction	4	140
Maintenance	1	51
Demolition	3	23
Total	42	5,026
Works of Engineering Construction		
Operations at:—		
Tunnelling, Shaft Construction, etc.	—	87
Dams and Reservoirs (other than tunnelling)	—	71
Bridges, Viaducts and Aqueducts (other than tunnelling)	2	110
Pipe lines and Sewers (other than tunnelling)	6	228
Docks, Harbours and Inland Navigations	—	116
Waterworks and Sewage Works (other than tunnelling)	—	59
Work on Steel and Reinforced Concrete Structures	1	116
Sea Defence and River Works	—	29
Work on Roads and Airfields	2	347
Other Works	1	74
Total	12	1,237
Work at Docks, Wharves and Quays (other than Shipbuilding)		
Shipbuilding	11	1,557
Work at Inland Warehouses	1	308
Grand Total	154	50,540

STOPPAGES OF WORK IN JANUARY

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in January, which came to the notice of the Ministry, was 180. In addition, 14 stoppages which began before January were still in progress at the beginning of the month. The approximate number of workers involved during January at the establishments where these 194 stoppages occurred is estimated at 46,700. This total includes 2,200 workers involved in stoppages which had continued from the previous month. Of the 44,500 workers involved in stoppages which began in January, 28,000 were directly involved and 16,500 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 105,000 working days lost during January included 17,000 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 January 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	—	89	89	9,300	16,000
Motor Vehicles and Cycles	—	5	5	14,800	27,000
Construction	3	32	35	4,800	18,000
All remaining industries and services	11	54	65	17,700	45,000
Total, January 1962	14	180	194	46,700	105,000
Total, December 1961	27	110	137	28,300	72,000
Total, January 1961	15	259	274	55,000	151,000

Causes of Stoppages

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

Principal Cause	Number of Stoppages	Number of Workers directly involved
Wages—claims for increases	42	7,600
—other wage disputes	58	5,000
Hours of labour	2	600
Employment of particular classes or persons	18	3,800
Other working arrangements, rules and discipline	57	9,800
Trade union status	3	1,300
Sympathetic action	—	—
Total	180	28,000

Duration of Stoppages

The following Table classifies stoppages ending in January 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	65	9,800	11,000
2 days	55	8,800	14,000
3 days	17	1,900	4,000
4-6 days	19	3,900	35,000
Over 6 days	23	3,000	82,000
Total	179	27,400	146,000

Principal Stoppages of Work

The 400 draughtsmen employed at a Birmingham electrical engineering works, who ceased work in August 1961, in support of a claim for increased wages, resumed work on 15th January on agreed terms. An increase of 25 per cent. in the speed of a foundry production line at an Essex motor vehicle works resulted in about 650 employees withdrawing their labour on 9th January. This number rose to about 1,275 by January 15th. In addition, during the course of the stoppage, a further 11,400 workers were rendered idle. Work was resumed on 17th January, the production line to move at its original speed, pending further negotiations. On 29th January, approximately 3,300 workers on the Underground and a section of British Railways in the London area held a one-day token stoppage in support of a claim for higher wages.

* 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.

MISCELLANEOUS STATISTICS

Shipbuilding in Fourth Quarter of 1961

According to Lloyd's Register Shipbuilding Returns for the quarter ended 31st December 1961, the number of merchant steamers and motorships under construction in Great Britain and Northern Ireland at the end of December was 218, with a gross tonnage of 1,415,899 tons. This was 134,958 tons less than at the end of September and was the lowest figure since June 1945.

The tonnage of vessels intended for registration abroad or for sale was 269,012 at the end of December, representing 19.0 per cent. of the total tonnage being built in this country.

The total tonnage of steamers and motorships under construction in the world at the end of December amounted to 8,614,817 tons gross, of which 16.4 per cent. was being built in Great Britain and Northern Ireland. The tonnage under construction abroad at the end of December was 7,198,918, a decrease of 38,560 tons compared with the previous quarter. The tonnage being built abroad for Great Britain and Northern Ireland at the end of December was 739,298 tons. Steam and motor oil tankers under construction in the world amounted to 3,397,537 tons, or 39.4 per cent. of the total tonnage under construction. The total tonnage of oil tankers being built in Great Britain and Northern Ireland was 616,042, representing 43.5 per cent. of the total tonnage under construction in this country. The world figures and those for construction abroad are exclusive of the People's Republic of China, East Germany and the Union of Soviet Socialist Republics, for which countries no figures were available.

The numbers of propelled vessels begun in Great Britain and Northern Ireland during the fourth quarter of 1961 were one steamer, of 13,000 tons, and 48 motorships, of 220,002 tons, a total of 49 vessels, of 233,002 tons gross. The numbers launched during the same period were three steamers, of 68,300 tons, and 52 motorships, of 221,913 tons, a total of 55 vessels, of 290,213 tons gross. The numbers completed during the period were 11 steamers, of 187,878 tons, and 56 motorships, of 187,035 tons, a total of 67 vessels, of 374,913 tons gross.

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

Vocational Training

The statistics of the Government Vocational Training Schemes given below relate to the 13 weeks ended 11th December 1961.

Number of Persons	Able-bodied	Disabled	Total
Admitted to training	654	924	1,578
In training at end of period at:			
Government Training Centres	1,165	913	2,078
Technical and Commercial Colleges	59	402	461
Employers' Establishments	3	27	30
Residential (Disabled) Centres, etc.	—	478	478
Total in training	1,227	1,820	3,047
Training completed	510	741	1,251
Placed in employment	478	693	1,171

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 1st January 1962.

	Men	Women	Total
Number of persons admitted to courses during period	542	72	614
Number of persons in attendance at courses at end of period	1,264	178	1,442
Number of persons who completed courses during period	639	79	718

Up to 1st January 1962, the total number of persons admitted to these courses was 130,284, including 3,739 blind persons.

* * *

*

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During January the Industrial Court issued one award, No. 2892* which is summarised below.

Award No. 2892 (26th January).—Parties: Draughtsmen's and Allied Technicians' Association and South Durham Steel and Iron Company Ltd. **Claim:** That draughtsmen employed at the South Durham Steel and Iron Company's West Hartlepool works should receive the same premium payments for week-day overtime as paid to clerical staff, i.e., time plus one-half. **Award:** The Court found that the claim had not been established and awarded accordingly.

Single Arbitrators and ad hoc Boards of Arbitration

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

Independent Chairman

In January, following a request by the two sides of the Chemical and Allied Industries Joint Industrial Council, an independent chairman was nominated under the provisions of section 2(1) (b) of the Conciliation Act, 1896, to preside over a meeting of the Council with a view to the amicable settlement of a difference between the Sides.

Civil Service Arbitration Tribunal

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

Wages Councils Act, 1959

Notices of Proposals

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

Baking Wages Council (England and Wales).—Proposal B.K. (64), dated 2nd January, for fixing revised statutory minimum remuneration for certain juvenile workers.

Milk Distributive Wages Council (Scotland).—Proposal M.D.S. (80), dated 5th January, for fixing revised statutory minimum remuneration for male and female workers.

Brush and Broom Wages Council (Great Britain).—Proposal M. (92), dated 16th January, for amending the provisions relating to holidays and holiday remuneration.

Paper Box Wages Council (Great Britain).—Proposal B. (71), dated 26th January, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Paper Bag Wages Council (Great Britain).—Proposal P. (75), dated 30th January, for fixing revised general minimum time rates for male and female workers, and piecework basis time rates for female workers.

Hair, Bass and Fibre Wages Council (Great Britain).—Proposal H.B. (56), dated 30th January, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

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

Wages Regulation Orders

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

The Wages Regulation (Cotton Waste Reclamation) (Amendment) Order, 1962: S.I. 1962 No. 9, dated 3rd January, and effective from 2nd April. This Order, which gives effect to the proposals submitted by the Cotton Waste Reclamation Wages Council (Great Britain), prescribes revised general minimum time rates for male and female workers.

The Wages Regulation (Boot and Floor Polish) Order, 1962: S.I. 1962 No. 16, dated 4th January, and effective from 2nd April. This Order, which gives effect to the proposals submitted by the Boot and Floor Polish Wages Council (Great Britain), prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

The Wages Regulation (Unlicensed Place of Refreshment) Order, 1962: S.I. 1962 No. 51, dated 11th January, and effective from 2nd April. This Order, which gives effect to the proposals submitted by the Unlicensed Place of Refreshment Wages Council, prescribes revised statutory minimum remuneration for male and female workers and reduces from 47 to 45 the number of hours to be worked per week before overtime is payable.

* See footnote * on page 86.

The Wages Regulation (Perambulator and Invalid Carriage) (Amendment) Order, 1962: S.I. 1962 No. 76, dated 15th January, and effective from 2nd April 1962. This Order, which gives effect to the proposals submitted by the Perambulator and Invalid Carriage Wages Council (Great Britain), prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

The Wages Regulation (Retail Furnishing and Allied Trades) (Amendment) Order, 1962: S.I. 1962 No. 110, dated 18th January, and effective from 19th February. This Order, which gives effect to the proposals submitted by the Retail Furnishing and Allied Trades Wages Council (Great Britain), amends the provisions relating to the weekly short day and to the payment of statutory minimum remuneration to temporary shop managers and manageresses.

Commission of Inquiry: Baking Wages Council (Scotland)

The Minister of Labour is considering whether he should exercise his power under the Wages Councils Act, 1959, to abolish the Baking Wages Council (Scotland), and has appointed a Commission of Inquiry under the Act to advise him on the question.

The Commission, which had its first meeting on 26th January, consists of three independent members (including the Chairman, Professor H. S. Kirkaldy, C.B.E., M.A., LL.B.), two representatives of employers and two representatives of workers.

A Notice was published on 9th February in the London and Edinburgh Gazettes setting out the question into which it is the duty of the Commission to inquire and stating that the Commission will consider written representations submitted before 22nd March to the Secretary, Eagle Buildings, 19 Rose Street, Edinburgh 2, from whom copies of the Notice may be obtained.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposals

No notices of proposals were issued during January.

Wages Regulation Orders

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

Agricultural Wages Act, 1948

Orders Nos. 1962 A.W.B. No. 1 to No. 3 were made on 3rd January by the Agricultural Wages Board for England and Wales, with effect from 26th February 1962, raising the statutory minimum and overtime rates of wages for male and female workers employed in agriculture in England and Wales.—See page 53.

OFFICIAL PUBLICATIONS RECEIVED*

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

Accidents.—(1) *Electrical Accidents and their Causes. Report, 1960.* Ministry of Labour. Price 7s. (7s. 6d.).—See page 58. (2) *Accidents at Factories, Docks, Building Operations and Works of Engineering Construction. How they happen and how to prevent them.* No. 50. January 1962. Ministry of Labour. Price 1s. 3d. (1s. 7d.).—See page 58.

Careers.—*Choice of Careers.* No. 109. *The Mathematician.* Price 1s. (1s. 4d.). No. 68. *Commissioned Service in H.M. Forces.* 2nd Edition. 1961. Price 1s. 6d. (1s. 10d.). Ministry of Labour.

Colonies.—*Colonial Office Quarterly Digest of Statistics.* No. 52. January 1962. Price 7s. 6d. (8s.).

Disabled Persons.—*Services for the Disabled. An Account of the Services provided for the Disabled by Government Departments, Local Authorities and Voluntary Organisations in the United Kingdom.* 2nd edition. November 1961. Ministry of Labour. Price 8s. 6d. (9s.).

Industrial Safety, Health and Welfare.—*Methods for the Detection of Toxic Substances in Air.* Booklet No. 3. *Sulphur Dioxide.* 2nd edition. October 1961. Ministry of Labour. Price 4s. (4s. 3d.).

International Labour Organisation.—(1) *International Conventions and Recommendations. Proposed action by Her Majesty's Government in the United Kingdom of Great Britain and Northern Ireland on two Conventions and two Recommendations adopted at the 44th (1960) and 45th (1961) Sessions of the International Labour Conference.* Cmnd. 1608. Price 8d. (11d.).—See page 58. (2) *Year Book of Labour Statistics, 1961.* International Labour Office, Geneva. (Obtainable in United Kingdom from Director, International Labour Office, 38-39 Parliament Street, London S.W.1. Price £1 10s. : this publication is similar in scope to the 1960 edition—see the issue of this GAZETTE for February 1961, page 62).

National Insurance.—*Law relating to National Insurance and Family Allowances:* 8th supplement. Ministry of Pensions and National Insurance. Price 8s. 6d. (9s.).—See the issue of this GAZETTE for April 1961, page 157.

Scientific Policy.—*Annual Report of the Advisory Council on Scientific Policy, 1960-1961.* Cmnd. 1592. Price 1s. 6d. (1s. 9d.).—See page 44.

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments,* relating to matters with which the Ministry of Labour are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain regulations, etc., published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage. Where no price is shown, the Instrument costs 3d. (6d. including postage).

The Wages Regulation (Cotton Waste Reclamation) (Amendment) Order, 1962 (S.I. 1962/9), dated 3rd January; *The Wages Regulation (Boot and Floor Polish) Order, 1962* (S.I. 1962/16; 4d. (7d.)), dated 4th January; *The Wages Regulation (Unlicensed Place of Refreshment) Order, 1962* (S.I. 1962/51; 2s. 3d. (2s. 6d.)), dated 11th January; *The Wages Regulation (Perambulator and Invalid Carriage) (Amendment) Order, 1962* (S.I. 1962/76; 4d. (7d.)), dated 15th January; *The Wages Regulation (Retail Furnishing and Allied Trades) (Amendment) Order, 1961* (S.I. 1962/110), dated 18th January. These Orders were made by the Minister of Labour under the Wages Councils Act, 1959.—See page 85.

The Reports of Appointed Factory Doctors Order, 1961 (S.I. 1961/2470; 8d. (11d.)), made on 20th December by the Minister of Labour under the Factories Act, 1937. This Order prescribes the form of report (Form 520) required to be made by appointed factory doctors under the Factories Act, 1937, for the year 1961 and the time at which the report is to be made.

The Railway Employment Exemption Regulations, 1962 (S.I. 1962/183), made on 26th January by the Minister of Labour under the Factories Act, 1959. These Regulations, which came into force on 9th February, enable male young persons who have attained the age of 16 to be employed at night on British Railways as engine cleaners, firemen or signal box lads.

(1) *The Construction (General Provisions) Reports Order, 1962* (S.I. 1962/224; 4d. (7d.)); (2) *The Construction (Lifting Operations) Reports Order, 1962* (S.I. 1962/225; 8d. (11d.)); (3) *The Construction (Lifting Operations) Prescribed Particulars Order, 1962* (S.I. 1962/226; 8d. (11d.)); (4) *The Construction (Lifting Operations) Certificates Order, 1962* (S.I. 1962/227; 8d. (11d.)). These Orders were made on 1st February by the Minister of Labour under (1) the Construction (General Provisions) Regulations, 1961, and (2)-(4) the Construction (Lifting Operations) Regulations, 1961; they prescribe the various particulars, certificates and reports required to be submitted under the Regulations (see the issue of this GAZETTE for September 1961, page 377).

The Building (Inspection of Scaffolds) Reports Order, 1962 (S.I. 1962/237) made on 5th February by the Minister of Labour under the Building (Safety Health and Welfare) Regulations, 1948. This Order re-prescribes the form of register of reports of the results of inspections of scaffolds (Form 91, Part 1, Section A) required by Regulation 20 of those Regulations.

The Docks (Training in First-aid) Regulations, 1962 (S.I. 1962/241), made on 5th February by the Minister of Labour under the Factories Acts, 1937 to 1959. These Regulations, which come into operation on 5th May, reproduce the provisions of draft Regulations published in December 1961 (see the issue of this GAZETTE for December 1961, page 490).

(1) *The National Insurance (Consequential Provisions) Regulations, 1962* (S.I. 1962/12; 8d. (11d.)), made 3rd January; (2) *The Family Allowances (Qualifications) Amendment Regulations, 1962* (S.I. 1962/25; 4d. (7d.)), made 8th January; (3) *The National Insurance and Industrial Injuries (Transitional Provisions) Regulations, 1962* (S.I. 1962/26), made 8th January; (4) *The Workmen's Compensation (Supplementation) Amendment Scheme, 1962* (S.I. 1962/283; 8d. (11d.)), made 8th February; (5) *The Pneumoconiosis and Byssinosis Benefit Amendment Scheme, 1962* (S.I. 1962/282; 4d. (7d.)), made 8th February; (6) *The Industrial Diseases (Miscellaneous) Benefit Amendment Scheme, 1962* (S.I. 1962/281; 4d. (7d.)), made 8th February. These Instruments were made by the Minister of Pensions and National Insurance, and are operative (1) from 15th January, (2) and (3) from 3rd April, and (4), (5) and (6) from 28th February: they are consequential to the Family Allowances and National Insurance Act, 1961 (see the issue of this GAZETTE for January, page 10) as it affects (1) retirement pension increments for certain widows, and small income exception; (2) and (3) the family allowances definition of an apprentice; and (4), (5) and (6) payments to certain partially disabled persons of workmen's compensation benefits.

The National Insurance (Canada) Order, 1962 (S.I. 1962/173; 4d. (7d.)), made on 25th January by Her Majesty in Council under the National Insurance Act, 1946. This Order gives effect, in England, Wales and Scotland, to provisions arranged between the United Kingdom and Canada modifying the existing provisions contained in the Family Allowances and National Insurance (Canada) Order, 1959, for the reciprocal treatment of migrants in relation to old age insurance, and modifies the National Insurance Acts, 1946 to 1961, in their application to persons affected by those provisions.

The National Insurance (Reciprocal Agreement with Germany) Order (Northern Ireland), 1961 (S.R. & O. of Northern Ireland, 1961/224; 8d. (11d.)), made on 27th November by the Governor in Council under the National Insurance Act (Northern Ireland), 1946. This Order gives effect in Northern Ireland from 1st September 1961 to the Convention on unemployment insurance and Protocol made between the United Kingdom and the Federal Republic of Germany (see the issue of this GAZETTE for September 1961, page 377).

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

The National Insurance (Non-participating Employment—Miscellaneous Provisions) Regulations (Northern Ireland), 1961 (S.R. & O. 1961/241), made on 18th December by the Ministry of Labour and National Insurance under the National Insurance Acts (Northern Ireland), 1946 and 1959. These Regulations amend earlier Regulations (i) in relation to the liability for contributions in respect of persons employed in non-participating employment while on release leave from H.M. Forces, and (ii) by making provision to enable certificates of non-participation and certain notices required to be sent by the registrar and by employers to be sent by recorded delivery service as an alternative to registered post.

(1) *The Teachers' Salaries Regulations (Northern Ireland), 1961* (S.R. & O. 1961/249; 1s. 3d. (1s. 6d.)), dated 22nd December; (2) *The Training College Teachers (Salaries and Allowances) Regulations (Northern Ireland), 1961* (S.R. & O. 1961/253; 5d. (8d.)), dated 28th December; (3) *The Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland), No. 2, 1961* (S.R. & O. 1961/254; 8d. (11d.)), dated 29th December. These Regulations were made by the Ministry of Education under the Education Acts (Northern Ireland), 1947 to 1960; they introduce from 1st January 1962 (1) revised scales of salaries and allowances for teachers in primary schools, intermediate schools (other than technical intermediate schools), grammar schools and special schools, (2) new salary scales for lecturing staff in teacher training colleges, and (3) implement certain recommendations contained in the report of the Committee appointed by the Minister of Education to consider salaries, allowances and other matters affecting the remuneration of teachers.

MINING QUALIFICATIONS BOARD

The next Mining Qualifications Board examinations for First and Second Class Certificates as Managers and Under-Managers of Mines will be held in May 1962 at Glasgow, Sunderland, Doncaster, Wigan, Cardiff and Stoke-on-Trent. The "old style" (six-subject) examinations, and the examinations for the limited Certificates of Competency as Managers and Under-Managers of Stratified Ironstone Mines (which will be at the Doncaster centre) will be on 15th, 16th and 17th May. For "three-stage" candidates, who take mining law only, the examination will be on 17th May.

The written part of the examination for Certificates of Qualification as Surveyors of Mines will be held at the above Centres on 16th May 1962. The Oral and Practical examination will be in July 1962. Holders of the Higher National Certificate in Mining Surveying, or applicants who have passed the Intermediate Examination of the Royal Institution of Chartered Surveyors and are, therefore, exempt from the written examination must submit their applications not later than 19th March 1962. After the examinations next May there will be only one more "old style" (six-subject) Certificate of Competency Examination, and one more written examination for the Surveyor's Certificate, in May 1963. The Mining Legislation Examination for Mechanical Engineers' Certificates, Electrical Engineers' Certificates, Mechanics' Certificates Class I and Electricians' Certificates Class I will be held also at the above Centres on 15th May 1962.

Intending candidates should apply at once for the necessary forms, stating whether they have previously attended an examination for any of the above Certificates. Prospective candidates are reminded that they may now come forward for examination up to nine months before completing the required period of practical experience. If they are successful at the examination, the statutory certificate will be withheld until the balance of the practical experience has been obtained. Completed applications, which should be addressed to the Secretary, Mining Qualifications Board, Ministry of Power, Thames House South, Millbank, London S.W.1, should be returned as soon as possible, and must in any event be received not later than 19th March 1962.

NOTICE

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

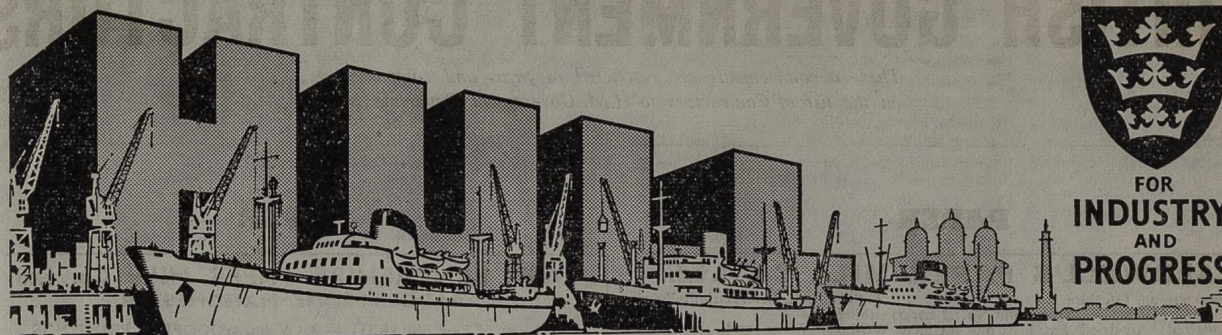
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