



# Ministry of Labour Gazette

VOLUME LXIX, No. 9

SEPTEMBER, 1961  
Published monthly by H.M. Stationery Office

PRICE 2s. 6d. NET  
Annual subscription 34s. 0d.  
including postage

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## Payment by Results

IN the enquiry into earnings and hours of manual wage-earners in manufacturing industries generally and in some of the principal non-manufacturing industries and services, undertaken in April, 1961, the results of which were summarised in the issue of this GAZETTE for August (pages 321 to 329), particulars were obtained of the numbers of wage-earners who were paid (a) at time rates and (b) under payment-by-results systems. Employers were asked to enter on their returns, separately, the number of wage-earners paid only at time rates or receiving a standing wage, and the number paid wholly or partly under any system of payment by results (e.g., by piecework arrangements, output bonus schemes and any schemes in which payments vary according to the output of individuals, groups or departments).

The results show that between October, 1957, and April, 1961, there was an increase from 31 per cent. to 33 per cent. in the proportions of wage-earners paid wholly or partly under systems of payment by results in all the industries covered, taken as a whole.

Of the total of approximately 58,100 establishments from which returns of earnings and hours were received, about 55,300, or over 95 per cent., gave separate figures of the number of wage-earners in the categories mentioned.\* At just under 33 per cent. of these 55,300 establishments, some of the workers were paid under systems of payment by results. For manufacturing industries alone the percentage of establishments was 47. The total number of workers paid under systems of payment by results in all the industries covered was over 2½ millions, or nearly 35 per cent. of the total number of wage-earners at work in the third pay-week in April, 1961, in the 55,300 establishments.

It is not possible to state the total number of firms operating systems of payment by results because many firms have two or more separate establishments and separate returns are normally rendered in respect of each establishment. In some cases, however, where staff records for a number of establishments are kept at a central office, a combined return is accepted. Separate returns are required, however, in respect of different departments within the same establishment where the products or processes of those departments belong to different industrial classifications (e.g., the blast furnace and the rolling mills at an iron and steel works).

\* Details of hospital employees are shown separately in the industry Tables on pages 371 to 373 but have not been included in the summary Tables and text of this article.

Employers were expressly asked to regard as payment-by-results systems only arrangements by which payment varied according to the output of individuals, groups or departments. Wage incentive schemes such as good time-keeping bonuses, merit payments, profit sharing and co-partnership, which are not directly related to output, were to be disregarded.

The results of this enquiry are based on the 1958 edition of the Standard Industrial Classification. For the reasons given in the article on page 143 of the April, 1960, issue of this GAZETTE, it is not possible to compare the figures for the great majority of the individual industries covered, for the various groups of manufacturing industries, or for all manufacturing industries as a whole, with those relating to previous similar enquiries. However, the combined figures for "All Industries Covered" are not affected to the same extent by the application of the revised Standard Industrial Classification and a valid comparison is possible with similar enquiries in the past, for example, the enquiry conducted in October, 1957, and summarised on pages 127–131 of the April, 1958, issue of this GAZETTE.

The following Table summarises the movement in "All Industries Covered" since October, 1947, and also affords a comparison with October, 1938. The Table also shows the April, 1961, percentages for "All Manufacturing Industries". The percentages in the Table are calculated by combining the percentages for the separate industries on the basis of the estimated total numbers of wage-earners in those industries.

Percentage of Wage-earners Paid under Systems of Payment by Results

Date	Men	Youths	Women	Girls	All Workers
All Industries Covered					
1961 April ..	30	22	44	44	33
1957 October ..	28	22	41	39	31
1955 October ..	29	23	42	39	32
1953 October ..	29	22	42	37	32
1951 October ..	28	22	44	38	32
1949 October ..	25	20	42	35	29
1947 October ..	24	20	39	35	28
1938 October ..	18	21	46	27	25
All Manufacturing Industries					
1961 April ..	41	30	47	45	42

In April, 1961, the proportions of men, women and girls reported as being paid under systems of payment by results in all the industries covered showed increases over those in October, 1957, and October, 1955. Compared with October, 1938, there was a marked increase in the proportions for "all workers" due to the higher proportions reported for men and for girls; for youths and boys there was only a small increase, while for women the proportion was less than in 1938.

The next Table shows the proportions of timeworkers and workers on payment-by-results systems in each of 20 broad groups of industries, in the manufacturing industries as a whole and in all the industries combined, in April, 1961. The proportions have been calculated on the basis of the estimated total numbers of wage-earners employed in the individual industries in April, 1961.

The proportions of wage-earners on systems of payment by results varied widely in the different industries. In April, 1961, workers employed under payment-by-results systems accounted for 33 per cent. of the total in all the industries combined, and for 42 per cent. in the manufacturing industries as a whole. The corresponding figure for all industries combined for 1957 was 31 per cent.

In the productive industries (i.e., manufacturing industries, mining and quarrying, construction) the percentages were considerably higher than in the service industries. Further, the proportion of women employed on payment-by-results schemes in all industries combined was substantially higher than the proportion of men so employed.

Percentage of Wage-Earners Paid at Time Rates and under Systems of Payment by Results Employed in April, 1961, calculated on the Basis of the Estimated Total Numbers Employed in each Industry

Table with 6 main columns: Industry Group, Men (21 years and over), Youths and Boys, Women (18 years and over), Girls, All Workers. It contains data for various industry groups and a detailed breakdown of 'Percentage of Time and Payment-by-Results Workers in the Third Pay-week in April, 1961'.

\* The numbers returned were insufficient to provide a satisfactory basis for the calculation of a general percentage.

† 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 371 to 373.

‡ 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".

Analysis by Size of Establishment: Manufacturing Industries Only

For manufacturing industries the general results of the enquiry have also been analysed according to the size of establishment and to show the number of establishments and the number of wage-earners engaged on payment-by-results systems in each size group. The Table which follows shows the general results of the April, 1961, enquiry for manufacturing industries as a whole.

Table showing analysis by size of establishment. Columns include: Size of establishment (Number of wage-earners), Number of establishments with systems of payment by results, Total number of wage-earners included, Total number of establishments with no systems of payment, and Total number of wage-earners included.

The next Table shows the percentages of establishments in manufacturing industries where systems of payment by results were in operation and the percentages of wage-earners so employed in the third pay-week in April, 1961.

Table showing percentages of establishments and wage-earners. Columns include: Size of establishment (Number of wage-earners), Percentage number of establishments with systems of payment by results in operation (April, 1961), and Percentage number of wage-earners paid under systems of payment by results (April, 1961).

The figures for establishments are based upon the number of returns received. In some industries returns were received from the great majority of firms known to be in existence while for other industries returns were not obtained from more than half the firms. It is estimated that the total number of wage-earners covered represented about three-quarters of the total number of wage-earners employed in the industries concerned.

As the various industries were not equally represented it is probable that if returns had been obtained from all firms in each industry the percentages would have been slightly different in many cases from those quoted. It is estimated that the figure of 43 per cent. shown in column (3) of the Table above for all sizes of establishments combined would have been 42 per cent. if all industries had been equally represented.

Information about Separate Industries

Particulars for separate industries are given in the Tables on pages 371 to 373.

Table I on page 371 shows industry by industry the proportions of workers paid under systems of payment by results in the third pay-week in April, 1961. The percentages for all workers ranged from less than 5 in 10 of the industries to more than 60 in 8 other industries.

Table II on page 372 shows for each industry (a) the number of establishments covered by the enquiry in which systems of payment by results were in operation in the third pay-week of April, 1961, for all or some of the wage-earners at work in that week, (b) the number of establishments with no wage-earners employed on such systems, and (c) the percentage number of establishments with wage-earners employed on such systems. In two-thirds of the industries the percentage was within the range of 31 to 85 per cent.

Table III on page 373 gives for each industry and for each of the size ranges of establishments the percentage number of wage-earners at establishments covered by the returns received who were employed on systems of payment by results in April, 1961. For all establishments taken together the percentages of wage-earners on systems of payment by results was less than 16 in a quarter of the industries, from 16 to 49 in half the industries and from 50 to 72 in the remaining quarter.

TABLE I.—PROPORTIONS OF WAGE-EARNERS PAID UNDER SYSTEMS OF PAYMENT BY RESULTS IN THE THIRD PAY-WEEK IN APRIL, 1961

Note.—Wage-earners paid under systems of payment by results include those paid wholly or partly under any such system. The term "payment-by-results" includes piecework arrangements, output bonus schemes or any other systems of payment which vary according to the output of individuals, groups or departments.

Large table showing proportions of wage-earners paid under systems of payment by results. It lists various industries and provides percentages for Men (21 and over), Youths and Boys, Women (18 and over), Girls, and All Workers.

\* 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 percentage. † 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. § The figures include permanent employees of dock, harbour and canal authorities; they do not cover workers paid by the day or half-day. ¶ Mainly postal and wireless telecommunications but including also some returns for storage. †† These figures relate to a minority of Government industrial employees. The great majority have been included in the figures for other industries and services such as shipbuilding, engineering, ordnance and small arms, printing, construction, transport and communication. \*\* Hospital employees only. ‡‡ Excluding police and fire service.









## ADVISORY COUNCIL ON THE EMPLOYMENT OF PRISONERS

The first Report of the Advisory Council on the Employment of Prisoners, entitled "Work for Prisoners", has been published by H.M. Stationery Office, price 2s. 6d. (2s. 10d. including postage).

The Advisory Council, under the Chairmanship of Sir Wilfred Anson, M.B.E., M.C., and strongly representative of both sides of industry, was appointed early in 1960 by the Home Secretary and the Secretary of State for Scotland, with the following terms of reference: "To be a standing council to advise on the organisation and management of industries in prisons and borstals, including the supply of sufficient and suitable work; the development of other forms of employment for inmates; the industrial training of inmates; and related questions." The introduction to the Report explains that it was decided to study first the employment of men prisoners in prison workshops, leaving the remaining aspects for later consideration.

The Council found that in local prisons in England and Wales (the Scottish position is dealt with separately), overcrowding of prisoners in old buildings never intended for modern penal methods, together with the shortage of staff, seriously hinders the provision and organisation of suitable work, although conditions in open, central and regional prisons are better. They consider some improvements in local prisons are possible, but major improvements must await the completion of new prisons, borstals, etc. under the Prison Commissioners' big building programme, now under way.

Discussing the purpose and value of work in prisons, the Council give three reasons for their belief that prisoners should work. Firstly, every person should make the best contribution he can to the community; secondly, suitable work, if properly organised, is a most valuable part of a prisoner's training; and, thirdly, prisoners represent a considerable labour force which ought not to be wasted. The Council consider that much more can be done in prisons to give prisoners a good chance of getting and keeping an honest job on discharge. Prisoners should be made accustomed to a normal day's work at types of jobs common in industry today and in conditions similar to those found in modern factories.

The Report goes on to give the Council's view on what constitutes suitable work for prisoners and how it may be obtained. The work should be clearly purposeful, of a type common in modern industry, and capable both of being organised in prisons on sound industrial lines and of being done reasonably well with only a short period of training; some work must be provided for very short-term prisoners which can be done with little or no training. Fairly simple repetitive

work on production lines is considered the most suitable, and it is suggested that sufficient work of this kind could be found by meeting more of the requirements of other Government departments (at present a source of work second only to the requirements of the Prison Services themselves) if prison industries were to become efficient contractors. The extra work needed would not form more than a tiny fraction of the work of the total working population of the country, and there is room, too, for some expansion of the work done in prisons for private employers at market rates.

Further sections of the Report are concerned with the present organisation of prison industries, job training, prisoners' earnings, and the suitability and scope for expansion of the major prison industries, viz., tailoring and textiles, woodworking, and the engineering and allied industries. Specific recommendations include higher rates of earnings related as far as possible to output. The manufacture of mailbags on machines is regarded as suitable work, but the hand-sewing of mailbags is strongly deprecated. Finally, the Council recommend that advisory committees on the employment of prisoners, with membership drawn from both sides of industry, should be set up at the larger prisons in industrial areas, to advise technically, and generally on the organisation of work for prisoners, and to help, where appropriate, in getting more work.

Dealing separately with aspects of the problem in Scotland, in so far as these may not be common to England and Wales, the Report says that industrially Scotland is beset with the same difficulties, except that overcrowding is confined to two prisons and there is no serious problem in regard to recruitment of prison officers. The same difficulties exist in achieving efficiency with security where workshop accommodation is limited and only a small industrial staff available. In Scotland prisoners tend to work longer hours since the smaller numbers reduce the time spent on non-industrial activities, and the need to segregate small groups of different classes of prisoners in the same prison creates greater employment difficulties.

### Action on the Report

The proposals of the Council regarding incentives for prisoners form the basis of the new prisoners' earnings scheme, particulars of which were given in the House of Commons on 3rd August. Other action so far taken on the Report includes the appointment of local advisory committees on the employment of prisoners at five English prisons and workshop extensions at two Scottish prisons.

## CURRENT STATISTICS PUBLISHED BY THE MINISTRY OF LABOUR

The Subject Index to Published Sources of Current Statistics of the Ministry of Labour shown in Appendix 10 of *Guides to Official Sources: No. 1* which was prepared by the Interdepartmental Committee on Social and Economic Research and published by H.M. Stationery Office in May 1958, has been brought up to date and the current list is set out below.

Abbreviations used in this list are as follows:—

M = monthly; Q = quarterly; A = annually; *Gazette* = Ministry of Labour Gazette; *Digest* = Monthly Digest of Statistics; *Abstract* = Annual Abstract of Statistics; A.R.C.I.F. = Annual Report of the Chief Inspector of Factories; A.R.C.I.F.(I.H.) = Annual Report of the Chief Inspector of Factories on Industrial Health; E.A. = Annual Report on Electrical Accidents and their Causes; S.I.C. = Standard Industrial Classification.

Item	Subject	Area	Frequency	Publication
<b>MANPOWER AND EMPLOYMENT</b>				
<i>Total manpower</i>				
1	Analysis by main categories (civil employment, H.M. Forces, unemployed), with broad industrial analysis of civil employment (1958 S.I.C.) Provisional figures for last three months and month in previous year corresponding to current month	G.B.	M	<i>Gazette</i>
2	As in Item No. 1—revised figures for previous periods incorporating information obtained from the most recent exchange of National Insurance cards	G.B.	A	<i>Gazette</i> (March)
3	As in Item No. 1 for last three months and selected months since mid-1959. (1958 S.I.C.)	G.B.	M	<i>Digest</i>
4	Broadly as in Item No. 1 for June of each year 1949-1959 (1948 S.I.C.) . . . . .	G.B. U.K.	A	<i>Abstract</i>
<i>Number of employees (employed and unemployed)</i>				
5*	Analysis by industry, sex and two age-groups (under and over 18) . . . . .	G.B. U.K.	A	<i>Gazette</i> (February)
6	Analysis by region, sex and two age-groups (under and over 18) . . . . .	Regions	A	<i>Gazette</i> (March)
7	Analysis by region and industry . . . . .	Regions	A	<i>Gazette</i> (March)
8	Analysis by sex, age (5-year groups over 21) and industry . . . . .	G.B.	A	<i>Gazette</i> (June)
9	Analysis by region, sex and age-groups (5-year groups over 21) . . . . .	Regions	A	<i>Gazette</i> (June)
10*	Number of married women . . . . .	G.B.	A	<i>Gazette</i> (June)
11	Inter-regional migration . . . . .	Regions	A	<i>Gazette</i> (June)
12	Analysis by sex and two age-groups (under and over 18) and distinguishing married women for each year 1950-1959	U.K.	A	<i>Abstract</i>
13	Analysis by sex, distinguishing married women . . . . .	G.B.	A	<i>Abstract</i>
14	Analysis by industry for each year 1951-1959 (1948 S.I.C.) . . . . .	U.K.	A	<i>Abstract</i>
<i>Employees in employment</i>				
15	Analysis by sex for each manufacturing industry and certain other industries for which information is available. Provisional figures for the latest three months and for the month in the preceding year corresponding to the latest of the three	G.B.	M	<i>Gazette</i>
16	Analysis by sex for each manufacturing industry. Revised figures for previous periods incorporating information obtained from the most recent exchange of National Insurance cards	G.B.	A	<i>Gazette</i> (March)
17	Analysis by sex for manufacturing industries. Figures for previous 12 months and selected months since mid-1959 (1958 S.I.C.)	G.B.	M	<i>Digest</i>
<i>Turnover of labour</i>				
18	Percentage rates of intake and outflow, males and females separately, for each manufacturing industry, in one month in each quarter (February, May, August and November)	G.B.	Q	<i>Gazette</i> (January, April, July and October)
<i>Overtime and short-time</i>				
19	Number on overtime, with the number of hours of overtime worked, and number on short-time with the number of hours lost, in manufacturing industries in one week in each month	G.B.	M	<i>Gazette</i>
20	Details at quarterly dates since 1953 . . . . .	G.B.	M	<i>Digest</i>
<i>Administrative, technical and clerical workers</i>				
21	Number and percentage of administrative, technical and clerical workers in manufacturing industries	G.B.	A	<i>Gazette</i> (January)

\* Regional figures } are available on application to Ministry of Labour, Statistics Department S1(A), Orphanage Road, Watford, Herts.

† Figures for local areas }

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## CURRENT STATISTICS PUBLISHED BY THE MINISTRY OF LABOUR—continued

Item	Subject	Area	Frequency	Publication
<b>MANPOWER AND EMPLOYMENT—continued</b>				
<i>Part-time employment</i>				
22	Number of women in part-time employment in manufacturing industries (available quarterly, published annually)	G.B.	A	<i>Gazette</i> (February)
<i>Young persons entering employment</i>				
23*	Analysis by sex, industry and occupational category (Apprenticeship to skilled craft, employment leading to recognised professional qualifications, clerical, and other employment)	G.B.	A	<i>Gazette</i> (May)
24*	Analysis by sex and age	G.B.	A	<i>Gazette</i> (May)
25	Analysis by sex and age; analysis by sex and industry, distinguishing boys entering apprenticeships	Regions	A	<i>Gazette</i> (May)
<i>Employment by local authorities and in Police Forces</i>				
26	Analysis by sex and industry	G.B. England Scotland Wales	A	<i>Gazette</i> (December)
<b>UNEMPLOYMENT</b>				
<i>Total unemployed</i>				
27†	Numbers wholly unemployed and temporarily stopped, men, boys, women, and girls; latest date	G.B. Regions Northern Ireland U.K.	M	<i>Gazette</i>
28†	Percentage unemployed by sex; latest date	G.B. Regions Northern Ireland	M	<i>Gazette</i>
29	Number unemployed for recent months and annual averages since 1958. Percentage unemployed at latest date	Regions Northern Ireland	M	<i>Digest</i>
30*	Average number unemployed in 1939 and each year since 1946, and number in each month of current year, by sex, separately for wholly unemployed and temporarily stopped	G.B.	M	<i>Gazette</i>
31	Average number unemployed in 1939 and each year since 1946, and number in each month of current year	U.K.	M	<i>Gazette</i>
32	Average number unemployed in 1938, 1939 and each year since 1955, and monthly figures for last two and a half years, by sex, also percentage unemployed for each year and date	G.B. Northern Ireland	M	<i>Digest</i>
33	Monthly figures and annual average for each year since 1951, males and females separately	G.B.	A	<i>Abstract</i>
34	Wholly unemployed excluding school-leavers, at latest date and change since previous month	G.B. Regions	M	<i>Gazette</i>
35	Wholly unemployed excluding school-leavers, numbers for recent months and annual averages since 1958, males and females separately	G.B.	M	<i>Digest</i>
36	Registered unemployed, analysed according to entitlement to benefit	G.B.	Q	<i>Gazette</i> (January, April, July and October)
37	As in Item No. 36 for selected dates since May 1958	G.B.	Q	<i>Digest</i>
38	Numbers unemployed in principal towns and development districts, men, women and young persons and percentage rate of unemployment, at latest date	Principal towns and Development districts	M	<i>Gazette</i>
39	Estimated normal monthly seasonal movements in unemployment, excluding school-leavers, in the forthcoming year; for G.B. only, separate estimates (a) for males and females* (b) in broad industry groups	G.B. Regions	A	<i>Gazette</i> (January)
<i>Analysis by industry and occupation</i>				
40*†	Full industrial analysis combined with analysis by sex and (for G.B.) subdivided into "wholly unemployed" and "temporarily stopped"	G.B. U.K.	M	<i>Gazette</i>
41	Analysis by broad industrial groups. Monthly figures for last 20 months (1958 S.I.C.)	G.B.	M	<i>Digest</i>
42	Full industrial analysis at June of each year since 1951 (1948 S.I.C. to 1959: 1958 S.I.C. from 1959)	U.K.	A	<i>Abstract</i>
43*†	Occupational analysis of wholly unemployed men and women aged 18 and over	G.B.	Q	<i>Gazette</i> (February, May, August and November)

\*† See footnote on previous page.

## CURRENT STATISTICS PUBLISHED BY THE MINISTRY OF LABOUR—continued

Item	Subject	Area	Frequency	Publication
<b>UNEMPLOYMENT—continued</b>				
<i>Analysis according to age and duration of unemployment</i>				
44*†	Wholly unemployed by duration, individual weeks up to 5, 5-8, over 8 weeks; men, boys, women and girls; latest date (see also Item No. 47)	G.B.	M	<i>Gazette</i>
45	Wholly unemployed: up to 2 weeks, 2-5, 5-8, over 8 weeks; males and females; latest date	G.B. Regions	M	<i>Gazette</i>
46	Wholly unemployed: up to 2 weeks, 2-8, over 8 weeks; males and females; recent months and annual averages since 1958	G.B.	M	<i>Digest</i>
47*†	Wholly unemployed: individual weeks to 9, 9-13, 13-26, 26-39, 39-52, and over 52 weeks; men, boys, women and girls; March, June, September and December	G.B.	Q	<i>Gazette</i> (January, April, July, and October)
48*†	Duration analysis as in Item No. 47, by 5-year age groups; June and December	G.B.	6M	<i>Gazette</i> (January and July)
49	Duration analysis: up to 2 weeks, 2-5, 5-8, 8-13, 13-26, 26-52, and over 52 weeks, for males and females aged under 20, 20-40, and 40 and over; June and December	Regions	6M	<i>Gazette</i> (January and July)
<i>Disabled Persons unemployed</i>				
50*†	Number of persons registered under the Disabled Persons (Employment) Act unemployed, analysed to show those suitable for ordinary employment and those who are severely disabled	G.B.	M	<i>Gazette</i>
<i>Married women unemployed</i>				
51*†	Number unemployed, latest date	G.B.	M	<i>Gazette</i>
52	Monthly figures for last 2½ years and annual averages since 1955	G.B.	M	<i>Digest</i>
<b>PLACINGS AND VACANCIES</b>				
53*†	Total numbers of placings during each of last two monthly periods and vacancies unfilled at the end of each period; with cumulative total of placings for current year; men, boys, women and girls	G.B.	M	<i>Gazette</i>
54	Estimated normal monthly seasonal movements in unfilled vacancies in the forthcoming year; for G.B. only, separate estimates for men, women, boys and girls*	G.B. Regions	A	<i>Gazette</i> (January)
55*†	Industrial analysis of placings and vacancies, latest month. Men, boys, women and girls	G.B.	M	<i>Gazette</i>
56*†	Occupational analysis of unfilled vacancies for men and women aged 18 and over	G.B.	Q	<i>Gazette</i> (February, May, August and November)
57	Regional analysis of placings and vacancies, latest month; men, boys, women and girls	Regions G.B.	M	<i>Gazette</i>
58	Total numbers of placings and vacancies in each of last 15 months, and annual totals of placings since 1956 with the number of vacancies unfilled at the end of those years; men, boys, women and girls	G.B. Northern Ireland	M	<i>Digest</i>
59	Vacancies unfilled in each month since January, 1951; males and females	G.B.	A	<i>Abstract</i>
60	Technical and Scientific Register, number of persons on register and number of vacancies notified, filled, cancelled and unfilled; latest month	G.B.	M	<i>Gazette</i>
61*	Professional and Executive Register, number of persons on register and number of vacancies filled and unfilled; latest month	G.B.	M	<i>Gazette</i>
62*	Nursing Appointments Service, vacancies filled during quarter, vacancies outstanding at end of quarter, analysed by grade of nurse	G.B.	Q	<i>Gazette</i> (February, May, August and November)
63*†	Disabled persons placed, distinguishing ordinary and sheltered employment in six months to end-January and six months to end-July	G.B.	6M	<i>Gazette</i> (March and September)
<b>H.M. FORCES AND WOMEN'S SERVICES</b>				
64	Numbers of men and women in Forces	G.B.	M	<i>Gazette</i> <i>Digest</i>
<b>DISABLED PERSONS</b>				
65*†	Total numbers registered under Disabled Persons (Employment) Act at April, analysed according to type of disability, with separate figures for 1914-18 war pensioners, ex-servicemen disabled during service, other ex-service persons and non-ex-service persons	G.B.	A	<i>Gazette</i> (May)
66*†	Total number registered under Disabled Persons (Employment) Act at April and October, each year	G.B.	M	<i>Gazette</i>
67*†	Numbers unemployed, with separate figures for those suitable for ordinary employment and those who are severely disabled	G.B.	M	<i>Gazette</i>

\*† See footnote on page 381.



## CURRENT STATISTICS PUBLISHED BY THE MINISTRY OF LABOUR—continued

Item	Subject	Area	Frequency	Publication
<b>DISABLED PERSONS—continued</b>				
68*	Number training at Government Training Courses, number admitted to training, number in training, number completing training and number of trainees placed in employment	G.B.	Q	Gazette (February, May, August and November)
69*†	Number placed in ordinary and sheltered employment in six months to end-January and six months to end-July	G.B.	6M	Gazette (March and September)
<b>TRAINING FOR EMPLOYMENT</b>				
<i>Vocational training schemes</i>				
70*	Number of applicants admitted to training, number in training, number completing training and number of trainees placed in employment. Separate figures for able-bodied persons and disabled persons	G.B.	Q	Gazette (February, May, August and November)
<i>Industrial Rehabilitation</i>				
71*	Number admitted to courses, number in attendance at courses and number completing courses	G.B.	M	Gazette
<b>WAGE RATES, NORMAL HOURS OF WORK AND OTHER CONDITIONS OF EMPLOYMENT</b>				
<i>Wage rates and normal hours of work</i>				
72	Minimum, or standard rates of wages and hours of work as fixed by collective agreements or statutory orders	U.K.	A	Time Rates of Wages and Hours of Work
73	Changes in rates of wages:— (a) Number of workers affected and estimated total amount of increases or decreases (b) Details of principal changes .. .. .	U.K. U.K.	M M	Gazette Digest Gazette
74	Changes in normal hours of work:— (a) Number of workers affected and estimated total amount of reductions or increases (b) Details of principal changes .. .. .	U.K. U.K.	M M	Gazette Gazette
75‡	Index of weekly rates of wages .. .. .	U.K.	M	Gazette Digest
76‡	Index of normal weekly hours .. .. . do. (abridged version) .. .. .	U.K. U.K.	M M	Gazette Digest
77‡	Index of hourly rates of wages .. .. .	U.K.	M	Gazette Digest Abstract
<i>Other conditions of employment</i>				
78	Recent collective agreements .. .. .	U.K.	M (when necessary)	Gazette
79	Holidays with pay .. .. .	U.K.	A	Time Rates of Wages and Hours of Work
<b>EARNINGS AND ACTUAL HOURS WORKED</b>				
<i>Manual workers</i>				
80§	Half-yearly enquiries (April and October) into earnings and hours of manual workers. (Average weekly earnings, average hourly earnings and average hours actually worked in manufacturing and some of the principal non-manufacturing industries are published with separate figures for men, youths and boys, women (full-time), women (part-time), and girls) do. (abridged version) do. (abridged version)	U.K. U.K. U.K.	6M 6M A	Gazette (August and February) Digest Abstract
NOTE.—A press release giving provisional figures is issued one month before the final figures are published in the <i>Gazette</i>				
81	Number of manual workers paid under payment-by-results systems in manufacturing and the other industries covered by Item 80	U.K.	Usually every two years	Gazette (Last articles April 1958, September 1961)
82	Average weekly earnings of manual workers in manufacturing and certain other industries combined at April each year from 1952	U.K.	A	Abstract
<i>Administrative, Technical and Clerical employees</i>				
83***	Earnings of Administrative, Technical and Clerical Employees ("salaried" staffs) in the productive industries [The number and average earnings of males and females in October with separate figures for monthly and weekly paid staffs (and, from October, 1960 onwards, for part-time female employees) are given for each S.I.C. Order covered. The percentage change in the average earnings of all males and all females Order by Order since the previous October is also given.]	U.K.	A	Gazette September 1960, June 1961, (Probably March or April in future years).

\*† See footnote on page 381.

‡ Separate indices are given for men, women, juveniles and all workers in all industries and services combined and in manufacturing industries.

§ The non-manufacturing industries covered are mining and quarrying (excluding coal); construction; gas, electricity and water; transport and communication (excluding railways, London Transport and British Road Services); laundries, and dry cleaning; motor repairers and garages; repair of boots and shoes; public administration. (In addition some information is published, though not on a strictly comparable basis, on earnings and hours in agriculture, earnings in coal mining, earnings of dock workers and earnings in British Railways supplied from other sources.)

|| The combined figures relate to industries covered by Item No. 80 together with agriculture, coal mining, British Railways workers, London Transport Executive employees (wages grades), Inland Waterways workers of British Transport Commission and dock workers.

\*\*\* The industries covered are manufacturing; mining and quarrying; construction; gas, electricity and water.

\*\* Similar information for a number of Minimum List Headings or for groups of industries within certain Orders are available on application to Ministry of Labour Statistics Department S2(D), Orphanage Rd., Watford, Herts.

## CURRENT STATISTICS PUBLISHED BY THE MINISTRY OF LABOUR—continued

Item	Subject	Area	Frequency	Publication
<b>STOPPAGES OF WORK DUE TO INDUSTRIAL DISPUTES</b>				
84	Numbers of stoppages, workers involved and working days lost analysed by industry and by duration; numbers of stoppages and workers involved analysed by cause; details of more important stoppages	U.K.	M	Gazette
85	Numbers of stoppages, workers involved and working days lost analysed by industry, by cause and broad industry group, by duration, by number of working days lost, and by number of workers involved; numbers of workers involved and working days lost analysed by region and broad industry group; details of more important stoppages	U.K.	A	Gazette (May)
86	Number of workers involved; number of working days lost analysed by broad industry group	U.K.	M	Digest
87	Numbers of stoppages, workers involved and working days lost analysed by broad industry group; number of workers involved analysed by duration of stoppage; number of working days lost analysed by number of workers involved	U.K.	A	Abstract
88	Number of stoppages; numbers of workers involved and working days lost analysed by broad industry group	Scotland	6M	Digest of Scottish Statistics
89	Numbers of stoppages, workers involved and working days lost analysed by broad industry group	Wales	A	Digest of Welsh Statistics
<b>INDUSTRIAL ORGANISATIONS</b>				
90	Number and membership of Trade Unions analysed by industry and by size of union	U.K.	A	Gazette (December)
91	Number and membership of Trade Unions analysed by size of union .. ..	U.K.	A	Abstract
92	Directory of Employers' Associations, Trade Unions, Joint Organisations, etc. Title, name and address of Secretary of every known Organisation which includes among its objects the negotiation of, or making recommendations on, wages and working conditions	U.K.	Maintained up to date by an optional amendment service	Separate publication
<b>H.M. FACTORY INSPECTORATE</b>				
<i>Factories</i>				
93*	Analysis by Inspectorate Division .. .. .	G.B.	A	A.R.C.I.F.
94	Analysis by establishment size group .. .. .	G.B.	Irregular	A.R.C.I.F.
<i>Other Workplaces subject to the Factories Acts</i>				
95*	Analysis by Inspectorate Division .. .. .	G.B.	A	A.R.C.I.F.
<i>Persons employed subject to the Factories Acts</i>				
96	Estimates by industry (manufacturing and construction industries only) ..	G.B.	A	A.R.C.I.F.
<i>Persons killed or injured in accidents reported under Factories Acts</i>				
<i>Analyses of all classes of reported accidents</i>				
97†	By age-group and sex of person killed or injured .. .. .	G.B.	A	A.R.C.I.F.
98†	By Inspectorate Division: Provisional figures .. .. .	G.B.	Q	Gazette (February, May, August and November)
99†	By Inspectorate Division: Final figures .. .. .	G.B.	A	Gazette (April) and A.R.C.I.F.
100†	By type of workplace, viz., factories, building operations, works of engineering construction, docks and warehouses, etc.	G.B.	A	A.R.C.I.F.
101†	By industry (S.I.C. Minimum List Heading), with separate figures for men, women (18 and over), boys, girls (under 18)	G.B.	A	A.R.C.I.F.
102†	By process: Provisional figures of fatalities, by main groups of processes only	G.B.	M	Gazette
103†	By process: Provisional figures .. .. .	G.B.	Q	Gazette (February, May, August and November)
104†	By process: Final figures .. .. .	G.B.	A	Gazette (April) and A.R.C.I.F.
105†	By primary cause, with separate figures for men, women, boys, girls .. ..	G.B.	A	A.R.C.I.F.
106	By nature and site of injury, with separate figures for men, women, boys, girls	G.B.	A	A.R.C.I.F.
107	By process and primary cause: separate figures of fatalities given only for groups of processes	G.B.	A	A.R.C.I.F.
108	By nature and site of injury and (a) industry; (b) process; and (c) primary cause	G.B.	Selected years in rotation	A.R.C.I.F.
<i>Analyses of special classes of reported accidents</i>				
109†	Accidents caused by machinery, analysed by (a) class of machinery; (b) category of accident	G.B.	A	A.R.C.I.F.

\* Figures for Inspectorate Districts are available on application to H.M. Chief Inspector of Factories, Ministry of Labour, 19 St. James's Square, London, S.W.1.

† In these analyses separate figures of fatalities are given.



NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(End of Month)

(Thousands)

Table with columns: Industry, July, 1960 (Males, Females, Total), May, 1961 (Males, Females, Total), June, 1961 (Males, Females, Total), July, 1961 (Males, Females, Total). Rows include Mining, Food, Chemicals, Engineering, Shipbuilding, Vehicles, Metal Goods, Textiles, Leather, Clothing, Bricks/Pottery, and Timber.

Numbers Employed in Great Britain: Industrial Analysis—continued

(End of Month)

(Thousands)

Table with columns: Industry, July, 1960 (Males, Females, Total), May, 1961 (Males, Females, Total), June, 1961 (Males, Females, Total), July, 1961 (Males, Females, Total). Rows include Paper, Construction, Gas/Electricity, Transport, Distributive Trades, Miscellaneous Services, and Total All Manufacturing Industries.

OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN JULY, 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 29th July, 1961. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded. The information about short-time relates to short-time working arranged by the employer and

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

Table with columns: Industry, Estimated total number of operatives, Estimated number of operatives, excluding maintenance workers, on overtime, Estimated number of operatives on short-time, Hours of overtime worked, Hours lost. Rows include Food, Chemicals, Metal, Engineering, Vehicles, Metal Goods, Textiles, Leather, Clothing, Bricks/Pottery, Paper, and Other Manufacturing Industries.

\* Excluding Shipbuilding and Ship-repairing. † Figures from May, 1961, are on a new basis; see page 295 of the July, 1961, GAZETTE.



NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed in Great Britain and in the United Kingdom, respectively, at 14th August, 1961. For Great Britain the wholly unemployed (i.e., persons out of a situation) are distinguished from those temporarily stopped

(i.e., persons suspended from work on the understanding that they were shortly to return to their former employment).

The industrial analysis is based on the Standard Industrial Classification (1958). The figures for each industry represent the numbers whose last employment was in that industry.

Table with columns for Industry, Great Britain (Wholly unemployed, Temporarily stopped, Total), and United Kingdom (all classes). Rows include Agriculture, Mining, Food, Chemicals, Metal, Engineering, Shipbuilding, Vehicles, Metal Goods, Textiles, and Leather.

Numbers Unemployed : Industrial Analysis—continued

Table showing industrial analysis for Great Britain and United Kingdom. Columns include Industry, Wholly unemployed (Males/Females), Temporarily stopped (Males/Females), Total (Males/Females/Total), and United Kingdom (Males/Females/Total). Rows include Clothing and Footwear, Bricks/Pottery/Glass/Cement, Timber/Furniture, Paper/Printing/Publishing, Other Manufacturing, Construction, Gas/Electricity/Water, Transport and Communication, Distributive Trades, Insurance/Banking/Finance, Professional/Scientific Services, Miscellaneous Services, Public Administration, Ex-SERVICE Personnel, and Other Persons not Classified by Industry.

\* The totals include unemployed casual workers (3,826 males and 194 females in Great Britain and 4,193 males and 210 females in the United Kingdom).

















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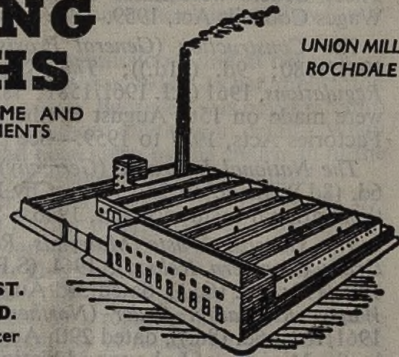
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