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Summary of the Monthly Statistics

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Employment

The number in civil employment in Great Britain in mid-February was 23,618,000. This was 157–119,000 less than in mid-January. The main decreases were in construction, again affected by the severe weather, manufacturing industries and the distributive trades.

Unemployment

There were 636,000 persons registered as wholly unemployed in Great Britain on 11th March and 66,000 registered as temporarily stopped from work; a total of 702,000 (3·1 per cent. of all employees). Between 11th February and 11th March unemployment fell by 176,000. Of the total decrease 141,000 were in construction (including 128,000 temporarily stopped workers). There were decreases in most other industries and services. The number unemployed for more than eight weeks was 390,000, 61 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed decreased by 19,000, the normal seasonal change.

Unfilled Vacancies

There were 161,000 vacancies unfilled on 6th March, 19,000 more than on 6th February.

Overtime and Short-time

In the week ended 16th February the number of operatives working overtime in the manufacturing industries was 1,595,000 and the number working short-time was 165,000.

Rates of Wages

The indices of weekly rates of wages and of hourly rates of wages at 31st March (January 1956 = 100) were respectively 132.7 and 139.6 compared with 132.5 and 139.4 at 28th February.

Retail Prices

The retail prices index at 12th March (January 1962 = 100) was 103.7, compared with 103.6 at 12th February. The index for the food group was 106.5, the same as the previous mouth.

Stoppages of Work

About 46,200 workers in March were involved in stoppages of work due to industrial disputes: 179 they lost about 99,000 working days.

MONTHLY INDICES OF EARNINGS BY INDUSTRY GROUPS

monthly enquiry into total wage and salary earnings. Information is being received each month from about 8,000 firms employing approximately 6½ million workers in manufacturing, mining and quarrying, construction, gas, electricity and water supply, some miscellaneous services and some branches of the transport industry. These firms account for more than half the labour force in the industries covered. The purpose of the enquiry was to provide monthly indices showing changes in the earnings of employees in these industries. The first results of the enquiry are published in this article.

For some time the Ministry of Labour has carried out two regular enquiries into the earnings of employees, sixmonthly into the earnings of manual workers and annually into the earnings of administrative, technical and clerical employees. These have now been supplemented by this new monthly enquiry (which is carried out under the Statistics of Trade Act 1947) in order to meet a need for more frequent and up-to-date information about trends in wage and salary earnings.

This need has been generally felt, both by the Government and others, and was expressed as follows by the Council on Prices, Productivity and Incomes in their fourth report:-

Figures of the average weekly earnings of manual workers in industry . . . are published, in considerable detail, three or four months after the week to which they refer. We believe that earnings are so significant as indicators of trends in the economy that an effort should be made to produce some indication of their movement more quickly and more often. It may not be feasible to produce every month or every quarter the full range of information that is collected now. As an indicator it might be sufficient to have the average earnings of broad groups, which would form a series distinct from the existing six-monthly series and could be obtained and published quickly from a relatively small sample.

The new enquiry was designed to meet this need. The enquiry form has been made as simple as possible in order to give employers the minimum of extra work and to enable them to complete it as speedily as possible. The Ministry for the first time has used a "shuttle form", i.e., a form on which several months' information can be entered, which is passed backwards and forwards between the employer and the Ministry. The number of employers (8,000) who complete the form each month has been kept as low as is consistent with getting reliable information for each industry group for which figures are published. All establishments with more than 500 employees in the industries covered have been included, but below that size a sample has been taken, i.e., 50 per cent. of establishments with 100-499 employees and 10 per cent. of those with 25-99 employees. Establishments with less than 25 employees have not been required to complete the enquiry form. These limitations on the number of establishments selected make it possible to produce figures within about six weeks of the month to which they relate.

Employers have been asked to state on each month's return: (1) The number of their weekly-paid employees and the total amount paid to them in the last pay-week in the month; (2) The number of their monthly-paid employees and the total amount paid to them in the calendar month. The term "weekly-paid employees" includes all those who are paid each week, for example, those paid at hourly rates.

Particulars of employees paid other than weekly or monthly, e.g., fortnightly or four-weekly, have not been required except in industries where it is customary to pay salaried employees four-weekly and not monthly. Again, this has been in the interests of simplicity and also because the trend in wages and salaries of these employees is unlikely to differ significantly from those paid weekly or monthly.

The amounts of wages and salaries entered on the returns are the gross remuneration paid to the employees concerned in the period stated including overtime payments, bonuses (including annual bonuses), non-contractual gifts, commission, etc., before deductions have been made for income tax, employees' insurance contributions, employees' contributions

Employers have not been asked to distinguish between manual workers and salaried employees. There is, therefore, no direct comparison between the data obtained from the monthly enquiry and that from the six-monthly enquiries into the earnings of manual workers or the annual enquiries into the earnings of manual workers of the annual enquiries into the earnings of salaried employees. The latter enquiries have shown that the earnings of weekly-paid salaried employees who form but a small proportion of all weekly-paid employees, do not differ markedly from those of manual workers who

In November 1962 the Ministry of Labour introduced a nonthly enquiry into total wage and salary earnings. Information is being received each month from about 8,000 firms are paid each week. For instance, in manufacturing industries in October 1962 average weekly earnings of manual workers were £12 13s. 3d. and all weekly-paid salaried workers £12 12s. 5d. It may be assumed, therefore, that the average earnings of weekly-paid employees, as calculated from the monthly returns, are representative of both manual workers and weekly-paid salaried employees, whilst those of monthlypaid employees represent solely salaried employees.

> In many cases returns have been rendered on an enterprise basis, that is to say, some firms have completed comprehensive returns covering all their employees in a particular industry, regardless of the geographical situation of the establishments at which they are employed. Furthermore, at some establishments salaried employees, according to their department or grade, are paid from different pay-points and in such cases a single return may cover employees at establishments spread over various parts of Great Britain. For this reason statis of wage and salary earnings analysed by geographical regions have not been compiled.

> In the early stages various problems arose which had to be solved before the enquiry could proceed on a satisfactory basis. Some of them did not come to light until firms had experienced the first month's running of the enquiry. For example, to provide for the prompt despatch of the returns each month, it proved necessary to negotiate special arrangements with many of the larger firms, especially those with several establishments situated far apart from each other and often with distinctive methods of accounting for wages

> The possibility of difficulties arising had been envisaged when it was decided to introduce the enquiry in November 1962. The first two months of the enquiry have been regarded as experimental and January 1963 has been taken as the base date for the calculation of index numbers which will show. month by month, the changes in weekly wages and salary

> The following Table shows by industry groups the movement which has taken place between January and February 1963. In addition to the industries covered by the enquiry described above, the Table includes figures for agriculture These relate to regular farm workers and have been compiled by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. Continuing information will be published in the May issue of this GAZETTE and in succeeding months.

INDEX OF AVERAGE EARNINGS

(January 1963 = 100)

President diameter de la compansa del la compansa de la compansa d	I	February 1963	
Industry group	Employees paid each week	Employees paid monthly	All
Manufacturing industries	100.2	00.2	00.0
Food, drink and tobacco	100.2	98.3	99.9
Chemicals and allied industries	99.4	113.0	104.1
Metal manufacture	102.4	103 · 2	102.5
Engineering and electrical goods	100 · 4	100.0	100 · 3
Shipbuilding and ship repairing	99.8	104-6	100-0
Marine engineering	99.6	101.7	99.7
Vehicles	101.8	101-8	101.8
Metal goods not elsewhere specified	101.3	105.9	101-9
Textiles	100.9	102.1	101
Leather, leather goods and fur	100.8	99.5	100.6
Clothing and footwear	100.8	102.9	101.0
Bricks, pottery, glass, cement, etc	102.4	101.3	102.2
Timber, furniture, etc.	103-3	93.8	102.3
Paper and paper products	99.6	102.7	100 · 1
Printing and publishing	101 · 2	101.7	101.3
Other manufacturing industries	101.2	101.5	101 · 2
All manufacturing industries	101.0	102.9	101 · 3
Other industries and services			
Agriculture	98.4	1000 - 10	98.4
Mining and quarrying	102.6	100.3	102.5
Construction	105.0	99.0	104-4
Gas, electricity and water	99.0	100 · 4	99.3
Transport and communication:	99.7	101.4	99.9
Miscellaneous services§	100 · 8	95.9	100 · 1
All industries and services covered	101 - 3	102.0	101 · 4

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

† Earnings of employees paid monthly have been converted to a weekly basis coording to the formula:—monthly earnings multiplied by 12 and divided by 52. ‡ Except London Transport, British Road Services, sea transport and postal ervices and telecommunications.

STOPPAGES OF WORK DUE TO INDUSTRIAL DISPUTES IN 1962

Some preliminary statistics of stoppages of work arising from industrial disputes in the United Kingdom during 1962 were given in the review of stoppages in the year which appeared in the January 1963 issue of this GAZETTE (pages 5 and 6). More detailed statistics

1963 issue of this GAZETTE (pages 5 and 6). More detailed statistics regarding these stoppages, revised in accordance with the latest information received, are now available and are given below.

The statistics compiled by the Ministry of Labour relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. Information about stoppages of work is obtained from the Ministry's Industrial Relations Officers and Employment Exchange Managers. In addition, information is available from certain nationalised industries and statutory authorities from the press and, in the case of larger stoppages, from the available from certain nationalised industries and statutory authorities, from the press and, in the case of larger stoppages, from the organisations concerned. Small stoppages involving fewer than ten workers and those lasting less than one day are excluded from the statistics except any in which the aggregate number of working days lost exceeded 100. The figures also exclude any loss of time which may be caused at other establishments by shortages of material. or other effects brought about by the stoppages which are included in the statistics.

in the statistics.*

The number of stoppages of work arising from industrial disputes in the United Kingdom, which came to the notice of the Ministry as beginning in 1962, was 2,449 compared with 2,686 in the previous year. Sixteen other stoppages which began in 1961 continued into 1962, so that the total number of stoppages in 1962 was 2,465. The corresponding figure for 1961 was 2,701.

The aggregate number of workers involved in stoppages in 1962 is estimated at 4,423,000 compared with 779,000 in 1961. The total for 1962 included 3,000 workers who were involved in stoppages which had started towards the end of the previous year. Some workers were only indirectly involved, i.e., they were thrown out of work at establishments where stoppages occurred but were not themselves parties to the disputes. The classification of the workers concerned into those directly and indirectly involved is necessarily approximate, but it is estimated that, of the total reported as involved in stoppages in 1962, about 4,299,000 were directly involved and 124,000 were indirectly involved. In 1961 about 680,000 workers were directly involved and 99,000 were indirectly involved in stoppages in that year. involved in stoppages in that year.

* Information is available about a number of instances of such repercussions in the motor vehicles industry. In these, it is estimated that approximately 150,000 working days were lost in 1962 at establishments not themselves involved in disputes.

The total number of workers shown as involved in stoppages during any given year is obtained by aggregating the numbers involved in separate stoppages during that year. Some workers (mainly engineering and shipbuilding workers involved in national stoppages and workers in the motor vehicles industry) were involved in more than one stoppage during the year and therefore have been counted more than once in the year's total. Precise information regarding the extent to which individual workers became involved in two or more stoppages during any one year is not available, but it is estimated that the net number of individuals involved in stoppages in 1962 was 2,426,000, representing about 10.6 per cent. of the total number of employees in civil employment. The corresponding figure for 1961 was 632,000.

The aggregate number of working days lost in 1962 is estimated at 5,798,000, including 41,000 days lost at the beginning of 1962 through stoppages which began towards the end of the previous year. On the basis of the estimated net numbers involved, as given above, this represents about two-and-a-half working days lost per worker involved compared with five days in 1961. Working days lost in 1961 amounted to 3,046,000.

Analysis by Industry

The following Table analyses by industry groups the number of stoppages reported as *beginning* in 1962 together with the number of workers involved in, and the aggregate number of working days lost through, *all* stoppages *in progress* in that year. The figures of workers include both those directly and those indirectly involved.

workers include both those directly and those indirectly involved. This Table also includes, in respect of each industry group, an indication of the number of working days lost per 1,000 employees in employment. These figures should be used with caution when comparing the experience of different groups of industries. The totals of days lost include days lost at the establishments concerned by workers who were directly or indirectly involved, so that the estimates of days lost per thousand employees cannot be regarded as a satisfactory measure of "strike-proneness". Furthermore, the employee figures include administrative, clerical and technical workers (who are not normally involved in stoppages) and the proportion of these varies considerably as between different industry groups. (See the issue of this GAZETTE for January 1963, page 7). For these reasons, exact figures are not provided, but estimates are For these reasons, exact figures are not provided, but estimates are given of the ranges within which the different industry groups fall.

Industry group	Number of stoppages†	Number of workers‡ involved in 1962 in all		Working days lost in 1962 through all stoppages in progress		
Industry group	beginning in 1962	stoppages in progress	Aggregate days lost‡	Days lost per thousand employees		
A state of the first and a second for many toronto.	3.0.0	100	8	Under 10		
Agriculture, forestry, fishing	1 205	154,500	308,000	250–500		
All other mining and quarrying	2	100	§	Under 10		
Coal mining All other mining and quarrying Grain milling G	2	200	8	Under 10 Under 10		
Bread and flour confectionery, biscuits	2 2 2	200	5,000	10–20		
All other food industries	12	4,900	1,000	Under 10		
Drink	8	800	1,000	Onder 10		
Drink	· 2	1.000	1.000	50-100		
	10	8,000	10,000	20-50		
Chemicals, explosives, plastics, etc		8,000	10,000			
Coke ovens and manufactured rues Chemicals, explosives, plastics, etc	5	900	1,000	Under 10		
Dils, paints, soap, polishes, adhesives, etc."	65	222,100	261,000	500-1,000		
All other metal manufacture	23	68.500	117,000	500-1,000		
All other metal manufacture	159	1,377,900	1,613,000	1,000-1,500		
All other metal manufacture	53	672,100	706,000	500-1,000		
Shiphuilding and marine engineering	78	322,800	465,000	1,500-2,000 1,500-2,000		
Motor vehicles and cycles	116	508,300	747,000 292,000	1,000-2,000		
Aircraft	33	270,100	120,000	500-1,000		
Aircraft Locomotives, carriages, trams, perambulators, etc. Metal goods not elsewhere specified	22	116,200	239,000	250-500		
Metal goods not elsewhere specified	54	211,500	3,000	10–20		
Cotton, flax and man-made fibres—preparation and weaving	7	200	8	Under 10		
Woollen and worsted	2	1,800	17,000	100-250		
Hosiery and other knitted goods	ALCOHOLD TO THE PARTY OF THE PA	6,600	10,000	20-50		
All other textile industries	11	2,300	4,000	Under 10		
Clothing other than footwear	113	700	2,000	10–20		
All other textile industries	8	1.000	3,000	20–50		
Bricks, fireclay and refractory goods	3	1,100	1,000	10-20		
	5	5,000	9,000	100-250		
Glass Cement, abrasives and building materials not elsewhere specified	5	4,700	5,000	20-50 50-100		
Furniture hedding unholstery	11	3,100	10,000	10-20		
Timber, other manufactures of wood and cork	4	1,300	2,000	20-50		
	8	8,400	1,000	Under 10		
Paper and Board, Cartons, etc	4	500 44,400	100.000	250-500		
Other manufacturing industries	34	55.100	222,000	100-250		
Construction	316	1,700	3,000	Under 10		
Construction		238,700	239,000	500-1,000		
Railways	28	15,500	28,000	100-250		
Road passenger transport	28 27	1,600	5,000	20-50		
Road haulage contracting	2	1,100	3,000	10–20		
Sea transport	66	49,800	147,000	1,000-1,500		
Port and inland water transport	4	900	10,000	20-50		
Other transport and communication	31	11,100	29,000	Under 10		
Insurance, banking and finance		Comment To Comme	10.000	Under 10		
Professional and scientific services	4	5,800	10,000	10–20		
Insurance, banking and finance Professional and scientific services Miscellaneous services (entertainment, sport, catering, etc.)	28	16,200	35,000	Under 10		
Public administration and defence	9	3,300	5,000	Olider 10		
	0.4461	4.422.700±11	5,798,000‡	250-500		
Total	2,449†	4,422,700‡	3,790,0004	The state of the s		

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

‡ The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

§ Less than 500 working days.

Some workers, largely in the engineering, shipbuilding, and motor vehicles industries were involved in more than one stoppage during the year and are counted more an once in the year's total. The *net* number of individuals involved in stoppages in progress during the year was approximately 2,426,000. For non-electrical gineering, electrical machinery, etc., shipbuilding and motor vehicles, the *net* totals were 682,000, 334,000, 152,000 and 234,000 respectively.

Principal Stoppages in 1962

The Table which follows gives details of the stoppages in 1962 which caused a loss of 5,000 or more working days. There were three one-day national stoppages, two of engineering and ship-building workers and one of railway workers. Because the Table relates to stoppages of work arising from *industrial* disputes con-

Industry and locality	Date who	en stoppage	Number of workers directly and	Number of working	Cause or object
industry and locality	Began	Ended	indirectly involved	days lost	ucin I to religion of tollope to estatain of the personal library of the second of the
NATIONAL STOPPAGES INVOLVING MORE THAN ONE INDUSTRY:—		tont betan	140 7 140	1 750 000	For an increase in wages and a reduction in working hours.
Engineering and shipbuilding workers employed in many industries—United Kingdom.	5 Feb.	5 Feb.	1,750,000	1,750,000	For an increase in wages and a reduction in working hours.
Engineering and shipbuilding workers employed in many industries—United Kingdom.	5 Mar.	5 Mar.	1,750,000	1,750,000	A national one-day stoppage to express dissatisfaction wit
Operational and workshop workers employed by British Railways—Great Britain.	3 Oct.	3 Oct.	285,000	285,000	proposals to close a number of railway workshops.
COAL MINING:— Various areas in Yorkshire	5 Feb. 20 Mar.	10 Feb. 23 Mar.	1,515 1,970	5,800 6,400	To protest against protracted current national wage negotiations. A claim for higher wages.
Worsley, Manchester	21 Mar. 22 Mar.	26 Mar. 23 Mar.	1,690 7,480	5,300 13,300	The dismissal of a worker for alleged industrial misconduct. A series of token stoppages against proposed closure of some pi in Scotland.
Rotherham Hirwaun, Glamorganshire	28 May 17 Sept.	1 June 27 Sept.	1,540 865	6,300 6,900	To secure the transfer of a certain under-manager. The transfer of a lampman from one lamproom to an inferior posin another lamproom.
METAL MANUFACTURE:— Redditch	12 Mar. 26 July	20 April	1,415 455	23,500 9,000	The issue of redundancy notices to a number of workers. Claim by lathe operators and drillers for higher piece-work prices
Various areas in Great Britain	20 Aug.	7 Sept. 10 Oct.	395	5,900	Dispute between bricklayers and steel workers respecting the
Cardiff	3 Sept.	23 Nov.	150	5,300	The suspension of a worker for three days for alleged industri- misconduct and, subsequently, employer's refusal to reinsta- all the workers who had withdrawn their labour.
Port Talbot	14 Dec.	19 Dec.	10,320	25,000	The suspension of a bricklayer who refused to carry out certain work unless he was paid at the "job and finish" rate.
NON-ELECTRICAL ENGINEERING:— Hull	2 Feb.	16 Feb.	700	6,500	Refusal of workers to accept revised Work Rules introduced be employer.
Dukinfield	6 Feb.	16 Feb.	560	5,000	A dispute over the payment of bonus in the fabrication depar
Lincoln	7 Feb.	9 Feb.	3,000	5,000	The refusal of the employer to suspend two union members who worked during the national stoppage of 5th February.
Yastradgynlais	7 Feb.	13 Feb.	1,600	7,200	Demand that a number of supervisors who worked during national stoppage of work should join the same trade union other workers.
Kilmarnock	6 Mar.	9 Mar.	1,570	6,300	Supervisors performing duties of men involved in a nation stoppage of work.
Glasgow	22 Mar.	17 April	880	16,700	To protest against a change in the allocation of duties of a smanumber of labourers. The appointment as a machine-tester of a worker who had n
Altrincham Rugby	29 Mar. 4 April	16 April 18 May	540 285	6,600 7,000	served an apprenticeship. Crane drivers' and slingers' objection to a system of individu
		resonats	Sangara Sangara	6.500	merit rating and the rejection of a claim for a general way increase. The transfer of a number of workers for disciplinary reasons ar
Belfast	9 April 31 May	25 May 15 June	260 880	6,500	subsequently a claim for increased piece-work prices. The suspension for one day of an apprentice who forgot h
Glasgow	22 Aug.	3 Sept.	2,000	6,000	"check in" disc. Demand that redundancy be resolved by the introduction of
Crawley	29 Aug.	25 Jan. (1963)	365	25,000	four-day working week rather than by dismissals. Dismissal of a number of workers on the grounds of redundant workers alleging insufficient consultation between management
Edmonton	3 Sept.	10 Sept.	2,000	9,300	and trade union. Employer's refusal to withdraw dismissal notices issued to number of workers and to institute short-time working as alternative method of resolving redundancy.
Coventry London and Liverpool	27 Sept. 9 Oct.	2 Nov. 30 Oct.	2,125 1,705	35,000 23,000	Rejection of a claim for increased wages. Rejection of a claim for a substantial increase in wages. Employer's failure to pay the union's revised minimum rates.
Grantham Birmingham	15 Oct. 22 Oct. 25 Oct.	14 Nov. 13 Nov.	70 820 625	12,600	Rejection of a claim for increased bonus payments. Dismissal of a worker, a shop steward, who refused to carry of
Dundee Sheffield	27 Nov.	2 Jan.	555	13,700	Employer's refusal to withdraw redundancy notices issued to
Kilmarnock	17 Dec.	(1963) 11 Jan. (1963)	480	6,600	number of workers. Demand by welders for payment for "idle time" spent in factor on 7th December.
ELECTRICAL MACHINERY, ETC.:— Londonderry	26 Feb.	5 June	915	12,000	Employer's refusal to continue to employ members of a tra
Liverpool	6 Mar.	6 Mar.	5,000	5,000	union. Employer's refusal to transfer workers who had worked on day of a national stoppage.
Birmingham	7 Mar.	7 Mar.	5,300	5,000	Demand for the dismissal of six non-union workers who work
Birmingham	25 Sept.	5 Oct.	830	7,000	A claim for a wage increase in excess of that offered by employ
SHIPBUILDING AND MARINE ENGINEERING:—			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Employer's rejection of a claim that bonus payments should
Thurso	8 Jan. 30 Jan.	23 Mar. 25 May	1,110	7,100	increased to £3 a week. Dismissal of a millwright a shop steward, on grounds
Sunderland Glasgow	12 April	4 May	395	5,500	redundancy, other millwrights alleging victimisation. Rejection of a claim for an increase in piece-work prices.
Tyneside	16 April 17 May	24 April 30 May	2,405 1,995	10,000 22,000	Dispute over the manning scale for a portable welding machi Dissatisfaction of welders with employer's offer of increased l rate and, subsequently, a claim by shipwrights for increase wages.
Walker and Hebburn	4 Oct.	9 Nov.	657	17,000	Claim by members of finishing trades for increased bonus paymen
Belfast	4 Oct.	16 Nov.	400	12,800	The employment of members of one trade union on work claim
Glasgow	19 Oct.	29 Oct.	1,610	8,400 8,000	For the re-instatement of a number of workers dismissed unsuitable. Against the proposed closure of shipyard in mid-1963 and trans
Renfrew	14 Dec.	28 Dec.	780	8,000	of production to another yard.
MOTOR VEHICLES MANUFACTURING:—		7 (7 A.)	401.6		
Dagenham	9 Jan.	16 Jan.	12,675	24,000	Objection to an increase of 25 per cent. in the speed of foun production line. Refusal to work with two union members who had worked
Coventry	7 Feb.	13 Feb.	3,680	19,000	the day of a national stoppage.

^{*} This stoppage was still in progress on 31st March 1963, by which date about 8,000 working days had been lost.

Industry and locality	Date w	hen stoppage	Number of workers	Number of	
industry and rocality	Began	Ended	directly and indirectly involved	working days lost	Cause or object
MOTOR VEHICLES MANUFACTURING—contd.	o the Table	STATE OF STA	SHOULD THE	of Also be	PROSE PROPERTY OF SECURED SECTIONS
West Bromwich	3 April	17 April	1,125	11,000	Dissatisfaction with short-time working arrangements offered to
Birmingham	15 May	29 May	2,555*	15,000*	Claim by maintenance electricians for a wage increase greater than that offered and subsequently the refueal of a number
Falkirk	29 May	22 June	405	7,200	of workers to operate machines repaired by supervisory staff. Employer's alleged proposals to review piece-work prices for certain contract work.
Solihull	11 June	12 June	3,235	6,500	Rejection of a claim for an increase of £2 a week in basic wage rates for maintenance workers.
Dagenham	30 July	4 Aug.	5,960	19,300	Transfer of certain long-service employees from one section to another.
Poole	8 Sept.	10 Oct.	570	13,000	Proposed reduction of 20 per cent. in piece-work prices, employer's refusal to recognise trade unions and other
Barrow-in-Furness	17 Sept.	16 Oct.	590	12,700	Dismissal of a worker as unsuitable during her month's trial
Coventry	28 Sept. 9 Oct.	2 Oct.	6,000	11,000	Dismissal of a worker for an alleged assault on a foremen
December 110 Cold bas Shell	17 Oct.	5 Nov. 29 Oct.	2,800	14,000	Claim for a wage increase of 6d. an hour and for adjustment of alleged anomalies in bonus scheme.
Coventry and Stretford	22 Oct.	23 Oct.	7,200 5,060	70,000	Dismissal of a shop steward who called an unauthorised meeting of workers. In sympathy with workers involved in a stoppage at Kilmarnock.
63, when \$308,000, \$257,000 cm.	1 Jun 656	I in 1987.	23742500		THE COURT OF STATE OF THE STATE
CYCLE MANUFACTURE:— Nottingham	6 Feb.	9 Feb.	5,175	9,000	Refusal to handle work carried out by certain workers during the
AIRCRAFT MANUFACTURE AND	000,000,i	In the less	Canada I	8 5 (NOV. B)	day of a national stoppage of work.
REPAIRING:— Coventry	31 Jan.	19 Feb.	- FEO	0.0	Proposed dismissal of a series of the series
Brough	3 Dec.	19 Feb.	550 320	5,600 9,000	Proposed dismissal of a worker for alleged breaches of regulations and inefficiency.
	1	(1963)	1 400 411	9,000	For higher basic rates of pay.
LOCOMOTIVE MANUFACTURE:— Glasgow	2 Feb.	16 Feb.	835	5,300	Demand that enhanced house sates and the
established and and an analysis of	407 000	AS ESTERNA	033	3,300	Demand that enhanced bonus rates granted to machine operators should also apply to hand trades and, subsequently, the dismissal of a number of fitters who refused to undertake
DAWNIN GARRIAGE WARREN	and an Manager Com-	- security-o	reb (F		"black" work.
RAILWAY CARRIAGE MANUFACTURE:— Paisley	27.4	235		1001 015	A CONTRACTOR OF THE PROPERTY OF THE PARTY OF
Paisley	27 April 21 Nov.	2 May 23 Nov.	3,080 4,000	6,400 10,000	Claim for a wage increase for maintenance tradesmen's mates. Rejection of workers' request that imminent redundancy should be averted by the introduction of short-time working.
MANUFACTURE OF TOOLS AND	E SAN E GUID	A Series	July July 1	1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
IMPLEMENTS:— Wolverhampton	3 April	19 June	180	6,200	Refusal to work with polisher who refused to pay his union dues
· · · · · · · · · · · · · · · · · · ·		1000			and, subsequently, the refusal of other workers to handle "black" work.
HOSIERY:— St. Albans and Luton	27 Aug.	21 Sept.	665	12 200	Producer of the State of State
		21 Sept.	003	12,300	Employment of non-union labour.
FUR:— London	S.F.L	21.7.1	2201		The state of the s
14.4 800.8 198.4 1 64.1	5 Feb.	31 July	140	8,100	A demand for a 30 per cent. increase in wage rates, employers' offer of approximately 17½ per cent. rejected.
RUBBER:—		2,802	8261	000,31 000,31	E 2.7 00 00 Tal 0 00 10 00 00 00 00 00
Birmingham	16 Mar.	24 Mar.	5,000	37,500	Dissatisfaction with the revised wages structure for the rubber industry agreed by the National Joint Industrial Council.
Various areas in Great Britain	31 Oct.	31 Oct.	14,000	14,000	Alleged delay by the National Joint Industrial Council for the Rubber Industry in dealing with a wage claim.
CONSTRUCTION:—		205000	NEW TO MAKE	vid siavitar	A state of the sta
Stanford-le-Hope	8 Jan.	26 Mar.	310	15,700	For a wage increase of 7d. an hour, a 40 hour working week and three weeks' paid holiday.
West Thurrock	26 Jan. 23 May	23 Mar. 4 July	145 265	5,800 7,700	Dismissal of 24 workers for unsatisfactory conduct. For the re-employment of workers previously discharged because
Warrington	3 July	7 Sont	more de	nities Capacia	of redundancy and who were still unemployed, in preference to other workers.
Hinkley Point	27 Aug.	7 Sept. 24 Oct.	120 440	5,700 5,900	Dismissal of 15 workers on grounds of redundancy. Alleged delay in consideration by the Area Joint Industrial Council
de l'aster canageona paigre	726167	ALC: NO.	TOO SEED	a laignmital	of a claim for a site allowance and, subsequently, to protest against the rejection of the claim by the National Joint Industrial Council.
Halewood	24 Sept.	12 Oct.	600	8,000	For the re-instatement of two workers dismissed for alleged industrial misconduct.
ROAD PASSENGER TRANSPORT:					
Various towns in North Staffordshire	16 Junet	7 July†	1,785	6,500	The introduction of new time schedules.
DODE AND SALES		generate		girisseragen ,	
PORT AND INLAND WATER TRANSPORT:—	Waller of the last	ST HOLDER	1 10 2 2 3	The second	
Merseyside Greenock	23 Mar. 4 April	31 Mar. 15 May	10,550 150	53,000 5,000	Refusal of members of a trade union to work with non-members. To obtain the termination of an agreement which provided that
Liverpool	24 4	28 4	10	31	only members of a particular union should be employed in Clyde tugs and other grievances.
Southampton	24 April 14 May	28 April 18 May	6,150	16,000	Employers' refusal to employ dockers who did not identify themselves as members of a certain trade union.
London	27 Aug.	1 Sept.	5,650	6,000	To protest against the introduction of a new "clocking-in" system.
THE RESERVE OF THE PARTY OF THE	10	CI	3,030	27,000	Claim by lightermen that overtime rates should be based on the hourly rate applicable to the new shorter working week.
AIR TRANSPORT:—	10			2010	Participant Control of Control Control of Co
London Airport	11 April	11 May	540	8,000	Demand by electricians for 6d. an hour increase when employed servicing aircraft instruments.
			2	Thought 1	
DISTRIBUTION:—	3 Sept.	27 Sept.	4,600	15,000	A series of token stoppages to support a claim for an increase in basic wage rates higher than that offered by employers and.
OISTRIBUTION:— Various areas in England	5 Sept.	200	SA CONTRACTOR OF THE PARTY OF T	AND THE RESERVE THE PARTY OF TH	
	з верг.		45 - 455 - 5	100	subsequently, at a few depots, to express dissatisfaction with
Various areas in England	od appointed	of the same	de ta ção goi o	(Se 000,1 box	
	22 Jan.	31 Jan.	925	5,000	subsequently, at a few depots, to express dissatisfaction with the award made by an arbitrator appointed under section 2(2)(b)

^{*} In addition, it is estimated that 114,000 working days were lost by 21,000 workers rendered idle at other establishments in the motor vehicles industry.

† This stoppage occurred only on a week-end and three succeeding Saturdays making a total of six days during the period quoted.

[†] In addition, it is estimated that 20,000 working days were lost by 5,500 workers rendered idle at other establishments in the motor vehicles industry.

In the Tables below the stoppages beginning in 1962 are analysed according to the length of time they lasted, the loss of working time they caused and the total number of workers involved. The aggregate number of working days lost include days lost in the first three months of 1963 because of stoppages which continued into that

g armagerius all'high to reduce and communes a reduce and communes a reduced of a nameze and by the reduced of a reduced by supervisors stated by supervisors stated by supervisors for the same and the reduced of the reduced	Number of stoppages beginning in 1962	Per cent. of total	Number of workers involved directly and indirectly in these stoppages	Per cent. of total	Aggregate number of working days lost in these stoppages	Per cent. of total
Total	2,449	100.0	4,419,600*	100.0	5,778,000*	100.0

Analysed by duration in working days

A CONTRACTOR OF THE PERSON OF THE PERSON	Contract to the same					CONTRACTOR OF THE
Not more than one day	879	35.9	3,959,800	89.6	3,921,000	67.9
Over 1 and not more than 2 days	594	24.3	115,700	2.6	163,000	2.8
Over 2 and not more than 3 days	304	12.4	77,100	1.7	152,000	2.6
Over 3 and not more than 4 days	189	7.7	54,200	1.2	140,000	2.4
Over 4 and not more than 5 days	109	4.5	58,300	1.3	197,000	3.4
Over 5 and not more than 6 days	63	2.6	62,900	1.4	218,000	3.8
Over 6 and not more than 12 days	149	6.1	57,600	1.3	401,000	6.9
Over 12 and not more than 18 days	59	2.4	8,400	0.2	104,000	1.8
Over 18 and not more than 24 days	33	1.3	11,700	0.3	129,000	2.2
Over 24 and not more than 36 days	37	1.5	8,800	0.2	178,000	3.1
Over 36 and not more than 60 days	18 15†	0.7	2,100 2,900	0.1	73,000	1.3
0101 00 011	Company of the State of the Sta		100000000000000000000000000000000000000	109950010		1000

Analysed by aggregate number of working days lost

Under 250 days	1,597	65·2	93,200	2·1	122,000	2·1
	282	11·5	58,400	1·3	100,000	1·7
	220	9·0	84,300	1·9	153,000	2·7
	263	10·8	191,900	4·3	518,000	9·0
	75†	3·1	148,000	3·4	725,000	12·5
	6	0·2	24,600	0·6	181,000	3·1
	6	0·2	3,819,300	86·4	3,978,000	68·9

Analysed by total numbers of workers directly and indirectly involved

Under 25 workers	666	27.2	10,900	0.2	38,000	0.7
25 and under 50	502	20.5	17,400	0.4		1.0
50 and under 100	357†	14.6	24,200	0.5	109,000	1.9
100 and under 250	385	15.7	60,000	1.4	215,000	3.7
250 and under 500	258	10.5	87,700	2.0	297,000	5.1
500 and under 1,000	147	6.0	100,100	2.3	384,000	6.7
1,000 and under 2,500	98	4.0	140,600	3.2	374,000	6.5
2.500 and under 5,000	15	0.6	48,800	1.1	105,000	1.8
5,000 and under 10,000	14	0.6	80,800	1.8	225,000	3.9
10,000 workers and over	7	0.3	3,849,100	87.1	3,971,000	68 - 7

The following Tables analyse the principal causes of industrial disputes which led to stoppages of work beginning in 1962 as between the main industry groups. Where several causes were involved (e.g., a claim for an advance where several causes were involved (e.g., a claim for an advance or an a claim for some other change in working conditions) the classification has been based on what appears to be the principal cause. The Tables also show the number of workers *directly* involved, and the number of working days lost under each cause distinguished. The latter figures cover days lost both by those directly and those adirectly involved at the establishments concerned, and days lost

As the number of workers involved is the number of individuals who were idle at any time during a stoppage it will often be greater than the number involved throughout the duration of the stoppage. The aggregate number of working days lost will, therefore, frequently be less than the total obtained by multiplying the number of workers involved by the stoppage losted.

involved by the number of days the stoppage lasted.

It will be seen from the Tables in the preceding column that the great majority of stoppages were relatively small. Stoppages in which under 1,000 working days were lost accounted for over 85 per cent. of all stoppages, but contributed only $6\frac{1}{2}$ per cent. of the total days lost. On the other hand nearly 70 per cent. of the total days lost were attributed to the six largest stoppages, including the three national one-day stoppages.

Stoppages in Earlier Years

The following Table gives figures relating to stoppages of work due to industrial disputes in each of the past 20 years.

The number of such stoppages increased between 1943 and 1945 but gradually dropped during the next five years. From 1951 onwards the number of stoppages showed an upward trend until 1957 when the total of 2,859 was the highest ever recorded. This upward trend was reversed in 1958 and 1959, but the total reserversed in 1958, and 1959, but the total reserversed in 1958, and 1959, but the total reserversed in 1958, and 1959, but the total reserversed. upward trend was reversed in 1958 and 1959, but the total rose

upward trend was reversed in 1958 and 1959, but the total rose again in 1960 to a level only slightly below that reached in 1957. The number of stoppages fell in each of the years 1961 and 1962. During the last 20 years, the largest losses of working days occurred in 1957, 1959 and 1962, when 8,398,000, 5,257,000 and 5,757,000 working days were lost. High totals for particular industries contributed substantially to the relatively large annual totals in these years. In 1957 a widespread engineering stoppage caused the loss of 4,000,000 working days and a national shipbuilding stoppage a further 2,150,000. In 1959 some 3,500,000 days were lost through a single stoppage in the printing industry, while in 1962 about 3,785,000 days were lost through two national stoppages of engineering and shipbuilding workers and a stoppage in the railway industry.

	Number of		aber of work lved in stopp	working days lost in year in stoppages		
Year stoppages beginning in year	beginning	Beginnin	g in year	In progress	Beginning in year	In progress
	Directly	Indirectly	in year	III year	in year	
1943 1944 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961	1,785 2,194 2,293 2,205 1,721 1,759 1,426 1,339 1,719 1,714 1,746 1,989 2,419 2,648 2,859 2,629 2,093 2,832 2,686 2,449	000's 454 716 447 405 489 324 313 269 336 303 1,329 402 599 464 4,275 456 522 698 673 4,297	000's 103 105 84 121 131 100 120 33 43 112 41 46 60 43 81 67 123 116 98 123	000's 559 826 532 529 623 426 434 303 379 416 1,374 450 671 508 1,359 524 646 8198 779 4,423	000's 1,805 3,687 2,138 2,389 1,935 1,805 1,375 1,687 1,769 2,157 2,441 3,741 2,036 8,398 3,461 3,461 2,998 5,757	000's 1,808 3,714 2,835 2,158 2,433 1,944 1,807 1,389 1,694 1,792 2,184 2,457 3,781 2,083 8,412 3,462 5,270 3,024 3,046 5,798

Analysis by Causes of Stoppages

The Mining and Quarrying Group shows a rather different pattern of causes from other broad industry groups in so far as the causes classified to wage matters are nearly all "Other wage disputes" (which include disputes as to whether special allowances) were applicable in particular circumstances), while there is also a concentration in "Other working arrangements, rules and

Principal cause	Mining and quarrying	Metals and engineering	Shipbuilding and marine engineering	Vehicles	Textiles and clothing	Construction	Transport and communi- cation	All other industries and services	All industries and services				
The sections are districted as notice sha	is a training state	Number of stoppages beginning in 1962											
Wages:— Claims for increases Other wage disputes	37 570	78 35	31 6	61 29	8 12	85 49	32 21	62 23	380 745				
All wage disputes		113 2 11	37 1 8	90 2 3	= ²⁰		53 2 6	85 1 6	1,125 8 50				
or discharge of workers (including redundancy questions)	26	73	16	29	12	93	21	33	302				
Other disputes mainly concerning personnel questions	18	47	5	13	2	23	6	6	120				
Other working arrangements, rules and discipline	- 544 - 12	52 37 9	8 2 1	16 9 4	- ⁷ ₅	27 17 6	34 9 3	20 21 2	708 100 36				
Total	1,207	344	78	166	46	316	134	174	2,449				

* 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

* The figures have been rounded to the heartst to shown.

† Includes one stoppage which was still in progress at the end of March 1963.

† Workers involved in more than one stoppage in any year are counted more than once in the year's total. Workers involved in a stoppage beginning in one year and continuing into another are counted in both years in the column showing the number of workers involved in stoppages in progress.

§ This figure excludes 3,000 workers who became involved in 1961 in stoppages which began in 1960.

§ Four stoppages, each affecting two of the broad industry groups, have each been counted as one stoppage in the totals for All industries and services.

¶ Trade union status includes the refusal of trade union members to work with non-unionists.

** In support of workers involved in stoppages of work at other establishments.

Ministry of Labour Gazette April 1963

Principal cause	Mining and quarrying	Metals and engineering	Shipbuilding and marine engineering	Vehicles	Textiles and clothing	Construction	Transport and communi- cation	All other industries and services	All industries and services
on economic erorada, and the last based on the last based on the area. (Indicate the last based)	present on or a sedi- la resolución	Number	of worker.	s* directly	involved	in stoppage	s beginnin	g in 1962	the medical strains of the corkers in
Wages:— Claims for increases Other wage disputes	6,900 56,600	2,428,300 5,800	303,500 1,600	710,700 4,200	5,400 1,500	28,000 5,300	22,300 6,100	104,500 3,700	3,609,700 84,700
All wage disputes	63,600	2,434,100 300 1,300	305,000 † 1,400	714,900 100 200	6,800	33,300 	28,400 400 700	108,200	3,694,400 1,000 7,600
or discharge of workers (including redundancy questions) Other disputes mainly concerning personnel questions Other working arrangements, rules	12,700 3,200	26,700 32,700	3,300 600	87,500 12,700	1,900	8,100 3,000	236,800	6,000	383,000 55,500
and discipline	52,600 	10,900 21,700 2,200	3,800 500 700	8,400 1,200 5,500	400 1,400	3,300 1,800 400	10,400 19,300 400	3,100 3,800 900	92,900 49,700 12,600
Total	134,500	2,530,000	315,200	830,600	11,600	53,700	298,500	122,500	4,296,600
Wages:— Claims for increases Other wage disputes	Number 21,000 122,000	2,557,000 52,000	ing days* l	ost by all 847,000 28,000	workers i.	nvolved in S	stoppages 60,000 13,000	beginning 175,000 9,000	in 1962 4,101,000 251,000
All wage disputes Hours of labour Demarcation disputes Disputes concerning the employment or discharge of workers (including	143,000	2,609,000 2,000 13,000	363,000 † 23,000	876,000 1,000 2,000	9,000 — —	95,000 9,000	72,000 †,000	184,000 † 2,000	4,352,000 3,000 51,000
redundancy questions) Other disputes mainly concerning	26,000	140,000	59,000	182,000	5,000	68,000	240,000	23,000	745,000
personnel questions Other working arrangements, rules and discipline Trade union status; Sympathetic action§	23,000 107,000 9,000	69,000 38,000 64,000 6,000	2,000 13,000 1,000 1,000	30,000 3,000 7,000	1,000 2,000 17,000	7,000 6,000 1,000	4,000 32,000 80,000 †	1,000 6,000 12,000 4,000	178,000 237,000 184,000 29,000
Total	308,000	2,942,000	463,000	1,161,000	35,000	204,000	431,000	233,000	5,778,000

Analysis by Regions and Main Industry Groups

The following Tables provide a Regional analysis of the number of workers and of the aggregate number of working days lost in the main industry groups. An important factor affecting the regional distribution of stoppages due to industrial disputes is the industrial structure in each Region. In order to take account of this factor, reference should be made to the Table "Estimated Number of Employees (employed and unemployed) at June 1962, Industrial Analysis by Regions", on pages 106 and 107 of the March 1963 issue of this GAZETTE. Corresponding figures for Northern Ireland may be deduced from details for Great Britain and the United Kingdom in the February 1963 issue of this GAZETTE (pages 56 and 57).

Care must be exercised, however, in comparing numbers of workers involved in disputes in any particular industry group or Region with the corresponding figures representing the total numbers of employees. The figures for employees include large numbers of clerical, technical and administrative staff who are not normally involved in disputes, and the proportions of these workers to total employees vary as between the different industry groups (see the issue of this GAZETTE for January 1963 page 7) and between Regions. Also, those workers who were involved in more than Regions. Also, those workers who were involved in more than one stoppage during the year have been counted more than once in the annual total of workers involved in stoppages.

Number of workers* involved in 1962 in stoppages in progress

Region	Mining and quarrying	Metals and engineering	Shipbuilding and marine engineering	Vehicles	Textiles and clothing	Con- struction	Transport and com- munication	All other industries and services	All industries and services
London and South Eastern Eastern and Southern South Western	300 100	354,900 195,600 70,000	12,600 22,500 10,000	106,100 109,500 70,300	1,300 1,100 †	2,100 3,500 5,900	75,200 27,500 16,900	16,900 12,300 7,700	569,500 372,000 180,900
Midland North Midland East and West Ridings North Western	5,200 6,300 42,300 11,000	384,500 251,900 257,500 426,100	2,600 6,700 48,900	290,300 60,700 47,000 107,100	400 1,900 1,000 2,600	1,700 1,200 2,900 10,500	23,100 19,800 23,700 46,700	27,100 7,800 5,900 18,300	732,300 352,200 387,200 671,200
Northern	6,500 37,700 45,200	177,200 301,000 104,400 28,900	94,100 93,100 6,100 26,000	19,100 56,600 17,100 10,800	1,700 1,300 800 800	5,400 7,300 14,300 400	21,400 35,200 15,500 2,700	4,900 13,100 6,000 3,100	330,100 545,300 209,400 72,600
United Kingdom	154,500	2,552,100	322,800	894,600	12,900	55,100	307,600	123,100	4,422,700

Number of working days* lost in 1962 in all stoppages in progress

Region	Mining and quarrying	Metals and engineering	Shipbuilding and marine engineering	Vehicles	Textiles and clothing	Con- struction	Transport and com- munication	All other industries and services	All industries and services
London and South Eastern	+	414,000 206,000 67,000	14,000 24,000 10,000	196,000 121,000 70,000	9,000 13,000 1,000	11,000 45,000 16,000	108,000 35,000 20,000	43,000 24,000 9,000	796,000 471,000 194,000
Midland	8,000	502,000 262,000 283,000	3,000 9,000	404,000 65,000 54,000	† 6,000 2,000	4,000 4,000 5,000	30,000 20,000 23,000	66,000 11,000 7,000	1,018,000 377,000 478,000
North Western Northern Scotland Wales Northern Ireland	13,000 69,000 92,000	470,000 183,000 358,000 141,000 49,000	75,000 153,000 129,000 8,000 42,000	126,000 17,000 74,000 19,000 11,000	3,000 3,000 3,000 2,000 2,000	62,000 25,000 21,000 25,000 2,000	103,000 27,000 41,000 16,000 7,000	28,000 5,000 22,000 9,000 9,000	888,000 427,000 718,000 311,000 121,000
United Kingdom	308,000	2,935,000	465,000	1,158,000	45,000	222,000	431,000	233,000	5,798,000

* The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

† Less than 50 workers or 500 working days.

‡ Trade union status includes the refusal of trade union members to work with non-unionists. § In support of workers involved in stoppages of work at other establishments.

REDUNDANCY ABROAD

Reproduced below is the text of a survey, based mainly on information provided by Labour Attachés, which was discussed at the meeting of the National Joint Advisory Council on 23rd January 1963. It analyses the arrangements made for redundant workers in the following countries: Belgium, France, the Federal Republic of Germany, the Netherlands, Italy, Sweden and the United States of America. The paper concludes with a general section summarising the position in these countries.

The Appendix describes the working of the European Social Fund established by the Treaty of Rome and the Re-adaptation

Provisions of the Treaty of Paris.

A complementary survey, Redundancy in Great Britain, is to be found on pages 50 to 55 of the issue of this GAZETTE for February

BELGIUM

Consultation and Selection of Workers to be Dismissed

- 1. Works councils are compulsory in enterprises employing more than 150 workers in virtue of a law of 1948. Consultation with works councils is obligatory before there is redundancy
- 2. A national collective agreement of 1958, which is invariably applied although it has no legal force, specifies that there must be consultation on the order of discharge to be put into effect.

- 3. Manual workers are entitled to two weeks' notice if they have been employed for less than ten years, four weeks' notice after ten to 20 years' service and eight weeks' notice after service over 20 years.
- 4. White collar workers are entitled to a minimum of three months' notice for every five years of service up to a maximum of two years' notice.
- 5. Payment in lieu of notice is permitted.
- 6. The concept of "abusive dismissal" is incorporated in Belgian law, but employers appear to be generally free to dismiss workers so long as they give due notice.
- 7. During notice white collar workers are entitled, under a collective agreement, to two half days off per week to look for other work. (A similar proposal to apply to manual workers is now under consideration.)

- 8. Under an Act of 1960 a special severance allowance is payable to workers dismissed when an enterprise in which more than 50 workers are employed closes down or reduces the labour force by 75 per cent. or more. The scale of payments is:—
- For workers with 5-10 years' service: 5,000 francs (approximately
- For workers with 10-20 years' service: 10,000 francs (approxi-
- For workers with more than 20 years' service: 15,000 francs (approximately £105).
- 9. Severance payments are provided for to a certain extent in collective agreements, but they are not widespread and appear to be decreasing in number as statutory provision increases in scope and amount.
- 10. There are some agreements which provide for a lump sum severance payment. For instance, in the cement industry there is a scale of grants for workers dismissed "on economic or technological grounds" ranging from 3,000 francs (about £21) after one to ten years' service to 16,000 francs (about £110) after 30 years' service or more.
- 11. Some agreements also provide for a supplement to unemployment benefit for a certain number of days. For example, in the woodworking industry a supplement of 30 francs (about 4s. 6d.) a day is payable for a maximum of 52 days.
- 12. In the coalmining industry the previous wage may be paid up to a maximum of two months, or, if the worker finds a new job at a lower wage, the difference may be made up for the same period. The cost is borne equally by the European Coal and Steel Authority and the Belgian Government.

Position of Worker after Dismissal

- 13. Unemployment benefit is at a flat rate. A man with dependent wife would draw approximately £5 10s. a week but family allowances, which are high and progressive in Belgium, must be taken into account.
- 14. Re-training is freely available if a redundant worker cannot be found work in his trade. It is given at accelerated training centres which exist in most large towns. The skills taught include a wide range of building and engineering trades. The trade unions support re-training strongly.

15. Acquired pension rights are protected by law. Most of the non-statutory schemes are based on group insurance plans. The employer and the employee can each choose what to do with their own contributions. The most common practice is for the pension to be frozen until the worker reaches retiring age.

FRANCE

16. The French system for dealing with redundancy is based on state control of the engagement and dismissal of workers. Every employer who wishes to dismiss an employee for any reason is required to request permission from the manpower service in his area. (Special dispensations are granted to the liberal professions, agriculture and industries such as building and civil engineering

with a rapid turnover, but there is strict control in manufacturing industry.) Refusal by the Ministry of Labour of permission to discharge workers must be based on "economic grounds", and this means, in practice, that a refusal would be based on the repercussions on the employment situation in the area. (Individual dismissals would, therefore, rarely be refused by the Ministry of Labour.) Clearly, on occasion, conflict can arise between the interests of an undertaking and the needs of the local employment situation; in practice, however, it is normally possible to work out a satisfactory plan which balances the interests concerned equitably. es are careful not to jeopardise seriously the economic position of firms.

17. Ministry of Labour officials keep a watch on any likely changes in the manpower situation in their areas; and they sit on all the Commissions responsible for Regional Development Plans and ensure that information about pending changes reaches these

Consultation and Measures to avoid Redundancy

- 18. French employers are obliged by law to consult their works committees (which have, by law, to be established in every undertaking with over 50 employees) before carrying out collective dismissals. The obligation is contained in an Ordinance of 1945 and repeated in many collective agreements; collective agreements also commonly specify various types of action, such as reduction of hours, which may be suggested by works committees to avoid
- 19. The possibility of training or re-training workers who would otherwise be dismissed may be considered by the firm in co-operation with the Ministry of Labour. State technical and financial aid is available, and there is a flexible and highly developed system of short courses mainly of six months' duration run by an organisation on which both employers and trade unions are represented. Financial assistance takes various forms; individual contracts are drawn up with each firm. Generally the State pays the full salaries of men during training and a proportion of the cost of any raw materials.

Selection of Workers to be Dismissed

- 20. Under the Ordinance of 1945, in selecting employees to be dismissed managements must keep to the order laid down in the works rules which—if nothing is laid down by collective agreement applying in the industry—must include general provisions on the order to be followed in collective dismissals "having regard to formit to the collective dismissals to the latest the collective dismissals to the latest to the collective dismissals." family responsibilities, length of service in the establishment and occupational qualifications". Ministry of Labour officials check that these provisions are carried out and, in particular, are instructed to see that reasonable weight has been given to each of the criteria
- 21. In general an employer has the right to dismiss individual employees, but there must not be "abuse" of the right or the employer may be liable for damages. (For example, a dismissal was declared abusive in a case where an employer had dismissed a man with 28 years' service for no reason other than that the man's supervisor disliked him.) An appeal would normally come before the Labour Court.

- 22. Under an Act of 1958 a worker who has been in his employer's service for six months is entitled to one month's notice as a minimum, except in case of serious misconduct or *force majeure*.
- 23. During notice a certain amount of time off to look for another job is usually allowed; this is sometimes provided for in collective agreements, two hours a day for hourly-paid workers and 50 hours a month for monthly-paid workers often being

Severance Pav

24. Severance pay is not required by law, and where collective agreements provide for it, it is mainly senior employees and supervisors who are concerned.

Position of Worker after Dismissal

- 25. Some collective agreements provide for workers who have been dismissed through redundancy to have priority of re-engagement. For instance, a national collective agreement for the textile industry provides for workers made redundant to have "priority of re-engagement for work of the same kind, in reverse order of dismissal, for at least six months in case of persons with less than six months' service in the establishment and for at least one year in case of persons with eigenvenths' service or more." in case of persons with six months' service or more'
- in case of persons with six months' service or more".

 26. During unemployment benefits are available from the National Unemployment Fund, its area and regional sections and the municipal unemployment funds. In addition, unemployment allowances may be drawn simultaneously under a scheme established jointly by the National Council of French Employers and central trade union organisations, in which benefits are based on contributions paid four-fifths by the employers and one-fifth by the workers. Total benefits may not exceed 80 per cent. of earnings (85 per cent. if there are dependants); but these maxima are increased to 90 per cent, and 95 per cent, respectively if the worker's previous earnings were not at least one-and-a-half times as great as the relevant minimum wage.
- 27. If a worker has to change his residence to take a job offered or authorised by the manpower services, he is eligible for a resettlement allowance to meet travel, removal and installation costs. Training is available through adult vocational training centres run under the authority of the Ministry of Labour.

Pension Rights

28. Flexible arrangements exist to deal with accumulated supplementary pension contributions. If the worker remains in the same industry his new employer will probably belong to the same scheme (caisse) and the pension rights are automatically transferred. In most cases the accumulated pension is frozen until retiring age, but in exceptional circumstances contributions may be refunded.

FEDERAL REPUBLIC OF GERMANY

- 29. In Germany an Act of 1951 protects workers against "socially unwarranted" dismissal and also lays down requirements where collective dismissals are concerned. In addition, works councils are provided for under an Act of 1952, and they play an important part in the procedures laid down by law. Collective agreements play a very subordinate role.
- 30. The 1951 Act applies to workers who have been employed 30. The 1951 Act applies to workers who have been employed for six months or more and are at least 20 years of age at the time of dismissal, but senior white-collar workers and dismissals resulting from labour disputes are not covered, and it does not apply to small firms, i.e., those with less than six employees. A "socially unwarranted" dismissal is a dismissal which is not based on reasons connected with the person or conduct of the worker or on "pressing operational requirements" of the undertaking. An employer under the 1952 Act is obliged to inform his works council of every intended dismissal, giving his reasons, but he need not accept the works council's opinion in the matter. A dismissed accept the works council's opinion in the matter. A dismissed worker may appeal to the Labour Court and, if successful, has a right to reinstatement, or compensation in lieu up to a maximum of 12 months' pay. (Before appealing to the Labour Court a worker may appeal to the works council and is not prevented from appealing to the Labour Court if his appeal to the works council is fruitless.) The burden of proving that the dismissal was justified rests on the employer.

Consultation and Measures to avoid Redundancy

31. If collective dismissals are imminent an employer must take the first opportunity of discussing with his works council the best means of preventing or reducing them.

Selection of Workers to be Dismissed

32. The employer is free to base his selection primarily on the requirements and interests of the undertaking but account must also be taken of social considerations such as age, length of service, family status, the general economic situation of the worker and

Procedure for Dismissals, and Notice

- 33. If he intends to make collective dismissals, the employer must give written notice to the employment office of the dismissals, at the same time communicating the opinion of the works council. The obligation applies if the employer intends to dismiss in any
- (1) more than five employees, if he normally has 20-50 employees; (2) more than 10 per cent. of his employees, or more than 25, if he normally has 50-500 employees;
- (3) 50 or more employees, if he has 500 or more employees.
- Permission is required if the dismissals are to take place in less than a month; and the employment office may in individual cases order that dismissals are not to take place for up to two months
- 34. Individual workers have the right to appeal against their dismissal if they consider it "socially unwarranted", e.g., if they consider the method of selection followed was unfair.
- 35. Manual workers have a right to 14 days' notice of dismissal, unless a collective agreement lays down a different period (even if it is less). There are a number of collective agreements which give rights to longer notice to workers with longer service.
- 36. Salaried employees can be dismissed only at the end of each calendar quarter, and with at least six weeks' notice; the parties may fix different periods, but dismissals must take place at the end of the month and with a minimum of a month's notice. Older employees have a right to longer minimum notice which may not be shortened by agreement.
- 37. During notice the employee is entitled, by law, to a reasonable" amount of time to look for another job, with a right to his full wage meanwhile.

38. There is no statutory provision for severance pay, nor have schemes for severance pay been developed to any great extent by collective bargaining.

Position of Worker after Dismissal

- 39. Measures to help redundant workers form part of the functions of the Federal Institution for Placement and Unemployment Insurance which is responsible for placement, vocational guidance, unemployment insurance (both contributory and non-contributory) tributory) and measures to prevent and relieve unemployment.
- 40. Manual workers are covered by the unemployment insurance scheme, irrespective of their earnings, and so also are salaried employees up to a certain salary limit; it is financed by contributions from employers and workers. The level of benefit is related to previous earnings, and its duration depends on the length of insurable employment. Benefits may not exceed 90 per cent. of prayious earnings, but supplements are payable for dependants. previous earnings but supplements are payable for dependants. If a worker is still unemployed when his right to benefit under the contributory scheme expires, he may receive unemployment assistance which is financed by the Government and subject to a

ITALY

Consultation and Measures to avoid Redundancy

41. Under a collective agreement between central employers' and workers' organisations made generally applicable by a Presidential Decree in 1960, employers are required to consult workers' organisations before reducing their work-force for economic reasons. If no agreement is reached, dismissals may still take place 15 days after the workers' organisation was notified.

Selection of Employees to be Dismissed

- 42. Under the same collective agreement, in selecting employees to be dismissed, the employer is to give equal weight to:—
 - (1) technical and production requirements;
- (1) technical and production requirements
 (2) seniority of the workers;
 (3) family responsibilities;
 (4) the economic situation of the worker.
- 43. The trade union concerned may recommend the reconsidera-

- 44. Many collective agreements lay down the right to notice. As an example, in the engineering and metal industries workers have rights to notice in accordance with the following scale:—
- Up to 5 years' service: 6 days' notice;
- 5–10 years' service: 9 days' notice; More than 10 years' service: 12 days' notice.
- 45. Where non-manual workers are concerned, if there is no collective agreement, minimum notice is 15 days and maximum notice four months, according to length of service.
- 46. A worker who is dismissed may appeal to his trade union which may contest the dismissal before a conciliation and arbitration committee, composed of one representative each of employers' and workers' organisations and an impartial chairman. If the dismissal is found to be unjustified the employer may choose between reinstatement and compensation; the latter is to be not less than five months' and not more than eight months' pay.

47. Under Article 2120 of the Civil Code all workers (manual and non-manual) receive a so-called "seniority indemnity" on dismissal which is proportionate to their length of service; the amount is determined by collective bargaining, the final rate of pay being taken into account. For example, in the building industry workers are entitled to nine days' pay for each year of service. Clerical and salaried workers are entitled to one month's pay for each year of service. each year of service.

Position of Worker after Dismissal

- 48. Workers who have been made redundant have a prior right to fill vacancies notified by the employer within a year of their
- 49. During unemployment the worker is entitled to benefit under the compulsory insurance scheme, which is financed by employers according to the size of their pay-roll. The benefit is at a flat rate and there are supplements for dependants.
- 50. Grants to firms to organise training courses for redundant workers are made under an Act of 1949 which makes provision for assisting and placing unemployed workers.

NETHERLANDS

51. Redundancy, in the sense of collective dismissals, is not an important issue in the Netherlands, partly because there is an acute shortage of labour of all sorts. Arrangements covering the individual worker, irrespective of whether he has lost his job through redundancy, meet the needs of the situation adequately.

52. Before a redundancy consultation would, if necessary, be held with the works council; such councils are compulsory under an Act of 1950. Should the need arise the order of dismissal of workers would be discussed by the works council.

- 53. A weekly paid worker's entitlement to notice ranges from a week to 13 weeks, depending on his length of service.
- 54. Under the Civil Code dismissals are not to be "manifestly unreasonable". Application must be made to the provincial employment office for prior authorisation of dismissals, if the worker does not consent to being dismissed.
- 55. Any payment in lieu must be equal to the wages the worker would have received had he worked during the whole period.
- 56. Arrangements are not normally made to allow workers time off to seek other employment during notice.

57. Severance payments are not made, unemployment benefits being considered adequate.

Position of the Worker after Dismissal

58. Unemployment benefit is at the level of 80 per cent. of wages for a married man, subject to a maximum of approximately £13 4s. a week. The 80 per cent. is a minimum and more may be payable

in certain circumstances in the first 48 days of unemployment.

59. There are ample schemes for re-training and they have the support of the trade unions. Training is available at Regional Training Centres run by the Ministry of Social Affairs. No difficulty arises over the acceptance of trainees in employment

60. Private pension schemes to supplement the compulsory social insurance scheme exist on a very large scale. By law when a worker withdraws from a firm's fund (a) after less than a year's service, he gets no refund; (b) after from one to five years' service, his contributions are refunded; and (c) after five years' service, a paid-up policy must be granted, due at pensionable age.

SWEDEN

61. The problem of redundancy has not, hitherto, attracted much attention in Sweden, the reason being that for many years there has been full, or near full, employment, and, on the whole, both sides of industry have looked on mobility of labour as an inevitable, and not necessarily bad, feature of a dynamic economy. The principle of compensating a worker for redundancy has, for a long time, received little support from either employers or unions, since it is thought of as conflicting with the over-riding objective of getting the worker back into productive work as soon as possible. Provision for redundancy has therefore tended to be limited, on the one hand, to ensuring that the employer gives sufficient notice of impending redundancies to allow the workers' transfer to alternative employment to be carefully planned, and, on the other, to providing the employment services, retraining facilities, and removal and resettlement allowances which will help the transfer of employment to take place smoothly and speedily. Trade union policy seems to be changing, however, and it is expected that general claims will be made for better severance terms for workers, including some form of severance pay.

62. Under the Basic Agreement of 1938 between central employers' and workers' organisations, a minimum of two weeks' notice (unless it is impossible to give as much) must be given by notice (unless it is impossible to give as much) must be given by the employer to the local union representative if there are to be collective dismissals. (This is in addition to individual notice.) This allows both management and unions to consult about the redundancy and also to get in touch with the employment services about alternative employment. The arrangement formally applies when ten men or more are being turned off, but is customarily followed when smaller numbers are involved.

Selection of Workers to be Dismissed

63. The Basic Agreement prescribes that length of service and family obligations are to be taken into account when choosing whom to dismiss among workers of equal skill and ability. This implies that the most important criterion is skill and ability

- 64. Under industrial collective agreements workers are normally entitled to a minimum of either seven or 14 days' notice. Salaried employees have from one to six months' notice.
- 65. A dismissed worker may appeal to his trade union against dismissal. If the union backs his case, it will take it up with the employer and in the event of disagreement the matter is referred to the Labour Market Board, a joint body which may recommend reinstatement or the payment of compensation. The Board's recommendation is in practice invariably accounted. recommendation is, in practice, invariably accepted.
- 66. In some industries, e.g., the metal industry, the worker is entitled to unpaid time off during notice to look for a new job.

67. No provision is made for severance pay either by law or in collective agreements, but *ex gratia* payments are sometimes made to meet cases of hardship, long service, etc.

Position of the Worker after Dismissal

- 68. If he intends to re-engage labour within four months of dismissing or laying men off, the employer must give the union representative a week's notice and let him know the names of those he intends to engage.
- 69. Unemployment insurance is administered by the unions. Senefit amounts, on a rough average, to about 50 per cent. of
- 70. The Labour Market Board operates an "active employment policy" and is assisted in running an efficient and closely knit network of employment exchanges by the participation of both employers' and workers' organisations both centrally and in the County Labour Boards.
- 71. Great attention is paid to training or re-training unemployed workers. Courses range in length from 12 weeks to two years and cover about 60 occupations, and are held at about 100 places in Sweden. About 15,000 persons are given training annually. Trainees receive a living allowance of 410 kroner a month (approximately £30), and in addition a rent allowance (actual rent and heating, if married), family allowance and special allowances for travel, study material, work clothes, etc. travel, study material, work clothes, etc.
- 72. Workers who have to move to obtain work may receive travelling and removal expenses and a starting allowance of 300

Pension Rights

73. Voluntary pensions schemes based on the firm are obsolescent, there now being a scheme with general coverage not affected by

UNITED STATES OF AMERICA

74. There are no Federal or State legal provisions governing redundancy as such and the worker must rely on his own contract, collective agreements or the employer's policy, coupled with public provision for unemployed workers.

Consultation and Measures to avoid Redundancy

- 75. Consultation with workers' representatives if redundancy is impending is provided for in many labour-management agreements, and is usually the practice in any case in a "unionised"
- 76. Agreements may provide for such action as banning over-time and extra shift work to reduce dismissals. In more drastic cases either work sharing may be provided for or workers alternately have full weeks of work and weeks of lay-off during which they

Selection of Workers to be Dismissed

77. Seniority is the most widespread criterion but may be applied in a number of different ways—for example, on a company-wide or a departmental basis. Ability may be taken into account and some workers, e.g., disabled or older workers, may receive prefer-

78. Apart from any advance notice of redundancy the employer has to give the union, workers have varying rights to individual notice, ranging from 24 hours to 30 days for manual workers. The average is probably a week.

- 79. In 1956 an analysis of virtually all existing collective agreements covering 1,000 or more workers showed that only 16 per cent. provided for dismissal pay; they applied to 1.8 million out of the 7.3 million workers covered by the agreements. There has, however, been increasing provision for dismissal pay since 1956. The AFL-CIO (American Federation of Labor—Congress of Industrial Organizations) estimates that 25 per cent. of current agreements provide for severance pay and that they cover 35 per cent. of all workers covered by collective agreements.
- 80. The 1956 analysis showed that, on average, a week's pay was granted for each year of service with additional benefits for
- 81. In some States, but not others, a worker who receives dismissal pay is not eligible for unemployment benefit or has a reduced rate

The Position of the Worker after Dismissal

- 82. Many agreements give workers dismissed through redundancy a prior right to re-engagement with the undertaking.
- 83. State unemployment compensation is usually equivalent to about one-third or one-half of normal wages. In only 12 States are dependants' allowances paid. In some States the maximum period of benefits is only five or six weeks, the longest maximum period being 39 weeks. The period of benefit may be extended temporarily under a Federal Act of 1961.
- 84. There is a supplementary unemployment benefit plan in operation in various forms mainly in the motor and metal industries. Workers receive benefits of approximately two-thirds of their after-tax income (including unemployment compensation) for a maximum period of from 26 to 52 weeks, depending on the workers' length of service. The funds for these plans are financed by the employer's contributions.

85. There are estimated to be 8 to 10 million workers covered by pension plans provided by collective bargaining agreements. Most of them are financed entirely by employers' contributions. An analysis of a sample showed that 60 per cent. of plans provided for the workers' acquired rights to be frozen (sometimes with the option of an immediate cash benefit) if they were dismissed, but the usual minimum age was 40 and minimum length of service five years for rights to be preserved. Sometimes early retirement benefits are paid on dismissal. Rights may be transferred between employers under the same multi-employer plan. Failing a guarantee of some kind acquired rights may be forfeited with dismissal.

GENERAL

- 86. The information from abroad shows the great variety of arrangements that have been developed to give worker security and, if they become unemployed, to reduce hardship and ensure that they are again in productive employment as soon as possible.
- 87. Among the countries of the European Economic Community there are certain common features:
- (1) There is extensive social legislation.
- (2) Works councils are commonly established by law and must be consulted about redundancy

special provisions apply when there are collective dismissals

- (3) Workers are given various degrees of protection against arbitrary dismissal, sometimes with a right of appeal to tribunals.

 (4) The authorities often have to be informed of dismissals and
- (5) In some countries (France, Germany, the Netherlands) there are graduated unemployment benefits which protect workers who are dismissed from a sharp fall in income. Severance payments are uncommon in the six countries of the Community except in Italy, where they are compulsory, and to a limited extent in Belgium.
- (6) In certain countries there are well developed facilities for raining or re-training unemployed workers.
- (7) In certain countries there is legislation to protect acquired rights in pension schemes.

88. In Sweden arrangements have been based on the overriding objective of getting the worker back into productive work as soon as possible. Procedures for dismissals, both individual and collective, are provided for under the Basic Agreement concluded between central employers' and workers' organisations. Un-employment benefit is related to earnings and no provision is made for severance pay by law or in collective agreements. There are extensive facilities for the training and re-training, transfer and resettlement of unemployed workers

89. In the United States of America greater reliance has been placed on voluntary arrangements, coupled with the provision of unemployment benefit by individual States.

APPENDIX

THE EUROPEAN ECONOMIC COMMUNITY AND THE EUROPEAN COAL AND STEEL COMMUNITY

European Economic Community—European Social Fund

Articles 123 to 127 of the Treaty of Rome provide for the establishment of a European Social Fund, the broad objectives of which are to improve the opportunities of employment in the European Economic Community and to contribute thereby to raising the standard of living within it, and to promote the geographical and occupational mobility of workers. More specifically the Treaty defines the objects of the Fund as ensuring the productive re-employment of workers by means of vecestional the productive re-employment of workers by means of vocational re-training, resettlement allowances and aid to workers whose employment is curtailed or temporarily suspended, whether wholly or partly as a result of the conversion of a concern to a different product, the aim being to allow such workers to maintain the same wage level pending their full re-employment. In addition, the Fund may be used, if the Council agrees, to assist schemes to improve the employment facilities and mobility of labour and to implement the common policy of vocational training referred to in

Article 128 of the Treaty.

The Fund covers, at the request of a Member state, 50 per cent. of the expenses incurred for these purposes by that state or a corporate body under public law. Assistance towards the cost of vocational training is only paid where workers cannot find employment except in a new occupation. Assistance towards resettlement allowances is conditional upon unemployed workers having been forced to change their place of residence within the Community. Aid towards the maintenance of wage levels of workers pending re-employment is granted on condition that the workers have been fully employed in the concern for at least six months; that the Government concerned has previously submitted a plan drawn up by the enterprise for its conversion and the financing of the conversion; and that the Commission of the European Economic Community has given approval to the conversion plan.

The Fund is administered by the European Economic Community

Commission, assisted by a Committee presided over by a member of the Commission and composed of representatives of Govern-

ments, employers' organisations and trade unions. The Committee must be consulted about requests for assistance from the Fund.

The proportion of each Member State's contribution to the Social Fund is laid down in Article 200 of the Treaty of Rome. France and Germany each contribute 32 per cent., Italy 20 per cent., Belgium 8 · 8 per cent., the Netherlands 7 per cent., and Luxembourg

0.2 per cent.

By the end of 1962 the Commission had approved applications

approximately \$12½ million in for reimbursements amounting to approximately \$12½ million in respect of operations carried out in 1958 and 1959. Claims awaiting decision, mainly in respect of operations carried out in 1960 and 1961, totalled nearly \$18 million. About two-thirds of the sum claimed was for re-training, and the rest for resettlement. No requests have yet been received for grants to workers whose employment has been temporarily reduced or suspended as a result of the conversion of an enterprise to alternative production. An example of a scheme which the Social Fund has supported is a programme of rapid vocational training for 9,700 Italian workers who were subsequently employed in Germany and the Netherlands in the construction, metal processing and catering industries.

European Coal and Steel Community—Re-adaptation Provisions

Provisions for the re-adaptation of redundant workers in the coal and steel industries, corresponding, in principle, to the provisions of the European Social Fund, are laid down in Article 56 of the Treaty of Paris and Article 23 of the Convention attached to the

Article 23 of the Convention relates to the transitional period after the establishment of the Community, and provides that, where undertakings are forced to close down or change their activities as a result of the establishment of the Community, the High Authority must, at the request of Governments in the Community, help to protect workers and assure them productive employment, and may assist certain undertakings financially.

The High Authority is to assist the financing of approved programmes submitted by Governments for re-adapting industries, or creating new economically sound activities capable of assuring productive employment of discharged workers.

Non-repayable grants may be made for the following purposes:—

(1) compensation to tide redundant workers over following Article 23 of the Convention relates to the transitional period

- (1) compensation to tide redundant workers over following complete or partial closures;
- (2) grants to enterprises to assure the payment of personnel temporarily unemployed as a result of a change of activities by the
- (3) resettlement allowances;
- (4) technical retraining.

Non-repayable grants may also be made to enable undertakings which have to close down to meet their immediate liabilities, if the direct exclusive cause is the limitation of the common market to coal and steel

Grants are conditional on the payment, by the Government

Article 56 of the Treaty of Paris provides for action similar to that described above if the introduction of technical processes or new equipment is should lead to an exceptionally large reduction in labour requirements in the coal and steel industries, making it especially difficult in one or more areas to receive the work. difficult in one or more areas to re-employ the workers discharged, or should changes in the marketing conditions of the coal and steel industries, not directly connected with the establishment of the

industries, not directly connected with the establishment of the Community, make it necessary for certain enterprises permanently to discontinue, curtail or change their activities.

The financing of operations under these two Articles is by means of a levy on the production of coal and steel. The Treaty of Paris provides that the levy shall be reassessed annually at a rate not exceeding 1 per cent. of the value of the products, unless the Council of the Community shall authorise otherwise.

The transitional period covered by Article 23 of the Convention expired in February 1960. A total of 95,000 workers in the coal industry and 20,000 in the steel industry received help under re-adaptation schemes under this Article, for which the High Authority contributed about \$42 million.

Authority contributed about \$42 million.

An example of a recent scheme of re-adaptation is provided by an agreement between the German Federal Government and the High Authority about assistance under Article 56 to workers in German collieries at which closures begin before the end of April 1963. The High Authority is to meet part of the cost of re-training. 1963. The High Authority is to meet part of the cost of re-training. It is to assist towards paying an allowance to workers whose wages drop because of a change of job within the coal mining industry. Where a colliery pays a special allowance to workers who leave, the Government and the High Authority may together contribute towards it. Other arrangements previously agreed under Article 23 of the Convention continue, and also apply to workers under schemes approved under Article 56.

As an example of a loan for redevelopment, about \$2 million was loaned, at an interest rate of 4½ per cent. for 20 years, to an iron and steel enterprise in the Liege area which is installing a third galvanising line which will provide 470 new jobs. A number of the new jobs is reserved for discharged mine workers.

PROPOSED ABOLITION OF THE BAKING WAGES COUNCIL (SCOTLAND)

The Minister of Labour has announced his decision to abolish the Baking Wages Council (Scotland), and the necessary Order will be made in due course. The decision follows the receipt of the "Report of a Commission of Inquiry on the question whether the Baking Wages Council (Scotland) should be abolished," obtainable from the publishers H.M. Stationery Office, price 1s. 3d. (1s. 6d. including postage). This Commission was set up in December 1961 by the Minister under the chairmanship of Professor H.S. Kirkaldy, C.B.E. (see page 85 of the February 1962 issues of S. Kirkaldy, C.B.E. (see page 85 of the February 1962 issue of

The Report states that the majority of the Commission, comprising three independent members and two employers' representatives, felt that there existed, and was likely to remain, adequate voluntary machinery for the effective regulation of the remuneration and conditions of employment of the workers in the industry. They accordingly recommended that the Wages Council should be

The minority, consisting of the two trade union members, though that the Council should be retained in view of the protection it gave to workers employed by firms who were not parties to the

The Baking Wages Council (Scotland) was originally established as a Trade Board in 1939. The Commission estimated that about 15,800 workers were employed in the industry, a high proportion of them in the comparatively small number of large bakeries.

ECONOMIC REPORT 1962

The annual Economic Survey, which in recent years has been published before the Budget as a Command Paper (see the issue of this GAZETTE for April 1962, page 138), is this year replaced by "Economic Report 1962", prepared by H.M. Treasury and issued as a Supplement to the March issue of "Economic Trends".* Also obtainable from H.M. Stationery Office separately, price 2s. 6d. (2s. 10d. including postage), the Report offers a factual analysis of the economic developments during 1962.

The first section of the Economic Report, looking at the year as a whole, gives a brief account of the situation as it appeared at the time of the 1962 Budget, the policies framed in line with that appreciation, the changes in the situation during the year and the corresponding changes in policy.

The remaining sections analyse elements in this picture in detail.

The remaining sections analyse elements in this picture in detail. Section 2 deals with changes in the main kinds of demand and Section 3 with production, imports, employment and unemployment. Section 4 discusses the movement of incomes, costs and prices. Section 5 discusses the balance of payments and developments in our external monetant resisting.

our external monetary position.

The Report is illustrated by nine charts and there is a statistical appendix bringing together 12 tables on incomes and expenditure, capital formation, industrial production, registered unemployed, retail prices, trade and balance of payments.

* H.M. Stationery Office, price 6s. (6s. 6d. including postage).

COURT OF INQUIRY INTO DISPUTE AT THE FORD MOTOR COMPANY, DAGENHAM

The Minister of Labour has presented to Parliament a Command Paper* setting out the Report of a Court of Inquiry, headed by Mr. D. T. Jack, Chairman of the Civil Air Transport Licensing Board, into the dispute at the Ford Motor Company Works at

The Court of Inquiry stated that "the improvement in industrial relations at Dagenham is particularly important in view of the bad record there compared with other Ford plants and it is hoped that both parties will make a fresh and determined effort to achieve

In its conclusions the Court considers that one of the central issues in the dispute was the treatment of industrial misdemeanour and whether the company are entitled to exercise an unqualified right to discharge those who have done wrong. "It would be intolerable if the junior ranks of management were to be free to discharge an employee merely on account of a clash of personalities, and there are grounds for believing that many of the incidents which take place in industry are due to this cause. But it is no less intolerable that production should be interrupted or brought less intolerable that production should be interrupted or brought to a halt by shop stewards acting irresponsibly, or as a result of 'spontaneous' resolutions adopted at unconstitutional meetings of employees. A misdemeanour, if sufficiently serious, should be dealt with in the first instance by suspension, this act of suspension to be endorsed by a higher authority. If, later, dismissal is thought by the management to be necessary it should be possible to explain the ground for dismissal to a responsible union official, and to receive his comment in return. This is not incompatible with the right of the company to take the final decision."

The responsible official, should be a full-time officer appointed by the trade union side of the Ford National Joint Negotiating Committee as recommended in the Report. This officer would be entitled to communicate, if necessary, with the union of which the

suspended employee was a member.

"Out of this experiment" the Court adds, "it should be possible to evolve a more satisfactory method of dealing with problems of this kind."

Events Leading to the Dispute

The Report begins by setting out the various agreements which exist between the company and the trade unions with which it has to deal, and outlines the events which led to the dispute. As the company based their case on the events of the six years which had passed since the Court of Inquiry, headed by Lord Cameron, into the dispute at the Briggs Motor Bodies at Dagenham in 1957, the Report refers briefly to the circumstances which occasioned that inquiry and the recommendations made.

Report refers briefly to the circumstances which occasioned that inquiry and the recommendations made.

The views expressed by those who gave evidence before the Court are set out at some length, the Report states, "to give a sense of the atmosphere in which the present dispute has arisen," adding that it had been impressed by the similarities between the submissions of the parties in the present case and those made in 1957.

"But the hopes which were raised on that occasion have not been fulfilled."

In the present case the dispute centred in a conflict of principle. The company insisted on their right to dismiss employees who, in their judgment, were unsatisfactory and disloyal and who disrupted the business which the company had to carry on. The unions, on the other hand, adhered to the principle of "last in first out" which they maintained was in accordance with normal industrial practice where there was redundance.

The Court felt that the unions would be prepared to accept some qualification to this rule if they were satisfied that there was no victimisation in the selection of the men to be discharged. In the present case it was clear that the 17 men who were not to be reengaged in any circumstances were taken out of turn, and that the opportunity was being taken by the company to dispense with the services of men who were regarded as trouble-makers.

* A Report of a Court of Inquiry into the causes and circumstances of a Dispute between the Ford Motor Company, Limited, Dagenham, and members of the Trade Unions represented on the Trade Union side of the Ford National Joint Negotiating Committee. Cmnd. 1999. H.M. Stationery Office, price 3s. 6d. (3s. 10d. including protocol.)



It was unfortunate that the apparently clean cut conflict of It was unfortunate that the apparently clean cut conflict of principle between the two parties was complicated by the telephone incident on 25th October. It was important to recognise the company's right to engage and discharge labour as they thought fit, subject always to the proviso that the exercise of this was seen to be fair and equitable. Among the unions, on the other hand, there was a disposition to claim for shop stewards a privilege not accorded to their other members. There was no reason to suppose that any one of the 17 was dismissed on the ground that he was a shop steward. The alleged reasons were that they had also been guilty of misdemeanours, and where there was misdemeanour shop of misdemeanours, and where there was misdemeanour shop stewards had no claim to privilege. A very detailed statement of the offences for which these 17 men were held responsible had been submitted to the Court and it was a very formidable document, but it did not appear that it was put before the unions concerned.

The Court recommends that in resolving the present dispute the company, without detracting from their fundamental right to discharge unsatisfactory employees, should supply the unions concerned with the details which they supplied to the Court concerning the records of the 17 and they should have regard to any proper observations which the unions might submit.

proper observations which the unions might submit.

The Report says that the Court does not consider it is required to sit in judgment on the 17 employees whom the company say they are not prepared to re-engage. It does, however, note that of those who appear on the list, two had 17 years' service with the company, one had 13 years, one had 11 years, two had 10 years and two had nine years. In view of their record, it goes on, it was surprising that they had been retained for such long periods. It might well be that the company should have taken earlier action to deal with the misdemeanours of these men.

It was generally accepted, however, that the penalty for misdemeanour should be imposed as soon as possible after the misdemeanour had occurred. This might take the form of suspension in the first instance with the prospect of dismissal to follow if the misdemeanour were repeated. As a rule it is not desirable that punitive action should be taken after a number of misdemeanours have been allowed to accumulate over a number of years.

punitive action should be taken after a number of misdemeanours have been allowed to accumulate over a number of years.

There was no doubt that the situation about the existence of "a private union within a union," to which Lord Cameron had referred six years ago, had continued to the detriment of the company and the prestige of the unions. Nor was there any evidence that the unions had made serious and persistent efforts to deal with the situation despite the recommendations of the previous Court of Inquiry and the repeated appeals made to them by the company.

The unions must carry a heavy responsibility for the poor state of industrial relations at Dagenham, the Court states. If they fail on this occasion to re-establish their authority among their members they need not be surprised if the company are obliged to pursue a tougher policy in the future than they have pursued in the past.

Full-time Union Official Proposed

Full-time Union Official Proposed

The inability of the unions to exercise effective control over the shop stewards is a problem of organisation. The geographical method of election made it easier for a highly organised militant element among the employees to exercise a dominating and disturbing influence over the conduct of affairs in the plant. If the present method is to be retained it becomes all the more important to bring the stewards under effective union control. The Court makes one proposal to that end. The unions which are members of the National Joint Negotiating Committee might appoint a full-time official for work at Fords with special responsibility for supervising the stewards and for ensuring that procedure agreements are properly and fully observed. The salary of this official and any expenses connected with this work could be shared between the 21 unions in proportion to their respective memberships. It would be important that this official should have the full support of the National Joint Negotiating Committee. If it should be objected that an arrangement of this kind would fail to give to each union effective control over its own shop stewards it might be replied that, as things are at present, effective control does not exist. Just as arrangements are made by the company for the training of foremen, the unions, either individually or collectively, but preferably the latter, should take steps to ensure that shop stewards received some training for the exercise of their responsibilities.

The Court thinks it important that the election of shop stewards should be by ballot under properly supervised conditions. Under existing conditions it is difficult to ensure this result, but if the recommendation for a full-time official should be accepted, it would become easier to ensure that proper ballots were conducted.

Negotiating Sub-Committee

Negotiating Sub-Committee

The Court does not know of any good reason why the trade union side of the National Joint Negotiating Committee could not appoint a negotiating sub-committee which would have to report back to the full trade union side for ratification of its recommendaback to the full trade union side for ratification of its recommendations. If this sub-committee proved to be a success it might, in due course, be given executive powers. But so long as the 21 unions insist on their democratic right of representation on the trade union side of the National Joint Negotiating Committee, coupled with a refusal to delegate powers to a smaller body, there can be little hope that the Committee will function with proper efficiency.

Arrangements and facilities which existed to enable shop stewards to get in touch with their conveners was a problem of organisation which it should be possible to resolve with good will on both sides.

The Court concludes that the existing machinery for dealing with merit pay, overtime working and work standards is adequate provided it is properly and loyally used. In fact, it has not always been so used. To that extent the remedy is simple.

DEVELOPMENTS AND GOVERNMENT ACTION IN WALES AND MONMOUTHSHIRE, 1962

The Minister for Welsh Affairs recently presented to Parliament the seventeenth of the series of Reports on Developments and Government Action in Wales and Monmouthshire. The Report relates to the year 1962 and is published by H.M. Stationery Office as a Command Paper (Cmnd. 1951, price 8s. 6d. (9s. including

An introduction to the Report notes that on 13th July 1962 the Rt. Hon. Sir Keith Joseph, M.P. succeeded Dr. the Rt. Hon. Charles Hill, M.P. as Minister for Welsh Affairs. It also notes that the Welsh Grand Committee met on four occasions and based its debates on the 1961 Report, the subjects discussed being transport, agriculture housing and educations. agriculture, housing and education

agriculture, housing and education.

A review of the employment situation shows that, over the year, unemployment rose by about 1 per cent. and in December there were 36,590 unemployed (3·8 per cent. of the total insured population). The increase, which occurred among the wholly unemployed, was mainly in the construction industry and resulted largely from the completion of several major works of construction when over 9,000 workers finished their jobs: it is assumed that projects in hand, or envisaged, will, however, help to reverse this decline. Short-time working in the industry was considerably lower than in 1961. Modernisation was responsible for many redundancies in the steel industry but these were more than counterbalanced by increased employment at new plants. employment at new plants.

The monthly average of vacancies unfilled, 14,000 in 1961, fell to 8,500. The greater part of the decrease was in coal mining where the unsatisfied demand fell from over 5,000 to about 1,400 during

Over the years Wales has become less dependent on the extractive industries, with an increasing proportion of its workers employed in manufacturing, and there are indications that these trends will continue. Another significant change is that there is now a greater proportion of women in the employed population.

The number of school-leavers entering employment for the first time was 32,208—12 per cent. more than in 1961—and the highest number yet recorded in any one year. Despite the less favourable conditions, the Christmas and Easter school-leavers were absorbed fairly easily into employment but the situation became more difficult later in the year.

There were few large-scale industrial developments in 1962 but the number of the new or expanding manufacturing units recorded greatly exceeded the number of actual or expected closures. Some 18 firms from outside Wales agreed to open new factories or to take

over existing premises and the distribution of these means that not only the South but Mid and North Wales will benefit.

Reviewing individual industries the Report notes that, although steel production in the United Kingdom, as a whole, fell by approximately 7 per cent. in 1962, production in Wales and Monmouthshire rose by about 5·4 per cent. mainly in reflection of an increased demand for sheet and tinplate. Crude steel production increased from 6·4 million tons in 1961 to 6·7 million tons. Pig iron production rose by approximately 16·2 per cent. from 3·9 million tons in 1961 to 4·5 million tons. Production of finished sheet also increased due to improved demands from the motor industry and other makers of consumer durable goods, and to a rise in exports. The whole of the United Kingdom output of tinplate, which exceeded that of 1961 by 11·4 per cent., continued to be produced in Wales and Monmouthshire. The output of light plate from the continuous mills, was, however, 16·5 per cent. lower than in the previous year. This reflected the generally slack demand for this type of product. The construction industries on both the building and civil engineering sides continued to be fully occupied although the volume of work carried out was slightly less than in 1961.

The coal industry in South Wales ran down manpower at an average rate of 50 a week from February onwards but, in general, the rundown was offset by increased mechanication. The total

and 2 million tons were sent abroad, compared with 1.5 million tons a year earlier. In North Wales output increased by about 66,000 tons in spite of a rundown in manpower from about 6,880 to 6,600. Again increased mechanisation was mainly responsible for

In a chapter concerned with agriculture, fisheries, forestry and rural industries, the Report says that the Principality's total agricultural labour force continued to fall and in June 1962 the number of whole-time regular workers was 22,399, a decrease of 1,476 since 1961. The number of part-time regular workers and seasonal workers also fell, by 332 to 3,883 and by 296 to 7,777, respectively. During the year ended June 1962 about 1,500 inveniles entered the industry.

juveniles entered the industry.

The Report, which is illustrated, also contains sections on education, research, health, housing, planning and public services, social services, communications, cultural activities, police and civil defence, and the army in Wales.

APPLICATIONS FOR THE EMPLOYMENT OF FOREIGN WORKERS

During 1962, 57,441 applications were made for permission to employ foreign workers in Great Britain, a decrease of 3,206 from the number made in 1961. The total number of applications allowed was 55,395, of which 48,230 related to permits issued to persons abroad and 7,165 to permissions granted to foreign visitors n this country.

The following Table* analyses by industrial or occupational groups the number of applications granted and refused in 1961 and 1962.

ter to obtain or recent	TIE TOO	1962		SOR S	1961	
Industrial or occupational group	Appli- cations made	Num- ber granted	Num- ber refused	Applications made	Num- ber granted	Num- ber refused
Resident domestic service in private households, hos- pitals, nursing homes, schools and other institu-	anoine practa-	Box vol.	Drebr Boerd Station	ned star	nga qil oolgi si oitavitor	enoite leables Silven
Concert, stage, film and variety artists, musicians	19,714	19,467	247	22,309	21,934	375
and other entertainers	5,346	5,323	23	4,591	4,571	20
Industry and commerce Hotels and restaurants:	9,406	8,625	781	11,309	10,455	854
Domestic workers	3,506 8,700	3,389 7,890	117 810	3,002 7,270	2,901 6,502	101 768
Teachers (mainly of foreign languages) Nurses	810 2,599	787 2,558	23 41	2,116 2,783	2,099 2,702	17 81
Student employees: Industry and commerce Others and restaurants	6,836 406	6,833 406	3	6,618	6,614	4
Hotels	84	84	E T	533	532	1
TOTALS	57,441	55,395	2,046	60,647	58,426	2,221

The basic conditions which have to be satisfied before permission is given to an employer to engage a foreign worker (other than a student trainee—see below) are that the employment is reasonable and necessary, that no suitable British or long resident foreign labour is available, and that the wages and conditions offered are

* The Tables for 1962 include applications for labour permits to bring in foreigners resident abroad and applications in respect of foreign visitors already in this country. The Tables of figures for 1961 which were published in the May 1962 issue of this GAZETTE have been revised on the same basis.

not less favourable than those commonly accorded to British employees for similar work in the district concerned.

More than half the applications granted were in respect of resident demonstrated and according to the content of the

employees for similar work in the district concerned.

More than half the applications granted were in respect of resident domestic employment and employment in the hotel and catering industry. The latter industry employs, for the summer season only, a large number of foreign workers who are expected to return to their own country on termination of their seasonal employment. Apart from the special arrangements for the importation of entertainers, the balance of applications granted was mainly in respect of skilled personnel required for industry and commerce, and student employees. As the name suggests, foreign student employees come to British firms to widen their experience and to improve their knowledge of the English language. They are employed in a supernumerary capacity and the maximum period for which a permit is issued is normally 12 months, at the end of which time they return to their own country.

The decrease in 1962 in the number of applications for teachers is accounted for by the fact that in that year a special scheme was introduced under which teachers holding a certificate of appointment issued by the appropriate Education Department were admitted without labour permits.

The nationalities of the workers in respect of whom permission was given for employment during 1961 and 1962 are shown in the following Table.*

Nati	ionality	1962	1961	Nationality	1962	1961
Austrian Belgian Danish Dutch Finnish French German Greek Italian		1,934 388 1,626 2,264 1,243 3,257 9,199 595 8,932	2,076 327 1,979 2,265 802 4,098 10,241 613 12,531	Norwegian Portuguese Spanish Swedish Swiss United States citizens Yugoslav Other nationalities Stateless	1,020 840 10,781 1,347 4,778 2,146 556 4,264 225	904 828 9,503 1,365 5,078 2,030 329 3,154 303

Under the official arrangement agreed with the Italian Government for the bulk recruitment of workers (which operates outside the individual permit system referred to above) a total of 580 Italian men and women were recruited during 1962 compared with 1,143 during 1961. As in 1961, the majority were recruited for work in the hotel and catering industry; the remainder went into the textiles, food canning, clothing, laundry and clay and pipe industries.

INTERNATIONAL LABOUR ORGANISATION

154th Session of the Governing Body

The 154th Session of the Governing Body of the International Labour Office was held in Geneva from 5th to 8th March under the Chairmanship of Mr. A. Parodi (France). The United Kingdom Government was represented by Mr. G. C. H. Slater, C.B.E., Under Secretary, Ministry of Labour. Sir George Pollock, Q.C., Director of the British Employers' Confederation, and Mr. Harold Collison, C.B.E., member of the Trades Union Congress General Council and General Secretary of the National Union of Agricultural Wordship attended as members representing respectively, employers and attended as members representing, respectively, employers and

Notes on the main subjects discussed by the Governing Body are contained in the following paragraphs

The Director-General presented to the Financial and Administrative Committee of the Governing Body budget proposals providing for a net expenditure of 16,395,210 U.S. dollars in 1964. The estimates finally adopted by the Governing Body provide for a net expenditure of 16,081,496 U.S. dollars. This represents an increase of 14.8 per cent. over the net expenditure budget for 1963. The of 14.8 per cent. over the net expenditure budget for 1963. The larger part of this increase resulted from repayments to the Working Capital Fund for withdrawals sanctioned by the Governing Body in 1962, from retardation of new posts in 1963 and from a post-adjustment reclassification. The budget estimates will be submitted to the 47th Session of the International Labour Conference in June

Proposed International Centre for Advanced Training in Turin

The report of the Working Party, set up at the 153rd Session of the Governing Body (see the issue of this GAZETTE for December 1962, page 464) to consider the proposals for establishing an International Centre for Advanced Training in Turin, was before the Governing Body. A decision, in principle, was taken to establish the Centre on the understanding that adequate financial backing must be assured before it actually starts work. A Working Party was set up to examine some remaining problems including the draft statutes for the Centre. The report of the Working Party and the Director-General's report on financial resources will be considered

at the next session of the Governing Body in May. The Director-General was given authority to appoint a Director of the Centre after consultation with the officers of the Governing Body.

Complaint by Portugal against Liberia

The Governing Body had before it the report of the Commission appointed to examine the complaint filed by the Government of Portugal concerning the observance by Liberia of the Forced Labour Convention 1930 (No. 29). The representatives of the Governments, both of Liberia and Portugal, stated in the Governing Body that they accepted the recommendations contained in the report.

Freedom of Association

The Governing Body approved two further reports (the 67th and 68th) of the Committee on Freedom of Association. Among the cases dealt with were ones relating to Aden, Singapore and Southern Rhodesia. Another concerned a complaint by the National Union of Bank Employees that its work as a trade union was hampered by banking employers, and that the attitude of some banks amounted to a breach of the Right to Organise and Collective Bargaining Convention 1949 (No. 98). The Freedom of Association Committee was not able to come to a firm conclusion on the facts before it, and recommended that the United Kingdom Government should be asked to arrange for "an impartial, full and prompt inquiry" into the matter. The Governing Body accepted this recommendation.

New Proposals on Automation

The Governing Body approved proposals for new activities in the field of automation and technological change. One of the first steps in this programme will be a meeting of experts to advise the Office on methods of analysis to be used in the study of problems of

The invitation of the United Kingdom Government to hold the Seventh Session of the Iron and Steel Committee in Cardiff from 26th August to 6th September was accepted. The programme of

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 46th Session of the

International Labour Conference in 1962.

The Government proposes not to ratify one of the Conventions, which is concerned with equality of treatment for nationals and non-nationals in social security. The other Convention is not designed for application either in the more developed countries or in colonial territories, so no question of United Kingdom ratification arises. The Government accepts, subject to two reservations, a Recommendation on vocational training but is unable to accept one on the reduction of hours of work.

The Government also announces its intention, following a recent change in the law, of ratifying the Minimum Age (Agriculture) Convention, adopted by the Conference at its 3rd Session in 1921.

Social Policy-Basic Aims and Standards

The Social Policy (Basic Aims and Standards) Convention (No. 117) revises the Social Policy (Non-Metropolitan Territories) Convention (No. 82) so as to make it possible for independent States to continue to apply it. The United Kingdom has ratified Convention No. 82 and applies it, fully or with modifications, in all her colonial territories. The Government therefore supports the new colonial territories. The Government therefore supports the new Convention but no question of ratification arises for the United

Equality of Treatment—Social Security

The Equality of Treatment (Social Security) Convention (No. 118) provides that each country ratifying it shall grant equality of treatment with its own nationals to the nationals of any other country which ratifies it, in one or more of nine listed fields of social security such as medical care, unemployment benefit and old age benefit. This equality of treatment is to extend both to coverage and to the right to benefits. In general, equality of treatment is to be accorded without any condition of residence. The Convention is to be applied also to refugees and stateless persons.

The Government supports the principle of safeguarding the social security rights of migrant workers, but considers that the right way of doing this is to conclude bilateral and small multilateral agreements with different countries, so that the provisions of their different schemes can be dovetailed properly and in a foreseeable way. In contrast, the Convention is based on a broad multilateral approach, and the Government does not therefore propose to ratify it.

Reduction of Hours of Work

The Reduction of Hours of Work Recommendation (No. 116) refers to the 40-hour week as a social standard, to be reached by stages if necessary, without any reduction in wages. It recommends that member states should formulate and pursue a national policy designed to promote by appropriate methods the adoption of the principle of the progressive reduction of normal hours of work.

*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 46th (1962) Session and on a Convention adopted at the 3rd (1921) Session of the International Labour Conference. Cmnd 1993. Price 8d. (11d. including postage). 100 april

The provision of the Recommendation which requires Governments to formulate and pursue a national policy designed to promote progressive reduction of hours of work is not consistent with the methods by which conditions of employment are normally deterned in the United Kingdom and the Government, therefore, does not accept the Recommendation.

Vocational Training

The Vocational Training Recommendation (No. 117) applies to "all training designed to prepare or retrain any person for initial or later employment or promotion in any branch of economic or later employment or promotion in any branch of economic activity", except for training for seafarers, agricultural training and training beyond the level of foreman. It provides that there should be a network of training facilities, adjusted to economic requirements and employment possibilities, to meet the training needs of the population. The public authorities and the various public and private bodies dealing with training should co-operate in developing fully co-ordinated facilities, either on the basis of a neral programme centrally planned or on a voluntary basis with the assistance of appropriate machinery or by a combination of these methods. Training in publicly operated training institutions should be given without charge to the trainee, except that a charge may be made if the trainee is not under an obligation to attend the course or does not require training in order to obtain or retain employment. The Recommendation goes on to deal extensively with many aspects of vocational training.

The Government considers that the Recommendation serves a

The Government considers that the Recommendation serves a useful purpose in consolidating, and bringing up to date internationally agreed standards for vocational training, and that the guidance it contains is sound and practical. On two points only are reservations considered necessary. The Recommendation provides that the competent authority should ensure, by means of regular inspection or supervision, that the objectives of apprenticeship are being achieved; in this country, where apprenticeship is the responsibility of industry, there is at present no "competent authority" charged with inspection or supervision of this kind. athority" charged with inspection or supervision of this kind, bough the Government has announced its intention of giving the Minister of Labour powers to set up Industrial Training Boards which would have a general responsibility for training in each industry (see the issue of this GAZETTE for December 1962, page 457). The Recommendation also provides that entry into apprenticeship should in every case be preceded by a medical examination; while medical examinations are undoubtedly necessary before entry to some apprenticeships, there are others, such as commercial apprenticeships, where they do not appear to be essential. Subject to these two points, the Government accepts the Recommendation.

Minimum Age of Employment in Agriculture

The Minimum Age (Agriculture) Convention (No. 10), adopted in 1921, provides that children under the age of 14 years may not be employed or work in any public or private agricultural undertaking, or in any branch thereof, save outside the hours fixed for school attendance. Hitherto, the Government has been unable to ratify this Convention because it could not be reconciled with the provisions of the Education (Exemptions) (Scotland) Act 1947. This Act lapsed on 31st December 1962 and the Government now

LABOUR OVERSEAS

Belgium: Apprenticeship, Vocational Training and Vocational Guidance Systems

Vocational guidance in Belgium was introduced by A. J. Christiaens, a pioneer in this field who founded the first guidance office in Belgium and, indeed, the whole European Continent, in the year 1912. The vocational guidance services were run by private organisations until 1936 when a Royal Decree was introduced to set up a National Vocational Guidance Centre under the aegis of the Ministry of Education. A further stage in the development of the system began with a Regent's Decree of 1949 to establish psychological, medical and social centres, known as "P.M.S." centres, at certain State schools. The development was taken a step further when a Department was established in 1957 with responsibility for the vocational guidance and placement of young persons over 14 years of age. The Department, known as the Vocational Supervisory Service, was a part of the National Placement and Unemployment Office of the Ministry of Labour and Social Welfare (now the National Employment Office of the Ministry of Employment and Labour).

Vocational training and apprenticeships are regulated, in the

Vocational training and apprenticeships are regulated, in the Vocational training and apprenticeships are regulated, in the main, by three major legislative measures. These are: (a) a Legislative Decree of 1945 to issue rules for the establishment of Joint Committees in industry, commerce and agriculture; (b) a Royal Decree of 1959 respecting vocational and further training in handicrafts and commercial occupations; and (c) a Royal Decree of 1961 concerning accelerated vocational training for adults and the rehabilitation of unemployed persons.

Vocational Guidance

All vocational guidance centres and offices, whether publicly or privately run, are subject to the control of the Ministry of Educa-tion. The main State and private vocational guidance services

(1) Public and private vocational guidance offices catering for all young people who are still attending educational establishments, including evening classes for young industrial workers. These offices are of two types; vocational and school guidance offices catering, in the main, for local authority or private primary schools in a particular district; and psychological, medical and social (P.M.S.) centres, usually installed on the premises of secondary schools

(2) Youth Placement Offices, administered by the National Employment Office of the Ministry of Employment and Labour, responsible for the guidance of young people between the ages of 15 and 20 (in some cases up to 24 years inclusive) who are seeking employment in industry direct. Public vocational guidance services can be divided into three categories:—

(a) State psychological, medical and social (P.M.S.) centres; (b) communal or inter-communal vocational guidance offices which deal with pupils of local primary schools administered and subsidised by one or more communes; and (c) provincial guidance

Private vocational guidance centres and offices are quite unrestricted in their operation and management so long as they fulfil the conditions necessary to qualify for a government grant. These conditions require private centres to comply with the regulations conditions require private centres to comply with the regulations applicable to State centres as regards aims, staffing and premises and to provide services to all applicants and examine, free of charge, applicants who are eligible for free schooling. They must also submit to inspection by the Ministry of Education and be able to show that they have handled a sufficient volume of work for at least one year. The State grant usually covers between 25 and 30 per cent. of the staff salaries but is not intended to meet operating costs.

Vocational and school guidance officers are responsible for the initial guidance given to children on entering the primary school and for their psychological and pedagogical supervision up to age 12 years. Vocational guidance proper, however, begins when the child reaches 12 years of age, for it is at this age that a choice has to be made which affects the whole of his, or her, future career. There are four choices open to the pupil; (a) a classical secondary education; (b) a modern secondary education; (c) a technical, trade or commercial education (after two years in the main stream in this group the child, depending on his abilities, can choose between secondary technical training and the various trade sections which train skilled workers of age 14 to 15 years); or (d) he may opt to continue the primary education course where, on reaching age 14 years, he is usually found employment directly in industry.

In Belgium legal apprenticeships, i.e., those in which the employer In Belgium legal apprenticeships, i.e., those in which the employer and the apprentice (or his parent or guardian) enter into a contract of apprenticeship, exist only in the field of handicrafts, small or medium-scale commerce or small-scale industry. A Royal Decree of April 1959 respecting vocational and further training in handicrafts and commercial occupations superseded earlier legislation and is designed to equip apprentices to become employers and master craftsmen in the handicraft or occupation of their choice. The training is given in two stages, the first stage covering a period of four years during which the apprentice is under written contract with the head of the undertaking and is trained, as an employee in with the head of the undertaking and is trained, as an employee, in the techniques and skills of the craft or occupation; and the second stage, when he receives training, as an employer, lasting three years. Each stage consists of practical training in a shop or workshop

belonging to the undertaking, plus general and vocational training courses. An examination is held at the end of each stage. On completion of the seven year period of training, further training facilities are available to enable persons to become master craftsmen and to increase their vocational skills and equip them to cope with

A National Vocational and Further Training Board, Regional Boards and Committees are responsible for the organisation of training courses, lectures, publications and other means of promoting vocational and further training at national and regional levels. These Boards are non-profit-making bodies and receive financial aid in the form of subsidies from the Ministry for the Middle Classes. Apprentice Secretariats have been set up. These are also non-profit-making associations and are subsidised by the Ministry for the Middle Classes. They are formed on the initiative of not less than 20 heads of undertakings connected with handicrafts, small or medium-scale commerce or small-scale industries and their function is to act as intermediaries in the drawing up of apprenticeship contracts; to exercise administrative supervision over such contracts; to act as the moral, social and educational guardians of apprentices under contract: to conciliate in any disputes arising during the period of the contracts; and to organise supplementary vocational training courses. The Secretariats operate through a board of management consisting of a chairman and at least six members comprised of heads of undertakings who are parties to a contract of apprenticeship within the sphere of the Secretariat con-cerned and at least one representative of apprentices, or their legal representatives, who are parties to such contracts.

Consideration is being given to the introduction of legislation to establish apprenticeships in industry generally.

Vocational Training

Apart from the limited number of apprenticeships in handicrafts, commerce and small industries to which reference has been made above, all other young persons who wish to learn a trade receive free technical training in technical schools, or as workers in industry. Boys leaving primary school at about age 12 years, who intend to Boys leaving primary school at about age 12 years, who intend to enter industry at tradesman level, spend four or five years at technical day-schools. The first two years are devoted to general training, followed by a further two years' training in the trade of their choice. A small number may stay on at the technical day-school for a fifth year and these may qualify for jobs as foremen or supervisors if they continue their studies at evening classes. There is a wide range of technical and vocational day and evening schools, including special commercial agricultural and horizontural and architectural technical and vocational day and evening schools, including special commercial, agricultural and horticultural, and architectural schools. For girls there are special courses for needlewomen and for domestic science. The training is given under arrangements organised by the educational authorities who also prepare the training syllabuses. On completion of their training at the technical schools, the trainees undergo an examination to obtain a diploma. The diploma indicates the standard to which the trainee has been trained but does not recessorily mean that he is fully qualified in the trained but does not necessarily mean that he is fully qualified in the trade of his choice. The technical and vocational schools play a major part in the Belgian system of vocational training.

On leaving the technical day-school, trainees usually find their own

jobs in industry, but receive some assistance in finding suitable employment from the school and also the Ministry of Employment employment from the school and also the Ministry of Employment and Labour. Some of the larger industries, such as the mechanical and electrical engineering industries, mining and the railways, run their own special training schemes. Trainees usually enter these schemes at age 16 plus, with a technical school diploma or through examinations set by the industry concerned.

Industry has some influence on the type of training given in the technical schools through the Higher Council of Technical Education. (Conseil Superious d'Enseignement Technique), a hody

tion (Conseil Superieur d'Enseignement Technique), a body comprised of employers, trade union representatives and educa-

In-Plant Training

In June 1945 a Legislative Order was passed to issue rules for the In June 1945 a Legislative Order was passed to issue rules for the setting up of National Joint Committees ("Commissions Paritaires") of heads of undertakings and employees in each branch of industry, commerce or agriculture on the application of the organisations concerned or after consultation with them. Each Joint Committee is composed of equal numbers of employers' and workers' representatives, a chairman and vice-chairman, clerks-incharge, a secretary and an assistant secretary. Both employers and workers may bring technical advisers with them to committee

The principal duties of Joint Committees are:—
(1) to establish general basic rates of remuneration, corresponding to the various grades of vocational qualifications, especially by means of collective agreements:

(2) to consider general employment conditions, especially those to be included in factory employment rules;
(3) when necessary, to assist government authorities in the drafting and enforcement of social legislation affecting the branches

of activity concerned;
(4) to avert disputes which threaten to break out between em-

ployers and workers and to act as conciliators when such disputes (5) to encourage the training of apprentices and learners in the

trade or occupation concerned and to maintain close and permanent relations with vocational guidance institutions and technical schools. It is these Joint Committees which fix the wage scales for trainees entering industry, either direct from the primary school or after completing courses at technical day-schools. The wage scales are published in the "Labour Review" ("Revue du Travail"), issued by the Ministry of Employment and Labour, in the collective agreement for the industry concerned.

An example of the method of fixing progressive rates of pay for learners and improvers is provided in the collective agreement of December 1961 of the National Joint Committee for the Metal December 1961 of the National Joint Committee for the Metal Construction Industry to regulate employment conditions for electrical installation workers. Under the terms of the agreement young workers entering industry as trainee industrial electricians at age 14 years receive 40 per cent. of the hourly minimum wage rate for a semi-skilled industrial electrician (installations). The starting rate is Belgian francs 10·40 (about 1s. 6d.) per hour, increasing by 5 per cent. each half year until, at age 20, they receive the semi-skilled rate of Belgian francs 26 (about 3s. 9d.) per hour. (The exchange rate of Belgian francs 139·57 = £1 has been used in these calculations.) Learners who regularly attend courses of training in electrical subjects at evening technical schools during the first, second and third years of in-plant training receive increases on the basic rates of 5, 10 and 15 per cent. for each year, respectively. Trainees entering industry, who attend courses at technical day-schools, receive slightly higher rates and qualify for the semi-skilled rate at age 19, whilst those who, at age 16 enter industry holding rate at age 19, whilst those who, at age 16 enter industry holding an electrician's diploma and a certificate of qualification (after one year's complementary training) issued by a technical day-school, receive increased rates and qualify for the semi-skilled rate at age 18 years six months.

Accelerated Vocational Training and Industrial Rehabilitation

In March 1961 two Royal Decrees were introduced in the field of vocational training. The first of these concerned Government aid in regard to expenses incurred by employers in connection with and in regard to expenses incurred by employers in connection with the selection, vocational training or re-training of personnel recruited with a view to the setting up of new factories or under-takings, the extension of existing establishments or their re-con-version. The aim of the Decree is to encourage development and adaptation towards technical progress and to changes in market requirements by providing financial assistance from the public authorities concerned with manpower problems. Firms or under-takings wishing to avail themselves of aid facilities must submit their takings wishing to avail themselves of aid facilities must submit their plans to the National Employment Office. The plans are forwarded, with the recommendations of the Management Committee of the National Employment Office, to the Ministry of Employment and Labour for approval. The assistance given takes a variety of forms,

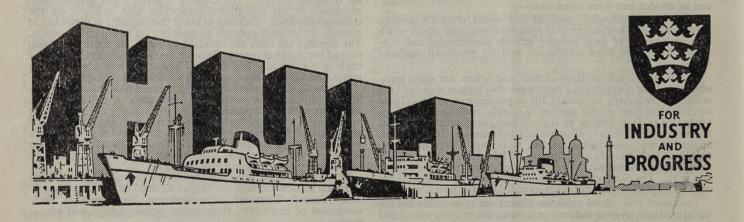
(1) workers selected for training under the terms of the Decree have priority of admission to Government Training Centres;

(2) where, because training involves instruction in the latest techniques and the use of modern equipment, it is necessary to give

the training within the factory or undertaking, the Ministry of Employment and Labour, on the recommendation of the Management Committee of the National Employment Office, authorises the conclusion of an agreement fixing the amount and period of the conclusion of the assistance to be given, including the remuneration and social charges of staff undergoing training and of their instructors. To qualify for assistance the training given must be at least to semi-

sary for them to change their place of residence as the result of the setting up, extension or re-conversion of an undertaking.

The second Decree relates to the accelerated vocational training of adults and the industrial rehabilitation of the unemployed. The aim of the Decree is to provide workers with a period of accelerated vocational training designed to equip them with a sound qualification in the trade or occupation learned. Previously only unemployed persons were eligible for training, but, with the passing of the Decree persons already in employment became



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Assistance is also given with regard to expenses incurred by undertakings in sending Belgian technicians abroad or in engaging the services of foreign technicians with a view to the study and

perfection of modern manufacturing techniques. Such assistance is limited to 50 per cent. of the total costs and is conditional upon its purpose being exclusively concerned with vocational training and not in respect of a technical-commercial operation.

The Government also assists in respect of travel expenses of skilled workers and their families in certain cases where it is necessary for them to change their place of residence as the result of the

only unemployed persons were eligible for training, but, with the passing of the Decree, persons already in employment became eligible. Candidates for training are selected by the managers of the Regional Offices of the Ministry of Employment and Labour and may be Belgian or foreign nationals. Any employed worker 21 years of age, or over, with at least two years' experience in a trade or occupation during the three years preceding their application for training (one year's compulsory military service may be counted towards the two-year period of experience); or any young person at least 18 years of age but not yet 21 years old who has worked for at least 12 months under a contract of employment or apprenticeship, or has been registered for employment for at least 12 months, or after interruption of studies (whether secondary, technical or vocational) has had at least six months' employment; is eligible for training. During the whole period of training, the is eligible for training. During the whole period of training, the trainees receive an allowance in lieu of wages, various supplementary allowances in cash or kind, as well as travelling and lodging ary allowances in cash or kind, as well as travelling and lodging expenses. The training is provided in Government Training Centres formerly used exclusively for rehabilitation of the unemployed; training centres set up with the collaboration of undertakings, or groups of undertakings, public bodies and public or private associations; and in centres functioning under independent management but subject to the control of the Ministry of Employment and Labour. There were 161 accelerated vocation training centres in operation in December 1962 and others were planned or centres in operation in December 1962 and others were planned or under consideration. Training is given in trades in the building, woodworking, metal, textile, clothing, catering industries and other

- Specially equipped Riverside Quays for perishable goods and general cargo.
- Excellent facilities for handling bulk cargoes ensures rapid turn round.
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- Ideal Sites available for factories—Splendid opportunities for new industries.
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EMPLOYMENT, UNEMPLOYMENT, ETC.

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Details of Accidents and Industrial Diseases will be found on pages 170 and 171

Employment in Great Britain in February

The Table below and the Table on the next page show the changes in employment in Great Britain between January and February 1963, and in comparable recent periods. The employment figures for all dates after June 1962 are provisional and subject to revision in the light of more complete information to be derived for the comparable figures are available, the numbers employed at the end of February 1962 and at mid-December 1962 and January and from the count of National Insurance cards in mid-1963.

TOTAL WORKING POPULATION

The Table below gives changes in the total working population between mid-January and mid-February 1963, together with figures for recent months, for end-February 1962 and for June of each year from 1959. The total working population represents the estimated number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. It has three components, for which separate figures are given, (1) the numbers in civil employment, (2) the numbers wholly unemployed and (3) the numbers in H.M. Forces and Women's Services. In numbers in civil employment are analysed by broad industrial groups and the figures include employers and persons working on their own account as well as employees. They also include persons temporarily laid off but still on employers' pay-rolls and those unable to work on account of sickness. Part-time workers are counted as full units.

The Table on the next page gives, for those industries for which comparable figures are available, the numbers employed at the end of February 1962 and at mid-December 1962 and January and February 1963. The figures relate to all employees except those registered as wholly unemployed, i.e., they include persons temporarily laid-off but still on employers' pay-rolls and persons unable to work on account of sickness. They exclude employers and persons working on their own account and are thus different in scope from those given in the Table on this page. Satisfactory estimates of monthly changes in the numbers of employers and persons working on their own account cannot be made.

The figures are based primarily on the estimates of the total

persons working on their own account cannot be made.

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

TOTAL WORKING POPULATION OF GREAT BRITAIN: FEBRUARY 1963

Industry or Service	End-June 1959	End-June 1960	End-June 1961	End-Feb. 1962	Mid-June 1962	Mid-Dec. 1962*	Mid-Jan. 1963*	Mid-Feb. 1963*	Change JanFeb. 1963
Agriculture and Fishing Mining and Quarrying	999 826	983 761	948 731	888 723	920 712	874 698	863 697	858 697	5
Food, Drink and Tobacco Chemicals and Allied Industries Metal Manufacture Engineering and Electrical Goods Shipbuilding and Marine Engineering Vehicles Metal Goods Textiles Clothing and Footwear Other Manufactures	818 520 576 1,938 264 869 519 851 565 1,557	821 531 619 2,058 252 919 556 845 582 1,628	832 532 631 2,147 241 898 569 842 585 1,651	814 526 609 2,189 242 891 563 824 589 1,663	828 518 596 2,182 236 883 560 806 581 1,662	831 513 590 2,176 2225 872 560 804 578 1,669	811 509 589 2,166 224 871 558 804 580 1,657	809 509 587 2,161 219 872 557 802 576 1,651	- 2 - 2 - 5 - 5 + 1 - 1 - 2 - 4 - 6
Total in Manufacturing Industries	8,477	8,811	8,928	8,910	8,852	8,818	8,769	8,743	- 26
Construction Jas, Electricity and Water Transport and Communication Distributive Trades Januarial, Professional, Scientific and	1,523 374 1,672 3,209	1,567 370 1,662 3,284	1,617 379 1,683 3,312	1,626 386 1,683 3,333	1,653 387 1,688 3,367	1,625 394 1,671 3,467	1,484 395 1,662 3,371	1,419 397 1,661 3,356	- 65 + 2 - 1 - 15
Miscellaneous Services	4,874 505 738	4,947 502 741	5,060 511 756	5,128 518 760	5,227 520 772	5,196 528 773	5,196 528 772	5,187 528 772	- 9
otal in Civil Employment	23,197 15,308 7,889	23,628 15,526 8,102	23,925 15,682 8,243	23,955 15,718 8,237	24,098 15,769 8,329	24,044 15,669 8,375	23,737 15,490 8,247	23,618 15,397 8,221	- 119 - 93 - 26
Wholly Unemployed Males Females	379 275 104	290 210 80	251 184 67	412 306 106	372 278 94	524 399 125	629 487 142	660 518 142	+ 31 + 31
I.M. Forces and Women's Services Males	565 550 15	518 503 15	474 459 15	449 433 16	442 425 17	433 415 18	432 414 18	432 414 18	17:115
Cotal Working Population Males	24,145 16,137 8,008	24,436 16,239 8,197	24,650 16,325 8,325	24,816 16,457 8,359	24,912 16,472 8,440	25,001 16,483 8,518	24,798† 16,391 8,407	24,710† 16,329 8,381	- 88 - 62 - 26

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

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

The state of	Thous	ande)	

Industry	End	-February	1962	Mid-l	December	1962*	Mid-	January 1	963*	Mid-	February 1	1963*
The second of th	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc. Coal Mining	635.9	18.3	654.2	611.5	18.1	629 · 6	611.2	18.1	629 · 3	610.5	18.1	628 · 6
Food, Drink and Tobacco	453·5 33·6 85·0 18·7 37·4 23·2 12·6 41·1 29·1 16·0 22·8 78·3 38·3 17·4	345·5 8·4 57·4 35·5 35·2 11·1 4·1 62·5 45·2 4·2 18·8 19·7 21·3 22·1	799·0 42·0 142·4 54·2 72·6 34·3 16·7 103·6 74·3 20·2 41·6 98·0 59·6 39·5	464·0 33·9 88·4 18·6 40·2 21·4 14·5 40·6 31·5 16·2 23·4 79·8 38·2 17·3	352·5 8·7 61·8 35·5 38·7 10·1 4·5 58·2 48·8 4·1 17·7 20·1 21·7 22·6	816·5 42·6 150·2 54·1 78·9 31·5 19·0 98·8 80·3 20·3 41·1 99·9 39·9	459·0 34·1 88·2 18·4 39·8 21·1 13·6 40·3 31·3 16·1 23·2 78·3 37·4 17·2	336·9 9·0 58·3 33·4 9·8 4·2 56·1 45·6 4·1 17·3 19·3 20·2 22·2	795·9 43·1 146·5 51·8 77·2 30·9 17·8 96·4 76·9 20·2 40·5 97·6 57·6 39·4	457·3 34·4 88·4 18·3 39·6 21·3 12·3 40·2 31·6 16·1 23·1 77·9 36·9 17·2	336·3 9·1 59·3 33·4 37·2 9·9 3·9 55·4 45·8 4·0 17·4 19·2 19·4 22·3	793 · 6 43 · 5 147 · 7 51 · 7 76 · 8 31 · 2 95 · 6 77 · 4 20 · 1 40 · 5 97 · 1 56 · 3 39 · 5
Chemicals and Allied Industries Coke Ovens and Manufactured Fuel Mineral Oil Refining Lubricating Oils and Greases Chemicals and Dyes Pharmaceutical and Toilet Preparations Explosives and Fireworks Paint and Printing Ink Vegetable and Animal Oils, Fats, Soap, etc. Synthetic Resins and Plastics Materials Polishes, Gelatine, Adhesives, etc.	380·9 17·3 29·3 6·8 173·1 32·2 20·3 34·2 30·3 28·2 9·2	143·0 0·5 5·0 2·2 45·0 41·1 10·5 13·9 13·9 5·8 5·1	523·9 17·8 34·3 9·0 218·1 73·3 30·8 48·1 44·2 34·0 14·3	371·4 16·0 27·2 6·8 167·8 32·9 19·2 33·8 30·3 28·4 9·0	139·3 0·5 4·1 2·3 43·7 41·1 9·7 13·8 13·6 5·7 4·8	510·7 16·5 31·3 9·1 211·5 74·0 28·9 47·6 43·9 34·1 13·8	369·3 16·0 27·1 6·7 167·0 32·9 18·8 33·3 30·3 28·4 8·8	137·8 0·5 4·0 2·3 43·5 40·6 9·5 13·4 5·7 4·8	507·1 16·5 31·1 9·0 210·5 73·5 28·3 46·8 43·7 34·1 13·6	369·2 16·0 27·0 6·7 166·7 33·1 18·7 33·2 30·5 28·5 8·8	138·1 0·5 4·0 2·3 43·6 40·8 9·3 13·5 13·5 5·7 4·9	507·3 16·5 31·0 9·0 210·3 73·9 28·0 46·7 44·0 34·2 13·7
Metal Manufacture Iron and Steel (General) Steel Tubes Iron Castings, etc. Light Metals Copper, Brass and other Base Metals	533·4 263·7 47·2 108·8 44·6 69·1	74·4 24·6 9·0 14·3 11·1 15·4	607·8 288·3 56·2 123·1 55·7 84·5	516·5 253·4 46·0 105·7 44·0 67·4	73·3 24·3 8·7 14·0 10·8 15·5	589·8 277·7 54·7 119·7 54·8 82·9	515·0 252·7 45·6 105·6 43·9 67·2	73·0 24·2 8·6 14·0 10·8 15·4	588·0 276·9 54·2 119·6 54·7 82·6	513·3 252·2 45·1 105·5 43·8 66·7	72·8 24·1 8·5 14·0 10·7 15·5	586·1 276·3 53·6 119·5 54·5 82·2
Engineering and Electrical Goods Agricultural Machinery (exc. Tractors) Metal-working Machine Tools Engineers' Small Tools and Gauges Industrial Engines Textile Machinery and Accessories Contractors' Plant and Quarrying Machinery Mechanical Handling Equipment Office Machinery Other Machinery Industrial Plant and Steelwork Ordnance and Small Arms Other Mechanical Engineering Scientific, Surgical, etc., Instruments Watches and Clocks Electrical Machinery Insulated Wires and Cables Telegraph and Telephone Apparatus Radio and other Electronic Apparatus Domestic Electrical Goods Other Electrical Goods	1,589·2 31·7 81·8 43·7 36·4 46·9 23·2 50·0 45·6 286·2 140·9 25·0 168·9 87·8 7·6 166·1 41·9 42·0 141·9 38·8 82·8	573.6 4.8 14.5 13.2 6.4 8.2 3.3 7.2 19.0 62.7 18.3 47.2 47.7 8.1 57.1 22.0 27.4 113.2 23.5 63.5	2,162·8 36·5 96·3 56·9 42·8 55·1 26·5 57·2 64·6 348·9 159·2 31·3 216·1 135·5 15·7 223·2 63·9 69·4 255·1	1,575·1 31·0 81·8 42·4 34·6 44·7 22·4 49·6 44·3 283·3 134·1 23·4 169·3 88·5 7·5 165·6 41·7 42·3 146·8 40·9 80·9	574·1 4·7 14·3 13·3 6·1 7·6 3·3 7·6 18·4 61·8 17·2 6·1 47·4 47·4 47·4 57·3 21·8 27·8 118·7 25·7 60·2	2,149·2 35·7 96·1 55·7 40·7 52·3 25·7 57·2 62·7 345·1 151·3 29·5 216·7 135·9 14·9 222·9 63·5 70·1 265·5 66·6	1,570·1 31·1 81·4 42·3 34·4 44·4 22·2 49·3 44·1 282·4 132·5 23·4 168·9 88·7 7·4 164·9 41·7 42·8 146·0 41·1 81·1	570·1 4·7 14·2 13·2 16·1 7·5 3·2 7·6 18·1 61·6 17·1 47·1 47·3 7·4 456·7 22·1 28·2 116·5 25·2 60·2	2,140·2 35·8 95·6 55·5 40·5 51·9 25·4 56·9 62·2 344·0 149·6 29·5 216·0 136·0 14·8 221·6 63·8 71·0 262·5 66·3 141·3	1,565·0 31·1 80·8 42·1 34·6 43·9 22·2 49·0 42·9 282·0 131·1 23·4 168·3 88·7 7·4 42·0 43·1 145·8 40·9 81·5	7·4 56·5	2,135·1 35·8 94·9 55·1 40·8 51·4 25·4 56·6 60·2 343·3 148·1 29·5 215·2 136·3 14·8 220·7 64·5 71·5 262·6 66·2
Shipbuilding and Marine Engineering Shipbuilding and Ship Repairing Marine Engineering	228·6 165·7 62·9	12·3 8·3 4·0	240·9 174·0 66·9	212·1 153·9 58·2	11·9 8·2 3·7	224·0 162·1 61·9	211·4 154·4 57·0	11·8 8·2 3·6	223·2 162·6 60·6	206·6 150·4 56·2	11·7 8·1 3·6	218 · 3 158 · 5 59 · 8
Vehicles Motor Vehicle Manufacturing Motor Cycle, Pedal Cycle, etc., Manufacturing Aircraft Manufacturing and Repairing Locomotives and Railway Track Equipment Railway Carriages and Wagons, etc. Perambulators, Hand-trucks, etc.	766·4 362·9 21·8 250·0 61·7 65·9 4·1	118·2 53·9 8·8 44·5 4·7 3·7 2·6	884·6 416·8 30·6 294·5 66·4 69·6 6·7	749·4 376·6 22·2 237·4 54·0 55·2 4·0	115·0 55·5 8·9 41·4 4·0 2·8 2·4	864·4 432·1 31·1 278·8 58·0 58·0 6·4	749·6 378·9 22·3 236·0 53·6 54·8 4·0	114·4 55·8 8·8 40·7 4·0 2·8 2·3	864·0 434·7 31·1 276·7 57·6 57·6 6·3	749·7 381·0 22·5 234·8 53·3 54·1 4·0	114·9 56·3 9·0 40·5 4·0 2·8 2·3	864·6 437·3 31·5 275·3 57·3 56·9 6·3
Metal Goods not Elsewhere Specified Tools and Implements Cutlery Bolts, Nuts, Screws, Rivets, etc. Wire and Wire Manufactures Cans and Metal Boxes Jewellery, Plate and Precious Metals Refining Other Metal Industries	362·2 16·6 5·3 28·4 33·0 15·2 16·0 247·7	189 · 8 8 · 1 5 · 9 18 · 5 10 · 7 19 · 8 12 · 7 114 · 1	552·0 24·7 11·2 46·9 43·7 35·0 28·7 361·8	361·1 16·8 5·6 27·4 32·3 15·2 16·4 247·4	188·3 7·7 6·0 17·4 10·5 19·8 12·8 114·1	549·4 24·5 11·6 44·8 42·8 35·0 29·2 361·5	361·3 16·9 5·7 27·4 32·3 15·1 16·3 247·6	185·8 7·6 5·9 17·2 10·4 19·4 12·6 112·7	547·1 24·5 11·6 44·6 42·7 34·5 28·9 360·3	360·3 16·9 5·7 27·4 32·3 15·1 16·3 246·6	185·5 7·6 6·0 17·2 10·4 19·2 12·5 112·6	545 · 8 24 · 5 11 · 7 44 · 6 42 · 7 34 · 3 28 · 8 359 · 2
Textiles Production of Man-made Fibres Spinning of Cotton, Man-made Fibres, etc. Weaving of Cotton, Man-made Fibres, etc. Woollen and Worsted Jute Rope, Twine and Net Hosiery and other Knitted Goods Lace Carpets Narrow Fabrics Made-up Textiles Textile Finishing Other Textile Industries	371·8 33·5 40·4 45·0 90·5 8·3 4·9 37·9 3·8 20·6 7·4 9·8 51·5 18·2	442·7 9·9 70·8 65·8 103·7 8·9 7·3 87·4 4·4 16·6 13·9 21·6 23·7 8·7	814·5 43·4 111·2 110·8 194·2 17·2 12·2 12·3 37·2 21·3 31·4 75·2 26·9	368·3 33·2 39·8 43·7 88·6 5·0 37·7 3·9 21·4 7·6 9·8 50·6 18·4	427·0 9·2 67·4 58·6 100·4 9·5 7·1 86·0 4·5 17·2 14·0 21·6 23·0 8·5	795·3 42·4 107·2 102·3 189·0 18·1 12·1 123·7 8·4 38·6 21·6 21·6 21·6 21·6	368·4 33·2 40·0 43·6 88·6 5·0 37·7 3·9 21·6 7·6 9·7 50·5 18·4	426·2 9·2 67·4 58·4 100·3 9·5 7·1 85·9 4·5 17·3 14·0 21·3 22·8 8·5	794·6 42·4 107·4 102·0 188·9 18·1 12·1 123·6 38·9 21·6 31·0 73·3 26·9	368 · 6 33 · 3 40 · 0 43 · 6 88 · 8 8 · 6 5 · 0 37 · 5 3 · 9 21 · 6 7 · 7 9 · 7 50 · 4 18 · 5	424·7 9·2 67·3 58·1 100·3 9·6 7·0 85·3 4·4 17·2 14·0 21·2 22·7 8·4	793 · 3 42 · 5 107 · 3 101 · 7 189 · 1 18 · 2 12 · 0 122 · 8 8 · 3 38 · 8 21 · 7 30 · 9 73 · 1 26 · 9
Leather, Leather Goods and Fur	36·5 23·6 8·4 4·5	26·3 6·9 14·9 4·5	62·8 30·5 23·3 9·0	36·2 23·2 8·4 4·6	25·9 6·8 14·8 4·3	62·1 30·0 23·2 8·9	36·4 23·3 8·5 4·6	25·8 6·8 14·7 4·3	62·2 30·1 23·2 8·9	36·4 23·1 8·6 4·7	25·7 6·7 14·7 4·3	62·1 29·8 23·3 9·0
Clothing and Footwear Weatherproof Outerwear Men's and Boys' Tailored Outerwear Women's and Girls' Tailored Outerwear Overalls and Men's Shirts, Underwear, etc. Dresses, Lingerie, Infants' Wear, etc. Hats, Caps, Millinery Other Dress Industries Footwear.	152·8 7·7 35·1 20·4 7·1 13·8 4·7 8·8 55·2	416·5 23·0 97·2 48·4 40·9 102·0 9·4 34·4 61·2	569·3 30·7 132·3 68·8 48·0 115·8 14·1 43·2 116·4	148·9 7·6 34·5 19·4 7·2 13·8 4·6 8·7 53·1	408·7 22·3 94·2 46·9 40·5 101·5 9·5 33·7 60·1	557·6 29·9 128·7 66·3 47·7 115·3 14·1 42·4 113·2	149·2 7·6 34·5 19·6 7·2 13·9 4·6 8·7 53·1	410·3 22·4 94·5	559·5 30·0 129·0 66·7 47·9 116·5 14·0 42·4 113·0	148·5 7·5 34·3 19·7 7·1 14·1 4·5 8·7 52·6	407·8 22·4 93·5 47·1 40·6 102·0 9·5 33·6 59·1	556·3 29·9 127·8 66·8 47·7 116·1 14·0 42·3 111·7
Bricks, Pottery, Glass, Cement, etc. Bricks, Fireclay and Refractory Goods Pottery Glass Cement Abrasives and other Building Materials	264·1 68·3 30·0 58·9 15·4 91·5	81·0 7·3 38·0 19·2 1·7 14·8	345.1	264·9 67·9 30·9 58·3 15·3 92·5	80·9 6·9 37·6 19·2 1·8 15·4	345·8 74·8 68·5 77·5 17·1 107·9	261·7 67·0 31·1 58·0 15·4 90·2	80·1 6·7 37·4 19·0 1·7 15·3	341·8 73·7 68·5 77·0 17·1 105·5	259·6 66·7 31·1 57·8 15·4 88·6	79·9 6·8 37·2 19·0 1·7 15·2	339 · 5 73 · 5 68 · 3 76 · 8 17 · 1 103 · 8
Timber, Furniture, etc. Timber Furniture and Upholstery Bedding, etc. Shop and Office Fitting Wooden Containers and Baskets Miscellaneous Wood and Cork Manufactures	228 · 8 79 · 6 79 · 6 10 · 1 25 · 5 18 · 7 15 · 3	58·4 12·3 20·5 9·4 4·6 6·1 5·5	287 · 2 91 · 9 100 · 1 19 · 5 30 · 1 24 · 8 20 · 8	229·0 80·3 78·9 9·7 25·9 18·9 15·3	57·4 12·5 20·5 8·6 4·1 6·0 5·7	286·4 92·8 99·4 18·3 30·0 24·9 21·0	227·2 79·7 78·0 9·6 26·0 18·7 15·2	56·7 12·4 20·1 8·6 4·1 5·9 5·6	283 · 9 92 · 1 98 · 1 18 · 2 30 · 1 24 · 6 20 · 8	224·6 78·5 77·0 9·4 26·1 18·5 15·1	8·6 4·2 5·8	280 · 6 90 · 6 96 · 8 18 · 0 30 · 3 24 · 3 20 · 6

^{*} Estimates in these columns are subject to revision in the light of information to be derived from the mid-1963 count of National Insurance cards.

Numbers Employed in Great Britain: Industrial Analysis—continued

(Thousands)

no line and a Industry agent of Establish	End	-February	1962	Mid-	December	1962*	Mid	-January	1963*	Mid-	February	1963*
ring and short-time working sickness,	Males	Females	Total									
Paper, Printing and Publishing Paper and Board Cardboard Boxes, Cartons, etc. Other Manufactures of Paper and Board Printing, Publishing of Newspapers, etc. Other Printing, Publishing, Bookbinding, etc.	402·5	218·6	621·1	406·9	217·6	624·5	406·2	215·6	621·8	406·0	215·2	621·2
	74·3	21·7	96·0	74·8	21·6	96·4	74·8	21·5	96·3	74·7	21·6	96·3
	31·7	35·9	67·6	32·3	34·8	67·1	32·5	34·1	66·6	32·5	34·1	66·6
	33·6	37·6	71·2	33·9	36·4	70·3	33·8	35·8	69·6	33·7	35·3	69·0
	106·5	29·5	136·0	106·8	30·2	137·0	106·2	30·0	136·2	106·3	30·1	136·4
	156·4	93·9	250·3	159·1	94·6	253·7	158·9	94·2	253·1	158·8	94·1	252·9
Other Manufacturing Industries Rubber Linoleum, Leather Cloth, etc. Brushes and Brooms Toys, Games and Sports Equipment Miscellaneous Stationers' Goods Plastics Moulding and Fabricating Miscellaneous Manufacturing Industries	183·1	121.6	304·7	187·5	120·7	308·2	186·9	118·7	305·6	186·9	118·0	304·9
	86·6	38.2	124·8	87·1	37·1	124·2	87·0	36·9	123·9	87·1	36·7	123·8
	12·9	4.0	16·9	12·4	3·9	16·3	12·3	3·9	16·2	12·2	3·8	16·0
	7·5	7.7	15·2	7·9	7·7	15·6	7·8	7·6	15·4	7·9	7·6	15·5
	12·3	20.3	32·6	12·7	20·2	32·9	12·5	19·4	31·9	12·8	19·1	31·9
	5·1	6.3	11·4	5·9	6·8	12·7	5·8	6·7	12·5	5·7	6·6	12·3
	37·4	30.0	67·4	39·9	30·5	70·4	40·0	29·7	69·7	39·8	29·8	69·6
	21·3	15.1	36·4	21·6	14·5	36·1	21·5	14·5	36·0	21·4	14·4	35·8
Total, All Manufacturing Industries	5,953 · 8	2,821 · 9	8,775 - 7	5,891 · 3	2,792 · 6	8,683 · 9	5,871 · 7	2,763 · 2	8,634.9	5,852 · 0	2,756 · 7	8,608 · 7
Construction	1,406.7	78 · 1	1,484 · 8	1,404.5	79.7	1,484 · 2	1,263 · 5	79.7	1,343 · 2	1,198 · 5	79.7	1,278 · 2
Gas, Electricity and Water Gas Electricity Water Supply	340·3	45·8	386·1	347·5	47·0	394·5	347·7	47·1	394·8	349·6	47·3	396·9
	110·4	15·1	125·5	110·2	15·2	125·4	110·2	15·4	125·6	111·9	15·5	127·4
	194·4	28·1	222·5	200·7	29·1	229·8	200·9	29·0	229·9	201·1	29·1	230·2
	35·5	2·6	38·1	36·6	2·7	39·3	36·6	2·7	39·3	36·6	2·7	39·3
Transport and Communication	218·2	47·1	265·3	219·5	45·5	265·0	218·3	44·7	263·0	219·3	44·5	263·8
	176·4	16·3	192·7	178·8	16·6	195·4	177·0	16·4	193·4	176·7	16·4	193·1
Distributive Trades Wholesale Distribution Retail Distribution Dealing in Coal, Builders' Materials, Grain	1,350·0	1,486·0	2,836·0	1,368·3	1,601 · 8	2,970·1	1,363·7	1,510·5	2,874·2	1,361 · 8	1,497·2	2,859·0
	341·2	193·0	534·2	347·7	197 · 9	545·6	344·7	195·1	539·8	344 · 1	193·3	537·4
	786·3	1,223·6	2,009·9	796·6	1,334 · 4	2,131·0	793·5	1,245·8	2,039·3	792 · 3	1,234·3	2,026·6
and Agricultural Supplies	128·0	36·4	164·4	130·5	36·9	167·4	132·5	37·1	169·6	132·4	37·1	169·5
	94·5	33·0	127·5	93·5	32·6	126·1	93·0	32·5	125·5	93·0	32·5	125·5
Miscellaneous Services Cinemas, Theatres, Radio, etc. Sport and other Recreations Betting Catering, Hotels, etc. Laundries Dry Cleaning, Job Dyeing, Carpet Beating, etc. Motor Repairers, Distributors, Garages, etc. Repair of Boots and Shoes	66·2	65·4	131·6	65.9	66.5	132·4	66·0	67·0	133·0	66·0	67·1	133·1
	28·7	17·3	46·0	29.4	19.0	48·4	29·0	18·6	47·6	29·1	18·7	47·8
	15·9	26·4	42·3	16.4	26.3	42·7	16·2	26·2	42·4	16·0	24·6	40·6
	182·7	360·6	543·3	188.9	365.2	554·1	186·2	357·9	544·1	183·4	356·2	539·6
	30·3	93·4	123·7	30.0	90.9	120·9	30·1	90·6	120·7	30·3	90·5	120·8
	11·9	33·8	45·7	11.8	33.7	45·5	11·8	33·5	45·3	11·8	33·5	45·3
	306·5	65·5	372·0	309.4	66.1	375·5	308·6	66·0	374·6	307·4	65·7	373·1
	12·3	3·9	16·2	12.3	4.0	16·3	12·2	3·9	16·1	12·0	3·8	15·8

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

The following Table shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries† in the week ended 16th February 1963. 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

sta la bertani ollalmi odi zbusvot dway a of siz Cotti vint 100 zabra 22 (190) nile Brismos, l	hash is	Estimate	ed number of	of operative	es, exclud- overtime			umber of	operatives o	on short-tir	ne
Industry	Esti- mated total	di di siss	Per-		overtime	1962 med et, es in t	Derga Augent	enhal est Li semus	Total	Hou	rs lost
adility in the parameter and some solution of the solution of	number of oper- atives (000's)	Number (000's)	centage of all oper- atives (per cent.)	Number (000's)	Average per operative on overtime	Stood off for whole week	Working part of week	Total on short- time	as percentage of all operatives	Number	Average per operative on short-time
Food, Drink and Tobacco	559	157.5	28.2	1,288	8 · 2	1.7	4.7	6.4	$\frac{\text{(per cent.)}}{1 \cdot 1}$	(000's)	19.4
Bread and Flour Confectionery Cocoa, Chocolate and Sugar Confectionery	107 73	36.0	33·6 16·3	273 73	7·6 6·2	0.3	2.3	2.6	3.6	40	15.6
Chemicals and Allied Industries	294 124	67·9 29·4	23·1 23·7	659 316	9·7 10·7	=	0·5 0·1	0·5 0·1	0·2 0·1	5 2	9.8
Metal Manufacture Iron and Steel (General) Steel Tubes Iron Castings, etc.	440 208 38 95	101 · 8 23 · 8 10 · 4 31 · 8	23·1 11·4 27·4 33·5	834 207 89 261	8·2 8·7 8·5 8·2	$\begin{array}{c} 1 \cdot 1 \\ 1 \cdot 0 \\ \hline 0 \cdot 1 \end{array}$	20·5 11·9 2·7 4·2	21·6 12·9 2·7 4·3	4·9 6·2 7·1 4·5	232 158 22 39	10·8 12·2 8·3 9·2
Engineering and Electrical Goods (inc. Marine Engineering) Non-Electrical Engineering. Electrical Machinery, Apparatus, etc.	1,446 901 545	494·4 336·2 158·2	34·2 37·3 29·0	3,728 2,536 1,192	7·5 7·5 7·5	0·9 0·8 0·1	15·9 12·6 3·3	16·8 13·4 3·4	1·2 1·5 0·6	171 142 29	10·2 10·6 8·5
Vehicles Motor Vehicle Manufacturing Aircraft Manufacturing and Repairing Railway Carriages and Wagons, etc	618 348 157 44	209·3 133·0 53·7 5·9	33·9 38·2 34·2 13·4	1,544 962 421 46	7·4 7·2 7·8 7·8	1·8 1·8	16·5 12·6 2·4 1·5	18·3 12·6 4·2 1·5	3·6 2·7 3·4	211 106 93 12	11·5 8·4 22·3 7·9
Metal Goods not Elsewhere Specified	407	118-4	29 · 1	877	7.4	0.2	11.3	11.5	2.8	112	9.8
Textiles	657 186 160 102 58	110·7 15·0 39·8 9·5 20·2	16·8 8·1 24·9 9·3 34·8	837 107 329 54 164	7·6 7·2 8·3 5·7 8·1	4·2 1·6 0·4 1·9	20·4 7·1 2·6 6·3 3·3	24·6 8·7 3·0 8·2 3·3	3·7 4·7 1·9 8·0 5·7	377 135 46 142 32	15·3 15·6 15·5 17·4 9·6
Leather, Leather Goods and Fur	44	8.4	19.1	58	6.9	+	0.8	0.8	1.8	9	11.9
Clothing and Footwear	449 23 103 39 90 95	29·6 1·6 7·5 1·8 6·1 6·6	6.6 7.0 7.3 4.6 6.8 6.9	136 10 34 8 26 30	4.6 6.3 4.5 4.5 4.2 4.5	0·7 	26·2 1·0 6·7 1·2 1·4 14·0	26·9 1·0 6·8 1·2 1·6 14·2	6·0 4·3 6·6 3·1 1·8 14·9	238 8 58 10 22 116	8·9 8·3 8·5 8·9 14·4 8·2
Bricks, Pottery, Glass, Cement, etc	259 62 56	59·5 13·5 5·3	23·0 21·8 9·5	487 96 40	8·2 7·1 7·6	4·0 0·3 0·6	9·6 2·6 2·9	13·6 2·9 3·5	5·3 4·7 6·3	261 37 47	19·2 12·7 13·5
Timber, Furniture, etc Timber Furniture and Upholstery Bedding, etc	205 68 73 13	40·8 13·6 11·7 1·1	19·9 20·0 16·0 8·5	303 90 72 7	7·4 6·6 6·2 6·6	1·3 0·4 0·7 0·1	17·4 3·4 10·3 2·4	18·7 3·8 11·0 2·5	9·1 5·6 15·1 19·2	250 54 151 30	13·3 14·5 13·6 12·2
Paper, Printing and Publishing Paper and Board Printing, Publishing of Newspapers, etc. Other Printing, Publishing, etc.	417 75 73 162	133·0 22·3 28·4 54·7	31·9 29·7 38·9 33·8	1,034 210 208 411	7·8 9·5 7·3 7·5	0·2 	2·3 0·9 	2·5 0·9 — 0·2	0·6 1·2 — 0·1	30 11 —	11·9 11·3 ——————————————————————————————————
Other Manufacturing Industries Rubber	222 92	63.6	28·7 33·3	524 246	8·2 8·1	0.3	2.4	2·7 2·0	1.2	29 13	10.8
Total, All Manufacturing Industries†	6,017	1,594 · 9	26.5	12,309	7.7	16.4	148 · 5	164.9	2.7	2,049	12.4

^{*} Estimates in these columns are subject to revision in the light of information to be derived from the mid-1963 count of National Insurance cards. † Excluding Shipbuilding and Ship Repairing.

and (2) of average hours worked by operatives in manufacturing industries in one week in each month. Both indices have been compiled for manufacturing industry as a whole (excluding shipbuilding and ship repairing) and also for broad industrial groups within manufacturing industries, but the figures for these groups are likely to be less reliable. A full account of the method of calculation, together with indices from 1956 onwards, was published on pages 305 to 307 of the August 1962 issue of this GAZETTE.

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

Indices have been calculated (1) of the total weekly hours worked average numbers of hours worked by operatives. In the calculation account is taken of overtime and short-time working, sickness, holidays and of women operatives who work part-time. The figures of average weekly hours worked per head by full-time operatives, estimated as part of the calculation, are given in index form in

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

Table I.—Index of Total Weekly Hours Worked

Table II.—Index of Average Hours Worked Per Head

				(A	verage 195	58 = 100)	11-28 12-30-1				(A	verage 195	8 = 100)
STATE PROPERTY OF THE PROPERTY	All Manu- facturing Indus- tries	Engi- neering, Elec- trical Goods, Metal Goods	Vehicles	Textiles, Leather, Clothing	Food, Drink, Tobacco	Other Manu- factur- ing	4 1:26 TES	All Manu- facturing Indus- tries	Engi- neering, Elec- trical Goods, Metal Goods	Vehicles	Textiles, Leather, Clothing	Food, Drink, Tobacco	Other Manufacturing
1956	104·2 103·5 100·0 100·5 103·5 102·5 99·7	102·1 102·1 100·0 99·8 103·0 105·6 103·7	105·2 102·9 100·0 103·2 106·2 101·3 98·4	109·8 108·6 100·0 100·2 101·6 96·6 92·3	100·0 99·4 100·0 99·0 100·0 100·0 99·9	104·0 103·5 100·0 100·9 105·3 104·1 100·4	1956	101·2 101·1 100·0 100·8 99·9 98·6 97·6	101·3 101·1 100·0 100·4 99·4 99·0 97·7	100·9 101·3 100·0 101·6 98·5 97·5 96·9	101·3 101·5 100·0 101·5 101·8 98·2 97·1	100·3 100·2 100·0 99·6 99·3 98·0 97·6	101·3 101·2 100·0 100·7 100·0 98·7 97·6
Week ended: 1962 January 27 February 24 March 31 April 14 May 26 June 23 July 21*† August 18* September 15 October 20 November 17† December 15	99·3 100·8 100·4 100·5 100·7 100·5 94·8 81·8 100·4 100·0 99·5 99·0	103 · 8 105 · 3 104 · 9 105 · 2 105 · 4 104 · 7 99 · 6 103 · 4 102 · 9	98·4 101·4 101·4 101·4 100·5 100·4 96·0 100·2 98·4 97·7 98·1	93.5 94.6 93.6 92.2 93.5 93.2 83.5 92.4 93.2 93.2 93.2	95.6 97.0 97.5 98.4 100.0 100.6 101.8 102.0 101.4 100.6 100.2	99·9 101·1 100·7 100·9 101·1 100·7 96·2 100·9 100·4 99·9 99·4	Week ended: 1962 January 27 February 24 March 31 April 14 May 26 June 23 July 21*† August 18* September 15 October 20 November 17† December 15	97·1 97·9 97·9 98·1 97·9 98·0 98·2 97·5 97·2 97·1	97·6 98·2 98·2 98·3 98·3 98·0 98·2 97·5 97·2 97·2	96·1 98·0 98·2 98·0 97·3 97·5 95·9 96·9 95·6 95·0 95·7	96.8 97.4 97.1 97.2 97.0 97.2 97.4 96.9 97.2 97.2 97.3	96·6 97·3 97·5 97·8 97·8 98·2 98·6 97·7 97·2 97·2	96·7 97·5 97·7 97·9 98·0 98·2 97·7 97·4 97·1
1963 January 19 February 16	96·8 96·2	100·9 100·2	97·7 97·3	91·5 90·7	94·7 94·3	96·6 95·8	1963 January 19 February 16	96·1 96·1	96·2 96·2	95·7 96·1	96·4 96·3	95.8	95.9

* In the calculations, use is made of information obtained on "L" returns, and from June 1962 onwards these relate to a week towards the middle instead of at the end of the month. In consequence the indices for July and August 1962 also relate to earlier weeks in the month and, compared with 1961, the index for July 1962 is less affected by holidays and the index for August 1962 much more affected. It is estimated that, if the indices of total weekly hours worked for manufacturing industry as a whole for July and August 1962 had related, as in the previous year, to the last full weeks in the month, the index for July 1962 would have been approximately six points lower and the index for August 1962 approximately 15 points higher. In view of the heavy incidence of holidays in the week ended 18th August 1962, the information at present available about the spread over the various industry groups is considered insufficiently reliable for the calculation of estimates; only indices for manufacturing industry as a whole are therefore given. To preserve comparability, estimates for the last full week of August 1962 have been used in the calculation of the annual averages for 1962.

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

ESTIMATED NORMAL SEASONAL MOVEMENTS IN THE STATISTICS OF UNEMPLOYMENT AND OF UNFILLED VACANCIES IN 1963

Amendment: The estimates of the normal seasonal movements in the statistics of unfilled vacancies for the Midlands and the Yorkshire and Lincolnshire Regions published in the January 1963 issue of this GAZETTE (page 10) should be amended to read as follows:—

Table VII.—Estimated Normal Monthly Seasonal Deviations in the Total Numbers of Unfilled Notified Vacancies

	in the Administrative Regions of Great Britain in 1705												
Region	January	February	March	April	May	June	July	August	September	October	November	December	
Midlands	- 5.0	- 4.9	- 2.3	+ 1.6	+ 0.2	+ 3.3	+ 6.3	+ 4.6	- 0.1	- 0.9	- 1.1	- 1.7	
Yorkshire and Lincolnshire	- 2.6	- 3.3	- 1.8	+ 1.6	+ 0.1	+ 1.9	+ 4.8	+ 2.8	+ 0.3	- 0.7	- 1.7	- 1.1	

Table VIII.—Estimated Normal Monthly Seasonal Changes in the Total Numbers of Unfilled Notified Vacancies in the Administrative Regions of Great Britain in 1963

							SOUR SERVICE		The State of the S		CONTRACTOR OF THE PARTY OF THE	A CONTRACTOR OF THE PARTY OF TH
Region	December to January	January to February	February to March	March to April	April to May	May to June	June to July	July to August	August to September	September to October	October to November	November to December
Midlands	- 3.3	+ 0.1	+ 2.6	+ 3.9	- 1.4	+ 3.1	+ 3.0	- 1.7	- 4.7	- 0.8	- 0.2	- 0.6
Yorkshire and Lincolnshire	- 1.5	- 0.7	+ 1.5	+ 3.4	- 1.5	+ 1.8	+ 2.9	- 2.0	- 2.5	- 1.0	- 1.0	+ 0.6
	The second second	OF REAL PROPERTY.	COLUMN STREET	DAY SOLD STORY	15-160 E15500 DES	15 14 12 14 14 14 14 14 14 14 14 14 14 14 14 14	PORT BEARING	1 2 A 3 M S	1500	THE WALLEST AND A	AND DESCRIPTION OF THE PARTY OF	A STATE OF THE PARTY OF

Ministry of Labour Gazette April 1963

Unemployment at 11th March 1963

SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 11th March 1963 were:—

- 100	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly Unemployed* Temporarily Stopped†	468,602 52,927	27,737 1,889	121,548 9,790	18,198 1,449	636,085 66,055
Total	521,529	29,626	131,338	19,647	702,140
Change since 11th February	-160,362	- 10,427	- 1,457	- 3,977	-176,223

DURATION OF UNEMPLOYMENT

The following Table analyses the wholly unemployed* in Great Britain at 11th March 1963 according to duration of unemployment.

Duration in weeks	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
One or less Over 1, up to 2	04 700	3,891 2,974	10,748 8,261	2,889 2,108	55,878 38,133
Up to 2	63,140	6,865	19,009	4,997	94,011
Over 2, up to 3 Over 3, up to 4 Over 4, up to 5	18,106	2,126 1,753 1,802	6,816 6,335 5,892	1,520 1,160 1,071	29,979 27,354 26,241
Over 2, up to 5	55,099	5,681	19,043	3,751	83,574
Over 5, up to 8	47,650	4,280	14,306	2,630	68,866
Over 8	302,713	10,911	69,190	6,820	389,634
Total	468,602	27,737	121,548	18,198	636,085

The rate of unemployment‡ at 11th March was 3·1 per cent. and at 11th February it was 3·9 per cent.

At 11th March 65,118 married women were registered as

Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of normal seasonal movement estimates published in the January 1963 issue of this GAZETTE, pages 8 to 10), the number of persons registered as wholly unemployed on 11th March was 627,745, consisting of 490,905 males and 136,840 females.

NUMBERS UNEMPLOYED: 1953 to 1963

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

1 1 1 00 m	241251	100000000000000000000000000000000000000				
124 26	Who		Tempo		Total	United Kingdom Total
929 55 5	Males	Females	Males	Females	100 ACC	ordenances:
1953	204,300 176,500 137,400 151,000 204,300 293,800 322,600 248,200 226,300 321,900	115,600 95,100 75,700 78,600 90,200 116,300 121,900 97,500 85,800 110,000	13,900 7,900 9,300 17,800 12,300 27,600 21,200 11,600 23,300 23,000	8,200 5,300 9,800 9,600 5,700 19,700 9,500 3,100 5,300 8,300	342,000 284,800 232,200 257,000 312,500 457,400 475,200 360,400 340,700 463,200	380,000 317,800 264,500 287,100 347,200 500,900 512,100 392,800 376,800 499,900
14th Jan 11th Feb 11th Mar	486,974 517,915 496,339	142,054 142,758 139,746	174,967 204,029 54,816	11,104 13,661 11,239	815,099 878,363 702,140	861,047 932,946 747,324

REGIONAL ANALYSIS: UNITED KINGDOM

The following Tables show the numbers unemployed, the rates of unemployment[‡], and the numbers wholly unemployed excluding "school-leavers" in each administrative Region of England and in Scotland, Wales and Northern Ireland at 11th March 1963.

8 8 1 18 1 880,7 13	of the	Whol	ly Unemplo	oyed*		1000	Temp	orarily Sto	pped†		Total Unemployed		
Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Males	Females	Total
London and S.E	E 77,636 3,503 17,536 buthern . 40,628 2,415 9,945 22,229 1,055 6,735 55,670 2,461 12,598 Lincolnshire§ 36,880 1,945 8,400 2	1,693 1,503 985 1,413 1,610 2,815 2,791 3,330 2,058	1,503 54,491 985 31,004 1,413 72,142 1,610 48,835 2,815 100,800 2,791 71,651 3,330 114,814	3,206 5,451 1,046 14,682 6,473 5,215 6,564 8,749 1,541	76 137 31 426 255 227 304 325 108	549 365 138 2,060 1,124 3,711 553 1,208 82	49 42 23 374 227 312 127 262 33	3,880 5,995 1,238 17,542 8,079 9,465 7,548 10,544 1,764	84,421 48,631 24,361 73,239 45,553 82,041 64,857 94,727 33,325	19,827 11,855 7,881 16,445 11,361 28,224 14,342 30,631 10,419	104,248 60,486 32,242 89,684 56,914 110,265 79,199 125,358 43,744		
Great Britain	468,602	27,737	121,548	18,198	636,085	52,927	1,889	9,790	1,449	66,055	551,155	150,985	702,140
Northern Ireland	30,477	1,456	10,381	887	43,201	1,062	14	811	96	1,983	33,009	12,175	45,184
United Kingdom	499,079	29,193	131,929	19,085	679,286	53,989	1,903	10,601	1,545	68,038	584,164	163,160	747,324

3-3 784 2,487 48.86		centage rat		olyroint	Dura	tion of un	employme	ent: whol	ly unempl	oyed*		Wholly	Unemployed	
Region	un	employme	nt‡	brishlets	Ma	iles			Fem	ales		excluding "school-leavers"		
1-8 Par Troja 1	Males	Females	Total	Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks	Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks	Total	Change since 11th February	
London and S.E	2·4 3·0 2·9 3·1 3·2 4·4 7·2 6·8 4·9	0.9 1.3 1.8 1.3 1.5 2.5 3.5 3.9	1·8 2·4 2·5 2·5 2·6 3·7 6·0 5·7 4·5	15,187 7,161 3,585 6,869 5,744 11,389 6,869 9,897 3,304	12,306 5,328 2,463 7,407 4,979 9,720 5,457 9,857 3,263	9,274 5,285 2,080 6,777 4,161 7,803 4,992 8,696 2,862	44,372 25,269 15,156 37,078 23,941 47,687 40,671 57,203 22,247	5,393 2,169 1,201 2,480 1,866 4,163 1,640 3,852 1,242	4,121 2,044 1,302 2,404 1,779 3,826 1,974 4,090 1,254	2,550 1,573 940 1,660 1,339 2,866 1,728 3,249 1,031	7,165 5,662 4,277 7,467 5,026 13,346 8,320 17,970 6,777	99,847 54,036 30,754 71,490 48,194 99,716 69,582 112,941 41,185	- 10,236 - 2,344 - 2,648 - 2,404 - 1,056 + 1,151 + 558 - 463 - 1,927	
Great Britain	3.8	1.9	3.1	70,005	60,780	51,930	313,624	24,006	22,794	16,936	76,010	627,745	- 19,369	
Northern Ireland	10.8	6.8	9.3	3,155	7,9	04	20,874	1,187	2,9	37	7,144	-	THE AMERICAN	

* Including unemployed casual workers, see footnote † on page 163.

† The temporarily stopped are persons suspended from work on the understanding that they are shortly to return to their former employment.

‡ Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed).

§ The new Yorkshire and Lincolnshire and Midlands Regions were formed on 1st April 1962 by adding Lincolnshire to East and West Ridings Region and the ainder of the former North Midland Region to the Midland Region. The numbers and percentages unemployed in the former Regions at 11th March 1963 were

						THINDEIS			1 el centuges	
					Males	Females	Total	Males	Females	Total
Midland			 	 	49,501	10,255	59,756	3.4	1.3	2.6
North Midlar			 		31,389	8,349	39,738	3.0	1.6	2.5
East and Wes	t Ridii	ngs	 	 	37,902	9,202	47,104	3.1	1.4	2.5

Statistics relating to Numbers Unemployed and Placing work for the old Regions are available on application to Statistics Department, S.1(A), Ministry of Labour, Orphanage Road, Watford, Herts.

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 11th March 1963 and the percentage rates of unemployment.

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

R	Number Registers a	rs of per it 11th M	sons on March 19	63	Per- centage
Men 18 and over	Women 18 and over	Boys and Girls under 18	Total	Temporarily stopped (inc. in total)	rate of un- employ- ment*

	R	Number legisters a	rs of per at 11th N	sons on March 19	63	Per-
NAME OF BRIDE OF BRIDE	Men	Women	Boys	Topics.	Tempo-	rate of
	18 and	18 and	Girls	Total	rarily	employ- ment*
	over	over	under 18	7 70	(inc. in total)	Sunogo Febru

	18 and over	18 and over	Girls under 18	Total	stopped (inc. in total)	employ- ment*		18 and over	18 and over		Total	stopped (inc. in total)	employ ment*
boundale resident Princ	cipal To	wns (By	Regio	on)	tily) Q v styvato bayato	The T	Develop	oment D	istricts	(By R	egion)	Par S	(va.)
London and South Eastern Greater London Brighton and Hove Chatham	62,063 3,101 1,510	13,300 808 490	3,343 239 220	78,706 4,148 2,220	2,749 199 11	1·7 4·5 3·2	South Western †Bideford	534 690 85 500 70	83 239 51 123 24	37 82 13 57 3	654 1,011 149 680 97	15 28 — 6	8·4 6·8 7·9 6·8 14·1
Eastern and Southern Bedford	846 2,876 517 1,204	240 870 54 406	87 150 13 158	1,173 3,896 584 1,768	134 158 43 134	2·6 4·1 1·0 2·9	Helston Ilfracombe Liskeard and Looe Newquay and Perranporth Penzance, St. Ives and St.	174 215 230 329	86 108 94 172	20 26 36 39	280 349 360 540	2 9 10 5	7·3 11·3 7·6 7·4
Luton †Norwich Oxford	1,046 2,395 1,160 3,683	210 516 132 1,256	55 266 36 430	1,311 3,177 1,328 5,369	82 81 448 210	1·7 3·6 1·5 4·0	Mary's Yorkshire and Lincolnshire Bridlington	745 525	102	82	671	158	8 · 6
†Portsmouth †Reading †Slough †Southampton Southend-on-Sea Watford	1,108 866 4,335 1,898 510	286 122 558 494 110	99 66 252 154 40	1,493 1,054 5,145 2,546 660	19 13 320 164 36	2·1 1·1 3·7 5·0 1·1	North Western Merseyside and Prescot ‡Widnes Northern Aspatria, Cockermouth,	27,895 833	7,972 351	3,633 122	39,500 1,306	818 83	6.4
South Western †Bristol	4,172	792	194	5,158	214	2.1	Maryport and Workington	1,429	445	202	2,076	542	7.4
Exeter Gloucester Swindon	747 1,048 1,942 715	210 386 673 199	63 92 280 111	1,020 1,526 2,895 1,025	31 29 19 139	2·3 2·7 3·3 1·7	Bank and Stockton and Thornaby Bishop Auckland, Crook, Shildon and Spenny-	9,182	1,771	1,664	12,617	1,192	7.1
Midlands †Birmingham Burton-on-Trent	14,135 674 2,159	2,709 219 436	690 41 229	17,534 934 2,824	1,445 294 694	2·6 3·1 3·7	moor Blaydon Blyth Chester-le-Street Consett	3,026 814 827 574 853	498 117 141 93 119	558 164 108 138 122	4,082 1,095 1,076 805 1,094	541 211 141 49 248	8·8 9·3 8·1 7·1 5·3
Coventry	3,695 2,307 3,291 838 891	830 726 679 342 170	255 221 118 118 56	4,780 3,254 4,088 1,298 1,117	1,166 462 894 266 63	2·6 2·8 2·1 2·3 1·7	Darlington Guisborough Hartlepools Haswell and Horden Loftus	1,503 204 3,019 881 226	342 24 677 194 44	86 264 204	1,931 228 3,960 1,279 270	382 38 187 101 46	4·0 9·8 10·6 7·3 6·6
†Nottingham Oldbury	5,471 951 548 1,140	1,046 90 242 83	269 33 74 26	6,786 1,074 864 1,249	823 563 36 365	2·8 3·7 1·7 2·8	Prudhoe Saltburn Seaton Delaval South East Tyneside Stanley	183 566 284 4,850 806	33 83 40 928 151	30 50 545 103	246 649 374 6,323 1,060	32 256 26 223 61	7·4 17·0 11·0 9·5 5·5
†Stoke-on-Trent Walsall West Bromwich Wolverhampton Worcester.	3,408 1,981 1,267 2,395 612	811 343 135 604 71	241 81 24 220 13	4,460 2,405 1,426 3,219 696	596 591 325 279 48	2·9 3·8 3·1 2·9 1·5	Sunderland, Seaham and Houghton-le-Spring Whitby Wingate	7,594 481 547	1,420 100 118	916 72 —	9,930 653 665	723 115 35	8·4 14·7 7·2
Orkshire and Lincolnshire †Barnsley	1,747 3,806	412 491	183 155	2,342 4,452	293 616	3·2 2·5	Aberdeen, Inverurie and Stonehaven Anstruther Ardrossan, Dalry, Irvine,	3,371 130	849 69	134 10	4,354 209	56 24	4·5 8·3
Dewsbury Doncaster Grimsby Halifax	613 1,491 2,190 853	116 408 187 148	17 309 157 43	746 2,208 2,534 1,044	130 325 90 227	2·5 2·6 4·0 2·1	Kilbirnie, Kilwinning and Stevenston Bathgate, Broxburn and the Calders	1,793 1,668	965 501	228 311	2,986 2,480	346 304	8·9 9·2 9·9
Huddersfield	1,013 4,314 4,821 843	339 856 760 142	30 531 252 109	1,382 5,701 5,833 1,094	189 223 418 45	1·5 3·7 2·2 2·2	Cumnock	1,065 1,402 2,906	265 585 759	79 219 243	1,409 2,206 3,908	9 16 92	9·9 9·2
Rotherham Scunthorpe Sheffield Wakefield York	1,421 1,024 6,217 527 1,145	160 666 993 168 246	235 184 341 40 95	1,816 1,874 7,551 735 1,486	386 318 1,990 39 48	3·3 3·7 2·8 1·5 2·4	Dunfermline, Burntisland, Cowdenbeath and Inver- keithing Girvan Glasgow (inc. Barrhead,	1,943	1,091	352 25	3,386 317	161 76	6.8
orth Western Accrington	719	476	66	1,261	455	5.3	Clydebank, Kirkintil- loch and Rutherglen) Greenock and Port Glas- gow	29,923	6,576 1,026	2,485 361	38,984 4,033	2,487	6.6
Ashton-under-Lyne Barrow Blackburn	651 1,247 985 2,620	228 676 613 1,045	20 162 44. 137	899 2,085 1,642	149 204 206 81	2·8 6·3 3·0 7·3	Highlands and Islands Kilsyth Kirkcaldy, Glenrothes, Leven and Methil	5,995	1,386	903 48	8,284 495	669	10·1 6·3
Bolton Burnley Bury	1,952 1,190 478	311 735 149	109 97 17	3,802 2,372 2,022 644	280 624 149	2·8 5·0 2·1	Leven and Methil Lesmahagow North Lanarkshire Paisley, Johnstone and	2,301 283 9,705	1,295 48 3,693	407 32 1,286	4,003 363 14,684	192 38 2,279	8·1 11·4 9·7
Crewe	503 10,408 2,250	349 1,485 446	97 646 214	949 12,539 2,910	79 667 276	3.2	Renfrew Peterhead, Fraserburgh, Banff and Buckie	2,043	1,209	218 143	3,470 2,585	216 846	10.6
Oldham Preston Rochdale St. Helens Stockport	1,789 1,611 1,112 1,346 1,166	632 727 137 1,137 311	65 128 20 336 108	2,486 2,466 1,269 2,819 1,585	651 176 208 124 108	2·6 2·9 2·6 4·8 2·0	Rothesay	162 121 434 402	83 80 192 148	31 22 71 87	276 223 697 637	7 7 24 65	9·6 9·2 10·7 10·3
Warrington	1,021 1,610	523 398	109 165	1,653 2,173	272 257	2·7 5·1	Ammanford, Garnant, Ponterdawe and Ystaly- fera	529	247	80	856	9	5.0
orthern Carlisle Cateshead Newcastle-upon-Tyne Wallsend	878 3,122 7,474 3,311	391 382 1,312 527	70 288 890 281	1,339 3,792 9,676 4,119	25 397 842 258	3·2 6·3 5·1 6·8	Anglesey	927	401	156	1,302	25	6.7
otland Edinburgh	tro tempe	1,284	397	7,200	126	3.1	Llanelly, Burry Port, Gorseinon, Kidwelly, Ponterdulais and Tumble Merthyr Tydfil Milford Haven and Pem-	1,970 954	569 187	144 83	2,683 1,224	440 39	6.5
ales	4,595	749	377	5,721	458	3.9	broke Dock Rhondda, Pontyclun and Tonyrefail Rhyl	2,224 683	482 223	92 230 49	1,183 2,936 955	67 20	12·8 8·4 7·3
Newport Swansea	1,453 2,288	208 479	235 225	1,896 2,992	71 61	2·6 4·8	Total, All Development			Digital Control	43		

^{.. | 151,096 | 40,976 | 18,096 | 210,168 | 14,877 | 7·2} * Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1961.
† Figures include those for certain adjacent Employment Exchange areas details of which were given on page 475 of the December 1962 issue of this GAZETTE.
‡ Designated as Development Districts as from 26th February 1963.

Districts

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: MARCH 1963

The Table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 11th March 1963, according to the industry in which they were last employed. The analysis is based on the Standard Industrial Classification (1958). Figures are shown for

	Great Britain								- United Winadam		
Industry	uner	Tholly inployed ing casuals)		porarily	1 10 10 10 10 10 10 10 10 10 10 10 10 10	Total	THE RES	U	nited King (all classe		
the attention the necessary on the pay and at a	Males	Females	Males	Females	Males	Females	Total	Males	Females	Total	
Agriculture, Forestry, Fishing Agriculture and Horticulture Fishing	14,558	3,031 2,981 17	3,744 1,437 2,271	336 331 3	22,143 15,995 5,585	3,367 3,312 20	25,510 19,307 5,605	26,445 19,820 5,994	3,537 3,477 22	29,982 23,297 6,016	
Mining and Quarrying	0 500	225 167	409 18	3 2	10,517 8,541	228 169	10,745 8,710	10,781 8,546	234 169	11,015 8,715	
Bread and Flour Confectionery Other Food Industries* (211, 213-229) Drink Industries* (231, 239) Tobacco	2,931	8,844 1,027 6,323 1,271 223	223 15 196 10 2	547 6 479 62	13,907 2,946 7,304 3,223 434	9,391 1,033 6,802 1,333 223	23,298 3,979 14,106 4,556 657	14,807 3,152 7,812 3,333 510	10,452 1,126 7,285 1,374 667	25,259 4,278 15,097 4,707 1,177	
Chemicals and Allied Industries Coke ovens, Oil Refineries etc.* (261–263) Chemicals and Dyes		2,059 90 502	109	35	6,842 1,303 2,974	2,094 90	8,936 1,393	6,962 1,313	2,116 91	9,078	
Metal Manufacture	12,984 10,926	1,081	9,368 8,925	227 186	22,352 19,851	1,308 919	3,487 23,660 20,770	3,049 22,447 19,927	1,317 925	3,571 23,764	
Angineering and Electrical Goods	26,916 19,667 2,164 1,090 3,995	7,827 3,263 1,849 667 2,048	6,267 5,407 37 246 577	649 220 153 199 77	33,183 25,074 2,201 1,336 4,572	8,476 3,483 2,002 866 2,125	41,659 28,557 4,203 2,202 6,697	34,199 25,741 2,387 1,353 4,718	8,834 3,628 2,152 880 2,174	43,033 29,369 4,539 2,233 6,892	
hipbuilding and Marine Engineering	21,228 19,527	337 251	421 387	11 10	21,649 19,914	348 261	21,997 20,175	24,111 21,965	354 267	24,465 22,232	
Motor Vehicle Manufacturing Motor Cycle, Three-Wheel Vehicle, Pedal Cycle Mfg. Aircraft Manufacturing and Repairing Locomotives, Railway Carriages, etc.* (384, 385)	8,518 3,502 597 2,666 1,589	1,305 585 144 439 96	4,401 2,660 25 1,585 130	179 28 6 142 3	12,919 6,162 622 4,251 1,719	1,484 613 150 581 99	14,403 6,775 772 4,832 1,818	13,038 6,211 629 4,304 1,724	1,516 618 150 601 100	14,554 6,829 779 4,905 1,824	
Ietal Goods not Elsewhere Specified	10,381	3,329	2,820	753	13,201	4,082	17,283	13,362	4,167	17,529	
Spinning, Doubling, Cotton, Flax, Man-made Fibres Weaving of Cotton, Linen, and Man-made Fibres Woollen and Worsted Use Hosiery and other Knitted Goods Textile Finishing	9,059 1,673 1,104 2,194 645 581 1,063	7,438 1,213 1,597 1,318 169 1,127 453	3,638 593 468 274 2 1,343	4,250 1,072 1,240 337 4 1,192	12,697 2,266 1,572 2,468 647 1,924	11,688 2,285 2,837 1,655 173 2,319	24,385 4,551 4,409 4,123 820 4,243	13,954 2,607 1,832 2,500 654 2,167	14,167 2,864 3,314 1,737 176 2,574	28,121 5,471 5,146 4,237 830 4,741	
eather, Leather Goods and Fur	1,096	459	791 115	109 62	1,854	562 521	2,416 1,732	1,974	702 538	2,676 1,774	
lothing and Footwear	3,461 1,294	6,793 904	438 215	1,883 236	3,899 1,509	8,676 1,140	12,575 2,649	4,034 1,526	10,282 1,167	14,316 2,693	
ricks, Pottery, Glass, Cement, etc. Bricks, Fireclay and Refractory Goods Pottery Glass	7,703 2,498 1,098 1,551	1,412 266 410 551	1,897 849 374 97	469 25 400 17	9,600 3,347 1,472 1,648	1,881 291 810 568	11,481 3,638 2,282 2,216	9,945 3,465 1,497 1,667	1,919 294 830 576	11,864 3,759 2,327 2,243	
mber, Furniture, etc	7,448 2,492 3,096	1,063 263 307	4,291 461 3,585	349 24 229	11,739 2,953 6,681	1,412 287 536	13,151 3,240 7,217	12,047 3,062 6,810	1,459	13,506 3,365	
per, Printing and Publishing Paper, Board, Cartons, etc.* (481-483) Printing, Publishing, etc.* (486, 489)	3,932 2,028 1,904	2,994 1,747 1,247	347 309 38	133 89 44	4,279 2,337 1,942	3,127 1,836 1,291	7,406 4,173 3,233	4,375 2,382 1,993	3,299 1,935 1,364	7,368 7,674 4,317 3,357	
her Manufacturing Industries Rubber Plastics Moulding and Fabricating	4,972 2,012 1,293	2,722 615 600	404 114 24	453 10 45	5,376 2,126 1,317	3,175 625 645	8,551 2,751 1,962	5,505 2,161 1,327	3,277 670 651	8,782 2,831 1,978	
tal, All Manufacturing Industries	138,115	47,663	34,739	10,000	172,854	57,663	230,517	180,022	63,697	243,719	
nstruction	130,284	708	13,926	10	144,210	718	144,928	155,279	767	156,046	
s, Electricity and Water	4,408 35,780	215	519	53	4,430	216	4,646	4,654	233	4,887	
Railways Road Passenger Transport Road Haulage Contracting Sea Transport Port and Inland Water Transport Postal Services and Telecommunications	5,541 3,830 5,961 10,348 2,964 4,509	318 1,003 118 161 28 655	19 39 184 197 35 9	- 1 2 1 - 9	36,299 5,560 3,869 6,145 10,545 2,999 4,518	2,815 318 1,004 120 162 28 664	39,114 5,878 4,873 6,265 10,707 3,027 5,182	38,629 5,678 4,133 6,295 11,279 3,692 4,860	2,906 322 1,020 124 165 28 711	41,535 6,000 5,153 6,419 11,444 3,720 5,571	
tributive Trades	46,401	25,091	565	378	46,966	25,469	72,435	49,254	27,339	76,593	
urance, Banking and Finance	5,406	1,112	5	8	5,411	1,120	6,531	5,578	1,198	6,776	
scellaneous Services	6,565	7,464	38	28	6,603	7,492	14,095	6,874	8,091	14,965	
Intertainment, Sport, Betting* (881–883) Catering, Hotels, etc. Motor Repairers, Distributors, Garages, etc.	42,621 8,911 17,713 6,203	28,688 3,207 14,604 926	675 316 109 47	404 90 139 10	43,296 9,227 17,822 6,250	29,092 3,297 14,743 936	72,388 12,524 32,565 7,186	45,235 9,619 18,565 6,511	31,003 3,399 15,486 983	76,238 13,018 34,051 7,494	
lic Administration lational Government Service	24,328 10,132 14,196	3,034 1,711 1,323	174 27 147	18 2 16	24,502 10,159 14,343	3,052 1,713 1,339	27,554 11,872 15,682	25,595 10,647 14,948	3,377 1,950 1,427	28,972 12,597 16,375	
Service Personnel not Classified by Industry	2,455	244	-	+	2,455	244	2,699	2,565	254	2,819	
ged 18 and over	31,469 26,035 5,434	19,509 16,603 2,906	丰富	=	31,469 26,035 5,434	19,509 16,603 2,906	50,978 42,638 8,340	33,253 27,534 5,719	20,524 17,450 3,074	53,777 44,984 8,793	
GRAND TOTAL†	1 200.00	1.17 308 0		NO. STATE OF	17.2	V.00			-		

^{*} Statistics relate to more than one industry; figures in round brackets refer to Standard Industrial Classification (1958) and identify industries covered.

[†] The totals include unemployed casual workers (8,884 males and 303 females in Great Britain and 9,709 males and 330 females in the United Kingdom).

Men age

Boys un Women Girls un

Total

Placing Work of the Employment Exchanges

by the Employment Exchanges and Youth Employment Offices in Great Britain, together with the numbers of vacancies remaining unfilled at the end of each period.

mat <u>ion</u> ISS sprint	Four wee	eks ended uary 1963	Four wee		Total Number of Placings
	Placings	Vacancies unfilled	Placings	Vacancies unfilled	6th Dec. 1962 to 6th Mar. 1963 (13 weeks)
ed 18 and over der 18 aged 18 and over der 18	61,288 15,774 36,968 15,623	49,563 12,958 59,990 18,692	59,730 11,788 32,956 10,861	57,148 15,656 65,156 22,631	188,943 48,588 104,290 49,891
•	129,653	141,203	115,335	160,591	391,712

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

The Table below shows, for the periods ended 6th February and 6th March 1963, the numbers of persons placed in employment comparable with the percentage rates of engagements given in the comparable with the percentage rates of engagements given in the "Labour Turnover" Table published quarterly in this GAZETTE (see next page) which relate to engagements of all kinds during the

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

The Table below shows the numbers of placings in Great Britain during the four weeks ended 6th March 1963 in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the numbers of vacancies remaining unfilled at 6th March 1963. A Regional analysis of the total placings and vacancies remaining unfilled is given at the end of the Table.

Mining and Quartrying	REAL PROPERTY OF THE PROPERTY			s during fou d 6th March		77.5	Nun		cancies remai h March 196		1 at
Mining and Quartrying	Industry Group	18 and	under	18 and	under	Total	18 and	under	18 and	under	Total
Prod. Drink and Tobacce	Agriculture, Forestry, Fishing	898	452	359	58	1,767	1,033	1,062	209	246	2,550
Commician and Allied Industries											2,253 2,039
Metal Manufactura	Food, Drink and Tobacco	1,373	362	2,246	668	4,649	887	257	1,634	918	3,696
Reginering and Electrical Goods 1,402 4,217 1,567 13,208 1,402 4,217 1,567 13,208 1,402 4,217 1,567 13,208 1,402 4,217 1,567 13,208 1,403 1,408 641 6,773 1,511 1319 1,758 4,564 4,044 2,770 3,509 6,202 2,278 2,06 6,202 2,003 2,003 2,004 2,	Chemicals and Allied Industries	1,047	122	609	170	1,948	728	189	591	332	1,840
Engineering including Scientific Instruments, etc. 3,340 781 1,208 344 5,673 3,812 1,013 1,469 641 6,272 1,014	Metal Manufacture	1,235	215	223	85	1,758	897	299	294	172	1,662
Betterlical Goods and Machinery	Engineering and Electrical Goods	4,851	1,100	2,966	800	9,717	6,082	1,402	4,217	1,567	13,268
Shipbuilding and Marine Engineering 3,343 107 76 15 3,541 593 68 27 23 711	ments, etc								1,489		6,975 6,293
Weildes			HOUSE BOOK								711
Metal Goods not Elsewhere Specified	The second secon		CONTRACTOR OF THE PARTY OF THE								4,488
Textiles	TYPE AND THE TOTAL TO THE TENTE AND THE TOTAL AND THE TOT	· 数二个					1 10 10 10 10 1		della monoli		3,864
Cotton, Linen and Man-made Fibres 195 52 332 117 696 133 293 649 346 171 213 661 575 175	A STATE OF THE STATE OF THE STATE OF	TOO I THE R	BIGLER BUTT			CH TO WEST			7.	how by the	Hethory
Woollen and Worsted 298 85 335 128 846 171 213 661 575 1,026 Leather, Leather Goods and Fur 123 96 139 104 462 97 85 272 239 693 Cotthing and Footwear .	Cotton, Linen and Man-made Fibres					280			structor there	346	1,217
Construction 17,035 1,236 239 128 19,238 8,871 1,348 286 225 10,73 Gas, Electricity and Water 750 37 92 14 893 525 176 120 53 87. Distributive Trades 5,5020 3,043 4,649 3,624 16,336 4,126 3,435 6,781 5,547 19,88 Insurance, Banking and Finance 292 122 432 235 1,081 947 487 619 666 2,659 Professional and Scientific Services* 954 141 2,333 3,57 3,785 2,796 1,393 16,561 1,304 1,204 2,444 Miscellaneous Services 4,731 1,318 19,04 2,012 1,733 1,596 1,305 1,081 1,748 1,148								213	661	575	1,620
Bricks, Pottery, Glass, Cement, etc. 920 173 369 108 1,570 559 199 561 429 1,744 Timber, Furniture, etc 805 516 265 78 1,664 662 383 339 235 1,619 Paper, Printing and Publishing 653 266 645 449 2,012 664 372 754 863 2,64 Paper, Cardobard and Paper Goods 377 107 346 242 1,072 301 119 399 427 1,244 Printing and Publishing 276 188 299 207 940 353 253 355 436 1,395 Other Manufacturing Industries 785 225 759 287 2,056 606 206 895 460 2,167 Total, All Manufacturing Industries 20,200 4,682 12,536 4,761 42,179 17,445 5,118 19,670 11,210 53,444 Construction 17,635 1,236 239 128 19,238 8,871 1,348 286 225 10,734 Gas, Electricity and Water 750 37 92 14 893 525 176 120 53 87. Transport and Communication 3,773 333 890 147 5,143 8,090 618 986 281 99.79 Distributive Trades 5,020 3,043 4,649 3,624 16,336 4,126 3,435 6,781 5,547 19,88 Insurance, Banking and Finance 292 122 432 225 1,081 Insurance, Banking and Finance 292 122 432 235 1,081 974 487 619 606 2,65 Professional and Scientific Services 954 141 2,333 357 3,785 4,838 760 17,819 1,024 24,44 Miscellaneous Services 5,133 1,330 9,806 1,320 17,739 5,796 1,393 1,561 3,664 11,41	Leather, Leather Goods and Fur	123	96	139	104	462	97	85	272	239	693
Timber, Furniture, etc	Clothing and Footwear	342	247	1,431	926	2,946	469	328	5,469	3,039	9,305
Paper, Printing and Publishing 633 265 645 449 2,012 664 372 754 863 2,64 Paper, Cardboard and Paper Goods 377 107 346 242 1,072 303 119 339 427 1,248 Paper, Cardboard and Paper Goods 377 107 346 242 1,072 303 119 339 427 1,248 Paper, Cardboard and Paper Goods 377 107 346 242 1,072 303 123 355 436 1,39 Other Manufacturing Industries 785 225 759 287 2,056 606 206 895 460 2,16° Total, All Manufacturing Industries 20,200 4,682 12,536 4,761 42,179 17,445 5,118 19,670 11,210 53,444 Construction 17,635 1,236 239 128 19,238 8,871 1,348 286 225 10,73 Gas, Electricity and Water 750 37 92 14 893 525 176 120 53 87. Transport and Communication 3,773 333 890 147 5,143 8,090 618 986 281 9,97 Distributive Trades 5,020 3,043 4,649 3,624 16,336 4,126 3,435 6,781 5,547 19,88 Insurance, Banking and Finance 292 122 432 235 1,081 947 487 619 606 2,65 Professional and Scientific Services* 954 141 2,333 357 3,785 4,838 760 17,819 1,024 24,44 Miscellaneous Services 5,133 1,390 9,896 1,320 17,739 3,16,561 3,064 26,81 Eatertainments, Sports, etc. 471 75 305 33 888 2,60 1,393 16,561 3,064 26,81 Eatertainments, Sports, etc. 221 122 6,678 233 888 2,60 1,393 16,561 3,064 26,81 Eatertainments, Sports, etc. 221 122 6,678 233 884 1,473 119 114 945 517 11,000 Public Administration 4,702 171 1,484 179 6,536 4,153 373 2,074 363 6,96 Eatertainments, Sports, etc. 3,134 82 309 70 3,641 1,535 57,148 15,656 65,156 22,631 160,59 Endorman Boys and Boys 11,788 32,956 10,861 115,335 57,148 15,656 65,156 22,631 160,59 Endorman Boys 11,788 3,2956 10,861 115,335 7,148 15,656 65,156 22,631 160,59 Endorman Boys 4,464 1,473 1,494 3,451 1,294 1,394 9,875 1,497 1,494 3,451 1,294 9,79 1,99 1,99 1,99 1,99 1,99 1,99 1,99	Bricks, Pottery, Glass, Cement, etc	920	173	369	108	1,570	559	199	561	429	1,748
Paper Cardibaard and Paper Goods 377 107 346 242 1.072 301 119 399 427 1.244 1.247 1.247 1.248 1.253 1.253 1.255 1.256 1.258 1.259 1.258	Timber, Furniture, etc	805	516	265	78	1,664	662	383	339	235	1,619
Total, All Manufacturing Industries .	Paper, Cardboard and Paper Goods	377	107	346	242	1,072	301	119	399	427	2,643 1,246 1,397
Construction 17,635 1,236 239 128 19,238 8,871 1,348 286 225 10,73 Gas, Electricity and Water . 750 37 92 14 893 525 176 120 53 87. Transport and Communication 3,773 333 890 147 5,143 8,090 618 986 281 9,97. Distributive Trades . 5,020 3,043 4,649 3,624 16,336 4,126 3,435 6,781 5,547 19,88 Insurance, Banking and Finance 292 122 432 235 1,081 947 487 619 606 2,65 Professional and Scientific Services* 954 141 2,333 357 3,785 4,838 760 17,819 1,024 24,44 Miscellaneous Services . 5,133 1,390 9,896 1,320 17,739 5,796 1,393 16,561 3,064 26,81 Entertainments, Sports, etc. 471 75 305 34 885 263 81 560 119 1,024 Catering, Hotels, etc. 2,240 172 6,370 283 9,065 2,167 251 8,140 588 11,124 Laundries, Dry Cleaning, etc. 251 220 618 384 1,473 191 114 945 517 1,76 Public Administration . 4,702 171 1,484 179 6,536 4,153 373 2,074 363 6,561 80 180 140 140 140 140 140 140 140 140 140 14	Other Manufacturing Industries	785	225	759	287	2,056	606	206	895	460	2,167
Constitution 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	Total, All Manufacturing Industries	20,200	4,682	12,536	4,761	42,179	17,445	5,118	19,670	11,210	53,443
Transport and Communication 3,773 333 890 147 5,143 8,090 618 986 281 9,977	Construction	17,635	1,236	239	128	19,238	8,871	1,348	286	225	10,730
Distributive Trades	Gas, Electricity and Water	750	37	92	14	893	525	176	120	53	874
Insurance, Banking and Finance 292 122 432 235 1,081 947 487 619 606 2,659	Transport and Communication	3,773	333	890	147	5,143	8,090	618	986	281	9,975
Professional and Scientific Services* 954 141 2,333 357 3,785 4,838 760 17,819 1,024 24,44 Miscellaneous Services . 5,133 1,390 9,896 1,320 17,739 5,796 1,393 16,561 3,064 26,81 Entertainments, Sports, etc. 471 75 305 38 885 263 81 560 119 1,02 Catering, Hotels, etc. 2,440 172 6,370 283 9,065 2,167 251 8,140 588 11,146 Catering, Hotels, etc. 251 220 618 384 1,473 191 114 945 517 1,76 Public Administration . 4,702 171 1,484 179 6,536 4,153 373 2,074 363 6,96 National Government Service 1,518 89 1,175 109 2,891 2,474 128 1,408 183 4,19 Local Government Service 3,184 82 309 70 3,645 1,679 245 666 180 2,779 Grand Total* . 59,730 11,788 32,956 10,861 115,335 57,148 15,656 65,156 22,631 160,59 London and South Eastern . 16,611 3,285 11,253 2,051 33,200 18,163 4,600 22,322 6,129 51,21 Eastern and Southern . 7,274 1,494 3,451 1,320 13,539 10,827 2,102 8,608 3,164 24,70 South Western . 4,266 639 1,960 719 7,384 4,825 1,194 4,471 1,708 12,19 Midlands† . 6,163 1,692 3,285 1,454 12,594 7,919 2,976 8,108 4,359 13,164 North Western . 8,754 1,471 4,855 1,329 16,409 4,535 1,233 5,743 2,438 14,58 North Western . 8,754 1,471 4,855 1,329 16,409 4,535 1,233 5,743 2,438 14,58 North Western . 8,754 1,471 4,855 1,329 16,409 4,535 1,233 5,743 2,438 14,58 North Western . 8,754 1,471 4,855 1,329 16,409 4,563 1,253 7,815 2,401 16,03 Northern . 3,019 557 1,299 749 5,624 1,388 442 1,693 617 4,348 Wales . 3,173 584 1,289 783 5,829 2,139 593 2,011 666 5,40	Distributive Trades	5,020	3,043	4,649	3,624	16,336	4,126	3,435	6,781	5,547	19,889
Miscellaneous Services. 5,133 1,390 9,896 1,320 17,739 5,796 1,393 16,561 3,064 26,81	Insurance, Banking and Finance	292	122	432	235	1,081	947	487	619	606	2,659
Region R	Professional and Scientific Services*	954	141	2,333	357	3,785	4,838	760	17,819	1,024	24,441
Public Administration .	Entertainments, Sports, etc	471 2,240	75 172	305 6,370	34 283	9,065	263 2,167	81 251	560 8,140	119 588	26,814 1,023 11,146 1,767
Region Men Boys under 18 and over 18 Total September 18 and over September 18 and over September 18 and over September Sep	Public Administration	4,702 1,518	171 89	1,484 1,175	109	6,536	2,474	128	1,408	183	6,963 4,193 2,770
Region 18 and over 18 and over 18 and over 18 and over 18 Total 18 and over 18 Tot	C IT AND DESCRIPTION OF THE PARTY OF THE PAR	State of State of	200725 10070	A 1111 15 15 15 15 15 15 15 15 15 15 15 1	1000			15,656	65,156	22,631	160,591
Region 18 and over 18 and over 18 and over 18 and over 18 Total 18 and over 18 Tot	The state of the s		2000		1 22	F Company			2 2 2 2		
South Western	Region	18 and	under	18 and	under	Total	18 and	under	18 and	under	Total
Yorkshire and Lincolnshire† 5,604 1,004 2,698 1,083 10,389 4,535 1,833 5,743 2,438 14,54 North Western 8,754 1,471 4,855 1,329 16,409 4,563 1,253 7,815 2,401 16,03 Northern 3,019 557 1,299 749 5,624 1,588 442 1,693 617 4,34 Scotland 4,866 1,062 2,866 1,373 10,167 2,589 663 4,385 1,149 8,78 Wales 3,173 584 1,289 783 5,829 2,139 593 2,011 666 5,40	Eastern and Southern	7,274 4,266	1,494 639	3,451 1,960	1,320	13,539	10,827	2,102 1,194	8,608 4,471	3,164 1,708	51,214 24,701 12,198 23,362
Water 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	Yorkshire and Lincolnshire†	3,019 4,866	1,471 557 1,062	4,855 1,299 2,866	1,329 749 1,373	16,409 5,624 10,167	4,563 1,588 2,589	1,253 442 663	7,815 1,693 4,385	2,401 617 1,149	14,549 16,032 4,340 8,786 5,409
	the second secon			Contract Contract				200000000000000000000000000000000000000			160,591

^{*} Placings and unfilled vacancies in nursing, midwifery, medical auxiliary and allied occupations, previously published separately (see February 1962 issue of this GAZETTE, page 69) are now included in this series. Placings have been included from the period beginning 5th April 1962. Unfilled vacancies, which numbered about 17,000 on 6th March 1963, have been included from and including the count on 9th May 1962.

† See footnote § on page 161.

Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 16th February 1963, with separate figures for males and females. The figures are based on information obtained on returns from employers. Every third month they are asked to state, in addition to the numbers employed at the beginning and end of the period, the numbers on the pay-roll at the later of the two dates who were not on the pay-roll at the earlier date. The figures in the last item are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above do not include persons engaged during the period who were discharged or otherwise left their

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

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

Labour Turnover Rates in Manufacturing Industries: four weeks ended 16th February 1963

inguryar odi ni ilazer togʻob	me	ber of I	100 l at	char Lo er	mber of ges and sses per nployed ning of	other 100	Industry	me	ber of I ents per nployed ning of	100	char Lo er	mber of ges and sses per nployed ning of	other 100 at
The transfer was at anything	M.	F.	T.	M.	F.	Т.		M.	F.	Т.	M.	F.	Т.
Food, Drink and Tobacco	2.0	4.2	2.9	2.4	4.4	3.2	Metal Goods not Elsewhere Specified	1.8	3.4	2.4	2.1	3.6	2.6
Grain Milling Bread and Flour Confectionery Biscuits Bacon Curing, Meat and Fish	2·3 2·5 1·9	4·2 5·0 4·0	2·7 3·4 3·3	1·4 2·3 2·2	2·6 3·3 4·0	1·7 2·7 3·3	Tools and Implements	1·2 2·4 1·5 1·2	2·7 5·1 2·6 2·0	1·7 3·8 1·9	1·3 1·6 1·6	2·8 3·3 2·6	1·8 2·4 1·9
Products Milk Products Sugar Cocoa, Chocolate, etc.	2·6 2·3 0·7 1·4	5·4 4·1 1·4 3·2	4·0 2·9 0·9 2·4	3·0 1·4 10·2 1·5	6·0 3·2 7·7 4·4	4·5 2·0 9·6 3·2	Cans and Metal Boxes Jewellery and Precious Metals Other Metal Industries	1·3 2·0 2·0	3·5 2·7 3·7	1·4 2·5 2·3 2·5	1·2 1·4 1·9 2·4	2·4 4·3 3·4 3·8	1.5 3.0 2.6 2.8
Fruit and Vegetable Products Animal and Poultry Foods Other Food Industries	3·6 2·1 2·6	6·7 1·7 5·1	5·4 2·0 3·8	2·7 2·3 3·0	6·3 4·6 4·8	4·8 2·8 3·8	Textiles	2.0	3.0	2.5	2.0	3.3	2.7
Brewing and Malting Other Drink Industries	1·2 1·7 0·7	2·4 1·7 2·2	1·4 1·7 1·6	1·7 3·0 0·7	2·7 5·7 1·8	1.9 3.9 1.3	Production of Man-made Fibres Spinning and Doubling of Cotton, Flax and Man-made Fibres	0·8 2·7 1·9	2·4 3·8 2·3	3.4	0·6 2·7	2.3	3.5
	50	20 EV			n DansV	South	Weaving of Cotton, Linen, etc Woollen and Worsted Jute	2.8	3.5	2·1 3·1 4·7	1·9 2·5 3·8	2·8 3·5 5·1	2·4 3·0 4·5
Chemicals and Allied Industries	0.9	3·2 1·3	0.9	1.2	3.0	1.7	Rope, Twine and Net Hosiery and Other Knitted Goods	2.5	2.4	2.4	2·5 2·1 1·5	3.2	3.0
Mineral Oil Refining Lubricating Oils and Greases Chemicals and Dyes Pharmaceutical Preparations, etc. Explosives and Fireworks Paint and Printing Ink	0·3 1·9 1·1 1·7 0·7 1·5	0.9 2.1 3.6 3.5 1.7 2.5	0·4 1·9 1·6 2·7 1·0 1·8	0·5 1·3 1·3 1·1 1·2 1·7	1·1 1·2 3·0 3·4 3·0 3·4 2·4	1.2 0.6 1.7 1.7 2.2 1.9 1.9	Lace Carpets Narrow Fabrics Made-up Textiles Textile Finishing Other Textile Industries	0.6 1.4 2.6 2.7 1.6 1.9	1·8 2·2 3·3 3·6 2·4 2·1	1·2 1·8 3·0 3·3 1·8 2·0	1·5 1·4 1·9 2·7 1·7 1·6	3·6 3·0 3·7 4·0 2·7 2·8	2·6 2·1 3·0 3·6 2·0 2·0
Vegetable and Animal Oils, Fats, etc.	1.7	3.5	2.2	1.1	2.5	1.5	Leather, Leather Goods and Fur	2.1	2.5	2.3	2.0	2.8	2.4
Synthetic Resins and Plastics Materials	1.1	1.8	1.2	0.9	2.2	1.1	Leather and Fellmongery	1.5	HATT	1.7	2.3	3.1	2.5
r absurce caused by milustria	il dis	per c	la Juo	is bus	STORES	iniury	Leather Goods	2.6	2·1 2·5 3·1	2·6 3·5	1.7	2.8	1.9
Metal Manufacture	1.1	2.3	1.2	1.4	2:6	1.5	Clothing and Footwear	1.9	2.9	2.7	2.4	3.5	3.2
Iron and Steel (General) Steel Tubes Iron Castings, etc. Light Metals	0·7 1·0 1·7 1·0	1·3 1·9 2·6 2·3	0·8 1·2 1·8 1·3	1·0 2·2 1·8 1·3	1.6 2.6 2.7 3.3	1·0 2·3 1·9 1·6	Weatherproof Outerwear Men's and Boys' Tailoring Women's and Girls' Tailoring Overalls and Men's Shirts,	2·9 1·5 3·3	4·0 2·3 3·6	3·8 2·1 3·5	3·6 1·9 3·0	4·1 3·3 3·5	4·0 3·0 3·4
Copper, Brass and Other Base Metals	1.3	4.1	1.8	2.1	3.6	2.4	Underwear, etc. Dresses, Lingerie, Infants' Wear,	2.3	3.1	3.0	3.5	3.4	3.4
the realisting capital contemporary		100					Hats, Caps and Millinery	3·7 0·8 1·9	3·3 2·8 3·0	3·4 2·2 2·7	2.4	3·9 2·0 3·3	3.7
Engineering and Electrical Goods Agricultural Machinery (exclud-	1.4	3.3	1.9	1.8	3.2	2.1	Footwear	1.3	2.1	1.7	2.3	3.4	3.1
ing Tractors) Metal Working Machine Tools	2.0	2.7	2.1	2.0	2·8 3·1	2·1 2·0	Bricks, Pottery, Glass, Cement, etc.	1.7	2.8	2.0	2.5	3.0	2.6
Gauges	1·5 1·7 1·2	2·1 4·2 2·8	1·6 2·0 1·4	2·0 1·1 2·3	3·3 2·2 2·9	2·3 1·3 2·4	Bricks and Fireclay Goods Pottery Glass Cement	1·8 1·7 1·2 0·7	3·2 2·8 2·9 2·2	1·9 2·3 1·6 0·8	2·2 1·9 1·4 0·6	2·2 3·3 2·9 1·1	2·2 2·7 1·8 0·7
Machinery Mechanical Handling Equipment	1.5	2.3	1.6	1.4	1.9	1.5	Abrasives and Other Building Materials	2.2	2.3	2.2	4.0	2.9	3.8
Office Machinery Other Machinery Industrial Plant and Steelwork.	1.3	2.2	1.6	4.1	6.5	4.8	Timber, Furniture, etc	1.8	2.5	1.9	3.0	4.0	3.2
Ordnance and Small Arms Other Mechanical Engineering	1·7 0·6 1·4	2·0 1·0 2·9	1·7 0·7 1·7	2·7 0·8 1·7	2·8 1·8 3·2	2·7 1·0 2·1	Timber	1.6	2.5	1.7	3.2	4.5	3.3
Scientific, Surgical and Photo- graphic Instruments, etc.	1.7	3.8	2.4	1.7	3.0	2.2	Bedding, etc	1.0	1.5	1.2	2.7	2.0	3·1 2·4 3·0
Electrical Machinery Insulated Wires and Cables	1.0	2·8 2·3 3·9	1.3	1.4	2·4 2·6 1·9	1·9 1·7 1·0	Wooden Containers and Baskets Miscellaneous Wood and Cork Manufactures	2.1	3.2	2.4	3.4	5.2	3.9
Telegraph and Telephone Apparatus Radio and Other Electronic	1.8	3.5	2.5	1.1	2.7	1.8	Dance Printing and Dukkink	1.2	2.4	1.6	1.2	2.6	3.2
Apparatus	1.7	4·1 3·1	2.7	1.8	3.8	2·7 2·8	Paper and Board.	1.1	2.8	1.5	1.2	2.4	1.7
Other Electrical Goods	2.1	4.5	3.2	1.6	3.3	2.4	Cardboard Boxes, etc Other Manufactures of Paper and Board	1.8	3.2	2.5	1.8	3.3	2.6
Igrine Engineering	1.4	1.1	1.4	3.0	2.1	2.9	Printing, Publishing of Newspapers and Periodicals Other Printing, etc.	1.0	2.2	1.9	0.9	3·6 1·9 2·3	2·7 1·1 1·6
5200 TOSC 1 50534	nedi o	30 30	avole l	o ning bnoo i	to of	liket	Other Manufacturing Industries	1.9	3.3	2.5	1.9	3.9	2.7
Motor Vehicle Manufacturing	1.3	3.0	1.6	1.3	2.6	1.5	Rubber	1.7	3.1	2.1	1.5	3.6	2.2
Motor Cycle, Three-Wheel Vehicle and Pedal Cycle Manufacturing	2.5	5.1	3.2	1.4	2.6	1.3	Linoleum, Leather Cloth, etc Brushes and Brooms Toys, Games and Sports Equip-	1.1	1.0	2.1	1.9	2.4	2.0
Aircraft Manufacturing and Repairing	1.0	2.0	1.1	1.4	2.5	1.6	ment Miscellaneous Stationers' Goods Plastics Moulding and Fabricating	3·6 1·9 2·5	3·0 2·8 4·7	3·2 2·4 3·4	1·4 3·3 2·9	4·7 3·9 4·5	3·4 3·6 3·6
Locomotives and Railway Track Equipment	0.5	1.9	0.6	1.1	2.1	1.2	Miscellaneous Manufacturing Industries	1.7	2.9	2.2	2.9	3.6	2.6
Perambulators, etc	3.2	3.2	3.2	1.8	2·3 3·4	1·8 3·4	All the above Industries	1.5	3.2	2.0	1.8	3.4	2.3

in the Coal Mining Industry in February

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

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 23rd February 1963 was 540,800 compared with 541,400 for the four weeks ended 26th January 1963 and 567,400 for the four weeks ended

4th February 1962.
The Table below shows the numbers of wage-earners on the colliery books in all mines in the various Divisions in February together with the increase or decrease* in each case compared with January 1963 and February 1962. 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	Increase (+) or decrease (-) compared with the average for				
10 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -	books during 4 weeks ended 23rd Feb. 1963	4 weeks ended 26th Jan. 1963	4 weeks ended 24th Feb. 1962			
Northern (Northumberland and Cumberland) Durham	34,600 77,900 114,700 38,900 90,000 39,900 80,600 5,300	- 100 - 200 - :i00 + 100 + :i00	- 1,600 - 5,900 - 1,900 - 2,900 - 900 - 2,100 - 1,700 - 300			
England and Wales	481,900	- 200	- 17,300			
Scotland	58,900	- 400	- 9,300			
Great Britain	540,800	- 600	- 26,600			

It is provisionally estimated that during the four weeks of February about 1,820 persons were recruited to the industry, while the total number of persons who left the industry was about 3,200; the numbers on the colliery books thus showed a net decrease of 1,380. During the four weeks of January 1963 there was a net

increase of 790.

Information is given in the Table below regarding absence in the coal mining industry in February and in January 1963 and February 1962. Separate figures are compiled in respect of (a) voluntary absence for which no satisfactory reason is given and (b) involuntary absence due mainly to sickness. The figures represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances.

Absence Percentage (five-day week)

12 (12 121 13	February 1963	January 1963	February 1962
Coal-face workers: Voluntary	7·43	9·17	8·09
	9·24	9·58	8·91
All workers: Voluntary	5·83	7·30	6·22
	10·68	10·75	9·62

For face-workers the output per man-shift worked at National Coal Board mines was 4·87 tons in February, compared with 4·69 tons in the previous month and 4·47 tons in February 1962.

The output per man-shift calculated on the basis of all workers was 1·67 tons in February; for January 1963 and February 1962 the figures were 1·59 tons and 1·55 tons respectively.

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 25th February 1963.

	Men	Women	Total
Number of persons admitted to courses during period	887	119	1,006
at end of period	1,540	204	1,744
Number of persons who completed courses during period	642	92	734

Up to 25th February 1963, the total number of persons admitted to these courses was 144,366, including 4,120 blind persons.

* "No change" is indicated by three dots.

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

Employment Insured Persons Absent from Work owing to Sickness or **Industrial Injury**

The Table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 19th March 1963, and the corresponding figures for 19th February 1963 and 20th March 1962. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (a) a large proportion of those whose incapacity lasts less than four days, (b) civil servants receiving full pay during incapacity, and (c) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

1	Thousands)
-	1 muusumus)

Mar. Feb. Mar. 1963		Numbers of Insured Persons Absent from Work owing to							
19th Mar. 19th Mar. 19th Mar. 1963	THE RESIDENCE OF THE PARTY OF T	0-4	Sickness	ord bha	Indu	strial Inj	ury		
Southern . 51.2 53.3 38.7 1.6 1.8 1.9 1		Mar.	Feb.	Mar.	Mar.	Feb.	20th Mar. 1962		
	London and Middlesex . Remainder	95.6 65.7 51.2 73.3 97.5 70.9 106.6 197.7 96.9 152.5	116·0 67·4 53·3 72·5 104·9 72·0 110·0 194·4 81·5 148·0	83·3 51·8 38·7 59·2 88·0 62·5 91·5 170·5 73·3 133·1	3·3 2·3 1·6 2·5 4·6 5·4 8·8 8·0 7·8	1·8 2·6 4·8 5·5 8·7 8·4 7·6 9·0	3·5 3·3 2·3 1·6 2·5 4·4 5·3 8·7 8·0 9·7 8·5		

Periodical checks of the proportion of males included in the total (Great Britain) figures of persons absent from work have shown a fairly constant level of about 70 or 71 per cent. for absence caused by sickness and about 88 per cent. for absence caused by industrial

The total number of persons shown in the Table above as absent owing to sickness on 19th March 1963 represented 5.9 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

Disabled Persons (Employment) Acts, 1944 & 1958

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

The number of disabled persons on the Register who were unemployed at 11th March 1963 was 64,743, of whom 56,566 were males and 8,177 were females. An analysis of these figures is given

+ 100	Males	Females	Total
uitable for ordinary employment	51,306	7,483	58,789
likely to obtain employment other than under special conditions*	5,260	694	5,954
Total	56,566	8,177	64,743

The number of placings of registered disabled persons in ordinary employment during the four weeks ended 6th March 1963 was 4,101, including 3,340 men, 650 women and 111 young persons. In addition there 78 placings of registered disabled persons in sheltered employment.

*These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the Tables on pages 161 to 163.

Professional and Executive Register

The Professional and Executive Register, which is held at certain Employment Exchanges, operates a specialised placing and information service for persons seeking professional or senior executive posts

and for employers seeking persons in these categories.

At 6th March the total number of persons on the Professional and Executive Register was 25,431, consisting of 24,113 men and 1,318 women (of whom 13,812 and 597 respectively, were in employment). During the period 6th December 1962 to 6th March 1963 the number of vacancies filled was 1,485. The number of vacancies unfilled at 6th March was 5,427.

Employment of Women and Young Persons: Special Exemption Orders

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, section 117 of the Factories Act 1961 enables the Minister, subject to certain of the Factories Act 1961 enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making special exemption orders in respect of employment in particular factories. The following Table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 31st March 1963, according to the type of employment permitted.*

Type of employment permitted by the Orders	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Extended Hours†	19,596 19,342 7,617 3,451 5,070 1,894 1,967 1,922	1,120 974 337 621 — 16 184 62	2,476 1,417 1,220 — 9 33 387 53	23,192 21,733 9,174 4,072 5,079 1,943 2,538 2,037
Total	60,859	3,314	5,595	69,768

Unemployed Register: Entitlement to Benefit

The following Table|| contains an analysis of the numbers registered as unemployed on 11th February 1963. It contains estimates of the numbers receiving unemployment benefit, the numbers receiving unemployment benefit supplemented by national assistance, the numbers receiving national assistance only, and the numbers registered for work but receiving no payment. This analysis is produced quarterly. An article explaining the basis of analysis and commenting on the various categories in the analysis is to be found on page 423 of the issue of this GAZETTE for November 1960, when figures were published in this form for the first time

Total 75-89 1-9-89 1-5-22	BANA	991 252 19	BERT	(Tho	usands)
Time Transfer one	Men	Single Women (inc. widowed and divorced)	Married Women	Boys and Girls	Total
Receiving unemployment benefit only Receiving unemployment	392	34	36	24	487
benefit supplemented by national assistance	103	4	1	1	110
Total receiving unemployment benefit	496	38	37	25	597
only	99 87	14 15	3 26	5 33	121 161
Total	682	67	66	64	878

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

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

‡ Includes 1,682 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

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

Unemployment Benefit

For the period of 13 weeks ended 15th March 1963, expenditure on Unemployment Benefit in Great Britain (excluding cost of administration) amounted to approximately £25,214,000. During the 13 weeks ended 14th December 1962 the corresponding figure was £14,382,000, and during the 13 weeks ended 16th March 1962 it was £12,169,000.

Grants under the National Assistance Act

Local Offices of the Ministry of Labour undertake the payment of grants under the National Assistance Act to persons who are required to register for employment and are entitled to these grants. The amount of grants thus paid during the 13 weeks ended 30th March 1963 was £11,033,000. The corresponding amount paid during the 13 weeks ended 29th December 1962 was £7,824,000 and during the 13 weeks ended 31st March 1962 it was £6 307,000. was £6,307,000.

Comparison of the figures for the most recent quarters with those for earlier quarters is affected by the increase in the scale rates which came into force on 24th September 1962, and adjustments resulting from increases in national insurance benefits in March

Employment Overseas

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 3,118,600 in December, compared with 3,119,800 in the previous month and 3,036,000 in December 1961. The number of persons receiving unemployment benefit in February was estimated at 40,482, compared with 46,178 in January and 50,112 in February 1962.

BELGIUM

The average daily number of persons recorded as wholly unemployed during January was 50,866, compared with 44,742 in the previous month and 90,400 in January 1962. Partial unemployment accounted, in addition, for a daily average loss of 194,821

CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 19th January was 5,956,000, compared with 6,160,000 at 15th December and 5,864,000 at 13th January 1962. Persons wholly unemployed at 19th January are estimated at 541,000 or 8·3 per cent. of the labour force, compared with 414,000 or 6·3 per cent. at 15th December and 545,000 or 8·5 per cent. at 13th January 1962.

Provisional figures from the Employment Exchanges show that at the end of December the number of members of approved insurance societies who were unemployed was about 77,800 or 10·1 per cent. of the total number insured, compared with 2·4 per cent. at the end of November and 10·6 per cent. at the end of December 1961.

GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of February was 400,835, compared with 392,834 at the end of the previous month and 257,172 at the end of February 1962. In the Western Sectors of Berlin the corresponding figures at the same dates were 16,054, 17,213 and 16,617.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 23rd February was 65,511, compared with 69,599 at 26th January and 56,701 at 24th February 1962.

The number registered for employment at the end of November The number registered for employment at the end of November was 1,278,110, of whom 829,958 were wholly unemployed with a previous history of employment and the remainder were young persons, etc., registering for first employment or employed persons seeking other employment. At the end of the previous month the number registered for employment was 1,210,028, including 767,758 wholly unemployed, and at the end of November 1961 it was 1,558,794, including 957,222 wholly unemployed.

NETHERLANDS

The number of persons wholly unemployed at the end of February was 57,083; this figure included 2,392 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of January the respective figures were 58,657 and 2,416, and at the end of February 1962 they were 43,104 and 6,377.

NEW ZEALAND

The latest figures available from the Department of Labour give an estimate of the total labour force in October 1962 as 917,400,

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compared with 919,000 in April 1962 and 903,500 in October 1961. Latest figures on unemployment show that 849 persons were unemployed in December 1962, compared with 822 in November and 414 in December 1961.

The number of persons registered for employment who were wholly unemployed was 31,788 at the end of December, compared with 17,743 in the previous month and 25,520 in December 1961.

SOUTH AFRICA

Figures published by the Bureau of Census and Statistics show the index of employment in October as 115·9 (1953–54 = 100), compared with 115·8 in September, and 113·7 in October 1961 The number of persons registered at Government Employment Exchanges as unemployed is shown as 23,486 in October, compared with 26,597 in September and 31,858 in October 1961.

The number of persons registered as unemployed was 84,567 at the end of October, compared with 82,874 at the end of the previous month and 121,763 at the end of October 1961.

SWITZERLAND

The number of registered applicants for employment at the end of February who were wholly unemployed was 2,174 or 1·3 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 4,896 or 3·0 per thousand at the end of the previous month and 882 or 0·5 per thousand at the end of February 1962.

UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in employment as wage or salary earners in the United States of America (including Alaska and Hawaii) in industries other than agriculture and domestic service was approximately 54,842,000 in January, compared with 56,482,000 (revised figure) in December and 53,737,000 in January 1962. The number of production workers in manufacturing industries in January was 12,193,000, compared with 12,371,000 (revised figure) in December and 12,118,000 in January 1962. They also estimate that the total number of unemployed persons at the middle of January was about 4.672,000 or 6.6 per cent. of the civilian labor force, compared with 4,672,000 or 6·6 per cent. of the civilian labor force, compared with 3,817,000 or 5·3 per cent. at the middle of the previous month and 4,663,000 or 6·7 per cent. at the middle of January 1962.

Retail Prices Overseas

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

Country	Index Base Year*	Month for which Index Figure	Items Covered†	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with		
173		Given	A CHARLE		Month before	Year before	
Inon			DING	13131			
European Countries Austria	1958	Dec. 1962	{All Items Food	110·9 109·2	+0·2 +0·4	+2·5 +3·5	
France (Paris)	1956–57	Feb. 1963	{All Items Food	146·8 147·9	+0·2 +0·3	+7·8 +11·7	
Germany (Federal Republic)	1958	Feb. 1963	{All Items Food	112·5 114·1	+1·4 +3·1	+5·1 +7·6	
Iceland (Reykjavik)	1959	Jan. 1963	{All Items Food	128 147	+2 +1	+12 +17	
Irish Republic	1953	Feb. 1963	{All Items Food	127·7 126·1	+2·1‡ +5·0‡	+4·4 +3·6	
Italy (Large Towns)	1938*	Dec. 1962	{All Items Food	76·89 83·30	+0·89 +1·09	+5·22 +5·35	
Norway	1959	Dec. 1962	{ All Items Food	110·0 111	+0·3 +1	+4·8 +7	
Portugal(Lisbon)	1948-49	Dec. 1962	{ All Items Food	117·9 116·4	$\begin{array}{c} -1 \cdot 7 \\ -3 \cdot 1 \end{array}$	+2·7 +2·0	
Spain	1958	Dec. 1962	{All Items Food	124·1 127·2	+1·4 +2·5	+11·2 +4·9	
Switzerland	1939	Jan. 1963	{ All Items Food	198·0 215·0	+0·6 +1·0	+6·6 +9·0	
Other Countries Australia (6 Capital Cities)	1952–53	Dec. 1962	{All Items Food	124·4 124·3	+0·1‡ +0·1‡	+0·1 -1·0	
Canada	1949	Feb. 1963	{All Items Food	132·1 129·4	+0·1 +0·4	+2·3 +4·4	
Japan	1960	Nov. 1962	{All Items Food	113·3 113·8	-0·4 -1·9	+4·1 +2·6	
South Africa (9 Urban Areas)	1958	Nov. 1962	{All Items Food	105·8 104·2	+0·1 +0·1	+1·3 +0·1	
United States	1957–59	Jan. 1963	{All Items Food	106·0 104·7	$^{+0\cdot 2}_{+1\cdot 2}$	+1·5 +2·2	

* Index base is 100 except for Italy (1).
† The items of expenditure on which the "all items" figures are based are food, lothing, house-rent, fuel and light, and other or miscellaneous items.
‡ The index is quarterly and comparison is with the previous quarter.

INDEX OF RETAIL PRICES

INDEX FOR 12th MARCH 1963 ALL ITEMS (16th January 1962 = 100) ... 103.7

At 12th March 1963 the official retail prices index was 103.7 (prices at 16th January 1962 = 100), compared with 103.6 at 12th February. The corresponding figure for 13th March 1962 was 100.5.

was 100·5.

The index of retail prices measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, including practically all wage earners and most small and medium salary earners. The index is not calculated in terms of money but in percentage form, the average level of prices at the base date being represented by 100. Some goods and services are relatively much more important than others and the percentage changes in the price levels of the various items since the base date are combined by the use of "weights". The index figures for each month are first calculated with prices at 15th January 1963 taken as 100, using the weights given on page 100 of the March issue of this GAZETTE which are derived from the Family Expenditure Surveys made in 1959–62, adjusted to correspond with the level of prices ruling in January 1963. The index numbers in this series are then linked back to 16th January 1963 on the base 16th January 1962 = 100 and dividing by 100.

DETAILED FIGURES FOR 12th MARCH 1963

(Prices at 16th January 1962 = 100)

The following Table shows, for various groups and sub-groups, the indices at 12th March 1963 on the basis 16th January 1962 = 100.

		SUB-GRO	UP			(10	1963 6th Januar	y
-	weeken fan						962 = 100	
I.	Food: Bread, flou		biscui	ts and	cakes	Engi	103	
	Meat and	bacon	•		di buta e		100 100	
	Fish Butter, ma	roarine la	rd and	cookit	ng fat	Haring.	106	
	Milk, chee	se and egg	S			MISING N	113	
	Tea, coffee	, cocoa, so	oft drin	iks, etc	. C. billio	plugar.	103	
	Sugar, pres Vegetables	fresh dri	contect	canne	d	in the late	114 130	
	Fruit, fresh				u		87	
	Other food		a sulitos	lungia a	amontal last	of Jugar	104	
	Total—I	Food	10	4.			106.5	
II.	Alcoholic dri	nk					101.0	
Ш.	Tobacco	. 2522	Prace	·king	6.F. 3	10.)	100.0	
IV.	Housing						106.1	
V.	Fuel and ligh	t:					O tes off	
	Coal and c	oke	. BOZZ	DEAT BEET	3.1	T PARTY	109	
	Other fuel	and light	is oil b	GIA . HOLD	Strate.	en.cint	105	
	Total—I	Fuel and li	ght		20.000	andra .	106.8	
VI.	Durable hous Furniture,			nd soft f	furnish	ings	104	
	Radio, te	elevision	and	other	housel	nold	101	
	applianc Pottery, gl	es	::				96	
	Pottery, gl	assware an	d hard	lware			101	
		Durable ho		ld good	is	COLUMN 2	99.9	
II.	Clothing and						105	
	Men's oute Men's und	erclothing				· Distant	105	
	Women's	outer cloth	ing				103	
	Women's t	inderclothi	ng	div.shap	n-univi t		104	
	Children's Other cloth		ling he	se hal	ordach	erv	101	
		materials		osc, nac	Cidasi	iciy,	102	
	Footwear	No. 18 and a sur	102 (11)	2010-YE	Viorie	1240 ex	106	
	Total—C	Clothing a	nd foo	twear	ALTO SERVICE		103.5	
Ш.	Transport an	d vehicles						
	Motoring	and cyclin	g				97	
		6000			:119	apidal	105	
22.8		Transport	and ve	hicles			99.8	
IX.	Miscellaneou Books, nev	s goods:	nd nor	iodical	c consti		104	
	Medicines	toilet re	auisite	s. soat	o. clea	ning	104	
	material	s. matches	. etc.		The Paris		100	
	Stationery	, travel a	nd sp	orts go	oods, 1	toys,	102	
	NO. OF PERSONS ASSESSMENT	aphic and		CONTRACTOR OF STREET	s, etc.		102	
37		Miscellane	ous go	ods	T'gail	Print	101.2	
X.	Services: Postage ar	d telephor	nes				100	
	Entertainn	nent		-		40.4	102	
	Other ser hairdres	vices, inc	luding	dome	estic 1	nelp,		
	hairdres	sing, boo	t and	shoe	repair	ring,	106	
		ng and dr	y Clear	illig	100000000000000000000000000000000000000			
	Total—S			494	••		103 - 4	
	ALL ITE	MS					103.7	

PRINCIPAL CHANGES IN THE MONTH

Increases in the average prices of green vegetables and bananas were offset by reductions in the average prices of sugar, bacon and The index for the food group as a whole was unchanged

The index for those items of food the prices of which are subject to seasonal variations (viz., fresh milk, eggs, potatoes and other fresh vegetables, apples and pears, fish and home-killed mutton and lamb) was 114.7, compared with 112.6 in the previous month; the index for all other items of food was 103.6, compared with 104.3 in February.

Mainly as a result of a rise in the average level of rents of privately owned and local authority dwellings let unfurnished, the average level of housing costs rose by nearly one-half of one per cent. The group index figure was 106·1, compared with 105·7 in February.

INDEX FIGURE FOR

The principal change in this group was a rise in the average level of charges for dry cleaning, resulting from the re-introduction of normal charges following some temporary seasonal reductions. As a result of this and some smaller changes, the average level of charges for services rose by nearly one per cent., and the group index figure was 103·4, compared with 102·5 in February.

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

ALL ITEMS INDICES, JANUARY 1956 TO MARCH 1963

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

TABLE A.—17th January 1956 = 100

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

TABLE B.—16th January 1962 = 100

Month 1962	1963
January 100·0	102.7
February 100·1	103.6
March 100.5	103.7
April 101.9	and multiple telling
May 102.2	Listaly_siliQ.
June 102.9	and the state of t
July 102.5	Market Market St.
August 101.6	36 2700 E 10 A
September 101.5	be the best of
October 101.4	to describe to live
November 101.8	ac sepol Lassing
December 102.3	TOTAL - SOUTH

The figures in Table B can be linked with those in Table A to produce a continuous series of figures showing the change in the level of prices compared with the level at 17th January 1956. The procedure is to multiply the figures in Table B by the index for 16th January 1962 with prices at 17th January 1956 taken as 100, viz., 117·5, and divide by 100.

REVISION OF THE INDEX OF RETAIL PRICES

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

RETAIL PRICES OVERSEAS

The monthly summary of the latest information received relating to changes in retail prices in oversea countries is given on page 168.

Fatal

Fatal and Non-Fatal Accidents Notified to H.M. Inspectors of Factories in the Year 1962

The Tables below 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 year 1962 (a) according to the Division of the Inspectorate concerned, and (b) 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. Provisional figures for each quarter of 1962 have been published in previous issues of this GAZETTE. The Tables below give the corrected totals for the year 1962. Other Tables giving additional information will be published in the Annual Report of H.M. Chief Inspector of Factories.

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 for the work at which he was employed. (See section 80 (1) of the Factories Act 1961.)

(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 125–127 of the Factories Act 1961) as defined in sections 175 and 176. 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*, i.e., an accident killing one and injuring two persons is shown as three

(5) Accidents which are included in the Tables are those of which notice was received during the year.

Fatal and Total Accidents in the Year 1962, by Divisions of Inspectorate

Division	Fatal Accidents	Total Accidents				
Northern	. 10	olas, s	inchis	atoles delate	49 44	17,469 9,176
East and West Ridings (Leeds) East and West Ridings (Sheffield			was in	an el	35	14,965
27 .4 2 .7 .4	100000			070	32	9,744
70 10	••	District Control	362. 325		63	16,763
7 1 (01 (1)	1.50	T. C.	161.10	BRUG	52	14,841
		Spring	His .	01.30	59	12,923
0 11 117					26	9,654
**7-1	••				43	11,287
Midland (Birmingham)		2011		30,00	29	9,434
Midland (Wolverhampton)					32	9,837
North Western (Liverpool)			Die State		77	19,219
North Western (Manchester)					32	12,475
		ani t	120 621	INDE	95	22,371
Scotland		1		2 200	Contraction Call Co.	the state of the later
	To	tals		R. SG	668	190,158

Fatal and Total Accidents in Great Britain in the Year 1962 by Process

	Fatal Accidents	Total Accidents
Textile and Connected Processes	in doss	A sideT
Cotton Spinning Processes	1 0 1	2,398
Cotton Weaving Processes	un la laur	1,292
Weaving of Narrow Fabrics		140
Woollen Spinning Processes	2	808
Worsted Spinning Processes	1	1,130
Weaving of Woollen and Worsted Cloths Flax, Hemp and Jute Processing	2	861
Hosiery, Knitted Goods and Lace Manufacture		564
Carpet Manufacture	1	676
Rope, Twine and Net Making	-	324 408
Other Textile Manufacturing Processes	1 6	1,192
Textile Bleaching, Dyeing, Printing and Finishing Job Dyeing, Cleaning and Other Finishing	i	177
Laundries	2	613
	- 10	
Total	18	11,191
Clay, Minerals, etc.		
Bricks, Pipes and Tiles	2	1,832
Pottery	2 2	958
Other Clay Products	2	579
Stone and Other Minerals	1 9	525
Lime, Cement, etc	9	1,886
Total	16	5,780
		2,700
Metal Processes		
Iron Extraction and Refining	7	784
Iron Conversion	17	2,434
Aluminium Extraction and Refining	1	19
Magnesium Extraction and Refining Other Metals, Extraction and Refining		802
Metal Rolling:—		001
Iron and Steel	24	4,171
Non-Ferrous Metals	1	623
Non-Ferrous Metals	1 5	266
Metal Forging	4	1,544 1,786
Metal Drawing and Extrusion	14	6,623
Iron Founding Steel Founding	3	1,176
The Casting	3	368
Non-Ferrous Metal Casting	- 1	988 251
Metal Plating	1	275
Galvanising, Tinning, etc Enamelling and Other Metal Finishing	1903 <u>10</u> 04	399
Enamening and Other Metal Linearing	1000001	LOVOL 6
	82	22,846
Total		
		gust de
General Engineering	tolet sta	TOLL SE
General Engineering	tolet sta	1,505 2,687
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing	tolet sta	1,505 2,687 2,445
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work	tolet sta	1,505 2,687 2,445
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering	2 2 5 2 2 2	1,505 2,687 2,445 1,595 2,519
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture	tolet sta	1,505 2,687 2,445 1,595 2,519 4,297
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing	2 2 5 5 2 2 10	1,505 2,687 2,445 1,595 2,519
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shiphuilding and Shiphreaking:—	2 2 5 2 2 10 1	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking:— Work in shipyards and dry docks	2 2 5 5 2 2 10 11 11	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours	2 2 2 5 5 2 2 10 1 11 35 10	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256 946
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing	2 2 5 5 2 2 10 11 11	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256 946 1,475
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture	2 2 2 5 5 2 2 10 1 11 35 10	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256 946 1,475 1,270 5,836
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture Miscellaneous Machine Making Cutlery and Tool Manufacture and Repair	2 2 2 5 2 2 10 1 11 35 10 4	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256 946 1,475 1,270
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture Miscellaneous Machine Making Cutlery and Tool Manufacture and Repair Miscellaneous Machine Repairing and Jobbing	2 2 2 5 2 2 10 1 11 35 10 4 — 9	1,505 2,687 2,445 1,595 2,519 4,297 4,297 5,256 946 1,475 1,270 5,836 1,205
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking:— Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture Miscellaneous Machine Making Cutlery and Tool Manufacture and Repair Miscellaneous Machine Repairing and Jobbing	2 2 2 5 2 10 1 11 35 10 4 - 9	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256 1,475 1,270 5,836 1,205
General Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture Miscellaneous Machine Making Cutlery and Tool Manufacture and Repair Miscellaneous Machine Repairing and Jobbing Engineering Industrial Appliances Manufacture	2 2 2 5 2 10 1 11 35 10 4 - 9	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256 946 1,475 1,270 5,836 1,205
Coeneral Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking:— Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture Miscellaneous Machine Making Cutlery and Tool Manufacture and Repair Miscellaneous Machine Repairing and Jobbing Engineering Industrial Appliances Manufacture Sheet Metal Working	2 2 2 5 2 2 10 1 11 35 10 4 - 9 -	1,505 2,687 2,445 1,595 2,519 4,297 4,297 633 3,625 5,256 946 1,475 1,270 5,836 1,205 3,517 2,305 2,489
Ceneral Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture Miscellaneous Machine Making Cutlery and Tool Manufacture and Repair Miscellaneous Machine Repairing and Jobbing Engineering Industrial Appliances Manufacture Sheet Metal Working Metal Pressing Other Metal Machining	2 2 2 5 2 10 11 11 35 10 4 - 9 -	1,505 2,687 2,445 1,595 2,519 4,297 4,633 3,625 5,256 946 1,475 1,270 5,836 1,205
Ceneral Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture Miscellaneous Machine Making Cutlery and Tool Manufacture and Repair Miscellaneous Machine Repairing and Jobbing Engineering Industrial Appliances Manufacture Sheet Metal Working Metal Pressing Other Metal Machining	2 2 2 5 2 10 11 11 35 10 4 - 9 -	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256 1,475 1,270 5,836 1,205 3,517 2,305 2,489 1,525
Coeneral Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture Miscellaneous Machine Making Cutlery and Tool Manufacture and Repair Miscellaneous Machine Repairing and Jobbing Engineering Industrial Appliances Manufacture Sheet Metal Working Metal Pressing	2 2 2 5 2 10 11 11 35 10 4 - 9 -	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256 1,475 1,270 5,836 1,205 3,517 2,305 2,489 1,525 2,623 3,171
Ceneral Engineering Locomotive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture Miscellaneous Machine Making Cutlery and Tool Manufacture and Repair Miscellaneous Machine Repairing and Jobbing Engineering Industrial Appliances Manufacture Sheet Metal Working Metal Pressing Other Metal Machining Miscellaneous Matal Processes (not otherwise specified) Miscellaneous Metal Manufacture (not otherwise specified)	2 2 2 5 2 10 11 11 355 10 4 - 9 - 1 1 1 1 3 6 7	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256 946 1,475 1,270 5,836 1,205 2,489 1,525 2,623 3,171 2,027
Constructive Building and Repairing Railway and Tramway Plant Manufacture and Repair Engine Building and Repairing Boiler Making and similar work Constructional Engineering Motor Vehicle Manufacture Non-power Vehicle Manufacture Vehicle Repairing Shipbuilding and Shipbreaking: Work in shipyards and dry docks Work in wet docks or harbours Aircraft Building and Repairing Machine Tool Manufacture Miscellaneous Machine Making Cutlery and Tool Manufacture and Repair Miscellaneous Machine Repairing and Jobbing Engineering Industrial Appliances Manufacture Sheet Metal Working Metal Pressing Other Metal Machining Miscellaneous Metal Processes (not otherwise specified) Miscellaneous Metal Manufacture (not otherwise)	2 2 2 5 2 10 11 11 35 10 4 - 9 -	1,505 2,687 2,445 1,595 2,519 4,297 633 3,625 5,256 1,475 1,270 5,836 1,205 3,517 2,305 2,489 1,525 2,623 3,171

Process	Fatal Accidents	Total Accidents
Electrical Engineering		T. Eo
Electric Motor, Generator, Transformer and Switch-	MOD DEST	Continue in the
gear Manufacture and Repair	3	2,226
Repair Radio and Electronic Equipment and Electrical	sm , Teling	211
Instrument Manufacture and Repair Radio, Electronic and Electrical Component Manu-	100	1,785
facture	2	632 1,144
and Repair	- 5	475 1,898
Total	12	8,371
0.101	rb silade	SIA .18
Wood and Cork Working Processes	0008	OT HE
Saw Milling	9	1,656
Plywood Manufacture	doll For I	124
Wooden Box and Packing Case Making	1	420
Coopering	- 1	1,140
Spraying and Polishing of Wooden Furniture	-	29
Engineers Pattern Making	3	133 2,248
Other Wood and Cork Manufacture and Repair	1	846
Total	15	6,922
	DEBRING GR	
Chemical Industries	lant	
Heavy Chemicals	3	1,167
Fine and Pharmaceutical Chemicals	1	820
Other Chemicals	4	952 249
Synthetic Dyestuffs	1	794
Explosives	4 2	531 756
Plastic Material and Man-made Fibre Production	-	341
Soap, etc	1 4	458
Coal Gas	4	2,254 728
Coke Oven Operation Gas and Coke Oven Works by-product Separation	2	323
Patent Fuel Manufacture		169
Total	26	9,542
to 10	d ambedd	
Wearing Apparel	- C. 12-9	
Tailoring	1 2	855 636
Other Clothing	3	39
Footwear Manufacture	1	576
Footwear Repair	THE PARTY OF THE P	
Total	5	2,154
one and optical goods, etc. 192	Take To	1 14 1
Paper and Printing Trades	Total Land	
Dance Making	5	3,105
Paper Staining and Coating Cardboard, Paper Box and Fibre Container Manu-	derinione	1,107
Bag Making and Stationery	100 200	639
Printing and Bookbinding	1	2,170
		-
Engraving	6	7,606

Control of the Contro			2000	Accidents	Accidents
Food and Allied Trades				WH	mine
Flour Milling	30333			1	458
Coarse Milling			200	2	645
Other Milling Bread, Flour Confectionery and Bi	ecuits		25.00	2	2,730
Sugar Confectionery					1,712
Food Preserving		Water	10.00	2	2,264 1,135
Edible Oils and Fats	1984	90 95	10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Sen Bolks	330
Sugar Refining	5115	ni set	0900	11003	475
Slaughter Houses Other Food Processing	usune	Build	soloni	3	553 2,794
Alcholic Drink	\$ 10VS	f off	THE PARTY	5	2,536
Non-Alcoholic Drink	8 8067	BELLEVE .	57.61	inearing of	453
tor and the method of calculation of the issue of this Cazarra	al	00 25g	SALSE IT	21	16,170
Miscellaneous				T201 V	or Fobru
Electrical Stations	Stans	anoliza	or hou	11	2,699
Plant using Atomic Reactors	5000	199900	257	1	194
Other use of Radioactive Materials Tobacco		on bear	158 10	- 2	17 469
Tanning	01 001	Pad b	STEEL 2.55	3	507
Manufacture and Repair of Articles	made	from L	eather	Chol side	000 000 7
(not otherwise specified) Manufacture and Repair of Article	e main	ly of T	avtile	AD TICH	135
Materials (not otherwise specified	1)	lly of I	extile	Pini-copy	337
Rubber	dedin.	180.04	1 11	3	2,290
Cloth Coating	63 6	66 W	Work	1 2 1	388 101
Manufacture of Articles from Plas	tics (n	ot othe	rwise	Man Jo ne	stroutuoute
specified)	1			2	1,401
	cks a	nd Wa	tches	4	2,600
Fine Instruments, Jewellery, Clo Other High Precision Work			···	-	559
Upholstery, Making up of Carpets Textiles	and of	House	ehold	2	394
Abrasives and Synthetic Industrial	Iewels	-			284 95
General Assembly and Packing (not	otherw	vise spe	cified)	1	290
Processes associated with Agriculture Match and Firelighter Manufacture	ге	1	-		126
Factory Processes not Otherwise Sp			1	_ 2	1,270
T. 177 - 1 2 - 171 - 7 - 171 - 7		187 77	THE PARTY NAMED IN	Wat services	
100	al		161.	32	13,810
Total, all factory processes	4	.0.3	1	351	157,600
127 of Factories Act 1 uilding Operations		seci	tion	V SERVICE S	
127 of Factories Act 1		seci	tion	47 25	5,622 1,429
127 of Factories Act 1 uilding Operations Industrial Building:— Construction		seci	tion	47 25 16	5,622 1,429 354
127 of Factories Act 1 uilding Operations Industrial Building:— Construction		seci		25 16	1,429 354
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Maintenance		seci		25 16 36 13	1,429 354 4,856 1,134
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Modification Modification Demolition		seci		25 16 36	1,429 354 4,856
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Consmercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Building of Blocks of Flats:—		seci	ion	25 16 36 13 7	1,429 354 4,856 1,134
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Consercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance		seci		25 16 36 13 7	1,429 354 4,856 1,134 218 1,180 190
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Maintenance Demolition Demolition		seci		25 16 36 13 7	1,429 354 4,856 1,134 218
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Building of Dwelling Houses:— Construction		seci		25 16 36 13 7 6 2 —	1,429 354 4,856 1,134 218 1,180 190 11 2,865
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance		sect		25 16 36 13 7 6 2 —	1,429 354 4,856 1,134 218 1,180 190 11 2,865 1,153
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition	1961	::::::::::::::::::::::::::::::::::::::		25 16 36 13 7 6 2 —	1,429 354 4,856 1,134 218 1,180 190 11 2,865
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Other Building Operations:— Construction Other Building Operations:— Construction	1961	sect		25 16 36 13 7 6 2 —	1,429 354 4,856 1,134 218 1,180 190 111 2,865 1,153 128 568
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance	1961	sect		25 16 36 13 7 6 2 — 13 15 5	1,429 354 4,856 1,134 218 1,180 190 11 2,865 1,153 128 568 224
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance Demolition	1961	sect		25 16 36 13 7 6 2 —	1,429 354 4,856 1,134 218 1,180 190 111 2,865 1,153 128 568
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance Demolition	1961	seci		25 16 36 13 7 6 2 — 13 15 5	1,429 354 4,856 1,134 218 1,180 190 11 2,865 1,153 128 568 224
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance Demolition Tota	1961	seci		25 16 36 13 7 6 2 — 13 15 5	1,429 354 4,856 1,134 218 1,180 190 11 2,865 1,153 1,28 568 224 54
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance Demolition Total	961	seci		25 16 36 13 7 6 2 — 13 15 5	1,429 354 4,856 1,134 218 1,180 190 11 2,865 1,153 128 568 224 54
127 of Factories Act 1 uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance Demolition Tota Tota Tunnelling, Shaft Construction	1961		edi bil bil bil bil bil bil bil bi	25 16 36 13 7 6 2 — 13 15 5 6 1 1 1 193	1,429 354 4,856 1,134 2,18 1,180 190 11 2,865 1,153 128 568 224 54 19,986
uilding Operations Industrial Building:— Construction Maintenance Demolition Maintenance Demolition Maintenance Demolition Maintenance Demolition Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Total Total Total Total Total Total Total Total Tunnelling, Shaft Construction Dams and Reservoirs (other the Bridges, Viaducts and Aqued	1961	nelling	eci bci bci bci bci bci bci bci b	25 16 36 13 7 6 2 — 13 15 5 6 1 1 1 193	1,429 354 4,856 1,134 218 1,180 190 11 2,865 1,153 128 568 224 54 19,986
uilding Operations Industrial Building:— Construction Maintenance Demolition Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Total Construction Demolition Demolition Total Construction Demolition Demolition Total Construction Demolition Demolitio	etc.	nelling)	than	25 16 36 13 7 6 2 — 13 15 5 6 1 1 1 193	1,429 354 4,856 1,134 2,18 1,180 190 11 2,865 1,153 128 568 224 54 19,986
uilding Operations Industrial Building:— Construction Maintenance Demolition Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Total Orks of Engineering Construction Maintenance Demolition Total Tunnelling, Shaft Construction Dams and Reservoirs (other the Bridges, Viaducts and Aqued tunnelling) Pipe lines and Sewers (other the Docks, Harbours and Inland N	, etc. an tunique se in a vigar	nelling (other nelling)	than	25 16 36 13 7 6 2 — 13 15 5 6 1 1 1 193	1,429 354 4,856 1,134 218 1,180 190 11 2,865 1,153 128 568 224 54 19,986 456 278 441 982
uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Total Construction Demolition Demolition Total Construction Demolition Demoliti	, etc. an tunique se in a vigar	nelling (other nelling)	than	25 16 36 13 7 6 2 — 13 15 5 6 1 1 1 193	1,429 354 4,856 1,134 2,18 1,180 190 11 2,865 1,153 128 568 224 54 19,986
uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance Demolition Other Building Operations:— Construction Maintenance Demolition Tota To	etc. an tuniquets (an tuniquets)	nelling) (other nelling) ions other	than	25 16 36 13 7 6 2 — 13 15 5 6 1 1 1 193 4 2 11 23 9	1,429 354 4,856 1,134 218 1,180 190 11 2,865 1,153 128 568 224 54 19,986 456 278 441 982 440
uilding Operations Industrial Building:— Construction Maintenance Demolition Commercial and Public Building:— Construction Maintenance Demolition Building of Blocks of Flats:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Building of Dwelling Houses:— Construction Maintenance Demolition Total Corks of Engineering Construction Maintenance Demolition Total Corks of Engineering Construction Demolition Total Construction	etc. an tuniquets (an tuniquets)	nelling) (other nelling) ions other	than	25 16 36 13 7 6 2 — 13 15 5 6 1 1 1 193	1,429 354 4,856 1,134 2,18 1,180 190 11 2,865 1,153 128 568 224 54 19,986
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Industrial Diseases

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

I. Cases		251	II. Deaths
Lead Poisoning Compressed Air Illness Anthrax Epitheliomatous Ulceration Chrome Ulceration		14 3 2 9 11	Epitheliomatous Ulceration 1
TOTAL, CASES		39	TOTAL, DEATHS 1
	naista.	on ste	on leter evolution excitantion mineral

Fatal Industrial Accidents

The following Table shows the number of fatal industrial accidents reported in March 1963 with comparable figures for the previous month. The figures are provisional. The figures for seamen relate to those employed in ships registered in the United Kingdom. All other figures relate to Great Britain.

						February 1963	March 1963
ces under the Fac	tories	Act	N. L.			40	40
nes and Quarries*		To real	1 70 1	SOLL	12.55	26	21
ilway Service	109334		30000			8	5

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

by H.M. Stationery Office, price 4s. The figures are provisional.	(4s. 4d. including postage).
Factories Act		
Clay, Pottery, Cement, etc.	Tree Carer Gares	2
Metal Extraction, Refining and Conversion		
Metal Casting		
Metal Rolling, Drawing, Extrusion and For	ging	1
Miscellaneous Metal Processes		
Shipbuilding and Repairing	dark tilk - 1.	4
Constructional Engineering, Boiler Making		
Locomotive and Railway Equipment	more de orraner	
Non-rail Vehicles and Aircraft		2
Other Machine and Metal Manufacture and	Repair	
Electrical Engineering	A.S.L. J. Money S	SE Y
Woodworking Processes		
Miscellaneous Chemical Manufacture, Paint	, Oil Refining, Soap	1
Coal Gas, Coke Ovens, Patent Fuel	The state of the s	3
	· 1 1 · · · · · · · · · · · · · · · · ·	-
	(El Harris Allega	
Milling		-
Food		-
Drink	TOTAL TRANSPORT	-
Electricity Generation		1
Rubber Other Factory Processes	A. IG (U.)	
Other Factory Processes	is tal ' land	0
Vorks and Places under s.s. 125 and 127 of Fac	ctories Act 1961	
Building Operations		16
Docks and Warehouses		
		-
TOTAL FACTORIES ACT	4	10
	StraAl Property	
fines and Quarries*	ilway Service	
	rakesmen and Goods Guards -	
	ngine Drivers and Motormen -	-1
Surface 2 F	iremen	23
Other Stratified Mines — L	abourers	-
Miscellaneous Mines — M	Iechanics	-
Quarries 5 Pa	assenger Guards	
TOTAL, MINES AND QUARRIES 21 Po	ermanent-Way Men	5
- Po	orters	-
	nunters	1
ridding records	ther Grades	-
Fishing Vessels 1	ontractors' Servants	
TOTAL, SEAMEN	TOTAL, RAILWAY SERVICE	6
CONTRACTOR OF THE PROPERTY OF		

* For mines and quarries, weekly returns are obtained and the figures cover the 4 weeks ended February 1963 and the 5 weeks ended 30 March 1963.

Ministry of Labour—H.M. Factory Inspectorate

ACCIDENTS—HOW THEY HAPPEN AND HOW TO PREVENT THEM

Descriptions of certain accidents in factories, docks, building operations and works of engineering construction notified to H.M. Inspectors of Factories.

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WAGES AND HOURS OF WORK

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

INDICES FOR 31st MARCH 1963

(31st JANUARY 1956 = 100)

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

Sessions of Control	All Indu	stries and	Services	Manufa	cturing Inconly	dustries
Date	Weekly Rates	Normal Weekly Hours	Hourly Rates	Weekly Rates	Normal Weekly Hours	Hourly Rates
1963 Feb.	132.5	95.1	139 · 4	130 · 3	95·1	137 · 1
1963 Mar.	132.7	95.1	139.6	130.6	95.1	137-4

Index of Weekly Rates of Wages

Index of Weekly Rates of Wages

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

Weekly Rates of Wages

I.—All Industries and Services

II.—Manufacturing Industries only

					and a second sec					
Date	Men	Women	Juveniles	All Workers	Date	Men	Women	Juveniles	All Workers	
1956 1957 1958 1958 1959 1960 1961 1961 1962	104·8 110·0 113·8 116·8 119·7 124·6 129·1	104·2 109·7 114·0 117·0 120·8 125·3 130·3	105·5 111·3 115·8 119·0 123·2 130·3 135·6	104·7 110·0 114·0 117·0 120·0 125·0 129·6	1956 1957 1958 1959 1960 1961 1962 Monthly averages	104·9 110·1 113·6 116·5 119·1 123·9 127·4	103·9 109·6 113·6 116·4 120·0 124·3 129·0	104·9 110·6 114·5 117·3 122·7 129·5 134·1	104-7 110-0 113-7 116-5 119-4 124-2 128-0	
1962 February	126·8 127·3 128·3 128·6 128·7 129·8 130·1 130·3 130·4 131·1 131·3	127·3 128·3 129·2 129·7 130·2 131·2 131·6 131·8 132·9 133·3	132·8 133·5 134·5 135·0 135·2 136·2 136·5 136·8 137·0 138·2 138·7	127·2 127·7 128·7 129·1 129·3 130·3 130·6 130·8 130·9 131·7 132·0	1962 February March April May June July August September October November December	125 · 0 125 · 8 126 · 2 126 · 6 126 · 7 128 · 7 128 · 8 128 · 9 129 · 0 129 · 2 129 · 4	125·5 127·2 127·7 128·4 128·9 130·3 130·3 130·7 131·1 131·4	130·9 132·3 132·8 133·3 133·7 135·3 135·4 135·8 135·9 136·1 136·4	125·4 126·4 126·8 127·2 127·4 129·2 129·3 129·5 129·6 129·8	
1963 January February	131·6 131·9 132·1	133·5 133·5 133·9	138·9 139·2 139·4	132·2 132·5 132·7	1963 January	129·6 129·7 129·9	131·6 131·6 132·1	136·5 136·6 136·9	130·3 130·3 130·6	

III.—Industry Groups (all workers)

Date	Agriculture, Forestry and Fishing	Mining and Quarrying	Food, Drink and Tobacco	Chemicals and Allied Industries	All Metals Combined*	Textiles	Leather, Leather Goods and Fur	Clothing and Footwear	Bricks, Pottery, Glass, Cement, etc.
1959 1960 1961 1961 1962 Monthly averages {	117 120 127 132	118 119 126 129	119 123 128 132	112 115 118 124	117 119 125 127	112 116 121 124	118 121 122 126	118 123 124 132	115 120 126 131
1962 February March April May June July August September October November December	131 131 131 131 131 131 131 131 131 131	126 126 130 130 130 130 130 130 130 130 130	130 130 131 132 133 133 133 133 133 134 136	119 124 125 125 125 126 126 126 126 126 126 126	125 125 125 125 126 128 129 129 128 129 129	122 123 123 123 123 123 123 123 125 126 126	122 125 127 127 127 127 127 127 127 127 127	125 131 131 132 134 134 134 134 134 134 134	129 130 131 131 131 131 132 132 132 132 132
1963 January February March	138 138 138	130 130 131	137 137 137	128 128 128	129 129 129	126 127 127	127 127 127	134 134 134	132 133 133

Date	Timber, Furniture, etc.	Paper, Printing and Publishing	Other Manu- facturing Industries	Con- struction	Gas, Electricity and Water	Transport and Com- munication	Dis- tributive Trades	Professional Services and Public Ad- ministration	Mis- cellaneous Services
1959 1960 1961 Monthly 1961 averages {	118 122 126 134	118 122 126 133	112 115 120 128	120 122 125 133	112 115 120 125	115 121 125 129	117 121 128 132	119 123 129 134	118 120 125 132
1962 February March April May June July August September October November December	133 133 133 134 134 135 136 136 136 136	131 131 132 132 133 134 134 134 134 134 134	120 129 130 130 130 130 130 130 130 130 130	132 132 132 133 133 133 135 135 135 135 135	124 124 126 126 126 126 126 126 126 126 126 126	127 127 129 130 130 130 130 130 130 130 132	130 131 131 131 132 132 132 133 136 138	131 131 134 134 135 135 135 135 136 136	129 129 130 132 132 133 133 133 133 133 133
1963 January	136 136 136	136 136 137	130 130 136	135 137 137	127 130 130	133 133 133	138 138 138	136 136 138	133 133 133

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

Ministry of Labour Gazette April 1963 **Index of Normal Weekly Hours**

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

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

Normal Weekly Hours

IV.—All Industries and Services

mone was aw Teamo	2111 21141131	raci dal i	OPEROVE C	yd baurba	201 15 W. 60 C C C C C C C C C C C C C C C C C C	100
Date	Men	Women	Juveniles	All Workers	Date	
956 957 958 959 960 961 962 Monthly averages 961 962	100·0 99·9 99·7 99·6 97·9 96·0 95·1	100·0 99·9 99·6 99·5 98·3 95·8 95·1	100·0 99·9 99·8 99·8 98·1 95·9 95·1	100·0 99·9 99·7 99·6 98·0 95·9 95·1	1956 1957 1958 1959 1960 1961 1962 Monthly averages	
962 February March April May June July August September October November December	95·2 95·2 95·2 95·2 95·2 95·2 95·1 95·1 95·1	95·3 95·2 95·1 95·1 95·1 95·1 95·0 95·0 95·0	95·2 95·2 95·1 95·1 95·1 95·1 95·1 95·1 95·1	95·2 95·2 95·1 95·1 95·1 95·1 95·1 95·1 95·1 95·1	1962 February March April May June July August September October November December	
963 January February	95·1 95·1 95·1	95·0 95·0 95·0	95·1 95·1 95·1	95·1 95·1 95·1	1963 January	

V.—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956 1957 1958 1958 1959 1960 1961 1961 1962	100·0 99·9 99·7 99·6 97·1 95·6 95·2	100·0 100·0 99·9 99·7 97·8 95·2 94·9	100·0 100·0 99·9 99·7 97·5 95·4 95·0	100·0 100·0 99·8 99·6 97·3 95·4 95·1
1962 February March April May June July August September October November December	95·3 95·3 95·3 95·3 95·3 95·3 95·3 95·2 95·2 95·2	95·0 94·9 94·9 94·9 94·9 94·9 94·8 94·8 94·8	95·1 95·1 95·1 95·1 95·1 95·1 95·1 94·9 94·9 94·9	95·2 95·2 95·1 95·1 95·1 95·1 95·1 95·1 95·1
1963 January February March	95·2 95·2 95·2	94·8 94·8 94·8	94·9 94·9 94·9	95·1 95·1 95·1

Index of Hourly Rates of Wages

The index of weekly rates of wages does not show any movement when normal weekly hours of work are altered without any corresponding change in weekly rates of wages. The series given in the next Tables, which is obtained by dividing the monthly figures for the index of weekly rates of wages by the corresponding figures for the index of normal weekly hours, is described as the index of hourly rates of wages (see page 133 of the issue of this GAZETTE for April 1958).

Hourly Rates of Wages

VI.—All Industries and Services

VII.—Manufacturing Industries only

							Resident
Date	Men	Women	Juveniles	All Workers	Date	Men	
56 57 58 58 060 60 61 62 81	104·8 110·1 114·2 117·3 122·3 129·8 135·7	104·2 109·8 114·4 117·7 122·8 130·7 137·0	105·5 111·4 116·0 119·2 125·6 135·9 142·5	104·7 110·1 114·3 117·4 122·5 130·3 136·2	1956 1957 1958 1959 1960 1961 1962 Monthly averages	104·9 110·1 113·9 117·0 122·8 129·6 133·8	
62 February March April May June July August September October November December	133·2 133·7 134·8 135·2 136·4 136·8 137·0 137·1 137·9 138·1	133·6 134·7 135·9 136·4 136·9 138·1 138·5 138·5 139·8 140·2	139·5 140·3 141·4 142·0 142·2 143·5 143·5 144·1 145·3 145·9	133.6 134.2 135.3 135.7 135.9 137.0 137.4 137.6 137.7 138.5	March	131·2 132·1 132·5 132·8 133·0 135·0 135·2 135·4 135·7 136·0	
63 January February	138·4 138·7 139·0	140·4 140·5 140·9	146·2 146·4 146·6	139·1 139·4 139·6	1963 January	136·2 136·2 136·5	

Date	Men	Women	Juveniles	All Workers
1956 1957 1958 1959 1960 1961 1961 1962	104·9 110·1 113·9 117·0 122·8 129·6 133·8	103·9 109·6 113·7 116·7 122·7 130·6 136·0	104·9 110·7 114·7 117·7 125·9 135·7 141·1	104·7 110·1 113·9 116·9 122·8 130·1 134·6
1962 February March	131·2 132·1 132·5 132·8 133·0 135·2 135·4 135·5 135·7 136·0	132·1 134·0 134·6 135·4 135·9 137·4 137·9 138·3 138·3	137·6 139·2 139·7 140·2 140·6 142·3 142·4 143·0 143·2 143·3 143·6	131·7 132·8 133·3 133·7 133·9 135·8 135·9 136·2 136·4 136·6 136·8
1963 January	136·2 136·2 136·5	138·8 138·9 139·3	143·8 143·9 144·2	137·0 137·1 137·4

The figures given in Tables I to VII are on the basis of 31st January 1956 = 100, and relate to the end of the month. Figures for months prior to February 1962 were given in previous issues of this GAZETTE.

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. The appropriate figure should be multiplied by one of the linking factors given in the paragraph headed "General" on page 5 of the issue of this GAZETTE for Language 1960.

If comparisons are made between one group and another in Table III it should be remembered that the indices for a particular group may have been affected by the incidence of changes in rates

of wages in the months immediately prior to the base date (31st January 1956) and that having regard to considerable variation in the provisions of collective agreements and statutory wages regulation orders there is no common pattern for the calculations of the indices for individual industries.

Comparison between Earnings and Rates of Wages

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 1962 were given in an article on pages 42 to 49 of the February issue of this GAZETTE. The average increase in actual weekly earnings (all workers) between April 1956 and October 1962 in the industries and services covered by the half-yearly enquiries was 34½ per cent. as compared with an average increase of 24½ 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 39½ per cent. as compared with an average increase of 30½ per cent. in hourly rates of wages. For manufacturing industries only the corresponding increases were 33 per cent. for weekly earnings, 23½ per cent. for weekly rates of wages, 39 per cent. for hourly earnings and 29¾ per cent. for hourly rates of wages.

STATISTICS ON INCOMES, PRICES, EMPLOYMENT AND PRODUCTION. No. 4 MARCH 1963

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Movements in Rates of Wages and Hours of Work

Major settlements reported during March

A wages and hours settlement was announced on the 3rd March by the National Joint Council for the Electrical Contracting Industry in England, Wales and Northern Ireland. Under the terms of the settlement, which is to operate for a three-year period, there will be phased increases in hourly rates of 4d., 3d. and 2½d for craftsmen, with proportional amounts for adult mates, in July this year, 1964 and 1965, respectively, and when the 40-hour week is introduced without loss of pay in September 1964, there will be compensatory increases in hourly rates of 4½d., 4d. or 3½d. The second 40-hour week agreement during the month was announced on 5th March by the National Joint Council for the Exhibition Industry. This agreement came into operation on 11th March and resulted in increases of 4½d. an hour in compensation for the two hour reduction in the normal working week. Both agreements were subsequently referred to the National Incomes Commission.

In the papermaking industry, increases in hourly rates of amounts ranging from 2d. to 3½d., according to occupation, became payable with immediate effect from the date of settlement on 8th March. Another agreement, which became operative from the date of settlement affected workers engaged in tobacco manufacture, who received increases of 8s. a week for men and of 7s. for women from 23rd March. On 11th March Vauxhall Motors Ltd. announced an agreement with the trade unions concerned under which increases in hourly rates of 2d., $2\frac{1}{2}$ d., 3d. or $3\frac{1}{2}$ d. are payable from 5th April. Following the agreement of 13th March, workers employed on outside steelwork erection in the constructional engineering industry received increases of 34d. an hour from the 18th March. On 14th March, a settlement with retrospective effect to 4th March resulted in increases of 7s., 8s. 9d. or 10s. 6d. a week for roadmen employed by county councils in England and Wales. At a meeting of the National Joint Industrial Council for the Motor Vehicle Retail and Repairing Trade on 27th March it was agreed to increase hourly rates of wages by 2d. for men and by 1½d. for women, with effect from 15th April.

Wages regulation orders made during the month provide for increases in statutory minimum rates at various dates during April for workers employed in milk distribution in England and Wales, perambulator and invalid carriage manufacture, jute preparing, spinning and weaving, baking in Scotland, and aerated waters manufacture in Scotland.

The settlements, statutory wages regulation orders and cost-ofliving sliding-scale adjustments reported during the month have operative dates from 31st December 1962 to 1st July 1965 and is estimated that their implementation will add about £360,000 to the basic full-time weekly rates of wages of about 960,000 workers and will reduce the normal weekly hours of work of about 66,000 workers by an average of about 2 hours. (Increases for approximately 200,000 workers amounting to £85,000 and reductions in normal weekly hours of work for about 2,500 workers amounting to approximately 5,000 hours are already included in the Table in the adjoining column.)*

Changes coming into operation during March

Some of the March settlements came into operation during the month and details are given above. A number of settlements made at various dates before the end of February also came into operation during March and they included local authorities in England and Wales (increases for manual workers of 7s. or 10s. 6d. a week, according to occupation), rubber manufacture (increases of 2½d. an hour for men and of 2d. for women), rayon yarn production (increases for pieceworkers of 2d. an hour for men and of 1½d. for women with a revision of the wages structure for timeworkers), laundering (statutory minimum rates of adult males increased by 1½d. an hour), and toy manufacture (statutory minimum rates increased by 2\frac{3}{4}d. or 3d. an hour).

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

Estimates of the effect of changes coming into operation during the month indicate that about 940,000 workers received increases of approximately £285,000 in their basic full-time weekly rates of wages and about 3,000 workers had their normal weekly hours reduced by an average of two hours.*

Of the total increase in basic full-time weekly rates of wages of approximately £285,000, about £198,000 resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement, £54,000 from direct negotiations between employers and trade unions, £19,000 from statutory wages regulation orders, and the remainder from the operation of sliding-scale arrangements based on the official index of retail prices.

Analysis of changes during the period January-March

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

	Basic Fr Weekly of W	Rates	Normal Weekly Hours of Work		
Industry Group	Approximate Number of Workers affected by Net Increases†	Estimated Net Amount of Increase*	Approxi- mate Number of Workers affected by Reductions	Estimated Amount of Reduction in Weekly Hours	
charle when an address with		£	() Side ()	1200 ACC 11	
Agriculture, Forestry, Fishing	75,500	33,300	- 1 and		
Mining and Quarrying	9,500	2,000		1000	
Food, Drink and Tobacco	82,000	35,900	10 S - 10 //	A STATE OF THE PARTY OF THE PAR	
Chemicals and Allied Industries	12,000	2,700			
Metal Manufacture	155,000	8,600			
Engineering and Electrical	2 000	500			
Goods	2,000	300	12-13 To ALC:		
Shipbuilding and Marine	BEIGHT ST	74390	171	September 1	
Engineering Vehicles				The same of	
Metal Goods not elsewhere	A STATE THE	SPECIAL SPECIA		500 5 500	
specified	12,000	3,900		100000000000000000000000000000000000000	
Tank!!an	110,000	27,500	200	90393 656	
Leather, Leather Goods and Fur	110,000	27,500	A PROMETER	A PROPERTY OF	
Clothing and Footwear	500	100		127 1 130	
Bricks, Pottery, Glass, Cement,	300	100		CAD	
etc	14,000	7,100			
Timber, Furniture, etc	12,000	3,400	6,500	11,100	
Paper, Printing and Publishing	352,000	79,500	- 0,000	3 3 3 2	
Other Manufacturing Industries	118,500	48,200			
Construction	1,272,000	239,500		19212	
Gas, Electricity and Water	220,500	84,700		- 00 <u>-</u>	
Transport and Communication	134,500	62,900		0	
Distributive Trades	135,500	58,800	_	20:03	
Public Administration and	N. M. C.	OVEL	Total And	101000	
Professional Services	414,000	144,400		(B) A	
Miscellaneous Services	30,000	8,500	4,000	4,000	
Total	3,161,500	851,500	10,500	15,100	

Included in the above Table are about 6,500 workers who had both wage increases and reductions in normal weekly hours of work. In addition, about 45,000 workers had a net decrease of £3,000.

In the corresponding months of 1962, about 4,000,000 workers had an increase of approximately £1,280,000 in their basic full-time weekly rates of wages and approximately 775,000 workers had an aggregate reduction of about 1,350,000 hours in their normal weekly hours of work.

CHANGES IN RATES OF WAGES COMING INTO OPERATION DURING MARCH

(Note.—The figures in brackets below an item in the column headed "District" relate to the page in the volume "Time Rates of Wages and Hours of Work, 1st April 1962," on which details for the Industry at that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Freestone and Sandstone Quarrying	Yorkshire (8)	First full pay week com- mencing on or after 11 Mar.	Male workers	Increases of 1d. an hour for craftsmen and machinemen, and of proportional amounts for labourers and young learners. Rates after change for workers 21 and over—craftsmen, grade 1, 5s. 6½d. an hour, 2, 5s. 5d., 3, 5s. 3½d., labourers 4s. 6¾d., ordinary machinemen (after 4 years' service) 5s. 6½d.; kerb machinemen (after 1 year's service) 5s. 5½d.; young learners—1s. 4½d. at 15 rising to 4s. 10½d. at 20.
Ball Clay	North and South Devon and Dor- set (12–13)	7 Jan.‡	Male workers	Increase of $1\frac{1}{2}d$. an hour for men 21 and over, with proportional amounts for younger workers. Minimum basic rate after change for able-bodied daywork labourers 21 and over 4s. $4\frac{1}{2}d$. an hour.§
Ironstone Mining	Cleveland (14)	2 Mar.	Male workers	Cost-of-living payment increased by 1.0d. a shift (10s. 2.5d. to 10s. 3.5d.) for workers 18 and over, and by 0.5d. (5s. 1.3d. to 5s. 1.8d.) for boys under 18.
	6d. By pow 1.	30 Mar.	Male workers	Cost-of-living payment increased by 2·1d. a shift (10s. 3·5d. to 10s. 5·6d.) for workers 18 and over, and by 1·0d. (5s. 1·8d. to 5s. 2·8d.) for boys under 18.

- * The statistics relate to wage-earners only and the monetary amounts represent the increase in basic rates only and not the total increase in the wages bill. The estimates are based on normal conditions of employment and do not take into account the effect of short-time or of overtime.
 - † Workers who are affected by two or more changes during the period are counted only once in this column.
 - † This increase was agreed in March with retrospective effect to the date shown.
 - § The agreement also provides, from a date to be notified, for the introduction of a 42-hour week without loss of pay, and certain other changes.
 - || Under sliding-scale arrangements based on the official index of retail prices.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Ironstone Mining and Quarrying	North Lincolnshire	3 Mar.	Male workers	Cost-of-living bonus payment increased* by 1.28d. a shift (10s. 2.2d. to 10s. 3.48d.) for men, by 0.96d. (7s. 7.65d. to 7s. 8.61d.) for youths 18 and under 21, and by 0.64d. (5s. 1.1d. to 5s. 1.74d.) for boys under 18.
Iron-Ore and Ironstone Mining and Quarrying	Midland area	3 Mar.	Male workers	Cost-of-living payment increased* by 2·19d. a shift (10s. 1·04d. to 10s. 3·23d. for men, by 1·65d. (7s. 6·78d. to 7s. 8·43d.) for youths 18 and under 21 and by 1·1d. (5s. 0·52d. to 5s. 1·62d.) for boys under 18.‡
Tobacco Manufacture	United Kingdom (36)	First full pay week following 21 Mar.	All workers	Increases of 8s. a week for male workers 21 and over, of 7s. for female workers 18 and over, and of proportional amounts for younger workers. Minimum rates after change include: male workers 21 and over, scale I (factories where the manufacture of cigarettes exceeds 20 per cent. of the total manufacture of all types of tobacco) 212s. a week, scale II (factories where the manufacture of cigarettes does not exceed 20 per cent. of the total manufacture of all types of tobacco) 203s. 6d.; female workers 18 and over 150s. 9d., 143s. 3d.
Coke Manufacture	England and Wales and certain works in Scotland§	3 Mar.	Workers employed at coke oven plants attached to blastfurnaces	Cost-of-living payment increased* by 1.28d. a shift (10s. 2.2d. to 10s. 3.48d for shift-rated workers) or by 0.16d. an hour (1s. 3.275d. to 1s. 3.435d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0.96d. a shift (7s. 7.65d. to 7s. 8.61d.) or by 0.116d. an hour (11.46d. to 11.576d.) for youths 18 and under 21 and for women employed on youths' work, and by 0.64d. a shift (5s. 1.1d. to 5s. 1.74d.) or by 0.077d an hour (7.64d. to 7.717d.) for boys and for girls doing boys' work.
Pig Iron Manufacture	England and Wales and certain works in Scotland§ (44)	3 Mar.	Workers employed at blast- furnaces (integrated plants) except those whose wages are regulated by movements in other industries	do. do.
	Derbyshire, Leicestershire and Northants. (44)	3 Mar.	Workers employed at blast- furnaces (merchant plants)	Cost-of-living payment increased* by 1.3d. a shift (10s. 2.2d. to 10s. 3.5d. for men and for women and youths employed on men's work, by 0.975d. (7s. 7.65d. to 7s. 8.625d.) for youths 18 and under 21 and for women employed on youths' work, and by 0.65d. (5s. 1.1d. to 5s. 1.75d.) for boys and for girls doing boys' work.
	West of Scotland¶ (44)	Pay period com- mencing nearest 1 Mar.	Workers, other than maintenance workers, employed at blastfurnaces	Cost-of-living payment increased* by 1.3d. a shift (10s. 2d. to 10s. 4d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and Steel Manufacture	Certain districts in England and Wales and cer- tain works in Scotland§ (45)	3 Mar.	Workers, other than roll turners and maintenance workers, employed at steel melting shops and steel rolling mills	Cost-of-living payment increased* by 1.28d. a shift (10s. 2.2d. to 10s. 3.48d for shift-rated workers) or by 0.16d. an hour (1s. 3.275d. to 1s. 3.435d. for hourly-rated workers) for men and women, by 0.96d. a shift (7s. 7.65d to 7s. 8.61d.) or by 0.116d. an hour (11.46d. to 11.576d.) for youths and girls 18 and under 21, and by 0.64d. a shift (5s. 1.1d. to 5s. 1.74d.) or by 0.077d. an hour (7.64d. to 7.717d.) for those under 18.†
	per cent. (RIL to St. halve of cart-of-lists or fomule western	3 Mar.	Roll turners and apprentices employed at steel works	Cost-of-living payment increased* by 0·16d. an hour (1s. 3·275d. to 1s. 3·435d. for craftsmen, by 0·116d. (11·46d. to 11·576d.) for apprentices 18 to 21, and by 0·077d. (7·64d. to 7·717d.) for apprentices under 18.†
	77 or 427 ment bessess the Cut test 22 each table services the and over the colors	3 Mar.	Maintenance craftsmen and apprentices employed at coke oven and blastfurnace plants, steel melting shops, and steel rolling mills	do. do.
	tung as 12 lo edge the of a value and the free value for all addit	3 Mar.	Bricklayers, apprentices, and bricklayers' labourers em- ployed at blastfurnaces and iron and steel works	Cost-of-living payment increased* by 0·16d. an hour (1s. 3·275d. to 1s. 3·435d. for men 21 and over, by 0·116d. (11·46d. to 11·576d.) for apprentices and youths 18 and under 21, and by 0·077d. (7·64d. to 7·717d.) for apprentices and boys under 18.†
	Midlands and parts of South Yorks. a n d South Lancs.** (45)	31 Mar.	Workers other than mainten- ance workers, employed at iron puddling furnaces and iron and steel rolling mills and forges	Cost-of-living bonus payment increased* by 2.08d. a shift (10s. 3.5d. to 10s 5.58d.) for men and women 21 and over, by 1.565d. (7s. 8.625d. to 7s 10.19d.) for workers 18 and under 21, and by 1.04d. (5s. 1.75d. to 5s. 2.79d. for those under 18.††
	Staffs., Ches., Teesside, S. Wales and Mon. and Glasgow‡‡ (45)	4 Mar.	Workers employed at steel sheet rolling mills	Cost-of-living payment increased* by 1·28d. a shift (10s. 2·2d. to 10s. 3·48d. for men and women 21 and over, by 0·96d. (7s. 7·65d. to 7s. 8·61d.) for youths and girls 18 and under 21, and by 0·64d. (5s. 1·1d. to 5s. 1·74d.) for those under 18.†
the officers of the selection of the sel	South-West Wales§§ (45)	3 Mar.	Workers, other than bricklayers and carpenters, employed in steel manufacture	Cost-of-living bonus increased* by 2d. a shift (9s. 2d. to 9s. 4d.) for men and for women employed on men's work, by 1½d. (6s. 10½d. to 7s.) for youths 13 and under 21, and by 1d. (4s. 7d. to 4s. 8d.) for youths under 18.
t male organical in the color of the color o	South Wales and Monmouthshire (45)	3 Mar.	Workers employed at steel rolling mills	Cost-of-living bonus increased* by 1.65d. or 1.84d. a shift (8s. 1.2d. tr. 8s. 2.85d. for skilled craftsmen, and 9s. 4.16d. to 9s. 6.0d. for semi-skilled workers) for men and women 18 and over, and by proportional amount for those under 18.
Tinplate Manufacture	South Wales and Monmouthshire (45)	3 Mar.	Workers other than apprentices	Cost-of-living bonus increased* by 2d. a shift (10s. 2d. to 10s. 4d.) for men, by 1½d. (7s. 7½d. to 7s. 9d.) for youths 18 and under 21 and for women 18 and over, and by 1d. (5s. 1d. to 5s. 2d.) for workers under 18.
Galvanising	England and Wales	4 Mar.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Cost-of-living payment increased* by 1·28d. a shift (10s. 2·2d. to 10s. 3·48d. for men and women 21 and over, by 0·96d. (7s. 7·65d. to 7s. 8·61d.) for youths and girls 18 and under 21, and by 0·64d. (5s. 1·1d. to 5s. 1·74d.) for those under 18.†
Tube Manufacture	Newport	3 Mar.	Male workers	Cost-of-living bonus increased* by 1·16d. a shift (9s. 9·74d. to 9s. 10·9d.) for men, by 0·773d. (6s. 6·459d. to 6s. 7·232d.) for youths 18 and under 21, and by 0·58d. (4s. 9·71d. to 4s. 10·29d.) for boys.
Surgical Instrument and Equipment Manufacture	England (excluding Sheffield) and Wales (54)	25 Mar.	Male workers	Increases in basic minimum time rates of 4d. an hour for skilled workers 23 and over, of 3½d. for semi-skilled, of 3d. for unskilled, and of 1½d. to 3½d., according to age, for apprentices and learners up to the age of 23; increase in current piecework prices of 6 per cent., with a minimum guaranteed rate of 6s. 3d. (previously 5s. 10½d.) per hour per job. Basic minimum time rates after change: skilled workers 23 and over 5s. 7½d. an hour, semi-skilled 5s. 2d., unskilled 4s. 5½d.

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

† Cost-of-living payments now related to new official index of retail prices (16th January 1962 = 100) on the basis of 2.343d. per point above a datum of 50 points. The amounts quoted relate to the index figure of 102.7 for January 1963.

‡ Cost-of-living payments now related to new official index of retail prices (16th January 1962 = 100) on the basis of 2.45d. per point above a datum of 52.4 points. The amounts quoted relate to the index figure of 102.7 for January 1963.

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

Agreements between the Midland Merchant Blastfurnace 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.

†† Cost-of-living payments now related to new official index of retail prices (16th January 1962 = 100) on the basis of 2·343d, per point above a datum of 50 points. The amounts quoted relate to the index figure of 103·6 for February 1963.

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

 $\parallel\parallel$ Agreements between the South Wales and Monmouthshire Iron and Steel Manufacturers' Association and the trade union concerned. Cost-of-living payments now related to new official index of retail prices (16th January 1962 = 100) on the basis of $2\cdot163d$. per point above a datum of 57 and 50 points, respectively, for skilled and semi-skilled workers. The amounts quoted relate to the index figure of $102\cdot7$ for January 1963.

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Rayon Yarn Production	Great Britain (90)	25 Mar.	Workers employed in one company	Time working bonus abolished and an equivalent sum of 4d. an hour for adult men, and of 3d. for adult women, added to basic rate; bonus calculator increased by 2d. to 3s. 1d. for men, and by 1½d. to 2s. 2d. for women; performance at which bonus commences increased proportionately; adjustments on the same formula on the appropriate amounts for younger workers. (Minimum time rates in the industry after change include: male workers 21 and over 4s. 3d. or 4s. 7½d, an hour, according to company, female workers 18 and over 3s. or 3s. 3½d.)
Cotton Spinning and Weaving	Lancashire, Cheshire, York- shire and Derby- shire	1 Oct. 1962*	Mill engine tenters, enginemen/ firemen, etc.	Increase on minimum hourly rates of 3 per cent. Minimum rates after change: mill engine tenters 4s. 8.614d, an hour, enginemen/firemen 4s. 7.262d, assistant engineers 4s. 6.241d, boiler firemen 4s. 4.581d, ashwheelers, oilers and greasers 4s. 0.336d.
A COLUMN CONTRACTOR	(74)	1 Oct. 1962†	Skilled maintenance mechanics, blacksmiths, turners, welders, electricians and loom fitters	Increases of 8s. a week for craftsmen (247s. 11d. to 255s. 11d.), and of proportional amounts for apprentices.
Flax and Hemp Preparing, Spinning and Weaving	Great Britain (75) (256)	15 Mar.	Female learners, male night- shift spinners, and male apprentices to tenting or dressing	Increases in general minimum time rates of varying amounts, according to occupation, year of employment or age. General minimum time rates after change: female learners—employed in weaving, warping, etc., for one period of learnership not exceeding 6 months, 16 or over 79s. 2d. a week, under 16, 65s. 6d., employed in card-cutting for one period of learnership not exceeding 12 months 79s. 2d., 65s. 6d. (two stages of 6 months previously in operation abolished); male night shift spinners 136s. 4d. at 18 rising to 197s. 2d. at 21 or over; apprentices, 16 or over, to tenting or dressing—tenting 79s. 5d. during first year of apprenticeship rising to 127s. 2d. during fourth year, dressing 79s. 5d. during first year to 114s. 5d. during third year.‡
Wool Textile	Yorkshire	15 Dec. 1962	Mechanics	Increase of 2½d. an hour or 8s. a week (5s. 11½d. to 6s. 2d. or 254s. 1d. to 262s. 1d.).
	Leicester (86)	First pay day in Mar.	Workers employed in the lamb's wool and worsted yarn spinning industry	Cost-of-living bonus increased by \(\frac{1}{2} \)d. in the shilling (4d. to 4\frac{1}{2} d.) on basic wages. Minimum rates after change, inclusive of cost-of-living bonus and good time-keeping bonus, include: able-bodied men 21 and over—skilled 191s. 1d. a week, unskilled 181s. 6d.; skilled able-bodied women 18 and over 122s. 2d.
Pressed Felt Manufacture	Rossendale Valley (certain firms)	First pay day in Mar.	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 186s. 2d. a week, female workers 18 and over—felt production processes 137s. 2d., cutting and stitching 126s. 9d.
Jute Carpet Manufacture	Dundee	First pay day in Mar.	All workers	Cost-of-living bonus increased by 2½ per cent. (82½ to 85 per cent.) on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: male workers 19 and over 176s. 8d. a week, female workers 19 and over 117s. 8d.
Carpet Manufacture	Great Britain (93)	First pay day in Mar.	All workers	Cost-of-living bonus increased by $2\frac{1}{2}$ per cent. (82\frac{1}{2} to 85 per cent.) on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Bonus on earnings in excess of £6 15s. and £4 10s. increased from $72\frac{1}{2}$ to 75 per cent.
Narrow Fabrics Manufacture	Great Britain (94)	Week com- mencing 4 Mar.	Timeworkers	Increases in minimum rates of 2d. an hour for men 21 and over, of 1½d. for women 18 and over, and of proportional amounts for younger workers. Rates after change include: men 21 and over—grade I occupations 4s. 0¾d. an hour, II 4s. 4d., III 4s. 6d.; women 18 and over—grade I 2s. 10½d., IA 2s. 11½d., II 3s. 2½d., III 3s. 4½d.
e menegolisa adol 12 ma estados 10 a 3-50, so 10a.	E-466 to all Egent be Colored and to Lived Robbs with and of by 2-06th a sun	A Joe (17)	Pieceworkers	Increases in minimum group average rates of 2d. an hour for male workers, and of 1½d. for female workers. Piecework rates to be the same for all ages and arranged so that the average wage for all adult workers in a class is not less than—males grade I 4s. 7¾d. an hour, II 4s. 10d., III 5s. 2d.; females grade I 3s. 3½d., IA 3s. 4½d., II 3s. 7½d., III 3s. 10½d.
Hair, Bass and Fibre Processing	Great Britain (257)	6 Mar.	All workers	Increases in general minimum time rates of 1½d. an hour for male workers 21 or over, of 1d. for female workers 18 or over, and of proportional amounts for younger workers; increases in piecework basis time rates of 1½d. or 1½d. an hour, according to occupation, for male workers, and of 1d. for female workers. General minimum time rates after change include: male workers 21 or over with not less than 3 years' experience—employed in hair dressing, hair curling or hair weaving 4s. 5½d. an hour, bass dressing or fibre dressing 4s. 3½d.; other male workers 21 or over 3s. 11½d.; female workers 18 or over with not less than 3 years' experience in hair dressing, hair curling, hair weaving, bass dressing or fibre dressing 2s. 9½d., other female workers 18 or over 2s. 7½d.; piecework basis time rates—male workers 4s. 10½d. or 4s. 7½d., according to occupation, female workers 2s. 10½d.¶
Hat and Cap Making and Millinery	Northern Ireland (259)	19 Mar.	All workers other than female workers in the retail branch	Increases in general minimum time rates of $2\frac{1}{6}$ d. an hour for male workers in specified occupations, of 2d. for other male workers 21 and over, of $1\frac{1}{6}$ d. for those under 21 and for male late entrants, of 2d. for female workers other than learners, and of 1d. for learners; increases in piecework basis time rates of $2\frac{1}{6}$ d. an hour for male workers in specified occupations, and of 2d. for other male workers and for female workers. General minimum time rates after change: male workers in specified occupations 4s. an hour, other male workers 1s. $6\frac{1}{6}$ d. at under 16 rising to 3s. $6\frac{1}{6}$ d. at 21 and over, late entrants at or over 19, 2s. 7d. during first 6 months of employment and 2s. 9d. during second 6 months, female workers other than learners 2s. $7\frac{1}{6}$ d., learners (except those who enter the trade at or over 18) 1s. $4\frac{1}{6}$ d. during first 6 months rising to 2s. $2\frac{1}{6}$ d. during third year; piecework basis time rates, male workers in specified occupations 4s. 3d., other male workers (all ages) 3s. 10d., female workers 2s. 10d.**
	od, a some 781 v. 740 12d year yourns 1d of 2t on near few shill over a reason, out of 1 cone in to the age of other and the age of	to the second	Female workers in the retail branch	Increases in general minimum time rates of 2d. an hour for workers other than learners, and of 1d. for learners. General minimum time rates after change: workers 21 and over with not less than 2 years' experience after completion of learnership, area A 2s. 7½d. an hour, area B 2s. 7d., workers under 21 or those 21 and over who have less than 2 years' experience after completion of learnership and outworkers 2s. 6½d., 2s. 6d., learners 1s. 4½d. (both areas) during first 6 months rising to 2s. 2½d. or 2s. 1½d. during third year.**
Pitwood Trade	Bo'ness and Grange- mouth (139)	12 Oct. 1962*	Workers employed in pitwood yards	Increases of 1d. an hour for male workers 19 and over, and of ½d. for younger male workers and female workers. Rates after change include: male workers 19 and over—single bench sawyers 4s. 7d. an hour, double bench sawyers and saw sharpeners 4s. 6d., drawers off and mill and motor crosscutters 4s. 4½d., mill loaders, tallymen and men selecting timber from stacks 4s. 4½d., labourers 4s. 4d.; female workers 19 and over 2s. 9d.††
Exhibition Stand Construction,	Great Britain	11 Mar.	Craftsmen and labourers	New standard hourly rates fixed as follows:— craftsmen 7s. 7d., labourers 6s. 11½d.
Erection, etc.		25 Mar.	Electricians and adult mates	New standard hourly rates fixed as follows:—electricians 7s. 9d., adult mates 7s.

^{*} These increases were agreed in November 1962 with retrospective effect to the date shown.

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

Ministry of Labour Gazette April 1963

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change (Decreases in italics)
Coopering	Great Britain and Belfast (142)	First pay day following 4 Mar.	Coopers engaged on repair or re-erection of vats	Extra payment increased from 4d. to 8d. an hour.
Paper Making, Paper Coating, Paper Board and Building Board Making	United Kingdom (144)	First full pay period following 8 Mar.	Process workers	Increases of 2d., $2\frac{1}{4}$ d. or $2\frac{3}{4}$ d. an hour, according to occupation, for male day workers 21 and over, of $2\frac{1}{4}$ d. or 3d. for male shift workers 21 and over of $1\frac{1}{2}$ d. for male day workers 18 and under 21 and for female workers 18 and over, and of $1\frac{1}{4}$ d. for younger workers. National minimum rates after change include: male workers 21 and over—day workers class 1 occupations 5s. $2\frac{3}{4}$ d. an hour, 1A 4s. $9\frac{1}{4}$ d., 2, 4s. $6\frac{3}{4}$ d., 3, 4s. $5\frac{1}{4}$ d., shift workers 5s. $9\frac{1}{4}$ d., 5s. $3\frac{1}{2}$ d., 5s. $0\frac{3}{4}$ d., 4s. $11\frac{1}{4}$ d.; female workers 18 and over 3s. $2\frac{1}{2}$ d.
on the charge of married marks of married for (1881)	for the Service See See	to denses Sign	Skilled craftsmen on mainten- ance work	Increases of 3d. or 3½d. an hour, according to classification of mill, for day workers, and of 3d., 3½d. or 3½d., according to classification of mill and shif system, for shift workers. Rates after change: day workers group I mill: 5s. 10d. an hour, II 5s. 9d., double-day shift 6s. 2d., 6s. 1d., three-shift 6s. 4d. 6s. 3d.
Printing	London (156–157) Manchester	1 Mar.	Workers other than electricians, engineers and process workers, employed in the production of national morning, evening and Sunday newspapers	Cost-of-living bonus increased* by 4s. a week (12s. to 16s.) for adult workers and by proportional amounts for apprentices and juniors.
	The state owny anoronal a	out their se	Process workers	Cost-of-living bonus increased* by 4s. a week (18s. to 22s.).
Lithographic Tin Printing	Great Britain	3 Sept. 1962†	Male workers	Consolidation into basic rates of 7s. a week of the cost-of-living bonus previously paid for adult male workers, and of proportional amounts for apprentices and learners; elimination of grade 2, leaving only London (grade 1A) and all other towns (grade 1); differential for tin varnishers increased by 7s. to 14s. 6d. a week.‡
	es of 5 per cent. No essenting and correct ording and correct ords, no 628 to, no ne-correct dept. 116. 1114, 128 the, final 129 34, convolved that	First pay day in Jan.†	Male workers	Increases in basic rates of 6s. a week for tin printers, and of 5s. for plate preparers and tin varnishers; consolidation into basic rates of 7s. a week of the cost-of-living bonus previously paid; cost-of-living bonus after consolidation decreased* by 1s. 10d. a week (15s. to 13s. 2d.); in each case proportional amounts for apprentices and learners. Minimum rates after change, inclusive of cost-of-living bonus, include: tin printers grade 1A 300s. 2d. to 360s. 2d. a week, according to operation on which engaged, grade 1, 284s. 2d. to 344s. 2d., operators of lithotex and similar stop and repeat cameras and oprintex, etc., grade 1A 335s. 2d., grade 1, 319s. 2d., stone and plate preparers 243s. 11d., 227s. 5d., tin varnishers 258s. 5d., 241s. 11d.
Rubber Manufacture	Great Britain (162)	First full pay period after 28 Feb.	All workers	Increases in basic minimum time rates of 2½d. an hour for male workers 18 and over, of 2d. for female workers 18 and over, and of proportional amounts for younger workers. Basic minimum time rates after change: male workers 2s. an hour at 15 rising to 4s. 9d. at 21 and over, female workers 1s. 9d. to 3s. 6d. Piecework prices or bonus schemes to yield to a payment-by-result worker of average ability an average gross wage of not less than the following amounts:—male workers 2s. 5½d. an hour at 15 rising to 5s. 9d. at 21 and over, female workers 2s. 2d. to 4s. 2½d.
Brush and Broom Manufacture	Great Britain (256)	22 Mar.	All workers	Increases in general minimum time rates and piecework basis time rates of varying amounts, according to age, occupation and experience; percentage addition to general minimum piece rates increased from 120 to 125 per cent Rates after change include; general minimum time rates—male workers of any age who have completed an apprenticeship of not less than 3 years and male workers 19 or over with not less than 3 years experience in certain specified branches of work 4s. 4½d. an hour, other male workers 21 or over 4s. 1½d. (with additions of 1d. to 3d. an hour, according to length of experience over 6 months but less than 3 years, when employed in specified branches of work); female workers, other than apprentices to pan-setting—pan hands of any age 3s. 3½d., 3s. 8½d. or 4s. 4½d., according to class of work drawing hands (wire brushes) 3s. 2½d. or 3s. 7d., workers with not less than 3 years' experience in certain specified branches of work 2s. 9d., other female workers 19 or over 2s. 7½d. (with additions of ½d. to 1¾d. an hour, according to length of experience over 6 months but less than 3 years, when employed in specified branches of work); piecework basis time rates—male workers 4s. 8½d., female workers 3s. 0½d., 3s. 4½d., 3s. 5½d., 3s. 9¾d., 3s. 9¾d. or 4s. 7d., according to occupation.§
redence or pice can place and particular and property of the can place of	Northern Ireland (259)	29 Mar.	All workers	Increases in general minimum time rates and piecework basis time rates of varying amounts, according to age, occupation and experience; percentage addition to general minimum piece rates increased from 120 to 125 per cent. Rates after change include: general minimum time rates—male workers 19 or over with not less than 3 years' experience in certain specified branches of work 4s. 4½d. an hour, other male workers 21 or over 4s. 1½d. (with additions of 1d. to 3d. an hour, according to length of experience over 6 months, but less than 3 years, when employed in specified branches of work); female workers with not less than 3 years' experience as pan hands 3s. ½d., 3s. 8½d. or 4s. 4½d., according to class of work, in certain other specified branches of work 2s. 9d., other female workers 19 or over 2s. 7¾d. (with additions of ½d. to 1¾d. an hour, according to length of experience over 6 months but less than 3 years, when employed in specified branches of work); piecework basis time rates—male workers 18 or over with not less than 3 years' experience in specified branches of work 4s. 8½d., other male workers 17d., according to experience or occupation.
Toy Manufacture	Great Britain (163) (258)	11 Mar.	All workers	Increases in general minimum time rates of 3d. an hour for male workers 21 or over and for female woodcutting machinists or wood body makers 21 or over, of 2\frac{3}{4}d. for other female workers 20 or over, of amounts ranging from 1\frac{1}{4}d. to 2\frac{1}{2}d. for younger male workers, and of 1\frac{1}{2}d. to 2\frac{1}{2}d. for younger female workers. General minimum time rates after change: male or female workers 21 or over—woodcutting machinists 4s. 5\frac{1}{4}d., 4s. 3\frac{1}{2}d. or 4s. 1\frac{1}{4}d. an hour, according to qualification, wood body makers 4s. 3\frac{1}{2}d.; other male workers 21 or over—body painters 4s. 1d., other workers 3s. 11\frac{1}{2}d., other female workers 20 or over 3s.; younger male workers 1s. 7\frac{1}{4}d. at under 16 rising to 3s. 4\frac{1}{4}d. at 20, younger female workers 1s. 7d. at under 16 rising to 2s. 8d. at 19.\frac{8}{2}
Penmaking and Stationers' Sundries Manufacture	Birmingham and district (165)	First pay day in Mar.	All workers	Increases* of 1s. 3d. a week for male workers 20 and over and 9d. for younger male workers, and of 8d. for female workers 18 and over and 6d. for younger female workers. Minimum rates after change include: male workers—fully apprenticed tool makers 25 and over 210s. 4d. a week, 21 and under 25, 191s. 7d., semi-skilled workers 20 and over 186s. 3d., unskilled workers 20 and over 178s. 9d.; female workers 18 and over 132s. 3d., piecework prices to be such as to yield at least 137s. 9d. for female workers of average ability.¶

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

[†] This increase was agreed in January 1963 with retrospective effect to the date shown.

[†] These increases took effect under an Order made under the Wages Councils Act. See page 137 of the March issue of this GAZETTE.

[§] Under sliding-scale arrangements based on the official index of retail prices.

^{||} The cost-of-living bonus now represents the points value of the excess over the previous base of the figure obtained by multiplying the current figure of the index of retail prices (Jan. 1962 = 100) by 1.802, taking the resultant figure to the nearest whole number.

These increases took effect under an Order made under the Wages Councils Act. See page 136 of the March issue of this GAZETTE.

^{**} These increases took effect under Orders made under the Wages Councils Act (Northern Ireland). See page 180 of this GAZETTE.

†† These rates are to remain in operation until 30th September 1963.

[†] These changes were ratified in March 1963 with retrospective effect to the date shown.

[‡] It has also been agreed that a further 7s. a week with proportional amounts for apprentices and learners is to be consolidated into basic rates in January 1963 and again in January 1964; basic rates will be increased by 6s. a week for tin printers and 5s. for plate preparers and tin varnishers in January 1963 and by the same January 1964 with further increases of 3s. and 2s. 6d., respectively, in January 1965; adjustments to the cost-of-living bonus will be made in January 1963, percentage rates for apprentices and learners for each one point rise or fall in the index for the mid-October preceding compared with the index for mid-May 1962 (taken

[§] These increases took effect under an Order made under the Wages Councils Act. See page 136 of the March issue of this GAZETTE.

|| These increases took effect under an Order made under the Wages Councils Act (Northern Ireland). See page 181 of this GAZETTE.

Cost-of-living allowance now related to the new official index of retail prices (16th January 1962 = 100); the amounts quoted relate to the index figure of 102.7 for January 1963 taken as 103.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Building	Isle of Man	4 Mar.	Building operatives	Increases of 1d. an hour for craftsmen and labourers, and of proportional amounts for apprentices. Rates after change include: craftsmen 5s. 9d. an hour, labourers 5s. 1½d.
Constructional Engineering	Great Britain (173)	18 Mar.	Workers, other than labourers, employed on outside steel- work erection	Increase of 3½d. an hour. Rates after change: erectors, London area 5s. 10d. an hour, other areas 5s. 9d., riveters 5s. 11d., 5s. 10d., riveters' holders-up 5s. 10d., 5s. 9d., sheeters 6s., 5s. 10d., sheeters' holders-up and stagers or riggers 5s. 10d., 5s. 9d., crane drivers and welders 5s. 11d., 5s. 10d., burners (new work) 5s. 11d., 5s. 10d., (demolition or scrap work) 5s. 10d., 5s. 9d., rivet heaters (adults) 5s. 5½d., 5s. 4½d., erectors' helpers 5s. 6d., 5s. 5d.
	Great Britain and Northern Ireland	18 Mar.	Workers employed on steam generating plant erection	Increases of 3½d. an hour for labourers, and of 3½d. for all other workers. Rates after change: erectors, riggers and constructional scaffolders, London area 5s. 10d. an hour, other areas 5s. 9d., handymen 5s. 6d., 5s. 5d., crane drivers 5s. 11d., 5s. 10d., welders class A1, 6s., 5s. 11d., A2, 6s. 2d., 6s. 1d., A3, 6s. 5d., 6s. 4d., class B 5s. 11d., 5s. 10d., burners 5s. 11d., 5s. 10d., tubers and expanders and boiler erection fitters 5s. 10d., 5s. 9d., riveters 5s. 11d., 5s. 10d., riveters' holders-up 5s. 10d., 5s. 9d., rivet heaters 5s. 5½d., 5s. 4½d., labourers 5s. 1d., 5s.
Wholesale Newspaper Distribution	London (205)	1 Mar.	Male workers	Increases* in cost-of-living bonus of 4s. a week (12s. to 16s.) for full-time workers 21 and over, and of proportional amounts for other workers. Rates after change, inclusive of bonus, for full-time workers 21 and over: indoor workers and drivers—day staff 259s. a week, night staff 268s.
	Provinces in England and Wales (205)	First full week in Mar.	Adult workers	Increases* in cost-of-living bonus of 2s. a week (14s. to 16s.) for qualified male workers, and of 1s. 3d. (8s. 9d. to 10s.) for qualified female workers. Rates after change, inclusive of cost-of-living bonus: qualified male workers—grade 1 towns, night staff and early morning staff 247s. a week, day staff 237s. 6d., grade 2 towns 238s. 6d., 229s.; qualified female workers—grade 1, 146s. a week, grade 2, 142s.
Retail Pharmacy Trade	England and Wales (221)	4 Mar.	Pharmacists	Introduction of annual salary scales as follows: males, London, first year after qualifying £825 a year, second year £875, third year (former maximum) £925, fifth year £975, Provincial (previously Provincial A and B areas) £800, £850, £900, £950; females, London, as for Provincial males, Provincial £775, £825, £875, £925.†
Cinematograph Film Production	Great Britain	18 Feb.‡	Cine technicians (except those engaged in the production of newsreels and short films) employed in film studios	Increases in minimum weekly salaries of 5 per cent. Minimum rates after change: scenario dept. £15 5s. 6d. to £28 10s. a week, according to occupation, publicity, film editing, sound recording and sound maintenance depts. £16 11s. to £31 13s., stills dept. £16 11s. to £28 10s., floor, production and casting £12 18s. to £29 15s. 6d., cine-camera dept. £16 11s. to £54 9s. 6d., process and special effects dept. £19 14s. to £54 9s. 6d., art dept. £16 11s. to £34 16s. 6d., film dubbing dept. £16 11s., £28 10s., film library £14, £19 14s., negative cutting dept. £15 5s. 6d., £19 14s.; supplementary grades, first year £7 18s., second £8 10s. 6d., third £9 4s., thereafter £12 18s. (employees who attain the age of 21 in the first, second or third years receive an additional 10s. 4d. a week).
	Great Britain	Pay day in week com- mencing 31 Dec. 1962§	Technicians and trainees employed in the production of specialised films	Increase on minimum wage rates of $2\frac{1}{2}$ per cent. for all grades.
	depart to the court of the cour	Beginning of first full pay week following 28 Feb.	Technicians and trainees employed in the production of specialised films	Cost-of-living bonus increased* by 2s. 6d. a week (25s. to 27s. 6d.) for workers 18 and over and by 1s. 8d. (16s. 8d. to 18s. 4d.) for younger workers whose normal salaries do not exceed £24 11s. 6d. a week; cost-of-living bonus granted* of 2s. 6d. a week for workers whose normal salaries exceed £24 11s. 6d. a week.
Laundering	Great Britain (237) (257)	4 Mar.	All male workers other than enginemen and stokers, and female workers employed as substitutes for male workers	Increases in general minimum time rates of 1½d. an hour (5s. 4½d. a week) for male workers 21 or over, of 1½d. or 1½d., according to duties performed, for female workers, including drivers, employed as substitutes for male workers, and of proportional amounts for juveniles. General minimum time rates after change: male workers 1s. 10½d. an hour or 79s. 9d. a week at under 16 rising to 3s. 8½d. or 158s. 7d. at 21 or over; female workers who perform in full the duties normally undertaken by adult male workers 3s. 8½d. an hour, those who are mainly engaged in the duties of male workers 3s. 1½d.
Cemeteries	London	Week commencing 4 Feb.	Workers employed in non- municipal cemeteries	Increases of 7s. 4d. or 7s. 5d. a week according to occupation. Minimum rates after change: male workers 21 and over—gravediggers 223s. 8d. to 224s. a week, assistant gravediggers 211s. 1d., foremen or head gardeners or propagating gardeners 220s. 9d., deputy foremen or assistant head gardeners or first class gardeners 215s. 4d., general labourers 205s. 2d., second class gardeners 209s. 5d.; younger male workers 98s. 5d. at 15 rising to 186s. 5d. at 20; women gardeners 172s. 11d.
Local Authorities' Services	England and Wales (246–247)	4 Mar.	Manual workers	Increases of 7s. a week for adult male workers, and of proportional amounts for adult female workers, young labourers and apprentices, with a further increase of 3s. 6d. a week for adult roadworkers, etc. (other than Grade A), and for the three highest grades of parks and gardens employees. Rates after change for men, 21 and over, on day work include: general classes—London, group 1 occupations 208s. 9d. a week, 2, 214s., 3, 219s. 3d., 4, 224s. 6d., 5, 229s. 9d., 6, 235s., Zone A 197s. 9d., 203s., 208s. 3d., 213s. 6d., 218s. 9d., 224s., Zone B 194s. 9d., 200s., 205s. 3d., 210s. 6d., 215s. 9d., 221s.; roadworkers, sewer workers and plant operators—London, grade A 214s., B 228s., C 233s. 3d., D 238s. 6d., E 243s. 9d., Zone A 203s., 217s., 222s. 3d., 227s. 6d., 232s. 9d., Zone B 200s., 214s., 219s. 3d., 224s. 6d., 229s. 9d.; ambulance employees—drivers, London 252s., Zone A 241s., Zone B 238s., attendants 237s. 6d., 226s. 6d., 223s.6d. ¶
	England and Wales (233)	4 Mar.	Female employees in the school meals service, staff canteens and day nurseries, and home helps	Increase of 1½d. an hour. Rates after change for workers 18 and over: school meals service, staff canteens and day nurseries—helpers or general assistants, London 3s. 6½d., Zone A 3s. 4½d., Zone B 3s. 4½d., school meals supervisory assistants 3s. 7½d., 3s. 5½d., 3s. 5½d., assistant cooks 3s. 9½d., 3s. 7½d., 3s. 6½d., cooks 4s. 0½d., 3s. 10½d., 3s. 9½d.; home helps 4s. 1d., 3s. 9½d., 3s. 8½d.¶
Local Government Service	England and Wales (252–253)	4 Mar.	County Council roadmen	Increase in the basic grade A1 minimum rate of 7s. a week; lead rates increased by 1s. 9d. a week in grade A2 and by 3s. 6d. in remaining grades. Basic A1 minimum rates after change: London area 213s. 7d. a week, Zone A 202s. 7d., Zone B 199s. 7d.¶

CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING MARCH

Construction,	Great Britain	11 Mar.	Normal weekly hours reduced from 42 to 40. Normal weekly hours reduced from 42 to 40.
Erection, etc. Retail Pharmacy Trade	England and Wales (221)	25 Mar. 4 Mar.	Normal working week reduced from not more than 46 to not more than 44 hours.**

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

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

‡ These increases were agreed in March with retrospective effect to the date shown.

§ This increase was ratified in March with retrospective effect to the date shown.

I These increases took effect under an Order made under the Wages Councils Act. See page 136 of the March issue of this GAZETTE.

The agreement also provides for an examination of the possibilities of a joint review of pay standards and the regulation of future movements in the interests of stability. Any adjustment shall take effect on and from 2nd September 1963.

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

STOPPAGES OF WORK—INDUSTRIAL DISPUTES

STOPPAGES OF WORK IN MARCH

Ministry of Labour Gazette April 1963

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in March, which came to the notice of the Ministry, was 155. In addition, 29 stoppages which began before March were still in progress at the beginning of the month. The approximate number of workers involved during March at the establishments where these 184 stoppages occurred is estimated at 46,200. This total includes 10,000 workers involved in stoppages which had continued from the previous month. Of the 36,200 workers involved in stoppages which began in March, 29,900 were directly involved and 6,300 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 99,000 working days lost during March includes 18,000 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 March due to industrial disputes:—

	Numbe	er of Stop	Stoppages in Progress in Month			
Industry Group	Started before beginning of Month	Started in Month	Total	Workers	Working Days lost	
Coal Mining Engineering Shipbuilding Motor Vehicles and	10 2 —	74 17 5	84 19 5	15,800 3,500 2,700	38,000 8,000 13,000	
Cycles Construction All remaining indus-	1 6	13 18	14 24	11,500 2,000	19,000 10,000	
tries and services	10	28	38	10,600	10,000	
Total, March 1963	29	155	184	46,200	99,000	
Total, February 1963	19	143	162	33,200	55,000	
Total, March 1962	35	283	318	1,848,700	2,018,000	

Causes of Stoppages

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

Principal Cause	Number of Stoppages	Number of Workers directly involved	
Wages —claims for increases	23	3,200	
-other wage disputes	46	6,400	
Hours of labour	1	+,,,,,,	
Employment of particular classes or persons Other working arrangements, rules and	22	3,200	
discipline	58	14,600	
Trade union status	4	800	
Sympathetic action	1	1,700	
Total	155	29,900	

Duration of Stoppages

The following Table classifies stoppages ending in March 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 2 days 3 days 4-6 days Over 6 days	67 40 23 25 20	12,800 7,300 3,800 6,400 4,200	9,000 20,000 9,000 27,000 39,000				
Total	175	34,600	104,000				

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

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

	Janua	ry to Mar	ch, 1963	January to March, 1962			
Industry Group	No. of Stop- pages	Stoppa Prog		No. of Stop- pages	Stoppages in Progress		
	begin- ning in period	Workers involved	Working Days lost	begin- ning in period	Workers	Working Days lost	
Agriculture, For-	N-120 FO	The State of the S	STATE OF THE PERSON NAMED IN				
estry, Fishing			100 m	OF THE REAL PROPERTY.	AN ANDRESS STA	100000	
Coal Mining	237	33,000	71,000	364	53,500	104,000	
All Other Mining	E SERVE		THE PERSON NAMED IN	13 (5)		101,000	
and Quarrying	1	†	+	<u>—</u>		10000	
Food, Drink and	ASS 375					ALC: NO.	
Tobacco	5	1,300	2,000	6	2,700	3,000	
Chemicals, etc	4	1,100	3,000	3	8,100	8,000	
Metal Manufacture	11	600	3,000	27	266,800	286,000	
Engineering	41	13,100	29,000	83	2,002,000	2,047,000	
Shipbuilding and	A. P. STATE OF STREET					_, ,	
Marine Eng	10	3,300	15,000	22	302,700	316,000	
Motor Vehicles and	11 1000					210,000	
Cycles	26	19,200	33,000	25	418,500	451,000	
Aircraft	4	1,900	5,000	17	265,400	274,000	
Other Vehicles	3	4,200	1,000	6	42,200	48,000	
Other Metal Goods	9	1,400	6,000	17	204,600	211,000	
Textiles	8	2,900	9,000	9	5,200	6,000	
Clothing and Foot-	A KA SE	0.000000			,,200	0,000	
wear	3	600	1,000	5	1,600	4,000	
Bricks, Pottery,	District Fair	100000			1,000	7,000	
Glass, etc.	3	100	†	7	11,300	15,000	
Timber, Furniture,	State of the	CALL SELECT	THE SHEET BEING		11,000	15,000	
etc	2	200	100	5	3,600	5,000	
Paper and Printing	2	200	† 3	4	6,500	7,000	
Remaining Manu-	State of the last			A CONTRACTOR	0,000	,,000	
facturing Inds	1	200	+	15	27,700	73,000	
Construction	46	3,600	18,000	104	34,300	90,000	
Gas, Electricity and	S. Trees and	THE SPACE	STATE OF THE PARTY.	- Comp. 19	-,,550	20,000	
Water	1	200	+	3	900	1,000	
Port and Inland		A COLUMN	DAME TO SELECT	30000 30	STATE OF THE PARTY.	1,000	
Water Transport	12	2,800	4,000	20	22,100	69,000	
All Other Transport	11	2,000	4,000	22	8,900	13,000	
Distributive Trades	5	200	1,000	8	1,900	2,000	
Administrative,	100	- Control of the		SPACE OF THE		_,000	
Professional, etc.	1000	LINGIN !	13 FW 13512	Dollar		(Council	
Services	2	300	COMPANY TA	8	7,800	13,000	
Misc. Services	1	100	1,000	12	13,900	27,000	
Total	110	02.400	COLL CALL DESIGN	-44		上 10 10 10 10 1	
Total	448	92,400	208,000	749‡	3,712,000§	4,072,000	

PRINCIPAL STOPPAGES OF WORK DURING MARCH

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Course on Oking	1. 121-15 Hay 2012 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
om 17th April This Order	Directly	Indirectly	Began	Ended	Cause or Object	Remarks	
Coal Mining:— Colliery workers—Doncaster (one colliery)	705	10 3 10 3 10 3 10 10 1 10 2 10 2 10 2 10 2 10 2 10 2 1	4 Mar.	15 Mar.	A general resentment to disciplinary measures taken by the manager with particular reference to],,,	
Colliery workers — Rotherham and Doncaster (four collieries)	1,660		11 Mar.	15 Mar.	In sympathy with the workers involved in the above	Work resumed pending negotiations.	
Colliery workers — Doncaster	1,730	-	6 Mar.	15 Mar.	In support of a number of rippers who refused to	Work resumed.	
SHIPBUILDING AND SHIP REPAIR-		Elioni	100 t		work in another part of the pit	Work resumed.	
Electricians and other workers employed at a shipyard — Govan (one firm)	325	2,150	21 Mar.¶		An increased bonus rate	No settlement reported.	
VEHICLES:— Internal transport and other workers employed at a motor body factory—Coventry (one firm)	235	4,800**	28 Feb.	1 Mar.	Suspension of two workers for two days for disciplinary reasons	Work resumed at end of period of suspension.	
Workers employed in the Manufacture of motor components —Coventry (one firm)	570	**	1 Mar. ††	15 Mar.	Dismissal of two shop stewards for entering factory without permission during a stoppage of work	Work resumed pending a Works Conference.	
Workers employed in cycle manufacture — Nottingham (one firm)	75	2,275	15 Mar.	20 Mar.	Transfer of a worker to another department alleged to involve loss of pay	Transfer suspended pending discussions.	

^{*} The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than ten workers, and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for the month incomparison in the figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

† Less than 50 workers or 500 working days.

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

‡ Some stoppages of work involved workers in more than one industry group, but have each occur counted as this state of the stoppage of the engineering and shipbuilding workers involved in the national stoppage on 5th February 1962 were again involved on 5th March 1962. They have, industries was approximately 2,030,000.

|| The occupations printed in italics are those workers indirectly involved, i.e., thrown out of work at the establishments where the stoppages occurred, but not find the electricians ceased work at mid-day on 21st March and workers who were indirectly involved were rendered idle at noon on 24th March.

†† The stoppage began on the night shift on the previous day.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Industrial Courts Act 1919 and Conciliation Act 1896

Industrial Court Awards

During March the Industrial Court issued three awards, Nos. 2953, 2954, and 2955* which are summarised below.

Award No. 2953 (14th March).—Parties: Confederation of Shipbuilding and Engineering Unions and Manchester Regional Hospital Board. Claim: To determine a difference between the Parties arising out of a claim by the Confederation for an increase in the rates of pay of engineering craftsmen (other than electricians) employed by the Board, it being agreed that the question of an operative date earlier than 1st April 1962 was not before the Court. Award: The Court awarded that the rates of pay of the engineering craftsmen concerned shall be increased by 3d. an hour with effect from 1st April 1962.

Award No. 2954 (20th March).—Parties: Staff Side and Management Side of the Professional and Technical Council "B" of the Whitley Councils for the Health Services (Great Britain). Claim: Whitley Councils for the Health Services (Great Britain). Claim: To determine a difference between the Parties as to the salaries which should be paid to Hearing Aid Technicians within the purview of the Council, it being agreed that the question of an operative date earlier than 1st April 1962 was not before the Court. Award: The Court awarded that as from 1st October 1962 the salaries of the staff concerned shall be as follows:—Age 18 £285; age 19 £310; age 20 £335; age 21 £360; age 22 £390; age 23 £425; age 24 £455; age 25 £480; age 26 £515; thence by £25(4) to £615.

Award No. 2955 (20th March).—Parties: Staff Side and Official Side of the London County Council Interim Panel for Administrative, Professional, Technical and Clerical Staff. Claim: To determine a difference between the Parties arising out of a claim determine a difference between the Parties arising out of a claim by the Staff Side that the salary scale of youth officers employed by the London County Council should be: £1,350 by £50(5) to £1,600 with effect from 1st May 1961, and £1,510 by £50(6) to £1,810 with effect from 1st April 1962. Award: The Court awarded no change in the salary scale which was in operation prior to 1st April 1962 for youth officers employed by the London County Council, but awarded that with effect from 1st April 1962 the salary scale applicable to them shall be as follows:—£1,260 by £40(5) to £1,460 by £50(2) to £1,560. The Court remitted to the Parties for discussion and agreement if possible the question as to the method by which existing staff shall be assimilated to the abovementioned scale. In the event of the Parties failing to reach agreementioned scale. In the event of the Parties failing to reach agree-ment on this question within one month from the date of the Award, either Party shall be at liberty to report such failure to the Court, and the Court will, after hearing the Parties, determine the matter.

Civil Service Arbitration Tribunal

During March the Civil Service Arbitration Tribunal issued one award, No. 434*, which is summarised below:

Award No. 434 (1st March).—Parties: Institute of Professional Civil Servants and Ministry of Health. Claim: That the salary scales of Nursing Officers and related classes in the Ministry of Health shall be revised (as specified) with effect from 1st April 1962. Award: The Tribunal awarded that the salary scales of the Deputy Chief Nursing Officer, Deputy Chief Welfare Officer, Basic Grade Nursing Officer, Welfare Officer, Inspector of Welfare of the Blind, Adviser on Catering and Dietetics and Adviser on Hospital Domestic Management shall be increased by 4 per cent. with effect from 1st April 1962. This increase of 4 per cent, was not intended from 1st April 1962. This increase of 4 per cent. was not intended to create any link between the above-mentioned grades and the Executive Class. Save as aforesaid the Tribunal awarded against

Single Arbitrators and Boards of Arbitration

During March one award was issued by a single arbitrator appointed under section 2(2)(b) of the Industrial Courts Act 1919.

Wages Councils Act 1959

Notices of Proposals

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

Licensed Non-residential Establishment Wages Council.—Proposal L.N.R. (59), dated 1st March, for fixing revised statutory minimum remuneration and holidays and holiday remuneration for male and female workers other than Managers and Club Stewards

Sack and Bag Wages Council.-Proposal S.B.(54), dated 5th March, for fixing revised general minimum time rates for male and female workers and revised piecework basis time rates for female

Rope, Twine and Net Wages Council.—Proposal R.(136), dated 15th March, for fixing revised general minimum time rates and piecework basis time rates for male and female workers and general minimum piece rates for female workers.

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council.—Proposal H.L.(61), dated 26th March, for fixing revised general minimum time rates for male and female workers, and a revised piecework basis time rate for female

Fur Wages Council.—Proposal Z.(80), dated 29th March, for fixing revised general minimum time rates, piecework basis time rates and general minimum piece rates for male and female workers.

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

Wages Regulation Orders

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

The Wages Regulation (Aerated Waters) (Scotland) Order 1963: S.I. 1963 No. 526, dated 18th March, and operative from 3rd April. This Order prescribes revised general minimum time rates for male and female workers.

The Wages Regulation (Baking) (Scotland) (Amendment) Order 1963: S.I. 1963 No. 565, dated 21st March, and operative from 8th April. This Order prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Milk Distributive) (England and Wales) Order 1963: S.I. 1963 No. 604, dated 25th March, and operative from 14th April. This Order prescribes revised statutory minimum remuneration for male and female workers.

The Wages Regulation (Perambulator and Invalid Carriage) Order 1963: S.I. 1963 No. 635, dated 26th March, and operative from 10th April. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

The Wages Regulation (Jute) Order 1963: S.I. 1963 No. 634, dated 26th March, and operative from 17th April. This Order, prescribes revised general minimum and guaranteed time rates and general minimum piece rates for male and female workers.

Wages Councils Act (Northern Ireland)

Notices of Proposals

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

The Aerated Waters Wages Council (Northern Ireland).—
Proposal N.I.A. (N.61), dated 29th March, for fixing revised statutory minimum remuneration for male and female workers in the trade.

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

Wages Regulation Orders

During March the Ministry of Labour and National Insurance made the following Wages Regulation Orders* giving effect to the proposals made by the Wages Councils concerned:—

The Hat, Cap and Millinery Wages Regulation (Amendment) (No. 1) Order (Northern Ireland) 1963: S.R. & O. (N.I.) 1963 No. 34, dated 7th March, and operative from 19th March. This

Order prescribes revised statutory minimum remuneration for male and female workers other than female workers employed in the Retail Branch of the trade.—See page 176.

The Hat, Cap and Millinery Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1963: S.R. & O. (N.I.) 1963
No. 35, dated 7th March, and operative from 19th March. This order prescribes revised statutory minimum remuneration for

No. 35, dated 7th March, and operative from 19th March. This Order prescribes revised statutory minimum remuneration for female workers employed in the Retail Branch of the trade.

The Brush and Broom Wages Regulation (Amendment) Order (Northern Ireland) 1963: S.R. & O. (N.I.) 1963 No. 54, dated 21st March, and operative from 29th March. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade and varies the provisions relating to the calculation of holiday remuneration.—See page 177.

Decisions of the Commissioner under the National Insurance Acts

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

of maintaining consistency of decisions.

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

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

Decision No. R(U) 14/62 (17th April 1962)

Contributions to the cost of providing for a child—section 6(4)(ii) of the National Insurance Act 1957

A claimant was not making current contributions for the maintenance of his child, who was not living with him, during two periods when he was receiving an increase of unemployment benefit for the child. Held, that the increase was not payable. To satisfy the test in section 6(4)(ii) of the National Insurance Act 1957 contributions must be paid at the relevant time and once contributions had ceased to be made a subsequent payment of arrears could not revive the right to the increase retrospectively. Where, however, contributions were being paid at the relevant time it might be possible to take an elastic view of interruptions in such contributions.

Decision of the Commissioner

1. My decision is that the claimant is not entitled to an increase of unemployment benefit in respect of his child Jill from 26th November 1960 to 3rd January 1961 or from 9th February to 15th April 1961, all days included; and that the claimant is required to repay to the National Insurance Fund £11 8s. 9d. overpaid in respect of the said increase.

to repay to the National Insurance Fund £11 8s. 9d. overpaid in respect of the said increase.

2. From a date earlier than 26th November 1960 to 3rd January 1961 the claimant was in receipt of unemployment benefit and the said increase in respect of that child, who was not living with the claimant but with the claimant's former wife. From 4th January to 5th February 1961 the claimant was serving a prison sentence and accordingly the increase was not payable on that ground. On his release he claimed the benefit again on 9th February 1961 and was paid it from that date until 15th April 1961.

3. His last contribution towards the cost of providing for the child before these periods was made on 18th November 1960 and consisted of a payment of £2. Thereafter he made no further payments until the position had been discovered by the Ministry of Pensions and National Insurance: he then made a payment of £12 through the Magistrates Court on 19th May 1961. He has recently stated that in September 1960 he made another payment of £20 "over and above the 30s. per week due under a maintenance order". He does not dispute that during the relevant periods he drew the increase without telling the employment exchange or anyone else on behalf of the Ministry that he was no longer contributing towards the support of his child. His case is that he was in financial difficulties and intended to pay the necessary amounts when his house had been sold, and that throughout he acted in good faith.

4. Under the National Insurance Act 1946 various conditions are laid down which must be fulfilled if there is to be title to the

house had been sold, and that throughout he acted in good faith.

4. Under the National Insurance Act 1946 various conditions are laid down, which must be fulfilled if there is to be title to the increase of unemployment benefit in respect of a child. Section 6(4) of the National Insurance Act 1957 lays down additional conditions which must be fulfilled if the increase is to be payable. The result is that, even though a person would otherwise be entitled to the increase, section 6(4) may prevent him from receiving it. The relevant part of section 6(4) is quoted in the submission of the insurance officer now concerned with the case. Since the child was not during the relevant period living with the claimant, clearly the condition in section 6(4)(ii) is not complied with. If the condition in section 6(4)(ii) was to be complied with, contributions to the cost of providing for the child must have been made at a weekly rate not less than that of the increase, i.e., not less than 15s. 0d. a week down s than that of the increase, i.e., not less than 15s. 0d. a week down to 5th April 1961 and 17s. 6d. a week afterwards.

5. On the evidence before me there are no grounds for treating the payment of £20 in September 1960 as a payment in advance. And in my judgment the payment of £12 in May 1961 cannot assist the claimant in this case. The purpose of increases of benefit is not to give the claimant extra benefit for himself, but to help someone who has been supporting dependants, either by providing a home for them or otherwise, to continue to do so during a misfortune such as sickness or unemployment. Generally speaking promises hopes as sickness or unemployment. Generally speaking, promises, hopes and expectations do not help to support a child. The test is whether and expectations do not help to support a child. The test is whether at the relevant time contributions were being made at a certain weekly rate. That is a question which can be answered "Yes" or "No" at the time. In my judgment contributions were not being made at the relevant time and that fact is not altered by a payment made long after the event. It may be that in National Insurance cases, in the absence of any express statutory provisions covering made long after the event. It may be that in National Insurance cases, in the absence of any express statutory provisions covering interruptions in contributions (such as that in section 21(7) of the Family Allowances Act 1945 and the regulations under it in relation to family allowances) it may be possible to take a somewhat more elastic view of contributions. But in my judgment, once a point has been reached when it must be held that the contributions are no longer being made and the increase is not payable, the right to payment cannot be revived retrospectively by a subsequent payment of arrears (cf. Decision R(F)8/61, paragraph 22).

6. The increase was therefore not payable, and the question remains whether the claimant must be required to repay it. As to this the insurance officer now concerned with the case has drawn attention in her submission to various forms and letters which the claimant received. Among these was the receipt for benefit (form U.I.80B), in which, whenever he received the increase, the claimant declared that he had read and understood the leaflet "Notice to claimants "(form U.I.L.18), and that the conditions there set out were fulfilled in his case. That form, a copy of which had been given him to keep, drew attention in words which were underlined to his duty to tell the employment exchange if there were any reduction in the amount he contributed towards his child's support.

7. Having fully considered all the evidence, I am unable to hold that the claimant has satisfied me that he acted in good faith in all respects as to the obtaining and receipt of the increase; on this point I agree with the decision of the local tribunal. Further, it is not shown to my satisfaction that he throughout used due care and diligence to avoid overpayment.

8. Before 26th February 1962 the test applicable on the question of repayment was that of good faith (regulation 21 of the National Insurance (Determination of Claims and Questions) Regulations 1948 [S.I. 1948 No. 1144]). On that date that regulation was revoked, and its place is now taken by section 9(1) of the Family Allowances and National Insurance Act 1961 which came into force at the same time. Under section 9(1) the test now is due care and diligence to avoid overpayment. This is one of several appeals where the local tribunal's decision was given before 26th February and the Commissioner's decision is after it. It is not clearly settled which test is applicable in such a case. It is not necessary for me however to decide this in the present appeal, since, whichever test is applicable, on my findings already recorded the claimant must be required to repay the sum stated at the head of this decision.

9. The claimant's appeal must be dismissed.

LEGAL CASE AFFECTING LABOUR

Pneumoconiosis—s.2(1) (a) Limitation Act 1939—actionable damage occurring outside statutory period of limitation—because of nature of disease plaintiffs not unreasonable in not commencing

Appeal from a decision of the Court of Appeal

The plaintiffs, who contracted pneumoconiosis whilst employed as steel dressers in the defendant's factory, brought actions for damages for negligence and breach of statutory duty. The disease was caused by defective ventilation in the factory (contrary to sections 4 and 47 of the Factories Act 1937) between 1939 and September 1950 at the latest. After 1950 conditions in the factory changed, and were not such as to make any material contribution to the disease. The proceedings were started in October 1956 changed, and were not such as to make any material contribution to the disease. The proceedings were started in October 1956, and because of the nature of the disease, which causes damage that cannot be detected in its early stages, the plaintiffs had not been dilatory in failing to start proceedings earlier. By s.2(1) (a) of the Limitation Act 1939 such an action (being one in tort) had then to be brought within six years (now three years by the Law Reform (Limitation of Actions etc.) Act 1954) from "the date on which the cause of action accmed" the cause of action accrued "

Held: (Lords Reid, Evershed, Morris, Hodson and Pearce)
1. The causes of action accrued on and time started to run from the
date when the plaintiffs suffered material damage, even although
they were unaware of the injury done. In this case such damage
was done before October 1950 when the cause of it ceased. Therefore the plaintiffs' claims were barred by s.2(1) (a) of the Limitation Act 1939 and failed. 2. Only one action can be brought in respect of damage from personal injury, and no new cause of action arises when the damage or fresh consequences of it are first discovered.

Cartledge and others v. E. Jopling & Sons, Ltd., House of Lords, 20th, 21st, 22nd, 26th, 27th, 28th November 1962, 17th January

Note.—A Limitation Bill at present before Parliament contains proposals for giving effect to the recommendations of the Committee on Limitations of Actions in Cases of Personal Injury (Cmnd. 1829) appointed on 27th January 1961, following the trial of this case at Newcastle-upon-Tyne and Leeds Assizes.

^{*} See footnote * on page 182,

^{*} Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(F)"—decisions on family allowances; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on page 182.

STATUTORY INSTRUMENTS

Since last month's issue of this Gazette was prepared, the undermentioned Statutory Instruments,* relating to matters with which the Ministry of Labour are concerned, either directly or indirectly, have been published in the series of Statutory Instruments. The list also includes certain regulations, etc., published in the series of Statutory Rules and Orders of Northern Ireland, additional to those contained in the lists appearing in previous issues of the Gazette. The prices shown are net; those in brackets include postage.

The Wages Regulation (Aerated Waters) (Scotland) Order 1963 (S.I. 1963/526; 5d. (8d.)), made on 18th March; The Wages Regulation (Baking) (Scotland) (Amendment) Order 1963 (S.I. 1963/565; 5d. (8d.)), made on 21st March; The Wages Regulation (Milk Distributive) (England and Wales) Order 1963 (S.I. 1963/604; 1s. 3d. (1s. 6d.)), made on 25th March; The Wages Regulation (Jute) Order 1963 (S.I. 1963/634; 1s. 3d. (1s. 6d.)), made on 26th March; The Wages Regulation (Perambulator and Invalid Carriage) Order 1963 (S.I. 1963/635; 8d. (11d.)), made on 26th March. These Orders were made by the Minister of Labour under the Wages Councils Act 1959.—See page 180.

The Abstract of Factories Act (Docks, etc.) Order 1963 (S.I. 1963/525; 8d. (11d.)), made on 18th March by the Minister of Labour under the Factories Act 1961. This Order, operative from 27th March, prescribes the abstract of the Factories Act 1961 which is required to be kept posted at the principal entrances of a factory at which employed persons enter, for use in the cases of docks, wharves, quays and certain warehouses, lines and sidings to which section 125 of the Factories Act 1961 applies. Copies of the prescribed form (Form 2) may be obtained from H.M. Stationery Office, price 6d. (9d.).

Office, price 6d. (9d.).

(1) The National Insurance (Contributions) Amendment Regulations 1963 (S.I. 1963/501; 5d. (8d.)); (2) The National Insurance (New Entrants Transitional) Amendment Regulations 1963 (S.I. 1963/502; 3d. (6d.)); both made on 14th March by the Minister of Pensions and National Insurance under the National Insurance Act 1946. These Regulations, operative from 1st April, have been approved by the National Insurance Advisory Committee. They are concerned with the payment of flat rate national insurance contributions after the minimum pension age and with the exception of certain persons from liability to pay such contributions; (3) The National Insurance (Consequential Provisions) Regulations 1963 (S.I. 1963/676; 1s. 3d. (1s. 6d.)), made on 28th March by the National Insurance Joint Authority and the Minister of Pensions and National Insurance under the National Insurance Act 1946. These Regulations, operative from 6th April, are made in consequence of the National Insurance Act 1963 and amend various provisions of Regulations made under the National Insurance Acts 1946 to 1961 in order to bring them into conformity with the provisions of the Act of 1963 introducing higher rates of ungraduated contributions and a higher upper limit of weekly pay taken into account in fixing graduated contributions.

The National Assistance (Charges for Accommodation) (Scotland)

The National Assistance (Charges for Accommodation) (Scotland) Regulations 1963 (S.I. 1963/564 (S. 14); 3d. (6d.)), made on 20th March by the Secretary of State for Scotland under the National Assistance Act 1948. These Regulations, operative from 27th May, replace the National Assistance (Charges for Accommodation) (Scotland) Regulations 1961 and increase the minimum weekly amount which a person is required to pay for accommodation managed by a local authority under the National Assistance Act 1948 from 46s. to 54s.

The Police Pensions (Amendment) Regulations 1963 (S.I. 1963/550; 8d. (11d.)), made on 19th March by the Secretary of State for the Home Department under the Police Pensions Act 1948. These Regulations, operative from 1st April, amend the Police Pensions Regulations 1962 and relate to increases in widows' pensions and children's allowances.

The Workmen's Compensation (Supplementation) Amendment Scheme 1963 (S.I. 1963/582; 3d. (6d.)), made on 22nd March by the Minister of Pensions and National Insurance under the Workmen's Compensation (Supplementation) Act 1951. This Instrument provides for improved allowances payable out of the Industrial Injuries Fund in respect of injury or disease arising out of employment before 5th July 1948.

The Hat, Cap and Millinery Wages Regulation (Amendment) (No. 1) Order (Northern Ireland) 1963 (S.R. & O. of Northern Ireland 1963/34; 5d. (8d.)); The Hat, Cap and Millinery Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1963 (S.R. & O. of Northern Ireland 1963/35; 5d. (8d.)); both made on 7th March by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland) 1945.—See page 180.

The Industrial Court (Procedure) Rules (Northern Ireland) 1963 (S.R. & O. of Northern Ireland 1963/26; 3d. (6d.)), made on 22nd February by the Ministry of Labour and National Insurance under the Industrial Courts Act 1919. This Instrument lays down certain rules of procedure for the Industrial Court established by the Industrial Courts Act 1919 to consider matters relating to trade disputes.

The National Assistance (Determination of Need) Amendment Regulations (Northern Ireland) 1963 (S.R. & O. of Northern Ireland) 1963/32; 3d. (6d.)), made on 6th March by the Ministry of Labour and National Insurance under the National Assistance Act (Northern Ireland) 1948. These Regulations, operative from 27th May, are similar in scope to the corresponding Regulations made in Great Britain (see page 114 of the March issue of this GAZETTE).

OFFICIAL PUBLICATIONS RECEIVED*

(Note.-The prices shown are net; those in brackets include

Careers.—Choice of Careers. No. 110. Building and Civil Engineering Contracting. February 1963. Ministry of Labour. Price 2s. 6d. (2s. 11d.).

Economic Situation.—(1) Economic Report 1962. Supplement to Economic Trends No. 113. March 1963. H.M. Treasury. Price 2s. 6d. (2s. 10d.).—See page 151; (2) Government Expenditure Below the Line 1963–1964. Cmnd. 1983. Price 1s. 6d. (1s. 9d.); (3) Preliminary Estimates of National Income and Balance of Payments 1962. Cmnd. 1984. Price 2s. (2s. 3d.).

Industrial Directory.—Directory of Employers' Associations, Trade Unions, Joint Organisations, etc., 1960. Amendment No. 11. Ministry of Labour. Obtainable only by annual subscription (10s. including postage).—See the issue of this GAZETTE for November 1960, page 424.

Industrial Disputes.—Report of a Court of Inquiry into the causes and circumstances of a Dispute between the Ford Motor Company, Limited, Dagenham and Members of the Trade Unions represented on the Trade Union Side of the Ford National Joint Negotiating Committee. Cmnd. 1999. Price 3s. 6d. (3s. 10d. including postage).—See page 152.

International Labour Conventions.—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 46th (1962) Session and on a Convention adopted at the 3rd (1921) Session of the International Labour Conference. Cmnd. 1993. Price 8d. (11d. including postage).—See page 154.

National Insurance. National Insurance Acts 1946–1963. National Insurance (Contributions) Amendment Regulations 1963. National Insurance (New Entrants Transitional) Amendment Regulations Insurance (New Entrants Transitional) Amenament Regulations 1963. Report of the National Insurance Advisory Committee in accordance with section 77(4) of the National Insurance Act 1946, preceded by a statement made by the Minister of Pensions and National Insurance in accordance with section 77(5) of that Act. H.C. 165. Price 8d. (11d.).—See also Statutory Instruments.

Wages Councils.—Wages Councils Act 1959. Report of a Commission of Inquiry on the question of whether the Baking Wages Council (Scotland) should be abolished. 14th December 1962. Ministry of Labour. Price 1s. 3d. (1s. 6d.).—See page 151.

NOTICE

SUBSCRIPTIONS AND SALES

Annual subscription 34s. 0d.
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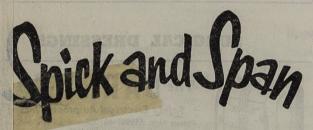
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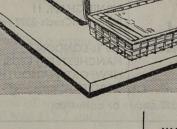
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