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Summary of the Monthly Statistics

	Full details on pages
Employment	
The number in civil employment in Great Britain in mid-December 1962 was 24,044,000. This was 43,000 less than the revised figure for mid-November. The main changes were decreases in manufacturing industries, construction and agriculture and an increase in distributive trades.	63-66
Unemployment	
There were 629,000 persons registered as wholly unemployed on 14th January 1963 and 186,000 registered as temporarily stopped from work; a total of 815,000 (3.6 per cent. of all employees). Between 10th December 1962 and 14th January 1963 unemployment rose by 249,000. A substantial part of the increase, particularly among the temporarily stopped, was attributable to the abnormally severe weather. The main increases were in construction, manufacturing industries, distributive trades and school-leavers, following the end of school term. The number unemployed for more than eight weeks was 309,000—49 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed rose by 86,000, the usual seasonal increase being 41,000.	67-70
Unfilled Vacancies	
There were 143,000 vacancies unfilled on 9th January 1963, 14,000 less than on 5th December 1962.	71
Overtime and Short-time	
In the week ended 15th December 1962 the number of operatives working overtime in the manufacturing industries was 1,731,000 and the number working short-time was 116,000.	65
Rates of Wages	
The indices of weekly rates of wages and of hourly rates of wages at 31st January 1963 (January 1956 = 100) were respectively 132.2 and 139.1 compared with 132.0 and 138.8 at 31st December 1962.	76-84
Retail Prices	
The retail prices index at 15th January 1963 (January 1962 = 100) was 102.7, compared with 102.3 at 11th December 1962. The index for the food group was 103.8, compared with 102.3 for the previous month.	85
Stoppages of Work	
About 23,700 workers in January 1963 were involved in stoppages of work due to industrial disputes: they lost about 55,000 working days.	84
Factory Accidents	
There were 153 fatal and 49,700 non-fatal accidents notified to H.M. Inspectors of Factories in the fourth quarter of 1962.	86-87

EARNINGS AND HOURS IN OCTOBER 1962

In October 1962 the average earnings of adult men in industries covered by the half-yearly enquiry conducted by the Ministry of Labour were 317s. 3d. per week compared with 312s. 10d. in the previous April. In manufacturing industries the figures were 326s. 10d. as against 323s. 10d. For women normally employed full-time, average earnings in all industries covered were 160s. 10d. in October 1962 and 157s. 2d. in April 1962; in manufacturing industries the corresponding figures were 160s. 7d. and 157s. 1d.

The decline in weekly hours worked continued. In October 1962 men worked on average 47.0 hours compared with 47.3 six months earlier, and in manufacturing industries alone 46.2 hours as against 46.6. The corresponding figures for women working full-time were 39.4 and 39.6 hours, respectively, in all industries covered, and 39.3 and 39.4 respectively in manufacturing industries.

These results were obtained from returns furnished by some 57,000 establishments employing nearly 7 million manual workers, about 70 per cent. of all manual workers employed in the industries and services in the United Kingdom covered by the enquiry.* Administrative, technical and clerical workers, and salaried persons generally, were excluded from the returns. The information related to persons at work during the whole or part of the second pay-week in October 1962. Where an establishment was stopped for the whole or part of the specified pay-week, particulars of the nearest week of an ordinary character were substituted. Earnings were defined as total earnings, inclusive of bonuses, before any deductions in respect of income tax or of the workers' contributions to National Insurance Schemes. Separate information was given about part-time workers, i.e., those ordinarily employed for not more than 30 hours a week.

Weekly Earnings in October 1962

The following Table summarises, by industry group, average weekly earnings in October 1962 in the industries covered. The average earnings for each group have been calculated by weighting the averages in each individual industry by the estimated total numbers of manual workers employed in those industries in October 1962. This eliminates the effect of any disparities in the coverage of different industries.

Average earnings in individual industries are given in the Table on pages 46 and 47. All earnings figures in this article are general averages covering all classes of manual workers, including unskilled workers and general labourers as well as operatives in skilled occupations; they represent the actual earnings in the week specified, inclusive of payments for overtime, night-work, etc., and of amounts earned on piece-work or by other methods of payment by results; they also cover workers whose earnings were affected by time lost during the specified week. Also included in the averages are

Average Weekly Earnings in the second pay-week in October 1962

Industry Group	Men (21 years and over)†		Youths and Boys (under 21 years)		Women (18 years and over)‡		Girls (under 18 years)	
	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Food, drink and tobacco	47.9	43.9	40.2	21.8	40.8			
Chemicals and allied industries	46.3	42.2	40.1	21.6	40.8			
Metal manufacture	45.3	41.9	38.8	21.1	39.9			
Engineering and electrical goods	46.3	42.6	40.0	21.8	40.5			
Shipbuilding and marine engineering	45.6	42.1	40.0	23.0	§			
Vehicles	44.4	41.7	39.9	21.2	40.0			
Metal goods not elsewhere specified	46.4	42.9	38.9	21.8	39.8			
Textiles	46.4	43.2	39.3	21.6	40.6			
Leather, leather goods and fur	46.2	43.3	39.3	22.7	40.2			
Clothing and footwear	43.0	41.7	38.1	23.4	39.9			
Bricks, pottery, glass, cement, etc.	48.8	43.8	38.5	21.9	40.3			
Timber, furniture, etc.	46.3	43.2	38.9	21.6	40.6			
Paper, printing and publishing	45.9	42.3	39.6	21.7	40.1			
Other manufacturing industries	47.4	43.8	39.8	22.3	40.5			
All manufacturing industries	46.2	42.7	39.3	22.0	40.3			
Mining and quarrying (except coal)	50.8	45.3	38.1	§	§			
Construction	49.3	45.5	39.1	18.3	§			
Gas, electricity and water	48.5	44.4	39.1	20.0	§			
Transport and communication (except railways, London Transport and British Road Services)	49.4	45.2	43.7	20.2	§			
Certain miscellaneous services	45.8	43.6	40.0	21.9	40.6			
Public administration¶	44.6	42.5	40.0	18.9	40.9			
All the above, including manufacturing industries	47.0	43.4	39.4	21.8	40.3			

the proportionate weekly amounts of non-contractual gifts and bonuses paid otherwise than weekly, e.g., those paid yearly, half-yearly or monthly; where the amount of the current bonus is not known the amount paid for the previous bonus period has been used for the calculation. In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers, in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes, and in the amount of time lost by short-time working, absenteeism, sickness, etc., the differences in average earnings shown in the Tables should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workpeople employed under similar conditions.

Weekly Hours worked in October 1962

The average hours worked in individual industries are set out in the Table on pages 48 and 49. The Table below shows, by industry group, the averages in the industries covered calculated by the same method as the figures of group earnings. The figures relate to the total number of hours actually worked in the week, including all overtime but excluding recognised intervals for meals, etc. They exclude all time lost from any cause but include any periods during which workpeople, although not working, were available for work and for which a guaranteed wage was payable to them.

The detailed figures in the Table on pages 48 and 49 show that there were considerable variations in the average hours worked in different industries and among different sex and age groups. In the great majority of industries the average hours worked by men ranged between 45 and 50, those worked by youths and boys mostly ranged between 42 and 46, those worked by full-time women were mostly between 38 and 43, whilst those worked by girls were mostly between 39 and 42; those worked by part-time women were mostly between 20 and 23.

Average Hours worked in the second pay-week in October 1962

Industry Group	Men (21 years and over)†		Youths and Boys (under 21 years)		Women (18 years and over)‡		Girls (under 18 years)	
	Hours	Hours	Hours	Hours	Hours	Hours	Hours	Hours
Food, drink and tobacco	47.9	43.9	40.2	21.8	40.8			
Chemicals and allied industries	46.3	42.2	40.1	21.6	40.8			
Metal manufacture	45.3	41.9	38.8	21.1	39.9			
Engineering and electrical goods	46.3	42.6	40.0	21.8	40.5			
Shipbuilding and marine engineering	45.6	42.1	40.0	23.0	§			
Vehicles	44.4	41.7	39.9	21.2	40.0			
Metal goods not elsewhere specified	46.4	42.9	38.9	21.8	39.8			
Textiles	46.4	43.2	39.3	21.6	40.6			
Leather, leather goods and fur	46.2	43.3	39.3	22.7	40.2			
Clothing and footwear	43.0	41.7	38.1	23.4	39.9			
Bricks, pottery, glass, cement, etc.	48.8	43.8	38.5	21.9	40.3			
Timber, furniture, etc.	46.3	43.2	38.9	21.6	40.6			
Paper, printing and publishing	45.9	42.3	39.6	21.7	40.1			
Other manufacturing industries	47.4	43.8	39.8	22.3	40.5			
All manufacturing industries	46.2	42.7	39.3	22.0	40.3			
Mining and quarrying (except coal)	50.8	45.3	38.1	§	§			
Construction	49.3	45.5	39.1	18.3	§			
Gas, electricity and water	48.5	44.4	39.1	20.0	§			
Transport and communication (except railways, London Transport and British Road Services)	49.4	45.2	43.7	20.2	§			
Certain miscellaneous services	45.8	43.6	40.0	21.9	40.6			
Public administration¶	44.6	42.5	40.0	18.9	40.9			
All the above, including manufacturing industries	47.0	43.4	39.4	21.8	40.3			

* Information regarding hospital employees, which has been obtained only since April 1961, is shown in the industry Tables on pages 47 and 49 but in order to maintain comparability with previous enquiries the details for these workers have not been included in the summary Tables and text of this article.

† Men ordinarily employed as part-time workers (for not more than 30 hours a week) have been excluded from the statistics given in this article and in the Tables on pages 46 to 49, the number shown in the returns having been insignificant. The earnings of the small number returned averaged 108s. 1d. and the hours worked averaged 17.8.

‡ Women ordinarily employed for not more than 30 hours a week are classed as part-time workers.

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

¶ Consisting of laundries and dry cleaning, motor repairers and garages, and repair of boots and shoes, which are shown separately in the detailed Tables on pages 47 and 49.

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

Hourly Earnings in October 1962

The following Table shows, by industry group, the average hourly earnings computed from the foregoing figures of average weekly earnings and working hours. Corresponding particulars for individual industries are given on pages 48 and 49.

Average Hourly Earnings in the second pay-week in October 1962

Industry Group	Men (21 years and over)†		Youths and Boys (under 21 years)		Women (18 years and over)‡		Girls (under 18 years)	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Food, drink and tobacco	d. 75.4	d. 40.5	d. 46.5	d. 45.0	d. 31.3			
Chemicals and allied industries	83.9	43.7	46.8	43.9	30.2			
Metal manufacture	89.6	45.2	49.7	46.3	32.4			
Engineering and electrical goods	84.4	37.0	51.2	49.6	31.2			
Shipbuilding and marine engineering	81.2	37.4	47.0	39.8	§			
Vehicles	98.9	41.6	56.8	48.2	32.7			
Metal goods not elsewhere specified	82.7	39.8	47.9	45.4	30.1			
Textiles	74.6	40.5	48.0	45.4	33.4			
Leather, leather goods and fur	74.6	38.8	46.8	43.6	28.9			
Clothing and footwear	78.7	40.5	48.9	46.2	30.2			
Bricks, pottery, glass, cement, etc.	79.6	45.4	47.5	44.7	30.6			
Timber, furniture, etc.	80.6	38.6	53.9	48.8	29.5			
Paper, printing and publishing	97.6	43.7	51.6	48.6	30.8			
Other manufacturing industries	82.4	42.3	46.9	44.8	31.4			
All manufacturing industries	84.9	40.1	49.0	46.3	31.1			
Mining and quarrying (except coal)	73.2	46.4	46.8	§	§			
Construction	78.0	38.2	46.3	43.6	§			
Gas, electricity and water	74.3	41.2	51.8	45.8	§			
Transport and communication (except railways, London Transport and British Road Services)	74.1	44.0	61.3	45.2	§			
Certain miscellaneous services	71.1	32.0	42.2	40.5	28.0			
Public administration¶	65.9	40.3	49.3	44.2	29.6			
All the above, including manufacturing industries	81.0	39.2	49.0	45.7	31.0			

Earnings and Hours in October 1962, compared with Earlier Years

The Table below shows the average weekly earnings in the industries covered by these enquiries at the time of each enquiry since April 1956.

Date	Men		Youths and Boys		Women		Girls	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1956 April	235 4	100 6	119 9	59 10	78 4			
October	237 11	102 4	123 3	61 4	81 4			
1957 April	241 6	105 0	126 0	62 4	83 11			
October	251 7	108 4	129 9	64 2	85 2			
1958 April	253 2	109 7	131 4	65 6	85 7			
October	256 8	112 0	134 1	66 5	86 9			
1959 April	262 11	114 0	137 1	67 8	87 4			
October	270 9	117 6	140 8	68 9	90 4			
1958 Standard Industrial Classification								
1959 October	271 1	117 6	140 11	69 0	90 10			
1960 April	282 1	123 1	145 0	72 6	93 1			
October	290 8	130 0	148 4	74 10	96 10			
1961 April	301 4	135 9	152 7	78 1	99 11			
October	306 10	137 10	154 6	79 7	102 0			
1962 April	312 10	141 3	157 2	81 0	104 6			
October	317 3	141 9	160 10	83 1	104 1			

Percentage Increase in Average Weekly Earnings since April 1956

Date	Men		Youths and Boys		Women		Girls		All Workers **
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	
1956 October	1	2	3	4	7	2			
1957 April	3	4	5	4	7	3			
October	7	8	8	7	9	7			
1958 April	8	9	10	9	9	8			
October	9	11	12	11	11	10			
1959 April	12	13	14	13	11	12			
October	15	17	17	15	15	16			
1960 April	20	22	21	21	18	20			
October	23	29	24	25	23	23			
1961 April	28	35	27	30	27	28			
October	30	37	29	33	30	30			
1962 April	33	41	31	35	33	33			
October	35	41	34	38	33	34			

The average level of weekly earnings rose between April 1956 and October 1962 by 35 per cent. for all men covered by the enquiries and by 34 per cent. for all full-time women. During the half-year April 1962 to October 1962, the rise was about 1½ per cent. for men and just over 2¼ per cent. for full-time women.

† See footnotes on previous page.

** Excluding part-time workers.

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

As regards the first of these factors, an estimate of the effect of increases in minimum, or standard, rates of wages is available from the index of rates of wages which measures the average movement from month to month in the level of full-time weekly rates of wages in the principal industries and services (see page 76 of this GAZETTE). The representative industries and services for which changes in rates are taken into account in this index include a number not represented in the statistics of average earnings given in the main part of this article, the most important of which are agriculture, coal mining, railway service and the distributive and catering trades. It is estimated, however, that if these industries and services were omitted from the index of weekly rates of wages, the result would show that between April 1956 and October 1962 the average level of weekly rates of wages for a full ordinary week's work in the industries covered by these half-yearly earnings enquiries had risen by 23½ per cent. for men and 26½ per cent. for women. The difference between these figures and the rise of 35 per cent. for men and 34 per cent. for full-time women in actual weekly earnings over the same period represents the net effect of the other factors referred to in the preceding paragraph. Between April 1962 and October 1962, there was a rise of 2 per cent. for men and 2½ per cent. for women in weekly rates of wages, compared with 1½ per cent. for men and 2¼ per cent. for full-time women in actual earnings in the same industries.

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

Average Weekly Hours Worked

Date	Men	Youths and Boys	Women		Girls
			Full-time	Part-time	
1948 Standard Industrial Classification					
1956 April	48				

Percentage Increase in Average Hourly Earnings since April 1956

Date	Men	Youths and Boys	Women		Girls	All Workers*
			Full-time	Part-time		
1956 October	1	2	3	4	5	6
1957 April	3	5	5	7	8	9
October	8	9	9	8	9	8
1958 April	9	10	10	10	10	10
October	11	12	13	12	11	12
1959 April	13	15	14	14	12	14
October	15	17	17	15	16	16
1960 April	21	25	22	21	20	22
October	25	32	26	24	26	25
1961 April	30	38	32	30	32	30
October	34	42	34	32	35	34
1962 April	36	46	37	35	39	37
October	39	47	41	37	39	39

Manufacturing Industries

At October 1962, the average level of weekly earnings in manufacturing industries was 34 per cent. higher for both men and full-time women than in April 1956; the increase in the average level of weekly rates of wages in these industries over the same period was about 22½ per cent. for men and 26½ per cent. for women. During the period April 1962 to October 1962, the corresponding increases in earnings were nearly 1 per cent. for men and 2½ per cent. for full-time women, and in rates 2 per cent. and 2½ per cent. respectively.

Average Weekly Earnings (Manufacturing Industries)

Date	Men	Youths and Boys	Women		Girls	All Workers*
			Full-time	Part-time		
1948 Standard Industrial Classification	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1956 April	242	245	119	123	62	78
October	245	245	119	123	62	78
1957 April	248	261	122	129	66	81
October	261	261	122	129	66	81
1958 April	261	265	131	134	69	85
October	265	271	134	137	70	87
1959 April	271	281	137	141	70	89
October	281	281	141	141	71	90
1958 Standard Industrial Classification	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1959 October	284	296	141	145	72	91
1960 April	296	303	142	148	74	93
October	303	303	142	148	74	93
1961 April	315	317	152	154	79	100
October	317	323	154	157	81	102
1962 April	323	326	157	160	82	104
October	326	326	160	160	84	104

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

Date	Men	Youths and Boys	Women		Girls	All Workers*
			Full-time	Part-time		
1956 October	1	2	3	4	5	6
1957 April	3	5	5	7	8	9
October	8	9	9	8	9	8
1958 April	9	10	10	10	10	10
October	11	12	13	12	11	12
1959 April	13	15	14	14	12	14
October	15	17	17	15	16	16
1960 April	21	25	22	21	20	22
October	25	32	26	24	26	25
1961 April	30	38	32	30	32	30
October	34	42	34	32	35	34
1962 April	36	46	37	35	39	37
October	39	47	41	37	39	39

Average Weekly Hours Worked (Manufacturing Industries)

Date	Men	Youths and Boys	Women		Girls	All Workers*
			Full-time	Part-time		
1948 Standard Industrial Classification	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1956 April	48.2	44.5	41.2	22.1	42.4	42.4
October	48.2	44.5	41.2	22.1	42.4	42.4
1957 April	48.1	44.4	41.3	22.1	42.4	42.4
October	48.0	44.0	41.0	22.0	42.2	42.2
1958 April	47.6	44.1	40.9	22.0	42.2	42.2
October	47.3	44.1	40.9	22.1	42.2	42.2
1959 April	47.6	44.2	41.3	22.1	42.4	42.4
October	48.2	44.5	41.4	22.1	42.4	42.4
1958 Standard Industrial Classification	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1959 October	48.2	44.5	41.4	22.2	42.4	42.4
1960 April	47.4	43.5	40.6	21.7	41.9	41.9
October	47.4	43.6	40.4	21.8	41.4	41.4
1961 April	47.3	43.5	39.8	21.9	40.8	40.8
October	46.8	43.0	39.6	22.0	40.6	40.6
1962 April	46.6	42.8	39.4	21.9	40.4	40.4
October	46.2	42.7	39.3	22.0	40.3	40.3

The average level of hourly earnings in manufacturing industries in October 1962 was 39¼ per cent. higher for men

* Excluding part-time workers.

and 40½ per cent. higher for full-time women than in April 1956, compared with increases in hourly rates of wages of 28½ per cent. for men and 33½ per cent. for women.

Average Hourly Earnings (Manufacturing Industries)

Date	Men	Youths and Boys	Women		Girls	All Workers*
			Full-time	Part-time		
1948 Standard Industrial Classification	d.	d.	d.	d.	d.	d.
1956 April	60.3	26.3	34.8	33.7	22.3	23.1
October	61.1	26.9	35.8	34.3	23.1	23.1
1957 April	62.1	27.6	36.6	35.2	23.9	24.3
October	65.3	29.0	38.0	36.4	24.3	24.3
1958 April	65.9	29.1	38.5	37.2	24.4	24.8
October	67.3	29.7	39.3	37.6	24.8	24.8
1959 April	68.5	30.2	39.9	38.3	24.8	25.7
October	70.0	31.0	40.9	38.9	25.7	25.7
1958 Standard Industrial Classification	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1959 October	70.8	31.7	41.0	39.1	25.9	26.8
1960 April	75.0	34.2	42.9	41.0	26.8	28.2
October	76.8	36.4	44.0	42.0	28.2	29.5
1961 April	80.0	38.0	46.0	43.6	29.5	30.3
October	81.5	38.8	46.7	44.2	30.3	31.2
1962 April	83.4	39.9	47.8	45.3	31.2	31.1
October	84.9	40.1	49.0	46.3	31.1	31.1

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

Date	Men	Youths and Boys	Women		Girls	All Workers*
			Full-time	Part-time		
1956 October	1	2	3	4	5	6
1957 April	3	5	5	7	8	9
October	8	9	9	8	9	8
1958 April	9	11	11	10	9	10
October	12	13	13	12	11	12
1959 April	14	15	15	14	11	14
October	16	18	18	15	15	16
1960 April	23	27	23	21	19	23
October	26	35	26	24	25	26
1961 April	31	41	32	29	31	31
October	34	44	34	30	35	34
1962 April	37	48	37	34	39	37
October	39	49	40	37	38	39

Changes in Rates of Wages and Hours of Work since October 1962

Since the enquiry was made in October 1962, there have been a number of changes in weekly rates of wages but no reductions in normal weekly hours of work. It is estimated that the effect of these changes has been to raise the general level of full-time weekly and hourly wage rates by nearly two-thirds of 1 per cent. The principal changes affected workers in flour milling, baking, soap, candle and edible fat manufacture, printing, building, civil engineering construction, gas supply, electricity supply and road haulage contracting.

Industries Not Covered by the Enquiry

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

Calculations are now made at regular intervals to ascertain what would have been the effect of combining the earnings in respect of agricultural workers, coal miners, British Railway workers, London Transport Executive employees (wages grades), inland waterways workers and dock workers with those of the Ministry's normal enquiries in order to obtain a single figure of average weekly earnings of manual wage-earners. Results of the calculations in respect of April 1961 (the latest date for which all the information is available) are published on page 307 of the August 1962 issue of this GAZETTE and show that combining these figures makes little difference to the percentage increases since April 1956.

Agriculture

Information about agricultural workers is collected from regular enquiries conducted by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. The average weekly earnings of hired regular whole-time workers in Great Britain are shown in the following Table. They are total earnings, including overtime, piece-work, bonuses, premiums and perquisites valued, where

* Excluding part-time workers.

applicable, in accordance with the Agricultural Wages Order. The figures given are averages of earnings over complete years or half-years, including weeks when earnings are lower on account of sickness, holidays or other absences.

Date*	Average Weekly Earnings		
	Men (20 years and over)	Youths (under 20 years)	Women and Girls
Great Britain			
Half-yearly periods			
1956 April - 1956 September	174 2	101 10	111 7
1956 October - 1957 March	174 11	103 0	114 3
1957 April - 1957 September	184 10	109 6	116 9
1957 October - 1958 March	183 5	111 9	120 1
1958 April - 1958 September	195 7	116 6	124 2
1958 October - 1959 March	193 9	118 0	126 2
1959 April - 1959 September	204 1	120 7	129 0
1959 October - 1960 March	195 2	118 8	127 2
1960 April - 1960 September	211 8	125 9	132 5
1960 October - 1961 March	206 11	124 10	134 4
1961 April - 1961 September	224 1	132 6	146 7
1961 October - 1962 March	215 1	131 1	136 5
1962 April - 1962 September	231 6	139 9	142 8
Yearly periods			
1956 April - 1957 March	174 7	102 5	112 11
1957 April - 1958 March	184 2	110 7	118 5
1958 April - 1959 March	194 8	117 3	125 2
1959 April - 1960 March	199 7	119 7	128 1
1960 April - 1961 March	209 3	125 3	133 4
1961 April - 1962 March	219 7	131 9	141 6

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

Date*	Average Weekly Hours		
	Men (20 years and over)	Youths (under 20 years)	Women and Girls
England and Wales			
Half-yearly periods			
1956 April - 1956 September	52.4	50.8	48.8
1956 October - 1957 March	51.3	49.8	47.8
1957 April - 1957 September	53.0	51.1	49.0
1957 October - 1958 March	50.9	49.8	48.1
1958 April - 1958 September	52.8	50.6	48.3
1958 October - 1959 March	51.1	49.9	48.5
1959 April - 1959 September	53.1	51.2	48.1
1959 October - 1960 March	50.4	49.0	48.0
1960 April - 1960 September	52.2	50.2	46.0
1960 October - 1961 March	50.2	48.9	46.0
1961 April - 1961 September	52.3	50.8	46.7
1961 October - 1962 March	50.1	48.9	45.4
1962 April - 1962 September	51.9	50.2	47.1
Yearly periods			
1956 April - 1957 March	51.8	50.3	48.3
1957 April - 1958 March	51.9	50.5	48.6
1958 April - 1959 March	52.0	50.3	48.4
1959 April - 1960 March	51.7	50.1	48.0
1960 April - 1961 March	51.2	49.6	46.0
1961 April - 1962 March	51.2	49.8	46.0

Date*	Average Hourly Earnings		
	Men (20 years and over)	Youths (under 20 years)	Women and Girls
England and Wales			
Half-yearly periods			
1956 April - 1956 September	39.8	23.9	27.4
1956 October - 1957 March	40.9	24.6	28.8
1957 April - 1957 September	41.7	25.2	28.4
1957 October - 1958 March	43.2	26.8	30.0
1958 April - 1958 September	44.3	27.3	31.0
1958 October - 1959 March	45.3	28.1	31.7
1959 April - 1959 September	46.2	28.3	32.2
1959 October - 1960 March	46.3	29.0	31.8
1960 April - 1960 September	49.0	29.8	34.0
1960 October - 1961 March	49.0	30.4	34.9
1961 April - 1961 September	51.7	31.2	37.7
1961 October - 1962 March	51.6	32.3	36.0
1962 April - 1962 September	54.0	33.5	36.2
Yearly periods			
1956 April - 1957 March	40.4	24.3	28.1
1957 April - 1958 March	42.5	26.0	29.2
1958 April - 1959 March	44.8	27.7	31.4
1959 April - 196			

TABLE I.—NUMBERS OF WORKERS COVERED BY THE RETURNS RECEIVED AND AVERAGE EARNINGS IN THE SECOND PAY-WEEK IN OCTOBER 1962

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

Industry	Numbers of workers covered by the returns received					Average earnings* in the second pay-week in October 1962				
	Men (21 and over)	Youths and Boys	Women (18 and over)†		Girls	Men (21 and over)	Youths and Boys	Women (18 and over)†		Girls
			Full-time	Part-time				Full-time	Part-time	
Mining and Quarrying (except coal)						s. d.	s. d.	s. d.	s. d.	s. d.
Stone and Slate Quarrying and Mining	11,826	634	49	27	7	305 11	166 10	—	—	—
Chalk, Clay, Sand and Gravel Extraction	8,465	642	39	38	5	312 6	181 5	—	—	—
Other Mining and Quarrying	7,103	559	458	46	127	315 4	178 1	149 0	—	—
Food, Drink and Tobacco										
Grain Milling	20,691	1,263	2,553	667	315	311 4	176 0	157 1	72 6	119 6
Bread and Flour Confectionery	43,623	5,960	13,429	7,255	2,535	294 1	139 0	146 2	80 2	97 0
Biscuits	11,661	1,192	14,647	12,991	2,774	320 11	157 6	159 9	87 4	106 8
Bacon Curing, Meat and Fish Products	20,248	2,703	12,635	6,555	1,536	289 8	151 5	152 5	76 6	105 0
Milk Products	10,850	936	3,321	1,156	396	282 6	150 9	151 1	84 1	98 6
Sugar	9,647	677	2,545	408	202	382 10	212 0	192 4	92 2	147 11
Cocoa, Chocolate and Sugar Confectionery	24,521	2,531	22,377	14,650	3,956	301 5	150 8	155 0	82 10	93 7
Fruit and Vegetable Products	16,595	1,320	20,379	7,907	1,794	298 2	156 7	146 0	79 8	106 10
Animal and Poultry Foods	7,285	234	741	230	99	314 2	180 9	144 3	85 3	—
Food Industries not elsewhere specified	10,276	740	5,850	2,408	897	342 5	163 10	158 7	85 10	117 6
Brewing and Malting	43,942	2,890	6,233	1,278	389	322 1	160 7	153 10	70 7	108 4
Other Drink Industries	16,797	3,435	9,025	1,095	1,122	277 1	123 4	148 6	72 7	105 4
Tobacco	10,282	643	14,381	3,219	2,923	332 4	168 5	189 7	90 0	133 3
Chemicals and Allied Industries										
Coke Ovens and Manufactured Fuel	10,396	341	21	32	—	308 5	174 0	—	—	—
Mineral Oil Refining	18,433	831	848	363	120	354 9	188 10	172 10	98 2	—
Lubricating Oils and Greases	2,367	156	292	79	10	310 5	—	157 6	—	—
Chemicals and Dyes	83,852	5,131	7,992	2,788	712	328 9	153 2	154 11	78 5	96 11
Pharmaceutical and Toilet Preparations	12,406	1,072	13,363	3,840	2,571	294 9	153 5	155 9	78 5	102 1
Explosives and Fireworks	26,528	1,790	5,500	828	651	299 5	123 7	181 6	94 10	116 3
Paint and Printing Ink	13,990	944	2,867	1,056	166	292 6	142 4	144 3	75 2	—
Vegetable and Animal Oils, Fats, Soap and Detergents	15,998	931	4,261	1,997	662	342 9	160 5	154 9	77 2	—
Synthetic Resins and Plastics Materials	15,071	732	1,035	491	76	338 5	156 2	155 7	77 3	—
Polishes, Gelatine, Adhesives, etc.	4,216	304	1,574	533	453	310 0	142 8	157 0	83 9	108 0
Metal Manufacture										
Iron and Steel (General)‡	178,130	16,442	4,551	1,698	135	349 8	164 0	152 9	81 5	—
Steel Tubes	30,428	2,260	2,415	846	108	322 8	153 3	156 2	75 4	—
Iron Castings, etc.‡	76,437	6,935	5,413	1,101	304	319 11	146 0	162 7	79 3	104 6
Light Metals	31,778	1,900	4,691	1,244	314	342 2	170 7	169 10	83 3	122 10
Copper, Brass and Other Base Metals	42,411	3,267	5,772	1,224	408	331 5	148 10	159 7	85 4	102 8
Engineering and Electrical Goods										
Agricultural Machinery (except Tractors)	15,691	2,907	714	203	61	285 2	120 0	146 11	73 4	—
Metal-working Machine Tools	41,784	7,741	3,074	777	175	346 6	135 6	161 8	78 5	—
Engineers' Small Tools and Gauges	19,910	3,266	4,656	924	293	347 0	127 6	159 1	78 9	91 8
Industrial Engines	23,508	2,690	1,612	369	49	330 1	140 0	175 1	82 5	—
Textile Machinery and Accessories	31,748	4,744	2,786	651	119	300 8	122 3	158 8	77 2	—
Contractors' Plant and Quarrying Machinery	12,290	1,292	235	127	7	1,292 3	136 7	141 4	70 7	—
Mechanical Handling Equipment	20,009	3,807	669	233	23	321 3	128 1	151 3	68 9	—
Office Machinery	16,154	1,271	4,954	464	126	316 5	131 0	177 9	82 2	—
Other Machinery	132,847	20,311	13,714	3,306	648	318 2	128 10	175 7	80 10	113 1
Industrial Plant and Steelwork	69,519	8,546	1,756	918	33	338 4	134 11	142 11	73 5	—
Ordnance and Small Arms	19,789	1,298	3,701	749	190	300 10	120 11	177 8	116 1	—
Other Mechanical Engineering not elsewhere specified	83,178	9,185	16,820	3,440	1,095	315 8	135 11	178 5	88 9	112 2
Scientific, Surgical and Photographic Instruments, etc.	37,430	7,242	16,326	3,163	1,424	311 5	132 7	170 6	89 5	105 8
Watches and Clocks	2,844	361	4,149	138	430	326 8	143 7	184 6	95 8	110 2
Electrical Machinery	86,264	16,449	22,131	3,808	1,774	329 0	129 11	171 0	89 2	99 3
Insulated Wires and Cables	22,398	1,479	7,493	2,631	561	345 7	147 10	165 6	92 0	102 6
Telegraph and Telephone Apparatus	20,685	2,272	15,124	3,279	1,650	332 0	129 5	175 4	96 8	100 10
Radio and Other Electronic Apparatus	42,965	7,415	43,286	10,534	4,835	315 8	125 5	164 9	92 10	107 8
Domestic Electric Appliances	18,586	1,567	11,151	1,566	865	332 9	155 11	177 5	92 3	104 2
Other Electrical Goods	31,911	3,744	23,479	6,413	1,789	329 7	135 8	171 11	94 4	103 6
Shipbuilding and Marine Engineering										
Shipbuilding and Ship Repairing	101,954	14,238	1,066	436	54	308 11	132 1	155 6	79 0	—
Marine Engineering	50,020	9,436	663	175	27	308 1	129 10	159 6	69 6	—
Vehicles										
Motor Vehicle Manufacturing	253,595	15,672	21,968	3,072	983	381 11	154 2	199 1	87 11	113 8
Motor Cycle, Three-wheel Vehicle and Pedal Cycle Manufacturing	11,672	1,606	2,430	406	177	331 9	160 6	178 0	85 2	—
Aircraft Manufacturing and Repairing	125,324	13,455	10,084	1,622	440	354 2	133 10	175 7	82 6	103 7
Locomotives and Railway Track Equipment§	6,063	1,103	589	201	44	308 9	138 2	164 1	75 0	—
Railway Carriages and Wagons and Trams‡	10,836	1,327	417	79	19	300 9	134 5	194 9	—	—
Perambulators, Hand-trucks, etc.	1,838	494	634	287	91	292 7	138 4	153 1	93 3	—
Metal Goods not elsewhere specified										
Tools and Implements	7,203	1,143	3,248	509	262	298 7	125 11	146 6	85 6	83 7
Cutlery	3,034	408	2,876	593	453	325 5	134 11	141 10	83 11	83 9
Bolts, Nuts, Screws, Rivets, etc.	15,953	2,114	7,069	2,726	376	307 10	144 8	165 5	86 4	108 2
Wire and Wire Manufactures	20,305	2,109	3,314	720	271	333 6	147 10	157 10	82 8	110 8
Cans and Metal Boxes	6,824	962	8,280	4,710	1,179	310 4	139 8	148 10	75 2	94 8
Jewellery, Plate and Refining of Precious Metals	6,407	999	3,560	871	533	320 11	141 4	140 0	88 2	97 4
Metal Industries not elsewhere specified	118,700	15,247	40,318	10,361	3,254	321 2	143 3	158 1	84 3	104 1

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

Table I.—Numbers of Workers Covered by the Returns Received and Average Earnings in the Second Pay-Week in October 1962—continued

Industry	Numbers of workers covered by the returns received					Average earnings* in the second pay-week in October 1962				
	Men (21 and over)	Youths and Boys	Women (18 and over)†		Girls	Men (21 and over)	Youths and Boys	Women (18 and over)†		Girls
			Full-time	Part-time				Full-time	Part-time	
Textiles						s. d.	s. d.	s. d.	s. d.	s. d.
Production of Man-made Fibres	20,023	1,031	4,273	577	401	323 7	145 4	162 3	83 6	108 2
Spinning and Doubling of Cotton, Flax and Man-made Fibres	26,538	3,042	41,966	7,235	4,079	251 6	136 5	154 4	77 2	116 1
Weaving of Cotton, Linen and Man-made Fibres	29,535	2,759	37,958	4,158	3,526	266 9	136 1	161 9	76 5	115 0
Woolen and Worsted	55,321	4,875	50,482	10,479	7,850	279 11	144 11	157 4	78 1	117 8
Jute	6,118	539	5,927	916	503	257 8	134 7	161 0	78 5	105 4
Rope, Twine and Net	2,603	619	4,156	638	595	273 4	131 6	140 9	79 6	99 8
Hosiery and Other Knitted Goods	19,545	2,822	44,417	6,890	11,546	348 9	163 0	167 10	95 8	116 4
Lace	2,503	366	2,824	667	285	274 2	149 10	137 2	75 0	101 6
Carpets	12,875	2,065	8,263	1,276	2,106	330 1	157 6	182 3	94 8	113 3
Narrow Fabrics	3,818	557	6,969	1,852	1,124	273 2	140 3	146 7	76 1	107 7
Made-up Textiles	2,581	563	8,790	1,269	1,492	251 11	118 10	131 0	84 6	94 1
Textile Finishing	33,253	3,111	11,248	1,564	1,603	289 1	152 6	148 3	79 9	108 4
Other Textile Industries	7,669	607	2,301	430	228	312 0	171 1	158 8	78 9	107 2
Leather, Leather Goods and Fur										
Leather (Tanning and Dressing) and Fellmongery	14,318	1,937	3,081	404	287	280 2	149 0	153 4	82 2	100 4
Leather Goods	3,000	731	5,990	1,211	1,264	282 4	123 10	146 4	79 8	95 7
Fur	1,785	220	1,335	201	195	325 4	138 0	178 7	98 8	—
Clothing and Footwear										
Weatherproof Outerwear	2,302	422	9,192	1,005	1,863	266 4	117 6	153 2	96 10	100 6
Men's and Boys' Tailored Outerwear	12,731	2,274	40,680	5,095	10,790	276 1	126 6	155 8	92 9	106 2
Women's and Girls' Tailored Outerwear	5,104	809	14,506	1,723	3,340	303 3	127 4	159 7	94 10	96 8
Overalls and Men's Shirts, Underwear, etc.	2,458	576	20,280	3,524	5,855	254 8	123 11	145 5	81 7	96 1
Dresses, Lingerie, Infants' Wear, etc.	2,643	691	31,757	4,679	10,078	271 6	115 6	151 2	89 7	94 10
Hats, Caps and Millinery	2,418	284	4,564	698	456	283 6	136 1	146 2	86 4	97 7
Dress Industries not elsewhere specified	3,030	556	12,597	2,529	4,415	263 0	123 9	144 5	81 9	98 2
Footwear	28,153	5,488	30,500	3,269	5,614	286 9	168 10	175 11	100 5	121 6
Bricks, Pottery, Glass, Cement, etc.										
Bricks, Fireclay and Refractory Goods	41,408	5,236	2,419	365	238	313 0	171 2</			

TABLE II.—AVERAGE HOURS WORKED AND AVERAGE HOURLY EARNINGS IN THE SECOND PAY-WEEK IN OCTOBER 1962

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

Industry	Average number of hours worked* in the second pay-week in October 1962 by the workers covered by the returns received					Average hourly earnings* in the second pay-week in October 1962 by the workers covered by the returns received				
	Men (21 and over)	Youths and Boys	Women (18 and over)†		Girls	Men (21 and over)	Youths and Boys	Women (18 and over)†		Girls
			Full-time	Part-time				Full-time	Part-time	
Mining and Quarrying (except coal)	Hours	Hours	Hours	Hours	Hours	d.	d.	d.	d.	d.
Stone and Slate Quarrying and Mining	51.8	46.3	—	—	—	70.9	43.2	—	—	—
Chalk, Clay, Sand and Gravel Extraction	32.5	46.3	—	—	—	71.4	47.0	—	—	—
Other Mining and Quarrying	45.7	42.3	37.9	—	—	82.8	47.2	—	—	—
Food, Drink and Tobacco										
Grain Milling	49.6	45.0	38.6	19.4	41.4	75.3	46.9	48.8	44.8	34.6
Bread and Flour Confectionery	48.3	43.4	40.7	22.5	41.2	73.1	38.4	43.1	42.8	28.3
Biscuits	50.3	45.5	41.1	22.7	41.2	76.6	41.5	46.6	46.2	31.1
Bacon Curing, Meat and Fish Products	47.9	43.5	40.0	21.5	40.5	72.6	41.8	45.7	42.7	31.1
Milk Products	48.6	45.3	40.5	21.7	41.2	69.8	39.9	44.8	46.5	28.7
Sugar	51.0	44.0	39.0	19.3	37.8	90.1	57.8	59.2	57.3	47.0
Cocoa, Chocolate and Sugar Confectionery	46.1	43.2	40.1	21.6	40.3	78.5	41.9	46.4	46.0	27.9
Fruit and Vegetable Products	48.3	44.3	39.6	22.1	39.9	74.1	42.4	44.2	43.3	32.1
Animal and Poultry Products	48.7	45.9	39.5	22.8	—	77.4	47.3	43.8	44.9	—
Food Industries not elsewhere specified	48.1	42.7	38.3	21.0	41.0	85.4	46.0	49.7	49.0	34.4
Brewing and Malting	47.1	43.9	40.3	18.7	40.9	74.4	43.9	45.8	45.3	31.8
Other Drink Industries	47.1	44.6	40.9	20.7	41.5	70.6	33.2	43.6	42.1	30.5
Tobacco	45.5	42.5	41.4	21.2	40.9	87.6	47.6	55.0	50.9	39.1
Chemicals and Allied Industries										
Coke Ovens and Manufactured Fuel	44.4	43.3	—	—	—	83.4	48.2	—	—	—
Mineral Oil Refining	44.3	41.5	41.1	23.6	—	96.1	54.6	50.5	49.9	—
Lubricating Oils and Greases	49.6	—	38.6	—	—	75.1	49.0	—	—	—
Chemicals and Dyes	46.2	42.0	40.2	20.9	42.6	85.4	43.8	46.2	45.0	27.3
Pharmaceutical and Toilet Preparations	46.7	42.8	40.2	22.0	40.5	75.7	43.0	46.5	42.8	30.2
Explosives and Fireworks	45.6	41.0	41.6	24.4	40.9	78.8	36.2	52.4	46.6	34.1
Paint and Printing Ink	46.0	42.2	39.4	21.4	—	76.3	40.5	43.9	42.1	—
Vegetable and Animal Oils, Fats, Soap and Detergents	48.6	42.8	39.2	21.0	40.5	84.6	45.0	47.4	44.1	30.5
Synthetic Resins and Plastics Materials	46.8	41.9	39.4	22.0	—	86.8	44.7	47.4	42.1	—
Polishes, Gelatine, Adhesives, etc.	50.0	42.2	40.3	21.8	41.4	74.4	40.6	46.7	46.1	31.3
Metal Manufacture										
Iron and Steel (General)‡	44.6	41.6	38.1	21.2	—	94.1	47.3	48.1	46.1	—
Steel Tubes	46.5	42.6	38.3	20.5	—	83.3	43.2	48.9	44.1	—
Iron Castings, etc.‡	46.0	42.2	39.1	21.2	40.8	83.5	41.5	49.9	44.9	30.7
Light Metals	45.3	41.8	39.3	20.8	—	39.5	90.6	49.0	51.9	48.0
Copper, Brass and Other Base Metals	46.5	42.0	38.9	21.5	39.6	85.5	42.5	49.2	47.6	31.1
Engineering and Electrical Goods										
Agricultural Machinery (except Tractors)	45.5	43.9	39.4	20.2	—	75.2	32.8	44.7	43.6	—
Metal-working Machine Tools	46.1	42.6	38.4	21.6	—	90.2	38.2	50.5	43.6	—
Engineers' Small Tools and Gauges	45.5	42.9	40.0	21.7	41.1	91.5	35.7	47.7	43.5	26.8
Industrial Engines	45.5	42.0	40.2	22.3	—	87.1	40.0	52.3	44.3	—
Textile Machinery and Accessories	45.9	43.0	39.2	21.2	—	78.6	34.1	48.5	43.7	—
Contractors' Plant and Quarrying Machinery	45.9	42.8	38.2	20.5	—	87.6	38.3	44.4	41.3	—
Mechanical Handling Equipment	48.3	42.9	37.6	20.3	—	79.8	35.8	48.3	40.6	—
Office Machinery	44.2	41.7	39.8	20.4	—	85.9	37.7	53.6	48.3	—
Other Machinery	46.2	42.5	40.2	21.1	40.2	82.6	36.4	52.4	46.0	33.8
Industrial Plant and Steelwork	47.9	43.2	37.9	21.6	—	84.8	37.5	45.3	40.8	—
Ordnance and Small Arms	45.3	40.6	42.4	24.0	—	79.7	35.7	50.3	58.0	—
Other Mechanical Engineering not elsewhere specified	45.8	42.3	40.7	21.2	40.1	87.1	38.6	52.6	50.2	33.6
Scientific, Surgical and Photographic Instruments, etc.	45.1	42.4	39.4	22.2	40.5	82.9	37.5	51.9	48.3	31.3
Watches and Clocks	45.6	42.8	40.8	22.3	—	86.0	40.3	54.3	51.5	31.4
Electrical Machinery	47.1	42.7	40.2	22.4	41.0	83.8	36.5	51.0	47.8	29.0
Insulated Wires and Cables	50.1	43.2	40.3	22.2	41.1	82.8	41.1	49.3	49.7	29.9
Telegraph and Telephone Apparatus	46.8	42.9	39.6	21.2	40.4	85.1	36.2	53.1	54.7	30.0
Radio and Other Electronic Apparatus	46.4	42.2	40.0	22.5	40.4	81.6	35.7	49.2	49.5	32.0
Domestic Electric Appliances	45.5	42.9	40.8	21.5	39.5	87.8	43.6	52.2	51.5	31.6
Other Electrical Goods	45.5	43.0	39.7	21.1	40.3	86.9	37.9	52.0	53.6	30.8
Shipbuilding and Marine Engineering										
Shipbuilding and Ship Repairing	45.4	42.0	40.0	23.8	—	81.7	37.7	46.7	39.8	—
Marine Engineering	46.1	42.4	40.0	21.0	—	80.2	36.7	47.9	39.7	—
Vehicles										
Motor Vehicle Manufacturing	43.6	41.7	39.7	20.5	39.1	105.1	44.4	60.2	51.5	34.9
Motor Cycle, Three-wheel Vehicle and Pedal Cycle Manufacturing	44.3	42.3	40.6	22.1	—	89.9	45.5	52.6	46.2	—
Aircraft Manufacturing and Repairing	45.8	41.7	40.3	22.2	41.5	92.8	38.5	52.3	44.6	30.0
Locomotives and Railway Track Equipment§	46.0	41.1	39.4	20.2	—	80.5	40.3	50.0	44.6	—
Railway Carriages and Wagons and Trams§	43.5	41.0	39.1	—	—	83.0	39.3	59.8	—	—
Perambulators, Hand-trucks, etc.	45.5	42.8	37.8	23.0	—	77.2	38.8	48.6	48.7	—
Metal Goods not elsewhere specified										
Tools and Implements	45.7	42.5	38.9	23.4	39.8	78.4	35.6	45.2	43.8	25.2
Cutlery	45.0	42.9	38.3	21.4	39.7	86.8	37.7	44.4	47.1	25.3
Bolts, Nuts, Screws, Rivets, etc.	44.8	42.6	39.5	21.7	40.0	82.5	40.8	50.3	47.7	32.5
Wire and Wire Manufactures	47.6	43.4	38.9	22.2	40.9	84.1	40.9	48.7	44.7	32.5
Cans and Metal Boxes	46.1	42.3	39.4	21.2	38.5	80.8	39.6	45.3	42.5	29.5
Jewellery, Plate and Refining of Precious Metals	45.0	42.9	37.1	22.8	40.1	85.6	39.5	45.3	46.4	29.1
Metal Industries not elsewhere specified	46.6	42.9	38.9	21.9	40.2	82.7	40.1	48.8	46.2	31.1

* Where no figure is given, the number of workers covered by the returns was too small to provide a satisfactory basis for the calculation of a general average.

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

‡ Excluding coke ovens and by-product works attached to blast furnaces, which are included under the heading Coke Ovens and Manufactured Fuel.

§ Excluding railway workshops.

Table II.—Average Hours Worked and Average Hourly Earnings in the Second Pay-Week in October 1962—continued

Industry	Average number of hours worked* in the second pay-week in October 1962 by the workers covered by the returns received					Average hourly earnings* in the second pay-week in October 1962 by the workers covered by the returns received				
	Men (21 and over)	Youths and Boys	Women (18 and over)†		Girls	Men (21 and over)	Youths and Boys	Women (18 and over)†		Girls
			Full-time	Part-time				Full-time	Part-time	
Textiles	Hours	Hours	Hours	Hours	Hours	d.	d.	d.	d.	d.
Production of Man-made Fibres	43.4	40.7	40.4	22.1	40.3	89.5	42.9	48.2	45.3	32.2
Spinning and Doubling of Cotton, Flax and Man-made Fibres	45.9	42.4	39.4	20.2	40.3	65.8	38.6	47.0	45.8	34.6
Weaving of Cotton, Linen and Man-made Fibres	43.5	42.3	39.2	20.1	40.6	73.6	38.6	49.5	45.6	34.0
Woolen and Worsted	48.0	43.6	39.2	21.0	40.7	70.0	39.9	48.2	44.6	34.7
Jute	46.4	44.0	40.7	21.0	42.0	66.6	36.7	47.5	44.8	30.1
Rope, Twine and Net	48.9	43.2	39.9	22.5	40.0	67.1	36.5	42.3	42.4	29.9
Hosiery and Other Knitted Goods	44.3	44.0	38.9	23.5	40.7	94.5	44.5	51.8	48.9	34.3
Lace	45.7	43.2	39.4	22.5	40.9	72.0	41.6	41.8	40.0	29.8
Carpets	46.8	43.4	40.1	23.1	41.2	84.6	43.5	54.5	49.2	33.0
Narrow Fabrics	46.1	43.3	39.5	22.1	41.3	71.1	38.9	44.5	41.3	31.3
Made-up Textiles	46.4	42.0	38.7	23.5	40.1	63.2	34.0	40.6	43.1	28.2
Textile Finishing	48.9	44.1	40.1	21.7	40.9	70.9	41.5	44.4	41.9	31.8
Other Textile Industries	48.3	46.1	39.0	21.1	39.9	77.5	44.5	48.8	44.8	32.2
Leather, Leather Goods and Fur										
Leather (Tanning and Dressing) and Fellmongery	46.5	43.7	40.0	22.6	41.3	72.3	40.9	46.0	43.6	29.2
Leather Goods	45.0	42.7	39.0	22.5	39.9	75.3	34.8	45.0	42.5	28.7
Fur	46.8	42.8	39.7	23.8	—	83.4	38.7	54.0	49.7	—
Clothing and Footwear										
Weatherproof Outerwear	44.4	42.3	37.8	24.2	39.8	72.0	33.3	48.6	48.0	30.3
Men's and Boys' Tailored Outerwear	44.1	42.1	38.2	23.9	40.3	75.1	36.1	48.9	46.6	31.6
Women's and Girls' Tailored Outerwear	42.4	41.2	37.9	24.0	39.4	85.8	37.1	50.5	47.4	29.4
Overalls and Men's Shirts, Underwear, etc.	44.5	42.2	38.4	22.5	39.5	68.7	35.2	45.4	43.5	29.2
Dresses, Lingerie, Infants' Wear, etc.	43.0	40.8	38.0	23.2	40.1	75.8	34.0	47.7	46.3	28.4
Hats, Caps and Millinery	43.0	42.7	37.1	22.6	39.3	79.1	38.2	47.3	45.8	29.8
Dress Industries not elsewhere specified	44.5	42.8	38.4	22.8	39.1	70.9	34.7	45.1	43.0	30.

REDUNDANCY IN GREAT BRITAIN

Reproduced below is the text of the survey discussed at the meeting of the National Joint Advisory Council on 23rd January 1963—see page 58. Information relating to practice in certain overseas countries will appear in a later issue of this GAZETTE.

PART I: PROVISION FOR REDUNDANCY BY EMPLOYERS

A. Introduction

1. In 1961 the Ministry published a booklet "Security and Change" which surveyed progress in provision for redundancy up to the end of 1959. At that time the Ministry had information about:

(a) 236 policies adopted by private companies and groups of companies for general application to all cases of redundancy; (b) 63 procedures which private manufacturing companies had applied specially to meet the particular circumstances when they were closing down a factory or a whole firm; (c) 13 examples of arrangements in the private sector agreed upon or recommended for application on an industry-wide basis; (d) the arrangements in the nationalised industries.

2. The following paragraphs bring the survey up to date and draw attention to significant developments in the last three years. Information is also given about local and central Government service, which was not covered by the previous survey.

3. The information about policies and procedures in private industry was collected by the Ministry's Regional Industrial Relations Officers.

B. Policies adopted by Private Firms

4. The Ministry now has information about 371 policies which private companies have adopted to deal with redundancy. The companies concerned (many of which comprise more than one establishment or production unit) employ a total of 1,750,000 persons. This compares with 236 policies known three years ago, in companies employing a total of 1,105,000 persons. In the last three years, therefore, there has been an increase of about 60 per cent. both in the number of known policies and in the number of employees in companies with such policies.

5. A small number of the additional policies existed in 1959 but were not known to the Ministry at that time, but most of them have been adopted within the last three years. It can safely be concluded that company redundancy policies have become much more widespread in this period, their coverage having increased by at least 50 per cent.

Distribution of Firms with Policies by Industry and Size

6. An analysis of the size of the companies with redundancy policies and the industries in which they are engaged is contained in Table 1 on page 54. All but six of the companies are in manufacturing industries and their total labour force constitutes about 16½ per cent. of employees in manufacturing.

7. The six examples of redundancy policies in firms outside manufacturing industry may well under-represent arrangements in this sector. In some industries in this sector policies have not been adopted because there is a high degree of security. In some others, owing to the nature of the industry, a high proportion of the work force is employed on a seasonal basis or on contracts for the duration of a particular job, and redundancies are correspondingly less likely among permanent employees.

8. As before, the largest industrial group, engineering and electrical goods, is the group in which there is the largest number of companies with policies—120, or roughly a third of the total about which the Ministry has information; about 22 per cent. of employees in engineering and electrical goods work for firms with policies. In vehicle manufacturing 47 firms are known to have policies; these firms employ 32.5 per cent. of the work force in the industry. There is information about 23 policies in firms in chemicals and allied industries, and these firms employ 48 per cent. of the work force in these industries. In the last three years the largest increase in the number of policies has occurred in textiles (from 13 to 29), and in food, drink and tobacco there has been an increase of 86 per cent. (from 14 to 26).

9. The distribution, by size, of companies with redundancy policies remains very much as before. Only 65, or 17 per cent., of these companies employ less than 500 people. On the other hand 62½ per cent. have 1,000 or more employees. It is clearly the larger firms that have, for the most part, felt it necessary or desirable to formulate a policy for dealing with redundancy.

Employees covered by Redundancy Policies

10. Nearly half the policies apply both to manual workers and staff employees. A few policies also contain certain provisions which apply only to staff employees. The remaining policies apply to manual workers only. For this reason the number of persons actually covered by the policies is less than the total number employed by the companies—1,569,000 compared with 1,750,000. It can no doubt be assumed, however, that staff employees not covered by redundancy policies would in general receive treatment no less favourable than manual workers in the same company in the event of redundancy.

Method of Adopting Policy

11. About 45 per cent. of the policies were adopted after consultation with employees' representatives but only a few—18 in all—were embodied in formal signed agreements. All the other policies were adopted by managements acting on their own. The pattern is roughly the same as it was three years ago.

Type of Redundancy Covered

12. All the policies are designed to be applied wherever redundancy, as defined by the policy, occurs and not for use on one specific occasion only.

13. In the very great majority of the policies—about 95 per cent.—though there are differing shades of meaning, redundancy is broadly regarded as the involuntary loss of a job through no fault of the worker concerned. Under 5 per cent. of policies are restricted to redundancies resulting from specified management decisions such as the introduction of new machinery or the closure of a department. A few of these are of recent origin, but the tendency is towards policies wider in scope.

14. A few policies which do not provide for severance payments normally to be made do provide for them in the event of redundancy resulting from the closure of a unit. There is some evidence that extra provision for employees made redundant by major changes, such as company re-organisation, is becoming more common.

Consultation

15. Most policies provide for consultation with employees' representatives in the event of redundancy.

Measures to keep Dismissals to the Minimum

16. Most policies refer to the transfer of employees within the undertaking and to the restriction of recruitment as methods of reducing the number of dismissals. It is generally accepted that only essential overtime should be worked. A little over half of the policies refer to the possibility of short-time working.

17. When, as a result of transfer, an employee's wage drops, some companies pay a temporary supplement. A few of these make payments of this kind only while the employee is being re-trained for a new job. Some companies also give employees whom they transfer to another locality help over removal or daily travelling expenses.

Selection of Employees to be Dismissed

18. A slightly larger proportion of policies now specify the matters to be taken into account in deciding who is to be dismissed. The criteria used remain much the same. About 40 per cent. lay down a combination of efficiency and length of service. A further 40 per cent. state that certain categories of employee are to be the first to go: employees over the normal retiring age are most commonly mentioned, and other categories frequently mentioned are part-time workers and married women; most of these policies use a combination of seniority and efficiency as their secondary criterion for dismissal. Of the remaining policies the majority specify seniority as the sole guide, but there are very few which specify efficiency alone.

Treatment of Employees to be Dismissed

19. *Appeal against dismissal.*—Roughly two-thirds of policies provide for employees to have an opportunity to submit, either directly or through their representatives, an appeal against selection for dismissal. Just over half of the policies known three years ago provided for this.

20. *Assistance in seeking other work.*—Most policies state that employees may have limited time off, nearly always with pay, to look for work. Most policies also provide for the local Employment Exchange to be given advance warning, and in the case of collective dismissals, Ministry of Labour officials are often to be given facilities to register employees on the factory premises. Some employers undertake to canvass other employers in their area in order to find vacancies.

21. *Priority of re-engagement.*—About two-thirds of the firms concerned offer priority of re-engagement to former employees who had been made redundant.

22. *Advance warning to individuals and formal notice.*—Advance warning to the individual serves much the same purpose as formal notice, except that there is never any question of payment in lieu. (It should not be confused with the collective warning that redundancies are imminent, often given through shop stewards or the employee members of Works Councils.)

23. In industry generally, weekly-paid workers are entitled to one week's notice and monthly-paid workers to a month's notice. In the following paragraphs "extra" notice means more than these minima.

24. Under 109 policies (or 29 per cent.) the employees are given neither extra notice nor advance warning of dismissal. However, these policies between them cover only 18 per cent. of the employees concerned because they are commoner among smaller companies.*

25. There are 262 policies which provide for employees to have either extra notice or advance warning or both. Just over half (134) provide for advance warning with normal notice. It is generally of either one or two weeks' duration but in a very few cases it increases with length of service.

26. The remaining 128 policies provide for longer notice, 32 with advance warning as well. Roughly half (62) of the policies providing

* It is significant, however, that policies covering nearly two-thirds of these employees provide for severance payments. Some of the policies which do not provide for severance payments lay the whole emphasis on careful manpower planning and do not envisage the possibility of dismissals. A number of firms which have not in practice been faced with redundancy for some time might well be expected to consider providing either longer notice or severance pay should it now occur. A few firms are at present revising their policies.

for longer notice do not graduate its length according to length of service. For manual workers the notice is generally of two, three or four weeks. Of the 66 policies with extra notice graduated with length of service, 14 provide for maximum notice not exceeding four weeks. On average the remainder provide for a maximum of about ten weeks' notice for manual workers with the longest service, while two of them provide as much as one week's notice for each year of service.

27. Tables 2, 3 and 4 contain figures analysing the provisions of policies on advance warning and notice, and relating them to provision for severance payments.

28. It is estimated that a little over half the policies require notice to be worked out. A tenth provide for payment always to be given in lieu. Under some policies the employee is allowed to choose whether to work out notice or take a payment in lieu (the latter being at a lower rate than earnings would be).

29. *Severance payments.*—Of the total of 371 policies, 192 or 52 per cent., provide for severance payments and they cover 74 per cent. of all employees covered by redundancy policies. This represents a significant increase since three years ago: at that time only 39 per cent. of policies provided for severance payments, and they applied to companies employing 60 per cent. of the total labour force of all companies with redundancy policies.

30. In all but 13 policies the size of the severance payment is related to length of service. In 21 policies some account is taken of age as well as length of service (this was done in only four policies known three years ago). One or two firms with many branches relate the size of payment to economic conditions in the area where redundancy occurs.

31. The great majority of policies (171 out of 192) provide for the payment to take the form of a lump sum. (In a few cases this is withheld if the employee leaves before the expiry of all or part of his notice.) The remaining 21 policies provide for weekly payments, 11 also giving a lump sum. With two exceptions weekly payments continue only so long as the employee is unemployed. (In one of the exceptions payment continues whether or not the employee is unemployed; in the other the balance is paid as a lump sum when the employee secures other work.)

32. Lump sum severance payments vary very greatly in size. An analysis of the provisions in the various policies is given in Table 5. Only 28 companies—13 of them in the food, drink and tobacco industry—give as much as a week's pay for each year's service. Large firms tend to be more generous than small; for instance, of companies manufacturing engineering and electrical goods those with 5,000 employees or more make on average a maximum payment four times as great as those with less than 1,000 employees. Payments also tend to vary with the industry, the food, drink and tobacco, and chemicals industries being more generous and the metal-using industries, in general, less generous. The minimum qualifying service ranges from nil to 25 years, but the average is between two and three years.

33. Where severance payments are made weekly they do not exceed an amount which, together with the single man's rate of unemployment benefit, equals two-thirds of earnings. This is because if they were higher the recipient would be disqualified from receipt of unemployment benefit. A third of the policies in question provide for a weekly payment at the rate of only one-third of previous earnings. The maximum period of payment ranges from six to 26 weeks, ten weeks being the most common.

34. *Pensions.*—Relatively few policies refer to pension rights and there is no evidence of developments in transfer arrangements. The usual practice remains for firms to refund the employee's contributions. Older employees are sometimes allowed to remain in a pension scheme and receive a reduced pension on reaching retiring age; the most common lower age limit is 55 for men and 50 for women.

C. Procedures followed by Private Firms in the Event of Closure

35. Detailed information was collected about the procedure followed in 54 cases in the last three years when a factory was closed (38 cases) or a part of a concern closed down (16 cases). The number of employees involved was 74,000. In each case the procedure was devised specially to cover the particular circumstances. Information about 63 procedures adopted in earlier years in similar circumstances and involving a total of 70,000 employees was given in "Security and Change".

36. No new trend can be seen so far as consultation and assistance in seeking other work is concerned. In about half of the cases employees' representatives were consulted before the procedure to be followed was settled, and in several other cases there was consultation about the application of a procedure which had previously been decided by management. Most companies gave employees help in finding other work and allowed time off—usually with pay—for the purpose. In firms with a number of branches transfers were often offered, sometimes with financial assistance.

Advance Warning and Notice

37. About a fifth of the employees involved received only the minimum notice of dismissal (which compares with a quarter in the cases covered by "Security and Change"), but nearly two thirds of those with only the minimum of notice were covered by procedures which provided for severance payments. Rather over half of the total numbers received extra notice only, over a quarter received advance warning and a small proportion had both. An analysis of the figures is in Table 6; this also relates the figures to severance payments.

Severance Payments

38. In 50 out of the 54 cases involving more than 90 per cent. of employees, severance payments were made. This shows that the

making of severance payments in these circumstances has become more widespread than before and indeed nearly universal; severance payments were given in less than two-thirds of the cases covered by "Security and Change", in which 79 per cent. of employees were involved.

39. In all but one case the severance payment took the form of a lump sum. Most companies related the size of the payment to length of service and 18 per cent. also gave additional payments to older workers.

40. Table 7 analyses the size of the payments made. The range is very diverse; for instance, after 15 years' service in some companies only one week's pay was granted; in the majority the payments ranged between four and 15 weeks' pay, and in one company 65 weeks' pay was granted.

Pensions

41. No special reference was usually made to pension rights. In a few cases older workers had the option of "freezing" their pensions until they were 65 or of receiving back their contributions (and sometimes the employer's also). It was open to some employees within ten years of retirement to take a reduced retirement pension immediately.

D. Industry-wide Arrangements in the Private Sector

42. Redundancy policies in private industry continue to be developed mainly by individual companies. Where industry-wide arrangements do exist they generally apply to manual workers only and have one or both of two characteristics:

- (1) the provision of long notice as one of the terms of employment in the industry;
- (2) the wider aim of establishing general principles about the handling of redundancy, detailed application being left to individual firms or units. Arrangements of this kind do not normally lay down a scale of severance pay.*

Provision for Long Notice

43. Long notice is included as one of the terms of employment in the following industries: cement; furniture; glass processing and glazing; hosiery; lock and latch; pottery, printing. Examples are:

Hosiery	1 month.
Pottery	Men and male apprentices, 28 days; others 14 days.
Glass processing and glazing	1-13 weeks according to length of service up to 20 years.
Lock and latch	Under 3 years' service, 1 week; 3—under 10 years' service, 2 weeks; 10—under 20 years' service, 3 weeks; 20 years' service or more, 4 weeks.

44. In the silk industry there is provision for advance warning related to length of service in addition to one week's notice. (This is currently under review.)

45. Similar provision was made by the Joint Industrial Council for the rayon industry, now disbanded; arrangements at least as good are being maintained by firms in the industry.

46. In the furniture industry there is provision for severance pay as well as long notice; employees with 20 years' or more service are entitled to one week's pay and those with 25 years' or more service to two weeks' pay.

General Principles for the handling of Redundancy

47. There are recommendations laying down general principles for the handling of redundancy in the following industries: boot and shoe; chemicals; lock and latch; silk; tin box; wire and rope. Two of these have been introduced recently, those covering the lock and latch and the wire and rope industries. All but one have been jointly agreed; the recommendations in the boot and shoe industry were made by the employers' association.

48. The recommendations are generally in broad terms covering: co-operation with employees' representatives; control of recruitment; selection for dismissal; assistance in finding other work; the need for adequate warning.

49. Decisions about severance payments are left to individual firms.

Coverage of Industry-wide Schemes

50. It is estimated that there are about 1½ million employees covered by industry schemes (excluding the schemes of the cotton and Welsh tinplate industries). The figure of 1½ million includes non-manual workers who are not covered by the arrangements, but their treatment would no doubt be influenced by the provisions applying to manual workers. About 360,000 of these workers are estimated to be covered by redundancy policies adopted by the individual firms. To this extent, therefore, there is overlapping between the estimate of 1½ million in this paragraph and that of 1½ million in companies with redundancy policies in paragraph 4.

E. The Nationalised Industries

51. There are industry-wide agreements with the trade unions on redundancy in the coal, gas, electricity, transport and atomic energy industries, which between them have about 1,700,000 employees. Most of the agreements cover manual workers only

* Two exceptional instances of industry-wide severance payments may be mentioned. Under the *Cotton Industry Act 1959*, a right to compensation was granted to workers who became redundant as a result of the Government's action to assist the re-organisation of the industry. Workers made redundant in the re-organisation of the *Welsh tinplate industry* also received financial assistance; this scheme was inaugurated by the employers' association but administered through the industry's Joint Industrial Council. The objects of these two schemes have now been fulfilled.

but staff employed by the United Kingdom Atomic Energy Authority are covered, and discussions are at present being held about staff in gas and waterways. Even where staff are not covered by agreements it is likely that they would receive no less favourable treatment than manual workers. There have in particular been recent developments affecting the coal industry and railway workshop staff.

Consultation

52. All the agreements provide for consultation with the trade unions about impending redundancy.

53. In the electricity industry at least twelve months' warning is given of intention to close down a power station.

Measures to keep Dismissals to the Minimum

54. It is normal practice for special attention to be paid to the possibility of avoiding dismissal by transfer including, if necessary, transfer to a lower grade. Assistance is commonly given over expenses, such as added travel, household removal and temporary lodgings resulting from transfer to a different workplace.

55. The National Coal Board pays a man separated from his dependants on transfer a weekly lodging allowance of £2 19s. 6d. a week. When he moves his home he is eligible for a household settlement grant of £50 and removal expenses. There is also an allowance to help men who move to houses with higher rents.

56. There is a shortage of houses in the expanding coalfields. In some areas the National Coal Board pays a subsidy to local authorities building houses for miners. Where this arrangement cannot be made the Board itself builds through the Coal Industry Housing Association. The total number of houses being built or at the planning stage or for which negotiations are proceeding was about 12,000 at the beginning of 1963. This represents the Board's full needs to the end of 1964, and in some areas to the end of 1966.

Retention of Previous Rate of Pay

57. It is a feature of several agreements that employees transferred temporarily to lower grades have their pay fully or partly made up to its former level for a time.

58. This practice is followed on the railways. For example, under an agreement recently concluded covering railway workshop staff, a man who, following redundancy, accepts a vacancy elsewhere on the railway service, is permitted to retain his former standard time-work rate of pay, including merit or personal rates and standard differentials, for up to five years (which may be extended). He has, however, to be willing to accept an opening in his former grade if one occurs.

59. In the electricity supply industry, a worker declared redundant in his grade may continue at his old rate of pay for one month for each year of service up to a maximum of 12 months.

60. In the gas industry, a worker transferred to lower paid work may have two-thirds of his loss made up for a period of up to 26 weeks (one week for each year's service up to this maximum). Workers over 45 with at least eight years' service also receive the higher pay for an extra week for each year of service after reaching the age of 45.

61. In British Transport docks, wages grade staff transferred to a lower grade for a period because of redundancy may retain their former rate of pay for up to three years under certain conditions.

Selection of Employees to be Dismissed

62. Length of service is generally the determining factor.

63. The following arrangements were agreed in 1962 for application to manual workers employed by the United Kingdom Atomic Energy Authority. Volunteers are sought first. After these, employees aged 65 and over are discharged, the oldest first, and women employed on men's work are taken off that work. Beyond this, the principle "last in first out" is applied as far as possible having due regard to the efficiency of the unit concerned. Special consideration is given to employees who have suffered a serious disability in the course of their employment and who would thereby have difficulty in obtaining other employment.

64. Under the recently negotiated agreement applying to railway workshop staff the order of discharge is to be determined locally, but certain rules are laid down about the calculation of length of service and the treatment of disabled persons.

Warning and Formal Notice

65. No more than the normal notice is generally provided for, but it is understood that as much warning as possible should be given when there is to be redundancy.

66. Under the agreement covering railway workshop staff in case of a major closure, each man to be discharged is to be given not less than six weeks' notice. In all other cases of a redundancy, an employee with five years' service or more is to have six weeks' notice; those with four years' service are to have five weeks' notice; those with two years' service are to have four weeks' notice; and those with less than two years' service are to have two weeks' notice. Employees who wish to leave during their notice (or even before it, subject to certain limits) to start another job may do so, and their right to a severance payment is not affected.

Severance Payments

67. Many agreements provide for severance pay, the payments invariably being related to length of service.

68. A new agreement covering mine workers and coke workers employed by the National Coal Board was concluded in November 1962. It provides for weekly redundancy compensation payments to men under 65 years of age so long as the worker is out of a job at two-thirds of the standard rate of pay less unemployment benefit

as for a single man, for a period of up to 26 weeks. The maximum number of weeks of payment decreases progressively for men of 60 and over; but lump sums are paid to men aged 51 and over as well as the weekly payments, and immediate pensions are paid to men of 60 or more with at least ten years' qualifying service in the Mine-Workers' Pension Scheme. The lump sums range from £25 to a maximum of £200.

69. A new agreement affecting railway workshop staff was concluded in December 1962. Under this, redundant workers who are discharged receive:

(1) a lump sum amounting to two-thirds of the standard weekly timework rate for each completed year of service, and

(2) weekly payments while unemployment continues of two-thirds of the standard weekly timework rate less unemployment benefit as for a single man. The payments continue for a period of two weeks for each five years' service completed before reaching the age of 50, and there is a scale for calculating additional weeks' payment for years of service after reaching 50, the entitlement with certain limitations increasing with every year to a maximum of 40 additional weeks' pay for ten or more years' service after the age of 50.

70. Under an agreement concluded in 1960, engineering maintenance staff in British Transport docks are eligible for severance payments after three years' service. A lump sum payment is made based on pay at two-thirds of standard timework rates, less unemployment benefit as for a single man, for a number of weeks determined by the length of service. If a worker is still unemployed at the end of the period represented by the lump sum payment he is eligible for weekly payments at the same rate for a limited period scaled to length of service so long as he continues to be unemployed. As examples, a man with three years' service would receive a lump sum representing two weeks' payment and would be eligible for two further weeks' payments if he remained unemployed after the period of two weeks following discharge; a man with ten years' service would receive a lump sum representing six weeks' payment and would be eligible if he remained unemployed after six weeks to five further weekly payments.

Pension Rights

71. The following arrangements apply to railway workshop staff who are discharged owing to redundancy and who are members of the pension scheme applying to male wages grades:

(1) the employee may receive his contributions back, plus compound interest at 3½ per cent. per annum less a sum equivalent to the income tax chargeable on it, or

(2) if he is over 50 with at least ten years' service, he may choose instead to receive a pension at the age of 65 (or earlier, if incapacitated by accident, etc.), or

(3) if he is over 55 with at least 25 years' service he may either take an immediate pension or receive his contributions back with interest (as in (1) above) and also a lump sum payment representing the difference between the capital value of an immediate pension and his returned contributions.

72. As previously mentioned, if a mineworker or cokeworker who is aged 60 or more with at least ten years' qualifying service in the Mine-Workers' Pension Scheme becomes redundant, he is paid an immediate pension (as well as a lump sum). If a man below the age of 55 is made redundant he receives a lump sum based on his contribution record; if he is over 55 and under 60 he has the option of receiving this lump sum or a deferred pension.

F. National and Local Government Service

73. There are a total of about 520,000 members of the civil service and 770,000 employees in local government service, making in all a total of 1,290,000.

Civil Service—Non-industrial Staff

74. There is an obligation to employ established, i.e., permanent, staff until the minimum retiring age, and they do not usually become redundant; if they are not required for one job they are transferred to another. On the rare occasions when an established civil servant becomes redundant he is retired on the pension or other award to which he may be entitled.

75. The arrangements which follow apply to unestablished staff.

76. *Measures to keep dismissals to the minimum.*—Individual Departments would arrange internal transfers wherever possible. (Any staff discharged would be advised to register at their Employment Exchange for other government service, and the Exchange would take account of previous service in putting forward candidates for vacancies in temporary government service.)

77. *Selection of those to be dismissed.*—There is an agreement governing the order of discharge negotiated by the Civil Service National Whitley Council in 1945. Within each "redundancy unit" (large Departments are usually divided into more than one) the inefficient are to go first and the remainder on the principle "last in first out". For higher grades, discharge is in reverse order of usefulness to the Department, and with professional and technical grades those without the appropriate paper qualifications may go first. Ex-servicemen of the 1914 to 1918 war and the severely disabled may be given special treatment.

78. *Advance warning and notice.*—Monthly-paid staff receive one month's notice, plus one month's advance warning, if possible (in practice often more). Weekly paid staff are given two weeks' notice and two weeks' advance warning if possible. Time off to seek other work is granted.

79. *Gratuities.*—Staff with not less than five years' continuous service receive a gratuity on the following scale, up to a maximum of a year's pay;

- (1) for each year's service up to five, one week's pay;
- (2) for each further year's service up to ten, two weeks' pay;
- (3) for each further year's service, four weeks' pay.

Civil Service—Industrial Civil Servants

80. The majority of Departments have their own redundancy agreements reached on Departmental Joint Industrial Councils. There are features common to all Departments but practice varies in detail. Employees' representatives are notified in advance of impending redundancy and the reasons for it.

81. As with non-industrial civil servants, there is an obligation to employ established employees until the minimum retiring age. Redundancy is avoided by transfers, if necessary throughout the service, unestablished staff being discharged to provide vacancies. (For this reason not more than about half the industrial labour force of a Department is normally established.) However, on occasion, special arrangements have been made to meet major redundancies, such as those in defence establishments after 1957. Employees under 60 who could not be transferred were able to resign and take in lieu of pension a lump sum consisting of 3/80 of pensionable pay averaged over the last three years for each year of reckonable service, subject to a minimum of three years' reckonable service. Discussions are now going on with a view to extending these arrangements to all large-scale redundancies brought about by Government policy.

82. As regards unestablished employees, broadly the position is as follows.

83. *Selection of those to be dismissed.*—This is determined locally taking account of agreed considerations, such as: volunteers and those over 65 to go first; the principle "last in first out", subject to efficiency requirements; the prior discharge of women engaged on men's work; special regard to be had to men under 65 with a service disability pension. The demands of efficiency are paramount, but where it is proposed to depart from seniority the trade unions are informed.

84. *Advance warning and notice.*—In general, two weeks' notice is given. There is also advance warning where possible (in practice it is often substantial).

85. *Severance pay.*—Gratuities are paid on the same scale as for non-industrial civil servants (see paragraph 79).

Local Government Service

86. The information available concerns only redundancies arising from the statutory re-organisation of local authorities.

87. Ministerial orders effecting re-organisation have generally provided for the transfer of staff to the successor authority, but with no guarantee of continued employment.

88. The Local Government Act 1933 provided for compensation to local government officers suffering financial loss as a result of changes in local government areas. It laid down a compensation code under which an officer would receive continuing pay on the basis of 1/60 of his former rate for each year's service, with supplements according to length of service, for the rest of his life. The pay would be adjusted only if the officer obtained other public service employment. Certain defects in this code were remedied in the "1948 code".

89. A new scheme is now being considered and is likely to come into operation later in 1963. It is expected to provide compensation in three stages:—

(a) a resettlement award, provided that there has been no offer of comparable employment in the public service, payable for 13 weeks (longer for those over 45 years old). This would be at the weekly rate of two-thirds of pay per week less either unemployment benefit (if the officer is unemployed) or two-thirds of his earnings (if he has started a new job).

(b) a long-term award payable at intervals until normal retiring age to those with eight years' service, the maximum annual sum being 1/60 of annual pay for each year's service with extra provision for those over 40. (This may be affected by employment taken subsequently.)

(c) a retirement award after the normal retiring age is reached, based on accrued pension rights at the date of loss of job or reduction in pay, with supplements for older officers. Non-pensionable officers may be awarded compensation at half the previous rate on reaching retiring age.

PART II. REDUNDANCIES REPORTED TO THE MINISTRY OF LABOUR OCTOBER 1961 — SEPTEMBER 1962

90. Firms are encouraged to report impending redundancies to their local Employment Exchange if they are likely to result in the simultaneous dismissal of large numbers of employees, and they generally do so. The Ministry has collected information about the cases notified to it in the twelve months October 1961 to September 1962, and this part of the paper is based on it.

91. Though not statistically complete, these cases give a good indication of the larger scale redundancies, particularly those in manufacturing industry which occurred during the period. They do not cover individual dismissals, seasonal discharges and most discharges from intermittent work, e.g., construction.

92. The "established policies" referred to here are all policies covered by Part IB of this paper.

93. The *ad hoc* redundancy procedures here recorded include some of those analysed in Part IC of this paper, but also many not included there because they did not involve the closure of a firm or a section of a firm.

94. Information about redundancies involving about 102,000 employees in private industry is analysed in Tables 8 and 9. (There were an additional 17,000 workers made redundant in the public

sector, most of them affecting nationalised industries, which will have been dealt with under the arrangements described in Part I of this paper.

Numbers Involved

95. The total of approximately 102,000 workers in private industry who were dismissed in these redundancies excludes workers engaged on a seasonal or temporary basis. A total of 1,355 cases of redundancies were reported. (Some firms were involved in redundancies more than once.) On average, therefore, each redundancy involved the dismissal of about 75 employees but the size of individual cases varied widely.

96. The North Western Region had the highest total number of workers affected (23,599).

Policy or Procedure on Dismissal

97. Roughly one-third of the workers affected in private industry were dealt with in accordance with an established redundancy policy. Rather over a third were dealt with under a procedure specially devised to meet the particular circumstances. The remainder (29.1 per cent.) were discharged under the normal procedure for dismissal.

98. There were marked regional variations, over 60 per cent. of workers being dealt with under established redundancy policies in the Midlands and 58 per cent. in Wales, while the proportion in Scotland and the South West and Eastern and Southern Regions was about 20 per cent. A far higher proportion (57 per cent.) were dismissed under normal procedures in Scotland than elsewhere. However, these regional variations may to a large extent be accounted for by differences in the industries involved. In Wales a large proportion of redundant workers were in the steel and other metal industries; in the Midlands nearly half the redundancies were in four large firms; and in Scotland a little over a third of the workers concerned were in the shipbuilding industry.

Notice and/or Severance Payments

99. In 57 per cent. of the cases reported in private industry, employees received severance payments or more than the normal notice or both. Where the employer concerned had an established redundancy policy, 78 per cent. of these provided for severance payments and/or longer notice. (Of course, not all the workers affected in these cases would necessarily receive severance pay or long notice; it would depend whether they had the necessary service to qualify under the redundancy scheme in force.)

Length of Unemployment following Collective Redundancies

100. The Ministry has a certain amount of information about the length of time that employees involved in the redundancies in this period remained unemployed.

101. In the London and South Eastern, Eastern and Southern, and Yorkshire and Lincolnshire Regions the available information suggests that few redundant workers remained unemployed for long. For example, in one redundancy affecting 250 workers in London and South Eastern Region in July 1962, when the unemployment rate was 1.1 per cent. in the Region as a whole, 94 per cent. of those involved were in work within six weeks. In another case involving 327 dismissals in October and November 1962, at a time when the unemployment rate was rising, 83 per cent. of those concerned had found work within six weeks; the slower rate of absorption in this case is partly explained by the fact that 500 workers had left the firm voluntarily in the previous month, and the remainder would consist mainly of those whose employment prospects were less good.

102. Absorption appears to have been a little less easy in the Midlands, South Western and North Western Regions. In one very large redundancy involving an engineering firm in the Midlands, there were 1,583 dismissals beginning in April 1962 and a further 1,400 employees left voluntarily. A total of 1,250 registered at Employment Exchanges. By the end of August, 83 (or 4.2 per cent. of the total affected) remained unemployed, mainly unskilled workers or female clerical workers. In South Western Region, of about 3,700 workers affected by 92 redundancies in the period under review, almost one-fifth left voluntarily having found jobs. Less than a third registered at Employment Exchanges, and of these 12 per cent. (or less than 4 per cent. of the total who became redundant) were still unemployed after three months.

103. Experiences varied in Northern Region, Scotland and Wales, though even here reabsorption proved less difficult than might be inferred from the general unemployment figures in these Regions. The position in the particular locality was a very important factor. In many cases redundant workers were reabsorbed by the same firm after a spell of unemployment. Two contrasting examples of redundancies in Wales may be quoted. A steel works in an area of rising unemployment closed at the end of July, the closure having been announced two months before. A total of 575 men and boys were affected of whom 495 registered at Employment Exchanges. At the beginning of December, 112 of these were still registered as unemployed, of whom the great majority were in the higher age groups. A chemicals firm in another area announced that it would reduce its labour force by 150 between August and December 1962 as a first phase before closure of the works in mid-1963. Some dismissals were avoided by transfer to another works elsewhere and some workers left to take other jobs before discharge. A total of 65 men were dismissed in the first phase, but of these only 22 registered and by mid-October only six remained on the register.

104. In drawing conclusions from these cases it must, of course, be remembered that the redundancies about which there is most information are usually the major ones in which the difficulties of reabsorption are increased by large numbers of workers entering the labour market simultaneously.

(Continued at foot of next page)

Table 1.—Distribution of Redundancy Policies by Industry Group and Size of Undertaking

Industry Group	No. of companies	Size of undertaking (no. of employees)					
		Under 500	500-999	1,000-1,999	2,000-4,999	5,000-9,999	10,000 and over
Food, Drink and Tobacco	26	4	2	7	8	3	2
Chemicals and Allied Industries	23	1	5	5	5	2	5
Metal Manufacture	37	7	4	14	6	4	4
Engineering and Electrical Goods	120	18	22	30	27	12	11
Shipbuilding and Marine Engineering	3	2	—	—	1	—	—
Vehicles	47	7	10	6	10	6	8
Metal Goods not elsewhere specified	17	5	4	4	3	—	—
Textiles	29	3	6	6	5	5	4
Leather, Leather Goods and Fur	2	2	—	—	—	—	—
Clothing and Footwear	13	3	7	—	2	1	—
Bricks, Pottery, Glass, Cement, etc.	21	4	6	6	4	—	1
Timber, Furniture, etc.	5	1	1	1	1	—	—
Paper, Printing and Publishing	6	—	3	1	1	—	—
Other Manufacturing Industries	16	7	3	3	2	1	—
Construction	1	1	—	—	—	—	—
Distribution	4	—	—	1	—	—	3
Miscellaneous Services	1	—	—	—	1	—	—
TOTAL NUMBER OF COMPANIES	371	65	73	84	77	32	40

Table 2.—Provisions for Warning, Formal Notice and Severance Payment in the Policies examined

	No. of companies irrespective of policy concerning length of notice or warning	Companies giving one week's notice* or less		Companies giving notice in excess of one week*, but without reference to length of service		Companies giving notice in excess of one week*, graduated according to length of service	
		No extra warning	Warning	No extra warning	Warning	No extra warning	Warning
No severance payments given	179 (420,085)	57 (103,306)	64 (140,247)	18 (14,993)	6 (5,957)	26 (113,723)	8 (41,859)
Severance payments given, but without reference to length of service	13 (94,548)	4 (9,187)	3 (2,717)	4 (11,876)	1 (768)	1 (70,000)	—
Severance payments given, graduated according to length of service	179 (1,054,500)	48 (174,059)	67 (420,238)	23 (95,069)	10 (33,635)	24 (266,344)	7 (65,155)
TOTAL	371 (1,569,133)	109 (286,552)	134 (563,202)	45 (121,938)	17 (40,360)	51 (450,067)	15 (107,014)

NOTE.—The figures in brackets show the total number of employees (manual and/or staff) in the companies concerned who are covered by the policies.
* Or normal notice for staff.

Table 3.—Provisions for Notice and Severance Payments analysed by Size of Company for the Policies examined

	Size of company (Total numbers of employees)						Totals
	Under 500	500-999	1,000-1,999	2,000-4,999	5,000-9,999	10,000 and over	
No extra notice; no severance payments	34	25	28	17	12	5	121
Extra notice* (i.e., in excess of one week); no severance payments	13	12	18	9	3	3	58
No extra notice* but severance payments given	10	25	23	34	12	18	122
Extra notice* (i.e., in excess of one week) and severance payments given	8	11	15	17	5	14	70
TOTAL	65	73	84	77	32	40	371

* Other than preliminary warning to individuals.

Table 4.—Provisions for Notice and Severance Payments analysed by Industry Group for the Policies examined

Industry group	No extra notice* and no severance payments	Extra notice* (i.e., in excess of one week) but no severance payments	No extra notice* but severance payments given	Extra notice* (i.e., in excess of one week) and severance payments	Totals
Engineering and Electrical Goods	35 (101,700)	24 (114,550)	43 (208,739)	18 (61,085)	120 (486,074)
Shipbuilding and Marine Engineering	3 (2,196)	—	—	—	3 (2,196)
Vehicles	20 (50,867)	7 (32,730)	17 (163,960)	3 (36,315)	47 (283,872)
Metal Goods not elsewhere specified	8 (4,249)	2 (6,000)	4 (4,771)	3 (31,104)	17 (46,124)
Food, Drink and Tobacco	7 (8,186)	3 (3,902)	7 (26,808)	9 (39,119)	26 (78,015)
Chemicals and Allied Industries	5 (8,639)	2 (1,020)	7 (29,847)	9 (210,675)	23 (250,181)
Textiles	8 (23,350)	3 (3,525)	12 (68,079)	6 (14,198)	29 (109,152)
Leather, Leather Goods and Fur	1 (75)	—	1 (200)	—	2 (275)
Clothing and Footwear	8 (5,583)	—	5 (10,965)	—	13 (16,548)
Bricks, Pottery, Glass, Cement, etc.	3 (1,637)	8 (6,861)	3 (4,407)	7 (29,763)	21 (42,668)
Timber, Furniture, etc.	1 (549)	2 (1,209)	2 (3,020)	1 (1,685)	6 (6,463)
Paper, Printing and Publishing	1 (1,000)	1 (960)	2 (7,610)	1 (1,400)	5 (10,970)
Other Manufacturing Industries	10 (9,827)	3 (1,206)	2 (2,453)	1 (2,000)	16 (15,486)
Construction	1 (305)	—	—	—	1 (305)
Distribution	—	—	3 (43,266)	1 (49,700)	4 (92,966)
Miscellaneous Services	—	—	—	1 (3,780)	1 (3,780)
TOTAL	121 (243,553)	58 (176,532)	122 (606,201)	70 (542,847)	371 (1,569,133)

NOTE.—The figures in brackets show the total number of employees (manual and/or staff) in the companies concerned who are covered by the policies.
* Other than preliminary warning to individuals.

(Continued from previous page)

105. The main points which emerge are as follows:—

- (1) the general demand for labour in the area is one important factor. Others are the size and structure of local industry and the travel-to-work pattern; redundancy is more easily absorbed in a conurbation or other area over which the labour force is widely dispersed than in a small or isolated town where there is little travel-to-work;
- (2) skilled workers tend to find jobs easily unless their skills are of a specialised kind not in general demand;
- (3) age is perhaps an equally important factor, the younger unskilled worker not normally remaining unemployed long; conversely, older or less fit workers have more difficulty;
- (4) women on the whole have more difficulty in finding new jobs, especially married women who are not able to travel far to work;
- (5) there is some evidence of redundant workers having at times to accept less skilled jobs than before at lower pay;
- (6) the effect of redundancy does not necessarily fall entirely on those made redundant; workers of good quality are rapidly engaged by other employers who may, in turn, discharge their less efficient employees;
- (7) experience demonstrates very clearly that the effect of major redundancies is considerably eased by ample warning in advance and the phasing of dismissals.

Table 5.—Scale of Severance Payments

NOTE.—This Table shows the scale of severance payments given under all the policies (178) providing severance payments for which details are known. Where amounts were quoted in £s in the policy they have been converted on the basis of £10 = one week's pay.

Number of weeks' pay (or equivalent) given as severance payment on dismissal	Years of service completed by redundant employee at time of dismissal					
	3	5	10	15	20	25
Nil	32	8	3	2	2	—
Up to 1	60	48	18	10	9	9
1-1 and up to 2	37	48	41	24	21	20
2-1 and up to 3	30	25	26	30	22	22
3-1 and up to 4	6	11	24	23	25	16
4-1 and up to 5	3	20	13	14	7	13
5-1 and up to 6	4	3	1	7	15	10
6-1 and up to 7	—	2	7	5	4	5
7-1 and up to 8	1	3	6	11	6	7
8-1 and up to 9	3	2	2	2	3	6
9-1 and up to 10	2	3	25	6	16	8
10-1 and up to 15	—	4	5	33	12	18
15-1 and up to 20	—	1	4	1	28	8
20-1 and up to 25	—	—	1	2	—	25
25-1 and up to 30	—	—	—	4	—	5
30-1 and up to 35	—	—	—	1	2	—
35-1 and up to 40	—	—	—	1	1	—
40-1 and up to 120	—	—	—	—	1	5
TOTAL NUMBER OF POLICIES	—	—	—	178	—	—

Table 6.—Warning, Formal Notice and Severance Payment Provisions in Cases of Closure*

	No. of companies irrespective of policy concerning length of notice or warning	Companies giving one week's notice† or less		Companies giving notice in excess of one week†, but without reference to length of service		Companies giving notice in excess of one week†, graduated according to length of service	
		No extra warning	Warning	No extra warning	Warning	No extra warning	Warning
No severance payments given	4 (6,209)	2 (5,595)	1 (116)	—	1 (496)	—	—
Severance payments given, but without reference to length of service	3 (664)	1 (320)	2 (344)	—	—	—	—
Severance payments given, graduated according to length of service	47 (67,557)	13 (8,798)	13 (16,191)	12 (37,095)	8 (3,643)	1 (1,830)	—
TOTAL	54 (74,430)	16 (14,713)	16 (16,651)	12 (37,095)	9 (4,139)	1 (1,830)	—

NOTE.—The figures in brackets show the total number of employees (manual and/or staff) covered by the procedure.

* See Part IC.

† Or normal notice for staff.

Table 7.—Closures: Size of Severance Payments

NOTE.—This Table shows the scale of severance payments in 45 of the 50 companies which paid them, the remainder not having given details of their payments. Where the amount was given by the companies in £s, it has been converted on the basis of £10 = one week's pay.

Number of weeks' pay (or equivalent) given as severance payment on dismissal	Years of service completed by redundant employee at time of dismissal					
	3	5	10	15	20	25
Nil	8	1	—	—	—	—
Up to 1	11	13	3	3	3	4
1-1-2	9	7	8	4	4	2
2-1-3	12	6	6	4	1	1
3-1-4	3	4	3	3	3	2
4-1-5	2	10	4	4	3	3
5-1-6	—	2	4	4	5	2
6-1-7	—	1	2	2	1	—
7-1-8	—	—	2	5	5	8
8-1-9	—	—	1	—	—	2
9-1-10	—	—	8	1	3	1
10-1-15	—	—	3	11	5	4
15-1-20	—	—	1	—	3	8
20-1-25	—	—	—	—	—	2
25-1-50	—	—	—	1	—	7
50-1-100	—	—	—	—	1	1
Over 100	—	—	—	—	—	1
TOTAL	45	45	45	45	45	45

NUMBER OF EMPLOYEES (EMPLOYED AND UNEMPLOYED) JUNE 1962

The estimated number of employees in Great Britain in June 1962* was 22,800,000 (14,680,000 males and 8,120,000 females). Since mid-1961 the numbers had risen by 310,000 (170,000 males and 140,000 females). The figures cover all employees including those registered as unemployed at Employment Exchanges and Youth Employment Offices and those absent from work through sickness and other causes as well as those actually at work. Part-time workers are counted as full units. The figures relate to employees only; employers and persons working on their own account are excluded.

The Table below shows the changes in the numbers of employees in Great Britain during the ten years from 1952 to 1962. The increase of 310,000 in the year ended June 1962 was among the highest in the past ten years and was only exceeded by the increase of 350,000 between 1959 and 1960. The number of employees under the age of 18 rose by 81,000 (39,000 boys and 42,000 girls) between mid-1961 and mid-1962, to reach a total of 1,568,000 (776,000 boys and 792,000 girls). This was the highest number recorded since the present series of figures began in 1948 and reflects the up-turn in the birth rate in the nineteen-forties.

Estimated Numbers of Employees in Great Britain each mid-year

	Men (18 and over)	Boys (under 18)	Women (18 and over)	Girls (under 18)	Total
1952	13,014	686	6,405	695	20,800
1953	13,036	684	6,468	692	20,880
1954	13,142	698	6,645	705	21,190
1955	13,268	692	6,796	704	21,460
1956	13,422	678	6,916	684	21,700
1957	13,537	663	6,984	666	21,820
1958	13,560	660	6,934	666	21,850
1959	13,546	684	6,949	691	21,870
1960	13,633	737	7,108	742	22,220
1961	13,773	737	7,230	750	22,490
1962	13,904	776	7,328	792	22,800

Table 8.—Proportion of Cases of Major Redundancy reported to the Ministry of Labour October 1961—September 1962 in which Severance Payments were made or Longer Notice given.

Region	Numbers of major cases	Severance payments and/or longer notice (per cent.)	No severance payments and normal notice (per cent.)
Northern	136	52.9	47.1
Eastern and Southern	133	60.2	39.8
Yorkshire and Lincolnshire	75	65.3	34.7
London and S.E.	243	65.0	35.0
South Western	82	59.7	40.3
Wales	141	55.4	44.6
Midlands	276	54.3	45.7
North Western	155	69.7	30.3
Scotland	114	30.7	69.3
TOTAL ALL REGIONS	1,355	57.4	42.6

Table 9.—Treatment of Workers in Private Industry affected by Major Redundancies reported to the Ministry of Labour October 1961—September 1962

Region	Numbers of workers affected*	Established redundancy policy† (per cent.)	Ad hoc redundancy procedure‡ (per cent.)	Normal procedure for dismissal (per cent.)
Northern	9,493	32.8	38.2	29.0
Eastern and Southern	14,657	19.1	46.7	34.2
Yorkshire and Lincolnshire	4,681	14.9	55.7	29.4
London and S.E.	12,267	32.7	42.4	24.9
South Western	5,268	20.6	52.2	27.2
Wales	7,358	57.9	31.1	11.0
Midlands	14,159	60.8	14.1	25.1
North Western	23,599	36.1	40.1	23.8
Scotland	10,867	19.2	23.4	57.4
TOTAL ALL REGIONS	102,349	34.4	36.5	29.1

* Excluding workers engaged in seasonal or temporary capacity.

† Policy for general application to any cases of redundancy.

‡ Evolved solely for dealing with a specific redundancy and providing for longer than normal notice and/or severance payment.

The estimates are based mainly on the count of National Insurance cards exchanged in the months of June, July and August 1962, together with information supplied by employers of five or more workpeople as to the total number of insurance cards held by them at the beginning of June 1962. This enables a full industrial analysis of employees to be obtained. The method of calculating the figures from this information was explained on page 45 of the issue of the GAZETTE for February 1961. There is some possibility of error in the figures for separate industries in relation to the figure for all industries, as an estimate has to be made of the number of cards in each industry not covered by employers' returns, but the error is likely to be small.

Similar figures of employees in Northern Ireland have been supplied by the Ministry of Labour and National Insurance, Northern Ireland. The Table on the following pages shows the industrial distribution of employees in Great Britain and the United Kingdom in June 1962. A Table showing the total number of employees at this date in each industry in each administrative region of England, in Scotland and in Wales, will be published in the issue of this GAZETTE for March 1963.

* From 1962 onwards, the annual count of National Insurance cards will be regarded as relating to June instead of end-May. No alteration has been made in the date of the count, which continues to be based on Insurance cards exchanged in June, July and August, together with information supplied by employers about the total number of cards they hold at the beginning of June; the interval between the mid-1961 and mid-1962 counts was, therefore, as hitherto, twelve months. From 1962 onwards the monthly series of the numbers employed (see pages 63 to 65 of this GAZETTE) is linked to the estimates derived from the annual count at mid-June instead of at end-May.

ESTIMATED NUMBERS OF EMPLOYEES (EMPLOYED AND UNEMPLOYED) IN GREAT BRITAIN AND THE UNITED KINGDOM AT JUNE 1962

Table with columns for Industry, Great Britain (Males, Females, Total), and United Kingdom (Males, Females, Total). Rows include Agriculture, Food, Chemicals, Engineering, and Textiles.

ESTIMATED NUMBERS OF EMPLOYEES (EMPLOYED AND UNEMPLOYED) IN GREAT BRITAIN AND THE UNITED KINGDOM AT JUNE 1962—continued

Table with columns for Industry, Great Britain (Males, Females, Total), and United Kingdom (Males, Females, Total). Rows include Clothing and Footwear, Bricks, Paper, Construction, Gas, Transport, and Distributive Trades.

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REPORT OF THE ADVISORY COUNCIL ON SCIENTIFIC POLICY

The fifteenth Annual Report of the Advisory Council on Scientific Policy 1961 to 1962 has been presented to Parliament by the Lord President of the Council and Minister for Science and has been published as a Command Paper (Cmnd. 1920). It is available from the publishers, H.M. Stationery Office, price 3s. (3s. 4d. including postage).

The Report is divided into ten sections covering the different aspects of scientific policy and some of the main topics reviewed by the Council are given below.

Discussing international activities the Council considers that although collaboration between countries is desirable, due regard should also be given to the importance of developing national activities. One of the most useful ways of assisting international co-operation would be to improve the existing arrangements for the international exchange of scientists. The advice given by the Council on the North Atlantic Treaty Organisation's proposal for an International Institute of Science and Technology is also recorded.

Referring to science in the United Kingdom, emphasis is placed on Biological Studies, in which field the Council consider there is need for considerable expansion. A report on the subject, prepared by an *ad hoc* Biological Research Committee of the Royal Society is discussed and this has been reproduced in full as an appendix to the Report. The responsibility for developing the subject lies with the researchers themselves, but to promote the progress considered essential, more modern equipment in Universities is needed, together with greater financial support.

Also under review are recent developments in the provision of computers for research, proposals for developing theoretical astronomy at the University of Sussex, developments in seismology at Edinburgh University and national scientific libraries.

The results of a survey conducted during the year on total natural research and development expenditure provide figures for comparison with earlier surveys for the years 1955 to 1956 and 1958 to 1959. Tables, setting out the results of the three surveys, relate to: (1) the cost of research and development carried out in each sector, (e.g., Government, technical colleges, universities, private industry, etc.); (2) the source of finance; and (3) current and capital expenditure.

The results of a survey on total research and development expenditure show that total expenditure has risen from £478 million in the year 1958 to 1959 to £634 million in 1961 to 1962. Since 1955 to 1956 expenditure has more than doubled and the share of private industry has risen from 23 to 34 per cent. For the first time, separate figures for capital and current expenditure are published and an analysis, in tabular form, is made between basic research, applied research and development.

ACTIVITIES OF THE NATIONAL JOINT ADVISORY COUNCIL

The 81st Meeting of the National Joint Advisory Council was held on 23rd January. The Minister of Labour, the Right Hon. John Hare, O.B.E., M.P., took the Chair.

Provision for Redundancy

A recent survey* of redundancy arrangements in this country, which had been prepared for the Council, showed that there had been considerable progress during the past three years. The number of firms with redundancy policies and the number of employees covered by these policies had increased by at least 50 per cent. Nevertheless, only a minority of workers in private industry were covered, the effectiveness of redundancy policies varied widely and there were relatively few companies employing less than 500 with redundancy policies. Information about practice in other countries was also before the Council.

The British Employers' Confederation thought the survey showed that a considerable effort had been made by industry. While there was room for improvement, it was important that provision for redundancy should be developed on lines which would promote the efficiency of industry. The Trades Union Congress representatives said that there were still large areas of industry where provision for redundancy was rare. Individual industries should be encouraged to negotiate redundancy agreements which would include provision for severance payments. It was important that the development of provision for redundancy should not prejudice the general improvement of national insurance benefits.

It was agreed that the British Employers' Confederation, the Trades Union Congress, the nationalised industries and the Ministry itself would each study what practical steps might be taken to improve existing arrangements in preparation for a further discussion at the Council's next meeting on 24th April.

Industrial Training

The Minister reported to the Council that the Government's proposals on Industrial Training had been published as a Command Paper† and explained that he would be consulting employers, trade unions, and nationalised industries separately about their implementation. The Trades Union Congress emphasised their view that, in addition to the proposed statutory boards to be set up in individual industries, there should be a central authority with statutory powers over the industry boards.

* The information contained in the survey is reproduced on pages 50 to 55. Information relating to practice in certain overseas countries will appear in a later issue of this GAZETTE.

† *Industrial Training, Government Proposals.* Cmnd. 1892. H.M. Stationery Office, price 8d. (11d. including postage). See also page 457 of the December 1962 issue of this GAZETTE.

AGRICULTURAL WAGES IN SCOTLAND

The Scottish Agricultural Wages Board made an Order on 7th January, with effect from 28th January 1963, varying the minimum and overtime rates of wages in respect of workers employed in agriculture in all District Agricultural Wages Committee Areas in Scotland.

The Order raises the minimum time rate for male general workers, aged 20 years and over, by 9s. a week to 180s. For men employed wholly or mainly as shepherds (in charge of a breeding or hill stock) the minimum rate is increased by 10s. 3d. a week to 205s. 9d.; for those employed as grieves or stewards and stockmen, and for horsemen and tractor drivers the minimum rates are increased by 10s. a week to 201s. 6d. and 199s. 6d. respectively. Men employed by the day or hour, or as part-time workers, are to receive 4s. 1d. an hour, an increase of 2½d. an hour. The corresponding rates for youths and boys are increased by amounts varying according to age.

For female general workers, 21 years and over, the Order provides for a weekly minimum rate of 136s. 9d., an increase of 7s. a week; for those 18 and under 21 the current rate is 125s. 6d., an increase of 6s. 6d. a week. For women, 21 years and over, employed wholly or mainly as stockwomen, poultry-women or dairymaids and for those employed as horsewomen and tractor women the minimum rates are increased by 8s. a week with a resultant wage of 156s. 3d. for the first group and 155s. for the latter group. The minimum hourly rate, at age 21, for women who are employed by the day or hour, or as part-time workers, is increased from 3s. to 3s. 1½d. The corresponding rates for all other female workers are increased by amounts varying according to age.

There are consequential adjustments for all workers in the minimum differential rates for overtime employment.

Provision is made for increases, to male and female workers, in the allowances payable as additions to minimum rates of wages when they are required by the conditions of their employment to provide board, or board and lodging for other workers, or when a shepherd provides board and lodgings to a lamber and his dog. Adjustments have also been made in the values assigned to board and lodging, to single meals and to both accommodation.

SAFETY, HEALTH AND WELFARE

Accidents at Mines and Quarries in 1962

Provisional figures of the numbers of persons killed and injured by accidents at mines and quarries in Great Britain during 1962 were issued in January by the Ministry of Power, together with comparative figures for 1961. The word "injured" in these statistics refers only to serious injuries and excludes injuries in accidents reported under the terms of section 116 of the Mines and Quarries Act 1954, only because of the nature of the occurrence causing the injury and not because the injury itself was serious.

During 1962, a total of 287 persons were killed at mines and quarries, compared with 284 in 1961. In addition, a total of 1,673 persons were injured in 1962, compared with 1,590 in 1961.

Coal Mines

At mines producing coal the number of persons killed in accidents in 1962 was 256, an increase of 21 compared with the figure for 1961. The number of fatalities caused by accidents underground increased from 207 in 1961 to 232 in 1962, while those at the surface decreased from 28 to 24. Of the fatalities in 1962 caused by accidents underground, 84 resulted from falls of ground, 78 occurred in connection with haulage and transport, and 41 resulted from accidents from other causes including shaft accidents. In addition, 29 fatalities were caused by explosions of firedamp or coal dust, 19 of these as a result of the Hapton Valley (Lancashire) Colliery disaster in March 1962.

The number of persons injured at mines producing coal was 1,557 in 1962, compared with 1,477 in 1961. The numbers injured in underground accidents included in these totals were 1,393 in 1962 and 1,301 in 1961. The total for 1962 included 616 persons injured by falls of ground, 437 in haulage and transport accidents, 22 by explosions of firedamp or coal dust, and 318 in accidents from all other causes including shaft accidents. At the surface, the number of persons injured from all causes decreased from 176 in 1961 to 164 in 1962.

Other Stratified Mines

At mines of stratified ironstone, oil shale or fireclay one underground fatality occurred in 1962, caused by a fall of ground; in 1961 there were six deaths. Eleven persons were injured in underground accidents in 1962, compared with five in 1961. Eight of the accidents causing injury in 1962 resulted from falls of ground, one was in haulage and transport and two were classified in the miscellaneous group. There were no accidents caused by explosions of firedamp. At the surface there were no casualties in 1962, either killed or injured, compared with no fatal accidents and two injured in 1961.

Miscellaneous Mines

In underground accidents at mines other than coal mines and mines of stratified ironstone, oil shale or fireclay, two persons were killed in 1962 and eight were injured by falls of ground, one was killed and six were injured in haulage and transport accidents and

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three were killed and eight injured in accidents in the miscellaneous group; there were no casualties caused by explosions of firedamp. The total of six killed and 22 injured was an increase of two and seven, respectively, on 1961 figures. At the surface there were, as in 1961, two persons injured but no fatal casualties.

Quarries

The number of persons killed at quarries in 1962 was 24, a decrease of 15 compared with 1961. There were seven fatalities caused by haulage and transport accidents, nine by falls of ground and eight from other causes. The number of persons injured was 81 in 1962 and 89 in 1961. The total for 1962 included 25 injured in haulage and transport accidents, 15 in accidents resulting from falls of ground, six in blasting operations, and 35 from other causes.

NATIONAL INSURANCE

Increases in National Insurance Benefits, Contributions and War Pensions

On 23rd January the Minister of Pensions and National Insurance presented a Bill to the House of Commons which provides for increasing unemployment benefit, sickness and maternity benefits, widows' benefits and flat-rate retirement pensions and also benefits under the industrial injuries scheme. There will be consequential increases in the rates of flat-rate insurance contributions.

The Bill also provides for an extension of the range of earnings under the graduated part of the scheme and for the adjustment, in line with the resulting higher graduated pension which can be earned in the State scheme, of the conditions under which employees in recognised occupational schemes can be contracted out of the graduated part of the scheme.

Increases in war pensions will be made by amendment of the war pensions instruments.

National assistance scales—on which supplements to national insurance pensions and benefits are based—are also to be reviewed by the National Assistance Board*.

Explanatory memoranda associated with the National Insurance Bill, "Proposed Changes in the National Insurance Schemes" (Cmnd. 1934) and "Report by the Government Actuary on the Financial Provisions of the Bill" (Cmnd. 1935) are obtainable from H.M. Stationery Office, price 1s. 3d. each (1s. 6d. including postage). Information concerning the more important of the proposed changes is given below.

National Insurance Benefits and Contributions

The standard rates of unemployment and sickness benefits and of widows' and flat-rate retirement pensions will go up from 57s. 6d. to 67s. 6d. a week for single people and from 92s. 6d. to 109s. a week for married couples, increases of 10s. and 16s. 6d. a week respectively.

The allowance for each child of a person on benefit, except for widowed mothers' children, will go up from 17s. 6d. to 20s. for the eldest dependent child, and from 9s. 6d. to 12s. for other dependent children for whom family allowances are also payable. (For widowed mothers see below.)

Guardian's allowance will go up from 32s. 6d. to 37s. 6d. a week; there will also be increases in maternity grant and maternity allowance.

Industrial Injuries Benefits

Injury benefit, now 97s. 6d. a week for a single person and 132s. 6d. for a married couple, will be increased to 115s. and 156s. 6d. respectively. The 100 per cent. disablement pension will go up from 97s. 6d. to 115s. with proportionate increases for lower assessments, and the industrial pension for widows at present payable at 64s. will go up to 75s. The allowances payable with disablement pension (e.g., special hardship allowance and constant attendance allowance) will also be increased.

Timetable

It is proposed that the increases in unemployment, sickness, maternity and injury benefits and in unemployment supplement shall come into operation early in March, and the increases in widow's benefit, retirement pension, guardian's allowance, industrial injuries disablement benefit (including special hardship and constant attendance allowances) and industrial injuries death benefit at the end of May.

Widowed Mothers

It was recently announced that it was proposed to increase, from £5 to £6 net, the amount of earnings beyond which limit payment of a widowed mother's allowance would be reduced. The Bill now proposes two special further improvements for national insurance widowed mothers as well as the general increase of 10s. a week in her personal benefit to the new standard rate of 67s. 6d.

First, the allowances for her dependent children will be increased by 5s. (i.e., double the increase for the children of other national insurance beneficiaries) making them 30s. for the eldest dependent child and 22s. for other children for whom family allowances are also payable. These payments for the children will continue to be made however much the mother earns.

Secondly, there is an improvement for widowed mothers who have earnings substantially in excess of the amount which can be totally disregarded. The Bill provides that the earnings rule will never operate so as to reduce the widowed mother's personal benefit below 26s., so that the widowed mother with one dependent child will always have at least 56s. free of adjustment for earnings. The sum of 26s. is the difference between the proposed new amount of benefit for a single person (67s. 6d.) and that for a dependent wife (41s. 6d.). A widowed mother with three children will draw a total

* Draft Amending Regulations have since been laid before Parliament. (See "Increases in National Assistance Rates" on next page.)

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benefit, including family allowances, of 159s. 6d. of which she will always retain a minimum amount of 118s. however much she earns.

Flat-rate Contributions

The consequential increases in contributions will be as follows:— For an employed man not contracted out of the graduated scheme the national insurance part of the joint minimum contribution will go up from 14s. 7d. to 16s. 7d. a week. The industrial injuries part goes up from 1s. 3d. to 1s. 5d., so that, with the national health service contribution, the total joint contribution becomes 21s. 4d., of which the man pays 11s. 8d. (instead of 10s. 7d. now) and his employer pays 9s. 8d. (instead of 8s. 7d.). For employed men contracted out of the graduated scheme as members of recognised occupational pension schemes, the joint contribution goes up to 26s. 2d., of which employees will pay 14s. 1d. (instead of 12s. 2d. now) and employers 12s. 1d. (instead of 9s. 10d. now). There will be corresponding increases in other flat-rate insurance contributions.

It is proposed that the contribution increases shall come into force from 3rd June 1963.

Graduated Contributions

The Bill does not alter the percentage rate of the graduated contribution but increases the maximum earnings to which it is applied from the present £15 a week to £18. It is proposed that this change shall come into force from 1st June 1963. Employees earning up to £15 a week will not be affected, but those earning over £15 a week and their employers will pay more.

The maximum graduated contribution, at present 5s. 1d. a week each for employer and employee, will go up to 7s. 8d. a week for those earning £18 or more. The extra graduated contributions paid will earn additional graduated pension.

Contracting Out

Consequential on the increase in the maximum graduated pension which can be earned because of the increased range of graduated contributions, the "equivalent pension benefits" will be increased. The Bill fixes these at the rate of 69s. 7d. a year for each year of service (58s. for women). "Equivalent pension benefits" represent the amount of pension which an employer's occupational pension scheme must provide if he is to contract out of the graduated scheme. They correspond to the maximum provided by the graduated scheme itself.

The "payment in lieu" which an employer makes to the National Insurance Fund if equivalent pension benefits are not preserved for the employee when he ceases to be contracted out in that employment will also be increased, from the present 7s. 4d. for a man (8s. 11d. for a woman) for each week of service to 10s. 6d. for a man (12s. 4d. for a woman).

In order to give contracted-out employers time to review their position and make any necessary adjustments in their occupational pension schemes in view of the increases in the equivalent pension benefits and payments in lieu, the Bill allows the introduction of these increases to be postponed until after the contribution increases. It is intended that they should remain as at present until 5th January 1964. The revised levels will then only apply to service after that date.

War Pensions

The basic rate of pension for 100 per cent war disablement will be raised by 17s. 6d. a week from 97s. 6d. to 115s. a week for private soldiers, with proportionate increases for the less severely disabled. Certain of the supplementary allowances will also be increased. Pensions for war widows with children, or over 40 years of age, will be increased by 14s. a week to 90s. a week for private widows, with further increases for children. The effect will be, for example, that an unemployable married pensioner with 100 per cent. pension who qualifies for the normal maximum of constant attendance allowance will get at least 300s. 6d. compared with 255s. 6d. at present, or if he is over 65 years of age 315s. 6d. compared with 270s. 6d. at present. Generally speaking the new rates of war pensions will operate from the end of May, but certain supplements

may be increased early in March in the case of those whose war disablement has made them incapable of employment.

National Assistance

Increases in pension and benefit rates necessarily affect the amount of assistance supplements payable by the National Assistance Board whose intention it is to make proposals for some further improvements in national assistance rates, which were last increased as recently as September 1962. These improvements, which will partly offset the reductions in supplements which would otherwise result, will come into effect at the same time as the increase in national insurance pensions at the end of May. (Note.—Draft Amending Regulations have now been laid before Parliament. See below.) The Bill includes a temporary provision to ensure that persons receiving a supplement to any of the benefits which are to be increased in March will normally receive, by way of benefit and assistance together, as much as they would have received if the new assistance rates had been in operation at that time.

Increases in National Assistance Rates

On 5th February the Minister of Pensions and National Insurance laid before Parliament Draft Amending Regulations for higher national assistance rates submitted to him by the National Assistance Board. Subject to approval the increases will come into operation on 27th May. Under a special provision of the National Insurance Bill now before Parliament (see preceding article) the new national assistance standards now proposed will, in effect, apply to persons receiving unemployment or sickness benefit in March, when their insurance benefits are increased.

The Draft Regulations "The National Assistance (Determination of Need) Amendment Regulations 1963" and an explanatory Memorandum published as Command Paper No. 1943 are obtainable from H.M. Stationery Office, price 3d. (6d. including postage) and 5d. (8d. including postage) respectively. Information concerning the more important of the proposed changes is given below.

New Rates

The existing rates will be increased by 9s. a week to 104s. 6d. a week for a married couple; by 6s. to 63s. 6d. a week for a single householder; and by 3s. 6d. to 55s. a week for an adult who is not a householder. Increases are also proposed in the rates for dependent children, young people and blind and certain tuberculous persons.

An allowance for a "reasonable" rent (in almost all cases the net rent actually payable) is added to these rates for householders and a share of rent for non-householders. The total scale rates plus rent (plus any provision made under discretionary powers to meet special needs) give the figure at which a person's needs are assessed.

Effect on Supplements to Pensions and Benefits

Since the object of national assistance grants is to bring any resources a person has up to the figure at which his needs are assessed, the increases in national insurance pensions and benefits announced by the Minister on 23rd January will reduce the amount required by way of assistance supplements and these will be reduced. Since, however, national assistance rates are being increased at the same time the effect, in general, will be that the reduction in the appropriate supplement will be less than the amount of the benefit increases and the total income will be increased. For example, a single retirement pensioner living alone, whose pension will go up by 10s. a week in May, will have his supplement reduced by 4s. a week, but his total income will be increased by 6s. (the amount of the new assistance increase for a single householder).

Other Persons

People without pensions or benefits will generally have an increase in their weekly grants of the amount by which the appropriate scale rates have been increased.

INTERNATIONAL LABOUR ORGANISATION

Year Book of Labour Statistics 1962

The International Labour Office have recently issued the Year Book of Labour Statistics, 1962 (Twenty-second Issue).* The Year Book presents a summary, based on communications to the Office or on statistics from official publications, of the principal statistics relating to labour in all parts of the world. The text, headings of tables and notes are given in English, French and Spanish. The countries are listed by continents in the alphabetical order of their English names. In general the annual series give figures up to and including the year 1961, with monthly and quarterly figures up to June 1962.

The statistical tables are grouped in nine main sections dealing with total and economically active population; employment; unemployment; hours of work; wages; consumer price indices; family living studies; industrial accidents; and industrial disputes. Each of the main sections contains an introductory note which indicates briefly the characteristics of the principal types of statistics to be found in the tables and draws attention to diversities of statistical method in the various countries which limit the possibi-

ties of making international comparisons. Where data are presented by industrial groups, the United Nations International Standard Industrial Classification of All Economic Activities has been used as the uniform basis, so far as this is possible, for the arrangement of the groups.

Appendices to the Year Book contain world indices and national indices of industrial production (the national indices cover mining and quarrying, manufacturing, electricity and gas); indices of wholesale prices; and a table of rates of exchange of units of national currencies in terms of United States dollars. The Year Book also contains a list of references and sources; the references given are a selected list of International Labour Office publications dealing with the special problems of statistical methodology involved in the compilation of labour statistics, and the list of sources gives particulars of the principal publications containing current national statistics on labour matters. There is also an index showing the countries included in each table.

The tables relating to employment, unemployment, hours of work, wages and consumer prices are brought up to date periodically in the Statistical Supplement to the *International Labour Review*, published monthly by the International Labour Office.

* Obtainable in the United Kingdom from the Director, International Labour Office, 38-39 Parliament Street, London S.W.1, price £1 15s.

LABOUR OVERSEAS

France: Apprenticeship and Vocational Training Schemes and Vocational Guidance

The General Education System

A reformed educational system, introduced by an Ordinance and a Decree of January 1959, made it compulsory for all French children to attend either State or private schools up to age 16 years. The three levels instituted by the system are:—

(1) Junior level. (Ages three to 11 years). Children between the ages of three and six years attend infant schools, and between the ages of six and 11 years primary schools. As an interim measure primary schools may educate pupils up to the age of 16 years.

(2) Senior level. (Ages 11 to 18 or 20 years). At this level there are two types of schools: classical and modern *lycées* and general secondary schools ("collège d'enseignement général") which give a general education, and are not concerned with vocational training, and technical *lycées* and technical training schools ("collège d'enseignement technique") which give general and vocational education.

(3) Advanced level. This is for students who have the senior school-leaving examination and education is provided by faculties of arts, science, law, medicine and pharmacy, by engineering institutions giving advanced scientific training for industry or agriculture, by advanced schools of economics and business training and by schools training candidates for the public services.

All the above are under the direct control of the State; denominational and other private educational institutions follow the same pattern.

Vocational Education

All vocational education, in both industry and commerce, is either organised or supervised by the State in close collaboration with representatives of the trades or occupations concerned. Private schools, factory schools and schools (or courses) run by employers' and workers' organisations are either subsidised by the State or rely on voluntary contributions or on payments by firms which would otherwise pay the State levy. The levy at present amounts to 4 per cent. of the wages bill and is payable by all industrial enterprises, whether they undertake the training of apprentices or not, although firms operating approved apprenticeship schemes may legally offset it against training costs.

All vocational educational facilities are administered by the Directorate of Technical and Vocational Education in the Ministry of Education, established by a Decree of July 1920. Decisions affecting vocational education are taken after consultation with tripartite national vocational advisory committees. There are 24 committees, each composed of Government representatives (teachers at State training schools) and representatives of employers and workers in the occupations concerned. Special sub-committees have been set up to draft vocational education schemes for submission to the national committees and advise them on the syllabuses and examinations for each type of skill or qualification. The work of the national committees is co-ordinated by a National Vocational Council and liaison within each French *département* is effected between the Government and individual trades by means of a tripartite technical education committee. In each *département* voluntary technical education advisers are also appointed on the recommendation of employers' and workers' organisations to represent groups of trades and be responsible for liaison between the authorities and the trades they represent; their functions include keeping a check on the uses to which the apprenticeship levy is put and generally supervising the running of vocational courses, examinations, etc.

The aims of the vocational education schemes are (a) to provide training for young people to fill vacancies in industry as skilled workers, assistant technicians and technicians and senior technicians and engineers, (b) to provide opportunities of advancement for workers at all levels, (c) to make further training available for all workers to enable them to keep abreast of modern changes in techniques and (d) to provide workers for undermanned occupations by means of accelerated re-training of workers employed in contracting trades.

Training of Skilled Workers

Under French law, every young person must hold a certificate that he, or she, has received vocational guidance before becoming employed in an industrial or commercial establishment. To meet this all pupils at the age of 11 years enter "observation classes". These "classes" were introduced under the reformed educational system in 1959 to allow for a period of two years (following the elementary stage) during which the pupils' aptitudes could be assessed in the course of their daily work and thus enable guidance to be given them towards various forms of subsequent education at the end of the period. Parents are given advice during this time about their children's aptitudes and from the second term the pupils' studies are directed towards either the classical or modern side. A guidance council exists for each class, or group of classes, to enable parents and children to make a better choice from the educational facilities available. These "observation classes" exist in *lycées*, general secondary schools and primary schools. At the age of 14 years, pupils in primary schools, and those in the "observation classes" of *lycées* and secondary schools who are considered unable to benefit by courses of academic studies, have the opportunity to choose between:—

(1) remaining until age 16 years in the final classes of the junior level to receive additional education in general subjects, together with vocational training, special emphasis being placed on agriculture in rural areas;

(2) becoming indentured as apprentices with small employers, e.g., as butchers, bakers, garage mechanics, dressmakers, office workers, etc., for a period of three years. Such apprentices are required to attend day continuation classes run in conjunction with the primary schools or take vocational correspondence courses, the technical

content of which is arranged by the trade concerned and the theoretical side by primary school staff. On completing their three years' apprenticeship, pupils take their Completion of Apprenticeship Certificate (Certificat de fin d'apprentissage (C.F.A.)), although the more advanced may take the Certificate of Competence (Certificat d'aptitude professionnelle (C.A.P.)). This certificate is the elementary technical qualification and is evidence of a thorough and comprehensive apprenticeship in a skilled basic trade or occupation, either industrial or commercial. The examination consists of written papers, an oral examination and practical tests. Holders of the certificate may not be required to take the trade test on which many industrial employers insist when engaging new workers;

(3) becoming indentured as apprentices for three years in a factory or other firm. In the larger firms apprentices attend factory apprenticeship schools which are organised on the same lines as the State-run technical training schools. In small and medium-sized firms apprentices receive practical training in factory workshops. The theoretical subjects (French, mathematics, draughtsmanship, technical subjects, health and legislation) are taught at vocational courses usually held at the school nearest to the factory or firm. On completing their apprenticeship, trainees sit for their Certificate of Competence;

(4) entering a State technical training school for a course of training lasting three years. On completion of the course, these pupils also sit for their Certificate of Competence. Some technical training schools are run jointly by the State and by industry, for example, in steel making, shipbuilding, aircraft manufacture and similar industries where various skills can only be taught within the industry.

The basic law governing industrial apprenticeships was introduced by an Act of July 1919 amended in March 1928. The main provisions of the legislation are:—

(1) that apprentices must serve under a written contract of apprenticeship entered into between the father or legal guardian of the apprentice and the person or organisation responsible for the training;

(2) that the parties must bind themselves, on the one hand, to give methodical and comprehensive training and, on the other, to work under agreed conditions for the specified period of the apprenticeship;

(3) that the contract must include certain specified particulars and must have regard to any customs or regulations within the occupation or industry concerned applicable to apprenticeships;

(4) that apprentices may not be employed on production work, unless this is strictly related to their training;

(5) that apprentices should not receive wages, but that remuneration should be in the form of an allowance which, although fixed by law, allows employers freedom to negotiate special apprenticeship scales;

(6) that family allowances are payable in respect of apprentices up to the age of 17 years, depending on the amount of the allowance they receive;

(7) that apprentices under 18 years of age are entitled to two days paid holiday for every month of apprenticeship served, and those between 18 and 21 years of age one-and-a-half days for every month of service;

(8) that the first two months of the apprenticeship be regarded as a period of probation and thereafter the contract may only be terminated on specified grounds. Any dispute relating to the contract of apprenticeship may be referred either to the Local Industrial Council, comprised of equal numbers of representatives of employers and trade unions, or to the local Civil Court.

Penalties for non-compliance generally take the form of payment of damages or cancellation of the contract. Where an employer has grossly failed to provide proper training, the competent authority has the power to limit the number of apprentices he may engage or to suspend him from training apprentices for a stated period.

Collective Agreement Provisions covering Apprenticeship

In addition to the statutory provisions set out above many collective agreements make provisions governing apprenticeship. These provisions normally cover such matters as (a) the definition of the term apprenticeship as a methodical and complete period of instruction designed to enable the apprentice to pursue a qualified skilled trade; (b) the drawing up of the contract in writing, showing details of the duration of the apprenticeship, the training courses the apprentice must attend, the scale of remuneration he is to receive, etc. (the contract must be registered at the Town Hall in the locality and copies must be lodged with the Ministry of Labour and the local Vocational Council); (c) ensuring that only manual work of an adequate educational and instructive nature and proper training within the requirements of the law are permitted and that apprentices are given time off to attend further education courses (it is the employer's responsibility to check that apprentices attend the courses; apprentices must be prepared to sit the appropriate final examination, although the law does not require that this should be the Certificate of Competence); (d) the observing of legal provisions concerning the medical supervision, at quarterly intervals, of apprentices; (e) holidays to be granted.

Remuneration, Hours of Work and Holidays

Apprentices undergoing training at apprentice training centres are paid an allowance which varies according to their personal and family circumstances. In some of the private training centres extra payments are made on the individual results of workshop training, class instruction and examinations. Apprentices normally work the same hours as those prevailing in industry. Holidays granted at State and private training centres are usually similar to those provided at schools.

Canteen facilities are provided at all training centres and there is a graded scale of payment for meals according to individual means.

Remuneration, hours of work and holidays of apprentices receiving their training in an employer's establishment are governed by the terms of the collective agreement applicable to the trade concerned. Some examples are:— (a) In a training centre run by a large engineering firm, apprentices receive an allowance based on a proportion of the skilled worker's rate, i.e., one-tenth during the first year; one-seventh during the second year; one-sixth during the third year; and two-fifths during the fourth year. Working hours in this centre are about 40 a week and apprentices receive one month's paid holiday and three weeks' unpaid leave. The majority of the apprentices remain with the firm on completion of their training and are classified as young craftsmen, receiving half the skilled worker's rate of wage; (b) Another engineering firm provides a three-year apprenticeship training and pays its apprentices an allowance and merit bonuses. This firm also grants apprentices two months' paid holidays during the summer and ten days' paid holidays at Christmas and Easter; (c) A firm manufacturing office equipment, which trains apprentices as electricians and fitters (two-year course) and as technicians (four-year course), operates its own apprentice training centre and pays its apprentices about 6d. an hour at the beginning of training, rising to about 1s. 6d. an hour in the final year; (d) At an apprentice training centre attached to a firm of precision equipment manufacturers, the period of training is three years and the working week 40 hours. Apprentices receive a monthly study grant, varying from about £2 for the first year to about £4 for the third year, with bonus payments on the results of each year's work and on the result of the Certificate of Competence (C.A.P.) examination. All apprentices are offered employment with the firm on completion of the apprenticeship and usually spend the first year undergoing further training.

Overtime and night work are prohibited in France for all young workers between the ages of 14 and 16 years; overtime (but not night work) up to four hours a week (44-hour week) is permitted in the case of workers between ages 16 and 18 years. The Certificate of Vocational Guidance issued to all boys and girls by the Ministry of National Education must specify any trades or occupations considered to be dangerous to health.

Technical and Commercial Education

Pupils who choose a technical education, normally as the result of guidance given them on leaving the "observation classes", go either to schools and organisations which prepare them for the Certificate of Competence or to technical lycées. In the technical lycées all pupils follow the same course for the first two years and are also given vocational guidance in the light of their achievements in French, mathematics and science. Those who decide to enter industry are then divided into three sections: (a) the industrial section which gives a two-year course leading to the Assistant Technician's Diploma (Brevet d'agent Technique (B.A.T.)); (b) the industrial technical section, providing a three-year course leading to the Industrial Technician's Diploma (Brevet de Technicien (B.T.)); or (c) the technical theory section in which a three-year course is given, leading to the mathematical and technical *baccalauréat* (senior school-leaving examination).

Those who decide on a business career are also divided into three sections after the first two years at the technical lycées: (a) the commercial section which provides a two-year course for a commercial diploma, with four options, i.e., secretarial, clerical, book-keeping and accounting machine operator (there are also two-year courses leading to the social and hotel management diplomas, respectively); (b) the technical commercial section, which provides a three-year course leading to the commercial technician's diploma; or (c) the technical theory section which provides a three-year course leading to the technical economic *baccalauréat*.

Training for Upgrading

Since 1948 free courses have been available to all wage-earners who wish to equip themselves for advancement in their occupations, irrespective of their original qualifications. The courses are held either in classrooms and workshops of technical schools, or in factories during the evenings of working days and also Saturday and Sunday mornings.

Three types of courses are provided:—

(1) elementary training up to trade test level. (Certificate of Competence may be taken.) The training is designed to enable a labourer to become a skilled worker and a skilled worker to improve his performance;

(2) intermediate training mainly for skilled workers who wish to become foremen and take their Master Craftsman's Certificate (Brevet Professionnel (B.P.));

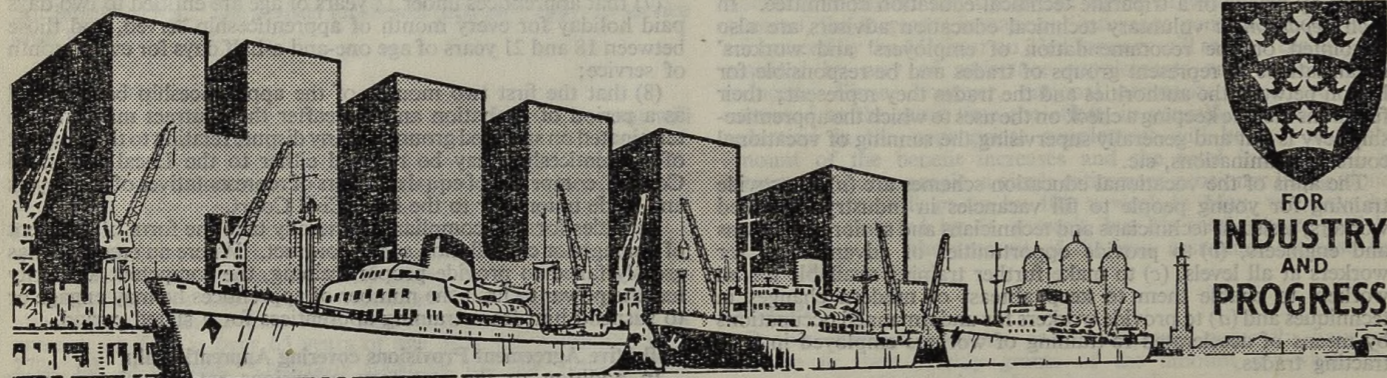
(3) advanced training designed to train students up to the level of the Senior Technician's Diploma (Brevet de Technicien Supérieur (B.T.S.)) and, in particular, to enable young workers to qualify as engineers.

Adult Training and Retraining and Training of the Disabled

The Ministry of Labour and Social Service operates about one hundred vocational training centres, distributed throughout the larger towns in France, in which accelerated vocational training is provided in a number of skilled trades, but mainly in the building and engineering industries, for adult unskilled workers, workers whose skills are not in demand due to changes in industrial techniques and for the physically handicapped. The instructors are drawn from industry whenever possible and are subjected to a trade test, a test for aptitude and a medical examination.

Courses for manual trades are of six months' duration. The centres also provide courses for technicians and draughtsmen lasting from ten to 11 months. All trainees are required to sit an examination at the end of their training, comprising theoretical and practical tests, and successful trainees receive a provisional certificate from the National Vocational Council. On completion of six months' subsequent employment a final certificate is issued to the successful trainee by the Ministry of Labour and Social Service.

During their training all trainees receive an allowance amounting approximately to the minimum wage of an unskilled worker in industry. They are also eligible for sickness pay and a short holiday with pay whilst undergoing training.



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EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment in Great Britain in December

The Table below and the Table on the next page show the changes in employment in Great Britain between November and December 1962, and in comparable recent periods.

Note.—The estimated numbers of employees included in these Tables for all months after June 1961 have been revised on the basis of the new figures for June 1962 which have now become available from the count of National Insurance cards (see Article and Tables on pages 55 to 57). Revised figures for each month from July 1961 to September 1962 will be published in the March issue of this GAZETTE. In the following Tables, columns marked with an asterisk are subject to further revision in the light of information to be derived from the mid-1963 count of National Insurance cards.

TOTAL WORKING POPULATION

The Table below gives changes in the total working population between mid-November and mid-December 1962, together with figures for recent months, for end-December 1961 and for June of each year from 1959. The total working population represents the estimated number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. It has three components, for which separate figures are given, (1) the numbers in civil employment, (2) the numbers wholly unemployed and (3) the numbers in H.M. Forces and Women's Services. The numbers in civil employment are analysed by broad industrial groups and the figures include employers and persons working on their own account as well as employees. They also include persons

temporarily laid off but still on employers' pay-rolls and those unable to work on account of sickness. Part-time workers are counted as full units.

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page gives, for those industries for which comparable figures are available, the numbers employed at the end of December 1961 and at mid-October, November and December 1962. The figures relate to all employees except those registered as wholly unemployed, i.e., they include persons temporarily laid-off by employers and persons unable to work on account of sickness. They exclude employers and persons working on their own account and are thus different in scope from those given in the 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 numbers of employees and their industrial distribution at the middle of each year which have been computed on the basis of the counts of insurance cards. In the case of industries other than coal mining, construction, gas and electricity, use has also been made of the monthly returns rendered by employers under the Statistics of Trade Act 1947. The returns show the numbers on the pay-rolls (including those temporarily laid-off and those absent from work owing to sickness, etc.) at the beginning and at the end of the period; the two sets of figures are summarised separately for each industry and the ratio between the two totals is the basis for computing the change in employment during the period. Industries and services which are not covered by employers' returns (or are only partially covered), or for which figures are not available in the same form as those shown, are omitted from the Table.

TOTAL WORKING POPULATION OF GREAT BRITAIN: DECEMBER 1962

(Thousands)

Industry or Service	End-June 1959	End-June 1960	End-June 1961	End-Dec. 1961	Mid-June 1962	Mid-Oct. 1962*	Mid-Nov. 1962*	Mid-Dec. 1962*	Change Nov.-Dec. 1962
Agriculture and Fishing	999	983	948	900	920	915	895	874	- 21
Mining and Quarrying	826	761	731	722	712	703	700	698	- 2
Food, Drink and Tobacco	818	821	832	823	828	846	841	831	- 10
Chemicals and Allied Industries	520	531	532	528	518	517	515	513	- 2
Metal Manufactures	576	619	631	617	596	594	592	590	- 2
Engineering and Electrical Goods	1,938	2,058	2,147	2,185	2,182	2,185	2,181	2,176	- 5
Shipbuilding and Marine Engineering	264	252	241	240	236	226	227	225	- 2
Vehicles	869	919	898	890	876	876	874	872	- 2
Metal Goods	519	556	569	566	560	562	560	560	...
Textiles	851	845	842	828	806	803	804	804	...
Clothing and Footwear	565	582	585	581	581	582	581	578	- 3
Other Manufactures	1,557	1,628	1,651	1,661	1,662	1,677	1,674	1,669	- 5
Total in Manufacturing Industries	8,477	8,811	8,928	8,919	8,852	8,868	8,849	8,818	- 31
Construction	1,523	1,567	1,617	1,607	1,653	1,659	1,649	1,625	- 24
Gas, Electricity and Water	374	370	379	384	387	392	393	394	+ 1
Transport and Communication	1,672	1,662	1,683	1,680	1,688	1,682	1,675	1,671	- 4
Distributive Trades	3,209	3,284	3,312	3,377	3,367	3,388	3,426	3,467	+ 41
Financial, Professional, Scientific and Miscellaneous Services	4,874	4,947	5,060	5,103	5,227	5,210	5,199	5,196	- 3
National Government Service	505	502	511	521	520	524	525	528	+ 3
Local Government Service	738	741	756	759	772	776	776	773	- 3
Total in Civil Employment	23,197	23,628	23,925	23,972	24,098	24,117	24,087	24,044	- 43
Males	15,308	15,526	15,682	15,704	15,769	15,749	15,711	15,669	- 42
Females	7,889	8,102	8,243	8,268	8,329	8,368	8,376	8,375	- 1
Wholly Unemployed	379	290	251	392	372	467	505	524	+ 19
Males	275	210	184	293	278	346	378	399	+ 21
Females	104	80	67	99	94	121	127	125	- 2
H.M. Forces and Women's Services	565	518	474	454	442	438	435	433	- 2
Males	550	503	459	438	425	420	417	415	- 2
Females	15	15	15	16	17	18	18	18	...
Total Working Population	24,145	24,436	24,650	24,818	24,912	25,022	25,027	25,001	- 26
Males	16,137	16,239	16,325	16,435	16,472	16,515	16,506	16,483	- 23
Females	8,008	8,197	8,325	8,383	8,440	8,507	8,521	8,518	- 3

* 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

(Thousands)

Industry	End-December 1961			Mid-October 1962*			Mid-November 1962*			Mid-December 1962*		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.	635.1	18.4	653.5	617.3	18.1	635.4	614.0	18.1	632.1	611.5	18.1	629.6
Coal Mining	635.1	18.4	653.5	617.3	18.1	635.4	614.0	18.1	632.1	611.5	18.1	629.6
Food, Drink and Tobacco	457.5	350.7	808.2	464.8	366.1	830.9	464.0	361.7	825.7	464.0	352.5	816.5
Grain Milling	33.3	8.4	41.7	34.0	8.8	42.8	33.9	8.7	42.6	33.9	8.7	42.6
Bread and Flour Confectionery	85.1	58.7	143.8	88.5	61.5	150.0	88.2	61.9	150.1	88.4	61.8	150.2
Biscuits	19.1	35.9	55.0	19.1	41.3	60.4	18.9	38.5	57.4	18.6	35.5	54.1
Bacon Curing, Meat and Fish Products	37.3	34.7	72.0	39.7	38.1	77.8	40.1	38.7	78.8	40.2	38.7	78.9
Milk Products	23.2	11.4	34.6	22.1	10.7	32.8	21.5	10.4	31.9	21.4	10.1	31.5
Sugar	14.5	4.4	18.9	14.5	4.4	18.9	14.5	4.5	19.0	14.5	4.5	19.0
Cocoa, Chocolate and Sugar Confectionery	41.1	63.5	104.6	40.9	63.4	104.3	40.8	60.7	101.5	40.6	58.2	98.8
Fruit and Vegetable Products	29.9	46.6	76.5	31.8	50.8	82.6	31.6	51.8	83.4	31.5	48.8	80.3
Animal and Poultry Foods	16.0	4.3	20.3	16.2	4.2	20.4	16.2	4.1	20.3	16.2	4.1	20.3
Food Industries not elsewhere specified	22.5	18.3	40.8	23.2	18.4	41.6	23.3	17.8	41.1	23.4	17.7	41.1
Brewing and Malting	80.0	20.4	100.4	79.2	20.0	99.2	79.3	20.1	99.4	79.8	20.1	99.9
Other Drink Industries	38.8	22.0	60.8	38.3	21.9	60.2	38.4	21.9	60.3	38.2	21.7	59.9
Tobacco	17.4	22.1	39.5	17.3	22.6	39.9	17.3	22.6	39.9	17.3	22.6	39.9
Chemicals and Allied Industries	382.4	143.8	526.2	373.4	141.9	515.3	372.4	140.8	513.2	371.4	139.3	510.7
Coke Ovens and Manufactured Fuel	17.6	0.5	18.1	16.9	0.5	17.4	16.9	0.5	17.4	16.9	0.5	17.4
Mineral Oil Refining	30.1	5.4	35.5	27.4	4.1	31.5	27.3	4.1	31.4	27.2	4.1	31.3
Lubricating Oils and Greases	6.8	2.2	9.0	6.8	2.3	9.1	6.8	2.3	9.1	6.8	2.3	9.1
Chemicals and Dyes	172.9	44.8	217.7	169.2	44.1	213.3	168.5	43.9	212.4	167.8	43.7	211.5
Pharmaceutical and Toilet Preparations	32.1	41.2	73.3	32.9	42.1	75.0	32.9	41.8	74.7	32.9	41.1	74.0
Explosives and Fireworks	20.5	10.5	31.0	19.4	9.9	29.3	19.3	9.8	29.1	19.2	9.7	28.9
Paint and Printing Ink	34.7	13.9	48.6	33.8	13.9	47.7	33.7	13.8	47.5	33.8	13.8	47.6
Vegetable and Animal Oils, Fats, Soap, etc.	30.4	14.3	44.7	30.4	14.4	44.8	30.3	14.0	44.3	30.3	13.6	43.9
Synthetic Resins and Plastics Materials	28.0	5.8	33.8	28.3	5.7	34.0	28.4	5.7	34.1	28.4	5.7	34.1
Polishes, Gelatine, Adhesives, etc.	9.4	5.2	14.6	8.8	4.9	13.7	8.9	4.9	13.8	9.0	4.8	13.8
Metal Manufacture	540.6	75.3	615.9	520.0	73.8	593.8	518.1	73.6	591.7	516.5	73.3	589.8
Iron and Steel (General)	269.1	24.8	293.9	255.7	24.5	280.2	254.5	24.4	278.9	253.4	24.3	277.7
Steel Tubes	46.8	9.0	55.8	46.7	8.9	55.6	46.5	8.8	55.3	46.0	8.7	54.7
Iron Castings, etc.	109.5	14.3	123.8	106.0	14.4	120.4	105.7	14.0	119.7	105.7	14.0	119.7
Light Metals	45.4	11.5	56.9	44.0	10.8	54.8	44.0	10.9	54.9	44.0	10.8	54.8
Copper, Brass and other Base Metals	69.8	15.7	85.5	67.6	15.6	83.2	67.4	15.5	82.9	67.4	15.5	82.9
Engineering and Electrical Goods	1,586.1	572.3	2,158.4	1,581.8	576.7	2,158.5	1,578.2	576.0	2,154.2	1,575.1	574.1	2,149.2
Agricultural Machinery (exc. Tractors)	31.4	4.8	36.2	31.1	4.7	35.8	30.9	4.7	35.6	31.0	4.7	35.7
Metal-working Machine Tools	81.2	14.4	95.6	82.2	14.3	96.5	81.9	14.3	96.2	81.8	14.3	96.1
Engineers' Small Tools and Gauges	43.2	13.1	56.3	43.4	13.3	56.7	43.4	13.3	56.7	43.4	13.3	56.7
Industrial Engines	36.6	6.6	43.2	34.5	6.2	40.7	34.6	6.2	40.8	34.6	6.1	40.7
Textile Machinery and Accessories	47.0	8.3	55.3	45.3	7.8	53.1	45.0	7.6	52.6	44.7	7.6	52.3
Contractors' Plant and Quarrying Machinery	23.5	3.4	26.9	22.6	3.3	25.9	22.5	3.3	25.8	22.4	3.3	25.7
Mechanical Handling Equipment	49.5	7.0	56.5	50.1	7.7	57.8	50.0	7.7	57.7	49.6	7.6	57.2
Office Machinery	45.8	18.9	64.7	43.6	18.4	62.0	43.6	18.3	61.9	44.3	18.4	62.7
Other Machinery	285.3	62.7	348.0	285.5	62.0	347.5	284.1	61.9	346.0	283.3	61.8	345.1
Industrial Plant and Steelwork	142.2	18.3	160.5	136.3	17.4	153.7	135.3	17.2	152.5	134.1	17.2	151.3
Ordnance and Small Arms	25.1	6.2	31.3	23.6	6.1	29.7	23.4	6.1	29.7	23.4	6.1	29.5
Other Mechanical Engineering	167.0	46.8	213.8	170.6	47.5	218.1	170.1	47.3	217.4	169.3	47.4	216.7
Scientific, Surgical, etc., Instruments	87.7	47.4	135.1	88.1	47.3	135.4	88.2	47.4	135.6	88.5	47.4	135.9
Watches and Clocks	7.6	8.3	15.9	7.5	7.5	15.0	7.5	7.4	14.9	7.5	7.4	14.9
Electrical Machinery	166.2	57.2	223.4	166.2	57.6	223.8	166.0	57.5	223.5	165.6	57.3	222.9
Insulated Wires and Cables	41.9	21.7	63.6	41.6	22.2	63.8	41.6	22.2	63.8	41.7	21.8	63.5
Telegraph and Telephone Apparatus	42.7	27.1	69.8	42.7	27.6	70.3	42.7	27.7	70.4	42.3	27.8	70.1
Radio and other Electronic Apparatus	140.9	112.6	253.5	147.0	120.3	267.3	147.1	120.1	267.2	146.8	118.7	265.5
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	39.6	24.5	64.1	40.4	25.0	65.4	40.5	25.4	65.9	40.9	25.7	66.6
Motor Repairs, Distributors, Garages, etc.	66.8	3.8	70.6	65.5	3.8	69.3	65.5	3.8	69.3	65.5	3.8	69.3
Repair of Boots and Shoes	82.7	63.0	145.7	80.6	60.4	141.0	80.9	60.4	141.3	80.9	60.2	141.1
Shipbuilding and Marine Engineering	227.1	12.2	239.3	213.3	11.9	225.2	213.7	11.9	225.6	212.1	11.9	224.0
Shipbuilding and Ship Repairing	164.5	8.3	172.8	153.6	8.1	161.7	154.6	8.1	162.7	153.9	8.2	162.1
Marine Engineering	62.6	3.9	66.5	59.7	3.8	63.5	59.1	3.8	62.9	58.2	3.7	61.9
Vehicles	765.8	117.7	883.5	752.6	115.8	868.4	750.7	115.5	866.2	749.4	115.0	864.4
Motor Vehicle Manufacturing	357.7	52.8	410.5	377.4	56.0	433.4	376.4	55.7	432.1	376.6	55.5	432.1
Motor Cycle, Pedal Cycle, etc., Manufacturing	22.0	8.8	30.8	21.7	8.6	30.3	22.0	8.8	30.8	22.2	8.9	31.1
Aircraft Manufacturing and Repairing	252.5	45.0	297.5	238.4	41.7	280.1	238.3	41.6	279.9	237.4	41.4	278.8
Locomotives and Railway Track Equipment	62.6	4.7	67.3	54.6	4.1	58.7	54.2	4.0	58.2	54.0	4.0	58.0
Railway Carriages and Wagons, etc.	66.8	3.8	70.6	65.5	3.8	69.3	65.5	3.8	69.3	65.5	3.8	69.3
Perambulators, Hand-trucks, etc.	4.2	2.6	6.8	4.0	2.4	6.4	4.0	2.5	6.5	4.0	2.4	6.4
Metal Goods not Elsewhere Specified	363.1	191.7	554.8	361.6	190.1	551.7	360.7	189.3	550.0	361.1	188.3	549.4
Tools and Implements	16.4	8.2	24.6	16.9	7.7	24.6	16.8	7.7	24.5	16.8	7.7	24.5
Cutlery	5.2	6.1	11.3	5.5	6.0	11.5	5.5	6.0	11.5	5.6	6.0	11.6
Bolts, Nuts, Screws, Rivets, etc.	28.4	18.6	47.0	27.5	17.7	45.2	27.4	17.6	45.0	27.4	17.4	45.0
Wire and Wire Manufactures	33.4	27.1	60.5	32.4	26.7	59.1	32.4	26.7	59.1	32.3	26.7	59.0
Cans and Metal Boxes	15.3	20.1	35.4	15.3	20.9	36.2	15.2	20.3	35.5	15.2	19.8	35.0
Jewellery, Plate and Precious Metals Refining	16.0	12.8	28.8	16.3	12.6	28.9	16.4	12.8	29.2	16.4	12.8	29.2
Other Metal Industries	248.4	115.2	363.6	247.7	114.7	362.4	247.1	114.4	361.5	247.4	114.1	361.5
Textiles	372.8	446.0	818.8	366.9	426.9	793.8	367.3	427.9	795.2	368.3	427.0	795.3
Production of Man-made Fibres	33.6	9.8	43.4	33.1	9.2	42.3	33.2	9.2	42.4	33.2	9.2	42.4
Spinning of Cotton, Man-made Fibres, etc.	40.8	71.2	112.0	39.4	66.8	106.2	39.7	67.1	106.8	39.7	67.2	107.0
Weaving of Cotton, Man-made Fibres, etc.	45.3	83.3	128.6	43.7	59.6	103.3	43.7	59.2	102.9	43.7	58.6	102.3
Woolen and Worsted	91.2	105.4	196.6	88.2	100.5	188.7	88.1	100.6	188.7	88.6	100.4	189.0
Jute	8.3	8.8	17.1	8.4	9.2	17.6	8.5	9.4	17.9	8.6	9.5	18.1
Rope, Twine and Net	4.8	7.3	12.1	5.0	7.1	12.1	5.0	7.1	12.1	5.0	7.1	12.1
Hosiery and other Knitted Goods	38.0	87.6	125.6	37.7	86.3	124.0	37.7	86.3	124.0	37.7	86.0	123.7
Lace	3.7	4.4	8.1	3.9	4.5	8.4	3.9	4.5	8.4	3.9	4.5	8.4
Carpets	20.5	16.6	37.1	21.3	17.1	38.4	21.4	17.1	38.5	21.4	17.2	38.6
Narrow Fabrics	7.1	40.4	47.5	7.1	41.2	48.3	7.1	41.1	48.2	7.1	41.0	48.1
Made-up Textiles	9.6	21.6	31.2	9.8	21.4	31.2	9.8	21.6	31.4	9.8	21.6	31.4
Textile Finishing	51.5	23.6	75.1	50.6	22.8	73.4	50.5	23.0	73.5	50.6	23.0	73.6

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

Indices have been calculated (1) of total weekly hours worked and (2) of average hours worked by operatives in manufacturing industries in one week in each month. Both indices have been compiled for manufacturing industry as a whole (excluding ship-building 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 operatives at work in a specific week each month by an estimate for the same week of average hours

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

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

Indices of Hours Worked

Table I.—Total Weekly Hours

(Average 1958 = 100)

	All Manufacturing Industries	Engineering, Electrical Goods, Metal Goods	Vehicles	Textiles, Leather, Clothing	Food, Drink, Tobacco	Other Manufacturing
1956	104.2	102.1	105.2	109.8	100.0	104.0
1957	103.5	102.1	102.9	108.6	99.4	103.5
1958	100.0	100.0	100.0	100.0	100.0	100.0
1959	100.5	99.8	103.2	100.2	99.0	100.9
1960	103.5	103.0	106.2	101.6	100.0	105.3
1961	102.5	105.6	101.3	96.6	100.0	104.1
1962	99.7	103.7	98.4	92.3	99.9	100.4
Week ended:						
1961 July 29*†	91.5	92.4	88.9	85.9	98.5	92.9
August 26 ..	99.1	101.2	96.2	91.4	99.5	102.4
September 30	103.4	108.2	103.7	93.3	101.2	105.9
October 28 ..	102.8	107.1	100.3	96.2	102.2	104.0
November 25 ..	102.5	106.4	99.7	96.2	102.2	103.3
December 30†	102.5	106.4	99.7	96.2	102.2	103.3
1962 January 27	99.3	103.8	98.4	93.5	95.6	99.9
February 24 ..	100.8	105.3	101.4	94.6	97.0	101.1
March 31	100.4	104.9	101.4	93.6	97.5	100.7
April 14	100.5	105.2	101.4	92.2	98.4	100.9
May 26	100.7	105.4	100.5	93.5	100.0	101.1
June 23	100.5	104.7	100.4	93.2	100.6	100.7
July 21†	94.8	99.6	96.0	83.5	101.8	96.2
August 18† ..	81.8					
September 15 ..	100.4	104.3	100.2	92.4	102.0	100.9
October 20 .. .	100.0	103.6	98.4	93.2	101.4	100.4
November 17*	99.5	103.4	97.7	93.2	100.6	99.9
December 15 ..	99.0	102.9	98.1	93.2	100.2	99.4

Table II.—Average Hours Worked Per Head

(Average 1958 = 100)

	All Manufacturing Industries	Engineering, Electrical Goods, Metal Goods	Vehicles	Textiles, Leather, Clothing	Food, Drink, Tobacco	Other Manufacturing
1956	101.2	101.3	100.9	101.3	100.3	101.3
1957	101.1	101.1	101.3	101.5	100.2	101.2
1958	100.0	100.0	100.0	100.0	100.0	100.0
1959	100.8	100.4	101.6	101.5	99.6	100.7
1960	99.9	99.4	98.5	101.8	99.3	100.0
1961	98.6	99.0	97.5	98.2	98.0	98.7
1962	97.6	97.7	96.9	97.1	97.6	97.6
Week ended:						
1961 July 29*†	99.3	99.6	99.0	98.7	99.2	99.5
August 26 ..	98.6	98.7	99.1	98.1	98.5	98.8
September 30	98.5	98.9	98.0	98.2	97.8	98.6
October 28 ..	98.3	99.0	96.6	97.9	98.3	98.3
November 25 ..	98.2	98.8	95.6	98.0	98.4	98.1
December 30†	98.2	98.8	95.6	98.0	98.4	98.1
1962 January 27	97.1	97.6	96.1	96.8	96.6	96.7
February 24 ..	97.9	98.2	98.0	97.4	97.3	97.5
March 31	97.9	98.2	98.2	97.1	97.5	97.7
April 14	98.1	98.3	98.0	97.2	97.8	97.9
May 26	97.9	98.3	97.3	97.0	97.8	97.9
June 23	97.9	98.0	97.5	97.2	98.2	98.0
July 21†	98.0	98.2	95.9	97.4	98.6	98.2
August 18† ..	88.2					
September 15 ..	97.5	97.5	96.9	96.9	97.7	97.7
October 20 .. .	97.2	97.2	95.6	97.2	97.2	97.4
November 17*	97.0	97.2	95.0	97.2	97.2	97.1
December 15 ..	97.1	97.0	95.7	97.3	97.6	97.1

* The index of total weekly hours worked for all months from July 1961 onwards has been revised to take account of the information derived from the mid-1962 count of National Insurance cards. Both the index of total weekly hours worked and the index of average hours worked per head for months from May 1962 onwards have been revised to take account of the results of the October 1962 enquiry into the hours of work of manual workers. Figures for dates after June 1962 are subject to further 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.

† 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.

‡ Indices for week ended 30th December 1961 are omitted as the figures are affected by the Christmas holiday.

OFFICIAL PUBLICATIONS RECEIVED*

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

Employment of Prisoners.—Work and Vocational Training in Borstals. (England and Wales.) Report of the Advisory Council on the Employment of Prisoners. Price 2s. 6d. (2s. 10d.). Home Office.

National Assistance.—Explanatory Memorandum on the Draft National Assistance (Determination of Need) Amendment Regulations 1963. Cmnd. 1943. Price 5d. (8d.).—See page 60.

National Insurance.—(1) Proposed Changes in the National Insurance Schemes. Cmnd. 1934. Price 1s. 3d. (1s. 6d.); (2) National Insurance Bill 1963—Report by the Government Actuary on the Financial Provisions of the Bill. Cmnd. 1935. Price 1s. 3d. (1s. 6d.). See page 59. (3) Law relating to Family Allowances and National Insurance. 15th Supplement. Price 2s. 6d. (2s. 9d.). See the issue of this GAZETTE for April 1961, page 157. Ministry of Pensions and National Insurance.

* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at any of the addresses shown on page 91 or through any bookseller.

Scientific Policy.—Annual Report of the Advisory Council on Scientific Policy 1961–1962. Cmnd. 1920. Price 3s. (3s. 4d.). Office of the Minister for Science.—See page 58.

Statistics.—Year Book of Labour Statistics, 1962. International Labour Office, Geneva. (Obtainable in the United Kingdom from Director, International Labour Office, 38–39 Parliament Street, London, S.W.1. Price 35s.).—See page 60.

STATUTORY INSTRUMENTS

Since last month's issue of this Gazette was prepared, the under-mentioned Statutory Instruments,* relating to matters with which the Ministry of Labour are concerned, either directly or indirectly, have been published in the series of Statutory Instruments. The prices shown are net; those in brackets include postage.

The Wages Regulations (Cutlery) Order 1963 (S.I. 1963/121; 1s. 3d. (1s. 6d.)), made on 21st January by the Minister of Labour under the Wages Council Act 1959.—See page 89.

The Hat, Cap and Millinery Councils (Abolition and Establishment) Order 1963 (S.I. 1963/122; 3d. (6d.)), made on 21st January by the Minister of Labour.—See page 89.

Unemployment at 14th January 1963

SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 14th January 1963 were:—

The rate of unemployment† at 14th January was 3.6 per cent and at 10th December it was 2.5 per cent.

At 14th January 63,511 married women were registered as unemployed.

Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of normal seasonal movement estimates published in the January 1963 issue of this GAZETTE, pages 8 to 10), the number of persons registered as wholly unemployed on 14th January was 605,371, consisting of 472,903 males and 132,468 females.

	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly Unemployed* Temporarily Stopped†	450,768 170,393	36,206 4,574	116,551 9,994	25,503 1,110	629,028 186,071
Total	621,161	40,780	126,545	26,613	815,099
Change since 10th December	+208,017	+20,862	+7,157	+12,905	+248,941

DURATION OF UNEMPLOYMENT

The following Table analyses the wholly unemployed* in Great Britain at 14th January 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	52,121	7,810	13,851	5,978	79,760
Over 1, up to 2 ..	41,094	7,116	9,799	5,008	63,017
Up to 2	93,215	14,926	23,650	10,986	142,777
Over 2, up to 3 ..	32,253	4,525	6,869	2,994	46,641
Over 3, up to 4 ..	18,888	5,306	4,370	3,676	32,240
Over 4, up to 5 ..	18,036	1,540	4,887	970	25,433
Over 2, up to 5 ..	69,177	11,371	16,126	7,640	104,314
Over 5, up to 6 ..	18,909	1,349	5,167	874	26,299
Over 6, up to 7 ..	17,377	1,008	5,198	734	24,317
Over 7, up to 8 ..	16,364	970	4,631	697	22,662
Over 5, up to 8 ..	52,650	3,327	14,996	2,305	73,278
Over 8, up to 9 ..	13,792	779	4,139	498	19,208
Over 9, up to 13 ..	46,422	2,271	14,569	1,526	64,788
Over 13, up to 25 ..	69,884	2,567	22,231	1,963	96,645
Over 26, up to 39 ..	30,922	601	7,576	373	39,472
Over 39, up to 52 ..	19,021	202	4,345	113	23,681
Over 52	55,685	162	8,919	99	64,865
Over 8	235,726	6,582	61,779	4,572	308,659
Total	450,768	36,206	116,551	25,503	629,028

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 March, June, September and December 1962, and January 1963.

	Great Britain				Total	United Kingdom Total
	Wholly Unemployed*		Temporarily Stopped†			
	Males	Females	Males	Females		
1953	204,300	115,600	13,900	8,200	342,000	380,000
1954	176,500	95,100	7,900	5,300	284,800	317,800
1955	137,400	75,700	9,300	9,800	232,200	264,500
1956	151,000	78,600	17,800	9,600	257,000	287,100
1957	204,300	90,200	12,300	5,700	312,500	347,200
1958	293,800	116,300	27,600	19,700	457,400	500,900
1959	322,600	121,900	21,200	9,500	475,200	512,100
1960	248,200	97,500	11,600	3,100	360,400	392,800
1961	226,300	85,800	23,300	5,300	340,700	376,800
1962	321,900	110,000	23,000	8,300	463,200	499,900
1962—						
12th Mar. . . .	305,509	105,664	21,158	9,470	441,801	482,169
18th June .. .	277,508	94,709	17,235	7,731	397,183	431,883
10th Sept. . . .	324,778	114,273	17,763	8,324	465,138	498,566
10th Dec. . . .	399,418	124,955	33,644	8,141	566,158	603,039
1963—						
14th Jan. . . .	486,974	142,054	174,967	11,104	815,099	861,047

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 14th January 1963.

Region	Wholly Unemployed*					Temporarily Stopped†				Total Unemployed			
	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. . . .	78,352	4,986	17,518	2,816	103,672	22,110	492	414	10	23,026	105,940	20,758
Eastern and Southern	37,657	3,396	9,251	2,289	52,593	25,505	730	493	69	26,797	67,288	12,102	79,390
South Western .. .	22,967	1,434	6,659	1,362	32,422	13,735	429	213	41	14,418	38,565	8,275	46,840
Midlands	52,598	3,618	12,060	2,244	70,520	38,178	1,048	345	41	41,571	95,442	16,667	112,109

DURATION OF UNEMPLOYMENT AND AGE OF UNEMPLOYED

The following Table gives an analysis, according to (a) age and (b) the length of the current spell of registered unemployment, of the number of wholly unemployed persons on the registers of Employment Exchanges and Youth Employment Offices in Great Britain at 14th January 1963. The analysis does not include persons temporarily stopped or unemployed casual workers.

Table with columns for Duration of Unemployment in weeks (One or less, Over 1 and up to 2, etc.) and Age Groups (Under 18, 18 and under 20, etc.). Rows are divided into Males and Females.

Figures for the main age-groups and "duration" categories are given in the Table below for each Region:-

Large table showing duration of unemployment by region: London and South Eastern, North Western, Eastern and Southern, Northern, South Western, Scotland, Midlands*, Wales, Yorkshire and Lincolnshire*, and Great Britain.

* See footnote § on page 67.

Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 5th December 1962 and 9th January 1963, the numbers of persons placed in employment by the Employment Exchanges and Youth Employment Offices in Great Britain, together with the numbers of vacancies remaining unfilled at the end of each period.

Table comparing placements and vacancies unfilled for four weeks ended 5th December 1962 and five weeks ended 9th January 1963, categorized by Men aged 18 and over, Boys under 18, and Women aged 18 and over.

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

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

The Table below shows the numbers of placings in Great Britain during the five weeks ended 9th January 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 9th January 1963. A Regional analysis of the total placings and vacancies remaining unfilled is given at the end of the Table.

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

Table showing industry group placings during five weeks ended 9th January 1963 and numbers of vacancies remaining unfilled at 9th January 1963, broken down by region and sex.

* 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 18,000 on 9th January 1963, have been included from and including the count on 9th May 1962.

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 14th January 1963 and the percentage rate of unemployment.

Table with columns: Principal Towns (By Region), Numbers of persons on Registers at 14th January 1963 (Men 18 and over, Women, Boys and Girls under 18, Total), Temporarily stopped (inc. in total), Percentage rate 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.

Table with columns: Development Districts (By Region), Numbers of persons on Registers at 14th January 1963 (Men 18 and over, Women, Boys and Girls under 18, Total), Temporarily stopped (inc. in total), Percentage rate of unemployment.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: JANUARY 1963

The Table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 14th January 1963, according to the industry in which they were last employed. The analysis is based on the Standard Industrial Classification (1958). Figures are shown for

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

Large table with columns: Industry, Great Britain (Wholly unemployed, Temporarily stopped, Total), United Kingdom (all classes) (Total, Males, Females).

* 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.

* 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 (7,387 males and 320 females in Great Britain and 8,169 males and 366 females in the United Kingdom).

Occupational Analysis: Wholly Unemployed Adults and Unfilled Vacancies for Adults: December 1962

Industrial analyses of persons registered as unemployed and of unfilled vacancies are produced and published monthly in this GAZETTE. In addition once each quarter adults registered at Employment Exchanges as wholly unemployed and vacancies for adults notified to Employment Exchanges and remaining unfilled are analysed by occupation. A table summarising these occupational analyses has appeared at quarterly intervals in this GAZETTE from May 1958. As from the issue of November 1961, occupational data have been published in a revised form giving greater detail. The purpose of this revision was to present an occupational analysis as close as was feasible to the International Standard Classification of Occupations, which has been developed by the International Labour Office, and to provide information about a greater number of individual occupations than had previously been done.

The basis of the present grouping is that all occupations in a group should be related to each other by general similarity of the characteristics of the work they entail. The most important consideration is that the occupations in a group should be more closely related to each other than to occupations outside the group as regards the functions involved and the skills, knowledge and abilities required. Other characteristics taken into account are the materials worked on, the work place, the type of equipment used, etc. In certain instances a particular occupation may be of such a nature that there is more than one group in which it might be

included. In such cases the present analysis follows the International Standard Classification. For example, carpenters and joiners have been included among woodworkers and plumbers and pipe fitters have been included among engineering workers, although both are also construction workers. Pattern makers may work in metal or in wood but again following the International Standard Classification all pattern makers have been included among woodworkers.

Figures for December 1962* are given in the Table below. The wholly unemployed figures exclude severely disabled persons classified as unlikely to obtain employment other than under special conditions. Men fitted for general labouring work of a type which calls for modified physical effort only are shown under the heading "General labourers (light)".

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

Occupational Analysis of Wholly Unemployed Adults and Unfilled Vacancies for Adults, December 1962*

Occupation	Wholly Unemployed	Vacancies Unfilled	Occupation	Wholly Unemployed	Vacancies Unfilled
Men			Men—continued		
Farm workers, fishermen, etc.	6,436	847	Paper and printing workers	567	251
Regular farm, market garden workers	3,124	402	Paper and paper products workers	127	66
Gardeners, nursery workers, etc.	1,183	423	Printing workers	440	185
Forestry workers	120	19			
Fishermen	2,009	3	Building materials workers	244	59
Miners and quarrymen	2,031	1,390	Brick and tile production workers	176	21
Colliery workers	1,838	1,302	Other building materials workers	68	38
Other miners and quarrymen	193	88			
Gas, coke and chemicals makers	278	181	Makers of products not elsewhere specified	555	256
Glass workers	137	59	Rubber workers	123	77
Pottery workers	112	23	Plastics workers	210	96
Furnace, forge, foundry, rolling mill workers	2,370	276	Other workers	222	83
Moulders and coremakers	1,322	199			
Smiths, forgemen	377	47	Construction workers	6,786	2,014
Other workers	671	30	Bricklayers	2,385	1,125
Electrical and electronic workers	3,707	2,559	Masons	177	106
Electronic equipment manufacture and maintenance workers	951	917	Slaters	268	65
Electricians	2,058	792	Plasterers	657	241
Electrical fitters, etc.	698	850	Others	3,299	477
Engineering and allied trades workers	28,922	10,278	Painters and decorators	8,850	729
Constructional fitters and erectors	1,948	43	Decorators (excluding pottery and glass decorators)	8,054	521
Platers	1,537	88			
Riveters and caulkers	828	15	Drivers, etc., of stationary engines, cranes, etc.	3,304	293
Shipwrights	930	267			
Miscellaneous boilershop and shipbuilding workers	738	58	Transport and communication workers	27,697	9,061
Sheet metal workers	976	402	Railway workers	287	1,541
Welders	3,279	238	Motor drivers (except P.S.V.)	19,801	1,484
Coppersmiths	178	40	P.S.V. drivers, conductors	684	3,697
Toolmakers	285	173	Seamen	5,560	9
Press tool makers	165	75	Harbours and docks workers	253	72
Mould makers	30	45	Other transport workers	346	272
Precision fitters	2,343	1,097	Communications workers	766	1,986
Maintenance fitters, erectors	1,624	796			
Fitters (not precision), mechanics	3,143	1,193	Warehousemen, packers, etc.	4,322	638
Turners	865	426	Warehouse workers	3,509	520
Machine-tool setters, setter operators	1,631	1,804	Packers, bottlers	813	118
Machine-tool operators	2,150	660			
Electro platers	116	46	Clerical workers	26,424	2,040
Plumbers, pipe fitters	1,516	909	Clerks	23,941	1,532
Miscellaneous engineering workers	3,010	612	Book-keepers, cashiers	2,254	436
Watch makers and repairers	114	30	Other clerical workers	229	72
Instrument makers and repairers	199	234			
Goldsmiths, jewellers, etc.	46	10	Shop assistants	6,228	1,697
Vehicle and cycle chassis and body building	457	120			
Aircraft body building	217	692	Service, sport and recreation workers	15,609	2,997
Miscellaneous metal goods workers	597	205	Police, etc.	631	728
Woodworkers	4,498	2,416	Hotels and catering:		
Carpenters, joiners	3,384	1,888	Kitchen staff	2,367	477
Cabinet makers	247	165	Bar staff	1,458	186
Sawyers, wood cutting machinists	446	236	Waiters, etc.	1,294	214
Pattern makers	183	24	Others	1,156	326
Other woodworkers	238	103	Hairdressers	424	137
Leather workers	974	177	Laundry and dry cleaning workers	181	57
Tanners, fellmongers, etc.	143	77	Domestics	180	140
Boot and shoe makers, repairers	831	100	Attendants	2,837	319
Textile workers	1,195	279	Porters, messengers	2,143	244
Textile spinners	185	30	Entertainment workers	2,097	19
Textile weavers	136	72	Others	841	150
Other textile workers	874	177			
Clothing, etc., workers	1,423	510	Administrative, professional, technical workers	18,813	8,813
Retail bespoke tailoring workers	205	51	Laboratory assistants	444	180
Wholesale heavy clothing workers	652	221	Draughtsmen	1,446	408
Other clothing workers	238	120	Nurses	340	2,801
Upholstery workers, etc.	328	118	Other administrative, professional and technical workers	16,583	5,424
Food, drink and tobacco workers	1,421	227			
Workers in food manufacture	1,028	204	Labourers	202,405	5,037
Workers in drink manufacture	57	6	General labourers (heavy)	88,870	878
Workers in tobacco manufacture	336	17	General labourers (light)	54,574	108
			Factory hands	18,554	596
			Other labourers	40,407	3,455
			Grand Total	375,308	53,107

* Wholly unemployed figures relate to 10th December and unfilled vacancy figures to 5th December.

Occupation	Wholly Unemployed	Vacancies Unfilled	Occupation	Wholly Unemployed	Vacancies Unfilled
Women			Women—continued		
Farm workers, etc.	400	136	Makers of products not elsewhere specified	356	392
Gas, coke and chemicals makers	198	31	Rubber workers	74	36
Glass workers	120	27	Plastic workers	70	120
Pottery workers	100	276	Other workers	212	236
Furnace, forge, foundry, rolling mill workers	119	115	Painters and decorators	114	37
Electrical and electronic workers	138	238			
Engineering and allied trades workers	3,835	1,945	Transport and communication workers	3,817	1,204
Welders	63	27	Motor drivers (except P.S.V.)	323	70
Machine-tool operators	1,139	521	P.S.V. drivers, conductors	272	306
Miscellaneous engineering workers	1,476	975	Other transport workers	253	239
Miscellaneous metal goods workers	1,157	422	Communications workers	2,969	589
Woodworkers	67	73			
Leather workers	456	355	Warehouse workers, packers, etc.	3,131	622
Tanners, fellmongers, etc.	154	136	Warehouse workers	193	70
Boot and shoe makers, repairers	302	219	Packers, bottlers	2,938	552
Textile workers	3,461	1,853			
Textile spinners	403	257	Clerical workers	19,315	5,826
Textile weavers	928	298	Clerks	11,756	1,718
Cotton and rayon staple preparers	166	183	Book-keepers, cashiers	2,315	798
Yarn and thread winders, etc.	642	335	Shorthand-typists	2,333	1,936
Textile examiners, menders, etc.	355	213	Typists	1,911	899
Other workers	967	567	Office machine operators	1,900	475
Clothing, etc., workers	3,772	6,218	Shop assistants	12,005	4,535
Retail bespoke tailoring workers	176	201			
Wholesale heavy clothing workers	1,254	2,119	Service, sport and recreation workers	22,672	10,845
Light clothing machinists	990	2,573	Hotels and catering:		
Other light clothing workers	672	489	Kitchen staff	4,412	2,113
Hat makers	63	140	Bar staff	2,301	1,119
Other clothing workers	321	354	Waitresses, etc.	3,341	1,046
Upholstery workers, etc.	296	342	Others	3,093	1,497
Food, drink and tobacco workers	1,036	609	Hairdressers	583	292
Workers in food manufacture	956	579	Laundry and dry cleaning workers	1,292	615
Workers in drink manufacture	10	—	Domestics (other than charwomen and cleaners)	5,977	3,560
Workers in tobacco manufacture	70	30	Attendants	681	462
Paper and printing workers	927	294	Entertainment workers	693	4
Paper and paper products workers	491	188	Other workers	299	137
Printing workers	436	106	Administrative, professional, technical workers	3,769	16,374
Building materials workers	55	18	Laboratory assistants	221	55
			Draughtsmen, tracers	211	73
			Nurses	1,298	15,525
			Other administrative, professional and technical workers	2,039	721
			Other workers	32,641	4,533
			Factory hands	22,360	1,330
			Charwomen, cleaners	5,278	2,583
			Miscellaneous unskilled workers	5,003	620
			Grand Total	112,504	56,556

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Employment of Women and Young Persons: Special Exemption Orders

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, section 117 of the Factories Act 1961 enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making Special Exemption Orders in respect of employment in particular factories.

Numbers of workers covered by Special Exemption Orders* current on 31st December 1962

	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Totals	85,961	4,024	7,361	97,346

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

Industry Group	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Food, Drink and Tobacco	14,269	488	1,062	15,819
Chemical and Allied Industries	3,967	228	646	4,841
Metal Manufacture	520	470	13	1,003
Engineering and Electrical Goods	20,161	596	781	21,538
Metal Goods not elsewhere specified	3,051	67	175	3,293
Hosiery and Knitted Goods	1,718	95	301	2,114
Cotton, Linen and Lace	8,084	343	460	8,887
Wool and Worsteds	8,887	341	989	10,217
Other Textiles	8,108	258	1,113	9,479
Clothing and Footwear, Leather Goods and Fur	2,622	164	576	3,362
Bricks, Pottery, Glass and Cement	2,491	53	5	2,549
Timber, Furniture, etc.	301	148	25	474
Paper, Printing and Publishing	5,566	518	1,052	7,136
Other Manufacturing Industries and Miscellaneous Services	6,216	255	163	6,634
Totals	85,961	4,024	7,361	97,346

Numbers of Special Exemption Orders issued during 1962†

The following Table shows the numbers of Orders issued during the calendar year ending on 31st December 1962, according to the periods of validity of the Orders.

Period of validity	Numbers of new Orders	Numbers of repetitions of expiring Orders
Over 6 months and up to 12 months	175	776
Over 3 months and up to 6 months	230	92
Three months or less	184	42
Totals	589	910

Statistics for January 1963

The following Table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 31st January 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§	19,150	1,072	2,266	22,488
Double Day Shifts	19,000	883	1,296	21,179
Long Spells	9,473	392	1,204	11,069
Night Shifts	3,403	610	—	4,013
Part-time Work¶	5,079	—	9	5,088
Saturday Afternoon Work	1,774	16	3	1,793
Sunday Work	1,676	172	376	2,224
Miscellaneous	2,471	63	49	2,583
Totals	62,026	3,208	5,203	70,437

* See page 25 of January 1963 GAZETTE for analysis according to type of employment permitted by these Orders.

† Corresponding information for 31st December 1961 was published on page 70 of the February 1962 issue of this GAZETTE.

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

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

|| Includes 1,679 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.

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 15th January 1963, and the corresponding figures for 18th December 1962 and 16th January 1962. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (a) a large proportion of those whose incapacity lasts less than four days, (b) civil servants receiving full pay during incapacity, and (c) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

Region	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	15th Jan. 1963	18th Dec. 1962	16th Jan. 1962	15th Jan. 1963	18th Dec. 1962	16th Jan. 1962
London and S. Eastern: London and Middlesex	114.0	88.7	134.6	3.3	3.1	3.1
Remainder	97.5	75.2	112.1	3.3	3.0	3.4
Eastern	59.3	46.6	67.1	2.5	2.1	2.3
Southern	46.1	35.5	53.5	1.8	1.4	1.6
South Western	67.3	51.6	78.8	2.5	2.2	2.5
Midland	101.7	78.3	125.3	4.6	4.1	4.4
North Midland	70.0	56.3	80.5	5.2	4.7	5.3
East and West Ridings	104.2	84.4	123.4	8.0	7.6	8.0
North Western	190.3	154.0	250.7	7.5	6.9	7.6
Northern	78.3	66.4	93.1	7.0	6.7	7.7
Scotland	135.6	118.6	142.9	8.6	8.1	9.2
Wales	85.6	66.9	90.4	8.1	7.0	8.1
Total, Great Britain	1,149.7	922.5	1,352.4	62.4	56.8	63.2

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

The total number of persons shown in the Table above as absent owing to sickness on 15th January 1963 represented 5.7 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 14th January 1963 was 63,236, of whom 55,187 were males and 8,049 were females. An analysis of these figures is given in the Table below.

	Males	Females	Total
Suitable for ordinary employment	50,124	7,390	57,514
Severely disabled persons classified as unlikely to obtain employment other than under special conditions*	5,063	659	5,722
Total	55,187	8,049	63,236

The number of placings of registered disabled persons in ordinary employment during the five weeks ended 9th January 1963 was 5,050, including 4,295 men, 633 women and 122 young persons. In addition there were 79 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 67 to 73.

Employment in the Coal Mining Industry in December

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

The average weekly number of wage-earners on the colliery books in Great Britain during the five weeks ended 29th December 1962 was 541,800, compared with 544,500 for the four weeks ended 24th November 1962 and 566,400 for the five weeks ended 30th December 1961.

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

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

Division †	Average numbers of wage-earners on colliery books during 5 weeks ended 29th Dec. 1962	Increase (+) or decrease (–) compared with the average for	
		4 weeks ended 24th Nov. 1962	5 weeks ended 30th Dec. 1961
Northern (Northumberland and Cumberland)	34,700	— 200	— 1,600
Durham	78,400	— 500	— 5,700
North Eastern	114,500	— 300	— 1,100
North Western	39,100	— 200	— 2,500
East Midlands	89,700	— 100	— 900
West Midlands	40,000	...	— 1,800
South Western	80,300	...	— 1,700
South Eastern	5,300	...	— 300
England and Wales	482,000	— 1,300	— 15,600
Scotland	59,800	— 1,400	— 9,000
Great Britain	541,800	— 2,700	— 24,600

It is provisionally estimated that during the five weeks of December about 1,640 persons were recruited to the industry, while the total number of persons who left the industry was about 4,600; the numbers on the colliery books thus showed a net decrease of 2,960. During the four weeks of November 1962 there was a net decrease of 2,530.

Information is given in the Table below regarding absence in the coal mining industry in December and in November 1962 and December 1961. Separate figures are compiled in respect of (a) voluntary absence for which no satisfactory reason is given and (b) involuntary absence due mainly to sickness. The figures represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances.

Absence Percentage (five-day week)

	December 1962	November 1962	December 1961
Coal-face workers:			
Voluntary	8.90	7.28	9.36
Involuntary	8.18	8.54	8.28
All workers:			
Voluntary	6.90	5.62	7.21
Involuntary	8.74	8.81	8.73

For face-workers the output per man-shift worked at National Coal Board mines was 4.72 tons in December, compared with 4.73 tons in the previous month and 4.32 tons in December 1961.

The output per man-shift calculated on the basis of all workers was 1.61 tons in December; for November 1962 and December 1961 the figures were 1.62 tons and 1.50 tons respectively.

Employment Overseas

AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 3,103,500 in October compared with 3,097,100 in the previous month and 3,020,500 in October 1961. The number of persons receiving unemployment benefit in December was estimated at 43,153, compared with 33,392 in November and 56,756 in December 1961.

BELGIUM

The average daily number of persons recorded as wholly unemployed during November was 39,049, compared with 34,411 in the previous month and 75,601 in November 1961. Partial unemployment accounted in addition for a daily average loss of 26,601 working days.

* "No change" is indicated by three dots.

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

CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 17th November was 6,270,000, compared with 6,326,000 at 20th October and 6,155,000 at 11th November 1961. Persons wholly unemployed at 17th November are estimated at 342,000 or 5.2 per cent. of the labour force, compared with 283,000 or 4.3 per cent. at 20th October and 331,000 or 5.4 per cent. at 11th November 1961.

DENMARK

Provisional figures from the Employment Exchanges show that at the end of October the number of members of approved insurance societies who were unemployed was about 14,100 or 1.8 per cent. of the total number insured, compared with 1.1 per cent. at the end of September and 2.5 per cent. at the end of October 1961.

FRANCE

Provisional figures show that the number of persons registered as applicants for employment at the beginning of January was 180,081, of whom 20,911 were wholly unemployed persons in receipt of assistance. The corresponding figures were 175,209 and 19,475 at the beginning of the previous month and 111,803 and 24,180 at the beginning of January 1962.

GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of December was 218,871, compared with 120,791 at the end of the previous month and 222,502 at the end of December 1961. In the Western Sectors of Berlin the corresponding figures at the same dates were 13,782, 10,565 and 17,473.

ITALY

The number registered for employment at the end of August was 1,144,322, of whom 729,140 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 1,168,151, including 744,071 wholly unemployed, and at the end of August 1961 it was 1,445,138, including 879,516 wholly unemployed.

NETHERLANDS

The number of persons wholly unemployed at the end of December was 49,055; this figure included 2,429 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of November the respective figures were 34,022 and 1,445, and at the end of December 1961 they were 47,511 and 2,536.

NEW ZEALAND

The latest figures available from the Department of Labour give an estimate of the total labour force in April 1962 as 919,000, compared with 903,500 in October 1961 and 901,900 in April 1961. Latest figures on unemployment show that 1,077 persons were unemployed in October 1962, compared with 1,464 in September and 407 in October 1961.

SOUTH AFRICA

Figures published by the Bureau of Census and Statistics show the index of employment in August as 115.8 (1953=54=100), compared with 115.6 in July, and 113.9 in August 1961. The number of persons registered at Government Employment Exchanges as unemployed is shown as 29,311 in August, compared with 30,993 in July and 32,849 in August 1961.

SPAIN

The number of persons registered as unemployed was 80,394 at the end of August, compared with 79,514 at the end of the previous month and 117,072 at the end of August 1961.

SWEDEN

Preliminary information from the Employment Exchanges shows that, at the middle of November, the total number of persons registered as unemployed was 22,967, compared with 19,287 in October and 20,787 in November 1961. Members of approved insurance societies who were unemployed and included in the total for November numbered 16,842, or 1.2 per cent. of all members, compared with 1.0 per cent. in the previous month and 1.2 per cent. in November 1961.

SWITZERLAND

The number of registered applicants for employment at the end of December who were wholly unemployed was 1,886 or 1.1 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 484 or 0.3 per thousand at the end of the previous month and 969 or 0.6 per thousand at the end of December 1961.

UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in employment as wage or salary earners (including Alaska and Hawaii) in industries other than agriculture and domestic service was approximately 56,206,000 in November, compared with 56,306,000 (revised figure) in October and 55,129,000 in November 1961. The number of production workers in manufacturing industries in November was 12,545,000, compared with 12,665,000 (revised figure) in October and 12,414,000 in November 1961. They also estimate that the total number of unemployed persons at the middle of November was about 3,801,000 or 5.3 per cent. of the civilian labor force, compared with 3,294,000 or 4.6 per cent. at the middle of the previous month and 3,990,000 or 5.6 per cent. at the middle of November 1961.

WAGES AND HOURS OF WORK

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

INDICES FOR 31st JANUARY 1963

(31st JANUARY 1956 = 100)

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

Date	All Industries and Services			Manufacturing Industries only		
	Weekly Rates	Normal Weekly Hours	Hourly Rates	Weekly Rates	Normal Weekly Hours	Hourly Rates
1962 Dec.	132.0	95.1	138.8	130.1	95.1	136.8
1963 Jan.	132.2	95.1	139.1	130.3	95.1	137.0

Index of Weekly Rates of Wages

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

Weekly Rates of Wages

I.—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.0	109.7	111.3	110.0
1958	113.8	114.0	115.8	114.0
1959	116.8	117.0	119.0	117.0
1960	119.7	120.8	123.2	120.0
1961	124.6	125.3	130.3	125.0
1962	129.1	130.3	135.6	129.6
1961 December	126.0	126.5	131.9	126.4
1962 January	126.4	127.2	132.2	126.8
February	126.8	127.3	132.8	127.2
March	127.3	128.3	133.5	127.7
April	128.3	129.2	134.5	128.7
May	128.6	129.7	135.0	129.1
June	128.7	130.2	135.2	129.3
July	129.8	131.2	136.2	130.3
August	130.1	131.3	136.5	130.6
September	130.3	131.6	136.8	130.8
October	130.4	131.8	137.0	130.9
November	131.1	132.9	138.2	131.7
December	131.3	133.3	138.7	132.0
1963 January	131.6	133.5	138.9	132.2

II.—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.6	110.0
1958	113.6	113.6	114.5	113.7
1959	116.5	116.4	117.3	116.5
1960	119.1	120.0	122.7	119.4
1961	123.9	124.3	129.5	124.2
1962	127.4	129.0	134.1	128.0
1961 December	124.7	125.1	130.5	125.0
1962 January	125.0	125.4	130.9	125.3
February	125.0	125.5	130.9	125.4
March	125.8	127.2	132.3	126.4
April	126.2	127.7	132.8	126.8
May	126.6	128.4	133.3	127.2
June	126.7	128.9	133.7	127.4
July	128.7	130.3	135.3	129.2
August	128.8	130.3	135.4	129.3
September	128.9	130.7	135.8	129.5
October	129.0	131.1	135.9	129.6
November	129.2	131.1	136.1	129.8
December	129.4	131.4	136.3	130.1
1963 January	129.6	131.6	136.5	130.3

III.—Industry Groups (all workers)

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

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

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

Index of Normal Weekly Hours

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

Normal Weekly Hours

IV.—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.6	99.8	99.7
1959	99.6	99.5	99.8	99.6
1960	97.9	98.3	98.1	98.0
1961	96.0	95.8	95.9	95.9
1962	95.1	95.1	95.1	95.1
1961 December	95.4	95.4	95.3	95.4
1962 January	95.2	95.3	95.2	95.2
February	95.2	95.3	95.2	95.2
March	95.2	95.2	95.2	95.2
April	95.2	95.1	95.1	95.1
May	95.2	95.1	95.1	95.1
June	95.2	95.1	95.1	95.1
July	95.2	95.1	95.1	95.1
August	95.1	95.1	95.1	95.1
September	95.1	95.0	95.1	95.1
October	95.1	95.0	95.1	95.1
November	95.1	95.0	95.1	95.1
December	95.1	95.0	95.1	95.1
1963 January	95.1	95.0	95.1	95.1

V.—Manufacturing Industries only

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

Index of Hourly Rates of Wages

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

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

Hourly Rates of Wages

VI.—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956	104.8	104.2	105.5	104.7
1957	110.1	109.8	111.4	110.1
1958	114.2	114.4	116.0	114.3
1959	117.3	117.7	119.2	117.4
1960	122.3	122.8	125.6	122.5
1961	129.8	130.7	135.9	130.3
1962	135.7	137.0	142.5	136.2
1961 December	132.0	132.7	138.5	132.4
1962 January	132.8	133.5	138.9	133.2
February	133.2	133.6	139.5	133.6
March	133.7	134.7	140.3	134.2
April	134.8	135.9	141.4	135.3
May	135.2	136.4	142.0	135.7
June	135.3	136.9	142.2	135.9
July	136.4	138.0	143.2	137.0
August	136.8	138.1	143.5	137.4
September	137.0	138.5	143.9	137.6
October	137.1	138.7	144.1	137.7
November	137.9	139.8	145.3	138.5
December	138.1	140.2	145.9	138.8
1963 January	138.4	140.4	146.1	139.1

Movements in Rates of Wages and Hours of Work

Major settlements reported during January

On 16th January the National Joint Council for the Electricity Supply Industry concluded a three-year agreement under which the scheduled rates are increased by 2½d. an hour as from 1st February 1963, 1st February 1964 and 1st February 1965, and from 1st April 1963 a weekly bonus payment is to be made based on the percentage fall in pay hours per 1,000 units of electricity sent out from power stations. The agreement may be reviewed should the official index of retail prices fluctuate five or more points and maintain that level for three consecutive months. Under the terms of an agreement made on 29th January by the National Joint Council for Local Authorities' Services, manual workers' weekly rates of wages are to be increased by approximately 3 per cent. with an additional increase of 3s. 6d. a week for workers in certain occupations, from 4th March. On 7th January the Scottish Agricultural Wages Board confirmed its proposal whereby minimum weekly rates for general workers were increased by 9s. from 28th January. On 22nd January the Joint Industrial Council for the Silk Industry reached an agreement providing for increases of 6s. a week for men and of 4s. 6d. for women, operative from 4th February. In the cement manufacturing industry an increase of 2½d. an hour, with additional increases in occupational differentials and in shift-work allowances, agreed on 30th January, came into operation on 1st February. Following the annual review of rates made by the National Joint Council in January, workers in the building and allied industries received an increase of 1d. an hour from 4th February.

The settlements and cost-of-living sliding-scale adjustments reported during the month have operative dates from 30th July 1962 to 1st February 1963 and it is estimated that their implementation will add about £580,000 to the basic full-time weekly rates of wages of about 2,050,000 workers*†.

Major changes coming into operation during January

The increase in rates of wages for agricultural workers in Scotland, details of which are given above, was authorised by a statutory wages order at the beginning of the month. In addition, in the following industries and services settlements made at various dates before the end of December came into operation during the month: general printing (increase of 6s. a week for craftsmen and a reduction of 1s. 10d. in the weekly cost-of-living bonus following the first review of the revised bonus arrangements); road haulage contracting (increase of 5 per cent. on current rates in grade 1 areas, with the maintenance of existing differentials); gas supply (hourly rates increased by 2d. or 1½d., according to occupation); coal and coke distribution, outside the London area (increase of 9s. a week); retail food trades in Scotland (increases in minimum weekly rates of 8s. 6d. or 10s. 6d., according to occupation, for men, and of 7s. or 8s. 6d. for women); and the retail multiple footwear trade (increases of varying amounts, according to age and occupation).

Estimates of the effect of changes coming into operation during the month indicate that about 765,000 workers had a net increase of approximately £245,000 in their basic full-time weekly rates of wages, about 45,000 workers had a net decrease of £3,000, and about 3,500 workers had their normal weekly hours of work reduced by an average of 1½ hours.†

The decreases, which resulted from sliding-scale arrangements based on movements in the official index of retail prices, affected workers in general printing and associated industries (details given

above) and textile finishing, whilst increases, under similar arrangements, affected workers in a number of industries including iron puddling in the Midlands, tinplate manufacture in South Wales and Monmouthshire, and hosiery finishing in the Midlands.

Of the total net increase of approximately £245,000, about £104,000 resulted from statutory wages regulation orders, £74,000 from direct negotiations between employers and trade unions, £64,000 from arrangements made by Joint Industrial Councils or other joint standing bodies, and the remainder from the operation of sliding-scale arrangements based on the official index of retail prices and from an arbitration award.

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 amount of such reductions.

Industry Group	Basic Full-Time Weekly Rates of Wages		Normal Weekly Hours of Work	
	Approximate Number of Workers affected by Net Increases†	Estimated Net Amount of Increase‡	Approximate Number of Workers affected by Reductions	Estimated Amount of Reduction in Weekly Hours
Agriculture, Forestry, Fishing...	75,500	£ 33,300	—	—
Mining and Quarrying	—	—	—	—
Food, Drink and Tobacco	30,000	13,900	—	—
Chemicals and Allied Industries	8,000	2,400	—	—
Metal Manufacture	17,000	600	—	—
Engineering and Electrical Goods	—	—	—	—
Shipbuilding and Marine Engineering	—	—	—	—
Vehicles	—	—	—	—
Metal Goods not elsewhere specified	14,500	2,400	—	—
Leather, Leather Goods and Fur Clothing and Footwear	—	—	—	—
Bricks, Pottery, Glass, Cement, etc.	—	—	—	—
Timber, Furniture, etc.	7,500	1,600	—	—
Paper, Printing and Publishing	264,000	47,500	—	—
Other Manufacturing Industries	—	—	—	—
Construction	—	—	—	—
Gas, Electricity and Water	78,000	22,900	—	—
Transport and Communication	134,500	62,900	—	—
Distributive Trades	131,500	58,200	—	—
Public Administration and Professional Services	—	—	—	—
Miscellaneous Services	4,500	400	—	—
Total	765,000	246,100	3,500	5,700

Included in the above Table are about 3,500 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 January 1962, about 1,420,000 workers had an increase of approximately £520,000 in their basic full-time weekly rates of wages and approximately 670,000 workers had an aggregate reduction of about 1,230,000 hours in their normal weekly hours of work.

CHANGES IN RATES OF WAGES COMING INTO OPERATION DURING JANUARY

(NOTE.—The figures in brackets below an item in the column headed "District" relate to the page in the volume "TIME RATES OF WAGES AND HOURS OF WORK, 1ST APRIL 1962," on which details for the Industry at that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Agriculture	Scotland (2-3) (256)	28 Jan.	Male workers employed wholly or mainly as shepherds (in charge of a breeding or hill stock), grieves or stewards, stockmen, horsemen and tractormen	Increases of 10s. 3d. a week for shepherds 20 and over, of 10s. for other workers 20 and over, and of proportional amounts for younger workers. Minimum rates after change: shepherds 20 and over 205s. 9d. a week, younger workers 88s. 3d. at 15 rising to 174s. 9d. at 19 and under 20, grieves or stewards and stockmen 201s. 6d., 86s. to 172s. 3d., horsemen and tractormen 199s. 6d., 84s. 9d. to 170s. 3d.‡
			Male workers employed by the week or longer in unspecified occupations	Increases of 9s. a week for workers 20 and over, and of proportional amounts for younger workers. Minimum rates after change: workers 20 and over 180s. a week, younger workers 77s. 9d. at 15 rising to 152s. 9d. at 19 and under 20.§
			Female workers employed wholly or mainly as stockwomen, poultrywomen, dairymaids, horsewomen and tractorwomen	Increases of 8s. a week for workers 21 and over, of 7s. 3d. for those 18 and under 21, and of proportional amounts for younger workers. Minimum rates after change: stockwomen, poultrywomen and dairymaids 21 and over 156s. 3d. a week, younger workers 86s. at 15 rising to 141s. 3d. at 18 and under 21, horsewomen and tractorwomen 155s., 84s. 9d. to 140s. 3d.‡
			Female workers employed by the week or longer in unspecified occupations	Increases of 7s. a week for workers 21 and over, of 6s. 6d. for those 18 and under 21, and of proportional amounts for younger workers. Minimum rates after change: workers 21 and over 136s. 9d. a week, younger workers 77s. 9d. at 15 rising to 125s. 6d. at 18 and under 21.§
Male and female workers employed by the day or hour or as part-time workers				Increases of 2½d. an hour for male workers 20 and over, of 1½d. for female workers 17 and over, and of proportional amounts for younger workers. Minimum rates after change: male workers 1s. 9½d. an hour at 15 rising to 4s. 1d. at 20 and over, female workers 1s. 9½d. at 15 rising to 3s. 1½d. at 21 and over.§

* Increases for 100,000 workers amounting to £40,000 are already in the Table in column 2.

† The statistics relate to wage-earners only and the monetary amounts represent the increase in basic rates only and not the total increase in the wages bill. The estimates are based on normal conditions of employment and do not take into account the effect of short-time or of overtime.

‡ Workers who are affected by two or more changes during the period are counted only once in this column.

§ These increases took effect under an Order made under the Agricultural Wages (Scotland) Act. See pages 59 and 90 of this GAZETTE.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change (Decreases in italics)
Limestone Quarrying	West Cumberland (10)	21 Jan.	Male workers	Cost-of-living net addition to wages increased* by 0.143d. an hour (1s. 5.714d. to 1s. 5.857d.) for workers 18 and over, and by 0.071d. (8.857d. to 8.928d.) for boys under 18.
Iron-Ore Mining	Cumberland (14)	21 Jan.	Male workers	Cost-of-living net addition to wages increased* by 1d. a shift (10s. 3d. to 10s. 4d.) for workers 18 and over, and by ½d. (5s. 1½d. to 5s. 2d.) for boys under 18.
Baking	Scotland (21)	First pay day following 1 Jan.	All workers	Increases of 8s. 6d., 10s. or 12s. a week, according to occupation, for male workers 21 and over with additional increases for night work and back-shift working, of 4s. 6d. to 7s. 6d., according to year of apprenticeship, for apprentices and 3s. 6d. to 7s., according to age, for other male bakery workers under 21, of 7s. 6d. or 9s. for female workers 21 and over, and of varying amounts for those under 21. Minimum rates after change include: male workers—journeymen bakers 226s. to 260s. a week, according to shift or commencing time of work, doughmakers and ovenmen 235s. to 269s., bread runners 232s. to 266s., storemen 21 and over 202s. to 232s. 6d., ingredient storekeeper chargehands 199s. 6d. to 229s. 6d., bakery workers and ingredient storekeeper assistants 192s. to 221s.; female workers—ingredient storekeeper chargehands 165s. 6d., assistant bakers and ingredient storekeeper assistants 158s., bakery workers 21 and over 141s.†
Fish Curing and Fish Marketing	Hull	First full pay week following 31 Dec. 1962	Workers employed in fish curing and processing (including quick freezing and fish cake) establishments, and fish markets	Increases of 6s. a week for male workers 20 and over, of 4s. for female workers 20 and over, and of proportional amounts for younger workers. Minimum rates after change: male workers—skilled or process workers (filleters, sorters or packers and drivers of "C" licensed vehicles) 109s. a week at 15 rising to 206s. at 20 and over, unskilled 65s. 6d. at 15 rising to 180s. at 20 and over; female workers—skilled 130s., unskilled 58s. 9d. at 15 rising to 124s. at 20 and over.
Beer Bottling	London	Pay week commencing 21 Jan.	All workers	Increases of 9s. a week for male workers, and of 6s. 9d. for female workers. Minimum rates after change: male workers 161s. a week at 18 rising to 206s. at 21 and over; female workers 126s. 6d. to 145s.
Brewing	Kent (32)	1 Jan.	All workers	Increases of 9s. a week for male workers 21 and over, and of 6s. 9d. for female workers 19 and over. Minimum rates after change: able-bodied male workers 21 and over 206s. a week, transport workers, drivers of motor vehicles of under 5 tons carrying capacity 213s., 5 tons and over 218s., mates 206s.; female workers 19 and over in breweries and bottling stores 139s. 6d.
	South Lancashire and East Cheshire (28)	1 Jan.	All workers	Increases of 13s. 6d. a week for transport drivers (mechanical), of 10s. 6d. for other male workers 21 and over, of 8s. 9d. for female workers 19 and over, and of proportional amounts for younger workers; workers working regularly outside normal working hours on alternating and rotating shifts or regular night work to be paid 7½d. an hour (previously 3½d.) above the day rate. Minimum rates after change: male workers—brewery labourers 21 and over 209s. 1½d. a week, boilerhouse firemen 214s. 4½d., assistant firemen 209s. 1½d., transport drivers (mechanical) 223s. 6d., one-horse drivers 209s. 1½d., two-horse drivers 214s. 4½d., mates 209s. 1½d., youths and boys 78s. 9d. at 15 rising to 182s. 10½d. at 20 and under 21; female workers in bottling depts. 76s. 1½d. at 15 rising to 152s. 3d. at 19 and over.
	Birmingham and Wolverhampton (30)	1 Jan.	All workers	Increases of 9s. or 16s. a week, according to occupation, for male workers 21 and over, of 9s. for female workers 21 and over, and of proportional amounts for younger workers. Minimum rates after change: male workers—brewery workers 86s. 4d. a week at 15 rising to 210s. 3d. at 21 and over, lorry drivers 229s. 9d.; female workers in breweries or bottling stores and wine and spirit stores 71s. at 15 rising to 149s. at 21 and over.
	Burton-on-Trent (30)	1 Jan.	All workers	Increases of 15s. 6d. a week for motor lorry drivers, of 10s. 6d. for other male workers 21 and over, of 8s. 6d. or 7s. 11d., according to occupation, for female workers 21 and over, and of proportional amounts for younger workers; shift allowance increased to 4s. a day (previously 16s. a week or 2s. 8d. a shift). Minimum rates after change: male day workers 21 and over—brewery labourers 210s. 6d. a week, cold-room workers 220s. 6d., ale loaders and stowers 213s. 6d., carters and drivers (one-horse) 210s. 6d., (two-horse) 212s. 6d., motor lorry drivers 225s. 6d., steersmen and cellarmen (including locomotive drivers 232s., spare loco drivers (when driving), first year 228s., second year 229s., third year 230s., thereafter 232s., loco firemen (including cleaners) 213s. 6d., head shunters 221s. 6d., under shunters 213s. 6d., general hands in loco sheds 212s. 6d., gas engine drivers 216s. 6d., younger male workers 70s. at 15 rising to 180s. 6d. at 20; shift workers (including shift allowance of 24s. a week or 4s. a shift)—brewery shiftmen 234s. 6d., stationary enginem 242s. 6d., stokers 240s.; female workers in bottling stores 62s. at 15 rising to 152s. at 21.
	East Midlands (Derby, Kimberley, Mansfield and Nottingham districts) (31)	First pay week in Jan.	All workers	Increases of 12s. 3d. a week for motor drivers, of 10s. 6d. for other male workers 19 and over, and of proportional amounts for female workers and younger male workers. Minimum rates after change: male workers—inside workers 96s. 3d. a week at 15 rising to 210s. at 21 and over, motor drivers 223s. 1d., one-horse drivers 212s., two-horse drivers 216s., drivers' mates 212s.; female workers 95s. 2d. at 16 rising to 138s. 7d. at 20 and over.
	Certain towns in Southern England and Catterick	1 Jan.	Workers employed by H. & G. Simonds, Ltd.	Increases of 9s. 3d. a week for male and female workers 20 and over, and of 4s. 6d. for younger workers. Minimum rates after change: male brewery labourers 20 and over, grade A1 207s. 6d. a week, grade B 206s. 6d., female workers 20 and over 155s., 154s., younger male workers (both grades) 103s. 3d. at 15 rising to 139s. 3d. at 19 and under 20, younger female workers 87s. 9d. to 114s. 9d.; transport drivers (all classes mechanical) grade A1 221s. 6d., grade B 219s. 6d., drivers' mates 211s. 6d., 209s. 6d., horse drivers grade B 219s. 6d.
Paint, Varnish and Lacquer Manufacture	United Kingdom (41)	Beginning of first full pay period commencing on or after 1 Jan.	Female and juvenile workers	Adult female rate now payable at 20 (previously 21) and minimum rates for juveniles revised. Minimum rates after change: female workers, London district 67s. 6d. a week at 15 rising to 135s. 3d. at 20 and over, other districts 65s. to 130s. 3d.; juvenile male workers 77s. at 15 rising to 172s. at 20, 74s. 6d. to 167s. 6d.
Printing Ink and Roller Manufacture	Great Britain (41)	First pay day in Jan.	All workers	Increases in basic rates of 6s. or 5s. a week, according to occupation, for men 21 and over, of 4s. 6d. for women 21 and over, and of 3s. for juveniles; consolidation into basic rates of 7s. a week of the cost-of-living bonus previously paid for men, of 5s. 3d. for women, and of 3s. 6d. for juveniles; cost-of-living bonus after consolidation decreased* by 1s. 10d. a week (13s. to 13s. 2d.) for men, by 1s. 5d. (11s. 3d. to 9s. 10d.) for women, and by 1½d. for juveniles (7s. 6d. to 6s. 7d.). Minimum rates after change, inclusive of cost-of-living bonus, include: men 21 and over—grade 1 occupations, London (within 20 miles of Charing Cross) 260s. 10d. a week, Provinces 249s. 9d., grade 2, 249s. 9d., 240s., grade 3, 243s. 6d., 234s., grade 4, 240s. 7d., 231s. 8d., grade 5, 237s. 11d., 229s.; women 21 and over 170s. 11d.
Iron and Steel Manufacture	Midlands and parts of South Yorks. and South Lancs. (45)	27 Jan.	Workers other than maintenance workers, employed at iron puddling furnaces and iron and steel rolling mills and forges	Cost-of-living bonus payment increased* by 1.3d. a shift (10s. 0.9d. to 10s. 2.2½d.) for men and women 21 and over, by 0.975d. (7s. 6.675d. to 7s. 7.65d.) for workers 18 and under 21, and by 0.65d. (5s. 0.45d. to 5s. 1.1d.) for those under 18.

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

† These increases took effect under an agreement made by the National Joint Committee for the Scottish Baking Industry.

‡ The towns are—grade A1 Staines, grade B Bridgend, Brighton, Bristol, Devonport, Farnborough, Ludgershall, Newbury, Reading, Swindon, Oxford, Portsmouth, Torquay, Penzance, Taunton, Southampton, Gloucester and Exeter (Catterick grade B).

§ Agreements of the Midland Iron and Steel Wages Board.

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

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workers, Particulars of Change (Decreases in italics). Rows include Iron and Steel Manufacture, Tinplate Manufacture, Bobbin Manufacture, Pressed Felt Manufacture, Hosiery Manufacture, Leavers Lace Manufacture, Textile Bleaching, Dyeing, Printing and Finishing, Silk Dyeing, Printing and Finishing, Calico Printing, Hosiery Finishing, Textile Making-Up and Packing, Fellmongering, Screen Printing and Display Production.

* Agreements of the South Wales Siemens Steel Trade Conciliation Board. † Under sliding-scale arrangements based on the official index of retail prices. ‡ Agreements of the Scottish Manufactured Iron Trade Conciliation and Arbitration Board. § With effect from the date stated the flat-rate bonus will vary for each 2 or 3 points rise or fall in the index by 6s. a week for men, by 4s. for women, and by proportional amounts for younger workers; the amounts shown above are related to the index figures 120-122 (January 1956=100). ¶ These increases apply to workers employed by member firms of the Textile Finishing Trades Association. ¶ With effect from the date stated the cost-of-living addition is related to the new index of retail prices (Jan. 1962 = 100) and the cash value for each point rise or fall in the index from the figure of 100 on quarterly review is now 1s. 9d. for men and 1s. 2d. for women with proportional amounts for younger workers; the amounts shown above are related to the November 1962 index figure of 102. ** This increase was agreed in October 1962 with retrospective effect to the date shown; the rates will remain in operation until 31st October 1963. †† It has also been agreed that from 1st January 1964 the hourly rates will be further increased by 4½d. an hour for craftsmen and adult trainees, by 3½d. for male auxiliary workers, and by 2½d. for female auxiliary workers, and the normal weekly hours will be reduced from 41 to 40. See also under "Changes in Hours of Work".

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

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workers, Particulars of Change (Decreases in italics). Rows include Basket Making, Ladders, Trucks, etc. Manufacture, Manufactured Stationery, Printing and Bookbinding, Calico Printing, Hosiery Finishing, Textile Making-Up and Packing, Fellmongering, Screen Printing and Display Production.

* With effect from the date stated the cost-of-living bonus is related to the new index of retail prices (Jan. 1962 = 100), and the bonus percentage for every 2 points rise or fall in the index is now 3 per cent.; the percentage shown above is related to the index figures 100-101. † See also under "Changes in Hours of Work". ‡ Under sliding-scale arrangements based on the official index of retail prices.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change (Decreases in <i>italics</i>)
Printing	London	Week commencing 31 Dec. 1962	Male workers employed in advertisement production (composing, press proofing and mono casting)	Increase in basic rates of 10s. a week for journeymen; consolidation into basic rates of 20s. a week of the 30s. cost-of-living bonus previously paid for journeymen; in each case proportional amounts for apprentices. Minimum basic rates after change: compositors, day workers 300s. a week, night workers 403s. 9d., readers 313s., 421s. 9d., intertype, linotype and monotype operators 310s. 6d., 418s. 3d., semi-skilled auxiliary workers (day) 250s.; plus cost-of-living bonus of 10s. a week in each case.*
Lithographic Printing and Photogravure	England and Wales (160-161)	First pay day in Jan.	Workers employed in lithographic printing and photogravure (except photogravure process workers)	Increases in basic rates of 6s. or 5s. a week, according to occupation, for men, and of 4s. 6d. for women; consolidation into basic rates of 7s. a week of the cost-of-living bonus previously paid for men, and of 5s. 3d. for women; <i>cost-of-living bonus after consolidation decreased† by 1s. 10d. a week (15s. to 13s. 2d.) for men, and by 1s. 3d. (11s. 3d. to 9s. 10d.) for women</i> ; in each case proportional amounts for apprentices and learners. Minimum rates after change, inclusive of cost-of-living bonus, include: lithographic printing—lithographers class 1, London 275s. 2d., a week, grade 1 towns 259s. 2d., grade 2 towns 256s. 8d., qualified stone and plate preparers 243s. 11d., 227s. 5d., 224s. 11d., plate grainers with 4 years' experience 251s. 5d., 234s. 11d., 232s. 5d., office printing machine minders (automatic machines of Multilith, Rotaprint class, feeder extras included), qualified minders (other than recognised journeymen) in sole charge of 1 machine or in charge of 2 or 3 machines with an assistant 243s. 11d., 227s. 5d., 224s. 11d., women 18 and over, in charge of 1 machine (after 2 years' training) 190s. 1d., 181s. 10d., 179s. 10d.; lithographic artists and designers, negative spotters (where craftsmen are solely employed on this work) 275s. 2d., 259s. 2d., 256s. 8d., other litho. operators including artists, designers, camera operators, retouchers, map and plan draughtsmen 330s. 2d., 314s. 2d., 311s. 8d.; copper plate and steel engraving depts., pantographic engraving machine operators undertaking no other work 275s. 2d., 259s. 2d., 256s. 8d., cutting up own work or finishing it by any of the customary means 305s. 2d., 289s. 2d., 286s. 8d., other engraving operators including artist-designers, copperplate and steel engravers, relief engravers, die sinkers, router machinists, etc. 325s. 2d., 309s. 2d., 306s. 8d.; photogravure—machine depts. (minimum for smallest of each range of machines), machine minders, sheet-fed machines 230s. 2d., 266s. 8d., 264s. 2d., reel-fed machines 304s. 2d., 281s. 8d., 279s. 2d., direct assistants, sheet-fed machines 237s. 11d., 227s. 5d., 224s. 11d., reel-fed machines 243s. 11d., 233s. 5d., 230s. 11d., general assistants not directly employed on photogravure machines 233s. 5d., 218s. 8d., 216s. 2d.
	Scotland (161)	First pay day in Jan.	Male workers	Increases in basic rates of 6s. or 5s. a week, according to occupation; consolidation into basic rates of 7s. a week of the cost-of-living bonus previously paid; <i>cost-of-living bonus after consolidation decreased† by 1s. 10d. a week (15s. to 13s. 2d.)</i> ; in each case proportional amounts for apprentices and learners. Minimum rates after change, inclusive of cost-of-living bonus, include: lithographic printing—lithographers class 1, 259s. 2d. a week, qualified stone and plate preparers 227s. 5d., plate grainers with 4 years' experience 234s. 11d., office printing machine minders (automatic machines of Multilith, Rotaprint class, feeder extras included), qualified minders (other than recognised journeymen) in sole charge of 1 machine or in charge of 2 or 3 machines with an assistant 227s. 5d.; lithographic artists and designers, negative spotters (where craftsmen are solely employed on this work) 259s. 2d., other litho. operators including artists, designers, camera operators, retouchers, map and plan draughtsmen 314s. 2d.; copper plate and steel engraving depts., pantographic engraving machine operators undertaking no other work 259s. 2d., cutting up own work or finishing it by any of the customary means 289s. 2d., other engraving operators including artist-designers, copperplate and steel engravers, relief engravers, die sinkers, router machinists, etc. 309s. 2d.
Gas Supply	Great Britain (176)	6 Jan.	Workers other than maintenance craftsmen	Increases of 1½d. an hour for adult male gasworkers, of 2d. for gasfitters, and of proportional amounts for juveniles. Standard adult rates after change: labourers, Metropolitan area 5s. an hour, Provincial A area 4s. 9d., Provincial B area 4s. 7½d.; gasfitters (2nd class) 5s. 10½d., 5s. 7½d., 5s. 6½d., (1st class) 6s. 2d., 5s. 11d., 5s. 9½d.
	Great Britain (177)	6 Jan.	Maintenance craftsmen (including paviors, plasterers and slaters, and bricklayers and masons except when on firebrick work)	Increases of 2d. an hour for skilled craftsmen and holders-up, of 1½d. for semi-skilled workers and of proportional amounts for apprentices. Standard rates after change include: skilled craftsmen—Metropolitan area 6s. 2d. an hour, Provincial Zone A 5s. 11d., Provincial Zone B 5s. 10d.; holders-up 6s., 5s. 9d., 5s. 8d., hammermen (blacksmiths' strikers) 5s. 9½d., 5s. 6½d., 5s. 5½d., pipefitters 5s. 7½d., 5s. 4½d., 5s. 3½d., retort pipefitters 5s. 7½d., 5s. 4½d., 5s. 3½d., drillers (machine), foundry trimmers, furnacemen (foundry) 5s. 6½d., 5s. 3½d., 5s. 2½d.
Electricity Supply (British Railways)	Great Britain	5 Nov. 1962‡	Railway electrical staff	Increase of 6 per cent. Rates after change include: Group A, London 209s. a week, Provinces 199s., H 271s. 6d., 258s.
Road Haulage Contracting (other than British Road Services)	Great Britain (192-3) (259)	16 Jan.	Drivers and mates of mechanically propelled vehicles, foremen, removal packers and porters employed in furniture warehousing and removing, statutory attendants and other road haulage workers	Increase in statutory remuneration of 5 per cent. on the current rates in Grade 1 areas, with maintenance of the existing differentials. Increases generally range from 8s. 9d. to 10s. 9d. a week for workers 21 and over (and for certain younger workers to whom adult rates apply), 3s. 6d. to 7s. 6d. for those under 21, and up to 13s. for drivers of vehicles authorised for the carriage of abnormal indivisible loads. Rates for steam wagon drivers and mates no longer separately specified. Minimum rates after change include: drivers of vehicles (other than tractors) of carrying capacity of 1 ton or less (at 21 and over) London area 197s. 6d. a week, Grade 1 area 192s. 6d., Grade 2 area 188s. 6d., over 1 and up to 5 tons (all ages) 197s. 6d., 192s. 6d., 188s. 6d., over 5 and up to 10 tons 205s. 6d., 200s. 6d., 196s. 6d., over 10 and up to 15 tons 212s. 6d., 207s. 6d., 203s. 6d., over 15 and up to 18 tons 220s. 6d., 215s. 6d., 211s. 6d., over 18 tons 230s. 9d., 225s. 9d., 221s. 9d.; drivers of tractors not exceeding 2 tons unladen weight used exclusively for furniture removal work London area 197s. 6d., Grade 1 area 192s. 6d., Grade 2 area 188s. 6d., London area only—up to and including 8 tons 206s. 3d., over 8 and up to 12 tons 213s. 6d., over 12 tons 221s. 3d.; workers 21 or over employed in furniture warehousing and removing, foremen London area 196s. 6d., Grade 1 area 192s., Grade 2 area 190s., removal packers 190s., 187s. 6d., 185s. 6d., porters 187s. 9d., 185s. 3d., 182s. 9d., other road haulage workers 190s., 187s., 183s.; workers employed on carriage of indivisible loads—workers on vehicles whilst used in connection with the movements of loads, other than live or dead cattle, which by reason of indivisibility require mechanical loading or unloading equipment carried on the vehicle and operated upon the responsibility of the driver—over 6 and up to 10 tons, drivers London area 212s. 9d., Grade 1 or 2 areas 208s. 9d., over 10 and up to 16 tons 222s., 218s., mates—over 6 and up to 16 tons 190s., 187s., workers employed on vehicles authorised for the carriage of abnormal indivisible loads as defined in the Motor Vehicles (Authorisation of Special Types) General Order, 1955, drivers—over 16 and up to 20 tons, 235s. 6d., 231s. 6d., over 20 and up to 25 tons 241s. 3d., 237s. 3d., over 25 and up to 45 tons 247s., 243s., over 45 tons 275s. 9d., 271s. 9d., mates—over 16 and up to 20 tons 192s. 3d., 189s. 3d., over 20 tons 198s., 195s., heavy brakesmen and steersmen 212s. 9d., 209s. 9d.‡

* With effect from the date stated the cost-of-living bonus is related to the new index of retail prices (Jan. 1962 = 100), and the cash value for each point rise or fall in the index from the figure of 102 on annual review (operative in January) is 1s. 10d. for journeymen with proportional amounts for apprentices. See also under "Changes in Hours of Work".
 † Under sliding-scale arrangements based on the official index of retail prices.
 ‡ This increase was agreed in December 1962 with retrospective effect to the date shown.
 § These increases took effect under an Order made under the Wages Councils Act. See page 38 of the January issue of this GAZETTE.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Road Haulage Contracting	Great Britain (194)	16 Jan.	Bankstaffs	Increases of 9s. 3d. a week for fully skilled workers, and of 9s. for semi-skilled and unskilled workers. Rates after change for men 21 and over: unskilled workers—Metropolitan area 190s. a week, grade 1 areas 187s., grade 2 areas 183s., semi-skilled workers—194s. 6d., 190s. 3d., 186s. 3d., fully skilled bank workers—199s., 194s., 189s. 9d.
	Merseyside district	16 Jan.	Motor drivers and other workers employed on local haulage work	Increases of amounts ranging from 9s. to 10s. 9d. a week, according to occupation, for permanent workers, and of corresponding amounts for casual workers. Rates after change for permanent motormen on local haulage work—drivers of vehicles of carrying capacity up to 2 tons 192s. 6d. a week, over 2 and up to 5 tons 194s. 6d., over 5 and up to 10 tons 200s. 6d., over 10 and up to 15 tons 207s. 6d., over 15 and up to 18 tons 215s. 6d., over 18 tons 222s. 9d., stand trailersmen 191s., secondmen 189s., trailersmen 187s.; on journey work—drivers of vehicles of up to 5 tons 192s. 6d., over 5 and up to 10 tons 200s. 6d., over 10 and up to 15 tons 207s. 6d., over 15 and up to 18 tons 215s. 6d., over 18 tons 225s. 9d., secondmen 187s.
	Scotland	16 Jan.	Horse carters employed on traffic and coal work	Increases of 9s. or 9s. 6d. a week for seniors in permanent employment, of 4s. 9d. or 5s. 1d. for juniors, and of corresponding amounts for casual workers. Rates after change for permanent carters: seniors—teamsmen 198s. 3d. a week, one horsemen 190s. 3d.; juniors 100s. 3d. or 107s. 7d., according to type of vehicle or district; steering youths in Liverpool continue to receive 1s. a day additional to minimum rate.
	Scotland	16 Jan.	Horse drivers and juniors employed by general road haulage contractors	Increases of 9s. 3d. a week for men 21 and over, and of 4s. to 6s. 9d., according to age, for youths. Rates after change: men—one-horse drivers 184s. 6d. a week (6s. a week extra, or proportionately for shorter periods, when driving a pair of horses), youths 81s. 6d. at 16 rising to 143s. at 20 and under 21.
Retail Food Trades	Scotland (209) (258)	28 Jan.	Shop managers and manageresses	Increases in statutory minimum remuneration of 8s. 6d. or 10s. 6d. a week, according to amount of weekly trade, for managers, and of 7s. or 8s. 6d. for manageresses. Minimum rates after change: managers 187s. 6d. a week where weekly trade is under £100 to 260s. 6d. where weekly trade is £810, manageresses 148s. 6d. where weekly trade is under £50 to 233s.*
			Other workers	Increases in statutory minimum remuneration of 8s. 6d. or 10s. 6d. a week, according to area, for male workers 21 or over, and for certain drivers under 21, of 5s. 6d., 7s. or 9s., according to age and area, for youths and boys, of 7s. or 8s. 6d. for female workers 21 or over, and of 4s. 6d., 5s. 6d., 6s. or 7s. for younger female workers. Minimum rates after change: workers other than central and retail transport workers—grade I clerks 23 or over, males, area 1, 183s. a week, area 2, 174s., females 132s. 6d., 127s.; grade I clerks under 23, grade II clerks, shop assistants, central warehouse workers, other transport workers and all other workers, males, area 1, 79s. 6d. at 15 rising to 179s. at 22 or over, area 2, 76s. to 170s., females 66s. to 129s. 6d., 63s. to 124s.; central transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, area 1, 105s. 9d. at under 18 rising to 179s. at 21 or over, area 2, 102s. 3d. to 170s.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 5 tons carrying capacity and of two-horse drawn vehicles 182s., 173s., of over 5 tons 186s., 177s.; retail transport workers—drivers, all ages, of mechanically propelled vehicles of over 1½ and up to 5 tons carrying capacity and of two-horse drawn vehicles, area 1, 179s., area 2, 170s., of over 5 tons 183s., 174s.*
Retail Newsagency, Tobacco and Confectionery Trades	Scotland (216) (258)	7 Jan.	Managers and manageresses	Increases in statutory minimum remuneration of 9s. or 7s. a week, according to age, for managers and of 8s. or 6s. for manageresses.†
			Other workers	Increases in statutory minimum remuneration of 9s. a week for men 21 or over and for certain drivers under 21 (10s. for clerks grade 123 or over), and of 7s. or 6s., according to age, for younger male workers; of 6s. for women 18 or over (8s. for those 22 or over), and of 5s. for younger female workers. Minimum rates after change: grade I clerks 23 or over—males, Area 1, 168s. 6d. a week, Area 2, 163s. 6d., females 120s., 116s.; grade I clerks under 23, grade II clerks, shop assistants, central warehouse workers and all other workers (except transport workers)—males, Area 1, 67s. 6d. at 15 rising to 162s. 6d. at 22 or over, Area 2, 65s. 6d. to 157s. 6d., females 61s. 6d. to 116s. 6d., 58s. 6d. to 112s. 6d.; transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, Area 1, 99s. 6d. at under 18 rising to 165s. 6d. at 21 or over, Area 2, 95s. 6d. to 158s. 6d.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 5 tons carrying capacity and of two-horse drawn vehicles, Area 1, 168s. 6d., Area 2, 161s. 6d., of over 5 tons 172s. 6d., 165s. 6d.†
Retail Multiple Footwear Trade	United Kingdom	Week commencing 14 Jan.	Shop managers and manageresses	Increases of varying amounts, according to scale of average weekly takings. Minimum average rates after change, inclusive of basic wage, commission, bonus, etc.: managers—London area 231s. 6d. a week when average weekly takings are under £150 rising to 375s. when average weekly takings are £750 and over, Provincial A area 222s. 6d. to 366s., Provincial B area 214s. 6d. to 358s.; manageresses—London 199s. when average weekly takings are under £125 to 346s. when average weekly takings are £750 and over, A 190s. to 337s., B 182s. to 329s.
			Other workers	Increases of varying amounts, according to age and occupation. Minimum average rates after change, inclusive of basic wage, commission, bonus, etc.: sales assistants—male, London area 97s. a week at 15 rising to 210s. at 22 and over, Provincial A area 88s. to 201s., Provincial B area 80s. to 193s., female 74s. 6d. to 146s. 6d., 67s. 6d. to 139s. 6d., 60s. 6d. to 132s. 6d.; minimum weekly rates for cashiers (female), London 74s. 6d. to 146s. 6d., A 67s. 6d. to 139s. 6d., B 60s. 6d. to 132s. 6d.
Coal and Coke Distribution	Great Britain (except London Region) (222-223)	First pay day in week commencing 7 Jan.	All workers	Increases in minimum Regional rates of 9s. a week for adults, and of proportional amounts for youths and boys.
Cinematograph Film Production	Great Britain	First pay day in Jan.	Laboratory workers, including technical and clerical workers and certain other workers employed in film printing and processing laboratories	Cost-of-living bonus increased‡ by 1s. 6d. (48s. 6d. to 50s.) for workers 18 and over, and by 1s. (32s. 4d. to 33s. 4d.) for younger workers.

* These increases took effect under an Order made under the Wages Councils Act. See page 38 of the January issue of this GAZETTE.
 † These increases took effect under an Order made under the Wages Councils Act. See page 487 of the December 1962 issue of this GAZETTE.
 ‡ Including boiler attendants, storemen, transport mechanics, transport drivers, chargehand cleaners, cleaners, commissionaires, doormen and gatemen, chargehand painters, painters' mates, carpenters, carpenters' mates and general labourers.
 § Under sliding-scale arrangements based on the official index of retail prices. With effect from the date stated the cost-of-living bonus is related to the new index of retail prices (Jan. 1962 = 100), and the cash value for each point rise or fall in the index from the figure of 101.8 (Nov. 1962), to which the amounts shown above are related, is 1s. 10d. for workers 18 and over and 1s. 3d. for those under 18; for each rise of 3 points over the figure of 101.8 the bonus is to be decreased by 5s. 6d. and 3s. 9d., respectively, and those amounts added to the minimum basic rates.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Cinematograph Film Production (continued)	Great Britain	Beginning of first full pay week following 29 Dec. 1962	Technicians and trainees whose normal salaries do not exceed £23 19s. 6d. a week, employed in the production of specialised films	Cost-of-living bonus increased* by 2s. 6d. a week (22s. 6d. to 25s.) for workers 18 and over, and by 1s. 8d. (15s. to 16s. 8d.) for younger workers.
Catering	Belfast	Week ending 14 Dec. 1962	Male workers employed by licensed vintners	Increases of 9s. a week for chargehands and qualified assistants, of 6s. and 7s. for first and second year junior assistants, respectively, and of 4s. to 5s. for apprentices, according to year of apprenticeship. Rates after change: chargehands 239s. to 261s. 6d. a week, according to staff, assistants—during first year after apprenticeship 161s., during second year 174s. 6d., after 5 years (including 3 years' apprenticeship) 229s., apprentices—during first year 99s., second year 109s., third year 127s. 6d.
Funeral Direction	Scotland	Week commencing 19 Nov. 1962	Male workers employed by Scottish Co-operative Wholesale Society, Ltd.	Increase of 11s. 6d. a week. Rates after change: qualified workers 21 and over 208s. a week, non-qualified, on entering the service 198s., after 3 months 203s., after 6 months and fully qualified 208s.

CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING JANUARY

Industry	District	Date	Classes of Workers	Particulars of Change
Screen Printing and Display Production	England and Wales	1 Jan.	Production artists, writers, poster writers, screen process printers, auxiliary workers, etc.	Normal weekly hours reduced from 42 to 41.†
	Scotland	1 Jan.	do.	Normal weekly hours reduced from 42 to 41.†
Ladders, Trucks, etc. Manufacture	England and Wales	First full pay period in Jan.	Adult male craftsmen and labourers	Normal weekly hours reduced from 44 to 42.†
Printing	London	Week commencing 31 Dec. 1962	Male night workers employed in advertisement production (composing, press proofing and mono casting)	Normal weekly hours reduced from 40 to 39.†

* Under sliding-scale arrangements based on the official index of retail prices.
† See also under "Changes in Rates of Wages".

STOPPAGES OF WORK IN JANUARY

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in January, which came to the notice of the Ministry, was 146. In addition, 13 stoppages which began before January were still in progress at the beginning of the month. The approximate number of workers involved during January at the establishments where these 159 stoppages occurred is estimated at 23,700. This total includes 2,100 workers involved in stoppages which had continued from the previous month. Of the 21,600 workers involved in stoppages which began in January, 17,800 were directly involved and 3,800 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 55,000 working days lost during January 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 January due to industrial disputes:—

Industry Group	Number of Stoppages			Stoppages in Progress in Month	
	Started before beginning of Month	Started in Month	Total	Workers involved	Working Days lost
Coal Mining	1	83	84	10,100	15,000
Chemicals	—	2	2	1,100	3,000
Engineering	5	9	14	3,700	16,000
Construction	—	15	15	1,400	3,000
All remaining industries and services	7	37	44	7,400	16,000
Total, January 1963	13	146	159	23,700	55,000
Total, December 1962	20	72	92	25,200	82,000
Total, January 1962	16	207	223	50,900	121,000

Principal Stoppages of Work

Revision of a sick pay scheme and a demand for an increase in wage rates led to three one-day stoppages each involving 1,100 workers employed at a chemical works in County Durham. The stoppages occurred on 18th, 25th and 31st January. Work was resumed on 28th January at a Crawley factory manufacturing high vacuum equipment and scientific instruments. The stoppage, which began on 29th August 1962 and involved about 360 workers, was

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

in protest against the issue of redundancy notices to a number of workers. Negotiations on the problem of redundancy have been resumed. About 100 welders at Kilmarnock, employed in the manufacture of agricultural machinery, stopped work on 17th December 1962 in protest against the employer's refusal to pay a number of welders for a period when they were in the factory but did no work because of a dispute about the rate for using low hydrogen rods. During the course of the stoppage 380 other workers were rendered idle. Work was resumed on 14th January to allow the matters in dispute to be referred to arbitration.

Causes of stoppages

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

Principal Cause	Number of Stoppages	Number of Workers directly involved
Wages—claims for increases	14	2,500
—other wage disputes	34	5,100
Hours of labour	—	—
Employment of particular classes or persons	23	3,700
Other working arrangements, rules and discipline	72	6,400
Trade union status	3	200
Sympathetic action	—	—
Total	146	17,800

Duration of Stoppages

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

Duration of Stoppage	Number of		
	Stoppages	Workers directly involved	Working Days lost by all Workers involved
Not more than 1 day	60	4,200	5,000
2 days	41	6,500	12,000
3 days	18	3,000	6,000
4-6 days	12	1,600	5,000
Over 6 days	9	2,100	62,000
Total	140	17,300	90,000

INDEX OF RETAIL PRICES

INDEX FOR 15th JANUARY 1963

ALL ITEMS (16th January 1962 = 100) ... 102·7

In accordance with the recommendations of the Cost of Living Advisory Committee which were summarised on pages 87 and 88 of the March 1962 issue of this GAZETTE, the base date of the official retail prices index has been changed from 17th January 1956 to 16th January 1962, and the official index is rounded to the nearest first place of decimals and not to the nearest whole number as in the past. The official index for 15th January 1963 (prices at 16th January 1962=100) was 102·7; the corresponding figure for 11th December 1962 was 102·3. The rise in the index during the month was due mainly to increases in the average prices of fresh vegetables, other than tomatoes.

The index of retail prices measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, including practically all wage earners and most small and medium salary earners. The index is not calculated in terms of money but in percentage form, the average level of prices at the base date being represented by 100. Some goods and services are relatively much more important than others and the percentage changes in the price levels of the various items since the base date are combined by the use of "weights". The weights used have been computed from information provided by the Family Expenditure Surveys made in 1958-61, adjusted to correspond with the level of prices ruling in January 1962. A list of these weights was given on page 88 of the March 1962 issue of this GAZETTE.

DETAILED FIGURES FOR 15th JANUARY 1963

(Prices at 16th January 1962 = 100)

The following Table shows, for various groups and sub-groups, the indices at 15th January 1963 on the basis 16th January 1962 = 100.

GROUP AND SUB-GROUP	INDEX FIGURE FOR 15th JANUARY 1963
	(16th January 1962 = 100)
I. Food:	
Bread, flour, cereals, biscuits and cakes	103
Meat and bacon	102
Fish	99
Butter, margarine, lard and cooking fat	106
Milk, cheese and eggs	110
Tea, coffee, cocoa, soft drinks, etc.	103
Sugar, preserves and confectionery	114
Vegetables, fresh, dried and canned	106
Fruit, fresh, dried and canned	84
Other food	104
Total—Food	103·8
II. Alcoholic drink	100·9
III. Tobacco	100·0
IV. Housing	105·5
V. Fuel and light:	
Coal and coke	109
Other fuel and light	104
Total—Fuel and light	106·5
VI. Durable household goods:	
Furniture, floor coverings and soft furnishings	103
Radio, television and other household appliances	96
Pottery, glassware and hardware	100
Total—Durable household goods	99·8
VII. Clothing and footwear:	
Men's outer clothing	104
Men's underclothing	104
Women's outer clothing	103
Women's underclothing	104
Children's clothing	101
Other clothing, including hose, haberdashery, hats and materials	102
Footwear	105
Total—Clothing and footwear	103·2
VIII. Transport and vehicles:	
Motoring and cycling	97
Fares	105
Total—Transport and vehicles	99·6
IX. Miscellaneous goods:	
Books, newspapers and periodicals	103
Medicines, toilet requisites, soap, cleaning materials, matches, etc.	99
Stationery, travel and sports goods, toys, photographic and optical goods, etc.	102
Total—Miscellaneous goods	101·0
X. Services:	
Postage and telephones	100
Entertainment	101
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	104
Total—Services	102·4
ALL ITEMS	102·7

PRINCIPAL CHANGES IN THE MONTH

Food

Marked increases in the average prices of potatoes and some other vegetables and smaller increases in the average prices of sugar, eggs and bacon were partly offset by reductions in the average prices of tomatoes and bananas. The average level of prices for the food group as a whole rose by about 1½ per cent., and the group index figure was 103·8, compared with 102·3 in December.

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 103·6, compared with 98·2 in the previous month; the index for all other items of food was 103·9, compared with 103·8 in December.

Fuel and light

Mainly as a result of rises in the average level of coal prices and in electricity charges in some areas, the average level of prices and charges for the fuel and light group as a whole rose by nearly one-half of one per cent. The group index figure was 106·5, compared with 106·1 in December.

Durable household goods

Prices of radio and television sets fell following the reduction in the rate of purchase tax on 1st January. The average level of prices of prices of refrigerators fell also. Mainly as a result of these changes the index for the durable household goods group fell by one per cent. to 99·8, compared with 100·8 in the previous month.

Miscellaneous goods

The principal changes in this group were reductions in the prices of cosmetics, some other toilet requisites and gramophone records, following the reduction in the rate of purchase tax on 1st January. The group index figure fell by about one-half of one per cent. to 101·0, compared with 101·5 in December.

Services

Mainly as a result of a seasonal reduction in the average level of charges for dry cleaning, the index for the services group fell by nearly one per cent. to 102·4, compared with 103·3 in December.

Other groups

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

ALL ITEMS INDICES, JANUARY 1956 TO JANUARY 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	108	109	110
1959	110	110	110	110	109	109	109	109	109	109	109	110
1960	110	110	110	110	110	111	111	110	110	111	112	112
1961	112	112	113	114	115	115	116	115	116	115	116	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
February	100·1	—
March	100·5	—
April	101·9	—
May	102·2	—
June	102·9	—
July	102·5	—
August	101·6	—
September	101·5	—
October	101·4	—
November	101·8	—
December	102·3	—

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

RETAIL PRICES OVERSEAS

The monthly summary of the latest information received relating to changes in retail prices in overseas countries is given on page 88.

ACCIDENT STATISTICS

Fatal Industrial Accidents

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

	December 1962	January 1963
Places under the Factories Act	39	46
Mines and Quarries*	31	19
Seamen†	10†	27‡
Railway Service	9	16

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

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

Works and Places under s.s. 125 and 127 of Factories Act 1961	Number
Building Operations	6
Works of Engineering Construction	3
Docks and Warehouses	3
TOTAL, FACTORIES ACT	46

* For mines and quarries, weekly returns are obtained and the figures cover the five weeks ended 29th December 1962 and the four weeks ended 26th January 1963.
 † Includes 2 deaths in one ship caused by asphyxiation resulting from a fire in the engine room.
 ‡ Includes 12 deaths in one ship which disappeared at sea, 2 deaths in a tug which sank whilst operating within smooth water limits and 7 deaths in a fishing vessel which ran aground.

Fatal and Non-Fatal Accidents Notified to H.M. Inspectors of Factories in Fourth Quarter of 1962

The following Tables set out the numbers of fatal and non-fatal accidents notified to District Offices of H.M. Factory Inspectorate of the Ministry of Labour during the period 29th September 1962 to 29th December 1962 (both dates included) (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. All the figures given are provisional and subject to revision. Corrected annual totals will be published in the April 1963 issue of this GAZETTE and in the Annual Report of H.M. Chief Inspector of Factories.

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

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

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

(1) A *notifiable accident* is one which is either fatal or which disables the injured person for more than three days from earning full wages at the work at which he was employed. (See section 80 (1) of the Factories Act 1961.)

Mines and Quarries*	Number	Railway Service	Number
Coal Mines:		Brakemen and Goods Guards	3
Underground	11	Engine Drivers and Motormen	2
Surface	5	Firemen	—
Other Stratified Mines	—	Labourers	—
Miscellaneous Mines	—	Mechanics	—
Quarries	3	Passenger Guards	—
TOTAL, MINES AND QUARRIES	19	Permanent-Way Men	7
		Porters	—
		Shunters	1
		Other Grades	3
		Contractors' Servants	—
		TOTAL, RAILWAY SERVICE	16

Seamen

Trading Vessels	18
Fishing Vessels	9
TOTAL, SEAMEN	27‡

Industrial Diseases

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

I. Cases	Number	II. Deaths	Number
Lead Poisoning	11	Arsenical Poisoning	1
Phosphorous Poisoning	1	Compressed Air Illness	1
Epitheliomatous Ulceration	10		
Chrome Ulceration	17		
TOTAL, CASES	39	TOTAL, DEATHS	2

Accidents in Coal Mining

A statement issued by the Ministry of Power shows that the number of persons killed during the 13 weeks ended 29th December 1962, as a result of accidents occurring in that period at coal mines in Great Britain, was 70 compared with 43 in the 13 weeks ended 29th September 1962, and 61 in the 13 weeks ended 30th December 1961. The corresponding numbers of persons seriously injured at such mines were 396, 364 and 411.

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

Nature of Accident	Number of Persons Killed during 13 weeks ended			Number of Persons Seriously Injured during 13 weeks ended		
	30th Dec. 1961	29th Sept. 1962	29th Dec. 1962	30th Dec. 1961	29th Sept. 1962	29th Dec. 1962
Underground:						
Explosions of fire-damp or coal dust	—	1	—	—	—	—
Falls of ground	29	21	22	163	132	159
Haulage	14	8	26	137	103	107
Misc. (including shaft accidents)	11	10	15	64	78	93
Total	54	40	63	364	313	359
Surface:						
All causes	7	3	7	47	51	37
Total, underground and surface	61	43	70	411	364	396

(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*.

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

Fatal and Non-Fatal Accidents, Fourth Quarter, 1962, by Divisions of Inspectorate

Division	Fatal Accidents	Total Accidents
Northern	8	4,422
East and West Ridings (Leeds)	6	2,416
East and West Ridings (Sheffield)	10	3,871
North Midland	8	2,663
Eastern and Southern	12	4,521
London (North)	8	3,866
London (South)	17	3,494
South Western	6	2,523
Wales	10	2,871
Midland (Birmingham)	12	2,494
Midland (Wolverhampton)	9	2,584
North Western (Liverpool)	15	4,801
North Western (Manchester)	5	3,237
Scotland	27	6,076
Totals	153	49,839

Fatal and Non-Fatal Accidents in Great Britain, Fourth Quarter, 1962, by Process

Process	Fatal Accidents	Total Accidents
Textile and Connected Processes		
Cotton Spinning Processes	1	631
Cotton Weaving Processes	—	348
Weaving of Narrow Fabrics	—	33
Woolen Spinning Processes	1	214
Worsted Spinning Processes	—	292
Weaving of Woolen and Worsted Cloths	—	159
Flax, Hemp and Jute Processing	—	250
Hosiery, Knitted Goods and Lace Manufacture	—	158
Carpet Manufacture	—	179
Rope, Twine and Net Making	—	84
Other Textile Manufacturing Processes	—	112
Textile Bleaching, Dyeing, Printing and Finishing	3	322
Job Dyeing, Cleaning and Other Finishing	—	58
Laundries	—	143
Total	5	2,983
Clay, Minerals, etc.		
Bricks, Pipes and Tiles	—	475
Pottery	—	237
Other Clay Products	—	138
Stone and Other Minerals	1	153
Lime, Cement, etc.	—	472
Total	1	1,475
Metal Processes		
Iron Extraction and Refining	3	209
Iron Conversion	3	606
Aluminium Extraction and Refining	1	106
Magnesium Extraction and Refining	—	1
Other Metals, Extraction and Refining	—	187
Metal Rolling—		
Iron and Steel	1	1,065
Non-Ferrous Metals	1	167
Tin and Terne Plate, etc., Manufacture	—	59
Metal Forging	—	351
Metal Drawing and Extrusion	1	470
Iron Founding	7	1,617
Steel Founding	—	253
Die Casting	—	95
Non-Ferrous Metal Casting	—	270
Metal Plating	1	63
Galvanising, Tinning, etc.	1	65
Enamelling and Other Metal Finishing	—	115
Total	19	5,699
General Engineering		
Locomotive Building and Repairing	—	368
Railway and Tramway Plant Manufacture and Repair	—	613
Engine Building and Repairing	2	621
Boiler Making and similar work	—	428
Constructional Engineering	—	632
Motor Vehicle Manufacture	2	1,136
Non-power Vehicle Manufacture	—	179
Vehicle Repairing	4	1,017
Shipbuilding and Shipbreaking—		
Work in shipyards and dry docks	9	1,199
Work in wet docks or harbours	1	273
Aircraft Building and Repairing	—	365
Machine Tool Manufacture	—	339
Miscellaneous Machine Making	—	1,572
Cutlery and Tool Manufacture and Repair	—	287
Miscellaneous Machine Repairing and Jobbing	1	940
Engineering	—	633
Industrial Appliances Manufacture	—	638
Sheet Metal Working	—	404
Metal Pressing	—	1
Other Metal Machining	1	714
Miscellaneous Metal Processes (not otherwise specified)	2	790
Miscellaneous Metal Manufacture (not otherwise specified)	—	564
Railway Running Sheds	—	67
Total	24	13,779
Electrical Engineering		
Electric Motor, Generator, Transformer and Switch-gear Manufacture and Repair	—	591
Electrical Accumulator and Battery Manufacture and Repair	—	56
Radio and Electronic Equipment and Electrical Instrument Manufacture and Repair	—	524
Radio, Electronic and Electrical Component Manufacture	—	156
Cable Manufacture	2	341
Electric Light Bulb and Radio Valve Manufacture and Repair	—	112
Other Electrical Equipment Manufacture and Repair	2	518
Total	4	2,298
Wood and Cork Working Processes		
Saw Milling	2	428
Plywood Manufacture	—	25
Chip and Other Building Board Manufacture	—	102
Wooden Box and Packing Case Making	—	71
Coopering	—	300
Wooden Furniture Manufacture and Repair	—	9
Spraying and Polishing of Wooden Furniture	—	29
Engineers Pattern Making	—	653
Joinery	—	213
Other Wood and Cork Manufacture and Repair	—	—
Total	2	1,857
Chemical Industries		
Heavy Chemicals	1	293
Fine and Pharmaceutical Chemicals	—	208
Other Chemicals	1	229
Synthetic Dyestuffs	—	69
Oil Refining	—	209
Explosives	1	123
Plastic Material and Man-made Fibre Production	1	188
Soap, etc.	—	96
Paint and Varnish	—	108
Coal Gas	—	619
Coke Oven Operation	2	165
Gas and Coke Oven Works by-product Separation	—	65
Patent Fuel Manufacture	—	43
Total	6	2,415
Wearing Apparel		
Tailoring	—	262
Other Clothing	—	198
Hatmaking and Millinery	—	7
Footwear Manufacture	—	150
Footwear Repair	—	17
Total	—	634
Paper and Printing Trades		
Paper Making	1	847
Paper Staining and Coating	—	144
Cardboard, Paper Box and Fibre Container Manufacture	—	312
Bag Making and Stationery	—	181
Printing and Bookbinding	—	585
Engraving	—	18
Total	1	2,087
Food and Allied Trades		
Flour Milling	1	97
Coarse Milling	1	178
Other Milling	—	24
Bread, Flour Confectionery and Biscuits	—	62
Sugar Confectionery	—	474
Food Preserving	—	641
Milk Processing	—	275
Edible Oils and Fats	1	88
Sugar Refining	—	120
Slaughter Houses	1	174
Other Food Processing	—	177
Alcoholic Drink	2	648
Non-Alcoholic Drink	—	121
Total	7	4,309
Miscellaneous		
Electrical Stations	4	702
Plant using Atomic Reactors	1	45
Other use of Radioactive Materials	—	4
Tobacco	—	140
Tanning	—	141
Manufacture and Repair of Articles made from Leather (not otherwise specified)	—	35
Manufacture and Repair of Articles mainly of Textile Materials (not otherwise specified)	—	84
Rubber	1	575
Linoleum	—	106
Cloth Coating	—	28
Manufacture of Articles from Plastics (not otherwise specified)	1	390
Glass	1	652
Fine Instruments, Jewellery, Clocks and Watches, Other High Precision Work	—	140
Upholstery, Making up of Carpets and of Household Textiles	—	78
Abrasives and Synthetic Industrial Jewels	—	26
General Assembly and Packing (not otherwise specified)	—	93
Processes associated with Agriculture	—	41
Match and Firelighter Manufacture	—	11
Factory Processes not Otherwise Specified	—	338
Total	8	3,629
Total, all factory processes	77	41,165
Construction Processes under section 127 of Factories Act 1961		
Building Operations		
Industrial Building:—		
Construction	8	1,369
Maintenance	5	335
Demolition	5	95
Commercial and Public Building:—		
Construction	13	1,446
Maintenance	2	306
Demolition	—	45
Building of blocks of Flats:—		
Construction	2	358
Maintenance	1	62
Demolition	—	5
Building of Dwelling Houses:—		
Construction	—	882
Maintenance	—	324
Demolition	4	43
Other Building Operations:—		
Construction	3	156
Maintenance	—	71
Demolition	1	15
Total	44	5,512
Works of Engineering Construction		
Operations at:—		
Tunnelling, Shaft Construction, etc.	—	147
Dams and Reservoirs (other than tunnelling)	1	71
Bridges, Viaducts and Aqueducts (other than tunnelling)	—	108
Pipe Lines and Sewers (other than tunnelling)	2	306
Docks, Harbours and Inland Navigations	1	96
Waterworks and Sewage Works (other than tunnelling)	—	70
Work on Steel and Reinforced Concrete Structures	3	121
Sea Defence and River Works	1	42
Work on Roads and Airfields	5	448
Other Works	2	84
Total	21	1,493
Total, all construction processes	65	7,005
Processes under section 125 of Factories Act 1961		
Work at Docks, Wharves and Quays (other than Shipbuilding)	11	1,393
Work at Inland Warehouses	—	276
Total	11	1,669
Grand Total	153	49,839

MISCELLANEOUS STATISTICS

Shipbuilding in Fourth Quarter of 1962

According to Lloyd's Register Shipbuilding Returns for the quarter ended 31st December 1962, the number of merchant steamers and motorships under construction in Great Britain and Northern Ireland at the end of December was 174, with a gross tonnage of 1,359,387 tons. This was 19,920 tons less than at the end of September.

The tonnage of vessels intended for registration abroad or for sale was 318,159 at the end of December, representing 23.4 per cent. of the total tonnage being built in this country.

The total tonnage of steamers and motorships under construction in the world at the end of December amounted to 9,165,259 tons gross, of which 14.8 per cent. was being built in Great Britain and Northern Ireland. The tonnage under construction abroad at the end of December was 7,805,872, a decrease of 22,446 tons compared with the previous quarter. The tonnage being built abroad for Great Britain and Northern Ireland at the end of December was 431,650 tons. Steam and motor oil tankers under construction in the world amounted to 3,503,152 tons, or 38.2 per cent. of the total tonnage under construction. The total tonnage of oil tankers being built in Great Britain and Northern Ireland was 658,565, representing 48.4 per cent. of the total tonnage under construction in this country. The world figures and those for construction abroad are exclusive of the People's Republic of China, East Germany and the Union of Soviet Socialist Republics, for which countries no figures were available.

The numbers of propelled vessels begun in Great Britain and Northern Ireland during the fourth quarter of 1962 were two steamers, of 106,000 tons, and 32 motorships, of 143,181 tons, a total of 34 vessels, of 249,181 tons gross. The numbers launched during the same period were three steamers, of 78,850 tons, and 47 motorships, of 182,850 tons, a total of 50 vessels, of 261,700 tons gross. The numbers completed during the period were three steamers, of 94,033 tons, and 46 motorships, of 181,650 tons, a total of 49 vessels, of 275,683 tons gross.

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

Reinstatement in Civil Employment

Information about the Acts relating to reinstatement in civil employment, viz., the Reinstatement in Civil Employment Act 1944, the National Service Act 1948, the Reinstatement in Civil Employment Act 1950, and the Reserve and Auxiliary Forces (Training) Act 1951, was given in the issue of this GAZETTE for February 1958 (page 73).

The following Table analyses the determinations given by Reinstatement Committees (a) during six months ended 31st December 1962 and (b) during the whole period from 1st August 1944.

	Six months ended 31st December 1962	Total cases dealt with
Orders requiring employment to be made available to applicants	2	1,788
Orders requiring payment of compensation for loss by reason of default .. .	7	1,075
Orders for both reinstatement and compensation .. .	3	2,295
Total of orders made	12	5,158
No orders made against the employers concerned .. .	9	4,910
Total of cases determined	21	10,068

Of the total of 10,068 cases determined since 1st August 1944, 8,630 were dealt with under the Reinstatement in Civil Employment Act 1944, 1,385 under the National Service Act 1948, 50 under the Reinstatement in Civil Employment Act 1950, and three under the Reserve and Auxiliary Forces (Training) Act 1951. All the cases determined during the half-year ended 31st December 1962 were dealt with under the National Service Act 1948.

No appeals against determinations of Reinstatement Committees were decided by the Umpire during the half-year.

No reinstatement cases were determined during the half-year by Reinstatement Committees or the Umpire either in Northern Ireland or the Isle of Man.

During the half-year, there were no applications before Reinstatement Committees or appeals before the Umpire for compensation under section 51 of the National Service Act 1948, which prohibits the dismissal of employees by reason of liability for part-time service under the Act.

Vocational Training

The statistics of the Government Vocational Training Schemes given below relate to the 13 weeks ended 10th December 1962.

Number of Persons	Able-bodied	Disabled	Total
Admitted to training	643	918	1,561
In training at end of period at:			
Government Training Centres	1,054	867	1,921
Technical and Commercial Colleges	73	480	553
Employers' Establishments	1	20	21
Residential (Disabled) Centres, etc.	—	477	477
Total in training	1,128	1,844	2,972
Training completed	493	700	1,193
Placed in employment	443	550	993

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 31st December 1962.

	Men	Women	Total
Number of persons admitted to courses during period	609	83	692
Number of persons in attendance at courses at end of period	1,431	184	1,615
Number of persons who completed courses during period	618	76	694

Up to 31st December 1962, the total number of persons admitted to these courses was 142,352, including 4,063 blind persons.

Retail Prices Overseas

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

Country	Base of Index* and Month for which Index Figure is given	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with	
			Month before	Year before
European Countries				
France (Paris)	1956-57 = 100			
All Items	Dec. 1962	144.7	+ 0.8	+ 6.4
Food	" "	145.2	+ 1.4	+ 9.4
Germany (Federal Republic)	1958 = 100			
All Items	Dec. 1962	109.4	+ 0.6	+ 3.1
Food	" "	108.3	+ 1.5	+ 3.6
Italy (Large Towns)	1938 = 100			
All Items	Oct. 1962	75.66	+ 0.38	+ 4.85
Food	" "	81.77	+ 0.26	+ 5.05
Luxembourg	1948 = 100			
All Items	Nov. 1962	133.83	+ 0.34	+ 1.05
Food	" "	137.80	+ 0.33	†
Netherlands	1951 = 100			
All Items	Nov. 1962	130	+ 1	Nil
Food	" "	129	Nil	+ 2
Norway	1959 = 100			
All Items	Oct. 1962	109.5	- 0.3	+ 4.7
Food	" "	110	- 1	+ 6
Portugal (Lisbon)	1948-49 = 100			
All Items	Oct. 1962	118.4	+ 1.6	+ 2.4
Food	" "	116.9	+ 2.7	+ 0.9
Spain	1958 = 100			
All Items	Oct. 1962	119.5	+ 1.2	+ 8.5
Food	" "	121.8	+ 1.8	+ 12.0
Sweden	1949 = 100			
All Items	Oct. 1962	171	Nil	+ 8
Food	" "	195	- 2	+ 14
Switzerland	1939 = 100			
All Items	Nov. 1962	197.0	+ 0.9	+ 6.0
Food	" "	213.1	+ 2.1	+ 7.5
Other Countries				
Canada	1949 = 100			
All Items	Nov. 1962	131.9	+ 0.4	+ 2.2
Food	" "	127.7	+ 0.5	+ 4.1
Ceylon (Colombo)	1952 = 100			
All Items	Nov. 1962	107.2	+ 0.7	+ 1.3
Food	" "	101.53	+ 0.86	+ 1.53
Japan	1960 = 100			
All Items	Aug. 1962	113.2	Nil	+ 7.4
Food	" "	115.5	- 0.6	+ 9.2
South Africa (9 Urban Areas)	1958 = 100			
All Items	Sept. 1962	105.7	+ 0.2	+ 1.5
Food	" "	103.7	+ 0.9	- 1.2
United States	1957-59 = 100			
All Items	Nov. 1962	106.0	Nil	+ 1.4
Food	" "	104.1	- 0.2	+ 2.2

* The items of expenditure on which the "all items" figures are based are food, clothing, house-rent, fuel and light, and other or miscellaneous items.
† Comparable figure for previous year not available.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Industrial Courts Act 1919 and Conciliation Act 1896

Industrial Court Awards

During January the Industrial Court issued three awards, Nos. 2945, 2946 and 2947*. Award No. 2947 is summarised below. Award No. 2945 did not relate to a substantial part of an industry. Award No. 2946 was referred to the Court under Section 8 of the Terms and Conditions of Employment Act, 1959.

Award No. 2947 (17th January).—Parties: National Association of Clerical and Supervisory Staffs and Bass, Ratcliff and Gretton Limited. Claim: (a) That overtime should be paid to male and female staff in receipt of annual salaries in excess of £850 and £600 respectively. (b) That holidays should be increased by one week after seven years' service instead of after 20 years' service as at present. (c) To determine appropriate scales of minimum rates of pay for male and female clerical staff: Proposed by Union. Males—Age 15 £3 15s.; age 16 £4 15s.; age 17 £5 17s. 6d.; age 18 £7 10s.; age 19 £9; age 20 £10; age 21 £11; age 22 £12 5s.; age 23 £13 10s. then at age 26 £14 10s.; at age 29 £15 10s. and at age 32 £16 10s. Females—Age 15 £3 10s.; age 16 £4 5s.; age 17 £5; age 18 £6; age 19 £7 4s.; age 20 £8; age 21 £8 16s.; age 22 £9 16s.; age 23 £10 16s. (after age 23 80 per cent. of the proposed male rate at ages 26, 29 and 32 to apply). Proposed by Employers. (Annual rates) Males—Age 15 £195; age 16 £247; age 17 £305 10s.; age 18 £357 10s.; age 19 £409 10s.; age 20 £468 10s.; age 21 £516; age 22 £552; age 23 £576; age 24 £600; age 25 £612. Increases thereafter to be at the Employer's discretion. Females—Age 15 £182; age 16 £221; age 17 £260; age 18 £312; age 19 £338; age 20 £377; age 21 £408. Increases thereafter to be at the Employer's discretion. (d) To consider the introduction of a grading scheme. Award: The Court awarded as follows:—(1) The scales of minimum annual rates of pay for male and female clerical staff shall be those proposed by the Employers. As regards salaries higher than those, the Court remit to the Parties for discussion and agreement if possible the questions whether or not a grading structure should be introduced, and if so what that structure should be. In the event of the Parties failing by the 30th April 1963 to reach agreement on those questions either Party shall be at liberty to report such failure to the Court, and in that event the Court will, after hearing the Parties, determine the matter. (2) Overtime shall be paid to male and female staff whose salaries do not exceed £850 per annum and £600 per annum respectively. These salary limits are fixed without prejudice to the possibility that if a grading structure is introduced they may have to be adjusted in the light of such salary levels as may be provided for in that structure. (3) The present maximum of two weeks' holiday shall be increased by one week after 7 years' service, the extra week's holiday to be taken at a time convenient to the Management. The Award to have effect from the 1st January 1963.

Single Arbitrators and ad hoc Boards of Arbitration

During January three awards were issued by single arbitrators appointed under section 2(2)(b) of the Industrial Courts Act 1919.

Civil Service Arbitration Tribunal

During January the Civil Service Arbitration Tribunal issued four awards, Nos. 429, 430, 431 and 432*, which are summarised below:—

Award No. 429 (17th January).—Parties: Civil Service Union and Diplomatic Wireless Service of the Foreign Office. Claim: That as from a date or dates to be determined by the Government the National scale of pay of Traffic Operators shall be revised as follows:—Age 21 £650, age 22 £680, age 23 £710, age 24 £750, age 25 £790 by £40(3) to £910 by £50(3) to £1,060. Award: The Tribunal awarded:—(a) that as from a date or dates to be determined by the Government, the National scale of pay of the Traffic Operators employed within the Diplomatic Wireless Service shall be:—Age 21 £650, age 22 £680, age 23 £710, age 24 £750, age 25 £790 by £30(5) to £970; (b) that the above scale of pay shall attract the 4 per cent. increase awarded under Civil Service Arbitration Tribunal Award No. 415 dated 5th June 1962; (c) that the "corresponding points" principle shall be applied in the assimilation to the new scale of officers in post.

Award No. 430 (21st January).—Parties: Civil Service Union and the War Office. Claim: That the National salary scales of the Chief Instructor Grades in the War Department shall be revised with effect from 1st April 1962 as follows:—Grade I £1,390 by £35 to £1,425 by £40 to £1,465 by £45 to £1,510 by £50(2) to £1,610; Grade II £1,135 by £30(3) to £1,225 by £40 to £1,265 by £35 to £1,300 by £25 to £1,325; Grade III £980 by £25 to £1,005 by

£30(3) to £1,095 by £35(2) to £1,165 by £25 to £1,190. Award: The Tribunal awarded that the National salary scales of the Chief Instructor Grades in the War Department shall be revised with effect from 1st April 1962 as follows:—Grade I £1,201 by £37 to £1,238 by £41 to £1,279 by £47 to £1,326 by £52(2) to £1,430; Grade II £972 by £32 to £1,004 by £31(2) to £1,066 by £42 to £1,108 by £36 to £1,144 by £26 to £1,170; Grade III £842 by £26 to £868 by £32 to £900 by £31(2) to £962 by £36 to £998 by £37 to £1,035 by £26 to £1,061. The Tribunal requested the War Office, on the publication of the Award, to approach the Steering Committee of the Civil Service Pay Research Unit with a view to securing a separate Pay Research Unit Survey for the Chief Instructors concurrently with the Survey for the Linked Departmental Classes of Instructional Officers which the Tribunal understood was included in the 1962-63 programme.

Award No. 431 (24th January).—Parties: Association of Post Office Controlling Officers and Post Office. Claim: (1) That the agreement reached between the Parties concerned in the implementation of Civil Service Arbitration Award No. 411 to Telephonists, merits the payment of a monetary allowance to telephone supervising grades when employed full time on night and Sunday duty; (2) That, as in the case of Telephonists, the allowance shall be designed to reflect a differential of the order of 5 per cent. on the pay scales operative at the date of Award No. 411 and, calculated on an annual basis, shall be:—Assistant Supervisor £39; Supervisor £42; Chief Supervisor £48; Senior Chief Supervisor £60; (3) That this allowance shall be paid in addition to the time allowance and take effect from 1st April 1962. Award: The Tribunal awarded:—(1) That the agreement reached between the Parties concerned in the implementation of Civil Service Arbitration Tribunal Award No. 411 to Telephonists, merits the payment of a monetary allowance to telephone supervising grades when employed full time on night and Sunday duty; (2) That the monetary allowance shall be at the rate of 10s. a week, shall be in addition to the time allowances, and shall take effect from 1st April 1962.

Award No. 432 (25th January).—Parties: Association of Government Supervisors and Radio Officers and Air Ministry. Claim: That the leave of Radio Operators employed on Ocean Weather Ships shall be 115 days per annum. Award: The Tribunal awarded that the leave of Radio Operators employed on Ocean Weather Ships shall be 104 days per annum.

Wages Councils Act 1959

Notices of Proposals

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

Toy Manufacturing Wages Council (Great Britain).—Proposal Y.(66), dated 8th January, for fixing revised general minimum time rates for male and female workers, and amending the provisions relating to holidays and holiday remuneration.

Hair, Bass and Fibre Wages Council (Great Britain).—Proposal H.B. (60), dated 8th January, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Brush and Broom Wages Council (Great Britain).—Proposal M. (95), dated 15th January, for fixing revised general minimum time rates, piecework basis time rates and general minimum piece rates for male and female workers and amending the provisions relating to holidays and holiday remuneration.

Flax and Hemp Wages Council (Great Britain).—Proposal F.H.(98), dated 18th January, for increasing the rates applicable to Apprentices, Learners, Improvers, and Night-shift spinners, and for varying the provisions relating to holidays and holiday remuneration.

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 January the Minister of Labour made the following Wages Regulation Order*:

The Wages Regulation (Cutlery) Order 1963: S.I. 1963 No. 121, dated 21st January and operative from 6th February. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

The Hat, Cap and Millinery Wages Councils (Abolition and Establishment) Order 1963

On 21st January the Minister of Labour made The Hat, Cap and Millinery Wages Councils (Abolition and Establishment) Order 1963: S.I. 1963 No. 122*. This Order, effective from 1st March, abolishes the Hat, Cap and Millinery Wages Council (England and Wales) and the Hat, Cap and Millinery Wages Council (Scotland) and establishes the Hat, Cap and Millinery Wages Council (Great Britain).

* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at any of the addresses shown on page 91 through any bookseller.

Wages Councils Act (Northern Ireland) 1945

Notices of Proposals

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

Baking Wages Council (Northern Ireland).—Proposal N.I.Bk. (N.310), dated 11th January, for fixing revised conditions for the employment of apprentices in the County of the City of Belfast and in districts situated within a radius of 15 statute miles therefrom.

Baking Wages Council (Northern Ireland).—Proposal N.I.Bk. (N.311), dated 11th January, for fixing revised conditions for the employment of apprentices and for fixing revised statutory minimum remuneration for male and female workers employed in areas other than the County of the City of Belfast and districts situated within a radius of 15 statute miles therefrom.

Baking Wages Council (Northern Ireland).—Proposal N.I.Bk. (N.312), dated 11th January, for fixing revised statutory minimum remuneration for certain male workers employed in areas other than the County of the City of Belfast and districts situated within a radius of 15 statute miles therefrom.

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

Wages Regulation Orders

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

Agricultural Wages (Scotland) Act 1949

Combined Districts Wages Order No. 4 was made on 7th January 1963 by the Scottish Agricultural Wages Board under the Agricultural Wages (Scotland) Act 1949. The Order, which became effective on 28th January 1963, raises the statutory minimum and overtime rates of wages of male and female workers of all classes employed in agriculture in Scotland.—See page 59.

Decision of the Commissioner under the National Insurance Acts

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

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

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

A recent decision of general interest is set out below.

Decision R(U)13/62 (11th May 1962)

Normal extent of working—full normal extent worked in fewer than normal number of days

The claimant's normal extent of work, in a week in which he claimed benefit, was four night shifts from Monday night to Thursday night, and a Saturday afternoon shift, all of eight hours duration. He actually worked his usual four night shifts and an afternoon shift of eight hours on the Friday instead of the Saturday. Applying the "night workers' regulation" he actually worked on four days instead of his usual five. Held, by reference to Decisions R(U)13/59 and R(U)15/59, that the claimant was employed to the full extent normal in his case. Although his employment was compressed into four days instead of five days its extent was not reduced. It was quite irrelevant that the afternoon shift, being worked on the Friday instead of the Saturday, was overtime.

Decision of the Commissioner

1. My decision is that unemployment benefit is not payable for Saturday 30th September 1961, on the ground that that day cannot be treated as a day of unemployment, by virtue of regulation 6(1)(e)(ii) of the National Insurance (Unemployment and Sickness Benefit) Regulations 1948 [S.I. 1948 No. 1277] as amended.

2. The claimant is one of a number of locomotive drivers in a steel mill. It is beyond dispute that he is "a person who does not

*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 91.

ordinarily work on every day in a week" (other than Sunday or the day substituted therefor). At the mill in question the shifts of locomotive drivers have been regulated, since 1957, by a rota (referred to in the papers as the "42 hour week rota—modified Clydesdale Scheme"). Recently there has been some modification of this rota because of short-time working; but by virtue of the provisions of regulation 6(5) of the National Insurance (Unemployment and Sickness Benefit) Regulations, introduced in 1959, this modification falls, for present purposes, to be ignored. The rota may therefore be taken as indicative of the normal pattern of the claimant's employment. In the week in which Saturday 30th September 1961 occurred, the normal pattern of the claimant's employment, as indicated by the rota, would have consisted of four night shifts (on Monday, Tuesday, Wednesday and Thursday) and one afternoon shift (on Saturday). Each shift was of eight hours. In the events which happened, the claimant in that week actually worked four night shifts (on Monday, Tuesday, Wednesday and Thursday) and one afternoon shift (on Friday).

3. The question which arises is whether in the week in question, the claimant was "employed to the full extent normal in his case", in the sense of regulation 6(1)(e)(ii) cited above. At first sight, it seems that the answer is plainly in the affirmative. The "normal" extent of his employment that week would have been four night shifts and one afternoon shift. The actual extent of the employment that week was four night shifts and one afternoon shift. That is to say, the actual extent equalled the normal extent.

4. The matter is not quite so simple, because account has to be taken of the effect of regulation 5 of the same Regulations (as amended), commonly referred to as the "night workers'" regulation. The night shifts extend from 10 p.m. on the day named in the rota, to 6 a.m. on the following day: that is to say, the employment after midnight is of longer duration than that before midnight. The effect of the regulation is that employment on the night shift of Monday falls to be counted as employment on Tuesday, not Monday. Applying this to the rota, one reaches the result that in the week in question the "normal" days of employment of the claimant would be regarded as Tuesday, Wednesday, Thursday and Friday (by virtue of the night shifts) and Saturday (by virtue of the afternoon shift): a total of five days. When the "night workers'" regulation is applied to the claimant's actual employment on the week in question, he is deemed to have been employed on the Tuesday, Wednesday, Thursday and Friday (by virtue of the night shifts) and also on the Friday (by virtue of the afternoon shift). This is a total of four days. Five shifts were (in effect) compressed into four days instead of being spread over five days.

5. It was contended, therefore, on behalf of the association, that in the week in question the claimant was not employed to the full extent normal in his case, since he had been employed for four days instead of five. If he were regarded as having been employed to the full extent normal, Saturday would not count as a day of unemployment; yet the claimant was available for work on that day and did not work on that day. This, it was contended, was anomalous.

6. I have found this a point of some difficulty. It is true that from many points of view the day is the relevant unit of employment (or unemployment) for purposes of unemployment benefit. Thus the Statute (Section 11) provides for unemployment benefit "in respect of any day of unemployment. . ."; and regulation 6 of the Regulations already cited enumerates a variety of cases in which a day shall not be treated as a day of unemployment. Regulation 6(1)(e)(ii) also specifies a case in which a day is not to be treated as a day of unemployment: but the test which it imposes is one which relates expressly to the extent of employment in a week. The criterion adopted is not—how many days of employment has the claimant had in the relevant week? It is—has he been employed to the full extent normal in that week?

7. In Decision R(U)13/59 the Commissioner drew attention (paragraph 6) to the fact that the regulation does not say "On the same number of days as those on which he ordinarily works": and he rejected the contention that a person who worked only for four and a half days in a week in which he normally worked for five days, had been employed to the full extent normal in his case. In Decision R(U)15/59 the Commissioner went a step further and held that a claimant should be deemed to have been employed to the full extent normal in his case unless the extent of his employment in the week in question had fallen below the normal by at least one hour. In the present case, although the claimant's employment was compressed into four days instead of five days, his total employment measured in hours was not reduced at all. I regard the passages cited above from Decision R(U)13/59 and R(U)15/59 as justifying the view that, in such circumstances, the claimant must be held to have been employed to the full extent normal in his case. The local tribunal, in their grounds of decision, refer to the fact that the afternoon shift "on 30.9.61" was overtime. I think the tribunal meant to say that the Friday shift (on 29th September 1961) worked by the claimant instead of the "normal" Saturday shift was overtime: but this, in my opinion, is quite irrelevant.

8. For the reasons indicated, I hold that the actual extent of the claimant's employment in the week in question was the same as the normal extent of his employment in that week. Thus, in the week in which Saturday 30th September 1961 occurred, the claimant (being a man who did not ordinarily work on every day in a week) was employed to the full extent normal in his case. It follows, in terms of regulation 6(1)(e)(ii) that Saturday 30th September 1961 cannot be treated as a day of unemployment; and unemployment benefit is not payable in respect of that day.

9. I must allow the appeal of the insurance officer.

MINING QUALIFICATIONS BOARD EXAMINATIONS

The next Mining Qualifications Board examinations for First and Second Class Certificates as Managers and Under-Managers of Mines will be held in May 1963 at Glasgow, Sunderland, Doncaster, Wigan, Cardiff and Stoke-on-Trent. The "old-style" (six subject) examinations, of which this will be the last, will be on 21st, 22nd and 23rd May. For "three stage" candidates, who take mining law only, the examinations will be on 23rd May.

The written examinations for Certificates of Qualification as Surveyors of Mines, of which this will also be the last, will be held at the above centres on 22nd May 1963. The Oral and Practical examinations will be held on 23rd, 24th and 25th July 1963. Applicants for the Surveyor's certificate who hold the Higher National Certificate in Mining Surveying or who have passed the Intermediate Examination of the Royal Institution of Chartered Surveyors, and who therefore only take the oral and practical examination, must submit their applications not later than 20th March 1963.

The mining legislation examination for Mechanical Engineers' Certificates, Electrical Engineers' Certificates, Mechanics' Certificates Class I and Electricians' Certificates Class I will be held at the above centres on 21st May 1963.

Intending candidates should apply at once for the necessary forms, stating whether they have previously attended an examination for any of the above Certificates. Prospective candidates are reminded that they may now come forward for examination up to nine months before completing the required period of practical experience. If they are successful at the examination, the statutory certificate will be withheld until the balance of the practical experience has been obtained. Completed applications, which should be addressed to the Secretary, Mining Qualifications Board, Ministry of Power, Thames House South, Millbank, London S.W.1., should be returned as soon as possible and must in any event be received not later than 20th March 1963.

The lists of *Official Publications Received* and *Statutory Instruments* will be found on page 66.

NOTICE

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

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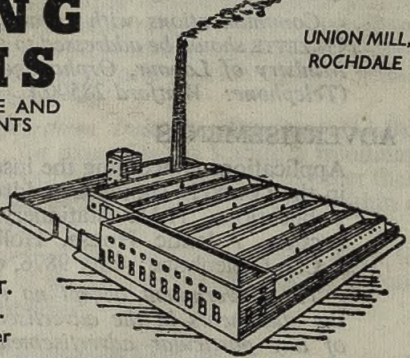
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