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## Young Persons Entering Employment

IN the issues of this GAZETTE for August, 1951, October, 1952, and December, 1953, articles were published giving information about the numbers of young persons under 18 years of age who entered employment during 1950, 1951 and 1952. Corresponding figures are now available for the year 1953 and a summary of the information for that year is given below.

The statistics are derived from the administrative arrangements for the issue of national insurance cards. All persons entering employment must obtain insurance cards for the purpose of paying contributions under the National Insurance scheme. For young persons under 18 years of age the cards are issued by Youth Employment Offices, most of which are conducted by Local Authorities. By arrangement with the Youth Employment Offices, a statistical record card is completed in respect of every young person to whom an insurance card is issued who has completed full-time education and has entered or is about to enter insurable employment. The particulars entered on the statistical card are as follows : age at the time when full-time education ceased ; age at the time of entry into insurable employment ; the code number of the employer's industry (according to the Standard Industrial Classification) ; and the type of occupation. For the purpose of the last item occupations are grouped under four headings, viz., (a) apprenticeship to a skilled craft (*i.e.*, apprenticeship or learnership with or without an indenture or other form of written agreement) ; (b) articulated clerks and others in employment leading to recognised professional qualifications (law, accountancy, surveying, nursing, etc.) ; (c) clerical employment not covered by (b) ; and (d) other employment. The record cards are sent to the Statistics Department of the Ministry of Labour and National Service for tabulation.

The principal limitation to be borne in mind when considering the figures derived from this source is that they exclude those young persons entering employment after leaving school who had already obtained insurance cards in respect of spare-time or holiday employment while still at school. This factor no doubt affects the figures for the 16 and 17 age-classes to a greater extent than those for the 15 age-class, but it is unlikely that it affects significantly the proportions entering different industries or different types of employment. It is important also to bear in mind that the figures do not provide a measure of the total numbers leaving school since they exclude those who left to enter Universities and other institutions of higher education, boys going direct to H.M. Forces for their period of national service and also those leaving school with no immediate intention of entering paid employment.

The total number of young persons under 18 years of age who entered employment in Great Britain after leaving school

during the year 1953 was 550,927, compared with 522,909 in 1952 and 542,353 in 1951 (the figures are subject, of course, to the limitation indicated in the preceding paragraph). The figures for boys for the three years were 280,519, 266,853 and 277,277, and those for girls were 270,408, 256,056 and 265,076. The fluctuations in the figures were due in part to variations in the numbers of Christmas term school-leavers entering employment before the end of the respective years. It is known, for example, that the numbers included in the figures for December, 1953, after leaving school in that month were considerably greater than the corresponding numbers for 1952, and this accounts for a considerable part of the apparent increase between the two years.

The following Table gives an analysis of the figures for 1952 and 1953 according to age at leaving school and also according to age on entering employment :—

Age at leaving school	Age at entry into employment			
	15	16	17	Total
1953				
Boys :				
15 .. .. .	234,427	3,491	319	238,237
16 .. .. .	—	33,379	921	34,300
17 .. .. .	—	—	7,982	7,982
Total, Boys	234,427	36,870	9,222	280,519
Girls :				
15 .. .. .	224,130	3,509	652	228,291
16 .. .. .	—	30,366	1,138	31,504
17 .. .. .	—	—	10,613	10,613
Total, Girls	224,130	33,875	12,403	270,408
1952				
Boys :				
15 .. .. .	222,936	3,916	517	227,369
16 .. .. .	—	31,243	946	32,189
17 .. .. .	—	—	7,295	7,295
Total, Boys	222,936	35,159	8,758	266,853
Girls :				
15 .. .. .	211,330	3,777	702	215,809
16 .. .. .	—	28,896	1,175	30,071
17 .. .. .	—	—	10,176	10,176
Total, Girls	211,330	32,673	12,053	256,056

In general there was very little change in 1953 compared with 1952 in the age-distribution of school-leavers and entrants into employment. The great majority of young persons leave school at the age of 15 and enter employment at the same age. Of the total numbers of 280,519 boys and 270,408 girls under 18 who entered employment in 1953, 234,427 and 224,130, respectively, left school and entered employment before reaching 16 years of age. Only 3,800 of the boys and 4,200 of the girls who left school at 15 delayed their entry into employment until after they had reached 16. As in previous years, the number of girls entering employment at the age of 17 was greater than the number of boys, but this was no doubt counterbalanced by a larger number of boys leaving school at that age to enter Universities or to enter the Forces for their period of National Service.

In the following Table the totals for 1952 and 1953 are analysed to show the numbers entering the four different types of employment referred to above, viz., (a) apprenticeships (or learnerships) to skilled crafts, (b) service under articles or other employment leading to recognised professional qualifications, (c) clerical employment, and (d) other employment.

Class of Employment Entered	Age at entry into employment					
	1953			1952		
	15	16	17	15	16	17
	Boys (000's)					
Apprenticeship, or Learnership, to Skilled Craft ..	77.2	14.3	2.9	76.6	13.7	2.7
Employment leading to recognised professional qualifications ..	0.8	1.4	0.9	0.8	1.5	0.9
Clerical Employment ..	12.6	9.7	2.3	12.6	9.3	2.2
Other Employment ..	143.8	11.5	3.1	132.9	10.7	3.0
Total, Boys ..	234.4	36.9	9.2	222.9	35.2	8.8
	Girls (000's)					
Apprenticeship, or Learnership, to Skilled Craft ..	13.4	2.0	1.0	12.1	1.9	1.0
Employment leading to recognised professional qualifications ..	0.8	1.0	0.9	0.9	1.1	1.1
Clerical Employment ..	55.0	21.4	7.1	53.7	20.0	6.6
Other Employment ..	154.9	9.5	3.4	144.6	9.7	3.4
Total, Girls ..	224.1	33.9	12.4	211.3	32.7	12.1

For the purpose of this analysis the term "apprenticeship or learnership" was defined as "apprenticeship or learnership with or without an indenture or other form of written agreement", and the instructions regarding the preparation of the statistical cards provided that "where there is doubt about the status which the young entrants are likely to attain they should not be included in this category".

There was little difference between the two years in the proportions entering the different types of employment. The proportions were very similar also in the two preceding years.

In 1953 about one-third of the boys under 16 entered apprenticeships or learnerships to skilled crafts, about one in twenty entered clerical employment, and about three-fifths went into "other employment". Among those who entered employment

at the age of 16, the proportion who entered apprenticeships was somewhat higher than among the under-16's, and the proportion going into clerical employment was much higher. A much higher proportion (though the actual number was relatively small) also went into employment leading to recognised professional qualifications. The proportion going into the professional occupations was still higher among those who entered employment at the age of 17.

The distribution of girls between the four occupational classes was very different from that of boys. One out of every four of those who entered employment at the age of 15 went into clerical employment, and the proportion who became apprentices or learners was only 6 per cent. Of the girls who entered employment at 16 or 17 years of age, nearly two-thirds went into clerical employment.

### Industrial Analysis

The figures for the period under review have been analysed to show the number of boys and girls entering different industries, and the Table below shows the numbers in eight broad industrial groups expressed as percentages of the total numbers of entrants.

Industry Group	Number entering each industry group as percentage of grand total			
	Boys		Girls	
	Aged 15	Aged 16 and 17	Aged 15	Aged 16 and 17
Agriculture, etc. ..	10	8	1	2
Mining and Quarrying ..	5	2	—	—
Manufacturing Industries ..	47	38	48	26
Building and Contracting ..	12	6	1	1
Transport, etc. ..	4	8	1	4
Distributive Trades ..	15	11	32	21
Public Administration, Utilities, Professional Services, Entertainment and Commerce and Finance ..	5	25	8	40
Hotels, Laundries and Personal Services ..	2	2	9	6
Total ..	100	100	100	100
Total number of entrants (000's) ..	234	46	224	46

The principal change compared with the previous year was that the proportion of girls entering the manufacturing industries went up from 44 per cent. to 48 per cent. among those aged 15 and from 24 per cent. to 26 per cent. among those aged 16 and 17. The manufacturing industries took nearly one-half of the number of boys aged 15 and nearly two-fifths of those aged 16 and 17. The greatest difference between the two age-groups was in the proportion entering the public administration and professional services, etc., group. Among boys aged 15 the proportion going into this group was 5 per cent., whereas among those aged 16 and 17 it was 25 per cent. The corresponding percentages among girls were 8 per cent., and 40 per cent., respectively. Higher proportions of girls than of boys also entered the distributive trades and personal services, while agriculture, mining and quarrying, building and contracting and transport took substantial proportions of the boys but relatively few girls.

Young Persons Entering Employment, January to December, 1953: Analysis by Industry Group and Occupational Category

Industry Group	Boys						Girls (aged 15-17)							
	Apprentices and Learners in Skilled Crafts and Persons Preparing for Recognised Professional Qualifications		Entering Clerical Employment		Entering Other Employment		Total aged 15-17	Apprentices and Learners in Skilled Crafts and Persons Preparing for Recognised Professional Qualifications		Entering Clerical Employment		Entering Other Employment		Total
	Aged 15	Aged 16-17	Aged 15	Aged 16-17	Aged 15	Aged 16-17		Aged 15	Aged 16-17	Aged 15	Aged 16-17	Aged 15	Aged 16-17	
Agriculture, Forestry and Fishing ..	1,203	499	46	38	21,145	3,156	26,087	180	275	3,215	3,670			
Mining and Quarrying ..	1,616	266	127	76	10,302	371	12,758	22	296	142	460			
Non-Metalliferous Mining Products ..	778	142	218	124	3,106	178	4,546	124	941	1,751	2,816			
Chemicals and Allied Trades ..	465	535	354	269	1,452	296	3,371	157	2,786	2,114	5,057			
Metal Manufacture ..	2,050	590	427	186	2,901	292	6,446	34	1,431	438	1,903			
Engineering, Shipbuilding and Electrical Goods ..	18,598	5,027	1,496	617	11,167	885	37,790	279	7,226	3,318	10,823			
Vehicles ..	10,382	2,130	518	222	7,404	502	21,158	72	3,616	956	4,644			
Metal Goods ..	2,527	315	257	112	4,315	224	7,750	57	1,808	2,967	4,832			
Precision Instruments, Jewellery, etc. ..	940	236	54	32	1,178	120	2,560	52	590	904	1,546			
Textiles ..	1,101	259	295	195	5,303	303	7,456	998	2,380	17,893	21,271			
Leather, Leather Goods and Fur ..	170	37	26	14	837	52	1,136	213	209	952	1,374			
Clothing ..	1,550	172	144	85	3,293	228	5,472	5,115	2,092	25,250	32,457			
Food, Drink and Tobacco ..	1,239	194	401	281	6,453	457	9,025	746	3,147	11,447	15,340			
Manufactures of Wood and Cork ..	3,500	282	188	95	6,199	384	10,648	154	797	1,088	2,039			
Paper and Printing ..	2,728	465	729	402	3,805	320	8,449	814	2,878	6,926	10,618			
Other Manufacturing Industries ..	333	121	182	113	1,569	163	2,481	108	1,188	2,464	3,760			
Building and Contracting ..	19,242	1,955	580	361	8,398	674	31,210	59	1,791	209	2,059			
Gas, Electricity and Water ..	918	382	139	268	371	51	2,129	19	856	57	932			
Transport and Communication ..	1,450	1,489	1,706	1,356	6,681	940	13,622	200	3,572	1,116	4,888			
Distributive Trades ..	3,618	786	1,903	1,318	30,199	2,973	40,797	2,029	19,307	60,632	81,968			
Insurance, Banking and Finance ..	115	349	937	2,587	151	59	4,198	103	9,022	217	9,342			
Public Administration ..	1,458	1,265	420	1,484	1,690	768	7,085	411	4,434	776	5,621			
Accountancy ..	88	766	456	782	22	31	2,145	65	1,727	53	1,845			
Medical and Dental Services ..	93	103	35	60	118	78	487	2,733	1,248	2,520	6,501			
Other Professional Services ..	368	875	755	800	371	317	3,692	788	5,989	1,532	8,309			
Miscellaneous Services ..	1,494	274	218	143	5,156	736	8,021	3,597	3,879	18,857	26,333			
Total, All Industries and Services ..	78,024	19,514	12,611	12,020	143,792	14,558	280,519	19,129	83,485	167,794	270,408			

The figures for each industrial group include all entrants into the service of employers in the group irrespective of the nature of their personal occupations. The figures for the manufacturing group, for example, include not only those entering employment in the factories but also clerical and technical staffs and all other ancillary employments with the same employers. In the Table at the foot of the preceding page the figures for each of the main "Orders" of the Standard Industrial Classification (with some subdivision of the Professional Services group) are analysed to show the numbers in the occupational categories (apprentices, etc.) referred to in an earlier paragraph. In this Table the numbers entering employment leading to recognised professional qualifications have been combined with the numbers of apprentices, etc.

The analysis shows a number of changes compared with the previous year. There was a fall from 44,600 in 1952 to 42,800 in 1953 in the numbers of boys entering the metal and metal-using industries as apprentices. On the other hand, the number entering the building and contracting industries increased from 19,500 to 21,200. These two groups of industries accounted for two-thirds of the total number of apprentices and learners. The principal change in the figures for girls was a substantial increase in the numbers entering the textile and clothing industries—from 15,800 in 1952 to 21,300 in 1953 in the textile industries and from 26,000 to 32,500 in the clothing industries. The distributive trades continued to take about 30 per cent. of the total number of girls entering employment.

It is important to bear in mind that the figures merely show the numbers whose first jobs after leaving school were in the industry groups specified in the Table, and the total numbers entering a particular industry group, including transfers from other industries, may have been greater. This is particularly important in the case of the mining and quarrying group; the total number of boys entering this group in 1953 is shown in the Table as 12,758, but the total intake of boys under 18 into the coal-mining industry alone was 20,000 (see the issue of the Monthly Digest of Statistics for August, 1954, page 29).

### Regional Analysis

The Table in the next column shows the numbers of young entrants into employment in 1953 in each of the nine administrative Regions of England and in Scotland and Wales, analysed according to age at the time of entry.

The figures in the last column show that the proportion that boys entering employment represented of the total number of male employees varied from 1.6 per cent. in the London and South-Eastern Region to 2.5 per cent. in Scotland. These variations are to some extent a reflection of the fact that in recent years there has been a considerable "inward balance" of men by immigration

from other parts of the country into the London and South-Eastern Region, whereas Scotland had an "outward balance" during the same period. There are similar differences in the figures for girls. In the London and South-Eastern Region the number of girls entering employment represented only 2.6 per cent. of the estimated total number of female employees, compared with 4.5 per cent. in Scotland, 5.3 per cent. in Wales and 5.4 per cent. in the Northern Region. Among women, as among men, there has been considerable immigration into the London and South-Eastern Region in recent years from other parts of the country.

Region	Age at entry into employment			Total Number	Percent. of the estimated number of employees aged 15 and over in the Region at May, 1953*
	15	16	17		
Boys					
London and South-Eastern ..	41,289	10,106	2,817	54,212	1.6
Eastern ..	13,974	2,171	575	16,720	2.3
Southern ..	10,927	1,905	540	13,372	2.0
South-Western ..	11,945	2,807	702	15,454	2.1
Midland ..	24,873	3,034	652	28,559	2.2
North-Midland ..	16,456	2,310	409	19,175	2.0
East and West Ridings ..	21,469	3,337	590	25,396	2.2
North-Western ..	32,697	4,709	1,034	38,440	2.1
Northern ..	18,230	2,072	422	20,724	2.3
Scotland ..	30,584	2,636	913	34,133	2.5
Wales ..	11,983	1,783	568	14,334	2.1
Total, Great Britain ..	234,427	36,870	9,222	280,519	2.0
Girls					
London and South-Eastern ..	39,058	8,232	3,617	50,907	2.6
Eastern ..	12,957	2,250	821	16,028	4.4
Southern ..	10,403	1,910	809	13,122	4.1
South-Western ..	11,434	2,461	981	14,876	4.3
Midland ..	24,153	2,709	765	27,627	4.0
North-Midland ..	16,238	2,128	618	18,984	4.1
East and West Ridings ..	21,235	3,002	864	25,101	4.1
North-Western ..	31,788	4,695	1,459	37,942	3.5
Northern ..	16,779	2,069	598	19,446	5.4
Scotland ..	29,456	2,551	1,024	33,031	4.5
Wales ..	10,629	1,868	847	13,344	5.3
Total, Great Britain ..	224,130	33,875	12,403	270,408	3.8

\* The numbers of boys have been expressed as percentages of the estimated numbers of male employees, and the numbers of girls as percentages of the estimated numbers of female employees.

## REVIEW OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 416 to 434.

### Employment

It is estimated that the number of persons in civil employment in Great Britain rose during October by 21,000 (+3,000 males and +18,000 females), the number at the end of the month being 22,635,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed a decrease of 41,000, manufacturing industries an increase of 57,000, and other industries and services an increase of 5,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who have not taken up employment, is estimated to have increased by 27,000 from 23,697,000 to 23,724,000.

### Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain rose from 243,478 to 252,393 between 11th October and 15th November, 1954, and the numbers registered as temporarily stopped rose from 10,436 to 10,666. In the two classes combined there was a rise of 6,275 among males and 2,870 among females.

### Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), was 144 at the end of November compared with 143 at the

end of October. The changes in rates of wages reported to the Department during November resulted in an increase estimated at £345,000 in the weekly full-time wages of about 874,000 workpeople, and in a decrease of £5,100 for 176,000 workpeople. The principal increases affected manipulative grades of workers employed in the Post Office, domestic and similar grades of staff employed in hospitals and allied institutions, milk distributive workers, locomotive running staff employed by British Railways, and bakery workers in England and Wales.

### Retail Prices

At 16th November, 1954, the retail prices index was 145 (prices at 17th June, 1947 = 100), compared with 144 at 12th October and with 140 at 17th November, 1953. The rise in the index during the month was due mainly to higher prices for eggs and to seasonal increases in the prices of coal in many areas.

### Industrial Disputes

The number of workers involved during November in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was about 48,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 304,000 working days. The number of stoppages which began in the month was 179, and, in addition, 19 stoppages which began before November were still in progress at the beginning of the month.

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## NUMBERS EMPLOYED BY LOCAL AUTHORITIES AND IN POLICE FORCES

The monthly analyses of man-power which are published in this GAZETTE (see, for example, page 416 of this issue) give separate figures for "Local Government Service". Those figures, however, relate to Local Government Service as defined in the Standard Industrial Classification, and they exclude those employees of Local Authorities (such as teachers, transport staffs, building workers, etc.) who, in accordance with the principles underlying the Standard Industrial Classification, are included in other industry groups. The figures are based primarily on the counts of national insurance cards exchanged, and as the counts have to be made on the basis of the Standard Industrial Classification it is not possible to obtain complete information from that source about the total numbers employed by Local Authorities.

The co-operation of the Local Authorities, however, makes it possible to publish full details in respect of the end of June of each year. The Authorities complete a return at that time showing the numbers employed in each of the main departments and services, and figures for June, 1953, obtained from this source were published on page 420 of the December, 1953, issue of this GAZETTE. Corresponding figures for June, 1954, are now given in the Table below.

The figures cover (a) all employees of the Councils of all Counties, Boroughs (County, Metropolitan and Municipal), Urban Districts and Rural Districts in England and Wales and of Counties and Burghs (large and small) in Scotland, and (b) members of the Police Forces (including the Metropolitan Police). The figures for the Police Forces have been obtained from the Home Office and the Scottish Home Department.

The figures represent the total numbers on the payrolls at 26th June, 1954, including those temporarily absent through sickness, holidays or other causes. All persons with a normal full-time engagement are included in the columns headed "full-time" and the persons in the columns headed "part-time" are those engaged on a part-time basis whose employment ordinarily involves service for not more than 30 hours a week.

The figures for building and civil engineering in the Table represent broadly workpeople employed in separate building or civil engineering departments engaged on the building of houses, the construction of roads, sewers, etc. Persons engaged on ordinary maintenance work are included in the figures for "All other Local Authority Departments". The figures for transport services cover not only road transport services but also docks, river and harbour services, airports and all other forms of public transport operated by Local Authorities.

A qualification that must be borne in mind is that some of the part-time employees of a Local Authority (e.g., teachers and lecturers at evening classes and Technical Colleges) are engaged during the daytime in the service of other employers or are working on their own account, and there is, therefore, some overlap between the figures in the Table and those for other industries. There may, in fact, be some duplication within the Table itself, since some of the overlap may be between two adjoining Local Authorities. The extent of the overlap of all kinds is known to be less than 50,000, and it is probable, therefore, that the overlap within the Table is relatively small.

*Numbers Employed by Local Authorities and in Police Forces at 26th June, 1954*

Department or Service	Males		Females		Total Males and Females
	Full-time	Part-time	Full-time	Part-time	
<b>England</b>					
Education Department:					
(a) Lecturers and Teachers	90,417	27,221	141,164	25,126	283,928
(b) Other Staffs (Clerical Staff, School Cleaners, etc.)	35,103	6,232	27,126	53,103	121,564
Water Supply	14,762	130	311	92	15,295
Building and Civil Engineering	55,559	56	317	56	55,988
Transport Services	64,558	22	11,039	340	75,959
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes	22,659	1,846	61,295	27,283	113,083
Slaughterhouses	458	4	2	7	471
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments; Amusement Parks; Race Courses; Golf Courses; etc.	7,612	1,170	37,121	77,753	123,656
All other Local Authority Departments	317,092	9,450	50,309	15,698	392,549
Police Forces (including Metropolitan Police)	61,230	—	1,778	—	63,008
<b>Grand Total (including Police)</b>	<b>669,450</b>	<b>46,131</b>	<b>330,462</b>	<b>199,458</b>	<b>1,245,501</b>
<b>Scotland</b>					
Education Department:					
(a) Lecturers and Teachers	11,615	530	23,182	904	36,231
(b) Other Staffs (Clerical Staff, School Cleaners, etc.)	3,780	554	4,479	8,365	17,178
Water Supply	3,440	73	81	18	3,612
Building and Civil Engineering	10,834	90	179	5	11,108
Transport Services	14,181	1	4,077	23	18,282
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes	1,531	98	7,202	2,643	11,474
Slaughterhouses	444	23	40	9	516
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments; Amusement Parks; Race Courses; Golf Courses; etc.	1,388	69	2,021	2,611	6,089
All other Local Authority Departments	35,472	1,021	8,331	2,740	47,564
Police Forces	8,386	—	193	—	8,579
<b>Grand Total (including Police)</b>	<b>91,071</b>	<b>2,459</b>	<b>49,785</b>	<b>17,318</b>	<b>160,633</b>
<b>Wales</b>					
Education Department:					
(a) Lecturers and Teachers	7,998	772	10,933	1,140	20,843
(b) Other Staffs (Clerical Staff, School Cleaners, etc.)	1,856	346	1,369	3,538	7,109
Water Supply	1,215	18	27	5	1,265
Building and Civil Engineering	5,357	4	65	3	5,429
Transport Services	2,574	—	406	7	2,987
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes	1,381	114	3,299	1,492	6,286
Slaughterhouses	58	6	—	1	65
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments; Amusement Parks; Race Courses; Golf Courses; etc.	325	71	3,362	3,174	6,932
All other Local Authority Departments	21,772	842	2,467	1,074	26,155
Police Forces	3,378	—	94	—	3,472
<b>Grand Total (including Police)</b>	<b>45,914</b>	<b>2,173</b>	<b>22,022</b>	<b>10,434</b>	<b>80,543</b>
<b>Great Britain</b>					
Education Department:					
(a) Lecturers and Teachers	110,030	28,523	175,279	27,170	341,002
(b) Other Staffs (Clerical Staff, School Cleaners, etc.)	40,739	7,132	32,974	65,006	145,851
Water Supply	19,417	221	419	115	20,172
Building and Civil Engineering	71,750	150	561	64	72,525
Transport Services	81,313	23	15,522	370	97,228
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes	25,571	2,058	71,796	31,418	130,843
Slaughterhouses	960	33	42	17	1,052
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments; Amusement Parks; Race Courses; Golf Courses; etc.	9,325	1,310	42,504	83,538	136,677
All other Local Authority Departments	374,336	11,313	61,107	19,512	466,268
Police Forces (including Metropolitan Police)	72,994	—	2,065	—	75,059
<b>Grand Total (including Police)</b>	<b>806,435</b>	<b>50,763</b>	<b>402,269</b>	<b>227,210</b>	<b>1,486,677</b>

## EARNINGS IN THE BRITISH TRANSPORT SERVICE

The British Transport Commission have published the results of their Annual Census of Staff giving particulars by occupation, grade, etc., of the average rates of pay and average earnings of the staff of British Railways in the week ended 27th March, 1954. The particulars have been summarised by the British Transport Commission for the principal groups of staff, as follows:—

	Number on which Average is based	Week ended 27th March, 1954	
		Average Rates of Pay	Average Earnings
		s. d.	s. d.
<b>British Railways Staff</b>			
<i>Male Adults</i>			
Clerical	47,797	177 4	189 5
Technical	3,430	224 9	236 3
Headquarters, Divisional and District Inspectors	1,888	200 0	237 5
<i>Operating Salaried:</i>			
Stationmasters, Yardmasters, Goods Agents, etc.	5,060	200 10	218 4
Inspectors, Foremen and Supervisors	7,679	182 1	222 11
Traffic Control	2,328	192 4	237 11
<i>Conciliation:</i>			
<i>Locomotive—</i>			
Drivers	39,015	177 2	220 3
Motormen	1,774	177 3	211 2
Firemen and Assistant Motormen	36,553	147 10	182 8
Cleaners	2,518	131 5	150 3
<i>Traffic—</i>			
Guards	22,748	146 8	188 3
Signalmen	25,123	147 5	193 7
Shunters	16,856	141 6	179 8
Porters	25,631	128 0	158 6
Ticket Collectors	3,414	140 9	177 9
<i>Goods Handling—</i>			
Checkers	10,482	136 10	168 11
Porters	18,733	126 10	155 8
<i>Cartage—</i>			
Motor Drivers	14,218	135 9	168 6
Horse Drivers	844	127 11	161 6
<i>Locomotive Running Shed—</i>			
Boiler Washers	1,188	131 7	182 4
Coalmen	1,697	128 5	192 3
Firedroppers	1,108	131 6	196 7
Steamraisers	1,573	132 0	195 0
Shedmen	7,607	129 2	165 9
<i>Carriage and Wagon—</i>			
Service-men	6,049	125 9	163 3
Examiners	4,852	139 9	192 2
Wagon Oilers and Greasers	1,280	124 9	164 2
<i>Maintenance and Construction—</i>			
<i>Salaried:</i>			
Foremen, Inspectors and Other Supervisors	5,561	212 6	262 10
<i>Conciliation:</i>			
Civil Engineering	50,565	131 11	179 8
Signal and Telecommunications	9,782	137 7	203 3
<i>Workshop:</i>			
Civil Engineering	18,787	128 9	172 4
Signal and Telecommunications	1,002	132 2	176 0
Locomotive	32,037	130 3	199 1
Carriage and Wagon	36,031	128 10	196 4
Locomotive Running Shed	12,765	134 10	205 0
Road Motor	3,256	132 7	169 11
Electrical	4,706	134 6	186 8
Police	3,253	176 8	187 7
<i>All Categories (excluding officers)</i>			
Male Adults	511,562	146 3	188 2
Male Juniors	22,674	61 11	73 3
Female Adults	33,118	109 9	115 7
Female Juniors	2,296	58 8	61 10

in the relative agreements with the representatives of the employees, and is exclusive of the additional payments specifically mentioned in the following paragraph on average earnings.

The average earnings include the total payments for work performed and cover payments for piecework, bonus schemes, overtime, Saturday afternoon, Sunday and night duty, etc. The particulars of the average earnings are based on payments made in respect of the week ended 27th March, 1954, when the Annual Census of Staff was taken.

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

The Annual Census dealt also with the average rates of pay and average earnings of ships and marine staff, docks, harbours and wharves staff, and inland waterways staff, and the average earnings of hotels and catering staff. Certain particulars are given below in respect of these workers. It should be noted that, for the purposes of calculating the average earnings of the hotels and catering staff, an adjustment has been made in those cases where the employee is supplied either with full board and lodging or with meals during the time the employee is on duty.

	Number on which Average is based	Week ended 27th March, 1954	
		Average Rates of Pay	Average Earnings
		s. d.	s. d.
<b>Ships and Marine Staff</b>			
<i>Male Adults</i>			
Technical and Clerical	355	186 10	207 2
<i>Operating—</i>			
Ships' Officers	773	243 4	264 8
Stewards and Catering Staff	842	145 1	176 6
<i>Seamen and Engine Room Staff—</i>			
Cross-Channel Ships	1,067	159 1	192 3
Small Passenger Ships	358	134 9	170 4
<i>Maintenance—</i>			
Supervisory	33	232 4	320 9
<i>Marine Workshop Staff—</i>			
Timeworkers—Craft	357	149 10	215 6
Other	426	127 7	199 4
Pieceworkers—Craft	451	151 11	309 7
Other	485	119 2	252 4
<i>All Categories (excluding officers)</i>			
Male Adults	5,257	161 11	218 2
Male Juniors	315	66 3	84 3
Female Adults	241	116 9	129 5
Female Juniors	3	66 4	76 8
<b>Docks, Harbours and Wharves Staff</b>			
<i>Male Adults</i>			
Technical and Clerical	1,585	184 10	194 8
<i>Operating—</i>			
Supervisory	1,045	190 4	233 7
Railway Shunters	1,234	142 1	166 7
Coal Tipplers, Trimmers, etc.	664	119 0	225 4
Cranedriviers	677	140 5	212 2
Checkers	1,105	141 3	178 3
Porters	2,858	134 4	169 9
Dock Workers and Sievedores	4,371	135 7	240 9
Dockgatemmen, Berthingmen, etc.	739	140 2	194 11
<i>Maintenance—</i>			
Supervisory	223	205 11	273 5
<i>Engineering Staff—</i>			
Artisans	2,945	140 9	184 7
Gangers, Lengthmen, Relayers, etc.	951	131 3	169 2
Labourers	1,236	125 4	158 2
Dredging Staff	718	139 7	230 10
<i>All Categories (excluding officers)</i>			
Male Adults	22,249	143 5	198 3
Male Juniors	565	62 7	67 9
Female Adults	630	103 11	106 0
Female Juniors	33	57 7	57 6
<b>Inland Waterways Staff</b>			
<i>All Categories (excluding officers)</i>			
Male Adults	3,871	139 10	163 3
Male Juniors	117	80 0	91 8
Female Adults	231	101 10	102 5
Female Juniors	11	56 1	56 1
<b>Hotels and Catering Staff</b>			
<i>All Categories (including officers)</i>			
Male Adults	6,978	—	156 11
Male Juniors	690	—	78 6
Female Adults	7,084	—	101 3
Female Juniors	356	—	74 2

It should be noted that the descriptions of some of the groups of grades are of necessity in general terms; thus cleaners include chargemen cleaners.

The number of staff shown above, on which the average rate of pay and average earnings are based, is an equated figure representing the number of employees paid salaries or wages in respect of the complete week. For this purpose the number of staff paid for less than the complete week is reduced appropriately to give a figure equivalent to the number of full-time employees. No adjustment, however, is made in respect of the number of part-time staff employed on jobs which are normally part-time, e.g., office cleaners.

The average rate of pay is the average basic payment laid down

## CONTINUANCE OF TEMPORARY LEGISLATION

The Expiring Laws Continuance Act, 1954\*, which received the Royal Assent on 25th November, provides for the continuance of certain Acts and of the enactments amending or affecting those Acts, in so far as they are in force and are temporary in their duration.

The Acts concerned are specified in the Schedule to the 1954 Act and include the Aliens Restriction (Amendment) Act, 1919, the Cotton Manufacturing Industry (Temporary Provisions) Act, 1934, the Road Traffic Act, 1934, the Population (Statistics) Act, 1938, the Education (Exemptions) (Scotland) Act, 1947, the Tenancy of Shops (Scotland) Act, 1949, the Local Government (Scotland) Act, 1951, and the Civil Contingencies Fund Act, 1952.

These Acts were due to expire on 31st December, 1954, and are now continued, wholly or in part, until 31st December, 1955. The sections of the Cotton Manufacturing Industry (Temporary Provisions) Act, 1934, that are continued are those that make temporary provisions enabling the Minister of Labour and National Service to make an Order giving statutory effect to rates of wages agreed between representative organisations of employers and workers in the weaving section of the cotton manufacturing industry (see the issues of this GAZETTE for May, July, and August, 1934, pages 157, 231, and 271).

Other Acts continued in force are the Rent of Furnished Houses Control (Scotland) Act, 1943, the Furnished Houses (Rent Control) Act, 1946, and Part II of the Licensing Act, 1953. These Acts were due to expire on 31st March, 1955, and now continue in force until 31st March, 1956.

\*2 and 3 Eliz. 2. Ch. 69. H.M. Stationery Office; price 3d. net (4½d. including postage).

## ENQUIRY INTO REASONS FOR RETIRING OR CONTINUING AT WORK

The Ministry of Pensions and National Insurance have recently published a Report\* giving the results of an enquiry into the reasons which lead people to retire or to continue at work after reaching the minimum age for the national insurance retirement pension (65 for men and 60 for women). The enquiry was made under the guidance of the Research Sub-Committee of the National Advisory Committee on the Employment of Older Men and Women, and the results were made available also to the Committee under the Chairmanship of Sir Thomas Phillips which reviewed the economic and financial problems involved in providing for old age and whose Report is reviewed on page 411 of this GAZETTE.

### Scope of the Enquiry

The enquiry covered about 29,000 insured men and women who, during the period of four weeks ending on 11th October, 1953, were taking their retirement pensions either at the minimum pensionable age or later, or who were just reaching the minimum age for pension but were staying at work. All these people were interviewed with the exception of 2,420 whose award of retirement pension followed a spell of not less than six months' illness, i.e., the chronic sick; 336 who could not be interviewed owing to illness, change of address, etc.; and 322 who declined to give information. Where appropriate, and with the agreement of the men and women concerned, employers were asked to supplement the information given by those who had retired. An analysis of the reasons given for retiring or staying at work is set out in the Report, together with certain other information, such as the recorded incapacity for work owing to sickness or industrial injury or disease. Information, supplied by the people interviewed, on such matters as working conditions, pension schemes, and family circumstances is also analysed.

### Men Retiring at Minimum Age

Of the 12,009 men reaching the minimum pensionable age of 65 during the period, 4,834 (about four out of every ten) took their retirement pensions. Of those who did so, the chronic sick accounted for 25 per cent.; another 25 per cent. gave ill health and nearly four per cent. heaviness or strain of work as their main reason for retiring at the minimum age; and 28 per cent. said that they had been retired by their employers or discharged. The remainder gave a variety of reasons, such as a wish for rest or leisure.

Examination of records of incapacity for work showed that, in a period of three years and eight months before the enquiry, those men giving ill health or strain as their reason for retirement at age 65 had had, in general, more incapacity for work than men giving other reasons for retirement. Nevertheless, in the whole of that period about three out of ten of these men had almost no record of incapacity, while for the last eight months of the period the proportion was nearly six out of ten. About two in seven had asked the advice of their doctor before retiring, compared with one in seven of all men retiring at the minimum pensionable age. The enquiry showed also that, although only a small proportion of all the men gave heaviness of work or strain as the reason for their retirement, among men whose work involved a potential cause of strain there was in fact a tendency to retire earlier than other men. The proportion giving ill health or strain as the reason for retirement was also generally higher among those in work involving potential strain, particularly among men who said their work was generally considered heavy, or involved lifting or a great deal of standing or walking or exposure to extreme cold, to wet or to the weather.

Of those men retired by their employers, more than four-fifths said it was because of an age limit (usually 65), and this was confirmed by employers. Nearly three-quarters of the men so retired said that they would have been willing to go on working with their old employers and most that they would, if necessary, have been willing to adapt themselves to other types of work in order to be kept on. On the other hand, only one in five of these men said that he had looked for a job with another employer before deciding to retire. Of all men reaching age 65, three out of every ten were covered by employers' pension schemes, but the proportion was six in ten among men retired by their employers or discharged. Employers' pension schemes were, in general, associated with a high rate of retirement at age 65 and with a high rate of compulsory retirement.

### Men Staying at Work or Retiring after Age 65

Among the six men in every ten reaching age 65 who stayed at work the main reasons given were "financial need" (45 per cent.), "feel fit enough" (25 per cent.), and "prefer to work" (20 per cent.). Although one in three of the men retiring said the prospect of extra leisure influenced them in favour of retirement, nearly half of those staying on stated that this prospect influenced them against giving up work. Of all men reaching pensionable age the great majority said they knew that a higher rate of national insurance pension could be obtained by staying at work, but of those staying at work only seven in 1,000 gave this as their reason. A proportion of one in four of those staying on, however, said that knowledge of that arrangement had influenced them in making their decision to continue at work.

The men who, at the time of the enquiry, were retiring at ages above 65 and up to 70 gave the same reasons for retirement as were given by men retiring at age 65, but of these men, numbering 4,798, the proportion giving ill health or strain as their main reason for retirement was 45 per cent., compared with 28 per cent. among

\*National Insurance Retirement Pensions. Reasons given for Retiring or Continuing at Work. Report of an Enquiry by the Ministry of Pensions and National Insurance. H.M. Stationery Office, price 5s. net (5s. 3d. including postage).

the men aged 65; the proportion of chronic sick was, however, nine per cent. compared with 25 per cent. Twenty-three per cent. gave employer's action as their reason for retirement; nearly nine in every ten, compared with three out of four at age 65, said they would have been willing to continue working with their old employer. Among the men retiring at ages above 65 there was also a lower proportion than among those retiring at the minimum age who were covered by employers' pension schemes.

As the national insurance retirement pension is payable at age 70 whether a man has retired from work or not, the enquiry provided some information about men still working at 70 years of age. Of all the men taking retirement pensions about 21 per cent. were men aged 70 who were still working. Their answers to the questions about the most important reason for remaining at work showed that just over four in every ten were doing so for financial reasons, one in six because they felt fit enough, and three in ten because they preferred to work. Only one in ten of these men was covered by an employer's pension scheme.

### Women

There are special arrangements for married women and certain widows under which they can choose whether or not to pay contributions under the National Insurance scheme or rely on the benefits provided to them through their husbands' insurance. The enquiry covered only women insured on their own account. The voluntary basis of married women's insurance, and the fact that one-quarter of the women covered had already given up work more than five years previously, materially restricts the extent to which the results can be regarded as applying to women generally or can be compared with those relating to men.

Of the women taking their retirement pensions at the minimum age of 60, 15 per cent. were in the category of chronic sick, and 34 per cent. said they had retired because of ill health or strain. Retirement by employer or discharge was given as the reason by only seven per cent. "Family reasons" was given by 13 per cent.

Women staying at work after reaching minimum pensionable age said they did so because of "financial need" (54 per cent.), they "felt fit enough" or they "preferred to work" (29 per cent.). Few gave other replies. Similar views were expressed by women continuing at work although they had attained the age of 65, though the proportion who did so because of financial need declined from 54 per cent. to 46 per cent., whilst there was a slight increase in the proportion who said they preferred to work.

Nearly one-half of the women retiring at ages over 60 and under 65 said they were giving up work on health grounds. Employers were said to have discharged 14 per cent. and about the same percentage said they wanted extra leisure.

### Variations according to Occupation, Industry and Region

There were considerable variations between different occupations and industries both in the reasons given for retirement and in the proportions of men and women retiring or staying at work at minimum pensionable age and at later ages. As the information from which an occupational and industrial analysis could be made was obtained at interview, the figures relate only to those persons fully interviewed, i.e., they exclude those suffering from chronic illness. The significance of the figures is necessarily limited by this fact.

Figures set out according to occupation irrespective of industry show that the highest proportion of men giving ill health or strain as their reason for retirement was among operatives engaged in transport other than railways, and unskilled workers. The highest proportion who said they were retired by their employers or discharged was among railway operatives, and the next highest among clerical workers. The proportion covered by pension schemes was also high in these occupations. Among industrial groups, men aged 65 gave ill health or strain as their reason for retirement more frequently in agriculture and in retail distribution than in other industries. Among men of all ages taking pensions, however, the highest proportion giving this reason for retirement was in mining and quarrying, followed by agriculture, catering and retail distribution. About 13 per cent. of all men who took their retirement pensions at all ages, including those still at work at age 70, said they were retired by their employer or discharged at age 65. Industry groups having a high percentage of men who said they were retired by their employer or discharged at age 65 were: railways (49.3); gas, electricity and water (36.7); local government service (33.0); chemical and allied trades (29.3); national government service (24.4); insurance, banking and finance (24.2); and transport other than railways (21.5). The proportion was lowest in agriculture (1.3) and in mining and quarrying (2.5).

The marked differences between one industry and another in the age at which men took their retirement pension are shown by the fact that 70 per cent. of the railway workers had taken their pension by age 65½ and under six per cent. were still working at age 70. The corresponding proportions in local government service were 63 per cent. and nine per cent., and in gas, electricity and water supply they were 60 per cent. and eight per cent. On the other hand, only 23 per cent. of men engaged in metal manufacturing had taken their pensions by age 65½ and 36 per cent. were still working at age 70. In mining and quarrying 26 per cent. had taken pensions by age 65½ and 18 per cent. were still working at age 70.

The results of the enquiry showed no great variations between regional areas, but men took their retirement pensions at later ages in the Inner London Region and in the Midland Region than in other parts of Great Britain.

## NATIONAL SERVICE BILL, 1954

The National Service Bill, 1954, was introduced into the House of Commons by the Minister of Labour and National Service and received its first reading on 1st December.

The Bill provides for extending to 36 years the present upper age-limit for liability to National Service of certain men who are absent from Great Britain in the last year of their liability under the National Service Acts, 1948 to 1950.

Under the existing legislation the age of 26 is normally the upper age-limit of liability for call-up. It is possible for a man to go abroad before being called up and, by staying abroad until he has passed the age of 26, to avoid liability for service. The Bill, which is designed solely to meet this possibility, provides for maintaining liability for call-up until the age of 36 in the case of men who have been resident abroad for a substantial part (28 days) of the last year before attaining age 26. If during the last year before reaching the age of 26 a man has spent as much as 28 days abroad, then on his return he will still be liable to call-up until he reaches 36 years of age, whether or not he has ceased to be "ordinarily resident" in this country. Special provisions are included in the Bill to protect from its operation men who have become nationals of one of the Dominions, so that these men will run no risk of being called up if they return on a visit to this country.

Copies of the Bill (House of Commons Bill 2, Session 1954-55) may be obtained from H.M. Stationery Office, price 4d. net (5½d. including postage).

## REPORT OF COMMITTEE ON PROVISION FOR OLD AGE

As was announced in the issue of this GAZETTE for July, 1953 (page 233) the Chancellor of the Exchequer appointed a committee under the Chairmanship of Sir Thomas Phillips "to review the economic and financial problems involved in providing for old age, having regard to the prospective increase in the numbers of the aged, and to make recommendations". The Committee have recently submitted their Report.

The Committee have examined the existing provision for old age, not only under the schemes of National Insurance and National Assistance, but also under occupational pension schemes and other forms of private provision. They have also considered certain services which are needed or are used by old people, such as hospital treatment, residential accommodation and domiciliary services.

The Report reviews the changes that have taken place over the past century in the structure of the population and shows that the number of old people is increasing and will continue to increase for some years to come both absolutely and relatively to the size of the working population. The Report says that the change in age-composition to be expected is neither new, sudden nor (taking young and old together) particularly large, but it does not follow that the economic and financial problems of making provision for the elderly are to be regarded without serious concern.

The Report goes on to estimate that the annual outlay in pensions (including occupational pensions) and national assistance to the elderly is about £550 millions, which represents nearly four per cent. of the national income. In 25 years' time, and even assuming no increase in pension rates, it is suggested that it would not be unreasonable to predict a total annual outlay of at least £1,000 millions, which represents about seven per cent. of the present national income, though perhaps only between five and six per cent. of the national income in 1979. In estimating the future resources for meeting these costs, the Committee does not overlook the possibility of the burden being eased by continuing improvements in national production.

The Report recommends that in relation to pensions payable at the present rates the contribution determined by reference to an entrant at age 16 should be continued without any increase other than that of the additional 4d. imposed by the 1946 Act. In the event of an increase in the pension rates, however, the Report recommends (subject to reservations by certain members) that the consequent addition to the contribution should not be confined as it has been in the past to the increase appropriate to an age 16 entrant; there should also be added such further sum as will be sufficient on average for the whole body of contributors at the time to meet the part of the cost of the increase in the pension rate not covered by the increase in the age 16 contribution. One-seventh of the total increase in contributions should fall on the Exchequer. Similar principles should be applied on the occasion of any further increase.

The Report also recommends (subject to a dissenting vote by two trade union members) that arrangements should now be made for raising the minimum pension ages by one year after an interval of not less than five years; it is suggested that the minimum pension ages should ultimately be raised to 68 for men and 63 for women, the further increases of one year at a time following at appropriate intervals. Consequent adjustments to the entitlement to sickness and unemployment benefit at the higher ages would need to be made. No changes are proposed in the existing provisions concerning the retirement condition, earnings rule and increments to pensions.

The Report recommends that occupational pension schemes (i.e., those operated by employers) should not normally permit retirement below the ages of 65 for men and 60 for women. Tax reliefs should in general be withheld from pension schemes which permit retirement below these ages. The rules of occupational pension schemes should be sufficiently flexible to permit pension ages to be varied to follow changes under the National Insurance

scheme. Occupational schemes should also take into account the rate of national pension so as to ensure that a combined income from both sources does not exceed a certain level—possibly two-thirds of final salary. The Committee record their approval of the growing practice of adopting methods to ensure the preservation of pension rights on a change of employment and hope that employers will give this matter careful consideration.

The Committee have found that information on occupational pension schemes is inadequate and recommend the regular collection and publication of statistics.

Reservations to some of the recommendations are recorded by five members of the Committee.

The Report of the Committee on the Economic and Financial Problems of the Provision for Old Age has been published as a Command Paper (Cmd. 9333). Copies can be purchased from H.M. Stationery Office, price 4s. net (4s. 2d. including postage).

## MEMBERSHIP, INCOME, EXPENDITURE AND FUNDS OF REGISTERED TRADE UNIONS

The Chief Registrar of Friendly Societies has issued a Report\* relating to the membership and finances of trade unions registered under the Trade Union Acts, 1871-1940. The Report includes a summary which covers the period 1943-1953 and for the years 1952 and 1953 shows an analysis of unions of employees by industry groups.

In the Table below, a summary of the figures relating to unions of employees is given for the year 1953, together with comparative figures for the years 1952 and 1943. It should be noted that the figures given in this Table relate only to registered trade unions in Great Britain, whereas the figures given in the article on trade union membership in last month's issue of this GAZETTE (page 369) relate to the United Kingdom and include both registered and unregistered trade unions.

	1953	1952	1943
Number of Unions on Register	410	406	418
Number of Members	8,322,706	8,377,379	6,838,781
Income—	£	£	£
From Members	17,917,000	17,193,000	10,996,000
From other Sources	2,437,000	2,258,000	1,117,000
Expenditure—			
Unemployment, etc., Benefit	172,000	358,000	59,000†
Dispute Benefit	258,000	351,000	15,000
Sick and Accident Benefit	1,231,000	1,111,000	913,000
Funeral Benefit	676,000	656,000	415,000
Superannuation Benefit	2,166,000	2,039,000	1,327,000
Other Benefits	973,000	907,000	333,000
From Political Fund	389,000	357,000	117,000
Working Expenses	10,338,000	9,913,000	4,531,000
Other Outgoings	1,111,000	1,235,000	617,000
Funds at end of year	70,709,000	67,607,000	35,110,000

In addition to the above, there were 102 registered associations of employers in 1953, with an aggregate membership of 115,633.

## DEVELOPMENT OF INDUSTRIAL HEALTH SERVICES IN FACTORIES

In reply to a Parliamentary Question on 11th November the Minister of Labour and National Service made the following statement about plans for the development of industrial health services.

"I am glad to inform the House that, following discussions with my Ministerial colleagues and consultations with industry through the National Joint Advisory Council and with medical and other organisations, I have now decided to take steps to stimulate the further development of industrial health services in workplaces covered by the Factories Acts. These services include the provision of good environmental conditions at the place of work, of protection against industrial disease, of adequate medical and nursing supervision, and first aid.

"To advise me on this development, I am appointing a standing Industrial Health Advisory Committee, and am inviting the appropriate industrial and other organisations to nominate members. I propose to circulate a list of these organisations in the Official Report. Representatives of interested Government Departments will attend meetings of the committee.

"It is my intention, with the assistance of this committee, to carry out a review to ascertain where industrial health services most need to be extended and to promote surveys and field investigations to determine the need for preventive measures or research. The general aim will be, in close co-ordination with the preventive and curative health services provided by statutory bodies, to develop industrial health services on a voluntary basis, but I shall also consider, in appropriate cases, and after full

\*Report of the Chief Registrar of Friendly Societies for the year 1953. Part 4. Trade Unions. H.M. Stationery Office; price 2s. net (2s. 1½d. including postage). † Excluding £53,861 State unemployment benefit paid by the unions and recovered from the Unemployment Fund.

consultation with the parties concerned, making use of my statutory powers under the Factories Acts.

"I welcome the work already done in industry, both voluntarily and under the Factories Acts, and I am sure that the further development of industrial health services fostered in this way can make a material contribution to our social and economic progress."

The Industrial Health Advisory Committee will consist of members nominated by the British Employers' Confederation, the Trades Union Congress, the nationalised industries, the British Medical Association, the Association of Industrial Medical Officers and Certifying Factory Surgeons, the Royal College of Nursing, the British Occupational Hygiene Society, and the Universities. Representatives of interested Government Departments will also, as the Minister stated, be in attendance at meetings. Matters on which the advice of the Industrial Health Advisory Committee will be sought include: (1) Encouraging firms to develop industrial health services on a voluntary basis. This would involve making greater use of the advice and guidance of Factory Doctors (who are appointed by the Minister of Labour and National Service under the Factories Acts), and employing industrial medical officers, nurses and first-aid workers either whole-time or part-time or participating in group industrial health schemes. It would also include making greater use of the services of engineers, chemists and other scientists on health problems in industry. (2) Methods of organising surveys and field investigations, where necessary, to secure data about industrial health risks in order to determine the need for preventive measures or research.

The scheme for developing industrial health services will be carried out through H.M. Inspectorate of Factories, which includes medical, scientific, engineering and general inspectors with expert knowledge of factory health problems. A new administrative Industrial Health Branch has been established in the Ministry of Labour and National Service.

## STATISTICS OF PNEUMOCONIOSIS

The Ministry of Fuel and Power have issued a Digest of Pneumoconiosis Statistics, 1953. The Digest relates to the mining and quarrying industries and contains various statistical Tables analysing the numbers of medical boardings and diagnoses under the National Insurance (Industrial Injuries) Act, 1946, for each of the industries, and, in the case of coal mining, for each National Coal Board Area, together with statistics of employment of persons suffering from pneumoconiosis. Statistics are also given of awards and cessations during 1953 of disablement allowances granted under the Pneumoconiosis and Byssinosis Benefit Scheme, together with analyses by age and by industry of the numbers of recipients of the allowances at 31st December, 1953.

Copies of the Digest may be purchased from H.M. Stationery Office, price 2s. 6d. (2s. 7½d. including postage).

## GOVERNMENT INDUSTRIAL HOSTELS

During the war hostels for war workers were constructed at Government expense in order to facilitate the manning of essential industries. The National Service Hostels Corporation, a non-profit making body, was set up by the Minister of Labour and National Service to manage the hostels on his behalf (see the issue of this GAZETTE for July, 1941, page 135). Since the war the Corporation has continued, though on a diminishing scale, to assist in overcoming shortages of labour in essential industries by the provision of hostels for imported workers in areas where there is a serious shortage of accommodation.

In a statement made on 4th November in reply to a Parliamentary Question the Minister of Labour and National Service said it was no longer necessary to maintain the present number of Government hostels for industrial workers. For some time past, as opportunity had arisen, advantage had been taken to close individual hostels wherever possible. The success of the housing programme made it less necessary than formerly to provide hostel accommodation for transferred workers in some areas; and the Minister hoped that employers themselves would, to an increasing extent, make their own provision for accommodating workers imported into areas where lodgings still could not be found. The Minister said that, in view of the pressing need for economy in Government expenditure, he had therefore decided to reduce over the next few months the number of hostels run on his behalf from 50 to about 25.

The charges for accommodation in hostels run by the National Service Hostels Corporation on behalf of the Minister were increased on 18th October by 7s. a week. The new charges are 54s. a week for men and 49s. a week for women at standard hostels, and 49s. and 44s. at sub-standard hostels where amenities fall somewhat short of the general standard. The charges cover, besides sleeping accommodation, two main meals a day on week days and three on Sundays, with common room, canteen, recreation and sick bay accommodation, and hot water and bathing facilities. In a statement made on 24th October, before the announcement of the decision to reduce the number of hostels, the Minister, in giving these details of the increased charges, said that during the financial year 1953-54 the income from charges fell short of the cost of providing the accommodation by about £930,000. It was estimated that the increase in charges would reduce the deficit by about £250,000 in a full year, on the basis of the same number of residents and assuming that costs remained steady.

## FREE PASSAGE SCHEME TO AUSTRALIA

On 23rd November the Parliamentary Secretary to the Ministry of Labour and National Service announced in the House of Commons that it has been decided, with the concurrence of the Australian Government, to bring to a close the Free Passage Scheme to Australia on 28th February, 1955. Assistance under the Scheme will continue to be granted, in approved cases, to ex-Service men and women travelling by that date and to their dependants travelling with them or following them within two years from 28th February, 1955.

The Free Passage Scheme, which was instituted by the United Kingdom Government in 1946 as a measure of resettlement for ex-Service men and women after the war, and was closed to fresh applications at the end of 1950, is now thought to have served its purpose. During the eight years of its operation more than 48,000 persons, including men, women and children, have received free passages to Australia.

The Assisted Passage Scheme, which, under an agreement between the United Kingdom and Australian Governments, provides passages to Australia for £10 will continue to be open to approved migrants.

## NATIONAL INSURANCE

### Statement on Increased Benefits

Extracts are given below from the Official Report of a statement made in the House of Commons on 1st December by the Minister of Pensions and National Insurance.

"I should like, with permission, to make a statement about benefits and pensions. We have now received the Government Actuary's Report on the first five years' working of the National Insurance scheme and the Report of the Phillips Committee and I am, consequently, in a position to announce the various improvements I have worked out with the help of my Right Hon. Friend the Chancellor of the Exchequer in insurance and war pensions and other benefits.

"I should like to express our gratitude both to the Government Actuary and to Sir Thomas Phillips and the members of his Committee for the way in which they have responded to our requests to let us have their Reports as soon as possible. We are greatly indebted to them.

"As regards war pensions, we intend to raise the basic rate for 100 per cent. disablement pension from 55s. to 67s. 6d. Smaller assessments will be increased proportionately. The standard rate for war widows with children, or for widows over 40 years of age, will be raised from 42s. to 52s. 6d., with appropriate increases in the rates for their children. Orphans' rates will also be increased. There will also be increases in the special allowances paid to seriously disabled men. For example, the constant attendance allowance will be increased from 25s. to 30s., and for the most serious cases from 50s. to 60s. The unemployability supplement payable to men whose war disability prevents them working will be increased from 35s. to 45s. The man who qualifies for this allowance in addition to a 100 per cent. pension will, therefore, get at least £5 12s. 6d. a week, compared with £4 10s. today. These new rates will come into force at the beginning of February and will cost the Exchequer an additional £15 million in a full year. I will circulate a list of all the principal changes in the Official Report.

"Now, I turn to the National Insurance schemes. The standard rate of industrial injury benefit and of the 100 per cent. industrial disablement pension will be raised from 55s. to 67s. 6d. The widow's rate, now 37s., will be raised to 45s. All the extra allowances payable with industrial disablement pensions will also be increased. The standard rate of retirement pension at minimum pension age under the National Insurance scheme, as well as of unemployment benefit and sickness benefit, will be increased from 32s. 6d. for a single person to 40s., and from 54s. for a married couple to 65s. The new rate for widow's pension will be 40s., and the widow's allowance for the first 13 weeks will go up to 55s. There will be appropriate increases under both schemes in the allowances for children and other dependants.

"Now a word about finance, contributions and the time-table. The increases I have described will add about £120 million in the first full year to the amount at present being paid out in national insurance and industrial injury benefit and pensions. To help finance these higher benefits under the two insurance schemes the contribution payable by the employed person and his employer will each be increased by 1s. The contribution for the self-employed will be increased by the same amount; for the non-employed it will be somewhat less. These increases in contribution will carry with them an increase of over £20 million a year in the supplement from the Exchequer. The Exchequer will also assume a liability to pay into the National Insurance Fund a sum not exceeding £325 million in the aggregate, over the next five years, to meet deficiencies which would in any case have arisen from the increasing number of retirement pensioners; deficiencies which will be increased by the higher rates of pensions and other benefits now proposed.

"As regards the time-table, all the increased rates will be made effective as soon as possible but, in view of the vast number of beneficiaries whose benefits and pensions have to be adjusted, the work will have to be spread if breakdown is to be avoided. The new rates of retirement and widow's pensions will come into operation during the last week in April, and all the other changes

will be effected by the end of May. The new rates of contribution will be payable in June.

"Full details of the changes in National Insurance are given in the White Paper on the Bill. As my Right Hon. Friend the Foreign Secretary announced yesterday, we hope that the Bill will become law before Christmas. If this cannot be done we may find it impossible to keep to the time-table I have announced. We do, however, realise that there are important matters of long-term policy arising out of the Phillips Report which we shall all need time to consider. It is accordingly proposed to provide a day after the Christmas recess for a discussion of this Report.

"Finally, I come to National Assistance. The increased benefits and pensions which I have announced will, of course, have to be taken into account in calculating assistance grants to those who are drawing supplementary assistance. I have, however, received proposals from the National Assistance Board for increases in the assistance scales. These are 2s. 6d. for a single adult and 4s. for a married couple, with appropriate increases in the other rates. These proposals have been accepted, and the necessary draft regulations have already been laid. If the regulations are approved, payment of assistance at the higher rates will start on the first Monday in February.

"The proposals which I have announced in this statement will cost the Exchequer, in all, about £25 millions in the first full year and the cost will increase rapidly year by year. I trust that the whole House will rejoice that it has been found possible to announce these increased payments of pension, benefit and assistance, which will bring additional comfort to some seven or eight million of our fellow-citizens."

## The National Insurance Bill, 1954

The National Insurance Bill, 1954,\* was introduced into Parliament on 1st December, in order to give effect to the proposals announced on that day by the Minister of Pensions and National Insurance (see above). The changes proposed in the Bill relate to national insurance and industrial injuries pensions, benefits and contributions. The changes in war pensions and allowances, to which the Minister also referred, do not require legislation; they will be introduced by an amendment to the Royal Warrant.

The main changes which the Bill proposes in national insurance benefits are as follows. The basic weekly rate of national insurance unemployment benefit and sickness benefit will be increased from 32s. 6d. to 40s. Basic weekly rates of retirement pension will be increased as follows: insured person or widow, from 32s. 6d. to 40s.; uninsured wife of pensioner, from 21s. 6d. to 25s.; widow's allowance (first 13 weeks of widowhood), from 42s. 6d. to 55s.; widowed mother's allowance (including provision for one child), from 43s. to 51s. 6d.; and widow's pension, from 32s. 6d. to 40s. Additions in respect of dependants will be increased, for a wife or other adult, from 21s. 6d. a week to 25s. a week and, for a child (including family allowance), from 10s. 6d. to 11s. 6d. The maternity grant will be £10 instead of £9 as at present and the home confinement grant £4 instead of £3. Maternity allowance will be increased from 32s. 6d. a week for 18 weeks to 40s. a week for 18 weeks. Guardian's allowance will be increased from 15s. a week to 18s. a week.

With regard to industrial injury benefits, a new standard weekly rate of 67s. 6d. for injury benefit and for disablement pension (100 per cent. assessment) is substituted by the Bill for the present rate of 55s., and the unemployability supplement is raised from 32s. 6d. a week to 40s. a week. The special hardship allowance is at present a weekly payment of up to 20s. and the constant attendance allowance up to 25s., and, in exceptionally severe cases, up to 50s.; the new maximum rates proposed are 27s. 6d., 30s., and 60s., respectively. Industrial death benefits are to be increased as follows: widow's pension (first 13 weeks of widowhood), from 42s. 6d. a week to 55s. a week; widow's pension and widower's pension, from 37s. a week to 45s. a week; and the allowance for first or only child from 10s. 6d. a week to 11s. 6d. a week. The additions to industrial injuries benefits in respect of dependants are to be increased, as in the case of national insurance benefits, from 21s. 6d. to 25s. a week for a wife or other adult and from 10s. 6d. a week to 11s. 6d. a week for a child (inclusive of family allowance).

The Bill provides also for an increase in national insurance contributions. For employed persons, the weekly rates of contributions (including industrial injuries contributions) are to be increased by 1s., so that the rate of contribution for men over 18 will rise from 5s. 9d. as at present to 6s. 9d. and for women over 18 from 4s. 6d. to 5s. 6d. The employer's contribution will also be increased by 1s. The weekly rates of contributions of self-employed persons will also be raised by 1s., from 7s. 5d. as at present for men over 18 to 8s. 5d. and for women over 18 from 6s. 2d. to 7s. 2d. The increase in the rates of contributions for non-employed persons will be 11d. in the case of men over 18 and 9d. in the case of women over 18; the new rates will be 6s. 6d. for the men and 5s. 2d. for the women.

An explanatory statement, Memorandum on the National Insurance Bill, 1954 (Cmd. 9338) was published at the same time as the Bill, together with the Report by the Government Actuary on the Financial Provisions of the Bill (Cmd. 9332), giving estimates of the cost of the Bill's proposals for increased benefits and of the additional income expected to result from the increased contribution rates. Copies of the Memorandum and of the Government Actuary's Report can be obtained from H.M. Stationery Office, price 4d. net each (5½d. including postage).

The Bill, which was read a first time on 1st December, received its second reading on 9th December.

\* House of Commons Bill 1 (Session 1954-55). H.M. Stationery Office: price 9d. net (10½d. including postage).



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## Report by the Government Actuary on the First Quinquennial Review

The Government Actuary has submitted to the Treasury his Report on the First Quinquennial Actuarial Review under the National Insurance Act, 1946. Under the provisions of the Act a full investigation of the operation of the National Insurance scheme is to be made every five years. In particular, the Government Actuary is directed to "make a report to the Treasury on the financial condition of the National Insurance Fund and the adequacy or otherwise of the contributions payable under this Act to support the benefits payable thereunder". The first quinquennial review relates to the period between the appointed day, 5th July, 1948, on which the National Insurance scheme came into operation, and 31st March, 1954. It has a considerably wider scope than the interim reviews on which reports have already been made (see, for instance, the issue of this GAZETTE for April, page 123).

The earlier part of the Report contains a summary of the present rates of contributions and benefits, an outline of the main changes between 1946 and 1954, and a brief explanation of the fundamental principles of the system of finance underlying the National Insurance scheme. In the next section of his Report the Government Actuary reviews the progress of the National Insurance Funds up to the end of the financial year 1953-54 and analyses income and expenditure in each year of the review period, comparing the results in actual operation of the scheme with the estimates made in 1946, and giving figures showing the effect of later legislative changes relating to benefits, contributions and Exchequer payments to the Fund. The changes in the financial structure of the scheme which were brought about in connection with the legislation of 1951, 1952 and 1953 are described with reference to the basic assumptions (e.g., as to the rate of unemployment) on which future liabilities are estimated and to the actuarial basis of the rates of contribution. An examination, in accordance with the statutory requirement mentioned above, is then made of the adequacy of the present contributions to support the cost of benefits. Detailed estimates have been made, and are set out in the Report, of the numbers of future contributors and beneficiaries and of the future income and expenditure of the National Insurance Fund over the next 25 years. At the end of his Report the Government Actuary discusses three matters not dealt with elsewhere; these are the working of the retirement condition for the award of pension,\* the contribution actuarially appropriate to entrants to the scheme above the initial age, and the capital liability of the scheme. A general summary is also given of the contents of the Report. A number of appendices and Tables annexed to the Report give further detailed information on matters dealt with in the Report, and on the estimated future population of Great Britain, the statistical basis of the estimates

\* A Report has also been made by the Ministry of Pensions and National Insurance on an enquiry into reasons for retiring or continuing at work (see page 410).

and the methods of calculation employed in the review. Some of the main points from the Report to which the Government Actuary calls attention in his general summary are given below.

The total income of the National Insurance scheme during the 5½ years to March, 1954, was about £3,000 millions, of which £2,200 millions came from contributions of insured persons and employers, £600 millions from the Exchequer and £200 millions from interest on invested funds. Of the £3,000 millions, £1,600 millions was spent on pensions, £500 millions on sickness and unemployment benefits, about £250 millions on other benefits, etc., nearly £150 millions was required for costs of administration, and a little over £500 millions went to increase the balance in the Funds. The total balance in the Insurance Fund and the Reserve Fund, amounting in July, 1948, to £892 millions, rose to £1,405 millions by March, 1954, instead of remaining at about the starting figure as had been estimated in 1946. The main reason for the increase was that the actual average level of unemployment over this period was only 1½ per cent., compared with the 8½ per cent. allowed for, and this reduced expenditure on benefits by £456 millions and increased income from contributions and interest by £212 millions. There was also less sickness than was expected during the period and a rather larger proportion of the insured population than was allowed for in the estimates were in the employed class, for which the rates of contribution are higher than for the other two classes. In other respects, actual income and outgo did not differ substantially from the original estimates when account was taken of changes in rates of benefits and contributions.

The Act of 1946 prescribed rates of contribution based on an "actuarial contribution". The Government Actuary explained at the time that in relation to the financial arrangements of the National Insurance scheme this meant "the evaluation of future benefits to the individual in terms of the weekly contribution which an entrant at the initial age would have to pay throughout his contributing lifetime in order to provide, on average, for the cost of the benefits to which he and his dependants will become entitled". The actuarial contributions at the initial age were recomputed for the purposes of the quinquennial review, assuming interest at three per cent. and a long-term average rate of unemployment of four per cent.; the basic assumptions, used in previous calculations, regarding trends of sickness rates, mortality, etc., were revised in the light of the latest data available. The results showed that the present rates of contribution, including the Exchequer supplements which add about one-sixth to the contributions of insured persons and employers, were greater than the estimated amounts required for initial age entrants to the employed class and less for the other two classes. For the whole insured population the excess of the present contribution over the actuarial contribution averaged about 7d. a week. In these calculations the 4d. increases for which provision was made in the 1946 Act and which took effect in October, 1951, were not included,

as they were intended specifically as payments over and above the actuarial contributions to help to meet future increased expenditure, particularly on pensions. Without the Exchequer supplement, however, the contributions now payable by insured persons and employers were found to be less in all cases than the amount of the actuarial contribution.

The Government Actuary estimates that during the next twenty-five years the insured population will remain roughly constant at about 23½ to 24 million contributors, including about 2½ millions for whom contributions are payable by employers only. The number of retirement pensioners is expected to rise in the same period from 4½ millions to over 7½ millions. At present for every person receiving a retirement pension there are about five contributors; by 1964 the ratio will be 1 to 4; and by 1979 it will be 1 to 3. The number of widow pensioners under age 60 will fluctuate round 500,000, tending to decline towards the end of the twenty-five year period. On the basis of the present benefit and contribution conditions of the National Insurance scheme, total expenditure is estimated to increase from £535 millions for 1954-55 to £917 millions for 1979-80, the rise of about £380 millions being due mainly to a growth of about £310 millions in the cost of retirement pensions. There will probably, the Report says, be a balance of income over expenditure in 1954-55 and 1955-56, but afterwards annual expenditure will exceed income to an increasing extent. The deficiency is estimated at £18 millions for 1956-57, £126 millions for 1959-60, £255 millions for 1969-70 and £364 millions for 1979-80. If, as hitherto provided, the Exchequer were to meet these deficits in addition to paying the supplements to contributions, the total charge on the Exchequer would rise from £70 millions a year at present to £194 millions in 1959-60 and to £434 millions by 1979-80.

The Government Actuary points out that the annual deficits are not unexpected or the result of unfavourable conditions. They are inherent in the financial structure of the National Insurance scheme, involving the grant of full insurance rights, when the scheme was introduced and whenever pension or other benefit rates are increased, to existing contributors and pensioners although past contributions of adequate amount cannot have been paid. The cost of the benefits of one generation is thus met partly from the contributions of the next generation of contributors and employers and partly from the Exchequer, i.e., from general taxation. At the present time the capital liability of the scheme is estimated to be about £11,000 millions; this is the capital value of the charge which, if past practice is followed, will emerge year by year in the form of Exchequer grants (additional to the supplements to contributions) to meet the annual deficits.

The Report by the Government Actuary on the First Quinquennial Review has been published as a House of Commons Paper (H.C. No. 1 of 1954-55). Copies may be obtained from H.M. Stationery Office, price 2s. 6d. net (2s. 7½d. including postage).

## LABOUR OVERSEAS

### Man-Power Distribution in Canada

A survey of the labour force in Canada has been carried out by the Dominion Bureau of Statistics each month since November, 1952. Before the monthly surveys began a survey was made at quarterly intervals, commencing November, 1945. An article published in the issue of this GAZETTE for March, 1953 (page 88) quoted figures obtained from the last quarterly survey in August, 1952, and from previous surveys made in March, 1952, and August and March, 1951. The figures below, which have been extracted from the Bureau's monthly publication *The Labour Force*, relate to the survey made in August, 1954. Figures are also given for some earlier surveys made in 1953 and 1954.

For the purpose of the monthly survey, data concerning the civilian labour force are collected from about 30,000 households chosen by scientific sampling methods in about 110 different areas in Canada (including Newfoundland). The figures for 1953 and 1954 are not strictly comparable with those published in previous years because they incorporate revisions based upon information obtained from the results of the 1951 Census regarding age and sex distribution.

In the survey week ended 21st August, 1954, the estimated total number of persons aged 14 years and over, excluding those serving in the Armed Forces or living in institutions, was 10,272,000. Of this total, 5,569,000 persons, who were in employment or who were seeking work, constituted the civilian labour force. The remaining 4,703,000 who were not in the labour force included persons attending school or keeping house, persons too old or unable to work, and those voluntarily idle or retired. These estimates do not include the population in certain remote areas of Quebec, Manitoba, and British Columbia (40,000), Indians living on reservations (68,000), and residents of the Yukon and North-West Territories.

Of the total civilian labour force of 5,569,000, it was estimated that 5,395,000 were employed persons (including 318,000 who were working for less than 35 hours a week and 329,000 who had jobs but were not at work at the time of the survey) and 174,000 were unemployed and seeking work. Persons, including housewives, students and others, who were working part-time or seeking employment were included in the labour force. The number engaged in agriculture as employers, persons working on their own account, paid workers or unpaid family workers was 1,012,000, and the number engaged in non-agricultural activities was 4,383,000.

The Table in the next column shows the distribution of civilian non-institutional man-power, aged 14 years and over, in Canada, including Newfoundland, at the survey relating to the week ended

21st August, 1954, with figures in respect of the surveys for February, 1954, and August and February, 1953. The reports of the Dominion Bureau of Statistics note a recent extension in the coverage of the monthly figures. From May, 1954, the totals include estimates for certain remote areas in Ontario, not previously included, resulting in an increase in the totals of about 0.6 per cent. for Canada as a whole (and about 1.8 per cent. for Ontario). The figures for the various dates shown in the Table below are comparable, subject to this reservation in respect of the figures for the latest survey, that for August, 1954.

(Thousands)

Population Class	21st August, 1954	20th February, 1954	22nd August, 1953	21st February, 1953
<b>Employed</b>				
In Agriculture—				
Employers .. .. .	106	48	102	53
Workers on Own Account .. .. .	498	472	466	464
Paid Workers .. .. .	178	82	164	77
Unpaid Family Workers .. .. .	230	157	232	174
Total, Agricultural .. .. .	1,012	759	964	768
Not in Agriculture—				
Employers .. .. .	229	201	230	232
Workers on Own Account .. .. .	241	244	253	252
Paid Workers .. .. .	3,853	3,664	3,912	3,700
Unpaid Family Workers .. .. .	60	50	56	63
Total, Non-Agricultural .. .. .	4,383	4,159	4,451	4,247
Total Employed .. .. .	5,395	4,918	5,415	5,015
Unemployed .. .. .	174	312	92	179
Total in Labour Force .. .. .	5,569	5,230	5,507	5,194
Not in Labour Force .. .. .	4,703	4,909	4,550	4,786
Total Civilian Non-Institutional Man-Power (Persons aged 14 years and over) .. .. .	10,272	10,139	10,057	9,980

Between August, 1953, and August, 1954, total civilian man-power rose by 215,000. The increase in the civilian labour force was 62,000. There were seasonal fluctuations in the number of persons with jobs, the highest figure, 5,415,000, being reached in August, 1953, and the lowest, 4,918,000, in each of the months February and March, 1954. Unemployment was correspondingly low in the months August and September, 1953, when the figures were 92,000 and 84,000 respectively, and high in February and March, 1954, when the unemployed numbered 312,000 and 318,000, respectively.

## Earnings, Hours of Work, and Retail Prices in Canada

Detailed statistics of earnings, hours of work and retail prices in Canada are compiled at monthly intervals by the Dominion Bureau of Statistics. Some information is given below showing the trend of earnings and hours of work in manufacturing industries, and of retail prices, during 1953 and up to the middle of 1954. The details of hours and earnings have been extracted from the regular monthly publication of the Dominion Bureau of Statistics; figures for the principal groups of items included in the retail price index are published each month in the Department of Labour's *Labour Gazette*, from which they have been extracted.

### Earnings and Hours of Work

Information relating to average hourly and weekly earnings and the average number of hours worked weekly by workers in manufacturing industries is obtained from data supplied by establishments usually employing 15 persons and over. The reporting establishments are asked to furnish information for the male and female wage-earners for whom they keep records of hours worked, and the statistics therefore relate mainly to hourly-rated wage-earners, or production workers, employed full-time and part-time, and including casual workers. Salaried personnel are excluded. Hours of work include hours worked by full-time and part-time wage-earners, including overtime hours actually worked. They also include hours credited to wage-earners absent on leave with pay in the reported pay periods. The types of pay taken into account are gross wages before deductions are made for taxes, unemployment insurance contributions, etc., payments for overtime, incentive or production payments, cost-of-living bonuses paid at regular intervals, and amounts credited to wage-earners on leave with pay in the pay period reported. The value of board and lodging, which in some cases is part of the remuneration of workers, is excluded.

The Table below shows, at quarterly intervals during 1953 and for the first two quarters of 1954, the average hourly and weekly earnings in Canadian dollars and the average weekly number of hours worked by wage-earners in manufacturing undertakings. As the figures for 1st January in each year were affected by loss of working time owing to holidays at the end of the year, figures for 1st February have been used instead.

Date	Average Hourly Earnings	Average Weekly Earnings	Average Weekly Hours of Work
	Dollars	Dollars	
1st February, 1953 .. .. .	1.34	56.23	41.9
1st April, 1953 .. .. .	1.35	56.79	42.1
1st July, 1953 .. .. .	1.36	56.25	41.3
1st October, 1953 .. .. .	1.37	56.69	41.5
1st February, 1954 .. .. .	1.40	57.14	40.7
1st April, 1954 .. .. .	1.41	57.67	40.9
1st July, 1954 .. .. .	1.42	57.35	40.5

Average hourly earnings increased steadily during the period, the largest increase being in the last quarter of 1953, and at 1st July, 1954, they were about 6 per cent. higher than at 1st February, 1953. Average weekly earnings varied little over the first three quarters of 1953, although average weekly hours decreased slightly. There was a rise in the last quarter of 1953, and by 1st July, 1954, average weekly earnings were about two per cent. higher than at 1st February, 1953, despite a decrease of over three per cent. during the same period in the average length of the working week.

### Retail Prices

A new "Consumer Price Index," replacing the former "cost-of-living" index, was introduced in October, 1952. The new index is the fifth in a series of retail price indexes constructed for Canada and is the most comprehensive. It is based on a post-war household expenditure enquiry and measures the average percentage change in retail prices of goods and services bought by a large and representative group of Canadian urban families. Data are obtained from 27 Canadian cities with over 30,000 population and combined for the Canadian average. For the purpose of the index calculations 225 items are taken into account. Separate figures are published for a number of the principal commodity groups.

The Table below shows the index figures for "all items," and also for some of the principal groups of items, from the beginning of the revised index series in October, 1952, and at quarterly intervals thereafter.

(Base: Average Prices in 1949 = 100)

Date	All Items	Food	Shelter (Rent)	Clothing	Household Operations (Fuel and Lighting, House Furnishings and Services)	Other Commodities and Services
1st October, 1952	116.0	115.1	121.5	109.9	116.2	116.4
1st January, 1953	115.7	113.5	122.3	109.7	116.5	116.7
1st April, 1953 .. .. .	114.6	110.9	122.7	109.7	116.9	115.0
1st July, 1953 .. .. .	115.4	112.7	123.9	110.3	117.0	115.2
1st October, 1953	116.7	115.5	124.5	110.3	117.5	116.0
1st January, 1954	115.7	111.6	125.4	110.1	117.5	116.4
1st April, 1954 .. .. .	115.6	110.4	125.6	109.9	118.1	117.2
1st July, 1954 .. .. .	116.2	112.1	126.6	109.6	117.2	117.6

Average retail prices, as measured by the index figure for all items, showed fluctuations at the various quarterly intervals between 1st October, 1952, and 1st July, 1954, but rose above the October, 1952, level only once, in October, 1953. At 1st July, 1954, the index figure was only about 0.2 per cent. above that for 1st October, 1952, showing a considerably smaller increase over the period than the average hourly earnings quoted above.

(1708)

## Who left the tap running?



And who borrowed the soap? The answer makes no difference: the waste goes on. What does make a difference is the installation of HOMACOL Drop-by-Drop Liquid Soap Dispensers, providing rich, cleansing HOMACOL Liquid Toilet Soap. Then you'll see real economy in the wash-room—and real cleanliness too!



# HOMACOL

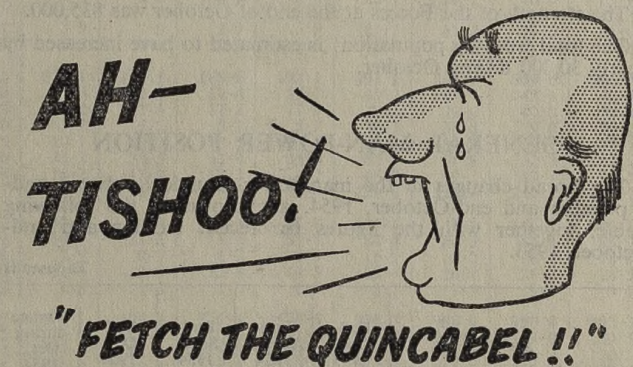
LIQUID TOILET SOAP SYSTEMS

MAY WE SEND DETAILS?

**THE HORTON MANUFACTURING Co. Ltd.**  
RICKMANSWORTH, HERTS.

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F. 64



Colds are a nuisance to everyone, and the discomfort and inconvenience are aggravated when, as inevitably happens, there is widespread absenteeism.

To combat this we suggest you keep in stock our "QUINCABEL" Cold Mixture and make sure employees take it at the first indication of that wretched condition known as 'a Cold'.

We feel certain you will be very pleased with the results. We find it very effective, minimising the effects and duration of employees' colds.

Prices (including Tax) ; Postage extra  
4-oz. .... 3/1½d. 8-oz. .... 5/4d.  
1-lb. .... \*7/7d. (\*plus container, returnable)

SEND POSTAL ORDER FOR SAMPLE 4-oz.-3/9d.  
(including Tax and Postage)

**Cuxson Gerrard & Co. Ltd.**  
OLDBURY, BIRMINGHAM

A\*\*



Numbers Employed in Great Britain: Industrial Analysis—continued

Industry	(Thousands)											
	Males				Females				Total			
	End- Oct., 1953	End- August, 1954	End- Sept., 1954	End- Oct., 1954	End- Oct., 1953	End- August, 1954	End- Sept., 1954	End- Oct., 1954	End- Oct., 1953	End- August, 1954	End- Sept., 1954	End- Oct., 1954
Manufactures of Wood and Cork	238.2	238.6	240.2	242.0	62.4	62.4	63.8	65.1	300.6	301.0	304.0	307.1
Timber (Sawmilling, etc.)	85.5	85.3	85.1	85.2	12.6	12.6	12.8	13.0	98.1	97.9	97.9	98.2
Furniture and Upholstery	100.6	100.7	102.3	104.2	34.9	34.7	35.7	36.6	135.5	135.4	138.0	140.8
Shop and Office Fitting	15.3	15.9	16.0	15.8	2.5	2.5	2.5	2.5	17.8	18.4	18.5	18.3
Wooden Containers and Baskets	21.5	21.5	21.6	21.6	6.9	6.8	6.9	7.0	28.4	28.3	28.5	28.6
Miscellaneous Wood and Cork Manufactures	15.3	15.2	15.2	15.2	5.5	5.8	5.9	6.0	20.8	21.0	21.1	21.2
Paper and Printing	329.5	339.3	340.4	341.1	193.5	198.2	200.0	201.0	523.0	537.5	540.4	542.1
Paper and Board	62.8	66.8	67.1	67.5	19.7	20.3	20.4	20.5	82.5	87.1	87.5	88.0
Wallpaper	4.0	4.0	4.0	4.0	2.5	1.8	1.7	1.7	6.5	5.8	5.7	5.7
Cardboard Boxes, Cartons, etc.	19.3	20.7	20.9	21.1	31.1	32.4	33.0	33.3	50.4	53.1	53.9	54.4
Other Manufactures of Paper and Board	17.7	18.0	18.2	18.3	27.7	28.1	28.5	28.7	45.4	46.1	46.7	47.0
Printing and Publishing of Newspapers, etc.	86.2	88.2	88.0	87.8	21.9	23.0	23.1	23.3	108.1	111.2	111.1	111.1
Other Printing, Publishing, Bookbinding, etc.	139.5	141.6	142.2	142.4	90.6	92.6	93.3	93.5	230.1	234.2	235.5	235.9
Other Manufacturing Industries	153.3	159.6	161.3	163.2	116.5	123.4	126.1	129.0	269.8	283.0	287.4	292.2
Rubber	72.6	76.1	77.0	78.0	38.5	40.6	41.2	42.1	111.1	116.7	118.2	120.1
Linoleum, Leather Cloth, etc.	12.3	13.0	13.1	13.2	3.5	3.5	3.6	3.7	15.8	16.5	16.7	16.9
Brushes and Brooms	8.7	8.6	8.7	8.8	8.1	8.7	8.8	8.9	16.8	17.3	17.5	17.7
Toys, Games and Sports Requisites	11.1	11.5	11.6	11.8	21.3	21.9	22.6	23.2	32.4	33.4	34.2	35.0
Miscellaneous Stationers' Goods	5.0	5.0	4.9	4.9	7.8	8.0	8.3	8.5	12.8	13.0	13.2	13.4
Production, etc., of Cinematograph Films	6.2	6.3	6.3	6.4	1.9	1.8	1.8	1.8	8.1	8.1	8.1	8.2
Miscellaneous Manufacturing Industries	37.4	39.1	39.7	40.1	35.4	38.9	39.8	40.8	72.8	78.0	79.5	80.9
Total, All Manufacturing Industries	5,802.2	5,909.5	5,926.9	5,953.1	2,925.7	2,982.1	3,011.1	3,041.8	8,727.9	8,891.6	8,938.0	8,994.9
Building and Contracting	1,257.1	1,249.2	1,248.8	1,249.1	46.2	46.5	46.6	46.7	1,303.3	1,295.7	1,295.4	1,295.8
Building and Civil Engineering Contracting	1,193.9	1,184.9	1,183.9	1,183.9	38.8	38.8	38.8	38.8	1,232.7	1,222.7	1,222.7	1,222.7
Electric Wiring and Contracting	63.2	64.3	64.9	65.2	7.4	7.7	7.8	7.9	70.6	72.0	72.7	73.1
Gas, Electricity and Water	336.0	337.4	337.6	337.5	38.1	38.6	39.0	38.9	374.1	376.0	376.6	376.4
Gas	131.4	130.5	130.5	130.6	14.1	14.4	14.6	14.6	145.5	144.9	145.1	145.2
Electricity	171.3	173.7	174.0	173.9	22.2	22.4	22.6	22.5	193.5	196.1	196.6	196.4
Water	33.3	33.2	33.1	33.0	1.8	1.8	1.8	1.8	35.1	35.0	34.9	34.8
Transport and Communication	219.1	215.2	212.5	208.9	50.5	53.0	53.0	53.2	269.6	268.2	265.5	262.1
Tramway and Omnibus Service	20.8	22.6	21.6	19.6	2.1	2.6	2.5	2.3	22.9	25.2	24.1	21.9
Other Road Passenger Transport	157.6	151.7	151.2	151.2	14.1	13.3	13.2	13.1	171.7	165.0	164.4	164.3
Goods Transport by Road	15.7	15.7	15.7	15.7	1.8	1.8	1.8	1.8	16.6	16.6	16.6	16.6
Distributive Trades	1,105.2	1,116.8	1,114.5	1,117.9	1,120.1	1,138.8	1,136.9	1,154.8	2,225.3	2,255.6	2,251.4	2,272.7
Coal, Builders' Materials, Grain, Agricultural Supplies (Wholesale or Retail)	114.2	113.4	113.8	114.7	31.4	32.3	32.3	32.6	145.6	145.7	146.1	147.3
Other Industrial Materials and Machinery	69.9	71.8	72.4	72.3	29.0	29.6	29.7	29.8	98.9	101.4	102.1	102.1
Food and Drink, Wholesale	120.6	122.5	122.4	122.0	56.8	56.6	57.5	58.6	177.4	179.9	180.6	180.6
Food and Drink (exc. catering), Retail	297.4	298.0	296.2	295.0	287.7	295.0	294.5	293.2	585.1	593.0	590.7	588.2
Non-Food Goods, Wholesale	164.3	166.3	165.8	166.8	102.1	105.5	105.9	106.9	266.4	271.8	271.7	273.7
Non-Food Goods, Retail	319.5	323.0	323.5	326.7	326.7	326.7	326.7	326.7	643.4	645.1	645.1	645.1
Confectionery, Tobacco and Newspapers	19.3	19.8	20.4	20.4	33.5	34.9	35.0	34.9	52.8	54.7	55.4	55.3
Miscellaneous Services	57.7	57.5	57.6	57.3	76.6	76.5	76.1	75.9	134.3	134.0	133.7	133.2
Theatres, Cinemas, Music Halls, Concerts, etc.	36.8	39.6	37.2	36.4	42.7	41.5	42.2	41.0	79.5	81.1	79.4	77.4
Sport, Other Recreations and Betting	178.4	183.6	178.0	177.5	484.9	510.2	492.1	481.0	663.3	693.8	670.1	658.5
Catering, Hotels, etc.	30.9	31.4	30.9	30.5	107.3	108.4	107.0	106.2	138.2	137.9	137.9	136.7
Laundries	10.9	11.1	11.0	10.8	31.2	32.6	31.8	30.9	42.1	43.7	42.8	41.7

Unemployment at 15th November, 1954

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 11th October and 15th November, 1954, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
11th October	153,570	6,029	87,524	6,791	253,914
15th November	160,651	5,223	91,037	6,148	263,059
Inc. (+) or Dec. (-)	+ 7,081	- 806	+ 3,513	- 643	+ 9,145

The following Table gives the numbers of persons registered as unemployed at 15th November, 1954, and the percentage rates of unemployment in each Region:—

Region	Numbers of persons registered as unemployed at 15th November, 1954			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
	London and South-Eastern	31,671	16,016	47,687	0.9	0.8
Eastern	7,561	3,866	11,427	1.0	1.0	1.0
Southern	5,716	5,211	10,927	0.9	1.6	1.1
South-Western	9,993	6,436	16,429	1.4	1.8	1.5
Midland	6,453	4,018	10,471	0.5	0.6	0.5
North-Midland	4,607	3,510	8,117	0.5	0.7	0.6
East and West Ridings	9,637	5,184	14,821	0.8	0.8	0.8
North-Western	24,723	15,118	39,841	1.3	1.3	1.3
Northern	16,545	10,200	26,745	1.8	2.7	2.1
Scotland	35,793	19,671	55,464	2.6	2.6	2.6
Wales	13,175	7,955	21,130	1.9	3.1	2.5
Great Britain	165,874	97,185	263,059	1.2	1.3	1.2

It is estimated that the number of persons registered as unemployed at 15th November represented 1.2 per cent. of the total number of employees. This was the same percentage as at 11th October.

An analysis of the figures for 15th November according to duration of unemployment is given in the following Table:—

	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
Men 18 and over	43,831	42,623	68,492	154,946	5,705	160,651
Boys under 18	2,798	1,542	779	5,119	104	5,223
Women 18 and over	28,630	27,824	30,129	86,583	4,454	91,037
Girls under 18	2,823	1,961	961	5,745	403	6,148
Total	78,082	73,950	100,361	252,393	10,666	263,059

The total of 263,059 includes 48,577 married women.

The numbers of wholly unemployed persons in each Region at 15th November, 1954, analysed according to duration of unemployment, and also the numbers temporarily stopped, are given in the Table below. Separate figures are given for males and females. The changes, compared with 11th October, 1954, in the total numbers unemployed in each Region are shown in the first Table on the next page.

Region	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
London and South-Eastern	29,112	983	14,810	44,905	827	45,732
Eastern	7,143	193	3,555	11,132	241	11,373
Southern	5,432	228	4,819	10,827	348	11,175
South-Western	9,555	248	5,854	16,207	450	16,657
Midland	6,226	152	3,629	10,157	150	10,307
North-Midland	4,297	123	2,352	7,028	248	7,276
E. and W. Ridings	8,759	213	4,172	13,426	282	13,708
North-Western	23,181	779	13,244	37,514	547	38,061
Northern	15,513	397	9,040	24,950	667	25,617
Scotland	33,050	1,379	18,035	52,464	1,293	53,757
Wales	12,578	424	7,073	20,762	687	21,449
Great Britain	154,946	5,119	86,583	246,648	5,745	252,393
Northern Ireland	20,075	1,044	6,943	28,062	688	28,750
United Kingdom	175,021	6,163	93,526	274,710	6,433	281,143

Region	Males				Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
London and South-Eastern	10,762	9,530	9,803	30,095	1,576	31,671
Eastern	2,029	2,470	2,837	7,336	225	7,561
Southern	1,687	1,727	2,246	5,660	56	5,716
South-Western	2,891	3,047	3,965	9,903	90	9,993
Midland	3,736	1,163	1,479	6,378	75	6,453
North-Midland	1,649	1,152	1,619	4,420	187	4,607
E. and W. Ridings	2,747	2,331	3,894	8,972	665	9,637
North-Western	6,746	6,576	10,638	23,960	763	24,723
Northern	3,612	4,539	7,759	15,910	635	16,545
Scotland	8,223	8,419	17,787	34,429	1,364	35,793
Wales	2,547	3,211	7,244	13,002	173	13,175
Great Britain	46,629	44,165	69,271	160,065	5,809	165,874

Region	Females				Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than				



NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed persons on the registers of the Employment Exchanges and Youth Employment Offices in each administrative Region of England, and in Scotland, Wales and Northern Ireland at 15th November, 1954, and the numbers of persons on the registers of the Exchanges and Offices situated in some of the principal towns in each Region, together with the increase or decrease compared with 11th October, 1954.

Regions and Principal Towns	Numbers of Persons on Registers at 15th November, 1954				Inc. (+) or Dec. (-) in Totals as compared with 11th October, 1954
	Men 18 and over	Women 18 and over	Young Persons under 18 years	Total	
London and South-Eastern ..	30,676	15,183	1,828	47,687	+ 2,327
London (Administrative County) ..	13,119	5,621	383	19,123	+ 727
Acton ..	108	35	9	152	- 20
Brentford and Chiswick ..	151	85	5	241	+ 43
Brighton and Hove ..	1,720	697	71	2,488	+ 274
Chatham ..	539	389	58	986	+ 67
Croydon ..	621	308	17	946	+ 23
Dagenham ..	305	260	37	602	+ 30
Ealing ..	202	133	19	354	+ 43
East Ham ..	288	76	24	388	+ 36
Enfield ..	1,246	100	19	2,455	+ 39
Harrow and Wembley ..	373	321	26	720	+ 1
Hayes and Harlington ..	39	29	16	84	+ 23
Hendon ..	307	147	37	491	+ 59
Ilford ..	379	121	20	520	- 5
Leyton and Walthamstow ..	572	181	21	774	+ 17
Tottenham ..	388	241	24	653	+ 10
Tottenham ..	1,182	303	25	1,510	+ 81
Willesden ..	323	91	37	451	- 14
Eastern ..	7,368	3,620	439	11,427	+ 540
Bedford ..	83	86	7	176	+ 2
Cambridge ..	151	52	4	207	+ 13
Ipswich ..	294	108	31	433	+ 9
Luton ..	92	84	5	181	-
Norwich ..	878	308	15	1,201	+ 55
Southend-on-Sea ..	768	369	27	1,164	+ 150
Watford ..	114	131	9	254	+ 12
Southern ..	5,487	4,857	583	10,927	+ 26
Bournemouth ..	680	480	33	1,193	+ 620
Oxford ..	115	110	7	232	-
Portsmouth (inc. Gosport) ..	1,046	1,389	70	2,505	+ 27
Reading ..	198	135	27	360	+ 16
Slough ..	103	69	10	182	- 3
Southampton ..	704	519	56	1,279	+ 546
South-Western ..	9,740	5,982	707	16,429	+ 2,107
Bristol (inc. Kingswood) ..	1,783	798	60	2,641	+ 140
Exeter ..	439	340	16	795	+ 57
Gloucester ..	106	15	227	- 29	
Plymouth ..	937	1,019	54	2,010	+ 130
Swindon ..	54	120	11	185	+ 47
Midland ..	6,299	3,858	314	10,471	+ 305
Birmingham ..	1,943	774	75	2,792	+ 245
Burton-on-Trent ..	48	69	5	122	+ 8
Coventry ..	320	392	13	725	+ 7
Oldbury ..	51	45	1	97	+ 47
Smethwick ..	85	46	3	134	+ 10
Stoke-on-Trent ..	698	269	23	990	+ 29
Walsall ..	160	23	440	+ 3	
West Bromwich ..	89	42	2	133	+ 85
Wolverhampton ..	337	196	13	546	+ 20
Worcester ..	179	80	3	262	+ 58
North-Midland ..	4,482	3,119	516	8,117	+ 232
Chesterfield ..	193	60	11	264	+ 21
Derby ..	230	148	13	391	+ 12
Grimsby ..	712	152	78	1,004	+ 76
Leicester ..	374	305	18	635	+ 81
Lincoln ..	154	50	8	212	+ 22
Mansfield ..	141	140	18	299	-
Northampton ..	164	134	7	305	+ 54
Nottingham ..	867	408	34	1,309	+ 25
Peterborough ..	68	73	7	148	+ 25
Scunthorpe ..	40	95	36	171	+ 20
East and West Ridings ..	9,415	4,826	580	14,821	+ 303
Barnsley ..	282	123	14	419	+ 36
Bradford ..	550	197	24	771	+ 42
Dewsbury ..	95	56	2	153	+ 5
Doncaster ..	228	281	14	523	+ 36
Halifax ..	129	74	5	208	+ 18
Huddersfield ..	205	90	3	298	+ 5
Hull ..	2,361	879	49	3,289	+ 144
Leeds ..	1,697	776	41	2,514	+ 1
Rotherham ..	125	132	13	270	+ 17
Sheffield ..	869	328	37	1,234	+ 200
Wakefield ..	144	99	4	247	+ 5
York ..	285	81	6	372	+ 16
North-Western ..	23,935	14,516	1,390	39,841	+ 70
Accrington ..	63	50	2	115	+ 3
Ashton-under-Lyne ..	131	57	6	194	+ 55
Barrow ..	303	657	49	1,009	+ 13
Birkenhead ..	892	805	42	1,739	+ 150
Blackburn ..	98	60	2	160	+ 8
Blackpool ..	1,118	933	52	2,103	+ 1,236
Bolton ..	360	222	31	613	+ 63
Burnley ..	191	131	7	329	+ 30
Bury ..	79	76	1	155	+ 47
Crewe ..	141	11	1	153	+ 17
Liverpool (inc. Bootle) ..	9,923	3,211	516	13,650	+ 1,011
Manchester (inc. Stretford) ..	2,655	901	127	3,683	+ 247
Oldham (inc. Failsworth and Royton) ..	275	174	44	493	+ 94
Preston ..	257	187	15	459	+ 52
Rochdale ..	90	122	-	212	+ 7
St. Helens ..	347	638	25	1,010	+ 57
Salford (inc. Eccles and Pendlebury) ..	559	176	17	752	+ 22
Stockport ..	293	322	18	633	+ 120
Wallasey ..	636	569	47	1,252	+ 57
Warrington ..	239	347	13	599	+ 152
Wigan ..	344	172	3	519	+ 38

Regions and Principal Towns	Numbers of Persons on Registers at 15th November, 1954				Inc. (+) or Dec. (-) in Totals as compared with 11th October, 1954
	Men 18 and over	Women 18 and over	Young Persons under 18 years	Total	
Northern ..	16,141	9,490	1,114	26,745	+ 1,020
Carlisle ..	199	225	16	440	+ 67
Darlington ..	225	231	13	469	+ 7
Gateshead ..	784	414	23	1,221	+ 65
Hartlepool ..	706	628	28	1,362	+ 144
Jarrow and Hebburn ..	398	471	18	887	- 30
Middlesbrough (inc. South Bank) ..	718	543	68	1,329	- 23
Newcastle-upon-Tyne ..	2,240	1,061	66	3,367	+ 162
South Shields ..	1,512	563	78	2,153	+ 399
Stockton-on-Tees ..	504	390	63	957	+ 28
Sunderland ..	1,937	1,468	158	3,563	+ 92
Wallsend (inc. Willington Quay) ..	235	122	10	367	- 88
Scotland ..	34,358	18,359	2,747	55,464	+ 2,880
Aberdeen ..	1,528	670	12	2,210	+ 208
Glydebank ..	98	10	-	108	+ 3
Dundee ..	1,427	391	85	1,903	+ 139
Edinburgh ..	2,995	1,015	138	4,148	+ 135
Glasgow (inc. Rutherglen) ..	11,958	4,054	517	16,529	+ 380
Greenock ..	833	928	141	1,902	+ 44
Motherwell and Wishaw ..	1,221	870	140	2,231	+ 51
Paisley ..	512	332	29	873	+ 81
Wales ..	12,750	7,227	1,153	21,130	+ 691
Cardiff ..	1,487	416	68	2,000	+ 61
Merthyr Tydfil ..	628	166	35	829	+ 13
Newport ..	420	190	31	641	+ 47
Rhondda ..	904	471	52	1,427	+ 2
Swansea ..	952	719	24	1,695	+ 26
Northern Ireland ..	20,401	7,618	1,973	29,992	+ 2,748
Belfast ..	7,477	2,798	465	10,740	+ 888
Londonderry ..	2,081	662	290	3,033	- 24

NUMBERS UNEMPLOYED: 1939 to 1954

The Table below shows the annual average numbers registered as unemployed from 1939 to 1953, and monthly figures for 1954.

Year	Great Britain					United Kingdom: Total
	Wholly Unemployed (including casuals)		Temporarily Stopped		Total	
	Males	Females	Males	Females		
1939 ..	982,900	315,000	137,200	78,500	1,513,600	1,589,800
1940 ..	507,700	295,200	100,600	59,200	962,700	1,034,700
1941 ..	153,200	139,200	29,300	28,100	349,800	391,500
1942 ..	74,000	43,200	3,200	2,800	123,200	139,300
1943 ..	53,100	26,900	800	800	81,600	99,100
1944 ..	50,700	22,900	400	500	74,500	89,600
1945 ..	83,700	52,100	600	700	137,100	157,000
1946 ..	257,500	113,500	2,100	1,200	374,300	405,900
1947 ..	239,000	86,500	102,700	52,000	480,200	510,600
1948 ..	227,500	75,000	4,300	3,200	310,000	338,000
1949 ..	223,200	76,900	4,800	3,100	308,000	338,000
1950 ..	215,000	90,600	5,100	3,500	314,200	341,100
1951 ..	153,400	83,600	8,100	7,800	252,900	281,400
1952 ..	196,100	132,600	31,800	53,800	414,300	462,500
1953 ..	204,300	115,600	13,900	8,200	424,000	380,000
1954 -						
11th Jan. ..	233,293	121,090	11,634	6,839	372,856	414,615
15th Feb. ..	245,800	119,276	15,863	6,364	387,303	429,526
15th March ..	213,319	113,200	10,819	5,528	342,866	381,537
12th April ..	194,734	108,345	8,561	4,945	316,585	352,957
10th May ..	176,584	99,710	8,117	5,015	289,426	321,296
14th June ..	148,142	78,506	7,890	4,983	239,521	269,057
12th July ..	137,659	71,162	5,927	5,385	220,133	249,119
9th August ..	152,398	78,433	4,212	4,566	239,609	267,799
13th Sept. ..	144,685	82,039	4,384	4,919	236,027	263,760
11th Oct. ..	153,494	89,984	6,105	4,331	253,914	281,158
15th Nov. ..	160,065	92,328	5,809	4,857	263,059	293,051

DISABLED PERSONS (EMPLOYMENT) ACT

The number of persons registered under the Disabled Persons (Employment) Act, 1944, at 18th October, 1954 (the last date on which a count was taken), was 835,473, compared with 836,290 at 19th July, 1954.

The number of disabled persons on the Register who were unemployed at 15th November, 1954, was 44,788, of whom 38,777 were males and 6,011 were females. The total included 21,599 persons who had served in H.M. Forces, and 23,189 who had not served. An analysis of these figures is given in the Table below.

Category	Total		
	Males	Females	Total
Suitable for ordinary employment:			
Ex-Service ..	19,735	207	19,942
Others ..	14,938	5,327	20,265
Total ..	34,673	5,534	40,207
Severely disabled persons classified as unlikely to obtain employment other than under special conditions:			
Ex-Service ..	1,646	11	1,657
Others ..	2,458	466	2,924
Total ..	4,104	477	4,581
Grand Total ..	38,777	6,011	44,788

\* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the preceding Tables.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS

The statistics

Numbers Unemployed: Industrial Analysis—continued

Industry	Great Britain							United Kingdom (all classes)		
	Wholly Unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
Leather, Leather Goods and Fur ..	310	280	50	16	360	296	656	377	311	688
Leather (Tanning and Dressing) and Fellmongery ..	195	106	23	4	218	110	328	224	120	344
Leather Goods ..	80	134	2	3	82	137	219	93	142	235
Fur ..	35	40	25	9	60	49	109	60	49	109
<b>Clothing</b> ..	<b>1,841</b>	<b>3,516</b>	<b>802</b>	<b>1,411</b>	<b>2,643</b>	<b>4,927</b>	<b>7,570</b>	<b>2,855</b>	<b>6,298</b>	<b>9,153</b>
Tailoring ..	1,083	1,839	654	1,185	1,495	2,493	3,988	1,581	2,694	4,275
Dressmaking ..	61	667	5	171	66	838	904	72	996	1,068
Overalls, Shirts, Underwear, etc. ..	42	343	—	94	42	437	479	77	1,306	1,383
Hats, Caps and Millinery ..	28	66	116	112	144	178	322	147	180	327
Dress Industries not elsewhere specified (rubber) ..	60	264	35	2	95	266	361	106	388	494
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber) ..	262	314	226	378	488	692	1,180	514	711	1,225
Repair of Boots and Shoes ..	305	23	—	—	313	23	336	358	23	381
<b>Food, Drink and Tobacco</b> ..	<b>5,551</b>	<b>5,985</b>	<b>29</b>	<b>163</b>	<b>5,580</b>	<b>6,148</b>	<b>11,728</b>	<b>6,302</b>	<b>7,065</b>	<b>13,367</b>
Grain Milling ..	231	107	—	1	231	108	339	290	109	399
Bread and Flour Confectionery ..	1,703	1,192	5	25	1,708	1,217	2,925	1,931	1,306	3,237
Biscuits ..	252	538	—	3	252	541	793	264	556	820
Meat and Meat Products ..	225	329	1	1	226	330	556	280	355	635
Milk Products ..	471	290	2	6	473	296	769	554	351	905
Sugar and Glucose ..	178	94	1	1	179	95	274	184	184	368
Cocoa, Chocolate and Sugar Confectionery ..	299	712	2	26	301	738	1,039	318	751	1,069
Preserving of Fruit and Vegetables ..	376	1,124	2	68	378	1,192	1,570	505	1,613	2,118
Food Industries not elsewhere specified ..	578	607	14	28	592	635	1,227	630	642	1,272
Brewing and Malting ..	511	232	—	—	511	282	793	529	288	817
Wholesale Bottling ..	145	197	—	—	145	197	342	164	202	366
Other Drink Industries ..	311	306	2	4	313	310	623	361	326	687
Tobacco ..	271	207	—	—	271	207	478	292	382	674
<b>Manufactures of Wood and Cork</b> ..	<b>2,298</b>	<b>682</b>	<b>65</b>	<b>48</b>	<b>2,363</b>	<b>730</b>	<b>3,093</b>	<b>2,598</b>	<b>757</b>	<b>3,355</b>
Timber (Sawmilling, etc.) ..	938	183	8	—	946	183	1,129	1,049	186	1,235
Furniture and Upholstery ..	332	332	50	43	382	375	757	397	397	794
Shop and Office Fitting ..	119	18	—	—	119	18	137	121	18	139
Wooden Containers and Baskets ..	214	67	5	1	219	68	287	254	69	323
Miscellaneous Wood and Cork Manufactures ..	148	82	2	4	150	86	236	156	87	243
<b>Paper and Printing</b> ..	<b>1,310</b>	<b>1,323</b>	<b>7</b>	<b>21</b>	<b>1,317</b>	<b>1,344</b>	<b>2,661</b>	<b>1,363</b>	<b>1,397</b>	<b>2,760</b>
Paper and Board ..	291	226	1	4	292	230	522	295	234	529
Wallpaper ..	24	26	—	—	24	26	50	24	26	50
Cardboard Boxes, Cartons and Fibre-board Packing Cases ..	116	271	—	3	116	274	390	124	293	417
Manufactures of Paper and Board not elsewhere specified ..	71	191	—	5	71	196	267	72	204	276
Printing and Publishing of Newspapers and Periodicals ..	284	88	3	—	287	88	375	306	98	404
Other Printing and Publishing, Bookbinding, Engraving, etc. ..	524	521	3	9	527	530	1,057	542	542	1,084
<b>Other Manufacturing Industries</b> ..	<b>1,458</b>	<b>1,483</b>	<b>4</b>	<b>34</b>	<b>1,462</b>	<b>1,517</b>	<b>2,979</b>	<b>1,541</b>	<b>1,530</b>	<b>3,071</b>
Rubber ..	536	378	1	3	537	381	918	545	384	929
Linoleum, Leather Cloth, etc. ..	106	42	—	—	106	42	148	109	43	152
Brushes and Brooms ..	96	96	2	—	98	98	196	104	99	203
Toys, Games and Sports Requisites ..	148	447	—	18	148	465	613	149	466	615
Miscellaneous Stationers' Goods ..	39	—	—	1	39	68	107	39	68	107
Production and Printing of Cinematograph Films ..	92	21	—	—	92	21	113	95	21	116
Miscellaneous Manufacturing Industries ..	441	432	1	10	442	442	884	500	449	949
<b>Building and Contracting</b> ..	<b>28,060</b>	<b>265</b>	<b>123</b>	<b>1</b>	<b>28,183</b>	<b>266</b>	<b>28,449</b>	<b>32,921</b>	<b>299</b>	<b>33,220</b>
Building ..	18,647	183	68	1	18,715	184	18,899	21,955	209	22,164
Electric Wiring and Contracting ..	681	39	2	—	683	39	722	831	44	875
Civil Engineering Contracting ..	8,732	43	53	—	8,785	43	8,828	10,135	46	10,181
<b>Gas, Electricity and Water Supply</b> ..	<b>1,806</b>	<b>118</b>	<b>20</b>	<b>—</b>	<b>1,826</b>	<b>118</b>	<b>1,944</b>	<b>1,992</b>	<b>123</b>	<b>2,115</b>
Gas ..	914	46	11	—	925	46	971	980	46	1,026
Electricity ..	670	66	5	—	675	66	741	744	71	815
Water ..	222	6	4	—	226	6	232	268	6	274
<b>Transport and Communication</b> ..	<b>18,139</b>	<b>2,129</b>	<b>306</b>	<b>26</b>	<b>18,445</b>	<b>2,155</b>	<b>20,600</b>	<b>21,051</b>	<b>2,211</b>	<b>23,262</b>
Railways ..	2,572	220	19	2	2,591	222	2,813	2,804	228	3,032
Tramway and Omnibus Service ..	1,396	908	11	2	1,407	910	2,317	1,681	923	2,604
Other Road Passenger Transport ..	452	16	—	—	452	16	469	518	17	535
Goods Transport by Road ..	1,714	103	11	—	1,725	103	1,828	1,957	104	2,061
Sea Transport ..	6,247	119	202	9	6,449	128	6,577	6,796	131	6,927
Port, River and Canal Transport ..	1,853	19	39	—	1,892	19	1,911	3,115	19	3,134
Harbour, Dock, Canal, Conservancy, etc., Service ..	695	11	5	—	700	11	711	732	12	744
Air Transport ..	179	49	—	—	179	49	228	180	52	232
Postal, Telegraph and Wireless Communication ..	2,062	553	9	12	2,071	565	2,636	2,274	591	2,865
Other Transport and Communication ..	395	42	4	—	399	42	442	410	44	454
Storage ..	574	89	5	—	579	89	668	584	90	674
<b>Distributive Trades</b> ..	<b>12,890</b>	<b>12,665</b>	<b>67</b>	<b>217</b>	<b>12,957</b>	<b>12,882</b>	<b>25,839</b>	<b>14,544</b>	<b>13,768</b>	<b>28,312</b>
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies (Wholesale or Retail) ..	1,752	234	6	2	1,758	236	1,994	1,990	253	2,243
Dealing in other Industrial Materials and Machinery ..	1,442	223	7	—	1,449	223	1,672	1,663	240	1,903
Wholesale Distribution of Food and Drink ..	1,331	506	2	10	1,333	516	1,849	1,572	586	2,158
Retail Distribution of Food and Drink (exc. catering) ..	3,105	4,320	31	91	3,136	4,411	7,547	3,586	4,680	8,266
Wholesale Distribution of Non-Food Goods ..	1,567	698	8	6	1,575	704	2,279	1,693	784	2,477
Retail Distribution of Non-Food Goods ..	3,371	6,174	13	100	3,384	6,274	9,658	3,676	6,655	10,331
Retail Distribution of Confectionery, Tobacco and Newspapers ..	322	510	—	8	322	518	840	364	570	934
<b>Insurance, Banking and Finance</b> ..	<b>1,219</b>	<b>668</b>	<b>5</b>	<b>3</b>	<b>1,224</b>	<b>671</b>	<b>1,895</b>	<b>1,320</b>	<b>697</b>	<b>2,017</b>
<b>Public Administration</b> ..	<b>14,307</b>	<b>3,436</b>	<b>123</b>	<b>29</b>	<b>14,430</b>	<b>3,465</b>	<b>17,895</b>	<b>15,814</b>	<b>3,711</b>	<b>19,525</b>
National Government Service ..	5,317	1,992	6	6	5,323	1,998	7,321	5,958	2,176	8,134
Local Government Service ..	8,990	1,444	117	23	9,107	1,467	10,574	9,856	1,535	11,391
<b>Professional Services</b> ..	<b>3,340</b>	<b>5,805</b>	<b>10</b>	<b>41</b>	<b>3,350</b>	<b>5,846</b>	<b>9,196</b>	<b>3,547</b>	<b>6,184</b>	<b>9,731</b>
Accountancy ..	124	89	1	—	125	90	215	129	94	223
Education ..	788	1,182	4	18	792	1,200	1,992	829	1,272	2,101
Law ..	86	150	—	—	86	150	236	91	164	255
Medical and Dental Services ..	1,151	3,955	4	11	1,155	3,966	5,121	1,251	4,209	5,460
Religion ..	117	48	—	—	117	48	166	131	51	182
Other Professional and Business Services ..	1,074	381	1	10	1,075	391	1,466	1,116	394	1,510
<b>Miscellaneous Services</b> ..	<b>17,533</b>	<b>28,693</b>	<b>121</b>	<b>485</b>	<b>17,654</b>	<b>29,178</b>	<b>46,832</b>	<b>18,744</b>	<b>30,819</b>	<b>49,563</b>
Theatres, Cinemas, Music Halls, Concerts, etc. ..	2,900	2,027	28	70	2,928	2,097	5,025	3,034	2,186	5,220
Sport, Other Recreations and Betting ..	2,525	708	24	36	2,549	744	3,293	2,709	767	3,476
Catering, Hotels, etc. ..	9,667	18,029	198	919	9,865	18,227	27,423	9,767	18,959	28,726
Laundries ..	437	1,476	7	19	444	1,495	1,939	476	1,605	2,081
Dry Cleaning, Job Dyeing, Carpet Beating, etc. ..	149	429	—	29	149	458	607	165	481	646
Hairdressing and Manicure ..	193	277	2	18	195	295	490	226	326	552
Private Domestic Service (Resident) ..	221	1,900	6	221	1,906	2,127	231	2,149	2,380	2,729
Private Domestic Service (Non-Resident) ..	740	3,243	16	106	756	3,349	4,105	825	3,703	4,528
Other Services ..	1,201	604	15	3	1,216	607	1,823	1,311	643	1,954
<b>Ex-Service Personnel not Classified by Industry</b> ..	<b>2,421</b>	<b>324</b>	<b>—</b>	<b>—</b>	<b>2,421</b>	<b>324</b>	<b>2,745</b>	<b>2,554</b>	<b>335</b>	<b>2,889</b>
<b>Other Persons not Classified by Industry</b> ..	<b>6,638</b>	<b>8,738</b>	<b>—</b>	<b>—</b>	<b>6,638</b>	<b>8,738</b>	<b>15,376</b>	<b>7,441</b>	<b>9,460</b>	<b>16,921</b>
<b>GRAND TOTAL*</b> ..	<b>160,065</b>	<b>92,328</b>	<b>5,809</b>	<b>4,857</b>	<b>165,874</b>	<b>97,185</b>	<b>263,059</b>	<b>187,388</b>	<b>105,663</b>	<b>293,051</b>

\* The totals include unemployed casual workers (2,769 males and 262 females in Great Britain and 4,493 males and 285 females in the United Kingdom).

## Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 25th September, 1954, with separate figures for males and females. The figures are based on information given by employers with more than 10 employees on returns which they render every month to the Ministry of Labour and National Service. Each return shows the numbers of males and females on the pay-roll at the date of the return and also at the date of the previous return, and an additional item shows the numbers on the pay-roll at the later of the two dates who were not on the pay-roll at the earlier date. The figures in the last item are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above do not

include persons engaged during the period who were discharged or otherwise left their employment before the end of the same period, and the percentage rates both of engagements and of discharges, etc., in the Table below accordingly understate, to some extent, the total intake and wastage during the period. In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries and also between the figures for consecutive months for the same industry, in the latter case after allowance is made for any difference in the length of period covered. It is also important to note that the figures for any industry represent the aggregated totals of the numbers engaged and discharged by all firms rendering returns in the industry. Some of the persons who were discharged or left their employments during the period were probably engaged by other firms in the same industry, and the net numbers of engagements and losses of an industry, considered as one unit, will be less in every case than the sum of the figures for the individual firms.

Labour Turnover Rates in Manufacturing Industries: 4 weeks\* ended 25th September, 1954

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period			Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M.	F.	T.	M.	F.	T.		M.	F.	T.	M.	F.	T.
Treatment of Non-Metalliferous Mining Products other than Coal	3.1	4.3	3.4	3.0	3.2	3.0	Textiles	2.6	3.4	3.1	2.7	3.4	3.1
Bricks and Fireclay Goods	2.5	3.7	2.6	2.8	3.3	2.9	Cotton Spinning, Doubling, etc.	2.7	3.4	3.2	3.3	3.8	3.6
China and Earthenware (including Glazed Tiles)	2.8	3.9	3.4	2.5	3.0	2.8	Cotton Weaving, etc.	2.0	2.3	2.2	2.1	2.4	2.3
Glass (other than Containers)	3.2	5.3	3.7	2.4	3.5	2.7	Woolen and Worsted	3.1	4.3	3.8	3.2	4.0	3.6
Glass Containers	4.0	5.9	4.4	3.3	4.4	3.6	Rayon, Nylon, etc., Production	2.2	2.2	2.2	2.3	2.9	2.4
Cement	1.4	1.6	1.4	1.2	2.0	1.2	Rayon, Nylon, etc., Weaving and Silk	2.3	2.7	2.5	2.1	3.0	2.6
Other Non-Metalliferous Mining Manufactures	3.9	4.8	4.0	3.9	3.6	3.8	Linen and Soft Hemp	3.5	4.5	4.1	3.4	3.7	3.6
Chemicals and Allied Trades	2.4	4.6	2.9	2.2	3.6	2.5	Jute	5.3	6.2	5.8	4.6	5.0	4.8
Coke Ovens and By-Product Works	1.3	3.3	1.3	1.7	3.3	1.7	Rope, Twine and Net	2.6	5.0	4.1	3.8	4.3	4.1
Chemicals and Dyes	2.7	4.0	2.9	2.3	2.7	2.3	Hosiery	2.0	2.8	2.6	1.6	2.9	2.5
Pharmaceutical Preparations, etc.	2.6	5.3	4.1	2.6	4.5	3.7	Lace	1.6	2.6	2.1	1.9	2.5	2.2
Explosives and Fireworks	1.9	3.3	2.4	1.8	2.4	2.0	Carpets	2.0	2.9	2.4	1.8	3.0	2.4
Paint and Varnish	2.2	3.5	2.6	2.7	4.3	3.2	Narrow Fabrics	2.0	3.6	3.1	2.2	3.1	2.8
Soap, Candles, Polishes, etc.	1.8	5.7	3.5	2.0	4.4	3.0	Made-up Textiles	3.7	5.4	5.0	4.0	5.0	4.7
Mineral Oil Refining	1.8	2.0	1.8	1.5	1.5	1.5	Textile Finishing, etc.	2.2	3.0	2.4	2.1	2.9	2.4
Other Oils, Greases, Glue, etc.	2.9	6.6	3.7	2.7	3.5	2.8	Other Textile Industries	4.8	5.8	5.2	3.4	4.6	3.8
Metal Manufacture	2.7	3.8	2.9	2.3	2.8	2.4	Leather, Leather Goods and Fur	2.7	4.9	3.5	2.6	3.5	2.9
Blast Furnaces	1.6	1.6	1.6	1.9	1.8	1.9	Leather Tanning and Dressing	2.4	3.2	2.6	2.4	3.3	2.5
Iron and Steel Melting, Rolling, etc.	2.0	2.3	2.1	1.8	1.7	1.8	Leather Goods	3.4	5.8	5.0	2.8	3.7	3.4
Iron Foundries	3.6	4.3	3.7	3.0	3.4	3.0	Fur	3.0	4.6	3.8	3.9	2.5	3.3
Tinplate Manufacture	2.3	3.3	2.4	2.4	4.5	2.6	Clothing	2.3	3.6	3.3	2.4	3.4	3.2
Steel Sheet Manufacture	2.2	2.3	2.2	1.6	2.7	1.7	Tailoring	2.8	3.9	3.6	2.8	3.6	3.4
Iron and Steel Tubes	2.8	3.9	3.0	2.5	4.3	3.2	Dressmaking	3.4	3.6	3.6	3.5	4.0	3.9
Non-Ferrous Metals Smelting, etc.	3.8	4.7	3.9	2.8	3.3	2.9	Overalls, Shirts, Underwear, etc.	2.3	3.7	3.5	2.7	3.3	3.2
Engineering and Electrical Goods	2.8	5.7	3.5	2.3	3.6	2.6	Hats, Caps and Millinery	3.4	3.0	2.8	2.3	3.0	2.7
Marine Engineering	2.3	2.0	2.3	2.4	1.2	2.3	Other Dress Industries	1.8	4.0	3.5	2.0	3.2	3.0
Agricultural Machinery	2.4	2.6	2.4	2.3	2.3	2.3	Manufacture of Boots and Shoes	1.7	2.8	2.3	2.1	2.7	2.4
Boilers and Boilerhouse Plant	2.7	1.6	2.6	2.3	1.9	2.3	Repair of Boots and Shoes	2.1	2.8	2.2	2.1	3.9	2.5
Machine Tools and Engineers' Small Tools	2.5	3.9	2.8	2.1	3.1	2.2	Food, Drink and Tobacco	3.7	8.1	5.6	4.3	6.6	5.2
Stationary Engines	2.9	4.9	3.1	2.3	2.8	2.4	Grain Milling	3.4	3.9	3.5	3.6	3.7	3.6
Textile Machinery and Accessories	2.6	3.5	2.7	2.2	2.5	2.2	Bread and Flour Confectionery	4.3	6.1	5.0	5.0	5.6	5.2
Ordnance and Small Arms	2.2	3.3	2.4	1.3	2.6	1.6	Biscuits	5.2	11.4	9.4	4.5	5.9	5.4
Constructional Engineering	2.9	2.9	2.9	2.6	2.3	2.6	Meat and Meat Products	5.0	7.7	6.1	3.4	5.7	4.4
Other Non-Electrical Engineering	2.7	4.4	3.0	2.3	3.4	2.5	Milk Products	3.0	4.4	3.4	5.7	6.7	6.0
Electrical Machinery	2.8	4.1	3.1	2.0	3.0	2.2	Sugar and Glucose	4.8	7.5	5.4	2.6	5.5	3.2
Electrical Wires and Cables	3.1	4.8	3.7	2.2	3.1	2.5	Cocoa, Chocolate, etc.	5.7	11.5	9.4	4.0	6.5	5.6
Telegraph and Telephone Apparatus	2.6	5.1	3.5	1.5	3.1	2.1	Preserving of Fruit and Vegetables	4.6	10.2	8.2	11.0	11.6	11.4
Wireless Apparatus	5.0	11.1	7.8	3.1	5.0	4.0	Other Food Industries	3.1	8.0	5.0	3.8	7.5	5.2
Wireless Valves and Electric Lamps	3.2	5.3	4.4	2.4	4.2	3.4	Brewing and Malting	2.4	3.9	2.6	2.6	5.2	3.1
Batteries and Accumulators	2.9	8.9	5.6	2.6	7.0	4.5	Wholesale Bottling	3.7	5.1	4.3	4.2	4.1	4.2
Other Electrical Goods	3.7	6.5	4.9	2.6	4.0	3.2	Other Drink Industries	3.3	4.1	3.5	4.9	7.3	5.7
Vehicles	2.7	4.3	2.9	2.1	3.3	2.2	Tobacco	1.3	3.0	2.2	2.2	3.6	2.9
Manufacture of Motor Vehicles, etc.	3.0	3.9	3.1	2.2	3.4	2.4	Manufactures of Wood and Cork	3.6	5.7	4.0	3.0	3.5	3.1
Motor Repairs and Garages	2.6	4.1	2.8	2.1	3.2	2.3	Timber (Sawmilling, etc.)	2.9	5.3	3.2	3.1	3.3	3.1
Manufacture and Repair of Aircraft	2.7	3.1	2.8	1.8	2.4	1.9	Furniture and Upholstery	4.3	6.0	4.7	2.7	3.3	2.8
Manufacture of Motor Vehicle Accessories	3.8	5.9	4.3	2.8	4.0	3.1	Shop and Office Fitting	4.3	4.1	4.3	3.6	5.2	3.8
Railway Locomotive Shops	0.9	2.0	0.9	0.9	2.0	0.9	Wooden Containers and Baskets	3.4	5.6	3.9	3.1	3.9	3.3
Other Locomotive Manufacture	1.7	3.1	1.8	2.1	1.6	2.0	Miscellaneous Wood and Cork Manufactures	3.7	4.8	4.0	3.4	3.9	3.6
Railway Carriages and Wagons	1.5	2.0	1.5	1.4	2.2	1.4	Paper and Printing	1.9	4.0	2.6	1.6	3.1	2.1
Carts, Perambulators, etc.	6.3	9.1	7.3	6.0	5.4	5.7	Paper and Board	2.2	2.6	2.3	1.8	2.3	1.9
Metal Goods not elsewhere specified	3.7	6.1	4.6	3.0	4.3	3.4	Wallpaper	3.1	2.6	3.0	3.4	5.6	4.1
Tools and Cutlery	3.0	5.4	3.9	2.5	3.9	3.1	Carboard Boxes, etc.	3.6	6.4	5.4	2.8	4.7	4.0
Bolts, Nuts, Screws, Nails, etc.	2.9	5.0	3.8	2.3	3.4	2.8	Other Manufactures of Paper	3.2	5.1	4.3	2.3	3.7	3.2
Iron and Steel Forgings	3.0	2.8	3.0	2.5	2.8	2.5	Printing of Newspapers, etc.	1.0	2.6	1.3	1.2	2.2	1.4
Wire and Wire Manufactures	3.3	4.9	3.7	2.5	3.5	2.7	Other Printing, etc.	1.8	3.3	2.4	1.4	2.5	1.9
Hollow-ware	3.6	6.3	5.2	3.3	5.2	4.3	Other Manufacturing Industries	4.1	6.9	5.3	3.0	4.7	3.7
Brass Manufactures	3.9	6.3	4.8	3.1	4.1	3.5	Rubber	4.0	5.7	4.6	2.9	4.3	3.4
Other Metal Industries	4.2	6.7	5.1	3.3	4.4	3.7	Linoleum, Leather Cloth, etc.	3.4	4.9	3.7	2.4	2.8	2.5
Precision Instruments, Jewellery, etc.	2.6	4.5	3.3	2.5	3.7	2.9	Brushes and Brooms	2.7	5.0	3.9	2.1	3.9	3.0
Scientific, Surgical, etc., Instruments	2.5	4.0	3.0	2.5	4.2	3.1	Toys, Games and Sports Requisites	4.3	9.5	7.7	3.6	6.3	5.4
Watches and Clocks	2.6	4.4	3.5	1.6	1.8	1.7	Miscellaneous Stationers' Goods	4.4	7.8	6.5	4.6	4.3	4.4
Jewellery, Plate, etc.	2.2	5.5	3.8	2.3	3.4	2.8	Production of Cinematograph Films	4.4	3.6	4.3	3.9	4.1	3.9
Musical Instruments	3.5	6.8	4.1	3.4	2.9	3.3	Other Manufacturing Industries	4.9	7.1	5.9	3.3	4.8	4.0
All the above Industries	2.9	4.9	3.5	2.5	3.9	3.0							

\* The figures for August, which appeared in the November issue of this GAZETTE, related to a five-week period.

## Insured Persons Absent from Work owing to Sickness or Industrial Injury

The Table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 16th November, 1954, and the corresponding figures for 19th October, 1954, and 17th November, 1953. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims to sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (i) a large proportion of those whose incapacity lasts less than four days, (ii) civil servants receiving full pay during incapacity, and (iii) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

Region	Thousands					
	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	16th Nov., 1954	19th Oct., 1954	17th Nov., 1953	16th Nov., 1954	19th Oct., 1954	17th Nov., 1953
London and S. Eastern:						
London and Middlesex	91.3	94.6	95.8	3.9	3.8	4.0
Remainder	73.8	75.2	76.3	3.4	3.5	3.8
Eastern	42.5	42.9	43.1	2.0	2.0	2.0
Southern	34.4	34.1	36.1	1.7	1.7	1.5
South-Western	49.5	49.3	51.0	2.3	2.2	2.2
Midland	78.2	78.4	80.5	4.8	4.6	4.5
North-Midland	54.7	54.1	56.5	5.2	5.2	5.4
East and West Ridings	83.1	81.7	87.1	7.7	8.0	8.2
North-Western	152.6	147.5	154.0	7.1	7.2	7.5
Northern	70.3	66.6	69.7	7.5	7.7	7.9
Scotland	116.5	110.2	117.3	7.7	7.4	8.0
Wales	66.1	63.5	62.6	6.3	6.5	6.9
Total, Great Britain	913.0	898.1	930.1	59.6	59.7	62.0

Separate figures for insured males and females for 16th November, 1954, are given below.

Region	Thousands			
	Numbers Absent from Work owing to Sickness		Numbers Absent from Work owing to Industrial Injury	
	Males*	Females*	Males	Females
London and South Eastern:				
London and Middlesex	55	36	3.0	0.9
Remainder	47	27	2.6	0.8
Eastern	31	11	1.8	0.2
Southern	23	11	1.5	0.2
South-Western	34	16	1.9	0.4
Midland	53	26	3.8	1.0
North-Midland	37	18	4.9	0.3
East and West Ridings	57	26	7.0	0.7
North-Western	89	63	6.0	1.1
Northern	52	18	7.1	0.4
Scotland	76	41	6.8	0.9
Wales	49	17	5.9	0.4
Total, Great Britain	603	310	52.2	7.3

## Employment in the Coal Mining Industry in October

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

The figures relating to colliery man-power and attendance for 1954 are based upon new definitions which have been introduced to secure greater uniformity of practice at the collieries. The main effects have been somewhat to reduce the number of men shown as coal-face workers and to a lesser degree the total of men on colliery books. Figures for output per man-shift and percentage absenteeism have, in general, been only slightly affected. To facilitate comparison, figures for man-power, absence and output per man-shift for 1953 have been adjusted to the new bases.

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 30th October was 704,600, compared with 705,800 for the five weeks ended 2nd October, and 706,700 for the four weeks ended 31st October, 1953. The total numbers who were effectively employed\* were 639,100 in October, 608,200 in September, and 643,600 in October, 1953; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week.

The Table below shows the numbers of wage-earners on the colliery books in the various Divisions in October, together with the increase or decrease† in each case compared with September, 1954, and October, 1953. 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 number of wage-earners on colliery books during 4 weeks ended 30th October, 1954	Increase (+) or decrease (-) compared with the average for	
		5 weeks ended 2nd October, 1954	4 weeks ended 31st October, 1953
Northern (Northumberland and Cumberland) .. .. .	46,800	— 100	— 600
Durham .. .. .	101,800	— 200	— 900
North Eastern .. .. .	139,600	— 200	— 500
North Western .. .. .	59,000	— 100	— 400
East Midlands .. .. .	101,100	— 300	+ 800
West Midlands .. .. .	58,200	— 200	+ 400
South Western .. .. .	108,400	— 200	+ 700
South Eastern .. .. .	6,600	—	+ 200
England and Wales .. .. .	621,500	— 1,100	— 1,700
Scotland .. .. .	83,100	— 100	— 400
Great Britain .. .. .	704,600	— 1,200	— 2,100

It is provisionally estimated that, during the four weeks of October, about 4,250 persons were recruited to the industry, while the total number of persons who left the industry was about 5,160; the numbers on the colliery books thus showed a net decrease of 910. During the five weeks of September there was a net decrease of 1,250.

The average number of shifts worked per week by coal-face workers who were effectively employed was 5.02 in October, 5.00 in September, and 5.02 in October, 1953. The corresponding figures for all workers who were effectively employed were 5.49, 5.45 and 5.42.

Information is given in the Table below regarding absenteeism in the coal mining industry in October, and in September, 1954, and October, 1953. Separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (absences due mainly to sickness). The figures represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances.

Absence Percentage (five-day week)

	October, 1954	September, 1954	October, 1953
Coal-face Workers :			
Voluntary .. .. .	5.12	5.48	5.35
Involuntary .. .. .	9.26	8.85	9.54
All Workers :			
Voluntary .. .. .	3.87	4.20	4.06
Involuntary .. .. .	8.24	7.87	8.44

For face-workers the output per man-shift worked was 3.29 tons in October, compared with 3.24 tons in the previous month and 3.25 tons in October, 1953.

The output per man-shift calculated on the basis of all workers was 1.24 tons in October; for September, 1954, and October, 1953, the figures were 1.23 tons and 1.24 tons, respectively.

\* Excluding wage-earners employed at mines not operated by the National Coal Board. These number approximately 5,400.

† "No change" is indicated by three dots.

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

## 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 2,659,800 in August, an increase of 0.1 per cent. compared with the previous month and of 3.7 per cent. compared with August, 1953.

### CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st August, in the establishments covered by the returns, was 0.4 per cent. higher than at the beginning of the previous month and 3.0 per cent. lower than at 1st August, 1953. The number of persons employed in manufacturing industries at 1st August was 0.8 per cent. lower than at the beginning of the previous month and 5.7 per cent. lower than at 1st August, 1953.

### UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in September is estimated by the Department of Labor to have been approximately 48,523,000. This was 1.0 per cent. higher than the (revised) figure for the previous month, and 3.3 per cent. lower than for September, 1953. The index figure of wage-earners' employment in manufacturing industries (revised series, base 1947-9 = 100) showed an increase of 1.4 per cent. in September, compared with the previous month, and a decrease of 10.3 per cent. compared with September, 1953.

The Bureau of the Census estimated that the total number of unemployed persons at the middle of September was about 3,099,000, compared with 3,245,000 at the middle of the previous month and 1,321,000 at the middle of September, 1953.

### BELGIUM

The average daily number of persons recorded as wholly unemployed during September was 125,179, compared with 140,310 in the previous month and 162,045 in September, 1953. Partial unemployment accounted in addition for a daily average loss of 36,845 working days. The total number of working days lost in September by persons wholly unemployed was 3,004,200, while 881,291 days were lost as a result of partial unemployment.

### DENMARK

At the end of September returns received by the Danish Statistical Department from approved unemployment funds showed that 25,281, or 3.7 per cent. of a total membership of about 674,000, were unemployed, compared with 3.5 per cent. at the end of the previous month and 5.3 per cent. at the end of September, 1953. Of the total, 9,841 had been unemployed for seven days or more and the remainder had been unemployed for less than seven days or were not considered as ordinary unemployed (because of advanced age, etc.).

### FRANCE

The number of persons registered as applicants for employment at the beginning of October was 152,492, of whom 48,365 were wholly unemployed persons in receipt of assistance. The corresponding figures were 148,783 and 54,583 at the beginning of the previous month and 154,515 and 51,870 at the beginning of October, 1953.

### GERMANY

In the Federal Republic the number unemployed at the end of October was 820,919, compared with 822,500 at the end of the previous month and 963,793 at the end of October, 1953. In the Western Sectors of Berlin the corresponding figures at the same dates were 156,470, 159,684 and 205,765.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 20th November was 61,184, compared with 51,103 at 23rd October, and 66,739 at 21st November, 1953.

### ITALY

The number registered for employment at the end of July was 2,060,201, of whom 1,202,803 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 2,072,524, including 1,208,957 wholly unemployed, and at the end of July, 1953, it was 2,088,966, including 1,199,156 wholly unemployed.

### SPAIN

The number of persons registered as unemployed was 116,209 at the end of August, compared with 108,841 at the end of the previous month and 104,370 at the end of August, 1953.

## WAGES, DISPUTES, RETAIL PRICES

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## Changes in Rates of Wages and Hours of Labour

### RATES OF WAGES

#### Changes in November

In the industries covered by the Department's statistics,\* the changes in the rates of wages reported to have come into operation in the United Kingdom during November resulted in an aggregate increase estimated at approximately £345,000 in the weekly full-time wages of about 874,000 workpeople, and in a decrease of about £5,100 for 176,000 workpeople.

The principal increases affected manipulative grades of workers employed in the Post Office, domestic and similar grades of staff employed in hospitals and allied institutions, milk distributive workers, locomotive running staff employed by British Railways, and bakery workers in England and Wales. Others receiving increases included the operating staff employed in municipal tramway, trolleybus and omnibus undertakings, and workers employed in retail meat distribution in England and Wales, paint, varnish and lacquer manufacture, silk spinning and weaving, flour milling, and in the corn trade. The decreases, which operated under sliding-scale arrangements based on the index of retail prices, affected mainly workers in the iron and steel industry, ironstone and limestone mining and quarrying in many districts, and hosiery manufacture in Hawick.

For workpeople employed in the manipulative grades in the Post Office there were increases ranging up to 13s. 6d. a week, according to age, occupation and area of employment; these increases were payable retrospectively from the beginning of July. Domestic and similar grades of staff employed in hospitals and allied institutions received increases of 6s. a week for men and 4s. 6d. for women, payable retrospectively from early in September. The statutory minimum rates fixed under the Wages Councils Act for workers employed in milk distribution were increased by 6s. a week for men and 4s. 6d. for women in England and Wales, and by 7s. for men and 7s. or 5s., according to occupation, for women in Scotland. Revised schedules of pay were adopted for the locomotive running staff employed by British Railways, resulting in increases which ranged up to 26s. a week, according to grade and service. The statutory minimum rates fixed for bakery workers in England and Wales were increased by 2½d. or 2d. an hour, according to occupation, for men and by 2d. or 1½d. for women.

For the operating staff employed in municipal tramway, trolleybus and omnibus undertakings in Great Britain outside the London area there were increases of 8s. a week for drivers and conductors, and of 7s., 6s. or 5s., according to grade, for semi-skilled and unskilled workers in depots and garages. It was also agreed that Saturday work performed by drivers and conductors after 1 p.m. is to be paid for at time-and-one-quarter. In the retail meat trade in England and Wales there were increases in minimum rates of 4s. to 9s. a week, according to age and area of employment, for male assistants, and of 2s. 6d. to 4s. 6d. for female assistants. In paint, varnish and lacquer manufacture the minimum rates were increased by 5s. 6d. a week for men, and by 4s., 4s. 3d. or 4s. 9d. for

women, according to occupation or period of employment. In silk spinning and weaving there were increases of 5s. a week for men and 4s. for women. For workpeople employed in the flour milling industry there were increases of 7s. 6d. to 10s. a week for men and of 6s. 6d. for women. In the corn trade the minimum rates were increased by 7s. a week for men and by 4s. 8d. for women.

Of the total increase of £345,000, about £110,000 resulted from arbitration awards; about £108,000 resulted from direct negotiations between employers and workpeople or their representatives; about £76,000 was the result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about £50,000 was the result of Orders made under the Wages Councils Act; and the remainder resulted from the operation of sliding scales based on the index of retail prices.

#### Changes in January–November, 1954

The following Table shows the numbers of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the eleven completed months of 1954, and the net aggregate amounts of such increases.

Industry Group	Approximate Number of Workpeople affected by Net Increases†	Estimated Net Amount of Increase in Weekly Wages
Agriculture, Forestry, Fishing .. .. .	55,000	£ 18,000
Mining and Quarrying .. .. .	452,000	172,400
Treatment of Non-metalliferous Mining Products other than Coal .. .. .	199,500	58,500
Chemicals and Allied Trades .. .. .	192,000	49,200
Metal Manufacture .. .. .	231,500	86,700
Engineering, Shipbuilding and Electrical Goods		
Vehicles .. .. .	2,350,000	817,700
Metal Goods not elsewhere specified .. .. .		
Textiles .. .. .	816,000	192,100
Leather, Leather Goods and Fur .. .. .	50,500	11,000
Clothing .. .. .	501,000	174,100
Food, Drink and Tobacco .. .. .	361,000	105,500
Manufactures of Wood and Cork .. .. .	189,000	54,300
Paper and Printing .. .. .	284,500	42,800
Other Manufacturing Industries .. .. .	44,500	11,900
Building and Contracting .. .. .	1,190,000	518,200
Gas, Electricity and Water .. .. .	239,500	56,100
Transport and Communication .. .. .	1,155,500	515,000
Distributive Trades .. .. .	638,500	202,200
Public Administration .. .. .	768,000	235,800
Miscellaneous Services .. .. .	216,500	48,100
Total .. .. .	9,934,500	3,369,600

In the corresponding months of 1953 there was a net increase of £2,246,000 in the weekly full-time wages of 8,215,000 workpeople.

### HOURS OF LABOUR

No changes in hours of labour were reported during the month

### PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER

(NOTE.—The figure in brackets below an item in the column headed "District" relates to the page in the volume "TIME RATES OF WAGES AND HOURS OF LABOUR, 1ST APRIL, 1954," on which details for that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in <i>italics&gt;)</i>
Mining and Quarrying	Cumberland (7)	22 Nov.	Iron-ore miners .. .. .	Cost-of-living net additions to wages, previously granted, increased‡ by 1d. a shift (6s. 11d. to 7s.) for men and youths 18 years and over, and by ½d. (3s. 5½d. to 3s. 6d.) for boys under 18.‡
	West Cumberland (8)	30 Aug.‡	Limestone quarrymen .. .. .	War bonus increased by 7d. a shift (6s. 1d. to 6s. 8d.) for men and youths 18 years and over, and by 3½d. (3s. 0½d. to 3s. 4d.) for boys.
	do.	22 Nov.	do.	Cost-of-living net additions to wages, previously granted, increased‡ by 1d. a shift (7s. to 7s. 1d.) for men and youths 18 years and over, and by ½d. (3s. 6d. to 3s. 6½d.) for boys.
	Cleveland (7)	1 Nov.	Ironstone miners .. .. .	Flat-rate additions to wages, previously granted, decreased‡ by 1.2d. a shift (7s. 9.6d. to 7s. 8.4d.) for men and youths 18 years and over, and by 0.6d. (3s. 10.8d. to 3s. 10.2d.) for boys under 18.‡
	North Lincolnshire	7 Nov.	Ironstone miners and quarrymen	Flat-rate additions to wages, previously granted, decreased‡ by 1.3d. a shift (11s. 11d. to 11s. 9.7d.) for men, by 0.975d. (8s. 11.25d. to 8s. 10.275d.) for youths 18 and under 21 years, and by 0.65d. (5s. 11.5d. to 5s. 10.85d.) for boys under 18.‡
	Notts., Leics., parts of Lincs., Northants, and Banbury	do.	Ironstone miners and quarrymen and limestone quarrymen	Flat-rate additions to wages, previously granted, decreased‡ by 1.36d. a shift (10s. 7.84d. to 10s. 6.48d.) for men, by 1.02d. (7s. 11.88d. to 7s. 10.86d.) for youths 18 and under 21 years, and by 0.68d. (5s. 3.92d. to 5s. 3.24d.) for boys under 18.‡
	South and West Durham	1 Nov.	Limestone quarrymen .. .. .	Flat-rate additions to wages, previously granted, decreased‡ by 1d. a shift (6s. 2d. to 6s. 1d.) for men and youths 18 years and over, and by ½d. (3s. 1d. to 3s. 0½d.) for boys under 18.‡

\* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting clerical workers, for whom the information available is not sufficient to form a basis for statistics. The estimates of the effect of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short-time or of overtime.

† Workpeople who received two or more increases of wages during the period are counted only once in this column.

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

§ Wages are subject to further *ad hoc* additions of 3s. 1d. a shift for men and 1s. 6½d. a shift for youths and boys.

¶ These increases were agreed in October and had retrospective effect to the date shown.

‡ Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) totalling 6s. 5d. a shift for underground workers 18 and over and surface workers 21 or over, plus 9d. to datal workers whose base rate is less than 8s. 1½d. a shift, with proportional additions for younger workers, or additions varying at different mines on tonnage rates.

\*\* Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) of 1s. a shift for men, of 9d. for youths 18 and under 21 years, and of 6d. for boys.

†† Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) of 1s. a shift for men and youths 18 and over, and of 6d. for boys.

Principal Changes in Rates of Wages Reported during November—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in italics)
Paint, Varnish and Lacquer Manufacture	Great Britain (37)	Beginning of first full pay period following 3 Nov.	Men, youths and boys Women 21 years and over employed wholly on men's work Other women and girls	Increases of 5s. 6d. a week in basic national minimum rates for men 21 years and over, and of proportional amounts for youths and boys. Minimum rates after change: London district—men 21 years and over 140s. a week, youths and boys 45s. at 15, rising to 119s. 3d. at 20 and under 21, other districts—men 135s., youths and boys 43s. 6d. to 115s. Increases of 4s. 3d. or 4s. 9d. a week in basic national minimum rates, according to period of employment. Rates after change: London district—100s. a week during first 6 months' service, thereafter 112s. 9d., other districts—96s. 6d., 108s. 9d. Increases of 4s. a week in basic national minimum rates for women 21 years and over, and of proportional amounts for girls. Rates after change: London district—women 21 years and over 95s. 3d. a week, girls 45s. 9d. at 15, rising to 89s. 3d. at 20 and under 21, other districts—women 90s., girls 43s. 3d. to 84s. 3d.
Coke Manufacture	Scotland, Cumberland, South Durham, Cleveland, Lancashire, Lincolnshire, Northants, and South Wales (certain firms)*	7 Nov.	Workpeople employed at coke oven plants attached to blast-furnaces	Flat-rate additions to wages, previously granted, decreased† by 1-3d. a shift (11s. 11d. to 11s. 9-7d. for shift-rated workers) or by 0-18d. an hour (1s. 7-5d. to 1s. 7-32d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-98d. a shift (8s. 11-25d. to 8s. 10-27d.) or by 0-13d. an hour (1s. 2-62d. to 1s. 2-49d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (5s. 11-5d. to 5s. 10-85d.) or by 0-09d. an hour (9-75d. to 9-66d.) for boys and for girls doing boys' work.
Pig Iron Manufacture	England and Wales and certain works in Scotland (40)	do.	Workpeople employed at blast-furnaces, except those whose wages are regulated by movements in other industries	do. do.
	West of Scotland (40)	Pay period commencing nearest 1 Nov.	Workpeople employed at certain blast-furnaces, excluding those engaged on maintenance work	Flat-rate additions to wages, previously granted, decreased† by 1-3d. a shift (11s. 11d. to 11s. 10d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and Steel Manufacture	Great Britain‡ (41)	1 Nov.	Workpeople employed at steel sheet rolling mills	Flat-rate additions to wages, previously granted, decreased† by 1-3d. a shift (11s. 11d. to 11s. 9-7d.) for men and women 21 years and over, by 0-98d. (8s. 11-25d. to 8s. 10-27d.) for youths and girls 18 and under 21 years, and by 0-65d. (5s. 11-5d. to 5s. 10-85d.) for those under 18.
	Great Britain§ (41)	7 Nov.	Workpeople employed in steel melting shops (melting, pitmen, slagmen, ladlemen, furnace helpers, gas producers, semi-skilled workers and labourers, etc.)	Flat-rate additions to wages, previously granted, decreased† by 1-3d. a shift (11s. 11d. to 11s. 9-7d. for shift-rated workers) or by 0-18d. an hour (1s. 7-5d. to 1s. 7-32d. for hourly-rated workers) for men and women, by 0-98d. a shift (8s. 11-25d. to 8s. 10-27d.) or by 0-13d. an hour (1s. 2-62d. to 1s. 2-49d.) for youths and girls 18 and under 21 years, and by 0-65d. a shift (5s. 11-5d. to 5s. 10-85d.) or by 0-09d. an hour (9-75d. to 9-66d.) for those under 18.
	Great Britain¶ (41)	do.	Workpeople employed at steel rolling mills	do. do.
	North-East Coast (41)	do.	Iron puddlers, millmen, semi-skilled workers, labourers, etc., employed at iron puddling furnaces and rolling mills	do. do.
	Great Britain (41)	do.	Maintenance craftsmen employed on coke oven and blast-furnace plants, in steel melting shops, and in steel rolling mills	Flat-rate additions to wages, previously granted, decreased† by 0-18d. an hour (1s. 7-5d. to 1s. 7-32d.) for craftsmen, by 0-13d. (1s. 2-62d. to 1s. 2-49d.) for apprentices 18 to 21 years, and by 0-09d. (9-75d. to 9-66d.) for apprentices under 18.
	South-West Wales (41)	do.	Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters	Flat-rate additions to wages, previously granted, decreased† by 1-3d. a shift (10s. 10d. to 10s. 8-7d.) for men and for women employed on men's work, by 0-975d. (8s. 1-5d. to 8s. 0-525d.) for youths 18 and under 21, and by 0-65d. (5s. 5d. to 5s. 4-35d.) for youths under 18.
	Midlands and parts of South Yorks. and South Lancs. (41)	28 Nov.	Workpeople employed at iron puddling furnaces and iron and steel rolling mills and forges, other than those engaged on maintenance work	Flat-rate additions to wages, previously granted, increased† by 1-3d. a shift (12s. 0-3d. to 12s. 1-6d.) for men and women, by 0-975d. (9s. 0-225d. to 9s. 1-2d.) for workers 18 and under 21, and by 0-65d. (6s. 0-15d. to 6s. 0-8d.) for those under 18.
	West of Scotland (41)	Pay period beginning 1 Nov.	Workpeople, other than 6-shift workers, employed at iron puddling forges and mills and sheet mills	Cost-of-living net additions to wages, previously granted, decreased† by 1-4d. a shift (12s. 5-8d. to 12s. 4-4d.) for men, by 1-05d. (9s. 4-35d. to 9s. 3-3d.) for youths 18 and under 21 years, and by 0-7d. (6s. 2-9d. to 6s. 2-2d.) for boys under 18.
			6-shift workers	The existing cost-of-living payment decreased† by 0-19d. an hour for men, by 0-14d. for youths 18 and under 21 years, and by 0-1d. for boys under 18.
		Pay period beginning 29 Nov.	Workpeople, other than 6-shift workers, employed at iron puddling forges and mills and sheet mills	Cost-of-living net additions to wages, previously granted, increased† by 1-4d. a shift (12s. 4-4d. to 12s. 5-8d.) for men, by 1-05d. (9s. 3-3d. to 9s. 4-35d.) for youths 18 and under 21 years, and by 0-7d. (6s. 2-2d. to 6s. 2-9d.) for boys under 18.
			6-shift workers	The existing cost-of-living payment increased† by 0-19d. an hour for men, by 0-14d. for youths 18 and under 21 years, and by 0-1d. for boys under 18.
	South Wales and Monmouthshire (41)	7 Nov.	Workpeople employed at iron and steel works	Cost-of-living bonus decreased† by 1-2d. a shift (8s. 1-2d. to 8s. for skilled craftsmen, and 8s. 8-4d. to 8s. 7-2d. for other men) for men and women 18 years and over, and by 0-6d. (4s. 0-6d. to 4s. or 4s. 4-2d. to 4s. 3-6d.) for those under 18.
Tinplate Manufacture	South Wales, Monmouthshire and Gloucestershire (41)	do.	Men, youths, women and juveniles (except apprentices)	Flat-rate additions to wages, previously granted, decreased† by 1-3d. a shift (11s. 11d. to 11s. 9-7d.) for men and for women engaged specifically to replace male labour, by 0-975d. (8s. 11-25d. to 8s. 10-275d.) for youths 18 and under 21 years and for women 18 years and over, and by 0-65d. (5s. 11-5d. to 5s. 10-85d.) for workers under 18.
Tube Manufacture	Newport and Llandovery	do.	Men, youths and boys	Cost-of-living bonus decreased† by 1-16d. a shift (12s. 1d. to 11s. 11-84d.) for men, by 0-773d. (8s. 0-625d. to 7s. 11-852d.) for youths 18 and under 21, and by 0-58d. (6s. 0-5d. to 5s. 11-92d.) for boys.
Galvanising	England and Wales	1 Nov.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Flat-rate additions to wages, previously granted, decreased† by 1-3d. a shift (11s. 11d. to 11s. 9-7d.) for men and women 21 years and over, by 0-98d. (8s. 11-25d. to 8s. 10-275d.) for youths and girls 18 and under 21 years, and by 0-65d. (5s. 11-5d. to 5s. 10-85d.) for those under 18.
Chain and Anchor Manufacture	Cradley Heath and district, Chester, Shifnal, St. Helens, Pontypridd and Tipton	Pay week commencing 9 Oct.	Chainmakers and strikers employed in the manufacture of hand-made chains and chain attachments	Increase of 3½ per cent. (6¼ to 10 per cent.) on July, 1951, piece price lists.

\* These decreases affected employees of firms which are members of the Iron and Steel Trades Employers' Association.  
† Under sliding-scale arrangements based on the official index of retail prices.  
‡ These decreases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.  
§ These decreases affected employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), Lincolnshire, South Wales and West of Scotland.  
¶ These decreases affected employees of firms which are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.

Principal Changes in Rates of Wages Reported during November—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in italics)
Pin, Hook and Eye and Snap Fastener Manufacture	Great Britain (210)	22 Nov.	Men, youths, boys, women and girls, other than home workers	Increases in general minimum time rates of 11d., 2d. or 2½d. an hour, according to occupation, for men 21 years or over, of 2d. for female chargehands and 1d. for other female workers 18 years or over, of 1d., 1½d. or 1¼d., according to age, for youths and boys, and of ½d. or 1d. for girls; increase of 1d. an hour in piecework basis time rate for female workers; new rates fixed for female workers employed as automatic machine operators. General minimum time rates after change include: men 21 years or over 2s. 10d. to 3s. 4½d. an hour, according to occupation, female workers—chargehands 2s. 3½d., automatic machine operators 2s. 0¼d., other workers 18 years or over 1s. 11d.; piecework basis time rate for female workers: automatic machine operators 2s. 3d., all other workers 2s. 1½d.*
Wool Textile	Scotland (various districts)† (78)	Beginning of first full pay period following 1 Nov.	Men, youths, boys, women and girls	Increases of 4 per cent. in scheduled time rates for men 21 years and over and for women 18 and over, with proportional increases for younger workers and apprentices. Minimum scheduled time rates after change include: men 21 years and over—unskilled labourers 123s. a week, semi-skilled (after 1 year's experience) 126s. 3d., skilled (after 2 years' training) 132s. 1d., after short apprenticeship of 3 years 140s. 7d., after full apprenticeship of 4 years, spinners 144s. 11d. & finishers, pattern weavers and fleece wool sorters for matchings 151s. 6d., tuners (10 looms or less) 153s. 6d., assistant tuners, dyers and carders and millmen (ex-apprentice) 140s. 3d., power loom weavers (2 ordinary looms) 144s. 11d., (1 ordinary loom) 126s. 3d.; women 18 years and over—unskilled 84s. 1d., semi-skilled (after 6 months' to 1 year's experience) 87s. 5d. or 88s. 7d., according to occupation, jobs requiring 1½ to 2 years' apprenticeship 93s. 7d. to 130s. 7d. according to occupation. Group minimum average piece rates to continue to be 10 per cent. above the corresponding time rates.
Pressed Felt Manufacture	Rosendale Valley (certain firms)	First pay day in Nov.	Men, women and juveniles	Decreases‡ of 6d. a week for men, and of 4d. for women and juveniles. Minimum rates after change, inclusive of cost-of-living bonus: men 21 years and over 127s. 2d. a week; women 18 and over, felt production processes 95s. 5d., cutting and stitching 86s. 9d.
Silk Manufacture	United Kingdom (80)	Pay day in week commencing 15 Nov.	Workpeople employed in silk spinning, throwing and weaving, etc., except maintenance workers and certain workers in the West Riding of Yorkshire whose wages are regulated by movements in other industries:— Timeworkers Pieceworkers	Increases of 5s. a week in minimum rates for men 21 years and over, of 4s. for women 18 and over and for youths 18 and under 21, and of 2s. or 3s., according to age, for boys and girls. Minimum basic rates after change: males 48s. a week at 15, rising to 124s. at 21 and over; females 48s. at 15, rising to 87s. at 18 and over; existing differentials to be maintained. Increases of 5s. for men, and of 4s. for women, subject to earnings of adult pieceworkers being such that the minimum average wage of a section is 15 per cent. above the appropriate minimum time rate for male and female adult workers. The increases are to be arranged either by a flat-rate payment or by an adjustment of the piece rates.
	Macclesfield (81)	do.	Men, youths, boys, women and girls	Increases in minimum time rates of 5s. a week for men 21 years and over, of 4s. for women 18 and over and for youths 18 and under 21, and of 2s. or 3s., according to age, for boys and girls. Minimum rates after change include: manufacturing section—men 21 years and over, all workers except Grade 4 124s. a week, women 18 and over, Grade 1 87s., Grade 2 89s., Grade 3 90s.; small-ware section—men and women Grade 4 117s. 6d. to 136s. 6d., according to number of looms; making-up section—unskilled women 87s., skilled women 89s.; embroidery section—skilled men 136s. 6d., unskilled 124s., women Grade 1 87s., Grade 2 89s.; throwing section—men Grade 1 124s., Grade 1A 126s. 6d., Grade 2 128s. 6d., Grade 3 129s. 6d., night workers 145s. 8d., women Grade 1 87s., Grade 2 89s., Grade 3 90s.; hand-loom weaving section, time rates—men 2s. 11¼d. an hour.
Silk Manufacture and Dyeing	Leek (80)	do.	Men, youths, boys, women and girls	Increases in minimum time rates of 5s. a week for men 21 years and over, of 4s. for women 18 and over and for youths 18 and under 21, and of 2s. or 3s., according to age, for boys and girls. Minimum time rates after change include: men 21 years and over, Grade 1 124s. a week, Grade 1A 126s. 6d., Grade 2 128s. 6d., Grade 3 132s. 6d., keymen 148s., screen printers 135s. 6d., printers' mates, dyeworkers, oilers and greasers on shafting 130s. 6d., dyers' mixers 130s. 6d. in first year, rising to 138s. 6d. in fourth year, boilermen (day-shift) 144s., (night-shift) 151s. 6d., night workers—screen printers 188s. 8d., printers' mates and dyeworkers 178s. 2d., others 176s. 2d., narrow fabric night workers 179s. 4d.; women 18 years and over, Grade 1 87s., Grade 1A 89s., Grade 2 90s., Grade 3 92s.
Hosiery Manufacture	Hawick (89)	Pay day in week ending 5 Nov.	Men, women and juveniles	Decreases‡ of 4s. 6d. (41s. 6d. to 37s.) in the flat-rate bonus for men, of 3s. (30s. to 27s.) for women, and of proportional amounts for apprentices. Minimum weekly rates after change, inclusive of percentage bonus of 87½ per cent. on basic rates and the flat-rate bonus of 37s. for men and 27s. for women: journeymen 130s. 9d. a week, journeywomen 87s. 4d.
Coir Mat and Matting Manufacture	Great Britain	Pay day in week ending 6 Nov.	Men, youths, boys, women and girls	Increases of 1½d. an hour in day work rates for male workers 18 years and over, and of 1d. for other male and female workers; increase of 1½d. an hour for male pieceworkers, and of 1d. for female pieceworkers. Rates after change: day workers—males 1s. 1d. an hour at 15, rising to 2s. 8½d. at 21 and over, females 1s. 1d. at 15, rising to 1s. 9d. at 18 and over; pieceworkers—males 2s. 11¼d., females 1s. 11d.
Manufacture and Repair of Saddlery and Harness by Retailers	Great Britain (96)	First pay day in Nov.	Male and female workers	Increases of 1½d. an hour in basic time rates for men 21 years and over, of 4d. for women 20 and over, and of varying amounts for juveniles. Rates after change include: men 21 years and over—collar makers 3s. 1½d. an hour, saddlers and harness makers 3s. 0¼d., women 20 years and over 2s. 3d.
Flour Milling	Great Britain (108)	15 Nov.	Mill operatives	Increases varying from 7s. 6d. to 10s. a week for adult male workers, of proportional amounts for youths and boys, of 6s. 6d. for women and 3s. to 6s., according to age, for girls employed on packing small bags, and of 6s. 6d. for other women operatives. Rates after change include: men—first roller men on shift work, Class A mills 180s. a week, Class AA 175s., Class B 169s. 6d., Class BB 165s. 6d., Class C 161s., shiftworkers' minimum rates 145s. 6d., 142s., 140s., 138s., 135s. 6d., general labourers on day work 140s., 137s. 6d., 134s. 6d., 134s., 133s. 6d.; women 20 and over packing small bags 96s. 6d., 94s. 6d., 92s. 6d., 91s. 6d., 90s. 6d., other women 18 and over 100s., 98s., 96s., 94s. 6d., 92s. 6d.
	Great Britain (except London) (108)	15 Nov.	Transport workers	Increases varying from 7s. 6d. to 10s. a week for adult male workers. Rates after change: flaked maize roller men, pellet and cube machinists and stone dressers on shift work, Class A mills 175s. a week, Class AA 169s. 6d., Class B 164s. 6d., Class BB 160s., Class C 156s., shiftworkers' minimum rates 145s. 6d., 142s., 140s., 138s., 135s. 6d., general labourers on day work 140s., 137s. 6d., 134s. 6d., 134s., 133s. 6d.
	Great Britain (except London) (108)	15 Nov.	Transport workers	Increase of 8s. a week; new rate introduced for drivers of mechanically driven vehicles of over 16 tons carrying capacity. Rates after change: drivers of mechanically driven vehicles up to and including 2 tons carrying capacity 136s. 6d. to 142s. 6d. a week, according to classification and grading of mill, over 2 and up to and including 8 tons 143s. 6d. to 152s., over 8 and up to and including 16 tons 150s. 6d. to 159s., over 16 tons 158s. 6d. to 167s.; statutory attendants and mates 130s. 6d. to 142s. 6d.; horse carmen—pair horse 138s. 6d. or 142s. 6d., single horse 135s. 6d. or 138s. 6d.

\* These increases took effect under an Order issued under the Wages Councils Act. See page 438.  
† Principally Peebles, Galashiels, Earlston, Selkirk, Dumfries, Langholm, Hawick, Jedburgh, Innerleithen, Walkerburn, Newtown St. Boswells, Alva, Auchterarder and Keith.  
‡ Spinners in charge of more than one pair of mules to receive additional responsibility pay of 3s. 6d. a week for each mule in excess of two, up to a maximum of five pairs; tuners to be paid 2s. a loom (on time rates) or 2s. plus 10 per cent. a loom (on piecework) for each loom above 10 in section.  
§ Under sliding-scale arrangements based on the official index of retail prices.

Principal Changes in Rates of Wages Reported during November—*continued*

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Corn Trade	Great Britain (109)	29 Nov.	Mill and other manual workers (except transport workers)	Increases of 7s. a week in minimum rates for men 21 years and over, of 4s. 8d. for women 18 and over, and of proportional amounts for younger workers. Minimum rates after change include: men 21 years and over—London 140s. 6d. a week, Grade "A" areas 138s. 6d., Grade "B" 135s. 6d., Grade "C" 132s. 6d.; women 18 years and over, two-thirds of the appropriate adult male rate.
			Drivers of horse-drawn vehicles	Increase of 7s. a week. Rates after change: drivers of 1-horse vehicles—London area 142s. 6d. a week, Grade "A" areas 140s. 6d., Grade "B" 137s. 6d., Grade "C" 134s. 6d.; teamsmen 143s. 6d., 141s. 6d., 138s. 6d., 135s. 6d.
Baking	England and Wales (110) (209)	26 Nov.	Men, youths, boys, women and girls	Increases of 2½d. an hour in general minimum time rates for foremen, first hands and single hands, of 2d. for other male workers 19 years or over and for forewomen and charge-hands (other than packing and despatch dept.), of 1½d. for other female workers 20 years or over, and of 1d. for male workers under 19 and female workers under 20. General minimum time rates after change include: men—foremen London Area 3s. 3½d. an hour, Provincial Area A 3s. 3¼d., Provincial Area B 3s. 2½d., first hands and single hands 3s. 1½d., 3s. 1d., 3s., second hands, doughmakers, confectionery mixers and ovenmen 3s. 0½d., 3s., 2s. 11d., confectioners or table hands 2s. 11d., 2s. 10½d., 2s. 9½d., or 2s. 8½d., 2s. 8¼d., 2s. 7½d., according to conditions of service, stokers 2s. 9½d., 2s. 9d., 2s. 8d., other male workers 21 or over 2s. 9d., 2s. 8½d., 2s. 7½d., charge-hands (packing and despatch dept.) 1½d. an hour above the appropriate age rate for other male workers; women—forewomen 2s. 4½d., 2s. 4¼d., 2s. 3d., charge-hands (other than packing and despatch dept.) 2s. 3½d., 2s. 3d., 2s. 1½d., single hands 2s. 2½d., 2s. 2d., 2s. 0½d., confectioners 21 or over 2s. 13d., 2s. 1d., 1s. 11½d., 20 and under 21 1s. 9d., 1s. 8½d., 1s. 7½d., 19 and under 20 1s. 7d., 1s. 6d., other female workers 21 or over 1s. 11½d., 1s. 11d., 1s. 10½d., charge-hands (packing and despatch dept.) 1d. an hour above the appropriate age rate for other female workers.*
	North Staffordshire (111-112)	26 Nov.	Men, youths, boys, women and girls	Increases of 12s. 5½d. or 10s. 6½d. a week, according to occupation, for male workers 21 years and over, of 10s. 6½d. or 8s. 7½d. for female workers 21 and over, and of proportional amounts for younger workers. Minimum rates after change include: men 21 years and over—foremen confectioners and foremen bakers 163s. 10½d. a week, first hands and single hands 155s. 3d., second hands, doughmakers, confectionery mixers and ovenmen 151s. 5d., confectioners or table hands 145s. 8d., stokers 139s. 11d., charge-hands (packing and despatch dept.) 143s. 9d., other male workers 138s.; women 21 and over—forewomen 115s. 11½d., charge-hands (other than packing and despatch dept.) 111s. 2d., (packing and despatch dept.) 102s. 6½d., single hands 107s. 4d., confectioners 103s. 6d., other female workers 96s. 9½d.
	Liverpool, Birkenhead and district (111-112)	First full pay period ending after 3 Sept.†	Workpeople employed in factory bakeries	Increases in basic rates of 7s. 9d. or 9s. 7d. a week, according to occupation, for men 21 years and over, of 5s. 7d., 5s. 9d. or 7s. 8d. for women 21 and over, and of proportional amounts for younger workers. Rates after change include: men 21 years and over—foremen confectioners and foremen bakers 162s. 11d. a week, first hands 154s. 3d., second hands 150s. 5d., confectioners or table hands 144s. 8d., workers in unspecified occupations 137s. 1d.; women 21 and over—forewomen 109s. 6d., single hands 100s. 7d., confectioners 97s. 1d., workers in unspecified occupations 90s. 1d.
	do.	First full pay period ending after 1 Oct	Workpeople employed in bakeries other than factory bakeries	Increases in basic rates of 8s. 1d. or 10s. 1d. a week, according to occupation, for men 21 years and over, of 5s. 7d., 5s. 9d. or 7s. 8d. for women 21 and over, and of proportional amounts for younger workers. Rates after change include: men 21 years and over—foremen confectioners 161s. 8d. a week, foremen bakers 159s. 8d., first hands 155s. 7d., second hands 151s. 7d., confectioners or table hands 145s. 6d., workers in unspecified occupations 137s. 5d.; women 21 and over—forewomen 109s. 6d., single hands 100s. 7d., confectioners 97s. 1d., workers in unspecified occupations 90s. 1d.
	Leicester (111-112)	First full pay week after 4 Oct.	Men, youths, boys, women and girls	New minimum rates adopted, resulting in increases of varying amounts. Rates after change include: men 21 years and over—foremen bakers and confectioners 161s. 11½d. a week, first hand bakers and confectioners 153s. 4d., second hand doughmakers, ovenmen and confectionery mixers 151s. 3d., baker and confectioner table hands 145s. 8d., workers in unspecified occupations 138s.; women 21 and over—forewomen 117s. 10½d., single hands 111s. 2d., confectioners 107s. 4d., workers in unspecified occupations 100s. 7½d.
	Midland Counties‡ (111-112)	First pay day following 4 Oct.	Workpeople employed by co-operative societies in the baking industry	Increases of 11s. a week in minimum rates for male workers 21 years and over, of 7s. 8d. for forewomen and female charge-hands (other than packing and despatch dept.), of 6s. for other female workers 21 and over, and of proportional amounts for younger workers. Minimum rates after change include: men 21 years and over—foremen confectioners and foremen bakers Area "A" 161s. 3d. a week, Area "B" 157s. 3d., first hands 152s. 3d., 148s. 3d., second hands 150s. 3d., 146s. 3d., table hands and confectioners 144s. 3d., 140s. 3d., workers in unspecified occupations 137s. 3d., 133s. 3d.; women 21 and over—forewomen 114s. 3d., 110s. 3d., single hands 103s. 7d., 99s. 7d., confectioners 101s. 7d., 97s. 7d., workers in unspecified occupations 95s. 7d., 91s. 7d.
	North West Area. (111-112)	Pay day in week commencing 5 Sept.‡	do.	Increases of 10s. 3½d. a week in minimum rates for foremen bakers and foremen confectioners, of 10s. 4d. for first hands and single hands, of 8s. 5d. for other adult male workers, of 8s. 3d. for forewomen and 8s. 4d. for charge-hands (other than packing and despatch dept.), of 6s. 5d. for other female workers 21 and over, and of proportional amounts for juveniles. Minimum rates after change include: men 21 and over—foremen confectioners and foremen bakers 163s. 10d. a week, first hands 155s. 3d., second hands 151s. 5d., confectioners or table hands 145s. 8d., workers in unspecified occupations 138s. 1d., women 21 and over—forewomen 115s. 11d., single hands 107s. 4d., confectioners 103s. 6d., workers in unspecified occupations 97s. 9d.
	South and West Wales   (111-112)	Pay day in week commencing 4 Oct.	do.	Increases in minimum rates of 11s. a week for men 21 years and over, of 8s. for youths 18 and under 21 and 5s. for boys, of 6s. for women 21 and over, and of 4s. 6d. for girls 18 and under 21 and 3s. for those under 18. Minimum rates after change include: men 21 years and over—foremen confectioners and foremen bakers 161s. a week, first hands 152s., second hands 150s., confectioners or table hands 144s., workers in unspecified occupations 137s.; women 21 and over—forewomen 113s. 3d., single hands 104s. 3d., confectioners 102s. 3d., workers in unspecified occupations 96s. 3d.
	Manchester¶ (111-112)	First pay day following 5 Sept.	Men, youths, boys, women and girls	Increases of 7s. 8d. or 9s. 7d. a week, according to occupation, for male workers 21 and over, of 5s. 9d. or 7s. 8d. for female workers 21 and over, and of proportional amounts for younger workers. Minimum weekly rates after change for a 46-hour week: men—foremen confectioners and foremen bakers 163s. 10½d., first hands and single hands 155s. 3d., second hands, doughmakers, ovenmen and confectionery mixers 151s. 5d., confectioners or table hands (including oven clearers) 145s. 8d., charge-hands (packing and despatch dept.) 143s. 9d., stokers 139s. 11d., other male workers 56s. 1d. (for 44 hours) at 15, rising to 138s. at 21 and over; women—forewomen 115s. 11½d., charge-hands (other than packing and despatch dept.) 111s. 2d., single hands 107s. 4d., confectioners 103s. 6d. (for 44 hours) at 15, rising to 103s. 6d. at 21 and over, other female workers 54s. 3d. to 97s. 9d., charge-hands (packing and despatch dept.) 101s. 7d.
	Lancashire (except Liverpool)** (111-112)	First pay day following 25 Oct.	do.	do.

\* These increases took effect under an Order issued under the Wages Councils Act. See page 437. The areas have been re-defined and are set out in the Order.  
 † These increases were agreed in October and made retrospective to the date shown.  
 ‡ These increases applied to workpeople employed by co-operative societies affiliated to the Midland Sectional Wages Board of the Co-operative Union Ltd. The areas correspond with those set out in the current Baking Wages Council Order.  
 § These increases were agreed in October with retrospective effect to the date shown. They applied to workers employed by co-operative societies affiliated to the North-Western Sectional Wages Board of the Co-operative Union Ltd.  
 || These increases applied to workpeople employed by co-operative societies affiliated to the Western Sectional Wages Board of the Co-operative Union Ltd.  
 ¶ These increases applied to workers employed by firms which are members of the Manchester Area Bakers' Association.  
 \*\* These increases applied to workers employed by firms which are members of the North-Western Federation of Master Bakers' Associations.

Principal Changes in Rates of Wages Reported during November—*continued*

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in Italics)
Slaughtering	England and Wales (118)	Week commencing 22 Nov.	Men, youths and boys.	Increases of 16s. 6d. a week in minimum time rates for adults, and of proportional amounts for youths and boys; increase of 12s. 4½d. a week in the fall back rates for piece rate and head rate workers. Minimum rates after change: foremen slaughtermen 180s. a week, slaughtermen 160s., gutmen 155s., other adult workers from 145s., youths and boys 50s. at 15 years, rising to 112s. 6d. at 18; minimum fall back wages payable to piecework and head rate workers—foremen slaughtermen 135s. a week, slaughtermen 120s., gutmen 116s. 3d.
Newspaper Printing	London and Manchester (138)	1 Nov.	Workpeople* engaged in the production of national morning, evening and Sunday newspapers	Cost-of-living bonus increased† by 2s. a week for workers 18 years and over, in respect of a full working week, and by 1s. for younger workers.
Cinematograph Film Production	Great Britain	First pay day in Nov.	Laboratory workers, including technical and clerical workers and certain other workers,‡ employed in film printing and processing laboratories	Cost-of-living bonus decreased‡ by 1s. a week (36s. to 35s.) at 21 years and over, and by 8d. (24s. to 23s. 4d.) at under 21.
	United Kingdom..	do.	Technical workers whose normal salaries do not exceed £19 10s. a week, and learners, employed in producing newsreels	Cost-of-living bonus decreased‡ by 6d. a week (46s. to 45s. 6d.) at 21 years and over, and by 4d. (30s. 8d. to 30s. 4d.) at under 21.
Building	England and Wales	15 Nov.	Carpenter and joiner apprentices	Increase of 2d. a day (2d. to 4d.) in allowance when maintaining tools.
Electrical Contracting	Northern Ireland..	15 Nov.	Apprentice electricians	New rates adopted as follows:—during first year of apprenticeship 20 per cent. of the journeyman's inclusive time rate, during second year 26 per cent., during third year 37 per cent., during fourth year 47½ per cent., during fifth year 57½ per cent.
Railway Service	Great Britain (161)	4 Oct.‡	Locomotive running staff employed by British Railways	Revised schedules of rates of pay adopted, resulting in increases ranging up to 26s. a week, according to grade and service. Rates after change include: drivers and motormen 1st year 172s. 6d. a week, 2nd year 182s. 6d., 3rd year 192s. 6d.; firemen and assistant motormen 1st year 138s. 6d., 2nd year 148s. 6d., 3rd year 158s. 6d.
Road Passenger Transport	Great Britain (excluding Metropolitan area) (164)	First full pay period following 26 Nov.	Operating staff employed by municipal tramway, trolleybus and omnibus undertakings (drivers, conductors, garage and running shed staffs, except skilled maintenance workers)	Increases of 8s. a week for drivers and conductors, and of 7s., 6s. or 5s., according to grade, for depot and garage staff; additional payment for permanent night work by depot and garage staff to be 3d. an hour instead of 5s. a week, as hitherto; all Saturday work performed by drivers and conductors after 1 p.m. to be paid for at rate of time-and-one-quarter. Rates after change include: drivers, commencing rate 145s. a week, rising by two equal increments to a maximum of 148s. after 12 months' continuous service, conductors 140s. to 143s.; semi-skilled and unskilled men in depots and garages—Grade A1 workers 150s. 4d., Grade 1 142s., Grade 2 136s. 6d. Grade 3, cleaners and labourers 131s. 6d.
Goods Transport by Road	Great Britain (167)	25 Oct.	Maintenance and repair staff employed by British Road Services	Increases of 1d. an hour or 3s. 8d. a week for adult workers 21 years or over, and of proportional amounts for younger workers. Rates after change for a 44-hour week: London—skilled workers 159s. 6d., semi-skilled workers, class 1 148s. 6d., class 2 141s. 2d., unskilled workers 135s. 8d.; Provinces 154s., 143s., 135s. 8d., 130s. 2d.
Post Office	Great Britain and Northern Ireland (174-175)	6 Mar.‡	Postal and telegraph officers and radio operators	Increases in pay scales of 6s. a week at the maximum of the scale and 3s. at the previous point in the scale for male postal and telegraph officers and radio operators Class I, and of 5s. and 2s. 6d., respectively, for female postal and telegraph officers and radio operators Class II. (See also entry below.)
		1 July‡	Manipulative grades (including postmen, postmen higher grade, male and female telegraphists, telephonists, postal and telegraph officers, radio operators, etc.)	Increases ranging up to 13s. 6d. a week, according to age, occupation and area of employment. Rates after change for men and women in the principal manipulative grades: men—postmen, London 133s. a week at 21 years, rising to 152s. at 24 then to a maximum of 166s., intermediate areas 129s. to 148s. then to 162s., Provincial areas 125s. to 144s. then to 158s.; postmen higher grade 136s. 6d., rising to 197s. 6d., 132s. 6d. to 191s. 6d., 128s. 6d. to 185s. 6d.; telegraphists 135s. at 21, rising to 156s. at 25 then to a maximum of 193s. 6d., 131s. to 152s. then to 187s. 6d., 127s. to 148s. then to 181s. 6d.; telephonists 133s. 6d. at 21, rising to 156s. 6d. at 25 then to a maximum of 182s. 6d., 129s. 6d. to 152s. 6d. then to 177s. 6d., 125s. 6d. to 148s. 6d. then to 172s. 6d.; postal and telegraph officers 135s. at 21, rising to 166s. at 25 then to a maximum of 213s. 6d., 131s. to 162s. then to 207s. 6d., 127s. to 158s. then to 201s. 6d.; radio operators, Class I 166s. 6d. at 21, rising to 199s. at 25 then to a maximum of 244s., 162s. 6d. to 193s. then to 238s., 158s. 6d. to 187s. then to 232s., Class II 157s. to 176s. 6d. then to 204s. 6d., 153s. to 171s. 6d. then to 198s. 6d., 149s. to 166s. 6d. then to 192s. 6d.; women—telegraphists, London 129s. a week at 21, rising to 147s. at 25 then to a maximum of 158s. 6d., intermediate 125s. to 143s. then to 154s. 6d., Provincial 121s. to 139s. then to 150s. 6d.; telephonists 129s. at 21, rising to 145s. at 25 then to a maximum of 154s., 125s. to 141s. then to 150s., 121s. to 137s. then to 146s.; postal and telegraph officers 125s. at 21, rising to 145s. at 25 then to a maximum of 170s. 6d., 121s. to 141s. then to 166s. 6d., 117s. to 137s. then to 162s. 6d.
Hide and Skin Market Trade	England and Wales	First pay day following 25 Oct.	Men, youths and boys	Increases in minimum rates of 7s. 6d. a week for workers 20 years and over, of 6s. for youths 18 and under 20, and of 4s. 6d. for boys. Minimum rates after change: yard foremen acting as hide and/or skin classifiers in charge of six or more men 170s. a week, acting in charge of five or less 165s., hide and/or skin classifiers 160s., assistant classifiers 145s., labourers 20 years and over 138s.; youths and boys 64s. at 16 and under, rising to 115s. 6d. at 19; workers in the London area, within a radius of 20 miles from Charing Cross, to receive 1d. an hour above these rates.
Milk Distribution	England and Wales (184) (210)	7 Nov.	Men, youths, boys, women and girls	Increases of 6s. a week in general minimum time rates for men 21 years or over, of 4s. 6d. for youths 18 and under 21 and women 21 or over, of 3s. 6d. for girls 18 and under 21, and of 3s. for boys and 2s. for girls under 18. General minimum time rates after change: male workers—foremen, area A 133s. a week, area B 138s. 6d., area C 145s., sterilizers 21 years or over 128s. 6d., 131s. 6d., 135s. 6d., clerks, A 49s. at under 16 years, rising to 128s. 6d. at 21 or over, B 50s. to 131s. 6d., C 58s. to 135s. 6d., roundsmen, A 51s. 6d. to 124s., B 54s. to 126s. 6d., C 60s. to 130s. 6d., shop assistants, assistant roundsmen, pasteurizers, assistant sterilizers, other workers, A 49s. to 124s., B 50s. to 126s. 6d., C 54s. to 130s. 6d.; female workers—roundswomen, A 55s. 6d. at under 18 years, rising to 99s. at 21 or over, B 56s. 6d. to 100s., C 65s. to 107s. 6d., clerks, A 45s. 6d. at under 16 to 93s. at 21 or over, B 46s. 6d. to 93s. 6d., C 50s. 6d. to 100s., other workers, A 45s. to 93s. 6d., B 46s. 6d. to 95s., C 50s. to 99s.**

\* This increase does not apply to journalists in London who are members of the National Union of Journalists.  
 † Under sliding-scale arrangements based on the official index of retail prices.  
 ‡ Including boiler attendants, storemen, transport mechanics, transport drivers, charge-hand cleaners, cleaners, commissionaires, doormen and gatemen, charge-hand painters, painters, painters' mates, carpenters, carpenters' mates and general labourers.  
 § These increases were agreed in November and made retrospective to the date shown.  
 || These increases were authorised in November and had retrospective effect from 6th March to 30th June.  
 ¶ These increases were authorised in November and were made retrospective to 1st July.  
 \*\* These increases took effect under an Order issued under the Wages Councils Act. See page 402 of the November issue of this GAZETTE.

## Principal Changes in Rates of Wages Reported during November—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Milk Distribution (Continued)	Scotland (185) (210)	19 Nov.	Men, youths, boys, women and girls	Increases of 7s. a week in general minimum time rates for male workers 21 years or over and for certain female workers 21 or over, of 5s. for other female workers 21 or over, and of 2s. or 3s., according to age, for younger workers. General minimum time rates after change: foremen and forewomen 140s. 6d. a week, chargehands 107s., male clerks and male or female workers employed in collection or delivery work by horse or mechanically driven vehicle, in garaging, in horse or motor keeping, in cleaning vehicles or in stable work 46s. 6d. at under 16 years, rising to 129s. at 21 or over, and to 132s. for male clerks 22 years or over; all other male workers and roundwomen (not working with horse or mechanically driven vehicles) 46s. 6d. at under 16, rising to 124s. at 21 or over; female clerks and all other female workers (including shop assistants) 43s. 6d. to 93s. 6d.*
Retail Meat Trade	England and Wales (180)	Week commencing 28 Nov.	Managers and managerses	Increases of 9s., 8s. or 6s. a week, according to area. Minimum weekly rates after change: managers—London 147s. where weekly trade does not exceed £50, to 189s. where weekly trade does not exceed £300, Provincial A areas 142s. to 184s., Provincial B areas 134s. to 178s.; managerses to receive 10s. a week less than managers' rates.
			Men, youths, boys, women and girls employed in general butchers' shops	Increases of 4s. to 9s. a week, according to age and area, for male shop assistants and cashiers, and of 2s. 6d. to 4s. 6d. for female workers. Minimum weekly rates after change: male shop assistants and cashiers—London 60s. at 16, rising to 138s. 6d. at 23, Provincial A areas 54s. to 133s. 6d., Provincial B areas 50s. to 125s. 6d.; female shop assistants and cashiers—London 49s. at 16 to 97s. 6d. at 23, A 44s. to 93s. 6d., B 40s. to 86s. 6d.; females mainly engaged in cutting and acting as general butchers' assistants—London 52s. at 16 to 101s. 6d. at 23, A 47s. to 97s. 6d., B 43s. to 90s. 6d.
			Men, youths, boys, women and girls employed in pork butchers' shops	Increases of 9s., 8s. or 6s. a week, according to area, for first machinemen, of 4s. to 9s., according to age and area, for male assistants engaged as cutters, salesmen or makers-up, and of 2s. 6d. to 4s. 6d. for female assistants wholly or mainly engaged as makers-up. Minimum weekly rates after change: first machinemen engaged mainly in making-up—London 149s. 6d., Provincial A areas 144s. 6d., Provincial B areas 138s. 6d., first machinemen with three or more assistants 159s. 6d., 154s. 6d., 148s. 6d.; male assistants engaged as cutters, salesmen or makers-up—London 60s. at 16 to 138s. 6d. at 23, A 54s. to 133s. 6d., B 50s. to 125s. 6d.; female assistants wholly or mainly engaged as makers-up—London 52s. at 16 to 101s. 6d. at 23, A 47s. to 97s. 6d., B 43s. to 90s. 6d.
Hospitals and Allied Institutions	Great Britain (196-197)	Beginning of first full pay period following 7 Sept.†	Domestic and similar grades of staff and ancillary workers	Increases of 6s. a week in the standard rates for men 21 years and over, and of 4s. 6d. for women 18 and over. Rates after change for adult workers in the basic grade (Group 1 occupations): London, men 138s. a week, women 106s., urban zone 132s., 99s., rural zone 129s., 98s.‡
Catering	Great Britain	5 Apr.‡	Workpeople employed at hotels by the National Service Hostels Corporation, Ltd.	New basic weekly rates adopted for resident staff, as follows:—head cooks, males 21 years and over 138s. 9d. a week, females 18 and over 105s. 3d., senior cooks 123s. 9d., 92s. 9d., cooks, pastry cooks 108s. 9d., 82s. 9d., general clerks 98s. 9d., 75s. 3d., sick bay attendants (fully experienced) 97s. 9d., 84s. 9d., service supervisors 93s. 9d., 67s. 9d., assistant housekeepers 92s. 9d., 69s. 3d., assistant cooks, assistant pastry cooks 88s. 9d., 65s. 3d., housewardens 88s. 9d., 62s. 9d., night porters, night watchmen, gardener handymen, van drivers, stoker handymen (males only) 88s. 9d., sick bay orderlies 84s. 9d., 64s. 9d., linen hands 84s. 9d., 60s. 3d., general hands 78s. 9d., 52s. 9d.¶
	Belfast and district	Beginning of first full pay period following 16 Nov.	Male and female charge hands and assistants employed by licensed vintners	Increase of 5s. a week. Rates after change: charge hands 142s. 6d. to 162s. 6d. a week, according to staff, male assistants, during first year after apprenticeship 110s., during second year 122s. 6d., after 5 years' service (including 3 years' apprenticeship) 140s.; female assistants, during first 6 months in the trade 70s., during second 6 months 76s., thereafter 92s.
Laundering	Great Britain	Beginning of pay week in week commencing 8 Nov.	Workpeople employed in co-operative laundries	Increases of 11s. or 12s. a week, according to area, for adult male workers, of 6s. for adult female workers, and of proportional amounts for younger workers. Rates after change include: men 21 years and over—London 145s. a week, Provinces 136s.; women 21 and over—101s. 3d., 95s. 3d.

\* This increase took effect under an Order issued under the Wages Councils Act. See page 437.

† These increases were authorised in November and had retrospective effect to the date shown.

‡ The charges for board, lodging and laundry for resident staff have been increased from 34s. 9d. to 38s. a week for men, and from 34s. 9d. to 37s. 6d. for women.

§ These rates were agreed in October and had retrospective effect to the date shown.

¶ Full-time resident employees are to be provided with not less than the equivalent of four meals a day, and the value of full board and lodging is recognised as 42s. a week; full-time non-resident employees are to receive an addition of 28s. a week to the wage rates shown above and are to be provided with such meals as are served to staff during their recorded hours of duty, the value of such meals to be recognised as 14s. a week.

## Index of Rates of Wages

The index figure of rates of wages measures the 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 30th June, 1947, taken as 100. The industries and services covered by the index and the method of calculation were described on page 41 of the issue of this GAZETTE for February, 1948. The index is based on the recognised rates of wages fixed by collective agreements between organisations of employers and workpeople, arbitration awards or statutory 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 bill in 1946. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in piece-work earnings due to variations in output or the introduction of new machinery, etc. As indicated on page 301 of the September issue of this GAZETTE, the index of actual weekly earnings in April, 1954, the latest available, was 161 for all workers combined as compared with 142 for rates of wages in those industries covered by the earnings enquiries (and 141 in all the principal industries and services).

Where necessary the figures have been revised to include changes arranged with retrospective effect or reported too late for inclusion in the current figures.

In the first Table opposite are shown the separate index figures for men, women, juveniles and "all workers" for December in each of the years 1947 to 1953, inclusive, and for each month of 1954 to date. The second Table shows the figure for "all workers" for each month since June, 1947.

All figures in the Tables are on the basis of 30th June, 1947 = 100, and relate to the end of the month.

Date	Men	Women	Juveniles	All Workers
1947, December..	103	103	106	103
1948, December..	107	109	110	107
1949, December..	109	112	113	109
1950, December..	113	116	118	114
1951, December..	125	130	133	126
1952, December..	132	138	143	134
1953, December..	136	143	149	138
1954, January..	137	143	150	139
February..	137	143	150	139
March..	138	144	150	139
April..	140	145	152	141
May..	140	146	153	142
June..	141	146	153	142
July..	141	146	154	142
August..	141	147	154	143
September..	141	147	154	143
October..	142	148	155	143
November..	142	148	155	144

## All Workers

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1947	—	—	—	—	100	100	101	101	102	103	103	103
1948	104	104	105	105	105	106	106	106	107	107	107	107
1949	108	108	108	108	108	109	109	109	109	109	109	109
1950	110	110	110	110	110	110	110	110	111	111	111	111
1951	115	116	117	118	118	119	120	122	122	126	126	126
1952	127	128	128	129	129	129	129	130	131	131	134	134
1953	134	135	135	135	135	135	136	136	137	137	137	138
1954	139	139	139	141	142	142	142	143	143	143	144	144

## Industrial Disputes

## DISPUTES IN NOVEMBER

The number of stoppages of work\* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in November, was 179. In addition, 19 stoppages which began before November were still in progress at the beginning of that month. The approximate number of workers involved during November in these 198 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at about 48,000. The aggregate number of working days lost during November at the establishments concerned was about 304,000.

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

Industry Group	Number of Stoppages in progress in Month			Number of Workers involved in all Stoppages in progress in Month	Aggregate Number of Working Days lost in all Stoppages in progress in Month
	Started before beginning of Month	Started in Month	Total		
Coal Mining..	2	141	143	19,300	50,000
Shipbuilding and Ship Repairing..	—	9	12	9,400	213,000
Transport..	—	6	6	12,600	17,000
All remaining industries and services..	14	23	37	7,200	24,000
Total, November, 1954	19	179	198	48,500	304,000
Total, October, 1954..	21	208	229	111,900	1,114,000
Total, November, 1953	12	191	203	39,800	94,000

Of the total of 304,000 days lost in November, 62,000 were lost by 33,300 workers involved in stoppages which began in that month. Of these workers, 32,000 were directly involved and 1,300 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes). The number of days lost in November also included 242,000 days lost by 15,200 workers through stoppages which had continued from the previous month.

## Duration of Stoppages

Of 174 stoppages of work owing to disputes which ended during November, 72, directly involving 7,100 workers, lasted not more than one day; 36, directly involving 2,800 workers, lasted two days; 25, directly involving 14,800 workers, lasted three days; 26, directly involving 5,900 workers, lasted four to six days; and 15, directly involving 2,200 workers, lasted over six days.

## Causes of Stoppages

Of the 179 disputes leading to stoppages of work which began in November, 11, directly involving 2,500 workers, arose out of demands for advances in wages, and 63, directly involving 7,400 workers, on other wage questions; 7, directly involving 900 workers, on questions as to working hours; 19, directly involving 2,300 workers, on questions respecting the employment of particular

classes or persons; 77, directly involving 9,000 workers, on other questions respecting working arrangements; and two, directly involving 9,900 workers, on questions of trade union principle.

## DISPUTES IN THE FIRST ELEVEN MONTHS OF 1954 AND 1953

The following Table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first eleven months of 1954 and 1953:—

Industry Group	January to November, 1954			January to November, 1953		
	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Agriculture, Forestry, Fishing	2	†	†	—	—	—
Coal Mining..	1,371	194,300‡	451,000	1,213	156,700‡	369,000
Other Mining and Quarrying..	2	100	†	5	200	1,000
Treatment of Non-Ferrous Metals	12	1,300	3,000	10	900	2,000
Chemicals and Allied Trades	5	200	1,000	4	300	1,000
Metal Manufacture	36	8,900	45,000	28	6,800	24,000
Shipbuilding and Ship Repairing	60	15,900	520,000	49	7,800	66,000
Engineering..	50	11,500	46,000	44	9,700	59,000
Vehicles..	45	21,400	67,000	46	30,200	287,000
Other Metal Industries..	11	1,900	27,000	13	1,500	21,000
Textiles..	14	1,300	3,000	4	900	9,000
Leather, etc..	—	—	—	1	100	1,000
Clothing..	15	3,200	10,000	15	8,600	8,000
Food, Drink and Tobacco..	7	400	3,000	6	1,300	7,000
Manufactures of Wood and Cork	13	1,300	9,000	16	1,200	9,000
Paper and Printing	4	800	19,000	—	—	—
Other Manufacturing Industries	9	5,200	26,000	8	2,000	9,000
Building and Contracting..	68	35,500	221,000	77	11,900	92,000
Gas, Electricity and Water..	5	500	4,000	3	300	1,000
Transport, etc..	93	107,400	926,000	69	29,000	59,000
Distributive Trades..	10	2,800	3,000	8	4,300	23,000
Other Services..	13	1,200	5,000	8	1,300	2,000
Total..	1,844§	415,100‡	2,389,000	1,626	275,000‡	1,050,000

The number of days lost in the period January to November, 1954, through stoppages which began in that period was 2,372,000, the number of workers involved in such stoppages being 412,800. In addition, 17,000 days were lost at the beginning of the year by 2,300 workers through stoppages which had begun towards the end of the previous year.

## PRINCIPAL DISPUTES DURING NOVEMBER

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	In-directly¶	Began	Ended		
Coal Mining:— Colliery workers—Castleford, Yorks. (one colliery)	1,090	220	28 Oct.	12 Nov.	Dissatisfaction with wages	Work resumed pending negotiations.
SHIP REPAIRING:— Workers employed in ship repairing—Various districts in London and Tilbury, Essex (various firms)	8,000**	600**	11 Sept.	2 Dec.	Protest by electricians against the order of discharge of certain redundant workers and, by other employees, in support of this protest	Work resumed.
DOCKS:— Dock workers—Various London districts	9,930	—	1 Nov.	3 Nov.	Discharge by certain employers of dock workers who refused to load goods on to lorries driven by non-unionists	Work resumed on advice of trade union officials.

\* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than 10 workers, and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

† Less than 50 workers or 500 working days.  
‡ Some workers, largely in the coal mining and transport industries, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1954 was approximately 134,000, and in the corresponding period in 1953 was approximately 111,000, while for transport the net numbers were approximately 83,000 in 1954 and 29,000 in 1953. For all industries combined the corresponding net totals were approximately 322,000 and 221,000.

§ A stoppage of electricians which began in April, 1954, involved workers in more than one industry group, but was counted as only one stoppage in the total for all industries taken together.

¶ A stoppage of engineering workers during November, 1953, involved workers in more than one industry group, but was counted as only one stoppage in the total for all industries taken together.  
\*\* Thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes.  
\*\*\* About 25 workers were originally involved in the stoppage; by 23rd September the number had increased to about 4,800 and from 28th September some 8,600 workers were involved. Work was resumed by the majority of workers on 29th November; others resumed on 30th November and the remainder on 3rd December.





## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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### Industrial Disputes Order, 1951, and Conditions of Employment and National Arbitration (Northern Ireland) Orders, 1940 to 1945

#### Industrial Disputes Tribunal Awards

During November the Industrial Disputes Tribunal issued eighteen awards, Nos. 627 to 644\*. Three of the awards are summarised below; the others related to individual employers.

**Award No. 631 (3rd November).**—*Parties*: Employers represented by the Management Side of the Ancillary Staffs Council of the Whitley Councils for the Health Services (Great Britain), and members of the trade unions represented on the Trade Union Side of the Council in their employment. *Matter in dispute*: The dispute arose out of a proposal by the employers that the charge for board, lodging and laundry for resident domestic and ancillary grades of staff employed in hospitals and local authority residential institutions should be increased to 38s. a week from the date of operation of the Tribunal's Award No. 598 (see the issue of this GAZETTE for October, page 365), with consequential increases in the charges for meals provided to non-resident staff, as one of a series of adjustments designed to bring these charges to a level more in line with the current general cost of providing these services and with charges for and evaluations of such services prevailing in comparable fields of employment. *Award*: The Tribunal awarded that the charge for board, lodging and laundry for resident staff should be increased to 38s. a week for men and 37s. 6d. a week for women, with consequential increases in the charges for meals provided to non-resident staff, such increases to be agreed between the parties. The award to have effect as regards the charges for board, lodging and laundry for resident staff as from the beginning of the first full pay period following 7th September, 1954, i.e., the operative date of their Award No. 598, and as regards charges for meals for non-resident staff as soon as practicable.

**Award No. 641 (23rd November).**—*Parties*: Members of the Stourbridge Glass Manufacturers' Association, and members of the National Union of Flint Glassworkers in their employment. *Claim*: That the basic wage rates of time workers should be increased by 15 per cent. and that piece rates should be such as to yield to the worker of average ability not less than 25 per cent. above the appropriate revised basic time rate. *Award*: The Tribunal found that the claim had not been established.

**Award No. 643 (26th November).**—*Parties*: Members of the National Federated Electrical Association, and members of the Electrical Trades Union in their employment. *Claim*: For an amendment of certain clauses in the agreement between the parties dated 21st July, 1947, relating to payment for bank, statutory and other holidays. *Award*: The Tribunal awarded that the agreement should be amended so as to provide that where the normal working week consists of five days and (1) Christmas Day falls on a Saturday or a Sunday the Tuesday next following shall be deemed to be a paid holiday and (2) where Boxing Day falls

\* See footnote \* in first column on page 439.

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on a Saturday the Monday next following shall be deemed to be a paid holiday. The Tribunal found that that part of the claim for a revision in the current arrangements applicable where the normal working week consists of 5½ days had not been established.

#### National Arbitration Tribunal (Northern Ireland) Awards

During November the National Arbitration Tribunal (Northern Ireland) issued two awards, one of which is summarised below; the other award did not relate to a substantial part of an industry.

**Award No. 1101 (29th November).**—*Parties*: Certain member firms of the Belfast and Ulster Licensed Vintners' Association and certain members of the Amalgamated Transport and General Workers' Union. *Claim*: For a 10s. increase in the basic wage rates of all grades of male and female charge-hands and assistants, and also that there be established a 44-hour working week, including an additional night off, or, alternatively, that there be granted an additional night off in the existing 48-hour week. *Award*: The Tribunal awarded that the wages of the workers concerned be increased by 5s. a week with effect from the beginning of the first full pay period following 16th November, 1954, and that from 1st April, 1955, the normal working week shall be one of 46 hours.

#### Civil Service Arbitration Tribunal

During November the Civil Service Arbitration Tribunal issued four awards, Nos. 266 to 269\*, which are summarised below.

**Award No. 266 (16th November).**—*Parties*: The Transport and General Workers' Union and the War Office. *Claim*: For increased salary scale with retrospective effect for Stores Foremen employed by the War Department. *Award*: The Tribunal found against the claim.

**Award No. 267 (17th November).**—*Parties*: The Civil Service Radio Officers' Association and the Air Ministry. *Claim*: For increased salary scale with retrospective effect for Radio Technicians employed at the Air Ministry Outstations. *Award*: The Tribunal found against the claim.

**Award No. 268 (22nd November).**—*Parties*: The Institution of Professional Civil Servants and the Post Office. *Claim*: For increased salary scales with retrospective effect for Navigating and Engineering Officers serving in H.M. Telegraph Ships. *Award*: The Tribunal awarded:—(a) that the salary scales of (i) the Navigating and (ii) the Engineering Officers serving in H.M. Telegraph Ships shall be:—(i) Commander £1,210 by £40 to £1,250 by £50 to £1,400 by £40 to £1,440 by £20 to £1,460, Chief Officer £920 by £30 to £950 by £25 to £975 by £30 to £1,095 by £15 to £1,110, 2nd Officer £750 by £30 to £780 by £25 to £830 by £30 to £890, 3rd and 4th Officer £570 by £20 to £590 by £25 to £665 by £20 to £725 by £25 to £750; (ii) Chief Engineer £870 by £30 to £990 by £10 to £1,000, 2nd Engineer Officer £725 by £30 to £785 by £25 to £810 by £20 to £830, 3rd and 4th and Electrical Engineer Officer £530 by £25 to £580 by £20 to £600 by £25 to £650 by £20 to £710, 5th and Assistant Electrical Engineer Officer £520 by £25 to £570 by £20 to £610 by £25 to £635 by £5 to £640; (b) that the above scales of pay shall be consolidated scales and shall have effect from 1st January, 1953; (c) that the "corresponding points" principle shall be applied in the assimilation to the new scales of officers in post.

**Award No. 269 (25th November).**—*Parties*: The Post Office Engineering Union and the Post Office. *Claim*: For increased annual leave allowances for the Engineering, Motor Transport, Supplies and Factories Grades of the Post Office. *Award*: The Tribunal awarded:—(a) that the annual leave allowances of the grades represented by the Post Office Engineering Union shall be as follows:—Number of days: Engineering Grades—Technical Officer 18 (20 after five years' qualifying service); Technician I 18; Technician IIA and Technician IIB, Established 15, Unestablished 13; Labourer, Established 13, Unestablished 12; Youth-in-Training 13. Motor Transport Grades—Mechanic-in-Charge, Grade I and Grade II 20; Grade III 18; Senior Mechanic 18; Mechanic A, Established 15, Unestablished 13; Mechanic B, Garage Assistant, and Labourer, Established 13, Unestablished 12. Supplies Grades—Warehouseman 16; Storeman, Storewoman, Woman Teller, Driver, Guard, Packer and Porter (male and female), Watchman, Established 13, Unestablished 12; Storeboy (male and female) 12. Factories Grades—Post Office Fitter, Established 17, Unestablished 15; Telephone Mechanic, Established 15, Unestablished 13; Assistant Telephone Mechanic (female), Established and Unestablished 13; Junior Mechanic and Youth-in-Training 13; (b) that the increased allowances shall be operative from the beginning of the current leave year.

The allowances quoted are on the basis of a five-day week, e.g., 15 days are equivalent to three weeks' absence.

\* See footnote \* in first column on page 439.

## Industrial Courts Act, 1919, and Conciliation Act, 1896

### Industrial Court Awards

During November the Industrial Court issued eight awards, Nos. 2540 to 2547. Six of the awards are summarised below. The other two awards did not relate to a substantial part of an industry.

**Award No. 2540 (3rd November).**—*Parties*: Trade Unions' Side and Employers' Side of the National Joint Industrial Council for the Paint, Varnish and Lacquer Industry. *Claim*: For an increase in the current Basic National Minimum Rates of 3d. an hour for males and females with proportionate increases for juveniles. *Award*: The Court awarded that the Basic National Joint Industrial Council Weekly Wage rates should be increased by 5s. 6d. and 4s. for males and females respectively with proportionate increases for juveniles. Effect to be given to the award from the beginning of the first full pay period following the date of the award.

**Award No. 2541 (3rd November).**—*Parties*: The British Actors' Equity Association and the British Broadcasting Corporation. *Claim*: That the minimum fee payable to certain members of Equity engaged in the British Broadcasting Corporation's Television Service in respect of the day of transmission be increased from 5 guineas to 7 guineas. *Award*: The Court found and awarded that the minimum fee payable to certain members of Equity engaged in the British Broadcasting Corporation's Television Service in respect of the day of transmission be increased from 5 guineas to 6 guineas. Effect to be given to the award as from the date of the award.

**Award No. 2542 (8th November).**—*Parties*: Employees' Side and Employers' Side of the Railway Shopmen's National Council. *Claim*: That all workshop staff engaged on clock and watch making and repairing at Reading Signal Works, Western Region, British Railways, should continue to be paid the differential of 7s. 6d. a week above the rate of pay of instrument maker and repairer as applicable prior to Industrial Court Award No. 2,201, dated 25th January, 1949 (see the issue of this GAZETTE for February, 1949, page 80). *Award*: The Court found against the claim, subject to the proviso that the men at present in post should, as from the date of the award, be paid 7s. 6d. a week above the rate of pay of instrument maker and repairer, as a personal rate.

**Award No. 2545 (17th November).**—*Parties*: Federation Members and Electricity Boards Members of the National Joint (Building and Civil Engineering) Committee for the Electricity Supply Industry. *Claim*: That bricklayers, masons and labourers in the employ of the British Electricity Authority engaged on the construction, repair and maintenance of firebrick work, when so engaged, shall be paid a differential rate over and above the day rate set out in Rule 21 (agreement relating to wages and working conditions for operatives covered by the National Joint (Building and Civil Engineering) Committee for the Electricity Supply Industry) in common with generally accepted practice applicable to this class of work. *Award*: The Court found against the claim and so awarded.

**Award No. 2546 (19th November).**—*Parties*: Trade Union Side and Official Side of the Forestry Commission Industrial and Trade Council. *Claim*: That wages, conditions and overtime for mobile mechanics should be as follows:—(1) Minimum wages should be established at £7 10s. a week. After six months they should be increased to £8 10s. a week, and thereafter by six-monthly increments of 5s. a week to a maximum of £11. (2) The general conditions of the Forestry Commission Industrial and Trade Council Agreement should operate except in the case of overtime. (3) When the number of hours worked in any four weeks exceed the normal calculation of working hours (4 × 47) by 20 hours, all hours so worked shall be computed at time-and-a-half except on Public and Bank Holidays when the payment shall be double-time. *Award*: The Court awarded that the general conditions of the Agreement on Wages and Conditions of Service of Forest Workers, including overtime, should, from the beginning of the first full pay period following the date of the award, be applied to mobile mechanics. The claim in respect of basic rates was referred back to the parties for further consideration in the light of the Court's award. In the event of no agreement being reached within three calendar months from the date of the award either party will be at liberty to report such failure to the Court and the Court will, after hearing the parties, determine any dispute.

**Award No. 2547 (29th November).**—*Parties*: Staff Side and Management Side of the Professional and Technical Council 'B' of the Whitley Councils for the Health Services (Great Britain). *Claim*: To determine the amounts by which the current salary scales of the professional and sub-professional staffs for the Works Group of Regional Hospital Boards shall be increased. *Award*: The Court awarded that from 1st April, 1954, the current salary scales of the staff concerned in the claim should be increased as follows:—Professional adult grades, by amounts varying between £25 to £50 per annum; sub-professional adult grades, by amounts varying from £20 to £25 per annum; juniors aged 16 to 25, by amounts varying from £10 to £20 per annum.

#### Single Arbitrators and ad hoc Boards of Arbitration

During November one award was issued by a Single Arbitrator appointed under the Industrial Courts Act, 1919. The award related to an individual undertaking.

In addition, an independent Chairman was appointed under the Conciliation Act, 1896, to preside over a meeting of the National Joint Council for the Patent Fuel and Briquetting Industry to deal with a claim by the Trade Unions' Side of the Council for an increase of 2s. a shift in the grade rates of day-wage men with corresponding adjustments to other workers. The Council were unable to reach agreement, and the Chairman, in exercise of his authority, gave a ruling decision that from 1st November, 1954, the divisional grade rates of timeworkers should be increased by 1s. 4d. a shift, with consequential adjustments in the case of pieceworkers, juveniles, and holiday pay.

## Wages Councils Acts, 1945-1948

### Notices of Proposals

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

**Retail Bread and Flour Confectionery Trades Wages Council (Scotland).**—Proposal B.F.C.S.(1), dated 2nd November, for fixing statutory minimum remuneration and holidays and holiday remuneration for workers in relation to whom the Council operates.

**Paper Bag Wages Council (Great Britain).**—Proposal P.(57), dated 5th November, for fixing revised general minimum time rates for male and female workers and piecework basis time rates for female workers including home workers.

**Retail Furnishing and Allied Trades Wages Council (Great Britain).**—Proposal R.F.A.(19), dated 5th November, for fixing revised statutory minimum remuneration for male and female workers.

**Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain).**—Proposal R.D.O.(19), dated 9th November, for fixing revised statutory minimum remuneration for male and female workers and for amending the provisions relating to holidays and holiday remuneration.

**Hairdressing Undertakings Wages Council (Great Britain).**—Proposal H.U.(15), dated 9th November, for fixing revised statutory minimum remuneration for male and female workers.

**Boot and Shoe Repairing Wages Council (Great Britain).**—Proposal D.(108), dated 12th November, for fixing revised guaranteed and general minimum time rates and general minimum piece rates for male and female workers.

**Keel and Drum Wages Council (Great Britain).**—Proposal K.D.(49), dated 12th November, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

**Coffin Furniture and Cerement-making Wages Council (Great Britain).**—Proposal U.(59), dated 12th November, for fixing revised general minimum time rates and piecework basis time rates for male and female workers in the Coffin Furniture section of the trade and for female workers in the Cerement-making section.

**Baking Wages Council (Scotland).**—Proposal BKS(30), dated 12th November, for fixing revised statutory minimum remuneration for male and female workers.

**Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales).**—Proposal R.N.T.(17), dated 16th November, for fixing revised statutory minimum remuneration for male and female workers.

**Cotton Waste Reclamation Wages Council (Great Britain).**—Proposal C.W.(54), dated 16th November, for fixing revised general minimum time rates for male and female workers.

**Fustian Cutting Wages Council (Great Britain).**—Proposal F.C.(31), dated 16th November, for fixing revised general minimum time rates and piecework basis time rates for workers in relation to whom the Council operates.

**General Waste Materials Reclamation Wages Council (Great Britain).**—Proposal D.B.(47), dated 16th November, for fixing revised general minimum time rates for male and female workers and piecework basis time rates for female workers.

**Paper Box Wages Council (Great Britain).**—Proposal B.(55), dated 19th November, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

**Tin Box Wages Council (Great Britain).**—Proposal X.(45), dated 23rd November, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

**Retail Food Trades Wages Council (Scotland).**—Proposal R.F.C.S.(16), dated 26th November, for fixing revised statutory minimum remuneration for male and female workers.

Further information concerning 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 November the Minister of Labour and National Service made the following Wages Regulation Orders\* giving effect to the proposals submitted to him by the Wages Councils concerned:—

**The Milk Distributive Wages Council (Scotland) Wages Regulation (Amendment) Order, 1954:** S.I. 1954 No. 1490 (M.D.S. (65)), dated 4th November and effective from 19th November. This Order prescribes revised general minimum time rates for male and female workers.—See page 432.

**The Baking Wages Council (England and Wales) Wages Regulation Order, 1954:** S.I. 1954 No. 1508 (BK (52)), dated 8th November

\* See footnote \* in first column on page 439.

and effective from 26th November. This Order prescribes revised general minimum time rates for male and female workers.—See page 430.

*The Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1954: S.I. 1954 No. 1509 (O. 52)*, dated 8th November and effective from 22nd November. This Order prescribes revised general minimum time rates for all workers (other than home workers) and revised piecework basis time rates for female workers (other than home workers).—See page 429.

*The Road Haulage Wages Council Wages Regulation (Amendment) (No. 2) Order, 1954: S.I. 1954 No. 1526 (R.H. 52)*, dated 15th November and effective from 1st December. This Order provides for the addition of two specified localities in England and Wales to the list of Grade I Areas.

*The Sugar Confectionery and Food Preserving Wages Council (Great Britain) Wages Regulation Order, 1954: S.I. 1954 No. 1527 (F. 61)*, dated 15th November and effective from 1st December. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

*The Cutlery Wages Council (Great Britain) Wages Regulation (No. 2) Order, 1954: S.I. 1954 No. 1543 (C.T. 57)*, dated 17th November and effective from 3rd December. This Order prescribes revised general minimum time rates and piecework basis time rates for certain male and female workers, and amends the provisions relating to holidays and holiday remuneration.

## Wages Councils Act (Northern Ireland), 1945

### Notices of Proposals

During November 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)*.—Proposals N.I.Bk. (N.182) and N.I.Bk. (N.183), dated 5th November, for fixing revised general minimum time rates for male and female workers.

*Paper Box Wages Council (Northern Ireland)*.—Proposal N.I.B. (N.56), dated 26th November, for fixing revised general minimum time rates for male and female workers; revised general minimum piece rates; and piecework basis time rate for female workers.

*Sugar Confectionery and Food Preserving Wages Council (Northern Ireland)*.—Proposal N.I.F. (N.46), dated 26th November, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

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

### Wages Regulation Orders

During November the Ministry of Labour and National Insurance made the following Wages Regulation Order\* giving effect to the proposals made by the Wages Council concerned:—

*The Road Haulage Wages Council (Northern Ireland) Wages Regulation Order, 1954 (N.I.R.H. 10)*, dated 18th November, and effective from 2nd December. This Order prescribes revised general minimum time rates for male workers in the trade.

## Decisions of the Commissioner under the National Insurance Acts

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

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 with the leave of the Tribunal or the Commissioner, or without such leave if the decision of the Tribunal was not unanimous.

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. No appeal may be made without the leave of the Tribunal or of the Commissioner.

Recent decisions of general interest are set out opposite.

\* See footnote \* in first column on page 439.

† Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 439.

### Decision No. R(U) 9/54 (16th July)

Claimant, who normally worked a five-day week, in the calendar week ending on Saturday, 26th December, 1953, worked on 21st, 22nd and 23rd. He observed a recognised holiday on 25th and 26th December, 1953. Held that 24th December, 1953, could not be treated as a day of unemployment. In the week in which it occurred he had been employed to the full extent normal in his case. That others in the factory had worked a week of five-and-a-half days did not affect the normality of the claimant's employment at the relevant time. Decision R(U) 33/53 applied.

### Decision of the Commissioner

"My decision is that 24th December, 1953, shall not be treated as a day of unemployment in the case of the claimant.

"The question to be determined in this appeal of the insurance officer is whether 24th December, 1953, was a day of unemployment in the case of the claimant. The facts of the case are fully set out by the insurance officer and it is only necessary for me to say that the question which I have to determine depends upon the weight of the evidence. The local tribunal were called upon to determine whether the claimant is a person who does not ordinarily work on every day in a week (exclusive of Sunday or the day substituted therefor by paragraph (1) of regulation 4) but who has, in the week in which the said day occurs, been employed to the full extent normal in his case". (See regulation 6(1)(e)(ii) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277].)

"The question is not what is normal in the case of other workers in the factory where the claimant is employed but what is normal in his case. In other words does the evidence show that the claimant had in the week in which the said day (24th December, 1953) occurred been employed to the full extent normal in his case. The evidence leaves no room for doubt that the claimant normally works a five-day week. Since early in 1952, except on three occasions, he has so worked and the fact (if it be a fact) that others in the factory have worked a full week of five-and-a-half days does not affect the normality of the claimant's employment at the relevant time.

"Regard must be had to the number of days on which the claimant normally worked in the calendar week (cf. Decision R(U) 33/53, paragraph 8). In the calendar week he normally worked on five days, Saturday being usually an idle day for him. In the calendar week which ended on 26th December, 1953, he had worked on 21st, 22nd and 23rd December and observed a holiday on 25th and 26th December, 1953. That holiday being a recognised holiday was a normal incident of his employment and its presence reduced the number of days on which he worked in his normal calendar week to three (cf. Decision R(U)33/53, paragraph 12). It follows that in the week in which 24th December, 1953, occurred he had been employed to the full extent normal in his case and that 24th December, 1953, could not be treated as a day of unemployment in his case. The appeal of the insurance officer is allowed."

### Decision No. R(U) 10/54 (18th August)

The manager of an inn, who had been charged by the police for supplying liquor to guests in his private sitting-room outside permitted hours, was dismissed by his employers on 8th April on the ground that he was guilty of misconduct likely to imperil or prejudice the renewal of a justices' licence, but was not convicted of the offence until 12th May. Held that there was industrial misconduct and that it is not necessary for proof of misconduct that a claimant should be convicted in a court of law. It is the duty of the statutory authorities to make up their own minds on what constitutes misconduct in an industrial sense irrespective of the conclusions reached by employers or by a court of law.

### Decision of the Commissioner

"My decision is that the claimant is disqualified for receiving unemployment benefit for the two weeks following the end of the benefit week in which this decision is given.

"The claimant had been employed for nearly 20 years by a company of brewers as the manager of a certain inn in respect of which a justices' licence is in force. He is not the licence holder. The justices' licence is held, I understand, by the secretary of the employing company. Under a written agreement made between the Company and himself, the claimant was liable to dismissal without notice in case at any time he should be guilty of 'grave misconduct likely in the opinion of the company to injure the said business or imperil or prejudice the renewal of the licences'.

"On 3rd April, 1954, the claimant gave a family party in his private sitting-room at the inn to celebrate a wedding, at which ten people were supplied with intoxicating liquor which they were consuming at 10.40 p.m., that is outside the permitted hours which ended at 10 p.m. The police took proceedings. They charged the licence-holder (who, I understand, was not present at the party) with supplying liquor outside permitted hours, and they charged the claimant with aiding and abetting the supply and the consumption of such liquor. On 12th May, 1954, the licence-holder and the claimant were both convicted. The claimant was granted an absolute discharge on the charges relating to supplying, but was convicted on the charges relating to consuming.

"In the meanwhile the claimant had been summarily dismissed by his employers on 8th April, 1954, under the clause in the agreement which I have quoted above. On 12th April, 1954, he made a claim to unemployment benefit, but the insurance officer decided that he was disqualified for receiving benefit from 9th April to 20th May, 1954, under section 13(2) (a) of the National Insurance Act, 1946, on the ground that he had lost his employment through his misconduct. The claimant appealed to the local tribunal, who found unanimously that the claimant did aid and abet the consumption of intoxicating liquor on licensed premises after permitted hours, but decided by a majority that, when he was discharged on 8th April, it was not for grave misconduct, because at that date he had not been convicted by the petty sessional court; he was not

convicted until 12th May, 1954. The tribunal by a majority allowed his appeal.

"In my judgment the majority of the local tribunal have misconceived the legal position. It is not necessary, for the proof of misconduct under section 13(2) (a) of the Act, that a claimant should be prosecuted to conviction in a court of law. It is the duty of the statutory authorities to make up their own minds on what constitutes misconduct, in an industrial sense, for the purposes of section 13(2) (a), irrespective of the conclusions which may have been reached by the employers or by a court of law; although no doubt the fact that a person had been convicted of an offence by a court of law would be extremely cogent evidence of his misconduct. In the present case I have no doubt that the claimant was guilty of industrial misconduct. His action caused the licence-holder to be convicted and was also such as would imperil or prejudice the renewal of the justices' licence. The claimant states that he had no idea that he was infringing the licensing laws. I accept that to be the fact, and since the claimant has apparently entertained private parties in his room on former occasions, without objection by the police, I think there are mitigating circumstances which enable me to reduce the period of disqualification from the maximum of six weeks to one of two weeks. Subject to this reduction I allow the appeal of the insurance officer."

## STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the undermentioned Statutory Instruments,\* relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain regulations, etc., published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage. Where no price is shown, the Instrument costs 2d. net (3½d. including postage).

*The Milk Distributive Wages Council (Scotland) Wages Regulation (Amendment) Order, 1954 (S.I. 1954 No. 1490; price 3d. (4½d.)), dated 4th November; The Baking Wages Council (England and Wales) Wages Regulation Order, 1954 (S.I. 1954 No. 1508; price 6d. (7½d.)), dated 8th November; The Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1954 (S.I. 1954 No. 1509; price 3d. (4½d.)), dated 8th November; The Road Haulage Wages Council Wages Regulation (Amendment) (No. 2) Order, 1954 (S.I. 1954 No. 1526), dated 15th November; The Sugar Confectionery and Food Preserving Wages Council (Great Britain) Wages Regulation Order, 1954 (S.I. 1954 No. 1527; price 4d. (5½d.)), dated 15th November; The Cutlery Wages Council (Great Britain) Wages Regulation (No. 2) Order, 1954 (S.I. 1954 No. 1543; price 6d. (7½d.)), dated 17th November. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 437.*

*The Remuneration of Teachers Amending Order, 1954 (S.I. 1954 No. 1544)*, made on 17th November by the Minister of Education under the Education Act, 1944. This Order enables the Burnham Committees to add further degrees with First Class Honours of a University in the United Kingdom to the list of degrees for which a Good Honours Degree addition to salary is payable under the Committee's Reports.

*The Census of Production (Exemption) Order (Northern Ireland), 1954 (S.R. & O. of Northern Ireland 1954 No. 169)*, made on 19th November by the Ministry of Commerce under the Statistics of Trade Act (Northern Ireland), 1949. This Order prescribes that an undertaking engaged in any of certain specified operations shall be exempt from any requirement to furnish a return in respect of the Census of Production for the year 1954. The operations specified are: flax scutching; mining and quarrying; tea blending and coffee roasting; laundry, cleaning, and carpet beating.

## OFFICIAL PUBLICATIONS RECEIVED\*

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

*Airways.—British European Airways Corporation. Report and Accounts for 1953–54.* H.C. 265. Price 5s. (5s. 2d.).

*Careers.—Choice of Careers. New Series.* (i) No. 28. *Local Government.* (Revised October, 1954.). Price 1s. 3d. (1s. 4½d.). (ii) No. 61. *The Chiroprapist.* Price 6d. (7½d.). Ministry of Labour and National Service.

*Census of Production for 1951.—Reports.* (i) Volume 9. *Trade I. Brewing and Malting.* (ii) Volume 9. *Trade J. Wholesale Bottling.* Price 1s. 6d. each (1s. 7½d.). Board of Trade.

*Civil Service.—Staffs employed in Government Departments. Statement showing the Civil Staffs employed in Government Departments on 1st October, 1954, compiled from Returns rendered to the Treasury.* Cmd. 9325. Price 3d. (4½d.).

*Explosives.—H.M. Inspectors of Explosives. 78th Annual Report, 1953.* H.C. 282. Home Office. Price 1s. 9d. (1s. 10½d.).

*Foreigners.—Statistics of Foreigners Entering and Leaving the United Kingdom, 1952–53.* Cmd. 9290. Home Office. Price 6d. (7½d.).

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

*Gas.—(i) Report of the Minister of Fuel and Power, 1953–54.* H.C. 263. Price 6d. (7½d.). (ii) *Gas Council. Fifth Report and Accounts, 1953–54.* H.C. 262. Price 6s. 6d. (6s. 9d.).

*Health.—Report of the Ministry of Health for 1953. Part I. 1. National Health Service (including a Chapter on International Health); 2. Welfare, Food and Drugs, Civil Defence.* Cmd. 9321. Price 8s. (8s. 4d.). Part II. *On the State of the Public Health, being the Annual Report of the Chief Medical Officer for the year 1953.* Cmd. 9307. Price 7s. 6d. (7s. 10d.). Ministry of Health.

*Industrial Diseases.—Digest of Pneumoconiosis Statistics, 1953.* Ministry of Fuel and Power. Price 2s. 6d. (2s. 7½d.).—See page 412.

*National Insurance.—(i) National Insurance Act, 1946. Report by the Government Actuary on the First Quinquennial Review.* H.C. 1. Price 2s. 6d. (2s. 7½d.). (ii) *National Insurance Bill, 1954. Report by the Government Actuary on the Financial Provisions of the Bill.* Cmd. 9332. Price 4d. (5½d.). (iii) *National Insurance Bill, 1954. Memorandum and Report by the Minister of Pensions and National Insurance on his Review of the Rates and Amounts of National Insurance Benefit.* Cmd. 9338. Price 4d. (5½d.).—See page 413.

*Persons Retiring or Continuing at Work.—National Insurance Retirement Pensions. Reasons given for Retiring or Continuing at Work. Report of an Enquiry by the Ministry of Pensions and National Insurance.* Price 5s. (5s. 3d.).—See page 410.

*Social Security.—Report of the Committee on the Economic and Financial Problems of the Provision for Old Age.* Cmd. 9333. Treasury. Price 4s. (4s. 2d.).—See page 411.

*Trade Unions.—Report of the Chief Registrar of Friendly Societies for the Year 1953. Part 4. Trade Unions.* Registry of Friendly Societies. Price 2s. (2s. 1½d.).—See page 411.

## FACTORY FORMS

The undermentioned Factory Forms have been issued or reprinted since the previous list was published in the July issue of this GAZETTE (page 260) and may be purchased at the prices shown. The prices in brackets include postage.

No.	Title and Price
18	Factories Act, 1937. Sect. 98 (2) (g). Form of Notice as to Whole Holiday for Van Boys, Errand Boys and others not employed in a Factory during any part of their Employment. July, 1938. (Reprinted, 1954.) Price 3d. (4½d.).
95	Factories Acts, 1937 and 1948. Shipbuilding Regulations, 1931. Form prescribed for the Register of Machinery, Chains and Wire Ropes used in Hoisting or Lowering in connection with the Construction and Repair of Ships in Shipbuilding Yards. February, 1952. (Reprinted, 1954.) Price 1s. 11d. (2s. 0½d.).
659	Factories Acts, 1937 and 1948. Health Register for use in pursuance of the Mule Spinning (Health) Special Regulations, 1953. May, 1954. Price 2s. 3d. (2s. 4½d.).
689	Factories Acts, 1937 and 1948. Certificate of Approval. Iron and Steel Foundries Regulations, 1953. Dust Respirators. February, 1954. Price 2d. (3½d.).
953	Factories Acts, 1937 and 1948. Iron and Steel Foundries Regulations, 1953. March, 1954. Price 6d. (7½d.).

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### SUBSCRIPTIONS AND SALES

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Communications with regard to the contents of the GAZETTE should be addressed to the Director of Statistics, Ministry of Labour and National Service, Orphanage Road, Watford, Herts. (Telephone: Bushey Heath 3211.)

### ADVERTISEMENTS

Applications concerning the insertion of advertisements in the GAZETTE should be addressed to the Director of Publications, H.M. Stationery Office, Advertisement Section, Atlantic House, Holborn Viaduct, London, E.C.1. (Telephone: City 9876, extensions 147 and 148.)

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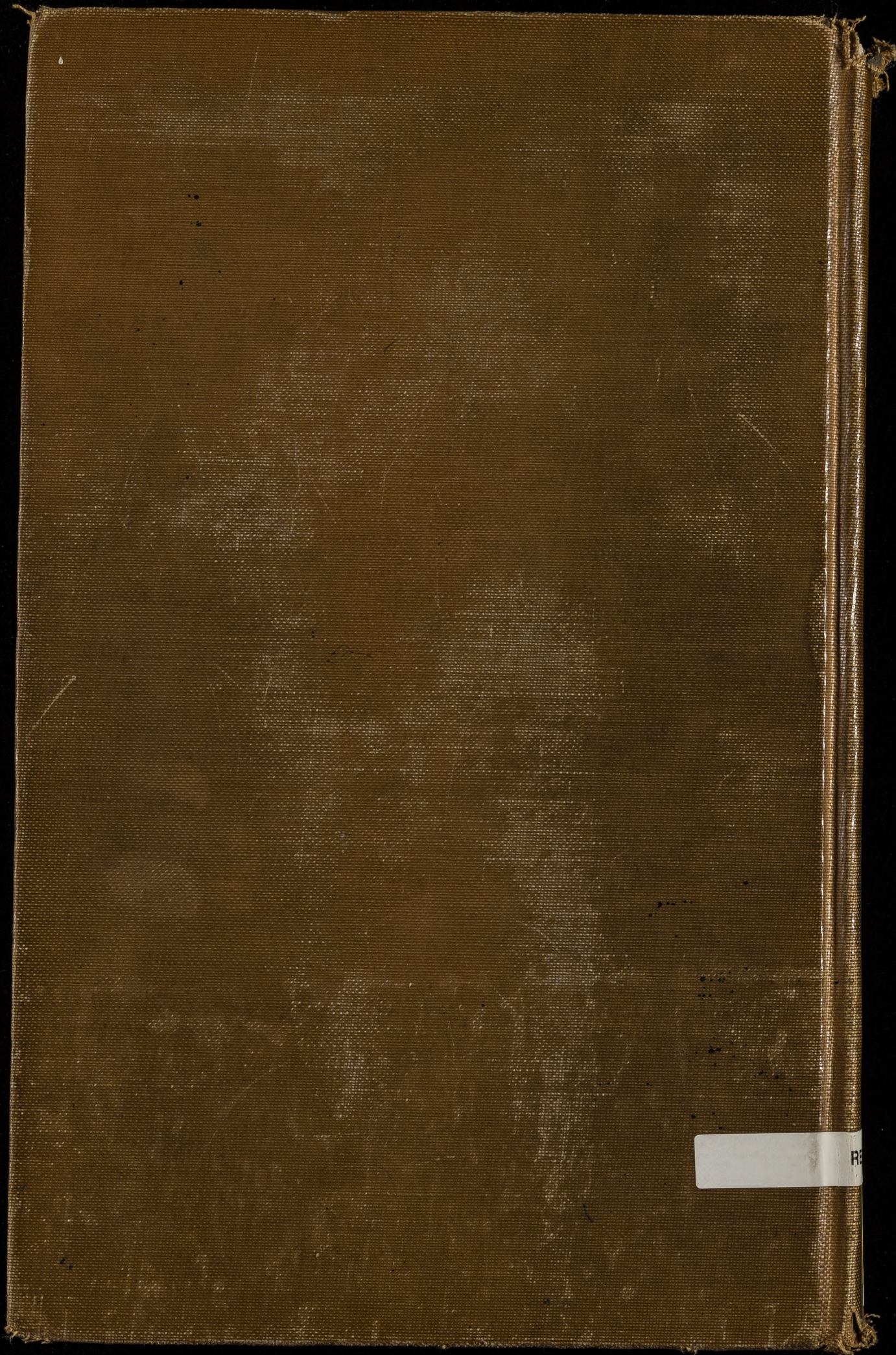
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