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Membership of Trade Unions in 1957

THE aggregate membership of trade unions in the United Kingdom at the end of 1957 was about 9,752,000. This number was about 48,000 more than the total at the end of 1956, and about 83,000 more than the total at the end of 1955.

The statistics given in this article have been compiled by the Ministry of Labour and National Service from data supplied by the Chief Registrar of Friendly Societies and by the Registrar of Friendly Societies for Northern Ireland in respect of trade unions registered under the Trade Union Acts, and from returns supplied direct to the Ministry by unregistered organisations. They relate to all organisations of employees—including those of salaried and professional workers, as well as those of manual wage-earners—which are known to include among their functions that of negotiating with employers with the object of regulating conditions of employment. The figures cover the total membership (including members serving with H.M. Forces and members in branches overseas) of all such organisations known to the Ministry to have their head offices situated in the United Kingdom. They do not include members of organisations the head offices of which are outside the United Kingdom.

It should be noted that all figures for 1957 given in this article are provisional and subject to revision. The figures previously published in respect of earlier years have been revised as necessary, in accordance with the latest information.

Number of Trade Unions

On the basis indicated above, the total number of trade unions known to have been in existence at the end of 1957 was 653, including 25 unions with headquarters in Northern Ireland. This total represented a reduction of two compared with the total at the end of 1956. The reduction was the net result of seven small unions being absorbed by larger unions or otherwise ceasing to function, and the formation of five new unions.

Aggregate Membership of Trade Unions

At the end of 1957 the total membership of all unions included in the statistics was approximately 9,752,000 as compared with 9,704,000 at the end of 1956, an increase of 0.5 per cent. The number of males at the end of 1957 was

7,876,000, an increase of 56,000, or 0.7 per cent., as compared with the previous year, and the number of females was 1,876,000, a decrease of 8,000, or 0.4 per cent.

The total of 9,752,000 included 42,000 members in branches in the Irish Republic and 86,000 in other branches outside the United Kingdom. Excluding the members of these overseas branches, the total membership (inclusive of members serving with H.M. Forces) was thus about 9,624,000 at the end of 1957, as compared with 9,554,000 at the end of 1956; of these totals, the membership in Northern Ireland accounted for 198,000 in both 1957 and 1956.

The total memberships given above represent the aggregate of the memberships of the individual unions, and persons who are members of more than one union are therefore counted more than once in the totals. The precise extent of this duplication is not known, but it is believed to be relatively insignificant.

Size of Trade Unions

In the following Table the unions are grouped according to their total membership at the end of 1957:—

Number of Members	Number of Unions	Total Membership	Percentage of	
			Total Number of all Unions	Total Membership of all Unions
Under 100	134	7,000	20.5	0.1
100 and under 500	168	44,000	25.7	0.5
500 and under 1,000	63	45,000	9.7	0.5
1,000 and under 2,500	101	166,000	15.5	1.7
2,500 and under 5,000	60	208,000	9.2	2.1
5,000 and under 10,000	36	244,000	5.5	2.5
10,000 and under 15,000	19	236,000	2.9	2.4
15,000 and under 25,000	24	468,000	3.7	4.8
25,000 and under 50,000	12	439,000	1.8	4.5
50,000 and under 100,000	19	1,320,000	2.9	13.5
100,000 or more	17	6,575,000	2.6	67.4
Totals	653	9,752,000	100.0	100.0

The next Table shows for both the October, 1948, and April, 1958, enquiries, and for full-time and part-time women workers separately, the average weekly earnings, average hours worked and average hourly earnings, in each of the 14 broad groups of industries and in the manufacturing industries as a whole. These averages for industry groups and for manufacturing industries as a whole have been calculated by "weighting" the averages in each separate industry by the estimated total numbers of full-time women workers, or part-time women workers as the case may be, employed in those industries at the relevant enquiry date. This has been done to eliminate the effect of disparities in the proportion

of workers covered by the returns received in the different industries. The figures show that both at October, 1948, and April, 1958, the average hourly earnings of part-time women were very similar to, though usually slightly lower than, those of full-time women workers in the same industry group. In general the average number of hours worked by the part-time women, and their average weekly earnings, were rather more than one-half of the corresponding figures for full-time women in the same industry group. It is possible that in general a higher proportion of the part-time women are employed as cleaners and in other unskilled occupations.

Details of Average Weekly Earnings and Hours Worked by Women Manual Workers

Table with columns: Industry Group, Full-Time Workers (Average Weekly Earnings, Average Hours Worked, Average Hourly Earnings), Part-Time Workers (Average Weekly Earnings, Average Hours Worked, Average Hourly Earnings). Data is split by October 1948 and April 1958.

Tables giving average earnings and weekly hours worked in individual industries in October, 1948, and April, 1958, by full-time and part-time women workers are set out below. Details are also included of the numbers of full-time and part-time women workers included in the returns for each industry.

NUMBER OF WOMEN WORKERS COVERED BY THE RETURNS RECEIVED, AVERAGE EARNINGS, AND AVERAGE HOURS WORKED

Last Pay-week in October, 1948

Table with columns: Industry, Full-Time Women Workers (Numbers Covered, Average Weekly Earnings*, Average Hours Worked*, Average Hourly Earnings*), Part-Time Women Workers (Numbers Covered, Average Weekly Earnings*, Average Hours Worked*, Average Hourly Earnings*). Includes industry list on the left.

* Where no figure is given, the number of workers covered by the returns was too small to provide a satisfactory basis for the calculation of a general average. † Excluding coke-ovens and by-product works attached to blast furnaces, which are included under the heading Coke-Ovens and By-Product Works.

Number of Women Workers Covered by the Returns Received, Average Earnings, and Average Hours Worked—continued Last Pay-week in October, 1948—continued

Table with columns: Industry, Full-Time Women Workers (Numbers Covered, Average Weekly Earnings*, Average Hours Worked*, Average Hourly Earnings*), Part-Time Women Workers (Numbers Covered, Average Weekly Earnings*, Average Hours Worked*, Average Hourly Earnings*). Includes industry list on the left.

* Where no figure is given, the number of workers covered by the returns was too small to provide a satisfactory basis for the calculation of a general average. † Excluding railway workshops. ‡ Includes firms engaged in both spinning and weaving of cotton, who were not allocated to either of the two preceding categories.

had a training course in engineering processes and most of them have been placed in open industry.

The Register of Disabled Persons

In the past eight years the number of names on the Register of Disabled Persons has decreased from 930,000 to 730,000. This decline has been concentrated among the men who were first registered as disabled as a result of service in the 1939-1945 war, but who have not renewed their registrations. The Report says that many of these men seem to have decided that they can get and hold a job in full competition with those who have never been disabled, without the help afforded by the Disabled Persons (Employment) Acts. Several of the minor changes recommended by the Piercy Committee in the registration scheme have now been implemented.

Sheltered Employment

The Piercy Committee recommended that local authorities' power to provide sheltered employment for the severely disabled should be transferred to the Disabled Persons (Employment) Act and placed under the statutory supervision of the Ministry of Labour and National Service. This proposal was embodied in the Disabled Persons (Employment) Act, 1958 (see the issue of this GAZETTE for July, page 252), and will take effect from 1st January, 1959.

The possibility of increasing the volume of Government contracts awarded to the sheltered workshops is being examined and a new committee under Ministry of Labour chairmanship has been set up to improve co-operation between contracting departments and the sheltered workshops.

TRADING REPRESENTATIONS (DISABLED PERSONS) ACT, 1958

The Trading Representations (Disabled Persons) Act, 1958, comes into operation on 1st January, 1959 (see the issue of this GAZETTE for August, page 294). This Act may affect any individual or organisation carrying on door-to-door trading, or seeking orders for goods by means of catalogues, leaflets or other publicity material sent by post or left at the door by hand in Great Britain.

Registration with the Ministry of Labour and National Service is likely to be necessary if it is intended to state or imply that blind or otherwise disabled persons are employed in the production, preparation, packing or sale of the goods, or that such disabled persons benefit from the sale of the goods or the carrying on of the business. From 1st January, 1959, it will be a punishable offence to make such representations unless the trader concerned is registered under the Act.

The Act does not apply to businesses carried on by local authorities, registered charities or other non-profit-making bodies, and substantially disabled persons selling only their own products.

Anyone likely to be affected by the Act should enquire without delay at any Employment Exchange, from which further information can be obtained.

NATIONAL ADVISORY COMMITTEE ON EMPLOYMENT OF OLDER MEN AND WOMEN

The final meeting of the National Advisory Committee on the Employment of Older Men and Women was held on 27th November at the Ministry of Labour and National Service, 8, St. James's Square, London, S.W.1, under the chairmanship of the Hon. Richard Wood, Parliamentary Secretary to the Ministry.

The National Advisory Committee was appointed in 1952 to advise and assist the Minister in promoting the employment of older men and women. The Committee included representatives of the British Employers' Confederation, the Trades Union Congress, the nationalised industries, Government Departments, local authorities, research and social service organisations, and experts on medical and welfare aspects.

In their First Report, published in October, 1953, the Committee made two main recommendations on engagement and retirement policies. These were:—(1) the test for engagement should be capacity and not age; (2) all men and women who can give effective service should be given the opportunity, without regard to age, to continue at work if they so wish, provided their services are required. These recommendations were accepted by the Government and endorsed by the National Joint Advisory Council. In their Second Report, published in December, 1955, the Committee reviewed developments since the issue of their First Report. The Second Report emphasised the continuing need for firms to examine the age structure of their establishments and the desirability of industries promoting research into aspects of the employment of older workers that are their particular concern. (For a detailed summary of the contents of the two Reports, see the issues of this GAZETTE for October, 1953, page 345, and December, 1955, page 421).

The Chairman recalled that wide publicity had been given to the Committee's two Reports. A great deal of interest had been taken in the employment problems of older workers by employers, trade unions and the public, and there was evidence of some success in breaking down the traditional prejudices against the employment of older workers. Much remained to be done in this field, but the

Minister of Labour and National Service considered that this could now best be carried out through the ordinary means of consultation with industry. The Minister would continue to draw the attention of the National Joint Advisory Council, composed of representatives of employers, trade unions and the nationalised industries, to the problems affecting older workers and to seek their advice from time to time in this connection. The advice and assistance of Local Employment Committees would also continue to be sought on local aspects of these problems.

In winding up the National Advisory Committee on the Employment of Older Men and Women and thanking the members for their help, the Chairman said the Minister wished him to emphasise that this represented a change in the method of dealing with the problem but certainly not any loss of interest by the Government in the subject. He added that the National Advisory Committee had always taken considerable interest in research into the problems associated with the employment of older workers. The Ministry would continue to co-operate closely with the Department of Scientific and Industrial Research and the Medical Research Council. The Ministry would also take appropriate steps to publish the findings of such research which could be of practical application in industry. In the light of discussion on the Committee it was also agreed that the Ministry would discuss with the Department of Scientific and Industrial Research and the Medical Research Council additional steps which might be taken to encourage and direct such research.

REVISED TRAINING AND REHABILITATION ALLOWANCES

It has been decided to introduce a new rate of maintenance allowance which will be paid to trainees and rehabilitees maintaining two or more dependent children. This allowance will be payable to all those undergoing courses of vocational training and industrial rehabilitation and also to persons training in approved sheltered workshops.

From and including 1st December, 1958, trainees and rehabilitees eligible to receive allowances at Rate B or D will receive an additional allowance of 10s. a week if they are maintaining more than one child. Rate B relates to persons maintaining a dependent child, or children, under 16 years of age, and Rate D relates to persons with a wife, or maintaining an adult dependant other than a wife, and maintaining a dependent child or children under 16 (see the issue of this GAZETTE for June, page 217). Rates B and D will in future each fall into two classes, i.e., Rate B(i) for persons maintaining one dependent child under 16 and Rate B(ii) for persons maintaining two or more dependent children under 16, Rate D(i) for a married man maintaining his wife (or adult dependant(s)) and maintaining one dependent child under 16, and Rate D(ii) for a married man maintaining his wife (or adult dependant(s)) and maintaining two or more dependent children under 16.

The allowances for trainees age 20 and over eligible for Rates B(ii) and D(ii) will be as follows:

Rate	Local		Non-Local		Resident	
	Men	Women	Men	Women	Men	Women
B(ii)	118s.	99s. 6d.	109s.	97s.	99s.	87s.
D(ii)	140s.	121s. 6d.	131s.	119s.	121s.	109s.

GUIDE TO OFFICIAL SOURCES OF LABOUR STATISTICS

A new edition of the booklet "Guides to Official Sources: No. 1, Labour Statistics" has been published by H.M. Stationery Office, on behalf of the Interdepartmental Committee on Social and Economic Research. The booklet costs 5s. net (5s. 5d. including postage).

The function of the standing Interdepartmental Committee on Social and Economic Research, whose members are drawn from the Universities as well as from Government Departments, is to consider how far information collected by Departments is potentially useful to research in the social sciences, to consider new methods and areas of collection, and to advise how the material can be made available to research workers.

At the suggestion of the academic members of the Committee a descriptive booklet, resulting from a review of the statistical material collected by the Ministry of Labour and National Service, was issued in 1948 in the hope, which has since been justified, that it might prove of value to teachers and students at the Universities as well as to other research workers. A revised edition was published in 1950, and the present edition is the third. The need to reprint the booklet provided an opportunity to have it re-written on a broader basis, and the new edition takes account of the development of labour statistics beyond the time when the Ministry of Labour was first set up in 1917 to the latter part of the 19th century as well as bringing it up to date. Among improvements made in this edition are the inclusion, in the bibliographical notes given at the end of each chapter, of references, where appropriate, to the bound volumes of Parliamentary reports and papers.

The booklet opens with an account of statistics of employment first collected by the Labour Department of the Board of Trade in response to a resolution passed in 1886 by the House of Commons that "in the opinion of this House, immediate steps should be taken to ensure in this country the full and accurate collection and

publication of Labour Statistics". It comprises nine main chapters, each sub-divided, where practicable, to give separate accounts of historical statistics and current series. Following are notes giving an indication of the main contents.

The present series of comprehensive unemployment statistics dates from 1921, when the limited unemployment insurance scheme first introduced by the National Insurance Act of 1911 was extended to cover most manual workers and a large proportion of non-manual workers. Historical data go back to 1851. Statistics of placings and vacancies date from 1893, when there was an official enquiry into agencies and methods for dealing with unemployed persons. A chapter on miscellaneous man-power statistics deals with information derived from registration for National Service, from enlistment in H.M. Forces and the Women's Services, from schemes for assisting disabled persons and schemes for the provision of training for employment, and from the Ministry's duties in regard to foreign workers.

The continuous development of arrangements by which conditions of employment have been fixed by voluntary agreements since the middle of the 19th century is reflected in the account which the booklet gives of statistics of wage rates, normal hours of work and related matters. Information about the actual earnings and hours of manual workers goes back to an enquiry of 1886. There are references to payment-by-results systems, shift working, and profit-sharing and co-partnership schemes.

Statistics of industrial organisations and disputes date from the 1880's, while those of the Factory Inspectorate have their origin in reports made by the Inspectors first appointed in 1833.

Although the first official index of retail prices (which related only to prices of nine articles of food in London) is for the period 1877-1900, some information about retail prices of food (again mainly for London), dating back to the mid-18th century, was published in 1903. This was the first of a series of reports on information about statistics of the cost of living, the retail prices index, and family budgets.

The booklet contains a subject index to published sources of the Ministry's current statistics. Appendices to the booklet include a list of other official sources of information on labour statistics published in Great Britain, a note on sources of labour statistics for other countries, a list of Local Offices of the Ministry of Labour and National Service for which statistical information is available, and specimens of forms used by the Ministry. There is also an alphabetical index to the booklet.

SALARIES OF SCHOOL TEACHERS IN SCOTLAND

The Secretary of State for Scotland has made Regulations under Section 79 of the Education (Scotland) Act, 1946, as amended by Section 13 of, and Part 1 of the First Schedule to, the Education (Scotland) Act, 1956. They are the Teachers' Salaries (Scotland) (Amendment No. 3) Provisional Regulations, 1958.*

These Regulations, which became operative from 1st November, 1958, and will remain in force until 31st March, 1960, provide for an increase of five per cent. in the basic part of the salaries of teachers employed by Education Authorities. The consolidated scales for Principals and Depute Principals of Further Education Centres, which include both basic salaries and payments for special responsibility, are increased by the amount which the teachers concerned would have received had they, being certificated teachers, been paid on the maximum of the scale for heads of departments appropriate to their qualifications or the level of work for which they are responsible.

INDUSTRIAL SAFETY, HEALTH AND WELFARE

Accidents to Railway Servants during 1957

The Report of the Chief Inspecting Officer of Railways on the accidents which occurred on the railways of Great Britain during the year 1957 has been presented to the Minister of Transport and Civil Aviation and published by H.M. Stationery Office, price 4s. net (4s. 4d. including postage).

The statistics given in the Report are based on returns made by the British Transport Commission, the London Transport Executive, and certain minor railway undertakings which were not taken over by the British Transport Commission on 1st January, 1948, and also on reports upon certain accidents made after inquiries by the Ministry of Transport and Civil Aviation. There has been no change in recent years, before and after the nationalisation of the railways, in the basis for the reporting of accidents, and all the statistics for 1956 and for earlier years contained in the Report are comparable, except those for the years 1940-1945, when a modified form of reporting, covering fatalities and serious injuries only, was in force. All accidents to passengers or other persons, excluding railway servants, are required to be reported, however slight the injuries may be. For railway servants, only those accidents which cause absence from ordinary work for more than three days are required to be reported. Personal injuries are classified as "serious" or "minor". Serious injuries are defined as "amputations of limbs, a fracture or dislocation, internal injuries, loss of an eye, burns or scalds, and any other injury of similar serious character likely to cause protracted disablement". Any person so severely

*S.T. 1958 No. 1732 (S.85). H.M. Stationery Office, price 3d. net (5d. including postage).

injured as to die after an accident, but before the date of the Report, is included as a fatality.

The number of railway servants killed during 1957 was 176, compared with 171 in 1956, 179 in 1955, and an annual average of 183 during the period 1951-1955. The numbers injured totalled 15,538 in 1957, 15,519 in 1956, and 15,460 in 1955, compared with an annual average of 16,637 in the years 1951-1955. Of the railway servants injured in 1957, 1,771 were seriously, and 13,767 were slightly, injured.

Reported accidents are classified in three main groups: (1) train accidents (i.e., to trains and rolling stock on or affecting a passenger railway) and failures of rolling stock, track and structures; (2) movement accidents (i.e., those connected with the movement of railway vehicles, exclusive of train accidents); and (3) non-movement accidents (i.e., those on railway premises not connected with the movement of any railway vehicles). The total of 176 railway servants who were killed in accidents in 1957 included four killed in train accidents, 147 in movement accidents and 25 in non-movement accidents. Of those seriously injured, 17 sustained their injuries in train accidents, 517 in movement accidents and 1,237 in non-movement accidents. The corresponding figures for minor injuries were 82, 1,579 and 12,106 respectively.

Detailed analyses of the figures relating to all railway accidents which occurred in 1957 are given in the Report, which also contains brief summaries of the 11 train accidents which were the subject of Inquiry, notes on other accidents, and a review of the year. Appendices to the Report contain detailed statistical and other information.

Safety Training in Building and Civil Engineering Industries

A new Safety Training Centre for foremen and others in the building and civil engineering industries has recently been opened at the Government Training Centre, Enfield. The opening of this Training Centre is part of a drive in which Government and industry are co-operating to reduce the numbers of accidents on building and civil engineering sites. More than 16,000 accidents, including 185 fatal accidents, were reported in 1957 in these industries, which have a total labour force of about 1½ millions. Land and buildings have been made available at the Government Training Centre for the use of the London Building and Engineering Contractors Accident Prevention Group, and member firms of the Group have contributed money, materials and equipment to erect the shell of a two-storey building and to dig a trench which can be used to illustrate different methods of timbering excavations. The Ministry of Labour and National Service will co-operate as far as possible in the running of courses at the Safety Training Centre, but the general control and responsibility for them will rest entirely with the London Building and Engineering Contractors Accident Prevention Group.

Booklets on Safety, Health and Welfare

A further booklet in the new series on safety, health and welfare (see last month's issue of this GAZETTE, page 417) has now been published. These booklets, based on the experience of H.M. Factory Inspectorate, are being prepared by the Ministry of Labour and National Service in collaboration with other Government Departments and, where appropriate, in consultation with expert bodies and with the advice and assistance of representatives of industry. They are designed to give information and advice about the best practices in the fields of safety, health and welfare.

The latest booklet, No. 6B, entitled "Safety in Building Operations: Roofing", is intended to give guidance to all persons engaged in roofing work. It offers a great deal of practical advice on safety precautions and describes with the aid of diagrams methods of preventing falls from the eaves of sloping roofs, a frequent source of serious injury. Roof ladders are also illustrated and there are sections which deal with their design, construction and use, including use as a means of preventing falls through fragile roofs.

Booklets in this series are written in non-technical language and it is believed they will be found suitable for circulation amongst workers at all levels.

These publications can be obtained from H.M. Stationery Office, Booklet No. 6B, "Safety in Building Operations: Roofing", costs 9d. net (11d. including postage).

NATIONAL INSURANCE

Proposed Changes Affecting Late Entrants

The Minister of Pensions and National Insurance has asked the National Insurance Advisory Committee to consider and report on the preliminary draft of the National Insurance (New Entrants Transitional) Amendment (No. 2) Regulations, 1958.

These Regulations would allow people who are unable to satisfy the contribution conditions for retirement pension or widow's benefit, because they entered insurance too late to reach the minimum yearly contribution average of 13 required for these benefits, to receive a refund of the appropriate portion of their national insurance contributions.

Copies of the draft Regulations can be purchased from H.M. Stationery Office, price 4d. net each (6d. including postage).

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 467 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, 1957, obtained from this source were published on page 430 of the December, 1957, issue of this GAZETTE. Corresponding figures for June, 1958, 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 28th June, 1958, 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 about 55,000, and it is probable, therefore, that the overlap within the Table is relatively small.

Numbers Employed by Local Authorities and in Police Forces at 28th June, 1958

Department or Service	Males		Females		Total Males and Females
	Full-time	Part-time	Full-time	Part-time	
England					
Education Department:					
(a) Lecturers and Teachers	103,548	32,414	156,166	28,044	320,172
(b) Other Staffs (Clerical Staff, School Cleaners, etc.) .. .	39,311	7,502	29,984	69,750	146,547
Water Supply	14,488	110	388	122	15,108
Building and Civil Engineering	73,355	64	396	89	73,904
Transport Services	64,071	23	10,679	361	75,134
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes .. .	24,425	2,316	64,892	38,583	130,216
Slaughterhouses	694	14	6	7	721
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments; Amusement Parks; Race Courses; Golf Courses; etc. .. .	7,774	1,459	39,181	89,147	137,561
All other Local Authority Departments	315,506	10,950	55,282	18,913	400,651
Police Forces (including Metropolitan Police)	65,742	—	2,134	—	67,876
Grand Total (including Police)	708,914	54,852	359,108	245,016	1,367,890
Scotland					
Education Department:					
(a) Lecturers and Teachers	12,420	464	24,349	714	37,947
(b) Other Staffs (Clerical Staff, School Cleaners, etc.) .. .	3,134	549	4,912	7,636	16,231
Water Supply	3,079	63	78	22	3,242
Building and Civil Engineering	13,159	57	141	7	13,364
Transport Services	13,949	8	3,468	25	17,450
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes .. .	1,647	108	8,259	4,188	14,202
Slaughterhouses	481	28	44	5	558
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments; Amusement Parks; Race Courses; Golf Courses; etc. .. .	1,198	114	3,490	6,787	11,589
All other Local Authority Departments	35,144	1,382	8,993	3,036	48,555
Police Forces	8,257	—	240	—	8,497
Grand Total (including Police)	92,468	2,773	53,974	22,420	171,635
Wales					
Education Department:					
(a) Lecturers and Teachers	8,892	1,241	11,446	1,046	22,625
(b) Other Staffs (Clerical Staff, School Cleaners, etc.) .. .	2,168	385	2,332	3,453	8,338
Water Supply	1,156	16	19	4	1,195
Building and Civil Engineering	5,381	9	93	6	5,489
Transport Services	2,560	1	533	8	3,102
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes .. .	1,525	96	3,698	2,398	7,717
Slaughterhouses	60	6	—	1	67
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments; Amusement Parks; Race Courses; Golf Courses; etc. .. .	327	108	3,358	3,456	7,249
All other Local Authority Departments	21,739	787	2,678	1,354	26,558
Police Forces	3,579	—	107	—	3,686
Grand Total (including Police)	47,387	2,649	24,264	11,726	86,026
Great Britain					
Education Department:					
(a) Lecturers and Teachers	124,860	34,119	191,961	29,804	380,744
(b) Other Staffs (Clerical Staff, School Cleaners, etc.) .. .	44,613	8,436	37,228	80,839	171,116
Water Supply	18,723	189	485	148	19,545
Building and Civil Engineering	91,895	130	630	102	92,757
Transport Services	80,580	32	14,680	394	95,686
Health Services, Day Nurseries, Children's, Aged Persons' and other Homes .. .	27,597	2,520	76,849	45,169	152,135
Slaughterhouses	1,235	48	50	13	1,346
Restaurants and Canteens (including School Canteens); Orchestras; Entertainments; Amusement Parks; Race Courses; Golf Courses; etc. .. .	9,299	1,681	46,029	99,390	156,399
All other Local Authority Departments	372,389	13,119	66,953	23,303	475,764
Police Forces (including Metropolitan Police)	77,578	—	2,481	—	80,059
Grand Total (including Police)	848,769	60,274	437,346	279,162	1,625,551

NATIONAL SERVICE

Registration under National Service Acts

A further registration of men under the National Service Acts will be held on 10th January, 1959. The obligation to register on that date applies to young men born between 1st July and 30th September, 1939, both dates inclusive, unless they are exempt from the operation of the Acts. Men are not exempt from registration because they are apprentices or are training for professional qualifications or because they are engaged in coal mining or agriculture. Such men, if born within the dates specified above, must register on the prescribed date.

Men who have a preference for a particular Service should say so when they register, but no guarantee can be given that they will be allocated to that Service.

With certain exceptions, any man registering for service in the Armed Forces who is employed in the coal mining industry on underground work will not be called up so long as he remains satisfactorily employed in that work.

The call-up of agricultural workers born in 1933 or later will be deferred only after individual application by the man's employer and subject to the satisfaction of certain specific conditions. Particulars can be obtained at any Local Office of the Ministry of Labour and National Service.

Each man who registers will be given a leaflet summarising the conditions under which deferment of call-up may be granted to apprentices and men in a similar position, men training as technicians, arted pupils, etc., students in full-time attendance at University, technical and certain other classes or students wishing to enter a University in 1959 or 1960. If a man wishes to complete his apprenticeship, training or studies before he is called up, he must make application for deferment on the appropriate form to be obtained at the time of his registration or as soon as possible afterwards. A young man at school who intends to remain there until the end of the 1958-59 school year need not apply for deferment for the purpose, but when he registers he should inform the clerk of his wishes.

Men who wish to apply for postponement of call-up on grounds of exceptional hardship must register on the day prescribed, but may apply for a form requesting postponement immediately after they have been medically examined.

Conscientious objectors are required to register but may apply to be provisionally registered in the Register of Conscientious Objectors.

The registration will take place at Local Offices of the Ministry of Labour and National Service; but seamen should, if possible, register at Mercantile Marine Offices.

Deferment of School Teachers

The Minister of Labour and National Service was asked in the House of Commons on 27th November if he had any statement to make regarding the deferment of school teachers from National Service.

In reply the Minister said that it had been represented to him by the Secretary of State for Scotland and the Minister of Education that the immediate shortage of teachers in secondary schools is so great as to warrant an extension of the existing arrangements for indefinite deferment. He therefore proposed to introduce certain modifications for men completing their courses in 1959 and thereafter, subject in all cases to their taking up approved teaching posts in secondary schools.

Graduates with third class honours or pass degrees in physics or mathematics would no longer be excluded from the deferment arrangements. This meant that all graduates in science and mathematics would in future be eligible for deferment as teachers.

With regard to arts graduates, the Minister said, the present arrangements provide for indefinite deferment for teaching in secondary schools to be granted to men with first or second class honours degrees who have successfully completed an approved course of teacher training. He proposed, in future, to extend this concession to all graduates in arts subjects who successfully complete such training in 1959 and thereafter.

In addition, he had agreed to extend deferment for secondary school teaching to men who complete courses in teacher training colleges in England and Wales in 1959 and thereafter and who have not performed their National Service. There is no corresponding group in Scotland.

These new arrangements will also apply, the Minister said, to a few small categories of non-graduate teachers as follows: (a) *England and Wales*—Teachers who hold one of the qualifications in non-scientific subjects listed as "degree equivalents" in the Report of the Burnham Committee on Scales of Salaries for Teachers in Primary and Secondary Schools (England and Wales, 1956) and who have satisfactorily completed an approved course of teacher training; (b) *Scotland*—Non-graduate teachers holding the Teachers Technical Certificate in such subjects as music, commerce, art, physical education and handwork. This concession will not, however, apply to those holding a recognised qualification in science or engineering.

The Minister added that preliminary estimates suggest that the number of men medically fit for National Service who are involved in the new arrangements will be between 1,250 and 1,500. Of these, some 600 will become available at the end of the current academic year and the remainder at the end of the academic year 1959-60. Of the 600 in 1958-59, about half will be graduates and half non-graduates. These numbers are additional to the total of about 700 fit men a year who, it is estimated, are covered by existing arrangements for teacher deferment.

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EARNINGS IN THE COAL MINING INDUSTRY IN THE SECOND QUARTER OF 1958

The Statistical Statement of the costs of production, proceeds and profit or loss of collieries in Great Britain for the second quarter of 1958 has been published by the National Coal Board. The statistics relate to the deep mines worked by the Board and exclude those relating to opencast working and mines licensed in accordance with Section 36 of the Coal Industry Nationalisation Act. In the second quarter of 1958 licensed mines produced about 1.4 per cent. of the total quantity of deep-mined saleable coal.

Earnings in the Second Quarter of 1958

	Cash Earnings		Value of Allowances in Kind		Total
	s.	d.	s.	d.	
Average Earnings (All Ages):					
(i) Per Man-shift worked—					
At the Face	74	3.6	3	6.2	77 9.8
All Underground	63	0.3	3	2.7	66 3.0
Surface	42	7.5	2	9.7	45 5.2
All Workers	58	7.8	3	1.6	61 9.4
(ii) Per Wage-earner per week—					
At the Face	328	0	15	6	343 6
All Underground	296	6	15	2	311 8
Surface	226	1	14	11	241 0
All Workers	282	9	15	1	297 10

Statistics of earnings are given in the Statement for each of the twenty wage districts in Great Britain. The average earnings in the quarter per man-shift worked, including the value of allowances in kind, for workers of all ages ranged from 57s. 0.1d. in Somerset and 57s. 1.9d. in South Wales and Monmouthshire to 67s. 8.2d. in Kent and 68s. 8.3d. in Nottinghamshire. The average earnings per wage-earner per week ranged from 272s. 6d. in Cumberland and 273s. 0d. in Shropshire to 322s. 2.0d. in Kent and 333s. 4.0d. in Nottinghamshire.

The estimated average earnings in the industry, including the value of allowances in kind, for all adult male workers 21 years of age and over in Great Britain during the second quarter of 1958 amounted to 64s. 6d. per man-shift worked and 313s. 2d. per week.

REPORT OF INQUIRY INTO CAUSES OF INDUSTRIAL UNREST AT SMITHFIELD MARKET

The Minister of Labour and National Service has received the Report of the Committee of Inquiry which he appointed to inquire whether there are any causes of industrial unrest arising from the present arrangements for the delivery, handling and distribution of meat in Smithfield Market (see the issue of this GAZETTE for July, page 253). The Report has been published by H.M. Stationery Office, price 2s. 6d. net (2s. 10d. including postage).

The Committee met in London on 21st, 22nd, 24th, 25th, 28th and 29th July, 1958, and heard submissions from the City Corporation, the London Retail Meat Traders' Association and the National Federation of Meat Traders' Associations, the Association of Multiple Retail Meat Traders, the Smithfield Market Tenants' Association, the Wholesale Meat and Provisions Transport Association Limited, and the Transport and General Workers' Union. The first part of the Report contains a full description of the present organisation of the market, and of the work performed by the categories of workers employed there. In comparing the present arrangements with those which operated before the war, it is explained that the differences are largely the result of changes which were made during the war when meat was controlled. The Committee draw attention to two points in the present arrangements for the organisation of the market which seem to be of special importance; these are the complicated sub-division of labour, and the presence within the labour structure of self-employed categories, the "pitchers" who carry meat into the market, and the "bunnarees", who are employed mainly for carrying meat out for retailers. The Committee consider that these two factors alone are likely to prove causes of industrial unrest.

The Bunnaree Problem

The greater part of the remainder of the Report deals with the question of the bunnaree porter. The Committee note that before the war both retailers and their full-time employees were permitted by a market bye-law to carry their own meat out of the market, and that the terms of this bye-law were fully operated. Between 1939 and 1954, the period of meat control, retailers could not buy freely at the market and the arrangements went into abeyance. During the period of control new bye-laws came into operation which again permitted retailers and their full-time employees to carry their own meat out of the market. Shortly after the end of control, however, the Union unilaterally decided that retailers and their full-time employees would no longer be allowed to carry out their own meat and that all meat would be portered by licensed porters; this has remained the position since 1954.

The retailers' case was based primarily on the difficulties which were being encountered from the service of bunnaree porters. The principal difficulties reported were that the bunnaree service was causing serious delays in the transfer of meat from the market tenant's stall to the retailer's vehicle, and that it was providing an expensive charge on the cost of the meat. In reply the Union defended its ban on the grounds that if retailers and their employees were allowed to carry out their own meat it would lead to congestion both within and near the market and an increase in the risk of pilferage.

In setting out their views on this problem the Committee first criticise the manner in which the Union imposed its ban. They note that during the discussions on the new bye-laws the Union was given ample opportunity to state its objections and did not do so. The Union must, therefore, in the Committee's view, be considered as having tacitly accepted the terms of the bye-law. The Committee feel that in subsequently imposing the ban the Union fell below the standard of responsible conduct which is the basis of sound industrial relations. As regards the complaint of the retailers, the Committee feel that the disadvantages of the present system clearly outweigh the risks envisaged by the Union. The Committee consider that the underlying difficulty with the bunnarees is that they are self-employed, and the only satisfactory solution in the long run to the bunnaree problem is a radical reorganisation which would place them under the full control of an employer who would accept responsibility for providing an efficient service. The Committee recognise that time would be required for such a reorganisation and consider that in the meantime there are certain modifications which should take place immediately.

As regards the application of the bye-law the Committee suggest: (a) that retailers should be allowed to remove from the market as much meat as they personally can carry; and (b) that retailers should be allowed to use their full-time employees to carry meat out of the market on such occasions as it can be demonstrated to the Market Superintendent that no bunnarees are immediately available to perform this work. On the subject of restrictions which the Union imposed upon the employment of bunnarees the Report makes the following comments: (1) The Committee consider it wrong that the number of bunnarees should be restricted by the Union, and they think that if the Market Superintendent considers an increase in numbers necessary there can be no justification for the Union refusing to agree. (2) The Report notes that retailers whose bunnarees have been unable to perform their work are not allowed to use the services of other bunnarees. The Committee suggest that they should be allowed to do so. (3) Evidence was produced before the Committee of retailers who wished to employ a porter on a full-time basis but were unable to secure Union permission to do so. The Committee suggest that any retailer who wishes to employ such a porter should be allowed to do so. The Committee approve the proposal which was put forward by the Union at the inquiry that a portering committee should be set up, consisting of representatives of the market interests, under the chairmanship of the Market Superintendent, which could consider all questions connected with the employment of porters. The Committee feel that this

would help overcome the absence of any machinery for conciliation or negotiation for porters, other than carriers' porters, and would provide some formal basis for negotiation between the retailers and the Union.

Other Difficulties

Apart from the discussion on the bunnaree question the Report also sets out the difficulties which were mentioned by the other market interests who appeared at the inquiry and the Union's reply. The Report draws special attention to four of these difficulties.

Firstly, the Report comments on difficulties which the market tenants alleged were being encountered with pitchers, who are self-employed workers who carry meat into the stalls. The Association placed special emphasis upon difficulties arising from absenteeism amongst pitchers. The Union in its reply suggested that, although difficulties might have arisen from time to time, they were satisfactorily dealt with when they were referred to the Smithfield Market Conciliation Board which covers these workers. The Committee feel that unrest is undoubtedly being experienced by the market tenants and that it is largely the result of the self-employed status of these workers. They suggest that while some improvement might come from the imposition of better discipline by the Union the difficulties will remain until pitchers are brought under the full control of employers.

Secondly, the Market Tenants' Association drew attention to restrictions which had been placed upon the right of market tenants to use their own shop staff for portering meat between stalls in the market. This practice was regulated by a provision in the Association's agreement with the Union which provided that "inter-stall portering shall continue as has been the custom in the past". This clause had been interpreted by the Union as meaning that only tenants who had held the right to use their shop staff for this sort of portering at the time the agreement was originally made in 1936 should continue to do so. There were few market tenants who now held this right and the remainder were forced to use the services of bunnarees. The Association felt strongly that all tenants should be allowed to use their shop staff for this work if they so desired. The Union said that the agreement had been interpreted in the manner which had been intended and that the Association's claim was contrary to the intention of the original agreement. Commenting on this, the Committee state that so long as the present position continues it is bound to be a cause of industrial unrest. They recognise that the Association is party to the agreement, which must be honoured. They feel, however, that the agreement has at times been given a very restricted interpretation and they feel that a more realistic interpretation is called for.

Thirdly, the Smithfield Market Tenants' Association complained that the Union was preventing market tenants from moving their shop staff from one type of work to another as they are permitted to do under the agreement with the Union. The Union in reply stated that it was the intention of the agreement that shop staff should be moved only within certain hours and that in its view no restriction had been imposed upon the interchangeability of labour within those hours.

Fourthly, both the Smithfield Market Tenants' Association and the Wholesale Meat and Provisions Transport Association reported that unrest was being caused by the insistence of the Union that "pullers back" should be used on all vehicles to pull loads back to the pitchers. In all other meat markets drivers pulled back their own loads as they did when available at Smithfield before the war. It was considered that the compulsory use of pullers back was imposing an unnecessary charge upon the price of meat. The Union justified the continued use of pullers back mainly on the grounds that drivers were weekly paid while pitchers were piece-workers and it was uncommon in industry for piece-workers to be serviced by weekly paid workers. The Committee say that they have no doubt that the question of pullers back is causing a great deal of discontent to both the market tenants and the Transport Association, but they feel that they have not the evidence or experience to undertake a detailed investigation of this question.

General Views of the Union

In addition to replying to the arguments put forward by other market organisations at the inquiry, the Union commented in general terms on the state of industrial relations at the market. It submitted that the seriousness and extent of industrial unrest at Smithfield was exaggerated and that there had been few serious disputes since 1939. Because of the large number of tenants at the market there were bound to be small disputes. The Union denied strongly the allegation that its members did not have the interests of the market at heart. Finally, the Union stated that although there was no substantial unrest arising from the present arrangements for the organisation of the market there was every likelihood of unrest if these arrangements were materially altered.

The Desirability of a Better System

The Committee's general view was that there was need, as a long-term solution, for a reorganisation of the labour force of the market which would produce a co-ordinated system and eliminate the self-employed categories of workers. Consideration was given to reorganisation along the lines of that carried out at Covent Garden in 1957, but this was rejected because of differences in trading practice. The Committee feel, however, that a reorganisation might be carried out either by the creation of a central employing authority for the present self-employed grades or by placing these workers under a company formed by employers for this purpose.

REPORT OF COURT OF INQUIRY INTO DISPUTE IN CIVIL AIR TRANSPORT

The Report has been issued of the Court of Inquiry appointed by the Minister of Labour and National Service to inquire into the dispute between the two sides of the National Joint Council for Civil Air Transport (see the October issue of this GAZETTE, page 375). The Report has been published by H.M. Stationery Office as a Command Paper (Cmd. 608), price 2s. net (2s. 2d. including postage).

The dispute arose when engineering maintenance workers at London Airport imposed a ban on overtime working during September and October this year. On 13th October the British Overseas Airways Corporation took action to dismiss certain employees who refused to work overtime and a strike of about 4,000 engineering maintenance and radio engineering workers took place on that date and lasted till 21st October.

Contentions of the Parties

On the Employers' side it was contended that the immediate cause of the dispute was the refusal of certain of their employees to abide by their contractual obligation to work overtime when required. On the Unions' side it was contended that the dispute arose out of the employers' inept and dilatory handling of the employees' reasonable claims, particularly with regard to wages, and the dismissal of certain employees on 13th October, which was represented as a provocative act of victimisation.

The employers laid stress upon the readiness of some of their employees, particularly the British Overseas Airways Corporation Shop Stewards Committee, supported by some national trade union officials, to bring about unconstitutional action with the object of exerting improper pressure on negotiations, and said that the dispute was the culmination of a trend over the last six years or more towards increasing unconstitutional interference with normal working, especially in the British Overseas Airways Corporation. The Unions alleged that staff relations in the Corporation had deteriorated since the reorganisation of the Board of the Corporation in 1956.

Conclusions of the Court

The Court find that there was no constitutional warranty for the ban on overtime and that there is no evidence that there were extenuating circumstances which might have provided an unconstitutional justification for it. The responsibility for imposing the ban is placed on the workers' representatives on the Local Engineering Panel (who are also shop stewards) and on certain national trade union officials (principally Mr. G. Scott of the Electrical Trades Union) who lacked either the strength or the will to restrain the shop stewards from unconstitutional action.

The Court do not accept the contention that the delay in negotiating the wage claim justified the ban on overtime but consider that, although the delay was not unreasonable in the circumstances, the employers might have done more to make the reasons for the delay clearer to the workers and so remove causes for misunderstanding. They also think that there may be some substance in the complaint that the employers' representatives had insufficient power to negotiate without reference to higher authority.

The Report says that there is good ground for the view that the dominant figure in the British Overseas Airways Corporation Joint Shop Stewards Committee was Mr. S. Maitland, who is a member of the Communist Party. The Court are satisfied that the Communist Party does not hesitate to act in a disruptive manner and are satisfied that Mr. Maitland's activities were of this kind. They accept the estimate that Communist Party representation among the employees at London Airport is very small, but say that this is not a measure of its potential influence nor of the harm which it can do. The danger is that organisations such as shop stewards' committees, if left to their own devices, may fall under the influence of a few men of perseverance who are prepared to exploit the loyalty of their fellow workpeople for their own ends. The Report suggests that those who adopt, or who are affected by, the guidance of such organisations, if the influence of the Communist Party is known to be present in them, should reflect on the aims of that Party and that they should examine for themselves whether the guidance which they receive from such sources is likely to promote their own long-term interests. The curbing of disruptive elements presents a problem for the trade unions but it is also a problem for the rank and file of the unions' membership who should consider with the greatest care the suitability of the persons whom they elect as shop stewards for the tasks which they have to perform within a clearly established constitutional framework.

The disruptive behaviour of the Joint Shop Stewards Committee is a matter to which the Court attach great importance and is held to be a subject to which the Unions concerned should give their most careful consideration. The Report points out that just as the two Corporations may in the past have been weak in the handling of those cases in which the Joint Shop Stewards Committees had acted in an arbitrary manner, so have the Unions been weak in taking the corrective action which might reasonably have been expected of them.

The Court find it difficult to regard the decision of the British Overseas Airways Corporation to dismiss certain men as unreasonable however much it may have been regrettable, but consider that in the immediate sequel the employers were open to some criticism when during the strike they put forward certain proposals designed to set limits to the activities of shop stewards which might have been more properly made after the strike was over. Moreover, the Court point out that a resolution submitted by the Unions as a basis of a resumption of work, with or without amendment, was not accepted. It was unfortunate that the Corporations' Chairmen, and Sir Gerard d'Erlanger (Chairman of the British Overseas Airways Corporation) in particular, stood aloof from discussions at a critical time. On the Unions' side, however, the Court note that at the mass meeting of strikers held at London Airport on 16th October Mr. Maitland submitted a resolution which was carried and the strike continued; and what was perhaps more reprehensible was that Mr. C. Jenkins of the Association of Supervisory Staffs, Executives and Technicians, a member of the Trade Union side of the National Joint Council, spoke in support of the action that the men had taken although the Union which he represented had no members who were involved in the stoppage.

The Court find it difficult to resist the conclusion that there existed a militant minority at London Airport which was prepared to take powers to itself and disregard, when it thought fit, the constitutional arrangements for dealing with disputes in the industry. Though most of the Unions which had members who were involved in the strike made submissions to the Court there were two Unions—the Amalgamated Engineering Union and the Transport and General Workers' Union—which did not, though they were represented at the Court's hearings and had every opportunity to make statements had they wished to do so. The Court find this was the more strange since over half the men on strike were members of these two Unions, but are satisfied that there is a considerable measure of perturbation among the Unions themselves about the behaviour of certain groups and the effect of that behaviour on relations within the industry.

The Court find that, in general, industrial relations between the two sides have not been as good as it was reasonable to expect them to be. In the main this was due partly to a certain awkwardness in the constitution of the National Joint Council and partly to the unwise and irresponsible behaviour of certain individuals and groups within the industry. In this connection, the Court are of the opinion that much of what Mr. Ian Mikardo, M.P., told them was mischievous and that much of what Mr. Jenkins said was both mischievous and irrelevant. They feel that there is insufficient recognition among certain members of the Trade Union side that the intrusion of political issues into the field of industrial relations, with the possible use of industrial action to promote political ends, is not compatible with the development of harmonious industrial relations and the smooth working of constitutional procedures.

Discussing the impending reorganisation of British Overseas Airways Corporation's engineering department and the apprehensions associated therewith in the minds of the engineering employees, the Court say that the only redundancy agreement of which they are aware is the agreement concluded on 20th September, 1948, which provides for consultation on the declaration of redundancy and deals with the procedure to be followed in determining the names of those who are to be declared redundant. They do not think that an agreement of this kind, valuable though it may be, is likely to remove a genuine apprehension on the part of the men likely to be affected, and suggest that some further agreement should now be negotiated to make a greater material contribution to alleviating the uncertainty of the workpeople concerned.

The Court are emphatically of the opinion that it is imperative to re-establish the authority of the National Joint Council. This is partly a matter of individual behaviour and partly a matter of machinery. The Court have been forced to the view that in the past there has been inadequate responsibility and leadership at various levels on both sides and that this has given scope and encouragement to certain militant elements whose activities have brought discredit to the existing constitutional arrangements. In particular, the Court think it important that the shop stewards and their committees should have their powers more clearly defined and circumscribed and that they should be given no encouragement, whether by the management or by the Unions which they serve, to exceed their proper functions.

The Report says that improvements in the machinery of the National Joint Council, particularly at the top and the bottom, are both possible and desirable, and that steps might usefully be taken, by special leaflet or otherwise, to ensure that the individual workman appreciates the terms of the contract of service which he has signed.

Finally, the Report refers to the special difficulties of the Aeronautical Engineers' Association in relation to their exclusion from a place in the negotiating procedures which were adopted for the industry. "It is possible", it says, "that this has been a most unfortunate episode but we are unable to feel that it is germane to the recent dispute and that it comes within our terms of reference".

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INTERNATIONAL LABOUR ORGANISATION

Conference on European Social Charter

At the request of the Committee of Ministers of the Council of Europe and in accordance with the provisions of Article 3 of the Agreement between the International Labour Organisation and the Council of Europe, the Governing Body of the International Labour Office convened a tripartite conference to examine the draft European Social Charter drawn up by the Social Committee of the Committee of Ministers. The Conference, composed of two Government delegates, one Employers' delegate and one Workers' delegate for each State which is a Member both of the International Labour Organisation and of the Council of Europe, met in Strasbourg from 1st to 13th December, 1958.

The United Kingdom was represented by a tripartite delegation. The Government delegates were Mr. G. C. Veysey, C.B., Under Secretary, and Mr. J. G. Robertson, Assistant Secretary, Ministry of Labour and National Service, who were accompanied by an adviser, Mr. C. A. Larsen, Principal, also of the Ministry of Labour and National Service. The Employers were represented by Mr. K. J. Burton, Secretary, British Employers' Confederation, who had as his adviser Mr. C. Bellingham-Smith, Principal Assistant, International, British Employers' Confederation. The Workers' delegate was Mr. R. Willis, Chairman of the General Council of the Trades Union Congress and General Secretary of the London Typographical Society. Mr. Willis had as his adviser Mr. Edwin Hall, Member of the General Council of the Trades Union Congress and General Secretary of the Lancashire Area of the National Union of Mineworkers.

Report on 42nd Session of International Labour Conference

The Minister of Labour and National Service has presented to Parliament the Report by the delegates of the United Kingdom Government to the 42nd Session of the International Labour Conference which was held in Geneva from 4th to 26th June, 1958. The Report has been published by H.M. Stationery Office as a Command Paper (Cmnd. 593), price 4s. net (4s. 4d. including postage). The Government delegates were Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Chief International Labour Adviser to Her Majesty's Government, Deputy Secretary, Ministry of Labour and National Service, and representative of the Government of the United Kingdom on the Governing Body of the International Labour Office, and by Sir Archibald Harrison, C.B.E., Solicitor, Ministry of Labour and National Service.

The Report says that the most important achievement of the 42nd Session was the adoption of a Convention and Recommendation on Discrimination in the Field of Employment and Occupation. Some of the main points made in the Report are summarised below.

Results of the Conference

The Report explains that the Convention and Recommendation on Discrimination in the Field of Employment and Occupation were not entirely satisfactory to the United Kingdom, but the delegates voted for them "feeling that we must associate ourselves with the clear and unmistakable lead given to the world by the International Labour Organisation in directing attention to the evils arising from discrimination in employment, in particular through such factors as race, colour, religion and national extraction, which have long lain on the conscience of the world."

The Conference also adopted a Convention and a Recommendation on the Conditions of Employment of Plantation Workers, which the delegates were able to vote for as a result of improvements made during discussions in Committee. Decisions on ratification, however, must depend on the results of consultation with non-metropolitan territories concerned.

A general discussion took place on the question of Hours of Work.

In addition, there were "first discussions", with a view to the adoption of international regulations next year, on the organisation of occupational health services in places of employment, and on the conditions of work of fishermen.

A number of resolutions were adopted on subjects not on the formal agenda of the Conference. Among these was a resolution on measures to promote employment.

The Report summarises the discussions and debates at the Conference, which was attended by delegations from 73 member countries and from 9 non-metropolitan territories. The Minister of Labour and National Service, the Rt. Hon. Iain Macleod, M.P., addressed the Conference during the debate on the Director-General's Report. He spoke with special reference to consultation between Government and industry.

Political Issues

Although on technical issues much useful work was accomplished, on political issues the atmosphere at the Conference became more embittered than for some years. The Report recalls that the problem of the participation of employers' representatives of the Union of Soviet Socialist Republics and other Eastern European countries in the work of the Conference has for several years given rise to constitutional and procedural difficulties which, though disturbing to the work of the Conference, had not prevented the conclusion of much constructive work. This year, the Communists themselves were not content to accept the compromise on this question adopted by previous Conferences and, in the result, had no representatives on the Committees of the Conference. A more serious factor in the general deterioration of the situation was the announcement from Moscow, a few days before the credentials of the Hungarian delegation were to be considered, of the execution

of Mr. Imre Nagy and others. The debate on the Hungarian credentials was in consequence tense and bitter and resulted in the credentials of the whole delegation being rejected.

On this the Report says:—"There can be no doubt that the revulsion of feeling against the Communists which was then manifested shocked them severely. Their isolation, morally and otherwise, was virtually complete and was obviously keenly felt. Thus were shattered the hopes of friendlier relations and of improved atmosphere in the Conference which the attitude of the Eastern European Governments at the beginning of the Conference had encouraged, and considerable harm was done to the interests of the Organisation which may not easily or quickly be repaired."

The United Kingdom delegates, in referring to this matter, recall words used by the Director-General in his reply to the debate on his Report, and which were spoken prior to the debate on the Hungarian credentials. "The International Labour Organisation", he said, "will not grow if it only reflects the divisions and conflicts which exist outside it. It will grow and increase in strength and influence to the extent that its members prove themselves capable of some common understanding of the sanctity of the human person and of whole-hearted devotion to the improvement of the material and moral condition of man. We have in the International Labour Organisation the world's greatest opportunity of engaging the people of all countries in this direction." The Report adds this comment:—"It is in the interests, not only of the Organisation and of its members, but of all people everywhere, that everything possible should now be done to develop this common understanding and direction of effort."

Study Missions to the U.S.A. and the U.S.S.R.

In March this year the Governing Body decided to set in motion a survey to be carried out by the International Labour Office of the factual position relating to freedom of association in member countries. During the Conference the Director-General was able to announce that, following discussions with the Governments of the United States of America and the Union of Soviet Socialist Republics, invitations had been received to send study missions to those two countries, and these studies which will initiate the survey will be started in 1959.

Co-operation with other Democratic Countries

The delegates report that their relations with the representatives of other democratic countries, especially those of the Commonwealth, the United States of America, France and Italy, were again of the happiest. "Our co-operation", they say, "which we have noted in earlier reports was, if anything, closer and more friendly than ever, and led on most issues to results which were satisfactory to all of us. It is hardly possible to over-estimate the value and influence on the course of events of the mutual understanding which we achieved."

Appendices to the Report

Appendices to the Report set out the texts of Conventions, Recommendations and Resolutions adopted by the Conference.

Report on 41st (Maritime) Session of International Labour Conference

The Report by the delegates of the United Kingdom Government to the 41st (Maritime) Session of the International Labour Conference has also been published as a Command Paper (Cmnd. 592), price 2s. 6d. net (2s. 8d. including postage). The Session was held in Geneva from 29th April to 14th May, and the Government delegates were Mr. P. D. Proctor, C.B., Deputy Secretary, Ministry of Transport and Civil Aviation, and Mr. D. C. Haselgrove, Under Secretary, Ministry of Transport and Civil Aviation.

The Report says that one of the most satisfactory features of the Conference was the very wide measure of general support given to the text of a Recommendation concerning wages, hours of work on board ship and manning. Some of the main points made in the Report are summarised below.

Results of the Conference

The various international instruments adopted by the Conference were nearly all in a form satisfactory to the United Kingdom Government. Although the United Kingdom Employers and Workers were still unable to agree on the terms of a Convention on wages, hours of work on board ship and manning, "one of the most satisfactory features of the Conference", the Report says, "was the full support which they were able to give, and indeed the very wide measure of general support which was given by the Conference, to the text of the Recommendation on the subject. It is the first occasion in the Conference upon which there has been a broad identity of view between ship-owners and seafarers upon these subjects, which have hitherto been a source of disagreement between them."

Another Convention was adopted by the Conference on the reciprocal or international recognition of seafarers' national identity cards.

Two Recommendations which reflected the concern of seafarers to have conditions of employment on ships adequately controlled were adopted by large majorities. These Recommendations dealt with the engagement of seafarers for service in vessels registered in a foreign country, and with the problems which arise in relation to social conditions and safety in relation to the registration of ships.

Two further Recommendations were adopted, dealing respectively

with medical advice by radio to ships at sea and with the contents of ships' medicine chests.

Resolutions

The Conference considered a number of Resolutions on matters such as atomic power and shipping, the position of refugee seafarers, safety of life at sea, welfare in ports and the limitation of shipowners' liability.

Co-operation among Maritime Countries

The Report states:—"We were able during the proceedings of the Conference to renew old acquaintances and to make new ones, especially, but by no means exclusively, among the representatives of the British Commonwealth, of the United States of America and of Western European countries. We have always enjoyed the best of relationships and been in close touch with the representatives in the maritime field of these and other countries, and co-operation with them during this Conference was on a very high level."

The Report pays tribute to the part played by the United Kingdom Employers' and Workers' delegates, Sir Richard Snedden, C.B.E., LL.D., Director of the Shipping Federation, and Mr. Thomas Yates, C.B.E., General Secretary of the National Union of Seamen.

Appendices to the Report

Appendices to the Report set out the texts of the Conventions, Recommendations and Resolutions adopted by the Conference.

140th Session of the Governing Body

The 140th Session of the Governing Body of the International Labour Office was held in Geneva from 18th to 21st November under the chairmanship of Mr. Julio Barboza-Carneiro, representative of the Government of Brazil. The United Kingdom Government was represented by Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Chief International Labour Adviser to Her Majesty's Government and Deputy Secretary, Ministry of Labour and National Service. Also from the United Kingdom were Sir Richard Snedden, C.B.E., LL.D., Chairman of the International and Industrial Relations Standing Committees and Member of the General Purposes Committee and Council of the British Employers' Confederation, and Sir Alfred Roberts, C.B.E., Vice-Chairman of the Governing Body, Member of the General Council of the Trades Union Congress, and General Secretary of the National Association of Card, Blowing and Ring Room Operatives.

The following paragraphs contain notes on the main subjects discussed by the Governing Body.

Agenda of the 44th (1960) Session of the International Labour Conference

The Governing Body fixed the agenda for the 44th (1960) Session of the International Labour Conference. The agenda will include three standing items (Report of the Director-General, Financial and Budgetary Questions, and Information and Reports on the Application of Conventions and Recommendations); two items which are likely to be carried forward for a second discussion from the 43rd (1959) Session of the Conference (Protection of Workers against Radiations, and Collaboration between Public Authorities and Employers' and Workers' Organisations at the Industrial and National Levels); and three new items, viz., Reduction of Hours of Work, Workers' Housing, and a general discussion on The Contribution of the International Labour Organisation to the Raising of Incomes and Living Conditions in Rural Communities, with Particular Reference to Countries in Process of Development.

Freedom of Association

The Director-General reported that arrangements were nearly complete for the first two fact-finding surveys which were to study the situation regarding freedom of association in the United States of America and the Union of Soviet Socialist Republics (see the issue of this GAZETTE for April, 1958, page 140). He hoped that the surveys would be completed before the end of 1959.

The Governing Body considered the observations which had been received from the Hungarian Government and the Government of the Union of Soviet Socialist Republics in response to their request to consent to the question of freedom of association in those countries being referred to the Fact-Finding and Conciliation Commission on Freedom of Association (see the issue of this GAZETTE for November, 1957, page 398). Both Governments refused to give this consent and in their reply the Hungarian Government attacked the impartiality of the members of the Committee and rejected all the conclusions of the Committee. In both cases the Governing Body decided to publish the findings of the Committee, together with the replies from the Governments, and, in the case of Hungary, this was to be supplemented by a statement refuting the comments of the Hungarian Government.

The 30th, 31st and 32nd reports of the Committee on Freedom of Association, which gave preliminary consideration to complaints alleging infringements of trade union rights, were also before the Governing Body. The Committee presented recommendations on nineteen cases. The Governing Body agreed to three of these being dismissed without being communicated to the Governments concerned, and dismissed another eight as not calling for further examination. In five other cases concerning Spain, the Argentine Republic, Greece, and France (Camerouns and Madagascar), interim reports were adopted pending the receipt of further information, and various recommendations and requests for information were made in the remaining three cases, which related to Japan and the United Kingdom (Cyprus and Northern Rhodesia).

Africa and the International Labour Organisation

The Governing Body had before it a paper prepared by the Director-General on the various methods by which North African

countries could be more closely associated with the activities of the International Labour Organisation (see the issue of this GAZETTE for April, 1958, page 140). The paper also took into account the Resolution adopted at the Conference in June, 1958, concerning the convening of an African Tripartite Regional Conference.

The Governing Body instructed the Director-General to prepare, in consultation with a small group of experts, a comprehensive survey of labour problems in North Africa complementary to the existing African Labour Survey which covers countries and territories South of the Sahara. This would establish the indispensable factual foundation for the future development of the work of the International Labour Organisation in North Africa. The Governing Body noted that the African Advisory Committee for the area South of the Sahara (see the issue of this GAZETTE for April, 1958, page 140) was to meet in Luanda in 1959. When the results of this meeting were known, and the documentation for North Africa was complete, it would be possible to consider the arrangements for an African Regional Conference. The Governing Body deferred until March the decision as to whether this Conference should be convened in 1960 or 1961.

World Employment Situation

The Governing Body had before it the report prepared by the International Labour Office on the world employment situation (see the issue of this GAZETTE for July, 1958, page 259). There was an exchange of views on the position in the various Member States and the Governing Body affirmed its continuing interest in the employment situation throughout the world, and requested the Director-General to provide further reports on the employment situation from time to time depending on significant developments in the employment sphere.

Other Matters

The Governing Body approved an agreement between the International Labour Organisation and the International Atomic Energy Authority and welcomed the growing collaboration and understanding between the International Labour Organisation and the United Nations. Other matters considered by the Governing Body included the action to be taken on a number of Resolutions adopted by the International Labour Conference at its 42nd Session, future action by the International Labour Organisation in the field of labour-management relations, the report of the Sixth Session of the Textiles Committee, the composition of various committees, and a number of financial and administrative questions.

Tripartite Technical Meeting on the Timber Industry

Following a decision by the Governing Body of the International Labour Office, a Tripartite Technical Meeting on the Timber Industry opened in Geneva on 8th December, 1958, and was expected to continue until 19th December.

The United Kingdom was invited to take part in the meeting having regard in particular to the importance of the timber industry in her African and Asian territories.

The agenda was as follows: (1) Background report. (2) Accident prevention in the timber industry. (3) Conditions of work and workers' welfare in logging camps. (4) Labour-management relations in the timber industry.

The United Kingdom was represented by Mr. R. M. Walker, Principal, Ministry of Labour and National Service, and Mr. C. W. Bunker, Senior Labour Officer, Federation of Nigeria. The Employers were represented by Mr. A. R. I. Mellor, C.B.E., M.C., former Director, United Africa Company Limited, Deputy Chairman, Overseas Employers' Federation, and Chairman, West Africa Committee, and by Mr. F. Sellers, President, Federated Home Timber Associations. They had as their advisers Mr. C. Bellingham-Smith, Principal Assistant, International, British Employers' Confederation, Mr. A. Sawyer, Director, Belize Estate and Produce Company, and Mr. J. M. Wright, Former Forest Manager, North Borneo Timber Limited. The Workers' representatives were Mr. C. Cole, Organising Secretary of the British Guiana Trades Union Council and General President of the Sawmill and Forest Workers' Union, and Mr. T. J. Healy, National Secretary of the Agricultural Group of the Transport and General Workers' Union.

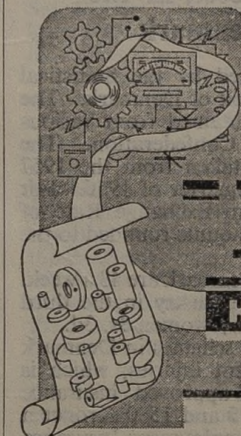
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LABOUR OVERSEAS

Average Hours of Work, Rates of Wages, etc.,
in the Woodworking and Furniture
Industry in France

The French Ministry of Labour and Social Security undertake a quarterly enquiry into economic activity and conditions of employment in a number of industries. The particulars below relating to the woodworking and furniture industry have been extracted from the report of the French Ministry of Labour and Social Security relating to 1st July, 1958.

During the last week of the quarter ended 30th June, 1958, the average weekly hours of work of manual workers in the industry were 46.9.

A system of provincial differentiation in rates of wages operates in France. The Paris Region constitutes zone A, and in other districts the following differentials are applied to the statutory minimum rate for a labourer obtaining in zone A:—zone B, minus 2.22 per cent.; zone C, minus 4.44 per cent.; zone D, minus 6.67 per cent.; zone E, minus 8.00 per cent. Using this statutory minimum as a base, rates are negotiated by collective bargaining.

The following Tables show, by sex and skill, average hourly wage rates expressed in shillings and pence, at 1st July, 1958, in the woodworking and furniture industry. For the purpose of conversion into sterling, the Exchange Rate of 1,179 French francs = £1 has been used and the amounts rounded to the nearest penny.

Average Hourly Rates in the Woodworking
and Furniture Industry
Men (18 years and over)

Zone	Unskilled	Semi-Skilled	Skilled	Highly Skilled	
				Class II	Class I
	s. d.	s. d.	s. d.	s. d.	s. d.
A	3 2	3 5	3 9	4 4	5 0
B	2 9	2 10	3 1	3 6	3 11
C	2 7	2 8	3 0	3 4	3 10
D	2 6	2 7	2 10	3 1	3 7
E	2 5	2 6	2 9	3 1	3 6

Women (18 years and over)

Zone	Unskilled	Semi-Skilled	Skilled	Highly Skilled	
				Class II	Class I
	s. d.	s. d.	s. d.	s. d.	s. d.
A	2 11	3 0	3 3	3 10	4 8
B	2 6	2 9	2 11	3 1	—
C	2 6	2 7	2 9	3 1	—
D	2 5	2 6	2 8	2 10	—
E	2 4	2 6	2 7	—	—

Employers pay contributions covering insurance in respect of pensions, sickness and maternity, family allowances and industrial injuries. These payments total 28.55 per cent. to 37.45 per cent. of assessable wages, according to the branch of the industry concerned.

In addition to the above, employers pay compulsory contributions amounting to approximately 1 per cent. of assessable wages in respect of apprenticeship and housing and 5 per cent. as a payroll tax to the national Budget.

The annual paid statutory holidays in industry are, subject to certain qualifying conditions, 24 days for young persons under 18 years of age and 18 days for adults 18 years and over. There are also increments for seniority; they are two additional days for five years' service, four additional days for 25 years' service, and six additional days for 30 years' service.

The number of statutory public holidays is 11 days for women and young persons and one day for adult males. In the case of both women and young persons, and adult males, only one day (May Day) is payable by statute. Additional paid public holidays may be granted under collective agreements or local practice. It appears to be the normal rule for employers to pay their employees for at least five public holidays.

Hours of Work, Earnings, etc., in the
Furniture Industry in Denmark

Information concerning wages is published by the Statistical Department in the annual Statistical Yearbook of Denmark. The data on which the Tables are based are obtained from various sources, including the Danish Employers' Confederation. The details of earnings given below have been taken from the 1957 Statistical Yearbook and relate to the third quarter of 1956. For the purpose of conversion into sterling, the Exchange Rate of 19.35 Kroner = £1 has been used and the amounts rounded to the nearest penny.

Hours of work in the furniture industry in Denmark are 48 a week. Average hourly earnings in the furniture industry in the third quarter of 1956 were as follows:—men 4s. 9d.; women 3s. 3d.

Employers' contributions to social security schemes in Denmark are very low. Insurance against employment injuries, which is compulsory, is administered mainly through approved insurance companies. Employers also pay between 7.5 and 15.0 Kroner a year in respect of each worker into the Unemployment Insurance Fund. In addition, there is a voluntary sick-pay scheme, set up

jointly by the employers and the trade unions, to which the employers contribute 2 øre an hour in respect of each worker.

There is statutory provision for 18 days' paid holiday a year. Paid public holidays are fixed by collective agreement and usually number eight or nine days a year.

Average Hours of Work, Earnings, etc., in the
Toy and Sports Goods Industry in Germany

The particulars which follow, relating to the toy and sports goods industry in the German Federal Republic, have been obtained from the report for May, 1958, on the quarterly enquiry into earnings and working hours carried out by the German Federal Statistical Office.

The Table below shows, by sex and skill, average weekly hours of work, average hourly earnings and average weekly earnings in the toy and sports goods industry. For the purpose of conversion into sterling, the Exchange Rate of 11.70 Deutschmarks = £1 has been used and the amounts rounded to the nearest penny. In the following Table the terms "Male workers" and "Female workers" include boys and girls respectively. The term "Average Weekly Hours of Work" relates to actual hours spent at the work bench, excluding time off for meal breaks, company or union meetings, visits to the doctor, etc.

	Average Weekly Hours of Work	Average Hourly Earnings	Average Weekly Earnings
Male workers:		s. d.	s. d.
Skilled	39.6	3 11	177 3
Semi-skilled .. .	39.6	3 5	155 2
Unskilled .. .	39.3	2 11	132 11
Average	39.5	3 7	165 1
Female workers:		s. d.	s. d.
Skilled	38.5	3 0	134 6
Semi-skilled .. .	37.6	2 6	111 8
Unskilled .. .	37.5	2 5	104 5
Average	37.6	2 6	111 4
Average all workers .. .	38.6	3 1	137 3

Employers pay compulsory contributions covering insurance in respect of pensions, sickness and maternity, industrial injuries, unemployment and family allowances. It is not possible to quote a uniform rate of contribution as the actual contributions may vary from employer to employer according to industrial or actuarial risk. On average, the total contribution would appear to approximate to 15 per cent. of wages.

In addition to these statutory payments, employers may contribute to other schemes. According to returns made by employers for the purpose of the International Labour Office enquiry of 1955, the results of which were published as a preliminary report (obtainable in the United Kingdom from the Branch of the International Labour Office at 38-39 Parliament Street, London, S.W.1, price 9d.), the amounts paid by German employers in respect of non-obligatory social security benefits, direct benefits and subsidies represented 10 per cent. of basic wages.

With regard to annual holidays, the legal minimum in most of the Länder (Provinces) is 12 days, but more generous provision may exist under collective agreements. Fifteen days would appear to be granted, on average, for workers over the age of 18 years. Paid public holidays, granted additionally, vary from 10 to 13 days, according to the predominant religious belief in the area concerned.

Hours of Work, Wages, etc., in the Textile
and Clothing Industries in Sweden

Details of hours of work and wage rates, based on returns from affiliated firms, are compiled each year by the Swedish Employers' Confederation. The information on wages in the textile and clothing industries given below is taken from this source and relates to the second quarter of 1957. For the purpose of conversion into sterling, the Exchange Rate of 14.48 kronor = £1 has been used and the amounts rounded to the nearest penny.

Hours of work in the textile and clothing industries in Sweden are 47 a week, as from 1st January, 1958. Virtually no overtime is worked at present.

Hourly wage rates are as follows:—

Industry	Adult Males		Adult Females	
	Time rate	Piece rate	Time rate	Piece rate
	s. d.	s. d.	s. d.	s. d.
Textiles	5 2	5 6	3 11	4 8
Clothing	5 8	6 5	4 1	4 9

In the second quarter of 1957, 66.2 per cent. of adult males and 76.4 per cent. of adult females in the textile industry, and 44.5 per cent. of adult males and 64.8 per cent. of adult females in the clothing industry, were on piece work.

Employers pay contributions to funds covering sickness insurance, including maternity benefit, and industrial injuries. These contributions amount to approximately 1.7 per cent. of earnings.

There is statutory provision for 18 days' paid holiday a year for workers 18 years and over, and 24 days for workers under 18. The number of paid public holidays is fixed by collective agreement. It appears to be the general practice to pay for 11 such holidays.

EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment* in Great Britain in October

GENERAL SUMMARY

During October the number in civil employment is estimated to have fallen by 21,000 to 23,076,000. The main changes were seasonal reductions in hotels and catering, transport and communication, and building and contracting, and a seasonal increase in distribution. There was a small reduction in metals, engineering and vehicles.

The Employment Exchanges filled 151,000 vacancies in the five weeks ended 12th November. The number of vacancies notified to Exchanges but remaining unfilled at 12th November was 159,000. This was 7,000 less than in October.

The number of operatives working short-time in manufacturing industries in the week ended 25th October was 165,000, which was 5,000 less than in September.

There were 536,000 persons registered as unemployed on 17th November, of whom 483,000 were wholly unemployed and 53,000 were temporarily stopped from work. Between 13th October and 17th November, unemployment rose by 22,000, the wholly unemployed rising by 32,000 and the temporarily stopped falling by 10,000.

Expressed as a proportion of the estimated number of employees, unemployment in November was 2.4 per cent., compared with 2.3 per cent. in October and 1.5 per cent. in November, 1957. There were 238,000 persons who had been unemployed for more than eight weeks—49 per cent. of the wholly unemployed.

It is estimated that the total working population† at the end of October was 24,147,000, an increase of 13,000 compared with the end of September.

GENERAL MAN-POWER POSITION

The broad changes in the man-power situation between end-September and end-October, 1958, are shown in the following Table, together with the figures for recent months and end-October, 1957.

	End- Oct., 1957	End- August, 1958	End- Sept., 1958	End- Oct., 1958	Change during Oct., 1958
Number in Civil Employment	23,325	23,139	23,097‡	23,076	-21
Men	15,400	15,318	15,292‡	15,269	-23
Women	7,925	7,821	7,805	7,807	+2
Wholly Unemployed§ .. .	285	410	432	467	+35
Temporarily Stopped¶ .. .	11	54	61	58	-3
Total Registered .. .	296	464	493	525	+32
Unemployed§	296	464	493	525	+32
H.M. Forces and Women's Services	665	603	599	598	-1
Men	651	589	585	584	-1
Women	14	14	14	14	...
Total Working Population† .. .	24,281	24,158	24,134‡	24,147	+13
Men	16,254	16,207	16,190‡	16,192	+2
Women	8,027	7,951	7,944	7,955	+11

* The figures of employment are provisional and subject to revision in the light of more complete information to be obtained on the basis of the count of national insurance cards in mid-1958.

† The total working population represents the estimated total number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. The total comprises the Forces, all persons—employers and persons working on their own account as well as employees—in civil employment (including persons temporarily laid off but still on the employers' pay-rolls) and wholly unemployed persons registered for employment, together with an estimate of the number of ex-service men and women on release leave not yet in employment (this estimate is included in the figures on the grand total line, but is not shown separately in the Table). Part-time workers are counted as full units.

‡ Revised figure.
§ End of month estimates. Persons classed as temporarily stopped are included in the totals of persons in civil employment. (See footnote † above.)

ANALYSIS OF NUMBERS IN CIVIL
EMPLOYMENT

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

Industry or Service	Thousands				
	End- Oct., 1957	End- August, 1958	End- Sept., 1958	End- Oct., 1958	Change during Oct., 1958
Agriculture and Fishing .. .	1,005	1,032	1,031	1,031	...
Mining and Quarrying .. .	867	851	850	848	-2
Chemicals and Allied Trades .. .	538	530	530	530	...
Metal Manufacture .. .	584	552	550	549	-1
Vehicles	1,246	1,235	1,232	1,230	-2
Engineering, Metal Goods and Precision Instruments .. .	2,854	2,778	2,781	2,778	-3
Textiles	926	853	849	849*	...
Clothing (inc. footwear) .. .	673	645	646	645	-1
Food, Drink and Tobacco .. .	937	947	947	946	-1
Other Manufactures	1,613	1,569	1,573	1,577	+4
Total in Manufacturing Industries	9,371	9,109	9,108	9,104	-4
Building and Contracting .. .	1,509	1,504	1,501†	1,495	-6
Gas, Electricity and Water .. .	380	378	379	379	...
Transport and Communication .. .	1,718	1,710	1,703	1,695	-8
Distributive Trades	2,980	2,993	2,989	3,002	+13
Professional, Financial and Miscellaneous Services .. .	4,202	4,273	4,245	4,233	-12
National Government Service .. .	538	528	528	527	-1
Local Government Service .. .	755	761	763	762	-1
Total in Civil Employment	23,325	23,139	23,097‡	23,076	-21

NUMBERS EMPLOYED: INDUSTRIAL
ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at the end of October, 1957, and August, September and October, 1958. The figures relate to employees (including persons temporarily laid off but still on the employers' pay-rolls); they exclude employers and persons working on their own account, and they are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of the changes in the numbers within the latter classes cannot be made at monthly intervals for the individual industries.

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

* Cotton—219,000. Wool—192,000. Other textiles—438,000.
† Revised figure.

NUMBERS EMPLOYED IN GREAT BRITAIN : INDUSTRIAL ANALYSIS

Industry	(Thousands)											
	Males				Females				Total			
	End- Oct., 1957	End- August, 1958	End- Sept., 1958	End- Oct., 1958	End- Oct., 1957	End- August, 1958	End- Sept., 1958	End- Oct., 1958	End- Oct., 1957	End- August, 1958	End- Sept., 1958	End- Oct., 1958
Mining, etc.	772.0	755.5	754.2	752.6	17.4	17.4	17.4	17.4	789.4	772.9	771.6	770.0
Coal Mining												
Non-Metalliferous Mining Products	254.0	243.1	242.2	242.7	80.0	76.2	76.0	75.9	334.0	319.3	318.2	318.6
Bricks and Fireclay Goods	71.4	66.1	65.5	65.0	7.8	6.7	6.6	6.5	79.2	72.8	72.1	71.5
China and Earthenware	30.2	29.6	29.5	29.8	39.4	38.2	38.4	38.6	69.6	67.8	67.9	68.4
Glass (other than containers)	36.7	36.2	36.1	36.3	13.4	12.4	12.4	12.4	50.1	48.6	48.5	48.7
Glass Containers	21.1	20.9	20.8	21.1	5.6	5.8	5.6	5.5	26.7	26.7	26.4	26.6
Cement	14.7	13.9	13.9	13.9	1.4	1.4	1.4	1.4	16.1	15.2	15.3	15.3
Other Non-Metallif. Mining Manufactures	79.9	76.5	76.4	76.6	12.4	11.7	11.6	11.5	92.3	88.2	88.0	88.1
Chemicals and Allied Trades	381.7	380.0	379.8	379.9	154.5	147.9	148.3	148.1	536.2	527.9	528.1	528.0
Coke Ovens and By-Product Works	20.1	18.7	18.6	18.6	0.6	0.6	0.6	0.6	20.7	19.3	19.2	19.2
Chemicals and Dyes	190.3	191.1	191.1	191.3	51.8	51.0	51.2	51.5	242.1	242.1	242.3	242.8
Pharmaceutical Preparations, Perfumery, etc.	27.9	28.0	28.0	28.0	39.5	36.8	37.1	36.8	67.4	64.8	65.1	64.8
Explosives and Fireworks	27.2	25.0	24.9	24.8	15.5	13.6	13.4	13.3	42.7	38.6	38.3	38.1
Paint and Varnish	29.0	29.5	29.4	29.3	12.9	12.8	12.7	12.7	41.9	42.4	42.0	42.0
Soap, Candles, Polishes, Ink, Matches, etc.	28.6	28.9	28.9	29.0	19.0	18.0	18.2	18.1	47.6	46.9	47.1	47.1
Mineral Oil Refining	33.8	34.6	34.7	34.9	7.5	7.5	7.5	7.6	41.3	42.1	42.2	42.5
Other Oils, Greases, Glue, etc.	24.8	24.2	24.2	24.0	7.7	7.5	7.5	7.5	32.5	31.7	31.7	31.5
Metal Manufacture	515.2	488.3	486.4	484.7	68.0	63.2	63.2	63.1	583.2	551.5	549.6	547.8
Blast Furnaces	22.7	22.0	21.9	21.8	0.4	0.4	0.4	0.4	23.1	22.4	22.3	22.2
Iron and Steel Melting, Rolling, etc.	217.9	208.6	206.9	205.5	20.1	19.0	18.9	18.8	238.0	227.6	225.8	224.3
Iron Foundries	101.5	95.0	94.2	94.2	15.0	13.7	13.6	13.7	116.5	108.7	107.9	107.9
Timplate Manufacture	10.8	8.0	8.0	8.0	1.1	0.6	0.6	0.6	11.9	8.6	8.6	8.6
Steel Sheet Manufacture	21.2	18.2	18.3	18.2	1.5	1.4	1.4	1.4	22.7	19.6	19.7	19.6
Iron and Steel Tubes	44.2	42.2	42.3	42.2	8.7	8.3	8.4	8.4	52.9	50.5	50.7	50.6
Non-Ferrous Metals Smelting, Rolling, etc.	96.9	94.3	94.7	94.8	21.2	19.8	19.9	19.8	118.1	114.1	114.6	114.6
Engineering, Shipbuilding and Electrical Goods	1,668.3	1,637.8	1,634.5	1,629.5	481.0	452.8	455.8	456.9	2,149.3	2,090.6	2,090.3	2,086.4
Shipbuilding and Ship Repairing	204.7	192.1	189.8	188.4	9.2	9.1	9.1	9.0	213.9	201.2	198.9	197.4
Marine Engineering	75.2	74.7	74.1	74.3	3.8	3.8	3.9	3.9	79.0	78.5	78.0	78.2
Agricultural Machinery (exc. tractors)	34.8	34.2	34.1	34.1	5.2	5.2	5.2	5.2	40.0	39.4	39.3	39.3
Boilers and Boilerhouse Plant	29.8	30.2	30.2	29.7	3.4	3.4	3.4	3.3	33.2	33.6	33.5	33.0
Machine Tools and Engineers' Small Tools	98.7	93.9	92.6	91.9	21.6	20.3	20.2	20.1	120.3	114.2	112.8	112.0
Stationary Engines	23.8	23.0	22.8	22.6	3.9	3.8	3.7	3.6	27.7	26.8	26.5	26.2
Textile Machinery and Accessories	49.9	44.7	44.2	43.7	8.7	7.4	7.3	7.3	58.6	52.1	51.5	51.0
Ordnance and Small Arms	47.7	47.3	47.4	47.0	11.6	11.1	11.1	11.0	59.3	58.4	58.5	58.0
Constructional Engineering	79.9	81.0	81.0	80.4	7.1	7.1	7.1	7.1	87.0	88.1	88.4	87.5
Other Non-Electrical Engineering	568.6	561.1	559.9	557.5	131.1	126.7	126.5	126.3	689.7	687.8	686.4	684.8
Electrical Machinery	154.8	159.4	160.3	160.8	49.5	49.5	49.7	49.8	204.3	208.9	210.0	210.6
Electrical Wires and Cables	42.5	40.9	40.6	40.6	22.7	19.8	19.6	19.5	65.2	60.7	60.4	60.1
Telegraph and Telephone Apparatus	36.8	36.3	36.5	36.5	24.7	21.9	21.9	21.7	61.5	58.4	58.4	58.2
Wireless Apparatus and Gramophones	74.6	71.8	72.9	73.5	70.4	58.8	61.4	63.1	145.0	130.6	134.3	136.6
Wireless Valves and Electric Lamps	26.2	26.5	26.6	26.7	20.4	26.5	26.7	26.9	52.6	53.0	53.3	53.6
Batteries and Accumulators	11.1	11.3	11.4	11.4	7.4	7.9	8.1	8.0	18.5	19.2	19.5	19.4
Other Electrical Goods	109.2	109.4	109.9	110.4	74.3	70.3	71.0	71.1	183.5	179.7	180.9	181.5
Vehicles	1,032.2	1,027.2	1,025.2	1,023.6	179.4	173.5	172.8	172.5	1,211.6	1,200.7	1,198.0	1,196.1
Manufacture of Motor Vehicles and Cycles	275.0	277.4	276.1	275.7	42.3	39.9	39.6	39.5	317.3	315.7	315.7	315.2
Motor Repairs and Garages	246.3	253.7	254.1	254.0	43.5	44.6	44.8	44.7	289.8	298.3	298.9	298.7
Manufacture and Repair of Aircraft	221.8	213.7	213.4	213.0	37.2	34.3	34.1	33.9	259.0	248.0	247.5	246.9
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	130.7	130.5	130.1	130.0	45.0	43.7	43.2	43.4	175.7	174.2	173.3	173.4
Locomotive Manufacture	71.6	68.7	68.5	68.2	4.8	4.6	4.6	4.6	76.4	73.3	73.1	72.8
Manufacture and Repair of Railway Carriages and Wagons and Trams	82.3	78.4	78.2	78.0	4.0	3.8	3.8	3.7	86.3	82.2	82.0	81.7
Carts, Perambulators, etc.	4.5	4.8	4.8	4.7	2.6	2.6	2.7	2.7	7.1	7.4	7.5	7.4
Metal Goods not Elsewhere Specified	333.6	329.9	330.8	331.0	182.9	172.6	173.9	174.6	516.5	502.5	504.7	505.6
Tools and Cutlery	25.7	25.2	25.0	25.0	16.7	15.4	15.3	15.4	42.4	40.6	40.3	40.4
Bolts, Nuts, Screws, Rivets, Nails, etc.	24.4	24.4	24.3	24.1	18.0	16.8	16.6	16.5	42.4	41.2	40.9	40.6
Iron and Steel Forgings	36.2	35.1	34.8	34.4	5.6	5.6	5.6	5.6	42.1	40.4	40.4	40.0
Wire and Wire Manufactures	29.9	29.5	29.6	29.5	9.9	9.6	9.6	9.6	39.8	39.0	39.2	39.3
Hollow-ware	28.0	27.6	27.9	28.0	29.9	28.1	28.9	29.1	57.9	55.7	56.8	57.1
Brass Manufactures	31.4	31.0	31.2	31.3	17.5	16.8	17.0	17.2	48.9	47.8	48.2	48.5
Metal Industries not elsewhere specified	158.0	157.1	158.0	158.5	85.0	80.4	80.9	81.2	243.0	237.5	238.9	239.7
Precision Instruments, Jewellery, etc.	91.8	89.9	90.3	90.3	57.5	55.7	56.2	56.4	149.3	145.6	146.5	146.7
Scientific, Surgical, Photographic Instruments	60.0	58.4	58.6	58.6	33.4	32.1	32.2	32.2	93.4	90.5	90.8	90.8
Watches and Clocks	9.3	9.7	9.7	9.7	8.1	8.4	8.4	8.4	17.4	18.1	18.1	18.1
Jewellery, Plate, Refining of Precious Metals	16.0	15.6	15.7	15.7	13.8	13.1	13.4	13.5	29.8	28.7	29.1	29.2
Musical Instruments	6.5	6.2	6.3	6.3	2.2	2.1	2.2	2.3	8.7	8.3	8.5	8.6
Textiles	393.6	372.4	370.3	370.3	523.1	471.5	470.1	469.5	916.7	843.9	840.4	839.8
Cotton Spinning, Doubling, etc.	50.5	46.4	45.7	45.3	96.3	84.0	82.3	81.5	146.8	130.4	128.0	128.8
Cotton Weaving, etc.	34.7	32.2	31.9	31.9	67.3	60.5	59.7	59.4	102.0	92.7	91.6	91.3
Woolen and Worsted	92.2	87.4	87.0	87.1	115.1	101.1	101.6	101.4	207.3	188.5	188.5	188.5
Rayon, Nylon, etc., Production	28.2	25.7	25.5	25.5	9.1	8.2	8.3	8.3	35.3	33.9	34.0	34.0
Rayon, Nylon, etc., Weaving and Silk	21.6	19.3	19.2	19.2	28.2	24.1	23.6	23.7	49.8	43.4	42.8	42.9
Linen and Soft Hemp	2.9	2.0	2.0	2.0	5.1	4.0	4.0	4.0	8.0	6.0	6.0	6.0
Jute	8.1	7.6	7.7	7.8	8.8	7.9	8.1	8.4	16.9	15.5	15.8	16.2
Rope, Twine and Net	5.3	5.2	5.2	5.3	8.4	8.1	8.3	8.3	13.7	13.3	13.5	13.6
Hosiery and other Knitted Goods	35.2	34.2	34.1	34.2	88.5	82.4	82.9	83.0	123.7	116.6	117.0	117.2
Lace	4.6	4.3	4.3	4.2	5.0	4.7	4.7	4.7	9.6	9.0	9.0	8.9
Carpets	16.1	16.8	16.9	17.0	15.3	15.4	15.3	15.4	31.4	32.2	32.4	32.4
Narrow Fabrics	6.0	6.0	6.1	6.1	14.4	13.7	13.7	13.5	20.4	19.7	19.8	19.6
Made-up Textiles	8.8	9.3	9.2	9.2	19.3	18.3	18.7	18.6	28.1	27.7	27.9	27.8
Textile Finishing, etc.	59.4	56.6	56.1	56.1	29.8	27.7	27.5	27.6	89.2	84.3	83.6	83.7
Other Textile Industries	20.0	19.4	19.4	19.4	12.5	11.4	11.4	11.5	32.5	30.8	30.8	30.9
Leather, Leather Goods and Fur	38.8	36.3	36.4	36.5	27.3	24.3	24.7	24.9	66.1	60.6	61.1	61.4
Leather (Tanning, Dressing), Fellmongery	25.9	23.8	23.8	23.8	7.2	6.2	6.3	6.3	33.1	30.0	30.1	30.1
Leather Goods	8.3	8.0	8.1	8.2	15.2	13.4	13.6	13.9	23.5	21.4	21.7	22.1
Fur	4.6	4.5	4.5	4.5	4.9	4.7	4.8	4.7	9.5	9.2	9.3	9.2
Clothing	180.3	172.7	173.0	173.0	444.5	424.4	424.9	423.6				

Unemployment at 17th November, 1958

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 13th October, and 17th November, 1958, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
13th October ..	343,534	16,221	141,467	12,620	513,842
17th November ..	363,115	14,551	146,977	11,384	536,027
Inc. (+) or Dec. (-)	+ 19,581	- 1,670	+ 5,510	- 1,236	+ 22,185

It is estimated that the number of persons registered as unemployed at 17th November represented 2.4 per cent. of the total number of employees. The corresponding percentage at 13th October was 2.3.

An analysis of the figures for 17th 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 ..	65,584	90,543	174,623	330,750	32,365	363,115
Boys under 18 ..	5,360	4,852	3,471	13,683	868	14,551
Women 18 and over ..	26,142	45,205	57,334	128,681	18,296	146,977
Girls under 18 ..	3,868	3,706	2,290	9,864	1,520	11,384
Total	100,954	144,306	237,718	482,978	53,049	536,027

The total of 536,027 includes 78,670 married women.

The numbers of wholly unemployed persons in each Region at 17th November, 1958, 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 13th October, 1958, 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	15,491	18,278	26,079	59,848	784	60,632
Eastern and Southern ..	6,771	8,568	13,123	28,462	485	28,947
South-Western	4,475	6,669	10,824	21,944	211	22,155
Midland	4,265	6,660	13,239	24,164	6,151	30,315
North-Midland	3,104	4,128	8,708	15,940	2,201	18,141
E. and W. Ridings .. .	4,786	6,589	14,077	25,452	6,821	32,273
North-Western	11,350	14,769	28,762	54,881	7,040	61,921
Northern	5,779	7,340	13,735	26,854	1,750	28,604
Scotland	11,042	16,252	34,263	61,557	5,714	67,271
Wales	3,885	6,142	15,304	25,331	2,076	27,407
Great Britain	70,944	95,395	178,094	344,433	33,233	377,666
Males						
London and South Eastern	7,141	9,118	4,571	20,830	547	21,377
Eastern and Southern ..	2,807	4,229	3,621	10,657	444	11,101
South-Western	1,734	3,736	3,286	8,756	440	9,196
Midland	2,079	3,323	4,816	10,218	1,041	11,259
North-Midland	1,535	2,047	2,757	6,339	776	7,115
E. and W. Ridings .. .	1,888	2,893	3,896	7,789	1,246	9,035
North-Western	4,566	8,167	10,624	23,357	11,632	34,989
Northern	2,481	4,073	4,687	11,241	515	11,756
Scotland	4,300	7,849	14,733	26,882	670	27,552
Wales	1,479	3,476	6,633	11,588	262	11,850
Great Britain	30,010	48,911	59,624	138,545	19,816	158,361
Females						
London and South Eastern	7,111	9,160	21,508	38,786	3,815	42,601
Eastern and Southern ..	3,964	4,339	9,502	17,805	3,815	21,620
South-Western	2,741	2,930	6,548	12,200	1,815	14,015
Midland	2,186	3,337	8,423	14,946	5,110	20,056
North-Midland	1,569	2,081	5,951	10,641	1,425	12,066
E. and W. Ridings .. .	2,908	3,696	10,220	17,824	5,575	23,399
North-Western	6,784	6,602	18,137	31,523	5,408	36,931
Northern	3,298	3,267	9,094	15,662	1,235	16,897
Scotland	6,742	8,403	19,530	34,675	8,039	42,714
Wales	2,406	2,666	8,670	13,736	1,340	15,076
Great Britain	30,010	48,911	59,624	138,545	19,816	158,361
Total						
London and South Eastern	22,632	27,396	30,650	80,678	1,331	82,009
Eastern and Southern ..	9,778	12,797	16,744	39,119	929	40,048
South-Western	6,205	10,405	14,090	30,700	351	31,051
Midland	6,344	9,983	18,055	34,382	7,192	41,574
North-Midland	4,639	6,175	11,465	22,279	2,977	25,256
E. and W. Ridings .. .	6,674	9,482	17,973	34,129	10,610	44,739
North-Western	15,916	22,396	39,386	78,238	18,672	96,910
Northern	8,260	11,413	18,422	38,095	2,265	40,360
Scotland	15,342	24,101	48,996	88,439	6,384	94,823
Wales	5,364	9,618	21,937	36,919	2,338	39,257
Great Britain	100,954	144,306	237,718	482,978	53,049	536,027

The following Table gives the numbers of persons registered as unemployed at 17th November, 1958, and the percentage rates of unemployment in each Region:—

Region	Numbers of persons registered as unemployed at 17th November, 1958			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South Eastern	60,632	21,377	82,009	1.8	1.0	1.5
Eastern and Southern ..	28,947	11,101	40,048	1.9	1.4	1.8
South-Western	22,155	8,896	31,051	2.7	2.2	2.6
Midland	30,315	11,259	41,574	2.2	1.5	1.9
North-Midland	18,141	7,115	25,256	1.8	1.5	1.7
E. and W. Ridings .. .	32,273	12,466	44,739	2.7	1.9	2.4
North-Western	61,921	34,989	96,910	3.3	3.1	3.2
Northern	28,604	11,756	40,360	3.2	3.1	3.1
Scotland	67,271	27,552	94,823	4.8	3.7	4.4
Wales	27,407	11,850	39,257	4.0	4.4	4.1
Great Britain	377,666	158,361	536,027	2.6	2.1	2.4

NUMBERS UNEMPLOYED IN THE UNITED KINGDOM : REGIONAL ANALYSIS

The total number of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 17th November, 1958, was 575,499, including 387,988 men, 15,847 boys, 159,506 women and 12,158 girls. Of the total, 520,496 (including 10,562 casual workers) were wholly unemployed and 55,003 temporarily stopped. The temporarily stopped are persons suspended from work on the understanding that they are shortly to return to their former employment.

The numbers of unemployed persons on the registers in each Region at 17th November, 1958, are shown below.

Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly Unemployed (including Casuals)					
London and South-Eastern	58,026	1,822	19,738	1,092	80,678
Eastern and Southern ..	27,340	1,122	9,838	819	39,119
South-Western	21,088	856	8,036	720	30,700
Midland	23,598	566	9,783	435	34,382
North-Midland	15,447	493	5,925	414	22,279
E. and W. Ridings .. .	24,697	755	7,977	700	34,129
North-Western	52,594	2,287	22,181	1,176	78,238
Northern	25,931	923	10,379	862	38,095
Scotland	58,006	3,551	24,660	2,222	88,439
Wales	24,023	1,308	10,164	1,424	36,919
Great Britain	330,750	13,683	128,681	9,864	482,978
Northern Ireland	24,307	1,253	11,337	621	37,518
United Kingdom	355,057	14,936	140,018	10,485	520,496
Temporarily Stopped					
London and South-Eastern	771	13	530	17	1,331
Eastern and Southern ..	478	7	364	80	929
South-Western	209	2	133	7	351
Midland	6,104	47	1,001	40	7,192
North-Midland	2,161	40	729	47	2,977
E. and W. Ridings .. .	6,656	165	3,299	490	10,610
North-Western	6,817	223	10,961	671	18,672
Northern	1,698	52	438	77	2,265
Scotland	5,460	254	632	38	6,384
Wales	2,011	65	209	53	2,338
Great Britain	32,365	868	18,296	1,520	53,049
Northern Ireland	566	43	1,192	153	1,954
United Kingdom	32,931	911	19,488	1,673	55,003
Total Registered as Unemployed					
London and South-Eastern	58,797	1,835	20,268	1,109	82,009
Eastern and Southern ..	27,818	1,129	10,202	899	40,048
South-Western	21,297	858	8,169	727	31,051
Midland	29,702	613	10,784	475	41,574
North-Midland	17,608	533	6,654	461	25,256
E. and W. Ridings .. .	31,353	920	11,276	1,190	44,739
North-Western	59,411	2,510	33,142	1,847	96,910
Northern	27,629	975	10,817	939	40,360
Scotland	63,466	3,805	25,292	2,260	94,823
Wales	26,034	1,373	10,373	1,477	39,257
Great Britain	363,115	14,551	146,977	11,384	536,027
Northern Ireland	24,873	1,296	12,529	774	39,472
United Kingdom	387,988	15,847	159,506	12,158	575,499

* Number registered as unemployed expressed as percentage of the estimated total number of employees.
† The Eastern and Southern Regions were amalgamated on 5th August, 1958. The numbers and percentages unemployed in the two parts at 17th November, 1958, were as follows:—

	Numbers		Percentages		Total
	Males	Females	Males	Females	
Eastern	15,991	5,232	21,223	1.9	1.7
Southern	12,956	5,869	18,825	1.9	1.7

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 17th November, 1958, 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 13th October, 1958.

Regions and Principal Towns	Numbers of Persons on Registers at 17th November, 1958					Inc. (+) or Dec. (-) in Totals as compared with 13th Oct., 1958
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total 15 and over	
London and South-Eastern ..	58,797	1,835	20,268	1,109	82,009	+ 5,676
London (Administrative County)	28,078	502	9,352	253	38,185	+ 2,784
Acton	243	4	2	—	249	+ 40
Brentford and Chiswick ..	250	7	85	5	347	+ 55
Brighton and Hove	2,731	77	857	37	3,702	+ 520
Chatham	742	67	388	44	1,241	+ 78
Croydon	1,033	18	332	13	1,396	+ 80
Dagenham	591	21	289	9	910	+ 94
Ealing	493	24	199	9	725	+ 43
East Ham	556	30	176	25	787	+ 106
Enfield	286	10	155	11	462	+ 33
Harrow	444	45	276	15	780	+ 15
Hayes and Harlington .. .	166	6	65	6	243	+ 10
Hendon	549	25	205	17	796	+ 114
Ilford	609	32	148	21	810	+ 14
Leyton and Walthamstow ..	965	32	227	18	1,242	+ 84
Tottenham	853	20	381	17	1,271	+ 82
Wembley	282	20	112	16	430	+ 30
West Ham	1,514	31	492	26	2,063	+ 252
Willesden	874	22	416	16	1,328	+ 176
Eastern and Southern .. .	27,818	1,129	10,202	899		

NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed in Great Britain and in the United Kingdom, respectively, at 17th November, 1958. For Great Britain the wholly unemployed (i.e., persons out of a situation) are distinguished from those temporarily stopped

(i.e., persons suspended from work on the understanding that they were shortly to return to their former employment). The industrial analysis is based on the Standard Industrial Classification. The figures for each industry represent the numbers whose last employment was in that industry.

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				
Agriculture, Forestry, Fishing	14,948	2,525	867	94	15,815	2,619	18,434	19,954	2,792	22,746
Agriculture and Horticulture	11,628	2,484	168	93	11,796	2,577	14,373	15,783	2,749	18,532
Forestry	490	3	—	—	490	3	493	523	38	561
Fishing	2,830	3	699	1	3,529	4	3,533	3,648	5	3,653
Mining and Quarrying	5,342	178	616	3	5,958	181	6,139	6,314	189	6,503
Coal Mining*	3,823	117	77	—	3,900	117	4,017	3,915	117	4,032
Iron Ore Mining and Quarrying	95	2	445	—	540	2	542	540	2	542
Stone Quarrying and Mining	624	11	35	—	659	11	670	905	12	917
Slate Quarrying and Mining	205	—	—	—	205	—	205	205	—	205
Clay, Sand, Gravel and Chalk Pits	317	9	—	—	317	9	326	396	10	406
Other Mining and Quarrying	278	39	59	3	337	42	379	353	48	401
Treatment of Non-Metalliferous Mining Products other than Coal	6,230	1,484	419	398	6,649	1,882	8,531	6,918	1,921	8,839
Bricks and Fireclay Goods	2,073	327	186	43	2,259	370	2,629	2,359	371	2,730
China and Earthenware (inc. glazed tiles)	860	460	217	332	1,077	792	1,869	1,092	805	1,897
Glass (other than containers)	670	301	1	7	671	308	979	675	317	992
Glass Containers	640	230	—	15	640	245	885	645	248	893
Cement	113	13	—	—	113	13	113	131	13	131
Other Non-Metalliferous Mining Manufactures	1,874	153	15	1	1,889	154	2,043	2,029	167	2,196
Chemicals and Allied Trades	4,722	2,504	29	13	4,751	2,517	7,268	4,896	2,574	7,470
Coke Ovens and By-Product Works	268	2	—	—	270	2	270	292	2	294
Chemicals and Dyes	2,217	707	12	6	2,229	713	2,942	2,307	742	3,049
Pharmaceutical Preparations, Toilet Preparations, Perfumery	248	411	1	1	249	412	661	250	418	668
Explosives and Fireworks	461	744	—	1	461	745	1,206	464	747	1,211
Paint and Varnish	455	131	1	4	456	135	591	472	611	733
Soap, Candles, Glycerine, Polishes, Ink and Matches	316	388	1	1	317	389	706	328	405	733
Mineral Oil Refining	344	48	1	—	345	48	393	352	48	400
Other Oils, Greases, Glue, etc.	413	73	—	—	413	73	499	431	73	504
Metal Manufacture	10,638	1,186	13,852	328	24,490	1,514	26,004	24,630	1,525	26,155
Blast Furnaces	298	12	60	—	358	14	372	382	14	396
Iron and Steel Melting, Rolling, etc., not elsewhere specified	4,093	314	8,181	111	12,274	425	12,699	12,313	431	12,744
Iron Foundries	2,944	332	2,324	183	5,268	515	5,783	5,323	517	5,840
Tinplate Manufacture	771	179	25	1	976	180	976	797	180	977
Steel Sheet Manufacture	417	34	916	—	1,333	34	1,367	1,335	34	1,369
Iron and Steel Tubes (inc. melting and rolling in integrated works)	843	62	1,853	2	2,696	64	2,760	2,700	64	2,764
Non-Ferrous Metals Smelting, Rolling, etc.	1,272	253	493	29	1,765	282	2,047	1,780	285	2,065
Engineering, Shipbuilding and Electrical Goods	35,406	6,929	4,588	418	39,994	7,347	47,341	42,046	7,547	49,593
Shipbuilding and Ship Repairing	13,378	232	305	17	13,683	249	13,932	14,652	253	14,905
Marine Engineering	687	71	16	6	703	77	780	720	79	799
Agricultural Machinery (exc. tractors)	414	35	14	—	428	35	463	435	35	470
Boilers and Boilerhouse Plant	330	19	15	—	345	19	364	351	19	370
Machine Tools and Engineers' Small Tools	1,078	168	411	65	1,489	233	1,722	1,493	235	1,728
Stationary Engines	206	32	31	1	237	33	270	242	33	275
Textile Machinery and Accessories	911	158	398	58	1,309	216	1,525	1,264	262	1,764
Ordinance and Small Arms	570	286	—	—	570	286	857	571	288	859
Constructional Engineering	2,081	62	188	3	2,269	65	2,334	2,328	65	2,393
Other Non-Electrical Engineering	11,399	2,079	3,097	155	14,496	2,234	16,730	15,099	2,275	17,374
Electrical Machinery	1,069	468	47	29	1,116	497	1,613	1,209	507	1,716
Electrical Wires and Cables	466	319	2	—	468	319	787	472	320	792
Telegraph and Telephone Apparatus	301	399	33	13	334	412	746	337	412	749
Wireless Apparatus (exc. valves) and Gramophones	866	1,072	—	1	866	1,078	1,944	938	1,138	2,076
Wireless Valves and Electric Lamps	220	324	—	1	220	325	547	327	547	547
Batteries and Accumulators	182	182	6	3	188	185	373	191	186	377
Other Electrical Goods	1,248	1,023	24	61	1,272	1,084	2,356	1,286	1,113	2,399
Vehicles	10,887	2,253	1,381	67	12,238	2,320	14,558	12,733	2,423	15,156
Manufacture of Motor Vehicles and Cycles	2,877	568	722	35	3,599	603	4,202	3,684	611	4,295
Motor Repairs and Garages	3,656	568	15	8	3,671	577	4,248	3,939	616	4,555
Manufacture and Repair of Aircraft	1,846	415	50	—	1,896	415	2,311	2,006	442	2,448
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	1,228	570	496	16	1,724	586	2,310	1,741	590	2,331
Locomotive Manufacture	493	54	8	—	501	54	555	502	55	557
Manufacture and Repair of Railway Carriages and Wagons and Trams	629	35	78	2	707	37	744	709	37	746
Carts, Perambulators, etc.	128	42	12	6	146	48	188	152	72	224
Metal Goods not Elsewhere Specified	6,581	3,318	1,706	359	8,287	3,677	11,964	8,385	3,711	12,096
Tools and Cutlery	497	309	108	41	605	350	955	616	353	969
Bolts, Nuts, Screws, Rivets, Nails, etc.	364	302	80	61	444	363	807	446	363	809
Iron and Steel Forgings not elsewhere specified	637	64	949	23	1,586	87	1,673	1,598	88	1,686
Wire and Wire Manufactures	460	169	60	6	629	175	804	521	175	696
Hollow-ware	526	642	65	37	591	679	1,270	600	691	1,291
Brass Manufactures	455	197	35	—	490	197	687	494	201	695
Metal Industries not elsewhere specified	3,642	1,635	409	191	4,051	1,826	5,877	4,110	1,840	5,950
Precision Instruments, Jewellery, etc.	911	727	11	21	922	748	1,670	946	802	1,748
Scientific, Surgical and Photographic Instruments, etc.	524	351	4	12	528	363	891	544	408	952
Manufacture and Repair of Watches and Clocks	137	186	1	1	138	187	325	142	189	331
Jewellery, Plate and Refining of Precious Metals	162	159	2	8	164	167	331	166	174	340
Musical Instruments	88	31	4	—	92	31	123	94	31	125
Textiles	8,435	9,157	6,490	13,908	14,925	23,065	37,990	16,730	26,892	43,622
Cotton Spinning, Doubling, etc.	1,462	1,571	3,257	6,958	4,719	8,529	13,248	4,809	8,553	13,362
Cotton Weaving, etc.	792	1,559	1,026	2,900	1,818	4,459	6,277	1,826	4,479	6,305
Woolen and Worsted	2,041	1,585	915	2,151	2,956	3,736	6,692	3,024	3,838	6,862
Rayon, Nylon, etc., Production	475	233	6	152	481	385	866	512	417	929
Rayon, Nylon, etc., Weaving and Silk	320	490	173	606	1,096	1,589	2,685	1,128	1,642	3,291
Linen and Soft Hemp	164	318	5	30	169	348	517	1,352	3,143	4,495
Jute	592	269	2	9	594	278	872	604	284	888
Rope, Twine and Net	148	319	24	26	172	345	517	214	529	743
Hosiery and other Knitted Goods	410	1,050	471	618	881	1,668	2,549	1,742	2,670	4,412
Lace	72	88	30	6	102	94	196	109	118	227
Carpets	199	269	3	7	202	276	478	223	327	550
Narrow Fabrics	104	172	29	13	131	131	317	131	208	339
Made-up Textiles	271	516	42	15	314	330	856	330	526	1,186
Textile Finishing, etc.	1,013	556	505	304	1,518	860	2,378	1,743	1,007	2,750
Other Textile Industries	372	162	18	97	390	259	649	411	263	674

* The figures for coal mining exclude all the unemployed who, although previously employed in coal mining, are known to be unfit for employment in that industry. These men are included with "Other persons not classified by industry" on the next page.

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				
Leather, Leather Goods and Fur	794	413	70	66	864	479	1,343	881	503	1,384
Leather (Tanning and Dressing) and Feltmongery ..	530	153	52	45	582	198	780	594	211	805
Leather Goods	184	241	4	10	188	251	439	192	261	453
Fur	80	19	14	11	94	30	124	95	31	126
Clothing	4,123	6,393	990	2,637	5,113	9,030	14,143	5,334	11,090	16,424
Tailoring	2,129	3,097	628	1,514	2,757	4,611	7,368	2,846	5,039	7,885
Dressmaking	161	1,039	15	224	1,176	1,263	1,439	186	1,445	1,631
Overalls, Shirts, Underwear, etc.	102	669	5	313	107	982	1,089	136	2,007	2,143
Hats, Caps and Millinery	112	150	211	189	323	339	662	327	349	676
Dress Industries not elsewhere specified	136	411	2	315	138	726	864	145	1,043	1,188
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	1,042	982	117	80	1,159	1,062</				

Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 8th October and 12th November, 1958, the numbers of vacancies filled by the Employment Exchanges of the Ministry of Labour and National Service in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Offices of certain Local Authorities.

	Four weeks ended 8th October, 1958		Five weeks ended 12th November, 1958		Total Number of Placings, 5th Dec., 1957, to 12th Nov., 1958 (49 weeks)
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	
Men aged 18 and over .. .	62,616	73,036	74,432	69,117	797,146
Boys under 18 .. .	17,117	15,256	14,589	16,396	193,175
Women aged 18 and over .. .	42,576	49,269	49,020	43,258	482,975
Girls under 18 .. .	14,354	29,125	12,927	30,687	188,235
Total .. .	136,663	166,686	150,968	159,458	1,661,531

The figures of vacancies filled relate only to those vacancies which were filled by applicants submitted by Employment Exchanges, i.e., they do not include engagements of workpeople by employers that were made without the assistance of Employment Exchanges. The figures are therefore not comparable with the

percentage rates of engagements given in the "Labour Turnover" Table published quarterly in this GAZETTE, which relate to engagements of all kinds during the period in question.

The figures of vacancies unfilled represent the numbers of vacancies notified by employers to Employment Exchanges and remaining unfilled at the specified dates. They do not purport to represent the total number of vacancies which require to be filled, and they probably fall short of the total number for several reasons. In the first place, it is probable that some employers do not notify their vacancies to Employment Exchanges and prefer to rely on other methods for finding the workpeople whom they require. Secondly, employers who do use the Employment Exchange system may in certain circumstances (e.g., when they require large numbers of additional workpeople, or where labour of the kind they require is scarce) have a "Standing Order" with the Employment Exchange to submit all suitable applicants to them without "notifying" any specific number of vacancies, and the vacancies remaining unfilled in such cases will not be included in the figures. Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

The next Table shows the numbers of vacancies filled during the five weeks ended 12th November, 1958, in each of the industry "Orders" of the Standard Industrial Classification and in certain selected industries within the Orders, together with the number of vacancies remaining unfilled at 12th November, 1958.

Industry Group	Placings during five weeks ended 12th November, 1958					Number of Vacancies remaining unfilled at 12th November, 1958				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, Forestry, Fishing	4,160	660	2,745	82	7,647	21,282	904	228	198	22,612
Mining and Quarrying	732	306	27	16	1,081	3,328	512	25	29	3,894
Coal Mining .. .	561	272	9	2	844	2,916	483	10	8	3,417
Treatment of Non-Metalliferous Mining Products other than Coal	1,158	323	465	126	2,072	509	334	387	856	2,086
Chemicals and Allied Trades .. .	1,324	159	687	231	2,401	1,423	197	491	469	2,580
Metal Manufacture .. .	1,185	297	250	79	1,811	737	258	128	129	1,252
Engineering, Shipbuilding and Electrical Goods	9,672	1,582	3,884	788	15,926	6,558	1,301	2,494	1,343	11,696
Shipbuilding and Ship Repairing .. .	3,764	106	42	10	3,922	607	55	9	13	684
Electrical Goods .. .	4,413	1,161	1,521	372	7,467	4,465	1,021	1,102	833	7,421
Other Manufacturing Industries	1,495	315	2,321	406	4,537	1,486	225	1,383	497	3,591
Vehicles .. .	2,661	673	997	252	4,583	4,477	724	934	424	6,559
Metal Goods not Elsewhere Specified	1,876	675	1,674	379	4,604	912	457	753	741	2,863
Precision Instruments, Jewellery, etc.	317	191	457	119	1,084	323	206	375	334	1,238
Textiles .. .	1,342	406	2,441	856	5,045	596	785	2,610	3,045	7,036
Cotton .. .	292	100	714	126	1,232	115	151	818	653	1,737
Wool .. .	341	62	467	152	1,022	145	274	554	781	1,754
Leather, Leather Goods and Fur	161	103	201	106	571	91	117	288	333	829
Clothing (including Footwear)	497	328	2,263	1,027	4,115	632	638	5,934	4,202	11,406
Food, Drink and Tobacco .. .	2,331	622	4,142	815	7,910	756	462	1,645	1,276	4,139
Manufactures of Wood and Cork	1,615	921	541	246	3,323	1,141	577	465	464	2,647
Paper and Printing .. .	633	318	911	630	2,492	470	388	702	1,338	2,898
Paper, Paper and Cardboard Goods	453	131	545	359	1,488	231	148	448	620	1,447
Printing .. .	180	187	366	271	1,004	239	240	254	718	1,451
Other Manufacturing Industries	894	263	1,269	353	2,779	432	209	607	551	1,799
Building and Contracting .. .	25,816	1,687	205	123	27,831	8,731	1,258	122	244	10,355
Building .. .	18,768	1,286	122	95	20,271	6,903	952	79	154	8,088
Gas, Electricity and Water	701	47	73	18	839	381	144	87	53	665
Transport and Communication	3,682	324	584	184	4,774	5,299	436	1,122	356	7,213
Distributive Trades .. .	5,724	3,354	7,429	4,249	20,756	3,546	4,093	6,739	8,216	22,594
Insurance, Banking and Finance	322	157	367	277	1,123	650	405	473	879	2,407
Public Administration .. .	3,031	273	1,263	283	4,850	4,155	332	1,521	435	6,443
National Government Service	1,652	133	913	190	2,888	3,120	133	1,049	283	4,585
Local Government Service .. .	1,379	140	350	93	1,962	1,035	199	472	152	1,858
Professional Services .. .	850	295	2,566	506	4,217	931	1,033	2,970	1,682	6,616
Miscellaneous Services .. .	3,748	625	13,579	1,182	19,134	1,757	626	12,158	3,090	17,631
Entertainments, Sports, etc. .. .	380	125	373	55	933	180	116	407	160	863
Catering .. .	2,427	146	9,330	307	12,210	764	187	5,026	618	6,595
Laundries, Dry Cleaning, etc. .. .	251	160	772	326	1,509	96	92	838	703	1,729
Grand Total .. .	74,432	14,589	49,020	12,927	150,968	69,117	16,396	43,258	30,687	159,458

The following Table gives a Regional analysis of the numbers of vacancies filled during the five weeks ended 12th November, 1958, and of the numbers of notified vacancies remaining unfilled at the end of the period :-

Region	Men 18 and over		Boys under 18		Women 18 and over		Girls under 18		Total	
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled
London and South-Eastern .. .	20,707	11,534	4,235	4,587	15,878	16,784	2,727	9,344	43,547	42,249
Eastern and Southern .. .	9,529	11,060	1,575	2,463	5,448	5,801	1,371	3,599	17,923	22,923
South-Western .. .	5,679	7,836	743	739	2,610	2,408	812	1,478	9,844	12,461
Midland .. .	5,665	6,996	1,327	2,366	3,634	2,830	1,080	3,573	11,706	15,765
North-Midland .. .	4,057	7,345	661	1,521	2,443	2,496	662	2,652	7,823	14,014
East and West Ridings .. .	4,771	5,880	987	1,674	3,288	2,617	887	2,628	9,933	12,799
North-Western .. .	10,108	6,881	1,908	1,438	6,971	6,104	1,598	3,491	20,585	17,914
Northern .. .	3,885	4,011	852	598	2,527	1,405	890	1,309	8,154	7,323
Scotland .. .	6,453	3,237	1,560	628	4,545	2,003	2,126	2,164	14,684	8,032
Wales .. .	3,578	4,337	741	382	1,676	810	774	449	6,769	5,978
Great Britain .. .	74,432	69,117	14,589	16,396	49,020	43,258	12,927	30,687	150,968	159,458

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 Power from information provided by the National Coal Board.

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 25th October was 690,700, compared with 692,600 for the five weeks ended 27th September and 709,500 for the four weeks ended 26th October, 1957. The total numbers who were effectively employed* were 616,400 in October, 598,200 in September, and 616,900 in October, 1957; 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, 1958, and October, 1957. The figures for the latest month are provisional and figures for earlier months have been revised, where necessary.

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

Division†	Average numbers of wage-earners on colliery books during 4 weeks ended 25th October, 1958	Increase (+) or decrease (-) compared with the average for	
		5 weeks ended 27th September, 1958	4 weeks ended 26th October, 1957
Northern (Northumberland and Cumberland) .. .	46,200	— 200	— 1,200
Durham .. .	98,900	— 300	— 2,600
North Eastern .. .	136,200	+ 100	— 2,100
North Western .. .	55,800	— 100	— 2,200
East Midlands .. .	102,300	— 300	— 1,700
West Midlands .. .	57,100	— 200	— 2,700
South Western .. .	102,600	— 500	— 3,700
South Eastern .. .	7,100	—	— 100
England and Wales .. .	606,200	— 1,500	— 16,300
Scotland .. .	84,500	— 400	— 2,500
Great Britain .. .	690,700	— 1,900	— 18,800

It is provisionally estimated that during the four weeks of October about 3,200 persons were recruited to the industry, while the total number of persons who left the industry was about 4,940; the numbers on the colliery books thus showed a net decrease of 1,740. During the five weeks of September there was a net decrease of 1,140.

The average number of shifts worked per week by coal-face workers who were effectively employed was 4·57 in October, 4·58 in September and 4·82 in October, 1957. The corresponding figures for all workers who were effectively employed were 5·00, 5·00 and 5·32.

Information is given in the Table below regarding absenteeism in the coal mining industry in October, and in September, 1958, and October, 1957. 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, 1958	September, 1958	October, 1957
Coal-face workers :			
Voluntary .. .	7·94	8·29	10·63
Involuntary .. .	8·81	7·96	9·40
All workers :			
Voluntary .. .	5·89	6·23	8·31
Involuntary .. .	8·48	7·71	9·56

For face-workers the output per man-shift worked was 3·58 tons in October, compared with 3·45 tons in the previous month and 3·44 tons in October, 1957.†

The output per man-shift calculated on the basis of all workers was 1·30 tons in October; for September, 1958, and October, 1957, the figures were 1·25 and 1·23 tons, respectively.

* Excluding wage-earners employed at mines not operated by the National Coal Board. These number approximately 6,200.

† "No change" is indicated by three dots.

‡ The Divisions shown conform to the organisation of the National Coal Board. § Figures for 1957 have been adjusted to allow for the effect of the new definition of face development introduced at the beginning of 1958.

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 18th November, 1958, and the corresponding figures for 21st October, 1958, and 19th November, 1957. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (i) a large proportion of those whose incapacity lasts less than four days, (ii) civil servants receiving full pay during incapacity, and (iii) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

Region	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	18th Nov., 1958	21st Oct., 1958	19th Nov., 1957	18th Nov., 1958	21st Oct., 1958	19th Nov., 1957
London and S. Eastern :						
London and Middlesex .. .	90·9	89·7	97·8	3·2	3·4	3·2
Remainder .. .	75·7	74·0	81·8	3·3	3·3	3·0
Eastern .. .	45·2	44·1	48·8	2·2	2·0	1·9
Southern .. .	36·1	35·4	40·7	1·7	1·6	1·5
South-Western .. .	49·9	49·3	55·0	2·2	2·3	2·0
Midland .. .	76·9	77·2	80·7	4·4	4·7	4·0
North Midland .. .	55·2	54·8	57·5	5·1	5·2	4·3
East and West Ridings .. .	82·8	82·9	83·9	8·0	8·5	6·7
North-Western .. .	150·3	149·3	157·1	7·3	7·6	6·6
Northern .. .	66·0	64·9	67·7	7·6	8·0	6·3
Scotland .. .	116·5	112·6	122·0	8·8	8·5	6·6
Wales .. .	65·5	65·8	65·9	8·0	8·6	5·9
Total, Great Britain .. .	910·9	900·1	959·1	61·9	63·6	52·0

The proportion of males included in the total (Great Britain) figures of persons absent from work owing to sickness remains fairly constant at between 65 and 66 per cent., except in epidemic periods, when it may rise to about 69 per cent. In the totals for industrial injury the proportion remains constant throughout the year at about 88 per cent.

The total number of persons shown in the Table above as absent owing to sickness on 18th November, 1958, represented 4·6 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0·3 per cent.

Technical and Scientific Register

The

Professional and Executive Register

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

Statistics of the numbers of persons on the Register and the numbers of vacancies filled and unfilled are now available at monthly intervals. At 12th November the total number of persons on the Professional and Executive Register was 15,607, consisting of 14,565 men and 1,042 women. During the period 9th October to 12th November, 1958, the number of vacancies filled was 447. The number of vacancies unfilled at 12th November was 2,343.

Fatal Industrial Accidents

The number of workpeople (other than seamen) in Great Britain whose deaths from accidents in the course of their employment were reported in November was 119, compared with 72 (revised figure) in the previous month and 116 (revised figure) in November, 1957. In the case of seamen employed in ships registered in the United Kingdom, 29 fatal accidents were reported in November, compared with 10 in the previous month and 13 in November, 1957. Detailed figures for separate industries are given below for November, 1958. The figures in this article are provisional.

Mines and Quarries*	WORKS AND PLACES UNDER ss. 105, 107, 108, FACTORIES ACT, 1937
Coal Mines: .. 29	Building Operations .. 27
Underground .. 29	Works of Engineering Construction .. 5
Surface .. 5	Warehouses .. 4
Other Stratified Mines .. 4	TOTAL, FACTORIES ACTS .. 70
Miscellaneous Mines .. 1	
Quarries .. 3	Railway Service
TOTAL, MINES & QUARRIES 42	Brakemen and Goods Guards .. 1
	Engine Drivers and Motormen .. 1
	Guards (Passenger) .. 4
Factories	Labourers .. 1
Clay, Stone, Cement, Pottery and Glass .. 3	Permanent Way Men .. 3
Chemicals, Oils, Soap, etc. 4	Porters .. 1
Metal Conversion and Founding (including Rolling Mills and Tube Making) .. 3	Shunters .. 1
Engineering, Locomotive Building, Boilermaking, etc. .. 8	Other Grades .. 1
Railway and Tramway Carriages, Motor and Other Vehicles and Aircraft Manufacture .. 3	Contractors' Servants .. 1
Shipbuilding .. 4	TOTAL, RAILWAY SERVICE 7
Other Metal Trades .. 3	Total (excluding Seamen) 119
Food and Drink .. 1	Seamen
General Woodwork and Furniture .. 1	Trading Vessels .. 26
Gas Works .. 2	Fishing Vessels .. 3
Electrical Stations .. 1	TOTAL, SEAMEN .. 29
Other Industries .. 1	Total (including Seamen) 148

Industrial Diseases

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

I. Cases	I. Cases—continued
Lead Poisoning	Epitheliomatous Ulceration (Skin Cancer)
Operatives engaged in:	Pitch and Tar .. 14
White and Red Lead Works .. 1	Mineral Oil .. 1
Other Industries .. 1	TOTAL .. 15
TOTAL .. 2	
Aniline Poisoning .. 1	Chromic Ulceration
Compressed Air Illness .. 1	Manuf. of Bichromates .. 11
Anthrax	Chromium Plating .. 4
Hides and Skins .. 1	TOTAL .. 15
Other Industries .. 1	Total, Cases .. 35
TOTAL .. 1	
	II. Deaths
	Nil

* For mines and quarries, weekly returns are obtained and the figures cover the 5 weeks ended 29th November, 1958.

Industrial Rehabilitation

The statistics below show the numbers of men and women admitted to courses at the Industrial Rehabilitation Units operated by the Ministry of Labour and National Service during the four weeks ended 10th November, 1958, the numbers in attendance at the end of, and the numbers who completed courses during, the period.

	Men	Women	Total
Persons admitted to courses during period	729	100	829
Persons in attendance at courses at end of period	1,308	204	1,512
Persons who completed courses during period	603	85	688

From the starting of these Units by the Ministry of Labour and National Service up to 10th November, 1958, the total number of persons admitted to industrial rehabilitation courses was 96,572.

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 2,880,300 in August, a decrease of 0.1 per cent. compared with the previous month but an increase of 0.8 per cent. compared with August, 1957.

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 September, in the establishments covered by the returns, was 0.4 per cent. lower than at the beginning of the previous month and 4.8 per cent. lower than at 1st September, 1957. The number of persons employed in manufacturing industries at 1st September was 0.4 per cent. lower than at the beginning of the previous month and 6.1 per cent. lower than at 1st September, 1957.

UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in October is estimated by the Department of Labor to have been approximately 51,210,000. This was slightly lower than the (revised) figure for the previous month and 2.6 per cent. lower than for October, 1957. The index figure of wage-earners' employment in manufacturing industries (base 1947-9 = 100) showed a decrease of 1.4 per cent. in October, compared with the previous month, and a decrease of 8.7 per cent. compared with October, 1957.

The Bureau of the Census estimated that the total number of unemployed persons at the middle of October was about 3,805,000, compared with 4,111,000 at the middle of the previous month and 2,508,000 at the middle of October, 1957.

BELGIUM

The average daily number of persons recorded as wholly unemployed during September was 99,162, compared with 96,913 in the previous month and 63,338 in September, 1957. Partial unemployment accounted in addition for a daily average loss of 53,876 working days. The total number of working days lost in September by persons wholly unemployed was 2,380,789, while 1,293,257 days were lost as a result of partial unemployment.

FRANCE

The number of persons registered as applicants for employment at the beginning of September was 76,719, of whom 15,620 were wholly unemployed persons in receipt of assistance. The corresponding figures were 73,560 and 15,430 at the beginning of the previous month and 62,272 and 14,068 at the beginning of September, 1957.

GERMANY

In the Federal Republic (not including the Saarland) the number unemployed at the end of October was 356,750, compared with 327,560 at the end of the previous month and 368,637 at the end of October, 1957. In the Western Sectors of Berlin the corresponding figures at the same dates were 64,572, 59,924 and 67,114.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 15th November was 64,459, compared with 51,803 at 18th October and 65,801 at 16th November, 1957.

SWITZERLAND

The number of registered applicants for employment at the end of September who were wholly unemployed was 1,910, or 1.2 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 1,723 or 1.0 per thousand at the end of the previous month, and 723 or 0.4 per thousand at the end of September, 1957.

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 rates of wages reported to have come into operation in the United Kingdom during November resulted in an aggregate increase estimated at approximately £175,000 in the weekly full-time wages of about 608,000 workpeople, and in a decrease of £200 for 1,500 workpeople.

The principal increases affected workpeople employed in the motor vehicle retail and repairing trade, non-skilled workers in Government industrial establishments paid at miscellaneous "M" rates, merchant seamen, and workers in Admiralty dockyards and establishments. Others receiving increases included workpeople employed in carpet manufacture, silk manufacture and leather production. The decreases, which operated under sliding-scale arrangements based on the official index of retail prices, affected workpeople in the screen printing and display trade.

Minimum hourly rates in the motor vehicle retail and repairing trade were increased by 2d. for skilled craftsmen, by 1½d. for semi-skilled and other male workers, and by 1½d. for women. Non-skilled workers in Government industrial establishments in Great Britain paid at miscellaneous "M" rates received increases of 4s. a week (London) or 3s. (Provinces) for men, and of 3s. 4d. or 2s. 6d. for women; these increases were authorised in November with retrospective effect to the beginning of October. There were increases, according to occupation, of 15s. to £2 15s. for Merchant Navy deck, engineroom and catering department ratings on monthly rates, and of 3s. 6d. to 9s. 11d. for those on weekly rates. Increases of 7s. 4d. a week for skilled, 6s. 8d. for semi-skilled, and 6s. for unskilled dockyard-rated grades employed at Admiralty dockyards and establishments became payable with retrospective effect to 6th October.

In the carpet manufacturing industry the general base rate for adult male workers was increased by 2s. 6d. a week and there was an equivalent 3 per cent. advance on all other rates. Silk workers received increases in minimum time rates of 5s. a week for men and 3s. 9d. for women. Basic timework rates for workpeople engaged in leather production were increased by 2d. an hour.

Of the total increase of £175,000, about £160,000 resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about

£9,000 was the result of arbitration awards; about £5,000 resulted from direct negotiations between employers and workpeople or their representatives; and the remainder was the result of Orders made under the Wages Councils Acts, or resulted from the operation of sliding scales based on the official index of retail prices.

Changes in January–November, 1958

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 1958, 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 Rates of Wages £
Agriculture, Forestry, Fishing	581,000	161,100
Mining and Quarrying	54,000	18,300
Treatment of Non-metaliferous Mining Products other than Coal	205,500	50,000
Chemicals and Allied Trades	222,000	70,800
Metal Manufacture	249,000	35,400
Engineering, Shipbuilding and Electrical Goods	2,686,000	834,600
Vehicles		
Metal Goods not elsewhere specified	374,500	75,800
Textiles	43,000	15,200
Leather, Leather Goods and Fur	519,500	137,800
Clothing	468,000	147,000
Food, Drink and Tobacco	196,000	38,400
Manufactures of Wood and Cork	348,500	117,600
Paper and Printing	120,000	38,100
Other Manufacturing Industries	1,201,000	424,400
Building and Contracting	249,500	106,500
Gas, Electricity and Water	1,018,000	343,500
Transport and Communication	1,108,500	320,200
Distributive Trades	716,000	225,300
Public Administration and Professional Services	254,000	70,700
Miscellaneous Services		
Total	10,614,000	3,230,700

In the corresponding months of 1957 there was a net increase of £5,175,000 in the weekly full-time rates of wages of 12,119,000 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, 1958," 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
Forestry	Great Britain (5)	27 Oct.‡	Youths, boys and female forest workers employed by the Forestry Commission	Increase in minimum rates of 8s. 6d. a week for youths 19 and under 20, of 5s. for those 18 and under 19, and of 2s. 6d. or 2s. according to age, for boys, of 4s. 6d. for women 21 and over, of 3s. for girls 17 and under 21, and of 2s. 3d. for those under 16. Minimum rates after change: youths and boys 72s. a week at 15 rising to 132s. 6d. at 19 and under 20; women and girls 65s. 3d. at 15 rising to 120s. 6d. at 21 and over.
Trawler Fishing	Great Britain ..	1 Nov.	Trawler fishermen (except skippers and mates)	Increase of 1s. in the daily rates of pay for ratings, with proportional increases for juniors, for all days on articles.
Mining and Quarrying	Cumberland (8)	24 Nov.	Iron-ore miners	Cost-of-living net addition to wages increased by 2d. a shift (8s. 10d. to 9s.) for men and youths 18 and over, and by 1d. (4s. 5d. to 4s. 6d.) for boys.¶
	West Cumberland (9)	do.	Limestone quarrymen ..	Cost-of-living net addition to wages increased by 2d. a shift (8s. 11d. to 9s. 1d.) for men and youths 18 and over, and by 1d. (4s. 5½d. to 4s. 6½d.) for boys.¶
	Great Britain (14)	Beginning of first full pay period falling on or after 21 Oct.¶	Drivers of vehicles operating "C" licences employed in the haulage of ballast, sand (other than moulding and refractory sand) and gravel aggregates for use in concrete and in building construction and road-making	Increase of 1½d. an hour in basic rates. Basic rates after change: vehicles of under 12 tons gross laden weight—class 1 districts 3s. 11½d. an hour, class 2 3s. 10½d., over 12 tons 4s. 0½d., 3s. 11½d.
	Cheshire and Staffordshire	22 Sept.	Men, youths, boys, women and girls employed in salt works	Increase of 1½d. an hour in minimum time rates for men 21 and over, of 1½d. for female workers 21 and over, of 1½d. for male and female workers 18 to 21, of 1d. for workers under 18 and of corresponding amounts for pieceworkers. Minimum time rates after change: men 3s. 10d. an hour, women on women's work 2s. 8d., women on men's work—1½d. above the appropriate female rates; youths and boys 1s. 10½d. at 15 rising to 3s. 5d. at 20, girls 1s. 10½d. to 2s. 7½d.**

* 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.

‡ These increases were agreed in November with retrospective effect to the date shown. The rate for girls 16 and under 17 remains unchanged.

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

¶ Wages are subject to a war bonus of 11s. 3d. a shift for men and youths 18 and over, and of 5s. 7½d. for boys.

‡ This increase was agreed in November with retrospective effect to the date shown.

** These increases do not apply to workpeople employed by constituent firms of the Imperial Chemical Industries, Ltd.

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
Building Brick and Allied Industries	England and Wales (certain districts)* (16)	Beginning of first full pay period following 24 Sept.	Workpeople employed in making building and engineering bricks (other than glazed bricks), hollow clay blocks, roofing and flooring tiles (unglazed), terra cotta (unglazed), agricultural drain pipes (unglazed), chimney pots and finials	Increases of 1½d. an hour in minimum basic rates for adult male timeworkers, of 1½d. for adult female timeworkers, and of proportional amounts for younger workers. Minimum basic rate after change for men 21 and over 3s. 7½d. an hour; occupational differential rates continue unchanged as passages to the new minimum basic rate: kilnburners and boilerfiremen employed on continuous shift work 3s. 10d. a shift (inclusive of differential of 2½d. an hour and shift allowance of 3d.); road vehicle drivers to be paid the appropriate hourly rate specified in Road Haulage Wages Order R.H. (18) dated 8th March, 1945, plus 2s. 0½d.; women 18 and over 2s. 8½d.†
	Southern England (18-19)	do.	Workpeople employed in making building bricks (other than glazed, stock, Fletton, sandlime and concrete bricks), roofing and flooring tiles (unglazed), terra cotta (unglazed), agricultural drain pipes (unglazed), chimney pots and finials	Increases of 1½d. an hour in minimum basic rates for adult male timeworkers, of 1½d. for adult female timeworkers, and of proportional amounts for younger workers. Minimum basic time rate after change for men 21 and over 3s. 7½d. an hour; plus rates for graded workers continue unchanged; kilnburners and boilerfiremen employed on continuous shift work—8-hour shifts 3s. 10d., 10½-hour shifts 4s. 2d. (inclusive of differential and shift allowance); women 18 and over 2s. 8½d.†
	Scotland (19)	Beginning of first full pay period following 11 Oct.	Workpeople employed in the building brick industry	Increases of 1½d. an hour for male workers 21 and over, of 1½d. for female workers 18 and over (other than setters), and of proportional amounts for younger workers; pieceworkers and taskworkers to receive similar increases for hours worked in the factory. Minimum time rates after change include: men 21 and over—bogie runners (day shift) and all unspecified occupations 3s. 7½d. an hour, pan mill men (shovel fed), mixers and setters (day shift) 3s. 8½d., bing men and clay hole facemen (hand shovel) 3s. 9½d., drivers of standard gauge locomotives or any other locomotive running on or crossing over a public highway, dumper drivers and mechanical shovel operators 3s. 10½d., boilermen (power purposes only) 3s. 10½d., burners (inclusive of 3-shift allowance of 2½d. an hour) 4s.; women 18 and over—setters 2s. 10½d., others 2s. 8½d.
	Scotland (25)	do.	Workpeople employed in the refractory brick industry	Increases of 1½d. an hour for male workers 21 and over, of 1½d. for female workers 18 and over, and of proportional amounts for younger workers; pieceworkers and taskworkers to receive similar increases for hours worked in the factory. Minimum time rates after change include: men 21 and over—kiln stockers, packer loaders and all unspecified occupations 3s. 7½d. an hour, dry pan mill men, drawers and wheelers and brickmakers (dressers) 3s. 8½d., dry pan mill men (leading hands) 3s. 8½d., setters 3s. 9d., panmen, mill feeders 3s. 9½d., wheelers and drawers 3s. 9½d., filters 3s. 10d., wheelers and setters, kiln burners and boilerfiremen 3s. 10½d., getters 3s. 10½d., shot firsers 3s. 11½d., setters (only) 3s. 11½d., excavator drivers 4s. 1½d.; transport drivers—up to and including 2 tons 3s. 9½d., over 2 and up to and including 3½ tons 3s. 10½d., over 3½ tons but under gross laden weight of 12 tons 3s. 11½d., over 12 tons gross laden weight 4s. 0½d.; women 18 and over 2s. 8½d.
	Shropshire, Staffordshire (other than Stoke-on-Trent), Warwickshire and Worcestershire (17)	Beginning of first full pay period following 20 Oct.	Workpeople employed in making building and engineering bricks and roofing tiles	Increases of 1½d. an hour in minimum rates for adult male timeworkers, of 1½d. for adult female timeworkers, and of proportional amounts for younger workers. Minimum rates after change: men 21 and over—labourers 3s. 7½d. an hour, wheelers (only) 3s. 9d., panmen, mill feeders 3s. 9½d., wheelers and drawers 3s. 9½d., filters 3s. 10d., wheelers and setters, kiln burners and boilerfiremen 3s. 10½d., getters 3s. 10½d., shot firsers 3s. 11½d., setters (only) 3s. 11½d., excavator drivers 4s. 1½d.; transport drivers—up to and including 2 tons 3s. 9½d., over 2 and up to and including 3½ tons 3s. 10½d., over 3½ tons but under gross laden weight of 12 tons 3s. 11½d., over 12 tons gross laden weight 4s. 0½d.; women 18 and over 2s. 8½d.
Cast Stone and Cast Concrete Products Manufacture	England and Wales (32)	Beginning of first full pay period commencing after 1 Nov.	Workpeople employed regularly on night work	Night work allowance increased from 6d. an hour to time-and-one-fifth of the normal basic rate.
Slag and Tarmacadam Production	Great Britain	20 Oct.	Male workers	Increase of 2d. an hour. Minimum basic rates after change: labourers 3s. 9d. an hour, plant unit attendants 3s. 10d., tar mixer attendants 3s. 11d.‡
Roofing Felt Manufacture	Great Britain	Beginning of first full pay period following 20 Nov.	Adult male workers	Increase of 1½d. an hour in minimum basic time rates. Rates after change for adult male day labourers: London (within a radius of 15 miles from Charing Cross) 3s. 8d. an hour, rest of England, Scotland and Wales 3s. 6½d.
Heavy Chemicals Manufacture	Great Britain (certain firms)§ (37)	Pay week beginning 15 Sept.‡	Engineering and building trade craftsmen, coopers, wheelwrights, wagon repairers and apprentices	Increases of 2½d. an hour in standard rates for craftsmen, of 2d. or 1½d. for other adult workers, with consequential increases for apprentices. Rates after change include: craftsmen and semi-skilled men on maintenance work—boilermakers, angle-iron smiths, platers, riveters, welders (platers), pattern-makers, template workers, chemical plumbers 4s. 9½d. an hour, fitters, turners, blacksmiths, sheet-metal workers, coppermiths, brass finishers, brass moulders, moulders, welders, electricians, sheet-iron workers, building trade craftsmen 4s. 8½d., holders-up 4s. 7½d.; machinemen—borers, universal millers, turret hands 4s. 8½d., millers (V and H), surface grinders, planers, slotters, radial drillers, key seaters 4s. 7½d., cold sawyers, air, hand or pillar drillers, strikers 4s. 4½d., screwers, cockgrinders, cutting-off machinists 4s. 1d.¶
Iron and Steel Manufacture	Midlands and parts of South Yorks. and South Lancs. (43)	30 Nov.	Workpeople employed at iron puddling furnaces and iron and steel rolling mills and forges, other than those engaged on maintenance work	Cost-of-living bonus payment increased¶ by 2-6d. a shift (8s. 2-8d. to 8s. 5-4d.) for men and women 21 and over, by 1-95d. (6s. 2-1d. to 6s. 4-05d.) for workers 18 and under 21, and by 1-3d. (4s. 1-4d. to 4s. 2-7d.) for those under 18.
	Sheffield	6 Oct.	Men, youths and boys employed in steel melting and manipulating departments on the Sheffield shift system	New grading of shift workers 21 and over introduced for the purpose of applying wage increases, viz., grade 1, grade 2, grade 3 (broadly skilled, intermediate and unskilled grades). Increases in existing shift bonus of 1s. 2½d., 1s. 1½d. or 1s. 0½d. a shift for grades 1, 2 and 3, respectively, of 10d. for youths 18 to 20, and of 5d. for boys under 18. New shift bonuses after change: datal workers—grade 1, consolidated 18s. 0½d. a shift, unconsolidated 22s. 0½d., grade 2 17s. 11½d., 21s. 11½d., grade 3 17s. 10½d., 21s. 10½d.; tonnage workers—grade 1, consolidated 15s. 8½d., unconsolidated 19s. 8½d., grade 2 15s. 7½d., 19s. 7½d., grade 3 15s. 6½d., 19s. 6½d.; youths 18 to 20 7s. a week, 89s., boys under 18 40s. 6d., 48s. 6d.

* The districts affected are in the Northern, North Eastern and North Western Counties of England, the North and East Midlands, Northamptonshire (except Fletton bricks), North Staffordshire (Stoke-on-Trent district), Gloucestershire and Wales.

† These increases were the result of an award (No. 1146) of the Industrial Disputes Tribunal. See page 401 of the October issue of this GAZETTE.

‡ See also page 446 of the November issue of this GAZETTE (Single Arbitrators and ad hoc Boards of Arbitration).

§ These increases apply to workpeople employed by constituent firms of the Imperial Chemical Industries, Ltd. (other than the metals division), including lime works at Buxton and Colwyn Bay, and were agreed in October with retrospective effect to the date shown.

¶ The rates quoted are subject to augmentation under the company's discretionary bonus scheme.

¶ 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
Atomic Energy	United Kingdom (217)	Beginning of pay week containing 12 Nov.	Charge hands and leading hands of craftsmen and general workers employed by the United Kingdom Atomic Energy Authority	New grading structure introduced resulting in increases of 8s., 6s. or 2s. a week in supervisory rates of pay. Rates after change: charge hands of craftsmen—charge hands I 20s.; charge hands of general workers—charge hands I 20s. or charge hands II 14s. dependent on the responsibility of the charge hand's job. The rates are paid over the charge hand's own grade rate or the highest rate in the team supervised, whichever is the greater.
Admiralty Dockyards and Establishments	United Kingdom (218-219)	Beginning of pay week containing 6 Oct.*	Male craft grades and non-craft grades paid at dockyard rates	Increases in minimum time rates of 7s. 4d. a week for adult craftsmen, minor trades and titular grades, of 6s. 8d. for semi-skilled grades, of 6s. for unskilled grades, and of proportional amounts for apprentices, youths and boys; for payment-by-results workers increases of corresponding amounts are to be added to the existing bonus. Minimum weekly time rates after change: men 20 and over—craftsmen, London 192s. 2d., Provinces 189s. 8d., semi-skilled workers 171s., 166s., foundry labourers 170s. 10d., 165s. 10d., ordinary labourers 165s. 4d., 160s. 4d.
			Women employed on women's work and paid on an engineering basis	Increases in minimum time rates of 5s. 6d. a week for women 18 and over, and of 2s. 3d. to 3s. 6d., according to age, for younger workers; for payment-by-results workers increases of corresponding amounts are to be added to the existing bonus. Consolidated minimum weekly time rates after change: women in dockyards 53s. 6d. at 15 rising to 127s. 6d. at 18 and over, women in establishments away from dockyards 53s. 6d. at 15 rising to 126s. 6d. at 21 and over.
	South Wales	Beginning of pay week which includes 17 Oct.	Craftsmen and apprentices	Increases of 7s. 4d. a week for craftsmen, and of proportional amounts for apprentices. Minimum weekly time rates after change: craftsmen 209s., apprentices 57s. 9d. in first year rising to 146s. 8d. in fifth year.†
Manufacture, Maintenance and Repair of Agricultural Machinery and Implements and Repair of Agricultural Tractors	England and Wales (49)	First full pay period following 29 Oct.	Men, apprentices, youths and boys	Increases of 7s. 4d. a week for skilled men 21 and over, of 6s. for unskilled men, and of proportional amounts for apprentices, youths and boys. Minimum time rates after change include: skilled men 186s. 8d. a week, unskilled 159s. 11d.
Motor Vehicle Retail and Repairing Trade	United Kingdom (56)	First pay week commencing after 27 Nov.	Men, youths, boys, women and girls (excluding clerical workers, night watchmen, night attendants, salesmen, etc.)	Increases for men 21 and over of 2d. an hour for skilled craftsmen, of 1½d. for semi-skilled and other workers, of 1½d. for women 21 and over, and of proportional amounts for juveniles. Minimum rates after change: inside the workshop—skilled men, London area (within 15 miles of Charing Cross including whole of Romford M.B. and Uxbridge U.D.) 4s. 5d. an hour, Provinces 4s. 4d., semi-skilled men 4s., 3s. 11d., other adult male workers 3s. 8d., 3s. 7d.; outside the workshop—men, London area 3s. 7½d., Provinces 3s. 6½d.; (Northern Ireland, outside the City of Belfast—other adult male workers inside the workshop 3s. 5d. an hour, outside the workshop 3s. 4½d.); youths and boys—London area 48s. 7d. a week at 15 rising to 145s. 9d. at 20, Provinces 47s. 8d. to 143s.; women 21 and over—London area 2s. 11d. an hour, Provinces 2s. 10d.; girls—London area 51s. 4d. a week at 15 rising to 121s. 11d. at 20, Provinces 49s. 6d. to 118s. 3d.
Lighter Trades (Metal)	Sheffield	Commencement of first full pay period beginning on or after 6 Oct.	Men, youths, boys, women and girls employed in the manufacture of agricultural machine parts, machine knives, saws, scythes, sickles and hooks, heavy and light edge tools, and files	Increases in bonus for male datal workers and pieceworkers 21 and over of 7s. 4d. a week or 2d. an hour for skilled workers, of 6s. 5d. or 1½d. for intermediate grades, of 5s. 11½d. or 1½d. for unskilled, of 5s. 6d. for women 18 and over, of 1s. 9d. to 4s. 6d., according to age, for youths and boys, and of 2s. 3d., 3s. or 3s. 6d. for girls.
		6 Oct.	Men, youths, boys, women and girls employed in the manufacture of engineers' (small) tools	Increases in bonus for male datal workers and pieceworkers 21 and over, of 7s. 4d. a week for skilled workers, of 6s. 8d. for intermediate grades, of 6s. for unskilled, of 5s. 6d. for women 18 and over, and of proportional amounts for youths, boys and girls.
Laminated Spring Manufacture	Sheffield (60)	do.	Adult male workers	Increases of 7s. 4d., 6s. 8d. or 6s. a week, according to occupation, for workers 21 and over. Consolidated minimum time rates after change: springsmiths and fitters 4s. 7-73d. an hour, strikers and vicemen 4s. 0-18d.
Metal Finishing	England and Wales (71)	do.	Men, youths, boys, women and girls	Increases for men 21 and over of 7s. 4d. a week for grade 1 (skilled) workers, of 6s. 8d. for grade 2 (semi-skilled), of 6s. for grade 3 (unskilled), of 5s. 6d. for women 21 and over (all grades), and of 1s. 8d. to 5s. 5d., according to age and area, for youths, boys and girls; for payment-by-results workers increases of corresponding amounts are to be added to the existing supplements. Minimum consolidated rates after change: men 21 and over—grade 1, London area (within a radius of 18 miles of Charing Cross) 194s. 4d. a week, elsewhere 187s. 11d., (electro-platers and polishers to receive an additional 1½d. an hour above grade 1 rates), grade 2 178s. 11d., 172s. 6d., grade 3 165s. 4d., 157s. 1d.; women 21 and over—grade 1, London area 148s. 3d., elsewhere 143s. 8d., grade 2 134s. 6d., 129s. 11d., grade 3 129s. 11d., 126s. 6d.
Silk Manufacture	United Kingdom (84)	Pay day in week commencing 3 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:—	Increases in minimum rates of 5s. a week for men 21 and over, of 3s. 9d. for women 18 and over, and of proportional amounts, according to age, for younger workers; night work allowance increased from 12½ to 25 per cent. on the appropriate minimum time rate. Minimum basic time rates after change: men 21 and over 148s. 6d. a week, youths and boys 59s. at 15 rising to 138s. at 20½; women 18 and over 104s. 9d., girls 59s. at 15 rising to 94s. 6d. at 17½; existing differentials continue to be maintained.
			Timeworkers	Increases in minimum rates of 5s. a week for men 21 and over and for women weavers in the manufacturing section, of 3s. 9d. for other women 18 and over, and of proportional amounts, according to age, for younger workers; night work allowance increased from 12½ to 25 per cent. on the appropriate minimum time rate. Minimum basic time rates after change include: throwing section—men 21 and over, grade 1 148s. 6d. a week, grade 1A 151s., grade 2 153s., grade 3 154s., women 18 and over, grade 1 104s. 9d., grade 2 106s. 9d., grade 3 107s. 9d.; smallware and narrow fabrics section—men grade 1 148s. 6d., grade 2 152s., grade 3 156s., women grade 1 104s. 9d., grade 2 106s. 9d., grade 3 107s. 9d.; manufacturing section—men, all workers except weavers 148s. 6d., women grade 1 104s. 9d., grade 2 106s. 9d., grade 3 112s. 9d., grade 3A 133s. 3d., men and women weavers 142s. to 161s., according to number of looms; embroidery section—unskilled men 148s. 6d., skilled men 161s., women grade 1 104s. 9d., grade 2 106s. 9d.; hand-loom weaving section—time rates, men 3s. 6½d. an hour.
	Macclesfield (85)	do.	Timeworkers	Increases of 5s. a week for men, and of 3s. 9d. for women, to be arranged either as a flat-rate payment or by an adjustment of the piece rates.
			Pieceworkers	Increases of 5s. a week for men, and of 3s. 9d. for women, to be arranged either as a flat-rate payment or by an adjustment of the piece rates.

* These increases were announced on 31st October, 1958, and had retrospective effect to the date shown.

† These increases are related to those agreed by the Welsh Engineers' and Founders' Conciliation Board. See footnote † on page 434 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
Silk Manufacture and Dyeing	Leek (84)	Pay day in week commencing 3 Nov.	Timeworkers	Increases in minimum rates of 5s. a week for men 21 and over, of 3s. 9d. for women 18 and over, and of proportional amounts, according to age, for younger workers. Minimum time rates after change include: men 21 and over, other than learners—grade 1 148s. 6d. a week, grade 1A 151s., grade 2 153s., grade 3 157s., dyers 155s., screen printers 160s., printers' mates 155s., dyers' mixers 155s. in first year rising to 163s. in fourth year; all-night workers—screen printers 218s. 6d., printers' mates and dyers 211s., narrow fabric workers 212s. 2d., others 209s.; boilermen (days) 168s. 6d., (nights) 176s., oilers and greasers (on shafting) 155s., (on braid machines) 153s., keymen 172s. 6d.; women 18 and over, other than learners—grade 1 104s. 9d., grade 1A 106s. 9d., grade 2 107s. 9d., grade 3 109s. 9d.
			Pieceworkers	Increases of 5s. a week for men, and of 3s. 9d. for women, to be arranged either by a flat-rate payment or by an adjustment of the piece rates.
Rayon Yarn Production	Great Britain (86)	Beginning of first pay week following 22 Oct.	Men, youths, boys, women and girls	Increases in minimum rates of 1½d. an hour for men 21 and over, of 1¼d. for women 18 and over, and of proportional amounts for younger workers. Minimum rates after change include: men 21 and over 3s. 4½d. or 3s. 6½d. an hour, according to establishment, women 18 and over 2s. 4½d. or 2s. 5½d.
Carpet Manufacture	Great Britain (94)	First pay day in Nov.	Men, youths, boys, women and girls	Increases of 2s. 6d. a week in minimum base rate for male workers 21 and over, and of 3 per cent. on all other rates. Minimum rates after change, inclusive of lieu bonus of 12s. for men and 10s. for women, include: general minimum time rate for male workers 21 and over 95s. 6d. a week, dry beamers, packers, back sizers and starchers, card men (jacquard, wilton and gripper), fur cutters with 6 months' experience in any of the jobs 101s. 6d., wet beamers and dressers with 12 months' experience 111s. 6d., croppers and shearers with 6 months' experience 101s. 6d., 106s. 6d. or 111s. 6d., according to width of loom; general minimum time rate for female workers 20 and over 63s. 7d., card cutters with 18 months' experience 72s. 7d.; minimum hourly rate for pieceworkers on time work—men, jacquard weavers on single-cloth looms 2s. 4d., 2s. 6d. or 2s. 8d. an hour, according to width of loom, double-cloth looms 2s. 6d., 2s. 8d. or 2s. 10d., weavers other than jacquard, single-cloth looms 2s. 4d., double-cloth looms 2s. 4d., 2s. 6d. or 2s. 8d., pieceworkers other than weavers 2s. 2d., wet beamers and dressers on piecework 2s. 4d., women 1s. 5d.
Narrow Fabrics Manufacture	Great Britain (95)	Week commencing 24 Nov.	Timeworkers	Increases in minimum time rates of 1¼d. an hour for men 21 and over, of 1d. for women 18 and over, and of proportional amounts for younger workers. Minimum time rates after change include: men 21 and over—grade I occupations 3s. 2½d. an hour, grade II 3s. 6½d., grade III 3s. 7½d.; women 18 and over—grade I 2s. 3½d., grade IA 2s. 4½d., grade II 2s. 6½d., grade III 2s. 8d.
			Pieceworkers	Increases in minimum piecework group average rates of 1¼d. an hour for male workers, and of 1d. for female workers. Piecework rates to be the same for all ages and arranged so that the average wage for all adult workers in a class is not less than—males grade I 3s. 9½d. an hour, grade II 3s. 11½d., grade III 4s. 2½d.; females grade I 2s. 8½d., grade IA 2s. 9½d., grade II 3s., grade III 3s. 2½d.
Textile Bleaching, Dyeing, Printing and Finishing	Lancashire, Cheshire and Derbyshire (98)	Working week for which wages are paid during period 3-8 Nov.	Maintenance millwrights, fitters, turners, blacksmiths, etc.	Increases of 7s. 4d. a week of 44 hours (205s. 4d. to 212s. 8d.) for journeymen, and of proportional amounts for apprentices.
			Electricians	Increases of 7s. 6d. a week of 45 hours (210s. to 217s. 6d.) for journeymen, and of proportional amounts for apprentices.
Leather Producing (Tanning and Currying and Dressing)	Great Britain (103)	Beginning of first full pay period following 12 Nov.	Men, youths, boys, women and girls	Increases in basic timework rates of 2d. an hour for men 21 and over and for women 20 and over, and of proportional amounts for younger workers. Basic timework rates after change: men 21 and over—London (within 17 miles of Charing Cross), skilled 4s. 1½d. an hour, semi-skilled 3s. 11d., unskilled 3s. 10d., Provinces and Scotland 3s. 11½d., 3s. 9d., 3s. 8d., youths and boys—London, semi-skilled 1s. 10½d. at 15 rising to 3s. 4½d. at 20, unskilled 1s. 10½d. to 3s. 2½d., Provinces and Scotland 1s. 9½d. to 3s. 2½d.; women and girls—London, semi-skilled 1s. 8½d. at 15 rising to 3s. 0½d. at 20, unskilled 1s. 8½d. to 2s. 11d., Provinces and Scotland 1s. 8½d. to 2s. 11d.*
Retail Bespoke Tailoring	Northern Ireland (246)	25 Nov.	Timeworkers	Increases in general minimum time rates of 5d. an hour for male workers with not less than 5 years' experience in the trade, of 11s. 14s. 8d. or 18s. 4d. for a 44-hour week, according to age, for other male workers, of 4d. an hour for female workers except learners, and of 2d., 3d. or 4d., according to year of learnership, for female learners. General minimum time rates after change: male workers with not less than 5 years' experience in any branch of the trade, area A 3s. 4d. an hour, area B 3s. 1d., other male workers except learners, area A 59s. 8d. a week at under 16 rising to 127s. 1d. at 22 or over, area B 56s. 3d. to 124s. 1d., learners area A 48s. 9d. during first year of learnership rising to 92s. 11d. during fifth year, area B 44s. 1d. to 78s. 8d.; female workers except learners, area A 1s. 11d., 2s. 2d. or 2s. 4d. an hour, according to experience and occupation, area B 1s. 10d., 2s. or 2s. 1d., learners area A 11d. an hour during first year of learnership rising to 1s. 7d. during fourth year, area B 11d. to 1s. 5d.†
Glove Manufacture	England and Wales (118)	Beginning of first full pay period following 26 Nov.	Workpeople employed in leather and fabric dress glove and industrial section of the glove manufacturing industry	Increases in basic time rates of 1d. an hour for men, of ¾d. for women, and of proportional amounts for apprentices and juveniles. Minimum time rates after change include: men 20 and over—class A 3s. 8½d. an hour, class B 3s. 3½d.; women 20 and over—class A 2s. 5d., class B 2s. 3½d.; plus a time bonus of 2d. an hour for men and 1½d. an hour for women for each hour worked.‡
			Transport workers	Increases of 7s. a week in minimum rates for drivers of "C" licensed vehicles, statutory attendants and mates; further increase of 4s. a week for workers in certain localities, as the result of the upgrading of these localities for wages purposes from grade 2 to grade 1. Rates after change: drivers 21 and over of vehicles of 1 ton or less carrying capacity, London area 170s. a week, long distance or grade 1 165s., grade 2 161s., drivers of all ages of vehicles of over 1 and up to and including 5 tons 170s., 165s., 161s., over 5 and up to and including 10 tons 177s., 172s., 168s., over 10 and up to and including 15 tons 183s., 178s., 174s., over 15 and up to and including 18 tons 190s., 185s., 181s., over 18 tons 199s., 194s., 190s., statutory attendants and mates 163s., 160s., 156s.
Corn Trade	Great Britain (121)	6 Oct.‡	Mill and other manual workers (except transport workers)	Increases of 7s. a week in minimum rates for men 21 and over, and of proportional amounts for women and juveniles. Minimum rates after change include: men 21 and over—London 174s. a week, grade A mills 172s., grade B 169s., grade C 166s.; women 18 and over, two-thirds of the appropriate adult male rate.

* These increases were the result of an award (No. 1164) of the Industrial Disputes Tribunal. See page 485 of this GAZETTE.
 † These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 486 of this GAZETTE.
 ‡ These increases were the result of an award (No. 1170) of the Industrial Disputes Tribunal. See page 485 of this GAZETTE.
 § These increases were agreed in November with retrospective effect to the date shown.

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)
Milk Products Manufacture	Scotland	Pay day in week commencing 13 Oct.	Men, women and juveniles	Increases in general minimum time rates of 5s. a week for men 21 and over, of 3s. 6d. for youths 18 and under 21, of 2s. 6d. for women 18 and over and for boys under 18, and of 2s. for girls. Rates after change include: men 21 and over—principal butter and cheesemakers 174s. a week, creamery engineers 176s. 6d., principal milk receivers 171s. 6d., second cheesemakers and boiler-men 166s. 6d., other male workers 163s.; women 21 and over 122s. 6d.
Pot Still Malt Distilling	Scotland (136)	First pay day in Oct.	Adult male workers	Increase of 2d. an hour on basic wage. Minimum rates after change: men on day shifts 3s. 6½d. an hour, on constant night shifts 3s. 9½d., on 3 shifts or alternate day and night shifts 3s. 8½d.; existing differentials maintained for stillmen, mashmen, tunmen, kilnmen and boiler firemen.
Screen Printing and Display Production	England and Wales	First complete pay week in Nov.	Production artists, writers, poster writers, screen process printers, auxiliary workers, etc.	<i>Decreases* of 3s. a week (18s. to 15s.) in the cost-of-living bonus for adult workers, and of proportional amounts for apprentices and other juvenile workers.</i>
Paper Making, Paper Coating, Paper Board and Building Board Making	United Kingdom (148)	Beginning of first full pay period following 10 Oct.	Process workers	Increases of 2d. an hour for men 21 and over in class 1 occupations and of 1¼d. for those in other classes, of 1¼d. for youths 18 and under 21 and for women 18 and over, and of 1d. for younger workers. Minimum time rates after change include: men 21 and over—day workers, class 1 occupations 4s. 3½d. an hour, class 1A 3s. 11½d., class 2 3s. 9½d., class 3 3s. 8½d., shift workers class 1 4s. 9½d., class 1A 4s. 5½d., class 2 4s. 3½d., class 3 4s. 1½d.; women 18 and over on day work 2s. 7½d.
			Skilled craftsmen on maintenance work	Increase of 2d. an hour. Rates after change: day workers, group I mills 4s. 10d. an hour, group II 4s. 9½d., double-day shift workers 5s. 1½d., 5s. 0½d., three-shift workers 5s. 3½d., 5s. 2½d.
Thermal Insulation	Scotland	6 Oct.	Insulating engineers and other workers employed on land and marine contracts	Increases in minimum rates of 1½d. an hour for insulating engineers, of 1½d. for labourers, and of proportional amounts for youths. Rates after change include: insulating engineers 4s. 2½d. an hour, labourers 3s. 8½d.
Gas Supply	Great Britain (175)	31 Aug.†	Maintenance craftsmen employed by the Gas Council and Area Gas Boards, including skilled plasterers, slaters and paviors, and bricklayers and masons other than those engaged on firebrick work	Increase of 2½d. an hour in standard rates. Rates after change include: blacksmiths, brass finishers, carpenters, chemical plumbers, coachmakers, coachpainters, copper-smiths, electricians, engine-fitters, engine-turners, motor mechanics, moulders, qualified painters, patternmakers, platers, plumbers, riveters, sheet-metal workers (including tinsmiths), wagon repairers, welders, woodcutting machinists (carpenters' and coach shops)—Metropolitan Area 5s. 2d. an hour, Provincial A 4s. 11d., Provincial B 4s. 10d., holders-up 5s. 1d., 4s. 10d., 4s. 9d., hammermen (blacksmiths' strikers) 4s. 11d., 4s. 8d., 4s. 7d., pipe fitters 4s. 10d., 4s. 7d., 4s. 6d., retort pipe fitters 4s. 9½d., 4s. 6½d., 4s. 5½d., drillers (machine), foundry trimmers, furnacemen (foundry) 4s. 9d., 4s. 6d., 4s. 5d.
Road Passenger Transport	Great Britain (excluding Metropolitan Area) (182)	First full pay period following 23 July‡	Maintenance craftsmen and apprentices employed by municipal tramway, trolley-bus and omnibus undertakings	Increases of 2d. an hour for adult workers, and of proportional amounts for apprentices. Minimum rates after change include: craftsmen—special group undertakings 4s. 11d. to 5s. 2d. an hour, group 1 4s. 10d.
Merchant Navy	Northern Ireland	27 Oct.	Workpeople employed in the Road Passenger Transport Section of the Ulster Transport Authority	Increase of 7s. a week. Rates after change include: drivers 181s. a week, conductors 177s.; washers, cleaners and greasers (day) 162s. 3d., shunters (day) 171s. 9d., tyreman (day) 170s. 9d., full-time fuel issuers (day) 171s. 3d.
			Deck and engine-room ratings	Increases ranging from 15s. to £2 12s. 6d., according to occupation, for ratings on monthly rates of pay, and of 3s. 6d. to 9s. 4d. for those on weekly rates of pay. National standard rates after change include: monthly rates with free food in addition—able seamen or efficient deck hands £33 5s., boatswains £37 15s. to £44 12s. 6d., boatswains' mates £34 10s. or £36 10s., carpenters £40 10s. to £47 12s. 6d., assistant carpenters, also joiners £37 15s., to £41 12s. 6d., cleaners and wipers of 6 months' sea service and over £33 5s., of less than 6 months' sea service £31, deck hands (uncertificated) (20 years of age) £31, donkeymen £36 10s., firemen leading (where carried) £34 5s., firemen with 6 months' sea service as firemen or trimmers £33 15s., for first 6 months' sea service as firemen £32 5s., greasers £34 5s., junior ordinary seamen £21 7s. 6d., senior ordinary seamen £25, trimmers of 6 months' sea service and over £33 5s., trimmers of less than 6 months' sea service £31; weekly rates men finding own food—able seamen or efficient deck hands, and firemen 177s. 4d., boatswains, carpenters and donkeymen 191s. 4d., cleaners and wipers of 6 months' sea service and over 175s. 7d., of less than 6 months' sea service 157s. 6d., deck hands (uncertificated) (20 years of age) 165s. 8d., greasers 180s. 3d., junior ordinary seamen and senior ordinary seamen 135s. 11d., trimmers of 6 months' sea service and over 175s. 7d., trimmers of less than 6 months' sea service 157s. 6d. The above rates are subject to the addition of efficient service pay of £1 to £4 5s. a month or 4s. 8d. to 19s. 10d. a week, according to length of continuous service and satisfactory conduct in a grade not below deck hand (uncertificated), trimmer with at least 6 months' sea service, or assistant steward.**††
Coal Distribution	Great Britain (except London) (196-197)	28 July‡‡	Catering department ratings	Increases ranging from 15s. to £2 15s., according to occupation, for ratings on monthly rates, and of 3s. 6d. to 9s. 11d. for those on weekly rates. Monthly and weekly rates are subject to the addition of efficient service pay, according to the length of service in a grade not below deck hand (uncertificated), trimmer with at least 6 months' sea service, or assistant steward.
			Transport and other workers	Increases in minimum rates of 6s. a week for all adult workers, and of proportional amounts for youths and boys.
Government Industrial Establishments	Great Britain (218)	Beginning of pay week containing 1 Oct.§§	Non-skilled workers paid at miscellaneous "M" rates	Increases in minimum rates of 4s. a week (London) or 3s. (Provinces) for adult male workers, of 3s. 4d. or 2s. 6d. for adult female workers, and of proportional amounts for juveniles. Minimum weekly time rates after change: adult male workers—London 171s., Provinces 162s.; adult female workers 143s. 6d., 135s. 10d.
Local Authorities' Services	Northern Ireland	do.§§	do.	Increases in minimum rates of 3s. a week (Belfast, Londonderry and Provinces) or 2s. (Special Stations) for adult male workers, of 2s. 6d. or 1s. 8d. for adult female workers, and of proportional amounts for juveniles. Minimum weekly time rates after change: adult male workers—Belfast 161s. a week, Londonderry 156s., Special Stations 155s., Provinces 150s.; adult female workers 135s., 130s. 10d., 130s., 125s. 10d.
			Glamorgan and Monmouthshire (225)	16 June

* Under sliding-scale arrangements based on the official index of retail prices.
 † This rate applies only to hand-made paper mills.
 ‡ These increases were agreed in November with retrospective effect to the date shown.
 ‡‡ According to tonnage of vessel.
 § If pre-sea training in an approved course has been taken, the probationary period is reduced to 3 months.
 §§ Ratings required to provide own food are entitled to an allowance of 1s. a day whilst on board on articles.
 ¶¶ New standard rates have also been agreed for navigating, engineer and radio officers, and refrigerator engineers, etc.
 †† Any deck rating who holds an Able Seaman's (not Efficient Deck Hand's) Certificate receives 10s. a month (or 2s. 4d. a week) extra.
 ††† These increases were the result of an award (No. 1152) of the Industrial Disputes Tribunal dated 8th October, with retrospective effect to the date shown. See page 446 of the November issue of this GAZETTE. The minimum rates to which the increases apply are as laid down in separate agreements of the thirteen Regional Joint Industrial Councils of the National Joint Industrial Council for the Distributive Coal Trade.
 §§§ These increases were authorised in November with retrospective effect to the date shown.
 ||| These increases were agreed in September with retrospective effect to the date shown.

Principal Changes in Rates of Wages Reported during November—continued

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, Particulars of Change.

* These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 447 of the November issue of this GAZETTE.

Index of Rates of Wages

INDEX FOR 30th NOVEMBER, 1958

(31st January, 1956 = 100)

Table with 2 columns: Category, Index value.

At 30th November, 1958, the wage rates index (rates at 31st January, 1956 = 100) was 116 for all workers in all industries and services and 116 for all workers in manufacturing industries only, both figures being the same as at the end of October.

The index of rates of wages measures the average movement from month to month in the level of full-time weekly rates of wages in the principal industries and services in the United Kingdom compared with the level at 31st January, 1956, taken as 100. The representative industries and services for which changes in rates of wages are taken into account in the index and the method of calculation were described on pages 50 and 51 of the issue of this GAZETTE for February, 1957. The index is based on the recognised rates of wages fixed by voluntary collective agreements between organisations of employers and workpeople, arbitration awards or Wages Regulation Orders.

I—All Industries and Services

Table with columns: Year, Month, Index value.

Detailed Figures

Table with columns: Date, Men, Women, Juveniles, All Workers.

Statistics of changes in actual weekly and hourly earnings (as distinct from changes in rates of wages) are collected in April and October each year. Figures relating to such earnings from April, 1947, to April, 1958, were given in an article on pages 329 to 337 of the September issue of this GAZETTE. As stated in that article, the average increase in actual weekly earnings (all workers) between

other payment-by-results workers due to variations in output or the introduction of new machinery, etc.

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

The first part of Table I below shows, for all industries and services, the index figure for all workers for each month since January, 1956, and that of Table II the corresponding figures for manufacturing industries only. The figures in this series may be linked with those of the previous series (30th June, 1947 = 100) to give a measure, on a broad basis, of the movement in rates of wages since June, 1947. For this purpose the detailed figures, expressed to one decimal place in the second parts of the Tables, should be multiplied by the following factors:—

Table with columns: Category, Men, Women, Juveniles, All Workers.

The publication of the detailed figures must not, however, be taken to mean that the index figures are thought to be significant to more than the nearest whole number.

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

II—Manufacturing Industries only

Table with columns: Year, Month, Index value.

Detailed Figures

Table with columns: Date, Men, Women, Juveniles, All Workers.

April, 1956, and April, 1958, in those industries and services covered by the half-yearly enquiries was 8 1/2 per cent., as compared with an increase of 7 per cent. during the same period in the average level of rates of wages in these same industries. For manufacturing industries only the corresponding increases were also 8 1/2 per cent. for earnings and 7 per cent. for rates of wages.

Stoppages of Work due to Industrial Disputes

STOPPAGES OF WORK IN NOVEMBER

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in November, which came to the notice of the Ministry was 200. In addition, 22 stoppages which began before November were still in progress at the beginning of the month. The approximate number of workers involved during November in these 222 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 32,500. The aggregate number of working days lost during November at the establishments concerned was nearly 78,000.

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

Table with columns: Industry Group, Number of Stoppages in progress in Month (Started before beginning of Month, Started in Month, Total), Number of Workers involved in all Stoppages in progress in Month, Aggregate Number of Working Days lost in all Stoppages in progress in Month.

Of the total of 78,000 days lost in November, 62,000 were lost by 29,100 workers involved in stoppages which began in that month. Of these workers, 25,400 were directly involved and 3,700 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 16,000 days lost by 3,400 workers through stoppages which had continued from the previous month.

Duration of Stoppages

Of 215 stoppages of work owing to disputes which ended during November, 100, directly involving 8,400 workers, lasted not more than one day; 50, directly involving 6,700 workers, lasted two days; 22, directly involving 5,500 workers, lasted three days; 25, directly involving 5,600 workers, lasted four to six days; and 18, directly involving 2,600 workers, lasted over six days.

Causes of Stoppages

Of the 200 disputes leading to stoppages of work which began in November, 22, directly involving 4,200 workers, arose out of demands for advances in wages, and 86, directly involving 7,300

workers, on other wage questions; 9, directly involving 2,300 workers, on questions as to working hours; 21, directly involving 2,700 workers, on questions respecting the employment of particular classes or persons; 60, directly involving 8,600 workers, on other questions respecting working arrangements; and 2, directly involving 300 workers, on questions of trade union principle.

STOPPAGES OF WORK IN THE FIRST ELEVEN MONTHS OF 1958 AND 1957

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 1958 and 1957:—

Table with columns: Industry Group, January to November, 1958 (Number of Stoppages, Number of Workers involved, Aggregate Number of Working Days lost), January to November, 1957 (Number of Stoppages, Number of Workers involved, Aggregate Number of Working Days lost).

PRINCIPAL STOPPAGES OF WORK DURING NOVEMBER

Table with columns: Industry, Occupation and Locality, Approximate Number of Workers involved (Directly, Indirectly), Date when Stoppage (Began, Ended), Cause or Object, Result.

* 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.

† Some workers, largely in the coal mining and vehicles industries and, in 1957, in the shipbuilding and ship repairing and transport industries, were involved in more than one stoppage and are counted more than once in the totals. The net numbers of individuals involved in stoppages in the coal mining and vehicles industries in the period under review in 1958 were approximately 165,000 and 48,000 respectively, and in the corresponding period in 1957 were approximately 180,000 and 148,000 respectively.

‡ Less than 50 workers or 500 working days.

§ A stoppage in September, 1958, involved electrical workers in two industry groups but was counted as only one stoppage in the total for all industries taken together.

¶ The occupations printed in italics are those of workers indirectly involved, i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes.

** It is estimated that a further 25,000 production workers at other establishments of the same firm were rendered idle during the course of the stoppage.

Index of Retail Prices

INDEX FOR 18th NOVEMBER, 1958

ALL ITEMS (17th January, 1956 = 100) ... 110

At 18th November, 1958, the retail prices index was 110 (prices at 17th January, 1956 = 100), compared with 109 at 14th October and with 108 at 12th November, 1957. The rise in the index during the month was due mainly to increases in the average prices of coal, cheese and butter.

The index of retail prices measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, i.e., by practically all wage earners and most small and medium salary earners. As with most indices of this kind it is based on the price movements of a large and representative selection of goods and services. The index is a measurement of price changes only and does not reflect changes in expenditure resulting from variations in the nature and quantities of goods purchased from time to time. Accordingly the price comparisons used in compiling the index figures relate in general to a fixed list of items in given quantities. In order to ensure that, so far as possible, the index figures reflect real changes in price levels, no account is taken of changes in the prices quoted which are attributable solely to variations in the quality of the items on sale.

The index is not calculated in terms of money but in percentage form, the average level of prices at the base date being represented by 100. Some goods and services are relatively much more important than others and the percentage changes in the price levels of the various items since the base date are combined by the use of "weights". The weights now in use have been computed from information provided by a large-scale household expenditure enquiry made in 1953-54, adjusted to correspond with the level of prices ruling in January, 1956.

DETAILED FIGURES FOR 18th NOVEMBER, 1958

(Prices at 17th January, 1956 = 100)

The following Table shows, for the 10 main groups, the indices at 18th November, on the basis of prices at 17th January, 1956 = 100, together with the relative weights which are used in combining the separate group figures into a single "all items" index.

GROUP	INDEX FIGURE FOR 18th NOVEMBER, 1958 (17th January, 1956 = 100)	WEIGHT
I. Food	108.4	350
II. Alcoholic drink	105.8	71
III. Tobacco	107.8	80
IV. Housing	124.2	87
V. Fuel and light	116.5	55
VI. Durable household goods	99.9	66
VII. Clothing and footwear	102.7	106
VIII. Transport and vehicles	112.9	68
IX. Miscellaneous goods	113.5	59
X. Services	115.4	58
All items	109.8	1,000

The "all items" index figure at 18th November was therefore 109.8, taken as 110.

PRINCIPAL CHANGES IN THE INDEX DURING THE MONTH

Food

Marked increases in the average prices of cheese and butter and a smaller increase in the average price of bacon were partly offset by reductions in the average prices of beef, tomatoes and brussels sprouts. For the food group as a whole the average level of prices rose by rather less than one-half of one per cent., but the group index figure, expressed to the nearest whole number, remained unchanged at 108.

Housing

The main change in this group was a rise in the average level of rents of privately-owned dwellings let unfurnished. The average level of housing costs rose by rather less than one-half of one per cent., but the group index figure, expressed to the nearest whole number, remained unchanged at 124.

Fuel and Light

As a result of seasonal increases in the prices of household coal and coke, the average level of prices and charges for the fuel and light group as a whole rose by about 5 per cent., and the group index figure, expressed to the nearest whole number, was 116 compared with 111 for the previous month.

Other Groups

In the seven remaining groups, covering alcoholic drink, tobacco, durable household goods, clothing and footwear, transport and vehicles, miscellaneous goods, and services, there was little change in the general level of prices. The index figures for these groups, expressed to the nearest whole number, were 106, 108, 100, 103, 113, 114 and 115 respectively.

ALL ITEMS INDICES, JANUARY, 1956, TO NOVEMBER, 1958

The following Table shows the index figure for "all items" for each month from January, 1956, onwards, taking the level of prices at 17th January, 1956, as 100. The figure normally relates to the Tuesday nearest to the 15th of the month.

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1956	100	100	101	103	103	102	102	102	102	103	103	103
1957	104	104	104	104	105	106	107	106	106	107	108	108
1958	108	108	108	110	109	110	109	108	108	109	110	—

DESCRIPTION OF THE INDEX

A full description of the index, entitled "Method of Construction and Calculation of the Index of Retail Prices", is obtainable from H.M. Stationery Office, price 1s. 9d. net (1s. 11d. including postage). The booklet consists of three main sections, dealing with (a) the scope and structure of the index, including the "weighting" basis, (b) the methods of collecting prices, and (c) the calculation and presentation of the index figures. There are also appendices giving (a) the groups and sections into which the index is divided, together with the weights of these groups and sections, and listing in detail the items priced in each, and (b) particulars of the localities from which information is collected for the purpose of the index.

The method of construction and calculation of the index is based on the recommendations of the Cost of Living Advisory Committee and the advice of a smaller Technical Committee. A list of members of these Committees is given.

Copies of the booklet may be ordered through any bookseller or direct from H.M. Stationery Office at the addresses shown on page 488 of this GAZETTE.

Retail Prices Overseas

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

Country	Base of Index* and Month for which Index Figure is given	Index Figure	Rise(+) or Fall(-) of Index Figure (in Index Points) compared with	
			Month before	Year before
European Countries				
Belgium	1953 = 100 Sept., 1958	108	Nil	Nil
All Items*	107	Nil	1	
France (Paris)	July, 1956-June, 1957 = 100 Oct., 1958	121.0	+ 0.4	+ 14.7
All Items	120.7	+ 0.5	+ 14.5	
Germany (Federal Republic)	1950 = 100 Oct., 1958	118	Nil	+ 1
All Items	123	- 1	- 1	
Italy (Large towns)	1938 = 100 Sept., 1958	67.42	+ 0.22	+ 3.33
All Items	77.73	- 0.38	+ 3.73	
Netherlands	1951 = 100 Oct., 1958	120	Nil	- 3
All Items	116	- 1	- 7	
Portugal (Lisbon)	July, 1948-June, 1949 = 100 Sept., 1958	107.5	+ 0.4	+ 1.1
All Items	109.1	+ 0.9	+ 1.6	
Spain (Large towns)	July, 1936 = 100 Aug., 1958	813.0	+ 4.9	+ 97.7
All Items	1,073.5	+ 8.4	+148.6	
Switzerland	Aug., 1939 = 100 Sept., 1958	182.9	+ 0.3	+ 3.0
All Items	199.0	+ 0.6	+ 1.3	
Other Countries				
Canada	1949 = 100 Oct., 1958	126.0	+ 0.4	+ 2.6
All Items	123.4	+ 0.5	+ 1.7	
Ceylon (Colombo)	1952 = 100 Aug., 1958	104.4	+ 1.2	+ 2.0
All Items	103.79	+ 1.33	+ 0.65	
South Africa, Union (9 urban areas)	1938 = 100 July, 1958	220.4	+ 1.4	+ 9.2
All Items	261.1	+ 2.6	+ 11.7	
United States	1947-49 = 100 Sept., 1958	123.7	Nil	+ 2.6
All Items	120.3	- 0.4	+ 3.3	

* The items of expenditure on which the "all items" figures are based are food, clothing, house-rent, fuel and light, and other or miscellaneous items, except in the case of Belgium (food, clothing, fuel and light, services and household, etc., items).

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 eleven awards, Nos. 1160 to 1170.* Two of these are summarised below; the others related to individual employers.

Award No. 1164 (12th November).—*Parties:* Employers represented by the Leather Producers' Association for England, Scotland and Wales and members of the Amalgamated Society of Leather Workers and Kindred Trades, the National Union of General and Municipal Workers, the Transport and General Workers' Union, the National Union of Glovers and Leather Workers and of the trade unions federated with the National Leather Trades Federation of Trade Unions in their employment. *Claim:* For a substantial increase in the basic timework rates of wages for adults, with proportionate increases for juveniles. *Award:* The Tribunal awarded an increase of 2d. an hour in the basic timework rates of wages for adults, with proportionate increases for juveniles.

Award No. 1170 (26th November).—*Parties:* Employers represented by the Employers' Side of the National Joint Standing Committee for the Glove Industry and members of the trade unions represented on the Trade Union Side of the Committee in their employment. *Claim:* For an increase in the basic rates of pay. *Award:* The Tribunal awarded an increase of 1d. an hour in the basic time rates of wages for male workers and ½d. an hour for female workers.

National Arbitration Tribunal (Northern Ireland) Awards

During November the National Arbitration Tribunal (Northern Ireland) issued one award, which did not relate to a substantial part of an industry.

Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During November the Industrial Court issued three awards, Nos. 2708 to 2710, which are summarised below.

Award No. 2708 (10th November).—*Parties:* Paper Mould and Dandy Roll Makers' Union and Association of Dandy Roll and Mould Makers. *Claim:* For increase in rates of wages. *Award:* The Court found and so awarded that the basic hourly rates of pay of the workers concerned shall be varied by 2d. for each rise or fall of three points in the Index of Retail Prices (17th January, 1956 = 100). Effect to be given to the award as from 1st September, 1958.

Award No. 2709 (26th November).—*Parties:* Staff Side and Management Side of the Administrative and Clerical Staffs Council of the Whitley Councils for the Health Services (Great Britain). *Claim:* For increase in salary scales of Copy Typists, Shorthand Typists and Machine Operators. *Award:* The Court found and so awarded:—(1) that the salary scale payable to male Copy Typists and Machine Operators (simple duties) shall be as follows:—Age 16 £230, age 17 £250, age 18 £290, age 19 £315, age 20 £345, age 21 £375, then by £25 to £450 by £30 to £480 by £20 to £500 by £25 to £525; (2) that provision shall be made for up to two accelerated increments within the above scale (1) in the case of Copy Typists for proficiency, based on Royal Society of Arts examinations (two for R.S.A. stage III first class pass; one for R.S.A. stage II 2nd class pass), and in the case of Machine Operators (simple duties) where the employing authority considers the standard of an Operator's work to be comparable to that of Copy Typists who qualify for the accelerated increments; (3) that the salary scale of male Shorthand Typists and Machine Operators (complex duties) shall be as follows:—Age 16 £270, age 17 £290, age 18 £330, age 19 £355, age 20 £385, age 21 £415, then by £25 to £490 by £30 to £520 by £20 to £540 by £25 to £565; (4) that provision shall be made, in the case of Shorthand Typists, for one accelerated increment within the above scale (3) for up to 120 words a minute shorthand, in addition to the Copy Typing increments at (2) above; and in the case of Machine Operators (complex duties) for up to three accelerated increments in any case where the employing authority considers the standard of an Operator's work to be comparable to that of Shorthand Typists who qualify for the accelerated increments; (5) that so far as practicable assimilation shall be on the

basis of the principles set out in Award No. 2701 (see the issue of this GAZETTE for September, page 365) with a non-prejudice clause in respect of any staff in receipt of salaries in excess of those to which they would become entitled under the new scales; (6) that new entrants to the new grades shown at (1) and (3) above after 1st July, 1958, but prior to 1st July, 1959, shall be paid the transitional salary to which they would have become entitled had they been in post on 1st July, 1958.

The following matters were referred back to the parties for further negotiation:—(a) Assimilation to the new scales. (b) The determination of transitional equal pay scales to bring female staff into line with those for males by 1st January, 1961. (c) The question of whether or not the scales at (1) and (3) above shall be extended by two further points, i.e., to £550 and £560 in respect of Copy Typists and Machine Operators (simple duties) and £590 and £600 in respect of Shorthand Typists and Machine Operators (complex duties) who undertake full Clerical grade duties. In the event of agreement not being reached before 1st February, 1959, on any of these matters, either party shall be at liberty to report such failure to the Court and the Court will, after hearing the parties, determine the difference.

Award No. 2710 (26th November).—*Parties:* Employees' Side and Employers' Side of the Joint Industrial Council representative of employers and workpeople connected with the Meat Trade. *Claim:* For increase in headage rates. *Award:* The Court found and so awarded that the claim had not been established.

Single Arbitrators and ad hoc Boards of Arbitration

During November one award was issued by an Independent Chairman appointed under Section 2 (2) (c) of the Industrial Courts Act, 1919, to preside over a Court of Arbitration set up under the Arbitration Procedure of the National Joint Industrial Council for the Quarrying Industry. The award related to an individual undertaking.

Civil Service Arbitration Tribunal

During November the Civil Service Arbitration Tribunal issued two awards, Nos. 353 and 354*, which are summarised below.

Award No. 353 (13th November).—*Parties:* Staff Side of the Inland Revenue Departmental Council and Official Side of the Inland Revenue Departmental Council. *Claim:* For conditioned hours with retrospective effect for staff employed in the Departmental Claims Branch of the Inland Revenue, London, evacuated to Llandudno and subsequently transferred to Cardiff. *Award:* The Tribunal awarded that the provisions of the Dispersal Agreements of 14th June, 1948, as amended, and 13th August, 1948, shall apply to staff who were employed in the Departmental Claims Branch of the Inland Revenue in London (named in the Annex to the Agreement of 13th August, 1948) and who were evacuated to Llandudno and subsequently transferred to Cardiff with the Branch. The award to have effect from 10th November, 1954.

Award No. 354 (21st November).—*Parties:* Institution of Professional Civil Servants and Board of Trade. *Claim:* For increased salary scales with retrospective effect for Principal Examiner and Superintending Examiner grades. *Award:* The Tribunal awarded (a) that as from 1st April, 1956, the salaries (London, male) of the following grades of the Examining staff of the Patent Office shall be:—Principal Examiner £2,300 by £100 to £2,500, Superintending Examiner £2,800; (b) that the "corresponding points" principle shall be applied in the assimilation to the new scales of officers in post.

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:—

General Waste Materials Reclamation (Great Britain).—Proposal D.B.(53), dated 7th November, for fixing revised general minimum time rates for male and female workers and revised piecework basis time rates for female workers.

Perambulator and Invalid Carriage Wages Council (Great Britain).—Proposal I.(62), dated 11th November, for fixing revised general minimum time rates for male and female workers.

Jute Wages Council (Great Britain).—Proposal J.(99), dated 21st November, for fixing revised general minimum time rates, guaranteed time rates and piecework basis time rates for male and female workers.

* See footnote * in second column on page 488.

* See footnote * in second column on page 488.

Cutlery Wages Council (Great Britain).—Proposal C.T.(62), dated 25th 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 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 Order* :—

The Wages Regulation (Cotton Waste Reclamation) (Amendment) Order, 1958 : S.I. 1958 No. 1966 (C.W. (61)), dated 24th November, and effective from 5th December. This Order, which gives effect to the proposals of the Cotton Waste Reclamation Wages Council (Great Britain), prescribes revised general minimum time rates for male and female workers.

Wages Councils Act (Northern Ireland), 1945

Notice 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).—Proposal N.I.Bk. (N.234), dated 14th November, for fixing revised statutory minimum remuneration for transport workers employed in the baking trade in the County of the City of Belfast and in districts situate within a radius of 15 statute miles therefrom.

Baking Wages Council (Northern Ireland).—Proposal N.I.Bk. (N.235), dated 14th November, for fixing revised statutory minimum remuneration for transport workers employed in the baking trade in the County of the City of Londonderry and in districts situate within a radius of 15 statute miles therefrom.

Baking Wages Council (Northern Ireland).—Proposal N.I.Bk. (N.236), dated 14th November, for fixing revised statutory minimum remuneration for transport workers employed in the baking trade in areas other than the County of the City of Belfast and districts situate within a radius of 15 statute miles therefrom and the County of the City of Londonderry.

General Waste Materials Reclamation Wages Council (Northern Ireland).—Proposal N.I.W.R. (N.58), dated 21st November, for fixing revised statutory minimum remuneration for male workers in the trade.

Sugar Confectionery and Food Preserving Wages Council (Northern Ireland).—Proposal N.I.F. (N.54), dated 28th November, for fixing revised statutory minimum remuneration for male and female workers in the trade.

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland).—Proposal N.I.H.G. (N.154), dated 28th November, for fixing revised statutory minimum remuneration for male workers in the trade.

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 Retail Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1958 (N.I.T.R.B. (N.80)), dated 13th November and effective on and from 25th November. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 480.

Catering Wages Act, 1943

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 Boards :—

Licensed Non-Residential Establishment Wages Board.—Proposal L.N.R.(47), dated 11th November, for fixing revised weekly remuneration for male and female workers other than managers and club stewards.

Industrial and Staff Canteen Undertakings Wages Board.—Proposal I.S.C.(30), dated 26th November, for fixing revised minimum remuneration for male and female workers, and for amending the provisions relating to payment of accrued holiday remuneration on termination of employment.

Further information concerning either of the above proposals may be obtained from the Secretary of the Board concerned 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 Order* giving effect to the proposals submitted to him by the Wages Board concerned :—

The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order, 1958 : S.I. 1958 No. 1849 (L.R.(26)), dated 7th November and effective from 1st December. This Order prescribes revised weekly remuneration for male and female workers and fixes special rates and conditions for "trainee cooks".

* See footnote * in second column on page 488.

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. It is no longer necessary for a claimant to obtain leave to appeal (*see* the issue of this GAZETTE for May, page 180).

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 below.

Decision No. R(U) 22/58 (30th April)

A man claimed benefit for a Saturday when his services were not required by his employer. He was employed under an agreement which had just been changed so that the working week was increased from 5 to 5½ days. The claimant had worked on only 9 Saturdays in the past 12 months and following the change in the working week he worked on 6 out of a possible 14 Saturdays. Held that Saturday was a day on which in the normal course the claimant would not have worked. The proper test was to determine, having regard to the record of work in the past, what the claimant, in the normal course, had done and not what work any agreement might provide.

Decision of the Commissioner

"My decision is that Saturday, 7th September, 1957, shall not be treated as a day of unemployment in the case of the claimant."

"The question to be determined in this the appeal of the insurance officer is whether the claimant was unemployed on Saturday, 7th September, 1957, within the meaning of section 4 of the National Insurance Act, 1957, which came into operation on 5th August, 1957. For the purposes of the claimant's title to unemployment benefit under the above-mentioned section it is necessary to consider the terms of subsection (1) thereof which provide as follows :—

'For the purposes of the principal Act, where a person is employed in any employed contributor's employment which has not been terminated, then, in any week, a day on which in the normal course that person would not work in that or any other employed contributor's employment shall not be treated as a day of unemployment unless each other day in that week (other than Sunday) on which in the normal course he would so work is a day of interruption of employment.' It must follow from the fact that the employed contributor's employment of the claimant had not been terminated when his claim to unemployment benefit was considered it is necessary to ascertain whether Saturday, 7th September, 1957, was a day on which 'in the normal course that person would not work in that or any other employed contributor's employment...' If he would not so work on that day then, clearly, the claimant could not properly be treated as unemployed on that day within the meaning of subsection (1) of section 4 of the Act of 1957.

"The insurance officer made inquiries of the firm employing the claimant and was informed that until the end of August, 1957, the firm operated on a five-day working week (Monday to Friday) and that as from 2nd September, 1957, a five-and-a-half-day week was introduced. The insurance officer was told that the claimant and thirteen other hosiery trimmers employed by the firm had been called upon to work on Saturdays on nine occasions only and that was in May and June, 1957."

"On these facts, which are not disputed, the local insurance officer decided that 'unemployment benefit is not payable for 7.9.57 which cannot be treated as a day of unemployment on the ground that (a) on that date the claimant was employed in an employed contributor's employment which had not been terminated or cannot be treated as terminated and (b) on that day, in the normal course, he would not have worked in that or any other employed contributor's employment, and (c) in the calendar week containing that day each other day (other than Sunday) on which, in the normal course, he would so work is not, and cannot be, treated as a day of unemployment."

"The claimant appealed from that decision and, at the hearing of his appeal before the local tribunal, was represented by the general secretary of his trade union. The claimant stated that there was a change-over from a five-day working week to a five-and-a-half-day week on 30th August, 1957. Even before that date he was working five-and-a-half days a week, he said, and he referred to the agreement under which he worked. He said that he had to work for forty-five hours a week spread over five-and-a-half days, and that no overtime was paid for Saturday working. The director and secretary of the firm employing the claimant stated, however, that up to last August (1957) the normal working week was five days—at the date of the hearing of the appeal before the local tribunal it was still five days, he said, because the work had not come up to expectation. If work were available they would work five-and-a-half

* 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(O)"—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 488.

days a week. The claimant's representative contended that the normal working week was five-and-a-half days a week when sufficient work was available. When sufficient work was not available the men only worked five days, sometimes three days or four days, he said.

"The local tribunal found that the claimant would or should normally have worked on Saturday, 7th September, 1957, and decided that unemployment benefit was payable for Saturday, 7th September, 1957, on the ground that they considered that the normal working week then applicable to the claimant was a five-and-a-half-day week and that the claimant's normal working week was Thursday, Friday, Saturday morning, Monday, Tuesday and Wednesday. Further, the claimant was not able to work on 7th September, 1957, by reason only of shortage of work."

"I am unable to affirm the decision of the local tribunal. With due respect to the tribunal their approach to the question to be determined was based on an assumption that what the claimant might expect under a new arrangement made between the workers and the management was that the claimant should be prepared to work on Saturdays when required so to do. That arrangement operated from 2nd September, 1957, but, in fact, the claimant had not been able to take advantage of a five-and-a-half-day week because, according to the evidence given by the director and secretary of the firm, the work had not come up to expectation. For some years the firm had been operating a five-day week and as it was shown from the records that the claimant had only worked on nine Saturdays during the twelve months prior to 7th September, 1957, it could not by any fair test properly be said that Saturday was a day on which 'in the normal course' the claimant would work. Taken over a period of time, in this case twelve months, that day was a day on which in the normal course that person (the claimant) would not work in that or any other employed contributor's employment. The only proper test in this case is to determine, having regard to his record of work in the past, what the claimant, in the normal course, had done and not what work any agreement might provide. As implied by the Commissioner in Decision C.U.518/49 (reported) the normality of a claimant's employment can only be decided by what has happened over a period of time and that regard must be had to what is normal in his case. The words 'in the normal course' are directed to what happens rather than to the wishes of the claimant, and where, as in this case, the evidence shows that on by far the greater number of Saturdays on which he was available for work in the year prior to the Saturday in question he did not work the irresistible conclusion must be that Saturday was a day which 'in the normal course' he would not work in that or any other employed contributor's employment. The record taken of work performed by him on Saturdays subsequent to 7th September, 1957, shows that he worked only on six Saturdays between 14th December, 1957, and 22nd February, 1958, out of a possible fourteen Saturdays. This record suggests that, even under the new arrangement that he should be prepared to work on Saturdays if required to do so by the management, Saturday was a day on which in the normal course he would not work."

"In the light of the facts in this case there can be only one conclusion and that is that on the date of the claim for benefit made on 7th September, 1957, Saturday was a day of the week on which in the normal course the claimant would not have worked in employed contributor's employment. In the result Saturday, 7th September, 1957, was not a day of unemployment in the case of the claimant. The appeal of the insurance officer is allowed."

Decision No. R(U) 23/58 (16th June)

A claimant who was absent from work through illness and domestic circumstances failed to explain his absences to his employer and was dismissed. Held that an employee is expected to do all that he can reasonably do to notify his employer promptly of the reason for his absence and keep the employer informed if the absence continues. The claimant's loss of employment was therefore due to his misconduct.

Decision of the Commissioner

"My decision is that the claimant is disqualified for receiving unemployment benefit from 8th February, 1958, to 28th February, 1958, both dates included."

"The claimant was employed by a company as a welder from 24th June, 1957, to 7th February, 1958, when he was discharged for a reason stated by his employers as 'lack of qualifications and absenteeism.' In regard to his qualifications, the claimant replied that he was given a welding test piece by the firm's foreman before being taken on, and that the test was obviously satisfactory. I think that must be so, for he was engaged and was employed for six months until his employment was terminated after a lengthy period of absence."

"He was absent from work on Thursday, 2nd January, 1958. He was absent again in an unbroken period on and from Tuesday, 7th January, to and including Tuesday, 28th January, 1958. He was twice further absent on single days, 31st January and 5th February, 1958. His employment came to an end on 7th February, 1958."

"The first week of the claimant's absence was due to his being thoroughly run down and in need of a rest. He states that he was confined to bed, but he did not obtain a medical certificate or claim sickness benefit. Following his own illness his wife was ill in bed with a bad cold for just over a week, and as the claimant has five children all under six years of age he no doubt had to stay at home to look after them. When he was about to restart work he telephoned to his employers to say so, but failed to attend that night because he could not get his motor cycle to start."

"The claimant's absences were I dare say unavoidable, but what is said against him is that he did not take any proper steps, such as he ought reasonably to have taken, to explain his absence to his employers; he simply stayed away and left his employers in the dark. In the early stages of these proceedings the claimant seems to have accepted that that was so, for on 11th March, 1958, he wrote

'At the time I didn't really think it was necessary to let the firm know the reason of my absence.' Later, he told the local tribunal (on 1st April, 1958) that his wife had said that she would inform the employers of his illness, but she evidently overlooked it. Later still, on 3rd April, 1958, he stated that his wife had definitely written to the employers in the second week in January and that her posting of the letter had been seen by a witness, who has added her signature to the claimant's statements in corroboration."

"The employers have been asked by letter whether they can recall, or their records show, receipt of any such letter. They replied on 24th April, 1958, saying that they had no trace and no recollection of having received a letter from the claimant explaining his absence."

"In my judgment the claimant certainly did not take proper steps to inform his employers of the reason for his absence and of its probable duration. The evidence concerning the wife's letter is hardly convincing, but even if I accept it, one letter in the middle of an absence of three weeks—not to mention the odd days before and after that period—does not show much consideration for the employers' interests or much zeal to retain the post. An employee is expected to do all that he can reasonably do to notify his employer promptly of the reason for his absence, and to keep his employer informed if the absence is a lengthy one, and a failure to act reasonably in this respect has long been regarded as industrial misconduct. In my view the claimant helped to bring about his own dismissal by failing to take reasonable measures to safeguard his employment, and his loss of employment was due to his misconduct within the meaning of section 13(2)(a) of the National Insurance Act, 1946."

"His own and his wife's illnesses are extenuating circumstances, which justify a reduction in the maximum period of disqualification of six weeks, but the local tribunal have already given effect to these circumstances by reducing the period of disqualification to one of three weeks. I see no ground for differing from their decision."

"Since the claimant was dissatisfied with the insurance officer's summary of his contentions, as contained in the insurance officer's submission of 4th June, 1958, I ought perhaps to mention that I have paid close attention to all of the claimant's own observations from the beginning of these proceedings."

"The claimant's appeal is dismissed."

FACTORY FORMS

The undermentioned Factory Forms have been issued or re-printed since the previous list was published in the June, 1958, issue of this GAZETTE (page 247) and may be purchased at the prices shown. The prices in brackets include postage.

No.	Title and Price
331 (Revised)	Memorandum on the Prevention of Industrial Dermatitis. Dermatitis from Synthetic Resins. September, 1958. Price 4d. (6d.).
366 (Revised)	Dermatitis from Synthetic Resins. Cautionary Notice. September, 1958. Price 6d. (8d.).
850	Memorandum on Precautions in the Use of Molten Salt Baths for the Heat Treatment of Metals. July, 1958. Price 3d. (5d.).
929	Electrical Accidents and Their Causes, 1956. Price 4s. 6d. (4s. 11d.).
931	List of Certificates issued by H.M. Chief Inspector of Factories in respect of Intrinsically Safe and Approved Electrical Apparatus for use in Certain Specified Atmospheres. March, 1958. Price 1s. (1s. 2d.).
1945	Factories Acts, 1937 and 1948. Docks Regulations, 1934, Regulations 18(a) and 22(a). Certificate of Test and Examination of Cranes or Hoists and their Accessory Gear before being taken into use. Price, each, 2d. (4d.); 100, 7s. 6d. (8s. 5d.) (exclusive of purchase tax).
1952	Factories Acts, 1937 and 1948. Docks Regulations, 1934. Certificate of Annual Thorough Examination of Gear Exempted from Annealing. April, 1958. Price, each, 2d. (4d.); 50, 6s. (6s. 6d.) (exclusive of purchase tax).

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 prices shown are net; those in brackets include postage. Where no price is shown, the Instrument costs 3d. net (5d. including postage).

The Wages Regulation (Cotton Waste Reclamation) (Amendment) Order, 1958 (S.I. 1958 No. 1966), made on 24th November by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 486.

The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order, 1958 (S.I. 1958 No. 1849; price 1s. 6d. (1s. 8d.)), made on 7th November by the Minister of Labour and National Service under the Catering Wages Act, 1943.—See page 486.

The Teachers' Salaries (Scotland) (Amendment No. 3) (Provisional Regulations, 1958 (S.I. 1958 No. 1732 (S.85)), made on 21st October by the Secretary of State for Scotland under the Education (Scotland) Act, 1946, as amended by subsequent legislation.—See page 459.

The Baking Industry Exemption Order, 1958 (S.I. 1958 No. 2061; price 2d. (4d.)), made on 5th December by the Minister of Labour and National Service under the Baking Industry (Hours of Work)

* See footnote * in second column on page 488.

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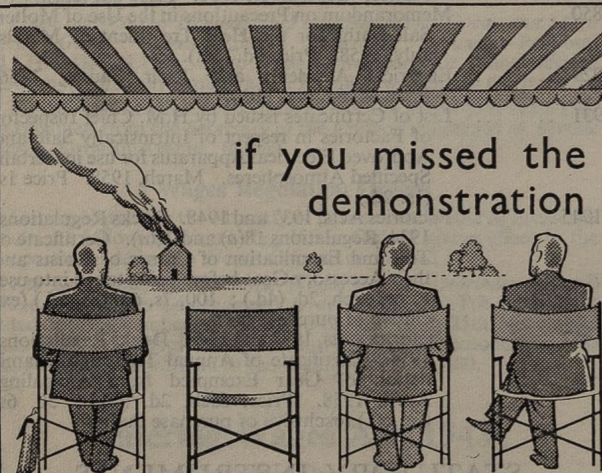
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Newcastle: 19 & 20 Exchange Buildings, Newcastle-upon-Tyne. Tel: Newcastle 20488.

Act, 1954. This Order provides that the restrictions on night work in the baking industry imposed by the Baking Industry (Hours of Work) Act, 1954, shall not apply in relation to bakery workers covered by the agreement referred to in Article 2 of the Order. The agreement referred to is the national working agreement made on 11th November, 1958, between the Federation of Wholesale and Multiple Bakers (Great Britain and Northern Ireland), and other Participating Employers referred to in the said agreement and the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers.

The Sunday Baking and Sausage Making (Christmas and New Year) Order, 1958 (S.I. 1958 No. 1989), made on 25th November by the Minister of Labour and National Service under Regulation 59 of the Defence (General) Regulations, 1939, as having effect by virtue of the Supplies and Services (Transitional Powers) Act, 1945, and subsequent legislation. This Order, by granting exemption for the days in question from the provisions of the Factories Act, 1937, relating to the prohibition of Sunday employment, enabled women to be employed on Sunday, 21st December, in factories in England and Wales in the manufacture of bread or flour confectionery (including meat and fruit pies but not biscuits) or sausages; and on Sundays, 21st and 28th December, in factories in Scotland in the manufacture of meat pies or sausages.

OFFICIAL PUBLICATIONS RECEIVED*

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

Accidents.—*Report on the Accidents which occurred on the Railways of Great Britain during the year 1957.* Ministry of Transport and Civil Aviation. Price 4s. (4s. 4d.).—See page 459.

Careers.—*Choice of Careers, No. 87. Surveying.* September, 1958. Ministry of Labour and National Service. Price 1s. 9d. (2s. 1d.).

Census of Production for 1954.—*Report. Volume 4, Industry I. Mechanical Engineering (General).* Board of Trade. Price 3s. 6d. (3s. 10d.).

Coal Mining.—*Quarterly Statistical Statement of the Costs of Production, Proceeds and Profit or Loss of Collieries for the second quarter of 1958.* National Coal Board. Price 5d. (7d.).—See page 461.

Disabled Persons.—*3rd Report of the Standing Committee on the Rehabilitation and Resettlement of Disabled Persons.* Ministry of Labour and National Service. Price 1s. 3d. (1s. 5d.).—See page 457.

Industrial Relations.—*Report of the Committee of Inquiry appointed by the Minister of Labour and National Service to inquire whether there are any causes of Industrial Unrest arising from the present Arrangements for the Delivery, Handling and Distribution of Meat in Smithfield Market.* Ministry of Labour and National Service. Price 2s. 6d. (2s. 10d.).—See page 462.

Industrial Safety, Health and Welfare.—*Safety, Health and Welfare Pamphlet No. 6B. Safety in Building Operations: Roofing.* Ministry of Labour and National Service. Price 9d. (11d.).—See page 459.

International Labour Conference.—*Reports by Delegates of Her Majesty's Government in the United Kingdom of Great Britain and Northern Ireland.* (i) 41st (Maritime) Session, Geneva, 29th April to 14th May, 1958. Cmnd. 592. Price 2s. 6d. (2s. 8d.). (ii) 42nd Session, Geneva, 4th to 26th June, 1958. Cmnd. 593. Price 4s. (4s. 4d.).—See page 464.

Labour Statistics.—*Guides to Official Sources: No. 1, Labour Statistics, Material Collected by Ministry of Labour and National Service.* Revised May, 1958. Interdepartmental Committee on Social and Economic Research. Price 5s. (5s. 5d.).—See page 458.

Trade Unions.—*Report of the Chief Registrar of Friendly Societies for the year 1957, Part 4, Trade Unions.* Registry of Friendly Societies. Price 3s. (3s. 4d.).—See page 452.

* 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 below or through any bookseller.

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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.)

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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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SERVICES PROVIDED BY THE MINISTRY OF LABOUR AND NATIONAL SERVICE

EMPLOYMENT SERVICE

Employment Exchanges

Employment Exchanges provide a service for bringing together employers wanting workers, and men and women looking for jobs. Every effort is made to find the right job for the right man. Advice on choice of jobs or labour problems is part of the service available to workers and employers through Employment Exchanges. Interviews are in confidence and they are conducted with due regard to privacy. Vacancies which cannot be filled locally may be circulated over a wide area, and, if necessary, over the whole country.

Employers who want staff and men and women who want a job or change of job should telephone, write or call at any Employment Exchange.

Professional and Executive Register

Certain of the larger Employment Exchanges provide a service for persons seeking professional, managerial, senior executive and trainee executive posts, and employers wanting to fill such vacancies. These offices holding the Professional and Executive Register also give information about careers in the professions and allied occupations to young people of 18 and over who have left school but not established themselves in a career, to qualified men and women seeking to make a change of career and to officers leaving the Forces.

The addresses of the Exchanges providing these services can be obtained from any Local Office of the Ministry.

Technical and Scientific Register

This provides a specialist employment and careers advisory service centralised at 26-28 King Street, St. James's Square, London, S.W.1 (Telephone, Whitehall 6200), for scientists, professional engineers, architects and surveyors. Professionally qualified technical officers are available to discuss recruitment problems, vacancies and employment opportunities. The Register has a Scottish representative at 450 Sauchiehall Street, Glasgow, C.2.

Employers and men and women in the professions concerned should apply direct or through any Employment Exchange.

Nursing Appointments Service

Specially trained officers are in post at Nursing Appointments Offices to deal with employment and careers advice in nursing, midwifery, medical auxiliary and allied occupations. There are over 160 of these offices throughout the country. The service is available to both men and women.

Details can be obtained at any Employment Exchange.

YOUTH EMPLOYMENT SERVICE

This Service gives advice to young people leaving school on their choice of careers, helps them to find suitable jobs, and guides and advises them in their early years of employment. It is provided locally through Youth Employment Offices, which in some places are administered by the Ministry of Labour and National Service and elsewhere by the Local Education Authorities.

School leavers, other young people under 18 years of age, and those beyond that age still in full-time attendance at school, should get in touch with the Youth Employment Office if they require advice and assistance in seeking work. Parents needing advice about jobs for their children are also welcome.

H.M. FACTORY INSPECTORATE

Factory Inspectors are responsible for the enforcement of the Factories Acts and are available for consultation on all matters concerning the Safety, Health and Welfare of workers employed in factories or at certain other premises subject to those Acts, such as docks, and building operations. There are at present 97 District Offices in the country, centred on the more important towns. The addresses of these offices may be obtained by inquiry at any Employment Exchange, or they may be found in the telephone directory under "Factory Inspectors".

Safety, Health and Welfare methods and appliances used in factories are displayed at the Industrial Health and Safety Centre, Horseferry Road, Westminster, S.W.1., which is open free to the public.

TRAINING

Vocational training in certain trades is provided at Government Training Centres, Technical Colleges, or with selected employers, for eligible and suitable men and women including disabled persons.

Those who wish to take advantage of these facilities should inquire at the nearest Employment Exchange.

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Facilities for training in the skills of supervision are provided under the scheme known as "Training within Industry for Supervisors". The object of this scheme is to develop the skill

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Particulars may be obtained from any Regional Office or from Headquarters (T.7) at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

DISABLED PERSONS

At every Employment Exchange there is a Disablement Resettlement Officer. His special duty is to help all disabled persons to find suitable employment, or to offer advice on industrial rehabilitation, training or sheltered employment. He is also available to discuss with employers their responsibilities under the Disabled Persons (Employment) Acts, or questions arising out of the employment of the disabled.

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WORKERS' WELFARE

The Outside Welfare Service helps to promote arrangements for the welfare of workers in matters outside the factory but related to their employment.

Inquiries may be made at any Employment Exchange.

INDUSTRIAL RELATIONS

A Regional Industrial Relations Officer and Conciliation Officers are attached to each Regional Office of the Ministry. Their functions include assistance to industry in the formation and support of voluntary negotiating machinery, and help in the prevention and settlement of trade disputes.

Inquiries should be addressed to the Regional Office.

PERSONNEL MANAGEMENT ADVISORY SERVICE

This service provides advice and assistance to industrial undertakings, large and small, on problems of human relations and the development of personnel policies in individual firms, on joint consultation and on the techniques of personnel management.

Inquiries should be addressed to the Regional Office.

WAGES INSPECTION

The Wages Inspectorate help employers and workers concerned to understand the provisions of Wages Regulation Orders made under the Catering Wages Act, 1943, and the Wages Councils Acts, 1945 to 1948; and enforce the payment of minimum remuneration and the allowance of holidays with pay as prescribed. The Inspectorate also advise employers and workers about the effect upon them of the Baking Industry (Hours of Work) Act, 1954, and are responsible for its enforcement.

Inquiries should be addressed to "The Senior Wages Inspector" at the Regional Office.

REGIONAL OFFICES

LONDON: Hanway House, Red Lion Square, High Holborn, W.C.1. HOLborn 8454.
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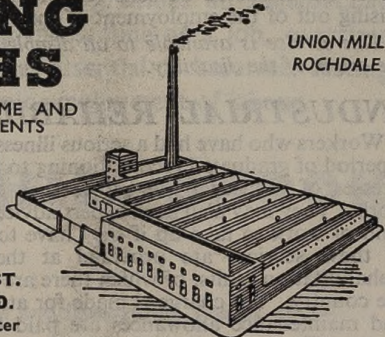
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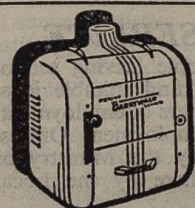
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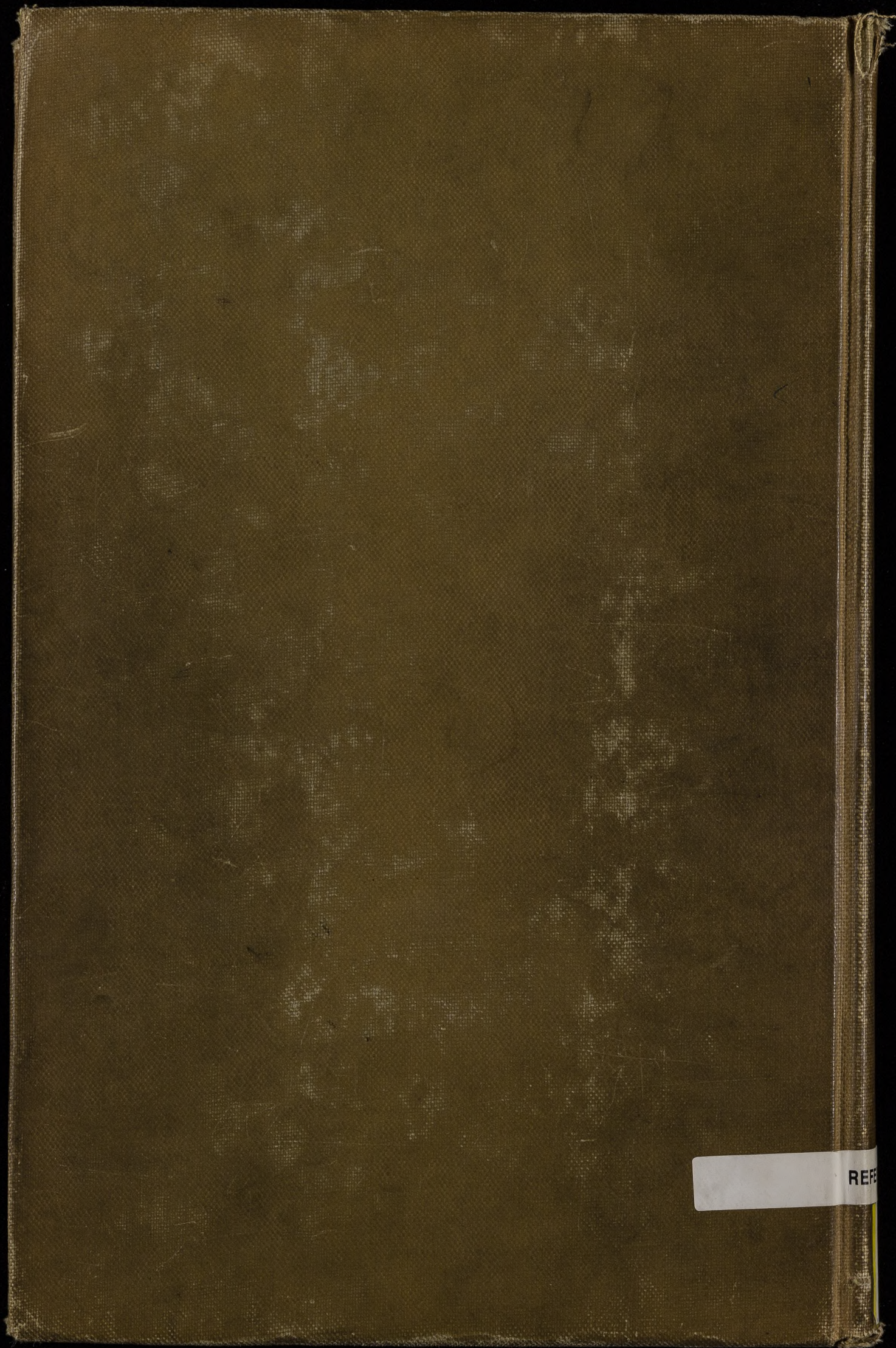
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