

THE EMPLOYMENT
*
OF
ELDERLY WORKERS;

Report of a Survey on the
Practice and Experience of
400 Member Firms of the
Industrial Welfare Society.

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Survey prepared
November 1950
Published
July 1951

INDUSTRIAL WELFARE SOCIETY, Inc.

48, Bryanston Square, London, W.1

1951.

Price 10s 6d

Tel: AMBassador 2401/5

MAR 19 1953

INSTITUTE OF
INDUSTRIAL RELATIONS

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THE EMPLOYMENT OF ELDERLY WORKERS.

PURPOSE & METHOD OF SURVEY.

This survey was undertaken by the Industrial Welfare Society on the suggestion of the National Old People's Welfare Committee and in consultation with the Nuffield Foundation in order to obtain information on the present employment situation for elderly workers, i.e. men of 65 years and over, and women of 60 years and over.

The questionnaire shown in Appendix I was circulated among the Society's member firms. A total of 349 completed forms were returned and the Society also received additional information and comments from many other member firms who were unable to complete the questionnaire. Information received covered a wide range of industries and size of firm.

The questionnaire asked for a considerable amount of information of a kind which does not readily lend itself to simple tabulation and it was therefore decided to present the information as far as possible in full, accompanied by a commentary which should serve as a brief summary of the findings and a guide to those wishing to make a more detailed study of the facts presented. Some notes for guidance on the presentation of the tables are given on page 14.

The Industrial Welfare Society wishes gratefully to acknowledge a grant towards the expenses of the survey made by the National Corporation for

the Care of Old People, and also wishes to thank the many firms who, not having the required information readily available, have undertaken a considerable amount of work in order to complete the questionnaire.

NOTE: a) Elderly Workers are understood to be Men of 65 years plus Women of 60 years plus. who are not staff employees,

b) Size of Firm - Small firm 0-250 employees
Medium " 251-1000 "
Large " over 1001 "

COMMENTS ON THE FINDINGS.

1. The Number of Elderly Workers Employed:

The final totals show that in 349 firms employing a total of 261,803 men and 86,548 women (excluding all staff) the following Number of elderly workers is employed:

Men	6,995	or	2.7%
Women	1,731	or	2.0%

It is significant that the small firms have 4.3% (male) and 2.7% (female) elderly workers while the medium size firms have 2.8% (male) and 2.7% (female) and the large firms 2.5% (male) and 1.9% (female). Two explanations for this may be advanced. First, that the small firm is reluctant to sever the more intimate connection built up with its long-service employees. Second, that fixed retiring ages have become a widely accepted policy among larger firms, often as a result of a pension scheme. This is further corroborated by the fact that of the firms represented, more large and medium size firms had pension schemes. (See table I page 3, and paragraph 9.)

Table I

Relationship between the number of Elderly Workers employed and incidence of formal pension schemes in small, medium and large firms.					
Size of Firm,	No. of Firms.	% of Elderly Workers employed		No. of formal Pension schemes	% of Firms providing formal Pension schemes
		Male	Female		
Small	113	4.3%	2.7%	48	42%
Medium	150	2.8%	2.0%	71	47%
Large	86	2.5%	1.9%	52	60%
All Firms	349	2.7%	2.0%	171	49%

Of the industries employing a comparatively high proportion male elderly workers Jute is outstanding with 9.5%, Cotton 6.9%, Boots and Shoes 6.5%, Cement 5.5%, Machine Tools 5.1%, Woollen and Worsted 5%. It is also significant that the heavy industries, particularly Tin and Steel Sheet, are able to employ a comparatively substantial proportion of male elderly workers (4.7%).

Those industries employing the highest proportion of female elderly workers are Woollen and Worsted with 5.5%, and Shipbuilding and Machine Tools with 4.4% each.

Within each industry group it is seen that certain individual firms employ an unusually high proportion of elderly workers; for example, a jewellery manufacturer has no workers under 40 years, while 11% of male employees and 7% of female employees are elderly workers. A small engineering concern employs 16% male and 13% female elderly workers, while in a lace factory 11% of female employees are elderly workers.

In general there has been a very significant drop in the proportion of male elderly workers employed since 1945 (see table II).

Table II.

Percentage of Elderly Workers to total Employees			
	<u>Prewar[*]</u>	<u>1945[*]</u>	<u>1950</u>
Men	1.2%	4.3%	2.7%
Women	.7%	1.7%	2.0%

2. Type of Work on which Elderly Workers are employed:

As might be expected the great proportion of elderly workers of both sexes are engaged on medium and light work. Here and there, however, it was found that a small number of elderly women are employed on heavy work, but as no definition of "heavy work" was given in the questionnaire and as the exact jobs are not known it is impossible to assess the significance of this. In certain heavy industries a high proportion of males are engaged on heavy work, in particular 75% in the brick industry, 43% in iron and steel forging, 35% in paper and 34% in ironfounding. Two firms in the brick and fireclay industry commented that men who had done heavy work all their lives found no difficulty in continuing on the same job after normal retiring age.

✕

From previous figures obtained by the I.W.S. and published in "Old People" - Report of a Survey Committee on the Care of Old People. Nuffield Foundation, 1947.

3. Part-time Employment of Elderly Workers:

In general comparatively few males are employed on part-time jobs, but certain industries employ a high proportion of female workers on a part-time basis (e.g. made-up textiles 80%). It is to be noted, however, that there is a greater percentage of elderly workers employed part-time in large firms than in small firms.

4. Special Selection of Work for Elderly Workers.

Only 13% of all males and 10% of all females were on work which had been specially selected for them on account of their age. Conversely 81% males and 70% females had continued in the same occupation after normal retiring age.

It may be noted that the small firms in particular and one or two industries, notably paint and varnish and iron foundries, have made marked efforts to select work for elderly workers. Many firms have commented that when an older employee is incapable of continuing in his accustomed work a special effort is made to find work suitable for him. At the same time certain firms stated that elderly workers should be considered as requiring protected employment, in the same way as Disabled Persons, one or two even suggesting that the quota system should be extended by legislation to elderly workers.

5. Retention of Elderly Workers due to the Labour Shortage:

One hundred and thirty-nine firms (40% of the total) reported that the present labour shortage had compelled the retention of elderly workers. Of all elderly workers employed by all firms, 23% male and 11% female had been retained for this reason alone.

From the comments offered by firms on this question it appears that the small firms have been compelled to retain skilled elderly workers because of the acute shortage of suitable skilled labour. Industries reporting this special need were textiles (certain branches), boilermaking, iron and steel smelting, printing, and cardboard manufacture.

6. Special Training of Elderly Workers:

Of 349 firms, 25 (7%) had found it necessary to train unskilled elderly workers. The total number specially trained, however, was comparatively small (44 or 0.6% males, and 40 or 3% females). If we include those firms who had not completed the full questionnaire but who commented specially on this question we find that out of a grand total of 376 firms, 48 (15%) had attempted the training of elderly workers in some way or another.

From the comments given it appears that most of these firms trained elderly workers for simple and unskilled jobs. Of all the 376 firms 27 (7%), had found an inability to learn, 9 (2%), found elderly workers a burden on the training scheme, and 19 (5%), reported satisfactory results. On balance these figures seem contradictory and are not capable of explanation without full details of the jobs for which these employees were trained, or the methods of the training scheme employed. However, the fact that 19 firms have been successful tends to substantiate psychological research evidence to the effect that while different teaching techniques are required for elderly workers, those who are still mentally

and physically sound are able to absorb new knowledge and acquire new skills without undue difficulty.

7. The Provision of Special Facilities for Elderly Workers:

Of 376 firms, 14 (4%) had made special welfare provisions which mainly consisted of a slight shortening of hours in order to avoid transport difficulties etc. 6 other firms reported that they had taken special safety precautions in jobs for elderly workers, and 5 firms had changed production methods in order to employ older people more effectively.

One firm has opened a special workshop for men over 70 in which simple fitting and assembly jobs are taught and practised successfully. The work is carefully selected and simplified as far as possible by means of jigs and fixtures etc. Hours of work are fixed by the men themselves and heavy power machinery is avoided in order to achieve the highest level of safe working. The results of this comparatively recent innovation have been gratifying in so far as quality of work is outstanding, quantity highly satisfactory, and contentment on the part of the men very evident. (For details, see Appendix II).

Another firm has transferred all its elderly workers to a separate shop for light work in order that younger men should not have to "carry them".

8. Downgrading and Earnings of Elderly Workers:

The percentage downgraded on account of age was 13% male and 2% female. Of these 2% male and 8% female were then employed on work normally done by juveniles, a high proportion of these being in the textile industries.

Only 6 companies reported the payment of lower hourly rates to elderly workers, while 5 resorted to the raising of piece rates in order to allow them parity of earnings.

Forty-nine companies, or 13% of the total, reported that elderly workers earned less on balance; but a number of these stated that for piece or incentive bonus rates there was a wide variation between individuals.

Four firms reported Trade Union agreements, three on the payment of lower hourly rates (shoes, stationery and hosiery industries), and one on the raising of piece rates (rubber industry).

9. The Effect of Pension Schemes on Elderly Workers:

Of the total of 376 firms answering the question on pension 182 (48%) had pension schemes, 11 of which were non-contributory. A further 11 firms (3%) had no formal pension scheme but made special allowances on an individual basis. For a comparison between the incidence of pension schemes and the proportion of elderly workers employed see Table I. page 3.

Comments indicate a divergence of practice in dealing with the payment of pensions to elderly workers who continue to remain at work beyond normal retiring age. Four methods have been adopted:

- 1) The cessation of contributions and postponement of pension until actual retirement.
- 2) Continuation of contributions for higher pension benefits on retirement.
- 3) The payment of a lump sum on reaching normal retiring age.
- 4) The payment of full pension entitlement on reaching normal retiring age, when the worker is formally discharged and re-engaged on new terms.

10. The Effect of Employment of Elderly Workers on other Employees:

Only 13 Companies (3%) reported the attitude of other employees to be against the employment of elderly workers; 48% reported indifference and 22% in favour.

Twenty-eight firms stated that the employment of elderly workers caused delay in the promotion of younger men. A number of companies commented that they take special steps to ensure that promotion is not blocked. Where it is blocked, however, comments do not indicate that there has been any marked objection to the retention of long-service employees.

Some comments also indicate that there have been objections from employees on the grounds that the continued employment of elderly workers in teams working on group bonus systems that they reduce the earning power of the younger members of the team.

11. General usefulness of Elderly Workers:

The replies to this question tended to be vague and it is evident that firms had not attempted to assess, or even considered how an assessment might be made, as to whether it paid to employ elderly workers. Too great reliance cannot therefore be placed on the figures given.

Most comments on this question indicate that firms find elderly workers have a stabilising influence on their labour force. They are stated to be more reliable and conscientious, better timekeepers, to produce better quality work and, while not so fast as younger people, they work steadily throughout the shift.

Opinion appeared to be divided on the question of absenteeism and here again it would appear that separate absentee statistics for elderly workers are not generally maintained. Comments made are therefore rather an expression of opinion than definite statements based on recorded facts. Comments also do not draw a clear distinction between unjustified absence and absence due to sickness or other unavoidable causes.

One firm stated that the output of its elderly workers was $1\frac{1}{2}$ times that of its younger workers.

12 Employment Policy for Elderly Workers:

84% of the firms concerned expressed themselves willing to retain elderly workers after normal retiring age, while 11% stated that it was their policy not to retain or to employ them. The remaining 5% were compelled to retain elderly workers by force of present circumstances.

45% of firms stated that they were willing to employ new elderly workers.

These figures cannot, however, be read to imply that the great majority of the firms concerned had a positive policy for the employment of elderly workers, and from the replies to this question it was evident that most firms had no declared policy.

Comments indicated that firms considered work of a general labouring nature the most suitable for elderly workers although labour shortage placed skilled elderly workers high on the employment list in some industries.

GENERAL OBSERVATIONS:

An enquiry carried out in 1945 on a sample group of elderly people in various parts of the country indicated that 54% of elderly workers in all economic groups were compelled to work on economic grounds. Economic conditions have not improved for persons over retiring age since that date and comments from firms participating in the present survey indicate that the great majority of elderly workers would prefer to continue at work until ill-health prevented them from doing so.

In view of this and of the well-known present national need for utilising all possible sources of manpower it seems surprising that more has not been done to develop a clear policy for the recruitment and utilisation of older people. The following extract from an address given by Sir Godfrey Ince, Permanent Secretary, Ministry of Labour and National Service, at a Conference of the Institute of Personnel Management at Harrogate in December 1950 is significant:

".... The statistics further disclose that the
"average age of the working population will go
"up in the future. As an illustration of what
"is happening, may I quote the following figures:
"In 1911, 53 per thousand of the population were
"persons 65 years of age and over; in 1947, 105
"per thousand of the population were persons 65
"years of age and over; in 1977, 160 per thousand
"of the population will be persons 65 years and
"over. These are pretty staggering figures.
"Again, during the ten years to 1960 there will
"be a decrease of over 500,000 in the number of

"men aged 18 to 40. One other illustration: during
"the next ten years there will be a decrease
"in those aged 20-40 in the working population
"of about 6 per cent., while there will be an
"increase in those aged 50-60 of more than 20
"per cent. These figures speak for themselves
"and show clearly the fourth outstanding fact
"that our working population will get progressively
"older. "

The available psychological and medical evidence points clearly to the possibilities in the employment of older people. The fact that a small number of firms participating in this survey are able to employ a high proportion of elderly workers and to express satisfaction with the results achieved tends to corroborate previous evidence from other sources. The Society hopes therefore that industrial and commercial organisations will feel impelled to give the ethical and commercial implications in the employment of older people their most serious attention.

READING MATTER:

The following publications can be recommended for further study of the subject:

"OLD PEOPLE" - Report of a Survey Committee on the Problems of Ageing under the Chairmanship of B. Seebohm Rowntree (Oxford University Press, 1947, 3/6)

This stresses particularly the general social problems of an ageing population.

"SKILL & AGE" - A.T. Welford (Oxford University Press,
1951, 8/6)

An examination of the abilities and disabilities which increase with age, with particular reference to their bearing on the nature of the work for which people in later middle age are best suited. The book contains a wealth of factual information.

"THE AGED AND SOCIETY" - Industrial Relations Research Association, Champaign, Illinois, U.S.A.
(1950 \$ 3.00)

Chapters include questions of the older worker in the labour market, personal and social adjustment, employability of older people and their mental health.

"OLDER PEOPLE AND THEIR EMPLOYMENT" - Geoffrey Thomas & Barbara Osborne (Central Office of Information. 1951. 10/6)

An inquiry made by the Social Survey in April 1950 for the Ministry of Labour and National Service. The Survey deals with the older worker and his attitudes to employment (Part I), and the policy of employers (Part II).

NOTES ON THE TABLES.

All replies have been classified by industry group, and within each industry group by their size. The classification by industry group is based on that currently used by the Ministry of Labour and consists of 20 main groups sub-divided where appropriate. Classification by size of firm covers small firms (under 250 employees); medium firms (251 - 1,000 employees); and large firms (over 1,000 employees).

For convenience the tables have been presented in two parts. The first covers questions 1-10 in the questionnaire, and gives the reply of each firm in full, the firms being classified as above. These are summarised for each industry group and subgroup, and percentages are shown under each column in these summaries in order to assist a quick appreciation of the figures given. The second part covers questions 11-21 in the questionnaire. In this case the replies are shown in summary form only for each industry group and sub-group, and are followed by a brief summary of the relevant written comments of the firms in that group. Only the more interesting and significant comments in each group have been presented, and they should not therefore be taken as representing the opinion of the majority of employers in the group.

The term Elderly Workers refers only to men aged 65 and over and women aged 60 and over, who are not staff employees, although some information on staff grades is included in the written comments.

To assist readers in analysing the tables a brief index is given at the end.

T A B L E S

SECTION I

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws.		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
			M	F	M	F	M	F	HEAVY		MEDIUM		LIGHT	
									M	F	M	F	M	F
	GROUP I													
	<u>MINING</u>													
1.	Iron Ore	Small	210	-	5	-	2.4	-	-	-	5	-	-	-
	<u>SUMMARY</u>													
	GROUP I 1 Co. only		210	-	5	-	2.4	-	-	-	100	-	-	-
	GROUP II													
	<u>TREATMENT of NON-METALLIFEROUS MINING PRODUCTS OTHER THAN COAL</u>													
	<u>A. Bricks and Fireclay Goods.</u>													
2.	Brickmaking	Small	111	-	1	-	0.9	-	1	-	-	-	-	-
3.	Tiles	Med.	314	104	19	-	6.1	-	3	-	11	-	5	-
4.	Brickmaking	Large	2556	38	54	-	2.1	-	52	-	2	-	-	-
5.	Firebricks	Observations only.												
	<u>B. China Glass</u>													
6.	Glass Bottle	Med.	329	64	2	3	0.6	4.7	-	-	1	3	1	-
7.	Glass	Med.	615	103	20	-	3.3	-	2	-	12	-	6	-
8.	Glassware	Med.	246	113	14	3	5.7	2.7	2	-	3	-	9	3
9.	Bottle & Glass	Med.	109	199	6	5	5.5	2.5	-	-	2	3	4	2
10.	Bottle & Glass	Large	9043	1645	80	13	0.9	0.8	2	-	43	4	35	9
	<u>C. Cement.</u>													
11.	Cement	Small	166	9	7	1	4.2	11.1	2	-	2	-	3	1
12.	Cement	Med.	397	2	24	-	6	-	-	-	-	-	-	-
	<u>SUMMARY GROUP II</u>													
	A. 3 COs. Brick & Fireclay	Total	2981	142	74	-			56	-	13	-	5	-
		%			-	-	2.5	-	75.7	-	17.6	-	6.7	-
	B. 5 COs. China, Glass.	Total	10342	2124	122	24			6	-	61	10	55	14
		%			-	-	1.2	1.1	4.9	-	50	41.7	45.1	58.3
	C. 2 COs. Cement	Total	563	11	31	1			2	-	2	-	3	1
		%			-	-	5.5	9.1	6.5	-	6.5	-	9.7	100
	GROUP II	Total	13886	2277	227	25			64	-	76	10	63	15
	10 Companies	%			-	-	1.6	1.1	28.2	-	34	40	27.8	60

NO.OF E.Ws. EMPLOYED PART-TIME		N. ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws		HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws.			
										Yes or No	How many of those employed now	Yes or No	How many of those employed now		
M	F	M	F	M	F	M	F	M	F		M	F	M	F	
-	-	2	-	-	-	5	-	-	-	Yes	2	-	No	-	-
-	-	40	-	-	-	100	-	-	-	1	40	-	-	-	-
-	-	-	-	1	-	-	-	-	-	No	-	-	No	-	-
2	-	3	-	2	-	13	-	-	-	Yes	2	-	No	-	-
-	-	24	-	18	-	30	-	3	-	Yes	14	-	No	-	-
-	-	-	-	-	-	1	1	-	-	Yes	1	-	No	-	-
-	-	-	-	-	-	20	-	-	-	Yes	3	-	No	-	-
-	-	7	3	4	-	6	3	-	-	Yes	4	-	No	-	-
-	3	4	-	4	-	2	3	-	-	Yes	1	-	Yes	1	-
-	3	2	2	2	2	78	13	-	-	Yes	15	-	No	-	-
-	-	5	-	1	-	7	-	-	-	Yes	2	-	No	-	-
-	-	1	-	1	-	22	-	-	-	Yes	4	-	No	-	-
3	-	27	-	21	-	43	-	3	-	2	16	-	-	-	-
2.7	-	36.5	-	28.4	-	58.1	-	4.1	-	-	21.6	-	-	-	-
-	6	13	5	10	2	107	20	-	-	5	24	-	1	1	-
-	25	10.7	20.9	8.3	8.3	87.7	83.3	-	-	-	19.7	-	-	0.8	-
-	-	6	-	2	-	29	-	-	-	2	6	-	-	-	-
-	-	19.4	-	6.5	-	93.5	-	-	-	-	19.4	-	-	-	-
2	6	46	5	33	2	179	20	3	-	9	46	-	1	1	-
0.9	24	20.3	20	14.5	8	78.9	80	1.3	-	20	20.3	-	10	0.4	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws.		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
									M	F	M	F	M	F
GROUP III														
CHEMICALS AND ALLIED TRADES														
A. Chemicals and Dyes														
13	Chemical	Small	120	45	6	3	5	6.7	-	-	3	-	3	3
14	Chemical	Small	169	24	6	-	3.5	-	-	-	3	-	3	-
15	Fertilisers	Small	42	5	-	-	-	-	-	-	-	-	-	-
16	Sulphuric Acid	Small	45	-	-	-	-	-	-	-	-	-	-	-
17	Man.Chemists	Small	142	37	11	2	7.7	5.4	-	-	9	2	2	-
18	Man.Chemists	Small	39	30	4	-	10.3	-	-	-	2	-	2	-
19	Chemical	Med.	328	42	4	-	1.2	-	-	-	4	-	-	-
20	Chemical(Heavy)	Med.	423	35	2	-	0.5	-	-	-	-	-	2	-
21	Chemicals.Oils.	Med.	717	279	15	12	2.1	4.3	1	-	7	3	7	9
22	Chemicals.Dyes.	Med.	342	5	11	-	3.2	-	1	-	7	-	3	-
23	Chemical	Med.	700	35	30	-	4.3	-	-	-	20	-	10	-
24	Sulphuric Acid	Large	1037	39	-	-	-	-	-	-	-	-	-	-
25	Chemical Man. Observations only.													
B. PHARMACEUTICAL PREPARATIONS,TOILET . PERFUMERY														
26	Disinfect. etc.	Small	64	144	-	2	-	1.4	-	-	-	-	-	2
27	Pharmaceutical	Med.	137	240	3	6	2.2	2.5	-	-	3	-	-	6
28	Man. Chemists	Med.	192	92	13	5	6.7	5.4	-	-	4	2	9	3
29	Soap. Perfume	Med.	56	228	-	1	-	0.4	-	-	-	-	-	1
30	Man. Chemists	Med.	119	323	8	1	6.7	0.3	2	-	5	-	1	1
31	Cosmetics Etc.	Med.	189	737	4	3	2.1	0.4	-	-	-	-	4	3
32	Man. Chemists	Large	5251	5693	11	28	0.2	0.5	-	-	11	28	-	-

NO. OF E.Ws EMPLOYED PART-TIME		NO. ON WORK SPECIALLY SELECTED ON ACC. OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO. ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws.		HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws.			
										Yes or No	How many of those employed now	Yes or No	How many of those employed now		
M	F	M	F	M	F	M	F	M	F		M	F		M	F
-	-	1	-	1	-	5	3	-	-	No	-	-	No	-	-
1	-	3	-	3	-	3	-	-	-	Yes	-	-	No	-	-
-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	-	-	-	1	-	11	2	-	-	Yes	6	-	No	-	-
-	-	2	-	-	-	4	-	-	-	No	-	-	No	-	-
-	-	1	-	-	-	4	-	-	-	Yes	2	-	No	-	-
-	-	2	-	-	-	2	-	-	-	No	-	-	No	-	-
1	-	3	1	3	2	11	10	-	-	Yes	5	2	No	-	-
-	-	3	-	1	-	8	-	-	-	Yes	5	-	No	-	-
-	-	10	-	7	-	23	-	1	-	Yes	7	-	No	-	-
-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	-	2	-	-	No	-	-	No	-	-
-	1	-	-	-	-	3	6	-	-	No	-	-	Yes	-	3
-	-	2	1	-	-	11	4	-	-	Yes	5	2	No	-	-
-	-	-	-	-	-	-	1	-	-	No	-	-	No	-	-
2	1	1	-	-	-	6	-	-	-	No	-	-	No	-	-
-	1	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	9	-	-	-	-	11	28	-	-	Yes	6	-	No	-	-

NO.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
									M	F	M	F	M	F
GROUP III (Contd)														
C. PAINT.VARNISH.SOAP.CANDLES.GLYCERINE.POLISHES.INK and MATCHES.														
33	Paint etc.	Small	39	7	5	1	12.8	14.3	-	-	3	-	2	1
34	Match Man.	Small	22	43	-	-	-	-	-	-	-	-	-	-
35	Polishes	Small	84	166	6	3	7.1	7.1	-	-	5	3	1	-
36	Lead Paint	Med.	288	64	8	2	2.8	3.1	1	-	-	1	7	1
37	Match Man.	Med.	438	366	18	7	4.1	1.9	-	-	18	-	-	7
38	Paint etc.	Med.	310	129	2	3	0.6	2.3	-	-	1	3	1	-
39	Soap.Glycrm.etc	Med.	314	375	-	-	-	-	-	-	-	-	-	-
40	Boot.Floor Polish	Large	392	644	10	44	2.6	6.8	-	-	8	-	2	44
41	Soap.Glycrm.	Large	1082	376	6	2	0.6	0.5	-	-	1	2	5	-
42	Soap Man.	Observations only												
D. MINERAL OIL REFINING and other OILS. GREASES. GLUE etc.														
43	Gelatine etc	Small	56	48	2	4	3.6	8.3	1	-	1	4	-	-
44	Lub. Oils	Small	168	68	4	-	2.4	-	-	-	4	-	-	-
45	Tar Distill.	Small	222	5	4	1	1.4	20	-	-	3	1	1	-
46	Glue etc.	Med.	741	41	12	1	1.6	2.4	-	-	12	1	-	-
47	Petrol.Refining	Large	2452	241	64	2	2.6	0.8	-	-	45	2	19	-
48	Lub. Oils .	Observations only.												
49	Petrol Refining.	Observations only.												
SUMMARY														
GROUP III														
A.13 COs. Chemicals & Dyes		Total	4104	597	89	17	-	-	2	-	55	5	32	12
		%			-	-	2.2	2.9	2.2	-	61.6	29.4	36%	70.6
B. 7 COs. Pharmaceutical Toilet etc.		Total	6008	7457	39	46	-	-	2	-	23	30	14	16
		%			-	-	0.6	0.6	5.1	-	59%	65.2	36%	34.8
C.10 COs Paint. Varnish Soap. Ink etc.		Total	2969	2170	55	62	-	-	1	-	36	9	18	53
		%			-	-	1.9	2.9	1.8	-	65.3	14.5	32.7	85.5
D. 7 COs. Oils. Greases Glue etc.		Total	3639	403	86	8	-	-	1	-	65	8	20	-
		%			-	-	2.4	2	1.2	-	75.6	100%	23.2	-
GROUP III		Total	16720	10627	269	133	-	-	6	-	179	52	84	81
37 COs.		%			1.6	1.3	-	-	2.2	-	66.6	39.1	31.2	60.9

NO. OF E.Ws EMPLOYED PART-TIME		NO. ON WORK SPECIALLY SELECTED ON ACC. OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO. ON WORK NORMALLY DONE BY JUVENILES		HAS LOBOUR SHORTAGE COM- PELLED RETENT- ion OF E.Ws.			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E.Ws.		
M	F	M	F	M	F	M	F	M	F		How many of those employed now			How many of those employed now	
											M	F		M	F
-	-	1	-	1	-	2	1	-	-	Yes	3	-	Yes	2	-
-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	-	-	-	1	-	6	2	-	3	No	-	-	Yes	-	3
1	-	2	-	-	-	6	1	1	-	Yes	2	-	No	-	-
-	-	-	-	-	-	17	-	-	-	Yes	4	-	No	-	-
-	-	-	-	1	-	2	3	-	-	No	-	-	No	-	-
-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
2	15	4	44	-	-	10	-	-	44	Yes	4	2	No	-	-
-	-	5	-	-	-	1	2	-	-	No	-	-	No	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	2	4	-	-	Yes	1	-	No	-	-
-	-	3	-	-	-	-	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	12	1	-	-	No	-	-	No	-	-
-	-	-	-	-	-	64	2	-	-	No	-	-	No	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	-	25	1	16	2	71	15	1	-	6	25	2	-	-	-
2.2	-	28.1	5.9	17.9	11.8	79.8	88.2	1.1	-	-	28.1	11.8	-	-	-
2	12	3	1	-	-	31	41	-	-	2	11	2	1	-	3
5.1	26.1	7.7	2.2	-	-	79.5	89.1	-	-	-	28.2	4.3	-	-	6.5
3	15	12	44	3	-	44	9	1	47	4	13	2	2	2	3
5.5	24.2	21.8	71	5.5	-	80	14.5	1.8	75.8	-	23.6	3.2	-	3.6	4.8
-	-	3	-	-	-	78	7	-	-	1	1	-	-	-	-
-	-	3.5	-	-	-	90.6	87.6	-	-	-	1.2	-	-	-	-
7	27	43	46	19	2	224	72	2	47	13	50	6	3	2	6
2.6	20.2	16	34.6	7.6	1.5	83.3	54.2	0.7	35.4	35.2	18.6	4.5	8.1	0.7	4.5

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F		
GROUP IV METAL MANUFACTURE														
A. BLAST FURNACES, IRON & STEEL MELTING, ROLLING etc. not elsewhere specified														
50	Steel Rolling	Large	4430	118	277	5	6.3	4.2	-	-	-	-	-	-
51	Iron & Steel	Large	2236	102	80	2	3.6	2	16	-	23	-	41	2
52	Iron & Steel	Large	2380	-	123	-	5.2	-	72	-	31	-	20	-
53	Steel.Forge.	Large	7122	464	95	-	1.3	-	87	-	-	-	8	-
54	Steel.	Large	7169	588	367	26	5.1	4.4	101	-	117	-	149	26
55	Iron & Steel	Large	7588	454	227	5	3	1.1	-	-	-	-	-	-
B. IRON FOUNDRIES														
56	Ironfoundry	Med.	363	14	14	1	3.9	7.1	-	-	10	-	4	1
57	Ironfoundry	Med.	659	90	10	1	1.5	1.1	-	-	4	-	6	1
58	Ironfoundry	Med.	313	19	5	1	1.6	5.3	2	-	2	-	1	1
59	Ironfoundry	Med.	525	82	15	2	2.9	2.9	1	-	4	-	10	2
60	Ironfoundry	Large	1900	109	31	7	1.6	6.4	25	5	2	2	4	-
61	Ironfoundry	Large	1051	161	17	2	1.6	1.2	3	-	12	2	2	-
C. TINPLATE & STEEL SHEET MANUFACTURE														
62	Steel Sheet.	Med.	484	8	18	-	3.7	-	2	-	16	-	-	-
63	Tinplate	Med.	290	28	10	2	3.4	7.1	6	1	4	1	-	-
64	Steel Sheet	Med.	441	13	14	1	3.2	7.7	4	-	6	-	4	1
65	Steel Sheet	Med.	542	20	24	-	4.4	-	5	-	-	-	19	-
66	Steel Sheet	Large	1704	46	81	1	4.8	2.2	8	-	57	-	16	1
67	Steel & Tinpl.	Large	7038	252	379	8	5.4	3.2	148	-	85	-	146	8
68	Steel & Tinpl.	Large	7286	389	341	4	4.7	1	219	-	83	2	39	2
69	Steel & Tinpl.	Large	2086	686	79	14	3.8	2	13	-	28	8	38	6
D. IRON & STEEL TUBES														
70	Steel Tubes	Small	64	9	4	-	6.3	-	-	-	4	-	-	-
71	Steel Tubes	Med.	427	51	28	1	6.6	2	-	-	15	-	13	1
72	Steel Tubes	Large	1607	79	24	1	1.5	1.3	-	-	24	-	-	1

	NO.OF E.Ws EMPLOYED PART-TIME		NO ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE - TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E.Ws		
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now		Yes or No	How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	-	10	-	10	-	267	5	-	-	Yes	100	-	No	-	-
	-	2	23	-	23	-	57	2	-	-	Yes	53	-	No	-	-
	-	-	23	-	23	-	100	-	-	-	Yes	29	-	No	-	-
	-	-	-	-	37	-	58	-	-	-	No	-	-	No	-	-
	-	1	-	-	72	-	323	26	-	-	Yes	71	-	No	-	-
	-	-	85	-	85	-	142	5	-	-	Yes	227	-	No	-	-
	-	-	8	-	6	-	7	1	-	-	No	-	-	No	-	-
	-	1	4	1	-	-	10	1	-	-	No	-	-	No	-	-
	-	1	2	-	-	-	5	1	-	-	Yes	2	-	No	-	-
	2	-	1	1	1	-	15	1	-	-	No	-	-	No	-	-
	3	5	31	-	-	-	1	2	-	-	No	-	-	No	-	-
	1	2	14	-	9	-	5	-	-	-	No	-	-	No	-	-
	-	-	6	-	6	-	18	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	10	2	-	-	Yes	10	2	No	-	-
	-	-	7	-	7	-	7	1	-	-	Yes	-	-	No	-	-
	-	-	-	-	-	-	24	-	16	-	No	-	-	No	-	-
	15	1	18	-	15	-	66	1	-	-	Yes	15	-	No	-	-
	-	-	50	-	50	-	332	8	-	-	No	-	-	No	-	-
	1	-	66	-	91	-	284	-	10	-	Yes	54	-	No	-	-
	-	1	15	-	21	-	35	7	7	-	Yes	25	-	No	-	-
	-	-	1	-	1	-	3	-	-	-	No	-	-	No	-	-
	-	1	7	1	5	-	21	1	-	-	Yes	3	-	No	-	-
	-	-	-	-	-	-	24	1	-	-	No	-	-	No	-	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F		
GROUP IV (Cont.)														
E. NON-FERROUS METALS SMELTING.ROLLING etc.														
73	Zinc. Alloy Man.	Small	151	9	-	-	-	-	-	-	-	-	-	-
74	Nickel Alloy	Med.	226	51	1	-	0.4	-	-	-	1	-	-	-
75	Non-Ferrous Nickel.	Med.	395	88	4	-	1.1	-	-	-	4	-	-	-
76	Aluminium Prod.	Med.	460	19	9	-	2.0	-	3	-	5	-	1	-
77	Bronze Man.	Med.	333	29	11	-	3.3	-	5	-	-	-	6	-
78	Non-Ferrous Metal	Med.	235	56	7	1	3	1.8	3	-	3	1	1	-
79	Aluminium Smelt.	Med.	447	2	3	-	0.7	-	2	-	-	-	1	-
80	Light Alloy	Large	1557	208	5	1	0.4	0.5	-	-	5	1	-	-
81	Light Alloy	Large	1050	725	24	3	2.3	0.4	6	-	9	-	9	3
82	Light Alloy	Large	1221	196	34	-	2.8	-	8	-	16	-	10	-
83	Zinc Smelting	Large	2220	216	18	5	0.8	2.3	2	-	16	5	-	-
84	Aluminium Prod.	Large	2272	249	26	1	1.1	0.4	-	-	4	-	22	1
85	Light Alloy	Large	959	105	16	3	1.6	2.9	-	-	16	3	-	-
SUMMARY GROUP IV														
A. 6 COs. Blast Furnaces Iron, Steel, etc.		Total %	30925	1726	1169 3.8	38 2.2	276 - 171 - 218 28 Figures incomplete.							
B. 6 COs. Iron Foundries		Total %	4811	475	92 1.9	14 2.9	31 5 34 4 27 5 33.7 35.7 37. 28.6 29.4 35.7							
C. 8 COs. Tinsplate Sheet Steel		Total %	19871	1442	946 4.7	30 2.1	405 1 279 11 262 18 42.8 3.3 29.5 36.7 27.7 60							
D. 3 COs. Iron & Steel Tubes		Total %	2098	139	56 2.7	2 1.4	- - 43 - 13 2 - - 76.8 - 23.2 100							
E. 13 COs. Non-Ferrous Metals		Total %	11526	1953	158 1.4	14 0.7	29 - 79 10 50 4 18.4 - 50 71.4 31.6 28.6							
GROUP IV 36 Companies		Total %	69231	5735	2411 3.5	98 1.7	741 6 606 25 570 51 30.8 6.3 25.1 25.6 23.6 58.3							

NO.OF E.Ws. EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws.			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E.Ws.		
										Yes or No	How many of those employed now		Yes or No	How many of those employed now	
M	F	M	F	M	F	M	F	M	F		M	F		M	F
-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	1	-	-	-	Yes	1	-	No	-	-
-	-	1	-	-	-	3	-	-	-	Yes	1	-	No	-	-
-	-	1	-	1	-	-	-	-	-	No	-	-	No	-	-
-	-	3	-	1	-	9	-	-	-	Yes	6	-	No	-	-
-	-	-	-	-	-	6	1	-	-	No	-	-	No	-	-
1	-	1	-	1	-	2	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	5	1	-	-	Yes	-	-	No	-	-
-	-	-	-	2	1	24	3	-	-	Yes	2	-	No	-	-
-	-	12	-	12	-	22	-	-	-	No	-	-	Yes	6	
-	3	-	-	-	-	18	5	-	-	No	-	-	No	-	-
-	-	11	-	2	-	26	1	-	-	Yes	5	-	No	-	-
-	-	-	-	-	-	16	3	-	-	No	-	-	No	-	-
-	3	141	-	250	-	947	38	-	-	5	480	-	-	-	-
-	7.9	12.1	-	21.4	-	81.1	100	-	-	-	41.1	-	-	-	-
6	9	60	2	16	-	43	6	-	-	1	2	-	-	-	-
6.5	64.3	65.3	14.3	17.4	-	46.7	42.8	-	-	-	2.2	-	-	-	-
16	2	162	-	190	-	776	19	33	-	5	104	2	-	-	-
1.7	6.7	17.1	-	20.1	-	82	63.3	3.5	-	-	11	6.7	-	-	-
-	1	8	1	6	-	48	2	-	-	1	3	-	-	-	-
-	50	14.3	50	10.7	-	85.6	100%	-	-	-	5.4	-	-	-	-
1	3	29	-	19	1	132	14	-	-	6	15	-	1	6	-
0.6	21.4	18.4	-	12	7.1	83.6	100	-	-	-	9.5	-	-	3.8	-
23	18	400	3	481	1	1946	79	33	-	18	604	2	1	6	
1.	18.4	16.6	3.1	19.9	1	80.7	80.6	1.4	-	50	25	2	2.8	0.3	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws		TYPE OF WORK ON WHICH E. Ws ARE EMPLOYED					
			M	F	M	F	M	F	HEAVY		MEDIUM		LIGHT	
									M	F	M	F	M	F
GROUP V														
<u>ENGINEERING, SHIPBUILDING and ELECTRICAL GOODS.</u>														
<u>A. SHIPBUILDING, SHIPREPAIRING and MARINE ENGINEERING.</u>														
86	Marine Eng.	Small	161	2	5	-	3.1	-	5	-	-	-	-	-
87	Hyd.Machinery	Small	138	2	6	-	4.3	-	6	-	-	-	-	-
88	Shipbuilding	Large	1050	-	50	-	4.8	-	-	-	50	-	-	-
89	Marine Eng.	Large	2981	427	109	19	3.7	4.4	-	-	44	6	65	13
<u>B. BOILERS and BOILERHOUSE PLANT.</u>														
90	Boiler Making	Med.	319	12	10	1	3.1	8.3	-	-	8	1	2	-
91	Boiler Making	Med.	570	82	22	3	3.9	3.7	2	-	11	-	9	3
92	Boiler Making	Large	1978	292	69	8	3.5	2.7	49	-	3	7	17	1
93	Boiler Making	Large	5536	119	146	1	2.6	0.8	-	-	146	-	-	1
<u>C. MACHINE TOOLS.</u>														
94	Eng.Small Tool	Small	137	91	7	4	5.1	4.4	-	-	7	4	-	-
<u>D. STATIONARY ENGINES, TEXTILE MACHINERY, ORDNANCE and SMALL ARMS and Non-Electrical Eng.</u>														
95	Engineering	Small	101	16	7	2	15.8	12.5	-	-	7	2	-	-
96	Engineering	Small	87	-	1	-	1.1	-	-	-	1	-	-	-
97	Engineering	Small	111	13	6	-	5.5	-	-	-	5	-	1	-
98	Engineering	Small	177	13	8	-	4.5	-	-	-	8	-	-	-
99	VitEnamelling	Small	71	30	-	1	-	2.3	-	-	-	1	-	-
100	Weld.Pressing.	Small	105	10	1	2	1	20	-	-	1	2	-	-
101	Tanning Machny.	Med.	398	62	8	-	2	-	-	-	6	-	2	-
102	Engineering	Med.	403	6	22	-	5.5	-	5	-	12	-	5	-
103	Engineering	Med.	320	102	10	2	3.1	2	4	-	1	-	5	2
104	Engineering	Med.	323	343	7	-	2.2	-	-	-	-	-	7	-
105	Coil Spring	Med.	578	72	9	2	1.5	2.8	-	-	4	-	5	2
106	Precision Eng.	Med.	279	8	17	-	6.1	-	-	-	17	-	-	-
107	Engineering	Med.	393	1	35	-	8.9	-	35	-	-	-	-	-
108	Engineering	Med.	397	68	10	2	2.5	2.9	-	-	8	-	2	2
* Have trained staff - 2 Male.														

	NO. OF E. Ws EMPLOYED PART-TIME		NO. ON WORK SPECIALLY SELECTED ON ACC. OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO. ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E. Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws		
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now		Yes or No	How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	-	-	-	-	-	5	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	6	-	-	-	Yes	1	-	No	-	-
	-	-	-	-	-	-	50	-	-	-	No	-	-	No	-	-
	-	9	10	2	10	-	93	15	-	-	Yes	38	-	No	-	-
	-	-	5	-	8	-	10	1	-	-	Yes	4	-	No	-	-
	-	-	4	-	4	-	22	3	-	-	Yes	11	-	No	-	-
	2	4	-	-	-	-	47	8	1	-	No	-	-	No	-	-
	-	-	-	-	-	-	146	1	-	-	Yes	146	-	No	-	-
	-	-	-	-	-	-	7	4	-	-	Yes	5	2	No	-	-
	-	2	-	-	-	-	7	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	1	-	-	-	No	-	-	No	-	-
	-	-	2	-	2	-	4	-	1	-	No	-	-	No	-	-
	1	-	-	-	-	-	5	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	-	1	-	-	No	-	-	No	-	-
	-	1	-	-	-	-	1	2	-	-	No	-	-	No	-	-
	1	-	-	-	-	-	6	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	22	-	2	-	Yes	22	-	* No	-	-
	-	-	-	-	-	-	10	2	-	-	No	-	-	No	-	-
	1	-	6	-	-	-	1	-	-	-	No	-	-	No	-	-
	-	1	5	-	3	-	-	2	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	17	-	-	-	No	-	-	No	-	-
	-	-	3	-	-	-	32	-	-	-	Yes	17	-	No	-	-
	-	-	-	-	-	-	10	2	-	-	No	-	-	No	-	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED						
									HEAVY		MEDIUM		LIGHT		
			M	F	M	F	M	F	M	F	M	F			
GROUP V D. (Cont.)															
109	Engineering	Med.	695	117	9	2	1.3	1.7	8	-	-	-	1	2	
110	Mining Machn.	Med.	814	36	7	-	0.9	-	-	-	7	-	-	-	
111	Engineering	Med.	360	88	6	-	1.7	-	-	-	-	-	6	-	
112	Engineering	Med.	843	78	29	1	3.4	1.3	-	-	29	1	-	-	
113	Woodworking Mhr	Med.	431	32	16	4	3.8	12.5	-	-	9	-	7	4	
114	Heavy Eng.	Med.	742	105	12	6	1.6	5.7	12	6	-	-	-	-	
115	Light Eng.	Med.	134	260	3	8	2.2	3.1	-	-	3	8	-	-	
116	Engineering	Med.	384	6	17	-	4.4	-	17	-	-	-	-	-	
117	Engineering	Med.	233	19	3	-	1.3	-	-	-	2	-	1	-	
118	Armaments	Large	3303	-	168	-	5.1	-	49	-	33	-	86	-	
119	Light Eng.	Large	665	662	9	7	1.4	1.1	-	-	5	-	4	7	
120	Light Eng.	Large	1226	204	12	8	0.9	3.9	1	-	2	1	9	7	
121	PrecisionEng.	Large	1469	750	35	13	2.4	1.7	-	-	35	13	-	-	
122	Metal Windows	Large	836	232	12	4	1.4	1.7	-	-	12	-	-	4	
123	Mechanic.Eng.	Large	3038	603	104	13	3.4	2.1	11	-	74	12	19	1	
124	Ball.Roller Bearings.	Large	3215	900	125	20	3.9	2.2	20	-	80	-	25	20	
125	Heavy Eng.	Large	1782	286	52	1	3	0.3	13	-	23	-	16	1	
126	Metal Windows	Large	2500	100	-	-	-	-	-	-	-	-	-	-	
127	Engineering	Large	1616	630	18	13	1.1	2.1	-	-	13	-	5	13	
128	Engineering	Observations only.													
129	Textile Machn.	Observations only.													
<u>E. CONSTRUCTIONAL ENGINEERING.</u>															
130	Construct. Eng.	Small	250	-	6	-	2.4	-	-	-	6	-	-	-	
131	Construct. Eng.	Med.	481	17	14	-	2.9	-	-	-	14	-	-	-	

	NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws		HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws.			
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now		Yes or No	How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	1	1	-	-	-	-	9	2	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	7	-	-	-	No	-	-	No	-	-
	-	-	6	-	-	-	6	-	-	-	No	-	-	No	-	-
	-	-	-	-	3	-	26	-	-	-	Yes	25	1	No	-	-
	-	4	2	3	-	-	14	1	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	12	6	-	-	No	-	-	No	-	-
	-	-	-	3	-	-	1	8	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	17	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	3	-	-	-	No	-	-	No	-	-
	-	-	17	-	17	-	151	-	-	-	Yes	57	-	No	-	-
	-	4	-	-	-	-	9	7	-	-	No	-	-	No	-	-
	-	6	1	-	-	-	10	7	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	35	13	-	-	No	-	-	No	-	-
	-	-	1	3	1	-	6	1	-	-	No	-	-	No	-	-
	-	7	-	-	-	-	104	12	-	-	Yes	26	-	No	-	-
	-	-	-	-	6	-	119	12	-	-	Yes	15	-	Yes	6	-
	-	-	-	-	6	-	46	1	-	-	Yes	3	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	6	5	-	-	-	18	13	-	-	Yes	12	-	No	-	-
	-	-	-	-	-	-	5	-	-	-	Yes	4	-	No	-	-
	-	-	-	-	-	-	14	-	-	-	No	-	-	No	-	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws.		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED						
									HEAVY		MEDIUM		LIGHT		
			M	F	M	F	M	F	M	F	M	F	M	F	
GROUP V (Cont.)															
F. ELECTRICAL MACHINERY. WIRES and CABLES.															
132	Arc Weld.Equip.	Small	78	-	2	-	2.6	-	-	-	2	-	-	-	
133	Electrical	Small	122	-	3	-	2.5	-	-	-	-	-	3	-	
134	Elec. Eng.	Med.	590	302	23	10	3.9	3.3	1	-	14	4	8	6	
135	Elec. Eng.	Med.	275	585	3	3	1.1	0.5	-	-	-	-	3	3	
136	Wire & Cable.	Med.	767	127	20	-	2.6	-	4	-	8	-	8	-	
137	Elec. Eng.	Med.	538	274	17	5	3.2	1.8	-	-	17	-	-	5	
138	Elec. Switches	Med.	603	344	15	3	2.5	0.9	-	-	15	-	-	3	
139	Elec. Eng.	Med.	156	105	1	2	0.9	1.9	-	-	1	-	-	2	
140	Elec. Eng.	Med.	481	169	3	1	0.6	0.6	-	-	2	-	1	1	
141	Elec. Cable.	Med.	475	314	-	-	-	-	-	-	-	-	-	-	
142	Elec.Eng.	Large	958	445	12	2	1.3	0.5	-	-	9	2	3	-	
143	Elec. Cable	Large	1045	90	57	3	5.4	3.3	-	-	53	3	4	-	
144	Elec. Eng.	Large	1784	523	40	2	2.2	0.4	-	-	40	-	-	2	
145	Elec. Eng.	Large	1576	405	18	4	1.1	1	-	-	-	-	18	4	
146	Elec. Eng.	Large	1959	267	37	3	1.9	1.1	6	-	31	1	-	2	
G. TELEGRAPH and TELEPHONE APPARATUS. WIRELESS APPARATUS. GRAMOPHONES. ELECTRICAL LAMPS.															
147	Radio	Small	58	161	-	-	-	-	-	-	-	-	-	-	
148	Switches	Small	48	145	3	3	6.3	2.1	-	-	3	2	-	1	
149	Batteries	Small	182	21	6	1	3.3	4.8	-	-	3	1	3	-	
150	Lighting Acc.	Med.	92	215	4	5	4.3	2.3	-	-	-	-	4	5	
151	Elec. Accum.	Med.	556	154	5	-	0.9	-	-	-	5	-	-	-	
152	Elec.Appliance	Med.	437	483	3	1	0.7	0.2	-	-	-	-	3	1	
153	" Components	Med.	121	453	-	-	-	-	-	-	-	-	-	-	
154	Elec. Accum.	Large	1432	313	15	13	1.0	4.1	-	-	15	13	-	-	
155	Elec. Lamps	Large	1270	1856	22	24	1.8	1.3	9	-	12	18	1	6	
156	Telecom. Eng.	Large	2917	1376	6	26	0.2	1.9	-	-	6	26	-	-	

	NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws		HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws			
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now	Yes or No	How many of those employed now		
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	-	-	-	-	-	2	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	2	-	-	-	No	-	-	No	-	-
	-	-	7	6	-	-	14	5	-	-	No	-	-	No	-	-
	-	1	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	5	-	2	-	20	-	-	-	No	-	-	No	-	-
	-	-	17	-	-	-	17	5	-	-	Yes	2	-	No	-	-
	-	1	-	-	-	-	15	3	-	-	No	-	-	No	-	-
	-	2	-	1	-	-	1	1	-	-	No	-	-	No	-	-
	-	-	-	1	-	1	1	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	1	-	3	-	11	2	-	-	Yes	5	-	No	-	-
	-	-	5	-	2	-	48	3	2	-	Yes	25	-	No	-	-
	-	2	-	-	-	-	40	2	-	-	No	-	-	No	-	-
	-	-	-	-	1	-	17	4	-	-	No	-	-	No	-	-
	-	1	2	-	2	-	37	3	-	-	Yes	18	-	No	-	-
<u>BATTERIES. ACCUMULATORS and other ELECTRICAL GOODS.</u>																
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	2	3	-	-	No	-	-	Yes	-	-
	-	-	1	-	1	-	3	1	-	-	No	-	-	No	-	-
	-	1	3	-	3	-	1	5	-	-	Yes	1	-	No	-	-
	-	-	-	-	-	-	5	-	-	-	Yes	5	-	No	-	-
	-	1	-	-	-	-	3	1	-	-	Yes	2	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	7	-	2	-	2	15	8	-	-	No	-	-	No	-	-
	-	6	-	-	-	-	20	24	-	-	Yes	11	-	No	-	-
	-	18	-	-	-	-	-	-	-	-	No	-	-	No	-	-

INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED						
								HEAVY		MEDIUM		LIGHT		
		M	F	M	F	M	F	M	F	M	F	M	F	
SUMMARY GROUP V														
A. 4 Cos.	Total	4330	431	170	19			11	-	94	6	65	13	
Shipbuilding	%			3.9	4.4			6	-	55	32	38	68	
B. 4 Cos.	Total	8403	505	247	13			51	-	168	8	28	5	
Boilermaking	%			2.9	2.6			21	-	68	70	11	38	
C. 1 Co.	Total	137	91	7	4			-	-	7	4	-	-	
Machine Tools	%			5.1	4.4			-	-	100	100	-	-	
D. 35 Cos.	Total	27975	5852	778	111			175	6	397	40	206	65	
Stationary- Engines, Small Arms, etc.	%			2.7	1.4			25	5	51	36	26	59	
E. 2 Cos.	Total	731	17	20	-			-	-	20	-	-	-	
Construct. Eng.	%			2.7	-			-	-	100	-	-	-	
F. 15 Cos.	Total	11407	3950	251	38			11	-	192	10	48	28	
Elec. Machn. Wires & Cables	%			2.2	1			4	-	76	26	19	74	
G. 10 Cos.	Total	7113	5177	64	73			9	-	44	60	11	13	
Telegraph etc. Wireless etc.	%			0.9	1.3			14	-	69	82	17	18	
GROUP V	Total	60096	16023	1537	258			257	6	922	128	358	124	
71 Companys	%			2.6	1.6			17	2	60	50	23	48	

	NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC. OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws.		HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E.Ws.			
	Yes or No	How many of those employed now	Yes or No	How many of those employed now	Yes or No	How many of those employed now	Yes or No	How many of those employed now	Yes or No	How many of those employed now	Yes or No	How many of those employed now	Yes or No	How many of those employed now		
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	9	10	2	10	-	154	15	-	-	2	39	-	-	-	-
	-	41	6	10	6	-	90	79	-	-	-	23	-	-	-	-
	2	4	9	-	12	-	225	13	1	-	3	161	-	-	-	-
	0.8	31	4	-	5	-	91	100	0.4	-	-	65	-	-	-	-
	-	-	-	-	-	-	7	4	-	-	1	5	2	-	-	-
	-	-	-	-	-	-	100	100	-	-	-	72	50	-	-	-
	4	32	48	9	38	-	709	92	3	-	8	177	1	1	6	-
	0.5	29	6	8	5	-	91	83	0.4	-	-	24	9.0	-	0.7	-
	-	-	-	-	-	-	19	-	-	-	1	4	-	-	-	-
	-	-	-	-	-	-	95	-	-	-	-	20	-	-	-	-
	-	7	37	8	10	1	225	28	2	-	4	50	-	-	-	-
	-	18	15	21	4	3	90	74	0.8	-	-	20	-	-	-	-
	-	33	4	2	4	2	49	42	-	-	4	19	-	1	-	-
	-	45	6	3	6	3	77	58	-	-	-	30	-	-	-	-
	6	85	108	21	74	3	1388	194	6	-	23	455	3	2	6	-
	0.4	33	7	8	5	1	70	75	0.4	-	32	29	1	3	0.4	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws.		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
									M	F	M	F	M	F
GROUP VI														
VEHICLES														
A. MANUFACTURE of MOTOR VEHICLES and CYCLES, PARTS and ACCESSORIES FOR MOTOR VEHICLES,														
157	Motor Acc.	Small	46	90	3	6	6.5	6.7	-	-	-	-	3	6
158	Eng.(Motor)	Med.	283	249	1	-	0.4	-	-	-	-	-	1	-
159	Motor Car Eng.	Large	4397	278	71	7	1.6	2.5	-	-	-	-	71	7
160	Motor Acc.	Large	1095	1016	15	6	1.4	0.6	-	-	-	-	15	6
161	Motor Vehicle	Large	9584	165	-	-	-	-	-	-	-	-	-	-
162	Motor Eng.	Large	2627	582	49	1	1.9	0.2	-	-	44	-	5	1
B. MANUFACTURE and REPAIR of AIRCRAFT, PARTS and ACCESSORIES of AIRCRAFT.														
163	Aero Parts	Med.	350	165	7	-	2	-	-	-	5	-	2	-
164	Aircraft	Large	5379	927	166	17	5.4	1.8	-	-	166	17	-	-
165	Aircraft	Large	1647	321	49	1	3.0	0.3	-	-	37	1	12	-
166	Aircraft	Large	1204	202	19	1	1.6	0.5	8	-	3	1	8	-
167	Aircraft	Large	1206	41	34	1	2.8	2.4	-	-	-	-	34	1
168	Aero Engines	Observations only.												
C. MANUFACTURE of LOCOMOTIVES and PARTS etc.														
169	Loco. Engines	Large	4106	-	355	-	0.9	-	-	-	355	-	-	-
SUMMARY														
A. 6 Cos.		Total	18032	2380	139	20			-	-	44	-	95	20
Motors etc.		%			0.8	0.8			-	-	32	-	68	100
B. 5 Cos.		Total	9786	1656	275	20			8	-	211	19	56	1
Aircraft		%			2.8	1.2			3	-	77	95	20	5
C. 1 Co.		Total	4106	-	355	-			-	-	355	-	-	-
Locomotives		%			0.9	-			-	-	100	-	-	-
GROUP VI		Total	31944	4036	769	40			8	-	610	19	151	21
12 Cos.		%			2.4	1			1	-	79.3	48	19	53
* Compulsory Retirement.														

	NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO.CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws		
											Yes or No	How many of those employed now		Yes or No	How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	REPAIRS and GARAGES															
	-	-	-	-	-	-	3	6	-	-	No	-	-	No	-	-
	-	-	1	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	31	-	21	-	40	7	6	-	No	-	-	No	-	-
	-	3	11	1	-	-	15	4	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-*
	-	1	-	1	10	-	45	1	-	-	Yes	12	-	No	-	-
	-	-	-	-	4	-	7	-	-	-	No	-	-	No	-	-
	5	12	-	-	-	-	166	17	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	49	1	-	-	No	-	-	No	-	-
	-	1	-	-	-	-	19	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	34	1	-	-	No	-	-	No	-	-
	-	-	-	-	108	-	247	-	-	-	Yes	150	-	No	-	-
	-	4	43	2	31	-	103	18	6	-	1	12	-	-	-	-
	-	20	31	10	22	-	74	90	43	-	-	9	-	-	-	-
	5	13	-	-	4	-	275	19	-	-	-	-	-	-	-	-
	2	63	-	-	1	-	100	95	-	-	-	-	-	-	-	-
	-	-	-	-	108	-	247	-	-	-	1	150	-	-	-	-
	-	-	-	-	30	-	70	-	-	-	-	42	-	-	-	-
	5	17	43	2	143	-	625	37	6	-	2	162	-	-	-	-
	0.6	43	6	5	18	-	81	93	0.8	-	17	21				

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws.		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F		
GROUP VII METAL GOODS NOT ELSEWHERE SPECIFIED														
A. TOOLS, CUTLERY, BOLTS, NUTS, SCREWS, RIVETS, NAILS etc.														
170	Tools.	Small	139	65	5	1	3.6	1.5	-	-	-	-	5	1
171	Tools.	Small	117	8	4	1	6.8	12.5	-	-	-	-	4	1
172	Rivets.	Med.	465	95	16	-	3.4	-	-	-	16	-	-	-
173	Engineering	Med.	438	282	18	13	4.1	4.6	-	-	18	13	-	-
174	Tools	Med.	238	138	5	2	2.1	1.4	1	-	2	-	2	2
175	Tools	Med.	256	60	4	-	1.6	-	3	-	1	-	-	-
176	Bolts, Nuts.	Med.	376	176	23	5	6.1	2.8	-	-	11	1	12	4
177	Razor Blades.	Large	936	695	11	10	1.2	1.4	-	-	11	-	-	10
B. IRON & STEEL FORGINGS NOT ELSEWHERE SPECIFIED.														
178	Drop Forging	Small	56	3	2	-	3.6	-	-	-	-	-	2	-
179	Drop Forging	Small	130	24	3	-	2.3	-	2	-	-	-	1	-
180	Drop Forging	Small	205	25	12	1	5.9	4	-	-	12	1	-	-
181	Drop Forging	Med.	335	19	15	-	4.5	-	15	-	-	-	-	-
182	Drop Forging	Med.	418	11	10	-	2.4	-	2	-	7	-	1	-
C. WIRE AND WIRE MANUFACTURERS														
183	Steel Wire	Med.	292	10	10	-	3.4	-	-	-	10	-	-	-
184	Wire Rope	Large	839	346	34	5	4.1	1.4	-	-	30	2	4	3

NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws.			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws.		
										Yes or No	How many of those employed now		Yes or No	How many of those employed now	
M	F	M	F	M	F	M	F	M	F		M	F		M	F
-	1	-	-	-	-	5	1	-	-	Yes	5	1	No	-	-
-	1	-	-	-	-	4	-	-	-	No	-	-	No	-	-
-	-	15	-	15	-	-	-	-	-	Yes	1	-	No	-	-
-	3	-	-	-	-	18	13	-	-	Yes	10	-	No	-	-
-	1	3	-	-	-	2	2	1	-	Yes	3	-	No	-	-
-	-	4	-	-	-	4	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	14	3	-	1	Yes	2	-	No	-	-
-	3	-	2	-	-	11	10	-	-	No	-	-	No	-	-
-	-	2	-	-	-	2	-	-	-	No	-	-	No	-	-
1	-	-	-	-	-	2	-	2	-	No	-	-	No	-	-
-	1	1	-	1	-	11	1	10	-	Yes	2	-	No	-	-
-	-	1	-	1	-	14	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	10	-	-	-	Yes	7	-	No	-	-
-	-	2	-	2	-	7	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	34	5	4	-	No	-	-	Yes	8	4

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws.		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F	M	F
GROUP VII (Cont.)														
D. HOLLOW-WARE. BRASS MANUFACTURE. METAL INDUSTRIES NOT ELSEWHERE SPECIFIED.														
185	Steel Furniture	Small	148	70	9	1	6.1	1.4	-	-	-	-	9	1
186	Metal Package	Small	42	29	2	-	4.8	-	-	-	2	-	-	-
187	Stampers.Pierce.	Small	15	53	-	2	-	3.8	-	-	-	-	-	2
188	Metal Smallware	Small	122	118	5	1	4.1	0.8	-	-	4	-	1	1
189	Rustproofing	Med.	230	27	3	-	1.3	-	-	-	-	-	3	-
190	Steel Drums	Med.	390	108	10	-	2.6	-	-	-	-	-	10	-
191	Keg & Drum	Med.	360	26	13	-	3.6	-	1	-	-	-	12	-
192	Tin Box	Med.	74	215	9	-	12.2	-	-	-	8	-	1	-
193	Cutlers	Med.	363	109	6	-	1.7	-	-	-	3	-	3	-
SUMMARY														
A. 8 Cos. Tools,Cutlery, Nuts, Bolts etc.		Total	3065	1519	86	32			4	-	59	14	23	18
		%			2.9	2.1			5	-	66	44	27	56
B. 5 Cos. Iron & Steel Forgings		Total	1144	82	42	1			19	-	19	1	4	-
		%			3.7	1.2			43	-	43	1	9	-
C. 2 Cos Wire		Total	1131	356	44	5			-	-	40	2	4	3
		%			3.9	1.4			-	-	89	40	9	60
D. 9 Cos. Hollow-ware Brass etc.		Total	1744	755	57	4			1	-	17	-	39	4
		%			3.3	0.5			2	-	30	-	68	100
GROUP VII 24 Companies		Total	7084	2712	229	42			24	-	135	17	70	25
		%			3.2	1.6			10	-	59	41	31	59

NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO.CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES.		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E.Ws		
										Yes or No	How many of those employed now		Yes or No	How many of those employed now	
M	F	M	F	M	F	M	F	M	F		M	F		M	F
-	-	-	-	-	-	9	1	-	-	No	-	-	No	-	-
-	-	1	-	1	-	2	-	-	-	Yes	1	-	No	-	-
-	1	-	2	-	1	-	2	-	-	No	-	-	Yes	-	-
-	-	-	-	-	-	5	1	1	1	No	-	-	No	-	-
2	-	1	-	-	-	1	-	-	-	No	-	-	No	-	-
-	-	2	-	4	-	5	-	-	-	No	-	-	No	-	-
-	-	13	-	-	-	1	-	-	-	Yes	-	-	No	-	-
1	-	-	-	-	-	5	-	-	-	Yes	2	-	No	-	-
-	-	-	-	-	-	6	-	-	-	Yes	2	-	No	-	-
-	9	22	2	15	-	58	29	1	1	5	21	1	-	-	-
-	27	25	6	18	-	67	91	1	3	-	24	3	-	-	-
1	1	4	-	2	-	39	1	12	-	2	9	-	-	-	-
2	1	9	-	3	-	95	1	29	-	-	21	-	-	-	-
-	-	2	-	2	-	41	5	4	-	-	-	-	1	8	4
-	-	5	-	5	-	93	100	9	-	-	-	-	-	18	80
3	1	17	2	5	1	34	4	1	1	4	5	-	1	-	-
5	25	30	50	9	25	60	100	27	25	-	9	-	-	-	-
4	11	45	4	24	1	172	39	18	2	11	35	1	2	8	4
2	26	20	10	10	2	75	93	8	5	51	15	2	8	4	10

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws.		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F		
GROUP VIII														
PRECISION INSTRUMENTS, JEWELLERY etc.														
194	Precision Insts.	Small	156	50	16	-	10.3	-	-	-	-	-	16	-
195	Jewellery	Small	*147	*59	16	4	10.9	6.8	-	-	-	-	16	4
196	Instruments	Med.	77	210	2	3	2.6	1.4	-	-	-	-	2	3
197	Instruments	Large	1765	630	22	4	1.2	0.6	-	-	-	-	22	4
198	Cameras.Films	Large	3492	1979	8	-	0.2	-	-	-	8	-	-	-
199	Hypodermic Equipment	Observations only												
SUMMARY														
GROUP VIII		Total	5637	2928	64	11			-	-	8	-	56	11
5 Companies		%			1.1	0.3			-	-	13	-	88	100
* All workers over 40 years.														

	NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws		HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws			
	Yes or No	How many of those employed now	Yes or No	How many of those employed now	Yes or No	How many of those employed now	Yes or No	How many of those employed now	Yes or No	How many of those employed now	Yes or No	How many of those employed now	Yes or No	How many of those employed now		
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	-	4	-	-	-	12	-	-	-	No	-	-	Yes	1	-
	-	-	16	4	-	-	16	4	-	-	No	-	-	Yes	1	1
	-	-	-	-	-	-	2	3	-	-	Yes	-	-	No	-	-
	-	1	-	-	-	-	22	4	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	8	-	-	-	Yes	8	-	No	-	-
	-	1	20	4	-	-	60	11	-	-	2	8	-	2	2	1
	-	9	31	36	-	-	92	100	-	-	40	13	-	40	3	9
				</												

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED							
									HEAVY		MEDIUM		LIGHT			
									M	F	M	F	M	F		M
GROUP IX																
<u>TEXTILES</u>																
<u>A. COTTON SPINNING. DOUBLING WEAVING etc.</u>																
200	Cotton Yarn	Small	9	47	-	1	-	2.1	-	-	-	1	-	-		
201	Cotton, Spinning	Small	47	61	3	2	6.3	3.3	-	-	2	2	1	-		
202	Cotton Man.	Med.	147	261	13	7	8.8	2.7	-	-	8	-	5	7		
203	Cotton Man.	Med.	114	352	10	10	8.8	2.8	-	-	10	10	-	-		
204	Cotton Doubling	Med.	89	380	2	2	2.2	0.6	-	-	2	2	-	-		
<u>B. WOOLLEN and WORSTED</u>																
205	Wool Yarn Spin.	Small	67	31	2	1	3	3.2	-	-	2	-	-	1		
206	Worsted Spin.	Small	17	51	1	3	6	6.	-	-	1	3	-	-		
207	Worsted Spin.	Small	31	112	2	5	6.5	4.5	-	-	-	-	2	5		
208	Worsted Spin.	Small	43	76	1	-	2.3	-	-	-	1	-	-	-		
209	Worsted Spin.	Med.	102	179	9	4	8.8	2.2	-	-	9	4	-	-		
210	Worsted Spin.	Med.	334	437	14	23	4.2	5.3	-	-	14	23	-	-		
211	Worsted Man.	Med.	138	145	6	3	4.3	2.1	-	-	-	-	6	3		
212	Wool Combing	Med.	395	91	22	12	5.6	13.2	-	-	22	12	-	-		
<u>C. RAYON. NYLON. SILK.</u>																
213	Rayon Yarn	Small	65	170	1	2	1.5	1.1	-	-	-	-	1	2		
214	Rayon	Small	75	123	-	1	-	0.8	-	-	-	-	-	1		
215	Rayon Yarn	Med.	517	186	10	2	1.9	1.1	-	-	-	-	10	2		
216	Silk.	Med.	128	128	4	8	3.1	6.3	-	-	-	-	4	8		
217	Rayon Yarn	Large	2534	273	5	-	0.2	-	-	-	2	-	3	-		
<u>D. JUTE</u>																
218	Jute Weaving	Small	50	102	5	5	10	5	-	-	5	5	-	-		
219	Jute Weaving	Small	55	146	5	4	9.1	2.7	-	-	3	4	2	-		
* 20 male workers over 40 trained																

	NO. OF E. Ws EMPLOYED PART-TIME		NO. ON WORK SPECIALLY SELECTED ON ACC. OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO. ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E. Ws		HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws.			
	M	F	M	F	M	F	M	F	M	F		How many of those employed now		How many of those employed now		
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	-	-	-	-	-	-	1	-	-	Yes	-	1	No	-	-
	-	-	-	-	-	-	3	2	-	-	Yes	2	2	No	-	-
	3	4	2	-	1	1	10	7	3	-	Yes	5	6	No	-	-
	2	3	-	-	-	-	10	10	-	-	Yes	1	1	No	-	-
	-	1	1	-	1	-	-	2	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	2	1	-	-	Yes	2	1	No	-	-
	-	-	-	-	-	-	1	3	-	-	Yes	1	3	No	-	-
	-	5	1	-	1	-	1	5	-	-	Yes	1	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	2	1	-	-	-	-	1	2	6	2	Yes	-	1	No	-	-
	-	4	2	-	-	-	9	23	3	-	No	-	-	Yes	-	-
	-	1	-	-	2	-	4	3	-	-	No	-	-	No	-	-
	-	4	-	-	-	-	22	12	-	-	Yes	-	-	No	-	-
	-	-	-	-	-	-	1	2	-	-	Yes	1	2	No	-	-
	-	-	-	1	-	-	-	-	-	-	No	-	-	*No	-	-
	-	1	-	-	-	1	10	1	-	-	Yes	1	-	No	-	-
	-	2	1	-	-	-	4	8	4	8	Yes	4	8	No	-	-
	-	-	1	-	-	-	5	-	-	-	No	-	-	No	-	-
	1	-	-	-	-	-	5	5	-	-	No	-	-	No	-	-
	-	-	1	-	-	-	5	4	-	-	Yes	5	4	No	-	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws.		TYPE OF WORK ON WHICH E. Ws ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F		
GROUP IX (Cont.)														
E. ROPE. TWINE and NET.														
220	Rope, Cordage	Small	112	92	4	6	3.6	6.5	-	-	4	6	-	-
221	Net Man.	Small	101	74	3	4	3	5.4	-	-	3	2	-	2
222	Netting, Twine	Small	96	124	5	2	5.2	1.6	-	-	5	2	-	-
223	Rope, Twine, Net	Med.	153	142	3	5	2.	3.5	-	-	-	2	3	3
F. HOSIERY MANUFACTURE														
224	Hosiery	Small	108	118	2	6	1.9	5.1	-	-	2	-	-	6
225	Hosiery	Small	94	126	6	7	6.4	5.5	-	-	-	-	6	7
226	Hosiery	Small	82	125	6	-	7.3	-	-	-	-	-	6	-
227	Hosiery	Med.	297	265	7	10	2.4	3.8	-	-	-	-	7	10
228	Hosiery	Med.	257	574	18	3	7.	0.5	-	-	5	-	13	3
229	Hosiery	Large	1361	1859	49	91	3.6	4.9	-	-	49	91	-	-
G. LACE.														
230	Lace Man.	Med.	130	230	8	25	6.2	10.4	-	-	-	-	8	25
H. CARPET MANUFACTURE.														
231	Carpets	Large	786	370	27	3	3.4	0.8	-	-	27	3	-	-
232	Carpets. Observations only.													
I. NARROW FABRICS. MADE-UP TEXTILES and other TEXTILE INDUSTRIES.														
233	Ribbon, Binding	Small	58	55	4	-	7	-	-	-	4	-	-	-
234	Narrow Fabrics	Med.	96	188	2	5	2.1	2.7	-	-	-	-	2	5
235	Asbestos Man.	Med.	476	141	9	4	1.9	2.8	-	-	2	-	7	4
236	Rayon piece gds.	Med.	118	178	6	2	5.1	1.1	-	-	4	1	2	1
237	Furnishings	Med.	50	201	4	-	8	-	2	-	-	-	2	-
238	Surgical Textile	Large	284	2263	27	98	9.5	4.3	-	-	5	-	22	98

	NO.OF E.Ws. EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws		HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws			
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now		Yes or No	How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	2	-	-	-	-	4	6	-	-	Yes	4	4	No	-	-
	-	2	-	-	-	-	3	4	-	-	Yes	3	4	No	-	-
	-	-	-	-	-	-	5	2	-	-	No	-	-	No	-	-
	-	2	-	-	-	-	3	5	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	2	6	-	-	No	-	-	No	-	-
	-	-	2	-	2	-	4	7	2	-	No	-	-	No	-	-
	-	-	-	-	-	-	5	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	6	9	-	-	Yes	2	8	Yes	-	-
	-	-	-	-	-	-	18	3	-	-	No	-	-	No	-	-
	1	11	6	-	6	-	41	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	8	25	-	-	Yes	-	-	No	-	-
	-	-	2	-	-	-	24	3	1	-	Yes	24	3	No	-	-
	-	-	-	-	-	-	4	-	-	-	Yes	4	-	No	-	-
	-	-	1	2	-	-	1	3	-	-	Yes	2	5	No	-	-
	-	-	5	3	4	2	4	2	-	-	No	-	-	No	-	-
	-	-	2	1	-	-	4	1	-	-	Yes	2	-	No	-	-
	-	-	-	-	-	-	4	-	-	-	Yes	2	-	No	-	-
	-	87	21	37	-	4	6	36	12	42	Yes	3	3	No	-	-

INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED						
								HEAVY		MEDIUM		LIGHT		
		M	F	M	F	M	F	M	F	M	F	M	F	
SUMMARY GROUP IX														
A. 5 Cos.	Total	406	1101	28	22			-	-	22	15	6	7	
Cotton	%			6.9	2			-	-	79	68	21	32	
B. 8 Cos.	Total	1127	1122	57	51			-	-	49	42	8	9	
Woollens.Worstd.	%			5	4.5					86	83	14	18	
C. 5 Cos.	Total	3319	880	20	13			-	-	2	-	18	13	
Rayon.Nylon etc	%			0.6	1.5			-	-	10	-	90	100	
D. 2 Cos.	Total	105	248	10	9			-	-	8	9	2	-	
Jute	%			9.5	3.6			-	-	80	100	20	-	
E. 4 Cos.	Total	462	432	15	17			-	-	12	12	3	5	
Rope.Twine.Net.	%			3.3	3.9			-	-	80	71	20	29	
F. 6 Cos.	Total	2199	3067	88	117			-	-	56	91	32	26	
Hosiery	%			4	3.8			-	-	64	78	36	22	
G. 1 Co.	Total	130	230	8	25			-	-	-	-	8	25	
Lace	%			6.2	11			-	-	-	-	100	100	
H. 1 Co.	Total	786	370	27	3			-	-	27	3			
Carpets	%			3.7	0.8			-	-	100	100	-	-	
I. 6 Cos	Total	1082	3026	52	109			2	-	15	1	35	108	
Made-up Fabrics	%			4.8	3.6			4	-	29	1	67	100	
GROUP IX	Total	9616	10476	305	366			2	-	191	173	112	193	
38 Companies	%			3	3.5			0.7	-	63	47	36	53	

	NO.OF E.Ws. EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws		HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws			
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now	Yes or No	How many of those employed now		
	5	8	3	-	2	1	23	22	3	-	4	8	10	-	-	-
	18	36	11	-	7	5	82	100	11	-	-	29	45	-	-	-
	2	15	3	-	3	-	40	49	9	2	5	4	5	1	-	-
	4	29	5	-	5	-	70	96	16	4	-	7	10	-	-	-
	-	3	2	1	-	1	20	11	4	8	3	6	10	-	-	-
	-	23	10	8	-	8	100	85	20	62	-	30	77	-	-	-
	1	-	1	-	-	-	10	9	-	-	1	5	4	-	-	-
	10	-	10	-	-	-	100	100	-	-	-	50	44	-	-	-
	-	6	-	-	-	-	15	17	-	-	2	7	8	-	-	-
	-	35	-	-	-	-	100	100	-	-	-	47	47	-	-	-
	1	11	8	-	8	-	76	25	2	-	1	2	8	-	-	-
	1	9	9	-	9	-	86	21	2	-	-	2	7	-	-	-
	-	-	-	-	-	-	8	25	-	-	1	-	-	-	-	-
	-	-	-	-	-	-	100	100	-	-	-	-	-	-	-	-
	-	-	2	-	-	-	24	3	1	-	1	24	3	-	-	-
	-	-	7	-	-	-	89	100	4	-	-	89	100	-	-	-
	-	87	29	43	4	6	23	42	12	42	5	13	3	-	-	-
	-	80	56	40	8	6	44	39	23	39	-	25	3	-	-	-
	9	130	48	44	17	8	239	203	31	52	23	69	51	1	-	-
	3	36	16	12	6	2	78	56	10	14	-	23	14	3	-	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED						
									HEAVY		MEDIUM		LIGHT		
			M	F	M	F	M	F	M	F	M	F	M	F	
GROUP X															
<u>LEATHER, LEATHER GOODS and FUR.</u>															
239	Leather Man.	Small	135	45	3	-	2.2	-	1	-	2	-	-	-	
240	Leather Man.	Small	77	3	3	-	4.9	-	-	-	-	-	3	-	
241	Leather Dyeing and Finishing	Small	47	24	8	3	17	12.5	-	-	3	-	5	3	
242	Leather Man.	Small	81	6	5	1	6.2	20	-	-	5	-	-	1	
243	Leather Man.	Small	115	34	3	-	2.6	-	-	-	1	-	2	-	
244	Man. Furriers	Small	52	104	1	1	1.9	1	-	-	-	-	1	1	
245	Fur Dressers and Dyers.	Small	96	34	5	-	5.2	-	-	-	-	-	5	-	
SUMMARY GROUP X															
7 Companies		Total	603	249	28	5			1	-	11	-	16	5	
Leather & Fur.		%			4.6				4	-	39	-	57	100	

	NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws		HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws			
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now	Yes or No	How many of those employed now		
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	-	-	-	-	-	3	-	-	-	No	-	-	No	-	-
	-	-	3	-	3	-	-	-	2	-	No	-	-	No	-	-
	-	-	-	-	-	-	8	3	-	-	No	-	-	No	-	-
	2	1	1	-	1	-	4	1	-	-	No	-	-	No	-	-
	1	-	1	-	-	-	2	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	3	-	-	-	2	-	-	-	No	-	-	No	-	-
	3	1	8	-	4	-	19	4	2	-	-	-	-	-	-	-
	11	20	29	-	14	-	88	80	7	-	-	-	-	-	-	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F		
GROUP XI CLOTHING														
A. TAILORING. DRESSMAKING. DRESS INDUSTRIES NOT ELSEWHERE SPECIFIED.														
250	Clothing Man.	Small	18	163	1	6	5.6	3.7	-	-	1	-	-	6
251	Blouse Man.	Small	2	29	1	3	50	10.3	-	-	-	-	1	3
252	Clothing Man.	Small	30	130	1	3	3.3	2.3	-	-	-	-	1	3
253	Clothing Man.	Small	8	81	1	-	12.5	-	-	-	1	-	-	-
254	Clothing Man.	Med.	96	468	4	7	4.2	1.5	-	-	-	-	4	7
255	Dress Man.	Med.	46	338	1	-	2.2	-	-	-	-	-	1	-
256	Corset Man.	Med.	82	714	8	40	9.8	5.6	-	-	-	-	8	40
257	Clothing Man.	Large	220	1215	5	7	2.3	0.6	-	-	-	-	5	7
258	Clothing Man.	N.K.	N.K.	N.K.	2	10	-	-	-	-	-	-	2	10
B. MANUFACTURE and REPAIRS of BOOTS. SHOES etc.														
259	Boot Man.	Small	54	24	4	-	7.5	-	-	-	-	-	4	-
260	Boot & Shoe Man.	Med.	252	168	28	7	11.1	4.2	-	-	28	7	-	-
261	Ladies Shoes	Med.	172	201	10	16	5.8	8.	-	-	-	-	10	16
262	Boot & Shoe	Med.	206	135	11	12	5.3	8.9	-	-	11	12	-	-
263	Shoe Man.	Large	849	860	46	15	5.4	1.8	-	-	46	15	-	-
SUMMARY GROUP XI														
A	A. 8 Cos. Tailoring Dressmaking	Total	502	3138	22	66			-	-	2	-	20	66
		%			4.4	2.1			-	-	9	-	90	100
B	B. 5 Cos	Total	1533	1388	99	50			-	-	85	34	14	16
	Boots ' Shoes	%			6.5	3.6			-	-	86	68	14	32
G	GROUP XI	Total	2035	4526	121	116			-	-	87	34	34	82
	13 Companies	%			6	2.6			-	-	72	28	28	71

	NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO. ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws.		
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now		Yes or No	How many of those employed now	
												M	F		M	F
	-	5	1	1	-	-	1	6	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	1	3	-	1	Yes	1	2	No	-	-
	-	1	1	3	-	-	1	3	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	1	-	-	-	Yes	1	-	No	-	-
	-	4	-	-	-	-	4	-	-	-	Yes	-	-	Yes	-	-
	1	-	1	-	-	-	-	-	-	-	No	-	-	Yes	-	-
	4	21	-	-	-	-	7	36	-	-	No	-	-	No	-	-
	-	-	5	7	-	-	5	7	-	-	Yes	2	1	No	-	-
	-	-	-	-	-	-	2	10	-	-	Yes	-	6	No	-	-
	-	-	-	-	-	-	4	-	-	-	No	-	-	No	-	-
	4	1	5	-	4	-	23	7	-	-	Yes	3	-	No	-	-
	-	-	-	-	-	-	10	16	-	-	Yes	-	-	No	-	-
	-	-	3	-	2	-	8	12	-	-	Yes	3	12	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	5	31	8	11	-	-	20	55	-	1	4	4	3	2	-	-
	23	47	36	17	-	-	90	83	-	2	-	18	5	-	-	-
	4	1	8	-	6	-	45	35	-	-	3	6	12	-	-	-
	4	2	8	-	6	-	46	70	-	-	-	6	24	-	-	-
G	9	32	16	11	6	-	65	90	-	1	7	10	15	2	-	-
	7	28	13	10	5	-	54	78	-	0.9	54	12	13	15	-	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F	M	F
GROUP XII FOOD, DRINK and TOBACCO.														
A. FOOD														
264	Food Powders	Small	16	37	1	-	6.3	-	-	-	-	-	1	-
265	Flour Milling	Small	221	4	16	1	7.2	25	-	-	16	-	-	1
266	Preserved Provs.	Small	38	138	-	-	-	-	-	-	-	-	-	-
267	Dietetic Food	Small	43	164	3	3	7	1.3	-	-	2	2	1	1
268	Food Man.	Small	110	68	1	2	0.9	2.9	-	-	-	2	1	-
269	Jam & Fruit Preserving	Small	67	72	4	4	6	5.6	-	-	3	-	1	4
270	Fish.Fruit & Veg.Preserving	Med.	225	214	-	-	-	-	-	-	-	-	-	-
271	Biscuit Man.	Med.	105	219	6	2	5.7	0.9	-	-	6	2	-	-
272	Food Man.	Med.	425	514	-	-	-	-	-	-	-	-	-	-
273	Milk Processing	Med.	412	253	7	3	1.7	1.2	-	-	7	3	-	-
274	Edible Fat Melt.	Med.	98	283	3	1	3.1	0.4	-	-	3	-	-	1
275	Confectionery	Med.	73	220	3	8	4.1	3.6	-	-	2	-	1	8
276	Confectionery	Med.	247	349	8	15	3.2	4.3	-	-	8	15	-	-
277	Food Man.	Large	354	824	17	15	4.8	1.8	-	-	-	-	17	15
278	Sugar Refiners	Large	1786	764	13	11	0.7	1.4	-	-	12	5	1	6
279	Preserved Provs.	Large	582	512	26	27	4.3	5.2	-	-	26	27	-	-
280	Confectionery	Large	579	778	-	3	-	0.4	-	-	-	-	-	3
281	Foods Man. Observations only													
282	Biscuit Man.Observations only													
283	Food Man. Observations only													
284	Cocoa Man. Observations only													
285	Flour Mill. Observations only													
286	Cocoa & Choc.Observations only													

	NO. OF E.Ws. EMPLOYED PART-TIME		NO. ON WORK SPECIALLY SELECTED ON ACC. OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO. ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E.Ws		
											Yes or No	How many of those employed now		Yes or No	How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	-	1	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	16	1	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	3	-	-	-	-	3	3	-	-	No	-	-	No	-	-
	-	1	1	-	-	-	-	2	-	-	No	-	-	No	-	-
	2	-	1	-	1	-	4	4	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	2	4	1	4	-	4	2	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	7	3	-	-	Yes	4	-	No	-	-
	-	-	3	-	-	-	-	1	-	-	No	-	-	No	-	-
	-	4	-	-	-	-	3	8	-	3	No	-	-	No	-	-
	-	-	-	-	-	-	8	15	-	-	Yes	-	-	No	-	-
	-	-	2	-	-	-	15	15	-	-	No	-	-	No	-	-
	-	-	1	-	-	-	13	11	-	-	Yes	-	-	No	-	-
	-	7	9	-	9	-	10	10	-	-	Yes	10	10	Yes	16	17
	-	-	-	1	-	-	-	2	-	-	No	-	-	No	-	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E.Ws.		TYPE OF WORK ON WHICH E.Ws. ARE EMPLOYED						
									HEAVY		MEDIUM		LIGHT		
									M	F	M	F	M	F	
GROUP XII (Cont.)															
B. DRINK															
287	Brewers, Wines.	Small	123	30	4	-	3.3	-	4	-	-	-	-	-	
288	Brewers, Wines.	Small	181	22	16	-	8.8	-	-	-	16	-	-	-	
289	Brewers, Wines.	Med.	413	142	10	1	2.4	0.7	-	-	3	-	7	1	
290	Soft Drink Man.	Med.	166	140	3	1	1.8	0.7	-	-	3	-	-	1	
C. TOBACCO															
291	Cigarettes.	Med.	345	360	-	-	-	-	-	-	-	-	-	-	
292	Tobacco and Cigarettes.	Med.	115	390	5	5	4.3	1.3	-	-	-	-	5	5	
293	Tobacco and Cigarettes.	Large	1052	1150	1	7	0.1	0.6	-	-	-	-	1	7	
294	Tobacco.	Observations only.													
SUMMARY GROUP XII															
A. 17 Cos.		Total	5381	5413	108	95			-	-	85	56	23	39	
Food.		%			2	2.1			-	-	79	59	21	41	
B. 4 Cos.		Total	883	334	33	2			4	-	22	-	7	2	
Drink		%			3.7	0.6			12	-	67	-	21	100	
C. 3 Cos		Total	1512	1900	6	12			-	-	-	-	6	12	
Tobacco		%			0.4	0.6			-	-	-	-	100	100	
GROUP XII		Total	7776	7647	147	109			4	-	107	56	36	53	
		%			1.9	1.4			3	-	73	51	24	49	

	NO.OF E.Ws. EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws		
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now		Yes or No	How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	1	-	1	-	1	-	4	-	-	-	No	-	-	No	-	-
	2	-	8	-	5	-	10	-	-	-	No	-	-	No	-	-
	-	-	5	-	5	-	5	1	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	5	-	-	5	No	-	-	Yes	-	-
	1	1	-	-	-	-	1	7	-	-	No	-	-	No	-	-
	2	17	22	2	14	-	83	77	-	3	4	14	10	1	16	17
	2	18	20	2	13	-	77	81	-	3	-	13	10	-	15	18
	3	-	14	-	11	-	19	1	-	-	-	-	-	-	-	-
	9	-	42	-	33	-	58	50	-	-	-	-	-	-	-	-
	1	1	-	-	-	-	6	7	-	5	-	-	-	1	-	-
	17	8	-	-	-	-	100	58	-	42	-	-	-	-	-	-
	6	18	36	2	25	-	108	85	-	8	4	14	10	1	16	17
	4	17	24	2	17	-	73	78	-	7	13	10	9	4	11	16

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F	M	F
GROUP XIII MANUFACTURE of WOOD and CORK.														
A. WOOD.														
295	Furniture	Small	134	16	-	-	-	-	-	-	-	-	-	-
296	Plywood	Med.	311	155	5	1	1.6	0.6	-	-	5	-	-	1
297	Furniture	Med.	293	187	1	-	0.3	-	-	-	-	-	1	-
B. CORK														
298	Cork Man.	Med.	427	112	-	-	-	-	-	-	-	-	-	-
SUMMARY GROUP XIII														
A. 3 Cos.		Total	738	348	6	1			-	-	5	-	1	1
Wood		%			0.8	0.3			-	-	83	-	17	100
B. 1 Co.		Total	427	112	-	-			-	-	-	-	-	-
Cork		%			-	-			-	-	-	-	-	-
GROUP XIII		Total	1165	460	6	1			-	-	5	-	1	1
		%			0.5	0.2			-	-	83		17	100

NO.OF E.Ws. EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws		
												Yes or No	How many of those employed now	Yes or No	How many of those employed now
M	F	M	F	M	F	M	F	M	F		M	F		M	F
-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	5	1	-	-	No	-	-	No	-	-
-	-	1	-	-	-	1	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	-	1	-	-	-	6	1	-	-	-	-	-	-	-	-
-	-	17	-	-	-	100	100	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	1	-	-	-	6	1	-	-	-	-	-	-	-	-
-	-	17	-	-	-	100	100	-	-	-	-	-	-	-	-

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws.		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F	M	F
<u>GROUP XIV PAPER and PRINTING.</u>														
<u>A. PAPER etc. MANUFACTURE</u>														
299	Paper	Small	188	55	8	-	4.3	-	7	-	-	-	1	-
300	Paper Process.	Small	94	106	7	3	7.4	2.8	7	3	-	-	-	-
301	Paper	Med.	681	145	23	1	3.4	0.7	2	-	18	1	3	-
302	Wallpaper	Med.	583	211	8	5	1.4	2.4	-	-	5	1	3	4
303	Paper	Med.	607	110	2	2	0.3	1.8	-	-	-	2	2	-
304	Paper	Large	1913	184	56	3	2.9	1.6	20	-	24	-	12	3
<u>B. CARDBOARD BOXES, CARTONS and FIBRE-BOARD PACKING CASES.</u>														
305	Wax Containers	Small	26	204	1	8	3.8	3.9	-	-	-	-	1	8
306	Corrugated Containers	Small	92	97	4	2	4.3	2.1	1	-	1	-	2	2
307	Cartons	Small	69	159	-	1	-	0.6	-	-	-	-	-	1
308	Cartons	Small	144	103	5	-	3.5	-	-	-	-	-	5	-
<u>C. PRINTING, PUBLISHING, BOOKBINDING, ENGRAVING etc.</u>														
309	Letterpress.	Small	55	18	5	-	9.1	-	-	-	5	-	-	-
310	Pub. & Print.	Small	60	27	9	-	15	-	-	-	-	-	9	-
311	Newspaper Prop.	Small	102	-	2	-	2	-	-	-	1	-	1	-
312	Newspaper Prop.	Small	96	25	3	-	3.1	-	-	-	2	-	1	-
313	Publishing	Small	63	138	2	3	3.2	2.2	-	-	2	3	-	-
314	Printing	Med.	252	164	14	8	5.6	4.9	-	-	1	-	13	8
315	Pub. & Print.	Large	558	1113	23	25	4.1	2.2	-	-	23	-	-	25
316	Bookbinding, Printing.	Large	857	295	33	3	3.9	1	-	-	33	3	-	-
<u>SUMMARY GROUP XIV</u>														
A. 6 Cos.	Total		4066	811	104	14			36	3	47	4	21	7
Paper	%				2.6	1.7			35	21	45	29	20	50
B. 4 Cos.	Total		331	563	10	11			1	-	1	-	8	11
Cardboard Boxes	%				3.3	2			10	-	10	-	80	100
C. 8 Cos.	Total		2043	1780	91	39			-	-	67	6	24	33
Printing etc.	%				4.4	2.2			-	-	74	15	26	85
GROUP XIV	Total		6440	3154	205	64			37	3	115	10	53	51
	%				3.2	2.7			19	5	56	16	26	80

	NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws.		
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now		Yes or No	How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	-	-	-	-	-	7	-	-	-	No	-	-	No	-	-
	3	-	3	-	1	-	6	3	-	-	No	-	-	No	-	-
	1	1	1	-	1	-	22	1	-	-	Yes	8	-	No	-	-
	-	1	-	-	-	-	8	5	-	-	No	-	-	No	-	-
	-	2	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	-	7	-	7	-	49	3	-	-	No	-	-	No	-	-
	-	3	-	-	-	-	1	-	-	8	Yes	-	8	Yes	-	8
	-	-	-	-	-	-	4	2	-	2	Yes	4	2	No	-	-
	-	-	-	-	-	-	-	1	-	-	No	-	-	No	-	-
	-	-	4	-	-	-	1	-	2	-	No	-	-	Yes	2	-
	1	-	-	-	-	-	5	-	-	-	Yes	4	-	No	-	-
	-	-	1	-	-	-	8	-	-	-	Yes	9	-	Yes	-	-
	1	-	-	-	-	-	2	-	-	-	Yes	1	-	No	-	-
	2	-	1	-	-	-	3	-	-	-	No	-	-	No	-	-
	-	-	-	-	-	-	2	3	-	-	Yes	2	3	No	-	-
	4	6	1	1	1	-	12	8	-	-	Yes	8	8	Yes	1	-
	4	3	3	9	3	9	20	16	1	1	Yes	23	25	No	-	-
	3	-	1	-	-	-	31	3	-	-	Yes	12	-	No	-	-
	4	4	11	-	9	-	92	12	-	-	1	8	-	-	-	-
	4	29	11	-	9	-	88	86	-	-	-	8	-	-	-	-
	-	3	4	-	-	-	6	3	2	10	2	4	10	2	2	8
	-	27	40	-	-	-	60	27	20	91	-	40	91	-	20	73
	15	9	7	10	4	9	83	30	1	1	7	59	36	2	1	-
	17	23	8	26	4	23	92	77	1	3	-	65	92	-	1	-
	19	16	22	10	13	9	181	45	3	11	10	71	46	4	3	8
	9	25	11	16	6	14	88	70	1	17	55	35	72	22	1	13

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
									HEAVY		MEDIUM		LIGHT	
			M	F	M	F	M	F	M	F	M	F		
GROUP XV OTHER MANUFACTURING INDUSTRIES.														
317	Rubber Flooring	Small	178	35	13	-	7.3	-	-	-	7	-	6	-
318	Leathercloth.	Small	128	11	5	-	3.9	-	-	-	1	-	4	-
319	Drawing Office Materials	Small	70	54	8	4	11.4	7.5	-	-	-	-	8	4
320	Plastic Sheets	Small	146	70	3	5	2.1	7.1	-	-	-	3	3	2
321	Shaving Brush	Small	15	89	-	1	-	1.1	-	-	-	-	-	1
322	Plastic Moulding	Small	105	75	4	-	3.8	-	-	-	2	-	2	-
323	Brush Man.	Med.	109	194	4	-	3.7	-	2	-	-	-	2	-
324	Plastic Moulding	Med.	266	145	11	7	4.1	4.8	-	-	11	7	-	-
325	Thermo Plastic	Med.	411	45	2	-	1.5	-	-	-	1	-	1	-
326	Artist's Colours	Med.	165	240	8	7	4.8	2.9	-	-	-	-	8	7
327	Plastic Buttons	Med.	172	121	4	-	2.3	-	-	-	4	-	-	-
328	Abrasive Prod.	Med.	296	46	12	-	4.1	-	1	-	3	-	8	-
329	Rubber	Med.	464	98	10	2	2.2	2	1	-	8	-	1	2
330	Toys	Med.	224	248	15	8	6.7	3.2	-	-	-	-	15	8
331	Lino Man.	Large	1815	538	43	9	2.4	1.7	-	-	-	-	43	9
332	Asbestos Cement	Large	966	227	1	2	0.1	0.9	-	-	1	2	-	-
333	Leathercloth	Large	931	101	-	-	-	-	-	-	-	-	-	-
334	Belting	Large	711	311	26	5	3.7	1.6	-	-	4	5	22	-
335	Tyre Making	Large	4407	1103	132	44	3	4	2	-	32	-	98	44
SUMMARY														
GROUP XV														
Other Industries		Total	11579	3751	301	94			6	-	74	17	221	77
19 Companies		%			2.6	4			2	-	24.6	18	73.4	82

	NO.OF E.Ws. EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws.		
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now		Yes or No	How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
-	-	-	3	-	2	-	10	-	-	-	Yes	10	-	No	-	-
1	-	-	-	-	3	-	5	-	-	-	No	-	-	No	-	-
-	-	-	7	-	-	-	2	4	7	-	No	-	-	No	-	-
1	1	3	-	1	-	1	5	-	-	-	No	-	-	No	-	-
-	1	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	-	4	-	4	-	4	-	-	-	-	No	-	-	No	-	-
1	-	-	-	-	-	-	4	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	-	3	5	-	-	No	-	-	Yes	2	2
-	-	-	-	-	-	-	2	-	-	-	No	-	-	No	-	-
1	4	-	-	-	-	-	8	7	1	-	Yes	5	-	No	-	-
-	-	-	-	-	-	-	4	-	-	-	No	-	-	No	-	-
-	-	6	-	2	-	12	-	-	-	-	Yes	1	-	Yes	-	-
-	2	-	-	-	-	-	10	-	-	-	No	-	-	No	-	-
-	1	4	1	-	-	-	8	7	-	-	Yes	15	8	No	-	-
-	-	6	9	-	-	-	37	-	-	-	Yes	37	-	No	-	-
-	2	-	-	-	-	-	1	-	-	-	No	-	-	No	-	-
-	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
-	2	22	-	20	-	4	5	9	-	-	No	-	-	No	-	-
-	20	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
4	33	55	10	32	-	115	33	17	-	5	68	8	2	2	2	2
1.3	35	18.3	11	10.6	-	38.2	35	5.6	-	26	22.6	9	11	0.7	2	2

[illegible]

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED							
									HEAVY		MEDIUM		LIGHT			
			M	F	M	F	M	F	M	F	M	F	M	F		
GROUP XIX DISTRIBUTIVE TRADES																
A. WHOLESALE and RETAIL DISTRIBUTION of FOOD and DRINK.																
344	Services to Tea Industry	Small	52	51	2	-	3.8	-	-	-	-	-	2	-		
345	Wholesale Wines	Small	32	41	1	-	3.1	-	-	-	1	-	-	-		
346	" Provisions	Small	116	30	5	-	4.3	-	-	-	2	-	3	-		
347	Milk Distrib.	Med.	253	92	5	-	2	-	1	-	4	-	-	-		
348	Tea Distrib.	Med.	95	212	2	7	2.1	3.3	-	-	-	-	2	7		
349	Bakers & Conf.	Med.	258	264	9	7	3.5	2.7	2	-	6	7	1	-		
350	Bakers & Conf.	Med.	401	377	3	3	0.7	0.8	-	-	-	-	3	3		
351	Food Distrib.	Med.	80	186	4	2	5	1.1	-	-	4	2	-	-		
352	Fruiterers	Med..	179	138	3	2	1.6	1.4	-	-	-	1	3	1		
353	Food Distrib.	Med.	134	380	11	17	8.2	4.5	-	-	11	17	-	-		
354	Milk Distrib.	Large	988	317	4	1	0.4	0.3	-	-	4	1	-	-		
355	Bakers & Conf.	Observations only														
356	Food Distrib.	Observations only														
357	Poultry Import.	Observations only														
B. OTHER DISTRIBUTIVE TRADES																
358	Wholesale Paper	Small	22	1	4	1	18.2	100	-	-	-	-	4	1		
359	Mail Order	Small	11	69	1	1	9.2	1.5	-	-	1	-	-	1		
360	Newsagents	Med.	253	435	15	10	5.5	2.3	-	-	-	-	15	10		
361	Clothing	Med.	147	357	11	11	7.5	.3	-	-	1	-	10	11		
362	Retail & Wholesale Distrib.	Large	318	699	15	6	4.7	0.9	-	-	-	-	15	6		
363	General Dealer	Large	4180	3044	32	59	0.8	2	12	-	14	40	6	19		
364	Wholesale Dist.	Observations only														
SUMMARY GROUP XIX																
A. 11 COs Dist. Food & Drink		Total	2588	2088	49	39			3	-	32	28	14	11		
		%			1.9	1.9			6	-	65	82	29	28		
B. 6 COs. Other Distrib.		Total	4931	4605	78	88			12	-	16	40	50	48		
		%			1.6	1.9			15	-	20	45	64	55		
GROUP XIX 17 Companies		Total	7519	6693	127	127			15	-	48	68	64	59		
		%			1.7	1.9			12	-	38	54	47	46		

No.	INDUSTRY	SIZE	TOTAL WORKERS		TOTAL INCLUDING PART-TIME		% OF E. Ws		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
			M	F	M	F	M	F	HEAVY		MEDIUM		LIGHT	
									M	F	M	F	M	F
GROUP XX MISCELLANEOUS SERVICES														
A. LAUNDRIES, DRYCLEANING, DYEING etc.														
365	Laundry	Small	65	130	2	10			-	-	2	10	-	-
366	Laundry	Small	38	129	2	2			-	-	-	-	2	2
367	Laundry	Small	56	186	-	5			-	-	-	5	-	-
368	Laundry	Small	18	75	1	2			-	-	-	-	1	2
369	Laundry	Small	60	108	1	1			-	-	-	-	1	1
370	Laundry	Small	3	75	1	12			-	-	1	12	-	-
371	Laundry	Small	26	86	2	4			-	-	2	4	-	-
372	Laundry	Med.	85	188	2	1			-	-	2	1	-	-
373	Laundry	Med.	72	332	2	12			-	-	-	-	2	12
374	Laundry	Med.	60	251	1	8			1	-	-	4	-	4
375	Laundry	Med.	116	370	2	2			-	-	-	1	2	1
376	Cleaning and Dyeing	Med.	54	219	3	5			1	-	2	-	-	5
377	Laundry	Observations only												
378	Laundry	Observations only												
B. GENERAL														
379	Decorators	Med.	438	149	23	5			-	-	21	4	2	1
380	Sweepstake Prom.	Large	64	1882	3	169			-	-	-	-	3	169
SUMMARY GROUP XX														
A. 12 COs.		Total	653	2149	19	64			2	-	9	37	8	27
Laundries		%			2.9	2.9			11	-	47	58	42	42
B. 2 COs.		Total	502	2031	26	174			-	-	21	4	5	170
General		%			5.2	8.6			-	-	81	2	19	98
GROUP XX		Total	1155	4180	45	238			2	-	30	41	13	197
14 Companies		%			3.9	5.7			4	-	67	17	29	83

	NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws		
	M	F	M	F	M	F	M	F	M	F	Yes or No	How many of those employed now		Yes or No	How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	1	-	1	-	-	-	2	2	-	-	Yes	1	2	No	-	-
	-	1	-	-	-	-	-	5	-	-	No	-	-	No	-	-
	-	-	1	-	-	-	-	2	-	-	Yes	-	2	No	-	-
	-	-	-	-	-	-	1	1	-	-	No	-	-	No	-	-
	-	6	-	-	-	2	1	11	-	-	Yes	-	12	Yes	-	4
	1	1	-	-	-	-	1	3	-	-	Yes	-	-	No	-	-
	-	-	-	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	8	-	-	-	-	-	4	-	-	No	-	-	No	-	-
	-	5	-	2	-	3	1	8	-	-	Yes	1	5	Yes	-	3
	-	-	2	-	-	-	-	-	-	-	No	-	-	No	-	-
	-	3	-	-	-	-	3	5	-	-	Yes	1	-	Yes	-	3
	-	-	-	-	-	-	23	5	-	-	No	-	-	No	-	-
	-	48	3	-	-	-	3	169	-	-	No	-	-	No	-	-
	2	24	4	2	-	5	9	41	-	-	6	3	21	3	-	10
	11	38	21	3	-	8	47	64	-	-	-	16	33	-	-	16
	-	48	3	-	-	-	26	174	-	-	-	-	-	-	-	-
	-	28	12	-	-	-	100	100	-	-	-	-	-	-	-	-
	2	72	7	2	-	5	35	215	-	-	6	3	21	3	-	10
	44	30	16	0.8	-	2	78	90	-	-	43	7	9	21	-	4

COMPANY (SIZE)	NO. OF Cos.	TOTAL NUMBER OF WORKERS		TOTAL INCLUDING PART-TIME		TYPE OF WORK ON WHICH E. Ws. ARE EMPLOYED					
						HEAVY		MEDIUM		LIGHT	
		M	F	M	F	M	F	M	F	M	F
GROUPS I - XX											
<u>SMALL</u>											
Total	113	10,168	6,860	435	188	37	3	217	89	181	96
Percentage				4.3	2.7	9	2	50	47	42	51
<u>MEDIUM</u>											
Total	150	49,647	26,479	1,398	522	173	7	742	187	465	328
Percentage				2.8	2	12	1	53	36	33	63
<u>LARGE</u>											
Total	86	201,988	53,209	5,162	1,021	1,004*	9*	2398*	374*	1256*	628*
Percentage				2.5	1.9	19	0.9	46	37	24	62
GROUPS I - XX											
Total	349	261,803	86,548	6,995	1,731	1214*	19*	3357*	650*	1902*	1052*
Percentage				2.7	2	17	1	48	38	27	61

*Totals and percentages starred are applicable to 84 Companies in the "Large section" and 347 Companies in the total since 2 Companies employing 504 elderly male workers and 10 elderly female workers failed to complete the question on type of work done by elderly workers.

	NO.OF E.Ws EMPLOYED PART-TIME		NO.ON WORK SPECIALLY SELECTED ON ACC.OF AGE		NUMBER DOWNGRADED ON ACC. OF AGE		NO. CONT. IN SAME OCCUPATION AFTER RE- TIRING AGE		NO.ON WORK NORMALLY DONE BY JUVENILES		HAS LABOUR SHORTAGE COM- PELLED RETENT- ION OF E.Ws			HAS IT BEEN NECESSARY TO TRAIN UNSKILLED E. Ws.		
	M	F	M	F	M	F	M	F	M	F		How many of those employed now			How many of those employed now	
	M	F	M	F	M	F	M	F	M	F		M	F		M	F
	23	40	103	11	41	3	344	158	28	15	35	88	55	9	4	16
	5	21	24	6	9	2	79	84	6	8	31	20	29	8	0.9	9
	55	136	243	40	131	10	1128	439	49	30	65	274	86	12	4	11
	4	26	17	8	9	2	81	84	4	6	43	20	16	8	0.3	2
	50	345	567	120	704	18	4181	622	56	87	39	1263	44	4	36	21
	1	34	11	12	14	2	81	61	1	9	45	25	4	5	0.7	2
	128	521	913	171	876	31	5653	1219	133	132	139	1625	185	25	44	48
	2	30	13	10	13	2	81	70	2	8	40	23	11	7	0.6	3

T A B L E S

SECTION II

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS			SPECIAL FACILITIES			PENSIONS				EFFECT ON OTHER EMPLOYEES				PROFITABILITY				EMPLOYMENT			
		Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements. IN:-	No. with Special Facilities For E.Ws.	Change in Production Methods	Safety Precautions	Welfare	Total	Contributory	Non- contributory	Special Allowance etc.	For	Indifferent	Against	No. reporting delay in promotion of others	No. Reporting it profitable to employ E.Ws.	Financially	Benefit to morale	Assistance in overcoming labour shortage	No. willing to employ new E.Ws.	No. willing to retain E.Ws. who wish to remain	No. who do not employ or retain E.Ws.			
						Satisfactory results																				
						Burden on training scheme																				
		Inability to learn																								
		Number attempting to train E. Ws.																								
GROUP I.	1																									
GROUP II.	4																									
A.	5																									
B.	2																									
C.																										
Total	11																									

COMMENTS - GROUP I.

EWs are more loyal and conscientious than younger employees. (One company).

COMMENTS - GROUP II.

The greater reliability of EWs more than compensates for their physical limitations. (2 companies).
There is a loss of ability to acquire new skill & loss of dexterity after age 40. (2 companies).
There is a policy of periodic check-up on work of EWs. (3 companies).
We attempt to find light work outside the company for EWs who must be retired. (2 companies).
Our present policy of employing EWs would be amended in the event of widespread unemployment in the district (1 company).
New EWs would normally be engaged only for labouring work (2 companies).

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS			SPECIAL FACILITIES			PENSIONS				EFFECT ON OTHER EMPLOYEES				PROFITABILITY				EMPLOYMENT		
		Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements. IN:-	No. with Special Facilities For E.W.s	Welfare	Safety Precautions	Change in Production Methods	Total	Contributory	Non- Contributory	Special Allowance etc.	For	Indifferent	Against	No. reporting delay in promotion of others	No. Reporting it profitable to employ E.W.s	Financially	Benefit to morale	Assistance in overcoming labour shortage	No. willing to employ new E.Ws.	No. willing to retain E.Ws. who wish to remain	No. who do not employ or retain E.Ws.		
GROUP III A. B. C. D.	13 7 10 7 37	1 1 1 1	1 1 1 1	1 1 1 1	1 1 1 1																			1 1 1 1	1 1 1 1
Total																									

COMMENTS - GROUP III

EWs are more conscientious, reliable and better timekeepers than young employees. (5 companies).

EWs have a lower labour turnover than young workers. (1 company).

EWs have the advantage of long experience. (4 companies).

The output of EWs is higher than young workers. (1 company).

The type of work on which elderly workers could best be employed includes clerical work, cleaning, night watchmen, messengers, process workers and labourers. (6 companies).

One company had no pension scheme, but operated a "Staff Savings Fund" whereby employees could save up to 5% of their wages, which savings were then increased by the company by amounts varying from 50% to 100%, according to the length of service.

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS			SPECIAL FACILITIES			PENSIONS				EFFECT ON OTHER EMPLOYEES			PROFITABILITY			EMPLOYMENT		
		Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements. IN:-	No. with Special Facilities For E.W.s.	Welfare	Safety Precautions	Change in Production Methods	Total	Contributory	Non- Contributory	Special Allowance etc.	For	Indifferent	Against	No. reporting delay in promotion of others	No. Reporting it profitable to employ E.Ws.	Financially	Benefit to morale	Assistance in overcoming labour shortage	No. willing to employ new E.Ws.	E.Ws. who wish to remain	No. who do not employ or retain E.Ws.
GROUP IV. A. B. C. D. E.	6																						
	6																						
	8																						
	3																						
	13																						
Total	36																						

COMMENTS - GROUP IV.

Retention of E.Ws affects promotion only slightly. (3 companies).

Where retention would block a promotion line E.Ws are transferred to other work not affecting promotion. (1 company).

E.Ws are valued for their skill & experience. (3 companies).

E.Ws form a useful buffer against occasional redundancy, being dismissed first. (1 company).

E.Ws adapt themselves more easily to new occupations. (1 company).

The most suitable employment for E.Ws is labouring, cleaning, clerical, watchmen & timekeepers, and "fetching and carrying". (5 companies).

It is profitable to retain skilled E.Ws only. (3 companies).

New E.Ws are not so competent as old employees (1 company).

Shift work precludes the employment of E.Ws. (1 company).

All light work is reserved for the rehabilitation of injured younger employees, and E.Ws are therefore not retained. (1 company).

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS			SPECIAL FACILITIES			PENSIONS				EFFECT ON OTHER EMPLOYEES			PROFITABILITY			EMPLOYMENT		
		Number Finding	No. Reporting Notable Variations in earnings	No. with T. U. Agreements. IN:-	No. with Special Facilities For E.Ws.	Welfare	Safety Precautions	Change in Production Methods	Total	Contributory	Non- Contributory	Special Allowance etc.	For	Indifferent	Against	No. reporting delay in promotion of others	No. Reporting it profitable to employ EW.s.	Benefit to morale	Financially	Assistance in overcoming labour shortage	No. willing to employ new E.Ws.	No. willing to retain E.Ws who wish to remain	No. who do not employ or retain E.Ws.
GROUP V. A. B. C. D. E. F. G.	4																						
	4																						
	1																						
	35																						
	2																						
	15																						
	10																						
Total	71																						

COMMENTS - GROUP V.

EWs often earn bonus comparable with younger workers. (1 company).

Skilled EWs on piece work are more amenable to tackling short runs, while the younger men always want long runs. (1 company).

Some EWs are transferred to the experimental & development departments where their skill is used to best advantage. (1 company).

EWs are used to relieve other men on small & tedious operations in flow production. (1 company).

EWs holding positions of any responsibility are offered less well paid jobs to avoid blocking promotion. (1 company).

EWs are employed if jobs are available, but the company will not attempt to make jobs for them. (1 company).

A special pension allowance is paid to those starting with the company too late to participate in the pension scheme. (1 company).

EWs qualifying for pension and continuing at work receive a higher pension on eventual retirement (2 companies).

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS				SPECIAL FACILITIES			PENSIONS				EFFECT ON OTHER EMPLOYEES				PROFITABILITY				EMPLOYMENT		
		Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements IN:-	No. with Special Facilities For E. Ws	Welfare	Safety Precautions	Change in Production Methods	Total	Contributory	Non- Contributory	Special Allowance etc.	For	Indifferent	Against	No. reporting delay in promotion of others	No. Reporting it profitable to employ E.Ws.	Financially	Benefit to morale	Assistance in overcoming labour shortage	No. willing to employ new E.Ws.	No. willing to retain E.Ws who wish to remain	No. who do not employ or retain E.Ws.			
GROUP VI. A. B. C.	6 6 1 13																									
Total																										

COMMENTS - GROUP VI.

A sum of money is granted to an EW forced to retire due to ill health (no pension scheme).
(1 company).

New EWs are suitable for any job given physical fitness, experience and aptitude (2 companies).
Unskilled EWs are used to release younger workers for training for up-grading. (1 company).
There is a definite animosity on the part of younger workers towards men over 60. (1 company).

One company states that it cannot contemplate with enthusiasm the extension of a man's working life, and feels that there should be a steady trend towards earlier retirement. The solution to this lies in utilising improved production methods and better organisation to give a steady increase in output per man-hour.

The National Insurance Scheme does not enable the large majority of people to retire at 65 (60), and consequently a great deal of thought is given to settling employees in suitable work when they pass the age of 60.

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS					SPECIAL FACILITIES			PENSIONS				EFFECT ON OTHER EMPLOYEES				PROFITABILITY			EMPLOYMENT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
																								No. who do not employ or retain E.Ws.	No. willing to retain E.Ws who wish to remain	No. willing to employ new E.Ws.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
GROUP VII A. B. C. D. Total	8 5 2 9 24	1 3 1 1 5	1 1 3 1 5	Number attempting to train E. Ws.	Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements. IN:-	No. with Special Facilities For E.W.s	No. Maintaining Pension Scheme	Special Allowance etc.	Non- Contributory	Contributory	Total	Change in Production Methods	Safety Precautions	Welfare	Raising Piece Rates	Paying lower Hourly Rates	Earning less on balance	Raising Piece Rates	Paying lower hourly rates	Satisfactory results	Burden on training scheme	Inability to learn	No. Reporting it profitable to employ E.Ws.	Assistance in overcoming labour shortage	Benefit to morale	Financially	7 2 1 4 14	5 2 1 6 14	7 5 2 9 23	1 1 1 1 1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							

COMMENTS - GROUP VII.

No additional safety precautions are taken for E.Ws, but they are more closely supervised, (1 company).

Where E.Ws work in gangs their higher absentee rate has a detrimental effect on production. (1 company).

E.Ws are specially patient on inspection work. (1 company).

Skilled E.Ws. tend to retain their skill & efficiency, but unskilled E.Ws prefer lighter & less vigorous jobs. (1 company).

A policy of employing E.Ws has a settling effect on middle-aged employees. (1 company).

E.Ws are more conscientious than younger employees. (1 company).

E.Ws are most suitably employed on routine work, assembly, and where high quality is demanded (4 companies).

GROUP	NO. IN	TRAINING	EARNINGS			SPECIAL FACILITIES			PENSIONS			EFFECT ON OTHER EMPLOYEES			PROFITABILITY			EMPLOYMENT		
AND SUB-GROUP	EACH GROUP AND SUB-GROUP	Number Finding	No. Reporting Notable Variations In earnings	No. with U. Agreements. IN:-	No. with Special Facilities For E.Ws.	No. Maintaining Pension Scheme	For	Indifferent	Against	No. reporting delay in promotion of others	No. Reporting it profitable to employ E.Ws.	Assistance in overcoming labour shortage	Benefit to morale	Financially	No. willing to employ new E.Ws	No. willing to retain E.Ws who wish to remain	No. who do not employ or retain E.Ws.			
GROUP VIII	6	2	2	-	1	2	-	4	-	1	2	2	1	-	2	4	1			
GROUP VIII	6	2	2	-	1	2	-	4	-	1	2	2	1	-	2	4	1			

COMMENTS - GROUP VIII.

There is a definite, although slight, diminution of earnings on the part of EWs on both piece earnings & merit rating. (2 companies).

EWs maintain a balance of judgement and younger employees draw on their experience.

Where exceptionally good eyesight is required EWs are found unsuitable. (1 company).

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS			SPECIAL FACILITIES			PENSIONS			EFFECT ON OTHER EMPLOYEES			PROFITABILITY			EMPLOYMENT				
		Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements. IN:-	No. with Special Facilities For E.Ws.	Welfare	Safety Precautions	Change in Production Methods	Total	Contributory	Non- Contributory	Special Allowance etc.	For	Indifferent	Against	No. reporting delay in promotion of others	No. Reporting it profitable to employ E.Ws.	Financially	Benefit to morale	Assistance in overcoming labour shortage	No. willing to employ new E.Ws.	No. willing to retain E.Ws who wish to remain	No. who do not employ or retain E.Ws.	
Burden on training scheme	Inability to learn																							Number attempting to train E.Ws.
GROUP IX.																								
A.	5																							
B.	8																							
C.	5																							
D.	2																							
E.	4																							
F.	6																							
G.	1																							
H.	2																							
I.	6																							
Total	39																							

COMMENTS - GROUP IX.

E.Ws are considered suitable for labourers, clerical work, bobbin setters, operatives, storekeepers, cleaners and other unskilled work. (6 companies).
Where work involves good eyesight it is difficult to train older people or retain E.Ws. (2 companies).

Contd ..

COMMENTS - GROUP IX Contd.

It is very far from profitable to employ EWs.
(1 company.)

The reduction of National Insurance pension when an EW remains at work and the incidence of taxation are deterrents to EWs. (2 companies).

High cost of living encourages EWs to remain at work. (2 companies).

Several companies reported EWs. to be conscientious, loyal, and to produce work of high quality.

EWs are quicker and better workers than younger people, and they do not want the light jobs which are therefore given to registered disabled persons. (1 company).

The skill of EWs in weaving is necessary to the industry. (2 companies).

EWs do the dead-end jobs and release juveniles for work with better prospects. (1 company).

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING		EARNINGS				SPECIAL FACILITIES		PENSIONS		EFFECT ON OTHER EMPLOYEES				PROFITABILITY		EMPLOYMENT	
		Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements. IN:-	No. with Special Facilities For E.W.s	Special Allowance etc.	Non- Contributory	Contributory	Total	No. Maintaining Pension Scheme	No. reporting delay in promotion of others	Against	Indifferent	For	No. Reporting it profitable to employ E.Ws	Assistance in overcoming labour shortage	Benefit to morale	Financially	No. who do not employ or retain E.Ws.
		Number attempting to train E.Ws.	Satisfactory results	Burden on training scheme	Inability to learn	Earning less on balance	Raising Piece Rates	Paying lower Hourly Rates	Raising Piece Rates	Paying lower hourly rates	No. reporting delay in promotion of others	Against	Indifferent	For	No. Reporting it profitable to employ E.Ws	Assistance in overcoming labour shortage	Benefit to morale	Financially	No. who do not employ or retain E.Ws.
GROUP X.	7	1	1	1	1	1	-	-	-	3	3	2	-	3	4	-	-	-	-

COMMENTS - GROUP X.

E.Ws are suitable as labourers, watchmen, cleaners, and for certain light work. (2 companies).
E.Ws would be the first to go in the event of a redundancy. (1 company).

GROUP	NO. IN	TRAINING	EARNINGS	SPECIAL FACILITIES	PENSIONS	EFFECT ON OTHER EMPLOYEES	PROFITABILITY	EMPLOYMENT
AND SUB-GROUP	EACH GROUP AND SUB-GROUP	Number attempting to train E.Ws.	No. Reporting Notable Variations In earnings	No. with Special Facilities For E.W.s	No. Maintaining Pension Scheme	For Indifferent Against	No. Reporting it profitable to employ E.Ws.	No. who do not employ or retain E.Ws.
		Number Finding	No. with T. U. Agreements. IN:-	Welfare	Total		Benefit to morale	No. willing to retain E.Ws who wish to remain
		Satisfactory results	Paying lower Hourly Rates	Safety Precautions	Contributory		Financially	No. willing to employ new E.Ws.
		Burden on training scheme	Earning less on balance	Change in Production Methods	Non-Contributory		Assistance in overcoming labour shortage	
		Inability to learn	Raising Piece Rates					
GROUP XII	23	1	-	1	20	6	10	5
A.	4	-	-	-	2	1	2	1
B.	4	-	-	1	3	1	2	1
C.	31	1	-	1	25	8	14	7
Total		3	4	1	25	7	12	6

COMMENTS - GROUP XII.

Methods of production have been adapted to facilitate the employment of E.Ws. (1 company).
The employment of E.Ws and that of registered disabled persons should be considered as one problem, and since a high proportion of disabled persons (9.2% male, 3.5% female) was already employed the retention of E.Ws. was not practicable. (1 company).
E.Ws show sustained efficiency, do not waste time, and have a steady influence. (5 companies)
E.Ws are suitable for such jobs as dirt removal, labourers, gatemen, watchmen, tobacco leaf strippers & packers, and inspection work. (4 companies).
It is quite impossible for E.Ws to adapt themselves to work which requires new skills and manual effort. (1 company).
All E.Ws are employed in one department so that the younger men do not have to "carry them". (1 company).
E.Ws are given a half-hour grace morning and evening to enable them to avoid the rush hour. (1 company).
When transferred to lighter work E.Ws are given 6 months to 1 year on the old rate, and then a bogus rate is applied set between the old rate and the proper rate for the new job. (1 company).
E.Ws are not always able to do their share of overtime. (1 company).
E.Ws are found helpful in training young employees. (1 company).
Taxation is a deterrent to E.Ws and they sometimes feel they are being cheated out of their National Insurance pension rights by continuing to work. (1 company).

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS			SPECIAL FACILITIES			PENSIONS			EFFECT ON OTHER EMPLOYEES			PROFITABILITY			EMPLOYMENT		
		Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements IN:-	No. with Special Facilities For E.Ws	Change in Production Methods		No. Maintaining Pension Scheme	Special Allowance etc.		No. Reporting it profitable to employ E.Ws.	Assistance in overcoming labour shortage		No. reporting delay in promotion of others	Against		No. willing to retain E.Ws who wish to remain	No. who do not employ or retain E.Ws				
						Safety Precautions			Non- Contributory			Benefit to morale			No. willing to employ new E.Ws							
						Welfare			Contributory			Financially										
								</														

COMMENTS - GROUP XIII.

The type of work on which EWs could be employed includes labouring, watchmen, and skilled tradesmen. (3 companies.)

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS				SPECIAL FACILITIES			PENSIONS			EFFECT ON OTHER EMPLOYEES				PROFITABILITY			EMPLOYMENT		
		Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements. IN:-	No. with Special Facilities For E.Ws	Change in Production Methods	Safety Precautions	Welfare	Total	Contributory	Non- Contributory	Special Allowance etc.	No. Reporting delay in promotion of others	Against	Indifferent	For	No. Reporting it profitable to employ E.Ws.	Assistance in overcoming labour shortage	Benefit to morale	Financially	No. who do not employ or retain E.Ws	No. willing to retain E.Ws who wish to remain	No. willing to employ new E.Ws.	
Satisfactory results	Burden on training scheme																							Inability to learn
GROUP XIV A. B. C.	6 4 8 18																							
Total																								

COMMENTS - GROUP XIV.

Special food is provided for E.Ws. (1 company).
The experience of E.Ws. with long service is most valuable. (2 companies).
Job methods are adjusted to suit the needs of E.Ws. (1 company).

The output of some elderly workers is one-and-a-half times that of the younger workers. (1 company).
E.Ws. are difficult to train because of failing eyesight. (1 company).

E.Ws. are considered suitable for employment as watchmen, office messengers, labourers, bench workers and impregnators (women), and in the skilled trades. (7 companies).
Retention of E.Ws is not satisfactory from the economic point of view (2 companies).
Only those who are ineligible for pensions (i.e. who joined the company after age 45) are retained as E.Ws. (1 company).

Elderly workers are slow to learn (1 company).
The main drawbacks to the employment of E.Ws are cantankerousness, weariness, desire for more money than the

man is worth ("retired loungers"). (2 companies).
E.Ws retain a high degree of skill which the company does not wish to lose. (4 companies).

Economic conditions encourage E.Ws to stay on. (1 company).
Piece rates are superceded by time rates for E.Ws. (1 company).

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS				SPECIAL FACILITIES			PENSIONS				EFFECT ON OTHER EMPLOYEES				PROFITABILITY				EMPLOYMENT				
		Number Finding	Satisfactory results	Burden on training scheme	Inability to learn	Number attempting to train E.Ws.	No. Reporting Notable Variations In earnings	No. with T. U. Agreements. IN:-	No. with Special Facilities For EW.s	No. Maintaining Pension Scheme	Special Allowance etc.	Non- Contributory	Contributory	Total	Change in Production Methods	Safety Precautions	Welfare	For	Indifferent	Against	No. reporting delay in promotion of others	No. Reporting it profitable to employ EW.s	Assistance in overcoming labour shortage	Benefit to morale	Financially	No. willing to employ new E.Ws	No. willing to retain E.Ws who wish to remain	No. who do not employ or retain E.Ws
GROUP XV Total	19	3	2	1	-		1	1	1	12	-	-	12	-	-	-	-	5	8	-	4	11	10	1	-	10	17	2

COMMENTS - GROUP XV.

Female EWs are good piece workers. Male EWs are better than younger men as cleaners, etc. (1 company).
EWs are considered suitable as cleaners, gatemen, labourers, timekeepers, female assemblers. (10 companies).
With an ageing and more healthy population the accepted retirement age will have to be advanced. (1 company).
The security of employment offered by allowing EWs to continue work indefinitely has a beneficial effect on the younger employees. (1 company).

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS			SPECIAL FACILITIES			PENSIONS			EFFECT ON OTHER EMPLOYEES			PROFITABILITY			EMPLOYMENT		
		Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreemts. IN:-	No. with Special Facilities For E.Ws.	No. Maintaining Pension Scheme	For	Indifferent	Against	No. reporting delay in promotion of others	No. Reporting it profitable to employ E.Ws.	Financially	Benefit to morale	Assistance in overcoming labour shortage	No. willing to employ new E.Ws.	No. willing to retain E.Ws who wish to remain	No. who do not employ or retain E.Ws					
GROUP XVI	1																					
Total																						
GROUP XVII	4																					
Total																						
GROUP XVIII	3																					
Total																						

COMMENTS - GROUP XVI.

E.Ws, particularly craftsmen, have not proved satisfactory when engaged as new employees, showing a desire for easy work and reluctance to accept responsibility. (1 company).

COMMENTS - GROUP XVII.

E.Ws are retired at 65, pension determined and paid, but may be re-engaged for a limited period. (1 company).

Retention of E.Ws may delay upgrading of junior employees. (1 company.)

COMMENTS - GROUP XVIII.

E.Ws are reviewed every 6 months by the manager of their department.

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS			SPECIAL FACILITIES			PENSIONS				EFFECT ON OTHER EMPLOYEES			PROFITABILITY				EMPLOYMENT		
GROUP XIX A. B.	14 7 21	Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements. IN:-	Change in Production Methods	Safety Precautions	Welfare	No. Maintaining Pension Schem.	Special Allowance etc.	Non- Contributory	Contributory	Total	For	Indifferent	Against	No. reporting delay in promotion of others	Financially	Benefit to morale	Assistance in overcoming labour shortage	No. Reporting it profitable to employ E.Ws	No. willing to employ new E.Ws.	No. willing to retain E.Ws who wish to remain	No. who do not employ or retain E.Ws.	

COMMENTS - GROUP XIX

Younger workers claim that they are slowed down by E.Ws, but it is considered that this is offset by the reliability of E.Ws. (1 company).

Timekeeping of E.Ws is good, but absenteeism is higher because of domestic difficulties. (1 company).

E.Ws are reliable for attendance. (1 company).

E.Ws are more conscientious than young workers and particularly than juveniles. (2 companies).

Occupations most suitable for E.Ws are labouring, clerical, cleaners, light packing, and skilled trades. (5 companies).

GROUP AND SUB- GROUP	NO. IN EACH GROUP AND SUB- GROUP	TRAINING			EARNINGS			SPECIAL FACILITIES			PENSIONS				EFFECT ON OTHER EMPLOYEES			PROFITABILITY				EMPLOYMENT		
GROUP XX A. B.	14 2 16	Number Finding	No. Reporting Notable Variations In earnings	No. with T. U. Agreements. IN:-	No. with Special Facilities For E.Ws.	Change in Production Methods	Safety Precautions	Welfare	Total	Contributory	Non- Contributory	Special Allowance etc.	For	Indifferent	Against	No. reporting delay in promotion of others	No. Reporting it profitable to employ E.Ws	Financially	Benefit to morale	Assistance in overcoming labour shortage	No. willing to employ new E.Ws.	No. willing to retain E.Ws who wish to remain	No. who do not employ or retain E.Ws.	
				</																				

COMMENTS - GROUP XX.

E.Ws are more responsible than younger workers. (2 companies).

E.Ws do not waste time. (1 company).

E.Ws are slow in movement and learning and unwilling to accept new ideas and methods. (1 company).

E.Ws find no difficulty in learning new jobs. (2 companies).

Occupations suitable for E.Ws are shaking out work, folding, sorting, checking, clerical, labouing, hand ironing, needlework, hand washing, packing, sales and engineering. (7 companies).

E.Ws without experience hesitate to take responsibility and cannot be persuaded to work on the newer materials. (1 company).

There should be a statutory obligation to employ a fixed quota of E.Ws. (1 company).

The present National Insurance rules discourage E.Ws from continuing in employment since they forego their pension rights. (1 company).

A P P E N D I C E S

QUESTIONNAIRE ON THE EMPLOYMENT OF ELDERLY WORKERS

The employment problem of old people in industry is not a temporary one. It will remain as long as the present population trend continues and it will be accentuated through the better national health policy which is contributing to a longer working life.

In co-operation with the Nuffield Trust and the National Old People's Welfare Committee, the Society has undertaken to conduct a pilot survey among member firms on the employability of older workers and would be grateful if member firms would endeavour to complete this questionnaire.

Copies of the completed summary will be sent to every firm participating in this survey.

1. Name and address of firm (confidential):

2. Description of industry:

3. Number of workers employed:

	MEN			WOMEN		
	Under 40	40-65	65 plus	Under 40	40-60	60 plus
Heavy						
Medium						
Light						

4. How many elderly workers are employed full time?

Men	Women
65 plus	60 plus

5. How many elderly workers are employed in the jobs they had before reaching age 65 (men) and age 60 (women)?

	MEN		WOMEN	
	Full time 65 plus	Part time 65 plus	Full time 60 plus	Part time 60 plus
Heavy				
Medium				
Light				

6. How many elderly workers are on work specially selected for them on account of age?

Men	Women
65 plus	60 plus

..... all jobs. all jobs.

7. How many are on lower grade work than their old jobs?

Men	Women
65 plus	60 plus

8. How many are on work which would normally be done by juveniles?

Men
65 plus

Women
60 plus

In the following questions please delete answer not applicable.

9. Have you had to retain skilled elderly workers? Yes. No.
How many? men: women:
(of those employed now)
10. Have you had to train unskilled elderly workers? Yes. No.
How many? men: women:
(of those employed now)
11. Have you found it difficult to train or re-train elderly workers? Yes. No.
(a) because of their inability to learn? Yes. No.
(b) because of the extra burden thrown on training facilities? Yes. No.
12. Are elderly workers paid at lower hourly rates than others? .. Yes. No.
13. Have you found it necessary to raise your piece rates for elderly workers? Yes. No.
14. Have you negotiated any agreements with trade unions on
(a) item 12? Yes. No.
(b) item 13? Yes. No.
15. Do elderly workers earn less than other workers? Yes. No.
16. Have you had to make any of the following provisions for elderly workers:
(i) special welfare facilities? Yes. No.
(ii) special safety precautions? Yes. No.
(iii) changes in methods of production? Yes. No.
17. Have you a pension scheme? Yes. No.
18. (a) What is the attitude of your younger employees to your employing elderly workers?

(b) Will the promotion of younger workers be delayed? Yes. No.
19. Would you employ elderly workers who had not previously worked for you? Yes. No.
If so, on what kind of job? Clerks, labourers, etc.?
20. (a) Have you found it profitable to employ elderly workers? .. Yes. No.
(b) If yes, please give details to substantiate the statement.
21. Has the employment of elderly workers helped to solve any of your labour problems? Yes. No.

GENERAL OBSERVATIONS

We would welcome special comments elaborating any of the foregoing replies and any general observations, details of special schemes for employment of older workers, etc.

Sheltered Workshops - Rubery Owen Ltd.SONS OF REST WORKSHOP

Background The Company decided that many of its elderly workers were being retired at a time when they were still capable of, and anxious for useful work. It was therefore preferable to provide some sort of sheltered workshop where this could be done.

Accommodation:- A hut was therefore erected on the sports ground (a mile away from the main works) to contain a small room for social gatherings, and two small workshops, total floor space, (rough estimate) 1,000 sq. ft. It is pleasantly situated, and decorated with a cheerful interior colour scheme. Facilities for brewing tea are provided. The accommodation is for 15 full-time workers.

Company Policy on Elderly Workers (Works):- Men over 65 are encouraged to stay on in their old jobs until age of 70, so long as they are physically fit and capable of a reasonable day's work. A small ex gratia pension is usually allowed on retirement to those who have served the Company for a reasonable number of years. Retirement is normally required at age 70. Although this is a heavy industry, many men stay on to do a useful job up to this age, in spite of the fact that competitive conditions get a bit too much for them at times. A selected number of those retiring at 70 are invited to enter the Sons of Rest Workshop. There is no fixed basis for the selection.

Conditions of Employment For Sons of Rest:- At the inception of the scheme in 1949, there was some resentment on the part of those selected to enter. They thought they should not have "sheltered" work, but were still as good as the youngsters. This prejudice was soon broken down.

Hours of work were fixed voluntarily at 8.30 a.m. - 5.30 p.m. five day week. The old men wanted to do a full and fair day's work or none at all.

All are paid engineering time rates; holidays, etc., conforming to the local engineering agreements. There is no piece work or other direct incentive. No payment made for absence due to sickness or accident. This means total earnings (including N.I. Pension) for a married man are comparatively high £6.10.0. to £7.0.0. a week or more) but in many cases there is real need to sustain a fair standard of living.

Absenteeism is low. The Works Medical Officer maintains a watching brief in regard to their fitness, but there are no regular medical examinations either before entry or during employment in the shop.

Workshop Organisation:- The workshop is run on a strictly utilitarian basis. It is not expected to make a profit, but an endeavour is made to cover all costs, overheads etc.

The main factory undertakes a wide variety of engineering work, and workshop acts as a sort of sub-contractor, purchasing its material from and selling its products to the main factory.

The type of work sought must generally fulfil the following requirements:-

- a. Involving fitting and assembly only.
- b. Comparatively simple, or capable of simplification by jigs, fixtures etc.
- c. Not involving heavy power driven machinery (the only power machine at present employed are Drilling machines, a Finisher, and a Bench Grinder, although the introduction of a capstan lathe is under consideration.
- d. Comparatively light (the largest assembly handled is automatic seed-sowing implement weighing approximately 2 cwt. assembled).

There is difficulty in securing work which matches these requirements, even from so large a main factory, but so far sufficient work has been found to keep the workshop in "full production" and extensions are planned.

It should be noted that when a job has been selected from the main works as being suitable for the workshop, the shop stewards are approached and asked to agree to its transfer to the workshop. In present conditions of over-employment no objection to such a transfer has yet been raised by the stewards or workers generally, although it is easy to visualize a situation in which there might be strong grounds for objection. It is partly because of this possibility that the workshop hopes later to take on direct contract work for outside firms.

Performance of Elderly Workers:- Training - Training for simple assembly and fitting jobs has created no problem at all, and in fact several of the men have been trained to semi-skilled occupations quickly and without difficulty.

Elderly Workers' Attitude:- Initially they did not wish to be separated from the younger men. They now appreciate the opportunity to work at their own pace, and seem extremely happy and contented. All are glad to be able to carry on active work and make a useful contribution to the community. This latter attitude is emphasised by their work and the fact that they are not "tattling", but doing a first class production job.

Comments.

(a) Foreman bricklayer, age 72 now operating power drill. Would rather be in building trade, but realizes he is too old to stand weather etc. Enjoys the work and feels it is very worth while.

(b) Millwright, age 73, very active and alert; now assembling, "Is too old for millwrighting, though would go back to it if he felt he could. Is thoroughly happy doing a useful job."

(c) Blacksmith, age over 70, now doing simple fitting work "I'd rather die with my boots on. I like it here."

The Future:- The initial experiment is regarded by the Company as highly successful and they hope to extend the scheme considerably.

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