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CONTENTS

<i>Special Articles :</i>	<i>Page</i>	<i>Special Articles—continued :</i>	<i>Page</i>
Thirty-Seventh Session of International Labour Conference	223	Seamen on Foreign Ships ; Reciprocal Agreements with Jersey on Social Insurance and Family Allowances ..	228
Review of Monthly Statistics	225	Education in 1953	230
Annual Report of Ministry of Labour and National Service for 1953	226	International Labour Organisation : 37th Session of International Labour Conference ; 125th Session of Governing Body ; Third Session of Advisory Committee on Salaried Employees and Professional Workers ..	231
Training and Employment of Blind Persons	227	Labour Overseas : Scandinavia, Establishment of Free Labour Market ; United States, Work Injuries in 1953 ..	232
Working Hours in Coal Mining Industry	227	EMPLOYMENT, UNEMPLOYMENT, ETC.	234
Report of H.M. Chief Inspector of Factories for 1952 (Correction)	227	WAGES, DISPUTES, RETAIL PRICES	246
Report of Committee on Human Relations in Industry ..	227	MISCELLANEOUS STATISTICS	256
Report of National Dock Labour Board for 1953	227	ARBITRATION AWARDS, NOTICES, ORDERS, ETC.	257
Industrial Safety, Health and Welfare : The Dangerous Machines (Training of Young Persons) Order, 1954 ; Defence Regulations (No. 2) Order, 1954	228	STATUTORY INSTRUMENTS	259
National Insurance : Report of Ministry of Pensions and National Insurance for 1953 : Fourth Interim Report by Government Actuary on National Insurance (Industrial Injuries) Act, 1946 ; Industrial Injury Insurance of		FACTORY FORMS	260
		OFFICIAL PUBLICATIONS RECEIVED	261

Where appropriate, lists of items under the headings shown in CAPITALS will be found on the pages indicated.

Thirty-Seventh Session of the International Labour Conference

THE Thirty-Seventh Session of the International Labour Conference was held in Geneva from 2nd June to 24th June, 1954. Her Majesty's Government was represented by Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Deputy Secretary, Ministry of Labour and National Service, and United Kingdom Government representative on the Governing Body of the International Labour Office, and Mr. A. F. Harrison, C.B.E., Solicitor, Ministry of Labour and National Service, with Mr. J. R. Lloyd Davies, C.M.G., Assistant Secretary, Ministry of Labour and National Service, as substitute delegate and adviser. Sir Richard Snedden, C.B.E., Chairman of the International Standing Committee and Member of the General Purposes Committee and Council, British Employers' Confederation, and Member of the Governing Body of the International Labour Office, was appointed to represent the United Kingdom employers. Mr. Alfred Roberts, C.B.E., Member of the General Council of the Trades Union Congress, General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives, and Member of the Governing Body of the International Labour Office, was appointed to represent the United Kingdom workers. The Conference unanimously elected as its President M. Paul Ramadier, Government delegate of France.

Delegations from 66 member countries attended the Conference.

Report of the Director-General

The Report of the Director-General to the Conference, as in previous years, dealt with the economic background to the work of the International Labour Organisation and with general developments in the field of social policy ; it also reviewed the activities of the Organisation during the preceding year. In addition, a special chapter dealt with the question of Workers' Housing. The Report was discussed at plenary sittings of the Conference and 108 speakers took part in the debate.

The Minister of Labour and National Service, the Rt. Hon. Sir Walter Monckton, K.C.M.G., K.C.V.O., M.C., Q.C., M.P., attended the Conference and spoke on 17th June during the debate on the Director-General's Report. Referring to the growing membership of the International Labour Organisa-

tion, the Minister said that the Conference might hope that the re-entry into membership of the Union of Soviet Socialist Republics and the assumption of membership by Byelorussia and the Ukraine would mark the beginning of an era of co-operation between those countries and the other Members of the Organisation in a field where co-operation could contribute greatly to the happiness of mankind. The Minister next referred to the decision taken by the Governing Body of the International Labour Office in March, 1954, whereby tripartite observer delegations from non-metropolitan territories might, in certain circumstances, be invited to attend the Conference. The United Kingdom Government had been glad to respond to this proposal and had been able, as a beginning, to propose that a delegation from the Gold Coast should be invited to attend the present Session of the Conference, and to indicate that the Government of Nigeria would welcome the opportunity of an invitation for the next Session. He felt sure that the Conference would welcome, as did the United Kingdom Government, the presence of representatives from the Gold Coast. The Government looked forward to welcoming in future years representatives from other British territories.

On workers' housing, the Minister endorsed all that the Director-General has said in his Report about the importance of good housing to the happiness and efficiency of the worker. In the United Kingdom a high level of building activity had been attained and in the past two years the rate of house building had been increased by 50 per cent. ; additional provision had also been made for other essential building. The Government was seeking to meet the needs of those who had to rely on subsidised housing ; help and encouragement were also being given to those who wished to build, buy or improve their own houses. It was now possible to maintain an adequate rate of new building of both subsidised and unsubsidised houses. In the United Kingdom's non-metropolitan territories the provision of adequate housing was indispensable to the growth of stable communities. The United Kingdom Government had been giving a good deal of thought lately to the many problems involved in housing in non-metropolitan territories and was about to publish a memorandum for the guidance of the Governments of British African territories. The Minister hoped that this would make some

contribution to the solution of world problems to which the Director-General had drawn attention.

The Minister then spoke of the work of the Conference. He had referred to this in his address to the Conference in 1953 and he was still not certain that the Conference was devoting sufficient attention to some important aspects of its work. The great need of the world was to raise standards of living; this could not be done by studies and research nor by international regulations alone. That was why the growth of the operational activities of the International Labour Organisation was to be welcomed as the most potentially fruitful development of the post-war period. He was glad therefore that the Conference was having a comprehensive discussion on technical assistance; he thought that nothing but good would come of such a discussion. He did not suggest that there should be a general review of technical assistance every year, but the Conference might find it profitable to examine selected aspects of the problem in the years between such reviews. What he had said about technical assistance applied equally to the other activities of the Organisation. The Conference should be a forum in which all the activities of the Organisation could be discussed. The discussion held on national labour departments at the Conference in 1953 had not been designed to, and did not result in, the adoption of any Convention or Recommendation. It had nevertheless been a successful discussion. Further discussions should be held on similar lines. The method adopted need not always be the same. There might be cases where it would be useful for the Conference to follow the practice of some national Parliaments of setting aside one day or more for the discussion of particular subjects in plenary session. He did not believe that the devotion of more time to tasks of this nature need result in the adoption of necessary Conventions and Recommendations being crowded out. The legislative work of the Conference was essential and must continue. There was, however, one aspect of the Conference's legislative work which received insufficient attention. This was the examination, which the Conference had to undertake each year, of the reports and information submitted by Governments on the action which they had taken in regard to Conventions and Recommendations. The action taken to implement these instruments at the national level was the real test of the effectiveness of the International Labour Code. The situation gave no grounds for undue pessimism but equally it allowed no room for complacency. The Conference could not afford to be satisfied with less than the complete discharge of the obligations relating to Conventions and Recommendations. The Conference Committee on the Application of Conventions and Recommendations which dealt with these matters had exercised over the years a great influence for good. That influence could be extended if its report were debated as early as possible by the Conference instead of being treated as routine business to be rushed through at the end. The Minister appealed to all delegates to take a close personal interest in the work of the Committee. A more general realisation of the need to match promise with performance would give rise to a more practical approach to the adoption of new Conventions and Recommendations.

Concluding his speech, the Minister said that if he had been critical it was because he felt that the best service he could render was to suggest ways in which the positive contribution of the International Labour Organisation to the causes which it served could be made still more effective. If the Conference took the view that his suggestions were worth considering he would have been amply rewarded.

Finance

The Conference approved a net expenditure budget of 6,745,196 United States dollars for 1955. This compares with 6,311,170 dollars for 1954. The Conference also approved a scale of contributions for the States Members under which the United Kingdom will pay 844,625 dollars, as compared with 789,506 dollars in 1954.

Holidays with Pay

The Conference adopted a Recommendation on this subject which applies to all employed persons except seafarers, agricultural workers, and persons employed in family undertakings. It may be applied by public or voluntary action, but without prejudice to public action where voluntary action does not produce satisfactory and speedy results. Every worker covered by the Recommendation should be entitled to an annual paid holiday of not less than two working weeks for twelve months of service. Young workers under 18 should receive a longer holiday. It is laid down that the holiday pay should be either the remuneration determined for the holiday by collective agreements, arbitration awards or laws or regulations, or the normal remuneration as prescribed by laws or regulations or by any other means established by national practice. It is stipulated that interruptions of work during which the worker receives wages should not affect the entitlement to, or duration of, the holiday. Interruptions which do not cause the employment relationship to terminate should not affect any holiday entitlement which had accumulated before the interruption. Entitlement to, and the duration of, the holiday should not be affected by pregnancy and confinement provided the worker resumes employment and her absence does not exceed a specified period. Matters left for national determination include the method of calculating service for the purpose of holiday entitlement; the grant of proportionate holidays or equivalent credits in certain cases; and increases in the duration of the holiday with length of service. The Recommendation also deals with such matters as the time at which holidays should be taken; notification to workers of the date of commencement of their holidays; the maintenance of holiday records; consultation of employers' and workers' organisations before laws or regulations governing holidays with pay are framed; and participation of these organisations in the operation of bodies entrusted by laws or regulations with the determination of holidays

with pay and in the implementation of regulations concerning holidays with pay. The Recommendation also suggests various forms of action which the competent authority might take with a view to facilitating or encouraging the provision of holidays with pay.

The Conference also adopted a resolution suggesting the provision of facilities for the utilisation of holidays with pay.

Vocational Rehabilitation of the Disabled

The Conference adopted conclusions concerning the vocational rehabilitation of the disabled on which further consultation will take place with Governments in preparation for a second discussion of the subject at the next Session. The conclusions propose that international regulations should be adopted in the form of a Recommendation. The conclusions are in nine parts. Part I deals with definitions and scope. After defining the terms "vocational rehabilitation" and "disabled persons", it stipulates that vocational rehabilitation facilities should be made available to all disabled persons whatever the origin and nature of their disability and whatever their age so long as they can be prepared for, and have reasonable prospects of, obtaining and retaining suitable employment. Part II deals with principles and methods of vocational guidance, vocational training and placement of disabled persons. It is recommended that there should be specialised vocational guidance facilities for disabled persons requiring aid in choosing or changing their occupations. A number of detailed suggestions concerning the vocational guidance process are also made. On training, it is laid down that the principles and methods should be the same as in the case of the able-bodied so far as medical and educational conditions permit. Wherever possible, training should be given in company with, and in the same conditions as, the able-bodied, but where this is not possible special facilities should be made available. This part of the conclusions also proposes that steps should be taken to develop special placement arrangements and provides for specific action on such matters as registration, interviewing, and contacts with employers. Part III is concerned with administrative organisation. It calls for the organisation and development of vocational rehabilitation services as a continuous and co-ordinated programme, which, so far as practicable, would make use of established vocational guidance, vocational training, and placement services. It is also stipulated that the development of vocational rehabilitation facilities should at least keep pace with the development of general facilities for vocational guidance, vocational training, and placement. This part of the conclusions also deals with staffing, the allocation of responsibility for vocational rehabilitation, co-operation between public and private bodies concerned, and the establishment of advisory committees. Part IV deals with methods of enabling disabled persons to make use of vocational rehabilitation facilities. It includes provisions relating to such matters as retention of social security rights for disabled persons making use of vocational rehabilitation facilities, publicity for vocational rehabilitation facilities, financial assistance, and board and lodging in cases where transfer to other areas is necessary. Part V is concerned with co-operation between the authorities responsible for medical treatment and those responsible for vocational rehabilitation for such purposes as identification of persons in need of vocational rehabilitation and the earliest possible commencement of the rehabilitation process. Part VI enunciates the principle that measures should be taken in close co-operation with employers' and workers' organisations to promote full opportunities for disabled persons to secure and retain employment on the basis of their working capacity. It goes on to enumerate various specific measures which should be taken. Part VII calls for measures to organise and develop facilities for employment under sheltered conditions for disabled persons who cannot be fitted for ordinary employment. It is recommended that such facilities should include sheltered workshops and special opportunities for useful and remunerative work for disabled persons unable to leave their homes. Part VIII deals with special provisions for disabled children and young persons. It states that the fundamental purpose of rehabilitation facilities is to reduce the physical and psychological handicaps of children and young persons and to offer them full opportunities of preparing for and entering suitable occupations. It also makes specific provisions designed to achieve this purpose. Part IX is concerned with the application of the principles of vocational rehabilitation. It calls for the progressive development of rehabilitation facilities in accordance with the principles laid down in the conclusions generally. It is also suggested that the development of the facilities should be encouraged by international co-operation, including technical advisory services.

Penal Sanctions for Breaches of Contract of Employment

The Conference held a first discussion of this subject. Conclusions were adopted which, after further consultation of Governments, will provide a basis for a second discussion at the next Session of the Conference. The conclusions propose that international regulations should be adopted in the form of a Recommendation. It is proposed that action should be taken by the competent authority for immediate abolition of penal sanctions as defined in the 1939 Convention (No. 65) on the subject. Where this is not practicable, measures should be adopted for the progressive abolition of penal sanctions for particular categories of workers for types of breaches of contract to be determined by the competent authority. All penal sanctions should, however, be abolished not later than a date to be determined by the competent authority. It is laid down that there should be no discrimination between indigenous and non-indigenous workers relating to breaches of contract other than those which are to be the subject of progressive abolition. The Conference also adopted a resolution upon which a final decision will be taken at the next Session of the Conference, recording the opinion of the Conference that all penal

sanctions could and should be abolished within one year from the date of final adoption of the resolution.

Migrant Workers (Under-developed Countries)

The Conference adopted conclusions proposing that a Recommendation should be formulated on this subject. On the basis of the conclusions there will be further consultation with Governments before the next Session of the Conference, at which a second discussion of the matter will take place. The conclusions are in seven parts. Part I contains general provisions relating to the application of existing Conventions and Recommendations dealing with certain of the subjects to be included in the proposed new Recommendation. Part II defines the countries and territories to which the Recommendation would apply, and the term "migrant worker". Among other things it also stipulates that seasonal migrants should be given the same protection as other migrant workers. Part III deals with the protection of migrant workers and their families during their outward and return journeys and prior to their period of employment. The arrangements to be made under this head include the provision of mechanised transport wherever possible and the establishment of rest camps at suitable stages along the route; the payment by the employer of travelling expenses to the job (or the reduction of travelling expenses in cases where the worker has not entered into a contract or accepted a definite offer of employment); medical examination prior to, and on completion of, employment; a period of acclimatisation where considered necessary; the right in certain circumstances to repatriation at the expense of the employer; and the maintenance of an administrative service concerned with the welfare and safety of the migrant worker. Part IV is concerned with the protection of migrant workers during the period of their employment. It first lays down as general policy that every effort should be made to assure to migrant workers the same or as favourable working and living conditions as those provided to other workers in the same employment. It then lays down a number of specific standards which should be applied in cases where existing law and practice is not sufficiently effective to make further action unnecessary. These standards deal with housing; the fixing of wage rates and the protection of wages; the creation, where appropriate, of a public employment service system; admission to skilled jobs without discrimination; the right of association and freedom for legitimate trade union activities and the right of trade unions to conclude collective agreements with employers or employers' organisations; the supply of consumer goods; social security; remittance of funds by migrant workers to their families and facilitation of the exchange of correspondence between the worker and his area of origin; and arrangements for the material, intellectual and moral welfare of migrant workers. Part V deals with measures to discourage undesirable migratory movements. It states that the general policy should be to discourage migratory movements, where these are considered undesirable in the interests of migrants and the territories from which they come, by measures

designed to improve conditions of life and to raise the standard of living in the areas from which the migrations normally start. Specific measures for the application of this policy are laid down. The Governments concerned should also endeavour to bring about a progressive reduction of migratory movements considered to be of an undesirable character which have not been subject to or appeared open to regulation; and, so long as the economic causes of such migration persist, control should, as appropriate and so far as practicable and desirable, be exercised over voluntary migration as well as organised recruitment. The stabilisation of migrant workers is covered by Part VI. It says that the stabilisation of workers and their families in or near the employment centres should be the general policy except where permanent settlement is against the interests of the workers and their families or of the economies of the countries or territories concerned. Specific measures for the application of this policy are stipulated. Part VII provides for the application of the proposed Recommendation and for reports to be rendered to the International Labour Office on the measures taken to give effect to it.

Technical Assistance

The Conference undertook a general review of the technical assistance activities of the International Labour Organisation. The Conference expressed its general support for the United Nations Expanded Technical Assistance Programme, which is by far the largest source of funds for the operational activities of the Organisation. It also recorded its general approval of the way in which the technical assistance programme of the Organisation was operating and expressed confidence in regard to its future development. With regard to the scope of the Organisation's operational activities, the Conference considered that at the present stage of the programme the major emphasis should be on projects which would have a major impact on the economic development of the countries concerned. It was considered that the programme at present consisted too much of small, scattered projects in too many fields. The Conference, however, noted with approval that the Director-General intended in the future to concentrate the programme on fewer projects of longer duration. The need for close co-operation with other agencies with a view to the avoidance of duplication was emphasised. It was also pointed out that the major responsibility for co-ordinating assistance received from different sources rested with receiving Governments. Stress was laid on a number of important practical problems which arose in connection with the recruitment of experts, and the selection and placement of Fellowship holders. Another matter which was considered to be of vital importance was the assessment of the permanent results of technical assistance projects. Other points which the Conference discussed were the future of worker-trainee projects; regional training courses and seminars; the supply of equipment under the Expanded Technical Assistance Programme; and public information. Finally, the Conference summarised in a resolution the main conclusions of principle which had emerged from the discussion.

REVIEW OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 234 to 255.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose during May by 85,000 (34,000 males and 51,000 females), the number at the end of the month being 22,427,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed an increase of 16,000, manufacturing industries an increase of 29,000, and other industries and services an increase of 40,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who have not taken up employment, is estimated to have increased by 37,000 from 23,478,000 to 23,515,000.

Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain fell from 276,294 to 226,648 between 10th May and 14th June, 1954, and the numbers registered as temporarily stopped fell from 13,132 to 12,873. In the two classes combined there was a fall of 28,669 among males and 21,236 among females.

Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), remained unchanged in June at 142. The changes in rates of

wages reported to the Department during June resulted in an increase estimated at £118,000 in the weekly full-time wages of about 667,000 workpeople, and in a decrease of £300 for 13,000 workpeople. The principal increases affected workpeople employed in the iron and steel industry, furniture manufacture, and boot and shoe manufacture.

Retail Prices

At 15th June, 1954, the retail prices index was 142 (prices at 17th June, 1947=100), compared with 141 at 18th May and with 141 at 16th June, 1953. The rise in the index during the month was due mainly to increases in the average prices of tomatoes, eggs, cooking apples and green vegetables, and to higher prices for coal in London and the South of England. These increases were to a small extent offset by slightly lower average prices for butter and sausages.

Industrial Disputes

The number of workers involved during June in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was about 21,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 69,000 working days. The number of stoppages which began in the month was 150, and, in addition, 18 stoppages which began before June were still in progress at the beginning of the month.

GOVERNMENT PUBLICATIONS

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ANNUAL REPORT OF THE MINISTRY OF LABOUR AND NATIONAL SERVICE FOR 1953

The Annual Report of the Ministry of Labour and National Service for 1953 has recently been published.* It gives a concise account of the work of the Ministry during the year under four main heads, namely, Man-Power, the Services of the Ministry, Industrial Relations and International Labour Relations, and a final chapter describes the organisation of the Ministry. The Report contains much statistical information and the text is supplemented by a series of appendices and a number of charts and photographs.

Because of the wide variety of subjects dealt with it is not practicable here to summarise the Report, but reproduced below is the text of the Introduction, which reveals the nature of its contents and the general trends in some of the matters with which the Ministry is concerned:—

The year 1953 was a good year for employment. As a result of a revival in trade there were more people at work and fewer unemployed than in 1952; more overtime was worked and less short-time. Production rose more than employment so that productivity increased. In November the total working population was over 23½ million, the highest level ever recorded in peace-time.

The increase in civil employment was chiefly in the manufacturing industries, building and retail distribution. All groups of manufacturing industries had increases with the exception of metal manufacture; the biggest were in the engineering and vehicles group and in textiles.

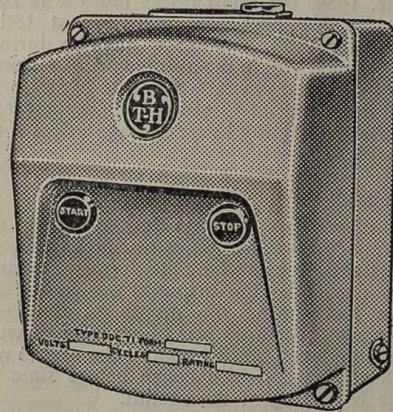
In contrast to the manufacturing industries the basic industries showed a decrease in employment, chiefly in transport and communications. In coal mining, although there was a drop in the total number of workers, there was no decrease in the number employed at the coal face; man-power difficulties experienced were chiefly those of balancing and consolidating the existing labour force and of meeting the needs of areas in which output was being expanded, for example, through the reorganisation and reconstruction of the present workings or the sinking of new collieries.

The improvement in trade and industry led to a higher demand for labour, particularly in the second half of the year. In the first half, the numbers of vacancies notified to Employment Exchanges and remaining unfilled were less than in the corresponding months of 1952 but they were greater from July onwards.

Through the operation of the Notification of Vacancies Orders it was possible again to ensure that jobs of high national importance were brought to the notice of those seeking work. Of the 2,666,700 men and women placed in employment, 15.4 per cent. were placed by the Employment Exchanges in vacancies given special preference

* Cmd. 9207. H.M. Stationery Office; price 5s. net (5s. 3d. post free).

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because of national needs. Demands for defence equipment, export, power station and oil refinery projects, sea defences and building schemes were adequately met. The arrangements made for providing labour in times of emergency were well tested during the flood disasters which occurred early in the year. The Appointments Department filled about 15,600 employment vacancies and the Youth Employment Service placed over 462,000 boys and girls.

The year was one of steady consolidation in the Youth Employment Service. Over 500,000 boys and girls were given advice on the choice of occupation on leaving school and about half of these were placed in their first job by the Service. At national and local levels efforts were made to ensure that a sound initial training in the chosen occupation would be given and that for boys the period in employment before National Service would be wisely and fully used. The National Youth Employment Council presented a report to the Minister on the work of the Service during the years 1950 to 1953.

Both from the economic and the humanitarian aspects the Ministry's special efforts to solve the employment problems of the disabled and those associated with the ageing of the population achieved valuable results. Following the recommendations of the National Advisory Council on the Employment of the Disabled the Minister set up a Committee of Inquiry to review the present arrangements for the rehabilitation, training and resettlement of disabled persons. The Development Committee set up in 1952 to review the arrangements for the rehabilitation of disabled persons made an interim report in which it commended the work of the Rehabilitation Units. The National Advisory Committee on the Employment of Older Men and Women presented its First Report in October. It made a number of recommendations designed to remove restrictions that placed a barrier in the way of older people seeking either to remain in their jobs or to enter fresh employment. The Report was well received by the public and by the end of the year it was apparent that widespread interest had been stimulated in the subject, and that some progress was already being made in giving effect to the Committee's recommendations.

The Vocational Training Service of the Ministry was utilised to equip men and women for skilled work of high national importance in which labour demand exceeded supply and for training the disabled and the ex-Regular Service man. Training places were slightly increased in the newer and developing trades such as those related to the aircraft and radio industries and reduced in the older established trades such as the building and the basic engineering crafts. Of those trained more than 90 per cent. were placed in the occupation for which they were trained. Over the year there was a slight falling-off in the demand for vocational training except under the scheme for ex-Regulars in which applications rose by 23 per cent.

By an Order in Council the duration of the National Service Acts was extended for another five years. There was increasing evidence of the value of relating the training given in the Services to the skills used in civilian life.

The emphasis placed by the Government on the need for higher productivity in industry was reflected in the matters on which the Ministry sought or received the advice of its Advisory Committees. The National Joint Advisory Council gave consideration to the desirability of an extension of double-shift working in order to lower production costs. In February the Minister invited organisations principally concerned with the training of supervisors in industry, together with the British Employers' Confederation, the Federation of British Industries, the Trades Union Congress and the Ministry of Education, to consider the present methods and facilities for such training.

Through its Personnel Management Advisory Service the Ministry itself gave direct assistance in promoting good human relations and effective joint consultation and communications within industry.

The number of working days lost through industrial disputes during the year was 2,169,000, of which 1,050,000 were due to the one-day token strike in November in the engineering and ship-building industries. But for this strike the number of days lost would have been the lowest since 1941.

The work of the Chief Inspector of Factories in promoting the safety, health and welfare of persons in factory employment and reducing the time lost by accident and ill-health due to occupational causes is described in a Report to be issued separately.

Of the 6 per cent. increase in the total wages and salaries bill in 1953 about two-thirds appears to have been due to higher rates of pay resulting mainly from settlements reached towards the end of 1952. Weekly rates of wages rose by about 3 per cent. during the year compared with 6 per cent. in 1952 and 11 per cent. in 1951. There was little change in the average level of retail prices; it rose by about 1 per cent. compared with 6 per cent. in 1952 and 12 per cent. in 1951.

The Ministry again played a major part in the work of the International Labour Organisation and contributed to the work of other international bodies concerned with man-power and social problems. At the 36th Session of the International Labour Conference at Geneva in June, which was attended by the Minister, recommendations were adopted on the protection of the health of workers in places of employment and on the minimum age of admission to work underground in coal mines.

TRAINING AND EMPLOYMENT OF BLIND PERSONS

During the year ended 31st March, 1953, County Councils and County Borough Councils in England and Wales and County Councils and Councils of Large Burghs in Scotland expended the sum of £772,000 on the provision of employment for some 3,930 workers in 69 workshops for the blind. Grants totalling approximately £290,000 were payable by the Ministry of Labour and National Service in respect of this expenditure.

The cost to the Ministry of Labour and National Service of providing training for some 347 adult blind persons in these workshops during the year ended 31st March, 1953, totalled about £94,400.

An analysis of the accounts of workshops for the blind for the year ended 31st March, 1953, shows that the value of goods made by the blind workers totalled £1,970,000. The corresponding figure for the previous year was £1,900,000 (see the issue of this GAZETTE for July, 1953, page 234).

WORKING HOURS IN THE COAL MINING INDUSTRY

The Coal Mines Regulation Act, 1908, as amended by subsequent enactments, limits the time during which the main categories of workmen in mines may be below ground for the purpose of their work, and of going to and from their work, to 7½ hours during any period of 24 hours. The corresponding time for certain other categories is 8½ hours.

The operation of the relevant sections of the Act was suspended by the Coal Mines Regulation (Suspension) Orders, 1947 to 1954, for periods which expired on 30th June, 1954 (see last month's issue of this GAZETTE, page 220). On 24th June Her Majesty in Council made the Coal Mines Regulation (Suspension) (No. 2) Order, 1954, which came into operation on 1st July. This Order suspends the operation of the relevant sections of the Act, in so far as it applies to coal mines, on Friday afternoons and Saturday mornings for the period from the expiry of the Coal Mines Regulation (Suspension) Order, 1954, viz., 30th June, 1954, to 30th April, 1955.

Copies of the Order (S.I. 1954 No. 833) can be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

REPORT OF H.M. CHIEF INSPECTOR OF FACTORIES FOR 1952

In the article reviewing the Annual Report of H.M. Chief Inspector of Factories for 1952 which appeared in last month's issue of this GAZETTE (page 190), a correction is necessary in the third paragraph under the first sub-heading "Introduction". The word "non-power" before "factories" was omitted in the last sentence of this paragraph, which should read as follows:—The total number of non-power factories has, the Report states, decreased at an annual rate of over 10 per cent. for the last three years.

REPORT OF COMMITTEE ON HUMAN RELATIONS IN INDUSTRY

The first Report of the Joint Committee on Human Relations in Industry has recently been published by H.M. Stationery Office, price 1s. net (1s. 1½d. post free).

The Committee was appointed in March, 1953 (see the issue of this GAZETTE for April, 1953, page 120) by the Department of Scientific and Industrial Research and the Medical Research Council, with the approval of the Lord President of the Council. Its terms of reference were: "To examine current activities concerning the study of human relations in industry and to call attention to problems of special timeliness and promise on which research, including applied research and field study, might be undertaken or supported by the Department of Scientific and Industrial Research, the Medical Research Council, or other bodies."

The Report describes the method of working adopted by the Committee and outlines a programme of research to be carried out under their auspices. A systematic and comprehensive research programme could not be established in a short time. While a balanced programme is still being worked out, the availability of United States Conditional Aid funds has, however, enabled the Committee already to initiate research on a scale which would not otherwise have been possible. The main work of the Committee during the year, the Report says, has been the development of a programme of work directly related to productivity and industrial efficiency, and limited to researches which show promise of applicable results at the end of the Conditional Aid programme period in 1956. The Committee have tried to take a broad view of productivity needs, in the belief that greater human satisfaction in work is both compatible with and essential to increased efficiency and productivity. An important general consideration has been the slow progress in this country of research into human relations problems in industry and the great need in the next few years to raise scientific standards, to improve research methods, and

generally to improve the quality of work on these problems. The Committee consider that a major and sustained effort will be required to relate research to the needs of industry and to ensure that the maximum use is made of the results of research. They have endeavoured to base their programme of research on matters of direct concern to those engaged in industry and have taken steps to ensure that research projects are fully discussed with industrialists and trade unionists. The Committee are also considering ways and means of fostering the practical application in industry of the results of research, including "industrial" versions of research reports written with the needs of industry especially in mind.

The Report gives a brief description of the 14 research projects already approved. The research projects, which are being undertaken by universities and industrial research organisations, are grouped in the Report under five main subject headings, as follows:—Factors influencing the effectiveness of incentive payment schemes; Characteristics of management organisation influencing productivity; Factors facilitating and restricting the introduction of new production techniques and methods; Industrial education, training and promotion; and Problems of the effective employment of special groups in industry.

The Report contains a list of the members of the Committee as constituted at 31st March, 1954. Appendices to the Report contain the names of the members of five sub-committees dealing with five main sub-divisions of the research programme, and a list giving details of the approved projects.

REPORT OF NATIONAL DOCK LABOUR BOARD FOR 1953

The Seventh Annual Report of the National Dock Labour Board, relating to the year 1953, has recently been presented to the Minister of Labour and National Service.

The Report refers to the high level of surplus dock labour at the end of 1952 and to the measures taken to reduce it, in the first place by natural wastage through a "standstill" order on recruitment, and later by the introduction of the Temporary Release Scheme (see the issues of this GAZETTE for December, 1952, page 413, and February, 1953, page 50). Decisions taken by the National Board early in 1953 resulted in reductions during the year in the sanctioned strength of the main registers of the local Boards, so that, from a total in February of over 81,000, there was a decrease by the end of the year to 74,440. Temporary registers totalling 845 were authorised in addition. The total numbers of workers actually on the main register were reduced from 76,661 at the end of 1952 to 73,690 at the end of 1953, the decrease of 2,971 being partly offset by an increase of 474 in the numbers on temporary registers. The numbers of workers released under the Temporary Release Scheme increased steadily after the conditions were modified in January and reached a total of 1,186 in April.

By these measures surplus labour was reduced, bringing the available labour force more into line with day-to-day requirements. Moreover, during 1953 the easing of restrictions on imports at home and elsewhere was reflected in a slight but steady rise in trade, and the volume of dock work increased correspondingly. The National Board were able by early summer to re-state their labour policy in the light of expected requirements for additional labour in a number of port areas, and local Boards were advised of the steps which could be taken to meet additional labour requirements. In particular, it became possible in the new conditions to regulate the operation of the Temporary Release Scheme and to invite men released under the Scheme to return as local requirements appeared to necessitate. By the end of the year 595 men had been recalled to employment in the docks and the number remaining on temporary release was 708. The Board's policy also provided for an examination of the cases of certain men who had left the industry before the Temporary Release Scheme was introduced and who wished to return, and for a review of individual cases of men who had been dismissed. An endeavour was to be made to meet purely seasonal increases in demand for labour by the use of non-registered labour. The Board's labour policy, the Report states, kept shortages of labour within generally reasonable bounds during the year. Requirements for additional labour at individual ports were, as far as possible, met by transfers and by non-registered labour.

Figures given in the Report show that workers who left the industry of their own accord during 1953 numbered 1,510 on the main register and 153 weekly workers on limited registration, compared with 3,737 and 170, respectively, in 1952. This reduction in labour turnover, the Report says, reflected the improvement in working prospects; but the Board recognise that much still remains to be done before it can be claimed that an efficient and balanced labour force has been established. The average age of daily workers on the main register was shown by a survey undertaken in July, 1953, to have increased to 46.3 years from 45.5 years a year before. The increase is attributed to the adverse effects of the Temporary Release Scheme on the proportion of men in the age-groups up to 45 years. It was expected that the return of men on temporary release during the second half of 1953 and in 1954 might check the tendency towards an older labour force. Absences from work owing to sickness or injury during 1953 showed little change from the previous year. The number of man-days lost through labour disputes was 32,015, which, although higher than the exceptionally low figure recorded for 1952, was much lower than in earlier post-war years.

There was an increase in 1953 in the average gross earnings of daily workers, corresponding to the improvement in the level of employment after taking into account the higher wage rates affecting part of the year. The higher level of employment was

also reflected in a decrease in payments of attendance money and guarantee make-up. Average weekly gross earnings amounted to £10 5s. 4d. in 1953, compared with £9 9s. 6d. in 1952. These figures of gross earnings include amounts paid as attendance money and guarantee make-up, which averaged 10s. 6d. and 1s. 5d. a week, respectively, in 1952 and 7s. 2d. and 6d. a week in 1953.

The total cost of operating the dock labour scheme was £4,410,227 in 1953, compared with £5,296,038 in 1952. Expenditure on attendance money and guarantee make-up showed the largest decrease, falling from a combined total of £1,949,497 in 1952 to £1,134,090 in 1953. Lower costs made it possible in

August, 1953, to reduce the levy on employers from 22½ per cent. to 16½ per cent. on the wages of daily workers.

The Report gives details of developments during 1953 in welfare services and dock amenities. By the end of the year there was a total of 42 medical centres and seven first-aid rooms in operation at 23 ports. The number of treatments given to dock workers was 143,826 in 1953, compared with 125,374 in 1952, when 36 medical centres were operating, and 64,059 in 1948, when 14 centres were operating.

The Report is followed by a number of appendices containing statistical and other information and the balance sheet and accounts of the Board for the year 1953.

INDUSTRIAL SAFETY, HEALTH AND WELFARE

The Dangerous Machines (Training of Young Persons) Order, 1954

On 3rd July the Minister of Labour and National Service made the Dangerous Machines (Training of Young Persons) Order, 1954, under the Factories Act, 1937. The Order replaces an earlier Order made in 1938 and prescribes dangerous machines at which a young person must not work unless he is fully instructed as to the dangers arising and the precautions to be observed, and either has received a sufficient training or is under adequate supervision. The list of machines includes the following in addition to those prescribed in the previous Order:—Carding machines and gill boxes in use in the wool textile trades; calenders, washing machines and garment presses in use in laundries; pie and tart making machines; worm pressure extruding machines; loose knife punching machines; wire stitching machines; corner staying machines; semi-automatic wood turning lathes. The Order comes into operation on 1st August, 1954.

Copies of the Order (*S.I.* 1954 No. 921) can be obtained from H.M. Stationery Office, price 2d. net (3½d. post free).

Defence Regulations (No. 2) Order, 1954

The Minister of Labour and National Service was empowered by Regulation 59(1) of the Defence (General) Regulations, 1939, to grant exemptions from any of the provisions of the Factories Act, 1937. Similar powers could be exercised by the Ministry of Labour for Northern Ireland to grant exemptions from the Factories Act (Northern Ireland), 1938. The use of these emergency powers has been progressively reduced since the war and accordingly it was decided to restrict them to the field in which exemptions are required to meet the continuing difficulties of industry. As a result, on 3rd June Her Majesty in Council made the Defence Regulations (No. 2) Order, 1954. The Order revokes as from 30th June, 1954, Regulation 59(1) of the Defence (General) Regulations, 1939, except for the purpose of granting exemptions from Part VI of either of the Acts (which regulates the employment in factories of women and young persons) or from those sections of the Acts which relate to the periodical examination of steam boilers.

Copies of the Regulations (*S.I.* 1954 No. 750) can be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

NATIONAL INSURANCE

Report of Ministry of Pensions and National Insurance for 1953

The Report of the Ministry of Pensions and National Insurance for the year 1953 has been presented to Parliament by the Minister of Pensions and National Insurance and published by H.M. Stationery Office as a Command Paper (Cmd. 9159), price 4s. 6d. net (4s. 8d. post free). The Report is the first since the amalgamation of the Ministry of Pensions and the Ministry of National Insurance in August, 1953, and it includes an account of the administration of war pensions in Great Britain and Northern Ireland. Certain functions of the former Ministry of Pensions relating to medical and surgical treatment for war pensioners were transferred at the time of the amalgamation to the Ministry of Health and the Department of Health for Scotland, and the information on war pensions given in the Report has also been published, together with extracts from the Reports of those Departments and some additional material, in a separate and comprehensive Report on War Pensions (House of Commons Paper No. 189, Session 1953-54, price 4s. net, 4s. 2d. post free). Details given below from the Ministry's Report for 1953 relate to subjects, other than the administration of war pensions, dealt with in the Report.

Family Allowances

At 31st December, 1953, nearly 3½ million families containing nearly 8½ million children within the age limits were receiving family allowances of 8s. a week for each child after the first within those limits. Of the 3½ million families, nearly 64½ per cent. had only two children under the age limits (thus qualifying for one allowance of 8s. a week), over 23 per cent. had three children under the age limits, nearly 8 per cent. had four and nearly 4½ per cent. had five or more. It is estimated that there were about three million children below the age limits in families with only one such child and for whom no allowance is, therefore, payable. For the financial year ended 31st March, 1954, family allowances were estimated to cost the Exchequer about £104 millions.

National Insurance, General Scheme

Unemployment benefit continued to be administered by the Ministry of Labour and National Service as agents of the Ministry of Pensions and National Insurance. In December, 1953, about 215,000 persons were receiving unemployment benefit, compared with 290,000 in December, 1952. During 1953, over 2½ million new claims for unemployment benefit were made, including 1½ million claims made in respect of second and subsequent spells of unemployment in the same benefit year. The Report contains an account of the operation of extended unemployment benefit from its inception in February, 1947, under the provisions of the National Insurance Act, 1946, until it expired in accordance with the provisions of the Act on 4th July, 1953. Tables in the Report give figures of applications and awards of extended benefit from 1947 to July, 1953, and of the results of an investigation into the position at 20th January, 1954, of persons who were receiving extended benefit when it expired on 4th July, 1953. The Report refers also to the National Insurance (Additional Days of Unemployment Benefit) Regulations, 1953, which increased from 130 to 312 the maximum number of "additional days" of unemployment benefit which could be paid to persons with good insurance records, and states that the number

of persons receiving benefit for additional days was 53,000 at December, 1953, compared with an average of 12,500 during the previous three years. The cost of unemployment benefit, including extended benefit, was about £26½ millions for the financial year ended 31st March, 1953.

Claims for sickness benefit, the Report says, were consistently higher in 1953, except during the first few weeks and the last few weeks of the year, than in any of the three previous years. The number of persons claiming sickness benefit rose from about one million at the beginning of the year to over 1,200,000 in February, then decreased steadily to about 820,000 in July and August, rose again slowly to 930,000 in November, and fell sharply in December. At no time did the number drop below 800,000, as had previously happened during every summer since the scheme began in July, 1948. Tables in the Report show that a total of 7,376,000 new claims for sickness benefit were received during 1953, compared with 6,587,000 in 1952; the weekly average of new claims was 141,800 in 1953, compared with 126,700 in 1952. The total cost of sickness benefit for the financial year 1952-53 was over £79 millions. During the year, death grants amounting to £2,734,000 were paid for funeral expenses or other expenses in connection with a death. The Report refers to the important changes in the maternity benefit provisions introduced by the National Insurance Act, 1953 (see the issue of this GAZETTE for August, 1953, page 273). Figures given in the Report show that in 1952 women receiving maternity benefit numbered 747,000. In addition to the maternity grant, about one in five of the women qualified for maternity allowances and 593,000 received an attendance allowance. The cost of maternity benefits for the financial year 1952-53 was £8,700,000. Details are also given in the Report of the numbers of awards of widows' pensions and guardians' allowances during 1952 and 1953 and of the numbers of persons drawing these benefits at the end of those years.

During 1953, nearly 370,000 new retirement pensions came into operation, with increases for dependants where appropriate. Of these pensions, over 90,000 were awarded to the wives of retirement pensioners claiming on their husbands' insurance. The total number of retirement pensioners was about 4½ millions at the end of the year, and, in addition, about 35,000 persons were receiving old age pensions, at 10s. a week, in continuation of rights earned under the Contributory Pensions Acts. The Report contains also information about the numbers of persons who earned increased pensions by deferring retirement and about age at retirement. At 31st December, 1953, there were about half a million men and women who had reached the minimum pensionable age in the previous five years but had not retired and could, therefore, earn increments to the pensions payable on their eventual retirement. In the course of the year it became possible for the first time for persons reaching the age of 70 (65 in the case of women) to have earned the full ten increments giving the maximum rate of pension, which then was 44s. 6d. a week for a single person and 76s. for a married couple. The maximum rates will rise by 1956 to 47s. 6d. and 79s. respectively for pensioners whose ten increments have all been earned at the higher rates introduced by the National Insurance Act, 1951. Of those men and women awarded a pension in the three months ended 30th September, 1953, 7.8 per cent. received ten increments. The average number of increments earned by those who stayed at work to earn them was six, both for men and for insured women. A Table in the Report gives the ages at which men have been retiring since June, 1949, and shows that, of the pensions awarded to men during

the quarter ended September, 1953, 41 per cent. went to men who had retired at or by the age of 65, and that 19 per cent. of the men were still working at the age of 69½. Expenditure on retirement pensions during the financial year 1952-53 was about £316 millions out of a total expenditure of £461 millions on all national insurance benefits. The Report shows also that, of the households receiving retirement pensions in December, 1953, 26.2 per cent. were receiving weekly grants of national assistance in supplementation of the pensions. Reference is made in the Report to the setting up of a committee in July, 1953, to review the economic and financial problems involved in providing for old age (see the issues of this GAZETTE for July, 1953, page 233, and August, 1953, page 270).

National Insurance, Industrial Injuries Scheme

The number of claims for injury benefit is shown by figures given in the Report to vary little from year to year. In 1953 the total number of claims was 783,000, of which the great majority again came from the heavy industries, coal mining accounting for well over one-third. About 5 per cent. of insured men and 1 per cent. of insured women received injury benefit in the course of the year, for average periods of about four weeks for men and five weeks for women. Of all successful claims to benefit, 40 per cent. did not exceed two weeks in duration. Expenditure on industrial injury benefit in the year ended 31st March, 1953, amounted to over £10 millions.

The Report says that the number of new claims for disablement benefit has increased in each year since the beginning of the Industrial Injuries scheme and is estimated to have reached 117,000 in 1953, compared with 96,000 in 1952. The increase from 1952 to 1953 is the largest so far in one year, but even at the 1953 level the number of claims for disablement benefit was only 15 per cent. of the number of injury benefit claims. Of 95,000 disablement pensions in payment at the end of 1952, three-quarters were for disablement caused by accidents and one-quarter for prescribed diseases; of those in payment for diseases, nearly three-quarters were for pneumoconiosis. About 38 per cent. of the disablement pensions were being paid to colliery workers and only about 9 per cent. to women, who are normally employed in the lighter industries. Nearly two-thirds of the pensions were for disablement of 20 or 30 per cent. and less than 4 per cent. were for 100 per cent. disablement. Disablement benefit and its supplementary allowances cost nearly £10 million in the financial year 1952-53.

Other Contents

Other information given in the Report and its detailed statistical appendices relates to finance, contributions and classification of contributors, legal proceedings in the case of contribution offences and benefit offences, and the systems of adjudication of claims and questions arising on family allowances, war pensions, and benefits under the National Insurance and Industrial Injuries Acts. A chapter in the Report describes services for war pensioners overseas and the reciprocal arrangements in operation with other countries for payment of national insurance and other benefits. The receipts and payments of the National Insurance and Industrial Injuries Funds in 1952-53 are set out in full with comparative figures for the four preceding years and a statement of the balances of the two Funds and of the National Insurance (Reserve) Fund. The Accounts of the National Insurance Fund and the Industrial Injuries Fund for 1952-53 and the Fourth Interim Report of the Government Actuary on the operation of the National Insurance Acts, giving detailed information for the year 1952-53, have already been published (see the issue of this GAZETTE for April, pages 122 and 123). The Report reproduces an extract from the Government Actuary's Report, referred to above, giving figures of numbers of contributors in the three classes in 1952. The Fourth Interim Report of the Government Actuary on the operation of the National Insurance (Industrial Injuries) Act, 1946, covering the financial year 1952-53, has also recently been published (see below). The chapter dealing with overseas arrangements gives brief details of agreements which were negotiated or came into operation during 1953 with Italy, Australia, Switzerland, Luxembourg, and Denmark. The Report says that the schemes for national insurance, industrial injuries insurance, and family allowances already operate as a unified system in Great Britain, Northern Ireland, and the Isle of Man, and agreements have been brought into operation with Australia, the Republic of Ireland, France and Italy, and New Zealand and Guernsey (family allowances only). Negotiations were continuing at the end of the year with a number of countries, including Jersey, the Netherlands, Belgium, the Federal Republic of Germany, and Austria (see also below with regard to Jersey).

Fourth Interim Report by Government Actuary on National Insurance (Industrial Injuries) Act, 1946

The Fourth Interim Report by the Government Actuary on the operation of the National Insurance (Industrial Injuries) Act, 1946, for the year ended 31st March, 1953, has been presented to Parliament and published by H.M. Stationery Office as House of Commons Paper No. 192 (Session 1953-54), price 4d. net (5½d. post free).

The introduction to the Report refers to the enactment during the year of the Family Allowances and National Insurance Act, 1952 (see the issue of this GAZETTE for July, 1952, page 239). The Act made a number of increases in rates of industrial injury benefit, the most important of which are set out by the Government Actuary in his Report, and also increased by 1d. a week the rates of industrial injuries contributions in respect of men and boys. The Government Actuary states also in the introduction that the

preparation of the present Report has been expedited in order to give priority to the work involved in the first quinquennial review of the Industrial Injuries scheme as at 31st March, 1954. The Report, therefore, is limited to a brief examination of the position revealed by the latest published Accounts in the light of such additional statistical material as has become available since the Third Interim Report (see the issue of this GAZETTE for January, page 9).

The Report contains a summarised statement of the income and expenditure of the Industrial Injuries Fund for the financial year 1952-53, based on the Accounts which have been published (see the issue of this GAZETTE for April, page 122). The Government Actuary quotes also the comparable figures for the previous year, 1951-52. Expenditure on benefit in 1952-53 was £5 millions more than in 1951-52, the increase being due partly to the operation during the greater part of the year of the higher rates of benefit referred to above, and partly to the annual growth in the cost of disablement benefit and death benefit. A substantial sum was also disbursed under the provisions of the Pneumoconiosis and Byssinosis Benefit Scheme, 1952. In 1952-53 there was an increase amounting to nearly £1½ millions in income from contributions, including the Exchequer supplement, due mainly to the higher contribution rates for men and boys which became payable during the second half of the year. The Fund showed a net increase of £15.5 millions during the year under review.

Other sections of the Report deal respectively with the numbers insured under the Industrial Injuries Act, injury benefit, disablement benefit, and death benefit. In 1952 the average number of persons insured under the Act remained at 20½ millions, of whom one-third were women. Statistics of the total number of awards of injury benefit in 1952, the Report says, are not yet available, but the provisional estimate of 760,000 for 1951, given in the Third Interim Report, has subsequently been revised to 741,000, both figures including about 25,000 cases in which payment of benefit was revived because of recurrence of incapacity within the injury benefit period. The Report makes some comparisons between the revised figures now available for 1951 and the figures for 1950. The total of awards for 1951 was about four per cent. less than the total of 773,000 for 1950, and on analysis the slight decline in numbers in 1951 was found to be fairly evenly distributed among claimants of all ages. Disablement pensions in payment at 31st December, 1951, as recorded in the Government Actuary's previous Report, were just under 80,000, of which 13,900 were payable in respect of pneumoconiosis; statistics supplied by the Ministry of Pensions and National Insurance indicate that by 31st December, 1952, these numbers had increased to 94,600 and 17,200 respectively. The number of pensions for pneumoconiosis awarded during the year was 3,800 and about 500 were terminated by the death of the pensioner and a very small number ceased for other reasons. The Report examines the statistics of pensions other than for pneumoconiosis. Awards numbered 49,000 during 1952, but there were nearly 38,000 cessations. The rate of cessation, i.e., the ratio of the number of cessations to the average number in payment, was between 50 and 60 per cent. in each of the years 1949 to 1952. The number of pensions confirmed for life has been rising, the Report says, steadily but slowly, and at the end of 1952 represented only 35 per cent. of the total in payment at that date. During 1952 awards of gratuities numbered 28,500 paid in termination of pension and 38,800 other gratuity awards, and the Government Actuary estimates that about one-third of the disablement benefit expenditure of £9½ millions was accounted for by these lump sum payments. The number of deaths in 1952 in respect of which industrial death benefit was payable was 2,059, compared with 2,128 in 1951 and 2,125 in 1950, and pensions and allowances in payment at the end of 1952 were about 8,000 and 7,400 respectively.

Industrial Injury Insurance of Seamen on Foreign Ships

On 14th June the Industrial Injuries Joint Authority and the Minister of Pensions and National Insurance made the National Insurance (Industrial Injuries) Mariners (Insurability) Regulations, 1954. These Regulations come into operation on 9th August. They extend insurance under the National Insurance (Industrial Injuries) Act, 1946, to certain seamen and other persons, described in the First Schedule to the Regulations, employed on board foreign ships, and specify the condition to be satisfied by British radio officers for their employment to be included as insurable employment under the Act during periods when they are not serving on board a ship. The Regulations also revoke and re-enact those provisions of the National Insurance (Industrial Injuries) (Insurable and Excepted Employments) Regulations, 1948, as amended, which relate to the insurability under the National Insurance (Industrial Injuries) Act, 1946, of share fishermen and uncertificated pilots.

Copies of the Regulations (*S.I.* 1954 No. 782) can be purchased from H.M. Stationery Office, price 3d. net (4½d. post free).

Reciprocal Agreements with Jersey on Social Insurance and Family Allowances

On 24th June Her Majesty in Council made the National Insurance and Industrial Injuries (Jersey) Order, 1954. This Order comes into operation on 2nd August and gives effect in Great Britain to the Agreement on Social Insurance (reproduced in the Schedule to the Order) made between the Minister of Pensions and National Insurance and the States of Jersey Insular Insurance Committee. The Order modifies the National Insurance Acts, 1946 to 1953, and the National Insurance (Industrial Injuries) Acts, 1946 to 1953, in their application to persons affected by the Agreement. Under

the Agreement, persons will be liable to pay contributions under one scheme only, normally that of the country in which they are living. The Agreement also enables contributions paid in one country to be taken into account if a claim for benefit is made in the other country. It does not cover unemployment benefit, maternity benefit, or death grant, which are not provided under the social insurance scheme in Jersey.

A corresponding agreement relating to family allowances has been brought into operation by the Family Allowances (Jersey Reciprocal Arrangements) Regulations, 1954, which was made on 23rd June by the Minister of Pensions and National Insurance, in conjunction with the Treasury. These Regulations came into

operation on 6th July, giving effect in Great Britain to the Reciprocal Arrangements (reproduced in the Schedule to the Regulations) relating to family allowances made between the Minister of Pensions and National Insurance and the States of Jersey Insular Insurance Committee. They modify the Family Allowances Acts, 1945 and 1952, in their application to persons affected by the Arrangements. The Arrangements enable families who go from Great Britain to Jersey or from Jersey to Great Britain to continue to receive family allowances without interruption.

Copies of the Order (S.I. 1954 No. 836) and the Regulations (S.I. 1954 No. 863) can be purchased from H.M. Stationery Office, price 6d. and 3d. net each (7½d. and 4½d. post free).

EDUCATION IN 1953

The Report of the Ministry of Education for the year 1953 has recently been published by H.M. Stationery Office as a Command Paper (Cmd. 9155), price 6s. net (6s. 3d. post free). The Report states that the most urgent tasks of the Ministry during the year were the provision of school places and teachers for an increasing number of children, and the development of technical and technological education.

In January, 1953, the number of pupils on the registers of maintained and assisted primary and secondary schools (other than special schools but including nursery schools) in England and Wales was 6,228,660, an increase of just over 236,000 compared with a year earlier. This increase was the largest addition to their total roll that the schools will have to absorb within a single year as a result of the high birth-rate after the war. It was, however, slightly smaller than had been expected, mainly because the number of pupils under five years of age dropped by 24,967 to 172,150, including 22,116 in nursery schools. The decrease in the number of pupils under five reflected both the sharp fall in the birth-rate in 1948 and the continuing pressure on primary schools which compelled many more of them to postpone the admission of children under five until the beginning of the term in which they reached their fifth birthday.

The number of new primary and secondary schools completed and brought into use during 1953 was 542; in addition, 919 were under construction at the end of the year. During the year ended 1st October, 1953, new places brought into use in maintained and assisted primary and secondary schools numbered 257,480, an increase of 69,865 places compared with 1952. The bulk of the resources available for new building continued to be concentrated on the immediate needs of the increasing child population and of new towns and housing estates. The Report notes that local education authorities were making preparations to provide more secondary school places for the estimated increase of 700,000 in the numbers of senior pupils during the seven years ending January, 1961, when the large increase in the school population will pass from the primary to the secondary schools. The annual programme of new schools to be started in 1953-54 included for the first time more secondary than primary school places.

The estimated number of full-time teachers employed in maintained and assisted primary and secondary schools (other than special schools) in January, 1954, was 233,000, including 88,000 men and 145,000 women. The corresponding figures for January, 1953, were 227,600, 86,200, and 141,400. Since 1950, the Report states, the average yearly increase of about 6,000 has been unexpectedly large, mainly because many women remained in the profession after marriage and many others returned to teaching after a break in service. Married women accounted for about one-third of the women teachers in schools in March, 1952, compared with about one-tenth 20 years ago. A gradual trend towards slightly later retirement has also helped to maintain the supply of teachers. Except for teachers of mathematics and science, recruitment to training colleges and university departments of education was well maintained during the year. The scheme for prescribing a maximum establishment of women teachers for each local education authority was continued in 1953, and as a result of the improvement in the distribution of women teachers the number of education authorities unable to fill their establish-

ments fell from 79 to 68, of which only 19 were more than 5 per cent. below their maximum. Despite the improvement in the supply of teachers during the last few years, the great rise in the school population has led to an increase in the number of very large classes in primary schools. The number of primary school classes with more than 40 pupils increased from 35,163 in January, 1952, to 40,046 in January, 1953; the average number of pupils to each full-time teacher rose during the same period from 30·8 to 31·6. An improvement in the position in secondary schools was shown by a slight decline from 20·8 to 20·6 in the number of pupils to each full-time teacher and a decline from 34,016 to 32,933 in the number of classes with more than 30 children. In January, 1953, 48·1 per cent. of pupils in maintained primary and secondary schools were being taught in classes with more pupils than the prescribed maxima of 40 (for primary schools) and 30 (for secondary schools). During 1953, the National Advisory Council on the Training and Supply of Teachers continued to study problems of the supply and employment of teachers. Reference is made to the Council's report, published in December, on the supply of graduate teachers of mathematics and science. The Council estimated that an average of 1,020 teachers of these subjects would be required annually during the period 1955-60, compared with a current supply of about 570, and described the shortage of graduate teachers of mathematics and science as a national problem.

In order to improve facilities for higher technological education, the Minister had announced in July, 1952, the decision to offer a special grant at the rate of 75 per cent. to local education authorities for approved courses. By the end of 1953 applications in respect of more than 1,000 courses and associated research work had been submitted. Applications approved during the year covered 382 courses at 20 technical colleges in England and 25 courses at two colleges in Wales. The approved courses, a substantial number of which led to external degrees of the University of London, were in civil, mechanical and electrical engineering, chemistry, metallurgy, physics, electronics, building and textiles. The Report says there was a good response from local education authorities and other bodies concerned when the Minister drew attention in August to the need for more short courses to help scientists and technologists in industry to keep up-to-date in new developments and techniques. The National Advisory Council on Education for Industry and Commerce devoted much time during the year to preparing new proposals for an award-making body. Among other activities, the Council made an investigation to ascertain the views of selected industries on the types of technological education which should be carried on in major technical colleges, with special reference to the need for a "sandwich" course, in which college studies are closely integrated with works experience. Details are given in the Report of the work of the national colleges, including the National College of Rubber Technology and the National Foundry College which moved into new premises. Major building projects to the value of £4,476,000 were completed during the year at establishments of further education, bringing the total since the end of the war to £10,336,000.

The number of full-time students taking further education courses continued to rise, totalling 56,481 in the 1952-53 session, compared with 54,017 in the previous year. The number of part-time day students also increased, and in particular there was an increase from 290,175 to 309,255 in the numbers released by employers for study during working hours. The largest number (115,138) of students released by their employers for part-time day courses were employed in the engineering, shipbuilding and electrical goods industry group; there were also substantial numbers of students from several other industries, including building and mining. A decrease in the total number of evening students was due mainly to a fall in numbers of enrolments for recreational subjects following an increase in fees, but enrolments for vocational subjects continued to increase despite the raising of fees. The number of entrants for ordinary national certificates at the final examinations (part-time courses) in 1953 was 22,243, of whom 11,785 were successful. Entrants for the higher national certificate numbered 9,330, of whom 6,659 were successful. The scheme for management studies continued to develop and 71 establishments were approved for the award of intermediate certificates and 36 of them for the award of diplomas in management studies. A total of 444 intermediate certificates and 95 diplomas were awarded.

Other matters dealt with in the Report include the school health service and other special services; the training and supply of teachers; the educational building programme; university awards; education in Wales and Monmouthshire; information and external relations; the work of the Victoria and Albert and the Science Museums; and legal matters affecting the Ministry. Appendices to the Report contain statistics of public education for the year 1952-53 in England and Wales and other relevant information.

INTERNATIONAL LABOUR ORGANISATION

37th Session of International Labour Conference

The 37th Session of the International Labour Conference was held in Geneva from 2nd to 24th June. An article on the work of the Session appears on pages 223 to 225 of this GAZETTE.

125th Session of Governing Body

The 125th Session of the Governing Body of the International Labour Office was held in Geneva on 28th and 29th May, 1954, under the Chairmanship of Mr. A. M. Malik, Government representative, Pakistan. The United Kingdom Government representative at the Session was Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Deputy Secretary, Ministry of Labour and National Service. Also from the United Kingdom were Sir Richard Snedden, C.B.E., Chairman of the International Standing Committee and Member of the General Purposes Committee and Council of the British Employers' Confederation, and Mr. Alfred Roberts, C.B.E., Member of the General Council of the Trades Union Congress and General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives.

The following paragraphs contain notes on some of the more important subjects discussed by the Governing Body.

M. Léon Jouhaux

The Governing Body paid tribute to the memory of M. Léon Jouhaux, vice-chairman of the Governing Body and President of the French General Confederation of Labour (Force Ouvrière), who died suddenly in Paris on 28th April, 1954.

Composition of the Governing Body

In anticipation of the triennial Governing Body elections due to be held at the 37th Session of the International Labour Conference in June, the Governing Body reviewed the list of States Members of chief industrial importance. The Governments of these States are automatically represented on the Governing Body. In connection with the review, the Governing Body noted that an amendment to the Constitution of the International Labour Organisation adopted at the 36th Session of the International Labour Conference in 1953 which, *inter alia*, increased the number of States Members of chief industrial importance from eight to ten, had entered into force. On the basis of a report by its Officers the Governing Body decided that the ten States of chief industrial importance were Canada, China, France, Federal Republic of Germany, India, Italy, Japan, Union of Soviet Socialist Republics, the United Kingdom, and the United States of America. (Under the constitutional amendment adopted by the International Labour Conference in 1953 the Governing Body, in addition to the ten States Members of chief industrial importance, is composed of ten Government, ten employers' and ten workers' representatives all holding elective seats).

Agenda of the 39th (1956) Session of the International Labour Conference

Following the usual practice, the Governing Body gave preliminary consideration to the question of the agenda for the 39th (1956) Session of the International Labour Conference. A final decision on the agenda will be taken by the Governing Body at its autumn session. There are three standing items on the agenda of Sessions of the International Labour Conference. These items are: the Report of the Director-General; Financial and Budgetary Questions; and Information and Reports on the Application of Conventions and Recommendations. The Governing Body noted that, in addition, two items are likely to be carried over for second discussion from the 38th (1955) Session of the Conference. These are Vocational Training in Agriculture, and Welfare Facilities for Workers. With regard to possible new items for the agenda, one subject considered was Discrimination in the Field of Employment and Occupation. Following requests made by the United Nations Sub-Commission on Prevention of Discrimination and the Protection of Minorities and, more recently, by the United Nations Human Rights Commission, the Governing Body requested the Director-General to prepare a study on this question on the basis of a draft outline submitted by the Director-General. It was decided that this would, if available for the autumn session, be treated as a law and practice report for the purpose of a decision on whether the subject should be placed on the Conference agenda. It was also decided that law and practice reports should be prepared on the following subjects: Weekly Rest in Commerce and Offices; Living and Working Conditions of Aboriginal Populations in Independent Countries; and Forced Labour. In regard to the latter subject the Governing Body requested the Director-General to submit to it, at its autumn session, proposals for the convocation of a meeting or meetings to give preliminary consideration to the formulation of international standards on questions within the competence of the International Labour Organisation which were raised in the report of the *ad hoc* Committee on Forced Labour. (For earlier references to this Committee, which was set up jointly by the International Labour Organisation and the United Nations, see the issues of this GAZETTE for January, page 10, and July, 1953, page 237.) Finally, the Governing Body decided that a report should be submitted to the autumn session on problems concerning work on plantations which might be considered by the Conference.

AUTOMATIC SUPERVISION

Of Electric Clocks*

The following is an extract from "Practical Electrical Engineering," published by George Newnes Ltd:—

" As the chief function of electric clock installations is to give uniform time always, it is essential to have some means of supervision, and in the International System this is secured automatically. Previous to the introduction of this automatic supervising principle there was no means by which each secondary could compare itself with the master clock and there was no automatic method of correction."

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Freedom of Association

The Governing Body had before it a report from its Committee on Freedom of Association dealing with cases of alleged infringement of trade union rights. The Committee had ten cases under consideration. The Committee decided to defer its examination of five of these cases pending the receipt of observations from the Governments concerned. In one case which had been submitted to the Committee for an opinion prior to its communication to the Government concerned the Committee considered that no action was required. It therefore recommended that the case should be dismissed without being communicated to the Government. In the remaining four cases the Committee recommended that the complaints should be dismissed as not calling for further examination. The Governing Body adopted the Committee's report.

Full Employment

The Governing Body decided upon a number of points to be included in the statement to be made by the representative of the International Labour Organisation during the annual discussion on full employment in the Economic and Social Council of the United Nations. These dealt with the need for adequate programmes and machinery to be ready for dealing with a depression in advance of its onset; fiscal measures to maintain demand at a high level; the special importance to other countries of maintaining demand at high level in large importing countries; action by private industry and financial institutions to maintain a stable level of investment; the need for sound and comprehensive unemployment insurance schemes; action to keep frictional unemployment to a minimum; action against under-employment and structural employment due to lack of capital in under-developed countries by such means as developing alternative sources of employment, the use of surplus labour for capital formation, and encouragement of the flow of capital from abroad; and measures such as seasonal migration, the introduction of new crops and the development of handicrafts and small-scale industries to combat seasonal unemployment.

Human Rights

The Governing Body noted with satisfaction that the Human Rights Commission of the United Nations had to a large extent taken into account views previously expressed by the Governing Body on the implementation of the proposed Covenant on economic, social and cultural rights. It expressed the hope that the Economic and Social Council and the General Assembly of the United Nations would approve the relevant provisions in the draft Covenant. In connection with the draft Covenant on civil and political rights the Governing Body noted, with regard to the Human Rights Committee which would be set up under the

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Covenant, that an article limiting the competence of the Committee so as to protect the competence of other international organisations had been deleted. The Governing Body recalled that it had at its 122nd Session stressed the importance of including in the Covenant a clause designed to prevent duplication between the Human Rights Committee and the International Labour Organisation and to protect the competence of the International Labour Organisation in regard to matters on which the Organisation had established a special procedure. The Governing Body authorised the Director-General to raise this question with the Economic and Social Council and if necessary with the General Assembly. Finally the Governing Body noted that the draft Covenant on civil and political rights provided for a system of reports. The Governing Body considered that, with a view to avoiding duplication, the clauses concerning reports should be similar to the comparable clauses in the draft Covenant on Economic, Social and Cultural Rights. It therefore authorised the Director-General to bring its views on this matter to the attention of the Economic and Social Council, and, if necessary, the General Assembly.

Protection of Dockers Against Accidents

The Governing Body had before it the report of a Committee of Experts which had been set up to examine certain proposals which had been made for the revision of the Convention concerning the protection of dockers against accidents (No. 32 of 1932). The Committee had also considered the effects on the practical application of the Convention of developments since 1932 in methods of loading and unloading ships. The Committee came to the conclusions that developments in the loading and unloading of ships had not made the Convention obsolete in any important particular; that its scope did not need expanding by the insertion of any new provisions; and that it did not require revision at the present time. The Governing Body took note of these conclusions. It also authorised the Director-General to submit to it, at its autumn session, proposals for giving effect to recommendations made by the Committee of Experts concerning the preparation of a Code of Practice to supplement the Convention and the convocation of a small group of experts to consider the question of uniform technical data to be given on standard forms of certificates of tests and examinations of gear.

Short Sea Trades in West and North-West Europe

The Governing Body considered the report of a tripartite sub-committee of the Joint Maritime Commission which had examined the need for a regional conference on hours of work and manning in the short sea trades of West and North-West Europe. The Sub-Committee had reached the conclusion that the problem with which it was concerned was of general application and not confined to the North-West European Trades. It therefore recommended the Governing Body (1) to enter into immediate consultation with Governments and the two groups of the International Labour Organisation's Joint Maritime Commission about the desirability of revising the Convention (No. 93) concerning Wages, Hours of Work and Manning (1949) with particular reference to the conditions of seafarers in ships of smaller tonnages; (2) to convene the Joint Maritime Commission in 1955, placing upon its agenda the question of the desirability of holding a maritime session of the International Labour Conference; (3) to convene a tripartite sub-committee of the Joint Maritime Commission to consider the revision of Convention No. 93; and (4) in order to facilitate consideration of the question of revising the Convention, to have prepared a more detailed and up-to-date report on conditions of seafarers in the smaller ships concerned. The Governing Body authorised the Director-General to give immediate effect to conclusions (1) and (4). Consideration of the other two conclusions was postponed until the session of the Governing Body to be held in the autumn.

Attendance of Observers at International Labour Conference

At its 124th Session in March, 1954, the Governing Body decided that, on the recommendation of the responsible State Member, non-metropolitan territories might, in cases where the State Member concerned considered it appropriate, be invited to participate, by means of a tripartite observer delegation, in sessions of the International Labour Conference (see the issue of this GAZETTE for May, page 155). In pursuance of that decision the Governing Body had before it a request from the United Kingdom Government for invitations to be extended to the Gold Coast to

send a tripartite observer delegation to the 37th Session of the Conference (June, 1954) and to Nigeria to send a similar delegation to the 38th Session of the Conference (1955). In making this request, the Government added that it was hoped to submit similar proposals in respect of other territories at a later stage. The Governing Body agreed to extend the invitations requested.

Other Matters

Other matters dealt with by the Governing Body included the provision of information by Governments in regard to the conclusions adopted by Industrial Committees; a number of financial and administrative questions; appointments to committees; and the reports of various committees.

Third Session of Advisory Committee on Salaried Employees and Professional Workers

The Third Session of the International Labour Organisation Advisory Committee on Salaried Employees and Professional Workers was held in Geneva from 10th to 21st May, 1954 (see the issue of this GAZETTE for May, page 156). Twenty countries were represented at the session. In accordance with the normal practice of the International Labour Organisation, national delegations representative of Governments and of employers and employees attended. In addition, two countries were represented by observers. Also in attendance at the session were representatives of the United Nations Economic, Social and Cultural Organisation, the World Health Organisation, the Office of the High Commissioner for Refugees, the International Bureau of Education, and the Office of the International Union for the Protection of Literary and Artistic Works. Forty-three observers from international non-Governmental organisations were also present.

The agenda comprised:—(1) General report dealing particularly with: (a) action taken in the various countries in the light of conclusions of the previous sessions; (b) steps taken by the International Labour Office to follow up the studies and enquiries proposed by the Committee; and (c) recent events and developments affecting salaried employees and professional workers. (2) Unemployment among salaried employees and salaried professional workers. (3) Conditions of employment of teaching staff.

The Committee set up two Sub-Committees, one on Unemployment and one on Teaching Staff, and a Working Party on the Effect given to the Conclusions of Previous Sessions. The Sub-Committee dealing with unemployment set down its conclusions in the form of a resolution which suggested a number of measures which might be useful in helping to eliminate some of the causes of unemployment among salaried employees and salaried professional workers. The methods by which the measures should be applied were left to the individual practices of the different countries.

The Sub-Committee on Conditions of Employment of Teaching Staff adopted two resolutions. One concerned the action which the International Labour Organisation should be requested to take in respect of teachers' problems and the other, after setting down a number of propositions under the heading "General Rights of Teachers", covered proposed minimum standards of social security and conditions of employment, and such matters as premises, equipment and medical examinations.

The Working Party on the Effect given to the Conclusions adopted at Previous Sessions reviewed the conclusions previously reached by the Committee. They selected a number of these conclusions on which it was suggested Governments should be asked to supply further information.

The reports and conclusions of the Sub-Committees were unanimously adopted by the Committee in plenary session. The Committee also adopted resolutions concerning further action to be taken by the International Labour Office with regard to performers' rights, productivity in economically less developed countries, weekly rest periods in shops and offices, labour inspection, and unemployment among performers. The Committee recommended that a review should be undertaken of the composition of the Committee and of its terms of reference. Suggestions were also put forward for the agenda of the Fourth Session of the Committee and for studies which it was felt the International Labour Office might be requested to undertake.

In accordance with the usual practice, the conclusions of the Committee will be considered by the Governing Body of the International Labour Office.

LABOUR OVERSEAS

Free Labour Market Established in Scandinavia

An agreement signed in Copenhagen on 22nd May, 1954, by the four principal Scandinavian States, Sweden, Norway, Denmark and Finland, abolishes the need for labour permits for citizens of any one of the four signatory countries, and provides, in effect, for the completely free movement of labour between the countries concerned. The agreement, it was provided, was to take effect as soon as all four signatories had deposited their instruments of ratification, but not earlier than 1st July, 1954. The agreement is terminable at six months' notice, from 1st January or 1st July in any year, or with immediate effect in relation to one or several other Scandinavian States if war, the danger of war, or special national or international circumstances so dictate.

In addition to the abolition of labour permits, which does not,

however, absolve nationals of the signatory countries from the obligation to register with the police, measures are provided for linking the official employment exchange machinery in the four States through the exchange of statistics and other essential information, and the preparation of schemes to co-ordinate economic policy designed to maintain full employment. In order to meet the risk of wages in a particular trade or occupation in any of the signatory States being undercut through the employment of nationals from other signatory States on less favourable terms than those granted to native citizens, a clause has been introduced whereby, following inter-State discussions, a special permit may be demanded by the Government of the employing State in respect of employment at lower rates of other Scandinavian nationals within the trade or occupation concerned.

A standing joint committee composed of two representatives from each of the signatory States will be set up to facilitate the operation of the agreement, and to act as a forum for joint

discussion. This body will survey labour market conditions and the movement of man-power between the four countries; seek to establish the principles on which the employment exchange systems within the signatory States can best co-operate; discuss and recommend measures of common interest; prepare rules governing the exchange of information; and make suggestions concerning the mutual adjustment of labour market statistics.

A Protocol to the agreement provides, *inter alia*, that exemption from labour permits applies to employees only and not to self-employed persons; and that the agreement does not preclude the existence of regulations concerning the employment of foreigners where professional qualifications are concerned, or of regulations concerning employment where national security is involved. Each State may, moreover, reserve for its own nationals work specially organised for the purpose of maintaining full employment. The agreement does not cover Greenland and the Faroe Islands. The Icelandic Government is given the opportunity of acceding to the agreement by an exchange of notes.

The signing of this agreement marks the culmination of efforts to co-ordinate the Scandinavian labour market, beginning in 1938, when a committee to examine the problems involved was set up by the Governments of Sweden, Norway, Denmark and Finland. A scheme drafted by this committee could not be put into operation owing to the war, and, after the war, Finland and Norway were unable, owing to their domestic labour situation, to participate in a formal convention drawn up in 1946 and subsequently ratified only by Sweden and Denmark. Before the present agreement was signed Denmark, Norway and Finland required workers from other parts of Scandinavia to obtain both labour and residence permits, but the only control imposed by Sweden was an obligation to obtain a residence permit for visits exceeding three months.

All four countries have subsequently deposited their instruments of ratification and the agreement took effect from 2nd July, 1954.

Work Injuries in the United States in 1953

Preliminary estimates of work injuries in the United States during 1953 are given in an article published by the Bureau of Labor Statistics of the United States Department of Labor in the April issue of the *Monthly Labor Review*. The estimates relate to "disabling work injuries", the definition of which includes, in addition to injuries resulting in death or any degree of permanent disablement, injuries resulting in temporary incapacity for work lasting for at least the length of one working day after the day of injury. Work injuries to employees, self-employed persons, and unpaid family workers in agriculture and all other industries, except domestic service, are included. The term "injury" includes occupational disease.

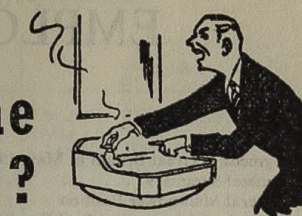
According to the preliminary estimate made by the Bureau, the total number of disabling work injuries during 1953 was about 2,034,000, compared with the final estimate of 2,040,000 for 1952. As there was a somewhat higher level of employment during most of 1953 than in 1952, the fact that the total number of injuries did not rise is regarded as a favourable indication of achievement in efforts to bring about greater safety in employment.

The total for 1953 included about 15,000 deaths and 84,000 injuries resulting in a permanent disability. The number of persons permanently disabled included about 1,500 who were completely incapacitated for any further gainful employment. In the remaining 1,935,000 cases the injured workers recovered without any permanent ill effects.

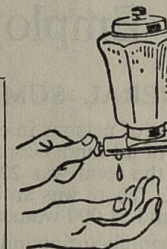
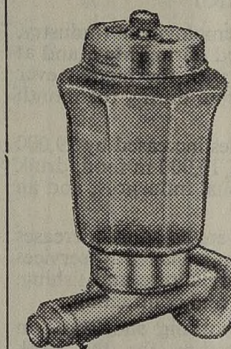
Disabling work injuries are estimated to have caused the loss in 1953 of approximately 41 million man-days, or the equivalent of a loss from the labour force of 137,000 full-time workers for the entire year. Making allowance for loss of future production resulting from the deaths and permanent physical disablements, the total economic time loss amounted to about 206 million man-days, or one year's full-time employment for about 687,000 workers.

In the mining group of industries, the only industry group showing substantial improvement in its safety record, the total of 61,000 work injuries represented a decrease compared with 1952 of 19 per cent., which was considerably greater than the five per cent. drop in average employment in mining. In coal mining, there were fewer deaths than in any previous year and a reduction of 26 per cent. compared with 1952 in the total of disabling work injuries; the reduction in the number of injuries was much larger than the decrease in employment and total man-hours of work and the injury rate for the coal mining industry declined by about 14 per cent. There was an improvement in the safety record of the public utilities group of industries, reductions being shown in the numbers of injuries in the telephone communication and the gas and electric utilities industries despite an increase in employment. In construction, transportation and trade, numbers of injuries increased slightly; the increase in the figure for trade was, however, smaller than the rise in employment, indicating a net improvement in safety. Within the transportation group, an improved safety record on the railways, which had about four per cent. fewer work injuries in 1953 than in 1952, was more than offset by the larger volume of injuries which accompanied increased activity in trucking and warehousing and in air transport. The increase in numbers of injuries in the construction industry amounted to about two per cent. despite a slight drop in employment. In manufacturing industries, the preliminary estimate of 480,000 work injuries was the same as the final figure for 1952, although the average level of employment rose during the year. The injury-frequency rate in manufacturing decreased by four per cent. There was no change in the estimated numbers of injuries in agriculture and in the finance, service, government and miscellaneous group of industries.

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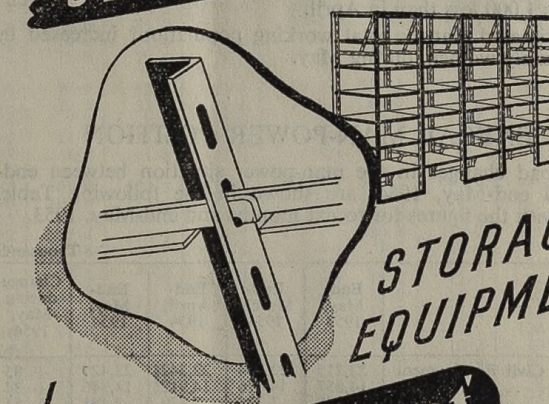
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Numbers Employed in Great Britain: Industrial Analysis—continued

Industry	Males				Females				Total			
	End-May, 1953	End-Mar., 1954	End-April, 1954	End-May, 1954	End-May, 1953	End-Mar., 1954	End-April, 1954	End-May, 1954	End-May, 1953	End-Mar., 1954	End-April, 1954	End-May, 1954
	Manufactures of Wood and Cork	232.2	235.3	235.4	234.7	58.6	61.2	61.0	61.2	290.8	296.5	296.4
Timber (Sawmilling, etc.)	84.3	84.2	84.3	84.0	12.2	12.5	12.4	12.4	96.5	96.7	96.7	96.4
Furniture and Upholstery	96.1	99.3	99.0	98.8	32.3	33.8	33.7	33.8	128.4	133.1	132.7	132.6
Shop and Office Fitting	15.5	15.1	15.3	15.5	2.5	2.5	2.5	2.5	18.0	17.6	17.8	18.0
Wooden Containers and Baskets	21.2	21.3	21.4	21.3	6.6	6.8	6.8	6.8	27.8	28.1	28.2	28.1
Miscellaneous Wood and Cork Manufactures	15.1	15.4	15.4	15.1	5.0	5.6	5.6	5.7	20.1	21.0	21.0	20.8
Paper and Printing	322.7	333.0	333.6	335.3	182.8	192.5	193.6	194.7	505.5	525.5	527.2	530.0
Paper and Board	60.4	65.0	65.2	65.8	18.6	19.8	20.0	20.1	79.0	84.8	85.2	85.9
Wallpaper	3.8	4.1	4.1	4.1	1.8	2.0	2.0	1.9	5.6	6.1	6.0	6.0
Cardboard Boxes, Cartons, etc.	17.9	19.9	20.0	20.0	27.4	31.2	31.4	31.7	45.3	51.4	51.4	51.7
Other Manufactures of Paper and Board	17.1	17.9	17.9	17.9	25.5	27.4	27.4	27.6	42.6	45.3	45.3	45.5
Printing and Publishing of Newspapers, etc.	85.4	86.2	86.4	87.3	21.4	22.2	22.3	22.5	106.8	108.4	108.7	109.8
Other Printing, Publishing, Bookbinding, etc.	138.1	139.9	140.0	140.2	88.1	89.9	90.6	90.9	226.2	229.8	230.6	231.1
Other Manufacturing Industries	147.4	156.2	156.8	157.2	106.0	119.1	119.5	120.1	253.4	275.3	276.3	277.3
Rubber	69.6	74.8	75.2	75.4	35.9	40.4	40.6	40.7	105.5	115.2	115.8	116.1
Linoleum, Leather Cloth, etc.	11.5	12.9	12.9	12.8	3.2	3.5	3.5	3.4	14.7	16.4	16.4	16.2
Brushes and Brooms	8.5	8.8	8.8	8.8	7.5	8.4	8.4	8.5	16.0	17.1	17.2	17.3
Toys, Games and Sports Requisites	10.5	11.0	11.1	11.1	17.7	20.2	20.2	20.7	28.2	31.2	31.3	31.8
Miscellaneous Stationers' Goods	4.8	5.0	5.0	4.9	7.1	7.7	7.7	7.7	11.9	12.7	12.7	12.6
Production, etc., of Cinematograph Films	36.0	37.9	38.0	38.2	32.6	37.2	37.3	37.3	68.6	75.1	75.3	75.5
Miscellaneous Manufacturing Industries	5,719.2	5,834.2	5,844.1	5,855.0	2,827.3	2,919.5	2,926.1	2,944.2	8,546.5	8,753.7	8,770.2	8,799.2
Building and Contracting	1,259.1	1,226.5	1,238.7	1,248.8	46.7	46.4	46.4	46.4	1,305.8	1,272.9	1,285.1	1,295.2
Building and Civil Engineering Contracting	1,196.9	1,162.9	1,174.9	1,184.9	38.8	38.8	38.8	38.8	1,235.7	1,201.7	1,213.7	1,223.7
Electric Wiring and Contracting	62.2	63.6	63.8	63.9	7.9	7.6	7.6	7.6	70.1	71.2	71.4	71.5
Gas, Electricity and Water	334.7	338.7	337.7	336.9	37.9	38.3	38.4	38.4	372.6	377.0	376.1	375.1
Gas	132.7	132.8	132.1	131.0	14.0	14.3	14.4	14.4	146.7	147.1	146.5	145.4
Electricity	168.6	172.5	172.2	172.3	22.1	22.2	22.2	22.2	190.7	194.7	194.4	194.5
Water	33.4	33.4	33.4	33.4	1.8	1.8	1.8	1.8	35.2	35.2	35.2	35.2
Transport and Communication	224.2	216.3	216.1	215.9	49.7	50.7	51.0	51.8	273.9	267.0	267.1	267.7
Tramway and Omnibus Service	22.4	19.9	20.5	21.6	2.4	2.1	2.2	2.4	24.8	22.0	22.7	24.0
Other Road Passenger Transport	158.6	153.5	153.1	152.7	14.5	13.5	13.4	13.4	173.1	167.0	166.6	166.1
Goods Transport by Road	1,096.2	1,106.8	1,106.7	1,106.0	1,092.7	1,095.7	1,109.7	1,117.7	2,188.9	2,202.5	2,212.6	2,223.7
Distributive Trades	112.5	116.3	115.1	113.5	31.1	32.1	32.0	31.9	143.6	148.4	147.1	145.4
Coal, Builders' Materials, Grain, Agricultural Supplies (Wholesale or Retail)	68.4	69.8	70.1	70.2	28.3	29.0	29.0	29.3	96.7	98.8	99.1	99.5
Other Industrial Materials and Machinery	119.7	121.0	121.4	122.4	55.7	56.4	56.3	56.3	175.4	177.4	177.9	178.7
Food and Drink (except catering), Retail	299.0	296.4	296.4	296.3	283.9	285.4	289.0	289.0	585.3	580.3	581.8	585.3
Food and Drink (except catering), Wholesale	162.6	163.8	163.8	164.2	100.0	101.8	102.0	103.0	262.6	265.6	265.6	267.2
Non-Food Goods, Wholesale	315.7	319.7	319.7	319.8	557.2	559.7	566.8	574.2	872.9	879.4	887.0	894.0
Non-Food Goods, Retail	18.3	19.8	19.7	19.6	34.1	32.8	34.2	34.0	52.4	52.6	53.9	53.6
Confectionery, Tobacco and Newspapers	58.2	57.6	57.9	57.1	75.8	75.5	74.8	75.1	134.0	133.1	132.7	132.2
Theatres, Cinemas, Music Halls, Concerts, etc.	39.9	35.8	37.0	38.9	42.2	38.9	39.1	39.6	82.1	74.7	76.1	78.5
Sport, Other Recreations and Betting	180.8	172.3	175.0	178.0	494.5	467.2	475.6	486.4	675.3	639.5	650.6	664.4
Catering, Hotels, etc.	31.2	30.6	30.8	30.9	109.2	107.8	108.0	108.2	140.4	138.4	138.8	139.1
Laundries	11.3	11.0	11.1	11.1	32.4	31.8	32.5	33.1	43.7	42.8	43.6	44.2
Dry Cleaning, Job Dyeing, Carpet Beating, etc.												

SHORT-TIME AND OVERTIME IN MANUFACTURING INDUSTRIES

Under the Statistics of Trade Act, 1947, monthly employment returns are collected by the Ministry of Labour and National Service from employers with more than ten workpeople in manufacturing industries, and once a quarter the regular monthly figures for all manufacturing industries, other than shipbuilding and ship-repairing, are supplemented by particulars about short-time and overtime. These additional particulars relate to operatives only (i.e., they exclude administrative, technical and clerical staffs and the overtime figures also exclude maintenance workers). Moreover, no figures are included for firms with only an insignificant proportion of production workers on overtime. Employers are asked to

supply this additional information in respect of the pay weeks to which the quarterly returns relate.

A summary of the information thus obtained in May, 1954, is given in the Table below. The figures of short-time and overtime relate only to those establishments which gave this information on their returns, and for this reason, together with the qualifications referred to above, the figures do not purport to show the total numbers on short-time or overtime in the week in question. The figures in the second column are estimates of the total numbers of operatives at all establishments from which returns were received, including those which reported no short-time or overtime working.

Operatives on Short-time or Overtime in week ended 29th May, 1954 (at establishments which rendered returns)

Industry	Estimated total number of operatives covered by returns	Operatives on Short-time			Operatives (excluding maintenance workers) on Overtime		
		Number	Aggregate number of hours lost owing to short-time	Average number of hours lost	Number	Aggregate number of hours of overtime	Average number of hours of overtime worked
Treatment of Non-Metalliferous Mining Products	252.8	0.3	3.2	11	65.5	559.7	8.1
China and Earthenware (including glazed tiles)	64.5	0.2	1.3	8	7.7	51.0	6.1
Chemicals and Allied Trades	286.7	0.1	0.9	9	70.0	678.7	9.1
Metal Manufacture	419.4	4.8	46.0	9	105.2	926.0	9.1
Iron and Steel Melting, Rolling, etc.	170.0	2.4	24.0	10	31.0	310.5	10.1
Iron and Steel Tubes	95.8	1.8	16.8	9	10.9	251.5	8.1
Non-Ferrous Metals Smelting, Rolling, etc.	30.5	0.3	2.9	11	29.0	223.7	7.1
Engineering and Electrical Goods	74.5	0.9	16.5	17	432.5	3,609.9	8.1
Non-Electrical Engineering	1,126.1	0.6	13.6	22	318.6	2,709.6	8.1
Electrical Machinery, Apparatus, etc.	731.6	0.3	2.9	9	31.0	200.3	8.1
Vehicles	394.5	0.7	6.4	8	231.8	1,825.3	8.1
Manufacture of Motor Vehicles and Cycles	641.0	0.2	1.2	7	63.4	555.3	7.1
Manufacture and Repair of Aircraft	227.0	—	—	—	11.5	58.3	5.1
Parts and Accessories for Motors and Aircraft	146.6	—	—	—	39.5	298.9	7.1
Metal Goods not Elsewhere Specified	111.6	0.2	2.2	9	11	73.5	7.1
Precision Instruments, Jewellery, etc.	327.1	0.3	12.3	11	20.9	130.0	6.1
Textiles	80.6	0.3	2.0	7	99.7	767.0	7.1
Cotton Spinning, Doubling, etc.	788.6	10.9	126.1	16	5.4	29.6	5.1
Cotton Weaving, etc.	143.0	0.5	9.2	16	38.0	27.8	6.1
Woolen and Worsted	104.9	0.3	4.6	16	5.5	27.8	8.1
Hosiery and Other Knitted Goods	174.7	1.2	15.2	13	21.8	190.8	8.1
Textile Finishing, etc.	100.7	5.6	56.0	10	8.2	52.8	6.1
Leather, Leather Goods and Fur Clothing (including Footwear)	69.4	1.2	14.2	11	30.6	136.7	4.1
Tailoring	443.9	0.4	4.6	11	14.8	70.9	5.1
Food, Drink and Tobacco	179.1	3.4	57.4	16	131.5	1,032.7	8.1
Manufactures of Wood and Cork	524.6	1.7	25.3	15	43.8	367.7	8.1
Furniture and Upholstery	189.7	2.4	25.2	10	16.7	99.3	6.1
Paper and Printing	340.4	2.1	21.5	10	114.6	901.1	8.1
Paper and Board	69.0	0.4	4.2	15	24.2	241.8	10.1
Other Manufacturing Industries	174.8	0.6	6.0	10	49.9	416.2	8.1
Rubber	79.8	0.5	4.6	9	27.9	244.4	9.1
Total, All Manufacturing Industries	5,642.6	41.4	438.0	10.1	1,497.7	12,065.2	8.1

Unemployment at 14th June, 1954

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 10th May and 14th June, 1954, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
10th May	177,320	7,381	97,050	7,675	289,426
14th June	151,203	4,829	78,654	4,835	239,521
Decrease (—) ..	26,117	2,552	18,396	2,840	49,905

It is estimated that the number of persons registered as unemployed at 14th June represented 1.1 per cent. of the total number of employees. The corresponding percentage at 10th May was 1.4.

An analysis of the figures for 14th June according to duration of unemployment is given in the following Table:—

	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
Men 18 and over	37,145	32,968	73,383	143,496	7,707	151,203
Boys under 18	2,375	1,481	790	4,646	183	4,829
Women 18 and over	20,472	20,239	33,459	74,170	4,484	78,654
Girls under 18	2,113	1,374	849	4,336	499	4,835
Total	62,105	56,062	108,481	226,648	12,873	239,521

The total of 239,521 includes 44,066 married women.

The numbers of wholly unemployed persons in each Region at 14th June, 1954, analysed according to duration of unemployment, and also the numbers temporarily stopped, are given in the Table below. Separate figures are given for males and females. The changes, compared with 10th May, 1954, in the total numbers unemployed in each Region are shown in the first Table on the next page.

Region	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
London and South-Eastern	8,882	7,130	11,492	27,504	1,998	29,502
Eastern	1,741	1,540	3,252	6,333	230	6,763
Southern	1,417	1,066	2,389	4,872	72	4,944
South-Western ..	1,972	1,625	4,086			

NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed in Great Britain and in the United Kingdom, respectively, at 14th June, 1954. For Great Britain the wholly unemployed (i.e., persons out of a situation) are distinguished from those temporarily stopped (i.e., persons suspended from work on the understanding that they were shortly to return to their former employment). The industrial analysis is based on the Standard Industrial Classification. The figures for each industry represent the numbers whose last employment was in that industry.

Table with columns: Industry, Great Britain (Wholly Unemployed, Temporarily stopped, Total), United Kingdom (all classes). Rows include Agriculture, Mining, Manufacturing, Engineering, etc.

*The figures for coal mining exclude all the unemployed who, although previously employed in coal mining, are known to be unfit for employment in that industry. These men are, however, included with "Other persons not classified by industry" on the next page. The total of 1,289 males unemployed includes 342 men registered for underground work.

Numbers Unemployed : Industrial Analysis—continued

Table with columns: Industry, Great Britain (Wholly Unemployed, Temporarily stopped, Total), United Kingdom (all classes). Rows include Leather, Clothing, Food, Paper and Printing, Gas, Transport, Insurance, Public Administration, etc.

* The totals include unemployed casual workers (3,050 males and 215 females in Great Britain and 4,472 males and 240 females in the United Kingdom.)

Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Textile Bleaching, Dyeing, Printing and Finishing	Lancashire, Cheshire and Derbyshire (90)	Pay day in week commencing 24 May*	Maintenance fitters and apprentices	Increases of 9s. 2d. a week of 44 hours (16s. 4d. to 170s. 6d.) for journeymen, and of proportional amounts for apprentices.
Hosiery Dyeing, Finishing, etc.	Midlands (various Districts)† (91)	First pay day in June	Men, women and juveniles	Increases in basic time rates of 2d. an hour for men, of 1½d. for women, and of proportional amounts for juveniles, following reduction of normal working week from 48 to 45 hours. Basic time rates after change: male workers—trimmers 2s. 11d. an hour; dyers, bleachers and scourers, productive workers 1s. 1d. at 15, rising to 2s. 9½d. at 21, non-productive workers 21 and over 2s. 3d.; auxiliary dry workers, productive workers 1s. 0½d. to 2s. 8d., non-productive workers 21 and over 2s. 2d.; female workers—auxiliary dry workers 11½d. at 15, rising to 1s. 9½d. at 19 and over, menders 1s. 0½d. to 1s. 11½d.‡
Ready-made and Wholesale Bespoke Tailoring	Great Britain (98) (210)	4 June	Men, youths and boys	Increases of 3d. an hour in general minimum time rates for workers other than learners, and of 1½d., 2d., 2½d. or 3d., according to age, for learners; increase of 3d. an hour in piecework basis time rates.§
	Northern Ireland.. (212)	18 June	Men, youths and boys	Increases of 3d. an hour in general minimum time rates for workers 21 years or over, except late entrants, and of 1d., 1½d., 2d. or 2½d., according to age, for younger workers; increase of 3d. an hour in piecework basis time rates. General minimum time rates after change: workers with not less than 3 years' experience after 19—measure cutters 3s. 1d. an hour, stock cutters, knife cutters or knifemmen, fitters-up, tailors, pressers, machinists (other than plain machinists), passers 2s. 10½d., under-pressers and plain machinists 2s. 7½d.; warehousemen (24 years with 2 years' experience) 2s. 9½d., (23 years with 1 year's experience) 2s. 7½d., (22 years with less than 1 year's experience) 2s. 6d.; packers (24 years with 2 years' experience) 2s. 8½d., (23 years with 1 year's experience) 2s. 6½d., (22 years with less than 1 year's experience) 2s. 6d.; porters and other workers 22 years or over 2s. 6d.; piecework basis time rates 2s. 8½d. to 3s. 2½d., according to occupation.
Retail Bespoke Tailoring	Northern Ireland.. (212)	2 June	Pieceworkers	New general minimum piece rates introduced for workers employed on alterations to all finished or practically finished articles.¶
	Great Britain (102) (211)	4 June	Men, youths and boys	Increases of 3d. an hour in general minimum time rates for workers other than learners, and of 1½d., 2d., 2½d. or 3d., according to age, for learners; increase of 3d. an hour in piecework basis time rates.§
Wholesale Mantle and Costume Manufacture	Northern Ireland.. (212)	10 June	Men, youths and boys	Increases of 3d. an hour in general minimum time rates for workers other than learners, and of 1½d., 2d., 2½d. or 3d., according to age, for learners; increase of 3d. an hour in piecework basis time rates. General minimum time rates after change include: measure cutters with not less than 4 years' experience after 19 years 3s. 1d. an hour, cutters, knifemmen, tailors, fitters-up, passers, pressers and machinists with not less than 3 years' experience after 19 2s. 10½d., under-pressers and plain machinists with not less than 3 years' experience after 19 2s. 7½d., other workers except learners 2s. 6d.¶
	Northern Ireland.. (212)	10 June	Women and girls	Increases of 2d. an hour in general minimum time rates for workers other than learners, and of 1½d., 1½d. or 2d., according to age and period of employment, for learners; increase of 2d. an hour in piecework basis time rate. General minimum time rates after change include: conveyor belt machinists 1s. 11½d. an hour, other workers except learners 1s. 9½d.; piecework basis time rate 1s. 11½d.
Shirt, Collar, Tie, etc., Making	Northern Ireland.. (103) (212)	16 June	Men, youths and boys	Increases of 3d. an hour in general minimum time rates for workers in specified occupations and for other workers 19 years or over, and of 1½d., 2d. or 2½d., according to age, for younger workers; increase of 3d. an hour in piecework basis time rate. Rates after change: general minimum time rates—special or measure cutters with 3 years' experience in measure cutting, pattern cutters or pattern takers with not less than 5 years' experience after 19 years of age 3s. 2½d. an hour, other cutters 21 years or over with not less than 5 years' experience in cutting 3s. 0½d., other workers 11½d. at under 15, rising to 2s. 7d. at 21 years and 2s. 9d. at 22; piecework basis time rate—cutters (other than special or measure cutters) 21 years or over with not less than 5 years' experience in cutting 3s. 2½d.
	Northern Ireland.. (103) (212)	16 June	Women and girls	Increases of 2d. an hour for workers other than learners, and of 1½d., 1½d. or 2d., according to age and period of employment, for learners; increase of 2d. an hour in piecework basis time rate. Rates after change include: general minimum time rates—conveyor belt machinists 1s. 11½d. an hour, other workers except learners 1s. 10d.; piecework basis time rate 1s. 11½d.
Boot and Shoe Manufacture	Great Britain (except Rossendale Valley) (106)	First pay day in June	Timeworkers	Increases** of 5s. a week in day wage rates for men 21 years and over, of 4s. for women 20 years and over, and of proportional amounts for younger workers. Minimum weekly rates after change: male workers 52s. at 15, rising to 135s. at 21 and over; female workers 52s. at 15, rising to 99s. at 20 and over.
			Pieceworkers	Increase** of 5 per cent. on basic statement prices, making a total addition of 82½ per cent. for male workers and 92½ per cent. for female workers.
			Workpeople employed in industries ancillary to boot and shoe manufacture††— Timeworkers	Increases** of 5s. a week in day wage rates for men 21 years and over, of 4s. for women 20 years and over, and of proportional amounts for younger workers. Minimum weekly rates after change: male workers 52s. at 15, rising to 135s. at 21 and over; female workers 52s. at 15, rising to 99s. at 20 and over.
			Pieceworkers	Increase** of 5 per cent. on basic statement prices.

* These increases were agreed in June, with retrospective effect to the date shown.
 † Including Leicester, Loughborough, Hinckley and district, Nuneaton and Nottingham district and Derby.
 ‡ The basic rates are subject to a percentage addition fluctuating with the index of retail prices. See also under "Changes in Hours of Labour".
 § These increases took statutory effect under Orders issued under the Wages Councils Act. See page 218 of the June issue of this GAZETTE. The new rates have by agreement been in operation since 31st May or the beginning of the first pay period following that date, and were published on page 209 of the June issue of this GAZETTE.
 ¶ These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 258.
 †† These rates were introduced under Orders issued under the Wages Councils Act (Northern Ireland). See page 219 of the June issue of this GAZETTE.
 ** Under sliding-scale arrangements based on the official index of retail prices.
 †† The industries concerned are cut sole, stiffener, toe puff and built heel.

Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Baking	Northern Ireland..	8 June	Transport workers	Increases in general minimum time rates of 5s. 6d. a week in Areas A and B for motor drivers, carters, loaders at quays, stablemen, harness cleaners or van washers, and motor lorry helpers, of 6s. in Area C for motor drivers, carters, stablemen and motor lorry helpers, and of 2s. to 3s., according to age, for motor lorry boys in all areas. General minimum time rates after change include: motor drivers—lorries with carrying capacity of over 2 tons, Area A 134s. 6d. a week, Area B 133s., Area C 130s. 6d., 2 tons and under 126s. 6d., 125s., 123s.; carters 125s. 6d., 124s., 119s. 6d.; motor lorry helpers 125s. 6d., 124s., 119s. 6d.; motor lorry boys 21 years and over 116s., 111s. 6d., 111s. 3d.; stablemen 122s., 117s. 3d., 117s. 3d.*
Milk Products Manufacture	Scotland	Pay week commencing 6 June	Shiftworkers	Increases of 1d. an hour (1d. to 2d.) in the shift allowance for back-shift workers, and of 2d. (2d. to 4d.) for night-shift workers.
Sawmilling	England and Wales (125)	1 May†	Qualified adult woodcutting machinists and sawyers	Increase of 1½d. an hour in district minimum rates. Rates after change: London, Humber, Hartlepool, Liverpool, Tees, Tyne, Blyth, Wear, Cardiff and Widnes 3s. 7d. an hour, Berwick-on-Tweed 3s. 6½d., Barrow-in-Furness, Sheffield, West Riding of Yorkshire, Bristol, Coventry, Leicester, Nottingham, Northampton, Cumberland, Westmorland, Gloucester, Devonshire, Dorset, East Anglia, Hampshire, Plymouth, South Coast and Somerset (agreed part) 3s. 6d.†
	Manchester and district (125)	24 May†	Male workers employed in steam joinery and sawmill shops	Increases of 1½d. an hour for craftsmen and labourers, and of proportional amounts for apprentices and young male labourers; increase of 6s. a week for lorry drivers, statutory attendants and mates employed on "C" licensed vehicles. Rates after change include: woodcutting machinists 3s. 9d. an hour, power-driven crane drivers 3s. 5½d., slingers (regularly employed as such) 3s. 4d., timber yard labourers 3s. 3½d.; lorry drivers 156s. to 173s. 6d. a week, according to carrying capacity of vehicle, statutory attendants and mates 18 and over 159s. 6d.
Veneer and Plywood Manufacture	Scotland (126)	Pay day in week ending 22 May	Male labourers, women and juveniles	Increases of 1½d. an hour for labourers, and of proportional amounts for women and juveniles. Rate after change for male labourers 19 years and over 3s. an hour.
	England and Wales	First pay day after 18 June	Timeworkers	Increases of 1½d. an hour in minimum rates for men 20 years and over, of 1d. for women 19 and over, of proportional amounts for male workers under 20, and of ½d. or 1d., according to age, for female workers under 19. Minimum rates after change include: London district (within 25-mile radius from Charing Cross)—approved inspectors Grade I 3s. 8½d. an hour, machinists 3s. 7d. or 3s. 3½d., according to occupation, labourers 3s. 1d.; women 19 years and over, first 3 months 2s. 2½d., thereafter 2s. 3½d.; provincial rates 1d. an hour less, except in Isle of Wight where the adult male rate is 2d. an hour less.
Fence Manufacture and Erection	Great Britain	Pay day in week commencing 28 June	Men, youths, boys, women and girls	Increases of 1½d. an hour in basic rates for male workers 20 years and over, and of 1d. for female workers 19 and over. Basic rates after change include: London district (within 25-mile radius from Charing Cross)—approved inspectors Grade I 3s. 6½d. an hour, machinists 3s. 5d. or 3s. 1½d., according to occupation, labourers 2s. 11½d.; women 19 and over, first 3 months 2s. 1d., thereafter 2s. 2d.; provincial rates 1d. an hour less, except in Isle of Wight where the adult male rate is 2d. an hour less.§
			Payment-by-results workers	Increases in minimum rates of 2½d. an hour for men 21 years and over, of 1d., 1½d. or 2d., according to age, for youths and boys, of 2d. for women 18 and over, and of 1d. for girls. Minimum rates after change include: men 21 years and over, fence erection—skilled fencers 3s. 9½d. an hour, fence fixers 3s. 8d., fencers' labourers 3s. 3d.; fence manufacturing—London (20 miles radius from Charing Cross), sawyers, carpenters and machinists 3s. 8d., labourers 3s. 1½d., Provincial area, sawyers, carpenters and machinists 3s. 6d., cleavers 3s. 1½d., labourers 2s. 11½d.; women 18 years and over 2s. 6d.
Furniture Manufacture	Great Britain (128)	Beginning of first full pay week in June	Timeworkers	Additional payments granted in certain circumstances of up to 2d. an hour for men 21 years and over, of up to 1½d. for women 19 and over, and of proportional amounts for younger workers. Minimum hourly payments after change, consisting of current minimum time rate, supplementary cost-of-living allowance and additional payment, include: journeymen 21 years and over—London district 3s. 10½d., Provinces 3s. 8½d., qualified packers and hand sandpaperers 3s. 6d., 3s. 4½d., labourers, porters and other male workers 21 and over 3s. 5d., 3s. 4½d.; journeymen 19 and over—London district 2s. 7½d., Provinces 2s. 6d., labourers, porters and other workers 19 and over on non-productive work 2s. 3½d., 2s. 2½d.; women employed on men's work to be paid the appropriate minimum payment for adult male workers on a similar class of work.
Educational and Allied Woodworking	Great Britain	do.	Timeworkers	Additional payments granted in certain circumstances of up to 2d. an hour for men 21 years and over, of up to 1½d. for women 19 and over, and of proportional amounts for younger workers. Minimum hourly payments after change, consisting of current minimum time rate, supplementary cost-of-living allowance and additional payment, include: journeymen 21 years and over—London district 3s. 10½d., Provinces 3s. 8½d., qualified packers and hand sandpaperers 3s. 6d., 3s. 4½d., labourers, porters and other male workers 21 and over 3s. 5d., 3s. 4½d.; journeymen 19 and over—London district 2s. 7½d., Provinces 2s. 6d., labourers, porters and other workers 19 and over on non-productive work 2s. 3½d., 2s. 2½d.; women employed on men's work to be paid the appropriate minimum payment for adult male workers on a similar class of work.
			Payment-by-results workers	Times fixed for jobs to be such as may be reasonably expected to enable the average productive worker by appropriate effort to earn at least 30 per cent. (individual schemes) or 20 per cent. (collective schemes) more than the appropriate current minimum time rate, instead of 25 per cent. or 15 per cent., respectively, as hitherto.

* These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 219 of the June issue of this GAZETTE. Area A consists of the County of the City of Belfast and districts within 15 statute miles therefrom, Area B the County of the City of Londonderry, and Area C all other districts.
 † This increase was the result of an Industrial Court award dated 1st June, and had retrospective effect to the date shown; it does not apply to workpeople employed by firms which are normally engaged in the production and conversion of home-grown timber. In Liverpool an additional ½d. an hour is paid for loss of overtime privileges.
 ‡ These increases were agreed in June, with retrospective effect to the date shown.
 § The basic rates apply, where a bonus is actually being paid, to adult workers employed under a payment-by-results or bonus scheme which, except in circumstances over which neither the management nor the employee has any control, is capable of producing for employees of average ability 25 per cent. above the basic rates.
 || The additional payment is due only to timeworkers paid at the minimum rates. A timeworker who is receiving less than 2d. an hour in excess of his appropriate current minimum time rate by way of enhanced rate, lieu bonus or otherwise (excluding supplementary cost-of-living allowance) is to be paid an additional amount of either 2d. an hour or such less sum as will secure for him an hourly remuneration (excluding supplementary cost-of-living allowance) of not less than his appropriate current minimum time rate plus 2d. See also under "Changes in Hours of Labour".

MISCELLANEOUS STATISTICS

Contents of this Section

Table listing contents of this section: Fatal Industrial Accidents, Industrial Diseases, Further Education and Training, Business Training for Ex-Regulars, Industrial Rehabilitation.

Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in June was 121, compared with 75 (revised figure) in the previous month and 119 (revised figure), in June, 1953.

Table showing fatal industrial accidents by industry: Mines and Quarries, Factories, Railway Service, Seamen.

Industrial Diseases

The number of cases in the United Kingdom reported during June under the Factories Act, 1937, or the Lead Paint (Protection against Poisoning) Act, 1926, are shown below.

Table showing industrial diseases: I. Cases (Lead Poisoning, Epitheliomatous Ulceration, Chrome Ulceration), II. Deaths (Anthrax).

*For mines and quarries, weekly returns are obtained and the figures cover the 4 weeks ended 26th June, 1954.

Further Education and Training

The figures below show the progress made under the Further Education and Training Scheme (a) during the quarter ended 30th June, 1954, and (b) during the period since the inception of the Scheme in April, 1943, up to 30th June, 1954.

Table showing further education and training statistics by sex (Men, Women, Total) for Quarter ended 30th June, 1954 and Cumulative totals, April, 1943, to 30th June, 1954.

Business Training for Ex-Regulars

The figures below relate to applications for training under the Scheme of Business Training for Ex-Regulars since its inception in February, 1949. The figures show the position at the end of June, 1954, and are in continuation of those published in the issue of this GAZETTE for March, 1954 (page 106).

Table showing business training for ex-regulars: Number of applications received, rejected or withdrawn, under consideration, applicants who entered training, awaiting training.

Of the 622 applicants who entered training, 545 completed their course, 58 terminated their training prematurely (most of them to take employment) and 19 were still in training at the end of June.

Industrial Rehabilitation

The statistics given below show the numbers of men and women admitted to courses at the Industrial Rehabilitation Units operated by the Ministry of Labour and National Service during the eight weeks ended 21st June, the numbers in attendance at the end of, and the numbers who completed courses during, the period.

Table showing industrial rehabilitation statistics by sex (Men, Women, Total) for Persons admitted to courses during period, Persons in attendance at courses at end of period, Persons who completed courses during period.

From the starting of these Units by the Ministry of Labour and National Service up to 21st June, 1954, the total number of persons admitted to industrial rehabilitation courses was 52,065.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

Contents of this Section

Table listing contents of this section: Arbitration Awards, Notices and Orders.

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

Industrial Disputes Tribunal Awards

During June the Industrial Disputes Tribunal issued fifteen awards, Nos. 543 to 557*. Five of the awards are summarised below; the others related to individual employers.

Award No. 545 (11th June).—Parties: Members of the National Federation of Master Painters and Decorators in Scotland, and members of the Scottish Painters Society in their employment.

Award No. 548 (17th June).—Parties: Members of the Nottingham Lace Furnishing Manufacturers' Association and members of the Scottish Lace Furnishing Manufacturers' Association, and members of the trade unions federated with the British Lace Operatives' Federation in their employment.

Award No. 549 (18th June).—Parties: Members of the Scottish Hosiery and Knitwear Manufacturers' Association and of the Scottish Hosiery Manufacturers' Federation Limited, and members of the Transport and General Workers' Union, the National Union of General and Municipal Workers and the National Union of Hosiery Workers in their employment.

Award No. 550 (22nd June).—Parties: Firms represented by the United Kingdom Joint Wages Board of Employers for the Vehicle Building Industry, and members of the National Union of Vehicle Builders, the Amalgamated Society of Woodcutting Machinists and the Electrical Trades Union in their employment.

Award No. 557 (30th June).—Parties: Certain members of the Association of British Roofing Felt Manufacturers Limited, and members of the Transport and General Workers' Union, the National Union of General and Municipal Workers and the Amalgamated Union of Asphalt Workers in their employment.

National Arbitration Tribunal (Northern Ireland) Awards

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

Award No. 1087 (23rd June).—Parties: The Northern Ireland Fire Authority and certain members of the Ulster Public Officers' Association.

* See footnote * in second column on page 261.

Civil Service Arbitration Tribunal

During June the Civil Service Arbitration Tribunal issued four awards, Nos. 252 to 255*, which are summarised below.

Award No. 252 (4th June).—Parties: The Post Office Engineering Union and the Post Office. Claim: For increased scales of pay with retrospective effect for Mechanics A, Senior Mechanics and Mechanics-in-Charge Grade III and Mechanics-in-Charge Grade II in the Post Office.

Award No. 253 (8th June).—Parties: The Civil Service Radio Officers Association and the Air Ministry. Claim: For increased salary scale with retrospective effect for Radio Technicians employed at the Air Ministry outstations.

Award No. 254 (8th June).—Parties: The Institution of Professional Civil Servants and H.M. Treasury. Claim: For increased annual leave allowances for established members of the Technical Works, Engineering and Allied Classes.

Award No. 255 (22nd June).—Parties: The Union of Post Office Workers and the Post Office. Claim: For increased scales of pay for Male and Female Telegraphists (Redundant), Male Sorters (Redundant), and Male and Female Sorting Clerks and Telegraphists (Redundant).

Award No. 551 (22nd June).—Parties: Firms represented by the United Kingdom Joint Wages Board of Employers for the Vehicle Building Industry, and members of the National Union of Vehicle Builders, the Amalgamated Society of Woodcutting Machinists and the Electrical Trades Union in their employment.

Industrial Courts Act, 1919, and Conciliation Act, 1896

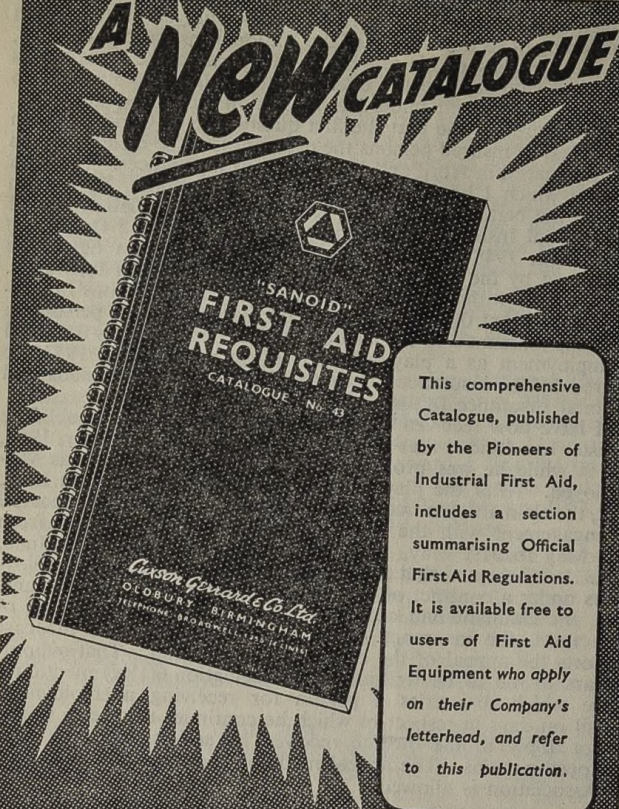
Industrial Court Awards

During June the Industrial Court issued six awards, Nos. 2514 to 2519. Five of the awards are summarised below; the other award did not relate to a substantial part of an industry.

Award No. 2514 (1st June).—Parties: The Amalgamated Society of Woodcutting Machinists and the National Sawmilling Association. Claim: (a) That the minimum rate in the agreement for qualified adult woodcutting machinists and sawyers be increased by 3½d. an hour and that the appendix rates be increased by a similar amount;

* See footnote * in second column on page 261.

A NEW CATALOGUE



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(i) *The National Service (Air Force) (Amendment) Regulations, 1954 (S.I. 1954 No. 805; price 3d. net, 4½d. post free); (ii) The National Service (Military Forces) (Amendment) Regulations, 1954 (S.I. 1954 No. 821; price 3d. net, 4½d. post free); (iii) The National Service (Naval and Marine Forces) (Amendment) Regulations, 1954 (S.I. 1954 No. 859; price 3d. net, 4½d. post free).* These Regulations were made (i) on 17th June by the Air Council and (ii) and (iii) on 21st June by the Army Council and the Admiralty respectively, under the National Service Acts, 1948-1950. They came into operation on 30th June and amend the Regulations of 1949 and 1950 in certain respects relating to terms of reserve and part-time service.

The National Insurance (Industrial Injuries) Mariners (Insurability) Regulations, 1954 (S.I. 1954, No. 782; price 3d. net, 4½d. post free), made on 14th June by the Industrial Injuries Joint Authority, and the Minister of Pensions and National Insurance, under the National Insurance (Industrial Injuries) Acts, 1946 and 1953.—See page 229.

The National Insurance and Industrial Injuries (Jersey) Order, 1954 (S.I. 1954 No. 836; price 6d. net, 7½d. post free), made on 24th June by Her Majesty in Council under the National Insurance Act, 1946, and the National Insurance (Industrial Injuries) Act, 1946.—See page 229.

The Family Allowances (Jersey Reciprocal Arrangements) Regulations, 1954 (S.I. 1954 No. 863; price 3d. net, 4½d. post free), made on 23rd June by the Minister of Pensions and National Insurance, in conjunction with the Treasury, under the Family Allowances Act, 1945.—See page 229.

The Northern Ireland (Industrial Organisation and Development) Order, 1954 (S.I. 1954 No. 834), made on 24th June by Her Majesty in Council under the Industrial Organisation and Development Act, 1947 (see the issue of this GAZETTE for September, 1947, page 294). Section 16 of this Act repealed the Cotton Industry (Reorganisation) Act, 1939, and the Cotton Industry (Reorganisation) (Postponement) Act, 1939, but the provisions of the 1947 Act do not apply to Northern Ireland unless extended thereto by Order in Council. This Order extends section 16 to Northern Ireland.

The Paper Box Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1954 (S.R. & O. of Northern Ireland 1954 No. 80; price 3d. net, 4½d. post free), dated 6th May; The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1954 (S.R. & O. 1954 No. 91; price 3d. net, 4½d. post free), dated 20th May; The Retail Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1954 (S.R. & O. 1954 No. 92; price 4d. net, 5½d. post free), dated 21st May; The Baking Wages Council (Northern Ireland) Wages Regulation (No. 3) Order, 1954 (S.R. & O. 1954 No. 93; price 4d. net, 5½d. post free), dated 26th May. These Orders were made by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland), 1945 (see last month's issue of this GAZETTE, page 219).

The National Insurance and Industrial Injuries (Reciprocal Agreement with Switzerland) Order (Northern Ireland), 1954 (S.R. & O. 1954 No. 85; price 6d. net, 7½d. post free), made on 24th May by the Governor of Northern Ireland in Council under the National Insurance Act (Northern Ireland), 1946, and the National Insurance (Industrial Injuries) Act (Northern Ireland), 1946. The Order came into operation on 1st June and gives effect in Northern Ireland to the Convention (set out in the Schedule to the Order) made between the Governments of the United Kingdom and Switzerland. The scope of the Order is similar to that made in Great Britain (see last month's issue of this GAZETTE, page 195).

The National Insurance (Classification) Amendment Regulations (Northern Ireland), 1954 (S.R. & O. 1954 No. 96), made on 27th May by the Ministry of Labour and National Insurance, in conjunction with the Ministry of Finance, under the National Insurance Act (Northern Ireland), 1946. These Regulations came into operation on 31st May and are similar in scope to the Regulations made in Great Britain (see last month's issue of this GAZETTE, page 195).

FACTORY FORMS

The undermentioned Factory Forms have been issued or reprinted since the previous list was published in the March issue of this GAZETTE (page 110) and may be purchased at the prices shown. The prices in brackets include postage.

- | No. | Title and Price |
|-----|--|
| 46 | Factories Act, 1937, Section 2. Notice specifying the Number of Persons who may be employed in the Workroom. July, 1938. (Reprinted, 1954.). Price 2d. (3½d.); 25, 1s. 9d. (1s. 10½d.). |
| 667 | Factories Act, 1937. Certificate of Exemption No. 6 (General). Steam Boilers—Steam Tube Ovens and Steam Tube Hotplates. July, 1939. (Reprinted, 1954.). Price 2d. (3½d.). |
| 673 | Factories Act, 1937. Certificate of Exemption No. 9 (General). Steam Boilers—Autoclaves and Vulcanisers. July, 1940. (Reprinted, 1954.). Price 2d. (3½d.). |
| 677 | Factories Act, 1937. Certificate of Exemption No. 13 (General). Steam Receivers. Safe Working Pressure slightly below the Maximum Permissible Working Pressure of the Boiler. November, 1939. (Reprinted 1954.). Price 2d. (3½d.). |
| 679 | Factories Act, 1937. Certificate of Exemption No. 15 (General). Steam Boilers—Calorifier Type. December, 1939. (Reprinted, 1954.). Price 2d. (3½d.). |
| 685 | Factories Act, 1937. Certificate of Exemption No. 21 (General). Steam Boilers—Economisers of the Steaming Type. June, 1941. (Reprinted, 1954.). Price 2d. (3½d.). |

- 689 Factories Acts, 1937 and 1948. Certificate of Approval. Iron and Steel Regulations, 1953. Dust Respirators. February, 1954. Price 2d. (3½d.).
- 901 Building (Safety, Health and Welfare) Regulations, 1948. (Regulation 31 (3)). Warning Notice. Fragile Roof Covering. March, 1954. Price 3d. (4½d.).
- 944 Factories Acts, 1937 and 1948. Locomotives, etc. Regulations for the Use of Locomotives and Waggon on Lines and Sidings in or used in connection with Premises under the Factory and Workshop Act, 1901. Nov., 1949. (Reprinted, 1954.). Price 6d. (7½d.).
- 994 Factories Acts, 1937 and 1948. Vehicle Painting Regulations, 1926. (Reprinted, 1954.). Price 6d. (7½d.).
- 1049 Factories Acts, 1937 and 1948. Mule Spinning (Health) Special Regulations, 1953. Dec., 1953. Price 6d. (7½d.).
- 1050 Mule Spinning (Health) Special Regulations, 1953. Approved Manner of Testing Colour and Viscosity. Dec., 1953. Price 2d. (3½d.).
- 1983 Industrial Eyestrain. July, 1946. (Reprinted, 1954.). Price 3d. (4½d.).

OFFICIAL PUBLICATIONS RECEIVED*

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

Careers.—*Choice of Careers. New Series.* (i) No. 53. *Occupational Therapist.* Price 6d. (7½d.). (ii) No. 57. *Medical Laboratory Technician.* Price 6d. (7½d.). (iii) No. 9. *Dressmaking.* Price 1s. 3d. (1s. 4½d.). Ministry of Labour and National Service.

Census of Production for 1951.—*Reports.* (i) *Volume 6, Trade K. Carpets.* Price 1s. 6d. (1s. 7½d.). (ii) *Volume 7, Trade K. Umbrellas and Walking Sticks.* Price 1s. 6d. (1s. 7½d.). (iii) *Volume 11, Trade E. Sports Requisites.* Price 1s. 6d. (1s. 7½d.). (iv) *Volume 11, Trade C. Brushes and Brooms.* Price 2s. (2s. 1½d.). (v) *Volume 1, Trade G. China and Earthenware.* Price 2s. (2s. 1½d.). (vi) *Volume 2, Trade K. Polishes.* Price 1s. 6d. (1s. 7½d.). Board of Trade.

Colonial Service.—*Reorganisation of the Colonial Service.* Colonial Office. (Colonial No. 306.) Price 4d. (5½d.).

Education.—*Education in 1953, being the Report of the Ministry of Education and the Statistics of Public Education for England and Wales.* Cmd. 9155. Ministry of Education. Price 6s. (6s. 3d.).—See page 230.

Human Relations in Industry.—*First Report of the Joint Committee on Human Relations in Industry.* Department of Scientific and Industrial Research and Medical Research Council. Price 1s. (1s. 1½d.).—See page 227.

Mines.—*H.M. Principal Electrical Inspector of Mines Report for 1951.* Ministry of Fuel and Power. Price 1s. 6d. (1s. 7½d.).

* See footnote * in next column.

Ministry of Labour and National Service.—*Annual Report for the Year 1953.* Cmd. 9207. Ministry of Labour and National Service. Price 5s. (5s. 3d.).—See page 226.

National Insurance.—(i) *Report of the Ministry of Pensions and National Insurance for the Year 1953.* Cmd. 9159. Price 4s. 6d. (4s. 8d.). (ii) *National Insurance (Industrial Injuries) Act, 1946. Fourth Interim Report by the Government Actuary for the Year ended 31st March, 1953.* H.C. 192. Price 4d. (5½d.).—See page 228.

Social Security.—*European Convention on Social and Medical Assistance (with Protocol).* Paris, 11th December, 1953. Cmd. 9180. Price 1s. net (1s. 1½d.).

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

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

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