



Ministry of Labour Gazette

VOLUME LXIII, No. 10

OCTOBER, 1955
Published monthly by H.M. Stationery Office

PRICE 1s. 6d. NET
Annual Subscription 19s. 6d.
including postage

CONTENTS

| | Page | | Page |
|---|------|---|------|
| <i>Special Articles :</i> | | <i>Special Articles—continued :</i> | |
| Membership of Trade Unions in 1954 | 345 | Western European Union: Joint Committee on Rehabilitation and Resettlement of the Disabled | 350 |
| Summary of Monthly Statistics | 347 | Labour Overseas: France, Rates of Wages in April, 1955; Canada, Strikes and Lock-outs in 1954; New Zealand, Social Security in 1954-55; United States, Work Stoppages in 1954 | 351 |
| Co-operative Societies: Statistics for 1954 | 347 | EMPLOYMENT, UNEMPLOYMENT, ETC. | 354 |
| National Service: Registration under National Service Acts; Deferment of Call-up of Agricultural Workers .. | 349 | WAGES, DISPUTES, RETAIL PRICES | 366 |
| Earnings in Coal Mining Industry in Second Quarter of 1955 | 349 | ARBITRATION AWARDS, NOTICES, ORDERS, ETC. | 372 |
| Board of Conciliation: London Road Passenger Transport Workers | 349 | STATUTORY INSTRUMENTS | 375 |
| Government Industrial Hostels | 350 | FACTORY FORMS | 375 |
| Pamphlets on Employment, Training, etc. | 350 | OFFICIAL PUBLICATIONS RECEIVED | 375 |
| International Labour Organisation: Third Session of Plantations Committee | 350 | | |

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

Membership of Trade Unions in 1954

THE aggregate membership of trade unions in the United Kingdom at the end of 1954 was about 9,495,000. This number was about 36,000 more than the total at the end of 1953, and about 31,000 less than the total at the end of 1952.

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

It should be noted that all figures for 1954 given in this article are provisional and subject to revision. The figures previously published in respect of earlier years have been revised, as necessary, in accordance with the latest information.

Number of Trade Unions

On the basis indicated above, the total number of trade unions known to have been in existence at the end of 1954 was 674, including 24 unions with headquarters in Northern Ireland. This total represented a reduction of fifteen compared with the total at the end of 1953. The reduction was the net result of sixteen small unions being absorbed by larger unions or otherwise ceasing to function, and the formation of one new union.

Aggregate Membership of Trade Unions

At the end of 1954 the total membership of all unions included in the statistics was approximately 9,495,000, as compared with 9,459,000 at the end of 1953, an increase of 0.4 per cent. The number of males at the end of

1954 was 7,706,000, an increase of 8,000, or 0.1 per cent., as compared with the previous year, and the number of females was 1,789,000, an increase of 28,000 or 1.6 per cent.

The total of 9,495,000 included 45,000 members in branches in the Irish Republic and 103,000 in other branches outside the United Kingdom. Excluding the members of these overseas branches, the total membership (inclusive of members serving with H.M. Forces) was thus about 9,347,000 at the end of 1954, as compared with 9,314,000 at the end of 1953; of these totals, the membership in Northern Ireland accounted for 189,000 in 1954 and 188,000 in 1953.

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

Size of Trade Unions

In the following Table the unions are grouped according to their total membership at the end of 1954:—

| Number of Members | Number of Unions | Total Membership | Percentage of | |
|----------------------------|------------------|------------------|----------------------------|--------------------------------|
| | | | Total Number of all Unions | Total Membership of all Unions |
| Under 100 | 132 | 7,000 | 19.6 | 0.1 |
| 100 and under 500 | 177 | 46,000 | 26.3 | 0.5 |
| 500 " " 1,000 | 63 | 44,000 | 9.4 | 0.5 |
| 1,000 " " 2,500 | 102 | 164,000 | 15.1 | 1.7 |
| 2,500 " " 5,000 | 68 | 234,000 | 10.1 | 2.5 |
| 5,000 " " 10,000 | 42 | 280,000 | 6.2 | 2.9 |
| 10,000 " " 15,000 | 19 | 232,000 | 2.8 | 2.4 |
| 15,000 " " 25,000 | 21 | 385,000 | 3.1 | 4.1 |
| 25,000 " " 50,000 | 17 | 611,000 | 2.5 | 6.4 |
| 50,000 " " 100,000 | 16 | 1,130,000 | 2.4 | 11.9 |
| 100,000 or more | 17 | 6,362,000 | 2.5 | 67.0 |
| Totals | 674 | 9,495,000 | 100.0 | 100.0 |

GOVERNMENT INDUSTRIAL HOSTELS

The Minister of Labour and National Service has announced that, continuing the gradual reduction in the number of industrial hostels managed on his behalf by the National Service Hostels Corporation, he intends to close the remaining hostels as soon as possible within the next twelve months, and when this has been done, the National Service Hostels Corporation will take steps to wind up its affairs. The decision to reduce the number of hostels was announced in Parliament on 4th November, 1954 (see the issue of this GAZETTE for December, 1954, page 412). The 50 hostels which were then operating have since been reduced to 21 and the number of residents has fallen from 13,700 to 7,000. Experience has shown that as a result of the progress made in the post-war housing programme there is not the former need to provide Government hostel accommodation for transferred workers, and it is desirable to bring the public expenditure involved to an end as soon as is reasonably possible.

Where employers wish to bring workers into an area where the finding of lodgings still presents special difficulty, the Minister hopes that employers will make their own arrangements for accommodating those brought in, for example, by taking over the Government hostel premises where this can be arranged and continuing to operate the hostels under private auspices. In some cases both Local Authorities and employers have taken over Government hostels and have continued to operate them.

The local officers of the Ministry of Labour and National Service will co-operate with employers and workers affected by the closing of these hostels with a view to ensuring that the operation proceeds smoothly and with the minimum disturbance to those affected. Residents at individual hostels will be informed of the closing date as soon as a decision has been taken.

The Minister paid tribute to the Chairman of the National Service Hostels Corporation, the Directors, and the staff of the Corporation, for the excellent work they have done in providing this service, which has been of the greatest importance, both during the war and since, in its effect on the welfare of transferred workers and on the supply of labour for industry.

The extent to which miners' hostels managed by the National Service Hostels Corporation on behalf of the National Coal Board shall continue in operation is under consideration by the Board.

PAMPHLETS ON EMPLOYMENT, TRAINING, ETC.

Articles published in the issue of this GAZETTE for August (page 277) and earlier issues described briefly the contents of pamphlets on employment, training, etc., issued by the Ministry of Labour and National Service and other Government Departments. Notes are given below about other pamphlets which can now be obtained from Local Offices of the Ministry.

Two new pamphlets about the services provided by the Technical and Scientific Register have been issued under the titles "A Nationwide Service for Employers of Scientists and Technologists" (P.L.358) and "A Service for Scientists and Technologists" (P.L.359). The pamphlets describe briefly the scope of the Technical and Scientific Register and its method of working, the service offered to employers and to members of the professions covered by the Register and the qualifications for enrolment on the Register.

The pamphlet "Employment on the Land", which has been revised (P.L.353 (Revised May, 1955)), relates to agriculture in England and Wales. It gives information about schemes of free training for men and women as land workers and the allowances payable during training and brief details of conditions of work, wages, and working hours after training.

An illustrated booklet entitled "Preparing for Nursing Training" (N.R.L.17) has been prepared for young people under 18 years of age who wish to make nursing their career. The booklet explains the opportunities for preparatory training while still at school and also during the period between leaving school and reaching the age of 18 years when hospital training may commence.

INTERNATIONAL LABOUR ORGANISATION

Third Session of Plantations Committee

The Third Session of the Plantations Committee set up by the Governing Body of the International Labour Office opened in Geneva on 17th October.

The agenda includes consideration of the General Report, dealing in particular with: (a) Action taken in the various countries in the light of the conclusions adopted at previous sessions of the Committee; (b) steps taken by the International Labour Office to follow up the studies and enquiries proposed by

the Committee; (c) recent events and developments affecting work on plantations. Other items for consideration are living and working conditions and productivity on plantations, and possible measures within the countries and industries concerned for stabilising employment and earnings of plantation workers.

The United Kingdom Government is represented at the meeting by Mr. O. H. Morris, Assistant Secretary, Colonial Office, and Mr. J. H. Galbraith, Principal, Ministry of Labour and National Service. Their advisers are Mr. R. H. Oakeley, Commissioner of Labour, Federation of Malaya, and Mr. K. L. Sanders, O.B.E., Commissioner of Labour, Tanganyika. The Employers' representatives are Mr. E. M. Hyde-Clarke, M.B.E., Secretary, Overseas Employers' Federation, and Mr. R. G. D. Houghton, C.B.E., Secretary/Executive Officer, Malayan Planting Industries Employers' Association. The Workers' representatives are Mr. A. Dalglish, former National Secretary, Shipbuilding and Engineering Group, Transport and General Workers' Union, and Mr. F. L. Walcott, O.B.E., General Secretary, Barbados Workers' Union. Tripartite observer delegations from Jamaica, Trinidad and the Federation of Nigeria are also attending the Session.

The Second Session of the Committee was held in Havana from 16th to 27th March, 1953, and was attended by representatives from 13 countries (see the issue of this GAZETTE for July, 1953, page 238).

WESTERN EUROPEAN UNION

Joint Committee on the Rehabilitation and Resettlement of the Disabled

The Brussels Treaty—a treaty for collaboration in economic, social and cultural matters and for collective self-defence—was signed on 17th March, 1948, the original signatories being Belgium, France, Luxembourg, the Netherlands and the United Kingdom. The German Federal Republic and Italy acceded earlier this year to the Treaty as modified by the Protocols which were signed in Paris in October, 1954, and entered into force in May, 1955, and the Brussels Treaty Organisation is now known as Western European Union. The social aims of the Brussels Treaty were stated, in Article II, to be the attainment of a higher standard of living by the peoples of the member countries and the development on corresponding lines of the social and other related services of those countries. The contracting parties undertook to consult together with the object of achieving the earliest possible application of recommendations relating to social matters adopted with their approval in the specialised agencies. In furtherance of these aims, four committees were set up, namely, the Social, Public Health and War Pensions Committees, and a Joint Committee of these three which later acquired its present title, "Joint Committee on the Rehabilitation and Resettlement of the Disabled". This last-named Committee held its first session as a Committee of Western European Union in London from 27th to 30th September. The session, which was opened by the Minister of Labour and National Service, was the first occasion on which the German Federal Republic and Italy had taken part in the work of any of the committees on social co-operation of Western European Union. Mr. P. H. St. John Wilson, C.B.E., Under Secretary, Ministry of Labour and National Service, presided over the meeting.

The Joint Committee on the Rehabilitation and Resettlement of the Disabled is composed of representatives of such departments as the Ministries of Labour, National Insurance, Health and War Pensions of member countries. Since its inception in April, 1949, the Joint Committee has given very full consideration to many problems of the training, rehabilitation and employment of disabled persons. In May, 1950, it defined some general principles for this branch of social policy, and at subsequent sessions it adopted recommendations or conclusions on the following subjects: training of personnel concerned with rehabilitation; rehabilitation and training of disabled young persons whose disability dated from birth or infancy; rehabilitation of the tuberculous; education, training and employment of the blind; education and training of deaf children; rehabilitation of those suffering from the paralytic after-effects of poliomyelitis; rehabilitation of patients affected by cardiac rheumatism; conditions to be complied with by disabled persons in obtaining driving licences; statistics; supply and manufacture of artificial limbs; sheltered employment; educational aspects of rehabilitation; publicity for rehabilitation facilities; and the rehabilitation and resettlement of epileptics. The Joint Committee has also undertaken studies of other subjects, for example, the rehabilitation of paraplegics, amputees and mental defectives.

At its session last month, the Joint Committee considered reports on the driving of motor vehicles by amputees and paraplegics, the rehabilitation of the mentally deficient, and the criteria which should govern the compilation of statistics relating to paraplegics and amputees. Before the final meeting of the Committee one group of delegates visited the Government Training Centre and Industrial Rehabilitation Unit at Waddon, near Croydon, while a second group inspected Queen Mary's Hospital at Roehampton and the hostel for paraplegic workers at Duchess of Gloucester House, Isleworth.

GOVERNMENT PUBLICATIONS

required by customers in Northern Ireland may be obtained quickly from
H.M. STATIONERY OFFICE, 80 CHICHESTER STREET, BELFAST

LABOUR OVERSEAS

Rates of Wages in France in April, 1955

Statistics of the average hourly rates of wages of industrial workers in France are collected in the course of an enquiry into economic activity and conditions of employment which is carried out at quarterly intervals by the French Ministry of Labour and Social Security. The latest available report on the enquiry relates to 1st April, 1955. For the purposes of this enquiry the Ministry obtained returns from about 30,000 undertakings with more than ten wage-earners and employing in the aggregate about 4,200,000 workers or approximately 80 per cent. of the staff of all the undertakings with more than ten workers in the industrial groups covered by the enquiry. The enquiry did not extend to agriculture or the public services, and did not take account of isolated workers or domestic staff. Nationalised undertakings in coal and iron mining and the national railways, the transport system of the Paris region, and the gas and electricity industries were included in the general scope of the enquiry, but data on wages were not collected for these industries. The wages information collected related to the basic wages (not including supplementary payments for overtime, etc.) of male and female time-workers 18 years of age and over.

A national guaranteed minimum wage is laid down by legislation in France. As a result of a Decree made on 9th October, 1954, the legal minimum hourly rate of wages at the date of the enquiry was 121.50 francs for the Paris region.

The Table below shows the average hourly basic wage rates at 1st April, 1955, of manual workers, 18 years of age and over, in the industry groups covered by the enquiry in the zone in which the minimum rates fixed for unskilled workers are not subject to any reduction (*i.e.*, the Paris region). The Table also shows the general averages for all industry groups in that zone taken together, with the corresponding averages in the zones in which the minimum rates are subject to abatements of 3.75, 7.50, 11.25 and 13.50 per cent., respectively. The report of the enquiry gives, in addition to the classes of workers shown in the Table, separate averages for men and women in the unskilled class who are engaged in heavy work and for workers classified as highly skilled. All the industrial groups covered by the enquiry are not necessarily represented in each of the zones. At the date of the enquiry the average duration of the working week for manual workers, in all the industrial groups and zones taken together, was 45.5 hours.

| Industrial Group | Men | | | Women | | |
|--------------------------------|-----------|--------------|---------|-----------|--------------|---------|
| | Unskilled | Semi-skilled | Skilled | Unskilled | Semi-skilled | Skilled |
| Zone A (Paris Region) | Fr. | Fr. | Fr. | Fr. | Fr. | Fr. |
| Metal Production | 122.7 | 155.3 | 169.8 | 128.0 | 141.3 | 166.2 |
| Engineering and Electrical .. | 136.2 | 158.0 | 186.2 | 131.1 | 138.0 | 155.5 |
| Glass | 134.9 | 157.7 | 179.4 | 119.1 | 128.3 | 143.8 |
| Pottery and Building Materials | 123.3 | 133.4 | 147.6 | — | — | — |
| Building and Public Works | 132.3 | 153.2 | 172.6 | — | — | — |
| Chemicals and Rubber | 132.6 | 147.8 | 162.5 | 126.4 | 137.1 | 147.2 |
| Agricultural Produce and | | | | | | |
| Food Industries | 128.9 | 146.9 | 162.4 | 124.5 | 135.7 | 148.5 |
| Textiles | 131.1 | 149.4 | 172.4 | 125.3 | 140.4 | 151.5 |
| Clothing | 131.8 | 155.2 | 178.8 | 123.4 | 137.3 | 151.3 |
| Leather and Skins | 128.9 | 157.9 | 183.7 | 126.7 | 142.5 | 162.1 |
| Wood and Furniture | 132.9 | 160.9 | 182.0 | 125.8 | 144.4 | 158.2 |
| Paper and Cardboard | 131.2 | 159.8 | 186.7 | 124.2 | 140.2 | 153.5 |
| Printing, etc. | 149.7 | 189.9 | 223.7 | 131.0 | 153.4 | 179.4 |
| Miscellaneous Industries .. . | 133.7 | 157.2 | 187.8 | 124.9 | 138.3 | 163.8 |
| Transport* | 128.6 | 146.4 | 165.4 | — | — | — |
| Commerce— | | | | | | |
| Agricultural and Food .. . | 131.9 | 146.1 | 161.3 | 127.0 | 137.2 | 147.5 |
| Other | 133.3 | 155.0 | 172.3 | 126.1 | 137.7 | 153.0 |
| Entertainment | 132.9 | — | 200.7 | 123.9 | — | — |
| Health | 127.6 | 144.0 | 165.0 | 122.5 | 132.1 | 142.2 |
| General Averages— | | | | | | |
| Zone A | 133.0 | 155.6 | 180.0 | 125.9 | 140.1 | 157.3 |
| " B | 120.7 | 134.3 | 148.1 | 118.3 | 126.8 | 136.0 |
| " C | 114.9 | 128.2 | 141.1 | 113.6 | 121.0 | 130.1 |
| " D | 110.4 | 121.7 | 134.0 | 108.8 | 115.4 | 122.7 |
| " E | 107.8 | 118.6 | 129.2 | 106.4 | 111.9 | 119.3 |

The enquiry showed that during the first quarter of 1955 there was an increase of 0.7 per cent. in the general average of hourly wage rates. It is pointed out in the report on the enquiry that the results relate to a period just before changes were made in the national minimum wage structure by a Decree of 2nd April, 1955, whose effects these results do not, therefore, reflect. The report gives index figures, on the basis 1st January, 1946 = 100, of the level of hourly wages for all workers, for men, and for women, at each quarterly enquiry since 1st January, 1946. The index figure for all workers was 543 at 1st April, 1955, compared with 539 at 1st January, 1955, and 516 at 1st April, 1954. The corresponding figures for men were 525, 521 and 501; for women they were 585, 582 and 553. At 1st April, 1955, the rates for men were 6.6 per cent. higher than those for women, compared with 6.2 per cent. at 1st January, 1955, and 15 per cent. at 1st January, 1946. Comparison between the average rates for skilled and unskilled male workers shows that the rates for skilled workers, which were 53 per cent. above those for unskilled workers at 1st January, 1946, were only 26 per cent. above the level for unskilled workers at 1st April, 1955.

* Excluding the Société Nationale des Chemins de Fer and the Régie Autonome des Transports Parisiens.

IBM

In order to deal with the continually increasing demand for International Business Machines IBM UNITED KINGDOM LTD. have secured additional premises for the Electric Accounting Machine and Electric Typewriting Divisions at 100, WIGMORE ST., LONDON, W.1. The telephone number is Welbeck 6600. As hitherto the address of the International Time Recorder and Ticketograph Divisions will be the Head Offices: International Works, Beaver Lane, London, W.6. Riverside 4484.

Showrooms: 8, Berkeley Square, London, W.1. Telephone: Mayfair 2004. and at Birmingham, Manchester, Leeds & Glasgow FACTORIES: LONDON AND GREENOCK

Strikes and Lock-outs in Canada in 1954

The Canadian Department of Labour have published their annual report for 1954 on strikes and lock-outs in Canada. The report contains statistics of strikes or lock-outs which involved the cessation of work by six or more workers and which lasted one working day or more. Stoppages of work involving fewer than six workers or lasting less than one day are not included unless they caused the loss of ten or more man-days. The figures of workers involved and of man-days lost relate only to workers directly involved, *i.e.*, on strike or locked out, and exclude those indirectly involved, whether at the establishments concerned or at other establishments.

The number of industrial disputes causing stoppages of work which began in 1954 was 156, which was 11 fewer than in 1953. The number in progress during the year was 174, the same figure as that for 1953. The total number of workers directly involved in work stoppages in progress during 1954 was 62,250 and the working time lost in these stoppages amounted to 1,475,200 man-days. The corresponding figures for 1953 were 55,988 workers involved and 1,324,715 man-days lost. It was estimated that, in 1954, the total loss of time owing to disputes was equivalent to an average loss of about one-third of a day, the same as in 1953, for each wage and salary earner in Canada, representing a little more than one-tenth of one per cent. of the estimated working time of all non-agricultural wage and salary earners. The average time lost by each worker directly involved in stoppages of work was nearly 24 days in each of the years 1953 and 1954.

A large proportion of the total loss of time in 1954 was caused by a small number of large-scale work stoppages. Three stoppages, involving motor vehicle factory and parts depot workers in Ontario, plumbers and steamfitters in Quebec, and farm implement factory workers in Ontario, caused about one-half of the total time loss. More than one-half of the number of work stoppages caused comparatively little loss of time; of the 174 disputes in progress in 1954, 94 accounted for only two per cent. of the total time lost.

Of the total time loss in all work stoppages in 1954, stoppages in the manufacturing group of industries accounted for 64 per cent. and those in the construction group and service group for 14 per cent. and five per cent. respectively. Each of these three industry groups showed a large increase compared with 1953 in the number of man-days lost, the increase in the manufacturing group being from about 480,000 man-days in 1953 to about 940,000 man-days in 1954. In the mining industry loss of time owing to stoppages was 52 per cent. of the total for all industries in 1953, but only 13 per cent. in 1954; there were few stoppages in coal mining in 1954 and they caused less than one per cent. of the total time loss. There was also a decrease in the time lost in the transportation and public utilities group of industries, which accounted for seven per

cent. of the total loss of time in 1953 and only one-fifth of one per cent. in 1954.

The review states that, as in previous years, demands for wage increases and related questions were the main issues in disputes leading to stoppages of work in 1954. Disputes arising from these demands, which were accompanied in many cases by others relating to union security and to changes in hours and conditions of work, were responsible for 59 per cent. of the stoppages during the year, accounting for 80 per cent. of the total number of workers involved in stoppages and for 96 per cent. of the total working time lost. The corresponding figures, on an average, for the eight-year period 1946-1953, were 58 per cent. of the stoppages, 70 per cent. of the workers and 88 per cent. of the total time lost.

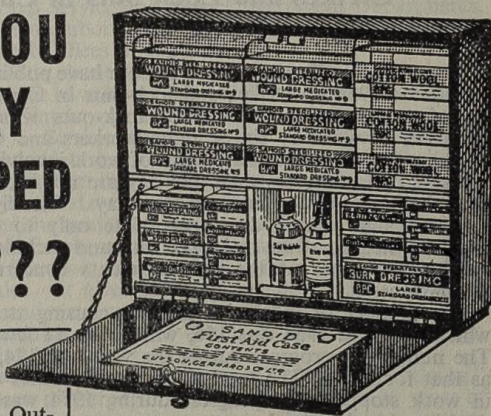
One of the annual Tables included in the Department of Labour's report has been revised to show whether the disputes arose in connection with the renewal of collective agreements, during the term of agreements, or where no agreement was in force. About one-half of the total number of work stoppages in 1954, involving 82 per cent. of the total number of workers involved in work stoppages, arose from disputes over renewals of collective agreements. These stoppages were by far the most important in terms of time loss, accounting for 95 per cent. of the total. Disputes occurring during the term of a collective agreement caused 25 per cent. of the stoppages, involving 14 per cent. of the total number of workers but accounting for only two per cent. of the total time lost. Twenty-two per cent. of the stoppages, involving four per cent. of the workers and causing three per cent. of the total time loss, occurred in establishments where there was no collective agreement in force at the time of the stoppage.

Of the total number of disputes, about 31 per cent. were settled in less than five days, 35 per cent. lasted between five and 25 days, and 34 per cent. lasted more than 25 days. The stoppages lasting less than five days involved 21 per cent. of the workers and caused less than two per cent. of the time loss; those which lasted more than 25 days involved 51 per cent. of the workers and caused 87 per cent. of the loss of time.

The following Table shows, for each of the years 1950 to 1954, the number of strikes and lock-outs reported as in progress in Canada, the numbers of workers directly involved in the stoppages of work, and the resulting loss of working time :-

| Year | Number of Strikes and Lock-outs in Progress | Number of Workers Directly Involved | Aggregate Loss of Working Time (in Man-days) |
|------|---|-------------------------------------|--|
| 1950 | 161 | 192,153 | 1,389,039 |
| 1951 | 259 | 102,870 | 901,739 |
| 1952 | 222 | 120,818 | 2,879,955 |
| 1953 | 174 | 55,988 | 1,324,715 |
| 1954 | 174 | 62,250 | 1,475,200 |

ARE YOU FULLY EQUIPPED ????????



The First Aid Outfit illustrated is in accordance with S.R. & O. 1938, No. 486 (Standard outfit B) for concerns in which mechanical power is used, and in which the number of persons employed exceeds ten but does not exceed fifty.

Price :
A182W — 38s. 6d.
each, complete; plus
carriage.

INDUSTRIAL FIRST AID

The Factories Act, 1937, stipulates that First Aid arrangements are required in ALL CONCERNS to which the Act applies. Statutory requirements vary according to the number of employees and nature of the work carried out. As Pioneers of Industrial First Aid, established in 1878, we shall be pleased to advise and supply you with the appropriate equipment.

A PRODUCT OF
Cuxson, Gerrard & Co. Ltd.
OLDBURY BIRMINGHAM

Social Security in New Zealand in 1954-55

The Social Security Department of New Zealand have presented their sixteenth Annual Report in accordance with the provisions of the Social Security Act, 1938. The Report gives an account of the work of the Department in relation to unemployment, sickness and other social security benefits and in administering war pensions and allowances, medical treatment for ex-servicemen, and other related matters, during the twelve months ended 31st March, 1955. During this period various legislative amendments were applied to the conditions for the receipt of social security cash benefits, one of which increased the basic rates of age, widows', invalids', miners', sickness, and unemployment benefits by £6 10s., bringing them up to £182 a year from 18th November, 1954.

The number of applications for unemployment benefit dealt with by the Social Security Department during the year ended 31st March, 1955, was 150, of which 93 were granted and 57 declined. The number of persons in receipt of unemployment benefit at 31st March, 1955, was 19, compared with 17 a year previously. The average duration of unemployment benefits which ceased during the year was 8.4 weeks for males and 10.3 weeks for females.

The Social Security Act provides that special emergency benefit in cases of hardship may be granted to any person who is not qualified to receive any other benefit under the Act but who, by reason of age, physical or mental disability, or for any other reason, is unable to earn a sufficient livelihood for himself and his dependants. The number of such benefits in payment at the end of March, 1955, was 2,201, compared with 2,230 a year earlier; the total expenditure on emergency benefits was £366,558 in 1953-54 and £430,135 in 1954-55. Special assistance, drawn from the Special Assistance Fund established in November, 1951, may be granted to social security beneficiaries and others who have special commitments which cannot be met out of current income, have insufficient other means available, and where there is no possibility of their helping themselves. At 31st March, 1955, 3,229 continuing grants from the Special Assistance Fund were in force, compared with 2,687 grants at the end of March, 1954; expenditure from the Fund amounted to £135,162 in 1954-55, compared with £102,329 in 1953-54.

Other monetary benefits provided under the Social Security Scheme include superannuation benefits, payable to persons of the age of 65 and over, age, widows', orphans', family, invalids', miners', and sickness benefits. The numbers of recipients of these benefits at 31st March, 1955, and the total amounts of benefits paid during the preceding twelve months, are shown in the Table below, together with the corresponding figures for 1953-54.

| Benefit | Number of Recipients at 31st March | | Amount of Benefit paid in 12 months ended 31st March | |
|----------------|------------------------------------|---------|--|-------------|
| | 1955 | 1954 | 1955 | 1954 |
| Superannuation | 78,173 | 75,227 | £ 6,750,226 | £ 6,029,183 |
| Age | 121,063 | 122,205 | 22,251,098 | 19,922,234 |
| Widows' | 12,197 | 12,072 | 2,664,461 | 2,323,835 |
| Orphans' | 300 | 302 | 28,899 | 27,583 |
| Family | 298,370 | 290,480 | 18,179,099 | 17,618,581 |
| Invalids' | 8,110 | 8,194 | 1,616,562 | 1,488,425 |
| Miners' | 481 | 508 | 128,663 | 123,547 |

In addition to the monetary benefits referred to in the above Table the Social Security Department granted medical, hospital, maternity, etc., benefits to the value of £12,588,924 during 1954-55.

A comprehensive reciprocal agreement which is in operation between New Zealand and Australia covers age, invalids', widows', family, unemployment and sickness benefits in New Zealand and the related Australian social service benefits. Under the agreement persons leaving Australia to reside permanently in New Zealand may, in general, qualify for New Zealand social security benefits on the same basis as New Zealanders. At 31st March, 1955, the number of reciprocal benefits in force in New Zealand under these arrangements was 473, compared with 456 a year earlier. Reciprocal arrangements between New Zealand and the United Kingdom relate only to family benefits (children's allowances). Since 1951 family benefit has been payable in respect of a child immediately on its arrival in New Zealand, provided the Commission is satisfied that the child is likely to remain permanently in New Zealand. The number of family benefits granted under the reciprocal arrangements has, therefore, declined and continued at a low level during 1954-55; only 28 such benefits were granted during the year and 28 were in force at 31st March, 1955.

The total number of persons (including dependent wives and children) in respect of whom social security cash and other benefits were payable increased from 907,098 at 31st March, 1954, to 931,446 at 31st March, 1955. These figures represented about 43.5 per cent. of the total population at 31st March, 1954, and 43.7 per cent. at 31st March, 1955. Total expenditure on social security cash benefits, including special assistance, for the year 1954-55 amounted to £53,466,782, compared with £49,095,091 for 1953-54. Of the total for 1954-55, £25,057,988, or 47 per cent., was paid without a means test, and the remainder was subject to a means test. At 1st April, 1954, the balance of the Social Security Fund amounted to £12,428,167. Receipts during the year ended 31st March, 1955, totalled £70,314,110, of which the principal items were £56,175,151, representing the social security charge on wages and other income, and £14 millions granted by the New Zealand Parliament from the Consolidated Fund. Expenditure during the year amounted to £67,163,637, of which £65,920,544 was

paid in monetary and medical benefits and £1,097,219 in administrative expenses. Other expenses amounted to £145,874. The balance of the Fund at 31st March, 1955, was £15,578,640.

An article on the work of the Social Security Department during 1953-54 was published in the issue of this GAZETTE for October, 1954 (page 346), and a brief description of the Social Security Scheme in New Zealand was given in an article published in the issue for February, 1950 (page 51).

Work Stoppages in the United States in 1954

The Bureau of Labor Statistics of the United States Department of Labor have published an article in the May issue of *Monthly Labor Review* analysing work stoppages due to industrial disputes in the United States of America during 1954. All known work stoppages were included in the analysis if they involved six or more workers and continued for at least one full day or shift. The figures relating to numbers of workers involved and of man-days lost include all workers made idle for one shift or longer in establishments directly involved in the stoppages. Workers made idle at other establishments or in other industries as a result of material or service shortages are excluded.

The analysis shows that the numbers of workers involved and of man-days lost in work stoppages during 1954 were lower than in any year since the war, and fewer stoppages occurred than in any post-war year except 1948. The relatively sharp decline in the level of strike activity was due to some extent to the slackening of economic activity, as a result of which unemployment was substantially higher, and industrial production slightly lower, than in 1953. Wage demands were influenced by the relative stability of consumer prices, and increases negotiated in wages and supplementary benefits were somewhat smaller than those in most other post-war years. Factors contributing to the peaceful negotiation of these increases were the concern of the trade unions with unemployment problems and the desire of many employers to maintain their competitive position.

The number of work stoppages which began in 1954 was 3,468, compared with 5,091 in 1953. The total for 1954 excludes 13 small disputes about which the Bureau of Labor Statistics were unable to secure information that an actual stoppage of work occurred. Workers directly involved in stoppages which began in 1954 totalled approximately 1,530,000, compared with 2,400,000 in the previous year. Working time lost in 1954 owing to stoppages of work amounted to 22,600,000 man-days, compared with 28,300,000 man-days in 1953. It is estimated that, in 1954, the time lost at undertakings directly involved in stoppages of work represented 0.21 per cent. of the total working time in all United States industries during the year. The corresponding figure for 1953 was 0.26 per cent. On an average, the duration of work stoppages which ended in 1954 was 22.5 calendar days, about the same as the annual average during the post-war period. The average loss of time for workers directly involved in those stoppages was 14.7 working days, a somewhat higher figure than the average of 11.8 days for 1953, but well below the average for most recent years.

The analysis shows that, as in other recent years, the greatest number of work stoppages arose out of disputes over wages, hours and supplementary benefits, including pensions, social insurance benefits, etc. These disputes caused 1,726, or nearly 50 per cent., of the total number of work stoppages which began in 1954. They involved nearly 58 per cent. of the total number of workers involved in stoppages which began in the year and accounted for about 74 per cent. of the total number of man-days lost. Disputes over working conditions other than those mentioned above were responsible for about 24 per cent. of the work stoppages which began in 1954 and for nearly 14 per cent. of the total loss of time in all stoppages.

In 1954 there were 18 stoppages of work involving 10,000 or more workers, compared with 28 in 1953 and 35 in 1952. These stoppages directly affected 437,000 workers, or 28.5 per cent. of the workers involved in all stoppages, and accounted for the loss of 7,520,000 man-days, about one-third of the total time lost during the year. Most of the large-scale stoppages were of less than two weeks' duration. The stoppage in the lumber industry in the Pacific North-West was, however, of 83 days' duration and accounted for one-sixth of the total working time lost in 1954. Twelve of the 18 major stoppages arose primarily from disputes over wages, hours, and/or supplementary benefits.

All industry groups experienced fewer work stoppages in 1954 than in 1953. In most industries there was a reduction also in the numbers of workers involved in stoppages and of man-days lost. The most notable exception was the lumber and wood products group in which, as a result of the major stoppage involving 10,000 or more workers, 4,200,000 man-days were lost in 1954, the highest figure in the industry for any year since 1946. In two other groups of industries, viz., rubber products, and retail and wholesale trade, the time loss due to stoppages was greater in 1954 than in recent years; the loss in the rubber products group was 1,620,000 man-days and in retail and wholesale trade 1,690,000 man-days. The largest number of stoppages in an industry group (804) occurred in the construction industry, and included seven of the 18 major stoppages of the year involving 10,000 or more workers. There was, however, a reduction, compared with 1953, in both the total number of stoppages and the time loss, despite record levels of activity in the construction industry in 1954. In the textile industry, where several stoppages against wage reductions occurred, the loss of time in 1954 was markedly less than in most other post-war years. The number of stoppages in the mining industry in 1954 was 249. This figure, together with that for 1953, showed a sharper decline compared with the period 1946-52 than that for any other industry group.

NEW VISIBLE RECORDS FOR THE CONTROL OF STAFF

Vital data at all times in sight
less clerical upkeep

A wide range of staff records are now newly available in the form of visible records.

They cover all essential data to do with both office and factory personnel.

Take the following standard visible record (S.F. 0037)—which is available ready-printed. It provides for name, address, nationality, registration number, date of birth, changes of employment, previous positions, dates of changing, reasons for changing, details of National Service, medical history, pension schemes, family (in detail), wages changes, summaries of leaves, educational qualifications, employers, character, etc., etc.

These records provide instantaneous reference to any one of a few hundreds or many thousands of employees. They are housed in light, compact, slim books which are readily portable. Many thousands of such records can be within arms-reach and maintained by a single clerk. And, although securely held in position, any one can be removed or inserted by a simple lever depression.

Such records save a great deal of time in referring and in entering. They can be used in any branch of activity for any type of employee. They give colour-signalled at-sight information as to disabled people, those fit for better positions, those due for increases, those sick or absent, etc., etc.

For full details of such records please jot "Personnel Visible Records" on your official letter-heading and details will be sent you by return.

Shannon Systems

VISIBLY BETTER RECORDS

THE SHANNON LTD,

422 Shannon Corner, New Malden, Surrey

Principal Changes in Rates of Wages Reported during September—continued

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Corn Trade, Sugar Confectionery, Milk Products, Milk Processing, Sign Production, Cinematograph, Electrical Contracting, Electricity Supply, Civil Air Transport, Post Office, Wholesale Newspaper, Hospitals.

* These increases took effect under an Order issued under the Wages Councils Act. See page 341 of the September issue of this GAZETTE. † This change was the result of an agreement between the Scottish Silk Screen Printers and Display Association, and the Sign and Display Trades Union. Variations in the cost-of-living bonus will be made at six-monthly intervals. ‡ Artists and writers receive a credit of 9d. a week as brush allowance. § These increases were agreed in September with retrospective effect to the date shown. Extra minimum hourly differential rates varying from 1d. to 4d. are payable to specified craft, semi-skilled and general grade workers, and weekly allowances varying from 1s. to 2s. 6d. are payable for tools where supplied by employees in craft grades. || These increases were authorised in September, and had retrospective effect to the dates shown. ¶ These rates are subject to provincial differentiation. ** Surgical shoemakers at present graded and paid under group 10 are to be assimilated to the new gradings at a point not less favourable than grade 3.

Principal Changes in Rates of Wages Reported during September—continued

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Local Government Service, Local Authority Services.

* This increase was awarded in September, and had retrospective effect to the date shown. It applied to Authorities affiliated to the constituent Regional Councils of the National Joint Council for County Council Roadmen. It did not apply to the County Councils of Breconshire, Cardiganshire, Carmarthenshire, Cheshire, Durham, Lancashire, Middlesex, Pembrokeshire, Radnorshire, Staffordshire, Warwickshire and the West Riding of Yorkshire, nor to workpeople within the scope of the Glamorgan and Monmouthshire Regional Councils. † This increase was authorised in September and had retrospective effect to the date shown.

Index of Rates of Wages

The index figure of rates of wages measures the movement, from month to month, in the level of full-time weekly rates of wages in the principal industries and services in the United Kingdom compared with the level at 30th June, 1947, taken as 100. The industries and services covered by the index and the method of calculation were described on page 41 of the issue of this GAZETTE for February, 1948. The index is based on the recognised rates of wages fixed by collective agreements between organisations of employers and workpeople, arbitration awards or statutory orders. The percentage increases in the various industries are combined in accordance with the relative importance of the industries, as measured by the total wages bill in 1946. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in piecework earnings due to variations in output or the introduction of new machinery, etc. As indicated on page 307 of the September issue of this GAZETTE, the index of actual weekly earnings in April, 1955, the latest available, was 176 for all workers combined as compared with 152 for rates of wages in those industries covered by the earnings enquiries (and 152 also in all the principal industries and services).

Table with columns: Date, Men, Women, Juveniles, All Workers. Shows index values for various months from 1947 to 1955.

All Workers

Table with columns: Year, Jan., Feb., Mar., Apr., May, June, July, Aug., Sept., Oct., Nov., Dec. Shows index values for all workers from 1947 to 1955.

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

In the first Table opposite are shown the separate index figures for men, women, juveniles and "all workers" for December in each of the years 1947 to 1953, inclusive, for March, June, September and December, 1954, and for each month of 1955 to date. The second Table shows the figure for "all workers" for each month since June, 1947.

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

Time Rates of Wages and Hours of Labour

1st April, 1955

Minimum, or standard, time rates of wages of wage-earners in the great majority of industries have been fixed by voluntary collective agreements between organisations of employers and workpeople or by statutory orders under the Wages Councils Acts, the Agricultural Wages Acts and the Catering Wages Act. In a number of cases the agreements have been arrived at by Joint Industrial Councils or similar bodies. In this volume, particulars are given of the minimum, or standard, rates of wages fixed by these agreements and orders for the more important industries and occupations. The source of the information is given in each case.

Price 7s. 6d. By post 7s. 10d.

Obtainable from

H.M. STATIONERY OFFICE

York House, Kingsway, London, W.C.2; 423 Oxford Street, London, W.1 (Post Orders: P.O. Box 569, London, S.E.1); 13A Castle Street, Edinburgh, 2; 39 King Street, Manchester, 2; 2 Edmund Street, Birmingham, 3; 109 St. Mary Street, Cardiff; Tower Lane, Bristol, 1; 80 Chichester Street, Belfast,

OR THROUGH ANY BOOKSELLER

LOM. HAY in Ministry of Labour Gazette. October, 1955
36 07 57

BRITISH GOVERNMENT CONTRACTORS

These announcements are restricted to firms and companies on the lists of contractors to H.M. Government Departments.

BOOK CLOTHS, ETC.

RED BRIDGE BOOK CLOTH CO. LTD.
BOLTON (LANCS) & LONDON
Manufacturers of High-class
BOOK CLOTHS & TRACING CLOTHS
London: Holb. 3288 Bolton 279

SAFES, ETC.

SAFES AND STRONG ROOMS
Speciality: TWELVE-CORNER BENT STEEL SAFES
SAMUEL WITHERS & Co., Ltd.
WEST BROMWICH
Telegrams: "SAFES, WEST BROMWICH." Telephone: West Bromwich 2065/6
Telegrams: "POSTULATA, LONDON." "Shoreditch 7773"

CLEANING CLOTHS

CLEANING CLOTHS
Cleaning Cloths of various kinds, Sponge Cloths, Dorset Scourers, Universals, All White Dish Cloths, Twill Scourer—Cloths in gross or on Rolls. Yarn Spun and Cloths manufactured entirely on our own premises.
WILD & CO.,
MOSS MILLS, HEYWOOD, LANCS.
Telephone No. 6207. Telegraphic Address: "SPINNERS"

SURGICAL DRESSINGS

CARUS of DARWEN
manufacturers of
SURGICAL DRESSINGS
ALEXANDER CARUS & SONS LTD.
Hoddlesden Mills, Darwen, Lancs.
London Office: 41-47 Leswin Rd., N16

EYELETS

BODILL, PARKER (1922) LTD.
Great Hampton Row
BIRMINGHAM 19
Manufacturers of **BRASS SPUR TEETH GROMMETS**  **BRASS EYELETS and RINGS VENTILATOR EYELETS**
Telephone CENTral 6643-4

All Kinds of SURGICAL DRESSINGS

Established 1839
ROBINSON & SONS Ltd.,
Wheat Bridge Mills, CHESTERFIELD
and King's Bourne House,
229-231 High Holborn, LONDON, W.C.1
Telephone No. 2105. Telegraphic Address "Staglint, Chesterfield."

PAPER

CALDWELL'S PAPER MILL Co. Ltd.
Inverkeithing, Fifeshire. T. "Caldwell, Inverkeithing."
Telephone No.: 1 Inverkeithing.
Tub-sized: Air-dried Extra Strong Ledger, Writings, White and Tinted Boards, Envelope Paper and Cartridge. Engine-sized: Extra Strong Ledger, Writings, Banks, Bonds, Watermarked and Plain, Linen-faced Writings, Printings, Cartridge, Envelope and Cover Papers, Glazed Imitation Parchment, Special Soft and Hard Greaseproofs.
London Address: Brettenham House, Lancaster Place, Strand, W.C.2.
Telegrams: "Calpamil, Rand." Telephone No.: Temple Bar 8684

EAST LANCASHIRE PAPER MILL Co. Ltd.
RADCLIFFE, Nr. MANCHESTER
Makers of Fine ESPARTO, STRAW and WOODFREE PRINTINGS and ENAMELLING PAPERS
Telephone Radcliffe 2284-5-6-7. Telegrams "SULPHITE RADCLIFFE."
LONDON OFFICE
VINTRY HOUSE, QUEEN STREET PLACE, LONDON, E.C.4.

CHAS. TURNER & CO. LTD.
SPRINGSIDE MILLS, BELMONT, Nr. BOLTON, LANCS.
Telephone No.: EAGLEY 126 & 7. Telegrams: TURNERS BELMONT LANCS.
M.G. Litho Papers, Cellulose Wadding, Envelopes, Square and Angle Cut, Coloured and Special M.Gs., Ribbed and Plain, Banks, Bonds, Glazed Imitation Parchment for waxing and Envelope and Drawing Cartridges.
London Agents: Johnston Horsburgh & Co. Ltd. 20/21 Queenhithe, E.C.4
Phone: Central 3636

Keep them on hand . . . Famous surgical dressings made by Southalls are available in a comprehensive range.
Bandages • Gauze
Lint • Cellulose Wadding
Absorbent Wool
SURGICAL DRESSINGS
by Southalls
Southalls (Birmingham) Ltd.
Charford Mills, Birmingham 8



TOWELLING

TURKISH TOWELS
LETTERED TOWELS, LETTERED ROLLERS
PLAIN WHITES, PLAIN TERRIES
FANCY TOWELS, BATH GOWN TERRIES
WILLIAM R. LEE LTD.
Hooley Bridge Mills :: HEYWOOD, LANCS.