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Age of Compulsory Retirement from Work

An enquiry has been made by the Ministry of Labour and National Service as to the extent to which retirement from work is compulsory at a specified age, and if so at what age. A form of enquiry was addressed to a sample of employers in manufacturing industries and in certain other employments. In the case of manufacturing industries, the enquiries were sent to all firms employing 2,000 or more persons and to a sample of those employing between 100 and 2,000. In other industries and services, they were sent to a selection of banks, insurance companies, building and friendly societies, accountants, dock, canal, gas and electricity undertakings, co-operative societies, and other large retailers, and shipping companies, in addition to certain large employers in the building and contracting industries and in the road transport of goods. Separate particulars were asked for in respect of (a) clerical, administrative and technical staff, and (b) manual and other workers.

The aim of the enquiry was to obtain information in respect of a number of representative employers of various types. The size of the sample, however, varied for different groups of employers, and a few of those to whom the enquiry was addressed failed to reply. The results, therefore, do not yield a complete statistical measure of the extent and ages of compulsory retirement in industry, banking, finance, commerce, etc., as a whole, but they give a general indication of the position in certain types of employment.

The enquiry showed that schemes for retirement from work at a specified age are not numerous in industries in which the majority of the employees are manual workers, though the average number of employees of the firms with operative schemes is relatively high. On the other hand, a retirement age is usual in the case of employers whose staff are mainly clerical workers.

In the manufacturing industries, building and road transport, less than 10 per cent. of the firms making returns have operative schemes for compulsory retirement for manual workers, and about one-seventh have a scheme for clerical, etc., staffs. In the case of banks, insurance companies, building and friendly societies, accountants, dock, canal, gas and electricity undertakings and shipping companies, four-fifths of the employers making returns have operative schemes for compulsory retirement for clerical, etc., staff, and two-thirds of the firms have also such a scheme for other workers. Amongst the co-operative societies and other retailers who supplied returns, one-half have operative schemes for both

clerical and other classes of workers, mainly shop assistants. It should be noted, however, that the firms to whom the enquiry form was sent were all large concerns and it is doubtful whether the results can be accepted as applicable to the retail distributive trades as a whole.

The age of retirement in the case of manufacturing industries, building and road transport is usually 65 for men, but for women the most usual age is 60, though in a number of cases it is 55 or 65. In clerical employments, also, the usual age is 65 for men, but for women it is usually 55 or 60. In the distributive trades most of the schemes covered by the returns provide for a retiring age at 65 for men and 60 or 65 for women.

The results of the enquiry in respect of each of the main categories of employers are summarised in the following paragraphs.

Manufacturing Industries, Building and Road Transport

Returns were received from 890 employers in this group, with 310,000 clerical, technical and administrative staff and 1,264,500 manual workers. So far as clerical, etc., staff were concerned, 76 per cent. of the employers reported that there are no provisions for the compulsory retirement of men and 79 per cent. reported no provisions for women. These firms, however, employ only about one-half of the total number of clerical, etc., workers covered by the returns. There are schemes for compulsory retirement at 14 per cent. of the firms in the case of men and at 12 per cent. in the case of women. These firms employ a little over one-quarter of the total number of clerical, etc., workers covered by the returns. Fourteen firms which have retirement schemes for men have no such schemes for women. The remaining firms reported that schemes for compulsory retirement are not strictly enforced for various reasons, including shortage of manpower.

As regards manual workers, 86 per cent. of the employers reported that they have no scheme for men and 88 per cent. reported no scheme for women. These firms employ rather over two-thirds of the total number of manual workers covered by the returns. Only 8 per cent. of the firms have an operative scheme for compulsory retirement for men, and 7 per cent. for women. These firms employ rather less than one-fifth of the total number covered by the returns. The remaining 5 or 6 per cent. of the employers have schemes which are temporarily in abeyance.

The following is a summary of the information shown by the returns for clerical, etc., staff and for manual workers, received from firms in this category:—

	Definite retiring age	Schemes in abeyance	No specified retiring age	Total
I. Clerical, technical and administrative staff				
Male workers:				
Employers—	124	85	681	890
Number				
Percentage of total	14%	10%	76%	100%
Employees—	58,000	49,800	99,400	207,200
Number				
Percentage of total	28%	24%	48%	100%
Female workers:				
Employers—	110	82	698	890
Number				
Percentage of total	12%	9%	79%	100%
Employees—	27,200	23,600	52,000	102,800
Number				
Percentage of total	26%	23%	51%	100%
II. Manual workers				
Male workers:				
Employers—	73	49	768	890
Number				
Percentage of total	8%	6%	86%	100%
Employees—	187,200	145,400	684,100	1,016,700
Number				
Percentage of total	19%	14%	67%	100%
Female workers:				
Employers—	59	45	778	882*
Number				
Percentage of total	7%	5%	88%	100%
Employees—	37,000	32,600	187,800	248,400
Number				
Percentage of total	15%	13%	72%	100%

The age of retirement at the firms with operative schemes is shown below. For men the usual age is 65, and for women 55, 60 or 65.

Age of retirement	Men		Women	
	Number of employers	Number of employees	Number of employers	Number of employees
I. Clerical, technical and administrative staff				
55	—	—	22	12,500
60	12	4,200	59	7,800
62	2	14,300	—	—
65	109	39,200	28	6,800
70	1	300	—	—
Other ages	—	—	1	100
II. Manual workers				
55	—	—	8	5,900
60	3	3,700	32	14,200
62	—	—	—	—
65	67	176,600	19	16,900
70	3	6,900	—	—

Banks, Insurance Companies, Building and Friendly Societies, Accountants, Dock, Canal, Gas and Electricity Undertakings and Shipping Companies

Returns were received from 45 employers in this group, with 127,400 clerical, etc., workers and 68,400 other workers.

The following is a summary of the information received:—

	Definite retiring age	Schemes in abeyance	No specified retiring age	Total
I. Clerical, technical and administrative staff				
Male workers:				
Employers—	37†	5	3	45
Number				
Percentage of total	82%	11%	7%	100%
Employees—	74,100	11,100	8,100	93,300
Number				
Percentage of total	79%	12%	9%	100%
Female workers:				
Employers—	36†	5	4	45
Number				
Percentage of total	80%	11%	9%	100%
Employees—	25,900	5,300	2,900	34,100†
Number				
Percentage of total	76%	15%	9%	100%
II. Other Workers				
Male workers:				
Employers—	27†	5	9	41
Number				
Percentage of total	66%	12%	22%	100%
Employees—	61,600	1,100	2,000	64,700
Number				
Percentage of total	95%	2%	3%	100%
Female workers:				
Employers—	18†	3	8	29
Number				
Percentage of total	62%	10%	28%	100%
Employees—	3,300	100	300	3,700
Number				
Percentage of total	89%	3%	8%	100%

* Eight of the firms employed no female manual workers.

† Including one firm whose staff is only partially covered by a retirement scheme.

So far as clerical, etc., staff are concerned, 82 per cent. of the employers reported that they have provisions for compulsory retirement for men, and 80 per cent. have such provisions for women. These firms employ nearly four-fifths of the total number of clerical workers covered by the returns. Only 7 per cent. of the firms reported that they have no such scheme for men, and 9 per cent. for women. The remaining 11 per cent. of the firms reported that schemes for compulsory retirement are not strictly enforced.

As regards manual workers, 66 per cent. of the firms, employing nearly 95 per cent. of the total number of men covered by the returns, have a scheme of compulsory retirement for men, and 62 per cent. of the firms have one for women. There is no compulsory retirement scheme for men in the case of 22 per cent. of the firms, with only 3 per cent. of the male employees, and for women in the case of 28 per cent. of the firms with 8 per cent. of the total employees. The remaining 10 or 12 per cent. of the firms, with very small numbers of manual workers, have schemes which are temporarily in abeyance.

The age of retirement at the firms with operative schemes is shown below. The usual age is 60 or 65 for men, and 55, 60 or 65 for women.

Age of retirement	Men		Women	
	Number of employers	Number of employees	Number of employers	Number of employees
I. Clerical, technical and administrative staff				
55	—	—	17	19,200
60	7	34,400	13	5,300
65	28	38,000	5	900
70	—	—	—	—
Other ages	2	1,700	1	500
II. Other workers				
55	—	—	2	100
60	3	2,800	7	1,000
65	23	55,600	9	2,200
70	1	3,200	—	—

Co-operative Societies and other Large Retailers

Returns were received from 20 employers in this group, with 28,900 clerical, etc., staff and 200,400 other workers.

For all classes of employees, 50 per cent. of the firms, employing nearly one-third of the male clerical, etc., workers, and about half of the females and male manual workers, have schemes for compulsory retirement. Thirty-five per cent. of the firms, with only one-third of the employees, have no such schemes, while 15 per cent. have schemes which are temporarily in abeyance. The following is a summary of the information received.

	Definite retiring age	Schemes in abeyance	No specified retiring age	Total
I. Clerical, technical and administrative staff				
Male workers:				
Employers—	10	3	7	20
Number				
Percentage of total	50%	15%	35%	100%
Employees—	3,300	4,200	3,200	10,700
Number				
Percentage of total	31%	39%	30%	100%
Female workers:				
Employers—	10	3	7	20
Number				
Percentage of total	50%	15%	35%	100%
Employees—	9,700	3,300	5,200	18,200
Number				
Percentage of total	53%	18%	29%	100%
II. Other workers				
Male workers:				
Employers—	10	3	7	20
Number				
Percentage of total	50%	15%	35%	100%
Employees—	39,400	24,500	18,800	82,700
Number				
Percentage of total	47%	30%	23%	100%
Female workers:				
Employers—	10	3	7	20
Number				
Percentage of total	50%	15%	35%	100%
Employees—	63,500	19,100	35,100	117,700
Number				
Percentage of total	54%	17%	29%	100%

The age of retirement at the firms with operative schemes is shown below. The usual age is 65 for men and 55, 60 or 65 for women.

Age of retirement	Men		Women	
	Number of employers	Number of employees	Number of employers	Number of employees
I. Clerical, technical and administrative staff				
55	—	—	1	6,000
60	2	700	5	2,000
65	8	2,600	4	1,700
II. Other Workers				
55	—	—	1	38,600
60	2	5,600	5	12,700
65	8	33,800	4	12,200

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 134 to 149.

Employment

It is estimated that the number of persons in civil employment in Great Britain fell by 9,000 (6,000 men and 3,000 women) during February, the number at the end of the month being 22,000,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed a decrease of 4,000, manufacturing industries rose by 1,000 and other industries and services fell by 6,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who had not taken up employment, is estimated to have decreased by 20,000 from 23,214,000 to 23,194,000.

Unemployment

The number of persons registered as unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain fell from 360,283 to 340,406 between 14th February and 14th March. There was a fall of 13,585 in the case of males and of 6,292 in the case of females. The number fell in all the Regions.

Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), remained unchanged in March at 108. The changes in rates of wages reported to the Department during the month resulted in an

aggregate increase estimated at £184,000 in the weekly full-time rates of wages of about 1,095,000 workpeople. The principal increases affected workers employed in agriculture in England and Wales, the manufacturing side of the cotton industry, the cast stone and cast concrete industry in England and Wales, and in certain firms engaged in the manufacture, preparation and processing of food and cocoa, chocolate and sugar confectionery manufacture.

Industrial Disputes

The number of workers involved during March in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred) was approximately 19,000. The time lost during the month at the establishments where the stoppages occurred was about 71,000 working days. The number of stoppages which began in the month was 162, and, in addition, 10 stoppages which began before March were still in progress at the beginning of the month. The stoppages involving the largest numbers of workpeople during the month were those of colliery workers at Shotts and workers employed in shipbuilding at Belfast.

Retail Prices

The interim index of retail prices, based on 17th June, 1947 (taken as 100), was 109 at 15th March, the same figure as at 15th February. The principal changes in prices during the month were a reduction in the average price of eggs, a seasonal fall in electricity charges, and various increases in the prices of clothing and clothing materials.

ECONOMIC SURVEY FOR 1949

The Economic Survey for 1949 was presented to Parliament by the Chancellor of the Exchequer on 15th March, and has been published by H.M. Stationery Office as a Command Paper (Cmd. 7647), price 1s. net (1s. 2d. post free). The Survey gives a brief account of the economic progress made by the United Kingdom during 1948 and discusses in detail the prospects for 1949, outlining programmes, fixing targets and summarising the tasks lying before the nation and the individual during that year.

Progress in 1948

The Survey states that 1948 was a year of great and steady progress. With help from the United States of America under the European Recovery Programme, and as a result of the successful completion of the post-war reconversion of industry and of steady national effort, output increased in every important industry. Industrial production as a whole rose by about 12 per cent. above the 1947 level although the labour force increased by only 2 per cent. The harm caused by the fuel crisis of 1947 was repaired, and new equipment and improved techniques came into use. The general improvement in output, which was the basic factor in the progress made, permitted exports to rise faster than imports without total national resources being reduced. It also allowed an increase in investment and an appreciable improvement in consumption.

Although the target figures were not reached, there were substantial rises in the production of coal and of textiles. The improvement in coal production allowed a resumption of exports on a significant scale. Agricultural output was higher in every branch. The consumption of electricity rose, but serious dislocation due to excessive peak loads was avoided. There was a great increase in steel output, which exceeded the raised target and enabled production to expand in many investment and export industries. Investment in 1948 was substantially greater than in 1947. Building work in progress was brought into proper relation with the rate at which it could be completed; the number of houses under construction in England and Wales was reduced, while the number completed rose. In the Development Areas, an additional 23,000 workers found employment in 300 newly completed factories and extensions of factories.

The volume of retained imports rose by about 4 per cent. above 1947 to more than four-fifths of the level for the years immediately preceding the war. Exports rose by about 25 per cent. and in volume were the largest since 1929. In the latter half of the year exports and re-exports were sufficient to pay for over 90 per cent. of imports, compared with about 70 per cent. in 1947 and a little less in 1938. If account is taken also of the improvement in the balance of invisible payments, the overseas deficit in 1948 is provisionally estimated at £120 million, a reduction of over £500 million in the course of the year.

The national income increased during 1948, and despite the success of the export drive the total real resources available for use at home were greater than in 1947. There was a continued pressure of demand for labour. Civilian employment was rather more than had been expected, and unemployment remained at a low level. Wage rates continued to rise, but greater understanding of the need for stability moderated the increase. Retail and wholesale prices remained approximately stable during the greater part of the year.

The Survey points out that, while substantial progress was made in nearly every part of the economic life of the country during 1948, the position remained dangerous in a number of critical sectors, and that at the end of the year the country was still far from paying for dollar imports from current dollar earnings.

General Prospects for 1949

The Survey states that it is impossible to expect that 1949 will

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improve on 1948 as markedly as did 1948 on 1947. Output in 1947 was disorganised and delayed by the fuel crisis and 1948 was the first post-war year in which, after the long and difficult process of reconversion had been completed, physical output began to match the productive capacity of the country. Further progress will result from technical progress, new capital equipment, improved organisation, steadier and more productive work, and not from an increased labour force and the fruits of reconversion in earlier years. It is not yet possible to state all the programmes for 1949 with precision. The figures in the Survey are based on a provisional assumption that assistance under the European Recovery Programme will amount to 940 million dollars, and that present defence policies will be continued.

Production Programmes

The Survey discusses in detail the programmes for each of the main industries, and sets out in tabular form the figures of actual output in 1948 and the forecasts for 1949. The forecasts imply, *inter alia*, increases in output from 208.4 million tons (for 52 weeks) in 1948 to between 215 and 220 million tons in 1949 in deep mined and open cast coal, from 14.9 to between 15½ and 15¾ million tons in steel ingots and castings; and from 11.1 to between 12 and 12½ million tons in finished steel. For the textiles industry, the increases proposed are from 1,366 to 1,535 million lb. in the output of cotton yarns, spun rayon and mixture yarns, rayon, and worsted yarn, and from 2,667 to 2,900 million linear yards in that of cotton cloth, rayon cloth and mixtures and woven wool cloth. In agriculture an increase is proposed in the total area under bread and other grains, potatoes, sugar beet and linseed from 10,403,000 acres in 1948-49 to 10,800,000 acres in 1949-50.

Investment

It is the Government's intention to maintain a large investment programme, but the success of this policy depends on the continued self-restraint of the country as a whole in limiting present consumption in order to release the resources necessary to carry out the programme. The most critical factors limiting the policy are likely to be supplies of timber and steel, as in 1948. Only a small increase in timber is expected in 1949. Of the steel supplies for the year, it is planned to allocate about 60 per cent. to home investment, 30 per cent. to exports, and the remainder to defence and consumer needs.

A large part of the gross home investment must go to maintenance and replacement, to make up war-time arrears which can no longer be deferred. Consequently, the resources which can be devoted to new investment are strictly limited. It is the Government's objective, while maintaining investment in the social services at the 1948 level, to increase to the maximum investment in those industries and basic services where increased output will, directly or indirectly, assist the balance of payments, and serve to increase dollar earnings or reduce dollar expenditures. At the same time the policy of steering new industrial expansions to areas of unemployment will be continued, and it is hoped that the improved rate of completion of factories in the Development Areas will in 1949 further reduce unemployment in those areas. It is estimated that the total of gross fixed investment in 1949 is unlikely to rise much above the level of 1948. Though the prospects for the principal sectors show a rise of £120 million, past experience has shown that, however carefully the estimates for work to be undertaken may be drawn up, the investment actually achieved will, in some cases, be less than the programme as a result of unforeseen difficulties and delays. An appendix to the Survey deals with capital investment, giving a brief account of progress in 1948 and discussing in detail programmes and prospects for 1949 in the principal sectors of fixed investment.

Balance of Payments, Exports and Imports

Contrary to expectations, the overseas account for the second half of 1948 showed a small surplus of total receipts over total payments. It is provisionally estimated that there was a surplus of £30 million in the second half of the year, compared with a deficit of £150 million in the first half. It is expected that the first half of 1949 will not show any very material change from the second half of 1948, and that the total overseas account will again be roughly in balance. The prospects for the balance of payments in the second half of 1949 are uncertain, as the amount of assistance to be expected from the European Recovery Programme is still unknown.

The general export target for end-1949 has been put at 155 per cent. of the volume of exports in 1938. In 1948 the volume of exports exceeded the forecasts in both the first and second half-years by 4 and 5 per cent., respectively. A more modest rise is expected in 1949 owing to certain limitations arising from difficulties of man-power shortages in the cotton, pottery and some other industries, restrictions placed by other countries on United Kingdom exports, and the difficulty in finding buyers at present selling prices. Increasing competition from other exporters has also to be faced in the main hard currency markets. The forecast of the volume of imports for the first half of 1949 (83 per cent. of the 1938 figure) shows some increase, mainly in respect of raw materials, over the level of the second half of 1948 (81 per cent.). During the first half of 1949, it is expected that payments and receipts will remain approximately in balance despite the assumption of an increase in imports.

Man-power Distribution

The total working population declined by 100,000 in 1948, but releases from the Armed Forces were more than sufficient to counteract the potential effect of this reduction on the total industrial population, which rose by some 300,000 during the year. During 1949 the total working population is expected to be practically constant; the stabilisation of the size of the Forces means that the industrial population also will remain practically constant. Man-power statistics were affected in 1948 by the introduction of the National Insurance Scheme, which brought into the count of employed persons many previously excluded, and also by a change in the classification of industries.* The forecasts of the man-power position contained in the Survey are on the new basis.

The aim of the Government during 1948 was to increase the labour force of certain essential industries. This policy met with a large measure of success through the operation of the Control of Engagement Order and a large-scale publicity campaign, although full employment and shortage of housing combined to reduce the mobility of labour. The textile labour force increased by 6 per cent., the largest percentage of any industry during the year; in agriculture the increase was 3½ per cent.; in coal mining wastage was offset and there was a net increase of 8,000 in the number employed. About 85,000 foreign workers were recruited for employment under official schemes, and over 10,000 German prisoners of war were granted civilian status and allowed to continue employment in agriculture. During 1949 there will be no large net releases of man-power from the Services or from armaments work and no large-scale redistribution of labour between industries will be required, but in certain industries more labour will be needed and other industries must be kept up to strength. The existing labour policy of the Government will, therefore, remain unchanged. Industries in which an increase in man-power will be necessary include the textiles, coal mining and agriculture.

The table below shows the distribution of the industrial population in 1948 and the projected distribution for end-1949.

Distribution of Industrial Population in 1948 and 1949
(Thousands)

	Mid-1948 Actual	End-1948 Actual	End-1949 Forecast
Coal Mining	787	788	798
Other Mining and Quarrying	82	82	82
Gas, Electricity and Water	296	301	305
Transport and Communication	1,814	1,803	1,790
Agriculture	1,227	1,230	1,240
Fishing	41	41	40
Manufactures :			
Chemicals and Allied Trades	426	433	440
Metals, Engineering and Vehicles	3,904	3,921	3,920
Cotton	310	319	330
Wool	209	214	220
Other Textiles	429	438	445
Clothing	700	716	715
Food, Drink and Tobacco	725	738	740
Other Manufactures	1,411	1,422	1,430
Building and Contracting	1,497	1,480	1,480
Distributive Trades	2,689	2,739	2,755
Professional, Financial and Miscellaneous Services	3,925	3,876	3,890
Public Administration :			
National Government Service	688	694	675
Local Government Service	766	776	780
Total in Civil Employment	21,926	22,011	22,075
Unemployed	282	348	350
Total Industrial Population	22,208	22,359	22,425

It is estimated that the level of unemployment will show little change from its present extremely low figure; but the policy of expanding production in the Development Areas and other places where unemployment is high and of encouraging the employment of disabled and elderly persons will be continued.

* An account of the changes is contained in the issue of this GAZETTE for February, pages 40 and 41.

National Income and Consumption

The total resources available for use at home will be £10,900 million (at end-1948 prices) in 1949, compared with £10,620 million in 1948. This forecast assumes that there is no net addition to our resources from loans and gifts from abroad and the sale of foreign assets, which amounted to £120 million in the previous year. It is based on the distribution of the working population shown in the Table above, and assumes that output a man-year over the economy as a whole, apart from the Armed Forces and Government employees, will increase by about 2½ per cent. above the 1948 level; this implies a rise greater than 2½ per cent. in manufacturing industry. It is further estimated that during the year personal expenditure will amount to £8,200 million and Government expenditure to £2,040 million, that £2,330 million will be applied to gross capital formation, that £515 million will be paid in subsidies, and that £2,185 million will return to the Government in the form of indirect taxation.*

The Survey gives comparative figures of food consumption in the United Kingdom in 1948-49 (partly forecast), 1947-48 and the pre-war period. The total energy value, in calories, of the daily intake of food a head is estimated at 2,990 in 1948-49, compared with 2,860 in 1947-48 and 3,000 pre-war. Between 1947-48 and 1948-49 it is estimated that there was a rise in consumption a head in all classes of food except meat. Liquid milk production has been largely increased, and average consumption in 1948-49 is estimated at about 5 pints a week a head, compared with 3·2 pints before the war. Some increase in the demand for clothing is expected in 1949. Government expenditure on goods and services fell from £2,069 million in 1947 to £1,914 million in 1948; it is expected to increase by about £125 million in 1949, largely on account of increased expenditure on the health service.

Tasks for 1949

The Survey describes in general terms the efforts required in 1949 to continue the steady progress of the nation towards economic independence and, when this has been attained, a better standard of living. It is pointed out that the paramount objectives for 1949 are to further the expansion of sales to Canada and the United States, and of production, especially in the key industries of coal, steel, textiles and agriculture, to bring down costs, particularly of exports, to maintain and improve the quality of British products, and to battle against inflation and the threatened rise in the cost of living.

As regards productivity, it is stated that the initial stages of the post-war reconstruction of British industry have now been completed, labour has been recruited, working stocks built up and many material shortages overcome, and it is considered that further progress can only come from an increase in productivity, i.e., the output a man in a year of regular attendance and during normal working periods. The main source of such increase must be the development of efficiency by greater skill, energy and adaptability. Careful technical studies in individual factories have demonstrated that output a man-hour can be greatly increased by the rearrangement of plant, by the better sub-division of jobs, by the proper organisation of the flow of materials, and by improvement in design and the fuller application of scientific knowledge. Managers and workers must both take an active part in introducing improvements. Collaboration is most likely to be fruitful where the human relationships in industry are good, and where there is joint consultation through which proposed changes can be explained and discussed beforehand.

The Survey emphasises the need to secure financial stability and avoid inflation. The dangers of inflation are explained and reference made to appeals for restraint made by the Government in recent years. These appeals, the Survey states, met with a good response and the Government now ask for this restraint to be continued. The Government will continue to take all measures within their power to prevent inflation, but success depends most on the restraint and understanding shown by all citizens in their daily lives. A high level of savings, both by industry and by private individuals, is imperative if recovery and stability are to be reconciled.

The receipt of financial aid from the United States of America under the European Recovery Programme and of credits from Canada is pointed out as striking evidence of the country's dependence on international effort. The Programme is based upon the conception of a common effort to solve a common problem by co-operative economic policies. During 1949 the United Kingdom will continue its effort to assist in European recovery through the Organisation for European Economic Co-operation and the United Nations and to develop further its co-operation with the countries of the Commonwealth, and particularly with the Colonies.

Popular Account of the Survey

A popular account of the Economic Survey for 1949 has been prepared for the Government by the Economic Information Unit and the Central Office of Information, under the title "Survey '49. How do we stand this year?" The account, which is fully illustrated and has a foreword by the Chancellor of the Exchequer, has been published by H.M. Stationery Office in booklet form, price 6d. net (7d. post free).

* These figures were of course prepared before the Budget. Fresh estimates making allowance for the Budget proposals, will be found in *Parliamentary Debates (Hansard)*, House of Commons Official Report, Vol. 463, No. 99, 11 April, 1949 (H.M. Stationery Office, price 6d. net, 7d. post free).

FIRST REPORT OF COMMITTEE ON INDUSTRIAL PRODUCTIVITY

The Committee on Industrial Productivity were appointed by the Lord President of the Council and the Chancellor of the Exchequer in December, 1947, under the chairmanship of Sir Henry Tizard, G.C.B., A.F.C., F.R.S., to advise on the form and scale of research effort in the natural and social sciences which would best assist an early increase in industrial productivity, and also to advise on the manner in which the results of such research could best be applied (see the issue of this GAZETTE for January, 1948, page 14). The Committee have presented their First Report, which has been published by H.M. Stationery Office as a Command Paper (Cmd. 7665), price 6d. net (7d. post free). The Report covers the activities of the Committee up to the end of 1948, although account has been taken of some subsequent events.

The main work of the Committee is carried out through four Panels dealing respectively with technology and operational research, imports substitution, human factors affecting industrial productivity and technical information services. Expert advice on a wide range of subjects relevant to the problems submitted to the Committee has been obtained from the Working Party of Government officials, which was formed to assist the Research and Productivity Committee of the Advisory Council on Scientific Policy, and from Government Departments, Research Institutes and Associations, Professional Institutions, University Departments, and a number of the chief industrial firms.

Acting on the guidance of the Economic Planning Board, the Committee turned their attention to certain pressing problems which included (a) essential industries which were undermanned in relation to the supply of materials and productive capacity; (b) industries which had a comparatively low productivity compared with pre-war practice or showed considerable variations in productivity within the industries; (c) industries producing items of key importance where even the complete manning of present capacity would not provide sufficient supplies to meet the demand; and (d) industries whose high cost of production, which could be reduced by increased productivity, was likely to affect export sales.

General Review

The Committee refer to the need, if the nation is to pay its way, for an immediate steep rise in productivity, as measured by production a man-year (which between the wars increased at a rate of approximately 2 per cent. per annum). They point out that the rate of increase depends on certain basic requirements, at present unsatisfied, the chief of which are adequate supplies of raw material, good coal and electrical power, sufficient and up-to-date capital equipment, particularly machine tools, and proper use of existing equipment and man-power. The Committee consider that there is a great avoidable waste of man-power, and that the better use of men and facilities offers the most immediate increase in industrial productivity. They think that all existing productive and distributive processes should be examined from this point of view. Also essential are co-operation between managements and operatives in individual undertakings, the enlistment of the interest of the workers, the encouragement of scientific research, standardisation, and means for measuring productivity in the various industries.

Technology and Operational Research

A Special Study Group was formed to make an investigation of the cotton textile industry. As a result of this investigation, the Committee came to the conclusion that the first need was for concerted action to apply the principles of good organisation and

deployment of labour over an increasing range of firms, both in the spinning and weaving sections of the industry. Such measures, they think, would lead to a substantial rise in productivity without the need for a larger labour force, longer hours of work or large scale capital investment. Arrangements were made for a preliminary survey of research and development facilities in the textile machinery industry, and a review of new developments in textile machines.

Other matters considered by the Panel concerned the improvement of productivity in iron foundries, where the supply of raw material became the principal limiting factor; the possibility of improving industrial productivity by a more general use of automatic control systems and the provision of better instruments; facilities for developing the results of research; and the principles and methods of operational research as applied to industrial productivity.

Imports Substitution

The Panel on Imports Substitution was set up to make a scientific study of the general question of developing home resources of raw materials and of reducing dependence upon imports, particularly from dollar sources. It devoted special attention to agriculture, the Government's four-year agricultural expansion plan, the intensified development of grassland, the supply of fertilisers, and pest control. The Panel also investigated the possibility of economies in the imports of the raw materials for paper making, steel and sulphur, and is at present engaged on studies of non-ferrous metals and ores and other materials.

Human Factors

The Panel on Human Factors Affecting Productivity appointed a Research Advisory Group which submitted a report in March, 1948 (see the issue of this GAZETTE for September, 1948, page 300). On the basis of this report, projects representing five distinct types of investigation were recommended: (a) extensive surveys of managerial practice; (b) "human engineering" researches; (c) comparative case studies; (d) an intensive study of human relations in a particular firm; and (e) investigation of methods for communicating ideas and information. These investigations have been undertaken by the National Institute of Industrial Psychology, Units of the Medical Research Council and the Nuffield Research Unit at the Cambridge Psychological Laboratory, and the Tavistock Institute, and are still proceeding.

The Panel discussed with the Occupational Medicine Committee of the Medical Research Council the best methods of collecting and interpreting statistical records relating to health as a human factor vitally affecting production. The Panel is also studying the effect of National Service on the training and attitude to work of the young industrial worker.

Technical Information

The fourth of the Panels was set up to consider the technical information services of the country and to ensure the efficient dissemination of technical and scientific knowledge. The Panel's investigations were directed to the organisation of such services in Government Departments, methods of providing technical information to industry, the publication of Government research results, and the work of the technical press and libraries.

The terms of reference and membership of the Panels are set out in an Appendix to the Report.

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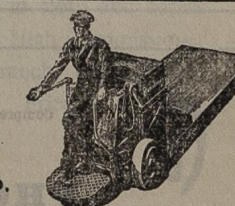
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EMPLOYEES FORMERLY INSURABLE AGAINST UNEMPLOYMENT

Industrial Classification on Old Basis

In the issue of this GAZETTE for February, 1949 (pages 42 to 44), an industrial analysis was given of the number of insured employees at July, 1948, who were previously insurable against unemployment. This analysis was based on the Standard Industrial Classification which was adopted for this purpose for the first time. In the Table which follows the numbers have been re-classified on the basis of the industrial classification formerly in use, in order to illustrate the effect of the adoption of the Standard Industrial Classification.

Comprehensive returns showing the classification on the old basis of the persons previously insurable against unemployment are not available and it has been necessary to make the best possible estimates from the information available. The figures given below, therefore, may be subject to margins of error, and for comparison with the figures given in the February GAZETTE and those published in respect of 1947 they should be regarded as approximations only.

Industry	(Thousands)			Industry	(Thousands)		
	Males	Females	Total		Males	Females	Total
Agriculture and Horticulture	622	94	716	Leather, Leather Goods and Fur	42	25	67
Fishing	28	—	28	Tanning, Currying, etc.	33	12	45
Mining	815	14	829	Leather Goods	9	13	22
Coal Mining	744	10	754	Clothing	160	353	513
Iron Ore and Ironstone Mining, etc.	6	—	6	Tailoring	59	155	214
Lead, Tin and Copper Mining	1	—	1	Dress Making, etc.	8	67	75
Stone Quarrying and Mining	33	1	34	Hats and Caps	7	9	16
Slate Quarrying and Mining	5	—	5	Shirts, Collars, Underclothing, etc.	6	55	61
Other Mining and Quarrying	10	2	12	Other Dress Industries	6	17	23
Clay, Sand, Gravel and Chalk Pits	16	1	17	Boots, Shoes, etc.	74	50	124
Non-Metalliferous Mining Products	70	7	77	Food, Drink and Tobacco	353	236	589
Coke Ovens and By-Product Works	16	—	16	Bread, Biscuits, Cakes, etc.	110	73	183
Cast Stone and Cast Concrete Products, etc.	40	6	46	Cocoa, Chocolate and Sugar Confectionery	28	7	35
Cement, Limekilns, etc.	14	1	15	Other Food Industries	21	29	50
Brick, Tile, Pipe, etc.	64	7	71	Drink Industries	85	70	155
Pottery, Earthenware, etc.	31	39	70	Other Industries	93	33	126
Glass	46	15	61	Tobacco, Cigarettes, etc.	16	24	40
Glass Manufacture	27	10	37	Woodworking, etc.	196	42	238
Glass Bottles, Jars, etc.	19	5	24	Sawmilling	67	9	76
Chemicals, Paints, Oils, etc.	234	107	341	Wood Boxes, etc.	13	4	17
Explosives	130	59	189	Furniture, etc.	97	23	120
Paint, Varnish, etc.	21	11	32	Other Woodworking	19	6	25
Oil, Glue, Soap, Ink, etc.	22	9	31	Building and Civil Engineering Construction	1,145	26	1,171
Metal Manufacture	327	45	372	Building	970	21	991
Pig Iron (Blast Furnaces)	18	—	18	Civil Engineering Construction	175	5	180
Steel Melting, etc.	170	15	185	Paper, Printing, etc.	249	152	401
Brass, Copper, Zinc, Tin, etc.	75	14	89	Paper and Paper Board	49	16	65
Tin Plates	13	3	16	Cardboard Boxes, Paper Bags, etc.	23	38	61
Iron and Steel Tubes	29	5	34	Wall Paper	3	1	4
Wire, Wire Netting, etc.	22	8	30	Stationery Requisites (not paper)	4	6	10
Engineering, etc.	1,053	216	1,269	Printing, Publishing and Bookbinding	170	91	261
General Engineering	820	163	983	Other Manufacturing Industries	173	105	278
Electrical Engineering	110	45	155	Rubber	58	28	86
Marine Engineering, etc.	68	3	71	Oilcloth, Linoleum, etc.	9	2	11
Constructional Engineering	55	5	60	Brushes and Brooms	8	8	16
Construction and Repair of Vehicles	565	82	647	Scientific and Photographic Instruments and Apparatus	43	22	65
Motor Vehicles, Cycles and Aircraft	475	75	550	Musical Instruments	5	1	6
Carriages, Carts, etc.	23	4	27	Toys and Games	10	12	22
Railway Carriages and Wagons, etc.	67	3	70	Other Manufactures	40	32	72
Shipbuilding and Ship Repairing	205	7	212	Gas, Water and Electricity Supply	227	20	247
Other Metal Industries	613	309	922	Transport and Communication	999	106	1,105
Stove, Grate, Pipe, etc., and General Iron Founding	60	11	71	Railway Service	303	30	333
Electrical Wiring and Contracting	57	5	62	Tramway and Omnibus Service	237	42	279
Electric Apparatus, Cables, etc.	150	118	268	Other Road Passenger Transport	24	2	26
Hand Tools, Cutlery, etc.	29	18	47	Goods Transport by Road	170	10	180
Bolts, Nuts, Screws, etc.	19	14	33	Shipping Service	109	9	118
Brass and Allied Metal Wares	13	8	21	Dock, Harbour, Canal, etc., Service	124	4	128
Heating and Ventilating Apparatus	31	4	35	Other Transport, Communication, etc.	32	9	41
Watches, Clocks, etc.	20	13	33	Distributive Trades	930	814	1,744
Metal Industries not separately specified	234	118	352	Commerce, Banking, Insurance and Finance	140	115	255
Textiles	338	466	804	Miscellaneous Services	1,364	1,271	2,635
Cotton Spinning, etc.	55	98	153	National Government Service	420	245	665
Cotton Weaving, etc.	39	79	118	Local Government Service	390	240	630
Woolen and Worsted	82	95	177	Professional Services	130	182	312
Silk Spinning and Manufacture and Rayon, Nylon, etc., Weaving, etc.	37	35	72	Entertainments, Sports, etc.	87	82	169
Rayon, Nylon, etc., Yarn Manufacture	4	6	10	Hotels, Boarding Houses, Restaurants, etc.	158	340	498
Linen	7	11	18	Laundry Service	29	96	125
Jute	6	10	16	Job Dyeing, Dry Cleaning, etc.	10	24	34
Hemp, Rope, Cord, Twine, etc.	23	62	85	Other Services	140	62	202
Hosiery	4	6	10	Ex-Service Personnel not classified by Industry	96	2	98
Lace	10	11	21				
Carpets	22	32	54				
Other Textiles	49	21	70				
Textile Bleaching, Dyeing, etc.							
				Grand Total	11,085	4,675	15,760

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DURATION OF UNEMPLOYMENT AND TURNOVER AMONG THE UNEMPLOYED

Duration of Unemployment

The monthly statistics of unemployment which are published regularly in this GAZETTE (see, for example, pages 137 to 140) include figures showing the numbers who have been unemployed for not more than two weeks, for more than two weeks but not more than eight weeks, and for more than eight weeks, respectively. Statistics providing a more detailed analysis, particularly of the last of these three categories, are compiled at quarterly intervals, and the figures for 14th March, 1949, are given in the Table below.* Corresponding total figures for 6th December, 1948, are given in the last column for comparison.

Duration of Unemployment in weeks	Age Groups			Total numbers wholly unemployed at 6th Dec., 1948
	Under 18	18 and over	Total	
Males				
4 or less	3,909	75,686	79,595	82,174
Over 4 and up to 6	559	18,882	19,441	21,119
" 6 " " 8	363	14,266	14,629	16,419
" 8 " " 13	478	28,603	29,081	26,963
" 13 " " 26	304	36,076	36,380	28,114
" 26 " " 39	79	15,922	16,001	14,018
" 39 " " 52	24	9,646	9,670	10,576
Over 52	16	37,248	37,264	37,001
Total, 14th March, 1949	5,732	236,329	242,061	236,384
Females				
4 or less	3,141	34,752	37,893	39,493
Over 4 and up to 6	418	6,967	7,385	9,072
" 6 " " 8	305	5,905	6,210	6,512
" 8 " " 13	401	10,744	11,145	9,912
" 13 " " 26	309	14,624	14,933	7,764
" 26 " " 39	57	3,560	3,617	2,631
" 39 " " 52	12	1,460	1,472	1,423
Over 52	8	3,323	3,331	3,635
Total, 14th March, 1949	4,651	81,335	85,986	80,442
Total				
4 or less	7,050	110,438	117,488	121,667
Over 4 and up to 6	977	25,849	26,826	30,191
" 6 " " 8	668	20,171	20,839	22,931
" 8 " " 13	879	39,347	40,226	36,875
" 13 " " 26	613	50,700	51,313	35,878
" 26 " " 39	136	19,482	19,618	16,649
" 39 " " 52	36	11,106	11,142	11,999
Over 52	20	40,571	40,595	40,636
Total, 14th March, 1949	10,383	317,664	328,047	—
Total, 6th December, 1948	9,101	307,725	—	316,826

Comparison between the last two columns shows that there was an increase of 5,677 between 6th December and 14th March in the number of males registered as wholly unemployed. The largest increase was in the number who had been on the register for 13-26 weeks—from 28,114 in December to 36,380 in March; this is a normal phenomenon, resulting from the fact that a larger number became unemployed in the last quarter of the year than in the third quarter. Among women also the only marked increase was in the 13-26 weeks category—from 7,764 in December to 14,933 in March. Among the total of 242,061 wholly unemployed men at 14th March, 33 per cent. had been unemployed for not more than four weeks, while the number who had been continuously unemployed for more than 12 months accounted for 15 per cent. of the total. Among women the corresponding proportions were 44 per cent. and 4 per cent.

Turnover Among the Unemployed

The "duration of unemployment" analyses for successive quarterly dates can be used to show how many of those who were registered as unemployed at the beginning of a quarter had found work (or otherwise ceased to register) by the end of the period. This is done by comparing the number, say, in the 0-13 weeks category at one date, with the number in the 13-26 weeks category three months later, and so on. An analysis on these lines is given in the Table in the next column; the numbers who went off the register in the period December-March are expressed as percentages of the numbers on the register in December and corresponding percentages are given for the preceding quarter and for the December, 1947-March, 1948, period.

The Table shows that 58 per cent. of the males and 71 per cent. of the females who were wholly unemployed at 6th December had found work or ceased to register within the next three months—compared with 59 per cent. for males and 77 per cent. for females in the preceding quarter.

The proportions who found work during the quarter from amongst those who, at the beginning of the quarter, had been on the registers for periods up to 13 weeks were smaller in every case than the corresponding proportions in the previous quarter. This means that, in general, persons who lose their employment in the last quarter of the year remain unemployed for a longer time than those who lose their employment during the summer months, and it supplements the explanation given above for the increase in the "13-26 weeks" category between December and March.

* The figures exclude casuals, persons temporarily stopped and disabled persons requiring employment under sheltered conditions.

Turnover Among the Unemployed, December, 1948—March, 1949

Duration of Unemployment at 6th Dec., 1948 (in weeks)	Number at 6th Dec., 1948	Number remaining on register at 14th March, 1949	Reduction		Corresponding percentage reduction in the preceding quarter and the first quarter of 1948	
			Number	Per cent. of number at 6th Dec., 1948	Sept.-Dec., 1948	Dec., 1947-March, 1948
Males under 18						
Up to 13	4,720	304	4,416	94	97	96
Over 13 and up to 26	257	79	178	69	81	65
" 26 " " 39	28	24	4	14	70	53
Over 39	24	16	8	33	54	73
Total	5,029	423	4,606	92	96	95
Males 18 and over						
Up to 13	141,955	36,076	105,879	75	77	73
Over 13 and up to 26	27,857	15,922	11,935	43	45	35
" 26 " " 39	13,990	9,646	4,344	31	29	24
Over 39	47,553	37,248	10,305	22	20	31
Total	231,355	98,892	132,463	57	57	57
Total—Males	236,384	99,315	137,069	58	59	58
Females under 18						
Up to 13	3,810	309	3,501	92	97	96
Over 13 and up to 26	209	57	152	73	84	80
" 26 " " 39	21	12	9	43	50	87
Over 39	32	8	24	75	5	50
Total	4,072	386	3,686	91	96	95
Females 18 and over						
Up to 13	61,179	14,624	46,555	76	84	76
Over 13 and up to 26	7,555	3,560	3,995	53	54	49
" 26 " " 39	2,610	1,460	1,150	44	47	45
Over 39	5,026	3,323	1,703	34	36	33
Total	76,370	22,967	53,403	70	75	67
Total—Females	80,442	23,353	57,089	71	77	68

GOVERNMENT OF INDIA

INDIAN LABOUR YEAR BOOK 1946



This Book is the first issue of an annual publication prepared by the Labour Bureau of the Ministry of Labour, Government of India. It runs to 299 pages and contains eighty statistical tables. The subjects dealt with include employment, recruitment including employment service organisations, labour legislation; systems of wage payment and rates of wages; cost and standard of living; trade unionism, industrial disputes and machinery for settling them, health and safety; housing and welfare; labour policy, etc., etc.

The Year Book is bound in cloth and copies may be obtained from the High Commissioner for India, Publications Branch, India House, Aldwych, London, W.C.2. Price 6s. 4d. each, post free.

NATIONAL SERVICE

Arrangements for Students

A Memorandum setting out the arrangements for 1949 for the deferment of National Service of students, the release of students from the Forces and deferment to remain at school has been issued by the Ministry of Labour and National Service, the Ministry of Education, the Scottish Education Department and some other Government Departments. The Memorandum, which is intended for the guidance of Vice-Chancellors and Principals of Universities, University Colleges, Technical Colleges, certain other institutions of further education, University Joint Recruiting Boards, and Headmasters of Secondary Schools, states that, as Universities will now be dealing with the entry of students on a peace-time basis, and it is desired to interfere as little as possible with normal academic education, it has been decided that there shall be certain relaxations of the rules governing the deferment of the National Service of students at Universities.

Admission of Ex-Servicemen

The system of fixed percentages and "Priority Classes", which previously operated for the admission of ex-Servicemen to Universities (see the issue of this GAZETTE for May, 1948, page 162), will no longer function. Instead, the Minister of Labour and National Service will rely upon the undertaking given by the Vice-Chancellors that preference in filling places will continue to be given to suitable ex-Servicemen.

Deferment of National Service

The rule whereby deferment to enter a University was granted to men of a certain age group only will no longer be applied. Men will now be able to obtain deferment to go up to a University at a later age provided (a) that they go straight from school to University (except where it is part of the recognised training for a profession to spend some time in practical work), and (b) that they will not pass out of liability for National Service. The age at which this liability ceases is the 26th birthday, or, in the case of medical and dental registered practitioners, the 30th birthday, and no one will be given deferment to start a course which cannot be completed before such date. In doubtful cases, allowance being made for possible extensions for failure, the applicant will be required to sign a statement recognising that, whatever stage he may have reached in his studies, he will be called up before he can pass out of liability. Medical and dental students, who were previously required to begin their second year medical studies before the age of 19, may now obtain deferment to proceed with their studies, provided they satisfy the present rules.

Men born before 1st January, 1929, have hitherto been called up immediately on completion of their University courses. They will now be treated in the same way as men born later and will have the opportunity of applying for deferment to take a professional qualification or enter articles after completing their University courses, provided they go straight from one to the other, and are able to complete the articles or obtain the professional qualification before passing out of liability. Application may be made for an extension of deferment by men wishing to take post-graduate research, a modern language course abroad, a second degree or a diploma course, or a travelling scholarship, provided the application is supported by the University and that the extra deferment would not enable the men to pass out of liability.

Agricultural students who are required to undertake one year's practical farm training as a preliminary to a full-time course of study, leading to an approved qualification in agriculture, will be granted deferment on submission of a certificate, in a prescribed form.

Agricultural workers who are deferred by virtue of their occupation will have their deferment continued if they take a full-time course of study at a University or Agricultural College for an approved qualification in agriculture. A similar provision applies, *mutatis mutandis*, to coal miners.

The arrangements described above apply also to students and prospective students at Technical Colleges and certain other institutions of further education who are taking, or propose to take, a full-time course for a University degree or a Higher National Diploma, or a full-time course of not lower standard.

Deferment to remain at school

Young men may remain at school until the end of the term in which they attain the age of 18 years 3 months and their calling up will be suspended accordingly on application. School terms will be regarded as running from 1st September to 31st December, from 1st January to 19th April and from 20th April to 31st August. A student may apply for deferment to remain at school beyond the normal age if he wishes to stay until Christmas or March, so that he can be called up in January or March and thus ensure release from the Forces in time to go up to the University in the October of the following year. Deferment will also be granted to a student who wishes to sit or re-sit certain examinations of Higher School Certificate standard during the school year in which he attains the age of 18 or 19 years. If a student of 18 years or older has been unable to secure a place in a University or College until the October in the year following that in which he would normally leave school, *i.e.*, 15 months after the July in which he would normally leave, he will not be allowed deferment until the proposed date of entry into the University but will be required to serve his period of National Service first.

Early Call-up and Out-of-Turn Release

Early call-up before the normal age of 18 years 3 months, to ensure release at a time convenient to enter University or College, may be arranged; but a man cannot be called up earlier than age 17 years 6 months.

There would have been no out-of-turn release this year but for the unexpected prolongation of the period of service. Universities or Colleges may apply for out-of-turn release from the Forces for men called up on or before 31st July, 1948, who had planned to commence their studies by the autumn of 1949, in order that they may still be able to do so. These arrangements apply only to students desiring to take full-time courses for whom places have been reserved at recognised Colleges or Institutions. Applications for out-of-turn release should be made at an early date, if possible not later than 31st May.

Details of the procedure for making application for deferment and out-of-turn release are given in the Memorandum.

Further Registration of Men

A further registration of men under the National Service Acts will be held on 21st May. The obligation to register on that date applies to young men born between 1st April, 1931, and 30th June, 1931, both dates inclusive, unless they are exempt from the operation of the Acts. Men are not exempt from registration because they may be eligible for deferment of call-up by reason of the nature of their employment, *e.g.*, in coal mining or agriculture or as apprentices or learners. Such men if born within the dates specified above must register on the prescribed date and furnish the necessary particulars on which their position can be determined.

Men who have a preference for a particular Service should say so when they register, but no guarantee can be given that they will be allocated to that Service. In particular, there is only a limited number of vacancies in the Royal Navy for men not entering on a regular engagement.

Any man registering for military service who enters the coal mining industry for underground work before an enlistment notice is issued will not be called up so long as he remains satisfactorily employed in that work.

Each man who registers will be given a leaflet setting out the conditions under which deferment of call-up may be granted to an apprentice, or a young man in a similar position, or a student in full-time attendance at a technical class. If a man wishes to complete his apprenticeship or training before he is called up, he must make application for deferment on the appropriate form to be obtained at the time of his registration or as soon as possible afterwards.

The registration will take place at Local Offices of the Ministry of Labour and National Service; but seamen should, if possible, register at Mercantile Marine Offices. Young men who, although not yet required to register under these arrangements, wish for good reason to be registered on reaching the age of 18 may then apply for registration at a Local Office of the Ministry.

* * *

NEW PROVISIONS FOR WOMEN SERVING IN THE ARMY AND AIR FORCE

The Army and Air Force (Women's Service) Act, 1948, which came into operation on 28th January, 1949, enables women to be commissioned and enlisted for service in His Majesty's Land and Air Forces. The Act also empowers His Majesty to make provision by Order in Council for adaptations and modifications of enactments deemed to be requisite in consequence of the provisions of the Act. In the exercise of these powers, the Army and Air Force (Women's Service) (Adaptation of Enactments) Order, 1949, was made on 28th January. This Order makes provision for modifying and adapting the Army and Air Force Acts and certain other enactments in their application to women who are members of the Forces raised under the new Act, or so as to give them an application in relation to such women corresponding to that which they have to men who are members of the Land or Air Forces. These enactments, include the Disabled Persons (Employment) Act, 1944, and the Reinstatement in Civil Employment Act, 1944.

Under the Disabled Persons (Employment) Act the Minister of Labour and National Service is required, when selecting persons for vocational training, industrial rehabilitation courses and facilities for sheltered employment and when selecting persons registered as handicapped by disablement with a view to submitting their names for engagements, to give preference to men who have served whole time in the Armed Forces or in the merchant navy or mercantile marine and to women who have served whole time in Women's Services in capacities specified in a Schedule to the Act (see the issue of this GAZETTE for March, 1944, page 47). Under the new Order this preference is extended to women who have served whole time in any Force raised and maintained under the Army and Air Force (Women's Services) Act.

The modification of the Reinstatement in Civil Employment Act provided in the Order enables women who, on 18th July, 1947 (the date of the National Service Act, 1947, on and from which men and women volunteering for service in the Forces had no longer reinstatement rights), were serving in any of the Women's Services mentioned in the First Schedule to the Reinstatement Act, and who thereafter perform whole-time service in any of the new Women's Forces, to have such service treated as part of their "war service" for the purpose of the Reinstatement in Civil Employment Act, subject to the conditions of that Act relating to continued war service.

Copies of the Order (S.I. 1949 No. 61) can be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

AGRICULTURAL WAGES IN ENGLAND AND WALES

The Agricultural Wages Board for England and Wales made Orders on 2nd March, with effect from 13th March, 1949, raising the statutory minimum and overtime rates of wages, reducing the normal weekly hours of work, and increasing the number of holidays with pay, for male and female workers employed in agriculture in England and Wales.

The Orders raise the minimum time rate for ordinary male workers 21 years and over from 90s. to 94s. a week in all districts, and reduce the hours to which the weekly minimum rates apply from 48 to 47. The special rates which are in operation in the Holland division of Lincolnshire for certain classes of workers are increased by 8s. a week to 124s. for men 21 years and over employed wholly or mainly as horsemen, and by 7s. to 113s. for those employed wholly or mainly as cattlemen, milkmen or shepherds. Normal hours of work for these workers remain unchanged. For men in part-time or casual employment the general minimum rate is raised from 1s. 11d. to 2s. an hour. The corresponding rates for youths and boys are advanced proportionately, and there are consequential increases for all workers in the minimum differential rates for overtime employment.

For female workers 21 years of age in all areas except Cambridge-shire and the Isle of Ely, and the three Ridings of Yorkshire, the Orders raise the minimum time rate from 68s. to 71s. a week, and reduce the hours to which the weekly minimum rates apply from 48 to 47. In the excepted areas, where the rate of 71s. does not apply, the minimum rate for a 44-hour week is raised from 62s. to 66s. For women in part-time or casual employment in all areas the minimum hourly rate is increased from 1s. 5d. to 1s. 6d. There are corresponding increases in the minimum rates for female workers under 21, and in the minimum differential rates for overtime employment.

HEALTH, WELFARE AND SAFETY IN NON-INDUSTRIAL EMPLOYMENT AND WORKING HOURS OF YOUNG PERSONS

In January, 1946, the Home Secretary and the Secretary of State for Scotland appointed a Committee of Enquiry, under the chairmanship of Sir Ernest Gowers, G.B.E., K.C.B., their terms of reference being to enquire into the provisions of the Shops Acts relating to closing hours (general or local) and to enquire into and make recommendations as to extending, strengthening or modifying the statutory provisions relating to the health, welfare and safety of employed persons at places of employment other than those regulated under the Factories or Mines and Quarries Acts, and the statutory regulation of the hours of employment of young persons, and as to the machinery for enforcing the statutory provisions (see the issue of this GAZETTE for October, 1946, page 277).

In January, 1947, the Committee submitted in an Interim Report their recommendations on the law relating to the closing hours of shops. They have now submitted a Final Report, which is concerned with the health, welfare and safety of persons gainfully employed in places other than factories, mines and quarries, with the hours of work of juveniles in all forms of paid employment, and with the machinery for enforcing the law. This Report has been published by H.M. Stationery Office as a Command Paper (Cmd. 7664), price 2s. net (2s. 3d. post free). The Committee recognise that, on account of the country's present economic difficulties, some of the recommendations contained in the Report may not be immediately practicable.

Health, Welfare and Safety of Non-Industrial Workers

The classes of non-industrial employment for which, after reviewing the provisions of existing legislation, the Committee propose regulations touching the health, safety and welfare of the workers include shops and offices, hotels and restaurants, theatres, and rail and road transport.

As regards employment in shops and offices, the Committee recommend that appropriate provisions of the Factories Act should be adapted, with suitable modifications where necessary, in respect of sanitary accommodation, ventilation, temperature, lighting, underground rooms, cleanliness, accommodation for clothing, seats, dangerous machinery and escape from fire. The employment of women within seven weeks after childbirth should be made an offence, and the Secretary of State should have power to make regulations prescribing the maximum weights to be lifted by women. Other recommendations relate to the minimum working space, washing and meal facilities and first-aid equipment.

The recommendations relating to workers in hotels and restaurants are generally similar in character to those for shops and offices. The Committee think that they might also be applied to persons similarly employed in hospitals, nursing homes, schools, and other public and private institutions. For theatres, certain minimum standards of accommodation are prescribed and it is proposed that the licensing authorities should be given powers to prohibit the employment in any theatre of persons in such numbers that the accommodation available ceases to conform to these standards.

The Committee note that British Railways have more than 500,000 employees whose work lies outside the scope of the Factories Act. They consider that it is still necessary to recommend a statutory code of welfare and safety for such workers, although the railways have been nationalised and special machinery has been provided for consultation between management and workers on these matters. The legal minimum standards proposed for railway

Whole time workers have hitherto been entitled to holidays with pay at the rate of one day for each two consecutive months of regular employment completed on or after 1st November in any year, or, if required to work 7 days a week in 30 or more weeks in any year, to an additional holiday on a Sunday. Under the new Orders, workers who have completed 12 consecutive months of regular employment with the same employer are now entitled to a holiday of one day in addition to the previous holiday entitlement plus, in the case of workers on a 7-day week, an additional holiday on a Sunday. A further change in the holidays with pay provisions is that a worker may now take his holidays on consecutive days; previously a worker entitled to holidays of three or more days was allowed to take three of such holidays on consecutive days. Following the increase in minimum rates of wages, the holiday remuneration is also correspondingly increased.

RECONSTITUTION OF THE FLAX AND HEMP WAGES COUNCIL (GREAT BRITAIN)

Articles published in last month's issue of this GAZETTE (page 91) and in earlier issues gave some information about the reconstitution of certain Wages Councils by Orders made by the Minister of Labour and National Service under the Wages Councils Act, 1945. On 24th March the Minister made a further Order under the Act in respect of the Flax and Hemp Wages Council (Great Britain), which came into operation on 31st March. The Order brings the constitution of the Council into conformity with the provisions relating to the constitution of Wages Councils contained in the Act.

Copies of the Order, which is entitled The Flax and Hemp Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 546), may be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

workers, are, broadly speaking, those based on the Shops and the Factories Acts recommended elsewhere in the Report. The enforcement authority should, however, have power to grant exemptions where difficulties of site, construction or supply make the attainment of the minimum standards not immediately practicable. As regards road transport, the Committee make no recommendations in respect of local goods transport or of local passenger transport, except at inner terminal points where more than six persons are employed, in which places the standards adopted should be those recommended for shop and offices. The Committee approve of the provision of decent hostels with adequate facilities for meals for long distance goods and passenger transport workers, but consider that this is a matter to be dealt with by joint consultation rather than by legislation.

The Committee think that the agricultural worker should be provided by legislation with certain amenities and protection against certain risks. Powers should be given to local authorities to decide the nature and extent of the sanitary accommodation on certain types of agricultural holdings. Clean water, soap and towels should be supplied for the use of employees. The Threshing Machine Act, 1878, and the Chaff-cutting Machine (Accidents) Act, 1897, should be repealed. There should be powers to prescribe by regulations the machines for which satisfactory guards have been devised and which are so dangerous that they should not be operated without them, and the fertilisers, sprays, etc., for the workers using which protective clothing must be provided. First-aid equipment should be supplied and maintained on all agricultural holdings.

The Report reviews the existing legislative provisions for the welfare of persons engaged in fishing and shipping, and notes that the Departments most closely concerned are now taking steps to remedy certain shortcomings. The regulations regarding safety were found to be strictly applied. As regards domestic workers, no legislative provisions are recommended but the Committee think that the Ministry of Labour and National Service should draft a code of good employment which should touch upon all aspects of the working life of those gainfully employed in domestic work. The Committee recommend that special protective measures should be taken on behalf of juveniles in non-industrial employment to prevent injury from the use of lifts, hoists and dangerous machinery and from the lifting of excessive weights.

Hours of Employment of Juveniles

The Report reviews the existing legislation restricting the hours of work of juveniles or young persons, *i.e.*, boys and girls who have passed the upper limit for compulsory school attendance and are not yet 18, and discusses the deficiencies of the existing law and the modifications required by recent developments. The Committee are unable to endorse the proposals put forward for a single comprehensive code governing the working hours of young persons, but think that a case has been established for the extension of statutory restrictions of many unregulated occupations, for bringing the detailed provisions of the various protective codes as far as possible into conformity with each other, for simplifying those provisions, and for modifying some of them in the light of recent educational developments. The various protective restrictions now in operation are reviewed in detail and specific recommendations made.

The Committee consider that, wherever possible, the maximum duration of the working week for young persons should be 45 hours

(exclusive of meal and rest intervals) and that where this figure is applied it should also cover 15-year old workers whose hours are at present restricted to 44 a week. They conclude, however, that statutory restrictions on the maximum working hours in a week are impracticable in agriculture, forestry, fishing and shipping, private domestic service and outworking, and that the proposed 45 hours maximum is unsuitable for building and civil engineering and inapplicable in mines and quarries. For other occupations at present unregulated, including employment in offices, land transport, and a great variety of miscellaneous trades and businesses, it is recommended that the working hours for juveniles should be limited by statute to 45 a week, subject to the power of the Minister concerned to exempt particular occupations where necessary. The Committee propose that the present daily maximum of 9 hours' work for juveniles in factories should be maintained, but that the relaxation allowed to 5-day week factories should be abolished. In the remaining occupations for which a weekly maximum has been recommended, the hours of work of juveniles should also be limited to 9 a day (exclusive of meal and rest intervals).

Additional hours, i.e., hours of work beyond normal statutory limits, should not exceed 50 hours in any year, and 6 hours in any week for not more than 25 weeks in any year. In factories, the existing allowance of 100 additional hours in a year should be maintained, and the total working hours of juveniles, including additional hours, should not exceed 10 a day. No restrictions, except by regulations, should apply to lads employed on repair work or to juveniles over 16 employed in factories handling fish, fruit, vegetables and milk. A number of recommendations are made in respect of the maximum period of employment, spells of work and intervals, the night interval and the earliest starting and latest finishing times for young workers.

The Committee recommend that one half-holiday a week should be allowed to juveniles employed for more than 25 hours a week, except in theatres, cinemas and other occupations where the young person does not start work before noon. The half-holiday should begin at 2 p.m. at mines, 1.30 p.m. in shops and 1 p.m. in other occupations. There should be one rest day in each week. Special recommendations apply in the case of work done in conjunction with attendance at County or Junior Colleges.

It is recommended that there should be no employment in street trading of juveniles under 17, except by parents in particular areas under local by-laws, and no employment on Sundays, except in specified cases. The employment of juveniles in bars where intoxicating liquor is sold should be prohibited.

Administration and Enforcement

In the concluding sections of the Report, the Committee examine the machinery of administration and enforcement at present in operation in the employments surveyed in the earlier sections.

As regards shops and offices, the Committee are not in favour of the central government being empowered to assume direct

responsibility for administering the law, but they recommend that, except in the Administrative County of London, the local sanitary authorities should be responsible for the administration of all parts of the Shops Acts, as well as for the new legislation proposed in the Report. In London, the present system of administration through separate Shops Acts and sanitary authorities should remain, but the Metropolitan Boroughs should administer all the provisions relating to ventilation, temperature, sanitary accommodation, etc. The local sanitary authorities should also enforce the new legislation relating to hotels and catering establishments, as well as legislation affecting the health, welfare and safety of persons employed in theatres.

On all railway premises not already subject to the Factories Act, they recommend that the Minister of Transport should be responsible for enforcing minimum standards of welfare and safety and empowered to establish an inspectorate for this purpose. They think that it will probably prove convenient to extend the scope of the proposed new inspectorate to all passenger transport and long distance haulage, when conditions of employment in these activities have been still further standardised. For agriculture, it is recommended that the enforcement staff should be drawn from such branches of the technical staffs employed by the central government as the Minister of Agriculture and the Secretary of State for Scotland consider desirable.

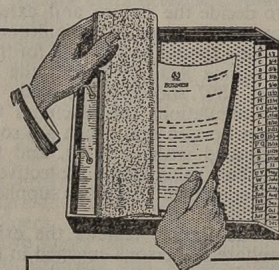
It is pointed out that, in general, the responsibility for enforcing the existing statutory restrictions on the hours of work of juveniles rests in industrial employments upon the central government and in non-industrial employments upon local authorities. The Committee heard no criticism of the work done by the central inspectorates in factories, mines and quarries. They recommend that the existing division of responsibility should be maintained, except that the relevant provisions of the Employment of Women, Young Persons and Children Act, 1920, should be entirely enforced by certain central authorities.

As regards the employments for which the Committee recommend the application of comprehensive restriction of the hours of juveniles for the first time, it is suggested that the duties of enforcement should be distributed between the central government and the local authorities. The Ministry of Labour and National Service, which is concerned with health, welfare and safety in building and most civil engineering operations, should undertake enforcement in these occupations. Central administration is considered to be appropriate for the railways, except for railway offices and hotels, and should be undertaken by the Ministry of Transport. In other fields, and notably in offices, the local authorities which are to deal with health and welfare requirements should also enforce the hours restrictions.

Appendices to the Report contain relevant extracts from the Factories Act, 1937, an analysis of existing statutory restriction on the hours of employment of juveniles, a summary of the restrictions recommended, and a list of the sources of evidence.

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NATIONAL INSURANCE

Retrospective Payment of Contributions by Students and Unpaid Apprentices

The National Insurance Advisory Committee have been asked to consider and report upon the preliminary draft of Regulations providing for the retrospective payment of national insurance contributions by full-time students and unpaid apprentices. Under Regulations already made, full-time students and unpaid apprentices are not liable to pay contributions. Up to the age of 18 they receive a credit of contributions; after that age they may, if they wish, pay contributions as non-employed persons. The new Regulations enable these contributions to be paid retrospectively, subject to a time limit of four years from the end of the contribution year in which the education or apprenticeship ended.

Copies of the preliminary draft of these Regulations, which are entitled The National Insurance (Contributions) Amendment Regulations, 1949, can be purchased from H.M. Stationery Office, or through any bookseller, price 1d. net (2d. post free). Written objections to the Regulations, by or on behalf of persons affected, were required to be sent before 19th April to the Secretary, National Insurance Advisory Committee, 6 Curzon Street, London, W.1.

Regulations relating to New Entrants

The National Insurance Advisory Committee were asked to consider and report upon the preliminary draft of the National Insurance (New Entrants Transitional) Regulations (see the issue of this GAZETTE for July, 1948, page 229). In their Report, which has been published as a House of Commons Paper (No. 95, Session 1948-49), the Advisory Committee approved the draft, subject to an alteration in the form of one Regulation.

On 4th March the Minister of National Insurance, in conjunction with the Treasury, made the National Insurance (New Entrants Transitional) Regulations, 1949 (S.I. 1949 No. 352), reproducing the provisions of the preliminary draft, with the amendment recommended by the Advisory Committee and some drafting amendments. These Regulations which came into operation on 11th March, replace the National Insurance (New Entrants Transitional) Provisional Regulations, 1948 (see the issue for July, page 230), and contain various modifications of the National Insurance Act, 1946, principally for the purposes of retirement pensions and widow's benefit, in relation to persons who, on 5th July, 1948, were over the age of 16 and under pensionable age and who did not come within the scope of the Contributory Pensions Acts.

Copies of the Report and Regulations may be purchased from H.M. Stationery Office, or through any bookseller, price 2d. net each (3d. post free).

Reciprocal Agreement with Eire on Unemployment Benefit

An agreement which provides for reciprocity between Great Britain and Eire on matters relating to unemployment benefit was made on 24th March between the Minister of National Insurance in Great Britain and the Minister for Social Welfare in Eire. The agreement provides that, subject to certain conditions, workers who have paid contributions in one of the two countries can draw unemployment benefit, by virtue of these contributions, in the other country.

An Order made by His Majesty in Council on 29 March under the National Insurance Act, 1946, gives effect in Great Britain to the agreement as from 6th April and modifies the Act in its application to persons affected by that agreement, the text of which is reproduced in the Schedule to the Order. Copies of the Order, which is entitled The National Insurance (Reciprocal Agreement with Eire for Unemployment Benefit) Order, 1949 (S.I. 1949 No. 601), may be purchased from H.M. Stationery Office or through any bookseller, price 2d. net (3d. post free).

INTERNATIONAL LABOUR ORGANISATION

Sessions 107 and 108 of the Governing Body

The 107th and 108th Sessions of the Governing Body of the International Labour Office were held in Geneva under the chairmanship of Mr. S. Lall, Government representative, India, who was elected to this office in succession to Mr. Luis Alvarado, of Peru. The 107th Session met from the 8th to 11th December, 1948, and the 108th Session from the 4th to 8th March, 1949. The United Kingdom Government representative at both Sessions was Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B.

A number of the principal decisions taken by the Governing Body at the 107th Session are summarised below.

States of Chief Industrial Importance.—Eight of the sixteen Government seats on the Governing Body are reserved for the eight Member States of chief industrial importance, the remaining eight seats being filled by election from other States Members. At this Session, the Governing Body was called upon to determine the eighth State of chief industrial importance. The Governing Body decided that Italy qualified for this position, and that Belgium should take the place of Italy as one of the elected Member States.

This is the first time that Great Britain and Eire have had a reciprocal agreement on unemployment benefit; but under earlier agreements reciprocity between the two countries exists regarding sickness and maternity benefit and the insurance of seamen (see the issues of this GAZETTE for October, 1948, page 344, and March, 1949, page 96).

AGREEMENT WITH NORTHERN IRELAND ON SOCIAL AND ALLIED SERVICES

The Social Services (Northern Ireland Agreement) Act, 1949,* which received the Royal Assent on 23rd March, confirms and gives effect to an agreement which was made between the Treasury and the Ministry of Finance for Northern Ireland, with a view to assimilating the burdens on the Exchequers of the United Kingdom and of Northern Ireland in respect of certain social and allied services. The agreement, which was signed on 11th February, required confirmation by Acts of the Parliaments of both countries before it became operative. An Order made by His Majesty in Council on 29th March (S.I. 1949 No. 677) declares that the necessary Act has been passed in Northern Ireland. The agreement has therefore become operative and supersedes as from 5th July, 1948, an earlier agreement, which was given effect by the Unemployment and Family Allowances (Northern Ireland Agreement) Act, 1946 (see the issue of this GAZETTE for January, 1947, page 12). Copies of the Order can be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

The services covered by the new agreement are those provided under Parts II and IV of the National Assistance Act, 1948, the Old Age Pensions Act, 1936 (as amended by later enactments), the Family Allowances Act, 1945, the National Health Service Act, 1946, the National Health Service (Scotland) Act, 1947, Section 62 of the National Insurance Act, 1946 (which makes temporary provision as to unemployment benefit), and the corresponding enactments in Northern Ireland. The net Exchequer cost of these services will be the actual cost as certified annually by the Commissioners to the Treasury for the services in Great Britain and the Ministry of Finance for Northern Ireland for the services in Northern Ireland. The net Exchequer costs of the Family Allowances Act are, however, to be the sums certified by the Ministry of National Insurance as representing the amounts that would have been charged to this service in Great Britain if the minimum school-leaving age in Great Britain had been the same as that in Northern Ireland. The agreement provides that, where in respect of any financial year the total net Exchequer cost in Northern Ireland is less than 2.5 per cent. of the total net Exchequer cost in both countries, the Northern Ireland Exchequer is to pay to the United Kingdom Exchequer 80 per cent. of the amount by which the cost is less than 2.5 per cent. Conversely, where the cost in Northern Ireland exceeds 2.5 per cent. of the total, the United Kingdom Exchequer is to pay to the Northern Ireland Exchequer 80 per cent. of the amount by which the cost exceeds 2.5 per cent. This percentage is based on the proportions borne respectively by the population and taxable capacity of Northern Ireland to those of Great Britain at the date of the agreement, and is subject to review at the end of the third financial year from that date.

It is further agreed that, subject to such discrepancies as may exist between the family allowance schemes in the two countries on account of difference in the school-leaving age and any difference in methods of administration, the Government of Northern Ireland will maintain the rates of benefit in respect of assistance grants, non-contributory old age pensions and pensions for the blind, family allowances and temporary unemployment benefit in general parity with the rates obtaining in Great Britain, and will keep the scale and standard of comprehensive health services in Northern Ireland in general conformity with those in Great Britain and ensure that the rates of remuneration of persons employed in the health services correspond as nearly as may be with the rates in Great Britain.

Proposed Mission to Iran.—The Governing Body accepted a proposal by the Director-General that, in response to a request by the Government of Iran, an Office Mission should visit Iran to report on the social conditions in the petroleum industry in that country. The Mission in pursuing its enquiries will take into account all relevant considerations relating to Iran and other countries in the region.

Relations with Japan.—The Governing Body agreed to invite the Supreme Commander Allied Powers to send to the next Session of the Conference an observer delegation reflecting the tripartite character of the organisation. It was also decided to issue a similar invitation to attend the Industrial Committee on Coal Mines to be held at Pittsburgh in April, 1949.

Ships under the Panama Flag.—The Governing Body accepted an invitation from the Government of Panama to send a tripartite delegation to investigate charges against the Panamanian Merchant Marine by maritime unions.

Fourth Conference of American States Members.—The Governing Body decided that the 4th Conference of American States Members should open at Montevideo on 25th April, 1949.

* 12 & 13 Geo. 6. Ch. 23. H.M. Stationery Office; price 2d. net (3d. post free).

Man-power Programme.—The Governing Body approved proposals for developments in the field of man-power, including migration and training. The proposals included the establishment of a Governing Body Man-power Committee for Asia similar to that already established for Europe, the establishment of an International Labour Office field office in Asia, and the despatch of an expert mission to Latin America to report on the question of training in that region.

International Labour Conference.—The Governing Body decided to add to the agenda of the 1949 Conference a small number of specific points relating to certain of the Maritime Conventions adopted at Seattle in 1946. The agenda of the 1950 Conference was finally established as follows:—

1. Report of the Director-General.
2. Financial and budgetary questions.
3. Information and reports on the application of Conventions and Recommendations.
4. Industrial relations (consequent upon the discussions at the 1949 Conference).
5. Equal remuneration for men and women workers for work of equal value (double discussion procedure).
6. Vocational training for adults, including disabled persons (single discussion procedure—to be prefaced by a preparatory technical tripartite conference).
7. General discussion on agricultural labour and two particular questions in relation to agricultural labour, namely—
(a) Minimum wage regulation (double discussion procedure),
(b) Holidays with pay (double discussion procedure).

Committee on Work in Plantations.—The Governing Body decided to establish a Committee on work in Plantations.

A summary of the principal decisions taken at the 108th Session is given below.

Budget for 1950.—The total amount of the 1950 budget estimates proposed by the Director-General was 6,607,009 dollars, compared with a budget of 5,185,539 dollars for 1949. The budget finally approved by the Governing Body was for 5,972,150 dollars and this will be submitted to the International Labour Conference in June, 1949, for final approval.

Man-power.—The Governing Body considered reports on the progress made in the development of the Organisation's man-power programme and approved a number of recommendations made by the Permanent Migration Committee at its 3rd Session in January, 1949. These dealt with migration for land settlement, the migration and settlement of specialists, the exchange of student trainees, and arrangements for the tripartite consideration of migration problems through the Regional Man-power Committees which will periodically hold joint meetings for this purpose. The Governing Body were informed of a discussion held by the Director-General on 17th-18th February with representatives of the United Nations and the Specialised Agencies in order to obtain a co-ordinated approach to man-power problems, including migration, and approved in principle the holding of a preliminary conference of Governments and international organisations to survey the steps which might be taken to increase the movement of migrants.

Technical Assistance.—The United States Government representative made a statement on President Truman's "Fourth Point", relating to the provision of technical assistance to the less developed countries. The Governing Body authorised the Director-General to co-operate with the United Nations and the other appropriate Specialised Agencies in this matter.

Fellowships.—The Governing Body noted that discussions were still proceeding on the possibility of a co-ordinated Fellowship Programme for the United Nations and the Specialised Agencies and deferred a final decision on the form which the International Labour Office Fellowship Programme should take. The Governing Body approved in principle a scheme of twelve grants to be made during 1950 for the study of the International Labour Office.

Relations with Other International Organisations.—The Governing Body also decided upon the forms of communications to be addressed to the United Nations on certain questions of concern to the International Labour Office on which the United Nations had requested the advice of the Organisation.

Third Session of Coal Mines Industrial Committee

The Coal Mines Committee, one of the eight International Committees set up by the Governing Body of the International Labour Office to deal with conditions in major industries, met for its Third Session in Pittsburgh, Pennsylvania, on 20th April. The agenda was as follows:—

1. General Report, dealing particularly with: (a) Action taken in the various countries in the light of the conclusions of the Second Session; (b) Steps taken by the Office to follow up the studies and enquiries proposed by the Committee; and (c) Recent events and developments in the industry.
2. The protection of young workers employed underground in coal mines.
3. The retraining of physically incapacitated miners.
4. Hours of work in coal mines.

The International Labour Office Industrial Committees are tripartite in character and consist of two representatives of Governments, employers and workers, respectively, from each of the countries most directly concerned with the particular industries covered. The representatives may be accompanied by advisers.

For the Third Session of the Coal Mines Committee, the following representatives will attend from the United Kingdom:—Government representatives: Mr. W. L. Buxton, M.B.E., Under Secretary, Ministry of Labour and National Service, and Mr. A. Franklyn Williams, Assistant Secretary, Ministry of Fuel and Power. Employers' representatives: Mr. Ebby Edwards, Board Member for Labour Relations, National Coal Board, and Mr. H. D. L. Minton, Deputy Director-General, Labour Relations Department, National Coal Board. Workers' representatives: Sir William Lawther, President of the National Union of Mine-workers, Chairman of the Trades Union Congress General Council, and Mr. A. Horner, General Secretary of the National Union of Mineworkers. The representatives of all groups will be accompanied by advisers.

The Second Session of this Committee was held in Geneva in April and May, 1947, and twelve States Members of the International Labour Organisation sent delegations (see the issue of this GAZETTE for July, 1947, page 227).

European Meeting of Experts on Training of Supervisors

On the authority of the Governing Body of the International Labour Office, a tripartite meeting of experts from European countries on the Training of Supervisors was held in Geneva from 30th March to 2nd April. Delegates were present from Belgium, Czechoslovakia, Denmark, Finland, France, Hungary, Italy, the Netherlands, Norway, Sweden, Switzerland and the United Kingdom, seven delegations being tripartite. The representatives from the United Kingdom were Mr. W. L. Buxton, M.B.E., Under Secretary, Ministry of Labour and National Service, for the Government; Mr. C. C. W. Stoodley, British Thomson-Houston Co. Ltd., Rugby, for the employers; and Mr. G. Hitchings, Amalgamated Engineering Union, for the workers. In addition, Mr. E. Lord, Senior T.W.I. Trainer, Ministry of Labour and National Service, was present by invitation of the International Labour Office as an expert, together with experts from France, Switzerland and the United States. Mr. Buxton was elected Chairman and Mr. G. F. Evelein (Netherlands employers) and Mr. R. Richard (French workers) Vice-Chairmen.

The meeting examined three reports submitted by the Office on the general question of the Training of Supervisors, Systems of Supervisory Training, and the Organisation of the Training of Supervisors respectively. Various delegates made statements amplifying the information in these reports as to the situation of the training supervisors in their respective countries. The meeting reached a number of conclusions on the different systems for the training of supervisors which were brought to its notice; on the principles which should be adopted for organising the training of supervisors on a national basis; and on measures of international co-operation. It also made a proposal for future meetings. The meeting embodied these conclusions in a report which is to be submitted to the Governing Body.

Labour Courts in Latin America

The International Labour Office submitted to the Fourth Conference of American States Members of the International Labour Organisation, which opened at Montevideo on 25th April, a Report on an item of the Conference agenda relating to the adjustment of labour (or industrial) disputes. The Report has been published under the title of "Labour Courts in Latin America" as *Studies and Reports, New Series, No. 13*, price 3s. 9d. net.

The report states that there are three classes of labour disputes, viz., disputes regarding the recognition of trade unions as negotiating bodies; disputes arising out of failure to agree on the terms of collective agreements determining wage rates, working hours and other conditions of employment; and legal disputes, in which the parties cannot agree as to the interpretation or application of rights already acquired by individual contract of employment, collective agreement, legislation or custom. The Report is concerned exclusively with the problem of adjustment of disputes of the third class, or legal labour disputes.

The Report surveys briefly the methods of adjustment of legal labour disputes in operation in some European countries, e.g., by agreement, as in the United Kingdom, by Probiviral Courts, as in France, or by Labour Courts, as in Sweden and Germany. The grievance procedure in the United States of America and Canada is described. Consideration is then given to the methods of settlement of this class of disputes in Latin-American countries. The Report says that a large number of these countries have established a system based on legislation rather than mutual agreement, namely, a system of judicial settlement administered by Labour Courts or by other machinery performing functions very similar to those of Labour Courts. The Report presents a detailed survey of the extent of the Labour Court system in Latin America, the basis upon which the Courts or similar machinery are organised, the matters for which they are competent, the manner in which they function and the procedure they follow, and the measure of protection afforded to the worker by the Labour Court system.

The Report includes the text of a proposed Resolution concerning Labour Courts, to serve as a basis of discussion at the Fourth Conference of American States Members. Appendices to the Report reproduce the texts of relevant Resolutions adopted by the Third Conference and by the 30th Session of the International Labour Conference, and the text of the Convention concerning Freedom of Association and Protection of the Right to Organise which was adopted by the latter Conference at its 31st Session.

LABOUR OVERSEAS

Wages and Working Hours in Australia

The June, 1948, issue of the *Quarterly Summary of Australian Statistics*, the organ of the Commonwealth Bureau of Census and Statistics, contains particulars of the average weekly and hourly rates of wages of adult male and female workers employed in the principal groups of industries in Australia at 31st March, 1948, and some earlier dates. These figures are compiled regularly by the Bureau from data extracted from awards and determinations of Commonwealth and State Industrial Courts and from industrial agreements registered under the Conciliation and Arbitration Acts, supplemented by direct enquiries.

Average rates of wages for a full week are calculated for each industrial group in each State by taking the arithmetical averages of the rates payable for all classified occupations within the group. Averages for each State and for each industrial group throughout the Commonwealth are calculated by a system of weighting representing the relative numbers of male workers engaged in the industries. Average hourly rates are obtained by dividing average weekly rates by the normal duration of the working week (40 hours).

The average weekly rates of wages in all industrial groups in the Commonwealth at 31st March, 1948, were 141s. 4d. for adult males and 87s. 3d. for adult females, representing increases of approximately 18 and 21 per cent., respectively, compared with the corresponding averages at 31st March, 1945, and of 51 and 70 per cent. compared with those at 31st March, 1939.

The Table below shows the average weekly rates of wages and average hourly rates of wages at 31st March, 1948, of adult male and female workers in each of the industrial groups included in the survey. For all the groups except the shipping, etc., group and the pastoral, agricultural, etc. group, the normal working hours are 40 a week, the figure applied, as from the beginning of 1948, to workers covered by awards of the Commonwealth Court of Conciliation and Arbitration (see the issue of this GAZETTE for December, 1947, page 409).

Industrial Group	Average Weekly Rate of Wages		Average Hourly Rate of Wages	
	s.	d.	s.	d.
Men :				
Wood, Furniture, etc.	142	9	3	6½
Engineering, Metal Works, etc.	147	4	3	8½
Food, Drink, etc.	140	0	3	6
Clothing, Textiles, etc.	138	5	3	5½
Books, Printing, etc.	159	0	3	11½
Other Manufacturing	142	1	3	6½
Building	160	0	4	0
Mining	145	1	3	7½
Rail and Tram Services	144	1	3	7½
Other Land Transport	132	7	3	3½
Shipping, etc.	147	6*	—	—
Pastoral, Agricultural, etc.	138	3*	—	—
Domestic, Hotels, etc.	130	7*	3	3½*
Miscellaneous	135	9	3	4½
All Groups	141	4	3	6½†
Women :				
Food, Drink, etc.	80	2	2	0
Clothing, Textiles, etc.	87	4	2	2½
All Other Manufacturing	87	8	2	2½
Domestic, Hotels, etc.	79	5*	1	11½*
Shop Assistants, Clerks, etc.	95	6	2	4½
All Groups	87	3	2	2½

In accordance with the legislative provisions governing conciliation and arbitration in Australia, the Commonwealth Court of Conciliation and Arbitration lays down, for the State capitals, basic wages which are applicable to all workers covered by awards of the Court, and which must be taken into account in the fixing of wage rates. The basic wages are subject to variation at quarterly intervals in accordance with changes in the official index of retail prices and to the addition of "loads" or fixed amounts which are not so variable. The average of the basic wages for male workers for the six capital cities of the Commonwealth was 78s. a week in March, 1939, 96s. a week in March, 1945, and 111s. a week in March, 1948.

Domestic Service in Finland

An Act of 7th January, 1949, which took effect on 1st April, 1949, regulates the working conditions of domestic servants in Finland. The legislation covers all contracts of employment where the worker undertakes for the payment of wages to perform principally domestic work in the household of the employer. Excepted are workers whose engagement involves the performance of work on less than six weekdays each week, or workers who are employed for only a part of each day, as well as domestic servants in hotels and catering establishments, unless they are employed solely in the personal service of the proprietor and his family. The following categories are also not regarded as domestic servants within the Act: members of the employer's family; housekeepers in sole charge; domestic service trainees under State-operated schemes; rural domestic workers who habitually partake in agricultural tasks; certificated child nurses employed solely to look after children; and persons employed to look after the sick.

Working hours may not exceed ten a day, inclusive of meal breaks, and work may not begin earlier than 6 a.m. or continue

* Inclusive of the value of food and accommodation, where supplied.
† Exclusive of the shipping, pastoral and agricultural groups.

after 7 p.m., except in rural households, where work may be extended to 8 p.m. between 1st April and 30th September. Overtime is payable at the rate of one-hundredth part of the monthly wage an hour, and twice this amount for overtime performed after midnight. Overtime may also be compensated by equivalent time-off granted during working hours. Unless specifically agreed, overtime pay will not be given for "sitting in" with children or sick persons, or in cases where the servant must sacrifice leisure time on account of a household emergency such as illness among humans or livestock. The servant is entitled to statutory time-off at least every alternate Sunday or church holiday, from the time work ceases on the preceding day to the time work begins on the day following the holiday, or time-off on every Sunday from 3 p.m.; as well as one afternoon a week after 2 p.m., or two evenings after 5 p.m.; and Independence Day and Labour Day from 3 p.m.

Termination of engagement, living accommodation, and necessary care during sickness are regulated by special legislation. Where the servant is entitled under the agreement to a room of her own, neither the employer nor any member of his family may use any part of that room. The employer must record in a book issued by the Ministry of Social Affairs for this purpose the date when employment started; free time; overtime performed and compensatory payment or time-off; holidays; and wages. Unless otherwise agreed, wages are payable twice monthly. Holidays are granted in accordance with the Holidays with Pay Act of 1946. If required by the employer, the domestic servant must produce a certificate of health; the cost of the necessary medical examination is borne by the employer.

The Act permits the employment of young workers below the age of 16 as domestic servants, on condition that the local child welfare or other competent authority is informed by the employer within two weeks of the engagement of the juvenile worker. Working hours for young workers may not exceed eight a day, and overtime seven hours in a week. Compensation for overtime must always take the form of equivalent time-off during working hours. Employers who fail to notify the authorities of the employment of juvenile domestic workers, or who disregard the restrictions that apply to their employment, will be punished by fines; but no prosecution can be made unless a case has been brought by the injured party or by the child welfare authorities.

RECENT PUBLICATIONS RELATING TO INDUSTRIAL HEALTH

Studies in Air Hygiene

By R. B. Bourdillon, O. M. Lidwell and J. E. Lovelock, with others. (1949) Special Report Series No. 262 7s. 6d. (8s.)

Industrial Fluorosis

A Study of the Hazard to Man and Animals near Fort William, Scotland (1949) Memorandum No. 22 4s. (4s. 3d.)

Environmental Warmth and its Measurement

By T. E. Bedford (1946) War Memorandum No. 17 With supplement 2s. 3d. (2s. 8d.)

Government Publications

Sectional list No. 12. Publications of the Medical Research Council and Industrial Health Research Board. Free of charge.

Prices in brackets include postage

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EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment in Great Britain in February

(Note.—The manpower statistics on which this report is based are derived from the administration of the national insurance schemes and from returns from employers. An article describing the differences between this new series of statistics and the old series previously published was given on page 40 of the February issue of this Gazette.)

GENERAL SUMMARY

It is estimated that the total working population* decreased during February by 20,000 (14,000 men and 6,000 women).

During February the size of the Forces was reduced by 7,000 to a total of 795,000. The estimated number of men and women on release leave was 49,000, a rise of 12,000 compared with the previous month.

The number of unemployed persons registered for employment at 14th March, 1949, was 340,400, compared with 360,300 at 14th February. The March figure represented about 1.7 per cent. of the total number of employees insured under the national insurance schemes, compared with 1.8 per cent. in February.

The total number in civil employment (industry, commerce and services of all kinds) fell by 9,000 (6,000 men and 3,000 women) during February.

The number employed in the basic industries fell during February by 4,000. There was a decrease of 5,000 in transport and communication and an increase of 1,000 in gas, electricity and water. There was no net change in employment during the month in either coal mining or agriculture.

During February the level of employment in the manufacturing industries remained almost unchanged. There were increases of 4,000 in textiles† and of 2,000 in both clothing and chemicals and allied trades, but there were decreases of 5,000 in metals, engineering and vehicles and of 2,000 in food, drink and tobacco.

The number estimated to be employed in building and contracting showed a slight fall of 3,000 during the month.

There was no appreciable change in the number employed in the distributive trades during February.

About 2,600 foreign workers were placed in employment in February.

The following tables show the detailed man-power trends since mid-1948. The analysis of the unemployment figures relates to March, 1949.

GENERAL MAN-POWER POSITION

The broad changes in the man-power position between mid-1948 and the end of February, 1949, are shown in the following Table:—

New Series*	Thousands				
	Mid-1948	End-1948	End-January, 1949	End-February, 1949	Change during February, 1949
Total Working Population*					
Men	16,057	16,069	16,093	16,079	-14
Women	7,089	7,116	7,121	7,115	-6
Total	23,146	23,185	23,214	23,194	-20
H.M. Forces and Women's Services					
Men	807	774	767	760	-7
Women	39	34	35	35	..
Total	846	808	802	795	-7
Men and Women on release leave who have not yet taken up employment					
Registered unemployed	92	18	37	49	+12
Total number in Civil Employment	282	348†	366†	350†	-16
Men	14,945	15,019	15,020	15,014	-6
Women	6,981	6,992	6,989	6,986	-3
Total	21,926	22,011	22,009	22,000	-9

* The total working population in the new series of man-power statistics represents the total number of persons aged 15 and over who work for pay or gain or register themselves as available for such work. The figure includes the Forces, men and women on release leave not yet in employment, and the registered unemployed. It includes private indoor domestic servants and gainfully occupied persons over pensionable age (men 65, women 60) who were previously excluded. Part-time workers are counted as full units.

† The total man-power in the main textile industry groups at end-February, 1949, was: Cotton—322,000. Wool—215,000. Other textiles—444,000.

‡ End of month estimate.

ANALYSIS OF CIVIL EMPLOYMENT

An analysis of the total number in civil employment by broad industrial groups is given in the Table below. The industries are classified according to the Standard Industrial Classification,* which will be used for all future analyses of the man-power statistics.

New Series†	Thousands				
	Mid-1948	End-1948	End-January, 1949	End-February, 1949	Change during February, 1949
Industry or Service					
Basic Industries					
Coal Mining (Total Man-power)	787	788	789	789	..
(On Colliery Books)	(725)	(726)	(727)	(727)	..
Other Mining and Quarrying	82	82	82	82	..
Gas, Electricity and Water	296	301	304	305	+1
Transport and Communication	1,814	1,803	1,801	1,796	-5
Agriculture	1,227	1,230	1,225	1,225	..
Fishing	41	41	41	41	..
Total, Basic Industries	4,247	4,245	4,242	4,238	-4
Manufacturing Industries					
Chemicals and Allied Trades	426	433	434	436	+2
Metals, Engineering and Vehicles	3,904	3,921	3,932	3,927	-5
Textiles	948	971	977	981	+4
Clothing	700	716	725	727	+2
Food, Drink and Tobacco	725	738	734	732	-2
Other Manufactures	1,411	1,422	1,425	1,425	..
Total, Manufacturing Industries	8,114	8,201	8,227	8,228	+1
Building and Contracting					
Distributive Trades	1,497	1,480	1,465	1,462	-3
Professional, Financial and Miscellaneous Services	2,689	2,739	2,735	2,734	-1
Public Administration—National Government Service	3,925	3,876	3,872	3,870	-2
Local Government Service	688	694	694	694	..
Local Government Service	766	776	774	774	..
Total in Civil Employment	21,926	22,011	22,009	22,000	-9

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the changes in the level of employment between mid-1948 and January and February, 1949. The figures relate to employed persons only; they exclude employers and persons working on their own account, and they are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of the changes in the numbers within the latter classes cannot at present be made at monthly intervals for the individual industries.

The figures given for mid-1948 are based on the industrial analysis of the insurance cards issued under the national insurance schemes which came into operation on 6th July, 1948; information as to the changes since mid-1948 in each industry, except coal mining, building and civil engineering, is obtained from the returns rendered by employers under the Undertakings (Records and Information and Inspection of Premises) Order, 1943. Certain industries and services, which are not covered by the returns (or are only partially covered), or for which figures are not available in the same form as for those shown below, are omitted from the Table. Persons registered as unemployed and demobilised men and women taking paid leave are not included.

* Obtainable from H.M. Stationery Office or through any bookseller, price 9d. net (10d. post free).

† See footnote * in previous column.

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	Males			Females			Total		
	Mid-1948	Jan., 1949	Feb., 1949	Mid-1948	Jan., 1949	Feb., 1949	Mid-1948	Jan., 1949	Feb., 1949
Mining, etc.									
Coal Mining	775.5	777.6	777.5	11.5	11.5	11.5	787.0	789.1	789.0
Treatment of Non-Metalliferous Mining Products other than Coal	229.1	229.9	230.3	77.8	78.8	79.0	306.9	308.7	309.3
Bricks and Fireclay Goods	69.3	69.2	69.4	7.4	7.5	7.5	76.7	76.7	76.9
China and Earthenware (inc. glazed tiles)	34.2	35.7	35.7	42.1	43.6	43.7	76.3	79.3	79.4
Glass (other than containers)	29.6	30.3	30.3	11.6	11.8	11.8	41.2	42.1	42.1
Glass Containers	19.9	19.9	19.8	5.6	5.5	5.5	25.5	25.4	25.3
Cement	12.9	13.3	13.2	1.4	1.3	1.3	14.3	14.6	14.5
Other Non-Metalliferous Mining Manufactures	63.2	61.5	61.9	9.7	9.1	9.2	72.9	70.6	71.1
Chemicals and Allied Trades	294.8	300.2	301.2	126.1	129.4	129.9	420.9	429.6	431.1
Coke Ovens and By-Product Works	16.8	17.0	17.1	0.5	0.5	0.5	17.3	17.5	17.6
Chemicals and Dyes	143.4	143.7	143.9	52.1	52.7	52.7	195.5	196.4	196.6
Pharmaceutical Preparations, Toilet Preparations, Perfumery	12.6	13.0	13.1	18.2	18.9	18.9	30.8	32.1	32.0
Explosives and Fireworks	21.6	22.5	22.9	12.2	13.0	13.3	33.8	35.5	36.2
Paint and Varnish	25.9	26.3	26.2	11.1	10.8	10.9	37.0	37.1	37.1
Soap, Candles, Glycerine, Polishes, Ink and Matches	27.2	27.4	27.4	19.7	20.1	20.4	46.9	47.5	47.8
Mineral Oil Refining	24.7	26.7	27.1	6.0	6.5	6.5	30.7	33.2	33.6
Other Oils, Greases, Glue, etc.	22.6	23.6	23.5	6.3	6.7	6.7	28.9	30.3	30.2
Metal Manufacture	438.4	442.8	442.9	57.6	55.9	55.9	496.0	498.7	498.8
Blast Furnaces	19.3	19.8	19.7	0.7	0.7	0.7	20.0	20.5	20.4
Iron and Steel Melting, Rolling, etc., not elsewhere specified	178.8	182.7	182.9	15.9	15.5	15.5	194.7	198.2	198.4
Iron Foundries	91.1	92.6	92.3	15.3	15.0	14.9	106.4	107.6	107.2
Temple Manufacture	14.3	14.7	14.8	2.7	2.8	2.8	17.0	17.5	17.6
Steel Sheet Manufacture	17.3	17.4	17.4	1.2	1.2	1.2	18.5	18.6	18.6
Iron and Steel Tubes (inc. melting and rolling in integrated works)	33.0	33.3	33.3	6.3	6.0	6.0	39.3	39.3	39.3
Non-Ferrous Metals Smelting, Rolling, etc.	84.6	82.3	82.5	15.5	14.7	14.8	100.1	97.0	97.3
Engineering, Shipbuilding and Electrical Goods	1,445.0	1,460.0	1,458.9	375.2	369.6	367.9	1,820.2	1,829.6	1,826.8
Shipbuilding and Ship Repairing	218.0	217.4	216.4	7.9	8.1	8.0	225.9	225.5	224.4
Marine Engineering	74.5	74.5	74.4	3.5	3.5	3.5	78.0	77.9	77.9
Agricultural Machinery (exc. tractors)	35.3	34.8	34.7	5.1	4.9	4.9	40.4	39.7	39.6
Boilers and Boilerhouse Plant	15.8	16.2	16.3	1.7	1.7	1.7	17.5	17.9	18.0
Machine Tools	63.0	62.5	62.5	13.7	13.4	13.3	76.7	75.9	75.8
Stationary Engines	20.1	21.1	21.2	3.2	3.2	3.2	23.3	24.3	24.4
Textile Machinery and Accessories	37.5	60.2	60.2	9.7	10.2	10.2	67.2	70.4	70.4
Ordnance and Small Arms	33.1	35.9	36.5	8.1	9.0	9.1	41.2	44.9	45.6
Constructional Engineering	64.7	63.4	63.3	6.4	5.8	5.8	71.1	69.2	69.1
Other Non-Electrical Engineering	547.3	555.4	555.5	117.5	117.0	116.8	664.8	672.4	672.3
Electrical Machinery	118.2	119.1	119.0	46.7	44.8	44.3	164.9	163.9	163.3
Electrical Wires and Cables	38.2	38.5	38.3	24.0	22.9	22.7	62.2	61.4	61.0
Telegraph and Telephone Apparatus	27.8	28.8	29.0	16.6	17.0	17.1	44.4	46.8	46.1
Wireless Apparatus (exc. valves) and Gramophones	36.0	35.9	35.7	31.2	29.9	29.4	67.2	65.8	65.1
Wireless Valves and Electric Lamps	16.7	16.6	16.5	19.5	18.9	18.9	36.6	35.6	35.4
Batteries and Accumulators	10.7	11.3	11.3	8.6	9.4	9.3	20.7	20.8	20.8
Other Electrical Goods	68.1	68.4	68.1	51.4	49.8	49.5	119.5	118.2	117.6
Vehicles	760.2	776.4	775.7	118.7	119.6	119.3	878.9	896.0	895.0
Manufacture of Motor Vehicles and Cycles	243.8	254.2	254.4	41.6	42.6	42.4	285.4	296.8	296.8
Motor Repairs and Garages	182.8	179.6	178.9	23.0	23.0	23.1	205.8	202.6	202.0
Manufacture and Repair of Aircraft	120.6	127.4	128.1	21.0	21.4	21.5	141.6	148.8	149.6
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	52.1	53.9	53.8	20.5	20.2	20.1	72.6	74.1	73.9
Railway Locomotive Shops	56.2	55.1	54.5	2.9	2.8	2.7	59.1	57.9	57.2
Other Locomotive Manufacture	23.3	23.6	23.6	2.2	2.3	2.3	25.5	25.9	25.9
Manufacture and Repair of Railway Carriages and Wagons and Trams	72.9	74.3	74.1	3.7	3.9	3.8	76.6	78.2	77.9
Carts, Perambulators, etc.	8.5	8.3	8.3	3.8	3.4	3.4	12.3	11.7	11.7
Metal Goods not elsewhere specified	313.4	314.5	313.4	178.0	173.2	173.0	491.4	487.7	486.4
Tools and Cutlery	32.6	32.2	32.1	20.6	20.3	20.3	53.2	52.5	52.4
Bolts, Nuts, Screws, Rivets, Nails, etc.	21.4	22.1	22.1	19.					

Numbers Employed in Great Britain: Industrial analysis—continued

(Thousands)

Industry	Males			Females			Total		
	Mid-1948	Jan., 1949	Feb., 1949	Mid-1948	Jan., 1949	Feb., 1949	Mid-1948	Jan., 1949	Feb., 1949
Manufactures of Wood and Cork	218.9	225.5	225.0	51.1	51.9	51.7	270.0	277.4	276.7
Timber (Sawmilling, etc.)	76.2	76.8	76.5	10.7	10.4	10.4	86.9	87.2	86.9
Furniture and Upholstery	92.3	97.8	97.4	25.3	27.1	27.0	117.6	124.9	124.4
Shop and Office Fitting	15.7	16.0	16.2	3.1	2.9	2.9	18.8	18.9	19.1
Wooden Containers and Baskets	19.0	19.2	19.1	6.2	6.1	6.0	25.2	25.3	25.1
Miscellaneous Wood and Cork Manufactures	15.7	15.7	15.8	5.8	5.4	5.4	21.5	21.1	21.2
Paper and Printing	291.1	297.3	298.6	172.7	174.4	175.0	463.8	471.1	473.6
Paper and Board	34.8	35.7	35.9	18.3	19.0	19.0	73.1	75.7	75.9
Wallpaper	3.5	3.8	3.9	1.2	1.3	1.3	4.7	5.1	5.2
Cardboard Boxes, Cartons and Fibre-board Packing Cases	12.6	12.8	12.9	23.7	23.6	23.7	36.3	36.4	36.6
Manufactures of Paper and Board not elsewhere specified	15.0	15.6	15.8	21.4	21.8	22.0	36.4	37.4	37.8
Printing and Publishing of Newspapers and Periodicals	68.5	69.1	69.8	18.0	17.8	17.9	86.5	87.2	87.7
Other Printing and Publishing, Bookbinding, Engraving, etc.	136.7	139.0	139.3	90.1	90.9	91.1	226.8	229.9	230.4
Other Manufacturing Industries	141.0	140.2	138.5	101.0	100.3	100.3	242.0	240.3	238.8
Rubber	64.2	64.5	64.1	32.7	32.9	33.3	96.9	97.4	97.4
Linoleum, Leather Cloth, etc.	10.2	10.9	11.0	2.3	2.4	2.4	12.5	13.3	13.4
Brushes and Brooms	9.2	9.2	9.0	9.3	8.4	8.4	18.5	17.6	17.4
Toys, Games and Sports Requisites	10.8	10.9	10.9	16.1	16.8	17.0	26.9	27.7	27.9
Miscellaneous Stationers' Goods	4.5	4.7	4.7	6.1	6.6	6.6	10.6	11.3	11.3
Production and Printing of Cinematograph Films	8.0	7.3	6.2	2.5	2.2	2.2	10.5	9.8	8.4
Miscellaneous Manufacturing Industries	34.1	32.7	32.6	32.0	30.5	30.4	66.1	63.2	63.0
Building and Contracting	1,298.0	1,266.3	1,263.0	39.0	39.0	39.0	1,337.0	1,305.3	1,302.0
Building and Civil Engineering Contracting	1,236.7	1,203.7	1,200.7	32.7	32.7	32.7	1,269.4	1,236.4	1,233.4
Electric Wiring and Contracting	61.3	62.6	62.3	6.3	6.3	6.3	67.6	68.9	68.6
Gas, Electricity and Water	271.2	278.0	279.0	24.4	25.7	26.0	295.6	303.7	305.0
Gas	117.9	121.4	121.3	9.5	9.7	9.8	127.4	131.1	131.1
Electricity	126.7	129.3	130.3	13.5	14.6	14.8	140.2	143.9	145.1
Water	26.6	27.3	27.4	1.4	1.4	1.4	28.0	28.7	28.8
Transport and Communication	255.8	256.4	256.7	44.4	43.5	43.7	300.2	299.9	300.4
Tramway and Omnibus Service	28.6	25.8	25.8	2.3	2.1	2.1	30.9	27.9	27.9
Other Road Passenger Transport	181.8	177.9	177.6	11.8	11.8	11.8	193.6	189.7	189.4
Goods Transport by Road									
Distributive Trades	1,145.3	1,164.5	1,165.2	992.0	1,018.5	1,016.9	2,137.3	2,183.0	2,182.1
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies (Wholesale or Retail)	103.4	106.7	106.9	27.3	28.2	28.1	130.7	134.9	135.0
Dealing in Other Industrial Materials and Machinery	72.9	75.5	75.2	24.7	25.1	25.2	97.6	100.6	100.4
Wholesale Distribution of Food and Drink	101.4	102.5	102.8	46.9	47.8	47.8	148.3	150.3	150.6
Retail Distribution of Food and Drink (exc. catering)	370.6	373.7	373.3	299.3	305.3	304.3	669.9	679.0	677.6
Wholesale Distribution of Non-Food Goods	147.7	150.6	151.2	95.2	98.8	98.6	242.9	249.4	249.8
Retail Distribution of Non-Food Goods	326.2	332.0	332.4	462.9	479.1	478.4	789.1	811.1	810.8
Retail Distribution of Confectionery, Tobacco and Newspapers	23.1	23.5	23.4	35.7	34.2	34.5	58.8	57.7	57.9
Miscellaneous Services	66.2	67.1	66.6	73.0	72.6	72.5	139.2	139.7	139.1
Theatres, Cinemas, Music Halls, Concerts, etc.	47.6	37.5	37.2	43.2	41.6	41.3	90.8	79.1	78.5
Sport, Other Recreations and Betting	227.5	211.8	212.1	507.5	466.6	466.6	735.0	681.1	678.7
Catering, Hotels, etc.	32.0	32.4	32.5	119.2	118.3	118.6	151.2	150.7	151.1
Laundries	11.9	11.3	11.4	29.6	27.5	28.0	41.5	38.8	39.4

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Unemployment at 14th March, 1949

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 14th February and 14th March, 1949, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
14th February	257,388	6,930	89,881	6,084	360,283
14th March	244,916	5,817	84,800	4,873	340,406

These figures include all unemployed persons on the registers of Employment Exchanges, with the exception of registered disabled persons who are suitable only for employment under sheltered conditions.

It is estimated that the number of persons registered as unemployed at 14th March represented 1.7 per cent. of the total number of employees insured under the national insurance schemes. The corresponding percentage at 14th February was 1.8.

The analysis of the figures for 14th March is as follows:—

	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	53,015	59,567	127,495	240,077	4,839	244,916
Boys under 18	2,999	1,832	901	5,732	85	5,817
Women 18 and over	25,115	22,916	33,694	81,725	3,075	84,800
Girls under 18	2,423	1,441	804	4,668	205	4,873
Total	83,552	85,756	162,894	332,202	8,204	340,406

The total of 340,406 includes 43,203 married women, and ex-Servicemen numbering 6,478 who had had no employment since leaving the Forces.

The changes between 14th February and 14th March, 1949, in each Administrative Region were as follows:—

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 & South-Eastern	14th Feb.	24,169	19,184	22,416	65,769	694	66,463
	14th Mar.	22,414	17,958	21,032	61,404	719	62,123
	Inc. or Dec.	- 1,755	- 1,226	- 1,384	- 4,365	+ 25	- 4,340
Eastern	14th Feb.	4,832	6,030	6,840	17,702	329	18,031
	14th Mar.	3,851	4,769	7,554	16,174	132	16,306
	Inc. or Dec.	- 981	- 1,261	+ 714	- 1,528	- 197	- 1,725
Southern	14th Feb.	3,931	4,604	6,028	14,563	685	15,248
	14th Mar.	3,595	3,998	6,018	13,611	454	14,065
	Inc. or Dec.	- 336	- 606	- 10	- 952	- 231	- 1,183
South-Western	14th Feb.	3,922	5,331	8,533	17,786	176	17,962
	14th Mar.	4,010	4,395	8,212	16,617	125	16,742
	Inc. or Dec.	+ 88	- 936	- 321	- 1,169	- 51	- 1,220
Midland	14th Feb.	5,036	2,826	4,491	12,353	381	12,734
	14th Mar.	5,037	2,553	3,756	11,346	402	11,748
	Inc. or Dec.	+ 1	- 273	- 735	- 1,007	+ 21	- 986
North-Midland	14th Feb.	2,178	2,923	5,441	10,542	310	10,852
	14th Mar.	2,244	2,157	4,747	9,148	312	9,460
	Inc. or Dec.	+ 66	- 766	- 694	- 1,394	+ 2	- 1,392
East and West Ridings	14th Feb.	4,628	4,420	7,981	17,029	735	17,764
	14th Mar.	4,772	4,275	7,122	16,169	867	17,036
	Inc. or Dec.	+ 144	- 145	- 859	- 860	+ 132	- 728
North-Western	14th Feb.	12,971	14,615	28,044	55,630	1,262	56,892
	14th Mar.	11,655	12,345	27,045	51,045	1,251	52,296
	Inc. or Dec.	- 1,316	- 2,270	- 999	- 4,585	- 11	- 4,596
Northern	14th Feb.	7,218	9,292	18,617	35,127	681	35,808
	14th Mar.	7,035	9,187	17,759	33,981	665	34,646
	Inc. or Dec.	- 183	- 105	- 858	- 1,146	- 16	- 1,162
Scotland	14th Feb.	12,521	16,353	37,241	66,115	2,195	68,310
	14th Mar.	13,710	16,416	35,155	65,281	2,224	67,505
	Inc. or Dec.	+ 1,189	+ 63	- 2,086	- 834	+ 29	- 805
Wales	14th Feb.	5,018	8,147	25,782	38,947	1,272	40,219
	14th Mar.	5,229	7,703	24,494	37,426	1,053	38,479
	Inc. or Dec.	+ 211	- 444	- 1,288	- 1,521	- 219	- 1,740
Great Britain	14th Feb.	86,424	93,725	171,414	351,563	8,720	360,283
	14th Mar.	83,552	85,756	162,894	332,202	8,204	340,406
	Inc. or Dec.	- 2,872	- 7,969	- 8,520	- 19,361	- 516	- 19,877

The following Table gives the numbers of persons registered as unemployed at 14th March, 1949, and the approximate percentage rates of unemployment in each Region:—

Region	Number of persons registered as unemployed at 14th March, 1949			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern	45,509	16,614	62,123	1.4	0.9	1.2
Eastern	10,888	5,418	16,306	1.5	1.6	1.5
Southern	9,609	4,456	14,065	1.5	1.5	1.5
South-Western	12,247	4,495	16,742	1.6	1.3	1.5
Midland	9,200	2,548	11,748	0.7	0.4	0.6
North-Midland	5,456	4,004	9,460	0.6	0.9	0.7
E. and W. Ridings	13,070	3,966	17,036	1.1	0.7	1.0
North-Western	39,271	13,025	52,296	2.1	1.2	1.8
Northern	26,361	8,285	34,646	2.9	2.5	2.8
Scotland	51,748	15,757	67,505	3.6	2.2	3.2
Wales	27,374	11,105	38,479	4.0	4.8	4.2
Great Britain	250,733	89,673	340,406	1.8	1.3	1.7

NUMBERS UNEMPLOYED IN THE UNITED KINGDOM: REGIONAL ANALYSIS

The total numbers of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 14th March, 1949, was 375,260, including 269,814 men, 7,074 boys, 92,808 women and 5,564 girls. Of the total, 365,036 (including 5,527 casual workers) were wholly unemployed and 10,224 temporarily stopped.

The numbers of unemployed persons† on the registers in each Region at 14th March, 1949, are shown below.

Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
London and South-Eastern	43,826	1,237	15,528	813	61,404
	10,649	202	5,110	213	16,174
	8,989	197	4,185	240	13,611
Southern					

Numbers Unemployed: Industrial Analysis—continued

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
Leather, Leather Goods and Fur	830	359	82	78	912	437	1,349	944	447	1,391
Leather (Tanning and Dressing) and Feltmongery	308	109	24	2	332	111	443	353	116	469
Leather Goods	246	138	10	24	256	162	418	265	167	432
Fur	276	112	48	52	324	164	488	326	164	490
Clothing	2,527	2,379	333	360	2,860	2,739	5,599	3,220	4,130	7,350
Tailoring	1,050	1,191	57	128	1,107	1,319	2,426	1,219	1,636	2,855
Dressmaking	105	514	2	20	107	534	641	118	599	717
Overalls, Shirts, Underwear, etc.	56	239	—	59	56	298	354	92	1,060	1,152
Hats, Caps and Millinery	83	51	197	143	280	194	474	281	200	481
Dress Industries not elsewhere specified	99	164	15	2	114	166	280	142	386	528
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	278	186	34	8	312	194	506	350	215	565
Repair of Boots and Shoes	856	34	—	—	884	34	918	1,018	34	1,052
Food, Drink and Tobacco	6,767	5,165	112	346	6,879	5,511	12,390	7,544	6,097	13,641
Grain Milling	284	127	1	17	285	144	429	328	145	473
Bread and Flour Confectionery	1,788	908	8	9	1,796	917	2,713	1,942	965	2,907
Biscuits	200	261	—	15	200	276	476	215	286	501
Meat and Meat Products	280	210	61	7	341	217	558	386	218	604
Milk Products	406	175	3	13	409	188	597	458	222	680
Sugar and Glucose	596	121	1	1	597	122	719	645	141	786
Cocoa, Chocolate and Sugar Confectionery	348	348	—	3	288	351	639	290	352	642
Preserving of Fruit and Vegetables	344	1,127	5	94	349	1,221	1,570	469	1,381	1,850
Food Industries not elsewhere specified	1,001	1,122	22	88	1,023	1,210	2,233	1,097	1,249	2,346
Brewing and Malting	593	254	8	5	601	259	860	616	288	904
Wholesale Bottling	142	104	—	—	142	104	246	178	112	290
Other Drink Industries	449	246	2	8	451	254	705	488	265	753
Tobacco	396	162	1	86	397	248	645	432	473	905
Manufactures of Wood and Cork	3,739	708	364	63	4,103	771	4,874	4,564	804	5,368
Timber (Sawmilling, etc.)	1,363	230	20	10	1,383	240	1,623	1,611	241	1,852
Furniture and Upholstery	1,518	291	307	46	1,825	337	2,162	1,923	355	2,278
Shop and Office Fitting	205	21	1	2	206	23	229	211	23	234
Wooden Containers and Baskets	361	109	25	1	386	110	496	461	113	574
Miscellaneous Wood and Cork Manufactures	292	57	11	4	303	61	364	358	72	430
Paper and Printing	2,192	1,099	33	73	2,225	1,172	3,397	2,344	1,256	3,600
Paper and Board	526	202	18	4	544	206	750	584	218	802
Wallpaper	24	6	—	—	24	6	30	25	6	31
Cardboard Boxes, Cartons and Fibre-board Packing Cases	173	202	2	11	175	213	388	187	249	436
Manufactures of Paper and Board not elsewhere specified	120	166	3	4	123	170	293	124	184	308
Printing and Publishing of Newspapers and Periodicals	586	59	5	6	591	65	656	628	74	702
Other Printing and Publishing, Bookbinding, Engraving, etc.	763	464	5	48	768	512	1,280	796	525	1,321
Other Manufacturing Industries	2,999	1,507	81	191	3,080	1,698	4,778	3,331	1,800	5,131
Rubber	995	370	16	20	1,011	390	1,401	1,046	391	1,437
Linoleum, Leather Cloth, etc.	144	23	—	—	144	23	168	150	46	196
Brushes and Brooms	436	98	5	27	441	125	566	433	292	725
Toys, Games and Sports Requisites	294	357	3	20	297	377	674	326	420	746
Miscellaneous Stationers' Goods	90	82	—	—	90	82	172	90	90	180
Production and Printing of Cinematograph Films	509	47	3	1	512	48	560	527	50	577
Miscellaneous Manufacturing Industries	831	530	54	122	885	652	1,537	1,033	670	1,703
Building and Contracting	42,957	276	206	7	43,163	283	43,446	48,449	299	48,748
Building	28,969	182	130	4	29,099	182	29,281	32,850	190	33,040
Electric Wiring and Contracting	1,410	37	10	1	1,420	38	1,458	1,534	42	1,576
Civil Engineering Contracting	12,578	61	66	2	12,644	63	12,707	14,065	67	14,132
Gas, Electricity and Water Supply	2,037	119	9	—	2,046	119	2,165	2,221	140	2,361
Gas	995	46	4	—	1,045	46	1,091	1,115	56	1,171
Electricity	764	43	3	—	767	43	810	877	46	923
Water	278	30	2	—	280	30	310	285	38	323
Transport and Communication	25,479	2,191	334	15	25,813	2,206	28,019	28,258	2,246	30,504
Railways	3,319	696	2	1	3,321	697	4,018	3,567	703	4,270
Tramway and Omnibus Service	1,907	571	4	2	1,911	573	2,484	2,058	584	2,642
Other Road Passenger Transport	973	38	7	—	980	38	1,018	1,089	39	1,128
Goods Transport by Road	3,683	64	31	1	3,714	65	3,779	3,974	66	4,040
Sea Transport	7,963	97	251	5	8,214	102	8,316	8,529	107	8,636
Port, River and Canal Transport	2,229	25	10	—	2,239	25	2,264	3,362	26	3,388
Harbour, Dock, Canal, Conservancy, etc., Service	883	29	13	—	896	30	926	957	31	988
Air Transport	411	49	—	—	411	49	460	433	51	484
Postal, Telegraph and Wireless Communication	2,927	543	6	3	2,933	546	3,479	3,070	558	3,628
Other Transport and Communication	375	42	4	1	379	43	422	392	43	435
Storage	809	37	6	1	815	38	853	827	38	865
Distributive Trades	17,745	10,312	103	171	17,848	10,483	28,331	19,855	11,150	31,005
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies (Wholesale or Retail)	1,941	145	12	6	1,953	151	2,104	2,333	172	2,505
Dealing in other Industrial Materials and Machinery	2,356	6	10	6	2,362	221	2,583	2,524	244	2,768
Wholesale Distribution of Food and Drink	1,583	407	14	17	1,597	424	2,021	2,003	485	2,488
Retail Distribution of Food and Drink (exc. catering)	4,859	3,594	40	52	4,899	3,646	8,545	5,487	3,824	9,311
Wholesale Distribution of Non-Food Goods	1,970	590	15	24	1,985	614	2,599	2,087	660	2,747
Retail Distribution of Non-Food Goods	4,637	4,930	15	60	4,652	4,990	9,642	4,999	5,285	10,284
Retail Distribution of Confectionery, Tobacco and Newspapers	399	435	1	2	400	437	837	422	480	902
Insurance, Banking and Finance	1,650	806	7	3	1,657	809	2,466	1,750	832	2,582
Public Administration	18,261	4,138	189	29	18,450	4,167	22,617	19,974	4,427	24,401
National Government Service	8,690	2,588	28	5	8,718	2,593	11,311	9,632	2,805	12,437
Local Government Service	9,571	1,550	161	24	9,732	1,574	11,306	10,342	1,622	11,964
Professional Services	3,919	4,011	14	42	3,933	4,053	7,986	4,114	4,198	8,312
Accountancy	168	58	1	—	169	58	227	227	64	266
Education	819	765	2	8	827	773	1,594	793	860	1,653
Law	95	123	—	—	95	123	218	98	133	231
Medical and Dental Services	1,127	2,691	2	23	1,129	2,714	3,843	1,174	2,799	3,973
Religion	176	49	1	—	177	49	226	190	54	244
Other Professional and Business Services	1,588	271	8	11	1,596	282	1,878	1,657	288	1,945
Miscellaneous Services	24,257	25,072	108	383	24,365	25,455	49,820	25,470	26,894	52,364
Theatres, Cinemas, Music Halls, Concerts, etc.	3,229	1,635	15	65	3,244	1,700	4,944	3,378	1,741	5,119
Sport, Other Recreations and Betting	4,085	1,275	43	26	4,111	1,318	5,429	4,319	1,343	5,662
Catering, Hotels, etc.	12,753	15,617	41	190	12,794	15,807	28,601	13,298	16,596	29,894
Laundries	603	1,505	1	—	604	1,515	2,119	646	1,673	2,319
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	248	364	—	4	248	368	616	271	403	674
Hairdressing and Manicure	430	586	5	26	435	612	1,047	493	664	1,157
Private Domestic Service (Resident)	271	1,368	—	1	271	1,369	1,640	286	1,523	1,809
Private Domestic Service (Non-Resident)	825	2,215	11	31	836	2,246	3,082	885	2,410	3,295
Other Services	1,813	507	9	13	1,822	520	2,342	1,894	541	2,435
Ex-Service Personnel not Classified by Industry	6,975	399	2	—	6,977	399	7,376	7,317	453	7,770
Other Persons not Classified by Industry	10,731	4,480	—	2	10,731	4,482	15,213	11,179	4,867	16,046
GRAND TOTAL*	245,809	86,393	4,924	3,280	250,733	89,673	340,406	276,888	98,372	375,260

* The totals include unemployed casual workers (3,748 males and 407 females in Great Britain and 5,114 males and 413 females in the United Kingdom)

Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the principal manufacturing industries during the four* weeks' period ended 29th January, 1949, analysed according to industry

and sex. An article describing the source of these figures and their principal limitations was published in the October, 1948, issue of this GAZETTE (page 341).

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period			Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M. (a)	F. (b)	T. (c)	M. (a)	F. (b)	T. (c)		M. (a)	F. (b)	T. (c)	M. (a)	F. (b)	T. (c)
Chemicals and Allied Trades	2.2	4.2	2.8	2.0	3.7	2.5	Textiles	3.1	4.3	3.8	2.3	3.6	3.0
Coke Ovens and By-Product Works	1.8	2.2	1.8	1.3	0.8	1.3	Cotton Spinning, Doubling, etc.						

Work of Appointments Department

The particulars given below, which relate to the work of the Appointments Department of the Ministry of Labour and National Service, are in continuation of those published in previous issues of this GAZETTE.

Technical and Scientific Register

The Technical and Scientific Register, which is situated at York House, Kingsway, London, W.C.2, operates on a national basis. It is assisted in its work by six Advisory Committees, for architecture and public utilities, chemistry, civil engineering, electrical engineering, mechanical engineering, and scientific research. The Register provides a placing and advisory service for persons holding the necessary qualifications, these being, in general, possession of a University degree, or membership of the appropriate recognised professional institution.

A register of vacancies notified by employers is maintained, from which persons enrolled on the Register are supplied with full particulars of posts for which, by their qualifications and experience, they appear to be suitable. A wide range of overseas vacancies is also available. The services of the Register are available to physicists, mathematicians, chemists (other than pharmacists), metallurgists, agriculturists, biologists and all other scientists, professional engineers, architects, surveyors, town planners, estate agents and valuers.

The total number of persons enrolled on the Available Section of the Technical and Scientific Register at 14th March was 5,184* ; this figure included 4,130 registrants who were already in work but desired a change of employment, and 1,054 registrants who were unemployed. Among the unemployed were 409 ex-Service men and women.

The numbers of vacancies notified and filled between 13th February and 14th March, 1949 (4 weeks), are shown below :—

Vacancies outstanding at 13th February	4,288
„ notified during period	730
„ filled during period	144†
„ cancelled or withdrawn	363
„ outstanding at 14th March	4,511

Appointments Register

The Appointments Register is concerned with the placing of persons having professional, administrative, managerial or executive experience or qualifications, and those having technical qualifications not appropriate to the Technical and Scientific Register. The registers are maintained at the London Appointments Office and at the Regional Appointments Offices in the towns shown in the Table below.

The total number of persons on the registers of the Appointments Offices at 14th March, 1949, was 32,540‡, consisting of 28,946 men and 3,594 women. The number on the registers included 17,852 men and 2,170 women who were in employment, while 11,094 men and 1,424 women had registered as unemployed at some date in the preceding two months and were not known to be in employment at 14th March.

The following Table shows the numbers of registrations at each of the Offices :—

Appointments Office	In Employment		Unemployed	
	Men	Women	Men	Women
London	4,863	740	5,405	651
Cambridge	572	77	445	51
Reading	542	73	342	54
Winchester	527	36	403	24
Bristol	1,050	135	630	61
Birmingham	1,841	147	669	70
Nottingham	853	56	222	41
Leeds	1,122	133	270	59
Liverpool	1,006	92	364	47
Manchester	1,819	142	652	64
Newcastle-on-Tyne	876	85	264	46
Edinburgh	1,015	166	575	133
Glasgow	1,351	234	491	80
Cardiff	415	54	362	43
Total‡	17,852	2,170	11,094	1,424

During the period 15th February to 14th March, 1949, there were new registrations by 3,067 men and 695 women, and during the same period the registrations of 3,422 men and 684 women lapsed.

The Table below shows the numbers of vacancies (other than those for nurses and midwives) notified, filled, etc., between 15th February and 14th March, 1949.

	Men§	Women
Vacancies outstanding at 14th February	5,637	908
„ notified during period	2,208	544
„ cancelled or withdrawn during period	1,294	258
„ filled during period	862	240
„ unfilled at 14th March	5,689	954

* This figure included 893 registrants who were also registered with Appointments Offices.

† Including 59 vacancies filled by ex-Service men.

‡ Excluding 455 persons registered for overseas employment only and 4,768 whose registrations had been referred to the Local Offices for assistance in placing. Registrations of nurses and midwives are also excluded.

§ This column includes vacancies for which employers were willing to accept either men or women.

Employment Overseas

AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in October was 0.1 per cent. higher than in September and 2.3 per cent. higher than in October, 1947.

CANADA

Returns received by the Dominion Bureau of Statistics from over 19,700 employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st January in the establishments covered by the returns was 3.4 per cent. lower than at 1st December but 1.9 per cent. higher than at 1st January, 1948. The number of persons employed in manufacturing industries at 1st January was 2.4 per cent. lower than at the beginning of the previous month but 1.5 per cent. higher than at 1st January, 1948.

UNION OF SOUTH AFRICA

According to the general index of employment compiled by the Office of Census and Statistics, the number of workpeople employed in manufacturing industries, transportation and mining (other than alluvial gold diggings) in September was 0.2 per cent. lower than in August and 0.8 per cent. higher than in September, 1947.

UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in January is estimated by the United States Department of Labor to have been approximately 44,346,000. This was 3.8 per cent. lower than the figure for December, and 0.6 per cent. lower than that for January, 1948. The index figure of wage-earners' employment in manufacturing industries (base, average of 1939=100) in January showed a decrease of 3.0 per cent. compared with December and a decrease of 1.4 per cent. compared with January, 1948.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America at the middle of January was approximately 2,664,000, compared with 1,941,000 at the middle of December and with 2,065,000 at the middle of January, 1948.

BELGIUM

The average daily number of persons recorded as wholly or partially unemployed in Belgium during January was 253,586, compared with 252,751 during December and 105,290 during January, 1948. The number of working days lost in January as a result of unemployment was nearly 7,590,000, compared with over 5,590,000 in December and 2,520,000 in January, 1948.

EIRE

The number of unemployed persons on the live register of Employment Exchanges at 26th March was 80,416, compared with 84,472 at 26th February. The decrease between the two dates is stated to be due partly to the operation of an Order made under the Unemployment Assistance Act, 1933, restricting during the period 16th March, 1949, to 25th October, 1949, the eligibility for unemployment assistance of a particular class of persons living in rural areas. At 25th March, 1948, the number of persons on the live register was 76,842 ; this total is comparable with the figure for 26th March, 1949.

NETHERLANDS

The number of persons registered for employment was 50,100 at the end of February, compared with 53,900 at the end of January and 35,983 at the end of February, 1948.

NORWAY

The number of persons registered for employment who were wholly unemployed was 9,925 at the end of December, compared with 7,372 at the end of November and 12,057 at the end of December, 1947 (when the figure was exclusive of Finnmark and certain communes formerly evacuated).

SWEDEN

Preliminary information received by the Swedish Social Board from trade unions with a total membership of about 950,000 showed that 5.0 per cent. of their members were unemployed at 31st December, compared with 2.5 per cent. (revised figure) at the end of the previous month and 4.5 per cent. at 31st December, 1947.

SWITZERLAND

At the end of January applications for employment were registered at the Exchanges by 16,863 persons, compared with 11,813 at the end of December and 5,521 at the end of January, 1948 ; these figures include employed persons who were seeking other employment. Offers of situations at the same dates numbered 2,849, 2,408 and 4,899, respectively. The number of registered applicants for employment at the end of January who were wholly unemployed was 15,544 or 10.4 per thousand of the employed population (exclusive of apprentices) according to the census of 1941, compared with 10,857 or 7.2 per thousand at the end of December ; in January, 1948, the number wholly unemployed was 4,858 or 3.2 per thousand. Of the total number of persons registered as applicants for employment, building workers accounted for 10,480 (including 10,229 wholly unemployed) at the end of January and 7,451 (including 7,299 wholly unemployed) at the end of December.

WAGES, DISPUTES, RETAIL PRICES

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Changes in Rates of Wages and Hours of Labour

RATES OF WAGES

Changes in March

In the industries covered by the Department's statistics*, the changes in rates of wages reported to have come into operation in the United Kingdom during March resulted in an aggregate increase estimated at approximately £184,000 in the weekly full-time wages of about 1,095,000 workpeople.

The principal increase affected workers employed in agriculture in England and Wales. The minimum rates of wages fixed by Orders made under the Agricultural Wages Act were increased in general by 4s. a week for men, by 3s. for women, and by proportional amounts for younger workers. Similar increases were granted to workers employed in England and Wales by the Forestry Commission.

Other workpeople affected by increases were employed in cotton manufacture, the cast stone and cast concrete industry in England and Wales, toy manufacture, and the manufacture of surgical dressings, etc., and by certain firms engaged in the manufacture, preparation and processing of food, and cocoa, chocolate and sugar confectionery manufacture. Increases were also granted to non-industrial messengers employed in Government establishments, to some manual workers in the non-trading services of local authorities in England and Wales, according to occupation and area of employment, as a result of the adoption of national differential rates of wages for occupational groups of adult male workers, and to workers engaged in newspaper printing in London and Manchester, fur manufacture and rubber reclamation.

In the manufacturing side of the cotton industry a flat-rate addition to wages was granted of 4s. 6d. a week for adults and 2s. 6d. for juveniles. Workpeople employed by certain firms in the manufacture, preparation and processing of food and in cocoa, chocolate and sugar confectionery manufacture received an increase in minimum rates of 4s. a week for men 21 years and over and women 18 years and over. In the cast stone and cast concrete industry in England and Wales the minimum rates for men were increased by 1d. an hour in the London area, by ½d. or 1d. for those on Zone A rates in other areas, and by 1d. for those on Zone B rates. For men and women employed in toy manufacture the general minimum time rates fixed under the Wages Councils Act were increased by 1½d. an hour. Workpeople employed in the manufacture of surgical dressings, etc., had increases in minimum rates amounting to 4s. 6d. a week for men and 3s. for women.

Of the total increase of £184,000, about £133,000 was the result of Orders made under the Agricultural Wages Act or the Wages Councils Acts ; about £30,000 resulted from direct negotiations between employers and workpeople or their representatives ;

about £19,000 was the result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement ; and the remainder resulted from arbitration awards.

Changes in January-March, 1949

The following Table shows the number of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the first three completed months of 1949, and the net aggregate amounts of such increases. No workpeople were reported as having sustained a net decrease in this period.

Industry Group †	Approximate Number of Workpeople affected by Net Increases	Estimated Net Amount of Increase in Weekly Wages
Agriculture, Forestry, Fishing	757,500	£ 127,200
Mining and Quarrying	42,000	8,500
Treatment of Non-metalliferous Mining Products other than coal	109,000	18,500
Chemicals and Allied Trades	24,000	4,000
Metal Manufacture	153,000	3,800
Engineering, Shipbuilding and Electrical Goods	22,000	1,300
Vehicles	24,000	4,600
Metal Goods not elsewhere specified	31,500	4,400
Textiles	224,000	43,700
Leather, Leather Goods and Fur	29,500	6,200
Clothing	116,500	18,400
Food, Drink and Tobacco	56,500	10,500
Manufactures of Wood and Cork	6,500	700
Paper and Printing	14,000	4,100
Other Manufacturing Industries	23,000	5,500
Building and Contracting	1,076,000	81,200
Gas, Electricity and Water		
Transport and Communication	55,500	18,900
Distributive Trades	34,500	7,400
Public Administration	110,000	6,900
Miscellaneous Services	2,000	600
Total	2,911,000	376,400

HOURS OF LABOUR

The changes in normal hours of labour reported to have come into operation in March resulted in an average reduction of slightly over one hour a week for about 748,000 workpeople. The principal groups of workers affected were employed in agriculture in England and Wales and by the Forestry Commission in England and Wales, the hours to which their weekly minimum rates apply being reduced from 48 to 47.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING MARCH

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Agriculture	England and Wales	13 Mar.	Workpeople other than certain classes of male workers in Holland division of Lincolnshire and female workers in Cambridgeshire and Isle of Ely and Yorkshire	Increases of 4s. a week in minimum rates for men 21 years and over, of 3s. for women 21 years and over, of 2s., 3s. or 4s., according to age, for youths and boys, and of 2s. or 3s. for girls. Rates after change : men 21 years and over 94s. a week, youths and boys 44s. at 15 years, rising to 83s. at 20 and under 21 ; women 21 years and over 71s., girls 39s. at 15 (except in Holland division of Lincolnshire where the rate is 44s.), rising to 66s. at 18 and under 21.†
	Holland division of Lincolnshire	do.	Male workers employed wholly or mainly as horsemen	Increases of 8s. in minimum weekly rates for men 21 years and over, and of 4s. to 7s., according to age, for younger workers. Rates after change for men 124s. a week.‡
	do.	do.	Male workers employed wholly or mainly as cattle-men, milkmen, or shepherds	Increases of 7s. in minimum weekly rates for workers 20 years and over. Rates after change : 113s. a week at 21 years and over, and 100s. at 20 and under 21.‡
Forestry	England and Wales	do.	Workpeople employed by the Forestry Commission	Increases of 4s. a week for men and of 3s. for women. Minimum rates after change for a 47-hour week include : men forest workers, grade I 99s. a week, grade II 96s. 6d., grade III 94s. ; tractor drivers (heavy) 99s. rising to 104s. after 6 months and 109s. after 12 months, other tractor drivers 94s., 99s. and 104s. ; women forest workers 71s.‡
	Cambridgeshire and Isle of Ely and Yorkshire	do.	Female workers	Increases of 4s. a week in minimum rates for women 21 years and over, and of 2s., 3s. or 4s., according to age, for younger workers. Rates after change : women 21 years and over 66s. a week, girls 37s. at 15 years, rising to 62s. at 18 and under 21.†§
Quarrying	Yorkshire	First full pay week in Mar.	Craftsmen and labourers employed in freestone and sandstone quarries	Increases of 1d. an hour for craftsmen, and for labourers in Zone A districts, and of ½d. for labourers in Zone B districts. Rates after change : Zone A, craftsmen, Grade I 2s. 9d., Grade II 2s. 7½d., Grade III 2s. 6d., labourers 2s. 2½d. ; Zone B—2s. 7½d., 2s. 6d., 2s. 4½d., 2s. 1½d.
	Lancashire	First full pay week following 28 Feb. 7 Mar.	Freestone quarry workers	Increase of 1d. an hour in basic rates. Rate after change for labourers 2s. 2½d. an hour.
Monumental Masonry	Scotland	7 Mar.	Craftsmen employed in the masonry section of the granite industry	Increase of 3d. an hour (2s. 9d. to 3s.) in basic rate.

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

† The industries included in the Table have been classified in accordance with the Standard Industrial Classification recently prepared for use in Government Statistical Departments. The figures, therefore, are not strictly comparable with those published in previous years.

‡ These increases took effect under Orders issued under the Agricultural Wages Act. See also under "Changes in Hours of Labour" and page 152 of this GAZETTE.

§ The normal working week for female workers in Cambridgeshire and Isle of Ely and Yorkshire is 44 hours.

|| See also under "Changes in Hours of Labour."

Principal Changes in Rates of Wages Reported during March—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Cast Stone and Cast Concrete Products Manufacture	England and Wales	Commencement of first full pay week beginning on or after 1 Mar.	Men, youths and boys	Increases in minimum rates of 1d. an hour for men 21 years and over employed in the London area, of ½d. or 1d. for those on Zone A rates in other areas, and of 1d. for those on Zone B rates; new percentage scale of rates adopted for youths and boys; allowances of 1d. an hour granted to workers employed on a two-shift system* (i.e., between the hours of 6 a.m. and 11 p.m.) and of 4d. an hour for those employed regularly on night work. Minimum rates after change: men, London 2s. 4d. an hour, remaining areas—Zone A 2s. 3d., Zone B 2s. 2½d.; youths and boys 30 per cent. of adult male rate at 15 years, rising to 85 per cent. at 19, and to full adult rate at 20; piecework rates to be fixed so as to show an average earning capacity of not less than time-and-a-quarter for an average worker.
Engineering	Sheffield and District	Beginning of first full pay period after 4 Mar.	Building trade operatives employed in engineering establishments and steel works	Increase of 2s. a week in the all-in rate for male workers 21 years and over, with proportional increases for apprentices. Rates after change: skilled craftsmen 124s. a week, skilled bricklayers', masons', slaters', and plasterers' labourers and navvies 100s. 6d., apprentices 27s. 11d. at 15 years rising, according to age, to 77s. 6d. at 20.
Woven Wire Manufacture	Scotland	4 Mar. (for preceding pay period)	Men, youths, boys, women and girls	Increase of 1d. an hour. Rates after change: male workers 21 years and over 2s. 2d., 2s. 3½d., 2s. 6½d. or 2s. 8½d. an hour, according to occupation, youths and boys 9½d. at 15 years rising, according to age, to 1s. 9½d. at 20, women and girls 8½d. at 15, rising to 1s. 5½d. at 21 and over.
Cotton Manufacturing	Lancs., Cheshire, Yorkshire and Derbyshire	First pay day in week commencing 14 Mar.	Workpeople, other than engine-men, firemen, etc., and skilled maintenance mechanics, etc.	Interim flat-rate addition to wages granted of 4s. 6d. a week for adult workers, and of 2s. 6d. for juveniles†. Minimum rates after change, inclusive of percentage, flat-rate and interim flat-rate additions, include: weavers, on ordinary system of 4 looms per weaver 74s. 2d.‡ a week, on 6-loom system 81s. 8d.‡, on more than 6-loom system 102s. 8d.‡, plus one-fifth of earnings from all the looms calculated upon the piece-rates for the 6-loom system of working: winders (fully competent) 68s.‡; warpers (beamers), male or female, 74s.‡; cloth lookers 107s.‡; tape labourers and wetmen in charge of weft cellar 98s. 4d.‡; general warehousemen and loom sweepers 96s. 2d.‡; warp tying machine men—front 146s. 3d. a week, back 141s. 1d.‡; warp drawing machine men—men in charge 146s. 3d., operators 119s. 6d., springers and assemblers of drop wires 80s. 6d.
Surgical Dressings, etc., Manufacture	Great Britain	First pay day after 28 Feb.	Male and female workers	Increases of 4s. 6d. a week in minimum time rates for men, of 3s. for women, and of proportional amounts for younger workers. Minimum rates after change include: men 96s. 6d., women 65s.
Fur Dressing, etc.	Great Britain	14 Mar.	Timeworkers, other than hand fleshers or rotary fleshing machine operators	Increases in general minimum time rates of varying amounts ranging from 4s. to 21s. a week, according to age, occupation or period of service, for male workers, and of 3s. 6d. to 15s. for female workers. General minimum time rates after change include: men—cutters 91s. 6d. to 130s. a week, according to experience, nailers 89s. to 105s., cleaners 100s., fur sorters 118s., tubbers 115s., roller fleshing machine operators 115s., skin packers 100s.; women—cutters 89s. 6d. to 126s. 6d., nailers 86s. 6d. to 103s., fur machinists 80s., liners, finishers, hand fur sewers or machinists 72s., fur sorters 63s. 6d., roller fleshing machine operators 77s.‡
			Pieceworkers	Increases in piecework basis time rates of 2½d. an hour (3s. to 3s. 2½d.) for male workers, and 1½d. an hour (2s. to 2s. 1½d.) for female workers, employed in the dressers' and dyers' section as roller fleshing machine operators (other than shaving machine operators).‡
Flour Milling	Great Britain	First full pay period following 10 Jan.‡	Electricians employed in the flour milling industry	Increases of 2s. a week in base rates for workpeople employed in Class A mills, and of 5s. 9d. for those in Class B and C mills. Rates after change, inclusive of war supplements: Class A mills 127s. 6d. a week, Class B 119s. 6d., Class C 117s. 6d.
Food Manufacture	Great Britain	First pay day 7 Mar.	Workpeople employed in the manufacture, preparation and processing of food¶	Increases of 4s. a week in minimum rates for men 21 years and over and for women 18 years and over, of 1s. to 3s., according to age, for youths and boys, and of 1s. to 2s. for girls. Minimum rates after change: London (within a 15-mile radius from Charing Cross), men 21 years and over 102s. a week, women 18 and over 70s., youths and boys 37s. at 15, rising to 86s. at 20 and under 21, girls 37s. at 15, rising to 51s. at 17 and under 18; elsewhere—men 98s. a week, women 68s., youths and boys 36s. to 83s., girls 36s. to 49s.
Cocoa, Chocolate and Confectionery Manufacture	Great Britain	7 Mar.	Men, youths, boys, women and girls**	Increases of 4s. a week in minimum rates for men 21 years and over and for women 18 years and over, of 1s. to 3s., according to age, for youths and boys, and of 1s. to 2s. for girls. Minimum rates after change: men 21 years and over 100s. a week, women 18 years and over 69s., youths and boys 34s. 6d. at 15, rising to 83s. at 20 and under 21, girls 34s. 6d. at 15, rising to 48s. 6d. at 17 and under 18
Brewing	Scotland	1 Jan.††	Men, youths, boys, women and girls	Increases of 5s. 6d. a week for adult maltmen and male brewery workers 21 years and over, of 2s. to 5s., according to age, for youths and boys, of 3s. 8d. for women 19 years and over, and of 2s. to 3s. 6d., according to age, for girls. Rates after change: adult maltmen 109s. a week, male brewery workers 21 and over 103s., youths and boys 40s. at 15 years, rising to 92s. at 20; women in bottling stores 19 and over 67s. 8d., girls 40s. at 15, rising to 60s. 6d. at 18
	East Midlands (certain firms)	Second pay day in Mar.‡‡	Men, youths, boys, women and girls	Increases of 5s. 6d. a week for adult male workers, of 3s. 9d. for adult female workers, and of proportional amounts for juveniles. Minimum rates after change include: men 21 years and over—inside workers 104s. 6d. a week, motor drivers 114s. 6d., two-horse drivers 110s. 6d., one-horse drivers and drivers' mates 106s. 6d.; women 20 years and over 64s.
Millsawing	Scotland	Pay day in week ended 2 Apr.	Woodcutting machinists, sawyers and apprentices employed in sawmills	Increases of 1½d. an hour (2s. 6½d. to 2s. 8d.) for journeymen, and of proportional amounts for apprentices.§§
	Belfast	Beginning of first full pay period following 22 Mar.	Labourers, youths and boys employed in sawmills	Increases of 1d. an hour (2s. 0½d. to 2s. 1½d.) in minimum rate for adult labourers, with proportional increases for youths and boys.
Printing	London and Manchester	First full pay week ending on or before 13 Nov., 1948	Workpeople (except journalists in London) engaged in the production of national morning, evening and Sunday newspapers	Increases of 7s. 6d. a week generally for adult regular workers and of varying amount for juniors.
Rubber Reclamation	Great Britain	28 Feb.	Men, youths, boys, women and girls, except canteen workers, clerks and brokers, commissionaires, engineers and maintenance workers	Increases of 2d. an hour in basic minimum time rates for men 21 years and over, of 1½d. for women 21 years and over, of 1½d. or 1½d., according to age, for youths and boys, and of ½d. to 1½d. for girls. Basic minimum rates after change include: Grade "D" work calling for special skill or responsibility, e.g., working charge hands—men 21 years and over 2s. 0½d. an hour, women 1s. 4d.; Grade "C" skilled—men 1s. 11½d., women 1s. 3½d.; Grade "B" semi-skilled—men 1s. 10½d., women 1s. 3d.; Grade "A" unskilled—men 1s. 9½d., women 1s. 2½d.; plus, in each case, flat war bonus of 4d. an hour. Piecework prices fixed so as to yield to the worker of ordinary ability at least 25 per cent. above the appropriate basic minimum time rate.

* Where workpeople are working a three-shift rotary system, the shift allowance and conditions are to be subject to local agreement.

† The interim flat-rate addition is to operate until the end of December, 1949.

‡ These minimum rates apply to pieceworkers, who are paid the usual piece price rates or the stated minimum rates, whichever are the higher.

§ These increases took effect under an Order issued under the Wages Councils Act. See page 118 of the March, 1949, issue of this GAZETTE.

|| These increases were agreed in March and had retrospective effect to the date shown.

||| These increases were agreed upon by the Joint Industrial Council for the Food Manufacturers' Industrial Group and apply to workpeople employed by members of the Group.

|||| These increases were agreed upon by the Joint Industrial Council for the Cocoa, Chocolate and Confectionery Industrial Group, and apply to workpeople employed by members of the Group.

†† These increases were agreed on 7th March, with retrospective effect to the date shown.

‡‡ The new rates are to remain in force until 31st December, 1949. An ex-gratia payment is to be made to each worker, which has the effect of making the increase retrospective to the first pay-day in January.

§§ A further increase of 4d. an hour for journeymen is to take effect on 1st October, 1949.

||||| These increases were agreed between the Newspaper Proprietors' Association and the trade unions concerned in January, February or March, and were made retrospective to the date shown. The extra payments made to certain workers when engaged in the preparation of Sunday newspapers were also increased by varying amounts.

Principal Changes in Rates of Wages Reported During March—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Toy Manufacture	Great Britain	2 Mar.	Men, youths, boys, women and girls	Increases of 1½d. an hour in general minimum time rates for male or female woodcutting machinists or wood body makers 21 years or over, of 1½d. for other male workers 21 years or over and other female workers 20 years or over, and of 1½d. or 1½d., according to age, for younger workers. General minimum time rates after change: male or female workers 21 years or over employed as woodcutting machinists 2s. 4d., 2s. 2½d. or 2s. 1d. an hour, according to qualifications or as wood body makers 2s. 2½d.; male workers 21 years or over—body painters 2s. 1d., other workers 1s. 11½d.; other female workers 20 years or over 1s. 5½d.; youths and boys 9½d. at under 16 years, rising to 1s. 8d. at 20, girls 9½d. at under 16 to 1s. 3½d. at 19.*
General Waste Materials Reclamation	Northern Ireland	1 Mar.	Men, youths and boys	Increases in general minimum time rates of 1½d. an hour or 5s. 6d. a week for men 21 years and over and for youths 17 and under 21 years, and of 1d. or 3s. 8d. for boys under 17; increase of 1½d. an hour (1s. 11½d. to 2s. 1d.) in piecework basis time rate. General minimum time rates after change: men 21 years and over 2s. an hour or 88s. a week of 44 hours, youths and boys 10d. or 36s. 8d. at under 16 years rising, according to age, to 1s. 7½d. or 71s. 6d. at 18 and under 21; burner cutters 21 years and over to be paid 1½d. an hour above the minimum rates whilst so employed.†
National Government Service	Great Britain	Beginning of next pay period following 23 Mar.	Men and women employed as non-industrial messengers and paper keepers in Government establishments	New rates of pay fixed, resulting in increases of amounts varying from 2s. to 5s. 6d. a week. Rates after change for London area: messengers—men 100s. a week at 21 years of age rising to 103s. after 1 year's service, women 80s. at 21 years of age rising to 82s. 6d. after 1 year's service; paper keepers—men 103s. rising by annual increments of 3s. a week to 112s., women 82s. 6d. rising by annual increments of 2s. 6d. to 90s.; differential rates remain unchanged at 3s. less for men and 2s. less for women in intermediate areas and at 6s. and 4s. less in provincial areas.‡
Local Authority Services	England and Wales (certain districts)	Pay day in week commencing 28 Mar. for pay week covered by that pay day	Manual workers employed in non-trading services of local authorities	National differential rates of wages adopted for six occupational groups of adult male workers in the general classes and for various classes of road workers, replacing the Provincial Council rates previously in operation and resulting in increases of varying amounts for some workers, according to occupation and area of employment; rates of wages for women, youths, boys and girls to be a percentage of the adult rates, varying according to age. Rates after change: men in the general classes—group I occupations, zone A 100s. a week, zone B 97s., group II 104s., 101s., group III 107s., 104s., group IV 109s., 106s., group V 111s., 108s., group VI 113s., 110s.; road workers—road labourers, zone A 2s. 4½d. an hour, zone B 2s. 3½d., plus rates payable to various categories of workers varying from ½d. to 5d. an hour; women 18 years and over, 75 per cent. of adult male rates; youths and boys other than apprentices, 40 per cent. of the group I adult male rates at 15 years, rising to 90 per cent. at 20; girls 60 per cent. of the group I rates for adult women at 15 years, rising to 90 per cent. at 17.‡
Laundries	Northern Ireland	21 Mar.	Men, youths and boys Women and girls	Increases of 2d. an hour in general minimum time rates for men 21 years and over, and of ½d. to 2d., according to age, for youths and boys. General minimum time rates after change: men 21 years and over 2s. an hour, youths and boys 9½d. at under 16, rising to 1s. 8d. at 20.‡ Increases of 1½d. an hour in general minimum time rates for women 20 years and over, and of 1d. or 1½d., according to age, for younger workers; increase of 1½d. an hour in piecework basis time rate. General minimum time rates after change: during 1st six months of employment—women 20 years and over 1s. 3d. an hour, girls 7d. at under 15 years, rising to 1s. 1½d. at 19; after 1st six months—women 1s. 3½d. an hour, girls 7½d. to 1s. 2½d.; piece work basis time rate for female workers 1s. 4d. an hour.‡
Cemeteries	London	1 Jan.¶	Workpeople employed in non-municipal cemeteries	Increases of 4s. a week in minimum rates for men 21 years and over, and of 2s. to 10s., according to age, for youths; new rate fixed for women gardening assistants. Rates after change for a 44-hour week include: gravediggers 109s. a week, gravediggers' assistants and qualified gardeners 103s., gardeners' labourers and general labourers 100s., women gardening assistants 80s.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING MARCH

Industry	District	Date	Classes of Workpeople	Particulars of Change
Agriculture	England and Wales	13 Mar.	Workpeople other than certain classes of male workers in Holland division of Lincolnshire and female workers in Cambridgeshire and Isle of Ely and Yorkshire	Normal working hours to which the weekly minimum rates apply reduced from 48 to 47.**
Forestry	England and Wales	13 Mar.	Workpeople employed by the Forestry Commission	Normal weekly working hours reduced from 48 to 47.**
Cemeteries	London	1 Jan.	Workpeople employed in non-municipal cemeteries	Normal working week reduced from 45 to 44 hours.**
Port, River and Canal Transport	Thames	7 Mar.	Men and youths employed on river tugs (ship towage)	Normal weekly working hours beyond which overtime rates become payable reduced from 60 to 54.††
National Government Service	Great Britain	Beginning of next pay period following 23 Mar.	Men and women employed as non-industrial messengers and paper keepers in Government establishments	Conditioned weekly hours of duty altered from 48 exclusive of mealtimes to 48 inclusive of mealtimes.**

* These increases took effect under an Order issued under the Wages Councils Act. See page 118 of the March, 1949, issue of this GAZETTE.

† These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). The rates for female workers remain unchanged. See page 118 of the March, 1949, issue of this GAZETTE.

‡ These increases were the result of an award of the Civil Service Arbitration Tribunal. See also under "Changes in Hours of Labour."

§ This change is the result of an agreement made by the National Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers) and applies to those authorities affiliated to the constituent District Joint Councils. It does not apply to Glamorganshire and Monmouthshire where conditions of service are light of circumstances in each area, to determine the particular additional grades which it may be necessary to add to the six wages groups. In the case of London, Middlesex and North Metropolitan District Councils, it has been agreed that they should consider the new national rates and determine the manner in which they can be applied either in their present form or enlarged or amended to meet the special conditions.

|| These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 152 of this GAZETTE.

||| These increases were the result of an award of the Industrial Court made on 3rd March, with retrospective effect to the date shown. See also under "Changes in Hours of Labour."

†† See also under "Changes in Rates of Wages."

** Weekly basic rates of pay remain unchanged.

Index of Rates of Wages

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

Where necessary the figures have been revised to include changes

arranged with retrospective effect or reported too late for inclusion in the current figures.

The figures, on the basis of 30th June, 1947 = 100, are as follows:—

Date (end of month)	Men	Women	Juveniles	All Workers
1947				
June	100	100	100	100
September	101	101	102	101
December	103	103	106	103
1948				
March	105	107	107	105
June	105	107	108	106
September	106	108	109	106
December	107	109	110	107
1949				
January	107	109	110	108
February	107	109	110	108
March	108	110	111	108

Industrial Disputes

DISPUTES IN MARCH

The number of stoppages of work* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in March, was 162. In addition, 10 stoppages which began before March were still in progress at the beginning of that month. The approximate number of workers involved, during March, in these 172 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at over 19,000. The aggregate number of working days lost at the establishments concerned, during March, was about 71,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in March, the coal mining industry accounted for 98, involving 8,000 workers, and resulting in an aggregate loss of about 22,000 working days.

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

Industry Group	Number of Stoppages in progress in Month			Number of Workers involved in all Stoppages in progress in Month	Aggregate Number of Working Days lost in all Stoppages in progress in Month
	Started before beginning of Month	Started in Month	Total		
Coal Mining ..	3	95	98	8,000	22,000
Metal, Engineering and Shipbuilding ..	5	37	42	5,800	24,000
Building, etc. ..	—	9	9	2,400	7,000
Transport ..	1	11	12	2,100	13,000
Other Industries and Services ..	1	10	11	1,000	5,000
Total, March, 1949 ..	10	162	172	19,300	71,000
<i>Total, February, 1949 ..</i>	<i>11</i>	<i>122</i>	<i>133</i>	<i>19,800</i>	<i>56,000</i>
<i>Total, March, 1948 ..</i>	<i>16</i>	<i>198</i>	<i>214</i>	<i>63,900</i>	<i>229,000</i>

Of the total of 71,000 days lost in March, 56,000 were lost by 18,500 workers involved in stoppages which began in that month. Of these workers, 15,800 were directly involved and 2,700 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred but not themselves parties to the disputes). The number of days lost in March also included 15,000 days lost by 800 workers through stoppages which had continued from the previous month.

Duration

Of 150 stoppages of work, owing to disputes, which ended during March, 60, directly involving 2,300 workers, lasted not more than one day; 38, directly involving 4,200 workers, lasted two

days; 22, directly involving 3,300 workers, lasted three days; 19, directly involving 2,500 workers, lasted four to six days; and 11, directly involving 1,700 workers, lasted over six days.

Causes

Of the 162 disputes leading to stoppages of work which began in March, 11, directly involving 2,100 workers, arose out of demands for advances in wages, and 56, directly involving 5,200 workers, on other wage questions; 10, directly involving 500 workers, on questions as to working hours; 31, directly involving 4,400 workers, on questions respecting the employment of particular classes or persons; 50, directly involving 2,900 workers, on other questions respecting working arrangements; and 3, directly involving 600 workers, on questions of trade union principle. One stoppage, directly involving 100 workers, was in support of workers involved in another dispute.

DISPUTES IN FIRST THREE MONTHS OF 1949 AND 1948

The following Table gives an analysis, by groups of industries, of all stoppages of work through industrial disputes in the United Kingdom in the first three months of 1949 and in the corresponding months of 1948:—

Industry Group	January to March, 1949			January to March, 1948		
	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Coal Mining ..	235	33,800†	92,000	316	71,200†	169,000
Engineering ..	35	5,400	46,000	37	11,500	31,000
Shipbuilding ..	17	2,900	12,000	18	12,200	191,000
Iron and Steel and Other Metal	31	6,000	20,000	30	2,800	9,000
Textile ..	11	1,700	3,000	21	11,200	46,000
Clothing ..	6	500	3,000	10	4,000	9,000
Building, etc. ..	15	4,100	11,000	12	900	3,000
Transport ..	28	34,900	46,000	45	22,900	99,000
Other Industries and Services ..	22	1,700	8,000	60	13,000	42,000
Total ..	400	91,000†	241,000	549	149,700†	599,000

The number of workers involved in stoppages which began in the period January to March was 90,200, the number of days lost in such stoppages being 239,000. In addition, 2,000 days were lost at the beginning of 1949 by 800 workers through stoppages which had begun towards the end of the previous year.

PRINCIPAL DISPUTES DURING MARCH

Occupations‡ and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly‡	Began	Ended		
COAL MINING:—						
Strippers and other colliery workers—Whitburn (one colliery)	790	—	2 Mar.	5 Mar.	Strippers' dissatisfaction with wages	Work resumed pending negotiations.
Colliery workers—Shotts (one colliery)	900	130	23 Mar.	1 Apr.	Objection to the introduction of a new system of packing	Work resumed under pre-stoppage conditions.
ENGINEERING:—						
Workers engaged in the manufacture of refrigerating machinery—Glasgow (one firm)	600	20	7 Mar.	9 Mar.	In protest against the dismissal of a number of skilled workers and labourers on grounds of redundancy	Employers agreed to reinstate the labourers and to offer the skilled men suitable alternative work as it became available.
SHIPBUILDING:—						
Plumbers, apprentice plumbers, plumbers' helpers, etc., employed in shipbuilding—Belfast (one firm)	490	460	8 Mar.	9 Mar.	Demarcation dispute between plumbers and coppersmiths regarding certain pipe fitting work on a warship	Work resumed pending negotiations.
BUILDING:—						
Building operatives—London (one firm)	280	—	16 Mar.	23 Mar.	Objection to the employment of a ganger who was not a trade unionist	Work resumed. The recommendation of the Joint Disputes Commission, issued subsequently, was that the ganger should join the trade union.
PORT TRANSPORT:—						
Dock workers—Middlesbrough ..	350	—	21 Feb.	2 Apr.	Refusal to accept an alteration in the "calling-on" time for afternoon shift workers which had been agreed by the local and national Joint Councils for the Port Transport Industry	New "calling-on" time accepted, subject to the commencement of negotiations for the unification of working hours.
OTHER INDUSTRIES:—						
Workers employed in the manufacture of plastic spectacle frames—Mauchline (one firm)	290	—	7 Mar.	16 Mar.	Demand that certain operatives and supervisory workers should join the appropriate trade union	Non-unionist operatives agreed to join the union, but the establishment not to be regarded as a "closed shop".

* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. In addition, stoppages involving less than 10 workers, and those which lasted less than one day, are also excluded, unless the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

† Some workers, largely in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1949 was approximately 30,000, and in the corresponding period in 1948 was approximately 65,000. For all industries combined the corresponding net totals were approximately 85,000 and 140,000.

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

U.K. Index of Retail Prices

FIGURES FOR 15th MARCH, 1949

The interim index of retail prices measures, for the United Kingdom, the average changes, month by month, in the prices of the goods and services which entered into working-class expenditure before the war, the goods and services covered being those recorded in family budgets collected during 1937-38. The index started from 17th June, 1947 (taken as = 100), and measures the changes in the prices of these goods and services from that date. The relative changes, since 17th June, 1947, in the price levels of the various items included are combined by the use of "weights" representing the proportions in which these items entered into working-class expenditure in 1937-38, adjusted to take account of the broad changes in prices between 1937-38 and mid-June, 1947.

The price comparisons used in compiling the index figures relate to a fixed list of items, and steps are taken to ensure that, so far as possible, the index figures reflect real changes in price levels but not changes in the prices quoted which are attributable to variations in quality.

The following Table shows the indices at 15th March, 1949, for each of the main groups of items and for all the groups combined, together with the relative weights which are used in combining the group indices into a single "all items" index:—

GROUP	INDEX FIGURE FOR 15th MARCH, 1949	WEIGHT
I. Food ..	108.0	348
II. Rent and rates ..	99.6	88
III. Clothing ..	117.4	97
IV. Fuel and light ..	111.8	65
V. Household durable goods ..	108.9	71
VI. Miscellaneous goods ..	109.3	35
VII. Services ..	105.2	79
VIII. Drink and tobacco ..	110.8	217
All items ..	108.9*	1,000

The figures given above are shown in the form in which they are used in the procedure adopted for calculating the index for all the groups combined, i.e., to the nearest first place of decimals. The decimals are shown only in order that, if desired, calculations may be made of the effect of combining particular groups and excluding others.† The information available as to price changes, however, is such that no precise significance can be attributed to the decimals, and for any other purpose, therefore, the figures should be used to the nearest whole number.

On the above basis, and taking the level of prices at 17th June, 1947, as 100, the "all items" index at 15th March was 109, the same figure as at 15th February.

Food

In the food group the principal change during the month under review was a reduction of about 12 per cent. in the average price of eggs, following the introduction of a new schedule of maximum prices providing lower prices for some categories of eggs. There were also reductions in the prices of cocoa, chocolate and sweets. The reductions were partly offset by slight increases in the average prices of potatoes, tomatoes and green vegetables. For the food group as a whole there was a fall, during the month, of about one-half of 1 per cent. in the average level of prices and, expressed to the nearest whole number, the index figure at 15th March was 108, compared with 109 at 15th February.

Clothing

In the clothing group increases, mostly of small extent, were reported, during the month under review, in the prices of many articles of underclothing, outer clothing and clothing material. The largest increases were those for men's and boys' shirts, men's and women's overalls, raincoats and mackintoshes, and cotton and woollen material. On average there was some downward movement in the prices of footwear. For the clothing group taken as a whole there was a small upward movement in the average level of prices, but, expressed to the nearest whole number, the index figure at 15th March was 117, the same figure as at 15th February.

Fuel and Light

In the fuel and light group the index for electricity charges fell by about 18 per cent., during the month, as a result of the seasonal change in most areas from the higher winter charges to the lower tariffs which are to operate during spring, summer and autumn. There were some small increases in the prices of coal in many areas in consequence of higher distribution costs. The prices of the remaining items in this group showed little change compared with a month previously. For the fuel and light group as a whole the average level of prices fell by nearly 2 per cent. and the index figure for 15th March, expressed to the nearest whole number, was 112, compared with 114 at 15th February.

Other Groups

In the five remaining groups covering rent and rates, household durable goods, miscellaneous goods, services, and drink and tobacco there were relatively few changes in prices during the month under review. The index figures for these groups, expressed to the nearest whole number, were 100, 109, 109, 105 and 111, respectively, each of these figures being the same as a month earlier.

* Taken as equivalent to 109 (see paragraph following the Table).

† The combination of any two or more group indices is effected by multiplying the respective indices by their corresponding weights and dividing the sum of the resulting products by the sum of the weights used.

The following Table shows the index figures for "all items" and for food from June, 1947, onwards. The figures normally relate to the Tuesday nearest to the 15th of each month.

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
All Items												
1947	104	106	108	108	100	101	100	101	101	103	103	104
1948	109	109	109	—	—	—	—	—	—	—	—	—
1949	—	—	—	—	—	—	—	—	—	—	—	—
Food												
1947	104	108	109	109	108	110	101	99	100	101	103	103
1948	108	109	108	—	—	—	—	—	—	—	—	—
1949	—	—	—	—	—	—	—	—	—	—	—	—

A full description of the method of construction and calculation of the index, "Industrial Relations Handbook, Supplement No. 2. Index of Retail Prices," is obtainable, price 6d. net (7d. post free), from H.M. Stationery Office, at the addresses shown on page 155 of this GAZETTE.

Retail Prices Overseas

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

Country	Base of Index* and Latest Month for which Index Figure is available	Index Figure	Rise (+) or Fall (–) of Index Figure (in Index Points) compared with	
			Previous Month	Corresponding Month in Previous Year
* * *				
* * *				
* * *				
Belgium	European Countries 1936-38=100			
Food ..	Dec.	387	+ 1	+ 40
Eire	Mid-Aug., 1947=100			
All Items* ..	Mid-Feb.	99	Nil †	Nil
Food ..	Aug., 1938-July, 1939 =100	97	Nil †	Nil
Finland	Aug., 1938-July, 1939 =100			
All Items ..	Feb. (end)	780‡	- 15	+ 27
Food ..	937‡	- 31	+ 22	
France	1938=100			
Food, Paris ..	Jan.	1,932	+ 8	+ 495
Hungary (Budapest)	Sept., 1946=100			
All Items ..	Jan. (end)	113.9	- 1.4	- 14.5
Food ..	119.6	- 2.7	- 33.5	
Iceland (Reykjavik)	Jan.-Mar., 1939=100			
All Items ..	Feb. (1st)	329	+ 3	+ 10
Food ..	366	+ 2	+ 6	
Italy (Large towns)	1938=100			
All Items ..	Dec.	4,917	+ 47	- 12
Food ..	6,149	+ 68	- 47	
Netherlands (Medium and small towns)	1938-39=100			
All Items ..	Dec. (middle)	214	+ 4‡	+ 12
Food ..	242	+ 3‡	+ 21	
Poland (Warsaw)	1947=100			
All Items ..	Dec.	111	+ 3	+ 7
Food ..	112	+ 3	+ 9	
Portugal (Lisbon)	July, 1938-June, 1939=100			
All Items* ..	Nov.	214.7	+ 2.0	+ 6.8
Food ..	219.5	+ 2.4	+ 2.7	
Spain (Large towns)	July, 1936=100			
All Items ..	Dec.	463.4	+ 2.8	+ 18.3
Food ..	606.1	+ 2.5	+ 4.1	
Sweden	1935=100			
Food ..	Jan.	181	- 2	+ 1
Switzerland	June, 1914=100			
All Items ..	Jan.	223.8	- 0.8	+ 0.2
Food ..	230.7	- 1.0	+ 0.4	
Other Countries				
Canada	1935-39=100			
All Items ..	Feb.	159.5	- 0.1	+ 9.4
Food ..	200.4	- 1.8	+ 14.3	
India (Bombay)	July, 1933-June, 1934=100			
All Items ..	Jan.	316	- 10	+ 45
Food ..	365	- 17	+ 43	
South Africa, Union (9 urban areas)	1938=100			
All Items ..	Oct.	151.8	+ 0.6	+ 11.0
Food ..	159.2	+ 0.4	+ 7.0	
Rhodesia, Southern	Aug., 1939=100			
All Items ..	Jan.	147	Nil	+ 9
Food ..	167	Nil	+ 9	
Rhodesia, Northern	Aug., 1939=100			
All Items ..	Dec.	146	+ 2	+ 7
Food ..	171	+ 5	+ 17	
United States	1935-39=100			
All Items ..	Jan. (middle)	170.9	- 0.5	+ 2.1
Food ..	204.8	- 0.2	- 4.9	

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

† The index is quarterly and comparison is with the previous quarter.

‡ Figure supplied by Labour Attaché.

§ The figures for November published in last month's issue of this GAZETTE have been revised.

¶ The index figures are based on free market prices supplied by municipalities, rationing not being taken into consideration.

‡ Official consumer's price index for moderate income families in large cities.

MISCELLANEOUS STATISTICS

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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 March was 116, compared with 119 in February, 1949, and 143 (revised figure) in March, 1948. In the case of seamen employed on ships registered in the United Kingdom, 24 fatal accidents were reported in March, compared with 21 in February, 1949, and 12 in March, 1948.* Detailed figures for separate industries are given below in respect of March, 1949.

Mines and Quarries†	Factories—continued
Under Coal Mines Acts : Underground	Electrical Stations .. .
Surface	Other Industries .. .
Metalliferous Mines .. .	WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES Act, 1937 .. .
Quarries	Docks, Wharves, Quays and Ships
TOTAL, MINES & QUARRIES .. .	Building Operations .. .
	Works of Engineering Construction
	Warehouses
	TOTAL, FACTORIES ACT .. .
	Railway Service
Clay, Stone, Cement, Pot- tery and Glass .. .	Brakesmen, Goods Guards .. .
Chemicals, Oils, Soap, etc. Metal Extracting and Refining	Engine Drivers, Motor- men
Metal Conversion and Founding (including Rolling Mills and Tube Making)	Firemen
Engineering, Locomotive Building, Boilermaking, etc.	Guards (Passenger) .. .
Railway and Tramway Carriages, Motor and Other Vehicles and Air- craft Manufacture .. .	Labourers
Shipbuilding	Mechanics
Other Metal Trades .. .	Permanent Way Men .. .
Cotton	Porters
Wool, Worsted, Shoddy .. .	Shunters
Other Textile Manufacture Textile Printing, Bleaching and Dyeing	Other Grades
Tanning, Currying, etc. .. .	Contractors' Servants .. .
Food and Drink	TOTAL, RAILWAY SERVICE .. .
General Woodwork and Furniture	TOTAL (excluding Seamen) .. .
Paper, Printing, etc. .. .	Seamen
Rubber Trades	Trading Vessels
Gas Works	Fishing Vessels
	TOTAL, SEAMEN .. .
	TOTAL (including Seamen) .. .

Industrial Diseases

The Table below shows the numbers of cases and deaths† in the United Kingdom reported during March under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926 :—

I. Cases	I. Cases—continued
Lead Poisoning	Epitheliomatous Ulceration (Skin Cancer)
Operatives engaged in :	Pitch
Smelting of Metals .. .	Tar
Plumbing and Soldering .. .	Paraffin
Shipbreaking	Oil
Printing	TOTAL
Other Contact with Molten Lead	Chrome Ulceration
White and Red Lead Works	Manuf. of Bichromates .. .
Pottery	Chromium Plating .. .
Vitreous Enamelling .. .	Other Industries .. .
Electric Accumulator Works	TOTAL
Paint and Colour Works .. .	Total, Cases
Shipbuilding	II. Deaths
Paint used in Other In- dustries	Epitheliomatous Ulceration (Skin Cancer)
Other Industries	Tar
Painting of Buildings .. .	TOTAL
TOTAL	

* These figures exclude fatal accidents to seamen directly attributable to causes arising from the war.

† For mines and quarries, weekly returns are furnished, and the figures cover the 4 weeks ended 26th March, 1949, in comparison with the 4 weeks ended 26th February, 1949, and the 4 weeks ended 27th March, 1948.

‡ Deaths comprise all fatal cases reported during the month; they have also been included (as cases) in the same or previous returns.

Vocational and Disabled Training

The statistics of the Vocational and Disabled Training Schemes given below continue those published in previous issues of this GAZETTE (see last month's issue, page 115). They relate to the four weeks ended 7th March.

The number of applicants admitted to training during the period was 1,156, and 7,181 persons were in training at the end of the period. The latter figure included 6,294 males and 887 females; of the total 3,562 were disabled persons. During the period, 834 trainees were placed in employment. An analysis of these figures is given in the Table below.

	Males	Females	Total
Applicants admitted to training during period :			
Able-bodied	485	94	579
Disabled	530	47	577
Total	1,015	141	1,156
Number of persons in training at end of period at :			
Government Training Centres—			
Able-bodied	2,110	148	2,258
Disabled	1,970	63	2,033
Technical and Commercial Colleges—			
Able-bodied	683	325	1,008
Disabled	503	185	688
Employers' Establishments—			
Able-bodied	252	101	353
Disabled	316	6	322
Residential (Disabled) Centres and Voluntary Organisations .. .	460	59	519
Total	6,294	887	7,181
Trainees placed in employment during period :			
Able-bodied	422	84	506
Disabled	303	25	328
Total	725	109	834

From the beginning of the Vocational Training Scheme on 2nd July, 1945, up to 7th March, 1949, the number of trainees placed in employment was 78,153, of whom 71,217 were males and 6,936 were females.

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Further Education and Training

The figures below show the progress made under the Further Education and Training Scheme up to the end of March; they are in continuation of those published in previous issues of this GAZETTE. The particulars relate to the progress made under the Scheme (a) during March, and (b) during the period since the inception of the Scheme in April, 1943, up to 31st March, 1949.

	Men	Women	Total
	March, 1949		
Number of applications for assistance made	2,426	59	2,485
Number of awards made by—			
Ministry of Labour and National Service	481	5	486
Ministry of Education	186	6	192
Other award-making Departments .. .	106	9	115
Total awards	773	20	793
Number of applications rejected .. .	396	26	422
Applications transferred to other training schemes or withdrawn	193	5	198
	Cumulative totals, April, 1943, to end of March, 1949		
Number of applications for assistance made	178,559	14,425	192,984
Number of awards made by—			
Ministry of Labour and National Service	39,282	1,338	40,620
Ministry of Education	67,816	6,101	73,917
Other award-making Departments .. .	16,149	1,735	17,884
Total awards	123,247	9,174	132,421
Number of applications rejected .. .	32,268	2,585	34,853
Applications transferred to other training schemes or withdrawn	19,299	2,253	21,552
Cases under consideration at end of period	3,745	413	4,158*

* This figure includes over 2,500 applicants who had been informed by the Ministry of Education that awards would be made in their case.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Conditions of Employment and National Arbitration Orders

National Arbitration Tribunal Awards

During March, the National Arbitration Tribunal issued twenty awards*, Nos. 1214 to 1233. Four of the awards are summarised below; the others related to individual employers.

Award No. 1220 (8th March).—Parties: Members of the Employers' Federation of Card Clothing Manufacturers, and members of the Card-Setting Machine Tenters' Society in their employment. Claim: For variations in wages and in certain conditions of employment. Award: The Tribunal awarded that commencing in the 1949 holiday period the length of the annual paid holiday should be increased from one to two weeks. The Tribunal found in favour of that part of the claim which related to payment for the whole length of fillets, but found that those parts of the claim that related to wages and to overtime had not been established.

Award No. 1226 (17th March).—Parties: Members of the Clyde Shipriggers' Employers' Association and of the Scaling Contractors' Association, and members of the Scottish Transport and General Workers' Union in their employment. Claim: For overtime payments and two four-hour payments on every day in which staggered hours are applied in the shipyards. Award: On the footing that the employers concerned continued to observe certain conditions in relation to the staggered hours arrangements, the Tribunal found that the claim had not been established.

Award No. 1231 (28th March).—Parties: The Midland Wholesale Meat Supply Association Ltd., and members of the Union of Shop, Distributive and Allied Workers and of the Transport and General Workers' Union in their employment. Claim: For a collective agreement covering wages and conditions of employment for clerical and administrative staffs. Award: The Tribunal awarded a scale of wages for clerks and a rate of wages for allocators.

Award No. 1232 (28th March).—Parties: Members of the Newport Master Bakers' Association and the Cardiff Master Bakers' Association, and members of the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers in their employment. Claim: For the establishment of specified terms and conditions of employment for van salesmen. Award: The Tribunal awarded certain wage rates and conditions of employment.

National Arbitration Tribunal (Northern Ireland) Awards

Since the last issue of this GAZETTE was prepared, the National Arbitration Tribunal (Northern Ireland) issued five awards, Nos. 777 to 781, two of which are summarised below.

Award No. 778 (16th March).—Parties: Member firms of the Bangor Coal Importers' Association, and certain employees of the member firms. Claim: For a five-day working week, and for permanent men required to work after 5.20 p.m. Friday until noon Saturday to be paid time-and-a-half and thereafter double time. Award: The Tribunal found the claim not established and awarded accordingly.

Award No. 779 (22nd March).—Parties: Member firms of the Northern Ireland Timber Importers' Association, and certain employees of the member firms. Claim: For an increase of 3d. an hour in wages, with proportionate increases for boys and youths. Award: The Tribunal awarded 1d. an hour increase to adult male labourers, with proportionate increases for boys and youths.

Civil Service Arbitration Tribunal

On 12th March the Civil Service Arbitration Tribunal issued an award, No. 103, relating to a claim against the Commissioners of Customs and Excise by the Customs and Excise Federation for an improved salary scale and assimilation terms for officers of Customs and Excise. The Tribunal awarded that a salary revision offer made by the Commissioners on 13th May, 1948, should be implemented and that the terms of assimilation in an agreement of 21st April, 1947, should be amended to comply with the "corresponding points" principle, the difference between the salary of each officer as it would be adjusted on 1st April, 1949, after the implementation of the offer and the "corresponding point" at that date being divided by three and the resulting amount being added to the salary on 1st April, 1949, 1st April, 1950, and 1st April, 1951, subject to the maximum of the new scale not being exceeded.

On 23rd March, the Tribunal issued an award, No. 104, relating to a claim against the Lords Commissioners of H.M. Treasury by the Civil Service Union for increased scales of pay with retrospective effect, a shorter working week, improved overtime conditions and lower rates of provincial differentiation for

* See footnote * in first column on page 155.

messengers and paperkeepers. The Tribunal awarded as from the beginning of the next pay period following 23rd March, 1949, as follows: (a) Rates of pay, messengers (London) men 100s. at 21 years of age rising to 103s. after one year's service, women 80s. at 21 years of age rising to 82s. 6d. after one year's service, paperkeepers (London) men 103s. by 3s. to 112s., women 82s. 6d. by 2s. 6d. to 90s.; (b) conditioned hours of duty 48 a week inclusive of mealtimes; (c) overtime at time rate and a quarter for the first 6 hours, time rate and a half for the next 6 hours and double rate for hours in excess of 60 a week. The Tribunal found against the claim for lower rates of provincial differentiation.

On 30th March, the Tribunal issued an award, No. 105, relating to a claim against the Post Office by the National Guild of Telephonists for the appropriate overtime payments, with retrospective adjustments from 1st November, 1945, to be paid to telephonists (male) when compulsorily scheduled for attendance beyond 48 hours gross a week as substitutes for telephonists regularly employed on "sleeping" duties with a "disturbance" allowance. The Tribunal found, and so awarded, that the claim had not been established.

Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During March the Industrial Court issued three awards, Nos. 2206 to 2208. Two of these are summarised below.

Award No. 2206 (3rd March).—Parties: The National Union of Funeral and Cemetery Workers and the Cemeteries Association Ltd. Claim: For increased rates of pay with retrospective effect and for a reduced working week. Award: The Court awarded with effect from 1st January, 1949, an increase of 4s. a week to male adult workers, and instructed the parties by negotiation to increase the rates of pay of youths and to fix a rate for women gardening assistants in the light of the award, and they also awarded a normal working week of 44 hours inclusive of mealtimes.

Award No. 2208 (18th March).—Parties: Trade Union Side and Official Side of the Miscellaneous Trades Joint Council for Government Industrial Establishments. Claim: That charge pay for female chargehand telephone operators employed by the Air Ministry and Ministry of Civil Aviation should be the same as for male chargehand telephone operators. Award: The Court having regard to the evidence laid down and the offers made awarded in favour of the claim.

Single Arbitrators and ad hoc Boards of Arbitration

During March two awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Both awards related to individual undertakings.

In addition, an independent Chairman, with the powers of an Umpire, appointed under the Industrial Courts Act, 1919, dealt with a dispute between the National Amalgamated Stevedores and Dockers and Messrs. Samuel Williams & Sons Ltd., reported by the trade union under the Conditions of Employment and National Arbitration Orders.

Wages Councils Acts, 1945-1948

Notices of Proposal

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

Baking Wages Council (Scotland).—Proposal BKS.(18), dated 1st March; relating to the fixing of revised weekly remuneration and overtime rates.

Retail Bespoke Tailoring Wages Council (Scotland).—Proposal R.B.S.(30), dated 8th March; relating to the fixing of revised general minimum time rates, general minimum piece rates and overtime rates.

Hair, Bass and Fibre Wages Council (Great Britain).—Proposal H.B.(32), dated 11th March; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates.

Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain).—Proposal O(39), dated 15th March; relating to the fixing of revised general minimum time rates, piece work basis times rates and overtime rates for workers (other than homeworkers).

Further information concerning any of the above proposals may be obtained from the Secretary of the Council in question at Queen Anne's Chambers, Broadway, London, S.W.1.

Wages Regulation Orders

During March the Minister of Labour and National Service made the following Wages Regulation Orders* giving effect to the proposals made to him by the Wages Councils concerned:—

The Stamped or Pressed Metal Wares Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 501 (Q.68)), dated 22nd March and effective from 8th April. This Order prescribes the general minimum time rates, piece work basis time rates and overtime.

The Flax and Hemp Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 520 (F.H.64)), dated 23rd March and effective from 8th April. This Order prescribes the general minimum time rates, piece work basis time rates, overtime rates and guaranteed time rates for piece workers.

The Rubber Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 521 (R.U.28)), dated 23rd March and effective from 8th April. This Order prescribes the basic time rates, guaranteed weekly remuneration and overtime rates.

The Milk Distributive Wages Council (Scotland) Wages Regulation Order, 1949: S.I. 1949 No. 587 (S.31) (M.D.S.49)), dated 28th March and effective from 20th April. This Order prescribes the general minimum time rates and overtime rates.

The Brush and Broom Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 651 (M.67)), dated 31st March and effective from 25th April. This Order prescribes the general minimum time rates, piecework basis time rates, general minimum piece rates and overtime rates.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposal

During March notice of intention to submit to the Ministry of Labour and National Insurance wages regulation proposals was given by the following Wages Council:—

Baking Wages Council (Northern Ireland).—Proposals N.I. Bk. (N.86), (N.87) and (N.88), relating to revised general minimum time rates and overtime rates for certain male workers and female workers employed in establishments other than home bakeries.

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

Wages Regulation Orders

During March the Ministry of Labour and National Insurance made the following Wages Regulation Orders* giving effect to the

Decisions of Commissioner under National Insurance Acts, 1946

The Commissioner is a judicial Authority independent of the Ministry of National Insurance, appointed by the Crown (see Section 43 of the National Insurance Act, 1946, and Section 42 of the National Insurance (Industrial Injuries) Act, 1946). His decisions† are final.

Appeals to the Commissioner under the National Insurance Act may be made by an Insurance Officer, or by an association of which the claimant is a member, or by the claimant himself with the leave of the Tribunal or the Commissioner, or without such leave if the decision of the Local Tribunal was not unanimous. Appeals to the Commissioner under the Industrial Injuries Act may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the Fourth Schedule to the Act, affected by the decision, or by an association of which the claimant or deceased was a member, or by the claimant himself. No appeal may be made without the leave of the Tribunal or of the Commissioner.

Recent decisions of general interest are set out below.

Case No. C.U. 129/49 (15th March)

Regulation 6(1) (h) of Statutory Instrument 1948 No. 1277: Whether Occupation of Market Gardener could Ordinarily have been Followed by Claimant and his Brother in Addition to their Usual Employment and Outside the Ordinary Working Hours of that Employment, and Whether the Earnings Derived Therefrom do Not on the Daily Average Exceed 3s. 4d.: Brothers Cultivate Two Acres, being Fully Employed there for Nine Months of the Year, Claiming Benefit during the Three Winter Months when it is Unprofitable to Devote the Whole of their Time to its Cultivation: Average Weekly Wage of £3 Each Drawn during Nine Months: Profit Assessed in Addition at 15s Each a Week: Commissioner Quotes Principle from Unemployment Insurance Case Law and Holds that Neither Condition for Receipt of Benefit is Satisfied.

"My decision is that the claimant is not entitled to unemployment benefit in respect of the 11th December, 1948, and any subsequent day on which he is following the occupation of market gardener in respect of which his earnings derived therefrom exceed 3s. 4d. on a daily average.

"The claimant and his brother have been engaged in partnership as market gardeners since the 30th September, 1947, and since March, 1948, they have had under intensive cultivation two acres

* See footnote * in first column on page 155.

† Selected decisions of the Commissioner are published periodically in pamphlets in the following series:—Series "U"—decisions on unemployment benefit; Series "P"—decisions on retirement pensions; Series "S"—decisions on sickness benefit; Series "G"—decisions on guardian's allowance, maternity benefit and widow's benefit; Series "I"—decisions on all benefits and on all other questions arising under the Industrial Injuries Act.

Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on page 155.

proposals made by the Wages Councils concerned:—

The Laundry Wages Council (Northern Ireland) Wages Regulation Order, 1949 (N.I.L. (N.36)), dated 14th March and effective from 21st March. This Order prescribes increases in general minimum time rates and overtime rates for male and female workers and piece work basis time rate for female workers. See page 147.

The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1949 (N.I.H.H.G. (N.98)), dated 29th March and effective from 4th April. This Order relates to alternative employment and waiting time for male and female workers.

Catering Wages Act, 1943

Notice of Proposal

The Industrial and Staff Canteen Undertakings Wages Board have given notice of intention to submit to the Minister of Labour and National Service proposals I.S.C.(13), dated 18th March, for increasing the minimum remuneration payable to workers below the grade of canteen supervisor, etc., employed in establishments within the scope of the Board and for increasing the maximum numbers of days of annual holiday to be allowed to all workers from six days to twelve days as from the holiday season commencing on 1st March, 1950.

Wages Regulation Order

During March the Minister of Labour and National Service made the Wages Regulation (Unlicensed Place of Refreshment) Order, 1949: S.I. 1949 No. 433 (U.P.R. (6))* giving effect from 11th April, 1949, to proposals submitted to him by the Unlicensed Place of Refreshment Wages Board. This Order prescribes the minimum remuneration and overtime rates payable to workers within the scope of the Board and amends the provisions relating to guaranteed weekly remuneration. The Order also amends the provisions relating to holidays with pay.

Agricultural Wages Act, 1948

Orders

Orders (Nos. 1722 to 1768) were made on 2nd March by the Agricultural Wages Board for England and Wales, with effect from 13th March, 1949, raising the statutory minimum and overtime rates of wages, reducing the normal weekly hours of work, and increasing the number of holidays with pay, for male and female workers employed in agriculture in England and Wales.—See pages 129, 145 and 147.

of land. During the months of March to December, 1948, they devoted the whole of the working day to the cultivation of the plot, but, finding it unprofitable to devote the whole of their time during the winter months to carrying on their occupation, they have registered at the Employment Exchange as from the 11th December, 1948, as unemployed and seeking employed contributor's employment.

"The claims fall to be considered under Regulation 6(1) (h) (i) and (ii) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 (S.I. 1948 No. 1277), and the claimants who are still following the gainful occupation of market gardeners—though during the winter months they are available for employed contributor's employment—cannot be treated as unemployed unless their occupation as market gardeners could ordinarily have been followed by them in addition to their usual employment and outside the ordinary working hours of that employment, and the earnings derived therefrom—in this case the earnings are earned in respect of a period longer than a day—do not on a daily average exceed 3s. 4d. For the purposes of this case I assume, without deciding, that the claimants may be treated as having usual employment as market garden employees, but this point is referred to further below.

"They have kept accounts of their business—it is said—but they have not produced them. The Insurance Officer and the Local Tribunal have calculated, as well as they can, the earnings derived by each claimant from their gainful occupation, and have rightly regarded 'earnings' referred to in Regulation 6(1) (h) (ii) of the aforesaid Regulations as any remuneration or profit derived from the occupation (see definition of earnings in Section 78 (1) of the National Insurance Act, 1946). From about the 8th March to the 10th December, 1948, the claimants have drawn from the profits of the business an average wage of £3 a week for each of them, and it is stated that there is a final profit of approximately £10 (difference between £300 takings and £290 expenses). The claimants have stated that they assess the profit at 15s. a week each, averaged over a full year. This is after deducting the wages which they have paid to themselves. The Local Tribunal upheld the decision of the Insurance Officer on the ground that 'The National Insurance (Unemployment and Sickness Benefit) Regulations, clause 6(1) (h), are not complied with (on the assumption that the proper method of treating the case is a yearly one) because (1) the occupation could not ordinarily have been followed by the claimant in addition to his usual employment and outside

* See footnote * in first column on page 155.

the ordinary working hours of that employment; and (2) the earnings on a daily average exceeded 3s. 4d.' The claimant appeals.

"The first question is whether the occupation of these claimants could ordinarily have been followed by them in addition to their usual employment and outside the ordinary working hours of that employment. It is difficult to say that at the moment either of the claimants has a usual employment within the meaning of Regulation 6 aforesaid, seeing that they abandoned their usual employment as market garden workers, and invested their savings in the business under discussion, and have not yet secured other employment as employees. However, on the assumption that they have usual employment the test to be applied for determining whether their occupation could ordinarily be followed in addition to their usual employment and outside the ordinary working hours of that employment is to ascertain—as has been done in this case—for what period of the year the occupation is followed and what are the hours which the claimant gives to his occupation, and what hours are required in his usual employment.

"The test laid down in Decision 1785/37 under the Unemployment Insurance Act, 1935 (not reported but referred to in Decision 3344/38 which is reported in the 1938 volume of *Umpire's Decisions*), was as follows:—

'But when a claimant (as in the present case) chooses so to cultivate and crop his holding as to require him periodically and regularly to relinquish his usual employment, or to refrain from engaging in that employment, or to render himself not available for it, for a substantial period of the year (as in the present case) it cannot reasonably be said that his occupation on the holding could ordinarily have been followed in addition to and outside the ordinary working hours of his usual employment, within the principles of the cases decided on that subject.'

"The principles stated in that Decision should be applied in this case and the result is that these claimants who give all their time during about nine months of the year to the cultivation of their market garden cannot show that their occupation could ordinarily have been followed by them in addition to their usual employment and outside the ordinary working hours of that employment. In giving leave to appeal the Local Tribunal said 'The question occurs—should the Tribunal assume that the profit amounts to £1 per acre per annum (see *Umpire's Decision* for small holders). It remains to consider whether the earnings exceed 3s. 4d. a day.

"I cannot find any reported decisions of the *Umpire* dealing with the interpretation of Section 35 of the Unemployment Insurance Act, 1935 (the provisions of which are substantially similar to those of Regulation 6(1) (h) aforesaid), which has laid down the principle that profit from a market garden should be assumed to be £1 per acre per annum, but, in any event, such an assumption could not apply to profit from land under intensive cultivation at the present time. The question of what earnings a particular claimant derives from his occupation is one of fact, and the best method of calculating such earnings is for the determining authority to have a detailed account from the claimant of his sales of produce and of the expenses incurred in connection with the business. Another method, though by no means so satisfactory a one, is to have evidence of incomings and outgoings in the form of a statement from the claimant, where perhaps the business or undertaking is so small that no strict account is kept of purchases and sales. The determining authority should not assume anything, but should get the best account possible, for it may well be that one person cultivating a particular piece of land may for some reason or other be able to make a larger profit than another person cultivating a similar acreage. The capacities of different persons vary according to many circumstances. A general assumption that a particular extent of land shows a profit of any definite amount is not normally the proper way to arrive at a figure representing the earnings, at least in the absence of extensive experience of properties of substantially the same type. When calculating the profits, which in this case are the earnings to be considered (see Section 78 of the National Insurance Act, 1946), no deduction can properly be made for the wages which each claimant has taken out of the profits of the business, because such 'wages' must be regarded as part of the remuneration, since it was not suggested by the claimant that those wages had been paid out of capital.

"It is clear, therefore, that each of the claimants has taken out of the business £3 15s. a week for nine months, and after allowing for necessary overhead expenses, which amount to £117 taken over a full year, the earnings or profit derived are in excess of 3s. 4d. on a daily average. It follows, on the facts of this case, that neither (i) nor (ii) of sub-paragraph (h) of paragraph (1) of Regulation 6 aforesaid is satisfied. For the reasons stated, I agree with the decisions of the Local Tribunal and am unable to allow these appeals."

Case No. C.U. 137/49 (21st March)

Section 11(1) of the National Insurance Act, 1946, and Regulation 6(1) (a) of Statutory Instrument 1948 No. 1277: Whether Unemployed during Friday and Saturday of a Week during which Short Time was Worked and for which Payment had been Made under a Guaranteed Wage Agreement: Commissioner Restates Principle Established under Unemployment Insurance Acts that Where a Minimum Wage is Paid in respect of any Week during which Work is Done, the Recipient of that Wage is Not Unemployed during that Week because the Wage is a Payment for All the Days in that Week: Claim Disallowed.

"My decision is that the claimant is not entitled to unemployment benefit in respect of 7th January, 1949.

"The claimant is one of a number of workpeople employed on a rotating shift system. The normal working week extends from Monday to Saturday and amounts to 132 hours' employment in a three-weekly cycle, that is to say, an average of 44 hours per week. From 3rd January, 1949, the factory where the claimant was employed went on short time, and the hours were reduced to 108 hours' employment in the three-weekly cycle. The notice exhibited at the factory warning the workers of the change included the words

'Any employees required during the shut-down period will be notified individually in accordance with custom'. The claimant in consequence of the short-time working found himself unemployed on Friday and Saturday, 7th and 8th January, 1949. This appeal in terms relates to 7th January, 1949, but there is no distinction between the two days. The claimant knew in advance when he would not be working, because the hours of the shifts were known, and he knew on which shift he would be working in any week.

"The claimant and the other workers in respect of whom this appeal is being used as a test case were entitled to the benefit of, and subject to, a National Agreement which included a Guaranteed Wage Clause. The relevant passage in the Agreement reads as follows:—

'All workpeople who have been continuously in the employ of a member of the Federation for not less than twelve months are guaranteed, while in the employ of that mill, a wage each week equivalent to three-quarters of their plain time rate for the normal weekly working hours of the worker concerned, provided they are capable of, available for, and willing to perform satisfactorily their usual work or alternative work, at any reasonable time for doing such work in the Mill.'

"It was pointed out by a representative of the Employers' Federation, who were parties to this Agreement, that the only object of the proviso to Clause 12 was to save an employer from having to pay his workers the guaranteed wage, if they were not capable of, or available for, or willing to work.

"The claimant, in the pay week which included 7th January, 1949, earned more than the guaranteed wage, and it was contended on his behalf that in those circumstances he was not under the obligation to hold himself available for work at the Mill, and could accept work elsewhere on the Friday and Saturday, 7th and 8th January. Evidence was given by the employers that the only persons likely to be called on to work individually during the shut-down period would be maintenance men, and that the notice quoted above, which was common form, referred to them and 'practically no one else'. Indeed the witness did not appear to be able to name anyone else. In the view that I have formed on this appeal I do not think that the words of the notice that I have quoted affect the issue, and I do not pursue the question how far, if at all, they rendered the claimant unavailable for work elsewhere. There has been in cases under the Unemployment Insurance Acts a well-established principle applicable to cases of guaranteed minimum wage agreements. It was quoted in Decision No. 215/47 (reported) as follows:—'Where a minimum wage is paid in respect of any week in which work is done it has always been held that the recipient of that wage is not unemployed during that week on the ground that the wage is a payment made in respect of each and all the days of the week and is a payment for the whole week'. But in that Decision the case was distinguished from that general principle, because the guarantee in that case was a guarantee of employment for a period of four days in the pay week of six days, and not a guaranteed wage in respect of the normal working week. This seems to me a vital distinction, and I can see no ground for excepting the present case from the general rule.

"On behalf of the claimant, it was pointed out to me that in Decision No. 215/47 it was said that in that case ample notice was given of the four days on which the claimant was required to attend for work, and that on non-working days he was free to take any suitable employment, although his usual employer would have priority of claim to his services, and that on the facts of this case I ought to hold that the claimant's position was the same in this respect. But that is relevant to the question whether a man is available for work. The reason why this claim fails is that the claimant is not unemployed, because the contract of employment covers the whole week. The general rule adopted by the *Umpire* is not based on considerations peculiar to the Unemployment Insurance Acts, but is, I think, a statement based on the general law with which I respectfully agree.

"With reference to the contention made on behalf of the claimant that as he had earned more than the guaranteed wage in the relevant pay week, Clause 12 had not become effective in respect of him in that week and that, therefore, the proviso to that clause did not affect him in that week, I do not think that, even if the claimant had in fact before 7th January, 1949, earned more than the guaranteed wage in that pay week, it would be any the less true that his contract of employment covered the whole week. In other words, the reason why the claimant's case falls within the general rule is not because of anything in the proviso to Clause 12, but because the employment has to be regarded as covering the whole week. It was suggested that this was not so because he was paid by the hour, but it had to be conceded that his employment was terminable only by a week's notice. Even if the contract had been an hourly contract of service *Umpire's Decision* 958/41 (reported) shows that that does not take the case out of the general rule. In truth in the claimant's case, when the details were gone into, it appeared that since the pay week ended on Monday night or Tuesday morning according to the shift worked, the claimant had not, on 7th January, 1949, earned his guaranteed wage in that pay week, although he did do so by the work which he did on Monday, 10th January, 1949. But I do not decide the case on this ground, because I appreciate that in some of the other cases, which this decision is designed to cover, a claimant may have earned the guaranteed wage in a pay week before the day on which he was not working. The view that the claimant's case would be no different if he had earned the guaranteed wage before he was claiming to be unemployed is consistent with *Umpire's Decisions* No. 958/41 (reported) and 216/47 (not reported).

"It was said that, if I took my present view, workers not entitled to the guaranteed wage, because they had been in the employer's employ less than twelve months, would be better off than those who were so entitled. On the other hand, it was said that, if I drew a distinction between those who had and those who had not

earned the guaranteed wage, a man who had worked only two days in a week and therefore had not earned the guaranteed wage would be deprived of benefit under the general rule, and those who had worked four days and so earned the guaranteed wage would not be. It may be that anomalies are created whichever way I decide, but that I am afraid is unavoidable. It not infrequently happens that as the price of security a man may stand to lose something in certain events. Having given full consideration to the matters brought to my attention, I feel compelled to dismiss the claimant's appeal."

Case No. C.I. 23/49 (10th March)

Section 7(1) of the National Insurance (Industrial Injuries) Act, 1946: Whether Claimant Suffered Personal Injury by Accident Arising Out of and in the Course of his Employment: Claimant a Colliery Worker, having Finished his Day's Work, Proceeded to the Pit-head Baths, Bathed and Dressed, and was Leaving the Baths when he Fell and Injured Himself: Commissioner Decides that although the Use of Pit-head Baths is not Compulsory, the Claimant in Using them and while Leaving them was Still Doing Something Incidental to his Employment: as he had Not Become an Ordinary Member of the Public or Disentangled himself from his Employment he was Still Within the Sphere or Area of his Employment and Accordingly Still in the Course of his Employment: it is Immaterial that the Ownership of the Baths may Not have been Vested in the Employers: Claim Allowed.

"My decision is that the injury sustained by the claimant on 13th October, 1948, was caused by accident arising out of and in the course of his employment, and the claim for injury benefit is accordingly allowed.

"Claimant is a colliery worker. On 13th October, 1948, having finished his day's work, he proceeded straightaway, as usual, to the pit-head baths and, having bathed and dressed, was in process of leaving the baths when he fell down some steps inside the baths and injured himself. Claimant, as stated, had finished his work and had put in his 'check' and he was under no obligation to use the baths. He did so (so the Local Appeal Tribunal found) for his own comfort and convenience. On these grounds the Tribunal disallowed his claim. In my view the accident arose out of and in the course of claimant's employment.

"The baths are situated on the colliery premises within 50 yards of the pit head. They are said to be owned by the Miners' Welfare Committee established under the Mining Industry Act, 1920; are managed by a joint committee representative of employers (the National Coal Board) and workmen; and the employers bear the cost of maintenance. By Section 17 (1) of the Mining Industry Act, 1926, it is enacted that 'it shall be the duty of the miners' welfare committee to secure as far as reasonably practicable the provision at all coal mines, to the satisfaction of the committee, of accommodation and facilities for workmen taking baths and drying clothes', and I assume that the baths in question are maintained under and in conformity with this enactment. It is to be observed that the baths are to be provided, so far as reasonably practicable at the mine, and it seems clear that the intention of Parliament was to encourage their use and to make such use (while not compulsory) a recognised and normal incident of the miner's employment. 'In the course of the employment' means 'in the course of the work which the man is employed to do, and what is incidental to it'. In the present case the claimant had had his bath. In taking one he was doing something incidental to his employment and when leaving the baths was still doing something incidental to it. Viewing the matter from a somewhat different angle I think it may fairly be said that the use of the baths was an incident of his departure from his employers' premises in pursuance of his duty to leave the premises on the conclusion of his work. It is immaterial that the ownership of the baths may not have been vested in the employers. When he sustained his injury he had not left his employment, notwithstanding that he had handed in his check. He was still in process of leaving it, and the accident occurred before he had finally got free from the premises. He was where he was by virtue of his status as an employed person and was still within the sphere or area of his employment. He had not become an ordinary member of the public or 'disentangled himself from his employment'. He was accordingly still in the course of his employment. It is, I think, beyond question that the accident arose, also, out of his employment. The appeal of the claimant's Association is allowed."

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the undermentioned Statutory Instruments* relating to matters with which the Ministry of Labour and National Service (or the Ministry of Labour and National Insurance for Northern Ireland) are concerned, either directly or indirectly, have been published in the series of Statutory Instruments (or Statutory Rules and Orders of Northern Ireland). The price of each Instrument, unless otherwise indicated, is 1d. net (2d. post free).

The Flax and Hemp Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 546), made on 24th March by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 129.

The Stamped or Pressed Metal-Wares Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 501; price 3d. net, 4d. post free), dated 22nd March; The Flax and Hemp Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 520; price 3d. net, 4d. post free), dated 23rd March; The Rubber Manufacturing Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 521), dated 23rd March; The Milk Distributive Wages Council (Scotland) Wages Regulation Order, 1949 (S.I. 1949 No. 587); price 2d. net, 3d. post free), dated 28th March; The Brush and Broom Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 651; price 1s. 6d. net, 1s. 8d. post free), dated 31st March. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 152.

* See footnote * in first column on page 155.

The Wages Regulation (Unlicensed Place of Refreshment) Order, 1949 (S.I. 1949 No. 433; price 9d. net, 10d. post free), made on 14th March by the Minister of Labour and National Service under the Catering Wages Act, 1943.—See page 152.

The Essential Work and Registration (Miscellaneous Orders) (Revocation) Order, 1949 (S.I. 1949 No. 642), made on 31st March by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939. This Order, which came into force on 11th April, revokes 17 Orders made under Regulation 58A between 1942 and 1946 in connection with Essential Work and Registration for Employment, and now wholly or mainly inoperative. The Orders revoked comprise the Essential Work (General Provisions) Orders, 1942 and 1944, and three subsidiary Orders relating to them (except certain paragraphs of the 1942 Order which make provision for Local Appeal Boards and remain in operation for the purposes of the Control of Employment (Directed Persons) Orders, 1943 to 1948); the Essential Work (Building and Civil Engineering) Orders, 1942 and 1944; and nine Registration Orders which required certain persons to register particulars about themselves.

The Coal Mines (Locomotives) General Regulations, 1949 (S.I. 1949 No. 530; price 3d. net 4d. post free), made on 24th March by the Minister of Fuel and Power under the Coal Mines Act, 1911. These Regulations, which come into operation on 1st May, specify the conditions governing the use underground in any mine of locomotives (defined as "mechanically propelled vehicles running on rails constructed or used for hauling trucks") and other vehicles and engines.

The National Insurance (New Entrants Transitional) Regulations, 1949 (S.I. 1949 No. 352; price 2d. net, 3d. post free), made on 4th March by the Minister of National Insurance, in conjunction with the Treasury, under the National Insurance Act, 1946.—See page 131.

The National Insurance (Reciprocal Agreement with Eire for Unemployment Benefit) Order, 1949 (S.I. 1949 No. 601; price 2d. net, 3d. post free), made on 29th March by His Majesty in Council under the National Insurance Act, 1946.—See page 131.

The Social Services (Northern Ireland Agreement) Act, 1949, (Commencement) Order in Council, 1949 (S.I. 1949, No. 677), made on 29th March under the Social Services (Northern Ireland Agreement) Act, 1949.—See page 131.

The Army and Air Force (Women's Service) Act (Commencement) Order, 1949 (S.I. 1949 No. 60), made on 28th January by His Majesty in Council under the Army and Air Force (Women's Service) Act, 1948. This Order brought the Act into operation from the date of signature.—See page 128.

The Army and Air Force (Women's Service) (Adaptation of Enactments) Order, 1949 (S.I. 1949 No. 61), made on 28th January by His Majesty in Council under the Army and Air Force (Women's Service) Act, 1948.—See page 128.

The Gas (Vesting Date) Order, 1949 (S.I. 1949 No. 392), made on 7th March by the Minister of Fuel and Power under the Gas Act, 1948. This Order fixes 1st May, 1949, as the vesting date for gas undertakings which are to be transferred under the Act to public ownership.—See the issue of this GAZETTE for September, 1948 (page 305).

The Factories (Work in Underground Rooms—Form of Notice) Order (Northern Ireland), 1949 (S.R. & O. of Northern Ireland 1949 No. 15), made on 21st January by the Ministry of Labour and National Insurance for Northern Ireland under the Factories Act (Northern Ireland), 1938.—See page 95 of last month's GAZETTE.

The Retail Bespoke Tailoring Wages Council (Northern Ireland) (Constitution) Order, 1949 (S.R. & O. of Northern Ireland 1949 No. 37), made on 17th February by the Ministry of Labour and National Insurance for Northern Ireland under the Wages Councils Act (Northern Ireland), 1945. This Order brings the constitution of the Retail Bespoke Tailoring Wages Council (Northern Ireland) into conformity with the provisions of the Act.

The Baking Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1949 (S.R. & O. of Northern Ireland 1949 No. 29; price 3d. net, 4d. post free), dated 1st February; The Boot and Shoe Repairing Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1949 (S.R. & O. 1949 No. 30; price 2d. net, 3d. post free), dated 14th February; The Rope, Twine and Net Wages Council (Northern Ireland) Wages Regulation Order, 1949 (S.R. & O. 1949 No. 31; price 4d. net, 5d. post free), dated 2nd February; The General Waste Materials Reclamation Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1949 (S.R. & O. 1949 No. 38), dated 23rd February.—These Orders were made by the Ministry of Labour and National Insurance for Northern Ireland under the Wages Councils Act (Northern Ireland), 1945.—See last month's issue of this GAZETTE, (page 118).

OFFICIAL PUBLICATIONS RECEIVED*

(Note.—Except in the case of publications of the International Labour Office the prices shown are net and those in brackets include postage.)

Economic Survey.—(i) *Economic Survey for 1949.* Cmd. 7647. Price 1s. (1s. 2d.). (ii) *Survey '49. How do we stand this Year?* The official economic survey in popular form. Price 6d. (7d.).—See pages 123 and 124.

Industrial Productivity.—*First Report of the Committee on Industrial Productivity.* Cmd. 7665. Price 6d. (7d.).—See page 125.

Industrial Welfare.—*Health, Welfare and Safety in Non-Industrial Employment: Hours of Employment of Juveniles.* Report by a Committee of Enquiry. Cmd. 7664. Home Office and Scottish Home Department. Price 2s. (2s. 3d.).—See page 129.

National Insurance.—(i) *Preliminary Draft of the National Insurance (Contributions) Amendment Regulations, 1949.* Price 1d. (2d.). (ii) *Report of the National Insurance Advisory Committee on*

* See footnote * in first column on page 155.

National Insurance (New Entrants Transitional) Regulations, 1949. H.C. 95, Session 1948-1949. Price 2d. (3d.).—See page 131. (iii) *Selected Decisions given by the Commissioner on (a) Claims for Benefit under the National Insurance (Industrial Injuries) Act, 1946, during the period 16th January to 15th February, 1949.* Pamphlet 1/3. Price 4d. (5d.). (b) *Claims for Unemployment Benefit during January, 1949.* Pamphlet U/4. Price 2d. (3d.). Ministry of National Insurance.

Reinstatement in Civil Employment.—*Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944.* R.E. Code 1. Pamphlet No. 78. Ministry of Labour and National Service. Price 1d. (2d.).

Youth Leaders.—*Youth Leaders and Community Centre Wardens.* Report of the Committee on Recruitment, Training and Conditions of Service. Ministry of Education. Price 6d. (7d.).

Labour Courts.—*Studies and Reports, New Series No. 13. Labour Courts in Latin America.* Published in the United Kingdom for the International Labour Office by Staples Press Ltd., Orchard House, 14 Great Smith Street, London, S.W.1. Price 3s. 9d.—See page 132.

FACTORY FORMS

The undermentioned Factory Forms have been issued or reprinted since the previous list was published in the February, 1949, issue of this GAZETTE (page 81) and may be purchased at the prices shown.* The prices in brackets include postage.

No.	Title and Price
31	Factories Acts, 1937 and 1948. General Register for Factories including Certificates of Fitness of Young Persons for Employment. September, 1948. Price 1s. (1s. 2d.).
390	Cotton Spinning Agreement, 1928. Notice of Instructions as to Fencing of Machinery, etc. May, 1929. (Reprinted 1949.) Revised price 4d. (5d.).
929	Electrical Accidents and their Causes, 1947. Price 9d. (11d.).

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

No.	Title and Price
998	Factories Acts, 1937 and 1948. Cinematograph Film Stripping Regulations, 1939. (Reprinted 1949.) Revised price 4d. (5d.).
2030	Employment of Women and Young Persons Act, 1936. Proposed Double Day-Shift System. January, 1949. Price 2d. (3d.).

NOTICE

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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: Colindale 7000.)

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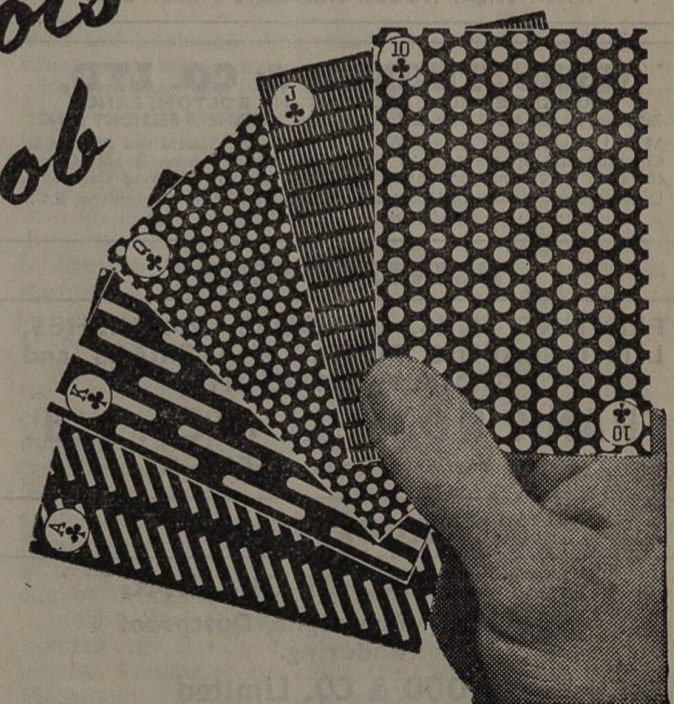
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