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

## Wages, Retail Prices, Disputes, etc., in 1956

**D**URING 1956 there was an increase in the average level of full-time weekly rates of wages of about  $7\frac{1}{2}$  per cent., roughly the same rate of increase as in 1955. The current index of weekly wage rates, based on June, 1947 = 100, was 166 at the end of December, 1956, as compared with 154 a year earlier. It is estimated that rather more than  $12\frac{1}{2}$  million workpeople received increases in rates of wages amounting at the end of the year to about £6½ million a week. During 1956 it is estimated that about 20,000 workers had their normal working hours reduced by an average of about  $1\frac{1}{2}$  hours a week.

The average level of retail prices, as measured by the retail prices index, rose by about 3 per cent. during 1956, compared with a rise of 6 per cent. in 1955. Food prices as a whole rose by only about 1 per cent., but larger increases were recorded in most of the other groups into which the index is divided, more particularly for housing, fuel and light, transport and vehicles, tobacco and services.

Stoppages of work arising from industrial disputes caused the loss of nearly 2,100,000 working days during 1956, at the establishments where the stoppages occurred. This was nearly 1,700,000 less than in the previous year. The number of workers involved in these stoppages was about 507,000, nearly 164,000 less than the figure for 1955.

### Rates of Wages

The index number which 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 rose by 12 points, or about  $7\frac{1}{2}$  per cent., during 1956, three-quarters of this rise having occurred during the first four months of the year. This increase of about  $7\frac{1}{2}$  per cent. compares with 7 per cent. in 1955,  $4\frac{1}{2}$  per cent. in 1954, 3 per cent. in 1953, 6 per cent. in 1952 and 11 per cent. in 1951. In manufacturing industries alone the increase during 1956 was about  $7\frac{1}{4}$  per cent. The following Table shows the index

numbers of weekly rates of wages (on the basis of 30th June, 1947 = 100) at the end of 1955 and of each month of 1956 for all industries combined and for manufacturing industries alone:—

Date (end of month)	All Workers	
	All Industries	Manufacturing Industries
1955		
December .. .. .	154	153
1956		
January .. .. .	156	155
February .. .. .	158	155
March .. .. .	162	161
April .. .. .	163	162
May .. .. .	164	163
June .. .. .	164	163
July .. .. .	164	163
August .. .. .	165	163
September .. .. .	165	164
October .. .. .	165	164
November .. .. .	165	164
December .. .. .	166	164

The above indices relate to changes in the level of full-time weekly rates of wages but are not a measure of changes in actual weekly earnings. In April and October, 1956, enquiries were made by the Department as to the actual earnings of manual wage-earners employed in manufacturing industries generally and in a number of the principal non-manufacturing industries in the United Kingdom. In April, 1956, the level of average weekly earnings in these industries, expressed as an index number on the basis of April, 1947 = 100, was 191. For these same industries the index of rates of wages at April, 1956, was 165. The results of the October, 1956, enquiry into weekly earnings are not yet available.











## THE YOUTH EMPLOYMENT SERVICE, 1953-1956

The Report of the National Youth Employment Council on the work of the Youth Employment Service in the years 1953-1956 has been presented to the Minister of Labour and National Service and published by H.M. Stationery Office, price 2s. 6d. net (2s. 8d. including postage). The function of the National Youth Employment Council, which has separate Advisory Committees for Scotland and Wales, is to advise the Minister of Labour and National Service on the administration of the Youth Employment Service, which is carried out by Education Authorities in about two-thirds of the country and by the Ministry of Labour and National Service in the other third. A brief summary of the contents of the Council's last Report, which covered the period 1950-1953, was given in the issue of this GAZETTE for February, 1954, page 41.

The Report notes that the Council's two previous Reports described in detail the main administrative changes and the new arrangements for establishing a comprehensive Youth Employment Service under the terms of the Employment and Training Act, 1948. It says that these arrangements were virtually completed and the main lines of policy in administering and developing the Service were already laid down when the present Council took office in April, 1953, and their term of office was, therefore, a period both of consolidation and development. The three years witnessed the growth and acceptance of a unified Youth Employment Service over the country as a whole. The value of the Service and the important part it has to play in our national life were increasingly recognised by employers, teachers, young persons and their parents. Figures given in the Report show that, in the three years under review, school-leavers given individual advice numbered nearly 1,480,000 and those placed in employment numbered 1,342,000, of whom nearly 711,000 were found their first jobs. The persistent shortage of workers since the end of the war meant that the employment situation was particularly favourable for young persons during these years. As a result of the shortage there was competition among employers for young workers, juvenile wage rates rose generally more than adult rates, and there was increased emphasis on training and welfare schemes. The Report contains a general review of the work of the Youth Employment Service during the three years ended 31st March, 1956, and chapters dealing with vocational guidance, the placing of young persons in employment and related matters, and the development of the Service in Scotland and Wales, including references to problems specially dealt with by the Council's two Advisory Committees. A final chapter discusses new developments and fresh problems facing the Youth Employment Service.

In discussing vocational guidance the Council emphasise that success in the giving of guidance depends on adequate knowledge of the boy or girl on the one hand and comprehensive, systematised knowledge of employment on the other. As the study of occupations must be a permanent and integral part of the Youth Employment Officer's work, the Council recommend that consideration should be given to the preparation of a further memorandum on the classification of occupations based on the results of job studies. During the period reviewed, the Report states, progress was made in developing the careers advisory service for older school-leavers but the quality of the service available was still very uneven over the country as a whole. The Council say that, now that the service for the 15-year-old leaver is well established, they hope that more attention will be given in all areas to improving the service for the older school-leaver.

The placing of young persons in employment, the Report says, should be regarded as subsidiary to the main function of the Service of giving vocational guidance. Nevertheless, many young persons look to the Youth Employment Service for help in finding employment and the Council believe that it is in their interest to do so. About 40 per cent. of all the school-leavers in the three years 1953-1955 obtained their first jobs with the help of the Service, and, in addition, a large number of young persons wishing to change their jobs did so through the Service. The proportions of young persons entering different types of employment varied little in the three years 1953-1955 and were very similar to those of the preceding three years. In a section on apprenticeship and training the Report notes that, by the end of March, 1956, over 100 apprenticeship and training schemes had been introduced in various industries and several other schemes were under discussion. The Council were concerned, however, about the increasing difficulty of obtaining apprenticeships and other opportunities for systematic training in certain areas and industries. In the years immediately after the war employers were anxious to take all the apprentices they could get, but in recent years they have been more selective. The Council gave particular attention to the age of entry into apprenticeship. They urge that, in those industries which consider it impracticable to lower the minimum age of entry to the normal school-leaving age of 15 years, better use should be made of the time before entry to apprenticeship, and they recommend the provision of pre-apprenticeship courses to fill the gap. With regard to upper age-limits and the problem of the older boy in relation to apprenticeship, the Council note that most nationally agreed schemes make some provision for late entrants but often advantage is not taken locally of the provision that exists. The Council believe that the problem of rigid upper age-limits for entry to apprenticeship can only be dealt with at the local level. In a reference to the Special Aptitudes Scheme (now re-named the Training Allowances Scheme, see the issue of this GAZETTE for September, 1956, page 336) the Council say that they are of the opinion that the Scheme, which enables boys and girls to take a course of training for a skilled occupation away from home, is of the greatest value in assisting talented young people to develop their capabilities.

In the chapter on new developments and fresh problems the

Report discusses co-operation with Approved Schools, the special needs of handicapped young persons, young persons outside the United Kingdom (e.g., children of members of H.M. Forces stationed overseas), National Service, and the problems arising from the increase in the number of school-leavers during the next seven or eight years. The number of young persons reaching the age of 15 will be at its lowest during 1956 (613,000) but will rise until there will be half as many again in 1962 (930,000). The Council were advised that, assuming there is little change in the national employment position in the next few years, these additional school-leavers should be able to find jobs and that there should be no increase in unemployment among young workers. It might, however, take longer for young persons to be absorbed into employment on leaving school and there might be some lengthening of the average period of unemployment on changing jobs. In addition, there might be greater difficulty in finding openings for the disabled and other handicapped young persons and less incentive for young workers generally to change their jobs. The possibility that the shortage of apprenticeships and other opportunities for training might become more acute is receiving the attention of the National Joint Advisory Council to the Minister of Labour and National Service. In the meantime the Council suggest that industry should use the opportunity of the next few years to build up its skilled labour force by increasing the intake of apprentices. Staffing needs of the Youth Employment Service in the light of the increase in numbers of school-leavers in the next few years are being examined by the Education Authorities.

Appendices to the Report contain statistical Tables giving information on the advisory and placing work of the Youth Employment Service, the numbers of young persons entering employment in the different industry groups, unemployment among young persons, and cases dealt with under the Special Aptitudes Scheme. There is also a Table showing the numbers of young persons reaching the age of 15 in the period 1945-1968 and a list of industries which have established apprenticeship or training schemes.

## DISABLED PERSONS NATIONAL ADVISORY COUNCIL

The National Advisory Council on the Employment of the Disabled, established in 1944 under the Disabled Persons (Employment) Act, 1944, has been reconstituted by the Minister of Labour and National Service for a further period of three years ending 31st December, 1959. The Council was established to advise and assist the Minister in matters relating to the employment, undertaking of work on their own account, or training, of disabled persons (see the issue of this GAZETTE for January, 1945, page 3).

The following is a list, subject to the filling of one vacancy, of the members who have been appointed by the Minister to the reconstituted Council.—Chairman: Sir Harold Wiles, K.B.E., C.B. Employers' representatives: Mr. E. M. Amphlett, C.B.E., M.C.; Dr. A. B. Badger, M.A., Ph.D.; Brigadier J. A. Barraclough, C.M.G., D.S.O., O.B.E., M.C.; and Mr. I. R. Broad, M.B.E. Workers' representatives: Mr. C. Bartlett; Mr. T. Eccles, O.B.E., J.P.; Mr. A. L. Hill; Mr. G. H. Lowthian, M.B.E.; and Mr. G. Middleton, C.B.E. Other members: Mr. H. Adams Clarke; Sir Brunel Cohen, K.B.E.; Mr. E. DeAth, C.B.E., D.C.M.; Dr. J. J. R. Duthie, M.B., F.R.C.P.(E); Mr. P. N. G. Edge, D.S.C.; Alderman I. J. Hayward, J.P.; The Hon. J. Holland-Hibbert, J.P.; Dr. Maxwell Jones, C.B.E., M.D., M.R.C.P.(E), D.P.M.; Brigadier J. A. Oliver, C.B.E., D.S.O., T.D.; Mrs. I. Parsons; Sir Harry Platt, M.D., M.S., F.R.C.S.; Mr. J. C. Poole, C.B.E., M.C.; Mrs. A. G. Pym; Squadron Leader W. Simpson, O.B.E., D.F.C.; Dr. D. Stewart, M.D., F.R.C.P.(E); Lieutenant Commander G. W. Style, D.S.C., R.N.; Dr. R. R. Trail, C.B.E., M.C., M.A., M.D., F.R.C.P.; Air Chief-Commandant Dame Katherine Trefusius-Forbes, D.B.E.; Sir Reginald Watson-Jones, F.R.C.S.; and Lieutenant-Colonel C. S. Woodward, O.B.E., D.L., J.P. The Secretary of the Council is Mr. J. L. Edwards, Ministry of Labour and National Service.

A list of the members of the Council as previously constituted was published in the issue of this GAZETTE for January, 1954 (page 8).

## CONTINUANCE OF EMERGENCY LEGISLATION

On 29th November, 1956, Her Majesty in Council made a number of Orders for the purpose of continuing certain emergency legislation in operation for a further period.

The Supplies and Services (Continuance) Order, 1956 (S.I. 1956 No. 1882) was made under section eight of the Supplies and Services (Transitional Powers) Act, 1945. Under this section, the Act, which was originally due to expire on 10th December, 1950, may be renewed annually. The date of expiry fixed by previous Orders (see the issue of this GAZETTE for January, 1956, page 9) was 10th December, 1956, and the Order now made continues the Act for a further period of one year until 10th December, 1957. The main effect of the Order will be to keep in force a number of Defence Regulations which have effect under the Act, including the unrevoked parts of Nos. 55, 55AA, 58AA, and 59, all of which directly concern the Ministry of Labour and National Service.

The Emergency Laws (Continuance) Order, 1956 (S.I. 1956 No. 1883) extends until 10th December, 1957, unless previously revoked, certain sections of the Emergency Laws (Transitional Provisions) Act, 1946, which are specified in Part I of the Schedule to the Order, and continues in force certain Defence Regulations specified in Part II of the Schedule. The Emergency Laws (Miscellaneous Provisions) (Colonies, etc.) Order in Council, 1956

(S.I. 1956 No. 1887) provides for the continuance, until 10th December, 1957, of certain Defence Regulations having effect in specified colonies and other territories by order of the Governor of the territory. The Registered Designs (Extension of Period of Emergency) Order, 1956 (S.I. 1956 No. 1888) and the Patents (Extension of Period of Emergency) Order, 1956 (S.I. 1956 No. 1889) extend until 10th December, 1957, certain provisions of the Registered Designs Act, 1949, and the Patents Act, 1949.

An Explanatory Memorandum\* which was presented to Parliament in November, 1956, set out the position with regard to emergency legislation. Following the revocation during the last year of certain regulations and the expiry of certain others which have been superseded by new permanent legislation, 58 regulations would, the Memorandum said, still be left in force. Of these, 35 could be described as ancillary and formal provisions and the other 23 comprised powers the continuance of which is essential. The revocation of most of the remaining regulations depended upon the speed at which they could be superseded by permanent legislation. Among regulations revoked during the year was Defence Regulation 58A, which conferred power to regulate the engagement of workers by employers (see the issue of this GAZETTE for July, 1956, page 258).

Copies of the Orders referred to above can be purchased from H.M. Stationery Office, price 2d. net each (4d. including postage), with the exception of S.I. 1956 No. 1883 and S.I. 1956 No. 1887, which are price 3d. net each (5d. including postage).

## CONTINUANCE OF TEMPORARY LEGISLATION

The Expiring Laws Continuance Act, 1956†, which received the Royal Assent on 20th December, provides for the continuance of certain Acts and of the enactments amending or affecting those Acts, in so far as they are in force and are temporary in their duration.

The Acts concerned are specified in the Schedule to the 1956 Act and include the Aliens Restriction (Amendment) Act, 1919, the Cotton Manufacturing Industry (Temporary Provisions) Act, 1934, the Population (Statistics) Act, 1938, the Education (Exemptions) (Scotland) Act, 1947, the Tenancy of Shops (Scotland) Act, 1949, and the Local Government (Scotland) Act, 1951. These Acts were due to expire on 31st December, 1956, and are now continued, wholly or in part, until 31st December, 1957. The sections of the Cotton Manufacturing Industry (Temporary Provisions) Act, 1934, that are continued are those that make temporary provisions enabling the Minister of Labour and National Service to make an Order giving statutory effect to rates of wages agreed between representative organisations of employers and workers in the weaving section of the cotton manufacturing industry (see the issues of this GAZETTE for May, July and August, 1934, pages 157, 231 and 271).

Other Acts continued in force are the Rent of Furnished Houses Control (Scotland) Act, 1943, the Furnished Houses (Rent Control) Act, 1946, and Part II of the Licensing Act, 1953. These Acts were due to expire on 31st March, 1957, and now continue in force until 31st March, 1958.

## DIGEST OF PNEUMOCONIOSIS STATISTICS

The Ministry of Fuel and Power have recently issued their Digest of Pneumoconiosis Statistics, 1955, which has been published by H.M. Stationery Office, price 3s. net (3s. 2d. including postage).

The introduction to the Digest says that current increases in the number of men who are certified to be suffering from pneumoconiosis provide no guide to the present risks of contracting the disease. Pneumoconiosis is the result of many years of exposure to dust in the mining and quarrying industries and cases now being diagnosed are the product of dust conditions of many years ago, before the present arrangements for dust suppression were in operation. An outline is given in the Digest of the legislation relating to pneumoconiosis, together with an explanation of some of the terms used in the Tables of statistics. The statistics contained in the Digest have been obtained from the Ministry of Pensions and National Insurance and the National Coal Board.

The Digest relates to the mining and quarrying industries and contains statistics for the year 1955 of the numbers of medical boardings and of diagnoses of pneumoconiosis under the National Insurance (Industrial Injuries) Acts, analysed, for each of the industries, according to the percentage assessment of disablement and according to age-groups. For coal mining, separate figures are given for each National Coal Board area, together with statistics of the employment of men suffering from pneumoconiosis. The Digest also contains figures of the numbers of certifications in 1955 under the Workmen's Compensation Acts, 1925-1945, in respect of deaths and disablement in connection with compensation or benefit schemes relating to silicosis or pneumoconiosis. Other Tables in the Digest contain statistics of awards and cessations during 1955 of disablement allowances granted under the Pneumoconiosis and Byssinosis Benefit Scheme, together with analyses by age and by industry of the number of allowances in force at 31st December, 1955. Figures are also given of death benefit awards made under the National Insurance (Industrial Injuries) Acts and the Pneumoconiosis and Byssinosis Benefit Scheme.

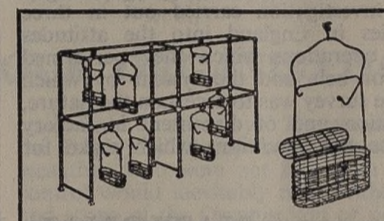
\*Continuance of Emergency Legislation. Cmnd. 7. H.M. Stationery Office; price 4d. net (6d. including postage).

†5 Eliz. 2. Ch. 4. H.M. Stationery Office; price 4d. net (6d. including postage).

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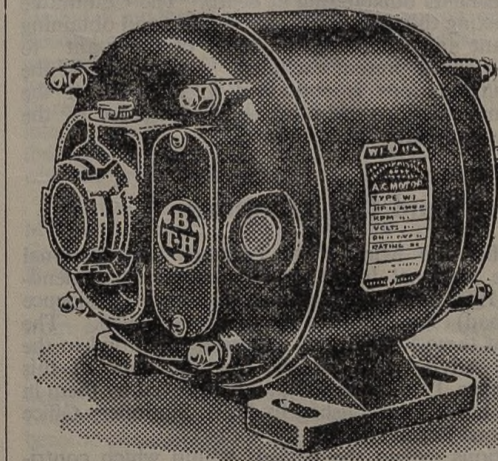
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## LABOUR OVERSEAS

### Common Labour Market for Belgium, Luxembourg and the Netherlands

A Labour Treaty was signed by the Governments of Belgium, Luxembourg and the Netherlands on 7th June, 1956, instituting a common labour market. The Treaty, which applies only to the European territories of the Parties, provides that nationals of any of the Parties may offer or accept work in any occupation in private employment in the territory of one of the other Parties, without a labour permit or regard to the situation of the labour market in the receiving country. (A Protocol to the Treaty provides that, for the time being, persons covered by contracts of employment as seafarers are excluded.) Persons regarded as undesirable from the point of view of public order, security or public health are also excluded. If, because of the state of the labour market, workers cannot be found employment in certain regions or in certain occupations, the Contracting Parties undertake to consult together for the purpose of adopting remedial measures. (A further Protocol states that this arrangement is an interim one which will eventually disappear in a given time after the Treaty of Economic Union between the same Parties comes into force.)

Every effort is to be made to facilitate the speedy movement of man-power within the three countries so as to achieve a balanced labour market, and employment information is to be circulated. An effort will be made to introduce common methods of industrial classification. Moreover, administrative arrangements will be made to facilitate the inward and outward transfer of workers and their families and their possessions. The wages and conditions of immigrant workers are to be the same as those of nationals of the receiving country. In the event of unemployment, they will enjoy the same right to unemployment benefit.

A Joint Consultative Committee is to be set up by the three Parties to supervise the implementation of the Treaty and to consider the revision or extension of its provisions.

The Treaty comes into force as soon as it is ratified by all three Parties.

### Labour Universities in Spain

In a speech made to workpeople in Seville, in the autumn of 1950, the Spanish Minister of Labour outlined a scheme for the establishment of a number of Labour Universities ("Universidades Laborales") in Spain. He explained that the title "University" had been applied to these institutions because the ancient term "Universitas" embraced precisely the overall conception of the plans, studies, grades and education of the labour world and included all persons who were capable of receiving training in the humanities, the trades and the techniques which identify them as men and as workers. These institutions, however, are not "universities" in the sense that the term is used in the United Kingdom. It would, perhaps, be more accurate to describe them as residential polytechnic colleges, but there is no close parallel between these institutions and those of other countries.

Work on the construction of the Labour Universities began, shortly after the Minister's speech was made, in Seville, Córdoba, Tarragona and Gijón. The cost of building, maintenance and operation of the Universities is met from funds provided by the "Montepíos" and "Mutualidades Laborales" (Workers' Mutual Benefit Societies) whose income is derived from a levy on wages. The Workers' Mutual Benefit Societies are under the control of the Ministry of Labour. The University lands and buildings are the property of the Societies.

In pursuance of a Government Order, published in January, 1955, a permanent Technical Council was set up, within the framework of the Workers' Mutual Benefit Societies Service, with the task of studying and drawing up educational programmes for the Labour Universities and acting in an advisory capacity to the Head of the Service in these matters.

On 12th July, 1956, a joint Order of the Ministries of National Education and Labour was issued to approve, provisionally, the Statutes of the Labour Universities. The Statutes are to remain in force for a period of two years and will then be reviewed in the light of the experience gained during that period. The preamble to the Order states that the functions and aims of these organisations are (a) the training, education and vocational guidance of working youths in the humanities, in the various trades and in the technical professions by means of graduated classes; (b) the enhancement of the social spirit and dignity of the adult worker and his technical and occupational advancement; (c) the raising of the cultural, social and productive level of the workers in the area in which each Labour University is located by means of special courses and campaigns; (d) the provision of facilities, through a system of scholarship grants, etc., in order that students who have proved themselves capable of deriving benefit from studies of a higher degree may gain entry to the technical colleges and regular universities which specialise in these studies.

Each Labour University is composed of a series of specialised institutions with graded courses of instruction. They each have, at least, one section devoted to vocational training, one section for technical training and one section for social training and occupational improvement, respectively. The University authorities may also set up Labour Institutes and Vocational Training Schools, in collaboration with local organisations or firms, from which suitable candidates may be chosen to undergo higher studies in the Universities. These centres will function as extra-mural non-residential establishments and can admit a certain number of students who are not members of Workers' Mutual Benefit Societies. The Labour Universities are also empowered to establish evening classes for the various types of studies designed particularly to

assist the adult worker to improve his trade or technical skills and to instil a new social spirit based on the dignity of labour.

The Order states that, as an initial step, it has been decided to establish the four Labour Universities in Gijón, Córdoba, Seville and Tarragona. Provision is also made for the creation, in due course, of a special Labour University for the training of Spanish emigrants to Latin-American countries in the humanities, trades and technical subjects. Labour education for women is also envisaged, either in a University to be built for the purpose, or in separate sections of the existing Universities, the segregation of the sexes being insisted upon both during the course of studies and in the buildings occupied by the students within the University precincts.

Students may be allotted to any Labour University in Spain, irrespective of their normal place of residence. The number of students entering the Universities each year is determined by the Ministry of Labour, in consultation with the Technical Council. The preliminary quota is in excess of the actual number of places available in the Universities and is made up of students nominated by the Workers' Mutual Benefit Societies and those selected from other institutions. The quota is divided into two main groups: (a) students who wish to enter the University at the lowest grade; and (b) students who are able to give proof of having attained an educational level which fits them to be incorporated into one of the higher grades. In either case, the Workers' Mutual Benefit Society, or corresponding organisation, selects its nominees in the following order of priority: first, orphans of members of Workers' Mutual Benefit Societies; second, students from large families; and third, students whose parents have given meritorious service in the social sphere and have shown exemplary industry in their occupations. The selected students in group (a) above undergo an examination and successful candidates are admitted to the University. Those in group (b) are subjected to tests set by the University authorities to confirm their fitness to enter the University at a higher level. Both groups of students may sit for the examination or test on a second occasion, in the event of failure at the first attempt. Should they fail a second time, they are eliminated definitely. Students who enter the University from group (a) are classified by means of psycho-technical and educational tests to establish their vocational aptitudes and allotted to the appropriate section accordingly, while those in group (b) are placed in the vocational training or technical training sections for which their previous experience and studies have given them the necessary grounding.

The study of the humanities includes religious instruction; the development of pride of race and physical culture; and training in social behaviour and aesthetics. The English and French languages are also included in the syllabus.

Studies in the vocational training section are divided into two branches: agriculture and stockbreeding, and industry. The special agricultural and stockbreeding branch of studies is graded as follows: basic agricultural subjects, for students aged 10 to 14 years; agricultural worker grade studies, for students aged 14 to 16 years; at age 18 years, students may enter the School for Foremen; and specially suitable students may be entered for higher studies, consisting of two courses, to qualify for posts as estate managers or bailiffs. Studies in the agricultural branch are of a practical nature and are carried out on the farms attached to the Universities; this practical work is supplemented by lectures in basic theory. The industrial course of studies is graded as follows: pre-apprenticeship studies; apprenticeship; skilled worker grade; and master craftsman grade.

In the technical training section there are four grades of studies: labour baccalaureate; higher labour baccalaureate; labour graduate; and higher labour studies. Technological studies available to those students who pass tests proving their suitability to undergo higher labour studies include agriculture, metallurgy, mechanical engineering, electrical engineering, textile and paper industries technology, building construction, foodstuffs technology, the organisation of production, maritime-fisheries technology, applied geology, ceramics, refractories, glass and enamel industries and plastics technology.

The Rector is the Head of the University and is the highest authority in disciplinary, teaching and cultural matters. He is appointed by the Minister of Labour, in consultation with the Minister of National Education, and must have had at least five years' teaching experience in State educational centres or recognised private educational establishments of an intermediate or higher grade. Professors, teachers and instructors, under the terms of the Order, receive remuneration adequate to cover all their needs, living accommodation for themselves and their families, where appropriate, within the University precincts, opportunities to travel in Spain and abroad to amplify their knowledge, social insurance benefits and accident compensation, etc. The teaching staff is selected by means of nation-wide open competition.

Students selected from the quotas of the Workers' Mutual Benefit Societies are given free board, education and clothing during their stay in the University. Places for boarders and day-students with scholarship grants who are nominated by official and private institutions are allotted on special terms fixed by regulations. All students are covered by existing social insurance schemes.

Earnings from products of the students' work in the University are divided into two equal parts. One half is to go towards the scholarship expenses of the student and the other half constitutes a reserve fund which is either handed to the student on leaving the University, to cover the initial expenses he will incur in his trade or occupation, or, if the University authorities so decide, used to cover the urgent needs of the student's family.

Each University has an Association of Ex-Students designed to maintain a close connection between former students and the

University and to make them evangelists of the new spirit engendered in the University among their fellow workers.

The Universities have fully-equipped health services, a chapel, recreation rooms and sports fields, a central library and special libraries attached to each educational branch, a radio transmitter, theatre, photography and cinematography departments, workshops and scientific laboratories. The four Universities already established have all been inaugurated and a limited number of students are undergoing training. The numbers will be increased to the full capacity as installations are completed. When completed, the Universities in Córdoba and Tarragona will accommodate 3,000 and 4,000 students, respectively, of which, in each case, one half will be boarders. The Labour University in Córdoba has a workshop building which is 288 metres long and 30 metres wide and houses a fitting shop, machine shop, building trades workshops, and shops for foundry work, boiler making, printing and motor-car engineering, etc.

The first women's Labour University is now under construction in Zamora. It will consist of thirteen buildings and will accommodate 1,000 girls, aged 8 to 18 years, of whom one half will be boarders. The subjects to be taught will include cutting, sewing and making-up workroom practice, agricultural training, the use of mechanical looms, cooking, etc.

### Management of Undertakings by the Workers in Yugoslavia

A new form of social organisation, developed in Yugoslavia during the war of 1939-1945 and the post-war period, brought about great changes in the economic life of the country. A major step in the introduction of the new economic system was the nationalisation of the major productive resources and the large economic undertakings and establishments. The Nationalisation of Private Undertakings Act of 1946 brought under State control all industries and undertakings of key importance to the national economy. A supplementary Act of 1948 provided for the nationalisation of many undertakings of lesser importance, including wholesale and retail commercial establishments. Property under public ownership thus became by far the largest sector of the economy and comprised industry, transport, building undertakings, a large section of commerce, the larger farms, mining, municipal and other public services, banks and insurance companies. In 1950 a policy of economic decentralisation was adopted by the Federal Government and a system of management by the workers was introduced, transferring the right and responsibility of administration of undertakings from the State to the workers and officials in these undertakings.

The Basic Law to introduce the system of management of publicly-owned undertakings and associations of undertakings by the personnel employed in them came into force on 5th July, 1950. The Law provides that in all publicly-owned undertakings the management shall be effected through two elected bodies, the Workers' Councils and the Management Committees, composed of members of the personnel employed in these undertakings.

Workers' Councils are elected for a period of one year at a time by a secret ballot in which all the workers and officials who have signed a contract of employment with the undertaking concerned take part. The Councils consist of from 15 to 120 members, according to the size of the undertaking. Where the undertaking has a staff of less than 30 workers and officials, the whole staff constitutes the Workers' Council of that undertaking. Elections are carried out on the basis of a unified list of candidates put forward by the trade union branch or a specified number of workers and officials. Thus, in undertakings with a staff of up to 500 the list of candidates may be submitted by one-tenth of the number of workers and officials entitled to vote, and when the staff exceeds 500 the list may be submitted by a number of workers and officials equal to the number of members of the Workers' Council to be elected. The various departments and units of the undertaking must be proportionately represented among the signatories to the list. The lists of candidates must be published in the undertaking five days before the elections are due to take place. An election board, appointed by the trade union branch, is responsible for conducting the elections, designating the polling stations and appointing the polling officer. Candidates are elected by majority vote.

The Workers' Council elects a chairman, from among its numbers, who must not be a member of the Management Committee. Meetings of the Workers' Council must be held at least once in every six weeks and are convened by the chairman at the request of the Management Committee, the trade union branch, one-third of the number of Council members or of the manager of the undertaking.

The Management Committee is elected by the Workers' Council from among its members and consists of from 3 to 11 members, including the manager who is an *ex-officio* member. Managers of undertakings are appointed and removed by the Workers' Council. The Workers' Council has power, also, to dissolve the Management Committee before the end of its normal term of office and to elect a new one. New Management Committees may not consist of more than one-third of the members who held office during the preceding term and no member may hold office for more than two years at a time.

The employment contract of a member of the Management Committee may not be terminated during his term of office, nor may he be transferred without his consent.

The manager of the undertaking is responsible for his administration to the Management Committee. He engages all workers and officials in the undertaking. He is, also, responsible for decisions relating to dismissals but workers or officials affected by such decisions may appeal to the Management Committee whose decision is final. The manager is responsible for the allocation of workers and officials to their various posts and duties. He concludes

contracts and allocates working capital under the economic plan on the basis of decisions made by the Management Committee and he represents the undertaking in its relations with the public authorities, individuals and bodies corporate.

The Workers' Council is responsible, in addition to electing the Management Committee and appointing and removing the manager, for a number of important tasks, e.g., approval of the plans and balance sheet of the undertaking; decisions in respect of the administration of the undertaking; examination and reporting on the reports of the Management Committee; and the distribution of the disposable part of the undertaking's net income. The right of the Workers' Council to decide upon the distribution of part of the profits is an important function of this organisation. The net income is divided into three parts: one goes to the State for the general needs of society and is expressed as a percentage of the wage fund which varies from industry to industry and even between one undertaking and another in the same industry; the second part is used by the undertaking for its investment needs; and the third part constitutes the wages fund for the payment of the workpeople. Frequently, as a result of increased production or higher prices, the wages fund at the disposal of the undertaking exceeds the amount required to cover the staff's basic wages. The Workers' Council is responsible for deciding to what use the surplus should be put including, among other things, payment of production bonuses, and, in case of a disagreement, the workpeople are consulted by means of a referendum.

The Management Committee consists of members elected by the Workers' Council from among the workers, technical and engineering personnel and other officials of the undertaking of whom at least three-quarters must be employed directly on production or in the basic economic activity of the undertaking. The Committee elects a chairman from among its members (the manager of the undertaking being ineligible), who prepares an agenda for each meeting in consultation with the manager. Members of the Committee continue to carry out their normal duties in the undertaking while they hold office and they receive no payment for their duties as Committee members, but they may claim compensation for any loss of normal wages incurred through the performance of Committee work.

The Management Committee is responsible for drafting the basic plans of the undertaking; issuing monthly operational plans; ensuring the proper functioning of the organisation; drafting plans for internal organisation and job classification; taking steps to improve productivity and the qualifications of workers and officials; measures for the protection of workers, social insurances and the good management of the undertaking in general.

Meetings of the Workers' Council are attended by the manager and other members of the Management Committee who must answer any questions put to them by members of the Workers' Council.

The Workers' Councils, Management Committees and Managers of associations of undertakings are elected by the staffs of the associated undertakings in proportion to their numerical strength. Workers' Councils of such associations consist of from 30 to 200 members and the Management Committees of from 5 to 15 members. Elections in these cases are governed by a special law.

The official statistics relating to the Workers' Councils and Management Committees in Yugoslavia for the year 1954 showed that these bodies were in existence in 10,350 undertakings (5,324 with over 30 workers and 5,026 with between 7 and 29 workers); the total number of workers and officials was 1,308,533; the members of Workers' Councils numbered 201,296, the number of workers engaged directly in production being 154,645 (76.8 per cent.) and the number of other workers 46,651 (23.2 per cent.); and the number of women members of Workers' Councils was 29,784 (14.8 per cent.).

### Earnings in the United States Machinery Industries, 1955-56

A summary of the results of a survey of earnings of production workers in non-electrical machinery manufacturing industries in the United States of America has been published by the Bureau of Labor Statistics of the United States Department of Labor in an article in the August issue of *Monthly Labor Review*. The survey was carried out between November, 1955, and February, 1956, in 21 important machinery production areas. It covered establishments manufacturing machine-tool accessories and employing eight or more workers and establishments producing other non-electrical machinery and employing 21 or more workers. Of a total of about 1,670,000 workers, including 1,240,000 production workers, in the non-electrical machinery manufacturing industries in the United States, about two-fifths were employed in the 21 areas surveyed.

The summary shows that during 1955 there was a rise of nearly five per cent. in the average straight-time hourly earnings of production workers in the non-electrical machinery manufacturing industries. (Straight-time earnings are earnings during normal working hours and exclude additional payments for overtime and for work at week-ends, and on holidays and late shifts.) This increase was higher than the increase during 1954 but about the same as that for 1953. Since January, 1945, average straight-time hourly earnings of production workers have increased by about 98 per cent. As in earlier years, the rise in hourly pay levels during 1955 varied considerably among the 21 areas, ranging from 1.1 per cent. to 8.4 per cent., but in a majority of the areas the increase was between four and six per cent. The extent of wage movement in 1955 also varied between skilled and unskilled occupations. For the 21 areas combined, average straight-time hourly earnings of tool and die makers rose by 4.9 per cent. (or about 12 cents) and those of labourers handling materials by 3.6 per cent. (or about 6 cents). The greater percentage increase in earnings in 1955







DURATION OF UNEMPLOYMENT AND AGE OF UNEMPLOYED

The following Table gives an analysis, according to (a) age and (b) the length of the current spell of registered unemployment, of the number of wholly unemployed persons on the registers of Employment Exchanges and Youth Employment Offices in Great Britain at 10th December, 1956. The analysis does not include persons temporarily stopped (22,686 males and 6,547 females) or unemployed casual workers (3,272 males and 279 females).

Table with columns for Duration of Unemployment in weeks (1-104+), Age Groups (Under 18, 18 and under 20, 20 and under 40, 40 and under 55, 55 and over, Total), and Sex (Males, Females). Rows show counts for each category.

Figures for the main age-groups and "duration" categories are given in the Table below for each Region and Development Area :-

Large table showing regional breakdown by Duration of Unemployment in weeks (8 or less, Over 8 and up to 26, Over 26) and Region (London and South-Eastern, Southern, Midland, East and West Ridings, Northern, Wales, North-Eastern, South Wales and Monmouthshire, West Cumberland, Merseyside, Wrexham, Scottish, North-East Lancashire).

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed in Great Britain and in the United Kingdom, respectively, at 10th December, 1956. For Great Britain the wholly unemployed (i.e., persons out of a situation) are distinguished from those temporarily stopped (i.e., persons suspended from work on the understanding that they were shortly to return to their former employment). The industrial analysis is based on the Standard Industrial Classification. The figures for each industry represent the numbers whose last employment was in that industry.

Table with columns for Industry, Great Britain (Wholly unemployed, Temporarily stopped, Total), and United Kingdom (all classes). Rows list various industries like Agriculture, Mining, Manufacturing, etc., with their respective counts.

\*The figures for coal mining exclude all the unemployed who, although previously employed in coal mining, are known to be unfit for employment in that industry. These men are included with "Other persons not classified by industry" on the next page. The total of 1,324 males unemployed includes 471 men registered for underground work.









## Principal Changes in Rates of Wages Reported during December—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Fat Melting and Bone Degreasing	Great Britain (certain firms)	Pay day in week commencing 10 Sept.	Men, youths, boys, women and girls	Increases of 9s. 7d. a week in basic rates for male workers 21 and over, of 6s. 8d. for female workers 21 and over, and of proportional amounts for younger workers. Basic rates after change: male workers 84s. 4d. a week at 16, rising to 151s. 3d. at 21; female workers 79s. 6½d. to 112s. 1d.
Pig Iron Manufacture	England and Wales and certain works in Scotland (42)	2 Dec.	Workpeople employed at blastfurnaces, except those whose wages are regulated by movements in other industries	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 3-1d. to 7s. 4-4d. for shift-rated workers) or by 0-17d. an hour (11-88d. to 12-05d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-97d. a shift (5s. 5-33d. to 5s. 6-3d.) or by 0-13d. an hour (8-91d. to 9-04d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (3s. 7-55d. to 3s. 8-2d.) or by 0-09d. an hour (5-94d. to 6-03d.) for boys and for girls doing boys' work.
	West of Scotland (42)	Pay period commencing nearest 1 Dec.	Workpeople employed at certain blastfurnaces, excluding those engaged on maintenance work	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 3d. to 7s. 4d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and Steel Manufacture	Great Britain† (43)	3 Dec.	Workpeople employed at steel sheet rolling mills	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 3-1d. to 7s. 4-4d.) for men and women 21 and over, by 0-97d. (5s. 5-33d. to 5s. 6-3d.) for youths and girls 18 and under 21 and by 0-65d. (3s. 7-55d. to 3s. 8-2d.) for those under 18.
	Great Britain‡ (43)	2 Dec.	Workpeople employed in steel melting shops (melting, pitmen, slagmen, ladlemen, furnace helpers, gas producers, semi-skilled workers and labourers, etc.)	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 3-1d. to 7s. 4-4d. for shift-rated workers) or by 0-17d. an hour (11-88d. to 12-05d. for hourly-rated workers) for men and women, by 0-97d. a shift (5s. 5-33d. to 5s. 6-3d.) or by 0-13d. an hour (8-91d. to 9-04d.) for youths and girls 18 and under 21, and by 0-65d. a shift (3s. 7-55d. to 3s. 8-2d.) or by 0-09d. an hour (5-94d. to 6-03d.) for those under 18.
	Great Britain‡ (43)	do.	Workpeople employed at steel rolling mills	do. do.
	North-East Coast	do.	Iron puddlers, millmen, semi-skilled workers, labourers, etc., employed at iron puddling furnaces and rolling mills	do. do.
	Great Britain‡ (43)	do.	Maintenance craftsmen employed on coke oven and blastfurnace plants, in steel melting shops, and in steel rolling mills	Flat-rate additions to wages, previously granted, increased* by 0-17d. an hour (11-88d. to 12-05d.) for craftsmen, by 0-13d. (8-91d. to 9-04d.) for apprentices 18 to 21, and by 0-09d. (5-94d. to 6-03d.) for apprentices under 18.
	South-West Wales (43)	do.	Workpeople employed in Siemens steel manufacture except bricklayers and carpenters	Cost-of-living bonus payment increased§ by 1-9d. a shift (6s. 2-1d. to 6s. 4d.) for men and for women employed on men's work, by 1-425d. (4s. 7-575d. to 4s. 9d.) for youths 18 and under 21, and by 0-95d. (3s. 1-05d. to 3s. 2d.) for youths under 18.
	South Wales and Monmouthshire‡ (43)	do.	Workpeople employed at iron and steel works	Cost-of-living bonus increased* by 1-2d. a shift (5s. 4-8d. to 5s. 6d. for skilled craftsmen and 6s. 7-8d. to 6s. 9d. for other men) for men and women 18 and over, and by 0-6d. (2s. 8-4d. to 2s. 9d. or 3s. 3-9d. to 3s. 4-5d.) for those under 18.
Tinplate Manufacture	South Wales, Monmouthshire and Gloucestershire (43)	do.	Men, youths, women and juveniles (except apprentices)	Cost-of-living bonus increased¶ by 0-9d. a shift (7s. 3-1d. to 7s. 4d.) for men and for women engaged specifically to replace male labour, by 0-675d. (5s. 5-325d. to 5s. 6d.) for youths 18 and under 21 and for women 18 and over, and by 0-45d. (3s. 7-55d. to 3s. 8d.) for workers under 18.
Tube Manufacture	Newport and Llandore	do.	Men, youths and boys	Cost-of-living bonus increased* by 1-16d. a shift (7s. 2-42d. to 7s. 3-58d.) for men, by 0-773d. (4s. 9-588d. to 4s. 10-361d.) for youths 18 and under 21, and by 0-58d. (3s. 6-05d. to 3s. 6-63d.) for boys.
Galvanising	England and Wales	3 Dec.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 3-1d. to 7s. 4-4d.) for men and women 21 and over, by 0-97d. (5s. 5-33d. to 5s. 6-3d.) for youths and girls 18 and under 21, and by 0-65d. (3s. 7-55d. to 3s. 8-2d.) for those under 18.
Farriery, Blacksmith and Agricultural Engineering Trade	London (61)	Beginning of first full pay period following 18 Oct.**	Farriers and blacksmiths	Increases of 2½d. an hour for dayworkers, of 1s. 8d. a day for pieceworkers, and of proportional increases for apprentices. Rates after change: dayworkers—farriers 4s. 3d. an hour, doormen 4s. 2d.; pieceworkers—farriers 33s. 8d. a day, doormen 33s. 2d.
Wool Textile	Leicester (80)	First pay day in Dec.	Workpeople employed in the lambs' wool and worsted yarn spinning industry, except those whose wages are regulated by movements in other industries	Cost-of-living bonus increased* by ½d. in the shilling (1s. 3½d. to 1s. 4d.) on basic wages. Minimum rates after change, inclusive of cost-of-living bonus and good timekeeping bonus, include: men 21 and over—skilled 148s. 5d. a week, unskilled 141s. 10d.; women 18 and over—skilled 94s. 1d., learners 91s. 3d.; piecework minimum rates, men 155s., women 107s. 2d.
Shirtings and Costume Cloth Manufacture	Glasgow, West of Scotland and Carlisle	Beginning of first full pay period in Nov.	Men, youths, boys, women and girls	Increases in basic rates of 7s. 6d. a week for adult male workers, of 3s. 9d. for adult female workers, and of proportional amounts for juveniles; further increase applied to increased basic rates of 2½ per cent. to all workers. Rates after change, inclusive of percentage addition, include: male timeworkers—tapdressers 184s. 6d. a week, beamers, warpers, twisters and drawers 173s., power loom tenters 207s. 6d.; piecework basis time rates for beamers, warpers, twisters and drawers to yield at least 192s. a week, tenters 223s.; female timeworkers 18 and over—weavers, winders, pickers and darners 96s. 3d.; juveniles 54s. at 15, rising to 88s. 6d. at 17½; piecework basis time rates for weavers and winders to yield at least 111s. 6d. a week.

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

† These increases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.

‡ These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), Lincolnshire, South Wales and West of Scotland.

§ Under sliding-scale arrangements based on the official index of retail prices. With effect from the date stated the cost-of-living bonus payment is related to the new index of retail prices (January, 1956 = 100) and is calculated on movements in the index above a base figure of 65; for adult workers the bonus per shift is 2d. for each point by which the index exceeds the figure of 65, with proportional amounts for younger workers, and the amounts shown above are related to an index figure of 103.

¶ These increases affected employees of firms which are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.

\*\* Under sliding-scale arrangements based on the official index of retail prices. With effect from the date stated the cost-of-living bonus is related to the new index of retail prices (January, 1956 = 100) and is calculated on movements in the index above a base figure of 59; for adult males the bonus per shift is 2d. for each point by which the index exceeds the figure of 59, with proportional amounts for women and younger workers, and the amounts shown above are related to an index figure of 103.

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

## Principal Changes in Rates of Wages Reported during December—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Pressed Felt Manufacture	Rosendale Valley (certain firms)	First pay day in Dec.	Men, women and juveniles	Increases* of 6d. a week for men, and of 4d. for women and juveniles. Minimum rates after change, inclusive of cost-of-living bonus: men 21 and over 149s. 8d. a week; women 18 and over, felt production processes 111s. 10d., cutting and stitching 101s. 11d.
Flax Processing	Great Britain	Beginning of pay week containing 24 Sept.†	Men, youths, boys, women and girls	Increases of 6s. a week in standard minimum time rates for male workers 20 and over, of 5s. for female workers 18 and over, of 2s. or 4s., according to age, for younger male workers, and of 3s. or 4s. for younger female workers. Rates after change: male general labourers 75s. a week at under 17, rising to 141s. at 20 and over, weighbridge attendants and stokers (hot water plant) 145s., fibre dressers, tractor drivers and drivers of self-propelled machines 147s., hand scutchers, storemen and stokers (steam plant) 149s., storekeepers and lorry drivers 153s., leading hands 4s. or 8s. a week above the highest rate paid in group led, subject to abatement on account of age, overlookers 8s. to 28s. above the highest rate paid in group led (excluding leading hands); female general labourers 71s. at under 17, rising to 107s. at 18 and over, fibre dressers 113s., storewomen 115s., leading hands and overlookers the same plussages as for men.
Linen and Cotton Handkerchiefs and Household Goods and Linen Piece Goods Manufacture	Northern Ireland (95) (236)	20 Dec.	Male workers	Increases of 2d. an hour in general minimum time rates for workers who have served an apprenticeship of 5 years, of ½d., 1½d. or 1¼d., according to year of apprenticeship, for apprentices to lapping, measuring and sample-making, of 1d., 1½d. or 2d., according to period of employment, for workers operating Swiss embroidery machines, of 2d. for other workers 21 or over, and of ½d., 1d. or 1½d., according to age, for younger workers; increase of 2d. an hour in piecework basis time rates. General minimum time rates after change include: workers who have served an apprenticeship of 5 years—measurers and samplemakers area A 3s. 6d. an hour, area B 3s. 3½d., lappers 3s. 5d., 3s. 2½d., warehouse assistants or warehouse clerks 3s. 2½d., 3s.; apprentices to lapping, measuring and samplemaking 1s. 1½d. or 1s. 0½d. during first year of apprenticeship, rising to 2s. 3½d. or 2s. 3¼d. during fifth year; workers operating Swiss embroidery machines areas A and B, during first 6 months' employment 1s. 5d., during second 6 months 1s. 11½d., thereafter 2s. 11½d.; other workers 21 or over with not less than 2 years' employment in the trade within the preceding 5 years, area A 2s. 11d., area B 2s. 9d., less than 2 years' employment 2s. 8½d., 2s. 6½d.; piecework basis time rates, workers operating Swiss embroidery machines—on single machines having 2 or 3 tiers, areas A and B 3s. 3d., on single machines having 4 tiers or on any coupled machines 3s. 5d., other workers area A 2s. 11½d., area B 2s. 9½d.‡
Hosiery Bleaching, Dyeing and Finishing	Midlands (various districts)§ (97)	Beginning of first full pay period following 27 Nov.	Adult timeworkers	Increase of 1d. an hour in basic time rates. Rates after change: male workers—trimmers 3s. 11d. an hour, dyers and bleachers (productive workers) 3s. 9d., (non-productive workers) 3s. 0½d., auxiliary workers (productive) 3s. 7d., (non-productive) 2s. 11½d.; female workers—menders 2s. 8d., auxiliary workers 2s. 5½d., plus 2 per cent. cost-of-living bonus in each case.
	do.	First pay day in Dec.	Men, youths, boys, women and girls	Increase* of 1 per cent. (2 to 3 per cent.) in the percentage addition paid on all time and piece rates.
Ready-made and Wholesale Bespoke Tailoring	Northern Ireland (236)	31 Dec.	Men, youths and boys	Increases of 4d. an hour in general minimum time rates for workers 22 or over, and of 1½d., 2d., 3d., 3½d. or 4d., according to age, for younger workers; increase of 4d. an hour in piecework basis time rates. General minimum time rates after change include: workers with not less than 3 years' experience after 19—measure cutters 3s. 7½d. an hour, stock cutters, knife cutters or knifemen, fitters-up, tailors, pressers, machinists (other than plain machinists), passers 3s. 5½d., under-pressers and plain machinists 3s. 2d., warehousemen (24 years with 2 years' experience) 3s. 3½d., (23 years with 1 year's experience) 3s. 1½d., (22 years with less than 1 year's experience) 3s. 0½d., packers (24 years with 2 years' experience) 3s. 2½d., (23 years with 1 year's experience) 3s. 1½d., (22 years with less than 1 year's experience) 3s. 0½d., porters and other workers 22 years or over 3s. 0½d.; piecework basis time rates 3s. 3d. to 3s. 9½d., according to occupation.†
	do.	do.	Women and girls	Increases of 3d. an hour in general minimum time rates for workers other than learners, and of 1½d. to 2½d., according to age and period of employment, for learners; increase of 3d. an hour in piecework basis time rate. General minimum time rates after change include: conveyor belt machinists 2s. 4½d. an hour, other workers except learners 2s. 2½d., piecework basis time rate 2s. 4½d.‡
Wholesale Mantle and Costume Manufacture	Northern Ireland (236)	31 Dec.	Men, youths and boys	Increases of 4d. an hour in general minimum time rates for workers other than learners, and of 1½d., 2d., 2½d., 3d. or 4d., according to age, for learners; increase of 4d. an hour in piecework basis time rates. General minimum time rates after change include: measure cutters with not less than 4 years' experience after 19 3s. 7½d. an hour, cutters, knifemen, tailors, fitters-up, passers, pressers and machinists with not less than 3 years' experience after 19 3s. 5½d., under-pressers and plain machinists with not less than 3 years' experience after 19 3s. 2d., other workers except learners 3s. 0½d.‡
	do.	do.	Women and girls	Increases of 3d. an hour in general minimum time rates for workers other than learners, and of 1½d., 1½d., 2½d. or 3d., according to age at commencement and period of employment, for learners; increase of 3d. an hour in piecework basis time rate. General minimum time rates after change include: conveyor belt machinists 2s. 4½d. an hour, other workers except learners 2s. 2½d.‡
Shirt, Collar, Tie, etc., Making	Great Britain (109) (235)	21 Dec.	Men, youths and boys	Increases of 4d. an hour in general minimum time rates and piecework basis time rates for workers 21 or over, and of 1½d., 2d., 2½d. or 3d., according to age, for younger workers.¶
	do.	do.	Women and girls	Increases of 3d. an hour in general minimum time rates for workers other than learners, and of 1½d., 1½d., 2½d. or 2½d., according to period of employment, for learners; increase of 3d. an hour in piecework basis time rate.¶
Corset Making	Great Britain (233)	14 Dec.	Men, youths and boys	Increases of 4d. an hour in general minimum time rates for workers 21 or over, and of 1½d., 2d., 2½d. or 3d., according to age, for younger workers; increase of 4d. an hour in piecework basis time rate.¶
	do.	do.	Women and girls	Increases of 3d. an hour in general minimum time rates for workers other than learners, and of 1½d., 1½d., 2½d. or 2½d., according to period of employment, for learners; increase of 3d. an hour in piecework basis time rate.¶

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

† These increases were agreed in November with retrospective effect to the date shown.

‡ These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 39 of this GAZETTE.

§ Including Leicester, Loughborough, Hinckley and district, Nuneaton and Nottingham district and Derby.

¶ These increases took statutory effect under Orders issued under the Wages Councils Act. See page 39 of this GAZETTE (Shirtmaking) and page 467 of the December, 1956, issue (Corset making). The new rates have, by agreement, been in operation since 22nd October or beginning of first pay period following that date, and were published on page 422 of the November, 1956, issue of this GAZETTE.





## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

### Contents of this Section

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

#### Industrial Disputes Tribunal Awards

During December the Industrial Disputes Tribunal issued six awards, Nos. 933 to 938\*, all of which related to individual employers.

#### National Arbitration Tribunal (Northern Ireland) Awards

During December no awards were issued by the National Arbitration Tribunal (Northern Ireland).

#### Civil Service Arbitration Tribunal

During December no awards were issued by the Civil Service Arbitration Tribunal.

### Industrial Courts Act, 1919, and Conciliation Act, 1896

#### Industrial Court Awards

During December the Industrial Court issued six awards, Nos. 2631 to 2636, which are summarised below.

**Award No. 2631 (4th December).**—Parties: Employees' Side and Employers' Side of the Pilot Officers' National Sectional Panel of the National Joint Council for Civil Air Transport. **Claim:** As to the salary structure which shall apply to Pilots in the employment of the Independent Operators. **Award:** The Court awarded that:—(a) the salary scales of pilots in the employment of the Independent Operators shall be as follows:—Grade H £850, Grade G £1,020 by £30 to £1,135, Grade F £1,250 by £30 to £1,520, Grade E £1,220 by £30 to £1,480, Grade D £1,520 by £40 to £1,635, Grade C £1,825 by £55 to £2,035, Grade B £2,115 by £60 to £2,455, Grade A £2,750; (b) Officers at present in post shall be assimilated to the new salary scales on the "corresponding points" principle, that is to say, each Officer will be placed on the point in the new scale which he would have reached had the scale been operative at the date of his appointment to his present post; (c) the operation of the scales awarded shall not in any circumstances result in reducing the salary of any Officer in post; (d) effect shall be given to the award from the first full pay period following the date of the award.

#### Notes:—

(i) **Grade H.** Pilots holding a Commercial Pilot's Licence, but not having 500 hours' flying experience as a pilot shall be paid in accordance with this grade until such time as the necessary flying experience has been attained.

(ii) **Grades G and F.** Co-pilots employed on multi-engined aircraft in excess of 10,000 lbs. all-up-weight shall be paid in accordance with these grades. If applicable, co-pilots on aircraft not exceeding 10,000 lbs. all-up-weight shall be paid in accordance with Grade G only.

(iii) **Grade E.** Pilots employed mainly for command of multi-engined aircraft having an all-up-weight above 4,000 lbs., but not exceeding 10,000 lbs., shall be paid in accordance with this grade.

(iv) **Grade D.** Pilots employed mainly for command of multi-engined aircraft having an all-up-weight above 10,000 lbs., but not exceeding 20,000 lbs., shall be paid in accordance with this grade.

(v) **Grades C, B, A.** Pilots employed for command of multi-engined aircraft having an all-up-weight in excess of 20,000 lbs. shall be paid not less than the minimum rate in Grade C.

(vi) Pilots required to fly in command of a type falling within a higher salary grade than that applicable to the type of aircraft on which they are mainly employed shall be paid an additional sum at the rate of 13s. 6d. an hour for all time flown in the larger aircraft. This does not apply to salary grades C, B and A.

**Award No. 2632 (12th December).**—Parties: Staff Side and Management Side of the Administrative and Clerical Staffs Council of the Whitley Councils for the Health Services (Great Britain). **Claim:** As to the amount of increase which should apply to salary scales of grades covered by the Administrative and Clerical Staffs Council pending an investigation into the grading structure. **Award:** The Court, without prejudice to the results of the pending

investigation into the grading structure, found and awarded that on the basis of the rise in the cost of living between 1st February, 1956, and the date of the award the salary scales of the grades covered by the present reference, up to the level of £1,200 per annum, shall be increased at all points of the scales by three per cent. from the beginning of the first full pay period following the date of the award. The Court further awarded that minor adjustments in salaries immediately above £1,200 shall be made to ensure that no officer with a salary above £1,200 shall receive less in salary after the revision than if his salary before the revision had been £1,200.

In the case of resident staff who are subject to a national charge for residence, application of the increases awarded shall be postponed until a revised charge for residence shall have been determined by the Whitley Council. The increases in salary and revised charge for residence shall then apply with effect from the first full pay period following the date of the award. Save as aforesaid the claim had not been established.

**Award No. 2633 (12th December).**—Parties: Staff Side and Management Side of the Professional and Technical Council 'B' of the Whitley Councils for the Health Services (Great Britain). **Claim:** For revision of salary scales for Assistants in Dispensing. **Award:** The Court awarded that on the basis of the rise in the cost of living between 1st September, 1955, and the date of the award the salary scales of the grades of Assistant in Dispensing employed in the National Health Service shall be increased at all points by five per cent. from the beginning of the first full pay period following the date of the award. Save as aforesaid the claim had not been established.

**Award No. 2634 (12th December).**—Parties: Staff Side and Management Side of the Professional and Technical Council 'B' of the Whitley Councils for the Health Services (Great Britain). **Claim:** For increase in salary scale of Medical Laboratory Technicians. **Award:** The Court awarded that on the basis of the rise in the cost of living between 1st September, 1955, and the date of the award the salary scales of Medical Laboratory Technicians employed in the National Health Service shall be increased at all points by five per cent. from the beginning of the first full pay period following the date of the award.

**Award No. 2635 (12th December).**—Parties: Staff Side and Management Side of the Administrative and Clerical Staffs Council of the Whitley Councils for the Health Services (Great Britain). **Claim:** As to whether London Weighting shall be paid to National Health Service staff within the purview of the Administrative and Clerical Staffs Council in the Dartford area. **Award:** The Court found and awarded that, in the special circumstances of the case, Health Service staff within the purview of the Administrative and Clerical Staffs Council employed within the Borough of Dartford and the Area of the Dartford Rural District Council shall, from the first full pay period following the date of the award, be treated for the purposes of Weighting on the same terms as are applied to the administrative and clerical staffs employed by the Dartford Borough Council.

**Award No. 2636 (18th December).**—Parties: Employees' Side and Employers' Side of the Officers' Committee of the National Joint Council for Local Authorities' Fire Brigades. **Claim:** That, in local authorities with an integrated fire and ambulance service, the officers concerned should be granted allowances for the extra work and responsibility. **Award:** The Court found, and awarded, that in the case of local authorities with an integrated fire and ambulance service the Station Officers, Assistant Divisional Officers and Divisional Officers concerned shall be granted allowances for the extra work and responsibility in connection with the ambulance service. The amount of such allowance shall be the subject of consideration between the parties to the reference. In the event of no agreement being reached within two months from the date of the award either party shall be at liberty to report such failure to the Court and the Court will, after hearing the parties, determine the dispute.

#### Single Arbitrators and ad hoc Boards of Arbitration

During December two awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. The awards are summarised below.

(1) **Parties:** Covent Garden Tenants Association and the Transport and General Workers' Union. **Claim:** Whether two men employed by Messrs. E. H. Lewis and Son Limited were rightfully or wrongfully dismissed, and if wrongfully dismissed to what compensation they are entitled. **Award:** The arbitrator found that the employers were justified in dismissing the two men but should have given them one week's notice. He consequently awarded that Messrs. E. H. Lewis and Son Limited should pay each man £14 by way of compensation.

(2) **Parties:** Hull Fishing Industry Association and the Amalgamated Engineering Union. **Claim:** Payment of a lieu rate to members engaged on trawler repairs. **Award:** The arbitrator

\* See footnote\* in second column on page 43.

found that the Union's claim for a lieu rate had not been established but that the offer made by the Hull Fishing Industry Association to pay an additional 2½d. for all hours actually worked (but to be excluded from calculation of overtime and special payments) was fair and reasonable and awarded accordingly, with operative effect from the pay week commencing 5th November, 1956.

### Wages Councils Acts, 1945-1948

#### Notices of Proposals

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

**Dressmaking and Women's Light Clothing Wages Council (England and Wales).**—Proposal W.D. (64), dated 4th December, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

**Hat, Cap and Millinery Wages Council (England and Wales).**—Proposal H.M. (49), dated 14th December, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

**Paper Bag Wages Council (Great Britain).**—Proposal P.(63), dated 18th December, for fixing revised general minimum time rates for male and female workers and piecework basis time rates for female workers.

**Retail Bespoke Tailoring Wages Council (England and Wales).**—Proposal R.B.(49), dated 31st December, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Further information concerning any of the above proposals may be obtained from the Secretary of the Council in question, at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

#### Wages Regulation Orders

During December the Minister of Labour and National Service made the following Wages Regulation Orders\* :—

**The Wages Regulation (Shirtmaking) (Amendment) Order, 1956: S.I. 1956 No. 1946 (S.49),** dated 6th December and effective from 21st December. This Order, which gives effect to the proposals of the Shirtmaking Wages Council (Great Britain), prescribes revised general minimum time rates and piecework basis time rates for male and female workers.—See page 33.

**The Wages Regulation (Boot and Shoe Repairing) (Holidays) Order, 1956: S.I. 1956 No. 2009 (D.119),** dated 17th December and effective from 7th January, 1957. This Order, which gives effect to the proposals of the Boot and Shoe Repairing Wages Council (Great Britain), revises the provisions for the allowance of holidays and payment of holiday remuneration.

**The Wages Regulation (Made-up Textiles) Order, 1956: S.I. 1956 No. 2060 (M.T. 44),** dated 20th December and effective from 11th January, 1957. This Order, which gives effect to the proposals of the Made-up Textiles Wages Council (Great Britain), prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

### Wages Councils Act (Northern Ireland), 1945

#### Notices of Proposals

During December notice of intention to submit a wages regulation proposal to the Ministry of Labour and National Insurance was issued by the following Wages Council:—

**Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland).**—Proposal N.I.H.H.G. (N.144), dated 28th December, for fixing revised statutory minimum remuneration for female workers in the trade.

Further information concerning the above proposal may be obtained from the Secretary of the Council concerned, at Tyrone House, Ormeau Avenue, Belfast.

#### Wages Regulation Orders

During December the Ministry of Labour and National Insurance made the following Wages Regulation Orders\* giving effect to the proposals made by the Wages Councils concerned:—

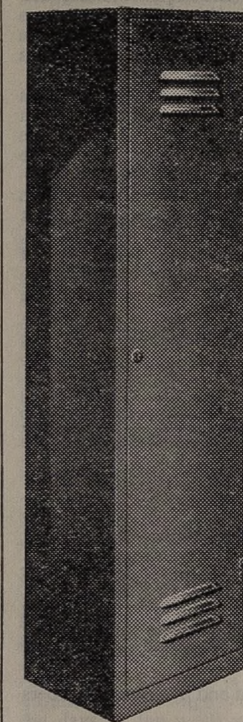
**The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1956 (N.I.H.H.G. (N.143)),** dated 7th December and effective on and from 20th December. This Order prescribes revised statutory minimum remuneration for male workers in the trade.—See page 33.

**The Wholesale Mantle and Costume Wages Council (Northern Ireland) Wages Regulation Order, 1956 (N.I.W.M. (N.41)),** dated 13th December and effective on and from 31st December. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 33.

**The Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1956 (N.I.T.R.W. (N.46)),** dated 18th December, and effective on and from 31st December. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 33.

\* See footnote\* in second column on page 43.

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