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## Industrial Rehabilitation Units

IN its report to Parliament in January, 1943, the Inter-Departmental Committee on the Rehabilitation and Resettlement of Disabled Persons (the Tomlinson Committee) recommended, among other things, that the Ministry of Labour and National Service should provide, after the war, a reconditioning service for persons who need help to get themselves fit again for work after the finish of their hospital treatment. These recommendations formed the basis of the statutory authority given to the Minister of Labour and National Service under Section 3 of the Disabled Persons (Employment) Act, 1944, to provide "Industrial Rehabilitation Courses" for persons who "by reason of unfitness arising from their injury, disease or deformity are in need of such facilities in order to render them fit for undertaking employment, or work on their own account, of a kind in which they were employed before they became disabled or of some other kind suited to their age, experience and qualifications, or for making use of a vocational training course".

### Inception and Growth of Scheme

The Ministry opened its first Industrial Rehabilitation Unit (I.R.U. for short) at Egham, Surrey, at the beginning of 1944, largely for experimental purposes in preparation for the full development of the scheme as soon as circumstances would permit after the war. Much valuable experience in the technique of industrial rehabilitation was gained at Egham, and the Ministry was ready, when opportunity presented itself in 1948, to go ahead on sound lines with the development of its scheme. The opportunity referred to came in the shape of spare accommodation which became available at a number of Government Training Centres as a result of contractions in the training programme for the building trades following the restrictions on capital expenditure. Such accommodation had an advantage for purposes of an I.R.U. as the close proximity of the Government Training Centre created for it the industrial atmosphere so valuable as an aid to the processes of rehabilitation. It meant too, that the I.R.U. could readily avail itself of the advice of the G.T.C. personnel and the use of its industrial equipment. It was not possible, except in one case, to provide residential accommodation in these premises for persons attending the Unit, as had

been done at Egham. For the most part, however, there was no disadvantage in this since the Units would be situated in big industrial centres and could draw most of their clients from an area within daily travelling distance; the small proportion that lived beyond daily travelling distance could be found lodgings or be placed in a hostel adjacent to the Unit.

Twelve I.R.U.s. have now been set up in premises shared with a G.T.C.: they are situated at Birmingham, Cardiff, Coventry, Edinburgh, Felling-on-Tyne, Glasgow, Hull, Leeds, Leicester, Long Eaton, Manchester and Sheffield. There will soon be another one opened at Bristol. There are places for 100 at each Unit except Egham which can take 180 and Long Eaton which can take only 50 at present. They are open to both men and women.

### Aims of Industrial Rehabilitation

Most people who suffer illness or injury are able to return to their former occupations after their medical treatment has finished and a short period of convalescence has restored their strength. Where, however, the illness or injury has been severe, a return to the former occupation may be long delayed or even impossible unless some special steps are taken to build up the individual's working capacity and restore his self-confidence. Help is particularly needed where some residuary physical limitation makes a change of occupation necessary. The first aim of an I.R.U. is to provide for these people the right kind of graduated exercises in gymnasium and workshops which will restore to them the maximum degree of "working fitness" of which they may be capable in the shortest possible time and so enable them to resume employment with the minimum delay. The second aim is to give to those who must seek a different occupation expert guidance as to the most suitable kind of work to take up and help in finding it.

### Nature of Course

Different individuals have widely different needs in the matter of industrial rehabilitation. Some need no more than a short course of carefully planned exercises to bring back the full use of an injured arm or leg. Others require a fairly lengthy period of graduated exercise and workshop practice to restore not only the full bodily functions but

also the correct mental attitude towards work which is the foundation of self-confidence. For others again the greatest need is skilled guidance as to the right kind of employment to take up. Since no stereotyped system could possibly meet these widely divergent needs, the keynote of every I.R.U. is flexibility in adjusting its course of rehabilitation to meet the particular requirements of each man and woman who seeks its help.

In planning a course the I.R.U. must first get information about a man's physical and mental condition and medical guidance as to the kind of exercises and work he may safely undertake. The information as to condition is provided by the man's own doctor or the hospital he has been attending, and the medical guidance required is given in the light of this information and personal observation by a doctor who attends the Unit at regular intervals for this and other purposes. Exercises in the gymnasium are carried out under the supervision of a qualified gymnast acting on the doctor's instructions. The main body of exercises, however, are undertaken in the workshops and gardens with Occupational Supervisors in attendance to direct the work of each individual in accordance with the doctor's recommendations. The workshops are equipped with a wide range of machines and tools to give the greatest possible variety of activity, and in appropriate cases special devices are affixed to the machines to encourage particular movements of an injured limb designed to accelerate the restoration of its full function.

Perhaps the most important part that the workshops have to play in the process of rehabilitation is by reproducing the industrial conditions which the men and women will have to encounter when they resume employment. They are able in the workshops to accustom themselves to the atmosphere of industry, and the tempo of their activities is increased by degrees until, in the final stages of their course, they are doing a full day's work under industrial conditions without ill effect. Great attention is given to the creation of the right industrial atmosphere in the I.R.U. workshops, and one of the main factors in achieving this is by making the maximum use of real production work. Orders are accepted from Government Departments and commercial firms for any type of work which is within the capacity of an I.R.U. and has an intrinsic rehabilitation value. It would be difficult to over-estimate the value of production work as an aid to creating the true industrial atmosphere of purpose so essential to the process of rehabilitation.

The activities in workshops and gardens serve yet another purpose for those men and women who will have to change their occupation; it is the purpose of ascertaining their aptitudes for new kinds of employment. It is possible with the wide range of activities in an I.R.U. to try a man on a number of jobs and so discover the particular one for which he has the greatest aptitude and in which therefore he is most likely to obtain and retain employment. Where the aptitude discovered is for a skilled trade which calls for training, arrangements can be made for the necessary training to be given under the Ministry's Vocational Training Scheme, when the rehabilitation course is finished. Training for a skilled trade cannot be given at an I.R.U.; the prospective trainee is handed over to a Government Training Centre, or such alternative arrangements as may be appropriate are made.

Careful attention is given to the welfare arrangements at all I.R.U.s. and a canteen service of the kind to be found in factories is provided. At the residential Units, namely, Egham and Leicester, welfare is given special attention and many recreational facilities for off-duty hours are available.

A course of industrial rehabilitation usually lasts about 6 or 7 weeks, but, if need be, it can be extended to 12 weeks.

#### The I.R.U. staff and how it functions

An I.R.U. is under the general control of the manager of the G.T.C. in whose premises it is situated, but its actual working is the function of a team of specialists in the various aspects of rehabilitation, comprising a Rehabilitation Officer selected for his industrial experience and administrative ability, whose function is to guide and co-ordinate the work of the whole team, a Vocational Guidance Officer, a Social Worker, a Disablement Resettlement Officer (D.R.O.), a Chief Occupational Supervisor and the doctor.

The Vocational Guidance Officer is an industrial psychologist and his special function is to discover in what particular direction lie the talents and aptitudes of those men and women who have to take up new employment and are in need of guidance as to the right kind of employment to seek.

The Social Worker is there to help any who seek her assistance to resolve any difficulties, social, financial or domestic, which may be impeding their rehabilitation.

The Disablement Resettlement Officer (D.R.O.) is mainly concerned with the placing in employment of those who need placing after their course of rehabilitation is complete.

The Chief Occupational Supervisor is in charge of the workshops and has under his control the Occupational Supervisors whose duty it is to direct the various activities in the workshops and report on the progress made and aptitudes displayed by those in their charge.

The doctor, who attends for a number of sessions each week, advises the team on matters which have a bearing on the physical or mental well-being of those who are undergoing a course of rehabilitation.

Although each member of the staff has his own distinctive contribution to make to the work of rehabilitation, it is only as a team, acting in close collaboration one with another, that their work can become fully effective. Every individual who enters an I.R.U. has his course carefully planned by such a team in conference and the successive stages of his or her subsequent progress are likewise the subject of team discussion.

#### Recruitment

Any person aged 16 or over who has suffered illness or injury and is in need of industrial rehabilitation in order to get fit for work

again is eligible to apply for a course. Applicants fall roughly into two broad categories. First, there are those whose medical treatment has recently been completed and who are recommended for a course by their medical advisers and, secondly, those who are attending a Local Office of the Ministry and are advised by the D.R.O. to undertake a course in order to facilitate their re-entry into employment.

In the recruitment of cases in the first of these categories the active co-operation of hospitals, doctors, employers and others in contact with persons who have been sick or injured is essential, and the progressive increase in the numbers recruited from these sources since the I.R.U.s. opened is evidence of the steadily growing appreciation of the value of the service offered, as about 66 per cent. of those at present attending I.R.U.s. belong to this first category. Since the inception of the scheme in 1944 a total of 13,213 persons have been admitted to courses and of this number 8,607 have been recruited since the scheme was extended in 1948.

There are no formalities to be gone through in submitting a person for rehabilitation; a simple recommendation by a doctor that his patient is in need of industrial rehabilitation is sufficient to enable the local D.R.O. to take the necessary action to have an application considered by the nearest I.R.U.

#### Placing and "Follow-up"

Industrial Rehabilitation is a resettlement service; that is to say its object is to place people in employment, not just any sort of employment but the kind best suited to their talents and most likely, therefore, to be the type they will keep—permanent resettlement in other words. It must inevitably follow that the value of the service will be judged by the results it achieves in getting people into the right types of jobs. This is the object, therefore, that is ever foremost in the minds of those responsible for the work of rehabilitation and the efforts of the I.R.U. team of specialists is concentrated to this end.

When a person who has been undergoing a course of rehabilitation has entered its final stages the team considers the case in conference. If new employment has to be found, it decides in the light of all the information available, particularly the reports on progress during the course and those concerning the jobs available in his home area, what recommendation should be made as to the most suitable kind of employment. If the man or woman concurs in the recommendation, immediate steps are taken by the D.R.O. to set in motion the placing machinery of the Ministry's appropriate Local Office, so that a job of the kind recommended will be available when the course is completed or as soon thereafter as possible. In about 14 per cent. of the cases dealt with, the recommendation is not for immediate employment but for Vocational Training in a skilled trade which will ensure the right kind of employment in due course. As has already been said, training is not given by the I.R.U. itself but the Unit initiates the necessary action to have it given elsewhere under the Ministry's Vocational Training Scheme.

Over 80 per cent. of the persons who complete a course are found suitable employment or are placed in training courses which will lead to employment.

"Follow-up" is the term given to the action taken to ascertain whether the person placed in employment is satisfactorily resettled therein or is making satisfactory progress in training. This action consists of making enquiries of each individual three months after the first placing and again after another three months. The replies to these enquiries show that about 84 per cent. of the persons concerned have been successfully resettled in employment or are making good progress in their training courses.

#### Maintenance Allowances

Persons who are able to live at home while attending daily at an I.R.U. are paid maintenance allowances on a scale giving a single adult man 70s. a week, a married man 80s. a week and a married man with dependent children 85s. a week. An adult woman receives 57s. a week and may qualify for an additional 5s. if she maintains a dependant. Persons who have to live in lodgings while attending a course receive personal allowances ranging from 45s. a week for a single adult man and 35s. for a single adult woman to 60s. a week for a married man with dependent children, plus a further allowance for the cost, normally not exceeding 30s. a week, of lodging and part board. A mid-day meal is provided at the Units, for which 6s. a week is deducted from the above allowances. At residential Units board and lodging is provided free and a single man receives 39s. a week and a married man with dependent children 54s. a week. In addition, anyone who leaves home for a course and continues to maintain his home and dependants may receive a living-away-from-home allowance of 24s. 6d. a week. No deductions are made from any of these allowances for income tax or insurance.

#### Special Arrangement for the Blind

Because of the special problems involved, the ordinary I.R.U.s. are not suitable for blind persons, but the Ministry has an arrangement with the National Institute for the Blind under which industrial rehabilitation is provided for them at the residential Home of Recovery for the Blind at America Lodge, Torquay. The main object of the course at America Lodge is to teach newly blinded persons to become adjusted to their disability, but persons who have been blind for some years may be admitted to the course if they are considered to be in need of it. The course provides for physical and mental toning up, instruction in braille and blind methods of working as well as vocational testing and guidance. Blind persons approved by the Ministry for admission are paid allowances on the same scale as those payable at ordinary I.R.U.s.

Recruitment is undertaken by the D.R.O. at the local Employment Exchange, but suitability for admission is decided by the National Institute for the Blind. The D.R.O. in consultation with the Institute, or other blind welfare organisation, arranges for the placing of the blind person in employment or training after the course has been completed.

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## 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 167 to 181.

### Employment

There was no change during March in the number of persons in civil employment in Great Britain, an increase of 11,000 males being offset by a decrease of 11,000 females. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed a decrease of 2,000, manufacturing industries fell by 14,000 and other industries and services rose by 16,000. 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 32,000 from 23,335,000 to 23,303,000.

### Unemployment

The number of persons registered as unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain fell from 347,283 to 328,985 between 13th March and 17th April. There was a fall of 11,992 among males and 6,306 among females.

### Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), remained unchanged in April at 110. The changes in rates

of wages reported to the Department during the month resulted in an aggregate increase estimated at £40,000 in the weekly full-time wages of about 223,000 workpeople. The principal increases affected workers employed in industrial and staff canteens, the pottery industry, gas supply undertakings, and milk distribution in Scotland.

### Retail Prices

At 18th April the interim index of retail prices, based on 17th June, 1947 (taken as 100), was 114, compared with 113 at 14th March. The rise in the index during the month was mainly due to higher prices for vegetables, fish, some kinds of clothing, drapery and soft furnishings, and to increases in local rates in some areas.

### Industrial Disputes

The number of workers involved during April in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred) was nearly 35,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 159,000 working days. The number of stoppages which began in the month was 115, and, in addition, 15 stoppages which began before April were still in progress at the beginning of the month. The stoppage involving the greatest loss of time during the month was that of dock workers in London.

## WAGES COUNCILS

### Report of Commission of Inquiry for Rubber Proofed Garment Making Industry

As was announced in the issue of this GAZETTE for January, 1949 (page 8), the Minister of Labour and National Service appointed a Commission of Inquiry under the Wages Councils Act, 1945, to inquire into and report upon an application made jointly by the Rubber Proofed Garment Manufacturers' Association and the Waterproof Garment Workers' Trade Union for the establishment of a Wages Council for certain workers in the rubber proofed garment making industry. The application was made on the ground that the existing machinery for the settlement of the remuneration and conditions of employment for these workers was likely to cease to be adequate for that purpose. The Commission, who sat under the chairmanship of Mr. V. R. Aronson, K.C., M.A., B.C.L., have submitted their Report.\*

The Commission state in the Report that they have reached the conclusion that the wage regulating machinery for the workers concerned is inadequate and is likely to remain so. They consider it essential to the maintenance of a reasonable standard of remuneration in the industry that this machinery should be both comprehensive and effective, but as the voluntary machinery has been found to be inadequate they are of opinion that the workers should be brought within the scope of statutory wage-regulating machinery.

The Commission state that they received representations from employers' and workers' organisations and representatives of existing Wages Councils, from which three different proposals emerged: (a) that a new Council should be established to include only workers in the rubber proofed garment making industry; (b) that a new Council should be established to include the workers specified in the Commission's terms of reference and, in addition, certain workers already covered by existing Wages Councils; and

(c) that no new Council should be established but that the scope of certain existing Councils should be extended. After giving careful consideration to these representations, the Commission have come to the conclusion that no new Wages Council should be established for the industry and accordingly they make no "wages council recommendation" in respect of the workers concerned. They think that the most satisfactory course would be for these workers to be brought within the scope of existing Councils.

The Commission point out that the Wages Councils Acts, 1945 to 1948, give the Minister of Labour and National Service power to extend the scope of existing Wages Councils, and they recommend that use should be made of this power to bring the workers concerned, with the exception of those employed in the manufacture of headgear, within the scope of the Ready-Made and Wholesale Bespoke Tailoring Wages Council (Great Britain) and the Wholesale Mantle and Costume Wages Council (Great Britain), whichever is appropriate to the particular worker concerned. They consider that workers making headgear who fall within the terms of reference are likely to be few in number and that their position should be the subject of discussions with the trade. The Commission express no opinion on a representation made to them that certain workers who are at present within the scope of the Made-Up Textiles Wages Council (Great Britain) should be transferred to one or other of the Wages Councils mentioned above, but they think that attention might conveniently be paid to it when consideration is given to the rest of the Report.

The Minister has accepted the conclusion of the Commission that no new Wages Council should be established for the workers concerned and he is in communication with the employers' and workers' organisations by which the application for a Commission of Inquiry was made on the view expressed by the Commission that the most satisfactory course would be for these workers to be brought within the scope of existing Wages Councils.

## REVISION OF INDUSTRIAL TRANSFERENCE SCHEMES

On the outbreak of war the Industrial Transference Scheme, designed to encourage workers to move from the depressed areas, was suspended and in 1940, when the compulsory transfer of labour began, arrangements were made to give assistance to workers transferred voluntarily or compulsorily to work of national importance away from home. After the war, transfers were still needed both for the re-distribution of labour and to secure full employment, and in 1946 the war-time scheme was replaced by three separate schemes. These schemes assisted transfers away from home to employment in Great Britain in the circumstances indicated below, subject in each individual case to the approval of the Ministry of Labour and National Service.

The Resettlement Transfer Scheme assisted the following permanent transfers of persons domiciled in Great Britain: (a) key personnel transferred to establish new, or to extend the scope of existing, industries in certain areas of specially severe unemployment; and (b) unemployed workers from areas where the prospects of employment were poor to employment in areas where the prospects were good, and unemployed workers from areas of poor employment who were already away from home. Workers with homes and dependants so transferred were expected to make every effort to find accommodation in, and to move their homes to, the area of transfer. The Voluntary Temporary Transfer Scheme, assisted the temporary transfer of unemployed workers from certain areas of

specially severe unemployment, pending the establishment in the workers' home area of industrial projects which would provide work to which they could return. The General Scheme aimed at manning up certain essential industries and services, and assisted the transfers of workers proceeding to a limited field of particularly important work. It also assisted the transfers of unemployed workers from areas of specially severe unemployment, for training in the parent factories of firms preparing to set up new establishments in the worker's home area, so that the workers when trained could return home to employment in the new establishment.

The numbers of workers transferred under these schemes from their inception in 1946 to 31st March, 1950, were as follows:—Resettlement Transfer Scheme (from May, 1946), 39,298; Voluntary Temporary Transfer Scheme (from April, 1946), 14,108; and General Scheme (from May, 1946), 184,735.

The main facilities available under the schemes for all transferred workers were: (a) free fares to the new area for the worker and his dependants if they joined him there; (b) a travelling allowance of 5s. for a journey to employment if under 4 hours, and of 10s. for a longer journey, for unemployed workers; (c) a settling-in grant of 24s. 6d. on arrival in the new area; (d) cheap travel warrants to enable the worker to visit home twice yearly; and (e) certain emergency payments to transferred workers when in difficulty, e.g., fare for a relative to visit a sick worker. Additional facilities were available for transferred workers who had dependants or household effects, as follows: (f) a lodging allowance of 24s. 6d.

\* Report of a Commission of Inquiry on an Application for the Establishment of a Wages Council for the Rubber Proofed Garment Making Industry. H.M. Stationery Office, price 4d. net (5d. post free).

a week while maintaining dependants in the home area; (g) a continuing liability allowance up to a maximum of 24s. 6d. a week, if the dependants had joined the worker in the new area, but liabilities in respect of the old home had not yet been disposed of; and (h) financial assistance towards the cost of the removal of dependants and household effects to the new area. (Assistance of the kind described in (h) above was not given under the Voluntary Temporary Transfer Scheme.)

These schemes have recently been re-examined in the light of present day employment and of the need for economy. Nowadays, for instance, workers who transfer under the schemes do so voluntarily, and they constitute only a small proportion of the industrial population which is in the ordinary course of events working away from home, and which does not benefit under the official scheme. In the interests of economy also, the best possible use has to be made of those funds which may properly be made available for transference. After consultation with the National Joint Advisory Council for Employment, representing the British Employers' Confederation and the Trades Union Congress, it was decided that some of the amenities of the schemes, principally travelling allowances and cheap travel warrants to visit home, described in (b) and (d) above should be discontinued; and they have now been terminated (see the issue of this GAZETTE for March, page 88).

In addition, certain limitations in the scope of the three schemes have been arranged. The Resettlement Transfer Scheme, while continuing to be available for transferred key workers, will henceforward in general assist only unemployed workers from certain areas of specially severe unemployment, and in appropriate cases unemployed ex-regular members of His Majesty's Forces. The Voluntary Temporary Transfer Scheme, the demand for which has recently diminished greatly, has now been closed to new transferees, although workers who have already transferred under the scheme can still receive the benefits for which they were formerly eligible. As regards the General Scheme, special precautions are being taken to ensure that lodging allowances are offered and paid only in respect of vacancies of first importance which cannot otherwise be filled (e.g., by a single worker).

## PLACING IN EMPLOYMENT OF PERSONS RELEASED FROM PRISON

An important factor in the successful rehabilitation as useful citizens of persons who have served prison sentences is that they should be found suitable employment without delay. To this end many Local Offices of the Ministry of Labour and National Service have already established close co-operation with the recognised organisations interested in the welfare of discharged prisoners.

For some time it has been considered that the placing of longer term prisoners might be facilitated if, whilst still in prison, they could be interviewed by placing officers of the Ministry and experiments carried out in this direction have demonstrated the value of this earlier contact.

As a result, arrangements, which will in general operate from 1st June, have been agreed with the National Association of Discharged Prisoners' Aid Societies whereby prisoners in England and Wales who are serving sentences of six months and over and who are to be unconditionally discharged will, if they wish, be interviewed by a placing officer before discharge with a view to assistance being given them in co-operation with the Local Discharged Prisoners' Aid Society to find suitable employment. The arrangements also provide for similar co-operation in placing prisoners who have been serving sentences of less than six months but in such cases interviews will not be held before discharge.

## COMMITTEE TO INVESTIGATE INDUSTRIAL UNREST AT LONDON DOCKS

In reply to a question in the House of Commons on 12th May, the Minister of Labour and National Service announced that the Government had decided to appoint a Committee to enquire fully into the working of the London docks and to report what action could be taken to avoid further unofficial stoppages of work there. The statement of the Minister was as follows:—

"In view of the stoppages that have taken place in the London Docks the Government have decided to appoint a Committee to investigate the problem fully. It will be the duty of the Committee to consult representatives of both sides of the transport industry with a view to reporting what steps can be taken to avoid further unofficial action of the type which has taken place during the last three years and which has proved injurious to the trade of the country. The names of the persons appointed to the Committee will be announced in due course."



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## REPORT OF BUILDING INDUSTRY WORKING PARTY

The Building Industry Working Party have submitted their Report to the Minister of Works, and the Report has been published by H.M. Stationery Office, price 2s. 6d. net (2s. 8d. post free). The Working Party were appointed by the Minister in July, 1948, under the chairmanship of Sir Thomas W. Phillips, G.B.E., K.C.B., their terms of reference being to inquire into the organisation and efficiency of building operations in this country, including those of the specialist and sub-contracting trades; the position of the professions in relation thereto; the arrangements for financing operations; and the types of contract in general use, and to make recommendations. Questions of wages and conditions, which are dealt with by the joint negotiating machinery in the industry, were to be outside the scope of the inquiry, which moreover was not to extend to operations in civil engineering. (See the issue of this GAZETTE for July, 1948, page 232.)

### Productive Efficiency

After a short account of the size and structure of the building industry in Great Britain, the Report discusses the productive efficiency of the industry as compared with the period immediately preceding the war and with earlier periods. It is estimated that during 1946 and 1947 productive efficiency generally was about two-thirds of its pre-war level, but that by the end of 1948 it had risen in the industry as a whole to about three-quarters of that level. Some further improvement probably occurred in 1949. Building costs generally throughout 1948 and 1949 were about two-and-a-half times higher than in 1939. The total increase in costs was accounted for by rises in the cost of labour, in the cost of materials and in overhead expenses (with profits), in the proportions of approximately one-third, one-half and one-fifth respectively.

One of the principal causes of the lowered productive efficiency of the industry was the loss during the war of a great part of the experienced workers and the interruption of the normal process of recruitment and training. Immediately after the war it became necessary to effect a very rapid expansion of the labour force, which resulted in a reduction of the average level of skill as compared with the pre-war period and a lowering of the average rate of output through the introduction of considerable numbers of adult trainees. Other causes of reduced efficiency, for the most part temporary, have been the dislocation of managements during the war, the launching of a building programme greatly in excess of existing resources and the subsequent changes in this programme, the delays and uncertainties due to shortages and controls, the compulsory use of untried materials, and the inflationary condition of the national economy, one effect of which has been the elimination of the reserve of labour with which the building industry formerly operated. New and more permanent factors affecting productive efficiency are the policy of maintaining full employment, which will necessitate the adoption of special measures to provide substitutes for the pressure formerly exerted by heavy unemployment, and the effect upon the building industry of Government programmes and controls.

Throughout the Report the Working Party record a number of recommendations, for the most part on points of detail, for the raising of the efficiency of building operations up to and above the pre-war level. They lay stress, however, on three matters of general and vital importance, namely, that to raise productive efficiency above its pre-war level (a) all concerned in building operations should co-operate fully in everything that helps to improve efficiency and to extend the advantageous use of the appliances, methods and materials which scientific and technical advances place at their disposal; (b) building operations of any size must be completely pre-planned; and (c) building research must be efficiently organised and the results made widely known.

### Layout and Personnel

The Working Party believe that the existing layout of building concerns, which range in size from the one-man jobbing firm serving a particular locality to the large contractor operating on a nationwide scale, provides the necessary flexibility and variety of capacities required by building operations.

The greatest importance is attached to managerial supervision, and the Working Party support emphatically the arrangements which are being developed for providing higher education in the technical and managerial aspects of building, supplemented by a period spent in the industry to gain practical experience. It is suggested that the employers' organisations should make themselves responsible for framing the necessary schemes and should ensure that they are operated by their members. As the general foreman has an important contribution to make towards efficient management and high productivity, every encouragement should be given to suitable young men to develop qualities of leadership and obtain knowledge and experience of management early in their careers.

The Working Party do not suggest any departure from the craft basis for the skilled building tradesman, whose training should therefore be organised on a craft basis and largely on traditional

lines. Reference is made to the work of the Building Apprenticeship and Training Council established in 1943 to give advice on apprenticeship matters. The Working Party share the view of the Council that it is essential to have a properly drawn up and signed indenture which places the training of youths entering the industry on a sound footing, but they support the suggestion that consideration should be given to the possibility of training in more than one craft in order to introduce an element of flexibility. It is believed that the problem of recruiting a sufficient number of boys for the various crafts can only be solved by a continuous local effort on the part of the Local Apprenticeship Committees, which should include members able and willing to give the necessary time to the task and which should make full use of the existing arrangements for giving vocational guidance to children leaving school.

### Incentive Schemes

The Report refers to the war-time scheme of payment by results introduced by the Government in order to raise the level of output in the building and civil engineering industries, and to the conclusion in October, 1947, of joint agreements enabling incentive schemes to be instituted for an experimental period under certain conditions. Reference is also made to a pilot investigation into productivity in the house construction industry in England and Wales, which was carried out by the Ministry of Works during 1949, and which showed that the payment of an incentive bonus resulted in a saving of man-hours which more than offset the additional labour cost and that total costs appeared to be reduced by more than the net saving in labour cost.

The Working Party see no reason why incentive schemes, which have been operated successfully in certain places, should not prove generally beneficial. It would, however, be necessary that any scheme, to be successful, should be readily understood by the operatives, that the bonus should be linked with output, that production or the tasks should be properly planned, that realistic targets should be set, having regard to the site conditions, and that during the period of the work the employee should be able to compare his output with the target. Although certain specially skilled work may be unsuitable for bonusing, the Working Party think that there is no evidence to show that bonused work is generally of inadequate quality.

### Joint Production Committees

Joint production committees, the Report states, have not hitherto played any considerable part in the building industry, which, with its many small units, its wide dispersal, and its discontinuous employment, does not lend itself readily to any "cut and dried" scheme of joint production committees, either at the site level or at any level lower than regional or national. The Working Party consider, nevertheless, that, except for small jobs on which the management is in daily touch with each worker, committees should be formed, to meet at suitable intervals to consider, discuss and recommend on matters affecting the productive efficiency of the job. Such committees should not be compulsorily imposed upon the industry but should be allowed to develop from the already existing machinery for consultation.

### Safety and Welfare

The Working Party draw attention to the importance of welfare facilities as one of the means of increasing production. Welfare standards in the building industry before the war compared unfavourably with those in most other industries, but, during the war, the situation changed markedly for the better as the need for large-scale work in remote areas and the rationing of food demanded that special attention should be paid to welfare. Standards of welfare on building sites are now regulated by a Code of Welfare issued in 1948 by the National Joint Council for the Building Industry, and by the Building (Safety, Health and Welfare) Regulations, 1948. The Working Party say that, on the whole, the necessary facilities appear to be provided on building sites, although there may have been cases where the welfare arrangements have fallen short of what is required. They think that the joint efforts of the Factory Inspectorate and trade union officials, together with the co-operation to be expected from employers, should ensure a proper standard of compliance with rules, which will no doubt become increasingly familiar to those concerned in the industry.

### Other Subjects

The Report contains some information about conditions in the building industry in the United States of America, supplied by a building team which visited that country in 1949 under the auspices of the Anglo-American Council on Productivity, and in Sweden and the Netherlands, to which countries parties of enquiry were sent in the same year by the Ministry of Works at the request of the Working Party. It is suggested that the building industry can profit greatly from the visit of the team to the United States. It is also suggested that contact should be made with other countries on the lines of the visits to Sweden and the Netherlands and that the industry itself might maintain closer touch through employers' and workers' organisations.

Other matters discussed in the Report are the registration of builders; the use of direct labour by local authorities; contract arrangements; the management of building operations; costing and finance; the materials and methods employed; building bye-laws; and research.

The Report has several appendices, which include memoranda by the Ministry of Works on the building industry in Sweden and the Netherlands, the cost of building in Great Britain, and the training of the building trades operative, a report on costing systems, notes on the measurement of productive efficiency and on full employment, and a copy of a memorandum issued by the Ministry of Health on the subject of direct labour.

## MINES AND QUARRIES

### Report of Chief Inspector of Mines for 1948

In accordance with the provisions of the Coal Mines Act, 1911, H.M. Chief Inspector of Mines has submitted his Report for the year 1948 to the Minister of Fuel and Power. The Report has been published by H.M. Stationery Office, price 1s. net (1s. 2d. post free).

The Report gives provisional figures showing that, during the year 1948, there were 1,716 mines at work in Great Britain under the Coal Mines Act, 1911, of which 1,488 were coal mines; the remainder included mines of stratified ironstone, shale and fireclay. The average number of persons employed at mines during the year was 741,398, and the number of man-shifts worked was 1,815 million, compared with 728,841 and 1,797 million, respectively, in 1947.

### Inspection of Mines

The total number of inspections made during the year was 30,339, including 21,418 inspections below ground of which 17,502 were made on day shifts, 2,153 on afternoon shifts and 1,763 on night shifts. The numbers of surface inspections made on day, afternoon and night shifts were 7,625, 1,095, and 201 respectively. Statutory inspections made during the year by examiners appointed by the workmen under the Coal Mines Act, 1911, numbered 3,713 and were spread over 419 mines.

### Accidents

The total numbers of persons killed or seriously injured at all mines under the Act continued to decline, falling from 618 and 2,446, respectively, in 1947 to 468 and 2,391 in 1948. For the purpose of these figures a person was included as "killed" if he died as a result of the accident within a period of one year and one day from the date of the accident, and as "seriously injured" when an accident occurred which either (i) caused any fracture of the head or of any limb, or any dislocation of a limb, or any serious personal injury, or (ii) was caused by any explosion of gas or coal dust or any explosive, or by electricity, or by overwinding.

The two major sources of accident continued to be falls of ground and haulage. In 1948, as compared with the previous year, the number of persons killed at the face by falls of ground increased by 23, but the number sustaining serious injury decreased by 47. On the roadway there were decreases of 15 in fatalities and of 9 in serious injuries. The Report points out that 1948 was the first year since 1940 in which there was an increase over the preceding year in the number of deaths due to falls, but that, if the figures for fatal and serious non-fatal accidents are combined, there were decreases in the numbers involved in accidents both at the face and on roadways.

The Coal Mines (Support of Roof and Sides) General Regulations, 1947, which implemented many of the recommendations made in the Report of the Royal Commission on Safety in Coal Mines, 1938, came into force at the beginning of the year. The Regulations, which specify in considerable detail what must be covered by the support rules of the mine, lay down the maximum intervals between supports, require the use of bars at many working faces, and deal with the proper setting of supports, the construction and spacing of chocks and packs, and the withdrawal of supports. Owing to a shortage of steel bars of the right kind and dimensions, difficulty was experienced in implementing certain of the Regulations and, for six months from the date of their operation, a general exemption was granted from the rule requiring the use of bars to mines not already supporting the full width of the face working with bars; the general exemption was followed by further exemptions at individual mines. Despite the fact that the new Regulations contain stringent requirements regarding the support of roadheads, 64 persons were killed and 194 seriously injured at roadheads, in many cases through breaches of one or other of the rules concerned.

### Training

The Report states that during 1948 both management and workmen showed a growing realisation that properly organised schemes of preliminary and coal face training were essential to greater safety, increased production and recruitment of new entrants. Many training schemes were improved during the year, and better training facilities were provided at many centres and collieries. The number of persons who received preliminary training increased by about 6,500 to approximately 41,600 in 1948, of whom about 7,800 were juveniles and 9,000 foreign workers. By the end of the year, 58 group training schemes had been approved, covering 1,130 mines and involving 50 technical schools or colleges for technical instruction. Of these schemes, 39 operated full-time courses of 16 weeks' preliminary training, giving a maximum period of 480 hours' technical and practical instruction. It is considered that these full-time courses give improved training compared with part-time courses, and that they retain the boys' interest throughout the period and enable them to be employed on productive work below ground more quickly. Approved coal face training schemes numbered 573 at the end of the year and covered about 950 mines. The number of persons who received coal face training in at least one operation during the year was approximately 15,700, or about 9,500 more than in 1947.

### Health

On the subject of health in mines, the Report states that, because of the disturbance caused by the operation of the National Insurance (Industrial Injuries) Act, it has not been possible to present statistical data relating to those prescribed diseases which may affect mine workers on a basis comparable with previous years.

The number of persons certified as suffering from pneumoconiosis during the year was 4,291. Before the National Insurance (Industrial Injuries) (Prescribed Diseases) Regulations became effective at the end of June, 1948, mine workers were examined under the provisions of the Workmen's Compensation Acts, and those found to be suffering from this disease were generally suspended from all work underground and from work connected with certain processes on the surface. Under the new procedure, however, workers certified as being affected by pneumoconiosis alone, without tuberculosis, are not suspended from work but are advised by the examining doctors to work in an environment on the surface which is virtually free of dust, or in "approved dust conditions" below ground, provided they return for periodical medical examination as instructed.

H.M. Chief Inspector considers that the elimination of the hazard to health from airborne dust remains the most vital problem awaiting solution in the coal mining industry, and that the adoption of many of the present methods of machine mining has resulted in an increase of dust in mines. The measures required to reduce the health risk include the devising and adopting of methods of coal mining which will result in the minimum degradation of coal and rock and the minimum formation and subsequent dissemination of pathologically dangerous dust, and also of effective methods for the suppression of whatever dangerous dust is inevitably made in mining operations.

Other health topics dealt with in the Report are facilities for the treatment of injuries, sanitation, miners' nystagmus, the administration of morphia, and precautions in the use of toxic solvents.

Appendices to the Report contain statistical tables and diagrams and other relevant information.

### Report of Electrical Inspector of Mines for 1948

The Report of H.M. Electrical Inspector of Mines for the year 1948 has been published by H.M. Stationery Office, price 6d. net (7d. post free).

During 1948 H.M. Electrical Inspectors made 873 inspections at mines under the Coal Mines Act, 1911, including 324 surface, 290 surface and underground, and 259 underground inspections. There were also 29 inspections at metalliferous mines and 268 inspections at quarries.

At 30th June, 1948, the total horsepower of electric motors in use for all purposes at mines was 2,848,486 and the total number of motors in use was 81,544, representing increases of between 3 and 4 per cent. and between 5 and 6 per cent., respectively, compared with 1947. Mechanisation was rapid during the year, particularly as regards the number of motors used for coal cutting, conveying and loading and for other portable machines.

Three persons were fatally injured and 66 seriously injured during the year in accidents connected with electricity. Most of the accidents, both below ground and on the surface, were due to electric shock or arc burns. Details of the fatal, and certain of the non-fatal accidents are given in the Report.

With the object of tracing the trend of the various types of accident, the cause of any increase, and the appropriate means of prevention, the Report reviews the electrical accidents occurring at mines during the 20 years 1929 to 1948. The review shows that, while horsepower increased during the period by 62 per cent., fatal accidents fell by approximately 45 per cent. This reduction was, however, more than counterbalanced by a rise of 28 per cent. in the number of non-fatal accidents. The most frequent cause of accidents was shock, including arc burns, but, although the number of individual accidents caused by ignitions of fire damp was only one-third of those caused by shock, more than twice as many persons were killed in these accidents. There was an increase during the period of 140 per cent. in the number of electricians involved in non-fatal accidents. The conclusion is drawn that the electrician today is less careful for his own safety than he was 20 years ago, although some of the increase in accidents may be ascribed to the greater number of colliery electricians now employed and the consequent increased exposure to risk. The Report adds that the "human element" was responsible for 84 per cent. of all electrical accidents during 1929-1948 and that, if the accident rate is to be reduced, education and training in safety must be given not only to the new entrants, but also to the existing electrical staff at collieries.

### Fatal Accidents at Mines and Quarries in 1949

A Provisional Statement of the number of deaths by accidents at mines and quarries in Great Britain during 1949, has been issued by the Ministry of Fuel and Power and published by H.M. Stationery Office, price 3d. net (4d. post free).

The Statement shows that a total of 515 persons were killed by accidents which occurred in 1949 at mines as defined by the Coal Mines Act, 1911, and the Metalliferous Mines Regulation Act, 1872, and at quarries. This figure was the lowest recorded. Comparable figures for 1948 and 1947 were 522 (revised figure) and 671 respectively.

At mines under the Coal Mines Act, which include mines of coal, stratified ironstone, shale and fireclay, the number of fatal accidents reported during 1949 was 460, compared with 468 (revised figure) in 1948 and 618 in 1947. Of the total figure for 1949, 238 fatal accidents were caused by falls of ground, 137 occurred in connection with haulage and transport, 9 were due to gases, coal dust, and fires, and 76 resulted from other causes.

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The total figure for fatal accidents underground in 1949 showed a decrease of 23 compared with the previous year, which was, however, partially offset by an increase of 15 in fatalities on the surface. Fatal accidents caused by falls of ground at the working face decreased by 19 while those caused by falls on the road increased by 14, so that there was a net decrease of 5 in the total number of deaths due to falls of ground. Fatal accidents occurring in connection with haulage and transport showed no change in number underground but an increase of 9 on the surface. There were decreases of 8 in fatal accidents caused by gases, coal dust and fires, and of 3 in those occurring in connection with shafts. Fatal accidents due to miscellaneous causes decreased by 7 underground but increased by 6 on the surface.

The fatal accident rate at mines under the Coal Mines Act was provisionally estimated at 0.26 per 100,000 man-shifts in 1949, the same figure as in the previous year. In 1947 the rate was 0.34.

At mines under the Metalliferous Mines Regulation Act, 1872, and at quarries the total number of fatal accidents was 55 in 1949, compared with 54 in 1948 and 53 in 1947. The figures for 1948 and 1947 included in each case one fatal accident occurring at a quarry in the Isle of Man. Particulars relating to the Isle of Man were not included in the 1949 figures.

### Working Hours in the Coal Mining Industry

The Coal Mines Regulation Act, 1908, as amended by subsequent enactments, limits the time during which the main categories of workmen in mines may be below ground for the purposes of their work, and of going to or from their work, to 7½ hours a day, exclusive of the time taken to convey shifts to and from the working levels. The corresponding time for certain other categories is 8½ hours.

The operation of the relevant sections of the Act was suspended by the Coal Mines Regulation (Suspension) Orders, 1947 to 1949, for periods of which the third expired on 30th April, 1950 (see the issue of this GAZETTE for June, 1949, page 199). Another Order was made by His Majesty in Council on 31st March, which further suspends the operation of these sections, in so far as it applies to coal mines, for the period from the expiry of the 1949 Order to 30th April, 1951.

Copies of the new Order, which is entitled The Coal Mines Regulation (Suspension) Order, 1950 (S.I. 1950 No. 523), can be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

## NATIONAL INSURANCE

### Forged National Insurance Stamps

The Ministry of National Insurance have issued a statement warning employers that a number of forged National Insurance stamps of the 9s. 1d. value (man's rate) are in circulation in various parts of the country, particularly in London, Birmingham, Brighton and Bristol.

### Seasonal Workers' Unemployment Benefit

As indicated in the issue of this GAZETTE for November, 1948 (page 382), the National Insurance Advisory Committee were asked to consider and advise the Minister of National Insurance on the question whether additional conditions for the receipt of benefit should be imposed on seasonal workers under Section 13 (4) of the National Insurance Act, 1946, and, if so, what those conditions should be. The Committee submitted their Report to the Minister, which has been published by H.M. Stationery Office as *House of Commons Paper No. 262, Session 1948-49*, price 4d. net (5d. post free).

In their Report the Committee recommended *inter alia* that seasonal workers should be subject to additional conditions for the receipt of unemployment benefit during their off-seasons, but that no conditions, additional to the ordinary statutory conditions, should be imposed for the receipt of sickness benefit.

The Minister has prepared preliminary draft Regulations affecting unemployment benefit for seasonal workers and has asked the National Insurance Advisory Committee to report on them. The effect of the new regulations, which follow the recommendations made by the Committee in their Report, will be that a person who normally does not work for part of the year will not get benefit during that part of the year unless he can satisfy special conditions. Briefly, these conditions are that a claimant must show that he has maintained registration at an Employment Exchange when unemployed and that in all the circumstances of his case he can reasonably expect to obtain a substantial amount of work in his off-season. The Regulations also provide for a compensating concession to help a seasonal worker to get the full rate of benefit for any period of unemployment during his season. They will revoke the corresponding provisions of the National Insurance (Unemployment Benefit) (Transitional) Regulations, 1948 (see page 229 of the July, 1948, GAZETTE).

Copies of the preliminary draft of the Regulations, which are entitled The National Insurance (Seasonal Workers) Regulations, 1950, can be purchased from H.M. Stationery Office, price 2d. net (3d. post free).

## EXPENDITURE ON PUBLIC SOCIAL SERVICES

In reply to a question in the House of Commons on 25th April, the Financial Secretary to the Treasury furnished a statement, which is printed in the *Official Report*\*, showing the actual total expenditure (other than expenditure out of loans for capital purposes or out of capital receipts) on specified public social services during the financial year 1947-48. The statement also gave figures, so far as available, of the total numbers of persons in Great Britain who benefited from the expenditure in 1947-48 in respect of the various services. As regards figures for 1948-49, the Financial Secretary to the Treasury stated that the alterations in the structure of the social services which came into effect in July, 1948, made it impossible to continue the return in its present form and that he was reviewing the question how information about expenditure on public social services could best be made available in future.

The following particulars relating to expenditure during the financial year 1947-48 on the services specified have been extracted from the statement:—

Service	England and Wales	Scotland	Great Britain
Unemployment Insurance and Unemployment Assistance Acts:	£'000	£'000	£'000
(i) Unemployment Benefit, etc.—General Scheme	21,005	4,827	25,832
(ii) Unemployment Benefit, etc.—Agricultural Scheme	471	69	540
(iii) Unemployment Allowances and Prevention and Relief of Distress	2,313	653	2,966
National Health Insurance Acts	52,609†	6,356†	58,965†
Widows', Orphans' and Old Age Contributory Pensions Acts	222,675‡	23,890‡	246,565‡
Family Allowances Act	51,018	7,594	58,612
Old Age Pensions Act—Non-Contributory Pensions	25,282	2,982	28,264
Old Age and Widows' Pensions Act, 1940, etc.; Supplementary Pensions	11,070	1,002	12,072
War Pensions Acts and Ministry of Pensions Act (War of 1914-18)	32,772	3,555	36,327
Pensions (Navy, Army, Air Force and Mercantile Marine) Act, 1939; Personal Injuries (Emergency Provisions) Act, 1939; Pensions (Mercantile Marine) Act, 1942; War Orphans' Act, 1942, and Polish Resettlement Act, 1947 (War of 1939-45)	44,819	5,829	50,648
Education Acts	222,672	32,532	255,204
Physical Training and Recreation Act	112	17	129
Acts relating to Approved Schools	2,320	444	2,764
Public Health Acts so far as they relate to:—			
(i) Hospitals and Treatment of Disease	40,795	4,268	45,063
(ii) Maternity and Child Welfare Work	12,816	1,514	17,773
Midwives Acts	3,443		80,733
Housing Acts	69,375	11,358	80,733
Acts relating to the Relief of the Poor	54,240	5,274	59,514
Lunacy and Mental Treatment Acts	7,061		17,120
Mental Deficiency Acts	7,231	2,828	17,120

It is pointed out that the entry into force on 5th July, 1948, of the National Insurance Acts and National Health Services Acts makes it impossible to give a directly comparable statement for 1948-49. The information provided in the above statement is similar to that furnished by Part I of the annual "Public Social Services" return before the war. Reference should be made to the last of those returns (Cmd. 5906 of November, 1938) for comparable expenditure in earlier years and for information as to the general basis on which the return is compiled, but it should be observed that the explanatory notes in that return are not now accurate in all respects and that the list of services has been revised.

## INCREASES IN NATIONAL ASSISTANCE RATES

Regulations relating to the proposed increases in National Assistance were made by the Minister of National Insurance on 5th May, after the draft had been approved by both Houses of Parliament. By these Regulations the weekly amount of National Assistance ordinarily provided for requirements other than rent (for which an allowance is added) will be increased from 12th June, 1950.

The Regulations are in the terms of a draft submitted to the Minister by the National Assistance Board, who are required by statute to keep the Regulations under review. They amend the former Regulations governing the determination of need, which have been in force since National Assistance started on 5th July, 1948 (see the issues of this GAZETTE for June and July, 1948, pages 199 and 256).

Copies of the new Regulations, which are entitled The National Assistance (Determination of Need) Amendment Regulations, 1950 (S.I. 1950 No. 718) and of an Explanatory Memorandum (Cmd. 7936) can be purchased from H.M. Stationery Office, price 1d. and 2d. net, respectively (2d. and 3d. post free).

\* *Parliamentary Debates (Hansard), House of Commons: Official Report*, Vol. 474, No. 33, 25th April, 1950. H.M. Stationery Office; price 6d. net (8d. post free).

† These figures relate to the calendar year 1947, the last full year of the operation of the National Health Insurance Acts.

‡ These figures refer to expenditure from the Pensions Account, the Special Pensions Account, the Pensions (Scotland) Account and the Special Pensions (Scotland) Account, including pensions paid by virtue of the Contributory Pensions Acts to persons over age 70, which, before 1st April, 1947, were included under "Old Age Pensions Acts". Surpluses and deficits in these accounts were dealt with by transfers to and from the Treasury Pensions Account and the Treasury Special Pensions Account, which covered both England and Wales and Scotland, and into which annual contributions were paid by the Exchequer. For the financial year 1947-48 the amount of the Exchequer contribution was £117,025,000.

### Scale of Rates

Both the ordinary and special scale (*i.e.*, the scale applicable to blind persons and persons who have suffered a loss of income in order to undergo treatment for tuberculosis of the respiratory system) will be increased as indicated below.

	Present Weekly Rates	New Weekly Rates
Ordinary scale:	s. d.	s. d.
Husband and wife	40 0	43 6
Person living alone or a householder	24 0	26 0
Other persons:		
21 years or over	20 0	22 0
18 but under 21 years	17 6	19 0
16 but under 18 years	15 0	16 0
11 but under 16 years	10 6	12 0
5 but under 11 years	9 0	10 0
Under 5 years	7 6	8 0
Special scale (applicable to blind persons, etc., see above):		
Husband and wife, of whom one is such a person	55 0	58 6
" " " " both are such persons	65 0	68 6
Other such persons:		
21 years or over	39 0	41 0
18 but under 21 years	30 0	31 6
16 but under 18 years	25 0	26 0

## BRUSSELS TREATY ORGANISATION

### Conventions, etc., between Western Union Countries concerning Employment Conditions and Social and Medical Assistance

In the issue of this GAZETTE for April (page 126) reference was made to the preparation by the Brussels Treaty Social Policy Committee of two Multilateral Conventions dealing respectively with the exchange of student-employees and with frontier workers, and of a Supplementary Agreement settling the administrative details of the Convention on Social and Medical Assistance of 7th November, 1949. These Conventions and Supplementary Agreement were signed on 17th April, 1950, by the Foreign Ministers of the five Brussels Treaty Powers (the United Kingdom, Belgium, France, Luxembourg and the Netherlands).

#### Student-Employees

The Convention concerning student-employees is intended to encourage young people to gain wider experience in their work and to improve their knowledge of languages by taking employment abroad. It concerns student-employees of either sex, who may be employed in either manual or non-manual employment; in general they will be not more than 30 years of age.

No fixed numbers of student-employees are laid down in the Convention, but it provides that each country "shall from time to time, either generally or in respect of any particular industry or occupation: (i) determine by mutual arrangement the number of authorisations for student-employees that may be granted annually on the basis of reciprocity to nationals of another Contracting Party; or (ii) regulate the admission of student-employees, without restriction of numbers, on the basis that they are additional to the persons normally engaged in the particular establishment in which they are to work; or (iii) regulate the admission of student-employees on the basis of a head-for-head exchange or similar mutual arrangement; or (iv) adopt a combination of the foregoing methods."

The Convention also deals with the payment to be made to student-employees, on the basis that "(a) where the authorisation is for the performance of the work of an ordinary worker he shall be entitled to payment on the basis of the current normal wages for the occupation and in the locality in which he is employed; (b) all other student-employees may receive from their employers a reasonable subsistence allowance, except in the case of student-employees exchanged on a head-for-head basis who shall be entitled to be paid according to the value of their services."

It is provided that the period for which student-employees can stay in the country they go to will in general be not more than a year, but in exceptional cases it can be extended for a further six months.

## INTERNATIONAL LABOUR ORGANISATION

### 111th Session of the Governing Body

The 111th Session of the Governing Body of the International Labour Office was held in Geneva from 8th to 11th March, under the Chairmanship of M. L. E. Troclet, the Belgian Government representative. The representatives from the United Kingdom were Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Deputy Secretary of the Ministry of Labour and National Service, Sir John Forbes Watson, K.C.M.G., Director of the British Employers' Confederation, and Mr. Alfred Roberts, C.B.E., General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives and Member of the General Council of the Trades Union Congress. The Session was preceded by meetings of committees which began on 27th February. Notes on some of the principal subjects discussed by the Governing Body and the conclusions reached are given in the following paragraphs.

The increases maintain the present margins between the special scale rates and the corresponding rates in the ordinary scale.

#### Review of Existing Cases

At present, the National Assistance Board are paying assistance allowances to about 1,200,000 persons, rather more than half of whom receive their assistance in supplementation of old age or retirement pensions. All but a small proportion of these persons will benefit from the changes. All current allowances will be reviewed by the Board's officers without any need for application by the recipients.

#### Cost

In relation to existing cases the changes will add about £8,500,000 in a full year to the cost of assistance, which falls on the Exchequer. In addition, a number of people who cannot qualify for assistance at present may do so under the new scales. No reliable estimate can be formed of this number, but such attraction may eventually bring the total cost of the proposals to a figure approaching £10,000,000 a year.

The five Governments also agree to facilitate the exchange of student-employees either by setting up a central agency to supervise the application of the Convention or by other appropriate means with the help of organisations concerned with such exchanges. The Convention can be extended to nationals of any other country with the consent of all five Governments.

#### Frontier Workers

The second Convention co-ordinates the principles which should govern the regulation of conditions of work of frontier workers, that is, workers who live in one country but work in the frontier zone of a neighbouring country. Frontier zones are defined by bi-lateral agreements between the countries concerned. Workers are authorised to cross the frontiers to reach their place of work in such zones if they hold a frontier worker's card. The issue and renewal of such cards is at first dependent on the state of the labour market of the employing country but renewal becomes automatic after five years of continuous work there.

The Convention provides that frontier workers will be employed under the same conditions and at the same wages as nationals of the country in which they work, and, except in certain specified cases, they are eligible for the same unemployment benefits as if they work in their own country.

#### Supplementary Agreement on Social and Medical Assistance

The Convention signed last November lays down that nationals of any of the Brussels Treaty countries who are without sufficient means and who are lawfully residing in the territories of any of them, may receive financial and medical assistance in the country where they are resident on the same footing as nationals of that country. Those who will benefit are the sick in mind or body, the old, the infirm or incurable, women during pregnancy, confinement or the nursing period, and young children. The Supplementary Agreement deals with certain matters of detail concerning these arrangements. In particular, it provides that recourse will be had to repatriation under the terms of the Convention only in exceptional cases and then only when no humanitarian considerations would deter.

Other matters dealt with include the documents to be recognised by the law of each country as affording proof of residence, and the recovery of the cost of assistance payments from persons who are legally liable to contribute towards the cost of maintenance of an assisted person, and who are in a position to do so. The various legislative measures in force at the present time governing social and medical assistance in the five countries are specified in the Supplementary Agreement.

#### Financial Questions

*Financial Year, 1949.* The total receipts in 1949 were 5,170,837.92 dollars (99.14 per cent. of the budget) against a total expenditure of 5,034,154.17 dollars (96.52 per cent. of the budget). The financial year, therefore, resulted in a cash balance of 136,683.75 dollars. During the financial year, 4,686,267 dollars (90.37 per cent.) were received from States Members in respect of current contributions, and 392,924 dollars (7.58 per cent.) in respect of contributions in arrears.

*Financial Year, 1951.* The net expenditure budget presented by the Director-General was 5,984,376 dollars, as compared with a budget of 5,983,526 dollars approved for the financial year 1950. In presenting the budget estimates the Director-General stressed that he had tried to strike a balance between the need for meeting the increasing calls which are being made upon the services of the

International Labour Organisation throughout the world, and the difficulties now experienced by many States Members in finding the financial means to co-operate actively in the work of international organisations generally. While the tasks of the Organisation were still expanding, it was reasonable to hope that by a careful adjustment of work of the various sections, and a constant attention to priorities, it would be possible to undertake these increasing responsibilities without any substantial increase in the ordinary budget. It was also hoped that funds would be available outside the budget through the expanded technical assistance programme. The Governing Body, after detailed examination of the budget, finally approved for submission to the Conference a net expenditure budget of 5,922,515 dollars. This represented a reduction of 61,861 dollars on the Director-General's estimate and a reduction of 61,011 dollars on the budget approved for 1950.

#### Freedom of Association

The Governing Body expressed satisfaction with the decisions taken by the Economic and Social Council at its 10th Session regarding the establishment of a Fact Finding and Conciliation Commission. It reaffirmed its intention to refer in the first instance to the Economic and Social Council any allegations regarding infringement of trade union rights against a Member of the United Nations which is not a member of the International Labour Organisation, and decided (in accordance with the desire expressed by the Economic and Social Council) that the reports of the Commission of Inquiry in cases regarding States Members of the United Nations not members of the Organisation be transmitted to the Economic and Social Council by the Director-General on behalf of the Governing Body. The Governing Body approved the appointment of seven members of the Commission. Two further nominations remain to be made.

#### Forced Labour

The Governing Body's International Organisations Committee considered a factual report by the Director-General on the action taken by the Economic and Social Council since the resolution adopted by the Governing Body in June, 1949, on the subject of forced labour. The Committee, by a majority, recommended that the International Labour Office should now itself set up an independent inquiry into the subject, without prejudice to the possibility of setting up joint machinery with the United Nations at a later date. The Governing Body, after consideration of the Committee's report, decided that an account of the debates, both in the International Organisations Committee and the Governing Body itself, should be transmitted to the Economic and Social Council, and that the matter should again be considered by the Governing Body at its next autumn Session.

#### Full Employment

The Governing Body was informed that copies of the report of the United Nations Committee of Experts on Full Employment would be made available to the Governing Body and the Conference as soon as possible. As it is intended that there should be discussion of the subject of full employment at the June Session of the Conference, it was decided that the views of the International Labour Office should be formulated after the discussion for transmission to the 11th Session of the Economic and Social Council. It was agreed that, on considering the report, special attention should be given to the question of the means of establishing an internationally comparable method of calculating percentage rates of unemployment.

#### Staff Pensions

The Governing Body decided that arrangements should be made with the United Nations Joint Staff Pensions Fund in respect of established and temporary officials of the International Labour Office at present uninsured. The Governing Body authorised the Director-General to enter into discussion with the United Nations with regard to certain detailed considerations involved.

#### Composition of the Governing Body and its Committees

The Governing Body had before it a resolution adopted by the Asian Regional Conference, which met in Ceylon in January, 1950, recommending the Governing Body to consider what steps should be taken to ensure equitable and adequate representation of the countries of Asia on the Governing Body and its Man-power Committees. After discussion, the Governing Body adopted a resolution proposed by the United Kingdom Government delegate requesting the Director-General, taking into account the resolution adopted by the Asian Regional Conference in January, 1950, and the views expressed and the suggestions made at the 111th Session of the Governing Body, to study any methods whereby satisfaction might be given to the desire of all members of the Organisation to be more closely associated with the work of the Governing Body and its committees, and to report to the Governing Body as soon as possible.

#### Establishment of an Asian Advisory Committee

The Governing Body decided to establish an Asian Advisory Committee on a tripartite basis to advise the Governing Body at its request on Asian problems and on the Asian aspects of general problems. It deferred until its next Session detailed decisions on the Committee's terms of reference, composition and procedure.

#### Relationships with non-Governmental Organisations

The Governing Body, on the recommendation of its officers, approved the establishment of consultative relationship with the International Confederation of Free Trade Unions.

#### Productivity in Coal Mines

The Governing Body agreed to instruct the Director-General to undertake a study of productivity in coal mines, dealing with (i) factors influencing productivity and (ii) the effects of changes in productivity. The study will be mainly devoted to factors influencing productivity, with particular reference to labour matters.

#### Revision of the Hours of Work (Coal Mines) Convention (Revised) 1935

The Governing Body decided to consider placing on the agenda of a future Session of the Conference the revision of this Convention, in whole or in part, and instructed the Director-General to communicate this decision to Member States.

#### Studies in the Field of Wages

At its 32nd Session (held at Geneva in June, 1949) the International Labour Conference adopted a resolution concerning future consideration of problems in the field of wages which referred to a number of wages problems, and invited the Governing Body to consider from time to time which of them should be further studied. The Governing Body considered these problems, and, having regard to the importance of the subject of payment by results, decided that a meeting of a small group of technical experts with practical experience of methods of job analysis and of the actual operation of systems of payment by results should be called at an early date. The purpose of the meeting will be to advise the International Labour Office in the preparation of studies, based upon recent experience in various countries, of possible ways and means of extending systems of payment by results, of the difficulties which are likely to be encountered and of the safeguards which are necessary to ensure the efficient and equitable operation of such systems.

#### 7th International Conference of Labour Statisticians

The Governing Body continued its consideration of the resolutions adopted by the 7th International Conference of Labour Statisticians, which met in Geneva in September, 1949 (see the issue of this GAZETTE for March, page 92). The Governing Body authorised the International Labour Office to pursue the studies recommended by the Statisticians' Conference in a number of resolutions dealing with the statistical aspects of labour productivity, industrial accidents and disease, classification of occupations, classification according to industrial status, real wages, study of wages by occupations, social security, family living enquiries and standards of living. The Governing Body also authorised the Director-General of the International Labour Office to communicate to States Members of the Organisation certain proposals for the improvement and amplification of the statistics compiled in pursuance of Convention (No. 63) concerning Statistics of Wages and Hours of Work, 1938.

### Chemical Industries Committee, Second Session

The Second Session of the Chemical Industries Committee was held at Geneva from 11th to 21st April. The meeting was attended by representatives from the United Kingdom, Belgium, Brazil, Canada, Denmark, the United States, France, India, Italy, Mexico, Norway, the Netherlands, Sweden and Switzerland. A Government-employer-worker delegation of observers was also present from the Federal German Republic. Mr. J. J. Ricard (Denmark), one of the representatives of the Governing Body of the International Labour Office, was elected Chairman. The agenda of the meeting comprised:—

(1) General report dealing particularly with: (a) action taken in the various countries in the light of the resolutions of the First Session; (b) steps taken by the International Labour Office to follow up the studies and enquiries proposed by the Committee; and (c) recent events and developments in the chemical industries.

(2) Safety and hygiene in the chemical industries.

(3) Special aspects of the organisation of working hours in the chemical industries.

A working party was set up to discuss the definition of the chemical industries; they drew up a report and a resolution which were adopted by the full Committee. The resolution lists the products of which the manufacture should be considered as chemical industries for the purposes of the Committee; it provides that, where it is not clear whether an industry or branch of industry is devoted entirely or mainly to the manufacture of such products, or where the labour relations in any of the industries manufacturing one of the specified products are organised independently from the chemical industry, it would be for the competent national authority, in agreement with the employers' and workers' organisations concerned, to decide whether that industry or branch of industry should in its country be classified as within the scope of the Chemical Industries Committee.

Sub-Committees were also established to discuss items (2) and (3) of the agenda; their reports and resolutions were adopted by the full Committee. The resolution adopted on safety and hygiene invited the Governing Body to instruct the International Labour Office to study, with such expert assistance as might be required, the International Labour Office Model Code of Safety Regulations for Industrial Establishments, together with all available information on safety and health in the chemical industries and to submit a report showing the respects in which the Model Code might need amendment or amplification to meet the needs of the chemical industries. The resolution also invited the Governing Body to instruct the International Labour Office to organise the collection and distribution of information, including the publication

of leaflets and pamphlets, and to make a review of the working of safety and hygiene services in the chemical industries, including the part played by technical and medical staffs. A further resolution was adopted calling for a study of the questions involved in labelling dangerous and toxic chemical substances and the possible establishment of an international mark to be used on the containers of such substances.

On the question of working hours, the Committee adopted a memorandum addressed to the Governing Body dealing with the questions of continuous-process shift work, dangerous and

unhealthy work, and overtime. A resolution was passed inviting the Governing Body to instruct the International Labour Office to undertake a comparative study of day working and continuous shift work in the chemical industries so that the Committee might consider at its next Session, in connection with continuous shift work, the desirable frequency of rotation and its effects on general health, accident frequency, productive efficiency, and the family budget.

The reports and resolutions adopted will be submitted for consideration by the Governing Body.

## LABOUR OVERSEAS

### Labour Developments in the United States during 1949

In the *Monthly Labor Review* for February the Bureau of Labor Statistics of the United States Department of Labor published a survey of employment, working hours, unemployment, wage movements, industrial disputes and other labour developments in the United States of America during 1949. Some particulars from this survey are given below.

#### Employment

The Bureau state that the beginning of 1949 was marked by a recession in the major phases of economic activity in the United States, and that this recession was reflected in a decline in employment and an increase in unemployment. In February non-agricultural employment, for the first time since the end of the war, was lower than in the corresponding month of the previous year. According to estimates of the Bureau of the Census, the number in such employment fell by more than two million between July, 1948, and July, 1949. Farm employment, however, was generally better in the first half of 1949 than in the first half of 1948, owing partly to more favourable weather.

Most of the fall in non-agricultural employment occurred in the manufacturing industries. The industries which showed the largest declines between September, 1948, and July, 1949, were the manufactures of electrical and non-electrical machinery, textile-mill products, primary metals, fabricated metal products and lumber. In a number of other important industries, including furniture, paper, printing, chemicals, rubber, leather and stone, the decrease in the number employed was moderate or slight, while the automobile, aircraft and petroleum industries continued to operate at the high levels of 1948. Some recovery in manufacturing employment took place towards the end of the year, the gains being especially noteworthy in the electrical machinery and textile industries, and considerable in the furniture and paper industries.

Employment in non-manufacturing industries was fairly well maintained during the whole of the year, except in mining and railroad transport, which were affected by disputes in the coal mining industry. Employment in construction, trade, finance and services continued at extremely high levels, and Government employment rose during the year.

#### Working Hours

The employment decreases during the first half of 1949 were accompanied by a shortening of the working week, as overtime was eliminated in many undertakings and some workers were put on a part-time basis. Working hours decreased generally between the autumn of 1948 and the summer of 1949, when they averaged less than 39 a week, or fully an hour less than in the corresponding period of the year before. The difference was, however, lessened during the autumn months as the level of production rose.

#### Unemployment

The increase in unemployment during the year was, in large part, a reflection of the decline in manufacturing employment. Total unemployment, which stood at less than two million in the last quarter of 1948, had risen to over four million in July, 1949, but, after that month, factory employment improved and unemployment dropped by a somewhat more than seasonal amount.

Almost every manufacturing area of the United States felt the rise in unemployment, but New England, with its heavy concentration of textile, leather and machinery factories, was the most severely affected. In some thirty labour-market areas it was estimated by the United States Employment Service that the unemployed constituted 12 per cent. or more of the labour force.

In view of the seriousness of the unemployment problem in certain areas, the President in July instituted a programme of assistance, under which orders for materials and supplies or contracts for new constructions were directed by the Government to the areas concerned. This programme had effected some relief in unemployment by the end of the year. In addition, the Governors of about twenty States indicated their intention to encourage the establishment of State and local full employment committees to deal with the problem of localised unemployment.

#### Wages

It was estimated that increases in wage rates were granted during 1949 to about five million organised workers, most of whom were in non-manufacturing industries. The number of workers affected was much smaller than in the preceding post-war years, and the amounts of increase were generally less. The largest aggregate rise in wage rates affected about one million railroad workers, who

were granted an increase of 7 cents an hour and, later in the year, a 40-hour working week with the same pay as they had formerly received for 48 hours. In general, wage increases were secured more easily in localised industries, such as construction, trucking, street transportation, public utilities, printing, bakeries and breweries, than in those of broader scope. In 1949, for the first time for ten years, some organised workers experienced wage rate reductions, mainly on account of their rates being linked, by agreement, with small changes in the official consumers' price index.

In manufacturing as a whole, the decline in working hours during the first half of the year caused a reduction in the amount of overtime pay, which largely offset the increase in wage rates so that the average hourly earnings of factory workers changed little throughout the year, and their weekly earnings fluctuated within a narrow range. In non-manufacturing industries weekly earnings increased significantly, with the exception of coal mining in which they were adversely affected by disputes.

Changes in the level of consumers' prices during 1949 were relatively small, so that the purchasing power of earnings was not much affected. In the previous post-war years the real benefits of wage increases had been lost to the workers because of increased prices.

In negotiating new working agreements during the year, many large trade unions shifted their emphasis away from wage rate increases to the provision of pensions, insurance and other supplementary benefits. By the end of 1949 the movement for pensions and social insurance had become widespread. A noteworthy development in agreements was the lengthening of annual holidays with pay to two or three weeks for workers with long service.

#### Industrial Disputes

Approximately 53 million man-days were lost in 1949 through industrial disputes. Nearly half of this loss, which was greater than in the two preceding years, was accounted for by prolonged stoppages in the coal mining and the steel industries.

In June, coal miners in the eastern part of the United States were ordered by their trade union to work only three days a week, as it had not been possible to conclude a new working agreement. A complete stoppage of work began in September and continued until November, when the strike was called off. In December, however, the miners resumed their three-days working week. About half-a-million steel workers ceased work in October, on account of the refusal of some employers to accept the principle of non-contributory pensions for workers. After a stoppage of more than a month, agreement was reached on non-contributory pension plans and jointly financed social insurance.

In a number of industrial disputes, however, large stoppages of work were avoided by collective bargaining agreements. The most notable of these agreements affected railroad workers, who, as was mentioned above, were granted an increase in hourly wage rates and a 40-hour working week without loss of pay.

### Co-operative Associations in the United States

Statistics of consumers' co-operative associations (or societies) and of central co-operative federations in the United States of America during 1948 have been published by the United States Department of Labor in the *Monthly Labor Review* for October, 1949. The figures are estimates, based upon returns and reports furnished to the Department by the associations and federations.

It is estimated that in 1948 there were in the United States 4,666 local co-operative associations handling consumer goods or providing consumer service. (Many of these associations had one or more branch establishments, but the figure quoted relates only to local associations and not to establishments operated.) The majority of these associations were engaged in retail distribution, viz., 2,400 as stores and buying clubs and the remainder as petroleum associations, consumers' dairies, creameries, bakeries, fuel yards, lumber yards, etc. Retail distributive associations had an aggregate membership of 2,354,000 and an annual volume of business of nearly 1,230 million dollars. Service associations, providing such services as board, lodging, housing, cold storage, medical and hospital care and burial, numbered 786, with a total membership of approximately 395,000, and did business during the year to the value of over 29 million dollars. The figures of the consumers' co-operative movement reached new maxima in 1948, both as regards membership and the volume of business transacted. There was, however, an unusually large number of dissolutions, so that a reduction occurred in the total number of associations.

The membership of reporting distributive associations averaged 850 for store associations and 714 for petroleum associations and the average annual volume of business done was 434,600 and 298,100

dollars respectively. There were, however, eleven distributive associations which had 3,000 or more members each, and the same number with business exceeding one million dollars in the year.

The local associations were affiliated to 48 wholesale federations, of which two were interregional and the remainder regional or district federations. The regional and district wholesale federations had a combined distributive and service business of nearly 328 million dollars in 1948, an increase of more than 25 per cent. over the previous year. There were 19 service federations, performing services for local associations exceeding 3½ million dollars in value, compared with 1½ million dollars in 1947. Productive federations numbered 16 and did business to the value of 83½ million dollars. The value of goods produced by wholesale and productive federations in 1948 was nearly 173 million dollars, the highest figure recorded. Refined petroleum products accounted for two-fifths of the total, while the value of food products manufactured was 3½ million dollars only.

The following Table shows, for 1948 and the two preceding years, the numbers, membership and annual volume of business of local co-operative associations and the numbers and annual volume of business of co-operative federations:—

	1948	1947	1946
<b>Local Associations—</b>			
<b>Retail Distributive:</b>			
Number .. .. .	3,880	3,985	4,565
Membership (000's) .. .	2,354.0	2,208.0	2,071.0
Amount of Business (000,000's) .. .	\$1,229.5	\$1,050.3	\$809.2
<b>Service:</b>			
Number .. .. .	786	793	774
Membership (000's) .. .	395.3	356.8	347.9
Amount of Business (000,000's) .. .	\$29.2	\$25.5	\$15.4
<b>Federations—</b>			
<b>Wholesale:</b>			
Number .. .. .	48	35	37
Amount of Business (000,000's) .. .	\$339.9	\$271.5	\$239.0
<b>Service:</b>			
Number .. .. .	19	18	18
Amount of Business (000,000's) .. .	\$3.3	\$1.8	\$0.8
<b>Productive:</b>			
Number .. .. .	16	16	15
Amount of Business (000,000's) .. .	\$83.7	\$53.7	\$38.4

In addition to the retail distributive and service associations covered by the foregoing statistics, certain other types of co-operative activity were in operation in the United States during 1948. These included 865 local associations for the co-operative supply of electric light and power, which had 2,404,000 patrons and an annual volume of business of 137 million dollars. There were also ten electric light and power federations. Mutual and co-operative telephone associations were very numerous, totalling 33,000, with 675,000 members and ten million dollars of business. Finally, there were 9,329 credit unions, having an aggregate membership of 3½ million and business to the value of 633½ million dollars, and 2,000 insurance associations, with over eleven million policy holders and an annual income from premiums of 207½ million dollars. Statistics of the operation of farming co-operative associations are not given.

### Earnings in the United States Woollen and Worsted Industry in May, 1949

Surveys of earnings in the principal textile industries of the United States of America are carried out from time to time by the Bureau of Labor Statistics of the United States Department of Labor, and the results summarised in the Department's journal *Monthly Labor Review*. Articles giving some account of surveys of earnings in the cotton textile and the rayon and silk industries have been published in the issues of this GAZETTE for February and March (pages 52 and 94). Statistics of earnings in the woollen and worsted industry which appeared in the *Monthly Labor Review* for October, 1949, are reproduced below.

The survey related to May, 1949, and extended to selected occupations in woollen and worsted mills in six areas, employing an aggregate of nearly 74,000 workers or two-thirds of the total number employed in the industry in the United States. Mills with fewer than 21 workers were excluded. Information was collected as to straight-time earnings, i.e., earnings during normal working hours, exclusive of extra payments for overtime, shift and night work.

Incentive systems of wage payment were common in the woollen and worsted industry. The proportion of workers paid on an incentive basis varied from area to area, but all or nearly all weavers in all the areas and winders and mule spinners in most of the areas were so remunerated. Comparison of earnings under different systems of wages payment, in the few cases in which such a comparison was possible, showed that incentive workers had the higher earnings.

Average hourly earnings in May, 1949, for the occupations selected for survey, showed some increase in the Philadelphia area of Pennsylvania and the Virginia and North Carolina areas, but little change in New England, as compared with the figures of the survey made in April, 1948 (see the issue of this GAZETTE for

February, 1949, page 56). Weekly work schedules were on average below those recorded in the earlier survey. Most of the mills in each area continued to report a working week of 40 hours for first-shift workers, but a number of mills in New England and the Philadelphia area reported 32 hours of work or less, whereas in April, 1948, no mills had schedules of less than 40 hours and a few were working more than 40 hours a week.

The average hourly straight-time earnings in May, 1949, in some of the occupations in the United States woollen and worsted industry are shown in the following Table:—

Occupation	New England			Phila- delphia, Pa.	Virginia and North Carolina
	Lawrence, Mass.	Northern New England	Rhode Island		
Men	\$	\$	\$	\$	\$
Card Finishers:					
Bradford System ..	1.15	—	1.11	1.14	—
Woollen System ..	1.16	1.08	1.36	—	0.95
Card Strippers, Woollen System .. .. .	1.26	1.15	—	—	0.98
Comber Tenders, Worsted System .. .. .	1.22	—	1.23	1.16	—
Dyeing-Machine Ten- ders, Woollen Cloth	1.17	1.16	1.22	1.26	0.84
Fuller Tenders:					
Woollen .. .. .	1.19	1.15	1.25	1.23	1.07
Worsted .. .. .	1.33	—	1.33	1.48	—
Loom Fixers, Automatic:					
Woollen .. .. .	1.71	1.61	1.70	1.67	1.24
Worsted .. .. .	1.80	1.61	1.74	1.71	—
Maintenance:					
Machinists .. .. .	1.52	1.41	1.53	1.54	1.30
Mechanics .. .. .	—	1.32	1.51	1.51	1.13
Mule Spinners, Woollen System .. .. .	1.63	1.49	1.48	—	1.11
Truckers, Hand .. .	1.14	1.10	1.14	1.18	0.89
Weavers*:					
Box, Automatic .. .	1.58	1.49	1.61	1.58	1.14
Non-Automatic .. .	—	1.24	1.53	1.33	—
Plain, Automatic ..	1.60	1.55	1.67	1.58	—
Women					
Frame Doffers, Bradford System .. .. .	1.13	1.07	1.07	1.01	—
Frame Spinners†:					
Bradford System ..	1.19	1.12	1.19	1.08	—
Woollen System ..	1.31	1.20	1.21	—	—
Winders (Worsted), Cone, High Speed .. .	1.17	1.06	1.17	—	—

### Industrial Relations in Germany, 1945-49

The Secretary of State for Foreign Affairs has presented to Parliament a White Paper entitled "Industrial Relations in Germany 1945-1949," which has been published by H.M. Stationery Office (Cmd. 7923), price 9d. net (10d. post free). The White Paper traces some of the main developments in the field of industrial relations which have taken place since the early summer of 1945 in the area that is now the German Federal Republic. As the main task in 1945 was the creation of a virile trade union movement, emphasis is laid in the paper on trade union organisation, but an account is also given of the revival of works councils, the re-growth of employers' organisations and the relationship between the latter, the trade unions and governmental authorities.

After relating, in outline, the story of trade union growth in Germany to the time of its suppression under the Nazi régime, the White Paper goes on to tell of the movement's post-war revival under the control and guidance of the Occupation authorities, and with the help and encouragement of the Trades Union Congress of Great Britain and of other labour organisations outside Germany. When the Occupation began, the main task facing Military Government in the field of industrial relations was that of encouraging the creation of self-governing institutions in order to offset the authoritarian practices and principles in which the German people had been schooled, and to foster a sense of personal responsibility among the Germans. Clearly then, the new trade unions could not be the creation of the Occupation authorities or of a few self-appointed leaders, but had to represent the will of the mass of the workers. It was decided therefore that they should build themselves up from the bottom. Steps, too, were taken to ensure that they were first formed on a strictly local basis. On this foundation, industrial unions could afterwards be built, and a detailed account is given of how these eventually emerged, and of how, by subsequent developments in a process of amalgamation, fusion and federation, the way was paved for the culmination of the work of trade union reorganisation and the establishment, in October, 1949, of a federation of trade unions, the *Deutscher Gewerkschaftsbund* (D.G.B.) for the entire area of the German Federal Republic.

The White Paper emphasises, as an outstanding feature of present-day trade unionism in Germany, that the historical, political and religious differences that split the pre-war movement have not reappeared to any significant extent, apart from the divisions between manual and non-manual workers, which are to some extent a reflection of political differences. In particular, attempts to revive separate "Christian" trade unions have met with little success. On the whole, it is stated, the position of the organised workers is a good deal stronger than under the Weimar Republic. They have created a virile, and, in the main, united trade union movement and have advanced far-reaching claims to partnership in the conduct of economic affairs.

\* Other than weavers employed on Jacquard looms.  
† Other than frame spinners employed on the American system.

## EMPLOYMENT, UNEMPLOYMENT, ETC.

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## Employment in Great Britain in March

### GENERAL SUMMARY

It is estimated that the total working population\* decreased during March by 32,000 (12,000 men and 20,000 women).

The size of the Forces was reduced during March by 4,000 to a total of 713,000. The number of ex-Service men and women on release leave at the end of March was estimated at 12,000.

The number of unemployed persons registered for employment at 17th April, 1950, was 329,000, compared with 347,300 at 13th March. The April figure represented about 1.6 per cent. of the total number of employees insured under the national insurance schemes, compared with 1.7 per cent. in March.

There was no change in the total number in civil employment (industry, commerce and services of all kinds) during March. An increase of 11,000 men was offset by a decrease of 11,000 women.

The number employed in the basic industries fell by 2,000 during the month. The main change occurred in coal mining, in which there was a decrease of 2,700 in the number of wage earners on colliery books.

During March the numbers employed in the manufacturing industries fell by 14,000 (5,000 men and 9,000 women). Employment in metals, engineering and vehicles declined by 8,000 and there were decreases of 2,000 in textiles† and 2,000 in food, drink and tobacco.

There was an increase of 20,000 in the number employed in building and contracting.

There was no appreciable change in employment in the distributive trades in March. There was an increase of 5,000 in employment in professional, financial and miscellaneous services and a decrease of 9,000 in national government service.

### GENERAL MAN-POWER POSITION

The broad changes in the man-power position between mid-1948 and the end of March, 1950, are shown in the following Table:—

	Mid-1948	End-1948	End-Feb., 1950	End-March, 1950	Change during March, 1950
<b>Total Working Population*</b>					
Men .. .. .	16,057	16,069	16,086	16,074	-12
Women .. .. .	7,089	7,116	7,249	7,229	-20
<b>Total .. .. .</b>	<b>23,146</b>	<b>23,185</b>	<b>23,335</b>	<b>23,303</b>	<b>-32</b>
<b>H.M. Forces and Women's Services</b>					
Men .. .. .	807	774	691	688	-3
Women .. .. .	39	34	26	25	-1
<b>Total .. .. .</b>	<b>846</b>	<b>808</b>	<b>717</b>	<b>713</b>	<b>-4</b>
<b>Men and Women on Release Leave who have not yet taken up employment:</b>					
Registered Unemployed ..	92	18	14	12	-2
Persons in Civil Employment ..	282	348†	360†	334†	-26
<b>Men .. .. .</b>	<b>14,945</b>	<b>15,019</b>	<b>15,125</b>	<b>15,136</b>	<b>+11</b>
<b>Women .. .. .</b>	<b>6,981</b>	<b>6,992</b>	<b>7,119</b>	<b>7,108</b>	<b>-11</b>
<b>Total in Civil Employment .. .. .</b>	<b>21,926</b>	<b>22,011</b>	<b>22,244</b>	<b>22,244</b>	<b>—</b>

\* The total working population in this 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). Part-time workers are counted as full units.

† The total man-power in the main textile industry groups at end-March, 1950, was: Cotton—331,000. Wool—222,000. Other textiles—471,000.  
‡ 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.\*

Industry or Service	Thousands				
	Mid-1948	End-1948	End-Feb., 1950	End-March, 1950	Change during March, 1950
<b>Basic Industries</b>					
Coal Mining .. .. .	787	788	767	765	-2
Total Man-power .. .	(725)	(726)	(705)	(703)	(-2)
(Wage-earners on Colliery Books) .. .. .	82	82	82	82	—
Other Mining and Quarrying ..	296	301	323	323	—
Gas, Electricity and Water .. .	1,814	1,803	1,801	1,801	—
Transport and Communica- tion .. .. .	1,227	1,230	1,215†	1,215	—
Agriculture .. .. .	41	41	41	41	—
Fishing .. .. .	—	—	—	—	—
<b>Total, Basic Industries ..</b>	<b>4,247</b>	<b>4,245</b>	<b>4,229</b>	<b>4,227</b>	<b>-2</b>
<b>Manufacturing Industries</b>					
Chemicals and Allied Trades ..	426	433	450	449	-1
Metals, Engineering and Vehicles .. .. .	3,904	3,921	3,940	3,932	-8
Textiles .. .. .	948	971	1,026	1,024	-2
Other Mining and Quarrying ..	700	716	766	765	-1
Clothing .. .. .	725	738	754	752	-2
Food, Drink and Tobacco .. .	1,411	1,422	1,480	1,480	—
Other Manufactures .. .. .	—	—	—	—	—
<b>Total, Manufacturing Industries ..</b>	<b>8,114</b>	<b>8,201</b>	<b>8,416</b>	<b>8,402</b>	<b>-14</b>
<b>Building and Contracting</b>					
Distributive Trades .. .. .	1,497	1,480	1,462	1,482	+20
Professional, Financial and Miscellaneous Services .. .	2,689	2,739	2,803	2,802	-1
Public Administration— National Government .. .	3,925	3,876	3,884	3,889	+5
Service .. .. .	688	694	669	660	-9
Local Government Service ..	766	776	781	782	+1
<b>Total in Civil Employment .. .. .</b>	<b>21,926</b>	<b>22,011</b>	<b>22,244</b>	<b>22,244</b>	<b>—</b>

### 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 February and March, 1950. The figures relate to employees 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 5th July, 1948; information as to the changes since mid-1948 in each industry, except coal mining, building and civil engineering and gas and electricity, 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).  
† Revised figure.

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NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	Males			Females			Total		
	Mid-1948	Feb., 1950	March, 1950	Mid-1948	Feb., 1950	March, 1950	Mid-1948	Feb., 1950	March, 1950
	Mining, etc.								
Coal Mining .....	775.5	755.9	753.2	11.5	11.5	11.5	787.0	767.4	764.7
Treatment of Non-Metalliferous Mining Products other than Coal ..	229.1	236.1	236.2	77.8	80.5	80.6	306.9	316.6	316.8
Bricks and Fireclay Goods .....	69.3	72.8	72.9	7.4	7.7	7.6	76.7	80.5	80.5
China and Earthenware (inc. glazed tiles) ..	34.2	36.5	36.4	42.1	43.7	43.8	76.3	80.2	80.2
Glass (other than containers) ..	29.6	31.2	31.1	11.6	12.2	12.3	41.2	43.4	43.4
Glass Containers ..	19.9	20.5	20.5	5.6	5.9	5.9	25.5	26.4	26.4
Cement ..	12.9	13.4	13.4	1.4	1.3	1.2	14.3	14.7	14.6
Other Non-Metalliferous Mining Manufactures ..	63.2	61.7	61.9	9.7	9.7	9.8	72.9	71.4	71.7
Chemicals and Allied Trades	294.8	312.5	312.1	126.1	132.9	131.6	420.9	445.4	443.7
Coke Ovens and By-Product Works ..	16.8	16.7	16.7	0.5	0.5	0.5	17.3	17.2	17.2
Chemicals and Dyes ..	143.4	149.0	149.0	52.1	54.1	53.2	195.5	203.1	202.2
Pharmaceutical Preparations, Toilet Preparations, Perfumery ..	12.6	13.9	13.9	18.2	20.2	20.2	30.8	34.1	34.1
Explosives and Fireworks ..	21.6	22.9	22.8	12.2	14.2	14.3	33.8	37.1	37.1
Paint and Varnish ..	25.9	27.1	27.1	11.1	11.1	11.0	37.0	38.2	38.1
Soap, Candles, Glycerine, Polishes, Ink and Matches ..	27.2	28.8	28.7	19.7	19.4	19.1	46.9	48.2	47.8
Mineral Oil Refining ..	24.7	25.9	25.8	6.0	6.6	6.6	30.7	36.5	36.4
Other Oils, Greases, Glue, etc. ..	22.6	24.2	24.1	6.3	6.8	6.7	28.9	31.0	30.8
Metal Manufacture	438.4	444.6	444.1	57.6	56.1	55.6	496.0	500.7	499.7
Blast Furnaces ..	19.3	19.6	19.6	0.7	0.7	0.7	20.0	20.3	20.3
Iron and Steel Melting, Rolling, etc., not elsewhere specified ..	178.8	182.8	182.3	15.9	15.1	14.9	194.7	197.9	197.2
Iron Foundries ..	91.1	92.6	92.4	15.3	15.0	14.8	106.4	107.6	107.2
Tinplate Manufacture ..	14.3	14.9	14.8	2.7	2.7	2.6	17.0	17.6	17.4
Steel Sheet Manufacture ..	17.3	18.0	18.0	1.2	1.2	1.1	18.5	19.2	19.1
Iron and Steel Tubes (inc. melting and rolling in integrated works) ..	33.0	34.9	34.9	6.3	6.1	6.2	39.3	41.0	41.1
Non-Ferrous Metals Smelting, Rolling, etc. ..	84.6	81.8	82.1	15.5	15.3	15.3	100.1	97.1	97.4
Engineering, Shipbuilding and Electrical Goods	1,445.0	1,445.9	1,443.8	375.2	367.6	366.6	1,820.2	1,813.5	1,810.4
Shipbuilding and Ship Repairing ..	218.0	194.1	193.9	7.5	7.7	7.4	225.9	201.8	201.3
Marine Engineering ..	74.5	71.5	70.4	3.5	3.6	3.6	78.0	75.0	74.0
Agricultural Machinery (exc. tractors) ..	35.3	34.8	35.3	5.1	5.0	5.0	40.4	39.8	40.3
Boilers and Boiler Plant ..	15.8	17.0	17.0	1.7	1.7	1.6	17.5	18.7	18.6
Machine Tools ..	63.0	61.1	60.9	13.7	13.0	12.9	76.7	74.1	73.8
Stationary Engines ..	20.1	22.4	22.4	3.2	3.1	3.1	23.3	25.5	25.5
Textile Machinery and Accessories ..	57.5	58.5	58.1	9.7	10.1	10.1	67.2	68.6	68.2
Ordnance and Small Arms ..	33.1	35.5	35.0	8.1	9.5	9.2	42.6	45.0	44.2
Constructional Engineering ..	64.7	65.6	65.2	6.4	5.5	5.5	71.1	71.1	70.7
Other Non-Electrical Engineering ..	547.3	562.5	563.3	117.5	117.3	117.3	664.8	679.8	680.6
Electrical Machinery ..	118.2	121.2	120.9	46.7	41.1	41.1	164.9	162.3	162.0
Electrical Wires and Cables ..	38.2	36.9	36.7	24.0	21.7	21.5	62.2	58.6	58.2
Telegraph and Telephone Apparatus ..	27.8	28.6	28.4	16.6	16.4	16.0	44.4	45.0	44.4
Wireless Apparatus (exc. valves) and Gramophones ..	36.0	39.2	39.8	31.2	35.8	36.4	67.2	75.0	76.2
Wireless Valves and Electric Lamps ..	16.7	16.2	16.2	19.9	17.5	17.6	36.6	33.7	33.8
Batteries and Accumulators ..	10.7	11.2	11.2	8.6	8.4	8.2	19.3	19.3	19.4
Other Electrical Goods ..	68.1	69.6	69.1	51.4	50.2	50.1	119.5	119.8	119.2
Vehicles	760.2	787.9	786.2	118.7	122.5	121.5	878.9	910.4	907.7
Manufacture of Motor Vehicles and Cycles ..	243.8	263.0	263.4	41.6	43.3	43.0	285.4	306.3	306.4
Motor Repairs and Garages ..	182.8	178.6	177.9	23.0	23.8	23.7	205.8	202.4	201.6
Manufacture and Repair of Aircraft ..	120.6	129.1	128.1	21.0	22.2	21.8	141.6	151.3	149.9
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft ..	52.1	56.1	56.3	20.5	21.0	21.0	72.6	77.1	77.3
Railway Locomotive Shops ..	56.2	53.7	53.4	2.9	2.7	2.6	59.1	56.4	56.0
Other Locomotive Manufacture ..	23.3	23.9	23.9	2.2	2.3	2.3	25.5	26.2	26.2
Manufacture and Repair of Railway Carriages and Wagons and Trams ..	72.9	75.5	75.3	3.7	3.7	3.7	76.6	79.2	79.0
Carts, Perambulators, etc. ..	8.5	8.0	7.9	3.8	3.5	3.4	12.3	11.5	11.3
Metal Goods not elsewhere specified ..	313.4	313.5	312.2	178.0	177.5	177.7	491.4	491.0	489.9
Tools and Cutlery ..	32.6	31.7	31.5	20.6	20.4	20.5	53.2	52.1	52.0
Bolts, Nuts, Screws, Rivets, Nails, etc. ..	21.4	22.0	22.0	18.7	18.7	18.7	40.6	40.7	40.7
Iron and Steel Forgings not elsewhere specified ..	28.0	28.2	28.2	5.3	5.3	5.3	33.3	33.5	33.5
Wire and Wire Manufactures ..	27.1	28.2	28.1	10.2	9.8	9.8	37.3	38.0	37.9
Hollow-ware ..	24.9	25.3	25.0	25.6	26.9	26.9	50.5	52.2	51.9
Brass Manufactures ..	24.3	22.6	22.5	13.6	11.8	11.8	37.9	34.4	34.3
Metal Industries not elsewhere specified ..	155.1	155.5	154.9	83.5	84.6	84.7	238.6	240.1	239.6
Precision Instruments, Jewellery, etc.	79.3	83.7	83.8	45.0	48.6	48.2	124.3	132.3	132.0
Scientific, Surgical and Photographic Instruments, etc. ..	46.7	51.0	51.0	25.3	27.7	27.4	72.0	78.7	78.4
Manufacture and Repair of Watches and Clocks ..	8.7	9.9	9.9	6.0	6.6	6.6	14.7	16.3	16.5
Jewellery, Plate and Refining of Precious Metals ..	17.5	16.5	16.4	12.0	12.6	12.5	29.5	28.9	28.9
Musical Instruments ..	6.4	6.5	6.5	1.7	1.7	1.7	8.1	8.2	8.2
Textiles	384.7	420.5	420.5	554.5	596.4	594.6	939.2	1,016.9	1,015.1
Cotton Spinning, Doubling, etc. ..	60.7	64.8	64.6	114.3	118.7	118.7	175.0	183.5	182.8
Cotton Weaving, etc. ..	43.7	48.7	48.7	90.2	98.9	98.3	133.9	147.6	147.0
Woolen and Worsted ..	91.9	98.3	98.1	113.4	121.8	121.0	205.3	220.1	219.1
Rayon, Nylon, etc., Production ..	28.1	32.9	33.0	14.7	15.6	15.5	42.8	48.5	48.5
Rayon, Nylon, etc., Weaving and Silk ..	16.8	19.0	19.1	24.0	25.7	25.8	40.8	44.7	44.9
Linen and Soft Hemp ..	5.3	5.4	5.3	7.5	8.1	8.0	13.4	15.0	15.0
Jute ..	7.9	8.1	8.1	12.4	11.4	11.5	20.3	19.5	19.6
Rope, Twine and Net ..	7.1	6.7	6.7	12.3	11.3	11.1	19.4	18.0	17.8
Hosiery and other Knitted Goods ..	27.3	31.9	32.1	80.8	95.0	95.2	108.1	126.9	127.3
Lace ..	4.9	5.3	5.3	8.3	9.2	9.2	13.2	14.5	14.5
Narrow Fabrics ..	10.8	12.7	12.7	15.1	15.1	15.1	23.5	27.8	27.8
Made-up Textiles ..	6.3	6.5	6.5	15.2	16.0	16.0	21.5	22.5	22.5
Textile Finishing, etc. ..	54.3	59.8	59.9	25.5	27.5	27.7	79.8	87.3	87.6
Other Textile Industries ..	13.2	13.9	13.9	9.1	8.8	8.7	22.3	22.7	22.6
Leather, Leather Goods and Fur	49.0	49.5	49.7	30.3	31.7	32.2	79.3	81.2	81.9
Leather (Tanning and Dressing) and Feltmongery ..	32.7	33.1	33.1	9.5	9.3	9.3	42.2	42.4	42.4
Leather Goods ..	11.5	12.4	12.6	16.0	18.0	18.5	27.5	30.4	31.1
Fur ..	4.8	4.0	4.0	4.8	4.4	4.4	9.6	8.4	8.4
Clothing	195.2	206.0	205.9	427.2	482.0	480.9	622.4	688.0	686.8
Tailoring ..	74.0	81.3	81.7	184.0	208.1	207.7	258.0	289.4	289.4
Dressmaking ..	12.4	13.8	13.9	89.1	101.7	101.3	115.5	115.2	115.2
Overalls, Shirts, Underwear, etc. ..	6.7	7.6	7.6	49.1	56.8	57.1	53.8	64.4	64.7
Hats, Caps and Millinery ..	7.3	6.8	6.8	12.6	12.8	12.8	19.9	19.6	19.6
Dress Industries not elsewhere specified ..	8.6	8.7	8.7	30.4	33.6	33.3	39.0	42.3	42.0
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber) ..	59.9	63.7	63.3	57.8	65.0	64.7	117.7	128.7	128.0
Repair of Boots and Shoes ..	26.3	24.1	23.9	4.2	4.0	4.0	30.5	28.1	27.9
Food, Drink and Tobacco	407.2	424.3	424.6	285.2	297.1	295.3	692.4	721.4	719.9
Grain Milling ..	31.5	33.5	33.4	8.4	8.4	8.3	39.9	41.9	41.7
Bread and Flour Confectionery ..	108.6	111.3	111.4	68.0	70.4	71.4	176.6	181.7	182.8
Biscuits ..	13.7	14.5	14.6	49.1	56.8	57.1	53.8	64.4	64.7
Meat and Meat Products ..	15.6	18.0	18.1	9.8	11.2	11.2	25.4	29.3	29.3
Milk Products ..	25.3	27.1	28.0	12.3	11.9	12.4	37.6	39.0	40.4
Sugar and Glucose ..	14.1	14.3	14.3	5.2	5.3	5.3	19.3	19.6	19.6
Cocoa, Chocolate and Sugar Confectionery ..	24.1	27.0	26.9	34.5	45.8	45.6	58.6	72.8	72.5
Preserving of Fruit and Vegetables ..	17.4	18.3	18.0	35.0	33.6	31.9	52.4	51.9	49.9
Food Industries not elsewhere specified ..	31.0	32.6	32.4	25.5	22.7	22.0	56.5	55.3	54.4
Brewing and Malting ..	74.7	74.5	74.5	19.9	19.1	19.1	93.6	93.8	93.6
Wholesale Bottling ..	6.4	6.5	6.5	5.4	5.1	5.0	11.8	11.6	11.5
Other Drink Industries ..	24.6	26.2	26.3	14.5	14.1	14.2	39.1	40.3	40.5
Tobacco ..	20.2	20.3	20.2	28.4	27.5	26.8	48.6	47.8	47.0

Numbers Employed in Great Britain: Industrial Analysis—continued

(Thousands)

Industry	Males		
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# Unemployment at 17th April, 1950

## SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 13th March and 17th April, 1950, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
13th March ..	240,288	6,667	94,242	6,086	347,283
17th April ..	223,929	11,034	85,181	8,841	328,985

These figures include all unemployed persons on the registers of Employment Exchanges, with the exception of registered severely disabled persons who are unlikely to obtain work other than under special conditions.

In the week ended 25th March, 1950, about 26,000 operatives in manufacturing industries were on short time, losing 12 hours each on the average; on the other hand 1,015,000 were working on an average 7½ hours overtime.

It is estimated that the number of persons registered as unemployed at 17th April represented 1.6 per cent. of the total number of employees insured under the national insurance schemes. The corresponding percentage at 13th March was 1.7.

The analysis of the figures for 17th April is 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		
Men 18 and over	47,851	52,381	117,834	218,066	5,863	223,929
Boys under 18	6,314	2,687	1,864	10,865	169	11,034
Women 18 and over	24,438	22,981	34,241	81,660	3,521	85,181
Girls under 18	5,165	2,090	1,335	8,590	251	8,841
<b>Total</b>	<b>83,768</b>	<b>80,139</b>	<b>155,274</b>	<b>319,181</b>	<b>9,804</b>	<b>328,985</b>

The total of 328,985 includes 44,401 married women. The changes between 13th March and 17th April in each administrative Region were as follows:—

Region	Date	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	13th March	20,311	17,467	21,878	59,656	516	60,172
	17th April	20,695	15,323	19,805	55,823	972	56,795
Eastern	13th March	3,767	4,952	8,181	16,900	141	17,041
	17th April	3,978	3,782	6,025	13,785	150	13,935
Southern	13th March	4,079	4,862	6,805	15,746	73	15,819
	17th April	4,180	3,677	5,972	13,829	49	13,878
South-Western	13th March	4,470	4,914	8,680	18,064	224	18,288
	17th April	4,068	4,236	8,005	16,309	184	16,493
Midland	13th March	4,662	2,404	3,118	10,184	373	10,557
	17th April	3,995	2,313	3,253	9,561	463	10,024
North-Midland	13th March	2,258	2,316	5,081	9,655	312	9,967
	17th April	2,451	1,891	3,569	7,911	390	8,301
East & West Ridings	13th March	5,355	4,293	6,759	16,407	931	17,338
	17th April	4,757	4,162	7,153	16,072	900	16,972
North-Western	13th March	13,070	13,545	24,333	50,948	1,088	52,036
	17th April	13,256	11,897	23,120	48,273	985	49,258
Northern	13th March	186	1,648	1,213	3,638	103	3,741
	17th April	7,517	9,630	19,241	36,388	1,019	37,407
Scotland	13th March	14,096	17,288	37,523	68,907	3,260	72,167
	17th April	12,933	15,793	37,101	65,827	3,889	69,716
Wales	13th March	5,436	7,751	22,582	35,769	722	36,491
	17th April	5,703	7,327	21,853	34,883	853	35,736
Great Britain	13th March	85,021	89,422	164,181	338,624	8,659	347,283
	17th April	83,768	80,139	155,274	319,181	9,804	328,985

The following Table gives the numbers of persons registered as unemployed at 17th April, 1950, and the approximate percentage rates of unemployment in each Region:—

Region	Number of persons registered as unemployed at 17th April, 1950			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern	39,724	17,071	56,795	1.2	0.9	1.1
Eastern	9,502	4,433	13,935	1.3	1.3	1.3
Southern	8,697	5,181	13,878	1.3	1.7	1.4
South-Western	11,484	5,009	16,493	1.5	1.5	1.5
Midland	7,153	2,871	10,024	0.5	0.4	0.5
North-Midland	5,778	2,523	8,301	0.6	0.5	0.6
East and West Ridings	12,630	4,342	16,972	1.0	0.7	0.9
North-Western	34,893	14,365	49,258	1.9	1.3	1.7
Northern	27,695	10,182	37,877	3.1	2.9	3.0
Scotland	51,878	17,838	69,716	3.6	2.5	3.2
Wales	25,529	10,207	35,736	3.7	4.3	3.8
<b>Great Britain</b>	<b>234,963</b>	<b>94,022</b>	<b>328,985</b>	<b>1.7</b>	<b>1.3</b>	<b>1.6</b>

## NUMBERS UNEMPLOYED: 1939 to 1950

The Table below shows the average numbers of persons registered as unemployed in the years 1939 to 1949, and the numbers so registered in March, June, September and December, 1949, and each month of 1950.

Year	Great Britain				United Kingdom: Total
	Wholly Unemployed (including Casuals)		Temporarily Stopped		
	Males	Females	Males	Females	
1939	934,332	258,088	137,192	78,347	1,480,324
1940	868,777	222,373	100,389	58,549	1,350,088
1941	1,055,973	97,701	29,275	27,476	1,381,365
1942	62,019	31,359	3,196	2,691	119,117
1943	47,191	20,574	795	733	69,293
1944	45,062	17,634	394	518	63,608
1945	86,273	53,004	549	584	140,410
1946	251,914	107,840	2,097	1,218	363,069
1947	234,895	78,756	102,738	51,960	468,349
1948	225,566	70,567	4,289	3,148	331,323
1949	223,219	76,913	4,752	3,081	307,965
1950					
14th March	245,809	86,393	4,924	3,280	340,406
13th June	194,204	61,867	5,008	2,564	263,643
12th Sept.	195,986	66,261	3,391	2,228	267,866
5th Dec.	234,073	88,802	4,680	2,781	330,336
1950					
16th Jan.	258,033	105,916	4,738	3,579	372,266
13th Feb.	259,816	102,778	6,298	3,890	372,782
13th March	241,218	97,406	5,737	2,922	347,283
17th April	228,931	90,250	6,032	3,772	328,985

## NUMBERS UNEMPLOYED IN THE UNITED KINGDOM: REGIONAL ANALYSIS

The total number of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 17th April, 1950, was 357,321, of whom 10,156 were temporarily stopped. The numbers of unemployed persons on the registers in each Region at 17th April, 1950, 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	37,086	2,066	15,049	1,622	55,823
Eastern	9,161	289	4,023	312	13,785
Southern	8,246	441	4,690	452	13,829
South-Western	11,035	341	4,569	364	16,309
Midland	6,729	298	2,282	252	9,561
North-Midland	5,114	482	1,850	465	7,911
E. and W. Ridings	11,710	488	3,428	446	16,072
North-Western	32,525	2,008	12,769	971	48,273
Northern	25,758	1,306	8,589	1,255	36,908
Scotland	46,823	2,071	15,726	1,207	65,827
Wales	23,879	1,075	8,685	1,244	34,883
<b>Great Britain</b>	<b>218,066</b>	<b>10,865</b>	<b>81,660</b>	<b>8,590</b>	<b>319,181</b>
Northern Ireland	21,154	965	5,442	423	27,984
<b>United Kingdom</b>	<b>239,220</b>	<b>11,830</b>	<b>87,102</b>	<b>9,013</b>	<b>347,165</b>
Total Registered as Unemployed (including Wholly Unemployed, Temporarily Stopped and Casuals)					
London and South-Eastern	37,649	2,075	15,436	1,635	56,795
Eastern	9,210	292	4,120	313	13,935
Southern	8,256	441	4,726	455	13,878
South-Western	11,143	341	4,636	373	16,493
Midland	6,851	302	2,610	261	10,024
North-Midland	5,279	499	2,042	481	8,301
E. and W. Ridings	12,137	493	3,855	487	16,972
North-Western	32,872	2,021	13,378	987	49,258
Northern	26,376	1,319	8,895	1,287	37,877
Scotland	49,753	2,125	16,545	1,293	69,716
Wales	24,403	1,126	8,938	1,269	35,736
<b>Great Britain</b>	<b>223,929</b>	<b>11,034</b>	<b>85,181</b>	<b>8,841</b>	<b>328,985</b>
Northern Ireland	21,329	974	5,605	428	28,336
<b>United Kingdom</b>	<b>245,258</b>	<b>12,008</b>	<b>90,786</b>	<b>9,269</b>	<b>357,321</b>

\* Number registered as unemployed expressed as percentage of the estimated number of employees insured under the national insurance schemes.  
 † The averages for 1947 exclude the numbers stood off during the fuel crisis early in the year who did not register as unemployed at Employment Exchanges.  
 ‡ Up to June, 1948, the figures on which the averages are based relate only to persons insured under the Unemployment Insurance Acts, but the figures for all later dates include all unemployed persons on the registers.  
 § The figures exclude registered disabled persons who are suitable only for employment under special conditions.

## NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed\* persons on the registers of all Employment Exchanges and Youth Employment Offices in each administrative Region at 17th April, 1950, and the numbers of persons on the registers of the Exchanges and Offices situated in some of the principal towns in each Region, together with the increase or decrease compared with 13th March, 1950.

Regions and Principal Towns	Numbers of Persons on Registers at 17th April, 1950				Inc. (+) or Dec. (-) in Totals compared with 13th March, 1950
	Men 18 and over	Women 18 and over	Juveniles under 18 years	Total	
London and South-Eastern	37,649	15,436	3,710	56,795	- 3,377
London (Administrative County)	17,806	5,542	682	24,030	- 1,427
Acton	160	76	10	246	- 6
Brentford and Chiswick	254	80	22	356	+ 10
Brighton and Hove	1,621	787	111	2,519	- 685
Chatham	798	796	141	1,699	- 97
Croydon	795	274	45	1,114	- 20
Dagenham	424	198	155	777	+ 119
Ealing	342	135	57	534	- 15
East Ham	321	95	46	462	+ 17
Enfield	575	63	42	679	+ 16
Harrow and Wembley	545	321	82	948	- 53
Hayes and Harlington	139	57	34	230	+ 12
Hendon	396	152	41	589	- 68
Ilford	352	160	38	550	+ 23
Leyton and Walthamstow	854	207	52	1,113	+ 153
Tottenham	590	166	77	833	+ 21
West Ham	831	322	50	1,203	+ 47
Willesden	419	84	64	567	+ 15
Eastern	9,210	4,120	605	13,935	- 3,106
Bedford	132	40	27	199	+ 18
Cambridge	128	32	10	170	- 28
Ipswich	309	162	17	488	+ 85
Luton	124	16	56	196	+ 8
Norwich	775	91	15	881	- 122
Southern	8,256	4,726	896	13,878	- 1,941
Bournemouth	820	347	40	1,207	- 523
Oxford	114	20	2	136	+ 3
Portsmouth (inc. Gosport)	2,400	1,925	310	4,635	- 131
Reading	493	192	45	730	- 19
Slough	192	68	17	277	- 23
Southampton	1,263	484	95	1,842	- 492
South-Western	11,143	4,636	714	16,493	- 1,795
Bristol (inc. Kingswood)	3,322	649	97	4,068	- 251
Exeter	306	194	22	522	- 11
Gloucester	108	114	15	237	- 9
Plymouth	1,289	1,026	186	2,501	- 43
Swindon	105	82	37	224	- 27
Midland	6,851	2,610	563	10,024	

NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed at 17th April, 1950, distinguishing those wholly unemployed (i.e., out of a situation) from those temporarily stopped (i.e., suspended from work on the understanding that they were shortly to return to their former employment). The figures include all unemployed persons on the registers of Employment Exchanges with the

exception of registered severely disabled persons who are unlikely to obtain work other than under special conditions.

The industrial analysis is based on the Standard Industrial Classification.\* The figures for each industry represent the numbers of unemployed persons whose last employment was in that industry.

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				
Agriculture, Forestry, Fishing	12,491	3,721	2,725	443	15,216	4,164	19,380	19,112	4,287	23,399
Agriculture and Horticulture	6,081	3,644	50	442	6,131	4,086	10,217	9,611	4,209	13,820
Forestry	515	59	1	1	516	60	576	534	60	594
Fishing	5,895	18	2,674	—	8,569	18	8,587	8,967	18	8,985
Mining and Quarrying	2,563	115	20	1	2,583	116	2,699	3,012	119	3,131
Coal Mining	1,778	76	17	—	1,795	76	1,871	1,828	76	1,904
Iron Ore Mining and Quarrying	34	—	—	—	34	—	34	34	—	34
Stone Quarrying and Mining	442	4	3	—	445	4	449	449	4	453
Slate Quarrying and Mining	90	3	—	—	93	3	93	93	3	96
Clay, Sand, Gravel and Chalk Pits	120	3	—	—	123	3	123	123	3	126
Other Mining and Quarrying	99	29	—	1	99	30	129	106	33	139
Treatment of Non-Metalliferous Mining Products other than Coal	3,033	767	42	62	3,075	829	3,904	3,268	842	4,110
Bricks and Fireclay Goods	890	158	4	—	894	158	1,052	951	158	1,109
China and Earthenware (inc. glazed tiles)	362	112	8	9	370	121	491	379	127	506
Glass (other than containers)	409	209	12	—	421	209	630	426	210	636
Glass Containers	386	183	11	53	397	236	633	416	236	652
Cement	61	15	—	—	61	15	76	68	15	83
Other Non-Metalliferous Mining Manufactures	925	90	7	—	932	90	1,022	1,028	96	1,124
Chemicals and Allied Trades	3,802	1,656	15	42	3,817	1,698	5,515	3,908	1,718	5,626
Coke Ovens and By-Product Works	165	4	—	—	166	4	170	167	4	171
Chemicals and Dyes	1,349	532	8	30	1,357	562	1,919	1,397	572	1,969
Pharmaceutical Preparations, Toilet Preparations, Perfumery	128	222	—	1	128	223	351	136	223	359
Explosives and Fireworks	1,122	382	2	4	1,124	386	1,510	1,131	387	1,518
Paint and Varnish	262	120	3	—	265	121	386	227	122	399
Soap, Candles, Glycerine, Polishes, Ink and Matches	217	222	—	4	217	226	443	227	233	460
Mineral Oil Refining	188	60	—	—	188	60	248	194	61	255
Other Oils, Greases, Glue, etc.	371	114	1	2	372	116	488	379	116	495
Metal Manufacture	3,907	700	405	30	4,312	730	5,042	4,497	730	5,227
Blast Furnaces	127	9	—	—	127	9	136	136	9	145
Iron and Steel Melting, Rolling, etc., not elsewhere specified	1,433	221	264	5	1,697	226	1,923	1,724	226	1,950
Iron Foundries	998	155	6	—	1,004	155	1,159	1,079	155	1,234
Tinplate Manufacture	136	81	6	15	201	96	297	201	96	297
Steel Sheet Manufacture	92	34	35	—	127	34	161	135	34	169
Iron and Steel Tubes (inc. melting and rolling in integrated works)	301	46	15	—	316	46	362	324	46	370
Non-Ferrous Metals Smelting, Rolling, etc.	820	154	20	10	840	164	1,004	898	164	1,062
Engineering, Shipbuilding and Electrical Goods	25,489	4,285	478	64	25,967	4,349	30,316	27,509	4,429	31,938
Shipbuilding and Ship Repairing	12,348	444	396	24	12,744	468	13,212	13,556	475	14,031
Marine Engineering	1,112	77	2	—	1,114	77	1,191	1,246	77	1,323
Agricultural Machinery (exc. tractors)	400	49	1	—	401	49	450	421	49	470
Boilers and Boilerhouse Plant	127	4	—	—	127	4	131	148	4	152
Machine Tools	381	60	1	—	382	61	443	399	62	461
Stationary Engines	99	12	—	—	99	12	111	116	12	128
Textile Machinery and Accessories	306	47	—	—	306	47	356	301	47	348
Ordinance and Small Arms	952	300	—	—	952	300	1,253	964	302	1,266
Constructional Engineering	1,226	127	3	1	1,229	128	1,357	1,253	128	1,381
Other Non-Electrical Engineering	6,102	1,139	62	15	6,164	1,154	6,370	6,370	1,154	7,524
Electrical Machinery	770	363	5	7	775	370	1,145	802	373	1,175
Electrical Wires and Cables	311	264	6	4	317	268	385	331	273	604
Telegraph and Telephone Apparatus	167	185	—	—	167	185	258	172	187	359
Wireless Apparatus (exc. valves) and Gramophones	358	443	1	3	359	446	605	361	455	816
Wireless Valves and Electric Lamps	136	144	—	—	136	144	281	137	145	282
Batteries and Accumulators	102	155	—	1	102	156	258	106	170	276
Other Electrical Goods	592	473	1	1	593	474	1,067	614	480	1,094
Vehicles	6,789	982	22	12	6,811	994	7,805	7,291	1,061	8,352
Manufacture of Motor Vehicles and Cycles	2,106	281	14	1	2,120	282	2,402	2,199	291	2,490
Motor Repairs and Garages	1,962	164	5	—	1,967	165	2,132	2,100	172	2,272
Manufacture and Repair of Aircraft	1,448	207	1	—	1,449	207	1,656	1,683	237	1,920
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	562	212	—	—	562	212	774	572	215	787
Railway Locomotive Shops	214	6	—	—	214	6	219	219	6	225
Other Locomotive Manufacture	238	19	—	—	238	19	245	242	19	250
Manufacture and Repair of Railway Carriages and Wagons and Trams	168	86	1	10	169	96	265	182	113	295
Carts, Perambulators, etc.	3,844	1,926	76	77	3,920	2,003	5,923	4,058	2,030	6,088
Metal Goods not Elsewhere Specified	138	566	15	13	153	579	732	531	146	677
Tools and Cutlery	170	165	2	1	172	166	338	177	167	344
Bolts, Nuts, Screws, Rivets, Nails, etc.	282	35	20	1	299	36	338	329	36	365
Iron and Steel Forgings not elsewhere specified	275	124	4	1	279	125	404	281	125	406
Wire and Wire Manufactures	374	473	19	7	393	480	873	410	491	901
Hollow-ware	222	115	—	—	222	115	338	228	117	345
Brass Manufactures	2,215	876	16	53	2,231	929	3,160	2,301	943	3,244
Metal Industries not elsewhere specified	795	446	5	3	800	449	1,249	832	458	1,290
Precision Instruments, Jewellery, etc.	420	234	—	—	420	234	655	433	241	674
Scientific, Surgical and Photographic Instruments, etc.	193	111	—	—	193	111	305	206	113	319
Manufacture and Repair of Watches and Clocks	116	62	3	2	119	64	183	120	65	185
Jewellery, Plate and Refining of Precious Metals	66	39	1	—	67	39	106	73	39	112
Musical Instruments	2,888	3,153	121	151	3,009	3,304	6,313	4,189	4,378	8,567
Textiles	463	566	—	—	463	566	580	466	586	1,052
Cotton Spinning, Doubling, etc.	217	252	1	22	218	274	492	222	275	497
Cotton Weaving, etc.	497	441	17	2	514	443	957	520	467	987
Woolen and Worsted	179	83	6	—	185	83	268	200	86	286
Rayon, Nylon, etc., Production	75	101	—	—	75	101	176	88	103	191
Rayon, Nylon, etc., Weaving and Silk	336	139	—	—	336	139	543	339	144	683
Rayon, Nylon, etc., Finishing	152	317	—	—	152	317	203	152	204	356
Linen and Soft Hemp	116	309	17	17	133	326	483	184	474	658
Jute	24	52	6	5	30	57	92	66	86	152
Rope, Twine and Net	79	104	—	—	79	104	184	83	129	212
Hosiery and other Knitted Goods	33	47	—	—	33	47	82	34	49	83
Lace	99	306	—	—	99	306	452	118	490	608
Carpets	363	123	—	—	363	123	490	454	152	606
Narrow Fabrics	47	—	—	—	47	—	127	49	145	194
Wide Fabrics	151	126	—	—	151	126	298	172	145	317

\* Obtainable from H.M. Stationery Office or through any bookseller, price 9d. net (10d. post free).  
† The figures for coal mining exclude all the unemployed at 17th April, 1950, who, although previously employed in coal mining are known to be unfit for employment in that industry. These men are, however, included with "Other persons not classified by industry" on the next page.

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				
Leather, Leather Goods and Fur	600	288	52	37	652	325	977	670	344	1,014
Leather (Tanning and Dressing) and Fellmongery	282	97	33	4	315	101	416	328	112	440
Leather Goods	183	121	2	8	185	129	314	150	136	326
Fur	135	70	17	25	152	95	247	152	96	248
Clothing	2,568	2,923	278	493	2,846	3,416	6,262	3,134	3,806	6,940
Tailoring	1,323	1,335	37	230	1,360	1,565	2,925	1,452	1,660	3,112
Dressmaking	122	794	4	102	126	896	1,022	130	926	1,056
Overalls, Shirts, Underwear, etc.	38	263	1	15	39	278	317	63	455	518
Hats, Caps and Millinery	62	66	68	45	130	111	241	134	154	288
Dress Industries not elsewhere specified	74	203	69	45	143	248	391	177	281	458
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	347	228	77	53	424	281	705	451	291	742
Repair of Boots and Shoes	602	34	22	3	624	37	661	727	39	766
Food, Drink and Tobacco	6,852	6,826	83	688	6,935	7,514	14,449	7,514	8,527	16,041
Grain Milling	290	103	—	—	290	103	394	334	107	441
Bread and Flour Confectionery	1,873	1,150	7	12	1,880	1,162				



## 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.

### Technical and Scientific Register

The Technical and Scientific Register operates centrally on a national basis from York House, Kingsway, London, W.C.2 (Telephone number, Temple Bar 8020), but it also has a representative at the Glasgow Appointments Office, 450 Sauchiehall Street, Glasgow, C.2 (Telephone number, Glasgow Douglas 7161).

The Register, which is assisted by Advisory Committees composed of members of the professions concerned, provides a placing and advisory service for physicists, mathematicians, chemists (other than pharmacists), metallurgists, agriculturists, biologists and other scientists, professional engineers, architects, surveyors, town planners, estate agents and valuers. The qualification for enrolment is in general a university degree or membership of the appropriate recognised professional institution.

The total number of persons enrolled on the Technical and Scientific Register at 17th April, 1950, was 5,091\*; this figure included 3,920 registrants who were already in work but desired a change of employment, and 1,171 registrants who were unemployed. Among the unemployed were 444 ex-Service men and women.

The numbers of vacancies notified, filled, etc., between 14th March and 17th April (5 weeks) are shown below.

Vacancies outstanding at 14th March	..	4,432
" notified during period	..	529
" filled during period	..	183†
" cancelled or withdrawn	..	332
" outstanding at 17th April	..	4,446

### Appointments Register

Statistics for the period ended 17th April are not available, as it was desired to relieve the Appointments Offices of statistical work during the period when certain administrative adjustments to this side of the Register were being made.

Statistics for the period ending 15th May (including the period ended 17th April) will be published in the June issue of this GAZETTE.

### Nursing Appointments Service

The numbers of vacancies notified and filled in the nursing and midwifery professions are not included in the statistics relating to the Appointments Register. The placing of men and women in nursing and midwifery vacancies notified by hospitals and other employers is carried out by the Nursing Services Branch of Appointments Department through the Nursing Appointments Offices. These Offices also provide a Careers Advice Service for potential students and qualified persons seeking other posts. As from April, 1950, the number of Nursing Appointments Offices has been increased to 135. The new Offices are accommodated in premises already occupied by the Ministry for other purposes and thus it is possible to provide substantially increased facilities, as indicated above, without incurring additional expenditure and without increasing the staff.

Statistics of vacancies for nurses and midwives in respect of the period from 1st January to 31st March, 1950, are given below.

Vacancies	Men		Women	
	Outstanding	Filled	Outstanding	Filled
at 1st January	2,681	28,783	458	3,367‡
at 31st March	2,642	27,084‡		

The total of 29,726 vacancies outstanding at 31st March included 2,364 vacancies for nursery nurses, nursing orderlies, etc. An analysis of the remaining 27,362 vacancies, by grade of nurse, etc., and by type of institution or service, is given below:—

Institution or Service	Trained Nurses	Student Nurses	Midwives and Pupil Midwives	Assistant Nurses and Pupil Assistant Nurses
General Hospitals	2,683	3,638	820	1,844
Chronic Sick Hospitals	496	—	31	1,551
Sick Children's Hospitals	110	266	—	46
Infectious Diseases Hospitals	788	1,084	—	491
Tuberculosis Hospitals and Sanatoria	795	849	—	568
Maternity Hospitals and Homes and Domiciliary Midwifery Services	57	—	1,347	149
Mental Hospitals and Mental Deficiency Institutions	1,811	4,684	—	313
Other Hospitals	471	652	14	661
Home Nursing	272	1	35	6
Other Nursing§	612	1	33	183
Total	8,095	11,175	2,280	5,812

\* This figure includes 930 registrants who were also registered with Appointments Offices and 153 unemployed registrants who were also registered at Employment Exchanges.

† Including 71 vacancies filled by ex-Service men.

‡ These figures include, respectively, 41 vacancies filled and 269 vacancies outstanding for nursery nurses. In the case of vacancies filled, the figures given include 374 vacancies filled by part-time workers.

§ Including day and residential nurseries, school nursing, industrial nursing, health visiting and private nursing.

|| These figures include, respectively, 1,196 vacancies for pupil midwives and 671 vacancies for pupil assistant nurses.

## Employment in the Coal Mining Industry in March

The statistics given below in respect of employment, etc., in the coal mining industry in March have been compiled by the Ministry of Fuel and Power from information provided by the National Coal Board.

The average weekly number of wage-earners on the colliery books in Great Britain during the five weeks ended 1st April was 704,100, compared with 706,100 for the four weeks ended 25th February and 726,600 during five weeks ended 2nd April, 1949.

The total numbers who were effectively employed were 641,500 in March, 641,800 in February, and 660,400 in March, 1949; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week. The Table below shows the numbers of wage-earners on the colliery books in the various Districts in March, together with the increase or decrease\* in each case compared with February, 1950, and March, 1949.

### Average Numbers of Wage-earners on Colliery Books—Analysis by Districts

District†	Average numbers of wage-earners on colliery books during 5 weeks ended 1st April, 1950	Increase (+) or decrease (—)* compared with the average for	
		4 weeks ended 25th February, 1950	5 weeks ended 2nd April, 1949
Northumberland	42,900	—	+ 200
Cumberland	5,700	—	+ 100
Durham	109,200	— 400	— 2,000
South and West Yorkshire	136,800	— 400	— 4,900
North Derbyshire	36,700	— 100	— 1,400
Nottinghamshire	45,000	— 100	— 1,000
South Derbyshire and Leicestershire	14,700	— 100	— 400
Lancashire and Cheshire	49,900	— 300	— 2,100
North Wales	8,500	—	— 400
North Staffordshire	19,500	— 200	— 1,200
Cannock Chase	16,700	— 200	— 1,500
South Staffordshire, Worcestershire and Shropshire	5,500	—	— 300
Warwickshire	15,500	— 100	— 400
South Wales and Monmouthshire	103,200	— 100	— 4,400
Forest of Dean, Bristol and Somerset	6,400	— 100	— 900
Kent	6,000	—	— 200
England and Wales	622,200	— 2,100	— 21,000
Fife and Clackmannan	23,000	—	+ 600
The Lothians	12,400	+ 100	+ 200
Central West	17,400	—	— 1,800
Central East	13,500	+ 100	— 400
Ayrshire, etc.	15,600	— 100	— 100
Scotland	81,900	+ 100	— 1,500
Great Britain	704,100	— 2,000	— 22,500

It is provisionally estimated that during the five weeks of March about 4,980 persons were recruited to the industry, while the total number of persons who left the industry was about 7,980; the numbers on the colliery books thus showed a net decrease of 3,000. During the four weeks of February there was a net decrease of 1,600.

The average number of shifts worked per week by coal-face workers who were effectively employed was 5.03 in March, 5.02 in February and 5.01 in March, 1949. The corresponding figures for all workers who were effectively employed were 5.37, 5.36 and 5.30.

With regard to absenteeism in the coal mining industry, separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (absences due mainly to sickness). The figures for February and March, 1950, and March, 1949, which are given in the next Table, represent the numbers of shifts lost through absenteeism, expressed as percentages of the total numbers of shifts that could have been worked.

### Percentages of Shifts lost through Absenteeism

	March, 1950	February, 1950	March, 1949
Coal-Face Workers:			
Voluntary	6.66	6.82	7.45
Involuntary	8.40	8.52	8.63
All workers:			
Voluntary	4.98	5.23	5.78
Involuntary	7.52	7.81	7.74

For face-workers the output per man-shift worked was 3.12 tons in March, compared with 3.11 tons in the previous month and 3.03 tons in March, 1949.

The output per man-shift calculated on the basis of all workers was 1.20 tons in March; for February, 1950 and March, 1949, the figures were 1.20 tons and 1.17 tons, respectively.

\* "No change" is indicated by three dots.  
† As from 1st January, 1950, the districts shown conform with the organisation of the National Coal Board.

## Employment Overseas

### AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in December, 1949, was 0.3 per cent. lower than in the previous month but 2.3 per cent. higher than in December, 1948.

Returns received by the Bureau, covering 56 per cent. of the total membership of trade unions and relating to between 20 and 25 per cent. of all wage and salary earners, showed that the percentage of members of the reporting trade unions who were out of work for three days or more during a specified week in the fourth quarter of 1949 was 0.8, compared with 5.5 in the preceding quarter and 0.8 in the fourth quarter of 1948.

### CANADA

Returns received by the Dominion Bureau of Statistics from over 21,000 employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st February, in the establishments covered by the returns, was 3.4 per cent. lower than at the beginning of the previous month and 1.7 per cent. lower than at 1st February, 1949. The number of persons employed in manufacturing industries at 1st February was 0.4 per cent. lower than at the beginning of the previous month and 1.4 per cent. lower than at 1st February, 1949.

Returns rendered by trade unions with a total membership of over 530,500 showed that the percentage rate of unemployment among their members at the end of December, 1949, was 4.8, compared with 2.2 at the end of September and 3.4 at the end of December, 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 November, 1949, was 0.6 per cent. lower than in the previous month but 4.7 per cent. higher than in November, 1948.

### UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in February is estimated by the Department of Labor to have been approximately 41,693,000. This was 1.1 per cent. lower than the figure for the previous month and 3.2 per cent. lower than for February, 1949. The index figure of wage-earners' employment in manufacturing industries (base, average of 1939=100) showed an increase of 0.1 per cent. in February compared with the previous month and a decrease of 5.0 per cent. compared with February, 1949.

The Bureau of the Census estimate that the total number of unemployed persons in the United States of America at the middle of February was approximately 4,684,000, compared with 4,480,000 at the middle of the previous month and 3,221,000 at the middle of February, 1949.

### BELGIUM

The average daily number of persons recorded as wholly or partially unemployed in Belgium during February was 264,261, compared with 308,968 during the previous month and 239,663 during February, 1949. The number of working days lost in February as a result of unemployment was nearly 6,340,000, compared with 9,300,000 in the previous month and nearly 5,750,000 in February, 1949.

### DENMARK

At the end of March returns received by the Danish Statistical Department from approved unemployment funds showed that 32,664, or 5.2 per cent. of a total membership of about 627,000, had been unemployed for seven days or more, compared with 9.8 per cent. at the end of the previous month and 7.9 per cent. at the end of March, 1949. In addition, 16,519 members had been unemployed for less than seven days at the end of March and 8,037 were considered as ineligible for employment on account of age or other reasons.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 22nd April was 64,744, compared with 66,769 at 25th March and 75,579 at 23rd April, 1949.

### ITALY

The number of persons registered for employment at the end of December was 2,055,606, of whom 1,387,595 were wholly unemployed with a previous history of employment, and the remainder were young persons and others registering for first employment or employed persons seeking other employment. At the end of the previous month the number registered for employment was 1,840,256, including 1,221,076 wholly unemployed.

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# WAGES, DISPUTES, RETAIL PRICES

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## Changes in Rates of Wages and Hours of Labour

### RATES OF WAGES

#### Changes in April

In the industries covered by the Department's statistics,\* the changes in the rates of wages reported to have come into operation in the United Kingdom during April resulted in an aggregate increase estimated at approximately £40,000 in the weekly full-time wages of about 223,000 workpeople.

The principal increases affected workpeople employed in industrial and staff canteens, the pottery industry, gas supply undertakings, and milk distribution in Scotland. Others receiving increases included workers engaged in the manufacture in Bury and district of cloth used for mechanical purposes, in retail bespoke tailoring in Northern Ireland, and in pianoforte manufacture.

Workpeople employed in industrial and staff canteens received increases in the statutory minimum rates fixed under the Catering Wages Act of 5s. a week for men and 2s. 6d. for women. These increases did not apply to canteen supervisors, managers, manageresses, etc. New minimum rates were also fixed for the London area at 2s. 6d. a week higher in all occupations than the rates operative for the remainder of Great Britain.

In the pottery industry there were increases in the minimum time rates of 3s. 8d. or 2s. a week for men in the lower-paid occupations and of 3s. 8d. for women in all occupations. National standard rates of wages for three categories of undertakings were adopted for adult labourers employed in gas supply undertakings, replacing the various regional grade rates previously in operation and resulting in increases of varying amounts according to area of employment. For workers engaged in milk distribution in Scotland the statutory minimum time rates fixed under the Wages Councils Act were increased by 4s. a week for male and female workers aged 21 years or over.

Of the total increase of £40,000, about £20,000 was the result of Orders made under the Catering Wages Act or the Wages Councils Act; about £11,000 resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; and most of the remainder was the result of arbitration awards.

### PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING APRIL

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Quarrying	Yorkshire	First full pay week after 15 Apr.	Craftsmen and labourers employed in freestone and sandstone quarries	Increases of ½d. an hour for craftsmen and of ¼d. for labourers. Rates after change: Zone A, craftsmen, Grade I 2s. 9½d. an hour, Grade II 2s. 8d., Grade III 2s. 6½d., labourers 2s. 2½d.; Zone B 2s. 8d., 2s. 6½d., 2s. 5d., 2s. 1½d.
Pottery Manufacture	Great Britain	Beginning of first pay period following 21 Apr.	Men (in lower-paid occupations), women and juveniles	Increases in minimum time rates of 3s. 8d. a week for men 21 years and over in occupational groups M1, M2, M3 and M3A and for stokers (in group M4), of 2s. for stoker enginemen (in group M4) and for men in group M5, of 3s. 8d. for all women 21 years and over, and of 1s. for juveniles at 15 and 16 years, 2s. at 17 and 18 and 3s. at 19 and 20. Minimum weekly time rates after change include: men—group M1 occupations 88s. 8d., M2 and M3 93s. 8d., M3A 95s. 4d., M4—stokers 95s. 8d., stoker enginemen 97s., M5 96s.; women—group F1 63s. 8d., F2 64s. 8d., F3 66s. 8d., F4 68s. 8d., F5 72s. 2d., F6 74s. 2d.
Pianoforte and Pianoforte Action and Key Manufacture	Great Britain	Beginning of pay period in week ending 15 Apr.	Men, youths, boys, women and girls	Increase of ¼d. an hour (8d. to 8½d.) in cost-of-living bonus for adult male workers, and of proportional amounts for women and juveniles; increase of ¼d. in basic minimum time rate for adult male packers; weekly remuneration of time workers and workers on approved systems of payment by results advanced, as the result of an increase in normal weekly working hours from 44 to 45. Current minimum time rates after change, inclusive of cost-of-living bonus: men 21 years and over—journeymen 2s. 11d. an hour, packers, labourers and porters 2s. 7d.; women 19 years and over employed on key and action productions—but centering, butt covering, screwing-down, bushing, etc., 2s., other production workers 1s. 10½d.†
Wool Textile	Bury and district	First full pay week in Apr.	Workpeople employed in the manufacture of cloth (woven felt and cotton filter cloth) used for mechanical purposes	Increase † of 1 per cent. (11 per cent. to 12 per cent.) in the percentage addition to basic wage rates.
Retail Bespoke Tailoring	Northern Ireland	13 Apr.	Men, youths, boys, women and girls	New general minimum time rates, piecework basis time rates and general minimum piece rates fixed, resulting in increases of varying amounts.‡
Baking	Northern Counties of England	First pay day in Apr.	Workpeople employed by co-operative societies	Increases of amounts varying from 4s. to 8s. a week, according to occupation, for men 21 years or over, of 6s. to 10s. for women 21 or over, and of 3s. or 5s., according to age, for younger workers. Minimum rates after change: men—foremen confectioners and foremen bakers 122s. a week, first hands and single hands 113s., second hands, doughmakers, confectionery mixers and ovenmen 111s., confectioners or table hands 23 years or over 108s., under 23 100s.; stokers 102s., charge hands (packing and dispatch dept.) 1½d. an hour in excess of the appropriate rate, other male workers 21 years or over 100s.; female workers—forewomen 89s., charge hands, other than packing and dispatch dept. 84s., packing and dispatch dept. 1d. an hour in excess of the appropriate rate, single hands 80s., confectioners 21 years or over 78s., 20 and under 21 63s., 19 and under 20 59s., other female workers 21 years or over 72s.

\* 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.

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

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

§ This change took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 184 of this GAZETTE.

|| These increases apply to co-operative societies represented by the Northern Sectional Wages Board of the Co-operative Union Ltd

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

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Printing	Scotland	First pay day after 26 Apr.	Certain classes of workpeople employed on the production of daily morning and evening newspapers	Increases of 5s. a week for day workers and of 6s. 9d. for night workers. Rates after change: Grade 1 (Glasgow and Edinburgh), morning and evening newspapers respectively—linotype operators 171s. and 158s. 3d., compositors and machinemen 163s. 9d. and 152s., readers and upmakers 168s. 9d. and 157s.; Grade 2 (Aberdeen, Greenock and Paisley), linotype operators 167s. 6d. and 155s. 9d., compositors and machinemen 160s. 3d. and 148s. 6d., readers and upmakers 165s. 3d. and 153s. 6d.
Gas Undertakings	Great Britain	16 Apr.	Labourers 21 years of age and over	National standard rates of wages adopted, replacing the district rates previously in operation and resulting in increases of varying amounts, according to area of employment. Rates after change for adult labourers: Metropolitan area 2s. 6½d. an hour, Provincial Grade A undertakings 2s. 4½d., Provincial Grade B undertakings 2s. 3d.*
Wholesale Meat Distribution	North-Eastern Area	6 Feb.†	Meat porters or humpers employed in wholesale meat depots	Increase of 5s. a week in basic rates for some workers, following a re-classification of depots in four groups (previously depots were classified in three groups). Minimum basic rates after change: depots in "special areas" group 110s. a week, in Group A 105s., Group B 100s., Group C 95s.
Coal Distribution	Yorkshire Region	Beginning of first full pay period following 9 Mar.‡	Transport workers 21 years and over, other than full-time drivers of mechanical vehicles and mates	Increases in minimum rates of 5s. 6d. or 4s. 6d. a week, according to occupation. Minimum rates after change: one-horse drivers, Grade A districts 98s. a week, Grade B districts 94s., two-horse drivers 102s., 98s., coal yard and drop workers, carriers-off, fillers and other workers including lorry drivers on provisional licence during training 95s. 6d., 91s. 6d.
Retail Grocery Distribution	Coleraine	Beginning of first full pay period following 29 Mar.	Men, youths, boys, women and girls	Minimum weekly rates of remuneration fixed for a week of 46 hours, as follows: sales assistants, cashiers, central warehouse workers, credit travellers, stockhands—male workers 25s. at under 16 years, rising according to age to 95s. at 24 or over, female workers 20s. to 65s.
Milk Distribution	Scotland	5 Apr.	Men, youths, boys, women and girls	Increases of 4s. a week in general minimum time rates for workers 21 years or over, of 3s. for those 18 and under 21 years, and of 2s. for younger workers. General minimum time rates after change: foremen and forewomen 111s. a week; female chargehands 77s. 6d.; male clerks and male and female workers employed in collection and delivery work by horse or mechanically driven vehicles, in garaging, in horse or motor keeping, in cleaning vehicles or in stable work 35s. at under 16 years, rising to 99s. 6d. at 21 or over, and to 102s. 6d. for male clerks 22 years or over; all other male workers and roundswomen (not working with horse or mechanically driven vehicles) 35s. at under 16, rising to 94s. 6d. at 21 or over; female clerks 34s. 6d. to 71s.; all other female workers (including shop assistants) 34s. 6d. to 72s. 6d.§
Industrial and Staff Canteens	Great Britain (excluding London)	12 Apr.	Workers other than canteen supervisors, managers, manageresses, stewards and stewardesses	Increases in minimum weekly rates of 5s. for male workers 21 years or over, of 2s. 6d. for female workers 18 years or over, of 2s., 3s. or 4s., according to age, for youths and boys, and of 2s. for girls. Minimum weekly rates after change include: male workers 21 years or over—head cooks 119s., cooks 106s., assistant cooks 94s., porters 79s.; female workers 21 years or over—head cooks 85s. 6d., cooks 70s. 6d.; female workers 18 years or over—assistant cooks 63s., cashiers 58s. 6d., canteen attendants 55s. 6d.
	London	do.	All workers including supervisors, managers, manageresses, stewards and stewardesses	New minimum weekly rates fixed for the London area ¶, at 2s. 6d. a week higher in each case than the revised rates fixed for the remainder of Great Britain. Minimum weekly rates after change include: male workers 21 years or over—canteen supervisors, managers or stewards, Grade A 116s. 6d., Grade B 126s. 6d., Grade C 136s. 6d., Grade D 146s. 6d., head cooks 121s. 6d., cooks 108s. 6d., assistant cooks 96s. 6d., porters 81s. 6d.; female workers 21 years or over—canteen supervisors, manageresses and stewardesses Grade X 77s. 6d., Grade A 85s. 6d., Grade B 95s. 6d., Grade C 105s. 6d., Grade D 115s. 6d., head cooks 88s., cooks 73s., female workers 18 years or over—assistant cooks 65s. 6d., cashiers 61s., canteen attendants 58s.

### PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING APRIL

Pianoforte and Pianoforte Action and Key Manufacture	Great Britain	Beginning of pay period in week ending 15 Apr.	Men, youths, boys, women and girls	Normal weekly working hours increased from 44 to 45.**
------------------------------------------------------	---------------	------------------------------------------------	------------------------------------	--------------------------------------------------------

\* These national standard rates of wages were agreed by the National Joint Industrial Council for the Gas Industry. The grading of provincial undertakings is to be determined by the Area Councils, which will also draw up scheduled rates for other classes of gasworkers.

† This increase was agreed in March, and had retrospective effect to the date shown.

‡ These increases were agreed in April, and had retrospective effect to the date shown. See also page 143 of the April issue of this GAZETTE.

§ These increases took effect under an Order issued under the Wages Councils Act. See page 148 of the April issue of this GAZETTE.

|| These increases took effect under an Order issued under the Catering Wages Act, 1943. The minimum rates quoted are payable where the employer supplies the worker with such meals as are available during the time the worker is on duty and with clean overalls and headwear. If meals are not provided the minimum rates are to be increased by 12s. a week (previously 8s. a week), and if overalls and headwear are not provided, by 2s. a week. Minimum rates at a lower level, i.e., 19s. 6d. a week less for adult workers in the London area and 17s. less in all other areas, are also fixed under this Order for workers in each occupation who are provided with full board and lodgings for seven days a week. Provision is made for the rates to be adjusted where either full board or lodging only is provided. See page 149 of the April issue of this GAZETTE.

¶ The London area is defined as the City of London and the Metropolitan Police District.

\*\* The increase in the normal working week is associated with an increase in the maximum annual holiday with pay from one week to two weeks. See also under "Changes in Rates of Wages." An employer may, if he sees fit, from time to time give notice to any worker or group of workers that in any particular week or weeks the normal working week is to be 44 hours only.

## 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.

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	106	107	105
June .. .. .	105	107	108	106
September .. .	106	108	109	106
December .. .	107	109	110	107
1949				
March .. .. .	108	110	111	108
June .. .. .	108	111	111	109
September .. .	108	111	112	109
December .. .	109	112	112	109
1950				
January .. .	109	113	113	110
February .. .	109	113	113	110
March .. .. .	109	113	113	110
April .. .. .	109	113	113	110

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

## Industrial Disputes

### DISPUTES IN APRIL

The number of stoppages of work\* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in April, was 115. In addition, 15 stoppages which began before April were still in progress at the beginning of that month. The approximate number of workers involved, during April, in these 130 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at nearly 35,000. The aggregate number of working days lost at the establishments concerned, during April, was about 159,000.

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

Industry Group	Number of Stoppages in progress in Month			Number of Workers involved in all Stoppages 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 .. .	2	86	88	10,500	22,000
Shipbuilding and Ship Repairing .. .	4	4	8	4,900	22,000
Building and Contracting .. .	—	5	5	2,600	5,000
Transport, etc. .. .	—	6	6	14,700	104,000
All remaining industries and services .. .	9	14	23	2,000	6,000
<b>Total, April, 1950 .. .</b>	<b>15</b>	<b>115</b>	<b>130</b>	<b>34,700</b>	<b>159,000</b>
<b>Total, March, 1950 .. .</b>	<b>24</b>	<b>154</b>	<b>178</b>	<b>30,500</b>	<b>127,000</b>
<b>Total, April, 1949 .. .</b>	<b>19</b>	<b>119</b>	<b>138</b>	<b>40,600</b>	<b>135,000</b>

Of the total of 159,000 days lost in April, 155,000 were lost by 33,700 workers involved in stoppages which began in that month. Of these workers, 29,600 were directly involved and 4,100 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 April also included 4,000 days lost by 1,000 workers through stoppages which had continued from the previous month.

#### Duration

Of 122 stoppages of work, owing to disputes, which ended during April, 49, directly involving 2,300 workers, lasted not more than one day; 30, directly involving 4,900 workers, lasted two days; 12, directly involving 1,600 workers, lasted three days; 13, directly involving 5,800 workers, lasted four to six days; and 18, directly involving 16,000 workers, lasted over six days.

#### Causes

Of the 115 disputes leading to stoppages of work which began in April, 5, directly involving 2,200 workers, arose out of demands for advances in wages, and 36, directly involving 2,500 workers, on other wage questions; 4, directly involving 100 workers, on questions as to working hours; 21, directly involving 3,500 workers, on questions respecting the employment of particular classes or

persons; and 48, directly involving 6,900 workers, on other questions respecting working arrangements. One stoppage, directly involving 14,400 workers, arose out of the action of a trade union in expelling certain members.

### DISPUTES IN THE FIRST FOUR MONTHS OF 1950 AND 1949

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 four months of 1950 and 1949:—

Industry Group	January to April, 1950			January to April, 1949		
	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
Agriculture, Forestry, Fishing .. .	2	3,200	39,000	—	—	—
Coal Mining .. .	328	40,100	88,000	324	43,600	112,000
Other Mining and Quarrying .. .	—	—	—	1	§	
Treatment of Non-ferrous Metals .. .	—	—	—	—	—	—
Chemicals and Allied Trades .. .	1	100	1,000	2	200	1,000
Metal Manufacturing .. .	2	900	6,000	3	500	1,000
Shipbuilding and Ship Repairing .. .	13	4,600	34,000	24	9,000	37,000
Engineering .. .	19	6,500	30,000	20	3,700	22,000
Vehicles .. .	25	3,500	15,000	27	4,000	27,000
Other Metal Industries .. .	19	11,300	56,000	15	3,200	33,000
Textiles .. .	8	700	2,000	14	900	4,000
Leather, etc. .. .	4	300		16	3,400	18,000
Food, Drink and Tobacco .. .	1	100	1,000	2	100	
Manufactures of Wood and Cork .. .	1	§		5	600	4,000
Paper and Printing .. .	3	200	1,000	5	200	1,000
Other Manufacturing Industries .. .	11	1,100	8,000	2	800	1,000
Building and Contracting .. .	3	200		3	500	2,000
Gas, Electricity and Water .. .	1	100		5	400	2,000
Transport, etc. .. .	28	4,000	13,000	17	4,200	12,000
Distributive Trades .. .	2	900	11,000	1	100	
Other Services .. .	25	21,100	128,000	35	53,900	99,000
Total .. .	6	1,300	2,000	5	200	1,000
	5	400	6,000	2	100	
<b>Total .. .</b>	<b>507</b>	<b>100,600</b>	<b>441,000</b>	<b>528</b>	<b>129,600</b>	<b>377,000</b>

The number of days lost in stoppages which began in the period January to April was 427,000, the number of workers involved in such stoppages being 99,700. In addition, 14,000 days were lost at the beginning of 1950 by 900 workers through stoppages which had begun towards the end of the previous year.

### PRINCIPAL DISPUTES DURING APRIL

Industry, Occupations‡ and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly	Began	Ended		
<b>COAL MINING:—</b> Oncoast and other workers—Lanarkshire and Ayrshire (various collieries)	2,060	—	24 Apr.	28 Apr.	Dissatisfaction with wages of lower paid workers under a National Agreement	Work resumed under conditions existing prior to the stoppage.
<b>SHIPBUILDING, etc.:—</b> Electricians, platers, labourers, fitters, turners, moulders, etc. employed in shipbuilding and engineering—Belfast (one firm)	1,690	2,220	21 Apr.	27 Apr.	Claim by the Electrical Trades Union that labourers employed in the electrical department should be members of that union to the exclusion of other unions catering for unskilled workers	Work resumed to permit of negotiations.
<b>BUILDING AND CONTRACTING:—</b> Workers employed by a firm of civil engineering contractors—Llanely	2,200	—	26 Apr.	27 Apr.	Objection to an increase in the prices of meals in the canteen	Work resumed. Old price list to operate for a week during which period there would be an enquiry into the canteen costs.
<b>DOCKS:—</b> Stevedores, dockers and tally clerks—London	14,440	—	19 Apr.	29 Apr.	Dissatisfaction with the decision of an appeals committee of the Transport and General Workers' Union, upholding the expulsion of three members on account of their activities in a previous strike and their refusal to observe the rules and constitution of the union	Work resumed unconditionally.

\* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. Stoppages involving fewer 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. † As from January, 1950, the grouping of industries is based on the Standard Industrial Classification prepared for use in Government Statistical Departments. The figures for industry groups, therefore, are not strictly comparable with those published for earlier years. ‡ 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 1950 was approximately 30,000 and in the corresponding period in 1949 was approximately 40,000. For all industries combined the corresponding net totals were approximately 90,000 and 120,000. § Less than 50. || Less than 500. ¶ 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 18th APRIL, 1950

At 18th April the retail prices index was 114 (17th June, 1947 = 100), compared with 113 at 14th March. The rise in the index during the month was mainly due to higher prices for vegetables, fish, some kinds of clothing, drapery and soft furnishings, and to increases in local rates in some areas.

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. As some goods and services are much more important than others, the relative changes, since 17th June, 1947, in the price levels of the various items included are combined by the use of "weights". These "weights" represent 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 18th April, 1950, 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 18th April, 1950	WEIGHT
I. Food .. .	122 (122.0)	348
II. Rent and rates .. .	101 (101.3)	88
III. Clothing .. .	118 (118.4)	97
IV. Fuel and light .. .	115 (115.2)	65
V. Household durable goods .. .	111 (110.6)	71
VI. Miscellaneous goods .. .	113 (113.3)	35
VII. Services .. .	107 (106.6)	79
VIII. Drink and tobacco .. .	108 (107.5)	217
<b>All items .. .</b>	<b>114 (113.9)</b>	<b>1,000</b>

The group indices, as calculated to the nearest first place of decimals, are shown in brackets in the above Table because these are the figures to which the weights have been applied for the purpose of computing the "all items" index. These decimal figures 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.

#### Food

The principal changes in food prices between 14th March and 18th April were increases in the prices of vegetables and fish and a reduction in the prices of eggs. The upward movement in the prices of green vegetables and onions was substantial and there were smaller increases in the prices of potatoes and tomatoes. As from 16th April the prices of fish were free from control, and on 18th April the average level of retail prices was about 25 per cent. above the level of prices charged under control. Prices for cooking apples also rose to a small extent during the month. These advances in prices were partly offset by a fall in the average price of eggs of about 14 per cent., following a reduction of ½d. each in the maximum permitted prices on 19th March. There was also a small reduction in the average price of rabbits. The net effect of all these changes was a rise of a little more than one-half of 1 per cent. in the average level of food prices, and the index figure at 18th April, expressed to the nearest whole number, was 122, compared with 121 at 14th March.

#### Rent and Rates

Local rates were increased in many areas in April, but in some others rates were reduced. In a few areas the net rents of dwellings owned by local authorities were increased. As a result of these changes the index figure for the rent and rates group rose by nearly 1 per cent. and, expressed to the nearest whole number, the figure at 18th April was 101, compared with 100 at 14th March.

#### Clothing

Some increases were reported in the prices of many articles of clothing during the month under review, including some kinds of underclothing, cotton material, knitting wool, nursery squares, boys' jerseys and footwear. For the clothing group as a whole the average level of prices rose by about one-half of 1 per cent. but, expressed to the nearest whole number, the index figure at 18th April was 118, the same figure as at 14th March.

#### Fuel and Light

There was not much change in the general level of prices in this group. In a few areas there were seasonal reductions in the charges for electricity, but for the fuel and light group as a whole the fall in the average level of prices was slight. Expressed to the nearest whole number, the index figure for the group at 18th April was 115, the same figure as at 14th March.

\* 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.

#### Household Durable Goods

In the group covering household durable goods the principal changes were increases in the prices of cotton sheets and towels and woollen blankets. For the group as a whole the average level of prices rose by about one-half of 1 per cent. and the index figure at 18th April, expressed to the nearest whole number, was 111, compared with 110 at 14th March.

#### Services

In the group covering charges for various services there were small increases in the charges for shoe repairs in many areas. For the services group as a whole there was only a fractional rise in the average level of charges, but, expressed to the nearest whole number, the index figure rose from 106 at 14th March to 107 at 18th April.

#### Other Groups

In each of the two remaining groups, covering miscellaneous goods and drink and tobacco, respectively, there was little net change in the level of prices during the month under review. The index figures for these groups, expressed to the nearest whole number, were 113 and 108, respectively, each of these figures being the same as at a month earlier.

### FIGURES FOR 1947-50

The Table below 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	—	—	—	—	—	100	101	100	101	101	103	104
1948	104	106	106	108	108	110	108	108	108	108	109	109
1949	109	109	109	109	111	111	111	111	112	112	112	113
1950	113	113	113	114	—	—	—	—	—	—	—	—
Food												
1947	—	—	—	—	—	100	101	99	100	101	103	103
1948	104	108	109	109	108	113	108	107	107	108	108	108
1949	108	109	108	108	114	115	116	116	117	119	119	120
1950	120	121	121	122	—	—	—	—	—	—	—	—

A full description of the method of construction and calculation of the index, "Interim Index of Retail Prices: Method of Construction and Calculation," is obtainable, price 6d. net (7d. post free), from H.M. Stationery Office, at the addresses shown on page 187 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 this GAZETTE was prepared.

Country	Base of Index* and Month for which Index Figure is given	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with		
			Month before	Year before	
European Countries					
France	1938=100 Feb., 1950	1,929	+ 8	+ 84	
Food, Paris .. .	Other large towns .. .	Feb., 1950 (beginning)	2,112	- 5†	+ 71
Germany (British and United States Zones)	1938=100 Feb., 1950	154	Nil	- 14	
All Items .. .	Food .. .	160	Nil‡	- 13	
Norway	1938=100 Feb., 1950 (middle)	158.6	+ 0.4	+ 2.8	
Food .. .	" " " "	147.7	- 0.8	+ 0.1	
Poland (Warsaw)	" 1947=100§ Oct., 1949	107	+ 1	+ 2	
All Items .. .	Food .. .	104	+ 2	+ 1	
Switzerland	June, 1914=100 Feb., 1950 (end)	217.2	- 0.8	- 5.8	
All Items .. .	Food .. .	223.3	- 1.2	- 6.0	
Other Countries					
Australia (6 capital cities)	1923-27=1,000 Sept., 1949	1,428	+25†	+117	
All Items .. .	Food .. .	1,396	+ 8†	+122	
Canada	1935-39=100 Mar., 1950 (beginning)	163.7	+ 2.1	+ 4.5	
All Items .. .	Food .. .	204.0	+ 2.7	+ 4.9	
Ceylon (Colombo)	Nov., 1942=100 Feb., 1950	148	Nil	+ 5	
All Items .. .	Food .. .	154	- 1	+ 9	
South Africa, Union (9 urban areas)	1938=100 Dec., 1949	154.2	+ 0.6	+ 4.0	
All Items .. .	Food .. .	161.6	+ 0.5	+ 7.9	
United States	1935-39=100 Feb., 1950 (middle)	166.5	- 0.4	- 2.5	
All Items .. .	Food .. .	194.8	- 1.2	- 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. † The index is quarterly and comparison is with the previous quarter. ‡ The figure published in last month's issue of this GAZETTE has been revised. § The index figures are based on free market prices supplied by municipalities, rationing not being taken into consideration.





# ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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## Conditions of Employment and National Arbitration Orders

### National Arbitration Tribunal Awards

During April the National Arbitration Tribunal issued seven awards, Nos. 1430 to 1436.\* One of the awards is summarised below; the others related to individual employers.

**Award No. 1432 (12th April).**—*Parties:* The North-Eastern Wholesale Meat Supply Association Ltd., and members of the Union of Shop, Distributive and Allied Workers in their employment. *Claim:* For certain specified minimum rates of wages for clerical, supervisory and certain other staffs. *Award:* The Tribunal awarded a scale of wages for clerks, and a rate of wages for supervisory clerks (including senior clerk-checkweighmen) and for allocators.

### National Arbitration Tribunal (Northern Ireland) Awards

Since the last issue of this GAZETTE was prepared the National Arbitration Tribunal (Northern Ireland) issued twelve awards, Nos. 839 to 850, seven of which are summarised below.

**Awards Nos. 840, 841, 842 and 846 (29th March).**—*Parties:* Certain firms in the retail grocery and provision trade in Coleraine, and certain of their employees. *Claim:* For increases in wages and improved conditions of employment. *Award:* The Tribunal awarded minimum weekly rates of wages ranging from 25s. at under 16 years of age to 95s. at 24 and over in the case of male workers and 20s. at under 16 to 65s. at 24 and over in the case of female workers; overtime to be paid at the rate of time-and-a-quarter for the first 4 hours in excess of 46 hours and at time-and-a-half thereafter; the working week to be of 46 hours.

**Award No. 847 (29th March).**—*Parties:* The Armagh member firms of the Northern Ireland Coal Merchants' Association, and certain employees of the firms. *Claim:* Application on behalf of certain employees for an additional 6 annual holidays with pay. *Award:* The Tribunal awarded that, commencing 1st April, 1950, and in every subsequent year, the employees should be allowed 6 consecutive annual holidays on the qualifying basis of one day of holiday for each two months of service in the 12 months immediately preceding the date on which the annual holiday becomes due, these holidays to be allowed during 1st April to 30th September in each year and to be in addition to the customary holidays now allowed.

**Award No. 848 (6th April).**—*Parties:* The Ministry of Agriculture for Northern Ireland, and slaughtermen employed in abattoirs. *Claim:* For a working week of 5 days, Monday to Friday, both days inclusive, with provision for the payment of time-and-a-half rates for any work done on Saturday. *Award:* The Tribunal found the claim had not been established and awarded accordingly.

**Award No. 850 (21st April).**—*Parties:* The Ministry of Agriculture for Northern Ireland, and slaughtermen and meat porters employed in abattoirs. *Claim:* For the provision of boots and protective clothing for slaughtermen and meat porters. *Award:* The Tribunal awarded that, as from 1st July, 1950, the employer should provide the workers with protective clothing, other than boots, of a standard to comply with the requirements of the Public Health (Prevention of Contamination of Food) Regulations (Northern Ireland), 1948

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

### Industrial Court Awards

During April the Industrial Court issued two awards, Nos. 2255 and 2256, which are summarised below.

**Award No. 2255 (21st April).**—*Parties:* The Operatives' Side and the Employers' Side of the National Joint Industrial Council for the Pottery Industry. *Claim:* For the variation and extension of the terms of the present wages structure in accordance with notices submitted by the National Society of Pottery Workers and the British Pottery Manufacturers' Federation. *Award:* The Court awarded as follows: (a) Minimum time rates for females aged 21 and over to be increased by 3s. 8d. a week of 44 hours. (b) Minimum time rates for males aged 21 and over to be increased by 3s. 8d. a week of 44 hours in respect of Groups M-1, M-2, M-3, M-3a and stokers, and in the case of stoker engine-men and those in Group M-5 by 2s. a week. (c) Minimum time rates of juveniles, female and male, a week of 44 hours, to be increased by 1s. at ages 15 and 16, by 2s. at ages 17 and 18, and by 3s. at ages 19 and 20. (d) Scale of holiday pay for each of five bank or public holidays to be one day's pay at the minimum time rate for the operative's age and occupational group. (e) Wages of operatives to be settled on the work performed in the period Monday to Saturday of each week, the wages for such work to be paid on the Friday next following or on such other weekly pay day as is customary at

\* See footnote \* in first column on page 187.

individual factories; the change-over to be arranged mutually between the Federation and the Society.

**Award No. 2256 (27th April).**—*Parties:* Staff Side and Management Side of the Whitley Councils for the Health Services (Great Britain), Nurses and Midwives Council. *Claim:* For the adjustment of the salaries of nurses employed by local health and education authorities and midwives employed in the domiciliary midwifery service in order to maintain the relationship of these salaries to those of the institutional grades on which they are based. *Award:* The Court awarded that as from 1st February, 1949, non-resident district nurses S.R.N. (R.G.N. in Scotland) with district training should be paid on a scale commencing at £340 and rising by annual increments of £15 to £445, with one further increment of £20 to £465, assimilation to the new scale to be by corresponding points. The Court also awarded that the Nurses and Midwives Council should, in the light of this award, negotiate the salary scales to operate from 1st February, 1949, for the other grades covered by the terms of reference and that, in the event of the parties failing to reach agreement on any of these scales within a period of two months from the date of the award, either party should be at liberty forthwith to report such failure to the Court in order that the Court should determine the matter in dispute.

### Single Arbitrators and ad hoc Boards of Arbitration

During April one award was issued by a Single Arbitrator appointed under the Conciliation Act, 1896. The award related to an individual undertaking.

In addition, an independent Chairman was appointed under the Conciliation Act, 1896, to preside at a meeting of the Oil Companies Conciliation Committee to consider a question of classification of motor vehicle drivers as written into the wages and conditions agreement.

## Wages Councils Acts, 1945-1948

### Notices of Proposal

During April notice of intention to submit to the Minister of Labour and National Service a wages regulation proposal was issued by the following Wages Council:—

**Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Great Britain).**—Proposal H.L.(35), dated 4th April; relating to the fixing of revised general minimum time rates, piece work basis time rate for female workers, and overtime rates.

Further information concerning the above proposal 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 April the Minister of Labour and National Service made the following Wages Regulation Order\* giving effect to the proposal made to him by the Wages Council concerned:—

**The Flax and Hemp Wages Council (Great Britain) Wages Regulation Order, 1950; S.I. 1950 No. 630 (F.H.(66)),** dated 17th April and effective from 1st May. This Order prescribes the general minimum time rates, piece work basis time rates and overtime rates and guaranteed time rates.

## Wages Councils Act (Northern Ireland), 1945

### Notices of Proposal

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

**Laundry Wages Council (Northern Ireland).**—Proposal N.I.L.(N.37), dated 21st April; for requiring additional annual holidays to be allowed to workers and for fixing payment for such holidays.

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 April the Ministry of Labour and National Insurance made the following Wages Regulation Order\* giving effect to the proposal made by the Wages Council concerned:—

**The Retail Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation Order, 1950 (N.I.T.R.B. (68)),** dated 3rd April and effective from 13th April. This Order prescribes increases in general minimum time rates, piece work basis time rates and general minimum piece rates for male and female workers.—See page 178.

\* See footnote \* in first column on page 187.

## Catering Wages Act, 1943

### Notices of Proposal

During April notice of intention to submit to the Minister of Labour and National Service a wages regulation proposal was issued by the following Wages Board:—

**Industrial and Staff Canteen Undertakings Wages Board.**—Proposal I.S.C. (16), dated 18th April; relating to the varying of

minimum remuneration payable for overtime and for time worked on a day of customary holiday in the case of workers who are provided by their employer with full board and lodging or with full board or lodging.

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

## Decisions of Commissioner under National Insurance Acts, 1946-1949

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 Acts 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 Acts 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 1946 Act, affected by the decision, or by an association of which the claimant or the 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. 155/50 (4th April)

**Section 13 (2) (a) of National Insurance Act, 1946:** Whether claimant voluntarily left his employment without just cause: If so, from what date should he be disqualified for benefit: Claimant, who was in charge of men on building site, gave week's notice on 25th June, 1949, following dispute with his employers about room to be used as his office: Employers, paying him week's wage and also two week's holiday pay, told him to leave immediately: Claimant therefore contended that he had been discharged and also alleged hostility to trade unionism on part of employers: Commissioner decides that claimant left voluntarily and without just cause: As claimant received wages from 25th June to Saturday, 2nd July, he was not then unemployed—receipt of wages for that week is "special circumstance" taking case outside normal rule that disqualification should begin on day following end of employment: On other hand, although it has been held for other purposes that holiday pay should be attributed to period immediately following employment, payment of holiday money is not "special circumstance" for application of above rule: Commissioner accordingly imposes disqualification for six weeks beginning Monday, 4th July.

"My decision is that the claimant was disqualified for receiving unemployment benefit from 4th July, 1949, to 13th August, 1949, both days inclusive.

"The claimant was employed from 8th November, 1948, to 25th June, 1949. On that day he gave a week's notice. His employers thereupon paid him a week's wages and told him to leave at once. They also paid him two week's holiday money. The claimant was in charge of all labour at a building site. The occasion which caused the claimant to give notice appears to have been a dispute about giving up a key of a storeroom which the claimant had been using as an office, and from which he had been asked to move. He complained that the place to which he was asked to move his office was unsuitable, but, as the employer has pointed out, he had labour available to render it suitable. The majority of the local tribunal thought this was the cause of his leaving his employment voluntarily and that it was not just cause for doing so. If it was the cause, I agree it was not just cause.

"The claimant, however, has raised another matter. He says his employers were going to sub-let the bricklaying and plastering to non-union firms, and that his employers were hostile to trade unions and trade union members. There is no suggestion, however, that he consulted his union before leaving, and I am not prepared to say that he has proved just cause for leaving his employment on those grounds. He further contends that he did not leave his employment voluntarily, because he was given a week's wages, and told to leave at once. But before that happened he had given a week's notice himself. It was he, therefore, who brought the employment to an end, and that is leaving employment voluntarily.

"The insurance officer now concerned with the case points out that, although the claimant left his employment on 25th June, 1949, he was paid a week's wages from that date. It was held in Decision No. C.U. 19/48 (reported) that normally disqualification should begin on the day following the end of the employment in question. This was consistent with the practice laid down by the Unemployment Insurance Act, 1946. In C.U. 19/48 (reported) it was stated that in that case there were no exceptional circumstances to take the case out of the normal rule.

"In the present case, however, although the claimant ceased to work on 25th June, 1949, he was paid wages to Saturday, 2nd July, 1949. The payment of wages for that week would preclude him from being treated as unemployed during that week by reason of the provisions of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277], Regulation 6 (1) (d). This, therefore, seems to me to be an exceptional circumstance taking the case out of the normal rule, and, accordingly, in such a case the appropriate date from which the disqualification should be imposed is the day following the end of that week, that is to say (since Sundays are disregarded) 4th July, 1949. This is consistent with a decision of the Umpire under the former Unemployment

\* 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, death grant and widow's benefit; Series "I"—decisions on all benefits and on all other questions arising under the Industrial Injuries Acts. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 187.

Insurance Acts, Decision No. 218/38 (reported), and with Decision No. C.U. 174/49 (not reported).

"The insurance officer now concerned with the case also points out that, in addition to the week's wages above referred to, the claimant was paid two week's holiday money, and he submits that, since that payment was not appropriated to any particular period, it should be treated as having been paid for the fortnight immediately following the date of the claimant's leaving work. That would be so for the purpose of determining whether the claimant continued to receive wages within the meaning of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277], Regulation 6(1) (d). But the question now under consideration is whether it is a special circumstance sufficient to take the case out of the general rule referred to above, namely, that normally disqualification should begin on the day following the end of the employment in question.

"Although it might be argued that, having regard to the decisions of the Commissioner in reference to holiday pay being treated as having been paid for the period immediately following the date when the employment ends, there was no distinction between that and wages paid in respect of a period after the employment ends, I think for the present purpose there is a distinction. The attribution of the holiday pay to those weeks is based upon a line of Umpire's decisions under the former Unemployment Insurance Acts followed by the Commissioner under the National Insurance Act, 1946. It is not a specific payment by the employer in respect of those weeks. Further, from a practical point of view, it would be undesirable that insurance officers and local tribunals, concerned only with fixing the period of disqualification under Section 13(2) of the National Insurance Act, 1946, should have to delay their decision while inquiries were made as to the holiday arrangements applicable to the relationship between the claimant and his former employer, which would be necessary before it could be determined whether the holiday pay ought to be attributed to the weeks following the termination of the employment or not. Accordingly, I do not think that the payment of holiday pay should be regarded as a special circumstance taking the case out of the normal rule. This is consistent with Decision No. 517/48 (not reported).

"In the result, therefore, the six weeks' disqualification imposed by the insurance officer, and confirmed by the local tribunal, should have run from 4th July, 1949, inclusive. As, however, the disqualification imposed terminated on 6th August, 1949, the fact that I have, as a result of the considerations set out above, held it not to have terminated until 13th August, 1949, does not affect the claimant, because he is not liable to repay any unemployment benefit he may have received in respect of that week. It seemed to me proper, however, to deal with the matter in some detail as a guide for future cases, since the question was raised by the insurance officer as recorded above. I must dismiss the claimant's appeal."

### Case No. C.S.U. 49/50 (6th April)

**Section 11(2) (a) (i) of National Insurance Act, 1946:** Whether claimant, who was put on maintenance and repair job for four days during interruption of normal production at works, was unemployed on two remaining days of week: In those four days he worked 35 hours: Agreement existed between firm and union whereby there was guaranteed employment for 34 hours in each pay-week: Commissioner points out that general principle is that where guaranteed minimum wage is paid in respect of any week in which work is done, a man is not unemployed on any day of that week: Deciding with some hesitation in favour of claimant, Commissioner gives as his reasons fact that in this case guarantee is for 34 hours in week and agreement was obviously framed so as not to cover whole week: Claim for unemployment benefit allowed.

"My decision is that the claimant is entitled to receive unemployment benefit for the days in question.

"The claim for unemployment benefit arises on the provisions of an agreement regulating the employment of the claimant and others which had been made between their employers and the Amalgamated Engineering Union. The provisions which are material to the claim are: (1) (Subject to certain exceptions) there shall be guaranteed to every hourly rated manual worker employment for 34 hours in each pay week; (2) where a man's normal work is not available he will be offered reasonable alternative employment and he shall accept the rates and conditions appropriate to such alternative work; (3) payment will only be made to any employee who presents himself and is available for work and willing to perform satisfactorily the alternative work offered or the work associated with his usual occupation.

Production at the engineering works at which the claimant was employed having ceased for a time as from Saturday, 9th July, 1949, arrangements were made to operate what may be called for convenience the guaranteed work agreement for the period 11th-16th July by putting the claimant and other production workers on maintenance or repair work during the four days 11th-14th July. They worked on those days for 8½ hours each day—giving a total of 35 hours in the week—and apparently were informed at the beginning of the week that there would be no work for them on the later days of the week. For the days on which there was no work for him the claimant and his union representative on his behalf maintained that he was unemployed and entitled to receive unemployment benefit. That claim was disallowed by the insurance officer and on appeal by the local tribunal on the view

that the claimant was working under a guaranteed wage agreement for the week or an agreement equivalent to a guaranteed wage agreement.

"In explaining the point raised by the appeal it will be convenient to refer to a case somewhat similar in its facts which was the subject of a comparatively recent Commissioner's decision [C.U. 137/49 (K.L.)]. In that case the guarantee was of '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. . . . In disallowing the claim for benefit for Friday—a day on which the claimant had no work—on the ground that the agreement was a guaranteed wage agreement which 'covered the whole week', the Commissioner referred to a distinction that had been drawn in Umpire's decisions relating to cases of the kind in the following terms:—

"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 of the days of the week and is a payment for the whole week. But [the Commissioner's statement proceeds] 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."

"It will be seen that, although C.U. 137/49 was decided against the claimant because his case fell within the general rule, a distinction between it and cases held under Umpire's decisions not to be covered by that general rule was pointed out as illustrated by Umpire's Decision No. 215/47 (reported). The only difference between the material clause in the agreement in that case and the agreement in the present case is that in the one the guarantee is of employment for four shifts or days and in the other for 34 hours in the week. But in neither case should I have found it easy if the question had to be considered apart from the effect of previous decisions to regard the agreement as an agreement different in its effect from the guaranteed wage agreements held to fall under 'the well established principle' and 'the general rule'. As, however, cases like the present have been recognised as being in a special class and as the agreement under consideration was obviously framed so as to operate in that way, I feel that I ought to give effect to the rule recognised under Umpire's decisions. It is only on that ground and with considerable hesitation that I feel justified in reversing the decision of the local tribunal on the matter. I allow the appeal."

#### Case No. C.U. 162/50 (11th April)

Section 11 (2) (a) (i) of National Insurance Act, 1946: Whether claimant was unemployed on four days on each of which he was being tested and trained for 1 or 1½ hours by company to which he had been submitted for work as 'bus driver': Tuition covered such things as fares, routes, etc., while test was designed to see if he was likely to secure public service vehicle licence—no wages were paid for four days; Insurance Officer relied on decision under Unemployment Insurance Acts in which Umpire held that where preliminary training was condition of future employment and was accepted with definite understanding of such employment, claimant was not unemployed during training; Commissioner holds that fact that claimant would have to pass public service vehicle test over which company had no control tends against view that definite promise of employment was implied—that on available evidence, it was possible that testing rather than training predominated. Claim for unemployment benefit allowed.

"My decision is that the claimant was unemployed on 6th, 7th, 10th and 11th October, 1949.

"The question in this appeal of the insurance officer is whether the claimant was unemployed on 6th, 7th, 10th and 11th October, 1949, on which days he was said to have been undergoing training with a view to taking a test to secure a licence as a public service vehicle driver and securing employment with a motor omnibus company.

"He and another driver applied for employment in the capacity of public service vehicle drivers, and arrangements were made for them to be tested for a licence. The company to which they had applied for employment considered that they should be given a test to see if they were likely to pass the licence test and some tuition in order to satisfy their requirements. Accordingly in the case of the claimant this test and tuition were given as follows:—

1½	hour on	6th	October
1½	"	"	"
1½	"	"	"
1	"	"	"
1	"	"	"

and in so far as the other driver was concerned his tuition was as follows:—

1½	hour on	6th	October
1½	"	"	"
1	"	"	"
1	"	"	"

"All this test and training were given before the claimant and the other driver were submitted for a public service vehicle driving test. No wages were paid to them in respect of the period in question. The local insurance officer considered that the claimant was not unemployed on any day when he was being trained, on the ground that the case fell within the principles of Rule 1 of Case No. 4903, a decision under the Unemployment Insurance Acts, that is, 'Where a person is required to undergo a course of training with an employer as a condition of future employment at wages, and has accepted training with a definite understanding that he will be employed for wages by the person giving the training when he becomes proficient, he is to be regarded as employed during the period of training.' On the claimant's appeal to the local tribunal against the decision that he was not unemployed on the days in

\* See the issue of this GAZETTE for May, 1947, page 174.

question it was conceded that the training was to fit the claimant for employment with the company. He was in fact available for employment throughout the period of training.

"The tribunal considered that the claimant's case was indistinguishable from the case to which Decision No. C.W.U. 47/49 (reported) \* refers and found that the claimant was unemployed whilst undergoing training. In this appeal, it has been contended by the insurance officer that the principle enunciated in Decision No. C.W.U. 47/49 (reported) is not applicable, in that the claimant in this case was not undergoing a mere test but was receiving training, which was a necessary preliminary to his employment and that whilst the claimant may not have been employed under a contract of service during the period of tuition his acceptance of it implied that a definite understanding existed between him and the employers that he would be employed by them if he passed the driving test.

"There is no evidence as to what was said by the company—as to whether or not the claimant would be engaged if he completed his training to the satisfaction of the company and passed the public service vehicle driving test. It follows that any understanding that the claimant would have been employed can only have been implied. On this point it would have been material to know whether the number of men accepted for the testing and training exceeded the vacancies available, for, if it did, *prima facie* there could have been no definite understanding that any particular candidate would be employed. On the other hand I observe that the association's representative is recorded as stating at the hearing before the local tribunal that 'any person submitted to them by the Employment Exchange, must undergo certain training (fares, routes, stopping places, efficiency, etc.) before they are actually engaged.' The claimant was submitted for employment as a driver. One would have thought that a driver would not need much training in these matters, but in some cases no conductors might be employed and therefore drivers would have need to know the conductor's work. In this connection I note the brevity of the time of testing and training. In several decisions under the Unemployment Insurance Acts stress was laid on the fact that training was only useful to the particular employer's work as showing that there must have been a 'definite understanding' that the claimant would be engaged if he completed his training satisfactorily and passed the public service vehicle test. It would therefore be material to know how much training in fares, routes, etc., was given in these cases.

"As benefit has been paid under the award of the local tribunal no useful purpose would be served here by pursuing the matter further, but I thought it well to mention this for consideration in other cases. The fact that in any event the claimant would have had to pass a public service vehicle test over which the employers had no control tends against the view that a definite promise of employment was implied. On the evidence before me I hold that in this case it is not shown that there was a definite understanding within the meaning of Case No. 4903 and it is possible that testing rather than training predominated. For the reasons stated, I do not disturb the decision of the local tribunal, and do not allow the appeal of the insurance officer."

## 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 are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain Orders, etc., published in the series of *Statutory Rules and Orders of Northern Ireland* additional to those contained in the lists appearing in previous issues of the GAZETTE. The price of each Instrument or Order, unless otherwise indicated, is 1d. net (2d. post free).

*The Flax and Hemp Wages Council (Great Britain) Wages Regulation Order, 1950 (S.I. 1950 No. 630; price 4d. net, 5d. post free)*, made on 17th April by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 184.

*The Grinding of Metals (Miscellaneous Industries) (Amendment) Special Regulations, 1950 (S.I. 1950 No. 688; price 2d. net, 3d. post free)*, made on 26th April by the Minister of Labour and National Service under the Factories Acts, 1937 and 1948, and the Transfer of Functions (Factories, etc.) Order, 1946.—See page 159.

*The Coal Mines Regulation (Suspension) Order, 1950 (S.I. 1950 No. 523)*, made on 31st March by His Majesty in Council under the Coal Mines Regulation Act, 1908.—See page 162.

*The National Assistance (Determination of Need) Amendment Regulations, 1950 (S.I. 1950 No. 718)*, made on 5th May by the Minister of National Insurance under the National Assistance Act, 1948.—See pages 162 and 163.

*The Income Tax (Employments) Regulations, 1950 (S.I. 1950 No. 453; price 9d. net, 10d. post free)*, made on 25th March by the Commissioners of Inland Revenue under the Income Tax (Employments) Act, 1943, and the Finance Act, 1946. These Regulations, which came into force on 6th April, consolidate the various Regulations relating to income tax under the Pay-As-You-Earn Scheme.

*The National Insurance (Classification) Amendment Regulations (Northern Ireland), 1950 (S.R. & O. of Northern Ireland 1950 No. 25; price 2d. net, 3d. post free)*, dated 7th February; *The National Insurance (Claims and Payments) Amendment Regulations (Northern Ireland), 1950 (S.R. & O. 1950 No. 60; price 2d. net, 3d. post free)*, dated 13th March. These Regulations were made by the Ministry of Labour and National Insurance of Northern Ireland, in conjunction with the Ministry of Finance in the case of the first Order, under the National Insurance Act (Northern Ireland), 1946. They are similar in scope to the corresponding Regulations made in Great Britain.—See the issues of this GAZETTE for February and March, pages 49 and 90.

\* See the issue of this GAZETTE for October, 1949, page 369.  
† See footnote \* in first column on page 187.

## FACTORY FORMS

The undermentioned Factory Forms have been issued or reprinted since the previous list was published in the January, 1950, issue of this GAZETTE (page 39) and may be purchased at the prices shown.\* The prices in brackets include postage.

No.	Title and Price
57	Factories Acts, 1937 and 1948, Section 29. Report of Examination of Superheater. January, 1950. Price 2d. (3d.).
391	Cotton Spinning Agreement, 1928, as to Fencing of Machinery, etc. November, 1949. Price 3d. (4d.).
993	Factories Acts, 1937 and 1948. Grinding of Cutlery and Edge Tools Regulations, 1925. (Reprinted 1950.). Revised price 4d. (5d.).
1034	Factories Acts, 1937 and 1948. Clay Works (Welfare) Special Regulations, 1948. February, 1950. Price 3d. (4d.).
1035	Factories Acts, 1937 and 1948. The Blasting (Castings and Other Articles) Special Regulations. December, 1949. Price 3d. (4d.).
1036	Factories Acts, 1937 and 1948. Dry Cleaning Special Regulations. December, 1949. Price 2d. (3d.).
2003	Factories Acts, 1937 and 1948. Building Regulations (Steeplejacks, etc.) Exemption Certificate. December, 1949. Price 2d. (3d.). See page 159.

## OFFICIAL PUBLICATIONS RECEIVED\*

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

*Building.—Working Party Report: Building.* Ministry of Works. Price 2s. 6d. (2s. 8d.).—See page 160.

*Industrial Relations.—Industrial Relations in Germany 1945–1949.* An account of the Post-War Growth of Employers' and Workers' Organisations in the British Zone of Germany. Germany No. 1 (1950). Cmd. 7923. Foreign Office. Price 9d. (10d.).—See page 166.

*Industrial Safety.—Accidents, How they happen and how to prevent them at Factories, Docks, Building Operations and Works of Engineering Construction.* Vol. 3 (New Series) Quarterly. Ministry of Labour and National Service. Price 9d. (11d.).

*Mines and Quarries.—(i) Report of H.M. Chief Inspector of Mines for 1948.* Price 1s. (1s. 2d.). (ii) *Report of H.M. Electrical Inspector of Mines for 1948.* Price 6d. (7d.). (iii) *Provisional Statement of Number of Deaths by Accidents at Mines and Quarries in Great Britain during 1949.* Price 3d. (4d.). Ministry of Fuel and Power.—See page 161.

*National Assistance.—Explanatory Memorandum on the Draft National Assistance (Determination of Need) Amendment Regulations.*

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

1950. Cmd. 7936. Ministry of National Insurance. Price 2d. (3d.).—See page 162.

*National Income and Expenditure.—National Income and Expenditure of the United Kingdom, 1946 to 1949.* Cmd. 7933. Price 1s. 6d. (1s. 8d.).

*National Insurance.—Selected Decisions given by the Commissioner on Claims for Benefit under the National Insurance (Industrial Injuries) Acts, 1946 and 1948, during the period (a) 16th January to 15th February, 1950. Pamphlet I/16. Price 9d. (10d.). (b) during the period 16th February to 15th March, 1950. Pamphlet I/17. Price 4d. (5d.).* 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. Pamphlets Nos. 83 and 84. Ministry of Labour and National Service. Price 1d. each (2d.).

*Wages Councils Acts, 1945 to 1948.—Report of a Commission of Inquiry on an Application for the Establishment of a Wages Council for the Rubber Proofed Garment Making Industry.* Ministry of Labour and National Service. Price 4d. (5d.).—See page 156.

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