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## Training Within Industry for Supervisors

**D**URING recent years the important influence which good supervision has on productive efficiency has been increasingly recognised, in Great Britain as well as in other leading industrial countries. There has arisen in consequence a lively interest in the status and training of the foreman, who fills the key position between higher management and operatives.

Opportunities for supervisors to increase their technical knowledge have for long been plentiful and efficient in this country, but, prior to the 1939-45 war, comparatively little was attempted by way of training in the skills of supervision. Promotion to supervisory rank was apt to be based largely, if not solely, upon the possession of technical ability and knowledge and, as technical ability alone does not necessarily make a good supervisor, promotion to supervisory rank could and on occasion did result in the loss of a good workman and the gain of a poor supervisor. As the Government Delegate from the United Kingdom put it to the Meeting of Experts called by the International Labour Office in March, 1949: "The sheer acquisition of technical knowledge is one thing and the training of a foreman in how to be a foreman is quite another." An outstanding consequence of the rise of interest in the question has been the spread in this country during the past five years of the scheme known as "Training within Industry for Supervisors" or "T.W.I." as it is generally called.

### Action by the Ministry of Labour and National Service

In the autumn of 1944, following an intensive study on the spot of the results being achieved by T.W.I. in the United States of America, the Ministry of Labour and National Service took steps to introduce it into this country. It was, and still is, fully realised that the adoption and successful operation of T.W.I. is a matter for those industrial, commercial or other organisations which accept it. It has at the same time been felt that there is a valuable part to be played by a Government Department in sponsoring it. This

has meant in practice that the Ministry of Labour and National Service has employed at its headquarters a very small number of "Institute Leaders", whose duty it has been to keep abreast of every development in T.W.I. and to train the actual "Trainers". The vast majority of the latter are employed by individual undertakings, though there are a few at each of the Ministry's Regional Offices. Some eight to ten weeks is necessary to train a Trainer fully. It is the function of these Trainers to train in T.W.I. methods in the manner explained later the actual foremen and supervisors. The Trainers at the Ministry's Regional Office are there to do the training for the numerous small firms who are not large enough to have a Trainer of their own or to spare enough employees to form a group without combining with others.

### What T.W.I. is

T.W.I. is directed to "supervisors", a term which is defined to include anyone in an organisation who directs the work of others and which thus means all levels of management. It is based on an analysis of the essential "skills" and knowledge required in a supervisor. These can be classified broadly as follows:—

*Knowledge of the Work.*—Technical skill and knowledge and familiarity with machines, materials, processes and operations.

*Knowledge of Responsibilities.*—Familiarity with the firm's organisation, policies, regulations, agreements, inter-departmental relationships, etc.

*Skill in Instructing.*—The ability to instruct new workers and to give clear directions to experienced workers.

*Skill in Leading.*—The ability to handle workers so that they are willing to give of their best; and the ability to promote harmonious working relationships.

*Skill in Improving Methods.*—The ability of the supervisor to make the best use of his staff, equipment and materials.

T.W.I. does not attempt to cover training in the first two of these five. They are either matters which are peculiar to individual industries and individual firms and so must be taught within the organisation itself, or they are technical matters to be taught in the technical colleges and technical departments of the universities. T.W.I. is concerned with the development of the other three skills—of instructing, leadership and improvement of methods. These skills, each of the greatest importance in effective supervision, are common to all supervisors at all levels, irrespective of the industry, business or service in which they happen to be employed. T.W.I. endeavours to develop these three skills—or at least to lay the foundations for their development—in three training programmes:—

- (1) *Job Instruction*, which seeks to develop in supervisors skill in giving clear and unambiguous directions and in instructing workers in what they have to do and how they should do it.
- (2) *Job Relations*, which is concerned with skill in handling human relationships "on the job".
- (3) *Job Methods*, which is concerned with the development in the supervisor of the scientific management approach to the improvement of working methods with a view to cutting out unnecessary work and hindrances which impede his staff.

The problem of training supervisors in the skills mentioned is essentially one of modifying their attitudes towards certain aspects of their duties—it is a problem of replacing traditional habits and attitudes by a methodical, objective technique. To assist in achieving this, T.W.I. training is conducted by group-discussion methods, the supervisors taking the course being required to participate fully themselves in the training activities. This active participation by the trainees is an essential feature of T.W.I. training.

Certain other conditions have governed development of the T.W.I. training programmes. First, they must be essentially practical, related to the every-day problems of the supervisors and designed to give those attending some practice on their own problems by group discussion under the guidance of a Trainer. A second important requirement is that the programme should be so closely related to production problems that employers are prepared to hold them for their supervisors within the factory and in the employer's time. In the third place, programmes have to be of short duration so that those attending are not required to assimilate more than is reasonably practicable at one time. Finally, they must be so designed as to enable men from individual concerns to undertake courses as Trainers so that they can return to their own firms and carry out the training programme themselves within their own establishments.

#### The Three Programmes

To achieve these objectives, T.W.I. presents to supervisors the three programmes: Job Instruction, Job Relations and Job Methods. Each programme is given by a Trainer to eight to ten supervisors at a time, in five two-hour sessions, usually on consecutive days in working hours and on the firm's premises. The groups of supervisors are not lectured; they meet as discussion groups under the guidance of the Trainer.

The Job Instruction Programme shows the supervisor how to prepare himself to give instruction, how to give the instruction in such a fashion that it can be absorbed by the learner, how to break down the job into convenient stages for teaching purposes and how to identify the "key points" at each stage which may be critical to quick and easy learning. Every person taking part in a group has opportunities during the course of applying these methods himself.

In the Job Relations course, supervisors are taught to use a standard methodical approach in dealing with human problems. For example, they must in all cases get all the facts of the problem, carefully weigh the facts, consider alternative ways of acting upon them, choose the best and take action on the course selected. They are also taught the importance of checking results to ensure that the object has been achieved.

The Job Methods programme involves analysing in the first place the existing method by recording everything that is done in detail by detail. It then inculcates the importance of questioning each detail to find out if it is necessary and if there is a better way, with a view, if possible, to developing an improved method and applying this if, after any necessary submission to the authorities concerned, it is approved.

#### How Training is given

The value of the programmes depends a great deal on the standard of their presentation; this calls for a technique in the group leader or Trainer which cannot be acquired without special training. Such training of Trainers is given by the Ministry without charge at 40-hour week intensive courses known as "Institutes". To be proficient in the presentation of all three programmes entails attendance at three Institutes followed by practice in conducting training groups of supervisors. It has been mentioned above that this full process in practice takes some eight to ten weeks, but it is far from being the case that all Trainers are trained to give all three programmes. This is shown by the fact that more Trainers have been trained by the Ministry in the Job Instruction programme than in the other two added together.

The introduction of the scheme to a concern usually begins with a request to the Ministry for information. An officer of the Ministry gives a description of the Scheme to members of senior management and conducts an initial training group, normally of the senior staff of the concern. If the firm decides to go ahead, the action to be taken will depend upon the size of the firm. In the case of firms employing 50 or more supervisors, it is expected that a member of the staff of the firm will be selected for training at an Institute in

the presentation of one or more programmes and afterwards be competent to train groups of supervisors in his own establishment. However, as has been previously said, the Ministry employs a team of Trainers whose services are available to meet the needs of small firms where this cannot be done.

#### Follow-up

It must be emphasised in any account of T.W.I. that the holding of the initial group discussions is not an end in itself. It is only a beginning of the process of producing a team of effective supervisors in an organisation. The criterion is the extent to which continued use is made of the training by the supervisors on their own jobs. The constant personal interest of senior management is vital. This is the reason why it is valuable for all levels of management to become acquainted with the form of training given so that its use can be continually prompted by them. Effective application by supervisors of the training received is an activity carried out within the firm; the Ministry can take little or no part in the follow-up of such application beyond advising managements of methods which experience has shown to be of value. Nor must it be supposed that T.W.I. is in itself a complete system of supervisory training. It is ancillary to and does not take the place of other forms of training and education. It is supplementary to the work of the Ministry of Education in its efforts to raise standards of industrial supervision through general and technical education and it takes its place side by side with the arrangements made by the employer for tuition in the knowledge of responsibilities within the concern. It also supplements the courses conducted by such bodies as the British Institute of Management. The claim of T.W.I. is that its use is ancillary to these things and magnifies the results of each of them.

#### Progress of Development

During the past five years some 2,400 firms have adopted T.W.I. in some form and the numbers of supervisors who are known to the Ministry of Labour and National Service to have received the 10-hours' training on the three programmes are:—

Job Instruction	..	156,310
Job Relations	..	85,374
Job Methods	..	22,658

About 1,500 firms' Trainers have been trained on one or more of the three programmes.

T.W.I. has been adopted by concerns in a wide range of industries, commerce and services, including aircraft, building, chemicals, coal mining, engineering (electrical and mechanical), food, furniture, glass, iron and steel, laundries, oil refining, paper making, plastics, pottery, printing, railways, rubber and textiles. It is also being tried in fields outside industry and commerce, for instance, in the Civil Service, in hospitals, in the Royal Air Force and by some trade unions in the training of their officials.

The results of the adoption of any of the T.W.I. programmes cannot be presented statistically. Many undertakings and individuals can, however, provide evidence in their own cases that the Job Instruction programme has substantially reduced the time occupied in training, with better quality workmanship and higher output resulting; that the Job Relations programme, by improving working relationships between supervisors and workers as well as between supervisors themselves, has much reduced the number of cases referred to higher management; and that the Job Methods programme has frequently led to the adoption of new and better methods, with benefit to workers, supervisors and management.

#### T.W.I. Associations

It was mentioned earlier that the successful operation of T.W.I. lies with the undertakings and organisations which adopt it. An important development in this connection has been the formation of Regional T.W.I. Associations, consisting of representatives of undertakings in a wide range of industries, etc., whose supervisors have been or are being trained under the Scheme. Their object is to develop and encourage effective application of T.W.I. methods. There are now eight such Associations. The Ministry maintains close co-operation with them and seeks their practical assistance when revisions, modifications or developments of the programmes are undertaken.

#### T.W.I. Topics

Every two months the Ministry issues a bulletin, "T.W.I. Topics," in which items of interest to T.W.I. users and up-to-date information on progress and development appear.

#### T.W.I. Abroad

In order to assist other nations to introduce and develop T.W.I. in their countries, nominees of Belgium, Finland, Denmark, the Netherlands, Norway, New Zealand and Sweden have been trained as Institute Leaders on one or more programmes, whilst, in co-operation with the Colonial Office, officers from Malaya, Trinidad and Nigeria have been trained as Institute Leaders in order to develop the Scheme in the Colonies. Training as Trainers has also been given to representatives from Australia, Egypt, France, India, Iran and the Union of South Africa. The Ministry also co-operates with the International Labour Organisation in its work in connection with the training of supervisors.

#### Further Information

Anyone wishing to have fuller information regarding the Scheme or assistance in introducing it should approach the Headquarters of the Ministry of Labour and National Service, Training Department, Ebury Bridge House, Ebury Bridge Road, London, S.W.1, or any of the Ministry's Regional Offices.

## 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 53 to 68.

#### Employment

It is estimated that the number of persons in civil employment in Great Britain fell by 85,000 (32,000 males and 53,000 females) during December, the number at the end of the month being 22,222,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed a decrease of 8,000, manufacturing industries fell by 22,000 and other industries and services fell by 55,000. 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 66,000 from 23,384,000 to 23,318,000.

#### Unemployment

The number of persons registered as unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain rose from 330,336 to 372,266 between 5th December, 1949, and 16th January, 1950. There was a rise of 24,018 in the case of males and of 17,912 in the case of females.

#### Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), rose fractionally in January. Owing to the fact that it is

quoted to the nearest whole number, the figure for the end of January was 110, compared with 109 at the end of December. The changes in rates of wages reported to the Department during the month resulted in an aggregate increase estimated at £106,000 in the weekly full-time wages of about 438,000 workpeople. The principal increases affected workers in some branches of the retail distributive trades and in the narrow fabrics industry, and certain workpeople employed in the printing industry.

#### Industrial Disputes

The number of workers involved during January in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred) was nearly 23,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 66,000 working days. The number of stoppages which began in the month was 125, and, in addition, 5 stoppages which began before January were still in progress at the beginning of the month.

#### Retail Prices

At 17th January the interim index of retail prices, based on 17th June, 1947 (taken as 100), was 113, the same figure as at 13th December, 1949.

## JOINT CONSULTATION IN INDUSTRY

One of the most remarkable developments in the field of industrial relations in recent years has been the growth of the practice of joint consultation in factory and workshop, between representatives of management and workpeople, on the day-to-day problems of industrial life—problems which concern first and foremost the way in which the worker does his job, the conditions in which he has to do it, and, most important of all in present circumstances, possible improvements in methods of work which will increase the productive capacity of the worker and of the undertaking.

Whilst consultation between an employer and his workpeople on every aspect of the job is as old as industry itself, the idea that there should be some recognised procedure for joint discussion of common problems was first given definite shape in the recommendation of the Whitley Committee which examined the question in 1917. The Committee, which covered the whole field of relations between employers and employed, envisaged for each industry a triple organisation in the form of a National Joint Council, District Councils and Joint Works Committees. The functions of the Works Committees were on the one hand to deal with questions arising out of the application to the undertaking of national agreements on terms and conditions of employment, and on the other to provide recognised means of consultation between management and employees on matters connected with their work.

For various reasons the work of most Works Committees set up in the period between the two world wars was confined mainly to the former of these two functions, and to matters concerning the workers' welfare and amenities. It was not until 1940, when increased production was the vital need of the day, that a strong forward movement took place which resulted in the establishment of Joint Production Committees in most large concerns in important war industries.

With the change from war to peace conditions and from production to conversion problems, the need for Joint Production Committees was no longer so apparent and many Committees greatly reduced their activities or were abandoned. But it was not long before the country's serious economic position brought the subject of increased production again to the fore. What may be regarded as the third stage in the modern development of joint consultation began when the National Joint Advisory Council of the Ministry of Labour and National Service initiated early in 1947 a fresh campaign to get the principle accepted and put into effect over the whole field of industry. In that year the Council adopted a resolution recommending its constituent organisations on both sides to set up joint consultative machinery, where it did not already exist, on lines best suited to the needs of the industry concerned. It was part of the recommendation that the machinery should be voluntary and advisory, and that it should not deal with questions relating to terms and conditions of employment, normally dealt with through the ordinary machinery of joint negotiation.

As a result of the new campaign many industries which had not previously arrived at any national agreement about joint consultation formally accepted the principle and commended it to their members. Other industries overhauled and brought up to date their existing agreements. In some, model constitutions were adopted for the first time for the guidance of individual firms and their workpeople. A summary of the attitudes of the more important industries in the country to the practice of joint consultation, and examples of agreed model constitutions, are contained in a new Supplement to the Industrial Relations Handbook which has just been published (see below). The Supplement shows how widely the principle has been accepted by industry and the similarity of the arrangements agreed upon for its application.

The need for continuous joint consultation between management and employees on all aspects of their work was fully recognised in the Acts which provided for the socialisation of the coal, transport,

civil aviation, electricity and gas industries. Each of the Acts contains a clause which imposes an obligation on the management to seek consultation with the appropriate trade unions, with a view to the establishment of machinery, where it does not already exist, for the promotion and encouragement of measures affecting the safety, health and welfare of the workers, and for the discussion of other matters of mutual interest, including efficiency in the operation of the services provided by the industry. In each of these industries a comprehensive system of joint consultation has been, or is being, set up. Particulars of the agreements which have been reached are fully set out in the new Supplement.

The way in which the consultative machinery in the socialised industries is working is under close observation both by managements and trade unions, and in 1949 was one of the subjects of an enquiry by the General Council of the Trades Union Congress. The general conclusion then reached was that the arrangements for consultation were in themselves adequate for their purpose, but that their success would depend on getting a proper attitude on both sides towards joint consultation and on a clear understanding of its aims and methods. When the enquiry took place there had been in some of the industries insufficient time in which to judge the effectiveness of the established machinery.

Whilst the interchange of ideas and experience which joint consultation provides cannot fail to have a beneficial effect on production, its chief aim is the improvement of relations between management and workers which comes from a full appreciation of their common interest. Without mutual confidence and the will to co-operate, the best laid schemes for increasing productivity will fail to yield their maximum benefit.

During the past year the Ministry has given much attention to the diffusion in industry of the knowledge and experience of joint consultation which many firms have gained. Conferences have been held in large towns of representatives of firms with Committees in operation. In co-operation with Regional Boards the Ministry has also arranged conferences of firms which have no formal methods of joint consultation. Both types of conference have been highly appreciated by those taking part. In some large centres also, universities and technical colleges have assisted in providing instruction about the aims and methods of joint consultation by arranging courses of lectures and discussion groups particularly suitable for members of Joint Consultative Committees, shop stewards, foremen and junior management. Through its Personnel Management Advisory Service the Ministry has been able to give valuable help to firms seeking advice on this subject. All these efforts will be continued in the coming year.

#### Publication of Handbook

A third Supplement to the Industrial Relations Handbook\* has been published, on the subject of joint consultation in industry.

The original Handbook, which was prepared by the Ministry of Labour and National Service in 1944 (see the issue of this GAZETTE for October, 1944, page 167), contained a section dealing with "Workshop Collaboration", which described the methods used, e.g., through the establishment of Works Committees and Joint Production Committees, to promote good relationships between management and workpeople in industrial undertakings. Since 1944 there has been a widespread development of the practice of joint consultation in industry, a development which has had the fullest support and encouragement of the Government. The aim of the Supplement now issued is to set out in a single document arrangements made by the national joint organisations in the larger

\* Industrial Relations Handbook, Supplement No. 3. Joint Consultation in Industry. H.M. Stationery Office; price 2s. net (2s. 2d. post free).

industries with regard to the establishment of joint consultation machinery.

The Supplement comprises four sections. Section I contains an account of the action taken by the Government to promote the practice of joint consultation. Section II sets out briefly the steps which have been taken by the national organisations in each industry to this end. Section III contains examples of national industrial agreements relating to the establishment of joint consultative machinery, and of model constitutions for joint consultative or works committees where recommended by the national organisations. Section IV gives particulars of the agreements reached in socialised industries with regard to the establishment of joint consultative machinery. There is an index by industries.

## RECENT COLLECTIVE AGREEMENTS

### Cotton and Rayon Weaving

In their Interim and Final (Part I) Reports, the Cotton Manufacturing Commission recommended changes in the organisation of methods of work, referred to as "redeployment", coupled with a revised wages structure for the weaving section of the cotton and rayon industry. The Commission's system, as it came to be known, was described briefly in summaries of the Reports which were given in the issues of this GAZETTE for March, 1948 (page 83), and May, 1949 (page 163). The Commission recognised that redeployment accompanied by the proposed new wages arrangements could not be universally adopted immediately and they accordingly recommended that their system of payment should be introduced in conjunction with redeployment wherever possible but that payment of wages under the existing Uniform List of 1937 (as currently revised under joint agreements) should continue where the use of the new system was not yet possible.

An agreement has now been concluded between the Cotton Spinners' and Manufacturers' Association and the Amalgamated Weavers' Association implementing the main recommendations of the Commission with effect from 2nd January, 1950. Important modifications of the Commission's recommendations relate to an increase of the proposed base rate from 71s. 3d. to 75s. (which includes an advance previously conceded to weavers) and to the inclusion of payments for weft breaks, etc. There are to be two alternative systems of payment as recommended by the Commission; no other method or rate of payment is approved or recognised by the parties as regards weavers of the type specified in the agreement engaged in the cotton and rayon manufacturing industry. Other sections of the agreement provide that the Commission's system may be introduced and operated in any weaving shed after application by the management of the firm to the weavers whom it is proposed to put on the system (or by the weavers to the management); that before introducing the system the management shall notify and consult the local employers' association and the local weavers' union; that the management and the weavers concerned shall jointly consent to such introduction and operation; and that the relevant information, explanations, data, statistics, etc., should be made available by the management to the weavers concerned and the secretaries of the weavers' union and employers' association. A joint standing sub-committee is to be set up consisting of representatives of the parties to the agreement. Some of its functions will be to review the progress made in introducing the Commission's system and to stimulate it where necessary; to prepare and issue interpretations and decisions upon points of practical application; to review the operation of the system with a view to ensuring flexibility; and to encourage the introduction of improvements in raw materials, fabrics, weaving machinery and techniques.

The agreement does not apply to (a) cloths covered by any agreed list other than the Uniform List; (b) leno or lappet cloths; and (c) cloths made on looms fitted with automatic weft replenishing motion.

A separate guaranteed wage agreement has been made which extends to weavers employed on the Commission's system the same type of protection already afforded to other weaving operatives; directions and comprehensive instructions for calculating wages under the system have also been agreed.

The employers' and workers' associations are confident that the new wage system can help to achieve an increase in cloth production and reduce costs by making the most efficient use of skill and effort and by using the best methods of organisation of work for the benefit of employers and workers alike, and they urge all managements to study the agreements carefully and favourably without delay.

## RECONSTITUTION OF WAGES COUNCILS

Articles published in the January issue of this GAZETTE (page 11), and some earlier issues, referred to the reconstitution of certain Wages Councils by Orders made by the Minister of Labour and National Service under the Wages Councils Act, 1945. The Minister has made four further Orders under this Act in respect of the Boot and Shoe Repairing Wages Council (Great Britain), the Hat, Cap

and Millinery Wages Council (Scotland), the Fustian Cutting Wages Council (Great Britain), and the Milk Distributive Wages Council (England and Wales). These Orders, which came into operation on 12th, 26th, and 31st January, and 2nd February, respectively, bring the constitution of the Councils into conformity with the provisions relating to the constitution of Wages Councils contained in the Act. The Order in respect of the Boot and Shoe Repairing Wages Council also abolishes the District Trade Committees established by this Council under the Trade Boards Acts, 1909 and 1918.

The Orders are entitled The Boot and Shoe Repairing Wages Council (Great Britain) (Constitution) Order, 1950 (S.I. 1950 No. 15), dated 5th January, The Hat, Cap and Millinery Wages Council (Scotland) (Constitution) Order, 1950 (S.I. 1950 No. 91), dated 19th January, The Fustian Cutting Wages Council (Great Britain) (Constitution) Order, 1950 (S.I. 1950 No. 105), dated 24th January and The Milk Distributive Wages Council (England and Wales) (Constitution) Order, 1950 (S.I. 1950 No. 136), dated 26th January. Copies of the Orders can be purchased from H.M. Stationery Office, price 1d. net each (2d. post free).

## CATERING WAGES COMMISSION

### Inquiry into Operation of Catering Wages Act

As indicated in last month's issue of this GAZETTE (page 12), the Minister of Labour and National Service has decided to direct the Catering Wages Commission to inquire into the operation of the Catering Wages Act, 1943, in the hotel industry in relation to the means for meeting the requirements of the public, including in particular the requirements of visitors from overseas. In announcing his decision, the Minister stated that he proposed to appoint as assessors, to be available to the Commission in connection with the Inquiry, persons drawn from the two sides of the industry. The Minister has now appointed the following persons as assessors for the Inquiry:—Employers: Mr. A. H. Jones, Grosvenor House, London; Alderman Harry Brown, Savoy Hotel, Bournemouth; Mr. H. A. Hasleham, Royal Hotel, Southend-on-Sea (for matters other than those relating especially to Scotland); and Mr. W. Maxwell Simmers, Scottish Highland Hotels Ltd., Glasgow (for matters relating especially to Scotland). Workers: Mr. H. W. Crane, O.B.E., National Union of General and Municipal Workers, London; Miss B. Anne Godwin, Clerical and Administrative Workers' Union, London; Mr. A. W. Burrows, late Acting General Secretary of the Union of Shop, Distributive and Allied Workers, Manchester (for matters other than those relating especially to Scotland); and Councillor W. P. Earsman, J.P., Secretary, Edinburgh and District Trades Council (for matters relating especially to Scotland).

### Appointment of New Chairman

Consequent upon his adoption as a Parliamentary candidate in the General Election, Mr. Moelwyn Hughes, K.C., has resigned his appointment as Chairman of the Catering Wages Commission. In the present circumstances, and in view of the Inquiry into the operation of the Catering Wages Act in the hotel industry on which the Commission are engaged, the Minister of Labour and National Service has invited Sir John Forster, K.B.E., K.C., President of the Industrial Court, to be Chairman of the Commission during the period of the Inquiry. Sir John Forster has expressed his readiness to undertake this work, and he has accordingly been appointed as Chairman of the Commission for an interim period.

## RESTORATION OF PRE-WAR TRADE PRACTICES ACT

The Restoration of Pre-War Trade Practices Act, 1942, imposes on employers a general obligation to restore, before the expiration of two months from the end of the war period, trade practices which obtained before, and which were departed from during that period. The war period for the purposes of the Act is to end with such date as the Minister of Labour and National Service may by order appoint.

It was originally proposed to appoint a day in December, 1947, as the end of the war period but the National Joint Advisory Council recommended that, in order to avoid disturbance of production, the date should be postponed for a further year. This recommendation was accepted and effect given to it through the Emergency Laws (Miscellaneous Provisions) Act, 1947, which extended to 31st December, 1948, the period during which the Minister was to appoint a day (see the issue of this GAZETTE for November, 1947, page 371, and earlier issues). The period was further extended to 31st December, 1949, by an Order-in-Council made under the Act. Towards the end of last year the National Joint Advisory Council again recommended postponement, and on 21st December, 1949, His Majesty in Council made the Emergency Laws (Continuance) Order, 1949, under the same Act. This Order provides that the latest date which the Minister can appoint as the end of the war period is 10th December, 1950.

Copies of the Order (S.I. 1949 No. 2395) can be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

## NUMBERS UNEMPLOYED AT 5th DECEMBER, 1949: ANALYSIS FOR REGIONS AND DEVELOPMENT AREAS

### Duration of Unemployment and Ages of Unemployed

In last month's issue of this GAZETTE (page 11) figures were given analysing the number of insured persons registered as wholly unemployed in Great Britain at 5th December, 1949, according to age and the duration of the last spell of registered unemployment. A corresponding analysis is given below, in summary form, for each Region and Development Area including Merseyside and the Scottish Highlands, which were added to the Schedule of Development Areas in April, 1949. The figures for the Scottish Highlands are included with those for the original Scottish Development Area. Similar analyses for December, 1948, and June, 1949, were published in the issues of this GAZETTE for February, 1949 (page 45), and August, 1949 (page 265), respectively.

The Table shows that continuous unemployment of more than six months' duration is experienced by relatively few men under 40 years of age. In eight Regions, over 80 per cent. of the men who at 5th December had been unemployed for more than six months were over 40 years of age, and in two other Regions the proportion was between 75 and 80 per cent.—and the incidence of prolonged unemployment among younger men was correspondingly higher.

Prolonged unemployment was heavily concentrated in the Development Areas. The total number of men who had been unemployed for more than six months was 54,254, of whom 39,707 were in the North-Western and Northern Regions, and Scotland and Wales, and within those Regions 32,437 were in the Development Areas.

In all Regions and Development Areas the men whose unemployment had been of short duration were, in the main, much younger than those whose unemployment had lasted longer. In Scotland (where the average age of unemployed men was lowest) 38.5 per cent. of the men who had been unemployed for 8 weeks or less were over 40 years of age, while the corresponding proportions for the "8-26 weeks" and "over 26 weeks" categories were 49.7 per cent. and 68.9 per cent. respectively. There was a similar gradation in all the other Regions and Areas.

Among women there was practically no long-term unemployment in the South, the Midlands and the East and West Ridings of Yorkshire. Of the 6,860 women who had been unemployed for more than six months, 1,767 were in Wales and 1,895 in Scotland, the great majority being in the Development Areas in those two countries.

Comparison with the published figures for June, 1949, shows that there was an increase during the six months of about 40,000 males wholly unemployed, approximately three-quarters of it being an increase in the number who had been unemployed for eight weeks or less. There was a decrease of approximately 4,500 in the number who had been unemployed for more than 26 weeks.

There was also an increase in the number of females wholly unemployed. As in the case of males, the greater part of the increase was in the number who had been unemployed for 8 weeks or less. There was a slight decrease in the number who had been unemployed for more than 26 weeks. The heaviest increases were in the London and South-Eastern and North-Western Regions, and in Scotland.

### Turnover Among the Unemployed

Comparison of the numbers who, in December, 1949, had been unemployed for more than six months with the total numbers unemployed in June, 1949, shows the extent to which unemployed persons found work (or ceased to register) during the half-year. The following Table shows the total numbers of males and females wholly unemployed in June, 1949, in each Region and Development Area, and the percentages who had found work, or ceased to register, by December, 1949:—

Region or Area	Total number wholly unemployed at 13th June, 1949		Percentage who had found work (or ceased to register) by 5th December, 1949	
	Males	Females	Males	Females
London and South-Eastern	31,930	11,098	84	96
Eastern	5,790	1,752	83	95
Southern	6,581	3,343	78	92
South-Western	8,794	2,975	74	89
Midland	8,402	2,534	86	97
North-Midland	4,169	1,102	76	94
East and West Ridings	9,848	2,918	74	92
North-Western	32,208	9,949	73	91
Northern	21,186	6,019	65	86
Scotland	38,515	11,350	65	83
Wales	23,537	8,531	57	79
Great Britain	190,960	61,571	72	89
Development Areas	19,171	5,289	64	86
North-Eastern	19,743	7,167	56	79
South Wales and Monmouthshire	928	327	70	90
West Cumberland	1,769	749	46	85
South Lancashire	18,390	4,737	75	90
Merseyside	677	584	41	78
Wrexham	27,598	8,883	62	82
Scottish				
Total, Development Areas	88,276	27,736	63	83

The Table shows that, in the country as a whole, approximately three out of every four men who were unemployed in June, 1949, had found work by December, 1949. The proportions who found work in the second half of the year were higher in the London and South-Eastern, Eastern, and Midland Regions than in any other Region, and the other Regions in the southern half of England were also well above the average. In the Northern Region and in Scotland it was 65 per cent., compared with the average of 72 per cent. and Wales had the lowest percentage of all with 57 per cent. The low percentage in Wales is a reflection of the fact that, to a greater extent than in any other part of the country, the unemployed include elderly men who have been unemployed for a considerable period. The proportions who found work in the larger Development Areas were very similar to the figures of the Regions that include them. In the South Lancashire and Wrexham Areas, however, the proportions were much lower than in the remainder of the North-Western Region and Wales, in which they are respectively included.

The percentages for females were considerably higher than those for males, but this is partly due to the fact that some women discontinue to register when they cease to be entitled to unemployment benefit. The geographical comparisons are similar to those for males, the southern half of England having a higher rate of turnover than other parts of the country. In Wales, which has a greater volume of long-term unemployment among women than any other Region, the proportion of women who found work in the half-year was 79 per cent. as compared with the average of 89 per cent. for the whole country.

### Numbers Unemployed at 5th December, 1949: Analysis for Regions and Development Areas

Area and Duration of Unemployment in Weeks	Males								Females							
	Number				Per Cent.				Number				Per Cent.			
	Under 21	21 and under 41	41 and over	Total	Under 21	21 and under 41	41 and over	Total	Under 21	21 and under 41	41 and over	Total	Under 21	21 and under 41	41 and over	Total
	Great Britain															
8 or less	13,498	57,419	54,365	125,282	10.8	45.8	43.4	100.0	12,320	30,219	19,836	62,375	19.8	48.4	31.8	100.0
Over 8 and up to 26	3,093	17,414	30,720	51,227	6.0	34.0	60.0	100.0	2,218	8,981	7,952	19,151	11.6	46.9	41.5	100.0
Over 26	814	11,203	42,237	54,254	1.5	20.6	77.9	100.0	288	2,419	4,153	6,860	4.2	35.3	60.5	100.0
Total	17,405	86,036	127,322	230,763	7.5	37.3	55.2	100.0	14,826	41,619	31,941	88,386	16.8	47.1	36.1	100.0
	Regions															
London and South-Eastern	2,355	10,849	11,929	25,133	9.4	43.2	47.4	100.0	2,216	6,104	4,981	13,301	16.7	45.9	37.4	100.0
8 or less	261	2,507	5,857	8,625	3.0	29.1	67.9	100.0	207	881	1,246	2,334	8.9	37.7	53.4	100.0
Over 8 and up to 26	51	923	4,111	5,085	1.0	18.1	80.9	100.0	8	104	321	433	1.9	24.0	74.1	100.0
Over 26																
Total	2,667	14,279	21,897	38,843	6.9	36.7	56.4	100.0	2,431	7,089	6,548	16,068	15.1	44.1	40.8	100.0
Eastern	547	2,083	2,742	5,372	10.2	38.8	51.0	100.0	587	1,623	1,384	3,594	16.3	45.2	38.5	100.0
8 or less	72	450	1,262	1,784	4.0	25.2	70.8	100.0	53	170	218	441	12.0	38.6	49.4	100.0
Over 8 and up to 26	10	142	831	983	1.0	14.5	84.5	100.0	2	26	58	86	2.3	30.2	67.5	100.0
Over 26																
Total	629	2,675	4,835	8,139	7.7	32.9	59.4	100.0	642	1,819	1,660	4,121	15.6	44.1	40.3	100.0

Numbers Unemployed at 5th December, 1949: Analysis for Regions and Development Areas—continued

Area and Duration of Unemployment in Weeks	Males								Females							
	Number				Per Cent.				Number				Per Cent.			
	Under 21	21 and under 41	41 and over	Total	Under 21	21 and under 41	41 and over	Total	Under 21	21 and under 41	41 and over	Total	Under 21	21 and under 41	41 and over	Total
Southern	563	2,530	2,751	5,844	9.6	43.3	47.1	100.0	814	1,725	1,203	3,742	21.8	46.1	32.1	100.0
8 or less	110	594	1,396	2,100	5.2	28.3	66.5	100.0	166	548	567	1,281	12.9	42.8	44.3	100.0
Over 8 and up to 26	20	228	1,173	1,421	1.4	16.0	82.6	100.0	12	93	152	257	4.7	36.2	59.1	100.0
Over 26	20	228	1,173	1,421	1.4	16.0	82.6	100.0	12	93	152	257	4.7	36.2	59.1	100.0
Total	693	3,352	5,320	9,365	7.4	35.8	56.8	100.0	992	2,366	1,922	5,280	18.8	44.8	36.4	100.0
South-Western	582	2,634	3,147	6,363	9.1	41.4	49.5	100.0	809	1,716	1,309	3,834	21.1	44.8	34.1	100.0
8 or less	104	783	2,077	2,964	3.5	26.4	70.1	100.0	165	484	530	1,179	14.0	41.0	45.0	100.0
Over 8 and up to 26	15	269	2,011	2,295	0.7	11.7	87.6	100.0	10	78	227	315	3.2	24.7	72.1	100.0
Over 26	15	269	2,011	2,295	0.7	11.7	87.6	100.0	10	78	227	315	3.2	24.7	72.1	100.0
Total	701	3,686	7,235	11,622	6.0	31.7	62.3	100.0	984	2,278	2,066	5,328	18.4	42.8	38.8	100.0
Midland	464	2,740	2,400	5,604	8.3	48.9	42.8	100.0	501	1,116	674	2,291	21.9	48.7	29.4	100.0
8 or less	48	254	836	1,138	4.2	22.3	73.5	100.0	16	115	179	310	5.2	37.1	57.7	100.0
Over 8 and up to 26	24	131	1,030	1,185	2.0	11.1	86.9	100.0	5	11	51	67	7.5	16.4	76.1	100.0
Over 26	24	131	1,030	1,185	2.0	11.1	86.9	100.0	5	11	51	67	7.5	16.4	76.1	100.0
Total	536	3,125	4,266	7,927	6.8	39.4	53.8	100.0	522	1,242	904	2,668	19.6	46.5	33.9	100.0
North-Midland	349	1,310	1,554	3,213	10.8	40.8	48.4	100.0	514	1,720	985	3,219	16.0	53.4	30.6	100.0
8 or less	31	240	791	1,062	2.9	22.6	74.5	100.0	36	98	115	249	14.5	39.3	46.2	100.0
Over 8 and up to 26	4	102	895	1,001	0.4	10.2	89.4	100.0	6	20	35	61	9.8	32.8	57.4	100.0
Over 26	4	102	895	1,001	0.4	10.2	89.4	100.0	6	20	35	61	9.8	32.8	57.4	100.0
Total	384	1,652	3,240	5,276	7.3	31.3	61.4	100.0	556	1,838	1,135	3,529	15.7	52.1	32.2	100.0
East and West Ridings	532	3,268	3,102	6,902	7.7	47.4	44.9	100.0	531	1,228	785	2,544	20.9	48.3	30.8	100.0
8 or less	79	821	1,612	2,512	3.1	32.7	64.2	100.0	38	167	286	491	7.7	34.0	58.3	100.0
Over 8 and up to 26	16	361	2,200	2,577	0.6	14.0	85.4	100.0	8	37	184	229	3.5	16.2	80.3	100.0
Over 26	16	361	2,200	2,577	0.6	14.0	85.4	100.0	8	37	184	229	3.5	16.2	80.3	100.0
Total	627	4,450	6,914	11,991	5.2	37.1	57.7	100.0	577	1,432	1,255	3,264	17.7	43.9	38.4	100.0
North-Western	2,347	8,980	8,390	19,717	11.9	45.5	42.6	100.0	1,510	4,723	3,217	9,450	16.0	50.0	34.0	100.0
8 or less	574	2,657	4,453	7,684	7.5	34.6	57.9	100.0	243	1,544	1,525	3,312	7.3	46.6	46.1	100.0
Over 8 and up to 26	155	1,789	6,684	8,628	1.8	20.7	77.5	100.0	32	259	644	935	3.4	27.7	68.9	100.0
Over 26	155	1,789	6,684	8,628	1.8	20.7	77.5	100.0	32	259	644	935	3.4	27.7	68.9	100.0
Total	3,076	13,426	19,527	36,029	8.5	37.3	54.2	100.0	1,785	6,526	5,386	13,697	13.0	47.7	39.3	100.0
Northern	1,399	6,651	4,622	12,672	11.0	52.5	36.5	100.0	1,322	2,895	1,370	5,587	23.7	51.8	24.5	100.0
8 or less	433	2,304	3,118	5,855	7.4	39.3	53.3	100.0	271	1,286	886	2,443	11.1	52.6	36.3	100.0
Over 8 and up to 26	112	1,566	5,726	7,404	1.5	21.2	77.3	100.0	19	324	472	815	2.3	39.8	57.9	100.0
Over 26	112	1,566	5,726	7,404	1.5	21.2	77.3	100.0	19	324	472	815	2.3	39.8	57.9	100.0
Total	1,944	10,521	13,466	25,931	7.5	40.6	51.9	100.0	1,612	4,505	2,728	8,845	18.2	50.9	30.9	100.0
Scotland	3,064	12,024	9,440	24,528	12.5	49.0	38.5	100.0	2,089	4,814	2,692	9,595	21.8	50.2	28.0	100.0
8 or less	909	4,793	5,626	11,328	8.0	42.3	49.7	100.0	480	2,096	1,478	4,054	11.8	51.7	36.5	100.0
Over 8 and up to 26	306	3,921	9,368	13,595	2.3	28.8	68.9	100.0	90	750	1,055	1,895	4.7	39.6	55.7	100.0
Over 26	306	3,921	9,368	13,595	2.3	28.8	68.9	100.0	90	750	1,055	1,895	4.7	39.6	55.7	100.0
Total	4,279	20,738	24,434	49,451	8.7	41.9	49.4	100.0	2,659	7,660	5,225	15,544	17.1	49.3	33.6	100.0
Wales	1,296	4,350	4,288	9,934	13.0	43.8	43.2	100.0	1,427	2,555	1,236	5,218	27.3	49.0	23.7	100.0
8 or less	472	2,011	3,692	6,175	7.6	32.6	59.8	100.0	543	1,592	922	3,057	17.8	51.0	30.1	100.0
Over 8 and up to 26	101	1,771	8,208	10,080	1.0	17.6	81.4	100.0	96	717	954	1,767	5.4	40.6	54.0	100.0
Over 26	101	1,771	8,208	10,080	1.0	17.6	81.4	100.0	96	717	954	1,767	5.4	40.6	54.0	100.0
Total	1,869	8,132	16,188	26,189	7.1	31.1	61.8	100.0	2,066	4,864	3,112	10,042	20.6	48.4	31.0	100.0
Development Areas																
All Development Areas	5,686	21,748	15,587	43,021	13.2	50.6	36.2	100.0	3,779	9,744	4,952	18,475	20.5	52.7	26.8	100.0
8 or less	1,856	9,040	11,344	22,240	8.3	40.7	51.0	100.0	1,040	4,989	3,555	9,584	10.8	52.1	37.1	100.0
Over 8 and up to 26	593	7,802	24,042	32,437	1.8	24.1	74.1	100.0	171	1,758	2,660	4,589	3.7	38.3	58.0	100.0
Over 26	593	7,802	24,042	32,437	1.8	24.1	74.1	100.0	171	1,758	2,660	4,589	3.7	38.3	58.0	100.0
Total	8,135	38,590	50,973	97,698	8.3	39.5	52.2	100.0	4,990	16,491	11,167	32,648	15.3	50.5	34.2	100.0
North-Eastern	1,177	6,004	3,896	11,077	10.6	54.2	35.2	100.0	1,044	2,394	1,103	4,541	23.0	52.7	24.3	100.0
8 or less	386	2,097	2,616	5,099	7.6	41.1	51.3	100.0	217	1,168	780	2,165	10.0	54.0	36.0	100.0
Over 8 and up to 26	108	1,479	5,296	6,883	1.6	21.5	76.9	100.0	18	307	437	762	2.4	40.3	57.3	100.0
Over 26	108	1,479	5,296	6,883	1.6	21.5	76.9	100.0	18	307	437	762	2.4	40.3	57.3	100.0
Total	1,671	9,580	11,808	23,059	7.3	41.5	51.2	100.0	1,279	3,869	2,320	7,468	17.1	51.8	31.1	100.0
South Wales and Monmouthshire	872	3,083	2,981	6,936	12.6	44.4	43.0	100.0	935	1,893	867	3,695	25.3	51.2	23.5	100.0
8 or less	327	1,451	2,744	4,522	7.2	32.1	60.7	100.0	332	1,108	652	2,092	15.0	52.9	31.2	100.0
Over 8 and up to 26	88	1,541	7,116	8,745	1.0	17.6	81.4	100.0	64	593	828	1,485	4.3	39.9	55.8	100.0
Over 26	88	1,541	7,116	8,745	1.0	17.6	81.4	100.0	64	593	828	1,485	4.3	39.9	55.8	100.0
Total	1,287	6,075	12,841	20,203	6.4	30.1	63.5	100.0	1,331	3,594	2,347	7,272	18.3	49.4	32.3	100.0
West Cumberland	71	153	126	350	20.3	43.7	36.0	100.0	50	77	31	158	31.7	48.7	19.6	100.0
8 or less	12	48	104	164	7.3	29.3	63.4	100.0	12	33	28	73	16.4	45.2	38.4	100.0
Over 8 and up to 26	4	58	212	274	1.4	21.2	77.4	100.0	1	12	20	33	3.0	36.4	60.6	100.0
Over 26	4	58	212	274	1.4	21.2	77.4	100.0	1	12	20	33	3.0	36.4	60.6	100.0
Total	87	259	442	788	11.0	32.9	56.1	100.0	63	122	79	264	23.9	46.2	29.9	100.0
South Lancashire	86	336	378	800	10.7	42.0	47.3	100.0	55	266	128	449	12.3	59.2	28.5	100.0
8 or less	23	122	300	445	5.2	27.4	67.4	100.0	10	161	151	322	3.1	50.0	46.9	100.0
Over 8 and up to 26	4	155</														

## INDUSTRIAL SAFETY, HEALTH AND WELFARE

### New Health and Welfare Regulations for Pottery Workers

On 16th January the Minister of Labour and National Service made new Regulations under the Factories Acts dealing with the health and welfare of workers in the pottery and some related sections of industry. The Regulations, which are entitled *The Pottery (Health and Welfare) Special Regulations, 1950*, come into force on 2nd April, 1950.

A draft of the Regulations was published in January, 1949. In view of certain objections made to that draft, the Minister appointed Mr. Eric Sachs, K.C. (Recorder of Stoke-on-Trent) as Commissioner to hold a Public Inquiry in accordance with the statutory procedure. The Inquiry was held at Stoke-on-Trent and in London in September and October, 1949 (see the issue of this GAZETTE for September, 1949, page 310, and earlier issues). In his Report\* the Commissioner recommended some amendments to the draft of January, 1949, and the Minister has made the Regulations substantially in accordance with those recommendations.

The new Regulations supersede the Manufacture and Decoration of Pottery Regulations, 1913, and the Pottery (Silicosis) Regulations, 1932, but not the Pottery (Health) Special Regulations, 1947. They deal with such matters as periodic medical examinations of workers employed in lead processes; cleaning, suppression of dust, ventilation and temperature; and the provision of protective clothing and respirators, washing facilities and mess rooms.

Copies of the Regulations (S.I. 1950 No. 65) can be purchased from H.M. Stationery Office, price 9d. net (10d. post free).

### Infection and Sepsis of Industrial Wounds of the Hand

The Medical Research Council have issued, as No. 266 in their *Special Report Series*, a study of the causation and prevention of infection and sepsis in industrial wounds of the hand.†

Attention is drawn in the Report to the economic effects of septic complication of wounds, which delays healing and sometimes leads to permanent disability. The investigators estimate that in 1942 nearly a million man-days must have been lost as a result of reportable cases of sepsis, not including time lost by workers who were off work for three days or less and without allowing for

\* Report on Public Inquiry into the Draft Pottery (Health and Welfare) Special Regulations by Eric Sachs, Esq., K.C. H.M. Stationery Office, price 6d. net (7d. post free).

† *Infection and Sepsis in Industrial Wounds of the Hand. A Bacteriological Study of Aetiology and Prophylaxis* by R. E. O. Williams and A. A. Miles (assisted by Barbara Clayton-Cooper and Brenda Moss). H.M. Stationery Office, price 1s. 6d. net (1s. 8d. post free).

sepsis developing, after notification, in wounds that led to incapacity from the day of injury.

The Report gives an account of the investigations that were carried out and summarises the data obtained as to the causation of wound infection. It then discusses possible methods of reducing the incidence of such infection before, or at, plenary treatment and after plenary treatment. The investigators believe that a detailed study of wounds treated from the time of injury has demonstrated the dominant part played in the production of sepsis by staphylococcal bacteria derived from the patient's skin and introduced into the wound at the time of injury or soon afterwards. They consider that the incidence of sepsis can be reduced by the use of a rigorous aseptic dressing technique, by thorough cleansing of wounds and surrounding skin, and by repeated local treatment with sulphathiazole.

It is pointed out that the observations were made on wounds treated within a few hours of injury. However, a subsequent investigation showed that sepsis developing within wounds so treated accounted for a small proportion only of the total number of cases of sepsis leading to loss of time. Most of such cases developed from trivial wounds that had not been treated on the day of injury. Although there were very many of these trivial wounds, sepsis developed in not more than 1 or 2 per cent. of the total. There was thus no adequate ground for propaganda urging workers to attend the factory surgery for all trivial wounds, which, if successful, would have overwhelmed the surgical staff and caused an impracticably large loss of man-hours. The investigators urge that the prevention of sepsis must start earlier, in the factory itself.

In the prevention of sepsis by measures in the factory, the Report considers that two problems are involved: the mechanical and psychological problem of preventing minor wounds and the medical problem of minimising the risk of bacteria entering the wounds that do occur. As regards the first problem, it is stated that there is a great risk of trivial injury arising from swarf (particularly the sharper metallic filings and shavings resulting from machine tool work), and that, in the factories studied, the risk of such injury was so large comparatively that probably a substantial proportion of the workers were subjected to the risk, irrespective of whether they were grossly accident-prone or not. The investigators therefore suggest that the elimination of swarf should be an important protective factor. As regards the medical problem, they suggest that, since staphylococcal infection is usually introduced into minor untreated wounds from the patient's skin, a possible line of prophylaxis might be the maintenance of sterility, or at least freedom from the specific infective bacteria, of the worker's hands. It is difficult at present to find a non-irritant, non-sensitising and efficient skin sterilising agent, but if an agent suitable for routine use could be found the Report recommends that such a method of prevention should be tested.

## ANNUAL ABSTRACT OF STATISTICS

The Annual Abstract of Statistics, No. 86, 1938-1948, has been published by H.M. Stationery Office, price 12s. 6d. net (13s. 3d. post free). This volume assembles the principal statistics relating to the social and economic affairs of the United Kingdom and has been prepared by the Central Statistical Office in collaboration with the Statistics Divisions of Government Departments, some of the information having been supplied by trade organisations. The Abstract gives annual figures for the years 1938 to 1948.

The statistics included in the Abstract are grouped in fourteen sections under the following headings: Area and Climate; Population and Vital Statistics; Social Conditions; Education; Defence; Labour; Production; Trade; Transport and Communications; Public Finance; National Income and Expenditure; Banking, Insurance, etc.; Prices; and Balance of Payments. Statistics supplied wholly or partly by the Ministry of Labour and National Service relate to industrial diseases and fatal industrial accidents (under "Social Conditions"); distribution of total man-power, numbers of insured employees (unemployment insurance and national insurance schemes), unemployment, industrial stoppages, trade unions, the index of weekly wage rates and average weekly earnings and hours worked (under "Labour"); and the working class cost-of-living index, to June, 1947, and interim index of retail prices, from June, 1947 (under "Prices").

The statistical tables of the Abstract are supplemented by an index of sources which shows the Department or Office from which the data were obtained for each of the tables and the titles of the official publications or other sources from which the statistics were taken or to which reference can be made. There is also a general index and a table of units of measurement.

Current data for many of the series of statistics included in the Abstract are contained in the Monthly Digest of Statistics, which is also prepared by the Central Statistical Office and published by H.M. Stationery Office.

### APPOINTMENTS IN THE COLONIAL SERVICE

The Colonial Office have issued a pamphlet entitled "Appointments in His Majesty's Colonial Service" which is intended primarily as a guide for persons resident outside the Colonies themselves who wish to have information about appointments in the Colonial Service, i.e., all the public services of British Colonies, Protectorates, Protected States and Trust Territories for the administration of which the Secretary of State for the Colonies is responsible.

The pamphlet gives details of the permanent appointments and contract appointments which are dealt with by the Director of Recruitment (Colonial Service) and for which the Secretary of State for the Colonies selects candidates on the advice of the Colonial Service Appointments Board. The information supplied includes particulars as to qualifications and other requirements for eligibility, the methods of application and selection, procedure and training after selection, and salary scales.

The pamphlet also gives brief particulars of appointments dealt with by the Overseas Nursing Association for Queen Elizabeth's Colonial Nursing Service, for which the Secretary of State for the Colonies selects candidates on the recommendation of the Committee of the Association, and of appointments for which the Crown Agents for the Colonies, acting on behalf of Colonial Governments, select and engage candidates. A section of the pamphlet describes the general conditions of employment in the Colonial Service, and the appendices include a reference to sources of information for certain appointments not within the Colonial Service.

Copies of the pamphlet (C.S.R.I. 1950) can be purchased from H.M. Stationery Office, price 1s. net (1s. 3d. post free).

### NATIONAL INSURANCE Amended Classification of Persons

On 28th January the Minister of National Insurance, in conjunction with the Treasury, made the National Insurance (Classification) Amendment Provisional Regulations, 1950, under the National Insurance Act, 1946. These Provisional Regulations, which came into operation on 6th February, contain miscellaneous amendments to the National Insurance (Classification) Regulations, 1948 (see the issue of this GAZETTE for August, 1948, page 268).

One of the amendments secures that the provisions of the principal Regulations whereby certain gainful occupations are disregarded for National Insurance purposes are not to have effect for the purpose of determining whether an adult dependant, in respect of whom an increase of benefit is claimed under Section 24 of the Act, is or is not engaged in a gainful occupation. Another amendment secures that a person casually employed by a public or local authority is not to be treated as a self-employed person if the employment is for the purposes of exercising and carrying out the powers and duties of the authority. This change will mainly affect persons engaged casually for the compilation of electoral lists or the writing of poll cards, which will be classed as employed contributors' employment. A further amendment adds to those employments in respect of which persons are treated as non-employed persons employment in connection with the recording or counting of votes for the purposes of Parliamentary and other elections. Such employment will therefore be disregarded for contribution purposes under the main National Insurance Scheme, but will remain insurable under the Industrial Injuries Scheme.

Copies of the provisional Regulations (S.I. 1950 No. 155) can be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

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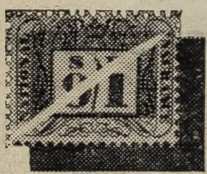
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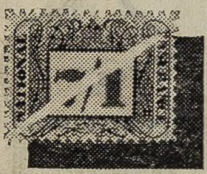
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## INTERNATIONAL LABOUR CONVENTIONS AND THE WESTERN UNION COUNTRIES

The five countries which are party to the Brussels Treaty of economic, social and cultural collaboration and collective self-defence, viz., Belgium, France, Luxembourg, the Netherlands and the United Kingdom, bound themselves under the Treaty to make every effort in common, both by direct consultation and in specialised agencies, to promote the attainment of a higher standard of living by their peoples and to develop on corresponding lines the social and other related services of their countries. To further these objectives, the Consultative Council of the Brussels Treaty Organisation established a Committee of experts—the Committee on Conditions of Work and Social Policy—and gave them as their first task a study of the implications of the Conventions adopted by the International Labour Conference, as well as of means to hasten the ratification of those Conventions.

The Committee have now concluded an examination of the 90 Conventions adopted by the International Labour Conference, up to and including the 31st Session. The examination, which was conducted by representatives of the five countries familiar with the technical questions involved, was a comprehensive one extending over a series of meetings at which a detailed study was undertaken of the respective attitudes of the countries to all the Conventions and the extent to which they had given or proposed to give effect to them. The International Labour Conventions deal with matters normally enforced by legislation and, in general, fundamental to the social organisation of the countries concerned. For example, the minimum age Conventions raise the whole question of the school-leaving age and the Conventions relating to the length of the working week raise the question of the method of regulation of the hours of employment.

The study undertaken by the Committee has brought clearly to light the important fact that in matters of fundamental social policy the Western Union countries have achieved a similarity of approach and a substantial measure of harmony in their attitudes towards and their implementation of the International Labour Conventions. This is not clearly shown by the simple record of ratifications, since there are cases in which ratification is hindered by technical considerations which do not affect the substantial implementation of the Convention in question. In addition, the examination has had certain important and valuable practical results:—(a) Each national administration has had to carry out a full and comprehensive review of its attitude towards all the International Labour Conventions adopted from the beginning. Some of these have now ceased to conform with modern conditions, but the examination has in fact resulted in the ratification of certain Conventions and expedited the consideration and ratification of others. This process is not yet complete and a further substantial number of ratifications can be expected over the next few months. (b) In cases where particular countries have had difficulties over the interpretation or the application of particular Conventions, helpful advice has been forthcoming or offered by other Governments. (c) The Governments have been able to exchange views, and, in some cases, to formulate a common attitude on the problem of revising Conventions which are now largely out-of-date. (d) The representatives have been able, over a wide field, to get information on the legislation, facilities, and services existing in each other's countries. This has indicated certain fields in which more detailed studies may prove helpful and on which work has already begun.

## INTERNATIONAL LABOUR ORGANISATION

### Proposals for Ratification of International Labour Conventions

The Minister of Labour and National Service has presented to Parliament a Command Paper\* containing proposals for the ratification by His Majesty's Government in the United Kingdom of Great Britain and Northern Ireland of five Conventions relating to conditions of labour, in non-metropolitan territories, which were adopted by the International Labour Conference at its 30th Session at Geneva in 1947 (see the issue of this GAZETTE for October, 1947, page 338). The Conventions are as follows:—

*Convention (No. 82) concerning Social Policy in Non-Metropolitan Territories.* This Convention covers a very wide field, including provisions relating to improvement of standards of living; protection of rights of migrant workers; encouragement of collective bargaining to establish minimum wages; non-discrimination on grounds of race, colour, sex, belief, tribal association or trade union affiliation; and promotion of education and training. Certain general principles concerning the application of social policies and promotion of economic advancement are also included in the Convention.

*Convention (No. 83) concerning the Application of International Labour Standards to Non-Metropolitan Territories.* This Convention contains, in a schedule, 13 existing International Labour Conventions. The form of the Convention enables consideration to be given to the extent to which these Conventions may be applied to the non-metropolitan territories concerned. Since the Conventions may, in certain circumstances, be ones not ratified on behalf of the non-metropolitan territories concerned, this represents a new departure in International Labour Organisation practice.

*Convention (No. 84) concerning the Right of Association and the Settlement of Labour Disputes in Non-Metropolitan Territories.* This Convention seeks to protect the rights of employers and employees to associate for lawful purposes and, in particular, the right of trade unions to conclude collective agreements with employers' organisations. It also proposes that conciliation machinery for the rapid settlement of industrial disputes should be encouraged.

*Convention (No. 85) concerning Labour Inspectorates in Non-Metropolitan Territories.* This Convention contains provisions relating to the status, duties and rights of such inspectorates.

*Convention (No. 86) concerning the Maximum Length of Contracts of Employment of Indigenous Workers.* This Convention provides for the regulation by agreements of the maximum periods of service for both single workers and those accompanied by their families.

An Annex to the White Paper contains the Declarations which, under the terms of these Conventions, it is proposed to transmit to the International Labour Office. These Declarations schedule, in respect of each of the Conventions, the various territories in

\* Proposed Action by H.M. Government in the United Kingdom of Great Britain and Northern Ireland on certain Conventions relating to Conditions of Labour in Non-Metropolitan Territories which were adopted at the 30th Session, 1947, of the International Labour Conference. Cmd. 7865. H.M. Stationery Office, price 4d. net (5d. post free).

which (a) the Convention will be applied without modification, (b) the Convention will be applied with modification, (c) the Convention is inapplicable, or (d) the decision is reserved.

### Report on 32nd Session of International Labour Conference

The Minister of Labour and National Service has presented to Parliament the Report of the Delegates of the United Kingdom Government to the 32nd Session of the International Labour Conference, which was held in Geneva from 8th June to 2nd July, 1949. The Report, which has been published by H.M. Stationery Office as a Command Paper\* contains a summary of the proceedings of the Conference. The texts of the Conventions and Recommendations adopted by the Conference are reproduced in appendices.

An article on the Conference appeared in the issue of this GAZETTE for July, 1949 (pages 227 to 229).

### Preparatory Conference on Vocational Training

A Preparatory Technical Tripartite Conference, convened by the International Labour Office, was held in Geneva from 23rd January to 3rd February, to consider the vocational training of adults, including disabled persons. This subject is one of the items on the agenda of the 33rd Session of the International Labour Conference, which will open in Geneva in June. The purpose of the Preparatory Conference was to pave the way for the discussions on this subject at the International Labour Conference in the summer, by providing an opportunity for representatives of the various countries to consider draft international regulations embodying principles and methods for the successful operation of training schemes for adult workers, including the disabled.

Each State Member of the Organisation was invited to be represented at the Preparatory Conference by a delegation comprising two Government delegates, one employers' delegate and one workers' delegate, each of whom might be accompanied by advisers. The United Kingdom delegates at the Preparatory Conference were Sir Harold Wiles, K.B.E., C.B., Deputy Secretary, Ministry of Labour and National Service, and Mr. J. Howie Mitchell, Assistant Secretary, Ministry of Labour and National Service, for the Government; Mr. H. F. Farrar, C.B.E., President of the Worsted Spinners' Federation, Past Chairman of the Wool (and Allied) Textile Employers' Council, and member of the Council of the British Employers' Confederation, for the employers; and Mr. V. C. Wray, Secretary of the Education Department of the Trades Union Congress, for the workers. The employers' delegate was accompanied by an adviser.

\* International Labour Conference, 32nd Session, Geneva, 8th June–2nd July, 1949. Report by the Delegates of H.M. Government in the United Kingdom of Great Britain and Northern Ireland. Cmd. 7852. H.M. Stationery Office, price 3s. 6d. net. (3s. 9d. post free).

## LABOUR OVERSEAS

### Social Security in New Zealand

The International Labour Office have published a handbook\* describing the social security scheme in New Zealand. This is the first of a series of handbooks on national social security systems which it is proposed to issue. Each handbook will be prepared by the Government concerned, according to a plan drafted by the International Labour Office.

It is stated in the preface to the handbook that the new series will present, for each country, the entire social security legislation analysed in sufficient detail for the working of the system to be understood, and that it will follow a uniform plan so that it will be easy to compare the different ways in which national systems attain similar objectives. Although an internationally accepted definition of social security does not yet exist, the International Labour Office believe that some of the elements of an acceptable definition can already be indicated. From these elements they infer that social security measures include those which, in virtue of legislation, provide a basic income in case of inability to work (including old age), inability to obtain remunerative work or the death of the breadwinner; assistance for dependent children; and comprehensive medical care. For the rest, the plan of the series allows a certain latitude, so that each Government, by the inclusion or exclusion of certain types of scheme, may assist in the development of a uniform international usage.

The first of the handbooks has been prepared by the Government of New Zealand and describes the scheme set up in that country by the Social Security Act, 1938. This Act, the International Labour Office consider, has, more than any other law, determined the practical meaning of social security and so has deeply influenced the course of legislation in other countries. The handbook deals in order with the legal basis of the New Zealand scheme, the scope of the protection afforded, the provision of benefits, and the organisation and financing of the scheme. It also refers briefly to certain social benefits affecting the welfare of the community which do not fall within the social security scheme as such. These comprise workers' compensation, provided under special legislation, the general public health services, and the institutional treatment of mental defectives, of which the cost is met from general taxation.

The handbook states that in New Zealand, where the responsibility for social services has always devolved upon the State, social security is regarded basically as a comprehensive system of State assistance in the form, firstly, of cash benefits for

\* Systems of Social Security. New Zealand. International Labour Office, Geneva; price 2s. net.

persons in need and, secondly, of a universal health service designed to maintain and promote the health and general welfare of the community. Cash benefits are administered by the Social Security Commission and include superannuation and age benefits; widows' and orphans' benefits; family benefits; invalids' benefits; miners' benefits; sickness and unemployment benefits; emergency benefits (available in cases of hardship for persons not qualified to receive any other cash benefit); and war service men's dependants' allowances. The health benefits, which are administered by the Department of Health, are benefits in kind, available to the resident population, and comprise maternity, hospital, medical and pharmaceutical benefits and such supplementary benefits as diagnostic services, massage services, district nursing services, domestic assistance and dental benefits.

Cash and health benefits are financed on a current cost basis from the Social Security Fund, which receives its income mainly from a tax known as the social security contribution and from annual grants from State funds. The social security contribution is a charge at the rate of 7½ per cent. on all salaries, wages and other income of persons, 16 years of age and over, ordinarily resident in New Zealand and on the income of most companies in the country. The scheme is a comprehensive one, embracing all sections of the community, all persons normally resident in New Zealand being entitled to its benefits, provided they qualify in respect of the individual requirements for any particular benefit. Cash benefits are applied mainly on the basis of a means test and are not determined by the number and amount of contributions paid. Health benefits are available without restriction.

At present, New Zealand has no reciprocal arrangements for social security benefits outside the British Commonwealth of Nations, and arrangements within the Commonwealth are limited to reciprocity with Australia, covering most of the cash benefits available in New Zealand, and with the United Kingdom, covering family benefits (child allowances).

### Wage Rates in Australia in March, 1949

The Commonwealth Bureau of Census and Statistics publish regularly in the *Quarterly Summary of Australian Statistics* particulars of the average weekly and hourly rates of wages of adult male and female workers in the principal groups of industries in Australia. The figures are compiled from data extracted from awards and determinations of the Commonwealth and State Industrial Courts and from industrial agreements registered under

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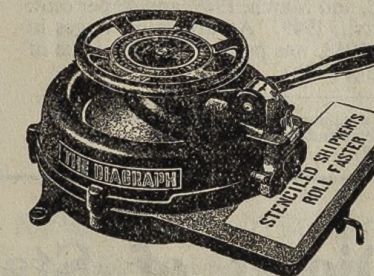
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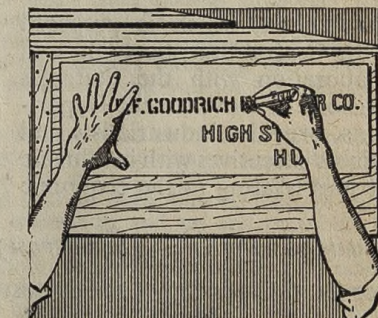
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the Conciliation and Arbitration Acts, supplemented by direct enquiries.

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

The average weekly rates of wages in all industrial groups in the Commonwealth at 31st March, 1949, were £A7 18s. 9d. for men and £A5 2s. 2d. for women. Index figures calculated by the Bureau show that these averages represented increases of 11 per cent. for men and 16 per cent. for women compared with the averages for March, 1948, and of 70 and 99 per cent., respectively, compared with those for March, 1939.

The Table below shows the average weekly rates of wages and average hourly rates of wages at 31st March, 1949, of adult male and female workers in each of the industrial groups included in the survey. For the shipping, etc., group and the pastoral, agricultural, etc., group the normal weekly hours were not stated. For the books, printing, etc., group and the mining group they were, on average, between 39 and 40 a week and for all other groups 40 a week, the figure applied to workers covered by awards of the Commonwealth Court of Conciliation and Arbitration.

Industrial Group	Average Weekly Rate of Wages	
	£A s. d.	s. d.
<b>Men :</b>		
Wood, Furniture, etc.	7 18 3	3 11½
Engineering, Metal Works, etc.	7 18 6	3 11½
Food, Drink, etc.	7 14 8	3 10½
Clothing Textiles, etc.	7 14 4	3 10½
Books, Printing, etc.	8 19 8	4 6½
Other Manufacturing	7 17 0	3 11
Building	8 14 3	4 4½
Mining	8 5 11	4 2
Rail and Tram Services	7 18 8	3 11½
Other Land Transport	7 8 11	3 8½
Shipping, etc.	9 5 0*	—
Pastoral, Agricultural, etc.	7 19 9*	—
Domestic, Hotels, etc.	7 3 11*	3 7½*
Miscellaneous	7 10 11	3 9½
<b>All Groups</b>	<b>7 18 9</b>	<b>3 11½†</b>
<b>Women :</b>		
Food, Drink, etc.	4 18 6	2 5½
Clothing, Textiles, etc.	5 2 3	2 6½
All Other Manufacturing	5 5 7	2 7½
Domestic, Hotels, etc.	4 13 3*	2 4*
Shop Assistants, Clerks, etc.	5 9 9	2 9
<b>All Groups</b>	<b>5 2 2</b>	<b>2 6½</b>

In accordance with the legislative provisions governing conciliation and arbitration in Australia, the Commonwealth Court of Conciliation and Arbitration lay down, for the State capitals, basic wages which are applicable to all workers covered by awards of the Court, and which must be taken into account in the fixing of wage rates. The basic wages are subject to variation at quarterly intervals, in accordance with changes in the official index of retail prices, and to the addition of "loads" or fixed amounts which are not so variable. The average of the basic wages for male workers in the six capital cities of the Commonwealth was £A6 2s. in March, 1949, £A5 11s. in March, 1948, and £A3 18s. in March, 1939.

The increase in the cost of living in Australia, as measured by the official index of retail prices in the six State capitals, was 9 per cent. between March, 1948, and March, 1949, and 48 per cent. between March, 1939, and March, 1949. An article on wages in Australia at the end of March, 1948, was published in the issue of this GAZETTE for April, 1949 (page 133).

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

## Monthly Digest of Statistics

THE Digest, which is prepared by the Central Statistical Office in collaboration with the Statistics Divisions of Government Departments, provides industrialists and business executives with invaluable statistics relating to the economic

situation in the United Kingdom. Where available, pre-war figures are given as well as those for the war years, which were not then published for security reasons. Monthly figures are given for the last two years.

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## Earnings in the United States Cotton Textile Industry in April, 1949

The *Monthly Labor Review* for September, 1949, published by the United States Department of Labor, contains a summary of an enquiry into earnings in the United States cotton textile industry in April, 1949, which was carried out by the Department's Bureau of Labor Statistics. The enquiry related to straight-time earnings (i.e., earnings during normal working hours, excluding extra payments for overtime and night work), and covered about 190,000 workers in New England and the Southern States, representing two-fifths of the total number employed in the cotton textile industry.

The Bureau state that, compared with the corresponding figures for April, 1948 (see the issue of this GAZETTE for January, 1949, pages 13 and 14), average straight-time hourly earnings increased by 5 per cent. or more in most of the occupations in cotton mills in the Southern States, primarily as a result of general wage increases granted during the second half of 1948. In New England, where increases had been granted during the first quarter of 1948, there was little change between the dates of the two enquiries.

The following Table shows the average straight-time hourly earnings in April, 1949, in some of the more important occupations in six of the areas surveyed :—

Occupation	New England			Southern States		
	Connecticut and Rhode Island	Fall River, New Bedford, Mass.	North New England	Charlotte, N.C.	Greenville-Spartanburg, S.C.	Statesville, N.C.
<b>Men :</b>	\$	\$	\$	\$	\$	\$
Card Grinders	1.29	1.27	1.28	1.19	1.32	1.19
Tenders	1.13	1.11	1.10	0.97	0.98	1.01
Doffers, Spinning Frame	1.18	1.24	1.17	1.03	1.12	1.10
Loom Fixers (other than Box and Jacquard Looms)	1.47	1.49	1.48	1.43	1.39	1.41
Machinists, Maintenance	1.38	1.39	1.40	1.38	1.27	1.40
Shearing-Machine Operators	—	1.23	1.20	1.13	0.98	1.20
Slasher Tenders	1.31	1.37	1.35	1.26	1.10	1.22
Slubber	1.25	1.27	1.30	1.09	1.14	1.16
Truckers, Hand (including Bobbin Boys)	1.00	0.98	0.99	0.91	0.94	0.95
Weavers, Dobby	—	—	1.34	1.36	1.24	1.27
Plain Automatic	1.28	1.29	1.34	1.25	1.22	1.24
<b>Women :</b>						
Battery Hands	1.01	1.00	1.01	0.97	0.96	0.93
Spinners, Ring Frame	1.14	1.10	1.12	1.01	1.02	1.01
Weavers, Plain Automatic	1.29	1.26	1.27	1.21	1.19	1.24
Winders, Cone, High Speed, Automatic	1.18	—	1.18	0.98	1.02	—
Winders, Filling, Automatic	1.15	1.13	—	1.12	0.99	1.07

In April, 1949, a second shift was being operated by nearly all the cotton mills surveyed, and a third shift in about three-fourths. Pay differentials for second-shift work were not common. For third-shift work, cotton mills in New England generally paid a differential of 7 cents and most mills in the Southern States a differential of 5 cents. Incentive systems of payment were common, especially in the case of cotton weavers, winders, doffers, spinners and slasher tenders. In occupations in which substantial numbers of both time workers and incentive workers were employed, the latter were found to receive the higher earnings, the advantage amounting to 15 cents an hour or more in half the cases.

Employment in the cotton textile industry declined during the twelve months ended April, 1949, especially in New England. Weekly work schedules at the time of the enquiry were well below those of April, 1948, when schedules of more than 40 hours a week were common, particularly in mills in the Southern States. Although the majority of the mills in both regions reported a 40-hour working week for first-shift workers in April, 1949, most of the others had shorter schedules.

STATISTICAL information is at present arranged under the following headings and the scope is revised from time to time to include new statistical information as it becomes available.

- POPULATION • EMPLOYMENT
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## EMPLOYMENT, UNEMPLOYMENT, ETC.

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## Employment in Great Britain in December

### GENERAL SUMMARY

It is estimated that the total working population\* decreased during December, 1949, by 66,000 (25,000 men and 41,000 women).

The size of the Forces was reduced during December by 12,000 to a total of 725,000. The number of ex-Service men and women on release leave at the end of December was estimated at 11,000.

The number of unemployed persons registered for employment at 16th January, 1950, was 372,300, compared with 330,300 at 5th December, 1949. The January figure represented about 1.8 per cent. of the total number of employees insured under the national insurance schemes, compared with 1.6 per cent. in December.

The total number in civil employment (industry, commerce and services of all kinds) decreased during December by 85,000 (32,000 men and 53,000 women).

There was a fall of 8,000 in the level of employment in the basic industries during the month. There were decreases of 5,000 each in agriculture and in transport and communication, which were slightly offset by a rise of 2,000 in gas, electricity and water. There was a slight increase of 200 in the number of wage earners on colliery books.

During December the number employed in the manufacturing industries fell by 22,000, all of whom were women. There was an increase of 2,000 in textiles†, but there were decreases of 7,000 in metals, engineering and vehicles, 3,000 in clothing, 6,000 in food, drink and tobacco, and 7,000 in the "other manufactures" group.

There was a decline of 26,000 in the number employed in building and contracting.

Employment in the distributive trades decreased by 15,000, reflecting the end of the Christmas season. In the professional, financial and miscellaneous group there was a fall of 7,000, while national government service fell by 8,000.

The following Tables show the detailed man-power trends since mid-1948.

### GENERAL MAN-POWER POSITION

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

	Thousands				
	Mid-1948	End-1948	End-Nov., 1949	End-Dec., 1949	Change during Dec., 1949
<b>Total Working Population*</b>					
Men .. .. .	16,057	16,069	16,099	16,074	-25
Women .. .. .	7,089	7,116	7,285	7,244	-41
<b>Total .. .. .</b>	<b>23,146</b>	<b>23,185</b>	<b>23,384</b>	<b>23,318</b>	<b>-66</b>
<b>H.M. Forces and Women's Services</b>					
Men .. .. .	807	774	709	698	-11
Women .. .. .	39	34	28	27	-1
<b>Total .. .. .</b>	<b>846</b>	<b>808</b>	<b>737</b>	<b>725</b>	<b>-12</b>
<b>Men and Women on Release Leave who have not yet taken up employment</b>					
Registered Unemployed ..	92	18	11	11	—
Persons in Civil Employment ..	282	348†	329†	360†	+31
<b>Men .. .. .</b>	<b>14,945</b>	<b>15,019</b>	<b>15,141</b>	<b>15,109</b>	<b>-32</b>
<b>Women .. .. .</b>	<b>6,981</b>	<b>6,992</b>	<b>7,166</b>	<b>7,113</b>	<b>-53</b>
<b>Total in Civil Employment .. .. .</b>	<b>21,926</b>	<b>22,011</b>	<b>22,307</b>	<b>22,222</b>	<b>-85</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 December, 1949, was : Cotton—329,000. Wool—222,000. Other textiles—463,000.  
‡ 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-Nov., 1949	End-Dec., 1949	Change during Dec., 1949
<b>Basic Industries</b>					
Coal Mining	787	788	771	771	—
Total Man-power on Colliery (Wage-earners on Colliery Books) .. .. .	(725)	(725)	(709)	(709)	(—)
Other Mining and Quarrying ..	82	82	82	82	—
Gas, Electricity and Water ..	296	301	317	319	+ 2
Transport and Communication ..	1,814	1,803	1,808	1,803	- 5
Agriculture .. .. .	1,227	1,230	1,230	1,225	- 5
Fishing .. .. .	41	41	41	41	—
<b>Total, Basic Industries ..</b>	<b>4,247</b>	<b>4,245</b>	<b>4,249</b>	<b>4,241</b>	<b>- 8</b>
<b>Manufacturing Industries</b>					
Chemicals and Allied Trades ..	426	433	450	449	- 1
Metals, Engineering and Vehicles .. .. .	3,904	3,921	3,929	3,922	- 7
Textiles .. .. .	948	971	1,012	1,014	+ 2
Clothing .. .. .	700	716	757	754	- 3
Food, Drink and Tobacco ..	725	738	771	765	- 6
Other Manufactures .. .. .	1,411	1,422	1,476	1,469	- 7
<b>Total, Manufacturing Industries ..</b>	<b>8,114</b>	<b>8,201</b>	<b>8,395</b>	<b>8,373</b>	<b>-22</b>
<b>Building and Contracting</b> ..	<b>1,497</b>	<b>1,480</b>	<b>1,488</b>	<b>1,462</b>	<b>-26</b>
<b>Distributive Trades .. .. .</b>	<b>2,689</b>	<b>2,739</b>	<b>2,829</b>	<b>2,814</b>	<b>-15</b>
<b>Professional, Financial and Miscellaneous Services ..</b>	<b>3,925</b>	<b>3,876</b>	<b>3,886</b>	<b>3,879</b>	<b>- 7</b>
<b>Public Administration—National Government Service .. .. .</b>	<b>688</b>	<b>694</b>	<b>677</b>	<b>669</b>	<b>- 8</b>
<b>Local Government Service ..</b>	<b>766</b>	<b>776</b>	<b>783</b>	<b>784</b>	<b>+ 1</b>
<b>Total in Civil Employment .. .. .</b>	<b>21,926</b>	<b>22,011</b>	<b>22,307</b>	<b>22,222</b>	<b>-85</b>

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

### 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 November and December, 1949. 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).

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

Industry	(Thousands)								
	Males			Females			Total		
	Mid-1948	Nov., 1949	Dec., 1949	Mid-1948	Nov., 1949	Dec., 1949	Mid-1948	Nov., 1949	Dec., 1949
Mining, etc.									
Coal Mining	775.5	759.2	759.4	11.5	11.5	11.5	787.0	770.7	770.9
Treatment of Non-Metalliferous Mining Products other than Coal	229.1	235.2	235.2	77.8	80.4	79.9	306.9	315.6	315.1
Bricks and Fireclay Goods	64.2	72.7	72.3	7.4	7.8	7.7	71.6	80.0	80.0
China and Earthenware (inc. glazed tiles)	34.2	36.0	36.1	42.1	43.7	43.6	76.3	79.7	79.7
Glass (other than containers)	29.6	30.9	31.0	11.6	12.2	12.0	41.2	43.1	43.0
Glass Containers	19.9	20.6	20.5	5.6	6.0	5.9	25.5	26.6	26.4
Cement	12.9	13.1	13.3	1.4	1.3	1.3	14.3	14.4	14.6
Other Non-Metalliferous Mining Manufactures	63.2	62.4	62.0	9.7	9.4	9.4	72.9	71.8	71.4
Chemicals and Allied Trades	294.8	309.7	310.3	126.1	135.7	134.1	420.9	445.4	444.4
Coke Ovens and By-Product Works	16.8	16.5	16.5	0.5	0.5	0.5	17.3	17.0	17.0
Chemicals and Dyes	143.4	147.4	147.7	52.1	54.3	53.8	195.5	201.7	201.5
Pharmaceutical Preparations, Toilet Preparations, Perfumery	12.6	13.7	13.8	18.2	21.3	20.8	30.8	35.0	34.6
Explosives and Fireworks	21.6	23.3	23.1	12.2	14.1	14.2	33.8	37.4	37.3
Paint and Varnish	25.9	27.0	27.0	11.1	11.3	11.2	37.0	38.3	38.2
Soap, Candles, Glycerine, Polishes, Ink and Matches	27.2	28.5	28.5	19.7	20.5	19.9	46.9	49.0	48.4
Mineral Oil Refining	24.7	29.5	29.8	6.0	6.6	6.6	30.7	36.1	36.4
Other Oils, Greases, Glue, etc.	22.6	23.8	23.9	6.3	7.1	7.1	28.9	30.9	31.0
Metal Manufacture	438.4	441.7	442.0	57.6	56.2	56.1	496.0	497.9	498.1
Blast Furnaces	19.3	19.8	19.6	0.7	0.7	0.7	20.0	20.5	20.3
Iron and Steel Melting, Rolling, etc., not elsewhere specified	178.8	182.8	182.4	15.9	15.4	15.3	194.7	198.2	197.7
Iron Foundries	91.1	92.0	92.1	15.3	14.9	14.9	106.4	106.9	107.0
Tinplate Manufacture	14.3	14.8	14.9	2.7	2.8	2.8	17.0	17.6	17.7
Steel Sheet Manufacture	17.3	17.6	17.7	1.2	1.2	1.2	18.5	18.8	18.9
Iron and Steel Tubes (inc. melting and rolling in integrated works)	33.0	34.3	34.5	6.3	6.1	6.1	39.3	40.4	40.6
Non-Ferrous Metals Smelting, Rolling, etc.	84.6	80.4	80.8	15.5	15.1	15.1	100.1	95.5	95.9
Engineering, Shipbuilding and Electrical Goods	1,445.0	1,447.3	1,444.3	375.2	365.2	363.7	1,820.2	1,812.5	1,808.0
Shipbuilding and Ship Repairing	218.0	199.3	197.1	7.9	7.2	7.6	225.9	206.5	204.7
Marine Engineering	74.5	72.8	72.0	3.5	3.6	3.6	78.0	76.4	75.6
Agricultural Machinery (exc. tractors)	35.3	34.2	34.2	5.1	4.9	4.9	40.4	39.1	39.1
Boilers and Boilerhouse Plant	15.8	16.7	16.8	1.7	1.7	1.7	17.5	18.4	18.5
Machine Tools	63.0	60.9	60.9	13.7	13.0	13.0	76.7	73.9	73.9
Stationary Engines	20.1	22.0	22.1	3.2	3.1	3.1	23.3	25.1	25.2
Textile Machinery and Accessories	57.5	58.7	58.7	9.7	10.1	10.1	67.2	68.8	68.8
Ordnance and Small Arms	33.1	37.3	36.6	8.1	9.8	9.7	41.2	47.1	46.3
Constructional Engineering	64.7	65.7	65.6	5.5	5.5	5.5	70.2	71.2	71.2
Other Non-Electrical Engineering	547.3	558.9	558.6	117.5	116.0	115.7	664.8	674.9	675.3
Electrical Machinery	118.2	120.5	120.5	46.7	41.2	40.9	164.9	161.7	161.4
Electrical Wires and Cables	38.2	37.2	37.1	24.0	21.2	21.1	62.2	58.4	58.2
Telegraph and Telephone Apparatus	27.8	29.1	29.0	16.6	16.9	16.8	44.4	46.0	45.8
Wireless Apparatus (exc. valves) and Gramophones	36.0	37.8	38.0	31.2	33.8	34.0	67.2	71.6	72.0
Wireless Valves and Electric Lamps	16.7	16.0	16.0	19.0	17.3	17.2	35.7	33.3	33.2
Batteries and Accumulators	11.7	11.3	11.3	8.6	9.9	9.9	21.2	20.5	20.5
Other Electrical Goods	68.1	68.9	68.8	51.4	50.0	49.6	119.5	118.9	118.4
Vehicles	760.2	783.4	783.3	118.7	121.6	121.1	878.9	905.0	904.4
Manufacture of Motor Vehicles and Cycles	243.8	257.7	258.4	41.6	42.7	42.6	285.4	300.4	301.0
Motor Repairs and Garages	182.8	179.2	178.6	23.0	23.8	23.7	205.8	203.0	202.3
Manufacture and Repair of Aircraft	120.6	130.6	130.4	21.0	22.2	22.1	141.6	152.8	152.5
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	52.1	54.8	55.0	20.5	20.5	20.4	72.6	75.3	75.4
Railway Locomotive Shops	56.2	53.8	53.8	2.9	2.7	2.7	59.1	56.5	56.5
Other Locomotive Manufacture	23.3	23.8	23.8	2.2	2.3	2.3	25.5	26.1	26.1
Manufacture and Repair of Railway Carriages and Wagons and Trams	72.9	75.3	75.1	3.7	3.7	3.7	76.6	79.0	78.8
Carts, Perambulators, etc.	8.5	8.2	8.2	3.8	3.7	3.6	12.3	11.9	11.8
Metal Goods not elsewhere specified	313.4	312.9	313.0	178.0	176.9	175.2	491.4	488.8	488.2
Tools and Cutlery	32.6	31.7	31.8	20.6	20.6	20.4	53.2	52.3	52.2
Bolts, Nuts, Screws, Rivets, Nails, etc.	21.4	21.8	21.8	19.2	18.6	18.4	40.6	40.4	40.2
Iron and Steel Forgings not elsewhere specified	28.0	28.1	28.1	5.3	5.2	5.2	33.3	33.3	33.3
Wire and Wire Manufactures	27.1	28.1	28.1	10.2	9.8	9.7	37.3	37.9	37.8
Hollow-ware	24.9	25.3	25.2	25.6	27.3	26.7	50.5	52.6	51.9
Brass Manufactures	24.3	22.6	22.6	13.6	11.7	11.7	37.9	34.3	34.3
Metal Industries not elsewhere specified	155.1	155.3	155.4	83.5	83.7	83.1	238.6	239.0	238.5
Precision Instruments, Jewellery, etc.	79.3	82.8	83.0	45.0	48.9	48.4	124.3	131.7	131.4
Scientific, Surgical and Photographic Instruments, etc.	46.7	50.4	50.6	25.3	27.6	27.5	72.0	78.0	78.1
Manufacture and Repair of Watches and Clocks	8.7	9.4	9.5	6.0	6.4	6.4	14.7	15.8	15.9
Jewellery, Plate and Refining of Precious Metals	17.5	16.4	16.4	12.0	13.1	12.8	29.5	29.5	29.2
Musical Instruments	6.4	6.6	6.5	1.7	1.8	1.7	8.1	8.4	8.2
Textiles	384.7	413.7	416.1	554.5	589.3	588.5	939.2	1,003.0	1,004.6
Cotton Spinning, Doubling, etc.	64.2	64.4	64.4	114.3	117.3	117.0	178.5	182.3	182.2
Cotton Weaving, etc.	43.7	47.8	48.0	90.2	98.1	97.9	133.9	145.9	145.9
Woolen and Worsted	91.9	96.7	97.4	113.4	120.7	120.7	205.3	217.4	218.1
Rayon, Nylon, etc., Production	28.1	32.6	32.7	14.7	15.4	15.3	42.8	48.0	48.0
Rayon, Nylon, etc., Weaving and Silk	16.8	18.5	18.6	24.0	25.3	25.4	40.8	43.8	44.0
Linen and Soft Hemp	5.3	5.3	5.3	8.1	7.4	7.4	13.4	12.7	12.7
Jute	7.9	7.8	7.9	12.4	11.2	11.2	20.3	19.0	19.0
Rope, Twine and Net	6.7	6.7	6.7	6.7	6.3	6.3	13.4	12.3	12.3
Hosiery and other Knitted Goods	27.3	31.0	31.3	80.8	92.3	92.5	108.1	123.3	123.8
Lace	4.9	5.2	5.3	8.3	9.0	9.0	13.2	14.2	14.3
Carpets	10.8	12.3	12.5	12.7	14.8	14.8	23.5	27.1	27.3
Narrow Fabrics	6.3	6.5	6.5	15.2	16.0	15.9	21.5	22.5	22.4
Made-up Textiles	6.4	6.5	6.5	13.5	13.6	13.5	19.9	20.1	20.0
Textile Finishing, etc.	54.3	59.0	59.3	25.5	27.2	27.1	79.8	86.2	86.4
Other Textile Industries	13.2	13.6	13.7	9.1	8.8	8.8	22.3	22.4	22.5
Leather, Leather Goods and Fur	49.0	49.0	49.2	30.3	32.0	31.2	79.3	81.0	80.4
Leather (Tanning and Dressing) and Feltmongery	32.7	32.8	32.9	9.5	9.4	9.2	42.2	42.2	42.1
Leather Goods	11.5	12.1	12.2	16.0	18.3	17.7	27.5	30.4	29.9
Fur	4.8	4.1	4.1	4.8	4.3	4.3	9.6	8.4	8.4
Clothing	195.2	204.8	204.3	427.2	474.0	472.0	622.4	678.8	676.3
Tailoring	74.0	80.2	80.2	184.0	204.3	203.4	258.0	284.5	283.6
Dressmaking	12.4	13.7	13.7	89.1	100.6	100.1	111.5	114.3	113.8
Overalls, Shirts, Underwear, etc.	6.7	7.5	7.5	49.1	54.8	54.9	55.8	62.3	62.4
Hats, Caps and Millinery	7.3	6.7	6.7	12.6	12.5	12.4	19.9	19.2	19.1
Dress Industries not elsewhere specified	8.6	8.7	8.7	30.4	33.4	33.0	42.1	42.1	41.7
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	59.9	63.4	63.4	57.3	64.4	64.4	117.7	127.8	127.6
Repair of Boots and Shoes	26.3	24.6	24.1	4.2	4.0	4.0	30.5	28.6	28.1
Food, Drink and Tobacco	407.2	428.6	428.1	285.2	309.6	304.0	692.4	738.2	732.1
Grain Milling	31.5	33.0	33.2	8.4	8.9	8.7	39.9	41.9	41.9
Bread and Flour Confectionery	108.6	111.7	111.8	68.0	71.9	71.2	176.6	183.6	183.0
Biscuits	13.7	14.4	14.4	19.3	22.2	21.7	33.0	36.6	36.1
Meat and Meat Products	15.6	17.6	18.0	9.8	11.2	11.3	25.4	28.8	29.3
Milk Products	25.3	26.2	26.3	12.3	11.9	11.8	37.6	38.1	38.1
Sugar and Glucose	14.1	17.4	17.0	5.2	6.2	6.0	19.3	23.6	23.3
Cocoa, Chocolate and Sugar Confectionery	24.1	27.3	26.9	34.5	44.7	44.7	58.6	72.0	72.3
Preserving of Fruit and Vegetables	17.4	19.0	18.8	35.0	38.7	35.9	52.4	57.7	54.7
Food Industries not elsewhere specified	31.0	32.4	32.2	25.5	25.2	24.2	56.5	57.6	56.4
Brewing and Malting	74.7	75.8	76.0	18.9	20.2	20.0	93.6	96.0	96.0
Wholesale Bottling	6.4	6.7	6.7	5.4	5.5	5.4	11.8	12.2	12.1
Other Drink Industries	24.6	26.7	26.4	14.5	15.0	14.7	39.1	41.7	41.1
Tobacco	20.2	20.4	20.4	28.4	28.0	27.7	48.6	48.4	48.1

Numbers Employed in Great Britain: Industrial Analysis—continued

Industry	(Thousands)								
	Males			Females			Total		
	Mid-1948	Nov., 1949	Dec., 1949	Mid-1948	Nov., 1949	Dec., 1949	Mid-1948	Nov., 1949	Dec., 1949
Manufactures of Wood and Cork	218.9	235.3	235.9	51.1	55.2	54.9	270.0	290.5	290.8
Timber (Sawmilling, etc.)	76.2	77.4	77.4	10.7	10.5	10.5	86.9	87.9	87.9
Furniture and Upholstery	92.3	105.0	105.6	25.3	29.4	29.2	117.6	134.4	134.8
Shop and Office Fitting	15.7	17.5	17.3	3.1	3.1	3.2	18.8	20.6	20.5
Wooden Containers and Baskets	19.0	19.2	19.3	6.2	6.4	6.3	25.2	25.6	25.6
Miscellaneous Wood and Cork Manufactures	15.7	16.2							



# Unemployment at 16th January, 1950

## SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 5th December, 1949, and 16th January, 1950, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
5th December	232,985	5,768	86,513	5,070	330,336
16th January	252,114	10,657	99,681	9,814	372,266

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

It is estimated that the number of persons registered as unemployed at 16th January represented 1.8 per cent. of the total number of employees insured under the national insurance schemes. The corresponding percentage at 5th December, 1949, was 1.6.

In the week ending 31st December, 1949, about 27,000 operatives in the manufacturing industries were on short time, losing 18 hours each on the average; on the other hand 716,000 were working on an average 6 hours overtime.

The analysis of the figures for 16th January is as follows:—

	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
Men 18 and over	59,362	69,207	118,948	247,517	4,597	252,114
Boys under 18	5,658	3,418	1,440	10,516	141	10,657
Women 18 and over	32,825	27,524	35,997	96,346	3,335	99,681
Girls under 18	5,419	2,595	1,556	9,570	244	9,814
<b>Total</b>	<b>103,264</b>	<b>102,744</b>	<b>157,941</b>	<b>363,949</b>	<b>8,317</b>	<b>372,266</b>

The total of 372,266 includes 51,091 married women.

The changes between 5th December and 16th January in each administrative Region were as follows:—

Region		Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
		Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
London & South-Eastern	5th Dec.	20,516	18,795	16,524	55,835	1,094	56,929
	16th Jan.	20,248	20,278	66,523	903	67,426	
	Inc. or Dec.	+ 5,481	+ 1,453	+ 3,754	+10,688	- 191	+ 10,497
Eastern	5th Dec.	4,662	4,430	3,294	12,386	178	12,562
	16th Jan.	5,045	7,556	5,184	17,785	148	17,933
	Inc. or Dec.	+ 383	+ 3,126	+ 1,890	+ 5,399	- 28	+ 5,371
Southern	5th Dec.	4,362	5,302	5,059	14,723	58	14,781
	16th Jan.	5,470	5,496	5,567	16,533	64	16,597
	Inc. or Dec.	+ 1,108	+ 194	+ 508	+ 1,810	+ 6	+ 1,816
South-Western	5th Dec.	4,439	5,910	6,753	17,102	84	17,186
	16th Jan.	5,199	5,993	7,966	19,158	182	19,340
	Inc. or Dec.	+ 760	+ 83	+ 1,213	+ 2,056	+ 98	+ 2,154
Midland	5th Dec.	5,277	2,625	2,700	10,602	365	10,967
	16th Jan.	6,126	2,517	3,947	12,590	408	12,998
	Inc. or Dec.	+ 849	- 108	+ 1,247	+ 1,988	+ 43	+ 2,031
North-Midland	5th Dec.	3,436	3,035	2,373	8,844	276	9,120
	16th Jan.	2,909	3,851	4,225	10,985	392	11,377
	Inc. or Dec.	- 527	+ 816	+ 1,852	+ 2,141	+ 116	+ 2,257
East & West Ridings	5th Dec.	5,148	4,611	5,809	15,568	743	16,311
	16th Jan.	5,864	4,269	6,952	17,085	1,092	18,177
	Inc. or Dec.	+ 716	- 342	+ 1,143	+ 1,517	+ 349	+ 1,866
North-Western	5th Dec.	13,877	15,766	20,562	50,205	1,074	51,279
	16th Jan.	16,327	14,413	23,482	54,222	995	55,217
	Inc. or Dec.	+ 2,450	- 1,353	+ 2,920	+ 4,017	- 79	+ 3,938
Northern	5th Dec.	7,438	11,166	16,517	35,121	849	35,970
	16th Jan.	8,847	10,360	18,861	38,068	980	39,048
	Inc. or Dec.	+ 1,409	- 806	+ 2,344	+ 2,947	+ 131	+ 3,078
Scotland	5th Dec.	16,119	18,783	30,872	65,774	2,156	67,930
	16th Jan.	14,998	19,175	37,808	71,981	2,311	74,292
	Inc. or Dec.	- 1,121	+ 392	+ 6,936	+ 6,207	+ 155	+ 6,362
Wales	5th Dec.	5,596	10,034	21,085	36,715	586	37,301
	16th Jan.	6,482	8,866	23,671	39,019	842	39,861
	Inc. or Dec.	+ 886	- 1,168	+ 2,586	+ 2,304	+ 256	+ 2,560
Great Britain	5th Dec.	90,870	100,457	131,548	322,875	7,461	330,336
	16th Jan.	103,264	102,744	157,941	363,949	8,317	372,266
	Inc. or Dec.	+ 12,394	+ 2,287	+ 26,393	+ 41,074	+ 856	+ 41,930

The following Table gives the numbers of persons registered as unemployed at 16th January, 1950, and the approximate percentage rates of unemployment in each Region:—

Region	Number of persons registered as unemployed at 16th January, 1950			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern	46,956	20,470	67,426	1.4	1.1	1.3
Eastern	11,272	6,661	17,933	1.5	1.9	1.7
Southern	10,463	6,134	16,597	1.6	2.0	1.7
South-Western	13,194	6,146	19,340	1.8	1.8	1.8
Midland	9,275	3,723	12,998	0.7	0.6	0.7
North-Midland	5,938	5,439	11,377	0.6	1.2	0.8
East and West Ridings	13,625	4,552	18,177	1.1	0.8	1.0
North-Western	38,870	16,347	55,217	2.1	1.5	1.9
Northern	28,794	10,254	39,048	3.2	2.9	3.1
Scotland	56,143	18,149	74,292	3.9	2.5	3.4
Wales	28,241	11,620	39,861	4.1	4.8	4.2
<b>Great Britain</b>	<b>262,771</b>	<b>109,495</b>	<b>372,266</b>	<b>1.9</b>	<b>1.6</b>	<b>1.8</b>

## 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 16th January, 1949, was 403,883, including 276,298 men, 11,797 boys, 105,526 women and 10,262 girls. Of the total, 395,197 (including 4,606 casual workers) were wholly unemployed and 8,686 temporarily stopped.

The numbers of unemployed persons† on the registers in each Region at 16th January, 1950, are shown below.

Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly Unemployed (including Casuals)					
London and South-Eastern	44,496	1,968	18,285	1,774	66,523
Eastern	10,902	348	6,177	358	17,785
Southern	9,940	493	5,531	569	16,533
South-Western	12,716	413	5,518	511	19,158
Midland	8,816	283	3,237	254	12,590
North-Midland	5,552	330	4,714	389	10,985
E. and W. Ridings	12,742	378	3,536	429	17,085
North-Western	36,558	1,886	14,853	925	54,222
Northern	26,897	1,256	8,520	1,395	38,068
Scotland	52,298	2,079	16,110	1,494	71,981
Wales	26,600	1,082	9,865	1,472	39,019
<b>Great Britain</b>	<b>247,517</b>	<b>10,516</b>	<b>96,346</b>	<b>9,570</b>	<b>363,949</b>
Northern Ireland	23,978	1,131	5,692	447	31,248
<b>United Kingdom</b>	<b>271,495</b>	<b>11,647</b>	<b>102,038</b>	<b>10,017</b>	<b>395,197</b>
Temporarily Stopped					
London and South-Eastern	484	8	394	17	903
Eastern	20	2	119	7	148
Southern	28	2	30	4	64
South-Western	62	3	106	11	182
Midland	169	7	220	12	408
North-Midland	55	1	321	15	392
E. and W. Ridings	488	17	542	45	1,092
North-Western	413	13	531	38	995
Northern	622	19	321	18	980
Scotland	1,732	34	501	44	2,311
Wales	524	35	250	33	842
<b>Great Britain</b>	<b>4,597</b>	<b>141</b>	<b>3,335</b>	<b>244</b>	<b>8,317</b>
Northern Ireland	206	9	153	1	369
<b>United Kingdom</b>	<b>4,803</b>	<b>150</b>	<b>3,488</b>	<b>245</b>	<b>8,686</b>
Total Registered as Unemployed					
London and South-Eastern	44,980	1,976	18,679	1,791	67,426
Eastern	10,922	350	6,296	365	17,933
Southern	9,968	495	5,561	573	16,597
South-Western	12,778	416	5,624	522	19,340
Midland	8,985	290	3,457	266	12,998
North-Midland	5,607	331	5,035	404	11,377
E. and W. Ridings	13,230	395	4,078	474	18,177
North-Western	36,971	1,899	15,384	963	55,217
Northern	27,519	1,275	8,841	1,413	39,048
Scotland	54,030	2,113	16,611	1,538	74,292
Wales	27,124	1,117	10,115	1,505	39,861
<b>Great Britain</b>	<b>252,114</b>	<b>10,657</b>	<b>99,681</b>	<b>9,814</b>	<b>372,266</b>
Northern Ireland	24,184	1,140	5,845	448	31,617
<b>United Kingdom</b>	<b>276,298</b>	<b>11,797</b>	<b>105,526</b>	<b>10,262</b>	<b>403,883</b>

\* Number registered as unemployed expressed as percentage of the estimated number of employees insured under the national insurance schemes.  
† 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 16th January, 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 5th December, 1949.

Regions and Principal Towns	Numbers of Persons* on Registers at 16th January, 1950				Inc. (+) or Dec. (-) in Totals as compared with 5th Dec., 1949
	Men 18 and over	Women 18 and over	Juveniles under 18 years	Total	
London and South-Eastern	44,980	18,679	3,767	67,426	+ 10,497
London (Administrative County)	20,564	5,795	658	27,017	+ 3,409
Acton	170	106	11	287	+ 1
Brentford and Chiswick	298	104	12	414	+ 94
Brighton and Hove	2,515	1,064	121	3,700	+ 529
Chatham	712	1,052	152	1,916	+ 207
Croydon	912	313	101	1,326	+ 213
Dagenham	545	280	123	948	+ 278
Ealing	383	138	37	558	+ 111
East Ham	406	102	58	566	+ 81
Enfield	318	98	40	456	+ 107
Harrow and Wembley	709	344	61	1,114	+ 184
Hayes and Harlington	143	55	35	233	+ 32
Hendon	543	161	54	758	+ 160
Ilford	463	163	61	687	+ 78
Leyton and Walthamstow	965	193	51	1,209	+ 307
Tottenham	549	179	59	787	+ 169
West Ham	858	369	56	1,283	+ 262
Willesden	521	103	35	659	+ 158
Eastern	10,922	6,296	715	17,933	+ 5,371
Bedford	161	64	17	242	+ 41
Cambridge	105	55	19	179	+ 27
Ipswich	306	116	26	448	+ 193
Luton	196	38	28	262	+ 18
Norwich	1,012	92	14	1,118	+ 193
Southend-on-Sea	1,294	606	89	1,989	+ 179
Watford	124	135	19	278	+ 102
Southern	9,968	5,561	1,068	16,597	+ 1,816
Bournemouth	1,297	612	57	1,966	+ 152
Oxford	137	149	24	310	+ 96
Portsmouth (inc. Gosport)	2,588	1,893	335	4,806	+ 479
Reading	578	356	41	975	+ 114
Slough	277	115	54	446	+ 146
Southampton	1,113	590	100	1,803	+ 51
South-Western	12,778	5,624	938	19,340	+ 2,154
Bristol (inc. Kingswood)	3,340	207	134	4,094	+ 485
Exeter	339	18	56</		

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed at 16th January, 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 disabled persons who require employment 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				
<b>Agriculture, Forestry, Fishing</b>	15,090	10,172	1,430	881	16,520	11,053	27,573	22,487	11,222	33,709
Agriculture and Horticulture	8,411	10,129	74	860	8,485	10,989	19,474	14,203	11,158	25,361
Forestry	559	28	1	1	560	29	589	587	29	616
Fishing	6,120	15	1,355	20	7,475	35	7,510	7,697	35	7,732
<b>Mining and Quarrying</b>	2,751	115	56	4	2,807	119	2,926	3,294	120	3,414
Coal Mining	1,853	77	39	2	1,892	79	1,971	1,925	79	2,004
Iron Ore Mining and Quarrying	30	—	—	—	30	—	30	30	—	30
Stone Quarrying and Mining	514	6	8	—	522	6	528	872	7	879
Slate Quarrying and Mining	101	3	—	—	104	3	107	104	3	107
Clay, Sand, Gravel and Chalk Pits	135	7	—	—	143	7	150	238	7	245
Other Mining and Quarrying	118	22	1	2	143	24	167	125	24	149
<b>Treatment of Non-Metalliferous Mining Products other than Coal</b>	3,446	794	57	28	3,503	822	4,325	3,711	834	4,545
Bricks and Fireclay Goods	1,092	174	16	1	1,108	175	1,283	1,165	175	1,340
China and Earthenware (inc. glazed tiles)	382	118	17	6	399	124	523	413	134	547
Glass (other than containers)	472	216	7	9	479	225	704	485	225	710
Glass Containers	373	154	5	10	378	164	542	397	164	561
Cement	63	16	9	2	72	18	90	83	18	101
Other Non-Metalliferous Mining Manufactures	1,064	116	3	—	1,067	116	1,183	1,168	118	1,286
<b>Chemicals and Allied Trades</b>	4,098	1,789	21	—	4,119	1,877	5,996	4,234	1,894	6,128
Coke Ovens and By-Product Works	164	1	—	—	164	1	165	163	1	164
Chemicals and Dyes	1,431	572	15	53	1,446	625	2,071	1,499	633	2,132
Pharmaceutical Preparations, Toilet Preparations, Perfumery	153	236	—	5	153	241	394	159	241	400
Explosives and Fireworks	1,203	464	—	11	1,203	475	1,678	1,217	475	1,692
Paint and Varnish	292	89	1	13	293	102	395	309	102	411
Soap, Candles, Glycerine, Polishes, Ink and Matches	244	250	1	6	245	256	501	253	264	517
Mineral Oil Refining	246	67	—	—	246	67	313	256	68	324
Other Oils, Greases, Glue, etc.	365	110	4	—	369	110	479	376	110	486
<b>Metal Manufacture</b>	4,561	804	540	32	5,101	836	5,937	5,319	841	6,160
Blast Furnaces	196	10	2	—	198	10	208	208	10	218
Iron and Steel Melting, Rolling, etc., not elsewhere specified	1,581	224	438	14	2,019	238	2,257	2,039	238	2,277
Iron Foundries	1,180	156	2	2	1,182	158	1,340	1,272	159	1,431
Tinplate Manufacture	140	94	37	6	177	100	277	177	100	277
Steel Sheet Manufacture	110	51	53	—	163	51	214	173	52	225
Iron and Steel Tubes (inc. melting and rolling in integrated works)	359	74	5	1	364	75	439	374	76	450
Non-Ferrous Metals Smelting, Rolling, etc.	995	195	3	9	998	204	1,202	1,076	206	1,282
<b>Engineering, Shipbuilding and Electrical Goods</b>	24,153	4,637	446	52	24,599	4,689	29,288	26,585	4,798	31,383
Shipbuilding and Ship Repairing	9,641	331	390	25	10,031	356	10,387	11,302	362	11,664
Marine Engineering	1,161	88	6	—	1,167	88	1,255	1,343	92	1,435
Agricultural Machinery (exc. tractors)	511	48	7	—	518	48	566	543	52	595
Boilers and Boilerhouse Plant	142	4	—	—	142	4	146	161	5	166
Machine Tools	409	76	—	4	409	80	489	431	51	512
Stationary Engines	97	—	—	—	97	18	115	99	18	117
Textile Machinery and Accessories	378	57	3	3	381	60	441	532	69	601
Ordnance and Small Arms	1,009	221	—	—	1,009	221	1,230	1,018	222	1,240
Constructional Engineering	1,404	161	4	—	1,408	161	1,569	1,442	161	1,603
Other Non-Electrical Engineering	6,653	1,339	34	4	6,687	1,343	8,030	6,876	1,358	8,234
Electrical Machinery	792	435	1	—	793	435	1,228	825	440	1,265
Electrical Wires and Cables	299	264	1	—	300	264	564	314	264	578
Telegraph and Telephone Apparatus	194	212	—	3	194	215	409	199	217	416
Wireless Apparatus (exc. valves) and Gramophones	443	534	—	1	443	535	978	448	539	987
Wireless Valves and Electric Lamps	170	126	—	2	170	128	298	175	128	303
Batteries and Accumulators	124	162	—	—	124	162	286	129	193	322
Other Electrical Goods	726	561	—	10	726	571	1,297	748	597	1,345
<b>Vehicles</b>	7,636	1,113	51	25	7,687	1,138	8,825	8,257	1,207	9,464
Manufacture of Motor Vehicles and Cycles	2,517	348	15	1	2,532	349	2,881	2,621	354	2,975
Motor Repairs and Garages	2,300	206	5	1	2,305	207	2,512	2,486	211	2,697
Manufacture and Repair of Aircraft	1,481	210	2	1	1,483	211	1,694	1,734	248	1,982
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	545	233	2	6	547	239	786	559	241	800
Railway Locomotive Shops	109	5	—	—	109	5	114	116	6	122
Other Locomotive Manufacture	222	14	—	—	222	14	236	226	14	240
Manufacture and Repair of Railway Carriages and Wagons and Trams	259	16	—	—	259	16	275	261	17	278
Carts, Perambulators, etc.	203	81	27	16	230	97	327	254	116	370
<b>Metal Goods not Elsewhere Specified</b>	4,340	1,985	114	83	4,454	2,068	6,522	4,603	2,094	6,697
Tools and Cutlery	302	160	24	36	326	196	522	332	196	528
Bolts, Nuts, Screws, Rivets, Nails, etc.	192	181	21	2	193	183	396	220	183	403
Iron and Steel Forgings not elsewhere specified	375	17	32	5	407	22	429	451	23	474
Wire and Wire Manufactures	314	135	2	1	316	136	452	320	136	456
Hollow-ware	409	471	20	4	429	475	904	433	477	910
Brass Manufactures	215	87	—	1	215	88	303	220	88	308
Metal Industries not elsewhere specified	2,533	934	15	34	2,548	968	3,516	2,627	991	3,618
<b>Precision Instruments, Jewellery, etc.</b>	859	455	18	22	877	477	1,354	911	486	1,397
Scientific, Surgical and Photographic Instruments, etc.	455	242	3	6	458	248	706	471	255	726
Manufacture and Repair of Watches and Clocks	186	105	—	—	186	105	291	199	106	305
Jewellery, Plate and Refining of Precious Metals	125	66	14	16	139	82	221	144	83	227
Musical Instruments	93	42	1	—	94	42	136	97	42	139
<b>Textiles</b>	3,180	3,018	109	246	3,289	3,264	6,553	4,343	4,521	8,864
Cotton Spinning, Doubling, etc.	540	537	1	14	541	551	1,092	550	557	1,107
Cotton Weaving, etc.	229	258	24	24	230	282	512	238	283	521
Woolen and Worsted	534	431	81	79	615	510	1,125	630	528	1,158
Rayon, Nylon, etc., Production	191	99	1	—	192	99	291	211	117	328
Rayon, Nylon, etc., Weaving and Silk	99	102	1	7	100	109	209	110	113	223
Linen and Soft Hemp	115	112	—	1	115	113	228	912	969	1,881
Jute	334	182	3	20	337	202	539	339	203	542
Rope, Twine and Net	164	268	1	19	165	287	452	198	426	624
Hosiery and other Knitted Goods	124	301	9	14	133	315	448	146	339	485
Lace	27	36	—	15	27	51	78	30	52	82
Carpets	96	100	3	17	99	117	216	110	151	261
Narrow Fabrics	27	62	—	1	27	63	90	28	64	92
Made-up Textiles	100	267	6	31	106	298	404	115	416	531
Textile Finishing, etc.	436	155	1	3	437	158	595	554	191	745
Other Textile Industries	164	108	1	1	165	109	274	172	112	284

\* 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 16th January, 1950, who, although previously employed in coal mining, have been found to be medically 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				
<b>Leather, Leather Goods and Fur</b>	597	324	88	63	685	387	1,072	715	407	1,122
Leather (Tanning and Dressing) and Fellmongery	286	107	50	36	336	143	479	354	158	512
Leather Goods	182	175	19	18	201	193	394	213	197	410
Fur	129	42	19	9	148	51	199	148	52	200
<b>Clothing</b>	3,515	3,104	473	646	3,988	3,750	7,738	4,342	4,238	8,580
Tailoring	2,109	1,595	263	373	2,372	1,968	4,340	2,528	2,075	4,603
Dressmaking	189	696	6	79	775	970	203	826	1,029	
Overalls, Shirts, Underwear, etc.	52	267	1	21	53	288	341	75	481	556
Hats, Caps and Millinery	75	71	102	130	177	201	378	179	202	381
Dress Industries not elsewhere specified	70	229	30	28	100	257	357	123	380	503
<b>Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)</b>	301	204	32	14	333	218	551	347	227	574
Repair of Boots and Shoes	719	42	39	1	758	43	801	887	47	934
<b>Food, Drink and Tobacco</b>	7,817	6,514	66	334	7,883	6,848	14,731</			



## Work of Appointments Department

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

### Technical and Scientific Register

The Technical and Scientific Register 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 in Scotland 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. A register of vacancies is maintained which includes a wide range of overseas vacancies.

The total number of persons enrolled on the Technical and Scientific Register at 16th January, 1950, was 5,237\* ; this figure included 3,923 registrants who were already in work but desired a change of employment, and 1,314 registrants who were unemployed. Among the unemployed were 505 ex-Service men and women.

The numbers of vacancies notified, filled, etc., between 6th December and 16th January (6 weeks) are shown below.

Vacancies outstanding at 6th December ..	4,716
,, notified during period ..	549
,, filled during period ..	242†
,, cancelled or withdrawn ..	443
,, outstanding at 16th January ..	4,580

### Appointments Register

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

The total number of persons on the registers of the Appointments Offices at 16th January, 1950, was 29,335‡, consisting of 25,783 men and 3,552 women. Of these, 14,454 men and 506 women were ex-Service personnel. The number on the registers included 16,952 men and 2,171 women who were in employment, while 8,831 men and 1,381 women had registered as unemployed at some date in the preceding two months and were not known to be in employment at 16th January. Of those in employment 9,068 men and 276 women were ex-Service personnel. The numbers of ex-Service personnel included in the numbers unemployed were 5,386 men and 230 women.

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

Appointments Office	In Employment		Unemployed	
	Men	Women	Men	Women
London .. .. .	4,877	754	4,654	654
Cambridge .. .. .	450	45	291	44
Reading .. .. .	962	87	649	74
Bristol .. .. .	948	100	528	56
Birmingham .. .. .	1,530	130	398	69
Nottingham .. .. .	732	70	150	36
Leeds .. .. .	1,018	133	261	73
Liverpool .. .. .	972	101	292	39
Manchester .. .. .	1,764	153	410	80
Newcastle-on-Tyne .. .. .	806	75	232	41
Edinburgh .. .. .	965	224	374	91
Glasgow .. .. .	1,464	240	291	83
Cardiff .. .. .	464	59	301	41
Total† .. .. .	16,952	2,171	8,831	1,381

\* This figure includes 970 registrants who were also registered with Appointments Offices and 147 unemployed registrants who were also registered at Employment Exchanges.

† Including 91 vacancies filled by ex-Service men.

‡ Excluding 310 persons registered for overseas employment only and 5,870 whose registrations had been referred to the Local Offices for assistance in placing. Registrations of nurses and midwives are also excluded.

During the period 6th December, 1949, to 16th January, 1950, there were new registrations by 3,541 men and 742 women, and during the same period the registrations of 4,277 men and 852 women lapsed.

The Table below shows the numbers of vacancies (other than those for nurses and midwives) notified, filled, etc., between 6th December, 1949, and 16th January, 1950.

	Men*	Women
Vacancies outstanding at 6th December ..	4,333	597
,, notified during period ..	1,865	462
,, cancelled or withdrawn during period ..	1,141	250
,, filled during period ..	839	212
,, unfilled at 16th January ..	4,218	597

The total numbers of vacancies filled during the period 11th October, 1949, to 16th January, 1950, were 2,172 for men and 548 for women, which included 1,404 filled by ex-Service men and 79 filled by ex-Service women.

### Nursing Appointments Service

As indicated above, 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. At present there are 33 Nursing Appointments Offices, but the number is being increased. (An article dealing with recruitment in the nursing profession and the scope and functions of Nursing Appointments Offices was published in the issue of this GAZETTE for December, 1949, pages 409 and 410.)

Statistics of vacancies for nurses and midwives in respect of the period from 1st October to 31st December, 1949, are given below.

	Men	Women
Vacancies outstanding at 1st October ..	2,783	30,804
,, filled during period ..	378	3,203†
,, outstanding at 31st December ..	2,681	28,783‡

The total of 31,464 vacancies outstanding at 31st December included 2,523 vacancies for nursery nurses, nursing orderlies, etc. An analysis of the remaining 28,941 vacancies, by grade of nurse (or midwife) and by type of institution or service, is given in the following Table :—

Institution or Service	Trained Nurses	Student Nurses	Midwives and Pupil Midwives	Assistant Nurses and Pupil Assistant Nurses
General Hospitals .. .. .	2,823	3,730	751	1,851
Chronic Sick Hospitals .. .. .	527	—	57	1,679
Sick Children's Hospitals .. .. .	132	274	—	54
Infectious Diseases Hospitals .. .. .	968	1,214	—	545
Tuberculosis Hospitals and Sanatoria .. .. .	801	892	—	525
Maternity Hospitals and Homes and Domiciliary Midwifery Services .. .. .	68	—	1,377	159
Mental Hospitals and Institutions .. .. .	1,743	5,219	—	338
Other Hospitals .. .. .	548	704	33	695
District Nursing .. .. .	324	—	68	3
Other Nursing† .. .. .	667	—	32	140
Total .. .. .	8,601	12,033	2,318§	5,989§

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

† These figures include, respectively, 50 vacancies filled and 319 vacancies outstanding for nursery nurses. In the case of vacancies filled, the figures given in the Table include 337 vacancies filled by part-time workers.

‡ Including Day and Residential Nurseries, school nursing, industrial nursing, health visiting and private nursing.

§ These figures include, respectively, 1,209 vacancies for pupil midwives and 775 vacancies for pupil assistant nurses.

## Employment in the Coal Mining Industry in December

The statistics given below in respect of employment, etc., in the coal mining industry in December 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 31st December was 709,000, compared with 708,600 for the four weeks ended 26th November and 725,600 during five weeks ended 1st January, 1949. The total numbers who were effectively employed were 652,500 in December, 654,600 in November, and 669,600 in December, 1948 ; 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 December, together with the increase or decrease\* in each case compared with November, 1949, and December, 1948.

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

District	Average numbers of wage-earners on colliery books during 5 weeks ended 31st Dec., 1949	Increase(+) or decrease (-)* compared with the average for	
		4 weeks ended 26th Nov., 1949	5 weeks ended 1st Jan., 1949
Northumberland .. .. .	42,800	..	+ 200
Cumberland .. .. .	5,800	..	+ 100
Durham .. .. .	109,600	..	- 1,400
South Yorkshire .. .. .	97,800	..	- 2,300
West Yorkshire .. .. .	40,400	- 100	- 1,200
North and South Derbyshire .. .. .	43,400	..	- 1,500
Notts. and Leicestershire .. .. .	53,500	+ 100	- 600
Lancashire and Cheshire .. .. .	50,600	+ 100	- 1,800
North Wales .. .. .	8,600	..	- 300
North Staffordshire .. .. .	20,100	..	- 700
Cannock Chase .. .. .	17,100	- 100	- 1,100
South Staffs., Worcs., and Salop .. .. .	5,600	..	- 100
Warwickshire .. .. .	15,800	..	- 100
South Wales and Mon. .. .. .	103,500	+ 200	- 3,800
Forest of Dean, Bristol and Somerset .. .. .	6,700	- 100	- 600
Kent .. .. .	6,000	..	- 300
England and Wales .. .. .	627,300	+ 100	- 15,500
Fife and Clackmannan .. .. .	22,800	+ 300	+ 700
The Lothians .. .. .	12,600	..	+ 300
Lanarkshire, etc. .. .. .	33,100	..	- 2,300
Ayrshire, etc. .. .. .	13,200	..	+ 200
Scotland .. .. .	81,700	+ 300	- 1,100
Great Britain .. .. .	709,000	+ 400	- 16,600

It is provisionally estimated that during the five weeks of December about 4,180 persons were recruited to the industry, while the total number of persons who left the industry was about 3,980 ; the numbers on the colliery books thus showed a net increase of 200. During the four weeks of November there was a net decrease of 400.

The average number of shifts worked per week by coal-face workers who were effectively employed was 4.81 in December, 5.05 in November, and 4.73 in December, 1948. The corresponding figures for all workers who were effectively employed were 5.11, 5.39 and 4.98.

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 December and November, 1949, and December, 1948, 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

	December, 1949	November, 1949	December, 1948
Coal Face Workers :			
Voluntary .. .. .	6.78	6.44	7.57
Involuntary .. .. .	6.89	7.42	6.79
All Workers :			
Voluntary .. .. .	5.04	4.88	5.81
Involuntary .. .. .	6.16	6.57	6.01

For face-workers the output per man-shift worked was 3.09 tons in December, compared with 3.12 tons in the previous month and 2.97 tons in December, 1948.

The output per man-shift calculated on the basis of all workers was 1.20 tons in December ; for November, 1949, and December, 1948, the figures were 1.21 tons and 1.14 tons, respectively.

\* " No change " is indicated by three dots.

## Employment Overseas

### AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in September was 1.6 per cent. higher than in August and 1.1 per cent. higher than in September, 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 third quarter of 1949 was 5.5, compared with 0.8 in the preceding quarter and with 0.9 in the third quarter of 1948.

### CANADA

Returns received by the Dominion Bureau of Statistics from over 20,700 employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st November in the establishments covered by the returns was 0.1 per cent. lower than at 1st October and 0.8 per cent. lower than at 1st November, 1948. The number of persons employed in manufacturing industries at 1st November was 1.0 per cent. lower than at the beginning of the previous month and 0.9 per cent. lower than at 1st November, 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 August was 0.2 per cent. lower than in July but 5.7 per cent. higher than in August, 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 November is estimated by the United States Department of Labor to have been approximately 42,695,000. This was 0.2 per cent. higher than the figure for October but 4.7 per cent. lower than the figure for November, 1948. The index figure of wage-earners' employment in manufacturing industries (base, average of 1939=100) showed a decrease of 1.4 per cent. in November compared with October and of 12.2 per cent. compared with November, 1948.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America at the middle of November was approximately 3,409,000, compared with 3,576,000 at the middle of October and with 1,831,000 at the middle of November, 1948.

### FRANCE

The number of persons registered as applicants for employment at the beginning of January was 153,545, of whom 46,396 were wholly unemployed in receipt of assistance. The corresponding figures were 149,022 and 43,423 at the beginning of the previous month and 98,646 and 27,496 at the beginning of January, 1949.

### GERMANY

In the British and United States Zones (not including Berlin) the total number of persons unemployed at the end of November was 1,325,557, compared with 1,262,969 at the end of October and 701,138 at the end of November, 1948. In the French Zone the number unemployed at the end of November was 61,956, compared with 53,603 at the end of October and 13,990 at the end of November, 1948.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 28th January was 71,062, compared with 66,385 at 31st December and 82,257 at 29th January, 1948.

### NETHERLANDS

The number of persons registered at Employment Exchanges at the end of December was 88,084, of whom 59,783 were wholly unemployed, 835 were temporarily stopped and 27,466 were relief workers. At the end of November the number registered was 67,867 (47,837 wholly unemployed) and at the end of December, 1948, it was 71,364 (44,784 wholly unemployed).

### SPAIN

The number of persons registered as unemployed at the end of October was 166,517, compared with 164,222 at the end of the previous month and 124,508 at the end of October, 1948.

### SWITZERLAND

The number of registered applicants for employment at the end of November who were wholly unemployed was 10,786 or 7.2 per thousand of the employed population (exclusive of apprentices) according to the census of 1941, compared with 6,414 or 4.3 per thousand at the end of October ; in November, 1948, the number wholly unemployed was 3,807 or 2.5 per thousand.

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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 January

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 January resulted in an aggregate increase estimated at approximately £106,000 in the weekly full-time wages of about 438,000 workpeople.

The principal increases affected workers in the retail drapery, outfitting and footwear trades, the retail furnishing and allied trades, and the narrow fabrics industry, and certain workpeople employed in general printing. Others receiving increases included workpeople employed in wool yarn and woven wool cloth manufacture in Scotland and in the bobbin making industry in England and Wales.

Statutory minimum remuneration was fixed under the Wages Councils Act for workpeople employed in the retail drapery, outfitting and footwear trades, and in the retail furnishing and allied trades. Minimum rates for these trades had previously been agreed by Joint Industrial Councils for retail drapery, outfitting and footwear establishments in Great Britain, and for furnishing, etc., establishments in England and Wales. The statutory minimum rates showed increases over these agreed rates. In the case of sales assistants the increases in the minimum rates for the

retail drapery, outfitting and footwear trades amounted to 6s. a week for men and 5s. for women 24 years or over in the London area, 6s. 6d. for men and 5s. for women in certain provincial areas, and 5s. and 4s., respectively, in all other areas. In the retail furnishing and allied trades the increases for shop assistants were 6s. for men and 5s. for women 24 years or over in the London area, 6s. 6d. for men and 5s. for women in certain provincial areas, and 4s. and 3s., respectively, in other areas. In the narrow fabrics industry there were increases in the minimum time rates of 1½d. an hour for men and 1d. for women. In the general printing industry in London there were increases in the minimum day work rates for assistants in machine departments of 1s. to 6s. 6d. a week for men, according to occupation, and of 2s. 6d. for women, with an additional 3s. 6d. for women with five years' experience.

Of the total increase of £106,000, about £97,000 was the result of Orders made under the Wages Councils Act; about £4,000 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 direct negotiations between employers and workpeople or their representatives or of the operation of sliding scales based on the index of retail prices.

### HOURS OF LABOUR

No changes in hours of labour were reported during the month.

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

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Mining and Quarrying	West Cumberland	30 Jan.	Limestone quarrymen	Cost-of-living net addition to wages, previously granted, increased† by 1d. a shift (3s. 3d. to 3s. 4d.) for men and youths 18 years and over, and by ½d. (1s. 7½d. to 1s. 8d.) for boys.‡
	Cumberland	do.	Iron-ore miners	Cost-of-living net addition to wages, previously granted, increased† by 1d. a shift (3s. 4d. to 3s. 5d.) for men and youths 18 years and over, and by ½d. (1s. 8d. to 1s. 8½d.) for boys.
Pre-cast Concrete Products Manufacture	Scotland	First working day in Jan.	Concrete finishers	Plus rate increased by 2d. an hour (4d. to 6d.), making the minimum rate after change 2s. 9d. an hour.
Chemicals, etc., Manufacture	Great Britain	First full pay week in Jan.	Workpeople employed in the chemical manufacturing side of the plastics industry	Increases of ½d. an hour in minimum rates for male and female workers 18 years and over, and of proportional amounts for younger workers. Minimum rates after change include: men 21 years and over—London (within a 15-mile radius from Charing Cross) 2s. 4½d. an hour, other districts 2s. 3½d.; women 21 years and over 1s. 8d., 1s. 7½d.‡
Iron and Steel Manufacture	Midlands and parts of South Yorks. and Lancs.	Sunday preceding first pay day in Feb.	Workpeople employed at iron puddling furnaces and iron and steel rolling mills and forges, other than those engaged on maintenance work	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (7s. to 7s. 1·2d.) for men and women 21 years and over, by 0·9d. (5s. 3d. to 5s. 3·9d.) for workers 18 and under 21, and by 0·6d. (3s. 6d. to 3s. 6·6d.) for those under 18.
	West of Scotland	Pay period beginning 30 Jan.	Workpeople employed at iron puddling forges and mills and sheet mills	Flat-rate additions to wages, previously granted, increased† by 1·4d. a shift (7s. to 7s. 1·4d.) for men, by 1·05d. (5s. 3d. to 5s. 4·05d.) for youths 18 and under 21 years, and by 0·7d. (3s. 6d. to 3s. 6·7d.) for boys under 18.
Bobbin Making	England and Wales	First pay day in Jan.	Men, apprentices, youths, boys, women and girls	New minimum rates adopted, resulting in increases of 3s. 6d. a week for workers aged 18 years and over, and of 1s., 2s. and 3s. for those aged 15, 16 and 17 years, respectively. New minimum rates after change: men—higher skilled 115s. 6d. a week, lesser skilled 107s., labourers 100s., apprentices, youths and boys 40s. at 15, rising to 87s. 6d. at 20; women 18 years of age and over 73s. 6d., girls 40s. at 15, 47s. at 16 and 59s. at 17.
Shoe Rivet and Wire Nail Manufacture	Birmingham and district, Warrington, Leeds and Sheffield	13 Dec., 1949	Men, youths and boys	Increase† of 2½ per cent. (40 to 42½ per cent.) in cost-of-living bonus.
Woolen Textile	Scotland* (various districts)	Beginning of first full pay period following 24 Jan.	Workpeople employed in the manufacture of wool yarn and woven wool cloth	Increases of 6s. 6d. a week in minimum time rates for men, of 4s. for women and of proportional amounts for younger workers. Rates after change include: male workers 21 years or over—unskilled labourers 94s. 6d. a week; semi-skilled (after 1 year's training) 97s. 3d.; skilled (after 2 years' training) 102s. 3d.; after short apprenticeship of 3 years 109s. 6d.; after full apprenticeship of 4 years, spinners 113s. 3d.,** finishers, pattern weavers and fleece wool sorters for matchings 118s. 9d., tuners (10 looms or less) 120s. 6d.;** assistant tuners, dyers and carders (ex-apprentice) 109s. 2d.; power-loom weavers (2 ordinary looms) 113s. 3d., (1 ordinary loom) 97s. 3d.; female workers 18 years or over—unskilled 64s. 6d.; semi-skilled (after 6 months' to 1 year's experience) 67s. 3d. or 68s. 4d., according to occupation; (after 1½ to 2 years' apprenticeship) 72s. 6d. to 104s., according to occupation. Group minimum average piece rates continue to be 10 per cent. above the corresponding time rates.

\* 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.

† Under sliding-scale arrangements based on the official index of retail prices.  
‡ War bonus, previously granted, of 4s. 1d. for men and youths 18 years and over, and of 2s. 0½d. for boys, remained unchanged.  
§ These increases were agreed by the Chemical and Allied Industries Joint Industrial Council; they do not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd.

|| These rates were the result of an agreement made by the Joint Industrial Council of the Bobbin Making Industry, the agreement to remain in force until 31st December, 1951. A cost-of-living sliding scale has been re-introduced based on the official index of retail prices as published in the February, May, August and November issues of the MINISTRY OF LABOUR GAZETTE. From a datum figure of 106, every variation of 2 points in the index figure is to increase or decrease the rates of wages of workers 18 years and over by 1s. a week and of younger workers by 6d. The rates quoted above correspond to an index figure of 112.

\*\* Principally Peebles, Galashiels, Earliston, Selkirk, Dumfries, Langholm, Hawick, Jedburgh, Innerleithen, Walkerburn, Newtown St. Boswells, Alva, Keith and Oban.  
\*\*\* Spinners in charge of more than one pair of mules to receive additional responsibility pay of 2s. each for 3rd and 4th headstocks, and 3s. each for 5th and 6th headstocks; tuners to be paid 2s. a loom (on time rates) or 2s. plus 10 per cent. a loom (on piecework) for each loom above 10 in section.

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

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Lace Furnishings Manufacture	Nottingham, Ayrshire and Glasgow	Beginning of first full pay week in Jan.	Twisthands or weavers and auxiliary workers	Increase * of ½ per cent. (1 to 1½ per cent.) on basic rates.
Narrow Woven Fabrics Manufacture	Great Britain	Pay day in second week in Jan.	Men, youths, boys, women and girls	Increases of 1½d. an hour in minimum time rates for men 21 years and over, of 1d. for women 18 and over, and of proportional amounts for younger workers; increases of 1½d. an hour in minimum piecework average rates for men and of 1½d. for women. Minimum time rates after change include: men 21 years and over Grade 1 occupations 2s. 0½d. an hour, Grade 2 2s. 2½d., Grade 3 2s. 3½d.; women 18 years and over Grade 1 1s. 5½d., 1A 1s. 5½d., 2 1s. 6d., 3 1s. 6½d. Piecework rates to be the same for all ages and arranged so that the average wage of all adult pieceworkers in a class is not less than—males Grade 1 2s. 4d. an hour, 2s. 5½d., 3s. 7½d.; females Grade 1 1s. 7½d., 1A 1s. 8½d., 2 1s. 8½d., 3 1s. 10d.
Textile Making-up and Packing	Manchester	Pay day in week ending 7 Jan.	Men, youths, boys, women and girls	Increases* of 1s. a week (11s. to 12s.) in cost-of-living addition for men 21 years and over, of 8d. (7s. 4d. to 8s.) for women 18 and over, and of proportional amounts for younger workers.
	Great Britain (certain districts)	First pay day after 1 Jan.	Manual workers other than transport workers	Increases in some cases of amounts varying up to 6s. a week, according to locality, resulting from the regrading of mills for wages purposes. Minimum rates after change for adult male workers: London 102s. a week, Grade A areas 100s., Grade B 97s., Grade C 94s.‡
Corn Trade	Great Britain	do.	Transport workers under 21 years of age	New minimum rates of wages adopted, based on a percentage of the rates for statutory attendants and mates over 21 years of age as laid down in the agreement for drivers of "C" licensed vehicles, as follows: under 19 years of age 70 per cent., 19 and under 20 80 per cent., 20 and under 21 90 per cent.
	Manchester and district	First full pay week in Nov., 1949	Men, youths, boys, women and girls	Increases of 5s. 6d. a week for men 21 years and over and for women 19 years and over in the bottling department, of 4s. 1½d. for women in the brewery and maltings, and of 2s. 9d. or 3s. 8d., according to age, for younger workers. Minimum rates after change include: men 21 years and over—transport drivers (mechanical) 115s. 6d. a week, boiler house firemen 110s., two-horse drivers 109s. 6d., one-horse drivers, mates, assistant firemen and labourers 104s. 6d.; women in the bottling department 19 years and over 70s. 6d., women in the brewery and maltings three-quarters of the rate for men doing similar work.‡
Printing	England and Wales	Pay day in week commencing 9 Jan.	Assistants in photogravure plate and cylinder production departments (general printing)	Increases in minimum grade rates of 4s. or 5s. a week, according to grade of town. Minimum weekly rates after change: London 121s. 6d., Grade 1 towns 111s. 6d., Grade 2 108s. 6d., Grade 3 107s. 6d.
	London	do.	Assistants, machine feeders, etc. in machine departments (general printing)	Increases in minimum day work rates of 1s. to 6s. 6d. a week, according to occupation, for men, and of 2s. 6d. for women (with a further 3s. 6d. for women with 5 years' experience). Minimum weekly rates after change include: male or female feeders on certain printing and folding machines 117s. to 133s. 6d. (day work), 163s. 8d. to approx. 185s. 7d. (night work), according to type of machine operated; assistants on letterpress rotary and intaglio machines—brake hands on small and slow running rotary machines 128s. (day), 178s. 11d. (night), brake hands and oilers on other machines 136s. to 142s. (day), and 190s. 8d. to 197s. 5d. (night), according to type of machine operated, reel hands, fly hands, etc. 133s. 6d. to 139s. 6d. and 185s. 8d. to 194s. 1d.; linotype assistants and proof pullers (galley and rough work) 117s. (day), 163s. 8d. (night), copyholders 107s. (day), 150s. 2d. (night); female feeders 21 years and over employed on flat bed printing machines and on platen, litho and all other classes of machines 78s., on direct rotary, litho and rotary offset machines 78s. to 88s., according to type of machine, plus 7s. 6d. a week in each case for women with 5 years' experience after training.
Civil Engineering Construction	England and Wales (excluding London)	do.‡	Printers assistants, etc., and women workers in jobbing offices	See entry under "Printing and Envelope and Stationery Manufacture" on page 31 of the January issue of this GAZETTE.
	Scotland	2 Jan.	Watchmen	Increase of 6d. a shift (13s. 6d. to 14s., day or night) for watchmen in Class 1 and Class 1A districts.
Road Haulage (Goods) and Other Industries	Liverpool, Bootle, Birkenhead and Wallasey	Beginning of first pay period following 17 Jan.	Horse carters employed on traffic and coal work, and stand trailermen and secondmen employed on mechanically propelled vehicles	Increases of 4s. a week for teamsmen, of 3s. for one-horse carters and secondmen, and of 2s. for stand-trailermen and junior carters. Rates after change: teamsmen 104s. a week, one-horse carters 97s., junior carters—Liverpool traffic, other than coal 53s., Liverpool coal traffic and Birkenhead coal and other traffic 59s. 6d., secondmen 100s., stand-trailermen 102s.
Wholesale Meat Distribution	North-Western Area	Beginning of first full pay period following 17 Jan.	Meat porters employed in wholesale meat depots	Increase in Area B of 5s. a week (100s. to 105s.).
Retail Drapery, Outfitting and Footwear Distribution	Great Britain	16 Jan.	Shop managers and manageresses	Statutory minimum remuneration fixed for a week of 46 hours, as follows: shop managers, London area 115s. a week where the number of staff is one, to 135s. where the number of staff is five, Provincial A areas 111s. to 131s., Provincial B areas 106s. to 126s.; shop manageresses, London 98s. to 118s., Provincial A 94s. to 114s., Provincial B 89s. to 109s.† These rates are higher by varying amounts than the minimum rates previously payable under the agreement of the Retail Drapery, Outfitting and Footwear Trades Joint Industrial Council.
			Sales assistants, cashiers, central warehouse workers, credit travellers and stockhands	Statutory minimum remuneration fixed for a week of 46 hours, as follows: male workers, London area 38s. at under 16, rising to 104s. at 24 or over, Provincial A areas 33s. to 100s., Provincial B 30s. to 94s. 6d.; female workers, London 32s. to 77s., Provincial A 27s. 6d. to 72s. 6d., Provincial B 24s. to 66s. 6d.†† These rates are higher than the minimum rates previously payable under the agreement of the Retail Drapery, Outfitting and Footwear Trades Joint Industrial Council by the following amounts—6s. for men and 5s. for women 24 years or over in the London area, 6s. 6d. for men and 5s. for women in Provincial A areas, 5s. for men and 4s. for women in Provincial B areas, and varying amounts for younger workers, according to age and area.
			All other workers	Statutory minimum remuneration fixed for a week of 46 hours, as follows: male workers, London area 37s. at under 16, rising to 96s. at 24 or over, Provincial A areas 32s. to 92s., Provincial B areas 29s. to 90s.; female workers, London 31s. to 72s., Provincial A 26s. 6d. to 67s. 6d., Provincial B 23s. to 61s. 6d.†† These rates are higher than the minimum rates previously payable under the agreement of the Retail Drapery, Outfitting and Footwear Trades Joint Industrial Council by the following amounts—6s. for men and 5s. for women 24 years or over in the London area, 6s. 6d. for men and 5s. for women in Provincial A areas, 5s. 6d. for men and 4s. for women in Provincial B areas, and varying amounts for younger workers, according to age and area.

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

† See footnote ‡ on page 361 of the October, 1949, issue of this GAZETTE.

‡ These rates are to remain in operation until 31st December, 1950, and to continue thereafter until either party desires a revision.

§ Increases became effective from the pay day in week commencing 9th January, 1950.

|| This increase was the result of an award of the National Arbitration Tribunal. Area B comprises all depots in the North-Western area except Liverpool, Birkenhead, Tranmere, Bebington and Manchester.

†† These rates took effect under an Order issued under the Wages Councils Act.

‡‡ See pages 12 and 36 of the January issue of this GAZETTE. A definition of the areas is contained in the Order.

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

† See footnote ‡ on page 361 of the October, 1949, issue of this GAZETTE.

‡ These rates are to remain in operation until 31st December, 1950, and to continue thereafter until either party desires a revision.

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†† These rates took effect under an Order issued under the Wages Councils Act.

‡‡ See pages 12 and 36 of the January issue of this GAZETTE. A definition of the areas is contained in the Order.

Principal Changes in Rates of Wages Reported during January—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Retail Furnishing and Allied Trades	Great Britain	23 Jan.	Shop managers and manageresses	Statutory minimum remuneration fixed for a week of 46 hours, as follows: shop managers, London area 108s. a week where weekly trade is under £60, to 159s. where weekly trade is £475 and under £500, Provincial A areas 103s. to 154s., Provincial B areas 97s. to 148s.; shop manageresses, London 92s. to 143s., Provincial A 87s. to 138s., Provincial B 80s. to 131s.* These rates are higher than the minimum rates previously payable under the agreement of the Retail Furnishing and Allied Trades Joint Industrial Council (for England and Wales) by the following amounts:—6s. for men and 5s. for women in London and Provincial A areas where the weekly trade was under £350, and 4s. for men and 3s. for women in Provincial B areas.
			Shop assistants, cashiers, central warehouse workers and stockhands or van salesmen	Statutory minimum remuneration fixed for a week of 46 hours, as follows: male workers, London area 35s. a week at under 16, rising to 104s. at 24 or over, Provincial A areas 30s. to 100s., Provincial B areas 27s. to 93s. 6d.; female workers, London 30s. at under 16, to 77s. at 24 or over, Provincial A 27s. to 72s. 6d., Provincial B 23s. to 65s. 6d.* These rates are higher than the minimum rates previously payable under the agreement of the Retail Furnishing and Allied Trades Joint Industrial Council (for England and Wales) by the following amounts:—6s. for men and 5s. for women 24 or over in the London area, 6s. 6d. for men and 5s. for women in Provincial A areas, 4s. for men and 3s. for women in Provincial B areas, and varying amounts for younger workers, according to age and area.
			All other workers	Statutory minimum remuneration fixed for a week of 46 hours, as follows: male workers, London area 34s. at under 16, rising to 95s. 6d. at 24 or over, Provincial A areas 29s. to 91s. 6d., Provincial B areas 26s. to 90s.; female workers, London 30s. at under 16, to 71s. 6d. at 24 or over, Provincial A 27s. to 67s., Provincial B 23s. to 61s.* These rates are higher than the minimum rates previously payable under the agreement of the Retail Furnishing and Allied Trades Joint Industrial Council (for England and Wales) by the following amounts:—5s. 6d. for men in the London area, 6s. in Provincial A areas, 8s. 6d. in Provincial B areas, and varying amounts for younger male workers, according to age and area.

\* These rates took effect under an Order issued under the Wages Councils Act. See pages 12 and 36 of the January issue of this GAZETTE. A definition of the areas is contained in the Order.

Index of Rates of Wages

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

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

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

Date (end of month)	Men				Women				Juvéniles				All Workers			
	Men	Women	Juvéniles	All Workers	Men	Women	Juvéniles	All Workers	Men	Women	Juvéniles	All Workers	Men	Women	Juvéniles	All Workers
1947																
June	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
September	101	101	102	101	101	101	102	101	101	101	102	101	101	101	102	101
December	103	103	106	103	103	103	106	103	103	103	106	103	103	103	106	103
1948																
March	105	106	107	105	105	106	107	105	105	106	107	105	105	106	107	105
June	105	107	108	106	106	108	109	106	106	108	109	106	106	108	109	106
September	106	108	109	107	107	109	110	107	107	109	110	107	107	109	110	107
December	107	109	110	107	107	109	110	107	107	109	110	107	107	109	110	107
1949																
March	108	110	111	108	108	110	111	108	108	110	111	108	108	110	111	108
June	108	111	111	109	109	111	111	109	109	111	111	109	109	111	111	109
September	108	111	112	109	109	111	112	109	109	111	112	109	109	111	112	109
December	109	112	112	109	109	112	112	109	109	112	112	109	109	112	112	109
1950																
January	109	113	113	110	109	113	113	110	109	113	113	110	109	113	113	110

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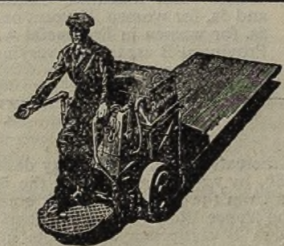
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Industrial Disputes

DISPUTES IN JANUARY

The number of stoppages of work\* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in January, was 125. In addition, 5 stoppages which began before January were still in progress at the beginning of that month. The approximate number of workers involved, during January, 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 23,000. The aggregate number of working days lost at the establishments concerned, during January, was about 66,000.

Of the total of 66,000 days lost in January, 58,000 were lost by 21,700 workers involved in stoppages which began in that month. Of these workers, 17,700 were directly involved and 4,000 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 January also included 8,000 days lost by 900 workers through stoppages which had continued from the previous month.

Duration

Of 117 stoppages of work, owing to disputes, which ended during January, 48, directly involving 3,300 workers, lasted not more than one day; 28, directly involving 4,100 workers, lasted two days; 18, directly involving 1,300 workers, lasted three days; 14, directly involving 5,900 workers, lasted four to six days; and 9, directly involving 1,600 workers, lasted over six days.

Causes

Of the 125 disputes leading to stoppages of work which began in January, 8, directly involving 1,100 workers, arose out of demands for advances in wages, and 39, directly involving 5,100

workers, on other wage questions; 15, directly involving 4,700 workers, on questions respecting the employment of particular classes or persons; 54, directly involving 4,500 workers, on other questions respecting working arrangements; and 3, directly involving 100 workers, on questions of trade union principle. Six stoppages, directly involving 2,200 workers, were in support of workers involved in other disputes.

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

Industry Group	Number of Stoppages in progress in Month			Number of Workers involved in all Stoppages in progress in Month	Aggregate Number of Working Days lost in all Stoppages in progress in Month
	Started before beginning of Month	Started in Month	Total		
Coal Mining	—	81	81	10,000	21,000
Chemicals and Allied Trades	—	2	2	1,000	6,000
Metal Manufacture	—	3	3	2,100	6,000
Engineering (including Electrical Machinery and Apparatus)	—	4	4	1,400	6,000
Gas, Electricity and Water	1	1	2	900	5,000
Transport and Communication	2	6	8	2,200	10,000
All remaining industries and services	2	28	30	5,000	12,000
Total, January, 1950	5	125	130	22,600	66,000
Total, December, 1949	15	74	89	14,800	68,000
Total, January, 1949	5	116	121	55,300	114,000

PRINCIPAL DISPUTES DURING JANUARY

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly†	Began	Ended		
COAL MINING:— Colliery workers—Pontefract (one colliery)	1,690	—	2 Jan.‡	6 Jan.	Grievances respecting wages	Work resumed pending negotiations.
CHEMICALS AND ALLIED TRADES:— Workers employed in printing ink manufacture—London (various firms)	940	—	17 Jan.	24 Jan.	Employers' rejection of a claim for an increase in wages	Work resumed on the advice of trade union officials to permit of negotiations.
METAL FOUNDING:— Workers employed in iron core and pattern shops, engineering and maintenance departments of a metal foundry—Coventry (one firm)	1,100	—	17 Jan.	20 Jan.	Demand for the re-instatement of two workers, dismissed for alleged slackness, and dissatisfaction with the method of settling disputes	Work resumed to permit of negotiations.
Production workers employed in a non-ferrous metal foundry—Nuneaton (one firm)	800	—	19 Jan.	20 Jan.	In sympathy with the workers involved in the above dispute	
ENGINEERING:— Workers employed by a firm of gear makers—Birmingham (one firm)	900	—	25 Jan.	3 Feb.‖	In protest against the management's refusal to accept as a convenor of shop stewards a man who had only recently joined the firm	Work resumed on conditions in operation prior to the stoppage.
GAS:— Plumbers employed in gas fitting and maintenance work—Glasgow	180	—	1 Nov.	—	Demands that the Plumbing Trades' Union should be entitled to negotiate in respect of members in the distributive section of the gas industry; that a gasfitters' training and classification scheme should be abolished; and that plumbers should do disconnecting and reconnecting work	No settlement reported.
ROAD PASSENGER TRANSPORT:— Drivers, conductors and conductresses employed on public service vehicles—Falkirk (one firm)	590	—	23 Jan.	29 Jan.	Demand for the re-instatement of a conductress dismissed for disciplinary reasons	Work resumed to permit of negotiations.
Drivers, conductors and conductresses employed on public service vehicles—Perth, Stepps, Dundee, Crieff and Alloa (one firm)	800	—	25 Jan.	29 Jan.	In sympathy with the workers involved in the above dispute	

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

† 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.

‡ i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes.

§ Only a small number of workers were involved prior to the night shift of 3rd January.

|| Work was resumed on 26th January, but ceased again during the afternoon.

## U.K. Index of Retail Prices

FIGURES FOR 17th JANUARY, 1950

At 17th January the retail prices index was 113 (17th June, 1947 = 100), the same figure as at a month earlier.

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 17th January, 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 17th JANUARY, 1950	WEIGHT
I. Food .. .. .	120 (120.3)	348
II. Rent and rates .. .. .	100 (100.4)	88
III. Clothing .. .. .	117 (117.1)	97
IV. Fuel and light .. .. .	115 (115.1)	65
V. Household durable goods .. .. .	108 (108.1)	71
VI. Miscellaneous goods .. .. .	114 (113.6)	35
VII. Services .. .. .	106 (106.1)	79
VIII. Drink and tobacco .. .. .	108 (107.5)	217
All items .. .. .	113 (112.9)	1,000

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 the prices of food between 13th December, 1949, and 17th January, 1950, occurred in the section for fresh vegetables, other than potatoes, in which there were increases in the average prices of tomatoes, green vegetables and onions. The prices of rolled oats and some other breakfast foods were also increased. For the food group as a whole the average level of prices at 17th January was rather more than one-half of 1 per cent. above that at 13th December, but, expressed to the nearest whole number, the index figure was the same at both dates, viz., 120.

### Fuel and Light

Between 13th December and 17th January there were increases in the prices of gas in a number of areas, offset, to a small extent, by reductions in a few other areas. There was little change in the prices of the other items included in this group. For the fuel and light group as a whole the rise in the average level of prices was less than one-half of 1 per cent. and the index figure at 17th January, expressed to the nearest whole number, was 115, the same figure as at a month earlier.

### Miscellaneous Goods

The principal changes in the prices of the items included in the group for miscellaneous goods were an increase in the average price of razor blades and a small rise in the average price of washing soda. For the group as a whole there was a rise of about one-half of 1 per cent. in the average level of prices during the month under review and the index figure at 17th January, expressed to the nearest whole number, was 114, compared with 113 at a month earlier.

### Other Groups

In each of the five remaining groups, covering rent and rates, clothing, household durable goods, services, 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 100, 117, 108, 106 and 108, respectively, each of these figures being the same as a month earlier.

\* 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.

## 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	—	—	—	—	—	—	—	—	—	—	—
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	—	—	—	—	—	—	—	—	—	—	—

A full description of the method of construction and calculation of the index, "Industrial Relations Handbook, Supplement No. 2. Index of Retail Prices," is obtainable, price 6d. net (7d. post free), from H.M. Stationery Office, at the addresses shown on page 75 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				
Belgium	1936-38=100 Nov.	377	+ 1	- 17
All Items* .. .. .		359	+ 1	- 27
Finland	1938-1947=100 Aug. (end)	826†	+ 2	+ 28
All Items* .. .. .		1,004†	+ 1	+ 19
France (Paris)	1938=100 Oct.	1,901	+ 66	- 3
Germany (British and United States Zones)	1938=100 Nov.	156.1	+ 0.8	- 9
All Items* .. .. .		162.0	+ 2.4	Nil
Irish Republic	Mid-Aug., 1947=100 Mid-Nov.	100	Nil†	+ 1
All Items* .. .. .		98	—	+ 1
Netherlands (Medium and small towns)	1938-39=100 Dec. (middle)	226	+ 5	+ 12
All Items* .. .. .		257	+ 6	+ 15
Portugal (Lisbon)	July, 1938-June, 1939=100 Nov.	218.4	- 0.9	+ 3.7
All Items* .. .. .		224.5	- 1.0	+ 5.0
Spain (Large towns)	July, 1936=100 Oct.	488.8	+ 8.8	+ 31.0
All Items* .. .. .		640.0	+ 15.4	+ 40.1
Switzerland	June, 1914=100 Nov. (end)	220.9	- 0.4	- 5.4
All Items* .. .. .		228.3	- 0.7	- 6.3
Other Countries				
Canada	1935-39=100 Dec. (beginning)	161.5	- 0.2	+ 2.6
All Items* .. .. .		201.9	- 1.4	- 0.1
Ceylon (Colombo)	Nov., 1942=100 Oct.	142	+ 2	Nil
All Items* .. .. .		146	+ 3	+ 5
India (Bombay)	July, 1933-June, 1934=100 Nov.	310	+ 3	- 7
All Items* .. .. .		379	+ 5	+ 16
Israel (Tel Aviv and Haifa)	Aug., 1939=100 Aug.	337	- 6	- 20
All Items* .. .. .		404	- 7	- 60
Jamaica (Kingston)	Aug., 1939=100 Nov.	251.04	+ 8.32	- 0.53
All Items* .. .. .		240.97	+ 5.79	- 1.83
Mexico (Mexico City)	1934=100 Sept.	342.0	+ 0.7	+ 17.0
All Items* .. .. .		339.6	+ 0.8	+ 15.0
Rhodesia, Northern	Aug., 1939=100 Oct.	149	Nil	+ 6
All Items* .. .. .		170	—	+ 6
Rhodesia, Southern	Aug., 1939=100 Nov.	159	+ 6	+ 13
All Items* .. .. .		187	+ 21	+ 23
South Africa, Union (9 urban areas)	1938=100 Sept.	153.6	+ 0.3	+ 2.4
All Items* .. .. .		162.4	+ 0.7	+ 3.6
Trinidad	1935=100 Nov. (beginning)	228	Nil	+ 2
All Items* .. .. .		262	—	+ 2
United States	1935-39=100 Nov. (middle)	168.6	+ 0.1	- 3.6
All Items* .. .. .		200.8	+ 0.2	- 6.7

\* The items of expenditure on which the "all-items" figures are based are food, house-rent, clothing, fuel and light, and other or miscellaneous items, except in the case of Belgium (food, clothing, fuel and light, and miscellaneous items), the Irish Republic (food, house-rent, clothing, and fuel and light), Portugal (food, fuel and light, and certain other household items), Israel (food, house-rent, clothing and household, etc., items), and Mexico (food, clothing, fuel and light, and soap).

† Figure supplied by Labour Attaché.

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

## MISCELLANEOUS STATISTICS

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### Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in January was 108, compared with 134 in December, 1949, and 119 in January, 1949. In the case of seamen employed in ships registered in the United Kingdom, 19\* fatal accidents were reported in January, compared with 8 in December, 1949, and 89 in January, 1949. Detailed figures for separate industries are given below in respect of January, 1950.

Mines and Quarries†	Factories—continued
Under Coal Mines Acts : .. .. .	Electrical Stations .. .. .
Underground .. .. .	Other Industries .. .. .
Surface .. .. .	WORKS AND PLACES UNDER
Metalliferous Mines .. .. .	SS. 105, 107, 108, FACTORIES
Quarries .. .. .	ACT, 1937
TOTAL, MINES & QUARRIES .. .. .	Docks, Wharves, Quays
34	and Ships .. .. .
	Building Operations .. .. .
	Works of Engineering
	Construction .. .. .
	Warehouses .. .. .
	TOTAL, FACTORIES ACT .. .. .
	52

Factories	Railway Service
Clay, Stone, Cement, Pottery and Glass .. .. .	Brakemen, Goods Guards
Chemicals, Oils, Soap, etc. .. .. .	Engine Drivers, Motor-
Metal Extracting and Refining .. .. .	men .. .. .
Metal Conversion and Founding (including Rolling Mills and Tube Making) .. .. .	Firemen .. .. .
Engineering, Locomotive Building, Boilermaking, etc. .. .. .	Guards (Passenger) .. .. .
Railway and Tramway Carriages, Motor and Other Vehicles and Aircraft Manufacture .. .. .	Labourers .. .. .
Shipbuilding .. .. .	Mechanics .. .. .
Other Metal Trades .. .. .	Permanent Way Men .. .. .
Cotton .. .. .	Porters .. .. .
Wool, Worsted, Shoddy	Shunters .. .. .
Other Textile Manufacture	Other Grades .. .. .
Textile Printing, Bleaching and Dyeing .. .. .	Contractors' Servants .. .. .
Food and Drink .. .. .	1
General Woodwork and Furniture .. .. .	TOTAL, RAILWAY SERVICE .. .. .
Paper, Printing, etc. .. .. .	22
Rubber Trades .. .. .	Total (excluding Seamen) .. .. .
Gas Works .. .. .	108
	Seamen
	Trading Vessels .. .. .
	Fishing Vessels .. .. .
	TOTAL, SEAMEN .. .. .
	19
	Total (including Seamen) .. .. .
	127

### Industrial Diseases

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

I. Cases	I. Cases—continued
Lead Poisoning	Epitheliomatous Ulceration (Skin Cancer)
Operatives engaged in :	Pitch .. .. .
Smelting of Metals .. .. .	Tar .. .. .
Other Contact with Molten Lead .. .. .	Oil .. .. .
White and Red Lead Works .. .. .	TOTAL .. .. .
Electric Accumulator Works .. .. .	8
TOTAL .. .. .	
4	Chromic Ulceration
Other Poisoning	Manuf. of Bichromates .. .. .
Mercurial Poisoning .. .. .	Chromium Plating .. .. .
Compressed Air Illness .. .. .	Other Industries .. .. .
TOTAL .. .. .	TOTAL .. .. .
5	24
Anthrax	Total, Cases .. .. .
Wool .. .. .	45
Handling and Sorting of Hides and Skins .. .. .	
Other Industries .. .. .	II. Deaths
TOTAL .. .. .	Nil
4	

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

† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 28th January, 1950, in comparison with the 5 weeks ended 31st December, 1949, and the 4 weeks ended 29th January, 1949.

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

### Accidents in the Coal Mining Industry

A statement issued by the Ministry of Fuel and Power shows that the number of persons killed during the 13 weeks ended 31st December, 1949, as a result of accidents occurring in that period at mines as defined by the Coal Mines Act, 1911, in Great Britain was 112, compared with 111 in the 13 weeks ended 1st October, 1949, and 131\* in the 14 weeks ended 1st January, 1949. The corresponding numbers of persons seriously injured at such mines were 539, 493 and 589\*. During the year, 460 persons were killed and 2,168 were seriously injured, compared with 468 and 2,391, respectively, in 1948. For the purpose of these statistics, serious injuries are injuries which, because of their nature or severity, are, under the terms of Section 80 of the Coal Mines Act, 1911, required to be reported to H.M. Divisional Inspectors of Mines at the time of their occurrence.

An analysis of the figures, by nature of accident, is given below.

Nature of Accident	Number of Persons Killed during 13 weeks ended			Number of Persons Seriously Injured during 13 weeks ended		
	31st Decem-ber, 1949	1st Octo-ber, 1949	1st Janu-ary, 1949 (14 weeks)	31st Decem-ber, 1949	1st Octo-ber, 1949	1st Janu-ary, 1949 (14 weeks)
Underground :						
Explosions of fire-damp or coal dust	1	1	3	6	6	4
Falls of ground .. .. .	54	59	59	226	174	211
Haulage .. .. .	31	25	30	98	116	153
Miscellaneous (in-cluding shaft acci-dents) .. .. .	15	12	28	165	147	179
Total .. .. .	101	97	120	495	443	547
Surface :						
All causes .. .. .	11	14	11	44	50	42
Total, underground and surface .. .. .	112	111	131*	539	493	589*

### Vocational and Disabled Training

The statistics of the Vocational and Disabled Training Schemes given below continue those published in previous issues of this GAZETTE (see last month's issue, page 34). They relate to the four weeks ended 9th January, 1950.

The number of applicants admitted to training during the period was 781, and 5,858 persons were in training at the end of the period. The latter figure included 5,030 males and 828 females; of the total 3,089 were disabled persons. During the period 651 trainees were placed in employment. An analysis of these figures is given in the Table below.

	Males	Females	Total
Applicants admitted to training during period :			
Able-bodied .. .. .	288	55	343
Disabled .. .. .	377	61	438
Total .. .. .	665	116	781
Number of persons in training at end of period at :			
Government Training Centres—			
Able-bodied .. .. .	1,689	192	1,881
Disabled .. .. .	1,509	91	1,600
Technical and Commercial Colleges—			
Able-bodied .. .. .	343	180	523
Disabled .. .. .	384	188	572
Employers' Establishments—			
Able-bodied .. .. .	270	95	365
Disabled .. .. .	427	17	444
Residential (Disabled) Centres and Voluntary Organisations .. .. .	408	65	473
Total .. .. .	5,030	828	5,858
Trainees placed in employment during period :			
Able-bodied .. .. .	263	73	336
Disabled .. .. .	281	34	315
Total .. .. .	544	107	651

From the beginning of the Vocational Training Scheme on 2nd July, 1945, up to 9th January, 1950, the number of trainees placed in employment was 86,402, of whom 78,375 were males and 8,027 were females.

\* Revised figure.

## Reinstatement in Civil Employment Act

The Reinstatement in Civil Employment Act came into operation on 1st August, 1944. Since that date, any person who claimed that he had rights under the Act which were being denied him could apply to a Reinstatement Committee, appointed under the Act, to settle the matter in dispute. The number of cases decided by Reinstatement Committees in Great Britain during the fourth quarter of 1949 was 105. The total number of cases decided up to 31st December, 1949, was 8,377. This figure comprises 431 cases decided during 1949, 1,387 during 1948, 1,777 during 1947, 4,277 during 1946 and 505 during the period 1st August, 1944, to 31st December, 1945.

The figures for each of the quarters for the year 1949 showed a very considerable decrease compared with those for the corresponding quarters of 1948. The small numbers in 1949 may to some extent be due to the fact that releases of National Servicemen from the Forces during the year have mainly consisted of men called up on and after 1st January, 1947, at the age of 18.

The Table below analyses the decisions given by Reinstatement Committees (a) during the December quarter of 1949, and (b) during the whole period from 1st August, 1944, to 31st December, 1949. (Corresponding figures for previous quarters have been given in earlier issues of this GAZETTE, see for example the issue for November, 1949, page 404.)

	December Quarter, 1949	Total Cases dealt with
Orders requiring employment to be made available to applicants	14	1,586
Orders requiring payment of compensation for loss by reason of default	19	728
Orders for both reinstatement and compensation	19	1,869
<b>Total of orders made</b>	<b>52</b>	<b>4,183</b>
Cases where no order was made against the employer concerned	53	4,194
<b>Total of cases decided</b>	<b>105</b>	<b>8,377</b>

The Act provides in certain circumstances for the right of appeal from decisions of Reinstatement Committees to the Umpire under the Act. Up to 31st December, 1949, the Umpire gave his decision in respect of 1,063 appeals. In 641 cases he confirmed the determination of the Reinstatement Committee, and in 422 cases the determination of the Committee was reversed.

The Act has effect also in Northern Ireland and the Isle of Man. The total number of cases determined by Reinstatement Committees in Northern Ireland up to 31st December, 1949, was 38, of which 22 were decided in favour of the applicant. Eight cases were decided by the Deputy Umpire in Northern Ireland, in seven of which the determination of the Committee was confirmed. Up to the same date, Isle of Man Reinstatement Committees determined four cases, in two of which the decision was in favour of the applicant. No appeals have yet been decided by the Umpire in the Isle of Man.

## Further Education and Training

The figures below show the progress made under the Further Education and Training Scheme (a) during January, and (b) during the period since the inception of the Scheme in April, 1943, up to 31st January, 1950.

	Men	Women	Total
January, 1950			
Number of applications for assistance made	740	7	747
Number of awards made by—			
Ministry of Labour and National Service	256	1	257
Ministry of Education	166	2	168
Other award-making Departments	62	3	65
<b>Total awards</b>	<b>484</b>	<b>6</b>	<b>490</b>
Number of applications rejected	464	27	491
Applications transferred to other training schemes or withdrawn	197	23	220
Cumulative totals April, 1943, to end of January, 1950			
Number of applications for assistance made	197,077	15,086	212,163
Number of awards made by—			
Ministry of Labour and National Service	42,567	1,292	43,859
Ministry of Education	76,367	6,147	82,514
Other award-making Departments	17,363	1,830	19,193
<b>Total awards</b>	<b>136,297</b>	<b>9,269</b>	<b>145,566</b>
Number of applications rejected	34,709	3,051	37,760
Applications transferred to other training schemes or withdrawn	21,303	2,671	23,974
Cases under consideration at end of period	4,768	95	4,863

## Grants for Training in Business Administration

The figures given below relate to the arrangements for financial grants from the Government to students entering the courses of training in business administration set up under the auspices of local education authorities.

The total number of students who at 14th January, 1950, had been awarded grants in respect of three-term courses was 1,281 (of whom 123 had been eligible for grants under the Business Training Scheme but had failed to obtain training places in the last of the General Business Courses); in addition, 376 awards were made in respect of the three-month courses.

The following Table gives various figures in relation to the arrangements (a) during the 13 weeks ended 14th January, and (b) during the period from the inception of the arrangements, about the end of 1947, to 14th January:—

	13 weeks ended 14th January, 1950		Cumulative Totals, 14th January, 1950	
	Three-term Courses	Three-month Courses	Three-term Courses	Three-month Courses
Number of applications: Received	53	40	2,296	882
Withdrawn	14	6	489	191
Rejected	14	19	640	301
Number of awards made	42	20	1,281*	376
Number of applications under consideration at end of period	9	14	—	—

## Industrial Rehabilitation

The statistics given below show the number of men and women admitted to courses at the Industrial Rehabilitation Units operated by the Ministry of Labour and National Service during the four weeks ended 9th January, the number in attendance at the end of that period and the number who completed courses during the period.

	Men	Women	Total
Persons admitted to courses during period	342	17	359
Number of persons in attendance at courses at end of period	893	43	936
Number of persons who completed courses during period	397	21	418

Since the Units were established by the Ministry of Labour and National Service up to 9th January, 1950, the total number of persons admitted to industrial rehabilitation courses was 11,635.

## Shipbuilding in Fourth Quarter of 1949

According to Lloyd's Register Shipbuilding Returns for the quarter ended 31st December, 1949, the number of merchant steamers and motorships under construction in Great Britain and Northern Ireland at the end of December was 368, with a gross tonnage of 1,994,191 tons, compared with 392 vessels of 2,095,217 tons gross at the end of September, showing a decrease of 101,026 tons. The gross tonnage of vessels under construction at the end of the quarter was 249,512 tons less than that at the end of June, 1948, which amounted to 2,243,703 tons and was the highest recorded since December, 1921.

The tonnage of vessels intended for registration abroad or for sale was 758,479 tons at the end of December, representing 38 per cent. of the total tonnage being built in the country, and included 324,166 tons for Norway and 96,403 tons for the Argentine Republic. The figure had risen from about 100,000 tons at the end of March, 1946, to 766,000 tons at the end of September, 1949, but fell slightly in the last quarter of the year. The tonnage at the end of December intended for registration abroad included 111,958 tons on which construction had been started during the quarter.

The numbers of propelled vessels begun in Great Britain and Northern Ireland during the fourth quarter of 1949 were 25 steamers of 40,111 tons and 40 motorships of 208,585 tons, a total of 65 vessels of 248,696 tons gross. The numbers launched during the same period were 31 steamers of 97,575 tons and 48 motorships of 204,366 tons, a total of 79 vessels of 301,941 tons gross. The numbers completed during the period were 48 steamers of 142,053 tons and 42 motorships of 221,727 tons, a total of 90 vessels of 363,780 tons gross.

The figures in this article exclude vessels of less than 100 tons gross. They also exclude non-propelled vessels (sail and barges). The number of non-propelled vessels under construction in Great Britain and Northern Ireland was 30, of 8,585 tons, at the end of December, 1949, compared with 43, of 7,706 tons, at the end of September.

\* This figure includes 123 awards made to applicants eligible for grants under the Business Training Scheme who failed to obtain places in the last of the General Business Courses. These cases are not included in the corresponding figure of applications received shown in the first line of the Table.

## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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## Conditions of Employment and National Arbitration Orders

### National Arbitration Tribunal Awards

During January the National Arbitration Tribunal issued twelve awards,\* Nos. 1382 to 1393. Five of the awards are summarised below; the others related to individual employers.

**Award No. 1383 (6th January).**—Parties: Members of the Linoleum and Felt Base Employers' Federation, and members of the National Union of General and Municipal Workers in their employment. **Claim:** For a shorter working week with no reduction in pay, and for an extension of the paid annual holiday from one to two weeks. **Award:** The Tribunal found that the claim had not been established.

**Award No. 1387 (17th January).**—Parties: The North Western Wholesale Meat Supply Association Ltd., and members of the Union of Shop, Distributive and Allied Workers employed by them as meat porters. **Claim:** For a wage increase of 20s. a week, for the abolition of Area B in the existing agreement and for an incentive bonus in connection with additional meat tonnage handled. **Award:** The Tribunal found that the claims for a wage increase and for the abolition of Area B in the existing agreement had not been established, but awarded that the existing rates of wages of meat porters in Area B should be increased from 100s. to 105s. a week. The Tribunal found that the claim for an incentive bonus was one which could be discussed between the parties in the future if and when circumstances arising from an increased meat allocation to consumers justified such a bonus. The Tribunal were of opinion that the districts covered by Area B in the existing agreement should be reviewed with a view to the regrouping of the more important into Area A and they remitted this matter to the parties for joint consideration.

**Award No. 1388 (17th January).**—Parties: Members of the Association of Jute Spinners and Manufacturers, and members of the Amalgamated Engineering Union in their employment. **Claim:** That payment should be made for the hours which would normally have been worked on the afternoon of 31st December, 1948. **Award:** The Tribunal found that the claim had not been established.

**Award No. 1390 (24th January).**—Parties: Members of the Scottish Woollen Trade Employers' Association, and members of the National Union of Dyers, Bleachers and Textile Workers, the Transport and General Workers' Union and the National Union of General and Municipal Workers in their employment. **Claim:** For an increase of 7½ per cent. on all scheduled rates relative to the wages agreement of 19th January, 1948. **Award:** The Tribunal awarded that the minimum time rates listed in the schedule relative to the wages agreement of 19th January, 1948, should be increased by 6s. 6d. and 4s. a week in the case of males and females respectively, and that, as at present, the group minimum average piece rates should be 10 per cent. above the corresponding time rates.

**Award No. 1393 (30th January).**—Parties: Members of the Humber District Sawmill Owners' Association (Boxmill Section), and members of the National Union of Packing Case Makers (Wood and Tin), Box Makers, Sawyers and Mill Workers employed by them. **Claim:** For rates of wages and working conditions as agreed by the Joint Industrial Council of the Wood Box, Packing Case and Wooden Container Industry in England and Wales. **Award:** The Tribunal awarded that the employers concerned should pay the workers covered by the claim not less than the national minimum rates of wages provided for such classes of workers in the agreement of the Joint Industrial Council of the Wood Box, Packing Case and Wooden Container Industry in England and Wales current at the date of the award.

### National Arbitration Tribunal (Northern Ireland) Awards

Since the last issue of this GAZETTE was prepared the National Arbitration Tribunal (Northern Ireland) issued five awards, Nos. 829 to 833, two of which are summarised below.

**Award No. 829 (6th January).**—Parties: The member firms of the Northern Ireland Master Butchers' Association, and certain employees of the firms. **Claim:** For the provision of a working week of 48 hours divided in a specified manner between the days of the week, for the substitution of Wednesday for the recognised weekly half-holiday in each town, or for Saturday, and for such provision to be subject to the application of the Shop Act, 1946, in relation to the employment of young persons. **Award:** The Tribunal awarded in the case of member firms in Belfast a working week of 48 hours divided in the manner specified, with a short day on Wednesday for firms which normally close on Wednesday afternoon and on Saturday for those which normally close on Saturday afternoon. The Tribunal found that the claim, so far as it related to hours of employment in areas outside Belfast, had not been established, and they awarded accordingly.

\* See footnote \* in first column on page 75.

**Award No. 830 (6th January).**—Parties: The member firms of the Northern Ireland Master Butchers' Association, and certain employees of the firms. **Claim:** For the twelve days' annual holidays as granted under the terms of Award No. 803 of the National Arbitration Tribunal (Northern Ireland) to be given consecutively. **Award:** The Tribunal awarded that the twelve days' annual holiday granted by Award No. 803 to the workers covered by the claim should be given in not more than two periods of consecutive days, one of which periods should comprise not fewer than six days. They also awarded that the terms of the award might be varied by agreement between an employer and his worker, provided, however, that the annual holiday given should contain not fewer than twelve days in the aggregate of which at least six days should be consecutive.

## Civil Service Arbitration Tribunal

On 21st January the Civil Service Arbitration Tribunal issued Award No. 117\* relating to a claim against the Official Side of the Ministry of Labour Departmental Whitley Council, by the Staff Side of the Council, for the payment of the assimilation increase of the Executive Class Pay Agreement to ex-Employment Officers promoted to Grade 5 in May, 1947, without the concurrent application of full provincial differentiation. The Tribunal found against the claim and awarded accordingly.

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

### Industrial Court Awards

During January the Industrial Court issued four awards, Nos. 2246 to 2249. Three of these are summarised below:—

**Award No. 2246 (17th January).**—Parties: Transport and General Workers' Union and Conference of Liverpool and District Road Transport Employers. **Claim:** For an increase in the weekly wages of road transport workers. **Award:** The Court awarded the following weekly wage rates: teamsmen 104s., one-horse carters 97s., junior carters (Liverpool traffic other than coal) 53s., junior carters (Liverpool coal traffic and Birkenhead coal and other traffic) 59s. 6d., secondmen 100s., stand-trailermen 102s.

**Award No. 2247 (18th January).**—Parties: Employees' Side and Employers' Side of the Railway Shopmen's National Council. **Claim:** To determine the differential rate to be paid to men employed on the examination of cranes and lifting tackle (a matter arising out of Award No. 2226). **Award:** The Court awarded that, as from the beginning of the fourth pay week following 18th January, the men so employed, to be known as examiners (cranes and lifting tackle), should be paid a weekly base rate 3s. 6d. in advance of the base rate for a Grade I fitter.

**Award No. 2249 (31st January).**—Parties: Employers' Side and Employees' Side of the National Joint Council for Local Authorities' Fire Brigades in England and Wales. **Claim:** By the Employers' side, for the consolidation of pay and allowances. **Counter-claim:** By the Employees' side, for an increase in basic pay of firemen, leading firemen and sub-officers. **Award:** The Court awarded consolidated scales of pay for members of Fire Brigades in England and Wales, serving members to have the benefit of a specified "non-worsening" clause. The parties were required to take steps forthwith to invoke the operation of the machinery necessary to give effect to this part of the award. The Court further awarded that the parties should negotiate upon the area in which a London "weighting allowance" should apply and as to what, if any, adjustments should be made in respect of officers and men at present in receipt of free quarters and/or free fuel and light. In the event of the parties failing to agree on these matters within a period of one month permission was given for them to be submitted to the Court for determination.

### Single Arbitrators and ad hoc Boards of Arbitration

During January, one award, which related to an individual undertaking, was issued by a Single Arbitrator appointed under the Industrial Courts Act, 1919.

## Wages Councils Acts, 1945–1948

### Notices of Proposal

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

**Retail Food Trades Wages Council (Scotland).**—Proposal R.F.C.S.(5), dated 13th January; relating to the fixing of statutory minimum remuneration for Grade I clerks aged 25 years or over, central transport workers and retail transport workers.

\* See footnote \* in first column on page 75.



**Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland).**—Proposal R.N.T.S.(5), dated 13th January; relating to the fixing of statutory minimum remuneration for Grade I clerks aged 25 years or over and certain transport workers.

**Retail Food Trades Wages Council (England and Wales).**—Proposal R.F.C.(5), dated 17th January; relating to the fixing of statutory minimum remuneration for Grade I clerks aged 25 years or over and certain transport workers.

**Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales).**—Proposal R.N.T.(5), dated 17th January; relating to the fixing of statutory minimum remuneration for Grade I clerks and certain transport workers.

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

#### Wages Regulation Orders

During January the Minister of Labour and National Service made the following Wages Regulation Order\* giving effect to the proposals made to him by the Wages Council concerned:—

**The Rope, Twine and Net Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1950:** S.I. 1950 No. 14 (R.95), dated 5th January and effective from 23rd January. This Order prescribes payment of statutory minimum remuneration, in respect of customary holidays, for the time usually worked by the worker on that day of the week instead of "for 7½ hours" as hitherto.

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

#### Notices of Proposal

There were no notices of proposals issued during January.

### Legal Cases Affecting Labour

#### Master and Servant—Occupier's Duty to Sub-Contractor's Workman

The plaintiff was a welder with long experience of repairing ships' boilers and was employed by a firm of sub-contractors to weld strips of steel on the ribs of a trawler. The defendants provided a staging supported on angle irons placed across the hold which was used by the plaintiff. The defendants were solely responsible for the staging and, although the sub-contractor's workman had complained, no action had been taken to remedy the alleged defects. While working on the staging the plaintiff slipped and was injured. He brought an action in the Court of King's Bench before Mr. Justice Lynskey, claiming damages for negligence. The evidence established that the insufficiency of the staging caused the accident, but it was held that the defendants were not liable as their duty to the plaintiff was only to protect him from "unusual danger" and that as he was aware of the danger it could not be "unusual" (see this GAZETTE for August, 1949, page 296).

The plaintiff appealed. The Court of Appeal (Lords Justices Tucker, Singleton and Jenkins) allowed the appeal on the ground that to escape liability the defendants must show either contributory negligence or establish that no injustice was suffered by the workman by reason of his remaining at work despite the risk of which he was aware. They held that "unusual danger" meant a danger not usually met and it did not become usual because a workman knew about it but nevertheless continued his work. The defendants were under a duty to provide proper plant and exercise proper care to remedy any deficiencies and this they had failed to do. On the facts there was no contributory negligence and the plaintiff although he had complained of the danger thought it his duty to go on with his work. This would not amount to a defence unless the defendants could show that he not only realised the risk but had freely undertaken it. The defendants were therefore found liable to pay the workman damages in respect of his injury.—*Horton v. London Graving Dock Co. Ltd.* Court of Appeal, 21st December, 1949.

#### Industrial Disease—Workmen's Compensation Act, 1925—National Insurance (Industrial Injuries) Act, 1946

The plaintiff was a workman who in November, 1947, had been certified as suffering from the industrial disease of dermatitis, and

### 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

\* See footnote \* in first column on page 75.

† 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 Act. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 75.

### Wages Regulation Orders

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

**The Baking Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 1), (No. 2) and (No. 3) Orders (N.I. Bk. (110), N.I. Bk. (111) and N.I. Bk. (112)),** dated 3rd January and effective from 6th January. These Orders prescribe increases in holiday remuneration for certain male workers.

### Catering Wages Act, 1943

#### Notices of Proposal

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

**Licensed Residential Establishment and Licensed Restaurant Wages Board.**—Proposal L.R.(9), dated 27th January; relating to the fixing of statutory minimum remuneration, the holidays to be allowed and holiday remuneration to be paid to male apprentice cooks, male and female trainees, and late entrant cooks.

### Agricultural Wages (Regulation) Acts, Northern Ireland

#### Order relating to Wages in Flax Industry

An Order (No. 16) was made on 16th November, 1949, by the Agricultural Wages Board for Northern Ireland, with effect from 1st January, 1950, fixing minimum piece rates of wages for workers engaged in pulling flax by hand and for workers engaged in scutching flax or tow in flax scutch mills where the work consists solely or mainly of scutching retted flax on commission.

had received compensation for a short period of disablement under the provisions of Section 43 of the Workmen's Compensation Act, 1925. This Act was repealed by the National Insurance (Industrial Injuries) Act, 1946, which came into force on the "appointed day", 5th July, 1948. In August, 1948, and subsequently, the workman had been totally or partially incapacitated by attacks which were admitted to be recurrences of the original disease. The workman, who had been paid "injury benefit" in respect of these attacks under the National Insurance (Industrial Injuries) Act, 1946, also claimed in the County Court for workmen's compensation additionally.

Section 89(1) of the National Insurance (Industrial Injuries) Act, 1946, lays down that "Workmen's compensation shall not be payable in respect of any employment on or after the appointed day . . . provided that (a) [the Workmen's Compensation Act] shall continue to apply to cases to which they would have applied if this Act had not been passed, being cases where a right to compensation arises or has arisen in respect of employment before the appointed day, except where . . . the right does not arise before the appointed day and the workman, before it does arise, has been insured under the Act against the disease or injury." It was held by the County Court Judge that the right to compensation arose as soon as a workman was certified to be suffering from an industrial disease within the meaning of the Workmen's Compensation Act, 1925, and, as in this case the subsequent attacks were admitted recurrences, the right had arisen before the appointed day, and the workman was therefore entitled to the additional compensation.

The employers appealed. The Court of Appeal (Lords Justices Bucknill, Somervell and Denning) allowed the appeal and held that, in accordance with the exception in the proviso preserving rights where there had been incapacity before the appointed day followed by temporary recovery, there could be no claim under the Workmen's Compensation Acts if, as was agreed, the workman had been insured against that disease. The workman had continued in the same employment and the right to compensation for the later attacks must be deemed not to have arisen until the incapacity occurred, namely, after the appointed day. Accordingly the workman's claim to compensation failed.—*Hales v. Bolton Leathers Ltd.* Court of Appeal, 12th, 13th and 20th December, 1949.

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 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 in the following columns.

\* See footnote \* in first column on page 75.

#### Case No. C.S. 4/50 (2nd January)\*

Regulation 21(1) of S.I. 1948 No. 1144: Whether claimant who attained age 65 before 5th July, 1948, acted in good faith in all respects as to the obtaining and receipt of sickness benefit in October, 1948, and March, 1949: Claimant knew his correct age but feigning compulsory retirement by his employer, deducted 5 years from his age for employment purposes and continued paying National Insurance contributions at the full rate: He did not claim old age pension: Insurance Officer relied on U.D. 14074/32 given under Unemployment Insurance Acts and held that claimant who failed to take advantage of means of knowledge open to him (official literature) and was unable to show satisfactory reasons for his erroneous views, did not act in good faith: Commissioner distinguishes between present case and U.D. 14074/32 which related to man who drew unemployment benefit while working, in spite of clear instructions in leaflet which had been handed to him and on posters at Employment Exchange where he signed register: Holds that bad faith imports an element of deliberate deceit or at least reckless indifference to truth: In present case, although claimant obtained benefit by statement that he knew to be untrue, his honesty of intention was so patent from his demeanour—claimant had voluntarily repaid amount of benefit overpaid even although Local Tribunal had decided that he was not required to repay it—that Commissioner holds onus of proving good faith discharged.

"My decision is that the claimant was not entitled to sickness benefit from 11th to 16th October, 1948, or 1st to 15th March, 1949, all days inclusive, but I am satisfied that he acted in good faith in all respects as to the obtaining and receipt of the benefit. He was not, therefore, required to repay it.

"The claimant attained the age of 65 on 21st March, 1948. By the National Insurance (Sickness Benefit, Maternity Benefit and Miscellaneous Provisions) (Transitional) Regulations, 1948(S.I. 1948 No. 1276), Regulation 16(2), therefore, he was not entitled to sickness benefit under the National Insurance Act, 1946, in respect of the periods named above. During those periods of incapacity he was still employed. He had given his year of birth for employment purposes as 1889, instead of 1883, which was his true year of birth, as he knew. As he had remained in employment, he continued to pay contributions under the National Insurance Act, 1946. He also did not claim an old age pension believing that the National Insurance Act, 1946, made no provision for the payment of a pension other than a retirement pension. Paying contributions at the full rate he believed himself to be entitled to sickness benefit. In making his claim he gave his date of birth as 1889 fearing that if he disclosed his true age his employers would hear of it, and he would be retired against his will. I am satisfied that he was not aware that, if he gave his correct age, he would be deprived of sickness benefit.

"The Insurance Officer did not challenge the claimant's honesty, or impute any fraudulent intention to him, but, relying on an Umpire's decision, No. 14074/32 (reported), contended that a claimant, who failed to take advantage of the means of knowledge open to him and was unable to show satisfactory reasons for his erroneous views, does not discharge the burden of proving that he acted in good faith in all respects as to the obtaining and receipt of benefit, within the meaning of the National Insurance (Determination of Claims and Questions) Regulations, 1948 (S.I. 1948 No. 1144), Regulation 21(1) proviso. In connection with the means of knowledge open to the claimant, the Insurance Officer pointed out that in a note at the end of paragraph 42 of the Family Guide to the National Insurance Scheme (which deals with the rights of persons over pensionable age to sickness benefit) it is stated that 'these arrangements do not apply to people already over pension age on 5th July, 1948', and in paragraph 17 of Leaflet N.I. 16 (which deals with sickness benefit) it is stated clearly 'benefit will not be payable, however, to a man who had reached the age of 65 . . . by 5th July, 1948.'

"In considering the relevance of Umpire's decision No. 14074/32 the circumstances of the case with which the Umpire was dealing must be borne in mind. A claimant of unemployment benefit, who registered for the purpose of his claim at an Employment Exchange, was held, in the light of the leaflet of instructions which was given to him when he first made a claim and the posters exhibited at the Exchange, not to have shown that the unemployment benefit, which he had obtained by failing to disclose earnings of 4s. or 7s. a day or part of a day, 'was received by him in good faith and without knowledge that he was not entitled thereto.' His excuse was that he thought he need not disclose the employment so long as his earnings did not exceed £1 a week. The Umpire may well have felt that it was stretching human credulity too far to attribute good faith to a man who was at an Employment Exchange and signed the register, thereby declaring that he was unemployed on a particular day, when he was in fact working, without making any inquiry to confirm his pretended belief.

"That, however, was quite a different case from the present one. For months before he claimed benefit on 11th October, 1948, the claimant had been acting to his detriment by failing to claim an old age pension and paying insurance contributions. These acts were attributable to a misunderstanding of his rights and obligations under the National Insurance Act, 1946, comparable to his claim for sickness benefit. Bad faith must, I think, import an element of deliberate deceit, or at the least reckless indifference to truth.

"I agree that a claimant who obtains a benefit by a mis-statement made not merely through forgetfulness but with knowledge of its falsity has a difficult task, indeed in most cases a hopeless task, in attempting to satisfy a tribunal that he acted in good faith in all respects as to the obtaining and receipt of that benefit. But there may be cases where a claimant's honesty of intention is so patent from his demeanour or his record that he can discharge that heavy onus. In this case, the claimant's demeanour at the oral hearing before me convinced me of his honesty of intention. Nor had there been in his case any reckless indifference to truth. This conviction was strengthened in his case by what he had in fact done after the Local Tribunal had decided that he had acted in good faith and need not repay the sickness benefit amounting to £3 9s. 4d. that he had received. When the contributions, which he had overpaid, were refunded to him, £1 16s. of the sickness benefit which he had wrongly received was deducted, because such deduction from such a repayment was authorised by the National Insurance (Contributions)

\* The principles embodied in this decision are being applied in the case of claims for unemployment benefit.

Regulations, 1948 (S.I. 1948 No. 1417) Regulation 18(2)(b), but the balance of £1 13s. 4d. was treated as not deductible by virtue of that Regulation. Nevertheless, the claimant called at the local National Insurance Office and repaid it voluntarily. In other words, having established his good faith to the satisfaction of the Local Tribunal, he preferred not to retain money to which he now knew he was not entitled, even though he was not required to repay it. I am not prepared to disagree with the finding of the Local Tribunal in this matter. I must dismiss the Insurance Officer's appeal."

#### Case No. 22/50 (16th January)\*

Paragraph 2(c) (i) of Part I of Second Schedule to National Insurance Act, 1946: Whether, from 1st to 29th August, 1949, claimant, a married woman not residing with her husband, was unable to obtain any financial assistance from him: Separation occurred in 1944 when wife obtained maintenance order for £1 a week: Arrears so heavy in December, 1948, that claimant applied to Court to enforce order: Payments improved slightly but continued to be small and sporadic: Last payment before claimant's incapacity began was £5 on 7th June, 1949, followed by £1 5s. on 6th September: Commissioner holds that the principle is not that weekly average should be obtained by dividing total of payments in period by number of weeks—that method would not necessarily answer question at issue as regards any particular week: Evidence (including circumstances surrounding payments and amounts) must be viewed broadly—each payment should not be treated as isolated transaction: In view of irregularity of payments following Court order in December, 1948, length of time between 7th June and 1st August, and inference that further Court action would not have improved payments, Commissioner holds that claimant was unable to obtain any financial assistance from her husband between 1st and 29th August and allows benefit at 26s. rate.

"My decision is that from 1st August, 1949, to 21st August, 1949, both dates inclusive, the claimant is entitled to sickness benefit at the higher rate of 26s. a week.

"The claimant was incapable of work during the above period. She is a married woman, not residing with her husband. She is entitled to the higher rate for any period during which she was 'unable to obtain any financial assistance from her husband' (paragraph 2(c) (i) of Part I of the Second Schedule to the National Insurance Act, 1946). The claimant has lived apart from her husband since July, 1944, when she obtained a maintenance order against him for £1 a week. He has been heavily in arrears with his payments for a long time. The payments made between July, 1948, and the hearing before the Local Tribunal on 19th September, 1949, are as follows:—

	£	s.
26th July, 1948	..	1 10
23rd Sept., "	..	5 0
9th Dec., "	..	1 5
20th "	..	1 1
10th Jan., 1949	..	2 2
27th "	..	1 1
10th Feb., "	..	2 2
28th Mar., "	..	2 5
31st "	..	0 18
7th June, "	..	5 0
6th Sept., "	..	1 5

"It seems that in December, 1948, the arrears were so heavy that the claimant applied to the Court to enforce the order. The effect of this application was not very encouraging. Her husband did slightly improve his rate of payment for the next three months, but the payments continued to be small and sporadic with gaps of several weeks between each.

"The local Insurance Officer decided that sickness benefit was only payable at the lower rate, on the ground that the claimant was not unable to obtain financial assistance from her husband, but the Local Tribunal decided that it was payable at the higher rate. The Chief Insurance Officer appeals.

"This case is somewhat similar to one previously decided by the Commissioner (Decision No. C. S. 30/48(K.L.)) in which it was held that 'the period has to be regarded as a whole.' Although that case differed from the present case, in that the payments in question occurred during the period of the claimant's incapacity, the same principle nevertheless applies. The principle, however, is not that the total of the payments over a period should be divided by the number of weeks in that period, so as to ascertain the average payment per week, and to treat that average as showing the minimum amount which the claimant was able to obtain weekly. That is the test which I understand is suggested in the Chief Insurance Officer's grounds of appeal. It may be a sufficient test for practical purposes in many cases, but it is not strictly correct, for it does not necessarily answer the question whether in any particular week or weeks the claimant was in fact 'unable' to obtain financial assistance. When it is said that the period covered by the payments 'has to be regarded as a whole', the meaning is simply that the payments which have been made, together with the circumstances in which they were made, must all be taken into account as part of the evidence bearing on the question whether the claimant was 'unable to obtain any financial assistance from her husband' during the whole or any part of her period of incapacity. In other words it is not a matter of notionally spreading the payments evenly over the whole period during which they were made, but rather of viewing the evidence broadly and not treating each payment as an isolated transaction.

"Viewing the present case in that way, I consider that the Local Tribunal had evidence on which they could conclude that the claimant was unable to get any payment from her husband during the period 1st to 21st August. There was evidence from which they could infer that even if she had made another application to the Court it would have been ineffective. I am not prepared to disagree with them, in view of the irregularity of the payments even after the Court's order of December, 1948, and in view of the length of time between the last payment and the beginning of the claimant's incapacity. The Chief Insurance Officer's appeal is therefore disallowed."

\* The principles embodied in this decision are being applied in the case of claims for unemployment benefit.

## Case No. C.I. 17/50 (16th January)

Section 7 of the National Insurance (Industrial Injuries) Act, 1946: Whether claimant's accident arose out of and in course of his employment: Claimant, a fireman, was injured while playing "volley ball" during hours of duty: Firemen were obliged to remain on Fire Station to answer calls—they were not compelled to play "volley ball" but encouraged to do so during periods for which no particular jobs or drills were specified: Brigade Chief was quoted as saying that past year had shown substantial improvement in standard of drill and "volley ball" had contributed considerably to high degree of physical fitness required for regular drills: It was therefore argued for claimant that "volley ball" was incidental to his employment: Also, injuries received by firemen while playing such games had been accepted for compensation as "war service injuries" by Minister of Pensions: Commissioner accepts evidence that proper discharge of firemen's duties demands physical fitness but holds that although "volley ball" may have promoted fitness, it was primarily recreational: Clearly it was not regarded by claimant's employers as an essential part of his work or as essential for his fitness, which was ensured by his drill: Accident did not arise out of and in course of claimant's employment.

"My decision is that the accident which occurred to the claimant on the 19th June, 1949, did not arise out of and in the course of his employment, and was not, therefore, an industrial accident within the meaning of the National Insurance (Industrial Injuries) Act, 1946.

"The claimant is a member of the London Fire Brigade who acts as a fireman. On 19th June, 1949, he was injured when playing 'volley ball' during his hours of duty. The station routine laid down for the Fire Brigade requires that certain essential work and drills should be carried out at specific periods of the day. For the remainder of the duty period for which no specific tasks are prescribed, members of the Fire Brigade are encouraged to take part in recreational activities, which will promote fitness and alertness. They are required to remain within the precincts of the Fire Station in order that they may answer fire calls, and, if such a call is received during a game, the game ceases at once. The claimant was not compelled to take part in the game of 'volley ball' which he was playing, but was encouraged to do so by his employers. On 1st June, 1949, in a news letter addressed by the Chief Officer of the Fire Brigade (of which the claimant was a member) to all the members of that brigade the Chief Officer says after referring to drills undertaken during the past year 'the result has been that the improvement in the general standard of drill has been most noticeable . . . regular drills necessitated a high standard of physical fitness, and no doubt the enthusiasm for "volley ball" has helped considerably in this connection.'

"Having heard evidence as to the work involved, I accept the proposition that physical fitness and suppleness of body are essential for the competent performance of the duties of a fireman. It was contended on behalf of the claimant that it followed from that that, although the claimant was not under an obligation to play 'volley ball', playing it as he did was something incidental to his duties as a fireman, and that he should be regarded as injured by accident arising out of and in the course of his employment within the meaning of Section 7(1) of the National Insurance (Industrial Injuries) Act, 1946. It was further said that under the Personal Injuries (Civilian) Scheme, 1944 [S.R. & O. 1944 No. 369], made under the Personal Injuries (Emergency Provisions) Act, 1939, which provides for the payment of compensation to persons injured by a 'war service injury' the Minister of Pensions had accepted the Fire Brigade's contention that injuries suffered by firemen while playing games of this character at the Fire Station arose out of and in the course of the performance of their duties, which it was necessary to show in order to prove that an injury suffered in such a game was a 'war service injury' within the meaning of that scheme.

"On behalf of the Insurance Officer it was contended that the present case fell within the principle of Decision No. C.I. 70/49 (reported). In that case a male nurse at a Mental Hospital injured while taking part in a football match which was a 'home' fixture played in the hospital grounds and in which he was encouraged by his employers to play, was held not to have been injured by accident arising out of and in the course of his employment. On behalf of the claimant it was contended that a distinction could be drawn between that decision and the present case, because there would be no need for a male nurse to have the same standard of fitness and suppleness as a member of the Fire Brigade who worked as a fireman. The Insurance Officer also referred me to *Lucas v. H.M. Postmaster General*, 32 B.W.C.C. 173, a decision of the Court of Appeal interpreting the expression 'arising out of and in the course of the employment' in the Workmen's Compensation Acts. In that case, the workman was attending a class which it was a term of his employment that he should attend. While carrying out gymnastic exercises he fell and sprained his wrist. This accident was held not to arise out of and in the course of his employment, even though it was a condition of his employment that he should attend the class. It was so held because what he was doing at that time was not what he was employed to do, i.e., was not the work that he was employed to do nor anything incidental to that work.

"It does not seem to me possible to accept the distinction which the claimant sought to make between his case and that dealt with in Decision No. C.I.70/49 (reported). Whilst no doubt he was encouraged to participate in 'volley ball', it clearly was not regarded by his employers as an essential part of his work nor as essential for rendering him fit for his work, since they did not require him to participate in it. His fitness and suppleness of body were ensured by his drill, and though, no doubt, the playing of 'volley ball' also promoted the same purpose, its function was primarily recreational. An attempt to differentiate on the basis that a fireman has to be in a higher state of fitness than a male nurse at a Mental Hospital would lead to quite impossible difficulties in assessing the relative standards of fitness necessary for different occupations. *Lucas'* case referred to above clearly does not assist the claimant, and I do not think, therefore, that I need discuss it. I am satisfied that the present case falls within the principle laid down in Decision C.I.70/49 (reported) and must hold that the injury which the claimant

suffered on 19th June, 1949, was not caused by accident arising out of and in the course of his employment. I, therefore, allow the Insurance Officer's appeal."

## 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 Boot and Shoe Repairing Wages Council (Great Britain) (Constitution) Order, 1950 (S.I. 1950 No. 15)*, dated 5th January; *The Hat, Cap and Millinery Wages Council (Scotland) (Constitution) Order, 1950 (S.I. 1950 No. 91)*, dated 19th January; *The Fustian Cutting Wages Council (Great Britain) (Constitution) Order, 1950 (S.I. 1950 No. 105)*, dated 24th January; *The Milk Distributive Wages Council (England and Wales) (Constitution) Order, 1950 (S.I. 1950 No. 136)*, dated 26th January. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 44.

*The Rope, Twine and Net Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1950 (S.I. 1950 No. 14)*, made on 5th January by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 72.

*The Pottery (Health and Welfare) Special Regulations, 1950 (S.I. 1950 No. 65)*; price 9d. net, 10d. post free, made on 16th January by the Minister of Labour and National Service under the Factories Acts, 1937 and 1948.—See page 48.

*The National Youth Employment Council and Advisory Committees for Scotland and Wales (Membership) Order, 1949 (S.I. 1949 No. 2394)*. This Order was made on 21st December by His Majesty in Council under the Employment and Training Act, 1948, and provides that, as from 1st April 1950, the Welsh Federation of Education Committees, which has ceased to exist, shall be replaced by the Welsh Joint Education Committee as one of the bodies entitled under the Act to nominate persons for appointment as members of the National Youth Employment Council and also as the body to nominate persons for appointment on the Advisory Committee for Wales (see the issue of this GAZETTE for October, 1948, page 341).

*The Emergency Laws (Continuance) Order, 1949 (S.I. 1949 No. 2395)*, made on 21st December by His Majesty in Council under the Emergency Laws (Miscellaneous Provisions) Act, 1947.—See page 44.

*The National Insurance (Classification) Amendment Provisional Regulations, 1950 (S.I. 1950 No. 155)*, made on 28th January by the Minister of National Insurance, in conjunction with the Treasury, under the National Insurance Act, 1946.—See page 49.

*The Coal Mines (Mining Qualifications Board) General Regulations, 1950 (S.I. 1950 No. 77)*. These Regulations were made on 16th January by the Minister of Fuel and Power under the Coal Mines Act, 1911, as amended. They amend the provisions of Part 1 of the Act relating to the constitution of the Board for Mining Examinations (which in future is to be known as the Mining Qualifications Board), to examinations for certificates of competency, and to the grant of certificates.

*The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) (Constitution) Order, 1949 (S.R. & O. of Northern Ireland 1949 No. 214)*. This Order was made on 8th December by the Ministry of Labour and National Insurance for Northern Ireland under the Wages Councils Act (Northern Ireland), 1945, and brings the constitution of the Wages Council concerned into conformity with the provisions relating to the constitution of Wages Councils contained in the Act.

*The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 3) Order, 1949 (S.R. & O. 1949 No. 215)*; price 2d. net, 3d. post free, dated 15th December; *The Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1949 (S.R. & O. 1949 No. 216)*, dated 24th November; *The Baking Wages Council (Northern Ireland) Wages Regulation (No. 4) Order, 1949 (S.R. & O. 1949 No. 219)*; price 3d. net, 4d. post free, dated 22nd December; *The General Waste Materials Reclamation Wages Council (Northern Ireland) Wages Regulation (No. 2) Order, 1949 (S.R. & O. 1949 No. 220)*; price 3d. net, 4d. post free, dated 22nd December; *The Baking Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 2) Order, 1950 (S.R. & O. 1950 No. 10)*, dated 3rd January. These Regulations were made by the Ministry of Labour and National Insurance under the Wages Council Act (Northern Ireland), 1945.—See page 72, and also pages 439 and 36 and 37 of the two preceding issues of this GAZETTE.

*The National Insurance (Death Grant) Amendment Regulations (Northern Ireland) 1950 (S.R. & O. 1950 No. 11)*. These Regulations were made on 9th January by the Ministry of Labour and National Insurance, in conjunction with the Ministry of Finance, under the National Insurance Act (Northern Ireland), 1946. They are similar in scope to the corresponding Regulations made in Great Britain.—See the issue of this GAZETTE for October, 1949 (page 344).

\* See footnote \* in first column on page 75.

## OFFICIAL PUBLICATIONS RECEIVED\*

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

*Abstract of Statistics.—Annual Abstract of Statistics, No. 86, 1938-1948.* Central Statistical Office. Price 12s. 6d. (13s. 3d.).—See page 49.

*British Electricity.—British Electricity Authority First Report and Accounts, August, 1947-March, 1949.* H.C. 336, Session 1948-49. Price 5s. 6d. (5s. 11d.).

*Choice of Careers.—Choice of Careers. New Series (i) No. 3 Boot and Shoe Manufacture.* Price 9d. (10d.). (ii) No. 4 Librarianship. Price 4d. (5d.). (iii) No. 5 Bespoke Tailoring. Price 6d. (7d.). (iv) No. 7 Floor and Wall Tiler. Price 4d. (5d.). (v) No. 8 Stone-masonry. Price 6d. (7d.). (vi) No. 10 The Dress Designer. Price 3d. (4d.). Central Youth Employment Executive, Ministry of Labour and National Service.—See page 47.

*Colonial Safety.—Appointments in His Majesty's Colonial Service.* C.S.R.I. 1950. Colonial Office. Price 1s. (1s. 3d.).—See page 49.

*European Co-operation.—European Co-operation. Memorandum submitted to the Organisation for European Economic Co-operation relating to Economic Affairs in the period 1950-51-52.* Cmd. 7862. Foreign Office. Price 1s. (1s. 2d.).

*Industrial Health.—Infection and Sepsis in Industrial Wounds of the Hand. A Bacteriological Study of Aetiology and Prophylaxis.* Medical Research Council, Special Report Series No. 266. Price 1s. 6d. (1s. 8d.).—See page 48.

*Industrial Safety, etc.—Accidents, How they happen and how to prevent them at Factories, Docks, Building Operations, and Works of Engineering Construction.* Vol. 2 (New Series) Quarterly. Ministry of Labour and National Service. Price 9d. (10d.).

*International Labour Organisation.—(i) Proposed action by H.M. Government in the United Kingdom of Great Britain and Northern Ireland on certain Conventions relating to Conditions of Labour in Non-Metropolitan Territories which were adopted at the 30th Session, 1947, of the International Labour Conference.* Cmd. 7865. Price 4d. (5d.). (ii) *International Labour Conference, 32nd Session, Geneva, 8th June-2nd July, 1949. Report by the Delegates of H.M. Government in the United Kingdom of Great Britain and Northern Ireland.* Cmd. 7852. Price 3s. 6d. (3s. 9d.).—See page 50.

*Joint Consultation.—Industrial Relations Handbook, Supplement No. 3. Joint Consultation in Industry.* Ministry of Labour and National Service. Price 2s. (2s. 2d.).—See page 43.

*Local Government.—First Report of the Local Government Manpower Committee.* Cmd. 7870. Price 6d. (7d.).

*National Insurance.—Selected Decisions given by the Commissioner on Claims for (i) Benefit under the National Insurance (Industrial Injuries) Act, 1946, (a) during the period 15th August to 30th September, 1949. Pamphlet I/11. Price 4d. (5d.). (b) during the month of November, 1949. Pamphlet I/13. Price 2d. (3d.). (ii) Unemployment Benefit (a) during the months of October and November, 1949. Pamphlet U/12. (b) during the month of December, 1949. Pamphlet U/13. Price 2d. each (3d.).* Ministry of National Insurance.

*Pottery.—Report on Public Inquiry into the Draft Pottery (Health and Welfare) Special Regulations by Eric Sachs, K.C.* Ministry of Labour and National Service. Price 6d. (7d.).—See page 48.

*Reinstatement in Civil Employment.—Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944. R.E. Code 1. Pamphlet No. 81.* Ministry of Labour and National Service. Price 1d. (2d.).

*Technical and Scientific Register.—Present and Future Supply*

\* 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.

## MEDICAL RESEARCH COUNCIL—RECENT PUBLICATIONS

*Infection and Sepsis in Industrial Wounds of the Hand* by R. E. O. Williams and A. A. Miles, assisted by Barbara Clayton-Cooper and Brenda Moss. *Special Report Series No. 266.* (1949.) 1s. 6d. (1s. 8d.)

*Vitamin A Requirement of Human Adults: An Experimental Study of Vitamin A Deprivation in Man.* A Report of the Vitamin A Sub-Committee of the Accessory Food Factors Committee. Compiled by

E. M. Hume and H. A. Krebs. *Special Report Series No. 264.* (1949.) 3s. (3s. 3d.)

*Hearing Aids and Audiometers.* Report of the Committee on Electro-Acoustics. *Special Report Series No. 261.* (1947.) 1s. 3d. (1s. 5d.)

*Report of the Medical Research Council for the Years 1945-48.* [Cmd. 7846.] 5s. (5s. 4d.)

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Ministry of Labour and National Service. Price 6d. each (7d.).—See page 14 of last month's GAZETTE.  
*Social Security.—Systems of Social Security, New Zealand.* International Labour Office, Geneva, 1949. Price 2s.—See page 51.

## MINING QUALIFICATIONS BOARD

Examinations for Certificates of Competency as Managers and Under-Managers of Mines and for Certificates of Qualification as Surveyors of Mines.

The written parts of the Examinations for First and Second Class Certificates of Competency as Managers and Under-Managers of Mines will be held on 24th and 25th May, 1950, at Glasgow, Newcastle-upon-Tyne, Doncaster, Wigan, Cardiff and Stoke-on-Trent. The oral parts of the Examinations, to be attended only by those candidates who qualify in the written tests, will be held at the same centres on 26th July, 1950.

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Intending candidates should apply after 27th February for the necessary forms, stating whether they have previously attended an examination for any of the above certificates. The completed applications should be returned to the Secretary as soon as possible, and must in any case be received not later than 28th March, 1950. Letters should be addressed to the Secretary, Mining Qualifications Board, Ministry of Fuel and Power, 7 Millbank, London, S.W.1.

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Communications with regard to the contents of the GAZETTE should be addressed to the Director of Statistics, Ministry of Labour and National Service, Orphanage Road, Watford, Herts. (Telephone: Colindale 7000.)

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