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## CONTENTS

	Page		Page
<i>Special Articles :</i>		<i>Special Articles—continued :</i>	
Recruitment in Nursing Profession.. . . . .	409	Social Security in Western Union Countries . . . . .	414
Review of Monthly Statistics . . . . .	410	International Labour Organisation : Advisory Committee on Salaried Employees and Professional Workers ; Tripartite Conference on Rhine Navigation ; Metal Trades Industrial Committee, 3rd Session ; Co-operative Movement in Asia . . . . .	415
Ministry of Labour and National Service, Report for 1948	411	Labour Overseas : United States, Overtime Pay, etc. ; United States, Earnings in Ferrous Foundries ; Canada, Unemployment Insurance ; Netherlands, Earnings and Hours of Work . . . . .	416
Extension of Control of Engagement Order . . . . .	411	EMPLOYMENT, UNEMPLOYMENT, ETC. . . . .	419
Reconstitution of Wages Councils . . . . .	412	WAGES, DISPUTES, RETAIL PRICES . . . . .	430
Smithfield Committee of Investigation, Report . . . . .	412	MISCELLANEOUS STATISTICS . . . . .	436
Wales and Monmouthshire, Report on Government Activities . . . . .	412	ARBITRATION AWARDS, NOTICES, ORDERS, ETC. . . . .	438
Industrial Safety, Health and Welfare: Dry Cleaning ; “Blasting” of Castings, etc. ; Examination of Breathing Apparatus, etc. (Northern Ireland) ; Bending Brakes ; Derrick Cranes ; How Factory Accidents Happen . . . . .	413	STATUTORY INSTRUMENTS . . . . .	441
Census of Production, 1950 . . . . .	414	OFFICIAL PUBLICATIONS RECEIVED . . . . .	441
National Insurance : Classification ; Unemployment and Sickness, Claiming Dependency Increases ; Foreign Students ; United Kingdom and France, Social Security Agreement . . . . .	414		

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

## Recruitment in the Nursing Profession

**N**URSING is a profession in which for a long time the demand has outrun the supply. There are more nurses and midwives in practice now than before the war, and many others are in training. Yet there is a big demand for still more nurses and midwives. Apart from normal “wastage”, the main reason why supply has not yet caught up with demand is, of course, the fact that the last few years have seen a great expansion in the scope of health services of all kinds, while modern methods of treatment call for the services of more nurses. At the same time, efforts have been made to eliminate the serious overworking of hospital nurses, in particular by reducing their hours to 96 a fortnight—a reduction already achieved, in spite of all difficulties, in a good many hospitals. Moreover, it must be borne in mind that it takes some years to train a nurse or a midwife.

As will presently be shown, the situation is improving steadily ; but the unsatisfied need is still considerable and urgent. In this article an attempt is made to describe what the Ministry of Labour and National Service has done and is doing, in the exercise of its duty, to encourage and assist recruitment to the nursing and midwifery professions.

### The Machinery

In this field, as in most other compartments of its work, the Ministry of Labour and National Service, consults the best experts it can find. On all matters relating to nurses, the Ministry consults the National Advisory Council on the Recruitment of Nurses and Midwives, which meets at regular intervals under the chairmanship of the Minister. This Council is composed of representatives of organisations and institutions competent to speak for or about these professions, local health authorities, hospitals, Government Departments, and other bodies directly concerned with the problem.

In the light of the Council’s advice, the Nursing Services Branch at the Headquarters of the Ministry, in which a nurse acts as Principal Nursing Adviser, formulates and adapts its policy and procedure, and calls in as necessary the help of other Branches of the Ministry. Under its general supervision and direction there are 33 Nursing Appointments Offices in different centres throughout the country, and it is through

these Offices that most of the day-to-day work is conducted. Originally set up six years ago, these outstationed offices have three important functions :

- (1) To assist recruitment to the nursing and midwifery professions ;
- (2) To provide advice both to qualified persons and to possible new entrants on these professions regarded as careers ; and
- (3) To provide a placing service for the use of nurses and midwives looking for employment.

These Nursing Appointments Offices have in or attached to them qualified and experienced nurses known as Technical Nursing Officers, whose advice is placed freely at the disposal of all who seek it, whether they are already trained nurses and midwives or young people thinking of taking up one of these professions as a career and prepared to undergo the necessary training.

### The Methods

At bottom, the stimulation of recruitment to these professions is a question of catching the attention of individual girls and young women (men are not excluded, as male nurses are also needed) and convincing them that they can do well both for themselves and for the country by choosing one of them as a career. The Ministry has therefore been engaged for many months past in what is commonly called a “campaign” for nursing. Every available means of informative publicity has been brought into play.

For example, illustrated advertisements have been placed in the daily newspapers, weekly periodicals and women’s magazines throughout the United Kingdom, presenting the case for taking up nursing as a profession and including a “coupon” which anybody interested might send to the London Nursing Appointments Office if she (or he) wanted more information on the subject. The following statement shows the response during the twelve months ended 30th September, 1949 :—

*Coupons (or letters) received* : 20,282. About one-third of this total were from persons under 18 years of age, and these enquiries are being followed up in the confident expectation that they will lead to the entry of a number of student-nurses into training in the future.

Enquirers submitted for employment or training: 2,817 or 21 per cent. of the coupon enquiries.  
Enquirers placed in employment or training: 1,689.

Another medium of publicity brought into use was the Mobile Nursing Exhibition. Three exhibition vehicles, specially fitted up for the Ministry by the Central Office of Information, toured England, Scotland, Wales and Northern Ireland, to "show the flag" and arouse interest in nursing as a career. Each of these mobile exhibitions, as it went from town to town and from village to village, took to the people the message that nursing is a great profession that wants recruits. Each of them was equipped with a pictorial display of the stages in the life of a student nurse, from the pre-nursing course to entry into the preliminary training school and thence to final completion of a three-years' training. They illustrated also the various branches of nursing and the post-graduate opportunities open to the qualified nurse. Finally, each had a small compartment in which an enquirer could talk privately with an officer of the Ministry, who could supply authoritative answers to questions.

Local authorities, hospital managements and others concerned in the manning-up of the nursing services gave this travelling campaign all the help they could, and all reports show that wherever they visited, i.e., at schools and town squares, or on village greens, the exhibition attracted interest and attention. In the course of the year the Exhibition was visited by H.M. the Queen and by H.R.H. Princess Margaret, the former at Dundee and the latter at Bristol. H.M. the Queen expressed her personal interest in the work which was being undertaken.

In the twelve months ended last September, 313 schools were visited and at least 26,400 young persons went through the exhibitions. During the summer months alone they were visited by at least 14,000 adults. The contribution made by these exhibitions to recruitment cannot be assessed in figures; but there is no room for doubt that they are a very valuable part of the general effort to focus attention on nursing, especially among senior school-girls.

Much use has also been made of leaflets and posters. A series of illustrated leaflets on general nursing, tuberculosis nursing, psychiatric nursing, fever nursing and midwifery has been widely distributed through the Nursing Appointments Offices as well as the Local Offices of the Ministry. Posters have been displayed on all suitable sites in order to lose no opportunity of drawing attention to this avenue of employment and service, and what it is able to offer to those who elect to enter it. Use has also been made whenever possible of the medium of the film.

#### The Nursing Appointments Offices

So much for the part which Headquarters plays directly in the "campaign". It is necessary now to outline some of the work which is done "on the spot" by the 33 Nursing Appointments Offices which cover the country under the general direction of Headquarters.

These Offices are in close and constant touch with the other parts of the Ministry's decentralised employment organisation, and they are in a very favourable position to help hospitals to get the staff they require. They know the location and nature of all the vacancies that are waiting to be filled; they are able to assist qualified nurses and midwives who are looking for openings for advancement in their professional careers; they are able to give advice to newcomers to the nursing and midwifery professions who want to "get on"; they are able to send officers who, being nurses, know their subject to talk about nursing to senior scholars still at school, women's organisations, youth clubs, rotary clubs and the like. It may be mentioned, in passing, that these Offices provide a service not only for nurses and midwives, but for radiographers, physiotherapists, occupational therapists and medical laboratory technicians.

## 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 419 to 435.

#### Employment

It is estimated that the number of persons in civil employment in Great Britain rose by 25,000 (7,000 males and 18,000 females) during October, the number at the end of the month being 22,255,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed a decrease of 6,000, manufacturing industries rose by 42,000 and other industries and services fell by 11,000. 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 increased by 46,000 from 23,278,000 to 23,324,000.

#### Unemployment

The number of persons registered as unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain rose from 300,255 to 323,609 between 10th October and 14th November. There was a rise of 14,258 in the case of males and of 9,096 in the case of females.

#### Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), remained unchanged in November at 109. The changes in

Not the least valuable part of their work has been in connection with the recruitment of part-time nursing and midwifery staff. These Offices have co-operated closely with hospital managements in organising schemes for the employment of part-time workers and have done a great deal in the way of finding such workers. Many hospitals have found their staffing difficulties eased by this method, and some types—for instance, hospitals for the chronic sick, mental diseases hospitals and mental deficiency institutions—have specially benefited. In the two years from June, 1947, to June, 1949, the number of part-time nursing and midwifery staff employed was increased from 12,000 to 26,000.

The Nursing Appointments Offices have also taken an active part in the placing of foreign workers in hospital employment or in training, under the schemes for bringing such workers to this country. In some cases, it is interesting to note, women from abroad whose knowledge of English was not sufficient to enable them to undergo nursing training immediately on arrival were placed as ward or nursing orderlies, so that they could improve their knowledge of the language while serving the needs of the hospital.

#### Results and Outlook

Some indication of the work done by these Offices during the twelve months ended 30th September, 1949, is given in the following figures:—

Number of Interviews .. .. .	42,000
Number of Vacancies Filled	
Trained nurses and midwives .. .	3,000
Students, etc. .. .. .	6,300
Unqualified nursing staff .. .	6,100
Total .. .. .	15,400

Of these placings, 13,300 were for full-time employment and 2,100 for part-time work.

It is encouraging to note that there has been a definite improvement in the staffing of hospitals and health services generally throughout the country since the war. During the year ended 30th June, 1949, the number of the nursing and midwifery staff employed in hospitals rose by about 15,000, and the number of occupied beds rose by 10,000.

At the same time, there has been a marked increase in the numbers of persons taking up training in nursing. In 1943, the number of student nurses and pupil midwives in training was estimated at 43,300; in 1949, the number was 57,800, while 202 training schools had a full complement of students last September as compared with 137 a year before.

Nevertheless, as already stated, there is still much to be done to bring supply abreast of demand. The vacancies on the books of the Nursing Appointments Offices are still no fewer than 30,000. It is only by a sustained effort that this gap can be closed, so that the health services may be fully staffed and every available bed may be brought into use. Clearly, there cannot yet be any relaxation in the endeavour to make the public, and especially the young folk just stepping out into life, conscious that the country needs more nurses and midwives, and that those professions are well worth entering and following as careers, not merely from the point of view of emoluments and progression but because they are professions which everybody honours and esteems. The Ministry of Labour and National Service will continue to do all it can to bring this home both to those already qualified and to those who have not yet made up their minds where their future lies. As one part of its efforts, the Ministry is reorganising its decentralised Nursing Appointments Service with a view to the facilities it offers for advice and information being available to the public at many more points throughout the country. But, in the end, a Government Department can only inform, advise and help in such a matter; it is for the individual to make her or his decision.

rates of wages reported to the Department during the month resulted in an aggregate increase estimated at £31,000 in the weekly full-time wages of about 278,000 workpeople. The principal increases affected workers in the iron and steel industry, certain workpeople engaged in general printing and periodical and newspaper production in England and Wales, except London, and in Scotland, and workers employed in the iron and steel and non-ferrous scrap industry, and in carpet manufacture.

#### Industrial Disputes

The number of workers involved during November in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred) was nearly 19,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 64,000 working days. The number of stoppages which began in the month was 113, and, in addition, 13 stoppages which began before November were still in progress at the beginning of the month. The stoppages involving the greatest loss of time during the month were those of shipbuilding workers at Belfast and of engineering workers at Glasgow.

#### Retail Prices

At 15th November the interim index of retail prices, based on 17th June, 1947 (taken as 100), was 112, the same figure as at 18th October.

## REPORT OF THE MINISTRY OF LABOUR AND NATIONAL SERVICE FOR THE YEAR 1948

The Annual Report of the Ministry of Labour and National Service for 1948, which has now been published,\* contains a summary of the activities of practically every branch of the Ministry in the course of the year. It also contains statistics, some of which have not hitherto been available. The subjects dealt with in the Report include National Service; statutory labour controls; the labour force in industry; distribution of labour, with particular reference to labour supply problems; unemployment and associated problems; man-power changes; employment services; youth employment; resettlement; training for employment; the welfare of workpeople; disabled persons; statistics; conciliation and arbitration; Wages Councils and Wages Boards; and international labour relations. On each of these subjects the Report contains a chapter comprising a concise account of the work of the Ministry during the year.

For reasons of space it is not possible to summarise the Report at length, but the following brief synopsis gives an idea of the contents of the Report.

#### Man-Power

The man-power changes in 1948, says the Report, were small compared with the extensive redistribution during 1945 and 1946. The Ministry were, however, much concerned during the year in ensuring an appropriate distribution of labour to those industries and services that were essential to the country's economic recovery. In this task the normal working of the Employment Exchange service was supplemented in three ways: (1) by the Control of Engagement Order, 1947; (2) by publicity campaigns to persuade and guide people into essential occupations; and (3) by recruitment of workers from overseas and by publicity campaigns to encourage women to take part-time employment.

This general introduction is amplified in Chapters II-VII, which constitute the first part of the Report. Particulars are first given of action taken under the National Service Acts; figures are supplied showing the numbers of registrations, deferments of call-up, medical examinations, postponements of call-up on hardship grounds, and registrations of conscientious objectors. During the year, the number of men posted by the Ministry to the three Services was 150,900. The number of persons released or discharged from the Forces was 529,854, bringing the total since 18th June, 1945, up to 5,459,045.

Next comes an account of the operation of the Control of Engagement Order, 1947, including a Table showing the changes during 1948 in the labour force in the "First Preference" industries compared with others. Few infringements of the Order, it is stated, were reported with a view to prosecution. An indication is given of the circumstances in which the use of the power of "direction" could be considered, and it is reported that, apart from the use of this power to maintain the "ring-fence" around coal mining and agriculture, it was necessary to resort to direction in only 14 cases to induce people to go to essential work.

The measures taken by the Ministry to enlarge the labour force available for industry, and especially for coal mining, agriculture, textiles and other undermanned essential industries, form the subject of the next Chapter. It deals in turn with the efforts to encourage women to enter essential work, whole-time or part-time, and the continuance in employment of workers after the normal age of retirement; recruitment of workers from Northern Ireland and the Irish Republic (Eire); and recruitment of foreign workers under official schemes. Under these schemes, about 85,000 foreign workers were placed in employment in Great Britain during 1948; they were principally members of the Polish Resettlement Corps, Polish civilians, or members of the various groups of different nationalities known as European Volunteer Workers. Figures are also given relating to the number of permits granted for the admission of individual foreign workers to the country, including 18,371 for domestic employment in private households.

The Report goes on to describe the labour supply problems (and the steps taken to tackle them) in separate industries and services of first importance—coal mining, agriculture, engineering, shipbuilding and ship repairing, the cotton, and woollen and worsted industries, building and civil engineering, the nursing services, and domestic employment. It is claimed that, by the use of publicity and other means, the Ministry achieved considerable success in providing workers for essential work, and statistical evidence is adduced in support of this contention.

After a brief Chapter on unemployment, this part of the Report concludes with a series of statistical tables showing the broad changes during 1948 in the man-power position as a whole and in the main industry groups.

## EXTENSION OF CONTROL OF ENGAGEMENT ORDER

The Control of Engagement Order, 1947, which required the engagement of persons for employment to be made, with certain exceptions, through the Local Offices of the Ministry of Labour and National Service or approved employment agencies, was due to expire at the end of 1948. The operation of the Order was, however, extended until the end of 1949 by the Control of Engagement (Amendment) Order, 1948 (see the issue of this GAZETTE for December, 1948, page 413). After consultation with the National

\* Cmd. 7822. Obtainable from H.M. Stationery Office or through any book-seller; price 3s. net (3s. 2d. post free).

#### Services to the Public

The second part of the Report comprises seven Chapters devoted to the services offered by the Ministry to the public: employment services for manual and non-manual workers and for young entrants to employment; aids to resettlement; training facilities; welfare work; special provisions for the disabled; and the collection and publication of statistical information.

In this section reference is made to two pieces of legislation passed in 1948: (1) The Employment and Training Act, which brought up to date the law relating to the Ministry's services for placing persons in employment and training, authorised the expansion of these services as required, and at the same time gave statutory authority for the maintenance and extension of the special employment service for young persons; and (2) the Factories Act, which extended the provisions of the Act of 1937 relating, among other things, to the compulsory medical examination of young persons entering employment in factories and to the provision of seats for workpeople in factories.

In connection with the work of the Employment Exchanges, which placed over 4,600,000 persons in employment during the year (13.6 per cent. of the adult persons were in "First Preference" vacancies), attention is drawn to the help which employers and workers can give to the Local Offices of the Ministry by letting these Offices know at the earliest possible moment of discharges on grounds of redundancy. By giving such information in good time, employers and workers enable the Employment Exchanges to reduce to the minimum the time lost by a worker between leaving one job and starting on another. In the same connection, a tribute is paid to the valuable service given by Local Employment Committees in the discharge by the local officers of the Ministry of the many duties with which they are entrusted.

The work of the Appointments Service, including the Technical and Scientific Register and the Nursing Appointments Offices, is succinctly recorded, as well as the operations of the Youth Employment Service. The Report goes on to say what was done during the year in the way of aiding the resettlement in civil life of men and women released from the Forces, and the adaptation of vocational training schemes, both for the able-bodied and for the disabled, to the prevailing conditions of supply and demand. Steady progress is reported in the development of training for supervisors under the organised scheme known as "T.W.I." (Training Within Industry); many thousands of supervisors took courses of training under this scheme during the year under review.

Passing to welfare outside factories (welfare inside factories is dealt with in the Annual Report of the Chief Inspector of Factories, which is published as a separate document apart from the Annual Report of the Ministry), the Report covers the work of the year in regard to hostel and lodging accommodation for transferred workers, child-care facilities for working mothers, arrangements for looking after European Volunteer Workers, the staggering of holidays, and cognate matters.

A comprehensive account is given of the year's progress in the various compartments of the Ministry's activities for the benefit of the disabled—training, rehabilitation, placing in employment either in open industry or under sheltered conditions through the medium of the "Remploi" Corporation, and so on. The assistance which the Ministry have received in this work from the National and Local Advisory Bodies is not overlooked. It is mentioned by way of example that, as the result of a personal approach by the Chairman of one Local Disablement Advisory Committee to firms in its area, no fewer than 621 registered disabled persons were taken into employment.

#### Industrial Relations

In the third part of the Report are two Chapters dealing with the main developments during 1948 in the field of industrial relations. Here will be found information about the growth of self-governing machinery in industry for negotiation on questions arising between employers and workpeople; the action taken by the Ministry to prevent or settle disputes by conciliation or reference to arbitration or reference to independent investigators; and the application of statutory regulation through Wages Boards and Councils. The steps taken by the Ministry to encourage the wider creation and use of joint consultative machinery, and the part played by the Ministry in devising means of spreading the industrial electricity load, have their place in this part of the Report.

Finally, after giving an account of the participation of the Ministry in international conferences and other meetings, notably those of the International Labour Organisation and the Organisation for European Economic Co-operation, concerned with labour conditions and man-power problems, the Report concludes with a rapid survey of the national, regional, district and local organisation of the Ministry itself, its staff and its premises.

Joint Advisory Council, the Minister of Labour and National Service has decided to extend further the period of operation of the Order. For this purpose, the Control of Engagement (Amendment) Order, 1949, was made by the Minister on 5th December under Regulation 58A of the Defence (General) Regulations, 1939, as having effect by virtue of subsequent legislation.

The new Order, which came into operation on 19th December, further extends the operation of the 1947 Order, and provides that it shall cease to have effect on 10th December, 1950. Copies of the Order (S.I. 1949 No. 2251) can be purchased from H.M. Stationery Office, price 1d. (2d. post free).

## RECONSTITUTION OF WAGES COUNCILS

Articles published in the November issue of this GAZETTE (page 379), and 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 further Orders under this Act in respect of the Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain), the Laundry Wages Council (Great Britain) and the Hair, Bass and Fibre Wages Council (Great Britain), which came into operation on 10th November for the first and second Councils and on 6th December for the third. These Orders bring the constitution of the Councils into conformity with the provisions relating to the constitution of Wages Councils contained in the Act.

The Orders are entitled The Pin, Hook and Eye, and Snap-Fastener Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 2050), dated 3rd November, The Laundry Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 2051), dated 3rd November, and The Hair, Bass and Fibre Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 2223), dated 29th November. Copies of the Orders can be purchased from H.M. Stationery Office, price 1d. net each (2d. post free).

## REPORT OF SMITHFIELD COMMITTEE OF INVESTIGATION

Following the decision of the Minister of Food in September to issue a bonus of 6d. on the meat ration for one week only, certain members of the Transport and General Workers' Union employed at Smithfield Meat Market applied for an increase of pay for the work involved in handling the extra ration. The employers rejected the claim and this resulted in a difference between the parties for which no basis of settlement could be reached. The Minister of Labour and National Service thereupon appointed a Committee of Investigation under the terms of the Conciliation Act, 1896, to enquire into the cause and circumstances of the difference and to report. The Committee sat on 9th November in London.

The report of the Committee refers to an agreement dated 17th December, 1948, and an agreed letter of the same date which provided, *inter alia*, that the question of increasing the agreed staff requirement "will not be re-opened before the ration is fixed at 1s. 4d. per person per week or higher".

At the hearing it was agreed by the parties that the 1s. 4d. was based on meat prices ruling in December, 1948, and that an adjustment should be made in consequence of increased prices since that date. When so adjusted a total ration of 1s. 10d. (including the bonus) would at present prices be equivalent to a ration of 1s. 4½d. at December, 1948, prices. It was also agreed that the bonus would represent, other things being equal, an increase in tonnage

over three-eighths of the normal weekly ration. In presenting their case the Transport and General Workers' Union argued that the bonus was not part of the ration and did not come within the meaning of the provision of the agreement providing for reconsideration of staff requirements, and that in the absence of such provision the men were entitled to extra remuneration for handling the extra tonnage. Alternatively, if the provision did apply, the tonnage required to implement the bonus was an addition to the ration for one week and the effect of the addition was to make that week's ration worth 1s. 4½d. at December, 1948, prices, thereby entitling them, technically, to demand an increased staff. As it would be impracticable to recruit additional labour for one week they contended that the men should be recompensed for doing the extra work with the existing labour force.

The employers, the London Wholesale Meat Supply Association Ltd., contended that by the agreement of December, 1948, as qualified by the agreed letter of that date, both sides endorsed the principle that the normal week's work would be whatever tonnage the Association was required to handle until the weekly level of tonnage was maintained at the equivalent of 1s. 4d. at 1948 prices, or higher. They relied on statistics which showed that when the agreements were being negotiated the tonnage had been as low as 5,167 and as high as 6,286. The agreed wage would be paid whatever the hours of work necessary to deal with tonnage up to the required maximum. The issue of the meat from Smithfield to cover the bonus could not and would not be performed in one week. As is customary when there is a variation in the ration the Area Meat and Livestock Officer of the Ministry of Food and other interests concerned in transportation, distribution and retail sale had been consulted and they had agreed that the meat bonus would be distributed from Smithfield over two weeks. If this were done the weekly tonnage handled would be below the tonnage which had previously been handled without any demand for extra payment and the total value in any one week in terms of the December, 1948, prices would be below 1s. 4d. per person.

After considering the arguments and evidence put before them, the Committee expressed the opinion that the circumstances of the issue of the 6d. bonus could not properly be brought within either the words or the intent of the provision quoted above. This contemplated an upward alteration in the ordinary ration and was incapable of being applied to the present fortuitous and temporary increase. The Committee considered that the parties were then thrown back upon the terms of the agreement of December, 1948, under which the workers were entitled to a fixed rate of £6 6s. a week, subject to any overtime payment that might be earned should it be necessary to work overtime, and on this view the Committee were constrained to recommend against the Union's claim for increased remuneration, insofar as the claim was based on the agreements subsisting between the parties. They were, however, conscious that the manual workers were in this case faced with the handling of a substantially greater tonnage and would thus be unable to enjoy the full advantage of the free time which they gain from expeditious work under normal conditions. In these circumstances the Committee, whilst advising that there was no contractual obligation on the part of the employers to make a payment, felt that the employers would be well advised to make a single *ex gratia* payment to the men which would recognise that extra work had been done after this bonus had in fact been distributed. In the opinion of the Committee, the sum of seven shillings per person would in all the circumstances be a reasonable amount for such payment.

The parties have accepted the recommendations of the Committee.

## GOVERNMENT ACTIVITIES IN WALES AND MONMOUTHSHIRE

The third Annual Report of the Conference of Heads of Government Departments in Wales, which reviews the general execution of Government policy in Wales and Monmouthshire during the twelve months ended 30th June, 1949, has been presented to Parliament. The Report, which is the fourth of a series of annual papers on this subject, has been published by H.M. Stationery Office as a Command Paper (Cmd. 7820), price 1s. 3d. net (1s. 5d. post free).

In the introduction to the Report the Conference refer to the establishment of a Council for Wales and Monmouthshire composed of representatives of local authorities, industry and agriculture, the University of Wales, the Joint Education Committee of Wales and Monmouthshire, the National Eisteddfod Council and the Welsh Tourist Board, together with three members nominated by the Prime Minister. The setting up of this Council is described as a further development of the machinery for dealing with Welsh affairs and its terms of reference are to meet at least quarterly for the interchange of views and information on developments and trends in the economic and cultural fields in Wales and Monmouthshire, and to secure that the Government are adequately informed of the impact of Government activities on the general life of the people. The Council held its inaugural meeting at Cardiff on 20th May, 1949.

In a section dealing with industrial employment and development, the Report states that during the period under review there was a gradual overall improvement of the employment position in the manufacturing industries, while employment in the non-manufacturing industries and services remained generally at a high level. During the same period unemployment showed a downward trend, although the percentage rate was still above the average for Great Britain. The basic heavy industries and services (coal, iron and steel, power supply, and trade at South Wales ports), agriculture, building and other industries are considered in some detail, and statistical and other information is given on production, exports,

man-power and other relevant matters. On the subject of diversification of industry, the Report states that further progress was made towards obtaining a more balanced structure in Welsh industry. Since 1945 the number of new industrial projects established, or in process of establishment, was well over 600, including 275 new firms from outside Wales, and 133 new firms arising in Wales. In addition 239 major extensions for existing Welsh firms had been approved. The restrictions on the construction of new factories and extensions, to which reference was made in the previous Report (see the issue of this GAZETTE for November, 1948, page 379), continued during the year, with some slight relaxation in favour of the Development Areas. Industrial building was limited to those schemes which could be expected to make an early and substantial contribution to the export drive, to the saving of imports or to the efficiency and technical advance of essential industries. While there was a slight improvement in the supply of certain building materials, a continued shortage of some items of equipment and construction caused delays. Despite these difficulties, fairly

## INDUSTRIAL SAFETY, HEALTH AND WELFARE

### Special Regulations for Dry Cleaning

As stated in the July issue of this GAZETTE (page 234), the Minister of Labour and National Service announced that he proposed to make Special Regulations with a view to lessening the risk of accidents from fire in factories in which dry cleaning is carried on. On 29th November the Minister made the Dry Cleaning Special Regulations, 1949, under the Factories Acts, 1937 and 1948.

The new Regulations, which come into operation on 1st June, 1950, prohibit the use in factories of liquids having a flash point below 90 degrees Fahrenheit for the dry cleaning of certain classes of article otherwise than by spotting (*i.e.*, the removal, by hand, of small stains with the aid of liquid taken from a receptacle of a capacity of not more than one pint). Where liquid having a lower flash point is being used, the prohibition will not apply until it is reasonably practicable to carry out any necessary replacement or substantial alteration of plant. This exception will, however, cease to have effect at the expiration of two years from the operative date of the Regulations. The Regulations empower H.M. Chief Inspector of Factories to grant certificates of exemption in certain circumstances.

Copies of the Special Regulations (S.I. 1949 No. 2224) can be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

### New Regulations for "Blasting" of Castings and Other Articles

On 29th November the Minister of Labour and National Service made new Special Regulations under the Factories Acts with the object of reducing the risk of silicosis among workers engaged in the "blasting" of castings and other articles. The Regulations are entitled The Blasting (Castings and Other Articles), Special Regulations, 1949, and come into force on 1st January, 1950.

It has been recognised for many years that the risk of silicosis in this employment is a serious one, especially in steel foundries, and the problem was considered during the war by a Committee appointed by H.M. Chief Inspector of Factories. This Committee, in a Report published in 1944, recommended that "blasting" with sand or any other siliceous substance should be prohibited, and also that, in the cleaning of castings, more elaborate precautions should be compulsorily observed for the protection of the workers' health. Draft Regulations embodying these recommendations were published by the Minister in 1945 and a further draft, amended after discussions with interested organisations, was published in March, 1949.

This second draft was the subject of a number of objections, not all of which could be met, and the Minister therefore appointed Mr. V. R. Aronson, K.C., as Commissioner to hold a Public Inquiry in accordance with the procedure laid down in the Factories Act, 1937. The Inquiry was held in September, 1949 (see the issue of this GAZETTE for September, page 310, and notices in earlier issues).

In his Report, which has been published by H.M. Stationery Office, the Commissioner recommended certain amendments to the draft Regulations. The Regulations now made are in accordance with those recommendations.

Copies of the Regulations (S.I. 1949 No. 2225) and of the Report of the Commissioner can be purchased from H.M. Stationery Office or through any bookseller, price 2d. and 4d. net respectively (3d. and 5d. post free).

### Examination of Breathing, etc., Apparatus in Northern Ireland

In Northern Ireland, under Section 28 of the Factories Act (Northern Ireland), 1938, as amended by Section 11 of the Factories Act (Northern Ireland), 1949, breathing and reviving apparatus and belts and ropes are required to be provided in certain circumstances where there is risk of persons being overcome by dangerous fumes. The Act also requires that such articles shall be periodically examined and reported upon, and that the reports shall contain certain prescribed particulars. On 9th November the Ministry of Labour and National Insurance of Northern Ireland made the Factories (Breathing Apparatus, etc.—Report on Examination) Order (Northern Ireland), 1949, which sets out the required particulars and came into operation on 1st December. Copies of the Order (S.R. & O. of Northern Ireland 1949 No. 190) can be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

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good progress was made in the factory building programme, the number of new factories and extensions completed at 30th June, 1949, being 201, compared with 108 at 30th June, 1948. The Conference believe that, so far as the unemployment problem can be dealt with by the provision of factory premises, substantial progress has been made.

The Report surveys briefly the work of Government Training Centres and other training arrangements, the measures taken to resettle disabled persons, the work of the Appointments Department, the Youth Employment Service and the Safety, Health and Welfare Department of the Ministry of Labour and National Service, particularly in relation to the finding of accommodation for foreign and transferred workers. Other sections of the Report deal with housing, planning, health and other local government services; education; social services; public utilities and other services; and the activities of the War Department in Wales. An appendix to the Report contains various statistical tables.

### Safety in the Use of Bending Brakes

The Joint Standing Committee on the Safety of Heavy Power Presses have submitted to H.M. Chief Inspector of Factories their Final Report, dealing with bending brakes. The Report, which is illustrated by diagrams, has been published by H.M. Stationery Office, price 6d. net (7d. post free).

The Committee state that, since the publication of their first Report on bending brakes in 1945 (see the issue of this GAZETTE for June, 1945, page 98), further safety devices have been developed. Three of these new devices have been examined in use under works conditions, and the Committees' comments are presented in the Report, to which are appended a comparative statement of the performance of the new devices and of a form of guard dealt with in the 1945 Report, and illustrated descriptions of each of the devices.

One of the new devices is based upon a specification for a mechanically interlocked guard which was set out in the earlier Report. The Committee consider that this device embodies in its construction features essential to satisfactory performance and should have a field of usefulness. The Report discusses another device which employs electrical methods of clutch control. The Committee refer to the doubts expressed in the earlier Report as to the efficiency of electrical control devices. To the present Report they append a specification of performance of a guard employing electrical control. They believe that an electrically controlled safety device embodying the principles of this specification would give the desirable measure of safety in the use of bending brakes. They suggest that the requisite standards of safety could be attained also by the use of fluid-operated (pneumatic or liquid) methods of control. The third device examined is a form of mechanically interlocked guard which has been developed so as to be suitable for a wide range of operations and at the same time to give the operator the maximum freedom of manipulation. This device, the Committee believe, has a wide field of satisfactory use.

As regards difficulties attending the use of static fixed guards on bending brakes, the Report describes an arrangement by which the use of distance or positional guards in conjunction with feeding devices for handling small components has been demonstrated to be a safe method of working. The Committee propose to review and report upon further progress in the development of fencing for bending brakes.

### Safety in the use of Derrick Cranes

"The Use of Derrick Cranes" is the title of Safety Pamphlet Number 15 (Third Edition), which has been prepared by the Factory Department of the Ministry of Labour and National Service and published by H.M. Stationery Office, price 6d. net (7d. post free).

The pamphlet, which is illustrated by pictures and diagrams, deals principally with Scotch and guy derrick cranes, but many of the points dealt with are appropriate to other types of jib crane. It is pointed out that investigations of crane accidents, extending over a number of years, have shown that improper use, careless handling and failure to carry out necessary maintenance work are among the most common causes of such accidents. Many of the accidents could have been prevented by periodic, thorough examination of the cranes, with replacement of defective parts, and by proper use. Regular examinations and some of the other safety measures recommended in the pamphlet are already required by law in factories (including shipbuilding yards) and warehouses, at docks and on building operations.

The pamphlet gives some information about the points to be looked for when new or second-hand cranes are purchased; the use at different times of jibs of different lengths; the erection of cranes and tests after erection; and the methods of ensuring the stability of derrick cranes. Other subjects dealt with at shorter or greater length include the causes and prevention of falling jibs and fractures of parts of cranes; the fencing of gearing and dangerous machinery; the prevention of accidental reversion of machinery; fires in crane cabins; the crane driver's qualifications; the employment of signalmen; the avoidance of "shock" loading; the provision of platforms for drivers, operators and signalmen; the construction of the driver's cabin; and the need for frequent inspection to maintain the cranes in a safe working condition.

An appendix to the pamphlet gives details of the specific references to cranes in the Factories Acts and Regulations and of the Factory Forms used in the inspection, test and examination of cranes.

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## How Factory Accidents Happen

The Factory Department of the Ministry of Labour and National Service have prepared an illustrated booklet entitled "Accidents—how they happen and how to prevent them". A series of similar booklets was published quarterly before the war, but regular publication was abandoned after September, 1939. One volume, No. XXV, dated 1st November, 1941, was, however, issued during the war years dealing more particularly with types of accidents most common in war time (see the issue of this GAZETTE for January, 1942, page 8). In response to many enquiries, it has been decided to resume quarterly publication and the present issue is Volume 1 (October, 1949) of the new series. Copies of the booklet can be purchased from H.M. Stationery Office or through any bookseller, price 9d. net (10d. post free).

The present volume describes briefly the circumstances in which certain accidents have happened, and suggests methods by which they might have been avoided. The accidents described occurred in connection with lifting and suspension ropes, hoists and lifts, processing and lifting machinery, buildings and structural work, woodworking machinery, chemicals, the wearing of jewellery by women workers, and sitting on machines.

## CENSUS OF PRODUCTION, 1950

On 4th November the Board of Trade made the Census of Production (1950) (Returns and Exempted Persons) Order, 1949, under the Statistics of Trade Act, 1947. The Order, which comes into operation on 31st December, prescribes that the matters about which persons may be required to furnish returns for the purposes of the Census of Production to be taken in 1950 are to be the matters set out in the Schedule to the Act (see the issue of this GAZETTE for September, 1947, page 293). The Order exempts from the obligation to furnish such returns any person carrying on an undertaking in the field of the production of coal, gas, electricity, oil shale, crude or refined petroleum or shale oil products, to the extent to which, with certain qualifications, the information which would be required by those returns is furnished to the Minister of Fuel and Power under the Statistics of Trade Act. Copies of the Order (S.I. 1949 No. 2053) can be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

## NATIONAL INSURANCE Classification for National Insurance

The National Insurance Advisory Committee have been asked to consider and report on the preliminary draft of Regulations which modify the classification for national insurance purposes of persons in the following employments: (1) Casual employment by a public or local authority (e.g., in connection with the preparation of electoral lists); (2) part-time employment in a play centre set up under the Education Act; (3) employment of a pupil at the school or college at which he is receiving full-time education; (4) part-time employment in attendance on persons receiving old age or retirement pensions or national assistance, where the employer is not the person to whom attendance is given; (5) part-time service in the Royal Observer Corps; and (6) employment in the recording or counting of votes for the purposes of elections.

The draft Regulations also secure that the provisions of the National Insurance (Classification) Regulations, 1948 (see the issue of this GAZETTE for August, 1948, page 268), whereby persons in certain gainful occupations are to be treated as non-employed, shall not apply for the purpose of deciding whether an adult dependant, in respect of whom an increase of benefit is claimed, is or is not engaged in a gainful occupation. They provide further that, where a person resumes work on a Sunday after a week of sickness or unemployment, a national insurance contribution shall not be payable for that day. The draft also contains certain clarifying amendments to the principal Regulations.

Copies of the preliminary draft of the amending Regulations, which are entitled The National Insurance (Classification) Amendment (No. 3) Regulations, 1949, can be purchased from H.M. Stationery Office or through any bookseller, price 2d. net (3d. post free). Written objections to the Regulations were required to be sent before 13th December to the Secretary, National Insurance Advisory Committee, 6 Curzon Street, London, W.1.

## Time for Claiming Dependency Increases in Cases of Unemployment and Sickness

Under the national insurance scheme, increases of unemployment and sickness benefit may be paid to beneficiaries with dependants who fulfil certain conditions. The National Insurance Advisory Committee have been asked to consider and report on the preliminary draft of Regulations which extend the maximum time for claiming an increase of unemployment or sickness benefit for a dependant to one month from the date of entitlement. The Regulations also provide for extending the period of one month in cases in which good cause for delay in claiming is shown.

Copies of the preliminary draft of these Regulations, which are entitled The National Insurance (Claims and Payments) Amendment (No. 3) Regulations, 1949, can be purchased from H.M. Stationery Office or through any bookseller, price 1d. net (2d. post free). Written objections to the Regulations were required to be sent before 16th December to the Secretary, National Insurance Advisory Committee, 6 Curzon Street, London, W.1.

## National Insurance of Foreign Students Working in Great Britain

The National Insurance Advisory Committee have been asked to consider and report on the preliminary draft Regulations concerning students from outside the United Kingdom who, during a vacation, become temporarily employed in Great Britain. The effect of the proposed Regulations is that, in cases approved by the Minister of National Insurance, contributions under the national insurance scheme will not be required unless the students are continuously resident in Great Britain for 26 weeks. Industrial injuries contributions remain payable.

Copies of the preliminary draft of these Regulations, which are entitled The National Insurance (Residence and Persons Abroad) Amendment Regulations, 1950, can be purchased from H.M. Stationery Office or through any bookseller, price 1d. net (2d. post free). The Committee will consider written objections to the draft, if sent before 3rd January to the Secretary, National Insurance Advisory Committee, 6 Curzon Street, London, W.1.

## Supplementary Agreement on Social Security between the United Kingdom and France

An agreement on social security was signed on 25th October on behalf of the Government of the United Kingdom and the French Government, supplementary to the general social security agreement between the two countries which was signed on 11th June, 1948 (see the issue of this GAZETTE for July, 1948, pages 230 and 231). This agreement makes provisions which are necessary for the application of the earlier agreement. It applies to England, Scotland, Wales and the Isle of Man.

The new agreement states that the provisions of the general agreement, as regards the branches of social security set out therein, are to be applied in each such branch (except death grant under the legislation in Great Britain), in conjunction with certain special provisions set out in the later agreement.

One of the special provisions of the supplementary agreement relates to reciprocity in the two countries in respect of industrial accidents and occupational diseases. The French legislative measures referred to in this connection in the general agreement are defined as the law of 30th October, 1946, on the prevention of, and compensation for, industrial accidents and occupational diseases, together with the amending and supplementary provisions.

As regards retirement pensions paid in France from the French funds on behalf of the British authority, the supplementary agreement states that the laws in force in Great Britain respecting retirement from regular employment and earnings are to be applied, but that any questions arising from their application will be determined by the French authorities in accordance with the legal procedure of the French scheme. The agreement specifies that the sum to be deducted on account of earnings from a retirement pension so paid for any quarter is to be 50 francs for each complete 50 francs of the excess over the equivalent in francs of £13 of the earnings for the quarter. All other questions as to pension rights are to be determined by the competent authority in Great Britain. Other special provisions relate to persons employed in the diplomatic and consular services; sickness benefits; the aggregation of insurance periods; and increased benefits in respect of dependants.

The supplementary agreement came into force on 1st November and will continue in operation for one year and thereafter from year to year. The text of the agreement in English and French has been published by H.M. Stationery Office as a Command Paper (Treaty Series No. 67 (1949); Cmd. 7816), price 3d. net (4d. post free).

On 28th October, His Majesty in Council made an Order under the National Insurance Acts giving effect from 1st November in England, Wales and Scotland to the supplementary agreement on social security and modifying the National Insurance Acts in their application to persons affected by the agreement. The Order, which is entitled The National Insurance and Industrial Injuries (Reciprocal Agreement with France) Order, 1949 (S.I. 1949 No. 2111) and which reproduces the English texts of the supplementary and general agreements, has been published by H.M. Stationery Office, price 3d. net (4d. post free).

## SOCIAL SECURITY IN WESTERN UNION COUNTRIES

Two Multilateral Conventions, on Social Security and on Social and Medical Assistance respectively, have been signed by the Foreign Ministers of the five countries 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. These Conventions were drawn up by Committees of the Brussels Treaty Permanent Commission and represent a new stage in collaboration in social matters between the countries of the Western Union.

### Social Security

The five countries of the Western Union are negotiating a series of bilateral agreements which will link the social security schemes of these countries into a network covering such benefits as those provided for sickness, invalidity, old age, death, maternity, industrial injuries and prescribed occupational diseases for their nationals, no matter in which of the countries they may be living, or have lived. Some of these bilateral agreements have already been concluded and others are still being negotiated (see, for example, the preceding article on this page).

The five countries have now agreed to add to this network a Multilateral Convention on Social Security. The effect of this Convention will be, firstly, to enable a national of any of the countries to benefit from any of the bilateral agreements reached between them. For example, a British subject who has been insured in France and Belgium can benefit from the bilateral agreement between those two countries equally with their own nationals. Secondly, the new Convention will make provision for the case where a national of any of the countries has been insured in three or more of the countries. In such a case, the principle adopted is to apply to him the provisions of all the relevant bilateral agreements. For instance, where a Frenchman has worked in the United Kingdom, France and the Netherlands, his contributions or insurance periods in those three countries will be added together so as to give him pension rights. Each country will calculate the amount of the pension to which the man would have been entitled if his insurance had all been in that country, and will pay him the proportion of that amount corresponding to his actual length of insurance there. If his insurance in a particular country is governed by two different bilateral agreements, then the one which gives the calculation most favourable to him will be applied.

The Convention also enables nationals of any of the five countries who go to reside in any one of those countries to take advantage of the provisions of the bilateral agreements which provide for the preservation of acquired rights to benefit. For example, a Luxembourg subject who has worked in Belgium and obtained an old age pension from the Belgian scheme may continue to draw that pension if he goes to live in France.

A man working in one of the five countries may have dependants ordinarily residing in another. Subject to certain rules and exceptions, the Convention gives those dependants rights to the medical benefits of the scheme of the country in which they are living. Other points dealt with in the Convention concern the treatment of cases where a person has been insured under a special scheme of insurance in a particular country (e.g., miners in Belgium), or where there would otherwise be a double title to maternity benefit (in the United Kingdom, the country where the child is born is to pay), or where there are, in a particular country, certain special arrangements about invalidity benefits.

## INTERNATIONAL LABOUR ORGANISATION

### Advisory Committee on Salaried Employees and Professional Workers

The Advisory Committee on Salaried Employees and Professional Workers met in Geneva from 24th to 29th October (see the issue of this GAZETTE for October, page 345). This Committee has recently been constituted to take the place of two Advisory Committees, one on Salaried Employees, the other on Professional Workers, which existed before the war. The Committee's Agenda was as follows: (1) General Report (including general conditions of employment; the aims and the organisation of professional workers; vocational guidance, selection, training, retraining and placement of salaried employees; and protection of inventions of salaried inventors). (2) Weekly and daily rest periods in commerce and offices. (3) The rights of performers as regards broadcasting, television and the mechanical reproduction of sounds.

The Committee was composed of representatives of Governments, employers and workers, and nine countries sent delegations. The United Kingdom was represented by Mr. M. D. Tennant, Ministry of Labour and National Service, and Mr. L. N. Blake Odgers, M.C., Home Office, for the Government; Mr. H. F. Farrar, Chairman of the Wool (and Allied) Textile Employers' Council, and Mr. H. Francis, Director of Personnel, British Film Producers' Association, for the employers; and Mr. C. J. Geddes, General Secretary of the Union of Post Office Workers, Member of the General Council of the Trades Union Congress, and Mr. T. O'Brien, M.P., General Secretary of the National Association of Theatrical and Kine Employees, Member of the General Council of the Trades Union Congress, for the workers. The employers' and workers' delegates were accompanied by advisers. The Governing Body of the International Labour Office was represented by a tripartite delegation. Representatives of the United Nations, the International Refugee Organisation and interested international organisations of employers and workers also attended the meeting.

The Committee, under the Chairmanship of M. Mannio, Secretary-General of the Finnish Ministry of Social Affairs, adopted eleven resolutions, including three on weekly and daily rest periods in commerce and offices and the rights of performers in broadcasting, television and the mechanical reproduction of sound. Two resolutions recommended that the questions of daily and weekly rest periods in commerce and offices should be placed on the agenda of an early session of the International Labour Conference with the view to the adoption of International Conventions or Recommendations, and that the International Labour Office should continue its study of the questions and consult Governments on a series of specific points. The resolution on performers' rights proposed that the International Labour Office should enter into consultation with the International Union for the Protection of Literary and Artistic Works and other interested international organisations with a view to securing the adequate protection of performers' rights, and asked that the entire problem should be reviewed at the next session of the Committee.

Other resolutions requested the Governing Body of the International Labour Office to place certain specified subjects on the agenda of future sessions of the Committee: to invite States

The Convention, contains the usual formal provisions about ratification, denunciation and the accession of other Governments which may in the future make bilateral agreements with one of the signatory Governments.

### Social and Medical Assistance

The Multilateral Convention on Social and Medical Assistance is the outcome of months of exploratory work by officials of the five Governments represented on the joint Public Health-Social Security Sub-Committee of the Brussels Treaty Organisation.

The first step was a meeting of these experts, held in Brussels, to determine the general outlines of social and medical assistance policy in the five countries and to decide which points should be covered by a Convention. National delegations next prepared reports on these points and the Belgian delegation drew up a collective report co-ordinating the views of the five countries. A draft Convention was then prepared and certain amendments were subsequently suggested and discussed.

The principles of this Convention are that each of the five countries undertakes to treat nationals of the other four on the same basis as its own nationals as regards social and medical assistance. For example, an Englishman living in the Netherlands, who is without sufficient resources, will receive the same free hospital treatment as a Dutchman in similar circumstances; or a Frenchman living in Belgium, who is too old to earn his keep, will receive the same assistance as a Belgian in the same situation.

The five countries will not reimburse each other for the cost of any such assistance. Repatriation, solely on the ground that assistance is likely to be long-continued or costly, is not to be resorted to if the person concerned has, for instance, close family ties in the foreign country in which he is living or has resided there for more than five years (ten years if he entered that country after the age of 55) or is not in a fit state to be transported. The Convention does not, however, affect the ordinary laws governing repatriation on other grounds.

A supplementary Agreement is to be worked out between the Governments, dealing with a number of matters of detail. The basic principle of equality of treatment has, however, been firmly established and will contribute to the co-operation already existing between the five countries in the social field.

### Tripartite Conference on Rhine Navigation

A special tripartite Conference on Rhine Navigation was held in Geneva from 31st October to 5th November. The following countries were represented: Belgium, France, the Netherlands, Switzerland, the United Kingdom and the German Federal Republic. The representatives of the German Federal Republic were accompanied by representatives of the High Commission. The United States Government sent an observer. Representatives of the Central Commission for Rhine Navigation were present in a consultative capacity, and the International Federation of Transport Workers and the International Federation of Christian Factory and Transport Workers sent observers. The United Kingdom representatives were Mr. M. D. Tennant, Ministry of Labour and National Service, Brigadier A. E. M. Walter, C.B.E., International Inland Transport Branch, Ministry of Transport, and Mr. A. Manson, Assistant General Secretary of the National Union of Seamen.

Under the Chairmanship of M. Saxer (Swiss Government delegate), the Conference set up Committees to deal with two draft agreements prepared by the International Labour Office, one on social security and the other on conditions of employment, for Rhine boatmen. Substantial progress was made, but the Conference was unable to complete its work in the time available. It was accordingly agreed to recommend to the Officers of the Governing Body of the International Labour Office that the Conference should be reconvened at an early date.

### Third Session of the Metal Trades Industrial Committee

The Third Session of the Metal Trades Industrial Committee was held in Geneva from 8th to 18th November (see the issue of this GAZETTE for November, page 381). Mr. Henryk Altman, the Polish representative on the Governing Body of the International Labour Office, was Chairman. The meeting was attended by delegations representing the Governments, workers and employers

of Belgium, Canada, Denmark, Finland, France, India, Italy, Mexico, the Netherlands, Norway, the Union of South Africa, Sweden, Switzerland, the United Kingdom and the United States of America.

The agenda of the meeting comprised: 1. A general report dealing with recent trends and developments in the metal-working industries. 2. Vocational training and promotion in the metal trades. 3. Systems of wage calculation in the metal trades. Sub-committees were set up to discuss items 2 and 3 on the agenda and their reports and resolutions were endorsed by the full Committee.

The sub-committee on vocational training and promotion passed a resolution recommending that a programme should be worked out to provide training in the advanced countries for officials from under-developed countries. These officials should be trained, the resolution said, to undertake the organisation of vocational training on their return to their countries. Under the suggested programme, instructors would also be trained to organise or develop the vocational training of instructors on their return home. The resolution further recommended that arrangements should be made to ensure training for workers to enable them to qualify for promotion to more highly-skilled jobs, and jobs of greater responsibility. It added that it was desirable that there should be co-operation between employers' and workers' organisations in laying down rules governing promotion procedure for the advancement of workers to all non-managerial functions.

The sub-committee on wage calculation passed a resolution asking the Governing Body of the International Labour Office to request Governments to draw the attention of workers' and employers' organisations to a number of principles concerning simplification of systems of wage calculation in the metal trades.

In other resolutions the Committee drew attention to the need for technical assistance to the under-developed countries, and suggested that the International Labour Office should enlist the aid of countries represented on the Committee in meeting requests for technical assistance on problems related to the metal trades. The Committee also invited the International Labour Office to advise on possible alternatives to sand-blasting which would be less dangerous.

The resolutions adopted will be submitted for the consideration of the Governing Body at its next session, to be held at Mysore, India, in January, 1950.

### Development of the Co-operative Movement in Asia

A report on the development of the co-operative movement in Asia has been prepared by the International Labour Office for the Asian Regional Conference of the International Labour Organisation to be held in Ceylon in January, 1950. The report has been published as *Studies and Reports, New Series, No. 19*, price 2s. 6d. net.

The report reviews the new trends which have become apparent in the co-operative movement in Asia during and since the war, the most striking feature of which is the very rapid increase during the last few years in the number of co-operative societies and of their members in most of the countries of Asia. Rural credit societies, which represent the most ancient and widespread form of co-operation in Asia, have everywhere tended to multiply; but in nearly all the countries there has been a more rapid increase in other forms of co-operation, which were exceptional or unknown ten years ago. These new forms include housing co-operatives,

which have attracted attention in India, the so-called "industrial" co-operative societies, which are sometimes co-operatives of handicraftsmen or of cottage industries and sometimes workers' production co-operatives, rural supply co-operatives, agricultural marketing co-operatives and consumers' co-operatives. The most important development, which is ascribed mainly to war conditions, has occurred in the consumers' co-operative societies, not only in urban centres but also in the country. A further kind of co-operative society, which has aroused interest in China, India, Japan and Thailand, is the co-operative farming society. This has not been known, except in Japan, until a very recent date.

It is pointed out that co-operative societies in Asia, besides increasing in number and taking on a greater variety of economic duties, have also assumed new responsibilities or have been entrusted with them by Governments. During the war, co-operative organisations were called upon to deal with distribution problems, and many Governments continue to use them to ensure the distribution of seeds, fertilisers, yarn, woven goods, rationed goods, etc. Governments have also turned to the co-operative organisations to assist in the settlement of landless workers and the solution of certain social problems arising out of the war, such as the reabsorption of demobilised soldiers. The report states that the Asian Governments have all more or less emphatically announced their intention to develop the co-operative movement in their respective countries. They wish in particular to utilise the movement for the increase of production, the raising of the standard of living of agricultural producers and the carrying out of the industrialisation programme, of which a large share is assigned to handicrafts and cottage industries reorganised on co-operative lines.

The report refers to the fresh problems with which the co-operative movement in Asia is faced because of its rapid development, its extended responsibilities and its growing significance in Government policy. Besides the problem of efficiency, there is the problem of adjustment to new conditions and the consequent need for education in co-operative principles, training in administration and management, reorganisation and legislative measures.

In discussing the means and machinery for co-operative development, the report points out that problems and the means for solving them are not necessarily the same in Asia as in Europe or America. Nevertheless, co-operation must be based on the same well-tried principles everywhere and the movement cannot anywhere develop on sound and lasting lines without the assistance of agencies to ensure the diffusion of co-operative ideas, the education of members, the training of employees and other essential activities.

The report reviews briefly some of the problems concerning legislative measures which cover or affect co-operative organisations, the requirements for supervision and education in co-operative societies and the various practical measures that have been suggested for dealing with these requirements. The report also gives consideration to means for inducing co-operators to take a more active part in their own organisations, for integrating the development of the co-operative movement into a general scheme of economic development, and for using to the best advantage all the forces and organisations which are able to promote the movement.

The report concludes with a summary of the suggestions made for assisting the development of the co-operative movement in Asia. Appended to the report are the texts of proposed resolutions on international and national action regarding the co-operative movement in Asian countries, which it is suggested may provide a basis for discussion at the next Asian Regional Conference.

## LABOUR OVERSEAS

### Overtime Pay, Public Holidays and Shift Differentials in the United States

A study of the provisions relating to overtime, public holidays and shift working in 464 collective agreements concluded in the United States of America during 1948 and 1949, and covering nearly 2½ million workers, was published in the *Monthly Labor Review* for July by the Bureau of Labor Statistics of the United States Department of Labor. About 85 per cent. of the agreements, covering 75 per cent. of the workers, were in manufacturing industries.

#### Overtime Pay

The study showed that, in 95 per cent. of the 464 collective agreements analysed, the payment of increased rates for daily overtime was the recognised practice. Of the agreements recognising the principle of daily overtime, all but 3 per cent. provided for overtime payment at time-and-one-half of the regular rate of pay; the exceptions, which mainly occurred in the construction industry, provided for payment at double time. These rates, which in general were applicable only to production workers, were paid in the majority of cases after a scheduled daily working time of eight hours. The chief exceptions were the commercial and newspaper printing industries, where overtime rates were paid after a scheduled daily working time of less than eight hours. About 30 per cent. of the agreements analysed, relating mostly to the paper and pulp, petroleum refining, rayon, shipbuilding, tobacco, telephone and telegraph, and non-ferrous metal mining industries, prescribed overtime rates at time-and-one-half, or in a few cases double time, for work outside the normal designated daily working hours, irrespective of the number of hours worked by the individual worker during the day in question.

Weekly overtime payment, usually at the rate of time-and-one-half after a working week of 40 hours, was provided for in about three-quarters of the agreements. In a few exceptional cases overtime payment was made after working weeks varying from 30 to 37½ hours.

For work at week-ends, separate overtime rates were quoted for Saturdays and Sundays, or for the "sixth" and "seventh" days. Overtime pay for work on Sundays was provided in two-thirds of the agreements. The rate of payment most commonly quoted was double time, which applied to about four-fifths of the workers. The other agreements, with the exception of that relating to the commercial printing industry which provided for payment at triple time, required payment at time-and-one-half. Less than half the agreements prescribed extra payment for Saturday work. More than three-quarters of the workers covered by Saturday payment provisions were entitled to such payment, usually at the rate of time-and-one-half, irrespective of the number of days or hours previously worked during the week. The remainder, who were mainly employed in the wool textile and motor-car industries, were required to work a 40-hour or five-day week before additional payment was made. In many agreements maintenance and other workers in continuous service operations, whose 40-hour week regularly or periodically included work on Saturday or Sunday, were excluded from these provisions.

Special rates for work on the "sixth" day of a scheduled working week were provided in one-fifth of the agreements, which, however, applied to nearly half of all the workers; most of these agreements related to the motor-car, iron and steel, and coal-mining industries. The pay was usually at the rate of time-and-one-half after 40 hours' work, or after five consecutive or five full shifts in the scheduled working week. Extra pay for work on the "seventh" day of a scheduled working week was provided in almost one-fifth of the agreements, covering about two-fifths of the workers, most of whom were employed in the iron and steel and coal-mining industries. In order to qualify for "seventh" day pay, which was generally at double time rate or time-and-one-half, workers were required to have worked during the preceding six days, or for 48 hours during the scheduled working week.

#### Public Holidays

Of the 464 agreements analysed, 220 provided for paid public holidays only, 165 for unpaid holidays only and 76 for some paid and some unpaid holidays. The total number of workers affected

by the 296 agreements in which some public holidays with pay were granted was 1,430,000. No paid public holidays were provided in the agreements relating to the glass, iron and steel, coal-mining and iron-mining industries. The number of holidays recognised in the year ranged from one to twelve days, but the usual number was six. Of 120 agreements which recognised seven or more days' holiday, only 48 granted them with pay.

Eligibility for holiday payment in approximately half the agreements depended on a minimum length of service ranging from 30 days to one year but usually one month, and, in about the same number of cases, was also conditional on attendance at work on the days immediately preceding and following a holiday if the worker was scheduled to work on those days. Extra payment for work performed on recognised public holidays was provided for in all the agreements referring to such holidays. The rate agreed for work performed on public holidays for which pay was allowed was usually at double time but in some cases at triple time, and on recognised but unpaid holidays at time-and-one-half or more rarely at double time. The study did not extend to the provisions for annual holidays with pay as distinct from public or customary holidays.

#### Shift Differentials

Shift working was referred to in agreements covering 92 per cent. of all the workers and occurring in nearly all the industries included in the study. In the women's clothing and the boot and shoe industries, however, no reference was made to shift operations, and in the men's clothing and the tobacco industries references were infrequent. These four industries operate normally on a one-shift system with any additional work paid as overtime. A differential rate for night-shift working was provided in all the agreements relating to the aircraft, motor-car, iron and steel, newspaper printing, petroleum refining, shipbuilding, cotton textile, silk and rayon, and coal and iron mining industries, and in the majority of the agreements relating to the chemical, iron and steel foundries, iron and steel products, machinery, electrical machinery, meat packing, commercial printing, rubber, wool textile and telephone and telegraph industries. In the majority of the cases in which second and third shifts were specified, a slightly higher pay differential was required for the third shift than for the second shift.

The extra payment for night-shift work took the form of a wage differential, an hours differential, or a combined wage-rate and hours differential. Workers receiving a wage differential worked the same number of hours as regular day workers, but received an enhanced rate of pay; those who were given a time differential worked fewer hours but received the same pay as for a full day shift; under a combined wage and hour differential, shift workers received enhanced rates and also worked fewer hours than day workers. The most frequent of these three types of payment was the wage differential.

The amount of extra payment differed widely within most of the industries studied; but, within the petroleum refining, coal and metal mining, iron and steel, and meat packing industries, the rates were uniform or virtually so. The most widespread variations occurred in the commercial and newspaper printing agreements. In the agreements providing a higher hourly rate for third-shift work than for second-shift work, which occurred mainly in petroleum refining, coal mining and the iron and steel industries, the additions most frequently quoted for third-shift work were over 5 and under 10 cents an hour, and for second-shift work under 5 cents an hour, the most usual combination being 6 cents an hour for the third shift and 4 cents an hour for the second shift.

### Earnings in Ferrous Foundries in the United States

The Bureau of Labor Statistics of the United States Department of Labor have carried out an enquiry into the earnings in June, 1949, of men in selected occupations in 264 ferrous foundries in 24 cities of the United States. A summary of the results of the enquiry has recently been issued.

The Table below shows the average hourly straight-time earnings (i.e., earnings during normal working hours, exclusive of extra payments for overtime and night work) in the selected occupations in five of the largest cities covered by the survey.

Occupation	Chicago	Detroit	Milwaukee	New York	Pittsburgh
Chippers and Grinders	\$ 1.50	\$ 1.66	\$ 1.67	\$ 1.29	\$ 1.49
Coremakers, Hand ..	1.82	1.91	1.88	—	1.78
Moulders, Floor ..	1.72	1.84	1.75	1.69	1.75
"    Hand Bench	1.70	1.87	1.57	1.66	1.58
"    Machine ..	1.76	1.93	1.87	1.68	1.73
Patternmakers, Wood	2.12	—	1.66	—	1.77
Shake-out Men ..	1.43	1.52	1.41	1.20	1.32
Truckers, Hand ..	1.29	1.37	1.15	—	—

Comparison of earnings in the occupations studied with those recorded in November, 1947, the date of the last similar enquiry (see the issue of this GAZETTE for June, 1948, page 200), showed increases in most cities for practically all the occupations. These increases ranged from 5 to 15 per cent. in nearly two-thirds of the occupational averages and exceeded 15 per cent. in one-seventh. The few declines in earnings which were noted generally reflected lower earnings for workers paid on an incentive basis.

Weekly work schedules reported in June, 1949, were below 40 hours in 118 of the 264 foundries studied; in practically all the others schedules of 40 hours were reported. The undertakings with less than 40 hours a week had schedules varying from 16 to 36 hours, but nearly two-thirds of them reported a 32-hour working week.

(91724)

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## Unemployment Insurance in Canada

The Unemployment Insurance Commission of Canada have submitted their Eighth Annual Report, covering the period from 1st April, 1948, to 31st March, 1949. The Report describes the work of the Commission, an autonomous body which was established under the Unemployment Insurance Act, 1940, for the purpose of administering unemployment insurance and a national employment service.

### National Employment Service

The Table below shows the number of applications for employment registered by the National Employment Service Offices, the numbers of vacancies reported and the numbers of placings in regular and casual employment effected in the years 1948-49 and 1947-48. Placings are regarded as "casual" when the duration of the employment offered is seven days or less.

	1948-49			1947-48		
	Men	Women	Total	Men	Women	Total
Applications for employment registered	1,225	464	1,689	1,156	441	1,597
Vacancies reported	763	387	1,150	942	429	1,371
Placings effected:						
Regular .. ..	427	161	588	468	157	625
Casual .. ..	58	54	112	42	55	97
Total .. ..	485	215	700	510	212	722

The Report states that the year 1948-49 was characterised by industrial expansion and an unprecedented level of employment. In September, 1948, the labour force of the country rose to the record figure of 5,109,000 persons, of whom 5,042,000 were in employment. In agriculture, for the first time, movements of farm workers were included in the system of transfers of labour from one area to another in order to satisfy employment needs and to assist in national production. Transfers of labour were also made to industrial, agricultural and lumbering industries within the Dominion and to agriculture in the United States. During the year more than 40,000 British emigrants and 21,000 displaced persons were admitted into Canada. The National Employment Service played an important part in the re-settlement of these persons. An office of the National Employment Service was opened in London in 1948, staffed with Commission personnel, to assist Canadian employers who wished to obtain help from the United Kingdom, and also to assist the prospective British emigrant. Through its special placing facilities the Employment Service found employment for more than 13,600 disabled persons, including approximately 6,000 ex-Service men and about 100 ex-Service women.

### Unemployment Insurance

In November, 1948, the total insured population was estimated at nearly 50 per cent. of the total who were gainfully occupied. As a result of successive increases in the limit of insurability and of increased wages, the overall balance of payment to the Unemployment Insurance Fund as between employer and employee had become disturbed and the rates of contribution and of benefit for employees in the highest contribution class disproportionately low. In October, 1948, a new schedule of contribution rates was introduced, which restored approximate parity to employer and employee and also added a new and higher class of contribution. The new schedule provided for a weekly payment of 42 cents by the employee and 42 cents by the employer where the weekly rate of earnings was 34 dollars or more. The previous maximum payments were 36 cents and 27 cents respectively for any employment where the rate of earnings was 26 dollars or more. On 1st April, 1948, employment in stevedoring, affecting about 10,000 workers, was brought within the scope of the Act, while from 12th January, 1949, real estate agents paid solely by commission were excluded.

The number of persons reported as actually in the insured working force at 1st April, 1948, was 2,330,860, compared with 2,280,610 at 1st April, 1947. Contributions paid during the year amounted to just under 120 million dollars, of which the employers contributed over 46½ million and the employees just under 51½ million; the remainder was contributed by the Government. Fines and income from investments brought the total receipts to just over 131½ million dollars. Benefit payments amounted to over 49½ million dollars and the excess of revenue over expenditure during the year was about 81½ million dollars. At 31st March, 1949, the credit balance of the Unemployment Insurance Fund amounted to 529½ million dollars.

The total number of claims for benefit filed at Insurance Offices during 1948-49 was 853,883, including 24,996 pending at 31st March, 1948. Of the total number of claims made, 625,470

were allowed, 191,187 were disqualified or found not established or not entitled, 12,701 were the subject of appeal and 24,525 were pending at 31st March, 1949. Of appeals by claimants and references by Insurance Officers which were heard during the year, 2,419 were allowed and 9,709 were disallowed by Courts of Referees. Of claimants' appeals referred to the Umpire, 7 were upheld and 41 not upheld; of Insurance Officers' appeals similarly referred, 34 were upheld and 4 not upheld.

## Earnings and Hours of Work in the Netherlands in 1948

The Netherlands Central Statistical Bureau have published in the issue for June-August, 1949, of the periodical *Statistiek der Lonen* a summary of the results of the latest annual enquiry into the earnings and hours of work of men, 21 years of age and over, employed in the principal industries of the Netherlands. The data collected related in the first instance to a week in September or October, 1948, but were adjusted to take into account an increase of one Netherlands florin a week which was awarded by the Board of State Arbitrators to large classes of workers at the beginning of the following November. Returns were obtained from large and medium-sized undertakings, with a total of about 300,000 men employed in production, of whom 35 per cent. were classed as skilled workers, 42 per cent. as semi-skilled workers and 23 per cent. as unskilled workers. The earnings taken into account were gross earnings, before deductions on account of social insurance contributions, and included overtime payments, bonuses and other additions to wages and the value of payments in kind, but not statutory family allowances.

The average hourly earnings at the beginning of November, 1948, of men employed in all the industries covered by the enquiry were 109.1 cents for skilled, 99.4 cents for semi-skilled and 92.6 cents for unskilled workers; the corresponding averages in a week in September or October, 1947, were 103.4, 93.7 and 87.1 cents\*. Compared with the level of 1938-39, the 1948 figures represent increases of about 93, 109 and 122 per cent. respectively.† The average number of hours worked in a week in November, 1948, were 49 for skilled and semi-skilled men and 49½ for unskilled, the same figures as in September or October, 1947.\*

The Table below shows, for the principal industries covered by the enquiry and for all the industries taken together, the average hourly earnings and the average number of hours worked by adult male skilled, semi-skilled and unskilled workers in a week about the beginning of November, 1948. Earnings and hours of work in a week in September or October, 1947, were the subject of an article in the issue of this GAZETTE for December, 1948 (page 416).

Industry	Skilled Men		Semi-skilled Men		Unskilled Men	
	Average Hourly Earnings	Average Weekly Hours Worked	Average Hourly Earnings	Average Weekly Hours Worked	Average Hourly Earnings	Average Weekly Hours Worked
Earthenware and Pottery .. ..	95.7	50½	95.2	48½	89.8	49
Cement Goods .. ..	103.9	48½	95.4	49	94.4	49½
Chemicals .. ..	106.5	56	102.2	48½	94.3	48½
Metal Working .. ..	110.1	49½	102.7	49	95.6	49
Automobile Repair ..	95.0	49	83.1	49½	82.1	49½
Cotton .. ..	103.3	47	101.1	46½	92.0	47½
Wool Textile .. ..	103.6	47½	104.8	48	100.6	47
Artificial Fibre Spinning .. ..	—	—	98.7	48	95.3	48
Knitted Goods .. ..	—	—	106.5	46	90.3	47½
Tanning and Leather ..	—	—	94.3	48	89.3	49
Clothing and Shoes .. ..	148.7	48½	101.4	48	90.5	48½
Boots and Shoes .. ..	112.3	48	92.8	48½	87.4	48
Bakeries .. ..	100.2	48½	91.9	48½	95.0	48½
Beet Sugar .. ..	—	—	110.1	57	103.7	56
Cigars .. ..	104.9	47½	101.8	47½	81.9	48
Mill-sawing .. ..	—	—	93.2	49½	87.0	49
Furniture .. ..	98.5	48½	93.4	48	83.5	48
Book, Newspaper, etc., Printing ..	109.7	48½	100.2	49	91.0	48
Rubber Goods .. ..	—	—	99.9	47½	90.9	48
Building .. ..	95.0	50½	90.1	50½	—	—
Public Works Contracting .. ..	102.3	55½	97.0	56	89.5	53
All Industries (including some not shown separately above)*:						
Nov., 1948 .. ..	109.1	49	99.4	49	92.6	49½
Sept. or Oct., 1947 ..	103.4	49	93.7	49	87.1	49½

\* Figures relating to underground coal miners have been taken into account in calculating the average earnings of skilled and semi-skilled men, but not those of unskilled men or the average number of hours worked by all three classes.

† The official index figure of the cost of living of workers' and officials' families in medium-sized and small towns in the Netherlands showed a rise of about 110 per cent. between the base period, 1938-39, and November, 1948.

Tables showing the estimated number of insured persons in employment analysed by industries and the numbers of such persons registered as unemployed.

1948

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# EMPLOYMENT, UNEMPLOYMENT, ETC.

## Contents of this Section

	Page		Page
Employment in Great Britain in October:		Unemployment at 14th November, 1949—continued	
General Summary .. ..	419	Numbers Unemployed, 1939-1949 .. ..	423
General Man-Power Position .. ..	419	Disabled Persons (Employment) Act .. ..	423
Analysis of Civil Employment .. ..	419	Numbers Unemployed: Industrial Analysis .. ..	424
Industrial Analysis .. ..	419	Placing Work of Employment Exchanges .. ..	426
Unemployment at 14th November, 1949:		Labour Turnover .. ..	427
Summary for Great Britain .. ..	422	Work of Appointments Department .. ..	428
Numbers Unemployed in United Kingdom: Regional		Coal Mining, Employment in October .. ..	428
Analysis .. ..	422	Employment Overseas .. ..	429
Numbers Unemployed in Principal Towns .. ..	423		

## Employment in Great Britain in October

### GENERAL SUMMARY

It is estimated that the total working population\* increased during October by 46,000 (15,000 men and 31,000 women).

The size of the Forces was reduced during October by 6,000 to a total of 740,000. The estimated number of men and women on release leave was reduced from 21,000 to 14,000.

The number of unemployed persons registered for employment at 14th November, 1949, was 323,600, compared with 300,300 at 10th October. The November figure represented about 1.6 per cent. of the total number of employees insured under the national insurance schemes compared with 1.5 per cent. in October.

The total number in civil employment (industry, commerce and services of all kinds) increased by 25,000 (7,000 men and 18,000 women) during October.

There was a fall of 6,000 in the level of employment in the basic industries during the month. An increase of 3,000 in gas, electricity and water was more than offset by falls of 4,000 in transport and communication and 3,700 in the number of wage-earners on colliery books.

During October the number employed in the manufacturing industries rose by 42,000 (16,000 men and 26,000 women). There were increases of 11,000 in metals, engineering and vehicles, 9,000 in textiles,† 4,000 in clothing and 3,000 in chemicals and allied trades. Paper and printing took 4,000 of the increase of 14,000 in the "other manufactures" group.

The number estimated to be employed in building and contracting showed no appreciable change during the month.

Employment in the distributive trades increased by 9,000 during October, while employment in professional, financial and miscellaneous services fell by 21,000. There was no change in the level of employment in public administration.

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 October, 1949, are shown in the following Table:—

	Thousands				
	Mid-1948	End-1948	End-Sept., 1949	End-Oct., 1949	Change during Oct., 1949
Total Working Population*	16,057	16,069	16,068	16,083	+ 15
Men .. ..	7,089	7,116	7,210	7,241	+ 31
Women .. ..	8,968	8,953	8,858	8,842	- 16
Total .. ..	23,146	23,185	23,278	23,324	+ 46
H.M. Forces and Women's Services					
Men .. ..	807	774	717	712	- 5
Women .. ..	39	34	29	28	- 1
Total .. ..	846	808	746	740	- 6
Men and Women on Release Leave who have not yet taken up employment ..	92	18	21	14	- 7
Registered Unemployed Persons in Civil Employment	282	348½	281½	315½	+ 34
Men .. ..	14,945	15,019	15,122	15,129	+ 7
Women .. ..	6,981	6,992	7,108	7,126	+ 18
Total in Civil Employment .. ..	21,926	22,011	22,230	22,255	+ 25

\* 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 October, 1949 was: Cotton—326,000. Wool—219,000. Other textiles—458,000.

‡ End of month estimate.

(91724)

### 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-Sept., 1949	End-Oct., 1949	Change during Oct., 1949
Basic Industries					
Coal Mining					
Total Man-power .. ..	787	788	775	771	- 4
(Wage-earners on Colliery Books) .. ..	(725)	(726)	(713)	(709)	(- 4)
Other Mining and Quarrying	82	82	82	82	—
Gas, Electricity and Water ..	296	301	312	315	+ 3
Transport and Communication .. ..	1,814	1,803	1,815	1,811	- 4
Agriculture .. ..	1,227	1,230	1,235	1,234	- 1
Fishing .. ..	41	41	41	41	—
Total, Basic Industries ..	4,247	4,245	4,260	4,254	- 6
Manufacturing Industries					
Chemicals and Allied Trades	426	433	446	449	+ 3
Metals, Engineering and Vehicles .. ..	3,904	3,921	3,901	3,912	+ 11
Textiles .. ..	948	971	994	1,003	+ 9
Clothing .. ..	700	716	750	754	+ 4
Food, Drink and Tobacco .. ..	725	738	767	768	+ 1
Other Manufactures .. ..	1,411	1,422	1,453	1,467	+ 14
Total, Manufacturing Industries .. ..	8,114	8,201	8,311	8,353	+ 42
Building and Contracting ..	1,497	1,480	1,497	1,498	+ 1
Distributive Trades .. ..	2,689	2,739	2,788	2,797	+ 9
Miscellaneous Services and Public Administration—	3,925	3,876	3,915	3,894	- 21
National Government Service .. ..	688	694	677	677	—
Local Government Service .. ..	766	776	782	782	—
Total in Civil Employment .. ..	21,926	22,011	22,230	22,255	+ 25

### 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 September and October, 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).



EMPLOYMENT AND  
UNEMPLOYMENT IN  
GREAT BRITAIN ..

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	Males			Females			Total		
	Mid-1948	Sept., 1949	Oct., 1949	Mid-1948	Sept., 1949	Oct., 1949	Mid-1948	Sept., 1949	Oct., 1949
Mining, etc.									
Coal Mining .. .. .	775.5	763.1	759.4	11.5	11.5	11.5	787.0	774.6	770.9
Treatment of Non-Metalliferous Mining Products other than Coal ..	229.1	232.9	234.1	77.8	79.3	79.7	306.9	312.2	313.8
Bricks and Fireclay Goods .. .. .	69.3	71.5	71.8	7.4	7.7	7.7	76.7	79.2	79.5
China and Earthenware (inc. glazed tiles) .. .. .	34.2	35.7	35.8	42.1	43.3	43.5	76.3	79.0	79.3
Glass (other than containers) .. .. .	29.6	30.4	30.7	11.6	11.8	12.0	41.2	42.2	42.7
Glass Containers .. .. .	19.9	20.0	20.3	5.6	6.0	5.9	25.5	26.0	26.2
Cement .. .. .	12.9	13.1	13.1	1.4	1.3	1.3	14.3	14.4	14.4
Other Non-Metalliferous Mining Manufactures .. .. .	63.2	62.2	62.4	9.7	9.2	9.3	72.9	71.4	71.7
Chemicals and Allied Trades .. .. .	294.8	306.0	308.2	126.1	135.0	135.9	420.9	441.0	444.1
Coke Ovens and By-Product Works .. .. .	16.8	16.9	16.2	0.7	0.5	0.5	17.3	17.4	17.0
Chemicals and Dyes .. .. .	143.4	145.0	146.4	52.1	54.1	54.3	195.5	199.1	200.7
Pharmaceutical Preparations, Toilet Preparations, Perfumery ..	12.6	13.4	13.6	18.2	20.9	21.3	30.8	34.3	34.9
Explosives and Fireworks .. .. .	21.6	23.2	23.3	12.2	13.7	14.2	33.8	36.9	37.5
Paint and Varnish .. .. .	25.9	26.8	26.9	11.1	11.3	11.4	37.0	38.3	38.3
Soap, Candles, Glycerine, Polishes, Ink and Matches .. .. .	27.2	28.1	28.4	19.7	20.9	20.6	46.9	49.0	49.0
Mineral Oil Refining .. .. .	24.7	29.1	29.4	6.0	6.7	6.6	30.7	35.8	36.0
Other Oils, Greases, Glue, etc. .. .. .	22.6	23.5	23.7	6.3	6.9	7.0	28.9	30.4	30.7
Metal Manufacture .. .. .	438.4	438.8	439.7	57.6	55.4	55.8	496.0	494.2	495.5
Blast Furnaces .. .. .	19.3	19.8	19.8	0.7	0.7	0.7	20.0	20.5	20.5
Iron and Steel Melting, Rolling, etc., not elsewhere specified ..	178.8	182.4	182.4	15.9	15.4	15.4	194.7	197.8	197.8
Iron Foundries .. .. .	91.1	91.1	91.2	15.3	14.6	14.7	106.4	105.7	105.9
Tinplate Manufacture .. .. .	14.3	14.6	14.7	2.7	2.8	2.8	17.0	17.4	17.5
Steel Sheet Manufacture .. .. .	17.3	17.4	17.5	1.2	1.2	1.2	18.5	18.6	18.7
Iron and Steel Tubes (inc. melting and rolling in integrated works)	33.0	33.9	34.1	6.3	5.9	6.0	39.3	39.8	40.1
Non-Ferrous Metals Smelting, Rolling, etc. .. .. .	84.6	79.6	80.0	15.5	14.8	15.0	100.1	94.4	95.0
Engineering, Shipbuilding and Electrical Goods .. .. .	1,445.0	1,443.6	1,443.5	375.2	360.0	362.2	1,820.2	1,803.6	1,805.7
Shipbuilding and Ship Repairing .. .. .	218.0	198.9	198.9	7.9	7.7	7.2	225.9	209.7	206.1
Marine Engineering .. .. .	74.5	73.4	72.9	3.5	3.6	3.6	78.0	77.0	76.5
Agricultural Machinery (exc. tractors) .. .. .	35.3	34.0	34.2	5.1	4.9	4.9	40.4	38.9	39.1
Boilers and Boilerhouse Plant .. .. .	15.8	16.6	16.7	1.7	1.7	1.7	17.5	18.3	18.4
Machine Tools .. .. .	63.0	61.1	61.0	13.7	12.9	12.9	76.7	74.0	73.0
Stationary Engines .. .. .	20.1	21.8	21.9	3.2	3.1	3.1	23.3	24.9	25.0
Textile Machinery and Accessories .. .. .	57.5	59.0	58.8	9.7	10.0	10.1	67.2	69.0	68.9
Ordnance and Small Arms .. .. .	33.1	37.6	37.6	8.1	9.7	9.8	41.2	47.3	47.4
Constructional Engineering .. .. .	64.7	64.7	65.2	6.4	5.5	5.5	71.1	70.2	70.7
Other Non-Electrical Engineering .. .. .	547.3	554.9	556.6	117.5	114.3	114.8	664.8	669.2	671.4
Electrical Machinery .. .. .	118.2	120.0	120.1	46.7	41.7	41.3	164.9	161.7	161.4
Electrical Wires and Cables .. .. .	38.2	37.3	37.3	24.0	21.0	21.0	62.2	58.3	58.3
Telegraph and Telephone Apparatus .. .. .	27.8	29.3	29.2	16.6	16.8	16.8	44.4	46.1	46.0
Wireless Apparatus (exc. valves) and Gramophones .. .. .	36.0	36.8	37.4	31.2	32.9	32.9	67.2	68.0	70.3
Wireless Valves and Electric Lamps .. .. .	16.7	16.0	16.0	19.9	17.2	17.2	36.6	33.2	33.2
Batteries and Accumulators .. .. .	10.7	11.1	11.2	8.6	9.8	10.0	19.3	20.9	21.2
Other Electrical Goods .. .. .	68.1	68.0	68.5	51.4	48.9	49.4	119.5	116.9	117.9
Vehicles .. .. .	760.2	780.1	781.0	118.7	119.6	120.5	878.9	899.7	901.5
Manufacture of Motor Vehicles and Cycles .. .. .	243.8	255.6	256.2	41.6	41.7	42.1	285.4	297.3	298.3
Motor Repairs and Garages .. .. .	182.8	179.8	179.5	23.0	23.9	23.8	205.8	203.7	203.3
Manufacture and Repair of Aircraft .. .. .	120.6	130.4	130.4	21.0	21.9	22.1	141.6	152.3	152.5
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft ..	52.1	53.6	54.2	20.5	19.7	20.1	72.6	73.3	74.3
Railway Locomotive Shops .. .. .	56.2	53.9	53.8	2.9	2.7	2.7	59.1	56.6	56.5
Other Locomotive Manufacture .. .. .	23.3	23.8	23.7	2.2	2.3	2.3	25.5	26.1	26.0
Manufacture and Repair of Railway Carriages and Wagons and Trams ..	72.9	74.7	75.0	3.7	3.8	3.7	76.6	78.5	78.7
Carts, Perambulators, etc. .. .. .	8.5	8.3	8.2	3.8	3.6	3.7	12.3	11.9	11.9
Metal Goods not elsewhere specified .. .. .	313.4	309.1	311.3	178.0	172.0	174.8	491.4	481.1	486.1
Tools and Cutlery .. .. .	32.6	31.6	31.6	20.6	20.5	20.5	53.2	51.7	52.1
Bolts, Nuts, Screws, Rivets, Nails, etc. .. .. .	21.4	21.8	21.7	19.2	18.5	18.6	40.6	40.3	40.3
Iron and Steel Forgings not elsewhere specified .. .. .	28.0	27.6	27.9	5.3	5.2	5.2	33.3	32.8	33.1
Wire and Wire Manufactures .. .. .	27.1	27.8	28.0	10.2	9.7	9.7	37.3	37.5	37.7
Hollow-ware .. .. .	24.9	24.7	25.0	25.6	25.9	26.9	50.5	50.6	51.9
Brass Manufactures .. .. .	24.3	22.5	22.5	13.6	11.6	11.5	37.9	34.1	34.0
Metal Industries not elsewhere specified .. .. .	155.1	153.1	154.6	83.5	81.0	82.4	238.6	234.1	237.0
Precision Instruments, Jewellery, etc. .. .. .	79.3	82.1	82.4	45.0	47.9	48.5	124.3	130.0	130.9
Scientific, Surgical and Photographic Instruments, etc. ..	46.7	50.1	50.3	25.3	27.1	27.1	72.0	77.2	77.7
Manufacture and Repair of Watches and Clocks .. .. .	8.7	9.1	9.2	6.0	6.3	6.3	14.7	15.4	15.5
Jewellery, Plate and Refining of Precious Metals .. .. .	17.5	16.3	16.3	12.0	12.7	13.0	29.5	29.0	29.3
Musical Instruments .. .. .	6.4	6.6	6.6	1.7	1.8	1.8	8.1	8.4	8.4
Textiles .. .. .	384.7	406.7	410.3	554.5	578.9	583.9	939.2	985.6	994.2
Cotton Spinning, Doubling, etc. .. .. .	60.7	63.2	63.7	114.3	116.7	117.0	175.0	179.9	180.7
Cotton Weaving, etc. .. .. .	47.1	47.1	47.4	90.2	96.5	97.3	133.9	143.6	144.7
Woolen and Worsted .. .. .	91.9	95.4	96.1	113.4	118.4	119.4	205.3	213.8	215.5
Rayon, Nylon, etc., Production .. .. .	28.1	31.8	32.2	14.7	15.3	15.3	42.8	47.1	47.5
Rayon, Nylon, etc., Weaving and Silk .. .. .	16.8	18.1	18.5	24.0	25.0	25.2	40.8	43.1	43.7
Linen and Soft Hemp .. .. .	5.3	5.2	5.2	8.1	7.2	7.3	13.4	12.4	12.4
Jute .. .. .	7.9	7.6	7.7	12.4	12.4	12.4	20.3	18.4	18.4
Rope, Twine and Net .. .. .	7.1	6.7	6.7	12.3	11.2	11.3	19.4	17.9	18.0
Hosiery and other Knitted Goods .. .. .	27.3	30.4	30.8	80.8	90.5	91.6	108.1	120.9	122.4
Lace .. .. .	4.9	5.2	5.2	8.3	8.8	8.9	13.2	14.0	14.1
Carpets .. .. .	10.8	12.0	12.1	12.7	14.5	14.7	23.5	26.5	26.8
Narrow Fabrics .. .. .	6.3	6.4	6.4	15.2	15.7	15.8	21.5	22.1	22.2
Made-up Textiles .. .. .	6.4	6.5	6.5	13.5	13.2	13.5	19.9	19.7	20.0
Textile Finishing, etc. .. .. .	54.3	58.1	58.5	25.5	26.5	26.9	79.8	84.6	85.4
Other Textile Industries .. .. .	13.2	13.0	13.3	9.1	8.6	8.7	22.3	21.6	22.0
Leather, Leather Goods and Fur .. .. .	49.0	48.2	48.6	30.3	31.0	31.8	79.3	79.2	80.4
Leather (Tanning and Dressing) and Feltmongery .. .. .	32.7	32.7	32.5	9.5	9.4	9.4	42.2	41.5	41.9
Leather Goods .. .. .	11.5	11.9	12.0	16.0	17.6	18.1	27.5	29.5	30.1
Fur .. .. .	4.8	4.1	4.1	4.8	4.1	4.3	9.6	8.2	8.4
Clothing .. .. .	195.2	204.6	204.1	427.2	467.8	471.8	622.4	672.4	675.9
Tailoring .. .. .	74.0	80.1	79.9	184.0	201.5	203.2	258.0	281.6	283.1
Dressmaking .. .. .	12.4	13.4	13.6	89.1	99.3	100.3	101.5	112.7	113.9
Overalls, Shirts, Underwear, etc. .. .. .	6.7	7.4	7.4	49.1	53.5	54.3	55.8	60.9	61.7
Hats, Caps and Millinery .. .. .	7.3	7.0	6.8	12.6	12.9	12.6	19.9	19.9	19.4
Dress Industries not elsewhere specified .. .. .	8.6	8.9	8.8	30.4	33.1	33.4	39.0	42.0	42.2
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber) ..	59.9	63.0	63.1	57.8	63.5	64.0	117.7	126.5	127.1
Repair of Boots and Shoes .. .. .	26.3	24.8	24.5	4.2	4.0	4.0	30.5	28.8	28.5
Food, Drink and Tobacco .. .. .	407.2	428.0	428.4	285.2	306.2	307.0	692.4	734.2	735.4
Grain Milling .. .. .	31.5	32.7	32.9	8.4	8.8	9.0	39.9	41.5	41.9
Bread and Flour Confectionery .. .. .	108.6	112.3	111.4	68.0	71.2	70.7	176.6	183.5	182.1
Biscuits .. .. .	13.7	14.3	14.4	19.3	21.7	22.1	33.0	36.0	36.5
Meat and Meat Products .. .. .	15.6	17.3	17.3	9.8	10.7	10.9	25.4	28.0	28.2
Milk Products .. .. .	25.3	26.8	26.4	12.3	12.3	12.0	37.6	39.1	38.4
Sugar and Glucose .. .. .	14.1	15.6	17.4	5.2	5.6	6.1	19.3	21.2	23.5
Cocoa, Chocolate and Sugar Confectionery .. .. .	24.1	27.5	27.5	34.5	44.5	44.8	58.6	72.0	72.3
Preserving of Fruit and Vegetables .. .. .	17.4	18.8	18.9	35.0	38.2	38.1	52.4	57.0	57.0
Food Industries not elsewhere specified .. .. .	31.5	32.1	32.2	24.3	25.5	25.5	56.5	56.4	57.0
Brewing and Malting .. .. .	74.0	76.0	75.8	18.9	19.7	19.8	93.6	95.7	95.6
Wholesale Bottling .. .. .	6.4	6.8	6.7	5.4	5.4	5.4	11.8	12.2	12.1
Other Drink Industries .. .. .	24.6	27.6	27.2	14.5	15.9	15.3	39.1	43.5	42.5
Tobacco .. .. .</									

## Unemployment at 14th November, 1949

### SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 10th October and 14th November, 1949, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
10th October ..	212,000	7,635	74,290	6,330	300,255
14th November ..	227,467	6,426	84,019	5,697	323,609

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 14th November represented 1.6 per cent. of the total number of employees insured under the national insurance schemes. The corresponding percentage at 10th October was 1.5.

The analysis of the figures for 14th November 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 ..	55,855	65,764	101,925	223,544	3,923	227,467
Boys under 18 ..	3,133	2,151	1,080	6,364	62	6,426
Women 18 and over ..	30,303	28,090	81,774	140,167	2,245	142,412
Girls under 18 ..	3,113	1,724	731	5,568	129	5,697
Total ..	92,404	97,729	127,117	317,250	6,359	323,609

The total of 323,609 includes 41,915 married women.

The changes between 10th October and 14th November, 1949, in each administrative Region were as follows:—

Region		Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
		Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
London & South-Eastern	10th Oct.	26,333	13,856	12,912	53,101	649	53,750
	14th Nov.	23,153	19,228	14,538	56,919	975	57,894
	Inc. or Dec.	-3,180	+5,372	+1,626	+3,818	+326	+4,144
Eastern	10th Oct.	3,895	2,665	2,981	9,541	39	9,580
	14th Nov.	3,954	3,896	2,905	10,755	113	10,868
	Inc. or Dec.	+59	+1,231	-76	+1,214	+74	+1,288
Southern	10th Oct.	5,139	3,791	4,341	13,271	21	13,292
	14th Nov.	4,531	5,508	4,437	14,476	34	14,510
	Inc. or Dec.	-608	+1,717	+96	+1,205	+13	+1,218
South-Western	10th Oct.	4,822	3,736	5,634	14,192	98	14,290
	14th Nov.	4,658	6,162	5,785	16,605	80	16,685
	Inc. or Dec.	-164	+2,426	+151	+2,413	-18	+2,395
Midland	10th Oct.	5,389	2,661	3,803	11,853	346	12,199
	14th Nov.	5,089	2,394	3,383	10,866	327	11,193
	Inc. or Dec.	-300	-267	-420	-987	-19	-1,006
North-Midland	10th Oct.	2,109	1,417	2,507	6,033	62	6,095
	14th Nov.	2,818	1,985	2,414	7,217	102	7,319
	Inc. or Dec.	+709	+568	-93	+1,184	+40	+1,224
East & West Ridings	10th Oct.	4,421	3,180	6,315	13,916	453	14,369
	14th Nov.	5,190	4,328	5,796	15,314	449	15,763
	Inc. or Dec.	+769	+1,148	-519	+1,398	-4	+1,394
North-Western	10th Oct.	15,638	12,351	19,660	47,649	1,110	48,759
	14th Nov.	14,678	14,953	20,909	50,540	1,140	51,680
	Inc. or Dec.	-960	+2,602	+1,249	+2,891	+30	+2,921
Northern	10th Oct.	8,746	8,561	14,510	31,817	675	32,492
	14th Nov.	7,949	11,100	15,735	34,784	742	35,526
	Inc. or Dec.	-797	+2,539	+1,225	+2,967	+72	+3,034
Scotland	10th Oct.	14,358	14,457	28,703	57,518	1,688	59,206
	14th Nov.	13,971	17,702	30,701	62,374	1,785	64,159
	Inc. or Dec.	-387	+3,245	+1,998	+4,856	+97	+4,953
Wales	10th Oct.	6,914	7,929	20,216	35,059	1,164	36,223
	14th Nov.	6,413	10,473	20,514	37,400	612	38,012
	Inc. or Dec.	-501	+2,544	+298	+2,341	-552	+1,789
Great Britain	10th Oct.	97,764	74,604	121,582	293,950	6,305	300,255
	14th Nov.	92,404	97,729	127,117	317,250	6,359	323,609
	Inc. or Dec.	-5,360	+23,125	+5,535	+23,300	+54	+23,354

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

Region	Number of persons registered as unemployed at 14th November, 1949			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern ..	40,633	17,261	57,894	1.2	0.9	1.1
Eastern ..	7,644	3,224	10,868	1.0	0.9	1.0
Southern ..	9,171	5,339	14,510	1.4	1.7	1.5
South-Western ..	11,307	5,378	16,685	1.5	1.6	1.5
Midland ..	8,179	3,014	11,193	0.6	0.4	0.6
North-Midland ..	5,179	2,140	7,319	0.5	0.5	0.5
East and West Ridings ..	12,373	3,390	15,763	1.0	0.6	0.9
North-Western ..	37,040	14,640	51,680	2.0	1.4	1.8
Northern ..	26,435	9,091	35,526	2.9	2.6	2.9
Scotland ..	48,465	15,694	64,159	3.4	2.2	3.0
Wales ..	27,467	10,545	38,012	4.0	4.4	4.1
Great Britain ..	233,893	89,716	323,609	1.7	1.3	1.6

### 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 14th November, 1949, was 350,592, including 246,631 men, 7,330 boys, 90,461 women and 6,170 girls. Of the total, 343,706 (including 4,713 casual workers) were wholly unemployed and 6,886 temporarily stopped.

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

Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
London and South-Eastern ..	39,004	1,118	15,843	954	56,919
Eastern ..	7,446	178	2,941	190	10,755
Southern ..	8,927	233	4,955	361	14,476
South-Western ..	10,968	298	4,962	377	16,605
Midland ..	7,803	193	2,711	159	10,866
North-Midland ..	4,922	207	1,897	191	7,217
E. and W. Ridings ..	11,819	237	3,071	187	15,314
North-Western ..	35,326	1,160	13,455	599	50,540
Northern ..	25,323	624	8,132	705	34,784
Scotland ..	45,655	1,415	14,327	977	62,374
Wales ..	26,351	701	9,480	868	37,400
Great Britain ..	223,544	6,364	81,774	5,568	317,250
Northern Ireland ..	18,945	885	6,164	462	26,456
United Kingdom ..	242,489	7,249	87,938	6,030	343,706
Temporarily Stopped					
London and South-Eastern ..	498	13	451	13	975
Eastern ..	18	2	93	—	113
Southern ..	11	—	18	5	34
South-Western ..	41	—	37	2	80
Midland ..	178	5	126	18	327
North-Midland ..	49	1	46	6	102
E. and W. Ridings ..	311	6	131	1	449
North-Western ..	542	12	553	33	1,140
Northern ..	485	3	240	14	742
Scotland ..	1,383	12	366	24	1,785
Wales ..	407	8	184	13	612
Great Britain ..	3,923	62	2,245	129	6,359
Northern Ireland ..	219	19	278	11	527
United Kingdom ..	4,142	81	2,523	140	6,886
Total Registered as Unemployed					
London and South-Eastern ..	39,502	1,131	16,294	967	57,894
Eastern ..	7,662	180	3,034	190	10,868
Southern ..	8,938	233	4,973	366	14,510
South-Western ..	11,009	298	4,999	379	16,685
Midland ..	7,981	198	2,837	177	11,193
North-Midland ..	4,971	208	1,943	197	7,319
E. and W. Ridings ..	12,130	243	3,202	188	15,763
North-Western ..	35,868	1,172	14,008	632	51,680
Northern ..	25,808	627	8,372	719	35,526
Scotland ..	47,038	1,427	14,693	1,001	64,159
Wales ..	26,758	709	9,664	881	38,012
Great Britain ..	227,467	6,426	84,019	5,697	323,609
Northern Ireland ..	19,164	904	6,442	473	26,983
United Kingdom ..	246,631	7,330	90,461	6,170	350,592

\* 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 Bureaux in each administrative Region at 14th November, 1949, and the numbers of persons on the registers of the Exchanges and Bureaux situated in some of the principal towns in each Region, together with the increase or decrease compared with 10th October, 1949.

Regions and Principal Towns	Numbers of Persons* on Registers at 14th November, 1949				Inc. (+) or Dec. (-) as compared with 10th Oct., 1949
	Men 18 and over	Women 18 and over	Juveniles under 18 years	Total	
London and South-Eastern ..	39,502	16,294	2,098	57,894	+ 4,144
London (Administrative County) ..	18,505	5,679	403	24,587	+ 1,525
Acton ..	219	67	13	299	+ 30
Brentford and Chiswick ..	279	73	8	360	+ 40
Brighton and Hove ..	2,190	935	75	3,200	+ 624
Chatham ..	680	795	72	1,547	+ 215
Croydon ..	866	401	41	1,308	+ 111
Dagenham ..	495	249	32	776	+ 4
Ealing ..	311	145	22	478	- 4
East Ham ..	379	107	23	509	- 61
Enfield ..	627	89	41	757	+ 75
Harrow and Wembley ..	1,016	338	41	1,415	+ 46
Hayes and Harlington ..	102	110	14	226	+ 31
Hendon ..	490	155	40	685	- 42
Ilford ..	485	190	32	707	+ 110
Leyton and Walthamstow ..	690	191	27	908	+ 26
Tottenham ..	483	185	30	698	- 20
West Ham ..	719	298	37	1,054	+ 292
Willesden ..	477	77	20	574	+ 112
Eastern ..	7,464	3,034	370	10,868	+ 1,288
Bedford ..	126	52	3	181	- 47
Cambridge ..	72	60	12	144	- 34
Ipswich ..	187	72	19	278	+ 27
Luton ..	180	100	13	293	+ 103
Norwich ..	846	98	10	954	+ 129
Southend-on-Sea ..	1,221	510	46	1,777	+ 346
Watford ..	84	105	7	196	+ 5
Southern ..	8,938	4,973	599	14,510	+ 1,218
Bournemouth ..	1,087	572	41	1,700	+ 425
Oxford ..	108	109	9	226	+ 21
Portsmouth (inc. Gosport) ..	2,368	1,650	171	4,189	+ 254
Reading ..	472	96	25	593	+ 16
Slough ..	264	93	18	375	+ 71
Southampton ..	1,100	584	72	1,756	+ 364
South-Western ..	11,009	4,999	677	16,685	+ 2,395
Bristol (inc. Kingswood) ..	2,832	508	91	3,431	+ 190
Exeter ..	326	151	16	493	+ 74
Gloucester ..	68	67	8	143	- 1
Plymouth ..	1,268	1,065	139	2,472	+ 184
Swindon ..	98	63	19	180	- 50
Midland ..	7,981	2,837	375	11,193	- 1,006
Birmingham ..	2,042	800	69	2,911	- 654
Burton-on					



## NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed at 14th November, 1949, 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				
Agriculture, Forestry, Fishing	10,108	3,072	1,076	154	11,184	3,226	14,410	15,067	3,359	18,426
Agriculture and Horticulture	7,112	3,030	36	152	7,148	3,182	10,330	10,883	3,314	14,197
Forestry	518	28	1	1	518	29	547	526	29	555
Fishing	2,478	14	1,040	1	3,518	15	3,533	3,658	16	3,674
Mining and Quarrying	2,992	107	65	2	3,057	109	3,166	3,387	113	3,500
Coal Mining†	2,142	77	53	1	2,195	78	2,273	2,227	78	2,305
Iron Ore Mining and Quarrying	47	1	—	—	47	1	48	47	1	48
Stone Quarrying and Mining	463	6	5	—	468	6	474	700	9	709
Slate Quarrying and Mining	100	—	7	—	107	—	108	—	9	108
Clay, Sand, Gravel and Chalk Pits	129	7	—	—	129	7	136	189	7	196
Other Mining and Quarrying	111	16	—	1	111	17	128	116	18	134
Treatment of Non-Metalliferous Mining Products other than Coal	3,009	743	26	12	3,035	755	3,790	3,228	775	4,003
Bricks and Fireclay Goods	977	162	12	5	989	167	1,156	1,026	167	1,193
China and Earthenware (inc. glazed tiles)	359	105	—	6	365	151	476	375	125	500
Glass (other than containers)	360	187	6	—	366	187	553	372	188	560
Glass Containers	336	139	—	—	336	139	475	357	140	497
Cement	42	25	—	1	42	26	68	55	28	83
Other Non-Metalliferous Mining Manufactures	935	125	2	—	937	125	1,062	1,043	127	1,170
Chemicals and Allied Trades	3,853	1,521	5	17	3,858	1,538	5,396	3,941	1,553	5,494
Coke Ovens and By-Product Works	181	6	—	—	181	6	187	187	6	193
Chemicals and Dyes	1,302	484	—	11	1,302	495	1,797	1,343	501	1,844
Pharmaceutical Preparations, Toilet Preparations, Perfumery	119	140	—	2	119	142	261	126	147	273
Explosives and Fireworks	1,196	477	2	1	1,198	478	1,676	1,202	478	1,680
Paint and Varnish	292	90	—	1	292	91	383	300	92	392
Soap, Candles, Glycerine, Polishes, Ink and Matches	211	215	—	2	211	217	428	215	220	435
Mineral Oil Refining	195	45	—	—	195	45	241	200	45	245
Other Oils, Greases, Glue, etc.	357	64	2	—	359	64	423	368	64	432
Metal Manufacture	4,094	784	374	4	4,468	788	5,256	4,691	794	5,485
Blast Furnaces	152	9	11	—	163	9	172	172	9	181
Iron and Steel Melting, Rolling, etc., not elsewhere specified	1,445	219	275	—	1,720	219	1,939	1,743	219	1,962
Iron Foundries	956	146	1	3	957	149	1,106	1,037	151	1,188
Tinplate Manufacture	128	83	15	—	143	83	226	143	83	226
Steel Sheet Manufacture	125	42	68	—	193	42	235	201	44	245
Iron and Steel Tubes (inc. melting and rolling in integrated works)	361	62	1	—	362	62	424	376	63	439
Non-Ferrous Metals Smelting, Rolling, etc.	927	223	3	1	930	224	1,158	1,019	225	1,244
Engineering, Shipbuilding and Electrical Goods	25,322	4,273	357	82	25,679	4,355	30,034	27,288	4,455	31,743
Shipbuilding and Ship Repairing	11,820	421	325	41	12,145	462	12,607	13,007	467	13,474
Marine Engineering	1,166	71	—	—	1,166	71	1,243	1,303	73	1,376
Agricultural Machinery (exc. tractors)	501	48	3	—	504	48	552	527	55	582
Boilers and Boilerhouse Plant	123	5	—	—	123	5	128	138	5	143
Machine Tools	464	76	1	2	465	78	543	483	79	562
Stationary Engines	93	12	—	—	94	12	106	96	12	108
Textile Machinery and Accessories	371	48	3	2	374	50	424	374	67	441
Ordinance and Small Arms	722	211	—	—	722	211	933	732	212	944
Constructional Engineering	1,811	139	3	16	1,849	158	2,146	1,816	155	1,971
Other Non-Electrical Engineering	6,289	1,197	11	17	6,300	1,214	7,514	6,534	1,231	7,765
Electrical Machinery	749	407	2	—	751	407	1,158	775	412	1,187
Electrical Wires and Cables	315	285	—	—	315	285	600	333	293	626
Telegraph and Telephone Apparatus	154	157	—	—	154	157	311	158	157	315
Wireless Apparatus (exc. valves) and Gramophones	419	460	—	1	419	461	880	422	466	888
Wireless Valves and Electric Lamps	131	124	—	—	131	124	256	138	125	263
Batteries and Accumulators	129	102	—	—	129	102	231	138	126	264
Other Electrical Goods	595	510	1	3	596	513	1,109	614	520	1,134
Vehicles	7,384	938	17	1	7,401	939	8,340	7,882	983	8,865
Motor Vehicles and Cycles	2,509	287	5	—	2,514	287	2,801	2,588	295	2,883
Motor Repairs and Garages	2,153	153	8	—	2,161	153	2,314	2,308	157	2,465
Manufacture and Repair of Aircraft	1,383	185	1	—	1,384	185	1,569	1,611	200	1,811
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	575	217	—	—	575	217	793	587	220	807
Railway Locomotive Shops	124	6	—	—	124	6	130	127	6	133
Other Locomotive Manufacture	234	12	—	—	234	12	247	236	12	248
Manufacture and Repair of Railway Carriages and Wagons and Trams	245	13	2	—	247	13	260	249	13	262
Carts, Perambulators, etc.	161	65	—	—	161	65	226	176	80	256
Metal Goods not Elsewhere Specified	4,046	1,726	99	30	4,145	1,756	5,901	4,281	1,772	6,053
Tools and Cutlery	266	137	14	3	280	140	420	291	140	431
Bolts, Nuts, Screws, Rivets, Nails, etc.	206	183	6	1	212	184	396	218	184	402
Iron and Steel Forgings not elsewhere specified	343	18	13	1	356	19	375	398	22	420
Wire and Wire Manufactures	320	109	21	6	341	115	456	344	115	459
Hollow-ware	399	418	16	13	415	431	846	420	435	855
Brass Manufactures	174	86	1	2	175	88	263	178	88	266
Metal Industries not elsewhere specified	2,338	775	28	4	2,366	779	3,145	2,432	788	3,220
Precision Instruments, Jewellery, etc.	771	442	29	70	800	512	1,312	828	530	1,358
Scientific, Surgical and Photographic Instruments, etc.	419	241	26	55	445	296	741	455	305	760
Manufacture and Repair of Watches and Clocks	174	133	—	12	174	145	319	188	150	338
Jewellery, Plate and Refining of Precious Metals	110	52	2	3	112	55	167	113	59	172
Musical Instruments	68	16	—	—	68	16	85	72	16	88
Textiles	2,910	2,633	64	124	2,974	2,757	5,731	3,900	4,511	8,411
Cotton Spinning, Doubling, etc.	523	480	1	13	524	493	1,017	537	499	1,036
Cotton Weaving, etc.	226	233	—	12	226	245	471	231	247	478
Woolen and Worsted	507	384	41	37	548	421	969	564	436	1,000
Rayon, Nylon, etc., Production	171	88	—	2	171	90	261	183	94	277
Rayon, Nylon, etc., Weaving and Silk	77	92	7	5	84	97	181	93	108	201
Linen and Soft Hemp	99	105	—	3	99	108	207	813	1,420	2,233
Jute	283	181	—	13	283	194	477	286	200	486
Rope, Twine and Net	155	238	1	6	156	244	400	187	471	658
Hosiery and other Knitted Goods	102	24	2	6	104	25	354	116	273	389
Lace	32	24	1	1	33	25	58	42	26	68
Carpets	93	78	1	1	94	79	173	102	103	205
Narrow Fabrics	29	44	1	1	30	45	75	30	49	79
Made-up Textiles	96	233	1	8	97	241	338	102	329	431
Textile Finishing, etc.	344	132	8	16	352	148	500	431	174	605
Other Textile Industries	173	77	—	—	173	77	250	183	82	265

\* 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 14th November, 1949, 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				
Leather, Leather Goods and Fur	491	251	66	14	557	265	822	582	281	863
Leather (Tanning and Dressing) and Feltmongery	253	102	36	9	289	111	400	307	123	430
Leather Goods	157	124	4	5	161	129	290	167	131	298
Fur	81	25	26	—	107	25	132	108	27	135
Clothing	3,487	2,642	809	866	4,296	3,508	7,804	4,566	3,990	8,556
Tailoring	2,321	1,458	436	408	2,757	1,866	4,623	2,866	1,967	4,833
Dressmaking	191	558	15	49	206	607	813	211	673	884
Overalls, Shirts, Underwear, etc.	40	242	—	—	40	242	293	333	64	538
Hats, Caps and Millinery	108	59	298	324	406	383	789	409	384	793
Dress Industries not elsewhere specified	58	136	27	30	85	166	251	97	220	317
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	211	162	16	3	227	165	392	239	176	415
Repair of Boots and Shoes	558	27	17	1	575	28	603	680	32	712
Food, Drink and Tobacco	6,273	4,664	59	219	6,332	4,883	11,215	6,859	5,520	12,379
Bread and Flour Confectionery	2,321	1,458	436	408	2,757	1,866	4,623	2,866	1,9	

# Placing Work of the Employment Exchanges

The Table below shows for the four-week periods ended 28th September and 26th October, 1949, the numbers of vacancies filled by Employment Exchanges and other Local Offices of the Ministry of Labour and National Service in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Bureaux of certain Local Authorities.

	Four weeks ended 28th September, 1949		Four weeks ended 26th October, 1949		Total Number of Placings, 23rd Dec., 1948, to 26th Oct., 1949 (44 weeks)
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	
Men aged 18 and over	229,660	138,778	235,770	128,800	2,421,059
Boys under 18	19,833	44,967	14,456	47,480	210,646
Women aged 18 and over	101,816	134,792	105,802	122,886	1,031,880
Girls under 18	17,309	67,487	14,035	67,517	200,852
<b>Total</b>	<b>368,618</b>	<b>386,024</b>	<b>370,063</b>	<b>366,683</b>	<b>3,864,437</b>

A Regional analysis of the figures for the four weeks ended 26th October is given in the Table at the top of the next page.

Under the Control of Engagement Order a system of priorities is operated under which "First Preference" is given to vacancies for workpeople which, in the national interest, should take precedence over others. Of the totals of 331,476 and 341,572 vacancies for persons aged 18 and over filled during the four-week periods ending on 28th September, 1949, and 26th October, 1949, the numbers to which First Preference had been accorded were 41,557 and 45,544 respectively, compared with 29,835 and 40,184 in the two preceding four-week periods. In the four-week period ending on 26th October, 1949, the figure represented approximately 13½ per cent. of the total number of adult vacancies filled during that period, compared with 12½ per cent. in the preceding four weeks. During October, 27 directions were issued, 24 to persons normally employed in coal mining and 3 to persons normally employed in agriculture, requiring them to remain within their industry.

### First Preference Industries

The Table in the next column shows in detail the total numbers of placings in the two periods of four weeks up to 26th October, 1949, in vacancies to which First Preference had been accorded.

### Changes in Employment in certain First Preference Industries

Figures in the Table below show the net change in employment in the principal First Preference manufacturing industries for which separate statistics are available in August, September and October.

### Changes in Employment in certain First Preference Manufacturing Industries

Industries	Males			Total employment at end of Oct.	Females			Total employment at end of Oct.	Total			Total employment at end of Oct.
	Net change in employment				Net change in employment				Net change in employment			
	Aug.	Sept.	Oct.		Aug.	Sept.	Oct.		Aug.	Sept.	Oct.	
<b>Principal First Preference Manuf. Industries*—</b>												
Cotton Spinning, Doubling, etc.	+ 100	+ 200	+ 500	63,700	+ 500	+ 300	+ 800	117,000	+ 400	+ 400	+ 800	180,700
Cotton Weaving, etc.	+ 200	+ 100	+ 300	47,400	+ 600	+ 300	+ 800	97,300	+ 800	+ 400	+ 1,100	144,700
Woolen and Worsted	+ 800	+ 700	+ 700	96,100	+ 700	+ 800	+ 1,000	119,400	+ 1,500	+ 1,500	+ 1,700	215,500
Rayon, Nylon, etc., Production	+ 100	+ 400	+ 400	32,200	+ 100	—	—	15,300	+ 200	+ 500	+ 400	47,500
Rayon, Nylon, etc., Weaving, Silk Manufacture†	+ 200	—	+ 400	18,500	+ 200	+ 100	+ 200	25,200	+ 400	+ 100	+ 600	43,700
Lace	—	+ 100	—	5,200	—	+ 100	+ 100	8,900	—	+ 200	+ 100	14,100
Linen and Soft Hemp	—	—	—	5,200	—	—	+ 100	7,300	—	—	+ 100	12,500
Narrow Fabrics	—	+ 100	—	6,400	—	+ 100	+ 100	15,800	—	+ 200	+ 100	22,200
Misc. Textile Industries‡	+ 100	—	+ 300	13,300	—	+ 100	+ 100	8,700	+ 100	+ 100	+ 400	22,000
Textile Finishing, etc.	+ 200	+ 200	+ 400	58,500	+ 100	+ 100	+ 400	26,900	+ 300	+ 300	+ 800	85,400
Blast Furnaces	+ 100	—	—	19,800	—	—	—	700	+ 100	+ 100	—	20,500
Iron Foundries§	—	+ 300	+ 100	91,200	—	+ 100	+ 100	14,700	—	+ 400	+ 200	105,900
Iron and Steel Melting, Rolling, etc. (including Steel Foundries)	—	+ 100	—	182,400	+ 100	—	—	15,400	+ 100	+ 100	—	197,800
Iron and Steel Forgings	+ 400	+ 100	+ 300	27,900	—	—	—	5,200	+ 400	+ 100	+ 300	33,100
Iron and Steel Tubes	+ 100	+ 200	+ 200	34,100	—	—	+ 100	6,000	+ 100	+ 200	—	40,100
Sheets and Tinplate	—	—	+ 200	32,200	—	—	—	4,000	—	+ 100	+ 200	36,200
Wire and Wire Manufactures	+ 100	+ 100	+ 200	28,000	—	—	—	9,700	+ 100	+ 100	+ 200	37,700
China and Earthenware	—	—	+ 100	35,800	—	+ 200	—	43,500	—	+ 300	+ 300	79,300
Printing and Publishing (other than newspapers and periodicals)	+ 1,200	+ 700	+ 600	142,700	+ 1,300	+ 800	+ 1,400	94,800	+ 2,500	+ 1,500	+ 2,000	237,500
<b>Total of above</b>	<b>+ 2,800</b>	<b>+ 3,400</b>	<b>+ 4,700</b>	<b>940,600</b>	<b>+ 2,300</b>	<b>+ 2,800</b>	<b>+ 4,900</b>	<b>635,800</b>	<b>+ 5,100</b>	<b>+ 6,200</b>	<b>+ 9,600</b>	<b>1,576,400</b>
<b>Other Manufacturing Industries</b>	<b>+ 13,400</b>	<b>+ 8,400</b>	<b>+ 11,400</b>	<b>4,429,900</b>	<b>+ 14,800</b>	<b>+ 14,300</b>	<b>+ 20,900</b>	<b>2,081,200</b>	<b>+ 28,200</b>	<b>+ 22,700</b>	<b>+ 32,300</b>	<b>6,511,100</b>
<b>Total Manufacturing Industries</b>	<b>+ 16,200</b>	<b>+ 11,800</b>	<b>+ 16,100</b>	<b>5,370,500</b>	<b>+ 17,100</b>	<b>+ 25,800</b>	<b>+ 25,800</b>	<b>2,717,000</b>	<b>+ 33,300</b>	<b>+ 28,900</b>	<b>+ 41,900</b>	<b>8,087,500</b>

\* So far as these can be separately distinguished in the employment statistics. Silica bricks and refractories, coke ovens serving iron and steel production, and ball and roller bearings cannot be thus distinguished.  
 † Silk manufacture does not receive First Preference.  
 ‡ Asbestos, flock and rag, etc.  
 § These figures exclude foundries attached to engineering establishments, which also receive First Preference.

# Placings and Vacancies Unfilled—Four weeks ended 26th October: Regional Analysis

Region	Men 18 and over		Boys under 18		Women 18 and over		Girls under 18		Total	
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled
London and South-Eastern	59,762	26,405	3,736	13,100	33,937	36,485	3,122	19,146	100,557	95,136
Eastern	11,353	8,762	725	2,232	4,891	6,879	812	3,103	17,781	20,976
Southern	10,706	8,328	642	1,726	4,487	4,190	820	2,132	16,655	16,376
South-Western	10,235	7,521	545	1,834	4,190	4,369	704	2,941	16,655	16,665
Midland	25,475	17,368	1,062	5,170	9,346	12,128	1,064	6,048	36,947	40,714
North-Midland	15,490	13,291	664	5,034	5,470	10,902	673	7,594	22,297	36,821
East and West Ridings	19,865	12,454	848	4,386	8,080	13,957	895	6,030	29,688	36,827
North-Western	33,385	16,388	2,105	7,019	15,118	22,589	1,801	10,896	52,409	56,892
Northern	14,019	4,277	1,159	2,276	5,188	2,582	1,280	2,408	21,646	11,543
Scotland	25,089	9,778	2,073	3,456	11,205	6,909	1,770	6,252	40,137	26,395
Wales	10,391	4,228	897	1,247	3,890	1,896	1,094	967	16,272	8,338
<b>Great Britain</b>	<b>235,770</b>	<b>128,800</b>	<b>14,456</b>	<b>47,480</b>	<b>105,802</b>	<b>122,886</b>	<b>14,035</b>	<b>67,517</b>	<b>370,063</b>	<b>366,683</b>

# Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the principal manufacturing industries during the four\* weeks' period ended 24th September, 1949, analysed according to industry

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

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period			Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M. (a)	F. (b)	T. (c)	M. (a)	F. (b)	T. (c)	M. (a)	F. (b)	T. (c)	M. (a)	F. (b)	T. (c)
	<b>Treatment of Non-Metalliferous Mining Products other than Coal</b>	3.3	4.3	3.6	3.2	4.1	3.4					
Bricks and Fireclay Goods	3.5	4.5	3.5	3.3	4.5	3.4						
China and Earthenware (including glazed tiles)	2.9	3.8	3.4	3.0	3.7	3.4						
Glass (other than containers)	2.6	4.1	3.0	2.4	4.5	2.9						
Glass Containers	3.7	6.0	4.2	3.8	5.2	4.1						
Cement	1.5	2.5	1.6	1.8	4.0	1.9						
Other Non-Metalliferous Mining Manufactures	4.0	6.0	4.3	3.7	4.5	3.8						
<b>Chemicals and Allied Trades</b>	2.2	4.6	2.9	1.9	3.7	2.4						
Coke Ovens and By-Product Works	1.2	2.5	1.2	2.3	3.9	2.3						
Chemicals and Dyes	2.3	4.1	2.7	1.8	3.2	2.1						
Pharmaceutical Preparations, etc.	2.5	6.3	4.8	2.4	4.6	3.7						
Explosives and Fireworks	1.6	4.5	2.6	1.0	3.1	1.7						
Paint and Varnish	2.1	4.2	2.7	2.1	3.9	2.6						
Soap, Candles, Polishes, etc.	2.2	4.2	3.1	1.9	4.5	3.0						
Mineral Oil Refining	2.2	2.2	2.2	1.3	0.8	1.2						
Other Oils, Greases, Glue, etc.	2.9	5.8	3.5	2.9	4.3	3.2						
<b>Metal Manufacture</b>	2.2	3.9	2.4	2.0	3.5	2.2						
Blast Furnaces	1.8	1.6	1.8	1.5	2.1	1.5						
Iron and Steel Melting, Rolling, etc.	1.7	3.1	1.8	1.6	3.0	1.7						
Iron Foundries	2.9	4.5	3.1	2.6	4.0	2.8						
Tinplate Manufacture	2.2	4.2	2.5	2.1	3.9	2.4						
Steel Sheet Manufacture	1.7	2.3	1.7	1.5	4.1	1.6						
Iron and Steel Tubes	2.7	3.4	2.8	2.0	3.5	2.2						
Non-Ferrous Metals Smelting, etc.	2.8	4.4	3.0	2.7	3.6	2.9						
<b>Engineering and Electrical Goods</b>	2.6	5.0	3.1	2.4	4.3	2.8						
Marine Engineering	2.4	2.2	2.4	2.6	2.0	2.6						
Agricultural Machinery	3.3	3.2	3.3	2.9	2.9	2.9						
Boilers and Boilerhouse Plant	2.5	2.8	2.6	2.0	2.7	2.1						
Machine Tools	2.3	4.8	2.7	2.3	3.8	2.6						
Stationary Engines	3.0	4.3	3.2	2.6	3.0	2.7						
Textile Machinery and Accessories	2.1	3.5	2.3	2.3	3.8	2.5						
Ordnance and Small Arms	1.5	4.7	2.2	1.1	3.3	1.6						
Constructional Engineering	3.7	3.6	3.7	2.6	3.6	2.6						
Other Non-Electrical Engineering	2.5	4.2	2.8	2.3	4.1	2.6						
Electrical Machinery	2.2	3.4	2.5	2.1	4.0	2.6						
Electrical Wires and Cables	1.9	3.5	2.5	2.7	3.8	3.1						
Telegraph and Telephone Apparatus	1.9	4.6	2.9	1.5	4.6	2.7						
Wireless Apparatus	4.5	10.7	7.4	2.7	5.5	4.0						
Wireless Valves and Electric Lamps	2.5	4.3	3.5	3.2	4.6	4.0						
Batteries and Accumulators	2.6	10.3	6.0	2.4	6.1	4.0						
Other Electrical Goods	3.0	5.6	4.1	2.9	5.0	3.8						
<b>Vehicles</b>	2.4	4.4	2.7	2.2	4.0	2.4						
Manufacture of Motor Vehicles, etc.	2.7	4.2	2.9	2.6	3.8	2.8						
Motor Repairs and Garages	2.5	3.7	2.7	2.4	3.3	2.5						
Manufacture and Repair of Aircraft	2.4	4.3	2.7	1.7	3.2	2.0						

## 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 14th November, 1949, was 5,461\* ; this figure included 3,876 registrants who were already in work but desired a change of employment, and 1,585 registrants who were unemployed. Among the unemployed were 669 ex-Service men and women.

The numbers of vacancies notified, filled, etc., between 11th October and 14th November (5 weeks) are shown below.

Vacancies outstanding at 11th October	4,155
" notified during period	1,550
" filled during period	232†
" cancelled or withdrawn	532
" outstanding at 14th November	4,941

### Appointments Register

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

The total number of persons on the registers of the Appointments Offices at 14th November, 1949, was 29,879‡, consisting of 26,277 men and 3,602 women. The number on the registers included 17,341 men and 2,108 women who were in employment, while 8,936 men and 1,494 women had registered as unemployed at some date in the preceding two months and were not known to be in employment at 14th November.

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

Appointments Office	In Employment		Unemployed	
	Men	Women	Men	Women
London	4,963	732	4,642	679
Cambridge	434	41	295	35
Reading	472	48	289	46
Winchester	508	27	324	13
Bristol	981	105	524	66
Birmingham	1,601	131	397	86
Nottingham	760	63	166	32
Leeds	1,037	125	345	85
Liverpool	999	96	313	44
Manchester	1,786	148	415	80
Newcastle-on-Tyne	879	76	248	45
Edinburgh	990	247	344	103
Glasgow	1,465	222	324	137
Cardiff	466	47	310	43
Total†	17,341	2,108	8,936	1,494

During the period 11th October to 14th November, 1949, there were new registrations by 3,938 men and 998 women, and during the same period the registrations of 4,152 men and 874 women lapsed.

The Table below shows the numbers of vacancies (other than those for nurses and midwives) notified, filled, etc., between 11th October and 14th November, 1949.

Vacancies outstanding at 11th October	Men§	Women
" notified during period	4,694	685
" cancelled or withdrawn during period	1,966	486
" filled during period	1,323	303
" unfilled at 14th November	814	208
Total	4,523	660

The total numbers of vacancies filled during the period 16th August to 14th November, 1949, were 2,158 for men and 612 for women, which included 115 filled by registered disabled men and 26 filled by registered disabled women.

\* This figure includes 989 registrants who were also registered with Appointments Offices and 176 unemployed registrants who were also registered at Employment Exchanges.

† Including 98 vacancies filled by ex-Service men.

‡ Excluding 363 persons registered for overseas employment only and 5,501 whose registrations had been referred to the Local Offices for assistance in placing. Registrations of nurses and midwives are also excluded.

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

## Employment in the Coal Mining Industry in October

The statistics given below in respect of employment, etc., in the coal mining industry in October 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 four weeks ended 29th October was 710,200, compared with 714,700 during the five weeks ended 1st October and 724,400 during four weeks ended 30th October, 1948. The total numbers who were effectively employed were 651,400 in October, 647,300 in September and 668,500 in October, 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 October, together with the increase or decrease\* in each case compared with September, 1949, and October, 1948.

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

District	Average numbers of wage-earners on colliery books during 4 weeks ended 29th October, 1949	Increase (+) or decrease (—)* compared with the average for	
		5 weeks ended 1st October, 1949	4 weeks ended 30th October, 1948
Northumberland	42,700	— 100	+ 300
Cumberland	5,800	— 100	+ 100
Durham	109,800	— 400	+ 1,300
South Yorkshire	98,000	— 700	+ 2,100
West Yorkshire	40,700	— 300	+ 800
North and South Derbyshire	43,500	— 300	+ 1,300
Notts. and Leicestershire	53,400	— 100	+ 300
Lancashire and Cheshire	50,500	— 200	+ 1,700
North Wales	8,700	— 100	+ 300
North Staffordshire	20,200	— 100	+ 700
Cannock Chase	17,400	— 200	+ 600
South Staffs., Worcs. and Salop	5,600	— 100	...
Warwickshire	15,800	— 100	...
South Wales and Mon.	103,600	— 1,100	+ 4,300
Forest of Dean, Bristol and Somerset	7,000	— 100	+ 300
Keat	6,000	— 100	+ 200
England and Wales	628,700	— 3,800	+ 13,500
Fife and Clackmannan	22,400	...	+ 600
The Lothjans	12,500	...	+ 400
Lanarkshire, etc.	33,300	— 700	+ 2,000
Ayrshire, etc.	13,300	...	+ 300
Scotland	81,500	— 700	+ 700
Great Britain	710,200	— 4,500	+ 14,200

It is provisionally estimated that during the four weeks of October about 3,360 persons were recruited to the industry, while the total number of persons who left the industry was about 6,860 ; the number on the colliery books thus showed a net decrease of 3,500. During the five weeks of September there was a net decrease of 5,000.

The average number of shifts worked per week by coal-face workers who were effectively employed was 5.00 in October, 4.95 in September and 5.02 in October, 1948. The corresponding figures for all workers who were effectively employed were 5.32, 5.27 and 5.29.

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 October and September, 1949, and October, 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

	October, 1949	September, 1949	October, 1948
Coal Face Workers :			
Voluntary	6.88	7.20	7.26
Involuntary	8.08	8.17	7.39
All Workers :			
Voluntary	5.25	5.55	5.71
Involuntary	7.01	7.16	6.39

For face-workers the output per man-shift worked was 3.07 tons in October, compared with 3.02 tons in the previous month and 2.97 tons in October, 1948. The output per man-shift calculated on the basis of all workers was 1.19 tons in October ; for September, 1949, and October, 1948, the figures were 1.16 tons and 1.13 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 July was 9.1 per cent. lower than in June and 9.2 per cent. lower than in July, 1948.

### CANADA

Returns received by the Dominion Bureau of Statistics from over 20,500 employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st September in the establishments covered by the returns was 0.7 per cent. higher than at 1st August and 0.4 per cent. higher than at 1st September, 1948. The number of persons employed in manufacturing industries at 1st September was 1.2 per cent. higher than at the beginning of the previous month but 0.3 per cent. lower than at 1st September, 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 June was 0.4 per cent. higher than in May and 4.9 per cent. higher than in June, 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 September is estimated by the United States Department of Labor to have been approximately 43,488,000. This was about 1.1 per cent. higher than the figure for August but 3.2 per cent. lower than that for September, 1948. The index figure of wage-earners' employment in manufacturing industries (base, average of 1939 = 100) showed an increase of 1.8 per cent. in September, compared with August but a decrease of 9.5 per cent. compared with September, 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 September was approximately 3,351,000, compared with 3,689,000 at the middle of August and with 1,899,000 at the middle of September, 1948.

### DENMARK

At the end of October returns received by the Danish Statistical Department from approved unemployment funds showed that 27,117, or 4.4 per cent. of a total membership of about 619,000, had been unemployed for seven days or more, compared with 3.2 per cent. (revised figure) at the end of the previous month and 3.1 per cent. at the end of October, 1948. In addition, 20,851 members had been unemployed for less than seven days at the end of October and 6,038 were considered as ineligible for employment on account of age or other reasons.

### GERMANY

In the British and United States Zones (not including Berlin) the total number of persons unemployed at the end of August was 1,256,996, of whom 899,983 were fully capable of work. The corresponding figures at the end of July were 1,254,548 and 900,574 and at the end of August, 1948, 768,181 and 489,630. In the French Zone the number unemployed at the end of August was 51,095, compared with 48,309 at the end of July and 16,051 at the end of August, 1948.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 26th November was 59,549, compared with 50,452 at 29th October and 64,685 at 27th November, 1948.

### NORWAY

The number of persons registered for employment who were wholly unemployed was 4,645 at the end of September, compared with 3,140 at the end of August and 5,185 in September, 1948.

### SPAIN

The number of persons registered as unemployed at the end of August was 160,289, compared with 154,925 at the end of the previous month and 110,215 at the end of August, 1948.

### SWEDEN

Preliminary information received by the Swedish Social Board from trade unions with a total membership of about 962,000 showed that 1.6 per cent. of their members were unemployed at 31st August, compared with 1.8 per cent. (revised figure) at the end of the previous month and 1.7 per cent. at 31st August, 1948.

### SWITZERLAND

The number of registered applicants for employment at the end of September who were wholly unemployed was 5,036 or 3.4 per thousand of the employed population (exclusive of apprentices) according to the census of 1941, compared with 4,734 or 3.2 per thousand at the end of August ; in September, 1948, the number wholly unemployed was 1,464 or 1.0 per thousand.

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# WAGES, DISPUTES, RETAIL PRICES

## Contents of this Section

Changes in Rates of Wages and Hours of Labour	Page 430	U.K. Index of Retail Prices	Page 435
Index of Rates of Wages	433	Retail Prices Overseas	435
Industrial Disputes	434		

## Changes in Rates of Wages and Hours of Labour

### RATES OF WAGES

#### Changes in November

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 November resulted in an aggregate increase estimated at approximately £31,000 in the weekly full-time wages of about 278,000 workpeople.

The principal increases affected workers in the iron and steel industry, certain workpeople engaged in general printing and periodical and newspaper production in England and Wales, (except London) and in Scotland, and workers employed in the iron and steel and non-ferrous scrap industry, and in carpet manufacture. Others receiving increases included workers employed in hosiery manufacture in Scotland, ironstone miners and limestone quarrymen in various districts, and workers employed in the sack and bag trade.

In the iron and steel industry there were small increases due to sliding-scale arrangements based on the index of retail prices. Similar increases operated for ironstone miners and limestone quarrymen in various districts. For compositors, readers, machine minders and linotype operators, etc., engaged in general printing and periodical and newspaper production (excluding workpeople employed on certain national newspapers) in England and Wales, except London, there were increases in minimum grade rates of 4s. 6d. to 8s. 6d. a week, according to grade of town. Further increases resulted in many cases from an upgrading of certain towns for wages purposes. There was also a revision of the "extra" rates, which produced increases in night shift and double-day shift rates and a reduction in typesetting machine extras and machinemen's classification extras. In general, jobbing and weekly newspaper printing in Scotland there were increases of 8s. 6d. a week for compositors, machinemen, monotype and linotype operators, 7s. for male auxiliary workers, and 6s. or 2s. 6d., according to experience, for female auxiliary workers. In the iron and steel and non-ferrous scrap industry there were increases of 5s. a week in the minimum rates for adult male transport workers and of 1½d. an hour, or 4s. 7d. a week, in the national minimum rates for other adult male workers. In carpet manufacture the cost-of-living bonus, based on the index of retail prices, was increased from 10 per cent. to 12½ per cent. on the time rates and on the gross earnings of pieceworkers. In hosiery and knitwear manufacture in Scotland, excluding Hawick, there were increases in minimum time rates of 5s. a week for men and 3s. 9d. for women. In the sack and bag trade the minimum time rates fixed under the Wages Councils Act were increased by 1d. an hour for men and women.

Of the total increase of £31,000, about £16,000 resulted from direct negotiations between employers and workers or their representatives; about £8,000 was a result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about £4,500 resulted from the operation of sliding scales based on the index of retail prices; about £1,500 was the result of arbitration awards; and the remainder resulted from Orders made under the Wages Councils Acts.

#### Changes in January–November, 1949

The following Table shows the numbers of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the eleven completed months of 1949, and the net aggregate amounts of such increases:—

Industry Group†	Approximate Number of Workpeople affected by Net Increases	Estimated Net Amount of Increase in Weekly Wages
Agriculture, Forestry, Fishing	932,000	£ 161,300
Mining and Quarrying	51,000	11,400
Treatment of Non-metalliferous Mining Products other than coal	141,000	23,500
Chemicals and Allied Trades	172,500	38,300
Metal Manufacture	176,500	23,700
Engineering, Shipbuilding and Electrical Goods	56,000	5,300
Vehicles	26,000	4,900
Metal Goods not elsewhere specified	118,000	23,600
Textiles	601,500	148,100
Leather, Leather Goods and Fur	30,500	6,400
Clothing	132,500	23,400
Food, Drink and Tobacco	180,000	32,700
Manufactures of Wood and Cork	40,500	7,400
Paper and Printing	98,000	30,400
Other Manufacturing Industries	43,500	9,500
Building and Contracting	1,091,000	121,300
Gas, Electricity and Water	103,000	37,100
Transport and Communication	341,500	90,000
Distributive Trades	322,000	81,900
Public Administration	196,500	21,200
Miscellaneous Services	214,000	76,700
<b>Total</b>	<b>5,067,500</b>	<b>978,100</b>

In the corresponding months of 1948 there was a net increase of £1,864,400 in the weekly full-time wages of 7,611,500 workpeople.

### HOURS OF LABOUR

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

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Mining and Quarrying	Cleveland	7 Nov.	Ironstone miners	Flat-rate additions to wages, previously granted, increased† by 1-2d. a shift (4s. 6d. to 4s. 7-2d.) for men and youths 18 years of age and over, and by 0-6d. (2s. 3d. to 2s. 3-6d.) for boys under 18.‡
	North Lincolnshire	6 Nov.	Ironstone miners and quarrymen	Flat-rate additions to wages, previously granted, increased† by 1-2d. a shift (6s. 8-4d. to 6s. 9-6d.) for men, by 0-9d. (5s. 0-3d. to 5s. 1-2d.) for youths 18 and under 21 years, and by 0-6d. (3s. 4-2d. to 3s. 4-8d.) for boys under 18.
	Notts., Leics., parts of Lincs., Northants, and Banbury	do.	Ironstone miners and quarrymen and limestone quarrymen	Flat-rate additions to wages, previously granted, increased† by 1-25d. a shift (6s. 4-25d. to 6s. 5-5d.) for men, by 0-9375d. (4s. 9-1825d. to 4s. 10-12d.) for youths 18 and under 21 years, and by 0-625d. (3s. 2-125d. to 3s. 2-75d.) for boys under 18.‡
	South and West Durham	7 Nov.	Limestone quarrymen	Flat-rate additions to wages, previously granted, increased† by 1d. a shift (3s. 5d. to 3s. 6d.) for men and youths 18 years and over, and by ½d. (1s. 8½d. to 1s. 9d.) for boys under 18.‡
Coke Manufacture	Cumberland, South Durham, Cleveland, Lincolnshire and Northamptonshire (certain firms)	6 Nov.	Workpeople employed at coke oven plants attached to blastfurnaces	Flat-rate additions to wages, previously granted, increased† by 1-2d. a shift (6s. 8-4d. to 6s. 9-6d. for shift rated workers) or by 0-17d. an hour (10-96d. to 11-13d. for hourly rated workers) for men and for women and youths employed on men's work, by 0-9d. a shift (5s. 0-3d. to 5s. 1-2d.) or by 0-13d. an hour (8-22d. to 8-35d.) for youths 18 and under 21 years and for women employed on youths' work, and by 0-6d. a shift (3s. 4-2d. to 3s. 4-8d.) or by 0-08d. an hour (5-48d. to 5-56d.) for boys and for girls doing boys' work.

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

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

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

§ Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) of 1s. 2d. a shift for men and youths 18 years and over when employed as dotal workers, and of 7d. for boys, or an addition, varying at different mines, on tonnage rates.

¶ Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) of 1s. a shift for men, of 9d. for youths 18 and under 21 years, and of 6d. for boys.

‡ Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) of 1s. a shift for men and youths 18 years and over, and of 6d. for boys.

## Principal Changes in Rates of Wages Reported During November—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Pig Iron Manufacture	England and Wales	6 Nov.	Workpeople employed at blastfurnaces, except those whose wages are regulated by movements in other industries	Flat-rate additions to wages, previously granted, increased* by 1-2d a shift (6s. 8-4d. to 6s. 9-6d. for shift rated workers) or by 0-17d. an hour (10-96d. to 11-13d. for hourly rated workers) for men and for women and youths employed on men's work, by 0-9d. a shift (5s. 0-3d. to 5s. 1-2d.) or by 0-13d. an hour (8-22d. to 8-35d.) for youths 18 and under 21 years and for women employed on youths' work, and by 0-6d. a shift (3s. 4-2d. to 3s. 4-8d.) or by 0-08d. an hour (5-48d. to 5-56d.) for boys and for girls doing boys' work.
	West of Scotland	Pay period beginning nearest 1 Nov.	Workpeople employed at certain blastfurnaces, excluding those engaged on maintenance work	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (6s. 5d. to 6s. 6d.) for men, with usual proportions for youths.
Iron and Steel Manufacture	Great Britain†	7 Nov.	Workpeople employed at steel sheet rolling mills	Flat-rate additions to wages, previously granted, increased* by 1-2d. a shift (5s. 8-4d. to 5s. 9-6d.) for men and women 21 years and over, by 0-9d. (5s. 0-3d. to 5s. 1-2d.) for youths and girls 18 and under 21 years, and by 0-6d. (3s. 4-2d. to 3s. 4-8d.) for those under 18.
	Great Britain‡	6 Nov.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.)	Flat-rate additions to wages, previously granted, increased* by 1-2d. a shift (6s. 8-4d. to 6s. 9-6d. for shift rated workers) for men and women, by 0-9d. a shift (5s. 0-3d. to 5s. 1-2d.) or by 0-13d. an hour (8-22d. to 8-35d.) for youths and girls 18 and under 21 years, and by 0-6d. a shift (3s. 4-2d. to 3s. 4-8d.) or by 0-08d. an hour (5-48d. to 5-56d.) for those under 18.
	Great Britain‡	do.	Workpeople employed at steel rolling mills	do.
	North-East Coast	do.	Iron puddlers, millmen, semi-skilled workers, labourers, etc., employed at iron puddling furnaces and rolling mills	do.
	Great Britain‡	do.	Maintenance craftsmen employed on coke oven and blastfurnace plants, in steel melting shops, and in steel rolling mills	Flat-rate additions to wages, previously granted, increased* by 1-2d. a shift (6s. 8-4d. to 6s. 9-6d. for shift rated workers) or by 0-17d. an hour (10-96d. to 11-13d. for hourly rated workers).
	South-West Wales	do.	Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters	Flat-rate additions to wages, previously granted, increased* by 1-2d. a shift (5s. 8-4d. to 5s. 9-6d.) for men and for women employed on men's work, by 0-8d. (4s. 9-6d. to 5s. 10-4d.) for youths 18 and under 21 years, and by 0-6d. (2s. 10-2d. to 2s. 10-8d.) for youths under 18 years.
Tinplate Manufacture	South Wales, Mon., and Gloucestershire	do.	Men, youths, women and juveniles (except apprentices)	Flat-rate additions to wages, previously granted, increased* by 1-2d. a shift (6s. 8-4d. to 6s. 9-6d.) for men and for women engaged specifically to replace male labour, by 0-8d. (4s. 5-6d. to 4s. 6-4d.) for youths 18 and under 21 years and for women 18 years and over, and by 0-6d. (3s. 4-2d. to 3s. 4-8d.) for workers under 18.
Tube Manufacture	Newport and Landore	do.	Men, youths and boys	Cost-of-living bonus increased* by 1-16d. a shift (6s. 4-56d. to 6s. 5-72d.) for men, and by 0-58d. (3s. 2-28d. to 3s. 2-86d.) for youths and boys.
Galvanising	England and Wales	7 Nov.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Flat-rate additions to wages, previously granted, increased* by 1-2d. a shift (6s. 8-4d. to 6s. 9-6d.) for men and women 21 years and over, by 0-9d. (5s. 0-3d. to 5s. 1-2d.) for youths and girls 18 and under 21 years, and by 0-6d. (3s. 4-2d. to 3s. 4-8d.) for those under 18.
Iron, Steel and Non-Ferrous Scrap	Great Britain	Pay day in week beginning 14 Nov.	Men, youths, boys, women and girls	Increases of 5s. a week in the minimum rates for adult male transport workers, of 1½d. an hour or 4s. 7d. a week in the national minimum rate for other adult male workers, and of proportional amounts for women and younger workers. Minimum rates after change for a 44-hour week include: men (other than transport workers) 2s. 3½d. an hour or 99s. 11d. a week; light lorry drivers of vehicles over 2 tons carrying capacity 101s.; heavy lorry drivers of vehicles over 2 tons carrying capacity 107s.; drivers in the Metropolitan Police District receive 5s. a week above these rates.
Wool Textile	Leicester	First pay day in Nov.	Workpeople employed in the lamb's wool and worsted yarn spinning industry, except those whose wages are regulated by movements in other industries	Cost-of-living bonus increased* by 1½d. in the shilling (7½d. to 8½d.) on basic wages; Minimum time rates after change inclusive of cost-of-living bonus and good time-keeping bonus: men 21 years and over—skilled 104s. 6d. a week, unskilled 99s. 2d.; women 18 years and over—skilled 66s. 9d., learners 63s. 11d.; piecework minimum rates—men 108s. 7d., women 76s. 2d.
Silk Manufacture and Dyeing	Leek	Pay day in week commencing 11 July§	Men, youths, boys, women and girls	Increases in minimum time rates of 7s. 6d. a week for men 21 years and over, of 5s. for women 18 years and over, and of proportional amounts for juveniles. Minimum time rates after change include: men 21 years and over, Grade 1 95s. a week, Grade 1A 97s. 6d., Grade 2 99s. 6d., Grade 3 103s. 6d.; dyeworkers, oilers and greasers on shafting 101s. 6d., dyers' mixers 101s. 6d. in first year, rising to 109s. 6d. in fourth year, boilermen (dayshift) 115s. (night shift) 122s. 6d.; women 18 years and over, Grade 1 65s., Grade 1A 67s., Grade 2 68s., Grade 3 70s. Average minimum piecework rates to be 15 per cent. above the appropriate new minimum time rates.
Silk Manufacture	Macclesfield	do.‡	Men, youths, boys, women and girls	Increases in minimum time rates of 7s. 6d. a week for men 21 years and over, of 5s. for women 18 years and over, and of proportional amounts for juveniles. Minimum time rates after change for a 45-hour week include: manufacturing section—men, all adult workers except Grade 4 95s., women 18 and over, Grade 1 65s., Grade 2 67s., Grade 3 73s., men and women Grade 4 88s. 6d. to 107s. 6d., according to number of looms; making-up section—unskilled women 65s., skilled women 67s.; embroidery section—unskilled men 95s., women Grade 1 65s., Grade 2 67s.; hard silk section—men 21 years and over, Grade 1 95s., Grade 1A 97s. 6d., Grade 2 99s. 6d., Grade 3 100s. 6d., nightworkers 113s., women 18 years and over, Grade 1 65s., Grade 2 67s., Grade 3 68s.; smallware section—men, all workers 95s., women Grade 1 65s., Grade 2 67s., Grade 3 68s. Piece work rates to be the same for all ages and arranged so that the minimum average wage of a section will be 15 per cent. above the appropriate time rates for male and female adults.
Hosiery and Knitwear Manufacture	Scotland (except Hawick)	First pay week commencing after 31 Oct.	Men, youths, boys, women and girls	Increases of 5s. a week in minimum time rates for men, of 3s. 9d. for women other than learners, and of varying amounts for other workers, according to age and age of entry into trade; increase of 4s. a week in piecework basic time rate for female workers. Minimum time rates after change include: males 32s. 6d. at 15 years, rising to 100s. after 6 years; females 29s. 6d. at 15, rising to 63s. 9d. after 3 years. Piecework rates for female workers, other than learners, to yield a minimum of 70s. a week.
Carpet Manufacture	Great Britain	First pay day in Dec.	Men, youths, boys, women and girls	Cost-of-living bonus increased* from 10 per cent. to 12½ per cent. on time rates and on gross earnings of pieceworkers. Minimum rates after change, inclusive of cost-of-living bonus, include: males 21 years of age and over—dry beamers, packers, back sizers and starchers, card men (jacquard, wilton and gripper), fur cutters, with 6 months' experience in any of the jobs, 101s. 3d. a week, wet beamers or dressers with 12 months' experience 112s. 6d., croppers and shearers with 6 months' experience 101s. 3d., 106s. 10½d. or 112s. 6d., according to width of machine, other male workers 21 years and over 94s. 6d.; females—card cutters, with 18 months' experience, and 18 years of age 56s. 3d., 19 years 66s. 1d., 20 years 72s. 1½d., other female workers, 18 years 52s. 10d., 19 years 57s. 4d., 20 years 63s.

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

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

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

§ These rates were agreed in November and made retrospective to the date shown.

Principal Changes in Rates of Wages Reported During November—*continued.*

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Sack and Bag Manufacture	Great Britain	30 Nov.	Men, youths and boys	Increases of 1d. an hour in general minimum time rates for men 21 years or over, and of ½d., ¼d. or 1d., according to age, for youths and boys. General minimum time rates after change: men 21 years or over employed in certain specified occupations 2s. 3d. an hour (2s. 2½d. during first six months for new entrants), other men 21 years or over 2s. 0½d., youths and boys 10d. at under 16 years, rising to 1s. 9½d. at 20 and under 21.*
			Women and girls	Increases of 1d. an hour in general minimum time rates for women 18 years and over, and of ½d. or ¼d. for girls; increase of 1d. an hour in piecework basis time rates. General minimum time rates after change: women 18 years or over employed in certain specified occupations 1s. 5½d. an hour (1s. 4½d. during first six months for new entrants), other women 18 years or over 1s. 4d., girls 10d. at under 16 years, rising to 1s. 1d. at 17 and under 18; piecework basis time rates—workers in specified occupations 1s. 7d., all other workers 1s. 5½d.*
Textile Bleaching, Dyeing and Finishing	Northern Ireland	Beginning of first full pay period following 8 Nov.	Men and women	Increases in minimum time rates of 1½d. an hour for unskilled men 21 years and over, of 1d. for semi-skilled men, of ¾d. for skilled men, and of ½d. for women 18 years and over; adult rate to be paid to women at 18 years of age (instead of at 21 as formerly), resulting in further increases of 3-62d. to 6-82d. an hour, according to age, for those 18 to 20. Minimum rates after change: men—skilled workers (including engine drivers) 2s. 1½d. an hour, semi-skilled (including firemen) 2s. 0d., unskilled 1s. 10½d., women 18 and over 1s. 3-36d.
Waterproof Garment Manufacture	Lancashire and Cheshire	Second pay day in Nov.	Male and female workers	Cost-of-living bonus increased† by 2½ per cent. (47½ to 50 per cent.). Inclusive minimum time rates after change include: adult males—makers, machinists and passers 123s. 9d. a week; adult females—makers, machinists, button-hole machinists, passers and finishers 78s. 9d., button machinists, bar tackers, folders, markers, eyeletters and studders 72s. 9d.
Sugar Confectionery and Food Preserving	Northern Ireland	29 Nov.	Shift workers	Payments to shift workers, as additions to statutory minimum remuneration, fixed as follows for a week of 45 hours:—workers employed on a 2-shift system (alternating shift) 7s. 4d.; on a 3-shift system (rotary shift), when engaged on night shift 12s. 0d., on morning or afternoon shift 8s. 0d.‡
Cane, Willow and Woven Fibre Furniture Manufacture	Great Britain	Beginning of first full pay period following 17 Nov.	Workpeople employed in the manufacture, renovation or repair of cane, willow and woven fibre furniture	Cost-of-living bonus of 8d. an hour granted to adult male workers, in substitution for the cost-of-living bonus of 4d. an hour and the lieu bonus of 2d. an hour previously in operation, resulting in a net increase of 2d. an hour for men 21 years and over, and of proportional amounts for women and juveniles. Minimum time rates after change for the London area (within a 30-mile radius from Charing Cross) and elsewhere are respectively (inclusive of cost-of-living bonus): journeymen 2s. 10½d. an hour, 2s. 8½d., hand sandpaperers 2s. 6d., 2s. 4½d., labourers and porters 2s. 5d., 2s. 3½d.; journey-women—colour sprayers and women employed on braiding, beading and wrapping of legs, covering with fabric of square, rectangular or round linen baskets or ottomans, hand sandpaperers and cushion makers, sewers, sewing machinists, cushion fillers and seat padders 1s. 11d., 1s. 9½d., other female workers 1s. 7½d., 1s. 6½d.; women employed on men's work are paid the appropriate men's rate.
Printing	England and Wales (except London)	Pay day in week commencing 28 Nov. for pay week for which payment is then made.	Certain workpeople employed in general printing and periodical and newspaper production (excluding workpeople employed on certain national newspapers)	Increases in minimum grade rates of 4s. 6d. to 8s. 6d. a week, according to grade of town, for compositors, readers, machine minders, linotype operators and monotype caster attendants; further increases in many cases resulting from the upgrading of certain towns for wages purposes; "extra" rates revised resulting in increases in night shift and double-day shift rates and in reductions in typesetting machine "extras" and machine-men's classification "extras". Minimum rates after change include: hand compositors—jobbing, weekly and bi-weekly newspapers, Grade 1 towns 131s. a week, Grade 2 125s. 6d., Grade 3 123s. 6d., Grade 4 122s., evening newspapers, 140s. 6d., 134s., 131s., 129s. 6d., morning and tri-weekly newspapers, 156s., 149s. 6d., 146s. 6d., 145s.; machine minders—Class 1 131s., 125s. 6d., 123s. 6d., 122s., Class 2 136s., 130s. 6d., 128s. 6d., 127s., Class 3 138s. 6d., 133s., 131s., 129s. 6d., Class 4 143s. 6d., 138s., 136s., 134s. 6d. (previously there were five classes of machine minders); rotary machines (jobbing, bookwork and weekly publications) 138s. 6d., 133s., 131s., 129s. 6d., (weekly newspapers) 136s., 130s. 6d., 128s. 6d., 127s., (evening newspapers) 145s. 6d., 139s., 136s., 134s. 6d., (morning and tri-weekly newspapers) 161s., 154s. 6d., 151s. 6d., 150s.; linotype and monotype operators (jobbing and weekly newspapers) 136s., 130s. 6d., 128s. 6d., 127s., (evening newspapers) 145s. 6d., 139s., 136s., 134s. 6d., (morning and tri-weekly newspapers) 161s., 154s. 6d., 151s. 6d., 150s.; monotype caster attendants 131s., 125s. 6d., 123s. 6d., 122s.‡
	Scotland	Pay day in week beginning 28 Nov.	Workpeople employed in the letterpress section of the general, jobbing and weekly newspaper printing industry	Increases of 8s. 6d. a week for compositors (including female compositors), machinemen, monotype keyboard operators and linotype operators, of 7s. for male auxiliary workers, of 6s. for female auxiliary workers with five years' or more experience as adult workers, of 2s. 6d. for those with less years' or more experience, and of varying amounts for apprentices and learners. Basic weekly rates after change include: compositors and machinemen—Grade 1 towns 131s., Grade 2 128s., Grade 3 125s.; monotype keyboard operators and readers 136s., 133s., 130s.; linotype operators 138s. 6d., 135s. 6d., 132s. 6d.; auxiliary workers, male 108s. 6d., 106s. 6d., 105s., female—70s., 68s. 6d., 67s.; females with five years' or more experience as adult workers 77s. 6d., 76s., 74s. 6d.
Cinematograph Film Production	United Kingdom	First pay day in Nov.	Technical workers whose normal salaries do not exceed £19 10s. 0d. a week and learners employed in producing newsreels	Cost-of-living bonus increased‡ by 6d. a week (29s. 6d. to 30s.) at 21 years and over, and by 4d. (19s. 8d. to 20s.) at under 21.
	Great Britain	do.	Laboratory workers including technical and clerical workers and certain other workers employed in film printing and processing laboratories	do.
Railway, Tramway and Trolley Bus Electricity Generating Stations	London	First full pay week following 11 Aug.†	Workpeople employed by the London Transport Executive in the railway and road sections of their electrical generating and distributing systems	Revised standard weekly rates of pay adopted for six occupational groups of workers, resulting in increases for most workers of amounts varying from 6d. to 12s. a week. Standard weekly rates after change: Group 1 140s., Group 2 135s., Group 3 130s., Group 4 125s., Group 5 120s., Group 6 115s.
	do.	30 Oct.†	do.	Revised allowance of 2d. an hour for shift workers adopted, with payment at time-and-a-half for work on Sundays and on six recognised statutory holidays.

\* These increases took effect under an Order issued under the Wages Councils Act. See page 439 of this GAZETTE.

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

‡ This increase took effect under an order issued under the Wages Councils Act (Northern Ireland). See page 439 of this GAZETTE.

§ These changes were the result of an agreement between the British Federation of Master Printers, the Newspaper Society and the Typographical Association and apply only to members of that Association. In the new grading scheme the towns in Grade 2 with the exception of Barry, Llanelli, Rotherham and Swansea have been upgraded to Grade 1, all towns in Grade 3 have been upgraded to Grade 2, and Grade 3 now comprises a number of towns previously in Grade 4.

¶ Including boiler attendants, storemen, transport mechanics, transport drivers, charge hand cleaners, cleaners, commissionaires, doormen and gatemen, charge hand painters, painters, painters' mates, carpenters, carpenters' mates and general labourers.

‡ The dates of operation of this change were decided in November.

Principal Changes in Rates of Wages Reported during November—*continued.*

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Road Haulage (Goods)	Great Britain	23 Sept.*	Workpeople employed by the Road Haulage Executive:— Bank staff  Horse drivers and stablemen  Bill posters  Gatemen, yardmen and hoist men	New minimum weekly rates of wages adopted, resulting in increases of amounts varying from 1s. to 5s. a week, according to area and occupation. Minimum weekly rates after change: London area—Grade I occupations (porters) 101s., Grade II (assistant loaders and checkers) 104s., Grade III (loaders and first class checkers) 107s.; Grade I areas—98s., 100s., 102s.; Grade II areas—94s., 96s., 98s. New minimum weekly rates adopted, resulting in an increase generally of 5s. a week. Minimum weekly rates after change: single horse drivers or stablemen—London 101s., Grade I areas 99s., Grade II areas 97s.; pair horse drivers to receive 4s. above these rates. New minimum weekly rates adopted, resulting in increases of 5s. a week. Minimum weekly rates after change: London 101s., Grade I areas 98s., Grade II areas 94s. New minimum weekly rates adopted, resulting in increases of 4s. or 3s. a week, according to area. Minimum weekly rates after change: London 104s., Grade I areas 100s., Grade II areas 96s.
Local Authority Services	Scotland	First full pay period in Nov.	Manual workers 20 years of age and under employed in the non-trading departments of Local Authorities	Wages scale revised, resulting in increases of varying amounts for workers 17 to 20 years of age; the scale for workers 15 or 16 years is unchanged. Rates after change: 30 per cent. of the adult rates at 15 years, 40 per cent. at 16, 60 per cent. at 17, 70 per cent. at 18, 80 per cent. at 19, and 100 per cent. at 20.

\* These increases were agreed in October and made retrospective to the date shown.

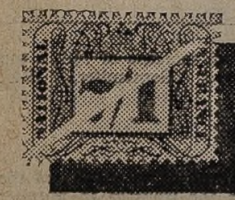
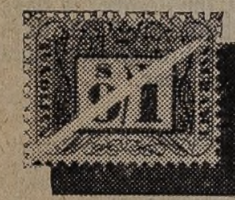
## Index of Rates of Wages

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

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

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

Date (end of month)	Men	Women	Juveniles	All Workers
1947				
June .. .. .	100	100	100	100
September .. .	101	101	102	101
December .. .	103	103	106	103
1948				
March .. .. .	105	106	107	105
June .. .. .	105	107	108	106
September .. .	106	108	109	106
December .. .	107	109	110	107
1949				
January .. .. .	107	109	110	108
February .. .	107	109	110	108
March .. .. .	108	110	111	108
April .. .. .	108	110	111	108
May .. .. .	108	111	111	108
June .. .. .	108	111	111	109
July .. .. .	108	111	112	109
August .. .. .	108	111	112	109
September .. .	108	111	112	109
October .. .. .	109	112	112	109
November .. .	109	112	112	109



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## Industrial Disputes

### DISPUTES IN NOVEMBER

The number of stoppages of work\* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in November, was 113. In addition, 13 stoppages which began before November were still in progress at the beginning of that month. The approximate number of workers involved, during November, in these 126 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 19,000. The aggregate number of working days lost at the establishments concerned, during November, was about 64,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in November, the coal mining industry accounted for 64, involving approximately 6,000 workers, and resulting in an aggregate loss of about 10,000 working days.

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

Industry Group	Number of Stoppages in progress in Month			Number of Workers involved in all Stoppages in Month	Aggregate Number of Working Days lost in all Stoppages in progress in Month
	Started before beginning of Month	Started in Month	Total		
Coal Mining .. .. .	3	61	64	6,100	10,000
Metal, Engineering and Shipbuilding .. .	5	28	33	9,000	38,000
Gas, Water and Electricity Supply .. .	1	2	3	200	5,000
Transport .. .. .	—	5	5	1,300	2,000
Other Industries and Services .. .. .	4	17	21	2,100	9,000
<b>Total, November, 1949</b>	<b>13</b>	<b>113</b>	<b>126</b>	<b>18,700</b>	<b>64,000</b>
<b>Total, October, 1949</b>	<b>13</b>	<b>110</b>	<b>123</b>	<b>15,300</b>	<b>65,000</b>
<b>Total, November, 1948</b>	<b>10</b>	<b>135</b>	<b>145</b>	<b>29,700</b>	<b>90,000</b>

Of the total of 64,000 days lost in November, 52,000 were lost by 16,400 workers involved in stoppages which began in that month. Of these workers, 14,000 were directly involved and 2,400 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 November also included 12,000 days lost by 2,300 workers through stoppages which had continued from the previous month.

### Duration

Of 111 stoppages of work, owing to disputes, which ended during November, 49, directly involving 2,500 workers, lasted not more than one day; 25, directly involving 3,400 workers, lasted two days; 8, directly involving 1,400 workers, lasted three days; 17, directly involving 4,700 workers, lasted four to six days; and 12, directly involving 1,500 workers, lasted over six days.

### PRINCIPAL DISPUTES DURING NOVEMBER

Occupations† and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly‡	Began	Ended		
<b>IRON AND STEEL:—</b> Acid picklers and other workers employed in the rolling department of a steel works—Sheffield (one firm)	10	350	31 Oct.	4 Nov.	Dissatisfaction with employer's offer of an increase of 1½d. a ton instead of 3d. a ton claimed	Payment of an increase of 1½d. a ton from 23rd September, 1949, accepted.
<b>ENGINEERING:—</b> Repair and maintenance workers employed at a railway repair depot—Cowlares, Glasgow	3,090	—	2 Nov.	8 Nov.	Refusal of management to agree to a demand that five men who were in arrears with their trade union contributions should be downgraded in favour of trade unionists	Work resumed. The request of the five men for transfer to another works was granted by the management.
Repair and maintenance workers employed at a railway repair depot—Germiston, Glasgow	420	—	4 Nov.	8 Nov.	In sympathy with the workers involved in the above dispute	
<b>SHIPBUILDING:—</b> Platers, platers' helpers, welders, riveters, drillers, shipwrights, labourers and other workers employed in shipbuilding—Belfast (one firm)	670	2,600§	21 Nov.	13 Dec.	Demarcation dispute between platers and welders regarding preparation of work for welding	Work resumed.
<b>GAS SUPPLY:—</b> 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 gas-fitters' training and classification scheme should be abolished; and that plumbers should disconnect and reconnecting work	No settlement reported.
<b>RAILWAY TRANSPORT:—</b> Loaders, checkers and carters employed at a railway goods depot—London	1,160	—	25 Nov.	26 Nov.	Complaint that police searched, without due warning, the homes of two men who had reported handling a parcel which had been interfered with	Work resumed on the understanding that the matter would be jointly investigated.

\* 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.

† Some workers, largely in the coal mining and transport industries, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1949 was approximately 195,000 and in the corresponding period in 1948 was approximately 135,000, while for transport the net numbers were approximately 70,000 in 1949 and 65,000 in 1948. For all industries combined the corresponding net totals were approximately 345,000 and 350,000.

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

§ The number originally involved indirectly was under 1,000, but increased daily to about 1,700 at the end of November and to 2,600 on 13th December.

### Causes

Of the 113 disputes leading to stoppages of work which began in November, 4, directly involving 300 workers, arose out of demands for advances in wages, and 44, directly involving 2,600 workers, on other wage questions; 3, directly involving 800 workers, on questions as to working hours; 20, directly involving 2,500 workers, on questions respecting the employment of particular classes or persons; 34, directly involving 3,300 workers, on other questions respecting working arrangements; and 4, directly involving 3,500 workers, on questions of trade union principle. Four stoppages, directly involving 1,000 workers, were in support of workers involved in other disputes.

### TOTALS FOR THE FIRST ELEVEN MONTHS OF 1949 AND 1948

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

Industry Group	January to November, 1949			January to November, 1948		
	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Coal Mining .. .	825	244,300†	746,000	1,061	186,200†	458,000
Other Mining and Quarrying .. .	5	300	1,000	9	900	9,000
Brick, Pottery, Glass, Chemical, etc. .. .	13	1,000	3,000	25	2,900	11,000
Engineering .. .	98	19,200	101,000	84	48,100	131,000
Shipbuilding .. .	54	12,800	88,000	75	19,700	234,000
Iron and Steel and Other Metal .. .	91	17,200	58,000	94	37,200	523,000
Textile .. .	26	7,300	68,000	39	14,500	56,000
Clothing .. .	18	1,500	7,000	24	6,500	26,000
Food, Drink and Tobacco .. .	10	600	3,000	25	4,100	20,000
Woodworking, Furniture, etc. .. .	11	900	16,000	18	1,400	7,000
Paper, Printing, etc. .. .	7	900	5,000	10	3,500	26,000
Building, etc. .. .	57	12,700	31,000	33	5,700	22,000
Gas, Water and Electricity Supply .. .	6	3,100	23,000	7	300	2,000
Transport .. .	77	93,200†	530,000	103	70,600†	340,000
Distribution, Commerce, etc. .. .	9	1,000	2,000	17	3,700	12,000
Other Industries and Services .. .	44	7,700	53,000	44	9,100	37,000
<b>Total .. .</b>	<b>1,351</b>	<b>423,700†</b>	<b>1,735,000</b>	<b>1,668</b>	<b>414,400†</b>	<b>1,914,000</b>

The number of workers involved in stoppages which began in the period January to November, was 422,900, the number of days lost in such stoppages being 1,733,000. In addition, 2,000 days were lost at the beginning of 1949 by 800 workers through stoppages which had begun towards the end of the previous year.

## U.K. Index of Retail Prices

### FIGURES FOR 15th NOVEMBER, 1949

At 15th November the retail prices index was 112 (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 15th November, 1949, for each of the main groups of items and for all the groups combined, together with the relative weights which are used in combining the group indices into a single "all items" index:—

GROUP	INDEX FIGURE FOR 15th NOVEMBER, 1949	WEIGHT
I. Food .. .. .	119 (118.9)	348
II. Rent and rates .. .	100 (100.3)	88
III. Clothing .. .. .	117 (116.9)	97
IV. Fuel and light .. .	114 (114.1)	65
V. Household durable goods .. .	108 (108.0)	71
VI. Miscellaneous goods .. .	113 (113.1)	35
VII. Services .. .. .	106 (106.1)	79
VIII. Drink and tobacco .. .	108 (107.5)	217
<b>All items .. .. .</b>	<b>112 (112.3)</b>	<b>1,000</b>

The group indices, as calculated to the nearest first place of decimals, are shown in brackets in the above Table because these are the figures to which the weights have been applied for the purpose of computing the "all items" index. These decimal figures are shown only in order that, if desired, calculations may be made of the effect of combining particular groups and excluding others.\* The information available as to price changes, however, is such that no precise significance can be attributed to the decimals, and for any other purpose, therefore, the figures should be used to the nearest whole number.

### Food

There was little change in the average level of food prices between 18th October and 15th November, the index figure for the group at both dates being 119. There was a substantial fall in the prices for carrots, following the reimposition of price control, but the effect of this reduction was largely offset by increases in the average prices of tomatoes, cauliflowers and apples. There was little change in the prices of other items included in this group.

### Fuel and Light

The average price of lamp oil rose by about 7 per cent. between 18th October and 15th November, consequent upon the change in the dollar-sterling rate of exchange, but 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 average level of prices rose by only a fraction of one per cent., and the index figure at 15th November, expressed to the nearest whole number, was 114, the same figure as at 18th October.

### Services

In the group covering various services the principal change in prices occurred in the section covering travel, where there was an increase of about 10 per cent. in the retail price of petrol, following the revaluation of sterling. For the group as a whole the average level of charges rose by about one-half of 1 per cent., but, expressed to the nearest whole number, the index figure at 15th November was 106, the same figure as at 18th October.

### Other Groups

In the five remaining groups, covering rent and rates, clothing, household durable goods, miscellaneous goods and drink and tobacco, respectively, there was little net change in the level of prices during the month under review. The index figures for these groups, expressed to the nearest whole number, were 100, 117, 108, 113 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.

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	—
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	—

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 441 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			
All Items*	Sept.	379	+ 1	– 24
Food .. .		362	+ 1	– 37
Denmark	1935 = 100			
All Items .. .	Oct.	179	Nil†	Nil
Food .. .		182	+ 2†	+ 2
Germany (British and United States Zones)	1938 = 100			
All Items .. .	Sept.	155.5	– 1.0	– 3.5
Food .. .		159.4	– 2.1	+ 12.4
Iceland (Reykjavik)	Jan.-Mar., 1939 = 100			
All Items .. .	Sept. (1st)	330	+ 2	+ 8
Food .. .		361	+ 2	– 4
Italy (Large towns)	1938 = 100			
All Items .. .	June	4,990	– 57	+ 155
Food .. .		6,192	– 105	+ 81
Netherlands (Medium and small towns)	1938-39 = 100			
All Items .. .	Sept. (middle)	216	Nil	+ 10
Food .. .		244	– 2	+ 15
Norway	1938 = 100			
All Items .. .	Sept. (15th)	157.8	– 3.4	+ 2.1
Food .. .		150.9	– 7.2	+ 2.8
Poland (Warsaw)	1947 = 100‡			
All Items .. .	July	107	– 5	+ 38
Food .. .		106	– 6	+ 48
Portugal (Lisbon)	July, 1938 = 100			
All Items* .. .	Sept.	216.9	+ 6.4	+ 6.3
Food .. .		222.7	+ 7.7	+ 8.1
Sweden	1935 = 100			
All Items .. .	Sept.	170	Nil†	+ 2
Food .. .		183	+ 2†	– 2
Switzerland	June, 1914 = 100			
All Items .. .	Sept. (end)	222.0	+ 0.6	– 1.1
Food .. .		229.1	+ 1.0	+ 0.3
Other Countries				
Canada	1935-39 = 100			
All Items .. .	Oct. (beginning)	162.2	– 0.1	+ 2.6
Food .. .		205.0	– 2.0	– 0.4
Jamaica (Kingston)	Aug., 1939 = 100			
All Items .. .	Sept.	238.99	– 2.39	– 9.90
Food .. .		229.68	– 3.64	– 10.84
Mexico (Mexico City)	1934 = 100			
All Items* .. .	June	333.3	+ 1.3	+ 18.8
Food .. .		331.8	+ 1.4	+ 17.0
Peru (Lima)	1934-36 = 100			
All Items* .. .	Sept. (15th)	449.39¶	+ 3.75	+ 70.34
Food .. .		512¶	+ 3	+ 92
South Africa, Union (urban areas)	1938 = 100			
All Items .. .	Aug.	153.3	+ 0.1	+ 3.9
Food .. .		161.7	+ 0.1	+ 8.1
Rhodesia, Northern	Aug., 1939 = 100			
All Items .. .	Aug.	149	Nil	+ 8
Food .. .		171		+ 12
Rhodesia, Southern	Aug., 1939 = 100			
All Items .. .	Sept.	152	Nil	+ 6
Food .. .		165		+ 4
Trinidad	1935 = 100			
All Items .. .	Oct. (beginning)	228	+ 1	+ 1
Food .. .		262	+ 2	Nil
United States	1935-39 = 100			
All Items .. .	Sept. (middle)	169.6	+ 0.8	– 4.9
Food .. .		204.2	+ 1.6	– 11.0

\* 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), Mexico (food, clothing, fuel and light, and soap), and Peru (food, house-rent, clothing, and miscellaneous items).

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

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

§ The figure for July, 1948, quoted in the issue of this GAZETTE for November, 1948 (page 403), has been revised.

¶ Miscellaneous items include direct taxation. If direct taxation is excluded, the figure was 167, an increase of one point compared with the previous month and with September, 1948.

‡ Figure supplied by Labour Attaché.



# ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

## Contents of this Section

	Page	Notices and Orders :	Page
Arbitration Awards :		Wages Councils Acts .. .. .	439
National Arbitration Tribunals .. .. .	438	Agricultural Wages Act .. .. .	439
Civil Service Arbitration Tribunal .. .. .	438	Decisions of National Insurance Commissioner .. .. .	439
Industrial Court .. .. .	438		
Single Arbitrators, etc. .. .. .	438		

## Conditions of Employment and National Arbitration Orders

### National Arbitration Tribunal Awards

During November the National Arbitration Tribunal issued 16 awards\*, Nos. 1352 to 1367. Four of the awards are summarised below; the others related to individual employers.

**Award No. 1353 (8th November).**—*Parties:* Members of the National Federated Electrical Association, and members of the Electrical Trades Union in their employment. *Claim:* That under an agreement in the electrical contracting industry Good Friday should be considered as a paid holiday in that district in which Maldon, Essex, is situated. *Award:* The Tribunal found that the claim had not been established.

**Award No. 1360 (15th November).**—*Parties:* Members of the Incorporated National Association of British and Irish Millers Ltd., and members of the Electrical Trades Union in their employment. *Claim:* For revision of the existing mill grading scheme in respect of electricians. *Award:* The Tribunal found against the claim.

**Award No. 1361 (17th November).**—*Parties:* Members of associations and federations constituting the Employers' Side of the Cane, Willow and Woven Fibre Furniture Trade Joint Industrial Council, and members of the trade unions constituting the Workers' Side of the Council in their employment. *Claim:* For an alteration in the rates of wages provided by the National Working Rule Agreement dated 31st July, 1946, as amended by subsequent agreements dated 25th August, 1947, and 7th October, 1947. *Award:* The Tribunal awarded that the agreements dated 25th August, 1947, and 7th October, 1947, should cease to have effect and that for a particular clause of the original agreement which provided for the payment of a bonus based on a cost of living scale there should be substituted "The cost of living bonus shall be 8d. per hour".

**Award No. 1364 (25th November).**—*Parties:* Members of associations federated with the Engineering and Allied Employers' National Federation, and members of the National Union of Scale-makers in their employment. *Dispute:* The dispute arose out of a difference between the parties regarding the application of an agreement dated 12th December, 1918, to workers employed on the production of new machines. *Award:* The Tribunal found against the claim by the union that the agreement remained in operation in respect of workers engaged on production work.

### National Arbitration Tribunal (Northern Ireland) Awards

Since the last issue of this GAZETTE was prepared the National Arbitration Tribunal (Northern Ireland) issued four awards, Nos. 818 to 821, two of which are summarised below.

**Award No. 818 (3rd November).**—*Parties:* Member firms of the Irish Power Loom Manufacturers' Association, and certain employees of the member firms. *Claim:* For the establishment of a minimum or "fall-back" wage (for a week of 45 hours) for all piece workers as follows: 2-loom weavers 58s., 3-loom weavers 72s., 4-loom weavers 84s., damask weavers and sheeting weavers (2 looms) 84s.; Preparing Departments: winders, warp and weft, women drawers-in 58s., warpers male drawers-in 65s. *Award:* The Tribunal found against the claim as made, but were of the opinion that the present allowance for time lost waiting was inadequate, and recommended that the parties should resume negotiations with a view to a revision and extension of this allowance. In the event of the parties failing to reach agreement on these matters within three months from the date of the award, either party may refer the matter back to the Tribunal under this reference.

**Award No. 819 (8th November).**—*Parties:* Member firms of Irish Bleachers' Association Ltd., the Hydraulic Mangle Finishers' Association and Irish Dyers Ltd., and certain employees of the member firms. *Claim:* (a) For male workers, an increase of 3d. an hour on time rates of unskilled, semi-skilled and skilled workers, with proportionate increases to young persons; (b) for all female workers (18 years of age and over), a rate of 1s. 4d. an hour, with proportionate increases to young persons; (c) for all piece workers, an increase of 10 per cent. on present rates. *Award:* The Tribunal awarded as follows: (a) For adult male workers (21 years of age and over), an increase on the present minimum rates of wages of 1½d. an hour for unskilled workers, 1d. an hour for semi-skilled workers and ¾d. an hour for skilled workers. (b) For adult female workers (18 years of age and over), an increase of 1d. an hour on the present minimum rate of wages of adult female workers, and the payment of the minimum rate for adult females thus increased to females of 18 years of age and over. The Tribunal found the claim in respect of proportionate increases to male and female young persons and the claim in respect of piece workers not established and awarded accordingly.

\* See footnote \* in the second column on page 441.

## Civil Service Arbitration Tribunal

On 7th November the Civil Service Arbitration Tribunal issued *Award No. 114\**, relating to a claim against the Lords Commissioners of H.M. Treasury by the Civil Service Alliance for increased scales of pay with specified assimilation terms for temporary clerks. The Tribunal found, and so awarded, that the claim had not been established, but recommended that the parties should at an appropriate time negotiate the scales of pay to be applied to temporary clerks with not less than five years' service.

On 11th November the Tribunal issued *Award No. 115\**, relating to a claim against the Ministry of Health by the Prison Officers' Association for adjustments in the rates of pay for the nursing staff at Broadmoor Institution. The Tribunal awarded that, with effect from 1st April, the basic pay of the staff who elected to retain their Civil Service superannuation conditions should be increased as follows:—

Student Nurse (male or female) .. .. .	£2 per annum.
Staff Nurse ( " " " ) .. .. .	£3 " "
Charge Nurse ( " " " ) .. .. .	£4 " "
Departmental Nurse (male or female) .. .. .	£4 " "
Deputy Chief Male Nurse ; Assistant Matron .. .. .	£5 " "
Chief Male Nurse ; Matron .. .. .	£6 " "

The Tribunal further awarded that basic pay should be subject to the addition of the Broadmoor "lead" and the deduction of a charge for accommodation at the rates for the time being in force and that the increases should not be applied retrospectively in respect of overtime payments.

On 21st November the Tribunal issued *Award No. 116\**, relating to a claim against the Forestry Commission by the Civil Service Union for improved rates of pay, with retrospective effect and assimilation on a point-to-point basis, for foresters and foremen. The Tribunal found that the claim in respect of head foresters and foresters Grades I and II had not been established. The Tribunal noted that foremen were in process of establishment, although no scale was provided for them; but, having regard to the present economic situation of the country, they found against the claim in respect of foremen and awarded accordingly.

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

### Industrial Court Awards

During November the Industrial Court issued two awards, Nos. 2243 and 2244, which are summarised below.

**Award No. 2243 (3rd November).**—*Parties:* National Union of General and Municipal Workers and Mersey Association of the Shipbuilding Employers' Federation. *Claim:* For an interpretation of a working rule. *Award:* The Court held it to be the true meaning and intention of Rule 5 of the Mersey Ship Repairing District Working Rules for Labourers that, if a labourer is employed outside a fuel tank in an oil fuel burning ship (a) to perform work preparatory to the repair or replacement of the pierced fabric, including shell or deck plating, forming part of the outer side of such tank, or (b) directly to assist craftsmen in the actual repair or replacement of the fabric, including shell or deck plating, forming part of the outer side of such tank, he shall be entitled to the 50 per cent. allowance on time rates provided for under Rule 5 of the Mersey Ship Repairing District Working Rules for Labourers; save as aforesaid the allowance shall not be payable to a labourer employed outside a fuel tank in an oil fuel burning ship. The Court awarded accordingly.

**Award No. 2244 (23rd November).**—*Parties:* Trade Union Side and Employers' Side of the National Joint Industrial Council for the Sports Goods Manufacturing Industry. *Claim:* For the minimum basic rate to be increased to 2s. 10d. an hour for all journeymen, with comparable increases to cover all other workers. *Award:* The Court found against the claim and awarded accordingly.

### Single Arbitrators and ad hoc Boards of Arbitration

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

\* See footnote \* in the second column on page 441.

## Wages Councils Acts, 1945-1948

### Notices of Proposal

There were no notices of proposal issued during November.

### Wages Regulation Orders

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

**The Retail Food Trades Wages Council (England and Wales) Wages Regulation (Holidays) Order, 1949: S.I. 1949 No. 2030 (R.F.C. (4)),** dated 1st November and effective from 5th December. This Order prescribes the annual holidays to be allowed to all workers for whom statutory minimum remuneration has been fixed and fixes payment for such holidays.

**The Retail Food Trades Wages Council (Scotland) Wages Regulation (Holidays) Order, 1949: S.I. 1949 No. 2031 (R.F.C.S. (4)),** dated 1st November and effective from 5th December. This Order prescribes the annual holidays to be allowed to all workers for whom statutory minimum remuneration has been fixed and fixes payment for such holidays.

**The Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland) Wages Regulation (Holidays) Order, 1949: S.I. 1949 No. 2032 (R.N.T.S. (4)),** dated 1st November and effective from 5th December. This Order prescribes the annual holidays and certain customary holidays to be allowed to all workers for whom statutory minimum remuneration has been fixed and fixes payment for such holidays.

**The Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation (Holidays) Order, 1949: S.I. 1949 No. 2036 (W.D.S. (50)),** dated 2nd November and effective from 21st November. This Order prescribes the annual holidays and certain customary holidays to be allowed to workers and fixes payment for such holidays.

**The Sack and Bag Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 2091 (S.B. (29)),** dated 11th November and effective from 30th November. This Order prescribes general minimum time rates, piece work basis time rates and overtime rates.—See page 432.

## Wages Councils Act (Northern Ireland), 1945

### Notices of Proposal

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

**Baking Wages Council (Northern Ireland).**—Proposal N.I.Bk. (N.104), dated 18th November; relating to the fixing of revised

## Decisions of Commissioner under National Insurance Acts, 1946

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

Appeals to the Commissioner under the National Insurance Act may be made by an Insurance Officer, or by an association of which the claimant is a member, or by the claimant himself with the leave of the Tribunal or the Commissioner, or without such leave if the decision of the Local Tribunal was not unanimous.

Appeals to the Commissioner under the Industrial Injuries Act may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the Fourth Schedule to the Act, affected by the decision, or by an Association of which the claimant or deceased was a member, or by the claimant himself. No appeal may be made without the leave of the Tribunal or of the Commissioner.

Recent decisions of general interest are set out below.

### Case No. C.I. 220/49 (14th November)

Section 7 of National Insurance (Industrial Injuries) Act, 1946: Whether accident arose out of and in the course of claimant's employment: Claimant, a wagon examiner employed by Railway Executive, signed off work at approximately 6.5 a.m.: He waited in recording office for first available train, i.e., 6.30 a.m.: As was his habit to reach platform from which his train left, he crossed rails and was walking up platform slope, a part of platform prohibited to public, when he slipped and injured himself: Railway employees are forbidden to cross lines, but it has never been possible to enforce this prohibition: Commissioner rules that no question arises under Section 8 of the Act because a prohibition that has never been enforced cannot be spoken of as a "regulation applicable to a man's employment" within meaning of that Section: Accident arose out of and in course of claimant's employment because it occurred while he was going home by route by which he was in habit of going home without objection by his employers and which his employers knew their employees used, and while he was still on employers' premises and had not yet mingled with public or reached public part of platform: Claim allowed.

"My decision is that the accident, which occurred to the claimant on 2nd April, 1949, arose out of and in the course of his employment, and was an industrial accident within the meaning of the National Insurance (Industrial Injuries) Act, 1946.

"The claimant, who was a wagon examiner employed by the Railway Executive, after doing a tour of night duty signed off work

\* See footnote \* in the second column on page 441.

† Selected decisions of the Commissioner are published periodically in pamphlets in the following series: Series "U"—decisions on unemployment benefit; Series "P"—decisions on retirement pensions; Series "S"—decisions on sickness benefit; Series "G"—decisions on guardian's allowance, maternity benefit and widow's benefit; Series "I"—decisions on all benefits and on all other questions arising under the Industrial Injuries Act. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 441.

general minimum time rates for certain male workers employed in establishments other than home bakeries.

**Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland).**—Proposal N.I.H.H.G. (N.101), dated 18th November; relating to the fixing of revised general minimum time rates and piece work basis time rates for certain male workers.

**General Waste Materials Reclamation Wages Council (Northern Ireland).**—Proposal N.I.W.R. (N.32), dated 25th November; relating to revised general minimum time rates and piece work basis time rates for male workers.

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

### Wages Regulation Orders

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

**The Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1949 (N.I.F. (35)),** dated 24th November and effective from 29th November. This Order prescribes the customary and annual holidays to be allowed to workers and fixes payment for all such holidays.

**The Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1949 (N.I.F. (N.34)),** dated 24th November and effective from 29th November. This Order prescribes additional payments to be made to workers employed on "shift systems".—See page 432.

**The Baking Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 5) Order, 1949 (N.I.Bk. (N.105)),** dated 24th November and effective from 29th November. This Order prescribes the variation in certain circumstances of the definition of "normal working day".

## Agricultural Wages Act, 1948

### Order relating to Overtime in Bedfordshire and Huntingdonshire

An Order (No. 1776) was made on 2nd November by the Agricultural Wages Board for England and Wales, with effect from 13th November, 1949, varying the employment which is to be treated as overtime for the purpose of the application of the differential rates of wages for workers employed in agriculture in the administrative counties of Bedford and Huntingdon.

at approximately 6.5 a.m. He remained in the recording office, where he had signed off, until about 6.25 a.m. He was in the habit of travelling home by train after his work was over, but the first train available left at 6.30 a.m. While waiting in the recording office he occupied himself reading various notices exhibited there. In order to reach the platform from which his train left at 6.30 a.m., instead of going out into the street by a door of the office which opened into it and re-entering the station by the public entrance, the claimant crossed the rails, walking beyond the end of the platforms (as it was his habit to do), and was walking up the slope at the end of Platform 12, from which his train was to start, when he slipped and injured himself. The spot where this occurred is not a part of the platform that the public are entitled to use. Employees of the Railway Executive are forbidden by rules applicable to them to cross the lines at times other than those at which they are required to do so by reason of their work, but it is conceded that it has never been possible to enforce this prohibition.

"Bearing in mind the authorities under the Workmen's Compensation Acts, and in particular such cases as *Howells v. G.W.R. Co.* (21 B.W.C.C. 18) and *Goring v. Southern Railway Co.* (31 B.W.C.C. 68), it does not seem to me that a prohibition that has never been enforced can be spoken of as a 'regulation applicable to a man's employment' within the meaning of the National Insurance (Industrial Injuries) Act, 1946, Section 8. I do not think any question under that section arises in this case. It remains to consider, however, whether the accident described above arose out of and in the course of the claimant's employment.

"He was, I think, entitled to remain on his employers' premises until his train left at 6.30 a.m. If at the time of the accident he had reached the part of the platform which the public were entitled to use, I think the accident would not have occurred in the course of his employment. But after a man's work is over, the course of his employment continues while he is leaving his employers' premises in the manner in which he is in the habit of leaving them without objection by his employers and which his employers know that their employees use. The claimant was, I think, doing this. He had not at the moment of the accident mingled with the public or reached the part of the platform which the public were permitted to use, and he was, in my view, still in the course of his employment. The accident arose out of his employment, because it arose in the course of his employment while doing something incidental to his employment, namely, going home by a route by which he was in the habit of going home without objection by his employers and which his

\* See footnote \* in the second column on page 441.



employers knew that their employees used, and while he was still on his employers' premises and had not yet mingled with the public or reached the public part of the platform. I, therefore, dismiss the Insurance Officer's appeal."

#### Case No. C.S.I. 63/49 (24th November)

Section 7 of National Insurance (Industrial Injuries) Act, 1946: Whether claimant, an insurance agent who was attacked at 9.40 p.m. and robbed of insurance premiums he had collected, suffered personal injury caused by accident arising out of and in course of his employment: On day in question claimant had made his last business call before attack took place, and was walking to nearest bus route apparently to go home: Normal hours of work that day ended at 10 p.m.: Commissioner rules that in case of person so employed, where there is no deviation for personal purposes, employee is in course of his employment while proceeding home: That claimant's duty to his employers clearly involved taking care of money collected: That he was performing that duty in conveying it to usual place, i.e. his home: That risk of claimant being attacked by thieves in course of his rounds and on way home was special risk of claimant's employment and that accordingly injuries so sustained were caused by accident arising out of and in course of that employment. Claim allowed.

"My decision is that the injury in respect of which the claimant claims injury benefit was 'personal injury . . . caused by accident arising out of and in the course of his employment'—within the meaning of Section 7 of the National Insurance (Industrial Injuries) Act, 1946.

"It is convenient and will suffice for the purposes of my decision to adopt the brief summary of the facts given by the Insurance Officer now concerned with the case in his statement of grounds of appeal against the decision of the Local Tribunal:—'On Friday, 15th April, 1949, at about 9.40 p.m. the claimant, an insurance agent, was attacked on the highway and robbed of about £20—being insurance premiums he had collected. . . . The claimant was employed by the Co-operative Insurance Society who reported . . . that his normal hours of work were 9 a.m. to 5 p.m. except on Fridays, when he worked till approximately 10 p.m. On the day in question the claimant had made his last business call before the attack took place and was walking to the nearest bus route apparently to go home.'

"In support of the appeal it is not maintained that the injuries were not sustained 'by accident'. Such a contention would involve giving to those words as used in Section 7 of the National Insurance (Industrial Injuries) Act, 1946, a meaning different from that accepted—since the decision of the House of Lords in *Trim v. Kelly* [1914 A.C. 667]—as applicable to claims under the Workmen's Compensation Acts. It is, however, maintained that the injuries were not by accident 'arising out of' the employment and that they were not sustained 'in the course of' the employment. Although the validity of claims in such cases is, I think, tested more satisfactorily in the long run by considering the facts in relation to the combined phrase 'arising out of and in the course of the employment', I propose to deal in the first place with the argument as presented by the Insurance Officer. On the question of 'in the course of' he submits that the employment of an insurance agent is not continuous. . . . that the accident to the claimant happened on his road home, having done his day's work, and that 'he was doing nothing in discharge of a duty to his employers imposed upon him by his contract of service'. In that connection he refers to the case of *Dunning v. Binding* [(1932) 25 B.W.C.C.361, 655]. I think it unnecessary to detail the facts of that case but the situation of the deceased at the time of the accident was in my opinion different in material respects from the situation of the claimant when attacked, both as regards the type of occupation and the point reached on his journey homewards. In the present case if the claimant had been attacked immediately after leaving the house at which he finished his round of calls it could scarcely have been suggested that he was no longer in the course of his employment and as at present advised I should not be disposed in the case of persons so employed to hold that—at any rate when there is no deviation for personal purposes—the employee is not in the course of his employment while proceeding home. As regards his duty to his employers, that duty clearly involved taking care of the money collected and it would appear that when attacked he was performing that duty in conveying it to the usual place—his home—perhaps the safest place readily available at that hour.

"On the question of 'arising out of'—as a separate point—the circumstances of the case seem to me to resemble fairly closely those of *Nisbet v. Rayne and Burn* [1910 2 K.B. 689] approved by the House of Lords in *Trim v. Kelly*. In dealing with the question as presented in the case of *Nisbet, Cozens-Hardy M.R.* said that 'this really depends upon the nature of the man's duties and the extent to which those duties involved him in special risk'—the risk in that case being the risk of being attacked as he was while travelling in a train in the course of a journey which he was in the habit of making for his employers to convey money for the payment of wages. Just as in that case it was held that 'a man who is known to be carrying a bag of money is a tempting object for criminals to attack', it seems clear that at any rate in a neighbourhood where it was known that he was collecting insurance premiums the claimant was exposed to a similar risk, and a risk increased on the evening when he was so engaged till about 10 p.m. On that aspect of the case I think that there would have been enough in what might be called 'the surrounding circumstances' to justify the inference that the ruffians who attacked the claimant did so because they knew that he had been collecting premiums. The matter is, however, put beyond doubt by a supplementary statement by the claimant as to the result of enquiries—the substantial accuracy of which I have no reason to question. On the broad facts of the case the basis of my decision—briefly stated—is that the risk of being attacked as he was in the course of his rounds and on his way home by thieves who knew him to be so engaged was a special risk of the

claimant's employment and that accordingly the injuries so sustained were caused by accident—within the meaning of Section 7—arising out of and in the course of that employment. I disallow the appeal."

#### Case No. C.S. 726/49 (23rd November)\*

Section 24(2)(c) of National Insurance Act, 1946: Whether increase of sickness benefit payable to claimant in respect of Mrs. A. as 'female person' having care of claimant's child: Claimant employed Mrs. A. at 16s. 6d. a week to come to house daily (including Sundays) from 9 a.m. to 2.30 or 2.45 p.m. to carry out household duties and to have care of his child aged 12: Child got her own breakfast and evening meal but Mrs. A. prepared her dinner, bought and washed her clothes and presumably cleaned her bedroom and made bed: Commissioner rules that fact that a particular child does not need much care because of personal aptitude to look after himself or herself does not preclude person from being spoken of as having care of child: 'Care' does not mean 'exclusive care', neither is comparison of hours during which claimant and Mrs. A. are normally in house concurrently with child a test: A 'female person' may be said to have care of a child if to substantial extent she performs those duties for which a child needs assistance, because he or she is a child, or exercises that supervision over a child which is one of needs of childhood: Commissioner rules that Mrs. A. performs these duties: Claim allowed.

"My decision is that an increase of sickness benefit was payable to the claimant from 9th June, 1949, inclusive in respect of Mrs. A.

"The claimant employed Mrs. A. at 16s. 6d. a week to come to his house daily (including Sundays) from 9 a.m. until 2.30 p.m. or 2.45 p.m. to carry out household duties, and, as he alleges, to have care of his child, now aged 12. Before he became incapable of work he was in full-time employment, and has since resumed it. His child gets her own breakfast before going to school. She returns to dinner in the middle of the day, and Mrs. A. prepares it for her. Mrs. A. also washes the child's clothes, and buys them. As part of the housework, presumably, Mrs. A. cleans the child's bedroom and makes the child's bed. The child gets her own evening meal, and lays it for the claimant. The Local Tribunal held that Mrs. A. had 'the care of a child of the beneficiary's family' within the meaning of the National Insurance Act, 1946, Section 24(2)(c). The claimant has, accordingly, received the increased rate of benefit which he claimed, and there is no question of requiring its repayment, but the Insurance Officer has appealed for guidance as to whether the circumstances set out above constitute 'having care of a child' within the meaning of that subsection.

"The fact that a particular child does not need much care, because of personal aptitude to look after himself or herself, does not seem to me to preclude a person from being spoken of as having the care of a child. This is consistent with a decision of the *Umpire* under the former Unemployment Insurance Acts, in which he held that a claimant was entitled to an increased rate of unemployment benefit in respect of a housekeeper on the ground that she had care of his dependent child on those days of the week on which the child was a dependent child although the child was aged 15 and was working on the other days of the week (see Decision No. 11118/34). Further, since a child may continue to be a child of the beneficiary's family until 31st July following his or her sixteenth birthday, if working as an 'apprentice' within the meaning of the Family Allowances Act, 1945, it is clear that some of the children to be taken into account will need relatively little care. I think it is also clear that 'care' does not mean 'exclusive care'. The *Umpire* under the former Acts referred to above drew a distinction at one time between 'assisting in the care of' and 'having the care of' (see Decision No. 18230/30). But he later rejected this distinction (see Decision No. 10914/31). I feel satisfied that no such distinction was intended in the present Act, and this is confirmed by recollecting that the 'female person' spoken of in Section 24(2)(c) referred to above may be, as in this case, one who is not resident with the claimant and his child.

"It was submitted by the Insurance Officer that 'care' meant 'main care', that is to say, that the care which devolved on the 'female person' referred to in the National Insurance Act, 1946, Section 24(2)(c), must exceed the care retained by the claimant, and that in this case the claimant had the main care of his daughter. It does not seem to me, however, that care of a child is susceptible of division in that way. Clearly, a comparison of the number of hours during which a claimant and the 'female person' are normally in the house concurrently with the child would not be the test. The female person might perform those duties for a child, with which a child needs assistance, in comparatively few hours out of the twenty-four hours of the day. As the child grows older the child's needs in this sense would decrease. In the case of an older child, the child might need little more than the general supervision of a parent. In such a case no 'female person' could be brought within the provisions of the Section 24(2)(c) while the child is living with the parent. But I think that a female person may be said to have 'the care of a child' if, to a substantial extent, she performs those duties for a child with which a child needs assistance because he or she is a child, or exercises that supervision over a child which is one of the needs of childhood. In the present case, the cooking of her midday meal is one of the duties referred to above. So, too, the cleaning of her bedroom may, I think, be included, and clearly the washing and buying of her clothes should be. Those are the chief matters with which this child of twelve needs assistance. No doubt she also needs general supervision, but what Mrs. A. does for her constitutes a substantial part of the care of the child. I agree with the Local Tribunal. Mrs. A. has the care of the claimant's child within the meaning of the National Insurance Act, 1946, Section 24(2)(c). I dismiss the Insurance Officer's appeal."

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

## 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 Regulations, 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, etc., unless otherwise indicated, is 1d. net (2d. post free).

*The Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 2050)*, dated 3rd November; *The Laundry Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 2051)*, dated 3rd November; *The Hair, Bass and Fibre Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 2223)*, dated 29th November. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 412.

*The Retail Food Trades Wages Council (England and Wales) Wages Regulation (Holidays) Order, 1949 (S.I. 1949 No. 2030)*; price 2d. net, 3d. post free, dated 1st November; *The Retail Food Trades Wages Council (Scotland) Wages Regulation (Holidays) Order, 1949 (S.I. 1949 No. 2031)*; price 2d. net, 3d. post free, dated 1st November; *The Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland) Wages Regulation (Holidays) Order, 1949 (S.I. 1949 No. 2032)*; price 2d. net, 3d. post free, dated 1st November; *The Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation (Holidays) Order, 1949 (S.I. 1949 No. 2036)*; price 3d. net, 4d. post free, dated 2nd November; *The Sack and Bag Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 2091)*, dated 11th November. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 439.

*The Dry Cleaning Special Regulations, 1949 (S.I. 1949 No. 2224)*; *The Blasting (Castings and Other Articles) Special Regulations, 1949 (S.I. 1949 No. 2225)*; price 2d. net, 3d. post free. These Orders were made on 29th November by the Minister of Labour and National Service under the Factories Acts, 1937 and 1948, and the Transfer of Functions (Factories, etc., Acts) Order, 1946.—See page 413.

*The Control of Engagement (Amendment) Order, 1949 (S.I. 1949 No. 2251)*, made on 5th December by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939, as having effect by virtue of subsequent legislation.—See page 411.

*The National Insurance and Industrial Injuries (Reciprocal Agreement with France) Order, 1949 (S.I. 1949 No. 2011)*; price 3d. net, 4d. post free, made on 28th October by His Majesty in Council under the National Insurance Act, 1946, and the National Insurance (Industrial Injuries) Act, 1946.—See page 414.

*The Census of Production (1950) (Returns and Exempted Persons) Order, 1949 (S.I. 1949 No. 2053)*, made on 4th November by the Board of Trade under the Statistics of Trade Act, 1947.—See page 414.

*The Paper Box Wages Council (Northern Ireland) (Constitution) Order, 1949 (S.R. & O. of Northern Ireland 1949 No. 170)*, dated 26th August; *The Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland) (Constitution) Order, 1949 (S.R. & O. 1949 No. 171)*, dated 3rd September; *The Linen and Cotton Embroidery Wages Council (Northern Ireland) (Constitution) Order, 1949 (S.R. & O. 1949 No. 172)*, dated 26th August; *The Hat, Cap and Millinery Wages Council (Northern Ireland) (Constitution) Order, 1949 (S.R. & O. 1949 No. 189)*, dated 20th October. These Orders were made by the Ministry of Labour and National Insurance of Northern Ireland under the Wages Councils Act (Northern Ireland), 1945, and bring the constitution of the Wages Councils concerned into conformity with the provisions relating to the constitution of Wages Councils contained in the Act.

*The Paper Box Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1949 (S.R. & O. 1949 No. 167)*; price 2d. net, 3d. post free, dated 2nd September; *The Aerated Waters Wages Council (Northern Ireland) Wages Regulation Order, 1949 (S.R. & O. 1949 No. 168)*; price 2d. net, 3d. post free, dated 16th September; *The Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) Wages Regulation Order, 1949 (S.R. & O. 1949 No. 183)*; price 3d. net, 4d. post free, dated 13th October. These Orders were made by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland), 1945.—See the issues of this GAZETTE for October and November (pages 368 and 406).

*The Factories (Breathing Apparatus, etc.—Report on Examination) Order (Northern Ireland), 1949 (S.R. & O. 1949 No. 190)*, made on 9th November by the Ministry of Labour and National Insurance under the Factories Acts (Northern Ireland), 1938 and 1949.—See page 413.

*The National Insurance (Claims and Payments) Amendment (No. 2) Regulations (Northern Ireland), 1949 (S.R. & O. 1949 No. 194)*; *The National Insurance (General Benefit) Amendment Regulations (Northern Ireland), 1949 (S.R. & O. 1949 No. 195)*; *The National Insurance (General Benefit) Amendment (No. 2) Regulations (Northern Ireland), 1949 (S.R. & O. 1949 No. 196)*; *The National Insurance (Unemployment and Sickness Benefit) Amendment Regulations (Northern Ireland), 1949 (S.R. & O. 1949*

\* See footnote \* in the next column.

No. 197; price 2d. net, 3d. post free). These Regulations were made on 31st October by the Ministry of Labour and National Insurance, in conjunction where appropriate with the Ministry of Finance, or by the National Insurance Joint Authority, under the National Insurance Act (Northern Ireland), 1946. The Regulations are similar in scope to the corresponding Regulations made in Great Britain.—See last month's GAZETTE (pages 379 and 380).

## 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.)

**Building Industry.—Building Apprenticeship and Training Council: Fourth Report, June, 1949.** Ministry of Works. Price 6d. (7d.).

**Industrial Safety, etc.—(i) Accidents. How they happen and how to prevent them at Factories, Docks, Building Operations and Works of Engineering Construction.** Vol. I (New Series) Quarterly. Price 9d. (10d.). (ii) *Safety Pamphlet No. 15. Use of Derrick Cranes.* Price 6d. (7d.). (iii) *Final Report of the Joint Standing Committee on the Safety of Heavy Power Presses: Bending Brakes.* Price 6d. (7d.). (iv) *Report to the Minister of Labour and National Service on the Draft Blasting (Castings and Other Articles) Special Regulations, 1949,* by V. R. Aronson, K.C. Price 4d. (5d.). Ministry of Labour and National Service.—See pages 413 and 414.

**Ministry of Labour and National Service.—Report for the Year, 1948.** Cmd. 7822. Ministry of Labour and National Service. Price 3s. (3s. 2d.).—See page 411.

**National Insurance.—(i) Preliminary Drafts of (a) the National Insurance (Classification) Amendment (No. 3) Regulations, 1949.** Price 2d. (3d.); (b) the National Insurance (Claims and Payments) Amendment (No. 3) Regulations, 1949; (c) the National Insurance (Residence and Persons Abroad) Amendment Regulations, 1950. Price 1d. each (2d.).—See page 414. (ii) *Selected Decisions given by the Commissioner on Claims for Unemployment Benefit during August and September, 1949.* Pamphlet U/11. Price 2d. (3d.). Ministry of National Insurance.

**Reinstatement in Civil Employment.—Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944.** R.E. Code 1. Pamphlet No. 80. Ministry of Labour and National Service. Price 1d. (2d.).

**Social Security.—Agreement between the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of the French Republic supplementary to the General Agreement on Social Security of the 11th June, 1948.** London, 25th October, 1949. Treaty Series No. 67 (1949). Cmd. 7816. Price 3d. (4d.).—See page 414.

**Wales and Monmouthshire.—Report of Government Action for the year ended 30th June, 1949.** Cmd. 7820. Price 1s. 3d. (1s. 5d.).—See page 412.

**International Labour Office.—The Development of the Co-operative Movement in Asia.** International Labour Office Studies and Reports, New Series, No. 19. Published in the United Kingdom for the International Labour Office by Staples Press Ltd., Orchard House, 14 Great Smith Street, London, S.W.1. Price 2s. 6d.—See page 416.

\* 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 below, or through any bookseller.

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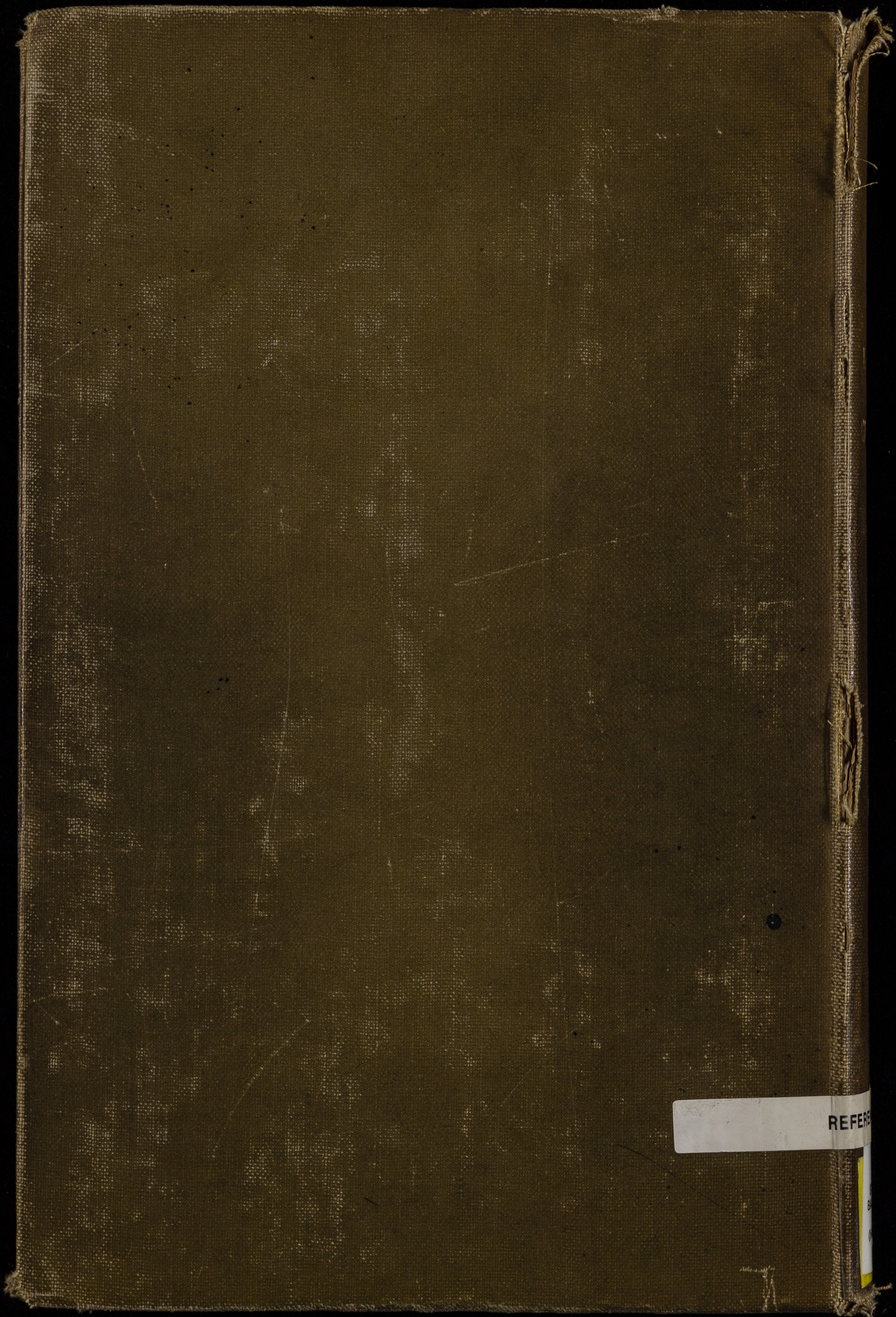
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