

THE MINISTRY OF LABOUR GAZETTE

PUBLISHED MONTHLY.

VOL. LIV—No. 12.]

DECEMBER, 1946.

[PRICE SIXPENCE NET.

SUMMARY OF PRINCIPAL STATISTICS.

EMPLOYMENT.

The following is a summary of the employment statistics for October, 1946, compared with those for mid-1939, mid-1945 and September, 1946:—

	Mid-1939.	Mid-1945.	Sept., 1946.	Oct., 1946.
Numbers employed in Industry:—				
Manufacture of Equipment and Supplies for the Forces ..	1,270,000	3,830,000	529,000	491,000
Manufacture for Home Market:—				
Metal and Chemical Industries ..	1,586,000	1,014,000	2,452,000	2,495,000
Other Manufactures ..	2,969,000	1,566,000	2,442,000	2,422,000
Manufacture for Export ..	990,000	410,000	1,410,000	1,423,000
Basic Industries and Services ..	4,683,000	5,191,000	5,543,000	5,546,000
Building and Civil Engineering ..	1,310,000	722,000	1,240,000	1,250,000
Distributive Trades ..	2,887,000	1,958,000	2,254,000	2,272,000
Other Services ..	2,225,000	1,598,000	1,938,000	1,948,000
Total ..	17,920,000	16,289,000	17,808,000	17,917,000
Civil Defence, N.F.S. and Police ..	80,000	127,000	88,000	88,000
Armed Forces and Auxiliary Services ..	480,000	5,090,000	1,657,000	1,570,000
Ex-H.M. Forces who have not yet taken up Employment ..	—	40,000	490,000	415,000
Insured persons registered as Unemployed ..	1,270,000	103,000	359,000	366,000
Total Working Population (excluding Indoor Private Domestic Service) ..	19,750,000	21,649,000	20,402,000	20,356,000

The total number employed in industry in October, 1946, included 12,319,000 males and 5,598,000 females. Compared with mid-1939 the number of males showed a decrease of 764,000 and the number of females an increase of 761,000.

The above figures are analysed in greater detail on pages 360 and 361.

UNEMPLOYMENT.

The numbers of insured persons registered as unemployed in Great Britain at 11th November, 1946, are given below, together with corresponding figures for the previous month and for mid-1939.

	Mid-1939.	14th Oct., 1946.	11th Nov., 1946.	Increase (+) or Decrease (—) at November compared with October.
Men (18 and under 65) ..	992,000	259,528	260,296	+ 768
Boys (14 to 17) ..	20,000	9,396	8,978	— 418
Women (18 and under 60) ..	239,000	90,192	90,975	+ 783
Girls (14 to 17) ..	19,000	6,542	6,282	— 260
		366,558	366,551	

The numbers unemployed at 11th November, 1946, represent 2½ per cent. of the estimated total number of insured persons, the corresponding percentages for males and females being 2½ and 2, respectively.

Of the total of 366,531 persons unemployed, 361,817 were wholly unemployed and 4,714 were temporarily stopped. Of the former, 79,596 had been out of work for not more than two weeks, 95,510 for more than two but not more than eight weeks, and 186,711 for more than eight weeks.

The figures for November, 1946, are analysed in greater detail on pages 363 to 366, on which statistics are given for each of the Regions and for a number of the larger towns and also for the separate industries.

WAGES AND HOURS OF LABOUR.

In the industries covered by the Department's statistics the changes in rates of wages reported to have come into operation in the United Kingdom in November, 1946, resulted in an aggregate increase estimated at £132,000 in the weekly full-time wages of about 549,000 workpeople. No decreases in wages were reported.

The principal industries in which wage rates were increased were printing and bookbinding, wool textile, textile bleaching, dyeing and finishing, dressmaking and women's light clothing manufacture in England and Wales, pottery manufacture, biscuit making, the bakery trade in Scotland, and silk spinning and weaving.

It is estimated that weekly wage rates at the end of November, 1946, were about 65 per cent. higher than at September, 1939, as compared with 64 per cent. at the end of October, 1946.

The number of workpeople whose hours were reduced in November was about 450,000, the average reduction being about 2½ hours per week.

The principal reductions in weekly hours of labour in November affected workpeople employed in printing and bookbinding, the wool textile industry, hosiery manufacture, textile bleaching, dyeing and finishing, the linen industry in Northern Ireland, silk spinning and weaving, and dressmaking and women's light clothing manufacture in England and Wales.

Full particulars of the changes in rates of wages and hours of labour in November are given on pages 369 to 373.

COST OF LIVING.

At 30th November the official cost-of-living index figure was 104 per cent. above the level of July, 1914, as compared with 103 per cent. at 1st November. The rise in the figure was due to increases in the price of gas in certain areas. The index figure of food prices remained unchanged at 68 per cent. above the level of July, 1914. The rise in the index since the beginning of September, 1939, is equivalent to nearly 32 per cent. for all items and about 22 per cent. for food.

Further particulars with regard to retail prices at 30th November are given on page 375.

TRADE DISPUTES.

The number of industrial disputes involving stoppages of work, reported to the Department as beginning in November, was 176. In addition, 22 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 198 stoppages (including workers thrown out of work at the establishments where the stoppages occurred) was 44,000, and the aggregate number of working-days lost at the establishments concerned, during November, was about 131,000.

Further particulars of disputes involving stoppages of work during November are given on page 374.

PAYMENT OF WAGES FOR HOLIDAYS.

In the issue of this GAZETTE for September, 1944 (pages 144 to 147), particulars were given of the terms of the collective agreements and statutory orders, in operation at that date, which provided for the payment of wages for holidays to manual wage-earners. Since September, 1944, there has been an extension, in many industries, of the number of days for which payment is made, together with other amendments to the terms of the agreements or orders. Agreements or orders have also been made in additional industries. At December, 1946, there were over 1,100* collective agreements made between employers (or their organisations) and the trade unions concerned, known to the Department, providing for holidays with pay for wage-earners. These agreements operate in practically all the industries in which conditions of employment are determined by collective bargaining between organisations of employers and workers. As the Conditions of Employment and National Arbitration Order, 1940, stipulates that conditions recognised by organisations representing substantial proportions of the employers and workers in any industry and district must be observed by employers generally in that industry and district, most of the agreements are now more widely effective than before the war. In addition, orders having statutory force are in operation directing that holidays with pay shall be granted to workers in respect of whom statutory minimum rates of wages have been fixed by Wages Councils in various industries, by the Agricultural Wages Boards for England and Wales, Scotland and Northern Ireland, the Road Haulage Central Wages Board for Great Britain, and by the Wages Board established for industrial and staff canteen undertakings under the terms of the Catering Wages Act, 1943. It is estimated that between 11 and 12 million wage-earners are now covered by the collective agreements or orders providing for holidays with pay referred to above, apart from the large numbers of other workers (e.g., clerks and salaried workers generally) to whom paid holidays are granted by other arrangements.

The following Table shows the number of paid holidays granted, and the length of service required to qualify the workers for the holiday payment, in a number of industries in which payment for holidays is provided under the terms of collective agreements or statutory orders. The particulars given cover nearly all the principal agreements and orders known to the Department to be in general operation in the larger industries, but owing to considerations of space it has been impracticable to include in the Table particulars of more than a limited selection of the numerous agreements or orders current in the smaller industries, or in industries and services for which separate agreements are in operation in different districts. It should not, therefore, be assumed that holidays with pay agreements or orders are in operation only in the industries, or in the particular districts, specified in the Table.

Industries.	Holidays paid for per annum (P.H. = Public Holiday).	Qualifying Service (a) for holidays other than Public Holidays.
AGRICULTURE (b) :—		
England and Wales :—		
6-day week workers ..	6 days and 6 P.H.	12 months
7-day week workers ..	7 days (including one Sunday) and 6 P.H.	12 months
Scotland	7 days (and New Year's Day except for Stock-workers)	52 weeks
Northern Ireland ..	6 days	12 months
MINING AND QUARRYING:—		
Coal mining	6 days and P.H. (c)	(cc)
Chalk quarrying (England) ..	6 days and 5 P.H.	12 months
Ironstone mining (Cleveland)	6 days and 6 P.H.	50 weeks
Iron ore mining (West Cumberland)	6 days and 6 P.H.	50 weeks
Fresstone quarrying (England and Wales)	6 days	(d)
Roadstone quarrying ..	6 days and 6 P.H.	50 weeks
Ballast, sand, etc., quarrying (plus proclaimed holidays)	6 days and 5 P.H.	12 months
Silica and moulding sands ..	6 days and 6 P.H.	12 months
TREATMENT OF NON-METALLIFEROUS MINING PRODUCTS :—		
Cement manufacture ..	6 days and 5 P.H.	12 months
Cast stone and cast concrete products manufacture (England and Wales) ..	6 days and 6 P.H.	50 weeks
Pre-cast concrete products manufacture (Scotland) ..	6 days and 6 P.H.	48 weeks

* Of this total, about 900 are general or district agreements and over 200 are agreements covering individual firms.
 (a) In most cases the agreements and orders include provisions for a shorter holiday, or reduced holiday payments, for workpeople with less than the full qualifying period of service stated in this column.
 (b) In this case the conditions are as specified in Orders made under the Agricultural Wages Regulation Acts.
 (c) Payment was made for August Bank Holiday, 1946, and it has been agreed that payment should be made for the forthcoming Christmas and New Year holidays. Payment for six statutory holidays per annum has been agreed in principle, but the conditions in respect of such holidays occurring after the forthcoming New Year's holiday are subject to further negotiations.
 (d) The amount of the week's holiday payment is independent of length of service, and, subject to certain exceptions, a workman is entitled to receive the full holiday payment if he is on the books of the colliery on the last pay-day before his annual week's holiday is taken.
 (e) In this case payment for holidays is provided by the accumulation of a weekly "credit" in respect of each week's work performed during the twelve months preceding the holiday.

Industries.	Holidays paid for per annum (P.H. = Public Holiday).	Qualifying Service (a) for holidays other than Public Holidays.
BRICK, POTTERY, GLASS, CHEMICALS, ETC. :—		
Building brick, tile, etc., manufacture :—		
England and Wales, various districts	1 week and 6 P.H.	12 months
Southern Counties :—		
7-shift workers	1 week (incl. Sunday) and 6 P.H.	12 months
Others	6 days and 6 P.H.	12 months
Fletton brick manufacture (Bedfordshire, Buckinghamshire and Peterborough) :—		
Kilnburners	14 days	12 months
Others	6 days and 6 P.H.	12 months
Stock brick manufacture (North East Kent and South East Essex) ..	6 days and 6 P.H.	12 months
Building brick and refractory goods manufacture (Scotland)	1 week and 6 P.H.	12 months
Pottery manufacture ..	6 days and 4 P.H. (plus Saturday prior to annual holiday)	12 months
Glass container manufacture	1 week and 6 P.H.	12 months
Glass processing	1 week and 6 P.H.	Not specified
Plate and sheet glass manufacture (St. Helens) :—		
Day workers	6 days and 6 P.H.	12 months
Shift workers	1 week and 6 P.H.	12 months
Heavy chemical manufacture	1 week and 6 P.H. (plus proclaimed holidays)	12 months
Drug and fine chemical manufacture	6 days and 6 P.H.	12 months
Paint, varnish and lacquer manufacture	6 days and 6 P.H.	12 months
Soap, candle and edible fat manufacture	2 weeks and 6 P.H.	12 months
METAL, ENGINEERING AND SHIPBUILDING :—		
Pig iron manufacture ..	13 days (dd)	50 weeks
Heavy steel manufacture ..	13 days (dd)	50 weeks
Engineering and allied industries	(e) and 6 P.H.	(e)
Shipbuilding and ship-repairing	(e) and 6 P.H.	(e)
Motor vehicle retail and repairing trade	1 week and 6 P.H.	12 months
Railway workshops	12 days (f)	12 months
Light castings	(e) and 6 P.H.	(e)
Electrical cable making ..	1 week and 6 P.H.	12 months
Gold, silver and allied trades :—		
Sheffield	1 week (d) and 6 P.H.	12 months
Birmingham	1 week (6 days) and 6 P.H.	(d)
London	1 week and 6 P.H.	12 months
Jewellery manufacture (including lapidaries) ..	1 week and 6 P.H.	12 months
Brass founding and brassware (Northern and Midlands) ..	(e) and 6 P.H.	(e)
Surgical instrument manufacture (excluding Sheffield and Scotland)	2 weeks and 6 P.H.	Exceeding 45 weeks
Heating, ventilating and domestic engineering ..	6 days	(d)
Hollow-ware manufacture (Great Britain) (g) ..	6 days and 6 P.H.	Exceeding 40 weeks
Tin box manufacture (Great Britain) (g)	6 days	48 weeks
Stamped or pressed metal wares (Great Britain) (g)	6 days and 6 P.H.	48 weeks
Cutlery manufacture (Great Britain) (g)	6 days	48 weeks
TEXTILE INDUSTRIES :—		
Cotton spinning and manufacturing	2 weeks (incl. P.H.)	(d)
Wool textile industry (West Riding)	1 week and 6 P.H.	(d)
Carpet manufacture ..	(h)	(h)
Rayon yarn production ..	6 days and 6 P.H.	Not specified
Hosiery manufacture (Midlands, etc.)	6 days	50 weeks (d)
Jute manufacture	8 days and 4 P.H. (96 hours)	50 weeks
Flax and hemp :—		
Great Britain	6 days and 6 P.H.	(i)
Northern Ireland	6 days	12 months
Silk spinning and weaving ..	6 days and 6 P.H.	Not specified
Elastic web manufacture ..	1 week and 6 P.H.	Not specified
Surgical dressings, etc., manufacture	6 days and P.H.	48 weeks
Textile bleaching, dyeing and finishing :—		
Lancashire, Yorkshire and Scotland	1 week and 6 P.H.	(d)
Hosiery bleaching, dyeing and finishing (Midlands) ..	6 days	(d)

(a) See footnote (a) in previous column.
 (d) See footnote (d) in previous column.
 (dd) In addition to the 13 days holiday pay, a maximum payment of three extra shifts in each year is made to men called upon to work on certain agreed days.
 (e) In this case the holiday payment amounts to one-fiftieth of the appropriate time rate for each full week's work performed in the year.
 (f) In addition to the case of workshops staff whose normal work is suspended on Bank and Public Holidays payment is made for two of the Bank and Public Holidays in each year. Workshops staff employed in running sheds and other workshop staff whose normal work is not suspended on Bank and Public Holidays are granted leave with pay on two Bank and Public Holidays in each year, or granted leave with pay in lieu on two other days.
 (g) In this case the conditions are as specified in Wages Regulation Orders.
 (h) In this case payment for holidays is provided by an accrued credit of 4 per cent. of the worker's gross earnings over the year.
 (i) In this case the payment for holidays is calculated on the basis of one-twenty-fifth of the total number of hours worked in ordinary time during an antecedent period of 12 months.

PAYMENT OF WAGES FOR HOLIDAYS—(continued)

Industries.	Holidays paid for per annum (P.H. = Public Holiday).	Qualifying Service (a) for holidays other than Public Holidays.
CLOTHING INDUSTRIES :—		
Boot and shoe manufacture ..	1 week at Christmas and August and 3 days at Easter and Whitsun.	(j)
Boot and shoe repairing (g) :—		
Great Britain	10 days	Exceeding 45 weeks
Northern Ireland	6 days and 4 P.H.	40 weeks
Ready-made and wholesale bespoke tailoring (g) ..	6 days and 6 P.H.	48 weeks
Retail bespoke tailoring (g) :—		
England and Wales	6 days	48 weeks
Scotland	1 week and 6 P.H.	50 weeks
Northern Ireland	6 days and 6 P.H.	48 weeks
Wholesale mantle and costume (g)	6 days and 6 P.H.	48 weeks
Dressmaking and women's light clothing (g) :—		
England and Wales and Northern Ireland ..	6 days and 6 P.H.	48 weeks
Scotland :—		
Retail branch	12 days and 6 P.H. (plus proclaimed holidays)	48 weeks
Other branches	6 days and 6 P.H. (plus proclaimed holidays)	48 weeks
Shirtmaking, collar, tie, etc., making (g)	6 days and 6 P.H.	48 weeks
Hat, cap and millinery (g) :—		
England and Wales	6 days and 6 P.H.	48 weeks
Scotland :—		
Retail branch	12 days and 6 P.H. (plus proclaimed holidays)	48 weeks
Other branches	6 days and 6 P.H. (plus proclaimed holidays)	48 weeks
Northern Ireland	6 days	48 weeks
Glove making	1 week	6 months
Laundering (g) :—		
Great Britain	9 days and 6 P.H. (plus proclaimed holidays)	48 weeks
Northern Ireland	6 days	48 weeks
WOODWORKING :—		
Millsawing :—		
England and Wales	1 week or 6 P.H.	12 months
Scotland	1 week	(d)
Northern Ireland	1 week	(d)
Home-grown timber trade :—		
England and Wales	1 week or 6 P.H.	6 months
Scotland	1 week	12 months
Furniture manufacture ..	1 week and 5 P.H. (plus proclaimed holidays)	42 weeks
Vehicle building (carriages, carts, etc.)	(d) and 6 P.H.	(d)
Coopering	1 week and 6 P.H.	12 months
Wood box, packing case and wooden container manufacture (England and Wales)	1 week and 6 P.H.	12 months
Veneer producing and plywood manufacture	1 week and 6 P.H.	12 months
Piano-orte manufacture ..	6 days and 5 P.H. (plus proclaimed holidays)	42 weeks
FOOD, DRINK AND TOBACCO :—		
Flour milling	1 week and 6 P.H.	6 months
Bread, etc., baking :—		
England and Wales (g) ..	6 days and 6 P.H. (plus proclaimed holidays)	48 weeks
Scotland (national agreement)	12 days and 6 P.H.	48 weeks
Northern Ireland	12 days and 6 P.H.	48 weeks
Workers (other than transport workers, stablemen, harness cleaners or van washers) employed in establishments other than home bakeries (h) :—		
Transport workers, stablemen, harness cleaners or van washers and workers employed in home bakeries (h)	12 days	48 weeks
Biscuit manufacture ..	6 days	48 weeks
Cocoa and chocolate manufacture, and sugar confectionery and food preserving :—		
Agreements of Interim Industrial Reconstruction Committee Wages Regulation Order ..	6 days and 6 P.H.	12 months
	6 days and 6 P.H.	12 months

(a) In most cases the agreements and orders include provisions for a shorter holiday, or reduced holiday payments, for workpeople with less than the full qualifying period of service stated in this column.
 (d) In this case payment for holidays is provided by the accumulation of a weekly "credit" in respect of each week's work performed during the twelve months preceding the holiday.
 (e) In this case the conditions are as specified in Wages Regulation Orders.
 (f) In addition, the employers grant to all permanent workers, an additional day of annual leave with pay for each 5 years of service up to a maximum of 12 days.
 (g) Payment for two weeks annual holiday and six public holidays is to operate as from 1st January, 1947, under the terms of an agreement applying to certain firms covering a large section of the industry.
 (h) Where Bank Holidays are worked no extra rate is paid, but a day or night off is allowed or an extra day added to the fortnight's holiday.
 (i) In addition staff who have not had leave on two of the following Bank and Public Holidays viz., Good Friday, Easter Monday, Whit Monday, August Bank Holiday, Christmas Day (if a weekday) and Boxing Day (or the comparable days in Scotland) are granted leave with pay on (i) two other days if they have not had leave on any of the above holidays, or (ii) one other day if they have had leave on only one of the above holidays.
 (j) The conditions are as specified in recommended model conditions of employment issued by the National Council for the Omnibus Industry.
 (k) In this industry the conditions are as specified in the Order issued under the Road Haulage Wages Act.

Industries.	Holidays paid for per annum (P.H. = Public Holiday).	Qualifying Service (a) for holidays other than Public Holidays.
FOOD, DRINK AND TOBACCO :—(continued)		
Bacon curing	6 days and 6 P.H. (plus proclaimed holidays)	12 months
Beet sugar manufacture ..	(d) (l) and 6 P.H.	(d) (l)
Seed crushing, compound food and provender manufacture	2 weeks and P.H.	12 months
Brewing :—		
Burton-on-Trent	8 days and 6 P.H.	12 months
London	1 week and 6 P.H. (plus proclaimed holidays)	12 months
Edinburgh and Falkirk ..	1 week and 7 P.H.	12 months (two malting seasons for maltmen)
Tobacco manufacture (g) ..	6 days (m)	48 weeks
PAPER, PRINTING, ETC. :—		
Paper making and paper coating	6 days and 4 P.H.	12 months
Wallpaper manufacture ..	88 hours (i.e., 2 weeks) incl. P.H.	Not specified
General printing, bookbinding, etc.	2 weeks and 6 P.H. (plus proclaimed holidays)	12 months
Newspaper printing (London daily and Sunday newspapers)	2 weeks and 6 P.H. (n)	6 months
Paper bag making (g) ..	6 days and 6 P.H.	48 weeks
Paper box making (g) :—		
Great Britain	6 days and 6 P.H.	48 weeks
Northern Ireland	6 days and 6 P.H.	48 weeks
BUILDING AND ALLIED INDUSTRIES :—		
Building	6 days	(d)
Civil engineering construction ..	6 days	(d)
Demolition contracting ..	6 days	(d)
Electrical contracting ..	6 days	(d)
TRANSPORT :—		
Railway service (main lines) ..	12 days (o)	12 months
Road passenger transport (municipal undertakings in Great Britain)	12 days	12 months
Road passenger transport (company-owned undertakings in Great Britain) (p)	8 days	12 months
Road haulage (goods) (Great Britain) (q) :—		
Workers other than milk workers	6 days and 6 P.H. (plus proclaimed holidays)	48 weeks
Milk workers mainly engaged on the collection of milk from farms who are normally employed on 7 days a week	7 days and 6 P.H. (plus proclaimed holidays)	49 weeks
Dock labour	1 week and P.H. (plus proclaimed holidays)	Entered on books on or before 31st March (See previous column)
Merchant Navy (ratings) ..	2 days war leave for each month served on articles	
PUBLIC UTILITY SERVICES :—		
Government industrial establishments	6 days and 7 P.H.	12 months
Gas supply	1 week and 6 P.H.	12 months
Electricity supply :—		
Day workers	2 weeks and P.H.	12 months
Shift workers	3 weeks	12 months
Water supply :—		
Northern Counties	6 days and 6 P.H.	12 months
Yorkshire	12 days	12 months
Lancashire, Cheshire, Cumberland and Westmorland ..	1 week and 6 P.H.	12 months
Midlands	12 days incl. P.H.	12 months
South Midlands	14 days incl. P.H.	12 months
London	12 days and P.H.	12 months
Home Counties and Beds., Cambs., Hunts., Norfolk and Suffolk	12 days incl. P.H.	12 months
South Wales and Mon. ..	2 weeks and 6 P.H.	12 months
Land drainage authorities (England and Wales) ..	12 days incl. P.H. (plus proclaimed holidays)	12 months

(a) In most cases the agreements and orders include provisions for a shorter holiday, or reduced holiday payments, for workpeople with less than the full qualifying period of service stated in this column.
 (d) In this case payment for holidays is provided by the accumulation of a weekly "credit" in respect of each week's work performed during the twelve months preceding the holiday.
 (e) In this case the conditions are as specified in Wages Regulation Orders.
 (f) In addition, the employers grant to all permanent workers, an additional day of annual leave with pay for each 5 years of service up to a maximum of 12 days.
 (g) Payment for two weeks annual holiday and six public holidays is to operate as from 1st January, 1947, under the terms of an agreement applying to certain firms covering a large section of the industry.
 (h) Where Bank Holidays are worked no extra rate is paid, but a day or night off is allowed or an extra day added to the fortnight's holiday.
 (i) In addition staff who have not had leave on two of the following Bank and Public Holidays viz., Good Friday, Easter Monday, Whit Monday, August Bank Holiday, Christmas Day (if a weekday) and Boxing Day (or the comparable days in Scotland) are granted leave with pay on (i) two other days if they have not had leave on any of the above holidays, or (ii) one other day if they have had leave on only one of the above holidays.
 (j) The conditions are as specified in recommended model conditions of employment issued by the National Council for the Omnibus Industry.
 (k) In this industry the conditions are as specified in the Order issued under the Road Haulage Wages Act.

PAYMENT OF WAGES FOR HOLIDAYS—(Continued).

Industries.	Holidays paid for per annum (P.H. = Public Holiday).	Qualifying Service (a) for holidays other than Public Holidays.
PUBLIC UTILITY SERVICES (Contd.)		
Local authorities' (non-trading) services: Northumberland, Durham and N. Riding of Yorks.	6 days and 6 P.H. (plus proclaimed holidays)	12 months
West Riding of Yorkshire	6 days and 6 P.H. (plus proclaimed holidays)	Agreed locally
Lancashire and Cheshire .. East Midlands ..	1 week and 6 P.H. (plus proclaimed holidays)	12 months
West Midlands .. South Midlands .. Eastern .. London ..	12 days incl. P.H. (plus proclaimed holidays)	48 months
Southern Home Counties ..	12 days incl. P.H. (plus proclaimed holidays)	Not specified
Middlesex ..	1 week and 6 P.H. (plus proclaimed holidays)	12 months (r)
Gloucestershire, Somerset and Wiltshire .. Cornwall, Devon and Dorset ..	6 days and 6 P.H. (plus proclaimed holidays)	12 months (r)
North Wales .. Glamorgan and Monmouth .. Scotland ..	1 week and 6 P.H. (plus proclaimed holidays)	12 months
County Council roadmen (England and Wales) ..	12 days incl. P.H. (plus proclaimed holidays)	12 months
	6 days or 1 week and 6 P.H.	12 months
DISTRIBUTIVE TRADES:—		
Retail food trades (England and Wales) .. Retail grocery and provision trade (Scotland) ..	12 days and 6 P.H. (plus proclaimed holidays)	12 months
Retail drapery, outfitting and footwear trades (Great Britain) .. Retail furnishing and allied trades (England and Wales) .. Retail meat trade (England and Wales) .. Retail pharmacy (England and Wales) .. Retail co-operative societies (Great Britain): 5-day week workers .. Others ..	12 days and local holidays	12 months
Wholesale grocery and provision trade (England and Wales) .. Milk distribution (g): England and Wales .. Scotland .. Cold storage .. Coal distribution (s): London; Manchester .. Hampshire and Isle of Wight .. Leicestershire and Rutland ..	12 days and 6 P.H. (plus proclaimed holidays)	12 months
	10 days	50 weeks
	7 days	49 weeks
	6 days and P.H. (plus proclaimed holidays)	12 months
	1 week and 6 P.H. (plus proclaimed holidays)	12 months
	1 week and P.H. (plus proclaimed holidays)	12 months
	6 days and 6 P.H. (plus proclaimed holidays)	12 months
MISCELLANEOUS INDUSTRIES AND SERVICES:—		
Leather tanning and currying .. Made-up leather goods manufacture .. Rubber manufacture: Wages Regulation Order: Joint Industrial Council Agreement .. Industrial and Staff Canteens (Great Britain) (g) .. Ophthalmic optical industry .. Hairdressing .. Cinematograph film production .. Cinema theatres ..	1 week and 6 P.H. (plus proclaimed holidays)	12 months
	1 week and 6 P.H. (plus proclaimed holidays)	6 months
	6 days	48 weeks
	(r) and 6 P.H.	12 months
	6 days and 6 P.H. (plus proclaimed holidays)	48 weeks
	1 week and 6 P.H. (plus proclaimed holidays)	48 weeks
	9 days and P.H.	12 months
	12 days and 6 P.H. (plus proclaimed holidays)	12 months
	1 week (u)	12 months
	1 fortnight (u)	36 months

(a) In most cases the agreements and orders include provisions for a shorter holiday, or reduced holiday payments, for workpeople with less than the full qualifying period of service stated in this column.

(r) In this case the conditions are as specified in Wages Regulation Orders.

(g) Plus an additional day for each year's service above one up to a maximum of 12 days and Public Holidays.

(s) In this industry there is a large number of local or district agreements. The entries in the Table relate to a few typical agreements.

(t) In this case the holiday payment amounts to one hour's pay for each week in which work has been performed during the twelve months preceding the annual holiday. The total annual holiday payment is not to exceed 50 hours.

(u) As regards public holidays, the agreement prescribes that in England and Wales National and Bank Holidays are normal days of employment, but on Christmas Day cinemas will normally be closed and for work on Good Friday employees shall be paid double time rates. In Scotland Christmas Day and Good Friday are to be normal days of employment and for work on Spring, Autumn and New Year's Day holidays employees are to be paid at double time rates.

There is considerable diversity in the terms of the arrangements in operation in different industries, some particulars of which are given below.

I. PROVISIONS OF COLLECTIVE AGREEMENTS.

Length of the Holiday.—In the majority of agreements the number of days of holiday for which payment is made is 12 days, but there is a considerable number of cases in which the period is not more than 6 days or one week and nearly as many in which the period is 18 days or three weeks. Where the number of days is 12, it usually consists of 6 consecutive days or one week of annual holiday and 6 public or statutory holidays. Where the period is 6 days or one week, it usually means that payment is made for a week's annual holiday and that there is no payment for public holidays except for a special rate of payment to workers called upon to work on such days. Where the period is 18 days or three weeks it usually consists of 12 days or two weeks' annual holiday and 6 public holidays. The term "public holidays" denotes the usual bank or statutory holidays, but many agreements provide that payment should also be made for specially proclaimed holidays. Since the date of the publication of the previous article (September, 1944), there has been an extension in many industries of the number of holidays for which payment is provided. The extension has consisted in most cases of the grant of payment for six public holidays where payment for such days had not hitherto been made, but in some cases of an increase of 6 days or one week in the annual summer holiday period for which wages are payable.

Qualifications for Full Holiday or Full Payment.—Nearly all the agreements specify certain conditions as to length of service, attendance, etc., which must be fulfilled before the worker becomes entitled to the benefit of the paid holidays. So far as the consecutive days of annual holiday are concerned as distinct from public or statutory holidays, the great majority of agreements make the grant of the full holiday dependent upon the worker having had a specified length of service (usually 12 months) up to the time of the holiday or up to some other specified date. It is commonly stipulated that such service must have been continuous. Many agreements, however, provide for workers whose employment has not been continuous with the same employer for the full period. This is the case in certain industries (building, engineering, cotton, etc.) in which the holiday pay accrues from week to week under a system of accumulated credits, as described below, and there is machinery for the carrying forward of such credits when a worker changes his employer. Workers with less than the full qualifying period of service are usually entitled to a shorter holiday, or, if the full holiday is granted, to less than the full amount of holiday pay. For example, in paint, varnish and lacquer manufacture, in which 12 months' service entitles a worker to six consecutive days' holiday with pay, workers with six months' service are entitled to three days' holiday and those with nine months' service to five days' holiday. In this case the minimum period of service is 6 months; in other cases it ranges usually from six months to one month, and in some other cases, where holiday pay is strictly *pro rata* to the period served, no minimum period is specified. A few agreements also make payment for the annual holiday dependent on the worker not having lost, through his own fault, more than a certain number of days during the qualifying period. Thus, in the cement manufacturing industry payment for the week's annual holiday is dependent on the worker not having lost, through any fault of his own, more than seven days or 10 shifts without reasonable excuse, during the year ending 1st August. A small number of agreements also make the grant of paid holidays conditional upon good conduct, satisfactory service or good time-keeping.

As regards payment of wages for public or statutory holidays, this is not, as a rule, made dependent on length of service. Where there is a service qualification the period specified is usually shorter than that for the summer holidays, and ranges generally from one week to about 3 months. Conditions as to attendance occur rather more frequently, and often consist in the requirement that payment is dependent upon the worker attending on the day preceding and the day succeeding the holiday. A few agreements provide that wilful or deliberate loss of time to a certain specified extent (e.g., four or six days) between two statutory holidays will disqualify a worker from benefit of payment for the particular holiday.

Times at which the Holiday is to be taken.—Many of the agreements indicate the period during which the annual holidays are to be taken. Usually the provision on this point is that the holidays shall be taken between specified dates in the summer months, e.g., between 1st May and 30th September. This provision, however, is often qualified by such phrases as "unless otherwise agreed" or "as far as possible." It is usually left to the employer to decide at what time, within the specified period, holidays are to be taken, and whether they are to be taken by "staggering" the holidays of the individual workers, or by closing down the works for the holiday period. Thus, in heavy steel manufacture, where the normal holiday period is between May and September, the agreement provides that the management shall decide whether the holiday is given by means of a general stoppage or by working a relay system so as to ensure continuity of production throughout the year. Some agreements provide for consultation with, or due notice (e.g., not less than four weeks) to be given to, the workpeople in regard to the dates of the holidays. Very few agreements specify the actual holiday week during which the works shall close down, but the agreement for the pottery industry provides that the annual week's holiday be taken in the August Bank

Holiday week (in Scotland the Summer Holiday week) or at such other period as may be mutually arranged between the operative and his employer.

Rate and Form of Payment.—Many agreements provide that the holiday shall be "with pay" or "with full pay" without any definition. Other agreements, however, define the amount and form of payment, especially in regard to pieceworkers. Thus, a number of agreements, while stipulating that timeworkers shall be paid their ordinary time rate or the standard or minimum rate appropriate to their grade, provide that the pieceworker also shall receive his appropriate time rate. Another method of fixing the rate of annual holiday payment for pieceworkers is to take the average weekly earnings, generally calculated over a stated period such as six or twelve months. Such provisions occur in the agreements for iron and steel manufacture, printing, and chemical manufacture, among others. In most cases it is stipulated that overtime payments should be omitted in calculating this average. In a few cases the average is subject to a maximum (e.g., 23s. a shift for blastfurnace workers), or to a minimum, as in the case of pieceworkers in the gold, silver and allied trades in London, for whom payment is based on the average earnings for the preceding twelve months, with the proviso that the basis of payment shall not be less than 47 hours at the minimum day-work rate. In some industries, the system of averaging applies to timeworkers as well as pieceworkers. Occasionally the payment, either in respect of annual holidays or public holidays, consists of a flat rate not identical with the actual rate of wages received by the individual worker.

Some important agreements provide for the annual holiday payments to be made from credits provided weekly by the employer and accumulated in a special fund. Under such systems the holiday remuneration of the individual worker is strictly related to his record of attendances in the past year and, in some cases, to his earning capacity. In the building and civil engineering contracting industries the credits are paid into a central fund established for the whole of the combined industries. For each week's work, an operative is credited with the sum of 2s. in the form of holiday stamps to be affixed to his holiday credit card. The stamps and cards are purchased by the employer from a management company. When the holiday is taken, a sum equal to the credits on the card is paid to the operative by the employer for whom he is working at the date of the holiday, the amount so paid being subsequently recovered by the employer from the company. An operative entering new employment hands over his card to his new employer. Other industries in which the amount of weekly credit is a flat amount, uniform for all occupations, include freestone quarrying, hosiery manufacture, and the textile bleaching, dyeing and finishing trades. In the engineering industry a national agreement provides that for each full week's work performed there shall be credited to every manual worker in respect of the annual holiday a sum representing one-fiftieth of the appropriate day time rate plus the timeworker's national bonus. When less than a full week is worked, the appropriate portion of the full week's allowance is to be credited. If workpeople are absent through sickness or accident the appropriate allowance is credited for working hours so lost for a period up to six weeks in any one year. The credits are accumulated in a special fund maintained by each firm, and paid over to the workpeople at the recognised summer holiday period or at such other time as may be mutually agreed upon. Systems of weekly credits similar to that in the engineering industry have been adopted by agreement in other industries, including shipbuilding, light castings manufacture, brass working, vehicle building, and beet sugar manufacture. Agreements covering both the spinning and manufacturing sections of the cotton industry provide for two weeks' holiday pay on the basis of one twenty-fifth of the individual operative's actual gross earnings of the previous twelve months, including overtime. The firms set aside a sum equal to 4 per cent. of the total gross wages bill and pay it weekly into an "operatives' holidays account" opened by each firm with a bank. Similar systems under which the weekly sum credited is a fraction or percentage of individual gross earnings are in operation in the wool textile industry in Yorkshire, carpet manufacture, mill-sawing in Scotland, and the gold, silver and allied trades at Sheffield.

In the coal mining industry the method of determining the amount of the holiday payment is as follows. An award of the National Tribunal for the industry provides that (a) the total sum earned as wages in the calendar year prior to that for which holiday payments are to be made shall be ascertained and (b) from this total shall be deducted the sum actually paid during that period under any holidays with pay agreements. The resulting figure is divided by fifty and the sum so arrived at is divided among the workers in such manner and in such proportions as the Mining Association and the Mineworkers' Federation shall mutually agree. The amount of holiday payment thus agreed in respect of the annual holiday week for the year 1946 was £6 for men 21 years and over, £4 16s. for youths of 18 to 20 years inclusive, £3 12s. for boys under 18 years, £4 16s. for women 21 years and over, and £3 12s. for girls under 21 years.

Contributory Scheme.—In the boot and shoe manufacturing industry, arrangements have been agreed upon whereby the holiday payment is made from funds made up from equal contributions from employer and employee. Under the scheme adopted by the Joint Industrial Council for the industry, weekly contributions are made by both employer and operative of 1s. 9d. for men 21 years and over, 1s. 3d. for youths 18-20 years

inclusive and women 20 years and over, 1s. for girls 18-19 years inclusive, and 8d. for boys and girls under 18 years. The contributions for each factory are paid into a "holiday provision account" at a bank, the account being controlled by a management committee of not less than two (half representing the employer and half the operatives). Withdrawals of specified amounts are made at the times of the usual holidays (3 days Easter and Whitsun, 1 week at Christmas and August). The total amount of the four withdrawals is £8 12s. 6d. in the case of men 21 years and over. Withdrawals are not to exceed the amount standing to the operatives' credit, and no contributions are payable by employers in respect of those weeks for which operatives do not contribute. The scheme is subject to the operatives agreeing to deduction of their contributions from wages and signing the contribution card accordingly.

Other Provisions.—In many of the agreements provision is made for the payment of holiday allowances to workpeople who leave their employment or are discharged before they have taken their holiday. In some instances such allowance is not payable in the case of employees who leave their employment without due notice or through some fault of their own, or are dismissed for misconduct. In other instances it would appear that the cause or manner of leaving is immaterial; a few agreements, in fact, specifically state that the allowance is payable when employment terminates for any reason. The allowance usually consists of a payment proportionate to the time served since the date of the previous annual holiday or some other specified date. Thus, in the general printing industry, workers who change their employment receive, in lieu of annual holiday, allowances on the basis of one-thirteenth of their weekly wage for each period of four consecutive weeks of service, both from the employer from whom they have changed in respect of the period between the preceding 30th June and the date of leaving their employment, and from the employer to whom they have changed in respect of the period between the date of commencing the employment and the following 30th June. A worker who leaves his employment does not of necessity receive his proportionate allowance at the time of leaving, but may have to wait until the next holiday period. For instance, the agreement relating to the cotton industry provides that operatives who leave shall be given certificates of credit to be presented for payment at the next holiday period.

The acceptance by the worker of employment at another firm during his holiday period is prohibited by the terms of a few agreements, but as a rule the agreements make no reference to this question. The agreement relating to heavy steel manufacture, for example, provides that the acceptance by a worker of gainful employment during his holiday period is regarded as a violation of the agreement and any holiday payment made to him shall be refunded to the employer. Some agreements deny to the worker the option of taking the holiday or of continuing at work and drawing the holiday pay. Some others deal with the position of employees who are retained for maintenance or other special work while the establishment is closed down for general work during the holiday period. In such cases it is usually prescribed that these employees shall receive a paid holiday at a later date.

The position of casual, temporary or part-time workers in relation to payment for holidays is usually not specifically dealt with in the agreements. The conditions as to length and continuity of service, however, are often such as necessarily exclude workers of these types from the benefit of the paid holiday. In some agreements, on the other hand, the conditions are such as to make it possible for such workers to benefit to some extent from the holiday provisions. Thus, casual employees in the general printing industry, whether or not they continue to be employed after a Bank Holiday, receive payment for such days if they have, in each of the immediately preceding four weeks, been on the pay-roll on the day of the week corresponding to that on which a holiday occurs, and receive allowance in lieu of annual holidays in proportion to their length of service with each employer, unless they are paid extra rates that are specifically given in lieu of annual holidays. In the boot and shoe manufacturing industry, persons whose employment involves not more than 30 hours' service weekly and whose employment began on or after 3rd September, 1939, are eligible to participate in the holiday provision scheme for the industry described above on the basis of paying half the normal rate of contribution and receiving half the normal rate of benefit.

Directions as to the time at which the holiday payment is to be made are contained in the agreements for some industries. The majority of such agreements provide that the holiday payment shall be made before the commencement of the annual holiday, as in the case of the agreement for the pottery industry which specifies the pay-day immediately preceding the holiday week as the time of paying out holiday money. There are a few exceptions to this rule. Thus, the boot and shoe agreement states that payment should be made after the holidays "at times to suit local arrangements, but preferably on the first working day after the holiday."

II. PROVISIONS OF STATUTORY ORDERS.

Wages Councils.—Under the terms of the Holidays with Pay Acts of 1938, the Boards established under the Trade Boards Acts had power to direct that workers for whom statutory minimum rates had been fixed shall be entitled to be allowed a holiday with pay of not more than one working week in a year. Under the terms of the Wages Councils Acts, 1945, the Trade

Boards were renamed Wages Councils and their powers were extended to enable them to recommend that Orders should be made requiring payment of wages for holidays without any prescribed limit. Of the 52 Wages Councils established in Great Britain and 18 in Northern Ireland all but four* have issued directions, which have been confirmed, with statutory force, requiring certain days to be granted in each year as holidays with pay. About one half of the orders now in operation were issued before the Wages Councils Acts came into effect, and they accordingly require only six days to be granted as paid holidays. The other orders are those made after these Acts came into operation and require payment for wages for a greater number of days, comprising "annual holidays" (usually of six consecutive days during the holiday season) and "customary holidays" (usually six specified public holidays). The full period of annual holidays is conditional on the worker having served a qualifying period, usually of 48 weeks, with shorter periods for those with shorter service. The holiday payment is in general related to the amount to which the worker would be entitled for a normal week's or day's work if paid at the appropriate minimum time rate. It is payable, in respect of annual holidays, on the last pay day preceding the holiday or, in some cases, not later than the first working day or the first pay-day after the holiday, and, in respect of customary holidays, on the pay-day on which the wages for the pay-week including the holiday are paid. If the worker ceases to be employed before being allowed or entitled to be allowed an annual holiday, such holiday remuneration as has accumulated is to be paid to him on the termination of his employment.

Road Haulage.—Orders have also been made by the Minister of Labour and National Service, under the terms of the Holidays with Pay Act and the Road Haulage Wages Act, providing that an employer must allow to every worker in the road haulage industry in Great Britain, for whom a statutory rate of remuneration has been fixed, 6 consecutive days† holiday with pay between 1st April and 31st October. The full holiday is subject to the condition that the worker has been in the service of the employer for at least 48 weeks‡ immediately prior to 1st April and has not been absent for more than 7 days except for certain stated reasons. Holidays of proportionately shorter duration are allowed to workers whose previous employment amounts to less than 48 weeks. Payment is also to be made, equivalent to the wages for 8½ hours' work, to regular workers in respect of specified Public Holidays. Those called upon to work on such holidays are to be paid at double the rate otherwise appropriate.

Agriculture.—Under the provisions of the Agricultural Wages Regulation Acts and the Holidays with Pay Act, the Agricultural Wages Board for England and Wales have issued orders which provide that whole time workers are to be allowed holidays with pay at the rate of one day for each two consecutive months of regular employment. The maximum number of days of paid holiday is thus six‡ in each year of employment, apart from the six public holidays referred to below. Workers who are required to work seven days a week in 30 or more weeks during a year are allowed, in addition, a holiday on a Sunday. Where a worker is entitled to holidays of three or more days, three of such holidays must be on consecutive days. The remuneration is normally one-sixth of the weekly minimum wage for each day of holiday, and is to be paid on the pay-day immediately preceding the time when the worker is entitled to be allowed the holiday, or, where the employment terminates before the agreed time or times at which holidays were to be allowed, on the termination of the employment. Sundays and six specified public holidays are excluded from the holiday period. The orders also provide that on six specified public holidays, viz., Good Friday, Easter Monday, Whit Monday, August Bank Holiday, Christmas Day, Boxing Day (in Northumberland New Year's Day instead of Boxing day), all employment shall be treated as overtime employment, and that the number of hours in respect of which the minimum weekly wage is applicable during the weeks in which those days fall shall be correspondingly less than in a normal week. The effect of this is that, in each of the weeks concerned, the worker either receives the day's holiday on full pay without having to make up the time or, if required to work on any of the days, he is entitled to overtime pay for all employment on that day.

Orders made by the Scottish Agricultural Wages Board provide for holidays with pay at the rate of one day for eight weeks' continuous employment, up to a total of seven days of holiday in the year.† One period is to be of not less than three consecutive days between 28th May and 31st August. The holiday remuneration is not less than the appropriate daily proportion of the weekly minimum wage rate or eight-and-a-half times the respective minimum hourly rate, and is to be paid not later

* Viz., the Wages Councils covering the jute trade and the flax and hemp trade in Great Britain in which payment for holidays is made under the provisions of collective agreements, and the drift nets mending trade in Great Britain, and the linen and cotton embroidery trade in Northern Ireland in which the workers are mainly employed away from the employer's premises.

† For milk workers mainly engaged on the collection of milk from farms who are normally employed on 7 days a week, a holiday of 7 days is allowed after 49 weeks' employment.

‡ The Agricultural Wages (Regulation) Bill presented to Parliament on 13th November, 1946 (see page 351 of this issue of this GAZETTE), contains a provision removing the restriction imposed by the Holidays with Pay Act, 1938, on granting holidays for agricultural workers of more than a week in a year of more than three consecutive days.

than the first regular pay-day after the holiday is taken. Workers other than stockworkers who are required to work on New Year's Day are entitled to overtime payment for such work; if not required to work on that day they are nevertheless entitled to be paid the full weekly rate of wages for the week in which the holiday occurs. The orders are not to prejudice the operation of any agreement for granting additional days' holiday or for the payment of holiday remuneration in excess of the prescribed rates.

The Agricultural Wages Regulation Acts for Northern Ireland provide for the granting of paid holidays, in respect of continuous employment with the same employer, of six days in each period of twelve months or one day in respect of each period of two months. The Agricultural Wages Board established by the Acts have power to fix the rate of remuneration for these holidays, and in accordance with this power orders have been issued fixing the daily rates of holiday remuneration for whole-time male workers of 16 years of age and over employed on time-work.

Catering.—The Catering Wages Act, 1943, which was designed to regulate the remuneration and conditions of employment of persons engaged in the supply of food for immediate consumption or the provision of living accommodation for guests and lodgers, empowered any Wages Board that may be set up under the Act to prepare proposals requiring all workers to be allowed holidays by their employers, and fixing holiday remuneration. The proposals on these matters made by the Wages Board established for industrial and staff canteens have been embodied in a Wages Regulation Order made by the Minister of Labour and National Service. The Order requires payment for six days of annual holiday each year, as well as for all nationally proclaimed holidays, under conditions similar to those contained in the Wages Councils Orders referred to above.

RECENT COLLECTIVE AGREEMENTS.

HOURS OF LABOUR IN THE ENGINEERING INDUSTRY.

In a memorandum of conference between the Engineering and Allied Employers National Federation and the National Engineering Joint Trades Movement on 26th November, 1946, it was mutually agreed to recommend the following for acceptance* by the respective constituent bodies:—

Preamble.

The following agreement is to be read and construed in relation to certain general principles which the parties accept as fundamental:

- The need to maintain and develop maximum production in the interests of the domestic consumer and the export market.
- The necessity of keeping prices at such a level that purchasing power will be maintained or improved. This consideration involves consumer goods at home, export trade and the buying value of the pound sterling.
- The inter-relationship of industries in some of which there is an inherent inability to speed up by mechanical production involving the consideration that a loss of hours means a loss of output.

Having regard to the above, it is hereby mutually agreed:

- The existing working week of 47 hours shall be reduced to 44 per week.
- This agreement provides for a five-day week but the parties appreciate that there will be instances where working on a 5½-day week basis will be necessary. In this connection the parties pledge themselves to have full regard to the needs of particular establishments and to their relationship to other sections of industry. Considerations of light and weather should be taken into account and provided for. In the event of disagreement on this point, and failure to resolve the question in the works or in local conference, the status quo shall be maintained until the question has been discussed at executive national level.
- Five-Day Week.** In cases where a 5-day week is operated the working hours shall be arranged to give a normal working week of 44 hours, for example, 2 days of 8½ hours each and 3 days of 9 hours each, or 4 days of 9 hours and 1 of 8 hours. In consideration of the time worked beyond 8½ hours in the day a special supplement is incorporated as part of the increase in the national bonus provided for below, equivalent to the overtime premium payment for the half-hour per day worked beyond 8½ hours.

Hours worked on Saturday morning shall be subject to overtime premium.

4. **Five-and-a-half Day Week.** The special supplement incorporated in the national bonus provided for below shall also apply to the 5½-day week worker to ensure that he will not be at a disadvantage as compared with the 5-day week worker. Where 44 hours are worked on 5½ days the hours which shall constitute the normal hours in the factory shall be agreed between the employer and his workpeople. Hours worked before or after the normal hours of the establishment shall be subject to overtime premium payment in terms of the Overtime Agreement.

5. **Payment.** (a) In respect of timeworkers and payment by result workers on both dayshift and nightshift, the existing hourly basic rates, piecework times, and piecework prices, shall be maintained; (b) the existing national bonus applicable to timeworkers and payment by result workers shall be increased by 4s. 6d. per week; (c) the enhanced national bonus shall be paid for 44 hours' work as against 47 at present.

* The agreement has been accepted by all the parties concerned.

6. **Nightshift Workers.** The existing normal nightshift hours of 47 shall be reduced to 44 per week. Hours worked before or after the new normal nightshift hours, for example, two shifts of 8½ hours each and three shifts of 9 hours each, shall be subject to overtime premium payment in terms of the Overtime Agreement. The increase in national bonus provided for herein shall apply.

7. **Double Dayshift and/or Three Shift System Workers.** The shift hours shall consist of those set forth in the Agreement of 23rd July, 1943, for which 44 hours shall be paid. The increase in national bonus provided for herein shall apply.

8. **Effective Working Hours.** In the interests of production, the parties agree that the recognised working hours should be as effective as possible. It is therefore implicit in this Agreement that there should be a strict observance of the recognised working hours, notably at times of starting and stopping.

9. **Date of Operation.** This Agreement shall operate as from Monday, 6th January, 1947.

WAGES AND WORKING CONDITIONS IN THE POTTERY INDUSTRY.

An agreement, which is described as a new wages structure for the pottery industry, has been concluded between the British Pottery Manufacturers' Federation and the National Society of Pottery Workers. The agreement operates and applies to the wages paid on and after the pay-day of Friday, 15th November, 1946, and supersedes all previously existing agreements relating to minimum day-wage rates, cost-of-living sliding-scale arrangements, overtime rates, holiday money, and other matters covered by the terms of the new agreement.

For female workers the agreement specifies six scales of minimum time rates of wages varying according to age, each scale being applicable to certain specified occupations. For women 21 years and over the minimum rates range from 60s. to 70s. 6d. a week. In the case of male workers three scales are specified. In one of these the minimum rate for men 21 years and over is 85s. and in the other two 90s. Minimum weekly rates are also given for stokers and enginemen. For seven other groups of occupations of male workers basic hourly rates of wages have been agreed upon, ranging from 2s. to 3s. 2d. Rates of wages for apprentices are also specified. The rates of wages quoted in the agreement are inclusive of all pluses and cost-of-living allowances and they relate to a normal working week of 47 hours, except in the case of shift workers, enginemen, stokers and mill workers whose normal weekly hours are 48.

The provisions of the agreement relating to piece rates state that where operatives are employed on piece work the rates payable are to be fixed at such amounts as will yield in the circumstances of the case to an ordinary adult worker not less than 20 per cent. above the basic hourly rate appropriate to the occupation in which the operative is engaged. Women employed in certain processes, listed in the agreement, are to be paid at men's rates, and a joint committee is to be set up to consider additions to the list of processes.

The terms of the agreement regarding holidays provide for payment for an annual holiday of six consecutive days at the rate of two per cent. of a worker's total annual earnings, including overtime, and at specified rates of 15s. a day for men, 10s. for women, and proportional amounts for younger workers, in respect of four statutory holidays and the Saturday prior to the annual holiday.*

Other clauses of the agreement specify overtime rates of pay and provide that all tools and materials are to be supplied by the manufacturer, that payment is to be made direct from the office and accordingly piece rates are to be fixed exclusive of the wages payable to assistants or attendants, that the periods of notice for terminating engagements in the industry are to continue to be 28 days for men and male apprentices and 14 days for other workers, and that all operatives are to conform to any system of time recording that may be in operation at a factory. The agreement also introduces a guaranteed week upon the following terms:—

- Period of Employment.** A worker shall have been continuously employed by an individual firm for not less than four weeks.
- Performance of Service.**
 - A worker shall be available for, capable of, and willing to perform satisfactorily, during working hours, his normal work.
 - During any period when full work in his normal occupation is not available, the worker shall be willing to perform and shall perform to the best of his ability any reasonable alternative services in any department, or process, that the employer may specify.
 - When the usual occupation is not available to a worker, and he is asked to do other work, the rate of payment shall be the recognised time rate for such work, or the recognised time rate for his work in the usual occupation, whichever is the higher.
- Method of Payment for Guaranteed Week.**
 - All operatives (day wage workers and piece workers) are guaranteed wages equivalent to those payable for 34 hours, exclusive of overtime, calculated at the agreed basic hourly rate.
 - Where no basic hourly rate for the job is already fixed by agreement between the Federation and the Union or where no agreed rate of earnings exists, the payment to be made under the guarantee shall be equivalent to

34 hours at the rate of the workers' average hourly earnings, excluding overtime, for the eight weeks preceding the guaranteed week.

- Holidays.** In the case of a paid holiday recognised by agreement, custom or practice, the guarantee shall be reduced in respect of the pay week in which the holiday takes place in the same proportion as the normal working hours for the time being have been reduced in that pay week.
- Repeated Lateness and Unreasonable Absence.** The guaranteed week shall not apply to a worker who has been repeatedly late to work or repeatedly absent without reasonable cause. In such cases the employer shall give due warning in writing to the worker that further lateness and/or absenteeism on his part will be regarded as breaking the conditions upon which payment of the guaranteed week is based.

Where a worker has forfeited his right to the benefit of the guaranteed week by either or both of these causes, he shall be deemed to have requalified for benefit so soon as he shall have worked without default for two consecutive normal weeks.

- Stoppages, Breakdowns and other Emergencies.** In the following circumstances the guarantee shall not apply:—
 - A stoppage of work caused directly or indirectly by any person or persons, whether employed in the particular undertaking or elsewhere, taking part in a dispute, strike or lock-out.
 - A stoppage of work caused by circumstances other than the above, which are outside the employer's control, and which will include mechanical breakdowns, shortages of materials, fuel and power, and the closing down for any purpose of any continuous oven or kiln.
 In any of these cases, however, the employer shall not be relieved of his obligation to pay guaranteed wages until he shall have given four clear days' notice, exclusive of Sunday, of his determining liability.

WAGES AND CONDITIONS OF EMPLOYMENT IN THE HOSIERY TRADE.

The following agreement on wages and conditions of employment, incorporating National Arbitration Tribunal Award No. 872, was concluded by the National Joint Industrial Council of the Hosiery Trade and signed on 24th September, 1946:—

- Parties:** This Agreement is made between the Hinckley and District Hosiery Manufacturers' Association, the Leicester and District Hosiery Manufacturers' Association Ltd., the Loughborough and District Hosiery Manufacturers' Association, the Mansfield, Sutton-in-Ashfield and District Hosiery Manufacturers' Association, the Nottingham and District Hosiery Manufacturers' Association Ltd., on the one hand, and the National Union of Hosiery Workers, on the other.
- Both parties to this Agreement undertake to use such means as are at their disposal to ensure its due observance by all employers and operatives whether members of their respective organisations or not.**
- Term:** This Agreement shall commence on 10th September, 1946, and shall continue for 18 months and thereafter until either party shall give to the other six months' notice in writing to terminate the Agreement.
- Agreements Superseded:** This Agreement shall supersede the Essential Work Order Agreement, the Overtime Agreement, the Cost-of-Living Bonus Agreement, and Awards Nos. 62 and 182 (re Overtime), and No. 687 (re Minimum Wages), of the National Arbitration Tribunal.
- Contract of Employment:**
 - The Employer shall be responsible for the direct employment of all persons engaged on his work.
 - Notice by Employer or Employee to terminate employment shall be given not later than four hours after the time the employee commences work on Monday in any week, and shall expire on the following Saturday.
- Standard Working Week:**
 - Where the system of work is—
 - single shifts, the standard working week shall be five days totalling 43 hours 20 minutes, exclusive of intervals for meals and rests; or
 - double shifts, between the hours of 6 a.m. and 12 midnight on Monday, Tuesday, Wednesday, Thursday and Friday and 12 noon on Saturday, the standard working week shall not exceed 43 hours 20 minutes, exclusive of intervals for meals and rests.
 - The Factories Acts make provision for the hours of work of females and young persons who are working on the two shift system.
 - There shall be no application to increase piece rates as a consequence of, or compensation for, the institution of a reduced standard working week, but time rates per hour shall be adjusted to yield the present weekly wage.
 - Where the system of work is three shifts, the standard working week shall be 39½ hours, exclusive of intervals for meals and rests, averaged over three weeks, and the working week shall be between 6 a.m. Monday and 12 noon Saturday.

This Clause shall be put into operation by individual employers at the earliest possible date and in any event not later than 16th May, 1947.

6. Hours of Work :

- Production in the Hosiery Trade (including cleaning by production workers) shall not be allowed between 12 noon on Saturday and 6 a.m. on the following Monday.
- Saturday morning work shall be discontinued in the Hosiery Trade when single shift working is in operation, subject to Clauses 5 and 9 (d).
- Work on single and double shifts shall not take place in the Hosiery Trade between the hours of 12 o'clock midnight and 6 a.m.

7. Break Periods :

- Day Workers and Shift Workers : During each session of not less than four hours, and not more than six hours, working, there shall be a compulsory break of at least ten minutes per session, during which the employee concerned shall stop work. The break shall be taken as nearly as possible to the middle of the session, and shall count in computing the hours employed for the purpose of Clause 12.
- Shift Workers : Where shift working exceeding six hours per shift is in force there shall be a compulsory break of at least 30 minutes per shift, during which the employee concerned shall stop work. The break shall be taken as nearly as possible to the middle of the session, and shall count in computing the hours employed for the purpose of Clause 12.

8. Night Work :

- Night work between 12 midnight and 6 a.m. shall not take place, except under licence from the National Joint Industrial Council of the Hosiery Trade to any individual firm or Section to work the three shift system during those hours for a stipulated period, provided always that members of the Employers' Associations concerned operating in the Fully Fashioned Fine Gauge Hose Section of the Industry shall be permitted without such licence to work such three shift system for a period of 5 years from the date of this Award.
- 4d. per hour extra shall be paid for all hours worked between 12 midnight and 6 a.m.

9. Overtime :

- Payment of 6d. per hour extra for males and 4d. per hour extra for females shall be made for all hours employed in excess of 48 hours, until 15th May, 1947, and thereafter 45 hours.

If bad time is kept by any worker the time lost should be deducted from overtime made in calculating extra to be paid. If, on the other hand, workers are making short time through no fault of their own, and owing to a rush demand an order is required which necessitates the worker staying overtime during the same week, the extra amount per hour should be paid whether the 48 hours, or 45 hours as the case may be, have been completed or not. In calculating overtime no deduction should be made in respect of statutory holidays but any other holiday or day off, even if taken with the permission of the employer, should be taken into account in such calculation, and there should be no carrying forward from week to week.

Statutory holidays means for this purpose the period of holiday given at each recognised holiday period under this Agreement.

- At least 24 hours' notice shall be given to the person concerned of the intention to work overtime.
- Women and Young Persons. The limitations of overtime are contained in the Factories Acts.
- Overtime by single shift workers shall not be worked for more than two hours on Monday, Tuesday, Wednesday, Thursday or Friday, or four hours on Saturday morning, subject to an overriding limitation of six hours in any one week for all classes of workers. Overtime shall not be worked in more than four consecutive weeks.

10. Cost-of-Living Bonus :

Whilst the present basis of computing the Cost-of-Living Index is in force, in respect of each complete ten points rise in the Cost of Living over the 1914 standard shown by the Index Figure published in the MINISTRY OF LABOUR GAZETTE one penny in the shilling shall be added to the basic rates of wages, in accordance with the following example :—

Percentage rise over July, 1914, cost of living.	Bonus Payable.
From 51 to 60	6d.
61 " 70	7d.
71 " 80	8d.
81 " 90	9d.
91 " 100	10d.
101 " 110	11d.
111 " 120	1s. 0d.
and so on.	

Any change in the bonus rate shall operate in respect of the wages paid on and from the first pay day in the following month, so that a change in the Index on 1st January would operate in February.

11. Holidays :

Three working days' holiday shall be given at Easter, Whitsuntide and Christmas, and the summer holiday shall be from Friday evening to the morning of the following Monday week. Saturday shall be considered a full working day for the purposes of this Clause.

Payment for holidays shall be made in accordance with the Holidays with Pay Agreement.

12. Guarantee of Employment and Minimum Wage :

Each employee shall be guaranteed employment for 36 hours in each working week, provided that he or she is available and willing to work during that period, and shall be entitled to receive :—

- Earnings during the period of work, and compensation at the following rates for each hour during which work is not provided during such guaranteed period, or
- An overriding minimum of 36 times the following flat rates :
 Experienced Males 1s. 10¹/₂d. per hour.
 Experienced Females 1s. 2¹/₂d. per hour.
 Juveniles and inexperienced persons in accordance with schedules attached to the agreement.

Where the hours of work in a working week exceed 36, the guaranteed wage shall be the amount earned with an overriding minimum of the above rate multiplied by the numbers of hours employed.

In the case of an elderly or incapacitated person, the employer may apply in writing through his Association or direct to the District Secretary of the Union for a permit to contract out of this Clause; in the event of the Union refusing the application, the employer may submit in writing a case of appeal to the N.J.I.C. of the Hosiery Trade, whose decision shall be final.

In any week in which there is a recognised holiday under this Agreement the standard working week shall be reduced by the hours of such holiday, and the guarantee shall then apply to four-fifths of the resulting working week only.

The usual practice of sharing work shall be continued. The whole of this Clause shall apply only to production workers. A production worker is one engaged mainly in knitting or in any processing of goods in manufacture.

Examples of the type of workers not covered by this Clause are : ordermen, packers, mechanics, stokers, yarnmen, time-keepers, sweepers, all supervisory and clerical staff, and any tradesmen such as electricians, joiners, etc.

13. Interchange of Employment :

Where a person is called upon to undertake work other than that on which he or she is normally employed whilst there is still work of their own available, they shall be paid their average earnings calculated against their previous 4 weeks' earnings, working under normal conditions, or their piece rate earnings on the new work, whichever is the higher.

Where there is a shortage of work in any section and a person is offered alternative employment on any other operation than that on which he or she is normally employed, they shall be paid four-fifths of their normal earnings, calculated against their previous four weeks' earnings, working under normal conditions, or the piece rate applicable to the new job, whichever is the higher.

14. Dispute and Interpretation of Agreement :

In the event of any dispute between Employer and Employee arising in regard to any of the foregoing provisions, the procedure as laid down in the Constitution of the National Joint Industrial Council of the Hosiery Trade shall be followed.

GUARANTEED WEEK IN GOVERNMENT INDUSTRIAL ESTABLISHMENTS.

In reply to a question, the Chancellor of the Exchequer stated in the House of Commons on 27th November that after discussions on the Joint Co-ordinating Committee for Government Industrial Establishments agreement had been reached for the introduction of a guaranteed week in those establishments, subject to certain conditions. The terms of the agreement, which was signed on 25th October, 1946, are as follows :—

Memorandum of Agreement between the Official and Trade Union Sides of the Joint Co-ordinating Committee for Government Industrial Establishments.

It is agreed that the following provisions are applicable in respect of the introduction of a guaranteed week :

- All Government industrial employees whose conditions of service provide for at least one week's notice of discharge shall be guaranteed wages equivalent to their plain time rate for the weekly hours to which they are normally conditioned, provided that they are capable of, available for and willing to perform satisfactorily, during working hours, the work associated with their usual occupation, or reasonable alternative work where their usual work is not available.
- For the purpose of this guarantee premium payments for overtime worked on weekdays and premium payments for work done on Sundays and holidays shall be disregarded.
- The guarantee does not apply in the following circumstances :

- In the case of an unpaid holiday recognised by agreement, custom or practice, the guarantee shall be reduced in respect of the pay week in which the holiday

takes place in the same proportion as the normal working hours for the time being have been reduced in that pay week.

- In the event of a dislocation of work as a result of strike action the guarantee shall be automatically suspended in respect of workpeople affected in the establishment where the strike is taking place.

- Where the employment of a worker covered by this agreement is terminated for reasons other than misconduct, e.g., redundancy, or where the worker wishes to leave, the duration of notice given shall be at least one week.

CATERING INDUSTRY.

WAGES REGULATION PROPOSALS.

The Licensed Non-residential Establishment Wages Board, under the Chairmanship of Lord Terrington, C.B.E., have decided to submit their wages regulation proposals to the Minister of Labour and National Service, with a request that he will make Orders giving legal effect to them. The proposals relate to persons employed in public houses and similar premises and registered clubs; but men and women employed as managers, club secretaries or club stewards, who are covered by a committee appointed by the Minister under the Catering Wages Act, 1943,* are not included in the present proposals.

When he has been informed that the Orders have been made, the Secretary of the Board will issue notices containing details of the Orders, and these will be sent to all employers in the trade known to the Wages Board.

AGRICULTURAL WAGES (REGULATION) BILL

The Agricultural Wages (Regulation) Bill,† which was introduced into the House of Commons by the Minister of Agriculture on 13th November, 1946, provides for the permanent transfer to the Agricultural Wages Boards for England and Wales and for Scotland of the wage fixing powers exercised by county agricultural wages committees in England and Wales and by district wages committees in Scotland. These powers had already been transferred temporarily to the Boards by Defence Regulations. The Boards will have power, without limitation of the matters to be taken into account, to fix minimum rates of wages "so as to secure that workers employed in agriculture receive remuneration calculated by reference to periods during the currency of their employment." The powers to define the employment which is to be treated as overtime employment, and to define and evaluate, and limit or prohibit, the benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash are also transferred from the committees to the Boards. Provision is made for the variation of the value for minimum wage purposes assigned to any house occupied as a worker's dwelling on application by a worker or his employer, if the local agricultural wages committee are satisfied that this does not correspond with the true value.

In a further clause of the Bill it is provided that, if the Board fix special minimum rates of wages for learners, they may provide in the Order fixing these rates that they shall apply only to workers in respect of whom committees have issued certificates approving the terms of employment. Premiums may not be received by an employer from an apprentice or learner unless made in pursuance of an agreement approved by the agricultural wages committee. The committees are to continue to deal with applications for permits of exemption, that is, permits for individual workers who through physical or mental infirmities are unable to earn the full wage, and are to have power to vary or revoke existing permits. The Boards in the exercise of their functions are to have regard to any representations made to them by the committees, while the latter are to exercise their powers in accordance with any directions from the Boards. Existing restrictions in the Holidays with Pay Act, 1938, which prevent the granting under that Act of holidays to agricultural workers of more than a week a year or more than three consecutive days, are removed. The Bill also extends the definition of "agriculture" to include the use of garden land under certain circumstances.

WORKING HOURS OF JUVENILES.

REDUCTIONS IN CERTAIN INDUSTRIES.

Pottery and Clay Industries.—On 13th November, the Minister of Labour and National Service made the Weekly Hours of Young Persons under Sixteen in Factories (Pottery and Clay Industries) Order, 1946.‡ The effect of this Order, which was made under Section 71 of the Factories Act, 1937, is that from 1st January, 1947, the maximum weekly hours of employment for young persons under sixteen in the pottery and clay industries are reduced from 48 to 44.

Section 71 of the Factories Act provided that the maximum weekly hours of young persons under sixteen should be reduced

* See the issue of this GAZETTE for October, 1946 (page 277).
 † House of Commons Bill 3 (Session 1946-47). H.M. Stationery Office, price 3d. net (4d. post free).
 ‡ S.R. & O. 1946, No. 1925. H.M. Stationery Office; price 1d. net (2d. post free).

from 48 to 44 as from 1st July, 1939. It was, however, further provided by the Section that, in certain cases, inquiries might be held and regulations made increasing the maximum weekly hours of work of such young persons to a figure not exceeding 48, but that, if on 1st July, 1939, such an inquiry had been directed to be held but had not been held, the reduction in hours should not take effect, as regards the factories or processes that would have been covered by the inquiry, until such date as might be appointed. Inquiries as regards the pottery and clay industries were ordered in June, 1939, but had not been held by 1st July, 1939. The Minister of Labour and National Service has therefore by the present Order appointed 1st January, 1947, as the date on which the reduction in hours in the two industries concerned shall take effect.

Certain Textile Factories.—An article was published in last month's issue of this GAZETTE (page 312) on the subject of a Public Inquiry to be held into Regulations relating to certain textile factories. The purpose of the Inquiry was to ascertain whether it was necessary further to continue in force after 31st December, 1946, the Weekly Hours of Young Persons under Sixteen in Factories (Various Textile and Allied Industries) Regulations, 1940. Under these Regulations, as continued in force from the end of 1944, the employment of young persons under sixteen years for 48 hours a week was authorised in (i) factories in which the sole or principal industry carried on was the spinning or doubling of woollen or worsted yarn and/or the weaving of woollen or worsted cloth, and (ii) the operations known as legging and stripping in the finishing of hosiery.

As a result of the Public Inquiry, the Minister of Labour and National Service is not satisfied that the conditions necessary for the further continuance of the Regulations are fulfilled in the case of any of the classes of factories or operations concerned. He is therefore unable to renew the Regulations, which will expire on 31st December, 1946. In consequence, the maximum weekly hours of employment for young persons under sixteen will on 1st January, 1947, be reduced from 48 to 44 in the case of factories and operations previously covered by the Regulations.

CONDITIONS OF WORK IN JUTE MILLS.

REPORT OF ADVISORY COMMITTEE.

The Final Report of the Jute Industry Factory Advisory Committee, which was set up in 1944 by the Chief Inspector of Factories to enquire into and report on practical methods of improving conditions of work in jute mills,* has recently been published.† In March, 1945, an Interim Report was submitted on the spacing of machinery and the related question of weight lifting. This Interim Report, in which recommendations were made for the minimum spacing of various types of machines and for the maximum weights to be lifted by women and young persons, is reproduced in full as an appendix to the present Report.

The Final Report recommends that in each mill better means should be provided for the maintenance and regulation of ventilation and air temperature in the various workrooms, together with restrictions on the use of artificial humidity in the spinning processes. The Committee make detailed proposals to these ends, but they do not suggest (except in the case of the larger mills) that air conditioning plant would be necessary. As regards the interior cleanliness of the workrooms, they consider that adequate means should be taken to remove accumulations of dust and fibre, and that the application of vacuum cleaning methods should be explored by the industry. Light and cheerful colour schemes should be adopted for the interior decoration of workrooms and for the finish of plant and machinery. For the removal of dust generated in the processes, recommendations are made in detail which go beyond the requirements of the present Hemp and Jute Regulations, 1907.

Both general and detailed recommendations are made by the Committee for the better safeguarding of machinery, including the provision of automatic locking devices for the guards of particularly dangerous parts, and it is considered that these new developments should be adopted on new machinery.

Dealing with welfare amenities, the Report says that both the washing facilities and the clothing accommodation should either be installed in an accessible central position or, in the larger factories, distributed in small sections conveniently accessible to the various departments. Suggestions are made as to the type and equipment of the facilities, and it is recommended that the Works Safety and Welfare Committee should be associated with their upkeep and proper use as well as with their situation. Medical services in each factory should be under the supervision of a medical officer, and a comprehensive scheme of medical supervision covering the whole industry should be developed on lines which are set out in the Report.

The importance of personnel management is recognised by the Committee, and they think that a full-time Personnel Manager should be appointed for the larger mills. For the smaller concerns, where a full-time appointment would not be justified, some responsible person or persons should be designated to carry out the duties associated with a Personnel Manager, along with their other duties. A Safety and Welfare Committee should be set up in each works to deal with matters relating to the welfare services, with the prevention of accidents and with the scheme for the training and advancement of new entrants

* See the issue of this GAZETTE for December, 1944 (page 195).
 † H.M. Stationery Office; price 1s. net (1s. 2d. post free).

which should be developed within the industry. Proper feeding facilities should be provided in each factory, which, in the case of factories employing over 250, should take the form of a canteen serving a main meal. For the smaller factories the setting up of joint canteens by several factories is suggested, and, if this is not practicable, it is considered that at least a mess-room with facilities for warming food and making tea and for the provision of snack meals is desirable.

The Committee recommend that a Standing Committee should be set up to review progress in the implementation of the proposals contained in the Report and to consider any new problems which may arise. They urge that regulations should be made under the Factories Act to give effect to certain of the recommendations which deal with temperature and humidity, dust removal, safeguarding of machinery, weight lifting, canteens and welfare amenities, although it is expected that the majority of firms will seek to comply, by voluntary effort, with all the proposals in the Report.

DE-CASUALISATION OF DOCK LABOUR.

REPORT OF INQUIRY.

The Minister of Labour and National Service has received the Report on the Inquiry held recently by Sir John Forster, K.C., under the provisions of paragraph 1(4) of the Schedule to the Dock Workers (Regulation of Employment) Act, 1946. The Report has been published.* As was indicated in the issue of this GAZETTE for October, 1946 (page 279), the Inquiry was instituted in view of the fact that the Minister had been asked by the National Joint Council for the Port Transport Industry to prepare a scheme of de-casualisation of dock labour, the Council having themselves been unable to agree on the formulation of such a scheme.

The Report surveys briefly the past history of the docks industry from the earliest attempts to effect a measure of de-casualisation by voluntary registration schemes down to the de-casualisation schemes introduced during the war, under which, for the first time, dock workers enjoyed a guaranteed wage. After setting out at some length the respective contentions submitted as evidence by the Employers' and Workpeople's Sides of the National Joint Council for the Port Transport Industry, it proceeds to make certain recommendations as to the basis on which the Minister should now prepare draft permanent schemes of de-casualisation under Section 2(3) of the Dock Workers (Regulation of Employment) Act, 1946. These are briefly summarised in the following paragraphs.

Form of Administration.—It is recommended that schemes should be administered by a national joint body working through local (or area) boards, both national and local boards being drawn in equal numbers from the two sides of the industry and having an independent element, in order to ensure finality of decision. Difficulties recently experienced by the National Dock Labour Corporation Ltd. in effecting controlling the size of the port registers are referred to. The unequivocal statement of one of the workpeople's representatives that, under a permanent system of joint control, it would be the duty of the workpeople's organisations to see that effect was given to the decisions and policy of any joint body, is, however, regarded as affording a reasonable hope that these difficulties in connection with permanent de-casualisation schemes will be overcome.

Port Registers.—The maintenance of the port registers by local or area joint boards in place of the existing Registration Committees is recommended, subject to the decision to increase or reduce any particular registers being vested in the Central Board. The Report stresses in this connection the vital importance of ensuring that dock workers who are deemed by the Central Board to be surplus to requirements shall be removed from the registers without delay and it also emphasises the clear duty of all members of the administrative bodies to give their loyal support to all decisions taken by those bodies.

Mobility of Labour.—The Report recognises past and present difficulties in the way of transferring men from their home ports to distant ports. It points out, however, that the alternative to such transfers would frequently be the recruitment of men in a particular port to meet a temporary shortage of labour at a time when there was a surplus of labour in another port, so that either (a) such men would need to be discharged immediately their services were no longer required, which would, in effect, introduce an element of casual labour into a de-casualised industry; or (b) they would need to be retained on a guaranteed wage for an appreciable period during which their services were no longer required, and so would constitute a dual charge on the national funds. Accordingly, it is felt that provision should be made for directing men to transfer to distant ports when so required.

Scope of Schemes.—The Report accepts the desirability of certain limitations within the provisions of the Dock Workers (Regulation of Employment) Act, 1946, as regards the scope of schemes, both with respect to the classes of workers to be included and the ports to be covered. The nature of the Inquiry, however, made it impossible to examine in detail the contentions of the various parties on these particular points and these matters are left for closer examination in the light of any relevant

* Port Transport Industry. Report of Inquiry held under para. 1(4) of the Schedule to the Dock Workers (Regulation of Employment) Act, 1946. H.M. Stationery Office; price 3d. net (4d. post free).

objections which may be entered when the Minister prepares his draft schemes.

The Guarantee.—The Report recommends that the guarantee should take the form of a weekly fall-back wage, which should be sufficient to meet a worker's minimum needs while, at the same time, not being so high as to constitute a temptation to him to rely on the guarantee rather than on actual employment. Against this guarantee should be set all sums earned whether during the normal hours, or overtime or weekend working. The guarantee should apply only to workers who prove availability by attending at normal calls; in no circumstances must it be regarded as a substitute for a pension scheme for aged workers, who must look for a pension to any national scheme provided out of national funds.

Discipline.—Suspension by the scheme manager or dismissal by the local or Joint Board are proposed as suitable penalties for misconduct. A right of appeal to the Joint Board in case of suspension, and to an independent person in the case of dismissal is recommended. No right of appeal in the case of dismissal on account of redundancy is, however, envisaged.

NURSING STAFF OF LOCAL AUTHORITIES.

MEMBERSHIP OF A TRADE UNION.

In reply to a question in the House of Commons on 5th December, the Minister of Health made a statement regarding the action of certain local authorities who had required their nursing staff to join a trade union or other recognised organisation and had indicated that the employment of such staff would be terminated if they failed to do so.

In his reply, the Minister stated that he was sending a circular to all local authorities pointing out that, in his view, their primary duty as health authorities was to maintain the efficiency and smooth running of their health services and to ensure the welfare of the patients for whom they were responsible, and that all other considerations must be regarded as secondary. The Minister added that, while he was anxious that doctors, nurses and members of similar professions should join a trade union or appropriate professional association, he considered this as a matter which should not be determined by the unilateral action of local authorities.

A circular, on the lines of the Minister's statement, was subsequently addressed by the Ministry of Health to all local authorities, including mental hospital and mental deficiency authorities, and Joint Hospital and Sanatoria Boards and Committees.

UNEMPLOYMENT ASSISTANCE, ETC.

INCREASES IN ALLOWANCES FOR DEPENDENT CHILDREN.

The Minister of National Insurance has made two sets of Regulations entitled the Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1946, and the Supplementary Pensions (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1946.* An Explanatory Memorandum on these Regulations has been prepared by the Assistance Board and published as a Command Paper.†

The Regulations provide that the rates of allowances payable for dependent children under sixteen to persons in receipt of unemployment assistance or supplementary pensions shall be increased. The new weekly rates are—

	s.	d.
Aged 11 years or over but less than 16 years	10	6
Aged 5 years or over but less than 11 years	9	0
Aged under 5 years	7	6

The corresponding rates under the earlier Regulations were as follows:—

	s.	d.
Aged 11 years or over but less than 16 years	9	0
Aged 8 years or over but less than 11 years	7	6
Aged under 8 years	6	0

The effect of the changes is thus to increase the payment by 1s. 6d. for each child, except in the case of a child aged five, six or seven years, for whom the increase is 3s. The provisions of the earlier Regulations otherwise remain unaltered.

The Unemployment Assistance Regulations came into force on 16th December; for the Supplementary Pensions Regulations the corresponding date is the first day after that date on which the main pension is payable.

The number of persons at present in receipt of unemployment assistance who have dependent children is about 15,000, and the number of dependent children is about 38,000; the cost of increasing the provision for these children in the manner proposed is estimated to be about £180,000 a year. Only a negligible number of old persons qualifying for supplementary pensions have dependent children. The number of widows at present in receipt of such pensions who have dependent children is about 39,000, and the number of dependent children is about 74,000; the cost of increasing the rates as indicated above is estimated in this case to be about £335,000 a year.

* S. R. & O. 1946, Nos. 2071 and 2072. H.M. Stationery Office; price 1d. net (2d. post free) each.

† Cmd. 6959. H.M. Stationery Office; price 1d. net (2d. post free).

NUMBERS OF PERSONS INSURED AGAINST UNEMPLOYMENT.

CHANGES IN GEOGRAPHICAL DISTRIBUTION.

Estimates of the total numbers of persons insured against unemployment in Great Britain at July, 1946, with corresponding figures for 1939 to 1945, were given in an article on pages 306-309 of last month's issue of this GAZETTE. The Table below shows, for 1939, 1943, 1945 and 1946, the estimated numbers in each of the Regions into which the country is divided for the purpose* of the administration of the Unemployment Insurance Acts. The figures relate to the Regions as at present constituted, and owing to the changes which were made in the boundaries of some of the Regions in April, 1946, some of the figures differ from those previously published (e.g., on page 193 of the November, 1945, issue of this GAZETTE). A statement showing the Counties now included in each Region was given on page 114 of the April, 1946, issue of the GAZETTE.

For convenience of comparison with later years, the figures for 1939 in the Table below have been adjusted to allow for (a) the exclusion of women aged 60 and under 65 from unemployment insurance as from July, 1940, and (b) the inclusion as from September, 1940, of non-manual workers with a rate of remuneration exceeding £250 but not exceeding £420 a year. In the article in last month's issue, referred to above, the breach of comparability due to these two factors was indicated by giving two sets of figures for each of the years 1940 and 1941.

Region.	Estimated Numbers Insured at July* (in thousands).				Figures for 1943 to 1946 expressed as percentages of the numbers in 1939.		
	1939.	1943.	1945.	1946.	1943.	1945.	1946.
Males.							
London and S. Eastern ..	2,606	1,677	1,638	2,208	64	63	85
Eastern ..	580	462	427	537	80	74	93
Southern ..	509	415	387	488	81	76	96
S. Western ..	589	487	449	560	83	76	95
Midland ..	1,096	938	857	989	86	78	90
N. Midland ..	794	653	613	744	82	77	94
E. and W. Ridings ..	1,042	821	779	960	79	75	92
N. Western ..	1,588	1,237	1,163	1,446	78	73	91
Northern ..	783	638	622	736	81	79	94
Scotland ..	1,218	962	906	1,095	79	74	90
Wales ..	602	496	473	547	82	79	91
N. Ireland ..	231	242	231	245	105	100	106
Females.							
London and S. Eastern ..	1,154	1,347	1,223	1,150	117	106	100
Eastern ..	170	267	249	221	157	146	131
Southern ..	133	254	232	193	191	174	145
S. Western ..	162	269	249	214	166	154	132
Midland ..	431	596	521	465	138	121	108
N. Midland ..	290	375	343	306	129	118	105
E. and W. Ridings ..	415	512	462	426	123	111	103
N. Western ..	788	943	846	783	120	107	99
Northern ..	168	287	277	258	171	165	154
Scotland ..	459	593	557	520	129	121	113
Wales ..	94	225	205	180	239	218	191
N. Ireland ..	120	128	127	124	107	106	103
Total.							
London and S. Eastern ..	3,760	3,024	2,861	3,358	80	76	89
Eastern ..	750	1,034	976	758	97	90	101
Southern ..	642	1,118	1,019	681	104	96	106
S. Western ..	751	1,149	1,076	774	101	93	103
Midland ..	1,527	1,534	1,378	1,454	100	90	95
N. Midland ..	1,084	1,028	956	1,050	95	88	97
E. and W. Ridings ..	1,457	1,333	1,241	1,386	91	85	95
N. Western ..	2,376	2,180	2,009	2,229	92	85	94
Northern ..	951	925	899	994	97	94	104
Scotland ..	1,677	1,555	1,463	1,615	93	87	96
Wales ..	696	721	678	727	104	97	104
N. Ireland ..	351	370	358	369	105	102	105

The figures for the various Regions reflect, in the case of men, the reductions up to 1945 due to mobilisation for the Forces and the subsequent increases due to demobilisation; and, in the case of women, the recruitment of additional workers for the war effort and the subsequent retirement of considerable numbers from the employment field. In all Regions of Great Britain except London and South-Eastern the numbers of insured men in 1945 were between 73 and 80 per cent. of the numbers in 1939 but by mid-1946, as a result of demobilisation, they had all risen to more than 90 per cent. of the 1939 level. In the London and South-Eastern Region the war-time reduction was much heavier; the 1945 total was only 63 per cent. of the figure for 1939, and demobilisation in 1945-6 brought the figure only to 85 per cent. of the pre-war level.

Among women, the peak of mobilisation for the war effort was reached in 1943. The increase over the 1939 level was greatest in Wales, where the 1943 total was 239 per cent. of that for 1939. There were relatively large increases also in the Southern and Northern Regions. In the London and South-Eastern and North-Western Regions, where women represented high proportions of the pre-war working population, the increases were comparatively small. In all Regions there were substantial reductions between 1943 and 1945, and the fall continued in all cases to 1946.

* The numbers given exclude persons insured under the Special Schemes for the banking and insurance industries, a Regional analysis of whom is not available.

CO-OPERATIVE SOCIETIES.

The particulars given below, which have been compiled by the Chief Registrar of Friendly Societies from the statutory returns furnished to his Department, relate in general to the transactions of those societies registered under the Industrial and Provident Societies Acts that operate on a co-operative basis.

I. RETAIL SOCIETIES.

The Table below shows the principal transactions of the societies mainly engaged in retail distribution, including general supply stores and others, for the years 1944 and 1945, and their financial position at the end of each of those years. The figures cover the productive as well as the distributive activities of the societies.

	1944.	1945.
Number of Societies	1,125	1,128
Membership	9,110	9,268
Sales	£000's 347,174	£000's 356,490
Salaries and Wages	39,788	42,498
Surplus	41,288	41,612
Allocated from Surplus:—		
Share Interest	6,497	6,909
Dividends on Sales	31,199	31,179
Liabilities:—		
Share Capital	219,949	236,982
Due to Depositors and Loanholders	47,463	53,698
Other	30,424	33,158
Net Balance Disposable and Reserves	34,792	34,982
Assets:—		
Stocks	25,371	23,233
Investments	236,526	265,928
Other	70,731	69,659
Total Assets	332,628	358,820

The number of employees engaged in retail distribution in 1945 was 197,000 (74,000 males aged 18 years and over, 74,000 females aged 18 years and over and 49,000 persons under 18 years of age), and the amount paid in salaries and wages to them was £34,516,000.

II. WHOLESALE SOCIETIES.

The Table below shows the principal transactions and the financial position in the years 1944 and 1945 of the societies mainly engaged in wholesale distribution and production. The figures cover both the distributive and the productive activities.

	1944.	1945.
Number of Societies	148	161
Membership	30	43
Sales	£000's 236,390	£000's 237,703
Salaries and Wages	13,131	13,616
Surplus	11,635	11,196
Allocated from Surplus:—		
Share Interest	838	875
Dividends on Sales	6,782	6,757
Liabilities:—		
Share Capital	22,450	23,356
Due to Depositors and Loanholders	155,187	172,366
Other	15,113	17,611
Net Balance Disposable and Reserves	21,969	22,628
Assets:—		
Stocks	11,880	10,911
Investments	28,666	31,237
Other	174,173	193,813
Total Assets	214,719	235,961

The bulk of the business was conducted by three societies, the Co-operative Wholesale Society Limited, the Scottish Co-operative Wholesale Society Limited and the English and Scottish Joint Co-operative Wholesale Society Limited.

In considering the sales figures for both the retail and wholesale and productive societies, it should be borne in mind that the sales of the wholesale societies, in the main, are made to the retail societies for resale to their members and that, in consequence, any aggregation of the figures would be misleading.

The number of employees engaged in wholesale distribution in 1945 was 15,000 (9,000 males aged 18 years and over, 4,000 females aged 18 years and over and 2,000 persons under 18 years of age), and the amount paid in salaries and wages to them was £3,184,000.

III. PRODUCTION.

Both retail and wholesale societies are engaged in production, and during 1945 there were 901 such societies whose activities included the production of commodities. The number of persons employed in production was 87,000 (46,000 males aged 18 years and over, 27,000 females aged 18 years and over and 14,000 persons under 18 years of age); the amount paid as salaries and wages was £17,123,000 and the value of the productions (including materials) was £124,140,000.

Owing to the difficulty in obtaining accurate figures relating to the cost of materials used, particulars relating to the estates in India and Ceylon belonging to the English and Scottish Joint Co-operative Wholesale Society Limited have been omitted from the figures given in the next Table. In 1945 the gross value of goods produced on these plantations was £641,610. European employees numbered 51 and their salaries and wages totalled £33,033. Native overseers numbered 348 and their wages totalled £28,685. Similar particulars of native labour employed in cultivation are not available.

In the next Table the productive work undertaken in 1945 is analysed by industry, the value of the productions being

given gross, i.e., including the cost of materials used. Totals are also given for the years 1944 and 1938.

Industry.	Number of Employees.	Salaries and Wages.	Gross Value of Productions.				
			Retail Societies.	Wholesale and Productive Societies.			All Societies.
				C.W.S.*	S.C.W.S.*	E. & S. J. C.W.S.*		Other Societies.
Food and Tobacco	27,807	£000's 6,025	£000's 30,414	£000's 36,731	£000's 6,028	£000's 73,173	
Farming and Dairying	6,400	1,258	6,935	9,765	2,808	19,508	
Clothing	21,600	3,454	2,694	5,009	2,419	10,122	
Soap, Candles and Starch	1,610	335	—	3,230	—	3,230	
Textiles	3,199	514	—	2,759	236	2,995	
Mining and Quarrying	767	155	—	326	—	326	
Building and Woodworking	10,041	2,297	2,051	3,646	41	5,738	
Papermaking, Printing, etc.	3,864	750	4	1,361	970	2,335	
Metal and Engineering	4,625	997	520	2,242	291	3,053	
Drugs and Chemicals	1,443	197	92	1,626	—	1,718	
Miscellaneous (including Transport for Productive Dep'ts.)	5,301	1,141	56	1,764	122	1,942	
Totals for 1945..	86,657	17,123	42,766	68,459	12,915	124,140	
Corresponding Totals for 1944	84,500	16,545	41,531	67,433	12,289	121,253	
1938	111,477	15,575	43,522	53,094	7,388	104,004	

The following is an analysis of the net value of productions, i.e., the value after the cost of materials used has been deducted:—

Industry.	Retail Societies.	Wholesale and Productive Societies.				All Societies.
		C.W.S.*	S.C.W.S.*	E. & S. J. C.W.S.*	Other Societies.	
Food and Tobacco	8,359	5,116	1,336	128	1,599	16,538
Farming and Dairying	1,254	1,826	19	—	568	3,667
Clothing	1,525	1,854	337	—	1,171	4,887
Soap, Candles and Starch	—	959	132	—	—	1,091
Textiles	—	602	252	—	72	926
Mining and Quarrying	—	305	—	—	—	305
Building and Woodworking	1,163	1,687	249	—	21	3,120
Papermaking, Printing, etc.	2	523	183	—	629	1,337
Metal and Engineering	253	831	233	—	170	1,487
Drugs and Chemicals	48	395	102	—	—	545
Miscellaneous	24	729	43	—	36	834
Totals for 1945..	12,628	14,827	2,888	128	4,266	34,737
Corresponding Totals for 1944	12,349	14,491	2,906	108	3,929	33,783
1938	11,646	12,269	2,491	121	3,078	29,603

IV. SERVICES.

In addition to the production and distribution of commodities, services of a varied character are provided by the distributive societies and also by societies separately registered for these purposes, the principal of these services being banking, insurance and laundering.

Banking.—The Co-operative Wholesale Society Limited has a banking department that provides all banking services and conducts the banking business of almost all the societies in the co-operative movement in England and Wales. Following are figures relating to the years 1944 and 1945:—

	Year.	
	1944.	1945.
Number of Accounts—		
Co-operative Societies	830	824
Trade Unions	12,354	12,734
Other Accounts	1,147	1,200
Clubs	14,026	15,348
Other Mutual Organisations	59,552	63,962
Individuals		
Total	87,909	94,068
Deposit Balances—	£	£
C.W.S. Trade Department	137,810,616	155,809,501
Other Accounts	32,446,818	36,504,589
Current Account Balances—		
C.W.S. Trade Department	8,339,200	8,552,131
Other Accounts	29,554,914	25,801,073
Investments	197,539,813	223,840,324
Total Assets	217,894,789	236,410,803

* The initials represent the Co-operative Wholesale Society Limited, the Scottish Co-operative Wholesale Society Limited and the English and Scottish Joint Co-operative Wholesale Society Limited, respectively.
† The figure for this year covers 62 weeks.

Insurance.—The Co-operative Insurance Society Limited is owned by the Co-operative Wholesale Society Limited and the Scottish Co-operative Wholesale Society Limited. The Society does extensive business in all the main branches of insurance with the exception of marine risks. Following are figures of this Society for 1944 and 1945:—

	Year.	
	1944.	1945.
	£	£
Premiums—		
Industrial Branch	8,664,736	9,354,645
Collective Life Branch	671,445	692,224
Other Branches	3,814,737	4,650,542
Total	13,150,918	14,697,411
Interest on Shares	1,313	1,313
Dividends on Premiums	58,295	63,938
Salaries and Wages	666,337	705,681
Commission	2,300,852	2,502,837

Laundering.—Many retail societies themselves undertake laundering, but others have combined to form separately registered federal laundry societies to perform this service in the areas covered by the retail societies concerned. At the end of 1945 there were 17 such societies. Total figures for these societies are given in the following Table:—

	Year.	
	1944.	1945.
	£	£
Charges for Work Done	2,414,034	2,353,196
Surplus on Year	313,357	289,525
Share Loan and Reserve Capital	2,136,313	2,128,179
Salaries and Wages	1,220,673	1,195,846

V. AGRICULTURE AND FISHING.

The Table below gives particulars of the transactions of trading societies in agriculture and fishing for the years 1944 and 1945. The trading societies, all of which are registered under the Industrial and Provident Societies Acts, are divided into four groups: (i) *Requirements Societies*, whose principal function is to supply their members with seeds, manures, utensils or other requirements for the carrying on of agriculture; (ii) *Produce Societies*, which are chiefly concerned with the marketing of member's agricultural produce; (iii) *Farming and Growing Societies*, which themselves undertake growing operations; and (iv) *Fishermen's Societies*, which supply fishing gear to, and market fish on behalf of, their members.

	Year.	
	1944.	1945.
Number of Societies	229	229
Number of Members	105,698	113,250
Sales	18,568	19,852
Surplus on Year	774	889
Produce Societies.		
Number of Societies	145	146
Number of Members	47,981	49,430
Sales	13,284	14,064
Surplus on Year	264	282
Farming and Growing Societies.		
Number of Societies	37	36
Number of Members	2,030	2,011
Sales	268	254
Surplus on Year	72	44
Fishermen's Societies.		
Number of Societies	41	41
Number of Members	1,426	1,448
Sales	199	233
Surplus on Year	9	10
All Trading Societies.		
Number of Societies	452	452
Number of Members	157,135	166,139
Sales	32,319	34,403
Surplus on Year	1,119	1,225

At the end of 1945 there were also 703 service societies which supplied their members with some service connected with agriculture, such as the provision of small holdings and allotments, credit, threshing facilities and cattle insurance. Some are registered under the Industrial and Provident Societies Acts and others under the Friendly Societies Acts. The total membership was 189,000, compared with 188,000 members of 702 societies at the end of 1944. The most important of the service societies are the small holdings and allotment societies. At the end of 1945, tenants of these societies numbered approximately 80,000.

UNEMPLOYMENT INSURANCE (ÉIRE VOLUNTEERS) ACT, 1946.

The Unemployment Insurance (Éire Volunteers) Act, 1946,* which received the Royal Assent on 6th November, empowers the Minister of National Insurance to give effect to arrangements for paying unemployment benefit to persons ordinarily resident in Éire who have served in H.M. Forces.

The Act provides that if an Order in Council is issued declaring that arrangements have been made under which the United Kingdom Government undertake to meet the cost of paying unemployment benefit under the law in force in Éire to persons who since 3rd September, 1939, have served in H.M. Forces and who at any time prior to such service were ordinarily resident in Éire, then the Minister of National Insurance may make payments out of the Unemployment Fund to meet the necessary cost, so long as the arrangements in question continue in force. No payments may, however, be made in respect of benefit paid after the expiration of three years from the making of the Order in Council unless the person concerned has served in H.M. Forces for a continuous period beginning before 15th August, 1945, and ending not less than two years from the making of the Order. Moreover, no payments may be made unless the person has been credited with a minimum of 30 unemployment insurance contributions (in respect of service in H.M. Forces) for the two years immediately preceding the date of the first claim for benefit in Éire. The aggregate amount payable for any one person is limited to the amount of unemployment benefit (excluding dependants benefit) which could be paid to him under the Unemployment Insurance Act, 1935, in respect of a period of 180 days.

The Act contains provisions designed to avoid duplication of benefits in the United Kingdom and Éire, and the Minister of National Insurance is empowered to make regulations for this purpose. The Act also includes financial provisions for meeting the cost of administrative and other expenses arising out of the arrangements.

The object of the Act is to assist men and women who resided in Éire prior to volunteering for service in H.M. Forces and who have now returned to that country. By virtue of such service, these volunteers receive on discharge a credit of unemployment insurance contributions which entitles them to draw unemployment benefit in the United Kingdom, subject to the usual conditions. As, however, the schemes of unemployment insurance in Great Britain and in Éire are independent of one another and as there is no scheme of reciprocity between the two countries, the credit is valueless to them in Éire. Accordingly, a draft arrangement has been drawn up with the Éire Government, which will be signed when the complementary Éire legislation has been passed. An Order in Council will then be made to bring the British Act into force.

The Financial Memorandum appended to the original Bill points out that, as there are no data available as to the number of Éire volunteers who have returned or will return to Éire after discharge from the Forces, or as to the probable incidence of unemployment amongst them, it is not possible to give any reliable forecast of the expenditure which will fall upon the Exchequer as a result of the making of the arrangements.

ESSENTIAL WORK ORDERS, ETC.

REVOCATION OF CERTAIN ORDERS.

The lists of industries to be withdrawn from the scope of the Essential Work Orders, as given in the issues of this GAZETTE for March and June, 1946 (pages 67 and 143, respectively), included cotton manufacturing and railway transport. As no undertakings in either of these industries remain scheduled under the Essential Work (General Provisions) Orders, it was recently decided to revoke the special Orders which, in the case of cotton manufacturing undertakings, provided for the calculation of a guaranteed wage and, in the case of railway undertakings, related to the suspension and dismissal of workers for serious misconduct. The Minister of Labour and National Service has accordingly made the Essential Work (Cotton Manufacturing Industry Order) (Revocation) Order, 1946, and the Essential Work (Railway Undertakings Order) (Revocation) Order, 1946.† These Orders, which were made under Regulation 58A of the Defence (General) Regulations, 1939, were both dated 14th November, and came into force on 5th December.

WITHDRAWAL OF THE BUILDING AND CIVIL ENGINEERING INDUSTRIES.

The Ministry of Labour and National Service have recently informed organisations representing employers and workers concerned that the building and civil engineering industries will be withdrawn from the scope of the Essential Work Orders about 31st March, 1947. Notices will be issued to all scheduled undertakings and sites giving them at least a month's notice. Until individual de-scheduling takes effect, the provisions of the Essential Work Orders remain in force for all employers and workers on scheduled sites and in scheduled undertakings.

* 9 and 10 Geo. 6, Ch. 76. H.M. Stationery Office; price 1d. net (2d. post free).
† S.R. & O. 1946, Nos. 1921 and 1922, respectively. H.M. Stationery Office; price 1d. net (2d. post free) each.

NUMBER OF WORKERS COVERED BY THE ORDERS.

In reply to a question in the House of Commons on 28th November, the Minister of Labour and National Service said that the number of persons covered by the Essential Work Orders, which at its peak was about 8½ million, had been reduced to 661,000. As from 1st January, 1947, the number would be still further reduced to 232,000 workers, of whom practically all would be persons employed in building and civil engineering (but see above), in certain building materials industries, and by Agricultural Executive Committees.

The Minister added that, with the concurrence of the Chancellor of the Exchequer, he had decided to abolish, as from 1st February, 1947, the Control of Employment (Civil Servants) Order, 1945.* After the end of January, 1947, civil servants to whom the Order applies will accordingly be at liberty to leave their employment, subject to the usual notice. It is estimated that about 660,000 civil servants will be affected by the revocation of the Order.

REHABILITATION AND RESETTLEMENT OF DISABLED PERSONS.

REPORT OF STANDING COMMITTEE.

The Standing Committee on the Rehabilitation and Resettlement of Disabled Persons have presented a Report† to the Minister of Labour and National Service which has recently been published. This Standing Committee, which consists of representatives of the Government Departments concerned and is presided over by Mr. H. H. Wiles, C.B., Deputy Secretary, Ministry of Labour and National Service, was established in January, 1943, in accordance with a recommendation in the Report of the Inter-departmental Committee on the Rehabilitation and Resettlement of Disabled Persons (the Tomlinson Committee)‡, in order to secure some general supervision over the development and administration of the schemes proposed in that Report. The present Report gives a concise but comprehensive picture of what has been and is being done to help the disabled to take their place in the ordinary working life of the community.

The problem of disablement, though it presents several aspects, medical, social and industrial, has been recognised during the past few years to be a single problem, and the various stages in its treatment, from rehabilitation through reconditioning to resettlement, have come to be regarded as parts of one continuous process. This present-day view of the problem is reflected in the Standing Committee's Report, which opens with a general synopsis of the progress made in medical rehabilitation, followed by references to the treatment of certain special classes of disablement. The Report then summarises the developments in the methods of bridging the gap between completion of hospital treatment and readiness for training or full-time activity. Finally, an outline is given of the action taken on a wide front to secure the satisfactory resettlement of the disabled person as a self-supporting member of the community.

As regards medical rehabilitation, the Report points out that some of the matters dealt with in the Tomlinson Committee's Report fall within the scope of the Act setting up a comprehensive National Health Service. Figures are quoted to show the substantial advance since 1943 in the number of hospitals in England and Wales possessing facilities for active rehabilitation, the increase recorded being from 150 in 1943 to 333 in 1946. The satisfactory progress made in Scotland also is briefly described. The Report proceeds to outline the measures that have been taken to deal with cardiac cases, tuberculosis, deafness, psychoneurotic persons and the rehabilitation of miners and to provide, under a special scheme, artificial limbs for persons not entitled to a free issue under other Government schemes, some 3,900 persons having been supplied with limbs under that scheme since it was started in October, 1942. A paragraph of the Report is concerned with war-time experiments, including the Scottish Supplementary Medical Service for providing assistance in dealing with cases of war-time fatigue and breakdown.

The Report notes that the main recommendations of the Tomlinson Committee respecting the reconditioning, vocational training and resettlement of disabled persons have been embodied in the Disabled Persons (Employment) Act, 1944,§ which is administered by the Minister of Labour and National Service, the cost of the services provided being met out of public funds. A statement is given of the facilities available under the Act for vocational training and rehabilitation.

Reference is made to the starting on 25th September, 1945, of the Register of Disabled Persons which is maintained at all Local Offices of the Ministry of Labour and National Service. Such registration is a condition of eligibility for the "employ-

* See the issue of this GAZETTE for June, 1945 (page 108).

† Report of the Standing Committee on the Rehabilitation and Resettlement of Disabled Persons. H.M. Stationery Office; price 4d. net (5d. post free).

‡ See the issue of this GAZETTE for February, 1943 (page 21).

§ Summaries of the provisions of the Disabled Persons (Employment) Bill and of the principal amendments embodied in the subsequent Act were given in the issues of this GAZETTE for December, 1943 (page 163), and March, 1944 (page 47). A series of articles has appeared in subsequent issues describing the progress of the schemes for the training and resettlement of disabled persons and outlining the various measures taken by the Ministry of Labour and National Service to carry out the requirements of the Act. Statistics of persons registered under the Act at 18th November, 1946, will be found on page 367 of the present issue.

ment" schemes under the Act. These include (i) the Quota Scheme, which places an obligation on employers of 20 or more workers to employ a "Quota" of registered disabled persons based on a standard percentage (at present 3 per cent.) of their labour force; (ii) the Designated Employments Scheme, under which the Minister has so far designated the employments of passenger electric lift attendant and car park attendant as specially suitable for disabled persons; and (iii) schemes for providing facilities under "special" (or sheltered) conditions to meet the employment and training needs of registered disabled persons who, because of the nature or severity of their disablement, are unlikely to get employment under ordinary conditions. In connection with (iii), the Minister has set up the Disabled Persons Employment Corporation Ltd., which has a planned programme for the establishment of factories to be known as "Remploy" factories (see below).

As from 1st April, 1946, the Report points out, the Ministry of Labour and National Service assumed responsibility for the training of adult blind persons and, from a date to be agreed, the Ministry will be responsible for financially assisting workshops for the blind which conform to an approved standard of efficiency.

The Report refers to the National Advisory Council on the Employment of the Disabled which was set up in December, 1944, to consider matters referred to it by the Minister and to advise him generally on disablement problems, and which has held ten meetings, apart from meetings of three Committees which it has set up. Mention is made that about 280 Disablement Advisory Committees have been established throughout the country to advise on local problems and make recommendations on individual cases referred to them. To enable the Ministry of Labour and National Service to deal with the placing of disabled persons in employment and with follow-up work, Disablement Resettlement Officers charged with the special duty of helping disabled men and women to obtain suitable employment have been appointed at every Local Office.

"REMPLOY" FACTORIES FOR THE SEVERELY DISABLED

The Disabled Persons (Employment) Act, 1944, enables the Minister of Labour and National Service to provide facilities under "special conditions" to meet the employment and training needs of registered disabled persons who, because of the nature or severity of their disablement, would be unable at any time, or for any prolonged period, to undertake employment or to engage in work on their own account otherwise than under "special conditions."

In the exercise of this authority, the Minister set up the Disabled Persons Employment Corporation Ltd., which is financed by the State and is a non-profit-making company. The Corporation is empowered, *inter alia*, to purchase or lease property and to construct or adapt premises, to staff and equip such buildings as hostels, factories and training centres, and to carry on business as manufacturers or otherwise. The income of the Corporation must be applied solely to the promotion of its objects, and may not be used directly or indirectly by way of dividend or other distribution of profit. The factories established by the Corporation will be known as "Remploy" factories.

By agreement with the Ministry of Works, model plans have been prepared for various types of establishments to accommodate from 100 to 300 workers each. Four of the factories are now in operation; these are situated at Bridgend, Salford, Longton (Staffs.), and Birmingham. The Corporation anticipates that a total of eight factories will be operating by next April, and that a further forty will be established in the ensuing twelve months. Additional factories will be built wherever required. The Longton factory was taken over by the Corporation as a "going concern" in which ex-Service men have been employed since the 1914-1918 war on cardboard box-making; but the majority of the projected factories will be specially built or, wherever this is possible, housed in suitable premises acquired for the purpose.

Each "Remploy" factory will operate as a separate unit, subject to general control by the Corporation's headquarters, which will have charge of the supply of materials, training schemes and the organisation of the productive work. The Corporation will exercise its control through Regional Executive Officers in Scotland, Wales and the principal Regions of England. Each factory will have its own management and staff.

The work, which may be carried out where appropriate on sub-contracts, will include assembly work, the repair of watches, clocks, carpets, tapestries, furniture, etc., woodwork, leatherwork, weaving, silverwork, etc. Training will be provided in certain crafts. The aim will be to promote good craftsmanship and to give the disabled the best type of work they are capable of doing.

Wages will be paid during the period of instruction as well as for subsequent employment on productive work. The recognised full trade rate in each district will be paid to disabled persons who are regarded as competent. Travelling expenses above those normally payable will be refunded to disabled employees. The products of the factories will be sold and will bear the name "Remploy."

The majority of the employees will live in their own homes and not many of them will require any special facilities; but where these are required billeting arrangements will be made, or, if necessary, hostels will be provided.

For the tuberculous, it may be necessary to establish sanatoria for the housing of the workers outside working hours. Plans

for one special factory for tuberculous workers are well advanced. Negotiations towards acquiring a site, etc., have made good progress, and it is hoped that this factory, which will be for post-sanatorium cases, will be functioning within 18 months' time. Special factories for the tuberculous will be established wherever there is a need. It is the aim to establish such a factory in each Region during 1947-48, and others will be added if necessary.

Special consideration is also being given to the employment of epileptics. At present it is difficult to gauge the size of this problem, as persons whose disablement takes the form of epilepsy are somewhat reluctant to come forward and register themselves. But some part of the factories will be set aside for their employment under specially trained instructors. When the factory at present projected for Wandsworth is completed, it is hoped to provide an entire bay for epileptics—a separate workshop inside the factory, with its own rest-room, etc.

Linked with these factories will be schemes for home-workers whose disablement makes work in their own homes more suitable than factory work. The first scheme of this kind has been started at Bridgend. The factory will be the base for the supply of materials, tools and instruction; the product will be collected by the factory and the worker will be paid for the work done. Tasks given to the home-worker will be varied according to the aptitude and capabilities of the man or woman. Soft toy-making, weaving, silverwork, assembly work, leatherwork and the making of table-mats and lampshades will be considered. In this way something like a chain of "cottage industries" will be built up around the "Remploy" factory.

EXHIBITION.

Mr. George Isaacs, Minister of Labour and National Service, will open the "And so to Work" Exhibition at Oxford Street (Tottenham Court Road end) at 11 a.m. on Wednesday, 8th January, 1947. The exhibition will be open daily, except Sundays, from 11 a.m. to 7 p.m. until 1st February, 1947, and will show how disabled men and women are restored to useful employment.

FURNITURE INDUSTRY.

REPORT OF WORKING PARTY.

The Report* of the Working Party for the furniture industry has recently been published. The Working Party consisted of representatives of employers' and workers' organisations and of independent members, appointed by the President of the Board of Trade in October, 1945, with the duty of examining and enquiring into the various schemes and suggestions put forward for improvement of organisation, production and distribution methods and processes in the furniture industry and of reporting as to the steps which should be taken in the national interest to strengthen the industry and render it more stable and more capable of meeting competition in the home and foreign markets.

In their Report, the Working Party express the opinion that, in present circumstances, the best means of securing long-term efficiency in the furniture industry lies in adopting positive measures to stimulate imaginative enterprise and to raise the general ability of management and labour rather than in hedging the industry round with negative restrictions and controls. They therefore recommend that safeguards should be established at certain vital points to secure, for example, that furniture comes up to a minimum standard of quality and that it is produced in satisfactory working conditions, but that, within this framework, competition should be given free play, subject to the requirements of the common good.

The Report contains detailed recommendations on a number of subjects, including the establishment of a National Furniture Council, the initiation of a National College and other measures to improve educational and training facilities in the industry, the safeguarding of agreed working conditions, safety and welfare regulations and the enforcement of the requirements of the Factories Act, personnel management, the establishment of standards of quality, the continuance for the time being of the utility furniture scheme, furniture distribution, the hire purchase system, the export trade, and statistics of production and distribution. A summary is given below of the more important recommendations that have a bearing upon working conditions.

The Working Party recommend the establishment of a National Furniture Council, with an independent chairman and equal representation of the public and of the employers' and workers' sides of the industry. The functions of the Council, which normally would be advisory and supervisory only, would include the duty of reporting upon, and suggesting action to remedy, any developments in the trade which are contrary to the national interest, e.g., tendencies to restrict competition undesirably or to develop "cut-throat" competition.

It is recommended that the Council should initiate the establishment of a National College, to be financed by the Government, to provide for the educational needs of the industry. The College would serve as a centre of higher education for all those who desired to assume positions of responsibility in the industry, and it would also provide courses for designers, for particularly promising apprentices, learners and boys from local technical schools, and for persons in junior positions in the factory who were suitable for training for higher responsibilities. The

* Working Party Reports. Furniture. H.M. Stationery Office; price 3s. 6d. net (3s. 10d. post free).

curriculum would associate the study of art with all types of technical training. Other institutions, the establishment of which is proposed in the Report, are a Technical Research Association, a Design Centre and an Economic Intelligence Service, to work in close co-operation with one another and with the National College.

It is further recommended that the educational facilities at present available in the furniture trade should be reviewed, in consultation with the Ministry of Education, to determine whether they are sufficient to meet requirements, having regard to the increased demand which will arise from the release of juveniles by employers for part-time education in technical classes, as required by the National Agreement for the industry. In technical and art schools, the Working Party consider, the teaching of handicraft and of machine methods should always be combined and some machine equipment should be available to students. The co-operation of the retail trade should be sought in devising a suitable course in the National College for the training of buyers and salesmen.

It is pointed out in the Report that the recent National Agreement of the Joint Industrial Council for the British Furniture Trade* has established minimum rates of wages and working conditions for the industry as a whole, the observance of which can be enforced under the provisions of Part III of the Conditions of Employment and National Arbitration Order, 1940. It is also pointed out that, except in the case of industries for which Wages Councils are in operation, transitional provisions of the Wages Councils Act, 1945,† will make it possible, for a limited period, to enforce the observance of the terms of collective agreements after Part III of the Order of 1940 has ceased to have effect. In order to retain power to enforce observance of the terms of the National Agreement after the termination of Part III of the Order of 1940, the Joint Industrial Council have made application to the Ministry of Labour and National Service for the abolition of the existing Wages Council for the furniture industry. The Working Party support this application and they also suggest that the Government should consider the advisability of declaring their intentions with regard to the continuance of the transitional provisions of the Wages Councils Act, well in advance of 31st December, 1950, the date after which these provisions will cease to have effect unless they are re-enacted, with or without modification.

The Working Party consider that the effect upon the industry of safety and welfare regulations should be kept under constant review in order that recommendations may be made to the Government where necessary, and they advocate the use of the influence of the Joint Industrial Council to promote conformity with the regulations. The amendment of the Factories Act, 1937, is recommended with a view to strengthening the powers of H.M. Inspectors of Factories in regard to the closure of factories that cannot be brought into conformity with the requirements of the Act and the prohibition of the use of premises that are unsuitable for factories, and also with a view to enabling them to deal effectively with such matters as the installation of dust-extraction plant, washing, canteen, etc., facilities, and the employment of juveniles on dangerous machines. There should be closer co-ordination between the work of local authorities and the Factory Department of the Ministry of Labour and National Service, and the Inspectors should inspect all factories regularly and apply the same standard to all.

The Working Party are of the opinion that, as a rule, the furniture industry has failed to grasp the need for efficient personnel management as a distinct and separate function. They recommend that full-time personnel officers with executive status should be appointed in undertakings employing over 150 workers. In smaller undertakings, employing between 50 and 150 workers, suitable individuals should be selected for training in personnel management with a view to having them combine this function with their other work in the factory.

COTTON INDUSTRY.

OFFER OF GOVERNMENT ASSISTANCE TOWARDS RE-EQUIPMENT.

At a representative meeting of all sections of the cotton industry held at Manchester on 3rd December, the President of the Board of Trade outlined the proposals of the Government, following on the recommendations of the Cotton Working Party,‡ to assist the industry.

The President stated that some of the recommendations were already being implemented. The survey of the industry and the investigation of the textile machinery industry were both in course of operation, and the Committee to enquire into the wage structure in the manufacturing section had been appointed.§ The Government hoped to introduce legislation early in the present session of Parliament which would cover the Working Party's recommendation of the establishment of a central organisation for the industry and they had already had discussions with the Cotton Board as to the detailed arrangements for the new organisation.

Dealing with the important matters in the Working Party's recommendations on which the Government had not yet made

* See the issue of this GAZETTE for March, 1946 (page 66).
† See the issues of this GAZETTE for December, 1944 (page 194), and April, 1945 (page 60).

‡ See the issue of this GAZETTE for June, 1946 (page 148).
§ See the issue of this GAZETTE for November, 1946 (page 312).

their proposals, the President made a preliminary statement with regard to the offer by the Government of financial assistance towards the re-equipment of the spinning section of the industry.

The President prefaced the offer by remarking that there was no prospect, so far as could at present be seen, of the industry getting back to its pre-war level of labour and consequently, if output was not to remain far below pre-war, the industry must re-equip itself on a large scale with the most modern machinery so as to get the maximum production at competitive prices out of the smaller but more highly paid labour force which would be available. To arrive at this objective, the re-grouping of the existing small units into larger units big enough to handle their own readjustments was essential.

He pointed out that increased efficiency and productiveness required re-deployment and the efficient utilisation of labour (including two-shift working) as a necessary corollary to re-equipment. Thus, a new flexibility of approach on the part both of employers and of operatives would be needed. The Government were most concerned in the first place with the spinning section of the industry. After the most thorough and careful consideration of the whole matter, and bearing in mind that this was a very special, and indeed, unique case amongst all industries in the country, the Government believed it was right for the cotton industry—and for that industry alone—to be assisted in their concerted effort to increase production and to re-establish their industry upon a sounder and more stable foundation by a direct financial grant towards re-equipment of spinning mills. The President emphasised, however, that this offer of financial assistance was the Government's contribution to a concerted effort and would, therefore, only become effective upon the other two partners being prepared to make their contribution to the common good.

The necessary minimum of contribution which would, in the Government's view, attract the financial contribution which he had mentioned would be:—

- (a) the extensive re-equipment and modernisation of the mills within a reasonably short period of time;
- (b) the grouping of mills into manoeuvrable units;
- (c) the introduction of two-shift working as and when the mills were progressively modernised; and
- (d) the acceptance and encouragement of new methods of labour deployment and utilisation by both sides of the industry.

Full details of the scheme would be elaborated later if it were accepted by both sides of the industry, but in general terms it was as follows:—

The Government would be prepared to make a grant of 25 per cent. towards the cost of mechanical re-equipment of spinning mills, *i.e.*, of machinery (but not of buildings), provided the re-equipment was carried out within a fixed period and in agreed stages or steps. All orders for such machinery would have to be placed within two years of the scheme coming into operation and a target date—say five years—would be set for the completion of deliveries.

This re-equipment would carry preferential treatment for textile machinery, that was to say, home supplies of textile machinery to other cotton spinning mills would have, if necessary, to be curtailed so that the planned re-equipment under the scheme could be carried through. The scheme would only apply to groups of mills containing not less than, say, half a million spindles, whether there were existing groups of that size or new groups were formed for the purpose. It was not a compulsory scheme in the sense that any mill would be compelled to re-equip, nor would there be any outside interference with the form of re-equipment chosen by any particular group—that would be for the group to decide.

The general staging of the operation would be for re-equipment of one-third of each group to be first undertaken, followed by a second third. The position would then have to be reviewed to see whether the mills so re-equipped were sufficient to absorb all the labour available. Naturally, attention would have to be paid to the location of mills for this purpose so as not to upset the pattern of employment.

The decision on when the scheme would come into operation would be settled when the reactions of the employers and operatives were known. It was hoped, however, to cover in the scheme all deliveries of eligible machinery for grouped mills ordered after 3rd December, 1946.

The President added that plans for the manufacturing section of the industry could not be completed until the reports of the Evershed Committee on textile machinery and of the Chief Inspector of Factories on re-spacing had been fully considered.

COAL MINING INDUSTRY.

OUTPUT, COSTS, PROCEEDS AND WAGES.

A statistical summary* of the output, costs of production, proceeds and profits of the coal mining industry for the second quarter of 1946, prepared by the Ministry of Fuel and Power, has recently been published. The summary is based upon returns made for the purpose of wages ascertainment and relates to undertakings which produced about 97 per cent. of the total quantity of saleable coal. In the second quarter of 1946 these undertakings produced about 43,600,000 tons of saleable coal, of which about 39,900,000 tons were disposable commercially, the balance being for mine consumption and miners' coal.

* Coal Mining Industry Quarterly Statistical Statement. Cmd. 6969. H.M. Stationery Office; price 2d. net (3d. post free).

The total costs of production amounted to about £71,200,000, equivalent to approximately 35s. 8d. a ton disposable commercially, of which 25s. 4d. represented wages costs, including flat rate advances, attendance bonus, subsistence allowances, payments to make up guaranteed wage, payments under the "Greene" and "Porter" awards and the Consolidated Wage Agreement of 20th April, 1944, and paid holidays. The proceeds of commercial disposals amounted to about £78,600,000, equivalent to about 39s. 4d. a ton. After taking into account the sale of miners' coal, there were credit balances of about £7,600,000, or about 3s. 10d. a ton.

The average earnings for the second quarter of 1946 per man-shift worked and the average weekly earnings per wage-earner on the colliery books in each of the coal mining districts are shown in the following Table:—

District.	Average Earnings per Man-shift worked (all ages).		Average Weekly Earnings per Wage-earner (all ages).	
	Cash Earnings.	Value of Allowances in kind.	Cash Earnings.	Value of Allowances in kind.
	s. d.	d.	s. d.	s. d.
Northumberland ..	24	2.09	116	2
Cumberland ..	24	8.26	116	2
Durham ..	23	1.11	113	10
Yorkshire ..	24	4.42	114	11
North Derbyshire ..	26	1.22	124	7
Nottinghamshire ..	28	2.60	134	5
South Derbyshire ..	27	5.79	137	5
Leicestershire ..	28	8.83	144	6
Lancs. and Cheshire ..	23	7.85	118	4
North Wales ..	22	4.60	121	8
North Staffs. ..	24	9.38	111	2
Cannock Chase ..	22	1.73	104	0
South Staffs. and E. Worcs. ..	22	0.07	109	11
Shropshire ..	23	0.67	112	3
Warwickshire ..	26	1.97	120	9
North Wales and Mon. Forest of Dean ..	21	11.24	108	10
Bristol and Somerset ..	22	5.80	113	8
Kent ..	20	10.49	105	8
Scotland ..	26	1.17	113	10
	22	1.13	124	5
Great Britain ..	23	9.68	117	3
		10.65		4

The corresponding averages for Great Britain for the second quarter of 1945 were as follows:—23s. 4-48d., 10-03d., 113s. 10d., and 4s. 1d.

FOOD CONTROL.

MAXIMUM RETAIL PRICES.

The Minister of Food has recently made Orders prescribing maximum retail prices for Eireann and other imported turkeys, and for certain varieties of home produced and imported canned meat and canned meat products. Other Orders remove price control from canned soups and from home grown rhubarb. Increased maximum retail prices have been announced for some kinds of home grown and imported apples and for dripping.

RATIONING.

The Minister of Food has announced that from 8th December bread units will no longer be exchangeable into points, but that the exchange of points into bread units will still be allowed. The transfer of all imported canned preserves from the preserves ration to the points scheme, with effect from 5th January, 1947, was the subject of a further announcement. It has also been announced that the bacon ration will be reduced from 3 oz. to 2 oz. on 5th January; the non-priority milk allowance was raised from 2 pints to 2½ pints on 22nd December. The Minister of Food has also made Orders providing for an increase of 8 oz. in the chocolate and sweet ration during the ration period beginning 8th December for persons under 18 or over 70 years of age.

INTERNATIONAL CONFERENCE ON TRADE AND EMPLOYMENT.

MEETING OF PREPARATORY COMMITTEE.

In answer to a question in the House of Commons on 28th November, the President of the Board of Trade issued a written statement with regard to the meeting of the Preparatory Committee set up by the Economic and Social Council of the United Nations to prepare an annotated draft agenda for an international conference on trade and employment*.

In his reply, the President stated that the Preparatory Committee, which assembled in London on 15th October, concluded its session on 26th November. It had been attended by all the fifteen countries named in the original invitation, with the exception of the Union of Soviet Socialist Republics, and in addition by representatives of Norway, Chile and the Lebanon. The session had been preceded by a meeting of representatives of Members of the British Commonwealth. It was intended that a second session of the Committee should be held at Geneva in the spring of 1947, when it was expected that tariff negotiations would take place between the countries forming its members and that further consideration would be given to the recommendations on trade and employment that had been under discussion.

The statement made it clear that the recent session of the Committee had been exploratory and educational and that no attempt had been made to take decisions committing the Governments represented. The main topics discussed had been provisions relating to the maintenance of full employ-

* See the issue of this GAZETTE for October, 1946 (page 279).

ment, industrial development, commodity policy, restrictive practices; a wide field of general commercial provisions dealing among other things with state trading, quantitative restrictions, exchange control and the reduction of tariff barriers; and, finally, provision for the establishment of an International Trade Organisation. The President indicated that the recommendations of the Preparatory Committee as to these matters would be found in the full report on the proceedings, which would be issued in the near future by the Secretariat of the United Nations. He added that His Majesty's Government in the United Kingdom would, for their part, give the report their very early and close attention, and he expressed the hope that the Government would be able to approve the bulk of the recommendations as constituting a most valuable step in the task which lay ahead in the field of international employment and trade policy.

OVERSEA SETTLEMENT.

MIGRATION TO AUSTRALIA.

It was announced by the Ministry of Labour and National Service and the Dominions Office on 11th September last that, at the request of the Australian Government, it had been decided to accept applications from a small number of single ex-Service men with experience in the building and civil engineering industries who were desirous of emigrating to Australia.* The first group of 200 men selected under this arrangement sailed for Australia from Tilbury on 1st December. This was the first party of settlers to leave the country for the Dominions under a Government scheme since the war. The arrangement agreed with the Australian Government covers a total of 600 building and civil engineering workers, and the remaining 400 are expected to sail early in the New Year.

STRIKE VOTES IN CANADA.

In Canada, an Order in Council that provides for the taking of strike votes in industrial disputes has been issued under the National Emergency Transitional Powers Act, 1945. A proposal for the institution of such voting machinery was among the recommendations put forward by the Committee of the Canadian House of Commons on Industrial Relations that was set up in March, 1946, to undertake an intensive enquiry into industrial unrest in the Dominion. The Order in Council accordingly gives effect to a specific proposal of that Committee. Under its provisions, the Dominion Minister of Labour, in any dispute that has caused or may cause a strike or other concerted cessation of work that is likely to interfere with economic stability or the orderly transition to peacetime conditions, is empowered to require a vote to be taken for the purpose of establishing the views of the persons involved in the dispute. The vote will be by secret ballot; it will be taken in the form and under the conditions prescribed by the Minister. The result of the vote is to be notified immediately to the employer and workpeople concerned and to any interested trade union or employees' organisation, and it may be published in such manner as the Minister thinks fit. The parties to a dispute must provide such assistance, facilities and information as may be deemed necessary for the taking of the vote. Penalties are prescribed for persons, who fail to comply with the directions of the Minister or obstruct anyone engaged in the taking of votes, or who seek by intimidation or violence to prevent an employee from voting; they comprise a fine not exceeding 2,000 dollars in the case of a corporation, and, in the case of any other person, a fine not exceeding 500 dollars or imprisonment for a term not exceeding six months, or both fine and imprisonment.

HOLIDAYS WITH PAY IN BELGIUM.

The annual paid holidays legislation passed in Belgium in 1936 and 1938 was replaced with effect from 1st January, 1946, by a Decree-Law, dated 3rd January, 1946, and a complementary Decree, dated 22nd February, 1946. The scope of the annual holidays scheme has been broadened by the new legislation, and now covers all undertakings (except purely family enterprises) in which are employed manual or non-manual workers, including home-workers, but excluding domestic servants, agricultural workers and certain personnel of the Belgian State Railways. The Decree-Law applies also to miners and merchant seamen, but separate arrangements for these classes of workers exist. The Government is empowered, after consultation with the representatives of the employers and workers, to extend the scope of the general legislation or make generally binding throughout an industry agreed extensions of scope or more favourable conditions.

The administration of the holiday scheme, so far as manual workers are concerned, is entrusted to a National Annual Holidays Fund and to approved autonomous funds established within individual industries. These funds are responsible for the payment of the holiday wages due to workers, for which purpose they derive funds from two sources. In the case of workers insured under the social security scheme set up under the Act dated 28th December, 1944, a sum equal to 2½ per cent of workers' wages is allocated from the aggregated social security contributions to the annual holidays funds. In the case of uninsured workers, employers affix to a special "holiday card" stamps, obtained from the appropriate fund, to the value of 2 per

* See the issue of this GAZETTE for October, 1946 (page 281).

cent. of wages paid (including the prescribed value of payments in kind); they also contribute directly to the fund an amount equal to one-half per cent. of the wages of the workers concerned. Holiday wages are paid to the workers directly by the funds, the amount being determined in the case of the insured worker by reference to his average normal daily wage during his last fortnight of employment, or, in the case of uninsured workers, by reference to the "holiday card".

The length of the holiday depends directly on the duration of employment during the holiday year,* which coincides with the civil year, and no qualification of continuous service is required. The number of days granted to an insured worker varies according to a fixed scale, the maximum number being obtained after 275 days of employment. In the case of an uninsured worker, the holiday is calculated by dividing the holiday wages due by the worker's average normal daily wage during the preceding fortnight. The normal maximum holiday provided by the Decree-Law is six days. In general, the holiday must be granted and taken within twelve months of the expiry of the holiday year in which the right to a holiday was acquired.

As regards non-manual workers, the maximum holiday is similarly six days; but the actual number of days is calculated by crediting the worker with one day for every two months' employment during the holiday year. Payment for the holiday is made directly by the employer, who has merely to ensure that the holiday entails no financial loss or gain for the employee. Credit for holiday rights from service with a number of employers is ensured by the provision that an employer must give his employees on discharge a "holiday bond" to the value of 2 per cent. of the latter's remuneration. Non-manual workers and their employers may, if they so desire, enter the uninsured workers scheme.

Workers under 18 years of age are in all cases to receive double the normal holiday. An additional Decree-Law, dated 7th February, 1946, and a Decree, dated 16th April, 1946, also provide that wages shall be paid in respect of eight specified public holidays to manual workers who reach certain standards of attendance at work and conscientiousness of service to be later prescribed.

FAMILY BENEFITS IN FRANCE.

In the last paragraph of the article on the subject of Family Benefits in France that appeared at page 281 of the issue of this GAZETTE for October, 1946, it is stated that Family Benefits in France will, in general, be provided from the Social Security contributions, which, under the Act of 22nd May, 1946, were fixed at 16 per cent. of wages, salaries and incomes, paid, in the case of employed persons, half by the worker and half by the employer. The French Ministry of Labour and Social Security point out that this statement is not correct. Family Benefits are, in fact, to be financed, so far as wage and salary earners are concerned, by a special contribution equal to 12 per cent. of wages and salaries, paid wholly by the employer. The contribution of 16 per cent. is intended to cover only social insurances in the strict sense, i.e., insurances against sickness, maternity, invalidity, old age and death.

It may be added that it has now been ascertained that the benefits in respect of both the family and "single wage" allowances described in the article referred to are payable simultaneously to persons who are able to satisfy the prescribed conditions of eligibility for the receipt of these allowances.

WORKING HOURS AND WAGES IN FRANCE.

The French Ministry of Labour and Social Security carry out at quarterly intervals an enquiry into economic activity in France as measured by the number of persons employed, the duration of the working week and the level of wages in certain industries and services. The results of the enquiry for 1st April, 1946, have been published by the Ministry in the August-September issue of the *Revue Française du Travail*.

The enquiries, which are conducted on a voluntary basis, cover undertakings which are subject to the control of the Labour Inspectors, with the exception of those employing less than ten wage earners each. The principal branches of activity concerned are the manufacturing industries, building and construction, land transport (other than the national railway service), commerce, banking and insurance, the liberal professions and a section of the personal services. These activities employed, in 1936, over 5½ million wage earners, or about 29 per cent. of the working population of France. Agriculture, forestry, fishing, mining and quarrying are outside the scope of the enquiries.

Working Hours and Numbers Employed.—The information furnished to the Ministry of Labour and Social Security by employers at the recent enquiry included the duration of the working week in each undertaking and the number of persons employed in the undertaking at the date of the enquiry. The returns indicated that, at 1st April, 1946, the average duration of the working week for the workpeople employed in all the undertakings covered was 43.5 hours, compared with 40.8 hours shown by the corresponding enquiry at April, 1939, an increase of between 6 and 7 per cent. Between the same dates there had been a reduction of a little under 7 per cent. in the average number returned as employed in the undertakings. The Ministry therefore concluded that, while the war-time reduction in man-

* The "holiday year" (*exercice de vacances*) is the qualifying year preceeding the year in which the holiday is due.

power in the industries and services concerned had not yet been made good, it had been compensated for to a large extent by an appreciable extension of weekly working hours, so that industrial activity in France by the beginning of April, 1946, had returned nearly to the level of April, 1939.

The following Table shows, for most of the groups of activity covered by the enquiry, the proportions of the total number of workpeople at 1st April, 1946, who were employed in the undertakings investigated for whom the duration of the working week was under 40 hours, 40 hours, over 40 and under 48 hours, 48 hours and over 48 hours, respectively:—

Industrial, etc. Group.	Proportions of Workpeople employed for whom the Working Week was				
	Under 40 Hours.	40 Hours.	Over 40 and under 48 Hours.	48 Hours.	Over 48 Hours.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Food, etc., Industry ..	4.7	51.5	20.4	19.7	3.7
Chemical Industry ..	0.8	38.3	24.7	24.4	1.8
Rubber ..	0.7	33.2	37.3	26.8	2.0
Paper and Cardboard ..	3.2	62.0	17.0	16.5	1.3
Printing and Bookbinding ..	3.9	63.2	21.2	11.4	0.3
Textiles ..	4.2	65.1	24.7	5.8	0.2
Clothing ..	4.6	78.2	13.2	3.7	0.3
Woodworking ..	0.9	32.4	28.0	32.3	6.4
Iron and Steel ..	—	14.0	32.4	46.8	6.8
Metal Working ..	0.5	25.2	41.5	25.0	7.8
Fine Metal Trades ..	3.6	51.7	31.3	12.9	0.5
Stone Cutting ..	—	27.0	28.4	44.0	0.6
Construction ..	0.4	11.5	21.1	59.0	8.0
Pottery, etc. ..	1.1	27.8	29.1	40.3	1.7
Maintenance ..	0.7	34.3	4.0	59.9	1.1
Transport (other than National Railways) ..	1.4	16.0	29.8	45.3	7.5
Commerce ..	5.8	59.5	18.4	14.4	1.9
Amusements ..	1.7	81.0	3.3	12.7	1.3
Banking and Insurance ..	0.8	37.7	59.4	1.7	0.4
Liberal Professions ..	1.4	21.6	22.2	54.5	0.3

Wages.—The employers were also asked to supply particulars of the hourly rates of wages used to calculate the remuneration of male and female workers employed in their undertakings in each of four classes, viz., ordinary labourers, labourers on heavy or specialised work, semi-skilled workers and skilled workers (in the case of semi-skilled and skilled workers, the returns were to relate to those in the first, or lowest, grade). From the data thus obtained, the Ministry drew certain conclusions as to the relation between the rates of wages actually in operation at the beginning of April and the legal rates.

Legal rates of wages in France are determined on broad lines by the provisions of Government Orders. In most industries, the Orders lay down minimum time rates, which are graded according to the degrees of skill or qualifications of the workers. The upper limit of remuneration for time workers is fixed in so far that the average rate for all time workers of the same class in the same undertaking may not exceed a maximum rate which is set at 15 per cent. above the corresponding minimum rate.

The previous quarterly enquiry had shown that, at the beginning of January, 1946, the average hourly rate of wages for the manufacturing industries as a whole had not quite reached the legal maximum. Between January and April, however, wage rates generally showed a marked upward movement, and, at the beginning of the latter month, the rates in operation in the manufacturing industries, on average, exceeded the legal maximum by four points, the excess in the metal working and textile groups being as much as seven and eight points, respectively.

The legislation relating to wages has endeavoured to establish the principle of equal rates of pay for men and women under the same conditions of work and output, and provides that, in any case, the rates paid to female workers may not be lower than 10 per cent. below the rates paid to male workers of the same grade. The April enquiry showed, however, that the average rate paid to women was, in all cases, more than 10 per cent. lower than the corresponding rate for men, the differential being, on average, of the order of 15 per cent. In this respect there was little change between the January and April enquiries.

In addition to gradation according to the skill of the worker, legal minimum rates of wages are graded regionally in accordance with geographical variations in the cost of living. The minimum rates specified in the Government Orders relate to the Paris region and are subject to reductions of from 5 to 25 per cent. according to the cost-of-living zone in which the undertaking is situated. In April it was found, however, that, for the classes of workers for whom returns of wages were made, the average hourly rates in the provinces were from 8 to 30 per cent. below the averages for the Paris region. This variation in favour of the metropolitan area was ascribed primarily to the fact that recent increases in wage rates had been more strongly marked there than in the other zones.

At the April enquiry, employers were asked to supplement the data supplied with regard to hourly rates of wages by information as to remuneration for piece work, and average piece work earnings were calculated by dividing the total amount of such remuneration returned by each employer by the corresponding number of working hours. The wages legislation stipulates that the average hourly earnings of piece workers are not to exceed the corresponding minimum time rates of wages by more than 20 per cent. It was found, however, that the average hourly piece work earnings in April were much higher than the maximum permissible under the Orders, and, on average, exceeded the legal minimum rates by 31 per cent.

EMPLOYMENT IN GREAT BRITAIN IN OCTOBER.

GENERAL SUMMARY.

1. GENERAL MAN-POWER POSITION.

The broad changes in the man-power position between mid-1939 and October, 1946, are shown in the Table below. The figures relate to males aged 14 and under 65 and females aged 14 and under 60 years.

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	June, 1946.	Sept., 1946.	Oct., 1946.
1. Total Working Population (excluding indoor private domestic service)						
Men	14,656	15,028	14,881	14,638	14,596	14,550
Women	5,094	7,253	6,768	5,885	5,806	5,806
Total	19,750	22,281	21,649	20,523	20,402	20,356
2. Ex-H.M. Forces who have not yet taken up employment		20	40	700	490	415
3. Insured persons registered as unemployed	1,270	60	103	376	359	366
4. Number in H.M. Forces, N.F.S. and Police and in industry						
Men	13,643	14,971	14,786	13,698	13,853	13,881
Women	4,837	7,230	6,720	5,749	5,700	5,694
Total	18,480	22,201	21,506	19,447	19,553	19,575

2. TOTAL WORKING POPULATION.

There was a decrease of 46,000 in the total number of men in the working population in October, 1946; the number of women remained unchanged. The total reduction since June, 1945, is estimated at 1,293,000 (men 331,000 and women 962,000). The total working population at the end of October, 1946, was greater than at mid-1939 by 606,000 (men 106,000 less, and women 712,000 greater).

3. H.M. FORCES AND AUXILIARY SERVICES, NATIONAL FIRE SERVICE, AND POLICE AND NUMBER ENGAGED IN CIVILIAN EMPLOYMENTS.

The total number in the Forces and Auxiliary Services, National Fire Service and Police, and engaged in civilian employment increased by 20,000 during October, (men 26,000 greater and women 6,000 less). At the end of October, it was 1,931,000 less than at the end of June, 1945 (men 905,000, and women 1,026,000), but 1,095,000 greater than at mid-1939 (men 238,000, women 857,000).

4. FORCES AND AUXILIARY SERVICES.

The numbers in the Forces and Auxiliary Services included in item 4 of the Table in paragraph 1 are as follows:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	June, 1946.	Sept., 1946.	Oct., 1946.
Men	480	4,296	4,653	1,895	1,556	1,478
Women	—	461	437	137	101	92
Total	480	4,757	5,090	2,032	1,657	1,570

In the sixteen months from mid-1945 to the end of October, 1946, there has been a decrease of 3,520,000 (men 3,175,000 and women 345,000).

5. CIVIL DEFENCE, NATIONAL FIRE SERVICE AND POLICE.

The numbers in these Services included in item 4 of the Table in paragraph 1 are as follows:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	June, 1946.	Sept., 1946.	Oct., 1946.
Men	80	253	112	84	84	84
Women	—	70	15	4	4	4
Total	80	323	127	88	88	88

There was thus, by mid-1945, a reduction of 196,000 from the figure of 323,000 at mid-1943. Since mid-1945, there has been a further reduction of 39,000 (men 28,000, women 11,000).

6. INDUSTRY.

The numbers employed in industry included in item 4 of the Table in paragraph 1 are as follows:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	June, 1946.	Sept., 1946.	Oct., 1946.
Men	13,083	10,422	10,021	11,719	12,213	12,319
Women	4,837	6,699	6,268	5,608	5,595	5,598
Total	17,920	17,121	16,289	17,327	17,808	17,917

Between mid-1939 and mid-1945, recruitment for the Forces, partly offset by substantial new intake from the non-industrial sections of the population, reduced the numbers in industry by over 1,600,000. Owing to the retirement of large numbers of men and women added during the war, the reduction continued up to the end of 1945, but since then the intake from demobilisation has greatly exceeded net losses from other causes. Between mid-1945 and the end of October, 1946, there was a net increase of 1,628,000 (men increased by 2,298,000, women decreased by 670,000). The numbers in industry at the end of October, 1946, were about the same as the numbers at mid-1939. There was a decrease of 764,000 men, offset by an increase of 761,000 in the number of women.

7. MANUFACTURE OF EQUIPMENT AND SUPPLIES FOR THE FORCES.

The estimated numbers employed on this work are as follows:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	June, 1946.	Sept., 1946.	Oct., 1946.
Metal and Chemical Industries	1,070	4,310	3,132	492	395	376
Other Manufactures	200	811	698	223	134	115
Total	1,270	5,121	3,830	715	529	491

Between mid-1939 and mid-1943, the numbers employed on the manufacture of equipment and supplies for the Forces increased by 3,851,000. By mid-1945 there had been a decrease of 1,291,000. There was a further decrease of 3,339,000 between mid-1945 and the end of October, 1946, and at the latter date the numbers employed were 779,000 less than the numbers employed at mid-1939.

8. HOME CIVILIAN INDUSTRIES AND SERVICES AND MANUFACTURE FOR EXPORT.

The numbers employed in industry other than those employed on the manufacture of equipment and supplies for the Forces, that is, the aggregate numbers employed on work for home civilian needs and for export in the manufacturing industries, together with the numbers in the basic industries, and in building and civil engineering, the distributive trades and other civilian services are as follows:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	June, 1946.	Sept., 1946.	Oct., 1946.
16,650	12,000	12,459	16,612	17,279	17,426	

Between mid-1939 and mid-1943 the numbers employed in this sector were reduced by about 4,650,000, or 28 per cent. There was an increase of 459,000 between mid-1943 and mid-1945. There was a further increase of 4,967,000 between mid-1945 and the end of October, 1946, and at the latter date the number employed in this sector was 776,000 greater than the number at mid-1939 (or about 500,000 above the normal pre-war level).

9. MANUFACTURE FOR HOME MARKET AND EXPORT.

The figures for this sector are shown in the following Table:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	June, 1946.	Sept., 1946.	Oct., 1946.
Home Market:—						
Metals and Chemicals*	1,586	833	1,014	2,292	2,452	2,495
Other Manufactures†	2,969	1,540	1,566	2,270	2,442	2,492
Total, Home Market	4,555	2,373	2,580	4,562	4,894	4,987
Export:—						
Metals and Chemicals*	450	90	200	851	900	908
Other Manufactures†	540	162	210	459	510	515
Total, Export	990	252	410	1,310	1,410	1,423
Total, Home Market and Export	5,545	2,625	2,990	5,872	6,304	6,410

Between mid-1939 and mid-1943, the numbers employed on manufactures for home market and export were reduced by 2,920,000 or 53 per cent. Between mid-1943 and mid-1945, there was an increase of 365,000. Between mid-1945 and the end of October, 1946, there was a further increase of 3,420,000 and the total at the latter date was 865,000 above the number at mid-1939.

The numbers employed on manufacture for export increased in the sixteen months mid-1945 to the end of October, 1946, by 1,013,000, and at the end of October exceeded the mid-1939 figure by 433,000 (metals and chemicals+458,000, other manufactures—25,000).

Employment on manufacture for the home market increased by 2,407,000 in the same period; at the end of October the total was 432,000 greater than at mid-1939. The deficiency is 477,000 in manufactures such as textiles, clothing, leather, wood, paper,

* Metal manufacture, merchant shipbuilding and ship repairing, engineering, aircraft, motors and other vehicles, metal goods, chemicals and explosives.
† Food, drink and tobacco, textiles, clothing, footwear, leather and leather goods, wood, paper, building materials, pottery, glass and other manufactures.

etc., offset by an increase of 909,000 in the metal and chemical industries.

10. NON-MANUFACTURING INDUSTRIES AND SERVICES.

The figures for this group, which includes the basic industries and services (agriculture, fishing, mining, utilities, transport, National and Local Government), building and civil engineering, the distributive trades, and other services (commerce and finance, personal and professional services, entertainment, catering, laundries and cleaning), are given in the following Table:—

	(Thousands)					
	Mid-1939.	Mid-1943.	Mid-1945.	June, 1946.	Sept., 1946.	Oct., 1946.
Basic Industries and Services	4,683	5,027	5,191	5,502	5,543	5,546
Building and Civil Engineering	1,310	726	722	1,184	1,240	1,250
Distributive Trades	2,887	2,009	1,958	2,170	2,254	2,272
Other Services	2,225	1,613	1,598	1,884	1,938	1,948
Total	11,105	9,375	9,469	10,740	10,975	11,016

In the basic industries and services taken as a whole there was a continuous net increase from mid-1939 and the numbers employed are now 863,000 greater than at mid-1939.

In building and civil engineering there was a decrease of 588,000 between mid-1939 and mid-1945. In the sixteen months to the end of October, 1946, there was an increase of 528,000, the total at that date being 60,000 less than at mid-1939. In the distributive trades, the reduction between mid-1939 and mid-1945 amounted to 929,000. Between mid-1945 and the end of October, 1946, there was an increase of 314,000, leaving the total in these trades 615,000 less than at mid-1939. In the "Other Services" Group there was a reduction between mid-1939 and mid-1945 of 627,000. Of this, 350,000 had been recovered by the end of October, 1946, leaving a deficiency as compared with mid-1939 of 277,000.

11. COMPARISON OCTOBER, 1946, WITH MID-1939.

The numbers employed at the end of October, 1946, in certain important sectors of industry, expressed as percentages of the numbers so employed at mid-1939, are as follows:—

Manufacture of Equipment and Supplies for the Forces	39 per cent.
Manufacture for Home Market	110
Manufacture for Export	144
Basic Industries	118
Building and Civil Engineering	95
Distributive Trades	79
Other Services	88

12. SUMMARY.

The following Table shows the totals in the main categories at mid-1939, mid-1945, June, 1946, September, 1946 and October, 1946:—

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS.

MID-1939, MID-1945, MID-1946 AND OCTOBER, 1946.

The Table below shows, in respect of those industries for which comparable figures are available, the changes in the level of employment between mid-1939, mid-1945, mid-1946 and October, 1946. The figures include only persons insured under the Unemployment Insurance Acts, together with women in part-time employment, two of whom have been counted as a unit. They are thus different in scope from those given above, which include estimates of the number of uninsured full time employees, and of employers and workers on own account. Satisfactory estimates of the changes in the numbers within these uninsured classes in each industry cannot, at present, be made at monthly intervals.

The figures given below for mid-1939, mid-1945, and mid-1946 are based on the count of insured persons in each industry at those dates, coupled with information as to the employment of

part-time women workers at mid-1945 and mid-1946 derived from the returns rendered by employers under the Undertakings (Records and Information and Inspection of Premises) Order, 1943. The information as to changes, since mid-1946, in the level of employment in each industry, except coal mining, building and civil engineering, is also derived from these returns. Certain industries and services which are not covered by the returns (or are only partially covered), or in which uninsured persons form a large proportion of the labour force, are omitted from the figures. These are agriculture, mining and quarrying (other than coal mining), National and Local Government Service, railways, shipping, fishing, dock and harbour service, and professional services. Insured persons registered as unemployed and demobilised men and women taking paid leave are not included.

Industry.	Males (14 and under 65).				Females (14 and under 60).				Total.			
	Mid-1939.	Mid-1945.	Mid-1946.	Oct., 1946.	Mid-1939.	Mid-1945.	Mid-1946.	Oct., 1946.	Mid-1939.	Mid-1945.	Mid-1946.	Oct., 1946.
	GROUP I (METAL AND CHEMICAL INDUSTRIES):—											
Metal Manufacture:												
Pig Iron	15.5	15.0	16.1	16.4	0.0	0.9	0.5	0.5	15.5	15.9	16.6	16.9
Steel Melting, etc.	156.4	147.0	152.9	159.3	3.6	27.8	18.0	16.3	160.0	174.8	170.9	175.6
Brass, Copper, Zinc, Tin, etc.	51.2	63.0	62.1	69.5	4.7	21.0	17.7	17.3	55.9	84.0	79.8	88.8
Tin Plates	22.7	9.7	10.3	11.4	2.4	2.7	1.8	1.8	25.1	12.4	12.1	13.2
Iron and Steel Tubes	29.1	25.9	26.4	27.4	2.6	8.8	6.8	6.6	31.7	34.7	33.2	34.0
Wire, Wire Netting, etc.	22.4	19.2	20.9	21.7	4.4	10.7	8.8	8.6	26.8	29.9	29.7	30.3
Total, Metal Manufacture	297.3	279.8	288.7	305.7	17.7	71.9	53.6	51.1	315.0	351.7	342.3	356.8
Engineering:												
General Engineering	637.4	777.9	709.9	748.4	67.3	361.9	192.5	187.9	704.7	1,139.8	902.4	936.3
Electrical Engineering	105.9	106.1	99.9	106.4	28.0	69.7	53.2	52.8	133.9	175.8	153.1	159.2
Marine Engineering	51.1	70.1	67.1	66.4	1.1	10.4	4.9	4.3	52.2	80.5	72.0	70.7
Constructional Engineering	47.1	35.7	49.0	56.9	1.9	6.2	7.5	8.0	49.0	41.9	56.5	64.9
Total, Engineering	841.5	989.8	925.9	978.1	98.3	448.2	258.1	253.0	939.8	1,438.0	1,184.0	1,231.1
Construction and Repair of Vehicles:												
Motor Vehicles, Cycles and Aircraft	428.1	597.2	443.1	459.8	45.2	279.0	109.3	101.1	473.3	876.2	552.4	560.9
Carriages, Carts, etc.	10.7	10.9	15.2	17.1	1.9	3.5	3.7	3.8	12.6	14.4	18.9	20.9
Railway Carriages and Wagons	51.6	41.1	51.5	54.8	1.4	5.7	3.3	2.9	53.0	46.8	54.8	57.7
Total, Vehicles	490.4	649.2	509.8	531.7	48.5	288.2	116.3	107.8	538.9	937.4	626.1	639.5
Shipbuilding and Ship Repairing	141.8	230.4	217.6	213.8	2.9	21.9	11.5	9.3	144.7	252.3	229.1	223.1

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS—continued.
(Thousands)

Industry.	Males (14 and under 65).				Females (14 and under 60).				Total.			
	Mid-1939.	Mid-1945.	Mid-1946.	Oct., 1946.	Mid-1939.	Mid-1945.	Mid-1946.	Oct., 1946.	Mid-1939.	Mid-1945.	Mid-1946.	Oct., 1946.
Metal Goods Industries:												
Stove, Grate, Pipe, etc., and General Ironfounding ..	84.9	39.4	53.0	60.7	9.8	12.9	12.0	12.4	94.7	52.3	65.0	73.1
Electrical Wiring and Contracting ..	38.9	32.0	45.5	49.3	2.8	5.5	5.4	5.3	41.7	37.5	50.9	54.6
Electric Apparatus, Cables, etc. Scientific and Photographic Instruments, etc. ..	116.4	112.2	117.4	130.7	79.5	167.7	126.8	133.1	195.9	279.9	244.2	263.8
Watches, Clocks, etc. ..	34.0	38.1	36.1	38.9	14.3	38.7	27.0	25.9	48.3	76.8	63.1	64.8
Hand Tools, Cutlery, etc. ..	20.8	7.3	13.6	15.7	17.9	6.9	10.8	11.9	38.7	14.2	24.4	27.6
Bolts, Nuts, etc. ..	21.9	20.6	24.2	26.3	11.6	16.6	18.1	18.8	33.5	37.2	42.3	45.1
Brass and Allied Metal Wares Heating and Ventilating Apparatus ..	16.8	16.1	16.9	16.9	13.0	18.8	14.8	14.9	29.8	34.9	30.9	31.8
Other Metal Industries ..	17.4	9.2	15.4	16.5	11.1	8.8	11.5	11.7	28.5	18.0	26.9	28.2
Total, Metal Goods Industries	21.2	15.7	21.7	25.0	1.4	4.2	3.8	3.8	22.6	19.9	25.5	28.8
Other Metal Industries ..	185.2	170.0	177.2	195.9	101.1	145.6	124.5	127.1	286.3	315.6	301.7	323.0
Total, Metal Goods Industries	657.5	400.6	520.2	575.9	262.5	425.7	354.7	364.9	820.0	826.2	876.4	940.8
Chemicals, Paints, Oils, etc.:												
Coke Ovens and By-Product Works ..	12.3	12.2	12.9	13.5	0.1	0.5	0.4	0.3	12.4	12.7	13.3	13.8
Chemicals ..	88.6	91.6	108.6	116.6	36.2	65.9	63.5	62.3	124.8	157.5	171.8	178.9
Explosives ..	29.2	78.3	23.2	22.4	7.9	90.4	20.4	19.6	37.1	168.7	43.6	42.0
Paint, Varnish, etc. ..	20.4	14.2	18.3	20.0	6.5	9.2	9.1	8.8	26.9	23.4	27.4	28.8
Oil, Glue, Soap, Ink, etc. ..	60.0	44.1	51.5	53.4	23.2	31.7	27.9	27.5	83.2	75.8	79.4	80.9
Total, Chemicals, etc. ..	210.5	240.4	214.5	225.9	73.9	197.7	121.3	118.5	284.4	438.1	335.8	344.4
Total, Group I Industries	2,539.0	2,850.2	2,676.7	2,831.1	503.8	1,453.6	915.5	904.6	3,042.8	4,303.8	3,592.2	3,735.7
GROUP II (BASIC INDUSTRIES*)												
Coal Mining ..	757.5	707.8	708.6	702.2	3.7	9.8	8.8	8.8	761.2	717.6	717.4	711.0
Gas, Water and Electricity Supply ..	205.2	138.2	184.4	199.3	11.6	28.4	22.6	21.6	216.8	166.6	207.0	220.9
Tramway and Omnibus Service ..	193.0	129.3	183.9	196.4	12.0	82.0	51.3	43.4	205.0	211.3	236.2	239.8
Other Road Passenger Transport ..	34.1	13.1	20.7	21.0	3.0	2.0	2.6	2.4	37.1	15.1	23.3	23.4
Goods Transport by Road ..	141.7	129.8	153.0	159.9	4.9	13.4	11.5	10.7	146.6	143.2	164.5	170.6
Miscellaneous Transport, etc., Services ..	19.6	18.7	24.3	26.0	2.6	6.8	8.0	7.3	22.2	25.5	32.3	33.3
GROUP III (OTHER MANUFACTURING INDUSTRIES)												
Food, Drink and Tobacco:												
Grain Milling ..	28.2	21.6	24.4	25.2	3.9	8.7	7.5	6.8	32.1	30.3	31.9	32.0
Bread, Biscuits, etc. ..	103.1	69.3	81.6	86.7	77.6	68.0	63.5	62.0	180.7	137.3	145.1	148.7
Cocoa, Chocolate, etc. ..	26.4	13.4	16.5	18.8	55.9	23.9	27.4	32.4	82.3	37.3	43.9	51.2
Other Food Industries ..	71.3	53.8	67.9	75.4	62.2	71.9	70.8	72.2	133.5	125.7	138.7	147.6
Drink Industries ..	95.0	71.0	81.9	86.3	25.9	38.1	35.4	33.9	120.9	109.1	117.3	120.2
Tobacco, Cigarettes, etc. ..	15.5	14.4	14.8	15.2	26.8	31.1	31.1	30.8	42.3	45.5	45.9	46.0
Total, Food, Drink and Tobacco	339.5	243.5	287.1	307.6	252.3	241.7	235.7	238.1	591.8	485.2	522.8	545.7
Textile Industries:												
Cotton Spinning ..	65.5	35.3	47.6	50.8	119.4	78.3	89.0	88.0	184.9	113.6	136.6	138.8
Cotton Weaving ..	53.7	27.4	31.9	35.2	101.3	71.9	74.4	74.7	155.0	98.3	108.3	109.9
Wool ..	90.3	50.1	64.8	71.5	117.3	79.7	83.8	84.9	207.6	129.8	148.6	156.4
Silk, Rayon, Nylon, etc., ..	34.6	19.9	25.6	28.7	37.6	26.0	29.3	29.9	72.2	45.9	54.9	58.6
Hosiery ..	29.1	12.3	17.3	19.4	97.3	50.4	57.2	58.9	126.4	62.7	74.5	78.3
Carpets ..	12.6	2.2	4.9	6.2	19.4	3.5	7.8	9.0	32.0	5.7	12.7	15.2
Linens ..	3.7	2.9	3.5	3.8	9.0	6.8	6.4	6.3	12.7	9.7	9.9	10.1
Fute ..	10.2	3.8	5.0	5.6	15.5	9.7	10.8	11.2	25.7	13.5	15.8	16.8
Hemp, Rope, Cord, etc. ..	6.8	5.1	5.3	5.8	10.2	11.4	10.4	10.4	17.0	16.5	15.7	16.9
Lace ..	5.1	2.4	2.9	3.2	7.8	4.5	4.4	4.9	12.9	6.9	7.3	8.1
Other Textiles ..	20.0	16.9	18.2	20.4	41.9	46.5	37.0	36.7	61.9	63.4	55.2	57.1
Textile Bleaching, Dyeing, etc. ..	56.7	32.0	38.5	41.5	22.9	20.2	19.5	19.8	79.6	52.2	58.0	61.3
Total, Textiles	888.3	410.3	465.6	492.1	699.6	408.9	430.0	434.7	987.9	619.2	695.5	736.8
Leather, Leather Goods, and Fur Tanning, Currying, etc. ..	33.5	21.4	27.8	30.4	11.3	11.8	11.8	11.5	44.8	33.2	39.6	41.9
Leather Goods ..	11.6	6.2	7.9	8.8	16.6	12.2	13.6	14.0	28.2	18.4	21.5	22.8
Total, Leather	44.7	27.6	35.7	39.3	27.9	24.0	25.4	25.5	73.0	51.6	61.1	64.7
Clothing Industries:												
Tailoring ..	66.6	37.4	46.4	51.7	168.0	134.8	153.0	152.8	234.6	172.2	190.4	204.5
Shirts, Collars, Underclothing, etc. ..	10.1	4.2	5.2	5.7	83.4	48.3	55.6	57.2	93.5	52.5	60.8	62.9
Dressmaking, etc. ..	11.4	6.7	8.2	9.3	96.1	48.0	62.5	66.3	107.5	54.7	70.7	75.6
Hats and Caps ..	11.1	3.7	6.0	6.8	18.5	9.0	10.4	10.7	29.6	12.7	16.4	17.5
Other Dress Industries ..	7.5	2.8	4.3	4.7	23.4	12.6	16.2	17.3	30.9	15.4	20.5	22.0
Boots, Shoes, etc. ..	78.4	51.1	59.9	65.6	56.6	44.2	48.5	48.9	135.0	98.3	108.4	114.5
Total, Clothing	105.1	58.9	70.0	77.0	248.0	148.2	168.2	165.2	311.1	192.8	219.2	231.0
Woodworking, etc.:												
Furniture, etc. ..	111.5	39.8	74.7	87.6	26.9	22.6	24.7	25.2	138.4	62.4	99.4	112.8
Sawmilling ..	63.0	56.1	69.0	72.9	3.4	20.2	14.1	12.7	66.4	76.3	83.1	85.6
Wood Boxes and Cases, etc. ..	9.2	14.0	11.9	11.3	2.4	13.4	5.3	4.2	11.6	27.4	17.2	15.5
Other Woodworking ..	17.8	13.5	16.5	18.1	5.8	7.7	7.4	7.5	23.6	21.2	23.9	25.6
Total, Woodworking, etc. ..	201.8	123.4	172.1	189.9	38.5	63.9	51.5	49.6	240.0	157.3	224.6	239.5
Paper, Printing, etc.:												
Paper and Paper Board ..	50.7	30.8	40.9	45.0	19.1	17.9	17.6	17.5	69.8	48.7	58.5	63.5
Cardboard Boxes, Paper Bags, etc. ..	29.0	14.6	17.0	19.2	53.3	34.9	36.4	38.5	82.3	49.5	53.4	57.7
Wallpaper ..	5.3	0.5	3.1	3.4	2.5	0.6	1.5	1.8	7.8	1.1	4.6	5.2
Stationery Requisites (not paper) ..	4.9	1.7	2.8	4.1	6.3	3.3	5.0	6.3	11.2	5.0	7.8	10.4
Printing, Publishing and Bookbinding ..	198.9	97.0	141.2	154.8	105.4	76.4	88.2	92.7	304.3	173.4	229.4	247.5
Total, Paper, Printing, etc. ..	288.8	144.6	205.0	226.5	186.6	133.1	146.7	156.8	475.4	277.7	329.4	353.3
Brick, Tile, Pipe, etc.:												
Brick, Tile, Pipe, etc. ..	90.7	29.0	53.2	60.5	5.7	6.2	6.0	6.0	96.4	34.3	59.4	66.5
Pottery, Earthenware, etc. ..	30.0	14.7	23.1	25.4	37.0	24.3	31.9	32.6	67.0	39.0	55.0	58.0
Glass and Glass Bottles:												
Glass Manufacture ..	22.5	15.5	20.9	22.8	8.1	10.2	10.7	10.2	30.6	25.7	31.6	33.0
Glass Bottles ..	15.4	12.2	15.6	17.0	2.2	7.9	6.5	5.9	17.6	20.1	22.1	22.9
Total, Glass	37.9	27.7	36.5	39.8	10.3	18.1	17.2	16.1	48.2	45.8	53.7	55.9
Other Manufacturing Industries:												
Cement, Whiting, etc. ..	17.1	9.5	14.1	14.9	0.7	1.5	1.3	1.3	17.8	11.0	15.4	16.2
Cast Stone, etc. ..	27.8	16.8	28.7	32.3	2.5	6.6	6.2	6.2	30.3	23.4	34.9	38.5
Rubber ..	41.1	34.3	43.2	49.6	29.1	28.0	27.7	29.0	70.2	62.3	70.9	78.6
Oilcloth, Linoleum, etc. ..	11.0	4.2	6.6	6.9	2.3	2.1	1.8	1.6	13.3	6.3	8.4	8.5
Brushes and Brooms ..	6.1	4.3	5.9	6.4	6.2	6.5	8.1	8.5	12.3	10.8	14.0	14.9
Musical Instruments ..	6.9	1.5	3.7	4.8	1.8	0.6	1.2	1.5	8.7	2.1	4.9	6.3
Toys and Games ..	8.0	2.7	6.4	8.0	10.7	4.4	10.2	11.9	18.7	7.1	16.8	19.9
Other Industries ..	27.8	17.6	32.1	36.7	22.5	27.5	35.4	38.2	50.3	45.1	67.5	74.9
Total, Other Manufacturing Industries	145.8	90.9	140.7	159.6	75.8	77.2	91.9	98.2	221.0	168.1	232.6	257.8
GROUP III (NON-MANUFACTURING INDUSTRIES AND SERVICES)†												
Building and Civil Engineering Construction ..	1,190.8	607.8	988.8	1,055.0	15.7	24.2	24.9	25.0	1,206.5	632.0	1,013.7	1,080.0
Distributive Trades ..	1,309.5	604.7	785.1	852.7	850.9	909.8	899.2	913.5	2,180.4	1,514.5	1,684.3	1,766.2
Commerce and Finance ..	216.5	83.9	131.0	147.0	98.6	148.0	123.0	120.3	315.1	231.9	254.0	267.3
Entertainments, Sports, etc. ..	80.1	50.5	71.6	76.0	60.4	79.1	91.8	98.2	140.5	129.6	163.4	174.2
Hotels, Boarding Houses, Restaurants, etc. ..	172.7	82.1	124.9	132.4								

NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS.

The Table below shows the total numbers of unemployed* insured persons on the registers of all Employment Exchanges and Juvenile Employment Bureaux in each Administrative Region on 11th November, 1946, and the numbers of insured 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 14th October, 1946.

Regions (in italics) and Principal Towns.	Numbers of Insured Persons* on Registers at 11th November, 1946.				Inc. (+) or Dec. (-) in Totals as compared with 14th Oct., 1946.
	Men 18 and under 65 years.	Women 18 and under 60 years.	Juveniles under 18 years.	Total.	
<i>London and South-Eastern</i> ..	80,190	7,528	2,801	40,019	+ 639
London (Administrative County) ..	14,318	2,297	581	17,196	+ 402
Acton ..	127	21	22	170	+ 19
Brentford and Chiswick ..	137	27	8	172	+ 19
Brighton and Hove ..	1,029	338	55	1,422	+ 283
Chatham ..	569	691	116	1,376	+ 39
Croydon ..	597	134	50	781	+ 184
Dagenham ..	478	97	67	642	+ 72
Enfield ..	350	91	32	473	+ 17
East Ham ..	195	74	29	298	+ 36
Enfield ..	315	155	24	494	+ 9
Harrow and Wembley ..	108	38	23	169	+ 27
Hayes and Harlington ..	422	62	30	514	+ 71
Hendon ..	1,011	82	54	1,147	+ 157
Leyton and Walthamstow ..	779	102	41	922	+ 48
Tottenham ..	827	118	83	1,028	+ 48
West Ham ..	278	48	25	351	+ 18
<i>Eastern</i> ..	7,190	1,855	389	9,434	+ 973
Bedford ..	138	40	7	185	+ 14
Cambridge ..	84	19	10	113	+ 2
Ipswich ..	321	37	30	388	+ 16
Luton ..	131	29	10	170	+ 10
Norwich ..	1,048	126	25	1,199	+ 23
Watford ..	156	46	—	202	+ 20
<i>Southern</i> ..	5,273	2,198	462	7,933	+ 207
Oxford ..	117	46	26	189	+ 30
Portsmouth (including Gosport) ..	1,246	743	124	2,113	+ 37
Reading ..	266	69	25	360	+ 12
Slough ..	195	16	14	225	+ 4
Southampton ..	684	324	60	1,068	+ 143
<i>South-Western</i> ..	7,444	2,630	372	10,446	+ 20*
Bristol (including Kingswood) ..	1,966	318	90	2,374	+ 153
Exeter ..	427	85	11	523	+ 48
Gloucester ..	57	44	15	116	+ 5
Plymouth ..	756	912	66	1,734	+ 55
Swindon ..	100	48	13	161	+ 53
<i>Midland</i> ..	10,656	2,896	435	13,877	+ 596
Birmingham ..	2,492	325	129	2,946	+ 190
Burton-on-Trent ..	42	66	18	126	+ 19
Coventry ..	1,258	293	30	1,581	+ 82
Oldbury ..	3	—	3	6	+ 1
Smethwick ..	80	—	—	80	+ 279
Stoke-on-Trent ..	1,946	107	36	2,089	+ 25
Walsall ..	374	85	31	490	+ 4
West Bromwich ..	10	6	11	27	+ 4
Wolverhampton ..	628	95	32	755	+ 55
Worcester ..	88	24	—	112	+ 3
<i>North-Midland</i> ..	7,372	1,438	362	9,172	+ 655
Chesterfield ..	334	123	35	492	+ 38
Derby ..	129	50	15	194	+ 28
Grimby ..	394	123	55	572	+ 135
Leicester ..	386	54	21	461	+ 7
Lincoln ..	45	—	—	45	+ 7
Mansfield ..	515	58	24	597	+ 43
Northampton ..	304	16	8	328	+ 17
Nottingham ..	1,335	108	39	1,482	+ 12
Peterborough ..	43	33	11	87	+ 21
Scunthorpe ..	32	55	16	103	+ 18
<i>East and West Ridings</i> ..	16,146	4,381	666	21,193	+ 465
Barnsley ..	741	144	55	940	+ 13
Bradford ..	1,176	38	18	1,232	+ 126
Dewsbury ..	241	7	8	256	+ 21
Doncaster ..	978	624	108	1,710	+ 5
Halifax ..	81	13	16	110	+ 8
Huddersfield ..	156	474	105	3,453	+ 353
Hull ..	2,874	474	62	3,209	+ 53
Leeds ..	2,894	253	62	3,209	+ 88
Rotherham ..	333	599	56	928	+ 22
Sheffield ..	1,000	177	15	1,192	+ 27
Wakefield ..	266	54	23	343	+ 74
York ..	506	60	15	581	+ 74
<i>North-Western</i> ..	52,013	13,910	2,139	68,062	+ 499
Accrington ..	293	252	7	552	+ 43
Ashton-under-Lyne ..	466	54	7	527	+ 26
Barrow ..	454	1,157	42	1,653	+ 82
Birkenhead ..	1,826	331	53	2,210	+ 112
Blackburn ..	755	58	4	817	+ 86
Blackpool ..	707	171	9	887	+ 345
Bolton ..	1,528	261	24	1,813	+ 133
Burnley ..	852	88	5	945	+ 125
Bury ..	192	21	6	219	+ 14
Crewe ..	191	136	33	360	+ 8
Liverpool (including Bootle) ..	19,150	3,874	990	24,014	+ 61
Manchester (including Salford) ..	6,680	695	171	7,546	+ 394
Oldham (including Failsworth and Royton) ..	1,602	133	6	1,741	+ 23
Preston ..	844	550	53	1,447	+ 173
Rochdale ..	332	34	6	372	+ 14
St. Helens ..	664	521	20	1,205	+ 60

* The figures are exclusive of persons classified as unsuitable for ordinary employment. They include, however, some persons who were not available for employment away from home and others who for various reasons were not suitable for the types of vacancies current.

Regions (in italics) and Principal Towns.	Numbers of Insured Persons* on Registers at 11th November, 1946.				Inc. (+) or Dec. (-) in Totals as compared with 14th Oct., 1946.
	Men 18 and under 65 years.	Women 18 and under 60 years.	Juveniles under 18 years.	Total.	
<i>North-Western (continued)</i>					
Salford (including Eccles and Pendlebury) ..	1,550	65	48	1,663	+ 46
Stockport ..	857	175	57	1,089	+ 13
Warrington ..	209	276	37	522	+ 8
Wigan ..	1,791	863	40	2,694	+ 64
<i>Northern</i> ..	31,331	15,982	2,582	49,895	+ 97
Carlisle ..	300	206	28	534	+ 41
Darlington ..	340	241	43	624	+ 67
Gateshead ..	1,907	733	87	2,697	+ 149
Hartlepool ..	1,145	1,191	82	2,418	+ 294
Jarrow and Hebburn ..	893	693	91	1,677	+ 39
Middlesbrough (including South Bank) ..	1,064	953	173	2,190	+ 60
Newcastle-upon-Tyne ..	4,769	2,224	234	7,227	+ 144
South Shields ..	1,969	386	164	2,519	+ 102
Stockton-on-Tees ..	795	1,497	131	2,423	+ 107
Sunderland ..	3,086	1,249	273	4,608	+ 4
Wallsend (including Willington Quay) ..	483	328	42	853	+ 43
<i>Scotland</i> ..	55,357	19,092	3,422	77,871	+ 559
Aberdeen ..	257	68	26	351	+ 1
Clydebank ..	448	280	66	794	+ 48
Dundee ..	2,399	565	62	3,026	+ 43
Edinburgh ..	4,376	547	117	5,040	+ 118
Glasgow (including Rutherglen) ..	19,027	7,068	1,016	27,111	+ 333
Greenock ..	1,392	881	143	2,416	+ 21
Motherwell and Wishaw ..	2,182	936	157	3,275	+ 29
Paisley ..	1,060	312	68	1,440	+ 116
<i>Wales</i> ..	36,135	15,781	2,113	54,029	+ 2,327
Cardiff ..	2,331	397	105	2,833	+ 226
Merthyr Tydfil ..	2,430	659	100	3,189	+ 108
Newport ..	433	453	74	1,370	+ 163
Rhondda ..	4,237	1,120	206	5,563	+ 49
Swansea ..	2,758	1,234	115	4,107	+ 385
<i>Northern Ireland</i> ..	23,982	4,087	625	28,694	+ 580
Belfast ..	11,508	1,209	119	12,836	+ 50
Londonderry ..	2,314	440	107	2,861	+ 9

NUMBERS UNEMPLOYED: 1939 to 1946.

The Table below shows the average numbers of insured persons registered as unemployed in each of the years 1939 to 1945, and the numbers registered as unemployed in each month of 1946.

	Great Britain.				United Kingdom.	
	Wholly Unemployed (including Casuals).		Temporarily Stopped.		Total.	
	Males.	Females.	Males.	Females.	Total.	Total.
1939 ..	934,332	258,088	137,192	78,347	1,407,959	1,490,324
1940 ..	468,777	222,373	100,389	58,549	850,096	918,054
1941 ..	136,320	99,756	29,776	17,476	291,827	330,675
1942 ..	62,019	31,859	3,196	2,691	99,765	119,117
1943 ..	47,191	20,574	795	733	69,293	85,538
1944 ..	45,062	17,634	394	518	63,608	77,929
1945 ..	86,273	53,004	549	584	140,410	159,977
1946 :-						
14 January ..	198,221	129,205	876	1,152	329,454	360,240
11 February ..	223,147	130,256	850	1,295	355,578	388,050
11 March ..	238,351	131,203	1,076	1,286	371,916	404,401
8 April ..	246,382	123,454	746	828	371,410	402,555
13 May ..	256,988	116,599	579	710	374,876	405,802
17 June ..	267,238	104,345	3,165	1,419	376,167	408,290
15 July ..	260,895	94,270	2,860	1,309	359,334	391,939
12 August ..	268,109	90,848	2,870	1,894	363,721	394,647
16 September ..	264,757	90,528	3,138	783	359,206	389,937
14 October ..	266,103	95,685	2,821	1,049	365,658	393,772
11 November ..	265,754	96,063	3,520	1,194	366,531	395,225

NUMBERS UNEMPLOYED: COMPOSITION OF STATISTICS.

The Table below gives an analysis of the numbers of persons registered as unemployed* in Great Britain at 11th November.

	Men 18 years and over.	Boys under 18 years.	Women 18 years and over.	Girls under 18 years.	Total.
Insured Persons on the Registers of Employment Exchanges:					
Claimants to Benefit and Applicants for Unemployment Allowances ..	250,251	4,194	72,630	1,868	328,943
Non-claimants ..	8,856	4,777	14,561	4,404	32,598
Claimants for Benefit under Special Schemes ..	1,189	7	3,784	10	4,990
Total of Insured Persons Unemployed ..	260,296	8,978	90,975	6,282	366,531
B.—UNINSURED PERSONS ON REGISTERS OF EMPLOYMENT EXCHANGES					
Applicants for Unemployment Allowances ..	489	8	322	18	837
Persons not applying for Allowances ..	1,478	2,265	2,662	2,441	8,846
Total of Uninsured Unemployed ..	1,967	2,273	2,984	2,459	9,683

* See footnote * in previous column.
† From July, 1940, the figures exclude men in attendance at Government Training Centres.
‡ The figures for 1942 and later years are exclusive of men and women classified as unsuitable for ordinary employment.
§ Including insured and uninsured persons.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS.

The statistics given below show, industry by industry, the numbers of persons aged 14 and over, insured under the Unemployment Insurance Acts, who were registered as unemployed at 11th November, 1946, 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 numbers include unemployed insured persons on the registers of Local Offices of the Ministry of Labour and National Service and of Juvenile Employment Bureaux, and claimants for benefit under the Special Schemes for banking and insurance.

The Unemployment Insurance Acts provide, subject to certain exceptions, for the compulsory insurance against unemployment of substantially all employed males under 65 years of age and females under 60 years of age. The principal classes of excepted employments are indoor private domestic service, employment otherwise than by way of manual labour at a rate of remuneration exceeding in value £420 a year, employment as female professional nurse, and, subject to certain qualifications, employment in the teaching profession and in the police forces; employment under public or local authorities, railway and public utility companies may, in certain circumstances, also be excepted. The Unemployment Insurance Acts do not apply to persons serving in an established capacity in the permanent

service of the Crown. Some persons employed in agricultural occupations are also outside the scope of the agricultural scheme, including sons, daughters, and other near relatives of the employer, persons not working under a contract of service, and persons engaged in such casual harvesting work as hop-picking, or gathering flowers, fruit, peas or potatoes (unless they normally undertake other insurable work). Persons not domiciled in the United Kingdom (e.g., migratory labourers from Éire) are not insurable in respect of employment in agriculture, and are accordingly not included in the figures. Part-time workers employed for not more than 30 hours a week, who entered employment during the war, are in most cases not insurable against unemployment, and are not, therefore, included. Insured persons on the registers in Great Britain who have been classified as unsuitable for ordinary employment are also excluded.

An unemployment book, on which is recorded the industry in which he is employed, is issued to every insured person, and this book must be lodged at an Employment Exchange whenever the insured person makes a claim for unemployment benefit or for an unemployment allowance, or registers as unemployed without claiming benefit or an allowance. The files of "lodged" books at the Employment Exchanges thus furnish for each industrial group a record

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS—continued.

INDUSTRY.	Great Britain.						United Kingdom.					
	Wholly Unemployed (including Casuals).			Temporarily Stopped.			Total.			Wholly Unemployed, Temporarily Stopped and Casuals.		
	Males aged 14 and under 65.	Females aged 14 and under 65.	Total.	Males aged 14 and under 65.	Females aged 14 and under 65.	Total.	Males aged 14 and under 65.	Females aged 14 and under 65.	Total.	Males aged 14 and under 65.	Females aged 14 and under 65.	Total.
Textiles—												
Cotton Preparing, Spinning, etc.	646	571	1,217	2	3	5	648	574	1,222	649	574	1,223
Cotton Manufacturing (Weaving, etc.)	450	303	753	3	78	81	453	381	834	453	383	836
Total, Cotton	1,096	874	1,970	5	81	86	1,101	955	2,056	1,102	957	2,059
Woolen and Worsted	561	222	783	4	5	9	565	223	788	579	234	813
Silk Spinning and Manufacture and Rayon, Nylon, etc. Weaving, etc.	92	97	189	1	2	3	93	99	192	95	104	199
Rayon, Nylon, etc. Yarn Manufacture	180	107	287	2	2	4	182	109	291	187	109	296
Linen	116	158	274	—	1	1	116	159	275	1,029	707	1,736
Jute	242	147	389	—	—	—	242	147	389	242	147	389
Knemp, Rope, Cord, Twine, etc.	147	310	457	2	6	8	149	316	465	185	343	528
Hosiery	109	222	331	113	20	133	222	242	464	226	268	494
Lace	28	15	43	36	—	36	64	15	79	64	18	82
Carpets	59	74	133	1	7	8	60	81	141	62	84	146
Other Textiles	370	318	688	1	13	14	371	331	702	404	446	850
Textile Bleaching, Printing, Dyeing, etc.	677	149	826	122	19	141	799	168	967	910	205	1,115
Total, Textiles	3,677	2,693	6,370	287	152	439	3,964	2,845	6,809	5,085	3,622	8,707
Leather, Leather Goods and Fur:—												
Tanning, Currying and Dressing, etc.	452	133	585	6	—	6	458	133	591	470	139	609
Leather Goods	142	93	235	—	—	—	142	93	235	148	94	242
Total, Leather	594	226	820	6	—	6	600	226	826	618	233	851
Clothing:—												
Tailoring	765	1,136	1,901	3	63	66	768	1,199	1,967	840	1,390	2,230
Dress Making and Millinery	101	299	400	—	16	16	101	315	416	103	324	427
Hats and Caps (including Straw Hat)	53	52	105	15	16	31	68	68	136	72	71	143
Shirts, Collars, Underclothing, etc.	86	313	399	18	15	33	104	328	432	169	880	1,049
Other Dress Industries	61	77	138	32	1	33	93	78	171	94	84	178
Boots, Shoes, Slippers and Clogs	794	193	987	81	11	92	875	204	1,079	933	205	1,138
Total, Clothing	1,880	2,070	3,950	149	122	271	2,029	2,192	4,221	2,211	2,954	5,165
Food, Drink and Tobacco:—												
Bread, Biscuits, Cakes, etc.	2,006	1,152	3,158	8	10	18	2,014	1,162	3,176	2,229	1,197	3,426
Grain Milling	358	209	567	—	6	6	358	215	573	409	217	626
Cocoa, Chocolate and Sugar Confectionery	405	285	690	2	1	3	407	286	693	413	294	707
Other Food Industries	1,438	1,196	2,634	17	19	36	1,455	1,215	2,670	1,544	1,396	2,940
Drink Industries	1,736	693	2,429	6	11	17	1,742	704	2,446	1,837	723	2,560
Tobacco, Cigars, Cigarettes and Snuff	483	212	695	—	—	—	483	212	695	520	311	831
Total, Food, Drink, etc.	6,426	3,747	10,173	33	47	80	6,459	3,794	10,253	6,952	4,133	11,085
Woodworking, etc.:—												
Sawmilling and Machined Woodwork	1,459	480	1,939	26	80	106	1,485	560	2,045	1,615	561	2,176
Wood Boxes and Packing Cases	374	179	553	2	10	12	376	187	563	381	190	571
Furniture Making, Upholstering, etc.	1,169	319	1,488	47	39	86	1,216	358	1,574	1,277	367	1,644
Other Woodworking	395	133	528	2	3	5	397	136	533	437	143	580
Total, Woodworking, etc.	3,397	1,111	4,508	77	130	207	3,474	1,341	4,815	3,710	1,361	5,071
Building and Civil Engineering Construction:—												
Building	18,034	255	18,289	51	20	71	18,085	275	18,360	20,389	283	20,672
Civil Engineering Construction	10,020	126	10,146	33	1	34	10,053	127	10,180	11,434	130	11,564
Total, Building, etc.	28,054	381	28,435	84	21	105	28,138	402	28,540	31,823	413	32,236
Paper, Printing, etc.:—												
Paper and Paper Board	574	327	901	3	—	3	577	327	904	591	337	928
Cardboard Boxes, Paper Bags and Stationery	279	232	511	—	1	1	279	233	512	284	241	525
Wall Paper Making	26	12	38	—	—	—	26	12	38	26	12	38
Stationery and Typewriting Requisites (not paper)	55	34	89	—	—	—	55	34	89	55	34	89
Printing, Publishing and Book-binding	2,034	477	2,511	8	2	10	2,042	479	2,521	2,128	508	2,636
Total, Paper, Printing, etc.	2,968	1,082	4,050	11	3	14	2,979	1,085	4,064	3,084	1,132	4,216
Other Manufacturing Industries:—												
Rubber	867	300	1,167	3	—	3	870	300	1,170	942	303	1,245
Oilcloth, Linoleum, etc.	200	84	284	120	10	130	320	94	414	325	96	421
Brushes and Brooms	148	84	232	1	—	1	149	84	233	152	86	238
Scientific and Photographic Instruments and Apparatus	464	238	702	1	1	2	465	239	704	471	245	716
Musical Instruments	52	15	67	—	—	—	52	15	67	55	15	70
Toys, Games and Sports Requisites	159	99	258	2	—	2	161	99	260	169	100	269
Other Manufactures	1,154	470	1,624	8	17	25	1,162	487	1,649	1,236	501	1,737
Total, Other Manufacturing	3,044	1,290	4,334	135	28	163	3,179	1,313	4,492	3,400	1,340	4,740
Gas, Water and Electricity Supply	2,285	487	2,772	12	—	12	2,297	487	2,784	2,471	502	2,973
Transport and Communication:—												
Railway Service	3,717	3,684	7,401	8	5	13	3,725	3,689	7,414	3,943	3,702	7,645
Tramway and Omnibus Service	2,017	2,280	4,297	6	7	13	2,023	2,287	4,310	2,136	2,288	4,424
Other Road Passenger Transport	791	36	827	1	—	1	792	36	828	868	36	904
Goods Transport by Road	4,501	133	4,634	17	—	17	4,518	133	4,651	4,746	136	4,882
Shipping Service	3,683	89	3,772	13	4	17	3,696	93	3,789	3,881	96	3,977
Dock, Harbour, Canal, etc. Service:— Port Transport (Docks, Wharves, etc.)	5,472	57	5,529	28	1	29	5,500	58	5,558	6,803	58	6,861
Harbour, River and Canal Service	924	48	972	1	—	1	925	48	973	967	48	1,015
Total, Docks, Harbours, etc.	6,396	105	6,501	29	1	30	6,425	106	6,531	7,770	106	7,876
Other Transport, Communication, etc.	810	66	876	5	—	5	815	66	881	832	67	899
Total, Transport, etc.	21,915	6,393	28,308	79	17	96	21,994	6,410	28,404	24,176	6,430	30,606
Distributive Trades	17,043	13,001	30,044	94	143	237	17,137	13,144	30,281	18,669	13,593	32,262
Commerce, Banking, Insurance and Finance*	2,092	4,586	6,678	—	4	4	2,092	4,590	6,682	2,189	4,610	6,799
Miscellaneous Services:—												
National Government Service (exc. National Fire Service)	14,445	6,100	20,545	45	14	59	14,490	6,114	20,604	16,356	6,570	22,926
National Fire Service	565	156	721	1	2	3	566	158	724	673	161	834
Local Government Service	8,946	3,366	12,312	107	20	127	9,053	3,386	12,439	9,691	3,454	13,145
Professional Services	1,589	1,469	3,058	10	6	16	1,599	1,475	3,074	1,672	1,531	3,203
Entertainments, Sports, etc.	3,723	1,510	5,233	8	14	22	3,731	1,525	5,256	3,885	1,571	5,456
Hotel, Boarding House, Restaurant, Club, Catering, etc. Service	7,240	9,556	16,796	19	63	82	7,259	9,619	16,878	7,654	10,088	17,742
Laundry Service	548	1,089	1,637	6	6	12	554	1,095	1,649	599	1,193	1,792
Job Dyeing, Dry Cleaning, etc.	156	256	412	—	1	1	156	257	413	162	261	423
Other Services†	3,198	755	3,953	15	7	22	3,213	762	3,975	3,415	783	4,198
Total, Miscellaneous	40,410	24,257	64,667	205	133	338	40,615	24,390	65,005	44,112	25,612	69,724
Ex-Service Personnel not Classified by Industry	38,331	4,102	42,433	158	10	168	38,489	4,112	42,601	40,980	4,260	45,240
GRAND TOTAL*†	265,754	96,063	361,817	3,520	1,194	4,714	269,274	97,257	366,531	293,641	101,584	395,225

* Persons insured under the Special Schemes for the banking and insurance industries are included in these figures.

† Including private gardeners, grooms, gamekeepers, park gardeners, sports ground keepers, chauffeurs, hairdressers, window cleaners, etc.

‡ The totals include 3,059 male and 137 female unemployed casual workers in Great Britain and 4,590 males and 144 females in the United Kingdom.

WORK OF APPOINTMENTS DEPARTMENT.

MONTHLY STATISTICS.*

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. Separate figures are given for the Technical and Scientific Register and for the Appointments Register.

Technical and Scientific Register.

The Technical and Scientific Register, which is situated at York House, Kingsway, London, W.C.2, operates on a national basis. It is assisted in its work by six Advisory Committees for architecture and public utilities, chemistry, civil engineering, electrical engineering, mechanical engineering, and scientific research. The Register is not only a placing agency, but it also provides an advisory service, with the object of helping and advising (a) those who are unemployed and seeking a job; (b) those who, although they have a job, desire for one reason or another a change of employment; and (c) those who, through disemployment or for other reasons, can no longer follow their previous employment with prospects of success.

A register of vacancies, notified by employers, is maintained, from which persons enrolled on the Register are supplied with full particulars of posts for which, by their qualifications and experience, they appear to be suitable. A wide range of overseas vacancies is also available. The services of the Register are available to physicists, mathematicians, chemists (other than pharmacists), metallurgists, biological scientists, civil, mechanical and electrical engineers, architects, surveyors, town planners, estate agents and valuers; the qualification for registration is, in general, possession of a University degree or membership of the appropriate recognised professional institution.

The total number of persons on the Technical and Scientific Register at 11th November, 1946, was 4,212. This figure included 1,590 persons who were unemployed, of whom 576 were ex-Service men and women.

The number of vacancies notified and filled between 15th October and 11th November, 1946 (4 weeks), is shown in the following Table:—

Vacancies outstanding at 15th October	4,024
Vacancies notified during the period	1,030
Vacancies filled	584*

COAL MINING INDUSTRY.

EMPLOYMENT IN OCTOBER.

The Ministry of Fuel and Power have issued a statement giving certain statistics of employment, output, etc., in the coal mining industry in October, 1946, with comparative figures for September, 1946, and October, 1945.

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 26th October, 1946, was 692,600, compared with 697,300 during the five weeks ended 28th September. The total numbers who were effectively employed were 637,700 in October and 634,500 in September; 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, 1946, and October, 1945. Comparison of the figures for September and October, 1946, is to some extent affected by the relaxation of labour controls involved in the revocation of the Essential Work (Coalmining Industry) Order on 1st September.

Average Numbers of Wage-earners on the Colliery Books : Analysis by Districts.

District.	Average number of wage-earners on colliery books during 4 weeks ended 26th Oct., 1946.	Increase (+) or Decrease (-) compared with the average for	
		5 weeks ended 28th September, 1946.	4 weeks ended 27th October, 1945.*
Northumberland ..	40,100	— 100	+ 900
Cumberland ..	5,700	— 400	+ 2,900
Durham ..	104,900	— 1,100	— 2,600
South Yorkshire ..	96,000	— 400	— 500
West Yorkshire ..	39,700	— 200	— 1,300
North and South Derbyshire ..	42,900	— 300	— 800
Notts. and Leicestershire ..	48,000	— 300	— 800
Lancashire and Cheshire ..	49,100	— 300	— 100
North Wales ..	8,800	— 200	+ 300
North Staffordshire ..	20,300	— 200	— 400
Cannock Chase ..	17,300	— 100	— 300
South Staffs., Worcs., and Salop ..	5,900	— 100	— 300
Warwickshire ..	14,700	— 100	— 300
South Wales and Mon. ..	107,300	— 700	— 300
Forest of Dean, Bristol and Somerset ..	7,100	— 100	— 200
Kent ..	6,000	— 100	+ 200
England and Wales ..	613,800	— 4,300	— 2,600
Irish and Clackmannan ..	19,700	— 200	— 200
The Lothians ..	11,400	— 200	— 100
Lanarkshire, etc. ..	35,000	— 200	— 800
Ayrshire, etc. ..	12,700	— 100	+ 100
Scotland ..	78,800	— 400	— 1,000
Great Britain ..	692,600	— 4,700	— 3,600

It is provisionally estimated that during October about 6,100 persons were recruited to the industry; on the other hand the total number of persons who left the industry during that month was approximately 9,600. The numbers on the colliery books thus showed a net decrease of 3,500, compared with a net decrease of 4,000 during September.

The average number of shifts worked per week by coal-face workers who were effectively employed was 5.14 in October, 1946, compared with 5.10 in September, 1946, and 5.18 in October, 1945. The corresponding figures for all workers who were effectively employed were 5.52, 5.47, and 5.54, respectively.

The statement of the Ministry of Fuel and Power also includes certain information about absenteeism in the coal mining industry; separate figures are given 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, 1945, and September and October, 1946, which are given in the Table below 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, 1946.		
	Per cent.	September, 1946.	October, 1945.
Coal-face workers:			
Voluntary ..	9.45	11.38	10.56
Involuntary ..	10.63	8.51	8.25
All workers:			
Voluntary ..	7.73	9.02	8.15
Involuntary ..	9.34	7.37	7.04

For face-workers the output per man-shift worked was 2.81 tons in October, 1946, compared with 2.76 tons both in September, 1946, and in October, 1945. The output per man-shift calculated on the basis of all workers was 1.05 tons in October, 1946.

* Owing to the varying practice by collieries in recording men on colliery books, it was decided to adopt a standard method of recording wage-earners as from the beginning of 1946. To facilitate comparison the figures for October, 1945, used in connection with the above Table have been adjusted to the standard basis now in use.

† These figures are obtained by dividing the total number of man-shifts worked by the number of persons effectively employed.

EMPLOYMENT OVERSEAS.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 16,000 employers in industries other than agriculture and private domestic service, the total number of workpeople in employment at 1st September, 1946, in the establishments covered by the returns showed an increase of 1.5 per cent. compared with both 1st August, 1946, and 1st September, 1945. The number of persons employed in manufacturing industries at 1st September, 1946, was 1.6 per cent. higher than at the beginning of the previous month, but 5.8 per cent. lower than at 1st September, 1945.

NEW ZEALAND.

Statistics compiled by the New Zealand National Employment Service show that the total number of male workers who were disengaged and registered for employment at 31st October, 1946, was 201 or 0.4 per thousand of the estimated total labour force, compared with 261 or 0.5 per thousand at 30th September, and 401 or 0.8 per thousand at 31st August. Of the total number of adult male workers registered at 31st October, 95 were fully employable; the corresponding figures for the end of September and the end of August were 117 and 189, respectively. The number of female workers disengaged and registered for employment was very small at all three dates.

ÉIRE.

The number of unemployed persons on the live register of Employment Exchanges at 30th November, 1946, was 67,432, compared with 52,624 at 26th October, 1946, and 70,456 at 1st December, 1945.

BELGIUM.

The average daily number of persons recorded as unemployed in Belgium during August, 1946, was 49,542, compared with 47,690 during July, 48,952 during June, and 116,775 during August, 1945. Approximately 1,142,000 working days were lost in August, 1946, as a result of unemployment, and the corresponding figures for July and June were about 1,146,000 and 1,416,000 respectively; the number of days lost from this cause in August, 1945, was nearly 2,600,000.

DENMARK.

At the end of October, 1946, returns received by the Danish Statistical Department from approved unemployment funds showed that 9,871 or 1.7 per cent. of a total membership of about 577,000 had been unemployed for seven days or more, compared with 1.6 per cent. at the end of the previous month and 6.7 per cent. at the end of October, 1945. In addition, 12,037 members had been unemployed for less than seven days at the end of the month and 3,467 were considered as ineligible for employment on account of age or other reasons.

SWEDEN.

According to statistics compiled by the Swedish Social Board on the basis of returns from representative establishments the number of manual workers employed in industrial and commercial undertakings in September, 1946, showed little change compared with the previous month. The index number (based on the figure for September, 1939, taken as 100) was 101 both in September and in August, 1946; the corresponding figure for September, 1945, was 99.

Preliminary information received from trade unions with a total membership of nearly 833,000 showed that 2.1 per cent. of their members were unemployed at 31st August, 1946, compared with 2.2 per cent. at 31st July, 1946, and 3.1 per cent. at 31st August, 1945.

SWITZERLAND.

At the end of September, 1946, applications for employment were registered at Employment Exchanges by 1,726 persons, as compared with 1,725 at the end of August and 4,926 at the end of September, 1945; these figures include employed persons who were seeking other employment. Offers of situations at the same dates numbered 8,507, 7,762 and 5,649, respectively. The number of registered applicants for employment at the end of September, 1946, who were wholly unemployed was 879 or 0.6 per thousand of the employed population (exclusive of apprentices) according to the census of 1930; the corresponding figures for August, 1946, were 782 or 0.5 per thousand, and those for September, 1945, were 3,544 or 2.5 per thousand.

UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in September, 1946, is estimated by the United States Department of Labor to have been approximately 40,147,000. This was 0.7 per cent. higher than the figure for August, 1946, 10.3 per cent. higher than that for September, 1945, and 32.3 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in September, 1946, is estimated to have been 0.9 per cent. higher than in August, 1946, and 13.8 per cent. higher than in September, 1945; it was 46.3 per cent. above the average for the year 1939.

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, 1946, was approximately 2,070,000, compared with 2,040,000 at the middle of August, 1946, and with 1,650,000 at the middle of September, 1945.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN NOVEMBER.

RATES OF WAGES.

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in the United Kingdom during November resulted in an aggregate increase estimated at approximately £132,000 in the weekly full-time wages of about 549,000 workpeople.

The principal industries in which increases in rates of wages were reported during November were the printing and book-binding industry, the wool textile industry, textile bleaching, dyeing and finishing, dressmaking and women's light clothing manufacture in England and Wales, pottery manufacture, biscuit manufacture, the bakery trade in Scotland, and silk spinning and weaving. Among other groups of workpeople affected by wage increases during November were those employed in hat and cap making and millinery in England and Wales, the sack and bag trade, the made-up-textile industry, the manufacture and laying of mastic asphalt, and the bakery trade in Northern Ireland.

In general, jobbing and newspaper printing and bookbinding (except London morning, evening and Sunday newspapers and daily newspapers in Scotland) there were increases of 10s. or 8s. a week, according to occupation, for adult male timeworkers and 7s. 6d. for adult females, with corresponding increases for juniors and pieceworkers. In the wool textile industry in Yorkshire new consolidated wage rates were adopted, representing increases in weekly time rates equivalent to about 5½ to 8 per cent. for men and to 7.8 per cent. for women, with increases of varying amounts for juveniles and an increase of 10 per cent. in piece rates. In textile bleaching, dyeing and finishing new consolidated rates were adopted, resulting in increases of 3s. a week for men, of 2s. 8d. or 2s. 9d. for women 18 years and over, and of varying amounts for younger workers; piece rates were increased by 6.67 per cent. to compensate for a reduction in weekly working hours, and by a further overall addition of 2.5 per cent. For workpeople employed in dressmaking and women's light clothing manufacture in England and Wales there were increases in the statutory minimum time rates fixed under the Wages Councils Act of 1½d. or 2½d. an hour, according to occupation, for men, and of ½d. to 3d. an hour, according to occupation and area, for women. In the pottery industry new scales of minimum rates of wages were adopted, resulting in increases of varying amounts. In biscuit manufacture there were increases in minimum basic time rates of 7s. a week for men and 6s. for women. In the bakery trade in Scotland there were increases of 2s. to 5s. a week, according to starting time or occupation for men and of 2s. for women. In silk spinning and weaving there were increases in minimum time rates of 2s. 6d. a week for men, of 4s. for women 18 years and over, and of varying amounts for younger workers.

Of the total increase of £132,000, about £107,400 was the result of direct negotiations between employers and workpeople or their representatives; about £12,000 was the result of orders made under the Wages Councils Acts; about £12,000 resulted from arrangements made by Joint Industrial Councils or other

joint standing bodies established by voluntary agreement; and most of the remainder was the result of arbitration awards.

SUMMARY OF CHANGES REPORTED IN JANUARY-NOVEMBER, 1946.

The following Table shows the number of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during eleven months of 1946, and the net aggregate amounts of such increases. No workpeople were reported as having sustained a net decrease in this period.

Industry Group.	Approximate Number of Workpeople affected by Net Increases.	Estimated Net Amount of Increase in Weekly Wages.
Agriculture ..	787,000	366,400
Mining and Quarrying ..	67,000	31,100
Brick, Pottery, Glass, Chemical, etc. ..	336,500	126,100
Metal, Engineering and Shipbuilding ..	2,280,000	642,400
Clothing ..	505,500	106,800
Textile ..	509,500	179,900
Food, Drink and Tobacco ..	348,500	101,200
Woodworking, Furniture, etc. ..	172,000	67,500
Paper, Printing, etc. ..	227,500	142,500
Building, Civil Engineering Construction, etc. ..	856,500	475,900
Gas, Water and Electricity Supply ..	186,000	52,200
Transport ..	369,500	140,000
Public Administration Services ..	174,000	51,900
Other ..	744,000	216,500
Total ..	7,563,500	2,700,400

In the corresponding months of 1945, there were net increases of £1,616,000 in the weekly full-time wages of 6,788,000 workpeople, and a net decrease of £40 for 400 workpeople.

HOURS OF LABOUR.

The principal changes in hours reported during November were a reduction in the normal weekly hours from 48 to 45 for workpeople employed in the wool textile industry in Yorkshire and the south of Scotland, textile bleaching, dyeing and finishing, the linen industry in Northern Ireland, silk spinning and weaving, and hosiery manufacture in Hawick; a reduction from 48 to 44 in the normal weekly hours beyond which overtime rates become payable in the dressmaking and women's light clothing trade and the hat and cap making and millinery trade in England and Wales; a reduction of 1½ hours a week (from 45 to 43½ on day work) in general printing, weekly newspaper printing, and bookbinding; reductions of 2 or 1½ hours a week in provincial daily newspaper offices in England and Wales; and a reduction of the normal weekly hours to 44 for workpeople engaged in the manufacture and laying of mastic asphalt. In the hosiery industry in the Midlands the normal weekly hours for single and double shift workers were reduced from 48 to 43½; for 3 shift workers the standard working week was reduced to 39½ hours, averaged over 3 weeks. The agreement provided that the reduction should be put into operation by individual employers at the earliest possible date and in any event not later than 16th May, 1947.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Pottery Manufacture.	Great Britain ..	15 Nov., in respect of previous pay week.	Timeworkers ..	New scales of minimum rates adopted for a normal working week of 47 hours inclusive of all plusages and cost-of-living allowance, resulting in increases of varying amounts. New minimum time rates after change: males—scale E. 30s. at 14 years rising to 85s. at 21 and over, F. 32s. 6d. to 90s., G. 35s. to 90s., according to occupational group, H. (engineers and stokers—48-hour week) stokers 90s., stoker-engineers 95s., engineers 100s.; females—scale A. 30s. at 14 years of age rising to 60s. at 21 and over, B. 31s. to 61s., C. 33s. to 63s., D. 35s. to 65s., DA. 37s. to 68s. 6d., DB. 38s. to 70s. 6d., according to occupational groups.†
			Pieceworkers ..	Piece rates to be fixed at such amounts as will yield to an ordinary adult worker not less than 20 per cent. above the basic hourly rate appropriate to the occupation in which the worker is engaged.‡
Glass Processing	Great Britain ..	Beginning of pay week following 6 Nov.	Workpeople employed in the glass processing industry.	Standard time rates of wages adopted, superseding all existing locally agreed rates, and resulting in increases of varying amounts. Rates after change for a 44-hour week: men, 20 years and over—embossers, sandblasters, writers, stainers, and gilders, London area 2s. 11d. an hour, Provincial area 2s. 9d., foil and glue paper cutters, silk screen operatives, first grade (complete process), colour sprayers, 2s. 8d., 2s. 6d., silk screen operatives, second grade (operating screen and roller process) 2s. 6d., 2s. 4d.; sandblasters' assistants capable of single tone work, embossers' assistants and kiln attendants, 2s. 5d., 2s. 3d.‡
Electrical Cable Manufacture.	Great Britain ..	3rd pay day in Nov.	Plumber joiners and plumber joiners' mates, youths and boys employed by cable makers on laying, jointing and maintenance of cables (including tele-communication cables) and accessories.	Standard minimum basic rates of wages adopted. Minimum rates after change: plumber joiners fully qualified—London area (within a radius of 18 miles from Charing Cross) 2s. an hour plus 9d. an hour war bonus, provinces 1s. 9d. plus 8d. war bonus; plumber joiners' mates to receive 85 per cent. of the rates for plumber joiners including war bonus,|| boys and youths 30 per cent. of plumber joiner's rate including war bonus at 16 years, rising to 85 per cent. at 21 years.

* 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 Government employees, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for statistics. Where information is available, however, details of changes in the wages and hours of these classes are shown in the list of principal changes recorded. The estimates of the effect of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect of short time or of overtime.

† In addition to the numbers quoted, wages stand at the same level as at the beginning of the year in the case of 48,000 workpeople whose wages have been increased and reduced by equal amounts during the year.

‡ See also article on page 349 of this GAZETTE.

§ The London area is defined as the whole of that area included in a circle having a radius of 25 miles from Charing Cross including the whole of any towns intersected by such circle; the Provincial area includes the remainder of Great Britain.

|| Plumber joiners' mates are in no circumstances to receive less than the appropriate rate for a labourer in the civil engineering industry.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Textile Machinery Manufacture.	Lancashire, Yorkshire and Somerset.	Pay day in week ending 30 Nov.	Card setting machine tenters	Increase of 2s. 6d. a week (43½ hours) in basic rate for dayworkers. Rate after change for dayworkers 105s. a week plus 24s. bonus.*
Wool-comb, Hackle and Gill Making.	Bradford, Leeds, Halifax, Keighley and district.	Pay day in week ending 23 Nov.	Circle repairers, drillers, finishers, fallermen, faller drillers and pinsetters in mills.	Increase of 3½d. an hour. Rates after change include: circle repairers, circle drillers and finishers in shops 2s. 8½d. an hour, faller drillers and fallermen in shops 2s. 6½d., pinsetters in mills 2s. 7d.†
Bobbin and Shuttle Manufacture.	Scotland .. .	Pay day in week ending 30 Nov.	Men, youths, boys, women and girls.	Increase of 6s. a week for skilled male workers, of 5s. for other male workers and women 18 years and over, and of 2s. 6d. for those under 18. Rates after change include: males, skilled 98s. 3d. a week, semi-skilled 18 years and over 89s. 9d.; labourers 18 years and over 79s. 3d.; females 18 years and over 49s.
Woolen and Worsted.	West Riding of Yorkshire.	Pay day in week ending 2 Nov.	Workpeople employed in woollen and worsted spinning and weaving:— Timeworkers .. . Pieceworkers .. . Nightworkers .. . Enginemn, greasers and firemen .. . Mechanics .. .	Consolidated weekly wage rates for a 45-hour week adopted in place of basic rates and cost-of-living addition for a 48-hour week, representing an increase of 6-67 per cent. in hourly rates to compensate for the reduction in hours from 48 to 45; consolidated weekly wage rates further increased by 5-3 per cent. in the case of men and 7-8 per cent. in the case of women, subject to minimum wages of 82s. for men in unscheduled occupations, of 84s. for men in scheduled occupations, and of 85s. for all adult female time workers.† Increase of 10 per cent. in current piece rates, of which 5 per cent. is to be considered as compensation for the reduction in weekly working hours from 48 to 45; piecework rates to be such as will enable a worker of average ability to earn under normal conditions and with full working time not less than 17½ per cent. over the appropriate time rate for the job.† Existing allowance of 2d. an hour to certain night workers for each hour worked, including overtime hours, to be paid to all night workers, including pieceworkers.† Minimum weekly rates of wages increased by 5-3 per cent.† Increase of 5s. 11d. a week. Minimum rate after change 116s. 7d.†
	do. .. .	do.		
	do. .. .	do.		
	South of Scotland (various districts)‡	Beginning of 1st full pay period in Nov.	Workpeople employed in the manufacture of wool yarn and woven wool cloth.	New consolidated minimum time rates and minimum average weekly piece-work earnings fixed for a 45-hour week, replacing existing weekly base rates with cost-of-living percentage additions and flat-rate war advances, and resulting in increases of various amounts. Minimum weekly time rates include: males—unskilled labourers, 80s.; semi-skilled (after one year's training), 82s. 6d.; skilled (after 2 years' training) 87s.; after a short apprenticeship of 3 years 93s. 8d.; after a full apprenticeship of 4 years 97s., 102s. or 103s. 8d., according to occupation, assistant tuners, dyers and carders (ex-apprentice) 93s. 4d., power loom weavers (2 ordinary looms) 97s., (1 ordinary loom) 82s. 6d.; females—unskilled 55s.; semi-skilled (after 6 months' to 1 year's experience) 57s. 6d. or 58s. 6d., according to occupation; apprentices and young persons—boys and girls at 15 years, 36 per cent. of the minimum time rate for adult male semi-skilled operatives, 16 years 44 per cent., 17 years 55 per cent., boys only at 18 years 66 per cent., 19 years 77 per cent., 20 years 88 per cent.‡
Hosiery Manufacture.	Hawick .. .	Pay day in week ending 8 Nov.	Men and women .. .	Flat-rate cost-of-living bonus increased by 5s. a week (12s. 3d. to 17s. 3d.) for men and by 3s. 6d. (9s. 6d. to 13s.) for women; the percentage bonus of 40 per cent. on base rates to remain unchanged.†
	Midlands||	See note ¶ below.	Men, youths, boys, women and girls.	Hourly rates of wages for timeworkers enhanced to compensate for the reduction of normal weekly working hours from 48 to 43½ for workers on single and double shifts, and the reduction to 39½ hours (averaged over three weeks) for those on a 3 shift system.**
Silk	United Kingdom††	Pay day in week ending 15 Nov.	Men, youths, boys, women and girls employed in silk spinning and weaving, except maintenance workers whose wages are regulated by movements in other industries.	New minimum time rates fixed for a 45-hour week, resulting in increases of 2s. 6d. a week for men 21 years and over, of 2s. to 7s., according to age, for youths and boys 16½ years and under 21, of 4s. for women 18 years and over, and of 4s. 6d. or 5s. for girls 16½ years and under 18. Rates after change: males 27s. at 14 years rising to 82s. 6d. at 21 and over, females 27s. to 56s. at 18 and over. Piecework rates to be the same for all ages and arranged so that the minimum average wage shall be 15 per cent. above the appropriate time rates for male and female adults.
Textile Bleaching, Dyeing and Finishing.	Yorkshire, Lancashire, (including Middleton), Cheshire and Derbyshire.	Pay day in week ending 2 Nov. (in respect of the preceding pay period)‡‡	Workpeople employed in bleaching, dyeing and finishing (except foremen, charge hands, clerical, technical and welfare staffs, mechanics, transport drivers, etc., machine printers, block printers and engravers):— Timeworkers .. . Pieceworkers .. .	Cost-of-living wages discontinued and superseded by all-in minimum time rates for a 45-hour week, resulting in increases of 3s. a week for men 21 years and over, of 1s. 1d. to 2s. 8d., according to age, for youths and boys, of 2s. 8d. for women 18 years and over and of 1s. 1d. to 1s. 11d., according to age, for girls. Revised minimum rates after change: males 34s. at 14 years rising to 85s. at 21 and over, females 34s. to 56s. at 18 and over. Adult timeworkers who, by established custom, were paid in excess of the previous minimum basis rates added to the new minimum of 85s. a week for men and 56s. for women. The night turn allowance of 2½d. an hour worked, subject to a minimum payment of 2s. a night, remains unaltered. Piecework rates and cost-of-living wages (based on index figure of 105) merged into consolidated rates and increased by 6-67 per cent. to compensate for the reduction in the weekly hours from 48 to 45 and by an over-all addition of 2½ per cent. Consolidated piecework rates to be such as will be capable of yielding a minimum of 15 per cent. above the total timework rates.
	Macclesfield district.	do.	Workpeople employed in silk dyeing and finishing.	do. do.

* The bonus quoted corresponds to an official cost-of-living index figure of 103. See also under "Changes in Hours of Labour."

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

‡ Principally Peebles, Galashiels, Earlston, Selkirk, Dumfries, Langholm, Hawick, Jedburgh, Innerleithen, Walkerburn and Newtown St. Boswells. See also under "Changes in Hours of Labour."

§ The agreement provides that time and piece rates are not meantime to be linked to the cost-of-living index figure in such a way as to form a sliding scale, but that whenever conditions become more stable the question of arranging for wage rates to rise and fall automatically with the rise or fall of the cost-of-living figure will be reconsidered.

|| Including Hinckley, Leicester, Loughborough, Nottingham, Sutton-in-Ashfield, Mansfield and district. See also under "Changes in Hours of Labour."

¶ The agreement, dated 24th September, 1946, provides that the clause relating to the standard working week shall be put into operation by individual employers at the earliest possible date and in any event not later than 16th May, 1947.

** For further details see article on page 349. For details of the overriding minimum rate payable to production workers for the purpose of guaranteed employment, see page 294 of the October issue of this GAZETTE.

†† The agreement excludes workers in the service of certain employers in the spinning section of the industry in the West Riding of Yorkshire where the minimum rates of wages and conditions of employment are already regulated by wages agreements between the Wool (and Allied) Textile Employers' Council and the National Association of Unions in the Textile Trade. See also under "Changes in Hours of Labour."

‡‡ The rates quoted were applied on the first pay-day in December with retrospective effect to the date shown. See also under "Changes in Hours of Labour."

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Textile Bleaching, Dyeing, and Finishing (cont'd.).	Scotland .. .	1st pay day in Nov. (in respect of the preceding pay period)*	Workpeople employed in bleaching, dyeing, calico printing and finishing (except foremen, charge hands, clerical, etc., staffs, mechanics, transport workers, etc., machine printers, block printers, engravers, stuff pressers and cloth pressers):— Time workers .. . Pieceworkers .. .	Cost-of-living wages discontinued and superseded by all-in minimum time rates for a 45-hour week, resulting in increases of 3s. a week for men 21 years and over, of 1s. 2d. to 2s. 9d., according to age, for youths and boys, of 2s. 9d. for women 18 years and over, and of 1s. 2d. to 1s. 11d., according to age, for girls. Revised minimum rates after change: males 32s. at 14 years rising to 82s. at 21 and over, females 32s. to 53s. at 18 and over. Adult timeworkers who, by established custom, were paid in excess of the previous minimum basis rates of 37s. a week for men and 24s. 6d. for women are to have the same differentials added to the new minimum of 82s. a week for men and 53s. for women. The night turn allowance to be 1½d. for each hour worked. Piecework rates and cost-of-living wages (based on index figure of 105) merged into consolidated rates and increased by 6-67 per cent. to compensate for the reduction in the weekly hours from 48 to 45 and by an over-all addition of 2½ per cent. Consolidated rates to be such as will be capable of yielding a minimum of 15 per cent. above the total timework rates.
	Lancashire, Cheshire and Derbyshire.	1st full pay period following 5 Oct.†	Maintenance fitters employed by textile finishing establishments.	Increase of 10s. a week (110s. to 120s.) for skilled mechanics.
Linen, etc.	Northern Ireland	25 Nov.	Workpeople employed in the spinning and weaving sections.	Increase of 6½ per cent. on time and piece rates to compensate for the reduction in the weekly hours from 48 to 45.‡
Narrow Woven Fabrics Manufacture.	Great Britain .. .	Pay day in week commencing 1 Sept.	Men, youths, boys, women and girls (except clerical, mill office workers, tacklers and supervisory grades).	New minimum rates fixed, for a 48-hour week, by the Joint Industrial Council for the Narrow Fabrics Industry, as follows:—time work rates, males—6½d. an hour at 14 years rising to 1s. 8½d. (grade I) at 21 and over, II 1s. 9½d., III 1s. 10½d.; females—6½d. at 14 years to 1s. 2d. (grade I) at 18 and over, IA 1s. 2½d., II 1s. 2½d., III 1s. 3½d. Piece work rates to be the same for all ages and to be arranged so that the average wage of all adult pieceworkers in a class shall not be less than: males—grade I 1s. 11½d., II 2s. 0½d., III 2s. 2½d.; females—grade I 1s. 4½d., IA 1s. 4½d., II 1s. 4½d., III 1s. 6½d.‡
Made-up Textiles.	Great Britain .. .	29 Nov.	Men, youths, boys, women and girls.	Increase of 2½d. or 2d. an hour, according to occupation, in general minimum time rates for men 21 years or over, of ½d. to 1½d., according to age, for youths and boys, of 1½d. for women 18 years or over, and of ½d., ¾d. or 1d. for girls; increases of 3½d. or 3d., according to occupation, in piece work basis time rates for men and of 2d. for women. General minimum time rates after change: men 21 or over employed in specified occupations 1s. 10½d. an hour, other men 21 or over 1s. 7d., youths and boys 5½d. at under 15 years rising to 1s. 3½d. at 20 and under 21; women 18 or over employed as forewomen and in other occupations as specified for men 1s. 2d., other women 18 or over 1s. 0½d., girls 5½d. at under 15 rising to 10d. at 17 and under 18.‡
Sack and Bag Manufacture.	Great Britain .. .	29 Nov.	Men, youths, boys, women and girls.	New minimum rates of remuneration fixed for a normal working week of 48 hours, resulting in increases of 2½d. or 2d. an hour, according to occupation, in general minimum time rates for men, of 2d. or 1½d. for women 18 years or over, of varying amounts, according to age, for younger workers, and of 2d. or 1½d. in piece work basis time rates for women. General minimum time rates after change: men 21 years or over, in specified occupations, 1s. 11d. an hour (1s. 10½d. during first six months for new entrants into the trade), other men 21 or over 1s. 7½d., youths and boys 5½d. at under 15 years rising to 1s. 5d. at 20 and under 21; women 18 or over, in specified occupations, 1s. 2d. (1s. 1½d. during first six months for new entrants into the trade), other women 18 or over 1s. 0½d., girls 5½d. at under 15 rising to 10d. at 17 and under 18. Piecework basis time rates for female workers of any age, 1s. 3½d., in specified occupations, others 1s. 2d.‡
Dressmaking and Women's Light Clothing.	England and Wales	21 Nov.	Men, youths and boys .. . Women and girls .. .	Increase of 2½d. an hour in general minimum time rates for men 22 years or over, of 1½d. for cutters in the wholesale manufacturing branch, of 2d. for late entrants 19 years or over, and of 1½d. to 3d. for youths and boys; increase of 2½d. an hour in piece work basis time rate for cutters, and of 2½d. for other workers. General minimum time rates after change for men 22 years or over: retail bespoke branch—1s. 9½d., wholesale manufacturing branch—cutters 2s. 2d., other workers 1s. 9½d.‡ Increases of 1d., 1½d. or 2½d. an hour, according to area, in general minimum time rates for workers 20 years or over employed in specified occupations, of ½d., 1½d. or 2½d., for other workers, except learners, and of ½d. to 2d., according to area and length of service, for learners, in the retail bespoke branch; increases of 3d. an hour for conveyor belt machinists, of 2½d. for other workers, except learners, and of 1½d. or 2d., according to length of service, for learners in the wholesale manufacturing branch; increase of 3d. an hour in piecework basis time rate in wholesale manufacturing branch. General minimum time rates after change for workers other than learners: retail bespoke branch—fully qualified bodice, coat, skirt, gown, or blouse hands 20 years or over 1s. 1½d., 1s. 3½d. or 1s. 4½d., according to area, other workers 1s., 1s. 1½d. or 1s. 3d., wholesale manufacturing branch—conveyor belt machinists 1s. 4½d., other workers 1s. 3d.‡
Hat and Cap Making and Millinery.	England and Wales	21 Nov.	Men, youths and boys .. . Women and girls .. .	Increase of 2½d. an hour in general minimum time rates for men 22 years or over employed in specified occupations, of 2½d. for other workers 22 years or over, of 1½d. for late entrants 19 years or over, and of 1½d. to 3d. for youths and boys; increases of 3½d. or 2½d., according to occupation, in piecework basis time rates. General minimum time rates after change for workers 22 years or over: in specified occupations 2s. 2d. an hour, other workers 1s. 9½d.‡ Increases of 2½d. or 2½d. an hour, according to occupation, in general minimum time rates for women 18 years or over, other than learners, and of 1½d. or 2d. for learners; increases of 2½d. or 3d. in piecework basis time rates. General minimum time rates after change for women other than learners, 1s. 3d.‡
Baking	Scotland .. .	1st pay day following 11 Nov.	Men, youths, boys, women and girls employed by private traders and co-operative societies in the baking industry.	Increase of 2s., to 5s. a week, according to starting time of shift, or occupation for men, of 2s. for women, and of proportional amounts for younger workers. Minimum rates after change include: males—journeymen bakers 102s. to 115s., doughmakers and ovenmen 107s. to 120s., ingredient storemen 89s. 6d. to 100s., other bakery workers 21 years and over 84s. 6d. to 95s.; females—bakery workers 21 years and over 59s. 9d., assistant bakers 68s. 9d.

* The rates were applied on the fourth pay-day in December with retrospective effect to the date shown. See also under "Changes in Hours of Labour."

† This increase was agreed to in November and made retrospective to the date shown.

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

§ The agreement also provides that where in any pay week or pay fortnight, as may be arranged locally, the worker works for less than 75 per cent. of the normal working week or fortnight (exclusive of overtime) the worker shall, subject to certain conditions, be paid in respect of that week or fortnight not less than 75 per cent. of the appropriate time rate or the amount earned, whichever is the higher.

¶ These increases took effect under an Order issued under the Wages Councils Act. See page 378 of this GAZETTE.

‡ These increases took effect under an Order issued under the Wages Councils Act. See page 378 of this GAZETTE, and also under "Changes in Hours of Labour."

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Baking	Northern Ireland	25 Nov.	Men, youths, boys, women and girls employed in baking establishments, other than home bakeries.*	Increases in general minimum time rates of 3s. 3d. or 3s. 6d. a week, according to area, for male bakers, of 3s. or 3s. 6d. for male bakehouse labourers 21 years and over, of 3s., 3s. 3d. or 3s. 6d. for male packers and other male workers 21 years and over, of 1s. 9d. to 3s. for apprentice bakers, according to area and year of apprenticeship, of 1s. 3d. to 3s. for other youths and boys; increases of 2s. 3d. or 2s. 6d. for female bakers, and other female workers 21 years and over, of 3s. to 9s. 6d. for female learners, according to area and year of learnership, of 1s. 3d. to 2s. for other female workers under 21. General minimum time rates after change: male bakers—Belfast 102s. 6d., Londonderry 97s. 6d., other areas 92s. 3d., bakehouse labourers 82s. 6d., 78s. 6d., and 74s. 3d., packers and other male workers 79s., 75s. and 66s. 6d.†
Baking	Greater London	Beginning of 1st full pay week following 14 Oct.	Men employed by co-operative societies.	New rates of wages fixed for a 44-hour week resulting in increases of 8s. to 10s a week, according to occupation, for adult male workers. Rates after change (including war bonus of 20s.): foremen confectioners, foremen bakers (6 or more men on one shift) 125s.; (under 6 men on one shift) 117s., first hands, doughmakers, confectionery mixers 110s., single hands 108s., second hands, dividers 107s., ovenmen, confectioners, tablehands 105s., stokers 100s., other workers 98s. The additional payment for night work remains unchanged at 15s. a week.‡
	do.	1st pay day following 16 Nov.	Women, youths, boys and girls employed by co-operative societies.	Increases of 7s. 6d. a week for women 21 years and over, and for youths over 18 and under 21, and of 5s. for boys and girls. Rates after change (including war bonus of 20s.) for adult female workers: forewomen 90s. 6d., charge-hands 84s. 6d., single-hands 82s. 6d., confectioners 81s. 6d., other adult females 74s. 6d.‡
Biscuit Manufacture.	Great Britain	10 Nov.	Men, youths, boys, women and girls.	Increases in minimum basic time rates of 7s. a week for men 21 years and over, of 6s. for women 21 years and over, and of 4s. or 5s. for younger workers. Minimum day work rates after change, at 21 years and over: men 74s. a week plus 13s. war bonus plus 4s. to 15s., according to grade of occupation, women 48s. plus 12s. plus 4s. or 6s.
Printing and Bookbinding.	United Kingdom and Isle of Man.	Pay day in week commencing 4 Nov.	General, jobbing and newspaper printing and book-binding operatives, lithographers, journalists, press telegraphists, process workers and clerical workers on morning and evening newspapers (except workpeople employed on London morning, evening and Sunday papers and daily newspapers in Scotland and Northern Ireland).	Increases of 10s. or 8s. a week, according to occupation, for adult male time-workers, of 7s. 6d. for adult female time-workers (except those employed on men's work at full men's rate, who receive the appropriate increase for males, and female compositors in Scotland who receive 10s.), and of proportional amounts for apprentices, learners and for junior journalists (18 to 23 years). Increases of 2s. a day in 5-day houses or 1s. 8d. a day in 5½-day houses for adult male piece-workers in occupations qualified for the 10s. increase on time work, of 1s. 7d. or 1s. 4d. for other adult male pieceworkers, and of 1s. 6d. or 1s. 3d. for adult female pieceworkers.‡
Asphalt Manufacture and Laying.	Great Britain	1 June§	Workpeople employed in the manufacture of mastic asphalt.	Increase of 4d. an hour, to absorb a temporary wage increase previously granted, resulting in net increases of 1d. for workers employed in London, of 1½d. in provincial areas, and of 1¼d. in Scotland. Rates after change for London (within a 15-mile radius of Charing Cross) and elsewhere, respectively: crane drivers 2s. 4½d., 2s. 3½d.; night gangs 2s. 3½d., 2s. 2½d.; chargehands on machines 2s. 3½d., 2s. 2½d.; labourers 2s. 2½d., 2s. 1½d.‡
	do.	do.	Workpeople employed in mastic asphalt laying.	Increase of 3d. an hour, to absorb a temporary wage increase previously granted, resulting in a net increase of 1d. an hour. Rates after change include: chargehands—London 3s. 2½d., provinces 3s. 1d.; spreaders 2s. 9½d., 2s. 8d.; potmen 2s. 5d., 2s. 4d.‡
Inland Waterways.	England	Beginning of 1st full pay week after 12 Nov.	Maintenance men and other shore workers employed on inland waterways.	National minimum rates of wages adopted, inclusive of war advances, for a week of 48 hours, resulting in increases of 8s. a week in most cases, and of 4s. for certain workers whose present rate is 84s. a week. Minimum rates after change:—London area 94s., provinces 88s.‡
Industrial and Staff Canteens.	Great Britain	30 Nov.	Workers provided with full board and lodging.	Scales of minimum weekly rates fixed for a 47-hour week for workers provided by the employer with full board and lodging. Minimum rates include: male workers 21 years or over—canteen supervisors, managers or stewards, grade A 93s., B 103s., C 113s., D 123s., head cooks 93s., cooks 80s., assistant cooks 68s., porters 53s.; female workers 21 years or over—canteen supervisors, manageresses or stewardesses, grade A 63s., B 73s., C 83s., D 93s., head cooks 63s., cooks 48s.; female workers 18 years or over—assistant cooks 40s. 6d., cashiers 36s., canteen attendants 33s.‡

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING NOVEMBER.

Iron and Steel Manufacture.	South-West Wales.	Beginning of 1st full pay week after 12 Nov.	Bricklayers employed as day-men on maintenance work in the Siemens steel industry.	Normal weekly hours reduced from 47 to 44½.**
Wool-comb, Hackle and Gill Making.	Bradford, Leeds, Halifax, Keighley and district.	Pay day in week ending 23 Nov.	Circle repairers, drillers, finishers, faller men and faller drillers.	Normal weekly hours of labour reduced from 47 to 44.††
Textile Machinery Manufacture.	Lancashire, Yorkshire and Somerset.	Pay day in week ending 30 Nov.	Card setting machine tenters	Normal working week of 48 hours reduced to 43½ hours.††
Woolen and Worsted.	West Riding of Yorkshire.	Pay day in week ending 2 Nov.	Workpeople employed in the woollen and worsted spinning and weaving industry.	Normal working week reduced from 48 to 45 hours (to be worked in 5 or 5½ days).††
	do.	do.	Enginemakers, greasers and firemen.	Normal working week reduced from 48 to 45 hours.††
	do.	do.	Mechanics	do.
	South of Scotland (various districts).‡‡	Beginning of 1st full pay period in Nov.	Workpeople employed in the manufacture of wool yarn and woven wool cloth.	Normal working week reduced from 48 to 45 hours.§§

* Home bakeries are bakeries (other than those producing 1 lb. or 2 lb. batch loaves or pan loaves exceeding 1 lb. in weight) in which the number of workers engaged in occupations within the scope of the Wages Council does not exceed six.
† These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 379 of this GAZETTE.
‡ See also under "Changes in Hours of Labour."
§ This increase was the result of an award of the Industrial Court dated 7th November, and, by previous agreement between the parties, had retrospective effect to the date shown. See also under "Changes in Hours of Labour."
|| These increases were the result of a decision of the National Joint Industrial Council for the Inland Waterways Industry, sitting with an Independent Chairman appointed by the Ministry of Labour and National Service.
¶ These rates took effect under an Order issued under the Catering Wages Act, 1943. See page 379 of this GAZETTE.
** This reduction was the result of an award of the National Arbitration Tribunal, which provides that the wages normally paid for a 47-hour week shall apply to the 44½-hour week.
†† See also under "Changes in Rates of Wages."
‡‡ Principally Peebles, Galashiels, Earlieston, Selkirk, Dumfries, Langholm, Hawick, Jedburgh, Inverleithen, Walkerburn and Newtown St. Boswells. See also under "Changes in Rates of Wages."
§§ The hours are normally to be worked in five days, but individual employers and their workpeople may by mutual agreement work the 45 hours in five-and-a-half days.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING NOVEMBER.—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Hosiery Manufacture.	Hawick	2 Nov.	Adult workers and apprentices	Normal working week reduced from 48 to 45 hours (5 days of 9 hours).*
	Midlands†	See note ‡ below.	Men, youths, boys, women and girls.	Normal weekly working hours reduced from 48 to 43½ for single and double shifts. For the 3-shift system the standard working week is to be 39½ hours averaged over three weeks.
Silk	United Kingdom§	Pay day in week ending 15 Nov.	Workpeople employed in silk spinning and weaving, except maintenance workers whose conditions of employment are regulated by movements in other industries.	Normal working week reduced from 48 to 45 hours.
Linon, etc.	Northern Ireland	25 Nov.	Workpeople employed in the spinning and weaving sections.	Normal working week reduced from 48 to 45 hours.*
Textile Bleaching, Dyeing and Finishing.	Yorkshire, Lancashire (including Middleton), Cheshire and Derbyshire.	Beginning of pay period with pay day in week ending 2 Nov.	Workpeople employed in bleaching, dyeing and finishing.	Normal working week reduced from 48 to 45 hours.*
	Scotland	do.	Workpeople employed in bleaching, dyeing, calico printing and finishing.	Normal working week reduced from 48 to 45 hours.*
	Macclesfield district.	do.	Workpeople employed in silk dyeing and finishing.	Normal working week reduced from 48 to 45 hours.*
Dressmaking and Women's Light Clothing.	England and Wales	21 Nov.	Men, youths, boys, women and girls.	Normal weekly hours beyond which overtime rates become payable reduced from 48 to 44.‡
Hat and Cap Making and Millinery.	do.	do.	do.	do.
Baking	Greater London	Beginning of 1st full pay week following 14 Oct.	Men, women, youths, boys and girls employed by co-operative societies.	Normal weekly hours reduced from 48 to 44.*
Printing and Bookbinding.	United Kingdom	4 Nov.	Workpeople employed in general and jobbing printing and bookbinding offices:— Day workers	Normal weekly hours reduced from 45 to 43½; normal hours of less than 45 but more than 42½ hours reduced by 1½ hours, provided that the reduced hours do not fall below 42½.¶
	United Kingdom (except London).	4 Nov.	Workpeople employed in provincial weekly newspaper offices:— Day workers	Normal weekly hours reduced from 45 to 43½; normal hours of less than 45 but more than 42½ hours reduced by 1½ hours, provided that the reduced hours do not fall below 42½.
	England and Wales (except London).	do.	Workpeople employed in provincial morning and evening newspaper offices:— Day workers	Normal weekly hours reduced from 44 (averaged over an 11-day fortnight) to 42 (averaged over a four-weekly period). Normal weekly hours reduced from 41½ (averaged over an 11-night fortnight) to 39½ (averaged over a four-weekly period).
	England and Wales (except London).	do.	Night workers	Normal weekly hours reduced by 1½ hours; where fewer than 42½ hours are worked the reduction to be to 41 hours.
	England and Wales (except London).	do.	Night workers	Normal weekly hours reduced from 44 (averaged over an 11-day fortnight) to 42 (averaged over a four-weekly period). Normal weekly hours reduced from 41½ (averaged over an 11-night fortnight) to 39½ (averaged over a four-weekly period).
Asphalt Manufacture and Laying.	Great Britain	4 Dec.	Workpeople employed in the mastic asphalt industry.	Normal weekly hours reduced to 44.**

* See also under "Changes in Rates of Wages."
† Include Hinckley, Leicester, Loughborough, Nottingham, Sutton-in-Ashfield, Mansfield and districts. See also under "Changes in Rates of Wages."
‡ The agreement, dated 24th September, 1946, provides that the clause relating to the standard working week shall be put into operation by individual employers at the earliest possible date and in any event not later than 16th May, 1947.
§ The agreement excludes workers in the service of certain employers in the spinning section of the industry in the West Riding of Yorkshire where the minimum rates of wages and conditions of employment are already regulated by wages agreements between the Wool (and Allied) Textile Employers' Council and the National Association of Unions in the Textile Trade. See also under "Changes in Rates of Wages."
¶ This reduction took effect under an Order issued under the Wages Councils Act.
** No change was made in the hours of double-day shift workers.
*** This reduction was the result of an award of the Industrial Court dated 7th November. In the manufacturing side of the industry a 50-hour week formerly operated in Scotland and a 47½-hour week in England and Wales; in the laying side a 44-hour week operated in Scotland and London, and a 46½-hour week in provincial areas of England and Wales during the period from April to mid-October and a 44-hour week during the remainder of the year.

PERCENTAGE INCREASES IN RATES OF WAGES SINCE SEPTEMBER, 1939.

An estimate is made at the end of each month of the percentage increase in the weekly rates of wages of workpeople in the principal industries and services, including agriculture. These estimates relate to full-time rates of wages in industries, occupations and localities in which changes in the general levels of wage rates are regulated by collective agreements between organisations of employers and workpeople, arbitration awards or statutory orders. They are based on the recognised rates of wages contained in such agreements, orders, etc., and do not take account of changes in the rates of wages actually paid by employers to their workpeople, as to which comprehensive information is not available. They do not include the effects on the general level of wages of the changes which have occurred since 1939 in the proportions of workpeople employed in different industries, in the proportions of men, boys, women and girls employed, or in the proportions of workers employed on time-work and piece-work respectively. Moreover, they relate only to the recognised rates for a full week and do not reflect changes in the hours actually worked at different dates, or changes in piece-work earnings due to such factors as the introduction of new machinery, extra exertion on the part of

the workers, etc. The percentage increases since September, 1939, have varied considerably in different industries, and in combining these percentages into the general averages shown in the following Table account has been taken of the approximate total pre-war wages bill in the various industries.

Date.	Estimated Percentage Increase in Weekly Wage Rates since September, 1939.	Date.	Estimated Percentage Increase in Weekly Wage Rates since September, 1939.
1945 January	45-46	1946 January	57
February	46	February	57-58
March	47-48	March	58
April	48-49	April	59-60
May	48-49	May	60-61
June	49	June	61
July	50-51	July	63-64
August	51	August	63-64
September	51-52	September	64
October	51-52	October	64
November	52-53	November	65
December	53		

TRADE DISPUTES IN NOVEMBER.

Number and Magnitude.—The number of industrial disputes involving stoppages of work,* reported to the Department as beginning in November, was 176. In addition, 22 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 198 stoppages, including workers thrown out of work at the establishments where the disputes occurred, is estimated at 44,000. The aggregate number of working days lost at the establishments concerned, during November, was 131,000.

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 111, involving 16,000 workers, and resulting in an aggregate loss of 24,000 working days.

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

Industry Group.	Number of Stoppages in progress in Month.			Number of Workers involved in all Stoppages in progress in Month.	Aggregate Number of Working Days lost in all Stoppages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Coal Mining	7	104	111	16,000	24,000
Chemicals, etc. . . . .	..	2	2	1,000	2,000
Metal, Engineering and Shipbuilding	7	26	33	8,200	48,000
Food, Drink and Tobacco .. . . .	..	5	5	2,600	15,000
Transport	2	9	11	10,600	22,000
All Other Industries ..	6	30	36	5,600	20,000
Total, November, 1946	22	176	198	44,000	131,000
<i>Total, October, 1946 ..</i>	<i>22</i>	<i>216</i>	<i>238</i>	<i>70,700</i>	<i>289,000</i>
<i>Total, November, 1945 ..</i>	<i>15</i>	<i>237</i>	<i>252</i>	<i>90,000</i>	<i>238,000</i>

In the 176 stoppages which began during November, over 30,000 workers were directly involved, and over 5,000 indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 22 stoppages which began before November, and were still in progress at the beginning of that month, the total number of workers involved during November, either directly or indirectly, was over 8,000.

Duration.—Of 190 stoppages of work, owing to disputes, which ended during November, 78, directly involving 6,400 workers, lasted not more than one day; 41, directly involving 7,700 workers, lasted two days; 21, directly involving 6,500 workers, lasted three days; 33, directly involving 11,200 workers, lasted four to six days; and 17, directly involving 2,200 workers, lasted over six days.

Causes.—Of the 176 disputes leading to stoppages of work

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING NOVEMBER.

Occupations and Locality.	Approximate Number of Workers involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.†	Began.	Ended.		
COAL MINING:— Surface and underground workers—St. Helens, Lancs. (one colliery)	1,100	..	4 Nov.	5 Nov.	Refusal to work with non-unionists.	Non-unionists agreed to join the trade union.
CHEMICALS:— Packers and process workers employed in manufacture of explosives—Stevenston, Ayrshire (one firm).	140	880	7 Nov.	9 Nov.	Dissatisfaction with a reduced piece-work rate following the introduction of a modified form of packing.	Work resumed on advice of a trade union official. Settlement subsequently effected.
ENGINEERING:— Boilershop workers, fitters, erectors, etc., employed in repair of locomotives—Horwich, Lancs. (one firm).	180	1,200	15 Oct.	19 Nov.	Objection to the employment of a semi-skilled instead of a skilled man on a certain machine.	Work resumed. Dispute referred to National Railway Shopmen's Council.
OTHER METAL INDUSTRIES:— Workers employed in radio manufacture—Highbury, London (one firm).	400	..	7 Oct.	23 Nov.	Against the dismissal of a woman shop steward and four other women.	At a joint meeting between employers' and workers' representatives agreement was reached, including provision for an early resumption of work and for the re-employment of as many as practicable of the strikers.
Workers employed in radio valve manufacture—High Wycombe (one firm).	400	..	15 Oct.	23 Nov.	In sympathy with the workers involved in the above dispute.	
FOOD:— Bakers, bakers' labourers and breadservers—Belfast and Londonderry (various firms).	2,000	..	24 Nov.	1 Dec.‡	Demand, by bakers, for an increase in wages.	Work resumed to permit of consideration of demand by the Baking Wages Council, which awarded certain increases.
TRANSPORT:— Omnibus drivers, conductors and maintenance workers employed by Manchester Corporation Transport Department.	5,370	..	16 Nov.	20 Nov.	Demand for the reinstatement of a driver who had been dismissed for alleged dangerous driving.	Agreement reached, including provision for a full inquiry into the causes of the stoppage and an investigation of disciplinary procedure.
Omnibus drivers, conductors and garage staff—Cheshire and Derbyshire areas (one firm).	1,350	..	20 Nov.	20 Nov.	Protest against the employment, by Manchester Corporation of volunteer labour on public service vehicles, the drivers and conductors of which were on strike.	Work resumed after the withdrawal of the volunteers and the termination of the Manchester stoppage.

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

† Some workers, chiefly in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1946 was approximately 390,000 and in the corresponding period in 1945 was approximately 110,000. For all industries combined the corresponding net totals were approximately 390,000 and 350,000, respectively.

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

§ Work was resumed at Belfast on 1st December.

which began in November, 25, directly involving 5,800 workers, arose out of demands for advances in wages, and 61, directly involving 6,200 workers, on other wage questions; 2, directly involving 400 workers, on questions as to working hours; 19, directly involving 6,800 workers, on questions respecting the employment of particular classes or persons; 58, directly involving 6,200 workers, on other questions respecting working arrangements; and 8, directly involving 4,400 workers, on questions of trade union principle. Three stoppages, directly involving 600 workers, were in support of workers involved in other disputes.

TOTALS FOR THE FIRST ELEVEN MONTHS OF 1946 AND 1945.

The following Table gives an analysis, by groups of industries, of all stoppages of work through industrial disputes in the first eleven months of 1946 and in the corresponding months of 1945:—

Industry Group.	January to November, 1946.			January to November, 1945.		
	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.
Fishing	5	9,200	70,000	3	2,600	12,000
Coal Mining	1,262	212,500†	416,000	1,214	230,900†	622,000
Other Mining and Quarrying	9	700	2,000	13	900	2,000
Brick, Pottery, Glass, Chemical, etc.	30	3,200	21,000	23	2,700	17,000
Engineering	170	102,300	555,000	233	75,900	315,000
Shipbuilding	100	16,800	192,000	178	27,000	137,000
Iron and Steel and Other Metal	163	37,900	317,000	157	18,800	66,000
Textile	36	6,600	43,000	36	3,600	10,000
Clothing	34	15,300	107,000	28	9,000	25,000
Food, Drink and Tobacco	22	10,500	66,000	8	1,600	5,000
Woodworking, Furniture, etc.	15	900	6,000	15	1,500	3,000
Paper, Printing, Building, etc.	71	6,700	19,000	35	3,200	5,000
Gas, Water and Electricity Supply	10	4,800	18,000	5	1,600	4,000
Transport	100	58,300	156,000	150	126,800	1,487,000
Public Administration Services	6	1,300	8,000	6	1,400	5,000
Distribution, Commerce, etc.	24	10,800	68,000	8	500	1,000
All Other Industries	35	9,800	36,000	33	4,900	24,000
Total	2,099	511,000†	2,104,000	2,152	513,400†	2,741,000

CHANGES IN RETAIL PRICES AND COST OF LIVING.

INDEX FIGURES FOR 30th NOVEMBER, 1946.*

	Food	All Items
Rise since July, 1914	68%	104%
Rise since 1st Index Points	nil	1
November, 1946. Per cent.	nil	1½

FOOD.

There was little change during November in the retail prices of food.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 30th November, 1946, with the corresponding prices at 1st November, 1946, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest 1d., at—			Percentage Increase or Decrease (—) at 30th November, 1946, compared with—	
	30th Nov., 1946.	1st Nov., 1946.	1st Sept., 1939.	1st Nov., 1946.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs	1 3½	1 3½	1 2½	..	11
Thin Flank	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen					
Ribs	1 1	1 1	0 9½	..	35
Thin Flank	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs	1 5½	1 5½	1 3½	..	13
Breast	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10½	..	16
Breast	0 4	0 4	0 4	..	..
Bacon†	1 10½	1 10½	1 3	..	50
Fish					
Flour .. per 6 lb.	1 3	1 3	0 11½	..	10
Bread .. per 3½ lb.	0 9	0 9	0 7½	..	25
Tea	2 10	2 10	2 4	..	21
Sugar (granulated)	0 4	0 4	0 3	..	32
Milk .. per quart	0 9	0 9	0 6½	..	33
Butter—					
Fresh	1 6	1 6	1 4½	..	9
Salt	1 1	1 1	0 10	..	18
Cheese .. . . .	..	..	..	..	30
Margarine—					
Special	0 9	0 9	0 6½	..	12
Standard	0 5	0 5	..	..	..
Eggs (fresh) || .. each	0 1½	0 1½	..	..	..
Potatoes .. per 7 lb.	0 6½	0 6½	..	..	..

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st November, 1946, and 30th November, 1946, respectively, as compared with July, 1914:—

Articles.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Nov., 1946.	30th Nov., 1946.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs	44	59	59
Thin Flank	15	46	46
Beef, Chilled or Frozen—			
Ribs	32	79	79
Thin Flank	1	24	24
Mutton, British—			
Legs	48	67	67
Breast	14	24	24
Mutton, Frozen—			
Legs	51	75	75
Breast	—3	—3	—3
Bacon†	35	102	102
Fish	116	138	138
Flour	26	65	65
Bread	26	78	78
Tea	52	85	85
Sugar (granulated)	46	93	93
Milk	92	156	156
Butter—			
Fresh	13	23	23
Salt	7	27	27
Cheese	16	51	51
Margarine	—8	3	3
Eggs (fresh)	58	60	60
Potatoes	33	33	32
All above articles (Weighted Average on July, 1914, basis)	38	68	68

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 30th November, 1946, of the articles of food specified was about 68 per cent. higher than in July, 1914, and about 22 per cent. higher than at the beginning of September, 1939.

* As 1st December was a Sunday, the statistics relate to 30th November, in accordance with the usual practice.

† A rise of 1 point on a total of 203 for "all items" (the figure for July, 1914, being 100) is equivalent to a rise of about one-half of one per cent.

‡ The description of bacon specified for quotation is streaky, but where this kind is seldom being sold the returns relate to another kind, locally representative.

§ This figure is an average calculated from the prices of various brands of margarine on sale at 1st September, 1939.

|| Of the two prices shown for eggs at 30th November and 1st November, 1946, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 30th November was about the same as at 1st November, 1939, and about 68 per cent. above that of July, 1914. A substantial part of the increase since 1914 is accounted for by increases in rates.

As regards clothing, changes in retail prices during November were relatively slight. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 30th November the average level of prices was about 67 per cent. higher than at 1st September, 1939, and about 245 to 250 per cent. above the level of July, 1914.

In the fuel and light group, the average level of retail prices of coal at 30th November showed little change as compared with 1st November, being about 56 per cent. higher than at 1st September, 1939, and about 203 per cent. above the level of July, 1914. At 30th November the prices of gas were higher than a month earlier in several towns, including parts of London, the average level of prices being about 40 per cent. higher than at 1st September, 1939, and about 116 per cent. higher than in July, 1914. There were no appreciable changes during the month in the prices of lamp oil, candles, or matches. For the fuel and light group as a whole the index figure at 30th November was about 53 per cent. higher than at 1st September, 1939, and about 179 per cent. higher than in July, 1914.

As regards other items* included in these statistics, there were relatively few changes in prices during November. In the group as a whole the average level of prices at 30th November was about 66 per cent. higher than at 1st September, 1939, and about 197 per cent. above the level of July, 1914.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 30th November, 1946, is approximately 104 per cent. over the level of July, 1914, as compared with 103 per cent. at 1st November, 1946, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no account being taken of any changes in the standard of living or of any readjustments in consumption since that date.

The rise of 49 points since the beginning of September, 1939, is equivalent to nearly 32 per cent. Of these 49 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches, and rather more than one-half of a point is due to increases resulting from the Purchase Tax.

INDEX FIGURES: 1920 to 1946.

The following Table shows the average percentage increase for all items at the beginning of each month as compared with July, 1914.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 ..	125	130	130	132	141	150	152	155	161	164	176	169
1921 ..	165	151	141	133	128	119	119	122	120	110	103	99
1922 ..	92	88	86	82	81	80	84	81	79	78	80	80
1923 ..	78	77	76	74	70	69	69	71	73	75	75	77
1924 ..	77	79	78	73	71	69	70	71	72	76	80	81
1925 ..	80	79	79	75	73	72	73	73	74	76	76	77
1926 ..	75	73	72	68	67	68	70	70	72	74	79	79
1927 ..	75	72	71	65	64	63	66	64	65	67	69	69
1928 ..	68	66	64	64	64	65	65	65	65	66	67	67
1929 ..	67	65	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	55
1931 ..	53	52	50	4								

RETAIL PRICES OVERSEAS.

In the following paragraphs a summary is given of the latest information relating to changes in retail prices and cost of living in overseas countries, contained in official publications received since last month's issue of this GAZETTE was prepared.

CANADA.

At the beginning of October, 1946, the official index figure, covering the cost of food, fuel and light, clothing, rent, home furnishings and services, and miscellaneous items, based on the average of prices in 1935-1939 taken as 100, was 126.3, an increase of 0.8 points or 0.6 per cent. compared with the beginning of September and of 25.5 points or 25.3 per cent. compared with the beginning of September, 1939. For food alone, the index figure at the beginning of October was 146.5, an increase of 3.3 points or 2.3 per cent. compared with the beginning of September and of 47.1 points or 47.4 per cent. compared with September, 1939.

SOUTHERN RHODESIA.

In September, 1946, the official index figure, covering the cost of food, fuel and light, clothing, rent and rates, and sundries, showed an increase of 1.4 per cent. compared with the previous month and of 31.3 per cent. compared with August, 1939. For food alone, the index figure in September was 3.2 per cent. above the figure for the previous month and 30.7 per cent. above that for August, 1939.

INDIA.

In September, 1946, the official index figure for the working classes in Bombay City, covering the cost of food, fuel and light, clothing, rent, and miscellaneous items, based on the average of prices in July, 1933-June, 1934, taken as 100, was 270, an increase of 3 points or 1.1 per cent. compared with the previous month and of 165 points or 157.1 per cent. compared with August, 1939. For food alone, the index figure in September was 339, an increase of 7 points or 2.2 per cent. compared with the previous month and of 227 points or 202.7 per cent. compared with August, 1939.

CEYLON.

In August, 1946, the official index figure (revised series), covering the cost of food, fuel and light, rent, clothing, and miscellaneous items of working class consumption in Colombo Town, was 24 per cent. above the figure for the base period, November, 1942, the same as in July. For food alone, the corresponding increase in August was 12 per cent., compared with 13 per cent. in July. Linked with the earlier series of index figures, the all-items figure for August, 1946, showed a rise of 127 per cent. over the level of the base period, November, 1938, to April, 1939, the same as in July.

JAMAICA.

In September, 1946, the official index figure, covering the cost of food, fuel and cleaning, rent, clothing, and miscellaneous items for working class persons and peasantry in Kingston, showed practically no change compared with the previous month and an increase of about 70½ per cent. compared with August, 1939. For food alone, the index figure in September was 0.9 per cent. above that for the previous month and about 62½ per cent. above the figure for August, 1939.

PALESTINE.

In September, 1946, according to the combined series of official index figures based on the prices of food, housing, fuel and light, clothing and footwear, and miscellaneous items in Arab and Jewish markets in Jerusalem, Tel Aviv and Haifa, the cost of living was 173 per cent. above the pre-war level, compared with an increase of 161 per cent. in August.

ÉIRE.

At mid-November, 1946, the official index figure, covering the cost of food, clothing, rent, fuel and light, and sundries, based on the average of prices in July, 1914, taken as 100, was 293, an increase of 5 points or 1.7 per cent. compared with mid-August and of 120 points or 69.4 per cent. compared with mid-August, 1939. For food alone, the index figure at mid-November was 268, an increase of 7 points or 2.7 per cent. compared with mid-August and of 110 points or 69.6 per cent. compared with mid-August, 1939.

SWEDEN.

At mid-September, 1946, the official index figure, covering the cost of food, rent, fuel and light, clothing, and other items, including direct taxation, based on the average of prices in 1935 taken as 100, was 155, compared with 156 at mid-June, and showed an increase of about 43½ per cent. over the figure at 1st July, 1939. If direct taxation is excluded, the figure was 151 at mid-September, the same as at mid-June, and the increase over 1st July, 1939, was nearly 40 per cent. For food alone, the index figure was 161 at mid-September, the same as at mid-June, and about 41 per cent. above the level of 1st July, 1939.

ICELAND.

At 1st October, 1946, the official index figure, covering the cost of food, fuel and light, clothing, rent, and miscellaneous items in Reykjavik, was 2.7 per cent. above the figure at 1st September and 199.0 per cent. above the level of 1st September, 1939. For food alone, the index figure at 1st October was 3.0 per cent. above the figure at the beginning of the previous month and 267.1 per cent. above the level of 1st September, 1939.

SWITZERLAND.

At the end of September, 1946, the official index figure, covering food, fuel and light, soap, rent and clothing, based on the average of prices in June, 1914, taken as 100, was 207.3, showing a very slight increase compared with the previous month and an increase of 70.1 points or about 51 per cent. compared with the end of August, 1939. For food alone, the index figure was 209.1 at the end of September, showing a very slight increase compared with the previous month and an increase of 77.9 points or about 59 per cent. compared with the end of August, 1939.

ITALY.

In September, 1946, the official index figure, covering the cost of food, fuel and light, rent, clothing, and miscellaneous items in Rome, based on the average of prices in 1938 taken as 100, was 1,988, an increase of 59 points or 3.1 per cent. compared with the previous month. For food alone, the index figure in September was 2,579, an increase of 12 points or 0.5 per cent. compared with the previous month.

BULGARIA.

In August, 1946, the official index figure, covering the cost of food, fuel and light, rent, clothing, and other items in 12 towns (including Sofia), based on the average of prices in 1939 taken as 100, was 564.9, a decrease of 2.2 points or 0.4 per cent. compared with the previous month. For food alone, the index figure in August was 702.2, a decrease of 19.9 points or 2.8 per cent. compared with the previous month.

BRAZIL.

In September, 1946, the official index figure, covering the cost of food, fuel and light, rent, clothing, service, and other items in Rio de Janeiro, based on the average of prices in 1912 taken as 100, was 758, an increase of 21 points or 2.8 per cent. compared with the previous month and of 408 points or 116.6 per cent. compared with the average for 1939. For food alone, the index figure in September was 798, an increase of 49 points or 6.5 per cent. compared with the previous month and of 489 points or 158.3 per cent. compared with the average for 1939.

RELEASES AND DISCHARGES FROM THE FORCES.

STATEMENT BY THE PRIME MINISTER.

On 26th November, the Prime Minister made a statement in the House of Commons on releases from the Forces. He referred to an announcement by the Minister of Labour and National Service on 6th November, regarding the provisional programme of releases for the first six months of 1947,* which indicated a slower rate of release than had been expected, and he wished to state the reasons for the adoption of this programme.

The Prime Minister pointed out that, from the outset, the Government had made it clear, first, that they intended to fulfil the tasks which had been laid upon them following the war, and, second, that the rate of release could not be definitely determined in advance, but had to depend on the speed and success with which these tasks were completed. It had been hoped to reduce the strength of the Forces at 31st December to 1,200,000, but in present circumstances the total strength at that date was likely to be 1,385,000. The reason for the higher number of men retained in the Forces and the slower rate of release was that progress in the work of concluding peace treaties and establishing normal conditions in the world had been much slower and more difficult than was expected when the plans were drawn up at the beginning of this year.

The Government were calling up as many young men as possible in order that they might, in due course, take the place of men who had seen a long period of service, and a stricter standard was being applied in granting deferment from call-up than had been current during the war. By the end of 1946 all men under 30 would have been called up or be in process of being called up, except those who could not be spared if essential production was to be maintained. It was, however, necessary to retain in the Forces an adequate proportion of trained men to discharge effectively the various tasks imposed on the Services.

The Prime Minister said that, in the opinion of the Government, the rate of release announced for the first half of 1947 could not be exceeded. They believed, however, that they could keep to this programme, which was calculated to achieve the aim of releasing in 1947 all men called up before 1st January, 1944. He added that by the end of 1946 there would have been released about 4,300,000 men and women out of the 5,100,000 who were serving in the Forces on V.E. Day.

* See the issue of this GAZETTE for last month (page 332).

RELEASES UNDER CLASS B.

In reply to a question in the House of Commons on 13th December regarding the future of the scheme for releases from the Forces under Class B, the Minister of Labour and National Service made the following statement:—

"The Class B release scheme has now, in the main, fulfilled the purpose for which it was intended. It was essentially an interim measure designed to make available a nucleus of skilled workers and key men to the reconstruction industries pending large-scale demobilisation. By the end of this month (i.e., December) about 4,300,000 men and women will have been released or discharged from the Forces since June, 1945, and, therefore, subject to such special arrangements as may be necessary in 1947 for certain students, offers of release in Class B will in future be restricted to a limited number of key individuals, including experienced underground miners and experienced agricultural workers, who are shown to be really urgently required. Such release will not normally be granted to men called up after the end of the war in Europe."

STATISTICS FOR OCTOBER, 1946.

A statement has been issued by the Ministry of Labour and National Service showing the numbers of persons released and discharged from the Forces and Auxiliary and Nursing Services during October, 1946. In that month, 117,960 releases and discharges were reported. The total number of men and women released and discharged in the period 18th June, 1945, to the end of October, 1946, was 4,109,730.

Particulars are given below in respect of (a) October, and (b) the period from 18th June, 1945, to 31st October, 1946, together with (c) a comparison of the numbers actually released and discharged with those laid down in the Government's programme.

Releases and Discharges from the Forces and Auxiliary and Nursing Services.

Service.	Class A.	Class B.	Other Releases and Discharges.	Total.
October, 1946.				
Men.				
Royal Navy	25,400	190	930	26,520
Army	56,770	3,050	3,200	63,020
Royal Air Force	15,580	390	2,160	18,130
Total	97,750	3,630	6,290	107,670
Women.				
Royal Navy	1,530	—	90	1,620
Army	3,940	50	820	4,810
Royal Air Force	3,420	20	420	3,860
Total	8,890	70	1,330	10,290
Total, Men and Women.				
Royal Navy	26,930	190	1,020	28,140
Army	60,710	3,100	4,020	67,830
Royal Air Force	19,000	410	2,580	21,990
Total	106,640	3,700	7,620	117,960
18th June, 1945, to 31st October, 1946.				
Men.				
Royal Navy	557,830	20,090	38,470	616,380*
Army	1,960,300	194,850	172,380	2,327,530
Royal Air Force	679,320	54,460	43,830	777,610
Total	3,197,450	269,390	254,680	3,721,520
Women.				
Royal Navy	65,630	300	5,270	71,200*
Army	161,800	2,770	17,390	181,960
Royal Air Force	120,170	930	13,950	135,050
Total	347,600	4,000	36,610	388,210
Total, Men and Women.				
Royal Navy	623,460	20,380	43,740	687,580*
Army	2,122,100	197,620	189,770	2,509,490
Royal Air Force	799,490	55,390	57,780	912,660
Total	3,545,050	273,390†	291,290	4,109,730

Comparison of the Numbers Released and Discharged with the Numbers in the Government Programme.

Service.	Men.			Women.		
	Pro-gramme.	Releases and Discharges.	Excess (+) or Deficit(—) on Pro-gramme.	Pro-gramme.	Releases and Discharges.	Excess (+) or Deficit(—) on Pro-gramme.
Royal Navy	627,000	616,380*	—10,620	70,220	71,200*	+ 980
Army	2,309,420	2,327,530	+18,110	186,030	181,970	—4,060
Royal Air Force	772,530	777,610	+ 5,080	133,220	135,040	+ 1,820
Total	3,708,950	3,721,520	+12,570	389,470	388,210	—1,260

* These figures include an estimate of 14,000 men and 400 women whose release had been effected at 31st October, 1946, but not yet recorded at the Admiralty.

† Individual specialist releases include 17,172 men and 550 women.

FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople whose deaths from accidents in the course of their employment occurred or were reported in the United Kingdom in November* was 161. Details for separate industries are given below.

MINES AND QUARRIES.*		FACTORIES—continued.	
Under Coal Mines Acts:		Gas Works	1
Underground	39	Electrical Stations	1
Surface	2	Other Industries	1
Metalliferous Mines	5	WORKS AND PLACES UNDER ss. 105, 107, 108, FACTORIES ACT, 1937.	
Quarries	5	Docks, Wharves, Quays and Ships	3
TOTAL, MINES AND QUARRIES	46	Building Operations	16
		Works of Engineering Construction	5
		Warehouses	—
		TOTAL, FACTORIES ACT	78
		RAILWAY SERVICE.	
		Brakemen, Goods Guards	1
		Engine Drivers, Motor men	1
		Firemen	—
		Guards (Passenger)	1
		Labourers	—
		Mechanics	2
		Permanent Way Men	8
		Porters	2
		Shunters	2
		Other Grades	5
		Contractors' Servants	—
		TOTAL, RAILWAY SERVICE	22
		SEAMEN.	
		Trading Vessels	15
		Fishing Vessels	—
		TOTAL, SEAMEN	15
		Total (including Seamen) 161	

INDUSTRIAL DISEASES.

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

I. Cases.		I. Cases—continued.	
LEAD POISONING.		ANTHRAX.	
Among Operatives engaged in:		Wool	1
Smelting of Metals	—	Handling of Horsehair	1
Plumbing and Soldering	—	Handling and Sorting of Hides and Skins	2
Shipbreaking	7	TOTAL	4
Printing	—	OTHER CONTACT WITH MOLTEN LEAD.	
Other Contact with Molten Lead	—	White and Red Lead Works	—
Pottery	—	Vitreous Enamelling	7
Electric Accumulator Works	—	Tar	13
Paint and Colour Works	—	Oil	1
Coach and Car Painting	—	TOTAL	21
Shipbuilding	—	CHROME ULCERATION.	
Paint used in other Industries	—	Chromium Plating	15
Other Industries	—	Other Industries	1
Painting of Buildings	—	TOTAL	16
TOTAL	7	Total, Cases 52	
OTHER POISONING.		II. Deaths.	
Phosphorus	—	EPITHELIOMATOUS ULCERATION (SKIN CANCER).	
Mercurial	1	Pitch	1
Arsenical	—	TOTAL	1
Aniline	3	Total, Deaths 1	
Toxic Jaundice	—		
TOTAL	4		

* For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 30th November, 1946.

† Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months. Deaths include all fatal cases reported during the month, whether or not they have been included (as cases) in the same or previous returns.

LEGAL CASES AFFECTING LABOUR.

MASTER AND SERVANT—COMMON EMPLOYMENT—LIABILITY OF EMPLOYERS TO WIDOW OF WORKMAN KILLED OWING TO NEGLIGENCE OF LORRY DRIVER.

An action to recover damages was brought by the widow of the deceased workman on the ground that his death was due to the negligence of the defendant, a lorry driver employed by the defendant company.

The defendant company were haulage contractors and employed the deceased as a bricklayer. At their request, he agreed to accompany one of their lorry drivers in order to assist him in loading and unloading goods and, while riding on the lorry, was killed in a collision brought about by the negligence of the driver. Negligence was admitted, but the company pleaded that the negligence was that of a servant in common employment with the deceased man.

Mr. Justice Hilbery gave judgment for the plaintiff. His Lordship said that when the deceased went with the driver he was a volunteer to assist the driver in loading and unloading the lorry and that no new contract of service could be implied. While the deceased might have undertaken the risks of the driver's negligence in the loading and unloading of the lorry, he was only a passenger while being driven on the lorry. The doctrine of common employment did not apply, and the plaintiff was therefore entitled to recover damages from the company. The plaintiff withdrew the action against the driver before judgment was delivered.—*Colman v. Isaac, Croft and Sons and Another*. High Court of Justice, King's Bench Division, 31st July, 1946.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During November, 1946, the National Arbitration Tribunal issued twelve awards*, Nos. 889 to 900. Two of the awards are summarised below; the others related to individual employees.

Award No. 890 (5th November).—*Parties*: Members of the Association of Leeds Retail Butchers Ltd., and members of the National Union of Distributive and Allied Workers in their employment. *Claim*: For a revision of the existing head rates and other conditions of employment. *Award*: On the footing that the Association had agreed to concede those parts of the claim that related to hours of work and overtime conditions, the Tribunal found that the claim was not established.

Award No. 895 (12th November).—*Parties*: Members of the South Wales Siemens Steel Association, and members of the Amalgamated Union of Building Trade Workers of Great Britain and Ireland in their employment. *Claim*: For an increased hourly rate for all bricklayers and, as respects bricklayers employed as daymen, for a reduction of the weekly working hours without reduction in earnings. *Award*: The Tribunal found against the claim as stated, but awarded that, as respects bricklayers employed as daymen, a 44½-hour week should be substituted for the existing 47-hour week and that wages hitherto paid for 47 hours should apply to the 44½-hour week.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During November, 1946, the National Arbitration Tribunal (Northern Ireland) issued seven awards, Nos. 563-569. Two of these awards are summarised below.

Award No. 565 (5th November).—*Parties*: The member firms of the Londonderry and District Licensed Vintners' Association, and certain employees of the member firms. *Claim*: (1) That the normal working week should be 48 hours; (2) that overtime should be paid at the rate of time-and-a-quarter for all hours in excess of 48; (3) that work performed on Easter Monday and Tuesday, on 12th and 13th July, and on Boxing Day should be paid at the rate of time-and-a-half; (4) that all employees with 12 months' service and over should be entitled to two weeks' annual holiday with pay, and those with 6 months' service to one week, with an additional day for each month of service in the case of those who have had between 6 and 12 months' service; (5) that specified minimum rates of wages should be paid to apprentices, assistants and charge hands; (6) that the starting age for all apprentices should be 16 years; (7) that one apprentice should be permitted for each house where an assistant is employed and that if more than three assistants are employed two apprentices should be permissible. *Award*: The Tribunal awarded in favour of the first two and last three parts of the claim. The Tribunal awarded in regard to (3) that work performed on customary holidays should be paid for at the rate of time-and-a-half, and that five days in each year, mutually arranged between the employer and employee, should be recognised as customary holidays in the establishment; and in regard to (4) that all employees with 12 months' service and over should be entitled to two weeks' annual holiday with pay. The award was to have effect from the beginning of the first full pay period following 5th November.

Award No. 568 (11th November).—*Parties*: Certain master butchers in Strabane, and certain workers employed by them. *Claim*: For an increase of 5s. 6d. a week in the wages of

journeymen butchers. *Award*: The Tribunal awarded that the present remuneration of journeymen butchers to whom the claim related should be increased by 5s. 6d. a week, with effect from the beginning of the first full pay period following 1st October, 1946.

THE INDUSTRIAL COURTS ACT, 1919, AND CONCILIATION ACT, 1896.

INDUSTRIAL COURT AWARDS.

During November, 1946, the Industrial Court issued three awards, Nos. 2070-2072. These are summarised below.

Award No. 2070 (7th November).—*Parties*: The National Joint Council for the Mastic Asphalt Industry—Operatives' Side and Employers' Side. *Claim*: The parties asked for the adjudication of the Court on a series of claims and counter-claims in respect of rules to be embodied in a new agreement to replace a number of existing agreements and to cover both the laying and manufacturing sides of the industry. *Award*: The Court awarded, *inter alia*, (a) an increase of 4d. an hour to all workers employed in the manufacturing side, and 3d. an hour to all workers employed in the laying side of the industry, such increases to absorb certain temporary increases payable under a resolution of the Council; (b) a national working week of 44 hours; (c) a bonus scheme under which bonus in respect of production over and above "a fair day's work" would be payable up to a maximum of four hours' pay in the case of country work and two hours' pay in the case of town work; and (d) an increase in lodging money and travelling expenses. The Court also charged the Council with the duty of reconstructing the Schedule of "a fair day's work," of revising the scheduled rates for travelling expenses, and of providing for a guaranteed week, etc.; in the event of the Council failing to agree within a period of eight weeks on any of these matters or in regard to the retrospective operation of the new agreement, the Court, on being so informed by either party, would after hearing the parties determine the matters in dispute.

Award No. 2071 (19th November).—*Parties*: The Transport and General Workers' Union, and the Imperial War Graves Commission. *Claim*: The claim and counter-claim related to the rates of pay of gardeners and other grades employed in France and Belgium. *Award*: The Court awarded an increase of 5s. in the weekly rate of pay of gardener-caretakers, and comparable increases for certain other grades.

Award No. 2072 (26th November).—*Parties*: The Shipbuilding Trades Joint Council for Government Departments—Trade Union Side and Official Side. *Claim*: That the basic rate of pay for ordinary and skilled labourers in Admiralty establishments at home be nowhere less than 57s. 6d. for a week of 47 hours. *Award*: The Court found that the claim as made had not been established, but awarded that the basic rate of pay of ordinary and skilled labourers employed in Admiralty establishments set up immediately prior to or during the recent war should be not less than 56s. for a week of 47 hours.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During November, 1946, one award, which related to an individual undertaking, was issued by a Single Arbitrator appointed under the Industrial Courts Act, 1919.

In addition, a decision was issued by an independent Chairman appointed under the Conciliation Act, 1896, to deal with a dispute between the two Sides of the Cumberland Coal Trade Conciliation Board (Miners).

WAGES COUNCILS ACT, 1945.

NOTICES OF PROPOSAL.

During November, 1946, notices of intention to submit to the Minister of Labour and National Service wages regulation proposals were issued by the following Wages Councils:—

Hat, Cap and Millinery Wages Council (Scotland).—Proposal H.M.S. (29), dated 12th November, 1946; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates.

Baking Wages Council (England and Wales).—Proposal BK. (25), dated 15th November, 1946; relating to the fixing of revised general minimum time rates and overtime rates (other than for male night workers and certain female wartime substitutes).

Rubber Manufacturing Wages Council (Great Britain).—Proposal R.U. (19), dated 19th November, 1946; relating to the fixing of revised basic and supplemental time rates, piece work basis time rates and overtime rates. Proposal R.U. (20), dated 19th November, 1946, for requiring certain customary holidays to be allowed to workers, and for fixing payment for such holidays.

Coffin Furniture and Ceyment Making Wages Council (Great Britain).—Proposal U. (43), dated 22nd November, 1946; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates. Proposal U. (44), dated 22nd November, 1946, for requiring certain customary holidays to be allowed to workers, and for fixing payment for such holidays.

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Great Britain).—Proposal H.L. (31), dated 22nd November, 1946; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates.

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

WAGES REGULATION ORDERS.

During November, 1946, 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 Dressmaking and Women's Light Clothing Wages Council (England and Wales) Wages Regulation (No. 2) Order, 1946: S. R. & O. 1946, No. 1782 (W.D. (46)), dated 6th November, and effective from 21st November, 1946.—This Order prescribes increased general minimum time rates, piece work basis time rates and overtime rates.—See page 371.

The Dressmaking and Women's Light Clothing Wages Council (England and Wales) Wages Regulation (Holidays) Order, 1946: S. R. & O. 1946, No. 1783 (W.D. (47)), dated 6th November, and effective from 21st November, 1946.—This Order prescribes that certain customary holidays shall be allowed to workers and fixes payment for such holidays.

The Hat, Cap and Millinery Wages Council (England and Wales) Wages Regulation (No. 2) Order, 1946: S. R. & O. 1946, No. 1788 (H.M. (34)), dated 7th November, and effective from 21st November, 1946.—This Order prescribes increased general minimum time rates, piece work basis time rates and overtime rates.—See page 371.

The Sack and Bag Wages Council (Great Britain) Wages Regulation Order, 1946: S. R. & O. 1946, No. 1900 (S.B. (23)), dated 15th November, and effective from 29th November, 1946.—This Order prescribes increased general minimum time rates, piece work basis time rates and overtime rates.—See page 371.

The Made-up Textiles Wages Council (Great Britain) Wages Regulation Order, 1946: S. R. & O. 1946, No. 1913 (M.T. (30)), dated 18th November, and effective from 29th November, 1946.—This Order prescribes increased general minimum time rates, piece work basis time rates and overtime rates.—See page 371.

The Perambulator and Invalid Carriage Wages Council (Great Britain) Wages Regulation Order, 1946: S. R. & O. 1946, No. 1975 (I. (44)), dated 26th November, and effective from 13th December, 1946.—This Order prescribes increased general minimum time rates, piece work basis time rates and overtime rates.

The Perambulator and Invalid Carriage Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1946: S. R. & O. 1946, No. 1976 (I. (45)), dated 26th November and effective from 13th December, 1946.—This Order prescribes that certain customary holidays shall be allowed to workers and fixes payment for such holidays.

The Aerated Waters Wages Council (England and Wales) Wages Regulation Order, 1946: S. R. & O. 1946, No. 1984 (A. (31)), dated 27th November, and effective from 13th December, 1946.—This Order prescribes increased general minimum time rates, piece work basis time rates and overtime rates.

WAGES COUNCILS ACT (NORTHERN IRELAND), 1945.

NOTICES OF PROPOSAL.

During November, 1946, the following Wages Council gave notice of their intention of submitting to the Ministry of Labour and National Insurance wages regulation proposals:—

Paper Box Wages Council (Northern Ireland).—(1) Proposal N.I.B. (N.34), dated 8th November, 1946; relating to the fixing of statutory minimum remuneration. (2) Proposal N.I.B. (N.35), dated 15th November, 1946; for requiring certain customary holidays to be allowed to workers, other than out-workers, and for fixing payment for such holidays.

Further information relating to the above proposals may be obtained by persons engaged in the trade affected from the Secretary of the Council at Tyrone House, Ormeau Avenue, Belfast.

WAGES REGULATION ORDERS.

During November, 1946, 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 Baking Wages Council (Northern Ireland) Wages Regulation Order, 1946 (N.I.Bk. (44)), dated 21st November, and effective from 25th November, 1946.—This Order prescribes increased general minimum time rates and overtime rates for certain workers employed in establishments other than Home Bakeries.—See page 372.

The Boot and Shoe Repairing Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1946 (N.I.B.S. 52)), dated 25th November, and effective from 2nd December, 1946.—This Order excludes trainees under the Interrupted Apprenticeship Scheme from the application of certain statutory minimum

remuneration, and it also excludes trainees under the Government Vocational Training Scheme from the application of the statutory minimum remuneration during the first 39 weeks of their training with the employer.

The Boot and Shoe Repairing Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1946 (N.I.B.S. (53)), dated 25th November, and effective from 2nd December, 1946.—This Order prescribes the customary and annual holidays to be allowed to workers, other than out workers, and fixes payment for all such holidays.

The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1946 (N.I.H.G. (89)), dated 29th November, and effective from 4th December, 1946.—This Order prescribes increased general minimum time rates and piece work basis time rates for certain male workers.

The Retail Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 2) Order, 1946 (N.I.T.R.B. (63)), dated 29th November, and effective from 5th December, 1946.—This Order prescribes general minimum piece rates for certain male workers.

The Retail Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1946 (N.I.T.R.B. (64)), dated 29th November, and effective from 5th December, 1946.—This Order prescribes the customary and annual holidays to be allowed to certain workers, and fixes payment for all such holidays.

CATERING WAGES ACT. WAGES REGULATION ORDERS.

During November, the Minister of Labour and National Service made the Wages Regulation (Industrial and Staff Canteen Undertakings) Order, 1946, and the Wages Regulation (Industrial and Staff Canteen Undertakings) (Holidays) Order, 1946*, giving effect as from 30th November, 1946, to proposals submitted to him by the Industrial and Staff Canteen Undertakings Wages Board.

These Orders, which replace the Wages Regulation (Industrial and Staff Canteen Undertakings Wages Board) Order, 1945†, make no changes in the existing wage rates which came into force in December, 1945, but apply them for the first time to workers employed by Navy, Army and Air Force Institutes or in undertakings carried on by local authorities. The Orders also fix rates and holiday payments for resident workers provided by an employer with full board and lodging.

FACTORY ACTS.

FACTORY FORMS.

The undermentioned Factory Forms have been issued or reprinted since the previous list was published in the October, 1946, issue of this GAZETTE and may be purchased at the prices shown.† The prices in brackets include postage.

No.	Title and Price.
100	Factories Act, 1937. Docks Regulations, 1934. Notice of Completion of Processes of loading, unloading or coaling at specified hatches on board ship. June, 1941. (Reprinted 1946). Revised price: 60 forms, 1s. 7½d. (1s. 9½d.).
291	Safety of Machine Tools and other Plant. No. 1. Fencing of Drilling Machine Spindles, Chucks and Tools. Revised October, 1946, price 4d. (5d.).
850	Memorandum on Precautions in the Use of Cyanide Compounds for Heat Treatment of Steel. October, 1946, price 1d. (2d.).
952	Regulations for Vitreous Enamelling of Metal or Glass. October, 1946. (Reprint). Revised price 3d. (4d.).

OFFICIAL PUBLICATIONS RECEIVED.‡

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

COAL MINING INDUSTRY.—*Quarterly Statistical Statement of the Costs of Production, Proceeds and Profits of the Coal Mining Industry for the Second Quarter of 1946*. Cmd. 6969. Ministry of Fuel and Power. Price 2d. (3d.).—See page 357.

DISABLED PERSONS.—*Report of the Standing Committee on the Rehabilitation and Resettlement of Disabled Persons*. Ministry of Labour and National Service. Price 4d. (5d.).—See page 355.

FURNITURE MAKING.—*Working Party Reports*. Board of Trade. Price 3s. 6d. (3s. 10d.).—See page 356.

JUTE INDUSTRY.—*Final Report of the Jute Industry Factory Advisory Committee*. Ministry of Labour and National Service. Price 1s. (1s. 2d.).—See page 351.

PORT TRANSPORT INDUSTRY.—*Report of Inquiry held under para. 1 (4) of the Schedule to the Dock Workers (Regulation of Employment) Act, 1946*. Ministry of Labour and National Service. Price 3d. (4d.).—See page 352.

* S. R. & O. 1946, Nos. 1818 and 1819. H.M. Stationery Office; price, No. 1818, 3d., No. 1819, 2d. (4d. and 3d., respectively, post free).

† See the issue of this GAZETTE for December, 1945 (page 222).

‡ See footnote * in second column on page 380.

* See footnote * in second column on page 380.

* See footnote * in second column on page 380.

REINSTATEMENT IN CIVIL EMPLOYMENT.—Decisions given by the *Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944*. R.E. Code 1. Pamphlets Nos. 50-53. Ministry of Labour and National Service. Price 1d. each. (2d.).

UNEMPLOYMENT ASSISTANCE AND SUPPLEMENTARY PENSIONS.—*Explanatory Memorandum on the Draft Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1946, and Draft Supplementary Pensions (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1946*. Cmd. 6959. Ministry of National Insurance. Price 1d. (2d.).—See page 352.

YOUTH LEADERS AND ORGANISERS.—*The Recruitment and Training of Youth Leaders and Organisers*. A Report of the Scottish Youth Advisory Committee. Scottish Education Department. Price 9d. (10d.).

STATUTORY RULES AND ORDERS.

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

The Dressmaking and Women's Light Clothing Wages Council (England and Wales) Wages Regulation (No. 2) Order, 1946 (S.R. & O. 1946, No. 1782; price 3d. net (4d. post free)), dated 6th November, 1946; *The Dressmaking and Women's Light Clothing Wages Council (England and Wales) Wages Regulation (Holidays) Order, 1946* (S.R. & O. 1946, No. 1783; price 2d. net (3d. post free)), dated 6th November, 1946; *The Hat, Cap and Millinery Wages Council (England and Wales) Wages Regulation (No. 2) Order, 1946* (S.R. & O. 1946, No. 1788; price 2d. net (3d. post free)), dated 7th November, 1946; *The Sack and Bag Wages Council (Great Britain) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 1900; price 2d. net (3d. post free)), dated 15th November, 1946; *The Made-up Textiles Wages Council (Great Britain) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 1913; price 2d. net (3d. post free)), dated 18th November, 1946; *The Peambulator and Invalid Carriage Wages Council (Great Britain) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 1975; price 4d. net (5d. post free)), dated 26th November, 1946; *The Peambulator and Invalid Carriage Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1946* (S.R. & O. 1946, No. 1976; price 3d. net (4d. post free)), dated 26th November, 1946; and *The Aerated Waters Wages Council (England and Wales) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 1984; price 2d. net (3d. post free)), dated 27th November, 1946.—These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 379.

The Wages Regulation (Industrial and Staff Canteen Undertakings) Order, 1946 (S.R. & O. 1946, No. 1818; price 3d. net (4d. post free)), and *The Wages Regulation (Industrial and Staff Canteen Undertakings) (Holidays) Order, 1946* (S.R. & O. 1946, No. 1819; price 2d. net (3d. post free)), both dated 7th November, 1946, and made by the Minister of Labour and National Service under the Catering Wages Act, 1943.—See page 379.

The Essential Work (Cotton Manufacturing Industry Order) (Revocation) Order, 1946 (S.R. & O. 1946, No. 1921), and *The Essential Work (Railway Undertakings Order) (Revocation) Order, 1946* (S.R. & O. 1946, No. 1922), both dated 14th November, 1946, and made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See page 355.

The Weekly Hours of Young Persons under Sixteen in Factories (Pottery and Clay Industries) Order, 1946 (S.R. & O. 1946, No. 1925), dated 13th November, 1946, made by the Minister of Labour and National Service under the Factories Act, 1937.—See page 351.

The Police (Scotland) Regulations of November 6, 1946 (S.R. & O. 1946, No. 1930/S.70; price 2d. net (3d. post free)), and *The Police (Women) (Scotland) Regulations of November 6, 1946*

(S.R. & O. 1946, No. 1931/S.71; price 2d. net (3d. post free)), made by the Secretary of State for Scotland under the Police Act, 1919.—These Regulations provide for improved pay and conditions in the Police Service in Scotland.—See page 311 of last month's issue of this GAZETTE.

The Hoists Exemption (Amendment) Order, 1946 (S.R. & O. 1946, No. 1947), dated 18th November, 1946, made by the Minister of Labour and National Service under the Factories Act, 1937.—Section 22 of the Factories Act, 1937, which laid down detailed safety requirements in respect of hoists and lifts used in factories, also authorised the Secretary of State to make Orders modifying the statutory requirements in particular cases. The Hoists Exemption Order, 1938, made under that Section, in Item 11 of the Schedule, exempts certain hoists from the requirement that they shall be fitted with cage gates. The present Order amends this item as regards the clearance distance required between the floor of the cage and the interior surfaces of the door and of the hoistway opposite to any side of the cage in which there is an opening. The new Order came into operation on 18th November.

The Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1946 (S.R. & O. 1946, No. 2071), dated 4th December, 1946, made under the Unemployment Assistance Act, 1934, and *The Supplementary Pensions (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1946* (S.R. & O. 1946, No. 2072), dated 4th December, 1946, made under the Old Age and Widows' Pensions Act, 1940; both Orders were made by the Minister of National Insurance.—See page 352.

The Disabled Persons (Standard Percentage) (No. 2) Order (Northern Ireland), 1946 (S.R. & O. of Northern Ireland 1946, No. 187), dated 7th October, 1946, made by the Ministry of Labour and National Insurance for Northern Ireland under the Disabled Persons (Employment) Act (Northern Ireland), 1945.—This Order increases the standard percentage for the purpose of the quota scheme under the Act from 2 per cent. to 2½ per cent., with effect from 14th October.

The Unemployment Insurance (Insurance Industry Special Scheme) (Amendment) (No. 2) Order (Northern Ireland), 1946 (S.R. & O. of Northern Ireland 1946, No. 188), dated 26th August, 1946, made by the Ministry of Labour and National Insurance for Northern Ireland under the Unemployment Insurance Act (Northern Ireland), 1936.—This Order amends the Insurance Industry Special Scheme for Northern Ireland so that an increase of the weekly rate of benefit which would otherwise be payable in respect of a dependent child under the Scheme is not payable for any week beginning after 6th August, 1946, if at the beginning of that week an award of an allowance under the Family Allowances Act (Northern Ireland), 1945, in respect of that child has been made.

The National Insurance (Increase of Old Age Pensions) Regulations (Northern Ireland), 1946 (S.R. & O. of Northern Ireland 1946, No. 191; price 4d. net (5d. post free)), dated 30th September, 1946, made by the Ministry of Labour and National Insurance in conjunction with the Ministry of Finance under the National Insurance Act (Northern Ireland), 1946.—These Regulations provide for an increase in the rate of certain old age pensions in the case of persons who at 30th September, 1946, were entitled or thereafter became entitled to such pensions.

* Copies of official publications (including Orders, Regulations, etc.) referred to in the GAZETTE may be purchased from H.M. Stationery Office at any of the addresses shown on the front cover.

NOTICE.

The MINISTRY OF LABOUR GAZETTE is published by H.M. Stationery Office, price 6d. net. The annual subscription is 7s. 6d. post free.

All communications concerning subscriptions and sales should be addressed to H.M. Stationery Office at one of the addresses shown on the cover.

PRINTED UNDER THE AUTHORITY OF HIS MAJESTY'S STATIONERY OFFICE BY C. NICHOLLS & CO. LTD., MANCHESTER, LONDON AND READING.

MILLBROOK ENGINEERING CO. LTD. CHILLED AND GRAIN ROLLS

for Steel, Copper, Rubber, Fabric, Seed Paper, etc.
General Engineering, Electric Welded Pots.

LANDORE, SWANSEA

ELECTRIC TRUCKS

1 WOMAN DOES THE WORK OF SEVEN MEN
with
Ransomes
Electric Industrial Trucks

RANSOMES, SIMS & JEFFERIES LTD., ORWELL WKS., IPSWICH

ASHTRAYS EMBOSSED

WITH YOUR TRADE MARK
WORDING OR DESIGN

Millions of smokers both home and abroad are using them, and the following are some of the well-known firms we supply:—

THE PULLMAN CAR CO. LTD., ODEON THEATRES LTD., YE MECCA LTD., ASSOCIATED BRITISH CINEMAS LTD., THE BRITISH BATA SHOE CO. LTD., EXPRESS DAIRY CO. LTD., JOHN KNIGHT LTD., WORKERS TRAVEL ASSOCIATION LTD.

Samples and full details sent by return of post. Write to:—

N. TAYLOR (ASHTRAYS) LTD.
960, WIMBORNE ROAD, BOURNEMOUTH
Phone: WINTON 2919. 'Grams: "ENTER" BOURNEMOUTH

GIFTS you can buy NOW

Made by skilled craftsmen from relics of the historic
Houses of Parliament

(Damaged by enemy action 1941)

and to the designs of eminent artists.

The most pleasing Gift you can give to friends at Home or Overseas

The material from which these rare gifts are made is not only historic and irreplaceable but the designs themselves are all eminently practical and arouse really genuine thanks from the recipients.

We have just a few only Historical British Characters moulded in metal (taken from the Houses of Parliament) and hand-painted in the beautiful colours of the Period. King Henry VIII and Sir Walter Raleigh are shown here, but we have others, all illustrated and priced in our catalogue — see below.



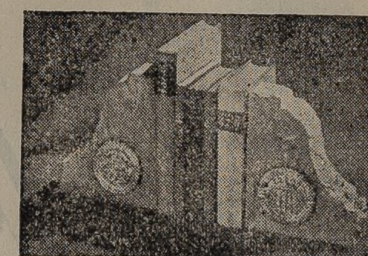
The Characters are sold singly or mounted up as Lamps, as example illustrated on right, Inkstands, Cigarette Boxes, etc.

You can see a full range of our products at our West End Showrooms, 18 Conduit Street, London, W.1 (off Regent Street and leading to Bond Street), between 9 a.m. and 5 p.m., Saturdays 9 a.m. to 12 noon.

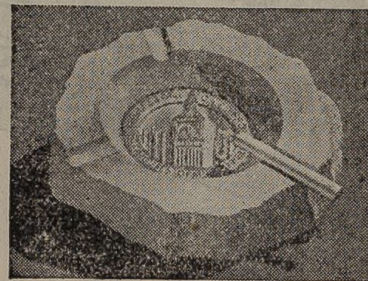
Fully illustrated List showing many designs, together with prices, sent on receipt of 2½d. stamp to:—

London Stonecraft Ltd

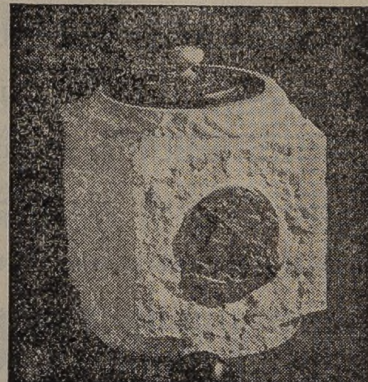
Head Office and Works:
409/11 WEST GREEN ROAD, LONDON, N.15



"The book-ends have arrived in perfect order and are even better than your illustrated catalogue depicted. I am delighted with them."



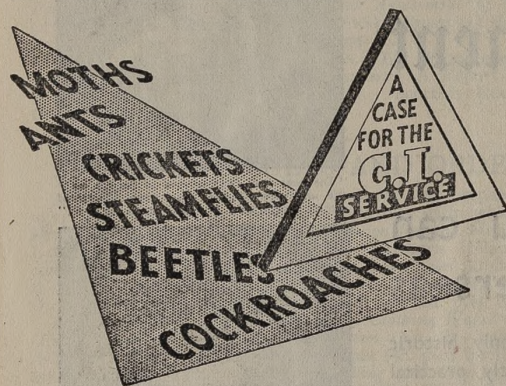
"The order arrived to-day and I am delighted with both. I could not have wished for anything better."



"Delivery was prompt and articles most attractive and beautifully turned out." We receive many spontaneous expressions similar to above.



King Henry VIII mounted as electric lamp with shade made from parchment Deed about 200 years old.



Apart from the material damage and annoyance caused by insect pests, they suggest to the onlooker an atmosphere of neglect which is inimical to your interests. If your premises are infested call in the C.I. Service—a service which will promptly remedy the situation and maintain your prestige and goodwill. There are no preparations for sale to the general public, but our surveyor will call and advise you on your particular problem.



DESTROYS COCKROACHES, BEETLES, STEAM FLIES, etc

CHELSEA INSECTICIDES LTD
125 PALL MALL, LONDON, S.W.1
Phone: ABBey 7650

Main Depots at BELFAST, Tel. 21535; BIRMINGHAM, Tel. Central 1097; BRISTOL, Tel. 23683; CARDIFF, Tel. 8724; EDINBURGH, Tel. 22914; GLASGOW, Tel. Central 4694; GUILDFORD, Tel. Abinger 287; LEEDS, Tel. 23234; LETCHWORTH, Tel. 576; LIVERPOOL, Tel. Central 8922; LONDON, Tel. Abbey 7650; MANCHESTER, Tel. Deansgate 2102; NEWCASTLE, Tel. 21848; NOTTINGHAM, Tel. 2637; SALISBURY, Tel. 3658; SHEFFIELD Tel. 23555.

M.L.G. 21.11.1946



When it is **ELEVEN** by the Board Room Clock it is **ELEVEN** by every clock in the building where the

INTERNATIONAL
Superelectric

TRADE MARK
TIME SYSTEM
is installed.

Ask for free folder No. 427/13 telling all about Automatic Supervision that ensures this uniform accuracy.

INTERNATIONAL TIME RECORDING Co. Ltd.
International Works, Beavor Lane, London, W6.
Telephone: Riverside 4484.

"TURNERISING"

(Guaranteed Process of Roof Repair and Waterproofing)

STANDS THE TEST OF TIME.

PEACETIME through years of service on all kinds of roofs, gutters, glazing bars, etc.

WARTIME as shown by "TURNERISED" roofs all over the country which successfully withstood severe conditions of blast in air raids.

And again . . .

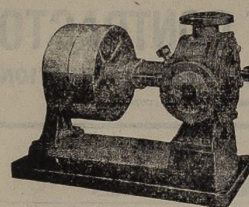
"TURNERISING" is well to the fore in the drive to restore roofs—old and leaky roofs—roofs that have suffered through enforced neglect—roofs that may have given trouble for years—all sorts and sizes of roofs.

"TURNERISING" cuts the high cost and trouble of renewal with materials in short supply, and stays watertight under guarantee.

Write for particulars to:—

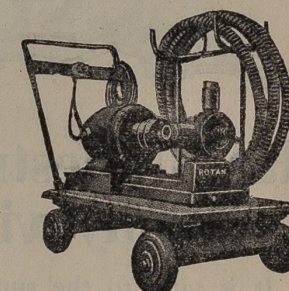
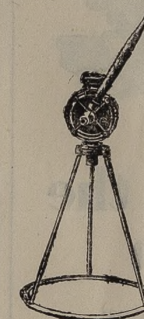
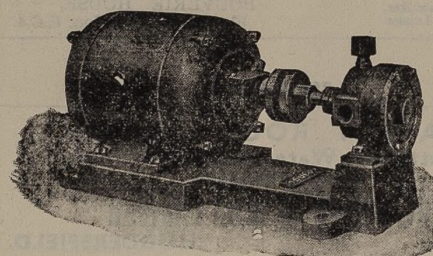
THE TURNERISED ROOFING CO. (G.B.) LTD.
SAUNDERS STREET, LONDON, S.E.11

Phones: RELiance 4277/8. Grams: TURNEROOFS, LAMB, LONDON.



PUMPS
HAND & POWER

Electric, Engine and Belt Driven
for
THICK OR THIN LIQUIDS



JOBSON & BECKWITH LTD.

Engineers and Manufacturers
62/66 SOUTHWARK BRIDGE ROAD, LONDON, S.E.1.
Phones: WATERLOO 7102, 7103, 7104. Telegrams: "Jobeclim, Sedist, London"
Works and Stores:
"SAXON WORKS," SOUTHWARK BRIDGE ROAD, LONDON, S.E.1
Contractors to H.M. Government Depts. and Municipal Authorities



Advice given on any
Pumping Problem

BRITISH GOVERNMENT CONTRACTORS

SECTION SPECIFYING THEIR PRODUCTIONS

BOOK CLOTHS, ETC.

RED BRIDGE BOOK CLOTH CO. LTD.
BOLTON (LANCS.) & LONDON
Manufacturers of High-class
BOOKCLOTHS & TRACING CLOTHS
London Holb. 3283 Bolton 279

EYELETS

BODILL, PARKER (1922) LTD.
Great Hampton Row
BIRMINGHAM 19
Manufacturers of
**BRASS SPUR
TEETH
GROMMETS**

**BRASS EYELETS
and RINGS
VENTILATOR
EYELETS**
Telephone: CENTral 6643-4

PAPER

CALDWELL'S PAPER MILL CO. LIMITED.
Inverkeithing, Fifeshire. T. "Caldwell, Inverkeithing."
Telephone No. 1 Inverkeithing.
Tub-sized: Air dried Extra Strong Ledger, Writings, White and Tinted Boards, Envelope Paper and Cartridge. Engine-sized: Extra Strong Ledger, Writings, Banks, Bonds, Watermarked and Plain, Linen-faced Writings, Printings, Cartridge, Envelope and Cover Papers, Glazed Imitation Parchment, Special Soft and Hard Greasproofs.
London Address: 1/9 Ludgate Hill, E.C.4.
Telegrams: "Wecarop, Cent., London." Telephone No. 1 3459 City

PAPER

EAST LANGASHIRE PAPER MILL Co. Ltd.
RADCLIFFE, Nr. MANCHESTER
Makers of Fine STRAW/ESPARTO PRINTINGS
and ENAMELLING PAPERS
Telephone Radcliffe 2284-2285 Telegrams "SULPHITE RADCLIFFE."
LONDON OFFICE
VINTRY HOUSE, QUEEN STREET PLACE, LONDON, E.C.4.

GOLDEN VALLEY PAPER MILLS LIMITED
BITTON, Near Bristol.
Telegrams: Durability, Bitton. Telephone: Bitton 2103/4
Tub-sized and Air-dried Ledger, Loose-Leaf, Writing, Typewriting and Specialty Papers; E.S. Account Book, Bond, Writing, Pasting and Tinted Papers; Rag Printings; T.S. and E.S. Cartridges; Base Papers
London Agents:
HAROLD SPALDING & CO.,
WHEATSHEAF HOUSE, CARMELITE STREET, E.C.4

CHAS. TURNER & CO. LTD.

Springside Works, Belmont, Nr. Bolton, Lancs.
Telephone No. EAGLEY 126 & 7. Telegrams: TURNERS BELMONT LANCs.
M.G. Litho Papers, Envelopes, Square and Angle Cut, Coloured and Special M.G.'s, Ribbed and Plain, Banks, Bonds, Glazed Imitation Parchment for waxing and Envelope and Drawing Cartridges
London Agents
Johnston Horsburgh & CO. LTD., 20/21 Queenhithe, E.C.4
Phone: Central 3636

PRINTING INKS

**PRINTING INKS, COLOURS, VARNISHES,
LITHOGRAPHIC PLATES, MATERIALS and
GRAINING MACHINES.**
FRANK HORSELL & CO. LTD.
33 Victoria Road, LEEDS 11.



RATIN destroys the enemy within

It is vital to the success of post-war reconstruction that the Ratin Service should be enlisted to wage war against the enemies within—the rats which are ravaging our towns and countryside, destroying food reserves and other essential stocks. They *must* be defeated.

The surveyors and operators of the Ratin Service are highly skilled. Their method of destruction of rats and mice is based on scientific and well-tested principles.

The service is nation-wide and includes provision for careful inspection and treatment at regulated intervals to guard against re-infestation where the menace has once been brought under control.

The Company's preparations are not supplied for use by the general public. Write at once and ask a surveyor to call and advise you.

RATIN SERVICE

THE BRITISH RATIN CO. LTD.

125 PALL MALL, LONDON, S.W.1

Telephone: ABBey 7621

Main Branches at Belfast, Tel. 21535; Birmingham, Tel. Central 1097; Bristol, Tel. 23683; Cardiff, Tel. 8724; Edinburgh, Tel. 22914; Glasgow, Tel. Central 4694; Guildford, Tel. Abinger 287; Leeds, Tel. 23234; Letchworth, Tel. 576; Liverpool, Tel. Central 8922; London, Tel. Abbey 7621; Manchester, Tel. Deansgate 2102; Newcastle, Tel. 21848; Nottingham, Tel. 2637; Salisbury, Tel. 3658; Sheffield, Tel. 23555.

M.L.G.

BRITISH GOVERNMENT CONTRACTORS

SECTION SPECIFYING THEIR PRODUCTIONS

(Continued from inside back cover)

PRINTING INKS

PRINTING INKS
for every printing process

COMPOSITION AND RUBBER ROLLERS

Phone: Central 9651

Wires: Ushawalker,
Fleet, London

USHER-WALKER LTD.

BOUVERIE HOUSE,
Fleet Street, London, E.C.4.

ROOFING

PATENT ROOF-GLAZING
Puttyless, Watertight, Dustproof,
Enduring.

W. H. HEYWOOD & CO. Limited
HUDDERSFIELD.

SAFES, ETC.

SAFES AND STRONG ROOMS

Speciality: TWELVE-CORNER BENT STEEL SAFES

SAMUEL WITHERS & CO. LTD.

WEST BROMWICH

Telegrams: "SAFES, WEST BROMWICH" Telephone: 122 W.B.
"POSTULATA, LONDON" "Ambassador 2942"

SURGICAL DRESSINGS

All Kinds of
SURGICAL DRESSINGS.

Established 1839.

ROBINSON & SONS LTD.,

Wheat Bridge Mills, CHESTERFIELD

and King's Bourne House,

229-231 High Holborn, LONDON, W.C.1

Telephone No. 2105. Telegraphic Address "Staglint, Chesterfield"

QUALITY WITH ECONOMY

SURGICAL DRESSINGS

PRESTOBAND

AND

FLAG CROSS BRAND

Vernaid

ABSORBENT COTTON WOOLS
PLAIN & MEDICATED GAUZES
SURGICAL BANDAGES
PLAIN & BORATED LINTS
SELF ADHESIVE BANDAGES
MATERNITY OUTFITS
SANITARY TOWELS
WOVEN, BLEACHED & FINISHED BY-

VERNON & COMPANY Ltd

AT THEIR MILLS

PRESTON & GT. HARWOOD

PHONE: PRESTON 83293 LANCASHIRE GRAMS: LINT: PRESTON

22 JUL 1947

REFE