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Resettlement of Disabled Persons

THE Disabled Persons (Employment) Act was passed in 1944 as a result of the Government's acceptance of the recommendations made in the Report of the Interdepartmental Committee on the Rehabilitation and Resettlement of Disabled Persons (Cmd. 6415), generally known as the Tomlinson Report, presented to Parliament in January, 1943. The main purpose of the Act is "to make further and better provision for enabling persons handicapped by disablement to secure employment or work on their own account."

Registration

The Act provides for the establishment and maintenance of a Register of Disabled Persons. Registration is voluntary ; it is for a period of one to five years according to the individual circumstances, but may be renewed on expiry. The primary conditions are that the applicant must satisfy the definition in the Act of a disabled person, *i.e.*, he must be "substantially handicapped" in getting or keeping suitable employment, and be able to show that the disablement is likely to last at least six months. There are other conditions and disqualifications which are designed to afford reasonable assurance that the individual is capable of some form of employment. Where the disability is obvious, medical evidence is not required, but in most cases it must be obtained before the applicant can be admitted to the Register.

Where the conditions are clearly satisfied, the applicant is admitted to the Register by the Local Officer of the Ministry, but where there is any doubt, the application is referred to a local body representing interests affected known as a Disablement Advisory Committee for a recommendation. No application is rejected without reference to a Committee. The final decision rests with the Minister. A certificate, which can be shown to an employer on request, is issued to each registered disabled person.

The total number on the Register of Disabled Persons on 19th April, 1949, the latest date on which a count was made, was 914,693, of whom 835,083 were men, 72,612 women, and 6,998 young persons under 18. An analysis of the Register at 19th April, 1949, by nature of disablement shows that there are 376,626 or 41.2 per cent. in the surgical group ; 339,499 or 37.1 per cent. in the medical group ; 50,638 or 5.5 per cent. in the psychiatric group ; while 147,930 or 16.2 per cent. do not fall easily into any of these categories.

A further analysis of the Register by reference to service position shows that nearly 60 per cent. of the registered

disabled have served in one or other of His Majesty's Forces, though they did not necessarily become disabled as a result of that service. Of the total of 914,693 on the Register, 130,146 are ex-Service pensioners of the 1914-1918 war ; another 410,285 served at some time in H.M. Forces, including 4,508 women.

A Table containing a detailed analysis of the numbers on the Register, according to nature of disablement and service position, is given on page 196.

The Quota and Designated Employment

The Act imposes a duty on every employer of 20 or more persons to give employment to a quota of registered disabled persons. The quota is calculated on the basis of a percentage of all the employer's staff. The standard percentage for this purpose is at present 3 per cent. and is fixed by Order of the Minister of Labour and National Service, who has power to vary the percentage by Order if circumstances so require. An employer who has not his quota of registered disabled persons may not engage a person other than a registered disabled person without first obtaining a permit to do so from the Minister. Similarly, an employer may not discharge a registered disabled person without reasonable cause if such discharge would bring him below his quota.

As a supplement to the quota the Minister is enabled to designate such classes of employment as appear to him to afford specially suitable opportunities for the employment of disabled persons. The designation of any class of employment does not affect existing workers in that employment, but the broad effect of designation is to reserve future vacancies for registered disabled persons. As in the case of the Quota Scheme a permit from the Minister is necessary to allow the engagement of any person other than a registered disabled person for designated employments. Only two employments have been designated—passenger electric lift attendant and car park attendant—and as at present advised an extension of the Scheme is not regarded as desirable or practicable.

Employment and Unemployment among Registered Disabled Persons

Ordinary Employment.—The Act is based on the conception that, to quote the words of the Tomlinson Report : "The only satisfactory form of resettlement for a disabled person is employment which he can take and keep on his merits as a

worker in normal competition with his fellows Granted careful assessment of individual capacity and selection of employment, a large proportion of disabled persons are capable or can be rendered capable of taking their places in industry on normal terms." Apart from the provision of employment under sheltered conditions, referred to later in this article, the Act does not create employment, but seeks to obtain for the disabled their proper share of available jobs. This is done by means of the statutory obligation on substantial employers referred to above, combined with continuous efforts made on behalf of unemployed disabled persons by the Local Offices of the Ministry through the Disablement Resettlement Officers Service which is mentioned later.

The correctness of the view expressed by the Tomlinson Committee has been amply confirmed by experience. Out of the total of registered disabled persons, about 895,000 were regarded as capable of work under ordinary conditions, and of this figure the number employed was estimated to be 835,000 or just over 93 per cent. It is estimated that the total number of workers covered by employers with a statutory obligation to employ a quota of disabled persons was, at the end of 1948, about 16,100,000, so that if all the 835,000 mentioned were employed by such employers they would represent just over 5 per cent. of the total. But some of them were employed by firms with less than 20 workers and others were working on their own account so that the number employed by employers with a statutory obligation was probably between 4 per cent. and 5 per cent.

The particulars of unemployed disabled persons are kept at the Local Offices of the Ministry in a special file called the Disabled Live File under the immediate control of the Disablement Resettlement Officer. In order to arrive at the best means of resettlement for the individual the Disabled Live File is divided into two main sections. Section I contains the documents of all those who are regarded as capable of work under ordinary conditions, and Section II covers those who, owing to the nature or severity of their disablement, are in need of employment under special, *i.e.*, sheltered, conditions. The total numbers unemployed on 19th April, 1949, were 59,325 in Section I and 11,453 in Section II.

Sheltered Employment.—Section 15 of the Act is designed to meet the need of persons in Section II of the file and gives the Minister of Labour and National Service power to arrange for the provision of facilities for employment under special or sheltered conditions or for work on their own account, and for training for such employment or work. This provision is made broadly in three ways; namely, by (a) a non-profit making company specially set up for the purpose, (b) local authorities exercising their statutory powers, and (c) voluntary organisations of a non-profit making character which have workshops or other facilities up to the requisite standard. The Minister may make payments to local authorities and voluntary organisations in respect of facilities provided by them.

A special company of the type referred to above was set up in April, 1945, by the Minister of Labour and National Service and is known as the Disabled Persons Employment Corporation Limited (*see* the issue of this GAZETTE for May, 1945, page 79). It is a public company incorporated under the Companies Act, 1929, and is required by its constitution to apply its profits, if any, to promoting the objects for which it was formed and is prohibited from paying any dividend to its members; any loss on its operations is met from public funds. In providing employment (including training) facilities for the severely disabled the Corporation takes account of the existing facilities provided by voluntary organisations and local authorities.

The Corporation is engaged in establishing factories (known as Remploy factories) in those areas in the country where the need exists and its present programme includes more than one hundred and thirty such factories with an estimated employment capacity for 13,000 workers. Already more than 50 Remploy factories have been opened with capacity for 4,500 workers; approximately 2,500 severely disabled persons are employed in them and this number is steadily rising. Some of the factories will be reserved for the employment of tuberculous persons. In the Corporation's factories articles of general utility are produced for the ordinary commercial market. They include woodwork (domestic, office and educational furniture and agricultural equipment such as gates and beehives), saddlery and industrial leather work, book-binding and repairing, light engineering and metal work and cardboard box making. As additional factories are opened the range of products will be increased. Government Departments have agreed to allocate to the Corporation, at current prices, a share of their orders for articles which the Corporation is able to produce.

For those disabled persons who qualify for sheltered employment but who, because of disability, cannot travel to and from work, the Corporation is setting up homeworkers' schemes. These are based on Remploy factories and at the end of March, 1949, schemes connected with seven factories were in operation, providing work for 148 homeworkers.

Under Section 29 of the National Assistance Act, 1948, local authorities have power to provide employment for all classes of severely disabled persons who are permanently handicapped and arrangements are in progress for close consultation between local authorities and the Ministries of Health and Labour and National Service to secure co-ordination and avoid duplication of effort.

For a number of years financial assistance has been given by the Ministry of Labour and National Service to voluntary undertakings providing employment for the severely disabled. This assistance is given under a special Scheme of Grants, details of which were given in an article on page 51 of the February, 1949, issue of this GAZETTE.

At the end of March, 1949, 26 voluntary undertakings of a non-profit making nature had been approved under the scheme and the number of severely disabled persons employed in them, who had been approved for grant purposes, was 754.

The Blind

In the past, blind persons who were able to work were usually employed in special workshops for the blind. During more recent years, however, the practice of breaking down processes in industry to simple repetitive jobs has led to increased opportunities for the employment of the blind alongside seeing workers. Officers of the Ministry of Labour and National Service co-operate very closely with organisations such as St. Dunstan's and the National Institute for the Blind which run specialist placing and follow-up services. Special workshops for the blind, however, continue to fill an important need.

Under the National Assistance Act, 1948, the provision of these special employment facilities for the blind continues to be the responsibility of local authorities concerned and they receive Exchequer assistance through the Ministry of Labour and National Service under Section 15 of the Disabled Persons (Employment) Act (*see* the issue of this GAZETTE for November, 1948, page 378). The Ministry accept full financial responsibility for the cost of training blind persons in workshops and pay to them training allowances at the same rates as those paid to other severely disabled persons training for sheltered employment. The Minister is exercising his powers in relation to the training and employment of the blind in full co-operation with local authorities and voluntary organisations who have done so much for the welfare of the blind.

Under the Ministry's general Vocational Training Scheme, arrangements have been made to provide training for blind persons in telephony, shorthand and typing and in light engineering occupations, such as capstan lathe operation and inspection by Braille precision instruments. It is hoped to develop training in employers' establishments in other industrial occupations.

Blind persons may also be assisted to take courses of training or study, including University degree courses, for certain professional callings, *e.g.*, physiotherapy, law, teaching and the church. The basic condition for obtaining assistance is that the training desired is necessary for, and is likely to lead to, the student's satisfactory resettlement. The assistance is given in the form of a financial grant to cover tuition and examination fees, and, where the training is full-time, the cost of maintenance. So far, awards for professional training have been given to between 40 and 50 blind persons, the majority for training in physiotherapy.

Since June, 1948, facilities for the industrial rehabilitation of blind persons have been available at the Queen Elizabeth's Home of Recovery for the Blind conducted by the National Institute for the Blind, at America Lodge, Torquay. The special course at this Home is designed to fit blind persons for employment or training and provides physical and mental toning-up and vocational testing and guidance similar to that given in industrial rehabilitation courses for the sighted. It is open to registered blind persons who require rehabilitation to fit them for employment or training for employment and are likely to benefit from the course. Blind persons undergoing this course are paid the same allowances as sighted disabled persons in residential Industrial Rehabilitation Centres. Since June, 1948, 52 men and 9 women have completed the course, and 24 men and 4 women are at present undergoing the course.

Vocational Training

Section 2 of the Act authorises the Minister of Labour and National Service to make arrangements for the vocational training of disabled persons of 16 years of age and over who are in need of training to render them fit to undertake employment suited to their age, qualifications and experience. There must also be a reasonable prospect that, as the result of a course of training, an applicant will qualify for employment in the trade for which training is to be given, and that he will be able to retain it under normal working conditions.

Training is given in the main at Government Training Centres. The addresses of the Centres and particulars of the courses given at each can be obtained from any Local Office of the Ministry of Labour and National Service. By agreement with the Ministry of Education, training may also be given at technical and commercial colleges, and for certain trades agreement has been reached with the industries concerned for the full period of training to be given at employers' establishments. Arrangements can also be made with individual employers to meet the particular needs of a disabled person who cannot be catered for under the standard arrangements. In addition, a number of places have been reserved at a few residential centres conducted by voluntary organisations for the purpose of training the more severely disabled who are not able to travel daily from their homes to training establishments, or to live in lodgings away from their homes.

Courses are available in a great variety of trades: for example, building and civil engineering, engineering, clerical occupations, commercial art, tailoring, watch and clock repairing, typewriter mechanics, vehicle building, hairdressing, dressmaking, dental mechanics, optical lens grinding and surgical instrument making. Unfortunately, at the present time the numbers who can be trained are restricted, not by any lack of training facilities, but by the limited opportunities for employment in those industries best suited for the disabled, particularly in the areas with the highest numbers of disabled unemployed.

Training courses for skilled occupations vary in length from 26 weeks upwards. They are of an intensive character and are regarded as being approximately equivalent to a three years' apprenticeship. The intention is to bring the individual up to the craft stage of industry and to enable him, after an agreed period of

employment, to earn the full craft rate of wages. Instruction is both theoretical and practical. The practical instruction is carried out as far as possible under actual production conditions, and at intervals during the course progress tests are imposed and a final passing-out test is given. In some trades, such as building, training at a Government Training Centre is followed by a further period of training with an employer.

At Government Training Centres and technical colleges disabled persons are, in general, trained side by side with the able-bodied. This is regarded as the best arrangement from the disabled person's point of view. Special supervision is given by instructors and the centre medical officer, and, if the disabled person is not able to progress as quickly as the able-bodied members of the class, the curriculum is adjusted to meet his special needs and, if necessary, the course of training is extended.

It is customary for employers to recruit and train labour at their own cost for semi-skilled or process work and until recently financial assistance to employers was only given towards the cost of training for skilled occupations. However, in view of the limited opportunities for employment in a skilled capacity, and because many disabled persons, who are unemployed and classified as capable of undertaking ordinary employment, are not suitable for employment in skilled occupations, the policy of restricting training under the Act to skilled occupations has been modified. Although it is still considered that, in general, employers should recruit and train at their own expense labour for semi-skilled occupations, it is recognised that in some cases owing to the nature and extent of the disability, the cost of training a disabled person for this type of employment may involve the employer in additional cost as compared with the cost of training fit labour. In such circumstances, therefore, provided that the employment offers a reasonable prospect of an assured future for the individual, financial assistance may be granted to the employer. Short courses in semi-skilled occupations may also be given in Government Training Centres to meet local demands for such labour where it is not practicable for the training to be given at the employers' establishments.

The general principles of the Vocational Training Scheme were agreed with the British Employers' Confederation and the Trades Union Congress. In setting up each scheme for craft training so far as organised industries are concerned the Ministry consult representatives of the employers and trade unions before deciding to establish training courses. This is done to ensure that training is planned to meet the needs of industry and that when the trainee enters employment he has the same status as if he had entered through the normal channels and is so accepted by both employers and trade unions.

Vocational training of the disabled began in 1941 under an Interim Scheme which preceded that set up under the Disabled Persons (Employment) Act, 1944. Between 1941 and the present time about 29,000 disabled persons have satisfactorily completed training and been placed in employment in their training trades. Of this total about 17,000 completed training during the post-war period. On the 7th March, 1949, there were 3,562 disabled persons undergoing courses of training and 898 awaiting admission to classes. In addition, under the Further Education and Training Scheme for training in occupations of a professional, technical and executive character, 3,837 awards had been made to disabled persons up to the end of March, 1949.

Industrial Rehabilitation

Under Section 3 of the Act the Minister of Labour and National Service may provide industrial rehabilitation courses for disabled persons of 16 years of age and over. The Act specifies that these courses should provide facilities whereby persons attending them may, under adequate supervision and in circumstances conducive to the restoration of fitness, obtain physical training, suitable occupation and such other incidental facilities as may appear to the Minister to be needed.

The first centre to provide a course of this kind was the residential centre for men at Egham, Surrey, which was opened at the end of 1943. The success of this experiment in settling in employment persons who might otherwise have remained unemployed, and the increasing recognition of medical authorities and industrialists of the value of this form of rehabilitation, encouraged the Ministry to embark on a scheme of expansion and as suitable residential accommodation could not be obtained it was decided to open a number of non-residential units for both men and women in accommodation which had become available at Government Training Centres. Such units have been established at Birmingham, Cardiff, Coventry, Edinburgh, Felling, Glasgow (Hillington), Hull, Leeds, Manchester (Denton), and Sheffield. A further unit set up at Leicester has also residential accommodation for about 40 men.

The types of persons being recruited fall into two broad groups. The first comprises those who have been identified by medical practitioners, industrial medical officers, hospitals and other medical or welfare organisations as having reached the stage of recovery from illness or injury when their main need is physical and psychological adjustment to working conditions. Persons identified at their places of work who for health reasons are not fully pulling their weight or who appear to be on the verge of a breakdown are included in this group. The second group comprises unemployed persons, mostly disabled men and women who have been unemployed for some considerable time largely, perhaps, because they were unable to obtain this particular kind of help at the time that they needed it. This second group includes some persons who have no obvious disability and who are not disabled within the

meaning of the Act but who have, because of personal factors, proved difficult to settle in employment. Applicants are only admitted if there are reasonable prospects of obtaining suitable employment for them on completion of the course.

The course aims at restoring employment confidence by providing mental and physical toning up and an opportunity of gradual adjustment to working conditions. Assessment of suitability for particular types of work is also undertaken. The facilities, which include a gymnasium, workshop and gardens, are used as necessary to meet the needs of each individual undergoing a course. The workshops provide remedial exercises on productive work as well as an opportunity to test vocational aptitudes and the ability to do a full day's work. If it is found that training in a new craft is needed to effect a resettlement, arrangements are made for the person concerned to undertake a course of training in a Government Training Centre, Technical College or employer's establishment, whichever is appropriate, on completion of the industrial rehabilitation course. A part-time medical officer is in attendance and co-operates with the other specialist staff in planning the course. A vocational psychologist advises on the choice of employment and an experienced social worker helps to resolve any personal or domestic problems which may be hindering resettlement. Physical training is carried out under the guidance of trained gymnasts, and skilled craftsmen supervise the workshop activities. A Disablement Resettlement Officer co-operates with the Employment Exchanges in placing in suitable employment persons who have completed the course. The course, which is a full-time one, normally lasts about six weeks, but exceptionally it may be extended to not more than twelve weeks. Maintenance allowances are paid to persons undergoing the course at the same rates as those paid to persons undergoing vocational training courses.

The total number of men who had completed a course at the Egham unit from 1st January, 1944, to 4th April, 1949, was 4,941, and the total number who had completed a course at the new units from 16th August, 1948, to 4th April, 1949, was 2,018.

Disablement Resettlement Officers

At every Local Office of the Ministry of Labour throughout Great Britain there are specially appointed Disablement Resettlement Officers ("D.R.O.") whose duty it is to give advice and assistance to the disabled. All disabled persons in need of employment can therefore go to their local Employment Exchange and ask for a private interview with the D.R.O. In addition to advising and helping those who come to him, he visits hospitals, sanatoria, and other medical institutions to interview patients who are likely to be discharged with residual disablements, so that they can be reassured and given advice on their resettlement problems.

At some hospitals, Medical Interviewing Committees have been set up to assist the D.R.O. with difficult cases. These Committees consist of two members: a hospital doctor and a doctor with special knowledge of industrial problems.

If necessary, the D.R.O. can obtain medical guidance on a special type of report form which provides a functional assessment of the disability easily comprehensible to non-medical persons.

The work of resettlement of the disabled, which is part of the Employment Service, overlaps to some extent in time with medical rehabilitation as part of the Health Service. The two sides must, therefore, be closely linked together. This co-ordination is secured locally by the D.R.O. Service with its close co-operation with the Hospital Services. At national level it is secured through the Standing Rehabilitation and Resettlement Committee which is an Interdepartmental Committee consisting of representatives of the Ministries of Health; Education; National Insurance; Pensions; Labour and National Service; the Department of Health for Scotland; the Scottish Education Department; and the Government of Northern Ireland. This Committee issued their Second Report in January, 1949, which brought up to date their First Report issued towards the end of 1946 (*see* the issues of this GAZETTE for December, 1946, and February, 1949, pages 355 and 52, respectively).

Advisory Bodies

The Minister is advised in matters relating to the employment of disabled persons by the National Advisory Council on the Employment of the Disabled which was set up under Section 17 and the Second Schedule of the Act. The Council consists of an independent Chairman and, in accordance with the provisions of the Act, an equal number of persons representing employers and workers respectively—five each—with representatives of the medical profession and ex-Service organisations and other interests concerned with the problem of the disabled. The total membership of the Council is 30.

A total of 280 Disablement Advisory Committees has also been set up throughout Great Britain to advise and assist the Minister in matters relating to the employment of disabled persons in their districts and to make recommendations and reports on matters referred to them by the Minister. It is also a statutory requirement that there shall be an equal number of employers' and workers' representatives on each of these Committees. Generally, each Committee consists of an independent Chairman, five each of employers' and workers' representatives and not more than ten other persons (including at least one doctor) with experience of the disablement problem, although there are variations to suit local circumstances. Each Committee has set up one or more Panels to deal with individual cases referred to them.

Conclusion

The Disabled Persons (Employment) Act is an important piece of social legislation which recognises in an Act of Parliament that disablement is, to a large extent, a problem of providing remunerative employment.

Analysis of Disabled Persons Register at 19th April, 1949, according to Disablement and Service Position

Table with 8 columns: Disablement, 1914-18 Ex-Service Pensioners (Men), Other Ex-Service (Men, Women), Non-Ex-Service (Men, Women), Young Persons, Total, and Percentage of total on Register. Rows include Amputations, Injuries, Tuberculosis, Arthritis, Psychoses, and others.

* Except Tuberculosis.

REVIEW OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 204 to 220.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose by 89,000 (40,000 men and 49,000 women) during April, the number at the end of the month being 22,097,000.

Unemployment

The number of persons registered as unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain fell from 324,873 to 304,165 between 11th April and 9th May.

Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), remained unchanged in May at 108. The changes in rates of wages reported to the Department during the month resulted in an aggregate increase estimated at £86,000 in the weekly full-time rates of wages of about 360,000 workpeople.

that this co-operation will grow until medical treatment, medical and industrial rehabilitation and vocational training will become a continuous and integrated process for those in need of them.

affected agricultural workers in Scotland, workpeople in the spinning and preparing sections of the cotton industry, and roadmen employed by most County Councils in England and Wales.

Industrial Disputes

The number of workers involved during May in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred) was approximately 76,000.

Retail Prices

At 17th May the interim index of retail prices, based on 17th June, 1947 (taken as 100), was 111, compared with 109 at 12th April. The principal change during the month was the increase in the prices of meat on 24th April, which raised the "all items" index by nearly two points.

AGE ANALYSIS OF INSURED PERSONS

The statistics of persons insured under the Unemployment Insurance Acts provided a sub-division into the four age-groups for which there were separate rates of contributions, i.e., 14 and 15, 16 and 17, 18-20 and 21-64 (men) and 21-59 (women).

The figures relate to Great Britain and include persons who were previously insured under the general and agricultural schemes, but they exclude persons insured under the special schemes for the banking and insurance industries, for whom corresponding analyses are not available.

Table with 5 columns: Age-Group, 1937, 1945, 1947, 1948. Rows for Males and Females, subdivided by age groups (14 and 15 to 61-64) and Total Males/Females.

The large reduction, between mid-1947 and mid-1948, in the numbers of juveniles under 16 years of age was almost entirely due to the raising of the school-leaving age from 14 to 15, which had taken its full effect by mid-1948.

Among women, the decrease between 1947 and 1948 in the number under 16 years of age was largely counterbalanced by an increase in the number over 40 years of age. The number in the latter age-group was more than twice the number in 1937.

CALL-UP AND DEFERMENT OF 1929 AND 1930 CLASSES UNDER NATIONAL SERVICE ACTS

In an article in the December, 1948, issue of this GAZETTE (page 412) information was given about the position under the National Service Acts of men born in 1929 and the first half of 1930, with particular reference to the numbers whose call-up for service in the Armed Forces had been deferred.

Men born in 1929 and 1930 were registered under the National Service Acts at various dates between 7th December, 1946, and 4th December, 1948. Each man was informed by means of a

Regional Analysis

The analyses for 1937, 1947 and 1948 provided age-distributions of the insured population in the different Regions (or Divisions, as they were known in 1937) as well as for the country as a whole.

Table with 7 columns: Region, Aged 15-20, Aged 21-30, Aged 31-40, Aged 41-50, Aged 51 and over, Total. Rows for London and S.E., Eastern, Southern, etc., and Great Britain.

Comparison with the figures for 1947 that were published in the February, 1948, issue of the GAZETTE shows that the reduction in the numbers under 21, following the raising of the school-leaving age, was spread fairly evenly over all Regions, and that the increase in the number of men aged 21-30 as a result of releases from the Forces was also substantial in every Region.

For the purpose of the percentage analysis below, London and South-Eastern, Eastern, Southern and South-Western Regions have been combined to represent "South of England," the Midland and North-Midland Regions are described as "Midlands," and the East and West Ridings, North-Western and Northern Regions are grouped as "North of England."

Percentage of Total in each Area.

Table with 7 columns: Area, Aged 15-20, Aged 21-30, Aged 31-40, Aged 41-50, Aged 51 and over, Total. Rows for South of England, Midlands, North of England, etc., and Total.

In the case of males there is very little difference between the geographical distribution of the numbers in the various age-groups. The figures for females show slightly greater variations; the South of England and the North had larger proportions of the women in the higher age-groups than they had of those in the lower age-groups, while in the Midlands, Scotland and Wales the reverse was the case.

The total numbers of men of the 1929 and 1930 classes included in the analysis of 25th March were 297,000 and 296,500, respectively. Large numbers of both classes had already been posted to the Forces, and the remainder had either been medically

rejected for service, or were awaiting posting to the Forces, or had had their call-up deferred. The numbers in these various classes were as follows:—

	1929 Class	1930 Class
Posted to H.M. Forces or entered as volunteers	190,200	147,600
Found unfit for service in H.M. Forces	29,800	29,400
Available for H.M. Forces or awaiting medical examination	1,600	15,800
Applications for deferment of call-up under consideration	200	1,000
Call-up deferred:		
Apprentices	38,200	55,400
Agricultural workers	17,800	19,800
Coal mining workers	8,000	8,100
Seamen (see footnote * below)	3,000	3,100
Boys at school granted deferment to 31st July, 1949 (to take Higher School Certificate, etc.)	200	5,000
University students, student teachers, etc.	6,500	6,100
All others (including hardship postponements, "approved school" cases, etc.)	1,500	5,200
Total	297,000*	296,500

It should be noted that the men whose call-up for the Forces has been deferred have not yet been medically examined, and consequently it is not known how many of them are in fact unfit for service. The figures on the second line of the Table represent the "unfits" among those who have already been medically examined; they represent approximately 13 per cent. of the total number in that category in the 1929 class and about 15 per cent. of the number in the 1930 class. The slight increase in the percentage was due to the introduction, in the second half of 1948, of improved methods of medical examination and classification, which have resulted in a somewhat greater number being found unfit for service in the Forces.

In view of the pressing need for man-power in agriculture and coal mining, it is unlikely that the "deferred" men in those industries will be called up for the Forces so long as they remain in their present employment (men who enter coal mining before an enlistment notice is issued to them have their call-up deferred equally with those who were already in the industry).

The men included in the Table who are shown as having been granted deferment to 31st July, 1949, to take the Higher School Certificate or similar examination, will normally become available for call-up after termination of their deferment on 31st July, unless granted further deferment to continue their studies or to enter into an apprenticeship or other form of training.

The figures relating to the deferment of University students, etc., include men pursuing, or under consideration for, full-time courses for University degrees and qualifications of a similar standard, courses at Teachers' Training Colleges in Scotland, and also medical dental, etc., and theological and missionary training. The deferment position of students taking University degrees or qualifications of similar standard and medical, dental, etc., or higher technical courses is determined by Joint Recruiting Boards which have been established at all University Centres, and the vast majority (about 11,600) of the men in the above categories were students dealt with by these Boards. Applications for the deferment of students in full-time attendance at technical classes (other than those whose cases are considered by Joint Recruiting Boards) are dealt with by National Service Deferment Boards.

The statistics which were compiled on 25th March included an occupational analysis of the apprentices who had been granted deferment. The analysis shows that almost one-half of the total were in engineering and metal-working occupations, and nearly one-third of the total were in building occupations. The following Table shows the numbers in the principal occupations:—

	1929 Class	1930 Class
Building Occupations:		
Carpenters	4,794	7,004
Plumbers, Gas Fitters, etc.	2,496	3,526
Bricklayers	1,778	2,666
Painters and Decorators	1,481	2,779
Plasterers	324	593
Other Building Craftsmen	753	1,004
Engineering, Shipbuilding, etc., Occupations:		
Motor Mechanics, Fitters (not electrical), etc.	3,889	5,268
Toolmakers, Precision Fitters, etc.	3,816	5,082
Electrical Engineering Fitters, Erectors, etc.	2,394	2,805
Electricians, Wiremen, etc.	1,895	3,200
Millwrights, Maintenance Fitters (not electrical)	799	1,150
Turners	760	898
Vehicle Body Builders	607	997
Scientific Instrument Makers and Assemblers	477	770
Sheet Metal Workers, Tinsmiths	521	750
Shipwrights	522	672
Patternmakers	471	683
Platers	427	565
Iron and Steel Founders and Moulders	288	488
Welders, Burners, Cutters	209	236
Other Occupations:		
Draughtsmen, etc.	2,216	2,778
Men in training for professions and administrative, etc., posts in industry	2,820	3,563
Printers	723	1,056

Deferment under the provisions regarding apprenticeship is granted initially for a period of 12 months. Renewal of deferment will then be conditional on a report of satisfactory progress, showing that the apprentice is gaining full experience of his trade. If progress is satisfactory, deferment may be renewed for a further twelve months or until the date on which the apprenticeship is due to end, whichever is the shorter period. The number of apprentices who have obtained deferment in order to complete their training is

* The total of 297,000 for the 1929 class shows a reduction of 2,000 compared with the figure published in the December, 1948, issue of the GAZETTE. This is almost entirely due to a revision of the figure for seamen from 5,300 to 3,000.

substantially higher in the 1930 class than in the 1929 class. This does not necessarily mean that the total number of apprentices in the former class is greater than in the latter, but rather that an increasing number of young men prefer to adopt the course of completing their industrial training before entering the Forces.

RECONSTITUTION OF WAGES COUNCILS

Articles published in the April issue of this GAZETTE (page 129) and earlier issues referred to the reconstitution of certain Wages Councils by Orders made by the Minister of Labour and National Service under the Wages Councils Act, 1945. The Minister has made three further Orders under the Act, in respect of the Cotton Waste Reclamation Wages Council (Great Britain), the Aerated Waters Wages Council (Scotland) and the Tin Box Wages Council (Great Britain), which came into operation on 2nd May, 18th May and 24th May respectively. These Orders bring the constitution of the Councils into conformity with the provisions relating to the constitution of Wages Councils contained in the Act.

Copies of the Orders, which are entitled The Cotton Waste Reclamation Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 805), The Aerated Waters Wages Council (Scotland) (Constitution) Order, 1949 (S.I. 1949 No. 898 (S.53)), and The Tin Box Wages Council (Great Britain) (Constitution) Order 1949 (S.I. 1949 No. 941) can be purchased from H.M. Stationery Office, price 1d. net each (2d. post free).

AGRICULTURAL WAGES IN SCOTLAND

The Scottish Agricultural Wages Board made Orders on 2nd May, 1949, with effect from 23rd May, 1949, raising the statutory minimum and overtime rates of wages for male and female workers of all classes employed in agriculture in Scotland.

The Orders raise the minimum time rates for male general workers, 20 years and over, from 90s. a week to 94s. a week in all districts. For men employed as shepherds or in other specified classes of work, the rates previously in operation varied to some extent according to district and occupation. The Orders now specify two rates which are applicable in all districts. Adult shepherds are to receive a minimum rate of 104s. 3d. a week, an increase of 5s. 3d. or 6s. 3d. a week over the minimum rates formerly paid in most districts, while for grieves or stewards, stockmen, horsemen and tractormen the minimum rate is 102s. 3d., an increase of 3s. 3d. or 4s. 3d. a week over the minimum rates previously payable to a large proportion of these workers. For men employed by the day or hour or as part-time workers the minimum hourly rate is raised from 1s. 10½d. to 2s. 1d. The minimum differential rates for overtime are advanced from 2s. 4d. an hour to 2s. 6d. for ordinary week-day overtime, and from 2s. 10d. to 3s. for overtime employment on Saturday after noon and on Sunday. The corresponding rates for youths and boys are increased in most cases by amounts varying according to age.

For female general workers, 21 years and over, the Orders fix a weekly minimum rate of 70s. 6d. in all districts in place of the previous minimum of 67s. 6d. For women employed as stockwomen, horsewomen, tractorwomen, poultry women or dairymaids, the previous minimum rate of 75s. 6d. is raised to 78s. 9d. The minimum hourly rate for adult women employed by the day or hour or as part-time workers is increased from 1s. 5½d. to 1s. 7d. The minimum differential rates for overtime are advanced from 1s. 9d. to 1s. 10½d. an hour for ordinary week-day overtime, and from 2s. 2d. to 2s. 3d. an hour for overtime employment on Saturday after noon and on Sunday. The corresponding rates for female workers under 21 years of age are increased in most cases by amounts varying according to age.

The Orders incorporate revisions in the different districts of the values assigned to many of the benefits and advantages which may be reckoned as payment of wages in lieu of payment in cash. The hours of work in respect of which the minimum rates are payable remain unaltered. As regards holidays with pay, the provisions in previous Orders are unchanged, except for consequential increases in the rates of holiday remuneration.

NURSES' SALARIES AND CONDITIONS OF SERVICE

The Nurses and Midwives Council of the Whitley Council for the Health Services (Great Britain) have announced increased salaries for ward sisters, charge nurses, staff nurses and enrolled assistant nurses employed in general hospitals in Great Britain. The increases come into force immediately, with retrospective effect to 1st February, 1949.

Hitherto the remuneration of the female resident nursing staff has consisted of a salary and of certain emoluments, including board residence, personal laundry, and the use and laundering of uniform. The estimated value of the emoluments has varied according to grade and has been taken into account for superannuation purposes. For the male staff the remuneration has been on a non-resident basis, with provision for the employing authorities to supply and launder uniform free of charge.

The new salary scales include the value of the emoluments and are the same for resident and non-resident staffs. Resident nurses will therefore be called upon to make a payment for board and lodging and other services provided by the hospital. Ward sisters and charge nurses will pay £130 a year and staff nurses and enrolled assistant nurses £120, while non-resident nurses will pay

£20 a year for meals on duty and the use and laundering of uniform. The full cash salary is assessable for income tax.

For ward sisters the new scale for staff employed in Great Britain starts at £375 a year and rises by seven annual increments of £15 and one increment of £20 to £500. The old scale in England and Wales was £180 to £260, and the value of the emoluments was estimated at £120 a year. In Scotland separate salary scales were in operation, but they did not differ materially from those in operation in England and Wales. For female staff nurses the new scale starts at £315 and rises by eight annual increments of £12 10s. to £415, while the old scale was £140 to £200 with emoluments of £100. The new scale for female enrolled assistant nurses commences at £285 and rises by eight annual increments of £12 10s. to £385, the old scale being £120 to £170 with emoluments of £100.

Male charge nurses in Great Britain now have a scale starting at £385 a year and rising by seven annual increments of £15 and one increment of £10 to £500. Previously, if employed in any part of England and Wales outside the Metropolitan Police District, they had as non-residents a weekly salary scale starting at 120s. and rising to 146s. Slightly higher rates were paid in Scotland, in the Administrative County of London and in the outer parts of the Metropolitan Police District. The new scale for male staff nurses starts at £325 a year and rises by eight annual increments of £12 10s. to £425. Previously, the provincial scale in England and Wales was from 100s. to 120s. a week. For male enrolled assistant nurses the new scale is from £300 by eight annual increments of £12 10s. to £400. Their former scale was 92s. a week to 112s.

The Council announce that a review of the salaries of comparable grades in all other hospitals in the National Health Service, including mental nurses and midwives, will follow.

PAY AND CONDITIONS IN THE POLICE SERVICE

The recommendations made in the Report of the Committee on Police Conditions of Service, Part I (see page 162 of the May issue of this GAZETTE), have been accepted by the Government and the proposed operative date is 1st July, 1949. The effect of the major recommendations on police pay, and the provisions made to give effect to the Committee's recommendations as regards pensions are summarised in a Command Paper ("Statement on Pay and Conditions of Service of Police") presented to Parliament by the Secretary of State for the Home Department and the Secretary of State for Scotland. The Paper (Cmd. 7707) has been published by H.M. Stationery Office, price 3d. net (4d. post free).

WORKING HOURS IN THE COAL MINING INDUSTRY

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

The operation of the relevant sections was suspended by the Coal Mines Regulation (Suspension) Orders, 1947 and 1948, for periods of which the second expired on 30th April, 1949 (see the issue of this GAZETTE for June, 1948, page 195). A further Order was made by His Majesty in Council on 29th April, which further suspends the operation of these sections of the Act, in so far as it applies to coal mines, for the period from the expiry of the previous Order to 30th April, 1950.

Copies of the new Order, which is entitled The Coal Mines Regulation (Suspension) Order, 1949 (S.I. 1949 No. 841), can be obtained from H.M. Stationery Office, price 1d. net (2d. post free).

SUPERANNUATION SCHEMES AND NATIONAL SERVICE

An Order in Council made on 31st May declares 30th May, 1949, to be the date on which the "present emergency" which was the occasion of the passing of the Superannuation Schemes (War Service) Act, 1940, came to an end.

This Act (a review of which was published in the issue of this GAZETTE for July, 1940, page 185) enabled trustees and other persons concerned with the administration of superannuation schemes to make provision for preserving the superannuation rights of workers who "during the period of the present emergency" left their peace-time employment for service in the Forces or to take up employment certified by the Minister of Labour and National Service to be "employment for war purposes." Among the employments so certified at various times during the war were employment in the mercantile marine, whole-time service in a Government Department, coal mining, building and civil engineering, gas and water supply, and full-time employment in the Civil Defence Services.

The authority given by the Act of 1940 is no longer given in respect of persons undertaking "employment for war purposes" or joining the Forces as volunteers. For the benefit, however, of men called up under the National Service Acts and those required to take work as a condition of registration as conscientious objectors, the provisions of the 1940 Act are continued by Section 1 (6) of the Superannuation (Miscellaneous Provisions) Act, 1948.

Copies of the Order, which is entitled The Superannuation Schemes (War Service) (End of Emergency) Order, 1949 (S.I. 1949 No. 1053), may be purchased from H.M. Stationery Office or through any bookseller, price 1d. net. (2d. post free).



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GOVERNMENT OF INDIA

THE INDIAN LABOUR YEAR BOOK 1947-48



This book is the second issue of an annual publication prepared by the Labour Bureau of the Government of India. It runs to 296 pages and contains 99 statistical tables. It comprises 14 chapters and 5 appendices. The subjects dealt with include employment, labour legislation, labour policy and administration, industrial relations, wages and earnings, cost and standard of living, health and safety, education, housing and welfare, women in industry, agricultural labour, seamen, Indian labour overseas, India and the International Labour Organisation, etc.

Copies may be obtained from the High Commissioner for India, Publications Branch, India House, Aldwych, London, W.C.2. Price 9s. 6d., post free.

FACTORY MEDICAL SERVICES

At the suggestion of a Sub-Committee of the Industrial Health Advisory Committee of the Ministry of Labour and National Service, a special survey has recently been undertaken of Factory Medical Services in Great Britain. Detailed enquiries were made by Factory Inspectors in every district, with the object of collecting more comprehensive and precise information than was previously available as to the character and extent of existing medical services in different kinds of factory; and as to the number of doctors

engaged in such work and the proportion of their time which they devote to it.

Although the facts cannot be presented with precise statistical accuracy, it is considered that the information in the first Table below indicates the general extent to which various kinds of medical service are being rendered in factories of different sizes. A single factory may be included opposite several (or even all) of the items in column 1 of the Table.

Factories with Medical Services other than Statutory Examination of Young Persons for Certificates of Fitness (Great Britain)

	Factories* with					Total
	Less than 26 workers	26-50 workers	51-100 workers	101-250 workers	Over 250 workers	
Number of factories in Great Britain	202,868	18,207	10,475	7,335	4,884	243,769
Number of factories with definite arrangements for medical services (other than statutory examinations of young persons) of one or more of the kinds indicated below	845 (0.42)	453 (2.48)	433 (4.13)	750 (10.23)	2,018 (41.32)	4,499 (1.85)
Kinds of medical services in these factories:						
General medical supervision over health of employees, including, e.g., study of sickness records, working conditions, and advice to the firm on questions of factory hygiene.	230 (0.11)	137 (0.75)	223 (2.13)	418 (5.70)	1,527 (31.06)	2,525 (1.04)
Supervision of first aid or ambulance room services	261	145	220	391	1,494	2,511
Periodical medical examination (whether compulsory or not) of particular groups of workers, e.g., those in employments with special health risks.	545 (0.27)	297 (1.63)	200 (1.91)	311 (4.24)	921 (18.86)	2,274 (0.93)
Periodical medical examination of all workers:						
At factory	27	13	20	50	119	229
At doctor's surgery	4	1	4	3	6	18
Examination of new entrants and applicants for employment:						
At factory	76	71	124	253	1,034	1,558
At doctor's surgery	76	17	20	32	80	225
Examination of workers returning after illness:						
At factory	46	46	83	184	800	1,159
At doctor's surgery	68	7	11	21	34	141
Other kinds, except statutory examinations of young persons	48	36	69	119	465	737

*The figures in brackets are percentages of the total number of factories.

Statutory examinations of young persons for certificates of fitness, which are compulsory in factories generally, have been excluded from this Table, but periodical medical examinations of particular groups of workers in employments with special health risks have been taken into account, whether legally compulsory or not. They are compulsory only in the case of some categories of workers in some factories, and it is difficult to draw a clear line between compulsory and voluntary periodic examinations of this kind.

Small Factories The extent to which periodical medical examinations are made in small factories is largely accounted for by the fact that many small factories have compulsory medical examinations for chrome plating workers. As regards the other figures, the small factories in question are very largely either (a) small factories of large industrial concerns whose medical services cover their small works as well as their large ones, or (b) small factories of commercial concerns with medical services for their staffs generally.

Group Services There appear to be only three instances at present of schemes of factory medical services for groups of small independent factories, as distinct from groups of factories run by large or closely associated concerns. These three instances are at the Trading Estates at Slough, Bridgend and Hillington respectively. The Slough scheme covers 113 factories, of which 33 employ less than 26 workers; the Bridgend scheme covers 39 factories, of which 15 employ less than 26 workers; and the Hillington scheme covers 126 factories, of which 69 employ less than 26 workers, but the services rendered in ten of the factories appear to be of a more comprehensive kind than in the others. The services rendered by these centres are included in the figures in the Table above.

Industries The Inspectors were asked whether, in their Districts, there are any industries which predominantly stand out as having factories with arrangements for medical supervision beyond legally compulsory medical examinations. The replies in most cases were in the negative; but it would seem that, taking the country as a whole, the following are prominent: Dockyards and other factories occupied by the Admiralty, Royal Ordnance Factories, aircraft industry, shipbuilding, iron and steel manufacture, metal tube industry, chemicals (particularly at factories occupied by Imperial Chemical Industries Ltd.), tobacco and cigarette industry, electric cables and large electrical manufacturing undertakings, and cotton spinning. The returns do not cover the special medical centres for dock workers established at some important ports, the services at which are of a somewhat different character from ordinary industrial medical services.

Cases included under "Examinations of workers returning after illness" often include only medical examination after substantial illness or interviewing by a nurse.

MEDICAL SERVICES INQUIRY

On 1st June the Prime Minister stated in the House of Commons that the Government had recently been considering the relationship between the National Health Service and the various health services at present provided in industry which make a call on medical man-power. He pointed out that, in order to secure that the country's limited medical resources were used to the best advantage and with due regard to economy, it was essential that these services should be organised in such a way as to ensure

that there was no duplication or misdirection of effort. With the object of advising the Government on this matter, he had therefore appointed a Committee, whose members were drawn from the industrial field, including both the management and the trade union sides, and various branches of the medical profession, with Judge E. T. Dale as Chairman. In announcing the formation of the Committee, the Prime Minister suggested to all branches of industry that substantial further development of industrial health

Number of Doctors with whom Arrangements have been made for Factory Medical Services (Great Britain)

Amount of time given by the Doctor to such services (irrespective of whether the services are statutory or not), including statutory examinations of young persons	Number of Doctors who hold appointments as Appointed Factory Doctors (or "Appointed Surgeons")	Number of Doctors who are not Appointed Factory Doctors
Whole time	53	186
Substantial (more than 12 hours a week on the average) but less than whole time	94	111
Moderate (between 3 and 12 hours a week on the average)	245	406
Occasional (3 hours or less)	1,397	584
Totals	1,789	1,287

NATIONAL INSURANCE

Treatment of Agricultural Training Courses for National Insurance Purposes

The National Insurance Advisory Committee have been asked to consider and report upon the preliminary draft of Regulations affecting insured persons attending Government-sponsored agricultural training courses. The Regulations would, for the purposes of continuity of insurance, bring the treatment of these persons into line with that now accorded to those attending courses sponsored by the Ministry of Labour and National Service.

Copies of the preliminary draft of these Regulations, which are entitled The National Insurance (Unemployment and Sickness Benefit) Amendment Regulations, 1949, can be purchased from H.M. Stationery Office, or through any bookseller, price 1d. net (2d. post free). Written objections to the Regulations, by or on behalf of persons affected, were required to be sent before 14th June to the Secretary, National Insurance Advisory Committee, 6, Curzon Street, London, W.1.

Members of H.M. Forces

The National Insurance Advisory Committee were asked to report on the preliminary draft of the National Insurance (Members of the Forces) Regulations, 1948 (see the issue of this GAZETTE for July, 1948, page 229). In their Report, which has been published as a House of Commons Paper (No. 158, Session 1948-49), the Committee approved the draft submitted to them subject to certain recommendations.

All the recommendations of the Committee were accepted and on 6th May the National Insurance Joint Authority, in conjunction with the Treasury, made the National Insurance (Members of the Forces) Regulations, 1949 (S.I. 1949 No. 875). Apart from incorporating these recommendations and from drafting amendments, the new Regulations reproduce the provisions of the preliminary draft. These Regulations, which came into operation on 11th May, replace the National Insurance (Members of the Forces) Provisional Regulations, 1948 (see the July, 1948, issue of this GAZETTE, page 229) and modify the provisions of the National Insurance Act, 1946, in their application to certain persons who are or have been members of any of His Majesty's Forces. For this purpose, some organisations in which persons serve under the control of the Admiralty, Army Council or Air Council are deemed to form part of those Forces. Provision is made in the Regulations for a reduction of the weekly contributions and Exchequer supplement otherwise payable and for other matters relating to contributions, benefits and finance. The Regulations also contain provisions relating to persons who, for the purposes of the Act, are to be treated as belonging to Northern Ireland.

Copies of the Report and Regulations may be purchased from H.M. Stationery Office, price 2d. net each (3d. post free).

Contributions for Harvest Workers and Hop-Pickers

The National Insurance Advisory Committee have been asked to consider and report on the preliminary draft of Regulations concerning the occasional employment in harvesting (including the gathering of flowers, fruit or vegetables), or in tending, training or picking of hops, of persons not ordinarily employed in agriculture (including horticulture and forestry). The effect of the draft Regulations is that the ordinary Class 1 national insurance contributions (shared by employer and employee) will not then be payable. Instead, the workers, provided they normally pay contributions, will be liable to pay a contribution at the Class 3 (non-employed) rate unless, exceptionally, they are ordinarily self-employed persons, in which case they will continue to pay at the Class 2 rate. The Regulations concern only contributions under the National Insurance Act. The ordinary contributions under the industrial injuries scheme remain payable.

Copies of the preliminary draft of these Regulations, which are entitled The National Insurance (Classification) Amendment Regulations (No. 2), 1949, can be purchased, from H.M. Stationery Office or through any bookseller, price 1d. net (2d. post free). The Committee will consider written objections to the draft if sent before 5th July to the Secretary, National Insurance Advisory Committee, 6, Curzon Street, London, W.1.

SOCIAL SERVICES (AGREEMENT) ACT (NORTHERN IRELAND), 1949

The Social Services (Agreement) Act (Northern Ireland), 1949,* which received the Royal Assent on 22nd March, confirms and gives effect as from 5th July, 1948, to an agreement made on 11th February, 1949, between the Treasury of the United Kingdom and the Ministry of Finance for Northern Ireland with a view to assimilating the burdens on the Exchequers of the United Kingdom and of Northern Ireland in respect of certain social and allied services. The Act supersedes the Unemployment and Family Allowances (Agreement) Act (Northern Ireland), 1946 (see the issue of this GAZETTE for January, 1947, page 12).

The agreement required confirmation by Acts of the Parliaments of both countries before it became operative. As regards the United Kingdom, confirmation was given by the Social Services (Northern Ireland Agreement) Act, 1949 (see the article on page 131 of the April GAZETTE, in which also a summary of the agreement was given).

* 13 Geo. 6. Ch. 3. H.M. Stationery Office; price 3d. net (4d. post free).

SAFETY IN MINES RESEARCH IN 1947

The 26th Annual Report on Safety in Mines Research, covering the year 1947, has been published by H.M. Stationery Office, price 2s. net (2s. 2d. post free). This Report is the first to be issued since the work of the Safety in Mines Research Board was transferred to the Ministry of Fuel and Power early in 1947 under the Coal Industry (Nationalisation) Act, 1946, and may be regarded as in continuance of the series of Reports issued by the Board over a period of some 25 years.

The Report states that, under the re-organisation necessitated by the transfer, the Mining Equipment Testing Station, Sheffield, the Flameproof Testing Station, Buxton, and the Dust Control Laboratory, Sheffield, were incorporated into the Research Stations, and that provision was made for a mechanical engineering section, which has begun research on problems connected with the safe use of Diesel locomotives in coal mines. Research and testing in relation to safety in mines, together with the chemical and physical side of the pneumoconiosis problem, were thus combined under one direction responsible to the Minister of Fuel and Power. The subject of strata control and support of workings, which has an important economic as well as a safety side, was, however, passed to the National Coal Board, who took over and assimilated the research staff concerned with these problems. The Ministry continue to have a group of special inspectors who make their own investigations in the mines and maintain close contact with the Board's research work.

The Report refers briefly to the work of the Safety in Mines Research Board during past years and acknowledges the valuable services of the Governing Committee, which acted on behalf of the Board during the war and after, and of the various District and Advisory Committees.

With the object of co-ordinating research on safety in mines, the Report states, informal discussions were held with representatives of the National Coal Board with a view to mutual assistance and the avoidance of unnecessary overlapping in subjects of common interest. Co-operation was maintained during the year with the British Electrical and Allied Industries Research Association and with the Ministry of Supply. Informal arrangements were made with the Director of the Fire Research Organisation for the early exchange of knowledge. Co-operation with foreign stations engaged in safety in mines research continued to be active, notably with the United States, France, Belgium, Holland and Poland.

The Report presents a detailed summary of the progress made on the work in hand during 1947, which included research on coal dust explosions; electrical problems; mine gases; mining explosives and shotfiring; roof control and supports; winding and haulage gear; metallurgical examinations of defective mining equipment; the safe use of Diesel locomotives underground; dust investigation; testing of mining equipment; and the design and development of apparatus.

FATAL ACCIDENTS AT MINES AND QUARRIES IN 1948

The Ministry of Fuel and Power have issued a Provisional Statement of the number of deaths by accidents at mines and quarries in Great Britain, together with the Isle of Man, during 1948, which has been published by H.M. Stationery Office, price 2d. net (3d. post free).

The Statement shows that, in all, 521 persons were killed by accidents which occurred in 1948 at mines under the Coal Mines Act, 1911, and the Metalliferous Mines Regulation Act, 1872, and at quarries. The corresponding figures in 1947 and 1946 were 671 (revised figure) and 590.

At mines under the Coal Mines Act (i.e., mines of coal, stratified ironstone, shale and fireclay), the number of fatal accidents reported during 1948 was 467, compared with 618 (revised figure) in 1947 and 543 in 1946. Of the total for 1948, 243 fatal accidents were caused by falls of ground, 128 occurred in connection with haulage and transport, 17 were due to gases, coal dust and fires, and 79 had other causes. The only increases under the main headings of accident causation were in falls of roof at face, which rose from 159 in 1947 to 184 in 1948, and in accidents occurring underground from miscellaneous causes, which rose from 40 to 48. Falls on roads were fewer by 33 per cent. and shaft accidents by 16 per cent. On a provisional calculation, the fatal accident rate fell to a new low level of 0.26 per 100,000 man-shifts worked, compared with 0.34 in 1947 and the previous low record of 0.30 in 1945 and 1946.

At mines under the Metalliferous Mines Regulation Act and at quarries there were 54 fatal accidents during 1948, compared with 53 in 1947 and 47 in 1946.

INTERNATIONAL LABOUR ORGANISATION

32nd Session of International Labour Conference

The 32nd Session of the International Labour Conference, at which the United Kingdom is represented, opened in Geneva on 8th June. The delegates representing H.M. Government are Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Deputy Secretary, Ministry of Labour and National Service, and United Kingdom Government representative on the Governing Body of the International Labour Office, Mr. William Taylor, C.B., Under Secretary, Ministry of Labour and National Service, and Mr. Mark Dalcour Tennant, Assistant Secretary, Ministry of Labour and National Service (adviser and substitute delegate). Sir John Forbes Watson, K.C.M.G., Director of the British Employers' Confederation and Vice-Chairman of the Governing Body of the International Labour Office, is the delegate representing the employers, and Mr. Alfred Roberts, O.B.E., General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives, member of the General Council of the Trades Union Congress, and member of the Governing Body of the International Labour Office, is the delegate representing the workers. The delegates are accompanied by 37 other advisers, 16 for the Government, 11 for the employers' and 10 for the workers' representatives. The agenda of the Conference is as follows:—

- I. Director-General's Report.
- II. Financial and budgetary questions.
- III. Reports on the application of Conventions.
- IV. Application of the principles of the right to organise and to bargain collectively (second discussion).
- V. Industrial relations, comprising collective agreements, conciliation and arbitration, and co-operation between public authorities and employers' and workers' organisations (first discussion).
- VI. Labour clauses in public contracts (second discussion).
- VII. Protection of wages (second discussion).
- VIII. Wages, general report.
- IX. Vocational guidance (second discussion).
- X. Revision of the Fee-Charging Employment Agencies Convention, 1933.
- XI. Migration for employment; revision of the Migration for Employment Convention, 1939, the Migration for Employment Recommendation, 1939, and the Migration for Employment (Co-operation between States) Recommendation, 1939.
- XII. Partial revision of the following Conventions, in respect of the questions specified:—

- (1) The Social Security (Seafarers) Convention, 1946 (No. 70), in respect of the amount and duration of allowances (Article 3, para. 2).
- (2) The Paid Vacations (Seafarers) Convention, 1946 (No. 72), in respect of: (a) continuous service (Article 3, para. 1), and (b) subsistence allowances (Article 5, para. 2).
- (3) The Accommodation of Crews Convention, 1946 (No. 75), in respect of: (a) variation of the provisions of the Convention concerning experimental ships (Article 1); (b) ventilation of crew quarters (Article 7, para. 3); (c) maximum number of ratings in sleeping rooms (Article 10, para. 10); (d) arrangement of berths in tiers (Article 10, para. 14); and (e) application of the Convention to existing ships (Article 18).
- (4) The Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76), in respect of: (a) consistent working of overtime (Article 18, para. 1) and (b) period for denunciation of the Convention (Article 27).
- (5) Substitution, for the standard articles of the existing Conventions, of standard articles corresponding to those to be included in the other Conventions at the 32nd Session of the Conference.

At the first meeting of the Session, Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., the United Kingdom Government representative, was unanimously elected President of the Conference.

Third Session of Coal Mines Industrial Committee

As indicated on page 132 of the issue of this GAZETTE for April, 1949, the Coal Mines Committee set up by the Governing Body of the International Labour Office held its third session in Pittsburgh, Pennsylvania, from 20th to 30th April, 1949. Three representatives of the Governing Body were present and delegations attended from Belgium, Canada, France, India, the Netherlands, Poland, the United Kingdom, the United States of America, the Union of South Africa and Turkey, all except the last-named being tripartite. The list of observers included the United Mineworkers of America, Japan, the United Nations, the Miners' International Federation and the World Federation of Trade Unions. Mr. L. E. Troclet of Belgium, one of the representatives of the Governing Body, was elected Chairman, and Mr. Koenig (United States Employers) and Mr. Kennedy (United States Workers), Vice-Chairmen.

A full discussion of the General Report submitted by the Office took place and the following action was taken on the three specific subjects on the agenda:—

- (1) *Hours of Work in Coal Mines.*—A Resolution was adopted by 45 votes to 4 that Convention No. 46 limiting hours of work in coal mines as revised in 1935 should be the subject of revision and that the Office should develop, on the basis of an enquiry, a draft of a revised Convention which the Governing Body should be recommended to place on the agenda of the next session of the Coal Mines Committee.
- (2) *Re-training of Physically Incapacitated Miners.*—A Resolution was adopted unanimously that the re-training of physically incapacitated mine workers should be organised; that during or at the end of medical treatment vocational guidance tests should be given; that those who can be re-employed in the mining industry should be provided with technical and practical re-training; that a list of work suitable for the disabled in the industry should be drawn up locally by the mine operators' and the workers' organisations; and that in the various countries there should be established such industries as may afford the maximum possibilities of work suitable for disabled mine workers.
- (3) *Protection of Young Workers Employed Underground in Coal Mines.*—Five Resolutions were adopted. The first dealt with the age of entry and recommended that all young workers seeking a career in the industry should receive vocational guidance and training during the period between school-leaving and the age of admission to full daily underground work in coal mines. This was adopted unanimously; but 21 votes to 16 were in favour of this age being not less than 16 years, and 17 votes to 15 in favour of it being not less than 17 years, and this result will be reported to the Governing Body. The other Resolutions, which were all adopted unanimously, dealt with medical examination on entry and periodically; night work; weekly rest and holidays with pay; and registers and records covering young workers in coal mines.

In addition to the subjects upon the agenda, a Resolution proposed by the Government Delegate of the United States of America, urging the desirability of the standardisation of statistics concerning the coal mining industry, was passed unanimously. Another Resolution proposed by the Government Delegates of France and Belgium inviting the Governing Body to arrange for a study of productivity in coal mining and to include the subject on the agenda of the next session of the Coal Mines Committee, was carried by 25 votes to 15 with 9 abstentions.

Proposed Government Action on Conventions and a Recommendation adopted by the International Labour Conference

The Minister of Labour and National Service has recently presented to Parliament two Command Papers indicating the action proposed by His Majesty's Government in the United Kingdom of Great Britain and Northern Ireland on Convention No. 87, concerning Freedom of Association and Protection of the Right to Organise, and Convention No. 88 and Recommendation No. 83, concerning the Organisation of the Employment Service, adopted by the International Labour Conference at its 31st Session (see the issues of this GAZETTE for October, 1948, page 346, and March, 1949, page 96). These Papers (Cmd. 7704 and Cmd. 7703, respectively) have been published by H.M. Stationery Office, price 1d. net each (2d. post free).

Convention No. 87, concerning freedom of association and protection of the right to organise, sets out certain principles concerning freedom of association as a basis for international regulation of the subject. The Command Paper states that the law in Great Britain is in accordance with the requirements of the Convention and that His Majesty's Government propose to ratify the Convention, in respect of Great Britain only.

States which ratify Convention No. 88, concerning the organisation of the employment service, are required to maintain or ensure the maintenance of a free public employment service. The Convention contains detailed provisions as to the duties and structure of such a service, and lays down certain broad principles by which the service should be guided in its operations. The organisation of the public employment service in the United Kingdom accords with the provisions of the Convention and His Majesty's Government therefore propose to ratify it.

Recommendation No. 83 is supplementary to Convention No. 88 and defines in greater detail the methods and principles by which the free public employment service should be organised. His Majesty's Government subscribe to the provisions of this Recommendation with one reservation. On the question of submitting workers to employment, paragraph 12 of the Recommendation lays down, *inter alia*, that the service should observe strict neutrality in the case of employment available in an establishment where there is a labour dispute affecting such employment, and that it should not refer workers to employment in respect of which the wages or conditions of work fall below the standard defined by law or prevailing practice. In regard to these types of vacancy the policy of His Majesty's Government is defined in the Employment and Training Act, 1948 (see the issue of this GAZETTE for April and August, 1948, pages 114 and 263), which provides that "no

person shall be disqualified or otherwise prejudiced on account of his refusal to accept employment found for him through an exchange if the ground of his refusal is that a trade dispute which affects his trade exists or that the wages offered are lower than those current in the trade in the district where the employment is found". With regard to vacancies whose conditions appear to contravene the law, the instructions under which the Employment Exchanges work are that an employer notifying such a vacancy should be given the opportunity of clarifying the matter or of removing the offending conditions. If this is not done, no steps

are taken to fill the vacancy. These arrangements are in full accordance with paragraph 12 of the Recommendation. With regard to vacancies where the wages or conditions are below the prevailing practice, however, His Majesty's Government are satisfied that it would be administratively impracticable to ensure that submissions are not made in such cases, and they consider that the existing rule that a worker shall not be prejudiced by refusing to accept such vacancies is adequate. It is accordingly proposed to make a reservation on this point. Apart from this, His Majesty's Government propose to accept the Recommendation.

LABOUR OVERSEAS

Labour and Trade Union Organisation in the Federation of Malaya and Singapore

At the request of the Malayan Governments, the Secretary of State for the Colonies appointed a trade union mission in January, 1948, to enquire into the situation of labour and the trade unions in Malaya, and to give such guidance as was possible to both the Governments and the trade unions and to make a Report. The members of the mission were Mr. S. S. Awbery, M.P., J.P., and Mr. F. W. Dalley. They have submitted their Report to the Secretary of State for the Colonies, and it has been published by H.M. Stationery Office under the title "Labour and Trade Union Organisation in the Federation of Malaya and Singapore" (Colonial No. 234), price 5s. net (5s. 2d. post free).

The Report discusses briefly the general background both of the Federation of Malaya and of Singapore, and points out that the variety of race, religion and culture which marks the population, combined with a large measure of illiteracy, makes administration and trade union organisation much more difficult than in a homogeneous society.

The Report then reviews wages and conditions of employment in Malaya, the different industries of the area, education and social welfare, housing and the cost of living. It discusses briefly the origin and general background of individual trade unions and federations of trade unions, their position prior to the war, the effect of the Japanese Occupation and of the British Military Administration on the trade unions and workers, and the present day position.

Other sections of the Report give some information about the functions of the Government Departments specially concerned with trade unions and conditions of employment; describe the need for the development of adult education; and discuss the relations of the trade unions to politics.

In summarising their conclusions and recommendations the mission state that the trade union position was nearly as good as they had hoped and better than they had feared. It was to the credit of the Administrations and a tribute to the good sense of the majority of the population that, in so short a time, so much should have been accomplished towards restoring and maintaining order, rehabilitating industry and improving the health and conditions of the workers with so little restriction of personal liberty. They consider that some of the trade unions, particularly the old established ones, have a good grasp of essentials and are organised on sound lines. The majority, however, are stated to be immature. The members know little of trade unionism, some of them being exploited by the unscrupulous. They are apt to look on the strike as the only trade union weapon, partly, however, because of the

lack of effective collective bargaining machinery. Much educational work is required among trade union officials and the ordinary members. Negotiating and conciliation machinery needs to be built up and supplemented by National Tribunals to which important issues should be referred when agreement between employers' and workers' organisations cannot be reached. The mission also recommend that Government Departments and large firms should consider appointing welfare and personnel officers. There is a great need for housing schemes and for the further development of adult education.

Statistical tables showing the labour population by races, and wages and hours of work, are contained in Appendices to the Report.

Work Injuries in the United States in 1948

An article giving preliminary estimates of the number of work injuries in the United States of America during 1948 was published by the Bureau of Labor Statistics of the United States Department of Labor in the March issue of the journal *Monthly Labor Review*. The number of disabling work injuries in 1948 was estimated by the Bureau as about 1,960,000, or nearly 5 per cent. less than the total of 2,059,000 in 1947. The improvement was ascribed to the absence of any major disaster and to the decrease in the injury rates of the manufacturing, mining, rail transport and a number of other industries. Fatalities decreased by about 3 per cent., from 17,000 in 1947 to 16,500. Permanent partial disabilities decreased by 7 per cent., and temporary total disabilities by 4.7 per cent. Permanent total disabilities numbered approximately 1,800, or about the same as in 1947. Actual time lost during 1948 through work injuries which occurred in the year was estimated at about 41,000,000 man-days, or the equivalent of a year's full-time employment of approximately 135,000 workers.

The only industry group in which a major increase in the numbers of work injuries was reported was construction. This increase was stated to be accounted for by a considerable expansion in employment as well as by a rise in the injury rate. It was pointed out that a large increase in total injuries is often associated with an expanding industry, particularly when the expansion has reached the limit of the supply of skilled workers. There was an encouraging improvement in the safety record in coal mining. The number of fatalities in bituminous coal mines in 1948 was the fourth lowest on record, and in anthracite mines the second lowest. The 1948 fatality rates, which are based on the number of deaths for each million tons mined, for both anthracite and bituminous coal mining were the lowest since 1910. In manufacturing industries a substantial improvement in the injury frequency rate was reported, and although employment increased slightly the total number of injuries decreased by approximately 13 per cent.

Recent Publications relating to Industrial Health

STUDIES IN AIR HYGIENE by R. B. Bourdillon, O. M. Lidwell and J. E. Lovelock, with others. (1949)
Special Report Series No. 262. 7s. 6d. (8s.) \$2.35

INDUSTRIAL FLUOROSIS: A Study of the Hazard to Man and Animals near Fort William, Scotland. (1949).
Memorandum No. 22. 4s. (4s. 4d.) \$1.30

THE RECORDING OF SICKNESS ABSENCE IN INDUSTRY (A Preliminary Report). By a Sub-Committee of the Industrial Health Research Board. (1944)
Industrial Health Research Board Reports No. 85. 4d. (5d.) 15c.

Government Publications: Sectional List No. 12 (1948). Publications of the Medical Research Council and Industrial Health Research Board. *Free of charge.*

Prices in brackets include postage.

H.M. STATIONERY OFFICE

York House, Kingsway, London, W.C.2 (Post Orders: P.O. Box No. 569, London, S.E.1); 13a Castle Street, Edinburgh, 2; 39 King Street, Manchester, 2; 2 Edmund Street, Birmingham, 3; 1 St. Andrew's Crescent, Cardiff; Tower Lane, Bristol, 1; 80 Chichester Street, Belfast; or through any bookseller

Also from BRITISH INFORMATION SERVICES, 30 ROCKEFELLER PLAZA, NEW YORK 20, N.Y.

EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment in Great Britain in April

(Note.—The man-power statistics on which this report is based are derived from the administration of the national insurance schemes and from returns from employers. An article describing the differences between this new series of statistics and the old series was given on page 40 of the February issue of this Gazette.)

GENERAL SUMMARY

It is estimated that the total working population* increased during April by 43,000 (3,000 men and 40,000 women). The increase was mainly due to school-leavers entering the employment field during the month.

The size of the Forces was reduced during April by 7,000 to a total of 778,000. The estimated number of men and women on release leave decreased during the month from 39,000 to 22,000. The number of unemployed persons registered for employment at 9th May, 1949, was 304,200, compared with 324,900 at 11th April. The May figure represented about 1.5 per cent. of the total number of employees insured under the national insurance schemes, compared with 1.6 per cent. in April.

The total number in civil employment (industry, commerce and services of all kinds) increased by 89,000 (40,000 men and 49,000 women) during April.

The number employed in the basic industries increased slightly during April by 5,000, including a rise of 4,000 in agriculture. There was a decrease of 300 in the number of workers on colliery books during April.

The number employed in the manufacturing industries increased during April by 24,000 (10,000 men and 14,000 women). There were increases of 9,000 in clothing, 8,000 in food, drink and tobacco and 5,000 in textiles. Employment in metals, engineering and vehicles fell slightly by 3,000.

The number estimated to be employed in building and contracting increased by 12,000 during the month.

In the distributive trades there was an increase of 19,000 during April. Employment in professional, financial and miscellaneous services increased by 21,000 and in public administration by 8,000 during the month.

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

GENERAL MAN-POWER POSITION

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

New Series*	Thousands				
	Mid-1948	End-1948	End-March, 1949	End-April, 1949	Change during April, 1949
Total Working Population*					
Men	16,057	16,069	16,053	16,056	+3
Women	7,089	7,116	7,111	7,151	+40
Total	23,146	23,185	23,164	23,207	+43
H.M. Forces and Women's Services					
Men	807	774	750	744	-6
Women	39	34	35	34	-1
Total	846	808	785	778	-7
Men and Women on Release Leave who have not yet taken up employment					
Registered Unemployed .. .	92	18	39	22	-17
Persons in Civil Employment .. .	282	348†	332†	310†	-22
Men	14,945	15,019	15,019	15,059	+40
Women	6,981	6,992	6,989	7,038	+49
Total in Civil Employment .. .	21,926	22,011	22,008	22,097	+89

* The total working population in the new series of man-power statistics represents the total number of persons aged 15 and over who work for pay or gain or register themselves as available for such work. The figure includes the Forces, men and women on release leave not yet in employment, and the registered unemployed. It includes private indoor domestic servants and gainfully occupied persons over pensionable age (men 65, women 60) who were previously excluded. Part-time workers are counted as full units.

† The total man-power in the main textile industry groups at end-April 1949, was: Cotton—324,000. Wool—215,000. Other textiles—447,000.

‡ End of month estimate.

ANALYSIS OF CIVIL EMPLOYMENT

An analysis of the total number in civil employment by broad industrial groups is given in the Table below. The industries are classified according to the Standard Industrial Classification.*

New Series†	Thousands				
	Mid-1948	End-1948	End-March, 1949	End-April, 1949	Change during April, 1949
Industry or Service					
Basic Industries					
Coal Mining	787	788	788	788	..
Total Man-power (On Colliery Books) .. .	(725)	(726)	(726)	(726)	..
Other Mining and Quarrying .. .	82	82	82	82	..
Gas, Electricity and Water .. .	296	301	305	306	+1
Transport and Communication .. .	1,814	1,803	1,793	1,793	..
Agriculture	1,227	1,230	1,228	1,232	+4
Fishing	41	41	41	41	..
Total, Basic Industries .. .	4,247	4,245	4,237	4,242	+5
Manufacturing Industries					
Chemicals and Allied Trades .. .	426	433	437	437	..
Metals, Engineering and Vehicles .. .	3,904	3,921	3,921	3,918	-3
Textiles	948	971	981	986	+5
Clothing	700	716	730	739	+9
Food, Drink and Tobacco .. .	725	738	732	740	+8
Other Manufactures	1,411	1,422	1,424	1,429	+5
Total, Manufacturing Industries .. .	8,114	8,201	8,225	8,249	+24
Building and Contracting .. .	1,497	1,480	1,465	1,477	+12
Distributive Trades .. .	2,689	2,739	2,736	2,755	+19
Professional, Financial and Miscellaneous Services .. .	3,925	3,876	3,877	3,898	+21
Public Administration—Service .. .	688	694	692	698	+6
Local Government Service .. .	766	776	776	778	+2
Total in Civil Employment .. .	21,926	22,011	22,008	22,097	+89

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the changes in the level of employment between mid-1948 and March and April, 1949. The figures relate to employees only; they exclude employers and persons working on their own account, and they are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of the changes in the numbers within the latter classes cannot at present be made at monthly intervals for the individual industries.

The figures given for mid-1948 are based on the industrial analysis of the insurance cards issued under the national insurance schemes which came into operation on 5th July, 1948; information as to the changes since mid-1948 in each industry, except coal mining, building and civil engineering, is obtained from the returns rendered by employers under the Undertakings (Records and Information and Inspection of Premises) Order, 1943. Certain industries and services, which are not covered by the returns (or are only partially covered), or for which figures are not available in the same form as for those shown below, are omitted from the Table. Persons registered as unemployed and demobilised men and women taking paid leave are not included.

* Obtainable from H.M. Stationery Office or through any bookseller, price 9d. net (10d. post free).
† See footnote * in previous column.

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

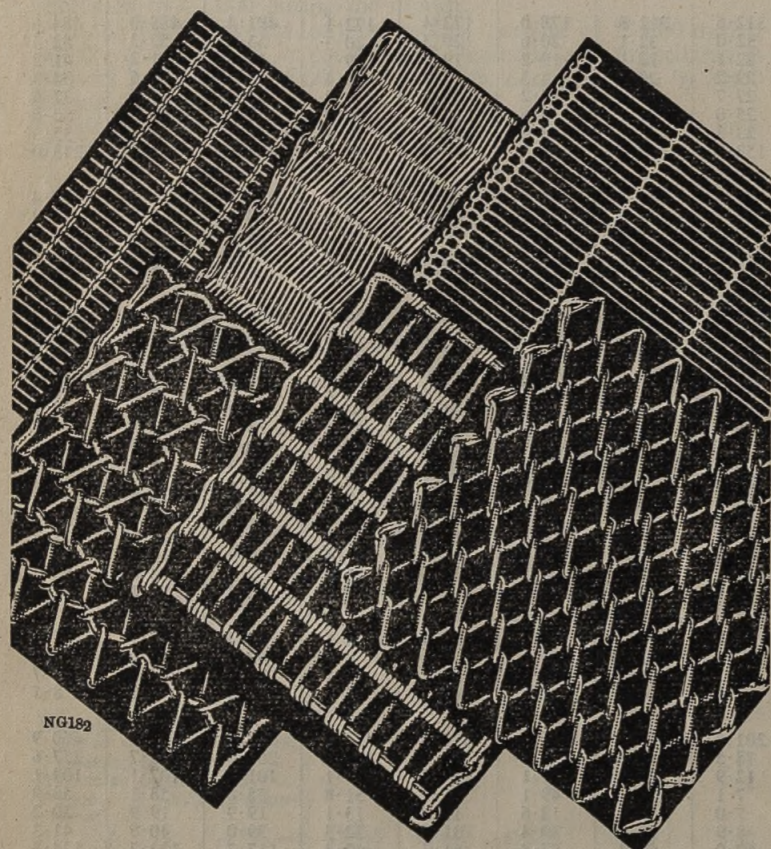
(Thousands)

Industry	Males			Females			Total		
	Mid-1948	March, 1949	April, 1949	Mid-1948	March, 1949	April, 1949	Mid-1948	March, 1949	April, 1949
	Mining, etc.	775.5	776.4	776.4	11.5	11.5	11.5	787.0	787.9
Coal Mining	775.5	776.4	776.4	11.5	11.5	11.5	787.0	787.9	787.9
Treatment of Non-Metalliferous Mining Products other than Coal .. .	229.1	230.8	231.6	77.8	78.9	79.3	306.9	309.7	310.9
Bricks and Fireclay Goods	69.3	69.9	70.4	7.4	7.6	7.6	76.7	77.5	78.0
China and Earthenware (inc. glazed tiles) .. .	34.2	35.8	35.9	42.1	43.5	43.8	76.3	79.3	79.7
Glass (other than containers) .. .	29.6	30.2	30.3	11.6	11.8	11.8	42.2	42.0	42.1
Glass Containers	19.9	19.8	19.7	5.6	5.5	5.6	25.5	25.3	25.3
Cement	12.9	13.1	13.1	1.4	1.3	1.3	14.3	14.4	14.4
Other Non-Metalliferous Mining Manufactures .. .	63.2	62.0	62.2	9.7	9.2	9.2	72.9	71.2	71.4
Chemicals and Allied Trades	294.8	302.0	301.9	126.1	130.0	129.7	420.9	432.0	431.6
Coke Ovens and By-Product Works .. .	16.8	17.1	17.2	0.5	0.5	0.5	17.3	17.6	17.7
Chemicals and Dyes	143.4	144.1	144.1	52.1	52.7	52.6	195.5	196.8	196.7
Pharmaceutical Preparations, Toilet Preparations, Perfumery .. .	12.6	13.1	13.0	18.2	18.6	18.7	30.8	31.7	31.7
Explosives and Fireworks	21.6	23.1	22.8	12.2	13.7	13.7	33.8	36.8	36.5
Paint and Varnish	25.9	26.2	26.2	11.1	11.0	11.1	37.0	37.2	37.3
Soap, Candles, Glycerine, Polishes, Ink and Matches .. .	27.2	27.6	27.6	19.7	20.3	20.1	46.9	47.9	47.7
Mineral Oil Refining	24.7	27.3	27.5	6.0	6.5	6.3	30.7	33.8	33.8
Other Oils, Greases, Glue, etc. .. .	22.6	23.5	23.5	6.3	6.7	6.7	28.9	30.2	30.2
Metals	438.4	442.0	441.5	57.6	55.9	55.9	496.0	497.9	497.4
Blast Furnaces	19.6	19.6	19.6	0.7	0.7	0.7	20.0	20.3	20.3
Iron and Steel Melting, Rolling, etc., not elsewhere specified .. .	178.8	182.8	182.9	15.9	15.5	15.5	194.7	198.3	198.4
Iron Foundries	91.1	92.0	91.7	15.3	14.8	14.8	106.4	106.8	106.5
Tinplate Manufacture	14.3	14.8	14.8	2.7	2.9	2.9	17.0	17.7	17.7
Steel Sheet Manufacture	17.3	17.4	17.4	1.2	1.2	1.2	18.5	18.6	18.6
Iron and Steel Tubes (inc. melting and rolling in integrated works) .. .	33.0	33.5	33.7	6.3	6.0	6.0	39.3	39.5	39.7
Non-Ferrous Metals Smelting, Rolling, etc. .. .	84.6	81.9	81.4	15.5	14.8	14.8	100.1	96.7	96.2
Engineering, Shipbuilding and Electrical Goods	1,445.0	1,458.5	1,456.5	375.2	365.4	363.1	1,820.2	1,823.9	1,819.6
Shipbuilding and Ship Repairing .. .	218.0	216.3	214.4	7.9	7.8	7.9	225.9	224.1	223.3
Marine Engineering	74.5	74.1	74.2	3.5	3.5	3.5	78.0	77.6	77.7
Agricultural Machinery (exc. tractors) .. .	35.3	34.8	34.8	5.1	4.9	4.9	40.4	39.7	39.7
Boilers and Boilerhouse Plant	15.8	16.3	16.4	1.7	1.7	1.7	17.5	18.0	18.1
Machine Tools	63.0	62.3	62.5	13.7	13.2	13.2	76.7	75.5	75.7
Stationary Engines	20.1	21.4	21.5	3.2	3.2	3.2	23.3	24.6	24.7
Textile Machinery and Accessories .. .	57.5	60.1	59.9	9.7	10.1	10.1	67.2	70.2	70.0
Ordnance and Small Arms	33.1	37.0	37.3	8.1	9.4	9.4	41.2	46.4	46.7
Constructional Engineering .. .	64.7	63.5	62.6	6.4	5.7	5.5	71.1	69.2	68.1
Other Non-Electrical Engineering .. .	547.3	554.6	554.7	117.5	116.1	115.5	664.8	670.7	670.2
Electrical Machinery	118.2	119.5	119.8	46.7	43.9	43.6	164.9	163.4	163.4
Electrical Wires and Cables	38.2	38.2	38.2	24.0	22.7	22.6	62.2	60.9	60.8
Telegraph and Telephone Apparatus .. .	27.8	29.1	29.2	16.6	17.2	17.3	44.4	46.3	46.5
Wireless Apparatus (exc. valves) and Gramophones .. .	36.0	35.6	35.5	31.2	28.9	28.4	67.2	64.5	63.9
Wireless Valves and Electric Lamps .. .	16.7	16.4	16.4	19.9	18.5	18.3	36.6	34.9	34.7
Batteries and Accumulators	10.7	11.2	11.1	8.6	9.1	8.8	19.3	20.3	19.9
Other Electrical Goods	68.1	68.1	68.0	51.4	49.5	49.2	119.5	117.6	117.2
Vehicles	760.2	774.7	776.7	118.7	118.7	118.9	878.9	893.4	895.6
Manufacture of Motor Vehicles and Cycles .. .	243.8	253.7	255.1	41.6	41.9	41.9	285.4	295.6	297.0
Motor Repairers and Garages	182.8	178.4	179.0	23.0	23.0	23.1	205.8	201.4	202.1
Manufacture and Repair of Aircraft .. .	120.6	128.7	128.8	21.0	21.5	21.6	141.6	150.2	150.4
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft .. .	52.1	53.7	53.3	20.5	20.1	20.0	72.6	73.8	73.3
Railway Locomotive Shops	56.2	54.2	54.1	2.9	2.7	2.7	59.1	56.9	56.8
Other Locomotive Manufacture .. .	23.3	23.6	23.6	2.2	2.3	2.3	25.5	25.9	25.9
Manufacture and Repair of Railway Carriages and Wagons and Trams .. .	72.9	74.1	74.3	3.7	3.8	3.8	76.6	77.9	78.1
Carts, Perambulators, etc.	8.5	8.3	8.5	3.8	3.4	3.5	12.3	11.7	12.0
Metals Goods not elsewhere specified .. .	313.4	312.6	312.5	178.0	172.4	172.1	491.4	485.0	484.6
Tools and Cutlery	32.6	32.0	32.1	20.6	20.3	20.3	53.2	52.3	52.4
Bolts, Nuts, Screws, Rivets, Nails, etc. .. .	21.4	22.1	22.1	19.2	19.1	19.1	40.6	41.2	41.2
Iron and Steel Forgings not elsewhere specified .. .	28.0	29.2	28						

Numbers Employed in Great Britain: Industrial Analysis—continued

(Thousands)

Industry	Males			Females			Total		
	Mid-1948	March, 1949	April, 1949	Mid-1948	March, 1949	April, 1949	Mid-1948	March, 1949	April, 1949
Manufactures of Wood and Cork	218.9	225.1	227.5	51.1	51.7	52.0	270.0	276.8	279.5
Timber (Sawmilling, etc.)	76.2	76.3	76.6	10.7	10.4	10.5	86.9	86.7	87.1
Furniture and Upholstery	92.3	97.9	98.9	25.3	26.9	27.1	117.6	124.8	126.0
Shop and Office Fitting	15.7	16.1	16.8	3.1	2.9	2.9	18.8	19.0	19.7
Wooden Containers and Baskets	19.0	19.0	19.2	6.2	6.1	6.0	25.2	25.1	25.2
Miscellaneous Wood and Cork Manufactures	15.7	15.8	16.0	5.8	5.4	5.5	21.5	21.2	21.5
Paper and Printing	291.1	299.4	301.7	172.7	175.2	177.1	463.8	474.6	478.8
Paper and Board	54.8	56.8	56.9	18.3	18.9	18.9	73.1	75.7	75.8
Wallpaper	3.5	4.0	4.1	1.2	1.4	1.5	4.7	5.4	5.6
Cardboard Boxes, Cartons and Fibre-board Packing Cases	12.6	13.1	13.2	2.7	2.7	2.7	12.9	13.4	13.4
Manufactures of Paper and Board not elsewhere specified	15.0	15.9	16.0	21.4	22.0	22.2	36.4	37.9	38.2
Printing and Publishing of Newspapers and Periodicals	68.5	70.3	71.5	18.0	18.1	18.4	86.5	88.4	89.9
Other Printing and Publishing, Bookbinding, Engraving, etc.	136.7	139.3	140.0	90.1	91.1	92.1	226.8	230.4	232.1
Other Manufacturing Industries	141.0	136.3	134.5	101.0	99.7	98.8	242.0	236.0	233.3
Rubber	64.2	63.1	61.5	32.7	33.0	31.9	96.9	96.1	93.4
Linoleum, Leather Cloth, etc.	10.2	11.0	11.0	2.3	2.4	2.4	12.5	13.4	13.4
Brushes and Brooms	19.2	8.9	8.9	8.3	8.3	8.3	18.5	17.2	17.2
Toys, Games and Sports Requisites	10.8	10.9	11.0	16.1	17.3	17.7	26.9	28.2	28.7
Miscellaneous Stationers' Goods	4.5	4.6	4.6	6.1	6.5	6.4	10.6	11.1	11.0
Production and Printing of Cinematograph Films	8.0	5.4	5.2	2.5	2.0	1.9	10.5	7.4	7.1
Miscellaneous Manufacturing Industries	34.1	32.4	32.3	32.0	30.2	30.2	66.1	62.6	62.5
Building and Contracting	1,298.0	1,266.1	1,278.3	39.0	38.9	38.9	1,337.0	1,305.0	1,317.2
Building and Civil Engineering Contracting	1,236.7	1,203.7	1,215.7	32.7	32.7	32.7	1,269.4	1,236.4	1,248.4
Electric Wiring and Contracting	61.3	62.4	62.6	6.3	6.2	6.2	67.6	68.6	68.8
Gas, Electricity and Water	271.2	278.6	279.6	24.4	26.3	26.5	295.6	304.9	306.1
Gas	117.9	121.0	120.9	9.5	9.9	10.0	127.4	130.9	130.9
Electricity	126.7	130.2	131.2	13.5	15.0	15.1	140.2	145.2	146.3
Water	26.6	27.4	27.5	1.4	1.4	1.4	28.0	28.8	28.9
Transport and Communication	255.8	257.5	258.4	44.4	43.7	43.7	300.2	301.2	302.1
Tramway and Omnibus Service	28.6	25.8	26.9	2.4	2.1	2.2	30.9	27.9	29.1
Other Road Passenger Transport	181.8	177.3	176.5	11.8	11.8	11.9	193.6	189.1	188.4
Goods Transport by Road									
Distributive Trades	1,145.3	1,166.8	1,170.9	992.0	1,017.3	1,032.4	2,137.3	2,184.1	2,203.3
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies (Wholesale or Retail)	103.4	107.1	106.8	27.3	28.0	28.1	130.7	135.1	134.9
Dealing in Other Industrial Materials and Machinery	72.9	75.4	74.9	24.7	25.2	25.3	97.6	100.6	100.2
Wholesale Distribution of Food and Drink	101.4	103.0	103.3	46.9	47.8	47.9	148.3	150.8	151.2
Retail Distribution of Food and Drink (exc. catering)	370.6	373.4	376.1	299.3	303.6	309.0	669.9	677.0	685.1
Wholesale Distribution of Non-Food Goods	147.7	151.3	152.0	95.2	98.0	98.6	242.9	249.3	250.6
Retail Distribution of Non-Food Goods	326.2	333.2	334.1	462.9	479.7	488.4	789.1	812.9	822.5
Retail Distribution of Confectionery, Tobacco and Newspapers	23.1	23.4	23.7	35.7	35.0	35.1	58.8	58.4	58.8
Miscellaneous Services	66.2	66.2	65.6	73.0	72.2	72.2	139.2	138.4	137.8
Theatres, Cinemas, Music Halls, Concerts, etc.	47.6	37.4	39.0	43.2	42.5	42.5	79.9	81.5	81.5
Sport, Other Recreations and Betting	227.5	212.4	217.0	507.5	468.2	479.1	735.0	680.6	696.1
Catering, Hotels, etc.	32.0	32.6	32.9	119.2	118.8	118.3	151.2	151.4	151.2
Laundries									
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	11.9	11.6	11.8	29.6	28.2	28.7	41.5	39.8	40.5



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Unemployment at 9th May, 1949

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 11th April and 9th May, 1949, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
11th April ..	232,759	9,630	74,476	8,008	324,873
9th May ..	221,025	6,918	71,284	4,938	304,165

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

It is estimated that the number of persons registered as unemployed at 9th May represented 1.5 per cent. of the total number of employees insured under the national insurance schemes. The corresponding percentage at 11th April was 1.6.

The analysis of the figures for 9th May is as follows:—

	Wholly Unemployed (including Casuals)					Temporarily stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total			
Men 18 and over	49,925	47,075	116,959	213,959	7,066	221,025	
Boys under 18	3,414	2,232	1,153	6,799	119	6,918	
Women 18 and over	24,589	17,053	27,140	68,782	2,502	71,284	
Girls under 18	2,509	1,337	986	4,832	106	4,938	
Total ..	80,437	67,697	146,238	294,372	9,793	304,165	

The total of 304,165 includes 35,708 married women.

The changes between 11th April and 9th May, 1949, in each administrative Region were as follows:—

Region	11th April	9th May	Wholly Unemployed (including Casuals)				Temporarily stopped	Total
			Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
London & South-Eastern	22,867	14,977	20,745	58,589	615	59,204		
9th May	20,965	13,218	18,929	53,112	489	53,601		
Inc. or Dec.	-1,902	-1,759	-1,816	-5,477	-126	-5,603		
Eastern	3,765	3,632	6,306	13,603	151	13,754		
9th May	3,055	2,762	4,996	10,813	126	10,939		
Inc. or Dec.	-710	-770	-1,310	-2,790	-25	-2,815		
Southern	4,077	3,207	5,651	12,935	319	13,254		
9th May	3,761	2,865	5,158	11,784	604	12,388		
Inc. or Dec.	-316	-342	-493	-1,151	+285	-866		
South-Western	4,556	3,455	7,773	15,784	206	15,990		
9th May	3,783	3,314	6,907	14,004	141	14,145		
Inc. or Dec.	-773	-141	-866	-1,780	-65	-1,845		
Midland	6,316	2,275	4,099	12,690	1,990	14,680		
9th May	5,178	2,718	4,223	12,119	1,718	13,837		
Inc. or Dec.	-1,138	+443	+124	-571	-272	-843		
North-Midland	2,343	1,495	3,337	7,175	262	7,437		
9th May	1,978	1,553	2,813	6,344	205	6,549		
Inc. or Dec.	-365	+58	-524	-831	-57	-888		
East and West Ridings	4,450	3,538	6,979	14,967	695	15,662		
9th May	4,638	3,266	6,407	14,311	389	14,700		
Inc. or Dec.	+188	-272	-572	-656	-306	-962		
North-Western	11,949	10,008	25,786	47,743	1,245	48,988		
9th May	13,367	11,024	23,736	48,127	1,248	49,375		
Inc. or Dec.	+1,418	+1,016	-2,050	+384	+3	+387		
Northern	7,677	7,567	17,067	32,311	746	33,057		
9th May	6,927	7,147	16,701	30,775	1,009	31,784		
Inc. or Dec.	-750	-420	-366	-1,536	+263	-1,273		
Scotland	12,528	15,031	35,006	62,565	3,117	65,682		
9th May	11,670	13,201	33,538	58,409	2,864	61,273		
Inc. or Dec.	-858	-1,830	-1,468	-4,156	-253	-4,409		
Wales	5,205	6,684	24,134	36,023	1,142	37,165		
9th May	5,115	6,629	22,830	34,574	1,000	35,574		
Inc. or Dec.	-90	-55	-1,304	-1,449	-142	-1,591		
Great Britain	85,733	71,769	156,883	314,385	10,488	324,873		
9th May	80,437	67,697	146,238	294,372	9,793	304,165		
Inc. or Dec.	-5,296	-4,072	-10,645	-20,013	-695	-20,708		

The following Table gives the numbers of persons registered as unemployed at 9th May, 1949, and the approximate percentage rates of unemployment in each Region:—

Region	Number of persons registered as unemployed at 9th May, 1949			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern	39,262	14,339	53,601	1.2	0.8	1.1
Eastern	8,169	2,770	10,939	1.1	0.8	1.0
Southern	8,578	3,810	12,388	1.3	1.3	1.3
South-Western	10,462	3,683	14,145	1.4	1.1	1.3
Midland	11,045	2,792	13,837	0.8	0.4	0.7
North-Midland	4,970	1,579	6,549	0.5	0.4	0.5
E. and W. Ridings	11,228	3,472	14,700	0.9	0.6	0.8
North-Western	36,636	12,739	49,375	2.0	1.2	1.7
Northern	24,596	7,188	31,784	2.7	2.1	2.6
Scotland	47,380	18,893	66,273	3.3	2.0	2.9
Wales	25,617	9,957	35,574	3.7	4.3	3.9
Great Britain	227,943	76,222	304,165	1.7	1.1	1.5

NUMBERS UNEMPLOYED IN THE UNITED KINGDOM: REGIONAL ANALYSIS

The total number of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 9th May, 1949, was 333,578, including 240,964 men, 7,966 boys, 78,987 women and 5,661 girls. Of the total, 322,017 (including 4,817 casual workers) were wholly unemployed and 11,561 temporarily stopped. The numbers of unemployed persons† on the registers in each Region at 9th May, 1949, are shown below.

Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
London and South-Eastern	37,579	1,451	13,146	936	53,112
Eastern	7,936	178	2,533	166	10,813
Southern	7,739	253	3,487	305	11,784
South-Western	10,078	289	3,396	241	14,004
Midland	9,244	218	2,512	145	12,119
North-Midland	4,674	212	1,302	156	6,344
E. and W.					

NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed* persons on the registers of all Employment Exchanges and Youth Employment Bureaux in each administrative Region at 9th May, 1949, and the numbers of persons on the registers of the Exchanges and Bureaux situated in some of the principal towns in each Region, together with the increase or decrease compared with 11th April, 1949.

Table showing the total numbers of unemployed persons on registers of all Employment Exchanges and Youth Employment Bureaux in each administrative Region at 9th May, 1949, and the numbers of persons on the registers of the Exchanges and Bureaux situated in some of the principal towns in each Region.

Table showing the total numbers of unemployed persons on registers at 9th May, 1949, broken down by sex and age group (Men 18 and over, Women 18 and over, Juveniles under 18 years, Total).

NUMBERS UNEMPLOYED : 1939 to 1949

The Table below shows the average numbers of persons registered as unemployed in the years 1939 to 1948, and the numbers so registered in each month of 1949.

Table showing the average numbers of persons registered as unemployed in the years 1939 to 1948, and the numbers so registered in each month of 1949, broken down by sex and age group.

DISABLED PERSONS (EMPLOYMENT) ACT

The number of persons registered under the Disabled Persons (Employment) Act, 1944, at 18th April, 1949 (the last date on which a count was taken), was 914,693, compared with 913,340 at 17th January.

The number of disabled persons on the register who were unemployed at 16th May was 68,164, of whom 64,664 were males and 3,500 were females. The total included 35,779 persons who had served in H.M. Forces, and 32,385 who had not served. An analysis of these figures is given in the Table below.

Table showing the number of disabled persons on the register who were unemployed at 16th May, broken down by sex and total.

The number of registered disabled persons placed in employment during the period 1st February, 1949, to 30th April, 1949, was 54,525, of whom 495 were placed in designated employment (under Section 12 of the Disabled Persons (Employment) Act). Of the total, 49,761 were men, 4,142 were women and 622 were young persons.

* See footnote * in previous column. † The averages for 1947 exclude the numbers stood off during the fuel crisis early in the year who did not register as unemployed at Employment Exchanges. ‡ Before the comprehensive national insurance scheme came into operation in July, 1948, the published statistics of unemployment related to persons insured under the Unemployment Insurance Act, but for July and all subsequent months the published figures have included all unemployed persons on the registers, including some who were not previously insured under the Unemployment Insurance Act. The averages for 1948 have been computed on the basis of the monthly figures as published.

* The figures exclude registered disabled persons who are suitable only for employment under sheltered conditions. They include, however, some persons who are not available for employment away from home and others who for various reasons are not suitable for the types of vacancies current.

NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed at 9th May, 1949, distinguishing those wholly unemployed (i.e., out of a situation) from those temporarily stopped (i.e., suspended from work on the understanding that they were shortly to return to their former employment). The figures include all unemployed persons on the registers of Employment Exchanges with the exception of registered disabled persons who require employment under sheltered conditions.

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

Table showing the industrial analysis of unemployed persons, broken down by industry, Great Britain, and United Kingdom, categorized into Wholly unemployed (including casuals) and Temporarily stopped.

* The figures for coal mining exclude all the unemployed at 9th May, 1949, who, although previously employed in coal mining, have been found to be medically unfit for employment in that industry. These men are, however, included with "Other persons not classified by industry" on the next page.

Numbers Unemployed: Industrial Analysis—continued

Industry	Great Britain						United Kingdom Total			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				Total
Leather, Leather Goods and Fur	759	339	76	61	835	400	1,235	873	412	1,285
Leather (Tanning and Dressing) and Fellmongery ..	274	87	39	4	313	91	404	337	93	430
Leather Goods	196	144	7	6	203	150	353	214	157	371
Fur .. .	289	108	30	51	319	159	478	322	162	484
Clothing	2,072	2,264	203	239	2,275	2,503	4,778	2,585	3,491	6,076
Tailoring	838	1,177	23	92	861	1,269	2,130	951	1,374	2,325
Dressmaking	98	489	7	25	105	514	619	109	655	764
Overalls, Shirts, Underwear, etc.	52	216	1	18	53	234	287	83	813	896
Hats, Caps and Millinery	68	43	138	75	206	118	324	209	122	331
Dress Industries not elsewhere specified	72	152	—	18	72	170	242	92	314	406
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	243	160	13	10	256	170	426	301	183	484
Repair of Boots and Shoes	701	27	21	1	722	28	750	840	30	870
Food, Drink and Tobacco	5,654	4,683	112	299	5,766	4,982	10,748	6,368	5,797	12,165
Grain Milling	298	95	1	10	299	105	404	337	114	451
Bread and Flour Confectionery	1,558	802	8	15	1,566	817	2,383	1,688	878	2,566
Biscuits	188	261	1	14	189	275	464	199	308	507
Meat and Meat Products	240	187	74	11	314	198	512	350	206	556
Milk Products	387	152	2	12	389	164	553	431	196	627
Sugar and Glucose	350	89	—	1	350	90	440	358	91	449
Cocoa, Chocolate and Sugar Confectionery .. .	218	93	—	3	218	355	573	223	369	592
Preserving of Fruit and Vegetables	245	502	—	46	245	949	1,194	245	949	1,194
Food Industries not elsewhere specified	815	1,103	21	145	836	1,248	2,084	921	1,341	2,262
Brewing and Malting	507	220	2	6	509	226	735	239	759	998
Wholesale Bottling	100	101	—	—	100	101	201	119	105	224
Other Drink Industries	428	238	—	6	428	244	672	474	262	736
Tobacco	320	180	3	30	323	210	533	343	407	750
Manufactures of Wood and Cork	3,300	636	156	46	3,456	682	4,138	3,858	712	4,570
Timber (Sawmilling, etc.)	1,173	181	7	2	1,180	183	1,363	1,361	185	1,546
Furniture and Upholstery	1,347	260	97	29	1,444	289	1,733	1,549	302	1,851
Shop and Office Fitting	164	32	—	2	164	34	198	172	37	209
Wooden Containers and Baskets	337	117	44	4	381	121	502	430	123	553
Miscellaneous Wood and Cork Manufactures .. .	279	46	8	9	287	55	342	346	65	411
Paper and Printing	1,853	1,015	12	36	1,865	1,051	2,916	1,940	1,121	3,061
Paper and Board	450	184	4	—	454	184	638	474	191	665
Wallpaper	24	5	—	1	24	6	30	24	6	30
Cardboard Boxes, Cartons and Fibre-board Packing Cases .. .	149	188	—	27	149	215	364	158	242	400
Manufactures of Paper and Board not elsewhere specified	151	156	—	—	151	156	307	151	169	320
Printing and Publishing of Newspapers and Periodicals	389	63	2	1	391	64	455	420	73	493
Other Printing and Publishing, Bookbinding, Engraving, etc. .	690	419	6	7	696	426	1,122	713	440	1,153
Other Manufacturing Industries	2,797	1,510	1,459	253	4,256	1,763	6,019	4,453	1,825	6,278
Rubber .. .	1,046	415	1,379	21	2,425	436	2,861	2,449	438	2,887
Linoleum, Leather Cloth, etc.	117	20	—	—	117	20	137	129	20	149
Brushes and Brooms	137	104	34	46	171	150	321	179	158	337
Toys, Games and Sports Requisites	254	361	1	5	255	366	621	274	397	671
Miscellaneous Stationers' Goods	78	63	2	—	80	63	143	81	65	146
Production and Printing of Cinematograph Films ..	401	32	3	—	404	33	437	411	33	444
Miscellaneous Manufacturing Industries	764	515	40	180	804	695	1,499	930	714	1,644
Building and Contracting	36,079	257	129	4	36,208	261	36,469	40,368	273	40,641
Building	23,422	148	78	1	23,500	149	23,649	26,500	156	26,656
Electric Wiring and Contracting	1,387	50	11	3	1,398	53	1,451	1,494	56	1,550
Civil Engineering Contracting	11,270	59	40	—	11,310	59	11,369	12,374	61	12,435
Gas, Electricity and Water Supply	1,846	77	15	—	1,861	77	1,938	2,027	80	2,107
Gas .. .	907	31	5	—	912	33	945	957	35	992
Electricity	687	41	2	—	689	41	730	800	42	842
Water .. .	252	3	8	—	260	3	263	270	3	273
Transport and Communication	22,030	1,738	339	27	22,369	1,765	24,134	24,720	1,799	26,519
Railways	2,805	426	3	3	2,808	429	3,237	2,976	432	3,408
Tramway and Omnibus Service	1,546	490	9	2	1,555	492	2,047	1,674	496	2,170
Other Road Passenger Transport	704	30	6	—	710	30	740	800	31	831
Goods Transport by Road	3,064	69	29	1	3,093	61	3,154	3,319	63	3,382
Sea Transport	6,929	75	248	15	7,117	90	7,267	7,548	93	7,641
Port, River and Canal Transport	2,083	24	29	—	2,112	24	2,136	2,249	25	2,274
Harbour, Dock, Canal, Conservancy, etc., Service ..	897	19	7	—	904	19	923	999	19	1,018
Air Transport	362	47	—	—	362	47	409	379	50	429
Postal, Telegraph and Wireless Communication .. .	2,624	477	3	5	2,627	482	3,109	2,736	499	3,235
Other Transport and Communication	320	49	3	—	323	49	372	334	49	383
Storage	696	41	2	1	698	42	740	706	42	748
Distributive Trades	16,045	8,742	203	196	16,248	8,938	25,186	17,925	9,577	27,502
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies (Wholesale or Retail)	2,009	145	19	3	2,028	148	2,176	2,316	175	2,491
Dealing in other Industrial Materials and Machinery .. .	2,085	235	16	10	2,101	245	2,346	2,228	269	2,497
Wholesale Distribution of Food and Drink	1,352	386	7	16	1,359	402	1,761	1,651	446	2,097
Retail Distribution of Food and Drink (exc. catering)	4,399	2,966	133	81	4,532	3,047	7,579	5,085	3,239	8,324
Wholesale Distribution of Non-Food Goods	1,721	520	8	38	1,729	558	2,287	1,798	593	2,391
Retail Distribution of Non-Food Goods	4,154	4,142	18	44	4,172	4,186	8,358	4,467	4,461	8,928
Retail Distribution of Confectionery, Tobacco and Newspapers	325	348	2	4	327	352	679	380	394	774
Insurance, Banking and Finance	1,458	635	9	4	1,467	639	2,106	1,554	658	2,212
Public Administration	16,759	3,839	171	50	16,930	3,889	20,819	18,394	4,114	22,508
National Government Service	8,430	2,570	24	5	8,454	2,575	11,029	9,345	2,743	12,088
Local Government Service	8,329	1,269	147	45	8,476	1,314	9,790	9,049	1,371	10,420
Professional Services	3,550	3,913	13	35	3,563	3,948	7,511	3,729	4,109	7,838
Accountancy	135	51	—	3	135	54	189	146	63	209
Education	723	898	1	12	724	910	1,634	752	947	1,699
Law .. .	104	102	1	—	105	102	207	112	107	219
Medical and Dental Services	1,014	2,579	2	20	1,016	2,599	3,615	1,060	2,699	3,759
Religion	425	40	—	—	425	40	465	138	44	182
Other Professional and Business Services	1,449	243	9	—	1,458	243	1,701	1,521	249	1,770
Miscellaneous Services	19,189	20,686	91	381	19,280	21,067	40,347	20,193	22,278	42,471
Theatres, Cinemas, Music Halls, Concerts, etc. . . .	3,111	1,477	18	69	3,129	1,546	4,675	3,231	1,584	4,815
Sport, Other Recreations and Betting	3,023	1,202	28	46	3,051	1,248	4,299	3,212	1,264	4,476
Catering, Hotels, etc.	9,527	12,180	28	206	9,555	12,386	21,941	9,998	12,977	22,975
Laundries	527	1,295	3	5	530	1,300	1,830	559	1,436	1,995
Dry Cleaning, Job Dyeing, Carpet Beating, etc. . .	209	292	—	4	209	296	505	227	322	549
Hairdressing and Manicure	371	353	—	7	376	360	736	433	404	837
Private Domestic Service (Resident)	230	1,291	3	3	233					

Placings and Vacancies Unfilled—Period ended 11th May : Regional Analysis

Region	Men 18 and over		Boys under 18		Women 18 and over		Girls under 18		Total	
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled
London and South-Eastern	52,953	28,367	6,745	11,326	26,469	40,564	5,327	20,976	91,494	101,233
Eastern	10,504	10,363	1,167	2,358	4,118	8,658	1,192	3,497	16,981	24,876
Southern	10,715	8,993	1,103	2,004	4,093	5,866	1,160	2,498	17,071	19,361
South-Western	10,068	7,976	1,034	2,028	4,140	6,555	1,144	3,947	16,386	20,506
Midland	21,377	16,441	2,092	5,966	8,111	13,720	1,807	7,594	33,387	43,721
North-Midland	17,035	13,983	2,403	5,063	6,414	11,692	1,520	8,926	20,367	38,082
East and West Ridings	29,100	19,359	3,910	7,480	13,501	26,005	3,496	12,300	50,007	65,144
North-Western	13,951	5,773	2,620	2,041	5,319	3,802	2,634	3,009	24,524	14,625
Northern	24,282	11,410	2,440	3,985	10,219	10,532	2,135	6,851	39,076	32,778
Wales	10,551	5,323	1,321	1,333	3,365	2,967	1,548	1,197	16,785	10,820
Great Britain	213,140	140,389	26,513	48,890	90,314	147,015	24,414	77,460	354,381	413,754

Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the principal manufacturing industries during the four weeks' period ended 26th March, 1949, analysed according to industry

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

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M. (a)	F. (b)	T. (c)	M. (a)	F. (b)	T. (c)
Treatment of Non-Metalliferous Mining Products other than Coal	3.1	3.8	3.3	2.9	3.9	3.2
Bricks and Fireclay Goods	3.5	5.2	3.7	2.8	4.3	2.9
China and Earthenware (including Glazed Tiles)	3.0	3.3	3.1	2.8	3.8	3.4
Glass (other than Containers)	2.4	4.1	2.8	2.6	3.8	2.9
Glass Containers	2.9	5.7	3.4	2.8	5.7	3.4
Cement	1.7	1.9	1.7	2.2	5.0	2.3
Other Non-Metalliferous Mining Manufactures	3.6	3.8	3.6	3.4	3.4	3.4
Chemicals and Allied Trades	2.0	3.3	2.4	1.8	3.6	2.3
Coke Ovens and By-Product Works	1.7	2.4	1.7	1.4	1.6	1.4
Chemicals and Dyes	2.1	2.7	2.2	2.0	2.8	2.1
Pharmaceutical Preparations, etc.	2.1	3.3	2.8	2.0	4.7	3.6
Explosives and Fireworks	1.2	3.4	2.0	1.3	2.9	1.8
Paint and Varnish	2.1	4.4	2.8	2.2	3.7	2.6
Soap, Candles, Polishes, etc.	2.2	3.9	2.9	1.5	4.3	2.7
Mineral Oil Refining	1.6	1.9	1.6	0.9	2.4	1.1
Other Oils, Greases, Glue, etc.	2.2	3.9	2.6	2.0	4.0	2.4
Metal Manufacture	1.9	3.2	2.0	2.1	3.2	2.2
Blast Furnaces	1.4	1.2	1.4	1.7	1.4	1.7
Iron and Steel Melting, Rolling, etc.	1.5	3.0	1.6	1.5	2.8	1.6
Iron Foundries	2.4	3.3	2.5	2.7	3.8	2.9
Tinplate Manufacture	1.1	4.6	1.6	1.3	2.7	1.5
Steel Sheet Manufacture	1.5	2.3	1.6	1.3	2.8	1.4
Iron and Steel Tubes	2.5	3.2	2.6	1.9	3.2	2.2
Non-Ferrous Metals Smelting, etc.	2.1	3.1	2.3	2.9	3.0	2.9
Engineering and Electrical Goods	2.2	3.5	2.5	2.3	4.2	2.7
Marine Engineering	1.9	3.4	1.9	2.7	3.3	2.8
Agricultural Machinery	2.6	2.5	2.6	2.4	2.9	2.5
Boilers and Boilerhouse Plant	2.0	3.2	2.1	2.0	4.1	2.3
Machine Tools	2.1	4.0	2.4	2.5	4.7	2.9
Stationary Engines	2.7	3.3	2.7	1.7	3.4	2.0
Textile Machinery and Accessories	2.2	3.1	2.3	2.4	3.9	2.6
Ordnance and Small Arms	2.2	5.0	2.8	0.9	2.2	1.1
Constructional Engineering	3.0	2.2	2.9	2.7	3.6	2.8
Other Non-Electrical Engineering	2.2	3.4	2.4	2.3	3.8	2.6
Electrical Machinery	2.3	3.0	2.5	1.9	4.0	2.5
Electrical Wires and Cables	1.5	2.3	1.8	1.7	2.5	2.0
Telegraph and Telephone Apparatus	1.7	3.9	2.6	1.3	3.3	2.1
Wireless Apparatus	2.3	4.2	3.2	2.6	5.8	4.1
Wireless Valves and Electric Lamps	2.4	3.1	2.8	2.9	5.1	4.1
Batteries and Accumulators	1.7	3.9	2.7	2.5	8.5	5.2
Other Electrical Goods	2.7	4.3	3.4	3.1	4.6	3.8
Vehicles	2.1	3.4	2.2	2.2	3.9	2.4
Manufacture of Motor Vehicles, etc.	2.3	3.1	2.4	2.6	4.2	2.8
Motor Repairs and Garages	2.3	3.7	2.5	2.5	4.0	2.7
Manufacture and Repair of Aircraft	2.1	3.2	2.2	1.6	3.2	1.8
Manufacture of Motor Vehicle Accessories	2.6	4.3	3.1	2.9	4.3	3.3
Railway Locomotive Shops	0.4	1.4	0.4	1.0	2.6	1.0
Other Locomotive Manufacture	1.4	2.8	1.5	1.4	2.6	1.5
Railway Carriages and Wagons	1.4	2.5	1.4	1.4	2.0	1.4
Carts, Perambulators, etc.	3.9	3.7	3.8	3.7	4.8	4.1
Metal Goods not elsewhere specified	2.6	4.6	3.3	2.9	4.9	3.6
Tools and Cutlery	2.2	4.4	3.0	2.7	4.5	3.4
Bolts, Nuts, Screws, Nails, etc.	2.3	4.3	3.2	2.5	4.1	3.3
Iron and Steel Forgings	2.0	2.9	2.2	2.4	3.5	2.5
Wire and Wire Manufactures	1.9	3.4	2.3	2.0	3.9	2.5
Hollow-ware	2.9	5.6	4.3	3.2	5.3	4.3
Brass Manufactures	2.7	4.4	3.3	3.6	6.8	4.8
Other Metal Industries	2.8	4.5	3.4	3.1	4.9	3.7
Precision Instruments, Jewellery, etc.	2.4	3.9	2.9	2.2	3.3	2.6
Scientific, Surgical, etc., Instruments	2.6	4.3	3.2	2.0	3.6	2.6
Watches and Clocks	2.0	2.8	2.4	2.1	3.1	2.6
Jewellery, Plate, etc.	1.5	3.4	2.3	2.6	2.5	2.5
Musical Instruments	2.3	3.9	2.6	2.7	3.5	2.8
Textiles	2.6	3.4	3.1	2.4	3.4	3.0
Cotton Spinning, Doubling, etc.	2.3	3.3	3.0	2.6	3.5	3.2
Cotton Weaving, etc.	2.4	2.6	2.5	2.0	2.3	2.2
Woolen and Worsted	3.2	3.9	3.6	3.1	4.0	3.6
Rayon, Nylon, etc., Production	3.1	3.2	3.1	2.2	3.7	2.7
Rayon, Nylon, etc., Weaving and Silk	2.5	2.8	2.7	1.7	1.6	1.6
Linen and Soft Hemp	2.1	3.5	2.9	4.4	4.6	4.6
Jute	3.3	4.7	4.1	3.0	5.9	4.4
Rope, Twine and Net	2.4	3.4	3.0	3.3	4.3	3.9
Hosiery	2.3	3.4	3.1	1.6	3.1	2.7
Lace	2.0	3.2	2.7	1.7	3.3	2.6
Carpets	2.2	3.7	3.0	1.9	4.0	3.0
Narrow Fabrics	1.8	3.7	3.2	2.0	3.4	3.0
Made-up Textiles	2.4	4.6	4.0	1.9	4.9	4.1
Textile Finishing, etc.	2.1	3.5	2.5	1.9	3.7	2.4
Other Textile Industries	3.0	4.1	3.4	2.9	4.5	3.5
Leather, Leather Goods and Fur	2.2	4.1	2.8	2.2	3.7	2.7
Leather Tanning and Dressing	1.9	3.0	2.1	1.9	3.7	2.3
Leather Goods	2.5	4.4	3.6	2.8	3.5	3.2
Fur	5.2	5.4	5.2	3.4	5.2	4.3
Clothing	2.5	3.7	3.4	2.0	3.4	3.0
Tailoring	3.2	4.1	3.9	2.6	3.5	3.3
Dressmaking	2.3	3.5	3.4	2.2	3.5	3.4
Overalls, Shirts, Underwear, etc.	1.4	3.2	3.1	1.7	3.3	3.1
Hats, Caps and Millinery	2.0	3.3	2.8	2.2	2.9	2.6
Other Dress Industries	2.5	3.3	3.1	2.5	3.6	3.3
Manufacture of Boots and Shoes	2.2	3.6	2.9	1.5	2.9	2.2
Repair of Boots and Shoes	1.9	4.6	2.5	2.1	4.3	2.5
Food, Drink and Tobacco	2.4	4.2	3.1	2.1	4.6	3.1
Grain Milling	1.9	3.4	2.2	1.9	4.0	2.3
Bread and Flour Confectionery	3.0	4.1	3.3	2.6	3.5	2.9
Biscuits	2.7	4.7	4.0	2.2	4.1	3.4
Meat and Meat Products	3.1	3.7	3.3	2.2	5.3	3.5
Milk Products	4.6	5.0	4.7	2.0	4.1	2.6
Sugar and Glucose	2.6	5.4	3.3	1.6	3.4	2.0
Cocoa, Chocolate, etc.	3.9	7.0	5.8	1.9	3.8	3.1
Preserving of Fruit and Vegetables	1.8	3.2	2.8	2.8	7.5	5.9
Other Food Industries	2.6	3.8	3.1	1.4	8.5	5.5
Brewing and Malting	1.2	3.6	1.6	1.5	3.6	1.8
Wholesale Bottling	2.4	3.2	2.7	2.9	5.1	3.7
Other Drink Industries	2.5	5.2	3.5	2.0	4.3	2.9
Tobacco	0.9	1.7	1.4	0.9	2.6	1.9
Manufactures of Wood and Cork	3.0	4.5	3.3	2.9	4.5	3.2
Timber (Sawmilling, etc.)	2.7	4.7	2.9	2.9	4.6	3.1
Furniture and Upholstery	3.3	4.0	3.5	2.8	4.4	3.1
Shop and Office Fitting	3.3	2.3	3.2	4.1	2.7	4.0
Wooden Containers and Baskets	2.6	5.8	3.4	3.1	4.6	3.5
Miscellaneous Wood and Cork Manufactures	3.1	5.6	3.8	3.3	4.7	3.7
Paper and Printing	1.7	3.3	2.3	1.5	3.1	2.1
Paper and Board	1.9	2.7	2.1	2.1	3.4	2.4
Wallpaper	3.6	6.7	4.3	2.1	2.2	2.1
Cardboard Boxes, etc.	3.3	4.8	4.3	2.0	4.7	3.8
Other Manufactures of Paper	2.1	3.8	3.2	1.8	3.7	2.9
Printing of Newspapers, etc.	1.5	2.6	1.6	0.8	1.6	0.9
Other Printing, etc.	1.5	2.7	2.0	1.5	2.7	2.0
Other Manufacturing Industries	2.3	5.3	3.5	3.7	5.9	4.6
Rubber	1.9	5.1	3.0	3.5	6.1	4.3
Linoleum, Leather Cloth, etc.	2.6	2.7	2.6	2.4	3.1	2.5
Brushes and Brooms	1.9	4.4	3.2	2.9	5.4	4.2
Toys, Games and Sports Requisites	3.3	7.4	5.8	3.4	5.9	4.9
Miscellaneous Stationers' Goods	2.7	5.5	4.4	5.4	6.8	6.2
Production of Cinematograph Films	4.3	3.6	4.2	16.5	14.4	16.1
Other Manufacturing Industries	2.7	4.7	3.6	3.3	5.4	4.3
All the above Industries	2.3	3.7	2.8	2.3	3.9	2.8

Note.—Establishments whose industrial classification has changed during the period as a result of a change in their activities are excluded from these calculations. (a) Per 100 males employed. (b) Per 100 females employed. (c) Per 100 employees (males and females).

Work of Appointments Department

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

Technical and Scientific Register

The Technical and Scientific Register, 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 provides a placing and advisory service for persons holding the necessary qualifications, these being, in general, possession of a University degree, or membership of the appropriate recognised professional institution.

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, agriculturists, biologists and all other scientists, professional engineers, architects, surveyors, town planners, estate agents and valuers.

The total number of persons enrolled on the Available Section of the Technical and Scientific Register at 9th May was 5,128* ; this figure included 3,904 registrants who were already in work but desired a change of employment, 162 students provisionally enrolled and 1,062 registrants who were unemployed. Among the unemployed were 333 ex-Service men and women.

The numbers of vacancies notified and filled between 12th April and 9th May, 1949 (4 weeks), are shown below :—

Vacancies outstanding at 12th April	4,708
" notified during period	627
" filled during period	151†
" cancelled or withdrawn	453
" outstanding at 9th May	4,731

Employment in the Coal Mining Industry in April

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

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 30th April was 725,800, compared with 726,600 during the five weeks ended 2nd April and 723,600 during the four weeks ended 1st May, 1948. The total numbers who were *effectively* employed were 662,700 in April, 660,400 in March, and 678,900 in April, 1948; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week. The Table below shows the numbers of wage-earners on the colliery books in the various Districts in April, together with the increase or decrease* in each case compared with March, 1949, and April, 1948.

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

District	Average numbers of wage-earners on colliery books during 4 weeks ended 30th April, 1949	Increase (+) or decrease (-)* compared with the average for	
		5 weeks ended 2nd April, 1949	4 weeks ended 1st May, 1948
Northumberland	42,700	...	+ 200
Cumberland	5,800	...	+ 200
Durham	111,300	+ 100	+ 200
South Yorkshire	100,000	+ 100	+ 700
West Yorkshire	41,500	- 100	200
North and South Derbyshire	44,600	- 200	- 600
Notts. and Leicestershire	54,400	...	+ 1,400
Lancashire and Cheshire	52,000	...	+ 100
North Wales	8,800	- 100	- 200
North Staffordshire	20,700	...	- 400
Cannock Chase	18,100	- 100	+ 400
South Staffs., Worcs., and Salop	5,700	- 100	+ 200
Warwickshire	16,000	+ 100	+ 600
South Wales and Mon.	107,400	- 200	- 1,300
Forest of Dean, Bristol and Somerset	7,200	- 100	- 100
Kent	6,200	...	- 100
England and Wales	642,400	- 800	+ 1,100
Fife and Clackmannan	22,400	...	+ 1,000
The Lothians	12,500	...	+ 400
Lanarkshire, etc.	35,200	- 100	- 700
Ayrshire, etc.	13,300	+ 100	+ 400
Scotland	83,400	...	+ 1,100
Great Britain	725,800	- 800	+ 2,200

It is provisionally estimated that during April about 4,930 persons were recruited to the industry, while the total number of persons who left the industry was about 5,230; the numbers on the colliery books thus showed a net decrease of 300. During March there was a net decrease of 1,300.

The average number of shifts worked per week by coal-face workers who were effectively employed was 4.63 in April, 5.01 in March and 4.97 in April, 1948. The corresponding figures for all workers who were effectively employed were 4.92, 5.30 and 5.25.

With regard to absenteeism in the coal mining industry, separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given), and (b) involuntary absenteeism (absences due mainly to sickness). The figures for March and April and April, 1948, which are given in the next Table, represent the numbers of shifts lost through absenteeism, expressed as percentages of the total numbers of shifts that could have been worked.

Percentages of Shifts Lost Through Absenteeism

	April, 1948	March, 1949	April, 1949
Coal-face workers :			
Voluntary	7.48	7.45	7.06
Involuntary	5.91	8.63	7.96
All workers :			
Voluntary	5.70	5.78	5.29
Involuntary	5.10	7.74	7.04

For face-workers the output per man-shift worked was 2.97 tons in April, compared with 3.03 tons in the previous month and 2.90 tons in April, 1948. The output per man-shift calculated on the basis of *all* workers was 1.14 tons in April; for March, 1949, and April, 1948, the figures were 1.17 tons and 1.10 tons, respectively.

* "No change" is indicated by three dots.
† These figures are obtained by dividing the total number of man-shifts worked by the number of persons effectively employed.

Employment Overseas

AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in December, 1948, was 0.5 per cent. higher than in November and 2.8 per cent. higher than in December, 1947.

CANADA

Returns received by the Dominion Bureau of Statistics from over 19,900 employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st March in the establishments covered by the returns was 0.7 per cent. lower than at 1st February but 0.2 per cent. higher than at 1st March, 1948. The number of persons employed in manufacturing industries at 1st March was 0.1 per cent. lower than at the beginning of the previous month and the same at 1st March, 1948.

UNION OF SOUTH AFRICA

According to the general index of employment compiled by the Office of Census and Statistics, the number of workpeople employed in manufacturing industries, transportation and mining (other than alluvial gold diggings) in November was 0.3 per cent. higher than in October and 1.0 per cent. higher than in November, 1947.

UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in March is estimated by the United States Department of Labor to have been approximately 43,848,000. This was 0.3 per cent. lower than the figure for February and 1.7 per cent. lower than that for March, 1948. The index figure of wage-earners' employment in manufacturing industries (base, average of 1939=100) showed a decrease of 1.5 per cent. in March compared with February and a decrease of 5.9 per cent. compared with March, 1948.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America at the middle of March was approximately 3,167,000, compared with 3,221,000 at the middle of February and with 2,440,000 at the middle of March, 1948.

BELGIUM

The average daily number of persons recorded as wholly or partially unemployed in Belgium during March was 236,913, compared with 239,663 during February and 95,451 during March, 1948. The number of working days lost in March as a result of unemployment was over 5,675,000, compared with nearly 5,750,000 in February and about 2,181,000 in March, 1948.

DENMARK

At the end of April returns received by the Danish Statistical Department from approved unemployment funds showed that 28,983, or 4.7 per cent. of a total membership of over 613,000, had been unemployed for seven days or more, compared with 7.9 per cent. (final figure) at the end of the previous month and 2.6 per cent. at the end of April, 1948. In addition, 15,450 members had been unemployed for less than seven days at the end of April, and 6,118 were considered as ineligible for employment on account of age or other reasons.

FRANCE

The number of persons registered as applicants for employment was 126,163 at the beginning of March, compared with 109,922 at the beginning of the previous month and 74,610 at the beginning of March, 1948.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 28th May was 62,337, compared with 75,579 at 23rd April and 66,508 at 29th May, 1948.

NETHERLANDS

The number of persons registered at Employment Exchanges as wholly unemployed was 36,900 at the end of April, compared with 39,000 at the end of March and 26,442 in April, 1948.

NORWAY

The number of persons registered for employment who were wholly unemployed was 12,862 at the end of February, compared with 13,918 at the end of January and 18,056 in February, 1948.

SWEDEN

Preliminary information received by the Swedish Social Board from trade unions with a total membership of about 943,000 showed that 3.9 per cent. of their members were unemployed at 28th February, compared with 4.1 per cent. (revised figure) at the end of the previous month and 4.2 per cent. at 29th February, 1948.

SWITZERLAND

The number of registered applicants for employment at the end of March who were wholly unemployed was 7,261 or 4.8 per thousand of the employed population (exclusive of apprentices) according to the census of 1941, compared with 12,046 or 8.0 per thousand at the end of February; in March, 1948, the number wholly unemployed was 1,107 or 0.7 per thousand.

WAGES, DISPUTES, RETAIL PRICES

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Changes in Rates of Wages and Hours of Labour

RATES OF WAGES

Changes in May

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 May resulted in an aggregate increase estimated at approximately £86,000 in the weekly full-time wages of about 360,000 workpeople.

The principal increases affected agricultural workers in Scotland, workpeople in the spinning and preparing sections of the cotton industry, and roadmen employed by County Councils in England and Wales. Increases were also granted to workpeople in the glove manufacturing industry in England and Wales, male warehouse workers in general printing offices in London, workers employed in the manufacture, maintenance or repair of agricultural machinery or implements in England and Wales, hourly rated engineering and maintenance staff employed on civil air transport, and male workers in the glass processing industry.

The minimum rates of wages fixed by Orders made under the Agricultural Wages (Scotland) Act were increased by 4s. a week for male general workers 20 years and over employed in agriculture in Scotland and by 3s. for female general workers 21 years and over. Increased rates were also fixed for male and female workers engaged in specified classes of work, e.g., shepherds, stockmen, stockwomen, etc. In the spinning and preparing sections of the cotton industry there were increases, according to occupation, of 7s. 6d. or 4s. 6d. a week, or of 5 per cent. on current earnings. The basic rates of roadmen employed by most County Councils in England and Wales were advanced by 5s. a week in zone A areas, and by 4s. in the London area and in zone B areas.

In the glove manufacturing industry in England and Wales there were increases in minimum rates of 2d. an hour for skilled and semi-skilled men, of 3d. for unskilled men, and 2d. for women. Male warehouse workers in general printing offices in London received increases of 5s. or 3s. 6d. a week, according to occupation. Men employed in England and Wales in the manufacture, maintenance or repair of agricultural machinery or implements received an increase of 2s. a week in national bonus. For male and female hourly rated engineering and maintenance staff employed on civil air transport there was an increase in provisional bonus of 1½d. an hour. In the glass processing industry a cost-of-living bonus of 1d. an hour was granted to men 20 years and over.

Of the total increase of £86,000, about £37,000 was the result of direct negotiations between employers and workpeople or their representatives; about £23,000 resulted from Orders made under the Agricultural Wages (Scotland) Act or the Wages Councils Act; about £13,000 was the result of arrangements made by Joint

Industrial Councils or other joint standing bodies established by voluntary agreement; and the remainder resulted from arbitration awards.

Changes in January–May, 1949

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

Industry Group †	Approximate Number of Workpeople affected by Net Increases	Estimated Net Amount of Increase in Weekly Wages
Agriculture, Forestry, Fishing	932,000	£ 161,300
Mining and Quarrying	47,500	10,000
Treatment of Non-metalliferous Mining Products other than coal	126,000	21,300
Chemicals and Allied Trades	24,000	4,000
Metal Manufacture	173,000	8,200
Engineering, Shipbuilding and Electrical Goods	28,000	1,800
Vehicles	24,000	4,600
Metal Goods not elsewhere specified	51,000	9,000
Textiles	407,500	89,800
Leather, Leather Goods and Fur	29,500	6,200
Clothing	129,500	22,900
Food, Drink and Tobacco	90,500	15,600
Manufactures of Wood and Cork	7,000	800
Paper and Printing	24,500	7,100
Other Manufacturing Industries	41,000	9,200
Building and Contracting	1,076,000	81,200
Gas, Electricity and Water	500	100
Transport and Communication	61,000	20,300
Distributive Trades	35,000	7,600
Public Administration	188,000	18,900
Miscellaneous Services	53,000	15,800
Total	3,548,500	515,700

In the corresponding months of 1948 there were net increases of £864,900 in the weekly full-time wages of 2,976,000 workpeople.

HOURS OF LABOUR

The changes in normal hours of labour reported to have come into operation in May affected workers employed in the manufacture, maintenance or repair of agricultural machinery or implements, whose normal weekly working hours were reduced from 45 to 44, and workers in the wallpaper industry, whose normal working week was increased from 44 to 45 hours.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING MAY

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in Italics)
Agriculture	Scotland	23 May	Male workers wholly or mainly employed as shepherds	Standard minimum rates fixed for all districts, replacing the district rates previously in operation, and resulting in increases of varying amounts (generally 5s. 3d. or 6s. 3d. a week for men 20 years and over). Minimum rates after change: men 20 years and over 10s. 3d. a week, youths and boys 4s. 9d. at 15, rising to 8s. 3d. at 19 and under 20.†
			Male workers wholly or mainly employed as grievers or stewards, stockmen, horse-men or tractormen	Standard minimum rates fixed for all districts, replacing the district rates previously in operation, and resulting in increases of varying amounts (generally 3s. 3d. or 4s. 3d. a week for men 20 years and over). Minimum rates after change: men 20 years and over 10s. 3d. a week, youths and boys 4s. 9d. at 15, rising to 8s. 3d. at 19 and under 20.†
			Female workers employed wholly or mainly as stockwomen, horsewomen, tractorwomen, poultrywomen or dairymaids	Increases of 3s. 3d. a week in minimum weekly rates for women 21 years and over, and of 1s. 9d. to 3s., according to age, for younger workers. Minimum rates after change: women 21 years and over 7s. 9d. a week, girls 4s. 9d. at 15, rising to 7s. at 18 and under 21.†
			Other whole-time workers employed by the week or longer period— Males	Increases of 4s. a week in minimum rates for men 20 years and over, and of 1s. 9d. to 3s. 6d., according to age, for younger workers. Minimum weekly rates after change: men 20 years and over 9s. 6d., youths and boys 4s. 3d. at 15 years, rising to 8s. at 19 and under 20.†
			Females	Increases of 3s. a week in minimum rates for women 21 years and over, and of 1s. 9d. to 3s., according to age, for younger workers. Minimum weekly rates after change: women 21 years and over 7s. 9d., girls 4s. 3d. at 15, rising to 6s. 6d. at 18 and under 21.†
			Male and female workers employed by the day or hour, or as part-time workers	Increases of 2½d. an hour in minimum hourly rates for men 20 years and over, of 1½d. for women 21 years and over, and of varying amounts for certain younger workers; decrease of ½d. an hour for youths and girls 16 and under 17. Rates after change: male workers 10½d. at 15, rising to 2s. 1d. at 20 and over, female workers 10½d. at 15, rising to 1s. 7d. at 21 and over.†

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

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

‡ These increases took effect under Orders issued under the Agricultural Wages (Scotland) Act, 1949. See pages 198 and 224 of this GAZETTE.

Principal Changes in Rates of Wages Reported During May—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Agriculture— (continued)	Northern Ireland..	4 Apr.	Male workers other than those employed at or in flax scutch mills	Increase of 4s. a week in minimum time rates for workers 21 years and over, and of 2s. 6d., 3s. or 3s. 6d., according to age and district, for workers 16 and under 21. Minimum time rates after change for men 21 years or over: 80s. to 87s. a week, according to district.*
			Male and female workers engaged in pulling flax by hand	Piece rate of wages increased by 2d. (1s. 4d. to 1s. 6d.) per stook of 12 beets each measuring not less than 24 inches and not more than 30 inches in circumference.*
Forestry	Scotland ..	23 May	Workpeople employed by the Forestry Commission	Increase of 4s. a week for men and of 3s. for women. Minimum rates after change: men forest workers, grade I 99s. a week, grade II 96s. 6d., grade III 94s.; women forest workers 70s. 6d.
Building Brick and Allied Industries	Northern Ireland..	Beginning of first full pay period following 17 May	Male workers	Increase of 1d. an hour (2s. 1d. to 2s. 2d.) in basic rate for time-workers, with a proportionate increase in piece rates.
Glass Processing	Great Britain ..	Beginning of pay week commencing on or immediately after 11 May	Men 20 years and over, apprentices and trainees	Cost-of-living bonus granted of 1d. an hour to all men 20 years of age and over and of proportional amounts to apprentices and trainees. Rates after change: brilliant cutters, writers, stainers, gilders, embossers and sandblasters, London area (within a 25-mile radius from Charing Cross) 3s. 2d. an hour, Provincial area 3s., bevellers, silverers, siders, plate cutters, leaded light makers, specialist fixers, foil and glue paper cutters, silk screen operatives first grade (complete process), and colour sprayers 2s. 11d., 2s. 9d., silk screen operatives second grade (operating screen and roller process) 2s. 9d., 2s. 7d., embossers' assistants and sandblasters' assistants 2s. 8d., 2s. 6d., silverers' assistants other than cleaners-up 2s. 7d., 2s. 5d., leaded light cementers and packers 2s. 6d., 2s. 4d., general labourers, loaders, sand-washers and cleaners-up 2s. 5d., 2s. 3d.; plus in each case 1d. an hour bonus.
Agricultural Machinery and Implement Manufacture, Maintenance and Repair	England and Wales	First full pay period following 5 May	Men, apprentices, youths and boys	Increase of 2s. a week (36s. 6d. to 38s. 6d.) in the national bonus for male workers 21 years and over, with consequential increases for apprentices, youths and boys. Rates after change, inclusive of bonus, for a 44-hour week include: skilled men 107s. a week, unskilled 94s.†
Pin, Hook and Eye and Snap Fastener Manufacture	Great Britain ..	6 May	Men, youths, boys, women and girls, other than home workers	Increase of 1d., 1½d. or 2½d. 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 ½d. for female chargehands and other female workers 18 years or over, and of ¾d. or 1d., according to age, for girls; increase of 1½d. an hour in piecework basis time rate for female workers. General minimum time rates after change include: men 21 years or over 2s. 1d. to 2s. 7d. an hour, according to occupation, female chargehands 1s. 8½d., other women 18 years or over 1s. 5d.; piecework basis time rate for female workers 1s. 7½d.‡
Cotton Spinning and Preparing	Lancashire, Cheshire, Yorkshire and Derbyshire	First pay day in week commencing 16 May	Mule spinners, assistant spinners, twiner spinners and spinner piecers (minder assistants)	Increase of 7s. 6d. a week.
			Head and assistant cotton room men, cotton feeders, lap carriers, bobbin carriers, oilers and banders, layers-on, cleaners and oilers, waste men, hoist men, and weft or sett carriers	Increase of 7s. 6d. a week.
			Adult male labourers in winding, reeling, beaming, doubling and gassing departments, and yarn warehouse labourers	Increase of 7s. 6d. a week.
			Card and can tenters, lap machine tenters, ring doffers and ring doubler doffers	Increase of 4s. 6d. a week.
			Mule assistants, ancillary workers, tubers and creelers, and card room and ring room operatives not included in the above categories	Increase of 5 per cent. on current earnings.
			Winders, reelers, beamers, crossballers, doublers, gasers, roller coverers and cop packers	Increase of 5 per cent. on current earnings.
Wool Textile	West of England ..	First pay day in Mar.	Worst spinning overlookers, loom tuners and certain male weavers	Increase in basic rates of 3s. a week (112s. to 115s.) for head overlookers and head tuners, of 2s. 6d. (100s. 6d. to 103s.) for overlookers, and of 1s. 6d. (101s. 6d. to 103s.) or 2s. (106s. to 108s.), according to experience, for loom tuners; new group average minimum rates adopted for male weavers as follows:—employed on two fancy looms 112s. a week, on one plain and one fancy loom or multiple looms 106s., on two plain looms 101s. 6d.‡
Textile Printing	United Kingdom..	Second pay day in May	Block printers .. .	Increase of 6½ per cent. on existing wage rates for day rate workers and on piece rate prices, and of 2d. an hour (2s. 6d. to 2s. 8d.) on basic time rates for adult workers; new scales adopted for apprentices.
Retail Bespoke Tailoring	Scotland ..	27 May	Men, youths, boys, women and girls	New minimum rates fixed for all localities (classified in 3 areas instead of 5, as formerly), resulting in increases of varying amounts, according to locality. Rates after change include: workers with 5 years' employment in the trade (3 years in the case of late entrants)—general minimum time rates, journeymen Area A 2s. 2½d. an hour, Area B 2s. 1½d., Area C 1s. 11d., female workers 1s. 5½d., 1s. 4½d., 1s. 4d.; piecework basis time rates, journeymen 2s. 4½d., 2s. 3½d., 2s. 0½d., female workers 1s. 7½d., 1s. 6½d., 1s. 6d.; learners and improvers—general minimum time rates, Area A 22s. a week during 1st year, rising to 66s. during 5th year, Area B 21s. to 62s. 3d., Area C 20s. 3d. to 60s. 6d., females 22s. to 49s. 6d., 21s. to 45s. 9d., 20s. 3d. to 44s.; time rates per hour for workers to whom the Piece Work Time Statement applies—males Area A 2s. 7½d. an hour, Area B 2s. 2½d., Area C 2s. 0½d., females 2s. 3d., 1s. 10½d., 1s. 8½d.‡
Glove Manufacture (leather and fabric dress and industrial gloves)	England and Wales	Beginning of first full pay period following 2 May	Men and women 20 years and over	Increase in minimum time rates of 2d. an hour for skilled and semi-skilled men, of 3d. for unskilled men, and of 2d. for women. Minimum rates after change: men—fully qualified table cutters, ironers (after 3 years' apprenticeship) 2s. 5d. an hour, semi-block cutters and block cutters, clickers, webbers, ironers (who have not served 3 years' apprenticeship) and fabric glove cutters 2s. 2d., all other workers 2s. 1d.; women—experienced dress glove machinists 1s. 6d., dress glove machinists under training until competent for piece-work, industrial glove machinists and all other workers 1s. 5d.

* These increases took effect under an Order issued under the Agricultural Wages (Regulation) Acts (Northern Ireland). See also under "Changes in Hours of Labour."

† This increase was the result of an agreement made between the Agricultural Machinery and Tractor Dealers' Association Ltd. and the trades unions concerned. See also under "Changes in Hours of Labour."

‡ These increases took effect under an Order issued under the Wages Councils Act. See page 190 of the May issue of this GAZETTE.

§ No advances are to be paid except in those cases where the existing average piece work group earnings are below the new figures and where existing day work rates are below the new rates.

¶ These increases took effect under an Order issued under the Wages Councils Act. The localities comprising areas A, B and C respectively are defined in the Order. See page 223 of this GAZETTE.

Principal Changes in Rates of Wages Reported During May—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Baking	Scotland .. .	20 May	Men, youths and boys	Increase in minimum weekly rates of 6s. for journeymen bakers, dough-makers and ovenmen, and of 2s. or 4s. for other workers, according to age or year of apprenticeship; new minimum occupational rates fixed for ingredient storekeeper charge hands and ingredient storekeepers. Minimum rates after change include: journeymen bakers 116s. to 131s. a week, according to shift or commencing time of work, doughmakers and ovenmen 123s. to 138s., ingredient storekeeper charge hands 101s. 6d. to 114s., bakery workers and ingredient storekeepers 21 years or over 94s. to 106s. 6d.; the minimum rates payable to foremen bakers and charge hands (other than ingredient storekeeper charge hands) are 20s. and 10s. above the rates for journeymen bakers and male bakery workers, respectively.*
			Women and girls	Increase in minimum weekly rates of 3s. for workers 18 years or over, and of 2s. for those under 18; new occupational rates fixed for ingredient storekeeper charge hands and ingredient storekeepers. Minimum rates after change for workers 21 years or over include: assistant baker charge hands 93s. a week, ingredient storekeeper charge hands 90s. 6d., bakery worker charge hands 78s., assistant bakers and ingredient storekeepers 83s., bakery workers 68s.*
Brewing	Burton-on-Trent ..	3 Jan.	Men, youths, boys, women and girls	Increase of 2s. 6d. a week in minimum rates for men 21 years and over, of 2s. for women 21 and over, of 1s. 6d. to 3s., according to age, for youths and boys, and of 6d. to 2s. for girls. Rates after change, inclusive of war bonus, include: men 21 and over—loco. drivers 126s. a week, spare drivers—first year 122s., second year 123s., third year 124s., stationary enginemmen 116s. 6d., head shunters 115s. 6d., steam and petrol lorry drivers 114s. 6d., stokers 114s., brewery shiftmen 112s. 6d., cold-room workers 110s. 6d., steersmen and cellarmen 109s. 6d., ale loaders, firemen (including cleaners) and under shunters 107s. 6d., carters and drivers (2-horse) 106s. 6d., (1-horse) 104s. 6d., brewery labourers 104s. 6d; women 21 and over—in breweries and maltings three-quarters of men's rate on similar work, in bottling stores 72s. a week.†
Printing	England and Wales (except London)	First full pay week in Apr.	Printers' assistants etc., in jobbing offices	Hourly rates for workers employed on night staffs or double day staffs to be equivalent to 25 per cent. and 20 per cent., respectively, above the basic day hourly rates.‡
	London .. .	First pay day in Mar.	Regular nightworkers employed in the general printing industry	Inclusive payment for night shifts of 4 consecutive nights, consisting of 40½ hours' work in the week, to be calculated by adding 50 per cent. to the hourly rates and multiplying by 40½.‡
	London .. .	Pay day in week commencing 9 May	Male warehouse workers in general printing offices	Increase of 5s. a week (129s. 6d. to 134s. 6d.) for binders' cutters and men in charge of trimming machines, of 5s. (128s. 6d. to 133s. 6d.) for warehousemen (leading hands), cutters, packers for rail or export, and men in charge of one or more folding, stitching or wrapping machines, of 3s. 6d. (121s. 6d. to 125s.) for bench hands and packers (ordinary) and of 3s. 6d. (113s. 6d. to 117s.) for warehouse porters.
Wallpaper Manufacture	England .. .	First pay day after 5 Apr.‡ 16 May	Men, youths, boys, women and girls	Increase in cost-of-living supplement of 2½d. an hour for men 21 years and over and women 18 years and over, and of 1½d. for juveniles.‡
			Men, youths, boys, women and girls	Weekly rates revised by the addition of ¼th of the basic weekly wage and cost-of-living supplement, following the increase in the normal working week from 44 to 45 hours. Rates after change, inclusive of supplement: men 21 years and over—skilled, London 126s. 3d. to 152s. 10d., according to occupation, Provincies 118s. 5d. to 145s., semi-skilled 120s. 1d. to 134s. 5d., 112s. 3d. to 126s. 7d., unskilled 116s., 108s. 2d.; women 18 years and over—skilled 102s. 7d. to 112s. 6d., 96s. 4d. to 106s. 2d., semi-skilled 91s. 3d. to 99s. 4d., 84s. 5d. to 93s. 1d., unskilled 88s. 2d. to 94s. 5d., 81s. 5d. to 88s. 2d.‡
Hair, Bass and Fibre Processing	Great Britain ..	20 May	Men, youths, boys, women and girls	Increase of ¾d. or 1½d. an hour, according to occupation, in general minimum time rates for men 21 years or over, of ½d. or ¾d. for women 18 years or over, of ¼d. to 1d., according to age and occupation, for youths and boys, and of ½d. to 1d. for girls; increase of ¾d. an hour in piecework basis time rate for male workers, and of ¼d. for female workers. General minimum time rates after change include: men 21 years or over, with not less than 3 years' experience in hair dressing, hair curling, or hair weaving 2s. 4½d. an hour, with not less than 3 years' experience in bass dressing or fibre dressing 2s. 3½d., other men 21 years or over 2s. 1½d.; women 18 years or over with not less than 3 years' experience in hair dressing, hair curling, hair weaving, bass dressing, or fibre dressing 1s. 5¾d., other women 18 years or over 1s. 4d.; piecework basis time rates: male workers 2s. 8½d. or 2s. 7½d., according to occupation; female workers 1s. 6½d.**
Road Haulage (Goods)	Belfast .. .	First full pay period following 24 May	Certain workers employed by cartage contractors	Increase of 5s. a week. Rates after change: lorry drivers of vehicles with carrying capacity of 2 tons or over 108s. a week, under 2 tons 100s., loaders, lorry assistants, stablemen, storemen 99s.
Civil Air Transport	United Kingdom..	13 Mar.††	Male and female hourly rated engineering and maintenance staff	Timeworkers' provisional bonus increased by 1½d. an hour (3d. to 4½d.), and special pieceworkers' bonus introduced of 1½d. an hour for workers engaged on incentive bonus schemes (5s. 6d. a week in both cases). Minimum rates after change, inclusive of bonus, for a 44-hour week: men—skilled tradesmen on time work 130s. 2d., adult general labourers 112s. 9d.; women—adult unskilled time workers 85s. 3d.
Bread and Flour Confectionery Distribution	West of Scotland, including Glasgow	First pay day following 2 May	Van salesmen and van boys ..	New minimum rates fixed for a week of 48 hours as follows: van salesmen 117s. 6d., spare van salesmen 70s. at 18 years, rising to 107s. 6d. at 21 and over, van boys 36s. 6d. at 15, 40s. 6d. at 16, and 45s. 6d. at 17.
Local Authority Services	England and Wales (various regions)	Beginning of first full pay period following 13 May	Roadmen employed by County Councils	Increase of 5s. a week in zone A areas and of 4s. in the London area and in zone B areas. Minimum basic rates after change: London area 104s. a week, zone A areas 97s., zone B areas 94s.‡‡
	London and Middlesex areas	Pay day in week commencing 28 Mar. §§	Manual workers employed in non-trading services	Differential rates of wages adopted for six occupational groups of adult male workers in the general classes and for various classes of road workers, replacing the District Council rates previously in operation and resulting in increases of 1s. to 4s. a week for some workers, according to occupation and area of employment. Rates after change: men in the general classes—group I occupations 106s. a week, group II 110s., group III 113s., group IV 115s., group V 117s., group VI 119s.; road workers—road labourers 2s. 6d. an hour with plus rates payable to various categories of workers varying from ¾d. to 5d. an hour. §§

* These increases took effect under an Order issued under the Wages Councils Act. See page 190 of the May issue of this GAZETTE. The rates quoted have been in operation generally since 23rd August, 1948, under an agreement made by the National Joint Committee for the Baking Industry, Scotland.

† These rates are to remain operative until 31st December, 1949.

‡ Previously, a worker on permanent night staff received his normal weekly wage, plus 20 per cent. of his normal weekly wage less the agreed increases from August, 1940.

§ Previously, payment for night shifts was at the rate of time-and-a-half calculated on the agreed day work rates prior to August, 1940. The wage advances from August, 1940, operated as flat increases.

¶ This change was agreed on 4th May and made retrospective to the date shown. Further adjustments to the cost-of-living supplement will be made in April or October and will be at the rate of ¼d. an hour per point for adult workers and ½d. for juveniles in respect of each increase or decrease of a full three points in the index of retail prices.

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

** These increases took effect under an Order issued under the Wages Councils Act. See page 223 of this GAZETTE.

†† This increase was agreed in May, 1949, and made retrospective to the date shown.

‡‡ These increases were the result of an award of the National Arbitration Tribunal and apply to the County Councils affiliated to the National Joint Council for County Council Roadmen. The County Councils not so affiliated are those of Cheshire, Durham, Lancashire, Middlesex, Warwickshire and the West Riding of Yorkshire.

§§ This change was the result of an agreement made by the London and Middlesex Joint Industrial Councils for Local Authorities' Non-trading Services (Manual Workers), and approved by the National Joint Industrial Council in May, 1949, with retrospective effect to the date shown. The new grading proposals for the North Metropolitan Area are still under consideration. See the entry on page 147 of the April, 1949, issue of this GAZETTE.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING MAY

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Agriculture	Northern Ireland	4 Apr.	Male workers other than those employed in market gardens and nursery grounds and at or in flax scutch mills	Normal working hours to which the weekly minimum rates apply reduced from 54 to 52 in each calendar week commencing in the months of August and September, and from 52 to 50 in the months of March, April, May, June, July and October. (Hours remain unchanged at 50 in the months of November, December, January and February).*
Agricultural Machinery and Implement Manufacture, Maintenance and Repair	England and Wales	First full pay period following 5 May	Men, youths, apprentices and boys	Normal weekly working hours reduced from 45 to 44 (to be worked over 5 or 5½ days).*
Wallpaper Manufacture	England	16 May	Men, youths, boys, women and girls	Normal working week increased from 44 to 45 hours.†

* See also under "Changes in Rates of Wages."
 † See also under "Changes in Rates of Wages." The industry has agreed to operate a working week of 45 hours in return for which a second week's summer holiday with pay is to be granted.

Index of Rates of Wages

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

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

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

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

Industrial Disputes

DISPUTES IN MAY

The number of stoppages of work* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in May, was 148. In addition, 11 stoppages which began before May were still in progress at the beginning of that month. The approximate number of workers involved, during May, in these 159 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at about 76,000. The aggregate number of working days lost at the establishments concerned, during May, was about 350,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in May, the coal mining industry accounted for 90, involving about 52,000 workers, and resulting in an aggregate loss of about 270,000 working days.

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

Industry Group	Number of Stoppages in progress in Month			Number of Workers involved in all Stoppages in progress in Month	Aggregate Number of Working Days lost in all Stoppages in progress in Month
	Started before beginning of Month	Started in Month	Total		
Coal Mining	2	88	90	52,100	270,000
Metal, Engineering and Shipbuilding	4	25	29	5,100	26,000
Textile		3	3	2,000	3,000
Transport	2	11	13	13,500	41,000
Other Industries and Services	3	21	24	3,000	12,000
Total, May, 1949	11	148	159	75,700	352,000
Total, April, 1949	19	120	139	40,600	135,000
Total, May, 1948	15	175	190	31,800	86,000

Of the total of 352,000 days lost in May, 338,000 were lost by 74,000 workers involved in stoppages which began in that month. Of these workers, 69,700 were directly involved and 4,300 indirectly involved (*i.e.*, thrown out of work at the establishments where the stoppages occurred but not themselves parties to the disputes). The number of days lost in May also included 14,000 days lost by 1,700 workers through stoppages which had continued from the previous month.

Duration

Of 145 stoppages of work, owing to disputes, which ended during May, 61, directly involving 5,500 workers, lasted not more than one day; 40, directly involving 4,500 workers, lasted two days; 14, directly involving 1,700 workers, lasted three days; 16, directly involving 2,500 workers, lasted four to six days; and 14, directly involving 46,100 workers, lasted over six days.

Causes

Of the 148 disputes leading to stoppages of work which began in May, 12, directly involving 1,000 workers, arose out of demands for advances in wages, and 60, directly involving 48,000 workers, on other wage questions; 4, directly involving 1,800 workers, on questions as to working hours; 16, directly involving 3,000 workers, on questions respecting the employment of particular classes or persons; 45, directly involving 2,900 workers, on other questions respecting working arrangements; and 6, directly involving 2,000 workers, on questions of trade union principle. Five stoppages, directly involving 11,000 workers, were in support of workers involved in other disputes (including an inter-union dispute in Canada).

DISPUTES IN THE FIRST FIVE MONTHS OF 1949 AND 1948

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

Industry Group	January to May, 1949			January to May, 1948		
	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Coal Mining	413	95,700†	382,000	555	127,000†	335,000
Brick, Pottery, Glass, Chemical, etc.	8	900	3,000	9	1,300	7,000
Engineering	48	8,000	63,000	52	18,600	47,000
Shipbuilding	24	5,600	41,000	32	13,200	195,000
Iron and Steel and Other Metal	51	11,000	42,000	62	31,000	485,000
Textile	19	5,400	21,000	28	12,700	50,000
Clothing	9	700	5,000	17	5,600	23,000
Paper, Printing, etc.	3	500	4,000	5	1,000	2,000
Building, etc.	22	5,800	13,000	15	1,000	4,000
Transport	46	67,100	140,000	66	32,200	112,000
Other Industries and Services	34	3,000	15,000	70	13,300	53,000
Total	677	203,700†	729,000	911	256,900†	1,313,000

The number of workers involved in stoppages which began in the period January to May was 202,900, the number of days lost in such stoppages being 727,000. In addition, 2,000 days were lost at the beginning of 1949 by 800 workers through stoppages which had begun towards the end of the previous year.

PRINCIPAL DISPUTES DURING MAY

Occupations‡ and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly‡	Began	Ended		
COAL MINING :— Colliery workers—Lancashire (various collieries)	44,000	—	2 May	14 May	Demand for concessionary coal and objection to the breaking of a ban on overtime which had been imposed in support of this demand.	Work resumed to permit of negotiations.
SHIPBUILDING :— Platers, riveters, welders, boiler-smiths, burners, caulkers, drillers, heaters and other workers employed in shipbuilding—Blyth (one firm)	360	320	26 Apr.	20 May	In protest against the employment of an unskilled man on a profile burning machine	Unskilled man taken off job and work resumed pending negotiations.
Platers, apprentice platers, platers' helpers and marker boys employed in shipbuilding—Belfast (one firm)	590	810	16 May	20 May	Demarcation dispute concerning the scope of shipwrights' work in the erection of pre-fabricated material	Work resumed to permit of negotiations.
TEXTILE :— Workers employed in the manufacture of hosiery—Edmonton (one firm)	1,700	—	13 May	13 May	Objection to the employment of a canteen worker who was not a trade unionist	Work resumed on the voluntary resignation of the worker concerned.
RAILWAY TRANSPORT :— Locomotive drivers, firemen, shed staff, etc.—various Eastern and North Eastern Railway Depots (including King's Cross)	2,510	—	15 May§	12 June	In protest against the introduction of a limited number of additional lodging turns involving trainmen sleeping away from home	Work resumed to permit of further negotiations.
PORT TRANSPORT :— Dock workers and tugboatmen—Avonmouth, Bristol, Portishead and Liverpool	11,500	—	16 May	14 June	In support of a strike by members of the Canadian Seamen's Union and refusal to unload or handle ships manned by the Seafarers' International Union of North America	Work resumed unconditionally.
OTHER INDUSTRIES AND SERVICES :— Mastic asphalt spreaders, potmen and labourers—Scotland (various firms)	650	—	17 May	26 May¶	In protest against the dismissal of a number of men who refused to work or co-operate with Government trainees	Work resumed after an interim agreement had been reached.

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

† Some workers, largely in the coal mining 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 1949 was approximately 90,000, and in the corresponding period in 1948 was approximately 105,000. For all industries combined the corresponding net totals were approximately 190,000 and 230,000.

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

§ Stoppages occurred on this date and on each subsequent Sunday up to and including 12th June.

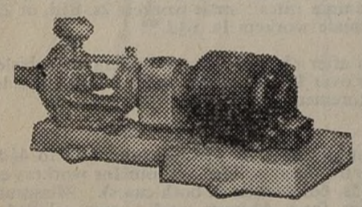
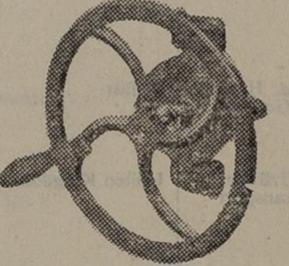
|| The stoppage began at Avonmouth on 16th May. Work was resumed on 17th May, but a further stoppage took place on 18th May which spread on 23rd May to Bristol and Portishead and on 26th May to Liverpool. At the end of May the total number involved was estimated to be about 8,500, but this total later increased to about 11,500. Work was resumed at Liverpool on 13th June, and at Avonmouth, Bristol and Portishead on 15th June.

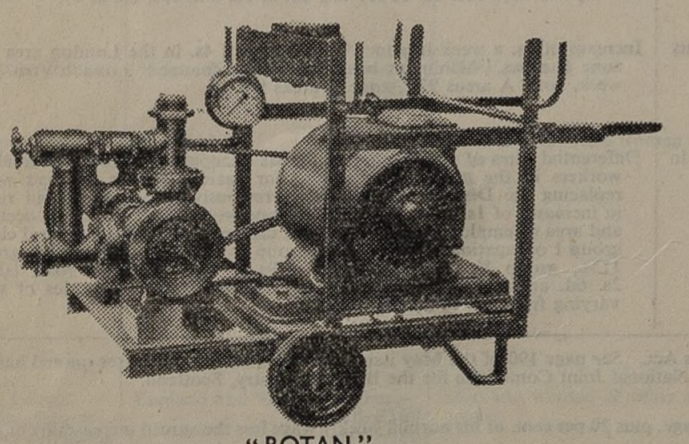

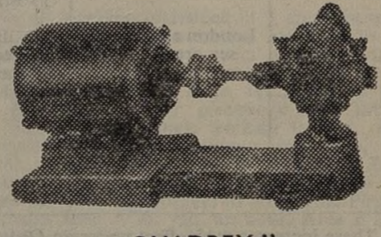
¶ Work was not fully resumed until Monday, 30th May.

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U.K. Index of Retail Prices

FIGURES FOR 17th MAY, 1949

The interim index of retail prices measures, for the United Kingdom, the average changes, month by month, in the prices of the goods and services which entered into working-class expenditure before the war, the goods and services covered being those recorded in family budgets collected during 1937-38. The index started from 17th June, 1947 (taken as = 100), and measures the changes in the prices of these goods and services from that date. As some goods and services are much more important than others, the relative changes, since 17th June, 1947, in the price levels of the various items included are combined by the use of "weights". These "weights" represent the proportions in which these items entered into working-class expenditure in 1937-38, adjusted to take account of the broad changes in prices between 1937-38 and mid-June, 1947.

The price comparisons used in compiling the index figures relate to a fixed list of items, and steps are taken to ensure that, so far as possible, the index figures reflect real changes in price levels but not changes in the prices quoted which are attributable to variations in quality.

The following Table shows the indices at 17th May, 1949, for each of the main groups of items and for all the groups combined, together with the relative weights which are used in combining the group indices into a single "all items" index :-

GROUP	INDEX FIGURE FOR 17th MAY, 1949		WEIGHT
I. Food ..	114	(114.3)	348
II. Rent and rates ..	100	(100.1)	88
III. Clothing ..	118	(118.1)	97
IV. Fuel and light ..	111	(111.5)	65
V. Household durable goods ..	108	(108.4)	71
VI. Miscellaneous goods ..	113	(113.1)	35
VII. Services ..	105	(105.2)	79
VIII. Drink and tobacco ..	108	(107.5)	217
All items ..	111	(110.6)	1,000

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

On the above basis, and taking the level of prices at 17th June, 1947, as 100, the "all items" index at 17th May was 111, compared with 109 at 12th April. The principal change during the month was the increase in the prices of meat on 24th April, which raised the "all items" index by nearly two points. This was one of the series of price changes announced by the Chancellor of the Exchequer in his budget speech on 6th April, involving increases for meat, cheese, butter, margarine and matches, and a decrease in the price of beer. The increases in the prices of cheese, butter and margarine have not yet been reflected in the index, since they had not taken effect by 17th May.

Food

The main changes in food prices between 12th April and 17th May were the increases in the retail prices of meat announced by the Chancellor of the Exchequer in his budget speech. As a result of these increases, which took effect on 24th April, the prices of the kinds of meat included in the index rose by an average of slightly over 30 per cent. In addition, there were seasonal increases in the prices of tomatoes and onions. As a result of these changes, the average level of prices for the food group as a whole showed a rise of nearly 5½ per cent., and the index figure at 17th May, expressed to the nearest whole number, was 114, compared with 108 at 12th April.

Clothing

Taken as a whole, the average level of prices of the articles in this group showed only a fractional rise during the month under review, and the index for the group, expressed to the nearest whole number, was 118, the same figure as at 12th April. For most of the items covered the average price change was insignificant, the largest changes being increases in the average prices of knitting wool and nursery squares.

Household Durable Goods

There were a number of small changes in the prices of various articles in this group, but the only change of importance was a reduction in the prices of some kinds of radio sets. For the group, taken as a whole, the average level of prices showed a fall of about one-half of 1 per cent., and the index figure, expressed to the nearest whole number, was 108, compared with 109 at 12th April.

Miscellaneous Goods

Price changes in this group were negligible except in the case of matches. The index figures for 12th April did not fully reflect the higher prices for matches resulting from the increase in duty announced in the April budget, because a proportion of retailers did not raise their prices until after 12th April. As a result of these

* The combination of any two or more group indices is effected by multiplying the respective indices by their corresponding weights and dividing the sum of the resulting products by the sum of the weights used.

belated price increases, the index for the miscellaneous group showed a slight rise between 12th April and 17th May, although the figure when expressed to the nearest whole number was 113 at both dates.

Other Groups

In the four remaining groups covering rent and rates, fuel and light, services, and drink and tobacco there were relatively few changes in prices during the month under review. The index figures for these groups, expressed to the nearest whole number, were 100, 111, 105 and 108, respectively, each of these figures being the same as a month earlier.

The following Table shows the index figures for "all items" and for food from June, 1947, onwards. The figures normally relate to the Tuesday nearest to the 15th of each month.

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
All Items												
1947	—	—	—	—	—	100	101	100	101	101	103	104
1948	104	106	106	108	108	110	108	108	108	108	109	109
1949	109	109	109	109	111	—	—	—	—	—	—	—
Food												
1947	—	—	—	—	—	100	101	99	100	101	103	103
1948	104	108	109	109	108	113	108	107	107	108	108	108
1949	108	109	108	108	114	—	—	—	—	—	—	—

A full description of the method of construction and calculation of the index, "Industrial Relations Handbook, Supplement No. 2. Index of Retail Prices," is obtainable, price 6d. net (7d. post free), from H.M. Stationery Office, at the addresses shown on page 226 of this GAZETTE.

Retail Prices Overseas

In the Table below a summary is given of the latest information relating to changes in retail prices in overseas countries contained in official publications received since last month's issue of the GAZETTE was prepared.

Country	Base of Index* and Latest Month for which Index Figure is available	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with	
			Previous Month	Corresponding Month in Previous Year
European Countries				
Belgium	1936-38 = 100	388	- 5	+ 1
All items*	Feb.			
Food	375			
Denmark	1935 = 100	181	Nil†	+ 5
All items*	Apr.			
Food	180			
Finland	Aug., 1938-July, 1939 = 100	775‡	+ 3	+ 10
All items*	Apr. (end)			
Food	915‡			
France	1938 = 100	1,759	- 86	+241
Food, Paris	Mar.			
Food, other large towns	Feb. (beginning)	2,041	- 37†	+315
Poland (Warsaw)	1947 = 100§	109	+ 1	+ 3
All items*	Feb.			
Food	109			
Portugal (Lisbon)	July, 1938-June, 1939 = 100	212.7	- 2.0	+ 5.2
All items*	Dec.			
Food	217.7			
Switzerland	June, 1914 = 100	222.0	- 1.0	- 0.9
All items*	Mar. (end)			
Food	227.5			
Other Countries				
Australia (6 capital cities)	1923-27 = 1,000	1,311	+ 33†	+119
All items*	Sept.			
Food	1,274			
Brazil (São Paulo)	1939 = 100	375.1	+ 6.1	+ 48.5
All items*	Sept.			
Food	448.1			
Burma (Rangoon)	1941 = 100	297	- 3	- 6
All items* (a)	Dec.			
Food (b)	319			
Food (a)	313			
Food (b)	308			
Canada	1935-39 = 100	159.3	+ 0.1	+ 7.7
All items*	Apr. (beginning)			
Food	198.5			
Kenya (Nairobi)	Aug., 1939 = 100	183	Nil†	+ 3
All items*	Feb. (end)			
Food	186			
Mexico (Mexico City)	1939 = 100	325.7	- 1.4	+ 21.1
All items*	Dec.			
Food	324.7			
New Zealand	15th Dec., 1942 = 1,000	1,107	+ 9†	+ 22
All items*	Dec. (15th)			
South Africa, Union (9 urban areas)	1938 = 100	150.2	- 1.1	+ 8.9
All items*	Dec.			
Food	153.7			

* The items of expenditure on which the "all-items" figures are based are food, house-rent, clothing, fuel and light, and other or miscellaneous items, except in the case of Belgium (food, clothing, fuel and light, and miscellaneous items only), Portugal (food, fuel and light, and certain other household articles only), Kenya (food, clothing, and household, wages, transport, amusement and other items only), and Mexico (food, clothing, fuel and light, and soap only).

† The index is quarterly and comparison is with the previous quarter.
‡ Figure supplied by Labour Attaché.
§ The index figures are based on free market prices supplied by municipalities, rationing not being taken into consideration.
|| The figures relate to (a) a Burmese family, (b) single Indians (Tamils, Telegus and Uriyas).
¶ The index is bi-monthly and comparison is with the previous bi-monthly period.

MISCELLANEOUS STATISTICS

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Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in May was 168, compared with 120 (revised figure) in April, 1949, and 126 in May, 1948. In the case of seamen employed on ships registered in the United Kingdom, 17 fatal accidents were reported in May, compared with 15 in April, 1949, and 6 in May, 1948.* Detailed figures for separate industries are given below in respect of May, 1949.

Industry	Deaths
Mines and Quarries†	55
Under Coal Mines Acts :	
Underground ..	42
Surface ..	3
Metalliferous Mines ..	1
Quarries ..	9
TOTAL, MINES & QUARRIES	55
Factories	
Clay, Stone, Cement, Pottery and Glass ..	2
Chemicals, Oils, Soap, etc. ..	3
Metal Extracting and Refining ..	3
Metal Conversion and Founding (including Rolling Mills and Tube Making) ..	5
Engineering, Locomotive Building, Boilermaking, etc. ..	9
Railway and Tramway Carriages, Motor and Other Vehicles and Aircraft Manufacture ..	5
Shipbuilding ..	5
Other Metal Trades ..	4
Cotton ..	—
Wool, Worsted, Shoddy ..	—
Other Textile Manufacture ..	2
Textile Printing, Bleaching and Dyeing ..	1
Tanning, Currying, etc. ..	1
Food and Drink ..	6
General Woodwork and Furniture ..	2
Paper, Printing, etc. ..	1
Rubber Trades ..	1
Gas Works ..	2
TOTAL, FACTORIES ACT	87
Railway Service	
Brakesmen, Goods Guards ..	—
Engine Drivers, Motor-men ..	—
Firemen ..	—
Guards (Passenger) ..	—
Labourers ..	2
Mechanics ..	1
Permanent Way Men ..	7
Porters ..	—
Shunters ..	4
Other Grades ..	5
Contractors' Servants ..	3
TOTAL, RAILWAY SERVICE	26
Total (excluding Seamen)	168
Seamen	
Trading Vessels ..	14
Fishing Vessels ..	3
TOTAL, SEAMEN	17
Total (including Seamen)	185

Industrial Diseases

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

Category	I. Cases	I. Cases—continued	
Lead Poisoning			
Operatives engaged in :		Epitheliomatous Ulceration (Skin Cancer)	
Shipbreaking ..	4	Pitch ..	9
Printing ..	—	Tar ..	6
Other Contact with Molten Lead ..	—	Oil ..	2
White and Red Lead Works ..	—	TOTAL ..	17
Painting of Buildings ..	—	Chromic Ulceration	
TOTAL ..	4	Manufacture of Bichromates ..	4
Other Poisoning			
Compressed Air Illness ..	4	Chromium Plating ..	6
TOTAL ..	4	Other Industries ..	3
TOTAL ..	4	TOTAL ..	13
Anthrax			
Wool ..	2	II. Deaths	
Handling and Sorting of Hides and Skins ..	1	Epitheliomatous Ulceration (Skin Cancer)	
TOTAL ..	3	Oil ..	1
TOTAL ..	3	TOTAL ..	1

* These figures exclude fatal accidents to seamen directly attributable to causes arising from the war.
† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 28th May, 1949, in comparison with the 5 weeks ended 30th April, 1949, and the 4 weeks ended 29th May, 1948.
‡ Deaths comprise all fatal cases reported during the month; they have also been included (as cases) in the same or previous returns.

Vocational and Disabled Training

The statistics of the Vocational and Disabled Training Schemes given below continue those published in previous issues of this GAZETTE (see last month's issue, page 188). They relate to the four weeks ended 2nd May.

The number of applicants admitted to training during the period was 1,167, and 7,056 persons were in training at the end of the period. The latter figure included 6,148 males and 908 females; of the total 3,550 were disabled persons. During the period 820 trainees were placed in employment. An analysis of these figures is given in the Table below.

	Males	Females	Total
Applicants admitted to training during period :			
Able-bodied ..	413	139	552
Disabled ..	556	59	615
Total ..	969	198	1,167
Number of persons in training at end of period at :			
Government Training Centres—			
Able-bodied ..	2,099	168	2,267
Disabled ..	1,954	82	2,036
Technical and Commercial Colleges—			
Able-bodied ..	557	305	862
Disabled ..	459	178	637
Employers' Establishments—			
Able-bodied ..	269	108	377
Disabled ..	363	6	369
Residential (Disabled) Centres and Voluntary Organisations ..	447	61	508
Total ..	6,148	908	7,056
Trainees placed in employment during period :			
Able-bodied ..	370	99	469
Disabled ..	322	29	351
Total ..	692	128	820

From the beginning of the Vocational Training Scheme on 2nd July, 1945, up to 2nd May, 1949, the number of trainees placed in employment was 79,756, of whom 72,596 were males and 7,160 were females.

An article on the resettlement of disabled persons appears on pages 193 to 196 of this GAZETTE.

Further Education and Training

The figures below show the progress made under the Further Education and Training Scheme up to the end of May; they are in continuation of those published in previous issues of this GAZETTE. The particulars relate to the progress made under the Scheme (a) during May, and (b) during the period since the inception of the Scheme in April, 1943, up to 31st May, 1949.

	Men	Women	Total
May, 1949			
Number of applications for assistance made	2,004	40	2,044
Number of awards made by—			
Ministry of Labour and National Service	513	3	516
Ministry of Education ..	202	7	209
Other award-making Departments ..	78	3	81
Total awards ..	793	13	806
Number of applications rejected ..	450	30	480
Applications transferred to other training schemes or withdrawn ..	296	19	315
Cumulative totals, April, 1943, to end of May, 1949			
Number of applications for assistance made	182,362	14,502	196,864
Number of awards made by—			
Ministry of Labour and National Service	40,243	1,345	41,588
Ministry of Education ..	68,201	6,119	74,320
Other award-making Departments ..	16,280	1,740	18,020
Total awards ..	124,724	9,204	133,928
Number of applications rejected ..	33,159	2,645	35,804
Applications transferred to other training schemes or withdrawn ..	19,765	2,284	22,049
Cases under consideration at end of period	4,714	369	5,083*

* This figure includes over 1,900 applicants who had been informed by the Ministry of Education that awards would be made in their case.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Conditions of Employment and National Arbitration Orders

National Arbitration Tribunal Awards

During May the National Arbitration Tribunal issued twenty awards,* Nos. 1251 to 1270. Five of the awards are summarised below ; the others related to individual employers.

Award No. 1252 (2nd May).—Parties: Firms represented by the Employers' Side of the National Joint Standing Committee for the Glove Manufacturing Industry, and members of trade unions constituting the Trade Union Side of the Committee in their employment. **Claim:** For increases in the existing minimum rates. **Award:** The Tribunal awarded the following minimum hourly rates of pay : Adult males, skilled 2s. 5d. ; semi-skilled 2s. 2d. ; all other workers 2s. 1d. ; adult females, Class A 1s. 6d., Class B 1s. 5d.

Award No. 1256 (10th May).—Parties: Members of organisations constituting the Employers' Side of the Joint Industrial Council for the Scottish Retail Meat Trade, and members of trade unions constituting the Trade Union Side of the Council in their employment. **Claim:** For the establishment of certain specified terms and conditions of employment. **Award:** The Tribunal awarded certain conditions covering payment of wages during sickness and payment to shopmen who relieve managers temporarily.

Award No. 1259 (13th May).—Parties: Local authorities represented by the Employers' Side of the National Joint Council for County Council Roadmen, and members of the trade unions constituting the Trade Union Side of the Council in their employment. **Claim:** For an increase in existing basic wage rates. **Award:** The Tribunal awarded the following minimum weekly basic wage rates : London Area 104s. ; A Zone 97s. ; B Zone 94s.

Award No. 1260 (16th May).—Parties: The London Wholesale Meat Supply Association Ltd., and members of the Smithfield Guild of Clerks and Salesmen in their employment. **Claim:** For an increase in the annual paid holiday from two to three weeks in the case of supervisory, administrative and clerical workers with twenty or more years' service in the wholesale meat trade. **Award:** The Tribunal found that the claim had not been established.

Award No. 1261 (16th May).—Parties: The South Eastern Wholesale Meat Supply Association Ltd., and members of the Smithfield Guild of Clerks and Salesmen in their employment. **Claim:** For an increase in the annual paid holiday from two to three weeks in the case of supervisory, administrative and clerical workers with twenty or more years' service in the wholesale meat trade. **Award:** The Tribunal found that the claim had not been established.

National Arbitration Tribunal (Northern Ireland) Awards

Since the last issue of this GAZETTE was prepared, the National Arbitration Tribunal (Northern Ireland) issued five awards, Nos. 785 to 789, which are summarised below.

Award No. 785 (16th May).—Parties: Messrs. A. Robinson & Son, Messrs. I. Hamilton & Sons, Ltd., and Mr. N. F. Gordon, Annalong, and certain employees of the firms. **Claim:** (1) That the minimum rate of wages for stonecutters should be 2s. 9½d. an hour, and that in future wages should fluctuate in accordance with the building and civil engineering industry rates in Northern Ireland ; (2) for a proportionate increase in wages for polishers and men engaged on surface machines ; (3) that piecework should be abolished, or, failing agreement, that piecework rates should be increased proportionately ; and (4) for six additional paid holidays each year. **Award:** The Tribunal awarded that, in addition to the six consecutive days' holiday at present in operation, the time workers covered by the claim should be entitled to four customary holidays with pay in each calendar year. In all other respects, the claim was not established.

Award No. 786 (16th May).—Parties: Messrs. A. Robinson & Son, Messrs. I. Hamilton & Sons Ltd., and Mr. N. F. Gordon, Annalong, and certain employees of the firms. **Claim:** By the employers that wages of stonecutters on hourly rates and piece work rates should be reduced by 20 per cent. as and from 1st May, 1949. **Award:** The Tribunal found the claim not established.

Award No. 787 (17th May).—Parties: The member firms of the North of Ireland Brickmakers' Association, and certain employees of the member firms. **Claim:** For an increase of 2d. in hourly rates with a *pro rata* increase for piece workers, and that firemen, enginemen and kilnmen should be paid double time from normal stopping time on Saturdays. **Award:** Tribunal awarded in the case of time workers 1d. an hour extra, and a proportionate increase for piece workers. The second part of the claim was not established.

Award No. 788 (23rd May).—Parties: Certain member firms of the Irish Bleachers' Association Ltd., the Irish Dyers Ltd., and the Hydraulic Mangle Finishers' Association, and certain employees of the firms. **Claim:** A question as to when the wages of millwrights fixed by the Tribunal in Awards Nos. 630, 678 and 741 should begin to take effect. **Award:** The Tribunal awarded that

the rate of wages provided by Awards Nos. 630, 678 and 741 should apply to millwrights in the employment of the firms who had (a) completed five years' apprenticeship and (b) attained the age of 21 years.

Award No. 789 (24th May).—Parties: The member firms of the Belfast and North of Ireland Carriers' Association, and certain employees of the firms. **Claim:** For an increase of 10s. in the current rate of wages for lorry drivers, lorry assistants, loaders, storemen and stablemen ; and that casual workers should be paid the rates equivalent to those set out on a five-day basis. During the course of the hearing, the second part of the claim was by consent withdrawn. **Award:** The Tribunal awarded that the wages of the workers set out in the first part of the claim should be increased by 5s. a week.

Civil Service Arbitration Tribunal

On 4th May the Civil Service Arbitration Tribunal issued an award, No. 107*, relating to a claim against the Board of Admiralty by the Civil Service Clerical Association for improved salary scales with retrospective effect and the application of the " corresponding points " principle on assimilation for locally entered clerks in the service of the Admiralty in Gibraltar. The Tribunal awarded that the scales for Grade I clerks should be £340 × £12—£412 per annum and for Grade II clerks 68s. × 3s.—92s. × 4s.—128s. a week ; that in addition a flat-rate cost-of-living bonus of £60 per annum should be payable at all points in the scales ; that the " corresponding points " principle should be applied in the assimilation to the new scales of existing staff in accordance with the formula agreed upon by the National Whitley Council for general application ; and that the new scales should be effective from 1st April, 1946.

On 31st May the Tribunal issued awards No. 108 and No. 109*, relating respectively to claims against the Post Office by the Union of Post Office Workers for increased scales of pay for the manipulative grades and by the National Guild of Telephonists for increased scales of pay for male telephonists. The Tribunal awarded increases in the scales of pay of postmen, telegraphists, telephonists and some other classes of workers, with additional increments for male telephonists, and fixed rates of pay for male cleaners, door-keepers, liftmen and handymen, and women cleaners. The Tribunal also awarded that the " corresponding points " principle should be applied in the assimilation to the new scales of existing staff in accordance with the formula agreed upon by the National Whitley Council for general application, and that effect should be given to the awards from the beginning of the first pay period following the date thereof.

Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During May the Industrial Court issued four awards, Nos. 2212 to 2215. Three of these are summarised below :—

Award No. 2212 (20th May).—Parties: Amalgamated Engineering Union and Surgical Instrument Manufacturers' Association. **Claim:** For an increase of 6d. an hour on all existing adult rates and proportionate increases for youths and apprentices, for a minimum rate of 3s. 2d. an hour, for proportionate percentage increase on all piece-work prices and for prices, where necessary, to be adjusted so as to enable the average piece-worker to earn at least 3s. 10d. an hour. **Award:** The Court awarded that the basic minimum hourly rate payable to adult time workers should be 2s. 10d. an hour, that proportionate increases should be made in the basic minimum hourly time rates for youths and apprentices, and that, where necessary, piece-work prices should be adjusted so as to enable the average piece worker to earn at least 3s. 5d. an hour.

Award No. 2213 (20th May).—Parties: Employers' Side and Employers' Side of the National Joint Council for the Mastic Asphalt Industry. **Claim:** For the amendment of a number of working rules. **Award:** The Court found, and so awarded, that the claim had not been established except in regard to one item concerning the weekly pay packet which the Court directed should contain details of the deductions made for the week.

Award No. 2215 (20th May).—Parties: National Union of General and Municipal Workers and Willenhall and District Ironfounders' and Manufacturers' Association. **Claim and Counterclaim** in respect of the allowance to be paid to casters when working without the assistance of sandriders. **Award:** The Court awarded that casters normally provided with sandriders should, when such assistance is not provided, receive an allowance of £1 3s. for a normal working week of 44 hours, or at the rate of 6-3d. an hour for broken periods, with appropriate overtime premium added for hours worked beyond the normal working week.

Correction.—In the summary of Award No. 2206, published in the issue of this GAZETTE for April (page 151), the last line should read : " a normal week of 44 hours exclusive of meal times."

Single Arbitrators and ad hoc Boards of Arbitration

During May three awards were issued by Single Arbitrators, and one by a Board of Arbitration appointed under the Industrial Courts Act, 1919. The awards by single arbitrators related to individual undertakings. The award by the Board of Arbitration is summarised below :—

Parties: Federation of Master Cotton Spinners' Associations Ltd., the Amalgamated Association of Card, Blowing and Ring Room Operatives and the Amalgamated Association of Operative Cotton Spinners and Twiners. **Claim:** For an increase of 15 per cent. in current wage rates. **Award:** The Board awarded that the wages of certain categories of workers be increased by 7s. 6d. a week, and others by 4s. 6d. a week as from the first pay day in the week commencing 16th May, 1949.

Wages Councils Acts, 1945—1948

Notices of Proposal

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

Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland).—Proposal R.N.T.S.(1), dated 10th May ; relating to the fixing of statutory minimum remuneration for workers in relation to whom the Council operates. Proposal R.N.T.S.(2), dated 10th May ; relating to the allowance of annual holidays and the fixing of holiday remuneration for workers to whom the wages regulation proposals set out in the Notice R.N.T.S.(1) apply.

Road Haulage Wages Council.—Proposal R.H.(31), dated 10th May ; relating to the amendment of the Road Haulage Wages Council Wages Regulation (No. 2) Order, 1949, which fixes the statutory minimum remuneration for road haulage workers employed in connection with vehicles operating under A or B licences or defence permits, by the regrading of five localities from Grade 2 to Grade 1.

Aerated Waters Wages Council (England and Wales).—Proposal A.(36), dated 17th May ; relating to the fixing of general minimum remuneration for driver-salesmen and delivery workers, general minimum time rates and overtime rates for male and female mates, and to the amendment of Order A.(35) to include transport and delivery workers among the workers to whom the employer must allow annual holidays with pay.

Rubber Manufacturing Wages Council (Great Britain).—Proposal R.U.(29), dated 17th May ; relating to the increase of the annual holidays with pay from six to nine days in the holiday season commencing 1st May, 1949, and to a maximum of twelve days in the holiday season commencing 1st May, 1950, and subsequent years, and fixing payment for such holidays.

Dressmaking and Women's Light Clothing Wages Council (Scotland).—Proposal W.D.S.(47), dated 20th May ; relating to the regrading of certain specified areas.

Hat, Cap and Millinery Wages Council (Scotland).—Proposal H.M.S.(33), dated 20th May ; relating to the regrading of certain specified areas.

Hollow-ware Wages Council (Great Britain).—Proposal H.(53), dated 24th May ; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates.

Paper Box Wages Council (Great Britain).—Proposal B.(43), dated 24th May ; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates.

Ready-made and Wholesale Bespoke Tailoring Wages Council (Great Britain).—Proposal R.M.(50), dated 27th May ; relating to the increase of the annual holiday from six to twelve days and fixing payment for such holidays.

Shirtmaking Wages Council (Great Britain).—Proposal S.(36), dated 27th May ; relating to the increase of the annual holiday from six to twelve days and fixing payment for such holidays.

Wholesale Mantle and Costume Wages Council (Great Britain).—Proposal W.M.(45), dated 27th May ; relating to the increase of the annual holiday from six to twelve days and fixing payment for such holidays.

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

Wages Regulation Orders

During May 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 Hair, Bass and Fibre Wages Council (Great Britain) Wages Regulation Order, 1949 : S.I. 1949 No. 864 (H.B.(33)), dated 3rd May and effective from 20th May. This Order prescribes the general minimum time rates, piece work basis time rates and overtime rates.—See page 217.

The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order, 1949 : S.I. 1949 No. 899 (S.(54)), (R.B.S.(31)), dated 11th May and effective from 27th May. This Order prescribes the general minimum time rates, general minimum piece rates and overtime rates.—See page 216.

The Tin Box Wages Council (Great Britain) Wages Regulation Order, 1949 : S.I. 1949 No. 960 (X.(34)), dated 18th May and effective from 3rd June. This Order prescribes the general minimum time rates, piece work basis time rates and overtime rates.

* See footnote * in second column on page 226.

The Coffin Furniture and Cerement-making Wages Council (Great Britain) Wages Regulation Order, 1949 : S.I. 1949 No. 1018 (U.(50)), dated 26th May and effective from 15th June. This Order prescribes the general minimum time rates, piece work basis time rates and overtime rates.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposal

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

General Waste Materials Reclamation Wages Council (Northern Ireland).—Proposal N.I.W.R.(N.30), relating to revised general minimum time rates, piece work basis time rate and overtime rates for female workers.

Baking Wages Council (Northern Ireland).—Proposals N.I.Bk.(N.92), (N.93) and (N.94), relating to revised general minimum time rates and overtime rates for male workers employed in establishments other than home bakeries, and varying in certain circumstances the definition of " normal working day ". Proposals N.I.Bk.(N.95), (N.96) and (N.97), relating to the variation of a condition of apprenticeship.

Ready-made and Wholesale Bespoke Tailoring Wages Council (Northern Ireland).—Proposal N.I.T.R.W.(N.33), for requiring additional annual holidays to be allowed to workers and for fixing payment for such holidays.

Shirtmaking Wages Council (Northern Ireland).—Proposal N.I.S.(N.39), for requiring additional annual holidays to be allowed to workers and for fixing payment for such holidays.

Wholesale Mantle and Costume Wages Council (Northern Ireland).—Proposal N.I.W.M.(N.28), for requiring additional annual 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 (Northern Ireland).—Proposal N.I.H.H.G.(N.99), relating to revised general minimum time rates and overtime rate for certain female workers.

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

Wages Regulation Orders

During May the Ministry of Labour and National Insurance made the following Wages Regulation Order* giving effect to the proposals made by the Wages Council concerned.

The Brush and Broom Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1949 (N.I.B.B.(N.59)), dated 27th May and effective from 2nd June. This Order prescribes increases in general minimum time rate, piece work basis time rate, general minimum piece rates and overtime rates for male and female workers.

Catering Wages Act, 1943

Wages Regulation Order

On 12th May the Minister of Labour and National Service made the Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order, 1949 : S.I. 1949 No. 908 (L.R.(7))*, giving effect from 1st June, 1949, to the proposals submitted to him by the Licensed Residential Establishment and Licensed Restaurant Wages Board. This Order prescribes the minimum remuneration and overtime rates payable to workers within the scope of the Board, makes provisions for payment for duty spread over more than 12 hours and for work on days of customary holiday and includes special provisions relating to intervals for rest.

Agricultural Wages Acts

Orders relating to wages, etc., in England and Wales

The following Orders were made by the Agricultural Wages Board for England and Wales :—

(a) No. 1769, made 2nd March, with effect on 13th March, 1949, fixes the statutory minimum time rate of wages at 1s. 6d. an hour during the period 1st March to 30th September and 1s. 9d. during the period 1st October to 31st December for male and female workers, 17 years and over, employed in agriculture in all counties in England and Wales, and working from Volunteer Agricultural Camps organised by County Agricultural Executive Committees.

(b) No. 1770, made 4th May, with effect on 15th May, 1949, provides that where a worker employed as a shepherd in the administrative county of Northumberland is required by the conditions of his employment to keep and feed a dog or dogs the appropriate minimum rate of wages is to be increased by 2s. 6d. per week per dog for not more than two dogs.

(c) No. 1771, made 4th May, with effect on 15th May, 1949, varies the statutory minimum and overtime rates of wages for male and female inexperienced workers, other than wives, sons and daughters of agricultural workers, during their first two months of employment in agriculture in England and Wales.

* See footnote * in second column on page 226.

* See footnote * in second column on page 226.

* See footnote * in second column on page 226.

(d) No. 1772, made 4th May, with effect on 15th May, 1949, varies the statutory minimum and overtime rates of wages for male and female foreign students during their third, fourth and fifth months of employment in agriculture in England and Wales under an exchange scheme sponsored by the National Farmers' Union or other authority approved for the purpose by the Ministry of Agriculture and Fisheries.

(e) No. 1773, made 4th May, with effect on 15th May, 1949, fixes the statutory minimum time rate of wages at 1s. 1d. an hour for male and female workers, 14 years and under 19 years, employed in agriculture in all counties in England and Wales, who are members of parties or teams organised with the approval of County Agricultural Executive Committees or the Ministry of Agriculture and Fisheries in connection with schools and other youth institutions, and working from camps or otherwise than from their homes, under conditions where the composition of the actual teams sent out to the farmers is arranged by the camp

Legal Cases Affecting Labour

Agricultural Wages (Regulation) Acts—Rent of cottage higher than the value fixed by Statutory Order

The workman was employed as an agricultural labourer and having completed two years of employment approached his employers and entered into a contract to rent a cottage from them. He undertook the tenancy on the condition that he would vacate the premises within four weeks of ceasing to be employed by the landlords. He paid the standard rate, which increased during his tenancy until he was finally paying 9s. 6d. a week. The employers gave him notice to terminate his employment and asked him to vacate the cottage under the terms of the agreement. The worker did not vacate the premises and accordingly the employers sued him for possession. He claimed the protection of the Rent Acts, and also counterclaimed for the difference between the rent which he had paid and the rent of a cottage, valued under the Agricultural Wages (Regulation) Acts by the Agricultural Wages Board at 6s. a week.

During the course of the hearing at the County Court, the workman conceded the right of the employers to the possession of the cottage, leaving the counterclaim as the issue to be tried. The judge dismissed the counterclaim on the ground that the letting at the contractual rent did not involve a breach of the regulations, whereupon the workman appealed.

The Court of Appeal (Lords Justices Bucknill and Denning and Mr. Justice Jenkins) dismissed the appeal on the ground that the contract of employment and the tenancy agreement were completely separate transactions and therefore no breach of the Acts or regulations had occurred. Lord Justice Denning in the course of his judgment said: "The key to the question is found in Section 7 (11) of the Act of 1924 which provides that the Court has to see what are the terms of employment. The employer cannot evade the Act by making, in point of form, two separate contracts. The Court must look at the whole terms of the employment and see, taking them as a whole, whether or not the minimum is paid. Whenever there is a separate and independent transaction which did not form part of the terms of the employment, the Act does not

Decisions of Commissioner under National Insurance Acts, 1946

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

Appeals to the Commissioner under the National Insurance Act may be made by an Insurance Officer, or by an association of which the claimant is a member, or by the claimant himself with the leave of the Tribunal or the Commissioners, or without such leave if the decision of the Local Tribunal was not unanimous. Appeals to the Commissioner under the Industrial Injuries Act may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the Fourth Schedule to the Act, affected by the decision, or by an Association of which the claimant or deceased was a member, or by the claimant himself. No appeal may be made without the leave of the Tribunal or of the Commissioner.

Recent decisions of general interest are set out below.

Case No. C.U. 235/49 (24th May)

Section 11(2)(a)(i) of the National Insurance Act, 1948: Whether available for employment in an employed contributor's employment: Claimant, a single woman living at home with father and brother, was employed from February, 1944, to September, 1948, working a full week of 48 hours: She was prepared to accept driving or anything reasonable in home district or within easy reach of same: Any hours any days except Mondays and Saturdays: Commissioner rules that a person who is willing to accept employment on certain days of week only and by imposition of that condition precludes only employment likely to be available cannot be said to be available: This does not apply to claimant who it was accepted was prepared to do domestic work which is always available even though employee not prepared to come every day: Claimant held to be available for employment in an employed contributor's employment on Tuesdays, Wednesdays, Thursdays and Fridays.

"My decision is that the claimant is entitled to unemployment benefit in respect of Tuesdays, Wednesdays, Thursdays and Fridays but not in respect of Mondays and Saturdays."

* Selected decisions of the Commissioner are published periodically in pamphlets in the following series:—Series "U"—decisions on unemployment benefit; Series "P"—decisions on retirement pensions; Series "S"—decisions on sickness benefit; Series "G"—decisions on guardian's allowance, maternity benefit and widow's benefit; Series "I"—decisions on all benefits and on all other questions arising under the Industrial Injuries Act. Application and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 226.

organiser or person otherwise responsible, and where the wages of the worker are paid direct to the organiser or other responsible person for subsequent pooling.

Orders relating to wages, etc., in Scotland

Orders (Order No. 13 of Districts Nos. 1 to 9 and District No. 11, and Order No. 14 of District No. 10) were made on 2nd May, 1949, by the Scottish Agricultural Wages Board under the Agricultural Wages (Scotland) Act, 1949. The Orders, which became effective on 23rd May, 1949, vary the statutory minimum and overtime rates of wages for male and female workers of all classes employed in agriculture in Scotland, and revise the values assigned to certain of the benefits or advantages which may be reckoned as payment of wages in lieu of payment in cash. Summaries of the principal provisions of the Orders are given on pages 198 and 215 of this GAZETTE.

affect it and this is one of those cases."—*Long Eaton Co-operative Society Ltd. v. Smith*. Court of Appeal, 22nd February, 1949.

Master and servant—Safe system of working

The workman was employed as the driver of a mobile crane which, with his service as driver, was hired to a firm of stevedores to assist in unloading goods from a ship to a warehouse. The crane was driven by electricity and power was obtained by a cable which was connected to a plug-box. The box was 12 feet 7 inches above the ground and was affixed to a pillar. The method usually adopted in order to connect the cable was to drive the crane up to the pillar and use the struts on the jib of the crane as a ladder. At a certain point in the particular operations, however, the driver found that the pillar was surrounded with cargo so that his approach with the crane was prevented. The driver thereupon climbed on the cargo but fell and sustained injuries and thereupon brought actions against his general employers, the owners of the crane, and against the firm of stevedores, claiming damages in both cases for failure to provide a safe system of working.

The County Court Judge found that neither of the defendants was guilty of negligence and dismissed both actions, whereupon the plaintiff appealed. The Court of Appeal (Lords Justices Merriman and Asquith and Mr. Justice Vaisey) dismissed the appeal against the general employers but allowed it against the firm of stevedores and remitted the matter for a new trial.

During the course of his judgment, Lord Justice Merriman said that the general employers fulfilled their duty so far as the equipment of the crane was concerned. Except on the basis of an absolute insurance or absolute warranty of safety it was impossible to hold the general employers responsible for the fact that a good system provided by them had been interfered with by a casual act on the part of the stevedores. He felt that there must be a new trial against the stevedores as there was evidence to suggest that they were in control of the operation which caused the injury.—*Holt v. W. H. Rhodes & Son Ltd., and Another*. Court of Appeal, 10th February, 1949.

"The claimant was employed from February, 1944, to September, 1948, working a full working week of 48 hours. She is a single woman living at home with a father and a brother. She has been disallowed unemployment benefit from 9th December, 1948, to 19th January, 1949, both days inclusive, on the ground that she was not available for employment in an employed contributor's employment, and cannot be deemed in accordance with Regulations to have been so available. Accordingly, she has been held not to satisfy the provisions of the National Insurance Act, 1946, Section 11 (2) (a) (i). There are no Regulations which enable her to be deemed to be so available, and, accordingly, the question at issue is whether during that period she was so available in fact."

"A claimant does not show that she is available for employment, unless she is willing and able to accept suitable employment. A claimant who is able to accept only part-time employment is not necessarily not available for employment, because on account of her domestic or other circumstances part-time employment may be the only employment suitable for her. A claimant who is willing to accept employment on certain days of the week only, and by the imposition of that condition precludes her acceptance of the only employment likely to be available for her, cannot be said to be available for employment. The claimant stated that she was prepared to accept 'driving or anything reasonable if in the Kingswood district or within easy reach of same. Any hours any days except Mondays and Saturdays.' When before the Local Tribunal on 20th January, 1949, she made it clear that she was prepared to take domestic work. Whether her reasons for not working on Mondays and Saturdays were good or bad, it is clear that on those days she was not available for employment in an employed contributor's employment."

"With reference to Tuesdays, Wednesdays, Thursdays and Fridays, inasmuch as she said she was prepared to do anything reasonable, although she did not expressly refer to domestic work, I think I ought to accept that she was prepared to do that work. I cannot think that, by excluding Mondays and Saturdays, she precluded her acceptance of employment likely to be available for her. It is well-known that daily domestic work is available even though the employee concerned is not prepared to come every day."

The mere fact that she offers herself for employment only on certain days of the week does not preclude the offer to her of a situation which would require her to work a full week. If she refused that situation when offered, the question would then arise whether it was suitable for her. In the circumstances, therefore, applying the principles stated above, I hold that she was available for employment in an employed contributor's employment on Tuesdays, Wednesdays, Thursdays and Fridays.

"With reference to the period from 20th January, 1949, inclusive, benefit has been paid to her, and that benefit is not recoverable, but her position will no doubt be reviewed in the light of this decision, if she is still unemployed. In reviewing her position it must be borne in mind that, when she appeared before the Local Tribunal on 20th January, 1949, she stated that in the alternative, instead of working four days a week full-time, she was willing to work part-time every day. The question, therefore, will arise whether her domestic or other circumstances are such as to render part-time work the only employment suitable to her, and, if so, whether such part-time work as she is willing and able to do is likely to be available for her. To the extent stated at the head hereof I allow her appeal."

Case No. C.I. 68/49 (2nd May)

Sections 7 and 11 of the National Insurance (Industrial Injuries) Act, 1946: Whether claimant, invalidated out of R.N.R. as an epileptic and found in a dazed and injured condition at foot of stairs in employer's premises with parcel weighing ½ cwt. by his side, suffered an industrial accident: The accident was not witnessed and claimant gave varying statements of his impression of what he was doing just before he fell: His employers stated it was no part of his duty to carry the parcel upstairs, he was only required to stock mark it and he had had similar attacks: Commissioner rules that there is substantial evidence against inference that fall arose in any sense from the employment and in favour of view that when standing at foot of stairs and not lifting or attempting to lift parcel claimant had an epileptic fit and fell and injured himself: Commissioner rules that neither the fall nor the resulting injury has any causal connection with the employment, that they were due to no cause other than one particular and peculiar to claimant, viz., an epileptic seizure and that there was no accident apart from or additional to that incident: Claim disallowed.

"My decision is that the claimant has not proved that the injuries sustained by him on 22nd July, 1948, were caused by accident arising out of and in the course of his employment within the meaning of Section 7 of the National Insurance (Industrial Injuries) Act, 1946."

"The claimant's own statement, the accuracy of which on this point is not disputed, discloses that he had been invalidated out of the Royal Naval Reserve as an epileptic. It further appears to be clear that thereafter he had been treated by a number of doctors as an epileptic, that he had fits rather frequently and that during his hours of duty and in the course of his employment on 22nd July, 1948, in the Superintendent Engineer's Office of his employers—a steamship company—he had an epileptic fit. This caused him to fall in an unconscious condition and to sustain bodily injuries which—on the information before me—were such as might incapacitate him for work. It is right, however, for me to state that the only question for my decision is whether those injuries were caused by accident arising out of and in the course of the claimant's employment within the meaning of Section 7 of the National Insurance (Industrial Injuries) Act, 1946."

"The difficulty of the case will be appreciated when it is stated that the incident was not witnessed by anyone and that the claimant has given different accounts of what occurred—or perhaps it would be more accurate and fairer to him to say that he has given varying statements of his impression of what he was doing just before he fell. So far as I can judge, there is no reason to doubt his good faith but, although I am not disposed in such a case to be exacting as regards what might be called the technical rules of evidence, nothing appears to me to be reasonably clear as a matter of fact or inference on consideration of such evidence as is available except that in the course of his employment the claimant had an epileptic seizure which caused him to fall, probably while he was standing on the ground floor of the office near the stairs leading up to the first floor, but possibly when he was on the stairway and carrying a parcel up to the first floor. It is not surprising that he appears to have no clear recollection even as to where he was or what he was doing when—according to his statement—he went 'flat out' but according to the record of his evidence at the Hearing before the Local Tribunal he was 'about to take up a parcel of wire weighing ½ cwt. from the ground floor to the first floor Superintendent Engineer's Office. I was handling the parcel. I must have had a black out. I had not lifted it up.' The record of evidence given by a responsible official of the company is to the following effect:—'No witness to the accident It was no part of the claimant's duty to carry the package upstairs. We would not expect any man to carry one of that weight upstairs. His duty was merely to place a stock mark on the parcel. He has had several similar attacks whilst in our employ The attacks last 5 to 10 minutes. He was found at foot of stairs by the parcel.'"

"I have considered the possible application to the case of the provisions of Section 7 (4) of the Act but on the statement of facts which I have given I hold that it is clearly not a case in which the claimant's fall could be deemed to have 'arisen out of' his employment on the ground that there was an absence of evidence to the contrary. On that aspect of the case I refer to Decision No. C.I. 3/49 (K.L.). In the present case—as in that case—it could not be said that 'there is nothing in the known circumstances from which it could reasonably be inferred that the accident did not arise out of the employment.' As regards the position of the claimant and what he was doing when he had the seizure, the evidence of the position of the claimant and the parcel when he was found, and as to what was regarded as his duty in relation to the parcel, makes it much more probable that, as he stated at the Hearing, he was not going upstairs and had not lifted the parcel than that—according to his account in one of his earlier written statements—he was going upstairs to the office carrying the parcel on his shoulder."

The information as to his condition when found—'in a dazed condition with injuries to left forehead, temple, nose and back of hand'—seems to be consistent with either possibility. In any event I regard the claimant's own evidence at the Hearing before the Local Tribunal and the evidence of the employers' representative which I have quoted as very substantial evidence against an inference that the fall or the resulting injuries 'arose' in any sense from the employment and in favour of the view that when standing at the foot of the stairs beside the parcel and not lifting or attempting to lift the parcel—which it would have been quite out of the normal course of his duty to attempt—the claimant had an epileptic fit with the natural consequence that he fell and injured himself. On that view of the evidence an epileptic fit accounts for everything and indeed was everything that occurred and, as I have said, any presumption under the provisions of Section 7(4) that the accident arose out of the employment is excluded."

"The Local Tribunal, apparently with considerable doubt, held by a majority—the Chairman dissenting—that the injuries had been caused by 'an industrial accident.' The evidence before them, however, in my judgment did not justify that conclusion and indeed, as I have indicated, pointed rather strongly in the opposite direction. The evidence proves, in my opinion, that on his employers' premises and in the course of his work there the claimant had an epileptic fit which caused him to fall and sustain the injuries which I have described, but not that the fall was caused by or attributable to the nature of his work or the place where he was working or to anything connected with his employment that he was doing or attempting to do or that the fall or the injuries resulting from it were in any way or to any extent due to his work or the circumstances or conditions of the employment. In particular—while I express no opinion as to the effect of such an inference in relation to the claim—the evidence does not justify an inference that the claimant when he fell was carrying the parcel or even that he was on the stairway at that time. In that state of the evidence I hold that the claim fails—apart from any other consideration—as regards an element necessary to support it. Under the Workmen's Compensation Acts decisions were given from time to time on claims for compensation based on falls during an epileptic fit. It would not be helpful, either for the purpose of explaining the grounds of this decision or in relation to the decision of other cases of the same type, for me to attempt to define the considerations which have been held sufficient to justify an inference that injuries sustained through such a fall were 'caused by accident arising out of . . . the employment.' But it is, I think, in accordance with what I regard as the consistent weight of judicial opinion to say that to support a conclusion that injuries caused by such a fall were 'caused by accident arising out of the employment' it must be shown that the employment was in some way 'a contributing factor' either as regards the fall or the resulting injury causing incapacity. If neither the fall nor the resulting injury has 'any causal connection' with the employment, the claim fails to satisfy an essential condition under the terms of the section. In the present case I hold that, so far as the evidence shows, the fall which caused the claimant's injuries and the resulting injuries were due to no cause other than one 'particular and peculiar to himself'—namely the occurrence of one of the falls during epileptic seizures to which he was subject and that there was indeed no 'accident' apart from or additional to that incident. I allow the appeal."

Case No. C.I. 82/49 (26th May)

Sections 7 and 11 of the National Insurance (Industrial Injuries) Act, 1946: Whether claimant, a lavatory attendant, suffered an industrial accident: The claimant, owing to a disability wore boots with calipers inserted which tended to wear the surrounding leather and to become loose: The claimant whilst stepping sideways quickly to open a lavatory door fell and injured himself, and the caliper was found to have slipped out of his boot: Commissioner rules that the condition of claimant's boots or calipers at most only rendered him more liable to fall, it was his movement at work which caused him to fall: Accident therefore arose out of and in the course of claimant's employment.

"My decision is that the accident which occurred to the claimant on 27th December, 1948, was an industrial accident within the meaning of the National Insurance (Industrial Injuries) Act, 1946."

"The claimant was employed as a lavatory attendant. He has to wear boots or shoes with calipers owing to his disability. The calipers are inserted into holes bored in the heels of his boots or shoes, and after a time the caliper wears the surrounding surface of the leather and tends to become loose. While opening a lavatory door for someone using the lavatory, he stepped sideways quickly and fell injuring himself. The caliper was found to have slipped out of the heel of his boot. Clearly the accident arose in the course of his employment. The question at issue is 'did it arise out of it?'"

"It may well be true that the boots, which the claimant was wearing, were old, or the calipers themselves had become faulty, and that but for their condition the accident would not have happened. Nevertheless, the act which caused the caliper to come out of its socket was the quick step sideways which the claimant took in performing his duties. In the case of a claimant, who was not disabled, and who slipped and fell in the performance of his duties, one would not stay to inquire whether the shoes he was wearing were smooth and slippery. In such a case the fact that the claimant's fall arose out of his employment would be accepted without question. If a man is engaged in doing work and as part of that work, and in the course of it, does something which he might do outside (in this case step sideways quickly) but which, none the less, happens in the course of and arising out of his work, and it causes his injury, the accident has arisen out of and in the course of his employment."

"The difficulty in this case is to decide whether it is correct to say that the stepping sideways caused his injury. I think it is, because the condition of his boots, or his calipers, at the most only rendered him more liable to fall. It was his movement at work which caused him to fall, and his fall which caused his injury. I, accordingly, allow the Insurance Officer's appeal made in favour of the claimant."

Case No. C.I. 83/49 (27th May)

Sections 7 and 11 of the National Insurance (Industrial Injuries) Act, 1946: Whether claimant aged 18, a student nurse at an infirmary who whilst sleep-walking fell down and fractured her ankle, was entitled to injury benefit: The claimant was required to sleep at the infirmary and it was not until she went there that she began sleep-walking: This was thought to be a nervous reaction to unaccustomed surroundings and the ordeal of nursing a man who had died in great pain: Commissioner rules that the causal connection between the accident and her employment was such that it must be held to have arisen out of her employment: It arose in the course of her employment because although off duty she was required to sleep on the premises: Claim allowed.

" My decision is that the claim for industrial injury benefit is allowed.

" The claimant is 18 years of age and since 5th April, 1948, she has been employed as a student nurse at an infirmary. She is required to sleep there. In the early hours of the morning of 22nd November, 1948, while walking in her sleep she fell down and fractured her ankle and was thereby rendered incapable of work. She never walked in her sleep before she went to the infirmary and first started to walk in her sleep within three months of her arrival there. During her absence on holiday in the summer she did not walk in her sleep but when she came back she again did so. She thinks that her sleep-walking during the first months of her training was due to unaccustomed surroundings and that the sleep-walking on the night of the accident was possibly nervous reaction caused by the ordeal of nursing a man who had died in great pain. She was thinking of this experience when she went to sleep.

" Her claim for injury benefit was disallowed by the Local Insurance Officer but his decision was reversed by the Local Appeals Tribunal. The Chief Insurance Officer in his observations on the appeal states that it is admitted that emotional strain such as the claimant underwent could cause sleep-walking. This admission is doubtless made on medical advice and I accept it. On this view it seems highly probable that the ordeal to which the claimant had been subjected just before the night of the accident contributed to her sleep-walking on that occasion and to the ensuing accident. This inference is greatly strengthened by the fact that her previous sleep-walking had occurred only during her periods of employment at the infirmary. It follows in my opinion that the causal connection between the accident and her employment was such that it must be held that the accident arose out of her employment. It also arose in the course of her employment because although she was 'off duty' at the time she was required to sleep on the premises as part of her employment. I declare that the accident was an industrial accident and dismiss the appeal."

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the undermentioned Statutory Instruments* relating to matters with which the Ministry of Labour and National Service (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 Instruments (or Statutory Rules and Orders of Northern Ireland). The price of each Instrument, unless otherwise indicated, is 1d. net (2d. post free).

The Cotton Waste Reclamation Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 805), dated 25th April; The Aerated Waters Wages Council (Scotland) (Constitution) Order, 1949 (S.I. 1949 No. 898 (S.53)), dated 11th May; The Tin Box Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 941), dated 17th May. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 198.

The Hair, Bass and Fibre Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 864; price 2d. net, 3d. post free), dated 3rd May; The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order, 1949 (S.I. 1949 No. 899 (S.54); price 3d. net, 4d. post free), dated 11th May; The Tin Box Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 960), dated 18th May; The Coffin Furniture and Cerement-making Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 1018; price 3d. net, 4d. post free), dated 26th May. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 223.

The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order, 1949 (S.I. 1949 No. 908; price 9d. net, 10d. post free), made on 12th May by the Minister of Labour and National Service under the Catering Wages Act, 1943.—See page 223.

The Coal Mines Regulation (Suspension) Order, 1949 (S.I. 1949 No. 841), made on 29th April by His Majesty in Council under the Coal Mines Regulation Act, 1908.—See page 199.

The Local Government Staffs (War Service) (End of Emergency) Order, 1949 (S.I. 1949 No. 839), made on 29th April by His Majesty in Council under the Local Government Staffs (War Service) Act, 1939. This Act, in so far as it remains in effective operation, makes provision with respect to the salaries and superannuation rights of persons who leave certain civil employments, mainly in the local government service, to undertake war service. The effect of the Order, which declares 31st March, 1949, as the date on which the emergency that occasioned the passing of the Act came to an end, is that persons who enter the Forces after the date of this Order will no longer come within the provisions of the Act, although those called up under the National Service Act, 1948, will have similar superannuation rights under the Superannuation (Miscellaneous Provisions) Act, 1948. The position of persons who entered the Forces before the date of the Order is not affected.

* See footnote * in next column.

The Superannuation Schemes (War Service) (End of Emergency) Order, 1949 (S.I. 1949 No. 1053), made on 31st May by His Majesty in Council under the Superannuation Schemes (War Service) Act, 1940.—See page 199.

The National Insurance (Members of the Forces) Regulations, 1949 (S.I. 1949 No. 875; price 2d. net, 3d. post free), made on 6th May by the National Insurance Joint Authority, in conjunction with the Treasury, under the National Insurance Act, 1946.—See page 201.

The Baking Wages Council (Northern Ireland) Wages Regulation (No. 1), (No. 2) and (No. 3) Orders, 1949 (S.R. & O. of Northern Ireland 1949 Nos. 63, 64 and 65; price 6d. net each, 7d. post free). These Orders were made on 4th April by the Ministry of Labour and National Insurance for Northern Ireland under the Wages Councils Act (Northern Ireland), 1945.—See last month's issue of this GAZETTE (page 190).

OFFICIAL PUBLICATIONS RECEIVED*

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

Economic Co-operation.—*Third Report on Operations under the Agreement between the Governments of the United Kingdom and the United States of America covering the first calendar quarter of 1949.* Cmd. 7702. Foreign Office. Price 6d. (7d.).

International Labour Conference.—*Proposed action by His Majesty's Government in the United Kingdom of Great Britain and Northern Ireland on the (a) Convention and Recommendation concerning the Organisation of the Employment Service. Cmd. 7703. (b) Convention concerning Freedom of Association and Protection of the Right to Organise. Cmd. 7704. Price 1d. each (2d.).—See page 202.*

Ministry of Works.—*Summary Report for the period 1st January to 31st December, 1948.* Cmd. 7698. Ministry of Works. Price 9d. (10d.).

National Insurance.—(a) *Report of the National Insurance Advisory Committee on the National Insurance (Members of the Forces) Regulations, 1949.* H.C. 158. Session 1948-49. Price 2d. (3d.). (b) *Preliminary Draft of the National Insurance (Unemployment and Sickness Benefit) Amendment Regulations, 1949.* Price 1d. (2d.). (c) *Preliminary Draft of the National Insurance (Classification) Amendment Regulations (No. 2), 1949.* Price 1d. (2d.).—See page 201. (d) *Selected Decisions given by the Commissioner on (i) Claims for Unemployment Benefit during February, March and April, 1949.* Pamphlets U/5, U/6 and U/7. Price for U/5 and U/7, 2d. each (3d.). Price for U/6, 4d. (5d.). (ii) *Claims for Benefit under the National Insurance (Industrial Injuries) Act, 1946, during the period 16th March to 15th April, 1949.* Pamphlet I/5. Price 6d. (7d.). Ministry of National Insurance.

Official Statistics.—*Studies in Official Statistics. No. 1. Interim Index of Industrial Production.* H.M. Treasury. Price 1s. (1s. 2d.).

Police.—*Statement on Pay and Conditions of Service of Police.* Cmd. 7707. Home Office and Scottish Home Department. Price 3d. (4d.).—See page 199.

Safety in Mines.—*Twenty-Sixth Annual Report on Safety in Mines Research, 1947.* Ministry of Fuel and Power. Price 2s. (2s. 2d.).—See page 201.

* 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 below or through any bookseller.

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