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Payment of Wages for Holidays

IN the issue of this GAZETTE for December, 1946, particulars were given of the terms of the collective agreements and statutory orders, in operation at that date, which provided for the payment of wages for holidays to manual wage-earners. In the issue for August, 1947, particulars were given of changes in the provisions that had occurred up to that date. Since August, 1947, there has been an extension, in many industries, of the number of days for which payment is made, together with other amendments to the terms of the agreements or orders. Agreements or orders have also been made in a few additional industries. Agreements now operate in practically all the industries in which conditions of employment are determined by collective bargaining between organisations of employers and workers. As the Conditions of Employment and National Arbitration Order, 1940, stipulates that conditions recognised by organisations representing substantial proportions of the employers and workers in any industry and district must be observed by employers generally in that industry and district, most of the agreements are now more widely effective than before the war. In addition, orders having statutory force are in operation directing that holidays with pay shall be granted to workers in respect of whom statutory minimum rates of wages have been fixed by Wages Councils in various industries, by the Agricultural Wages Boards for England and Wales, Scotland and Northern Ireland, and by the Wages Boards under the terms of the Catering Wages Act, 1943.

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

I. Provisions of Collective Agreements

Length of the Holiday.—In the great majority of agreements the holidays for which payment is made amount to either 12 days (or two weeks) or 18 days (or three weeks). Where 12 days are given, they usually consist of six consecutive days or one week of annual holiday and six public or statutory holidays. Where the period is 18 days or three weeks it is generally made up of 12 days or two weeks annual holidays and six public holidays. The shorter period is much more frequent and obtains in most manufacturing industries and in mining and quarrying, agriculture and building. The longer period applies mainly in the distributive trades, in local government services, in gas, water and electricity supply, in some sections of transport and catering, and in the printing

industry. It also applies in some manufacturing industries, chiefly in the chemical, clothing and food, drink and tobacco groups. The term "public holidays" denotes the usual bank or statutory holidays, but many agreements provide that payment should also be made for specially proclaimed holidays.

Since the dates of the previous publication of particulars in December, 1946, and August, 1947, there has been an extension in many industries of the number of holidays for which payment is made. The increase has consisted either of the grant of payment for six public holidays where payment for such days had not hitherto been made, as, for instance, in the case of the building and civil engineering industries, mill-sawing, and electrical contracting, or of an extension of six days or one week in the annual summer holiday period for which wages are payable, as in the case of chemical manufacture, baking, and biscuit manufacture. Certain other alterations have been made in the terms of agreements which have had the effect of enlarging the paid holiday period. Thus, in the cotton industry the sum set aside each week as provision for holiday pay has been increased from four per cent. of the total gross wages bill to five per cent., thus providing pay for 110 hours instead of 96 hours as formerly. In the boot and shoe manufacturing industry the arrangement whereby the holiday payment was made from funds made up of equal contributions from employer and employed was superseded in January, 1948, by a scheme under which holidays with pay are provided without any contributions from the workpeople.

It is estimated that in April, 1951, of the total number of wage-earners (including shop assistants) covered by agreements or statutory orders rather more than one-third are entitled to paid holidays of 12 days or two weeks, nearly three-fifths to paid holidays of 6 days or one week, in each case in addition to the usual public holidays or days in lieu, while a small proportion are entitled to holidays of intermediate duration. In productive industries only (*i.e.*, manufacturing industries, agriculture, mining and quarrying, building and contracting) as distinct from service industries, between one-fifth and one-quarter are entitled to paid holidays of 12 days or two weeks in addition to the usual public holidays, while about three-quarters are entitled to not more than 6 days or one week plus public holidays. The above figures relate to the minimum periods of paid holidays prescribed by agreements or orders, and do not take account of any longer periods that may be granted by individual firms over and above the minimum periods.

Qualifications for Full Holiday or Full Payment.—Nearly all the agreements specify certain conditions as to length of service, attendance, etc., which must be fulfilled before the worker becomes entitled to the benefit of the paid holidays. So far as the consecutive days of annual holiday are concerned, as distinct from public or statutory holidays, the great majority of agreements make the grant of the full holiday dependent upon the worker's having had a specified length of service (usually 12 months) up to the time of the holiday or up to some other specified date. In some cases the basis of eligibility is stated in the form of the minimum number of weeks (*e.g.*, 48 or 50) which must be worked during the year. It is commonly stipulated that such service must have been continuous. Many agreements, however, provide for workers whose employment has not been continuous with the same employer for the full period. This is the case in certain industries (building, engineering, cotton, etc.) in which the holiday pay accrues from week to week under a system of accumulated credits, as described below, and there is machinery for the carrying forward of such credits when a worker changes his employer. Workers with less than the full qualifying period of service are usually entitled to a shorter holiday, or, if the full holiday is granted, to less than the full amount of holiday pay. For example, in paint, varnish and lacquer manufacture, in which 12 months' service entitles a worker to two weeks' holiday with pay, workers with six months' service are entitled to one week's holiday, and workers with over six and under 12 months' service are given one day's holiday with pay for each completed month's service in excess of six months. In this case the minimum period of service is six months; in other cases it ranges usually from six months to one month, and in some other cases, where holiday pay is strictly *pro rata* to the period served, no minimum period is specified.

It is frequently provided that absence from work (except for certain specified reasons such as sickness) is not allowed to count towards the qualifying service. Occasionally, the benefits of the agreement are subject to forfeiture if the worker loses through his own fault more than a certain number of days during an antecedent period. Thus, the agreement for paint, varnish and lacquer manufacture contains a proviso that the grant of the paid holiday is dependent on not more than six normal working days being lost during the qualifying period; for seven days lost one week's holiday is forfeited and one day's holiday forfeited for each additional day lost; but time lost is not to include absence through sickness, unavoidable absence owing to unforeseen circumstances, time conceded by the management or foreman or temporary suspension due to shortage of material, compulsory short time or similar causes.

Payment of wages for public or statutory holidays is not, as a rule, made dependent on length of service. Where there is a service qualification the period specified is usually shorter than that for the summer holidays, and ranges generally from one week to about three months or consists of the full period since the last preceding public holiday. Conditions as to attendance occur more frequently, and often consist in the requirement that payment is dependent upon the worker's attending on the day preceding and the day succeeding the holiday. Thus, the engineering agreement provides that the workers shall not qualify for payment who fail to report for work on the working day preceding or the working day following a holiday unless they can produce evidence to the satisfaction of the employer that their absence was due to causes beyond their control. A few agreements provide that wilful or deliberate loss of time to a certain specified extent (*e.g.*, four or six days) between two statutory holidays will disqualify a worker from benefit of payment for the particular holiday.

Times at which the Holiday is to be taken.—Many of the agreements indicate the period during which the annual holidays are to be taken. Usually the provision on this point is that the holidays shall be taken between specified dates in the summer months, *e.g.*, between 1st May and 30th September. This provision, however, is often qualified by such phrases as "unless otherwise agreed" or "as far as possible". It is usually left to the employer to decide at what time, within the specified period, holidays are to be taken, and whether they are to be taken by "staggering" the holidays of the individual workers, or by closing down the works for the holiday period. Thus, in heavy steel manufacture, where the normal holiday period is between 1st May and 30th September, the agreement provides that the management shall decide whether the holiday is given by means of a general stoppage or by working a relay system so as to ensure continuity of production throughout the year. Some agreements provide for consultation with, or due notice (*e.g.*, not less than four weeks) to be given to the workpeople in regard to the dates of the holidays. Very few agreements specify the actual holiday week during which the works shall close down, but the agreement for the pottery industry provides that the annual holiday is to be taken in the two weeks commencing with August Bank Holiday (with comparable periods for factories outside North Staffordshire) or at such other period as may be mutually arranged between the operative and his employer. It is commonly provided that the days of annual paid holiday shall be consecutive, but, where more than one week's holiday is paid for, many of the agreements permit the period to be split. Thus, in heavy chemical manufacture the two weeks' paid holiday may be taken either separately or consecutively. In biscuit manufacture one week must be taken as a continuous holiday between 1st May and 30th September and the balance taken either consecutively or in separate days as mutually agreed. Some agreements direct that the two weeks should normally be taken as one unbroken period, but permit departures from this practice in cases of difficulty.

Rate and Form of Payment.—Some agreements provide that the holiday shall be "with pay" or "with full pay" without any definition. Most agreements, however, define the amount and

form of payment, especially in regard to pieceworkers. Thus, a number of agreements, while stipulating that timeworkers shall be paid their ordinary time rate or the standard or minimum rate appropriate to their grade, provide that the pieceworker also shall receive his appropriate time rate. Another method of fixing the rate of annual holiday payment for pieceworkers is to take the average weekly earnings, generally calculated over a stated period such as one, six or twelve months. Such provisions occur in the agreements for iron and steel manufacture, printing, and chemical manufacture, among others. In most cases it is stipulated that overtime payments should be omitted in calculating this average. In a few cases the average is subject to a maximum (*e.g.*, 24s. 9d. a shift for blastfurnace workers), or to a minimum, as in the case of pieceworkers in the gold, silver and allied trades in London, for whom payment is based on the average earnings for the preceding twelve months, with the proviso that the basis of payment shall not be less than 44 hours at the minimum daywork rate. Occasionally the payment, either in respect of annual holidays or public holidays, consists of a flat rate not identical with the actual rate of wages received by the individual worker.

Some important agreements provide for the annual holiday payments, and in some cases for the public holiday payments also, to be made from credits provided weekly by the employer and accumulated in a special fund. Under such systems the holiday remuneration of the individual worker is strictly related to his record of attendances in the past year and, in some cases, to his earning capacity. In the building and civil engineering contracting industries the credits are paid into a central fund established for the whole of the combined industries. For each week's work, an operative is credited with the sum of 2s. 3d. in the form of holiday stamps to be affixed to his holiday credit card. The stamps and cards are purchased by the employer from a management company. When the holiday is taken, a sum equal to the credits on the card is paid to the operative by the employer for whom he is working at the date of the holiday, the amount so paid being subsequently recovered by the employer from the company. An operative entering new employment hands over his card to his new employer. Payment for public holidays in these two industries is also made in a similar manner by credit stamps of 2s. 3d. affixed to separate public holiday cards. Other industries in which the amount of weekly credit is a flat amount, uniform for all occupations, include freestone quarrying, hosiery manufacture, the textile bleaching, dyeing and finishing trades, electrical contracting and heating and domestic engineering. In the engineering industry a national agreement provides that for each full week's work performed there shall be credited to every manual worker in respect of the annual holiday a sum representing one-fiftieth of the appropriate day time rate. When less than a full week is worked, the appropriate portion of the full week's allowance is to be credited. If workpeople are absent through sickness or accident the appropriate allowance is credited for working hours so lost for a period up to six weeks in any one year. The credits are accumulated in a special fund maintained by each firm, and paid to the workpeople at the recognised summer holiday period or at such other time as may be mutually agreed upon. Systems of weekly credits similar to that in the engineering industry have been adopted by agreement in other industries, including shipbuilding, light castings manufacture, brass working, vehicle building and beet sugar manufacture. Agreements covering both the spinning and manufacturing sections of the cotton industry provide for holiday pay on the basis of one-twentieth of the individual operative's actual gross earnings of the previous twelve months, including overtime. The firm set aside a sum equal to 5 per cent. of the total gross wages bill and pay it weekly into an "operatives' holidays account" opened by each firm with a bank. Similar systems under which the weekly sum credited is a fraction or percentage of individual gross earnings are in operation in the wool textile industry in Yorkshire, carpet manufacture, surgical dressings manufacture, mill-sawing in Scotland, and the gold, silver and allied trades in Sheffield.

In the coal mining industry the method of determining the amount of the annual holiday payment is as follows. An award of the National Tribunal for the industry provides that (a) the total sum earned as wages in the calendar year prior to that for which holiday payments are to be made shall be ascertained and (b) from this total shall be deducted the sum actually paid during that period under any holidays with pay agreements. The resulting figure is divided by fifty and the sum so arrived at is divided among the workers in such manner and in such proportions as the National Coal Board and the National Union of Mineworkers shall mutually agree. The amount of holiday payment agreed in respect of the annual holiday week for the year 1950 was £7 16s. for men 21 years and over, £6 5s. for youths of 18 to 20 years inclusive, £4 14s. for boys under 18 years, £6 5s. for women 21 years and over, and £4 14s. for girls under 21 years. Statutory holidays are paid for at the rate of one-sixth of the above amounts.

Other Provisions.—In many of the agreements provision is made for payment of holiday allowances to workpeople who leave their employment or are discharged before they have taken their holiday. In many instances such allowances are stated not to be payable to employees who are dismissed for misconduct or who leave their employment without due notice. In other instances it would appear that the cause or manner of leaving is immaterial; a few agreements, in fact, specifically state that the allowance is payable when employment terminates for any reason. The allowance usually consists of a payment proportionate to the time served since the date of the previous annual holiday or some other specified date. Thus, in the general printing industry, workers who change their employment receive, in lieu of annual holiday, allowances on the basis of two-thirteenths of their weekly wage for each period of four consecutive weeks of service, both from the employer from whom they have changed in respect of the period between the

preceding 30th June and the date of leaving their employment, and from the employer to whom they have changed in respect of the period between the date of commencing the employment and the following 30th June. A worker who leaves his employment does not of necessity receive his proportionate allowance at the time of leaving, but may have to wait until the next holiday period. For instance, the agreement relating to the cotton industry provides that operatives who leave shall be given certificates of credit to be retained and presented for payment at the next holiday period.

The acceptance by the worker of paid employment during his holiday period is prohibited by the terms of a few agreements. The agreement relating to heavy steel manufacture, for example, provides that the acceptance by a worker of gainful employment during his holiday period is regarded as a violation of the agreement and any holiday payment made to him shall be refunded to the employer. Some agreements deny to the worker the option of taking the holiday or of continuing at work and drawing the holiday pay. Some others deal with the position of employees who are unable to take their annual holiday on account of sickness or accident or who are retained by the employer for special work while the establishment is closed down for general work during the holiday period. In such cases it is usually prescribed that these employees shall receive a paid holiday at a later date, and be paid for any work done at ordinary rates of pay.

The position of casual, temporary or part-time workers in relation to payment for holidays is usually not specifically dealt with in the agreements. The conditions as to length and continuity of service, however, are often such as necessarily exclude workers of these types from the benefit of the paid holiday. In some agreements, on the other hand, the conditions are such as to make it possible for such workers to benefit to some extent from the holiday provisions. Thus, in the boot and shoe manufacturing industry, those women workers who are permitted to work 35 hours or less a week are eligible for annual holidays with pay on the basis of such number of full weeks as is represented by the total number of hours actually worked, and are paid for statutory holidays on the basis of their average daily hours of work. In the hosiery manufacturing industry in the Midlands part-time workers who work between 20 and 30 hours in the week are entitled to half the holiday pay of full-time workers.

Directions as to the time at which the holiday payment is to be made are contained in the agreements for some industries. Nearly all of such agreements provide that the holiday payment shall be made before the commencement of the annual holiday, as in the case of the agreement for the pottery industry, which specifies the pay-day immediately preceding the holiday as the time of paying out holiday money.

II. Provisions of Statutory Orders

Wages Councils.—Under the terms of the Holidays with Pay Acts of 1938, the Boards established under the Trade Boards Acts had power to direct that workers for whom statutory minimum rates had been fixed should be entitled to be allowed a holiday with pay of not more than one working week in a year. Under the terms of the Wages Councils Acts, 1945, the Trade Boards were renamed Wages Councils and their powers were extended to enable them to recommend that Orders should be made requiring payment of wages for holidays without any prescribed limit. Of the 78 Wages Councils now established in Great Britain and Northern Ireland all but four* have issued directions, which have been confirmed, with statutory force, requiring certain days to be granted in each year as holidays with pay. The current Orders require payment of wages for a period of "annual holidays" (usually either 6 days or one week or 12 days or two weeks) during the holiday season, and also in most cases for "customary holidays" (usually 6 specified public holidays). The above days of annual holiday are working days and apply to a 6-day working week. Where a 5-day working week is in operation, the holiday is 5 days or 10 days, by virtue of a provision commonly included to the effect that the number of days of annual holiday is not to exceed in the aggregate the period, or twice the period as the case may be, constituting the workers' normal working week. The full period of annual holidays is conditional on the worker having served a qualifying period, usually of 48 weeks, with the employer. Workers with shorter service are entitled to shorter periods of paid holiday, *e.g.*, one-sixth of the holiday if 8 weeks have been served, two-sixths when 16 weeks have been served, etc. For the purpose of calculating any period of employment entitling a worker to an annual holiday it is commonly provided that entitlement depends upon a minimum number of hours being worked in the week. This minimum figure ranges from 8 hours up to 30 hours, the most usual figures being 20 or 24 hours. It is also commonly provided that absence throughout the week by reason of proved illness or accident or suspension owing to shortage of work is counted as employment; but such absence if exceeding in the aggregate a specified number of weeks during the year, *e.g.*, 4 weeks or 8 weeks for illness or accident and 6 or 8 weeks for suspension, is not so counted. A few Orders apply a similar rule in the case of absence due to stoppages through trade disputes. Payment for the customary holidays also is subject to a minimum length of service, varying in general from 1 week to 8 weeks, and in many cases is conditional on the worker being in attendance on the last working day immediately preceding the holiday and/or on the first working day after the holiday. The annual holiday is to be taken on consecutive days within a specified period (frequently May to September), but when the annual holiday due to a worker is more

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

than one working week the holiday may be divided into separate periods, one of which is at least one working week. Some of the Orders allow a worker, if he wishes, to take his holiday outside the holiday season, provided he makes an agreement in writing with his employer to that effect. The employer is required to give reasonable notice of the commencing date and the duration of the holiday; in some cases 28 days' notice is specified as a minimum. The holiday payment is in general related to the amount to which the worker would be entitled for a normal week's or day's work if paid at the appropriate minimum time rate. It is payable, in respect of annual holidays, on the last pay day preceding the holiday or, in a few cases, not later than the first working day or the first pay-day after the holiday. If the worker ceases to be employed before being allowed or entitled to be allowed an annual holiday, such holiday remuneration as has accrued is to be paid to him on the termination of his employment. In many of the industries in which outworkers or homeworkers are employed, *e.g.*, brush and broom, lace finishing, button, shirtmaking, paper box, hair, bass and fibre, such workers are excluded from the operation of the holidays-with-pay Orders.

The Orders are without prejudice to any agreement for the allowance of any further holidays with pay or for the payment of additional holiday remuneration.

Agriculture.—Under the provisions of the Agricultural Wages Act the Agricultural Wages Board for England and Wales have issued Orders which provide that whole-time workers are to be allowed holidays with pay at the rate of one day for each two consecutive months of regular employment. Workers who are required to work seven days a week in 30 or more weeks during a year are allowed, in addition, a holiday on a Sunday. After twelve consecutive months' regular employment with the same employer the annual holidays are increased to seven* days for workers employed on a six-day week and nine days (including two Sundays) for workers employed on a seven-day week. If the worker so desires, holidays are to be allowed on consecutive days. The remuneration is normally one-sixth of the weekly minimum wage for each day of holiday, and is to be paid on the pay-day immediately preceding the time when the worker is entitled to be allowed the holiday, or, where the employment terminates before the agreed time or times at which holidays were to be allowed, on the termination of the employment. Holidays with pay may not be given on Sundays (except as mentioned above in the case of seven-day week workers) or on six specified public holidays. The Orders also provide that on six specified public holidays, *viz.*, Good Friday, Easter Monday, Whit Monday, August Bank Holiday, Christmas Day, Boxing Day (in Northumberland New Year's Day instead of Boxing Day), all employment shall be treated as overtime employment, and that the number of hours in respect of which the minimum weekly wage is applicable during the weeks in which those days fall shall be correspondingly less than in a normal week. The effect of this is that a worker either receives a day's holiday on full pay on each of the specified public holidays without having to make up the time, or, if required to work on the public holiday, he is entitled to overtime pay for all employment on that day.

Orders made by the Scottish Agricultural Wages Board provide for holidays with pay at the rate of one day for eight weeks' continuous employment, up to a total of seven days of holiday in the year*. One period is to be of not less than three consecutive days between 28th May and 31st August. The holiday remuneration is not less than the appropriate daily proportion of the weekly minimum wage rate or eight-and-a-half times the respective minimum hourly rate, and is to be paid not later than the first regular pay-day after the holiday is taken. Workers other than stockworkers who are required to work on New Year's Day are entitled to overtime payment for such work; if not required to work on that day they are nevertheless entitled to be paid the full weekly rate of wages for the week in which the holiday occurs. The Orders are not to prejudice the operation of any agreement for granting additional days' holiday or for the payment of holiday remuneration in excess of the prescribed rates.

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

Catering.—The Catering Wages Act, 1943, which was designed to regulate the remuneration and conditions of employment of persons engaged in the supply of food for immediate consumption or the provision of living accommodation for guests and lodgers, empowered any Wages Board that might be set up under the Act to prepare proposals requiring all workers to be allowed holidays by their employers, and fixing holiday remuneration. The proposals on these matters made by the Wages Boards established for industrial and staff canteens, licensed non-residential establishments and licensed restaurants, and unlicensed places of refreshment have been embodied in Wages Regulation Orders by the Ministry of Labour and National Service. The proposals made by the remaining Wages Board, *viz.*, that for unlicensed residential establishments, have not yet been embodied in Orders. The Orders are on the same general lines as those made under the Wages Councils Act.

* The Agricultural Wages (Regulation) Act, 1947, removed the restrictions in the Holidays with Pay Act, 1938, which prevented the granting, under that Act, of holidays to agricultural workers of more than a week a year or more than three consecutive days.

NUMBER OF PAID HOLIDAYS GRANTED AND LENGTH OF QUALIFYING SERVICE AS PROVIDED UNDER THE TERMS OF COLLECTIVE AGREEMENTS OR STATUTORY ORDERS.

Note.—The particulars cover most of the principal industries and services and a selection of the smaller industries and services. It should not, therefore, be assumed that holidays with pay agreements or orders are in operation only in the industries, or in the particular districts, specified in the Table.

Industries	Holidays paid for per annum (P.H. = Public Holidays)	Qualifying Service (a) for Holidays other than Public Holidays	Industries	Holidays paid for per annum (P.H. = Public Holidays)	Qualifying Service (a) for Holidays other than Public Holidays
Agriculture (b)			Metal, Engineering and Ship-building (contd.)		
England and Wales:			Electrical cable	2 weeks and 6 P.H.	12 months
6-day workers	7 days and 6 P.H.	12 months	Vehicle building	1 week (g) and 6 P.H.	(g)
7-day workers	9 days (incl. two Sundays) and 6 P.H.	12 months	Road vehicle retail and repairing trade	1 week and 6 P.H.	12 months
Scotland	7 days (and New Year's Day except for stock-workers)	52 weeks	Railway workshops	2 weeks (h)	12 months
Northern Ireland	6 days	12 months	Cutlery (Great Britain) (b)	6 days (or normal working week) and 6 P.H.	48 weeks
			Wire and wire rope	2 weeks and 6 P.H.	Not specified
			Brass working and founding	1 week (g) and 6 P.H.	(g)
			Hollow-ware (Great Britain) (b)	6 days (or normal working week) and 6 P.H.	40 weeks
Mining and Quarrying			Metal finishing	1 week and 6 P.H.	(d)
Coal mining	1 week and 6 P.H.	(c)	Stamped or pressed metal wares (Great Britain) (b)	6 days (or normal working week) and 6 P.H.	48 weeks
Iron ore mining (West Cumberland)	6 days and 6 P.H.	50 weeks	Tin box (Great Britain) (b)	6 days (or normal working week) and 6 P.H.	48 weeks
Ironstone mining (Cleveland)	6 days and 6 P.H.	50 weeks	Surgical instruments (excl. Sheffield and Scotland)	2 weeks and 6 P.H.	45 weeks
Roadstone quarrying	6 days and 6 P.H.	50 weeks	Gold, silver, jewellery, etc., trades:		
Freestone quarrying (England and Wales)	6 days and 5 P.H.	(d)	Sheffield	1 week and 6 P.H. (d)	12 months
Ballast, sand, etc., quarrying	6 days and 6 P.H.	12 months	Birmingham	1 week and 6 P.H.	(d)
China clay (Cornwall and Devon)	6 days and 6 P.H.	12 months	London	1 week and 6 P.H.	12 months
Chalk quarrying (England)	1 week and 6 P.H.	12 months	Iron, steel and non-ferrous scrap	6 days (one week) and 6 P.H.	12 months
Silica and moulding sands	6 days and 6 P.H.	12 months	Ophthalmic optical industry	1 week and 6 P.H.	48 weeks
Shale mining and oil works (Scotland):				2 weeks and 6 P.H.	One year and 48 weeks
Shift and mine workers	10 shifts and 2 P.H.	12 months			
Day workers at works	72 hours and 2 P.H.	12 months			
			Textiles		
Treatment of Non-Metalliferous Mining Products other than Coal			Cotton	110 hours (incl. P.H.)	(i)
Building bricks, tiles, etc. (England and Wales)	2 weeks and 6 P.H.	12 months	Wool textile:		
Fletton bricks (Beds., Bucks., and Peterborough):			Yorkshire	1 week and 6 P.H.	(f)
6-day workers	12 days and 6 P.H.	48 weeks	Scotland	1 week and 5 P.H.	(j)
5-day workers	10 days and 6 P.H.	48 weeks	Rayon yarn production	2 weeks and 6 P.H.	Not specified
Kilburners and boiler firemen	14 shifts (e)	12 months	Silk spinning and weaving:	1 week and 6 P.H.	Not specified
Stock bricks (Kent and Essex)	2 weeks and 6 P.H.	(k)	Great Britain	6 days and 4 P.H. and 2 other working days	(k)
Building bricks (Scotland)	1 week and 6 P.H.	12 months	5-day workers	5 days and 4 P.H. and one other working day	(k)
Refractory goods (England and Wales):			Northern Ireland	6 days and 6 P.H.	12 months
7-day workers	7 days and 6 P.H.	12 months	Jute	90 hours (i.e., 6 days and 4 P.H.)	50 weeks
6-day workers	6 days and 6 P.H.	12 months	Rope, twine and net (Great Britain) (b)	6 days (or normal working week) and 6 P.H.	48 weeks
Refractory goods (Scotland)	1 week and 6 P.H.	12 months	Hosiery:		
Pottery	12 days (plus Saturday before annual holiday) and 4 P.H.	12 months	Midlands	5 days and 2 days at each of the Easter, Whitsuntide and Christmas holidays.	50 weeks (i)
Glass processing	2 weeks and 6 P.H.	42 weeks	Scotland (except Hawick)	1 week and P.H. (2 working weeks in aggregate)	(i)
Glass container	1 week and 6 P.H. (2 weeks in 1952)	12 months	Hawick	10 working days incl. P.H.	(l)
Cement	2 weeks and 6 P.H.	12 months	Carpet	Approx. 2 weeks incl. P.H. (l)	(l)
Cast stone and cast concrete products (England and Wales)	6 days and 6 P.H.	50 weeks	Narrow fabrics	1 week and 6 P.H.	12 months
Pre-cast concrete products (Scotland)	7 days (incl. two Saturdays) and 5 P.H.	48 weeks	Linen and cotton handkerchiefs and household goods and linen piece goods:		
			Great Britain (b)	6 days (or normal working week) and 6 P.H.	48 weeks
Chemicals and Allied Trades			Northern Ireland (b)	6 days (or normal working week) and 6 P.H.	48 weeks (m)
Heavy chemicals	2 weeks and 6 P.H.	12 months	Surgical dressings	1 week (minimum) 2 weeks (maximum) and 6 P.H. (l)	48 weeks (n)
Drugs and fine chemicals	2 weeks and 6 P.H.	12 months			
Paint, varnish and lacquer	2 weeks and 6 P.H.	12 months			
Soap, candles and edible fats	2 weeks and 6 P.H.	12 months			
Seed crushing, compound food and provender	12 days and P.H.	12 months			
Matches	2 weeks and P.H. and May Day	3 months			
Metal, Engineering and Ship-building					
Pig iron (blastfurnaces)	13 days (f)	50 weeks			
Heavy steel	13 days (f)	50 weeks			
Steel sheet rolling	12 days	Shift workers 240 shifts Day workers 270 shifts			
Tinplate	1 week and 5 P.H.	1 year			
Engineering and allied industries	1 week (g) and 6 P.H.	(g)			
Shipbuilding and ship-repairing	1 week (g) and 6 P.H.	(g)			
Light castings	1 week (g) and 6 P.H.	(g)			

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

(b) In this case the conditions are as specified in statutory orders.

(c) The amount of the week's holiday payment is independent of length of service, and, subject to certain exceptions, a workman is entitled to receive the full holiday payment if he is on the books of the colliery on the last pay-day before his annual week's holiday is taken.

(d) In this case payment for holidays, other than public holidays, is provided by the accumulation of a weekly "credit" for each week's work done during the twelve months preceding the holiday.

(e) Kilburners and boilerfiremen on continuous shifts who work on a public holiday are granted a day's rest with pay, to be taken between 1st October and the following 31st March.

(f) In addition to the 13 days' holiday pay, a maximum payment of three extra shifts is made to men called upon to work on certain agreed days.

(g) In this case the payment for holidays other than public holidays amounts to one-fifth of the appropriate time rate for each full week's work performed in the year.

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

(b) In this case the conditions are as specified in statutory orders.

(c) In this case payment for holidays, other than public holidays, is provided by the accumulation of a weekly "credit" for each week's work done during the twelve months preceding the holiday.

(d) In this case the payment for holidays other than public holidays amounts to one-fiftieth of the appropriate time rate for each full week's work performed in the year.

(e) Staff whose normal work is suspended on public holidays are paid, in addition, for two of the public holidays in each year. Staff whose normal work is not suspended on public holidays are granted leave with pay on two public holidays or on two other days in each year.

(f) In this case payment for holidays, including public holidays, is provided by the accumulation of a weekly "credit" for each week's work done during the twelve months preceding the holiday.

(g) In this case the payment for holidays, other than public holidays, is one-fiftieth of wages earned between the end of the holiday in one year and the beginning of the holiday period in the next year.

(h) In this case the payment for holidays, including public holidays, is calculated on the basis of one-twenty-fifth of the total number of hours worked in ordinary time during the previous 12 months.

(i) In this case payment for holidays is provided by an accrued "credit" of 4 per cent. of the worker's gross earnings in the year.

(j) 24 weeks for a worker who is under 18 years of age when he enters employment and who is under 19 years of age at the commencement of his first annual holiday.

(k) In this industry there are alternative methods of providing payment for holidays: (1) payment at normal time rates for holidays other than public holidays subject to a qualifying period of 48 weeks, and (2) payment for holidays, including public holidays, by the accumulation of a weekly "credit" equal to 4 per cent. of the worker's gross wages including overtime. Where two weeks' holiday is given, the method of payment for annual holidays in excess of one week is to be agreed locally.

Payment of Wages for Holidays—continued

Industries	Holidays paid for per annum (P.H. = Public Holidays)	Qualifying Service (a) for Holidays other than Public Holidays	Industries	Holidays paid for per annum (P.H. = Public Holidays)	Qualifying Service (a) for Holidays other than Public Holidays
Textiles (contd.)			Woodworking (contd.)		
Textile bleaching, dyeing and finishing (Lancashire, Yorkshire and Scotland)	1 week and 6 P.H.	(f)	Wood box, packing case and wooden container:		
Textile making-up and packing (Manchester)	5 days and 7 P.H.	3 months	England and Wales	1 week and 6 P.H.	12 months
			Scotland	1 week and 6 P.H.	(j)
			Veneer producing and plywood	1 week and 6 P.H.	12 months
			Basket	2 weeks and 6 P.H.	(d)
Clothing			Paper, Printing, etc.		
Ready-made and wholesale bespoke tailoring (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks	Paper making	6 days and 6 P.H.	12 months
Retail bespoke tailoring:			Wallpaper	2 weeks (90 hours) and 6 P.H.	Not specified
England and Wales (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks	General printing, bookbinding, etc.	2 weeks and 6 P.H.	12 months
Scotland (b)	1 week and 6 P.H.	50 weeks	Daily and Sunday newspapers (London)	2 weeks and 6 P.H.	6 months
Wholesale mantle and costume (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks	Daily, weekly and Sunday newspapers (Scotland)	2 weeks and New Year's Day and 5 days in lieu of P.H.	12 months
Dressmaking and women's light clothing (England and Wales and Scotland) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks	Paper bag (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks (m)
Shirt, collar, tie, etc., making:			Paper box (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks (m)
Great Britain (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks			
Northern Ireland (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks	Other Manufacturing Industries		
			Leather tanning and currying	2 weeks and 6 P.H.	12 months
			Made-up leather goods	2 weeks and 6 P.H.	12 months
			Rubber (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks
			Toys (b)	6 days (or normal working week) and 6 P.H.	48 weeks
			Sports goods	2 weeks and 6 P.H.	12 months
			Brush and broom (b)	6 days (or normal working week) and 6 P.H.	40 weeks
			Building and Contracting		
			Building	6 days and P.H. (p)	(i)
			Demolition contracting	6 days and P.H. (p)	(i)
			Electrical contracting:		
			England, Wales and Northern Ireland	6 days and 6 P.H.	(d)
			Scotland	1 week and first 3 days in the year and the recognised spring and autumn holidays	(d)
			Civil engineering construction	6 days and P.H. (p)	(i)
			Heating, ventilating and domestic engineering (installation and maintenance)	6 days and 6 P.H.	(d)
			Gas, Electricity and Water		
			Gas	2 weeks and 6 P.H.	12 months
			Electricity:		
			Day workers	2 weeks and 6 P.H.	10 months
			Shift workers	3 weeks plus an additional shift of 8 hours	10 months
			Water (England, South Wales and Mon.):		
			Day workers	2 weeks and 6 P.H.	12 months
			Shift workers	3 weeks	12 months
			Transport		
			Railway service (British Railways)	2 weeks (q)	12 months
			Tramway and omnibus services:		
			London	2 weeks and 6 days in lieu of P.H.	12 months
			Municipal undertakings in Great Britain	2 weeks and 6 P.H. (r)	12 months
			Company-owned undertakings in Great Britain	8 days and 5 P.H.	1 year
			Goods transport by road:	10 days and 5 P.H.	3 years
			A and B licences—(b)		
			6-day workers	12 days and 6 P.H.	48 weeks
			5-day workers	10 days and 6 P.H.	48 weeks
			British Road Services—		
			6-day workers	12 days and 6 P.H.	12 months
			5-day workers	10 days and 6 P.H.	12 months

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

(b) In this case the conditions are as specified in statutory orders.

(c) In this case payment for holidays, other than public holidays, is provided by the accumulation of a weekly "credit" for each week's work done during the twelve months preceding the holiday.

(d) In this case payment for holidays, including public holidays, is provided by the accumulation of a weekly "credit" for each week's work done during the twelve months preceding the holiday.

(e) In this case the payment for holidays, other than public holidays, is one-fiftieth of wages earned between the end of the holiday in one year and the beginning of the holiday period in the next year.

(f) 24 weeks for a worker who is under 18 years of age when he enters employment and who is under 19 years of age at the commencement of his first annual holiday.

(g) The public holidays paid for are Easter Monday, Whit Monday, August Bank Holiday and Boxing Day in localities where these days are recognised as Public Holidays and in other localities such days (whether more or less in number than the four days specified above) as are locally recognised as general holidays.

(h) A considerable proportion of the staff are required to work on Bank or Public Holidays but, by virtue of the guaranteed week arrangements, those who are booked off duty receive payment for the holiday. Staff required to work on Christmas Day or Boxing Day (1st and 2nd January in Scotland) are given for each day so worked one day's leave with pay at ordinary rate to be taken before the end of the succeeding year. When the period of a man's annual leave includes any of the six recognised Bank or Public Holidays, an additional day's leave is granted in lieu of each Bank or Public Holiday so included.

(i) Where the exigencies of the service do not permit of the public (or local) holidays being arranged, then days off in lieu are substituted. Where such substitution takes place, then, wherever possible, these days are aggregated and taken as one week's holiday of 44 hours with pay.

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

(b) In this case the conditions are as specified in statutory orders.

(c) In this case payment for holidays, other than public holidays, is provided by the accumulation of a weekly "credit" for each week's work done during the twelve months preceding the holiday.

(d) In this case payment for holidays, including public holidays, is provided by the accumulation of a weekly "credit" for each week's work done during the twelve months preceding the holiday.

(e) In this case the payment for holidays, other than public holidays, is one-fiftieth of wages earned between the end of the holiday in one year and the beginning of the holiday period in the next year.

(f) 24 weeks for a worker who is under 18 years of age when he enters employment and who is under 19 years of age at the commencement of his first annual holiday.

(g) The public holidays paid for are Easter Monday, Whit Monday, August Bank Holiday and Boxing Day in localities where these days are recognised as Public Holidays and in other localities such days (whether more or less in number than the four days specified above) as are locally recognised as general holidays.

(h) A considerable proportion of the staff are required to work on Bank or Public Holidays but, by virtue of the guaranteed week arrangements, those who are booked off duty receive payment for the holiday. Staff required to work on Christmas Day or Boxing Day (1st and 2nd January in Scotland) are given for each day so worked one day's leave with pay at ordinary rate to be taken before the end of the succeeding year. When the period of a man's annual leave includes any of the six recognised Bank or Public Holidays, an additional day's leave is granted in lieu of each Bank or Public Holiday so included.

(i) Where the exigencies of the service do not permit of the public (or local) holidays being arranged, then days off in lieu are substituted. Where such substitution takes place, then, wherever possible, these days are aggregated and taken as one week's holiday of 44 hours with pay.

Payment of Wages for Holidays—continued

Industries	Holidays paid for per annum (P.H. = Public Holidays)	Qualifying Service (a) for Holidays other than Public Holidays	Industries	Holidays paid for per annum (P.H. = Public Holidays)	Qualifying Service (a) for Holidays other than Public Holidays
Transport—(contd.)			Distributive Trades—(contd.)		
Merchant Navy (ratings):			Retail co-operative societies	12 days (or 2 weeks) and P.H.	12 months
Foreign going:			General waste reclamation: (Great Britain) (b)	6 days (or normal working week) and 6 P.H.	48 weeks
Established employees	14 calendar days (s)	11 months 18 days on articles			
Unestablished employees	8 calendar days (s)	11 months 8 days on articles			
	14 calendar days (s)	12 months with same employer			
Home trade:			Public Administration		
Established employees	12 calendar days (s)	12 months on articles	Government industrial establishments	1 week and 8½ P.H.	12 months
Unestablished employees	8 calendar days (s)	11 months 8 days on articles	Local authorities (non-trading) services:		
	12 calendar days (s)	12 months with the same employer	England and Wales		
Dock labour	1 week and P.H.	Entered on books on or before 31st March	Day workers	2 weeks and 6 P.H.	12 months
			Shift workers	3 weeks incl. P.H.	12 months
Cold storage	6 days and P.H.	12 months	Glamorgan	2 weeks and P.H.	12 months
			Monmouthshire	12 days and P.H.	12 months
			Scotland	3 weeks incl. P.H.	12 months
Distributive Trades			County Council roadmen—England and Wales (regional agreements)	12 days and P.H. (usually 6)	12 months
Coal distribution:			Land drainage authorities and river boards	12 days and 6 P.H.	12 months
Lancashire and Cheshire	12 days and 6 P.H.	12 months			
North Midlands	2 weeks and 6 P.H.	48 weeks	Catering		
London	12 days and 6 P.H.	48 weeks	Industrial and staff canteens (b)	6 days (or normal working week) and 6 P.H.	48 weeks
Scotland:			Licensed non-residential establishments (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks
6-day workers	12 days and 6 P.H.	12 months	Unlicensed places of refreshment (b)	12 days (or twice the normal working week) and 6 P.H.	4 years
5-day workers	10 days and 6 P.H.	12 months	Licensed residential establishments and licensed restaurants (b)	12 days (or twice the normal working week) and P.H.	1 year and 48 weeks
Wholesale grocery and provision trade (England and Wales)	2 weeks and 6 P.H.	12 months			
Retail food trades:			Other Services		
England and Wales (b)	12 days (or twice the normal working week) and P.H.	12 months	Cinema theatres	6 days	12 months
Scotland (b)	12 days (or twice the normal working week) and P.H.	12 months	Laundering (Great Britain) (b):		
Milk distribution:			6-day workers	9 days and 6 P.H.	48 weeks (t)
England and Wales (b)	10 days	50 weeks	12 days and 6 P.H.	12 days and 6 P.H.	2 years
Scotland (b)	12 days (or twice the normal working week)	48 weeks	5-day workers	8 days and 6 P.H.	48 weeks (t)
			10 days and 6 P.H.	10 days and 6 P.H.	2 years
Retail meat (Great Britain)	12 days and P.H.	12 months	4-day workers	6 days and 6 P.H.	48 weeks (t)
Wholesale newspaper distribution (provinces)	2 weeks and 5 days in lieu of P.H.	12 months	8 days and 6 P.H.	8 days and 6 P.H.	2 years
Petroleum distribution	2 weeks and 6 P.H.	12 months	5 days and 6 P.H.	5 days and 6 P.H.	48 weeks (t)
Retail drapery, outfitting and footwear (Great Britain) (b)	12 days (or twice the normal working week) and P.H.	12 months	3-day workers	6 days and 6 P.H.	2 years
Retail furnishing and allied trades (Great Britain) (b)	12 days (or twice the normal working week) and P.H.	12 months	Hairdressing (b)	12 days (or twice the normal working week) and 6 P.H.	12 months
Retail bookselling and stationery (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	12 months	Domestic staff of hospitals and allied institutions.	2 calendar weeks and 6 P.H.	12 months
Retail newsagency, tobacco and confectionery trades: England and Wales (b)	12 days (or twice the normal working week) and P.H.	12 months			
Scotland (b)	12 days (or twice the normal working week) and P.H.	12 months			

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

(b) In this case the conditions are as specified in statutory orders.

(c) One extra day is granted (or pay in lieu thereof) for every Sunday spent at sea. In the catering department six days are granted for every five Sundays spent at sea.

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

(b) In this case the conditions are as specified in statutory orders.

(c) 24 weeks for workers who are under 17 years of age when they enter employment and who are under 18 years of age at the commencement of their first annual holiday.

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 150 to 170.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose during February by 14,000 (4,000 males and 10,000 females), the number at the end of the month being 22,180,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed a decrease of 2,000, manufacturing industries rose by 11,000 and other industries and services rose by 5,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who have not taken up employment, is estimated to have increased by 12,000 from 23,249,000 to 23,261,000.

Unemployment

The number of persons registered as unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain fell from 301,952 to 274,861 between 12th February and 12th March. There was a fall of 21,286 in the case of males and 5,805 in the case of females.

Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), was 117 at the end of March, compared with 116 at the end of February. The changes in rates of wages reported to the Department during March resulted in an aggregate increase

estimated at £717,000 in the weekly full-time wages of 1,890,000 workpeople. The principal increases affected workpeople employed in the building industry, civil engineering construction and the iron and steel industry, domestic staff in hospitals, ratings in the merchant navy, and timeworkers and pieceworkers in railway workshops.

Retail Prices

At 13th March the interim index of retail prices, based on 17th June, 1947 (taken as 100), was 119, compared with 118 at 13th February and with 113 at 14th March, 1950. The rise in the index during the month under review was mainly due to higher prices of clothing, increases in the prices of some articles of food, and higher prices of blankets and other household articles.

Industrial Disputes

The number of workers involved during March in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred) was nearly 35,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 143,000 working days. The number of stoppages which began in the month was 130 and, in addition, 20 stoppages which began before March were still in progress at the beginning of the month. The stoppage involving the greatest loss of time during the month was that of electricians and mates employed by Electricity Boards on contracting work in London and adjacent districts.

ESTIMATED NUMBERS OF EMPLOYEES, 1948-1950: REVISIONS OF FIGURES PUBLISHED IN FEBRUARY, 1951

Since the publication of the estimates of the numbers of employees in Great Britain and in the United Kingdom on pages 42-45 of the February issue of this GAZETTE, some small revisions of industrial classification have been found to be necessary. The revisions affect the undermentioned industries, and amended figures for those industries, as indicated below, should be substituted for the published figures referred to above. The revisions do not affect the totals of the numbers insured.

(a) End-May, 1950

	Males		Females		Total
	Under 18	Total, all ages	Total, all ages	Males and Females	
Page 42:					
Metal Manuf.		473,510	63,010		536,520
Tinplate Manuf.	1,010	15,380	2,830		18,210
Steel Sheet Manuf.	1,240	19,150	1,140		20,290
Railway Loco. Shops	2,800	58,940			61,740
Other Loco. Manuf.	930	20,840			22,940
Page 43:					
Misc. Services		466,230	1,224,460		1,690,690
Other Services		52,170	54,080		106,250
Page 44:					
Metal Manuf.		474,300	63,020		537,320
Tinplate Manuf.	1,010	15,380	2,830		18,210
Steel Sheet Manuf.	1,240	19,180	1,140		20,320
Railway Loco. Shops	2,820	59,240			62,060
Other Loco. Manuf.	940	21,010			22,950
Page 45:					
Misc. Services		475,540	1,249,210		1,724,750
Other Services		53,530	54,880		108,410

(b) End-May, 1949

	Page 42			Page 44		
	Males	Females	Total	Males	Females	Total
Metal Manuf.	468,640		529,620	469,800		530,840
Tinplate Manuf.	15,530	2,810	18,340	15,530	2,810	18,340
Steel Sheet Manuf.	18,650	1,080	19,730	18,700	1,090	19,790
Vehicles	793,890		914,130	807,490		929,030
Railway Loco. Shops	62,510		65,520	62,800		65,810
Page 43:						
Transport and Comm.	1,543,640		1,772,470	1,573,960		1,805,310
Railways	524,530		561,880	530,980		568,750
Misc. Services	483,470		1,729,110	493,770		1,767,660
Other Services	54,600		107,540	56,640		110,340

(c) End-June, 1948

	Page 42			Page 44		
	Males	Females	Total	Males	Females	Total
Metal Manuf.	464,190		526,890	465,440		528,190
Steel Melting, Rolling, etc.			213,120	194,680		213,560
Tinplate Manuf.	15,180		17,970	15,200		17,990
Steel Sheet Manuf.	18,310		19,510	18,310		19,510
Page 43:						
Insurance, Banking, etc.	263,780	162,130	425,910	268,220	163,490	431,710
Public Administration	1,019,930	433,980	1,453,910	1,046,360	441,610	1,487,970
National Govt. Service	480,210	228,310	708,520	498,260	234,530	732,790
Misc. Services	500,240		1,827,860	511,060		1,869,950
Other Services	62,830		129,220	65,420		133,130

ECONOMIC SURVEY FOR 1951

The Economic Survey for 1951 has been presented to Parliament by the Chancellor of the Exchequer. The Survey, which is the fifth in the series of annual Economic Surveys starting in 1947, has been published by H.M. Stationery Office as a Command Paper (Cmd. 8195), price 1s. net (1s. 1d. post free).

Introductory

It is pointed out that the main theme of the four preceding Surveys was the need to keep inflation in check at home so that the United Kingdom could establish its balance of payments on a sound footing and achieve a reasonable standard of living that would not be dependent on external assistance. By the end of 1950, the Survey says, great progress had been made, with the help of Marshall Aid, towards the goal of complete post-war recovery. As compared with 1947, the volume of production in 1950 had risen by some 30 per cent., the volume of exports had increased by over 60 per cent. and the Sterling Area deficit in gold and dollars of 4,131 million dollars had been replaced by a surplus of 805 million dollars. Productive equipment had been extended and modernised and personal consumption had risen by some 5 per cent. Over a million new homes had been provided since the war and there had been a great extension of the health, education and other social services. As from the beginning of 1951 the Government agreed to the suspension of Marshall Aid.

With post-war recovery so nearly completed, the Survey says that an easing of the economic situation might normally have been expected in 1951, had not the country been faced with a new task of rearmament. While, however, the execution of a greatly enlarged and accelerated rearmament programme has now become the main objective of the Government's economic policy, it cannot be the sole objective. The potential military strength of the country depends, it is pointed out, upon a well-equipped industrial system, a healthy population at home and an ordered balance of overseas payments. The problem before the nation is therefore to combine a rapid rearmament with a strong and healthy economy. Exports must be maintained as far as possible and home investment continued at a high level. The attempt has to be made to meet most of the cost of rearmament by sacrificing for the time being improvements in the standard of living and by accepting some reduction of the standard below the present level. The Survey reviews the complex problems involved and describes the policy which the Government intend to pursue.

The Impact of Rearmament

The rearmament programme announced by the Prime Minister on 29th January (see the issue of this GAZETTE for February, pages 49 and 50) provides for a total expenditure, including civil defence but excluding stockpiling, of about £4,700 million during the three years beginning in April, 1951. Of the total, some £2,800 million is attributable to the production of arms, equipment and clothing, works and buildings, and research and development, and the remainder to such items as Service pay and pensions, transport, and supplies of food, petrol and oil. Production of engineering and metal goods directly for defence is expected to increase from about £170 million in 1950-51 to about £360 million in 1951-52,

with a total of £1,650 million for the three years 1951-54. While the impact of rearmament will be heaviest on the metal-using industries, there will also be considerable new demands on the production of textiles for Service and Civil Defence clothing and equipment; these demands will fall with particular severity on the cotton industry. Expenditure on works and buildings for defence purposes will rise from just over £80 million in 1950-51 to £145 million in 1951-52, the estimated total for the three years 1951-54 being about £475 million.

At the beginning of April, 1950, there were 713,000 men and women in the Forces. The number is expected to rise to rather over 800,000 by April, 1951, and to about 860,000 by April, 1952. This increase, coming at a time of full employment, will make it very difficult for industry to find the labour it needs. The calling up of reservists for short periods of training in the summer will inevitably cause further difficulty, although every effort will be made to avoid serious interference with essential work.

The impact of rearmament on the national economy would, it is pointed out, be greatly softened if a large increase could be achieved in total production. This would be possible in a country with heavy unemployment and much unused industrial capacity. As, however, labour is now fully employed and production high in the United Kingdom, a diversion of output as well as an increase will be necessary. Alternatively, if the existing labour force could provide the extra production required by increasing output a head, there would be no need for any reduction in present consumption and investment levels. There have, in fact, been striking increases in productivity in British industry during the last three years, but raw material difficulties make it unlikely that productivity in the years immediately ahead can continue to improve so fast as recently.

As the increased claims for defence are largely concentrated upon the metal-using industries, of which the great bulk of the output goes to home investment and export, it will be difficult to shift the main burden of rearmament on to consumption. Defence orders must, in fact, conflict to a considerable extent with production of goods for export and investment. The Government do not, however, consider that this difficulty can be met by giving an overriding priority to arms production, but they have made arrangements by which advice can be given to industry when clashes of urgency arise. Wherever necessary, formal controls and powers of direction will be used. There will inevitably be a reduction in exports of coal, metals and some metal goods, and, as the Government are resolved that the country's external accounts shall not run into deficit during the rearmament period (except to the extent necessary for strategic stockpiling), the level of other exports will have to be raised. In particular, a new export drive by the textile industries will be called for.

Prospects for Output

The Survey discusses in turn the supplies of man-power and of the fuel and power, steel, and other raw materials on which in the first place the prospects for output in 1951 must depend. The next Table extracted from the Survey, shows the distribution of man-power in Great Britain at mid-1948, end-1949 and end-1950,

and the distribution forecast for end-1951 and end-1952. The forecasts of unemployment are particularly uncertain because so much will depend upon supplies of raw materials.

	Thousands				
	Mid-1948	End-1949	End-1950	Forecast	
			End-1951	End-1952	
Total Working Population	22,904	23,000	23,225	23,350	23,450
H.M. Forces	846	725	752	850	900
On Release Leave	92	11	—	—	—
Total Industrial Population	21,966	22,264	22,473	22,500	22,550
of whom:					
Men	14,913	15,116	15,191	15,125	15,100
Women	7,053	7,148	7,282	7,375	7,450
Registered Unemployed	282	360	328	300	250
Total in Civil Employment	21,684	21,904	22,145	22,200	22,300

Between the middle of 1948 and the end of 1950 the total working population of Great Britain showed a very gradual rise amounting to about 1½ per cent. It is expected that the total will continue to grow during the next year or two, but there is no prospect that it can be forced to grow much faster than of late, short of pressures or compulsions which would be entirely unacceptable in peace-time. The Survey suggests, however, that something can be done to encourage more people to go to work, by the adjustment of working hours to allow more women with domestic duties to work in industry and by special arrangements to retain the services of the elderly and disabled. A certain addition to man-power, but not a great deal, can be expected from a further reduction in unemployment, which might be effected, for instance, by a still more effective use of Employment Exchanges. In general, it is considered that national output cannot be assisted very much in the next year or two by increased employment. In view of the increasing numbers serving in the Armed Forces, civil employment is expected to be practically constant, while the number available for the production of civilian goods will decline.

As regards the special labour problems of rearmament, it is estimated that rather less than half-a-million workers were engaged in the production of munitions and equipment in the middle of 1950 and that the defence programme may require more than double that number when running at its highest level in 1953-54. As in many cases it will be only the nature of the work or the destination of the products that will be changed, the movement of labour will be less than the addition of over half-a-million workers for defence might suggest. In certain engineering industries, however, there will have to be an increase in the labour force in some existing plants. In addition, some new capacity will need to be manned. Local shortages of labour may develop in certain areas, and in the early stages one of the most difficult problems is likely to be the finding of highly-skilled workers, such as draughtsmen, jig-makers and tool-makers.

Coal output in 1950 was 216 million tons, of which 12 million tons were from open-cast workings. The Survey finds it very difficult to estimate the likely output in 1951, but, in view of recent improvements in employment, attendance and output per man-shift, suggests that a total production of 219 to 222 million tons may be looked for, including 11 to 12 million tons of open-cast coal. The net increase in electricity generating capacity in 1950 was much the largest on record; nevertheless, it was not sufficient to offset the growth in demand and load-shedding was frequent during the winter. A steady increase in supply is to be expected in 1951, but peak demand during the winter is likely to remain in excess of maximum generating capacity for some years to come. The output of steel ingots and castings was 16.29 million tons in 1950 and exceeded the forecast given in the Economic Survey for that year. The capacity for iron and steel making will increase during 1951, but shortages of raw materials make it unlikely that the output of crude steel will exceed 16 to 16.25 million tons.

In common with other countries, the United Kingdom is finding great difficulty in obtaining its requirements of the wide range of the raw materials upon which industrial output is dependent. The most dangerous shortages at the present time are of sulphur and sulphuric acid, zinc and copper. The Survey says that while domestic action

may mitigate the worst effects of individual shortages, satisfactory remedies can in many cases only be found by international action.

The position of the metal-using industries is considered in some detail, and it is thought that, if a moderate increase in the output of these industries can be achieved in 1951 while supplies for civilian consumption are reduced, the industries should be able to meet the additional claims of rearmament without seriously reducing total supplies available for export and investment. In the building industry productivity continues to increase moderately. There should be sufficient material in 1951 to enable building output to go on rising at least as fast as in recent years; but the effect of the defence programme will be to reduce the amount of building resources available for ordinary civil purposes. There is also a serious shortage of architects, quantity surveyors, draughtsmen and other works staff. The programmes of civil investment for 1951 and 1952 are being re-examined in order to allow for further defence building work. In the textile industries, further expansion of production was reported in all the main sections, especially in rayon; but prospective raw material shortages will almost certainly lead to a reduction in output in some textile industries in 1951. The agricultural expansion programme made good progress in 1950. The outlook for 1951-52 is less promising, on account of unfavourable weather, defence requirements and raw material shortages; nevertheless it is expected that agricultural output will increase further over the next year or two.

The Balance of Payments

The strengthening of the external financial position of the United Kingdom and of the other Sterling Area countries in 1950 made possible the suspension of allotments of Marshall Aid and the termination of drawings on the 1946 Canadian Credit. The economy of the country thus ceased to depend upon external financial assistance. The effect of the imposition of a major world rearmament effort upon an already booming world economy is bound to be unfavourable to the overall balance of payments in the United Kingdom; but the Survey says that the Government have resolved that action must be taken to prevent the country's external accounts from relapsing into deficit. Apart from the stockpiling of essential commodities, for which gold and dollar reserves may be reduced or external debts accumulated without serious consequences, the fundamental objective will be to pay fully in exports of goods and services for the goods and services which must be imported for current use or consumption.

Owing almost wholly to rising prices, the value of total imports in 1950 was about £400 million greater than in 1949, and a further substantial rise in prices is now in progress. It is estimated that the value of imports may amount to as much as £3,200 million in 1951. If supplies should fail, the actual cost may fall short of this figure, but the consequences of such a failure might be very serious for the production effort. It is expected that a further rise in the value of invisible earnings may raise the total receipts from this source to about £450 million in 1951. There would thus be about £2,750 million to be earned by visible exports and re-exports. The figure for 1950 was rather over £2,200 million. Much of the necessary increase in the value of exports will be contributed by higher prices, but the rest can only come from an increase in the volume of exports. Such an increase will be exceptionally difficult to achieve, and in the case of such exports as coal and steel a substantial reduction is inevitable. The Survey says that the aim must be to increase total export earnings by a very large sum, and that the Government are at present working out export targets for particular industries. Dollar and Commonwealth markets continue to rank highest in importance.

National Income and Expenditure

The Survey makes an estimate of the changes in output and expenditure in 1951 as compared with 1950. The changes considered are "real" changes, i.e., changes other than those due only to changes in prices. On the assumption that material resources will be available to permit industrial production to rise by 4 per cent., it is estimated that the increase in real national output in 1951 will be £325 million. The increase in the value of imports is taken to be £125 million, partly offset by an increase of £100 million in exports and re-exports. The increase in real resources available for use at home will thus be £350 million. As the increase in expenditure by public authorities is expected to be £400 million and there is likely to be little change in home investment as a whole, the consequence will be a fall in consumption of £50 million. The reduction in real consumption is expected to take place in part in the products of the textile and metal-using industries. There will probably be less clothing and household textiles available for private consumers, and supplies of durable consumer goods will also be reduced. Food consumption is not likely to be affected in the aggregate.

The Survey discusses the risks of inflationary pressure that are likely to arise in 1951, and the measures necessary to meet them. In the first place, care must be taken to avoid an inflation of costs brought about by pressure for increased money incomes. While some adjustments to wages have been necessary and some are still taking place, there should be no unreasonable increases in wages, salaries or profits. In a time of rising prices, the self-restraint of the community is severely taxed. The instinct to try to protect one's standard of living is a powerful one, but the community as a whole cannot contract out from the worsening of the terms of trade. The policy of common-sense and restraint in personal incomes is as important today as in the past, and is the responsibility of the whole community. In the second place, inflationary conditions of demand must not be allowed to develop again, as this would create the climate in which price rises are most likely and would add to the immediate as well as the long-term problem of achieving the level of exports that is necessary to pay for imports.

DURATION OF UNEMPLOYMENT, AND TURNOVER AMONG THE UNEMPLOYED

Duration of Unemployment

The monthly statistics of unemployment which are published regularly in this GAZETTE (see, for example, pages 153 to 156) include figures showing the numbers who have been unemployed for not more than two weeks, for more than two weeks but not more than eight weeks, and for more than eight weeks, respectively. Statistics providing a more detailed analysis, particularly of the last of these three categories, are compiled at quarterly intervals, and the figures for 12th March, 1951, are given in the Table below.* Corresponding total figures for 11th December, 1950, are also given.

Duration of Unemployment in weeks	Numbers wholly unemployed at 12th March, 1951			Total numbers wholly unemployed at 11th December, 1950
	Aged under 18	Aged 18 and over	Total	
Males				
4 or less	3,232	52,808	56,040	72,927
Over 4 and up to 6	497	12,433	12,930	16,921
" 6 " " 8	300	9,375	9,675	13,013
" 8 " " 13	419	21,113	21,532	22,437
" 13 " " 26	273	26,047	26,320	21,237
" 26 " " 39	70	10,758	10,828	10,828
" 39 " " 52	21	6,707	6,728	7,944
Over 52	35	30,380	30,415	32,366
Totals	4,847	169,621	174,468	197,673
Females				
4 or less	3,291	35,855	39,146	40,499
Over 4 and up to 6	506	7,995	8,501	10,668
" 6 " " 8	363	5,927	6,290	8,058
" 8 " " 13	556	9,871	10,427	13,272
" 13 " " 26	410	14,461	14,871	10,643
" 26 " " 39	89	4,570	4,659	3,733
" 39 " " 52	23	1,897	1,920	1,899
Over 52	21	3,521	3,542	3,786
Totals	5,259	84,097	89,356	92,558
Total				
4 or less	6,523	88,663	95,186	113,426
Over 4 and up to 6	1,003	20,428	21,431	27,589
" 6 " " 8	663	15,302	15,965	21,071
" 8 " " 13	975	30,984	31,959	35,709
" 13 " " 26	683	40,508	41,191	31,880
" 26 " " 39	159	15,328	15,487	14,561
" 39 " " 52	44	8,604	8,648	9,843
Over 52	56	33,901	33,957	36,152
Totals	10,106	253,718	263,824	290,231

Comparison between the figures for males in the last two columns shows that the number who, at 12th March, had been unemployed for 8 weeks or less showed a decrease of over 24,000 compared with the corresponding figure for 11th December. There was little change in the number who had been unemployed for more than 8 weeks. The figures for women show a decrease of 3,202 between the two dates, an increase of 2,086 in the number unemployed for over 8 weeks being more than offset by a decrease of 5,288 in the number unemployed for 8 weeks or less.

Among the total of 174,468 wholly unemployed men at 12th March, over 32 per cent. had been unemployed for not more than 4 weeks, while the number who had been continuously unemployed for more than 12 months accounted for 17½ per cent. of the total. Among women the corresponding proportions were 44 per cent. and 4 per cent.

WAGE INCENTIVE SCHEMES

A survey of wage incentive schemes, prepared with the co-operation of the National Joint Advisory Council, has been published by the Ministry of Labour and National Service in the form of a supplement to the Ministry's Industrial Relations Handbook.

In a prefatory note, attention is called to the need for reduced costs of production and increased output, both for the development of our export trade and for the carrying out of the defence programme. The note goes on to say that "reduced costs of production need not mean a smaller wage packet; in fact, earnings can be increased where they are associated with increases in industrial output by means of wage incentive schemes."

"It is, however, essential that wage incentive schemes should be well designed and suited to the circumstances of the industry and even of the firm, so that they may result in the desired increase in output or efficiency; in particular, they should ensure that the additional earnings resulting from the operation of the schemes are closely related to the extra effort which the worker has been called upon to make to achieve this result. No one scheme is suitable for

Turnover Among the Unemployed

The "duration of unemployment" analyses for successive quarterly dates can be used to show how many of those who were registered as unemployed at the beginning of a quarter had found work (or otherwise ceased to register) by the end of the quarter. This is done by comparing the number in, say, the 0-13 weeks category at one date, with the number in the 13-26 weeks category three months later, and so on. An analysis on these lines is given in the Table below; the numbers who went off the register in the quarterly period December-March are expressed as percentages of the numbers on the register in December and corresponding percentages are given for the preceding quarter and for the December-March, 1950, quarter.

The Table shows that 62 per cent. of the males and 73 per cent. of the females who were wholly unemployed at 11th December had found work or ceased to register within the next three months, compared with 62 per cent. for males and 76 per cent. for females in the preceding quarter. The figures for young persons under 18 show that only a very small proportion of them remain unemployed for as long as three months.

Turnover among the Unemployed, December, 1950—March, 1951

Duration of Unemployment at 11th December, 1950 (in weeks)	Number at 11th Dec., 1950	Number remaining on register at 12th March, 1951	Reduction		Corresponding percentage reduction in the preceding quarter and the first quarter of 1950	
			Number	Per cent. of number at 11th Dec., 1950	Sept.-Dec., 1950	Dec., 1949—March, 1950
Males under 18						
Up to 13	4,411	273	4,138	94	97	92
Over 13 and up to 26	279	70	209	75	79	66
" 26 " " 39	67	21	46	69	66	42
Over 39	58	35	23	40	59	65
Total	4,815	399	4,416	92	96	89
Males 18 and over						
Up to 13	120,887	26,047	94,840	78	80	75
Over 13 and up to 26	20,958	10,758	10,200	49	48	41
" 26 " " 39	10,761	6,707	4,054	38	35	33
Over 39	40,252	30,380	9,872	25	21	21
Total	192,858	73,892	118,966	62	60	59
Total—Males	197,673	74,291	123,382	62	62	60
Females under 18						
Up to 13	4,489	410	4,079	91	97	90
Over 13 and up to 26	247	89	158	64	77	69
" 26 " " 39	58	23	35	60	69	41
Over 39	38	21	17	45	69	83
Total	4,832	543	4,289	89	97	89
Females 18 and over						
Up to 13	68,008	14,461	53,547	79	82	73
Over 13 and up to 26	10,396	4,570	5,826	56	54	47
" 26 " " 39	3,675	1,897	1,778	48	45	40
Over 39	5,647	3,521	2,126	38	29	28
Total	87,726	24,449	63,277	72	73	67
Total—Females	92,558	24,992	67,566	73	76	68

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* The figures exclude unemployed casual workers, persons temporarily stopped and registered severely disabled persons who are unlikely to obtain work other than under special conditions.

† Wage Incentive Schemes, Industrial Relations Handbook Supplement No. 4. H.M. Stationery Office; price 1s. 6d. net (1s. 7d. post free).

piecework", i.e., a uniform price per unit of work over the whole output, or in the form of "differential piecework". In the latter case the rates may be either "progressive", i.e., increasing as the output increases, or "regressive", i.e., decreasing as the output increases. Similarly, under the time allowance system, when the worker saves time by working at faster speed, the hourly earnings may increase in exact proportion to the increased speed, in which case it is indistinguishable from straight piecework, or the scheme may be so arranged as to have either a progressive or regressive effect.

When the form of wage payment is by time, it frequently occurs that another element exists in the form of a bonus on output payable in addition to basic time rates. Such bonuses are often based on the attainment of a certain output or target, and the production taken into account for this purpose may be either that of an individual worker, of a group or squad or even of a whole department or works. The bonus may be either straight, progressive or regressive.

The most common form of wage payment—that based on a time rate—provides no direct incentive to the individual worker to make the fullest use of his knowledge and ability. A strong movement has accordingly developed in industry towards the adoption of systems of remuneration which recognise individual ability and effort, and make provision for them to be measured and rewarded in establishments where that is practicable having regard to the product and the method of production.

Payment by results schemes on the basis of individual output, on the other hand, were at one time regarded with suspicion by some trade unions. This has, however, been gradually removed or diminished by means of certain safeguards devised to protect the workers' position under such systems. One such general safeguard is joint consultation between employers and workpeople. Whatever the scope of the scheme, it is essential that the operatives who are to work under it should understand its nature and purpose and be consulted at all stages in its application. Among specific safeguards, which have been adopted in some instances to protect the workers' interests, is the arrangement whereby, whatever the earnings may be under any system of payment by results, there is a guarantee of the basic time wages for the period worked. In most agreements for the application of payment by results there is also a provision whereby the piece rates are so arranged as to ensure that the worker of average ability will be able to earn a specified percentage over time wages, or that the piece prices shall be such as will normally yield specified weekly or hourly amounts which are at an appropriately higher level than the ordinary time rates. Other safeguards consist in conditions governing the process of fixing the piece rates or subsequent changes in these rates by mutual agreement.

The survey goes on to review the various systems of payment by results on an individual basis, including what are called Premium Bonus Systems, and collective schemes of payment by results applicable to a gang or team or to a whole department of a factory or a whole establishment.

In conclusion it is suggested that there is room not only for a more general adoption of wage incentive schemes but also for improvements in some of the schemes already established. It is also pointed out that there are certain qualities which an incentive scheme should possess if it is to fulfil the purpose for which it is designed. Such schemes must fit in with the collective agreements and working rules in operation in the particular industry. In addition, some of the more important features which are characteristic of good incentive schemes are enumerated as follows:—

(1) Additional rewards result from extra effort and are confined as far as possible to those who do in fact put out extra effort. The scheme is not merely a disguised form of wage increase.

(2) Careful study of each job is undertaken before fixing piecework prices or basic times, so that errors in rate-fixing may be avoided. Similarly piece prices that have become unrealistic through lapse of time or change of circumstances are adjusted by agreement.

(3) The scheme is based on joint consultation at all stages between management and workers or their representatives so that all parties have full confidence in the arrangements.

(4) Increased output is not to be obtained at the expense of the quality of the product or at the cost of excessive fatigue or strain.

(5) Where collective, as opposed to individual, incentive payments are concerned, the reward is not to be too remote from the effort which earns it. Bonuses are therefore paid at intervals as short as possible.

In two appendices to the survey are given brief summaries of a few selected schemes in operation at the present time in different industries, and statistics showing the extent to which payment by results obtains in different industries and how post-war figures compare with those of 1938.

APPOINTMENTS TO NATIONAL DOCK LABOUR BOARD

The Minister of Labour and National Service has appointed the Rt. Hon. Lord Crook, J.P., to be Chairman of the National Dock Labour Board, in succession to the Rt. Hon. Lord Ammon, D.L., J.P. The appointment was made by virtue of the Dock Workers (Regulation of Employment) Order, 1947, and after consultation with the National Joint Council for the Port Transport Industry. It took effect on 1st April, and will be for the period ending 31st December, 1952.

The Minister has also appointed Mr. Geoffrey Marchand, C.B.E., to be Vice-Chairman of the Board for the same period, in succession to Sir Thomas Gardiner, C.B.E., K.C.B. The setting up of the National Dock Labour Board was reported in the issue of this GAZETTE for July, 1947 (page 223).

NATIONAL SERVICE Registrations

A further registration of men under the National Service Acts will be held on 5th May. The obligation to register on that date applies to young men born in the second quarter of 1933, i.e., between 1st April and 30th June, 1933, both dates inclusive, unless they are exempt from the operation of the Acts. Men are not exempt from registration because they may be eligible for deferment of call-up, e.g., as apprentices or learners or because they are engaged in coal mining or agriculture. Such men if born within the dates specified above must register on the prescribed date.

Men who have a preference for a particular Service should say so when they register, but no guarantee can be given that they will be allocated to that Service. In particular, there is only a very limited number of vacancies in the Royal Navy for men not entering on a regular engagement.

Any man registering for service in the Armed Forces who enters the coal mining industry for underground work before an enlistment notice is issued will not be called up so long as he remains satisfactorily employed in that work.

Each man who registers will be given a leaflet setting out the conditions under which deferment of call-up may be granted to an apprentice, or a young man in a similar position, or a student in full-time attendance at a technical class. If a man wishes to complete his apprenticeship or training before he is called up, he must make application for deferment on the appropriate form to be obtained at the time of this registration or as soon as possible afterwards.

The registration will take place at Local Offices of the Ministry of Labour and National Service: but seamen should, if possible, register at Mercantile Marine Offices. Young men who, although not yet required to register under these arrangements, wish for good reason to be registered when they become 18 may apply, when they reach that age, for registration at a Local Office of the Ministry.

In order to meet the needs of the Forces, the registration of young men born in the third quarter of 1933 will be split into two parts. Young men born in July, 1933, will be required to register on 7th July, and those born in August and September, 1933, will be required to register on 8th September. In accordance with present arrangements, the last registration this year will be at the normal time—in December—and will comprise men born in the fourth quarter (October to December), of 1933.

Deferment of Students

Arrangements for the academic year 1951-52 for the deferment of national service of students at Universities and certain other educational institutions, and for deferment to remain at school, have been set out in a Memorandum issued jointly by the Ministry of Labour and National Service, the Ministry of Education, the Scottish Education Department, and some other Government Departments. The Memorandum is intended for the guidance of Vice-Chancellors and Principals of Universities, University Colleges, Agricultural and Technical Colleges and certain other institutions of further education, University Joint Recruiting Boards and Headmasters of Secondary Schools. It states that the arrangements for the deferment of students for 1951 will in general be the same as those for 1950, with certain changes in the arrangements for the deferment of students to remain at school.

Admission of Ex-Service Men

The Minister of Labour and National Service again intends to rely on the undertaking given by the University Vice-Chancellors that preference in filling places will continue to be given to suitable ex-service men.

Deferment of National Service

Deferment to enter a University may be obtained provided the men (a) go straight from full time attendance at school or similar establishment to University (except where it is part of the recognised training for a profession to spend some time in practical work), or, although no longer at school, have secured acceptance by a University for the October immediately following the end of the school year in which they become 18; and (b) will not pass out of liability for national service. The age at which this liability ceases is the 26th birthday, or 30th birthday in the case of medical and dental registered practitioners. No one will be given deferment to start a course which clearly cannot be completed before that date. In doubtful cases the applicant will be required to sign a statement that he fully recognises that, whatever stage he may have reached in his studies, he will be called up before he can pass out of liability.

Application for extension of deferment may be made by men wishing to take post-graduate research, a modern language course abroad, a second degree or a diploma course, or a travelling scholarship, provided the application is supported by the University and the extra deferment would not enable the men to pass out of liability. Special conditions apply in medicine and dentistry. Men intending to take a professional qualification or to enter into articles after completing the University course may ask for further deferment, provided they go straight from one to the other and are able to complete the articles or obtain the professional qualification before passing out of liability.

In the case of agricultural studies, deferment will be given to students who are required to undertake one year's practical farm training as a preliminary to a full-time course of study leading to an approved qualification in agriculture, on submission of a certificate

in a prescribed form. Agricultural workers who have been deferred because of their occupation will have their deferment continued if they take a full-time course of study at a University or Agricultural College for an approved qualification in agriculture. Similarly, coal miners who have been deferred because of their occupation will have their deferment continued if they take a full-time course of study at a University or Mining College for an approved qualification in mining.

The arrangements described above also apply to students and prospective students at Technical Colleges and certain other institutions of further education who are taking, or propose to take, a full-time course for a University degree, a Higher National Diploma, or a full-time course of not lower standard.

Deferment to Remain at School

Normally, young men will not be called up until the end of the term in which they attain the age of 18 years 3 months. For this purpose school terms will be regarded as running from 1st September to 31st December, from 1st January to 19th April, and from 20th April to 31st August.

In order to sit or re-sit for an external examination, a student may apply for deferment to remain in full-time attendance at school or similar educational establishment until the end of the school year in which he takes the examination. Such deferment cannot however extend beyond the end of the school year in which the student becomes 19 years of age. A student may also apply for deferment if he wishes to remain at school until the end of the school year in which he becomes 18 and has been provisionally accepted for a University or comparable course in the following October, but is not sitting for an external examination because he has already passed a qualifying examination; or if he wishes to remain at school until the end of the school year in which he becomes 18 in order to fit in his service with entry to a University or comparable course in the October following his release from the Forces on completion of his period of whole-time national service.

Early Call-up

Arrangements may be made for call-up before the normal age of 18 years 3 months where a student wishes to ensure his release from the Forces at a convenient time to enter a University or College, provided he does not wish to be called-up before the age of 17 years 6 months.

Students who may be Unfit for the Forces

A student over the age of 17 years 2 months who has good cause to think that on examination by a National Service Medical Board he will be graded unfit for service with the Forces, and who wishes to have his position determined so that he can, if found unfit, proceed direct from school to University, Technical College, etc., may, subject to certain conditions, be summoned to medical examination out of normal course. This concession will be granted only where there is *prima facie* evidence, supported by medical certificate, of the student's probable unfitness for military service. Full particulars of this arrangement can be obtained at any Local Office of the Ministry of Labour and National Service.

Out-of-turn Release

Consequent upon the extension of the period of national service from 18 months to two years, out-of-turn release will be available for certain intending students who have planned to start full-time courses of study in 1951.

Applications for Deferment

The Memorandum contains details of the procedure for making applications for deferment, early call up, out-of-turn release, etc., under these arrangements, particulars of the full-time courses of study at Technical Colleges and other institutions of further education in respect of which deferment may be granted by University Joint Recruiting Boards, and the addresses of the Boards.

DISABLED PERSONS NATIONAL ADVISORY COUNCIL

The National Advisory Council, which was originally established in 1944, under the Disabled Persons (Employment) Act, 1944, to advise and assist the Minister of Labour and National Service in matters relating to the employment, undertaking of work on their own account, or training of disabled persons (see the issue of this GAZETTE for January, 1945, page 3), has been reconstituted by the Minister for a period of three years ending 31st December, 1953.

The following persons have been appointed by the Minister as members of the reconstituted Council:—Chairman: Sir Brunel Cohen, K.B.E. Employers' representatives: Mr. E. M. Amphlett, M.C.; Brig.-General Sir Atwell Baylay, C.B.E., D.S.O.; Mr. H. Adams Clarke; Mr. E. DeAth, D.C.M.; and Mr. J. McLean, C.B.E. Workers' representatives: Mr. H. L. Bullock; Dame Anne Loughlin, D.B.E.; Mr. G. Middleton; Mr. J. Owen; and Mr. A. Roberts, C.B.E., J.P. Other members: Sir Bertram Chimes, C.B.E., J.P.; Mr. T. F. Cleaver; Mr. W. H. Crews; Mrs. E. L. Dixon; Mr. P. N. G. Edge; Alderman I. J. Hayward, J.P.; The Hon. J. Holland-Hibbert; Dr. Maxwell S. Jones, M.D., M.R.C.P.(E), D.P.M.; Councillor H. H. Norris, M.B.E.; Brig. J. A. Oliver, C.B.E., D.S.O., T.D.; Major J. C. Poole, C.B.E., M.C.; Sq. Leader W. Simpson, D.F.C.; Mrs. O. Snow, O.B.E.; Dr. D. Stewart, M.D., F.R.C.P.; Lt.-Commander G. W. Style, D.S.C., R.N.; Air Chief Commandant Dame Katherine Trefusis-Forbes, D.B.E.; and Sir Reginald Watson-Jones, F.R.C.S. The Secretary of the Council is Mr. G. C. H. Slater, Norfolk House, St. James's Square, London, S.W.1.



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NATIONAL INSURANCE

Contributions in Respect of Reservists

The Ministry of National Insurance announce that the employer's share of contributions under the national insurance scheme will be paid by the Service authorities in respect of reservists and members of the Auxiliary Forces called up for training. The employee's share of contributions will be deducted from his Service pay.

Army and Air Force reservists and auxiliaries called up for 15 days or three months should not take their national insurance cards with them, but should make a note of their national insurance numbers which they can get from their employers. The cards should be kept by employers and exchanged at the usual times. Officers and men recalled to the Navy or Royal Air Force for 18 months' service must take their national insurance cards with them.

Insurance of Members of National Hospital Service Reserve

The National Insurance Advisory Committee have been asked to consider and report upon the preliminary draft of Regulations under which part-time employment in the National Hospital Service Reserve would be disregarded for national insurance purposes. The Regulations would not apply to nurses and nursing auxiliaries who are employed full-time in the Reserve (*i.e.*, for 48 hours or more in a week); for such persons Class 1 contributions would be payable in the usual way.

Copies of the preliminary draft of these Regulations, which are to be entitled The National Insurance (Classification) Amendment Regulations, 1951, can be purchased from H.M. Stationery Office or through any bookseller, price 2d. net (3d. post free). Objections to the draft, to receive the consideration of the Committee, were required to be sent in writing before 17th April to the Secretary, National Insurance Advisory Committee, 30 Euston Square, London, N.W.1.

Amendment to Regulations concerning Widow's Basic Pension

On 30th March the Minister of National Insurance, in conjunction with the Treasury, made the National Insurance (Pensions, Existing Contributors) (Transitional) Amendment Regulations,

1951. These Regulations, which came into operation on 4th April, amend the National Insurance (Pensions, Existing Contributors) (Transitional) Regulations, 1948. They give the widow of an existing pensions contributor, who is entitled to a widow's basic pension but has never become entitled to a widowed mother's allowance by reason of her child's absence from Great Britain, an entitlement also to a child's allowance, for any period during which her child is, but for such absence, a child of her family and is in any other part of His Majesty's dominions or in the Republic of Ireland or the Republic of India.

Copies of the Regulation (S.I. 1951 No. 538) can be purchased from H.M. Stationery Office, price 2d. net (3d. post free).

Prescription of Pneumoconiosis as an Industrial Disease

The Minister of National Insurance has asked the Industrial Injuries Advisory Council to consider further the question of the method of prescribing pneumoconiosis as an industrial disease under the National Insurance (Industrial Injuries) Act, 1946, *i.e.*, how the classes of insured persons eligible for benefit for the disease should be defined. Pneumoconiosis is at present prescribed in relation to insured workers in a number of occupations which are known to give rise to a risk of the disease. These occupations include stone and granite quarrying and masonry, sand blasting, pottery manufacture, metal grinding, steel fettling, coal and certain other forms of mining, coal trimming and slate dressing.

The Council's Industrial Diseases Sub-Committee under the Chairmanship of Sir Wilfrid Garrett, who is also Chairman of the Advisory Council, are now reviewing the present method of prescribing pneumoconiosis. They will consider such possible alternatives as prescribing the disease generally for all insured workers, or by reference to occupations involving exposure to concentrations of specified dusts. The Committee may also reconsider the definition of pneumoconiosis for this purpose. It is at present defined as "fibrosis of the lungs due to silica dust, asbestos dust or other dust, and includes the condition of the lungs known as dust-reticulation".

Persons and bodies interested in the question of the method of prescribing pneumoconiosis are invited to submit written evidence for consideration. Communications should be addressed to the Secretary of the Council, Mr. S. E. Waldron, O.B.E., Ministry of National Insurance, 30 Euston Square, London, N.W.1., as soon as possible, and in any event not later than 1st May. An explanatory memorandum can be obtained on request.

SOCIAL CONSEQUENCES OF PNEUMOCONIOSIS AMONG COAL MINERS IN SOUTH WALES

A report on the social consequences of pneumoconiosis among coal miners in South Wales has been prepared by P. Hugh-Jones, M.D., M.R.C.P., and C. M. Fletcher, M.D., F.R.C.P., from the Pneumoconiosis Unit of the British Medical Council, and published as No. 25 of the Council's Memoranda.*

The report states that pneumoconiosis was recognised as a pulmonary disease of coal miners, distinct from silicosis, in a report of the Industrial Pulmonary Diseases Committee of the Medical Research Council in 1942. Silicosis had been treated as a compensatable disease in 1928 in a scheme under the Workmen's Compensation Act, 1925, by which men certified as disabled by the disease received compensation and were at the same time suspended from mining, with the object of preventing them from further deterioration. In 1943 the scheme was extended to include men found to be at a certain stage of pneumoconiosis, even if without symptoms of silicosis. This extension enormously increased the numbers eligible for compensation and, consequently, the numbers certified and suspended from mining. Since July, 1948, under the provisions of the National Insurance (Industrial Injuries) Act, 1946, certain men who have pneumoconiosis are permitted, if they wish, to continue working in the mines under "approved" dust conditions and under medical supervision, and disability benefit can be given without suspension.

For reasons which the report says have not yet been fully elucidated, the vast majority of cases of coal miners' pneumoconiosis have occurred in South Wales, where there has been little employment alternative to coal mining for the certified men. In earlier days, when almost all the certified men were totally disabled, few were fit to take up other employment, but later, as more partially disabled men were certified, many of them were fit for work and tried hard to get it. Few succeeded, and unemployment began to cause as much distress as the disease itself. It is with the unfortunate social results of the older legislation that the report is alone concerned, as the effects of the new provisions under the Industrial Injuries Act cannot yet be gauged.

The report says that there were in 1949 some 5,000† unemployed men with pneumoconiosis concentrated in the valleys of the South Wales coalfield. Most of the men certified have suffered a considerable loss of income as a result of certification and the psychological effects have in many cases been harmful. Pneumoconiosis has, moreover, caused a serious loss of skilled man-power to the industry and the financial cost of compensation has been great.

Of the 5,000 men unemployed through the disease in South

Wales, three-quarters, it is considered, were probably capable of medium or light industrial employment. The report discusses the types of work suitable for these men, the chief factor in assessing suitability being the amount of physical exertion demanded. Heavy manual work is almost always unsuitable. As breathlessness is one of the symptoms of pneumoconiosis, lifting, digging and carrying heavy weights all produce considerable distress in the patients. Other limitations apply to the more seriously disabled. For instance, those with asthma-like attacks must avoid industrial processes involving sudden changes in temperature or irritating dust and fumes. Nevertheless, the investigators have found that a wide variety of jobs have been held successfully, and that on work not entailing strenuous physical exertion sufferers from pneumoconiosis can give satisfactory service. In three factories where comparison could be made, their sickness rate and absenteeism proved to be no higher than those of comparable groups of normal men. As, however, their disability tends to increase in the course of time, some men will gradually become incapable of the work which they could formerly manage. It is pointed out that men with pneumoconiosis vary greatly in their present degree and future prospects of disablement. Some are likely to require special provision if they are to find suitable employment; the report gives reasons for supposing that the number requiring such provision may remain unchanged for a number of years to come. It is suggested that a scheme of periodical medical examination is needed to give the men medical advice, and that, at the same time, they should be graded according to the type of employment of which they are capable.

The report has a statistical section dealing with the numbers of ex-miners suffering from pneumoconiosis and including a map showing the distribution in South Wales of unemployed men registered as being disabled by the disease. A further section sets out a number of case histories.

There are three appendices. The first discusses the medical aspects of coalworkers' pneumoconiosis, which, it is stated, comprises not one disease process but two, namely, simple pneumoconiosis, due to the action of dust alone, and progressive massive fibrosis, occurring only as a complication in well-established cases of the simple form and due probably to superimposed infection. The second appendix deals with the administrative aspects of the disease and gives an account of the different schemes under which coal miners have been able to claim compensation for pneumoconiosis; it also presents an analysis of the working of the compensation schemes, with particular reference to the effect of compensation on the men's desire to work. The third appendix sets out the results of three sampling inquiries into the pneumoconiosis population of South Wales.

*Medical Research Council Memorandum No. 25. *The Social Consequences of Pneumoconiosis among Coalminers in South Wales*, by P. Hugh-Jones and C. M. Fletcher. H.M. Stationery Office; price 1s. 9d. net. (1s. 11d. post free).

† At 19th March, 1951, the number had fallen to 2,800.

INTERNATIONAL LABOUR ORGANISATION

Asian Technical Conference on Co-operation

An Asian Technical Conference on Co-operation, under the auspices of the International Labour Organisation, met in Karachi from 26th December, 1950, to 2nd January, 1951, under the chairmanship of Mr. Zahid Hussain, Governor of the State Bank of Pakistan. Delegates were present from Afghanistan, Burma, Ceylon, France, India, Malaya, the Netherlands, Pakistan, the United Kingdom and Viet Nam. The delegate from the United Kingdom was Mr. B. J. Surrudge, C.M.G., O.B.E., Adviser on Co-operation to the Secretary of State for the Colonies. Japan and the United States of America sent observers.

The agenda of the Conference comprised:—

1. General discussion on the practical application of the measures for co-operative development indicated in the resolutions adopted by the Asian Regional Conference of the International Labour Organisation (held at Nuwara Eliya, Ceylon, in January, 1950).

2. Inter-co-operative relationships.

3. The training of co-operative employees for co-operative organisation of small-scale cottage and handicraft industries.

4. The co-operative organisation of small-scale cottage and handicraft industries.

On the subject of co-operative development, the Conference made a number of recommendations for action in the interests of co-operative development both at the national and the international level. These included the association of more experts from Asian countries with the work of the Advisory Committee on Co-operation of the International Labour Organisation; the development of technical assistance in various ways in the field of co-operation; the establishment of National Co-operative Committees or Councils; the use of pilot projects; and the intensification of Government action.

With regard to inter-co-operative relations, the Conference recommended that Governments should encourage the development of federal co-operative organisation for both economic and non-economic purposes; that national or regional bodies should be set up to co-ordinate relations between co-operatives; and that economic relations between co-operatives in different countries should be facilitated.

The Conference made a number of detailed recommendations concerning the selection for training and the training of co-operative office-bearers and employees. These included provision for education in co-operative matters at the primary, secondary and university levels; the setting up of special training institutes for co-operative officers; and the selection of suitable people for the study of co-operative activities and institutions in other countries.

On the development of cottage and handicraft industries, the Conference drew attention to directions in which it considered that action should be taken by Governments to enable these industries to be developed on sound lines. In particular, it was recommended that Governments should encourage their development on co-operative lines in order to enable the producers to control the organisational machinery themselves and avoid the risk of exploitation. In addition, the Conference recommended that the International Labour Office should be authorised to make available to Asian countries information and various forms of assistance in the development of cottage and handicraft industries on a co-operative basis.

European Meeting of Experts on Training of Supervisors

The second meeting of experts from European countries on the training of supervisors, to which reference was made in the issue of this GAZETTE for March (page 106), held its discussions in Geneva from 12th to 17th March. Delegates were present from Belgium, Denmark, Finland, France, the Irish Republic, Italy, Luxembourg, the Netherlands, Norway, Sweden, Switzerland and the United Kingdom, whilst the German Federal Republic sent observers. Mr. W. L. Buxton, Under Secretary, Ministry of Labour and National Service, the representative of the United Kingdom Government, was Chairman.

A report was unanimously adopted for submission to the Governing Body of the International Labour Office. This report traces recent developments and changes in training programmes for supervisors in Europe and enumerates the most important characteristics of the present position. It then surveys from the technical point of view the methods of drawing up programmes, and of selecting supervisors and training systems and means of instruction, and draws attention to some important considerations at present affecting these matters. The report proceeds to examine the present situation as to the development of international co-operation in the field of supervisory training and makes a number of suggestions on this subject. Finally, the view is expressed that the meeting resulted in pooling very valuable information and experience and the hope is recorded that similar meetings will be convened periodically in the future.

Third Session of Building, Civil Engineering and Public Works Committee

The Building, Civil Engineering and Public Works Committee of the International Labour Organisation held its Third Session

in Geneva from 12th to 23rd February. Nineteen countries from all parts of the world were represented. In accordance with normal International Labour Organisation practice, the Session was attended by representatives of Governments, employers and workers. The United Kingdom was represented by two Government delegates, Mr. G. R. A. Buckland, Ministry of Labour and National Service, and Mr. K. Newis, Ministry of Works; two employers' delegates, Mr. N. Longley and Mr. R. Kean, O.B.E.; and two workers' delegates, Sir Luke Fawcett, O.B.E., and Sir Richard Coppock. The representatives were accompanied by advisers.

The agenda of the Session comprised:—

1. General Report, dealing particularly with: (a) Action taken in the various countries in the light of the conclusions of the previous Sessions; (b) steps taken by the International Labour Office to follow up the studies and enquiries proposed by the Committee; and (c) recent events and developments in the construction industry.

2. Welfare in the construction industry.

3. Seasonal unemployment in the construction industry and the most effective means of reducing its extent.

The Committee first engaged in a general discussion of the recent events and developments in building and construction throughout the world which were of particular concern to the International Labour Organisation on the basis of the General Report. Two points were mentioned repeatedly: first, the exceptional construction needs of the world and the obstacles in the way of meeting them, such as lack of materials, man-power, finance and productivity; second, the particular problems and needs of under-developed countries.

Two Sub-Committees were set up to deal with the second and third items of the agenda, one on seasonal unemployment in the construction industry and the most effective means of reducing its extent, and the other on welfare in the construction industry.

Seasonal Unemployment

The Sub-Committee on Seasonal Unemployment engaged in a general discussion of the subject and in a detailed examination of specific points, from which there emerged a resolution and statement of policy. The resolution recognised the importance of reducing seasonal unemployment, which was detrimental to the construction industry itself and to countries' economies as a whole; and observed that seasonal unemployment had in several countries reduced the output of the industry, resulted in only partial utilisation of its resources and equipment and in lowered earnings, discouraged new recruits and caused workers to leave the industry. It recognised that the application of modern knowledge and techniques and the changing of traditional habits by the trade and its customers could go a long way towards removing seasonal unemployment by measures which might not unduly increase the real cost of work. Several countries, it was pointed out, had already demonstrated that measures taken by Governments, employers and workers individually and collectively, together with the existence of full employment, had substantially reduced seasonal unemployment since the war.

The Sub-Committee therefore adopted a statement of policy laying down as two indispensable conditions for the most effective reduction of seasonal unemployment: (a) The maintenance of full employment in a country's economy as a whole; and (b) the further development of co-operation between Governments, employers and workers in the application of proved techniques of winter construction and in the adoption of other appropriate measures, and a willingness to depart where necessary from traditional habits in planning and organising work. It was accepted that no measures should have the effect of lowering existing working standards.

Amongst the specific measures for individual and combined attention by Governments, employers and workers were the following: (a) Readiness of construction workers to take any employment which they are reasonably capable of performing in the industry and to move voluntarily to areas where work is available; (b) vocational training, to diversify skills; (c) provision of facilities to workers for continuing work during winter; (d) collection of statistical information designed to give guidance about the incidence of seasonal unemployment; (e) planning by public authorities of their own construction programmes in such a way as to minimise seasonal fluctuations, and the exercise of building controls (in countries where they are in force) with the same object; (f) stimulation of private demand by making it known by propaganda measures that winter work is feasible and need not be of inferior quality; (g) consideration of the possibility of granting subsidies to stimulate winter construction; (h) further research into improved techniques of winter construction and the dissemination nationally and internationally of the results of such enquiries; (i) fullest application by the industry of all methods which facilitate the progress of work in winter; (j) designing of projects so as to use appropriate materials and techniques, having regard to climatic conditions likely to prevail during the progress of work; and (k) arranging for site work to begin at such a time of the year, and to be so phased, that the various stages of the job can be done at the most suitable seasons.

Welfare

The proceedings of the Sub-Committee on Welfare followed the same lines, and its discussions were brought together into four resolutions to the following effect:—

(a) Welfare in the construction industry in under-developed countries. This resolution calls on the International Labour Organisation to study the problem with a view to preparing advice on the welfare arrangements appropriate to under-developed countries.

(b) Legislative measures for welfare facilities in the construction industry. This resolution invites members of the International Labour Organisation to consider whether they should not introduce some minimum legal requirements as to welfare facilities in the construction industry which would encourage the promotion of appropriate measures of joint co-operation on welfare.

(c) Employment of women and children in the construction industry. This resolution suggests that measures should be considered as soon as possible to prohibit at an early date by regulation or collective agreements the employment of women and children on construction work in jobs requiring strength and causing strain beyond their physical powers, and that a list for the industrially under-developed countries should be prepared of especially heavy jobs on which women and children should in no circumstances be employed.

(d) Welfare facilities in the construction industry. This resolution suggests for the consideration of those concerned the following matters: weatherproof shelter during interruptions of work; suitable weatherproof places and facilities for meals; supplies of wholesome drinking water; facilities for obtaining food or cooked meals under hygienic conditions; washing and sanitary facilities; provision for storage and drying of clothing and for changing clothing; transport facilities to and from the site; residential camp or hostel accommodation; and special facilities for women workers, if employed.

Other resolutions

The Committee also adopted a number of general resolutions, dealing with such matters as international arrangements for building research, the stabilisation of employment, and studies by the International Labour Office into certain problems of the construction industry; and suggested as an item for consideration at its next Session the question of methods of facilitating the progressive application in the construction industry of the principle of a guaranteed wage.

The conclusions of the Committee will come before the Governing Body of the International Labour Office which will decide what action should be taken on them.

114th Session of Governing Body

The 114th Session of the Governing Body of the International Labour Office was held in Geneva from 6th to 10th March, under the Chairmanship of Monsieur L. E. Troclet, the Belgian Government representative. The United Kingdom representatives were Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Deputy Secretary of the Ministry of Labour and National Service, Mr. Alfred Roberts, C.B.E., Chairman of the General Council of the Trades Union Congress, and Mr. Kenneth J. Burton, Secretary of the British Employers' Confederation (representing Sir John Forbes Watson, K.C.M.G., Director of the Confederation).

The Governing Body adopted by acclamation a proposal to send Mr. Ernest Bevin, on the occasion of his 70th birthday and on his relinquishing the office of Foreign Secretary, a message of warm appreciation of the great services he had rendered for so many years to the International Labour Organisation.

Financial Matters

The budget proposals for 1952 presented by the Director-General as modified by subsequent additions in respect of items not covered in the original proposals amounted to 6,662,596 dollars. The Governing Body proceeded to a detailed examination of the proposals and finally adopted a net expenditure budget of 6,196,922 dollars. This figure represents an increase of 223,133 dollars on the 1951 budget and a decrease of 465,674 dollars on the Director-General's proposals. The estimates will be presented to the International Labour Conference at its 34th Session in June.

Composition of the Governing Body

The Governing Body had before it proposals by the Director-General, made in pursuance of a resolution adopted by the Governing Body at its 111th Session, which required him "to study methods whereby satisfaction might be given to the desire of all members of the Organisation to be more closely associated with the work of the Governing Body . . .". The proposals, which were approved by the Governing Body, provided for a modification of the arrangements in regard to deputy members designed to facilitate the participation in Governing Body proceedings of a larger number of representatives of Governments, employers and workers.

Full Employment

The Governing Body decided on the procedure which should be followed to bring to the notice of the Economic and Social Council the views of the International Labour Organisation on full employment on the occasion of the yearly consideration, which the Council is to give to this subject.

Industrial Safety and Health

At the 112th Session of the Governing Body a Committee was appointed to inquire into the present and proposed programme of the International Labour Office in the sphere of industrial safety and health. The Governing Body gave general approval to the recommendations of the Committee on the Office's programme of work in this field.

Agenda of 35th (1952) Session of International Labour Conference

At its 113th Session the Governing Body had before it proposals for the agenda of the 35th (1952) Session of the Conference. One of the subjects proposed was the protection of the health of workers in dangerous or unhealthy occupations. The Governing Body decided to ask the Committee which is concerned with the programme of the Office in industrial safety and health to define the particular

aspects of this subject which should be dealt with at the 1952 Session of the Conference. After consideration of the Committee's recommendation on this matter, the Governing Body decided that the agenda item should be entitled "The protection of the health of workers in places of employment" and would comprise: (a) Occupational diseases; (b) statistics and notification; (c) basic principles and practical measures of protection; (d) implementation and supervision of protective measures; and (e) periodical and pre-employment medical examinations.

Migration

After a discussion on the question of migration from Europe, the Governing Body decided: (a) To draw the particular attention of the Governments concerned with migration from Europe to the gravity of the problem and the urgency of action to solve it; (b) to invite Governments to pay the closest attention to the questions, including the important financial issues involved, raised in the memorandum on the best form of international co-operation to further European migration which had been sent to Governments; (c) to urge the Governments concerned to develop close co-operation with the International Labour Organisation in order to carry out a practical and effective programme in the European migration field; and (d) that the date of the Second Session of the Preliminary Migration Conference to be held in Naples should be from 2nd to 16th October, 1951.

Human Rights

The Governing Body took note of a decision by the Economic and Social Council at its 12th Session to request the Human Rights Commission to take such steps as are necessary to obtain the fullest co-operation of the Specialised Agencies in the preparation of economic social and cultural articles for inclusion in the proposed Covenant of Human Rights. In particular, the Governing Body considered the Council's suggestion that one or more working groups composed of representatives of the Commission and the Specialised Agencies should be set up. The Governing Body decided to appoint a tripartite delegation which would be available for consultation in connection with the drafting of articles on economic social and cultural rights and which would represent the International Labour Organisation on any joint working party with the Commission on Human Rights which may be set up to draft such articles. The representative of the Government Group of the Governing Body on the delegation will be Sir Guildhaume Myrddin-Evans.

Salaries, Allowances and Leave Systems

The Governing Body considered the question of applying to the staff of the International Labour Office the decisions taken by the General Assembly in December, 1950, in respect of United Nations staff, on the Report of the Committee of Experts on Salaries, Allowances and Leave Systems. Decisions were taken to introduce a revised classification of the staff with appropriate salary changes on the basis of the new United Nations arrangements. These decisions do not affect the higher staff of the Office (Chief of Division and above), consideration of whose classification and salary scales was deferred. It was decided to apply to the international staff of the Office the cost-of-living adjustment applied to United Nations staff in New York and Geneva. It was also decided to apply to the international staff in Geneva the United Nations differential of minus 5 per cent. on 75 per cent. of salary, on the understanding that the International Labour Office and the United Nations should jointly study the relative cost of living in New York and Geneva. The application of the differential will be reviewed in the light of the results of this study.

Creation of Post of Deputy Director-General

The budget proposals submitted by the Director-General contained proposals for the creation of a post of Deputy Director-General. The Governing Body approved the proposal to create this post.

Other Matters

Among other matters discussed were the common form of financial regulations recommended by the United Nations Administrative Committee on Co-ordination, concentration of effort and resources of the United Nations and Specialised Agencies, technical assistance, and co-operation with the Berne Union on the question of performers' and related rights. The Governing Body also considered the reports of various committees and fixed the dates and agendas of a number of future meetings.

Report on 33rd Session of International Labour Conference

The Minister of Labour and National Service has presented to Parliament the Report of the Delegates of the United Kingdom Government to the 33rd Session of the International Labour Conference, which was held in Geneva from 7th June to 1st July, 1950. The Report, which has been published as a Command Paper,* contains a summary of the proceedings of the Conference. The texts of a Recommendation and of a number of Resolutions adopted by the Conference are reproduced in the appendices.

An article on the Conference was published in the issue of this GAZETTE for July, 1950 (pages 223 to 225).

* International Labour Conference, 33rd Session, Geneva, 7th June-1st July, 1950. Report by the Delegates of H.M. Government in the United Kingdom of Great Britain and Northern Ireland. Cmd. 8185. H.M. Stationery Office, price 1s. 3d. net (1s. 5d. post free).

LABOUR OVERSEAS

Accidents to Workers in France during 1949

In the issue of the *Revue Française du Travail* for November-December, 1950, the French Ministry of Labour and Social Security have published statistics of accidents occurring to workers in various groups of collective activity in France during 1949. The statistics are based upon the notifications of accidents which employers are required to send to the Social Security Funds and which are subsequently transmitted to the Labour Inspectors and tabulated by the Statistical Division of the Ministry.

The information collected by the Social Security Funds relates not only to the circumstances in which the accidents happen but also to the subsequent history of the persons affected, so that it would be possible to compile complete statistics, not only of the frequency but also of the degree of severity of industrial accidents. As, however, such a complete compilation would entail a certain delay, the Statistical Division have prepared an analysis of the figures under a limited number of headings, such as the occupations of the workers affected, the activities of their employers, and the causes of the accidents. No analysis is given of the degree of severity or of the number of days lost through accidents; but a frequency-rate has been calculated on the basis of the results of the Population Census of 1946, revised by the enquiries into employment which are carried out quarterly by the Statistical Division. The figures indicate the numbers of persons affected by accidents rather than the numbers of accidents considered as events, but they do not show the exact numbers so affected, as the same workers may be involved in more than one accident during the year. Only those accidents have been taken into account which caused immediate death or a loss of work of at least 24 hours.

The statistics cover all sectors of industrial and commercial activity, except mines and quarries, the State railway system, and the public services. Agriculture is included; but it is believed that the information with regard to accidents of agricultural workers is incomplete. The figures relate only to wage and salary earners, to the exclusion of all employers, handicraft workers, and persons working on their own account.

The total number of accidents causing immediate death which occurred during 1949 to workers in the groups of collective activity covered by the statistics was 1,108, compared with 1,103 in 1948 and 1,017 in 1947, the corresponding rates of frequency being 0.067, 0.067 and 0.063 per million man-hours of exposure to risk. It is pointed out that the number of accidents causing immediate death is likely to be much less than that of all accidents causing death, whether immediately or after an interval. The total numbers of accidents not immediately fatal but causing a loss of at least 24 hours' work were 971,131 in 1949, 1,022,358 in 1948 and 956,593 in 1947, and the frequency-rates were 58.6, 61.9 and 59.0, respectively, per million man-hours of exposure to risk.

More than half of the accidents in 1949 which were immediately fatal were caused by animals or occurred in connection with the handling of goods or during travelling outside working hours. Of accidents not immediately fatal, the most frequent were those

which were caused by shocks or blows or which occurred in connection with the movements of workers, the handling of goods or the use of hand tools.

The Table below shows, for each of the main groups of collective activity, the total number of wage and salary earners, the number of accidents occurring to workers in 1949 which were immediately fatal, the number of accidents which were not immediately fatal but which caused a loss of work of at least 24 hours, and the respective frequency-rates, giving the average numbers of accidents occurring for each million man-hours of exposure to accident risk.

Collective Activity Group	Total Number of Wage and Salary Earners in Group	Accidents Immediately Fatal		Accidents not Immediately Fatal Causing at least 24 Hours' Loss of Work	
		Number	Frequency Rate	Number	Frequency Rate
	000s.		Per 1,000,000 Man-Hours		Per 1,000,000 Man-Hours
Transformation Industries:					
Extraction of Minerals . . .	88	15	0.082	16,109	87.5
Production of Metals . . .	201	56	0.129	48,628	112.0
Mechanical and Electrical Industries . . .	1,278	210	0.078	334,938	124.2
Glass . . .	45	6	0.063	12,992	136.8
Pottery, Bricks, etc. . .	95	36	0.165	21,619	108.1
Building and Public Works . . .	814	278	0.154	148,524	82.5
Chemicals and Rubber . . .	222	45	0.098	42,072	91.3
Agricultural Products and Food . . .	373	60	0.076	42,354	53.3
Textiles . . .	600	16	0.014	44,626	37.7
Clothing . . .	356	21	0.032	8,145	12.3
Leather and Skins . . .	206	3	0.007	10,196	25.8
Woodworking and Furniture . . .	162	29	0.086	45,853	135.3
Paper and Cardboard . . .	86	13	0.074	9,774	55.9
Printing and Bookbinding . . .	139	12	0.042	6,717	23.5
Total, Transformation Industries . . .	4,665	800	0.082	792,547	81.6
Agriculture, Forestry and Fishing . . .	1,270	18	0.007	23,972	9.2
Gas, Water and Electricity Supply . . .	118	31	0.125	12,750	51.4
Petroleum, etc. . .	28	17	0.288	2,574	43.6
Transport (excluding State Railways) . . .	317	21	0.030	13,655	19.2
Commerce and Liberal Professions (excluding Public Services) . . .	1,602	107	0.032	84,164	26.0
All Activities . . .	8,000	1,108*	0.067	971,131*	58.6

An article on accidents occurring to workers in France during 1948 was published in the issue of this GAZETTE for September, 1950 (page 306).

* Including, respectively, 114 accidents immediately fatal and 41,469 accidents not immediately fatal which could not be assigned to any particular group of activity.

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EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment in Great Britain in February

GENERAL SUMMARY

It is estimated that the total working population* increased during February by 12,000 (6,000 men and 6,000 women). Usually, the working population shows a decline in February.

The size of the Forces again showed an increase and rose by 20,000 to a total of 793,000. The number of ex-Service men and women on release leave at the end of the month was under 1,000.

The number of unemployed persons registered for employment at 12th March, 1951, was 274,900, compared with 302,000 at 12th February. The March figure represented about 1.3 per cent. of the estimated total number of employees, compared with 1.5 per cent. in February. The corresponding percentage in March, 1950, was 1.7.

The total number in civil employment (industry, commerce and services of all kinds) rose during February by 14,000 (4,000 men and 10,000 women).

There was a slight decrease (of 2,000) during the month in the number employed in the manufacturing industries rose during February by 11,000. The largest increases were 6,000 in the metals, engineering and vehicles group and 3,000 in chemicals manufacture. There was a decline, as is usual at this time of the year, in the food, drink and tobacco group, where the numbers employed fell by 3,000.

There was an estimated increase of 12,000 in the number employed in building and contracting. Employment in the distributive trades fell by 7,000. There was practically no change in the level of employment in national and local government, or in the professional, financial and miscellaneous services group.

GENERAL MAN-POWER POSITION

The broad changes in the man-power position between mid-1948 and the end of February, 1951, are shown in the following Table:—

	Mid-1948	End-1950	End-Jan., 1951	End-Feb., 1951	Change during Feb., 1951
Total Working Population*	15,810	15,921	15,943	15,949	+ 6
Men ..	7,094	7,304	7,306	7,312	+ 6
Women ..					
Total ..	22,904	23,225	23,249	23,261	+ 12
H.M. Forces and Women's Services					
Men ..	807	730	751	771	+ 20
Women ..	39	22	22	22	—
Total ..	846	752	773	793	+ 20
Men and Women on Release Leave who have not yet taken up employment ..	92	—	—	—	—
Registered unemployed ..	282	328†	310†	288†	- 22
Persons in Civil Employment					
Men ..	14,698	14,964	14,981	14,985	+ 4
Women ..	6,986	7,181	7,185	7,195	+ 10
Total in Civil Employment ..	21,684	22,145	22,166	22,180	+ 14

* The total working population 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, the registered unemployed, and all persons—employers and persons working on their own account as well as employees—in civil employment (including private indoor domestic servants and gainfully occupied persons over pensionable age). Part-time workers are counted as full units.

† End of month estimate.

ANALYSIS OF CIVIL EMPLOYMENT

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

Industry or Service	Thousands				
	Mid-1948	End-1950	End-Jan., 1951	End-Feb., 1951	Change during Feb., 1951
Basic Industries					
Coal Mining					
Total Man-power (Wage-earners on Colliery Books)	795	762	769	774	+ 5
Other Mining and Quarrying	(725)	(689)	(696)	(701)	(+ 5)
Gas, Electricity and Water	80	80	80	80	—
Transport and Communication	312	361	363	363	—
Agriculture	1,808	1,776	1,775	1,774	- 1
Fishing	1,194	1,143	1,140	1,134	- 6
Total, Basic Industries ..	4,230	4,153	4,158	4,156	- 2
Manufacturing Industries					
Chemicals and Allied Trades	444	484	486	489	+ 3
Metals, Engineering and Vehicles	3,935	4,086	4,109	4,115	+ 6
Textiles	936	1,033	1,039	1,040*	+ 1
Clothing	662	714	721	722	+ 1
Food, Drink, and Tobacco	723	803	800	797	- 3
Other Manufactures ..	1,399	1,500	1,504	1,507	+ 3
Total, Manufacturing Industries ..	8,099	8,620	8,659	8,670	+ 11
Building and Contracting					
Distributive Trades	1,463	1,409	1,400†	1,412	+ 12
Professional, Financial and Miscellaneous Services	2,523	2,654	2,644	2,637	- 7
Public Administration—National Government Service	3,938	3,924	3,921	3,922	+ 1
Local Government Service	696	631	632	632	—
Total in Civil Employment ..	735	754	752	751	- 1
Total in Civil Employment ..	21,684	22,145	22,166	22,180	+ 14

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at mid-1948, end-1950, and January and February, 1951. 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 be made at monthly intervals for the individual industries.

The figures are based primarily on the estimates of the total numbers of employees and their industrial distribution at the middle of each year which have been computed on the basis of the counts of insurance cards. In the case of all industries other than coal mining, building and civil engineering and gas and electricity, use has also been made of the monthly returns rendered by employers under the Undertakings (Records and Information and Inspection of Premises) Order, 1943, and the Statistics of Trade Act, 1947. Certain industries and services which are not covered by employers' 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 ex-Service men and women on release leave are not included.

A few figures previously published for mid-1948, end-1950 and January, 1951, have been revised (see page 141).

* Cotton—335,000. Wool—220,000. Other textiles—485,000. † Revised figure.

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	Males				Females				Total			
	Mid-1948	End-1950	Jan., 1951	Feb., 1951	Mid-1948	End-1950	Jan., 1951	Feb., 1951	Mid-1948	End-1950	Jan., 1951	Feb., 1951
Mining, etc.												
Coal Mining ..	782.8	748.8	755.8	760.6	11.5	12.9	12.9	12.9	794.3	761.7	768.7	773.5
Non-Metalliferous Mining Products	229.1	241.1	241.2	241.2	77.9	83.3	83.5	83.9	307.0	324.4	324.7	325.1
Bricks and Fireclay Goods ..	69.3	72.0	71.7	71.7	7.4	7.6	7.6	7.6	76.7	79.6	79.3	79.3
China and Earthenware ..	34.2	37.2	37.3	37.1	42.1	45.2	45.4	45.6	76.3	82.4	82.7	82.7
Glass (other than containers)	29.6	31.0	31.2	31.2	11.7	12.3	12.2	12.1	41.3	43.3	43.4	43.3
Glass Containers ..	19.9	21.7	21.9	22.0	5.6	6.0	6.0	6.2	25.5	27.7	27.9	28.2
Cement ..	12.9	12.5	12.6	12.6	1.4	1.0	1.0	1.0	14.3	13.5	13.5	13.6
Other Non-Metallif. Mining Manufactures ..	63.2	66.7	66.6	66.6	9.7	11.2	11.3	11.4	72.9	77.9	77.9	78.0
Chemicals and Allied Trades	311.2	340.6	342.7	343.5	128.3	138.4	138.7	140.4	439.5	479.0	481.4	483.9
Coke Ovens and By-Product Works ..	16.8	16.8	16.8	16.9	0.5	0.6	0.6	0.6	17.3	17.4	17.4	17.5
Chemicals and Dyes ..	150.6	162.1	163.6	164.0	52.1	51.2	51.6	52.2	202.7	213.3	215.2	216.2
Pharmaceutical Preparations, Perfumery, etc.	14.0	16.9	17.0	17.1	20.4	24.4	24.5	25.0	34.4	41.3	41.5	42.1
Explosives and Fireworks ..	24.2	25.3	25.6	25.7	12.2	13.0	13.4	13.5	36.4	38.3	39.0	39.2
Paint and Varnish ..	25.8	28.3	28.3	28.3	11.1	11.3	11.3	11.4	36.9	39.6	39.6	39.6
Soap, Candles, Polishes, Ink, Matches, etc.	29.8	32.1	32.1	32.0	19.0	24.0	24.0	24.0	49.5	56.1	55.6	56.0
Mineral Oil Refining ..	27.3	32.6	32.8	33.1	6.0	6.5	6.5	6.5	33.3	39.1	39.3	39.6
Other Oils, Greases, Glue, etc.	22.7	26.5	26.5	26.4	6.3	7.4	7.3	7.2	29.0	33.9	33.8	33.6
Metal Manufacture	458.7	474.2	475.3	475.0	61.1	62.6	63.2	63.6	519.8	536.8	538.5	538.6
Blast Furnaces ..	19.3	20.2	19.9	19.8	0.7	0.5	0.5	0.5	20.0	20.7	20.4	20.3
Iron and Steel Melting, Rolling, etc.	192.3	195.8	196.2	196.0	18.5	19.0	19.2	19.4	210.8	214.8	215.4	215.4
Iron Foundries ..	96.5	101.0	101.8	101.8	16.3	15.8	16.0	16.1	116.8	117.8	117.8	117.9
Tinplate Manufacture ..	18.0	19.0	19.1	19.1	1.1	1.1	1.1	1.1	19.1	20.1	20.2	20.2
Steel Sheet Manufacture ..	33.0	37.1	37.2	37.3	6.2	7.1	7.2	7.2	39.2	44.2	44.4	44.5
Iron and Steel Tubes ..	84.6	85.6	85.7	85.7	15.6	16.4	16.5	16.6	100.2	102.0	102.2	102.3
Non-Ferrous Metals Smelting, Rolling, etc.												
Engineering, Shipbuilding and Electrical Goods ..	1,430.7	1,475.4	1,483.2	1,485.6	382.2	393.7	398.5	401.5	1,812.9	1,869.1	1,881.7	1,887.1
Shipbuilding and Ship Repairing ..	217.0	194.4	196.2	196.1	7.9	7.9	8.4	8.5	224.9	202.3	204.6	204.6
Marine Engineering ..	74.4	70.5	71.0	70.7	3.6	3.6	3.6	3.6	78.0	74.1	74.6	74.3
Agricultural Machinery (exc. tractors)	35.3	35.8	36.0	36.2	5.1	4.9	5.0	5.0	40.4	40.7	41.0	41.2
Boilers and Boilerhouse Plant ..	63.0	65.5	66.2	65.9	13.7	13.4	13.6	13.6	76.7	78.9	79.8	79.5
Machine Tools ..	20.2	23.0	23.2	23.4	3.2	3.4	3.4	3.4	23.4	26.4	26.6	26.8
Stationary Engines ..	57.5	60.2	59.1	59.0	9.8	10.6	10.4	10.5	67.3	70.8	69.5	69.5
Textile Machinery and Accessories	33.2	33.6	34.0	34.4	8.0	7.5	7.5	7.6	41.2	41.1	41.5	42.0
Ordnance and Small Arms ..	64.7	72.3	72.1	72.1	6.4	5.8	5.8	5.8	71.1	78.1	77.9	77.9
Constructional Engineering ..	526.0	550.1	552.7	554.4	118.5	120.0	121.3	122.4	644.5	670.1	674.0	676.8
Other Non-Electrical Engineering	122.5	128.5	129.3	129.3	49.0	44.6	45.2	45.6	171.5	173.1	174.5	174.9
Electrical Machinery ..	38.2	40.4	40.6	40.7	24.1	23.2	23.3	23.5	62.3	63.6	63.9	64.2
Electrical Wires and Cables ..	27.8	29.1	29.3	29.4	20.3	19.0	19.1	19.0	48.1	48.1	48.4	48.4
Telegraph and Telephone Apparatus ..	36.0	47.1	47.5	47.6	31.0	45.8	46.4	46.4	67.0	92.9	93.9	93.7
Wireless Apparatus and Gramophones ..	16.7	17.5	17.7	18.0	19.9	20.9	21.6	22.1	36.6	38.4	39.3	40.1
Wireless Valves and Electric Lamps ..	10.7	11.0	11.1	11.1	8.6	9.1	9.1	9.2	19.3	20.1	20.2	20.3
Batteries and Accumulators ..	68.0	73.1	73.7	73.8	51.4	51.9	52.7	53.5	119.4	125.0	126.4	127.3
Other Electrical Goods ..												
Vehicles	768.0	822.9	828.3	829.2	120.2	131.1	132.9	133.5	888.2	954.0	961.2	962.7
Manufacture of Motor Vehicles and Cycles ..	242.8	264.1	264.9	264.9	41.7	43.6	43.9	44.3	284.5	307.7	308.8	308.2
Motor Repairs and Garages ..	188.4	196.7	198.0	198.3	23.0	25.4	25.8	25.7	211.4	222.1	223.8	224.0
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft ..	120.5	127.2	130.0	131.7	21.0	22.4	23.1	23.6	141.5	149.6	153.1	155.3
Motor Vehicles and Aircraft ..	52.1	73.2	73.8	74.2	22.0	28.8	29.3	29.5	74.1	102.0	103.1	103.7
Railway Locomotive Shops ..	63.8	58.3	58.3	57.9	2.9	2.5	2.5	2.5	66.7	60.8	60.8	60.4
Other Locomotive Manufacture ..	20.8	20.3	20.5	20.5	2.1	2.1	2.1					

Numbers Employed in Great Britain : Industrial Analysis—continued

(Thousands)

Industry	Males				Females				Total			
	Mid-1948	End-1950	Jan. 1951	Feb. 1951	Mid-1948	End-1950	Jan. 1951	Feb. 1951	Mid-1948	End-1950	Jan. 1951	Feb. 1951
Manufactures of Wood and Cork	214.6	226.8	227.6	228.1	51.1	54.8	54.9	55.3	265.7	281.6	282.5	283.4
Timber (Sawmilling, etc.)	78.3	79.4	79.3	78.8	10.8	11.3	11.4	11.4	89.1	90.7	90.7	90.2
Furniture and Upholstery	87.5	98.9	99.5	100.0	25.3	29.7	29.6	29.8	112.8	128.6	129.1	129.8
Shop and Office Fitting	16.5	15.9	16.0	16.3	3.1	2.7	2.6	2.6	19.6	18.6	18.6	18.9
Wooden Containers and Baskets	17.8	18.0	18.1	18.2	6.2	5.5	5.6	5.7	24.0	23.5	23.7	23.9
Miscellaneous Wood and Cork Manufactures	14.5	14.6	14.7	14.8	5.7	5.6	5.7	5.8	20.2	20.2	20.4	20.6
Paper and Printing	291.0	323.7	325.0	324.3	171.7	191.7	192.7	192.4	462.7	515.4	517.7	516.7
Paper and Board	54.7	60.7	60.7	60.7	18.3	19.7	19.9	20.0	73.0	80.4	80.6	80.7
Wallpaper	3.5	4.6	4.6	4.5	1.2	2.0	2.0	2.0	4.7	6.6	6.6	6.5
Cardboard Boxes, Cartons, etc.	12.7	17.4	17.5	17.4	23.7	29.2	29.3	29.1	36.4	46.6	46.8	46.5
Other Manufactures of Paper and Board	14.9	16.6	16.7	16.6	21.5	25.9	25.9	26.0	36.4	42.5	42.6	42.6
Printing and Publishing of Newspapers and Periodicals	68.5	80.5	81.0	80.9	16.9	18.6	18.7	18.7	85.4	99.1	99.7	99.6
Other Printing and Publishing, Bookbinding, Engraving, etc.	136.7	143.9	144.5	144.2	90.1	96.3	96.9	96.6	226.8	240.2	241.4	240.8
Other Manufacturing Industries	141.9	149.3	149.8	150.3	99.3	106.6	106.7	108.3	241.2	255.9	256.5	258.6
Rubber	64.2	70.7	71.1	71.2	32.7	36.7	37.0	37.6	96.9	107.4	108.1	108.8
Linoleum, Leather Cloth, etc.	10.2	12.6	12.7	12.7	2.3	2.9	2.9	2.9	12.5	15.5	15.6	15.6
Brushes and Brooms	8.0	8.1	8.1	8.1	8.7	7.7	7.8	7.8	16.7	15.8	15.8	15.9
Toys, Games and Sports Requisites	10.9	12.3	12.1	12.2	15.1	18.1	17.4	17.9	26.0	30.4	29.5	30.1
Miscellaneous Stationers' Goods	4.5	4.9	4.8	4.8	6.1	6.8	6.7	6.8	10.6	11.7	11.5	11.6
Production, etc., of Cinematograph Films	10.0	5.9	6.0	5.9	2.5	2.1	2.1	2.1	12.5	8.0	8.1	8.0
Miscellaneous Manufacturing Industries	34.1	34.8	35.0	35.4	31.9	32.3	32.9	33.2	66.0	67.1	67.9	68.6
Total, All Manufacturing Industries	5,270.2	5,575.4	5,597.7	5,595.9	2,582.9	2,799.4	2,816.4	2,828.8	7,853.1	8,374.8	8,414.1	8,424.7
Building and Contracting	1,264.3	1,222.0	1,213.2	1,225.0	39.0	37.5	37.5	37.5	1,303.3	1,259.5	1,250.7	1,262.5
Building and Civil Engineering Contracting	1,203.0	1,161.1	1,152.1	1,164.1	32.7	30.8	30.8	30.8	1,235.7	1,191.9	1,182.9	1,194.9
Electric Wiring and Contracting	61.3	60.9	61.1	60.9	6.3	6.7	6.7	6.7	67.6	67.6	67.8	67.6
Gas, Electricity and Water	285.2	326.6	328.2	328.3	27.0	34.4	34.8	34.9	312.2	361.0	363.0	363.2
Gas	117.9	133.4	134.2	133.8	9.5	11.6	11.7	11.8	127.4	145.0	145.9	145.6
Electricity	140.8	162.7	163.4	164.0	16.1	21.3	21.6	21.6	156.9	184.0	185.0	185.6
Water	26.5	30.5	30.6	30.5	1.4	1.5	1.5	1.5	27.9	32.0	32.1	32.0
Transport and Communication	250.5	250.7	250.4	251.1	44.3	44.6	44.9	45.6	294.8	295.3	295.3	296.7
Tramway and Omnibus Service	23.0	20.2	20.2	20.1	2.3	1.6	1.6	1.6	25.3	21.8	21.8	21.7
Other Road Passenger Transport	171.6	169.5	169.3	169.2	11.8	13.6	13.6	13.8	183.4	183.0	182.9	183.0
Distributive Trades	1,059.3	1,106.9	1,109.1	1,105.0	953.7	1,036.5	1,025.3	1,021.9	2,013.0	2,143.4	2,134.4	2,126.9
Coal, Builders' Materials, Grain, Agricult. Supplies (Wholesale or Retail)	103.4	109.5	110.4	110.2	25.9	27.6	28.1	28.2	129.3	137.1	138.5	138.4
Other Industrial Materials and Machinery	68.4	70.3	70.3	70.3	24.7	25.7	25.7	25.8	93.1	96.0	96.0	96.1
Food and Drink, Wholesale	101.5	108.2	108.4	108.3	46.9	50.7	51.8	52.1	148.4	158.9	160.2	160.4
Food and Drink (exc. catering), Retail	326.5	326.4	327.2	325.3	261.6	275.6	275.8	274.8	588.1	602.0	603.0	600.1
Non-Food Goods, Wholesale	140.2	151.7	151.9	151.5	98.3	92.8	93.5	93.7	238.5	244.5	245.4	245.2
Non-Food Goods, Retail	303.3	324.0	324.0	322.6	463.9	530.8	517.3	514.5	767.2	854.8	841.3	837.1
Confectionery, Tobacco and Newspapers, Retail	16.0	16.8	16.9	16.8	32.4	33.3	33.1	32.8	48.4	50.1	50.0	49.6
Miscellaneous Services	66.2	61.9	61.5	60.8	72.9	75.3	75.8	75.9	139.1	137.2	137.3	136.7
Theatres, Cinemas, Music Halls, Concerts, etc.	47.6	37.2	36.5	36.3	42.5	38.0	37.2	36.4	90.1	75.2	73.7	72.7
Sport, Other Recreations and Betting	198.8	196.7	193.2	193.7	481.9	441.6	434.1	434.8	680.7	638.3	627.3	628.5
Catering, Hotels, etc.	32.0	31.8	32.0	31.8	120.2	115.9	117.5	117.5	152.2	147.7	149.5	149.3
Laundries	11.9	10.7	10.7	10.8	29.6	27.6	27.9	28.1	41.5	38.3	38.6	38.9
Dry Cleaning, Job Dyeing, Carpet Beating, etc.												

Unemployment at 12th March, 1951

SUMMARY FOR GREAT BRITAIN
The numbers of persons registered as unemployed at 12th February and 12th March, 1951, were as follows :—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
12th February	197,622	6,546	90,806	6,978	301,952
12th March	177,936	4,946	86,574	5,405	274,861

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

It is estimated that the number of persons registered as unemployed at 12th March represented 1.3 per cent. of the total number of employees. The corresponding percentage at 12th February was 1.5.

The analysis of the figures for 12th March 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	39,123	39,112	95,005	173,240	4,696	177,936
Boys under 18	2,383	1,660	818	4,861	85	4,946
Women 18 and over	24,760	25,309	34,320	84,389	2,185	86,574
Girls under 18	2,361	1,802	1,099	5,262	143	5,405
Total	68,627	67,883	131,242	267,752	7,109	274,861

The total of 274,861 includes 45,663 married women.

The changes between 12th February and 12th March in each administrative Region were as follows :—

Region		Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
		Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
London & South-Eastern	12th Feb.	19,441	17,334	18,803	55,578	592	56,170
	12th Mar.	16,930	13,940	18,273	49,143	531	49,674
	Inc. or Dec.	-2,511	-3,394	-530	-6,435	-61	-6,496
Eastern	12th Feb.	3,864	4,628	5,611	14,103	335	14,438
	12th Mar.	3,306	4,112	5,858	13,276	273	13,549
	Inc. or Dec.	-558	-516	+247	-827	-62	-889
Southern	12th Feb.	4,210	4,278	5,447	13,935	86	14,021
	12th Mar.	3,369	3,615	5,636	12,620	78	12,698
	Inc. or Dec.	-841	-663	+189	-1,315	-8	-1,323
South-Western	12th Feb.	3,833	5,414	6,902	16,149	162	16,311
	12th Mar.	3,599	3,582	7,268	14,449	181	14,630
	Inc. or Dec.	-234	-1,832	+366	-1,700	+19	-1,681
Midland	12th Feb.	4,055	2,040	2,428	8,523	254	8,777
	12th Mar.	3,608	1,960	2,234	7,802	293	8,095
	Inc. or Dec.	-447	-80	-194	-721	+39	-682
North-Midland	12th Feb.	2,244	2,159	3,735	8,138	394	8,532
	12th Mar.	1,914	1,866	3,483	7,263	307	7,570
	Inc. or Dec.	-330	-293	-252	-875	-87	-962
East and West Ridings	12th Feb.	4,697	4,090	6,412	15,199	1,320	16,519
	12th Mar.	4,062	3,316	6,247	13,625	720	14,345
	Inc. or Dec.	-635	-774	-165	-1,574	-600	-2,174
North-Western	12th Feb.	11,559	11,473	17,136	40,168	734	40,902
	12th Mar.	10,572	9,829	16,878	37,279	653	37,932
	Inc. or Dec.	-987	-1,644	-258	-2,889	-81	-2,970
Northern	12th Feb.	6,340	8,512	16,689	31,541	1,077	32,618
	12th Mar.	5,719	6,995	16,085	28,799	822	29,621
	Inc. or Dec.	-621	-1,517	-604	-2,742	-255	-2,997
Scotland	12th Feb.	12,476	14,865	34,037	61,378	2,622	64,000
	12th Mar.	11,302	13,046	31,905	56,253	2,569	58,822
	Inc. or Dec.	-1,174	-1,819	-2,132	-5,125	-53	-5,178
Wales	12th Feb.	4,635	6,366	18,036	29,037	627	29,664
	12th Mar.	4,246	5,622	17,375	27,243	682	27,925
	Inc. or Dec.	-389	-744	-661	-1,794	+55	-1,739
Great Britain	12th Feb.	77,354	81,159	135,236	293,749	8,203	301,952
	12th Mar.	68,627	67,883	131,242	267,752	7,109	274,861
	Inc. or Dec.	-8,727	-13,276	-3,994	-25,997	-1,094	-27,091

The following Table gives the numbers of persons registered as unemployed at 12th March, 1951, and the approximate percentage rates of unemployment in each Region :—

Region	Number of persons registered as unemployed at 12th March, 1951			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern	33,194	16,480	49,674	1.0	0.9	1.0
Eastern	8,315	5,234	13,549	1.1	1.5	1.3
Southern	7,250	5,448	12,698	1.1	1.8	1.3
South-Western	9,299	5,331	14,630	1.3	1.6	1.4
Midland	5,349	2,746	8,095	0.4	0.4	0.4
North-Midland	4,134	3,436	7,570	0.4	0.8	0.5
East and West Ridings	9,936	4,409	14,345	0.8	0.7	0.8

NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed* persons on the registers of all Employment Exchanges and Youth Employment Offices in each administrative Region at 12th March, 1951, and the numbers of persons on the registers of the Exchanges and Offices situated in some of the principal towns in each Region, together with the increase or decrease compared with 12th February, 1951.

Regions and Principal Towns	Numbers of Persons on Registers at 12th March, 1951				Inc.(+) or Dec. (-) in Totals as compared with 12th February, 1951
	Men 18 and over	Women 18 and over	Juveniles under 18 years	Total	
London and South-Eastern ..	32,142	15,556	1,976	49,674	- 6,496
London (Administrative County) ..	13,811	5,081	412	19,304	- 1,946
Acton ..	107	43	9	159	55
Brentford and Chiswick ..	205	68	7	280	11
Brighton and Hove ..	2,070	923	71	3,064	- 578
Chatham ..	542	946	58	1,546	- 79
Croydon ..	719	251	23	993	- 142
Dagenham ..	442	137	21	600	- 131
Tottenham ..	177	109	12	298	- 38
East Ham ..	266	86	15	367	61
Enfield ..	154	78	23	255	- 31
Harrow and Wembley ..	466	313	23	802	- 139
Hayes and Harlington ..	85	41	10	136	- 35
Hendon ..	316	135	23	474	- 56
Ilford ..	359	153	23	535	- 141
Leyton and Walthamstow ..	552	165	42	759	- 147
Tottenham ..	344	156	21	521	- 172
West Ham ..	277	159	19	455	+
Willesden ..	309	47	25	381	- 64
Eastern ..	8,112	4,891	546	13,549	- 889
Bedford ..	85	81	5	171	+ 10
Cambridge ..	115	96	7	218	+ 22
Ipswich ..	277	178	25	480	+ 88
Luton ..	81	13	12	106	- 31
Norwich ..	641	118	5	764	- 79
Southend-on-Sea ..	1,093	490	57	1,640	- 252
Watford ..	133	153	14	300	- 39
Southern ..	7,061	5,075	562	12,698	- 1,323
Bournemouth ..	950	554	45	1,549	- 204
Oxford ..	108	188	11	307	+ 13
Portsmouth (inc. Gosport) ..	1,665	1,861	115	3,641	- 204
Reading ..	375	202	17	594	- 31
Slough ..	118	59	7	184	+ 10
Southampton ..	1,268	413	45	1,726	- 290
South-Western ..	9,127	5,035	468	14,630	- 1,681
Bristol (inc. Kingswood) ..	2,186	648	78	2,912	- 332
Exeter ..	283	212	11	506	- 35
Gloucester ..	370	93	7	470	- 18
Plymouth ..	935	888	60	1,883	- 296
Swindon ..	70	116	11	197	- 26
Midland ..	5,214	2,592	289	8,095	- 682
Birmingham ..	1,444	508	62	2,014	- 354
Burton-on-Trent ..	21	54	2	77	...
Coventry ..	623	215	17	855	- 37
Oldbury ..	36	18	2	56	+ 3
Smethwick ..	51	27	—	78	+ 3
Stoke-on-Trent ..	590	63	12	665	- 28
Walsall ..	154	74	16	244	- 50
West Bromwich ..	59	26	4	89	+ 9
Wolverhampton ..	288	145	13	446	- 24
Worcester ..	157	95	10	262	- 26
North-Midland ..	4,010	3,192	368	7,570	- 962
Chesterfield ..	140	76	5	221	- 42
Derby ..	112	42	4	158	- 6
Grimsby ..	1,014	277	82	1,373	- 167
Leicester ..	116	34	12	162	- 41
Lincoln ..	116	45	7	168	+ 8
Mansfield ..	129	42	7	178	- 33
Northampton ..	68	46	2	116	- 25
Nottingham ..	704	247	21	972	- 36
Peterborough ..	41	180	8	229	- 29
Scunthorpe ..	32	112	31	175	- 14
East and West Ridings ..	9,762	4,103	480	14,345	- 2,174
Barnsley ..	323	39	6	368	- 57
Bradford ..	490	90	14	594	- 66
Dewsbury ..	90	22	—	112	- 27
Doncaster ..	163	300	10	473	- 39
Halifax ..	60	36	—	96	- 83
Huddersfield ..	96	36	2	134	- 46
Hull ..	2,972	873	65	3,910	- 679
Leeds ..	1,845	465	21	2,331	- 339
Rotherham ..	234	173	18	425	- 482
Sheffield ..	826	388	74	1,288	- 117
Wakefield ..	90	62	2	154	- 40
York ..	306	81	9	396	- 84
North-Western ..	23,632	13,053	1,247	37,932	- 2,970
Accrington ..	105	101	9	215	- 37
Ashton-under-Lyne ..	105	30	2	137	- 28
Barrow ..	280	524	27	831	- 24
Birkenhead ..	714	637	32	1,383	- 46
Blackburn ..	81	51	7	139	+ 3
Blackpool ..	1,696	1,414	75	3,185	- 442
Bolton ..	353	96	5	454	- 52
Burnley ..	146	22	—	168	- 26
Bury ..	45	17	5	67	- 19
Crewe ..	115	131	12	258	+ 41
Liverpool (inc. Bootle) ..	10,974	3,843	566	15,383	- 610
Manchester (inc. Stretford) ..	1,919	993	97	3,009	- 581
Oldham (inc. Failssworth and Royton) ..	260	69	9	338	- 55
Preston ..	364	169	10	543	- 66
Rochdale ..	116	47	1	164	+ 13
St. Helens ..	462	498	41	1,001	- 31
Salford (inc. Eccles and Pendlebury) ..	481	111	8	600	- 116
Stockport ..	237	233	5	475	- 76
Wallasey ..	627	676	73	1,376	- 11
Warrington ..	164	156	6	326	- 112
Wigan ..	459	152	4	615	- 94

* The figures exclude registered severely disabled persons who are unlikely to obtain work other than under special 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.

Regions and Principal Towns	Numbers of Persons on Registers at 12th March, 1951				Inc.(+) or Dec. (-) in Totals as compared with 12th February, 1951
	Men 18 and over	Women 18 and over	Juveniles under 18 years	Total	
Northern ..	19,979	8,524	1,118	29,621	- 2,997
Carlisle ..	108	192	10	310	- 34
Darlington ..	163	128	10	301	- 27
Gateshead ..	1,255	456	42	1,753	- 52
Hartlepool ..	713	422	19	1,154	61
Jarrow and Hebburn ..	872	586	26	1,484	- 56
Middlesbrough (inc. South Bank) ..	548	490	51	1,089	- 163
Newcastle-upon-Tyne ..	3,450	1,286	95	4,831	- 296
South Shields ..	1,763	388	54	2,205	- 409
Stockton-on-Tees ..	354	416	37	807	- 54
Sunderland ..	2,646	883	132	3,661	- 603
Wallsend (inc. Willington Quay) ..	389	181	9	579	+ 27
Scotland ..	40,619	16,095	2,108	58,822	- 5,178
Aberdeen ..	1,842	488	52	2,382	- 234
Clydebank ..	211	139	15	365	+ 2
Dumdee ..	1,225	454	35	1,714	- 101
Edinburgh ..	2,936	651	129	3,716	- 655
Glasgow (inc. Rutherglen) ..	13,283	3,761	421	17,465	- 1,089
Greenock ..	1,635	1,212	156	3,003	- 91
Motherwell and Wishaw ..	1,263	635	83	1,981	- 215
Paisley ..	641	356	15	1,012	- 24
Wales ..	18,278	8,458	1,189	27,925	- 1,739
Cardiff ..	2,130	459	52	2,641	- 118
Merthyr Tydfil ..	1,100	437	28	1,613	- 55
Newport ..	599	246	28	873	- 22
Rhondda ..	1,646	487	58	2,191	- 81
Swansea ..	905	767	39	1,711	- 131
Northern Ireland ..	23,157	5,693	1,673	30,523	- 2,413
Belfast ..	8,743	2,737	289	11,769	- 588
Londonderry ..	2,795	243	285	3,323	- 197

NUMBERS UNEMPLOYED : 1939 to 1951

The Table below shows the average numbers of persons registered as unemployed in the years 1939 to 1950, and the numbers so registered in March, June, September and December, 1950, and in January, February and March, 1951.

	Great Britain					United Kingdom Total
	Wholly Unemployed (including Casuals)		Temporarily Stopped		Total	
	Males	Females	Males	Females		
1939 ..	934,332	258,088	137,192	78,347	1,407,959	1,480,324
1940 ..	468,777	222,373	100,389	58,549	850,088	918,054
1941 ..	105,973	97,701	29,275	27,476	260,425	299,273
1942 ..	62,019	31,859	3,196	2,691	99,765	119,117
1943 ..	47,191	20,574	795	733	69,293	85,538
1944 ..	45,062	17,634	394	518	63,608	77,929
1945 ..	86,273	53,004	549	584	140,410	159,977
1946 ..	251,914	107,840	2,097	1,218	363,069	394,164
1947 ..	234,895	78,756	102,738	51,960	468,349	498,323
1948 ..	225,566	70,567	4,289	3,148	303,570	331,323
1949 ..	223,219	76,913	4,752	3,081	307,965	337,997
1950 ..	214,943	90,595	5,147	3,486	314,171	341,093
1950:—						
13th Mar. ..	241,218	97,406	5,737	2,922	347,283	377,504
12th June ..	195,580	76,722	6,191	3,503	281,996	307,759
11th Sept. ..	192,624	84,362	3,887	2,962	283,835	308,348
11th Dec. ..	201,316	92,839	4,572	3,089	301,816	330,846
1951:—						
15th Jan. ..	223,715	99,463	7,149	3,244	333,571	366,649
12th Feb. ..	198,751	94,998	5,417	2,786	301,952	334,888
12th Mar. ..	178,101	89,651	4,781	2,328	274,861	305,384

DISABLED PERSONS (EMPLOYMENT) ACT

The number of persons registered under the Disabled Persons (Employment) Act, 1944, at 15th January, 1951 (the last date on which a count was taken), was 926,144, compared with 936,481 at 16th October, 1950.

The number of disabled persons on the register who were unemployed at 19th March, 1951, was 55,794, of whom 51,102 were males and 4,692 were females. The total included 28,330 persons who had served in H.M. Forces and 27,464 who had not served. An analysis of these figures is given in the Table below.

	Males	Females	Total
Suitable for ordinary employment:—			
Ex-Service ..	24,893	187	25,080
Others ..	18,968	3,943	22,911
Total ..	43,861	4,130	47,991
Classified as unlikely to obtain employment other than under special conditions:—			
Ex-Service ..	3,242	8	3,250
Others ..	3,999	554	4,553
Total ..	7,241	562	7,803
Grand Total ..	51,102	4,692	55,794

* The averages for 1947 exclude the numbers stood off during the fuel crisis early in the year who did not register as unemployed at Employment Exchanges. ↑ Up to June, 1948, the figures on which the averages are based relate only to persons insured under the Unemployment Insurance Acts, but the figures for all later dates include all unemployed persons on the registers.

NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed at 12th March, 1951, distinguishing those wholly unemployed (i.e., out of a situation) from those temporarily stopped (i.e., suspended from work on the understanding that they were shortly to return to their former employment). The figures include all unemployed persons on the registers of Employment Exchanges with the

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

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

Industry	Great Britain						United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total
	Males	Females	Males	Females	Males	Females			
Agriculture,									

Numbers Unemployed: Industrial Analysis—continued

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
Leather, Leather Goods and Fur ..	382	199	16	11	398	210	608	433	219	652
Leather (Tanning and Dressing) and Feltmongery ..	209	66	11	7	220	73	293	231	78	309
Leather Goods ..	117	105	2	2	119	107	226	132	109	241
Fur ..	56	28	3	2	59	30	89	70	32	102
Clothing ..	1,792	2,720	171	194	1,963	2,914	4,877	2,207	3,542	5,749
Tailoring ..	1,437	790	34	5	1,471	795	2,266	886	1,560	2,446
Dressmaking ..	95	546	15	18	110	664	774	100	633	733
Overalls, Shirts, Underwear, etc. ..	49	276	1	27	50	303	353	75	711	786
Hats, Caps and Millinery ..	36	41	35	38	71	79	150	77	80	157
Dress Industries not elsewhere specified ..	45	192	—	9	45	201	246	64	256	320
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber) ..	197	201	90	67	287	268	555	294	272	566
Repair of Boots and Shoes ..	580	27	30	1	610	28	638	711	30	741
Food, Drink and Tobacco ..	5,934	5,815	48	306	5,982	6,121	12,103	6,668	7,024	13,692
Grain Milling ..	227	100	—	—	227	100	327	261	109	370
Bread and Flour Confectionery ..	1,745	1,191	6	13	1,751	1,204	2,955	1,910	1,274	3,184
Biscuits ..	180	365	—	6	180	371	551	189	382	571
Meat and Meat Products ..	247	186	25	8	272	194	466	343	215	558
Milk Products ..	334	230	—	16	334	246	580	418	269	687
Sugar and Glucose ..	484	135	—	3	487	135	622	521	148	669
Cocoa, Chocolate and Sugar Confectionery ..	471	205	—	7	478	205	683	492	712	712
Preserving of Fruit and Vegetables ..	373	1,359	6	146	379	1,505	1,884	501	2,057	2,558
Food Industries not elsewhere specified ..	840	925	8	78	848	1,003	1,851	899	1,027	1,926
Brewing and Malting ..	451	267	—	5	451	272	723	464	272	736
Wholesale Bottling ..	128	129	—	2	128	131	259	168	134	302
Other Drink Industries ..	373	263	—	12	373	275	648	406	307	713
Tobacco ..	347	194	—	13	347	207	554	368	338	706
Manufactures of Wood and Cork ..	2,592	614	90	16	2,682	630	3,312	3,016	648	3,664
Timber (Sawmilling, etc.) ..	924	178	13	5	937	183	1,120	1,110	185	1,295
Furniture and Upholstery ..	1,069	281	71	8	1,140	289	1,429	1,234	297	1,531
Shop and Office Fitting ..	138	17	—	—	140	17	157	146	18	164
Wooden Containers and Baskets ..	275	87	2	1	277	88	365	317	93	410
Miscellaneous Wood and Cork Manufactures ..	186	51	2	2	188	53	241	209	55	264
Paper and Printing ..	1,524	1,145	56	99	1,580	1,244	2,824	1,695	1,328	3,023
Paper and Board ..	333	181	49	33	382	214	596	399	218	617
Wallpaper ..	17	10	—	—	17	10	27	22	10	32
Cardboard Boxes, Cartons and Fibre-board Packing Cases ..	151	238	—	31	151	269	420	180	304	484
Manufactures of Paper and Board not elsewhere specified ..	70	177	—	2	70	179	249	75	196	271
Printing and Publishing of Newspapers and Periodicals ..	355	73	2	4	357	77	434	390	81	471
Other Printing and Publishing, Bookbinding, Engraving, etc. ..	598	466	5	29	603	495	1,098	629	519	1,148
Other Manufacturing Industries ..	1,717	1,406	45	37	1,762	1,443	3,205	1,908	1,466	3,374
Rubber ..	484	330	39	3	523	333	856	536	334	870
Linoleum, Leather Cloth, etc. ..	93	26	—	—	93	26	119	94	31	125
Brushes and Brooms ..	102	79	4	2	106	81	187	114	86	200
Toys, Games and Sports Requisites ..	236	364	—	4	236	368	604	258	373	631
Miscellaneous Stationery Goods ..	46	66	—	5	46	71	117	48	71	119
Production and Printing of Cinematograph Films ..	268	42	1	2	269	43	312	272	44	316
Miscellaneous Manufacturing Industries ..	488	499	1	22	489	521	1,010	586	527	1,113
Building and Contracting ..	30,913	303	222	4	31,135	307	31,442	36,121	331	36,452
Building ..	21,270	205	139	4	21,409	209	21,618	25,208	223	25,431
Electric Wiring and Contracting ..	785	52	1	—	786	52	838	899	59	958
Civil Engineering Contracting ..	8,858	46	82	—	8,940	46	8,986	10,014	49	10,063
Gas, Electricity and Water Supply ..	1,804	121	—	—	1,814	121	1,935	2,052	123	2,175
Gas ..	895	40	3	—	898	40	938	961	40	1,001
Electricity ..	660	77	2	—	662	77	739	815	78	893
Water ..	249	4	5	—	254	4	258	276	5	281
Transport and Communication ..	19,926	1,750	234	31	20,160	1,781	21,941	22,649	1,829	24,478
Railways ..	2,587	225	6	—	2,593	225	2,818	2,804	238	3,042
Tramway and Omnibus Service ..	1,374	627	10	5	1,384	632	2,016	1,584	643	2,227
Other Road Passenger Transport ..	601	29	13	—	614	29	643	711	29	740
Goods Transport by Road ..	1,762	70	8	—	1,770	70	1,840	2,072	72	2,144
Sea Transport ..	7,536	103	172	15	7,708	118	7,826	8,162	120	8,282
Port, River and Canal Transport ..	1,992	14	—	—	1,996	14	2,010	2,944	15	2,959
Harbour, Dock, Canal, Conservancy, etc., Service ..	673	14	9	—	682	14	696	726	14	740
Air Transport ..	164	34	—	—	164	34	198	173	36	209
Postal, Telegraph and Wireless Communication ..	2,482	546	6	8	2,488	554	3,042	2,684	568	3,252
Other Transport and Communication ..	340	48	—	—	340	48	392	353	51	404
Storage ..	415	40	2	3	417	43	460	436	43	479
Distributive Trades ..	13,569	12,153	167	201	13,736	12,354	26,090	15,477	13,158	28,635
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies (Wholesale or Retail) ..	1,626	219	5	16	1,631	235	1,866	1,885	259	2,144
Dealing in other Industrial Materials and Machinery ..	1,367	221	4	5	1,371	226	1,597	1,515	247	1,762
Wholesale Distribution of Food and Drink ..	1,220	443	9	14	1,229	457	1,686	1,496	511	2,007
Retail Distribution of Food and Drink (exc. catering) ..	3,661	3,865	123	65	3,784	3,930	7,714	4,394	4,152	8,546
Wholesale Distribution of Non-Food Goods ..	1,555	632	10	6	1,565	638	2,203	1,662	687	2,349
Retail Distribution of Non-Food Goods ..	3,773	6,274	15	93	3,788	6,367	10,155	4,124	6,761	10,885
Retail Distribution of Confectionery, Tobacco and Newspapers ..	367	499	1	2	368	501	869	401	541	942
Insurance, Banking and Finance ..	1,182	643	14	5	1,196	648	1,844	1,310	686	1,996
Public Administration ..	14,966	4,136	119	47	15,085	4,183	19,268	16,353	4,396	20,749
National Government Service ..	6,808	2,590	14	7	6,822	2,597	9,419	7,477	1,942	10,256
Local Government Service ..	8,158	1,546	105	40	8,263	1,586	9,849	8,876	1,617	10,493
Professional Services ..	3,323	5,677	18	33	3,341	5,710	9,051	3,542	5,988	9,530
Accountancy ..	132	82	2	1	134	83	217	143	87	230
Education ..	808	1,354	4	13	812	1,367	2,179	853	1,428	2,281
Law ..	96	155	—	—	96	155	251	99	164	263
Medical and Dental Services ..	1,109	3,644	5	15	1,114	3,659	4,773	1,191	3,856	5,047
Religion ..	159	112	1	—	160	112	272	116	168	288
Other Professional and Business Services ..	1,019	330	6	4	1,025	334	1,359	1,084	337	1,421
Miscellaneous Services ..	19,806	28,581	154	549	19,960	29,130	49,090	21,062	30,586	51,648
Theatres, Cinemas, Music Halls, Concerts, etc. ..	3,061	2,096	27	89	3,088	2,185	5,273	3,192	2,272	5,464
Sport, Other Recreations and Betting ..	2,873	987	32	31	2,905	1,018	3,923	3,114	1,049	4,163
Catering, Hotels, etc. ..	10,463	17,035	41	269	10,504	17,304	27,808	11,043	17,907	28,950
Laundries ..	467	1,516	—	18	467	1,534	2,001	491	1,639	2,130
Dry Cleaning, Job Dyeing, Carpet Beating, etc. ..	182	381	6	182	387	569	956	207	408	615
Hairdressing and Manicure ..	308	620	10	47	318	667	985	336	705	1,041
Private Domestic Service (Resident) ..	220	1,965	—	3	220	1,968	2,188	2,232	2,234	2,466
Private Domestic Service (Non-Resident) ..	832	3,445	22	74	854	3,469	4,343	3,099	3,768	4,677
Other Services ..	1,400	566	22	12	1,422	578	2,000	1,538	604	2,142
Ex-Service Personnel not Classified by Industry ..	2,375	383	—	—	2,375	383	2,758	2,510	398	2,908
Other Persons not Classified by Industry ..	7,596	6,521	—	—	7,596	6,521	14,117	8,137	6,926	15,063
GRAND TOTAL*	178,101	89,651	4,781	2,328	182,882	91,979	274,861	207,194	98,190	305,384

* The totals include unemployed casual workers (3,633 males and 295 females in Great Britain and 4,732 males and 304 females in the United Kingdom).

Placing Work of the Employment Exchanges

The Table below shows for the four-week periods ended 14th February and 14th March, 1951, the numbers of vacancies filled by Employment Exchanges and other Local Offices of the Ministry of Labour and National Service in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Offices of certain Local Authorities.

	Four weeks ended 14th February, 1951		Four weeks ended 14th March, 1951		Total Number of Placings, 21st Dec., 1950, to 14th Mar., 1951 (12 weeks)
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	
Men aged 18 and over	114,583	158,325	111,751	176,475	333,682
Boys under 18	13,878	52,693	9,952	62,392	52,946
Women aged 18 and over	54,312	105,357	52,287	111,936	152,440
Girls under 18	13,337	62,117	9,548	72,172	53,147
Total	196,110	378,492	183,538	422,975	592,215

Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week* period ended 27th January, 1951, with separate figures for males and females. The figures are based on information given by employers with more than 10 employees on returns which they render every month to the Ministry of Labour and National Service. Each return shows (a) the numbers of males and females on the pay-roll at the date of the return and also (b) at the date of the previous return, and an additional item shows (c) the numbers on the pay-roll at the later of the two dates who were not on the pay-roll at the earlier date. The figures in item (c) are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above do not

include persons engaged during the period who were discharged or otherwise left their employment before the end of the same period, and the percentage rates both of engagements and of discharges, etc., in the Table below accordingly understate, to some extent, the total intake and wastage during the period. In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries and also between the figures for consecutive months for the same industry, in the latter case after allowance is made for any difference in the length of period covered.

It is also important to note that the figures for any industry represent the aggregated totals of the numbers engaged and discharged by all firms rendering returns in the industry. Some of the persons who were discharged or left their employments during the period were probably engaged by other firms in the same industry, and the net numbers of engagements and losses of an industry, considered as one unit, will be less in every case than the sum of the figures for the individual firms.

Labour Turnover Rates in Manufacturing Industries: 4 weeks ended 27th January, 1951*

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.	F.	T.	M.	F.	T.
	(a)	(b)	(c)	(a)	(b)	(c)
Treatment of Non-Metalliferous Mining Products other than Coal	3.3	4.0	3.5	3.2	3.8	3.3
Bricks and Fireclay Goods	3.2	3.9	3.2	3.5	3.8	3.6
China and Earthenware (including glazed tiles)	2.8	3.7	3.3	2.4	3.3	2.9
Glass (other than containers)	3.0	3.7	3.2	2.4	4.8	3.0
Glass Containers	3.6	4.7	3.8	2.7	4.2	3.0
Cement	2.1	2.1	2.1	1.7	1.9	1.8
Other Non-Metalliferous Mining Manufactures	4.0	5.7	4.2	4.1	5.0	4.2
Chemicals and Allied Trades	2.5	3.7	2.8	1.9	3.5	2.3
Coke Ovens and By-Product Works	1.4	0.8	1.4	1.5	2.0	1.5
Chemicals and Dyes	2.7	3.1	2.8	1.8	2.3	1.9
Pharmaceutical Preparations, etc.	3.0	5.0	4.2	2.3	4.5	3.6
Explosives and Fireworks	1.8	3.9	2.5	1.4	2.2	1.6
Paint and Varnish	2.5	3.8	2.9	2.6	3.7	2.9
Soap, Candles, Polishes, etc.	1.8	3.1	2.4	1.6	5.4	3.3
Mineral Oil Refining	2.0	1.9	2.0	1.3	2.0	1.4
Other Oils, Greases, Glue, etc.	3.0	3.4	3.1	2.8	4.4	3.2
Metal Manufacture	2.6	3.7	2.7	2.3	2.9	2.4
Blast Furnaces	1.6	1.2	1.6	2.8	8.3	3.0
Iron and Steel Melting, Rolling, etc.	1.9	3.0	2.0	1.7	2.0	1.7
Iron Foundries	3.8	4.3	3.9	3.0	3.2	3.0
Temple Manufacture	1.7	4.2	2.0	2.0	4.3	2.4
Steel Sheet Manufacture	2.1	1.7	2.1	1.7	1.7	1.7
Iron and Steel Tubes	2.5	4.2	2.7	2.3	2.8	2.4
Non-Ferrous Metals Smelting, etc.	3.0	3.9	3.2	2.9	3.2	3.0
Engineering and Electrical Goods	2.9	5.0	3.4	2.4	3.8	2.7
Marine Engineering	2.7	2.6	2.7	2.1	1.9	2.0
Agricultural Machinery	3.1	4.1	3.2	2.5	2.7	2.6
Boilers and Boilerhouse Plant	2.7	3.1	2.8	1.8	2.1	1.8
Machine Tools	3.3	5.3	3.6	2.4	3.8	2.6
Stationary Engines	3.2	4.3	3.3	2.2	3.1	2.3
Textile Machinery and Accessories	3.0	3.3	3.1	2.6	2.9	2.6
Ordnance and Small Arms	2.1	3.7	2.4	0.8	3.4	1.4
Constructional Engineering	2.8	2.9	2.8	3.1	2.2	3.1
Other Non-Electrical Engineering	2.9	4.6	3.2	2.4	3.5	2.6
Electrical Machinery	2.7	4.5	3.1	2.0	3.2	2.3
Electrical Wires and Cables	2.8	4.1	3.3	2.3	3.6	2.8
Telegraph and Telephone Apparatus	1.8	3.3	2.4	1.3	2.7	1.8
Wireless Apparatus	3.7	6.7	5.2	2.9	5.5	4.2
Wireless Valves and Electric Lamps	3.7	6.8	5.5	2.5	3.7	3.2
Batteries and Accumulators	3.3	4.7	3.9	2.0	5.1	3.3
Other Electrical Goods	3.6	5.9	4.6	2.7	4.4	3.5
Vehicles	2.8	4.8	3.1	2.3	3.6	2.4
Manufacture of Motor Vehicles, etc.	2.6	4.3	2.9	2.4	3.5	2.5
Motor Repairers and Garages	3.3	4.3	3.4	2.6	4.3	2.7
Manufacture and Repair of Aircraft	3.2	4.8	3.4	1.8	2.9	2.0
Manufacture of Motor Vehicle Accessories	4.0	6.2	4.6	3.2	4.6	3.6
Railway Locomotive Shops	1.0	2.4	1.1	1.0	3.2	1.1
Other Locomotive Manufacture	2.9	4.1	3.0	2.1	2.3	2.1
Railway Carriages and Wagons	1.4	2.3	1.4	1.6	1.7	1.6
Carts, Perambulators, etc.	4.4	4.1	4.3	5.9	6.9	6.2
Metal Goods not elsewhere specified	3.2	4.8	3.8	3.0	4.4	3.5
Tools and Cutlery	3.2	5.1	3.9	2.5	3.6	2.9
Bolts, Nuts, Screws, Nails, etc.	3.0	4.7	3.7	2.3	3.9	3.0
Iron and Steel Forgings	2.8	3.3	2.9	2.2	3.3	2.3
Wire and Wire Manufactures	2.6	4.4	3.0	2.4	2.8	2.5
Hollow-ware	3.6	3.7	3.6	3.1	4.8	4.0
Brass Manufactures	3.3	4.8	3.9	3.6	4.7	4.0
Other Metal Industries	3.3	5.4	4.0	3.3	4.8	3.9
Precision Instruments, Jewellery, etc.	2.7	3.6	3.0	2.4	3.7	2.9
Scientific, Surgical, etc., Instruments	2.7	3.8	3.1	2.5	3.5	2.8
Watches and Clocks	3.4	3.4	3.4	2.5	4.3	3.4
Jewellery, Plate, etc.	2.0	2.9	2.4	1.8	3.7	2.6
Musical Instruments	3.4	4.4	3.6	3.1	3.8	3.2
Textiles	2.9	3.9	3.5	2.4	3.2	2.9
Cotton Spinning, Doubling, etc.	3.4	3.9	3.7	2.5	3.0	2.8
Cotton Weaving, etc.	2.4	2.7	2.6	1.9	2.2	2.1
Woolen and Worsted	3.3	4.5	3.9	3.3	4.2	3.7
Rayon, Nylon, etc., Production	1.6	2.4	1.9	2.1	3.5	2.5
Rayon, Nylon, etc., Weaving and Silk	2.6	3.0	2.9	1.9	2.6	2.3
Linen and Soft Hemp	4.0	5.1	4.7	3.4	4.2	3.8
Jute	5.0	5.4	5.2	4.3	5.4	4.9
Rope, Twine and Net	3.8	4.5	4.2	2.9	3.4	3.2
Hosiery	2.5	4.1	3.7	1.6	3.0	2.6
Lace	2.4	3.5	3.0	1.4	2.2	1.8
Carpets	2.5	4.9	3.8	1.7	3.2	2.5
Narrow Fabrics	3.0	3.9	3.7	3.0	3.2	3.2
Made-up Textiles	3.5	5.4	4.9	3.0	5.0	4.4
Textile Finishing, etc.	2.4	3.7	2.7	1.8	3.1	2.2
Other Textile Industries	4.7	4.8	4.8	3.5	3.6	3.5
Leather, Leather Goods and Fur	2.3	4.3	3.0	2.2	3.9	2.8
Leather Tanning and Dressing	2.1	4.1	2.4	2.0	3.5	2.3
Leather Goods	3.0	4.2	3.7	3.0	4.1	3.7
Fur	2.8	5.2	3.9	2.7	3.4	3.0
Clothing	3.0	4.9	4.3	2.3	3.5	3.2
Tailoring	3.7	5.0	4.7	2.6	3.5	3.3
Dressmaking	3.7	5.6	5.4	2.8	4.3	4.1
Overalls, Shirts, Underwear, etc.	2.3	5.0	4.8	1.9	3.8	3.6
Hats, Caps and Millinery	2.3	3.6	3.1	2.1	3.1	2.7
Other Dress Industries	2.8	4.7	4.3	1.7	3.1	2.8
Manufacture of Boots and Shoes	2.4	3.9	3.1	2.0	2.8	2.4
Repair of Boots and Shoes	2.5	2.4	2.5	2.8	4.1	3.0
Food, Drink and Tobacco	2.9	5.0	3.8	3.1	5.7	4.1
Grain Milling	2.6	4.0	2.9	2.7	5.2	3.2
Bread and Flour Confectionery	3.4	4.0	3.6	3.7	5.7	4.5
Biscuits	4.2	6.2	5.4	3.5	5.6	4.8
Meat and Meat Products	2.6	7.4	4.5	3.3	6.8	4.7
Milk Products	3.5	5.7	4.2	2.8	4.7	3.3
Sugar and Glucose	4.0	4.1	4.0	5.4	5.8	5.5
Cocoa, Chocolate, etc.	3.5	5.2	4.5	2.7	4.4	3.8
Preserving of Fruit and Vegetables	3.8	7.5	6.2	3.8	7.3	6.1
Other Food Industries	3.8	6.6	4.9	3.0	7.0	4.6
Brewing and Malting	1.7	2.6	1.8	2.6	8.6	3.7
Wholesale Bottling	2.1	2.7	2.4	4.2	8.1	5.8
Other Drink Industries	2.9	4.9	3.6	2.3	6.0	3.6
Tobacco	1.0	2.3	1.7	0.9	2.1	1.6
Manufactures of Wood and Cork	3.6	4.6	3.8	3.2	4.4	3.4
Timber (Sawmilling, etc.)	3.3	5.6	3.5	3.4	4.8	3.5
Furniture and Upholstery	3.7	4.0	3.7	3.1	4.2	3.3
Shop and Office Fitting	3.9	2.9	3.8	3.2	5.5	3.4
Wooden Containers and Baskets	3.9	5.4	4.2	3.4	4.3	3.6
Miscellaneous Wood and Cork Manufactures	4.2	5.7	4.6	3.4	4.2	3.6
Paper and Printing	1.9	3.6	2.5	1.6	3.1	2.1
Paper and Board	2.3	3.7	2.7	2.3	2.8	2.4
Wallpaper	2.4	1.2	2.1	2.5	2.3	2.5
Cardboard Boxes, etc.	3.5	4.4	4.1	3.1	4.2	3.8
Other Manufactures of Paper	2.5	4.0	3.5	2.0	4.1	3.3
Printing of Newspapers, etc.	1.3	2.6	1.5	0.7	1.9	0.9
Other Printing, etc.	1.8	3.3	2.4	1.4	2.7	1.9
Other Manufacturing Industries	3.4	5.4	4.3	3.1	5.4	4.0
Rubber	3.4	5.2	4.0	2.8	4.3	3.3
Linoleum, Leather Cloth, etc.	3.6	3.8	3.7	2.5	2.7	2.5
Brushes and Brooms	2.4	4.4	3.4	2.6	4.2	3.4
Toys, Games and Sports Requisites	3.1	5.5	4.6	4.9	9.6	7.9
Miscellaneous Stationers' Goods	2.5	5.0	4.0	4.5	6.0	5.4
Production of Cinematograph Films	3.4	2.1	3.1	1.3	2.6	1.6
Other Manufacturing Industries	3.9	6.3	5.1	3.4	4.4	3.9
All the above Industries	2.8	4.5	3.4	2.5	3.8	2.9

* The figures for December which appeared in the March issue of this GAZETTE related to a five-week period.

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).

Unemployment Benefit and National Assistance

Unemployment Benefit

For the period of thirteen weeks ended 31st March, 1951, expenditure on unemployment benefit in Great Britain (excluding the cost of administration) amounted to approximately £4,283,000. During the thirteen weeks ended 30th December, 1950, the corresponding figure was £4,188,000 and during the thirteen weeks ended 1st April, 1950, it was £5,572,000.

National Assistance

From 5th July, 1948, with the coming into operation of the National Assistance Act, the local Offices of the Ministry of Labour and National Service undertook the payment of national

assistance to persons who were required to register for employment and who were entitled to national assistance. The amount of national assistance thus paid during the thirteen weeks ended 31st March, 1951, was approximately £1,510,000. The corresponding amount paid during the thirteen weeks ended 30th December, 1950, was £1,430,000 and during the thirteen weeks ended 25th March, 1950, it was approximately £1,300,000.

Comparison of the figures for the quarters ended 31st March, 1951, and 30th December, 1950, with those for the earlier quarter is affected by the increases in the scale rates which came into force on 12th June, 1950, under the National Assistance (Determination of Need) Amendment Regulations, 1950.

Insured Persons Absent from Work owing to Sickness or Industrial Injury

The Table in the next column shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 20th March and 20th February, 1951, with the corresponding figures for 21st March and 21st February, 1950. The statistics have been compiled by the Ministry of National Insurance from claims to sickness or industrial injury benefit under the National Insurance Act, 1946, and the National Insurance (Industrial Injuries) Act, 1946, respectively.

A relatively small number of claims do not result in the payment of benefit, but, because they indicate certified incapacity for work, such claims are included in the Table. Injury benefit is payable in respect of both industrial accidents and prescribed industrial diseases. The large majority of persons in receipt of industrial disability benefit who are also incapable of work qualify for sickness benefit and are therefore included in the columns of the Table which relate to absences due to sickness and not in those relating to absences due to industrial injury.

Work of Appointments Service

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

Technical and Scientific Register

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

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

The total number of persons enrolled on the Technical and Scientific Register at 12th March, 1951, was 5,159*; this figure included 3,915 registrants who were already in work but desired a change of employment, and 1,244 registrants who were unemployed.

The numbers of vacancies notified, filled, etc., between 13th February and 12th March (4 weeks) are shown below.

Vacancies outstanding at 13th February	3,584
„ notified during period	616
„ cancelled or withdrawn during period	180
„ filled during period	220
„ cancelled or withdrawn	3,800
„ outstanding at 12th March	

Appointments Register

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

The total number of persons on the registers of the Appointments Offices at 12th March was 20,227†, consisting of 18,379 men and 1,848 women. The number on the registers included 12,138 men and 1,061 women who were in employment, while 6,241 men

Vacancies and Registrants at Appointments Offices

Profession or Occupation	Vacancies	Registrants		Remarks
		Employed	Unemployed	
Accountants (including Cost and Works Accountants)	236	862	177	Vacancies in industry and commerce are for young men. Vacancies in the profession are not popular with qualified men, who are mainly in upper age ranges. Many registrants are immobile or without experience in particular industries.
Accounts Departments, Executives	18	360	64	Registrants generally are in higher age groups and seeking higher salaries.
Administrative and Executive Grades in Industry	23	319	169	Registrants well qualified, in older age groups.
*Aeronautical and Automobile Engineering	76	409	185	Majority of vacancies are connected with defence programme. There is a good supply of well qualified registrants.
*Agriculture, Horticulture, Forestry	9	102	74	
Artists	33	103	59	Registrants' experience rarely matches vacancy requirements.
Authors, Writers	5	20	17	Vacancies are for technical writers.
Barristers	4	41	59	Registrants include a number from overseas.
Business Consultants, and Time and Motion Study Experts	29	89	20	There is a demand for men with specialised qualifications. Employed registrants seeking higher paid employment.
Buyers and Buying Managers in Industry	27	353	65	There is a good supply of well qualified registrants.
*Chemicals Manufacture and Analysis	22	80	40	Demand for young men with specialist experience.
*Civil and Structural Engineering and Building	260	584	352	Vacancies cover a wide field. Good supply of civil engineers, builders managers and general foremen. Shortage of surveyors and quantity surveyors.
Civil Service	98	134	191	Registrants are in higher age groups and include retired or redundant civil servants. Vacancies are in the Customs and Police Services in Malaya and for university graduates in Colonial Service.
Clothing Manufacture Executives	29	70	31	There are openings for factory managers and designers with knowledge of particular branches of the industry.
Company Secretaries	17	313	44	Good quality registrants available but vacancies usually stipulate age limits.
Doctors	36	14	31	Many of the vacancies are overseas. Many of the registrants are foreign-born.
Economists, Trade Intelligence Officers, Economic Research Workers	32	49	30	Vacancies are principally in Government Departments. Overseas vacancies require specialised knowledge.
Editorial Staff	11	188	128	Newsprint limitation mainly responsible for unemployed figure.
*Electrical Engineering Executives	182	279	114	Demand mainly for Government Departments in connection with defence programme.
*Estate Agents	1	49	34	
Food and Drink Manufacture Executives	14	59	42	Vacancies call for varied experience not possessed by registrants.
Import, Export and Colonial Merchants	41	194	130	Many vacancies require specialised knowledge or are overseas.
Laundries, Dyeing and Cleaning Works Executives	7	18	8	
Librarians, Archivists, etc.	9	49	21	
Local Government	15	146	58	Registrants mainly seeking posts in Sanitary Inspectors' Department or Civil Defence
*Marine Engineering and Shipbuilding	25	114	53	Vacancies mainly overseas. Registrants mostly sea-going engineers who want employment ashore.
*Mechanical and Locomotive Engineering and Metal Goods Manufacture	204	1,761	525	Vacancies are mainly for younger men with specialised knowledge. Some posts are overseas.
Metal Manufacture, Executives	30	206	53	Difficulty in matching vacancies and registrants.
Personnel Managers, Industrial Welfare Officers	54	427	161	Main demand is for young qualified candidates with experience. Registrants are mainly in older age groups and/or insufficiently qualified.
Pharmacists	25	5	5	
Private Secretaries (with University Degree or Language Qualifications)	36	87	44	Recent demands show a slight upward trend.
*Professional Bodies, Societies, Institutions, etc.	35	350	221	Registrants available with general experience.
Publicity and Advertising	14	178	114	Well qualified registrants available.
Quasi-Government, Regional and County Statutory Bodies, Administrative and Executive Staff	24	116	66	
Retail Distribution (Senior Executives)	12	43	41	
Road Transport and Haulage Executives	3	152	49	Well qualified registrants available.
Rubber, Plastics, Glass Manufacture Executives	3	55	17	
Sales and Commercial Managers in Industry	22	262	138	
Shipping Executives	2	74	34	Well qualified registrants available.
Social Workers	28	163	89	Vacancies generally require some mobility or residence.
Solicitors	17	54	21	Vacancies mainly in Government Departments.
Statisticians	17	37	7	Half the vacancies are overseas.
Textile Manufacture Executives	18	121	53	Vacancies generally require specialised knowledge, which registrants do not possess.
Translators, Interpreters, Foreign Correspondents	24	132	117	Vacancies with British Broadcasting Corporation require special knowledge of languages and countries. A number of registrants are of alien origin.
Trust Companies, Insurance Offices, Building Societies, Commercial Offices	50	161	60	Demand mainly for young men as trainees; registrants generally older.
Wholesale Distribution (Senior Executives)	35	239	186	Vacancies stipulate specialised experience and possession of car.
Woodworking Executives	14	72	16	Vacancy requirements are very varied.

*These vacancies and the remarks in the last column do not cover vacancies for persons with the professional qualifications dealt with by the Technical and Scientific Register, viz., university graduates in science and engineering or members of the appropriate professional bodies such as the Institution of Civil Engineers, the Royal Institute of Chemistry and the Royal Institution of Chartered Surveyors.

Employment in the Coal Mining Industry in February

The statistics given below in respect of employment, etc., in the coal mining industry in February 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 24th February was 698,500, compared with 692,200 for the four weeks ended 27th January and 706,100 for the four weeks ended 25th February, 1950.

The total numbers who were effectively employed were 634,500 in February, 619,200 in January and 641,800 in February, 1950; 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 February, together with the increase or decrease* in each case compared with January and February, 1950.

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

District	Average numbers of wage-earners on colliery books during 4 weeks ended 24th February, 1951	Increase (+) or decrease (-) compared with the average for	
		4 weeks ended 27th January, 1951	4 weeks ended 25th February, 1950
Northumberland	43,600	+ 300	+ 700
Cumberland	5,700	—	—
Durham	107,400	+ 300	+ 2,200
South and West Yorkshire	136,100	+ 1,200	+ 1,100
North Derbyshire	36,800	+ 400	—
Nottinghamshire	44,500	+ 300	+ 600
South Derbyshire and Leicestershire	14,800	+ 100	—
Lancashire and Cheshire	49,300	+ 900	+ 900
North Wales	8,700	+ 100	+ 200
North Staffordshire	18,900	+ 200	+ 800
Cannock Chase	16,100	+ 100	+ 800
South Staffordshire, Worcestershire and Shropshire	5,400	+ 100	+ 100
Warwickshire	15,200	+ 300	+ 400
South Wales and Monmouthshire	101,700	+ 1,100	+ 1,600
Forest of Dean, Bristol and Somerset	6,200	+ 200	+ 300
Kent	6,100	—	+ 100
England and Wales	616,500	+ 5,600	+ 7,800
Fife	22,000	+ 300	+ 700
The Lothians	12,600	+ 100	+ 300
Central West	12,200	—	+ 400
Central East	13,100	+ 100	+ 300
Ayrshire, etc.	15,600	+ 100	+ 100
Alloa	6,500	+ 100	—
Scotland	82,000	+ 700	+ 200
Great Britain	698,500	+ 6,300	+ 7,600

It is provisionally estimated that during the four weeks of February about 8,900 persons were recruited to the industry, while the total number of persons who left the industry was about 3,720; the numbers on the colliery books thus showed a net increase of 5,180. During the four weeks of January there was a net increase of 6,330.

The average number of shifts worked per week by coal-face workers who were effectively employed was 5.20 in February, 4.94 in January and 5.02 in February, 1950. The corresponding figures for all workers who were effectively employed were 5.54, 5.33 and 5.36.

With regard to absenteeism in the coal mining industry, separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (absences due mainly to sickness). The figures for February and January, 1951, and February, 1950, 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

	February, 1951	January, 1951	February, 1950
Coal Face Workers:			
Voluntary	8.00	8.62	6.82
Involuntary	8.94	9.04	8.52
All Workers:			
Voluntary	5.57	6.81	5.23
Involuntary	7.68	8.68	7.81

For face-workers the output per man-shift worked was 3.20 tons in February, compared with 3.20 tons in the previous month and 3.11 tons in February, 1950.

The output per man-shift calculated on the basis of all workers was 1.23 tons in February; for January, 1951, and February, 1950, the figures were 1.24 tons and 1.20 tons, respectively.

* "No change" is indicated by three dots.
† As from 1st January, 1951, the districts shown conform to the organisation of the National Coal Board.

Employment Overseas

AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in December was 0.3 per cent. higher than in the previous month and 4.1 per cent. higher than in December, 1949.

Returns received by the Bureau, covering 56 per cent. of the total membership of trade unions and relating to between 20 and 25 per cent. of all wage and salary earners, showed that the percentage of members of the reporting trade unions who were out of work for three days or more during a specified week in the third quarter of 1950 was 0.8, the same figure as in the preceding quarter, compared with 5.5 in the third quarter of 1949.

CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st January, in the establishments covered by the returns, was 2.2 per cent. lower than at the beginning of the previous month but 7.0 per cent. higher than at 1st January, 1950. The number of persons employed in manufacturing industries at 1st January was 3.0 per cent. lower than at the beginning of the previous month, the same as at 1st January, 1950.

These figures are the first to be published in a revised series which substitute 1939 for 1926 as the base year for comparison.

UNION OF SOUTH AFRICA

According to the general index of employment compiled by the Office of Census and Statistics, the number employed in manufacturing, transportation and mining (other than alluvial gold diggings) in October was 0.2 per cent. lower than in the previous month, and the same figure as in October, 1949.

UNITED STATES OF AMERICA

The Bureau of the Census estimate that the total number of unemployed persons at the middle of January was about 2,503,000, compared with 2,229,000 at the middle of the previous month and 4,480,000 at the middle of January, 1950.

BELGIUM

The average daily number of persons recorded as wholly or partially unemployed during February was 203,359, compared with 240,837 in the previous month and 264,261 in February, 1950. The numbers of persons wholly unemployed included in these figures were 171,482, 189,888 and 209,156 respectively. The number of working days lost in February as a result of unemployment was nearly 4,900,000, compared with 5,750,000 in the previous month and over 6,300,000 in February, 1950.

FRANCE

The number of persons registered as applicants for employment at the beginning of March was 159,462, of whom 56,698 were wholly unemployed persons in receipt of assistance. The corresponding figures were 164,050 and 55,582 at the beginning of the previous month and 185,386 and 58,857 at the beginning of March, 1950.

GERMANY

In the Federal Republic the number unemployed at the end of February was 1,662,462, compared with 1,821,253 at the end of the previous month and 1,981,908 at the end of February, 1950. In the Western Sectors of Berlin the corresponding figures at the same dates were 285,960, 292,300 and 306,460.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 31st March was 59,570, compared with 63,032 at 24th February. The decrease between the two dates is stated to be due partly to the operation of an Order made under the Unemployment Assistance Act, 1933, restricting during the period 14th March, 1951, to 23rd October, 1951, the eligibility for unemployment assistance of a particular class of persons living in rural areas. At 25th March, 1950, the number of persons on the live register was 66,769; this total is comparable with the figure for 31st March, 1951.

NORWAY

The number of persons registered for employment who were wholly unemployed was 21,227 at the end of January, compared with 14,567 in the previous month and 16,652 in January, 1950.

SWEDEN

Preliminary information received by the Swedish Social Board from trade unions with a total membership of about 946,000 showed that 1.3 per cent. of their members were unemployed at the end of November, 1950, compared with 1.1 per cent. at the end of the previous month and 2.3 per cent. at the end of November, 1949.

SWITZERLAND

The number of registered applicants for employment at the end of January who were wholly unemployed was 12,473 or 8.3 per thousand of the employed population (exclusive of apprentices) according to the census of 1941, compared with 15,376 or 10.2 per thousand at the end of the previous month and 30,177 or 20.1 per thousand at the end of January, 1950.

WAGES, DISPUTES, RETAIL PRICES

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Changes in Rates of Wages and Hours of Labour

RATES OF WAGES

Changes in March

In the industries covered by the Department's statistics,* the changes in the rates of wages reported to have come into operation in the United Kingdom during March resulted in an aggregate increase estimated at approximately £717,000 in the weekly full-time wages of about 1,890,000 workpeople.

The principal increases affected workpeople employed in the building industry, civil engineering construction and the iron and steel industry, domestic staff in hospitals and allied institutions, ratings in the merchant navy, and timeworkers and pieceworkers in railway workshops. Others receiving increases included workers employed in hosiery manufacture in the Midlands, sugar confectionery manufacture and food preserving, and the jute industry.

In the building industry and civil engineering construction there was an increase of 2½d. an hour for craftsmen and labourers. In the iron and steel industry there were small increases payable under sliding-scale arrangements based on the index of retail prices. Domestic and similar grades of staff employed in hospitals and allied institutions received increases, payable from the beginning of February, of 8s. a week for men and 6s. for women. For deck and engine room ratings in the merchant navy there were increases of £2 in monthly rates and of 9s. 4d. in weekly rates. For catering department ratings the increases were generally £2 or £3 a month, according to rank or occupation, or 9s. 4d. a week. In railway workshops the existing additions to base rates were increased by 10s. a week for men on timework in craft grades, by 8s. 6d., 9s. or 10s., according to occupation, for men in other grades, and by 5s., 5s. 6d. or 6s. for women. Pieceworkers and lieu rate workers were given flat-rate increases equivalent to those payable to time-workers. These increases, which were agreed in March, were paid retrospectively from the beginning of January.

In the hosiery industry in the Midlands the cost-of-living bonus was increased by 1d. in the 1s. on basic wages, equivalent to an increase of about 4 per cent. on current rates. For men and women employed in sugar confectionery manufacture and food preserving there was an increase of 4s. a week in the minimum time rates fixed under the Wages Councils Act. In the jute industry the supplementary payments, which are additional to the minimum rates, were increased under the Wages Councils Act by 5s. 6d. a week for adult male and female timeworkers and for all pieceworkers.

Of the total increase of £717,000, about £587,000 was the result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about

£90,000 resulted from direct negotiations between employers and workpeople or their representatives; about £22,000 was the result of Orders made under the Wages Councils Acts; about £17,000 resulted from the operation of sliding scales based on the index of retail prices; and the remainder was the result of arbitration awards.

Changes in January-March, 1951

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 three completed months of 1951, 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 ..	169,000	£ 49,200
Mining and Quarrying ..	404,000	146,100
Treatment of Non-metalliferous Mining Products other than Coal ..	79,000	26,900
Chemicals and Allied Trades ..	136,500	54,600
Metal Manufacture ..	184,000	13,200
Engineering, Shipbuilding and Electrical Goods ..	171,000	77,500
Vehicles ..	280,000	120,300
Metal Goods not elsewhere specified ..	94,500	34,200
Textiles ..	536,000	195,400
Leather, Leather Goods and Fur ..	38,000	12,000
Clothing ..	40,000	11,000
Food, Drink and Tobacco ..	116,500	25,600
Manufactures of Wood and Cork ..	40,500	11,300
Paper and Printing ..	44,000	8,800
Other Manufacturing Industries ..	43,000	14,900
Building and Contracting ..	1,042,000	526,300
Gas, Electricity and Water ..	115,500	31,700
Transport and Communication ..	886,000	373,900
Distributive Trades ..	55,500	33,400
Public Administration ..	230,000	65,300
Miscellaneous Services ..	130,000	27,200
Total ..	4,835,000	1,858,800

In the corresponding months of 1950 there was a net increase of £317,600 in the weekly full-time wages of 1,998,000 workpeople.

HOURS OF LABOUR

Normal weekly working hours were reduced from 52 to 48 for employees of certain London suburban theatres and music halls and certain provincial theatres in England and Wales.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING MARCH

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Mining and Quarrying	Cleveland ..	5 Mar.	Ironstone miners ..	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (5s. to 5s. 1·2d.) for men and youths 18 years of age and over, and by 0·6 (2s. 6d. to 2s. 6·6d.) for boys under 18.†
	Cumberland ..	19 Mar.	Iron-ore miners ..	Cost-of-living net additions to wages, previously granted, increased by 1s. a shift (3s. 9d. to 4s. 9d.) for men and youths 18 years and over, and by 6d. (1s. 10½d. to 2s. 4½d.) for boys.‡
	do.	26 Mar.	do.	Cost-of-living net additions to wages, previously granted, increased† by 1d. a shift (4s. 9d. to 4s. 10d.) for men and youths 18 years and over, and by ½d. (2s. 4½d. to 2s. 5d.) for boys.‡
	North Lincolnshire	4 Mar.	Ironstone miners and quarrymen	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (7s. 2·4d. to 7s. 3·6d.) for men, by 0·9d. (5s. 4·8d. to 5s. 5·7d.) for youths 18 and under 21 years, and by 0·6d. (3s. 7·2d. to 3s. 7·8d.) for boys under 18.
	Notts., Leics., parts of Lincs., Northants, and Banbury	4 Mar.	Ironstone miners and quarrymen and limestone quarrymen	Flat-rate additions to wages, previously granted, increased† by 1·25d. a shift (6s. 10·5d. to 6s. 11·75d.) for men, by 0·9375d. (5s. 1·87d. to 5s. 2·8075d.) for youths 18 and under 21 years, and by 0·625d. (3s. 5·25d. to 3s. 5·875d.) for boys under 18.†
	West Cumberland	26 Mar.	Limestone quarrymen ..	Cost-of-living net additions to wages, previously granted, increased† by 1d. a shift (3s. 8d. to 3s. 9d.) for men and youths 18 years and over, and by ½d. (1s. 10d. to 1s. 10½d.) for boys.**
	South and West Durham	5 Mar.	Limestone quarrymen ..	Flat-rate additions to wages, previously granted, increased† by 1d. a shift (3s. 10d. to 3s. 11d.) for men and youths 18 years and over, and by ½d. (1s. 11d. to 1s. 11½d.) for boys under 18.††

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

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

‡ Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) totalling 3s. 8d. a shift, plus 9d. to total workers whose base rate is less than 8s. 1½d. a shift, for men and youths 18 years and over, with proportional additions for youths and boys, or additions varying at different mines on tonnage rates.

§ This increase resulted from a revision of the cost-of-living sliding-scale arrangements, whereby the net addition to wages is now proportionate to the number of points by which the official index of retail prices exceeds 60; formerly the addition was proportionate to the number of points by which the official index figure exceeded 72. Wages continue to be subject to further ad hoc additions of 1s. 6d. a shift for men and of 9d. for youths and boys.

|| Wages are subject to further ad hoc additions of 1s. 6d. a shift for men and of 9d. for youths and boys.

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

** War bonus, previously granted, of 4s. 1d. a shift for men and youths 18 years and over, and of 2s. 0½d. for boys, remained unchanged.

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

Principal Changes in Rates of Wages Reported during March—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Mining and Quarrying (continued)	Lancashire ..	5 Mar.	Workpeople employed in the freestone quarrying industry do.	Increase of 2½d. an hour. Rate after change for labourers 2s. 6d. an hour.
	Derbyshire ..	do.	do.	Increase of 2½d. an hour. Rates after change: masons 3s. 1½d. an hour, rock getters 2s. 9½d., labourers 2s. 6d.
	South Wales and Mon.	do.	Banker masons employed in pennant stone quarries	Increase of 2½d. an hour (2s. 11d. to 3s. 1½d.).
Pre-cast Concrete Products	Scotland ..	19 Mar.	Men, youths, boys and women	Increase of 3d. an hour in minimum time rates for men 21 years and over and for youths aged 20, of 2d. for youths 18 and 19, of 1d. for those 15 to 17, and of proportionate amounts for women. Minimum time rates after change include: men 21 years and over—labourers and concreters 2s. 7d. an hour, labourers and concreters in factories wholly engaged in pipe manufacture 2s. 6½d., mixers and machinemens 2s. 8d., steel benders and fixers 2s. 10d., concrete finishers 3s. 0½d.; women to receive 75 per cent. of the corresponding rate for male labour, with full plus rates.
Monumental Masonry	England and Wales	5 Mar.	Craftsmen and labourers ..	Increase of 2½d. an hour. Rates after change: fully competent masons able to undertake all classes of lettering and monumental work—London and Merseyside 3s. 6d. an hour, elsewhere 3s. 4½d., other craftsmen 3s. 3d., 3s. 1½d., skilled monumental labourers 3s. 1d., 2s. 11½d., ordinary labourers 2s. 10d., 2s. 8d.
Coke Manufacture	Scotland, Cumberland, South Durham, Cleveland, Lancashire, Lincolnshire, Northants, and South Wales (certain firms)*	4 Mar.	Workpeople employed at coke oven plants attached to blast-furnaces	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (7s. 2·4d. to 7s. 3·6d. for shift rated workers) or by 0·17d. an hour (11·78d. to 11·95d. for hourly rated workers) for men and for women and youths employed on men's work, by 0·9d. a shift (5s. 4·8d. to 5s. 5·7d.) or by 0·12d. an hour (8·84d. to 8·96d.) for youths 18 and under 21 and for women employed on youths' work, and by 0·6d. a shift (3s. 7·2d. to 3s. 7·8d.) or by 0·08d. an hour (5·89d. to 5·97d.) for boys and for girls doing boys' work.
Chemicals, etc. Manufacture	Great Britain ..	First pay week in Jan.†	Skilled engineers, etc., employed on engineering and maintenance work in the heavy chemical industry	Increases of 2d. an hour in minimum rates for men, and of proportional amounts for apprentices, youths and boys. Minimum rates after change: London district 3s. 2½d. an hour, elsewhere 3s. 1½d.
	England and Wales	First full pay week beginning on or after 1 Jan.†	Building craftsmen employed in the heavy chemical industry	Increase of 2d. an hour. Rates after change: London (within a radius of 12 miles from Charing Cross) 3s. 3d. an hour, (between 12 and 15 miles from Charing Cross) 3s. 2½d., elsewhere 3s. 1½d. Chemical plumbers and lead-burners continue to receive 1d. an hour above these rates.
Pig Iron Manufacture	England and Wales	4 Mar.	Workpeople employed at blast-furnaces, except those whose wages are regulated by movements in other industries	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (7s. 2·4d. to 7s. 3·6d. for shift rated workers) or by 0·17d. an hour (11·78d. to 11·95d. for hourly rated workers) for men and for women and youths employed on men's work, by 0·9d. a shift (5s. 4·8d. to 5s. 5·7d.) or by 0·12d. an hour (8·84d. to 8·96d.) for youths 18 and under 21 years and for women employed on youths' work, and by 0·6d. a shift (3s. 7·2d. to 3s. 7·8d.) or by 0·08d. an hour (5·89d. to 5·97d.) for boys and for girls doing boys' work.
	West of Scotland ..	Pay period beginning nearest 1 Mar.	Workpeople employed at certain blast-furnaces, excluding those engaged on maintenance work	Flat-rate addition to wages, previously granted, increased† by 1d. a shift (6s. 10d. to 6s. 11d.) for men, with usual proportions for youths.
Iron and Steel Manufacture	Great Britain§ ..	5 Mar.	Workpeople employed at steel sheet rolling mills	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (7s. 2·4d. to 7s. 3·6d.) for men and women 21 years and over, by 0·9d. (5s. 4·8d. to 5s. 5·7d.) for youths and girls 18 and under 21 years, and by 0·6d. (3s. 7·2d. to 3s. 7·8d.) for those under 18.
	Great Britain ..	4 Mar.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.)	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (7s. 2·4d. to 7s. 3·6d. for shift rated workers) or by 0·17d. an hour (11·78d. to 11·95d. for hourly rated workers) for men and women, by 0·9d. a shift (5s. 4·8d. to 5s. 5·7d.) or by 0·12d. an hour (8·84d. to 8·96d.) for youths and girls 18 and under 21 years, and by 0·6d. a shift (3s. 7·2d. to 3s. 7·8d.) or by 0·08d. an hour (5·89d. to 5·97d.) for those under 18.
	Great Britain ..	do.	Workpeople employed at steel rolling mills	do. do.
	North-East Coast	do.	Iron puddlers and millmen and semi-skilled workers, labourers, etc., employed at iron puddling furnaces and rolling mills	do. do.
	Great Britain ..	do.	Maintenance craftsmen employed on coke oven and blast-furnace plants, in steel melting shops, and in steel rolling mills	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (7s. 2·4d. to 7s. 3·6d. for shift rated workers) or by 0·17d. an hour (11·78d. to 11·95d. for hourly rated workers).
	South-West Wales	do.	Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (6s. 2·4d. to 6s. 3·6d.) for men and for women employed on men's work, by 0·8d. (4s. 1·6d. to 4s. 2·4d.) for youths 18 and under 21 years, and by 0·6d. (3s. 1·2d. to 3s. 1·8d.) for youths under 18 years.
Tinplate Manufacture	South Wales, Monmouthshire and Gloucestershire	4 Feb.	Male workers 18 years and under 21 (except apprentices) and female workers 18 years and over	Flat-rate additions to wages, previously granted, increased by 7·2d. a shift (4s. 9·6d. to 5s. 4·8d.).¶
	do.	4 Mar.	Men, women and juveniles (except apprentices)	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (7s. 2·4d. to 7s. 3·6d.) for men and for women engaged specifically to replace male labour, by 0·9d. (5s. 4·8d. to 5s. 5·7d.) for youths 18 and under 21 years and for women 18 years and over, and by 0·6d. (3s. 7·2d. to 3s. 7·8d.) for workers under 18.
Tube Manufacture	Newport and Landore	do.	Men, youths and boys ..	Cost-of-living bonus increased† by 1·16d. a shift (6s. 10·36d. to 6s. 11·52d.) for men, and by 0·58d. (3s. 5·18d. to 3s. 5·76d.) for youths and boys.
Galvanising	England and Wales	5 Mar.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Flat-rate additions to wages, previously granted, increased† by 1·2d. a shift (7s. 2·4d. to 7s. 3·6d.) for men and women 21 years and over, by 0·9d. (5s. 4·8d. to 5s. 5·7d.) for youths and girls 18 and under 21 years, and by 0·6d. (3s. 7·2d. to 3s. 7·8d.) for those under 18.
Engineering	Sheffield and district	Beginning of first full pay period following 9 Mar.	Building trade operatives employed in engineering establishments and steel works	Increase of 11s. a week in the existing "all-in" rates for adult male workers, with proportionate increases for apprentices on the basis of the existing percentage scale. Rates after change: skilled craftsmen 137s. a week, skilled bricklayers, masons, slaters and plasterers' labourers, and navvies 113s. 6d.; apprentices 30s. 10d. at 15 years, rising to 85s. 7d. at 20.

* These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association.

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

‡ These increases were made retrospective to the date shown. Further increases of 1d. an hour for men and of proportional amounts for younger workers are to operate from the first full pay week beginning on or after 1st June. The increases do not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd.

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

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

¶ This increase resulted from a revision of the cost-of-living sliding-scale arrangements, whereby the net addition to wages is increased by 0·1d. a shift (0·8d. to 0·9d.) for each point by which the official index of retail prices exceeds 44 points.

Principal Changes in Rates of Wages Reported during March—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Government Industrial Establishments	London	Beginning of pay week next after 13 Nov. 1950*	Skilled maintenance mechanics	Increase of 5s. 6d. a week in the standard time rate (126s. 3d. to 131s. 9d.).
	do.	1 Jan.†	do.	Further increase of 5s. 6d. a week in the standard time rate (131s. 9d. to 137s. 3d.).
	do.	Beginning of pay week next after 13 Nov. 1950*	Skilled timeworkers paid on an engineering time basis	Increases of 11s. a week (112s. 6d. to 123s. 6d.) in the minimum rates for men, and of proportionate amounts for women whose rates are related to men's rates or youths' rates.
	Great Britain (except London and Glascoed)	do.*	Adult male unskilled labourers, 21 years and over, employed on filling work in Royal Ordnance Factories	Increase of 8s. a week in the minimum time rate (95s. to 103s.).
Great Britain	do.*	do.*	Male timeworkers under 21 years of age	Increases of 2s. 6d. to 9s. 6d. a week, according to age, for craft and engineering apprentices, shop boys, junior reproduction operators, etc. employed in the London area, and of 2s. to 10s. for those employed in the Provinces. Rates after change: London area, 28s. at 15 years, rising to 77s. at 20, and 92s. 6d. at 21 for those whose apprenticeship is not complete, Provinces 27s. at 15 to 75s. 6d. at 20 and 91s. at 21; youths who have completed apprenticeship, London 103s. 6d. at 19, 108s. at 20, Provinces 102s. 6d., 107s.
	do.*	do.*	Female timeworkers paid on an engineering basis, except women whose rates are related to men's rates or youths' rates	Increase of 8s. 6d. a week in the minimum rates for workers 18 years and over, and of proportionate amounts for those under 18. Minimum rates after change: 31s. 6d. at 15 years, rising to 75s. at 21 and over.
	do.*	1 Jan.†	Male timeworkers	Existing additions to base rates increased by 10s. a week for men 21 years and over in craft grades, by 8s. 6d., 9s. or 10s., according to occupation, for men in other grades, and by 3s. or 4s., according to age, for apprentices, youths and boys. Rates after change include: men 21 years and over—craft grades, London (within a radius of 10 miles from Charing Cross) 120s. to 129s. a week, according to occupation, other districts 117s. to 126s.; other grades, Group I occupations, London 117s. 6d., other districts 114s. 6d., Group II 114s. 6d., 111s. 6d., Group III 111s., 108s., Group IV 109s., 106s., Group V 107s., 104s., Group VI 105s. 6d., 102s. 6d.†
Railway Workshops	Great Britain (excluding Great Central Section of the former L.N.E.R.)	1 Jan.†	Female timeworkers	Existing additions to base rates increased by 5s., 5s. 6d. or 6s. a week, according to occupation, for women 21 years and over, and by 3s. or 4s., according to age, for girls. Rates after change include: women 21 years and over on women's work, Group I occupations, London 86s., other districts 84s., Group II 84s., 82s., Group III 82s., 80s., Group IV 80s., 78s., Group V 78s., 76s.; women on labouring work 76s., 74s.†
			Pieceworkers and lieu rate workers	Flat-rate increases granted equivalent to those payable to timeworkers, without alteration to piecework prices or lieu rates.†
			Dentistry	Northern Ireland
Orthopaedic and Surgical Appliance Manufacture	England and Wales (excluding Sheffield)	First pay day in Jan.	Men, youths and boys	Increase of ½d. an hour. Rates after change: Grade 1, exceptionally high skill (except sheet metal section) 3s. 10½d. an hour, Grade A, highly skilled 3s. 9½d., Grade B 3s. 7d. (sheet metal section 3s. 8d.), Grade C 3s. 4d., younger workers 11½d. at 15 years, rising to 2s. 6½d. at 20.
	do.	First pay week following 2 Mar.	Men, youths and boys employed in the manufacture of artificial limbs	Increases of 3d. an hour for men 21 years and over, and of 1½d. to 3d., according to age, for youths and boys. Rates after change: Grade 1, exceptionally high skill (except sheet metal section) 4s. 1½d. an hour, Grade A, highly skilled 4s. 0½d., Grade B 3s. 10d. (sheet metal section 3s. 11d.), Grade C 3s. 7d., younger workers 1s. 1d. at 15 years, rising to 2s. 9½d. at 20.‡
Gold, Silver and Allied Trades	Birmingham	Pay day nearest 9 Mar.	Men, youths, boys, women and girls	Increases in minimum rates of 10s. to 17s. 6d. a week, according to occupation, for men 21 years and over, of 8s. 10d. to 10s. for women 19 years and over, and of proportional amounts for younger workers. Minimum rates after change for a 45-hour week: men—skilled 135s. a week (casemakers 127s. 6d.), semi-skilled 114s. 4½d., unskilled 101s. 3d.; women 19 years and over—skilled 75s., semi-skilled 65s. 7½d., unskilled 60s.; youths and boys—25 per cent. of the appropriate men's rate at 15 years, rising to 85 per cent. at 20½; girls—37½ per cent. of the appropriate women's rate at 15, rising to 85 per cent. at 18½; piecework rates are to be arranged so as to yield to an average worker at least 25 per cent. above the minimum day rate.
Flax and Hemp Manufacture	Great Britain	16 Mar.	Timeworkers	Increases in general minimum time rates of 5s. 6d. a week for male workers 21 years or over and female workers 18 years or over, of 1s. 11d. to 4s. 8d., according to age or period of employment, for younger male workers, and of 2s. 11d. to 4s. 6d. for younger female workers. General minimum time rates after change include: male workers 21 years or over—tenters 116s. 4d. a week, under-tenters (after 3 years' experience after age 21) 103s. 7d., dressers, mounters, card-cutters and hacklers (hand-dressers) 110s., hemp-rollers on non-reciprocating machines and hemp-breakers 112s. 2d., day shift spinners 98s. 2d., night shift spinners 99s. 7d., weavers (after 6 months' experience after age 21) 103s. 7d., other workers (except apprentices and improvers to tenting or dressing) 95s. 11d.; female workers 18 years or over—spinners, card-cutters, weavers, winders, reelers and warpers 70s. 9d., other workers (except learners) 64s. 10d.‡
Jute	Great Britain	2 Mar.	Men, youths, boys, women and girls	Increase in piecework basis time rates of 5s. 6d. a week for male hose-pipe weavers and female workers; increases in pieceworkers' guaranteed time rates of 5s. 6d. a week for male weavers 21 years or over and women 18 or over, and of 3s. 3d. to 4s. 6d., according to age, for girls. Rates after change include: piecework basis time rates—male hose-pipe weavers 109s. 2d. a week, female workers 71s. 10d.; guaranteed time rates—male weavers (after 6 months' experience after age 21) 103s. 7d., female workers (except learners) 18 years or over 64s. 10d.‡
			Pieceworkers	Supplemental payments, additional to existing minimum remuneration, increased by 5s. 6d. a week (7s. 6d. to 13s.) for male timeworkers 21 years or over and male pieceworkers (all ages), by 5s. 6d. (6s. 6d. to 12s.) for female timeworkers 18 years or over and female pieceworkers (all ages), and by 3s. for younger timeworkers (4s. 9d. to 7s. 9d. for youths 17½ and under 21 and girls 17½ and under 18, and 3s. to 6s. for boys and girls under 17½). General minimum time rates after change, inclusive of supplemental payments: men 21 years or over—loom tenters 115s. 1d. a week, loom under tenters 97s. 6d., hessian weavers and other workers 95s.; women 18 years or over—spinning shifting mistresses 77s. 9d., single spinners 64s. 6d. to 94s. 10d., according to size of bobbins and number of spindles attended, double spinners 67s. 4d. to 91s. 5d., orra or spare spinners 66s., other workers 64s. 6d.¶

* The revised rates were introduced in March with payment of arrears from the date shown.

† These increases were agreed on 6th March, and had retrospective effect to the date shown. Existing differentials, allowances and special merit rates are to be maintained. The increases also apply to former Railway Executive staff now taken over by the Docks and Inland Waterways Executive.

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

§ These increases resulted from a revision of the cost-of-living sliding-scale arrangements, whereby for each rise or fall of 5 points in the index figure of retail prices workers 18 years and over now receive 1½d. an hour and younger workers 1d. an hour.

¶ These increases took effect under an Order issued under the Wages Councils Act. See page 174.

‡ These increases took effect under an Order issued under the Wages Councils Act. See page 131 of the March issue of this GAZETTE. Where in any week a worker's hours of employment, exclusive of overtime, are less than 45, supplemental payments are payable subject to a proportionate reduction as the hours worked, exclusive of overtime, are less than 45.

Principal Changes in Rates of Wages Reported during March—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Jute (continued)	Dundee	3 Jan.	Workpeople employed in the dyeing and calendaring departments	Supplemental payments, additional to existing minimum remuneration, increased by 5s. 6d. a week (7s. 6d. to 13s.) for men 21 years and over, by 5s. 6d. (6s. 6d. to 12s.) for women 18 and over, and by 3s. for younger workers. Rates after change, inclusive of supplemental payments, include: head calendermen and manglemen 97s. 6d. a week, dyehouse workers (adult males) 97s., head packers 96s. 8d., head stampers, lappers and croppers 95s. 10d., measurers, dampers, under-packers, under-manglemen and other adult male workers 95s.
Hosiery Manufacture	Midlands*	First pay day in Mar.	Men, youths, boys, women and girls	Cost-of-living bonus increased† by 1d. in the shilling (1s. 3d. to 1s. 4d.) on basic wages.
Hosiery and Knitwear Manufacture	Scotland (except Hawick)	Beginning of first full pay period following 1 Mar.	Women and girls	Increases in minimum time rates of 2s. 3d. a week for adult female workers and of proportional amounts for younger workers; increase of 4s. a week in piecework basis time rate. Minimum rates after change: time workers—31s. a week at 15 years, rising to 66s. after 3 years; pieceworkers, other than learners—piecework rates to yield a minimum of 74s. a week.‡
Lace Furnishings Manufacture	Nottingham	19 Mar.	Workers employed on double-shifted machines	Allowance of 3d. an hour granted for all hours worked.
Cotton Waste Reclamation	Great Britain	15 Mar.	Men, youths, boys, women and girls	Increases of 2d. an hour in general minimum time rates for male workers 21 years or over and female workers 18 years or over, of 1d. or 2d., according to age, for youths and boys, and of ½d. to 1½d. for girls. General minimum time rates after change: men 21 years or over 2s. 2d. an hour, youths and boys 1s. at under 16, rising to 2s. 0½d. at 20; women 18 years or over 1s. 6½d. (England and Wales) or 1s. 6½d. (Scotland), girls 10d. at under 16, rising to 1s. 3d. at 17.‡
Leather Production	Great Britain	First full working week commencing on or after 12 Mar.	Pieceworkers	Existing percentage bonuses to be incorporated in new job prices; new hourly bonuses of 2d. for adult males and 1½d. for women and juveniles are to be paid to pieceworkers for all hours worked on piecework (except that, where women or juveniles are employed on men's piecework operations and are paid the same job prices as men, their bonus is to be 2d. an hour).
Fellmongering	Scotland	Beginning of first full pay period following 2 Mar.	Men, women and juveniles	Increases in minimum rates of 2½d. an hour for process workers (wet), of 2d. for skilled workers and process workers (dry), and of proportionate amounts for female workers and juveniles. Minimum rates after change include: men—skilled 2s. 7d. an hour, process workers (wet) 2s. 5d., (dry) 2s. 4d., women 20 years and over 1s. 8½d.
Manufacture and Repair of Saddlery and Harness by Retailers	Great Britain	Pay day following 3 Feb.	Men, youths, boys, women and girls	Increases of 2d. an hour in basis time rates for men 21 years and over, of 1d. for women 20 and over, of 2d. to 3d., according to age, for youths and boys, and of 1d. or 2d., for girls. Rates after change include: men 21 years and over—collar makers 2s. 8½d. an hour, saddlers and harness makers 2s. 7½d., leather workers 2s. 6½d., women 20 years and over 1s. 8d.
Glove Manufacture (leather and fabric dress and industrial gloves)	England and Wales	Pay day in week ending 10 Mar.	Male and female workers	Increases of 7½ per cent. on weekly earnings for male workers and 12½ per cent. for female workers.
Sugar Confectionery and Food Preserving	Great Britain	15 Mar.	Men, youths, boys, women and girls	Increases of 4s. a week in general minimum time rates for male workers 21 years or over and for female workers 19 years or over engaged in certain specified occupations, of 4s. for female workers 19 years or over in other occupations, and of 1s. 6d., 2s. or 3s., according to age and occupation, for younger workers; increase of 5s. a week in piecework basis time rates for male and female workers. Rates after change: general minimum time rates—male workers 21 years or over and female workers 19 years or over engaged in certain specified occupations 100s. a week, juveniles 36s. 6d. at under 16 years, rising to 83s. 6d. at 20; other female workers 19 years or over 70s., girls 36s. 6d. at under 16, rising to 67s. at 18; piecework basis time rates 120s. and 84s.‡
Brewing	South Wales	1 Jan.‡	Men, youths, boys, women and girls	Increases of 7s. a week in minimum rates for men 21 years and over, and of 3s. 6d. for women and juveniles. Minimum rates after change include: men in breweries 21 years and over 111s. 6d. a week, transport drivers 121s. 6d. (with trailer attached 1s. a day extra), helpers on lorries 111s. 6d.; female workers in bottling stores, 19 years and over 68s. 6d.
Sawmilling	Manchester District	5 Mar.	Workpeople employed in steam joinery and sawmill shops	Increases of 2½d. an hour for craftsmen and labourers, and of proportional amounts for apprentices and young male labourers; increase of 10s. a week for lorry drivers and mates. Rates after change include: men—woodcutting machinists 3s. 1½d. an hour, power driven crane drivers 2s. 10d., slingers (regularly employed as such) 2s. 8½d., timber yard labourers 2s. 8d.; lorry drivers 126s. a week to 143s. 6d., according to carrying capacity of vehicle, mates 129s. 6d.
Sign Production and Display	Great Britain	5 Mar.	Men, youths and boys	Increases of 2½d. an hour for craftsmen and general display workers, and of proportional amounts for younger workers. Rates after change: production artists, London area (within a 15-mile radius of Charing Cross) 3s. 7½d. an hour, Provinces 3s. 6d., sign, ticket, display and glasswriters 3s. 6d., 3s. 4½d., poster writers 3s. 4½d., 3s. 3d., silk screen printers grade I 3s. 3d., 3s. 1½d., grade II 3s. 1d., 2s. 11½d., carpenters† and painters 3s. 3d., 3s. 1½d., general display workers (unskilled), rates as laid down for labourers in the building trade.
Rubber Manufacture	Great Britain	5 Mar.	Timeworkers	New general minimum time rates fixed, replacing the basic minimum time rates and supplemental time rates hitherto in operation, and resulting in increases of 1½d. an hour for men 21 years or over, of 1d. for women 21 years or over, of ½d. to 1½d., according to age, for youths and boys, and of ½d. to 1d., for girls. General minimum time rates after change: men 21 years or over 2s. 3d. an hour, youths and boys 11½d. at under 16 years, rising to 1s. 10½d. at 20, women 21 years or over 1s. 7½d., girls 9½d. at under 16, rising to 1s. 6½d. at 20.**
			Pieceworkers and workers on systems of payment by results	Minimum aggregate remuneration fixed as follows:—men 21 years or over 2s. 8-375d. an hour, women 21 years or over 1s. 11-125d., youths and boys 1s. 1-69d. at 15 years, rising to 2s. 3-125d. at 20 and under 21, girls 11-19d. to 1s. 9-875d.**

* Including Hinckley, Leicester, Loughborough, Nottingham, Sutton-in-Ashfield, Mansfield and district.

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

‡ All female workers employed on piecework are to receive a "fall back" rate of not less than the appropriate weekly time rate.

§ These increases took effect under Orders issued under the Wages Councils Act. See page 131 of the March issue of this GAZETTE.

¶ These rates were made retrospective to the date shown, and are to be irrevocable until 31 December, 1951.

** Carpenters and joiners receive a tool allowance of 2d. a day.

‡ These increases took effect under an Order issued under the Wages Councils Act. See page 131 of the March issue of this GAZETTE. The minimum rates quoted have been in operation since November, 1950, under an agreement of the Joint Industrial Council for the Rubber Manufacturing Industry.

Principal Changes in Rates of Wages Reported during March—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Papermaking, Papercoating and Board Making (including Handmade Paper)	United Kingdom	Beginning of first full pay period following 20 Feb.	Skilled craftsmen employed on maintenance work	New national minimum rates adopted as follows:—day workers, group 1 mills 3s. 1d. an hour, group II 3s. 0½d., group III 2s. 11½d.; double-day shift workers 3s. 3½d., 3s. 2½d., 3s. 2d.; three-shift workers 3s. 4½d., 3s. 3½d., 3s. 3d.; apprentices 33 per cent. of the craftsmen's rate at 15 years of age, rising to 75 per cent. at 20 years.*
Brush and Broom Manufacture	Great Britain	16 Mar.	Men, youths, boys, women and girls	New general minimum time rates and piecework basis time rates fixed, resulting in increases of varying amounts, according to age, occupation and experience; percentage addition to general minimum piece rates increased from 30 to 35 per cent. Rates after change include: general minimum time rates, males—workers of any age who have completed an apprenticeship of not less than 3 years and workers 19 years and over with not less than 3 years' experience in certain specified occupations 2s. 5½d. an hour, other workers 21 years or over 2s. 3½d. (with addition of ½d. to 2½d. an hour, according to length of experience exceeding six months in specified occupations); females, other than apprentices to pan-setting—pan hands of any age 1s. 6d., 2s. 0½d., or 2s. 5½d., according to class of work, drawing hands (wirebrushes) 1s. 8½d. or 1s. 11½d., workers with not less than 3 years' experience in certain specified occupations 1s. 6d., other workers 20 or over 1s. 5½d. (with addition of ½d. to ¾d. an hour, according to length of experience exceeding six months in specified occupations); piecework basis time rates, males 2s. 7½d. an hour, females 1s. 8d. to 2s. 6d., according to occupation.†
	Northern Ireland	27 Mar.	Men, youths, boys, women and girls	New general minimum time rates and piecework basis time rates fixed, resulting in increases of varying amounts, according to age, occupation and experience; percentage addition to general minimum piece rates increased by 5 per cent. (30 to 35 per cent.). Rates after change include: general minimum time rates—male workers 19 years or over with not less than 3 years' experience in certain specified occupations 2s. 5½d. an hour, 18 and under 19 2s. 1½d., 17 and under 18 1s. 10d., other male workers 21 years or over 2s. 3½d. (with addition of ½d. to 2½d. an hour, according to length of experience exceeding six months in specified occupations); female workers with not less than 3 years' experience in certain specified occupations 1s. 6d., 2s. 0½d., or 2s. 5½d., according to class of work, in certain other specified occupations 1s. 6d., other female workers 20 years or over 1s. 5½d. (with addition of ½d. to ¾d. an hour, according to length of experience exceeding six months in specified occupations); piecework basis time rates—male workers with not less than 3 years' experience in specified occupations 2s. 7½d., 2s. 3½d., or 2s. an hour, according to age, other male workers 21 years or over 2s. 5½d., female workers 1s. 8d., 2s. 1½d. or 2s. 6d., according to occupation.‡
Hair, Bass and Fibre Processing	Great Britain	5 Mar.	Men, youths, boys, women and girls	Increases of 1½d. or 1¼d. an hour, according to occupation, in general minimum time rates for men 21 years or over, of ¾d. for women 18 years or over, of ½d. to 1¼d., according to age and occupation, for youths and boys, and of ½d. or ¾d. for girls; increases of 1½d. or 1¼d. an hour, according to occupation, in piecework basis time rates for male workers, and of 1d. 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. 6½d. an hour, with not less than 3 years' experience in bass dressing or fibre dressing 2s. 5½d., other men 21 years and over 2s. 2½d.; 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. 6d., other women 18 years or over 1s. 4½d.; piecework basis time rates—male workers 2s. 10½d. or 2s. 9d., according to occupation; female workers 1s. 7½d.†
Cinematograph Film Production	United Kingdom	First pay day in Mar.	Technical workers whose normal salaries do not exceed £19 10s. a week, and learners, employed in producing newsreels	Cost-of-living bonus increased by 6d. a week (32s. to 32s. 6d.) at 21 years and over, and by 4d. (21s. 4d. to 21s. 8d.) at under 21.
	Great Britain	do.	Laboratory workers, including technical and clerical workers and certain other workers employed in film printing and processing laboratories	do. do.
Building	England and Wales	5 Mar.	Building operatives	Increases of 2½d. an hour for craftsmen and labourers, and of proportional amounts for apprentices and young male labourers. Rates after change include: inner London (within a 12-mile radius from Charing Cross) and Liverpool (special district) craftsmen 3s. 3d. an hour, labourers 2s. 9½d., outer London (between 12 and 15 miles from Charing Cross) 3s. 2½d., 2s. 9d.; Grade A districts 3s. 1½d., 2s. 8d., Grade A1 3s. 1d., 2s. 7½d., Grade A2 3s. 0½d., 2s. 7d., Grade A3 3s., 2s. 6½d.
	Scotland	do.	do.	Increases of 2½d. an hour for craftsmen, labourers and women, and of proportional amounts for apprentices. Rates after change include: men—craftsmen 3s. 1½d. an hour, labourers 2s. 8d.; women employed on craft operations 2s. 8d., on labouring 2s. 4½d.
	London	do.	Road haulage workers employed in the building industry	Increase of 10s. a week. Rates after change: motor drivers 129s. 6d. to 148s. 6d. a week, according to carrying capacity of vehicle, tractor drivers (steam and I.C.) 147s. 6d., mates and statutory attendants 18 years and over 134s. 6d., drivers of mechanical vehicles with trailers 6d. a day more; carmen—one-horse, 131s. 6d., two-horse 135s. 6d., assistant horse-keepers and stablemen 131s. 6d.
	England and Wales	do.	do.	Increase of 10s. a week. Rates after change: motor drivers Grade 1 districts 126s. to 143s. 6d. a week, according to carrying capacity of vehicle, Grade 2 districts 121s. 6d. to 138s. 6d.; mates and statutory attendants 18 years and over 129s. 6d., 124s. 6d.
	Great Britain	do.	Firebrick bricklayers and labourers employed by refractory users (other than those in the employ of the Gas Council and Area Gas Boards)	Increases of 2½d. an hour for adults, and of proportional amounts for apprentices and young male labourers.
Civil Engineering Contracting	Great Britain	do.	Men, youths and boys (except watchmen)	Increases of 2½d. an hour for adult workers, and of proportional amounts for younger workers; new plus rates adopted for drivers of self-propelled mobile crane on road wheels or caterpillar tracks as follows:—capacity over 30 cwt. and up to and including 2 tons, navvies' and labourers' rate plus 3d., over 2 tons and up to and including 5 tons, plus 4d., over 5 tons, plus 5d.; increase of 1½d. an hour (4d. to 5½d.) in the plus rate for timbermen when a special degree of skill is required. Rates after change for navvies and labourers: London area super-grade 2s. 9½d. an hour, Class I districts 2s. 8d., Class IA 2s. 7½d., Class II 2s. 7d., Class IIA 2s. 6½d.
	do.	do.	Watchmen	Increase of 1s. 3d. a shift. Rates after change: London super-grade 17s. 3d. a shift (day or night), Classes I and IA 16s., Classes II and IIA 15s. 6d.
Building and Civil Engineering Contracting	Northern Ireland	Beginning of pay period in week commencing 5 Mar.	Craftsmen and labourers employed in the building industry and similar classes employed by civil engineering contractors	Increases of 2½d. an hour for adults, and of proportional amounts for apprentices. Rates after change: craftsmen** 3s. to 3s. 2½d. an hour, according to district, labourers 2s. 3½d. to 2s. 6½d.

* These rates replace those previously in operation for the Southern, Northern and Scottish Sections. See also under "Changes in Hours of Labour".

† These increases took effect under Orders issued under the Wages Councils Act. See page 131 of the March issue of this GAZETTE.

‡ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 174.

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

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

¶ A tool allowance of 2d. a day is paid to carpenters, joiners and plumbers, and to banker masons and mason fixers while manually working or fixing dressed stone with their own tools.

** A tool allowance of 2d. a day is paid to joiners.

Principal Changes in Rates of Wages Reported during March—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Glazing	England and Wales and Northern Ireland (certain districts)	5 Mar.	Glaziers and wall liners	Increase of 2½d. an hour in standard rates of wages. Rates after change: London area (within 12-miles from Charing Cross) and Liverpool area 3s. 3d. an hour; South Eastern area (from 12 to 30 miles from Charing Cross) 3s. 2½d.; South Eastern area (from 30 to 45 miles from Charing Cross, except Aldershot and Guildford), Belfast, Manchester, Midlands, North Eastern, West of England, South Wales and Yorkshire areas and Portsmouth 3s. 1½d.; Bournemouth, Poole, Christchurch, Wimborne, Romsey and Winchester 3s. 1d.; Andover, Basingstoke, Isle of Wight, Aldershot and Guildford 3s. 0½d.
Asphalt Manufacture and Laying	Great Britain	do.	Men, youths and boys	Increases of 2½d. an hour for adults, and of proportional amounts for apprentices. Rates after change include: layers—charge hands, London area and Liverpool (Mersey district) 3s. 9d. an hour, Provincial areas 3s. 7½d., spreaders 3s. 4d., 3s. 2½d., mixermen 3s. 0½d., 2s. 11½d., potmen 2s. 11½d., 2s. 10½d.; manufacturing workers 2s. 10½d., 2s. 9d., classified labourers 2s. 10d., 2s. 8½d.
Demolition Contracting	do.	do.	Men, youths and boys	Increases of 2½d. an hour for men and youths 18 years and over, and of proportional amounts for younger workers. Rates after change for labourers: London district (within 12-mile radius) and Liverpool (Mersey and district) 2s. 9½d. an hour, London district (from 12 to 15-mile radius) 2s. 9d., Grade A districts 2s. 8d., Grade A1 2s. 7½d., Grade A2 2s. 7d., Grade A3 2s. 6½d.*
Electricity Supply	Northern Ireland	Beginning of first full pay period commencing on or after 12 Mar.	Manual workers employed in electricity undertakings	Increase of 1½d. an hour in Schedule A rates. Rates after change include: electrical and mechanical fitters 3s. 0½d. an hour, labourers 2s. 6½d.
Merchant Navy	United Kingdom	1 Mar.	Deck and engine room ratings	Increases of £2 a month (£6 for trimmers with less than 6 months' sea service) for ratings on monthly rates of pay, and of 9s. 4d. a week (20s. 5d. for trimmers with less than 6 months' sea service) for those on weekly rates. National standard rates after change include: monthly rates with free food in addition—able seamen £22, boatswains £25 to £30, carpenters £27 to £32, firemen (6 months' sea service or over) £22 10s., greasers £23, ordinary seamen (12 to 24 months' sea service) £14 10s. (not less than 24 months' sea service) £17, trimmers (less than 6 months' sea service) £20, (6 months' sea service or over) £22; weekly rates, men finding own food—able seamen and firemen 12s. 4d., boatswains and carpenters 129s. 6d., ordinary seamen 95s. 8d., trimmers (less than 6 months' sea service) 102s. 8d. (6 months' sea service and over) 119s. 7d. The above rates are subject to the addition of efficient service pay of £1 to £4 a month, or 4s. 8d. to 18s. 8d. a week, for continuous service and satisfactory conduct in a grade not below able seaman or trimmer with at least 6 months' sea service.
			Catering department ratings	Increases of £4 a month for chief stewards and of £2 or £3, according to rank or occupation, for other ratings on monthly rates, and of 9s. 4d. a week for certain ratings on weekly rates.
Inland Waterways	Great Britain	First full pay week in Feb.†	Maintenance workers, warehouse workers and lock keepers (not working irregular hours)	Increases in minimum rates of 5s. a week for workers whose weekly rate is 107s. or less in London or 102s. or less in the Provinces, and of 7s. 6d. for those whose weekly rate is more than 107s. in London or 102s. in the Provinces. Minimum rates after change: London 108s. 6d. a week, Provinces 103s. 6d.
Coal Distribution	Southern Region (except Dorsetshire)	29 Jan.	Transport workers 21 years and over	Increase of 7s. a week in minimum rates. Minimum rates after change: drivers of vehicles with a carrying capacity of 1 ton or less, Group A areas 106s. a week, Group B areas 102s., of over 1 ton and up to and including 5 tons 109s., 105s., mates, bagfillers, loaders and horse carters 105s., 101s.; leading hands to receive 5s. a week above bagfillers' and loaders' rates.
	South-Eastern Region	First full pay period following 3 Feb.	Transport workers 21 years and over	Increase of 7s. a week in minimum rates. Minimum rates after change: drivers of mechanically propelled vehicles with a carrying capacity of up to and including 2 tons, Grade 1 areas 105s. a week, Grade 2 areas 101s., over 2 tons and up to and including 5 tons 109s., 105s., over 5 and up to and including 8 tons 113s., 109s., over 8 and up to and including 12 tons 117s., 113s., over 12 tons 121s., 117s., lorry mates, coal yard workers, coal porters and horse carmen 105s., 101s.
	South-Western Region	Pay week containing 29 Jan.	Transport workers	Increases of 7s. a week for men 21 years and over, and of 3s. to 6s., according to age, for youths and boys. Minimum rates after change include: drivers of mechanically propelled vehicles of up to and including 3 tons carrying capacity, X areas 106s. a week, Y areas 102s. 6d., Z areas 98s. 6d., over 3 tons and up to and including 6 tons 112s. 6d., 108s. 6d., 104s., over 6 tons 114s. 6d., 110s. 6d., 106s. 6d., horse carters 104s. 6d., 98s. 6d., 96s. 6d., yard men and other manual workers 102s. 6d., 96s. 6d., 94s. 6d.
	North Midland Region	First pay day following 5 Feb.	Motor roundsmen and other manual workers	Increase of 7s. a week in minimum rates. Minimum rates after change: motor roundsmen, Grade I areas 112s. a week, Grade II areas 106s. 6d., horsemen, yard men, bagfillers and mates 105s., 101s.
	Northern Region	First pay day in week commencing 5 Feb.	Transport workers, etc.	Increases of 7s. and, in some cases, 13s. a week for motor drivers of vehicles with a carrying capacity of over 1 ton, of 13s. for horsemen, and of 4s. to 16s., according to age and area, for other workers; new weekly rates adopted for motor drivers of vehicles with a carrying capacity of 1 ton or less. Rates after change: motor drivers of vehicles with a carrying capacity of over 2 tons and up to and including 5 tons 109s., 105s., of over 5 tons 113s., 109s.; carriers-off, mates, fillers, loaders, yardmen and dropmen 21 years and over, Grade 1 areas 105s., Grade 2 areas 101s.; coal bag salesmen to receive 4s. a week above minimum rates.
	Lancashire and Cheshire (including part of Derbyshire)	First pay day in Feb.	Transport and other workers	Increases in minimum rates of 7s. a week for men 21 years and over, and of 3s. 6d. to 6s., according to age, for youths and boys. Minimum rates after change include: one-horse carters, Grades 1 and 2 areas 104s. a week, drivers, 21 years and over, of mechanical vehicles with a carrying capacity of up to and including 2 tons, Grade 1 areas 108s., Grade 2 areas 104s., of over 2 tons and up to and including 5 tons 109s., 105s., of over 5 tons 113s., 109s.; carriers-off, mates, fillers, loaders, yardmen and dropmen 21 years and over, Grade 1 areas 105s., Grade 2 areas 101s.; coal bag salesmen to receive 4s. a week above minimum rates.
Petroleum Distribution	United Kingdom	Pay week beginning 29 Mar.	Workpeople employed in the distribution, handling and storage of petroleum products, except those employed at refineries:— Men and youths Women and girls	Increases in minimum rates of 5s. a week for men, and of 2s. 6d. to 3s. 3d., according to age, for youths. Minimum rates after change include: drivers of vehicles of over 1,500 gallons carrying capacity, London 135s. a week, other areas 128s. 3d. (regular drivers of vehicles of over 2,500 gallons to receive 3s. a week above these rates), of 1,500 gallons capacity and under 127s. 6d., 122s. 9d.; certain skilled categories (coach builders, motor fitters, turners, electricians, installation mechanics, etc.), London 138s. 3d. a week, other areas 133s. 6d., labourers 114s. 9d., 110s. Increases in minimum rates of 1d. an hour for women, and of ½d. or ¾d., according to age, for girls. Minimum rates after change include: can repairers, London 2s. 3½d. an hour, other areas, 2s. 2½d., package operative 2s. 3½d., 2s. 1½d., labourers 2s. 1½d. or 2s. 0½d., 2s. 0½d. or 1s. 11½d., stores assistants 2s. 0½d., 1s. 11½d.

* The grading of districts is in accordance with that for the building industry.

† New standard rates have also been agreed for navigating, engineer and radio officers and refrigerator engineers, etc.

** These increases were agreed in March with retrospective effect to the date shown.

Principal Changes in Rates of Wages Reported during March—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Retail Pharmacy	England and Wales	2 Mar.	Managers, managers, pharmacists and unqualified assistants	New minimum rates adopted for a 46-hour week, as follows: qualified shop managers—where average weekly sales do not exceed £100 a week, London area 210s. a week, Provincial A areas 205s., Provincial B areas 200s., for each additional turnover of £10 weekly up to a maximum of £600, 2s. is added to the above rate; qualified shop managers receive 10s. a week less than managers at all points in the scales; pharmacists—males, London, first year after qualifying 165s., second year 175s., third year 185s., Provincial A areas 160s., 170s., 180s., Provincial B areas 155s., 165s., 175s.; females, London 160s., 170s., 180s., Provincial A 155s., 165s., 175s., Provincial B 150s., 160s., 170s.; unqualified assistants (with not less than three years' continuous experience in pharmacy and engaged wholly or mainly in dispensing)—males, London 100s. at 20 rising to 140s. at 24, A 95s. to 135s., B 90s. to 130s.; females, London 90s. to 130s., A 85s. to 125s., B 80s. to 120s. (female assistants with Apothecaries Hall Certificate to receive 5s. less than the unqualified male assistant rate).
Hospitals and Allied Institutions	Great Britain	Beginning of first full pay period following 1 Feb.*	Domestic and similar grades of staff	Increases of 8s. a week in the minimum basic rates for men in the lowest grade and of 6s. for women, with consequential adjustments in the rates for other grades of workers. Basic rates after change for adult workers in the lowest grade: London, men 114s. a week of 48 hours, women 88s., urban zone 108s., 81s., rural zone 105s., 80s.
Entertainments	Great Britain (certain theatres)†	5 Mar.	Workpeople employed in theatres and music halls in— London suburbs Provincial districts in England and Wales Scotland	Increases in minimum rates of 7s. 6d. to 12s. 6d. a week, according to occupation, for male workers, and of 3s. or 5s. for full-time female workers. Minimum rates after change include: heads of departments 137s. 6d. a week, stage daymen 104s., front of house daymen, chief bill inspectors, firemen, cellarmen 101s. 6d., hall keepers 98s., box office chiefs 95s., assistants 71s. 6d., refreshment managers 93s., managers 88s., head cleaners 54s. 6d., cleaners 49s. 6d., casual labour 2s. 2d. an hour.† Increases in minimum rates of 6s. 6d. to 10s. a week, according to occupation and grade of theatre, for male workers, and of 2s. 6d. to 5s. for full-time female workers. Minimum rates after change include: stage managers, chief electricians Class A and B theatres 137s. 6d. a week, Class C 126s., Class D 116s., head cellarmen Class A theatres only 110s., stage daymen Class A 100s., Class B 99s., Class C 93s. 6d., Class D 88s., front of house daymen 97s. 6d., 96s. 6d., 91s., 85s. 6d., cellarmen and bill inspectors Class A only 97s. 6d., box office chiefs Class A 89s., Class B 77s. 6d., Class C 71s. 6d., Class D 66s. 6d., assistants 67s. 6d., 75s. (full-time), 69s. (full-time), 64s. (full-time), head cleaners Class A and B 56s. 6d., Class C 54s., Class D 51s., cleaners 51s. 6d., 49s., 46s., other adult females (full-time) Class B 75s., Class C 69s., Class D 64s., casual labour Class A 2s. 2d. an hour, Class B, C and D 2s.‡ Increases in minimum rates of 10s. or 7s. 6d. a week, according to occupation, for male workers 21 years and over and of 5s. or 3s. for female workers. Minimum rates after change include: stage managers, chief electricians Grade AA theatres 138s. 6d., Grade A 137s. 6d., head cellarmen 108s. 6d., 107s. 6d., bill inspectors 105s., 102s. 6d., assistant electricians 21 and over and stage daymen 104s., 102s. 6d., front of house daymen, billmen, civilian firemen and cellarmen 101s. 6d., 100s., box office chiefs 90s., assistants Grade AA 67s. 6d., Grade A 66s. 6d., head cleaners 57s. 6d., cleaners 52s. 6d., casual labour 2s. 2d. an hour.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING MARCH

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Papermaking, Papercoating and Board Making	Northern Counties of England	Beginning of first full pay period following 20 Feb.	Skilled craftsmen employed on maintenance work	Normal weekly working hours for dayworkers increased from 47 to 48, following the adoption of a national agreement.§
Entertainments	England and Wales (certain theatres)†	5 Mar.	Workpeople employed in theatres and music halls	Normal weekly working hours reduced from 52 to 48.§

* These increases were awarded in March with retrospective effect to the date shown.

† The theatres concerned are those scheduled in the agreement between the Theatrical Managers' Association Ltd. and the National Association of Theatrical and Kine Employees.

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

§ See also under "Changes in Rates of Wages."

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 shown in the next column.

Date (end of month)	Men	Women	Juveniles	All Workers
1947				
June	100	100	100	100
December	101	101	102	101
1948				
June	105	107	108	106
December	107	109	110	107
1949				
June	108	111	112	109
December	109	112	113	109
1950				
March	109	113	114	110
June	109	113	114	110
September	110	114	114	110
December	113	116	118	114
1951				
January	115	118	119	115
February	115	118	120	116
March	116	119	121	117

Industrial Disputes

DISPUTES IN MARCH

The number of stoppages of work* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in March, was 130. In addition, 20 stoppages which began before March were still in progress at the beginning of that month. The approximate number of workers involved, during March, in these 150 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at nearly 35,000. The aggregate number of working days lost at the establishments concerned, during March, was about 143,000.

The following Table gives an analysis, by groups of industries, of stoppages of work in March 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	5	84	89	7,900	15,000
Vehicles	2	5	7	4,700	45,000
Gas, Electricity and Water	1	—	1	1,900	33,000
Transport, etc.	1	9	10	11,400	16,000
All remaining industries and services	11	32	43	9,000	34,000
Total, March, 1951	20	130	150	34,900	143,000
Total, February, 1951	20	123	143	57,200	339,000
Total, March, 1950	24	154	178	30,500	127,000

Of the total of 143,000 days lost in March, 65,000 were lost by 16,900 workers involved in stoppages which began in that month. Of these workers, 13,100 were directly involved and 3,800 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 March also included 78,000 days lost by 18,000 workers through stoppages which had continued from the previous month.

Duration

Of 134 stoppages of work, owing to disputes, which ended during March, 56, directly involving 4,500 workers, lasted not more than one day; 31, directly involving 2,100 workers, lasted two days; 6, directly involving 900 workers, lasted three days; 21, directly involving 5,000 workers, lasted four to six days; and 20, directly involving 6,100 workers, lasted over six days.

Causes

Of the 130 disputes leading to stoppages of work which began in March, 11, directly involving 2,200 workers, arose out of demands for advances in wages, and 49, directly involving 3,500 workers, on other wage questions; 3, directly involving 100 workers, on questions as to working hours; 19, directly involving 3,500

workers, on questions respecting the employment of particular classes or persons; 47, directly involving 3,600 workers, on other questions respecting working arrangements; and one, directly involving 200 workers, on a question of trade union principle.

DISPUTES IN THE FIRST THREE MONTHS OF 1951 AND 1950

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 three months of 1951 and 1950:—

Industry Group	January to March, 1951			January to March, 1950		
	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Agriculture, Forestry, Fishing	—	—	—	2	3,200	39,000
Coal Mining	223	20,900	47,000	242	30,000	66,000
Other Mining and Quarrying	2	100	‡	—	—	—
Treatment of Non-ferrous Metals	3	300	1,000	1	100	1,000
Chemicals and Allied Trades	—	—	—	2	1,000	6,000
Metal Manufacturing	9	1,000	3,000	13	4,600	33,000
Shipbuilding and Ship Repairing	24	1,900	15,000	15	1,800	9,000
Engineering	21	8,600	31,000	18	3,000	14,000
Vehicles	19	9,100	135,000	16	10,500	55,000
Other Metal Industries	6	600	4,000	7	600	1,000
Textiles	3	1,300	4,000	4	300	‡
Leather, etc.	—	—	—	1	100	1,000
Clothing	1	600	‡	1	‡	‡
Food, Drink and Tobacco	2	1,800	5,000	2	200	1,000
Manufactures of Wood and Cork	2	600	3,000	8	900	6,000
Paper and Printing	1	‡	‡	3	200	‡
Other Manufacturing Industries	1	300	‡	1	100	‡
Building and Contracting	32	7,200	34,000	24	1,400	8,000
Gas, Electricity and Water	1	1,900	36,000	2	900	11,000
Transport, etc.	24	38,600	240,000	19	6,400	24,000
Distributive Trades	4	600	1,000	6	1,300	2,000
Other Services	6	600	1,000	5	400	6,000
Total	384	96,000	560,000	392	67,000	283,000

The number of days lost in the period January to March through stoppages which began in that period was 553,000, the number of workers involved in such stoppages being 95,700. In addition, 7,000 days were lost at the beginning of 1951 by 300 workers through stoppages which had begun towards the end of the previous year.

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING MARCH

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly§	Began	Ended		
AIRCRAFT:— Aircraft workers—Belfast (one firm)	2,050	—	22 Jan.	16 Mar.	In protest against the dismissal of a number of shop stewards for alleged breaches of factory discipline	Work resumed in accordance with the terms of settlement reached at a Court of Inquiry set up by the Minister of Labour and National Insurance for Northern Ireland.
MOTOR VEHICLE MANUFACTURE:— Body makers, trimmers, finishers, etc. and other workers employed in motor car manufacture—Coventry (one firm)	350	1,000	1 Mar.	13 Apr.	Alleged victimisation of two shop stewards who had been served with redundancy notices, and demand that they should be reinstated in their former employment	Work resumed to permit of the holding of a works conference to consider a mutually acceptable redundancy procedure.
ELECTRICITY SUPPLY:— Electricians and mates employed by the London, Eastern, South-Eastern and Southern Electricity Boards on contracting work	2,160	—	13 Feb.	16 Apr.	Objection to the employment of a member of the Transport and General Workers' Union as electrician's mate and demand that the worker transfer his membership to the Electrical Trades Union	Work resumed pending the findings of a Court of Inquiry set up by the Minister of Labour and National Service.
DOCKS:— Dock workers—London	9,440	—	16 Mar.¶	16 Mar.	In protest against the arrest and prosecution of a number of men accused of conspiring to incite dockers to join an illegal strike. (See page 126 of the March, 1951, issue of the GAZETTE)	Work resumed.¶

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

† Less than 50. ‡ Less than 500.

§ Thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes.

|| Only a small number of men employed by the London Electricity Board were involved at first, but by the end of February the total had risen to about 1,000. The stoppage spread during March to the Eastern and South-Eastern Boards' employees, and in April to those of the Southern Board.

¶ There were further stoppages in London and Birkenhead in April.

U.K. Index of Retail Prices

FIGURES FOR 13th MARCH, 1951

At 13th March the retail prices index was 119 (prices at 17th June, 1947 = 100), compared with 118 at 13th February and with 113 at 14th March, 1950. The rise in the index during the month under review was mainly due to higher prices of clothing, increases in the prices of some articles of food, and higher prices of blankets and other household articles.

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 13th March, 1951, 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 13th MARCH, 1951	WEIGHT
I. Food	128 (128.0)	348
II. Rent and rates	101 (101.5)	88
III. Clothing	131 (130.9)	97
IV. Fuel and light	126 (126.3)	65
V. Household durable goods	126 (126.1)	71
VI. Miscellaneous goods	120 (119.7)	35
VII. Services	114 (114.4)	79
VIII. Drink and tobacco	104 (104.3)	217
All items	119 (119.2)	1,000

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

Food

Between 13th February and 13th March there were small increases in the average prices of potatoes, apples, green vegetables and rabbits, but reductions in the average prices of tomatoes and oranges. Prices of fish were, on the whole, slightly lower, but there was a small rise in the average price for cod. The net effect of these changes was a rise of about one-half of 1 per cent. in the average level of food prices, and the index figure, expressed to the nearest whole number, was 128 at 13th March, compared with 127 at 13th February.

Clothing

During the month under review increases were reported in the prices of most of the items included in the clothing group. The largest increases were those for knitting wool and other clothing materials, some kinds of underwear, particularly men's socks and boys' hose, boys' jerseys, men's raincoats, women's overalls and most kinds of footwear. For the clothing group as a whole the average level of prices rose by about 2 per cent. and the index figure, expressed to the nearest whole number, was 131 at 13th March, compared with 128 at 13th February.

Fuel and Light

In the fuel and light group the principal change was a further rise in the average level of prices for coal and coke on account of the delayed application in some areas of the recent increases. There was also a small increase in the average price of candles. For the fuel and light group as a whole, the rise in the average level of prices was about one-half of 1 per cent., but, expressed to the nearest whole number, the index figure at 13th March was 126, the same figure as at 13th February.

Household Durable Goods

In the group covering household durable goods the principal change was a further substantial rise in the average price of blankets. There were also increases in the average prices of many other articles including sheets, curtain material, towels, carpets and rugs. For the household durable goods group as a whole there was a rise of about 1½ per cent. in the average level of prices and, expressed to the nearest whole number, the index figure at 13th March was 126, compared with 124 at 13th February.

* 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.

Miscellaneous Goods

In the group covering miscellaneous goods the principal changes were increases in the average price of writing paper and in the prices of some newspapers. There were small increases in the average prices of some polishes, cleaning powder and household soap. For the group as a whole the average level of prices rose by rather more than 2 per cent., and the index figure at 13th March, expressed to the nearest whole number, was 120, compared with 117 at 13th February.

Services

In the group covering miscellaneous services there were increases in the charges for boot and shoe repairs, dry cleaning, laundry, hairdressing and some other services. In a few areas there were increases in bus or tram fares. In the services group as a whole the average level of charges rose by about one-half of 1 per cent., but, expressed to the nearest whole number, there was no change in the index figure, which remained at 114 at 13th March.

Other Groups

In the two remaining groups, covering rent and rates and drink and tobacco, respectively, there was little change in the average level of prices during the month under review, the only significant changes being increases in the average prices of whisky. The index figures for these groups, expressed to the nearest whole number, were 101 and 104, respectively, each of these figures being the same as at a month earlier.

FIGURES FOR 1947-51

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

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
All items												
1947	—	—	—	—	—	100	101	100	101	101	103	104
1948	104	106	106	108	108	110	108	108	108	108	109	109
1949	109	109	109	109	111	111	111	112	112	112	113	113
1950	113	113	113	114	114	114	114	113	114	115	116	116
1951	117	118	119	—	—	—	—	—	—	—	—	—
Food												
1947	—	—	—	—	—	100	101	99	100	101	103	103
1948	104	108	109	109	108	113	108	107	107	108	108	108
1949	108	109	108	108	114	115	116	116	117	119	119	120
1950	120	121	121	122	125	123	122	121	122	125	125	125
1951	127	127	128	—	—	—	—	—	—	—	—	—

A full description of the method of construction and calculation of the index, "Interim Index of Retail Prices: Method of Construction and Calculation," is obtainable, price 6d. net (7d. post free), from H.M. Stationery Office, at the addresses shown on page 177 of this GAZETTE.

Retail Prices Overseas

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

Country	Base of Index* and Month for which Index Figure is given	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with	
			Month before	Year before
European Countries				
Belgium	1936-38 = 100			
All items*	Jan., 1951	389	+ 5	+ 16
Food		365	+ 6	+ 12
France (Paris)	1938 = 100			
Food	Dec., 1950	2,078	+23	+141
Germany (British and United States Zones)				
All items	1938 = 100			
Food	Jan., 1951	154	+ 3	Nil
Irish Republic	Mid-Aug., 1947 = 100			
All items*	Mid-Feb., 1951	103	+ 1†	+ 3
Food		98	Nil†	Nil
Luxembourg	1st Jan., 1948 = 100			
All items*	Dec., 1950	114.88	+ 0.12	+ 4.05
Food		123	Nil	+ 2
Sweden	1935 = 100			
All items	Dec., 1950	177‡	+ 5†	+ 7
Food		189	+ 3†	+ 7
Other Countries				
Canada	1935-39 = 100			
All items	Jan., 1951 (beginning)	172.5	+ 1.4	+ 11.5
Food		220.2	+ 1.4	+ 20.8
Rhodesia, Southern	Aug., 1939 = 100			
All items	Jan., 1951	168	Nil	+ 6
Food		206	+ 1	+ 14
South Africa, Union (9 urban areas)	1938 = 100			
All items	Nov., 1950	162.5	+ 0.5	+ 8.9
Food		172.8	+ 0.6	+ 11.7
United States	1935-39 = 100§			
All items	Jan., 1951 (middle)	181.5	+ 2.7	+ 13.3
Food		221.9	+ 5.6	+ 25.9

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

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

‡ Miscellaneous items include direct taxation. If direct taxation is excluded, the figure was 171, an increase of 3 points compared with the previous quarter, and of 5 points compared with December, 1949.

§ As from January, 1950, the index figures incorporate certain adjustments.



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Court were of the opinion that vacancies for electric welders should be filled in the first place by giving welders whose services had been dispensed with owing to redundancy an opportunity of re-instatement, and that vacancies which could not be filled from this source should be filled as to one-half by upgrading within the railway service and as to the other half by recruitment from welders outside the railway service. The Court awarded accordingly.

Award No. 2306 (28th March).—*Parties*: The National Union of Railwaymen and United Society of Boilermakers and Iron and Steel Shipbuilders; and the Railway Executive. *Claim*: For the settlement of a difference regarding the employment of stayers at Stratford Locomotive Works. *Award*: The Court awarded that the employment of stayers at Stratford Locomotive Works should continue to be dealt with in accordance with the terms of the agreement of January, 1925, set out in the Award.

Award No. 2307 (28th March).—*Parties*: The National Union of Railwaymen and United Society of Boilermakers and Iron and Steel Shipbuilders; and the Railway Executive. *Claim*: For the settlement of a difference which had arisen regarding the employment of holders-up at Stratford Locomotive Works. *Award*: The Court were of the opinion that the practice which had operated for many years at Stratford Locomotive Works of upgrading men for positions of holder-up on boiler work should continue except that holders-up whose services had been dispensed with owing to redundancy should be re-instated as and when vacancies for holders-up occurred before other men were upgraded. The Court awarded accordingly.

Award No. 2308 (28th March).—*Parties*: The National Union of Railwaymen and United Society of Boilermakers and Iron and Steel Shipbuilders; and the Railway Executive. *Claim*: For the settlement of a difference which had arisen regarding the proposed introduction of pneumatic tools for use by tuber-stayers at Stratford Motive Power Depot, Eastern Region, British Railways. *Award*: The Court awarded that at Stratford Motive Power Depot specified operations should normally be performed by tuber-stayers using pneumatic tools. The award was not, however, to preclude the management from utilising boilermiths on this work exceptionally when it was convenient or economic to do so.

Single Arbitrators and ad hoc Boards of Arbitration

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

Wages Councils Acts, 1945-1948

Notices of Proposal

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

Hat, Cap and Millinery Wages Council (England and Wales).—Proposal H.M. (41), dated 6th March, for fixing revised general minimum time rates and piece work basis time rates for male and female workers.

Shirtmaking Wages Council (Great Britain).—Proposal S. (38), dated 6th March, for fixing revised general minimum time rates and piece work basis time rates for male and female workers.

Retail Bespoke Tailoring Wages Council (Scotland).—Proposal R.B.S. (33), dated 13th March, for revised provisions for the allowance of holidays and payment of holiday remuneration.

Retail Bespoke Tailoring Wages Council (Scotland).—Proposal R.B.S. (32), dated 13th March, for fixing revised general minimum time rates and piece work basis time rates for male and female workers.

Dressmaking and Women's Light Clothing Wages Council (England and Wales).—Proposal W.D. (54), dated 16th March, for fixing revised general minimum time rates for male and female workers.

Retail Food Trades Wages Council (Scotland).—Proposal R.F.C.S. (7), dated 16th March, for fixing revised statutory minimum remuneration.

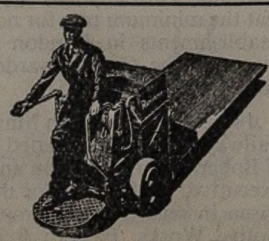
Corset Wages Council.—Proposal K. (33), dated 20th March, for fixing revised general minimum time rates and piece work basis time rates for male and female workers.

Retail Food Trades Wages Council (Scotland).—Proposal R.F.C.S. (8), dated 22nd March, to provide for the payment of weekly sick pay for certain specified periods.

Coffin Furniture and Cerement-making Wages Council (Great Britain).—Proposal U. (51), dated 22nd March, for fixing revised general minimum time rates and piece work basis time rates for male and female workers.

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Cutlery Wages Council (Great Britain).—Proposal C.T. (48), dated 30th March, for revising general minimum time rates and piece work basis time rates for male and female workers, and for amending the Order relating to holidays and holiday remuneration.

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

Wages Regulation Orders

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

The Flax and Hemp Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1951: S.I. 1951 No. 341 (F.H. (68)), dated 1st March and effective from 16th March. This Order prescribes revised general minimum time rates for male and female workers.—See page 164.

The Made-up Textiles Wages Council (Great Britain) Wages Regulation Order, 1951: S.I. 1951 No. 488, dated 21st March and effective from 9th April. This Order prescribes revised general minimum time rates for male and female workers.

The Hollow-ware Wages Council (Great Britain) Wages Regulation Order, 1951: S.I. 1951 No. 501, dated 21st March and effective from 9th April. This Order prescribes revised general minimum time rates and minimum overtime rates for male and female workers.

The Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation Order, 1951: S.I. 1951 No. 517, dated 27th March and effective from 16th April. This Order prescribes revised general minimum time rates and piece work basis time rates for male and female workers.

The Sack and Bag Wages Council (Great Britain) Wages Regulation (No. 2) Order, 1951: S.I. 1951 No. 518, dated 27th March and effective from 16th April. This Order prescribes revised general minimum time rates for male and female workers and revised piece work basis time rates for female workers.

The Ready-made and Wholesale Bespoke Tailoring Wages Council (Great Britain) Wages Regulation Order, 1951: S.I. 1951 No. 526, dated 28th March and effective from 16th April. This Order prescribes revised general minimum time rates and piece work basis time rates for male and female workers.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposal

During March notices of intention to submit to the Ministry of Labour and National Insurance wages regulation proposals were issued by the following Wages Councils:—

Ready-made and Wholesale Bespoke Tailoring Wages Council (Northern Ireland).—Proposal N.I.T.R.W. (N.35), dated 9th March, relating to the fixing of revised general minimum time rates and piece work basis time rates for male and female workers.

Sugar Confectionery and Food Preserving Wages Council (Northern Ireland).—Proposal N.I.F. (N.36), dated 16th March, relating to the fixing of revised general minimum time rates and piece work basis time rates for male and female workers.

Shirtmaking Wages Council (Northern Ireland).—Proposal N.I.S. (N.41), dated 23rd March, relating to the fixing of revised general minimum time rates, piece work basis time rates and piece rates for male and female workers.

Baking Wages Council (Northern Ireland).—Proposals N.I.Bk. (N.136) and N.I.Bk. (N.137), dated 30th March, relating to the fixing of revised general minimum time rates and overtime rates for certain male and female workers.

Proposal N.I.Bk. (N.138), dated 30th March, relating to the fixing of revised general minimum time rates and overtime rates for transport workers.

Further information concerning 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 March the Ministry of Labour and National Insurance made the following Wages Regulation Orders* giving effect to the proposals made by the Wages Councils concerned:—

The Brush and Broom Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1951 (N.I.B.B. (N.60)) dated 16th March, and effective from 27th March. This Order prescribes increases in general minimum time rates, piece work basis time rates and general minimum piece rates for male and female workers.—See page 166.

The Laundry Wages Council (Northern Ireland) Wages Regulation (Holidays) (Amendment) Order, 1951 (N.I.L. (N.42)), dated 21st March, and effective from 2nd April. This Order contains certain new provisions dealing with annual holidays.

The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1951 (N.I.H.G. (N.106)), dated 28th March, and effective from 4th April. This Order prescribes increases in general minimum time rates and piece work basis time rates for male workers.

* See footnote * in second column on page 177.

Decisions of the Commissioner under the National Insurance Acts

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

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

Appeals to the Commissioner under the Industrial Injuries Acts may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the Fourth Schedule to the 1946 Act, affected by the decision, or by an association of which the claimant or the deceased was a member or by the claimant himself. No appeal may be made without the leave of the Tribunal or of the Commissioner.

Recent decisions of general interest are set out below.

Decision No. R (I) 11/51 (26th February)

Section 7(I) of National Insurance (Industrial Injuries) Act, 1946: Whether claimant's accident arose out of and in course of his employment: Claimant, lorry driver, was knocked down when returning to his lorry after stopping to help motorist in difficulties with his car and caravan which were obstructing road: Claimant's contract of service did not expressly charge him with duty of helping other road users in distress, but his employers expected him to do so: Commissioner holds that it was reasonably incidental to claimant's employment to assist in emergency which seemed to claimant to jeopardise safety of other vehicles and road users: Accident was therefore an industrial accident: Claim for injury benefit allowed.

"My decision is that the claimant suffered personal injury by accident arising out of and in the course of his employment.

"On 17th August, 1950, the claimant, who is a lorry driver, was injured when he was knocked down by a motor car. He had been proceeding with his lorry on the public highway and in passing a stationary motor car with a caravan attached thereto had been requested by the owner of the car (which was drawn across the road and apparently creating an obstruction) to render him assistance. The claimant pulled his lorry up on the near side of the road some distance in front of the car and caravan and then went back to assist the owner of the other vehicle to get it to the near side of the road. Having rendered this service the claimant returned to his lorry and was in the act of boarding it when a motor car which was approaching him on the other side of the road skidded across the road and struck him, causing him multiple injuries.

"The question to be determined in this appeal, which is brought by the Insurance Officer for guidance, is whether the claimant suffered personal injury caused by accident arising out of and in the course of his employment. The question is to be resolved by considering whether it was reasonably incidental to the work required to be performed by the claimant whilst properly in pursuit of his duties on the road that he should succour and assist another road user who was, or who reasonably appeared to him to be, in distress and therefore in need of assistance.

"There was no express term in his contract of service with his employers that, in the event of any emergency arising whilst he was in the course of his employment, he should render assistance to another person so as to avoid danger to life or limb and it does not appear, had he proceeded on his way and not interrupted the progress of his journey, that his action could have been regarded as a breach of a term of his contract of service: to assist another road user was however regarded with approval by his employers and was something that they expected him to do if the necessity arose, having regard to the recognised behaviour of give and take between all persons using the highway. In this case it was reasonable for the claimant to have assumed that such help as he could give was required in order to avert a possible danger not only to the owner of the other vehicle but also to any vehicles that might be passing by and might well be obstructed in their passage along the road. Similarly, if the claimant had noticed that a man was lying on the road or anywhere in the vicinity and had reason for supposing that such a person was injured or ill and in need of help, it would be reasonable for the claimant as a driver and user of the road to go to the assistance of that person. In either of these emergencies to act in this way would be reasonably incidental to the claimant's employment.

"This case is distinguishable from the case to which Decision C.I.326/50 (reported) refers in that case no emergency had arisen and it could not be said to have been reasonably incidental to the claimant's employment in that case that he should assist some other person who was not in his employer's service to use a jack which the claimant had been requested to take back to his employer; he was not engaged in freeing the jack from the lorry so that he could take it away at once, in which case it might have been incidental to his employment that he should do so. In Decision C.I. 169/49 (not reported) to which my attention has been called there was no question of an emergency and the action of the claimant in that case in assisting to load other lorries not the property of his employers, although not in any way an unreasonable thing to do in that the claimant thought that he would thereby get his own work done more quickly, was not an act which in the circumstances could be said to be incidental to his employment as lorry driver.

* Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on all other questions arising under the Industrial Injuries Acts. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 177.

"In the result I hold that the accident in this case was an industrial accident and I therefore agree with the decision of the Local Appeal Tribunal. I dismiss the appeal of the Insurance Officer."

Decision No. R (I) 12/51 (28th February)

Section 7(I) of National Insurance (Industrial Injuries) Act, 1946: Whether claimant's late husband suffered injury by accident arising out of and in course of his employment: Deceased, who was subject to frequent epileptic fits, was found dead on floor of lavatory on his employer's premises: Evidence pointed to conclusion that, while seated on water closet, he had fit which caused him to fall forward and strike his head on concrete floor: Commissioner decides that since fit was not due to nature of employment there was no causal connection between employment and fall: Deceased's injury was not caused by accident which arose out of and in course of his employment: Claim for industrial death benefit disallowed.

"My decision is that the claimant's late husband did not suffer injury caused by accident arising out of and in the course of his employment.

"The question in this appeal of the claimant is whether the death of her husband was caused by accident arising out of and in the course of his employment. The deceased was employed as a confectioner in the bakery department of a co-operative society. He suffered from frequent epileptic fits as the result of a head injury sustained while he was serving in the Royal Navy, and because of that injury he was invalided out of the Navy and received a war disablement pension. On 28th September, 1950, he was found dead on the floor of a lavatory on the premises of his employer. An inquest was held, and the evidence then taken disclosed that when the deceased was discovered he was lying on the floor face downwards as if he had fallen forward. The floor was concrete. The Coroner found that the deceased had died from cerebral concussion following a fall probably caused by traumatic epilepsy.

"The Local Insurance Officer referred to the Local Appeal Tribunal for their decision the question whether the accident which caused the death of the deceased arose out of and in the course of his employment. The Tribunal after considering the case with great care found that although the accident happened in the course of the deceased's employment it did not arise out of it. Accordingly, they rejected the claim for industrial death benefit.

"The conclusion from the evidence is that the deceased in the course of his employment had occasion to visit the lavatory on his employer's premises and whilst seated on the water closet had an epileptic fit which caused him to fall forward and strike his head against the concrete floor thereby sustaining fatal injuries. The question to be determined is whether the injuries sustained by the deceased were caused by accident arising out of his employment. This question depends upon whether the employment of the deceased had any causal connection with the fall or the injury that he sustained.

"On the facts before me, I am unable to say that either the fall or the resulting injury had any causal connection with the employment of the deceased. There was nothing in the nature of his employment which is shown to have brought on an attack of epilepsy, and on the evidence it appears that the sole cause of the fall was the attack of epilepsy. I have been referred to the case of *Wilson v. Chatterton* (39 B.W.C.C.39) in which a man fell during a fit into a furrow filled with water whilst working as a farm worker in a field and died from asphyxia. In my view, that case is distinguishable from the case to which my decision refers in that in *Wilson's* case whilst the fall was attributable to epilepsy the result of that fall was that the deceased's face was submerged in a furrow half full of water whereby he was asphyxiated. But for the fact that the furrow was half full of water he would not have been asphyxiated. His employment therefore contributed to his death in the sense that it brought him to the place where a fall might and in fact did cause him to be asphyxiated.

"It is true however that in *Wilson's* case the Court declared the decision of the Court of Appeal in *Lander v. British United Shoe Machinery Co. Ltd.* 26 B.W.C.C.411 to be 'bad law'. In *Lander's* case the deceased had an epileptic fit and fell on to the blue brick floor of an urinal in his employer's premises. As a result of the fall his skull was fractured and he died. The facts in *Lander's* case are thus indistinguishable from those in the present case. With great respect to the Court which decided *Wilson's* case it seems to me that to hold in *Lander's* case and the present case that the death was the result of an accident arising out of as well as in the course of the deceased's employment would be to disobey the precept that the language of Section 7 of the National Insurance (Industrial Injuries) Act, 1946, which reproduces (with immaterial modifications) Section 1 of the Workmen's Compensation Act, 1925, must be interpreted in its ordinary popular sense. In *Wilson's* case it was said 'It is only if the accidental injury had no causal connection with the employment at all that it can be said not to arise out of it, though it may occur in the course of it.' In the present case, as in *Lander's* case, the only causal connection between the employment and the accidental injury which can be suggested is that if the floor had been made of a less hard substance or had been padded with some soft material the injury would not have proved fatal. In my opinion however even on the assumption that the fatal injury to the deceased would have been averted if these precautions had been taken it would not be in accordance with the ordinary use of language to hold that an injury caused by an accident which occurs on premises of normal construction and in normal condition arises out of the sufferer's employment merely because the premises had not been put into such a state that if he fell in a fit he would take no serious harm. To provide such a degree of protection would in most cases be impracticable if work was to be carried on. In my opinion where the absence of such protection is the only causal connection between the injury and the employment it cannot be said that the injury is caused by an accident arising out of the employment according to the ordinary and popular meaning of that expression. I am unable to allow the appeal."

Decision No. R(S) 3/51 (13th March)*

Section 24(1) of National Insurance Act, 1946: Whether increase of sickness benefit was payable from 29th November, 1949, to 19th December, 1949, in respect of claimant's wife, and in particular whether she was engaged in gainful occupation from which her weekly earnings exceeded 20s.: Claimant's wife had four boarders, each paying 35s. a week: During week beginning 13th December two of boarders were away for four days: Commissioner, agreeing with detailed estimates of household expenditure submitted by Insurance Officer holds that, in dealing with claims of this type, Statutory Authorities must call for reliable evidence of cost of food supplied to boarders and household expenses involved when boarders are there and when some or all are away: Failing satisfactory evidence, they must make best estimates they can or disallow claim on ground that claimant has not discharged onus of proof: Claim for increase of benefit disallowed from 29th November to 12th December but allowed for week beginning 13th December.

"My decision is that the claim for increase of sickness benefit is disallowed in respect of the period from 29th November to 12th December, 1949, and allowed for the period from 13th to 19th December, 1949, including both dates.

"This was a claim for increase of sickness benefit in respect of the claimant's wife from 29th November to 19th December, 1949. The claim was disallowed by the Insurance Officer on the ground that the claimant's wife was engaged in the gainful occupation of taking boarders from which occupation her weekly earnings exceeded 20s. The Local Tribunal allowed the appeal and benefit was paid accordingly. This appeal was brought by the Insurance Officer to obtain guidance in the event of a further claim. The long delay in giving this decision has been due to my having invited the observations of the Insurance Officer on a suggested method of arriving at an estimate of the cost of a boarder's food which could be used as a *prima facie* figure to be adjusted in each case in the light of the evidence obtained from the claimant or elsewhere. This suggestion has been carefully considered by the Chief Insurance Officer and his advisers and their criticisms have satisfied me that the method suggested should not be adopted.

"In the present case the Local Tribunal stated as their grounds of decision that in view of the number of meals, non-payment of rent during absence, mending and other facilities the profit cannot be more than £1 per week. This is not a satisfactory way of dealing with the claim; the Tribunal should have made an estimate of the expenses attributable to the board and lodging of the boarders and should have required the claimant to furnish the necessary information. In this case there were four boarders so that a weekly profit of more than 5s. a head would have exceeded the limit allowed under Section 24(1). It is improbable that a housewife would undertake the labour and responsibility involved in boarding and lodging four boarders for so small a profit and in such circumstances the Local Tribunal should not allow the increase unless the claimant satisfies them that the profit did not in fact exceed this sum. If in such circumstances the claimant fails to produce sufficient information regarding the expenditure on food and other items to enable the Tribunal to make a reasonable estimate of his wife's profit the claim for the increase should be disallowed.

"The Insurance Officer states that further inquiries into the expenses incurred in feeding and lodging these four boarders have been made since the decision of the Local Tribunal. She now makes the following submissions:—The two lodgers who were away were said to be absent from 16th December, 1949. The electricity bill for the quarter was £3; electricity, gas and coal together amount to about £6-£7 a quarter. The three beds were purchased cheaply and cost £5 each. The claimant estimated the cost of bedding at £15 in all. The claimant was not able to give a figure for the cost of food per head. It was confirmed that his wife did the laundering and that it was not sent to a laundry.

"I submit below a calculation of his wife's normal net weekly profit based on these figures. The cost of food has been estimated at £1 per head as in Decision C.S.43/48. The capital outlay of £30 in respect of beds and bedding has been reduced to a weekly depreciation figure of 5s. implying a theoretical "life" of 120 weeks.

	£ s. d.	£ s. d.	£ s. d.
Receipts from lodgers ..			7 0 0
Expenses			
Food at £1 a head ..		4 0 0	
Rent	17 6	per week	
Electricity, coal, gas— £6 10s. per quarter	10 0	per week	
	1 7	6 per week	
Rent, etc., pro rata of occupants (two-thirds)	18 4		
Incidental expenses to cover mending, soap, etc.	6 0		
Beds and bedding	5 0	5 9 4	
Profit			£1 10 8

"Sickness benefit was claimed in respect of the weeks 29th November to 5th December, 6th December to 12th December and 13th December to 19th December and it is submitted that the wife's earnings fall to be calculated as provided in Regulation 4(2)(b)(ii) of the National Insurance (General Benefit) Regulations, 1948 [S.I. 1948, No. 1278]. Thus, in the weeks commencing 29th November and 6th December her weekly earnings were £1 10s. 8d. as shown above. I accordingly submit that the claimant was not entitled to an increase of sickness benefit in respect of his wife from and including 29th November, 1949, to 12th December, 1949.

"In the week commencing 13th December, however, two lodgers were absent for the four days 16th, 17th, 18th and 19th December and I do not wish to contest the Tribunal's decision in respect of the period 13th December to 19th December, 1949.

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

In the particular circumstances of this case (benefit having already been paid and guidance being sought only with regard to a normal week) I have assumed in the claimant's favour that the expenses in respect of fuel, rent, etc., remained constant in the temporary absence of the two lodgers and also that the receipts in the relevant week were only £5 (*i.e.*, two at 35s. and two at three-sevenths of 35s.). On that basis the claimant's wife's profit in the week commencing 13th December is estimated at 13s. 7d. as follows:—

	£ s. d.	£ s. d.
Receipts		5 0 0
Expenses		
Food (2 at £1 + 2 at £ $\frac{3}{7}$)	2 17 1	
Rent, etc. (as before)	1 9 4	4 6 5
		13 7'

"I agree with these submissions and have only the following comments to make:—(1) £1 was taken as the cost of food in Decision C.S.43/48 (reported). In Decision 652/48 (reported), which was given within a few days of Decision C.S.43/48, £1 5s. was accepted by the Deputy Commissioner. The cost of feeding a boarder doubtless varies in each case according to the rationed and unrationed foods available at the time, the sum paid by the boarder and the amount and type of food which he would expect in return, the skill and efficiency of the housewife concerned and other circumstances. The only satisfactory way of arriving at the cost is by obtaining reliable evidence in each case as to the amount and kind of food provided. If the claimant fails to provide satisfactory evidence of this cost of food (or of any other item of expenditure) the statutory authorities must either make the best estimate they can or disallow the claim on the ground that the claimant has failed to discharge the burden of proving that his wife's earnings do not exceed twenty shillings. The former is the alternative more favourable to the claimant and in this case such information as I have leads me to think that the estimate of 20s. for the cost of food alone at the period here in question is not unfair. (2) As benefit has been paid in this case and the appeal was only brought for guidance it was unnecessary for the Insurance Officer to verify her assumptions that during the period from 13th to 19th December, 1949, certain expenses were unchanged but receipts were reduced. A Local Tribunal however should require evidence as to the effect of a boarder's absence on expenditure and receipts since this would be a matter upon which the right to benefit would depend.

"The Insurance Officer's appeal is allowed in respect of the period from 29th November to 12th December, 1949, including both dates."

Legal Cases Affecting Labour

Factories Act, 1937, Section 42—Protective Cream to Prevent Dermatitis kept in Factory Store but not in Workshop—Employers' Duty to Provide Safe System of Work

The plaintiff was employed by the defendants in their piano fitting workshop where his duties entailed the use of synthetic glue. This substance was liable to cause dermatitis if it was allowed to dry on the skin, and a Government notice setting out the precautions which should be taken when using this glue instructed the workers to wash their hands and to use a special protective cream. This notice was exhibited in another workshop of the factory and the plaintiff had previously worked in that shop. In the piano fitting workshop a bucket of water was provided to wash off glue from the skin, and there was a boiler nearby from which hot water could be obtained, but there was no running water provided. The protective cream was kept in the factory storeroom and the workers could collect and use it if they desired, but no steps were taken by the foreman of the workshop to see that the instructions regarding the necessary precautions were carried out.

Section 42, sub-section (1), of the Factories Act, 1937, states: "There shall be provided and maintained for the use of employed persons adequate and suitable facilities for washing". The workman contracted dermatitis and brought an action against his employers alleging that they had not complied with Section 42 of the Factories Act, and further that they had failed in their common law duty to provide a safe system of work, since they had failed to provide cream in the workshop or running water in which the workers could wash. Mr. Justice Sellers held that there had been no breach by the employers either of the Act or their common law duty, and he therefore dismissed the action. The plaintiff appealed.

The Court of Appeal (Lords Justices Cohen, Asquith and Denning) held (1) that there was no breach of the Factories Act since the employers had provided ordinary facilities for washing, including soap and towels, in the factory, and, although there was no running water in the particular workshop, there was a boiler in such close proximity that the men could easily obtain sufficient water to wash off the glue; and (2) that the employers had failed in their common law duty since they had not taken steps to enforce the use by the workmen of the protective cream. The employers should at least have provided the cream in the workshop itself and devised a system whereby it was used by the workmen in accordance with the provisions of the Government notice. The Court also held that the plaintiff had himself been guilty of contributory negligence in that he knew that the glue was dangerous and was aware of the instructions regarding its use, but he had nevertheless failed to take any precautions. Accordingly, the damages assessed by Mr. Justice Sellers should be borne by the parties equally.—*Clifford v. Challen and Son Ltd.*, Court of Appeal, 4th December, 1950.

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments,* relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain Regulations published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The price of each Instrument, etc., unless otherwise indicated, is 2d. net (3d. post free).

The Flax and Hemp Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1951 (S.I. 1951 No. 341; price 4d. net, 5d. post free), dated 1st March; *The Made-up Textiles Wages Council (Great Britain) Wages Regulation Order*, 1951 (S.I. 1951 No. 488; price 4d. net, 5d. post free), dated 21st March; *The Hollow-ware Wages Council (Great Britain) Wages Regulation Order*, 1951 (S.I. 1951 No. 501; price 4d. net, 5d. post free), dated 21st March; *The Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation Order*, 1951 (S.I. 1951 No. 517; price 6d. net, 7d. post free), dated 27th March; *The Sack and Bag Wages Council (Great Britain) Wages Regulation (No. 2) Order*, 1951 (S.I. 1951 No. 518; price 4d. net, 5d. post free), dated 27th March; *The Ready-made and Wholesale Bespoke Tailoring Wages Council (Great Britain) Wages Regulation Order*, 1951 (S.I. 1951 No. 526; price 6d. net, 7d. post free), dated 28th March. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 174.

The National Insurance (Pensions, Existing Contributors) (Transitional) Amendment Regulations, 1951 (S.I. 1951 No. 538), made on 30th March by the Minister of National Insurance, in conjunction with the Treasury, under the National Insurance Act, 1946.—See page 146.

The Reinstatement in Civil Employment (Isle of Man) Order, 1951 (S.I. 1951 No. 433), made on 15th March by His Majesty in Council under the Reinstatement in Civil Employment Act, 1950. This Order provides that the Act shall extend to the Isle of Man, subject to the adaptations and modifications specified in the Schedule to the Order.

The National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment Regulations (Northern Ireland), 1951 (S.R. & O. of Northern Ireland 1951 No. 21), dated 22nd January; *The National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment (No. 2) Regulations (Northern Ireland)*, 1951 (S.R. & O. 1951 No. 31), dated 26th February. These Regulations were made by the Ministry of Labour and National Insurance under the National Insurance (Industrial Injuries) Act (Northern Ireland), 1946, and are similar in scope to the corresponding Regulations made in Great Britain.—See the issues of this GAZETTE for January and October, 1950 (pages 16 and 338), and March, 1951 (page 106).

FACTORY FORMS

The undermentioned Factory Forms have been issued or reprinted since the previous list was published in the December issue of this GAZETTE (page 438) and may be purchased at the prices shown.* The prices in brackets include postage.

No.	Title and Price
60	Supplementary Report of Examination of Steam Receiver or Air Receiver under Normal Pressure, July, 1938. (Reprinted 1951). Price 3d. (4d.); 2s. 1s. 4d. (1s. 6d.).
617	Health Register. For use in pursuance of the Chromium Plating Regulations, 1931. April, 1949. (Reprinted 1951). Price 10d. (11d.).
658	Pottery (Health and Welfare) Special Regulations, 1950. Part I. Registration of Examinations and Tests of Ventilating Plant and Dust Collecting Apparatus; Part II. Register of Dates and Particulars of Cleaning. May, 1950. Price 1s. 4d. (1s. 5d.).
1913	Shipbuilding Regulations, 1931, Regulation 36 (a) (ii). Certificate of Test of Wire Rope. October, 1950. (Reprinted 1950). 2d. (3d.); 100, 6s. 5d. (6s. 10d.).

* See footnote * in next column.

OFFICIAL PUBLICATIONS RECEIVED*

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

Coal Mining.—*Medical Research Council Memorandum No. 25. Social Consequences of Pneumoconiosis among Coalminers in South Wales* (P. Hugh-Jones, M.D., M.R.C.P. and C. M. Fletcher, M.D., F.R.C.P.). Privy Council. Price 1s. 9d. (1s. 11d.).—See page 146.

Economic Survey.—*Economic Survey for 1951*. Cmd. 8195. Price 1s. (1s. 1d.).—See pages 141 and 142.

Factory Orders.—*Factory Orders, 1951 Edition*. Ministry of Labour and National Service. Price 8s. 6d. (9s.).

Gas.—(i) *The Gas Council. First Report and Accounts July, 1948–March, 1950*. (H.C. 69). Gas Council. Price 4s. (4s. 6d.); (ii) *Report by the Minister of Fuel and Power under the Gas Act, 1948; for the period ended 31st March, 1950*. (H.C. 70). Ministry of Fuel and Power. Price 6d. (7d.).

Industrial Relations.—*Industrial Relations Handbook. Supplement No. 4. Wage Incentive Schemes*. January, 1951. Ministry of Labour and National Service. Price 1s. 6d. (1s. 7d.).—See page 143.

International Labour Conference.—*International Labour Conference 33rd Session, 7th June–1st July, 1950, Report by the Delegates of H.M. Government in the United Kingdom of Great Britain and Northern Ireland*. Cmd. 8185. Ministry of Labour and National Service. Price 1s. 3d. (1s. 5d.).—See page 148.

Occupational Factors in Disease.—*Medical Research Council. Special Report Series, No. 276. Occupational Factors in the Aetiology of Gastric and Duodenal Ulcers, with an Estimate of their Incidence in the General Population* (Richard Doll and F. Avery Jones, with the assistance of M. M. Buckatzsch). Privy Council. Price 2s. 6d. (2s. 8d.).

Salaries of Teachers.—*Scales of Salaries for Teachers in (i) Primary and Secondary Schools maintained by Local Education Authorities. England and Wales, 1951. (ii) Establishments for Further Education including Technical and Commercial Colleges and Institutes, Art Colleges and Schools. England and Wales, 1951*. Reports of the Burnham Committee. Ministry of Education. Price 1s. 6d. (1s. 7d.) each.

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

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