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Local Variations in Wage Rates

IN many industries and services the time rates of wages, as determined by collective agreements between organisations of employers and workpeople or by statutory orders, vary according to the locality or area in which the work is carried on. This article reviews the extent of this differentiation and the various ways in which it is regulated by the agreements or orders in the industries.

Most of the agreements may be regarded as falling within two main divisions, *viz.*, (a) local or district agreements applying, in the main, to particular towns or to areas comprising a group of towns or counties, and (b) national or general agreements applying to the whole (or nearly the whole) of an industry wherever it may be located. These two types of agreement are, however, not mutually exclusive, and it frequently happens that national agreements exist side by side with district or local agreements in the same industry. A national agreement may relate to Great Britain as a whole, but in some industries, *e.g.*, building, independent arrangements are made in respect of that part of the industry located in Scotland. National agreements may cover industries, like building and printing, which are carried on to some extent in a very large number of localities, or they may deal with industries which are confined to limited numbers of localities scattered throughout the country. There are also some localised industries, such as cotton, which are carried on almost exclusively in one area. In such a case the agreement made in this area represents practically the whole of the industry and has some claim to be regarded as a national agreement.

Wages Councils and other statutory wage fixing bodies usually cover Great Britain; in some cases, however, there are separate Wages Councils covering Scotland.

Extent and Method of Wage Differentiation

In most industries there is some degree of wage differentiation by locality, the principal exceptions being most of those covered by the Wages Councils Act, agriculture, in which wages are determined under the Agricultural Wages

Acts and boot and shoe manufacture, carpet manufacture, biscuit making, pianoforte manufacture and bacon curing, which are governed by collective agreements. The differentiation may be the result of (a) national agreements which define local or district rates, (b) district or regional agreements which provide for differentiation within the area covered by the agreement and (c) a series of district or local agreements with no differentiation of rates *within* each district but with disparity in rates *between* each district. In the case of (b) and (c) there may also be national agreements whose function, as regards wage rates, is confined to decisions made from time to time as to general increases or decreases in the wage level of the industry.

As regards national agreements, the form which grading on the basis of locality takes, shows some differences in respect of the number of separate grades, the amounts of the wages differential, and the nature of the local units which are allocated to each grade. Many of these differences are indicated in the Table on page 160. In very many cases the grading is confined to two grades, London and the rest of the country. In many others the grading is more extensive and there may be as many as ten grades, as in the case of transport workers employed outside London in the flour milling industry.

In the majority of cases the higher or highest grade covers London only, but the definition of London varies widely. In general, London means either the City of London and the Metropolitan Police District or the area within a radius of 15 or 16 miles from Charing Cross, although it may be an area as small as that within a radius of 10 miles from Charing Cross, as in the case of the railways, or as large as that within a radius of 30 miles, as in the case of the manufacture of cane, willow and woven fibre furniture. In some agreements, such as printing, dock labour, and local authorities, the areas included in each grade are separately enumerated, whilst in others, such as cold storage, retail grocery and provisions (Scotland) and the retail radio trade (Scotland), only the areas in the higher or highest grades are specified, all other areas being included in the lower or lowest grades. In some industries, such as cement manufacture, soap, candle and

edible fat manufacture, asbestos cement manufacture, passenger transport (other than London), all the firms or undertakings covered are specified. In the retail distributive and catering trades the criterion upon which the Joint Industrial Councils or statutory bodies have determined gradings of localities outside London is one of resident population, the dividing line between the two provincial grades being usually a population figure of 10,000, although in the case of the Licensed Residential Establishments and Licensed Restaurants Wages Board the figure is as high as 250,000 and for newspaper distribution (outside London), 150,000. In many other grading schemes population is doubtless an important factor underlying the allocation of towns to a particular grade. The principles upon which grading proceeds are, in fact, not clearly enumerated in the agreements but some of the matters taken into consideration are indicated in the particulars of the agreements for the building industry and for retail co-operative societies given below. Such factors include the size, nature and position of the town proposed to be graded, the local living conditions, such as rents, rates, prices, etc., transport facilities and rates of wages in the chief local industries.

In a small number of industries, e.g., saw milling (England and Wales and Scotland), oil seed crushing and provender manufacture, the farriery and blacksmith trade and plaster board manufacture, there are virtually grading-by-locality schemes although they are not described as such. The national agreements specify the rates which are to be paid in a list of particular towns, localities or works, but without arrangement in definite grades or groups.

There are other industries in which graded wage rates are fixed by local or district agreements, but variations in these rates are governed by national agreements. In the corn trade the National Joint Industrial Council fixes the minimum rate of wages for mill and other manual workers in the lowest graded places and also the general conditions of employment, but the grading of localities and the rates paid to different classes of workers are determined by the 12 constituent Joint Industrial Councils. A similar position obtains in the gas and water supply industries where the Regional Joint Industrial Councils determine the gradings and wages payable within their areas but general changes in rates are decided by the National Councils.

On the other hand there are a number of industries covered by local or district agreements in which there is no definite relationship between the rates paid in the different localities although general variations in the rates may be on parallel lines. The principal industries which fall into this category are engineering, ironstone and iron ore mining, freestone quarrying, coke ovens and by-products works, woollen and worsted manufacture, brewing and coal and coke distribution. In the engineering industry there is no definite grading scheme and rates which have been agreed upon or become recognised vary from area to area. In addition the rates for engineering shop labourers may even differ in areas where the fitters' and turners' rates are the same. General changes in the national bonus are decided on a national basis. Apart from London (within a radius of 18 miles from Charing Cross including all towns intersected by the periphery of that area), St. Albans and Slough, and South Wales and certain other areas such as Coventry, Sheffield and Southampton where exceptionally higher rates are recognised, the variations in rates are comparatively small, being not more than 2s. 0d. a week for fitters and 1s. 0d. for labourers.

During recent years there have been tendencies towards simpler grading schemes and the replacement of district agreements by national agreements. For instance, before the war each Provincial Council for manual workers in Local Authorities' non-trading services had its own agreement and there was little or no relationship between the various grading schemes. Gradually the number of grades was reduced and the National Council took over some of the powers of the Provincial Councils, culminating in the recent adoption of a national agreement with only two grades of area, zones A and B, in England (except London) and North Wales. In electricity supply there has been a more or less similar change, and whereas formerly there were 13 districts in Great Britain each with its own wages and zoning agreement, now there are only two different grades, one covering the Greater London area and the other the rest of Great Britain. In general printing in the provinces in England and Wales in 1943 a reduction was made in the number of grades from 6 to 4, whilst the peak figure of 10 grades in the civil engineering contracting industry reached in 1936 has now been reduced to 5 by the elimination of the lower grades and the up-grading of certain localities.

In agriculture in England and Wales also a similar change has taken place. Instead of each district fixing its own minimum rates, there is now a national minimum wage fixed by the Central Agricultural Wages Board, to which statutory effect is given by district orders. In other industries, such as the manufacture of paint, varnish and lacquer, of matches and of heavy chemicals, there has been a trend in the opposite direction by the introduction of a differential rate for London.

Examples of National Grading Schemes

A few of the grading schemes in the more important industries are described in the following paragraphs.

Building Industry

There has been a national grading scheme in this industry in England and Wales since 1921. Since that date the number of grades has gradually been reduced and the separate rates for craftsmen in the grades now remaining are as follows:—

	Per Hour
	s. d.
London (within 12 miles radius from Charing Cross)	2 11½
London (within 12 to 15 miles radius from Charing Cross)	2 11
Liverpool and district	2 11½
Grade A	2 10
Grade A1	2 9½
Grade A2	2 9
Grade A3	2 8½

A full list of the various places (towns, villages, districts and, in a few cases, counties) in each of the grades is set out in a booklet issued by the National Joint Council for the Building Industry. Grade A includes nearly all the large towns and also many smaller towns. The rules of the Council provide that any district may show cause why its grade classification should be varied. After applications have been dealt with regionally, any consequent recommendations and appeals are dealt with by the Grading Commission, whose reports and recommendations are considered at a meeting of the Council each January, but no variation may take place in the grading of a district unless a period of three years has elapsed from the date when the last variation of any previous grading came into operation. Application for grading of towns or districts not previously classified may be dealt with at any time, the recommendation of the Grading Commission being accepted as a provisional decision to be confirmed or rejected, as the case may be, by the Council at its next meeting. Appended to the agreement is a Schedule of Questions, answers to which are required to be supplied to the Council in connection with a proposal for grading or regrading. The questions are concerned with such matters as the size, nature and position of the town, the local living conditions (rents, rates, prices, etc.), transport facilities, the rates of wages in the chief local industries and the extent of the building industry in the locality. The national agreement also makes provision for departures from the current standard rates of wages by way of "exceptional rates of wages" or "exceptional margins", which apply to all occupations in the particular locality and operate only for a prescribed period, and of "differential rates of wages" or "differential margins", which apply to a section of the industry only, e.g., a single occupation in the particular locality, but continue for an indefinite period. Exceptional margins are only granted if regrading is considered inappropriate, and applications for differential margins are only considered if they do not amount to an alternative method of securing a regrading of a locality. The number of exceptional margins granted has been considerable, but the number of towns and districts carrying differential margins is small.

Retail Bespoke Tailoring

The Wages Council for England and Wales recognise three grades of area, the minimum rates for male workers (other than cutters, trimmers or packers) after five years' employment being

	Per Hour
	s. d.
Area A	2 3½
Area B	2 1½
Area C	2 0

The localities (towns, villages and parishes) which are included in areas A and B are specified in the orders.

At present the Wages Council for Scotland makes provision for five grades of area, although the rates payable to journeymen with 5 years' employment in the trade in the three highest grades are the same, viz.:—

	Per Hour
	s. d.
Areas 1, 2 and 3	2 1
Area 4	1 10½
Area 5	1 8½

The localities, burghs and civil parishes included in the four highest grades are specified in the orders. There is a proposal to reduce the number of areas to 3 and to reclassify them A, B and C. The proposed new areas approximate to areas 1 and 2, area 3 and areas 4 and 5, respectively.

Railways

The 1920 Agreement, covering staff employed in the conciliation grades on the railways, made provision for the agreed division of the country into three areas—(a) London (within 10 miles of Charing Cross), (b) Industrial Areas including mining areas and large towns and important ports and health resorts, and (c) Rural Areas. For the majority of grades there are different rates according to the area in which the worker is employed, although for some grades, e.g., signal and telegraph staff and permanent way staff, the rates for industrial and rural areas are the same. Permanent way staff employed at London termini are paid 2s. a week in excess of the rates for the remainder of the London area. For engine drivers, firemen and guards and motormen there are no differentials, but workers stationed in the London area receive a rent allowance of 3s. a week. For certain grades, e.g., ticket collectors and capstanmen, stations or goods depots are classified into two or more classes, depending on the size of the station or depot and the amount of traffic handled. Whilst the rates for signalmen in industrial and rural areas are the same, different wage rates are fixed for six classes of signal boxes based upon an agreed system of assessment of the work done by the signalmen. There has been very little change in the grading system since it was originally adopted. The following rates give some idea of the extent of the wages differentials according to locality:—

	Weekly Rates		
	London	Industrial Areas	Rural Areas
	s. d.	s. d.	s. d.
Traffic Staff—			
Porters—			
Grade 1	102 6	99 6	98 6
Grade 2	95 6	92 6	91 6
Capstanmen—			
Class 1	106 6	103 6	102 6
Signalmen—			
Class 1	123 0	120 0	120 0
Goods and Cartage Staff—			
Carters	100 6	97 6	96 6
Permanent Way Staff—			
Subgangers	103 6	100 6	100 6
	105 6	London termini.	
Locomotive Staff—			
Steam raisers	103 6	100 6	100 6
Drivers, 1st year	124 0	124 0	124 0

Road Haulage

In this industry the Road Haulage Wages Council now provides for three grades of area, as compared with four in 1940. The range of rates given below for drivers of vehicles (other than steam wagons or tractors) of carrying capacity of 1 ton or less is a typical example of the wage differentials:—

	Per Week
	s. d.
London	101 0
Grade 1 Areas	96 0
Grade 2 Areas	92 0

The orders of the Council specify the localities, towns, rural districts, etc., which are included in London and Grade 1 areas. Upon the necessary notice being given, these may be amended. This grading system has also been adopted by agreement as the basis upon which the wages of many drivers of "C" licence vehicles in different industries are regulated.

Retail Distributive Trades

In England and Wales the agreements of the National Joint Industrial Councils for the various retail distributive trades provide for three grades of area. The London area is defined as the City of London and the Metropolitan Police District. Provincial "A" area comprises all places with a population of more than 10,000 together with a number of specified towns with a population of less than 10,000, but which by reason of their proximity and relation to neighbouring larger towns or their special character (e.g., holiday resorts) are expected to pay comparable rates. Provincial "B" area comprises all other places. The variations in the minimum rates for male shop assistants, 24 years of age and over, are as follows:—

Type of shop	London "A" "B"		
	Per Week	Per Week	Per Week
	s. d.	s. d.	s. d.
Food	96 0	92 0	87 0
Drapery, outfitting and footwear	98 0	93 6	89 6
Furnishing and allied trades	98 0	93 6	89 6
General butchers	102 0	98 0	94 0
Pork butchers	96 0	92 0	87 0
Chemists	98 0	93 6	89 6

In Scotland rates are agreed for two areas only. In the retail grocery and the radio trades, a limited number of specified places constitute the higher paid area, whilst in the retail drapery, etc., and meat trades this area includes all towns with a population of 10,000 or over. The minimum rates for male shop assistants, 24 years of age and over, are as follows:—

Type of shop	Town or Area A or 1		Country or Area B or 2	
	Per Week	Per Week	Per Week	Per Week
	s. d.	s. d.	s. d.	s. d.
Grocery and provisions	93 0		91 0	
Drapery, outfitting, footwear and allied trades	93 6		89 6	
Radio	84 6		82 6	
Meat	98 0		94 0	

Wages Councils covering the retail distributive trades have been constituted, and proposals have been made in respect of the retail food trade for England and Wales and for Scotland, the retail bookselling and stationery trades for England and Wales and for Scotland, and the retail drapery, outfitting and footwear trades for Great Britain which provide for grading schemes similar to those already in operation under agreements.

Retail Co-operative Societies

As in the case of the retail distributive trades there are three groups of societies, i.e., Metropolitan, Provincial "A" and Provincial "B". In the assignment of individual societies to these groups by the Sectional Wages Board of the Co-operative Union in conjunction with the trade unions, the following factors are taken into consideration: population of town or area covered by Society, nature and position of town or area, industrial conditions, including the general rates of wages prevailing in the area, local living conditions, including such items as rents, rates, prices, travel costs, etc., membership and financial position of the Society and rates of wages being paid by the Society prior to grouping. In the event of failure to agree by the local parties the matter is referred to the National Wages Board of the Co-operative Union Ltd. and the Joint Trade Union Negotiating Committee for the Retail Co-operative Movement who endeavour to recommend mutually the terms of settlement. If the recommendation is not accepted by the local parties, or if no recommendation is made, the difference is referred to the National Conciliation Board for the Co-operative Service for settlement. The weekly

rates for male shop assistants, aged 23 years and over, in all departments, except hairdressing and cafés, are: Metropolitan, 113s., Provincial "A", 105s. 6d., and Provincial "B", 102s. 6d.

Printing and Bookbinding

All the agreements covering the different categories of workers in the printing and bookbinding trades in England and Wales (excluding London) make provision for wages to vary according to locality. The main grading schemes are those contained in the agreements relating to workpeople who are members of the Typographical Association (Letterpress) and the National Union of Bookbinders and Machine Rulers, which provide for branches or sections of branches of the unions to be divided into grades. Since these agreements were made in 1919 the number of grades has been reduced from six to four, by combining the four lowest grades in pairs. Any branch of the trade unions or local employers' organisation desiring a reclassification of an area may make application to their respective executives and, if the claim is endorsed, the application is referred for decision to a joint labour committee on which members of the executives of either union and the various national bodies of employers are equally represented. The agreements for printers' assistants, lithographers, lithographic artists, designers, engravers and process workers make provision for similar grading schemes. The following is the range of differences in the wage rates as between towns in each of the four grades:—

Comparison between	Amount of difference	
	Per Week	
Grades 1 and 2	1s. to 3s.	(according to occupation)
Grades 2 and 3	2s. to 4s. 6d.	"
Grades 3 and 4	2s. to 3s. 6d.	"
Grades 1 and 4	5s. to 11s.	"

The national agreements for Scotland are also framed on similar lines, and, as in England and Wales, the grading of towns for the letterpress, case and machine departments differs from that for the bookbinding and machine ruling departments.

Flour Milling

The agreement of the National Joint Industrial Council for the Flour Milling Industry covering productive workers provides for the mills to be divided into five classes:—

Classes A and AA	Mills situated in the big milling centres or in large towns or in principal ports.
Classes B and BB	Mills other than those which it may be decided to include in Classes A or AA; situated in towns or industrial areas.
Class C	Mills situated in small country towns or in rural districts.

No intermediate classes are permitted, but there is provision for the grading of mills within these classifications according to their milling capacity.

Grade 1	Mills of a roller contact exceeding 1,000 inches.
Grade 2	Exceeding 250 inches but less than 1,000 inches.
Grade 3	250 inches or less (applicable to classes BB and C only).

The classification of an individual mill is settled in the first instance by mutual agreement in the respective districts by the Joint District Council or Joint Conference. If, however, either party is dissatisfied with a decision of the Joint District Council, an appeal, which must be supported by a majority of at least one side of the Joint District Council, may be made to the executive committee of the National Joint Industrial Council and ultimately to an appeal tribunal presided over by an independent chairman. The decision of the tribunal is final. The revision of an existing classification may only be considered on the production of fresh facts or by reason of new circumstances which have arisen since the existing classification was decided. The agreement for road transport workers in this industry (excluding London) makes provision for the same classification of mills, and also for the grading of towns in accordance with that of the Road Haulage Wages Council.

The following examples show the differences in weekly wages paid to certain grades of workers in the different classes of mills:—

	Weekly Rates				
	A	AA	B	BB	C
	s. d.	s. d.	s. d.	s. d.	s. d.
First rollermen, grade 1 mills—shift work	126 0	122 6	119 0	114 6	110 0
Minimum shift rate	105 0	102 0	100 0	96 0	92 0
General labourers, daywork	100 0	97 6	95 0	92 6	90 0
Drivers of vehicles of over 8 tons carrying capacity—					
Grade 1 towns	118 6	117 6	116 6	115 6	114 0
Grade 2 towns	114 6	113 6	112 6	111 6	110 0

For maintenance mechanics, mills are divided into classes A, B and C—the agreement specifying the localities in each class—whilst for electricians there are also three classes A, B and C, but these are based on the grades operating in the electrical contracting industry in 1945.

Table of National Grading Schemes

The following Table gives a list of the principal industries in which national collective agreements or statutory orders provide for differential time rates of wages of manual workers according to locality. The Table shows the description of the higher or highest grade, the number of grades, and the difference between the rates paid in the higher or highest rated grade and the lower or lowest rated grade.

PROVISIONS OF NATIONAL AGREEMENTS OR STATUTORY ORDERS WHICH PROVIDE FOR
THE GRADING OF LOCALITIES

Industry	Number of grades of localities	Description of highest grade	Difference between highest-rated grade and the lowest-rated grade in the time rates of adult male workers	Industry	Number of grades of localities	Description of highest grade	Difference between highest-rated grade and the lowest-rated grade in the time rates of adult male workers
Mining and Quarrying— Chalk Quarrying ..	4	London (within 12 miles of Charing Cross)	2½d. an hour	Leather Belting and Strap Butt Currying	2	London (area not defined)	1d. an hour
Ballast and Sand Production	4	Class 1A districts (382 specified localities, including London)	1½d. an hour	Mechanical and Hydraulic Leather Manufacture	2	London (area not defined)	1d. an hour
Treatment of Non-Metalliferous Mining Products— Cement Manufacture	3	Group 1 works (Thames, South Wales, Scotland, North Humber, Warwickshire (part) and Lancashire)	1½d. an hour (productive workers)	Roller Leather Manufacture (England and Wales)	2	All areas except rural areas in Wales	1½d. an hour (semi-skilled workers only)
Glass Processing ..	2	London (within 25 miles of Charing Cross)	2d. an hour	Leather Goods Manufacture	2	London (Metropolitan Police District)	1d. an hour
Glass Container Manufacture	2	London (area not defined)	1½d. an hour	Clothing— Ready-Made and Wholesale Bespoke Tailoring Wages Council (measures cutters, trimmers, knife cutters or knifemen only)	2	London (Metropolitan Police District)	1½d. an hour
Cast Stone and Cast Concrete Products Manufacture (England and Wales)	3	London (within 15 miles of Charing Cross)	1½d. an hour	Retail Bespoke Tailoring Wages Councils: England and Wales	3	Area A (over 100 specified localities, including London Postal Districts E.C.1-4, W.1., W.C.1 and 2, S.W.1)	3½d. an hour
Asbestos Cement Manufacture	3	Group 1 works (Erith, Watford, West Thurrock)	2d. an hour	Scotland ..	5	Area 1 (Aberdeen, Dundee, Edinburgh and Glasgow)	4½d. an hour (journeymen)
Roofing Felt Manufacture: England and Wales	2	London (within 15 miles of Charing Cross)	1½d. an hour	Food, Drink and Tobacco— Flour Milling:— Mill workers ..	5	Class A mills (big mill centres, larger towns or principal ports)	16s. a week (first rollermen on shift work) 13s. a week (minimum shift rate) 10s. a week (labourers on daywork)
Scotland ..	2	Industrial areas	1d. an hour	Transport workers (except London)	10	Class A mills in Grade 1 (Road Haulage) areas	6s. or 8s. 6d. a week (according to carrying capacity of vehicle)
Monumental Masonry (England and Wales)	2	London and Merseyside (areas not defined)	1½d. an hour (skilled workers) 2d. an hour (unskilled workers)	Drivers of mechanically driven vehicles	5	Class A mills ..	12s. a week
Chemicals and Allied Trades— Heavy Chemicals Manufacture (Association of Chemical and Allied Employers)	2	London (within 15 miles of Charing Cross)	1d. an hour	Statutory attendants and mates	2	Grade 1 (Road Haulage) areas	3s. a week (one horse drivers) 4s. a week (two horse drivers)
Plastics Manufacture (Chemical Side)	2	London (within 15 miles of Charing Cross)	1d. an hour	Horse carmen ..	3	Class A area (London)	10s. a week
Fertiliser Manufacture	3	London (within 15 miles of Charing Cross)	1½d. an hour	Electricians ..	3	Class A area (London)	7s. 6d. a week
Drug and Fine Chemical Manufacture	2	London (within 15 miles of Charing Cross)	4s. a week	Mechanics ..	3	Greater London (Metropolitan Police District)	1½d. an hour
Paint, Varnish and Lacquer Manufacture	2	London (Metropolitan Police District)	5s. a week	Baking Wages Council (England and Wales)	2	London (within 15 miles of Charing Cross)	4s. a week
Soap, Candle and Edible Fat Manufacture	2	Grade A firms (in different localities)	6s. a week	Food Manufacturing, Preserving and Preparing	2	London (within 15 miles of Charing Cross)	1½d. an hour
Printing Ink and Roller Manufacture	2	London (within 20 miles of Charing Cross)	10 per cent. of London rates	Yeast Manufacture ..	2	London (within 15 miles of Charing Cross)	1½d. an hour
Match Manufacture	2	London (within 15 miles of Charing Cross)	1½d. an hour	Aerated Waters Wages Council (Scotland)	2	All areas other than Orkney and Shetlands	1d. an hour
Glue and Gelatine Manufacture	2	London (within 15 miles of Charing Cross)	1d. an hour	Manufacture of Wood and Cork— Home Grown Timber Trade (England and Wales)	3	Class A mills (port-city)	3d. an hour (skilled sawyers) 2½d. an hour (other sawyers and crane drivers) 1½d. an hour (labourers)
Engineering, Shipbuilding and Electrical Goods— Constructional Engineering (outside steelwork erection)	2	London (within 16 miles of Charing Cross)	2d. an hour (sheeters) 1d. an hour (others)	Fence Manufacture ..	2	London area (within 20 miles of Charing Cross)	2d. an hour (craftsmen) 1½d. an hour (labourers)
Electrical Cable Making	2	Middlesex, Kent, Surrey, Essex, Hertfordshire, Buckinghamshire, Berkshire and Sussex	2s. 9d. a week	Veneer and Plywood Manufacture	3	London district (within 25 miles of Charing Cross)	1½d. an hour (labourers) 2d. an hour
Royal Ordnance Factories (except South Wales)	2	London (within a radius of 18 miles from Charing Cross including all towns intersected by the periphery of that area), St. Albans and Slough	2s. 6d. a week	Furniture Manufacture	2	London district (within 20 miles of Charing Cross including any town or village intersected by perimeter but excluding High Wycombe area)	2d. an hour (journeymen) 1½d. an hour (labourers and others)
Vehicles— Vehicle Building: England and Wales	2	London (within 20 miles of Charing Cross)	1½d. an hour	Educational and Allied Woodwork Manufacture	2	London district (within 20 miles of Charing Cross excluding High Wycombe area)	2d. an hour (journeymen) 1½d. an hour (labourers and others)
Scotland ..	2	East and West of Scotland Areas (as defined)	1½d. an hour (certain craftsmen)	Bedding and Mattress Manufacture	2	London district (within 20 miles of Charing Cross excluding High Wycombe area)	2d. an hour (journeymen) 1½d. an hour (labourers and others)
Road Vehicle Retail and Repairing Trade	2	London (within 15 miles of Charing Cross)	1d. an hour	Spring Mattress and Bedstead Fittings Manufacture	2	London district (within 20 miles of Charing Cross excluding High Wycombe area)	2d. an hour (journeymen) 1½d. an hour (labourers and others)
Railway Workshops	2	London (within 10 miles of Charing Cross)	3s. a week	Cane, Willow and Woven Fibre Furniture Manufacture	2	London district (within 30 miles of Charing Cross)	2d. an hour (journeymen) 1½d. an hour (labourers, porters and others)
Railway Wagon Repairing (private firms)	2	London (area not defined)	5s. a week	Window Blind Manufacture	2	London district (within 20 miles of Charing Cross excluding High Wycombe area)	2d. an hour (bench hands, fixers and fixers' mates) 1½d. an hour (labourers and porters)
Other Metal Goods— Lock, Latch and Key Manufacture (England)	2	London (area not defined)	15 per cent. of provincial rates	Coopering ..	2	London (area not defined)	1d. an hour
Metal Finishing (England and Wales)	2	London (within 18 miles of Charing Cross)	1½d. an hour (skilled workers) 2½d. an hour (unskilled workers)	Paper and Printing— Wallpaper ..	2	London (area not defined)	7s. 8d. a week
Organ Building ..	3	London (area not defined)	1d. an hour	Envelope Making and Stationery Manufacture (England and Wales—Provinces only)	4	Grade 1 towns (Liverpool and Manchester only)	7s. 6d. a week (envelope machine adjusters, cutters and head stockkeepers) 5s. a week (others)
Leather— Leather Tanning, Currying and Dressing	2	London (within 17 miles of Charing Cross)	1½d. an hour (skilled workers) 1½d. an hour (semi-skilled workers) 1½d. an hour (unskilled workers)	Newspaper Printing (Scotland)	2	Grade 1 (Glasgow and Edinburgh)	3s. 6d. a week

Industry	Number of grades of localities	Description of highest grade	Difference between highest-rated grade and the lowest-rated grade in the time rates of adult male workers	Industry	Number of grades of localities	Description of highest grade	Difference between highest-rated grade and the lowest-rated grade in the time rates of adult male workers
General Printing: England and Wales— Provinces	4	Grade 1 towns (Liverpool and Manchester)	From 5s. a week (general assistants in jobbing offices) up to 11s. a week (linotype operators on daily papers)	Retail Grocery and Provision Trade (Scotland)	2	Area 1 (25 specified towns)	2s. a week
Scotland ..	3	Grade 1 (27 specified towns)	6s. a week (skilled workers) 3s. 6d. a week (auxiliary workers)	Milk Distributive Wages Council (England and Wales)	3	Area C (Metropolitan Police District)	12s. a week (foremen) 7s. a week (sterilisers) 6s. 6d. a week (others)
Bookbinding: England and Wales	5	London (area not defined)	16s. a week	Retail Meat Trade: England and Wales	3	London (Metropolitan Police District)	9s. a week (salesmen in pork butchers' shops) 8s. a week (others) 4s. a week
Scotland ..	3	Grade A towns (13 specified towns)	3s. a week (skilled workers) 3s. 6d. a week (porters, packers and general assistants)	Scotland ..	2	"Towns" (places with population of 10,000 or more)	5s. a week
Sign Production and Display Industry	2	London area (within 15 miles of Charing Cross)	1½d. an hour (craftsmen) 2½d. an hour (labourers)	Newspaper Distribution (except London)	2	Grade 1 area (places with population of 150,000 or more)	5s. a week (airfield operatives) 4s. 9d. a week (others)
Process Engraving ..	2	London (area not defined)	4s. 6d. a week	Petroleum Distribution	2	London (Metropolitan Police District and 9 specified neighbouring areas)	5s. a week (airfield operatives) 4s. 9d. a week (others)
Building and Contracting— Building (England and Wales)	6	London (within 12 miles radius of Charing Cross) and Liverpool and district	3d. an hour (craftsmen) 2½d. an hour (labourers)	Retail Drapery, Outfitting and Footwear Trades (England and Wales)	3	Area A (towns with a population of 10,000 or more)	4s. a week
Demolition Contracting (England and Wales)	6	As for building ..	2½d. an hour (labourers)	Retail Drapery, Outfitting and Footwear Trades (Scotland)	2	Area A (towns with a population of 10,000 or more)	4s. a week
Heating, Ventilating and Domestic Engineering	2	London (within 15 miles of Charing Cross)	1½d. an hour (craftsmen) 1d. an hour (mates)	Retail Furnishing and Allied Trades (England and Wales)	3	London (Metropolitan Police District)	8s. 6d. a week
Electrical Installation (England and Wales)	3	Grade A (London within 15 miles of Charing Cross)	3½d. an hour (journeymen) 4d. an hour (mates)	Retail Radio Trade (Scotland)	2	Area 1 (Aberdeen, Clydebank, Dundee, Edinburgh, Glasgow, Paisley, Rutherglen)	2s. a week (shop assistants and cashiers)
Civil Engineering Contracting	5	London Super Grade (mainly Metropolitan Police District)	2½d. an hour	Retail Pharmacy (England and Wales)	3	London (Metropolitan Police District)	9s. 6d. a week (qualified assts.) 8s. 6d. a week (others)
Mastic Asphalt Laying	2	London (within 15 miles of Charing Cross)	1½d. an hour (chargehands and spreaders) 1d. an hour (others)	Retail Co-operative Societies: General distributive workers	3	Metropolitan (societies with central premises situated within a 17 miles radius of Charing Cross and trading wholly or mainly within that area, together with Grays)	10s. 6d. a week (shop assts. except hairdressers and cafe workers) 9s. a week (warehousemen) 8s. a week (packers, porters, cleaners, lift attendants and cellarman)
Gas, Electricity and Water— Gas Supply (maintenance craftsmen only)	3	London (area not defined)	4d. an hour	Milk workers ..	3	ditto	14s. a week (inside workers) 12s. 6d. a week (foremen roundsmen, rotary roundsmen, head sterilisers and pasteurisers) 10s. a week (assistant roundsmen, pasteurisers, sterilisers and other workers)
Electricity Supply ..	2	Greater London (County of London and parts of Essex, Kent, Middlesex and Surrey)	4d. an hour	Transport workers	3	ditto	10s. a week (one horse carters and other workers) 10s. to 16s. a week (drivers according to carrying capacity of vehicle) 12s. 6d. (bakery roundsmen)
Transport and Communications— Railway Service ..	3	London (within 10 miles of Charing Cross)	Usually 3s. or 4s. a week	Tramway and Omnibus Services: Municipal Undertakings	2	Group I (majority of undertakings)	2s. a week (drivers and conductors only) 2s. a week (drivers and conductors only) 9s. a week (drivers) 7s. a week (others)
Company - Owned Omnibus Undertakings	2	Group I (37 specified companies)	2s. a week (drivers and conductors only)	Company - Owned Omnibus Undertakings	2	Group I (37 specified companies)	2s. a week (drivers and conductors only)
Road Haulage Wages Council	3	London (mainly Metropolitan Police District)	9s. a week (drivers) 7s. a week (others)	Dock Labour Inland Waterways	2	"Greater Ports" * London area (area not defined)	6d. a half day. 5s. a week (maintenance men, warehousemen and other shore workers)
Post Office: Manipulative grades	4	London Postal Area	On maximum rates. 12s. a week (telephonists) 17s. a week (postmen) 20s. a week (postal and telegraph officers) 21s. a week (telegraphists) 4s. or 5s. a week (skilled workmen) 7s. a week (technicians)	Cold Storage ..	2	52 scheduled towns including London	5s. a week
Engineering grades ..	2	London Postal Area	4s. or 5s. a week (skilled workmen) 7s. a week (technicians)	Buffer Food Depots	2	50 specified areas including London (within 12 miles of Charing Cross)	5s. a week
Distributive Trades— Iron and Steel and Non-Ferrous Scrap Hide and Skin Market Trade (England and Wales)	2	London (Metropolitan Police District)	5s. (drivers only)	Wholesale Grocery and Provision Trade (England and Wales) Drivers	2	London (within 16 miles of Charing Cross)	8s. or 10s. a week according to carrying capacity of vehicle
Wholesale Grocery and Provision Trade (England and Wales) Drivers	2	London (within 20 miles of Charing Cross)	1d. an hour	Others ..	3	London (within 16 miles of Charing Cross)	6s. a week
Co-operative Wholesale Society Ltd. Retail Food Trades (England and Wales)	3	London (Metropolitan Police District)	4s. a week 9s. a week	Co-operative Laundries	2	London (Home Counties Laundries Assn. and Royal Arsenal Co-operative Society)	8s. a week (inside workers)
Hairdressing (manicurists and porters)	2	London (Metropolitan Police District)	3s. 6d. a week	Hairdressing (manicurists and porters)	2	London (Metropolitan Police District)	3s. 6d. a week

* "Greater Ports" include not only the principal ports, but also many of the less important ports, such as Ayr, King's Lynn, Weymouth and Wisbech.

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 171 to 186.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose by 8,000 (5,000 men and 3,000 women) during March, the number at the end of the month being 22,008,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed a decrease of 1,000, manufacturing industries fell by 3,000 and other industries and services rose by 12,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who had not taken up employment, is estimated to have decreased by 30,000 from 23,194,000 to 23,164,000.

Unemployment

The number of persons registered as unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain fell from 340,406 to 324,873 between 14th March and 11th April. There was a fall of 8,344 in the case of males and of 7,189 in the case of females. The number fell in all the Regions except Midland.

Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), remained unchanged in April at 108. The changes in rates of wages reported to the Department during the month resulted in an aggregate increase estimated at £39,000 in the weekly full-time rates of wages of about 199,000 workpeople. The principal increases affected workers employed in unlicensed places of refreshment, the preparing and spinning section of the linen industry in Northern Ireland, biscuit manufacture and stamped or pressed metal wares manufacture.

PAY AND CONDITIONS IN THE POLICE SERVICE

A Committee was set up on 12th May, 1948, under the chairmanship of Lord Oaksey, D.S.O., to consider, in the light of the need for the recruitment and retention of an adequate number of suitable men and women for the police forces of England, Wales and Scotland, and to report on pay, emoluments, allowances, pensions, promotion, methods of representation and negotiation and other conditions of service (see the issue of this GAZETTE for May, 1948, page 161). The Committee have now completed their enquiry and have presented the first part of their Report, which has been published by H.M. Stationery Office as a Command Paper ("Report of the Committee on Police Conditions of Service Part I", Cmd. 7674, price 2s. net, 2s. 2d. post free).

The Report contains a comprehensive review of the pay and allowances, hours of duty, compensation for overtime, annual leave and pensions of men and women in the regular police forces in England and Wales and Scotland. The more important conclusions and recommendations of the Committee are summarised below. The Committee have not yet reported on other matters within their terms of reference (e.g., promotion, and methods of representation and negotiation).

The Report states that the rate of recruiting between the end of the war and 31st December, 1948, was in general satisfactory. Establishments in the Scottish forces and many forces in England and Wales had been substantially restored to a higher level than before the war. But the rate of resignations in nearly all forces was disturbingly high, and the increase in the rate of loss of men in the middle years of service (i.e., the 6th-14th years) had increased most noticeably as compared with the pre-war period. The most serious deficiencies were in the Metropolitan, City of London and large provincial city forces in England.

Police responsibilities are more exacting now than they were when the Desborough Committee reported in 1919, and are not likely to become less so. This should be reflected in police remuneration. Police remuneration, the Committee say, contains a very substantial element of "concealed emoluments" in the form of free accommodation (or a tax-free rent allowance instead), exemption from rates, free clothing and footwear for use on duty, and a generous pension scheme. The value of these concealed emoluments tends to be under-estimated by the men and is not fully appreciated by potential recruits or the public. General comparisons with other occupations in which the conditions of work are in any way comparable indicate, however, that the police are at present under-paid, and it is recommended that the scales of pay for all police ranks should be improved. It is also recommended that the system of standardisation in matters of pay, allowances, etc., introduced on the recommendation of the Desborough Committee should be maintained.

The scale for men constables should start at £330 a year and rise by annual increments of £10 after the second year to £390 a year after seven years, with three additional increments of £10 a year each, after 10, 15 and 22 years' service respectively, making a maximum of £420 a year. The scale for women constables should start at £290 a year and rise by annual increments of £10 after the second year to £350 a year after seven years, with three additional increments of £10 a year each after 10, 15 and 22 years' service respectively, making a maximum of £380 a year. The present system of "special increments" and "additional increments" for constables, which are granted, *inter alia*, in recognition of zeal and proficiency, should be discontinued. The scale for men sergeants should start at £445 a year and rise by annual increments of £10 to £485 a year, while for women sergeants it should start at £400 a year and rise by annual increments of £10 to £440 a year. Constables and sergeants who are members of the Metropolitan and City of London police forces should have, in addition to the above scales,

Industrial Disputes

The number of workers involved during April in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred) was approximately 40,000. The time lost during the month at the establishments where the stoppages occurred was about 136,000 working days. The number of stoppages which began in the month was 112, and, in addition, 21 stoppages which began before April were still in progress at the beginning of the month. The stoppage involving the largest number of workpeople during the month was that of dock workers in the London area.

The loss of time in January to April, 1949, averaged 95,000 days a month. This compares with monthly averages of 162,000 days in 1948, 203,000 in 1947 and 180,000 in 1946.

Retail Prices

At 12th April the interim index of retail prices, based on 17th June, 1947 (taken as 100), was 109, the same figure as at 15th March. The principal change during the month was a reduction of 1d. per pint in the price of beer, this reduction being offset, to a small extent, by an increase in the price of matches. These two changes followed alterations in the rates of duty on these items, and were two of the series of price changes announced by the Chancellor of the Exchequer in his budget speech on 6th April: the remaining price changes in this series—consisting of increases in the prices of meat, cheese, butter and margarine—had not taken effect by 12th April.

Other changes which occurred between 15th March and 12th April were increases in the prices of tomatoes and some kinds of vegetables, a slight upward movement in the average level of rents and rates, and small increases in the prices of some kinds of clothing.

a non-pensionable "London allowance" of £10 a year. (The existing scales of pay for constables are from 105s. a week to 140s. a week for men, including long service increments, and from 94s. to 125s. for women; for sergeants the scales are 150s. to 165s. for men and 135s. to 148s. for women.)

Improved scales of pay recommended for ranks higher than sergeant are also set out in the Report, and it is recommended that the scales for all ranks in the police should in future be prescribed by the Secretary of State.

It is estimated in the Report that the improved scales, which should be introduced with effect from a date as soon as possible after submission of this part of the Report, will, apart from their effect on future pensions, bring about an immediate increase of £3.8 million to £4 million a year in the present cost of pay, which is in the region of £25 million to £26 million a year.

The normal police hours of duty, states the Report, are nominally 48 a week and usually longer. They are more than those of most other occupations and this is one of the factors that were taken into account in recommending the scales of pay for constables and sergeants. With establishments at their present level and with so many vacancies on police establishments, there seems no prospect in the immediate future of a reduction in the normal hours of police duty. Nevertheless, the Report says, it is recognised that as soon as conditions permit a reduction in police hours will have to be considered.

The Committee consider that a disproportionate part of the policeman's remuneration is reserved for his pension on retirement but they recommend no major alteration for the present in the structure of the pensions scheme, although a number of recommendations deal with modifications of detail. These provide, *inter alia*, for service below the age of 20 to count in future for pension purposes, and for pensions to be based on the average amount of pay received during the last three years of service. A scheme for optional retirement after a minimum of twenty years' service should be considered when the man-power position becomes easier. Improvements are also recommended in the scale of pensions for widows and allowances for children of a policeman who dies while serving or as a pensioner.

As regards overtime, it is recommended that only completed units of a quarter of an hour beyond the normal eight hours should be treated as overtime for purposes of compensation. Wherever possible, compensation should be by way of time off. When this is done, each completed period of 45 minutes (3 units) in any pay week should be compensated by one hour's time off, while any other periods of accrued overtime should be compensated by time off equal to the period ranking for compensation. Payments should be made only for completed hours of overtime (i.e., 4 units) in the course of a week and should be at the rate of 4s. an hour for men constables, 3s. 9d. an hour for women constables, 4s. 9d. an hour for men sergeants and 4s. 3d. for women sergeants. Inspectors should be compensated for overtime wherever possible by way of time off on the basis recommended for constables and sergeants. Inspectors should not be entitled to payment in compensation for overtime. A constable, sergeant or inspector who is required to do duty on a public holiday or on a day that would otherwise be his or her weekly rest day should be compensated wherever possible by time off. The time off should be one-and-a-half times as long as the period spent on duty and if it cannot be granted within three months payment should be made instead at an equivalent rate.

The Committee recommend that outside detectives should not be compensated for overtime on the same basis as members of the uniform branch, but should be paid instead a *detective duty allowance* on the following scale: male constables £30 a year,

female constables £27, male sergeants £36, female sergeants £32, male inspectors £42, female inspectors £36. Outside detectives below the rank of superintendent should also be paid a *detective expenses allowance* of 10s. a week and should, in addition, be entitled to claim separately any items of expenditure of 2s. 6d. each or more. Members of police forces who are on the indoor staff of criminal investigation departments should receive neither the detective duty allowance nor the detective expenses allowance. They should, instead, be compensated for overtime on the same basis as members of the uniform branch, and should claim separately any items of expenditure that they incur in the course of their duty. There should be a review of their ranking.

Among other matters dealt with in the Report are recommendations that (i) previous war service should not count towards increments of pay, (ii) where the refreshment period is at present half an hour it should be increased to three-quarters of an hour, (iii) no alteration should be made in the present rent allowance, (iv) the detachment duty allowance at present paid in England and Wales should be discontinued, (v) there should be a reduction in the number of extraneous duties at present performed by the police and any such duties that remain should be done in police time without extra payment, (vi) the qualifying period for temporary duty allowance (i.e., the allowance paid where a member of a police force is required to perform the duties of an officer of higher rank than his own) should be reduced from two weeks to one, and (vii) subsistence allowances in respect of periods over

12 hours and not exceeding 24 hours, and lodging allowances, should be increased.

Appendices to the Report give (i) a list of principal witnesses, (ii) a statistical survey of police recruitment, promotion and wastage, (iii) examples of total remuneration of constables, sergeants and inspectors on the basis of the proposed new scales, and (iv) a memorandum on the subject of clerical assistance for detectives.

The statistical survey was carried out in order to ascertain the facts about police recruitment, promotion and wastage during the past few decades. The material for the survey was extracted from the actual case-histories of about 92,000 regular policemen who were serving in the police forces of England, Scotland and Wales at any time during the period between the 1st January, 1927, and 31st December, 1947. The detailed analysis of the results occupies over 50 pages of the Report and includes a full description of the terms and methods used. It is set out in six sections which deal respectively with: the method adopted in the survey; recruitment, wastage, size and structure of the service; the police promotion pattern; comparison of promotion rates in different types of force and in different periods of time; comparison of promotion rates in the Metropolitan C.I.D. with those in the uniform branch of the Metropolitan police force; and a theoretical examination of factors affecting promotion rates. The second and the fifth sections have been quoted by the Committee in Part I of their Report, but the Committee have made no comment yet on the remaining sections of the survey.

FINAL REPORT OF THE COTTON MANUFACTURING COMMISSION ON WAGES AND METHODS OF WORK

In November, 1946, the Minister of Labour and National Service appointed a Chairman and two independent members to serve on a Cotton Manufacturing Commission which the two sides of the industry had decided to establish to review wages arrangements and methods of organising the work in the manufacturing section of the industry. An Interim Report of the Commission, published in February, 1948, was summarised in the issue of this GAZETTE for March, 1948 (page 83). The Report referred to the need for "redeployment", which it described as the reorganisation of work and payment in order to secure (a) that the skill of the operative is used to best advantage; (b) that the operative is provided with the opportunity and the incentive to work to the best of her capacity; and (c) that the most effective use is made of the equipment available, with such improvements as can be readily carried out. In furtherance of this object the Commission recommended that a new wages scheme for weavers should replace the existing agreements based on the 1937 "Uniform List". Briefly, the new method of payment recommended was made up of a base wage, and a bonus based on output. The bonus was to be calculated from piece rates which were the result of a scientific assessment of the skill and effort required from the weaver. Adoption of this new method of payment would not absolve employers from the statutory obligation to pay piece rates of wages at not less than the rates laid down in the Uniform List of 1937, but, as the Commission point out, the level of prices fixed by the List is now, for practical purposes, ineffective.

Part I of the Commission's Final Report*, which has now been presented, contains a review of a "notional" trial of the Commission's method of payment and a summary of the results. The trial took place at 39 mills and covered 1,032 weavers and 5,268 looms. The weavers who took part continued to be paid wages in accordance with existing agreements based on the Uniform List, and no change was made in working methods. The wages they would have earned under the new system were calculated and recorded for the purpose of comparison, and various appropriate technical factors were also recorded. The value of the trial was limited in several ways. For example, it had no realistic value in terms of actual earnings or costs of production under the scheme and the incentives which the scheme gives to manufacturers and operatives to increase output did not come into play. Taking the average earnings of the various classes of weavers under the Uniform List as 100, the average earnings under the Commission's system of payment would have ranged, from mill to mill, as follows:—

Type of Weaving	Range of Earnings (Mill Averages)	Average Earnings of All Weavers in the Group
Cotton Cloths:		
4 Loom Weavers on Grey Cloths ..	84-126	100
4 " " " Coloured Cloths ..	89-118	101
6 " " " Grey Cloths ..	92-118	102
6 " " " Coloured Cloths ..	80-107	88
8 " " " Grey Cloths ..	88-100	98
8 " " " Coloured Cloths ..	83-109	100
Rayon Cloths:		
4 Loom Weavers on Grey Cloths ..	71-86	76
4 " " " Coloured Cloths ..	63-77	69
6 " " " Grey Cloths (one Mill)	73	73
8 " " " Grey Cloths ..	91-110	102
Mixed Complements:		
4 Loom Weavers on Gray Cloths ..	80-108	98
4 " " " Coloured Cloths ..	80-105	90
6 " " " Grey Cloths ..	89-105	102
6 " " " Coloured Cloths ..	77-100	83
8 " " " Grey Cloths ..	89-100	96
8 " " " Coloured Cloths (one Mill)	87	87

* Cotton Manufacturing Commission: Final Report of an Inquiry into Wages Arrangements and Methods of Organisation of Work in the Cotton Manufacturing Industry. Part I. H.M. Stationery Office; price 6d. net (7d. post free).

AGRICULTURAL WAGES (SCOTLAND) ACT, 1949

The Agricultural Wages (Scotland) Act, 1949*, received the Royal Assent on 26th April. The Act reproduces in a consolidated form, without amendment, the law contained in the Agricultural Wages (Regulation) (Scotland) Act, 1937 (which extends to Scotland only), in the Agricultural Wages (Regulation) Act, 1947 (so far as it amends the Act of 1937), and in the Holidays with Pay Act, 1938 (so far as it relates to agricultural workers employed in Scotland), and regulations thereunder.

* 12 and 13 Geo. 6. Ch. 30. H.M. Stationery Office; price 6d. net (7d. post free).

INDUSTRIAL DISPUTES IN 1948

In the issue of this GAZETTE for January, 1949, some preliminary statistics were given of stoppages of work, arising from industrial disputes, in the United Kingdom in 1948. More detailed statistics regarding these stoppages, revised in accordance with the latest information received, are now available and are given below.

The number of stoppages of work* arising from industrial disputes in the United Kingdom, reported to the Department as having begun in 1948, was 1,759, as compared with 1,721 in the previous year. Seven other stoppages which had begun towards the end of 1947 continued into 1948, so that the total number of stoppages in progress in 1948 was 1,766. The aggregate number of workers involved in 1948 in the stoppages which began in that year was about 425,000, and in addition about 1,000 workers were involved in 1948 in stoppages which had begun in the previous year and continued into 1948. Of the total of 426,000 workers thus involved in all stoppages in progress in 1948, about 100,000 were indirectly involved (*i.e.*, thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes). The total number of workers involved in all stoppages in progress in the previous year was about 623,000.

At the establishments where the stoppages occurred the aggregate number of working days lost in 1948 through stoppages which began in that year is estimated at about 1,935,000. In addition nearly 9,000 days were lost at the beginning of 1948 through stoppages which had begun towards the end of the previous year.

It should be noted that the figures given above exclude interruptions of work, if any, at other establishments caused by shortages of material or other effects of these stoppages.

Duration of Stoppages

In the following Table the stoppages beginning in 1948 are classified according to their duration in working days, including working days lost in 1949 in cases where the stoppages continued into that year :-

Duration of Stoppage in Working Days	Stoppages beginning in 1948		
	Number of Stoppages	Number of Workers involved directly and indirectly	Aggregate Number of Working Days lost
Not more than one day ..	821	71,000	62,000
Over 1 and not more than 2 days ..	378	72,000	108,000
" 2 " " " 3 " ..	184	37,000	81,000
" 3 " " " 4 " ..	108	28,000	95,000
" 4 " " " 5 " ..	93	81,000	274,000
" 5 " " " 6 " ..	41	12,000	48,000
" 6 " " " 12 " ..	75	45,000	232,000
" 12 " " " 18 " ..	22	40,000	318,000
" 18 " " " 24 " ..	19	38,000	691,000
" 24 days ..	18	1,000	29,000
Total ..	1,759	425,000	1,938,000

Most of the stoppages of work during 1948 involved relatively small numbers of workers and the great majority were of short duration.

Analysis by Causes

An analysis of the principal causes of industrial disputes leading to stoppages of work beginning in 1948, showing the numbers and proportions of stoppages and of workers directly involved therein, is given in the following Table. In some cases stoppages originate from more than one matter in dispute; *e.g.*, a claim for an advance in wages may be accompanied by a claim for some other change in working conditions. For the purpose of the statistics such cases have been classified according to what appeared to be the principal claim or matter in dispute.

Principal Cause	Stoppages beginning in 1948		Workers directly involved in stoppages beginning in 1948	
	Number	Per cent. of total	Number	Per cent. of total
For wage increases ..	167	9.5	55,100	17.0
Other wage disputes ..	563	32.0	87,000	26.8
All wage disputes ..	730	41.5	142,100	43.8
Hours of labour ..	65	3.7	18,700	5.8
Employment of particular classes of persons ..	249	14.2	44,600	13.8
Other working arrangements, rules and discipline ..	647	36.8	73,800	22.8
Trade unionism ..	48	2.7	12,200	3.8
Sympathetic action ..	15	0.8	28,700	8.9
Other causes ..	5	0.3	3,900	1.1
Total ..	1,759	100.0	324,000	100.0

The Table shows that wage questions as a whole accounted for about two-fifths of the total number of stoppages and for slightly more than two-fifths of the total number of workers directly involved. Matters in dispute regarding working arrangements (other than

* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. Stoppages involving less than 10 workers, and those which lasted less than one day, are also excluded unless the aggregate number of working days lost exceeded 100.

wages and hours of labour) or the employment of particular classes or persons together accounted for about one-half of the total number of stoppages and for more than one-third of the workers directly involved.

Analysis by Industries

The following Table analyses, by industry groups, the number of stoppages reported as beginning in 1948, together with the number of workers involved in, and the aggregate number of working days lost through all stoppages in progress in that year, including a small number which began in 1947; corresponding figures for 1947 are also shown :-

Industry Group	1948			1947		
	Number of Stoppages beginning in 1948	Number of Workers involved in all stoppages in 1948	Aggregate Number of Working Days lost in all stoppages in progress in 1948	Number of Stoppages beginning in 1947	Number of Workers involved in all stoppages in 1947	Aggregate Number of Working Days lost in all stoppages in progress in 1947
			000's			000's
Coal Mining ..	1,116	189,100*	464,000	1,053	307,900*	912,000
Other Mining and Quarrying ..	9	900	9,000	13	800	3,000
Brick, Pottery, Glass, Chemical, etc. ..	28	3,000	12,000	24	2,200	8,000
Engineering ..	88	48,200	131,000	79	27,600	211,000
Shipbuilding ..	78	20,200	237,000	114	67,400	324,000
Iron and Steel and Other Metal ..	100	39,300	531,000	98	16,000	44,000
Textile ..	40	14,600	56,000	25	4,400	13,000
Clothing ..	26	6,600	26,000	22	3,500	15,000
Food, Drink and Tobacco ..	26	4,300	20,000	23	3,900	17,000
Woodworking, Furniture, etc. ..	19	1,500	7,000	18	1,600	7,000
Paper, Printing, etc. ..	10	3,500	26,000	10	1,600	10,000
Building, etc. ..	36	7,400	27,000	35	5,200	24,000
Gas, Water and Electricity Supply ..	8	1,400	2,000	5	700	1,000
Transport ..	111	73,000	347,000	119	140,200	628,000
Public Administration Services ..	12	2,500	12,000	12	4,900	61,000
Distribution, Commerce, etc. ..	17	3,700	12,000	22	19,800	73,000
Other Industries and Services ..	35	6,800	25,000	49	15,300	82,000
Total ..	1,759	426,000*	1,944,000	1,721	623,000*	2,433,000

The total numbers of workers shown above as involved in all stoppages in progress in the two years include approximately 100,000 in 1948 and 131,000 in 1947 who were involved only indirectly (*i.e.*, thrown out of work at the establishments affected, but not themselves parties to the disputes). The totals include also over 1,000 workers in 1948 and nearly 3,000 in 1947 who were involved in stoppages which did not begin in the year in question, having commenced towards the end of the previous year.

Principal Stoppages in 1948

Nearly one-half of the aggregate number of working days lost in all stoppages of work through industrial disputes in 1948 was the result of disputes in engineering, shipbuilding, and the iron and steel and other metal industries. About 450,000 working days were lost in a national stoppage by some 23,000 workers in the vehicle building and repairing industry, which lasted almost throughout April, in support of a demand for increased wage rates. Objecting to the proposed termination of payment-by-result schemes, over 10,000 ship repairing workers on Merseyside were involved in a stoppage which began early in February and lasted a month, with a loss of about 175,000 working days. Nearly 40,000 working days were lost during the third week of August by some 12,000 workers in the motor car industry at Birmingham, on a question of the method of fixing piece-work prices.

Although the coal mining industry was responsible for almost two-thirds of all the stoppages of work in 1948 and for nearly one-quarter of the time lost, there were only two stoppages of considerable size. Both of them were in protest against the alleged slowness of negotiations on a claim for increased wages for shot firers. The first, which occurred during the last week of February, involving some 23,000 workers at collieries in Yorkshire and Lancashire, resulted in a loss of about 55,000 working days. In the second, which took place in the latter half of April, about 19,000 workers at collieries in Yorkshire, Staffordshire and Derbyshire were affected and over 80,000 working days were lost.

The principal stoppage in the transport industry occurred in the latter half of June and involved dockers, stevedores and other port transport and storage workers at London, Tilbury and Merseyside, over a question of disciplinary action which had been taken against a number of men. Altogether about 30,000 workers were affected and 200,000 working days were lost. About 6,500 Scottish omnibus drivers, conductors and conductresses were involved and some 60,000 working days were lost in a stoppage in the last

* Some workers, largely in the coal mining industry, were involved in more than one stoppage in the year, and have therefore been counted more than once in the year's total. The net number of individuals involved in stoppages in progress during the year was approximately 360,000 in 1948, compared with approximately 480,000 in 1947. For coal mining alone the corresponding totals were approximately 140,000 and 200,000.

YOUTH EMPLOYMENT IN THE LONDON REGION IN 1948

week of January and the first week of February regarding new working schedules upon the introduction of a 44-hour week.

Stoppages in Previous Years

The next Table gives figures relating to stoppages of work through industrial disputes in each of the past 15 years. Some stoppages began in one year and continued into the next year, but for comparative purposes the figures showing the numbers of stoppages include such stoppages only in the year in which they began. As regards the numbers of workers involved and the loss in working days, however, separate particulars are given for stoppages which began in the year under review and for all stoppages in progress in the year, including those which began in the previous year.

Year	Number of Stoppages beginning in Year	Number of Workers* involved in Stoppages		Aggregate Number of Working Days lost in Year in Stoppages	
		Beginning in Year		In progress in Year	
		Directly	Indirectly	Beginning in Year	In progress in Year
		000's	000's	000's	000's
1934	471	109	25	134	955
1935	553	230	41	279	959
1936	818	241	75	322	1,849
1937	1,129	388	209	610	1,726
1938	875	211	63	275	1,829
1939	940	246	91	337	3,132
1940	922	225	74	299	3,413
1941	1,251	297	63	361	1,329
1942	1,303	349	107	457	1,356
1943	1,785	454	103	559	940
1944	2,194	716	105	826	1,079
1945	2,293	447	84	532	1,527
1946	2,205	405	121	529	1,805
1947	1,721	489	131	623	3,687
1948	1,759	325	100	426	3,714

In 1948 the aggregate loss in working time was lower than in any year since 1943. During the period 1914 to 1918 the average yearly number of days lost was about 5,360,000. In 1919 to 1921, the three years following the first world war, the yearly average was about 49,140,000. From 1922 to 1932 (omitting 1926, when 162,000,000 days were lost, mainly in the coal mining dispute and general strike), the average was about 7,560,000. Since 1932, the number of days lost has been relatively small, and in the 16 years 1933 to 1948 the yearly total of days lost ranged from 940,000 to 3,710,000, the average being about 1,900,000.

* Workers involved in more than one stoppage in any year are counted more than once in the year's total (*see note * in second column on previous page*). Workers involved in a stoppage beginning in one year and continuing into another are counted in both years in the column showing the number of workers involved in stoppages in progress.

The London Regional Advisory Council for Youth Employment, who were appointed by the Minister of Labour on 18th November, 1934, have presented their seventh Report, covering the year 1948. The Report has been published by H.M. Stationery Office, price 4d. net (5d. post free).

The Report presents, *inter alia*, a summary of the general impressions of Youth Employment Officers in the Council's area (which has a radius of approximately 15 miles from Charing Cross) of the effect upon youth employment of the additional year at school following the raising of the school leaving age to 15 years on 1st April, 1947. There was general agreement as to the improved physique and presentability of the 15-year-old leavers. On the whole, both boys and girls were much more decided as to their choice of employment than the 14-year-olds had been. Girls continued to be more definite than boys. The reasons given for the more decided approach to employment were, in the first place, that the young people were now more receptive; that they had more time for consideration of what they had seen and heard; and that the field of employment for the 15-year-old was wider and freer. In the second place, the lengthening of school life by the additional year enabled teachers to make more liberal arrangements for school talks and instructional visits. Finally, the additional year enabled Youth Employment Officers to give fuller information about employment opportunities and to develop the various techniques of vocational guidance.

The influence of parents and friends was still very marked. In a number of instances the attitude of the school-leaver to the choice of employment was merely a reflection of the parents' wishes, and in other cases a chance remark by a relative or friend was the deciding influence. Attendance by parents at school-leaving interviews was disappointing and the Council consider that special steps should be taken to increase their interest.

Generally, the 15-year-old leavers are entering very much the same occupations, and in much the same proportions, as their predecessors, but at slightly higher wages. Some of the Officers had not observed any marked change in the approach to employment of the 15-year-old leavers, but others believed that they showed a very much greater sense of responsibility. Many Officers found that young people attending interviews were better behaved and more willing and able to discuss the possibilities of employment open to them. With some of the boys, the tendency to approach work more seriously was struggling against a sense of frustration caused by the prospect of call-up for military service and the possible indifference of employers in jobs where no training was required. There was little evidence to show that security

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and career value were regarded as more important than high wages. The decision, in the majority of cases, was influenced almost entirely by the economic circumstances of the home.

At the time the survey was made most of the Officers considered that it was too early to assess the effect of the extra year at school. Many young people who left school after the 1948 summer term had not had the benefits of uninterrupted education, owing to evacuation and other war-time conditions. It was also possible, the Report states, that many schools had not fully adjusted their curricula.

The Report contains a brief survey of the youth employment position in the Council's area. During the first seven months of 1948 there was a wide gap between supply and demand. At the end of the summer term there were about 25,000 boys and girls waiting to enter employment for the first time. For most of these there was an excellent choice of employment in a variety of trades and occupations. There were about 30,000 unfilled vacancies, but many of these were in Central London and involved journeys from the suburbs. The summer school leavers were very quickly absorbed into employment, and at the end of September, when all but a few had been placed in employment, there was still a great unsatisfied demand from employers, particularly in Central London.

The Report commends the valuable work done by the Youth Employment Service during the year, especially as regards vocational guidance, co-operation with other branches of Youth Service, and publicity.

DEVELOPMENT AREAS FOR MERSEYSIDE AND THE SCOTTISH HIGHLANDS

In the White Paper on the Distribution of Industry (Cmd. 7540) which was submitted to Parliament in 1948 by the President of the Board of Trade and the Secretary of State for Scotland, it was proposed that Merseyside and an area surrounding Inverness in the Scottish Highlands should be added to the Schedule of Development Areas under the Distribution of Industry Act, 1945, and that minor alterations should be made to the existing boundaries of the South Wales and Monmouthshire and the Scottish Development Areas (see the issue of this GAZETTE for November, 1948, pages 378 and 379). On 4th March effect was given to these proposals by the Distribution of Industry (Development Areas) Order, 1949 (S.I. 1949 No. 692), and the Distribution of Industry (Development Areas) (Scotland) Order, 1949 (S.I. 1949 No. 693 (S.38)), which were made under the Act by the Board of Trade (acting jointly with the Secretary of State for Scotland in respect of the second Order). In accordance with the provisions of the Act, the Orders had been submitted to and received the approval of both Houses of Parliament.

The first of the two Orders extends the South Wales and Monmouthshire Development Area by a boundary adjustment affecting certain parts of the Rural District of Llandilo, Carmarthenshire, and adds to the Schedule a Development Area for Merseyside. The new Merseyside Development Area consists of the County Boroughs of Liverpool and Bootle and certain Urban Districts and parishes in Lancashire, the County Boroughs of Birkenhead and Wallasey, and the Borough of Bebington in Cheshire. The second Order extends the existing Scottish Development Area by boundary adjustments affecting parts of the Royal Burghs of Irvine and Linlithgow within the Counties of Ayr and West Lothian, respectively, and by the addition of an area surrounding and including Inverness in the Scottish Highlands, comprising a number of parishes in the Counties of Inverness, Ross and Cromarty.

Details of the changes and additions are set out in the Orders, copies of which can be purchased from H.M. Stationery Office, price 1d. net each (2d. post free).

INDUSTRY AND EMPLOYMENT IN SCOTLAND IN 1948

A White Paper entitled "Industry and Employment in Scotland in 1948" has been presented to Parliament by the Secretary of State for Scotland and has been published by H.M. Stationery Office (Cmd. 7676), price 1s. 6d. net (1s. 8d. post free). The White Paper is the third Annual Review of the main developments and trends in the economic affairs of Scotland, and relates to the calendar year 1948, although reference is made in it to some events of the early months of 1949.

In a summary of the economic position in Scotland, the White Paper refers to the general progress made in 1948 in the United Kingdom and states that it will be easier to judge the part Scotland is playing in the British economy when full reports of the Census of Production and, later, of the Census of Distribution are available. Meanwhile, the White Paper has collected such information as is available to serve as a pointer to the success of Scottish endeavour in 1948.

The information presented shows that the labour force in Scotland formed about one-tenth of the British labour force, but that a higher proportion of the man-power was employed in the primary producing industries of agriculture, forestry, fishing and coal mining than in Great Britain as a whole. In the group comprising iron and steel manufacture, shipbuilding, all branches of engineering, and the manufacture of metal goods, Scotland employed proportionately fewer workers than Great Britain as a whole, but within this group proportionately more workpeople were employed in iron and steel manufacture, iron founding, and railway locomotive manufacture, and many more in shipbuilding and marine engineering. On the other hand, compared with Great Britain as a whole, Scotland employed proportionately only between one-third and one-quarter as many in electrical engineering and the manufacture of electrical apparatus, and more than half as many

in the manufacture and repair of motor vehicles and the manufacture of cycles, aircraft and miscellaneous metal goods.

In addition to the products of the basic industries, the manufacture of lace, carpets and rugs, and other floor coverings in Scotland formed a very substantial proportion of the United Kingdom output; but in some other important personal and industrial needs, such as footwear and textile machinery, production was relatively low. During the year Scotland took a full share in the steady increase in exports, and by the end of November employment on export work was 6 per cent. higher than in November, 1947, an increase almost exactly the same as that in Great Britain as a whole.

With regard to Scotland's future prospects, the White Paper says that an important means of increasing production will be the developing of resources which hitherto have been neglected. New wealth is to be won, in the Highlands and elsewhere, from forestry, peat cutting and minerals. An enquiry into Scottish mineral resources has been conducted by the Scottish Sub-Committee of the Mineral Development Committee appointed by the Minister of Fuel and Power in 1946. The work of the Sub-Committee will be continued by a mineral resources panel which has been set up by the Scottish Council (Development and Agriculture). Reference is made in the White Paper to the proposed establishment of a new Highland Development Area in the district centred on Inverness and Invergordon (this Development Area has since been scheduled.—See previous column).

The White Paper states that considerable concern was felt towards the end of 1948 at the increase in unemployment both in the existing Scottish Development Area and in Scotland as a whole, and at the slackening in the rate at which new projects were being submitted for approval in the Development Area. Between July and the beginning of December the number of the unemployed increased by 9,000. This problem is receiving urgent and detailed attention from the Scottish Distribution of Industry Panel, and is to be considered by the Scottish Economic Conference. The White Paper emphasises the limiting effect upon industrial development of the housing shortage. The Government, it is stated, are devoting particular attention to the housing problem in Scotland, and in 1948 over 21,000 permanent houses were completed and nearly 11,000 other dwellings were provided.

The Scottish Economic Conference met three times during 1948 and had a fourth meeting in January, 1949. Among the subjects discussed by the Conference were Highland development, forestry, and research and industrial progress.

The economic position of Scotland is discussed in more detail in the sections of the White Paper following the general summary, under the headings of population and employment, distribution of industry, Scottish trade, town and country planning, and the Highlands and Islands. Other sections describe developments in agriculture, coal mining, shipbuilding and other leading Scottish industries, and review transport and communications, electricity and gas, housing, water supply, sewerage and sewage disposal, education, and industrial research and design. A number of statistical tables are contained in the appendices to the White Paper and, in particular, an attempt is made to set out Scottish resources and production in terms of percentages of those of the United Kingdom as a whole.

RELEASES AND DISCHARGES FROM THE FORCES

The scheme of release from the Forces after the end of hostilities provided for release in two separate Classes, namely, Class A, in which release was based on age and length of service, and Class B, in which out-of-turn release was offered to men and women for employment in certain occupations essential to the reconstruction programme. The Class A scheme came into operation on 18th June, 1945, and Class B on 16th July, 1945. In addition, a number of men and women were released or discharged (e.g., on compassionate or medical grounds) outside the Class A and Class B schemes. These schemes terminated at the end of March, 1949, by which date all men and women called up on or before 31st December, 1946, except those having periods of non-effective service or serving under voluntary regular engagements or on voluntary deferment, had been released. Men called up from 1st January, 1947, onwards serve for fixed periods, and are not released under the age and length of service scheme; some men in this category had, as mentioned below, been released before the end of March, 1949.

The total numbers of persons released or discharged from the Forces in each year between 18th June, 1945, and 31st March, 1949, were:—

	Men	Women	Total
1945 (June to December) ..	1,342,110	172,480	1,514,590
1946	2,545,210	231,050	2,776,260
1947	591,650	46,690	638,340
1948	505,210	24,650	529,860
1949 (January to March) ..	81,420	3,490	84,910
Total	5,065,600	478,360	5,543,960

The peak period was at the end of 1945 and beginning of 1946. In the five months November, 1945, to March, 1946, 1,957,000 men and women were released or discharged; during the month of January, 1946, alone the number was 454,000.

The distribution between the three Services was:—

	Men	Women	Total
Royal Navy	784,890	81,510	866,400
Army	3,207,310	229,650	3,436,960
Royal Air Force	1,073,400	167,200	1,240,600
Total	5,065,600	478,360	5,543,960

The releases and discharges fall into the following categories:—

	Men	Women	Total
Class A	4,369,000	421,170	4,790,170
Class B	288,150	4,220	292,370
Other Releases and Discharges	375,000	52,970	427,970
1947/48 National Servicemen	33,450	—	33,450
Total	5,065,600	478,360	5,543,960

Class A releases comprised 87 per cent. and Class B releases totalled 5 per cent. of all releases and discharges. Substantially, the Class B scheme finished at the end of 1946, by which date 276,000 men and women had been released under the scheme; after that date out-of-turn releases were largely restricted to individual specialists, nominated students and men released for employment in coal mining. Of the total of 292,370 releases in Class B, 154,300 were for employment in the building and civil engineering and ancillary trades, 22,800 for agriculture, 16,300 for coal mining, 9,500 for textiles, 9,500 for the Police, 9,000 school teachers and 9,200 students. Provision was made for the inclusion in Class B of a limited number of specialists; the total number released in this category was 18,407 men and 587 women.

PROPOSED AMENDING REGULATIONS FOR METAL GRINDING IN FACTORIES

The Minister of Labour and National Service has given notice that he proposes to make two codes of Special Regulations amending, respectively, the Grinding of Metals (Miscellaneous Industries) Regulations, 1925, and the Grinding of Cutlery and Edge Tools Regulations, 1925.

The proposed Regulations are the outcome of the decision of the Court of Appeal in a case in which certain difficulties arose as to the interpretation of the Grinding of Metals (Miscellaneous Industries) Regulations, 1925 (see the issue of this GAZETTE for April, 1948, page 153). In the light of these difficulties, the Minister undertook to review the Regulations, and he has reviewed at the same time the Grinding of Cutlery and Edge Tools Regulations, 1925, regarding which similar difficulties are liable to arise. The draft Regulations now published are the result of this review.

Copies of the draft Special Regulations, which are entitled respectively The Grinding of Metals (Miscellaneous Industries) (Amendment) Special Regulations, 1949, and The Grinding of Cutlery and Edge Tools (Amendment) Special Regulations, 1949, may be purchased from H.M. Stationery Office at any of the addresses shown on page 192, or through any bookseller, price 1d. net each (2d. post free). Any objections to either code of draft Regulations by or on behalf of persons affected must be sent to the Minister on or before 31st May. Any objection must be in writing and must state the specific grounds of objection, and the omissions, additions, or modifications asked for. Objections may be addressed to the Secretary, Ministry of Labour and National Service, 8 St. James's Square, London, S.W.1.

PAMPHLETS ON EMPLOYMENT, TRAINING, ETC.

Articles published in the December, 1948, issue of this GAZETTE (page 413) and earlier issues gave a short description of the contents of pamphlets on employment, training, etc., prepared by the Ministry of Labour and National Service and other Government Departments. Further pamphlets which have been issued are described briefly below. Unless otherwise stated, copies may be obtained from any Local Office of the Ministry.

A pamphlet, P.L. 305(G), entitled "Industrial Rehabilitation Units" has been issued for distribution to employers, industrial medical officers, hospitals, etc. It explains the meaning of industrial rehabilitation and gives some information regarding the persons eligible for admission to industrial rehabilitation courses, the nature and conditions of the courses and the location of the Industrial Rehabilitation Units (mostly non-residential) at which the courses are held. A brief account of the work of the Units was published in the September, 1948, issue of this GAZETTE (page 301).

A pamphlet, P.L. 309, has been issued under the title "Resettlement of Regular Personnel of His Majesty's Forces," containing information about the scheme of business training for men or women on release from regular service with the Forces (see the issue of the GAZETTE for February, page 51). Copies of the pamphlet may be obtained from any Appointments Office of the Ministry.

Particulars of the services offered by the Ministry's Appointments Register, through the 14 Appointments Offices in various parts of the country, are contained in pamphlet P.L. 311, entitled "Appointments Register: An Employment Service for Managers, Executives and Professional Men and Women." The pamphlet also contains a list of pamphlets in the "Careers for Men and Women" series, and the addresses of the Appointments Offices. "Lend a Hand on the Land" is the title of a folder printed by H.M. Stationery Office showing the various ways in which volunteers can assist in safeguarding the nation's food supply, especially during potato-harvesting in October and November. The folder contains the addresses of the Regional Offices of the Volunteer Agricultural Camps.

A folder entitled "There's more room, remember, in June and September" (P.L. 312) sets out the advantages of taking holidays in June and September rather than in July and August and suggests ways in which employers can contribute to the "staggered holidays" plan.



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NATIONAL INSURANCE

Extension of Time Limit for Maternity Benefit Claims

The National Insurance Advisory Committee have been asked to consider and report on the preliminary drafts of the National Insurance (Claims and Payments) Amendment Regulations, 1949, and the National Insurance (Maternity Benefit) Amendment Regulations, 1949. As it was considered a matter of urgency that the provisions of the draft Regulations should come into operation without delay, Provisional Regulations, entitled The National Insurance (Claims and Payments) Provisional Amendment Regulations, 1949 (S.I. 1949 No. 717), and The National Insurance (Maternity Benefit) Provisional Amendment Regulations, 1949 (S.I. 1949 No. 718), were made on 11th April by the Minister of National Insurance and the National Insurance Joint Authority, respectively. The Provisional Regulations are in the same terms as the corresponding draft Regulations referred for consideration by the Advisory Committee and came into operation on 14th April. They amend, respectively, the National Insurance (Claims and Payments) Regulations, 1948, and the National Insurance (Maternity Benefit) Regulations, 1948 (see the issues of this GAZETTE for June and July, 1948, pages 197 and 230).

The effect of the Provisional Regulations is to allow mothers more time in which to claim maternity benefits. The maternity grant of £4 can now be claimed at any time within eleven weeks (instead of seven weeks as hitherto) before the expected week of confinement or within three months after the confinement. Under the Provisional Regulations, the attendance allowance of £1 a week for four weeks after confinement can be claimed at any time between the eleventh week before the expected week of confinement and four weeks after the confinement. Previously, the allowance could only be claimed within ten days after the birth. If the allowance is claimed in advance it must be accompanied by a certificate of expected confinement. The attendance allowance, unlike the maternity grant, cannot be paid in advance of confinement, but only on a certificate that the confinement has taken place. The time limit for putting in this certificate has been extended from 21 days to 28 days after confinement. The maternity allowance, a special benefit in place of attendance allowance for mothers who usually work for employers or in their own business, can now be claimed between the eleventh and sixth weeks before the expected week of confinement instead of only between the seventh and sixth weeks before. This allowance of 36s. a week begins six weeks before the expected week of confinement and continues for thirteen weeks, provided the mother gives up work for this period.

Copies of the draft Regulations and the Provisional Regulations referred to above can be purchased from H.M. Stationery Office at any of the addresses shown on page 192 or through any bookseller, price 1d. net each (2d. post free).

Special Hardship Allowance for Industrial Injuries

On 7th April the Industrial Injuries Joint Authority made the National Insurance (Industrial Injuries) (Benefit) Amendment Regulations, 1949, which enable the special hardship allowance provided under the National Insurance (Industrial Injuries) Act,

INTERNATIONAL LABOUR ORGANISATION

Second Session of Industrial Committee on Building, Civil Engineering and Public Works

The Second Session of the Industrial Committee on Building, Civil Engineering and Public Works was held in Rome from 15th March to 25th March. The meeting was attended by more than 160 delegates, advisers and representatives of other international organisations; 19 countries were represented. The representatives for the United Kingdom were Sir Harold Emmerson, K.C.B., Ministry of Works, and Mr. D. C. Barnes, Ministry of Labour and National Service, for the Government; Mr. Norman Longley, President of the National Federation of Building Trades Employers, and Mr. Andrew MacTaggart, President of the Federation of Civil Engineering Contractors, for the employers; and Sir John W. Stephenson, C.B.E., J.P., General Secretary of the Plumbers Union, President of the National Federation of Building Trades Operatives, and Mr. R. Coppock, General Secretary of the National Federation of Building Trades Operatives, for the workers. The Government and employers' delegates were accompanied by advisers. Major J. W. McConnell, O.B.E., attended as a representative of the Government of Northern Ireland. The agenda for the Session was as follows:—

1. General Report, dealing particularly with: (a) Action taken in the various countries in the light of the conclusions of the first session; (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 industry.
2. Instability of employment in the construction industries.
3. Recruitment and training for the construction industries.
4. Industrial relations as affecting: (a) Collective bargaining in the construction industries; and (b) Labour management co-

operation in the construction industries. The Committee had before them reports prepared by the International Labour Office on these four items.

Three Sub-Committees were set up to consider instability of employment, industrial relations, and recruitment and training, respectively. These Sub-Committees submitted resolutions as follows:—

The Sub-Committee on Instability of Employment submitted two resolutions, one suggesting that an international institute for building loans should be established and inviting the Governing Body of the International Labour Office to examine the desirability and possibility of the proposal. The other suggested to employers and workers ways which would promote stabilisation of construction at a high level. In addition, the Sub-Committee presented a detailed memorandum recommending policies for achieving employment stability in the industry. In particular the Sub-Committee declared it desirable that all countries should have a central authority responsible for framing and applying such policies.

The Sub-Committee on Industrial Relations submitted two resolutions, one declaring that the industry "should take steps to develop their organisations to the fullest extent" in accordance with the provisions of the Convention on the Freedom of Association and Protection of the Right to Organise (1948). The other sought to further labour management co-operation in the building industry.

The Sub-Committee on Recruitment and Training submitted two resolutions designed to better vocational training and recruiting methods in the construction industry.

The full Committee adopted the reports of the Sub-Committees and the resolutions which they had proposed.

The First Session of this Committee was held in Brussels in November and December, 1946 (see the issue of this GAZETTE for April, 1947, page 122).

1946, to be paid with industrial disablement gratuities whatever the period for which the disablement has been assessed. Previously, the allowance could only be paid with a disablement gratuity based on an assessment of disablement for a period of over two years. The new Regulations came into operation on 13th April. Special hardship allowance is an allowance of up to 20s. a week which can be paid with an industrial disablement pension or gratuity if the disabled man or woman is unable to return to his or her regular occupation and cannot work at a job of a similar standard.

Copies of the Regulations (S.I. 1949 No. 691) can be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

Copies of the Regulations and the Provisional Regulations referred to above can be purchased from H.M. Stationery Office at any of the addresses shown on page 192 or through any bookseller, price 1d. net each (2d. post free).

UNEMPLOYMENT FUND ACCOUNTS, 1947—48

The audited accounts of the Unemployment Fund for the period 1st April, 1947, to 4th July, 1948, together with the Report thereon of the Comptroller and Auditor General have been published by H.M. Stationery Office as a House of Commons Paper (138 of Session 1948-49), price 2d. net (3d. post free).

The assets standing to the credit of the Unemployment Fund on the day appointed for the general operation of the National Insurance Act, 1946, were to be transferred on that date to the new insurance funds in accordance with Section 66 of the Act. As 5th July, 1948, was fixed as the appointed day, the Ministry of National Insurance decided, in consultation with the Treasury, that it would be legally permissible and administratively convenient to prepare a single set of accounts covering the period 1st April, 1947, to 4th July, 1948. The present accounts, which thus relate to a period of approximately 15 months, are the final accounts of the Unemployment Fund.

On the General Account the receipts during the 15 months amounted to £120,660,892. Contributions totalled £107,143,951, comprising £69,096,640 from employers and employed persons, £2,374,233 from Defence Departments and £35,673,078 from the Exchequer. The net income from investments was £13,480,078. The total expenditure during the period was £33,126,084, of which payments of unemployment benefit accounted for £24,193,566 and administrative expenses for £8,070,995 and £405,350 represented payments to certain Government Departments as a share of the estimated expenses of carrying the National Insurance Act into effect. The balance on the General Fund was £529,931,225 at 4th July, 1948, compared with £442,396,417 at 1st April, 1947.

On the Agricultural Account the total receipts were £2,414,162, including £1,369,576 received as contributions from employers and employed persons, £684,117 from the Exchequer and £360,249 from investments. The total expenditure was £675,760, including £414,083 unemployment benefit and £256,544 administrative expenses. The balance on the Agricultural Account rose from nearly £11,856,452 at 1st April, 1947, to £13,594,854 at 4th July, 1948.

The combined balance on the General Account and the Agricultural Account at 4th July, 1948, was £543,526,079 and was invested largely in short term securities held by the National Debt Commissioners.

Third Session of Inland Transport Industrial Committee

The Third Session of the Committee on Inland Transport, one of the eight International Committees set up by the Governing Body of the International Labour Office to deal with conditions in major industries, opened in Brussels on 18th May. The agenda is as follows:—

1. General Report, dealing particularly with: (a) Action taken in the various countries in the light of the conclusions of the Second Session; (b) steps taken by the Office to follow up the studies and enquiries proposed by the Committee; and (c) recent events and developments in the industry.
2. Decasualisation of dock labour.
3. Protection of young workers on inland waterways.
4. Technical methods of selection of workers for the inland transport industry.

The Industrial Committees are tripartite in character and consist of two representatives of Governments, employers and workers, respectively, from each of the countries most directly concerned

LABOUR OVERSEAS

Wages and Working Hours in the United States Soap and Glycerin Industry

The Bureau of Labor Statistics of the United States Department of Labor have carried out a postal enquiry into the wages and working hours in August, 1948, of workers employed in soap and glycerin manufacture in the United States. A report on the enquiry has been issued by the Bureau as No. 69 of a series of Wage Structure Bulletins. Returns were obtained from 92 undertakings, with eight or more workers each and employing in all over 16,200 workers, of which the major activity was the manufacture of soap in any form, and the manufacture of crude and refined glycerin. The total number of undertakings of this class, employing eight or more workers each, in the United States was 113, with an aggregate of about 20,500 workers. The wages data collected consisted of hourly wage rates, or the straight-time average hourly earnings (i.e., earnings during normal working hours) of piece-rate and other incentive workers, excluding extra payments for overtime and shift working. Incentive earnings were included as part of the workers' regular pay, but non-incentive payments, such as Christmas bonuses, were excluded. The wage study excluded office workers and persons in professional, administrative and executive positions, except foremen.

In August, 1948, the average hourly wage rate or earnings of men employed on production work in the undertakings studied were 1.58 dollars, and those of women, who constituted less than one-sixth of the total, 1.15 dollars. A 40-hour working week was in operation in 73 per cent. of the undertakings. In the remainder, the normal working week ranged up to 48 hours. Extra shifts were worked in about 28 per cent. of the undertakings, all of which paid wage differentials for the extra shift work. Most frequently, the differentials were either 5 or 10 cents an hour for the second shift and 10 cents for the third shift.

The Table below shows the average hourly wage rates, or average straight-time hourly earnings in August, 1948, for selected occupations in the soap and glycerin manufacturing industry. The Table includes averages covering all the undertakings studied and also separate averages (so far as available) for medium-sized and larger undertakings, employing respectively between 51 and 250 workers, and 251 or more workers. Except where otherwise indicated, the figures relate to men. Apprentices, learners and helpers by occupation are excluded from the figures for the selected occupations, but are included in the general averages quoted above.

Occupation	Average Hourly Wage Rate or Average Straight-Time Hourly Earnings		
	All Undertakings	Undertakings with 51-250 Workers	Undertakings with 251 or more Workers
Crutcher Operators	\$ 1.72	\$ 1.47	\$ 1.83
Driers	1.39	1.22	1.51
Firemen	1.65	1.28	1.75
Maintenance Carpenters	1.80	1.52	1.89
„ Electricians	1.79	1.52	1.84
„ Machinists	1.86	1.71	1.88
Pipefitters	1.78	1.50	1.82
Press Operators	1.33	1.12	1.40
Pumpmen	1.76	1.48	1.81
Slabbers	1.67	1.20	1.76
Soap Makers	1.60	1.36	1.77
„ Packers (Men)	1.23	1.10	1.51
„ (Women)	1.16	0.85	1.28
Truck Drivers	1.45	—	1.53
Truckers, Hand	1.23	—	1.40
Warehousemen (Shipping)	1.43	1.34	1.44
Wrapping-Machine Operators (Men)	1.67	1.18	1.81
Wrapping-Machine Operators (Women)	1.33	—	—

with the particular industries covered. The representatives may be accompanied by advisers. For the Third Session of the Inland Transport Committee, the following representatives are attending from the United Kingdom: Government representatives: Mr. J. A. Diack, Assistant Secretary, Ministry of Labour and National Service, and Mr. R. D. Thrupp, Transport Attaché to the United Kingdom Permanent Delegation in Geneva. Employers' representatives: Mr. Frank Gilbert, Principal Staff Officer, British Transport Commission, and Mr. Donald Farquar Macdonald, Secretary, National Association of Port Employers. Workers' representatives: Mr. A. Hallworth, Acting Assistant General Secretary, Associated Society of Locomotive Engineers and Firemen, and Mr. S. Henderson, National Secretary, Passenger Group, Transport and General Workers' Union. The Government, employers' and workers' representatives are accompanied by advisers. Mr. A. E. Goodbody of the Government of Northern Ireland is also attending.

The Second Session of this Committee was held in Geneva in May, 1947, and 22 States Members of the International Labour Organisation sent delegations (see the issue of this GAZETTE for June, 1947, page 190).

Employment, Hours of Work and Earnings in Italy

The Italian Ministry of Labour and Social Security have recently resumed the collection, compilation and publication of statistics of employment, working hours, remuneration and other aspects of industrial activity in Italy. The figures in the present article, which relate to May, 1948, have been extracted from a report issued by the Ministry containing a summary of the provisional results of enquiries covering January and May, 1947, and April and May, 1948.

The data were obtained by the Ministry's Labour Inspectors from over 15,000 undertakings in 43 sectors of industrial activity, comprising mining and quarrying, the metal, engineering and shipbuilding industries, textiles, the food industries and a number of miscellaneous industries. In some sectors the enquiry extended to all the undertakings concerned, but in others it was limited to those employing at least 10 manual workers each. In May, 1948, the number of workers covered by the enquiry was 1,784,486, or about 60 per cent. of the total number of manual

workers in industrial employment in Italy, which is estimated at approximately three million.

Of the number of manual workers employed in May, 1948, females formed 35.7 per cent. and young persons under 18 years of age 6.9 per cent. The highest proportions of females and young persons, 74.7 and 11.8 per cent. respectively, occurred in the textile industry group. The following is an analysis of the employment figures by industry groups:—

Industry Group	Total Number Employed	Females as Per cent. of Total	Young Workers as Per cent. of Total
Mining and Quarrying ..	74,958	2.6	2.0
Metal, Engineering and Ship-building ..	643,441	12.4	4.9
Textile ..	566,635	74.7	11.8
Food ..	74,189	32.0	5.6
Miscellaneous ..	425,263	25.5	4.5
All Groups ..	1,784,486	35.7	6.9

A normal working week of 40 hours was reported in the case of 22.3 per cent. of the workers; 20.0 per cent. worked less and 57.7 per cent. more than 40 hours. The average length of the working day was 8.4 hours, and the average number of hours worked in the month was 157.3. The average hourly earnings were 133.89 lire, the averages ranging from 110.08 lire for the food industries to 149.67 lire for the metal, engineering and ship-building industries. The averages of earnings take account of time-rate and piece-work earnings. They include extra payments for overtime, night work, etc., and the value of payments in kind, but exclude holiday payments, gratuities and family allowances.

The Table below shows, for the principal industries covered by the enquiry, the numbers employed, the average numbers of hours worked in the month, and the average hourly earnings in May, 1948.

Industry	Number employed	Average number of hours worked in month	Average hourly earnings
Mining ..	70,438	157.2	129.47
Chemicals and Drugs ..	110,583	167.2	136.23
Brick ..	31,981	147.4	104.40
Pottery ..	19,952	162.5	124.42
Glass ..	23,720	152.4	162.85
Iron and Steel ..	90,856	185.4	178.07
Foundries ..	33,851	152.5	144.54
Electrical Engineering ..	58,334	159.5	148.48
Other Engineering ..	283,687	156.8	138.87
Automobiles and Aircraft ..	70,177	154.3	160.15
Railway Locomotive, etc., Building and Repair ..	37,964	179.2	149.08
Shipbuilding ..	43,306	187.6	149.24
Cotton ..	249,524	156.1	114.38
Wool Textile ..	123,975	155.2	131.16
Silk Throwing ..	32,367	120.3	81.76
Silk Weaving ..	37,216	143.7	113.57
Artificial Textile Fibres ..	29,453	151.1	130.53
Flax and Hemp ..	30,426	121.1	109.36
Boots and Shoes ..	29,485	135.3	108.58
Food ..	74,189	140.4	110.08
Paper, Pulp, Paper and Cardboard ..	35,901	166.1	118.52
Printing and Bookbinding ..	32,601	177.1	137.36
Rubber ..	34,942	156.4	165.72
Electricity Generation and Supply ..	33,326	190.4	173.58
All Industries, including some not specified above ..	1,784,486	157.3	133.89

Survey of African Labour Efficiency

A Report entitled "African Labour Efficiency Survey, 1947," has been published by H.M. Stationery Office as No. 3 in the series of Colonial Research Publications, price 2s. net (2s. 2d. post free). This Report is the result of an enquiry carried out by a team of investigators under the direction of C. H. Northcott, M.A., Ph.D., who were appointed for the purpose by the Secretary of State for the Colonies, on the advice of the Colonial Social Science Research Council and the Nutrition Sub-Committee of the Colonial Medical Research Committee. The investigators were asked to enquire into the economic and social conditions of African workmen employed in Nairobi by the Kenya and Uganda Railway, with a view to ascertaining their efficiency, the factors which affect it and the incentives which might increase it. The survey was an exploratory one of limited scope, intended to prepare the way for a study of East African labour in general, without any restrictions of locality or concentration upon one type of occupation.

The first part of the Report contains a sociological survey. After an introductory chapter, the meaning of efficiency is discussed, the employment of Africans is analysed statistically, and a number of observations of Africans at work are recorded. The Survey then examines in considerable detail the wages plan and wages structure in operation on the Kenya and Uganda Railway and discusses the wage system from the standpoint of the incentive it offers to efficiency. Reference is made to some aspects of African labour on which further information is needed. The second part of the Report is a physiological survey, in which the medical aspects of African efficiency and the relation between nutrition and efficiency are examined.

In the third part of the Report, the Director of the Survey summarises the findings of the investigators. He states that they have reached the conclusion that an increasing standard of technical efficiency can be expected of East Africans if the handicaps from which they suffer are removed on European initiative and under European guidance. One serious handicap to the establishment of greater efficiency is the absence of provision for education, both primary and technical; but the investigators think that in some respects the greatest handicap is physical and arises from malnutrition. Another significant handicap is European ignorance of the Africans' attitudes and of the motives which lie behind their actions.

The investigators believe that the most important factor for improving the efficiency of Africans is thorough training for the jobs they are required to carry out. This training must be by example, and must be thorough, direct, detailed and repeated. Good training must be supplemented by good supervision, which is regarded as almost equally necessary and which, in addition to collective oversight, must extend to job planning and the provision of adequate equipment.

As regards the provision of incentives, the investigators' study was limited to the operation of a wages plan. They consider that a graded system of time wages is, under proper conditions, a good incentive instrument, but that it must be kept flexible so that a due reward can be assigned to skill. Incentive payments on output may be devised to help but will be wasteful unless certain conditions with regard to basic wages, training, supervision, organisation and management are observed.

The investigators suggest that more knowledge is wanted of the mobility of African labour in Kenya, between the towns and the reserves, and between jobs in the towns. They suggest further that efficiency would be increased if representative Africans were brought more into consultation and given some measure of recognition.

EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment in Great Britain in March

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

GENERAL SUMMARY

It is estimated that the total working population* decreased during March by 30,000 (26,000 men and 4,000 women).

The size of the Forces was reduced during March by 10,000 to a total of 785,000. The estimated number of men and women on release leave decreased during the month from 49,000 to 39,000.

The number of unemployed persons registered for employment at 11th April, 1949, was 324,900, compared with 340,400 at 14th March. The April figure represented about 1.6 per cent. of the total number of employees insured under the national insurance schemes, compared with 1.7 per cent. in March.

The total number in civil employment (industry, commerce and services of all kinds) increased by 8,000 (5,000 men and 3,000 women) during March.

During March the number employed in the basic industries showed little change. There was a rise of 3,000 in agriculture, and there were falls of 3,000 in transport and communication and of 1,300 in coal mining.

The number employed in the manufacturing industries declined slightly during March by 3,000 (mainly women). There was an increase of 3,000 in clothing and a fall of 6,000 in metals, engineering and vehicles. In textiles the level of employment showed no appreciable change.

The number estimated to be employed in building and contracting showed a slight increase of 3,000 during the month.

There was no appreciable change in the number employed in the distributive trades during March. Employment in professional, financial and miscellaneous services increased by 7,000 during the month.

About 2,500 foreign workers were placed in employment in March.

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

GENERAL MAN-POWER POSITION

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

New Series*	Thousands				Change during March, 1949
	Mid-1948	End-1948	End-February, 1949	End-March, 1949	
Total Working Population*					
Men	16,057	16,069	16,079	16,053	- 26
Women	7,089	7,116	7,115	7,111	- 4
Total	23,146	23,185	23,194	23,164	- 30
H.M. Forces and Women's Services					
Men	807	774	760	750	- 10
Women	39	34	35	35	...
Total	846	808	795	785	- 10
Men and Women on Release Leave who have not yet taken up employment ..	92	18	49	39	- 10
Registered Unemployed ..	282	348†	350†	332†	- 18
Persons in Civil Employment					
Men	14,945	15,019	15,014	15,019	+ 5
Women	6,981	6,992	6,986	6,989	+ 3
Total in Civil Employment	21,926	22,011	22,000	22,008	+ 8

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

† The total man-power in the main textile industry groups at end-March, 1949, was: Cotton—322,000. Wool—215,000. Other textiles—444,000.

‡ End of month estimate.

(88931)

ANALYSIS OF CIVIL EMPLOYMENT

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

New Series†	Thousands				Change during March, 1949
	Mid-1948	End-1948	End-February, 1949	End-March, 1949	
Industry or Service					
Basic Industries					
Coal Mining (Total Man-power) ..	787	788	789	788	- 1
(On Colliery Books) ..	(725)	(726)	(727)	(726)	(- 1)
Other Mining and Quarrying ..	82	82	82	82	...
Gas, Electricity and Water ..	296	301	305	305	...
Transport and Communication ..	1,814	1,803	1,796	1,793	- 3
Agriculture	1,227	1,230	1,225	1,228	+ 3
Fishing	41	41	41	41	...
Total, Basic Industries ..	4,247	4,245	4,238	4,237	- 1
Manufacturing Industries					
Chemicals and Allied Trades	426	433	436	437	+ 1
Metals, Engineering and Vehicles	3,904	3,921	3,927	3,921	- 6
Textiles	948	971	981	981	...
Clothing	700	716	727	730	+ 3
Food, Drink and Tobacco ..	725	738	732	732	...
Other Manufactures ..	1,411	1,422	1,425	1,424	- 1
Total, Manufacturing Industries ..	8,114	8,201	8,228	8,225	- 3
Building and Contracting ..	1,497	1,480	1,462	1,465	+ 3
Distributive Trades	2,689	2,739	2,734	2,736	+ 2
Professional, Financial and Miscellaneous Services ..	3,925	3,876	3,870	3,877	+ 7
Public Administration—National Government Service	688	694	694	692	- 2
Local Government Service ..	766	776	774	776	+ 2
Total in Civil Employment	21,926	22,011	22,000	22,008	+ 8

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

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

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

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

† See footnote * in previous column.

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NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

Industry	(Thousands)								
	Males			Females			Total		
	Mid-1948	Feb., 1949	March, 1949	Mid-1948	Feb., 1949	March, 1949	Mid-1948	Feb., 1949	March, 1949
Mining, etc.									
Coal Mining	775.5	777.5	776.4	11.5	11.5	11.5	787.0	789.0	787.9
Treatment of Non-Metalliferous Mining Products other than Coal	229.1	230.3	230.8	77.8	79.0	78.9	306.9	309.3	309.7
Bricks and Fireclay Goods	69.3	69.4	69.9	7.4	7.5	7.6	76.7	76.9	77.5
China and Earthenware (inc. glazed tiles)	34.2	35.7	35.8	42.1	43.7	43.5	76.3	79.4	79.3
Glass (other than containers)	29.6	30.3	30.2	11.6	11.8	11.8	41.2	42.1	42.0
Glass Containers	19.9	19.8	19.8	5.6	5.5	5.5	25.5	25.3	25.3
Cement	12.9	13.2	13.1	1.4	1.3	1.3	14.3	14.5	14.4
Other Non-Metalliferous Mining Manufactures	63.2	61.9	62.0	9.7	9.2	9.2	72.9	71.1	71.2
Chemicals and Allied Trades	294.8	301.2	302.0	126.1	129.9	130.0	420.9	431.1	432.0
Coke Ovens and By-Product Works	16.8	17.1	17.1	0.5	0.5	0.5	17.3	17.6	17.6
Chemicals and Dyes	143.4	143.9	144.1	52.1	52.7	52.7	195.5	196.6	196.8
Pharmaceutical Preparations, Toilet Preparations, Perfumery	12.6	13.1	13.1	18.2	18.9	18.6	30.8	32.0	31.7
Explosives and Fireworks	21.6	22.9	23.1	12.2	13.3	13.7	33.8	36.2	36.8
Paint and Varnish	25.9	26.2	26.2	11.1	10.9	11.0	37.0	37.1	37.2
Soap, Candles, Glycerine, Polishes, Ink and Matches	27.2	27.4	27.6	19.7	20.4	20.3	46.9	47.8	47.9
Mineral Oil Refining	24.7	27.1	27.3	6.0	6.5	6.5	30.7	33.8	33.8
Other Oils, Greases, Glue, etc.	22.6	23.5	23.5	6.3	6.7	6.7	28.9	30.2	30.2
Metal Manufacture	438.4	442.9	442.0	57.6	55.9	55.9	496.0	498.8	497.9
Blast Furnaces	19.3	19.7	19.6	0.7	0.7	0.7	20.0	20.4	20.3
Iron and Steel Melting, Rolling, etc., not elsewhere specified	178.8	182.9	182.8	15.9	15.5	15.5	194.7	198.4	198.3
Iron Foundries	91.1	92.3	92.0	15.3	14.9	14.8	106.4	107.2	106.8
Tinplate Manufacture	14.3	14.8	14.8	2.7	2.8	2.9	17.0	17.6	17.7
Steel Sheet Manufacture	17.3	17.4	17.4	1.2	1.2	1.2	18.5	18.6	18.6
Iron and Steel Tubes (inc. melting and rolling in integrated works)	33.0	33.3	33.5	6.3	6.0	6.0	39.3	39.3	39.5
Non-Ferrous Metals Smelting, Rolling, etc.	84.6	82.5	81.9	15.5	14.8	14.8	100.1	97.3	96.7
Engineering, Shipbuilding and Electrical Goods	1,445.0	1,458.9	1,458.5	375.2	367.9	365.4	1,820.2	1,826.8	1,823.9
Shipbuilding and Ship Repairing	218.0	216.4	216.3	7.9	8.0	7.8	225.9	224.4	224.1
Marine Engineering	74.5	74.4	74.1	3.5	3.5	3.5	78.0	77.9	77.6
Agricultural Machinery (exc. tractors)	35.3	34.7	34.8	5.1	4.9	4.9	40.4	39.6	39.6
Boilers and Boilerhouse Plant	15.8	16.3	16.3	1.7	1.7	1.7	17.5	18.0	18.0
Machine Tools	63.0	62.5	62.3	13.7	13.3	13.2	76.7	75.8	75.5
Stationary Engines	20.1	21.2	21.4	3.2	3.2	3.2	23.3	24.4	24.6
Textile Machinery and Accessories	57.5	60.2	60.1	9.7	10.2	10.1	67.2	70.4	70.2
Ordnance and Small Arms	33.1	36.5	37.0	8.1	9.1	9.4	41.2	45.6	46.4
Constructional Engineering	64.7	63.3	63.5	6.4	5.8	5.7	71.1	69.1	69.2
Other Non-Electrical Engineering	547.3	555.5	554.6	117.5	116.8	116.1	664.8	672.3	670.7
Electrical Machinery	118.2	119.0	119.5	46.7	44.3	43.9	164.9	163.3	163.4
Electrical Wires and Cables	38.2	38.3	38.2	24.0	22.7	22.7	61.0	60.9	60.9
Telegraph and Telephone Apparatus	27.8	29.0	29.1	16.6	17.1	17.2	44.4	46.1	46.3
Wireless Apparatus (exc. valves) and Gramophones	36.0	35.7	35.6	31.2	29.4	28.9	67.2	65.1	64.5
Wireless Valves and Electric Lamps	16.7	16.5	16.4	19.9	18.9	18.5	36.6	35.4	34.9
Batteries and Accumulators	10.7	11.3	11.2	8.6	9.5	9.1	19.3	20.8	20.3
Other Electrical Goods	68.1	68.1	68.1	51.4	49.5	49.5	119.5	117.6	117.6
Vehicles	760.2	775.7	774.7	118.7	119.3	118.7	878.9	895.0	893.4
Manufacture of Motor Vehicles and Cycles	243.8	254.4	253.7	41.6	42.4	41.9	285.4	296.8	295.6
Motor Repairs and Garages	182.8	178.9	178.4	23.0	23.1	23.0	205.8	202.0	201.4
Manufacture and Repair of Aircraft	120.6	128.1	128.7	21.0	21.5	21.5	141.6	149.6	150.2
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	52.1	53.8	53.7	20.5	20.1	20.1	72.6	73.9	73.8
Railway Locomotive Shops	56.2	54.5	54.2	2.9	2.7	2.7	59.1	57.2	56.9
Other Locomotive Manufacture	23.3	23.6	23.6	2.2	2.3	2.3	25.5	25.9	25.9
Manufacture and Repair of Railway Carriages and Wagons and Trams	72.9	74.1	74.1	3.7	3.8	3.8	76.6	77.9	77.9
Carts, Perambulators, etc.	8.5	8.3	8.3	3.8	3.4	3.4	12.3	11.7	11.7
Metal Goods not elsewhere specified	313.4	313.4	312.6	178.0	173.0	172.4	491.4	486.4	485.0
Tools and Cutlery	32.6	32.1	32.0	20.6	20.3	20.3	53.2	52.4	52.3
Bolts, Nuts, Screws, Rivets, Nails, etc.	21.4	22.1	22.1	19.2	19.1	19.1	40.6	41.2	41.2
Iron and Steel Forgings not elsewhere specified	28.0	29.3	29.2	5.3	5.4	5.4	33.3	34.7	34.6
Wire and Wire Manufactures	38.2	37.7	37.7	10.2	9.9	9.9	48.1	47.6	47.5
Hollow-ware	24.9	25.1	25.0	25.6	25.5	25.6	50.5	50.6	50.6
Brass Manufactures	24.3	23.5	23.3	13.6	12.5	12.2	37.9	36.0	35.5
Metal Industries not elsewhere specified	155.1	153.6	153.3	83.5	80.3	80.0	238.6	233.9	233.3
Precision Instruments, Jewellery, etc.	79.3	81.5	81.4	45.0	46.6	46.9	124.3	128.1	128.3
Scientific, Surgical and Photographic Instruments, etc.	46.7	48.8	48.9	25.3	26.6	26.8	72.0	75.4	75.7
Manufacture and Repair of Watches and Clocks	8.7	9.0	9.0	6.0	6.2	6.2	14.7	15.2	15.2
Jewellery, Plate and Refining of Precious Metals	17.5	17.0	16.8	12.0	12.0	12.1	29.5	29.0	28.9
Musical Instruments	6.4	6.7	6.7	1.7	1.8	1.8	8.1	8.5	8.5
Textiles	384.7	400.0	400.7	554.5	572.7	572.8	939.2	972.7	973.5
Cotton Spinning, Doubling, etc.	60.7	63.1	62.9	114.3	117.9	117.7	175.0	181.0	180.6
Cotton Weaving, etc.	43.7	46.1	46.3	90.2	94.5	94.7	133.9	140.6	141.0
Woolen and Worsted	91.9	94.1	94.2	113.4	117.9	117.8	205.3	212.0	212.0
Rayon, Nylon, etc., Production	28.1	30.5	30.8	14.7	15.3	15.2	42.8	45.8	46.0
Rayon, Nylon, etc., Weaving and Silk	16.8	17.6	17.8	24.0	24.3	24.6	40.8	41.9	42.4
Linen and Soft Hemp	5.3	5.4	5.3	8.1	7.6	7.5	13.4	13.0	12.8
Jute	7.9	7.4	7.4	12.4	10.5	10.4	20.3	17.9	17.8
Rope, Twine and Net	7.1	6.9	6.8	12.3	11.8	11.7	19.4	18.7	18.5
Hosiery and other Knitted Goods	27.3	29.0	29.2	80.8	86.0	86.3	108.1	115.0	115.5
Lace	4.9	5.1	5.1	8.3	8.6	8.6	13.2	13.7	13.7
Carpets	10.8	11.7	11.7	12.7	14.0	14.0	23.5	25.7	25.7
Narrow Fabrics	6.3	6.3	6.3	15.2	15.7	15.8	21.5	22.0	22.1
Made-up Textiles	6.4	6.3	6.3	13.5	13.4	13.4	19.9	19.7	19.7
Textile Finishing, etc.	54.3	57.2	57.3	25.5	26.4	26.3	79.8	83.6	83.6
Other Textile Industries	13.2	13.3	13.3	9.1	8.8	8.8	22.3	22.1	22.1
Leather, Leather Goods and Fur	49.0	48.4	48.5	30.3	29.2	29.2	79.3	77.6	77.7
Leather (Tanning and Dressing) and Fellmongery	32.7	32.6	32.6	9.5	9.4	9.3	42.2	42.0	41.9
Leather Goods	11.5	11.5	11.5	16.0	15.5	15.6	27.5	27.0	27.1
Fur	4.8	4.3	4.4	4.8	4.3	4.3	9.6	8.6	8.7
Clothing	195.2	200.4	201.3	427.2	449.2	450.8	622.4	649.6	652.1
Tailoring	74.0	78.0	78.5	184.0	194.1	195.2	258.0	272.1	273.7
Dressmaking	12.4	12.9	12.9	89.1	94.1	94.2	101.5	107.0	107.1
Overalls, Shirts, Underwear, etc.	6.7	7.1	7.1	49.1	51.1	51.0	55.8	58.2	58.1
Hats, Caps and Millinery	7.3	7.0	7.0	12.6	12.8	12.9	19.9	19.8	19.9
Dress Industries not elsewhere specified	8.6	8.9	8.9	30.4	32.0	31.9	39.0	40.9	40.8
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	59.9	61.6	62.0	57.8	61.2	61.7	117.7	122.8	123.7
Repair of Boots and Shoes	26.3	24.9	24.9	4.2	3.9	3.9	30.5	28.8	28.8
Food, Drink and Tobacco	407.2	411.9	413.1	285.2	287.3	286.3	692.4	699.2	699.4
Grain Milling	31.5	32.2	32.2	8.4	8.6	8.6	39.9	40.8	40.8
Bread and Flour Confectionery	108.6	109.8	110.1	68.0	69.1	69.1	176.6	178.6	179.2
Biscuits	13.7	13.6	13.7	19.3	19.4	19.5	33.0	33.0	33.2
Meat and Meat Products	15.6	16.3	16.4	9.8	10.6	10.4	25.4	26.9	26.8
Milk Products	25.3	25.0	25.6	12.3	12.2	12.3	37.6	37.2	37.9
Sugar and Glucose	14.1	14.4	14.5	5.2	5.1	5.2	19.3	19.5	19.7
Cocoa, Chocolate and Sugar Confectionery	24.1	25.2	25.7	34.5	40.3	41.6	58.6	65.5	67.3
Preserving of Fruit and Vegetables	17.4	17.5	17.3	35.0	33.0	31.6	52.4	50.5	48.9
Food Industries not elsewhere specified	31.0	31.9	31.7	25.5	24.1	23.0	56.5	56.0	54.7
Brewing and Malting	74.7	74.5	74.4	18.9	18.5	18.5	93.1	92.9	92.9
Wholesale Bottling	6.4	6.4	6.4	5.4	5.2	5.1	11.8	11.6	11.5
Other Drink Industries	24.6	25.0	25.1	14.5	13.7	13.8	39.1	38.7	38.9
Tobacco	20.2	20.0	20.0	28.4	27.8	27.6	48.6	47.8	47.6

Numbers Employed in Great Britain: Industrial Analysis—continued

Industry	(Thousands)								
	Males			Females			Total		
	Mid-1948	Feb., 1949	March, 1949	Mid-1948	Feb., 1949	March, 1949	Mid-1948	Feb., 1949	March, 1949
Manufactures of Wood and Cork	218.9	225.0	225.1	51.1	51.7	51.7	270.0	276.7	276.8
Timber (Sawmilling, etc.)	76.2	76.5	76.3	10.4	10.4	10.4	86.6	86.9	86.7
Furniture and Upholstery	92.3	97.4	97.9	25.3	27.0	26.9	117.6	124.4	124.8
Shop and Office Fitting	15.7	16.2	16.1	3.1	2.9	2.9	18.8	19.1	19.0
Wooden Containers and Baskets	19.0	19.1	19.0	6.2	6.0	6.1	25.2	25.1	25.1

Unemployment at 11th April, 1949

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 14th March and 11th April, 1949, were as follows :-

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
14th March	244,916	5,817	84,800	4,873	340,406
11th April	232,759	9,630	74,476	8,008	324,873

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

It is estimated that the number of persons registered as unemployed at 11th April represented 1.6 per cent. of the total number of employees insured under the national insurance schemes. The corresponding percentage at 14th March was 1.7.

In the week ended 26th March, 1949, about 32,000 operatives in manufacturing industries were on short time, losing 12 hours each on the average; on the other hand, 850,000 were working on an average 7 hours overtime.

The analysis of the figures for 11th April 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	50,998	50,696	124,485	226,179	6,580	232,759
Boys under 18	6,533	1,510	1,467	9,510	120	9,630
Women 18 and over	22,724	18,419	29,714	70,857	3,619	74,476
Girls under 18	5,478	1,144	1,217	7,839	169	8,008
Total	85,733	71,769	156,883	314,385	10,488	324,873

The total of 324,873 includes 37,015 married women.

The changes between 14th March and 11th April, 1949, in each Administrative Region were as follows :-

Region		Wholly Unemployed (including Casuals)				Temporarily stopped	Total
		Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
London & South-Eastern	14th Mar.	22,414	17,958	21,032	61,404	719	62,123
	11th April	22,867	14,977	20,745	58,589	615	59,204
	Inc. or Dec.	+ 453	- 2,981	- 287	- 2,815	- 104	- 2,919
Eastern	14th Mar.	3,851	4,769	7,554	16,174	132	16,306
	11th April	3,765	3,532	6,306	13,603	151	13,754
	Inc. or Dec.	- 86	- 1,237	- 1,248	- 2,571	+ 19	- 2,552
Southern	14th Mar.	3,595	3,998	6,018	13,611	454	14,065
	11th April	4,077	3,207	5,651	12,935	319	13,254
	Inc. or Dec.	+ 482	- 791	- 367	- 676	- 135	- 811
South-Western	14th Mar.	4,010	4,395	8,212	16,617	125	16,742
	11th April	4,556	3,455	7,773	15,784	206	15,990
	Inc. or Dec.	+ 546	- 940	- 439	- 833	+ 81	- 752
Midland	14th Mar.	5,037	2,553	3,756	11,346	402	11,748
	11th April	6,316	2,275	4,099	12,690	1,990	14,680
	Inc. or Dec.	+ 1,279	- 278	+ 343	+ 1,344	+ 1,588	+ 2,932
North-Midland	14th Mar.	2,244	2,157	4,747	9,148	312	9,460
	11th April	2,343	1,495	3,337	7,175	262	7,437
	Inc. or Dec.	+ 99	- 662	- 1,410	- 1,973	- 50	- 2,023
East and West Ridings	14th Mar.	4,772	4,275	7,122	16,169	867	17,036
	11th April	4,450	3,538	6,979	14,967	695	15,662
	Inc. or Dec.	- 322	- 737	- 143	- 1,202	- 172	- 1,374
North-Western	14th Mar.	11,655	12,345	27,045	51,045	1,251	52,296
	11th April	11,949	10,008	25,786	47,743	1,245	48,988
	Inc. or Dec.	+ 294	- 2,337	- 1,259	- 3,302	- 6	- 3,308
Northern	14th Mar.	7,035	9,187	17,759	33,981	665	34,646
	11th April	7,677	7,567	17,067	32,311	746	33,057
	Inc. or Dec.	+ 642	- 1,620	- 692	- 1,670	+ 81	- 1,589
Scotland	14th Mar.	13,710	16,416	35,155	65,281	2,224	67,505
	11th April	12,528	15,031	35,006	62,565	3,117	65,682
	Inc. or Dec.	- 1,182	- 1,385	- 149	- 2,716	+ 893	- 1,823
Wales	14th Mar.	5,229	7,703	24,494	37,426	1,053	38,479
	11th April	5,205	6,684	24,134	36,023	1,142	37,165
	Inc. or Dec.	- 24	- 1,019	- 360	- 1,403	+ 89	- 1,314
Great Britain	14th Mar.	83,552	85,756	162,894	332,202	8,204	340,406
	11th April	85,733	71,769	156,883	314,385	10,488	324,873
	Inc. or Dec.	+ 2,181	- 13,987	- 6,011	- 17,817	+ 2,284	- 15,533

The following Table gives the numbers of persons registered as unemployed at 11th April, 1949, and the approximate percentage rates of unemployment in each Region :-

Region	Number of persons registered as unemployed at 11th April, 1949			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern	43,385	15,819	59,204	1.3	0.9	1.2
Eastern	10,060	3,694	13,754	1.4	1.1	1.3
Southern	9,146	4,108	13,254	1.4	1.4	1.4
South-Western	11,677	4,313	15,990	1.6	1.3	1.5
Midland	11,520	3,160	14,680	0.9	0.5	0.7
North-Midland	5,347	2,090	7,437	0.6	0.5	0.5
E. and W. Ridings	12,132	3,530	15,662	1.0	0.6	0.9
North-Western	36,798	12,190	48,988	2.0	1.2	1.7
Northern	25,223	7,834	33,057	2.8	2.3	2.7
Scotland	50,379	15,303	65,682	3.5	2.2	3.1
Wales	26,722	10,443	37,165	3.9	4.5	4.0
Great Britain	242,389	82,484	324,873	1.8	1.2	1.6

NUMBERS UNEMPLOYED IN THE UNITED KINGDOM: REGIONAL ANALYSIS

The total numbers of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 11th April, 1949, was 355,893, including 254,537 men, 10,704 boys, 82,008 women and 8,644 girls. Of the total, 343,936 (including 5,335 casual workers) were wholly unemployed and 11,957 temporarily stopped.

The numbers of unemployed persons† on the registers in each Region at 11th April, 1949, are shown below.

Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
London and South-Eastern	40,893	2,194	13,652	1,850	58,589
Eastern	9,730	271	3,339	263	13,603
Southern	8,408	443	3,626	458	12,935
South-Western	10,863	699	3,543	679	15,784
Midland	9,095	739	2,246	610	12,690
North-Midland	5,030	233	1,696	216	7,175
E. and W. Ridings	11,658	243	2,800	266	14,967
North-Western	34,884	1,429	10,802	628	47,743
Northern	23,866	897	6,620	928	32,311
Scotland	46,666	1,576	13,286	1,037	62,565
Wales	25,086	786	9,247	904	36,023
Great Britain	226,179	9,510	70,857	7,839	314,385
Northern Ireland	21,396	1,020	6,577	558	29,551
United Kingdom	247,575	10,530	77,434	8,397	343,936
Total Registered as Unemployed (including Wholly Unemployed, Temporarily Stopped and Casuals)					
London and South-Eastern	41,185	2,200	13,960	1,859	59,204
Eastern	9,784	276	3,422	272	13,754
Southern	8,700	446	3,644	464	12,935
South-Western	10,969	708	3,630	683	15,990
Midland	10,772	748	2,547	613	14,680
North-Midland	5,113	234	1,869	221	7,437
E. and W. Ridings	11,885	247	3,256	274	15,662
North-Western	35,362	1,436	11,547	643	48,988
Northern	24,316	907	6,892	942	33,057
Scotland	48,756	1,623	14,201	1,102	65,682
Wales	25,917	805	9,508	935	37,165
Great Britain	232,759	9,630	74,476	8,008	324,873
Northern Ireland	21,778	1,074	7,532	636	31,020
United Kingdom	254,537	10,704	82,008	8,644	355,893

NUMBERS UNEMPLOYED: 1939 to 1949

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

	Great Britain				United Kingdom: Total
	Wholly Unemployed (including Casuals)		Temporarily Stopped		
	Males	Females	Males	Females	
1939	934,332	258,088	137,192	78,347	1,407,959
1940	468,777	222,373	100,389	58,549	850,088
1941	105,973	97,701	29,275	27,476	260,425
1942	62,019	31,859	3,196	2,691	99,765
1943	47,191	20,574	795	733	69,293
1944	45,062	17,634	394	518	63,608
1945	86,273	53,004	584	140,410	139,977
1946	251,914	107,840	2,097	1,218	363,069
1947	234,895	78,756	102,738	51,960	468,349
1948	225,566	70,567	4,289	3,148	303,570
1949	273,652	91,948	5,872	4,241	375,713
14th Feb.	259,137	92,426	5,181	3,539	360,283
14th Mar.	245,809	86,393	4,924	3,280	340,406
11th Apr.	235,689	78,696	6,700	3,788	324,873

* Number registered as unemployed expressed as percentage of the estimated number of employees insured under the national insurance schemes.

† The figures exclude registered disabled persons who are suitable only for employment under sheltered conditions.

‡ The averages for 1947 exclude the numbers stood off during the fuel crisis early in the year who did not register as unemployed at Employment Exchanges.

§ Before the comprehensive national insurance scheme came into operation in July, 1948, the published statistics of unemployment related to persons insured under the Unemployment Insurance Acts, but for July and all subsequent months the published figures have included all unemployed persons on the registers, including some who were not previously insured under the Unemployment Insurance Acts. The averages for 1948 have been computed on the basis of the monthly figures as published.

NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed* persons on the registers of all Employment Exchanges and Youth Employment Bureaux in each Administrative Region at 11th April, 1949, and the numbers of persons on the registers of the Exchanges and Bureaux situated in some of the principal towns in each Region, together with the increase or decrease compared with 14th March, 1949.

Regions and Principal Towns	Numbers of Persons* on Registers at 11th April, 1949				Inc. (+) or Dec. (-) in Totals as compared with 14th March, 1949
	Men 18 and over	Women 18 and over	Juveniles under 18 years	Total	
London and South-Eastern	41,185	13,960	4,059	59,204	- 2,919
London (Administrative County)	19,588	4,726	521	24,835	- 1,122
Acton	147	76	12	235	- 41
Brentford and Chiswick	263	81	13	357	- 3
Brighton and Hove	2,166	760	90	3,016	- 480
Chatham	833	582	140	1,555	+ 65
Croydon	1,053	199	158	1,410	- 51
Dagenham	533	312	265	1,110	+ 184
Ealing	402	122	59	583	+ 19
East Ham	465	139	79	683	+ 16
Enfield	293	81	12	386	- 88
Harrow and Wembley	617	246	71	934	- 3
Hayes and Harlington	174	117	36	327	+ 55
Hendon	499	145	55	699	- 26
Ilford	527	172	37	736	- 59
Leyton and Walthamstow	838	199	33	1,070	- 269
Tottenham	680	155	227	1,062	+ 139
West Ham	990	242	21	1,353	- 130
Willesden	452	72	89	613	- 17
Eastern	9,784	3,422	548	13,754	- 2,552
Bedford	98	33	21	152	- 30
Cambridge	541	60	5	606	+ 191
Ipswich	194	68	30	292	+ 37
Luton	129	16	4	149	- 10
Norwich	935	80	20	1,035	- 109
Southend-on-Sea	1,130	366	21	1,517	- 394
Watford	123	104	9	236	+ 14
Southern	8,700	3,644	910	13,254	- 811
Bournemouth	953				

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed at 11th April, 1949, distinguishing those wholly unemployed (i.e., out of a situation) from those temporarily stopped (i.e., suspended from work on the understanding that they were shortly to return to their former employment). The figures include all unemployed persons on the registers of Employment Exchanges with the

exception of registered disabled persons who require employment under sheltered conditions.

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

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
Agriculture, Forestry, Fishing	12,429	3,812	1,519	413	13,948	4,225	18,173	17,293	4,363	21,656
Agriculture and Horticulture	6,711	3,791	71	413	6,782	4,204	10,986	9,952	4,336	14,288
Forestry	663	10	1	—	664	10	674	682	15	697
Fishing	5,055	11	1,447	—	6,502	11	6,513	6,659	12	6,671
Mining and Quarrying	2,313	103	58	1	2,371	104	2,475	2,800	107	2,907
Coal Mining*	1,463	69	50	—	1,513	69	1,582	1,560	71	1,631
Iron Ore Mining and Quarrying	41	1	—	—	41	1	42	41	1	42
Stone Quarrying and Mining	432	10	5	—	437	10	447	754	10	764
Slate Quarrying and Mining	101	1	—	—	101	1	102	105	1	106
Clay, Sand, Gravel and Chalk Pits	144	3	—	—	144	3	147	198	3	201
Other Mining and Quarrying	132	19	3	1	135	20	155	142	21	163
Treatment of Non-Metalliferous Mining Products other than Coal	3,130	729	83	37	3,213	766	3,979	3,414	791	4,205
Bricks and Fireclay Goods	903	127	4	2	907	129	1,036	961	129	1,090
China and Earthenware (inc. glazed tiles)	380	82	2	5	382	87	469	400	106	506
Glass (other than containers)	442	229	58	7	500	236	736	507	238	745
Glass Containers	347	158	12	15	359	173	532	360	173	533
Cement	72	15	—	—	72	15	87	83	15	98
Other Non-Metalliferous Mining Manufactures	986	118	7	8	993	126	1,119	1,103	130	1,233
Chemicals and Allied Trades	4,137	1,731	7	67	4,144	1,798	5,942	4,241	1,817	6,058
Coke Ovens and By-Product Works	131	1	—	—	131	1	132	131	1	132
Chemicals and Dyes	1,439	558	2	38	1,441	596	2,037	1,495	604	2,099
Pharmaceutical Preparations, Toilet Preparations, Perfumery	110	179	1	9	111	188	299	118	189	307
Explosives and Fireworks	1,395	550	1	1	1,396	551	1,947	1,405	553	1,958
Paint and Varnish	302	92	—	—	302	92	395	313	93	406
Soap, Candles, Glycerine, Polishes, Ink and Matches	261	214	3	18	264	232	496	268	240	508
Mineral Oil Refining	184	59	—	—	184	59	243	192	59	251
Other Oils, Greases, Glue, etc.	315	78	—	—	315	78	393	319	78	397
Metal Manufacture	4,448	882	522	34	4,970	916	5,886	5,158	922	6,080
Blast Furnaces	157	25	1	—	158	25	183	167	25	192
Iron and Steel Melting, Rolling, etc., not elsewhere specified	1,533	204	310	1	1,843	205	2,048	1,873	206	2,079
Iron Foundries	1,006	160	1	4	1,007	164	1,171	1,103	165	1,268
Temple Manufacture	181	90	51	23	232	113	345	232	113	345
Steel Sheet Manufacture	92	53	71	—	163	53	216	171	53	224
Iron and Steel Tubes (inc. melting and rolling in integrated works)	359	65	3	—	362	65	427	372	66	438
Non-Ferrous Metals Smelting, Rolling, etc.	1,120	285	85	6	1,205	291	1,496	1,240	294	1,534
Engineering, Shipbuilding and Electrical Goods	26,430	4,913	596	130	27,026	5,043	32,069	29,029	5,235	34,264
Shipbuilding and Ship Repairing	10,104	395	430	21	10,534	416	10,950	11,727	420	12,147
Marine Engineering	1,132	74	19	—	1,151	74	1,225	1,345	75	1,420
Agricultural Machinery (exc. tractors)	487	66	—	—	487	66	553	544	105	649
Boilers and Boilerhouse Plant	96	8	—	—	96	8	104	113	16	129
Machine Tools	566	89	4	3	570	92	662	591	94	685
Stationary Engines	106	15	—	—	107	15	122	125	15	140
Textile Machinery and Accessories	468	39	2	—	470	41	511	613	51	664
Ordnance and Small Arms	893	305	2	1	895	306	1,201	911	307	1,218
Constructional Engineering	1,887	230	4	—	1,891	230	2,121	1,945	230	2,175
Other Non-Electrical Engineering	7,415	1,194	47	26	7,462	1,220	8,682	7,647	1,232	8,879
Electrical Machinery	949	374	4	26	953	400	1,353	996	404	1,400
Electrical Wires and Cables	418	231	65	8	483	239	722	498	240	738
Telegraph and Telephone Apparatus	203	138	—	—	203	138	341	207	141	348
Wireless Apparatus (exc. valves) and Gramophones	589	704	5	7	594	711	1,305	595	713	1,308
Wireless Valves and Electric Lamps	172	140	1	1	173	141	314	180	142	322
Batteries and Accumulators	122	210	1	10	123	220	343	133	296	429
Other Electrical Goods	823	701	11	25	834	726	1,560	859	754	1,613
Vehicles	8,631	1,170	19	4	8,650	1,174	9,824	9,200	1,251	10,451
Manufacture of Motor Vehicles and Cycles	3,282	369	5	1	3,287	370	3,657	3,393	375	3,768
Motor Repairs and Garages	2,335	159	6	2	2,341	161	2,502	2,518	167	2,685
Manufacture and Repair of Aircraft	1,461	210	1	—	1,462	210	1,672	1,638	253	1,891
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	714	290	1	—	715	290	1,005	746	291	1,037
Railway Locomotive Shops	95	16	—	—	95	16	111	107	18	125
Other Locomotive Manufacture	270	16	—	—	271	16	287	277	19	296
Manufacture and Repair of Railway Carriages and Wagons and Trams	252	8	1	—	253	8	261	254	8	262
Carts, Perambulators, etc.	222	102	4	1	226	103	329	267	120	387
Metal Goods not elsewhere specified	4,694	2,068	247	136	4,941	2,204	7,145	5,104	2,253	7,357
Tools and Cutlery	371	138	35	39	406	177	583	415	177	592
Bolts, Nuts, Screws, Rivets, Nails, etc.	198	186	1	2	199	188	387	215	189	404
Iron and Steel Forgings not elsewhere specified	391	16	22	—	413	16	429	449	19	468
Wire and Wire Manufactures	317	130	14	1	331	131	462	338	133	471
Hollow-ware	458	415	5	32	463	447	910	473	454	927
Brass Manufactures	239	89	1	1	240	90	330	249	90	339
Metal Industries not elsewhere specified	2,720	1,094	169	61	2,889	1,155	4,044	2,965	1,191	4,156
Precision Instruments, Jewellery, etc.	974	426	84	15	1,058	441	1,499	1,111	479	1,590
Scientific, Surgical and Photographic Instruments, etc.	415	233	4	5	419	238	657	444	243	687
Manufacture and Repair of Watches and Clocks	199	117	1	2	200	119	319	221	147	368
Jewellery, Plate and Refining of Precious Metals	265	54	16	4	281	58	339	284	62	346
Musical Instruments	95	22	63	4	158	26	184	162	27	189
Textiles	3,295	2,804	293	532	3,588	3,336	6,924	5,175	5,987	11,162
Cotton Spinning, Doubling, etc.	575	419	1	—	576	419	995	591	425	1,016
Cotton Weaving, etc.	240	207	1	19	241	226	467	243	232	475
Woolen and Worsted	601	339	29	8	630	347	977	651	375	1,026
Rayon, Nylon, etc., Production	157	78	11	—	168	78	246	189	84	273
Rayon, Nylon, etc., Weaving and Silk	92	80	1	2	93	82	175	130	91	221
Linon and Soft Hemp	147	122	10	111	157	233	390	1,282	1,662	2,944
Jute	373	517	218	274	591	791	1,382	600	793	1,393
Rope, Twine and Net	182	224	1	60	183	284	467	389	1,133	1,522
Hosiery and other Knitted Goods	102	207	3	7	105	214	319	114	230	344
Lace	25	31	2	—	27	31	58	37	58	95
Carpets	89	108	1	15	90	123	213	94	129	223
Narrow Fabrics	45	37	—	4	45	41	86	48	42	90
Made-up Textiles	98	221	1	16	99	237	336	111	468	579
Textile Finishing, etc.	399	134	14	9	413	143	556	522	175	697
Other Textile Industries	170	80	—	7	170	87	257	174	90	264

* The figures for coal mining exclude all the unemployed at 11th April, 1949, who, although previously employed in coal mining, have been found to be medically unfit for employment in that industry. These men are, however, included with "Other persons not classified by industry" on the next page.

Numbers Unemployed: Industrial Analysis—continued

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
Leather, Leather Goods and Fur	771	338	141	91	912	429	1,341	940	442	1,382
Leather (Tanning and Dressing) and Fellmongery	293	94	93	5	386	99	485	403	104	507
Leather Goods	219	124	6	19	225	143	368	234	146	380
Fur	259	120	42	67	301	187	488	303	192	495
Clothing	2,344	2,135	224	255	2,568	2,390	4,958	2,861	3,468	6,329
Tailoring	947	1,106	34	93	981	1,199	2,180	1,079	1,302	2,381
Dressmaking	100	450	—	33	100	483	583	107	530	637
Overalls, Shirts, Underwear, etc.	43	217	1	23	44	240	284	76	979	1,055
Hats, Caps and Millinery	79	50	133	76	212	338	214	137	351	451
Dress Industries not elsewhere specified	81	136	1	19	82	155	237	106	318	424
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	267	143	32	11	299	154	453	322	165	487
Repair of Boots and Shoes	827	33	23	—	850	33	883	957	37	994
Food, Drink and Tobacco	6,350	5,119	98	564	6,448	5,683	12,131	7,154	6,460	13,614
Bread and Flour Confectionery	300	103	1	25	301	128				

Work of Appointments Department

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

Technical and Scientific Register

The Technical and Scientific Register, which is situated at York House, Kingsway, London, W.C.2, operates on a national basis. It is assisted in its work by six Advisory Committees, for architecture and public utilities, chemistry, civil engineering, electrical engineering, mechanical engineering, and scientific research. The Register provides a placing and advisory service for persons holding the necessary qualifications, these being, in general, possession of a University degree, or membership of the appropriate recognised professional institution.

A register of vacancies notified by employers is maintained, from which persons enrolled on the Register are supplied with full particulars of posts for which, by their qualifications and experience, they appear to be suitable. A wide range of overseas vacancies is also available. The services of the Register are available to physicists, mathematicians, chemists (other than pharmacists), metallurgists, agriculturists, biologists and all other scientists, professional engineers, architects, surveyors, town planners, estate agents and valuers.

The total number of persons enrolled on the Available Section of the Technical and Scientific Register at 11th April was 5,520*; this figure included 4,029 registrants who were already in work but desired a change of employment, 525 students provisionally enrolled, and 966 registrants who were unemployed. Among the unemployed were 338 ex-Service men and women.

The numbers of vacancies notified and filled between 15th March and 11th April, 1949 (4 weeks), are shown below:—

Vacancies outstanding at 15th March	4,511
" notified during period	848
" filled during period	188†
" cancelled or withdrawn	463
" outstanding at 11th April	4,708

Appointments Register

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

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

Appointments Office	In Employment		Unemployed	
	Men	Women	Men	Women
London	4,935	753	5,392	619
Cambridge	551	69	441	43
Reading	517	62	308	41
Winchester	503	30	368	19
Bristol	1,043	127	583	81
Birmingham	1,732	139	607	75
Nottingham	839	61	247	37
Leeds	1,124	125	279	44
Liverpool	1,045	93	362	38
Manchester	1,777	140	594	63
Newcastle-on-Tyne	890	81	252	35
Edinburgh	955	169	517	103
Glasgow	1,349	233	498	82
Cardiff	390	60	395	49
Total†	17,650	2,142	10,843	1,329

The total number of persons on the registers of the Appointments Offices at 11th April, 1949, was 31,964‡, consisting of

* This figure included 887 registrants who were also registered with Appointments Offices.

† Including 69 vacancies filled by ex-Service men.

‡ Excluding 433 persons registered for overseas employment only and 4,835 whose registrations had been referred to the Local Offices for assistance in placing. Registrations of nurses and midwives are also excluded.

28,493 men and 3,471 women. Of these, 15,798 men and 464 women were ex-Service personnel. The number on the registers included 17,650 men and 2,142 women who were in employment, while 10,843 men and 1,329 women had registered as unemployed at some date in the preceding two months and were not known to be in employment at 11th April. Of those in employment, 9,549 men and 277 women were ex-Service personnel. The numbers of ex-Service personnel included in the numbers unemployed were 6,249 men and 187 women.

During the period 15th March to 11th April, 1949, there were new registrations by 3,029 men and 599 women, and during the same period the registrations of 3,781 men and 736 women lapsed.

The Table below shows the numbers of vacancies (other than those for nurses and midwives) notified, filled, etc., between 15th March and 11th April, 1949.

	Men*	Women
Vacancies outstanding at 14th March	5,689	954
" notified during period	2,154	563
" cancelled or withdrawn during period	1,294	364
" filled during period	814	210
" unfilled at 11th April	5,735	943

The total numbers of vacancies filled during the period 11th January to 11th April, 1949, were 2,771 for men and 753 for women, which included 1,667 filled by ex-Service men and 123 filled by ex-Service women.

Nursing Services Branch

The particulars in the following paragraphs relate to the work of the Nursing Services Branch of the Appointments Department during the period 1st January to 31st March, 1949. As indicated above, vacancies notified and filled in the nursing and midwifery professions are not included in the statistics relating to the Appointments Register. The placing of student and trained nurses and midwives in vacancies notified by hospitals and other employers is carried out by the Nursing Services Branch of the Appointments Department, and this Branch also provides a careers advice service for potential students and qualified persons seeking other posts.

The numbers of vacancies for nurses and midwives in the period 1st January to 31st March are given below.

	Men	Women
Vacancies outstanding at 1st January	2,785	31,313
" filled during period	490	3,824†
" outstanding at 31st March	2,825	32,481‡

The 35,306 vacancies outstanding at 31st March included 3,366 vacancies for nursery nurses, nursing orderlies, etc. An analysis of the remaining 31,940 vacancies is given in the following Table:—

Institution or Service	Trained Nurses		Student Nurses		Midwives and Pupil Midwives		Asst. Nurses, Pupil and Prob. Asst. Nurses	
	Men	Women	Men	Women	Men	Women	Men	Women
Hospitals and Institutions:								
General Hospitals	3,255	4,307	657	2,001				
Chronic Sick Hospitals	522	—	70	2,107				
Sick Children Hospitals	137	225	—	63				
Infectious Diseases Hospitals	1,165	1,841	—	566				
Tuberculosis Hospitals and Sanatoria	744	881	—	564				
Maternity Hospitals, Homes and Domiciliary Midwifery Services	71	—	1,614	183				
Mental Hospitals and Institutions	1,796	5,327	—	304				
Other Hospitals and Institutions	946	582	12	484				
District Nursing	313	—	46	5				
Other Nursing†	720	—	50	382				
Total	9,669	13,163	2,449§	6,659§				

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

† These figures include, respectively, 85 vacancies filled and 516 vacancies outstanding for nursery nurses. For vacancies filled, the figures given include 680 vacancies filled by part-time workers.

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

§ These figures include, respectively, 1,151 vacancies for pupil midwives and 1,052 vacancies for pupil and probationer assistant nurses.

Employment in the Coal Mining Industry in March

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

The average weekly number of wage-earners on the colliery books in Great Britain during the five weeks ended 2nd April was 726,600, compared with 727,200 during the four weeks ended 26th February and 723,400 during the five weeks ended 3rd April, 1948. The total numbers who were effectively employed were 660,400 in March, 665,600 in February, and 676,400 in March, 1948; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week. The Table below shows the numbers of wage-earners on the colliery books in the various Districts in March, together with the increase or decrease* in each case compared with February, 1949, and March, 1948.

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

District	Average numbers of wage-earners on colliery books during 5 weeks ended 2nd April, 1949	Increase (+) or decrease (—)* compared with the average for	
		4 weeks ended 26th February, 1949	5 weeks ended 3rd April, 1948
Northumberland	42,700	—	+ 100
Cumberland	5,800	—	+ 100
Durham	111,200	+ 100	+ 100
South Yorkshire	100,100	+ 200	+ 600
West Yorkshire	41,600	+ 100	—
North and South Derbyshire	44,800	—	+ 300
Notts. and Leicestershire	54,400	—	+ 1,600
Lancashire and Cheshire	52,000	+ 100	+ 100
North Wales	8,900	—	+ 200
North Staffordshire	20,700	+ 100	+ 300
Cannock Chase	18,200	—	+ 500
South Staffs., Worcs., and Salop	5,800	—	+ 300
Warwickshire	15,900	—	+ 600
South Wales and Mon.	107,600	—	+ 900
Forest of Dean, Bristol and Somerset	7,300	—	—
Kent	6,200	+ 100	+ 100
England and Wales	643,200	+ 700	+ 2,200
Fife and Clackmannan	22,400	+ 200	+ 1,000
The Lothians	12,500	—	+ 400
Lanarkshire, etc.	35,300	+ 100	+ 700
Ayrshire, etc.	13,200	—	+ 300
Scotland	83,400	+ 100	+ 1,000
Great Britain	726,600	+ 600	+ 3,200

It is provisionally estimated that during March about 5,850 persons were recruited to the industry, while the total number of persons who left the industry was about 7,150; the numbers on the colliery books thus showed a net decrease of 1,300. During February there was no change in numbers.

The average number of shifts† worked per week by coal-face workers who were effectively employed was 5.01 in March, 5.02 in February and 4.67 in March, 1948. The corresponding figures for all workers who were effectively employed were 5.30, 5.31 and 4.94.

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 March and March, 1948, which are given in the next Table, represent the numbers of shifts lost through absenteeism, expressed as percentages of the total numbers of shifts that could have been worked.

Percentages of Shifts Lost Through Absenteeism

	March, 1948	February, 1949	March, 1949
Coal-face workers:			
Voluntary	7.83	7.30	7.45
Involuntary	6.20	8.11	8.63
All workers:			
Voluntary	5.89	5.71	5.78
Involuntary	5.28	7.22	7.74

For face-workers the output per man-shift worked was 3.03 tons in March, compared with 3.01 tons in the previous month and 2.90 tons in March, 1948. The output per man-shift calculated on the basis of all workers was 1.17 tons in March; for February, 1949, and March, 1948, the figures were 1.16 tons and 1.09 tons, respectively.

* "No change" is indicated by three dots.

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

Employment Overseas

AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in November, 1948, was 0.4 per cent. higher than in October and 2.6 per cent. higher than in November, 1947.

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 fourth quarter of 1948 was 0.8, compared with 0.9 both in the preceding quarter and in the fourth quarter of 1947.

CANADA

Returns received by the Dominion Bureau of Statistics from over 19,800 employers in industries other than agriculture and private domestic service indicate that the total number of work-people in employment at 1st February in the establishments covered by the returns was 2.4 per cent. lower than at 1st January but 1.0 per cent. higher than at 1st February, 1948. The number of persons employed in manufacturing industries at 1st February showed no change compared with the beginning of the previous month but was 1.0 per cent. higher than at 1st February, 1948.

Returns rendered by trade unions with a total membership of over 538,150 showed that the percentage rate of unemployment among their members at the end of December was 3.4, compared with 1.0 at the end of September and 1.7 at the end of December, 1947.

UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in February is estimated by the United States Department of Labor to have been approximately 43,957,000. This was 0.8 per cent. lower than the figure for January and 0.7 per cent. lower than that for February, 1948. The index figure of wage-earners' employment in manufacturing industries (base, average of 1939=100) showed a decrease of 0.9 per cent. in February compared with January and a decrease of 3.9 per cent. compared with February, 1948.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America at the middle of February was approximately 3,221,000, compared with 2,664,000 at the middle of January and with 2,639,000 at the middle of February, 1948.

BELGIUM

The average daily number of persons recorded as wholly or partially unemployed in Belgium during February was 239,663, compared with 253,586 during January and 135,724 during February, 1948. The number of working days lost in February as a result of unemployment was nearly 5,750,000, compared with nearly 7,600,000 in January and about 4,080,000 in February, 1948.

DENMARK

At the end of March returns received by the Danish Statistical Department from approved unemployment funds showed that 48,365, or 7.9 per cent. of a total membership of over 615,000, had been unemployed for seven days or more, compared with 8.6 per cent. (revised figure) at the end of the previous month and 4.7 per cent. at the end of March, 1948. In addition, 16,848 members had been unemployed for less than seven days at the end of March, and 9,305 were considered as ineligible for employment on account of age or other reasons.

EIRE

The number of unemployed persons on the live register of Employment Exchanges at 23rd April was 75,579, compared with 80,416 at 26th March and 72,492 at 24th April, 1948.

FRANCE

The number of persons registered as applicants for employment was 109,922 at the beginning of February, compared with 98,646 at the beginning of the previous month and 74,004 at the beginning of February, 1948.

SWEDEN

Preliminary information received by the Swedish Social Board from trade unions with a total membership of about 883,000 showed that 3.7 per cent. of their members were unemployed at 31st January, compared with 5.4 per cent. (revised figure) at the end of the previous month and 4.4 per cent. at 31st January, 1948.

SWITZERLAND

At the end of February applications for employment were registered at Employment Exchanges by 13,236 persons, compared with 16,863 at the end of January and 6,964 at the end of February, 1948; these figures include employed persons who were seeking other employment. Offers of situations at the same dates numbered 3,594, 2,849 and 6,043, respectively. The number of registered applicants for employment at the end of February who were wholly unemployed was 12,046 or 8.0 per thousand of the employed population (exclusive of apprentices) according to the census of 1941, compared with 15,544 or 10.4 per thousand at the end of January; in February, 1948, the number wholly unemployed was 6,260 or 4.2 per thousand.

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WAGES, DISPUTES, RETAIL PRICES

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Changes in Rates of Wages and Hours of Labour

RATES OF WAGES

Changes in April

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in the United Kingdom during April resulted in an aggregate increase estimated at approximately £39,000 in the weekly full-time wages of about 199,000 workpeople.

The principal groups of workpeople affected by increases in rates of wages were persons employed in unlicensed places of refreshment, the preparing and spinning section of the linen industry in Northern Ireland, biscuit manufacture and stamped or pressed metal wares manufacture. Increases were also granted to workers employed in brush and broom manufacture, the light castings industry, to women cleaners in Government Offices, and to workers employed in the flax and hemp industry in Great Britain, slate quarrying in North Wales and the manufacture in Bury and district of cloth used for mechanical purposes.

For workers employed in unlicensed places of refreshment (cafés, teashops, etc.) new minimum weekly rates were fixed under the Catering Wages Act, resulting in increases of 10s. a week for managers, manageresses, assistant managers and manageresses, and male and female floor supervisors and chefs, of 7s. 6d. for male and female head cooks, and of 2s. 6d. for all other male workers. In the preparing and spinning section of the linen industry in Northern Ireland there were increases in the minimum time rates for men of amounts ranging from 2s. 4d. to 6s. 4d. a week, according to occupation; the minimum hourly rates for female workers were revised, resulting in slight increases for a full working week of 45 hours. For workpeople employed in biscuit manufacture there were increases in minimum rates of 5s. a week for men and of 3s. for women. In the manufacture of stamped or pressed metal wares the statutory minimum rates fixed under the Wages Councils Act were increased by 5s. a week for men in certain occupations, by 1½d. an hour for other men, and by 1d. for women. New statutory minimum rates were fixed under the Wages Councils Act for workers employed in brush and broom manufacture, resulting in increases of varying amounts. In the light castings industry there were increases in national bonus of 5s. a week for men and of 4s. for women. Women cleaners employed in Government Departments and Offices were awarded increases of 2d. or 1½d. an hour according to length of service.

Of the total increase of £39,000, £25,000 was the result of Orders made under the Catering Wages Act or the Wages Councils Acts; about £8,000 resulted from arbitration awards; and most of the remainder was the result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement.

Changes in January-April, 1949

The following Table shows the numbers of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the first four completed months of 1949, and the net aggregate amounts of such increases. No workpeople were reported as having sustained a net decrease in this period.

Industry Group †	Approximate Number of Workpeople affected by Net Increases	Estimated Net Amount of Increase in Weekly Wages
Agriculture, Forestry, Fishing ..	757,500	£127,200
Mining and Quarrying ..	47,500	10,000
Treatment of Non-metalliferous Mining Products other than coal ..	120,500	20,400
Chemicals and Allied Trades ..	24,000	4,000
Metal Manufacture ..	173,000	8,200
Engineering, Shipbuilding and Electrical Goods ..	22,500	1,300
Vehicles ..	24,000	4,600
Metal Goods not elsewhere specified ..	50,000	8,700
Textiles ..	267,000	47,800
Leather, Leather Goods and Fur ..	29,500	6,200
Clothing ..	116,500	18,400
Food, Drink and Tobacco ..	84,500	14,700
Manufactures of Wood and Cork ..	7,000	800
Paper and Printing ..	14,000	4,100
Other Manufacturing Industries ..	40,000	9,000
Building and Contracting ..	1,076,000	81,200
Transport and Communication ..	500	100
Gas, Electricity and Water ..	55,500	18,900
Distributive Trades ..	34,500	7,400
Public Administration ..	125,000	9,000
Miscellaneous Services ..	53,000	15,800
Total ..	3,122,000	417,800

HOURS OF LABOUR

The only change in normal hours of labour reported to have come into operation in April affected certain road roller drivers employed by firms engaged in hire service, their normal working week being reduced from 48 to 44 hours.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING APRIL

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Quarrying	Devon, Cornwall and Dorsetshire	1 Apr.	Workpeople employed in the ball clay industry	Increases of 1d. an hour in the minimum day work rate and in the "fall back" rates for pieceworkers, and of ½d. or 1d., according to age, for youths and boys. Rates after change, inclusive of bonus of 2s. 6d. a week: minimum day work rate for men 21 years and over 2s. 2½d. an hour; "fall back" rates—regular miners (pieceworkers) 2s. 4½d., regular surface clay getters (pieceworkers) 2s. 3½d.; minimum rates for semi-skilled workers and maintenance men 1d. to 3d. an hour above the minimum day work rate; youths and boys 1s. at 15 years rising, according to age, to 2s. at 20 and under 21.
	North Wales	4 Apr.	Quarry workers and apprentices employed in the slate quarrying industry	Increases of 5s. 6d. a week in bonus, and of proportional amounts, according to length of service, for apprentices. Rates after change, inclusive of bonus, for a five-day week of 44 hours: letting standard—quarrymen 11s. 5d., labourers 110s. 10d.; day rate—quarrymen 104s. 7d., labourers 100s.; minimum wage for pieceworkers—quarrymen 110s. 10d., labourers 96s. 3d.; apprentices 32s. 6d. in first year of apprenticeship, rising to 70s. in the sixth year.
Light Castings Manufacture	England and Scotland	Beginning of first full pay period following 4 Apr.	Men, youths, boys, women and girls	Increases of 5s. a week in national bonus for men 21 years and over, of 4s. for women 21 years and over, and of proportional amounts for younger workers. National bonus after change: men—timeworkers 68s. 6d. a week, pieceworkers 58s. 6d., incentive scheme workers 28s. 6d.; women—timeworkers 41s., pieceworkers 38s. 3d.
Tube Manufacture	West of Scotland	13 Mar. ‡	Men, youths, boys and women, except those whose wages are regulated by movements in other industries	Increases of 4s. 6d. a week for men 21 years and over, of 2s. 9d. for youths 18 and under 21, of 1s. 9d. for boys, and of 3s. 6d. for women 21 years and over. Rates after change include: men 97s. a week, women 73s. 3d. (after 16 weeks' employment).

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

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

‡ These increases were agreed to on 7th April, 1949, with retrospective effect to the date shown.

Principal Changes in Rates of Wages Reported during April—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Stamped or Pressed Metal Wares Manufacture	Great Britain	8 Apr.	Polishers, braziers, burnishers, drop-stampers, dippers who are also bronzers, dippers and annealers (men, youths and boys)	Increases of 5s. a week in general minimum time rates and piecework basis time rates for men 21 years or over, and of 1s. 1d. to 3s. 1½d., according to age, for youths and boys. General minimum time rates after change range from 96s. a week of 44 hours to 109s. for men 21½ years or over, and from 88s. 9d. to 109s. for those 21 and under 21½, according to grade and occupation.*
			Other men, youths and boys	Increases of 1½d. an hour in general minimum time rates and piecework basis time rates for men 21 years or over, and of ½d. to 1½d., according to age, for youths and boys. General minimum time rates after change for men 21 years or over 2s. an hour.*
			Women and girls	Increases of 1d. an hour in general minimum time rates and piecework basis time rates for women 18 years or over, and of ½d. to 1½d., according to age and occupation, for girls. General minimum time rates after change for women 18 years or over range from 1s. 5d. (1s. 4½d. during first two months for late entrants in certain occupations) an hour to 1s. 7½d., according to occupation and period of employment*.
Flax and Hemp Manufacture	Great Britain	8 Apr.	Timeworkers	Increases in general minimum time rates of 3s. 8d. or 4s. a week for male workers 21 years or over, of 3s. for female workers 18 years or over, of 1s. 6d. to 3s. 8d., according to age or period of employment, for younger male workers, and of 1s. 5d. to 3s. for younger female workers. General minimum time rates after change include: male workers 21 years or over—tenters 106s. 10d. a week, under-tenters (after 3 years' experience after age of 21) 94s. 1d., dressers, mounters, card-cutters and hacklers 100s. 6d., hemp-rollers on non-reciprocating machines and hemp-breakers 102s. 8d., day shift spinners 88s. 8d., night shift spinners 90s. 1d., weavers (after 6 months' experience after age of 21) 94s. 1d., other workers (except apprentices and improvers to tenting or dressing) 86s. 5d.; female workers 18 years or over—spinners, card cutters, weavers, winders, reelers and warpers 61s. 9d., other workers (except learners) 55s. 10d.*
			Pieceworkers	Increases in piecework basis time rates of 4s. a week for male hose-pipe weavers and of 3s. for female workers; increases of 4s. a week in pieceworkers' guaranteed time rates for male workers 21 years or over, of 3s. for women 18 years or over, and of 1s. 9d. to 2s. 6d., according to age, for girls. Rates after change include: piecework basis time rates—male hose-pipe weavers 99s. 8d. a week, female workers 62s. 10d.; guaranteed time rates—male weavers (after 6 months' experience) 94s. 1d., female workers (except learners) 18 years or over 55s. 10d.*
Flax Spinning	Northern Ireland	Beginning of first full pay period following 30 Mar.	Male workers	New minimum time rates of wages awarded, resulting in increases of amounts ranging from 2s. 4d. to 6s. 4d. a week, according to occupation. Minimum rates after change: flax and tow store men, spinning room and shaft oilers, drying loft workers, hoist drivers, cleaning masters, yard labourers and carters 82s. a week, hand breakers, band-tyers and assistant oilers, hemp softeners and cutters and tape sewers 62s., screwers at machines and machine sorters 59s. 6d., rove and yarn drawers and set boys 52s., tipplers, bunchers, tow boys and fillers-in 50s. fluters and preparing room oilers 47s., end breakers 41s., handle holders and cagers 37s. 6d.
			Female workers	Minimum hourly rates revised, resulting in increases for a full week of 45 hours of amounts ranging up to 10d. a week, according to occupation. Minimum rates after change for a 45-hour week: spreaders and carders 53s. 8½d., rovers and drawers 52s., doffers (preparing) 43s., spinners (wet) 62s. 8½d., spinners (dry) 61s., piecers 55s. 5d., layers 51s. 2d., doffers (spinning) 47s. 6½d., reelers 54s. 10d.†
Mechanical Cloth Manufacture	Bury and district	First full pay week in Apr.	Workpeople employed in the manufacture of cloth (woven felt and cotton filter cloth) used for mechanical purposes	Increase of 1 per cent. (7 per cent. to 8 per cent.) in the percentage addition to basic wage rates.
Baking	Northern Ireland	11 Apr.	Male bakehouse labourers, packers, lower paid adult male workers, youths and boys employed in baking establishments other than home bakeries §	General minimum time rates increased by additional payments of 5s. a week in Area A and 4s. 9d. in Areas B and C for bakehouse labourers and packers and for "all other male workers" 19 years and over, and of 3s. in Area A and 2s. 9d. in Areas B and C, for "all other male workers" under 19. General minimum time rates after change, inclusive of additional payments, for day workers other than Sunday workers include: bakehouse labourers—Area A 95s. a week, Area B 90s. 3d., Area C 88s., packers 94s., 89s. 3d., 87s., and other lower paid workers 21 years and over 91s. 6d., 87s., 84s. 9d.¶
			Women and girls	Increases in general minimum time rates of 7s. 6d. a week in Area A and 7s. in Areas B and C, for bakers, of 7s. 6d., 7s. 3d. and 7s. for other female workers 21 years and over, except learners, of 5s. 9d. to 7s. 6d., according to year of learnership and area, for learners, and of 7s. to 13s. 6d., according to age and area, for other workers under 21. General minimum time rates after change include: bakers—Area A 75s. a week, Area B 71s. 3d., Area C 69s. 6d.; other female workers 21 years and over except learners 57s., 54s. 3d., 52s. 9d.¶
Biscuit Manufacture	Great Britain	Pay day in week commencing 11 Apr.	Men, youths, boys, women and girls	Increases of 5s. a week in minimum rates for men 21 years and over, of 3s. for women 21 years and over, of 3s. for youths 18 to 20, of 2s. for boys under 18, of 3s. for girls 18 to 20, and of 1s. for those under 18. Minimum weekly rates after change: men 21 years and over 83s., plus 13s. war bonus plus 4s. to 15s., according to grade of occupation; women 55s., plus 12s. war bonus plus 4s. or 6s.
Packing Case Making	Scotland (excluding Aberdeen)	First pay day in week ending 9 Apr.	Woodcutting machinists employed in packing case shops	Increases of 1½d. an hour (2s. 6½d. to 2s. 8d.) for journeyman, and of proportional amounts for apprentices and dilutees.**
Rubber Manufacture	Great Britain	8 Apr.	Men, youths, boys, women and girls	Increases of 2d. an hour in basic minimum time rates for male workers 21 years or over, of 1½d. for female workers 21 years or over, of 1½d., according to age, for youths and boys, and of ½d. to 1½d. for girls. Basic minimum time rates after change: men 21 years or over 1s. 9½d. an hour, youths and boys 8½d. at under 16 years, rising to 1s. 5½d. at 20, women 21 years or over 1s. 2½d., girls 6½d. at under 16, rising to 1s. 1½d. at 20; plus in each case a supplemental time rate of 4d. an hour for workers 20 years or over, and of 2½d. to 3½d., according to age, for younger workers.††

* These increases took effect under Orders issued under the Wages Councils Act. See page 152 of the April issue of this GAZETTE.

† The rates for female workers vary in amount according to the number of hours worked in the week. Previously, for all hours up to 36 the hourly rates ranged from 9½d. (doffers) to 1s. 1½d. (wet spinners); for hours above 36 and up to 45 higher rates were paid, varying according to occupation from 1s. 3d. to 2s. for the 37th hour up to 1s. 3½d. (wet spinners), and for the next 4½ hours, with a range from 1s. 6d. to 2s. 6d.

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

§ Home bakeries are bakeries (other than those producing 1 lb. or 2 lb. batch loaves or pan loaves exceeding 1 lb. in weight) in which the number of workers engaged in occupations within the scope of the Wages Council does not exceed six.

¶ These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 190 of this GAZETTE. Area A consists of the County Borough of the City of Belfast and districts situated within a radius of 15 miles, Area B the County Borough of the City of Londonderry, and Area C all other districts.

** The additional payments are not to be taken into account for the purpose of the calculation of the statutory minimum remuneration due in respect of time worked in excess of the normal working day or of the normal working week, nor in the calculation of holiday remuneration.

†† A further increase of ½d. an hour is to be paid on the first pay day in the week ending 8th October, 1949.

‡‡ These increases took effect under an Order issued under the Wages Councils Act. See page 152 of the April issue of this GAZETTE. The National Joint Industrial Council for the Rubber Manufacturing Industry put these rates into operation under an agreement in August, 1948.

Principal Changes in Rates of Wages Reported During April—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Brush and Broom Manufacture	Great Britain	25 Apr.	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 and occupation; percentage addition to general minimum piece rates increased from 27½ to 30 per cent.; additional minimum piece rates fixed for female drawing hands employed on hand drawing (including trimming) pottery brushes. 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 or over with not less than 3 years' experience in certain specified occupations 2s. 4d. an hour, other workers 21 years or over 2s. 2d. (with addition of ½d. to 2d. 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. 4½d., 1s. 10½d., or 2s. 4d. an hour, according to class of work, drawing hands 1s. 7½d. or 1s. 9½d., workers with not less than 3 years' experience in certain specified occupations 1s. 4½d., other workers 20 years or over 1s. 4d. (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. 6d. an hour, females 1s. 6½d. to 2s. 4d., according to occupation.*
Milk Distribution	Scotland	20 Apr.	Foremen, forewomen, and female chargehands in charge of creamery workers Male clerks and male and female workers employed in collection and delivery of milk by horse and mechanically driven vehicles, in garaging, in horse and motor keeping, and in cleaning vehicles or in stable work All other male workers and roundwomen (not working with horse or mechanically driven vehicles) Female clerks and all other female workers including shop assistants	Increases of 5s. a week (102s. to 107s.) in general minimum time rates for foremen and forewomen, and of 10s. 6d. (63s. to 73s. 6d.) for female chargehands.† Increases of 8s. 6d. a week in general minimum time rates for workers 21 years or over, and of 6d. to 6s. for younger workers. General minimum time rates after change: 33s. a week at under 16 years, rising to 95s. 6d. at 21 or over, and to 98s. 6d. for male clerks 22 or over.† Increases of 5s. a week in general minimum time rates for workers 21 years or over, and of 6d. to 4s. for younger workers. General minimum time rates after change: 33s. a week at under 16 years, rising to 90s. 6d. at 21 or over.† Increases in general minimum time rates of 3s. 6d. a week for adult female clerks, of 9s. 6d. for adult shop assistants, of 10s. 6d. for all other female workers 21 years or over, and of 6d. to 8s. 9d. for younger workers. General minimum time rates after change: clerks 32s. 6d. a week at under 16 years, rising to 67s. at 21 or over, all other female workers, including shop assistants 32s. 6d. at under 16 years, rising to 68s. 6d. at 21 or over.†
National Government Service	United Kingdom	1 Apr.	Women cleaners employed in Government Departments and Offices other than the Post Office	New hourly rates of pay adopted, resulting in increases of 2d. or 1½d. an hour, according to length of service. Rates after change: London 1s. 9½d. an hour, class I areas 1s. 8½d., class II and III areas 1s. 8d.‡
Catering	Great Britain	11 Apr.	Workpeople employed in unlicensed places of refreshment§:— Men, youths, boys, women and girls, other than clerks, clerical assistants, hostesses, receptionists or seaters, and transport workers Clerks, clerical assistants, and hostesses, receptionists or seaters Transport workers	New minimum rates fixed, resulting in increases of 10s. a week for managers, manageresses, assistant managers, assistant manageresses, and male and female floor supervisors and chefs, of 7s. 6d. for male and female head cooks, and of 2s. 6d. for all other male workers. Minimum rates after change include: men 21 years or over, London area—managers 125s. a week, assistant managers 110s., assistants in charge 105s., floor supervisors 97s. 6d., cashiers, waiters, refreshment bar, buffet or service attendants 85s., chefs 135s., head cooks 122s. 6d., cooks 102s. 6d., assistant cooks 92s. 6d., service cooks 87s. 6d., any other workers, except shop assistants 82s. 6d.; women 21 years or over, London area—manageresses 105s., assistant manageresses 90s., assistants in charge 85s., floor supervisors 77s. 6d., cashiers, waitresses, refreshment bar, buffet or service attendants 62s. 6d., chefs 115s., head cooks 102s. 6d., cooks 80s., assistant cooks 70s., service cooks 65s., any other workers, except shop assistants 60s. Minimum rates for "Provincial A" areas are 3s. a week less, and for "Provincial B" areas 5s. a week less than the London area rates.¶ Minimum weekly rates fixed, as follows: males, London area—clerks 52s. 6d. a week at 15 years, rising to 100s. at 21 or over, clerical assistants 37s. 6d. to 85s.; females, London area—clerks 47s. 6d. to 77s. 6d., clerical assistants 32s. 6d. to 62s. 6d., hostesses, receptionists or seaters 37s. 6d. to 67s. 6d. Minimum rates for "Provincial A" areas are 3s. a week less, and for "Provincial B" areas 5s. a week less than the London area rates.¶ Minimum weekly rates fixed, as follows: London area—male drivers of vehicles of less than 30 cwt. carrying capacity 53s. a week at 17 years, rising to 90s. 6d. at 21 or over, 30 cwt. 57s. to 94s. 6d., over 30 cwt. 62s. to 99s. 6d.; female drivers—48s. to 68s., 52s. to 72s., 57s. to 77s. Minimum rates for "Provincial A" areas are 3s. a week less, and for "Provincial B" areas 5s. a week less than the London area rates.¶

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING APRIL

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Road Roller Hire Service	Great Britain	Day following first pay day in Apr.	Drivers employed by firms engaged in road roller hire service whose conditions are not regulated by other agreements	Normal working week reduced from 48 to 44 hours. ¶

* These increases took effect under an Order issued under the Wages Councils Act. See page 152 of the April issue of this GAZETTE.
 † These increases took effect under an Order issued under the Wages Councils Act. See page 152 of the April issue of this GAZETTE. These rates have, however, been in operation since April, 1948, under an award of the National Arbitration Tribunal for workers employed by firms represented by the Scottish Milk Trade Federation.
 ‡ These increases were the result of an award of the Civil Service Arbitration Tribunal. Class I areas cover offices outside the London postal area, but within a radius of 12 miles from Charing Cross, and those in the larger towns of the United Kingdom, and class II and III areas cover offices elsewhere.
 § Unlicensed places of refreshment include cafés, tearooms, restaurants, coffee stalls, snack bars and similar places.
 ¶ These rates took effect under an Order issued under the Catering Wages Act, 1943. The minimum rates quoted are payable where the employer supplies the worker with meals of good and sufficient quality and quantity whilst on duty, and where overalls or uniform, if worn by the worker when at work, are laundered or cleaned at the expense of the employer. If meals are not provided, and if overalls or uniforms are not laundered or cleaned at the expense of the employer, the minimum rates are to be increased by 12s. a week and 1s. a week, respectively. Previously, if meals were not provided, the minimum rates were to be increased by 8s. a week. Minimum rates at a lower level are also fixed under this Order for workers in each occupation who are provided with full board and lodgings for 7 days a week; these rates are applicable without variation in all areas. See page 152 of the April issue of this GAZETTE.
 ¶ Weekly rates of wages remain unchanged.

Index of Rates of Wages

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

Where necessary the figures have been revised to include changes

arranged with retrospective effect or reported too late for inclusion in the current figures.

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

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

Industrial Disputes

DISPUTES IN APRIL

The number of stoppages of work* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in April, was 112. In addition, 21 stoppages which began before April were still in progress at the beginning of that month. The approximate number of workers involved, during April, in these 133 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at about 40,000. The aggregate number of working days lost at the establishments concerned, during April, was about 136,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in April, the coal mining industry accounted for 83, involving nearly 10,000 workers, and resulting in an aggregate loss of 20,000 working days.

The following Table gives an analysis, by groups of industries, of stoppages of work in April 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	78	83	9,900	20,000
Metal, Engineering and Shipbuilding	11	13	24	7,300	43,000
Textile	—	5	5	1,700	15,000
Transport	1	5	6	19,200	53,000
Other Industries and Services	4	11	15	2,200	5,000
Total, April, 1949	21	112	133	40,300	136,000
Total, March, 1949	10	173	183	19,800	70,000
Total, April, 1948	18	187	205	85,200	628,000

Of the total of 136,000 days lost in April, 123,000 were lost by 37,700 workers involved in stoppages which began in that month. Of these workers, 33,800 were directly involved and 3,900 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 April also included 13,000 days lost by 2,600 workers through stoppages which had continued from the previous month.

Duration

Of 116 stoppages of work, owing to disputes, which ended during April, 45, directly involving 2,500 workers, lasted not more than one day; 20, directly involving 3,600 workers, lasted two days; 15, directly involving 3,000 workers, lasted three days; 19, directly involving 20,500 workers, lasted four to six days; and 17, directly involving 4,700 workers, lasted over six days.

PRINCIPAL DISPUTES DURING APRIL

Occupations† and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly‡	Began	Ended		
COAL MINING:— Strippers and other colliery workers—Steps (one colliery)	780	—	4 Apr.	8 Apr.	Dispute regarding wages of strippers in a section of the colliery	Work resumed under pre-stoppage conditions.
Colliery workers—Shotts (two collieries)	360	—	27 Apr.	29 Apr.	In protest against the proposed closure of the collieries	Work resumed.
Colliery workers—Shotts and Salsburgh (various collieries)	1,280	—	27 Apr.	29 Apr.	In sympathy with the workers involved in the above dispute	
STEEL SHEET AND TINPLATE MANUFACTURE:— Engineers, electricians, boiler-makers, etc., and production workers in a steelmaking plant—Ebbw Vale (one firm)	1,600	1,600	16 Apr.	24 Apr. §	Refusal to work at week-ends, pending decision on a claim for increased rates for maintenance workers	Normal working resumed.
Workers in the tinplate department of a steel making plant—Ebbw Vale (one firm)	400	—	15 Apr.	19 Apr.	In protest against the loss of earnings caused by maintenance workers in the steel plant refusing to work at week-ends	Work resumed on the advice of a trade union official.
ENGINEERING:— Workers employed in the manufacture of textile machinery—Urmston (one firm)	1,430	—	1 Apr.	12 Apr.	In protest against the dismissal of a number of workers due to redundancy	Work resumed to permit of negotiations.
SHIPBUILDING:— Platers, caulkers, welders, etc., and platers' helpers, etc., employed in shipbuilding—Greenock (one firm)	350	190	23 Mar.	16 Apr.	Demarcation dispute between boiler-makers and shipwrights respecting the allocation of certain work	Work resumed on the basis of a provisional agreement pending negotiations.
TEXTILE:— Workers employed in the spinning, weaving and bleaching departments of a firm of linen manufacturers—Bessbrook (one firm)	850	450	4 Apr.	22 Apr.	Objection to the employment of members of a trade union other than the Amalgamated Transport and General Workers' Union	Work resumed on the advice of a trade union official.
PORT TRANSPORT:— Stevedores, dockers and lightermen—London and district	16,700	—	11 Apr.	14 Apr.	In protest against the discharge of a number of men as ineffective, following a recent review of the registers by the Dock Labour Board under an agreed procedure	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 less than 10 workers, and those which lasted less than one day, are also excluded, unless the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

† Some workers, largely in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1949 was approximately 40,000, and in the corresponding period in 1948 was approximately 95,000. For all industries combined the corresponding net totals were approximately 120,000 and 205,000.

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

§ Work was resumed on 20th April but a further stoppage occurred on 23rd April.

Causes

Of the 112 disputes leading to stoppages of work which began in April, 4, directly involving 1,800 workers, arose out of demands for advances in wages, and 35, directly involving 5,900 workers, on other wage questions; 4, directly involving 400 workers, on questions as to working hours; 15, directly involving 20,100 workers, on questions respecting the employment of particular classes or persons; 48, directly involving 3,200 workers, on other questions respecting working arrangements; and 3, directly involving 1,000 workers, on questions of trade union principle. Three stoppages, directly involving 1,400 workers, were in support of workers involved in other disputes.

DISPUTES IN THE FIRST FOUR MONTHS OF 1949 AND 1948

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

Industry Group	January to April, 1949			January to April, 1948		
	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Coal Mining	321	43,600†	113,000	444	112,600†	298,000
Brick, Pottery, Glass, Chemical, etc.	4	700	2,000	8	1,200	6,000
Engineering	41	7,200	60,000	43	12,900	34,000
Shipbuilding	20	3,700	22,000	24	12,600	193,000
Iron and Steel and Other Metal	37	9,600	38,000	45	28,200	467,000
Textile	16	3,400	18,000	24	11,900	48,000
Clothing	6	600	5,000	15	5,500	22,000
Paper, Printing, etc.	3	500	2,000	3	400	1,000
Building, etc.	18	4,900	12,000	15	1,000	4,000
Transport	34	53,700	99,000	54	29,300	108,000
Other Industries and Services	23	1,500	7,000	61	12,500	47,000
Total	523	129,400†	378,000	736	228,100†	1,228,000

The number of workers involved in stoppages which began in the period January to April was 128,600, the number of days lost in such stoppages being 376,000. In addition, 2,000 days were lost at the beginning of 1949 by 800 workers through stoppages which had begun towards the end of the previous year.

U.K. Index of Retail Prices

FIGURES FOR 12th APRIL, 1949

The interim index of retail prices measures, for the United Kingdom, the average changes, month by month, in the prices of the goods and services which entered into working-class expenditure before the war, the goods and services covered being those recorded in family budgets collected during 1937-38. The index started from 17th June, 1947 (taken as = 100), and measures the changes in the prices of these goods and services from that date. The relative changes, since 17th June, 1947, in the price levels of the various items included are combined by the use of "weights" representing 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 12th April, 1949, for each of the main groups of items and for all the groups combined, together with the relative weights which are used in combining the group indices into a single "all items" index:—

GROUP	INDEX FIGURE FOR 12th APRIL, 1949	WEIGHT
I. Food	108 (108.5)	348
II. Rent and rates	100 (100.1)	88
III. Clothing	118 (117.8)	97
IV. Fuel and light	111 (111.5)	65
V. Household durable goods	109 (109.0)	71
VI. Miscellaneous goods	113 (112.6)	35
VII. Services	105 (105.2)	79
VIII. Drink and tobacco	108 (107.6)	217
All items	109 (108.6)	1,000

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

On the above basis, and taking the level of prices at 17th June, 1947, as 100, the "all items" index at 12th April was 109, the same figure as at 15th March. The principal change during the month was a reduction of 1d. per pint in the price of beer, this reduction being offset, to a small extent, by an increase in the price of matches. These two changes followed alterations in the rates of duty on these items, and were two of the series of price changes announced by the Chancellor of the Exchequer in his budget speech on 6th April: the remaining price changes in this series—consisting of increases in the prices of meat, cheese, butter and margarine—had not taken effect by 12th April. Other changes which occurred between 15th March and 12th April were increases in the prices of tomatoes and some kinds of vegetables, a slight upward movement in the average level of rents and rates, and small increases in the prices of some kinds of clothing.

Food

In the food group there were seasonal increases in the average prices of tomatoes, cabbages and potatoes. These increases were partly offset by some price reductions for cauliflowers, jam, sweets and soft drinks. For the food group as a whole there was a rise, during the month, of nearly one-half of 1 per cent. in the average level of prices, but, expressed to the nearest whole number, the index at 12th April was 108, the same figure as at 15th March.

Rent and Rates

There were increases in local rates in many areas in April and in a few areas the net rents of dwellings owned by local authorities were also increased. These increases were partly offset by reductions in rates in other areas. For the group as a whole there was a rise, during the month, of about one-half of 1 per cent. in the average level of inclusive rents, but, expressed to the nearest whole number, the index at 12th April was 100, the same figure as at 15th March.

Clothing

In the clothing group there were small increases in the prices of many articles of clothing and clothing materials, the largest being those for shirts, raincoats, overalls, nursery squares and knitting wool. There was little change in the average level of prices of footwear. For the clothing group, taken as a whole, there was a rise in the average level of prices of less than one-half of 1 per cent., but, expressed to the nearest whole number, the index figure at 12th April was 118, compared with 117 at 15th March.

Fuel and Light

In the fuel and light group there were seasonal reductions in electricity charges in a few areas, but in some places the charges for gas were raised. For the fuel and light group as a whole there

* 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.

was a slight fall in the average level of prices compared with the previous month, and expressed to the nearest whole number, the index at 12th April was 111, compared with 112 at 15th March.

Miscellaneous Goods

The only change of importance in the group covering miscellaneous goods was the increase in the price of matches in consequence of the higher rates of duty announced by the Chancellor of the Exchequer in his budget speech. For the group as a whole there was a rise of about 3 per cent. in the average level of prices during the month; expressed to the nearest whole number, the index figure at 12th April was 113, compared with 109 at 15th March.

Drink and Tobacco

In the drink and tobacco group there was a general reduction of 1d. per pint in the prices of beer, following a reduction in the rate of duty announced by the Chancellor of the Exchequer on 6th April. For the group as a whole there was a reduction of about 3 per cent. in the average level of prices and, expressed to the nearest whole number, the index figure at 12th April was 108, compared with 111 at 15th March.

Other Groups

In the two remaining groups covering household durable goods and services there were relatively few changes in prices during the month under review. The index figures for these groups, expressed to the nearest whole number, were 109 and 105, respectively, each of these figures being the same as a month earlier.

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

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

A full description of the method of construction and calculation of the index, "Industrial Relations Handbook, Supplement No. 2, Index of Retail Prices," is obtainable, price 6d. net (7d. post free), from H.M. Stationery Office, at the addresses shown on page 192 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 Latest Month for which Index Figure is available	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with	
			Previous Month	Corresponding Month in Previous Year
European Countries				
Belgium	1936-38 = 100	384	- 3	+ 37
France (Paris)	1938 = 100	1,845	- 87	+304
Iceland (Reykjavik)	Jan.-Mar., 1939 = 100	328	- 1	+ 8
Italy (Large towns)	1938 = 100	4,985	+ 68	+143
Norway	1938 = 100	155.5	+ 0.1	- 0.2
Spain (Large towns)	July, 1936 = 100	466.7	+ 3.3	+ 18.0
Sweden	1935 = 100	181	Nil	+ 1
Switzerland	June, 1914 = 100	223.0	- 0.8	- 0.5
Other Countries	1935-39 = 100	159.2	- 0.3	+ 8.4
Canada	Mar.	199.1	- 1.3	+ 13.2
Ceylon (Colombo)	Nov., 1942 = 100	144	+ 3	+ 7
India (Delhi)	1944 = 100	136	Nil	+ 4
South Africa (Union)	1938 = 100	129	+ 3	+ 9
United States	1935-39 = 100†	159.7	- 1.6	+ 5.9
Other Countries	Feb. (middle)	169.0	- 1.9	+ 1.5
Other Countries	Feb. (middle)	199.7	- 5.1	- 5.0

* The items of expenditure on which the "all-items" figures are based are food, house-rent, clothing, fuel and light, and other or miscellaneous items.
† Retail consumer's price index for moderate income families in large cities.

MISCELLANEOUS STATISTICS

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Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in April was 121, compared with 116 in March, 1949, and 142 (revised figure) in April, 1948. In the case of seamen employed on ships registered in the United Kingdom, 15 fatal accidents were reported in April, compared with 24 in March, 1949, and 70 in April, 1948.* Detailed figures for separate industries are given below in respect of April, 1949.

Mines and Quarries†	Factories—continued
Under Coal Mines Acts:	Electrical Stations
Underground	37
Surface	8
Metalliferous Mines	Other Industries
Quarries	1
TOTAL, MINES & QUARRIES	49
	WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937
	Docks, Wharves, Quays and Ships
	3
	Building Operations
	10
	Works of Engineering Construction
	3
	Warehouses
	1
	TOTAL, FACTORIES ACT
	59
	Railway Service
	Brakesmen, Goods Guards
	1
	Engine Drivers, Motor-men
	2
	Firemen
	1
	Guards (Passenger)
	1
	Labourers
	1
	Mechanics
	1
	Permanent Way Men
	3
	Porters
	2
	Shunters
	2
	Other Grades
	2
	Contractors' Servants
	2
	TOTAL, RAILWAY SERVICE
	13
	Total (excluding Seamen)
	121
	Seamen
	Trading Vessels
	13
	Fishing Vessels
	2
	TOTAL, SEAMEN
	15
	Total (including Seamen)
	136

Industrial Diseases

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

I. Cases	I. Cases—continued
Lead Poisoning	Epitheliomatous Ulceration (Skin Cancer)
Operatives engaged in:	Pitch
Shipbreaking	4
Printing	4
Other Contact with Molten Lead	Tar
White and Red Lead Works	5
Pottery	Oil
Vitreous Enamelling	5
Other Industries	TOTAL
Painting of Buildings	15
TOTAL	6
Other Poisoning	Chromic Ulceration
Compressed Air Illness	Chromium Plating
5	11
TOTAL	Other Industries
5	5
	TOTAL
	16
	Total, Cases
	43
	II. Deaths
	Lead Poisoning
	White and Red Lead Works
	1
	Epitheliomatous Ulceration (Skin Cancer)
	Oil
	4
	TOTAL
	5

* These figures exclude fatal accidents to seamen directly attributable to causes arising from the war.
† For mines and quarries, weekly returns are furnished, and the figures cover the 5 weeks ended 30th April, 1949, in comparison with the 4 weeks ended 26th March, 1949, and the 5 weeks ended 1st May, 1948.
‡ Deaths comprise all fatal cases reported during the month; they have also been included (as cases) in the same or previous returns.

Accidents in the Coal Mining Industry

A statement issued by the Ministry of Fuel and Power shows that the number of persons killed during the 13 weeks ended 2nd April, 1949, as a result of accidents occurring in that period at mines as defined by the Coal Mines Act, 1911, in Great Britain was 108, compared with 136 in the 14 weeks ended 1st January, 1949, and 115 in the 13 weeks ended 27th March, 1948. The corresponding numbers of persons seriously injured at such mines were 570, 603 and 562. For the purpose of these statistics, serious injuries are injuries which, because of their nature or severity, are, under the terms of Section 80 of the Coal Mines Act, 1911, required to be reported to H.M. Divisional Inspectors of Mines at the time of their occurrence.

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

Nature of Accident	Number of Persons killed during 13 weeks ended			Number of Persons Seriously Injured during 13 weeks ended		
	2nd April, 1949	1st Jan., 1949 (14 weeks)	27th March, 1948	2nd April, 1949	1st Jan., 1949 (14 weeks)	27th March, 1948
Underground:						
Explosions of fire-damp or coal dust	1	3	1	7	5	10
Falls of ground	61	64	64	188	216	208
Haulage	23	30	23	149	159	153
Miscellaneous (including shafts)	12	28	18	168	180	134
Total	97	125	106	512	560	505
Surface:						
All causes	11	11	9	58	43	57
Total, Underground and Surface	108	136	115	570	603	562

Reinstatement in Civil Employment Act

The Reinstatement in Civil Employment Act came into operation on 1st August, 1944. Since that date, any person who claimed that he had rights under the Act which were being denied him could apply to a Reinstatement Committee, appointed under the Act, to settle the matter in dispute. The number of cases decided by Reinstatement Committees in Great Britain during the first quarter of 1949 was 102. This figure shows a further substantial decrease, the corresponding figure for the last quarter of 1948 being 192. The total number of cases decided up to 31st March, 1949, was 8,048.

Where a Committee are satisfied that default has been made by the former employer in the discharge of his obligations under the Act, the Committee may make an order for reinstatement or for compensation, or for both, having regard to all the circumstances of the case and the nature and extent of the default. When the employer is not in default, no order is made.

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

	March Quarter, 1949	Total Cases dealt with
Orders requiring employment to be made available to applicants	15	1,536
Orders requiring payment of compensation for loss by reason of default	15	688
Orders for both reinstatement and compensation	25	1,799
Total of orders made	55	4,023
Cases where no order was made against the employer concerned	47	4,025
Total of cases decided	102	8,048

The Act provides in certain circumstances for a right of appeal from decisions of Reinstatement Committees to the Umpire under the Act. Up to 31st March, 1949, the Umpire gave his decision in respect of 1,028 appeals. In 614 cases he confirmed the determination of the Reinstatement Committee, and in 414 cases the Committee's determination was reversed.

The Act has effect also in Northern Ireland and the Isle of Man. The total number of cases determined by Reinstatement Committees in Northern Ireland up to 31st March, 1949, was 37, of which 22 were decided in favour of the applicant. Seven cases were decided by the Deputy Umpire in Northern Ireland, in six of which the determination of the Reinstatement Committee was confirmed. Up to the same date, Isle of Man Reinstatement Committees determined four cases, in two of which the decision was in favour of the applicant. No appeals have yet been decided by the Umpire in the Isle of Man.

Grants for Training in Business Administration

The figures given below relate to the arrangements for financial grants from the Government to students entering the courses of training in business administration set up under the auspices of local education authorities. These courses normally last for three terms, although there are some shorter courses of three months' duration to meet the needs of older candidates. The figures are in continuation of those published in the February, 1949, issue of this GAZETTE (page 77).

The total number of students who, at 16th April, 1949, had been awarded grants in respect of three-term courses was 1,126 (of whom 123 had been eligible for grants under the Business Training Scheme but had failed to obtain training places in the last of the General Business Courses); in addition, 321 awards were made in respect of the three-month courses.

The following Table gives various figures in relation to the arrangements (a) during the 13 weeks ended 16th April, and (b) during the period from the inception of the arrangements, about the end of 1947, to 16th April:—

	13 Weeks ended 16th April, 1949		Cumulative Totals, 16th April, 1949	
	Three- term Courses	Three- month Courses	Three- term Courses	Three- month Courses
Number of applications:				
Received	100	33	2,068	785
Withdrawn	26	12	441	171
Rejected	31	9	579	266
Number of awards made	35	9	1,126*	321
Number of applications under consideration at end of period	—	—	45	27

Business Training for Ex-Regulars

The figures given below relate to applications for training under the scheme of business training for ex-regular members of H.M. Forces to which reference was made in the February issue of this GAZETTE (page 51). The scheme was started about the end of February and the figures show the position as at 30th April.

Number of applications received	286
„ „ applicants found ineligible	33
„ „ applicants found eligible	218
„ „ cases in which eligibility had not been determined	19
„ „ applicants found suitable for training	132
„ „ applications withdrawn at various stages	42
„ „ applicants allocated to training courses	94

Vocational and Disabled Training

The statistics of the Vocational and Disabled Training Schemes given below continue those published in previous issues of this GAZETTE (see last month's issue, page 150). They relate to the four weeks ended 4th April.

The number of applicants admitted to training during the period was 1,028, and 7,102 persons were in training at the end of the period. The latter figure included 6,225 males and 877 females; of the total 3,514 were disabled persons. During the period 783 trainees were placed in employment. An analysis of these figures is given in the Table below.

	Males	Females	Total
Applicants admitted to training during period:			
Able-bodied	434	82	516
Disabled	469	43	512
Total	903	125	1,028
Number of persons in training at end of period at:			
Government Training Centres—			
Able-bodied	2,183	145	2,328
Disabled	1,955	72	2,027
Technical and Commercial Colleges—			
Able-bodied	604	317	921
Disabled	443	178	621
Employers' Establishments—			
Able-bodied	238	101	339
Disabled	340	7	347
Residential (Disabled) Centres and Voluntary Organisations	462	57	519
Total	6,225	877	7,102
Trainees placed in employment during period:			
Able-bodied	385	70	455
Disabled	302	26	328
Total	687	96	783

From the beginning of the Vocational Training Scheme on 2nd July, 1945, up to 4th April, 1949, the number of trainees placed in employment was 78,936, of whom 71,904 were males and 7,032 were females.

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

Further Education and Training

The figures below show the progress made under the Further Education and Training Scheme up to the end of April; they are in continuation of those published in previous issues of this GAZETTE. The particulars relate to the progress made under the Scheme (a) during April, and (b) during the period since the inception of the Scheme in April, 1943, up to 30th April, 1949.

	Men	Women	Total
April, 1949			
Number of applications for assistance made	1,799	37	1,836
Number of awards made by—			
Ministry of Labour and National Service	448	4	452
Ministry of Education	183	11	194
Other award-making Departments	53	2	55
Total awards	684	17	701
Number of applications rejected	441	30	471
Applications transferred to other training schemes or withdrawn	170	12	182
Cumulative totals, April, 1943, to end of April, 1949			
Number of applications for assistance made	180,358	14,462	194,820
Number of awards made by—			
Ministry of Labour and National Service	39,730	1,342	41,072
Ministry of Education	67,999	6,112	74,111
Other award-making Departments	16,202	1,737	17,939
Total awards	123,931	9,191	133,122
Number of applications rejected	32,709	2,615	35,324
Applications transferred to other training schemes or withdrawn	19,469	2,265	21,734
Cases under consideration at end of period	4,249	391	4,640*

Shipbuilding in First Quarter of 1949

According to Lloyd's Register Shipbuilding Returns for the quarter ended 31st March, 1949, the number of merchant steamers and motorships under construction in Great Britain and Northern Ireland at the end of March was 417, with a gross tonnage of 2,075,910 tons, compared with 422 vessels of 2,114,730 tons gross at the end of December. The gross tonnage of vessels under construction at the end of the quarter was smaller by 167,793 tons than that which was being built at the end of June, 1948, which amounted to 2,243,703 tons and was the highest recorded since December, 1921. It was pointed out, however, that the tonnage under construction continued to be influenced by the delays which present circumstances were imposing upon the completion of ships and the consequent prolongation of the time required for building.

The tonnage of vessels intended for registration abroad or for sale was 742,241 tons at the end of March, representing 35.8 per cent. of the total tonnage being built in the country. The figure had risen progressively from about 100,000 tons at the end of March, 1946, to 748,000 tons at the end of December, 1948, but fell slightly during the first quarter of 1949. The tonnage at the end of March intended for registration abroad included 72,736 tons on which construction had been commenced during the quarter.

The total tonnage of steamers and motorships under construction in the world (apart from the Union of Soviet Socialist Republics and Germany, for which countries no figures were available) amounted at the end of March to 4,355,505 tons gross, of which 47.7 per cent. was being built in Great Britain and Northern Ireland. The tonnage of steam and motor merchant vessels recorded as under construction abroad at the end of March showed an increase of 253,509 tons compared with the end of December. The increase was due largely to the inclusion in the figures, for the first time since the war, of Japan, where 78 ships, of 144,180 tons, were under construction at the end of the quarter. The tonnage of steam and motor oil tankers of 1,000 tons gross and upwards under construction in the world was 1,526,823 tons or 35.1 per cent. of the total under construction; the total tonnage of oil tankers being built in Great Britain and Northern Ireland was 695,210 tons.

The numbers of propelled vessels commenced in Great Britain and Northern Ireland during the first quarter of 1949 were 32 steamers of 104,588 tons and 41 motorships of 169,155 tons, making a total of 73 vessels of 273,743 tons gross. The numbers launched during the same period were 30 steamers of 68,956 tons and 43 motorships of 194,451 tons, a total of 73 vessels of 263,407 tons gross. The numbers completed during the period were 40 steamers of 142,086 tons and 36 motorships of 168,610 tons, a total of 76 vessels of 310,696 tons gross.

The figures quoted above exclude vessels of less than 100 tons gross. They also exclude non-propelled vessels (sail and barges). The number of non-propelled vessels under construction in Great Britain and Northern Ireland was 39, of 9,199 tons, at the end of March, 1949, compared with 40, of 9,221 tons, at the end of the previous quarter.

* This figure includes over 1,800 applicants who had been informed by the Ministry of Education that awards would be made in their case.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Conditions of Employment and National Arbitration Orders

National Arbitration Tribunal Awards

During April the National Arbitration Tribunal issued seventeen awards*, Nos. 1234 to 1250. Seven of the awards are summarised below; the others related to individual employers.

Award No. 1234 (1st April).—Parties: Members of the Pitwood Association of Scotland, and members of the National Union of General and Municipal Workers and of the Transport and General Workers' Union in their employment. Claim: For an increase in wage rates, and for a revision of the existing agreement relating to paid holidays. Award: The Tribunal found that those parts of the claim which related to increased rates of wages and an extension of annual paid holidays to two weeks had not been established, but awarded that the qualifying period of continuous employment before which payment is made for the six local holidays should be reduced from three months to four weeks.

Award No. 1235 (4th April).—Parties: Members of the National Light Castings Ironfounders' Federation, and members of the trade unions constituting the Joint Committee of Light Metal Trades Unions in their employment. Claim: For an increase of 8s. a week for all adult male and female workers, with proportionate increases for juveniles. Award: The Tribunal awarded that the bonus payable to adult male and female workers should be increased by 5s. and 4s. a week respectively, and that proportionate increases should be made in the case of juvenile male and female workers.

Award No. 1245 (25th April).—Parties: Members of the Hereford and County Master Bakers' and Confectioners' Association, and members of the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers in their employment. Claim: For minimum rates of wages higher, by not less than 4s. for adult males and 3s. for adult females, than those prescribed by the Baking Wages Council. Award: The Tribunal awarded that as from 9th February, 1949, the employers concerned should, for a week of 46 hours, pay the adult male and female workers covered by the claim uniform rates of wages higher by 4s. and 3s. a week, respectively, than those provided for a week of 48 hours by the Baking Wages Council (England and Wales) Wages Regulation (No. 2) Order, 1947, referred to as "Order BK (28)", as amended by the Wages Regulation (No. 3) Order, 1947, referred to as "Order BK (34)".

Award No. 1246 (25th April).—Parties: Firms represented by the Refractory Brick Section of the Scottish Employers' Council for the Clay Industries, and members of the National Union of General and Municipal Workers and of the Transport and General Workers' Union in their employment. Claim: That increases in hourly rates granted by the Tribunal's awards No. 1117 and No. 1165 should be applied to pieceworkers. Award: The Tribunal found in favour of the claim.

Award No. 1247 (25th April).—Parties: Firms represented by the Building Brick Section of the Scottish Employers' Council for the Clay Industries, and members of the National Union of General and Municipal Workers and of the Transport and General Workers' Union in their employment. Claim: That increases in hourly rates granted by the Tribunal's awards No. 1118 and No. 1166 should be applied to pieceworkers. Award: The Tribunal found in favour of the claim.

Award No. 1248 (25th April).—Parties: Members of the Northern Employers' Brassfounders' Association who operate in the Sheffield, Rotherham and Doncaster districts, and members of the National Society of Metal Mechanics in their employment. Claim: That brassfounding firms in the Sheffield, Rotherham and Doncaster districts should observe, in respect of brass finishers, the rate applicable in those districts to skilled workers employed in the engineering industry. Award: The Tribunal found that the claim had not been established.

Award No. 1250 (27th April).—Parties: Members of the Aberdeen Trawl Net Manufacturers' Association, and members of the National Union of General and Municipal Workers employed by them as riggers and net fixers. Claim: For the addition to the existing rates of wages of riggers and net fixers of the increase as from 14th January, 1949, provided by the Rope, Twine and Net Wages Council (Great Britain) Wages Regulation (No. 2) Order, 1948 (R93). Award: The Tribunal found that the claim had not been established.

National Arbitration Tribunal (Northern Ireland) Awards

Since the last issue of this GAZETTE was prepared, the National Arbitration Tribunal (Northern Ireland) issued three awards, Nos. 782, 783 and 784, one of which is summarised below.

Award No. 782 (2nd April).—Parties: Member firms of the Londonderry Employers Federation Ltd. (Carriers Section), and certain employees of the member firms. Claim: On behalf of carters, motor-drivers and helpers, and coal-yard workers, employed by coal importers, for an increase of 10s. a week. Award: The

* See footnote * in second column on page 192.

Tribunal awarded that the present rates of wages of the following workers, on whose behalf the claim was made, should be increased by 5s. a week: Carters; helpers on lorries of over 2 tons carrying capacity who are employed by public carriers; and coal-yard workers employed by coal importers.

Civil Service Arbitration Tribunal

On 12th April the Civil Service Arbitration Tribunal issued an award, No. 106*, relating to a claim against the Lords Commissioners of H.M. Treasury by the Civil Service Union for increased rates of pay for women cleaners employed in Government Departments and Offices other than the Post Office. The Tribunal awarded that as from 1st April, 1949, their rates of pay should be 1s. 9½d. an hour in London, 1s. 8½d. in Class I areas, and 1s. 8d. in Class II and III areas.

Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During April the Industrial Court issued three awards, Nos. 2209 to 2211. One of these is summarised below:—

Award No. 2209 (7th April).—Parties: Employees' Side and Employers' Side of the Railway Shopmen's National Council. Claim: For railway workshop staff employed under systems of payment-by-result to be compensated for the loss of three hours earning time consequent upon the reduction in working hours from 47 to 44 a week. Award: The Court found that the claim had not been established and awarded accordingly.

Single Arbitrators and ad hoc Boards of Arbitration

During April five awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Each award related to an individual undertaking.

Wages Councils Acts, 1945–1948

Notices of Proposal

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

Tin Box Wages Council (Great Britain).—Proposal X.(33), dated 8th April; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates.

Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain).—Proposal R.D.O.(1), dated 12th April; relating to the fixing of statutory minimum remuneration for workers in relation to whom the Council operates. Proposal R.D.O.(2), dated 12th April; relating to the allowance of annual holidays and the fixing of holiday remuneration for workers to whom the wages regulation proposals set out in the Notice R.D.O.(1) apply.

Coffin Furniture and Cerement-Making Wages Council (Great Britain).—Proposal U.(49), dated 19th April; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates.

Retail Food Trades Wages Council (Scotland).—Proposal R.F.C.S.(1), dated 22nd April; relating to the fixing of statutory minimum remuneration for workers in relation to whom the Council operates. Proposal R.F.C.S.(2), dated 22nd April; relating to the allowance of annual holidays and the fixing of holiday remuneration for workers to whom the wages regulation proposals set out in the Notice R.F.C.S.(1) apply.

Cutlery Wages Council (Great Britain).—Proposal C.T.(44), dated 29th April; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates, and holiday remuneration.

Paper Bag Wages Council (Great Britain).—Proposal P.(45), dated 29th April; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates.

Rubber Reclamation Wages Council (Great Britain).—Proposal R.R.(23), dated 29th April; relating to the fixing of revised basis time rates for time workers.

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

* See footnote * in second column on page 192.

Wages Regulation Orders

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

The Pin, Hook and Eye and Snap Fastener Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 765 (O.40), dated 20th April and effective from 6th May. This Order prescribes the general minimum time rates, piece work basis time rates and overtime rates for workers (other than homeworkers).

The Retail Bespoke Tailoring Wages Council (England and Wales) Wages Regulation Order, 1949: S.I. 1949 No. 770 (R.B.33), dated 21st April and effective from 16th May. This Order amends the provisions of Order R.B.(27) relating to outworkers and provides for the regrading of certain districts.

The Retail Bespoke Tailoring Wages Council (England and Wales) Wages Regulation (Holidays) Order, 1949: S.I. 1949 No. 771 (R.B.34), dated 21st April and effective from 16th May. This Order prescribes the annual holidays with pay and certain customary holidays to be allowed to workers and fixes payment for such holidays.

The Road Haulage Wages Council Wages Regulation (No. 2) Order, 1949: S.I. 1949 No. 799 (R.H.30), dated 22nd April and effective from 18th May. This Order prescribes the remuneration to be paid, the holidays to be allowed and holiday remuneration to be paid to workers employed in connection with vehicles operating under A or B licences or defence permits.

The Baking Wages Council (Scotland) Wages Regulation Order, 1949: S.I. 1949 No. 854 (S.46) (B.K.S.19), dated 29th April and effective from 20th May. This Order prescribes the weekly remuneration and overtime rates.

Decisions Given by the Commissioner under National Insurance Acts, 1946

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

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

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

Recent decisions of general interest are set out below.

Case No. C.U. 162/49 (6th April)

Regulation 17 of Statutory Instrument 1948 No. 1279: Whether claimant, a married woman existing contributor, having elected not to pay contributions under the National Insurance Act, 1946, was entitled to unemployment benefit: Commissioner rules that the mere fact that a married woman has elected not to pay contributions is not conclusive proof that she will not seek employed contributor's employment: As there was no doubt that claimant was seeking employed contributor's employment and also satisfied the other provisions of Regulation 17, her claim should be allowed.

"My decision is that the claimant satisfies the requirements of Regulation 17 of the National Insurance (Unemployment Benefit) (Transitional) Regulations, 1948.

"This is an appeal by the Insurance Officer against a decision of the Local Tribunal. The Local Tribunal disqualified the claimant for unemployment benefit under Regulation 17 of the National Insurance (Unemployment Benefit) (Transitional) Regulations, 1948 (S.I. 1948 No. 1279). The Tribunal came to this conclusion because in their opinion the claimant having elected not to pay contributions under the National Insurance Act, 1946, her employment ceased to be employed contributor's employment. In the circumstances, when the Tribunal came to state their findings on questions of fact, they recorded in so far as Regulation 17 (1) (i) of the aforesaid Regulations is concerned, in answer to the question 'will claimant normally seek to obtain her livelihood by means of employed contributor's employment?' 'No—claimant having opted-out, her employment ceased to be 'employed contributor's employment'"

"In answer to the question which falls to be decided under Regulation 17 (1) (ii), i.e., whether she can reasonably expect to obtain employed contributor's employment in the district in which she resides, the Tribunal recorded 'No.—(1) She is so restricted in her availability that her expectations are to all intents and purposes—Nil.—(2) she seeks employment which is non-contributor's employment.' When the Tribunal came to deal with the question falling to be decided under the second limb of Regulation 17 (1) (ii) as to whether the claimant's expectation of obtaining

* See footnote * in second column on page 192.

† Selected decisions of the Commissioner are published periodically in pamphlets in the following series:—Series "U"—decisions on unemployment benefit; Series "P"—decisions on retirement pensions; Series "S"—decisions on sickness benefit; Series "G"—decisions on guardian's allowance, maternity benefit and widow's benefit; Series "I"—decisions on all benefits and on all other questions arising under the Industrial Injuries Act.

Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 192.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposal

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

Brush and Broom Wages Council (Northern Ireland).—Proposal N.I.B.B. (N.58), relating to revised general minimum time rates, piece work basis time rates, overtime rates and general minimum piece rates for male and female workers.

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

Wages Regulation Orders

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

The Baking Wages Council (Northern Ireland) Wages Regulation (No. 1), (No. 2) and (No. 3) Orders (N.I. Bk. (89), N.I. Bk. (90) and N.I. Bk. (91)), dated 4th April and effective from 11th April. These orders prescribe increases in general minimum time rates, and overtime rates for certain male and female workers employed in establishments other than home bakeries. See page 183.

employed contributor's employment in her usual occupation is less than it otherwise would be by reason of the fact that she is married, the Tribunal recorded 'Her expectation would not be less were she a contributor'. (Presumably meaning not lessened by the fact of marriage.)

"I should here observe that the usual occupation of the claimant has been found to be that of a librarian, and the accuracy of this finding is nowhere disputed. The fallacy of the reasoning of the Tribunal is shown by the fact that Regulation 17 (1) of the aforesaid Regulations defines the person whose claim is to be dealt with under the regulation, and that person is defined as 'an existing contributor being a married woman who'. An existing contributor has the meaning assigned to it by Regulation 2 of the aforesaid Regulations, and that Regulation provides, in so far as is material to this case, that 'in these Regulations, reference to an existing contributor shall be construed as meaning any person who, immediately before the appointed day, was . . . insured . . . under the Unemployment Insurance Act'. Immediately before the 'appointed day' (5th July, 1948) the claimant was insured under the Unemployment Insurance Act, 1935. As she is a married woman and an existing contributor, whose claim falls to be decided under Regulation 17 by reason of (a) (b) and (c) thereof, she must be disqualified for receiving unemployment benefit unless, in addition to satisfying the other requirements of the Act for receiving benefit, she also proves that she satisfies the provisions of (i) and (ii) of paragraph (1) of Regulation 17 aforesaid. The mere fact that a married woman has elected not to pay contributions is not conclusive proof that she will not normally seek to obtain her livelihood by means of employed contributor's employment.

"There is no doubt that the claimant in this case was seeking employed contributor's employment, but she was forced owing to the fact that her son is delicate to seek part-time employment only. With regard to the satisfaction of Regulation 17 (1) (ii) it is a fact that, since the hearing before the Tribunal, the claimant has managed to secure part-time work as a shop assistant. It is sufficient, however, for the purpose of this case—in view of the fact that as at the date of the hearing before the Tribunal the claimant satisfied Regulation 17 (1) (i)—to observe that, as stated above, the Tribunal found, in effect, that the claimant's expectation of obtaining employed contributor's employment was not less than it otherwise would be by reason of the fact that she is married. The claimant is 'an existing contributor' whose claim falls to be considered under Regulation 17 aforesaid. Having satisfied the relevant provisions of that Regulation, she is entitled to benefit upon her claim. The appeal of the Insurance Officer is allowed."

Case No. C.W.U. 18/49 (8th April)

Section 13(1) of National Insurance Act 1946: Whether from 8th to 15th November, 1948, the claimant, a creamery worker, was disqualified for receiving unemployment benefit on the ground that he lost employment by reason of a stoppage of work due to a trade dispute: Claimant and his fellow employees being dissatisfied with their rate of wages for week-end work staged a token strike from noon, Saturday, 6th November, until following Monday: They were then told that there was no work for them: The employees regarded this as a lock-out: Discussions ensued and work was eventually resumed on 16th November: Commissioner rules that, as week-end work was a part of the contract of service, the contract had been broken by the employees and that the stoppage must therefore be regarded as due to a trade dispute: Even though employees were ready to resume work on Saturday, 13th November, arrangements for the collection and disposal of the milk which had to be made could not be terminated without some loss of time subsequent to the settlement of the dispute: The burden of proof that the stoppage in so far as it continued on 14th and 15th November was not due to the trade dispute is on the claimant who has not discharged the burden: Disqualification accordingly imposed for period stated.

"My decision is that claimant is disqualified for receiving unemployment benefit during the period from 8th November,

* See footnote * in second column on page 192.

1948, to 15th November, 1948 (both days inclusive), on the ground that he lost employment by reason of a stoppage of work which was due to a trade dispute at his place of employment.

"Claimant was employed at a creamery in South Wales. He and his fellow employees, being dissatisfied with the rate of wages paid them for week-end work, withdrew their labour at 12 noon on Saturday, 6th November, 1948, until the following Monday, 8th November. They then presented themselves for work at the usual time, but were told there was no work for them. The stoppage of work continued throughout the week while discussions were proceeding and it is stated in the evidence recorded on Form L.T.3 that 'a suggested settlement was agreed upon between T.U. and the strikers' committee as to resumption of work on Saturday, 13th November. Work was resumed on Tuesday, 16th'.

"From the observations of the claimant endorsed on Form L.T.62 it appears that the employees would have been ready to resume work on Saturday, 13th. (Claimant actually says Saturday, 12th, but I think Saturday, 13th, must be meant, not Friday, 12th.) Whether any representative of the employers was present when this agreement was reached, as stated above, does not clearly appear. The evidence recorded on Form L.T.3 states merely that the agreement was 'between T.U. (I presume this means a trade union official or officials) and the strikers' committee'. However that may be, it appears from a letter written by the employers' secretary from their office at Manchester on Monday, 15th November, that he was not then aware of any settlement, for, after referring to the stoppage of work on 6th November, the letter proceeds: 'Since that date, discussions have been proceeding with [the claimant's trade union] with a view to securing an early resumption of work'. The Insurance Officer and the Local Tribunal have rejected the claimant's application for unemployment benefit for the period 8th to 15th November, and the claimant appeals on two grounds—(1) that the matter in dispute related solely to week-end rates of pay; that the stoppage which began on Saturday, 6th November, was merely a 'token week-end strike'; and that, having presented themselves for work on Monday, 8th, he and his fellow-employees considered they were locked out; (2) alternatively, that work could, and should, have been resumed on Monday, 15th.

"The first ground stated above cannot avail the claimant. A stoppage of work may be equally 'due to a trade dispute at [the] place of employment', within the meaning of Section 13 (1) of the National Insurance Act, 1946, whether brought about by way of a 'strike' or by way of a 'lock-out'. In the present case it is said, and there appears to be no reason to doubt the statement, that week-end work is an essential feature of the employment. There seems, at any rate, to be no doubt that such work was a definite part of the employment and, the contract of service being in its legal nature one and indivisible and having been terminated or broken by the action of the claimant, it seems to be clear that, while the dispute brought to a head by the action of the claimant and his fellow workmen remained unsettled, the stoppage during the week ending 13th November must be regarded as due to that dispute or, in the words of the Act, to a trade dispute at the place of employment. Nor do I think that the second ground of appeal avails the claimant. Owing to the stoppage the employers were obliged to call on the Milk Marketing Board to make other arrangements for the collection and disposal of the milk which would normally be delivered at the Creamery. These arrangements involved diversion of the milk to other places, one of which is stated by claimant to be distant three hours running time (by road) from the Creamery. Claimant uses the expression 'only three hours running time', but it is obvious that much dislocation of the normal routine was involved in the arrangements that were made.

"It appears from the evidence that claimant and his fellow employees, or such of them as were present at a meeting held on 5th November, that is, before the stoppage had taken place, were told that, if they withdrew their labour, milk supplies would be diverted elsewhere and that it would not be possible to contact the Creamery at short notice. Apart from this, it seems obvious, or at least not unlikely, that, once the new arrangements necessitated by the stoppage had been brought into operation, they could not be terminated, nor could normal working conditions be restored at the Creamery, without some loss of time subsequent to the settlement of the dispute. The interval extending over the Sunday and Monday to the morning of the following Tuesday is not, in this connection, obviously excessive. The burden of showing it to be so, or, rather, of showing that the stoppage, in so far as it continued over Sunday, 14th, and Monday, 15th, was not due to the trade dispute which caused the stoppage in the first place, is, in the circumstances of this case, on the claimant, and I cannot hold that he has discharged that burden. His appeal must accordingly be disallowed."

Case No. C.I. 48/49 (7th April)

Sections 7 and 11 of the National Insurance (Industrial Injuries) Act, 1946: Whether claimant, a European voluntary worker, who sustained injury while cycling to work, was entitled to injury benefit: Claimant had to report at 7 a.m. and if travelling took more than half-an-hour payment was made for any period over that time: Commissioner rules that even if claimant received a payment for any time over 30 minutes spent in travelling to and from his place of employment all this proved was that he was paid extra for his work because he had to travel a longer distance than usual and therefore had to give up more of his leisure time: It did not show that claimant was in the course of his employment at any time before he arrived at work at 7 a.m.: Claim disallowed.

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

"The claimant is a European Volunteer Worker and was employed as a farm worker by an Agricultural Executive Committee. As a condition of his being so employed he was obliged to live at a hostel provided by the Committee. Under his contract of employment he was required to work at farms in accordance with directions given to him by the foreman at the hostel and he was supplied by the Committee with a bicycle for the journey to and from his work. His ordinary hours of work were from 7 a.m. to 5 p.m. On the day in question the claimant was riding on his bicycle from the hostel to a farm at which he had been directed to

work when he collided with a lorry at a road junction and sustained injuries in respect of which he claimed injury benefit. The claim was referred to the Local Appeal Tribunal who allowed it. They recorded evidence that the claimant was 'required to sign on at the hostel at 6.30 a.m. and the accident happened on the way to work at 6.45 a.m.'. But for the statement that the claimant was 'required to sign on at 6.30 a.m.' it could not be suggested that the accident arose in the course of the claimant's employment. The claimant was employed as a farm worker and the 'course' of such employment would normally begin, not when he left the hostel, but when he had arrived at the farm at which he was to work. Apparently, no witness attended before the Tribunal and the only basis for the evidence recorded at the hearing seems to have been the following statement on Form L.T.2. 'The Labour Officer of the Agricultural Executive Committee informed the Insurance Officer that men are required to report at the hostel at 6.30 a.m. and in consequence the proceeding to the various farms is regarded as in the course of employment'. On Form B.I.76, however, the Labour Officer stated that the claimant's normal working hours were from 7 a.m. to 5 p.m. and that the claimant 'did not report for work that day'.

"In view of these discrepancies further inquiries were made, as a result of which the following information has been obtained and confirmed by the claimant:

'1. It should be understood that the workers do not sign on at 6.30 a.m. each morning. An allocation sheet, prepared by the Assistant Labour Officer of each district, is posted up in the hostel each night. A foreman attends the hostel every morning to pass on last minute alterations of the allocation sheet, which shows the name of the farm employing each worker for that day.

'2. The men travel to work to arrive by 7 a.m., e.g., if the farm is very near the hostel, the men would not leave until a few minutes before 7 a.m. but if the distance to be covered necessitates them leaving before 6.30 a.m. then they are paid for the time taken over 30 minutes travelling time. The same rule applies for the period 5-5.30 p.m.

'The men are given no specific instructions as to the route to be followed other than those necessary to guide a stranger to the district. They are under no supervision during the journey to or from work.

'3. The working hours are 7 a.m. to 5 p.m. on Mondays to Fridays and pay is at an hourly rate. No pay accrues for the period 6.30 a.m. to 7 a.m. (but see 2 above where additional travelling time is necessary).

"Unfortunately, it is not stated whether in this case the claimant had to leave the hostel before 6.30 a.m. and consequently became entitled to pay for travelling time. I am, however, of opinion that even if he had been so entitled the claimant would not have been in the course of his employment until he had arrived at the farm at 7 a.m. The fact that an employee is paid an allowance on any day on which he has to start earlier than usual from home to get to work does not, in my opinion, justify the inference that his employment on that day begins when he leaves home. All this fact proves is that the employee is paid extra for the work he is employed to do because in order to begin his employment he has to travel a longer distance than usual and therefore to give up more of his leisure. I declare that the accident was not an industrial accident and allow the appeal of the Insurance Officer."

Case No. C.I. 65/49 (27th April)

Sections 7 and 19 of the National Insurance (Industrial Injuries) Act, 1946: Whether claimant entitled to death benefit in respect of her late husband, a miner, who was killed when crossing a main arterial road between colliery and pit head baths: Commissioner distinguishing between this case and accidents occurring either on the employer's premises or within the precincts of pit head baths holds that claimant's husband when crossing the road was subject to the same risks as an ordinary member of the public: His crossing the road was connected with his employment only in the sense that it was a necessary means to the accomplishment of a purpose which was only incidental to his work: The accident could not be said to have occurred in the course of his employment: Claim 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 and that the accident, therefore, was not an industrial accident within the meaning of the National Insurance (Industrial Injuries) Act, 1946.

"The claimant's late husband was a miner. The pit at which he was employed and the pit head baths which he was entitled, but not under any obligation, to use were situated on opposite sides of a main arterial road. On 15th October, 1948, he was crossing that road from the pit towards the baths for the purpose of going to them. He was run over and killed by a motor car. The question in dispute is whether that accident arose out of and in the course of his employment. It has already been held in Decision No. C.I. 23/49 (reported)* that a man in process of leaving pit head baths who suffers injury by accident is injured by accident arising out of and in the course of his employment because, although the use of pit head baths is not obligatory, it may be regarded as incidental to the work of a miner. The accident, however, with which I have to deal did not occur either on the employers' premises or within the precincts of the pit head baths. In crossing the arterial road, the deceased was subject to the same risks as an ordinary member of the public. His crossing the road was connected with his employment only in the sense that it was a necessary means to the accomplishment of a purpose which itself was only incidental to the work which he was employed to do.

"In my opinion, to hold that the claimant's late husband while crossing the road in these circumstances was doing something in the course of his employment and that the accident that then occurred to him arose out of his employment would be an unwarrantable extension of the meaning of those expressions. I, accordingly, hold that the accident in question was not an industrial accident. I allow the Insurance Officer's appeal."

* See the issue of this GAZETTE for April (page 154).

STATUTORY INSTRUMENTS

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

The Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 765), dated 20th April; *The Retail Bespoke Tailoring Wages Council (England and Wales) Wages Regulation Order, 1949 (S.I. 1949 No. 770)*, dated 21st April; *The Retail Bespoke Tailoring Wages Council (England and Wales) Wages Regulation (Holidays) Order, 1949 (S.I. 1949 No. 771)*; price 3d. net, 4d. post free, dated 21st April; *The Road Haulage Wages Council Wages Regulation (No. 2) Order, 1949 (S.I. 1949 No. 799)*; price 9d. net, 10d. post free, dated 22nd April; *The Baking Wages Council (Scotland) Wages Regulation Order, 1949 (S.I. 1949 No. 854) (S.46)*; price 4d. net, 5d. post free, dated 29th April. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 190.

(a) *The National Insurance (Claims and Payments) Provisional Amendment Regulations, 1949 (S.I. 1949 No. 717)*; (b) *The National Insurance (Maternity Benefit) Provisional Amendment Regulations, 1949 (S.I. 1949 No. 718)*. These Regulations were made on 11th April (a) by the Minister of National Insurance, and (b) by the National Insurance Joint Authority, under the National Insurance Act, 1946.—See page 168.

The National Insurance (Industrial Injuries) (Benefit) Amendment Regulations, 1949 (S.I. 1949 No. 691), made on 7th April by the Industrial Injuries Joint Authority under the National Insurance (Industrial Injuries) Act, 1946.—See page 168.

(a) *The Distribution of Industry (Development Areas) Order, 1949 (S.I. 1949 No. 692)*; (b) *The Distribution of Industry (Development Areas) (Scotland) Order, 1949 (S.I. 1949 No. 693) (S.38)*. These Orders were made on 4th March (a) by the Board of Trade and (b) by the Board of Trade and the Secretary of State for Scotland, under the Distribution of Industry Act, 1945.—See page 166.

OFFICIAL PUBLICATIONS RECEIVED*

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

African Labour.—*African Labour Efficiency Survey, 1947.* (Colonial Research Publications No. 3.) Colonial Office. Price 2s. (2s. 2d.)—See page 170.

Cotton Industry.—*Cotton Manufacturing Commission: Final Report of an Inquiry into Wages Arrangements and Methods of Organisation of Work in the Cotton Manufacturing Industry. Part I.* Ministry of Labour and National Service. Price 6d. (7d.)—See page 163.

Malaya and Singapore.—*Labour and Trade Union Organisation in the Federation of Malaya and Singapore.* Report by S. S. Awbery, M.P., J.P., and F. W. Dalley. (Colonial No. 234.) Colonial Office. Price 5s. (5s. 2d.).

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* See footnote * in next column.

Police.—*Report of the Committee on Police Conditions of Service. Part I.* Cmd. 7674. Home Office and Scottish Home Department. Price 2s. (2s. 2d.)—See page 162.

Scotland.—*Industry and Employment in Scotland, 1948.* Cmd. 7676. Scottish Office. Price 1s. 6d. (1s. 8d.)—See page 166.

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Youth Employment.—*London Regional Advisory Council Report, 1948.* Ministry of Labour and National Service. Price 4d. (5d.)—See page 165.

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100 (60 forms)	Factories Act, 1937. Dock Regulations, 1934. Notice of Completion of Processes of Loading, Unloading or Coaling at specified Hatches on board ship. June, 1941. (Reprinted 1949.) Revised price 2s. (2s. 2d.).
954	Factories Acts, 1937 and 1948. Electricity (Factories Act) Special Regulations, 1908 and 1944. March, 1949. (Reprinted 1949.) Revised price 3d. (4d.).
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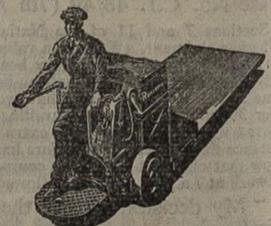
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